

Chavez/Huerta K-12 Preparatory Academy

Teachers
As of July 1, 2019
168 Day Contract

	BA (HQ but No License)		BA with License		BA w Lic +15		BA w Lic + 30		Masters (HQ but No License)		Masters with License		MA w Lic + 15		MA w Lic + 30		MA w Lic + 45		MA w Lic + 60		PhD, EdD	
Step 1	\$	32,000	\$	34,000	\$	34,340	\$	34,855	\$	35,000	\$	38,000	\$	38,760	\$	39,535	\$	40,326	\$	41,536	\$	46,000
Step 2	\$	33,265	\$	34,765	\$	35,113	\$	35,639	\$	35,788	\$	38,855	\$	39,632	\$	40,425	\$	41,233	\$	42,470	\$	47,035
Step 3	\$	34,047	\$	35,547	\$	35,903	\$	36,441	\$	36,593	\$	39,729	\$	40,524	\$	41,334	\$	42,161	\$	43,426	\$	48,093
Step 4	\$	34,847	\$	36,347	\$	36,710	\$	37,261	\$	37,416	\$	40,623	\$	41,436	\$	42,264	\$	43,110	\$	44,403	\$	49,175
Step 5	\$	35,665	\$	37,165	\$	37,536	\$	38,100	\$	38,258	\$	41,537	\$	42,368	\$	43,215	\$	44,080	\$	45,402	\$	50,282
Step 6	\$	36,501	\$	38,001	\$	38,381	\$	38,957	\$	39,119	\$	42,472	\$	43,321	\$	44,188	\$	45,071	\$	46,424	\$	51,413
Step 7	\$	37,356	\$	38,856	\$	39,245	\$	39,833	\$	39,999	\$	43,427	\$	44,296	\$	45,182	\$	46,085	\$	47,468	\$	52,570
Step 8	\$	38,230	\$	39,730	\$	40,128	\$	40,730	\$	40,899	\$	44,404	\$	45,293	\$	46,198	\$	47,122	\$	48,536	\$	53,753
Step 9	\$	39,124	\$	40,624	\$	41,031	\$	41,646	\$	41,819	\$	45,404	\$	46,312	\$	47,238	\$	48,183	\$	49,628	\$	54,962
Step 10	\$	40,038	\$	41,538	\$	41,954	\$	42,583	\$	42,760	\$	46,425	\$	47,354	\$	48,301	\$	49,267	\$	50,745	\$	56,199
Step 11	\$	40,973	\$	42,473	\$	42,898	\$	43,541	\$	43,722	\$	47,470	\$	48,419	\$	49,388	\$	50,375	\$	51,887	\$	57,463
Step 12	\$	41,929	\$	43,429	\$	43,863	\$	44,521	\$	44,706	\$	48,538	\$	49,509	\$	50,499	\$	51,509	\$	53,054	\$	58,756
Step 13	\$	42,906	\$	44,406	\$	44,850	\$	45,523	\$	45,712	\$	49,630	\$	50,622	\$	51,635	\$	52,668	\$	54,248	\$	60,078
Step 14	\$	43,905	\$	45,405	\$	45,859	\$	46,547	\$	46,740	\$	50,747	\$	51,762	\$	52,797	\$	53,853	\$	55,468	\$	61,430
Step 15	\$	44,926	\$	46,426	\$	46,891	\$	47,594	\$	47,792	\$	51,888	\$	52,926	\$	53,985	\$	55,064	\$	56,716	\$	62,812
Step 16	\$	45,971	\$	47,471	\$	47,946	\$	48,665	\$	48,867	\$	53,056	\$	54,117	\$	55,199	\$	56,303	\$	57,992	\$	64,226
Step 17	\$	47,039	\$	48,539	\$	49,025	\$	49,760	\$	49,967	\$	54,250	\$	55,335	\$	56,441	\$	57,570	\$	59,297	\$	65,671
Step 18	\$	48,131	\$	49,631	\$	50,128	\$	50,879	\$	51,091	\$	55,470	\$	56,580	\$	57,711	\$	58,865	\$	60,631	\$	67,148
Step 19	\$	49,248	\$	50,748	\$	51,255	\$	52,024	\$	52,241	\$	56,718	\$	57,853	\$	59,010	\$	60,190	\$	61,996	\$	68,659
Step 20	\$	50,390	\$	51,890	\$	52,409	\$	53,195	\$	53,416	\$	57,994	\$	59,154	\$	60,337	\$	61,544	\$	63,391	\$	70,204
Step 21	\$	51,557	\$	53,057	\$	53,588	\$	54,392	\$	54,618	\$	59,299	\$	60,485	\$	61,695	\$	62,929	\$	64,817	\$	71,783
Step 22	\$	52,751	\$	54,251	\$	54,794	\$	55,616	\$	55,847	\$	60,634	\$	61,846	\$	63,083	\$	64,345	\$	66,275	\$	73,399
Step 23	\$	53,972	\$	55,472	\$	56,026	\$	56,867	\$	57,103	\$	61,998	\$	63,238	\$	64,503	\$	65,793	\$	67,766	\$	75,050
Step 24	\$	55,220	\$	56,720	\$	57,287	\$	58,146	\$	58,388	\$	63,393	\$	64,661	\$	65,954	\$	67,273	\$	69,291	\$	76,739
Step 25	\$	56,496	\$	57,996	\$	58,576	\$	59,455	\$	59,702	\$	64,819	\$	66,116	\$	67,438	\$	68,787	\$	70,850	\$	78,465
Step 26	\$	57,801	\$	59,301	\$	59,894	\$	60,792	\$	61,045	\$	66,278	\$	67,603	\$	68,955	\$	70,334	\$	72,444	\$	80,231

Math, Science and ESS teachers will receive a one-time sign on Bonus when hired, paid over the academic year.
Licensed Teachers will have additional credits honored.

Teachers with a conferred PhD/EdD without a License will be placed on the MA no License column and receive an additional 2 % to honor the degree.
Team Leads/Discipline Chairs will receive a supplemental stipend of \$1,000 per academic year (subject to application process and approval by Principal)

Chavez/Huerta K-12 Preparatory Academy

Principal
As of July 1, 2019
195 Days

	Assistant Principal	Principal
Step 1	\$ 60,000	\$ 72,000
Step 2	\$ 60,900	\$ 73,080
Step 3	\$ 61,814	\$ 74,176
Step 4	\$ 62,741	\$ 75,289
Step 5	\$ 63,682	\$ 76,418
Step 6	\$ 64,637	\$ 77,564
Step 7	\$ 65,607	\$ 78,728
Step 8	\$ 66,591	\$ 79,909
Step 9	\$ 67,590	\$ 81,107
Step 10	\$ 68,603	\$ 82,324
Step 11	\$ 69,632	\$ 83,559
Step 12	\$ 70,677	\$ 84,812
Step 13	\$ 71,737	\$ 86,085
Step 14	\$ 72,813	\$ 87,376
Step 15	\$ 73,905	\$ 88,686
Step 16	\$ 75,014	\$ 90,017
Step 17	\$ 76,139	\$ 91,367
Step 18	\$ 77,281	\$ 92,737
Step 19	\$ 78,440	\$ 94,129
Step 20	\$ 79,617	\$ 95,540
Step 21	\$ 80,811	\$ 96,974
Step 22	\$ 82,023	\$ 98,428
Step 23	\$ 83,254	\$ 99,905
Step 24	\$ 84,503	\$ 101,403
Step 25	\$ 85,770	\$ 102,924

Asst Principal and Principal require a minimum BA with a Principal License, an MA will receive additional 2%, PhD/EdD will receive an additional 4%.

Chavez/Huerta K-12 Preparatory Academy

Special Services - Student Support Services

Includes Senior Director of ESS, Counselor, Counselor Assistant, Tutor

As of July 1, 2019

Contract Days	168	195	195	168	195
	Tutors (168 Days @ \$14.5/hr)				
		Counselor Assistant	Certified Counselor	Specialists SLP/Psych	Senior Director
Step 1	\$ 19,488	\$ 39,926	\$ 45,323	\$ 47,589	\$ 72,000
Step 2	\$ 19,878	\$ 40,724	\$ 46,230	\$ 48,541	\$ 73,080
Step 3	\$ 20,275	\$ 41,539	\$ 47,154	\$ 49,512	\$ 74,176
Step 4	\$ 20,681	\$ 42,370	\$ 48,097	\$ 50,502	\$ 75,289
Step 5	\$ 21,094	\$ 43,217	\$ 49,059	\$ 51,512	\$ 76,418
Step 6	\$ 21,516	\$ 44,081	\$ 50,041	\$ 52,543	\$ 77,564
Step 7	\$ 21,947	\$ 44,963	\$ 51,041	\$ 53,593	\$ 78,728
Step 8	\$ 22,386	\$ 45,862	\$ 52,062	\$ 54,665	\$ 79,909
Step 9	\$ 22,833	\$ 46,780	\$ 53,103	\$ 55,759	\$ 81,107
Step 10	\$ 23,290	\$ 47,715	\$ 54,166	\$ 56,874	\$ 82,324
Step 11	\$ 23,756	\$ 48,669	\$ 55,249	\$ 58,011	\$ 83,559
Step 12	\$ 24,231	\$ 49,643	\$ 56,354	\$ 59,172	\$ 84,812
Step 13	\$ 24,715	\$ 50,636	\$ 57,481	\$ 60,355	\$ 86,085
Step 14	\$ 25,210	\$ 51,648	\$ 58,631	\$ 61,562	\$ 87,376
Step 15	\$ 25,714	\$ 52,681	\$ 59,803	\$ 62,793	\$ 88,686
Step 16	\$ 26,228	\$ 53,735	\$ 60,999	\$ 64,049	\$ 90,017
Step 17	\$ 26,753	\$ 53,735	\$ 62,219	\$ 65,330	\$ 91,367
Step 18	\$ 27,288	\$ 53,735	\$ 63,464	\$ 66,637	\$ 92,737
Step 19	\$ 27,834	\$ 53,735	\$ 64,733	\$ 67,969	\$ 94,129
Step 20	\$ 28,390	\$ 53,735	\$ 66,027	\$ 69,329	\$ 95,540
Step 21	\$ 28,958	\$ 53,735	\$ 67,348	\$ 70,715	\$ 96,974
Step 22	\$ 29,537	\$ 53,735	\$ 68,695	\$ 72,130	\$ 98,428
Step 23	\$ 30,128	\$ 53,735	\$ 70,069	\$ 73,572	\$ 99,905
Step 24	\$ 30,731	\$ 53,735	\$ 71,470	\$ 75,044	\$ 101,403
Step 25	\$ 31,345	\$ 53,735	\$ 72,900	\$ 76,545	\$ 102,924

Tutors with a BA will receive an additional 2%. MA will receive an additional 4%.
Counselor Assistant requires a minimum of a BA.
Certified Counselor requires a minimum of an MA with certification.
Specialist and Senior Director requires a minimum of an MA. PhD/EdD will receive an additional 4%.

Chavez/Huerta K-12 Preparatory Academy

Clerical Support As of July 1, 2019 195 Day Contracts

	Front Office Admin Assist	Senior Admin Asst
Step 1	\$ 25,502	\$ 26,777
Step 2	\$ 26,012	\$ 27,313
Step 3	\$ 26,532	\$ 27,859
Step 4	\$ 27,063	\$ 28,416
Step 5	\$ 27,604	\$ 28,984
Step 6	\$ 28,156	\$ 29,564
Step 7	\$ 28,719	\$ 30,155
Step 8	\$ 29,294	\$ 30,758
Step 9	\$ 29,880	\$ 31,374
Step 10	\$ 30,477	\$ 32,001
Step 11	\$ 31,087	\$ 32,641
Step 12	\$ 31,709	\$ 33,294
Step 13	\$ 32,343	\$ 33,960
Step 14	\$ 32,990	\$ 34,639
Step 15	\$ 33,649	\$ 35,332
Step 16	\$ 34,322	\$ 36,038
Step 17	\$ 35,009	\$ 36,759
Step 18	\$ 35,709	\$ 37,494
Step 19	\$ 36,423	\$ 38,244
Step 20	\$ 37,152	\$ 39,009
Step 21	\$ 37,895	\$ 39,789
Step 22	\$ 38,653	\$ 40,585
Step 23	\$ 39,426	\$ 41,397
Step 24	\$ 40,214	\$ 42,225
Step 25	\$ 41,018	\$ 43,069

Chavez/Huerta K-12 Preparatory Academy

Operations As of July 1, 2019

Contract Days	208/168	208	168	155	195	195/208
	Hourly Custodians/ Lunch Monitors (Min wage Eff 1/1/2020)	Full-time Custodian	Security	Hourly Bus Driver	Operations Manager	Operations Director
Step 1	\$ 12.00	\$ 21,738	\$ 21,848	\$ 15.50	\$ 40,724	\$ 44,126
Step 2	\$ 12.25	\$ 22,173	\$ 22,285	\$ 15.81	\$ 41,538	\$ 45,009
Step 3	\$ 12.50	\$ 22,616	\$ 22,731	\$ 16.13	\$ 42,369	\$ 45,909
Step 4	\$ 12.75	\$ 23,069	\$ 23,186	\$ 16.45	\$ 43,216	\$ 46,827
Step 5	\$ 13.00	\$ 23,530	\$ 23,649	\$ 16.78	\$ 44,080	\$ 47,764
Step 6	\$ 13.25	\$ 24,001	\$ 24,122	\$ 17.12	\$ 44,962	\$ 48,719
Step 7	\$ 13.50	\$ 24,481	\$ 24,605	\$ 17.46	\$ 45,861	\$ 49,693
Step 8	\$ 13.75	\$ 24,970	\$ 25,097	\$ 17.81	\$ 46,779	\$ 50,687
Step 9	\$ 14.00	\$ 25,470	\$ 25,599	\$ 18.17	\$ 47,714	\$ 51,701
Step 10	\$ 14.25	\$ 25,979	\$ 26,111	\$ 18.53	\$ 48,668	\$ 52,735
Step 11	\$ 14.50	\$ 26,499	\$ 26,633	\$ 18.90	\$ 49,642	\$ 53,790
Step 12	\$ 14.75	\$ 27,029	\$ 27,166	\$ 19.28	\$ 50,635	\$ 54,865
Step 13	\$ 15.00	\$ 27,569	\$ 27,709	\$ 19.66	\$ 51,647	\$ 55,963
Step 14	\$ 15.25	\$ 28,121	\$ 28,263	\$ 20.06	\$ 52,680	\$ 57,082
Step 15	\$ 15.50	\$ 28,683	\$ 28,828	\$ 20.46	\$ 53,734	\$ 58,224
Step 16	\$ 15.75	\$ 29,257	\$ 29,405	\$ 20.87	\$ 54,808	\$ 59,388
Step 17	\$ 16.00	\$ 29,842	\$ 29,993	\$ 21.28	\$ 55,905	\$ 60,576
Step 18	\$ 16.25	\$ 30,439	\$ 30,593	\$ 21.71	\$ 57,023	\$ 61,787
Step 19	\$ 16.50	\$ 31,048	\$ 31,205	\$ 22.14	\$ 58,163	\$ 63,023
Step 20	\$ 16.75	\$ 31,669	\$ 31,829	\$ 22.59	\$ 59,326	\$ 64,284
Step 21	\$ 17.00	\$ 32,302	\$ 32,466	\$ 23.04	\$ 60,513	\$ 65,569
Step 22	\$ 17.25	\$ 32,948	\$ 33,115	\$ 23.50	\$ 61,723	\$ 66,881
Step 23	\$ 17.50	\$ 33,607	\$ 33,777	\$ 23.97	\$ 62,958	\$ 68,218
Step 24	\$ 17.75	\$ 34,279	\$ 34,453	\$ 24.45	\$ 64,217	\$ 69,583
Step 25	\$ 18.00	\$ 34,965	\$ 35,142	\$ 24.94	\$ 65,501	\$ 70,974

Hourly Night Custodians will receive a Shift Differential of \$0.25 per Hour.
Operation Managers and Directors require a minimum of a BA or Equivalent, those with an MA will receive an additional 2%, a Phd/EdD will receive an additional 4%.

Chavez/Huerta K-12 Preparatory Academy

Central Services
As of July 1, 2019
208 Day Contract

Contract Days	195/208 Exec	208	208	208	208
	Asst/Registrar/ Enrollment Specialist	Supervisor/ Manager	Admin Director	Chief Business Officer	Chief Executive Officer
Step 1	\$ 39,300	\$ 53,000	\$ 54,500	\$ 73,500	\$ 95,747
Step 2	\$ 40,086	\$ 54,060	\$ 55,590	\$ 74,603	\$ 97,183
Step 3	\$ 40,888	\$ 55,141	\$ 56,702	\$ 75,722	\$ 98,641
Step 4	\$ 41,705	\$ 56,244	\$ 57,836	\$ 76,857	\$ 100,121
Step 5	\$ 42,540	\$ 57,369	\$ 58,993	\$ 78,010	\$ 101,622
Step 6	\$ 43,390	\$ 58,516	\$ 60,172	\$ 79,180	\$ 103,147
Step 7	\$ 44,258	\$ 59,687	\$ 61,376	\$ 80,368	\$ 104,694
Step 8	\$ 45,143	\$ 60,880	\$ 62,603	\$ 81,574	\$ 106,264
Step 9	\$ 46,046	\$ 62,098	\$ 63,855	\$ 82,797	\$ 107,858
Step 10	\$ 46,967	\$ 63,340	\$ 65,133	\$ 84,039	\$ 109,476
Step 11	\$ 47,906	\$ 64,607	\$ 66,435	\$ 85,300	\$ 111,118
Step 12	\$ 48,865	\$ 65,899	\$ 67,764	\$ 86,579	\$ 112,785
Step 13	\$ 49,842	\$ 67,217	\$ 69,119	\$ 87,878	\$ 114,477
Step 14	\$ 50,839	\$ 68,561	\$ 70,502	\$ 89,196	\$ 116,194
Step 15	\$ 51,856	\$ 69,932	\$ 71,912	\$ 90,534	\$ 117,937
Step 16	\$ 52,893	\$ 71,331	\$ 73,350	\$ 91,892	\$ 119,706
Step 17	\$ 53,950	\$ 72,758	\$ 74,817	\$ 93,270	\$ 121,502
Step 18	\$ 55,029	\$ 74,213	\$ 76,313	\$ 94,669	\$ 123,324
Step 19	\$ 56,130	\$ 75,697	\$ 77,839	\$ 96,090	\$ 125,174
Step 20	\$ 57,253	\$ 77,211	\$ 79,396	\$ 97,531	\$ 127,052
Step 21	\$ 58,398	\$ 78,755	\$ 80,984	\$ 98,994	\$ 128,957
Step 22	\$ 59,566	\$ 80,330	\$ 82,604	\$ 100,479	\$ 130,892
Step 23	\$ 60,757	\$ 81,937	\$ 84,256	\$ 101,986	\$ 132,855
Step 24	\$ 61,972	\$ 83,576	\$ 85,941	\$ 103,516	\$ 134,848
Step 25	\$ 63,212	\$ 85,247	\$ 87,660	\$ 105,068	\$ 136,871

Exec Asst, Registrar, Enrollment Specialist require a minimum of an AA, those with a BA will receive an additional 2%, MA will receive an additional 4%
Supervisor/Manager and Admin Director require a Minimum of a BA or Equivelant, those with an MA will receive an additional 2%, a PhD/EdD will receive an additional 4%.
CBO and CEO require a minimum of an MA, those with a PhD/EdD will receive an additional 4%.