



Cabrillo Point Academy

# Compensation Policy

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# COMPENSATION POLICY

## DEDICATION TO NON-DISCRIMINATION

It is the policy of Cabrillo Point Academy not to discriminate on the basis of race, religious creed (which includes religious dress and grooming practices), color, national origin (which includes, but is not limited to, national origin groups and aspects of national origin, such as height, weight, accent, or language proficiency), ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (which includes pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity, gender expression, age, sexual orientation, military or veteran status (including state and federal active and reserve members as well as those ordered to duty or training), immigration/citizenship status or related protected activities (which includes undocumented individuals and human trafficking), protected medical leaves, domestic violence victim status, political affiliation, or any other consideration made unlawful by federal, state, or local laws, ordinances, or regulations.

## IMPORTANT INFORMATION

- This summary does not alter the at-will nature of the employment relationship and nothing in this summary shall limit the School's right to terminate employment at-will or limit the School's right to transfer, demote, suspend, administer discipline, and change the terms and conditions of employment at its sole discretion. This includes, without limitation, the School's right to modify the compensation of any employee at any time, with or without notice and with or without cause.
- The School Board adopts this compensation schedule for Cabrillo Point Academy. Pay increases are not granted automatically each year; therefore, neither past nor future compensation can be calculated, assumed, or predicted on the basis of this schedule or any information contained herein. Compensation of any employee may also be adjusted at any time based on operational needs of the School.
- The Executive Director shall recommend compensation for all School staff, consistent with the budget approved by the School Board. An employee's regular compensation is paid on a semi-monthly basis in accordance with the School's payroll practices and policies.
- The School reserves the right to change, suspend, revoke, terminate, or supersede provisions of this compensation schedule at any time. To the extent any of provisions herein differ from the terms of an employee's employment agreement, the terms of the agreement shall prevail.

## COMPENSATION PHILOSOPHY

A compensation philosophy is a statement that defines what an organization offers and chooses to reward via its compensation system. The School's compensation philosophy places emphasis on equity, transparency, excellence, and commitment. These five key values are the foundation for all School compensation structures and practices.

### We Offer

- Comprehensive compensation packages for all staff, including base salary and benefits. Certain employees may be eligible for bonuses and stipends, as set forth herein.
- A dynamic culture and vibrant community of colleagues united by shared dedication to students, a commitment to innovation, and a strong growth mindset.

- Unique career pathways, growth and development opportunities, and leadership roles that encourage staff to challenge themselves.
- Equitable compensation, regardless of gender, race/ethnicity, national origin, sexual orientation, age, religion, disability or any other consideration made unlawful by federal, state, or local laws, ordinances, or regulations.
- A transparent and clearly communicated compensation system, so that staff understand what factors may determine individual compensation and how and when potential changes to compensation will be affected.

### We Recognize and Reward

- Exceptional performance and contributions that enable excellent student outcomes.
- Commitment of staff who contribute to the long-term success of our students and our organization.

### For Teachers

- Given the role they play in providing educational services, teachers are particularly critical to the success of our mission. As such, we offer teacher compensation to attract and retain talented educators, and we specially recognize and reward:
  - Exceptional teacher performance that leads to growth and excellence for students
  - Commitment of teachers who develop deep, high-quality educational experience (within or outside of the School) and assume critical leadership responsibilities

## MEDICAL OPT-OUT STIPEND

Employees may elect not to enroll in any of the medical plans offered by the Charter School. The employee must certify that they have medical coverage for themselves and eligible dependents elsewhere that is comparable to one of the plans offered by the Charter School. They will receive an employer contribution per year prorated based on the period of service and applicable pay periods.

## CERTIFICATED COMPENSATION

### Certificated Definition

For the purpose of this policy, certificated is defined as any position that requires a certificate and/or credential as defined by the California Teaching Commission (CTC).

### Teacher Definition

For purposes of this schedule, a Teacher is defined as a person who has a valid credential or certificate that allows them to teach a specific subject matter or special education.

### Salary Placement Guidelines

Upon hire, each employee's salary placement will be calculated based on the YEAR an employee fits, and in accordance to the professional and teaching experience gathered in previous years in the institutions outlined in this manual and on other factors such as prior performance (which includes a rehired employee).

The starting salary of a new employee may exceed the salary of a current employee in the same position based on the new employee’s years of experience.

### Deputy Executive Director

The Deputy Executive Director is the second in command and reports to the Executive Director. This person manages and handles the daily business operations of the organization, working closely with department heads and supervisors to support the day-to-day activity of all employees including certificated and classified. They work with special education and the SELPA to ensure compliance and achievement. This person supports the Executive Director in all their administrative tasks, including overseeing curriculum, instruction, testing, intervention, special populations, LCAP development, federal programs, staffing and budget plans for the School. This position may serve more than one School.

### Creditable Years of Experience

- The School has the option to grant one (1) YEAR for each one (1) year of approved creditable teaching or professional experience with a maximum placement on year 5 (five).
- Additional years may be granted for employees who have School-desired experience in what the School determines to be “hard-to-staff” positions.
  - One year of creditable professional or teaching experience will be granted for full-time employment, which is employment for 100% of an institution’s normal work schedule during the school year.
  - A partial year of creditable professional or teaching experience can be granted for up to a year of part-time employment, which is less than 100% of an institution’s normal work schedule during the school year.

Examples of Hard to Staff Positions		Based on actual number of years worked, may start at the following step:
Occupational Therapist Speech Language Pathologist Education Specialist-Deaf and Hard of Hearing Education Specialist-Visual Impairment		11
Adapted Physical Education Teacher Education Specialist - Extensive Support Needs (ESN) Education Specialist - Itinerant (fully in-person)		10
Education Specialist-Mild/Moderate Job Coach Nurse	Paraeducator Program Specialist School Psychologist Special Education Services Coordinator	6

- Creditable professional or teaching experience may be earned in:
  - California and US public, charter, and private elementary and secondary schools
  - Accredited foreign public, charter, and private elementary and secondary schools
  - California, US, and foreign accredited universities and colleges
  - Non-public special education contract schools for special education teachers

- Other regionally accredited educational institutions
- Creditable teaching experience is experience as a teacher in one of the institutions outlined above.
- Other relevant professional experience may be considered by the Executive Director or designee.

Staff who do not complete at least 50% of the school year or hired on or after the start of the 2nd semester and are receiving a contract for the following school year will remain in the same placement on the Salary Schedule and in accordance with other parameters set forth by this policy unless otherwise required by law.

The Executive Director or his or her designee may adjust a rehired teacher's placement on the Salary Schedule as appropriate based on the employee's accumulated experience following the teacher's separation from the School, which may result in a higher or lower placement on the schedule than the teacher would have otherwise been placed had the teacher been continuously employed.

In the event that an adjustment to pay scale placement is issued, adjustments made prior to 10/31 or within 30 days of hire may be applied retroactively that same school year if applicable. If the adjustment is issued outside of 10/31 or 30 days of hire, it will go into effect for eligible employees the following school year. Adjustments made due to School error will be applied to the next applicable pay period.

### Credential/Certification

- Teachers holding a valid and active credential (i.e., preliminary, clear, lifetime) California teaching certificate at the time of hiring/rehiring will generally be compensated in accordance with the applicable teacher Salary Schedule (B Basis, C Basis or Special Education) for certificated teachers.
- The School may hire teachers with a bachelor's degree who do not hold a clear teaching credential. Staff holding an alternative certification (intern, emergency, or preliminary credential) are rated on the same salary teacher schedule as certificated teachers.
- A teacher is eligible to advance to the proper Salary Schedule level once they meet the requirement for that specific Salary Schedule level and group based on their creditable years of service and post bachelor's degree units, post bachelor's credential units, or completion of Advanced Placement certification coursework, if applicable. Course work is creditable for row placement and advancement if it is a course taken for credit at an accredited institution, reasonably related to the employee's assignment or future assignment, a grade of C or higher is earned, and posted as semester, quarter, or trimester units on an official transcript in the institution's graduate course number series, post bachelor's credential units, or taken from the Advanced Placement program. Points on the pay scale are the equivalent of semester units. Therefore, any eligible units not reported as semester units will be converted for proper placement on the pay scale.
- For any given school year, teachers must submit any successfully completed post-BA units no later than October 31 in order for the units to be applied to the teacher's salary in that school year. Any proof of successfully completed post-BA units submitted to the School after October 31 will not result in an adjustment to compensation until the following school year.
- Any increase in pay resulting from an advancement on the Salary Schedule based on the successful completion of post-BA units will not take effect until after the School's receipt of sufficient documentation supporting the advancement. Pay increases for post-BA units will not be paid retroactively. For illustration purposes, if a teacher completes graduate level coursework on January 15 and provides an official transcript on May 1, any advancement on the Salary Schedule and increase in pay will be effective beginning the next school year. The teacher will not be paid at the higher rate of compensation

retroactively (i.e., for the periods between January 15 and July 1).

- If a teacher completes graduate level coursework on August 15 and provides an official transcript on October 15, any advancement on the Salary Schedule and increase in pay will be effective beginning the first pay period following October 15. The teacher will not be paid at the higher rate of compensation during the periods between August 15 and October 31. The teacher would receive the advancement starting the next pay period of November 1-15.

### Advanced Degree/Certificate Stipends

- Certificated staff who hold a Doctoral degree are entitled to additional compensation of \$3,000 stipend in addition to their current annual salary on the Salary Schedule.
- The stipend is not included in your annual salary and may be processed separately from regular earnings.
- The stipends will be paid as set forth in the Stipend Chart below.

### Signing Bonus

If the School decides to issue signing bonuses, the following requirements shall apply.

- Signing bonuses may be offered to teachers certified in an area of critical concern as defined by the School, or to address specific concerns at the School.
- The Executive Director shall designate the individuals authorized to receive the signing bonus.
- The signing bonus must be approved by the Board.
- To qualify for a signing bonus, the teacher must:
  - Be certified in the field they are hired to teach.
  - Teach in that field of the bonus.

### Supplemental Duty Stipends

- Stipends are assigned and approved by the Executive Director or his/her designee at the beginning of the school year or semester or as otherwise noted in the chart below.
- Staff who perform the Supplemental duties outlined in the chart below are eligible to receive the corresponding stipends as indicated and only if assigned/awarded to the staff member by the Executive Director or his/her designee. The number of stipends awarded under each category and/or the periods of service during the school year are at the sole discretion of the Executive Director or his/her designee.
- Supplemental duty stipends are authorized for the specific year assigned and are not renewed for the future years unless specifically authorized for those years. This means additional duties such as SPED Lead Teacher, Testing Lead, etc. are assigned on a year-by-year basis and are not guaranteed responsibilities that carry over from year to year.
- Supplemental pay will cease when there is no need for the duty, the employee becomes ineligible or as otherwise determined in the sole discretion of the School.
- The School, in its sole discretion, may choose not to offer certain stipends.
- Stipend amounts and requirements will be reviewed periodically and may be modified from time to time at the sole discretion of the School.
- Supplemental duty stipends are prorated and will be paid as set forth in the below Stipend Chart once the Supplemental duty has started.

- The Executive Director has been delegated authority to change the stipend amounts and add or change stipends based on the need of the School throughout the year in line with the Board adopted budget.

### Voluntary Transfer to Lower Role Placement or Teaching Position

Employees approved to voluntarily transfer to a position in a lower placement on the Salary Schedule will be placed in the new salary placement or teacher Salary Schedule, and the salary will be calculated as it is in the new placement or schedule.

### Additional Supplement Bonus (“Supplement”)

The Executive Director may recommend a Supplement for teachers as set forth in this section.

- The Executive Director, in his or her sole discretion, shall determine what duties shall be Supplemented based upon the operational needs of the School.
- A Supplement is not automatic and can be provided at the discretion and approval of the Executive Director, based on additional work beyond the regular work responsibilities.
- A Supplement will be paid to the employee in accordance with the schedule provided by the School at the time of Supplement award.
- The Supplemental award shall not exceed \$35,000 or 50% of annual salary.
- All Supplements listed are paid for the performance of duties beyond the regular work day and normal job responsibilities and are not approved solely on the basis of position classification or previous Supplement payment. Additional time spent fulfilling job duties does not constitute a basis for compensation beyond the teachers' regular salary.
- Teacher Supplements will be set forth in a Supplement Performance Order. The Supplement Performance Order Request shall be completed and signed by the teacher and the Executive Director prior to performing the Supplemental duties.
- Supplements will be paid in installments or one lump sum if less than \$1,001. However, this option will not be available where it would cause the employee to receive compensation prior to providing the service.
- Additional Supplements may include things such as Winter Break Coverage, Extra Student Pay and Enrollment Milestones.
- To qualify for an extended duty Supplement, the following criteria must be met as requested and assigned by the Executive Director:
  - The Executive Director must first agree with the teacher on the terms.
  - The Supplemental work must be separate from the normal job responsibilities.
  - The work must be completed or in the progress of being completed.

## PART-TIME TEACHERS

### For All Part-Time Teachers

- Part-time/Full-time Status: Compensation for part-time teachers will be prorated based on the percentage of students served compared to a full-time equivalent\*. This rate may increase or decrease in direct correlation to the School’s operational needs and/or budget approved by the School Board. Estimated

hours for part-time teachers each week includes a maximum of 10 hours per week for approved non-instructional activities (recruiting, planning, grading, parent conferences, etc.) and one (1) additional hour per week per enrolled student. Part-time teachers are pre-approved for the hours according to the chart below. This allotted time should be sufficient to complete each part-time teacher’s duties. All time worked will be compensated at the part-time teacher’s percentage of FTE rate. If a part-time teacher anticipates exceeding the number of approved hours per week.

- Part-time teachers must accurately record and timely submit records of all time worked and observe all lunch and rest breaks as outlined in the School’s Employee Handbook. Part-time employees may not work overtime (i.e., over 8 hours in a workday or 40 hours per workweek) without written authorization from their direct supervisor.
- When a case load of less than 35 students is granted due to accommodations approved by the Executive Director employees will receive a prorated salary or an hourly rate based on the Salary Schedule. These staff members will also be given health care benefits contingent upon the teacher’s expected maintenance of a case load over 28 students and averaging 30 or more work hours per week. These staff members are considered part-time and will be reported as such for STRS. Once part-time teachers reach the norm minimum standard of 35 students, they will be considered full-time and rated in and placed on the Salary Schedule.

\*Depending on the percentage of FTE, this may be a non-exempt position paid at an hourly rate.

Part-Time HST Hourly Schedule					
Percentage of FTE	50%	60%	70%	80%	90%
Number of Regularly Enrolled Students	18	21	24	28	32
Number of Approved Hours Per Week	20	24	30	32	36

Part Time HQT Hourly Schedule				
Number of Sections Covered	1	2	3	4
Number of Approved Hours Per Week	15	20	25	30

Please Note (Non-exempt Employees ONLY):

- No more than your max approved hours should be worked in one calendar week without prior approval.
- No more than 8 hours can be worked in one day.
- Any time over 5 hours in a day must include scheduled lunch.
- No hours may be worked on Holidays.
- No hours are approved over school breaks: (e.g. Thanksgiving Break, Winter Break, Presidents’ Break, Spring Break)

# CLASSIFIED COMPENSATION

## Experience and Placement

- Each classified employee will be placed on the Pay Scale based on their creditable years of experience, which will be categorized as equivalent or applicable experience.
- Equivalent experience is the directly related experience of an employee to the position held or hired. Applicable experience is the other administrative, teaching, or professional experience which is not directly related to the position held or hired.
  - Example: Office Manager experience at a private school is accepted as equivalent experience for a person in the Office Manager position, but teaching experience will be applicable experience.
  - Example: SPED Instructional Aide at a school district, or a company may be equivalent experience for the SPED Instructional Aide position, but SPED Center Aide will be applicable experience.
- The evaluation of prior experience and placement on the Pay Scale will be recommended by the Human Resources Department and the Executive Director or designee makes the final decision, consistent with the School's approved budget.
- The following criteria will be considered in the evaluation of prior experience:
  - The number of days worked in a year must be at least 180 days as a full-time employee
  - The percentage of days worked
  - Position held
  - Type of the organization and accreditation
- Each equivalent year of creditable experience will be equal to 1 YEAR, and each year of creditable applicable experience will be equal to a 0.5 YEAR. If the total year of experience is a fraction of a whole, it will be rounded up.
  - Example: 3.5 YEARS will be rounded to 4.0 YEARS of experience.
- Rehired employee's years of experience in the same or higher salary placements will be treated as equivalent experience.
- The starting salary of a new employee may exceed the salary of a current employee in the same position based on the creditable years of experience as defined herein.
- Creditable experience may be earned from other schools, districts or any other employer.
- Staff who do not complete at least 50% of the school year or hired on or after the start of the 2nd semester and are receiving a contract for the following school year will remain in the same placement on the Salary Schedule and in accordance with other parameters set forth by this policy unless otherwise required by law.
- The Executive Director shall recommend the creation of new positions as needed and will evaluate and recommend placement of the new positions in the appropriate role, together with any necessary budget adjustments required, to be approved by the School Board.

## Role/Salary Placements

All positions are classified according to the corresponding role and/or salary placements based on the required set of skills, education, effort, and responsibility of the job assignment as indicated in the specific job description. All positions may be reclassified as necessary by the Executive Director or designee. Some hard-to-staff positions may be compensated out of the Pay Scale as approved by the Executive Director.

## Advancements on Pay Scale

An advancement on the Pay Scale is the placement of an employee from a position in a lower salary placement to a position in a higher salary placement and will be determined on the same basis and factors articulated herein.

## Lateral Transfer

A lateral transfer is the movement of an employee from one position to another within the same salary placement. The employee may continue to progress in the same salary placement as experience in the position is accumulated. Prior experience will not be re-evaluated for purposes of placement or advancement in the new salary placement.

## Partial Assignments

In cases where a classified employee has been given multiple assignments (e.g., a SPED coordinator with partial ESL duties), the employee will be placed on the Pay Scale (or salary placement) with the higher salary.

## Reassignments

- Employees approved to voluntarily transfer to a position in a lower placement on the Pay Scale, if applicable, will be placed in the new salary placement, and the salary will be calculated as it is in the new placement or Pay Scale.
- When an employee is reassigned for any reason to a position in a lower salary placement, the employee's salary will be lowered during the next payroll cycle, or when determined by the Executive Director to avoid disruption so long as it is not earlier than the next payroll period.

## Rehires

- A former employee who returns to a position similar to the role held prior to separation will be placed on the Pay Scale as follows:
  - The converted grade and step of individuals who separated employment will be identified for appropriate entry placement on the Pay Scale.
  - All applicable work experience earned outside of Cabrillo Point Academy, subsequent to separation, may be identified and used for credit as equivalent experience in accordance with the creditable years of service as described herein.

## Experience – Non-Exempt Employees

- Each non-exempt employee will be placed on the Pay Scale based on their years of relevant experience. Although non-exempt employees will be paid on a semi-monthly basis, all non-exempt salaried employees will be paid for all hours worked and are eligible for overtime in accordance with applicable law. Employees should receive approval from their supervisor before working overtime.
- The evaluation of prior experience will be made by the Executive Director or his/her designee. The following criteria, among others, may be considered in evaluation of prior experience:
  - The number of days worked in a year must be at least 180 days as a full-time employee
  - The percentage of days worked
  - Position held

- Type of the organization and accreditation
- Experience including secretarial, clerical, teaching, professional, and substitute experience may be credited.
- Each year of experience may be 1 YEAR in the Pay Scale.
- The starting salary of a new employee may exceed the salary of a current employee in the same position based on their years of experience.
- Experience may be earned in other districts or other companies.
- The Executive Director or his or her designee may adjust a rehired non-exempt employee's placement on the Pay Scale as appropriate based on the employee's accumulated relevant experience following the employee's separation from the School, which may result in a higher or lower placement on the scale than the employee would have otherwise been placed had the employee been continuously employed. Adjustments to an employee's salary may be made in any subsequent school year.

### Additional Supplement Bonus ("Supplement")

The Executive Director may recommend a Supplement for classified staff members as set forth in this section.

- An Executive Director, in his or her sole discretion, shall determine what duties shall be Supplemented based upon the operational needs of the School.
- A Supplement is not automatic and can be provided at the discretion and approval of the Executive Director, based on additional work beyond the regular work responsibilities.
- A Supplement will be paid to the employee in accordance with the chart provided by the School at the time of Supplement award.
- The Supplemental award shall not exceed \$35,000 or 50% of annual salary.
- All Supplements awarded are paid for the performance of duties beyond the regular work day and normal job responsibilities and are not approved solely on the basis of position classification or previous Supplement payment. Additional time spent fulfilling job duties does not constitute a basis for compensation beyond the classified staff members' regular salary.
- Classified staff member's Supplements will be set forth in a Supplement Performance Order. The Supplement Performance Order Request shall be completed and signed by the classified staff member and the Executive Director prior to performing the Supplemental duties.
- Supplements will be paid in installments or one lump sum if less than \$1,001. However, this option will not be available where it would cause the employee to receive compensation prior to providing the service.
- Additional Supplements may include things such as Winter Break Coverage and Enrollment Milestones.
- To qualify for an extended duty Supplement, the following criteria must be met as requested and assigned by the Executive Director:
  - The Executive Director must first agree with the classified staff member on the terms.
  - The Supplemental work must be separate from the normal job responsibilities.
  - The work must be completed or in the progress of being completed.

## APPENDICES

A. STIPEND CHART

B. SALARY SCHEDULES AND PAY SCALES

## Cabrillo Point Academy – Stipend Chart

Stipend	Amount	Description	Eligibility Start	Method of Payment	Base Number of Students
<b>Academic Anchor Tutor</b>	\$500 per 10 sessions	Academic Anchors provide one-on-one tutoring to students in grades 6-12 in Language Arts or Math. The tutor will provide ten 40-minute tutoring sessions. Paid to an HST who applied and received the position.	Eligibility at the beginning of each semester.	Paid at the end of each semester in January and May.	N/A
<b>Academic Anchor Tutor - ELD</b>	\$500 per 10 sessions	Academic Anchors provide one-on-one tutoring to ELD students in grades 6-12. The tutor will provide ten 40-minute tutoring sessions. Paid to an HST who applied and received the position.	Eligibility at the beginning of each semester.	Paid at the end of each semester in January and May.	N/A
<b>Advanced Placement (AP) Coordinator</b>	\$6,000	Paid to AP Coordinator who applied and received the position to coordinate AP program.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months; August – May.	N/A
<b>Advanced Placement (AP) Teacher</b>	\$1,500	Paid to HQT who applied and received the position to teach one or more AP Course(s).	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months; August – May.	N/A
<b>Arts Engagement 4-Lesson Series Teacher</b>	\$1,500	Paid to teachers who teach a 4-lesson series addressing the California Arts Education Framework to their roster students.	Eligibility is earned after service has been completed from start date to end date.	Paid as a lump sum after completion of the work.	N/A

Stipend	Amount	Description	Eligibility Start	Method of Payment	Base Number of Students
<b>California Healthy Youth Act (CHYA)</b>	\$2,500	Paid to a certificated teacher to provide office hours and instruction/support with CHYA curriculum.	Eligibility is earned after service has been completed from start date to end date.	Paid as a lump sum after completion of the work.	35
<b>Career Technical Education (CTE)</b>	\$5,000	Paid to CTE credentialed teachers who applied and received the position to be on the team.	Eligibility starts at the beginning of the school year or whenever job duties begin, whichever is later.	Paid bimonthly over 10 months; August - May. Will be prorated based on period of service during the school year.	N/A
<b>Counselor - Extra Section</b>	\$450 per week for each section of counseling coverage over 3 sections.	Provided to School Counselors with a PPS who serve an extra section of students as School Counselor.	Eligibility starts at the beginning of the school year and once counseling services begin.	Paid bimonthly over 10 months of the student calendar. Will be prorated based on period of service during the school year.	Three (3) sections, additional pay beings on fourth (4th) section.
<b>Counselor - Summer School</b>	\$6,000	Paid to Counselor who supports concurrent enrollment process during the summer as well as summer school	Eligibility starts at the beginning of the June.	Paid bimonthly over 2 months; June - July. Will be prorated Based on period of service during the school year.	N/A
<b>CPA Presents: Parent U</b>	\$80 per presentation	Paid to HSTs who sign up to present on an approved topic to parents during a CPA Presents: Parent U.	Eligibility starts at the beginning of the school year.	Paid as a lump sum at the end of each semester.	N/A
<b>Teachers on Course - Teacher Participation</b>	\$40 per session for any additional sessions attended beyond the requirement.	Paid to staff members who attend additional PD sessions beyond the requirement.	Eligibility starts at the beginning of the school year.	Paid as a lump sum at the end of each semester.	N/A

Stipend	Amount	Description	Eligibility Start	Method of Payment	Base Number of Students
<b>Teachers on Course Presenter</b>	\$500 per workshop (\$2,000 max)	Paid to staff members who create and present Professional Development to peers.	Eligibility starts at the beginning of the school year.	Paid as a lump sum at the end of each semester.	N/A
<b>Curriculum Support</b>	\$1,000 per course	Paid to HSTs and HQTs who applied and received the position to re-write/develop supporting documents for course outlines.	Eligibility starts at the beginning of the school year.	Paid in 2 installments in December and May. The total stipend amount includes any necessary revision work assigned by supervisor and/or the UC Course Management Portal and will only be paid to current employees.	N/A
<b>DevOps Team Lead</b>	\$650 per month (\$7,800 for 12 months)	Paid to current DevOps staff who applied and received the DevOps Team Lead position.	Eligibility begins upon receiving the position.	Paid bimonthly over 12 months; July – June. Will be prorated based on period of service during the school year.	N/A
<b>Doctoral Degree</b>	\$3,000	Provided to certificated staff who hold a doctorate degree.	For current employees who obtain the certification before October 31 of the current school year.	Paid in 2 installments in December and in March. The total stipend amount will only be paid to current employees.	N/A
<b>Enrichment Team Lead</b>	\$650 per month (\$7,800 for 12 months)	This position is open to current CPA Enrichment Specialists.	Eligibility begins immediately.	Paid \$325 bimonthly over 12 months; July - June.	N/A
<b>Extra Student</b>	\$100/month per student over required roster limit	If the Executive Director assigns additional students to the employee’s roster over the designated amount, the employee will be compensated for those students.	Eligibility starts once the employee is full-time, and students are assigned at the Executive Director’s discretion. Extra pay starts on or after 7/15 with a fully executed Master Agreement.	Paid bimonthly over the course of the student days of attendance. Will be prorated based on period of service during the school year.	Designated Amount HST 35 HST-SE: 30 Team Principal & Team Principal-SE: 5 Coordinator: 16 Online Teacher FT:30 Online Teacher PT:35

Stipend	Amount	Description	Eligibility Start	Method of Payment	Base Number of Students
<b>Extra Student - Secondary Education</b>	\$50/month per high school student over required roster limit	If the Executive Director assigns additional high school students to the employee's roster over the designated amount, the employee will be compensated for those students.	Eligibility starts once the employee is full-time, and students are assigned at the Executive Director's discretion. Extra pay starts on or after 7/15 with a fully executed Master Agreement.	Paid bimonthly over the course of the student days of attendance. Will be prorated based on period of service during the school year.	Designated Amount HST-SE: 19/30 Program Coordinator-SE: 9/16 Team Principal-SE: 5/5
<b>Extra Students - Highly Qualified Teacher</b>	\$200/month	Provided to single subject credentialed teachers who teach additional students beyond a full load in ChoicePlus Academy or Edgenuity programs.	Eligibility starts at the beginning of the school year and once the teaching begins.	Paid bimonthly over 10 months of the student calendar	220-239 students: \$200/month 240-259 students: \$400/month 260-279 students: \$600/month 280-299 students: \$800/month
<b>Induction Coach</b>	\$2,500 per teacher trained	Paid to credentialed teachers who work with teachers who are working toward clearing their credential.	Eligibility starts at the beginning of the school year or whenever job duties begin, whichever is later.	Paid bimonthly over 9 months; September - May. Will be prorated based on period of service during the school year.	N/A
<b>Lighthouse Lessons - ELD</b>	\$1,200	Paid to HSTs who applied and received the position to write lesson plans for the Lighthouse Lessons-ELD program.	Eligibility starts mid-July.	Paid in one installment at the completion of the grade span lesson plans.	N/A
<b>Medical Benefit Opt-Out</b>	\$5,000	Provided to staff who opt out of medical benefit coverage.	Eligibility starts at the beginning of the school year.	\$208.33 paid bimonthly over 12 months; July - June. Will be prorated based on period of service during the school year.	N/A
<b>Mileage</b>	\$1500 per semester/ \$3000 per year	Certificated employees who carry a roster and must travel to student monthly meetings, Senior Directors supporting HST teams.	Eligibility starts at the beginning of the school year and once the teaching begins.	Paid bimonthly over 10 months; August - May. Will be prorated based on period of service during the school year.	N/A

Stipend	Amount	Description	Eligibility Start	Method of Payment	Base Number of Students
<b>National Honor Society Advisor</b>	\$4,000	Paid to a certificated teacher who serves as an advisor to NHS students and oversees the functions of the honor society.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months; August - May. Will be prorated based on period of service during the school year.	N/A
<b>National Junior Honor Society Advisor</b>	\$4,000	Paid to a certificated teacher who serves as an advisor to NJHS students and oversees the functions of the honor society.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months; August - May. Will be prorated based on period of service during the school year.	N/A
<b>New Position Planning</b>	\$600 per week	Paid to certificated teachers in coordinator positions who will help develop and plan their respective program(s) for the start of the school year.	Eligibility starts at the beginning of May.	Paid in a lump sum at the end of June	N/A
<b>Online Teacher - Sub</b>	\$35/hour with a total of 2 hours expected	Paid to a designated certificated staff who volunteered and received the position.	Eligibility starts upon covering an online class as a substitute.	Paid the following paycheck after work and hours are submitted.	N/A
<b>Online Teacher- Explorers on Course Half-Time</b>	\$8,000	Paid to a credentialed teacher who applied and received the position to teach Explorers on Course classes.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months; August - May. Will be prorated based on period of service during the school year	35
<b>Overnight Chaperone</b>	\$500 per night	Paid to a CPA Staff member who applied and received the position.	Eligibility starts on the first night of acting as an overnight chaperone.	Paid as a lump sum after completion of the work.	N/A

Stipend	Amount	Description	Eligibility Start	Method of Payment	Base Number of Students
<b>Phone/ Internet/ Utilities</b>	\$1500	Provided to all employees for work expenses, including phone, internet, and utilities costs.	For all current employees. Eligibility starts at the beginning of the school year paid bimonthly July - June.	\$62.50 paid bimonthly over July - June. Will be prorated based on period of service during the school year. Payments will align with the employee's work calendar.	N/A
<b>Professional Development Lead</b>	\$4,000	Paid to a credentialed teacher who designs and facilitates a semester-long, cohort-based Professional Development Series.	Eligibility starts at the beginning of the school year.	Paid at the end of each semester in January and May.	N/A
<b>Special Programs Lead (aka School Support Lead)</b>	\$7,500	Paid to a credentialed teacher who applied and received the position to be the lead for their team.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months; August-May. Will be prorated based on period of service during the school year.	N/A
<b>SPED Assessment Team Overage</b>	\$200 per additional academic, \$400 per additional SLP/OT, \$500 per additional Psycho-educational	Paid to Education Specialists completing 16 or more assessments per month, paid to SLP/OT's completing 11 or more assessments per month, paid to School Psychologists completing 9 or more assessments per month.	Stipend is earned the pay period after the additional assessment is assigned	Paid as lump sum after completion of the work.	N/A
<b>SPED Education Specialist Extended School Year (ESY)</b>	\$5,000	Paid to special education teachers who provide services during ESY.	Eligibility is earned after service has been completed from start date to end date.	Paid in 2 installments during each of the 2 pay periods of ESY.	N/A
<b>SPED Extra Hours Worked</b>	\$300 for each period of assigned make-up work.	School staff will work with students in Special Education when necessary (e.g. make-up services, compensatory services, etc.) in addition to staff's regular hours.	Eligibility starts at the beginning of the school year.	Paid as lump sum after completion of the work.	N/A

Stipend	Amount	Description	Eligibility Start	Method of Payment	Base Number of Students
<b>SPED Extra Student</b>	Mild/Moderate and Transition: \$250/month per extra student or class. Extensive Support Needs: \$400/month per extra student.	If the Associate Executive Director-Student Support assigns additional students to their full-time caseload, the employee will be compensated for those students.	Eligibility starts once rosters surpass required roster limits	Paid bimonthly over 10 months; August - May.	Designated Amount Mild/Mod: 23 MM Lead: 11 ESN: 10 ESN Lead: 7
<b>SPED In-Person Services Teacher</b>	60 min weekly = \$300 month 120 min weekly = \$400 month 240 min weekly = \$500 month 360 min weekly = \$600 month 480 min weekly = \$700 month 600 min weekly = \$800 month 720 min weekly = \$900 month	Assigned position for Education Specialists. Must provide this amount of direct service minutes to identified student(s) in-person.	Stipend to begin first full pay period following board approval.	Paid bimonthly over 10 months; August-May. Will be prorated based on period of service during the school year.	Caseload/workload may be adjusted at the discretion of the Senior Director.
<b>SPED Occupational Therapist Extended School Year (ESY)</b>	\$5,000	Paid to Occupational Therapists assigned to provide services during the extended school year.	Eligibility is earned after service has been completed from start date to end date.	Paid in 2 installments during each of the 2 pay periods of the extended school year.	N/A
<b>SPED Occupational Therapist Lead</b>	\$4,000	Paid to a credentialed Occupational Therapist who supports the other Occupational Therapists in the field of special education assessment and/or service delivery.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months; August-May. Will be prorated based on period of service during the school year.	N/A
<b>SPED Program Specialist Lead</b>	\$6,000	Serves as an administrative designee, authority in compliance, and supports teachers and other Program Specialists in the field of special education.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months; August - May. Will be prorated based on period of service during the school year.	N/A

Stipend	Amount	Description	Eligibility Start	Method of Payment	Base Number of Students
<b>SPED School Psychologist Lead</b>	\$5,000	Paid to a credentialed School Psychologist who supports the other School Psychologists in the field of special education assessment and/or service delivery.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months: August-May. Will be prorated based on period of service during the school year.	N/A
<b>SPED SCSA Extra Duties</b>	Staff's hourly rate as currently placed on the salary schedule.	Provided to SPED Teacher, Program Specialist, and Assessment Staff who serve SCSA students.	Eligibility starts at the beginning of the school year or once the student enrolls and SPED services are needed.	Paid bimonthly over 10 months; August-May. Will be prorated based on period of service during the school year.	N/A
<b>SPED Teacher Lead</b>	\$4,000	Must be in a leadership role and an authority in compliance, training, and support in the field of special education.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months of the student calendar. Will be prorated based on period of service during the school year.	Mild/Mod: 13 ESN: 7
<b>Speech Pathologist Extended School Year (ESY)</b>	\$5,000	Paid to Speech Pathologists assigned to provide services during the extended school year.	Eligibility is earned after service has been completed from start date to end date.	Paid in 2 installments during each of the 2 pay periods of the extended school year.	N/A
<b>Speech Pathologist Lead</b>	\$4,000	Must be in a leadership role and an authority in compliance, training, and support in the field of speech pathology.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months of the student calendar. Will be prorated based on the period of service during the school year.	N/A
<b>Student Crew Advisor</b>	\$3,000	Paid to a credentialed teacher who applied and received the position to create and oversee student interest groups.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months; August-May. Will be prorated based on period of service during the school year.	N/A

Stipend	Amount	Description	Eligibility Start	Method of Payment	Base Number of Students
<b>Summer School Content - Highly Qualified Teacher</b>	\$2,500 - \$4,000	Provided to single subject credentialed teachers who teach additional coursework for high school summer school courses.	Eligibility starts at the beginning of June.	Paid bimonthly over 2 months; June - July. Will be prorated based on period of service during the school year.	0-49: \$2,500 50-100: \$4,000
<b>Summer School - HST</b>	\$2,500 - \$5,500	Provided to credentialed teachers who teach additional coursework for high school summer school courses.	Eligibility starts at the beginning of June.	Paid bimonthly over 2 months; June - July. Will be prorated based on period of service during the school year.	0-29: \$2,500 30-59: \$4,000 60-89: \$5,500
<b>Testing Team Lead</b>	\$7,500	Paid to a credentialed teacher who applied and received the position to be the lead for their team.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months; August-May. Will be prorated based on period of service during the school year.	N/A
<b>Training/ Planning</b>	\$325 per each day of training	With Director pre-approval, staff involved in full day mandatory training or meetings outside regular work hours will receive this stipend.	Eligibility is earned after training has been completed.	Paid as lump sum after completion of the work.	N/A

**Cabrillo Point Academy – Salary Schedule  
Administrator and Director**

Year	Administrator	Director Level 1	Director Level 2	Director Level 3	Senior Director	Placement
1	\$71,800	\$126,300	\$139,000	\$175,600	\$144,500	<b>Director Level 1</b>
2	\$74,000	\$128,700	\$142,200	\$187,128	\$147,800	Assistant Director of Human Resources
3	\$76,300	\$131,000	\$145,500	\$196,394	\$150,100	Director of Achievement & Accreditation
4	\$78,400	\$133,500	\$148,900	\$200,801	\$155,000	Director of Compliance
5	\$80,700	\$136,100	\$152,200	\$205,886	\$158,300	Director of Counseling
6	\$82,900	\$138,600	\$155,500	\$210,858	\$162,200	Director of Curriculum and Instruction
7	\$85,500	\$141,200	\$158,800	\$216,395	\$165,500	Director of Secondary Curriculum
8	\$88,300	\$144,000	\$163,300	\$220,689	\$169,300	Director of Secondary Curriculum & Instruction
9	\$91,100	\$146,700	\$166,500	\$225,209	\$173,200	Director of Secondary Education
10	\$94,000	\$149,000	\$170,500	\$230,859	\$177,600	Director of Special Education
11	\$96,700	\$151,700	\$174,300	\$237,074	\$181,000	Director of Special Programs
12	\$99,400	\$155,500	\$178,700	\$243,289	\$185,800	Director of Student Affairs
13	\$102,200	\$158,900	\$182,500	\$249,504	\$188,600	Director of Student Support
14	\$105,500	\$162,200	\$184,500	\$254,250	\$192,000	Director of Testing
15	\$108,200	\$165,500	\$185,400	\$259,900	\$194,200	<b>Director Level 2</b>
16	\$111,000	\$169,500	\$189,900	\$262,500	\$198,900	Director of School Accountability
17	\$111,000	\$169,500	\$189,900	\$262,500	\$198,900	Director of Accounting
18	\$113,800	\$173,600	\$194,500	\$265,200	\$203,700	Director of Enrichment
19	\$113,800	\$173,600	\$194,500	\$265,200	\$203,700	Director of Human Resources
20	\$116,700	\$177,800	\$199,200	\$267,900	\$208,600	Director of Personnel Development
21	\$116,700	\$177,800	\$199,200	\$267,900	\$208,600	Director of Technology
22	\$119,700	\$182,100	\$204,000	\$270,600	\$213,700	Director of Technology Systems
23	\$119,700	\$182,100	\$204,000	\$270,600	\$213,700	Director of Vendor Services
24	\$122,700	\$186,500	\$208,900	\$273,400	\$218,900	<b>Director Level 3</b>
25	\$122,700	\$186,500	\$208,900	\$273,400	\$218,900	Associate Executive Director-Student Services
						Associate Executive Director-Secondary Education
						<b>Off-Cycle</b>
						Deputy Executive Director
						\$225,000-\$299,000
						Annualized salary includes 228 work days. The 228 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.
						Annual salary advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.

**Cabrillo Point Academy - Salary Schedule  
Certificated Coordinator**

Year	Coordinator Level 1	Year	Coordinator Level 1	Year	Coordinator Level 2	Year	Coordinator Level 2	Placement
1	\$103,300	10	\$125,000	1	\$108,300	10	\$132,000	<p><b>Level 1 – HST - must carry a roster of 16 students</b></p> <p><b>Level 1 – HST-SE - must carry a roster of 16 students, 10 of which must be high school students</b></p> <p>Data Monitoring &amp; Registration Coordinator</p> <p>Student Opportunities Coordinator</p> <p>Teacher Support Coordinator</p> <p><b>Level 2</b></p> <p>College and Career Readiness Coordinator – must carry 30% of a standard roster.</p> <p>Program Coordinator-HQT – does not carry a roster and must teach a minimum of 2 classes.</p> <p>Program Coordinator-Student Support – does not carry a roster.</p> <p>Program Coordinator-Student Wellness – does not carry a roster.</p> <p>Annualized salary includes 206 work days. The 206 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.</p> <p>Annual salary advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.</p>
2	\$105,600	11	\$126,300	2	\$110,600	11	\$135,300	
3	\$108,000	13	\$129,500	3	\$113,000	13	\$138,700	
4	\$110,500	15	\$132,800	4	\$115,500	15	\$142,200	
5	\$113,000	17	\$136,200	5	\$118,000	17	\$145,800	
6	\$115,600	19	\$139,700	6	\$120,600	19	\$149,500	
7	\$118,200	21	\$143,200	7	\$123,200	21	\$153,300	
8	\$121,000	25	\$149,000	8	\$126,000	25	\$159,500	
9	\$123,700			9	\$128,700			

**Cabrillo Point Academy – Salary Schedule  
Certificated Support – In-Person**

Year	Group 1	Year	Group 2	Year	Group 3	Year	Group 4	Year	Group 5	Year	Group 5	Placement
1	\$82,700	1	\$82,900	1	\$87,000	1	\$95,100	1	\$115,300	11	\$138,700	<p><b>Group 1</b> Education Specialist-Deaf and Hard of Hearing (DHH) Education Specialist-Visual Impairments Nurse Orientation and Mobility Specialist</p> <p><b>Group 2</b> Occupational Therapist Physical Therapist</p> <p><b>Group 3</b> Speech/Language Pathologist</p> <p><b>Group 4</b> Educationally Related Mental Health Services Counselor Mental Health Professional School Psychologist School Psychologist-Student Wellness School Social Worker</p> <p><b>Group 5</b> Program Specialist</p> <p><b>Group 1 - 4:</b> Annualized salary includes 196 work days.</p> <p><b>Group 5:</b> Annualized salary includes 206 work days.</p> <p>The listed number of work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar</p> <p>Annual pay advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.</p>
3	\$86,900	3	\$87,200	3	\$91,500	3	\$98,500	2	\$117,600	12	\$142,500	
5	\$90,600	5	\$91,800	5	\$96,200	5	\$103,500	3	\$120,000	13	\$146,400	
7	\$95,200	7	\$96,700	7	\$101,400	7	\$108,600	4	\$122,500	14	\$150,400	
9	\$99,900	9	\$101,800	9	\$106,600	9	\$114,000	5	\$125,000	15	\$154,500	
11	\$105,000	11	\$107,000	11	\$112,100	11	\$119,800	6	\$127,600	17	\$158,700	
13	\$107,700	13	\$109,700	13	\$114,900	13	\$122,800	7	\$130,200	19	\$165,500	
15	\$110,400	15	\$112,500	15	\$117,800	15	\$125,900	8	\$133,000	21	\$169,700	
17	\$113,200	17	\$115,400	17	\$120,800	17	\$129,100	9	\$135,700	23	\$174,000	
19	\$116,100	19	\$118,300	19	\$123,900	19	\$132,400	10	\$137,200	25	\$178,400	
21	\$119,000	21	\$121,300	21	\$127,000	21	\$135,800					
23	\$122,000	23	\$124,400	23	\$130,300	23	\$139,200					
25	\$125,200	25	\$127,600	25	\$133,600	25	\$142,700					

**Cabrillo Point Academy – Salary Schedule  
Certificated Support - Virtual**

Year	Group 1	Year	Group 2	Year	Group 3	Year	Group 4	Year	Group 5	Year	Group 5	Placement
1	\$79,500	1	\$79,700	1	\$83,600	1	\$91,400	1	\$115,300	11	\$138,700	<p><b>Group 1</b> Education Specialist-Deaf and Hard of Hearing (DHH) Education Specialist-Visual Impairments Nurse Orientation and Mobility Specialist</p> <p><b>Group 2</b> Occupational Therapist Physical Therapist</p> <p><b>Group 3</b> Speech/Language Pathologist</p> <p><b>Group 4</b> Educationally Related Mental Health Services Counselor Mental Health Professional School Psychologist School Psychologist-Student Wellness School Social Worker</p> <p><b>Group 5</b> Program Specialist</p> <p><b>Group 1 - 4:</b> Annualized salary includes 196 work days.</p> <p><b>Group 5:</b> Annualized salary includes 206 work days.</p> <p>The listed number of work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar</p> <p>Annual pay advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.</p>
3	\$83,500	3	\$83,800	3	\$87,900	3	\$94,700	2	\$117,600	12	\$142,500	
5	\$87,100	5	\$88,200	5	\$92,500	5	\$99,500	3	\$120,000	13	\$146,400	
7	\$91,500	7	\$92,900	7	\$97,500	7	\$104,400	4	\$122,500	14	\$150,400	
9	\$96,000	9	\$97,800	9	\$102,500	9	\$109,600	5	\$125,000	15	\$154,500	
11	\$100,900	11	\$102,800	11	\$107,700	11	\$115,100	6	\$127,600	17	\$158,700	
13	\$103,500	13	\$105,400	13	\$110,400	13	\$118,000	7	\$130,200	19	\$165,500	
15	\$106,100	15	\$108,100	15	\$113,200	15	\$121,000	8	\$133,000	21	\$169,700	
17	\$108,800	17	\$110,900	17	\$116,100	17	\$124,100	9	\$135,700	23	\$174,000	
19	\$111,600	19	\$113,700	19	\$119,100	19	\$127,300	10	\$137,200	25	\$178,400	
21	\$114,400	21	\$116,600	21	\$122,100	21	\$130,500					
23	\$117,300	23	\$119,600	23	\$125,200	23	\$133,800					
25	\$120,300	25	\$122,600	25	\$128,400	25	\$137,200					

**Cabrillo Point Academy – Salary Schedule  
Classified 191 & 228**

Work Days	191	191	191	228	228	228	228	
Group	Specialist Level 1	Specialist Level 2	Specialist Level 3	Specialist Level 1	Specialist Level 2	Specialist Level 3	Specialist Level 4/ Executive Asst.	Placement
A	\$19.34	\$22.60	\$37.11	\$19.34	\$22.60	\$23.90	\$29.10	New classified team members will be placed on this pay schedule based on:  *Experience in their field of expertise *Education level, degrees or certificates *Comparable industry standard compensation  Annual pay advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.
B	\$19.73	\$23.12	\$38.25	\$19.73	\$23.12	\$24.56	\$29.88	
C	\$20.13	\$23.77	\$39.40	\$20.13	\$23.77	\$25.20	\$30.66	
D	\$20.65	\$24.29	\$40.58	\$20.65	\$24.29	\$25.85	\$31.57	
E	\$21.17	\$24.81	\$41.80	\$21.17	\$24.81	\$26.50	\$32.35	
F	\$21.82	\$25.46	\$43.05	\$21.82	\$25.46	\$27.21	\$33.27	
G	\$22.34	\$26.11	\$44.34	\$22.34	\$26.11	\$27.93	\$34.18	
H	\$22.86	\$26.76	\$45.67	\$22.86	\$26.76	\$28.72	\$35.08	
I	\$24.16	\$27.40	\$47.04	\$24.16	\$27.40	\$29.49	\$36.00	
J	\$25.42	\$28.06	\$48.45	\$25.42	\$28.06	\$30.27	\$36.90	
K	\$26.11	\$28.79	\$49.90	\$26.11	\$28.79	\$30.95	\$37.55	
L	\$26.87	\$29.62	\$51.40	\$26.87	\$29.62	\$31.50	\$38.25	
M	\$27.54	\$30.36	\$52.69	\$27.54	\$30.36	\$32.29	\$39.21	
N	\$27.54	\$30.36	\$52.69	\$27.54	\$30.36	\$32.29	\$39.21	
O	\$28.23	\$31.12	\$54.00	\$28.23	\$31.12	\$33.09	\$40.19	
P	\$28.23	\$31.12	\$54.00	\$28.23	\$31.12	\$33.09	\$40.19	
Q	\$28.94	\$31.90	\$55.35	\$28.94	\$31.90	\$33.92	\$41.19	
R	\$28.94	\$31.90	\$55.35	\$28.94	\$31.90	\$33.92	\$41.19	
S	\$29.66	\$32.69	\$56.74	\$29.66	\$32.69	\$34.77	\$42.22	
T	\$29.66	\$32.69	\$56.74	\$29.66	\$32.69	\$34.77	\$42.22	
U	\$30.40	\$33.51	\$58.15	\$30.40	\$33.51	\$35.64	\$43.28	
V	\$30.40	\$33.51	\$58.15	\$30.40	\$33.51	\$35.64	\$43.28	
W	\$31.16	\$34.35	\$59.61	\$31.16	\$34.35	\$36.53	\$44.36	
X	\$31.16	\$34.35	\$59.61	\$31.16	\$34.35	\$36.53	\$44.36	
Y	\$31.94	\$35.21	\$61.10	\$31.94	\$35.21	\$37.44	\$45.47	

**Cabrillo Point Academy – Salary Schedule  
Counselor**

<b>Level</b>	<b>A Minimum</b>	<b>C +28 Points</b>	<b>D +42 Points</b>	<b>E +56 Points</b>	<b>Placement</b>
<b>1</b>	\$81,200	\$81,200	\$81,200	\$84,100	<p>Annualized salary includes 199 work days. The 199 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.</p> <p>Staff holding an alternative certification (intern or emergency) are restricted to A1, A2.</p> <p>Annual salary advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.</p>
<b>2</b>	\$81,200	\$81,200	\$84,100	\$84,100	
<b>3</b>	\$81,200	\$81,200	\$87,400	\$87,400	
<b>4</b>	\$81,200	\$82,500	\$90,900	\$90,900	
<b>5</b>	\$81,200	\$82,500	\$94,200	\$94,200	
<b>6</b>	\$85,200	\$83,700	\$97,500	\$98,500	
<b>7</b>	\$85,200	\$86,900	\$101,000	\$102,000	
<b>8</b>	\$88,100	\$90,200	\$104,500	\$105,500	
<b>9</b>	\$89,700	\$93,600	\$108,200	\$109,200	
<b>10</b>	\$91,300	\$97,000	\$112,000	\$113,500	
<b>11</b>	\$93,000	\$100,600	\$116,000	\$118,000	
<b>12</b>	\$95,400	\$103,200	\$118,900	\$121,000	
<b>14</b>	\$97,800	\$105,800	\$121,900	\$124,100	
<b>16</b>	\$100,300	\$108,500	\$125,000	\$127,300	
<b>18</b>	\$102,900	\$111,300	\$128,200	\$130,500	
<b>20</b>	\$105,500	\$114,100	\$131,500	\$133,800	
<b>25</b>	\$109,800	\$118,700	\$136,800	\$139,200	

**Cabrillo Point Academy – Salary Schedule  
Education Specialist & Adapted Physical Education Teacher**

<b>Level</b>	<b>A Minimum</b>	<b>C +28 Points</b>	<b>D +42 Points</b>	<b>E +56 Points</b>	<b>Placement</b>
<b>1</b>	\$68,000	\$70,000	\$74,300	\$74,300	<p>Annualized salary includes 191 work days. The 191 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.</p> <p>Staff holding an alternative certification (intern or emergency) are restricted to A1, A2.</p> <p>Annual salary advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.</p>
<b>2</b>	\$69,900	\$70,000	\$77,000	\$77,000	
<b>3</b>	\$72,500	\$72,500	\$79,300	\$79,300	
<b>4</b>	\$73,800	\$74,600	\$81,700	\$83,200	
<b>5</b>	\$76,500	\$77,900	\$85,100	\$87,200	
<b>6</b>	\$78,500	\$81,300	\$87,600	\$91,200	
<b>7</b>	\$84,300	\$84,700	\$90,200	\$95,200	
<b>8</b>	\$86,300	\$88,100	\$93,400	\$98,700	
<b>9</b>	\$88,400	\$91,500	\$96,800	\$102,200	
<b>10</b>	\$91,500	\$93,900	\$100,300	\$105,800	
<b>11</b>	\$94,800	\$96,400	\$104,000	\$109,600	
<b>12</b>	\$97,200	\$98,900	\$106,600	\$112,400	
<b>14</b>	\$99,700	\$101,400	\$109,300	\$115,300	
<b>16</b>	\$102,200	\$104,000	\$112,100	\$118,200	
<b>18</b>	\$104,800	\$106,600	\$115,000	\$121,200	
<b>20</b>	\$107,500	\$109,300	\$117,900	\$124,300	
<b>25</b>	\$111,800	\$113,700	\$122,700	\$129,300	

**Cabrillo Point Academy – Salary Schedule  
HQT & Intervention Teacher**

<b>Level</b>	<b>A Minimum</b>	<b>C +28 Points</b>	<b>D +42 Points</b>	<b>E +56 Points</b>	<b>Placement</b>
<b>1</b>	\$81,100	\$81,200	\$81,200	\$81,200	<p><b>HQT</b> Base number of students is 200</p> <p><b>Intervention Teacher</b> Does not hold a roster</p> <p>Annualized salary includes 191 work days. The 191 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.</p> <p>Staff holding an alternative certification (intern or emergency) are restricted to A1, A2.</p> <p>Annual salary advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.</p>
<b>2</b>	\$81,100	\$81,200	\$81,200	\$81,200	
<b>3</b>	\$81,200	\$81,200	\$81,200	\$81,200	
<b>4</b>	\$81,200	\$81,200	\$81,200	\$85,300	
<b>5</b>	\$81,200	\$81,200	\$83,600	\$89,400	
<b>6</b>	\$81,200	\$82,400	\$86,900	\$93,500	
<b>7</b>	\$81,200	\$85,600	\$90,400	\$97,700	
<b>8</b>	\$83,400	\$88,900	\$93,900	\$101,300	
<b>9</b>	\$86,600	\$92,200	\$97,300	\$104,800	
<b>10</b>	\$89,900	\$95,100	\$100,800	\$108,500	
<b>11</b>	\$93,400	\$98,100	\$104,500	\$112,400	
<b>12</b>	\$95,800	\$100,600	\$107,200	\$115,300	
<b>14</b>	\$98,200	\$103,200	\$109,900	\$118,200	
<b>16</b>	\$100,700	\$105,800	\$112,700	\$121,200	
<b>18</b>	\$103,300	\$108,500	\$115,600	\$124,300	
<b>20</b>	\$105,900	\$111,300	\$118,500	\$127,500	
<b>25</b>	\$110,200	\$115,800	\$123,300	\$132,600	

**Cabrillo Point Academy – Salary Schedule  
Homeschool Teacher (HST)**

<b>Level</b>	<b>A Minimum</b>	<b>C +28 Points</b>	<b>D +42 Points</b>	<b>E +56 Points</b>	<b>Placement</b>
<b>1</b>	\$76,100	\$76,100	\$76,100	\$76,100	<p>Annualized salary includes 196 work days. The 196 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.</p> <p>Must maintain a roster of 35 students.</p> <p>Staff holding an alternative certification (intern or emergency) are restricted to A1, A2.</p> <p>Annual salary advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.</p>
<b>2</b>	\$76,100	\$76,100	\$76,100	\$76,100	
<b>3</b>	\$76,100	\$76,100	\$76,100	\$76,100	
<b>4</b>	\$76,100	\$76,100	\$78,300	\$78,800	
<b>5</b>	\$76,100	\$78,300	\$78,300	\$80,300	
<b>6</b>	\$76,100	\$78,300	\$80,300	\$82,400	
<b>7</b>	\$76,100	\$80,300	\$80,300	\$85,500	
<b>8</b>	\$78,300	\$80,300	\$82,400	\$88,800	
<b>9</b>	\$80,300	\$82,400	\$85,500	\$92,300	
<b>10</b>	\$82,400	\$84,500	\$89,900	\$96,000	
<b>11</b>	\$82,400	\$86,700	\$94,600	\$99,900	
<b>12</b>	\$84,500	\$88,900	\$97,000	\$104,000	
<b>14</b>	\$86,700	\$91,200	\$99,500	\$106,600	
<b>16</b>	\$88,900	\$93,500	\$102,000	\$109,300	
<b>18</b>	\$91,200	\$95,900	\$104,600	\$112,100	
<b>20</b>	\$93,500	\$98,300	\$107,300	\$115,000	
<b>25</b>	\$97,300	\$102,300	\$111,600	\$119,600	

**Cabrillo Point Academy – Salary Schedule  
HST-Secondary Education**

<b>Level</b>	<b>A Minimum</b>	<b>C +28 Points</b>	<b>D +42 Points</b>	<b>E +56 Points</b>	<b>Placement</b>
<b>1</b>	\$81,100	\$81,100	\$81,100	\$81,100	<p>Annualized salary includes 196 work days. The 196 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.</p> <p>Must maintain a roster of 30 students.</p> <p>Staff holding an alternative certification (intern or emergency) are restricted to A1, A2.</p> <p>Annual salary advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.</p>
<b>2</b>	\$81,100	\$81,100	\$81,100	\$81,100	
<b>3</b>	\$81,100	\$81,100	\$81,100	\$81,100	
<b>4</b>	\$81,100	\$81,100	\$83,300	\$83,800	
<b>5</b>	\$81,100	\$83,300	\$83,300	\$85,300	
<b>6</b>	\$81,100	\$83,300	\$85,300	\$87,400	
<b>7</b>	\$81,100	\$85,300	\$85,300	\$90,500	
<b>8</b>	\$83,300	\$85,300	\$87,400	\$93,800	
<b>9</b>	\$85,300	\$87,400	\$90,500	\$97,300	
<b>10</b>	\$87,400	\$89,500	\$94,900	\$101,000	
<b>11</b>	\$87,400	\$91,700	\$99,600	\$104,900	
<b>12</b>	\$89,500	\$93,900	\$102,000	\$109,000	
<b>14</b>	\$91,700	\$96,200	\$104,500	\$111,600	
<b>16</b>	\$93,900	\$98,500	\$107,000	\$114,300	
<b>18</b>	\$96,200	\$100,900	\$109,600	\$117,100	
<b>20</b>	\$98,500	\$103,300	\$112,300	\$120,000	
<b>25</b>	\$102,300	\$107,300	\$116,600	\$124,600	

**Cabrillo Point Academy – Salary Schedule  
Online Teacher**

<b>Level</b>	<b>A Minimum</b>	<b>C +28 Points</b>	<b>D +42 Points</b>	<b>E +56 Points</b>	<b>Placement</b>
<b>1</b>	\$87,100	\$87,100	\$87,100	\$87,100	Online Teacher-Explorers on Course
<b>2</b>	\$87,100	\$87,100	\$87,100	\$87,100	
<b>3</b>	\$87,100	\$87,100	\$87,100	\$87,100	Online Teacher-English Language Development
<b>4</b>	\$87,100	\$87,100	\$89,300	\$89,800	
<b>5</b>	\$87,100	\$89,300	\$89,300	\$91,300	Annualized salary includes 196 work days. The 196 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.
<b>6</b>	\$87,100	\$89,300	\$91,300	\$93,400	
<b>7</b>	\$87,100	\$91,300	\$91,300	\$96,500	Must maintain a roster of 30 students.
<b>8</b>	\$87,300	\$91,300	\$93,400	\$99,800	
<b>9</b>	\$91,300	\$93,400	\$96,500	\$103,300	Staff holding an alternative certification (intern or emergency) are restricted to A1, A2.
<b>10</b>	\$93,400	\$95,500	\$100,900	\$107,000	
<b>11</b>	\$93,400	\$97,700	\$105,600	\$110,900	Annual salary advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.
<b>12</b>	\$95,500	\$99,900	\$108,000	\$115,000	
<b>14</b>	\$97,700	\$102,200	\$110,500	\$117,600	
<b>16</b>	\$99,900	\$104,500	\$113,000	\$120,300	
<b>18</b>	\$102,200	\$106,900	\$115,600	\$123,100	
<b>20</b>	\$104,500	\$109,300	\$118,300	\$126,000	
<b>25</b>	\$108,300	\$113,300	\$122,600	\$130,600	

**Cabrillo Point Academy – Salary Schedule  
Student Support Advisor & Educational Access Advisor**

<b>Level</b>	<b>A Minimum</b>	<b>C +28 Points</b>	<b>D +42 Points</b>	<b>E +56 Points</b>	<b>Placement</b>
<b>1</b>	\$84,100	\$84,200	\$84,200	\$84,200	<p>Annualized salary includes 201 work days. The 201 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.</p> <p>Staff holding an alternative certification (intern or emergency) are restricted to A1, A2.</p> <p>Annual salary advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.</p>
<b>2</b>	\$84,100	\$84,200	\$84,200	\$84,200	
<b>3</b>	\$84,200	\$84,200	\$84,200	\$84,200	
<b>4</b>	\$84,200	\$84,200	\$84,200	\$88,300	
<b>5</b>	\$84,200	\$84,200	\$86,600	\$92,400	
<b>6</b>	\$84,200	\$85,400	\$89,900	\$96,500	
<b>7</b>	\$84,200	\$88,600	\$93,400	\$100,700	
<b>8</b>	\$86,400	\$91,900	\$96,900	\$104,300	
<b>9</b>	\$89,600	\$95,200	\$100,300	\$107,800	
<b>10</b>	\$92,900	\$98,100	\$103,800	\$111,500	
<b>11</b>	\$96,400	\$101,100	\$107,500	\$115,400	
<b>12</b>	\$98,800	\$103,600	\$110,200	\$118,300	
<b>14</b>	\$101,200	\$106,200	\$112,900	\$121,200	
<b>16</b>	\$103,700	\$108,800	\$115,700	\$124,200	
<b>18</b>	\$106,300	\$111,500	\$118,600	\$127,300	
<b>20</b>	\$108,900	\$114,300	\$121,500	\$130,500	
<b>25</b>	\$113,200	\$118,800	\$126,300	\$135,600	

**Cabrillo Point Academy – Salary Schedule  
Team Principal & Team Principal-Secondary Education**

<b>Year</b>	<b>Team Principal</b>	<b>Year</b>	<b>Team Principal</b>	<b>Year</b>	<b>Team Principal – Secondary Education</b>	<b>Year</b>	<b>Team Principal – Secondary Education</b>	<b>Placement</b>
<b>1</b>	\$115,300	<b>10</b>	\$137,200	<b>1</b>	\$125,300	<b>10</b>	\$147,200	<p>Annualized salary includes 212 work days. The 212 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.</p> <p>Must maintain a roster of 5 students.</p> <p>Annual salary advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.</p>
<b>2</b>	\$117,600	<b>11</b>	\$138,700	<b>2</b>	\$127,600	<b>11</b>	\$148,700	
<b>3</b>	\$120,000	<b>13</b>	\$142,500	<b>3</b>	\$130,000	<b>13</b>	\$152,500	
<b>4</b>	\$122,500	<b>15</b>	\$146,400	<b>4</b>	\$132,500	<b>15</b>	\$156,400	
<b>5</b>	\$125,000	<b>17</b>	\$150,400	<b>5</b>	\$135,000	<b>17</b>	\$160,400	
<b>6</b>	\$127,600	<b>19</b>	\$154,500	<b>6</b>	\$137,600	<b>19</b>	\$164,500	
<b>7</b>	\$130,200	<b>21</b>	\$158,700	<b>7</b>	\$140,200	<b>21</b>	\$168,700	
<b>8</b>	\$133,000	<b>25</b>	\$165,500	<b>8</b>	\$143,000	<b>25</b>	\$175,500	
<b>9</b>	\$135,700			<b>9</b>	\$145,700			

**Cabrillo Point Academy – Salary Schedule  
Technology Department**

	<b>Group 1</b>	<b>Group 2</b>	<b>Group 3</b>	<b>Group 4</b>	<b>Group 5`</b>	<b>Group 6</b>	<b>Group 7</b>	<b>Group 8</b>	<b>Placement</b>
<b>A</b>	\$24.31	\$26.43	\$28.55	\$30.67	\$32.80	\$43.39	\$112,500	\$116,313	<b>Group 1</b> IT Tech (ITT) Order Fulfillment Specialist (OFS)
<b>B</b>	\$24.95	\$27.13	\$29.31	\$31.50	\$33.69	\$44.49	\$115,764	\$119,512	
<b>C</b>	\$25.61	\$27.85	\$30.10	\$32.35	\$34.61	\$45.53	\$119,027	\$122,798	<b>Group 2</b> IT Tech 2 (ITT 2) Order Fulfillment Specialist 2 (OFS 2) IT Administrative Assistant (ITAA)
<b>D</b>	\$26.28	\$28.59	\$30.92	\$33.23	\$35.56	\$46.62	\$122,860	\$126,175	
<b>E</b>	\$26.98	\$29.36	\$31.74	\$34.13	\$36.52	\$47.65	\$126,816	\$130,213	<b>Group 3</b> IT Support Specialist (ITSS)
<b>F</b>	\$27.61	\$30.07	\$32.52	\$34.97	\$37.43	\$48.70	\$130,899	\$134,379	
<b>G</b>	\$28.28	\$30.80	\$33.33	\$35.84	\$38.37	\$49.78	\$135,114	\$138,680	<b>Group 4</b> IT Support Specialist 2 (ITSS 2) IT Provisioning Manager (ITPM) Tech Coordinator (TC)
<b>H</b>	\$28.94	\$31.53	\$34.12	\$36.71	\$39.28	\$50.87	\$139,465	\$143,117	
<b>I</b>	\$29.61	\$32.27	\$34.92	\$37.57	\$40.22	\$51.91	\$143,956	\$147,697	<b>Group 5</b> Order Fulfillment Coordinator (OFC) IT Support Specialist 3 (ITSS 3) Data Analyst Tech Coordinator 2 (TC 2) DevOps Engineer 1 (DO 1)
<b>J</b>	\$30.28	\$33.00	\$35.71	\$38.44	\$41.16	\$53.00	\$148,591	\$152,423	
<b>K</b>	\$30.95	\$33.73	\$36.52	\$39.29	\$42.11	\$54.05			<b>Group 6</b> DevOps Engineer 2 (DO 2)
<b>L</b>	\$31.61	\$34.46	\$37.32	\$40.17	\$43.00	\$55.11			
<b>M</b>	\$32.28	\$35.20	\$38.11	\$41.02	\$43.94	\$56.18			<b>Group 7</b> IT Administrator (ITA)
<b>N</b>	\$32.94	\$35.93	\$38.91	\$41.91	\$44.89	\$57.24			
<b>O</b>	\$33.61	\$36.66	\$39.72	\$42.76	\$45.82	\$58.31			<b>Group 8</b> IT Manager (ITM)
<b>P</b>	\$34.27	\$37.39	\$40.51	\$43.65	\$46.76	\$59.37			
<b>Q</b>	\$35.13	\$38.32	\$41.52	\$44.74	\$47.93	\$60.85			New classified team members will be placed on this pay schedule based on:  *Experience in their field of expertise *Education level, degrees or certificates *Comparable industry standard compensation
<b>R</b>	\$35.13	\$38.32	\$41.52	\$44.74	\$47.93	\$60.85			
<b>S</b>	\$36.00	\$39.28	\$42.56	\$45.86	\$49.13	\$62.38			Annual pay advancements for longevity are not guaranteed and are subject to the School's operational needs and/or budget approved by the School Board.
<b>T</b>	\$36.00	\$39.28	\$42.56	\$45.86	\$49.13	\$62.38			
<b>U</b>	\$36.91	\$40.26	\$43.62	\$47.01	\$50.36	\$63.93			
<b>V</b>	\$36.91	\$40.26	\$43.62	\$47.01	\$50.36	\$63.93			
<b>W</b>	\$37.83	\$41.27	\$44.72	\$48.18	\$51.61	\$65.53			
<b>X</b>	\$37.83	\$41.27	\$44.72	\$48.18	\$51.61	\$65.53			
<b>Y</b>	\$38.77	\$42.30	\$45.83	\$49.39	\$52.90	\$67.17			