

## **2019-2020 COMPENSATION POLICY**

### **Dedication to Non-discrimination**

It is the policy of Granite Mountain Charter School 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 2019-2020 only. 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 Principal 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 effected

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

## TEACHER COMPENSATION

### 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.

### 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 up to 5 (five) years.
- An additional year may be granted for teachers 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.
- 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.
- A maximum of 2 years of substitute teaching experience in California and US public, charter, and private elementary or secondary schools may be accepted.
- Two years of teacher assistant experience in the above institutions will be equal to 1 YEAR in the salary schedule up to a maximum of 2 YEARS.
- Other relevant professional experience may be considered by the Principal or designee.

The Principal or his or her designee may adjust a rehired teacher's placement on the pay scale 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 scale than the teacher would have otherwise been placed had the teacher been continuously employed.

#### 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 table (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 table as certificated teachers.
- A teacher is eligible to advance to the proper Pay Scale level once they meet the requirement for that specific Pay Scale Level and Group based on their creditable years of service and post-BA units, if applicable.
- Any increase in pay resulting from an advancement on the Pay Scale 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 is awarded a degree on January 15 and provides proof of the degree on May 1, any advancement on the Pay Scale and increase in pay will be effective beginning the first pay period following May 1. The teacher will not be paid at the higher rate of compensation retroactively (i.e., for the periods between January 15 and May 1).
- All teaching credentials must be reflected on the California Commission on Teacher Credentialing's website.

#### Advanced Degree/Certificate Stipends:

- Teachers who hold a Doctoral degree are entitled to additional compensation of a 7.5% differential (stipend) of their current annual salary on the Salary Table.
- The stipend is not included in your annual salary and may be processed separately from regular earnings.
- National Board Certificate (NBC) holders are entitled to a 7.5% differential (stipend) of their current annual salary on the Salary.
- To qualify for the advanced degree or certificate stipends, employees must submit proof of attainment of the degree or NBC. Stipends will not be paid until sufficient documentation is presented and will not be paid retroactively. For illustration purposes, if a teacher is awarded a degree on January 15 and provides proof of the degree on May 1, any advancement on the Pay Scale and increase in pay will be effective beginning the first pay period following May 1. The teacher will not be paid at the higher rate of compensation retroactively (i.e., for the periods between January 15 and May 1).
- 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, to promote diversity, or to address specific concerns at the school.
- The Principal shall designate the individuals authorized to receive the signing bonus.
- The signing bonus must be approved by the board prior to any payment.
- 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 Principal or his/her designee at the beginning of the school year or semester or as otherwise noted in the chart below.
- Teachers who perform the supplemental duties outlined in the table below are eligible to receive the corresponding stipends as indicated and only if assigned/awarded to the teacher by the Principal 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 Principal 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 New Teacher Trainer, SPED Lead Teacher, 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.
- Student stipends are paid per semester based on the teacher roster in the months of September and February.

## Stipend Chart

| DESCRIPTION                            | AMOUNT                                         | ELIGIBILITY                                                                                                                                                               | ELIGIBILITY START                                                                                        | PERIOD PAID                                                                                                                                        |
|----------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| Community Coordinator                  | \$ 10,000.00                                   | Paid to a hired Community Coordinator who facilitates regular events for the Community Connections program.                                                               | Eligibility starts at the beginning of the school year.                                                  | Paid biweekly over 12 months; July - June. Will be prorated based on period of service during the school year.                                     |
| Induction Coach Stipend                | \$500/teacher/semester                         | Paid to credentialed teachers who work with teachers who are working toward clearing their teaching credential.                                                           | Eligibility starts at the beginning of the school year or whenever job duties begin, whichever is later. | Paid biweekly over 10 months; September - June. Will be prorated based on period of service during the school year.                                |
| Student Support Coordinator            | \$ 15,000.00                                   | Paid to certificated multi-subject teachers, preferably with home school experience. Can have no more than 10 students on their roster. Supervise 504 and SST meetings    | Eligibility starts at the beginning of the school year and once the supervising begins.                  | Paid biweekly over 10 months; September - June. Will be prorated based on period of service during the school year.                                |
| Intervention Support Coordinator       | \$ 15,000.00                                   | Paid to certificated multi-subject teachers, preferably with home school experience. Can have no more than 10 students. Provide students with tier 1,2 and 3 intervention | Eligibility starts at the beginning of the school year and once the supervising begins.                  | Paid biweekly over 10 months; September - June. Will be prorated based on period of service during the school year.                                |
| Decathlon Coordinator Stipend          | \$ 2,500.00                                    | Assigned Position: Provided to credentialed teachers who meet with students to determine if they are meeting academic decathlon course requirements                       | Eligibility starts at the beginning of the school year and once the coaching begins.                     | Paid biweekly over 12 months; July - June. Will be prorated based on period of service during the school year.                                     |
| New Teacher Trainer                    | \$ 8,500.00                                    | Assigned Position: paid to a designated HST who applied and received the position to help train new teachers                                                              | Eligibility starts at the beginning of the school year and once the coaching begins.                     | Paid biweekly over 12 months; July - June. Will be prorated based on period of service during the school year.                                     |
| SPED Lead Teacher                      | \$ 1,000.00                                    | Assigned Position: 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 biweekly over 10 months; September - June. Will be prorated based on period of service during the school year.                                |
| Extended School Year (ESY)             | \$ 3,500.00                                    | Paid to special education teachers who provide services from the end of the academic school year to approximately July 15th                                               | Eligibility is earned after service has been completed from start date to end date.                      | Half paid during the each of the two pay periods of June 30th and July 15th                                                                        |
| Specialized Academic Instruction (SAI) | \$ 5,000.00                                    | Offered to teachers who perform in-person services for special needs students                                                                                             | Eligibility is earned after the service has been provided.                                               | Paid biweekly over 10 months; September - June. Will be prorated based on period of service during the school year.                                |
| High School Lead Counselor             | \$ 2,000.00                                    | Assigned Position: given to a counselor who shows leadership abilities and is experienced enough to handle escalated cases.                                               | Eligibility starts at the beginning of the school year.                                                  | Paid biweekly over 10 months; September - June. Will be prorated based on period of service during the school year.                                |
| Testing Coordinator                    | \$ 15,000.00                                   | Assigned Position: Paid to Regional Testing Coordinators who have shown leadership abilities and would like to help organize state testing.                               | Eligibility starts at the beginning of the school year.                                                  | Paid biweekly over 10.5 months; August 16 - June. Will be prorated based on period of service during the school year.                              |
| Extra Student Stipend                  | \$100/month/student over required roster limit | Provided to each teacher that agrees to handle additional students over their roster limits                                                                               | Becomes eligible once their rosters surpass required roster limits                                       | Paid biweekly over 10.5 months; August 16 - June. Will be prorated based on period of service during the school year.                              |
| National Board Certification (NBC)     | 7.5% of base salary                            | Provided to teachers who have been awarded the National Board Certification                                                                                               | For current employees who obtain the certification before January 1 of the current school year.          | The four payments of equal installments (two paid in December and two in March) of the total stipend amount will only be paid to current employees |
| National Board Certification (NBC)     | 3.75% of base salary                           | Provided to teachers who have been awarded the National Board Certification                                                                                               | For current employees who obtain the certification after January 1 of the current school year.           | The two payments of equal installments (two in March) of the total stipend amount will only be paid to current employees                           |
| Doctoral Degree Stipend                | 7.5% of base salary                            | Provided to teachers who hold a doctor's degree                                                                                                                           | For those who obtain their degree before January 1 of the current school year.                           | The four payments of equal installments (two paid in December and two in March) of the total stipend amount will only be paid to current employees |
| Doctoral Degree Stipend                | 3.75% of base salary                           | Provided to teachers who hold a doctor's degree                                                                                                                           | For those who obtain their degree after January 1 of the current school year.                            | The two payments of equal installments (two in March) of the total stipend amount will only be paid to current employees                           |

**Voluntary Transfer to Lower Role Placement or Teaching position**

- Employees approved to voluntarily transfer to a position in a lower placement on the salary scale 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.

July 1, 2019 - December 31, 2020 Preparation Salary Teacher Table  
B-Basis - 10 Month Calendar\*

| PAY SCALE GROUP             |  | PAY SCALE LEVEL |            |          |          |          |          |          |          |          |          |
|-----------------------------|--|-----------------|------------|----------|----------|----------|----------|----------|----------|----------|----------|
| Points*                     |  | 1               | 2          | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| A<br>(Minimum)              |  | \$54,250**      | \$55,800** | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$58,250 |
| B<br>( + 14 points)         |  | \$56,250**      | \$57,250** | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$63,750 |
| C<br>( + 28 points)         |  | \$58,250        | \$58,250   | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$63,110 | \$66,250 |
| D<br>( + 42 points)         |  | \$58,250        | \$58,250   | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$62,350 | \$65,500 | \$68,750 |
| E<br>( + 56 points)         |  | \$58,250        | \$58,250   | \$58,250 | \$58,250 | \$58,250 | \$58,250 | \$61,550 | \$65,625 | \$67,850 | \$71,250 |
| F<br>( + 70 points)         |  | \$58,250        | \$58,250   | \$58,250 | \$58,250 | \$58,250 | \$60,650 | \$63,700 | \$66,900 | \$70,225 | \$73,750 |
| G<br>( + 84 points)         |  | \$58,250        | \$58,250   | \$58,250 | \$58,250 | \$59,750 | \$62,725 | \$65,850 | \$69,125 | \$72,600 | \$76,250 |
| H<br>( + 98 points)         |  | \$58,250        | \$58,250   | \$58,250 | \$58,750 | \$61,650 | \$64,750 | \$68,000 | \$71,400 | \$75,000 | \$78,750 |
| Additional Pay Scale Levels |  |                 |            |          |          |          |          |          |          |          |          |
| (continued)                 |  | 11              | 12         | 13       | 14       |          |          |          |          |          |          |
| H<br>( + 98 points)         |  | \$81,250        | \$83,750   | \$86,250 | \$88,750 |          |          |          |          |          |          |
|                             |  |                 |            |          |          | H15      | H20      | H25      |          | H30      |          |
|                             |  |                 |            |          |          | \$91,250 | \$93,750 | \$96,250 |          | \$98,250 |          |

NBC or Doctorate Differential is 7.5%.

\* Annualized salary includes 207 work days. The 207 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

\*\* Staff holding an alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2.

\*\*\* 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.

C-Basis - 10 Month Calendar\*

| PAY SCALE GROUP                   |            | PAY SCALE LEVEL |          |          |          |          |          |          |          |          |  |
|-----------------------------------|------------|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|--|
| Points*                           | 1          | 2               | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |  |
| A<br>(Minimum)                    | \$54,080** | \$54080**       | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$55,000 |  |
| B<br>(+ 14 points)                | \$54080**  | \$54080**       | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$60,500 |  |
| C<br>(+ 28 points)                | \$55,000   | \$55,000        | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$59,860 | \$63,000 |  |
| D<br>(+ 42 points)                | \$55,000   | \$55,000        | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$59,100 | \$62,250 | \$65,500 |  |
| E<br>(+ 56 points)                | \$55,000   | \$55,000        | \$55,000 | \$55,000 | \$55,000 | \$55,000 | \$58,300 | \$62,375 | \$64,600 | \$68,000 |  |
| F<br>(+ 70 points)                | \$55,000   | \$55,000        | \$55,000 | \$55,000 | \$55,000 | \$57,400 | \$60,450 | \$63,650 | \$66,975 | \$70,500 |  |
| G<br>(+ 84 points)                | \$55,000   | \$55,000        | \$55,000 | \$55,000 | \$56,500 | \$59,475 | \$62,600 | \$65,875 | \$69,350 | \$73,000 |  |
| H<br>(+ 98 points)                | \$55,000   | \$55,000        | \$55,000 | \$55,500 | \$58,400 | \$61,500 | \$64,750 | \$68,150 | \$71,750 | \$75,500 |  |
| Additional Pay Scale Levels       |            |                 |          |          |          |          |          |          |          |          |  |
| (continued)<br>H<br>(+ 98 points) | 11         |                 | 12       |          | 13       |          | 14       |          |          |          |  |
|                                   | \$78,000   | \$80,500        | \$83,000 | \$85,500 |          |          |          |          |          |          |  |
|                                   |            |                 |          |          |          |          | H15      | H20      | H25      | H30      |  |
|                                   |            |                 |          |          |          |          | \$88,000 | \$90,500 | \$93,000 | \$95,000 |  |

\*\*\*\*During the rate-in-process for new hires principals may approve additional units earned beyond post-baccalaureate credits equivalent to 4-semester units for each year starting with year 15. A candidate can earn a maximum of 60 credits for experience based on principal approval.

NBC or Doctorate Differential is 7.5% .

\* Annualized salary includes 207 work days. The 207 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar.

\*\* Staff holding an alternative certification (intern or emergency) are restricted to A1, A2, B1, and/or B2.

\*\*\*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.



SPED ASSESSMENT TEAM  
2019-2020 Salary Schedule  
SCHOOL PSYCHOLOGIST AND PROGRAM SPECIALIST

| STEP   | 1-2               | 3-4              | 5-6              | 7-8              | 9-10             | 11-13+            |
|--------|-------------------|------------------|------------------|------------------|------------------|-------------------|
| Salary | 81088<br>3,378.67 | 84088<br>3503.67 | 88293<br>3678.88 | 92709<br>2862.88 | 97342<br>4055.92 | 102209<br>4258.71 |

SPEECH/LANGUAGE PATHOLOGIST

| STEP   | 1-2              | 3-4              | 5-6              | 7-8              | 9-10             | 11-13+           |
|--------|------------------|------------------|------------------|------------------|------------------|------------------|
| Salary | 74146<br>3089.42 | 78049<br>3252.04 | 82157<br>3423.21 | 86481<br>3603.38 | 91033<br>3793.04 | 95585<br>3982.71 |

NURSE

| STEP   | 1-2              | 3-4              | 5-6              | 7-8              | 9-10             | 11-13+           |
|--------|------------------|------------------|------------------|------------------|------------------|------------------|
| Salary | 70512<br>2938.00 | 74038<br>3084.92 | 77340<br>3222.50 | 81227<br>3384.46 | 85288<br>3553.67 | 89552<br>3731.33 |

OCCUPATIONAL THERAPIST

| STEP   | 1-2              | 3-4              | 5-6              | 7-8              | 9-10             | 11-13+           |
|--------|------------------|------------------|------------------|------------------|------------------|------------------|
| Salary | 70688<br>2945.33 | 74387<br>3099.46 | 78302<br>3262.58 | 82423<br>3434.29 | 86761<br>3615.04 | 91327<br>3805.29 |

NBC or Doctorate Differential is 7.5%

\$5,000 Signing bonus for SLP/Nurse/OT applied at end of year 1- if returning for Year 2 All Psychologists and Program Specialists will be expected to travel overnight

\* Based on 205 work days of the 12-month calendar

Additional Supplement Bonus ("Supplement"):

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

- A Principal, 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 Principal, 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 Principal 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 Principal:
  - 1. The Principal must first agree with the teacher on the terms
  - 2. The supplemental work must be separate from the normal job responsibilities.
  - 3. 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 \$30.00 per hour. 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. 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 hourly rate. Part-time teachers will work no more than up to 17 hours of work per pay period in July and for up to 8.5 hours of training in August.
- 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 20 students is reached, employees may be rated in and placed on a salary table and given health care benefits contingent upon the teacher's expected

maintenance of a case load at the norm of 28 students for full-time teachers. Carrying a case load of less than 28 students over a course of three (3) consecutive months may result in a return to part time status.

## CLASSIFIED COMPENSATION

### Experience and Placement

- Each classified employee will be placed on the salary schedule 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 Salary Scale will be recommended by the Human Resources Department and the Principal 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 years 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.
- The Principal 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

## 2019-20 Classified Pay Scale

|               | A                | B                    | C                    | D                    | E                    | F                    | G                    | H                    | I                    | J                    | K                    | L                    |
|---------------|------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| Office Tech 1 | Hourly<br>Annual | \$15,024<br>\$31,250 | \$15,385<br>\$32,750 | \$16,228<br>\$33,750 | \$16,707<br>\$34,750 | \$17,308<br>\$36,000 | \$17,788<br>\$37,000 | \$18,289<br>\$38,000 | \$19,471<br>\$40,500 | \$20,072<br>\$41,750 | \$20,673<br>\$43,000 | \$21,274<br>\$44,250 |
| Office Tech 2 | Hourly<br>Annual | \$18,029<br>\$37,500 | \$18,510<br>\$38,500 | \$19,111<br>\$39,750 | \$19,591<br>\$40,750 | \$20,072<br>\$41,750 | \$21,274<br>\$44,250 | \$21,875<br>\$45,500 | \$22,476<br>\$46,750 | \$23,077<br>\$48,000 | \$23,798<br>\$49,500 | \$24,519<br>\$51,000 |
| Office Tech 3 | Hourly<br>Annual | \$19,231<br>\$40,000 | \$19,832<br>\$41,250 | \$20,433<br>\$42,500 | \$21,034<br>\$43,750 | \$22,296<br>\$46,375 | \$22,957<br>\$47,750 | \$23,678<br>\$49,250 | \$24,399<br>\$50,750 | \$25,120<br>\$52,250 |                      |                      |
| Office Tech 4 | Hourly<br>Annual | \$24,038<br>\$50,000 | \$24,760<br>\$51,500 | \$25,481<br>\$53,000 | \$26,322<br>\$54,750 | \$27,885<br>\$58,000 | \$28,726<br>\$59,750 | \$29,567<br>\$61,500 | \$30,409<br>\$63,250 | \$31,250<br>\$65,000 |                      |                      |

1. New classified team members will be placed on this salary schedule based on:

- Row (Office Tech 1, 2, 3 or 4) where other department members start as an Inspire team member
- Column (A-L) is determined by the lowest column all other recently added department members started, previous job experience, educational level attained, and demonstrated proficiency or experience in necessary job skills

2. Classified team members who start at an Office Tech 1 position may move to Office Tech 2 Column H by meeting **all** of the following criteria:

- Reaching step 12 in the Office Tech 1 column
- Maintain satisfactory or better evaluations in the current and previous year
- Participate in professional growth opportunities agreed to by department supervisor
- Based on the above criteria receive approval from department supervisor

3. Annually on July 1st classified team members may move from one column of the pay scale to the next if they have been in their current cell for a minimum of 3 months and they receive a satisfactory or better end of the year evaluation the previous year. Yearly salary advancements are not guaranteed and are subject to the organization's operational needs and/or approved budget.

4. Department Managers may request from the Executive Director, or his designee, in writing that a team member is placed into a new higher (can't move down) cell on the salary schedule during the fiscal year (July 1 - June 30) based on:

- New team member exceeding job expectations and performance after a 3 month new hire period
- Team member taking on new assignments, tasks, or job responsibilities
- Team member becoming highly proficient in specific skills that allows him/her to train other department members

### **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 Principal or designee. Some hard-to-staff positions may be compensated out of the salary schedule as approved by the Principal.

### **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 salary schedule (or salary placement) with the higher salary.

### **Reassignments**

- Employees approved to voluntarily transfer to a position in a lower placement on the salary 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 schedule
- 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 Principal 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 salary scale as follows:
  - The converted grade and step of individuals who separated employment will be identified for appropriate entry placement on the salary scale.
  - All applicable work experience earned outside of Granite Mountain Charter Schools, 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 – Nonexempt Employees**

- Each nonexempt employee will be placed on the salary schedule based on their years of relevant experience. Although non-exempt employees may be paid a monthly salary (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 Principal 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 schedule.
- 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 Principal 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 principal may recommend a Supplement for classified staff members as set forth in this section.

- A Principal, 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 Principal, 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 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 Principal 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 Principal:
  - 1. The Principal must first agree with the classified staff member on the terms
  - 3. The supplemental work must be separate from the normal job responsibilities.
  - 4. The work must be completed or in the progress of being completed.

# **PAYROLL ADVANCE POLICY**

## **POLICY BRIEF AND PURPOSE**

Our payroll advance policy describes our terms for advancing pay to our employees as an emergency short-term loan.

## **SCOPE**

This policy applies to all employees, with the exception of the Principal and officers of Granite Mountain Charter School. In addition, temporary employees with contracts that are less than one year will not be eligible for Payroll Advances.

## **POLICY ELEMENTS**

“Payroll advance” refers to employees receiving a portion of their pay before their next normal payday. This does not include any money paid to the employee for work-related expenses.

The School is not obliged to pay employees in advance and may choose to do so if employees have qualifying reasons.

## **CONDITIONS FOR REQUESTING A PAYROLL ADVANCE**

Employees can ask for a pay advance if they:

- *Have been employed with the school for three consecutive months.*
- *Have not taken any other company-sponsored loan.*
- *Do not have any current negative evaluations or disciplinary actions.*

These conditions apply to all eligible employees without discrimination against protected characteristics.

Employees should have a legitimate reason to ask for advance pay, usually an unexpected or unavoidable occurrence. Examples of such reasons, although not conclusive, are for:

- *Family or personal emergencies (e.g. being victims of a robbery or fire, having to pay funeral fees)*
- *Hospital bills not covered by medical insurance*
- *Car repairs not covered by insurance*
- *To save a family home*

Examples of non-qualifying reasons, include but are not limited to:

- Taking a planned vacation
- Entertainment expenses
- Gambling
- Fines

### **PAYROLL ADVANCE TERMS**

Subject to approval, the maximum advance pay may be up to \$5,000. If employees find themselves in need of more frequent or larger pay advances than they are allowed, they should discuss the situation with their Principal. The Principal may decide to make exceptions on a case-by-case basis.

We will deduct the amount of the advance pay from an employee's future paychecks. This may mean:

- Depending on the amount, deducting the full amount from their next paycheck.
- Repaying the amount in small installments out of a number of future paychecks.

The repayment terms must be in writing and signed by employees and will comply with applicable laws.

We will not charge any administrative fees or interest.

If an employee resigns or is terminated before they repay their payroll advance, HR, subject to approval by the Principal, is responsible for reaching a new agreement with the employee. Any relevant legal requirements (whether federal, state or local) must be followed.

### **PAYROLL ADVANCE AGREEMENTS**

Employees who want to request a payroll advance should request a Payroll Advance form from HR. They must:

- Indicate their reasons for filing the form.
- State the amount of money they want to receive in advance.
- Sign to accept this policy's terms.

This procedure must be followed:

1. Employees should submit the form to their Principal or their Supervisor, if the Principal is unavailable.
2. The Principal should first review the form. If they approve, they must sign the form and submit it to HR.
3. HR and the CFO or designee must also review the form and decide whether to grant the employee's request in consultation with the Principal. If they approve, HR must create an agreement form for the pay advance and repayment terms taking any applicable taxes into account. This agreement must be signed by HR, the CFO or designee and the employee and include relevant dates.
4. HR must forward the signed agreement to the accounting department. The accounting department will generally give employees their advance pay through check or bank transfer within a week, if possible, after receiving the form.

If the request is denied, the Principal must inform the employee.

The advance must be paid back within one year of the initial payment to the employee, subject to applicable law. If there is a problem with meeting the requirement then the employee must sign an agreement that moves them toward quickly meeting that requirement.

#### **NOTICE TO BOARD**

The Board must be informed by the Principal if an employee resigns prior to repaying their payroll advance.