



FENTON CHARTER PUBLIC SCHOOLS

Certificated Staff (other than teachers) – STRS

Position	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Executive Director	Salary determined yearly by the Board, but no more than the maximum allowed by STRS. \$46,451 for 2019-2020				
Chief Academic Officer Yearly salary to be determined by Board	\$165,000				
Coordinator of Special Education Based on years of experience in position	122,000	125,000	128,000	131,000	134,000
Instructional Coach Based on years of teaching experience	90,000	92,500	95,000	97,500	100,000
Director Successful renewal (as applicable), successful District oversight reviews, no findings related to State and Federal compliance managed at the site level	115,385	120,629	125,874	131,119	136,364
Director – New School (opening to first renewal)	104,895	110,140	115,385	120,629	125,874
Assistant Director	99,650	104,895	110,140	115,385	120,629
Administrative Coordinator	89,161	94,406	99,650	104,895	110,140
Counselor – Tier 1 FCPS entry level	58,000	60,500	63,000	65,500	68,000
Counselor – Tier 2 At least 5 years of demonstrated experience and skill	70,500	73,000	75,500	78,000	80,500
Speech - Tier 1 FCPS entry level	75,000	77,500	80,000	82,500	85,000
Speech - Tier 2 At least 5 years of demonstrated experience and skill	87,500	90,000	92,500	95,000	97,500
School Psychologist – Tier 1 FCPS entry level	80,000	82,500	85,000	87,000	90,000
School Psychologist – Tier 2 At least 5 years of demonstrated experience and skill	92,500	95,000	97,500	100,000	102,500

State Preschool Teachers' Salary Schedule

Units	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Minimum of 60 Semester Units	\$34,500	\$35,500	\$36,500	\$37,500	\$38,500
Minimum PLUS 14 Semester Units (74 Units TOTAL)	\$36,000	\$37,000	\$38,000	\$39,000	\$40,000
Minimum Plus 28 Semester Units (88 Units TOTAL)	\$37,000	\$38,000	\$39,000	\$40,000	\$41,000
Bachelor's Degree, preferably in Early Childhood Education	\$38,500	\$39,500	\$40,500	\$41,500	\$42,500
BA + Elementary Multi-Subject Credential or Early Childhood Credential	\$41,000	\$43,000	\$45,000	\$47,000	\$49,000

For those positions divided into two tiers, all new hires begin at "Tier 1, Step 1" unless recommended by the Director of the specific school site and approved by the Executive Director or Chief Academic Officer.

Each "Step" on the salary schedule is earned by fulfilling a complete year of service as noted on page 47 of the Employee Handbook:

- For those on the teacher calendar, a minimum of 150 days of onsite service
- For those on a 201-day calendar, a minimum of 164 days of onsite service
- For those on a 224-day calendar, a minimum of 183 days of onsite service
- For those on a 249-day calendar, a minimum of 203 days of onsite service

Additionally, movement to the next "Step" must be earned by achieving a positive yearly evaluation (see page 49 in Employee Handbook).

Steps cannot be 'skipped' and are earned consecutively each year by achieving the requirements listed above, unless approved by the Executive Director or Chief Academic Officer as deemed necessary.