

Chavez/Huerta K-12 Preparatory Academy

Teachers & Counselors

As of July 1, 2021

Contract Days	168	168	168	168	168	168	168	168	168	168	168	168
	BA (HQ but No License)	Masters (HQ but No License)	BA with License	BA w Lic +15	BA w Lic + 30	Masters with License	MA w Lic + 15	MA w Lic + 30	MA w Lic + 45	MA w Lic + 60	PhD, EdD w Lic	
Step 1	\$ 32,000	\$ 35,000	\$ 36,040	\$ 36,400	\$ 36,946	\$ 40,280	\$ 41,086	\$ 41,907	\$ 42,746	\$ 44,028	\$ 48,760	
Step 2	\$ 33,280	\$ 36,400	\$ 37,482	\$ 37,856	\$ 38,424	\$ 41,891	\$ 42,729	\$ 43,583	\$ 44,456	\$ 45,789	\$ 50,710	
Step 3	\$ 34,611	\$ 37,856	\$ 38,981	\$ 39,370	\$ 39,961	\$ 43,567	\$ 44,439	\$ 45,327	\$ 46,234	\$ 47,621	\$ 52,739	
Step 4	\$ 35,996	\$ 39,370	\$ 40,540	\$ 40,945	\$ 41,559	\$ 45,310	\$ 46,216	\$ 47,140	\$ 48,083	\$ 49,526	\$ 54,848	
Step 5	\$ 37,435	\$ 40,945	\$ 42,162	\$ 42,583	\$ 43,222	\$ 47,122	\$ 48,065	\$ 49,025	\$ 50,007	\$ 51,507	\$ 57,042	
Step 6	\$ 38,933	\$ 42,583	\$ 43,848	\$ 44,286	\$ 44,950	\$ 49,007	\$ 49,987	\$ 50,986	\$ 52,007	\$ 53,567	\$ 59,324	
Step 7	\$ 40,490	\$ 44,286	\$ 45,602	\$ 46,058	\$ 46,748	\$ 50,967	\$ 51,987	\$ 53,026	\$ 54,087	\$ 55,709	\$ 61,697	
Step 8	\$ 42,110	\$ 46,058	\$ 47,426	\$ 47,900	\$ 48,618	\$ 53,006	\$ 54,066	\$ 55,147	\$ 56,251	\$ 57,938	\$ 64,165	
Step 9	\$ 43,794	\$ 47,900	\$ 49,323	\$ 49,816	\$ 50,563	\$ 55,126	\$ 56,229	\$ 57,353	\$ 58,501	\$ 60,255	\$ 66,731	
Step 10	\$ 45,546	\$ 49,816	\$ 51,296	\$ 51,809	\$ 52,586	\$ 57,331	\$ 58,478	\$ 59,647	\$ 60,841	\$ 62,666	\$ 69,401	
Step 11	\$ 47,368	\$ 51,809	\$ 53,348	\$ 53,881	\$ 54,689	\$ 59,624	\$ 60,817	\$ 62,033	\$ 63,275	\$ 65,172	\$ 72,177	
Step 12	\$ 49,263	\$ 53,881	\$ 55,482	\$ 56,036	\$ 56,877	\$ 62,009	\$ 63,250	\$ 64,514	\$ 65,806	\$ 67,779	\$ 75,064	
Step 13	\$ 51,233	\$ 56,036	\$ 57,701	\$ 58,278	\$ 59,152	\$ 64,490	\$ 65,780	\$ 67,094	\$ 68,438	\$ 70,490	\$ 78,066	
Step 14	\$ 53,282	\$ 58,278	\$ 60,009	\$ 60,609	\$ 61,518	\$ 67,069	\$ 68,411	\$ 69,778	\$ 71,175	\$ 73,310	\$ 81,189	
Step 15	\$ 55,414	\$ 60,609	\$ 62,410	\$ 63,033	\$ 63,979	\$ 69,752	\$ 71,148	\$ 72,569	\$ 74,022	\$ 76,242	\$ 84,437	
Step 16	\$ 57,630	\$ 63,033	\$ 64,906	\$ 65,554	\$ 66,538	\$ 72,542	\$ 73,994	\$ 75,472	\$ 76,983	\$ 79,292	\$ 85,000	
Step 17	\$ 60,000	\$ 65,554	\$ 67,502	\$ 68,177	\$ 69,199	\$ 75,444	\$ 76,953	\$ 78,491	\$ 80,062	\$ 82,464		
Step 18		\$ 68,177	\$ 70,202	\$ 70,904	\$ 71,967	\$ 78,461	\$ 80,031	\$ 81,631	\$ 83,265	\$ 85,000		
Step 19		\$ 70,000	\$ 73,010	\$ 73,740	\$ 74,846	\$ 81,600	\$ 83,233	\$ 85,000	\$ 85,000			
Step 20			\$ 75,931	\$ 76,689	\$ 77,840	\$ 85,000	\$ 85,000					
Step 21			\$ 78,968	\$ 79,757	\$ 80,953							
Step 22			\$ 82,127	\$ 82,947	\$ 84,191							
Step 23			\$ 85,000	\$ 85,000	\$ 85,000							

Math, Science and ESS teachers will receive a one-time sign on Bonus when hired, paid over the academic year.
Licensed Teachers will have additional credits honored.
Certified Counselors require an MA with a Counselors License
Counselors will work an additional 10-days per academic year at the Supervisors discretion
Teachers with a conferred PhD/EdD without a License will be placed on the MA no License column and receive an additional 2% to honor the degree.
Team Leads/Discipline Chairs will receive a supplemental stipend of \$1,000 per academic year (subject to application process and approval by Principal)

Chavez/Huerta K-12 Preparatory Academy

Special Services - Student Support Services

Includes Senior Director of ESS, Advisors, & Tutors

As of July 1, 2021

Contract Days	168	168	168	195	168
	Tutors (168 Days @ \$15.08/hr)	Paraprofessional	Learning Center Facilitator	Academic Advisor	Specialists SLP/Psych
Step 1	\$ 20,268	\$ 21,080	\$ 30,000	\$ 32,000	\$ 49,493
Step 2	\$ 21,078	\$ 21,923	\$ 31,200	\$ 33,280	\$ 51,473
Step 3	\$ 21,921	\$ 22,800	\$ 32,448	\$ 34,611	\$ 53,532
Step 4	\$ 22,798	\$ 23,712	\$ 33,746	\$ 35,996	\$ 55,673
Step 5	\$ 23,710	\$ 24,661	\$ 35,096	\$ 37,435	\$ 57,900
Step 6	\$ 24,659	\$ 25,647	\$ 36,500	\$ 38,933	\$ 60,216
Step 7	\$ 25,645	\$ 26,673	\$ 37,960	\$ 40,490	\$ 62,624
Step 8	\$ 26,671	\$ 27,740	\$ 39,478	\$ 42,110	\$ 65,129
Step 9	\$ 27,738	\$ 28,849	\$ 41,057	\$ 43,794	\$ 67,735
Step 10	\$ 28,847	\$ 30,003	\$ 42,699	\$ 45,546	\$ 70,444
Step 11	\$ 30,001	\$ 31,204	\$ 44,407	\$ 47,368	\$ 73,262
Step 12	\$ 31,201	\$ 32,452	\$ 46,184	\$ 49,263	\$ 76,192
Step 13	\$ 32,449	\$ 33,750	\$ 48,031	\$ 51,233	\$ 79,240
Step 14	\$ 33,747	\$ 35,100	\$ 49,952	\$ 53,282	\$ 82,409
Step 15	\$ 35,097	\$ 36,504	\$ 51,950	\$ 55,414	\$ 85,706
Step 16	\$ 36,501	\$ 37,964	\$ 54,028	\$ 57,630	\$ 89,134
Step 17	\$ 37,961	\$ 39,482	\$ 56,189	\$ 59,935	
Step 18	\$ 39,479	\$ 41,062	\$ 58,437	\$ 62,333	
Step 19	\$ 41,058	\$ 42,704	\$ 60,774	\$ 64,826	
Step 20	\$ 42,701	\$ 44,412	\$ 63,205	\$ 67,419	
Step 21	\$ 44,409	\$ 46,189	\$ 65,734	\$ 70,116	
Step 22	\$ 46,185	\$ 48,036	\$ 68,363	\$ 72,921	
Step 23	\$ 48,032	\$ 49,958	\$ 71,098	\$ 75,837	
Step 24	\$ 49,954	\$ 51,956	\$ 73,941	\$ 78,871	
Step 25	\$ 51,952	\$ 54,034	\$ 76,899	\$ 82,026	

Tutors & Paraprofessionals with a BA will receive an additional 2%, MA will receive an additional 4%.
 Academic Advisors & RLC Facilitator requires a minimum of a BA, MA will receive an additional 2%.
 Specialists SLP/Psych will require a minimum of a MA. PhD/EdD will received an additional 4%

Chavez/Huerta K-12 Preparatory Academy

Principal As of July 1, 2021

Contract Days	195	195
	Assistant Principal	Principal/ Executive Director
Step 1	\$ 62,400	\$ 74,800
Step 2	\$ 64,896	\$ 77,792
Step 3	\$ 67,492	\$ 80,904
Step 4	\$ 70,192	\$ 84,140
Step 5	\$ 72,999	\$ 87,505
Step 6	\$ 75,919	\$ 91,006
Step 7	\$ 78,956	\$ 94,646
Step 8	\$ 82,114	\$ 98,432
Step 9	\$ 85,399	\$ 102,369
Step 10	\$ 88,815	\$ 106,464
Step 11	\$ 92,367	
Step 12	\$ 96,062	

Assistant Principal and Principal will require a minimum of a MA with a Principal License, PhD/EdD will receive an additional 4%.

Chavez/Huerta K-12 Preparatory Academy

Clerical Support
As of July 1, 2021

Contract Days	195	195
	Front Office Admin Assist	Senior Admin Asst
Step 1	\$ 26,522	\$ 27,848
Step 2	\$ 27,583	\$ 28,962
Step 3	\$ 28,686	\$ 30,120
Step 4	\$ 29,834	\$ 31,325
Step 5	\$ 31,027	\$ 32,578
Step 6	\$ 32,268	\$ 33,881
Step 7	\$ 33,559	\$ 35,237
Step 8	\$ 34,901	\$ 36,646
Step 9	\$ 36,297	\$ 38,112
Step 10	\$ 37,749	\$ 39,636
Step 11	\$ 39,259	\$ 41,222
Step 12	\$ 40,829	\$ 42,871
Step 13	\$ 42,463	\$ 44,586
Step 14	\$ 44,161	\$ 46,369
Step 15	\$ 45,928	\$ 48,224
Step 16	\$ 47,765	\$ 50,153
Step 17	\$ 49,675	\$ 52,159
Step 18	\$ 51,662	\$ 54,245
Step 19	\$ 53,729	\$ 56,415
Step 20	\$ 55,878	\$ 58,672
Step 21	\$ 58,113	\$ 61,018
Step 22	\$ 60,437	\$ 63,459
Step 23	\$ 62,855	\$ 65,997
Step 24	\$ 65,369	\$ 68,637
Step 25	\$ 67,984	\$ 71,383

Chavez/Huerta K-12 Preparatory Academy

Operations As of July 1, 2021

Contract Days	168/208	208	168	195	195/208	208
	Hourly Custodians/ Lunch Monitors (Min wage Eff 1/1/2021)	Full-time Custodian	Hourly Bus Driver	Operations Assistant	IT/Operations Manager/Coordinator/ Specialist	IT/Operations Director
Step 1	\$ 15.00	\$ 25,600	\$ 16.12	\$ 25,600	\$ 42,353	\$ 45,891
Step 2	\$ 15.60	\$ 26,624	\$ 16.76	\$ 26,624	\$ 44,047	\$ 47,727
Step 3	\$ 16.22	\$ 27,689	\$ 17.44	\$ 27,689	\$ 45,809	\$ 49,636
Step 4	\$ 16.87	\$ 28,797	\$ 18.13	\$ 28,797	\$ 47,641	\$ 51,621
Step 5	\$ 17.55	\$ 29,948	\$ 18.86	\$ 29,948	\$ 49,547	\$ 53,686
Step 6	\$ 18.25	\$ 31,146	\$ 19.61	\$ 31,146	\$ 51,529	\$ 55,833
Step 7	\$ 18.98	\$ 32,392	\$ 20.40	\$ 32,392	\$ 53,590	\$ 58,067
Step 8	\$ 19.74	\$ 33,688	\$ 21.21	\$ 33,688	\$ 55,734	\$ 60,389
Step 9	\$ 20.53	\$ 35,035	\$ 22.06	\$ 35,035	\$ 57,963	\$ 62,805
Step 10	\$ 21.35	\$ 36,437	\$ 22.94	\$ 36,437	\$ 60,282	\$ 65,317
Step 11		\$ 37,894	\$ 23.86	\$ 37,894	\$ 62,693	\$ 67,930
Step 12		\$ 39,410	\$ 24.82	\$ 39,410	\$ 65,200	\$ 70,647
Step 13		\$ 40,986	\$ 25.81	\$ 40,986	\$ 67,809	\$ 73,473
Step 14		\$ 42,626	\$ 26.84	\$ 42,626	\$ 70,521	\$ 76,412
Step 15		\$ 44,331	\$ 27.91	\$ 44,331	\$ 73,342	\$ 79,468
Step 16		\$ 46,104	\$ 29.03	\$ 46,104	\$ 76,275	\$ 82,647
Step 17		\$ 47,948	\$ 30.19	\$ 47,948	\$ 79,326	\$ 85,953
Step 18		\$ 49,866		\$ 49,866	\$ 82,499	\$ 89,391
Step 19				\$ 51,861	\$ 85,799	\$ 92,967
Step 20						\$ 96,685
Step 21						\$ 100,553

Operation Managers and Directors require a minimum of a BA or Equivalent, those with an MA will receive an additional 2%, a Phd/EdD will receive an additional 4%.

Chavez/Huerta K-12 Preparatory Academy

Central Services As of July 1, 2021

Contract Days	195/208	208	208	208	208
	Exec Asst/Registrar/ Enrollment Specialist	Supervisor/ Manager	Admin Director	Chief Officers	Chief Executive Officer/President
Step 1	\$ 39,300	\$ 53,000	\$ 54,500	\$ 76,000	\$ 95,747
Step 2	\$ 40,872	\$ 55,120	\$ 56,680	\$ 79,040	\$ 99,577
Step 3	\$ 42,507	\$ 57,325	\$ 58,947	\$ 82,202	\$ 103,560
Step 4	\$ 44,207	\$ 59,618	\$ 61,305	\$ 85,490	\$ 107,702
Step 5	\$ 45,975	\$ 62,003	\$ 63,757	\$ 88,909	\$ 112,010
Step 6	\$ 47,814	\$ 64,483	\$ 66,308	\$ 92,466	\$ 116,491
Step 7	\$ 49,727	\$ 67,062	\$ 68,960	\$ 96,164	\$ 121,151
Step 8	\$ 51,716	\$ 69,744	\$ 71,718	\$ 100,011	\$ 125,997
Step 9	\$ 53,785	\$ 72,534	\$ 74,587	\$ 104,011	\$ 131,036
Step 10	\$ 55,936	\$ 75,436	\$ 77,570	\$ 108,172	\$ 136,278
Step 11	\$ 58,174	\$ 78,453	\$ 80,673	\$ 112,499	\$ 141,729
Step 12	\$ 60,501	\$ 81,591	\$ 83,900	\$ 116,999	\$ 147,398
Step 13	\$ 62,921	\$ 84,855	\$ 87,256	\$ 121,678	\$ 153,294
Step 14	\$ 65,437	\$ 88,249	\$ 90,747	\$ 126,546	\$ 159,426
Step 15	\$ 68,055	\$ 91,779	\$ 94,376		
Step 16	\$ 70,777	\$ 95,450	\$ 98,151		
Step 17		\$ 99,268	\$ 102,077		
Step 18			\$ 106,161		
Step 19			\$ 110,407		

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

Chavez/Huerta K-12 Preparatory Academy

Adjunct Professor Schedule

As of July 1, 2018

(based on 0.5 credit per semester of High School Credit)

	BA (HQ but No License)	BA with License	Masters (HQ but No License)	Masters with License	Dual Masters (HQ but No License)	Dual Masters or ED Specialist
Step 1	\$ 2,646	\$ 2,688	\$ 2,819	\$ 2,861	\$ 2,993	\$ 3,035
Step 2	\$ 2,686	\$ 2,728	\$ 2,862	\$ 2,904	\$ 3,038	\$ 3,080
Step 3	\$ 2,727	\$ 2,769	\$ 2,906	\$ 2,948	\$ 3,085	\$ 3,126
Step 4	\$ 2,769	\$ 2,810	\$ 2,950	\$ 2,992	\$ 3,131	\$ 3,173
Step 5	\$ 2,811	\$ 2,853	\$ 2,995	\$ 3,037	\$ 3,179	\$ 3,221
Step 6	\$ 2,868	\$ 2,910	\$ 3,056	\$ 3,097	\$ 3,243	\$ 3,285
Step 7	\$ 2,926	\$ 2,968	\$ 3,118	\$ 3,159	\$ 3,309	\$ 3,351
Step 8	\$ 2,986	\$ 3,027	\$ 3,181	\$ 3,223	\$ 3,376	\$ 3,418
Step 9	\$ 3,046	\$ 3,088	\$ 3,245	\$ 3,287	\$ 3,445	\$ 3,486
Step 10	\$ 3,108	\$ 3,150	\$ 3,311	\$ 3,353	\$ 3,514	\$ 3,556
Step 11	\$ 3,171	\$ 3,213	\$ 3,378	\$ 3,420	\$ 3,585	\$ 3,627
Step 12	\$ 3,235	\$ 3,277	\$ 3,447	\$ 3,488	\$ 3,658	\$ 3,700
Step 13	\$ 3,301	\$ 3,342	\$ 3,516	\$ 3,558	\$ 3,732	\$ 3,774
Step 14	\$ 3,367	\$ 3,409	\$ 3,587	\$ 3,629	\$ 3,807	\$ 3,849
Step 15	\$ 3,436	\$ 3,477	\$ 3,660	\$ 3,702	\$ 3,884	\$ 3,926
Step 16	\$ 3,505	\$ 3,547	\$ 3,734	\$ 3,776	\$ 3,963	\$ 4,005
Step 17	\$ 3,505	\$ 3,547	\$ 3,810	\$ 3,851	\$ 4,043	\$ 4,085
Step 18	\$ 3,505	\$ 3,547	\$ 3,887	\$ 3,929	\$ 4,125	\$ 4,166
Step 19	\$ 3,505	\$ 3,547	\$ 3,965	\$ 4,007	\$ 4,208	\$ 4,250
Step 20	\$ 3,505	\$ 3,547	\$ 4,045	\$ 4,087	\$ 4,293	\$ 4,335
Step 21	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,380	\$ 4,421
Step 22	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,468	\$ 4,510
Step 23	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,558	\$ 4,600
Step 24	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,650	\$ 4,692
Step 25	\$ 3,576	\$ 3,618	\$ 4,127	\$ 4,169	\$ 4,744	\$ 4,786
Step 26	\$ 3,649	\$ 3,618	\$ 4,210	\$ 4,252	\$ 4,840	\$ 4,882

Chavez/Huerta K-12 Preparatory Academy

Coaches

As of July 1, 2021

As a Percent of Teacher BA Salary

	HS Head Coach	HS Asst Coach	MS Head Coach	MS Asst. Coach
Step 1	\$3,964	\$2,883	\$1,982	\$1,442
Step 2	\$4,123	\$2,999	\$2,061	\$1,499
Step 3	\$4,288	\$3,118	\$2,144	\$1,559
Step 4	\$4,459	\$3,243	\$2,230	\$1,622
Step 5	\$4,638	\$3,373	\$2,319	\$1,686
Step 6	\$4,823	\$3,508	\$2,412	\$1,754
Step 7	\$5,016	\$3,648	\$2,508	\$1,824
Step 8	\$5,217	\$3,794	\$2,608	\$1,897

HS Head Coach
Baseball
Basketball
Cheer Sponsor
Football
Soccer
Softball
Volleyball
Wrestling

MS Head Coach
Basketball
Cheer Sponsor
Softball
Track
Volleyball
Wrestling

Current PTO

New Contract Days	New PTO	Monthly Accrual	
168	70.74	7.07	Aug-May
195	85.09	7.09	July-June
208	110.93	9.24	July-June

Part-Time Employees earn 1 hour of PTO for every 30 hours they work (effective 01/01/2021)