

Chavez/Huerta K-12 Preparatory Academy

Teachers  
As of July 1, 2019  
168 Day Contract

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

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

Teachers with a conferred PhD/EdD without a License will be placed on the MA no Licnese 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, Counselor, Counselor Assistant, Tutor

As of July 1, 2019

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

Tutors with a BA will receive an additional 2%, MA will receive an additional 4%.
Counselor Assistant requires a minimum of a BA.
Certified Counselor requires a minimum of an MA with certification.
Specialist and Senior Director requires a minimum of an MA. Multiple MA Degrees: at the Master's level one additional degree can be honored at 2% if applicable to the position duties (subject to approval). PhD/EdD will receive an additional 4% (multiple degrees not applicable at the PhD/EdD level).

## Chavez/Huerta K-12 Preparatory Academy

Principal  
As of July 1, 2019  
195 Days

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

<p>Asst Principal and Principal require a minimum BA with a Principal License, an MA will receive additional 2%, PhD/EdD will receive an additional 4%.</p>
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## Chavez/Huerta K-12 Preparatory Academy

### Clerical Support As of July 1, 2019 195 Day Contracts

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

## Chavez/Huerta K-12 Preparatory Academy

### Operations As of July 1, 2019

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

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

Chavez/Huerta K-12 Preparatory Academy

Central Services  
As of July 1, 2019  
208 Day Contract

Contract Days	195/208 Exec	208	208	208	208
	Asst/Registrar/Enrollment Specialist	Supervisor/Manager	Admin Director	Chief Business Officer	Chief Executive Officer
Step 1	\$ 39,300	\$ 53,000	\$ 54,500	\$ 76,000	\$ 95,747
Step 2	\$ 40,086	\$ 54,060	\$ 55,590	\$ 77,140	\$ 97,183
Step 3	\$ 40,888	\$ 55,141	\$ 56,702	\$ 78,297	\$ 98,641
Step 4	\$ 41,705	\$ 56,244	\$ 57,836	\$ 79,472	\$ 100,121
Step 5	\$ 42,540	\$ 57,369	\$ 58,993	\$ 80,664	\$ 101,622
Step 6	\$ 43,390	\$ 58,516	\$ 60,172	\$ 81,874	\$ 103,147
Step 7	\$ 44,258	\$ 59,687	\$ 61,376	\$ 83,102	\$ 104,694
Step 8	\$ 45,143	\$ 60,880	\$ 62,603	\$ 84,348	\$ 106,264
Step 9	\$ 46,046	\$ 62,098	\$ 63,855	\$ 85,613	\$ 107,858
Step 10	\$ 46,967	\$ 63,340	\$ 65,133	\$ 86,898	\$ 109,476
Step 11	\$ 47,906	\$ 64,607	\$ 66,435	\$ 88,201	\$ 111,118
Step 12	\$ 48,865	\$ 65,899	\$ 67,764	\$ 89,524	\$ 112,785
Step 13	\$ 49,842	\$ 67,217	\$ 69,119	\$ 90,867	\$ 114,477
Step 14	\$ 50,839	\$ 68,561	\$ 70,502	\$ 92,230	\$ 116,194
Step 15	\$ 51,856	\$ 69,932	\$ 71,912	\$ 93,613	\$ 117,937
Step 16	\$ 52,893	\$ 71,331	\$ 73,350	\$ 95,018	\$ 119,706
Step 17	\$ 53,950	\$ 72,758	\$ 74,817	\$ 96,443	\$ 121,502
Step 18	\$ 55,029	\$ 74,213	\$ 76,313	\$ 97,890	\$ 123,324
Step 19	\$ 56,130	\$ 75,697	\$ 77,839	\$ 99,358	\$ 125,174
Step 20	\$ 57,253	\$ 77,211	\$ 79,396	\$ 100,848	\$ 127,052
Step 21	\$ 58,398	\$ 78,755	\$ 80,984	\$ 102,361	\$ 128,957
Step 22	\$ 59,566	\$ 80,330	\$ 82,604	\$ 103,896	\$ 130,892
Step 23	\$ 60,757	\$ 81,937	\$ 84,256	\$ 105,455	\$ 132,855
Step 24	\$ 61,972	\$ 83,576	\$ 85,941	\$ 107,037	\$ 134,848
Step 25	\$ 63,212	\$ 85,247	\$ 87,660	\$ 108,642	\$ 136,871

Exec Asst, Registrar, Enrollment Specialist require a minimum of an AA, those with a BA will receive an additional 2%, MA will receive an additional 4%

Supervisor/Manager and Admin Director require a Minimum of a BA or Equivalent, those with an MA will receive an additional 2%, a PhD/EdD will receive an additional 4%.

CBO and CEO require a minimum of an MA, those with a PhD/EdD will receive an additional 4%.