



TWO RIVERS PUBLIC CHARTER SCHOOL

Lead Teacher Salary Scale 2019-2020

Lead Teacher salaries are based on education level and the number of years of experience as a lead teacher for a full school year. These salaries are based on working a full school year.

Each year, Two Rivers' leaders review base salaries and endeavor to offer increases, depending on funding, so that staff receive some increase in years where they don't jump to a new experience level.

Years of Experience	Salary Scale Step	Salary with a BA
1 to 3	BA1 - BA3	\$58,820
4 to 5	BA4 - BA5	\$63,820
6	BA6	\$64,027
7 to 9	BA7 - BA9	\$71,820
10	BA10	\$74,820
11	BA11	\$76,320
12	BA12	\$76,820
13	BA13	\$77,320
14	BA14	\$77,820
15+	BA15	\$82,820

Years of Experience	Salary Scale Step	Salary with a MA+
1	MA1	\$63,820
2	MA2	\$64,320
3	MA3	\$64,820
4	MA4	\$68,820
5	MA5	\$69,520
6	MA6	\$72,220
7	MA7	\$75,620
8	MA8	\$78,920
9	MA9	\$79,920
10	MA10	\$82,120
11	MA11	\$82,620
12	MA12	\$83,120
13	MA13	\$83,620
14	MA14	\$84,120
15	MA15	\$87,120
16+	MA16+	\$87,620



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Assistant Teacher Salary Scale 2019-2020

Assistant Teacher salaries are based on the number of years of related experience and experience teaching at Two Rivers. They are based on the assumption that the employee has at least 60 advanced degree credits or has passed the ParaPro PRAXIS. These salaries are based on working a full school year.

Each year, Two Rivers' leaders review base salaries and endeavor to offer increases, depending on funding, so that staff receive some increase in years where they don't jump to a new experience level.

Years of Experience	Salary Scale Step	Salary without TR Experience
0	AT0BA	\$32,750
1	AT1BA	\$33,250
2	AT2BA	\$33,750
3+	AT3BA	\$35,250

Years of Experience	Salary Scale Step	Salary with TR Experience
1	ATTRBA1	\$33,750
2	ATTRBA2	\$34,750
3	ATTRBA3	\$35,750
4	ATTRBA4	\$37,750
5	ATTRBA5	\$39,750
6+	ATTRBA6	\$41,356



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12-Month Staff Salary Schedules 2019-2020

Non-teaching staff salary scales are for year-round staff and the steps are set for the level of job responsibilities for the position. A salary range is determined for each position with a minimum and maximum set salary. 12-month staff are divided into 4 categories: administrative, manager, director, and leadership. These salaries are based on working a complete 12-month period.

Each year, Two Rivers' leaders review base salaries and endeavor to offer increases, depending on funding, so that staff receive some increase. Staff do not necessarily move to a new step each year.

Administrative

Position Step	Salary
AA1	\$36,400
AA2	\$37,960
AA3	\$39,520
AA4	\$41,080
AA5	\$43,160
AA6	\$45,240
AA7	\$47,320
AA8	\$49,400
AA9	\$51,480
AA10	\$53,560
AA11	\$55,640
AA12	\$57,720
AA13	\$59,800
AA14	\$61,880
AA15	\$63,960



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Manager

Position Step	Salary
M1	\$62,939
M2	\$64,198
M3	\$65,482
M4	\$66,791
M5	\$68,127
M6	\$70,852
M7	\$73,686
M8	\$76,634
M9	\$79,699
M10	\$82,887



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Director

Position Step	Salary
D1	\$76,000
D2	\$77,520
D3	\$79,070
D4	\$80,652
D5	\$82,265
D6	\$83,910
D7	\$85,588
D8	\$87,300
D9	\$88,800
D10	\$90,576
D11	\$92,388
D12	\$94,235
D13	\$96,120
D14	\$98,042
D15	\$100,003



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Leadership

Position Step	Salary
L1	\$96,000
L2	\$97,920
L3	\$99,878
L4	\$101,876
L5	\$103,913
L6	\$105,992
L7	\$108,112
L8	\$110,274
L9	\$112,479
L10	\$114,729
L11	\$115,876
L12	\$117,035
L13	\$118,205
L14	\$119,387
L15	\$120,581
L16	\$129,000
L17	\$135,450
L18	\$142,223
L19	\$149,334
L20	\$156,800