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.

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

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

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Salary Scale Step</th>
<th>Salary without TR Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>AT0BA</td>
<td>$32,750</td>
</tr>
<tr>
<td>1</td>
<td>AT1BA</td>
<td>$33,250</td>
</tr>
<tr>
<td>2</td>
<td>AT2BA</td>
<td>$33,750</td>
</tr>
<tr>
<td>3+</td>
<td>AT3BA</td>
<td>$35,250</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Salary Scale Step</th>
<th>Salary with TR Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>ATTRBA1</td>
<td>$33,750</td>
</tr>
<tr>
<td>2</td>
<td>ATTRBA2</td>
<td>$34,750</td>
</tr>
<tr>
<td>3</td>
<td>ATTRBA3</td>
<td>$35,750</td>
</tr>
<tr>
<td>4</td>
<td>ATTRBA4</td>
<td>$37,750</td>
</tr>
<tr>
<td>5</td>
<td>ATTRBA5</td>
<td>$39,750</td>
</tr>
<tr>
<td>6+</td>
<td>ATTRBA6</td>
<td>$41,356</td>
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</table>
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

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

<table>
<thead>
<tr>
<th>Position Step</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>M1</td>
<td>$62,939</td>
</tr>
<tr>
<td>M2</td>
<td>$64,198</td>
</tr>
<tr>
<td>M3</td>
<td>$65,482</td>
</tr>
<tr>
<td>M4</td>
<td>$66,791</td>
</tr>
<tr>
<td>M5</td>
<td>$68,127</td>
</tr>
<tr>
<td>M6</td>
<td>$70,852</td>
</tr>
<tr>
<td>M7</td>
<td>$73,686</td>
</tr>
<tr>
<td>M8</td>
<td>$76,634</td>
</tr>
<tr>
<td>M9</td>
<td>$79,699</td>
</tr>
<tr>
<td>M10</td>
<td>$82,887</td>
</tr>
</tbody>
</table>
### Director

<table>
<thead>
<tr>
<th>Position Step</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>D1</td>
<td>$76,000</td>
</tr>
<tr>
<td>D2</td>
<td>$77,520</td>
</tr>
<tr>
<td>D3</td>
<td>$79,070</td>
</tr>
<tr>
<td>D4</td>
<td>$80,652</td>
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<tr>
<td>D5</td>
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<tr>
<td>D6</td>
<td>$83,910</td>
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<tr>
<td>D7</td>
<td>$85,588</td>
</tr>
<tr>
<td>D8</td>
<td>$87,300</td>
</tr>
<tr>
<td>D9</td>
<td>$88,800</td>
</tr>
<tr>
<td>D10</td>
<td>$90,576</td>
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<tr>
<td>D11</td>
<td>$92,388</td>
</tr>
<tr>
<td>D12</td>
<td>$94,235</td>
</tr>
<tr>
<td>D13</td>
<td>$96,120</td>
</tr>
<tr>
<td>D14</td>
<td>$98,042</td>
</tr>
<tr>
<td>D15</td>
<td>$100,003</td>
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</tbody>
</table>
## Leadership

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