

Cottonwood Charter School
Homeschool Teacher Salary Schedule
Schedule A - 190 Days

	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	CLASS G	CLASS H
	BA Degree + Intern Credential	BA+ 14 Semester Units	BA +28 Semester Units	BA+ 42 Semester Units	BA+ 56 Semester Units	BA+ 70 Semester Units	BA+ 84 Semester Units	BA+ 98 Semester Units
Steps	Annual	Annual	Annual	Annual	Annual	Annual	Annual	Annual
1	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400
2	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400
3		\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$63,815
4		\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$63,815	\$64,410
5		\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$65,410	\$65,410
6		\$62,400	\$62,400	\$62,400	\$62,400	\$63,690	\$67,046	\$67,046
7		\$62,400	\$62,400	\$62,400	\$62,400	\$65,282	\$68,722	\$69,652
8		\$62,400	\$62,400	\$62,400	\$63,543	\$66,914	\$70,440	\$72,201
9		\$62,400	\$62,400	\$62,400	\$65,132	\$68,587	\$72,201	\$73,626
10		\$62,400	\$62,974	\$63,262	\$66,760	\$70,302	\$74,006	\$75,531
11			\$62,974	\$64,685	\$68,429	\$72,059	\$75,856	\$77,421
12			\$64,549	\$66,141	\$70,140	\$73,861	\$77,752	\$79,696
13			\$64,549	\$67,629	\$71,893	\$75,707	\$79,696	\$81,961
14			\$66,163	\$69,150	\$73,690	\$77,600	\$81,689	\$83,550
15				\$70,706	\$75,533	\$79,540	\$83,731	\$85,615
16					\$77,421	\$81,529	\$85,615	\$87,541
17						\$83,567	\$87,541	\$89,511
18							\$89,511	\$91,525
19							\$91,525	\$93,584
20							\$93,584	\$95,580

* Indicates semester units at an accredited university in coursework appropriate to the teaching profession

Stipends	
Masters Degree (conferred, transcripts required)	\$500
National Board Certification (documentation required)	\$2,500
Doctorate Degree (conferred, transcripts required)	\$5,000

Full time HST must hold a minimum of 28 students* and with the approval of their leader can support additional students at \$100 stipend
 nt per month up to 35 students. (*unless specified differently in the contract or job description)

Annual salary is based on 190 days.

Staff holding intern or emergency certification are restricted to Class A

Cottonwood Charter School
Specialized Teacher Salary Scale - B
Ed Specialist, HQT, High School Teacher
Schedule B- 190 Days

	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	CLASS G	CLASS H
	BA Degree+ Intern Credential	BA+ 14 Semester Units	BA= 28 Semester Units	BA+ 42 Semester Units	BA+ 56 Semester Units	BA+ 70 Semester Units	BA+84 Semester Units	BA+98 Semester Units
	Steps	Annual	Annual	Annual	Annual	Annual	Annual	Annual
1	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400
2	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$62,400
3		\$62,400	\$62,400	\$62,400	\$62,400	\$62,400	\$64,063	\$65,664
4		\$62,400	\$62,400	\$62,400	\$62,400	\$63,899	\$65,664	\$67,565
5		\$62,400	\$62,400	\$62,400	\$62,400	\$65,496	\$67,306	\$69,306
6		\$62,400	\$62,400	\$62,400	\$63,755	\$67,133	\$68,988	\$71,400
7		\$62,400	\$62,400	\$63,489	\$65,349	\$68,812	\$70,713	\$72,481
8		\$62,400	\$62,400	\$65,076	\$66,983	\$70,532	\$72,481	\$74,293
9		\$62,400	\$63,110	\$66,703	\$68,657	\$72,295	\$74,293	\$76,150
10		\$63,750	\$63,294	\$68,370	\$70,374	\$74,103	\$76,150	\$78,054
11			\$64,876	\$70,079	\$72,133	\$75,955	\$78,054	\$80,005
12			\$66,498	\$71,831	\$73,936	\$77,854	\$80,005	\$82,005
13			\$68,160	\$73,627	\$75,785	\$79,800	\$82,005	\$84,056
14			\$69,864	\$75,468	\$77,679	\$81,795	\$84,056	\$86,157
15			\$71,611	\$77,355	\$79,621	\$83,840	\$86,157	\$88,095
16					\$81,612	\$85,936	\$88,095	\$90,078
17						\$88,085	\$90,078	\$92,104
18							\$92,104	\$94,177
19							\$94,177	\$96,296
20							\$96,296	\$98,296
Contract Stipends								
All Education Specialist (Teacher) contracts							\$1,000	
SpEd Instructional or Reading Specialist Coach (+above stipend							\$1,000	
Educational Stipends								
Masters Deg (conferred, transcript required)							\$500	
National Board Certification (documentation required)							\$2,500	
Doctorate Degree (conferred, transcripts required)							\$5,000	

Staff holding intern or emergency certification are restricted to Class A

Annual salary enhancements for longevity are not guaranteed and are subject to the school's operational budg

The higher educational stipend (Masters or Doctorate) will be paid (proof required).

IC = Intern Credential

Cottonwood Charter School
Coordinator Salary Schedule
Schedule C

	COORDINATOR 1	COORDINATOR 2	COORDINATOR 2A	COORDINATOR 3	COORDINATOR 4	COORDINATOR 5
	Teacher SST/504 HST Curriculum Coordinator Program Coordinator EL Designee**	OT, Speech, SpEd Compliance Coordinator	Nurse	High School Counselor	Teacher/Lead Comm Connections, EU Intervention	Program Specialist, School Psychologist, Lead High School Counselor, Vendor Coordinator
Steps	190 Days	195 Days	180 Days	200 Days	190 Days	200 Days
1	\$63,000	\$71,500	\$71,500	\$71,500	\$78,000	\$81,000
2	\$65,000	\$73,500	\$73,500	\$73,500	\$80,000	\$83,000
3	\$67,000	\$75,500	\$75,500	\$75,500	\$82,000	\$85,000
4	\$69,000	\$77,500	\$77,500	\$77,500	\$84,000	\$87,000
5	\$71,000	\$79,500	\$79,500	\$79,500	\$86,000	\$89,000
6	\$73,000	\$81,500	\$81,500	\$81,500	\$88,000	\$91,000
7	\$75,000	\$83,500	\$83,500	\$83,500	\$90,000	\$93,000
8	\$77,000	\$85,500	\$85,500	\$85,500	\$92,000	\$95,000
9	\$79,000	\$87,500	\$87,500	\$87,500	\$94,000	\$97,000
10	\$81,000	\$89,500	\$89,500	\$89,500	\$96,000	\$99,000
11	\$83,000	\$91,500	\$91,500	\$91,500	\$98,000	\$101,000
12	\$85,000	\$93,500	\$93,500	\$93,500	\$100,000	\$103,000
13	\$87,000	\$95,500	\$95,500	\$95,500	\$102,000	\$105,000
14	\$89,000	\$97,500	\$97,500	\$97,500	\$104,000	\$107,000
15	\$91,000	\$99,500	\$99,500	\$99,500	\$106,000	\$109,000

Educational Stipends	
Masters Degree (conferred, transcript required)	\$500
Doctorate Degree (conferred, transcripts required)	\$5,000
National Board Cert/Nationally Certified School Psych (with documentation)	\$2,500
Contract Stipends	
Occupational Therapist (with credential)	\$3,000
Nurse (with credential)	\$4,000
Speech and Language Pathologist (with credentials)	\$5,000
Program Specialist Stipend	\$1,000

Annual salary enhancements for longevity are not guaranteed and are subject to the school's operational budget.

Only one educational stipend (Masters or Doctorate) will be paid. The higher of the qualified stipends will be paid.

Annual salary is based on a minimum number of days. Additional days may be required.

** Refer to the job description for information about the minimum number of students and/or classes taught.

Cottonwood Charter School

Administrator Salary Scale

Schedule D

	DIRECTOR 1	Associate Director	DIRECTOR2	DIRECTOR 3
	Director I / Assistant Director Instructional Administrator	Associate Director	Director II / Princlpal / Business	Director III
Steps	205 Days	210 Days	220 Days	225 Days
1	\$112,000	\$120,000	\$125,000	\$160,000
2	\$114,000	\$122,000	\$127,000	\$162,500
3	\$116,000	\$124,000	\$129,000	\$165,000
4	\$118,000	\$126,000	\$131,000	\$167,500
5	\$120,000	\$128,000	\$133,000	\$170,000
6	\$122,000	\$130,000	\$135,000	\$172,500
7	\$124,000	\$132,000	\$137,000	\$175,000
8	\$126,000	\$134,000	\$139,000	\$177,500
9	\$128,000	\$136,000	\$141,000	\$180,000
10	\$130,000	\$138,000	\$143,000	\$182,250
11	\$132,000	\$140,000	\$145,000	\$185,000

Stipends	
Doctorate Degree (conferred, transcripts required)	\$5,000
CBO Certificate	\$2,500

Annual salary is based on a minimum number of days. Additional days may be required.

Annual salary enhancements are not guaranteed and are subject to the school's operational budget.

Cottonwood Charter School
 Part Time HST Pre-Approved Teaching Hours
 Schedule G - 190 Days

Pre-Approved Part Time Teaching Hours								
Number of Students	5	6	7	8	9	10	11	12
Daily Hours	3	3.2	3.4	3.6	3.8	4	4.2	4.4
Number of Approved Weekly Hours	15	16	17	18	19	20	21	22

Pre-Approved Part Time Teaching Hours							
Number of Students	13	14	15	16	17	18	19
Daily Hours	4.6	4.8	5	5.2	5.4	5.6	5.8
Number of Approved Weekly Hours	23	24	25	26	27	28	29

Hourly Rate = \$37.00
Part time Teachers follow HST 190 Day Work Calendar
These hours are pre-approved based on the number of students served. Work beyond these hours need to be approved by your direct supervisor.
Timecard hours need to be actual hours worked,
All unpaid meal periods need to be noted on the employee timecard.
Breaks in the work year are not compensated.
PT teachers with enrollment greater than 19 will complete a request to move to full time status.
Number of weekly hours assumes a 5 day workweek. For a week with less than 5 days, use the daily average number.



The Cottonwood School Stipend Chart

Description	Amount Per Year	Eligibility	Eligibility Start	Period Paid
CHYA Stipend (California Healthy Youth Act)	\$2,500	Assigned Position: Paid to a certificated teacher to provide office hours and instruction/support with CHYA curriculum. This is beyond normal job duties.	Eligibility is earned after service has been completed from start date to end date.	Paid as a lump sum after completion of the work.
Master's Degree	\$500	Provided to educators who hold a Master's Degree	For current employees who obtain the certification before June 30 for a change in the next school year.	Paid consistently in the regular paycheck as part of their contract.
Doctoral Stipend	\$5,000	Provided to educators who hold a doctorate degree.	For current employees who obtain the certification before June 30 for a change in the next school year.	Paid consistently in the regular paycheck as part of their contract.
Nurse (with Credential)	\$4,000	Provided to employees who are licensed school nurses.	For current employees who obtain the certification before June 30 for a change in the next school year.	Paid consistently in the regular paycheck as part of their contract.
Speech and Language Pathologist	\$5,000	Provided to employees who are licensed speech and language pathologists.	For current employees who obtain the certification before June 30 for a change in the next school year	Paid consistently in the regular paycheck as part of their contract.

Description	Amount Per Year	Eligibility	Eligibility Start	Period Paid
Summer HST	\$1,500/month	Assigned Position: Paid to a designated HST who applied and received the position to approve orders and consult with parents during June and July.	Eligibility starts at the beginning of June.	Paid bimonthly over 2 months; June - July. Will be prorated based on the period of service during the school year.
Occupational Therapist	\$3000	Provided to employees who hold and use an occupational therapist certification.	For current employees who obtain the certification before June 30 for a change in the next school year	Paid consistently in the regular paycheck as part of their contract.
Education Specialists/ Program Specialists	\$1,000	Provided to teachers who hold and use an Education Specialist Credential.	For current employees who obtain the certification before June 30 for a change in the next school year.	Paid consistently in the regular paycheck as part of their contract.
Special Education Instructional or Reading Specialist Coach	\$1,000	Provided to teachers who hold and use a Special Education Instructional or Reading Specialist Coach Certification	For current employees who obtain the certification before June 30 for a change in the next school year	Paid consistently in the regular paycheck as part of their contract.
Chief Business Officer Certification	\$2,500	Paid to employees who hold Chief Business Officer Certification	For current employees who obtain the certification before June 30 for a change in the next school year	Paid consistently in the regular paycheck as part of their contract.
National Board Certification (NBC) Stipend	\$2,500	Provided to teachers who have been awarded the National Board Certification.	For current employees who obtain the certification before June 30 for a change in the next school year.	Paid in 2 installments in December and in March. The total stipend amount will only be paid to current employees.

Description	Amount	Eligibility	Eligibility Start	Period Paid
CAASPP PFT Organizer	\$300	Assigned Position: Paid to a credentialed teacher who applied and received the position to go above and beyond their normal job duties	Eligibility starts at the beginning of the school year.	Paid one time
ELPAC Testing	Group: \$350 1:1/Speaking: \$100-\$650 depending on# of students	Assigned Position: Paid to a credentialed teacher who applied and received the position to go above and beyond their normal job duties.	Eligibility starts at the beginning of the school year.	Paid one time
Online curriculum student oversight	\$2,000 - \$4,000 based on student enrollment in online	Assigned Position: Paid to credentialed teacher who applied and received the position to oversee students in online curriculum including grading/ pacing and direct support depending on the curriculum beyond their normal job duties.	Eligibility starts at the beginning of the school year.	Paid bimonthly over 10 months; August - May. Will be prorated based on the period of service during the school year.
Special Projects	\$300-\$5000	Assigned Position: Paid to a credentialed teacher who applied and received the position to go above and beyond their normal job duties	Eligibility starts at the beginning of the school year.	Paid one time
BOOST Teachers	\$4,000 - \$8,000 depending on the number of different courses	Assigned Position: Paid to a credentialed teacher who applied and received the position to go above and beyond their normal job duties	Eligibility starts at the beginning of the school year/semester.	Paid evenly by semester
Career Technical Education (CTE)	\$3,000 - \$5,000	Paid to CTE credentialed teachers who applied and received the position to be on the team. This is beyond normal job duties.	Eligibility starts at the beginning of the school year or whenever job duties begin, whichever is later.	Paid bimonthly over 10 months; August - May. Will be prorated based on the period of service during the school year.

Description	Amount	Eligibility	Eligibility Start	Period Paid
Medical Benefit Opt-Out Stipend	\$3,000	Provided to teachers who opt out of medical benefit coverage.	Eligibility starts at the beginning of the school year.	\$125 paid bimonthly over 12 months; July - June. Will be prorated based on the period of service during the school year.

*Stipends are subject to budget and Charter need
3/31/22