

ASPEN VIEW ACADEMY 2019-2020 LICENSED STAFF PAY SCALES						
Step	PRAXIS/CREDITS Highly Qualified with no license	BACHELORS Highly Qualified with a license	MASTERS Highly Qualified with a license	HARD TO HIRE Highly Qualified with a license	SPECIALTY Highly Qualified with a license	LONGEVITY BONUS**
1	\$38,000	\$40,000	\$42,000	\$44,000	\$48,000	
2	\$38,570	\$40,600	\$42,600	\$44,600	\$48,960	
3	\$39,149	\$41,209	\$43,209	\$45,209	\$49,939	
4	\$39,736	\$41,827	\$43,827	\$45,827	\$50,938	
5	\$40,332	\$42,455	\$44,455	\$46,455	\$51,957	\$1,000
6	\$40,937	\$43,091	\$45,091	\$47,091	\$52,996	
7	\$41,551	\$43,738	\$45,738	\$50,000	\$54,056	
8	\$42,174	\$44,394	\$46,394	\$51,000	\$55,137	
9	\$42,807	\$45,060	\$47,060	\$52,020	\$56,240	
10	\$43,449	\$45,736	\$50,000	\$53,060	\$57,364	\$5,000
11	\$44,101	\$46,422	\$51,000	\$53,591	\$57,938	
12	\$44,762	\$50,000	\$52,000	\$54,127	\$58,517	
13	\$45,433	\$50,250	\$52,250	\$54,668	\$59,103	
14	\$46,115	\$50,753	\$52,753	\$55,215	\$59,694	
15	\$46,807	\$51,260	\$53,260	\$55,767	\$60,291	\$7,500
16	\$47,509	\$51,773	\$53,773	\$56,325	\$60,894	
17	\$48,221	\$52,290	\$54,290	\$56,888	\$61,502	
18	\$48,945	\$52,813	\$54,813	\$57,457	\$62,117	
19	\$49,679	\$53,341	\$55,341	\$58,031	\$62,739	
20	\$50,424	\$53,875	\$55,875	\$58,612	\$63,366	\$10,000

**Longevity is based on service at Aspen View Academy**

\*\* The longevity bonus appears only in the appropriate year of service. The additional longevity bonus will be paid in two installments; 50% in the January paycheck and 50% in the June paycheck. If an employee leaves the school during the school year, the longevity bonus will be prorated based on the number of months worked.

Hard To Hire	Specialist
SPED – moderate needs	O.T.
Social Worker	Psychologist
ELL	Speech Language Path.

ASPEN VIEW ACADEMY 2019-2020 Classified Staff Salary Schedule			
Grade Profile	Job Profile	Minimum Starting Pay	Maximum Starting Pay
<b>Classified 1</b>	<ul style="list-style-type: none"> <li>• BASE</li> <li>• Lunch Aide</li> <li>• Recess Aide</li> </ul>	\$11.00/hour	\$14.00/hour
<b>Classified 2</b>	<ul style="list-style-type: none"> <li>• PARA</li> <li>• Facilities</li> <li>• Receptionist</li> <li>• IT Assistant</li> </ul>	\$13.00/hour	\$16.00/hour
<b>Classified 3</b>	<ul style="list-style-type: none"> <li>• BASE Asst. Director</li> <li>• Enrollment</li> <li>• Registrar</li> <li>• Volunteer Coordinator</li> <li>• Communication Manager</li> <li>• Health Assistant</li> <li>• Bookkeeper</li> <li>• AR/AP</li> </ul>	\$15.00/hour	\$18.00/hour
<b>Classified 4</b>	<ul style="list-style-type: none"> <li>• Facilities Manager</li> </ul>	\$17.00/hour	\$21.00/hour
<b>Classified 5</b>	<ul style="list-style-type: none"> <li>• Program Leader</li> </ul>	\$19.00/hour	\$23.00/hour

**LONGEVITY BONUS**

All AVA employees are eligible to receive a longevity bonus at various employment intervals:

Length of Service at AVA	Longevity Bonus
<b>5</b>	\$1,000
<b>10</b>	\$5,000
<b>15</b>	\$7,500
<b>20</b>	\$10,000

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