

| 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 |
| Classified 1 | <ul style="list-style-type: none"> • BASE • Lunch Aide • Recess Aide | \$11.00/hour | \$14.00/hour |
| Classified 2 | <ul style="list-style-type: none"> • PARA • Facilities • Receptionist • IT Assistant | \$13.00/hour | \$16.00/hour |
| Classified 3 | <ul style="list-style-type: none"> • BASE Asst. Director • Enrollment • Registrar • Volunteer Coordinator • Communication Manager • Health Assistant • Bookkeeper • AR/AP | \$15.00/hour | \$18.00/hour |
| Classified 4 | <ul style="list-style-type: none"> • Facilities Manager | \$17.00/hour | \$21.00/hour |
| Classified 5 | <ul style="list-style-type: none"> • Program Leader | \$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 |
|---------------------------------|------------------------|
| 5 | \$1,000 |
| 10 | \$5,000 |
| 15 | \$7,500 |
| 20 | \$10,000 |

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