

**Southwest Open  
School  
Salary Schedule**

**Effective  
2016/2017  
School Year**

## Southwest Open School Director Salary Schedule

Responsibility Factor      **Director**  
 \$4,000                      Calendar + 36 days)  
                                     (204 days 2015/16)

STEP	
0	68,579
1	69,779
2	70,979
3	72,179
4	73,379
5	74,579
6	75,779
7	76,979
8	78,179
9	79,379
10	80,579
11	81,779
12	82,979
13	84,179
14	85,379
15	86,579
16	87,779
17	88,979
18	90,179
19	91,379
20	92,579

*Wendy Hubbard*  
 President, Charter Board

4/20/15  
 Adopted Date

Experienced Directors hired by SWOS will be placed on a step of the existing salary schedule according to the following table:  
 Salary will be withheld at a rate of \$500 per year for a lack of Type D Administrator's License.

Years of Experience	Step
0	0
1	1
2	2
3	3
4	4
5	5
over 5 years	6

# Southwest Open School Student Support Director Salary Schedule

Student Support Director  
School calendar + 21 days (189 days 2016/17)

STEP	
0	56,961
1	57,961
2	58,961
3	59,961
4	60,961
5	61,961
6	62,961
7	63,961
8	64,961
9	65,961
10	66,961
11	67,961
12	68,961
13	69,961
14	70,961
15	71,961
16	72,961
17	73,961
18	74,961
19	75,961
20	76,961

  
\_\_\_\_\_  
President, Charter Board

4/11/16  
Adopted Date

Experienced Directors hired by SWOS will be placed on a step of the existing salary schedule according to the following table:

Years of Experience	Step
0	0
1	1
2	2
3	3
4	4
5	5
over 5 years	6

# Southwest Open School Accountant Salary Schedule

Accountant  
12 Month  
School Calendar + 36 days)  
(204 days 2015/16)

STEP	
0	42,175
1	43,175
2	44,175
3	45,175
4	46,175
5	47,175
6	48,175
7	49,175
8	50,175
9	51,175
10	52,175
11	53,175
12	54,175
13	55,175
14	56,175
15	57,175
16	58,175
17	59,175
18	60,175
19	61,175
20	62,175

Uziel Hubbard  
President, Charter Board

4/20/15  
Adopted Date

Experience	Step
0	0
1	1
2	2
3	3
4	4
5	5
over 5 years	6

**Southwest Open School  
Salary Schedule**

<u>Step</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>BA+45</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>	<u>MA+45</u>
0	29829	30627	31425	32223	34021	34819	35617	36415
1	30598	31396	32194	32992	34790	35588	36386	37184
2	31367	32165	32963	33761	35559	36357	37155	37953
3	32136	32934	33732	34530	36328	37126	37924	38722
4	32905	33703	34501	35299	37097	37895	38693	39491
5	33674	34472	35270	36068	37866	38664	39462	40260
6	34443	35241	36039	36837	38635	39433	40231	41029
7	35212	36010	36808	37606	39404	40202	41000	41798
8	35981	36779	37577	38375	40173	40971	41769	42567
9	36750	37548	38346	39144	40942	41740	42538	43336
10		38317	39115	39913	41711	42509	43307	44105
11		39086	39884	40682	42480	43278	44076	44874
12		39855	40653	41451	43249	44047	44845	45643
13			41422	42220	44018	44816	45614	46412
14			42191	42989	44787	45585	46383	47181
15			42960	43758	45556	46354	47152	47950
16			43729	44527	46325	47123	47921	48719
17				45296	47094	47892	48690	49488
18				46065	47863	48661	49459	50257
19				46834	48632	49430	50228	51026
20					49401	50199	50997	51795
21					50170	50968	51766	52564
22					50939	51737	52535	53333
23						52506	53304	54102
24							54073	54871

Teaching staff hired by SWOS will be placed on a step of the existing salary schedule according to the following tables. Number of days worked shall be per approved school calendar. A teacher may petition for written pre-approval of prospective relevant college coursework toward additional credits above the bachelor's and master's levels. Teachers must submit requests for increases no later than February 1st for the following school year's teacher agreement or at the time of initial hiring.

<u>Years Experience</u>	<u>Step</u>
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
<b>over 9 yr</b>	<b>10</b>

  
President, Southwest Open School  
Charter Board

March 9, 2015  
\_\_\_\_\_  
Adopted Date

**Southwest open School  
Para-Professional Salary Schedule**

**Level I**

<u>Experience</u>	<u>Step</u>	<u>School Calendar Salary</u>	<u>Calendar 1 week Salary</u>	<u>Calendar 2 weeks Salary</u>	<u>Calendar 3 weeks Salary</u>
0	1	19407	19946	20485	21025
1	2	20087	20629	21172	21715
2	3	20790	21351	21913	22475
3	4	21517	22099	22680	23262
4	5	22270	22872	23474	24076
5	6	23050	23673	24296	24919
6	7	23856	24501	25146	25791
7	8	24691	25359	26026	26693
8	9	25556	26246	26937	27628
9	10	26450	27165	27880	28595
10	11	27376	28116	28856	29596
11	12	28334	29100	29866	30631
12	13	29326	30118	30911	31703
13	14	30352	31172	31993	32813
14	15	31414	32263	33113	33962
15	16	32514	33393	34271	35150
16	17	33652	34561	35471	36380

**Level II/Registrar**

<u>Experience</u>	<u>Step</u>	<u>School Calendar Salary</u>	<u>Calendar 1 week Salary</u>	<u>Calendar 2 weeks Salary</u>	<u>Calendar 3 weeks Salary</u>
0	1	21656	22257	22859	23460
1	2	22414	23019	23625	24231
2	3	23198	23825	24452	25079
3	4	24010	24659	25308	25957
4	5	24850	25522	26194	26865
5	6	25720	26415	27111	27806
6	7	26620	27340	28059	28779
7	8	27552	28297	29041	29786
8	9	28516	29287	30058	30829
9	10	29515	30312	31110	31908
10	11	30548	31373	32199	33024
11	12	31617	32471	33326	34180
12	13	32723	33608	34492	35377
13	14	33869	34784	35699	36615
14	15	35054	36001	36949	37896
15	16	36281	37262	38242	39223
16	17	37551	38566	39581	40595

Work week: minimum of 36.5 hours

SWOS will allow for up to five years experience on the salary schedule for the position you have been hired to fill.

  
\_\_\_\_\_  
President, Charter Board

March 11, 2016  
\_\_\_\_\_  
Adopted Date