


Southwest Open School
2020-2021
Salary
Schedules

5/13/2019

Southwest Open School Director Salary Schedule

Responsibility Factor **Director**
\$4,000 Calendar + 36 days)
 (204 days 2019/20)

STEP	
0	69,849
1	71,049
2	72,249
3	73,449
4	74,649
5	75,849
6	77,049
7	78,249
8	79,449
9	80,649
10	81,849
11	83,049
12	84,249
13	85,449
14	86,649
15	87,849
16	89,049
17	90,249
18	91,449
19	92,649
20	93,849



President, Charter Board

5/13/19

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 Assistant Director Salary Schedule

Responsibility Factor Assistant Director
\$2,000 School Calendar + 21 days
 (189 days 2019/20)

STEP	
0	58,001
1	59,001
2	60,001
3	61,001
4	62,001
5	63,001
6	64,001
7	65,001
8	66,001
9	67,001
10	68,001
11	69,001
12	70,001
13	71,001
14	72,001
15	73,001
16	74,001
17	75,001
18	76,001
19	77,001
20	78,001



President, Charter Board



Adopted Date

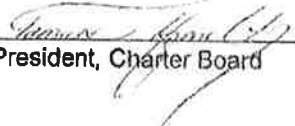
Experienced Directors hired by SWOS will be placed on a step of the existing salary schedule according to the following table:
Salary will be withheld at a rate of \$500 per year for a lack of Type D Administrator's License.

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

**Southwest Open School
Accountant Salary Schedule**

Accountant
12 Month

STEP	
0	43,652
1	44,652
2	45,652
3	46,652
4	47,652
5	48,652
6	49,652
7	50,652
8	51,652
9	52,652
10	53,652
11	54,652
12	55,652
13	56,652
14	57,652
15	58,652
16	59,652
17	60,652
18	61,652
19	62,652
20	63,652



President, Charter Board



Adopted Date

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

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

Level I

<u>Experience</u>	<u>Step</u>	School	Calendar	Calendar	Calendar
		Calendar	1 week	2 weeks	3 weeks
		<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>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>	School	Calendar	Calendar	Calendar
		Calendar	1 week	2 weeks	3 weeks
		<u>Salary</u>	<u>Salary</u>	<u>Salary</u>	<u>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



Adopted Date

**Southwest Open School
Operations Coordinator**

Operations Coordinator
School calendar + 37 days (189 days 2019/20)

STEP	
0	27,405
1	28,081
2	28,757
3	29,433
4	30,109
5	30,785
6	31,461
7	32,137
8	32,813
9	33,489
10	34,165
11	34,841
12	35,517
13	36,193
14	36,869
15	37,545
16	38,221
17	38,897
18	39,573
19	40,249
20	40,925



President, Charter Board

5/3/19

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

Certified Staff
Effective July 2019

**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	31557	32355	33157	33972	35781	36583	37384	38188
1	32326	33124	33926	34741	36550	37352	38153	38957
2	33095	33893	34695	35510	37319	38121	38922	39726
3	33864	34662	35464	36279	38088	38890	39691	40495
4	34633	35431	36233	37048	38857	39659	40460	41264
5	35402	36200	37002	37817	39626	40428	41229	42033
6	36171	36969	37771	38586	40395	41197	41998	42802
7	36940	37738	38540	39355	41164	41966	42767	43571
8	37709	38507	39309	40124	41933	42735	43536	44340
9	38478	39276	40078	40893	42702	43504	44305	45109
10		40045	40847	41662	43471	44273	45074	45878
11		40814	41616	42431	44240	45042	45843	46647
12		41583	42385	43200	45009	45811	46612	47416
13			43154	43969	45778	46580	47381	48185
14			43923	44738	46547	47349	48150	48954
15			44692	45507	47316	48118	48919	49723
16			45461	46276	48085	48887	49688	50492
17				47045	48854	49656	50457	51261
18				47814	49623	50425	51226	52030
19				48583	50392	51194	51995	52799
20					51161	51963	52764	53568
21					51930	52732	53533	54337
22					52699	53501	54302	55106
23						54270	55071	55875
24							55840	56644

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.

Years Experience	Step
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
over 9 yr	10


President, Southwest Open School
Charter Board


Adopted Date

Southwest Open School Substitute/Mentor Salary Schedule

Day Trip Mentor	\$90.00 per day
Overnight Trip Mentor	\$150.00 per overnight
Trip Lead Mentor	\$200.00 per day
Unlicensed Substitute	\$90.00 per day
Licensed Substitute	\$100.00 per day



President, Southwest Open School
Charter Board

8-17-20
Date Adopted