

Southwest Open School
2023-2024
Salary Schedule




5/3/2022

Southwest Open School Director Salary Schedule

Director
School Calendar + 18 days)

<u>STEP</u>	
0	71,944.00
1	73,221.00
2	74,498.00
3	75,775.00
4	77,052.00
5	78,329.00
6	79,606.00
7	80,883.00
8	82,160.00
9	83,437.00
10	84,714.00
11	85,991.00
12	87,268.00
13	88,545.00
14	89,822.00
15	91,099.00
16	92,376.00
17	93,653.00
18	94,930.00
19	96,207.00
20	97,484.00



President, Charter Board

5-9-22
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

Assistant Director
School Calendar + 18 days

STEP	
0	59,741
1	61,018
2	62,295
3	63,572
4	64,849
5	66,126
6	67,403
7	68,680
8	69,957
9	71,234
10	72,511
11	73,788
12	75,065
13	76,342
14	77,619
15	78,896
16	80,173
17	81,450
18	82,727
19	84,004
20	85,281



President, Charter Board

4/11/22
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
School Calendar + 36 days)
(204 days 2022/23)

STEP	
0	44961
1	45961
2	46961
3	47961
4	48961
5	49961
6	50961
7	51961
8	52961
9	53961
10	54961
11	55961
12	56961
13	57961
14	58961
15	59961
16	60961
17	61961
18	62961
19	63961
20	64961



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
Operations Coordinator**

Operations Coordinator
School calendar + 18 days

<u>STEP</u>	
0	29,142
1	30,142
2	31,142
3	32,142
4	33,142
5	34,142
6	35,142
7	36,142
8	37,142
9	38,142
10	39,142
11	40,142
12	41,142
13	42,142
14	43,142
15	44,142
16	45,142
17	46,142
18	47,142
19	48,142
20	49,142



President, Charter Board

5-9-20
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 2022

**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	36000	37000	38000	39000	40000	41500	43000	44500
1	36600	37600	38600	39600	40600	42100	43600	45100
2	37200	38200	39200	40200	41200	42700	44200	45700
3	37800	38800	39800	40800	41800	43300	44800	46300
4	38400	39400	40400	41400	42400	43900	45400	46900
5	39000	40000	41000	42000	43000	44500	46000	47500
6	39600	40600	41600	42600	43600	45100	46600	48100
7	40200	41200	42200	43200	44200	45700	47200	48700
8	40800	41800	42800	43800	44800	46300	47800	49300
9	41400	42400	43400	44400	45400	46900	48400	49900
10	42000	43000	44000	45000	46000	47500	49000	50500
11		43600	44600	45600	46600	48100	49600	51100
12		44200	45200	46200	47200	48700	50200	51700
13		44800	45800	46800	47800	49300	50800	52300
14			46400	47400	48400	49900	51400	52900
15			47000	48000	49000	50500	52000	53500
16			47600	48600	49600	51100	52600	54100
17			48200	49200	50200	51700	53200	54700
18				49800	50800	52300	53800	55300
19				50400	51400	52900	54400	55900
20				51000	52000	53500	55000	56500
21				51600	52600	54100	55600	57100
22				52200	53200	54700	56200	57700
23					53800	55300	56800	58300
24						55900	57400	58900
25							58000	59500
26							58600	60100
27							59200	60700
28							59800	61300
29							60400	61900
30							61000	62500

SWOS will allow for up to eleven years experience on the salary schedule for the position ou have been hired to fill.
 If an employee leaves SWOS and is rehired, all previous years of experience will be considered in the evaluation of step placement



 President, Southwest Open School
 Charter Board

5-9-22
 Adopted Date

**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	38000	39000	40000	41000	43000	44500	46000	48500
1	38600	39600	40600	41600	43600	45100	46600	49100
2	39200	40200	41200	42200	44200	45700	47200	49700
3	39800	40800	41800	42800	44800	46300	47800	50300
4	40400	41400	42400	43400	45400	46900	48400	50900
5	41000	42000	43000	44000	46000	47500	49000	51500
6	41600	42600	43600	44600	46600	48100	49600	52100
7	42200	43200	44200	45200	47200	48700	50200	52700
8	42800	43800	44800	45800	47800	49300	50800	53300
9	43400	44400	45400	46400	48400	49900	51400	53900
10	44000	45000	46000	47000	49000	50500	52000	54500
11		45600	46600	47600	49600	51100	52600	55100
12		46200	47200	48200	50200	51700	53200	55700
13		46800	47800	48800	50800	52300	53800	56300
14		47400	48400	49400	51400	52900	54400	56900
15			49000	50000	52000	53500	55000	57500
16			49600	50600	52600	54100	55600	58100
17			50200	51200	53200	54700	56200	58700
18			50800	51800	53800	55300	56800	59300
19			51400	52400	54400	55900	57400	59900
20			52000	53000	55000	56500	58000	60500
21			52600	53600	55600	57100	58600	61100
22				54200	56200	57700	59200	61700
23					56800	58300	59800	62300
24						58900	60400	62900
25							61000	63500
26							61600	64100
27							62200	64700
28							62800	65300
29							63400	65900
30							64000	66500

SWOS will allow for up to eleven years experience on the salary schedule for the position ou have been hired to fill.
If an employee leaves SWOS and is rehired, all previous years of experience will be considered in the evaluation of step placement



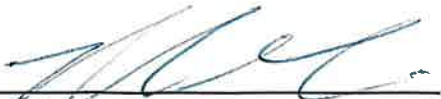
President, Southwest Open School
Charter Board

5-9-21
Adopted Date

**Southwest open School
Registrar Salary Schedule**

<u>Experience</u>	<u>Step</u>	<u>Salary</u>
0	1	22859
1	2	23625
2	3	24452
3	4	25308
4	5	26194
5	6	27111
6	7	28059
7	8	29041
8	9	30058
9	10	31110
10	11	32199
11	12	33326
12	13	34492
13	14	35699
14	15	36949
15	16	38242
16	17	39581

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
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	38000	39000	40000	41000	43000	44500	46000	48500
1	38600	39600	40600	41600	43600	45100	46600	49100
2	39200	40200	41200	42200	44200	45700	47200	49700
3	39800	40800	41800	42800	44800	46300	47800	50300
4	40400	41400	42400	43400	45400	46900	48400	50900
5	41000	42000	43000	44000	46000	47500	49000	51500
6	41600	42600	43600	44600	46600	48100	49600	52100
7	42200	43200	44200	45200	47200	48700	50200	52700
8	42800	43800	44800	45800	47800	49300	50800	53300
9	43400	44400	45400	46400	48400	49900	51400	53900
10	44000	45000	46000	47000	49000	50500	52000	54500
11		45600	46600	47600	49600	51100	52600	55100
12		46200	47200	48200	50200	51700	53200	55700
13		46800	47800	48800	50800	52300	53800	56300
14		47400	48400	49400	51400	52900	54400	56900
15			49000	50000	52000	53500	55000	57500
16			49600	50600	52600	54100	55600	58100
17			50200	51200	53200	54700	56200	58700
18			50800	51800	53800	55300	56800	59300
19			51400	52400	54400	55900	57400	59900
20			52000	53000	55000	56500	58000	60500
21			52600	53600	55600	57100	58600	61100
22				54200	56200	57700	59200	61700
23					56800	58300	59800	62300
24						58900	60400	62900
25							61000	63500
26							61600	64100
27							62200	64700
28							62800	65300
29							63400	65900
30							64000	66500

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

If an employee leaves SWOS and is rehired, all previous years of experience will be considered in the evaluation of step placement

President, Southwest Open School
Charter Board

Adopted Date

Southwest Open School Substitute/Mentor Salary Schedule

Day Trip Mentor	\$105.00 per day
Overnight Trip Mentor	\$150.00 per overnight
Trip Lead Mentor	\$200.00 per day
Unlicensed Substitute	\$105.00 per day
Licensed Substitute	\$125.00 per day
Certified Substitute	\$135.00 per day
Teacher for Teacher	\$35.00 per block (Emergency Only)
Long Term Substitute	\$220.85 per day



President, Southwest Open School
Charter Board

11/14/2022
Date Adopted