

Southwest Open School
2023-2024
Salary Schedule



**Director
School Calendar + 18 days**

<u>STEP</u>	<u>Salary</u>
0	75,000.00
1	76,500.00
2	78,000.00
3	79,500.00
4	81,000.00
5	82,500.00
6	84,000.00
7	85,500.00
8	87,000.00
9	88,500.00
10	90,000.00
11	91,500.00
12	93,000.00
13	94,500.00
14	96,000.00
15	97,500.00
16	99,000.00
17	100,500.00
18	102,000.00
19	103,500.00
20	105,000.00



President, Charter Board

12/15/2023

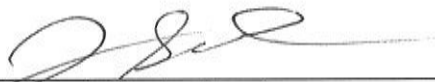
Adopted Date

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.

Southwest Open School Assistant Director Salary Schedule

**Assistant Director
School Calendar + 18 days**

STEP	
0	63,000
1	64,500
2	66,000
3	67,500
4	69,000
5	70,500
6	72,000
7	73,500
8	75,000
9	76,500
10	78,000
11	79,500
12	81,000
13	82,500
14	84,000
15	85,500
16	87,000
17	88,500
18	90,000
19	91,500
20	93,000



President, Charter Board

12/5/22

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.

Certified Staff 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>	<u>MA+60/PhD</u>
0	40000	41000	42000	43000	44000	45500	47000	48500	50000
1	40600	41600	42600	43600	44600	46100	47600	49100	50600
2	41200	42200	43200	44200	45200	46700	48200	49700	51200
3	41800	42800	43800	44800	45800	47300	48800	50300	51800
4	42400	43400	44400	45400	46400	47900	49400	50900	52400
5	43000	44000	45000	46000	47000	48500	50000	51500	53000
6	43600	44600	45600	46600	47600	49100	50600	52100	53600
7	44200	45200	46200	47200	48200	49700	51200	52700	54200
8	44800	45800	46800	47800	48800	50300	51800	53300	54800
9	45400	46400	47400	48400	49400	50900	52400	53900	55400
10	46000	47000	48000	49000	50000	51500	53000	54500	56000
11		47600	48600	49600	50600	52100	53600	55100	56600
12		48200	49200	50200	51200	52700	54200	55700	57200
13		48800	49800	50800	51800	53300	54800	56300	57800
14			50400	51400	52400	53900	55400	56900	58400
15			51000	52000	53000	54500	56000	57500	59000
16			51600	52600	53600	55100	56600	58100	59600
17			52200	53200	54200	55700	57200	58700	60200
18				53800	54800	56300	57800	59300	60800
19				54400	55400	56900	58400	59900	61400
20				55000	56000	57500	59000	60500	62000
21				55600	56600	58100	59600	61100	62600
22				56200	57200	58700	60200	61700	63200
23					57800	59300	60800	62300	63800
24						59900	61400	62900	64400
25							62000	63500	65000
26							62600	64100	65600
27							63200	64700	66200
28							63800	65300	66800
29							64400	65900	67400
30							65000	66500	68000

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

12/5/23

 Adopted Date

**Counselor Salary Schedule
170 Contract Days**

Step	BA	BA+15	BA+30	BA+45	MA	MA+15	MA+30	MA+45	MA+60/PhD
0	42000	43000	44000	45000	47000	48500	50000	52500	53000
1	42600	43600	44600	45600	47600	49100	50600	53100	53600
2	43200	44200	45200	46200	48200	49700	51200	53700	54200
3	43800	44800	45800	46800	48800	50300	51800	54300	54800
4	44400	45400	46400	47400	49400	50900	52400	54900	55400
5	45000	46000	47000	48000	50000	51500	53000	55500	56000
6	45600	46600	47600	48600	50600	52100	53600	56100	56600
7	46200	47200	48200	49200	51200	52700	54200	56700	57200
8	46800	47800	48800	49800	51800	53300	54800	57300	57800
9	47400	48400	49400	50400	52400	53900	55400	57900	58400
10	48000	49000	50000	51000	53000	54500	56000	58500	59000
11		49600	50600	51600	53600	55100	56600	59100	59600
12		50200	51200	52200	54200	55700	57200	59700	60200
13		50800	51800	52800	54800	56300	57800	60300	60800
14		47400	52400	53400	55400	56900	58400	60900	61400
15			53000	54000	56000	57500	59000	61500	62000
16			53600	54600	56600	58100	59600	62100	62600
17			54200	55200	57200	58700	60200	62700	63200
18			50800	55800	57800	59300	60800	63300	63800
19			51400	56400	58400	59900	61400	63900	64400
20			52000	57000	59000	60500	62000	64500	65000
21			52600	57600	59600	61100	62600	65100	65600
22				58200	60200	61700	63200	65700	66200
23					60800	62300	63800	66300	66800
24						62900	64400	66900	67400
25							65000	67500	68000
26							65600	68100	68600
27							66200	68700	69200
28							66800	69300	69800
29							67400	69900	70400
30							68000	70500	71000



 President, Southwest Open School
 Charter Board


12/5/23

 Adopted Date

Southwest Open School Accountant Salary Schedule

**Business Manager (*Coordinator 12)
12 Month**

<u>STEP</u>	
0	47750
1	48750
2	49750
3	50750
4	51750
5	52750
6	53750
7	54750
8	55750
9	56750
10	57750
11	58750
12	59750
13	60750
14	61750
15	62750
16	63750
17	64750
18	65750
19	66750
20	67750




President, Charter Board

12/5/23
Adopted Date

Southwest Open School Operations Coordinator

**Operations Coordinator
12 Months**

<u>STEP</u>	
0	36,608
1	37,608
2	38,608
3	39,608
4	40,608
5	41,608
6	42,608
7	43,608
8	44,608
9	45,608
10	46,608
11	47,608
12	48,608
13	49,608
14	50,608
15	51,608
16	52,608
17	53,608
18	54,608
19	55,608
20	56,608



President, Charter Board

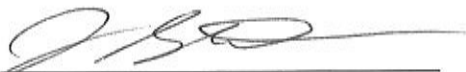
12/5/20
Adopted Date

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

Southwest open School Registrar Salary Schedule

Registrar
School Calendar + 10 Days

Step	Salary
0	35300
1	35740
2	36180
3	36620
4	37060
5	37500
6	37940
7	38380
8	38820
9	39260
10	39700
11	40140
12	40580
13	41020
14	41460
15	41900
16	42340
17	42780
18	43220
19	43660
20	44100



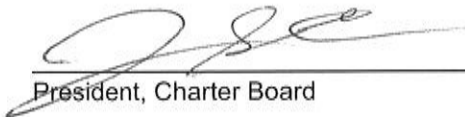
President, Charter Board
12/5/23

Adopted Date

Southwest Open School School Support Specialist

School Support Specialist
School calendar + 18 days

<u>STEP</u>	
0	\$34,000
1	\$34,600
2	\$35,200
3	\$35,800
4	\$36,400
5	\$37,000
6	\$37,600
7	\$38,200
8	\$38,800
9	\$39,400
10	\$40,000



President, Charter Board

12/5/20
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	\$115.00 per day
Licensed Substitute	\$135.00 per day
Certified Substitute	\$145.00 per day
Teacher for Teacher	\$35.00 per block (Emergency Only)
Long Term Substitute	\$220.85 per day



President, Southwest Open School
Charter Board

12/5/23
Date Adopted