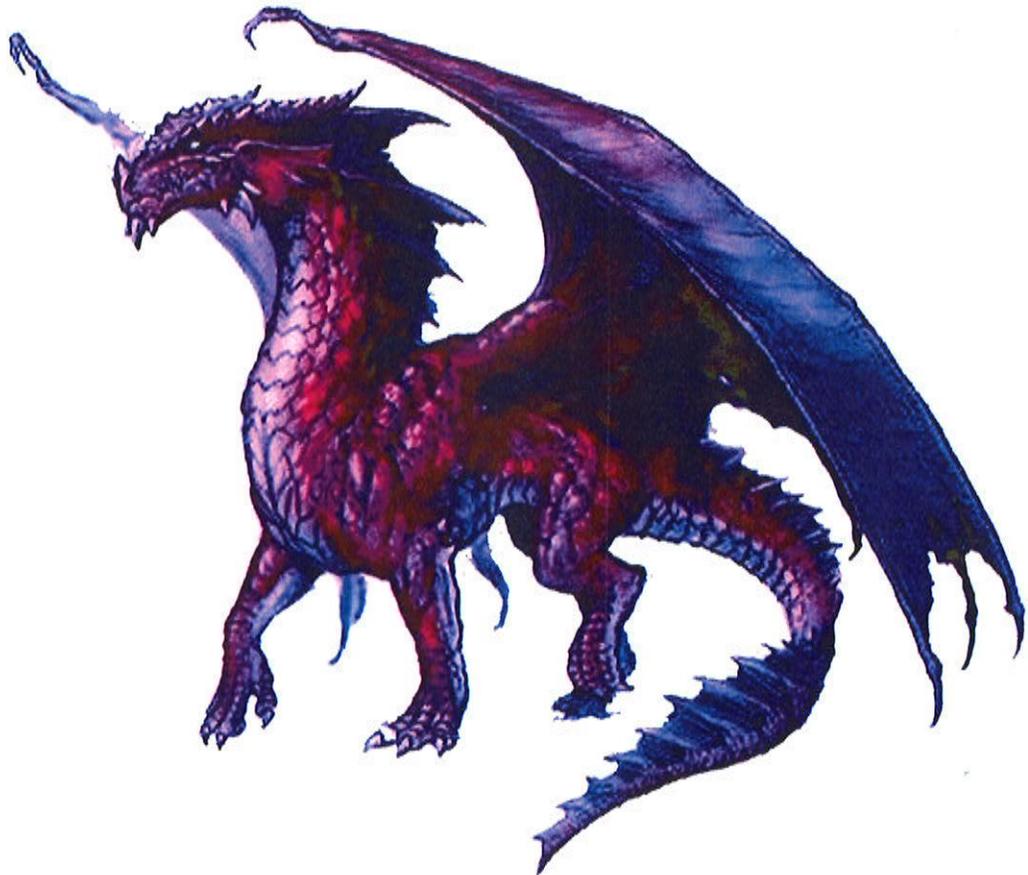


Southwest Open School

2025-2026

Salary Schedule



**SOUTHWEST OPEN SCHOOL
SUBSTITUTE/MENTOR
DAILY SALARY SCHEDULE**

| | |
|-----------------------|------------------------|
| Day Trip Mentor | \$122.00 per day |
| Overnight Trip Mentor | \$170.00 per overnight |
| Unlicensed Substitute | \$122.00 per day |
| Licensed Substitute | \$200.00 per day |
| Certified Substitute | \$200.00 per day |
| Long Term Substitute | \$245.00 per day |



President, Charter Board

1/12/2026

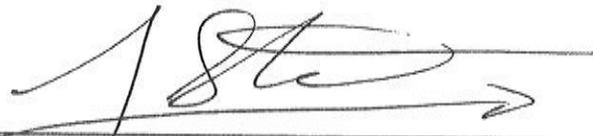
Date Adopted

Effective July 2024-2025

Southwest Open School Director Salary Schedule

Director
School Calendar + 18 days)

| <u>STEP</u> | |
|-------------|------------|
| 0 | 75,000.00 |
| 1 | 76,500.00 |
| 2 | 77,777.00 |
| 3 | 79,054.00 |
| 4 | 80,331.00 |
| 5 | 81,608.00 |
| 6 | 82,885.00 |
| 7 | 84,162.00 |
| 8 | 85,439.00 |
| 9 | 86,716.00 |
| 10 | 87,993.00 |
| 11 | 89,270.00 |
| 12 | 90,547.00 |
| 13 | 91,824.00 |
| 14 | 93,101.00 |
| 15 | 94,378.00 |
| 16 | 95,655.00 |
| 17 | 96,932.00 |
| 18 | 98,209.00 |
| 19 | 99,486.00 |
| 20 | 100,763.00 |



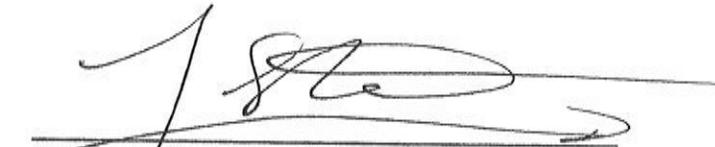
President, Charter Board

3/24/25
Adopted Date

**Southwest Open School
Assistant Director Salary Schedule**

Assistant Director
School Calendar + 18 days
2024-2025

| STEP | |
|------|--------|
| 0 | 63,000 |
| 1 | 64,500 |
| 2 | 66,000 |
| 3 | 67,500 |
| 4 | 69,000 |
| 5 | 70,500 |
| 6 | 72,000 |
| 7 | 73,277 |
| 8 | 74,554 |
| 9 | 75,831 |
| 10 | 77,108 |
| 11 | 78,385 |
| 12 | 79,662 |
| 13 | 80,939 |
| 14 | 82,216 |
| 15 | 83,493 |
| 16 | 84,770 |
| 17 | 86,047 |
| 18 | 87,324 |
| 19 | 88,601 |
| 20 | 89,878 |



President Charter Board

3/24/25
Adopted Date

Certified Staff
 Effective July 2024-2025

**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 | 40000 | 41000 | 42000 | 43000 | 44000 | 45500 | 47000 | 48500 |
| 1 | 40600 | 41600 | 42600 | 43600 | 44600 | 46100 | 47600 | 49100 |
| 2 | 41200 | 42200 | 43200 | 44200 | 45200 | 46700 | 48200 | 49700 |
| 3 | 41800 | 42800 | 43800 | 44800 | 45800 | 47300 | 48800 | 50300 |
| 4 | 42400 | 43400 | 44400 | 45400 | 46400 | 47900 | 49400 | 50900 |
| 5 | 43000 | 44000 | 45000 | 46000 | 47000 | 48500 | 50000 | 51500 |
| 6 | 43600 | 44600 | 45600 | 46600 | 47600 | 49100 | 50600 | 52100 |
| 7 | 44200 | 45200 | 46200 | 47200 | 48200 | 49700 | 51200 | 52700 |
| 8 | 44800 | 45800 | 46800 | 47800 | 48800 | 50300 | 51800 | 53300 |
| 9 | 45400 | 46400 | 47400 | 48400 | 49400 | 50900 | 52400 | 53900 |
| 10 | 46000 | 47000 | 48000 | 49000 | 50000 | 51500 | 53000 | 54500 |
| 11 | | 47600 | 48600 | 49600 | 50600 | 52100 | 53600 | 55100 |
| 12 | | 48200 | 49200 | 50200 | 51200 | 52700 | 54200 | 55700 |
| 13 | | 48800 | 49800 | 50800 | 51800 | 53300 | 54800 | 56300 |
| 14 | | | 50400 | 51400 | 52400 | 53900 | 55400 | 56900 |
| 15 | | | 51000 | 52000 | 53000 | 54500 | 56000 | 57500 |
| 16 | | | 51600 | 52600 | 53600 | 55100 | 56600 | 58100 |
| 17 | | | 52200 | 53200 | 54200 | 55700 | 57200 | 58700 |
| 18 | | | | 53800 | 54800 | 56300 | 57800 | 59300 |
| 19 | | | | 54400 | 55400 | 56900 | 58400 | 59900 |
| 20 | | | | 55000 | 56000 | 57500 | 59000 | 60500 |
| 21 | | | | 55600 | 56600 | 58100 | 59600 | 61100 |
| 22 | | | | 52200 | 57200 | 58700 | 60200 | 61700 |
| 23 | | | | | 53800 | 59300 | 60800 | 62300 |
| 24 | | | | | | 55900 | 61400 | 62900 |
| 25 | | | | | | | 62000 | 63500 |
| 26 | | | | | | | 62600 | 64100 |
| 27 | | | | | | | 63200 | 64700 |
| 28 | | | | | | | 63800 | 65300 |
| 29 | | | | | | | 64400 | 65900 |
| 30 | | | | | | | 65000 | 66500 |

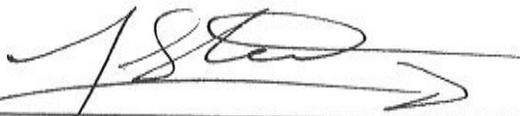

 President, Southwest Open School
 Charter Board

3/24/25
 Adopted Date

**Southwest Open School
Accountant Salary Schedule**

Accountant
12 Month
School Calendar + 36 days)
(204 days 2024/2025)

| STEP | |
|------|-------|
| 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 |



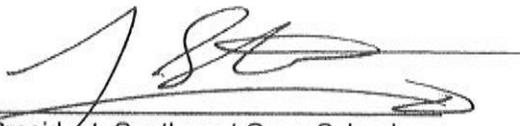
President, Charter Board

3/24/25
Adopted Date

Counselor
Effective July 2024-2025

**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 | 42000 | 43000 | 44000 | 45000 | 47000 | 48500 | 50000 | 52500 |
| 1 | 42600 | 43600 | 44600 | 45600 | 47600 | 49100 | 50600 | 53100 |
| 2 | 43200 | 44200 | 45200 | 46200 | 48200 | 49700 | 51200 | 53700 |
| 3 | 43800 | 44800 | 45800 | 46800 | 48800 | 50300 | 51800 | 54300 |
| 4 | 44400 | 45400 | 46400 | 47400 | 49400 | 50900 | 52400 | 54900 |
| 5 | 45000 | 46000 | 47000 | 48000 | 50000 | 51500 | 53000 | 55500 |
| 6 | 45600 | 46600 | 47600 | 48600 | 50600 | 52100 | 53600 | 56100 |
| 7 | 46200 | 47200 | 48200 | 49200 | 51200 | 52700 | 54200 | 56700 |
| 8 | 46800 | 47800 | 48800 | 49800 | 51800 | 53300 | 54800 | 57300 |
| 9 | 47400 | 48400 | 49400 | 50400 | 52400 | 53900 | 55400 | 57900 |
| 10 | 48000 | 49000 | 50000 | 51000 | 53000 | 54500 | 56000 | 58500 |
| 11 | | 49600 | 50600 | 51600 | 53600 | 55100 | 56600 | 59100 |
| 12 | | 50200 | 51200 | 52200 | 54200 | 55700 | 57200 | 59700 |
| 13 | | 50800 | 51800 | 52800 | 54800 | 56300 | 57800 | 60300 |
| 14 | | 47400 | 52400 | 53400 | 55400 | 56900 | 58400 | 60900 |
| 15 | | | 53000 | 54000 | 56000 | 57500 | 59000 | 61500 |
| 16 | | | 53600 | 54600 | 56600 | 58100 | 59600 | 62100 |
| 17 | | | 54200 | 55200 | 57200 | 58700 | 60200 | 62700 |
| 18 | | | 50800 | 55800 | 57800 | 59300 | 60800 | 63300 |
| 19 | | | 51400 | 56400 | 58400 | 59900 | 61400 | 63900 |
| 20 | | | 52000 | 57000 | 59000 | 60500 | 62000 | 64500 |
| 21 | | | 52600 | 57600 | 59600 | 61100 | 62600 | 65100 |
| 22 | | | | 54200 | 60200 | 61700 | 63200 | 65700 |
| 23 | | | | | 56800 | 62300 | 63800 | 66300 |
| 24 | | | | | | 58900 | 64400 | 66900 |
| 25 | | | | | | | 65000 | 67500 |
| 26 | | | | | | | 65600 | 68100 |
| 27 | | | | | | | 66200 | 68700 |
| 28 | | | | | | | 66800 | 69300 |
| 29 | | | | | | | 67400 | 69900 |
| 30 | | | | | | | 68000 | 70500 |

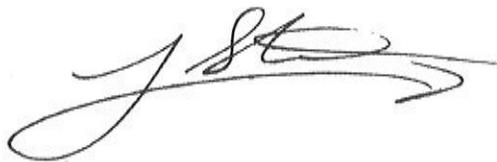

President, Southwest Open School
Charter Board

3/24/25
Adopted Date

**Southwest Open School
Operations Coordinator**

Operations Coordinator
School calendar

| STEP | |
|------|--------|
| 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 |



03/24/25

2024-2025

Southwest open School Registrar Salary Schedule

| <u>Step</u> | <u>School Calendar + 10 Days Salary</u> |
|-------------|---|
| 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 |



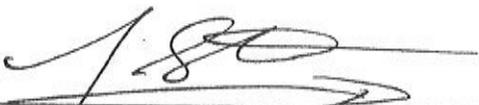
President, Charter Board

03/24/25
Adopted Date

**Southwest Open School
School Support**

School Support Specialist
School Calendar + 18days

| <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

03/24/25
Adopted Date