



KIPP Delta Public Schools
2015-2016 School Year Salary Schedule
Effective July 1, 2015

Teacher Salary Schedule			
Step	Years of previous experience	Bachelor's Degree	Master's Degree
1	0	\$36,246	\$39,017
2	1	\$37,276	\$40,047
3	2	\$41,000	\$44,058
4	3	\$42,230	\$45,380
5	4	\$43,497	\$46,741
6	5	\$44,802	\$48,143
7	6	\$46,146	\$49,588
8	7	\$47,530	\$51,075
9	8	\$48,956	\$52,608
10	9	\$50,425	\$54,186
11	10	\$51,938	\$55,811
12	11	\$53,496	\$57,486
13	12	\$55,101	\$59,210
14	13	\$56,754	\$60,987
15	14	\$58,456	\$62,816
16	15	\$60,210	\$64,701
17	16	\$62,016	\$66,642
18	17	\$63,877	\$68,641
MAX	18 or more	\$65,793	\$70,700

* Once a teacher reaches step 19, salary for that particular role is capped according to the schedule set above.

See our updated policy on our website for definition of “school-year” and “full-year” employees. School-year employees work on regularly scheduled school days, field lesson Saturdays, end-of-year field lessons as determined by school, and all professional development days as outlined on the board-approved calendar.

School-year employees are required to work 223 days in our 2015-2016 school year. Year-round employees are required to work 244 days from July 1, 2015- June 30, 2016.

Any stipend granted in a given school year will be evaluated and renewed on an annual basis.

Position Title	Type	Method	Rate/Range Minimum	Rate/Range MAX*
Region-wide non-teacher salary schedule				
Executive Director	Year-Round	Annual Salary	\$100,000	\$140,000
Chief-level	Year-Round	Annual Salary	\$75,000	\$110,000
Region-wide Department Director	Year-Round	Annual Salary	\$50,000	\$80,000
Region-wide Department Manager	Year-Round	Annual Salary	\$36,000	\$60,000
Region-wide Department Associate or Coordinator	Year-Round	Annual Salary	\$36,000	\$45,000
Region-wide Department Assistant	Year-Round	Annual Salary	\$30,000	\$42,000
Instructional Coach/Academic Specialist (Region or school)	Year- Round	Annual Salary	\$45,000	\$60,000
Executive Assistant	Year-Round	Annual Salary	\$36,000	\$50,000
Community-wide non-teacher salary schedule				
Community-wide Department/Program Director	Year-Round	Annual Salary	\$45,000	\$65,000
Community-wide Department/Program Manager	Year-Round	Annual Salary	\$36,000	\$50,000
Community-wide Department/ Program Coordinator or Associate	Year-Round	Annual Salary	\$34,000	\$45,000
Community-wide Department/Program Assistant	Year-Round	Annual Salary	\$24,000	\$40,000
School-wide non-teacher salary schedule				
School Director	Year- Round	Annual Salary	\$72,000	\$90,000
Assistant Principal	Year- Round	Annual Salary	\$55,000	\$70,000
School Health & Wellness Staff	Role-Dependent	Annual Salary	\$35,000	\$50,000
School-wide Department/Program Director	Role-Dependent	Annual Salary	\$34,000	\$55,000
School Counselor	School –Year	Annual Salary	\$44,000	\$60,000
School-wide Department/Program Manager	Role-Dependent	Annual Salary	\$30,000	\$50,000
School-wide Department/ Program Coordinator or Associate	Role-Dependent	Annual Salary	\$27,000	\$45,000
School-level Program Assistant	Role-Dependent	Annual Salary	\$21,000	\$30,000
School-site Instructional Assistant	School-Year	Annual Salary	\$24,000	\$30,000
Food Service Staff	School-Year	Annual Salary	\$15,000	\$25,000
Facility Caretaker Staff	Role-Dependent	Hourly/Salary	\$Min. Wage	\$15
Bus Drivers	School-Year	Hourly	\$12	\$17
Substitute Teachers	As-needed	Hourly	\$10	\$15
Student Worker	As-needed	Hourly	Minimum Wage	

*Once an employee reaches the salary range "MAX" for a certain role, no further salary increases are incurred in accordance with the scales above.