

Instructional Salary Schedule
Effective July 1, 2022

Step	Years of Experience	Bachelor's Degree	Advanced Degree
1	0	40,000	43,000
2	1	41,200	44,290
3	2	42,436	45,619
4	3	43,709	46,987
5	4	45,020	48,397
6	5	46,371	49,849
7	6	47,762	51,344
8	7	49,195	52,885
9	8	50,671	54,471
10	9	52,191	56,105
11	10	53,757	57,788
12	11	55,369	59,522
13	12	57,030	61,308
14	13	58,741	63,147
15	14	60,504	65,041
16	15	62,319	66,993
17	16	64,188	69,002
18	17	66,114	71,072
19	18	68,097	73,205
20	19	70,140	75,401
21	20	72,244	77,663
22	21	74,412	79,993
23	22	76,644	82,392
24	23	78,943	84,864
25	24	81,312	87,410
26	25	83,751	90,032
27	26	86,264	92,733
28	27	88,852	95,515
29	28	91,517	98,381
30	29	94,263	101,332



Non-Instructional Salary Schedule
Effective July 1, 2022

Position Title	Employment Type	Pay Method	Min.	Max
Regional Department or Program Pay Scale (Non-teaching)				
Executive Director	Year-Round	Salary	\$125,000	\$165,000
Chief-level or Head of Schools	Year-Round	Salary	\$105,000	\$120,000
Managing Director	Year-Round	Salary	\$85,000	\$105,000
Director	Year-Round	Salary	\$60,000	\$80,000
Manager	Year-Round	Hourly/ Salary	\$45,000	\$60,000
KIPP Forward Advisors	Year-Round	Salary	\$40,000	\$55,000
Coordinator or Associate	Year-Round	Hourly/ Salary	\$35,000	\$45,000
Assistant or Receptionist	Year-Round	Hourly/ Salary	\$30,000	\$35,000
Community-wide Department or Program Pay Scale (Non-teacher)				
Director	Year-Round	Salary	\$55,000	\$75,000
Manager	Year-Round	Salary	\$40,000	\$55,000
Coordinator or Associate	Year-Round	Hourly/ Salary	\$30,000	\$40,000
Academic Coaches, Interventionist, and Specialists	Role Dependent	Hourly/ Salary	\$45,000	\$60,000
School-site Department/Program Pay Scale (Non-teacher)				
School Director	Year-Round	Salary	\$80,000	\$95,000
Assistant Principals of Instruction/Pre-K Director	Year-Round	Salary	\$65,000	\$80,000
Academic Coaches, Interventionist, and Specialists	Role Dependent	Hourly/ Salary	\$40,000	\$50,000
Instructional Assistant	School Year	Hourly/ Salary	\$25,000	\$32,000
Substitute Teachers or After-school support roles	As-needed	Hourly	\$12.50	\$15.00
Licensed Nurses, Social Workers, Counselors, and Student Success Coordinators	Role Dependent	Hourly/ Salary	\$45,000	\$55,000
Coordinator or Associate	Role Dependent	Hourly/ Salary	\$30,000	\$40,000
Assistant or Receptionist	Role Dependent	Hourly/ Salary	\$25,000	\$30,000
Food Service Positions (non-manager)	School Year	Hourly/ Salary	\$13.50	\$20.00
Facility, Maintenance, & Grounds Positions	Role Dependent	Hourly/ Salary	\$13.50	\$20.00
Bus Drivers	School Year	Hourly/ Salary	\$13.50	\$20.00
Bus Monitors	School Year	Hourly	\$12.50	\$15.00
Student Worker	As-needed	Hourly	Minimum Wage	

FY23 Stipends	
Amount	
Athletics	
Regional Athletics Director	\$6,000
Community-Wide Assistant Athletic Director	\$3,000
Basketball Coach	\$4,000
Football Coach (8-Man Football)	\$2,500
Track Coach	\$3,000
Volleyball Coach	\$1,700
Cheerleading Coach	\$1,700
Academics	
Critical Need	\$3,500
Grade Level or Department Chair	\$3,500
Summer School Teachers	\$3,500
Summer School Aides	\$2,500
District ELL Coordinator	\$1,000
District Test Coordinator	\$750
School-Based Test Coordinator	\$400
Regional	
Relocation	\$1,500
Signing Bonus	3% - 5% of offered salary
Beyond Z Stipend	\$2,500
Yearly Beyond Z Award Winners	\$5,000