



SY23-24 Teacher Salary Schedule – Effective July 1, 2023

Years of Experience	Bachelor's Degree	Advanced Degree
0-6	\$50,000	\$53,000
7-9	\$54,000	\$57,000
10-12	\$57,000	\$60,000
13-15	\$61,000	\$64,000
16-18	\$65,000	\$68,000
19-21	\$69,000	\$71,000

*Beginning in the 2023-24 school year, KIPP Delta's salary scale will be capped at 21 years of experience. Any teacher with 20 or more years of experience with a start date prior to June 30, 2023 will remain at their current salary in perpetuity under this board approved salary schedule.



Non-Teaching Salary Schedule – Effective July 1, 2023

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-teaching)				
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, & Specialists	Role Dependent	Hourly/ Salary	\$45,000	\$60,000
School-site Department/Program Pay Scale (Non-teaching)				
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, Interventionists, & 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, & 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
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 Workers	As needed	Hourly	Minimum Wage	