

2014-15 Certificated Salary Schedule:

214 Work Days / 180 Instructional Days / 24 Holidays / 34 Non-School Days / 11 Month Work Year

Starting Semi-Monthly Salary with BA: \$1560.06

Starting Semi-Monthly Salary with MA: \$1638.06

* High School Teachers – 5% increase of base salary

* Special Education Teachers – 10% increase of base salary

Position	Years of Service With CAVA	
	1	
	BA	MA
K-8 General Education Teacher	\$ 1,560.06	\$ 1638.06
*High School General Education Teacher	\$ 1638.06	\$ 1719.96
*Special Education Teacher	\$ 1716.07	\$ 1801.87

Each year beyond 5 years, a base increase of 2.5% will be earned.

***Additional stipend for HS or Special Education credentials is only earned when specialized credential is required.**

Merit Based Salary Schedule:

An eligible staff member is defined as meeting the following qualifications:

- Employment start date prior to January 1st of the current year
- In good standing in relation to timely submission of Intent to Return

For eligible staff members, merit awards will be determined by evaluating multiple metrics. These are: Evaluation Score, Teamwork, Attitude, Timeliness, Adherence to school policy, Academic Measures, etc.

The amount of the merit increase pool will be determined by the school's financial state. Of available funds, allocations will be made in the range of 2-8%, depending on the employees overall performance score.

*If employee is not in a current year of evaluation, last year's score will be used.

If an employee is new to CAVA beginning the first day of the school year but was hired prior to January 1st or was on extended Leave of Absence during the school year, they are eligible for the base increase of 2.5%.

If an employee did not submit or were late with submission of their Intent to Return, they will receive their base increase and 50% of any eligible merit increase.

If a teacher moves from the classroom to a leadership role, they will receive their new leadership salary, which will not be in addition to the base or merit increase.

Merit awards are given to teaching and leadership staff alike.

Leadership Salary Schedule:

The salary schedule below is designed for leadership positions, and is separate from the teacher salary schedule above.

Tier	Title	Base Salary Year 1	Year 2	Year 3	Year 4	Year 5	Contract Length
I	School Director Level	\$65,000	\$ 66,625	\$ 68,291	\$ 69,998	\$ 71,748	11 Month
II	RPC/PS/CD Director	\$52,500	\$ 53,813	\$ 55,158	\$ 56,537	\$ 57,950	11 Month
III	RLT/RES/CS/LD of CD	\$45,000	\$ 46,125	\$ 47,278	\$ 48,460	\$ 49,672	11 Month

**No stipends for HS, Sped or MA in leadership positions
2.5% increase annually with ability to earn merit increase.

It is the intent of the Head of Schools that movement into a new tier of leadership position is to equate to a minimum of a 10% increase. Due to this, you will be placed at the year of service that guarantees this.