

2021-2022 Salary Scale

Teachers & Paraprofessionals



Context: Teacher salary scales are based upon the average of the four major New Castle County school districts and the percentage of our student enrollment from each of those districts. This scale is subject to modification.

Certified Teacher and Paraprofessional Scales

Bachelor's Degree

Service	Teacher	Effective	Master
Step 1	\$39,286	n/a	n/a
Step 2	\$40,154	n/a	n/a
Step 3	\$41,075	\$44,075	\$46,075
Step 4	\$42,641	\$45,641	\$47,641
Step 5	\$44,411	\$47,411	\$49,411
Step 6	\$46,450	\$49,450	\$51,450
Step 7	\$48,509	\$51,509	\$53,509
Step 8	\$50,546	\$53,546	\$55,546
Step 9	\$52,581	\$55,581	\$57,581
Step 10	\$54,646	\$57,646	\$59,646
Step 11	\$55,738	\$58,738	\$60,738
Step 12	\$56,853	\$59,913	\$61,953
Step 13	\$57,990	\$61,111	\$63,192
Step 14	\$59,150	\$62,334	\$64,456
Step 15	\$60,333	\$63,580	\$65,745
Step 16	\$61,540	\$64,852	\$67,060
Step 17	\$62,771	\$66,149	\$68,401
Step 18	\$64,026	\$67,472	\$69,769
Step 19	\$65,306	\$68,821	\$71,165
Step 20	\$66,613	\$70,198	\$72,588
Step 21	\$67,945	\$71,602	\$74,040
Step 22	\$69,304	\$73,034	\$75,521
Step 23	\$70,690	\$74,495	\$77,031
Step 24	\$72,104	\$75,984	\$78,572
Step 25	\$73,546	\$77,504	\$80,143
Step 26	\$75,017	\$79,054	\$81,746
Step 27	\$76,517	\$80,635	\$83,381

Master's Degree

Service	Teacher	Effective	Master
Step 1	\$45,121	n/a	n/a
Step 2	\$46,430	n/a	n/a
Step 3	\$47,762	\$50,762	\$52,762
Step 4	\$49,739	\$52,739	\$54,739
Step 5	\$51,155	\$54,155	\$56,155
Step 6	\$53,188	\$56,188	\$58,188
Step 7	\$55,250	\$58,250	\$60,250
Step 8	\$57,289	\$60,289	\$62,289
Step 9	\$60,813	\$63,813	\$65,813
Step 10	\$62,846	\$65,846	\$67,846
Step 11	\$64,103	\$67,103	\$69,103
Step 12	\$65,385	\$68,445	\$70,485
Step 13	\$66,693	\$69,814	\$71,895
Step 14	\$68,027	\$71,210	\$73,333
Step 15	\$69,387	\$72,635	\$74,800
Step 16	\$70,775	\$74,087	\$76,296
Step 17	\$72,191	\$75,569	\$77,821
Step 18	\$73,634	\$77,081	\$79,378
Step 19	\$75,107	\$78,622	\$80,965
Step 20	\$76,609	\$80,195	\$82,585
Step 21	\$78,141	\$81,798	\$84,236
Step 22	\$79,704	\$83,434	\$85,921
Step 23	\$81,298	\$85,103	\$87,640
Step 24	\$82,924	\$86,805	\$89,392
Step 25	\$84,583	\$88,541	\$91,180
Step 26	\$86,274	\$90,312	\$93,004
Step 27	\$88,000	\$92,118	\$94,864

Paraprofessional

Service	Salary
Step 1	\$24,862
Step 2	\$27,079
Step 3	\$28,184
Step 4	\$29,335
Step 5	\$29,413
Step 6	\$29,492
Step 7	\$30,821
Step 8	\$30,900
Step 9	\$32,154
Step 10	\$32,222
Step 11	\$32,866
Step 12	\$33,524
Step 13	\$34,194
Step 14	\$34,878
Step 15	\$35,576
Step 16	\$36,287
Step 17	\$37,013
Step 18	\$37,753
Step 19	\$38,508
Step 20	\$39,278
Step 21	\$40,064
Step 22	\$40,865
Step 23	\$41,683
Step 24	\$42,516
Step 25	\$43,367
Step 26	\$44,234
Step 27	\$45,119

NOTES:

A rating of "Effective" or "Master" is earned after 2 consecutive years of attaining "Effective" or "Highly Effective" on the TEF Summative evaluation. Must maintain the rating in order to keep the

Beginning on step 28 there will be an annual increase of 2%

This scale does not include supplemental pay of any kind (for teacher leadership positions, stipends, etc.)

91 days of teacher or of service counts as a full year of employment

Doctoral degree in subject area equates to a \$1,500 increase above the Master's Degree scale

Teacher Salary Scale is subject to change and will be formally reviewed bi-annually in conjunction with our school's financial model

2021-2022 Salary Scale

School Leaders & Specialists



School Leaders

Starting Salary*	0-2 years of experience	3+ years of experience*	High
Chief	Range: \$100,000 - \$130,000		\$135,000
Principal*	\$110,000	\$115,000	\$130,000
Managing Director	\$90,000	\$95,000	\$115,000
Assistant Principal	\$77,000	\$85,000	\$100,000
Director	\$65,000	\$70,000	\$85,000
Dean**	\$55,000	\$60,000	\$75,000
Assitant Director	\$50,000	\$55,000	\$70,000
Asstant Dean	\$40,000	\$45,000	\$55,000

Specialists

Starting Salary*	0-2 years of experience	3+ years of experience**	High
Specialist A	\$30,000	\$35,000	\$45,000
Specialist B	\$35,000	\$40,000	\$50,000
Specialist C	\$40,000	\$45,000	\$55,000
Specialist D	\$75,000	\$80,000	\$95,000

Specialist Categories

Specialist A	Specialist B	Specialist C	Specialist D
Office Manager*	Behavior Specialist	Special Projects Coordinator Instructional Coach	Psychologist

* Salary is negotiable for Chief, Principal, or employee with more than 5 years of experience in similar position in a similar organization

Notes

*Eligible to earn an enrollment bonus

Annual salary increases are based upon employee's summative performance evaluation rating as listed below:

Rating	Salary Increase*
Master**	10%
Exceptional	5%
Highly Effective	4%
Effective	3%
Developing	2%
Unsatisfactory	0%

Summative Evaluation Rating

Work Performance/ Skills Rating	Student Achievement or Professional Goals Rating				
	<i>Far Below</i>	<i>Approaching</i>	<i>Meets</i>	<i>Exceeds</i>	<i>Exceptional</i>
<i>Far Below</i>	Unsatisfactory	Unsatisfactory	Developing	Developing	Developing
<i>Approaching</i>	Unsatisfactory	Developing	Developing	Developing	Effective
<i>Meets</i>	Developing	Developing	Effective	Effective	Effective
<i>Exceeds</i>	Developing	Developing	Effective	Highly Effective	Highly Effective*
<i>Exceptional</i>	Developing	Effective	Effective	Highly Effective*	Exceptional**

NOTES:

Summative rating may be adjusted one level at the discretion of school leader

*Salary increase is contingent upon a full year of service & complete evaluation cycle

**A rating of "Master" applies to Principals only and is earned after 2 consecutive years of attaining "Exceptional"

2021-2022 Salary Scale

Secretary & Custodial Staff



Context: Scales are based upon the average of the four major New Castle County school districts and the percentage of our student enrollment from each of those districts. This scale is subject to modification.

Secretary

Service	Salary
Step 1	\$26,548
Step 2	\$27,563
Step 3	\$28,593
Step 4	\$29,632
Step 5	\$30,680
Step 6	\$31,748
Step 7	\$32,854
Step 8	\$34,018
Step 9	\$35,195
Step 10	\$36,387
Step 11	\$37,115
Step 12	\$37,857
Step 13	\$38,614
Step 14	\$39,386
Step 15	\$40,174
Step 16	\$40,978
Step 17	\$41,797
Step 18	\$42,633
Step 19	\$43,486
Step 20	\$44,355
Step 21	\$45,243
Step 22	\$46,147
Step 23	\$47,070
Step 24	\$48,012
Step 25	\$48,972
Step 26	\$49,951
Step 27	\$50,950

Custodian

Service	Salary
Step 1	\$25,282
Step 2	\$26,376
Step 3	\$27,552
Step 4	\$29,129
Step 5	\$30,132
Step 6	\$31,370
Step 7	\$32,324
Step 8	\$33,297
Step 9	\$34,334
Step 10	\$35,300
Step 11	\$36,006
Step 12	\$36,726
Step 13	\$37,460
Step 14	\$38,210
Step 15	\$38,974
Step 16	\$39,753
Step 17	\$40,548
Step 18	\$41,359
Step 19	\$42,187
Step 20	\$43,030
Step 21	\$43,891
Step 22	\$44,769
Step 23	\$45,664
Step 24	\$46,577
Step 25	\$47,509
Step 26	\$48,459
Step 27	\$49,428

Head Custodian

Service	Salary
Step 1	\$31,317
Step 2	\$32,715
Step 3	\$34,135
Step 4	\$35,572
Step 5	\$36,982
Step 6	\$38,471
Step 7	\$39,643
Step 8	\$40,815
Step 9	\$41,995
Step 10	\$43,167
Step 11	\$44,031
Step 12	\$44,911
Step 13	\$45,810
Step 14	\$46,726
Step 15	\$47,660
Step 16	\$48,614
Step 17	\$49,586
Step 18	\$50,578
Step 19	\$51,589
Step 20	\$52,621
Step 21	\$53,673
Step 22	\$54,747
Step 23	\$55,842
Step 24	\$56,959
Step 25	\$58,098
Step 26	\$59,260
Step 27	\$60,445

Notes

Beginning on step 28 there will be an annual increase of 2%