

Forest Charter School Certificated Salary Schedule - Annual 2022-2023

<i>Supervising Teacher (ST)</i>	
Step 1	\$ 52,557.00
Step 2	\$ 53,066.71
Step 3	\$ 55,723.94
Step 4	\$ 58,381.14
Step 5	\$ 61,735.04
Step 6	\$ 64,204.29
Step 7	\$ 66,451.45
Step 8	\$ 68,780.21
Step 9	\$ 71,184.43
Step 10	\$ 73,675.90
Step 11	\$ 76,512.27
Step 12	\$ 79,356.03
Step 13	\$ 82,236.48
Step 14	\$ 85,116.95
Step 15	\$ 87,997.39
Step 16	\$ 87,997.39
Step 17	\$ 87,997.39
Step 18	\$ 89,150.06
Step 19	\$ 89,150.06
Step 20	\$ 90,302.72
**23-27 Students = 1.0 FTE	
18 Students = Benefits	

<i>Supervising Teacher/K-8 Co-op</i>	
Step 1	\$ 52,557.00
Step 2	\$ 53,066.71
Step 3	\$ 55,723.94
Step 4	\$ 58,381.14
Step 5	\$ 61,735.04
Step 6	\$ 64,204.29
Step 7	\$ 66,451.45
Step 8	\$ 68,780.21
Step 9	\$ 71,184.43
Step 10	\$ 73,675.90
Step 11	\$ 76,512.27
Step 12	\$ 79,356.03
Step 13	\$ 82,236.48
Step 14	\$ 85,116.95
Step 15	\$ 87,997.39
Step 16	\$ 87,997.39
Step 17	\$ 87,997.39
Step 18	\$ 89,150.06
Step 19	\$ 89,150.06
Step 20	\$ 90,302.72
**18-22 Students = 1.0 FTE	
14 Students = Benefits	

<i>Supervising Teacher/H.S. Co-op</i>	
Step 1	\$ 52,557.00
Step 2	\$ 53,066.71
Step 3	\$ 55,723.94
Step 4	\$ 58,381.14
Step 5	\$ 61,735.04
Step 6	\$ 64,204.29
Step 7	\$ 66,451.45
Step 8	\$ 68,780.21
Step 9	\$ 71,184.43
Step 10	\$ 73,675.90
Step 11	\$ 76,512.27
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Step 14	\$ 85,116.95
Step 15	\$ 87,997.39
Step 16	\$ 87,997.39
Step 17	\$ 87,997.39
Step 18	\$ 89,150.06
Step 19	\$ 89,150.06
Step 20	\$ 90,302.72
**15-19 Students = 1.0 FTE	
12 Students = Benefits	

Additions To Salary Steps

Master's Stipend \$1,000

Recommend salary schedule be reviewed every 2 -3 years for market comparison and budget sustainability

Last reviewed April 2022

Comments

- Full-time ST's are contracted for 185 days (175 students days + 10 Contract Days)
- ST's are paid on a "per student" or "annual" employment agreement. See Employee Handbook for more details.
- Full-time annual salary is identified above. FCS does not guarantee an ST will reach, or remain at, full time status if placed on a "per student" employment agreement. Fewer than a 1.0 FTE will impact STRS credit and salary.
- Full-time ST's earn 10 sick leave days per school year; this is pro-rated for part-time
- Part-time salaries shall be pro-rated based on FTE
- ST's do not receive vacation or holiday pay
- Salary steps reflect one full school year with FCS
- Initial salary placement is at Executive Director's discretion
- ST's are Health Benefit eligible at .75 FTE with the following Annual Caps:

Employee	\$8,000
Employee + Child	\$8,760
Employee + Spouse	\$8,760
Employee + Family	\$14,000
- Anything above the Cap is an employee out-of-pocket expense
- Dental & Vision are voluntary and are not covered under the Cap

Board Approvals/Revisions

2006/07 - Board Approved 5/16/06

2007/08 - Board revised: 5% COLA

2008/09 - Board revised: Benefit cap increase to \$6500; ES Salary Schedule 08/09 - Provide "range" compensation rather than "per student" compensation; 4/22/08

2008/09 - ES Salary Schedule 08/09 revised to return to "per student" compensation; 12/9/09

2009/10 - No COLA or Step increase

2010/11 - No COLA or Step increase

2011/12 - No COLA or Step increase

2012/13 - Board revised: 3% increase

2013/14 - Board revised: two step increase/ Benefit cap increase to \$7000/Life Ins. Available to all emp/Vision & Dental included under cap; Board approved COLA increase of 1.56%

2014/15 - Board approved COLA increase of .85%; Benefit cap increase to \$7500; 3/18/14.

2015/16 - Board approved COLA increase of 1.02%; 5/26/15

2015/16 - Board approved 16/17 salary schedule. No COLA or Health Cap increase; 3/15/16

2016/17 - /Board approved 5% annual increase effective July 1, 2016

2016/17 - Board approved additional 5 steps. Increase Masters stipend to \$1000 annual. 4/18/17

2017/18 - Board approved corrections to Health Benefit cap. 1/16/18

2017/18 - Board approved 2.5% annual increase. 4/17/18

2019-20 - Board approved 3% annual increase 10-15-19

2021-2022 Board approved 3% annual increase and increase to benefit cap

2022-2023 - Board approved 6% annual increase and increase to benefit cap 4/19/22

Charter Council Approved: April 19, 2022

Effective: July 1, 2022