**2018-2019 ASPEN ACADEMY FACULTY SALARY SCHEDULE**

**Salary Schedule Benchmarking:**

**Teaching Experience Credit:** Teaching personnel entering Aspen Academy will be allowed credit for lead teaching experience to a maximum of six years, and that experience must have occurred within the last 10 years.

**Education Degree Credit:** Teaching personnel's education degree credit will be established according to proof of degree earned on the first day of the contract year.

**Salary Schedule Benchmark Review Schedule:** The school's compensation committee will review and adjust the salary schedule, if needed, based on benchmarking analysis every fourth year.

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| **SUBSTITUTE FACULTY COMPENSATION SCHEDULE** | |
| $95 | per day for day 1-14 in the same assignment |
| $140 | per day for day 15 forward in the same assignment |

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| **FACULTY SALARY SCHEDULE** | | | | | |
| **Years Entering** |  | **Early Education** | | **Elementary, Middle School Essentials** | |
|  | **No Degree** | **BA** | **MA** | **BA** | **MA** |
| 1 | $29,666 | $31,520 | $35,614 | $37,201 | $42,170 |
| 2 | $30,821 | $32,747 | $36,941 | $38,572 | $43,633 |
| 3 | $32,038 | $34,040 | $38,342 | $40,023 | $45,189 |
| 4 | $33,137 | $35,208 | $38,726 | $41,242 | $46,484 |
| 5 | $34,867 | $37,046 | $41,506 | $43,528 | $48,790 |
| 6 | $36,620 | $38,908 | $43,435 | $45,815 | $51,106 |
| 7 | $38,396 | $40,795 | $45,390 | $48,115 | $53,434 |
| 8 | $40,090 | $42,595 | $47,266 | $50,240 | $55,585 |
| 9 | $41,458 | $44,049 | $49,171 | $51,796 | $57,750 |
| 10 | $42,528 | $45,186 | $50,991 | $52,803 | $59,738 |
| 11 | $42,862 | $45,541 | $52,849 | $52,939 | $61,740 |
| 12 | $42,862 | $45,541 | $54,741 | $52,939 | $63,757 |
| 13 | $42,862 | $45,541 | $56,008 | $52,939 | $65,247 |
| 14 | $42,862 | $45,541 | $56,383 | $52,939 | $65,825 |
| 15 | $43,431 | $46,145 | $56,758 | $53,200 | $66,404 |
| 16 | $43,431 | $46,145 | $56,758 | $53,200 | $66,404 |
| 17 | $43,431 | $46,145 | $57,495 | $53,200 | $66,723 |
| 18 | $43,431 | $46,145 | $57,495 | $53,200 | $66,723 |
| 19 | $44,021 | $46,772 | $57,495 | $53,474 | $66,723 |
| 20 | $44,480 | $47,260 | $57,984 | $54,226 | $67,476 |