Monterey Bay Charter School

Teacher Salary Schedule - Board Adopted 3/27/2018

	2018-19			19-20			20-21			21-22		
	Annual Salary	Daily Rate	Hourly Rate	Annual Salary	Daily Rate	Hourly Rate	Annual Salary	Daily Rate	Hourly Rate	Annual Salary	Daily Rate	Hourly Rate
Year 0	$49,920.00	$254.05	$31.76	$54,080.00	$275.22	$34.40	$58,240.00	$296.39	$37.05	$62,400.00	$317.56	$39.69
Year 1	$50,668.80	$257.86	$32.23	$54,891.20	$279.34	$34.92	$59,113.60	$300.83	$37.60	$63,336.00	$322.32	$40.29
Year 2	$51,428.83	$261.72	$32.72	$55,714.57	$283.53	$35.44	$60,000.30	$305.35	$38.17	$64,286.04	$327.16	$40.89
Year 3	$52,200.26	$265.65	$33.21	$56,550.29	$287.79	$35.97	$60,900.31	$309.93	$38.74	$65,250.33	$332.06	$41.51
Year 4	$52,983.27	$269.63	$33.70	$57,398.54	$292.10	$36.51	$61,813.81	$314.57	$39.32	$66,229.09	$337.04	$42.13
Year 5	$53,778.02	$273.68	$34.21	$58,259.52	$296.49	$37.06	$62,741.02	$319.29	$39.91	$67,222.52	$342.10	$42.76
Year 6	$54,584.69	$277.78	$34.72	$59,133.41	$300.93	$37.62	$63,682.14	$324.08	$40.51	$68,230.86	$347.23	$43.40
Year 7	$55,403.46	$281.95	$35.24	$60,020.41	$305.45	$38.18	$64,637.37	$328.94	$41.12	$69,254.32	$352.44	$44.05
Year 8	$56,234.51	$286.18	$35.77	$60,920.72	$310.03	$38.75	$65,606.93	$333.88	$41.73	$70,293.14	$357.73	$44.72
Year 9	$57,078.03	$290.47	$36.31	$61,834.53	$314.68	$39.33	$66,591.03	$338.89	$42.36	$71,347.53	$363.09	$45.39
Year 10	$57,934.20	$294.83	$36.85	$62,762.05	$319.40	$39.92	$67,589.90	$343.97	$43.00	$72,417.75	$368.54	$46.07
Year 11	$58,803.21	$299.25	$37.41	$63,703.48	$324.19	$40.52	$68,603.75	$349.13	$43.64	$73,504.01	$374.07	$46.76
Year 12	$59,685.26	$303.74	$37.97	$64,659.03	$329.05	$41.13	$69,632.80	$354.37	$44.30	$74,606.57	$379.68	$47.46
Year 13	$60,580.54	$308.30	$38.54	$65,628.92	$333.99	$41.75	$70,677.29	$359.68	$44.96	$75,725.67	$385.37	$48.17
Year 14	$61,489.25	$312.92	$39.12	$66,613.35	$339.00	$42.37	$71,737.45	$365.08	$45.63	$76,861.56	$391.15	$48.89
Year 15	$62,411.58	$317.62	$39.70	$67,612.55	$344.08	$43.01	$72,813.52	$370.55	$46.32	$78,014.48	$397.02	$49.63
Year 16	$63,347.76	$322.38	$40.30	$68,626.74	$349.25	$43.66	$73,905.72	$376.11	$47.01	$79,184.70	$402.98	$50.37
Year 17	$64,297.97	$327.22	$40.90	$69,656.14	$354.48	$44.31	$75,014.30	$381.75	$47.72	$80,372.47	$409.02	$51.13
Year 18	$65,262.44	$332.12	$41.52	$70,700.98	$359.80	$44.98	$76,139.52	$387.48	$48.43	$81,578.06	$415.16	$51.89
Year 19	$66,241.38	$337.11	$42.14	$71,761.50	$365.20	$45.65	$77,281.61	$393.29	$49.16	$82,801.73	$421.38	$52.67
Year 20	$67,235.00	$342.16	$42.77	$72,837.92	$370.68	$46.33	$78,440.84	$399.19	$49.90	$84,043.75	$427.70	$53.46
Year 21	$68,243.53	$347.30	$43.41	$73,930.49	$376.24	$47.03	$79,617.45	$405.18	$50.65	$85,304.41	$434.12	$54.26
Year 22	$69,267.18	$352.50	$44.06	$75,039.44	$381.88	$47.74	$80,811.71	$411.26	$51.41	$86,583.97	$440.63	$55.08
Year 23	$70,306.19	$357.79	$44.72	$76,165.04	$387.61	$48.45	$82,023.89	$417.42	$52.18	$87,882.73	$447.24	$55.91
Year 24	$71,360.78	$363.16	$45.39	$77,307.51	$393.42	$49.18	$83,254.24	$423.69	$52.96	$89,200.98	$453.95	$56.74

Add ons:	
Waldorf Certificate	$1,500.00
Waldorf Foundations	$1,000.00
Classroom Teacher	$1,000.00
Masters Degree	$2,500.00
Education Specialist	$1,000.00

Incoming Teachers can be given up to 10 yrs experience

Year 0= Minimum Wage Salary Requirement

1.5% increase per year of experience

Daily Rate and Hourly Rate based on 196.5 Contract Days