



Teacher Salary Schedule

Years @ ARPS	Owl Points →		1		2		3		4		5		6		7		8		9		10	
	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA	BA	MA
0	\$ 38,000	\$ 42,000	\$ 38,380	\$ 42,420	\$ 38,764	\$ 42,844	\$ 39,152	\$ 43,272	\$ 39,544	\$ 43,705	\$ 39,939	\$ 44,142										
1	\$ 39,140	\$ 43,260	\$ 39,531	\$ 43,693	\$ 39,926	\$ 44,130	\$ 40,325	\$ 44,571	\$ 40,728	\$ 45,017	\$ 41,135	\$ 45,467										
2	\$ 40,314	\$ 44,558	\$ 40,717	\$ 45,004	\$ 41,124	\$ 45,454	\$ 41,535	\$ 45,909	\$ 41,950	\$ 46,368	\$ 42,370	\$ 46,832	\$ 42,794	\$ 47,300								
3			\$ 41,938	\$ 46,354	\$ 42,357	\$ 46,818	\$ 42,781	\$ 47,286	\$ 43,209	\$ 47,759	\$ 43,641	\$ 48,237	\$ 44,077	\$ 48,719	\$ 44,518	\$ 49,206						
4					\$ 43,629	\$ 48,222	\$ 44,065	\$ 48,704	\$ 44,506	\$ 49,191	\$ 44,951	\$ 49,683	\$ 45,401	\$ 50,180	\$ 45,855	\$ 50,682	\$ 46,314	\$ 51,189				
5					\$ 44,938	\$ 49,669	\$ 45,387	\$ 50,166	\$ 45,841	\$ 50,668	\$ 46,299	\$ 51,175	\$ 46,762	\$ 51,687	\$ 47,230	\$ 52,204	\$ 47,702	\$ 52,726				
6							\$ 46,749	\$ 51,672	\$ 47,216	\$ 52,189	\$ 47,688	\$ 52,711	\$ 48,165	\$ 53,238	\$ 48,647	\$ 53,770	\$ 49,133	\$ 54,308				
7							\$ 48,151	\$ 53,222	\$ 48,633	\$ 53,754	\$ 49,119	\$ 54,292	\$ 49,610	\$ 54,835	\$ 50,106	\$ 55,383	\$ 50,607	\$ 55,937				
8									\$ 50,091	\$ 55,366	\$ 50,592	\$ 55,920	\$ 51,098	\$ 56,479	\$ 51,609	\$ 57,044	\$ 52,125	\$ 57,614	\$ 52,646	\$ 58,190		
9									\$ 51,595	\$ 57,028	\$ 52,111	\$ 57,598	\$ 52,632	\$ 58,174	\$ 53,158	\$ 58,756	\$ 53,690	\$ 59,344	\$ 54,227	\$ 59,937	\$ 54,769	\$ 60,536

This Teacher Salary Schedule is to provide a transparent, accurate, and consistent measure to determine future compensation. It takes into account education level completed, years of service at ARPS, and total accumulation of Owl Points.

Completed Education Level

The education level of a Teacher, measured by possession of a Bachelors or Masters degree, and deemed relevant and applicable to the position by Administration, completed by the start date of a signed Compensation Addendum, will be taken into account when determining placement on the above Teacher Salary Schedule. Completion or possession of a Doctorate level degree will be taken into special consideration by Administration.

Years at ARPS

For each year of service completed by the start date of a signed Compensation Addendum at ARPS, that Teacher will move down one step on the Teacher Salary Schedule in line with the total number of years listed under “Years @ ARPS”. This serves as an annual cost of living adjustment.

Owl Points

Beginning with the 2019-2020 compensation, Teachers to which the above schedule pertains will be awarded .5 Owl Points for every year they have been hired by any qualifying school or school district as a Teacher. An additional .5 Owl Points will be awarded to each Teacher each year thereafter. During the 2019-2020 school year, Teachers will be given a list outlining opportunities to earn additional Owl Points or portions of an Owl Point. Owl Points are to be used only as a substantial incentive for actions taken by a Teacher that warrants an increase in ongoing future compensation.

Stipends will still be used by ARPS in lieu of Owl Points to award additional compensation for services rendered to the school deemed “additional duties” by the ARPS Administration.

The above schedule is for reference only and does not apply to all employees of ARPS. The ARPS Board of Directors and Administration reserves the right to make adjustments to the overall schedule if deemed to be in the best financial interest of the school. All signed employee Compensation Addendums supersede any prior verbal or written agreements or schedules, including the one listed above, for the time-frame listed on the Addendum.

Owl Points are added or removed from a Teacher’s total at the discretion of Administration which can affect future compensation but will not affect the current Compensation Addendum in place without a majority vote of the ARPS Board of Directors.

THIS SCHEDULE IS ONLY FOR GENERAL GUIDANCE AND MAY BE REVISED, AMENDED, AND/OR DISCARDED AT THE SOLE DISCRETION OF ARPS’ ADMINISTRATION. SPECIFIC VARIANCES FROM THIS SCHEDULE MAY OCCUR AS DETERMINED BY ARPS’ ADMINISTRATION DUE TO INDIVIDUAL NEEDS, BACKGROUND, PERFORMANCE, OR OTHER FACTORS.

The School shall pay the Employee a total salary as stated in the Compensation Addendum attached annually. Compensation will be paid per month of employment, in arrears, subject to the availability of funds allocated to the School from the District. The monthly payment is based on one-twelfth of the annual salary the Employee would earn per attached Addendum for that year. If this Agreement is terminated prior to the 1st day of the month, the salary paid to the Employee for that month shall be prorated to reflect the number of Annual Working days actually worked less the amount in salaries already paid per their Agreement.

It is the policy of Aspen Ridge Preparatory School not to discriminate against employees or applicants for employment on the basis of race, color, religion, sex, national origin, marital status, age, or handicap.