

# Mountain Phoenix Community School Salary Scale

All full-time lead Instructional Staff (Including special subjects\* and ECE)

Grades/Special Subject*/ECE Lead Teachers (PK-8) Full-time	Full-Time Base Salary (2016-17)	MPCS Experience Increase (Per year-financial based)**	MPCS Loyalty Experience paid at beginning of year 4, 7 and 10 (full-time years are counted)**	Non-Waldorf/Non-MPCS Teaching Exp (per full-time year of Exp. max is 5 years)***	Non-MPCS Waldorf Teaching Experience (per full-time year, max is 10 years)***	Related or Non-Related Masters or above*** (Max 1)	Colorado or National Teaching Licence or Equivalent Certification*** (Max 2)	Waldorf Certification
2016-17	\$ 34,000.00	0-5% of Salary	\$ 3,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000-2,000.00	\$ 500-1,000.00	\$ 3,000.00

Example #1****	
Current Employee:	
Newly Hired Teacher to MPCS w/masters in Education, 4 years non-Waldorf exp.	
Base	\$ 34,000.00
4 years Exp	\$ 4,000.00
Related Masters	\$ 2,000.00
<b>Salary</b>	<b>\$ 40,000.00</b>

Example #2****	
Current Employee:	
MPCS Teacher, 5 years exp at MPCS, 3 years of Non-MPCS Waldorf teaching exp., Waldorf Certification, Masters in Education	
Base	\$ 34,000.00
3 years Non-MPCS Waldorf Exp	\$ 3,000.00
5 years MPCS Exp*\$750 Avg Inc. per year (years 1-3, 5)	\$ 3,000.00
MPCS Loyalty Exp (yr 4)	\$ 3,000.00
Related Masters	\$ 2,000.00
Waldorf Certification	\$ 3,000.00
<b>Salary</b>	<b>\$ 48,000.00</b>

Example #3****	
Applicant:	
Waldorf Certified teacher, 10 years Non-MPCS exp, 4 of 10 years Non-MPCS Waldorf Exp, non-related Masters	
Base	\$ 34,000.00
10 years Non-MPCS, non-Waldorf Exp (max \$5,000)	\$ 5,000.00
4 years Non-MPCS Waldorf Exp	\$ 4,000.00
Non-related Masters	\$ 1,000.00
Waldorf Certification	\$ 3,000.00
<b>Offered Salary</b>	<b>\$ 47,000.00</b>

Max starting salary for a new teacher to MPCS is \$56,000

\*Special Subject-Physical Education/Games, Handwork, Spanish, Eurythmy, Music, Art, etc. (list is not all-inclusive and inclusion is determined by administration and Governing Council review)

\*\*Annual increases are not guaranteed and increases are related to MPCS' ability to financially support increases.

Loyalty increases are guaranteed, unless the school is financially unable to pay due to extreme circumstances. Additionally, MPCS loyalty increases take precedence over annual increases and two increases in one year (loyalty and annual) typically do not occur in the same year.

\*\*\*Experience, education, certification and license increases to base salary are reviewed annually by both administration and the Governing Council as needed. Note that certain requirements required for the position are represented in the base salary. Examples of certifications or licenses that may be subject to salary increases; Colorado teaching licence and/or Lifeways Training. Non-US based experience will be evaluated on an exception basis and will be determined by administration.

\*\*\*\*Examples are for demonstration purposes only and may be subject to other factors and exceptions.

Note: Any full-time instructional position, education and training not mentioned above will be evaluated and reviewed on an individual basis by the administration and if needed, the Governing Council.