

# Mountain Phoenix Community School Salary Scale

(Leadership Staff)

Directors of Ed/Op	Full-Time Base Salary (minimum)	MPCS Performance Bonus (Per year-evaluation, financial based)*	MPCS Loyalty Experience paid at beginning of year 4, 7 and 10 (full-time years are counted)**	Non-Waldorf, Non-MPCS Administration Exp (per year of Exp. max is 5 years)**	Non-MPCS Waldorf Administration Experience (per year, max is 10 years)**	Non-Related or Related Advanced Degrees or Certification*** (max 3)	Waldorf Certification or Approved Equivalent***	Professional Administrator License***
2018-19	\$ 65,000.00	0-15% of Salary	\$ 3,000.00	\$ 1,000.00	\$ 2,000.00	\$1,000-\$3,000	\$ 3,000.00	\$ 3,000.00

Example #1****	
<b>Entry-Level Leader:</b> 1 year at MPCS, 1 year Non-MPCS Waldorf administration exp, Masters in Education, Waldorf Certification	
Base	\$ 65,000.00
MPCS Loyalty Exp	\$ -
Non-MPCS Waldorf Administration Experience (1 yr)	\$ 1,000.00
Related Advanced Degrees	\$ 1,000.00
Waldorf Certification	\$ 3,000.00
Administrator License	
<b>Salary</b>	<b>\$ 70,000.00</b>
Performance Bonus (15%)	\$ 10,500.00
<b>Total Opportunity</b>	<b>\$ 80,500.00</b>

Example #2****	
<b>Mid-Level Leader:</b> 4 years at MPCS, 5 years of non-Waldorf and Non-MPCS administration experience, Waldorf Certification, Professional Administrator License	
Base	\$ 65,000.00
MPCS Loyalty Exp (yr 4)	\$ 3,000.00
Non-MPCS and Non-Waldorf Administration Experience (5 yr)	\$ 5,000.00
Related Advanced Degrees	\$ 2,000.00
Waldorf Certification	\$ 3,000.00
Administrator License	\$ 3,000.00
<b>Salary</b>	<b>\$ 81,000.00</b>
Performance Bonus (15%)	\$ 12,150.00
<b>Total Opportunity</b>	<b>\$ 93,150.00</b>

Example #3****	
<b>High-Level Leader:</b> 10 years at MPCS, 5 years Non-MPCS Waldorf administration exp, Waldorf Certification, Masters and Phd., and Professional Administrator License	
Base	\$ 65,000.00
MPCS Loyalty Exp (yr 10)	\$ 9,000.00
Non-MPCS Waldorf Administration Experience (5 yrs)	\$ 7,500.00
Related Advanced Degrees	\$ 3,000.00
Waldorf Certification	\$ 3,000.00
Administrator License	\$ 3,000.00
<b>Salary</b>	<b>\$ 90,500.00</b>
Performance Bonus	\$ 13,575.00
<b>Total Opportunity</b>	<b>\$ 104,075.00</b>

\*Performance bonuses are not guaranteed and are related to individual performance evaluations and MPCS' ability to financially support bonuses.

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

\*\*\*Experience, education, certification, licenses and Waldorf Certification or equivalent increases to base salary are reviewed annually by the Governing Council as needed. Note that certain requirements required for the position are represented in the base salary.

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

# 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 (2018-19)	MPCS Cost of Living 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 License or Equivalent Certification*** (Max 2)	Waldorf Certification or Approved Equivalent***
2018-19	\$ 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
Salary	\$ 40,000.00

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
Salary	\$ 48,000.00

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
Offered Salary	\$ 47,000.00

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)

**\*\*Cost of Living 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 Cost of Living increases and two increases (loyalty and Cost of Living) typically do not occur in the same year.**

\*\*\*Experience, education, certification, licenses and Waldorf Certification or equivalent 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 license and/or Lifeways Training. Non-US based experience will be evaluated on an exception basis and will be determined by administration. To earn an MPCS Equivalent Endorsement, the teacher must complete 28 credit hours over a 5 year period with DoE pre-approved professional development, appropriate for a public Waldorf charter school instructor.

\*\*\*\*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.