

To receive a base pay increase as part of the SOAR Compensation Salary Schedule, all educators must:

- Have credentials for the position in which they function.
- Be in “good standing,” meaning that all paperwork/certifications are up-to-date.
- Be supervised and evaluated by the principal (or his/her designee) where they are serving students.
- If applicable, employees must review instructional-linkage and assignment-verification information for accuracy (applicable employees are responsible for claiming their students’ individual scores).

In the SOAR Compensation Salary Schedule, each step is worth \$350.

Teachers will receive step increases based on the following criteria:

- Completion of an advanced degree from an accredited school of education or content-specific advanced degree with prior written approval from the District: Four steps, or \$1,400
- TEAM Overall Level of Effectiveness score of 5: Three steps, or \$1,050
- TEAM Overall Level of Effectiveness score of 4: Two steps, or \$700
- TEAM Overall Level of Effectiveness score of 3: One step, or \$350

### SOAR Salary Schedule

Step	1	2	3	4	5	6	7	8	9
Salary	36,000	36,350	36,700	37,050	37,400	37,750	38,100	38,450	38,800
10	11	12	13	14	15	16	17	18	19
39,150	39,500	39,850	40,200	40,550	40,900	41,250	41,600	41,950	42,300
20	21	22	23	24	25	26	27	28	29
42,650	43,000	43,350	43,700	44,050	44,400	44,750	45,100	45,450	45,800
30	31	32	33	34	35	36	37	38	39
46,150	46,500	46,850	47,200	47,550	47,900	48,250	48,600	48,950	49,300
40	41	42	43	44	45	46	47	48	49
49,650	50,000	50,350	50,700	51,050	51,400	51,750	52,100	52,450	52,800
50	51	52	53	54	55	56	57	58	59
53,150	53,500	53,850	54,200	54,550	54,900	55,250	55,600	55,950	56,300
60	61	62	63	64	65	66	67	68	69
56,650	57,000	57,350	57,700	58,050	58,400	58,750	59,100	59,450	59,800
70	71	72	73	74	75				
60,150	60,500	60,850	61,200	61,550	61,900				