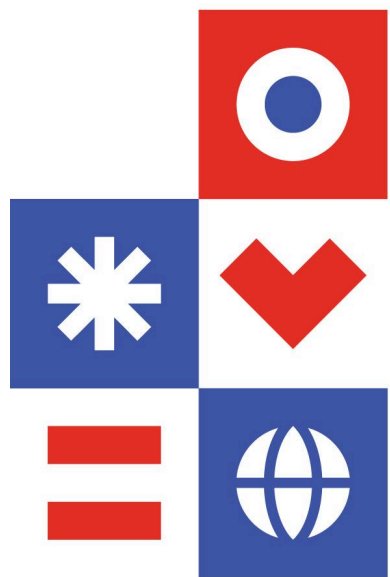

2024-2025 Salary Manual



**St. Louis
Language
Immersion
School**

Compensation Guidelines

Compensation Philosophy

SLLIS is committed to attracting and retaining a diverse staff. We honor the experiences, perspectives, and unique identities of everyone. Critical to our mission is creating a just, equitable and inclusive school, St. Louis community, and world. As such, we strive to maintain a compensation system free from inequities while uplifting the unique experiences of our staff.

We use a total rewards system thereby ensuring our compensation and benefits program takes a holistic approach. The compensation system at SLLIS is transparent, equitable, sustainable, and competitive in relation to the local educational market in which we serve. It offers fair and predictable compensation to ensure SLLIS is retaining top talent.

Salary Scale Placement

Scale 1: Including, but not limited to: teachers and other select instructional staff

- Placed on the board approved salary schedule based on the highest degree obtained and the number of full-time years of experience in a similar position.
- Staff may bring in a maximum of 10 years of experience for placement on the salary scale.

Scale 2: Including, but not limited to: psychologist, occupational therapist, speech and language pathologist, physical therapist, social worker, counselor, and other similar positions including the instructional coach.

- Placed on the board approved salary schedule based on the highest degree obtained and the number of full-time years of experience in a similar position.
- Staff may bring in a maximum of 10 years of experience for placement on the salary scale.
- Placement in the Specialist Degree or Certificate column requires staff member to have a master's degree plus an advanced certification or degree including, but not limited to one of the following:
 - BCP: Board Certification in Pediatrics
 - Speech Therapy Board Certified Specialists (BCS)
 - Board Certified Specialist in School Psychology
 - Certified School Social Work Specialist (C-SSWS)
 - Board Certified Behavior Analyst (BCBA)
 - Education Specialist Degree (EdS)

Scales 3: Including, but not limited to: paraprofessionals, assistant teachers, receptionists, long term substitutes, and other similar positions

- Placed on the board approved salary schedule based on the number of full-time years of experience in a similar position.
- Staff may bring in a maximum of 10 years of experience for placement on the salary scale.

Scale 4: Including, but not limited to: instructional administrators, directors, managers, administrative support staff and other similar positions.

- Placed on the board approved salary schedule based on the following:
 - Tier Placement: Number of years of experience in a similar role
 - Band Placement: number of years at SLLIS, total education-based or other professional experience, education attained related to position, certification held
 - Teaching experience will be considered for staff level administrative positions at a rate of 1 year of teacher experience equals ½ year of experience for salary scale placement consideration.
 - School-based administrative experience will be considered for director roles at a rate of 1 year of administrative experience equals ½ year of experience for salary scale placement consideration.
 - School-based administrative experience will be considered for instructional administrative roles at a rate of 1 year of administrative experience equals 1 year of experience for salary scale placement consideration.
 - Experience in a previous role similar to the role held at SLLIS will be considered at a rate of 1 year of experience equals 1 year of experience for salary scale placement consideration.

Step Placement

In order to receive credit for previous years of experience, the following conditions must be met regarding the previous position:

- Full-time position (0.75 FTE or above). No part-time positions are considered for placement on the salary scale.
- 10-month employees must have worked at least 130 days in the position to receive credit for one full school year. 12-month employees must have worked at least 180 days in the position to receive credit for one full school year.
- Substitute teaching, student teaching, college-level teaching, or serving as a teacher's aide or assistant does not qualify as acceptable teaching experience.
- Experience must have been at an accredited PreK-12 school as approved by DESE- tutoring centers, contract agencies, universities or college experience do not qualify.

Employment as a teacher in a country outside the United States will be reviewed in accordance with the same public teaching guidelines referenced above. Only education-related degrees will be considered for placement on the salary scale.



Upon hire, SLLIS will consider up to 10 years of previous experience in a similar role when placing staff members on the salary scale.

Salary Placement Changes

Staff who have completed the requirements to move to another column on the salary scale (i.e., BA to MA or MA to MA+30) are responsible for providing notification to the Talent Director prior to signing their contract for the following year.

Any credits or degrees obtained from outside the United States, must be submitted to the Talent Director with a transcript evaluation showing the US equivalent degree or courses and the transcripts and/or translation document must be in English.

No lane changes for teachers will be made during the school year unless the staff member has previously notified and obtained authorization from the Superintendent regarding an anticipated graduate degree or additional graduate credit hours.

Annual Step Increases

Annual step increases are made according to the salary scale and are contingent upon funding and School Board approval.

10-month employees must have worked a minimum of 6 months and 12-month employees must have worked a minimum of 7 months in the previous school year to be eligible for a step increase.

Certification Stipends:

All non-administrative staff are eligible for a \$1,000 stipend on top of base salary for holding the following high-need certifications:

- a. Early Childhood Special Education (Birth to Grade 3) and/or Mild/Moderate Cross Categorical Special Education (Grades K-12) (stipend given for one of the two and not both)
- b. Counselor (Grades K-12)
- c. Special Reading (Grades K-12)
- d. Elementary Mathematics Specialist (Grades 1-6)
- e. Principal and/or School Leader (K-8, 7-12, K-12)

The certification must be active when a staff member's contract or letter of intent is signed and must also be active on the first day of the school year when receiving the stipend. In order to continue receiving the stipend, the certification must remain active. Staff members may receive the stipend for each certification held.



Scale 1

STEP	BACHELORS	MASTERS	MASTERS +30	DOCTORATE
1	\$46,966	\$48,783	\$53,027	\$57,275
2	\$47,625	\$49,607	\$53,928	\$58,197
3	\$48,295	\$50,446	\$54,844	\$59,136
4	\$48,974	\$51,300	\$55,778	\$60,090
5	\$49,664	\$52,170	\$56,728	\$61,060
6	\$50,364	\$53,055	\$57,695	\$62,047
7	\$51,074	\$53,956	\$58,679	\$63,051
8	\$51,795	\$54,873	\$59,681	\$64,072
9	\$52,527	\$55,807	\$60,702	\$65,110
10	\$53,270	\$56,757	\$61,740	\$66,166
11	\$54,024	\$57,725	\$62,798	\$67,240
12	\$54,790	\$58,710	\$63,874	\$68,332
13	\$55,567	\$59,712	\$64,970	\$69,443
14	\$56,355	\$60,733	\$66,085	\$70,572
15	\$57,155	\$61,773	\$67,221	\$71,721
16	\$57,968	\$62,830	\$68,377	\$72,889
17	\$58,792	\$63,907	\$69,553	\$74,077
18	\$59,629	\$65,004	\$70,751	\$75,286
19	\$60,479	\$66,120	\$71,971	\$76,515
20	\$61,341	\$67,256	\$73,212	\$77,764
21	\$62,216	\$68,413	\$74,476	\$79,035
22	\$63,104	\$69,590	\$75,763	\$80,328
23	\$64,006	\$70,789	\$77,073	\$81,642
24	\$64,921	\$72,009	\$78,406	\$82,979
25	\$65,850	\$73,251	\$79,763	\$84,339
26	\$66,792	\$74,515	\$81,145	\$85,722
27	\$67,749	\$75,803	\$82,552	\$87,128
28	\$68,720	\$77,113	\$83,983	\$88,558
29	\$69,706	\$78,447	\$85,441	\$90,013
30	\$70,707	\$79,805	\$86,925	\$91,492



Scale 2

STEP	BACHELORS	BACHELORS +15	MASTERS	MASTERS +15	SPECIALIST DEGREE OR CERTIFICATE	DOCTORATE
1	\$44,900	\$46,800	\$49,350	\$51,500	\$54,250	\$57,000
2	\$46,023	\$47,970	\$50,584	\$52,788	\$55,606	\$58,425
3	\$ 47,173	\$49,169	\$51,848	\$54,107	\$56,996	\$59,886
4	\$ 48,352	\$50,398	\$53,145	\$55,460	\$58,421	\$61,383
5	\$49,561	\$51,658	\$54,473	\$56,846	\$59,882	\$62,917
6	\$50,800	\$52,950	\$55,835	\$58,268	\$61,379	\$64,490
7	\$52,070	\$54,274	\$57,231	\$59,724	\$62,913	\$66,103
8	\$53,372	\$55,630	\$58,662	\$61,217	\$64,486	\$67,755
9	\$54,706	\$57,021	\$60,128	\$62,748	\$66,098	\$69,449
10	\$56,074	\$58,447	\$61,631	\$64,316	\$67,751	\$71,185
11	\$57,476	\$59,908	\$63,172	\$65,924	\$69,445	\$72,965
12	\$58,913	\$61,406	\$64,751	\$67,572	\$71,181	\$74,789
13	\$60,386	\$62,941	\$66,370	\$69,262	\$72,960	\$76,659
14	\$61,895	\$64,514	\$68,030	\$70,993	\$74,784	\$78,575
15	\$63,443	\$66,127	\$69,730	\$72,768	\$76,654	\$80,540
16	\$65,029	\$67,780	\$71,474	\$74,587	\$78,570	\$82,553
17	\$66,654	\$69,475	\$73,260	\$76,452	\$80,534	\$84,617
18	\$68,321	\$71,212	\$75,092	\$78,363	\$82,548	\$86,732
19	\$70,029	\$72,992	\$76,969	\$80,322	\$84,611	\$88,901
20	\$71,779	\$74,817	\$78,893	\$82,330	\$86,727	\$91,123



Scale 3

STEP	PARAPROFESSIONAL	ASSISTANT TEACHER	LONG TERM SUBSTITUTE		RECEPTIONIST
	ANNUAL COMPENSATION	ANNUAL COMPENSATION	DAILY RATE	ANNUAL COMPENSATION*	ANNUAL COMPENSATION
1	\$32,568	\$37,568	\$175	\$35,000	\$32,976
2	\$33,148	\$38,148	\$178	\$35,600	\$33,519
3	\$33,738	\$38,738	\$181	\$36,200	\$34,072
4	\$34,338	\$39,338	\$184	\$36,800	\$34,635
5	\$34,949	\$39,949	\$186	\$37,200	\$35,208
6	\$35,572	\$40,572	\$189	\$37,800	\$35,792
7	\$36,205	\$41,205	\$193	\$38,600	\$36,386
8	\$36,849	\$41,849	\$196	\$39,200	\$36,991
9	\$37,505	\$42,505	\$199	\$39,800	\$37,607
10	\$38,173	\$43,173	\$202	\$40,400	\$38,234
11	\$38,852	\$43,852	\$205	\$41,000	\$38,873
12	\$39,544	\$44,544	\$209	\$41,800	\$39,512
13	\$40,248	\$45,248	\$212	\$42,400	\$40,161
14	\$40,964	\$45,964	\$215	\$43,000	\$40,823
15	\$41,693	\$46,693	\$219	\$43,800	\$41,496
16	\$42,435	\$47,435	\$223	\$44,600	\$42,181
17	\$43,191	\$48,191	\$226	\$45,200	\$42,879
18	\$43,959	\$48,959	\$230	\$46,000	\$43,589
19	\$44,742	\$49,742	\$234	\$46,800	\$44,311
20	\$45,538	\$50,538	\$237	\$47,400	\$45,046
21	\$46,349	\$51,349	\$241	\$48,200	\$45,795
22	\$47,174	\$52,174	\$245	\$49,000	\$46,557
23	\$48,014	\$53,014	\$249	\$49,800	\$47,332
24	\$48,868	\$53,868	\$253	\$50,600	\$48,121
25	\$49,738	\$54,738	\$258	\$51,600	\$48,924
26	\$50,624	\$55,624	\$262	\$52,400	\$49,742
27	\$51,525	\$56,525	\$266	\$53,200	\$50,574
28	\$52,442	\$57,442	\$271	\$54,200	\$51,421
29	\$53,375	\$58,375	\$275	\$55,000	\$52,282
30	\$54,325	\$59,325	\$280	\$56,000	\$53,160
				*based on 200 work days	



Scale 4

Position	Tier I	Tier II	Tier III
Assistant Principal	\$77,000 - \$82,695	\$84,184 - \$90,411	\$92,038 - \$97,098
Enrollment and Assessment Manager	\$50,000 - \$53,698	\$54,665 - \$58,708	\$59,765 - \$63,051
Executive Assistant			
Operations Director	\$87,000 - \$93,435	\$95,117 - \$102,153	\$103,991 - \$109,709
Principal	\$103,000 - \$110,619	\$112,610 - \$120,939	\$123,116 - \$129,885
Special Programs Director	\$113,000 - \$121,358	\$123,543 - \$132,681	\$ 135,069 - \$142,495
Talent Director	\$111,000 - \$119,210	\$121,356 - \$130,333	\$132,679 - \$139,973

