



## Salary Ranges

**Purpose:** The purpose of this document is to define salary ranges and general descriptions for the French American School of Denver staff.

**Salary Schedules or Policies** – Salaries at the French American School of Denver are not established pursuant to C.R.S. §22-32-109.4 or §22-64-401. The school establishes ranges for salaries based on experience, qualifications, needs, and performance. Studies show that entry level teacher salaries above the \$40,000 mark are linked to increased commitment and are associated with lower teacher attrition.

### Certified Teaching Staff

<u>Experience</u>	<u>Salary Range</u>
0 – 3 years	\$45,000 - \$48,000
3 – 5 years	\$48,000 - \$51,000
5 – 9 years	\$51,000 - \$54,000
10+ years	\$55,000 - \$59,000

#### *Criteria:*

- Recommendation of the Administration
- Attainment of appropriate teacher certification, or in process thereof
- Positive contributor to FASDenver team environment
- Experience with and/or working knowledge of French immersion, its curriculum, and classroom management strategies
- Passion for the mission and vision of French American School of Denver
- Excellent communication and organization skills
- Knowledge of data-driven instruction

The French American School of Denver recognizes up to 10 years of prior experience to establish a starting salary.

### **Hard to Fill Certified Teaching Staff**

Some positions will be classified as “hard to fill” due to the nature of their specialty and/or the market demand for such positions. The salary range will be \$57,000 - 65,000 for positions designated as “hard to fill”.

#### Examples of “Hard to Fill” Certified Positions:

- Special Education Provider
- Social Worker
- Other positions may be added to this list based on market demand

## **Assistant Teaching Staff**

<u>Experience</u>	<u>Salary Range</u>
0 – 3 years	\$32,000 - \$35,000
3 – 5 years	\$35,000 - \$38,000
5 – 9 years	\$38,000 - \$40,000
10+ years	\$40,000 - \$44,000

*Criteria:*

- Recommendation of the Administration
- Attainment of appropriate certification, or in process thereof
- Positive contributor to FASDenver team environment
- Passion for the mission and vision of French American School of Denver
- Excellent communication and organization skills

### **Exceptions**

At all times, School Administration will seek to ensure that all teachers' salaries fall within the ranges set out herein. Under extraordinary circumstances (e.g., a significant budget shortfall), placing all teachers' salaries within the ranges may become difficult, if not impossible. In such cases, School Administration will look to remedy this at the earliest possible date.

## **Support Staff**

Support Staff salary range is dependent on the position, the job responsibilities, and comparative positions in the education sector.

Salary Range:     \$30,000 - \$45,000

*Criteria:*

- Recommendation of the Administration
- Positive contributor to FASDenver team environment
- Passion for the mission and vision of French American School of Denver
- Excellent communication and organization skills
- Excellent customer service skills
- See individual job descriptions for additional criteria

## **Administration**

Administrative staff salary range is dependent on the position, the job responsibilities, and comparative positions in the education sector.

Salary Range:     \$57,000 - \$100,000

*Criteria:*

- Recommendation of the Administration and/or FASDenver Board of Directors
- Attainment of appropriate administrative certification and administrative experience
- Positive contributor to FASDenver team environment
- Passion for the mission and vision of French American School of Denver

- Excellent communication and organization skills
- Demonstrated leadership experience
- Minimum of 3-5 years teaching experience
- See individual job descriptions for additional criteria

[Type here]