



2016-2017 Teacher Salary Scale

The scale below applies to **full-time, Highly Qualified lead classroom teachers of record**. It is based on years of full-time teaching experience **entering the 2016-2017 school year**. The amounts listed are base pay, reflecting an **annualized salary** (according to a full academic year’s work schedule). KIPP San Antonio will continue to offer additional stipends for relevant master’s degrees, bilingual certification, and formal leadership roles (e.g., Grade Team Leader).

Years of Experience	Base Salary 2016-2017
0	\$52,000
1	\$52,500
2	\$52,800
3	\$53,100
4	\$53,400
5	\$53,700
6	\$54,000
7	\$54,300
8	\$54,600
9	\$54,900
10	\$55,300
11	\$55,700
12	\$56,100
13	\$56,500
14	\$57,000
15	\$57,500
16	\$58,000
17	\$58,500
18	\$59,000
19	\$59,500
20	\$60,000
21	\$60,500
22	\$61,000
23	\$61,500
24	\$62,000
25	\$62,500

The following points further clarify the above teacher salary scale:

- This salary pay scale applies to **full-time, Highly Qualified lead classroom teachers of record**.
- Salary for inclusion teachers, paraprofessionals, co-teachers, teaching fellows, and other instructional and non-instructional staff is determined separately. This scale does not apply to those roles.
- This scale communicates a **base pay**, reflecting an **annualized** salary (according to a full academic year’s work schedule).
- Years within the table represent the number of years **already completed** in a teacher’s career.
- A year of service is defined as the period of time, greater than 90 days, in a single school year serving as a lead teacher of record in a classroom.
- This scale does not include stipends. KIPP San Antonio will continue to offer stipends for specific reasons; additional information will be communicated separately.