

<b>Subject: Certificated Compensation Policy</b>
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<b>Effective Date: June 05, 2009</b>
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<b>Approved By: Board of Directors</b>
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**Policy:** Julian Charter School's certificated salary schedules are based upon full-time equivalency (FTE) or a percentage of full-time equivalency. All work assignments are to be assigned in corresponding FTE percentages.

**Procedure:**

Teachers are assigned an FTE percentage according to each work assignment, using the most current Salary Block Equivalency chart as approved from time-to-time by the Executive Director. In each update or change to the Salary Block Equivalency chart, care will be taken to allocate work assignments within the blocks equitably.

The Board recognizes that teachers who worked prior to the 2006-2007 school year were paid under a significantly different compensation plan, and this resulted in an uneven process during the transition year(s). **In all cases for teachers who worked under the old compensation plan, prior to the 2006-2007 school year, Julian Charter School will ensure that compensation for will be equivalent to or higher than the 2005-2006 school year for comparable work.** In cases where the transition to this compensation plan in the 2006-2007 school year did not provide a salary increase for comparable work, a teacher's salary will be "frozen" at their 2005-2006 level until placement on the salary schedule provides an equivalent or increased compensation amount. If a teacher affected by this transition is assigned work substantially different than their 2005-2006 assignment (more FTE or less FTE than their 2005-2006 assignment), then the teacher will be paid their appropriate salary for the current work assignment, and the salary "freeze" to 2005-2006 levels will be removed.

Any teacher who has been approved full-time status at JCS may choose to carry a work load of 125% with special approval from their Assistant Director.

A 125% FTE is the maximum equivalency allowed for teachers.

Original Policy 06/09/06

Revised Policy 06/05/09