
SALARY ADVANCEMENT POLICY

Sage Oak Charter Schools (“School”) adopts this Salary Advancement policy in an effort to provide clarity on the eligibility requirements for advancement on the board approved salary schedule.

Definitions

Salary Advancement - A salary advancement is defined as the employee’s movement to a subsequent step on the salary schedule (eg. moving from Step 1 to Step 2). All advancements are dependent upon the School’s budget and determined by the board of directors. The School reserves the right to freeze salaries and salary placement based on the budget.

Eligibility

Regardless of full time equivalent (FTE), an employee must successfully serve the School in active, paid status 80 percent of a fiscal year (eg. July 1 - June 30), depending upon the position’s number of paid days, in order to advance one step on the salary schedule.

Qualifying service can be aggregated for eligible staff that serve greater than or equal to 40 percent, but less than 80 percent of a school year in active, paid status.

Changes in salary based on service will be evaluated annually for the next fiscal year, depending on the School’s budget. Changes in salary based on service will not be modified midyear.