

FOREST CHARTER SCHOOL
Annual Administrative Salary Schedule
2026-2027

Range			
Step	A	B	C
1	\$ 137,883.00	\$ 108,834.41	\$ 114,276.14
2	\$ 142,884.03	\$ 112,199.94	\$ 117,809.94
3	\$ 148,065.22	\$ 115,672.28	\$ 121,455.89
4	\$ 153,436.16	\$ 119,250.07	\$ 125,212.57
5	\$ 159,000.97	\$ 122,937.35	\$ 129,084.22
6	\$ 164,767.93	\$ 126,627.28	\$ 132,958.64
7	\$ 170,743.89	\$ 130,315.87	\$ 136,831.67
8	\$ 176,937.11	\$ 134,004.48	\$ 140,704.70
9	\$ 183,354.47	\$ 137,693.08	\$ 144,577.73
10	\$ 190,002.81	\$ 141,381.68	\$ 148,450.77

Job Classification

Credentialed

A	Executive Director (204 Days)
B	Assistant Director/Academic Dean (199 Days)
C	Director of Student Services (204 Days)

Recommend salary schedule be reviewed every 2 -3 years for market comparison and budget sustainability

Last reviewed January, 2026

Health Benefit eligible at .75 FTE with the following Annual Caps:

Employee	\$9,000
Employee + Child	\$10,000
Employee + Spouse	\$10,000
Employee + Family	\$14,500

Anything above the Cap is an employee out-of-pocket expense

Dental & Vision are voluntary and are not covered under the Cap

Board Approvals/Revisions

2006/2007 - Board Approved 5/16/06

2007/08 - Board revised: 3% COLA

2008/09 - Board revised: Benefit cap increase to \$6500

2009/10 - No COLA or Step increase

2010/11 - No COLA or Step increase

2011/12 - No COLA or Step increase

2012/13 - Board revised: 3% increase

2013/14 - Board revised: two step increase/ Benefit cap increase to \$7000/Dental & Vision under cap/life ins. Avail to all emp

2014/15 - Board approved moving Business Director to Adm Salary Schedule, classification "B"; Revised Adm salary schedule to reflect 15 steps. Steps 11 - 15 = 3% of Step 10; Revised adm salary schedule to reflect 10 steps total, removing steps 1-5. 3/18/14

2014/15 - Board approved two step increase/Benefit Cap increase to \$7500. 3/18/14

2015/16 - Board approved COLA increase of 1.02% May 26, 2015

2015/16 - Board approved 16/17 salary schedule. No COLA or Health Cap increase; March 15, 2016

2016/17 - Board approved 5% annual increase effective 7/1/16;

2016/17 - Board approved increase/restructure in Range A effective 7/1/17

2017/18 - Board approved corrections to Health Benefit cap. 1/16/18

2017/18 - Board approved 2.5% annual increase. 4/17/18

2019/20 - Board approved 3% annual increase. 10/15/19. Effective 7/1/19

2021/22 - Board approved 3% increase to be effective 7/1/2021

2022/23 - Board approved 6% annual increase and benefit cap increase

2023/24 - Board approved 6% annual increase

2024/25 - Board approved 2% annual increase

2025/26 - Board approved benefits cap increase

2025-26 - Board approved 3% retro COLA

2026-27 - Board approved 3% retro increase to Range A

Charter Council Approved: 10/6/26

Effective: 7/1/2026