

Forest Charter School Certificated Salary Schedule - Annual 2026-2027

Step A	\$ 56,065.54
Step 1	\$ 64,336.27
Step 2	\$ 65,623.00
Step 3	\$ 66,935.45
Step 4	\$ 68,274.16
Step 5	\$ 71,500.38
Step 6	\$ 74,360.22
Step 7	\$ 76,962.83
Step 8	\$ 79,659.96
Step 9	\$ 82,444.49
Step 10	\$ 85,330.06
Step 11	\$ 88,615.10
Step 12	\$ 91,908.68
Step 13	\$ 95,244.77
Step 14	\$ 98,580.87
Step 15	\$ 101,916.94
Step 16	\$ 101,916.94
Step 17	\$ 101,916.94
Step 18	\$ 103,251.94
Step 19	\$ 103,251.94
Step 20	\$ 104,586.94
**18-22 Students = 1.0 FTE	
14 Students = Benefits	

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

Comments

1. Full-time contract = 185 days (175 students days + 10 Contract Days)
2. Full-time ST's earn 10 sick leave days per school year. See Employee Handbook for more details.
3. ST's do not receive vacation or holiday pay
4. Salary steps reflect one full school year with FCS
5. Initial salary placement is at Executive Director's discretion
6. ST's are 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
7. Anything above the Cap is an employee out-of-pocket expense
8. Dental & Vision are voluntary and are not covered under the Cap

Board Approvals/Revisions

2006/07 - Board Approved 5/16/06

2007/08 - Board revised: 5% COLA

2008/09 - Board revised: Benefit cap increase to \$6500; ES Salary Schedule 08/09 - Provide "range" compensation rather than "per student" compensation; 4/22/08

2008/09 - ES Salary Schedule 08/09 revised to return to "per student" compensation; 12/9/09

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/Life Ins. Available to all emp/Vision & Dental included under cap; Board approved COLA increase of 1.56%

2014/15 - Board approved COLA increase of .85%; Benefit cap increase to \$7500; 3/18/14.

2015/16 - Board approved COLA increase of 1.02%; 5/26/15

2015/16 - Board approved 16/17 salary schedule. No COLA or Health Cap increase; 3/15/16

2016/17 - /Board approved 5% annual increase effective July 1, 2016

2016/17 - Board approved additional 5 steps. Increase Masters stipend to \$1000 annual. 4/18/17

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

2021-2022 Board approved 3% annual increase and increase to benefit cap

2022-2023 - Board approved 6% annual increase and increase to benefit cap 4/19/22

2023-2024 - Board approved 6% annual increase

2024-2025 - Board approved changes to step 1 and 2 4/16/24

2025-2026 - Board approved benefit cap increase, addition of Step A, and minimum wage adjustment.

2025-26 - Board approved 3% retro COLA

Charter Council Approved: 10/6/26

Effective: July 1, 2026