

OUR COMPENSATION PHILOSOPHY

As part of our commitment to transparency and supporting our valued staff, we are pleased to provide an overview of the salary package at Caat. We believe in prioritizing high-quality educators, cutting out unnecessary bureaucracy, and robust support to empower high quality educators to do what they do best, teach. Because teachers have the greatest direct impact on student achievement, Caat prioritizes competitive teacher salaries and compensation as a key investment in educational excellence.

Caat's compensation philosophy is to position teacher salaries above the local market to attract exceptional educators while maintaining competitive leadership salaries that reflect organizational size and responsibility. Assistant principals and principals are compensated at or slightly above market rates, with opportunities for significant long-term salary growth. Recognizing that leadership turnover is a common challenge in charter schools, Caat's compensation philosophy rewards longevity and sustained service to promote organizational stability, strengthen school culture, and ensure consistent leadership for students, staff, and families.

Director, Executive Director, and Chief Officer salaries remain competitive with comparable sized charter school organizations while supporting fiscal responsibility and providing meaningful opportunities for career advancement and leadership development.

In comparison to our two largest local districts, BCSD and Kern High School, Caat offers competitive salaries. Our starting classroom teacher salary is 10% higher than BCSD and Kern High School District. Plus, our teachers work 191 days, providing additional opportunities for professional development, planning, and student support.

We also offer perks like a \$200 per day stipend for our Summer Institute (up to 10 days), as well as pay differentials for advanced degrees and additional credentials.

Our salary scale considers both years of teaching experience and years teaching at CAAT. We offer a 2% increase for each year of teaching experience, with a notable 10% jump in year three (3). Additionally, there's a 3% increase every 2-3 years of teaching at CAAT.

We also recognize and reward achievements like National Board Certification and master's degrees in subject areas other than education. These qualifications not only enhance teacher impact on student achievement but also open doors to teaching dual enrollment courses for college credit.

Leadership salary schedules are designed to remain competitive with surrounding school districts while rewarding long-term service, increased responsibility, and organizational commitment through structured salary progression. Longevity is a focus for Educational Leadership positions and individuals who build trust and relationship with families. This approach supports fiscal sustainability, transparency, and the recruitment of high-quality professionals dedicated to Caat's mission.

CREDENTIALLED LEAD TEACHERS (191 days)

(California Preliminary/Clear Credential)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1-2	70,384	71,792	78,971	80,550	82,161	83,804	85,480	87,190	88,934	90,713	92,527	94,377	96,265	98,190	100,154	102,157	104,200	106,284	108,410	110,578
3-4			80,340	82,967	84,626	86,319	88,045	89,806	91,602	93,434	95,303	97,209	99,153	101,136	103,159	105,222	107,326	109,473	111,662	113,895
5-7					87,165	88,908	90,686	92,500	94,350	96,237	98,162	100,125	102,127	104,170	106,253	108,378	110,546	112,757	115,012	117,312
8-11								95,275	97,180	99,124	101,107	103,129	105,191	107,295	109,441	111,630	113,862	116,140	118,462	120,832
12+												106,223	108,347	110,514	112,724	114,979	117,278	119,624	122,016	124,457

ALTERNATIVE CREDENTIAL LEAD TEACHERS (191 days)

(Intern Credential, Emergency Teaching Permit, Provisional License, Transitional License)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1-2	62,000	63,240	64,505	65,795	67,111	68,453	69,822	71,219	72,643	74,096	75,578	77,089	78,631	80,204	81,808	83,444	85,113	86,815	88,551	90,322
3-4			66,440	67,769	69,124	70,507	71,917	73,355	74,822	76,319	77,845	79,402	80,990	82,610	84,262	85,947	87,666	89,419	91,208	93,032
5-7					71,198	72,622	74,074	75,556	77,067	78,608	80,180	81,784	83,420	85,088	86,790	88,526	90,296	92,102	93,944	95,823
8-11								77,822	79,379	80,966	82,586	84,237	85,922	87,641	89,393	91,181	93,005	94,865	96,762	98,698
12+												86,765	88,500	90,270	92,075	93,917	95,795	97,711	99,665	101,659

Salary Enhancements for Teaching staff (added to base salary)

Add \$1,000 to base pay for bilingual

Add \$1,000 to base pay for masters OR doctorate degree in education

Add \$1,000 to base pay for SpEd mild/moderate authorization

Add \$2,000 to base pay for SpEd qualifications in BOTH mild/moderate and moderate/severe

Add \$5,000 to base pay for National Board Certification

Add \$6,000 to base pay for masters in subject area that qualifies for Dual Enrollment assignments

PUPIL SUPPORT (195 days)

(School Psychologist, Speech Pathologist, Occupational Therapist)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1-2	78,384	79,952	87,947	89,706	91,500	93,330	95,196	97,100	99,042	101,023	103,044	105,105	107,207	109,351	111,538	113,769	116,044	118,365	120,732	123,147
3-4			90,585	92,397	94,245	\$96,130	98,052	100,013	102,014	104,054	106,135	108,258	110,423	112,631	114,884	117,182	119,525	121,916	124,354	126,841
5-7					\$97,072	\$99,014	100,994	103,014	105,074	107,176	109,319	111,505	113,736	116,010	118,331	120,697	123,111	125,573	128,085	130,646
8-11								106,104	108,226	110,391	112,599	114,851	117,148	119,491	121,880	124,318	126,804	129,340	131,927	134,566
12+												118,296	120,662	123,075	125,537	128,048	130,609	133,221	135,885	138,603

Salary Enhancements for Pupil Support Staff (added to base salary)

Add \$1,000 to base pay for bilingual

Add \$1,000 to base pay for masters OR doctorate degree in education

Add \$1,000 to base pay for SpEd mild/moderate authorization

Add \$2,000 to base pay for SpEd qualifications in BOTH mild/moderate and moderate/severe

Add \$6,000 to base pay for masters in subject area that qualifies for Dual Enrollment assignments

EDUCATIONAL SCHOOL LEADERSHIP (225 days)

(Principal, Assistant Principal, Dean)

	1	2	3	4	5	6	7	8	9	10	11	12
Principal	131,726	135,677	139,748	143,940	148,258	152,706	157,287	162,006	166,866	171,872	177,028	182,339
Assist Principal	88,161	90,805	93,530	96,335	99,225	102,202	105,268	108,421	111,67	115,030	118,481	122,035
Dean	80,041	82,442	84,915	87,462	90,086	92,789	95,573	98,440	101,393	104,435	107,568	110,795

Salary Enhancements for Educational Leadership (added to base salary)

Add \$1,000 to base pay for bilingual

Add \$1,000 to base pay for masters

Add \$6,000 to base pay for doctorate degree in educational leadership

Add \$1,000 to base pay for SpEd mild/moderate authorization

Add \$2,000 to base pay for SpEd qualifications in BOTH mild/moderate and moderate/severe

Add \$2,000 to base pay for Administrative Credential

Add \$5,000 to base pay for Longevity Level I at 5 years at LinkEd Public Schools

Add \$5,000 to base pay for Longevity Level II at 10 years at LinkEd Public Schools

EXECUTIVE MANAGEMENT (240 days)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
Director	88,217	90,864	93,589	96,397	99,289	102,268	105,336	108,496	111,751	115,103	118,556	122,113	125,776	129,550	133,436	137,439	141,562	145,809	150,184	154,689
Sr. Manager	80,000	82,400	84,872	87,418	90,041	92,742	95,524	98,390	101,342	104,382	107,513	110,739	114,061	117,483	121,007	124,637	128,377	132,228	136,195	140,280
Manager	71,000	73,130	75,324	77,584	79,911	82,308	84,778	87,321	89,941	92,639	95,418	98,281	101,229	104,266	107,394	110,616	113,934	117,352	120,873	124,499

Salary Enhancements for Executive Management (added to base salary)

Add \$1,000 to base pay for bilingual

Add \$1,000 to base pay for masters

Add \$6,000 to base pay for doctorate degree in education

Add \$2,000 to base pay for Administrative Credential

Add \$1,000 to base pay for SpEd mild/moderate authorization

Add \$2,000 to base pay for SpEd qualifications in BOTH mild/moderate and moderate/severe

Add \$5,000 to base pay for Longevity Level I at 5 years at LinkEd Public Schools

Add \$5,000 to base pay for Longevity Level II at 10 years at LinkEd Public Schools

TERM	Caat Salary Definition
Year(s) of Teaching Experience	A year of teaching is defined as an academic year, teaching grades TK to 12 as the teacher of record. To count as a year, a teacher must have begun teaching on or before January 15, and complete 5 consecutive months in the position. Years in instructional leadership (school leader, assistant school leader, dean, or equivalent positions) also count towards this. The types of schools for which lead teaching experience qualifies include but are not limited to: lead teaching at public, charter, and private schools, international schools and montessori schools. Time spent as an instructional assistant, SpEd assistant, in-house substitute, teacher resident, or in college-level courses does not qualify as teaching experience on the Caat Salary Scale. A maximum of 10 years prior teaching experience will be accepted toward salary placement.
Year(s) of Teaching Experience at Caat	A year of teaching at Caat is defined as an academic year of teaching grades TK to 12 at Caat as the teacher of record. To count as a year, a teacher must have begun teaching on or before January 15, and complete 5 consecutive months in the position. Years teaching as an instructional assistant, SpEd assistant, in-house substitute, or teacher resident at Caat do not count.
Lead Teacher	A teacher who is the teacher of record and responsible for one classroom of students at any grade level.
Credentialed Lead Teacher	A credentialed teacher is a teacher that holds a current California State Preliminary Credential or California Clear Credential. California State Preliminary Credential - A Preliminary or Level I Credential is a teaching or service credential that is valid for five years. The preliminary/level I credential cannot be renewed. Preliminary/Level I credentials require the holder to complete additional specific requirements based on the preparation pathway and documentation submitted with the initial application for certification. Additional academic requirements must be completed to qualify for and upgrade to the Clear or Level II credential. California State Clear Credential - The term "Clear" or "Level II" credential signifies that all education and program requirements for the credential have been met.
Alternative Credential	An alternative credential generally represents a credential that is not permanent and may represent a credential that is currently in process (e.g. intern credentials, emergency teaching permits, alternative, provisional, or transitional licenses). This includes out of state credentials that require additional action in order to obtain a clearance for a California State Level I or II credential.
Pupil Support	The Pupil Support are employees who provide direct services that support student success. These positions require specialized certifications, licenses, or credentials. Employees are placed on the salary scale base on years of relevant experience. A maximum of 10 years prior teaching experience will be accepted toward salary placement.
Educational School Leadership	The Educational School Leadership are school leaders who oversee instructional programs, school operations, parent engagement and student achievement. Some positions require an administrative credential or other specialized certifications. Employees are placed on the salary scale base on years of relevant experience. A maximum of 10 years prior teaching experience will be accepted toward salary placement.
Executive Managment	The Executive Management are employees who are year-round serving in specialized leadership and management positions that support the operations of the organization. These positions require advanced knowledge and expertise, and some require professional licenses, credentials, or certifications. Employees are placed on the salary schedule based on their position and verified years of relevant experience. A maximum of 10 years prior teaching experience will be accepted toward salary placement.
Salary Differential	A salary enhancement is a dollar amount that is added to your annual base pay for having a particular qualification, and this addition persists every year (i.e., it is not one-time). Caat salary differentials are additive and one of each type can be added. For example, you can have both a Master's and a SpEd authorization differential.
Master's Degree	A master's degree is a type of graduate degree from an accredited institution earned after completion of an undergraduate degree like a

	Bachelor of Arts or Bachelor of Science. Typically the master's degree requires about 30 credits of coursework. A master's degree in a subject area other than Education may qualify a teacher to instruct a dual enrollment course. We honor one Master's Degree.
Doctoral Degree	An earned doctoral degree in education (Ed.D. or Ph.D. in Education) from an accredited college or university. The degree must be directly related to educational leadership, teaching, curriculum and instruction, educational administration, or another education-focused field and is recognized as an advanced professional qualification that enhances leadership and organizational effectiveness.
Longevity Level I and Level II	To recognize and reward long-term commitment to Caat, employees serving in Educational School Leadership and Executive Management positions receive a longevity differential upon completing five (5) and ten (10) consecutive years of full-time service with the organization. This differential is added to the employee's base salary.
Bilingual	A bilingual teacher demonstrates proficiency in both spoken and written communication in a language other than English and is willing to provide limited services to the school as part of their duties.
National Board Certification	The National Board Standards represent a consensus among educators about what accomplished teachers should know and be able to do and they lead to National Board certification. The certification process requires that teachers demonstrate standards-based evidence of the positive effect they have on student learning in alignment with Five Core Propositions. National Board Certification Teachers with National Board Certification have shown to have great impact on their students academic achievement. The process to become National Board certified is also rigorous and meaningful.