

KIDS UNLIMITED

SALARY SCHEDULE





Kids Unlimited of Oregon
2021 - 2022 Hourly Wage Scale (3.0% Steps)

STEP	HOURLY RATE	STEP	HOURLY RATE
1	\$12.75	23	\$24.43
2	\$13.13	24	\$25.16
3	\$13.53	25	\$25.92
4	\$13.93	26	\$26.70
5	\$14.35	27	\$27.50
6	\$14.78	28	\$28.32
7	\$15.22	29	\$29.17
8	\$15.68	30	\$30.05
9	\$16.15	31	\$30.95
10	\$16.64	32	\$31.88
11	\$17.13	33	\$32.83
12	\$17.65	34	\$33.82
13	\$18.18	35	\$34.83
14	\$18.72	36	\$35.88
15	\$19.29	37	\$36.95
16	\$19.86	38	\$38.06
17	\$20.46	39	\$39.20
18	\$21.07	40	\$40.38
19	\$21.71	41	\$41.59
20	\$22.36	42	\$42.84
21	\$23.03	43	\$44.12
22	\$23.72	44	\$45.45

ID	Area and Position	Step Range	
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CLERICAL			
1A	Office Assistant/Receptionist	7	14
2A	Attendance Clerk	7	14
3A	Confidential Executive Admin Assistant	9	16
DEVELOPMENT			
1B	Grants Administrator	Set by CEO	

FOOD SERVICE			
2C	Kitchen Assistant	4	11
3C	Kitchen Lead	10	17
4C	Substitute/Temporary Aide	1	

KU PROGRAMS			
1D	Afterschool Aide I	3	5
2D	Afterschool Aide II	6	10
3D	Enrichment Specialist	8	15
4D	Tutor	24	
5D	Substitute/Temporary Aide	1	
6D	Afterschool Site Lead	13	
7D	Tutoring Coordinator	35	
8D	KU Programs Coordinator	30	

ID	Area and Position	Step Range	
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KUA INSTRUCTIONAL			
1E	Schoolwide Aide	5	12
2E	Education/Classroom Assistants	7	14
3E	Behavior Specialist	7	14
4E	Translator/Interpreter	7	14
5E	Substitute Teacher	24	
6E	Long Term Substitute Teacher (1+ months)	25	
7E	Substitute/Temporary Aide	3	5

PRESCHOOL			
1F	Preschool Instructor	contracted	
2F	Teacher Assistant	9	14
3F	Preschool Aide	5	12
4F	Substitute/Temporary Aide	3	

FACILITIES			
1G	Custodian	7	14
2G	Lead Custodian/Groundskeeper	10	17
3G	Bus Driver	12	17
4G	Substitute/Temporary Custodian	5	

All new staff members will be placed at the first step corresponding to their position title. Placement at a step higher than the first step corresponding to position must be approved by the HR Director and/or the CEO. New employees in certain positions will receive an initial evaluation after 30 days of employment. Existing staff will move to the next higher step within their position title every July 1st provided they are hired prior to April 1st of the current program year and have a passing annual performance appraisal (where applicable).

Qualifying Non- Charter Licensed Full Time Teacher Scale (1% Cola)(3% steps)

Job Code	Salary Step	Previous Years of "State Recognized" Teaching	2021 - 2022 Annual Salary Level	2022 - 2023 Annual Salary Level	2023 - 2024 Annual Salary Level
1H	1	0	\$46,248.17	\$46,710.65	\$47,177.76
	2	1	\$47,635.62	\$48,111.97	\$48,593.09
	3	2	\$49,064.69	\$49,555.33	\$50,050.89
	4	3	\$50,536.63	\$51,041.99	\$51,552.41
	5	4	\$52,052.73	\$52,573.25	\$53,098.99
	6	5	\$53,614.31	\$54,150.45	\$54,691.96
	7	6	\$55,222.74	\$55,774.96	\$56,332.71
	8	7	\$56,879.42	\$57,448.21	\$58,022.70
	9	8	\$58,585.80	\$59,171.66	\$59,763.38
	10	9	\$60,343.38	\$60,946.81	\$61,556.28
	11	10	\$62,153.68	\$62,775.21	\$63,402.97
	12	11	\$64,018.29	\$64,658.47	\$65,305.05
	13	12	\$65,938.84	\$66,598.22	\$67,264.21
	14	13+	\$67,917.00	\$68,596.17	\$69,282.13

Years of state recognized teaching experience is defined as teaching more than 50% of a standard or extended school year as a full time teacher in any school (private or public) that is recognized by the state in which it operates. A newly hired employee will not be placed higher than a step 11 on the wage scale regardless of incoming experience level.

Charter Registered Full Time Teacher/Instructor Scale (1% Cola)(3% steps)

Job Code	Salary Step	Previous Years of Teaching Experience	2021 - 2022 Annual Salary Level	2022 - 2023 Annual Salary Level	2023 - 2024 Annual Salary Level
1K	1	0	\$39,566.62	\$39,962.28	\$40,361.91
	2	1	\$40,753.62	\$41,161.15	\$41,572.76
	3	2	\$41,976.23	\$42,395.99	\$42,819.95
	4	3	\$43,235.51	\$43,667.87	\$44,104.55
	5	4	\$44,532.58	\$44,977.90	\$45,427.68

Upon completion of a qualifying non-charter TSPC license, teacher will automatically move to step 1 of the fully licensed teacher scale above. Any teacher who continues to teach with a charter license beyond five years will remain at step 5 until a non-charter TSPC license is achieved.

ADMINISTRATION AND MANAGEMENT

Job Id.	Benefits Step	Position	Hourly Wage/Annual Salary	
			Min	Max
1L	1E	Content/Department Supervisor or Content Manager - (Finance Assistant Mgr., Site Manager, Head Chef, Office Supervisor, Literacy Mgr., Behavior Coordinator)	Set by Chief Executive Officer	Set by Chief Executive Officer
2L	1E	Department Manager or Content Director - (IT Mgr, KUA Enrichment Programs Mgr/Dir, Facilities Mgr.)	Set by Chief Executive Officer	Set by Chief Executive Officer
3L	1F	Agency Director/Administrator - (Fiscal, HR & Business Development, KU Programs, Media, Office Administration, Early Learning, Food Program, School Culture, Academics)	Set by Chief Executive Officer	Set by Chief Executive Officer
4L	1F	Chief Executive Officer -	Set by Board	Set by Board
5L	1A	School Administration - (Assoc. Director Academics, Instructional Coach)	Set by Chief Executive Officer	Set by Chief Executive Officer