

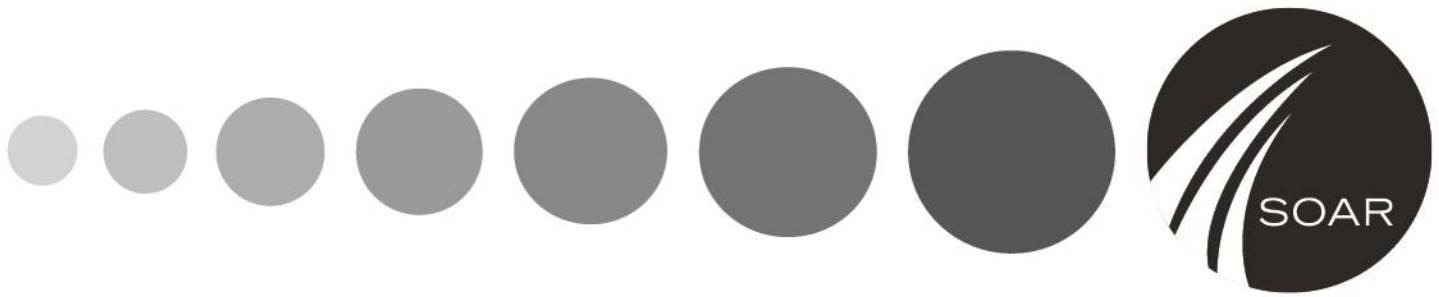
# 2025-2026 Salary Schedule

## Instructional Licensed Staff & Student Support Services

Board Approval January 10, 2025

Step	Bachelor's Degree	Master's Degree
1	\$59,832.27	\$65,513.78
2	\$61,168.72	\$67,607.98
3	\$63,124.37	\$69,702.18
4	\$65,081.09	\$71,798.51
5	\$67,039.94	\$73,893.78
6	\$68,993.46	\$75,989.04
7	\$70,952.31	\$78,085.37
8	\$72,906.89	\$80,179.57
9	\$74,864.67	\$82,276.97
10	\$76,821.39	\$84,370.10
11	\$78,777.04	\$86,464.30
12	\$80,734.83	\$88,560.63

- If a Master’s Degree is completed during the school year of 2025 – 2026, the employee will move to the Master’s Degree line the following school year, e.g. next contract year.
- 12 years of experience are the maximum years portable into SOAR. For example, staff with 12 or more years of experience will enter on Step 12.



## SOAR Benefit Stipend Policy 2025-2026 School Year

SOAR Elementary School recognizes the importance of providing an excellent benefit package to staff. The following are a list of stipends offered to all employees as an enhancement to our compensation package:

**Relocation Bonus:** This benefit applies to all full-time SOAR positions and is calculated using employees' former address with the school's address. We will provide a one-time relocation bonus of \$1 per mile or \$300.00; whichever is more for everyone relocating outside the state of Colorado and within the lower 48 in the United States. For those who are relocating within Colorado, we offer a one-time bonus of \$300. For those who are relocating from outside of the United States, Alaska, & Hawaii, we offer a one-time bonus of \$2,000. Please note that relocation expenses may be tax-deductible, but you should consult with a tax advisor. Available to new hires only.

**Wellness Reimbursements, <sup>1</sup>\$1,000:** the school will reimburse employees for services related to health & wellness activities. Examples of services include, gym memberships, fitness class fees, ski pass, parks pass, Weight Watchers/nutrition services, massages, yoga/meditation, etc. Services related to mental health are also covered under this benefit. Examples of mental health services covered include, copays for counseling services, materials related to hobbies, mindfulness trainings and activities connected to recreational opportunities such as golf, white water rafting, etc.

**Student Loan Repayment/Tuition Assistance Reimbursements, <sup>2</sup>\$1,000:** the school will reimburse employees for payments made on student loan accounts for tuition paid to accredited schools, colleges and universities. Bachelors and Master's degree programs are eligible for repayment reimbursement. In addition, the school will reimburse employees for tuition expenses paid to accredited schools, colleges and universities, as well as coursework related to job assignment at SOAR. Submission of evidence of a passing grade in enrolled classes is required for tuition assistance reimbursement.

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<sup>1</sup> Stipend amount is prorated for part time staff and/or staff who do not work a full school year.

<sup>2</sup> Stipend amount is prorated for part time staff and/or staff who do not work a full school year.