

**KNOWLEDGE QUEST ACADEMY  
TEACHER SALARY SCHEDULE  
2023/2024**

Years	BA	BA/10	BA/20	BA/30	BA/50	BA/60					PHD/EHS
					MA	MA/10	MA/20	MA/30	MA/40	MA/50	MA/60
0-1	\$ 42,421	\$ 43,694	\$ 45,005	\$ 46,355	\$ 47,746	\$ 49,178	\$ 50,653	\$ 52,173	\$ 53,738	\$ 55,350	\$ 57,011
2	\$ 43,270	\$ 44,568	\$ 45,905	\$ 47,282	\$ 48,700	\$ 50,161	\$ 51,666	\$ 53,216	\$ 54,813	\$ 56,457	\$ 58,151
3	\$ 44,135	\$ 45,459	\$ 46,823	\$ 48,228	\$ 49,674	\$ 51,165	\$ 52,700	\$ 54,281	\$ 55,909	\$ 57,586	\$ 59,314
4	\$ 45,018	\$ 46,368	\$ 47,759	\$ 49,192	\$ 50,668	\$ 52,188	\$ 53,754	\$ 55,366	\$ 57,027	\$ 58,738	\$ 60,500
5	\$ 45,918	\$ 47,296	\$ 48,715	\$ 50,176	\$ 51,681	\$ 53,232	\$ 54,829	\$ 56,474	\$ 58,168	\$ 59,913	\$ 61,710
6	\$ 46,837	\$ 48,242	\$ 49,689	\$ 51,180	\$ 52,715	\$ 54,296	\$ 55,925	\$ 57,603	\$ 59,331	\$ 61,111	\$ 62,944
7	\$ 47,773	\$ 49,206	\$ 50,683	\$ 52,203	\$ 53,769	\$ 55,382	\$ 57,044	\$ 58,755	\$ 60,518	\$ 62,333	\$ 64,203
8	\$ 48,729	\$ 50,191	\$ 51,696	\$ 53,247	\$ 54,845	\$ 56,490	\$ 58,185	\$ 59,930	\$ 61,728	\$ 63,580	\$ 65,487
9	\$ 49,703	\$ 51,194	\$ 52,730	\$ 54,312	\$ 55,942	\$ 57,620	\$ 59,348	\$ 61,129	\$ 62,963	\$ 64,852	\$ 66,797
10	\$ 50,697	\$ 52,218	\$ 53,785	\$ 55,398	\$ 57,060	\$ 58,772	\$ 60,535	\$ 62,351	\$ 64,222	\$ 66,149	\$ 68,133
11	\$ 51,711	\$ 53,263	\$ 54,861	\$ 56,506	\$ 58,202	\$ 59,948	\$ 61,746	\$ 63,598	\$ 65,506	\$ 67,472	\$ 69,496
12	\$ 52,746	\$ 54,328	\$ 55,958	\$ 57,637	\$ 59,366	\$ 61,147	\$ 62,981	\$ 64,870	\$ 66,817	\$ 68,821	\$ 70,886
13	\$ 53,800	\$ 55,415	\$ 57,077	\$ 58,789	\$ 60,553	\$ 62,370	\$ 64,241	\$ 66,168	\$ 68,153	\$ 70,197	\$ 72,303
14	\$ 54,877	\$ 56,523	\$ 58,218	\$ 59,965	\$ 61,764	\$ 63,617	\$ 65,525	\$ 67,491	\$ 69,516	\$ 71,601	\$ 73,749
15	\$ 55,974	\$ 57,653	\$ 59,383	\$ 61,164	\$ 62,999	\$ 64,889	\$ 66,836	\$ 68,841	\$ 70,906	\$ 73,033	\$ 75,224
16	\$ 57,094	\$ 58,806	\$ 60,571	\$ 62,388	\$ 64,259	\$ 66,187	\$ 68,173	\$ 70,218	\$ 72,324	\$ 74,494	\$ 76,729
17	\$ 58,235	\$ 59,982	\$ 61,782	\$ 63,635	\$ 65,544	\$ 67,511	\$ 69,536	\$ 71,622	\$ 73,771	\$ 75,984	\$ 78,263
18	\$ 59,400	\$ 61,182	\$ 63,018	\$ 64,908	\$ 66,855	\$ 68,861	\$ 70,927	\$ 73,055	\$ 75,246	\$ 77,504	\$ 79,829
19	\$ 60,588	\$ 62,406	\$ 64,278	\$ 66,206	\$ 68,192	\$ 70,238	\$ 72,345	\$ 74,516	\$ 76,751	\$ 79,054	\$ 81,425
20	\$ 61,800	\$ 63,654	\$ 65,563	\$ 67,530	\$ 69,556	\$ 71,643	\$ 73,792	\$ 76,006	\$ 78,286	\$ 80,635	\$ 83,054
21	\$ 63,036	\$ 64,927	\$ 66,875	\$ 68,881	\$ 70,947	\$ 73,076	\$ 75,268	\$ 77,526	\$ 79,852	\$ 82,247	\$ 84,715
22	\$ 64,297	\$ 66,225	\$ 68,212	\$ 70,259	\$ 72,366	\$ 74,537	\$ 76,773	\$ 79,077	\$ 81,449	\$ 83,892	\$ 86,409
23	\$ 65,582	\$ 67,550	\$ 69,576	\$ 71,664	\$ 73,814	\$ 76,028	\$ 78,309	\$ 80,658	\$ 83,078	\$ 85,570	\$ 88,137
24	\$ 66,894	\$ 68,901	\$ 70,968	\$ 73,097	\$ 75,290	\$ 77,549	\$ 79,875	\$ 82,271	\$ 84,740	\$ 87,282	\$ 89,900
25	\$ 68,232	\$ 70,279	\$ 72,387	\$ 74,559	\$ 76,796	\$ 79,100	\$ 81,473	\$ 83,917	\$ 86,434	\$ 89,027	\$ 91,698
26	\$ 69,597	\$ 71,685	\$ 73,835	\$ 76,050	\$ 78,332	\$ 80,682	\$ 83,102	\$ 85,595	\$ 88,163	\$ 90,808	\$ 93,532
27	\$ 70,989	\$ 73,118	\$ 75,312	\$ 77,571	\$ 79,898	\$ 82,295	\$ 84,764	\$ 87,307	\$ 89,926	\$ 92,624	\$ 95,403
28	\$ 72,408	\$ 74,581	\$ 76,818	\$ 79,123	\$ 81,496	\$ 83,941	\$ 86,459	\$ 89,053	\$ 91,725	\$ 94,477	\$ 97,311
29	\$ 73,857	\$ 76,072	\$ 78,354	\$ 80,705	\$ 83,126	\$ 85,620	\$ 88,189	\$ 90,834	\$ 93,559	\$ 96,366	\$ 99,257
30	\$ 75,334	\$ 77,594	\$ 79,921	\$ 82,319	\$ 84,789	\$ 87,332	\$ 89,952	\$ 92,651	\$ 95,430	\$ 98,293	\$ 101,242

Items to note:

- 1 Salary schedule is subject to annual review and approval by the Board of Directors.
  - 2 Teachers must be recommended by the administration for advancement to the next step on the salary schedule based on satisfactory performance.
  - 3 Teachers at the BA/60 level will need to show an additional 10 hours, after their masters degree is confirmed, to move to the MA/20 column.
  - 4 Qualifying credits must be in KQA approved course of study.
  
  - 5 Administration has the option of paying a signing bonus for difficult to fill positions. As an alternative, administration will have the discretion to apply a multiplier to years of service credit to address challenges presented by the current labor market.
- A. ACADEMIC EXPERIENCE CREDIT
- 1 Year for year credit, as limited by education and years on the salary schedule, will be granted for placement on the Knowledge Quest Academy Salary Schedule, if that prior experience meets the following criteria:
    - (a) To receive experience credit, a teacher must have gained that credit in a public/private school system while holding a valid teaching certificate/license.
    - (b) Placement on the salary schedule, in accordance with education and years of service, will be at the cell that reflects the actual years of service and education.

**KNOWLEDGE QUEST ACADEMY  
HOURLY SCHEDULE  
2023/2024**

Years	Category 1	Category 2	Category 4	Category 5	Category 6
1	\$16.46	\$17.96	\$15.42	\$19.46	\$14.97
2	\$ 16.79	\$ 18.32	\$ 15.72	\$ 19.85	\$ 15.27
3	\$ 17.13	\$ 18.69	\$ 16.04	\$ 20.24	\$ 15.58
4	\$ 17.47	\$ 19.06	\$ 16.36	\$ 20.65	\$ 15.89
5	\$ 17.82	\$ 19.44	\$ 16.69	\$ 21.06	\$ 16.20
6	\$ 18.18	\$ 19.83	\$ 17.02	\$ 21.48	\$ 16.53
7	\$ 18.54	\$ 20.23	\$ 17.36	\$ 21.91	\$ 16.86
8	\$ 18.91	\$ 20.63	\$ 17.71	\$ 22.35	\$ 17.20
9	\$ 19.29	\$ 21.04	\$ 18.06	\$ 22.80	\$ 17.54
10	\$ 19.68	\$ 21.47	\$ 18.42	\$ 23.25	\$ 17.89
11	\$ 20.07	\$ 21.89	\$ 18.79	\$ 23.72	\$ 18.25
12	\$ 20.47	\$ 22.33	\$ 19.17	\$ 24.19	\$ 18.61
13	\$ 20.88	\$ 22.78	\$ 19.55	\$ 24.68	\$ 18.99
14	\$ 21.30	\$ 23.23	\$ 19.94	\$ 25.17	\$ 19.37
15	\$ 21.72	\$ 23.70	\$ 20.34	\$ 25.68	\$ 19.75
16	\$ 22.16	\$ 24.17	\$ 20.75	\$ 26.19	\$ 20.15
17	\$ 22.60	\$ 24.66	\$ 21.16	\$ 26.71	\$ 20.55
18	\$ 23.05	\$ 25.15	\$ 21.59	\$ 27.25	\$ 20.96
19	\$ 23.51	\$ 25.65	\$ 22.02	\$ 27.79	\$ 21.38
20	\$ 23.98	\$ 26.17	\$ 22.46	\$ 28.35	\$ 21.81
21	\$ 24.46	\$ 26.69	\$ 22.91	\$ 28.91	\$ 22.25
22	\$ 24.95	\$ 27.22	\$ 23.37	\$ 29.49	\$ 22.69
23	\$ 25.45	\$ 27.77	\$ 23.83	\$ 30.08	\$ 23.14
24	\$ 25.96	\$ 28.32	\$ 24.31	\$ 30.68	\$ 23.61
25	\$ 26.48	\$ 28.89	\$ 24.80	\$ 31.30	\$ 24.08
26	\$ 27.01	\$ 29.47	\$ 25.29	\$ 31.92	\$ 24.56
27	\$ 27.55	\$ 30.06	\$ 25.80	\$ 32.56	\$ 25.05
28	\$ 28.10	\$ 30.66	\$ 26.31	\$ 33.21	\$ 25.55
29	\$ 28.66	\$ 31.27	\$ 26.84	\$ 33.88	\$ 26.06
30	\$ 29.24	\$ 31.90	\$ 27.38	\$ 34.56	\$ 26.59

- Category 1 Instructional Paraprofessional
- Category 2 Special Education Paraprofessional
- Category 3 Not used
- Category 4 Librarian (Part Time)
- Category 5 English Language Learner Specialist (ELL) (Part Time)
- Category 6 Crossing Guard

Items to note:

- 1) Salary schedule is subject to annual review and approval by the Board of Directors.
- 2) All staff, except for the principal, must be recommended by the administration for advancement to the next step on the salary schedule based on satisfactory performance.
- 3) Experience with appropriate skills will be considered for placement within the schedule.

APPROVED BY THE BOARD OF DIRECTORS ON 3/3/2023

# KNOWLEDGE QUEST ACADEMY

## EXTRA DUTY SCHEDULE

### 2023/2024

<i>Current</i> (Years in position at KQA)	I	II	III	IV	V	VI
1	2,333	1,374	1,099	823	687	344
2	2,380	1,390	1,110	830	690	347
3	2,427	1,400	1,120	840	700	350
4	2,476	1,410	1,130	850	710	354
5	2,526	1,420	1,140	860	720	358
6	2,576	1,430	1,150	870	730	362
7	2,628	1,440	1,160	880	740	366
8	2,680	1,450	1,170	890	750	370
9	2,734	1,460	1,180	900	760	374
10	2,788	1,470	1,190	910	770	378
11	2,844	1,480	1,200	920	780	382
12	2,901	1,490	1,210	930	790	386
13	2,959	1,500	1,220	940	800	390
14	3,018	1,520	1,230	950	810	394
15	3,079	1,540	1,240	960	820	398
16	3,140	1,560	1,250	970	830	402
17	3,203	1,580	1,260	980	840	406
18	3,267	1,600	1,270	990	850	410
19	3,332	1,620	1,280	1,000	860	414
20	3,399	1,640	1,290	1,010	870	418
21	3,467	1,660	1,300	1,020	880	422
22	3,536	1,680	1,310	1,030	890	426
23	3,607	1,700	1,320	1,040	900	430
24	3,679	1,720	1,330	1,050	910	434
25	3,753	1,740	1,340	1,060	920	438
26	3,828	1,760	1,350	1,070	930	442
27	3,904	1,780	1,360	1,080	940	446
28	3,982	1,800	1,370	1,090	950	450
29	4,062	1,820	1,380	1,100	960	455
30	4,143	1,840	1,390	1,110	970	460

- Column I:** Special Education Designation
- Column II:** Athletic Director, Head coach, IT Support, RTI Assessment Coordinator
- Column III:** Assistant coach
- Column IV:** Student council, Yearbook
- Column V:** Science Fair, Sewing
- Column VI:** Odyssey of the Mind, National Junior Honor Society, Lego Robotics, Eco Week

Items to note:

- 1 Each extra duty is limited to one person, unless Board Approval is obtained prior.