

# Odyssey Academy Charter School

---

*2022 – 2023 Salary Schedules*



THE ROBERT A. MOSBACHER, SR. ODYSSEY ACADEMY

---

2412 61ST STREET, GALVESTON, TEXAS 77551 | PHONE (409) 750-9289 | FAX (409) 740-3310 | [WWW.ODYSSEY-ACADEMY.COM](http://WWW.ODYSSEY-ACADEMY.COM)

## Teacher, Librarian, & Nurse Pay Scale

Experience	Non-Certified	Bachelors	Masters	Doctorate
0	\$36,500.00	\$52,500.00	\$53,500.00	\$54,500.00
1	\$36,675.00	\$53,000.00	\$54,000.00	\$55,000.00
2	\$36,850.00	\$53,500.00	\$54,500.00	\$55,500.00
3	\$37,025.00	\$54,000.00	\$55,000.00	\$56,000.00
4	\$37,200.00	\$54,500.00	\$55,500.00	\$56,500.00
5	\$37,375.00	\$55,075.00	\$56,075.00	\$57,075.00
6	\$37,550.00	\$55,650.00	\$56,650.00	\$57,650.00
7	\$37,725.00	\$56,225.00	\$57,225.00	\$58,225.00
8	\$37,900.00	\$56,800.00	\$57,800.00	\$58,800.00
9	\$38,075.00	\$57,375.00	\$58,375.00	\$59,375.00
10	\$38,250.00	\$58,075.00	\$59,075.00	\$60,075.00
11	\$38,425.00	\$58,775.00	\$59,775.00	\$60,775.00
12	\$38,600.00	\$59,475.00	\$60,475.00	\$61,475.00
13	\$38,775.00	\$60,175.00	\$61,175.00	\$62,175.00
14	\$38,950.00	\$60,875.00	\$61,875.00	\$62,875.00
15	\$39,125.00	\$61,575.00	\$62,575.00	\$63,575.00
16	\$39,300.00	\$62,275.00	\$63,275.00	\$64,275.00
17	\$39,475.00	\$62,975.00	\$63,975.00	\$64,975.00
18	\$39,650.00	\$63,675.00	\$64,675.00	\$65,675.00
19	\$39,825.00	\$64,375.00	\$65,375.00	\$66,375.00
20	\$40,000.00	\$64,950.00	\$65,950.00	\$66,950.00
21	\$40,175.00	\$65,525.00	\$66,525.00	\$67,525.00
22	\$40,350.00	\$66,100.00	\$67,100.00	\$68,100.00
23	\$40,525.00	\$66,675.00	\$67,675.00	\$68,675.00
24	\$40,700.00	\$67,250.00	\$68,250.00	\$69,250.00
25	\$40,875.00	\$67,800.00	\$68,800.00	\$69,800.00
26	\$41,050.00	\$68,350.00	\$69,350.00	\$70,350.00
27	\$41,225.00	\$68,900.00	\$69,900.00	\$70,900.00
28	\$41,400.00	\$69,450.00	\$70,450.00	\$71,450.00
29	\$41,575.00	\$70,000.00	\$71,000.00	\$72,000.00
30	\$41,750.00	\$70,500.00	\$71,500.00	\$72,500.00
31	\$41,925.00	\$71,000.00	\$72,000.00	\$73,000.00
32	\$42,100.00	\$71,500.00	\$72,500.00	\$73,500.00
33	\$42,275.00	\$72,000.00	\$73,000.00	\$74,000.00
34	\$42,450.00	\$72,500.00	\$73,500.00	\$74,500.00
35	\$42,625.00	\$73,000.00	\$74,000.00	\$75,000.00
36	\$42,800.00	\$73,500.00	\$74,500.00	\$75,500.00
37	\$42,975.00	\$74,000.00	\$75,000.00	\$76,000.00
38	\$43,150.00	\$74,500.00	\$75,500.00	\$76,500.00
39	\$43,325.00	\$75,000.00	\$76,000.00	\$77,000.00
40	\$43,500.00	\$75,500.00	\$76,500.00	\$77,500.00

## Administrative/Professional Pay Ranges & Job Classifications

Pay Grade: AP1			
	Minimum	Midpoint	Maximum
Daily Rate	\$176.41	\$211.70	\$254.04
Days			
187	\$32,988.67	\$39,587.90	\$47,505.48
220	\$38,810.20	\$46,574.00	\$55,888.80
226	\$39,868.66	\$47,844.20	\$57,413.04
Kitchen Manager (187)      Custodial Manager (226)			

Pay Grade: AP2			
	Minimum	Midpoint	Maximum
Daily Rate	\$207.29	\$248.74	\$298.49
Days			
220	\$45,603.80	\$54,722.80	65,667.80
Executive Chef (220)      Systems Administrator (220)			

Pay Grade: AP3			
	Minimum	Midpoint	Maximum
Daily Rate	\$243.56	\$292.27	\$350.73
Days			
220	\$53,583.20	\$64,299.40	\$77,160.60
Human Resources Manager (220)      Student Data Manager (220)			

Pay Grade: AP4			
	Minimum	Midpoint	Maximum
Daily Rate	\$286.18	\$343.42	\$412.10
Days			
200	\$57,236.00	\$68,684.00	\$82,420.00
210	\$60,097.80	\$72,118.20	\$86,541.00
220	\$62,959.60	\$75,552.40	\$90,662.00
Academic Advisor (210)      Accounts Manager (220)      Behavior Intervention Coordinator (200)			
Campus Dean (Small) (210)      Child Nutrition Coordinator (220)      Core Curriculum Specialist (200)			
Instructional Technology Specialist (200)      Facilities Coordinator (220)			
Special Programs Coordinator (210)			

<b>Pay Grade: AP5</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily Rate</b>	\$336.27	\$403.52	\$484.22
<b>Days</b>			
220	\$73,979.40	\$88,774.40	\$106,528.40
Campus Dean (Large) (220)      Campus Principal (Small) (220)      Special Education Director (210)			

<b>Pay Grade: AP6</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily Rate</b>	\$395.11	\$474.13	\$568.96
<b>Days</b>			
220	\$86,924.20	\$104,308.60	\$125,171.20
Campus Principal (Large) (220)			

<b>Pay Grade: AP7</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily Rate</b>	\$464.26	\$557.11	\$668.53
<b>Days</b>			
220	\$102,137.20	\$122,564.20	\$147,076.60
Business & Operations Officer (220)			

## Paraprofessional Pay Ranges & Job Classifications

<b>Pay Grade: PCT1</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily Rate</b>	\$106.95	\$133.68	\$167.10
<b>Days</b>			
187	\$19,999.65	\$24,998.16	\$31,247.70
200	\$21,390.00	\$26,736.00	\$33,420.00
Clinic Assistant (187)	Cafeteria Assistant (187)	School Assistant (187)	

<b>Pay Grade: PCT2</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily Rate</b>	\$116.04	\$145.05	\$181.31
<b>Days</b>			
187	\$21,699.48	\$27,124.35	\$33,904.97
200	\$23,208.00	29,010.00	\$36,262.00
210	\$24,368.40	\$30,460.50	\$38,075.10
Instructional Assistant (187)	Attendance Clerk (200)		

Pay Grade: PCT3			
	Minimum	Midpoint	Maximum
Daily Rate	\$125.90	\$157.37	\$196.72
Days			
187	\$23,543.30	\$29,428.19	\$36,786.64
200	\$25,180.00	\$31,474.00	\$39,344.00
210	\$26,439.00	\$33,047.70	\$41,311.20
Assistant to Coordinator (200)	Bookkeeper (210)	School Receptionist (210)	
Impact Room Aide (187)			

Pay Grade: PCT4			
	Minimum	Midpoint	Maximum
Daily Rate	\$136.60	\$170.75	\$213.44
Days			
200	\$27,320.00	\$34,150.00	\$42,688.00
210	\$28,686.00	\$35,857.50	\$44,822.40
220	\$30,052.00	\$37,565.00	\$46,956.80
239	\$32,647.40	\$40,809.25	\$51,012.16
Assistant to Dean (Small) (220)	Campus Computer Technician (200)	Maintenance Worker (239)	
Student Data Specialist (210)			

<b>Pay Grade: PCT5</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily Rate</b>	\$148.21	\$185.26	\$231.58
<b>Days</b>			
210	\$31,124.10	\$38,904.60	\$48,631.80
220	\$32,606.20	\$40,757.20	\$50,947.60
Assistant to Director (220)	Assistant to Principal (Small) (220)	Assistant to Dean (Large) (220)	

<b>Pay Grade: PCT6</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily Rate</b>	\$160.81	\$201.01	\$251.26
<b>Days</b>			
220	\$35,378.20	\$44,222.20	\$55,277.20
Assistant to Principal (Large) (220)	Assistant to Officer (220)		

<b>Pay Grade: PCT7</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Daily Rate</b>	\$174.48	\$218.10	\$272.62
<b>Days</b>			
220	\$38,385.60	\$47,982.00	\$59,976.40
Assistant to the Superintendent (220)	District Computer Technician (220)		

## Services and Support Pay Ranges & Job Classifications

<b>Pay Grade: SS1</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly Rate</b>	\$10.69	\$12.83	\$15.40
<b>Days</b>			
226 – Full Time	\$19,327.52	\$23,196.64	\$27,843.20
Custodian (226)			

<b>Pay Grade: SS2</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly Rate</b>	\$12.59	\$15.10	\$18.13
<b>Days</b>			
187 – Full Time	\$18,834.64	\$22,589.60	\$27,122.48
226 – Full Time	\$22,762.72	\$27,300.80	\$32,779.04
239 – Full Time	\$24,072.08	\$28,871.20	\$34,664.56
Day Porter (226)	Groundskeeper (239)	Child Nutrition Worker (187)	

<b>Pay Grade: SS3</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Hourly Rate</b>	\$14.82	\$17.78	\$21.34
<b>Days</b>			
226 – Full Time	\$26,794.56	\$32,146.24	\$38,582.72
Custodian Lead (226)			

## Supplemental Duty/Stipend Schedule

Academic Leads	
<b>Instructional Content Leads:</b>	
Tier One (3 – 6 Staff in Content Area)	\$1,000 / Year
Tier Two (7 – 12 Staff in Content Area)	\$1,500 / Year
Tier Three (12 – 15 Staff in Content Area)	\$2,000 / Year
<b>Mentors:</b>	
Year One (1 Mentee)	\$2,000 / Year
Year One (2 Mentees)	\$3,000 / Year
Year Two (1 Mentee)	\$1,000 / Year
Year Two (2 Mentees)	\$1,500 / Year
<b>MTSS Campus Lead (OABA: 1; OAG: 3; OATC: 2)</b>	\$2,500 / Year
<b>District-Wide Program Leads:</b>	
Special Education Lead: Tier One (3 – 6 Staff Members)	\$1,000 / Year
Special Education Lead: Tier Two (7 – 12 Staff Members)	\$1,500 / Year
Special Education Lead: Tier Three (13 – 15 Staff Members)	\$2,000 / Year
Special Education Transition Program Lead	\$1,250 / Year
Special Education Speech Program Lead	\$2,000 / Year
Section 504 Program Lead	\$1,250 / Year
MTSS District Lead	\$1,250 / Year
Bilingual/ESL Program Lead	\$3,000 / Year

Activity Sponsors	
Basketball (OAG: 2; OABA: 1; OATC: 1)	\$900.00 / Year
Cheer Team Lead (1 per campus)	\$900.00 / Year
Cheer Team Assistant (OAG: 2; OABA: 1)	\$600.00 / Year
Cross Country (1 per campus)	\$900.00 / Year
Drill Team (1 per campus)	\$900.00 / Year
Intramural Sports (OAG, 2)	\$900.00 / Year
National Junior Honor Society (1 per campus)	\$600.00 / Year
National Honor Society (1 per campus)	\$600.00 / Year
Soccer (OAG: 2; OABA: 1;)	\$900.00 / Year
Soccer Assistant (OAG: 2; OAB: 1)	\$600.00 / Year
Student Activity Sponsor (OAG: 6; OABA: 6; OATC: 6)	\$600.00 / Year
Student Council (OAG: 2; OABA: 2; OATC: 2)	\$600.00 / Year
Volleyball (OAG: 2; OABA: 1; OATC: 1)	\$900.00 / Year
Volleyball Assistant (OAG: 1)	\$600.00 / Year
Yearbook (1 per campus)	\$600.00 / Year



Supplemental Duties	
Absence Coverage (15)	\$350.00 / Year
A.C.E. Manager	\$25.00 / Hour
A.C.E. Assistant	\$20.00 / Hour
Bus Driver	\$15.00 / Hour
Building Safety Contact – Non Administrator (OAG, 1; OABA, 1; OATC, 1)	\$500.00 / Year
Campus Webmaster	\$25.00 / Hour
District Manager	\$3,000.00 / Year
Lighthouse Facilitator	\$1,250.00 / Year
Teaching Assistant	\$3,000.00 / Year

Degrees/Certifications/Endorsements/Licenses	
Bachelor's Degree (Non-Teacher)	\$1,000.00 / Year
Master's Degree (Non-Teacher)	\$2,000.00 / Year
Doctoral Degree (Non-Teacher)	\$3,000.00 / Year
Bilingual Certification	\$3,000.00 / Year
Licensed Professional Support (LSSP, SLP, Diagnostician, OT/PT)	\$8,000.00 / Year

### Odyssey Academy Substitute and Tutorial Pay

Substitutes	
Minimum High School Diploma	\$70.00 / Day
Degreed (1-10 Days)	\$100.00 / Day
Certified (1-10 Days)	\$125.00 / Day
Long-Term (11 Days +) *	Add \$25.00 to base daily rate per day
* Consecutive days covering same position	
Tutoring/Summer School	
Administrator - Summer School	\$35.00 / Hour
Teacher (Certified) – Summer School	\$25.00 / Hour
Teacher (Certified) - Tutoring	\$25.00 / Hour