

Odyssey Academy Charter School

2023 – 2024 Salary Schedules



THE ROBERT A. MOSBACHER, SR. ODYSSEY ACADEMY

Teacher, Librarian, & Nurse Pay Scale

Experience	Non-Certified	Bachelors	Masters	Doctorate
0	\$37,500.00	\$54,500.00	\$55,500.00	\$56,500.00
1	\$37,675.00	\$55,000.00	\$56,000.00	\$57,000.00
2	\$37,850.00	\$55,500.00	\$56,500.00	\$57,500.00
3	\$38,025.00	\$56,000.00	\$57,000.00	\$58,000.00
4	\$38,200.00	\$56,500.00	\$57,500.00	\$58,500.00
5	\$38,375.00	\$57,000.00	\$58,000.00	\$59,000.00
6	\$38,550.00	\$57,575.00	\$58,575.00	\$59,575.00
7	\$38,725.00	\$58,150.00	\$59,150.00	\$60,150.00
8	\$38,900.00	\$58,725.00	\$59,725.00	\$60,725.00
9	\$39,075.00	\$59,300.00	\$60,300.00	\$61,300.00
10	\$39,250.00	\$59,875.00	\$60,875.00	\$61,875.00
11	\$39,425.00	\$60,575.00	\$61,575.00	\$62,575.00
12	\$39,600.00	\$61,275.00	\$62,275.00	\$63,275.00
13	\$39,775.00	\$61,975.00	\$62,975.00	\$63,975.00
14	\$39,950.00	\$62,675.00	\$63,675.00	\$64,675.00
15	\$40,125.00	\$63,375.00	\$64,375.00	\$65,375.00
16	\$40,300.00	\$64,075.00	\$65,075.00	\$66,075.00
17	\$40,475.00	\$64,775.00	\$65,775.00	\$66,775.00
18	\$40,650.00	\$65,475.00	\$66,475.00	\$67,475.00
19	\$40,825.00	\$66,175.00	\$67,175.00	\$68,175.00
20	\$41,000.00	\$66,875.00	\$67,875.00	\$68,875.00
21	\$41,175.00	\$67,575.00	\$68,575.00	\$69,575.00
22	\$41,350.00	\$68,275.00	\$69,275.00	\$70,275.00
23	\$41,525.00	\$68,975.00	\$69,975.00	\$70,975.00
24	\$41,700.00	\$69,675.00	\$70,675.00	\$71,675.00
25	\$41,875.00	\$70,375.00	\$71,375.00	\$72,375.00
26	\$42,050.00	\$70,925.00	\$71,925.00	\$72,925.00
27	\$42,225.00	\$71,475.00	\$72,475.00	\$73,475.00
28	\$42,400.00	\$72,025.00	\$73,025.00	\$74,025.00
29	\$42,575.00	\$72,575.00	\$73,575.00	\$74,575.00
30	\$42,750.00	\$73,075.00	\$74,075.00	\$75,075.00
31	\$42,925.00	\$73,575.00	\$74,575.00	\$75,575.00
32	\$43,100.00	\$74,075.00	\$75,075.00	\$76,075.00
33	\$43,275.00	\$74,575.00	\$75,575.00	\$76,575.00
34	\$43,450.00	\$75,075.00	\$76,075.00	\$77,075.00
35	\$43,625.00	\$75,575.00	\$76,575.00	\$77,575.00
36	\$43,800.00	\$76,075.00	\$77,075.00	\$78,075.00
37	\$43,975.00	\$76,575.00	\$77,575.00	\$78,575.00
38	\$44,150.00	\$77,075.00	\$78,075.00	\$79,075.00
39	\$44,325.00	\$77,575.00	\$78,575.00	\$79,575.00
40	\$44,500.00	\$78,075.00	\$79,075.00	\$80,075.00

Administrative/Professional Pay Ranges & Job Classifications

Pay Grade: AP1			
	Minimum	Midpoint	Maximum
Daily Rate	\$187.26	\$224.71	\$269.66
Days			
177	\$33,145.02	\$39,773.67	\$47,729.82
210	\$39,324.60	\$47,189.10	\$56,628.60
216	\$40,448.16	\$48,537.36	\$58,246.56
Kitchen Manager (177) Custodial Manager (216)			

Pay Grade: AP2			
	Minimum	Midpoint	Maximum
Daily Rate	\$220.03	\$264.04	\$316.85
Days			
210	\$46,206.30	\$55,448.40	\$66,538.50
Executive Chef (210) Systems Administrator (210)			

Pay Grade: AP3			
	Minimum	Midpoint	Maximum
Daily Rate	\$258.54	\$310.25	\$372.30
Days			
210	\$54,293.40	\$65,152.50	\$78,183.00
Human Resources Manager (210) Student Data Manager (210)			

Pay Grade: AP4			
	Minimum	Midpoint	Maximum
Daily Rate	\$303.78	\$364.54	\$437.45
Days			
190	\$57,718.20	\$69,262.60	\$83,115.50
200	\$60,756.00	\$72,908.00	\$87,490.00
210	\$63,793.80	\$76,553.40	\$91,864.50
Academic Advisor (200) Accounts Manager (210) Behavior Intervention Coordinator (190) Campus Dean (Small) (200) Child Nutrition Coordinator (210) Core Curriculum Specialist (190) Instructional Technology Specialist (190) Facilities Coordinator (210) Special Programs Coordinator (200)			

Pay Grade: AP5			
	Minimum	Midpoint	Maximum
Daily Rate	\$356.95	\$428.33	\$514.00
Days			
200	\$71,390.00	\$85,666.00	\$102,800.00
210	\$74,959.50	\$89,949.30	\$107,940.00
Campus Dean (Large) (210)	Campus Principal (Small) (210)	Special Education Director (200)	

Pay Grade: AP6			
	Minimum	Midpoint	Maximum
Daily Rate	\$419.41	\$503.29	\$603.95
Days			
210	\$88,076.10	\$105,690.90	\$126,829.50
Campus Principal (Large) (210)			

Pay Grade: AP7			
	Minimum	Midpoint	Maximum
Daily Rate	\$492.81	\$591.37	\$709.64
Days			
210	\$103,490.10	\$124,187.70	\$149,024.40
Business & Operations Officer (210)			

Paraprofessional Pay Ranges & Job Classifications

Pay Grade: PCT1			
	Minimum	Midpoint	Maximum
Daily Rate	\$116.34	\$145.42	\$181.78
Days			
177	\$20,592.18	\$25,739.34	\$32,175.06
Cafeteria Assistant (177)	School Assistant (177)		

Pay Grade: PCT2			
	Minimum	Midpoint	Maximum
Daily Rate	\$125.64	\$157.05	\$196.32
Days			
177	\$22,238.28	\$27,797.85	\$34,748.64
190	\$23,871.60	\$29,839.50	\$37,300.80
Attendance Clerk (190)	Clinic Assistant (177)	Instructional Assistant (177)	

Pay Grade: PCT3			
	Minimum	Midpoint	Maximum
Daily Rate	\$135.69	\$169.62	\$212.02
Days			
177	\$24,017.13	\$30,022.74	\$37,527.54
190	\$25,781.10	\$32,227.80	\$40,283.80
200	\$27,138.00	\$33,924.00	\$42,404.00
Assistant to Coordinator (190)	Bookkeeper (200)	Impact Room Aide (177)	
School Receptionist (200)			

Pay Grade: PCT4			
	Minimum	Midpoint	Maximum
Daily Rate	\$146.55	\$183.19	\$228.98
Days			
190	\$27,844.50	\$34,806.10	\$43,506.20
200	\$29,310.00	\$36,638.00	\$45,796.00
210	\$30,775.50	\$38,469.90	\$48,085.80
229	\$33,559.95	\$41,950.51	\$52,436.42
Assistant to Dean (Small) (210)	Campus Computer Technician (190)	Maintenance Worker (229)	
Student Data Specialist (200)			

Pay Grade: PCT5			
	Minimum	Midpoint	Maximum
Daily Rate	\$158.27	\$197.84	\$247.30
Days			
210	\$33,236.70	\$41,546.40	\$51,933.00
Assistant to Director (210)	Assistant to Principal (Small) (210)	Assistant to Dean (Large) (210)	

Pay Grade: PCT6			
	Minimum	Midpoint	Maximum
Daily Rate	\$170.94	\$213.67	\$267.09
Days			
210	\$35,897.40	\$44,870.70	\$56,088.90
Assistant to Principal (Large) (210)	Assistant to Officer (210)		

Pay Grade: PCT7			
	Minimum	Midpoint	Maximum
Daily Rate	\$184.61	\$230.76	\$288.45
Days			
210	\$38,768.10	\$48,459.60	\$60,574.50
Assistant to the Superintendent (210)	District Computer Technician (210)		

Child Nutrition Services* Pay Ranges & Job Classifications

Pay Grade: CN1			
	Minimum	Midpoint	Maximum
Hourly Rate	\$13.47	\$16.16	\$19.39
Days			
177 – Full Time	\$19,073.52	\$22,882.56	\$27,456.24
Child Nutrition Worker (177)			
*Child Nutrition follows the 4-day flex schedule.			

Facility Services* Pay Ranges & Job Classifications

Pay Grade: FS1			
	Minimum	Midpoint	Maximum
Hourly Rate	\$11.56	\$13.88	\$16.65
Days			
226 – Full Time	\$20,900.48	\$25,095.04	\$30,103.20
Custodian (226)			

Pay Grade: FS2			
	Minimum	Midpoint	Maximum
Hourly Rate	\$12.87	\$15.45	\$18.53
Days			
226 – Full Time	\$23,268.96	\$27,933.60	\$33,502.24
239 – Full Time	\$24,607.44	\$29,540.40	\$35,429.36
Day Porter (226)	Groundskeeper (239)		

Pay Grade: FS3			
	Minimum	Midpoint	Maximum
Hourly Rate	\$15.11	\$18.14	\$21.76
Days			
226 – Full Time	\$27,318.88	\$32,797.12	\$39,342.08
Custodian Lead (226)			

*Facility Services does not follow the 4-day flex schedule.

Supplemental Duty/Stipend Schedule

Academic Leads	
Instructional Content Leads:	
Tier One (3 – 6 Staff in Content Area)	\$2,500 / Year
Tier Two (7 – 12 Staff in Content Area)	\$3,750 / Year
Tier Three (12 – 15 Staff in Content Area)	\$5,000 / Year
Mentors:	
Year One (1 Mentee)	\$2,000 / Year
Year One (2 Mentees)	\$3,000 / Year
Year Two (1 Mentee)	\$1,500 / Year
Year Two (2 Mentees)	\$2,000 / Year
MTSS Campus Lead (OABA: 1; OAG: 2; OATC: 2)	\$2,500 / Year
District-Wide Program Leads:	
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
CTE Lead	\$1,250 / Year

Activity Sponsors	
Basketball (OAG: 2; OABA: 1; OATC: 1)	\$1,000.00 / Year
Cheer Team Lead (1 per campus)	\$1,000.00 / Year
Cheer Team Assistant (OAG: 2; OABA: 1)	\$750.00 / Year
Cross Country (1 per campus)	\$1,000.00 / Year
Drill Team (1 per campus)	\$1,000.00 / Year
Intramural Sports (OAG, 2)	\$1,000.00 / Year
National Junior Honor Society (1 per campus)	\$750.00 / Year
National Honor Society (1 per campus)	\$750.00 / Year
Soccer (OAG: 2; OABA: 1;)	\$1,000.00 / Year
Soccer Assistant (OAG: 2; OAB: 1)	\$750.00 / Year
Student Activity Sponsor (OAG: 6; OABA: 6; OATC: 6)	\$750.00 / Year
Student Council (OAG: 2; OABA: 2; OATC: 2)	\$750.00 / Year
Volleyball (OAG: 2; OABA: 1; OATC: 1)	\$1,000.00 / Year
Volleyball Assistant (OAG: 1)	\$750.00 / Year
Yearbook (1 per campus)	\$750.00 / Year

Supplemental Duties	
Absence Coverage (15)	\$350.00 / Year
A.C.E. Manager	\$25.00 / Hour
A.C.E. Assistant	\$20.00 / Hour
Bilingual Classroom	\$1,000 / Year
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	\$5,000.00 / Year
Licensed Professional Support (LSSP, SLP, Diagnostician, OT/PT)	\$10,000.00 / Year

Odyssey Academy Substitute and Tutorial Pay

Substitutes	
Minimum High School Diploma	\$75.00 / Day
Degreed (1-10 Days)	\$115.00 / Day
Certified (1-10 Days)	\$150.00 / 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	\$50.00 / Hour
Teacher (Certified) – Summer School	\$35.00 / Hour
Teacher (Certified) - Tutoring	\$35.00 / Hour