

| Lively Arts Homeschool Certified Salary Scale All full-time lead Instructional Staff (Including special subjects* and ECE) | | | | | | | | |
|--|---------------------------------|---|---|--|---|--|--|---|
| Grades/Special Subject*/ECE Lead Teachers (PK-8) Full-time | Full-Time Base Salary (2024-25) | MPCS Cost of Living Increase (Per year-financial based)** | MPCS Loyalty Experience paid at beginning of year 4, 7 and 10 (full-time years are counted)** | Non-Waldorf/Non-MPCS Teaching Exp (per full-time year of Exp. max is 5 years)*** | Non-MPCS Waldorf Teaching Experience (per full-time year, max is 10 years)*** | Related or Non-related Masters or above*** (per degree, Max 1) | Colorado or National Teaching License or Equivalent Certification*** | Waldorf Certification or Approved Equivalent*** |
| 2024-25 | \$39,690.00 | 0-5% of Salary | \$3,000.00 | \$1,000.00 | \$1,000.00 | \$1,000.00 | \$1,000.00 | \$3,000.00 |

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|--|---------------------------------|---|---|--|---|--|--|---|
| All Salaried, Non-Instructional Full-time | Full-Time Base Salary (2024-25) | MPCS Cost of Living Increase (Per year-financial based)** | MPCS Loyalty Experience paid at beginning of year 4, 7 and 10 (full-time years are counted)** | Non-Waldorf/Non-MPCS Teaching Exp (per full-time year of Exp. max is 5 years)*** | Non-MPCS Waldorf Teaching Experience (per full-time year, max is 10 years)*** | Related or Non-related Masters or above*** (per degree, Max 1) | Colorado or National Teaching License or Equivalent Certification*** | Waldorf Certification or Approved Equivalent*** |
| 2024-25 | \$42,000.00 | 0-5% of Salary | \$3,000.00 | \$1,000.00 | \$1,000.00 | \$1,000.00 | \$1,000.00 | \$3,000.00 |

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|--|---------------------------------|---|---|--|---|--|--|---|
| Assistant Directors | Full-Time Base Salary (2024-25) | MPCS Cost of Living Increase (Per year-financial based)** | MPCS Loyalty Experience paid at beginning of year 4, 7 and 10 (full-time years are counted)** | Non-Waldorf/Non-MPCS Teaching Exp (per full-time year of Exp. max is 5 years)*** | Non-MPCS Waldorf Teaching Experience (per full-time year, max is 10 years)*** | Related or Non-related Masters or above*** (per degree, Max 1) | Colorado or National Teaching License or Equivalent Certification*** | Waldorf Certification or Approved Equivalent*** |
| 2024-25 | \$62,842.00 | 0-5% of Salary | \$3,000.00 | \$1,000.00 | \$1,000.00 | \$1,000.00 | \$1,000.00 | \$3,000.00 |

| Lively Arts Homeschool Hourly Scale | | |
|-------------------------------------|--|---|
| 2024-25 | Tier Hourly Rate **Qualifications, Experience and Training** | |
| Tier 1 | \$21.00 | Early Childhood (EC): New or returning classroom assistant Grades assistant/paraprofessional and non-instructional employees (GAPNIE): Entry level minimal prior experience |
| Tier 2 | \$22.16 | EC: Classroom assistant with Early Childhood Teacher (ECT) certification* or 2 full-time years or 4 part-time years relevant educational or school experience when ECT is not required. GAPNIE: New or returning employee with 2 full-time years or 4 part-time years relevant educational or school experience including job-related trainings, certifications, endorsements. |
| Tier 3 | \$23.31 | EC: Experienced classroom assistant with 3+ full-time years, or 5+ part-time years (with ECT certification*) at MPCS, other Waldorf related experience and ongoing job-related enrichment trainings. GAPNIE: Experienced employee with 3+ full-time years or 5+ part-time years at MPCS or relevant school experience and ongoing job-related trainings, certifications, endorsements. |
| Tier 4 | \$24.47 | EC/GAPNIE: Highly experienced assistant with 5+ years of experience in Waldorf school (and ECT certification if needed*) as well as multiple classes/coursework toward Waldorf Certification (e.g. Foundation Studies, Lifeways, Waldorf Teacher Certification,). This Assistant may be asked |