2025-26 Lively Arts Home School 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	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***
	$ 40,483.90	0-5% of Salary	$ 3,000.00	$ 1,000.00	$ 1,000.00	$ 1,000.00	$ 1,000.00	$ 3,000.00

2025-26 Lively Arts Home School Classified Salary Scale

All Salaried Non-Instructional Staff

All Salaried, Non-instructional Full-time	Full-Time Base Salary*	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-MPCS Related Experience (per full-time year, max is 10 years)***	Advanced Degree in Related Field*** (Max 2)	Certifications and Endorsements in Related Field*** (per certification/endorsement nt, Max 2)	
	$ 42,840.00	0-5% of Salary	$ 3,000.00	$ 1,000.00	$ 1,000.00	$ 500.00	

2025-26 Lively Arts Home School Salary Scale

(Leadership Staff)

Assistant Directors	Full-Time Base Salary (minimum)	MPCS Performance Bonus (Per year-evaluation, financial based)*	MPCS Loyalty Experience paid at beginning of year 4, 7 and 10 (full-time years are counted)**	Non-Waldorf, Non-MPCS Administration Exp (per year of Exp. max is 5 years)**	Non-MPCS Waldorf Administration Experience (per year, max is 10 years)**	Related or Non-Related Advanced Degrees *** (per degree, max 2)	Waldorf Certification or Approved Equivalent***	Professional Administrator License or Approved Equivalent***
	$ 64,099.35	0-15% of Salary	$ 3,000.00	$ 1,000.00	$ 2,000.00	$1,000.00	$ 3,000.00	$ 3,000.00

2025-26 Lively Arts Home School Hourly Scale

Tier	Hourly Rate	**Qualifications, Experience and Training**
Tier 1	$21.42	Early Childhood (EC): New or returning classroom assistant Grades assistant/paraprofessional and non-instructional employees (GAPNIE): Entry level minimal prior experience
Tier 2	$22.60	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	$23.78	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	$24.96	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 to help with training of other assistants.

*Note: ECT certification requirement can be waived in the case of a Kindergarten classroom assistant exclusively service kindergarten aged children where ECT certification is not required.

**Note: Each individual's qualifications, experience and training will be reviewed annually and the above is for informational purposes only to be used as a general guide. Assistants will be evaluated annually by both their lead teacher and administrative staff to determine where they should be in the scale and if they are moving to the next tier. Years for which an employee's compensation is determined by this hourly scale are NOT counted as years that contribute to the Loyalty increase referenced on other compensation schedules.

** Cost of Living and other compensation increases are not guaranteed each year and are related to individual performance evaluations and MPCS' ability to financially support those increases.

GAPNIE: includes early childhood nap-time/Napping House employees and other before and aftercare employees