Mountain Phoenix Community 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 (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***
2025-26	$ 49,266.00	0-5% of Salary	$ 3,000.00	$ 1,000.00	$ 1,000.00	$ 1,000.00	$ 1,000.00	$ 3,000.00

Example #1****	
Current Employee: Newly Hired Teacher to MPCS w/masters in Education, 4 years non-Waldorf exp.	
Base	$ 49,266.00
4 years Exp	$ 4,000.00
Related Masters	$ 2,000.00
Salary	$ 55,266.00

Example #2****	
Current Employee: MPCS Teacher, 5 years exp at MPCS, 3 years of Non-MPCS Waldorf teaching exp., Waldorf Certification, Masters in Education	
Base	$ 49,266.00
3 years Non-MPCS Waldorf Exp	$ 3,000.00
5 years MPCS Exp*$750 Avg Inc. per year (years 1-3, 5)	$ 3,000.00
MPCS Loyalty Exp (yr 4)	$ 3,000.00
Related Masters	$ 2,000.00
Waldorf Certification	$ 3,000.00
Salary	$ 63,266.00

Example #3****	
Applicant: Waldorf Certified teacher, 10 years Non-MPCS exp, 4 of 10 years Non-MPCS Waldorf Exp, non-related Masters	
Base	$ 49,266.00
10 years Non-MPCS, non-Waldorf Exp (max $5,000)	$ 5,000.00
4 years Non-MPCS Waldorf Exp	$ 4,000.00
Non-related Masters	$ 1,000.00
Waldorf Certification	$ 3,000.00
Offered Salary	$ 62,266.00

Max starting salary for a new teacher to MPCS is $57,000

*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.

*Special Subject-Physical Education/Games, Handwork, Spanish, Eurythmy, Music, Art, etc. (list is not all-inclusive and inclusion is determined by administration and Governing Council review)

****Cost of Living increases are not guaranteed and increases are related to MPCS' ability to financially support increases.**
Loyalty increases are guaranteed, unless the school is financially unable to pay due to extreme circumstances. Employees are eligible for Loyalty increases for the years they are compensated based on this compensation schedule. Loyalty increases shown here reflect loyalty increase for full-time employees (1.0 FTE). Loyalty increases for non-full time employees are proportional to their FTE status and are calculated based on the average FTE over the 3 years contributing to loyalty increase. EXAMPLE yr1=.5FTE, yr2=1.0FTE, yr3=1.0FTE. Average 3yr FTE is 2.5FTE/3yrs = 0.833FTE. Loyalty increase = $3,000 * 0.833FTE = $2,499.

***Experience, education, certification, licenses and Waldorf Certification or equivalent increases to base salary are reviewed annually by both administration and the Governing Council as needed. Note that certain requirements required for the position are represented in the base salary. Examples of certifications or licenses that may be subject to salary increases; Colorado teaching license and/or Lifeways Training. Non-US based experience will be evaluated on an exception basis and will be determined by administration.

****Examples are for demonstration purposes only and may be subject to other factors and exceptions.

Note: Any full-time instructional position, education and training not mentioned above will be evaluated and reviewed on an individual basis by the administration and if needed, the Governing Council.

Mountain Phoenix Community School Classified Salary Scale

All Salaried Non-Instructional Staff

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-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, Max 2)	
2025-26	$ 42,840.00	0-5% of Salary	$ 3,000.00	$ 1,000.00	$ 1,000.00	$ 500.00	

Example #1****	
Current Employee: Newly Hired Employee to MPCS w/masters in related field, 4 years non-MPCS related exp.	
Base	$ 42,840.00
4 years Exp	$ 4,000.00
Related Masters	$ 1,000.00
Salary	$ 47,840.00

Example #2****	
Current Employee: MPCS Employee, 5 years exp at MPCS, 3 years of Non-MPCS related exp., 2 Related Certifications, Masters in Related field	
Base	$ 42,840.00
3 years Non-MPCS related exp	$ 3,000.00
5 years MPCS COL Increase*$750 Avg Inc. per year (years 1-3, 5)	$ 3,000.00
MPCS Loyalty Exp (yr 4)	$ 3,000.00
Related Masters	$ 1,000.00
2 Related Certifications	$ 2,000.00
Salary	$ 54,840.00

Example #3****	
Applicant: 1 Certification in related field, 10 years Non-MPCS exp.	
Base	$ 42,840.00
10 years Non-MPCS exp	$ 10,000.00
Related Certification	$ 500.00
Offered Salary	$ 53,340.00

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Employees are eligible for Loyalty increases for the years they are compensated based on this compensation schedule.
Loyalty increases shown here reflect loyalty increase for full-time employees (1.0 FTE). Loyalty increases for non-full time employees are proportional to their FTE status and are calculated based on the average FTE over the 3 years contributing to loyalty increase. EXAMPLE yr1=.5FTE, yr2=1.0FTE, yr3=1.0FTE. Average 3yr FTE is 2.5FTE/3yrs = 0.833FTE. Loyalty increase = $3,000 * 0.833FTE = $2,499.

***Experience, education, certification, licenses and certification or equivalent increases to base salary are reviewed annually by both administration and the Governing Council as needed. Note that certain requirements required for the position are represented in the base salary. Examples of certifications or licenses that may be subject to salary increases; Colorado teaching license and/or Lifeways Training. Non-US based experience will be evaluated on an exception basis and will be determined by administration.

****Examples are for demonstration purposes only and may be subject to other factors and exceptions.

Mountain Phoenix Community School Salary Scale

(Leadership Staff)

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)**	Non-Related or Related Advanced Degrees or Certification*** (per degree, max 3)	Waldorf Certification or Approved Equivalent***	Professional Administrator License***
2025-26	$ 74,220.30	0-15% of Salary	$ 3,000.00	$ 1,000.00	$ 2,000.00	$1,000.00	$ 3,000.00	$ 3,000.00

Example #1****	
Entry-Level Leader: 1 year at MPCS, 1 year Non-MPCS Waldorf administration exp, Masters in Education, Waldorf Certification	
Base	$ 74,220.30
MPCS Loyalty Exp	$ -
Non-MPCS Waldorf Administration Experience (1 yr)	$ 1,000.00
Related Advanced Degrees	$ 1,000.00
Waldorf Certification	$ 3,000.00
Administrator License	
Salary	$ 79,220.30
Performance Bonus (15%)	$ 11,883.05
Total Opportunity	$ 91,103.35

Example #2****	
Mid-Level Leader: 4 years at MPCS, 5 years of non-Waldorf and Non-MPCS administration experience, Waldorf Certification, Professional Administrator License	
Base	$ 74,220.30
MPCS Loyalty Exp (yr 4)	$ 3,000.00
Non-MPCS and Non Waldorf Administration Experience (5 yr)	$ 5,000.00
Related Advanced Degrees	$ 2,000.00
Waldorf Certification	$ 3,000.00
Administrator License	$ 3,000.00
Salary	$ 90,220.30
Performance Bonus (15%)	$ 13,533.05
Total Opportunity	$ 103,753.35

Example #3****	
High-Level Leader: 10 years at MPCS, 5 years Non-MPCS Waldorf administration exp, Waldorf Certification, Masters and Phd., and Professional Administrator License	
Base	$ 74,220.30
MPCS Loyalty Exp (yr 10)	$ 9,000.00
Non-MPCS Waldorf Administration Experience (5 yrs)	$ 7,500.00
Related Advanced Degrees	$ 3,000.00
Waldorf Certification	$ 3,000.00
Administrator License	$ 3,000.00
Salary	$ 99,720.30
Performance Bonus	$ 14,958.05
Total Opportunity	$ 114,678.35

*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.

*Performance bonuses are not guaranteed and are related to individual performance evaluations and MPCS' ability to financially support bonuses.

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Loyalty increases shown here reflect loyalty increase for full-time employees (1.0 FTE). Loyalty increases for non-full time employees are proportional to their FTE status and are calculated based on the average FTE over the 3 years contributing to loyalty increase. EXAMPLE yr1=.5FTE, yr2=1.0FTE, yr3=1.0FTE. Average 3yr FTE is 2.5FTE/3yrs = 0.833FTE. Loyalty increase = $3,000 * 0.833FTE = $2,499.

***Experience, education, certification, licenses and Waldorf Certification or equivalent increases to base salary are reviewed annually by the Governing Council as needed. Note that certain requirements required for the position are represented in the base salary.

****Examples are for demonstration purposes only and may be subject to other factors and exceptions.

Mountain Phoenix Community 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***
2025-26	$ 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

Example #1****	
Entry-Level Leader: 1 years at MPCS, 1 year Non-MPCS Waldorf administration exp, Masters in Education, Waldorf Certification	
Base	$ 64,099.35
MPCS Loyalty Exp	$ 3,000.00
Non-MPCS Waldorf Administration Experience (1 yr)	$ 2,000.00
Related Advanced Degrees	$ 1,000.00
Waldorf Certification	$ 3,000.00
Administrator License	$ 3,000.00
Salary	$ 76,099.35
Performance Bonus (15%)	
Total Opportunity	$ 76,099.35

Example #2****	
Mid-Level Leader: 4 years at MPCS, 5 years of non-Waldorf and Non-MPCS administration experience, Waldorf Certification, Professional Administrator License	
Base	$ 64,099.35
MPCS Loyalty Exp (yr 4)	$ 3,000.00
Non-MPCS and Non Waldorf Administration Experience (5 yr)	$ 5,000.00
Related Advanced Degrees	$ 1,000.00
Waldorf Certification	$ 3,000.00
Administrator License	$ 3,000.00
Salary	$ 79,099.35
Performance Bonus (15%)	
Total Opportunity	$ 79,099.35

Example #3****	
High-Level Leader: 10 years at MPCS, 5 years Non-MPCS Waldorf administration exp, Waldorf Certification, Masters and Phd., and Professional Administrator License	
Base	$ 64,099.35
MPCS Loyalty Exp (yr 10)	$ 9,000.00
Non-MPCS Waldorf Administration Experience (5 yrs)	$ 5,000.00
Related Advanced Degrees	$ 2,000.00
Waldorf Certification	$ 3,000.00
Administrator License	$ 3,000.00
Salary	$ 86,099.35
Performance Bonus (15%)	
Total Opportunity	$ 86,099.35

*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.

*Performance bonuses are not guaranteed and are related to individual performance evaluations and MPCS' ability to financially support bonuses.

****Cost of Living increases are not guaranteed and increases are related to MPCS' ability to financially support increases.**
Loyalty increases are guaranteed, unless the school is financially unable to pay due to extreme circumstances.
Employees are eligible for Loyalty increases for the years they are compensated based on this compensation schedule.
Loyalty increases shown here reflect loyalty increase for full-time employees (1.0 FTE). Loyalty increases for non-full time employees are proportional to their FTE status and are calculated based on the average FTE over the 3 years contributing to loyalty increase. EXAMPLE yr1=.5FTE, yr2=1.0FTE, yr3=1.0FTE. Average 3yr FTE is 2.5FTE/3yrs = 0.833FTE. Loyalty increase = $3,000 * 0.833FTE = $2,499.

***Experience, education, certification, licenses and Waldorf Certification or equivalent increases to base salary are reviewed annually by the Governing Council as needed. Note that certain requirements required for the position are represented in the base salary.

****Examples are for demonstration purposes only and may be subject to other factors and exceptions.

Mountain Phoenix Community School Hourly Scale

2025-26

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