



Lotus School for Excellence (LSE)
11001-A East Alameda Ave. Aurora, CO 80012
www.lotusschool.org

Employee Salary Policy

At Lotus School for Excellence (LSE) Starting salary for a 1st year teacher may range from \$30,000/year to \$37,000/year depending on the subject matter, qualifications and interview performance. For new teachers that have multiple years of teaching experience and/or have some other credentials such as M.S., M.A., Ph.D., ESL endorsement etc. starting salary may be higher accordingly. Support staff salaries are usually similar to market rates. Salary increases after each school year are based on performance during that year. Teacher evaluations are based on seven different areas of performance. Evaluation areas and their percentage weights in overall score calculation are as follows:

- Parent Relationship (15%)
- Administration and Staff Relationships (25%)
- Academics (25%)
- Classroom Management (20%)
- Appearance and Manner (5%)
- Students Information System Usage (5%)
- Expected Extra Curricular Activities (5%)
- Optional Extra Curricular Activities (up to 15%)

The total scores are normalized to a perfect score of 5. The total budgeted salary increase is distributed to staff members in a way that is proportionate to their performance score. According to the calculation, the employee who has the lowest performance score(s) would not receive any salary increase. For example, If LSE budgeted an overall 3% increase, while the lowest scored employee having no increase in salary, another employee with a perfect score may get 5 to 6% increase and an employee with a median score would get about a 3% increase.

The LSE Board may decide to freeze the salaries due to difficult financial situations when necessary.

If there is no formal evaluation process in place for certain employees (such as maintenance person, janitors or part time positions) administration's discretion applies.



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2011-12 Lotus School For Excellence Teacher Salary Schedule

For 2011-12 School year, teacher salaries will be calculated according the following formula

Qualifications	Salary Credit
Starting salary for a first year teacher with BS degree	\$32,000.00
Education: Master Degree	\$1,000.00
Education: Specialized Endorsements (ELL, etc)	\$500.00
Education: Ph.D (does not receive additional master credit)	\$3,000.00
Hard to find field credit: Science, Mathematics, Computer, Special Ed	\$3,000.00
Experience in the field before LSE (per year) (only full time teaching experience counts)	\$400.00
Experience in the field at LSE (per year)	\$400.00
Teaching License (initial or provisional)	\$1,000.00
Teaching License (professional)(does not receive additional initial license credit)	\$2,000.00

This scale determines the initial salaries for new teachers as well as salaries for current teachers considering the number of years they have been working at LSE.

Year to year salary increases are calculated according to performance scores as it is described in the Employee Salary policy. Due to severe budget cuts, board has decided to freeze the salaries for 2011-12 school year so performance scores will determine the end of year bonuses but not salary increases. Every year, it is at the discretion of the LSE board to modify this salary scale.

Requirements for said degree, credential or license must be completed and submitted to the administration prior July 15 of each year to be considered for the following school year.

Acceptable experience before working at LSE is limited to that gained within the last 10 years.

Experience prior to earning a bachelor's degree and certification shall not be credited to an employee for salary purposes.

Teachers who are serving additional duties may receive additional stipends. Below is the approved list of stipends;

Additional Duties	Stipend Amount
Department Heads	\$1,200.00
Accord Program Coordinators (AMSP, TIE, Robotics)	\$1,500.00
RTI Coordinator	\$600.00



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Renaissance Program Coordinator	\$600.00
Special Education Staffing Chair	\$600.00
Specialized Competition Coach (SimCity, Mesa, Science Fair, Destination Imagination, History day, Spelling Bee, Competitive Sports)	\$1,000.00
225 day contract credit	\$3,000.00
Summer School Teaching	\$20/h
Weekend Tutoring	\$20/h

All duties and payments must be approved prior to service
This salary schedule is for teachers only.