

THE KINDEZI SCHOOLS

Salary Pay Scale Chart



*Non-Certified Teachers are paid at \$46,000

Position Step	Years of Prior Experience	Teacher	Teacher	Teacher	Teacher
		T4 Bachelors	T5 Master	T6 Specialist	T7 Doctorate
Step 1	0	\$50,076	\$54,834	\$57,961	\$66,519
Step 2	1	\$51,027	\$55,881	\$59,070	\$66,779
Step 3	2	\$51,998	\$56,948	\$60,202	\$68,064
Step 4	3	\$52,988	\$58,037	\$61,356	\$69,376
Step 5	4	\$53,997	\$59,148	\$62,533	\$70,713
Step 6	5	\$67,527	\$72,781	\$76,233	\$84,578
Step 7	6	\$68,878	\$74,237	\$77,758	\$86,269
Step 8	7	\$70,255	\$75,721	\$79,313	\$87,995
Step 9	8	\$71,660	\$77,236	\$80,900	\$89,754
Step 10	9	\$73,094	\$78,780	\$82,518	\$91,550
Step 11	10	\$74,556	\$80,356	\$84,168	\$93,381
Step 12	11	\$76,047	\$81,963	\$85,851	\$95,248
Step 13	12	\$77,568	\$83,602	\$87,568	\$97,153
Step 14	13	\$79,119	\$85,274	\$89,320	\$99,096
Step 15	14	\$80,701	\$86,980	\$91,106	\$101,078
Step 16	15	\$82,315	\$88,720	\$92,928	\$103,100
Step 17	16	\$89,962	\$90,494	\$94,787	\$105,162
Step 18	17	\$85,641	\$92,304	\$96,682	\$107,265
Step 19	18	\$87,354	\$94,150	\$98,616	\$109,410
Step 20	19	\$89,101	\$96,033	\$100,588	\$111,598
Step 21	20	\$90,883	\$97,954	\$102,600	\$113,830
Step 22	21	\$92,701	\$99,913	\$104,652	\$116,107
Step 23	22	\$94,555	\$101,911	\$106,745	\$118,429
Step 24	23	\$96,446	\$103,949	\$108,880	\$120,798
Step 25	24	\$98,375	\$106,028	\$111,058	\$123,214
Step 26	25	\$100,342	\$108,149	\$113,279	\$125,678
Step 27	26	\$102,349	\$110,312	\$115,544	\$128,192
Step 28	27	\$104,396	\$112,518	\$117,855	\$130,755
Step 29	28	\$106,484	\$114,768	\$120,212	\$133,371
Step 30	29	\$108,614	\$117,064	\$122,617	\$136,038

All teacher salaries are set on a structured, non-negotiable pay scale to ensure equity across our team. Placement is based on verified full-time lead teaching experience in a similar field and certification level through the Georgia Professional Standards Commission.

THE KINDEZI SCHOOLS

Salary Pay Scale Chart

Support | Coordinator | Manager | Director | Sr. Director

Positions with * are fixed. The salary for this position is fixed and has been established based on the scope and responsibilities of the role, rather than years of experience or certification level. Step increases are awarded automatically for each year of service at Kindezi. At The Kindezi Schools, salaries are non-negotiable, ensuring fairness and equity across all roles.

Support Titles: Instructional Paraprofessional, Culture Support Assistant, Office Specialist, Custodian, and Media and Tech Aid. **Coordinator Titles:** IT Coordinator, *FACE Liaison, *Maintenance Supervisor, School Nurse **Manager Titles:** *Network Accounting Manager, Technology Manager, *Director of Operations, *Operations Manager - Student Service & Logistics, *Operations Manager - Infrastructure & Campus Safety, *Charter Registrar, *Student Recruitment Manager, Nurse Manager **Director Titles:** Director of Advancement, Director of Literacy, Director of Extended Learning & Enrichment, Director of STEAM Implementation, Director of Talent Management, Director of K-3 Curriculum & Instruction, Director of 4-8 Curriculum & Instruction, Director of Exceptional Education Services, Senior Director of Culture & Community Wellness **Senior Director Titles:** Senior Director of Operations

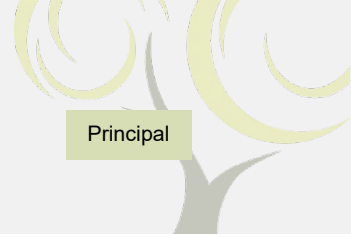
Position Step	Years of Prior Experience	POSITIONS				
		Support	Coordinator	Manager	Director	Sr. Director
Step 1	0	\$35,000	\$50,875	\$74,000	\$90,000	\$99,000
Step 2	1	\$35,700	\$51,893	\$75,480	\$91,800	\$100,980
Step 3	2	\$36,414	\$52,931	\$76,960	\$93,636	\$102,960
Step 4	3	\$37,142	\$53,990	\$78,440	\$95,509	\$104,940
Step 5	4	\$37,885	\$55,070	\$79,920	\$97,419	\$106,920
Step 6	5	\$38,643	\$56,171	\$81,400	\$99,367	\$108,900
Step 7	6	\$39,416	\$57,294	\$82,880	\$101,355	\$110,880
Step 8	7	\$40,204	\$58,440	\$84,360	\$103,382	\$112,860
Step 9	8	\$41,008	\$59,609	\$85,840	\$105,449	\$114,840
Step 10	9	\$41,828	\$60,801	\$87,320	\$107,558	\$116,820
Step 11	10	\$42,665	\$62,017	\$88,800	\$109,709	\$118,800
Step 12	11	\$43,518	\$63,257	\$90,280	\$111,904	\$120,780
Step 13	12	\$44,388	\$64,522	\$91,760	\$114,142	\$122,760
Step 14	13	\$45,276	\$65,812	\$93,240	\$116,425	\$124,740
Step 15	14	\$46,182	\$67,128	\$94,720	\$118,753	\$126,720
Step 16	15	\$47,105	\$68,471	\$96,200	\$121,128	\$128,700
Step 17	16	\$48,047	\$69,840	\$97,680	\$123,551	\$130,680
Step 18	17	\$49,008	\$71,237	\$99,160	\$126,022	\$132,660
Step 19	18	\$49,989	\$72,662	\$100,640	\$128,542	\$134,640
Step 20	19	\$50,988	\$74,115	\$102,120	\$131,113	\$136,620
Step 21	20	\$52,008	\$75,597	\$103,600	\$132,424	\$138,600
Step 22	21	\$53,048	\$77,109	\$105,080	\$133,748	\$140,580
Step 23	22	\$54,109	\$78,651	\$106,560	\$135,086	\$142,560
Step 24	23	\$55,191	\$80,224	\$108,040	\$136,437	\$144,540
Step 25	24	\$56,295	\$81,828	\$109,520	\$137,801	\$146,520
Step 26	25	\$57,421	\$83,465	\$111,000	\$139,179	\$148,500
Step 27	26	\$58,570	\$85,134	\$112,480	\$140,571	\$150,480
Step 28	27	\$59,741	\$86,837	\$113,960	\$141,977	\$152,460
Step 29	28	\$60,936	\$88,574	\$115,440	\$143,396	\$154,440
Step 30	29	\$62,155	\$90,345	\$116,920	\$144,830	\$156,420

Salaries for Director and Manager positions are set on a structured, non-negotiable pay scale to ensure equity across our team. Placement is based on verified previous relevant experience. Director-level experience counts as 0.5 years (or equivalent). Certification is not factored into salary.

Position Step	Years of Prior Experience	Assist. Principal	Assist. Principal	Assist. Principal	Assist. Principal
		No Leadership Cert.	L5 Master - Tier 1 or 2	L6 Specialist – Tier 1 or 2	L7 Doctorate - Tier 1 or 2
Step 1	0	\$90,000	\$92,700	\$95,480	\$95,785
Step 2	1	\$91,800	\$94,554	\$97,390	\$97,701
Step 3	2	\$93,636	\$96,445	\$99,337	\$99,655
Step 4	3	\$95,509	\$98,374	\$101,324	\$101,648
Step 5	4	\$97,419	\$100,341	\$103,351	\$103,681
Step 6	5	\$99,367	\$102,348	\$105,418	\$105,754
Step 7	6	\$101,355	\$104,395	\$107,526	\$107,869
Step 8	7	\$103,382	\$106,483	\$109,677	\$110,027
Step 9	8	\$105,449	\$108,613	\$111,870	\$112,227
Step 10	9	\$107,558	\$110,785	\$114,107	\$114,472
Step 11	10	\$109,709	\$113,001	\$116,390	\$116,761
Step 12	11	\$111,904	\$115,261	\$118,717	\$119,097
Step 13	12	\$114,142	\$117,566	\$121,092	\$121,479
Step 14	13	\$116,425	\$119,917	\$123,514	\$123,908
Step 15	14	\$118,753	\$122,316	\$125,984	\$126,386
Step 16	15	\$121,128	\$124,762	\$128,504	\$128,914
Step 17	16	\$123,551	\$127,257	\$131,074	\$131,492
Step 18	17	\$126,022	\$129,802	\$133,695	\$134,122
Step 19	18	\$128,542	\$132,398	\$136,369	\$136,805
Step 20	19	\$131,113	\$135,046	\$139,096	\$139,541
Step 21	20	\$132,424	\$136,397	\$140,487	\$140,936
Step 22	21	\$133,748	\$137,761	\$141,892	\$142,345
Step 23	22	\$135,086	\$139,138	\$143,311	\$143,769
Step 24	23	\$136,437	\$140,530	\$144,744	\$145,207
Step 25	24	\$137,801	\$141,935	\$146,192	\$146,659
Step 26	25	\$139,179	\$143,354	\$147,654	\$148,125
Step 27	26	\$140,571	\$144,788	\$149,130	\$149,606
Step 28	27	\$141,977	\$146,236	\$150,621	\$151,103
Step 29	28	\$143,396	\$147,698	\$152,128	\$152,614
Step 30	29	\$144,830	\$149,175	\$153,649	\$154,140

Assistant Principal salaries are set on a structured, non-negotiable pay scale to ensure equity across our team. Placement is based on verified **previous leadership experience** in similar roles. **Coaching experience** counts as 0.5 years toward placement, while **teaching experience alone is not counted**. **Educational Leadership Tier I or Tier II certification** is also factored into salary.

THE KINDEZI SCHOOLS
Salary Pay Scale Chart



Position Step	Years of Prior Experience	Principal	Principal	Principal	Principal
		No Leadership Cert.	L5 Master - Tier 1	L6 Specialist – Tier 2	L7 Doctorate - Tier 2
Step 1	0	\$ 99,000	\$101,970	\$104,940	\$105,435
Step 2	1	\$100,980	\$104,009	\$107,039	\$107,544
Step 3	2	\$102,960	\$106,049	\$109,138	\$109,652
Step 4	3	\$104,940	\$108,088	\$111,236	\$111,761
Step 5	4	\$106,920	\$110,128	\$113,335	\$113,870
Step 6	5	\$108,900	\$112,167	\$115,434	\$115,979
Step 7	6	\$110,880	\$114,206	\$117,533	\$118,087
Step 8	7	\$112,860	\$116,246	\$119,632	\$120,196
Step 9	8	\$114,840	\$118,285	\$121,730	\$122,305
Step 10	9	\$116,820	\$120,325	\$123,829	\$124,413
Step 11	10	\$118,800	\$122,364	\$125,928	\$126,522
Step 12	11	\$120,780	\$124,403	\$128,027	\$128,631
Step 13	12	\$122,760	\$126,443	\$130,126	\$130,739
Step 14	13	\$124,740	\$128,482	\$132,224	\$132,848
Step 15	14	\$126,720	\$130,522	\$134,323	\$134,957
Step 16	15	\$128,700	\$132,561	\$136,422	\$137,066
Step 17	16	\$130,680	\$134,600	\$138,521	\$139,174
Step 18	17	\$132,660	\$136,640	\$140,620	\$141,283
Step 19	18	\$134,640	\$138,679	\$142,718	\$143,392
Step 20	19	\$136,620	\$140,719	\$144,817	\$145,500
Step 21	20	\$138,600	\$142,758	\$146,916	\$147,609
Step 22	21	\$140,580	\$144,797	\$149,015	\$149,718
Step 23	22	\$142,560	\$146,837	\$151,114	\$151,826
Step 24	23	\$144,540	\$148,876	\$153,212	\$153,935
Step 25	24	\$146,520	\$150,916	\$155,311	\$156,044
Step 26	25	\$148,500	\$152,955	\$157,410	\$158,153
Step 27	26	\$150,480	\$154,994	\$159,509	\$160,261
Step 28	27	\$152,460	\$157,034	\$161,608	\$162,370
Step 29	28	\$154,440	\$159,073	\$163,706	\$164,479
Step 30	29	\$156,420	\$161,113	\$165,805	\$166,587

Principal salaries are set on a structured, non-negotiable pay scale to ensure equity across our team. Placement is based on verified previous leadership experience in similar roles. Assistant Principal and coaching experience count as 0.5 years each (or equivalent leadership experience). Teaching experience alone is not counted. Educational Leadership Tier II certification is factored into salary.

THE KINDEZI SCHOOLS

Salary Pay Scale Chart

INSTRUCTIONAL SUPPORT

Position Step	Years of Prior Experience	Instructional Support	Instructional Support	Instructional Support	Instructional Support
		T4	T5 / L5 Master	T6 / L6 Specialist	T7 / L7 Doctorate
Step 1	0	\$72,509	\$73,624	\$74,208	\$74,950
Step 2	1	\$73,959	\$75,096	\$75,692	\$76,449
Step 3	2	\$75,438	\$76,598	\$77,206	\$77,978
Step 4	3	\$76,947	\$78,130	\$78,750	\$79,538
Step 5	4	\$78,486	\$79,693	\$80,325	\$81,128
Step 6	5	\$80,056	\$81,287	\$81,932	\$82,751
Step 7	6	\$81,657	\$82,913	\$83,570	\$84,406
Step 8	7	\$83,290	\$84,571	\$85,242	\$86,094
Step 9	8	\$84,956	\$86,262	\$86,946	\$87,816
Step 10	9	\$86,655	\$87,987	\$88,685	\$89,572
Step 11	10	\$88,388	\$89,747	\$90,459	\$91,364
Step 12	11	\$90,156	\$91,542	\$92,268	\$93,191
Step 13	12	\$91,959	\$93,373	\$94,114	\$95,055
Step 14	13	\$93,799	\$95,241	\$95,997	\$96,957
Step 15	14	\$95,675	\$97,146	\$97,917	\$98,896
Step 16	15	\$97,588	\$99,090	\$99,875	\$100,873
Step 17	16	\$99,540	\$101,071	\$101,873	\$102,890
Step 18	17	\$101,531	\$103,093	\$103,910	\$104,948
Step 19	18	\$103,561	\$105,154	\$105,988	\$107,048
Step 20	19	\$105,632	\$107,257	\$108,108	\$109,188
Step 21	20	\$107,745	\$109,403	\$110,270	\$111,372
Step 22	21	\$109,900	\$111,591	\$112,476	\$113,600
Step 23	22	\$112,098	\$113,822	\$114,725	\$115,872
Step 24	23	\$114,340	\$116,099	\$117,020	\$118,189
Step 25	24	\$116,627	\$118,421	\$119,360	\$120,552
Step 26	25	\$118,960	\$120,789	\$121,747	\$122,964
Step 27	26	\$121,339	\$123,205	\$124,182	\$125,423
Step 28	27	\$123,766	\$125,669	\$126,666	\$127,932
Step 29	28	\$126,240	\$128,182	\$129,199	\$130,490
Step 30	29	\$128,765	\$130,746	\$131,784	\$133,100

Salaries for Instructional Support positions are set on a structured, non-negotiable pay scale to ensure equity across our team. Placement is based on verified **previous relevant experience**. **Teaching experience** is counted, and **Teacher or Leader certification** is factored into salary.

THE KINDEZI SCHOOLS

Salary Pay Scale Chart

Lead Instructional and Non Instructional

Position Step	Years of Prior Experience	Lead Instructional	Lead Non-Instructional
Step 1	0	\$64,750	\$64,750
Step 2	1	\$66,045	\$66,045
Step 3	2	\$67,340	\$67,366
Step 4	3	\$68,635	\$68,713
Step 5	4	\$69,930	\$70,087
Step 6	5	\$71,225	\$71,489
Step 7	6	\$72,520	\$72,919
Step 8	7	\$73,815	\$74,377
Step 9	8	\$75,110	\$75,865
Step 10	9	\$76,405	\$77,382
Step 11	10	\$77,700	\$78,930
Step 12	11	\$78,995	\$80,508
Step 13	12	\$80,290	\$82,119
Step 14	13	\$81,585	\$83,761
Step 15	14	\$82,880	\$85,436
Step 16	15	\$84,175	\$87,145
Step 17	16	\$85,470	\$88,888
Step 18	17	\$86,765	\$90,666
Step 19	18	\$88,060	\$92,479
Step 20	19	\$89,355	\$94,329
Step 21	20	\$90,650	\$96,215
Step 22	21	\$91,945	\$98,139
Step 23	22	\$93,240	\$100,102
Step 24	23	\$94,535	\$102,104
Step 25	24	\$95,830	\$104,146
Step 26	25	\$97,125	\$106,229
Step 27	26	\$98,420	\$108,354
Step 28	27	\$99,715	\$110,521
Step 29	28	\$101,010	\$112,731
Step 30	29	\$102,305	\$114,986

Lead Non-Instructional Support: Salaries are fixed and non-negotiable. Placement is based on the scope and responsibilities of the role, rather than years of experience or certification. Step increases are awarded automatically for each year of service at Kindezi. At The Kindezi Schools, all salaries are non-negotiable to ensure fairness and equity across all roles.