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Triad Math and Science Academy

Instructional Staff Salary Scale

Qualifications	Salary/Credit
Starting Base Salary	\$36,000.00
Education: Bachelor's Degree	\$500.00
Education: Master's Degree <i>(No credit from other "Education" categories)</i>	\$2,000.00
Education: Ph.D. <i>(No credit from other "Education" categories)</i>	\$2,500.00
Experience: Full time Teaching Experience before TMSA/QCSS <i>(per year) (up to 10 years)</i>	\$500.00
Experience: Full time Teaching Experience at TMSA/QCSS <i>(per year)</i>	\$1,080.00
License: North Carolina LE <i>(Lateral Entry, Residency)</i> Teaching License	\$750.00
License: North Carolina SP1 or SP2 Teaching License <i>(No credit from other "License" categories)</i>	\$3,000.00
License: National Board Certificate in the related field <i>(No credit from other "License" categories)</i>	\$4,000.00

Special Condition Credits

Qualifications	Salary/Credit
Title I Credit	\$1,000.00
AP Course Credit <i>(If teaching one or more AP Courses)</i>	\$1,000.00
High School PLTW Course Credit <i>(If teaching one or more PLTW Courses)</i>	\$1,000.00
"Hard to Find" Subject Credit <i>(TBA)</i>	\$1,500.00
Assignment: Teacher Mentor Credit	\$500.00
Assignment: Department Chair Credit	\$2,500.00
Assignment: Grade Level Chair Credit	\$2,500.00
NC DPI Teacher Legislated Performance Bonus Match	Up to \$2,500.00

Extra Duties

A full-time teacher, who currently has at least a 2/3 teaching load per week is eligible to take up to two extra duties for additional compensation.

Extra Duties <i>(Athletic coaches, teaching Saturday courses, competitive team mentors, leadership club mentors, etc.)</i>	\$500-\$4,800
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If you have any questions regarding salaries or the calculation methods, please contact TMSA Public Charter Schools HR department at HR@tmsapcs.org.



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Staff Benefits Summary

Insurance	Employee ONLY Package	Family Package
Medical	100% company paid	25% - 35% employee contribution
Dental	Voluntary	Voluntary
Vision	Voluntary	Voluntary

Additional Benefits	Coverage
401K Retirement Plan	6% Company Match
Life and Accidental Death & Dismemberment	100% Company Paid (Up to 50k)
Short-Term Disability	100% Company Paid
Long-Term Disability	100% Company Paid
Education Reimbursement	75% Company Paid

- √ TMSA Public Charter Schools is offering a 10 - month (195 Days) contract to its teachers.
- √ Annually, teachers are getting 10 PTO (Personal time off) days.
- √ Annually, 11-month employees are getting 11 PTO (Personal time off) days.
- √ Annually, 11-month employees are getting 12 PTO (Personal time off) days.