



**The Goodwill Excel Center Public Charter School
Instructor Pay Scales for Public Posting**

SY 2024-2025

The Goodwill Excel Center (GEC) compensation structure is designed to support the mission, vision, and values of the Goodwill Excel Center. Upon hire, base salaries for Instructors and Lead Instructors at GEC are determined by salary pay scales.

Upon hire, Instructor salaries are determined by a review of a candidate’s qualifications as they relate to the position, education, and years of related experience. The year-end performance evaluation determines salary increases for Instructors. Instructors who meet or exceed performance standards are eligible for a salary increase. The amount of salary increases is determined in the annual budget process. Following are the current Instructor pay scales used to determine base pay for all Instructors:

GEC Instructor Scale SY 2024 – 2025			
YRS EXPERIENCE	BA SY 2024-2025	MA SY 2024-2025	PhD SY 2024-2025
1	\$68,625.00	\$70,875.00	\$77,625.00
2	\$69,750.00	\$72,000.00	\$78,750.00
3	\$70,875.00	\$75,375.00	\$82,125.00
4	\$73,125.00	\$78,750.00	\$84,375.00
5	\$75,375.00	\$82,125.00	\$87,750.00
6	\$78,750.00	\$84,375.00	\$91,125.00
7	\$81,000.00	\$88,875.00	\$95,625.00
8	\$84,375.00	\$92,250.00	\$99,000.00
9	\$87,750.00	\$96,750.00	\$102,375.00



Upon hire, Lead Instructor pay scales are determined by a review of a candidate's qualifications as they relate to the position and years of related experience. The year-end performance evaluation determines salary increases for Lead Instructors. Lead Instructors who meet or exceed performance standards are eligible for a salary increase. The amount of salary increases is determined in the annual budget process. Following are the current Instructor pay scales used to determine base pay for all Lead Instructors:

Lead Instructor Scale SY 2024 – 2025	
YRS EXPERIENCE	SY 2024-2025
1	\$111,938.00
2	\$115,313.00
3	\$119,250.00
4	\$122,625.00
5	\$126,000.00
6	\$129,938.00



As of August 12, 2024, the number of GEC Instructors and Lead Instructors in each step and grade are as follows:

GEC Instructors SY 2023-2024			
YRS EXPERIENCE	Instructors BA SY 2024-2025	Instructors MA SY 2024-2025	Instructors PhD SY 2024-2025
1	1	0	0
2	0	0	0
3	0	1	0
4	0	2	0
5	3	1	0
6	1	0	0
7	0	0	0
8	0	1	0
9	1	15	3

Lead Instructors SY 2024-2025	
YRS EXPERIENCE	SY 2024-2025
1	0
2	0
3	0
4	0
5	1
6	1