



**PEAK TO PEAK**  
CHARTER SCHOOL  
800 Merlin Drive • Lafayette, CO 80026

## **Guidelines for Initial Placement on Peak to Peak's Salary Scales**

Peak to Peak adheres to the following guidelines when placing teachers and counselors on the pay scales:

### **Education Level:**

- Confirmation of degrees awarded must be documented on an official university transcript.

### **Years of Experience:**

- Letters on the scale do not directly correspond to years of experience.
- Teachers and counselors new to Peak to Peak receive one step for every three full years of verified prior K-12 teaching or K-12 counseling experience\* in the appropriate column as follows:

0-2 years = no step  
3-5 years = 1 step  
6-8 years = 2 steps  
9-11 years = 3 steps  
12-14 years = 4 steps  
15-17 years = 5 steps  
18-20 years = 6 steps  
21-23 years = 7 steps  
25-26 years = 9 steps

- \*Only full years of documented K-12 salaried positions are considered for placement on the steps.
- In order to maintain an equitable and manageable compensation system, Peak to Peak is unable to consider the following types of experience when determining placement on the salary scales:
  - College/university teaching
  - Student teaching, practicum, and/or internship experience

- Substitute teaching, including long-term teaching assignments
- Hourly work as a teaching assistant or paraprofessional
- Experience in corporate or other non-K-12 educational settings

**Other Considerations:**

- Starting salaries are not negotiable.
- National Board Certified teachers and Special Education Certified teachers will receive an additional 5% of the salary step placement.
- Teachers and counselors may apply for the Peak Option lane (which is 10% higher than the master's degree lane at the appropriate step) after seven years of experience at Peak to Peak and if the other requirements of this program are met. Additional information about the Peak Option is [available on the website](#).