



April 16, 2026
Board Meeting Packet

**BIG SUR CHARTER SCHOOL
REGULAR SCHOOL BOARD MEETING MINUTES**

March 19, 2026 at 4:30PM

Big Sur Charter School, 304 Foam St, Monterey CA, 93940

Individuals who require special accommodation, including but not limited to an American sign language interpreter, accessible seating or documentation in accessible formats, should contact the School Director or designee at least two days before the meeting. The meeting may be attended virtually using the following

Zoom link: <https://bigsurcharterschool-org.zoom.us/j/85963352790?pwd=eWJoOWFCb1FFaWI2MzVZRHh5YXFtOT09>

I. OPENING BUSINESS

1. Call to Order: 4:30pm
 2. Roll Call: Nathan Nunez, Rory Griffiths, Heather O’Hara and Aimee Alling
Additional Attendees: Tori Sarasqueta
 3. Action to Add New Items Since Posting of Agenda (2/3 Majority)
 - Approve Smart Device Policy
 4. Adoption of Agenda
Motion to adopt: Heather O’Hara
All in favor: Unanimous
- Second: Rory Griffiths
Opposed: None

II. RECOGNITIONS: *STUDENTS, INDIVIDUALS AND/OR ORGANIZATIONS FOR SIGNIFICANT CONTRIBUTIONS MADE TO THE SCHOOL.*

The board recognized School Director Aimee Alling for the hard work she has put into the Charter Renewal and building site searches.

III. COMMUNICATIONS

1. Written Communication-none
2. Board Member Comments-none
3. Director’s Report:
 - Enrollment 102, P-2: 99?
 - 2026-27 Enrollment Projected at 117; full except for grades 3 & 8
 - Need to hire part-time office staff (internal hire)
 - March 23 Family Game Night from 5:00-7:00pm
 - 8th grade promotion planned
4. BSCS Staff Comments (Non-Agenda Items)

IV. HEARING SESSION

Citizens may address the board about subjects not listed on the agenda; comments on agenda items should be held until that matter is considered. In either case, speakers addressing the board are limited to three (3) minutes with a maximum of twelve (12) minutes per topic. Any member of the public who utilizes a translator will receive six (6) minutes with a maximum of twenty-four (24) minutes per topic. This ensures that non-English speakers receive the same opportunity to address the board as English speakers. Comments will be heard with no action taken. *none*

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V. CONSENT AGENDA

Items listed under the Consent Agenda are considered to be routine and/or may have been discussed at a previous Board meeting. There is no discussion of these items prior to the Board vote unless a member of the Board requests specific items be discussed and/or removed from the Consent Agenda. Each item on the Consent Agenda and approved by the Board Members shall be deemed to have been considered in full and/or adopted as recommended.

1. Approve Board Meeting Minutes from February 19, 2026
Recommendation: (Aimee Alling, Director) The Administration recommends approval of the minutes as presented.
2. Approve West Coast Community Bank Statement - February 28, 2026
Recommendation: (Aimee Alling, Director) I certify that I have reviewed the attached statement for consistency with the School's budget, and purchasing and accounting practices and therefore, recommend Board approval.
3. Approve US Bank Statement - February 23, 2026
Recommendation: (Aimee Alling, Director) I certify that I have reviewed the attached statement for consistency with the School's budget, and purchasing and accounting practices and therefore, recommend Board approval.
4. Approve Board Report of Warrants - February 13-March 15, 2026
Recommendations: (Aimee Alling, Director) I certify that I have reviewed the attached warrants for consistency with the School's budget, and purchasing and accounting practices and therefore, recommend Board approval.
Motion to Approve: Rory Griffiths
All in favor: Unanimous
Second: Nathan Nunez
Opposed: None

VI. ACTION/DISCUSSION

1. Approve 2026-27 Academic Calendar (Director)
Recommendation: It is recommended that the Board approve the 2026-27 Academic Calendar.
Motion to adopt: Heather O'Hara
All in favor: Unanimous
Second: Rory Griffiths
Opposed: None
2. Approve Auditor Selection (Director)
Recommendation: It is recommended that the Board continue working with Moss, Levy & Hartzheim. The school has developed a strong, open, and trusting relationship with the firm. While costs have increased, they are now more in line with current market rates. This is a three year contract.
Motion to adopt: Rory Griffiths
All in favor: Unanimous
Second: Nathan Nunez
Opposed: None

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3. Approve 2nd Interim Budget (Director)

Recommendation: It is recommended that the Board approve the 2nd Interim Budget. The school is spending within the limits of the budget and has healthy reserves.

Motion to adopt: Nathan Nunez
All in favor: Unanimous

Second: Heather O'Hara
Opposed: None

4. Approve 2026-27 Family Handbook (Director)

Recommendation: It is recommended that the board approve the 2026-27 Family Handbook with the following changes: addition of Epinephrine Auto-Injector Notice and Pupils' Rights to Refrain from the Harmful or Destructive Use of Animals.

Motion to adopt: Heather O'Hara
All in favor: Unanimous

Second: Rory Griffiths
Opposed: None

5. Approve Smart Device Policy

Motion to approve: Rory Griffiths
All in favor: Unanimous

Second: Nathan Nunez
Opposed: None

VII. INFORMATION/DISCUSSION

1. Grant Review and Fundraising Update (Rory):

- Yellow Brick Road
- All In-Kind Donations complete for Sip + Bid
- 37 grants in the pipeline.

Board Action: Community Foundation Grant to be submitted Sunday (Nathan Nunez)

2. Discuss Director Salary Schedule (Nathan Nunez): Director position pay needs to incorporate Special Education Director title along with director title.

Board Action: Nathan Nunez will review financials for end of year director stipend. April meeting discussion on salary, Nathan Nunez to provide information to board next week. Finalize at May board meeting.

3. Property Discussion (Director)

Aimee, Christin and Nick visited a site in Seaside and a site in Monterey this week. Both are listed at \$1.725M which is in our price range. The Seaside site will need the most work making negotiating the price down possible. Aimee is exploring financing with West Coast Community Bank, Tatonka Financing and the Community Foundation.

Board Action: Reviewed locations.

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4. Review and Discuss next two months of Board Calendar

April

Actions:

1. Approve Employee Contracts
2. Vote on director stipend

Discussions:

1. Discuss Employment Satisfaction Survey results
2. Budget vs Actuals
3. Review Board Manual
4. Review and discuss director salary schedule

May

Actions

1. Determine and approve end of year staff COLA bonus (additional retention)
2. Approve Board Calendar
3. Approve Form 990
4. Vote on director salary schedule

Discussions

1. Board goal review, set goals for next year
2. Director goal review, set goals for next year
3. Sip & Bid report out

VIII. CLOSED SESSION

1. Conference With Legal Counsel – Anticipated Litigation

Initiation of litigation pursuant to Government Code Section 54956.9(d)(4): (1 potential case)

Time In: 6:16PM

IX. RECONVENE IN OPEN SESSION

2. Report actions taken in closed session

Time Out: 7:25PM

Report Out: Board reviewed. Potential litigation no longer needed.

X. ADJOURNMENT






Time Adjourned: 7:26PM



P. O. Box 8426
Santa Cruz, CA 95061

BIG SUR CHARTER SCHOOL
304 FOAM ST
MONTEREY CA 93940-1408

Managing Your Accounts

-  Client Service 831.457.5000
-  24-Hour Telebanking 831.457.5002
-  Mailing Address P.O. Box 8426 Santa Cruz, CA 95061
-  Locations wccb.com/locations
-  Online Access wccb.com

Summary of Accounts



Grow Your Goals This Season

The beginning of spring is a great time to refresh your financial plans. Whatever you're working toward, we're here to help you reach your goals.

Account Type	Account Number	Ending Balance
Business Checking	XXXXXX0996	\$1,647.78

Business Checking - XXXXXX0996

Account Summary

Date	Description	Amount	Description	Amount
03/01/2026	Beginning Balance	\$1,447.78	Minimum Balance	\$1,447.78
	1 Credit(s) This Period	\$200.00	Average Ledger Balance	\$0.00
	0 Debit(s) This Period	\$0.00		
03/31/2026	Ending Balance	\$1,647.78		

Electronic Credits

Date	Description	Amount
03/11/2026	ACH Deposit Fidelity grant Fidelity g	\$200.00

Daily Balances

Date	Amount	Date	Amount
03/01/2026	\$1,447.78	03/11/2026	\$1,647.78

Overdraft and Returned Item Fees

	Total for this period	Total year-to-date
Total Overdraft Fees	\$0.00	\$0.00
Total Returned Item Fees	\$0.00	\$0.00

OUTSTANDING CHECKS				RECONCILIATION INSTRUCTIONS			
Reconciliation of Account				<p style="text-align: right;">Client Service 831.457.5000</p> <p style="text-align: right;">24-Hour Telebanking 831.457.5002</p> <p>Date</p> <p>Please examine this statement and items at once and refer any exceptions immediately.</p> <p>Sort your checks numerically or by date issued.</p> <p>Mark off in your checkbook each of your checks paid by the bank and list the numbers and amounts of those not paid in the space provided at the left. Include any checks still not paid from previous statements.</p> <p>Subtract from your checkbook balance any SERVICE CHARGE (S.C.) or bank charge appearing on this statement.</p> <p>Reconcile your statement in the space provided below.</p>			
CHECKS WRITTEN BUT NOT PAID							
NUMBER	AMOUNT						
Total of Checks not paid							
		Enter bank balance from statement					
		Add deposits not credited by bank (if any)					
		TOTAL					
		Subtract total of checks not paid					
THIS AMOUNT SHOULD EQUAL YOUR CHECKBOOK BALANCE ➡							

Any Charge for Imprinted Checks Includes State Sales Tax Computed at the Current Rate, When Applicable

IN CASE OF ERRORS OR QUESTIONS REGARDING ELECTRONIC TRANSFERS ON CHECKING OR SAVINGS ACCOUNTS

In Case of Errors or Questions About Your Electronic Transfers. Telephone us at 831.457.5000, or write us on a separate sheet at the address on your statement as soon as you can, if you think your statement or receipt is wrong or if you need more information about a transfer listed on the statement or receipt. We must hear from you no later than sixty (60) days after we sent the FIRST statement on which the problem or error appeared.

- Tell us your name and account number (if any).
- Describe the error or the transfer you are unsure about, and explain as clearly as you can why you believe it is an error or why you need more information.
- Tell us the dollar amount of the suspected error.

If you tell us orally, we may require that you send us your complaint or question in writing within ten (10) business days.

We will determine whether an error occurred within ten (10) business days after we hear from you and will correct any error promptly. If we need more time, however, we may take up to forty-five (45) days to investigate your complaint or question. If we decide to do this, we will credit your account within ten (10) business days for the amount you think is in error; so that you will have the use of the money during the time it takes us to complete our investigation. If we ask you to put your complaint or question in writing and we do not receive it within ten (10) business days, we may not credit your account.

If a notice of error involves an electronic fund transfer that occurred within thirty (30) days after the first deposit to the account was made, the error involves a new account. For errors involving new accounts, point of sale debit card transactions, or foreign-initiated transactions, we may take up to ninety (90) days to investigate your complaint or question. For new accounts, we may take up to twenty (20) business days to credit your account for the amount you think is in error.

We will tell you the results within three (3) business days after completing our investigation. If we decide that there was no error, we will send you a written explanation. You may ask for copies of the documents that we used in our investigation.

BILLING RIGHTS SUMMARY

What To Do If You Think You Find A Mistake On Your Statement

If you think there is an error on your statement, write to us at: West Coast Community Bank, P.O. Box 8426, Santa Cruz, CA 95061. You may also contact us on the Web at wccb.com. In your letter, give us the following information:

- Account information: Your name and account number.
- Dollar amount: The dollar amount of the suspected error.
- Description of Problem: If you think there is an error on your bill, describe what you believe is wrong and why you believe it is a mistake.

You must contact us within 60 days after the error appeared on your statement.

You must notify us of any potential errors in writing or electronically. You may call us, but if you do we are not required to investigate any potential errors and you may have to pay the amount in question. While we investigate whether or not there has been an error, the following are true:

- We cannot try to collect the amount in question, or report you as delinquent on that amount.
- The charge in question may remain on your statement, and we may continue to charge you interest on that amount. But, if we determine that we made a mistake, you will not have to pay the amount in question or any interest or other fees related to that amount.
- While you do not have to pay the amount in question, you are responsible for the remainder of your balance.
- We can apply any unpaid amount against your credit limit.

IMPORTANT INFORMATION ABOUT YOUR MY COUNTY RESERVE OR OPEN ENDED CREDIT LINE, IF ANY

Method Used to Determine the Balance on Which Interest Will Be Computed

Daily Balance Method (Including current transactions)

We figure the interest charge on your account by applying the periodic rate to the "daily balance" of your account for each day in the billing cycle. To get the "daily balance", we take the beginning balance of your account each day, add any new advances, and subtract any unpaid interest and any payments or credits. This gives us the daily balance.

Account Number : [REDACTED] 7669
 Unique ID: XXXX XXXX XXXX 8613
 BIG SUR CHARTER SCHOOL
 Statement Date : 03-23-2026



Corporate Account Summary

Previous Balance	\$1,651.14
Purchases and Other Charges	\$1,415.19
Cash Advances	\$0.00
Cash Advance Fees	\$0.00
Late Payment Charges	\$0.00
Credits	\$0.00 CR
Payments	\$1,651.14 PY

New Balance **\$1,415.19**

Disputed Amount \$0.00

Payment Information

Amount Due \$1,415.19
Payment due in accordance with your agreement with U.S. Bank.

QUESTIONS OR TO REPORT A LOST OR STOLEN CARD,
 CALL CUSTOMER SERVICE 1-800-344-5696

To overnight or courier a payment, please send to:
 Corporate Payment Systems
 3180 Rieder Trail, Department 790428
 Earth City, MO 63045-1518

Corporate Account Activity

BIG SUR CHARTER SCHOOL
 Account Number: [REDACTED] 7669
 Unique ID: XXXX XXXX XXXX 8613
 Total Corporate Activity \$1,651.14 CR

Post Date	Tran Date	Reference Number	Transaction Description	Amount
03-18	03-16	7479826607700000000063	PAYMENT - THANK YOU 00000 C	1,651.14 PY

New Activity

CHRISTIN LOPEZ	Purchases	\$924.16	Total Activity	\$924.16
Account Number: [REDACTED] 7927	Cash Advances	\$0.00		
Unique ID: XXXX XXXX XXXX 2332	Cash Advance Fees	\$0.00		
	Credits	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transaction Description	Amount
02-24	02-23	24000776055100007333765	THESHAREWAY THESHAREWAY.C CA	26.76
02-24	02-23	24036386054071745297645	PP*METAPLATFOR 402-935-7733 CA	16.00
02-25	02-24	24036386055071788743421	PP*METAPLATFOR 402-935-7733 CA	18.00
02-26	02-25	24036386056071832061100	PP*METAPLATFOR 402-935-7733 CA	18.00
02-27	02-26	24036386057071886638000	PP*METAPLATFOR 402-935-7733 CA	21.00
03-02	03-02	24692166061105694181152	SIMPLISAFE 888-957-4675 MA	34.99
03-04	03-03	24137466063001354098296	USPS PO 0557420310 PACIFIC GROVE CA	11.70

(transactions continued on next page)

Payment may be made electronically or by check made payable to Corporate Payment Systems.

CORPORATE PAYMENT SYSTEMS
 P.O. BOX 6343
 FARGO, ND 58125-6343



Account Number: [REDACTED] 7669
 Unique ID: XXXX XXXX XXXX 8613
 Amount Due: \$1,415.19

Amount Enclosed \$

If paying by check, include coupon with payment to address below.



0000003848 000638147046790 P 2
 BIG SUR CHARTER SCHOOL
 ATTN CHRISTIN LOPEZ
 304 FOAM ST
 MONTEREY CA 93940-1408

CORPORATE PAYMENT SYSTEMS
 P.O. BOX 790428
 ST. LOUIS, MO 63179-0428

New Activity cont				
03-04	03-04	24204296063000170585097	GOOGLE NEST 650-2530000 CA	200.00
03-05	03-03	24231686063668335220484	SAFEWAY #0761 PACIFIC GROVE CA	31.45
03-13	03-12	24036386071071652580172	PP*METAPLATFOR 402-935-7733 CA	28.21
03-13	03-13	24692166072105896323799	DBC*BLICK ART MATERIAL 800-447-1892 IL	104.16
03-16	03-13	24036386072071706587560	PP*METAPLATFOR 402-935-7733 CA	6.89
03-16	03-15	24204296074000014525215	WIX.COM 1230036823 415-4499034 NY	348.00
03-23	03-20	24000776080100016152692	THESHAREWAY THESHAREWAY.C CA	59.00

AIMEE ALLING	Purchases	\$491.03	Total Activity	\$491.03
Account Number: ██████████ 7891	Cash Advances	\$0.00		
Un que ID: XXXX XXXX XXXX 2867	Cash Advances Fees	\$0.00		
	Cred ts	\$0.00 CR		

Post Date	Tran Date	Reference Number	Transact on Descr pt on	Amount
02-24	02-23	24692166054109593934363	AMAZON MKTPL*B18OR1MD0 AMZN.COM/BILL WA	80.10
02-24	02-24	24692166055109730020398	AMAZON.COM*BE8BM4OA2 AMZN.COM/BILL WA	41.88
02-25	02-24	24692166055100142768963	AMAZON MKTPL*B93E10NM1 AMZN.COM/BILL WA	74.39
03-02	02-28	24492166059100052935865	OPENAI *CHATGPT SUBSCR OPENAI.COM CA	20.00
03-04	03-04	24692166063107589593945	AMAZON MKTPL*BE11Q6PB1 AMZN.COM/BILL WA	16.38
03-04	03-04	24692166063107630586567	AMAZON.COM*BP88L1JP2 AMZN.COM/BILL WA	16.38
03-12	03-11	24692166070104202595614	AMAZON MKTPL*BP7JS6M01 AMZN.COM/BILL WA	58.29
03-16	03-13	24137466073001515364973	USPS PO 0557420310 PACIFIC GROVE CA	6.08
03-16	03-14	24692166073106986031101	AMAZON MKTPL*BP9ME7XY0 AMZN.COM/BILL WA	22.48
03-16	03-14	24692166073107510512848	AMAZON MKTPL*BP7YI3MQ0 AMZN.COM/BILL WA	46.10
03-19	03-18	24692166077100652255413	AMAZON.COM*BD7OJ2XZ1 AMZN.COM/BILL WA	28.95
03-20	03-20	24692166079102310653284	AMAZON.COM*BD3452A00 AMZN.COM/BILL WA	80.00
			Department: 00000	Tota : \$1,415.19
			D vs on: 00000	Tota : \$1,415.19

Checks Dated 03/16/2026 through 04/13/2026 **Board Meeting Date April 16, 2026**

Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
12979557	03/19/2026	AT&T Mobility	62-5900		185.40
12979558	03/19/2026	California American Water	62-5500		296.67
12979559	03/19/2026	California American Water	62-5500		93.92
12979560	03/19/2026	CharterSafe	62-5450		2,563.00
12979561	03/19/2026	MBS Business Systems	62-5600		836.71
12979562	03/19/2026	Paul Bruno	62-5600		8,244.44
12979563	03/19/2026	Natalie Sanders Therasens Occupational Therapy	62-5800		2,612.40
12979564	03/19/2026	Tucci Learning Services, Inc	62-5800		1,822.18
12980936	03/24/2026	Alpha Abacus Learning Center	62-5800		2,540.00
12980937	03/24/2026	Comcast	62-5900		502.41
12980938	03/24/2026	John Aulenta	62-5800		1,500.00
12980939	03/24/2026	Monterey Bay Social Language Center	62-5800		882.00
12980940	03/24/2026	Moss, Levy & Hartzheim LLP	62-5800		8,000.00
12982664	04/02/2026	Alpha Abacus Learning Center	62-5800		4,100.00
12982665	04/02/2026	Carmelo's Gardening	62-5800		320.00
12982666	04/02/2026	Comcast	62-5900		356.78
12982667	04/02/2026	Crystal Springs Water Co.	62-5500		109.45
12982668	04/02/2026	PG&E	62-5500		314.43
12982669	04/02/2026	RiseLiteracy LLC	62-5800		4,800.00
12982670	04/02/2026	RBM Janitorial Service, Inc.	62-5500		1,600.00
12982671	04/02/2026	SCHOOL PATHWAYS LLC	62-5800		166.00
12982672	04/02/2026	Teaching Strategies, LLC	62-5200		2,092.50
12982673	04/02/2026	US Bank Corporate Payment System	62-4100	80.00	
			62-4300	520.56	
			62-5500	234.99	
			62-5800	85.76	
			62-5900	493.88	1,415.19
Total Number of Checks			23		45,353.48

Fund Recap

Fund	Description	Check Count	Expensed Amount
62	Charter School Enterprise	23	45,353.48
	Total Number of Checks	23	45,353.48
	Less Unpaid Tax Liability		.00
	Net (Check Amount)		45,353.48

The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.  ERP for California



**Big Sur Charter School
Director Salary Schedule**

Step	Base Column I	Base + Administration Credential Column II	Base + SPED Teaching Load (.30 FTE @ 1/ III) Column III	Base + Admin Cred + SPED (.30 FTE) Column IV
1	\$95,000	\$100,700	\$110,277	\$ 115,977
2	\$96,900	\$102,714	\$112,177	\$117,991
3	\$98,838	\$104,768	\$114,115	\$120,045
4	\$100,815	\$106,864	\$116,092	\$122,141
5	\$102,831	\$109,001	\$118,108	\$124,278
6	\$104,888	\$111,181	\$120,165	\$126,458
7	\$106,985	\$113,405	\$122,262	\$128,682
8	\$109,125	\$115,673	\$124,402	\$130,950
9	\$111,308	\$117,986	\$126,585	\$133,263
10	\$113,534	\$120,346	\$128,811	\$135,623

Proposed Director Salary Schedule

Step	Director (Base Only)	Director + SPED (25%)	Director + Admin Credential	Director + Admin Credential+SPED
1	\$123,770.06	\$154,712.58	\$131,196.26	\$162,377.33
2	\$126,245.46	\$157,806.83	\$133,820.19	\$164,095.12
3	\$128,770.37	\$160,962.96	\$136,496.59	\$165,827.76
4	\$131,345.78	\$164,182.22	\$139,226.52	\$167,575.23
5	\$133,972.69	\$167,465.87	\$142,011.05	\$169,337.54
6	\$136,652.15	\$170,815.18	\$144,851.28	\$171,115.22
7	\$139,385.19	\$174,231.49	\$147,748.30	\$172,908.27
8	\$142,172.89	\$177,716.12	\$150,703.27	\$174,717.23
9	\$145,016.35	\$181,270.44	\$153,717.33	\$176,542.08
10	\$147,916.68	\$184,895.85	\$156,791.68	\$178,383.36
11	\$150,875.01	\$188,593.77	\$159,927.51	\$180,241.07
12	\$153,892.51	\$192,365.64	\$163,126.06	\$182,115.21
13	\$156,970.36	\$196,212.95	\$166,388.58	\$184,006.32
14	\$160,109.77	\$200,137.21	\$169,716.36	\$185,914.91
15	\$163,311.97	\$204,139.96	\$173,110.68	\$187,840.99
16	\$166,578.20	\$208,222.76	\$176,572.90	\$189,784.56
17	\$169,909.77	\$212,387.21	\$180,104.36	\$191,746.15
18	\$173,307.96	\$216,634.96	\$183,706.44	\$193,726.30
19	\$176,774.12	\$220,967.65	\$187,380.57	\$195,724.99
20	\$180,309.61	\$225,387.01	\$191,128.18	\$197,742.23
21	\$183,915.80	\$229,894.75	\$194,950.75	\$199,778.55
22	\$187,594.11	\$234,492.64	\$198,849.76	\$201,834.48
23	\$191,346.00	\$239,182.50	\$202,826.76	\$203,910.03
24	\$195,172.92	\$243,966.15	\$206,883.29	\$206,005.71
25	\$199,076.37	\$248,845.47	\$211,020.96	\$208,121.53



The mission of the International School of Monterey is to educate all children toward becoming conscientious, compassionate, and responsible citizens of the world.

2026-2027 Staff Compensation Model

Teacher Salary Schedule

ISM bases teacher salaries on a one-column schedule with steps based on years as a teacher of record in a K-12 classroom. It does not negotiate salaries individually. The schedule includes salaries from the first to the thirtieth year of experience.

Incoming teachers may receive up to 10 years of credit for prior service as a full-time teacher of record in a K-12 classroom. The Head of School determines actual placement based on a full analysis of prior experience and communicates initial placement to the employee at the time of the initial contract offer. Following initial placement at entry, continuing teachers move up one experience step with each year completed at ISM. Teachers at 0.5 FTE or above receive a full step of experience credit for each year taught at ISM. Partial-year teachers receive experience credit on a prorated basis (e.g., one-half year taught earns 0.5 years of credit). Where the inclusion of partial years results in a total ending in a decimal, the total is rounded to the nearest whole number for placement on the salary schedule, with 0.5 rounded up.

Teachers receive an additional stipend of \$500 per year for their first earned master's degree in education and their first earned doctorate in education (\$1,000 for both a master's and a doctorate). Cost-of-living allowances do not apply to this stipend.

Salaried Administration Positions

ISM designates five salary bands for administrative positions. The Head of School assigns each salaried position to one of the bands based on multiple considerations, including scope and level of responsibility, supervisory load, required prior experience, specialized certifications, and band placement for similar positions. The Head of School may move a position to a higher band if responsibilities and expectations for the position change.

The schedule includes daily salary rates from the first to the twenty-fifth year of experience. Each employee's annual salary is calculated by multiplying the daily rate by the number of contract days designated for the position. Employees start at step 1 when assuming an administrative position. Following initial placement at entry, continuing employees move up one experience step with each year completed at ISM. Part-time employees earn salaries prorated based on FTE (full-time equivalency) as indicated in their contracts. Specifically, the salary in the schedule for their years of experience is multiplied by FTE to arrive at their annual pay rate. Following initial placement at entry, continuing employees move up one experience step with each year completed at ISM. Employees at 0.5 FTE or above receive a full step of experience credit for each year worked at ISM. Partial-year employees receive experience credit on a prorated basis (e.g., one-half year of work earns 0.5 years of credit). Where the inclusion of partial years results in a total ending in a decimal, the total is rounded to the nearest whole number for placement on the salary schedule, with 0.5 rounded up.

Hourly Employees

ISM designates six rate bands for hourly positions. The Head of School assigns each hourly position to one of the six rate bands based on multiple considerations, including scope and level of responsibility, supervisory load, required experience, specialized certifications, and band placement for similar positions. The Head of School may move a position to a higher band if responsibilities and expectations change. The schedule includes hourly pay rates from the first to the twenty-fifth year of experience. Employees start at step 1 when assuming an hourly position. Following initial placement at entry, continuing employees move up one experience step with each year completed at ISM. Employees receive a full step of experience credit for each year worked at ISM. Partial-year employees receive experience credit on a prorated basis (e.g., one-half year of work earns 0.5 years of credit). Where the inclusion of partial years results in a total ending in a decimal, the total is rounded to the nearest whole number for placement on the pay rate schedule, with 0.5 rounded up.

Automatic Adjustments

The ISM Board of Trustees may, at the request of the ISM administrative leadership team or on its own initiative, make other adjustments to the pay schedules based on the cost of living, the school's overall financial wellness, and other factors. Such adjustments shall first be presented and discussed in an open session at an ISM Board of Trustees meeting.

All adjustments to compensation schedules take effect at the beginning of the next fiscal year unless specifically intended to change pay rates in the current year, in which case the changes take effect at the beginning of the next pay period.



INTERNATIONAL SCHOOL OF MONTEREY

The mission of the International School of Monterey is to educate all children toward becoming conscientious, compassionate, and responsible citizens of the world.

2026-2027 Teacher Salary Schedule	
Year	Salary
1	\$64,445.33
2	\$64,795.33
3	\$65,195.33
4	\$65,645.33
5	\$66,145.33
6	\$66,695.33
7	\$67,377.67
8	\$69,232.10
9	\$71,086.53
10	\$73,219.13
11	\$74,920.44
12	\$76,621.75
13	\$78,323.06
14	\$80,024.37
15	\$81,725.68
16	\$83,426.99
17	\$85,128.30
18	\$86,829.61
19	\$88,530.92
20	\$90,232.23
21	\$91,933.54
22	\$93,634.85
23	\$95,336.16
24	\$97,037.47
25	\$98,738.78
26	\$100,440.09
27	\$102,141.40
28	\$103,842.71
29	\$105,544.02
30	\$107,245.33

2026-2027 Administration Daily Salary Rate Bands					
Year	A	B	C	D	E
1	\$302.84	\$351.43	\$442.80	\$513.65	\$633.09
2	\$307.38	\$355.97	\$447.34	\$518.19	\$637.63
3	\$311.92	\$360.51	\$451.88	\$522.73	\$642.17
4	\$316.46	\$365.05	\$456.42	\$527.27	\$646.71
5	\$321.00	\$369.59	\$460.96	\$531.81	\$651.25
6	\$325.54	\$374.13	\$465.50	\$536.35	\$655.79
7	\$330.08	\$378.67	\$470.04	\$540.89	\$660.33
8	\$334.62	\$383.21	\$474.58	\$545.43	\$664.87
9	\$339.16	\$387.75	\$479.12	\$549.97	\$669.41
10	\$343.70	\$392.29	\$483.66	\$554.51	\$673.95
11	\$348.24	\$396.83	\$488.20	\$559.05	\$678.49
12	\$352.78	\$401.37	\$492.74	\$563.59	\$683.03
13	\$357.32	\$405.91	\$497.28	\$568.13	\$687.57
14	\$361.86	\$410.45	\$501.82	\$572.67	\$692.11
15	\$366.40	\$414.99	\$506.36	\$577.21	\$696.65
16	\$370.94	\$419.53	\$510.90	\$581.75	\$701.19
17	\$375.48	\$424.07	\$515.44	\$586.29	\$705.73
18	\$380.02	\$428.61	\$519.98	\$590.83	\$710.27
19	\$384.56	\$433.15	\$524.52	\$595.37	\$714.81
20	\$389.10	\$437.69	\$529.06	\$599.91	\$719.35
21	\$393.64	\$442.23	\$533.60	\$604.45	\$723.89
22	\$398.18	\$446.77	\$538.14	\$608.99	\$728.43
23	\$402.72	\$451.31	\$542.68	\$613.53	\$732.97
24	\$407.26	\$455.85	\$547.22	\$618.07	\$737.51
25	\$411.80	\$460.39	\$551.76	\$622.61	\$742.05

2026-2027 Hourly Employee Hourly Rate Bands						
Year	1	2	3	4	5	6
1	\$20.41	\$21.77	\$23.14	\$24.50	\$25.86	\$27.83
2	\$21.02	\$22.38	\$23.75	\$25.11	\$26.47	\$28.44
3	\$21.63	\$22.99	\$24.36	\$25.72	\$27.08	\$29.05
4	\$22.25	\$23.61	\$24.98	\$26.34	\$27.70	\$29.67
5	\$22.86	\$24.22	\$25.59	\$26.95	\$28.31	\$30.28
6	\$23.47	\$24.83	\$26.20	\$27.56	\$28.92	\$30.89
7	\$24.08	\$25.44	\$26.81	\$28.17	\$29.53	\$31.50
8	\$24.70	\$26.06	\$27.43	\$28.79	\$30.15	\$32.12
9	\$25.31	\$26.67	\$28.04	\$29.40	\$30.76	\$32.73
10	\$25.92	\$27.28	\$28.65	\$30.01	\$31.37	\$33.34
11	\$26.53	\$27.89	\$29.26	\$30.62	\$31.98	\$33.95
12	\$27.15	\$28.51	\$29.88	\$31.24	\$32.60	\$34.57
13	\$27.76	\$29.12	\$30.49	\$31.85	\$33.21	\$35.18
14	\$28.37	\$29.73	\$31.10	\$32.46	\$33.82	\$35.79
15	\$28.98	\$30.34	\$31.71	\$33.07	\$34.43	\$36.40
16	\$29.59	\$30.95	\$32.32	\$33.68	\$35.04	\$37.01
17	\$30.21	\$31.57	\$32.94	\$34.30	\$35.66	\$37.63
18	\$30.82	\$32.18	\$33.55	\$34.91	\$36.27	\$38.24
19	\$31.43	\$32.79	\$34.16	\$35.52	\$36.88	\$38.85
20	\$32.04	\$33.40	\$34.77	\$36.13	\$37.49	\$39.46
21	\$32.66	\$34.02	\$35.39	\$36.75	\$38.11	\$40.08
22	\$33.27	\$34.63	\$36.00	\$37.36	\$38.72	\$40.69
23	\$33.88	\$35.24	\$36.61	\$37.97	\$39.33	\$41.30
24	\$34.49	\$35.85	\$37.22	\$38.58	\$39.94	\$41.91
25	\$35.11	\$36.47	\$37.84	\$39.20	\$40.56	\$42.53

MBCS Administrative Salary Schedule						
Year	A	B	C	D	E	F
1	\$65,778	\$70,513	\$82,985	\$90,891	\$103,513	\$122,543
2	\$66,765	\$71,571	\$84,230	\$92,254	\$105,066	\$124,381
3	\$67,766	\$72,644	\$85,493	\$93,638	\$106,642	\$126,247
4	\$68,783	\$73,734	\$86,776	\$95,043	\$108,241	\$128,141
5	\$69,814	\$74,840	\$88,077	\$96,468	\$109,865	\$130,063
6	\$70,862	\$75,963	\$89,398	\$97,915	\$111,513	\$132,014
7	\$71,925	\$77,102	\$90,739	\$99,384	\$113,186	\$133,994
8	\$73,003	\$78,258	\$92,100	\$100,875	\$114,883	\$136,004
9	\$74,098	\$79,432	\$93,482	\$102,388	\$116,607	\$138,044
10	\$75,210	\$80,624	\$94,884	\$103,924	\$118,356	\$140,114
11	\$76,338	\$81,833	\$96,307	\$105,483	\$120,131	\$142,216
12	\$77,483	\$83,061	\$97,752	\$107,065	\$121,933	\$144,349
13	\$78,645	\$84,307	\$99,218	\$108,671	\$123,762	\$146,515
14	\$79,825	\$85,571	\$100,707	\$110,301	\$125,618	\$148,712
15	\$81,022	\$86,855	\$102,217	\$111,956	\$127,503	\$150,943
16	\$82,238	\$88,158	\$103,751	\$113,635	\$129,415	\$153,207
17	\$83,471	\$89,480	\$105,307	\$115,339	\$131,357	\$155,505
18	\$84,723	\$90,822	\$106,886	\$117,069	\$133,327	\$157,838
19	\$85,994	\$92,185	\$108,490	\$118,825	\$135,327	\$160,205
20	\$87,284	\$93,567	\$110,117	\$120,608	\$137,357	\$162,609
21	\$88,593	\$94,971	\$111,769	\$122,417	\$139,417	\$165,048
22	\$89,922	\$96,395	\$113,445	\$124,253	\$141,508	\$167,523
23	\$91,271	\$97,841	\$115,147	\$126,117	\$143,631	\$170,036
24	\$92,640	\$99,309	\$116,874	\$128,009	\$145,785	\$172,587
20	\$94,030	\$100,799	\$118,627	\$129,929	\$147,972	\$175,176

Administrative Positions	Band	Days
Executive Director	F	225
Director of Education	E	215
Business Manager	C	215
Assistant Business Manager	B	215
Office Manager & CALPADS	B	215
Communications & Development	B	215
Enrollment Coordinator	B	215
Assessment & Compliance	A	180
ELO-Program Coordinator	A	215

Add Ons: Highest Qualifying	
Masters Degree or	\$2,000.00
Admin Credential or	\$2,500.00
Doctorate Degree or	\$2,500.00
Full Waldorf Certification	\$3,000.00

Experience Accepted:
10 years experience accepted
Executive Director-15 years
Board Approved 3/3/2026