

**Dependent Charter Certificated Salary Schedule (Effective July 1, 2022)**

Permit/Intern/Waiver <small>* CTE/Pathway Exp. see below</small>	BA + Credential <small>* CTE/Pathway Exp. see below</small>	BA + 60 MA + 15 <small>* CTE/Pathway Exp. see below</small>	BA + 75 MA + 30 <small>* CTE/Pathway Exp. see below</small>	BA + 90 MA + 45 <small>**See Below</small>					
Column A	Column B	Column C	Column D	Column E					
Step 1	\$57,023	Step 1	\$59,317	Step 1	\$63,471	Step 1	\$67,914	Step 1	\$72,668
Step 2	\$59,304	Step 2	\$61,099	Step 2	\$65,375	Step 2	\$69,950	Step 2	\$74,848
Step 3	\$61,676	Step 3	\$62,932	Step 3	\$67,335	Step 3	\$72,050	Step 3	\$77,092
Step 4	\$64,144	Step 4	\$64,819	Step 4	\$69,355	Step 4	\$74,209	Step 4	\$79,406
Step 5	\$66,710	Step 5	\$68,098	Step 5	\$71,437	Step 5	\$76,438	Step 5	\$81,789
Step 6	\$69,378	Step 6	\$70,142	Step 6	\$73,580	Step 6	\$78,729	Step 6	\$84,241
Step 7	\$72,151	Step 7	\$72,955	Step 7	\$75,787	Step 7	\$81,092	Step 7	\$86,768
Step 8	\$75,040	Step 8	\$75,870	Step 8	\$78,062	Step 8	\$83,523	Step 8	\$89,371
		Step 9	\$78,147	Step 9	\$80,403	Step 9	\$86,029	Step 9	\$92,053
				Step 10	\$82,814	Step 10	\$88,612	Step 10	\$94,815
				Step 14	\$85,299	Step 11	\$91,269	Step 11	\$97,657
				Step 20	\$87,858	Step 12	\$94,007	Step 12	\$100,587
				Step 25	\$90,495	Step 13	\$94,007	Step 13	\$103,606
				Step 28	\$93,209	Step 14	\$96,773	Step 14	\$106,713
						Step 15	\$96,773	Step 15	\$106,713
						Step 16	\$96,773	Step 16	\$106,713
						Step 17	\$100,644	Step 17	\$109,916
						Step 18	\$100,644	Step 18	\$109,916
						Step 19	\$100,644	Step 19	\$109,916
						Step 20	\$100,644	Step 20	\$109,916
						Step 21	\$100,644	Step 21	\$109,916
						Step 22	\$100,644	Step 22	\$109,916
						Step 23	\$103,664	Step 23	\$114,312

\*At the time of initial placement on the Dependent Charter Certificated Salary Schedule, a teacher shall be given salary schedule credit for previous teaching experience, relevant industry/pathway experience, and/or CTE experience on a year for year basis. Teaching experience, for salary schedule purposes, shall include only full time paid experience in positions requiring certificated qualifications. For recruitment and retention purposes, initial placement also shall take into consideration a teacher's previous salary history to provide competitive and commensurate salary.

After initial placement, movement from column to column will be in alignment with Article IV, Section C of the NUSD NTA Collective Bargaining Agreement.

Credentialed staff who attain a Masters Degree shall receive a three percent (3%) salary increase. This increase is applicable only to one degree and does not apply to additional degrees, MA or PhD.

Unit members achieving a Distinguished Summative Evaluation rating as defined under Article IX and related appendices while an active unit member will receive a three percent (3%) salary increase. This will commence the first pay period of the following academic year after achieving the Distinguished rating and is valid for up to two years.