

Dependent Charter Certificated Salary Schedule (Effective July 1, 2023)

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	\$59,874	Step 1	\$62,283	Step 1	\$66,645	Step 1	\$71,310	Step 1	\$76,301
Step 2	\$62,269	Step 2	\$64,154	Step 2	\$68,644	Step 2	\$73,448	Step 2	\$78,590
Step 3	\$64,760	Step 3	\$66,079	Step 3	\$70,702	Step 3	\$75,653	Step 3	\$80,947
Step 4	\$67,351	Step 4	\$68,060	Step 4	\$72,823	Step 4	\$77,919	Step 4	\$83,376
Step 5	\$70,046	Step 5	\$71,503	Step 5	\$75,009	Step 5	\$80,260	Step 5	\$85,878
Step 6	\$72,847	Step 6	\$73,649	Step 6	\$77,259	Step 6	\$82,665	Step 6	\$88,453
Step 7	\$75,759	Step 7	\$76,603	Step 7	\$79,576	Step 7	\$85,147	Step 7	\$91,106
Step 8	\$78,792	Step 8	\$79,664	Step 8	\$81,965	Step 8	\$87,699	Step 8	\$93,840
		Step 9	\$82,054	Step 9	\$84,423	Step 9	\$90,330	Step 9	\$96,656
				Step 10	\$86,955	Step 10	\$93,043	Step 10	\$99,556
				Step 14	\$89,564	Step 11	\$95,832	Step 11	\$102,540
				Step 20	\$92,251	Step 12	\$98,707	Step 12	\$105,616
				Step 25	\$95,020	Step 13	\$98,707	Step 13	\$108,786
				Step 28	\$97,869	Step 14	\$101,612	Step 14	\$112,049
						Step 15	\$101,612	Step 15	\$112,049
						Step 16	\$101,612	Step 16	\$112,049
						Step 17	\$105,676	Step 17	\$115,412
						Step 18	\$105,676	Step 18	\$115,412
						Step 19	\$105,676	Step 19	\$115,412
						Step 20	\$105,676	Step 20	\$115,412
						Step 21	\$105,676	Step 21	\$115,412
						Step 22	\$105,676	Step 22	\$115,412
						Step 23	\$108,847	Step 23	\$120,028

*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.