

Dependent Charter Certificated Salary Schedule (Effective January 1, 2021)

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	52,990	Step 1	55,123	Step 1	58,982	Step 1	63,111	Step 1	67,529
Step 2	55,110	Step 2	56,778	Step 2	60,752	Step 2	65,003	Step 2	69,555
Step 3	57,315	Step 3	58,481	Step 3	62,574	Step 3	66,955	Step 3	71,640
Step 4	59,608	Step 4	60,235	Step 4	64,450	Step 4	68,961	Step 4	73,790
Step 5	61,992	Step 5	63,282	Step 5	66,385	Step 5	71,032	Step 5	76,005
Step 6	64,472	Step 6	65,181	Step 6	68,376	Step 6	73,162	Step 6	78,283
Step 7	67,049	Step 7	67,796	Step 7	70,427	Step 7	75,357	Step 7	80,632
Step 8	69,733	Step 8	70,505	Step 8	72,541	Step 8	77,617	Step 8	83,051
		Step 9	72,621	Step 9	74,717	Step 9	79,945	Step 9	85,543
				Step 10	76,958	Step 10	82,345	Step 10	88,110
				Step 14	79,267	Step 11	84,815	Step 11	90,751
				Step 20	81,645	Step 12	87,359	Step 12	93,474
				Step 25	84,095	Step 13	87,359	Step 13	96,279
				Step 28	86,618	Step 14	89,929	Step 14	99,167
						Step 15	89,929	Step 15	99,167
						Step 16	89,929	Step 16	99,167
						Step 17	93,526	Step 17	102,143
						Step 18	93,526	Step 18	102,143
						Step 19	93,526	Step 19	102,143
						Step 20	93,526	Step 20	102,143
						Step 21	93,526	Step 21	102,143
						Step 22	93,526	Step 22	102,143
						Step 23	96,333	Step 23	106,228

*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.