

Dependent Charter Certificated Salary Schedule (Effective July 1, 2020)

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 52,476	Step 1 54,588	Step 1 58,409	Step 1 62,498	Step 1 66,874
Step 2 54,575	Step 2 56,226	Step 2 60,162	Step 2 64,372	Step 2 68,880
Step 3 56,759	Step 3 57,913	Step 3 61,966	Step 3 66,305	Step 3 70,945
Step 4 59,029	Step 4 59,650	Step 4 63,824	Step 4 68,292	Step 4 73,074
Step 5 61,390	Step 5 62,668	Step 5 65,741	Step 5 70,342	Step 5 75,267
Step 6 63,846	Step 6 64,548	Step 6 67,712	Step 6 72,451	Step 6 77,523
Step 7 66,398	Step 7 67,138	Step 7 69,743	Step 7 74,626	Step 7 79,850
Step 8 69,056	Step 8 69,820	Step 8 71,836	Step 8 76,864	Step 8 82,245
	Step 9 71,916	Step 9 73,991	Step 9 79,169	Step 9 84,712
		Step 10 76,210	Step 10 81,546	Step 10 87,254
		Step 14 78,497	Step 11 83,991	Step 11 89,870
		Step 20 80,853	Step 12 86,511	Step 12 92,566
		Step 25 83,279	Step 13 86,511	Step 13 95,344
		Step 28 85,777	Step 14 89,056	Step 14 98,204
			Step 15 89,056	Step 15 98,204
			Step 16 89,056	Step 16 98,204
			Step 17 92,618	Step 17 101,151
			Step 18 92,618	Step 18 101,151
			Step 19 92,618	Step 19 101,151
			Step 20 92,618	Step 20 101,151
			Step 21 92,618	Step 21 101,151
			Step 22 92,618	Step 22 101,151
			Step 23 95,398	Step 23 105,197

*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.