

Dependent Charter Certificated Salary Schedule (Effective July 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 \$54,050	Step 1 \$56,225	Step 1 \$60,162	Step 1 \$64,373	Step 1 \$68,880
Step 2 \$56,212	Step 2 \$57,914	Step 2 \$61,967	Step 2 \$66,303	Step 2 \$70,946
Step 3 \$58,461	Step 3 \$59,651	Step 3 \$63,825	Step 3 \$68,294	Step 3 \$73,073
Step 4 \$60,800	Step 4 \$61,440	Step 4 \$65,739	Step 4 \$70,340	Step 4 \$75,266
Step 5 \$63,232	Step 5 \$64,548	Step 5 \$67,713	Step 5 \$72,453	Step 5 \$77,525
Step 6 \$65,761	Step 6 \$66,485	Step 6 \$69,744	Step 6 \$74,625	Step 6 \$79,849
Step 7 \$68,390	Step 7 \$69,152	Step 7 \$71,836	Step 7 \$76,864	Step 7 \$82,245
Step 8 \$71,128	Step 8 \$71,915	Step 8 \$73,992	Step 8 \$79,169	Step 8 \$84,712
	Step 9 \$74,073	Step 9 \$76,211	Step 9 \$81,544	Step 9 \$87,254
		Step 10 \$78,497	Step 10 \$83,992	Step 10 \$89,872
		Step 14 \$80,852	Step 11 \$86,511	Step 11 \$92,566
		Step 20 \$83,278	Step 12 \$89,106	Step 12 \$95,343
		Step 25 \$85,777	Step 13 \$89,106	Step 13 \$98,205
		Step 28 \$88,350	Step 14 \$91,728	Step 14 \$101,150
			Step 15 \$91,728	Step 15 \$101,150
			Step 16 \$91,728	Step 16 \$101,150
			Step 17 \$95,397	Step 17 \$104,186
			Step 18 \$95,397	Step 18 \$104,186
			Step 19 \$95,397	Step 19 \$104,186
			Step 20 \$95,397	Step 20 \$104,186
			Step 21 \$95,397	Step 21 \$104,186
			Step 22 \$95,397	Step 22 \$104,186
			Step 23 \$98,260	Step 23 \$108,353

*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.