

**MASTER SALARY SCHEDULE  
TEACHERS  
2023 - 2024 (Interim and Indefinite) (5% Retro to 7/1/2023)**

Year	Emergency Credential	Reg. Credential w/ less than 168 Units	Reg. Credential w/168 Units OR MA	Reg. Credential w/184 Units & MA	Reg. Credential w/200 Units & MA
1	61,496	64,107	66,834	69,670	72,631
2	64,107	66,834	69,670	72,631	75,713
3	66,834	69,670	72,631	75,713	78,931
4	69,670	72,631	75,713	78,931	82,286
5	72,633	75,713	78,931	82,286	85,777
6	75,713	78,931	82,286	85,777	89,424
7	78,931	82,286	85,777	89,424	93,221
8	82,286	85,777	89,424	93,221	97,179
9	85,777	89,424	93,221	97,179	101,309
10	89,424	93,221	97,179	101,309	105,611
11	89,424	97,179	101,309	105,611	110,099
12	89,424	97,179	105,611	110,099	114,776
13	89,424	97,179	105,611	110,099	114,776
14	89,424	97,179	105,611	110,099	114,776
15	89,424	97,179	105,611	110,099	114,776
16	93,221	101,309	110,099	114,776	119,649
17	93,221	101,309	110,099	114,776	119,649
18	93,221	101,309	110,099	114,776	119,649
19	93,221	101,309	110,099	114,776	119,649
20	97,179	105,611	114,776	119,649	124,733
21	101,309	110,099	119,649	124,733	130,030
	181 Days	181 Days	181 Days	181 Days	181 Days

\*Effective July 1, 2000, anniversary increments shall no longer be applied. All future salary adjustments shall depend upon negotiated settlements. Future salary increases shall be based upon the unit members location on the salary schedule.

\*For unit members hired on, or after, July 1, 2000, credit shall be given for ten (10) years of previous verified and eligible experience outside of Hawthorne. One of these increments may be for military experience. Creditable service may be given for non-public school experience, with the exception of parochial/private school experience.

\*A unit member shall have taught at least seventy-five percent of the school year to advance a step on the salary schedule.

\*Intent to complete requirements to move into another salary schedule column shall be received by the Human Resources Office by March 15th. Movement can be made only one time per year. Official transcripts must be provided to prove eligibility to move, if intent has been filed by the previous March 15th. No exceptions shall be made.

\*Unit credit and degrees granted for advancement on the salary schedule shall only be accepted from accredited colleges and universities as recognized by the California Commission on Teacher Credentialing.

\*Prior written approval must be obtained to receive credit for junior college courses and workshops.

\*Unit members employed after March 27, 1991, who are on an emergency credential shall be placed on the first column. No progression will be made to another column until a preliminary credential or a clear credential is attained.

\*Unit members hired prior to July 1, 2000, shall receive an annual stipend of \$2,250 to holders of a California bilingual credential (BCC, MSBE, BCLAD, SSBE, etc.) who teach in a primary language assignment. As of July 1, 2007, unit members who hold a BCLAD, or equivalent, and it is required for their assignment shall receive an annual stipend of \$2,250.

\*Effective July 1, 2021, unit members possessing special education credentials or certificates who are assigned to positions for which credentials and/or certificates are required shall receive an additional annual stipend as follows:

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|---|---|
| (1) Resource Specialist - \$1,500 annually      | (4) Early Childhood Special Education Tchr - \$2,000 annually |
| (2) Mild/Moderate SDC Tchr - \$1,500 annually   | (5) Adapted Physical Education Tchr - \$1,500 annually        |
| (3) Moderate/Severe SDC Tchr - \$2,000 annually |   |

\*An annual stipend of \$2,000 shall be paid to National Board Certified Teachers, working in their area of expertise.

\*Effective July 1, 2016, an annual stipend of \$1,500 shall be paid to unit members who have earned an Ed.D or Ph.D.