

**APPENDIX A3 — SALARY SCHEDULE EFFECTIVE JULY 1, 2023, FOR 199 WORK DAYS  
MENLO PARK CITY SCHOOL DISTRICT  
TEACHER SALARY SCHEDULE**

Step	2023-2024					199 DAYS	
	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90
1	\$80,658	\$80,658	\$85,290	\$87,112	\$93,565	\$100,017	\$106,471
2	\$80,658	\$80,658	\$85,290	\$91,226	\$97,679	\$104,131	\$110,584
3	\$80,658	\$82,436	\$88,886	\$95,339	\$101,791	\$108,245	\$114,698
4	\$80,658	\$86,547	\$93,002	\$99,455	\$105,905	\$112,358	\$118,810
5	\$84,209	\$90,662	\$97,114	\$103,568	\$110,020	\$116,471	\$122,926
6	\$88,323	\$94,774	\$101,229	\$107,681	\$114,133	\$120,587	\$127,036
7	\$92,436	\$98,889	\$105,341	\$111,793	\$118,247	\$124,700	\$131,153
8	\$96,549	\$103,002	\$109,455	\$115,907	\$122,360	\$128,814	\$135,265
9	\$100,662	\$107,115	\$113,568	\$120,020	\$126,474	\$132,927	\$139,380
10	\$104,774	\$111,230	\$117,683	\$124,134	\$130,587	\$137,039	\$143,493
11	\$104,774	\$111,230	\$117,683	\$124,134	\$130,587	\$137,039	\$143,493
12	\$109,616	\$116,070	\$122,522	\$128,974	\$135,429	\$141,879	\$150,286
13	\$109,616	\$116,070	\$122,522	\$128,974	\$135,429	\$141,879	\$150,286
14	\$114,457	\$120,907	\$127,362	\$133,814	\$140,265	\$146,719	\$155,125
15	\$114,457	\$120,907	\$127,362	\$133,814	\$140,265	\$146,719	\$155,125
16	\$119,293	\$125,747	\$132,202	\$138,653	\$145,106	\$151,560	\$159,965
17	\$122,873	\$129,521	\$136,167	\$142,813	\$149,460	\$156,107	\$164,763
<b>Credit for Previous:</b>		16 years maximum (Step 17)					
<b>Professional:</b>		Movement across salary schedule requires 15 semester units between columns.					
<b>Stipend:</b>		Master's				\$2,500	
		Ph.D Degree				\$3,000	
		BCLAD				\$3,500	
		CCC (Speech) Certification				\$3,000	
		National Bd. Certification				\$3,000	
		Hard to Recruit (Position defined by footnote 1 in Appendix A-S and Article 13, Section 13.1.7)				(\$2,000)	
<b>Hourly:</b>		\$65.00 - Payment for extra time work (Planning Curriculum Development, etc.) requested by the District. Activities which qualify for this remuneration shall be performed outside the regular workday hours.					
<b>Please Note:</b>		The Salary Schedule reflects a shadow schedule for BA and BA+15 for those individuals who do not have a full California Teaching Credential.					
<b>Please Note:</b>		Board Approved TBA - 3% Increase retro to July 1, 2023					