

**Dependent Charter Certificated Salary Schedule**  
**Certificated Salary Schedule**  
**Effective July 1, 2025**

Steps	Permit/Intern/Waiver	BA + Credential*	BA + 60*		BA + 75*		BA + 90*	
			MA + 15**		MA + 30**		MA + 45**	
			Column A	Column B	Column C	Column C w/Masters	Column D	Column D w/Masters
1	\$61,970	\$64,463	\$68,978	\$71,047	\$73,806	\$76,020	\$78,972	\$81,341
2	\$64,448	\$66,399	\$71,047	\$73,178	\$76,019	\$78,300	\$81,341	\$83,781
3	\$67,027	\$68,392	\$73,177	\$75,372	\$78,301	\$80,650	\$83,780	\$86,293
4	\$69,708	\$70,442	\$75,372	\$77,633	\$80,646	\$83,065	\$86,294	\$88,883
5	\$72,498	\$74,006	\$77,634	\$79,963	\$83,069	\$85,561	\$88,884	\$91,551
6	\$75,397	\$76,227	\$79,963	\$82,362	\$85,558	\$88,125	\$91,549	\$94,295
7	\$78,411	\$79,284	\$82,361	\$84,832	\$88,127	\$90,771	\$94,295	\$97,124
8	\$81,550	\$82,452	\$84,834	\$87,379	\$90,768	\$93,491	\$97,124	\$100,038
9		\$84,926	\$87,378	\$89,999	\$93,492	\$96,297	\$100,039	\$103,040
10			\$89,998	\$92,698	\$96,300	\$99,189	\$103,040	\$106,131
11			\$89,998	\$92,698	\$99,186	\$102,162	\$106,129	\$109,313
12			\$89,998	\$92,698	\$102,162	\$105,227	\$109,313	\$112,592
13			\$89,998	\$92,698	\$102,162	\$105,227	\$112,594	\$115,972
14			\$92,699	\$95,480	\$105,168	\$108,323	\$115,971	\$119,450
15			\$92,699	\$95,480	\$105,168	\$108,323	\$115,971	\$119,450
16			\$95,480	\$98,344	\$105,168	\$108,323	\$115,971	\$119,450
17			\$98,346	\$101,296	\$109,375	\$112,656	\$119,451	\$123,035
18			\$98,346	\$101,296	\$109,375	\$112,656	\$119,451	\$123,035
19			\$98,346	\$101,296	\$109,375	\$112,656	\$119,451	\$123,035
20			\$101,294	\$104,333	\$112,657	\$116,037	\$124,229	\$127,956

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.

\*Units must be earned after issuance of BA

\*\*Units must be earned after issuance of MA

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.