

ALTUS SCHOOLS SOUTHERN CALIFORNIA

*DBA: Audeo Charter School II,
Altus Schools North County, Audeo Valley Charter School,
Altus Schools East County, and Altus Schools South Bay*

TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

ANNUAL SALARY RATES**228-DAY CONTRACT YEAR**

			COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E		
			BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA		
EMER	INTERN	INTERN	RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	STEP	
	01	76,880.88	76,880.88	77,904.84	82,658.28	87,414.72	92,168.40	96,924.72	01
	02		78,930.24	80,830.92	85,587.24	90,337.92	95,094.60	99,847.92	02
	03			83,874.48	88,628.16	93,381.84	98,135.16	102,891.84	03
	04			87,041.76	91,798.20	96,548.88	101,305.20	106,058.88	04
	05			90,332.16	95,085.72	99,842.16	104,595.84	109,352.16	05
	06			93,754.80	98,511.36	103,264.80	108,021.36	112,774.80	06
	07			97,318.56	102,074.88	106,825.56	111,582.12	116,335.68	07
	08			101,020.32	105,776.76	110,527.44	115,283.76	120,037.44	08
	09			104,865.96	109,622.52	114,378.96	119,132.52	123,886.08	09
	10			108,870.24	113,623.92	118,377.60	123,130.92	127,887.60	10
	11			113,030.52	117,783.96	122,540.64	127,296.96	132,050.64	11
	12			113,030.52	122,114.40	126,871.08	131,624.52	136,381.08	12
	13			113,030.52	122,114.40	131,374.80	136,131.24	140,884.92	13
	14			113,030.52	122,114.40	131,374.80	140,811.48	145,567.92	14
	15			113,030.52	122,114.40	131,374.80	140,811.48	150,439.08	15
	16			117,011.28	126,095.40	135,355.68	144,792.36	154,416.96	16
	17			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	17
	18			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	18
	19			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	19
	20			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	20
	21			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	21
	22			123,119.16	132,294.48	141,648.72	151,179.36	160,900.92	22
	23			126,919.16	136,094.48	145,448.72	154,979.36	164,700.92	23
	24			126,919.16	136,094.48	145,448.72	154,979.36	164,700.92	24
	25			132,019.16	141,194.48	150,548.72	160,079.36	169,800.92	25

Includes 18% increase effective 7.1.2025

Includes annual Longevity Stipend of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity Stipend of \$5100 at step 25 (25 years of service) effective 7.1.2025

Special Education teachers and Counselors has additional annual stipend of \$200.

Learning Lead has additional annual stipend of \$12000.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 228 Contract Base Days
- 3) Must possess a current California Clear or Preliminary Single or Multiple-Subject Teaching Credential
- 4) Must have a CLAD Certification/EL Authorization
- 5) Must pass a workstyles/behavior survey and math assessment
- 6) Must clear background check by Department of Justice and FBI
- 7) Must receive TB clearance
- 8) Must possess a valid California driver's license and have reliable transportation
- 9) School Nurse: Must possess a current Clear or Preliminary California School Nurse Services Credential
- 10) An employee who works for 75% or more of their contract base days will advance one step for each year of service.
Protected leave are factored in the calculation.

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Effective JULY 1, 2025

MONTHLY RATES**228-DAY CONTRACT YEAR**

STEP	EMER	INTERN	INTERN	COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E	STEP
				BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
				RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	
01	6,406.74	6,406.74		6,492.07	6,888.19	7,284.56	7,680.70	8,077.06	01
02		6,577.52		6,735.91	7,132.27	7,528.16	7,924.55	8,320.66	02
03				6,989.54	7,385.68	7,781.82	8,177.93	8,574.32	03
04				7,253.48	7,649.85	8,045.74	8,442.10	8,838.24	04
05				7,527.68	7,923.81	8,320.18	8,716.32	9,112.68	05
06				7,812.90	8,209.28	8,605.40	9,001.78	9,397.90	06
07				8,109.88	8,506.24	8,902.13	9,298.51	9,694.64	07
08				8,418.36	8,814.73	9,210.62	9,606.98	10,003.12	08
09				8,738.83	9,135.21	9,531.58	9,927.71	10,323.84	09
10				9,072.52	9,468.66	9,864.80	10,260.91	10,657.30	10
11				9,419.21	9,815.33	10,211.72	10,608.08	11,004.22	11
12				9,419.21	10,176.20	10,572.59	10,968.71	11,365.09	12
13				9,419.21	10,176.20	10,947.90	11,344.27	11,740.41	13
14				9,419.21	10,176.20	10,947.90	11,734.29	12,130.66	14
15				9,419.21	10,176.20	10,947.90	11,734.29	12,536.59	15
16				9,750.94	10,507.95	11,279.64	12,066.03	12,868.08	16
17				10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	17
18				10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	18
19				10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	19
20				10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	20
21				10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	21
22				10,259.93	11,024.54	11,804.06	12,598.28	13,408.41	22
23				10,576.60	11,341.21	12,120.73	12,914.95	13,725.08	23
24				10,576.60	11,341.21	12,120.73	12,914.95	13,725.08	24
25				11,001.60	11,766.21	12,545.73	13,339.95	14,150.08	25

Includes 18% increase effective 7.1.2025

Includes annual Longevity Stipend of \$3800 at step 23 (23 years of service) effective 7.1.2025

Includes annual Longevity Stipend of \$5100 at step 25 (25 years of service) effective 7.1.2025

Special Education teachers and Counselors has additional annual stipend of \$200.

Learning Lead has additional annual stipend of \$12000.

TERMS and REQUIREMENTS:

- 1) Full-time position, not to exceed 40 hours per week.
- 2) 228 Contract Base Days
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TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

DAILY RATES

STEP	EMER		COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E	STEP
	INTERN	INTERN	BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
			RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	
01	337.20	337.20	341.69	362.54	383.40	404.25	425.11	01
02		346.19	354.52	375.38	396.22	417.08	437.93	02
03			367.87	388.72	409.57	430.42	451.28	03
04			381.76	402.62	423.46	444.32	465.17	04
05			396.19	417.04	437.90	458.75	479.61	05
06			411.21	432.07	452.92	473.78	494.63	06
07			426.84	447.70	468.53	489.40	510.24	07
08			443.07	463.93	484.77	505.63	526.48	08
09			459.94	480.80	501.66	522.51	543.36	09
10			477.50	498.35	519.20	540.05	560.91	10
11			495.75	516.60	537.46	558.32	579.17	11
12			495.75	535.59	556.45	577.30	598.16	12
13			495.75	535.59	576.21	597.07	617.92	13
14			495.75	535.59	576.21	617.59	638.46	14
15			495.75	535.59	576.21	617.59	659.82	15
16			513.21	553.05	593.67	635.05	677.27	16
17			540.00	580.24	621.27	663.07	705.71	17
18			540.00	580.24	621.27	663.07	705.71	18
19			540.00	580.24	621.27	663.07	705.71	19
20			540.00	580.24	621.27	663.07	705.71	20
21			540.00	580.24	621.27	663.07	705.71	21
22			540.00	580.24	621.27	663.07	705.71	22
23			556.66	596.91	637.93	679.73	722.37	23
24			556.66	596.91	637.93	679.73	722.37	24
25			579.03	619.27	660.30	702.10	744.74	25

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Effective JULY 1, 2025

HOURLY RATES

STEP	EMER		COLUMN A	COLUMN B	COLUMN C	COLUMN D	COLUMN E	STEP
	INTERN	INTERN	BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
			RANGE 1	RANGE 2	RANGE 3	RANGE 4	RANGE 5	
01	42.15	42.15	42.71	45.31	47.93	50.53	53.14	01
02		43.27	44.32	46.92	49.53	52.14	54.74	02
03			45.98	48.59	51.20	53.80	56.41	03
04			47.72	50.33	52.93	55.54	58.15	04
05			49.52	52.13	54.74	57.34	59.95	05
06			51.40	54.01	56.62	59.22	61.83	06
07			53.36	55.96	58.57	61.18	63.78	07
08			55.38	57.99	60.60	63.20	65.81	08
09			57.49	60.10	62.71	65.31	67.92	09
10			59.69	62.29	64.90	67.51	70.11	10
11			61.97	64.58	67.18	69.79	72.40	11
12			61.97	66.95	69.56	72.16	74.77	12
13			61.97	66.95	72.03	74.63	77.24	13
14			61.97	66.95	72.03	77.20	79.81	14
15			61.97	66.95	72.03	77.20	82.48	15
16			64.15	69.13	74.21	79.38	84.66	16
17			67.50	72.53	77.66	82.88	88.21	17
18			67.50	72.53	77.66	82.88	88.21	18
19			67.50	72.53	77.66	82.88	88.21	19
20			67.50	72.53	77.66	82.88	88.21	20
21			67.50	72.53	77.66	82.88	88.21	21
22			67.50	72.53	77.66	82.88	88.21	22
23			69.58	74.61	79.74	84.97	90.30	23
24			69.58	74.61	79.74	84.97	90.30	24
25			72.38	77.41	82.54	87.76	93.09	25

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