

ALTUS SCHOOLS SAN DIEGO

DBA: Altus Schools Audeo and
Altus Schools Charter School of San Diego

TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

ANNUAL SALARY 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	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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TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

MONTHLY RATES**228-DAY CONTRACT YEAR**

STEP	EMER	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	
		INTERN	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
- 3) Must possess a current California Clear or Preliminary Single or Multiple-Subject Teaching Credential
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- 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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TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

DAILY RATES

Table with columns: STEP, EMER, INTERN, RANGE 1, RANGE 2, RANGE 3, RANGE 4, RANGE 5, STEP. Rows 01-25 showing salary ranges for various steps and emergency rates.

Includes 18% increase effective 7.1.2025
Includes annual Longevity Stipend of \$3800 at step 23 (23 years of service) effective 7.1.2025
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TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective JULY 1, 2025

HOURLY RATES

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	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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