

ALTUS SCHOOLS SOUTHERN CALIFORNIA

DBA: Altus Schools Mirus, and Altus Schools Coachella Valley

TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective July 1, 2025

ANNUAL RATE

208 Contract Base Days

	EMER PRE-INTERN		COL I BA	COL II BA+45	COL III MA BA+66	COL IV MA + 15 OR EARNED DOCTORATE	
STEP	INTERN	INTERN	RANGE 1	RANGE 2	RANGE 3	RANGE 4	STEP
01	85,032	85,032	86,172	87,444	89,640	91,428	01
02		87,300	88,704	89,856	92,844	96,012	02
03			91,248	94,704	99,288	102,432	03
04			95,388	99,216	105,072	108,888	04
05			100,812	103,896	111,516	115,320	05
06			106,236	110,436	117,960	121,764	06
07			111,672	115,800	124,392	128,196	07
08			117,084	122,520	130,836	134,628	08
09			122,520	129,804	137,268	141,072	09
10			128,292	134,760	141,720	147,588	10
11			128,292	134,760	141,720	147,588	11
12			128,292	139,032	147,828	151,620	12
13			128,292	139,032	147,828	151,620	13
14			128,292	139,032	151,848	155,652	14
15			128,292	139,032	151,848	155,652	15
16			128,292	139,032	155,484	159,672	16
17			128,292	139,032	155,484	159,672	17
18			128,292	139,032	159,504	163,692	18
19			128,292	139,032	159,504	163,692	19
20			128,292	139,032	159,504	170,088	20
21			128,292	139,032	159,504	170,088	21
22			128,292	139,032	159,504	170,088	22
23			132,092	142,832	163,304	173,888	23
24			132,092	142,832	163,304	173,888	24
25			137,192	147,932	168,404	178,988	25

Includes 14% 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) 208 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) Allowable credit for years of teaching experience outside (prior to) employment in Altus Schools Mirus shall be one (1) step for each year of credentialed service experience up to a maximum of six (6) steps.
- 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.

ALTUS SCHOOLS SOUTHERN CALIFORNIA

DBA: Altus Schools Mirus, and Altus Schools Coachella Valley

TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective July 1, 2025

MONTHLY RATE

208 Contract Base Days

	EMER		COL I	COL II	COL III	COL IV	
	PRE-INTERN		BA	BA+45	MA	MA + 15	
STEP	INTERN	INTERN	RANGE 1	RANGE 2	RANGE 3	RANGE 4	STEP
01	7,086	7,086	7,181	7,287	7,470	7,619	01
02		7,275	7,392	7,488	7,737	8,001	02
03			7,604	7,892	8,274	8,536	03
04			7,949	8,268	8,756	9,074	04
05			8,401	8,658	9,293	9,610	05
06			8,853	9,203	9,830	10,147	06
07			9,306	9,650	10,366	10,683	07
08			9,757	10,210	10,903	11,219	08
09			10,210	10,817	11,439	11,756	09
10			10,691	11,230	11,810	12,299	10
11			10,691	11,230	11,810	12,299	11
12			10,691	11,586	12,319	12,635	12
13			10,691	11,586	12,319	12,635	13
14			10,691	11,586	12,654	12,971	14
15			10,691	11,586	12,654	12,971	15
16			10,691	11,586	12,957	13,306	16
17			10,691	11,586	12,957	13,306	17
18			10,691	11,586	13,292	13,641	18
19			10,691	11,586	13,292	13,641	19
20			10,691	11,586	13,292	14,174	20
21			10,691	11,586	13,292	14,174	21
22			10,691	11,586	13,292	14,174	22
23			11,008	11,903	13,609	14,491	23
24			11,008	11,903	13,609	14,491	24
25			11,433	12,328	14,034	14,916	25

Includes 14% increase effective 7.1.2025
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ALTUS SCHOOLS SOUTHERN CALIFORNIA

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TEACHER / COUNSELOR / NURSE SALARY SCHEDULE

Effective July 1, 2025

DAILY RATE

STEP	EMER		COL I	COL II	COL III	COL IV	STEP
	PRE-INTERN	INTERN	BA	BA+45	MA BA+66	MA + 15 OR EARNED DOCTORATE	
01	408.81	408.81	414.29	420.40	430.96	439.56	01
02		419.71	426.46	432.00	446.37	461.60	02
03			438.69	455.31	477.35	492.46	03
04			458.60	477.00	505.15	523.50	04
05			484.67	499.50	536.13	554.42	05
06			510.75	530.94	567.12	585.40	06
07			536.88	556.73	598.04	616.33	07
08			562.90	589.04	629.02	647.25	08
09			589.04	624.06	659.94	678.23	09
10			616.79	647.88	681.35	709.56	10
11			616.79	647.88	681.35	709.56	11
12			616.79	668.42	710.71	728.94	12
13			616.79	668.42	710.71	728.94	13
14			616.79	668.42	730.04	748.33	14
15			616.79	668.42	730.04	748.33	15
16			616.79	668.42	747.52	767.65	16
17			616.79	668.42	747.52	767.65	17
18			616.79	668.42	766.85	786.98	18
19			616.79	668.42	766.85	786.98	19
20			616.79	668.42	766.85	817.73	20
21			616.79	668.42	766.85	817.73	21
22			616.79	668.42	766.85	817.73	22
23			635.06	686.69	785.12	836.00	23
24			635.06	686.69	785.12	836.00	24
25			659.58	711.21	809.63	860.52	25

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HOURLY RATE

STEP	EMER		COL I	COL II	COL III	COL IV	STEP
	PRE-INTERN	INTERN	BA	BA+45	MA BA+66	MA + 15 OR EARNED DOCTORATE	
01	51.10	51.10	51.79	52.55	53.87	54.95	01
02		52.46	53.31	54.00	55.80	57.70	02
03			54.84	56.91	59.67	61.56	03
04			57.33	59.63	63.14	65.44	04
05			60.58	62.44	67.02	69.30	05
06			63.84	66.37	70.89	73.18	06
07			67.11	69.59	74.76	77.04	07
08			70.36	73.63	78.63	80.91	08
09			73.63	78.01	82.49	84.78	09
10			77.10	80.99	85.17	88.70	10
11			77.10	80.99	85.17	88.70	11
12			77.10	83.55	88.84	91.12	12
13			77.10	83.55	88.84	91.12	13
14			77.10	83.55	91.26	93.54	14
15			77.10	83.55	91.26	93.54	15
16			77.10	83.55	93.44	95.96	16
17			77.10	83.55	93.44	95.96	17
18			77.10	83.55	95.86	98.37	18
19			77.10	83.55	95.86	98.37	19
20			77.10	83.55	95.86	102.22	20
21			77.10	83.55	95.86	102.22	21
22			77.10	83.55	95.86	102.22	22
23			79.38	85.84	98.14	104.50	23
24			79.38	85.84	98.14	104.50	24
25			82.45	88.90	101.20	107.57	25

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