Dependent Charter Certificated Salary Schedule

Certificated Salary Schedule

Effective July 1, 2026

	Permit/Intern/Waiver	BA + Credential	BA + 60 MA + 15		BA + 75 MA + 30		BA + 90 MA + 45	
	* CTE/Pathway Exp. see below	* CTE/Pathway Exp. see below	* CTE/Pathway Exp. see below		* CTE/Pathway Exp. see below		**See Below	
	Column A	**Column B**	**Column C**	**Column C w/Masters**	**Column D**	**Column D w/Masters**	**Column E**	**Column E w/Masters**
Steps								
1	$65,264	$67,889	$72,644	$74,823	$77,729	$80,061	$83,170	$85,665
2	$67,874	$69,928	$74,823	$77,068	$80,060	$82,462	$85,665	$88,235
3	$70,589	$72,027	$77,066	$79,378	$82,463	$84,937	$88,233	$90,880
4	$73,413	$74,186	$79,378	$81,759	$84,932	$87,480	$90,881	$93,607
5	$76,351	$77,939	$81,760	$84,213	$87,484	$90,109	$93,608	$96,416
6	$79,404	$80,278	$84,213	$86,739	$90,106	$92,809	$96,414	$99,306
7	$82,578	$83,498	$86,739	$89,341	$92,811	$95,595	$99,307	$102,286
8	$85,884	$86,835	$89,343	$92,023	$95,592	$98,460	$102,287	$105,356
9		$89,440	$92,022	$94,783	$98,461	$101,415	$105,356	$108,517
10			$94,781	$97,624	$101,419	$104,462	$108,517	$111,773
11			$94,781	$97,624	$104,458	$107,592	$111,770	$115,123
12			$94,781	$97,624	$107,592	$110,820	$115,123	$118,577
13			$94,781	$97,624	$107,592	$110,820	$118,578	$122,135
14			$97,626	$100,555	$110,758	$114,081	$122,135	$125,799
15			$97,626	$100,555	$110,758	$114,081	$122,135	$125,799
16			$100,555	$103,572	$110,758	$114,081	$122,135	$125,799
17			$103,573	$106,680	$115,189	$118,645	$125,800	$129,574
18			$103,573	$106,680	$115,189	$118,645	$125,800	$129,574
19			$103,573	$106,680	$115,189	$118,645	$125,800	$129,574
20			$106,678	$109,878	$118,644	$122,203	$130,831	$134,756

*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.

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.

Executive Council Approved 5/7/2026