

2021-2022

# Salary Schedules

North Schools

North Charters  
Homeschool Teacher Salary Schedule  
Schedule A- 190 Days  
Pay Scale Level\*

	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
	BA Degree Intern Credential**	BA + 30 Units	BA + 45 Semester Units	BA + 60 Semester Units	BA + 75 Semester Units	BA + 90 Semester Units
Steps	Annual	Annual	Annual	Annual	Annual	Annual
1	\$58,240	\$58,240	\$58,500	\$58,740	\$59,000	\$59,240
2	\$58,240	\$58,240	\$58,500	\$58,740	\$59,000	\$59,240
3		\$58,240	\$58,520	\$58,760	\$59,240	\$60,721
4		\$58,260	\$58,520	\$58,460	\$59,240	\$62,239
5		\$58,260	\$58,540	\$58,780	\$60,721	\$63,795
6		\$58,260	\$58,540	\$58,780	\$62,239	\$65,390
7		\$58,280	\$58,560	\$60,250	\$63,795	\$67,025
8		\$58,280	\$59,878	\$61,756	\$65,390	\$68,700
9		\$58,280	\$59,878	\$63,300	\$67,025	\$70,418
10		\$59,737	\$61,375	\$64,882	\$68,700	\$72,178
11		\$59,737	\$62,756	\$66,504	\$70,418	\$73,983
12		\$61,230	\$64,168	\$68,167	\$72,178	\$75,832
13		\$61,230	\$65,612	\$69,871	\$73,983	\$77,728
14		\$62,761	\$67,088	\$71,618	\$75,832	\$79,671
15		\$62,761	\$68,597	\$73,408	\$77,728	\$81,663
16				\$75,243	\$79,671	\$83,500
17					\$81,663	\$85,379
18						\$87,300
19						\$89,264
20						\$91,273

Educational Stipends	
Masters Degree	\$500
National Board Certification (documentation required)	\$2,500
Doctorate Degree (conferred, transcripts required)	\$5,000

*Only one educational stipend will be paid per employee. The higher of the qualified stipends will be paid. All educational stipends require proof*

Full time HSTs must hold a minimum of 28 students (unless specified differently in the job description) and with approval of their Charter Leader can support additional students at a \$100 stipend per student per month up to 35 students

\*Annual salary is based on 190 work days. The 190 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar

\*\* Staff holding alternative certification (intern or emergency) are restricted to Class A

Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board

**North Charters  
Specialized Teacher Salary Schedule**

*High School Teacher, Virtual Teacher, Education Specialist, Speech Pathologist, Nurse, Occupational Therapist*

**Schedule B- 190 Days  
Pay Scale Level\***

	<b>CLASS A</b>	<b>CLASS B</b>	<b>CLASS C</b>	<b>CLASS D</b>	<b>CLASS E</b>	<b>CLASS F</b>
	<b>BA Degree Intern Credential **</b>	<b>BA + 30 Units</b>	<b>BA + 45 Semester Units</b>	<b>BA + 60 Semester Units</b>	<b>BA + 75 Semester Units</b>	<b>BA + 90 Semester Units</b>
<b>Steps</b>	<b>Annual</b>	<b>Annual</b>	<b>Annual</b>	<b>Annual</b>	<b>Annual</b>	<b>Annual</b>
1	\$58,240	\$59,950	\$60,240	\$60,500	\$60,740	\$61,000
2	\$58,240	\$59,950	\$60,240	\$60,500	\$60,740	\$61,000
3		\$59,950	\$60,260	\$60,520	\$60,760	\$62,525
4		\$59,970	\$60,260	\$60,520	\$62,279	\$64,088
5		\$59,970	\$60,280	\$60,540	\$63,836	\$65,690
6		\$59,970	\$60,280	\$62,054	\$65,432	\$67,333
7		\$59,990	\$61,787	\$63,605	\$67,068	\$69,016
8		\$59,990	\$63,332	\$65,195	\$68,744	\$70,741
9		\$59,990	\$64,915	\$66,825	\$70,463	\$72,510
10		\$61,490	\$66,538	\$68,495	\$72,225	\$74,323
11		\$63,027	\$68,201	\$70,208	\$74,030	\$76,181
12		\$64,603	\$69,906	\$71,963	\$75,881	\$78,085
13		\$66,218	\$71,654	\$73,762	\$77,778	\$80,037
14		\$67,873	\$73,445	\$75,606	\$79,722	\$82,038
15		\$69,570	\$75,281	\$77,496	\$81,715	\$84,089
16				\$79,434	\$83,758	\$85,981
17					\$85,852	\$87,916
18						\$89,894
19						\$91,916
20						\$93,985

<b>Contract Stipends</b>	
All Education Specialist (Teacher) contracts	\$1,000
Occupational Therapist (with credential)***	\$3,000
Nurse (with Credential)***	\$4,000
Speech and Language Pathologist (with Credential)***	\$5,000

<b>Educational Stipends</b>	
National Board Certification (documentation required)	\$2,500
Doctorate Degree (conferred, transcripts required)	\$5,000
Masters Degree	\$500

*Only one educational stipend will be paid per employee. The higher of the qualified stipends will be paid. All educational stipends require proof*

\*Annual salary is based on 190 work days. The 190 work days is a minimum number of work days, and team members may need to work additional days beyond the work calendar

\*\* Staff holding alternative certification (intern or emergency) are restricted to Class A

\*\*\* Travel is a requirement of the assessment positions, travel will be reimbursed based on the reimbursement policy

Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board

North Charters  
 Leadership Salary Schedule  
 Schedule C  
 Pay Scale Level\*

	Educational Services Coordinator	Coordinator I***	Coordinator II***	High School Counselor	School Counselor/ SST Coordinator
	215 Days**	207 Days**	200 Days**	207 Days**	195 Days**
Steps	Annual	Annual	Annual	Annual	Annual
1	\$91,000	\$81,000	\$78,000	\$70,000	\$63,000
2	\$93,000	\$83,000	\$80,000	\$72,000	\$65,000
3	\$95,000	\$85,000	\$82,000	\$74,000	\$67,000
4	\$97,000	\$87,000	\$84,000	\$76,000	\$69,000
5	\$99,000	\$89,000	\$86,000	\$78,000	\$71,000
6	\$101,000	\$91,000	\$88,000	\$80,000	\$73,000
7	\$103,000	\$93,000	\$90,000	\$82,000	\$75,000
8	\$105,000	\$95,000	\$92,000	\$84,000	\$77,000
9	\$107,000	\$97,000	\$94,000	\$86,000	\$79,000
10	\$109,000	\$99,000	\$96,000	\$88,000	\$81,000
11	\$111,000	\$101,000	\$98,000	\$90,000	\$83,000
12	\$113,000	\$103,000	\$100,000	\$92,000	\$85,000
13	\$115,000	\$105,000	\$102,000	\$94,000	\$87,000
14	\$117,000	\$107,000	\$104,000	\$96,000	\$89,000
15	\$119,000	\$109,000	\$106,000	\$98,000	\$91,000

Educational Stipends	
Masters Degree	\$500
Doctorate Degree (conferred, transcripts required)	\$5,000

*Only one educational stipend will be paid per employee. The higher of the qualified stipends will be paid. All educational stipends require proof*

\*Travel is a requirement of the School Psychologist position, travel will be reimbursed based on the reimbursement policy

\*\*Annual salary is based on the minimum number of work days. The work days listed for each position is a minimum number of work days, and team members may need to work additional days beyond the work calendar

\*\*\*Please refer to the job description for the minimum number of rostered students and/or classes to be taught. With approval of their Director these positions can support additional students

Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board

North Charters  
 Administrator Salary Schedule  
 Schedule D  
 Pay Scale Level\*

	Director I	Director II	Assistant Director**	Program Administrator**
	215 Days*	215 Days*	215 Days*	215 Days*
Steps	Annual	Annual	Annual	Annual
1	\$145,000	\$125,000	\$110,000	\$110,000
2	\$147,000	\$127,000	\$112,000	\$112,000
3	\$149,000	\$129,000	\$114,000	\$114,000
4	\$151,000	\$131,000	\$116,000	\$116,000
5	\$153,000	\$133,000	\$118,000	\$118,000
6	\$155,000	\$135,000	\$120,000	\$120,000
7	\$157,000	\$137,000	\$122,000	\$122,000
8	\$159,000	\$139,000	\$124,000	\$124,000
9	\$161,000	\$141,000	\$126,000	\$126,000
10	\$163,000	\$143,000	\$128,000	\$128,000
11	\$165,000	\$145,000	\$130,000	\$130,000
12	\$165,000	\$145,000	\$130,000	\$130,000
13	\$165,500	\$145,500	\$130,500	\$130,500
14	\$165,500	\$145,500	\$130,500	\$130,500
15	\$166,000	\$146,000	\$131,000	\$131,000

Contract Stipends	
CBO Certificate	\$2,500

*Approved by Executive Director for specific positions that supports CBO duties*

Educational Stipends	
Masters Degree	\$500
Doctorate Degree (conferred, transcripts required)	\$5,000

*Only one educational stipend will be paid per employee. The higher of the qualified stipends will be paid. All educational stipends require proof*

\*Annual salary is based on the minimum number of work days. The work day listed for each position is a minimum number of work days, and team members may need to work additional days beyond the work calendar  
 \*\*\*Must hold a minimum number of students or teach a class specified on job description and with approval of their Director can support additional students

Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board

North Charters  
 Classified Salary Schedule  
 Schedule E- 260 Days  
 Pay Scale Level\*

Steps	OFFICE TECH 1		OFFICE TECH 2		OFFICE TECH 3		OFFICE TECH 4	
	260 Days	2080 Hours						
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1	\$31,250	\$15.03	\$37,502	\$18.03	\$40,019	\$19.24	\$50,003	\$24.04
2	\$32,200	\$15.48	\$38,627	\$18.57	\$41,220	\$19.82	\$51,503	\$24.76
3	\$33,166	\$15.95	\$39,786	\$19.13	\$42,456	\$20.41	\$53,048	\$25.50
4	\$34,161	\$16.42	\$40,980	\$19.70	\$43,730	\$21.02	\$54,640	\$26.27
5	\$35,186	\$16.92	\$42,209	\$20.29	\$45,042	\$21.65	\$56,279	\$27.06
6	\$36,242	\$17.42	\$43,476	\$20.90	\$46,393	\$22.30	\$57,967	\$27.87
7	\$37,329	\$17.95	\$44,780	\$21.53	\$47,785	\$22.97	\$59,706	\$28.71
8	\$38,449	\$18.49	\$46,123	\$22.17	\$49,219	\$23.66	\$61,498	\$29.57
9	\$39,602	\$19.04	\$47,507	\$22.84	\$50,695	\$24.37	\$63,343	\$30.45
10	\$40,790	\$19.61	\$48,932	\$23.53	\$52,216	\$25.10	\$65,243	\$31.37
11	\$42,014	\$20.20	\$50,400	\$24.23	\$53,782	\$25.86	\$67,200	\$32.31
12	\$43,274	\$20.81	\$51,912	\$24.96	\$55,396	\$26.63	\$69,216	\$33.28
13	\$44,573	\$21.43	\$53,469	\$25.71	\$57,058	\$27.43	\$71,293	\$34.28
14	\$45,910	\$22.07	\$55,074	\$26.48	\$58,770	\$28.25	\$73,431	\$35.30
15	\$47,287	\$22.73	\$56,726	\$27.27	\$60,533	\$29.10	\$75,634	\$36.36

Annual salary advancements for longevity are not guaranteed and are subject to the school's operational needs and/or budget approved by the School Board

North Charters  
 Part Time HST Pre-Approved Teaching Hours  
 Schedule F- 190 Days  
 Pre-Approved Hours\*

<b>Pre-Approved Part Time Teaching Hours</b>																			
<b>Number of Students</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>
<b>Number of Approved Weekly Hours</b>	1.5	3	4.5	6	7.5	9	10.5	12	13.5	15	16.5	18	19.5	21	22.5	24	25.5	27	28.5

Hourly rate = \$35.00
Part Time Teachers follow the HST 190 day Work Calendar
These hours are pre-approved hours based on the number of students served. Any hours that need to be worked above and beyond these hours need to be approved by your direct supervisor.
<b>Timecard hours need to be actual hours worked</b>
Hours for required staff meetings and adjunct duties are in addition to the above hours, should be pre-approved by your supervisor, and should be noted as such on the employee timecard
All unpaid meal periods need to be noted on the employee timecard

### North Charters Stipend Chart

*Stipends are a fixed sum of money paid as an allowance in addition to regular pay for performing additional duties above and beyond the job description. In order to offer the stipend pay, the additional duties must be defined and outside of the job description scope of work.*

Stipend Position	Amount per Year/Semester
Elective Class (min 15 students) 1 day/week	\$1500/semester
Elective Class (min 15 students) 2 days/week	\$2500/semester
WASC (Self-Study) Lead	\$2,500
WASC Year Lead per school	\$500
California Healthy Youth Act Coach	\$2,500
NJHS & NHS Advisor	\$1,000
Academic Decathlon Stipend	\$5,000
New Teacher Mentor Teachers	\$500/teacher/semester
Extended School Year (ESY)	\$3,500
Induction Coach Stipend	\$500/teacher/semester
Curriculum Pacing Guide Development	\$1,000
Diversity and Inclusion Advisor	\$3,500
Vendor Liason	\$1,000
Testing	\$200-\$1000
Special Projects	\$500-\$3000

\* Stipends are subject to budget and Charter need