

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 OR Master's Degree	BA + 60 Semester Units OR MA + 12 Semester Units	BA + 75 Semester Units OR MA + 24 Semester Units	BA + 90 Semester Units OR MA + 39 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

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

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*

	CLASS A	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F
	BA Degree Intern Credential **	BA + 30 Units	BA + 45 Semester Units OR Master's Degree	BA + 60 Semester Units OR MA + 12 Semester Units	BA + 75 Semester Units OR MA + 24 Semester Units	BA + 90 Semester Units OR MA + 39 Semester Units
Steps	Annual	Annual	Annual	Annual	Annual	Annual
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

Stipends	
Masters Degree	\$500
All Education Specialist (Teacher) contracts	\$1,000
Speech and Language Pathologist (with Credential)***	\$5,000
Nurse (with Credential)***	\$4,000
Occupational Therapist (with credential)***	\$3,000
National Board Certification (documentation required)	\$2,500
Doctorate Degree (conferred, transcripts required)	\$5,000

*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

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

*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

Stipends	
Masters Degree	\$500
Doctorate Degree (conferred, transcripts required)	\$5,000
CBO Certificate	\$2,500

*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	260 Days	2080 Hours	260 Days	2080 Hours	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
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
Elective Class (min 15 kids)	\$2,500
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
Vendor Liason	\$1,000
Special Projects	\$500-\$3000

* Stipends are subject to budget and Charter need