



**Appendix A**  
**PROPOSED 2023-2024 Certificated Teacher Compensation Schedule**  
**Elevate School**  
(Effective July 1, 2023)

Years of Experience	BA	BA+MA
1	\$ 61,020	\$ 64,020
2	63,233	66,233
3	65,446	68,446
4	67,659	70,659
5	69,873	72,873
6	72,086	75,086
7	74,299	77,299
8	76,512	79,512
9	78,724	81,724
10	82,436	85,436
11	84,691	87,691
12	86,945	89,945
13	89,199	92,199
14	91,453	94,453
15	91,453	94,453
16	91,453	94,453
17	91,453	94,453
18	91,453	94,453
19	91,453	94,453
20+	91,453	94,453

**Base Salary/Compensation**

- Placement determined by Years of Creditable Service +1 (ie. An individual with 3 years of creditable service will be placed at Year 4).
- In order to be placed in the BA+MA column, official transcript must be submitted to Human Resources by June 1 to qualify for the following school year.

**Criteria for Creditable Service:**

- Full-year, full-time K-12 teaching assignment in a public school district/charter or WASC/IB accredited private school (including international schools).
- Individual must have possessed appropriate credential for the entire year of said teaching assignment.
- Individuals may earn up to 14 years of creditable service completed at other educational institutions.

**Additional Stipends (to be evenly distributed between 22 pay periods, except for SBAC Power Hour)**

- Instructional Leadership Team(ILT), Lighthouse Team (teachers only)
- SBAC Power Hour
- Shared Classroom
- Consideration may be given to individuals who possess or pursue a specialty credential/certification that is utilized in current position

**Health Benefits:**

- For 23-24, the Standard Benefit amount will be increased to \$TBD\*\* (for employees who work at least 30 hours)