

**K-12 Teacher
(Fully Credentialed)
Bachelors Degree and and less than 30 additional semester units**

Pay Scale Group : B6

Number of Service Days: 184

CONTRACT TERM 2023-2025

Pay Scale Area (Verifiable Years of Service)	07/01/2022 Base Salary	Effective 07/01/2023 Base Salary (\$9,000 per step)	Total Annual Salary effective 07/01/2023	Effective 08/01/2024 Base Salary (3%)	Total Annual Salary effective 08/01/2024	Effective 01/01/2025 Base Salary (2%)	Total Annual Salary effective 01/01/2025	QTEA Add-on (added to base salary)	FWEA Add-on (added to base salary)
1	\$ 61,139.74	\$ 70,139.74	\$ 75,918.74	\$ 72,243.93	\$ 73,688.81	\$ 73,688.81	\$ 79,467.81	\$ 1,897.00	\$ 3,882.00
2	\$ 61,947.46	\$ 70,947.46	\$ 76,684.46	\$ 73,075.88	\$ 74,537.40	\$ 74,537.40	\$ 80,274.40	\$ 1,803.00	\$ 3,934.00
3	\$ 62,748.82	\$ 71,748.82	\$ 77,543.82	\$ 73,901.28	\$ 75,379.31	\$ 75,379.31	\$ 81,174.31	\$ 1,811.00	\$ 3,984.00
4	\$ 63,557.60	\$ 72,557.60	\$ 78,508.60	\$ 74,734.33	\$ 76,229.01	\$ 76,229.01	\$ 82,180.01	\$ 1,915.00	\$ 4,036.00
5	\$ 64,360.02	\$ 73,360.02	\$ 79,469.02	\$ 75,560.82	\$ 77,072.04	\$ 77,072.04	\$ 83,181.04	\$ 2,022.00	\$ 4,087.00
6	\$ 65,161.38	\$ 74,161.38	\$ 80,429.38	\$ 76,386.22	\$ 77,913.95	\$ 77,913.95	\$ 84,181.95	\$ 2,130.00	\$ 4,138.00
7	\$ 65,969.10	\$ 74,969.10	\$ 81,394.10	\$ 77,218.17	\$ 78,762.54	\$ 78,762.54	\$ 85,187.54	\$ 2,236.00	\$ 4,189.00
8	\$ 66,773.64	\$ 75,773.64	\$ 82,356.64	\$ 78,046.85	\$ 79,607.79	\$ 79,607.79	\$ 86,190.79	\$ 2,343.00	\$ 4,240.00
9	\$ 67,579.24	\$ 76,579.24	\$ 83,319.24	\$ 78,876.62	\$ 80,454.15	\$ 80,454.15	\$ 87,194.15	\$ 2,449.00	\$ 4,291.00
10	\$ 68,381.66	\$ 77,381.66	\$ 84,278.66	\$ 79,703.11	\$ 81,297.17	\$ 81,297.17	\$ 88,194.17	\$ 2,555.00	\$ 4,342.00
11	\$ 69,648.36	\$ 78,648.36	\$ 85,393.36	\$ 81,007.81	\$ 82,627.97	\$ 82,627.97	\$ 89,372.97	\$ 2,322.00	\$ 4,423.00
12	\$ 72,107.56	\$ 81,107.56	\$ 86,894.56	\$ 83,540.79	\$ 85,211.60	\$ 85,211.60	\$ 90,998.60	\$ 1,208.00	\$ 4,579.00
13	\$ 74,564.64	\$ 83,564.64	\$ 88,393.64	\$ 86,071.58	\$ 87,793.01	\$ 87,793.01	\$ 92,622.01	\$ 94.00	\$ 4,735.00

K-12 Teacher
(Fully Credentialed)
Bachelors Degree and > 30 < 59 semester units

Pay Scale Group : B7

Number of Service Days: 184

CONTRACT TERM 2023-2025

Pay Scale Area (Verifiable Years of Service)	07/01/2022 Base Salary	<u>Effective</u> 07/01/2023 Base Salary (\$9,000 per step)	Total Annual Salary effective 07/01/2023	<u>Effective</u> 08/01/2024 Base Salary (3%)	Total Annual Salary effective 08/01/2024	<u>Effective</u> 01/01/2025 Base Salary (2%)	Total Annual Salary effective 01/01/2025	QTEA Add-on (added to base salary)	FWEA Add-on (added to base salary)
1	\$ 61,947.46	\$ 70,947.46	\$ 79,184.46	\$ 73,075.88	\$ 81,312.88	\$ 74,537.40	\$ 82,774.40	\$ 4,303.00	\$ 3,934.00
2	\$ 62,748.82	\$ 71,748.82	\$ 80,193.82	\$ 73,901.28	\$ 82,346.28	\$ 75,379.31	\$ 83,824.31	\$ 4,461.00	\$ 3,984.00
3	\$ 63,557.60	\$ 72,557.60	\$ 81,208.60	\$ 74,734.33	\$ 83,385.33	\$ 76,229.01	\$ 84,880.01	\$ 4,615.00	\$ 4,036.00
4	\$ 64,360.02	\$ 73,360.02	\$ 82,219.02	\$ 75,560.82	\$ 84,419.82	\$ 77,072.04	\$ 85,931.04	\$ 4,772.00	\$ 4,087.00
5	\$ 65,161.38	\$ 74,161.38	\$ 83,229.38	\$ 76,386.22	\$ 85,454.22	\$ 77,913.95	\$ 86,981.95	\$ 4,930.00	\$ 4,138.00
6	\$ 65,969.10	\$ 74,969.10	\$ 84,244.10	\$ 77,218.17	\$ 86,493.17	\$ 78,762.54	\$ 88,037.54	\$ 5,086.00	\$ 4,189.00
7	\$ 67,002.60	\$ 76,002.60	\$ 85,081.60	\$ 78,282.68	\$ 87,361.68	\$ 79,848.33	\$ 88,927.33	\$ 4,824.00	\$ 4,255.00
8	\$ 69,666.38	\$ 78,666.38	\$ 86,449.38	\$ 81,026.37	\$ 88,809.37	\$ 82,646.90	\$ 90,429.90	\$ 3,359.00	\$ 4,424.00
9	\$ 72,326.98	\$ 81,326.98	\$ 88,064.98	\$ 83,766.79	\$ 90,504.79	\$ 85,442.13	\$ 92,180.13	\$ 2,145.00	\$ 4,593.00
10	\$ 74,991.82	\$ 83,991.82	\$ 89,932.82	\$ 86,511.57	\$ 92,452.57	\$ 88,241.81	\$ 94,182.81	\$ 1,179.00	\$ 4,762.00
11	\$ 77,653.48	\$ 86,653.48	\$ 92,300.48	\$ 89,253.08	\$ 94,900.08	\$ 91,038.15	\$ 96,685.15	\$ 716.00	\$ 4,931.00
12	\$ 80,318.32	\$ 89,318.32	\$ 95,169.32	\$ 91,997.87	\$ 97,848.87	\$ 93,837.83	\$ 99,688.83	\$ 751.00	\$ 5,100.00
13	\$ 80,318.32	\$ 89,318.32	\$ 95,169.32	\$ 91,997.87	\$ 97,848.87	\$ 93,837.83	\$ 99,688.83	\$ 751.00	\$ 5,100.00
14	\$ 80,318.32	\$ 89,318.32	\$ 95,169.32	\$ 91,997.87	\$ 97,848.87	\$ 93,837.83	\$ 99,688.83	\$ 751.00	\$ 5,100.00
15	\$ 80,318.32	\$ 89,318.32	\$ 95,169.32	\$ 91,997.87	\$ 97,848.87	\$ 93,837.83	\$ 99,688.83	\$ 751.00	\$ 5,100.00

**K-12 Teacher
(Fully Credentialed)
Bachelors Degree and 60+ semester units**

Pay Scale Group : B8

Number of Service Days: 184

CONTRACT TERM 2023-2025

Pay Scale Area (Verifiable Years of Service)	07/01/2022 Base Salary	Effective 07/01/2023 Base Salary (\$9,000 per step)	Total Annual Salary effective 07/01/2023	Effective 08/01/2024 Base Salary (3%)	Total Annual Salary effective 08/01/2024	Effective 01/01/2025 Base Salary (2%)	Total Annual Salary effective 01/01/2025	QTEA Add-on (added to base salary)	FWEA Add-on (added to base salary)
1	\$ 63,557.60	\$ 72,557.60	\$ 81,708.60	\$ 74,734.33	\$ 83,885.33	\$ 76,229.01	\$ 85,380.01	\$ 5,115.00	\$ 4,036.00
2	\$ 64,360.02	\$ 73,360.02	\$ 83,169.02	\$ 75,560.82	\$ 85,369.82	\$ 77,072.04	\$ 86,881.04	\$ 5,722.00	\$ 4,087.00
3	\$ 65,161.38	\$ 74,161.38	\$ 84,629.38	\$ 76,386.22	\$ 86,854.22	\$ 77,913.95	\$ 88,381.95	\$ 6,330.00	\$ 4,138.00
4	\$ 67,281.38	\$ 76,281.38	\$ 86,920.38	\$ 78,569.82	\$ 89,208.82	\$ 80,141.22	\$ 90,780.22	\$ 6,367.00	\$ 4,272.00
5	\$ 70,574.80	\$ 79,574.80	\$ 89,493.80	\$ 81,962.04	\$ 91,881.04	\$ 83,601.28	\$ 93,520.28	\$ 5,438.00	\$ 4,481.00
6	\$ 73,865.04	\$ 82,865.04	\$ 92,065.04	\$ 85,350.99	\$ 94,550.99	\$ 87,058.01	\$ 96,258.01	\$ 4,510.00	\$ 4,690.00
7	\$ 77,161.64	\$ 86,161.64	\$ 94,641.64	\$ 88,746.49	\$ 97,226.49	\$ 90,521.42	\$ 99,001.42	\$ 3,580.00	\$ 4,900.00
8	\$ 80,454.00	\$ 89,454.00	\$ 97,214.00	\$ 92,137.62	\$ 99,897.62	\$ 93,980.37	\$ 101,740.37	\$ 2,651.00	\$ 5,109.00
9	\$ 83,747.42	\$ 92,747.42	\$ 99,788.42	\$ 95,529.84	\$ 102,570.84	\$ 97,440.44	\$ 104,481.44	\$ 1,723.00	\$ 5,318.00
10	\$ 87,038.72	\$ 96,038.72	\$ 102,658.72	\$ 98,919.88	\$ 105,539.88	\$ 100,898.28	\$ 107,518.28	\$ 1,093.00	\$ 5,527.00
11	\$ 90,332.14	\$ 99,332.14	\$ 106,068.14	\$ 102,312.10	\$ 109,048.10	\$ 104,358.35	\$ 111,094.35	\$ 1,000.00	\$ 5,736.00
12	\$ 90,332.14	\$ 99,332.14	\$ 107,568.14	\$ 102,312.10	\$ 110,548.10	\$ 104,358.35	\$ 112,594.35	\$ 2,500.00	\$ 5,736.00
13	\$ 90,332.14	\$ 99,332.14	\$ 107,568.14	\$ 102,312.10	\$ 110,548.10	\$ 104,358.35	\$ 112,594.35	\$ 2,500.00	\$ 5,736.00
Career Increment A (Steps 14-16)	\$ 93,623.44	\$ 102,623.44	\$ 110,638.44	\$ 105,702.14	\$ 113,717.14	\$ 107,816.19	\$ 115,831.19	\$ 2,070.00	\$ 5,945.00
Career Increment B (Steps 17-19)	\$ 96,912.62	\$ 105,912.62	\$ 114,209.62	\$ 109,090.00	\$ 117,387.00	\$ 111,271.80	\$ 119,568.80	\$ 2,143.00	\$ 6,154.00
Career Increment C (Steps 20-22)	\$ 100,209.22	\$ 109,209.22	\$ 117,995.22	\$ 112,485.50	\$ 121,271.50	\$ 114,735.21	\$ 123,521.21	\$ 2,423.00	\$ 6,363.00
Career Increment D (Steps 23-25)	\$ 103,502.64	\$ 112,502.64	\$ 121,723.64	\$ 115,877.72	\$ 125,098.72	\$ 118,195.27	\$ 127,416.27	\$ 2,649.00	\$ 6,572.00
Career Increment E (Steps 26-28)	\$ 106,790.76	\$ 115,790.76	\$ 125,794.76	\$ 119,264.48	\$ 129,268.48	\$ 121,649.77	\$ 131,653.77	\$ 3,223.00	\$ 6,781.00

K-12 Teacher
Intern, Emergency and other Non-Credentialed
Bachelors Degree and < than 30 additional semester units

Pay Scale Group : C6

Number of Service Days: 184

CONTRACT TERM 2023-2025

Pay Scale Area (Verifiable Years of Service)	07/01/2022 Base Salary	<u>Effective</u> 07/01/2023 Base Salary (\$9,000 per step)	Total Annual Salary effective 07/01/2023	<u>Effective</u> 08/01/2024 Base Salary (3%)	Total Annual Salary effective 08/01/2024	<u>Effective</u> 01/01/2025 Base Salary (2%)	Total Annual Salary effective 01/01/2025	QTEA Add-on (added to base salary)	FWEA Add-on (added to base salary)
1	\$ 53,916.90	\$ 62,916.90	\$ 66,340.90	\$ 64,804.41	\$ 68,228.41	\$ 66,100.50	\$ 69,524.50		\$ 3,424.00
2	\$ 53,916.90	\$ 62,916.90	\$ 66,340.90	\$ 64,804.41	\$ 68,228.41	\$ 66,100.50	\$ 69,524.50		\$ 3,424.00
3	\$ 54,319.70	\$ 63,319.70	\$ 66,768.70	\$ 65,219.29	\$ 68,668.29	\$ 66,523.68	\$ 69,972.68		\$ 3,449.00
4	\$ 54,725.68	\$ 63,725.68	\$ 67,200.68	\$ 65,637.45	\$ 69,112.45	\$ 66,950.20	\$ 70,425.20		\$ 3,475.00
5	\$ 55,124.24	\$ 64,124.24	\$ 67,624.24	\$ 66,047.97	\$ 69,547.97	\$ 67,368.93	\$ 70,868.93		\$ 3,500.00
6	\$ 55,528.10	\$ 64,528.10	\$ 68,054.10	\$ 66,463.94	\$ 69,989.94	\$ 67,793.22	\$ 71,319.22		\$ 3,526.00

K-12 Teacher
Intern, Emergency and other Non-Credentialed
Bachelors Degree and 30-59 semester units

Pay Scale Group : C6

Number of Service Days: 184

CONTRACT TERM 2023-2025

Pay Scale Area (Verifiable Years of Service)	07/01/2022 Base Salary	<u>Effective</u> 07/01/2023 Base Salary (\$9,000 per step)	Total Annual Salary effective 07/01/2023	<u>Effective</u> 08/01/2024 Base Salary (3%)	Total Annual Salary effective 08/01/2024	<u>Effective</u> 01/01/2025 Base Salary (2%)	Total Annual Salary effective 01/01/2025	QTEA Add-on (added to base salary)	FWEA Add-on (added to base salary)
1	\$ 54,321.82	\$ 63,321.82	\$ 66,770.82	\$ 65,221.47	\$ 68,670.47	\$ 66,525.90	\$ 69,974.90		\$ 3,449.00
2	\$ 54,321.28	\$ 63,321.28	\$ 66,770.28	\$ 65,220.92	\$ 68,669.92	\$ 66,525.34	\$ 69,974.34		\$ 3,449.00
3	\$ 54,725.68	\$ 63,725.68	\$ 98,483.68	\$ 65,637.45	\$ 100,395.45	\$ 66,950.20	\$ 101,708.20		\$ 34,758.00
4	\$ 56,351.72	\$ 65,351.72	\$ 68,929.72	\$ 67,312.27	\$ 70,890.27	\$ 68,658.52	\$ 72,236.52		\$ 3,578.00
5	\$ 59,013.38	\$ 68,013.38	\$ 71,760.38	\$ 70,053.78	\$ 73,800.78	\$ 71,454.86	\$ 75,201.86		\$ 3,747.00
6	\$ 61,676.10	\$ 70,676.10	\$ 74,592.10	\$ 72,796.38	\$ 76,712.38	\$ 74,252.31	\$ 78,168.31		\$ 3,916.00

**K-12 Teacher
Intern, Emergency and other Non-Credentialed
Bachelors Degree and 60+ semester units**

Pay Scale Group : C6

Number of Service Days: 184

CONTRACT TERM 2023-2025

Pay Scale Area (Verifiable Years of Service)	07/01/2022 Base Salary	<u>Effective</u> 07/01/2023 Base Salary (\$9,000 per step)	Total Annual Salary effective 07/01/2023	<u>Effective</u> 08/01/2024 Base Salary (3%)	Total Annual Salary effective 08/01/2024	<u>Effective</u> 01/01/2025 Base Salary (2%)	Total Annual Salary effective 01/01/2025	QTEA Add-on (added to base salary)	FWEA Add-on (added to base salary)
1	\$ 57,406.00	\$ 66,406.00	\$ 70,051.00	\$ 68,398.18	\$ 72,043.18	\$ 69,766.14	\$ 73,411.14		\$ 3,645.00
2	\$ 57,406.00	\$ 66,406.00	\$ 70,051.00	\$ 68,398.18	\$ 72,043.18	\$ 69,766.14	\$ 73,411.14		\$ 3,645.00
3	\$ 60,699.00	\$ 69,699.00	\$ 73,553.00	\$ 71,789.97	\$ 75,643.97	\$ 73,225.77	\$ 77,079.77		\$ 3,854.00
4	\$ 63,993.00	\$ 72,993.00	\$ 77,056.00	\$ 75,182.79	\$ 79,245.79	\$ 76,686.45	\$ 80,749.45		\$ 4,063.00
5	\$ 67,281.00	\$ 76,281.00	\$ 80,553.00	\$ 78,569.43	\$ 82,841.43	\$ 80,140.82	\$ 84,412.82		\$ 4,272.00
6	\$ 70,575.00	\$ 79,575.00	\$ 84,056.00	\$ 81,962.25	\$ 86,443.25	\$ 83,601.50	\$ 88,082.50		\$ 4,481.00