

TK-12 Teacher
[186 Day Contracted Year] Salary Schedule
 Effective July 1, 2023



		COLUMN						
		[Bachelor's degree and semester units]*						
		BA	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90	
STEP	[creditable years of experience]**	1	\$62,695.65	\$63,157.47	\$63,603.88	\$64,542.91	\$66,744.20	\$73,301.96
	2	\$63,603.88	\$64,081.09	\$64,542.91	\$66,744.20	\$68,930.14	\$75,487.90	
	3	\$64,542.91	\$65,651.24	\$66,744.20	\$68,930.14	\$71,116.04	\$77,658.42	
	4	\$65,244.20	\$66,352.56	\$67,430.14	\$69,616.04	\$71,801.96	\$78,359.75	
	5	\$67,430.14	\$68,523.10	\$69,616.04	\$71,801.96	\$73,987.90	\$80,530.27	
	6	\$69,616.04	\$70,709.02	\$71,801.96	\$73,987.90	\$76,158.42	\$82,716.19	
	7	\$71,801.96	\$72,894.92	\$73,987.90	\$76,158.42	\$78,359.75	\$84,886.72	
	8	\$74,049.47	\$75,080.87	\$76,158.42	\$78,359.75	\$80,530.27	\$87,088.03	
	9	\$76,158.42	\$77,251.39	\$78,359.75	\$80,530.27	\$82,716.19	\$89,258.56	
	10	\$78,359.75	\$79,437.31	\$80,530.27	\$82,716.19	\$84,886.72	\$91,444.47	
	11	\$80,530.27	\$81,623.23	\$82,716.19	\$84,886.72	\$87,088.03	\$93,645.79	
	12	\$81,716.19	\$82,793.76	\$83,886.72	\$86,088.03	\$88,258.56	\$94,816.32	
	13	\$82,216.19	\$83,293.76	\$84,386.72	\$88,758.56	\$90,944.47	\$97,502.24	
	14	\$82,716.19	\$83,793.76	\$84,886.72	\$89,258.56	\$93,645.79	\$100,188.16	
	15	\$83,216.19	\$84,293.76	\$85,386.72	\$89,758.56	\$94,145.79	\$102,874.08	
	16	\$84,216.19	\$85,293.76	\$86,386.72	\$90,758.56	\$95,145.79	\$103,874.08	
	17	\$84,716.19	\$85,793.76	\$86,886.72	\$91,258.56	\$95,645.79	\$104,374.08	
	18	\$85,516.19	\$86,593.76	\$87,686.72	\$92,058.56	\$96,445.79	\$105,174.08	
	19	\$86,216.19	\$87,293.76	\$88,386.72	\$92,758.56	\$97,145.79	\$105,874.08	
	20	\$86,616.19	\$87,693.76	\$88,786.72	\$93,158.56	\$97,545.79	\$106,274.08	
	21	\$86,886.72	\$87,995.08	\$89,088.03	\$93,444.47	\$97,816.32	\$106,544.60	
	22	\$87,286.72	\$88,395.08	\$89,488.03	\$93,844.47	\$98,216.32	\$106,944.60	
	23	\$87,686.72	\$88,795.08	\$89,888.03	\$94,244.47	\$98,616.32	\$107,344.60	
	24	\$89,237.42	\$90,368.87	\$91,516.48	\$96,123.08	\$100,697.35	\$109,878.22	

OUSD offers competitive salaries, benefits and opportunities to earn additional compensation. Full-time employees are eligible for **100% employer-paid medical, dental and vision insurance** for themselves and eligible dependents. Employees working less than full-time will have a cost share for elected benefits. To learn more about our benefits, including Flexible Spending Accounts (FSAs), Life Insurance, Employee Assistance Programs and Retirement visit ousd.org/benefits.

The District also provides a two-year California commission-approved **new teacher support and development program** for teachers seeking to clear their preliminary credential, **at no cost to the teacher**. Participating Teachers and Mentors in the program have the opportunity to earn credits toward [advancement on OUSD's salary scale](#).

*Salary column placement is based on upper division and graduate units taken after a bachelor's degree.

**Step placement is based on years of service as a full-time certificated teacher. New employees can bring a up to 12 years service credit with a maximum entry level on Step 13.