

## Salary Schedule for Teachers

### July 1, 2022 – June 30, 2023

| Year | Column I<br>BA | Column II<br>BA + 30 | Column III<br>BA + 45<br>BA + 40 + MA | Column IV<br>BA + 60<br>BA + 50 + MA |
|------|----------------|----------------------|---------------------------------------|--------------------------------------|
| 1    | \$54,000       | \$54,223             | \$55,205                              | \$58,270                             |
| 2    | \$54,105       | \$55,094             | \$57,817                              | \$61,453                             |
| 3    | \$54,432       | \$55,424             | \$60,419                              | \$64,060                             |
| 4    | \$54,870       | \$59,534             | \$63,167                              | \$66,790                             |
| 5    | \$55,202       | \$62,133             | \$65,775                              | \$69,397                             |
| 6    |                | \$64,746             | \$68,381                              | \$71,011                             |
| 7    |                | \$67,363             | \$70,987                              | \$74,617                             |
| 8    |                | \$69,969             | \$73,600                              | \$77,234                             |
| 9    |                | \$72,796             | \$76,435                              | \$80,085                             |
| 10   |                | \$75,411             | \$79,040                              | \$82,696                             |
| 11   |                | \$78,019             | \$81,672                              | \$85,298                             |
| 12   |                | \$81,039             | \$84,692                              | \$88,364                             |
| 13   |                | \$81,564             | \$85,217                              | \$88,889                             |
| 14   |                | \$82,089             | \$85,742                              | \$89,414                             |
| 15   |                | \$82,614             | \$86,267                              | \$89,939                             |
| 16   |                | \$83,139             | \$86,792                              | \$90,464                             |
| 17   |                | \$83,664             | \$87,317                              | \$90,989                             |
| 18   |                | \$84,189             | \$87,842                              | \$91,514                             |
| 19   |                | \$84,714             | \$88,367                              | \$92,039                             |
| 20   |                | \$85,314             | \$88,967                              | \$92,639                             |
| 21   |                | \$85,914             | \$89,567                              | \$93,239                             |
| 22   |                | \$86,514             | \$90,168                              | \$93,839                             |
| 23   |                | \$87,114             | \$90,767                              | \$94,439                             |
| 24   |                | \$87,714             | \$91,367                              | \$95,039                             |
| 25   |                | \$88,314             | \$91,967                              | \$95,639                             |
| 26   |                | \$88,914             | \$92,567                              | \$96,239                             |
| 27   |                | \$89,514             | \$93,167                              | \$96,839                             |
| 28   |                | \$90,114             | \$93,767                              | \$97,439                             |
| 29   |                | \$90,174             | \$94,367                              | \$98,039                             |
| 30   |                | \$91,314             | \$94,967                              | \$98,639                             |
| 31   |                | \$91,914             | \$95,567                              | \$99,239                             |
| 32   |                | \$92,514             | \$96,167                              | \$99,839                             |
| 33+  |                | \$93,114             | \$96,767                              | \$100,439                            |

Definitions:

**Column I**

Bachelor's Degree + Teaching Credential

**Column II**

Bachelor's Degree + Teaching Credential + 30 semester units\*

**Column III**

Bachelor's Degree + Teaching Credential + 45 semester units\* or  
Bachelor's Degree + Teaching Credential + 40 semester units + Master's Degree

**Column IV**

Bachelor's Degree + Teaching Credential + 60 semester units or  
Bachelor's Degree + Teaching Credential + 50 semester units + Masters

**\*\*all units for advancement past Column I, must be upper division or graduate units earned  
after teaching credential**

The following include anniversary increments for longevity and loyalty to CAPE Charter School: (service years must served at CAPE under a fulfilled contract year)

Year 5-9: \$500 per year

Year 10-14: \$600 per year

Year 15-19: \$700 per year

Year 20-24: \$800 per year

Year 25+: \$900 per year

**Life-Long Learner Incentive:**

Teacher Candidates that hold a Master's Degree in an Educational Field (after their teaching credential) will receive \$500 per year and \$1,000 per year for a Doctorate in Education