

Five Keys Schools and Programs
ACADEMIC - Credentialed Teachers Salary Schedule 2023-2024 School Year
6% Increase Effective July 1st, 2023

*The union contract does not provide for more than 8 years of full-time service credit for incoming teachers.

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
BA					
1	\$ 51.08	\$ 54.15	\$ 351.95	\$66,871.18	\$73,910.26
2	\$ 51.63	\$ 54.73	\$ 355.71	\$67,585.56	\$74,699.83
3	\$ 52.28	\$ 55.42	\$ 360.21	\$68,440.01	\$75,644.22
4	\$ 53.04	\$ 56.22	\$ 365.44	\$69,434.53	\$76,743.43
5	\$ 53.80	\$ 57.03	\$ 370.68	\$70,429.06	\$77,842.64
6	\$ 54.56	\$ 57.83	\$ 375.91	\$71,423.58	\$78,941.85
7	\$ 55.33	\$ 58.65	\$ 381.22	\$72,432.11	\$80,056.54
8	\$ 56.09	\$ 59.45	\$ 386.46	\$73,426.63	\$81,155.75
9	\$ 56.85	\$ 60.26	\$ 391.69	\$74,421.16	\$82,254.96
10	\$ 57.61	\$ 61.07	\$ 396.92	\$75,415.68	\$83,354.17
11	\$ 58.37	\$ 61.87	\$ 402.16	\$76,410.20	\$84,453.38
12	\$ 59.13	\$ 62.68	\$ 407.39	\$77,404.73	\$85,552.59
13	\$ 59.89	\$ 63.48	\$ 412.63	\$78,399.25	\$86,651.80

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
BA + 30 Units					
1	\$ 54.35	\$ 57.61	\$ 374.44	\$71,143.43	\$78,632.21
2	\$ 55.16	\$ 58.47	\$ 380.04	\$72,207.99	\$79,808.83
3	\$ 55.97	\$ 59.33	\$ 385.65	\$73,272.55	\$80,985.45
4	\$ 56.80	\$ 60.20	\$ 391.32	\$74,351.12	\$82,177.55
5	\$ 57.61	\$ 61.07	\$ 396.92	\$75,415.68	\$83,354.17
6	\$ 58.42	\$ 61.93	\$ 402.53	\$76,480.24	\$84,530.79
7	\$ 58.97	\$ 62.51	\$ 406.29	\$77,194.62	\$85,320.37
8	\$ 59.51	\$ 63.08	\$ 410.05	\$77,908.99	\$86,109.94
9	\$ 60.33	\$ 63.95	\$ 415.65	\$78,973.55	\$87,286.56
10	\$ 61.41	\$ 65.09	\$ 423.10	\$80,388.30	\$88,850.22
11	\$ 63.04	\$ 66.83	\$ 434.38	\$82,531.42	\$91,218.94
12	\$ 65.22	\$ 69.13	\$ 449.34	\$85,374.92	\$94,361.75
13	\$ 65.22	\$ 69.13	\$ 449.34	\$85,374.92	\$94,361.75

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
BA + 60 Units					
1	\$ 56.52	\$ 59.91	\$ 389.40	\$73,986.93	\$81,775.03
2	\$ 57.82	\$ 61.29	\$ 398.40	\$75,695.83	\$83,663.81
3	\$ 59.13	\$ 62.68	\$ 407.39	\$77,404.73	\$85,552.59
4	\$ 60.87	\$ 64.52	\$ 419.41	\$79,687.93	\$88,076.13
5	\$ 62.50	\$ 66.25	\$ 430.62	\$81,817.05	\$90,429.37
6	\$ 64.13	\$ 67.97	\$ 441.82	\$83,946.17	\$92,782.61
7	\$ 65.76	\$ 69.71	\$ 453.10	\$86,089.30	\$95,151.33
8	\$ 67.39	\$ 71.43	\$ 464.31	\$88,218.42	\$97,504.57
9	\$ 69.02	\$ 73.16	\$ 475.51	\$90,347.54	\$99,857.80
10	\$ 70.97	\$ 75.23	\$ 489.00	\$92,910.89	\$102,690.98
11	\$ 73.51	\$ 77.92	\$ 506.48	\$96,230.63	\$106,360.17
12	\$ 75.15	\$ 79.65	\$ 517.76	\$98,373.76	\$108,728.89
13	\$ 75.15	\$ 79.65	\$ 517.76	\$98,373.76	\$108,728.89

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
Career Increment A					
14	\$ 77.32	\$ 81.96	\$ 532.72	\$101,217.26	\$111,871.70
15	\$ 77.32	\$ 81.96	\$ 532.72	\$101,217.26	\$111,871.70
16	\$ 77.32	\$ 81.96	\$ 532.72	\$101,217.26	\$111,871.70

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
Career Increment B					
17	\$ 80.04	\$ 84.84	\$ 551.45	\$104,775.13	\$115,804.09
18	\$ 80.04	\$ 84.84	\$ 551.45	\$104,775.13	\$115,804.09
19	\$ 80.04	\$ 84.84	\$ 551.45	\$104,775.13	\$115,804.09

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
Career Increment C					
20	\$ 82.99	\$ 87.97	\$ 571.80	\$108,641.16	\$120,077.07
21	\$ 82.99	\$ 87.97	\$ 571.80	\$108,641.16	\$120,077.07
22	\$ 82.99	\$ 87.97	\$ 571.80	\$108,641.16	\$120,077.07

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
Career Increment D					
23	\$ 85.87	\$ 91.02	\$ 591.63	\$112,409.14	\$124,241.69
24	\$ 85.87	\$ 91.02	\$ 591.63	\$112,409.14	\$124,241.69
25	\$ 85.87	\$ 91.02	\$ 591.63	\$112,409.14	\$124,241.69

Education/Years of Experience	JUL 1, 2022 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
Career Increment E					
26	\$ 89.13	\$ 94.48	\$ 614.11	\$116,681.39	\$128,963.64
27	\$ 89.13	\$ 94.48	\$ 614.11	\$116,681.39	\$128,963.64
28	\$ 89.13	\$ 94.48	\$ 614.11	\$116,681.39	\$128,963.64