

Five Keys Charter Schools and Programs
Credentialed CTE Teachers Salary Schedule (Alameda County) 2023-2024 School Year
6% Increase Effective July 1st, 2023
(Based on 7 hours a day)

*Please note that per the union contract, we are not able to count
more than 8 years of full-time service for incoming teachers.

High School Diploma	Hourly Rate for 2019-2020	2022-2023	2023-2024	Daily Rate	Alameda Teachers 220 Days
1	\$38.50	\$41.19	\$43.66	\$305.64	\$ 67,241.08
2	\$38.88	\$41.60	\$44.10	\$308.68	\$ 67,909.10
3	\$39.27	\$42.02	\$44.54	\$311.80	\$ 68,596.21
4	\$39.67	\$42.44	\$44.99	\$314.92	\$ 69,283.32
5	\$40.07	\$42.88	\$45.45	\$318.13	\$ 69,989.51
6	\$40.46	\$43.30	\$45.89	\$321.26	\$ 70,676.62
7	\$40.87	\$43.73	\$46.35	\$324.47	\$ 71,382.81
8	\$41.27	\$44.16	\$46.81	\$327.68	\$ 72,089.00
9	\$41.69	\$44.60	\$47.28	\$330.95	\$ 72,809.89
10	\$42.10	\$45.05	\$47.75	\$334.26	\$ 73,537.9926

Associates Degree	Hourly Rate for 2018-2019	2022-2023	2023-2024	Daily Rate	Alameda Teachers 220 Days
1	\$41.31	\$44.20	\$46.85	\$327.94	\$ 72,146.26
2	\$41.72	\$44.64	\$47.32	\$331.23	\$ 72,871.54
3	\$42.14	\$45.09	\$47.80	\$334.60	\$ 73,612.47
4	\$42.57	\$45.55	\$48.28	\$337.95	\$ 74,348.44
5	\$42.99	\$46.00	\$48.76	\$341.33	\$ 75,092.04
6	\$43.42	\$46.46	\$49.25	\$344.74	\$ 75,842.90
7	\$43.86	\$46.93	\$49.74	\$348.19	\$ 76,601.39
8	\$44.29	\$47.39	\$50.24	\$351.67	\$ 77,367.32
9	\$44.74	\$47.87	\$50.74	\$355.19	\$ 78,141.05
10	\$45.18	\$48.35	\$51.25	\$358.74	\$ 78,922.4641

BA	Hourly Rate for 2018-2019	2022-2023	2023-2024	Daily Rate	Alameda Teachers 220 Days
1	\$44.13	\$47.22	\$50.05	\$350.37	\$ 77,082.17
2	\$44.60	\$47.72	\$50.59	\$354.10	\$ 77,902.12
3	\$45.16	\$48.33	\$51.22	\$358.57	\$ 78,886.21
4	\$45.82	\$49.03	\$51.97	\$363.79	\$ 80,034.25
5	\$46.48	\$49.73	\$52.72	\$369.01	\$ 81,182.10
6	\$47.14	\$50.44	\$53.46	\$374.23	\$ 82,330.15
7	\$47.79	\$51.14	\$54.21	\$379.45	\$ 83,478.19
8	\$48.45	\$51.84	\$54.95	\$384.66	\$ 84,626.23
9	\$48.93	\$52.36	\$55.50	\$388.51	\$ 85,472.55
10	\$49.42	\$52.88	\$56.06	\$392.40	\$ 86,327.2775

BA + 30 Units	Hourly Rate for 2018-2019	2022-2023	2023-2024	Daily Rate	Alameda Teachers 220 Days
1	\$46.95	\$50.23	\$53.25	\$372.74	\$ 82,002.24
2	\$47.65	\$50.99	\$54.05	\$378.33	\$ 83,232.17
3	\$48.36	\$51.74	\$54.85	\$383.92	\$ 84,462.28
4	\$49.06	\$52.49	\$55.64	\$389.51	\$ 85,692.39
5	\$49.76	\$53.25	\$56.44	\$395.10	\$ 86,922.31
6	\$50.47	\$54.00	\$57.24	\$400.69	\$ 88,152.43
7	\$50.94	\$54.50	\$57.77	\$404.42	\$ 88,972.37
8	\$51.41	\$55.01	\$58.31	\$408.15	\$ 89,792.51
9	\$51.92	\$55.56	\$58.89	\$412.23	\$ 90,690.35
10	\$52.44	\$56.11	\$59.48	\$416.35	\$ 91,597.2566

BA + 60 Units	Hourly Rate for 2018-2019	2022-2023	2023-2024	Daily Rate	Alameda Teachers 220 Days
1	\$48.83	\$52.24	\$55.38	\$387.65	\$ 85,282.23
2	\$49.95	\$53.45	\$56.66	\$396.59	\$ 87,250.41
3	\$51.08	\$54.65	\$57.93	\$405.54	\$ 89,218.40
4	\$52.58	\$56.26	\$59.64	\$417.47	\$ 91,842.57
5	\$53.99	\$57.77	\$61.24	\$428.65	\$ 94,302.61
6	\$55.40	\$59.28	\$62.83	\$439.83	\$ 96,762.64
7	\$56.81	\$60.78	\$64.43	\$451.01	\$ 99,222.68
8	\$58.22	\$62.29	\$66.03	\$462.19	\$ 101,682.71
9	\$59.38	\$63.54	\$67.35	\$471.44	\$ 103,716.41
10	\$60.57	\$64.81	\$68.70	\$480.87	\$ 105,790.7336