

Five Keys Schools and Programs
ACADEMIC - Credentialed Teachers Salary Schedule 2022-2023 School Year
Effective July 1st, 2022 (7% increase effective 07/01/2021)

*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, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
BA					
1	\$ 47.74	\$ 51.08	\$ 332.03	\$63,086.02	\$69,726.66
2	\$ 48.25	\$ 51.63	\$ 335.58	\$63,759.96	\$70,471.54
3	\$ 48.86	\$ 52.28	\$ 339.82	\$64,566.05	\$71,362.47
4	\$ 49.57	\$ 53.04	\$ 344.76	\$65,504.28	\$72,399.46
5	\$ 50.28	\$ 53.80	\$ 349.70	\$66,442.51	\$73,436.45
6	\$ 50.99	\$ 54.56	\$ 354.64	\$67,380.74	\$74,473.44
7	\$ 51.71	\$ 55.33	\$ 359.64	\$68,332.18	\$75,525.04
8	\$ 52.42	\$ 56.09	\$ 364.58	\$69,270.41	\$76,562.03
9	\$ 53.13	\$ 56.85	\$ 369.52	\$70,208.64	\$77,599.02
10	\$ 53.84	\$ 57.61	\$ 374.46	\$71,146.87	\$78,636.01
11	\$ 54.55	\$ 58.37	\$ 379.40	\$72,085.10	\$79,673.00
12	\$ 55.26	\$ 59.13	\$ 384.33	\$73,023.33	\$80,709.99
13	\$ 55.97	\$ 59.89	\$ 389.27	\$73,961.56	\$81,746.98
BA + 30 Units					
1	\$ 50.79	\$ 54.35	\$ 353.24	\$67,116.45	\$74,181.33
2	\$ 51.55	\$ 55.16	\$ 358.53	\$68,120.75	\$75,291.35
3	\$ 52.31	\$ 55.97	\$ 363.82	\$69,125.05	\$76,401.37
4	\$ 53.08	\$ 56.80	\$ 369.17	\$70,142.57	\$77,525.99
5	\$ 53.84	\$ 57.61	\$ 374.46	\$71,146.87	\$78,636.01
6	\$ 54.60	\$ 58.42	\$ 379.74	\$72,151.17	\$79,746.03
7	\$ 55.11	\$ 58.97	\$ 383.29	\$72,825.11	\$80,490.91
8	\$ 55.62	\$ 59.51	\$ 386.84	\$73,499.05	\$81,235.79
9	\$ 56.38	\$ 60.33	\$ 392.12	\$74,503.35	\$82,345.81
10	\$ 57.39	\$ 61.41	\$ 399.15	\$75,838.02	\$83,820.96
11	\$ 58.92	\$ 63.04	\$ 409.79	\$77,859.83	\$86,055.61
12	\$ 60.95	\$ 65.22	\$ 423.91	\$80,542.38	\$89,020.52
13	\$ 60.95	\$ 65.22	\$ 423.91	\$80,542.38	\$89,020.52

Education/Years of Experience	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
BA + 60 Units					
1	\$ 52.82	\$ 56.52	\$ 367.36	\$69,798.99	\$77,146.25
2	\$ 54.04	\$ 57.82	\$ 375.85	\$71,411.16	\$78,928.12
3	\$ 55.26	\$ 59.13	\$ 384.33	\$73,023.33	\$80,709.99
4	\$ 56.89	\$ 60.87	\$ 395.67	\$75,177.29	\$83,090.69
5	\$ 58.41	\$ 62.50	\$ 406.24	\$77,185.89	\$85,310.73
6	\$ 59.93	\$ 64.13	\$ 416.81	\$79,194.50	\$87,530.76
7	\$ 61.46	\$ 65.76	\$ 427.45	\$81,216.32	\$89,765.40
8	\$ 62.98	\$ 67.39	\$ 438.03	\$83,224.92	\$91,985.44
9	\$ 64.50	\$ 69.02	\$ 448.60	\$85,233.53	\$94,205.48
10	\$ 66.33	\$ 70.97	\$ 461.33	\$87,651.78	\$96,878.28
11	\$ 68.70	\$ 73.51	\$ 477.81	\$90,783.62	\$100,339.79
12	\$ 70.23	\$ 75.15	\$ 488.45	\$92,805.43	\$102,574.43
13	\$ 70.23	\$ 75.15	\$ 488.45	\$92,805.43	\$102,574.43
Career Increment A					
14	\$ 72.26	\$ 77.32	\$ 502.57	\$95,487.98	\$105,539.34
15	\$ 72.26	\$ 77.32	\$ 502.57	\$95,487.98	\$105,539.34
16	\$ 72.26	\$ 77.32	\$ 502.57	\$95,487.98	\$105,539.34
Career Increment B	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
17	\$ 74.80	\$ 80.04	\$ 520.23	\$98,844.46	\$109,249.14
18	\$ 74.80	\$ 80.04	\$ 520.23	\$98,844.46	\$109,249.14
19	\$ 74.80	\$ 80.04	\$ 520.23	\$98,844.46	\$109,249.14
Career Increment C	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
20	\$ 77.56	\$ 82.99	\$ 539.43	\$102,491.66	\$113,280.26
21	\$ 77.56	\$ 82.99	\$ 539.43	\$102,491.66	\$113,280.26
22	\$ 77.56	\$ 82.99	\$ 539.43	\$102,491.66	\$113,280.26
Career Increment D	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
23	\$ 80.25	\$ 85.87	\$ 558.14	\$106,046.36	\$117,209.14
24	\$ 80.25	\$ 85.87	\$ 558.14	\$106,046.36	\$117,209.14
25	\$ 80.25	\$ 85.87	\$ 558.14	\$106,046.36	\$117,209.14
Career Increment E	JUL 1, 2020 Hourly Rate	Current Hourly Rate	Current Daily Rate	Annual Salary 190 Days	Annual Salary 210 Days
26	\$ 83.30	\$ 89.13	\$ 579.35	\$110,076.79	\$121,663.82
27	\$ 83.30	\$ 89.13	\$ 579.35	\$110,076.79	\$121,663.82
28	\$ 83.30	\$ 89.13	\$ 579.35	\$110,076.79	\$121,663.82