



Certificated Lead Teacher Pay Scale *(*updated 3/24/24)*

The NSSF certificated Lead Teacher pay scale is a set of benchmarks that are reviewed and adjusted annually by the Co-Founders, Heads of School, and Board of Directors. The purpose of our pay scale is to ensure parity and transparency across our organization while also allowing flexibility to take a holistic look at one’s set of experiences, certifications, and contributions. Each year, the Board considers the cost of living adjustment (COLA), increases beyond COLA, local benchmark and District data, and the school’s financial health in determining increases. Additional stipends might be applied and include:

- Additional credentials and held (\$5,000 for CA Special Education Credential and \$5,000 for National Board Certification)
- Years of service at NSSF (\$5,000 upon completion of your 5th and 10th years at NSSF)
- Additional stipends (signing bonus for single subject math / science teachers, grade level chair stipend, various school committees, etc.)

Years of teaching experience are calculated based on years of relevant lead teaching experience for the grade level and/or content of your current placement. Included in that calculation are years of instructional coaching or instructional leadership as we believe those experiences increase your efficacy as a teacher. The calculation of years of lead teaching experience often overlaps with when your credential was issued, but there are exceptions (i.e. being a lead teacher on record while being enrolled in a credentialing program). The scale refers to your current year of lead teaching experience and assumes you hold a valid CA teaching credential.

** effective July 1st, 2024*

	1 year	2 years	3 years	4 years	5 years	6 years	7 years	8 years	9 years	10 years
Bachelor's Degree	\$73,000	\$75,000	\$76,500	\$79,500	\$82,000	\$83,500	\$85,000	\$86,500	\$88,000	\$89,500
Master's of Education	\$76,000	\$78,000	\$80,000	\$83,000	\$86,500	\$88,000	\$89,500	\$91,000	\$92,000	\$93,500

	11 years	12 years	13 years	14 years	15 years	16 years	17 years	18 years	19 years	20 years
Bachelor's Degree	\$91,000	\$92,500	\$94,000	\$95,500	\$97,000	\$98,500	\$100,000	\$101,500	\$103,000	\$104,500
Master's of Education	\$96,000	\$98,000	\$100,000	\$102,000	\$103,000	\$104,000	\$105,000	\$106,000	\$107,000	\$108,000