

**NEWARK UNIFIED SCHOOL DISTRICT**  
**2024/2025 Certificated Lead Teacher Salary Schedule**

Annual rate based on 1.00 FTE, 196 days

*Board approved 1.75% increase 11/18/25 effective 1/1/24*

| <b>COLUMN<br/>STEP</b> | <b>I<br/>BA + 30</b> | <b>II<br/>BA + 45</b> | <b>III<br/>BA + 60</b> | <b>IV<br/>BA + 75</b> |
|------------------------|----------------------|-----------------------|------------------------|-----------------------|
| 1                      | 85,636               | 87,219                | 89,596                 | 92,771                |
| 2                      | 89,596               | 91,183                | 93,564                 | 96,732                |
| 3                      | 93,564               | 95,147                | 97,527                 | 100,695               |
| 4                      | 97,527               | 99,115                | 101,492                | 104,663               |
| 5                      | 101,492              | 103,077               | 105,455                | 108,626               |
| 6                      | 105,455              | 107,041               | 109,418                | 112,590               |
| 7                      | 109,418              | 111,005               | 113,385                | 116,557               |
| 8                      | 111,164              | 112,623               | 115,130                | 118,300               |
| 9                      | 112,907              | 114,492               | 116,874                | 120,045               |
| 10                     | 114,652              | 116,239               | 118,621                | 121,792               |
| 11                     | 116,398              | 117,982               | 120,361                | 123,537               |
| 12                     | 118,144              | 119,727               | 122,105                | 125,275               |
| 13                     | 119,886              | 121,475               | 123,850                | 127,025               |
| 14                     | 120,276              | 123,217               | 125,597                | 128,765               |
| 15                     | 123,375              | 124,958               | 127,340                | 130,511               |
| 16                     | 125,120              | 126,705               | 129,085                | 132,257               |
| 17                     | 126,863              | 128,451               | 130,826                | 134,001               |
| 18                     | 126,863              | 130,194               | 132,571                | 135,744               |
| 19                     | 126,863              | 130,194               | 134,319                | 137,488               |
| 20                     | 126,863              | 130,194               | 136,060                | 139,233               |
| 21                     | 126,863              | 130,194               | 136,060                | 140,978               |
| 22                     | 126,863              | 130,194               | 136,060                | 142,721               |
| 23                     | 126,863              | 130,194               | 136,060                | 144,467               |
| 24                     | 126,863              | 130,194               | 136,060                | 146,211               |
| 25                     | 126,863              | 130,194               | 136,060                | 147,958               |

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Employees who do not have a preliminary or clear credential from a state recognized agency will be frozen on their current step until the school year following the date they receive their preliminary or clear California credential.

**Education Stipends**

**Masters:** \$1,000 in addition to regular placement, limit 2\*

**Doctorate:** \$2,000 in addition to regular placement, limit 1\*

**National Board Certification:** \$1,500 in addition to regular placement, limit 1\*

\*Payment for the degrees earned or new hire during the school year will be pro-rated

**Benefits:** The District does not provide a separate allocation for insurance fringe benefits.