Sherman Thomas STEM Academy

Certificated Salary Schedule

185 Days - 7.55 Hours/Day

TEACHER PLACEMENT	CTE PLACEMENT	ANNUAL	HOURLY
STP/PIP		$51,484.21	$36.86
Year 1 Intern	CTE Credential	$52,992.70	$37.94
Year 2 Intern	CTE Credential + 15 UNITS (or license equivalent hours)	$54,557.06	$39.06
Year 1 Preliminary	CTE Credential + 30 UNITS (or license equivalent hours)	$56,177.29	$40.22
Year 2 Preliminary	CTE Credential + 45 UNITS (or license equivalent hours)	$57,825.45	$41.40
Year 3 Cleared Credential	1 unit = 15 hours of License Hours	$59,529.49	$42.62
Year 4		$61,289.39	$43.88
Year 5		$63,105.17	$45.18
Year 6		$64,962.84	$46.51
Year 7		$66,876.39	$47.88
Year 8		$68,845.81	$49.29
Year 9		$70,885.06	$50.75
Year 10		$72,966.22	$52.24
year 11		$75,117.22	$53.78
Year 12		$77,338.05	$55.37
Year 13		$79,614.75	$57.00
Year 14		$81,975.26	$58.69
Year 15		$84,391.64	$60.42

LONGEVITY	ANNUALLY
15th Year of Service, 10 Years Completed in STCS	$1,820.00
16th Year of Service, 11 Years Completed in STCS	$2,600.00
17th Year of Service, 12 Years Completed in STCS	$3,380.00
18th Year of Service, 13 Years Completed in STCS	$4,160.00
19th Year of Service, 14 Years Completed in STCS	$4,940.00
20+ Years of Service, 15+ Years Completed in STCS	$5,720.00

Longevity increments added to base salary, provided the following provisions have been met:

1. Must have completed at least 14 years of service to education in a certificated position.
2. Of the required 14 years, ten years must have been in Sherman Thomas Charter Schools

Board Approved: April 28, 2026
Effective: July 1, 2026