

**NEWCASTLE ELEMENTARY SCHOOL DISTRICT  
CTA/NTA - CERTIFICATED SALARY SCHEDULE  
2021 - 2022  
180 teaching days & 4 contract work days (1.0 FTE)**

Step	BA <30 w/out clear credential	BA + 30 with clear credential	BA + 45 with clear credential	BA + 60 with clear credential	BA+ 75 or Master's with clear credential	
1	\$44,136	\$50,105	\$51,608	\$53,158	\$56,178	
2	\$44,136	\$51,357	\$52,899	\$54,486	\$57,582	2.5% down
3	\$44,136	\$52,641	\$54,221	\$55,849	\$59,021	
4	\$44,136	\$53,956	\$55,576	\$57,245	\$60,498	
5	\$44,136	\$55,305	\$56,966	\$58,676	\$62,010	
6	\$44,136	\$56,688	\$58,390	\$60,142	\$63,560	
7	\$44,136	\$58,106	\$59,849	\$61,646	\$65,148	
8	\$44,136	\$59,558	\$61,346	\$63,188	\$66,777	
9	\$44,136	\$61,047	\$62,879	\$64,767	\$68,448	
10	\$44,136	\$62,574	\$64,451	\$66,387	\$70,158	
11	\$44,136	\$64,138	\$66,063	\$68,046	\$71,911	
12	\$44,136	\$66,062	\$68,044	\$70,087	\$74,070	3% down
13	\$44,136	\$66,062	\$70,086	\$72,190	\$76,292	
14	\$44,136	\$66,062	\$72,188	\$74,356	\$78,580	
15	\$44,136	\$66,062	\$74,354	\$76,586	\$80,939	
16	\$44,136	\$66,062	\$74,354	\$78,883	\$83,366	
17	\$44,136	\$66,062	\$74,354	\$81,250	\$85,866	
18	\$44,136	\$66,062	\$74,354	\$83,688	\$88,443	
19	\$44,136	\$66,062	\$74,354	\$83,688	\$91,095	
20	\$44,136	\$66,062	\$74,354	\$83,688	\$93,829	

1.025

**Masters Annual Stipend \$2,500.00 for 1.0 FTE**  
**Maximum credit for years of service is 10 years (Effective 7/1/2020)**

**Professional Annual Stipend - SDC, RSP, Speech, Counselor**  
**Psychologist hired after 7/1/2017**

Years	1.0 FTE
1-5	\$ 2,500.00
6-18	\$ 5,000.00
19+	\$ 7,500.00

**History**

- 12/13 = step/column, no cola, added 1 additional contract day (180+2), longevity steps added (19-24), H&W remains same
- 13/14 = step/column, 3% cola added to salary schedule (retro to July 2013), H&W CAP increased to \$649.40 (+\$50) retro to January 1, 2014
- 14/15 = step/column, 3% cola added to salary schedule (retro to July 2014), H&W CAP remains the same (\$649.40/month)
- 15/16 = step/column, 3% cola added to salary schedule (retro to July 2015), H&W CAP increases (\$732.06/month)
- 16/17 = step/column, 1% cola added to salary schedule H&W CAP remains the same (\$732.06/month)
- 17/18 & 18/19 = \$5,000 One time payment off Salary Schedule- H&W CAP remains the same (\$732.06/month),  
\$5000 one time payment-paid over 2 years
- 19/20 = Step/Column - Restructured Salary Schedule to 20 Steps and a 4.65% average increase - No change to Column A  
- Add 1 PD Day to Calendar with 1 day optional at per diem rate - H&W Cap Increased to (\$757.00/month)
- 20/21 - Step/Column - 2.5% Increase on salary schedule- - H&W increase to (\$791.67/month)