

**Gateway Community Charters
2025-2026 School Year
Certificated Salary Schedule
Effective July 1, 2025**

Position	Exempt (E)/ Non-exempt (NE)	Ranges	Date Position Approved By Board	Number of Days	Work Calendar	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10-11	Step 12-13	Step 14-15	Step 16-17	Step 18-19	Step 20+
CERTIFICATED POSITIONS																				
Counselor	E	54-PSCO	rev.7/1/24	193	9193	74,378	76,238	78,143	80,097	82,100	84,973	87,947	91,025	94,211	98,922	103,868	109,061	114,514	120,240	129,258
						6,762	6,931	7,104	7,282	7,464	7,725	7,995	8,275	8,565	8,993	9,443	9,915	10,410	10,931	11,751
College and Career Readiness Coach	E	53-COAC	5/13/2025	193	9193	72,677	74,494	76,356	78,265	80,222	83,029	85,935	88,943	92,056	96,659	101,492	106,566	111,895	117,490	126,301
						6,607	6,772	6,941	7,115	7,293	7,548	7,812	8,086	8,369	8,787	9,227	9,688	10,172	10,681	11,482
Instructional Coach	E	53-COAC	5/10/2022	193	9193	72,677	74,494	76,356	78,265	80,222	83,029	85,935	88,943	92,056	96,659	101,492	106,566	111,895	117,490	126,301
						6,607	6,772	6,941	7,115	7,293	7,548	7,812	8,086	8,369	8,787	9,227	9,688	10,172	10,681	11,482
Professional Learning Coach	E	42-PLC	5/2/2023	205	9106	79,511	81,499	83,537	85,625	87,766	90,837	94,017	97,307	100,713	105,749	111,036	116,588	122,417	128,538	138,178
						6,626	6,792	6,961	7,135	7,314	7,570	7,835	8,109	8,393	8,812	9,253	9,716	10,201	10,712	11,515
School Social Worker	E	52-SSW	rev.6/17/25	193	9193	74,378	76,237	78,143	80,097	82,099	84,973	87,947	91,025	94,211	98,921	103,868	109,061	114,514	120,240	129,258
						6,762	6,931	7,104	7,282	7,464	7,725	7,995	8,275	8,565	8,993	9,443	9,915	10,410	10,931	11,751
Specialist, Career Technical Education (CTE)	E	52-SPEC	5/12/2020	193	9193	65,203	66,833	68,504	70,216	71,972	74,491	77,098	79,797	82,589	86,719	91,055	95,608	100,388	105,407	113,313
						5,928	6,076	6,228	6,383	6,543	6,772	7,009	7,254	7,508	7,884	8,278	8,692	9,126	9,582	10,301
Specialist, Community Schools Program	E	52-SPEC	7/23/2024	193	9193	65,203	66,833	68,504	70,216	71,972	74,491	77,098	79,797	82,589	86,719	91,055	95,608	100,388	105,407	113,313
						5,928	6,076	6,228	6,383	6,543	6,772	7,009	7,254	7,508	7,884	8,278	8,692	9,126	9,582	10,301
Specialist, Elementary Reading	E	52-SPEC	5/15/2018	193	9193	65,203	66,833	68,504	70,216	71,972	74,491	77,098	79,797	82,589	86,719	91,055	95,608	100,388	105,407	113,313
						5,928	6,076	6,228	6,383	6,543	6,772	7,009	7,254	7,508	7,884	8,278	8,692	9,126	9,582	10,301
Specialist, Student Support	E	52-SPEC	5/12/2020	193	9193	65,203	66,833	68,504	70,216	71,972	74,491	77,098	79,797	82,589	86,719	91,055	95,608	100,388	105,407	113,313
						5,928	6,076	6,228	6,383	6,543	6,772	7,009	7,254	7,508	7,884	8,278	8,692	9,126	9,582	10,301
Teacher - Site Based/IS	E	51-TCHR	rev.6/06/23	185	9186	62,500	64,063	65,664	67,306	68,988	71,403	73,902	76,489	79,166	83,124	87,280	91,644	96,226	101,038	108,110
						6,250	6,406	6,566	6,731	6,899	7,140	7,390	7,649	7,917	8,312	8,728	9,164	9,623	10,104	10,811
Teacher - Site Based/IS (Alternate Credential)	E	51-TCHA	rev.6/06/23	185	9186	60,000	60,000	60,000	*	*	*	*	*	*	*	*	*	*	*	*
						6,000	6,000	6,000	*	*	*	*	*	*	*	*	*	*	*	*
School Nurse	E	55-SCNS	rev.7/1/21	193	9193	79,978	81,977	84,027	86,127	88,280	91,370	94,568	97,878	101,304	106,369	111,687	117,272	123,135	129,292	138,989
						7,271	7,452	7,639	7,830	8,025	8,306	8,597	8,898	9,209	9,670	10,153	10,661	11,194	11,754	12,635

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CERTIFICATED SPECIAL EDUCATION POSITIONS																				
Behavior Intervention Specialist	E	41-BISP	rev.3/9/21	193	9193	77,150	79,079	81,056	83,082	85,159	88,140	91,225	94,418	97,722	102,608	107,739	113,126	118,782	124,721	134,075
						7,014	7,189	7,369	7,553	7,742	8,013	8,293	8,583	8,884	9,328	9,794	10,284	10,798	11,338	12,189
School Psychologist	E	41-SP	rev.7/1/19	193	9193	88,587	90,802	93,072	95,399	97,783	101,206	104,748	108,414	112,209	117,819	123,710	129,896	136,390	143,210	153,951
						8,053	8,255	8,461	8,673	8,889	9,201	9,523	9,856	10,201	10,711	11,246	11,809	12,399	13,019	13,996
Resource Specialist (Special Ed. - RSP)	E	41-SPEC	rev.4/17/18	193	9193	65,203	66,833	68,504	70,216	71,972	74,491	77,098	79,797	82,589	86,719	91,055	95,608	100,388	105,407	113,313
						5,928	6,076	6,228	6,383	6,543	6,772	7,009	7,254	7,508	7,884	8,278	8,692	9,126	9,582	10,301
Special Education Specialist - Special Day Class	E	41-SPEC	3/23/2021	193	9193	65,203	66,833	68,504	70,216	71,972	74,491	77,098	79,797	82,589	86,719	91,055	95,608	100,388	105,407	113,313
						5,928	6,076	6,228	6,383	6,543	6,772	7,009	7,254	7,508	7,884	8,278	8,692	9,126	9,582	10,301
Speech, Language and Hearing Pathologist	E	41-SLHP	rev. 5/24/22	193	9193	85,318	87,451	89,637	91,878	94,175	97,471	100,883	104,413	108,068	113,471	119,145	125,102	131,357	137,925	148,269
						7,756	7,950	8,149	8,353	8,561	8,861	9,171	9,492	9,824	10,316	10,831	11,373	11,942	12,539	13,479

* To begin on the Teacher Credential, Teachers must possess a California Preliminary Teaching Credential
Note: For new GCC Hires, 15 years will be the maximum transferable years of service

GCC Longevity (applies to Full-Time FTE employees only)	Amount
5 Years	\$600
10 Years	\$1,200
15 Years	\$1,800
20 Years	\$2,400

Masters/Doctorate Degree Stipends (applies to All Certificated Full-Time FTE positions/staff) applicable only to one degree	Amount
Masters	\$1,100
Doctorate	\$1,600

Note: Extra Duties paid on Extra Duties & Stipend Schedule

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CERTIFICATED HOURLY POSITIONS																				
Counselor	NE	54-COH	rev.7/1/24	193	9193	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00
Teacher	NE	51-TCHH	rev.6/06/23	185	9186	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00
School Counselor Intern	NE	41-SCI	rev.7/1/24	185	9186	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00
School Nurse	NE	55-SCNH	rev.7/1/21	193	9193	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00
School Psychologist Intern	NE	41-SPIH	6/8/2021	185	9186	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00	17.00
School Social Worker	NE	52-SSWH	rev.7/1/25	193	9193	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00	55.00
Specialists (All)	NE	52-SPEH	12/15/2020	193	9193	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00
Speech, Language and Hearing Pathologist	NE	41-SLHH	rev.5.24.22	193	9193	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00	60.00

Board Approved: 4/8/25 Revised: 5/13/25, 6/17/25