

**2022-23 CJSJ CAREER LADDER**

RUNG		BA	BA+24	MA+	22-23 MOVEMENT
1	Residency 1	\$ 40,742	\$ 40,742	\$ 41,242	Move to R2
2	Residency 2	\$ 41,486	\$ 41,486	\$ 42,236	Move to R3
3	Residency 3	\$ 42,231	\$ 42,231	\$ 43,231	Move to P1 if eligible
4	Professional 1	\$ 43,488	\$ 45,488	\$ 46,988	Move to P2
5	Professional 2	\$ 45,302	\$ 47,302	\$ 48,802	Move to P3
6	Professional 3	\$ 47,116	\$ 49,116	\$ 50,616	Move to P4
7	Professional 4	\$ 48,930	\$ 50,930	\$ 52,430	Move to P5
8	Professional 5	\$ 50,743	\$ 52,743	\$ 54,243	P5 or (AP1 if eligible)
9	Adv. Prof 1	\$ 53,478	\$ 55,478	\$ 56,978	Move AP2 if eligible
10	Adv. Prof 2	\$ 54,442	\$ 56,442	\$ 57,942	Move AP3 if eligible
11	Adv. Prof 3	\$ 55,389	\$ 57,389	\$ 58,889	Move AP4 if eligible
12	Adv. Prof 4		<b>2023-24</b>		
13	Adv. Prof 5		<b>2024-25</b>		
14	GF2 (Base \$55,349)		\$ 57,349	\$ 58,849	Move to GF3
15	GF3 (Base \$57,846)		\$ 59,846	\$ 61,346	Stay GF3 or move GF4
16	GF4 (Base \$60,135)			\$ 63,635	Stay

\*GF2-4 Grandfathered rungs (placed prior to 9-2021)

**Professional Endorsement Requirements**

Has held a certificate for at least 3 years OR has completed an approved interim certificate of 3 years or more.  
Has met performance criteria for 2 of the 3 previous years or the 3rd year.

Criteria:

- Overall rating of proficient or higher, and no components rated as unsatisfactory on the state framework for teaching evaluation.
- Majority of their students have met their measurable student achievement targets or student success indicator targets.
- Has an individualized professional learning plan developed with their district supervisor.

**Advanced Professional Endorsement Requirements**

Has held a Professional Endorsement for 5 years or more. Has held a renewable certificate for at least 8 years, OR has completed an approved interim certificate of 3+ years and held a renewable certificate for 5+ years.  
Has met professional compensation rung performance criteria for 4 of the 5 previous years OR the 3rd, 4th, and 5th year.

Has met advanced professional compensation performance criteria for 3 of the 5 previous years OR the 4th & 5th year.

Criteria:

- Overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished overall in Domain II or Doman III on the state framework for teaching evaluation.
- Demonstrating 75% or more of their students have met their measurable student achievement targets or student success indicator targets.
- During 3 of the previous 5 years, has served in an additional building or district leadership role.

**2023-24 CJSJ CAREER LADDER**

RUNG		BA	BA+24	MA+
1	Residency 1	\$ 47,143	\$ 47,143	\$ 47,643
2	Residency 2	\$ 48,013	\$ 48,013	\$ 48,763
3	Residency 3	\$ 48,885	\$ 48,885	\$ 49,885
4	Professional 1	\$ 50,015	\$ 52,015	\$ 53,515
5	Professional 2	\$ 51,798	\$ 53,798	\$ 55,298
6	Professional 3	\$ 53,580	\$ 55,580	\$ 57,080
7	Professional 4	\$ 55,362	\$ 57,362	\$ 58,862
8	Professional 5	\$ 57,144	\$ 59,144	\$ 60,644
9	Adv. Prof 1	\$ 60,258	\$ 62,258	\$ 63,758
10	Adv. Prof 2	\$ 61,730	\$ 63,730	\$ 65,230
11	Adv. Prof 3	\$ 63,190	\$ 65,190	\$ 66,690
12	Adv. Prof 4	\$ 64,638	\$ 66,638	\$ 68,138
13	Adv. Prof 5		<b>2024-25</b>	
14	GF3 (Base \$63,871)		\$ 65,871	\$ 67,371
15	GF4 (Base \$66,160)			\$ 69,660

\*GF3-4 Grandfathered rungs (placed prior to 9-2021)

**Professional Endorsement Requirements**

Has held a certificate for at least 3 years OR has completed an approved interim certificate of 3 years or more.

Has met performance criteria for 2 of the 3 previous years or the 3rd year.

Criteria:

- Overall rating of proficient or higher, and no components rated as unsatisfactory on the state framework for teaching evaluation.
- Majority of their students have met their measurable student achievement targets or student success indicator targets.
- Has an individualized professional learning plan developed with their district supervisor.

**Advanced Professional Endorsement Requirements**

Has held a Professional Endorsement for 5 years or more. Has held a renewable certificate for at least 8 years, OR has completed an approved interim certificate of 3+ years and held a renewable certificate for 5+ years.

Has met professional compensation rung performance criteria for 4 of the 5 previous years OR the 3rd, 4th, and 5th year.

Has met advanced professional compensation performance criteria for 3 of the 5 previous years OR the 4th & 5th year.

Criteria:

- Overall rating of proficient or higher, no components rated as unsatisfactory or basic, and rated as distinguished overall in Domain II or Doman III on the state framework for teaching evaluation.
- Demonstrating 75% or more of their students have met their measurable student achievement targets or student success indicator targets.
- During 3 of the previous 5 years, has served in an additional building or district leadership role.