



## 2023-2024 CERTIFICATED SALARY SCHEDULE TEACHERS & SCHOOL NURSES

| Annual Rate / 185 Work Days |        |         |                            |                            |                            |                    |               | Salary Schedule:      |
|-----------------------------|--------|---------|----------------------------|----------------------------|----------------------------|--------------------|---------------|-----------------------|
|                             |        |         |                            |                            |                            |                    |               | 80                    |
| RANGE                       | I      | II      | III                        | IV                         | V                          | VI                 | VII           | VIII                  |
| STEP                        | BA     | BA + 30 | BA + 45 or<br>BA + 30 + MA | BA + 60 or<br>BA + 45 + MA | BA + 75 or<br>BA + 60 + MA | BA + 75<br>+ MA/MS | BA + 75 + PhD | BA + 75<br>+ MA + PhD |
| 1                           | 60,953 | 63,833  | 66,716                     | 69,599                     | 72,476                     | 73,547             | 73,904        | 74,975                |
| 2                           |        | 66,787  | 69,670                     | 72,547                     | 75,429                     | 76,501             | 76,858        | 77,929                |
| 3                           |        | 69,737  | 72,616                     | 75,498                     | 78,385                     | 79,455             | 79,813        | 80,884                |
| 4                           |        | 72,684  | 75,566                     | 78,450                     | 81,332                     | 82,403             | 82,760        | 83,831                |
| 5                           |        | 75,642  | 78,518                     | 81,404                     | 84,284                     | 85,355             | 85,712        | 86,781                |
| 6                           |        | 78,588  | 81,465                     | 84,350                     | 87,231                     | 88,303             | 88,658        | 89,731                |
| 7                           |        | 81,539  | 84,421                     | 87,302                     | 90,182                     | 91,254             | 91,611        | 92,681                |
| 8                           |        | 84,485  | 87,371                     | 90,257                     | 93,132                     | 94,204             | 94,561        | 95,632                |
| 9                           |        | 87,441  | 90,323                     | 93,200                     | 96,082                     | 97,154             | 97,511        | 98,582                |
| 10                          |        | 90,391  | 93,272                     | 96,154                     | 99,031                     | 100,102            | 100,459       | 101,531               |
| 11                          |        |         |                            | 96,154                     | 99,031                     | 100,102            | 100,459       | 101,531               |
| 12                          |        |         |                            | 99,102                     | 101,988                    | 103,058            | 103,413       | 104,486               |
| 13                          |        |         |                            | 99,102                     | 101,988                    | 103,058            | 103,413       | 104,486               |
| 14                          |        |         |                            | 102,054                    | 104,936                    | 106,007            | 106,365       | 107,434               |
| 15                          |        |         |                            | 102,054                    | 104,936                    | 106,007            | 106,365       | 107,434               |
| 16                          |        |         |                            | 105,004                    | 107,890                    | 108,962            | 109,318       | 110,389               |
| 17                          |        |         |                            | 105,004                    | 107,890                    | 108,962            | 109,318       | 110,389               |
| 18                          |        |         |                            | 107,957                    | 110,844                    | 111,915            | 112,271       | 113,343               |
| 19                          |        |         |                            | 107,957                    | 110,844                    | 111,915            | 112,271       | 113,343               |
| 20                          |        |         |                            | 110,910                    | 113,795                    | 114,867            | 115,223       | 116,294               |
| 21                          |        |         |                            | 110,910                    | 113,795                    | 114,867            | 115,223       | 116,294               |
| 22                          |        |         |                            | 113,864                    | 116,750                    | 117,821            | 118,178       | 119,249               |
| 23                          |        |         |                            | 113,864                    | 116,750                    | 117,821            | 118,178       | 119,249               |
| 24                          |        |         |                            | 116,818                    | 119,705                    | 120,774            | 121,134       | 122,203               |
| 25                          |        |         |                            | 116,818                    | 119,705                    | 120,774            | 121,134       | 122,203               |
| 26                          |        |         |                            | 119,774                    | 122,661                    | 123,731            | 124,088       | 125,159               |
| 27                          |        |         |                            | 119,774                    | 122,661                    | 123,731            | 124,088       | 125,159               |
| 28                          |        |         |                            | 122,731                    | 125,617                    | 126,687            | 127,046       | 128,115               |
| 29                          |        |         |                            | 122,731                    | 125,617                    | 126,687            | 127,046       | 128,115               |
| 30                          |        |         |                            | 125,686                    | 128,573                    | 129,642            | 130,001       | 131,072               |

1. Units are approved lower division, graduate, or upper division units or units granted by Novato Unified School District Staff Development activities.
2. Units counted for class advancement must have been earned after the BA/BS degree. Units are counted as semester units.
3. New Certificated employees shall receive credit on the Certificated Salary Schedule for experience in other public school districts and accredited private schools on a year-for-year basis up to a maximum of fifteen (15) years. This allows initial salary schedule placement up to Step 16 of the Certificated Salary Schedule.
4. The MA/MS and Doctorate must be from an accredited institution in a field taught in the public schools.
- 5a. Certificated employees who have worked in the District for ten (10) years or more, will have a base salary increase of \$1,000 per 1.0 FTE. Future cost of living adjustments will be applied to the base salary amount only. See Certificated Salary Schedule #81.
- 5b. Certificated employees on Step 16 or higher and who have worked in the District for fifteen (15) years or more, will receive a second base salary increase of \$1,000 (for a total of \$2,000) per 1.0 FTE. Future cost of living adjustments will be applied to the base salary amount only. See Certificated Salary Schedule #82.
6. New Certificated employees will serve (1) additional day for staff development.
7. The hourly rate will be based on Range I, Step 1 of Certificated Salary Schedule #80 (Teachers & Nurses) and subject to any negotiated salary adjustments. The hourly rate of pay will impact employees prospectively. (i.e. Range I, Step 1 ÷ 185 days ÷ 6 hours) \$54.91.
8. Certificated extra duty assignments, as shown in Exhibit E of the NFT Contract, shall be paid from Range 1, Step I of this salary schedule.
9. Non-Certificated extra duty assignments, are not paid on this salary schedule; Schedule B shall be used for this purpose. SCHEDULE B: \$33,051
10. Elementary combination class teachers will receive a stipend for twelve (12) days at the per diem rate for the teacher.
11. An additional \$1,000 is paid to teachers possessing Bilingual Certification (BCLAD or BILA).
12. All Special Education Teachers shall earn an additional \$1,000.00 per year.
13. A stipend of \$1,000.00 will be paid to Special Education SDC Teachers in addition to the stipend above.

Historical Salary Increases:

|                                |                                  |                                   |
|--------------------------------|----------------------------------|-----------------------------------|
| 2005-06: 6%                    | 2014-15: 2% off schedule         | 2019-20: 2.625%                   |
| 2006-07: 4.5% + 1.92 %         | 2015-16: 6%                      | 2021-22: 3% +\$4,000 off Schedule |
| 2007-08: 2.4%                  | 2015-16: \$1,500 off schedule    | 2022-23: 13.26%                   |
| 2011-12: 2%                    | 2016-17: 5%                      | 2023-24: one(1) less workday      |
| 2012-13: 1%                    | 2017-18: \$1,100 each cell       | 2023-24: 5%                       |
| 2013-14: \$250 cumulative      | 2018-19: 2.06% + add steps 25-30 |                                   |
| 2021-2022 3% + \$4,000 off Sch |                                  |                                   |

**NOTE:** This salary schedule number was changed from 40/45 to 80 (main) & 81/82 (longevity) on 9.4.18 (Board) so longevity will be calculated automatically in QSS.