



# 2024-2025 CERTIFICATED SALARY SCHEDULE TEACHERS & SCHOOL NURSES

Annual Rate / 186 Work Days

Salary Schedule:

**80**

RANGE	I	II	III	IV	V	VI	VII	VIII
STEP	BA	BA + 30	BA + 45 or BA + 30 + MA	BA + 60 or BA + 45 + MA	BA + 75 or BA + 60 + MA	BA + 75 + MA/MS	BA + 75 + PhD	BA + 75 + 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				116,818	119,705	120,774	121,134	122,203
24				119,774	122,661	123,731	124,088	125,159
25				122,731	125,617	126,687	127,046	128,115
26				125,686	128,573	129,642	130,001	131,072

Board Approved: 05.21.24

1. Units approved are 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 ÷ 186 days ÷ 6 hours) \$54.62.
8. Certificated extra duty assignments, as shown in Exhibit E of the NFT Contract, shall be paid from Range I, Step 1 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 twenty-four (24) 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 \$1,500.00 per year, prorated by FTE.

**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	2024-25: Remove steps 23,25,27,29 and add one (1) additional day
2021-2022 3% + \$4,000 off Schedule		

**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.