



**2023-2024 CERTIFICATED SALARY SCHEDULE
TEACHERS & SCHOOL NURSES - LONGEVITY**

185 Work Days

Annual Rate / Longevity 1 (after 10 years of service)

Salary Schedule:

81

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
11		91,391	94,272	97,154	100,031	101,102	101,459	102,531
12				100,102	102,988	104,058	104,413	105,486
13				100,102	102,988	104,058	104,413	105,486
14				103,054	105,936	107,007	107,365	108,434
15				103,054	105,936	107,007	107,365	108,434
16				106,004	108,890	109,962	110,318	111,389
17				106,004	108,890	109,962	110,318	111,389
18				108,957	111,844	112,915	113,271	114,343
19				108,957	111,844	112,915	113,271	114,343
20				111,910	114,795	115,867	116,223	117,294
21				111,910	114,795	115,867	116,223	117,294
22				114,864	117,750	118,821	119,178	120,249
23				114,864	117,750	118,821	119,178	120,249
24				117,818	120,705	121,774	122,134	123,203
25				117,818	120,705	121,774	122,134	123,203
26				120,774	123,661	124,731	125,088	126,159
27				120,774	123,661	124,731	125,088	126,159
28				123,731	126,617	127,687	128,046	129,115
29				123,731	126,617	127,687	128,046	129,115
30				126,686	129,573	130,642	131,001	132,072

Annual Rate / Longevity 2 (after 15 years of service)

Salary Schedule:

82

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
17				107,004	109,890	110,962	111,318	112,389
18				109,957	112,844	113,915	114,271	115,343
19				109,957	112,844	113,915	114,271	115,343
20				112,910	115,795	116,867	117,223	118,294
21				112,910	115,795	116,867	117,223	118,294
22				115,864	118,750	119,821	120,178	121,249
23				115,864	118,750	119,821	120,178	121,249
24				118,818	121,705	122,774	123,134	124,203
25				118,818	121,705	122,774	123,134	124,203
26				121,774	124,661	125,731	126,088	127,159
27				121,774	124,661	125,731	126,088	127,159
28				124,731	127,617	128,687	129,046	130,115
29				124,731	127,617	128,687	129,046	130,115
30				127,686	130,573	131,642	132,001	133,072

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 has 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, coaches and long-term substitutes, are not paid on this salary schedule;
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	

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.