



**2024-2025 CERTIFICATED SALARY SCHEDULE
DEANS, COUNSELORS, & SCHOOL SOCIAL WORKERS**

Annual Rate / 196 Work Days

Salary Schedule:

86

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	64,134	67,171	70,211	73,247	76,279	77,350	77,707	78,778
2		70,262	73,302	76,334	79,372	80,443	80,800	81,872
3		73,354	76,388	79,425	82,467	83,536	83,895	84,965
4		76,440	79,479	82,514	85,554	86,626	86,981	88,054
5		79,536	82,566	85,609	88,644	89,715	90,072	91,142
6		82,621	85,657	88,697	91,731	92,801	93,158	94,230
7		85,712	88,747	91,785	94,818	95,891	96,247	97,319
8		88,799	91,839	94,878	97,911	98,982	99,338	100,410
9		91,892	94,932	97,963	101,002	102,072	102,430	103,500
10		94,981	98,019	101,054	104,088	105,159	105,515	106,586
11				101,054	104,088	105,159	105,515	106,586
12				104,143	107,182	108,253	108,610	109,680
13				104,143	107,182	108,253	108,610	109,680
14				107,235	110,274	111,343	111,702	112,771
15				107,235	110,274	111,343	111,702	112,771
16				110,322	113,362	114,435	114,790	115,862
17				110,322	113,362	114,435	114,790	115,862
18				113,413	116,453	117,523	117,881	118,951
19				113,413	116,453	117,523	117,881	118,951
20				116,502	119,541	120,612	120,969	122,040
21				116,502	119,541	120,612	120,969	122,040
22				119,589	122,628	123,701	124,056	125,129
23				122,680	125,720	126,791	127,148	128,218
24				125,769	128,812	129,882	130,240	131,310
25				128,862	131,903	132,975	133,332	134,403
26				131,955	134,995	136,065	136,423	137,494

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 #87.
- 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 #88.
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, coaches, are not paid on this salary schedule; Schedule B shall be used for this purpose. SCHEDULE B: \$33,051

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, add social workers
2012-13: 1%	2017-18: \$1,100 cumulative	2023-24: 5%
2013-14: \$250 cumulative	2018-19: 2.06% + add steps 25-30	2024-25: One (1) additional workday, removal of steps 23, 25, 27, 29

NOTE: This salary schedule number was changed from 43/48 to 86 (main) & 87/88 (longevity) on 9.4.18 (Board) so longevity will be calculated automatically in QSS.