



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

196 Work Days

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

Salary Schedule: 87

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		95,981	99,019	102,054	105,088	106,159	106,515	107,586
12				105,143	108,182	109,253	109,610	110,680
13				105,143	108,182	109,253	109,610	110,680
14				108,235	111,274	112,343	112,702	113,771
15				108,235	111,274	112,343	112,702	113,771
16				111,322	114,362	115,435	115,790	116,862
17				111,322	114,362	115,435	115,790	116,862
18				114,413	117,453	118,523	118,881	119,951
19				114,413	117,453	118,523	118,881	119,951
20				117,502	120,541	121,612	121,969	123,040
21				117,502	120,541	121,612	121,969	123,040
22				120,589	123,628	124,701	125,056	126,129
23				123,680	126,720	127,791	128,148	129,218
24				126,769	129,812	130,882	131,240	132,310
25				129,862	132,903	133,975	134,332	135,403
26				132,955	135,995	137,065	137,423	138,494

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

Salary Schedule: 88

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				112,322	115,362	116,435	116,790	117,862
18				115,413	118,453	119,523	119,881	120,951
19				115,413	118,453	119,523	119,881	120,951
20				118,502	121,541	122,612	122,969	124,040
21				118,502	121,541	122,612	122,969	124,040
22				121,589	124,628	125,701	126,056	127,129
23				124,680	127,720	128,791	129,148	130,218
24				127,769	130,812	131,882	132,240	133,310
25				130,862	133,903	134,975	135,332	136,403
26				133,955	136,995	138,065	138,423	139,494

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 #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.