



**2024-2025-CERTIFICATED SALARY SCHEDULE
PSYCHOLOGISTS & SPEECH THERAPISTS - LONGEVITY**

196 Work Days

Annual Rate / Longevity 1 (after 10 years of service)					Salary Schedule:
					91
RANGE	I	II	III	IV	V
STEP	BA + 60 or BA + 45 + MA	BA + 75 or BA + 60 + MA	BA + 75 + MA/MS	BA + 75 + PhD	BA + 75 + MA + PhD
11	118,579	121,519	122,464	122,781	123,726
12	121,538	124,480	125,426	125,741	126,687
13	124,499	127,442	128,389	128,705	129,650
14	127,459	130,404	131,349	131,665	132,610
15	130,420	133,365	134,310	134,625	135,572
16	133,381	136,326	137,273	137,587	138,532
17	136,343	139,287	140,231	140,548	141,494
18	139,303	142,247	143,194	143,509	144,455
19	142,265	145,208	146,155	146,471	147,415
20	145,226	148,170	149,117	149,431	150,378

Annual Rate / Longevity 2 (after 15 years of service)					Salary Schedule:
					92
RANGE	I	II	III	IV	V
STEP	BA + 60 or BA + 45 + MA	BA + 75 or BA + 60 + MA	BA + 75 + MA/MS	BA + 75 + PhD	BA + 75 + MA + PhD
17	128,459	131,404	132,349	132,665	133,610
18	131,420	134,365	135,310	135,625	136,572
19	134,381	137,326	138,273	138,587	139,532
20	137,343	140,287	141,231	141,548	142,494
21	140,303	143,247	144,194	144,509	145,455
22	143,265	146,208	147,155	147,471	148,415
23	146,226	149,170	150,117	150,431	151,378

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 #91.
- 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 #92.
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 and long-term substitutes, are not paid on this salary schedule; Schedule B shall be used for this purpose. SCHEDULE B: \$33,051
10. All School Psychologists and Speech Therapists shall earn an additional \$1,000.00 per year.

Historical Salary Increases:

2005-06: 6%	2013-14: \$250 cum	2017-18: \$1,100 each cell	2022-23: 13.26%
2006-07: 4.5% + 1.92 %	2014-15: 2% off sch	2018-19: 2.06% + add steps 23-28	2023-24: One (1) less workday
2007-08: 2.4%	2015-16: 6%	2019-20: 2.625%	2023-24 - 5%
2011-12: 2%	2015-16: \$1,500 off sch	2021-22: 3% + \$4,000 off Schedule	2024-25: Removal of duplicate steps, add step 20, remove range I
2012-13: 1%	2016-17: 5%	2021-22:SLP added	

NOTE: This salary schedule number was changed from 41/46 to 83 (main) & 84/85 (longevity) on 2.13.18 so longevity will be calculated automatically in QSS. Also reflected are negotiated MOU/Board approved changes (12.19.17): 1. Previous Range I & II eliminated 2. Previous Step 2 eliminated.

This salary schedule was approved for Psychologists on 3.5.19 (Board). Psychologists were previously included on salary schedule 83/84/85 with Speech Therapists & Program Specialists.

This salary schedule was approved to include Speech Therapists on 10.11.22 (Board). Speech Therapists were previously included on salary schedules 83/84/85 with Program Specialists.