

## CERTIFICATED MANAGEMENT SALARY SCHEDULE 2023-2024

Annual Rate						Salary Schedule:		
						BASE	MASTERS	MA/PhD
						11	12	13
RANGE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
1	99808	103343	106999	110802	114748	118834	123084	127485
MASTERS	100708	104243	107899	111702	115648	119734	123984	128385
MA/PhD	101908	105443	109099	112902	116848	120934	125184	129585
2	107216	111025	114970	119074	123335	127739	132320	137067
MASTERS	108116	111925	115870	119974	124235	128639	133220	137967
MA/PhD	109316	113125	117070	121174	125435	129839	134420	139167
3	114895	118991	123237	127650	132225	136973	141899	147008
MASTERS	115795	119891	124137	128550	133125	137873	142799	147908
MA/PhD	116995	121091	125337	129750	134325	139073	143999	149108
4	121716	126050	130538	135185	139997	144981	150143	155489
MASTERS	122616	126950	131438	136085	140897	145881	151043	156389
MA/PhD	123816	128150	132638	137285	142097	147081	152243	157589
5	124694	129134	133731	138491	143421	148527	153815	159291
MASTERS	125594	130034	134631	139391	144321	149427	154715	160191
MA/PhD	126794	131234	135831	140591	145521	150627	155915	161391
6	133182	137924	142834	147919	153185	158639	164287	170135
MASTERS	134082	138824	143734	148819	154085	159539	165187	171035
MA/PhD	135282	140024	144934	150019	155285	160739	166387	172235
7	136353	141208	146235	151441	156833	162416	168198	174186
MASTERS	137253	142108	147135	152341	157733	163316	169098	175086
MA/PhD	138453	143308	148335	153541	158933	164516	170298	176286
8	139536	144471	149657	155046	160636	166431	172450	178694
MASTERS	140436	145371	150557	155946	161536	167331	173350	179594
MA/PhD	141636	146571	151757	157146	162736	168531	174550	180794
9	150150	155496	161032	166765	172701	178849	185216	191810
MASTERS	151050	156396	161932	167665	173601	179749	186116	192710
MA/PhD	152250	157596	163132	168865	174801	180949	187316	193910
10	181694	188229	195018	202060	209408	216946	224814	232968
MASTERS	182594	189129	195918	202960	210308	217846	225714	233868
MA/PhD	183794	190329	197118	204160	211508	219046	226914	235068

RANGE	WORKDAYS	POSITION	
1	195	OPEN	11: Employees who <b>do not</b> have a Master's Degree are placed on the <b>top cell</b> . This is the Base Salary
2	200	Behavioral Health Specialist ( <i>Not an active position</i> )	
3	205	District Administrative Coordinator	
4	210	Middle School Assistant Principal/K-8 Assistant Principal	12: Employees who have a <b>Master's Degree</b> are placed on the <b>middle cell</b> . This includes \$900 above the Base Salary.
	210	Assistant Director of Special Education ( <i>Not an active position</i> )	
5	210	High School Assistant Principal	
6	210	Elementary Principal	13: Employees who have a <b>Master's Degree</b> and a <b>Doctorate Degree</b> are placed on the <b>bottom cell</b> . This Includes \$2,100 above the Base Salary.
	210	Principal Alternative Programs	
7	215	Middle School Principal/K-8 Principal	
8	220	High School Principal	
9	220	Director of Curriculum & Instruction	
		Director of Special Education	Board Approved: 6.25.24
		Director of Student Services	
		Director of Human Resources	
10	222	Executive Director	

1. Administrators will be placed on the Certificated Management Salary Schedule on the basis of training and experience. Credit of one step may be granted for each year of related experience. The Superintendent has the discretion to place the employee on the appropriate range. Possession of the Masters includes \$900.00 annually over base. Possession of the Masters +PhD includes \$2100.00 annually over base.
2. Administrators who have been on a step for one (1) year shall move to the next step the next fiscal year.
3. District Certificated employees appointed to a management position shall receive in the first year a salary not less than 10 percent above the salary which would have been received that year in the prior position held. The placement shall be on the Certificated Management Salary Schedule at the closest place above this step.
4. For Certificated Management employees assigned to another Certificated Management position with a higher range, the employee will be placed on the step that represents not less than ten percent (10%) above the salary which would have been received that year in the prior position held. For Certificated Management employees assigned to another Certificated Management position with a lower range, the employee will be placed at the next step to which they are assigned in the prior position held.
5. An additional amount as below is paid to the following administrators for extra duty required:
  - High School Assistant Principal = \$2,000.00
  - Middle School Principal = \$4,000.00
  - High School Principal = \$6,000.00
6. An additional \$1000.00 is paid to administrators possessing Bilingual Certification (BCLAD or BILA).
7. Certificated Management employees may be eligible for District-paid group life insurance and income protection insurance (**ACSA members only**).
8. Certificated Management employees who retire shall receive up to \$200 per month for medical premiums until age 65, under the following conditions:
  - ı Must be between 55 and 65 years of age;
  - ı Must have been employed by the District for at least ten (10) years;
  - ı If employed less than ten (10) years, but at least five (5) years, the term of benefits will be equal to the years of service.
9. The District shall provide the following benefits for each full time employee:
  - ı Dental service for employee and dependents
  - ı Vision service for employee and dependents
  - ı The maximum monthly contribution by the District to medical coverage for each employee is outlined on the NUSD Medical Benefit Plan
10. All Certificated Management employees are provided sick leave per Board Policy 4261.1 on the following schedule: One (1) day per month, up to twelve (12) days per year.
11. There is no salary schedule for the Superintendent. The Superintendent's salary is negotiated and approved exclusively by the Board of Trustees as part of the Superintendent's contract. The last full contract was approved at the May 5, 2015 Board meeting; the most recent addendum was approved at the February 13, 2018 Board meeting.

**Historical Salary Increases:**

2005-06: 6%	2015-16: 6%	2021-22: 3% + \$4,000 off Schedule
2006-07: 4.5% + 1.92 %	2015-16: \$1,000 off schedule	2022-23: 5%
2007-08: 2.4%	2016-17: 5%	2023-24: Restructure Ranges 4-9 and Schedules 12+13
2011-12: 1%	2017-18: \$1,100 each cell	2023-24: 5%
2012-13: 1% + 1%	2018-19: 2.06%	
2013-14: 3%	2019-20: 2.625%	
2014-15: 2% off schedule	2020-21: -1.35% (3 day furlough reduction)	