



CERTIFICATED MANAGEMENT SALARY SCHEDULE 2024-2025

Annual Rate								Salary Schedule:		
								BASE	MASTERS	MA/PhD
RANGE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	11	12	13
1	99808	103343	106999	110802	114748	118834	123084	127485	132044	136766
MASTERS	100708	104243	107899	111702	115648	119734	123984	128385	132944	137666
MA/PhD	101908	105443	109099	112902	116848	120934	125184	129585	134144	138866
2	107216	111025	114970	119074	123335	127739	132320	137067	141985	147079
MASTERS	108116	111925	115870	119974	124235	128639	133220	137967	142885	147979
MA/PhD	109316	113125	117070	121174	125435	129839	134420	139167	144085	149179
3	117698	121894	126243	130764	135450	140314	145360	150594	156016	161634
MASTERS	118598	122794	127143	131664	136350	141214	146260	151494	156916	162534
MA/PhD	119798	123994	128343	132864	137550	142414	147460	152694	158116	163734
4	122716	127050	131538	136185	140997	145981	151143	156489	162026	167760
MASTERS	123616	127950	132438	137085	141897	146881	152043	157389	162926	168660
MA/PhD	124816	129150	133638	138285	143097	148081	153243	158589	164126	169860
5	126694	131134	135731	140491	145421	150527	155815	161291	166962	172835
MASTERS	127594	132034	136631	141391	146321	151427	156715	162191	167862	173735
MA/PhD	128794	133234	137831	142591	147521	152627	157915	163391	169062	174935
6	133182	137924	142834	147919	153185	158639	164287	170135	176192	182464
MASTERS	134082	138824	143734	148819	154085	159539	165187	171035	177092	183364
MA/PhD	135282	140024	144934	150019	155285	160739	166387	172235	178292	184564
7	140353	145208	150235	155441	160833	166416	172198	178186	184388	190810
MASTERS	141253	146108	151135	156341	161733	167316	173098	179086	185288	191710
MA/PhD	142453	147308	152335	157541	162933	168516	174298	180286	186488	192910
8	145536	150471	155657	161046	166636	172431	178450	184694	191165	197870
MASTERS	146436	151371	156557	161946	167536	173331	179350	185594	192065	198770
MA/PhD	147636	152571	157757	163146	168736	174531	180550	186794	193265	199970
9	150150	155496	161032	166765	172701	178849	185216	191810	198639	205711
MASTERS	151050	156396	161932	167665	173601	179749	186116	192710	199539	206611
MA/PhD	152250	157596	163132	168865	174801	180949	187316	193910	200739	207811
10	181694	188229	195018	202060	209408	216946	224814	232968	241418	250175
MASTERS	182594	189129	195918	202960	210308	217846	225714	233868	242318	251075
MA/PhD	183794	190329	197118	204160	211508	219046	226914	235068	243518	252275

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

- 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 \$1000.00 is paid to administrators possessing Bilingual Certification (BCLAD or BILA).
6. Certificated Management employees may be eligible for District-paid group life insurance and income protection insurance (**ACSA members only**).
7. Certificated Management employees who retire shall receive up to \$200 per month for medical premiums until age 65, under the following conditions:
 - ǀ Must be between 55 and 65 years of age;
 - ǀ Must have been employed by the District for at least ten (10) years;
 - ǀ 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.
8. The District shall provide the following benefits for each full time employee:
 - ǀ Dental service for employee and dependents
 - ǀ Vision service for employee and dependents
 - ǀ The maximum monthly contribution by the District to medical coverage for each employee is outlined on the NUSD Medical Benefit Plan
9. 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.

10.

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%	2024-25: Roll stipends into salary schedules, add step IX, X
2013-14: 3%	2019-20: 2.625%	
2014-15: 2% off schedule	2020-21: -1.35% (3 day furlough reduction)	