

**NOVATO UNIFIED SCHOOL DISTRICT
2015 - 2016 CERTIFICATED SALARY SCHEDULE
TEACHERS**

TEACHER WORK DAYS--186

#40/45

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	44,199	46,338	48,478	50,618	52,754	53,549	53,814	54,609
2		48,530	50,670	52,806	54,947	55,742	56,007	56,802
3		50,720	52,858	54,997	57,139	57,934	58,199	58,994
4		52,909	55,048	57,189	59,328	60,123	60,388	61,183
5		55,103	57,238	59,381	61,519	62,314	62,579	63,374
6		57,290	59,428	61,569	63,707	64,502	64,767	65,562
7		59,481	61,620	63,760	65,898	66,693	66,958	67,753
		60,481	62,620	64,760	66,898	67,693	67,958	68,753
8		61,669	63,810	65,952	68,088	68,883	69,148	69,943
		62,669	64,810	66,952	69,088	69,883	70,148	70,943
9		63,862	66,003	68,138	70,278	71,073	71,338	72,133
		64,862	67,003	69,138	71,278	72,073	72,338	73,133
10		66,052	68,190	70,330	72,467	73,262	73,527	74,322
		67,052	69,190	71,330	73,467	74,262	74,527	75,322
12				72,520	74,660	75,455	75,720	76,515
				73,520	75,660	76,455	76,720	77,515
14				74,710	76,850	77,645	77,910	78,705
				75,710	77,850	78,645	78,910	79,705
16				76,900	79,043	79,838	80,103	80,898
				77,900	80,043	80,838	81,103	81,898
18				79,093	81,235	82,030	82,295	83,090
				80,093	82,235	83,030	83,295	84,090
				81,093	83,235	84,030	84,295	85,090
20				81,285	83,427	84,222	84,487	85,282
				82,285	84,427	85,222	85,487	86,282
				83,285	85,427	86,222	86,487	87,282
22				83,477	85,619	86,414	86,679	87,474
				84,477	86,619	87,414	87,679	88,474
				85,477	87,619	88,414	88,679	89,474
24				85,670	87,813	88,608	88,873	89,668
				86,670	88,813	89,608	89,873	90,668
				87,670	89,813	90,608	90,873	91,668

<u>2005-06/6% Increase</u>	<u>2011-12/2% Increase</u>	<u>2015-16 6% Increase</u>
<u>2006-07/4.5% + 1.92% Increase</u>	<u>2012-13/1% Increase</u>	
<u>2007-08/2.4% Increase</u>	<u>2013-14/\$250 Cumulative Increase</u>	

- Units are approved lower division, graduate or upper division units or units granted by Novato Unified School District's Staff Development activities.
- Units counted for class advancement must have been earned after the BA/BS degree. Units are counted as semester units.
- Effective for the 2007-08 school year, new certificated employees shall receive credit on the Certificated salary schedule for experience on other public school districts and accredited private schools on a year-for-year basis up to a maximum of seven (7) years. This allows initial salary schedule placement up to step eight (8) of the Certificated salary schedule.

Based on the annual designation of teacher shortages in a specific area of instruction, the Superintendent or designee may make salary schedule placement year-for-year up to eleven (11) years of verified certificated public or private school teaching experience outside the District up to step twelve (12).

4. The MA/MS and Doctorate must be from an accredited institution in a field taught in the public schools.
5. Teachers who have been on Step 10, Range IV or V for two (2) years shall move to Step 12 the next fiscal year. They shall remain on each longevity step for two (2) years before moving to the next step.
6.
 - a. For each unit member who is on Step 7 or higher on the salary schedule during the 2002-2003 school year and has worked in the District for ten (10) years or more, the base salary amount will be increased by an additional salary amount of \$1000 per 1.0 FTE. Future cost of living adjustments will be applied to the base salary amount only.
 - b. For each unit member who is on Step 18 or higher on the salary schedule and who has worked in the District for fifteen (15) years or more, the base salary amount will be increased by a second salary amount of an additional \$1000 (for a total of \$2000) per 1.0 FTE. Future cost of living adjustments will be applied to the base salary amount only.
 - c. ***Shaded cells indicate respective longevity increases.***
7. New certificated employees will serve one (1) additional day for staff development
8. The hourly rate of pay for extra hire/extra duty for certificated employees is ~~\$37.36~~→39.61
9. Extra duty assignments, coaches, long-term substitutes are not paid on this salary schedule. Schedule B shall be used for this purpose: **Schedule B**
~~\$29,695~~ →\$31,477
10. Elementary combination class teachers will receive a stipend for eight (8) days at the per diem rate for the teacher.

CERTIFICATED SUBSTITUTE PAY RATES:

Effective: November 18, 2014

<u>Range</u>	<u>A</u>	<u>B</u>	<u>C</u>
	\$120	\$160	\$224

- A. Day to day substitute rate
- B. Daily rate for Long Term substitutes after 10 consecutive days, up to 20 days
- C. Daily rate for Long Term Substitutes after 20 consecutive days