

**NOVATO UNIFIED SCHOOL DISTRICT**  
**DRAFT--2016 - 2017 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	46,409	48,655	50,902	53,149	55,392	56,226	56,505	57,339
2		50,957	53,204	55,446	57,694	58,529	58,807	59,642
3		53,256	55,501	57,747	59,996	60,831	61,109	61,944
4		55,554	57,800	60,048	62,294	63,129	63,407	64,242
5		57,858	60,100	62,350	64,595	65,430	65,708	66,543
6		60,155	62,399	64,647	66,892	67,727	68,005	68,840
7		62,455	64,701	66,948	69,193	70,028	70,306	71,141
		63,455	65,701	67,948	70,193	71,028	71,306	72,141
8		64,752	67,001	69,250	71,492	72,327	72,605	73,440
		65,752	68,001	70,250	72,492	73,327	73,605	74,440
9		67,055	69,303	71,545	73,792	74,627	74,905	75,740
		68,055	70,303	72,545	74,792	75,627	75,905	76,740
10		69,355	71,600	73,847	76,090	76,925	77,203	78,038
		70,355	72,600	74,847	77,090	77,925	78,203	79,038
12				76,146	78,393	79,228	79,506	80,341
				77,146	79,393	80,228	80,506	81,341
14				78,446	80,693	81,527	81,806	82,640
				79,446	81,693	82,527	82,806	83,640
16				80,745	82,995	83,830	84,108	84,943
				81,745	83,995	84,830	85,108	85,943
				82,745	84,995	85,830	86,108	86,943
18				83,048	85,297	86,132	86,410	87,245
				84,048	86,297	87,132	87,410	88,245
				85,048	87,297	88,132	88,410	89,245
20				85,349	87,598	88,433	88,711	89,546
				86,349	88,598	89,433	89,711	90,546
				87,349	89,598	90,433	90,711	91,546
22				87,651	89,900	90,735	91,013	91,848
				88,651	90,900	91,735	92,013	92,848
				89,651	91,900	92,735	93,013	93,848
24				89,954	92,204	93,038	93,317	94,151
				90,954	93,204	94,038	94,317	95,151
				91,954	94,204	95,038	95,317	96,151

2005-06-6% Increase	2011-12-2% Increase	2015-2% OFF SCALE LUMP SUM	2016-17-5% Increase
2006-07-4.5% + 1.92% Increase	2012-13-1% Increase	2015-16 6% Increase	
2007-08-2.4% Increase	2013-14-\$250 Cumulative Increase	2015-16-\$1500 Off Scale Increase	

- 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.
- 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 **ten (10)** years. This allows initial salary schedule placement up to step **eleven (11)** of the Certificated salary schedule.

Board Approved:

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 **twelve (12)** years of verified certificated public or private school teaching experience outside the District up to Step 12. This allows initial salary schedule placement up to step **thirteen (13)** 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.
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 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 16 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.  
***(Shaded cells indicate respective longevity increases of \$1000 and \$2000.)***
7. New certificated employees will serve one (1) additional day for staff development
8. The hourly rate will be based on Range I, Step 1 of the Certificated Salary Schedule and subject to any negotiated salary adjustments. The hourly rate of pay will impact employees prospectively.  
(i.e. Range I, Step 1 ÷ 186 days ÷ hours) **\$41.59**
9. Certificated extra duty assignments, as shown in Exhibit F, shall be paid from Step I, Range 1 of this salary schedule.
10. Non-certificated extra duty assignments: coaches, long-term substitutes are not paid on this salary schedule. Schedule B shall be used for this purpose: **Schedule B: \$33.051**

**CERTIFICATED SUBSTITUTE PAY RATES:**

A	B	C
\$150	\$170	\$238

- 
- 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
-

**NOVATO UNIFIED SCHOOL DISTRICT**  
**DRAFT-2016 - 2017 CERTIFICATED SALARY SCHEDULE**  
**DEANS & COUNSELORS**

**WORK DAYS--196**

**#43/48**

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	48,889	51,255	53,626	55,992	58,356	59,191	59,469	60,304
2		53,666	56,035	58,398	60,767	61,601	61,880	62,714
3		56,075	58,440	60,808	63,179	64,013	64,292	65,126
4		58,482	60,849	63,216	65,585	66,420	66,698	67,533
5		60,895	63,256	65,627	67,994	68,829	69,107	69,942
6		63,299	65,665	68,035	70,399	71,234	71,512	72,347
7		65,708	68,074	70,441	72,807	73,642	73,920	74,755
		66,708	69,074	71,441	73,807	74,642	74,920	75,755
8		68,114	70,484	72,853	75,217	76,052	76,330	77,165
		69,114	71,484	73,853	76,217	77,052	77,330	78,165
9		70,525	72,895	75,257	77,625	78,460	78,738	79,573
		71,525	73,895	76,257	78,625	79,460	79,738	80,573
10		72,934	75,300	77,666	80,031	80,866	81,144	81,979
		73,934	76,300	78,666	81,031	81,866	82,144	82,979
12				80,074	82,443	83,278	83,556	84,391
				81,074	83,443	84,278	84,556	85,391
14				82,485	84,852	85,686	85,965	86,799
				83,485	85,852	86,686	86,965	87,799
16				84,891	87,261	88,096	88,374	89,209
				85,891	88,261	89,096	89,374	90,209
				86,891	89,261	90,096	90,374	91,209
18				87,299	89,669	90,504	90,782	91,617
				88,299	90,669	91,504	91,782	92,617
				89,299	91,669	92,504	92,782	93,617
20				89,707	92,077	92,911	93,190	94,024
				90,707	93,077	93,911	94,190	95,024
				91,707	94,077	94,911	95,190	96,024
22				92,114	94,483	95,318	95,596	96,431
				93,114	95,483	96,318	96,596	97,431
				94,114	96,483	97,318	97,596	98,431
24				94,522	96,892	97,727	98,005	98,840
				95,522	97,892	98,727	99,005	99,840
				96,522	98,892	99,727	100,005	100,840

2005-06/6% Increase

2011-12-2% Increase

2015-2% OFF SCALE LUMP SUM

2016-17-5% Increase

2006-07/4.5% + 1.92% Increase

2012-13-1% Increase

2015-16 6% Increase

2007-08/2.4% Increase

2013-14-\$250 Cumulative Increase

2015-16-\$1500 Off Scale Increase

- 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.
- 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 **ten (10)** years. This allows initial salary schedule placement up to step **eleven (11)** of the Certificated salary schedule.

Board Approved:

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 **twelve (12)** years of verified certificated public or private school teaching experience outside the District up to Step 12. This allows initial salary schedule placement up to step **thirteen (13)** 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.
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 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 16 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.*  
***(Shaded cells indicate respective longevity increases of \$1000 and \$2000.)***
7. New certificated employees will serve one (1) additional day for staff development
8. The hourly rate will be based on Range I, Step 1 of the Certificated Salary Schedule and subject to any negotiated salary adjustments. The hourly rate of pay will impact employees prospectively.  
 (i.e. Range I, Step 1 ÷ 186 days ÷ hours) **\$41.59**
9. Certificated extra duty assignments, as shown in Exhibit F, shall be paid from Step I, Range 1 of this salary schedule.
10. Non-certificated extra duty assignments: coaches, long-term substitutes are not paid on this salary schedule. Schedule B shall be used for this purpose: **Schedule B: \$33.051**

**CERTIFICATED SUBSTITUTE PAY RATES:**

A	B	C
\$150	\$170	\$238

- 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

**NOVATO UNIFIED SCHOOL DISTRICT**  
**DRAFT-2016 - 2017 CERTIFICATED SALARY SCHEDULE**  
**PSYCHOLOGIST, PROGRAM SPECIALIST, SPEECH THERAPIST**

PSYCHOLOGIST & SPEECH THERAPIST WORK DAYS: 196      PROGRAM SPECIALIST WORK DAYS: 206      #41/46

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	53,366	55,957	58,555	61,145	63,740	64,575	64,853	65,688
2		58,573	61,165	63,758	66,353	67,187	67,466	68,300
3		61,188	63,778	66,374	68,966	69,801	70,079	70,914
4		63,795	66,392	68,983	71,580	72,414	72,693	73,527
5		66,409	69,003	71,597	74,192	75,027	75,305	76,140
6		69,020	71,613	74,212	76,805	77,640	77,918	78,753
7		71,635	74,227	76,821	79,414	80,248	80,527	81,361
		72,635	75,227	77,821	80,414	81,248	81,527	82,361
8		74,249	76,839	79,435	82,029	82,864	83,142	83,977
		75,249	77,839	80,435	83,029	83,864	84,142	84,977
9		76,859	79,457	82,046	84,642	85,476	85,755	86,589
		77,859	80,457	83,046	85,642	86,476	86,755	87,589
10		79,470	82,067	84,657	87,254	88,089	88,367	89,202
		80,470	83,067	85,657	88,254	89,089	89,367	90,202
12				87,272	89,866	90,701	90,979	91,814
				88,272	90,866	91,701	91,979	92,814
14				89,883	92,479	93,314	93,592	94,427
				90,883	93,479	94,314	94,592	95,427
16				92,496	95,094	95,929	96,207	97,042
				93,496	96,094	96,929	97,207	98,042
				94,496	97,094	97,929	98,207	99,042
18				95,108	97,707	98,541	98,820	99,654
				96,108	98,707	99,541	99,820	100,654
				97,108	99,707	100,541	100,820	101,654
20				97,721	100,319	101,154	101,432	102,267
				98,721	101,319	102,154	102,432	103,267
				99,721	102,319	103,154	103,432	104,267
22				100,334	102,933	103,767	104,046	104,880
				101,334	103,933	104,767	105,046	105,880
				102,334	104,933	105,767	106,046	106,880
24				102,947	105,545	106,380	106,658	107,493
				103,947	106,545	107,380	107,658	108,493
				104,947	107,545	108,380	108,658	109,493

2005-06-6% Increase	2011-12-2% Increase	2015-2% OFF SCALE LUMP SUM	2016-17-5% Increase
2006-07-4.5% +1.92% Increase	2012-13-1% Increase	2015-16 6% Increase	
2007-08-2.4% Increase	2013-14-\$250 Cumulative Increase	2015-16-\$1500 Off Scale Increase	

- 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.

Board Approved:

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 **ten (10)** years. This allows initial salary schedule placement up to step **eleven (11)** 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 **twelve (12)** years of verified certificated public or private school teaching experience outside the District up to Step 12. This allows initial salary schedule placement up to step **thirteen (13)** 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.
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 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 16 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.

***(Shaded cells indicate respective longevity increases of \$1000 and \$2000.)***

7. New certificated employees will serve one (1) additional day for staff development
8. The hourly rate will be based on Range I, Step 1 of the Certificated Salary Schedule and subject to any negotiated salary adjustments. The hourly rate of pay will impact employees prospectively. (i.e. Range I, Step 1 ÷ 186 days ÷ hours) **\$41.59**
9. Certificated extra duty assignments, as shown in Exhibit F, shall be paid from Step I, Range 1 of this salary schedule.
10. Non-certificated extra duty assignments: coaches, long-term substitutes are not paid on this salary schedule. Schedule B shall be used for this purpose: **Schedule B: \$33.051**

**CERTIFICATED SUBSTITUTE PAY RATES:**

A	B	C
\$150	\$170	\$238

- 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