

NOVATO UNIFIED SCHOOL DISTRICT
CERTIFICATED MANAGEMENT SALARY SCHEDULE
2007 – 2008

Annual Rate:

4.5% INCREASE EFFECTIVE 7/1/06 + 1.92% INCREASE

#11,¹ #12,² #13³

RANGE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII	STEP VIII
1	68,473	70,928	73,472	76,114	78,856	81,698	84,652	87,711
Masters	69,223	71,678	74,222	76,864	79,606	82,448	85,402	88,461
MA/PhD	70,223	72,678	75,222	77,864	80,606	83,448	86,402	89,461
2	73,623	76,269	79,012	81,864	84,826	87,889	91,072	94,374
Masters	74,373	77,019	79,762	82,614	85,576	88,639	91,822	95,124
MA/PhD	75,373	78,019	80,762	83,614	86,576	89,639	92,822	96,124
3	78,958	81,806	84,758	87,828	91,007	94,307	97,730	101,282
Masters	79,708	82,556	85,508	88,578	91,757	95,057	98,480	102,032
MA/PhD	80,708	83,556	86,508	89,578	92,757	96,057	99,480	103,032
4	79,717	82,594	85,574	88,671	91,883	95,213	98,670	102,255
Masters	80,467	83,344	86,324	89,421	92,633	95,963	99,420	103,005
MA/PhD	81,467	84,344	87,324	90,421	93,633	96,963	100,420	104,005
5	83,339	86,311	89,441	92,689	96,061	99,553	103,183	106,946
Masters	84,089	87,061	90,191	93,439	96,811	100,303	103,933	107,696
MA/PhD	85,089	88,061	91,191	94,439	97,811	101,303	104,933	108,696
6	83,756	86,777	89,910	93,164	96,538	100,037	103,669	107,436
Masters	84,506	87,527	90,660	93,914	97,288	100,787	104,419	108,186
MA/PhD	85,506	88,527	91,660	94,914	98,288	101,787	105,419	109,186
7	83,950	86,983	90,130	93,394	96,783	100,292	103,943	107,728
Masters	84,700	87,733	90,880	94,144	97,533	101,042	104,693	108,478
MA/PhD	85,700	88,733	91,880	95,144	98,533	102,042	105,693	109,478
8	88,680	91,888	95,222	98,677	102,261	105,978	109,836	113,840
Masters	89,430	92,638	95,972	99,427	103,011	106,728	110,586	114,590
MA/PhD	90,430	93,638	96,972	100,427	104,011	107,728	111,586	115,590
9	96,089	99,519	103,124	106,871	110,757	114,784	118,970	123,309
Masters	96,839	100,269	103,874	107,621	111,507	115,534	119,720	124,059
MA/PhD	97,839	101,269	104,874	108,621	112,507	116,534	120,720	125,059

<u>RANGE</u>	<u>WORK DAYS</u>	<u>POSITION</u>
1	195	Open
2	200	Open
3	208	Open
4	210	Middle School Assistant Principal
5	206	Assistant Principal Alternative Programs
6	218	High School Assistant Principal Continuation High School Assistant Principal
7	211	Elementary Principal
8	218	Middle School Principal Community Day School Principal
9	223	Director of Educational Assessment, Accountability, & Specialized Programs Director of Information Technology Director of Secondary Instruction Director of Student Services High School Principal

¹ Salary Schedule # 11 is for placing those employees without a Masters Degree on top row of Position Range

² Salary Schedule # 12 is for placing those employees who have a Masters Degree on second row of Position Range

³ Salary Schedule # 13 is for placing those employees who have a Masters and a PhD on third row of Position Range

CERTIFICATED MANAGEMENT SALARY SCHEDULE

1. Administrators will be placed on the administrative 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.
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 assigned. The placement shall be on the Certificated Management Salary Schedule at the closest place above this step.
4. Management employees assigned to another management position shall be placed on the same step to which they would have been assigned to the prior position assigned.
5. An additional \$750 is paid for a Master's Degree and \$1000 is paid for a Doctorate. The degree must be from an institution accredited by one of the recognized accrediting agencies. Approval of the degree must be given by the Superintendent.
6. An additional \$1,000 is paid to High School Principals and Assistant Principals for extra duty required.
7. 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:
 - must be between 55 and 65 years of age;
 - must have been employed by the District for at least ten (10) years;
 - 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 for the following benefits for each full time employee:
 - Dental service, Plan V, including orthodontics, for employee and dependents
 - Vision service for employee and dependents
 - The maximum monthly contribution by the District to medical coverage for each employee is outlined on the NUSD Medical Benefit Plan.
10. All Certificated Administrators are provided sick leave per Board Policy 4361.1 on the following schedule: One (1) day per month up to twelve (12) days per year.