

NOVATO UNIFIED SCHOOL DISTRICT
2007 - 08 CERTIFICATED SALARY SCHEDULE
TEACHERS

Effective July 1, 2007

186 TEACHER WORK DAYS

#40

RANG E	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 ¹	BA+75 +PhD ²	BA+75+ MA+PhD ³
1	39,289	41,202	43,116	45,030	46,940	47,690	47,940	48,690
2		42,926	44,840	46,750	48,664	49,414	49,664	50,414
3		44,647	46,559	48,472	50,388	51,138	51,388	52,138
4		46,367	48,282	50,195	52,108	52,858	53,108	53,858
5		48,093	50,002	51,919	53,831	54,581	54,831	55,581
6		49,812	51,724	53,638	55,550	56,300	56,550	57,300
7		51,534	53,446	55,360	57,272	58,022	58,272	59,022
		52,534	54,446	56,360	58,272	59,022	59,272	60,022
8		53,253	55,168	57,084	58,994	59,744	59,994	60,744
		54,253	56,168	58,084	59,994	60,744	60,994	61,744
9		54,978	56,893	58,802	60,716	61,466	61,716	62,466
		55,978	57,893	59,802	61,716	62,466	62,716	63,466
10		56,699	58,611	60,524	62,436	63,186	63,436	64,186
		57,699	59,611	61,524	63,436	64,186	64,436	65,186
12				62,246	64,160	64,910	65,160	65,910
				63,246	65,160	65,910	66,160	66,910
14				63,968	65,882	66,632	66,882	67,632
				64,968	66,882	67,632	67,882	68,632
16				65,689	67,605	68,355	68,605	69,355
				66,689	68,605	69,355	69,605	70,355
18				69,133	71,046	71,796	72,046	72,796
				70,133	72,046	72,796	73,046	73,796
				71,133	73,046	73,796	74,046	74,796

- 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.

Effective beginning with the 2006-07 school year, and based on the annual designation of teacher shortages in specific areas of instruction, the Superintendent or designee may recommend salary schedule placement year-for-year up to eleven (11) years of verified certificated public or private school teaching experience outside the District. This allows initial salary schedule placement up to step twelve (12) of the Certificated salary schedule.

- The MA/MS and Doctorate must be from an accredited institution in a field taught in the public schools.
- 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 of 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.
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 \$35.21.
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**
\$27,911

¹ \$750 is paid for teachers in Range V having a BA with 75 units and MA/MS and will be placed in Range VI

² \$1,000 is paid for teachers in Range V having a BA+75 units with a Doctorate and will be placed in Range VII

³ \$1,750 is paid for teachers in Range V having a BA+75 units and both an MA/MS and a Ph D and will be placed in Range VIII

CERTIFICATED SUBSTITUTE PAY RATES:

Effective: July 1, 2007

<u>Range</u>	<u>A</u>	<u>B</u>	<u>C</u>
	110.00	150.06	211.23

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- A. Day to day substitute rate
 - B. Daily rate for Long Term substitutes after 10 consecutive days, up to 20 days and is based on the Schedule B Salary on the Certificated Salary schedule
 - C. Daily rate for Long Term Substitutes after 20 consecutive days is based on Range I, Step 1 of the Certificated Salary Schedule