

NOVATO UNIFIED SCHOOL DISTRICT
2007 - 08 CERTIFICATED SALARY SCHEDULE
COMBINATION CLASS TEACHERS

Effective July 1, 2007

194 TEACHER WORK DAYS

#42

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 ¹	BA+75 +PhD ²	BA+75+ MA+PhD ³
1	40,979	42,974	44,971	46,967	48,959	49,709	49,959	50,709
2		44,772	46,768	48,760	50,757	51,507	51,757	52,507
3		46,567	48,562	50,557	52,555	53,305	53,555	54,305
4		48,362	50,358	52,353	54,349	55,099	55,349	56,099
5		50,162	52,153	54,152	56,146	56,896	57,146	57,896
6		51,955	53,949	55,945	57,940	58,690	58,940	59,690
7		53,750	55,745	57,741	59,735	60,485	60,735	61,485
		54,750	56,745	58,741	60,735	61,485	61,735	62,485
8		55,544	57,541	59,540	61,532	62,282	62,532	63,282
		56,544	58,541	60,540	62,532	63,282	63,532	64,282
9		57,342	59,340	61,331	63,327	64,077	64,327	65,077
		58,342	60,340	62,331	64,327	65,077	65,327	66,077
10		59,138	61,132	63,127	65,122	65,872	66,122	66,872
		60,138	62,132	64,127	66,122	66,872	67,122	67,872
12				64,923	66,919	67,669	67,919	68,669
				65,923	67,919	68,669	68,919	69,669
14				66,719	68,716	69,466	69,716	70,466
				67,719	69,716	70,466	70,716	71,466
16				68,515	70,512	71,262	71,512	72,262
				69,515	71,512	72,262	72,512	73,262
18				72,107	74,102	74,852	75,102	75,852
				73,107	75,102	75,852	76,102	76,852
				74,107	76,102	76,852	77,102	77,852

1. Units are approved lower division, graduate or upper division units or units granted by Novato Unified School District's Staff Development activities.
2. Units counted for class advancement must have been earned after the BA/BS degree. Units are counted as semester units.
3. 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.

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, Class 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 - \$27,911

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