



2023-2024 CERTIFICATED SALARY SCHEDULE
PSYCHOLOGISTS & SPEECH THERAPISTS

Annual Rate / 195 Work Days						Salary Schedule: 90
RANGE	I	II	III	IV	V	VI
STEP	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	87,994	90,932	93,873	94,817	95,135	96,079
2	90,955	93,898	96,834	97,781	98,096	99,041
3	93,917	96,854	99,796	100,742	101,057	102,002
4	96,877	99,816	102,756	103,703	104,018	104,964
5	99,834	102,778	105,718	106,663	106,978	107,925
6	102,797	105,736	108,674	109,620	109,936	110,880
7	105,756	108,698	111,637	112,583	112,899	113,844
8	108,723	111,658	114,599	115,544	115,859	116,805
9	111,680	114,615	117,559	118,504	118,819	119,766
10		117,579	120,519	121,464	121,781	122,726
11		117,579	120,519	121,464	121,781	122,726
12		120,538	123,480	124,426	124,741	125,687
13		120,538	123,480	124,426	124,741	125,687
14		123,499	126,442	127,389	127,705	128,650
15		123,499	126,442	127,389	127,705	128,650
16		126,459	129,404	130,349	130,665	131,610
17		126,459	129,404	130,349	130,665	131,610
18		129,420	132,365	133,310	133,625	134,572
19		129,420	132,365	133,310	133,625	134,572
20		132,381	135,326	136,273	136,587	137,532
21		132,381	135,326	136,273	136,587	137,532
22		135,343	138,287	139,231	139,548	140,494
23		135,343	138,287	139,231	139,548	140,494
24		138,303	141,247	142,194	142,509	143,455
25		138,303	141,247	142,194	142,509	143,455
26		141,265	144,208	145,155	145,471	146,415
27		141,265	144,208	145,155	145,471	146,415
28		144,226	147,170	148,117	148,431	149,378

1. Units are approved lower division, graduate, or upper division units or units granted by Novato Unified School District 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. 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 fifteen (15) years. This allows initial salary schedule placement up to Step 16 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. Once Certificated employees reach Step 10, they remain at the same salary for two (2) years.
- 6a. Certificated employees who have worked in the District for ten (10) years or more, will have a base salary increase of \$1,000 per 1.0 FTE. Future cost of living adjustments will be applied to the base salary amount only. See Certificated Salary Schedule #91.
- 6b. Certificated employees on Step 16 or higher and who have worked in the District for fifteen (15) years or more, will receive a second base salary increase of \$1,000 (for a total of \$2,000) per 1.0 FTE. Future cost of living adjustments will be applied to the base salary amount only. See Certificated Salary Schedule #92.
7. New Certificated employees will serve (1) additional day for staff development.
8. The hourly rate will be based on Range I, Step 1 of Certificated Salary Schedule #80 (Teachers & Nurses) and subject to any negotiated salary adjustments. The hourly rate of pay will impact employees prospectively. (i.e. Range I, Step 1 ÷ 185 days ÷ 6 hours) \$54.91.
9. Certificated extra duty assignments, as shown in Exhibit E of the NFT Contract, shall be paid from Range 1, Step I of this salary schedule.
10. Non-Certificated extra duty assignments, coaches and long-term substitutes, are not paid on this salary schedule; Schedule B shall be used for this purpose. SCHEDULE B: \$33,051
11. All School Psychologists and Speech Therapists shall earn an additional \$1,000.00 per year.

Historical Salary Increases:

2005-06: 6%	2013-14: \$250 cum	2017-18: \$1,100 each cell	2022-23: 13.26%
2006-07: 4.5% + 1.92 %	2014-15: 2% off sch	2018-19: 2.06% + add steps 23-28	2023-24: One (1) less workday
2007-08: 2.4%	2015-16: 6%	2019-20: 2.625%	2023-24 - 5%
2011-12: 2%	2015-16: \$1,500 off sch	2021-22: 3% + \$4,000 off Schedule	
2012-13: 1%	2016-17: 5%	2021-22: SLP added	

NOTE: This salary schedule number was changed from 41/46 to 83 (main) & 84/85 (longevity) on 2.13.18 so longevity will be calculated automatically in QSS. Also reflected are negotiated MOU/Board approved changes (12.19.17): 1. Previous Range I & II eliminated
2. Previous Step 2 eliminated.

This salary schedule was approved for Psychologists on 3.5.19 (Board). Psychologists used to share salary schedule 83/84/85 with Speech Therapists & Program Specialists.

This salary schedule was approved to include Speech Therapists on 10.11.22 (Board). Speech Therapists were previously included on salary schedules 83/84/85 with Program Specialists.