

NATOMAS UNIFIED SCHOOL DISTRICT
Certificated Salary Schedule
Effective July 1, 2022

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
Steps					
1	\$51,773	\$54,266	\$57,231	\$61,235	\$65,523
2	\$51,774	\$54,267	\$57,233	\$61,236	\$65,524
3	\$53,435	\$56,010	\$59,139	\$63,278	\$67,707
4	\$55,494	\$58,175	\$61,502	\$65,810	\$70,417
5	\$57,639	\$60,422	\$63,961	\$68,441	\$73,233
6	\$59,867	\$62,764	\$66,521	\$71,178	\$76,159
7	\$62,183	\$65,197	\$69,180	\$74,026	\$79,208
8	\$62,183	\$67,730	\$71,949	\$76,988	\$82,377
9	\$62,183	\$67,730	\$74,827	\$80,065	\$85,669
10	\$62,183	\$67,730	\$74,827	\$83,266	\$89,096
11	\$62,183	\$67,730	\$74,827	\$83,266	\$92,660
12	\$62,183	\$67,730	\$74,827	\$83,266	\$92,660
13	\$62,183	\$67,730	\$74,827	\$86,595	\$96,366
14	\$62,183	\$67,730	\$74,827	\$86,595	\$96,366
15	\$62,183	\$67,730	\$74,827	\$86,595	\$96,366
16	\$62,183	\$67,730	\$74,827	\$90,060	\$100,222
17	\$62,183	\$67,730	\$74,827	\$90,060	\$100,222
18	\$62,183	\$67,730	\$74,827	\$90,060	\$100,222
19	\$62,183	\$67,730	\$74,827	\$93,662	\$104,230
20	\$62,183	\$67,730	\$74,827	\$93,662	\$104,230
21	\$62,183	\$67,730	\$74,827	\$93,662	\$104,230
22	\$62,183	\$67,730	\$74,827	\$97,408	\$108,400
23	\$62,183	\$67,730	\$74,827	\$97,408	\$108,400
24	\$62,183	\$67,730	\$74,827	\$97,408	\$108,400
25	\$62,183	\$67,730	\$74,827	\$97,408	\$108,400
26	\$62,183	\$67,730	\$74,827	\$97,408	\$108,400
27	\$62,183	\$67,730	\$74,827	\$97,408	\$108,400
28	\$62,183	\$67,730	\$74,827	\$97,408	\$108,400

Certificated staff will receive longevity pay in Classes IV and V at the steps designated on the schedule above.

1. At the time of initial placement on the Certificated Salary Schedule, a teacher shall be given salary schedule credit for previous teaching experience on a year for year basis. Teaching experience, for salary schedule purposes, shall include only full time paid experience in positions requiring certificated qualifications.

Assignments to classes shall be based on education units as follows:

Class I	Permit/Intern/Waiver
Class II	BA plus Credential
Class III	BA plus 60 recognized semester units* or MA plus 15 recognized semester units**
Class IV	BA plus 75 recognized semester units* or MA plus 30 recognized semester units**
Class V	BA plus 90 recognized semester units* or MA plus 45 recognized semester units**
	* Units must be earned after issuance of BA
	** Units must be earned after issuance of MA

2. Credentialed staff who attain a Masters Degree shall receive, in addition to item 1 above, a three percent (3%) salary increase. This increase is applicable only to one degree and does not apply to additional degrees, MA or PhD.

3. 183.5/185.5 days of service per traditional calendar

4. The Provisional Permits/Waivers column, Class 1, applies to all non-credentialed teachers hired after July 1, 2000.

NATOMAS UNIFIED SCHOOL DISTRICT
Certificated Salary Schedule
Effective July 1, 2023

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
Steps					
1	\$54,362	\$56,979	\$60,093	\$64,297	\$68,799
2	\$54,363	\$56,980	\$60,095	\$64,298	\$68,800
3	\$56,107	\$58,811	\$62,096	\$66,442	\$71,092
4	\$58,269	\$61,084	\$64,577	\$69,101	\$73,938
5	\$60,521	\$63,443	\$67,159	\$71,863	\$76,895
6	\$62,860	\$65,902	\$69,847	\$74,737	\$79,967
7	\$65,292	\$68,457	\$72,639	\$77,727	\$83,168
8	\$65,292	\$71,117	\$75,546	\$80,837	\$86,496
9	\$65,292	\$71,117	\$78,568	\$84,068	\$89,952
10	\$65,292	\$71,117	\$78,568	\$87,429	\$93,551
11	\$65,292	\$71,117	\$78,568	\$87,429	\$97,293
12	\$65,292	\$71,117	\$78,568	\$87,429	\$97,293
13	\$65,292	\$71,117	\$78,568	\$90,925	\$101,184
14	\$65,292	\$71,117	\$78,568	\$90,925	\$101,184
15	\$65,292	\$71,117	\$78,568	\$90,925	\$101,184
16	\$65,292	\$71,117	\$78,568	\$94,563	\$105,233
17	\$65,292	\$71,117	\$78,568	\$94,563	\$105,233
18	\$65,292	\$71,117	\$78,568	\$94,563	\$105,233
19	\$65,292	\$71,117	\$78,568	\$98,345	\$109,442
20	\$65,292	\$71,117	\$78,568	\$98,345	\$109,442
21	\$65,292	\$71,117	\$78,568	\$98,345	\$109,442
22	\$65,292	\$71,117	\$78,568	\$102,278	\$113,820
23	\$65,292	\$71,117	\$78,568	\$102,278	\$113,820
24	\$65,292	\$71,117	\$78,568	\$102,278	\$113,820
25	\$65,292	\$71,117	\$78,568	\$102,278	\$113,820
26	\$65,292	\$71,117	\$78,568	\$102,278	\$113,820
27	\$65,292	\$71,117	\$78,568	\$102,278	\$113,820
28	\$65,292	\$71,117	\$78,568	\$102,278	\$113,820

Certificated staff will receive longevity pay in Classes IV and V at the steps designated on the schedule above.

1. At the time of initial placement on the Certificated Salary Schedule, a teacher shall be given salary schedule credit for previous teaching experience on a year for year basis. Teaching experience, for salary schedule purposes, shall include only full time paid experience in positions requiring certificated qualifications.

Assignments to classes shall be based on education units as follows:

Class I	Permit/Intern/Waiver
Class II	BA plus Credential
Class III	BA plus 60 recognized semester units* or MA plus 15 recognized semester units**
Class IV	BA plus 75 recognized semester units* or MA plus 30 recognized semester units**
Class V	BA plus 90 recognized semester units* or MA plus 45 recognized semester units**
	* Units must be earned after issuance of BA
	** Units must be earned after issuance of MA

2. Credentialed staff who attain a Masters Degree shall receive, in addition to item 1 above, a three percent (3%) salary increase. This increase is applicable only to one degree and does not apply to additional degrees, MA or PhD.

3. 183.5/185.5 days of service per traditional calendar

4. The Provisional Permits/Waivers column, Class 1, applies to all non-credentialed teachers hired after July 1, 2000.

NATOMAS UNIFIED SCHOOL DISTRICT
Certificated Nurse Salary Schedule
Effective July 1, 2022

Steps	Class 0	Class I	Class II	Class III	Class IV	Class V
1	\$47,818	\$57,109	\$59,855	\$63,051	\$67,465	\$72,185
2	\$48,768	\$58,938	\$61,774	\$65,150	\$69,709	\$74,589
3	\$49,276	\$60,827	\$63,759	\$67,320	\$72,033	\$77,076
4	\$51,208	\$63,171	\$66,223	\$70,012	\$74,916	\$80,159
5		\$65,614	\$68,783	\$72,811	\$77,911	\$83,363
6		\$68,151	\$71,448	\$75,725	\$81,025	\$86,697
7		\$70,786	\$74,218	\$78,752	\$84,267	\$90,168
8		\$70,786	\$77,102	\$81,904	\$87,639	\$93,775
9		\$70,786	\$77,102	\$85,180	\$91,143	\$97,523
10		\$70,786	\$77,102	\$85,180	\$94,785	\$101,422
11		\$70,786	\$77,102	\$85,180	\$94,785	\$105,481
12		\$70,786	\$77,102	\$85,180	\$94,785	\$105,481
13		\$70,786	\$77,102	\$85,180	\$94,785	\$105,481
14		\$70,786	\$77,102	\$85,180	\$98,577	\$109,701
15		\$70,786	\$77,102	\$85,180	\$98,577	\$109,701
16		\$70,786	\$77,102	\$85,180	\$98,577	\$109,701
17		\$70,786	\$77,102	\$85,180	\$98,577	\$109,701
18		\$70,786	\$77,102	\$85,180	\$98,577	\$109,701
19		\$70,786	\$77,102	\$85,180	\$98,577	\$109,701
20		\$70,786	\$77,102	\$85,180	\$102,521	\$114,088
21		\$70,786	\$77,102	\$85,180	\$102,521	\$114,088
22		\$70,786	\$77,102	\$85,180	\$102,521	\$114,088
23		\$70,786	\$77,102	\$85,180	\$102,521	\$114,088
24		\$70,786	\$77,102	\$85,180	\$102,521	\$114,088
25		\$70,786	\$77,102	\$85,180	\$106,621	\$118,651
26		\$70,786	\$77,102	\$85,180	\$106,621	\$118,651
27		\$70,786	\$77,102	\$85,180	\$106,621	\$118,651
28		\$70,786	\$77,102	\$85,180	\$110,886	\$123,397

Certificated staff will receive longevity pay in Classes IV and V when they reach Steps 14, 20, 25 and 28. The longevity rate shall be four percent (4%) at each increment, as reflected in the above longevity steps.

1. At the time of initial placement on the Certificated Nurse Salary Schedule, a school nurse shall be given salary schedule credit for previous school nurse experience and/or non-school RN experience on a year for year basis.

Assignments to classes shall be based on education units as follows:

Class 0	Placement prior to earning first Internship, Preliminary or Clear Credential
Class I	BA
Class II	BA plus 45 recognized semester units* or MA
Class III	BA plus 60 recognized semester units* or MA plus 15 recognized semester units**
Class IV	BA plus 75 recognized semester units* or MA plus 30 recognized semester units**
Class V	BA plus 90 recognized semester units* or MA plus 45 recognized semester units**
	* Units must be earned after the issuance of the BA.
	** Units must be earned after the issuance of the MA.

2. Credentialed staff who attain a Masters Degree shall receive, in addition to item 1 above, a three percent (3%) salary increase. This increase is applicable only to one degree and does not apply to additional degrees. MA or PhD.

3. The Provisional Permits/Waivers column, Class 0, applies to all non-credentialed teachers hired after July 1, 2000.

4. 188 days of service per contract year.

NATOMAS UNIFIED SCHOOL DISTRICT
Certificated Nurse Salary Schedule
Effective July 1, 2023

Steps	Class 0	Class I	Class II	Class III	Class IV	Class V
1	\$50,448	\$60,250	\$63,147	\$66,519	\$71,176	\$76,155
2	\$51,450	\$62,180	\$65,172	\$68,733	\$73,543	\$78,691
3	\$51,986	\$64,172	\$67,266	\$71,023	\$75,995	\$81,315
4	\$54,024	\$66,645	\$69,865	\$73,863	\$79,036	\$84,568
5		\$69,223	\$72,566	\$76,816	\$82,196	\$87,948
6		\$71,899	\$75,378	\$79,890	\$85,481	\$91,465
7		\$74,679	\$78,300	\$83,083	\$88,902	\$95,127
8		\$74,679	\$81,343	\$86,409	\$92,459	\$98,933
9		\$74,679	\$81,343	\$89,865	\$96,156	\$102,887
10		\$74,679	\$81,343	\$89,865	\$99,998	\$107,000
11		\$74,679	\$81,343	\$89,865	\$99,998	\$111,282
12		\$74,679	\$81,343	\$89,865	\$99,998	\$111,282
13		\$74,679	\$81,343	\$89,865	\$99,998	\$111,282
14		\$74,679	\$81,343	\$89,865	\$103,999	\$115,735
15		\$74,679	\$81,343	\$89,865	\$103,999	\$115,735
16		\$74,679	\$81,343	\$89,865	\$103,999	\$115,735
17		\$74,679	\$81,343	\$89,865	\$103,999	\$115,735
18		\$74,679	\$81,343	\$89,865	\$103,999	\$115,735
19		\$74,679	\$81,343	\$89,865	\$103,999	\$115,735
20		\$74,679	\$81,343	\$89,865	\$108,160	\$120,363
21		\$74,679	\$81,343	\$89,865	\$108,160	\$120,363
22		\$74,679	\$81,343	\$89,865	\$108,160	\$120,363
23		\$74,679	\$81,343	\$89,865	\$108,160	\$120,363
24		\$74,679	\$81,343	\$89,865	\$108,160	\$120,363
25		\$74,679	\$81,343	\$89,865	\$112,485	\$125,177
26		\$74,679	\$81,343	\$89,865	\$112,485	\$125,177
27		\$74,679	\$81,343	\$89,865	\$112,485	\$125,177
28		\$74,679	\$81,343	\$89,865	\$116,985	\$130,184

Certificated staff will receive longevity pay in Classes IV and V when they reach Steps 14, 20, 25 and 28. The longevity rate shall be four percent (4%) at each increment, as reflected in the above longevity steps.

1. At the time of initial placement on the Certificated Nurse Salary Schedule, a school nurse shall be given salary schedule credit for previous school nurse experience and/or non-school RN experience on a year for year basis.

Assignments to classes shall be based on education units as follows:

Class 0	Placement prior to earning first Internship, Preliminary or Clear Credential
Class I	BA
Class II	BA plus 45 recognized semester units* or MA
Class III	BA plus 60 recognized semester units* or MA plus 15 recognized semester units**
Class IV	BA plus 75 recognized semester units* or MA plus 30 recognized semester units**
Class V	BA plus 90 recognized semester units* or MA plus 45 recognized semester units**
	* Units must be earned after the issuance of the BA.
	** Units must be earned after the issuance of the MA.

2. Credentialed staff who attain a Masters Degree shall receive, in addition to item 1 above, a three percent (3%) salary increase. This increase is applicable only to one degree and does not apply to additional degrees. MA or PhD.

3. The Provisional Permits/Waivers column, Class 0, applies to all non-credentialed teachers hired after July 1, 2000.

4. 188 days of service per contract year.

Dependent Charter Certificated Salary Schedule (Effective July 1, 2022)

Permit/Intern/Waiver <small>* CTE/Pathway Exp. see below</small>	BA + Credential <small>* CTE/Pathway Exp. see below</small>	BA + 60 MA + 15 <small>* CTE/Pathway Exp. see below</small>	BA + 75 MA + 30 <small>* CTE/Pathway Exp. see below</small>	BA + 90 MA + 45 <small>**See Below</small>					
Column A	Column B	Column C	Column D	Column E					
Step 1	\$57,023	Step 1	\$59,317	Step 1	\$63,471	Step 1	\$67,914	Step 1	\$72,668
Step 2	\$59,304	Step 2	\$61,099	Step 2	\$65,375	Step 2	\$69,950	Step 2	\$74,848
Step 3	\$61,676	Step 3	\$62,932	Step 3	\$67,335	Step 3	\$72,050	Step 3	\$77,092
Step 4	\$64,144	Step 4	\$64,819	Step 4	\$69,355	Step 4	\$74,209	Step 4	\$79,406
Step 5	\$66,710	Step 5	\$68,098	Step 5	\$71,437	Step 5	\$76,438	Step 5	\$81,789
Step 6	\$69,378	Step 6	\$70,142	Step 6	\$73,580	Step 6	\$78,729	Step 6	\$84,241
Step 7	\$72,151	Step 7	\$72,955	Step 7	\$75,787	Step 7	\$81,092	Step 7	\$86,768
Step 8	\$75,040	Step 8	\$75,870	Step 8	\$78,062	Step 8	\$83,523	Step 8	\$89,371
		Step 9	\$78,147	Step 9	\$80,403	Step 9	\$86,029	Step 9	\$92,053
				Step 10	\$82,814	Step 10	\$88,612	Step 10	\$94,815
				Step 14	\$85,299	Step 11	\$91,269	Step 11	\$97,657
				Step 20	\$87,858	Step 12	\$94,007	Step 12	\$100,587
				Step 25	\$90,495	Step 13	\$94,007	Step 13	\$103,606
				Step 28	\$93,209	Step 14	\$96,773	Step 14	\$106,713
						Step 15	\$96,773	Step 15	\$106,713
						Step 16	\$96,773	Step 16	\$106,713
						Step 17	\$100,644	Step 17	\$109,916
						Step 18	\$100,644	Step 18	\$109,916
						Step 19	\$100,644	Step 19	\$109,916
						Step 20	\$100,644	Step 20	\$109,916
						Step 21	\$100,644	Step 21	\$109,916
						Step 22	\$100,644	Step 22	\$109,916
						Step 23	\$103,664	Step 23	\$114,312

*At the time of initial placement on the Dependent Charter Certificated Salary Schedule, a teacher shall be given salary schedule credit for previous teaching experience, relevant industry/pathway experience, and/or CTE experience on a year for year basis. Teaching experience, for salary schedule purposes, shall include only full time paid experience in positions requiring certificated qualifications. For recruitment and retention purposes, initial placement also shall take into consideration a teacher's previous salary history to provide competitive and commensurate salary.

After initial placement, movement from column to column will be in alignment with Article IV, Section C of the NUSD NTA Collective Bargaining Agreement.

Credentialed staff who attain a Masters Degree shall receive a three percent (3%) salary increase. This increase is applicable only to one degree and does not apply to additional degrees, MA or PhD.

Unit members achieving a Distinguished Summative Evaluation rating as defined under Article IX and related appendices while an active unit member will receive a three percent (3%) salary increase. This will commence the first pay period of the following academic year after achieving the Distinguished rating and is valid for up to two years.

Dependent Charter Certificated Salary Schedule (Effective July 1, 2023)

Permit/Intern/Waiver <small>* CTE/Pathway Exp. see below</small>	BA + Credential <small>* CTE/Pathway Exp. see below</small>	BA + 60 MA + 15 <small>* CTE/Pathway Exp. see below</small>	BA + 75 MA + 30 <small>* CTE/Pathway Exp. see below</small>	BA + 90 MA + 45 <small>**See Below</small>					
Column A	Column B	Column C	Column D	Column E					
Step 1	\$59,874	Step 1	\$62,283	Step 1	\$66,645	Step 1	\$71,310	Step 1	\$76,301
Step 2	\$62,269	Step 2	\$64,154	Step 2	\$68,644	Step 2	\$73,448	Step 2	\$78,590
Step 3	\$64,760	Step 3	\$66,079	Step 3	\$70,702	Step 3	\$75,653	Step 3	\$80,947
Step 4	\$67,351	Step 4	\$68,060	Step 4	\$72,823	Step 4	\$77,919	Step 4	\$83,376
Step 5	\$70,046	Step 5	\$71,503	Step 5	\$75,009	Step 5	\$80,260	Step 5	\$85,878
Step 6	\$72,847	Step 6	\$73,649	Step 6	\$77,259	Step 6	\$82,665	Step 6	\$88,453
Step 7	\$75,759	Step 7	\$76,603	Step 7	\$79,576	Step 7	\$85,147	Step 7	\$91,106
Step 8	\$78,792	Step 8	\$79,664	Step 8	\$81,965	Step 8	\$87,699	Step 8	\$93,840
		Step 9	\$82,054	Step 9	\$84,423	Step 9	\$90,330	Step 9	\$96,656
				Step 10	\$86,955	Step 10	\$93,043	Step 10	\$99,556
				Step 14	\$89,564	Step 11	\$95,832	Step 11	\$102,540
				Step 20	\$92,251	Step 12	\$98,707	Step 12	\$105,616
				Step 25	\$95,020	Step 13	\$98,707	Step 13	\$108,786
				Step 28	\$97,869	Step 14	\$101,612	Step 14	\$112,049
						Step 15	\$101,612	Step 15	\$112,049
						Step 16	\$101,612	Step 16	\$112,049
						Step 17	\$105,676	Step 17	\$115,412
						Step 18	\$105,676	Step 18	\$115,412
						Step 19	\$105,676	Step 19	\$115,412
						Step 20	\$105,676	Step 20	\$115,412
						Step 21	\$105,676	Step 21	\$115,412
						Step 22	\$105,676	Step 22	\$115,412
						Step 23	\$108,847	Step 23	\$120,028

*At the time of initial placement on the Dependent Charter Certificated Salary Schedule, a teacher shall be given salary schedule credit for previous teaching experience, relevant industry/pathway experience, and/or CTE experience on a year for year basis. Teaching experience, for salary schedule purposes, shall include only full time paid experience in positions requiring certificated qualifications. For recruitment and retention purposes, initial placement also shall take into consideration a teacher's previous salary history to provide competitive and commensurate salary.

After initial placement, movement from column to column will be in alignment with Article IV, Section C of the NUSD NTA Collective Bargaining Agreement.

Credentialed staff who attain a Masters Degree shall receive a three percent (3%) salary increase. This increase is applicable only to one degree and does not apply to additional degrees, MA or PhD.

Unit members achieving a Distinguished Summative Evaluation rating as defined under Article IX and related appendices while an active unit member will receive a three percent (3%) salary increase. This will commence the first pay period of the following academic year after achieving the Distinguished rating and is valid for up to two years.

NATOMAS UNIFIED SCHOOL DISTRICT
Psychologist/Counselor Salary Schedule
Effective 07/01/2022

Steps	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>
1	\$76,282	\$80,858	\$86,518	\$92,575
2	\$76,282	\$84,093	\$89,977	\$96,275
3	\$76,282	\$84,093	\$93,576	\$100,129
4	\$76,282	\$84,093	\$93,576	\$104,134
5		\$84,093	\$93,576	\$104,134
6		\$84,093	\$93,576	\$104,134
7		\$84,093	\$93,576	\$104,134
8		\$84,093	\$93,576	\$104,134
9		\$84,093	\$97,321	\$108,299
10		\$84,093	\$97,321	\$108,299
11		\$84,093	\$97,321	\$108,299
12		\$84,093	\$97,321	\$108,299
13		\$84,093	\$97,321	\$108,299
14			\$101,214	\$112,630
15			\$101,214	\$112,630
16			\$101,214	\$112,630
17			\$101,214	\$112,630
18			\$101,214	\$112,630
19			\$105,262	\$117,136
20			\$105,262	\$117,136
21			\$105,262	\$117,136
22			\$105,262	\$117,136
23			\$105,262	\$117,136
24			\$109,473	\$121,821
25			\$109,473	\$121,821
26			\$109,473	\$121,821
27			\$109,473	\$121,821
28			\$109,473	\$121,821
29			\$109,473	\$121,821
30			\$109,473	\$121,821

Counselors and psychologists will receive longevity pay in Classes III and IV when they reach Steps 9, 14, 19, and 24. The longevity rate shall be four percent (4%) at each increment.

1. At the time of initial placement on the Psychologist/Counselor Salary Schedule, a Psychologist or Counselor shall be given salary schedule credit for previous school Psychologist or Counselor experience on a year for year basis.

2. Assignments to classes shall be based on education units as follows:

Class I	MA
Class II	MA plus 15 recognized semester units*
Class III	MA plus 30 recognized semester units*
Class IV	MA plus 45 recognized semester units*

3. Beginning July 1, 2005, only units earned after the MA will be counted.

4. 195 days of service per contract year.

NATOMAS UNIFIED SCHOOL DISTRICT
Psychologist/Counselor Salary Schedule
Effective 07/01/2023

Steps	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>
1	\$80,096	\$84,901	\$90,844	\$97,204
2	\$80,096	\$88,298	\$94,476	\$101,089
3	\$80,096	\$88,298	\$98,255	\$105,135
4	\$80,096	\$88,298	\$98,255	\$109,341
5		\$88,298	\$98,255	\$109,341
6		\$88,298	\$98,255	\$109,341
7		\$88,298	\$98,255	\$109,341
8		\$88,298	\$98,255	\$109,341
9		\$88,298	\$102,187	\$113,714
10		\$88,298	\$102,187	\$113,714
11		\$88,298	\$102,187	\$113,714
12		\$88,298	\$102,187	\$113,714
13		\$88,298	\$102,187	\$113,714
14			\$106,275	\$118,262
15			\$106,275	\$118,262
16			\$106,275	\$118,262
17			\$106,275	\$118,262
18			\$106,275	\$118,262
19			\$110,525	\$122,993
20			\$110,525	\$122,993
21			\$110,525	\$122,993
22			\$110,525	\$122,993
23			\$110,525	\$122,993
24			\$114,947	\$127,912
25			\$114,947	\$127,912
26			\$114,947	\$127,912
27			\$114,947	\$127,912
28			\$114,947	\$127,912
29			\$114,947	\$127,912
30			\$114,947	\$127,912

Counselors and psychologists will receive longevity pay in Classes III and IV when they reach Steps 9, 14, 19, and 24. The longevity rate shall be four percent (4%) at each increment.

1. At the time of initial placement on the Psychologist/Counselor Salary Schedule, a Psychologist or Counselor shall be given salary schedule credit for previous school Psychologist or Counselor experience on a year for year basis.

2. Assignments to classes shall be based on education units as follows:

Class I	MA
Class II	MA plus 15 recognized semester units*
Class III	MA plus 30 recognized semester units*
Class IV	MA plus 45 recognized semester units*

3. Beginning July 1, 2005, only units earned after the MA will be counted.

4. 195 days of service per contract year.

NATOMAS UNIFIED SCHOOL DISTRICT

Social Worker Salary Schedule

Effective July 1, 2022

<u>Range</u>	<u>Position</u>	<u>Days</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
I	Social Worker	200	\$86,427	\$90,838	\$95,250	\$100,033	\$104,812

Note: Social Workers are part of the Natomas Teachers Association bargaining unit as of 1/1/21

LONGEVITY:

After 10 years of service: 2% on Step 5 base salary

After 15 years of service: additional 2% on adjusted base salary

After 20 years of service: additional 2% on adjusted base salary

After 25 years of service: additional 2% on adjusted base salary

NATOMAS UNIFIED SCHOOL DISTRICT

Social Worker Salary Schedule

Effective July 1, 2023

<u>Range</u>	<u>Position</u>	<u>Days</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>
I	Social Worker	200	\$86,427	\$90,838	\$95,250	\$100,033	\$104,812

Note: Social Workers are part of the Natomas Teachers Association bargaining unit as of 1/1/21

LONGEVITY:

After 10 years of service: 2% on Step 5 base salary

After 15 years of service: additional 2% on adjusted base salary

After 20 years of service: additional 2% on adjusted base salary

After 25 years of service: additional 2% on adjusted base salary

NATOMAS UNIFIED SCHOOL DISTRICT
Speech & Language Therapist Salary Schedule
Effective 7/01/2022

Steps	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
1	\$66,465	\$69,671	\$73,560	\$78,710	\$84,220
2	\$69,028	\$72,361	\$76,503	\$81,859	\$87,588
3	\$71,696	\$75,159	\$79,562	\$85,132	\$91,092
4	\$74,467	\$78,069	\$82,745	\$88,538	\$94,736
5	\$77,350	\$81,098	\$86,052	\$92,080	\$98,526
6		\$84,248	\$89,496	\$95,763	\$102,466
7			\$89,496	\$95,763	\$102,466
8			\$89,496	\$95,763	\$102,466
9			\$93,075	\$99,594	\$106,567
10			\$93,075	\$99,594	\$106,567
11			\$93,075	\$99,594	\$106,567
12			\$93,075	\$99,594	\$106,567
13			\$93,075	\$99,594	\$106,567
14			\$96,797	\$103,577	\$110,828
15			\$96,797	\$103,577	\$110,828
16			\$96,797	\$103,577	\$110,828
17			\$96,797	\$103,577	\$110,828
18			\$96,797	\$103,577	\$110,828
19			\$100,670	\$107,720	\$115,261
20			\$100,670	\$107,720	\$115,261
21			\$100,670	\$107,720	\$115,261
22			\$100,670	\$107,720	\$115,261
23			\$100,670	\$107,720	\$115,261
24			\$104,697	\$112,028	\$119,871
25			\$104,697	\$112,028	\$119,871
26			\$104,697	\$112,028	\$119,871
27			\$104,697	\$112,028	\$119,871
28			\$104,697	\$112,028	\$119,871
29			\$104,697	\$112,028	\$119,871
30			\$104,697	\$112,028	\$119,871

Certificated staff will receive longevity pay in Classes III, IV and V when they reach Steps 9, 14, 19 and 24. The longevity rate shall be four percent (4%) at each increment.

1. At the time of initial placement on the Speech and Language Therapist Salary Schedule, a Speech and Language Therapist with a Rehabilitative Service Credential shall be given salary schedule credit for previous school and/or non-school Speech and Language Therapist experience on a year for year basis.

Assignments to classes shall be based on education units as follows:

Class I	BA plus 30 recognized semester units*
Class II	BA plus 45 recognized semester units* or MA
Class III	BA plus 60 recognized semester units* or MA plus 15 recognized semester units**
Class IV	BA plus 75 recognized semester units* or MA plus 30 recognized semester units**
Class V	BA plus 90 recognized semester units* or MA plus 45 recognized semester units**

* Units must be earned after the issuance of the BA.

** Units must be earned after the issuance of the MA.

2. 195 days of service per contract year.

NATOMAS UNIFIED SCHOOL DISTRICT
Speech & Language Therapist Salary Schedule
Effective 7/01/2023

Steps	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
1	\$69,788	\$73,155	\$77,238	\$82,646	\$88,431
2	\$72,479	\$75,979	\$80,328	\$85,952	\$91,967
3	\$75,281	\$78,917	\$83,540	\$89,389	\$95,647
4	\$78,190	\$81,972	\$86,882	\$92,965	\$99,473
5	\$81,218	\$85,153	\$90,355	\$96,684	\$103,452
6		\$88,460	\$93,971	\$100,551	\$107,589
7			\$93,971	\$100,551	\$107,589
8			\$93,971	\$100,551	\$107,589
9			\$97,729	\$104,574	\$111,895
10			\$97,729	\$104,574	\$111,895
11			\$97,729	\$104,574	\$111,895
12			\$97,729	\$104,574	\$111,895
13			\$97,729	\$104,574	\$111,895
14			\$101,637	\$108,756	\$116,369
15			\$101,637	\$108,756	\$116,369
16			\$101,637	\$108,756	\$116,369
17			\$101,637	\$108,756	\$116,369
18			\$101,637	\$108,756	\$116,369
19			\$105,704	\$113,106	\$121,024
20			\$105,704	\$113,106	\$121,024
21			\$105,704	\$113,106	\$121,024
22			\$105,704	\$113,106	\$121,024
23			\$105,704	\$113,106	\$121,024
24			\$109,932	\$117,629	\$125,865
25			\$109,932	\$117,629	\$125,865
26			\$109,932	\$117,629	\$125,865
27			\$109,932	\$117,629	\$125,865
28			\$109,932	\$117,629	\$125,865
29			\$109,932	\$117,629	\$125,865
30			\$109,932	\$117,629	\$125,865

Certificated staff will receive longevity pay in Classes III, IV and V when they reach Steps 9, 14, 19 and 24. The longevity rate shall be four percent (4%) at each increment.

1. At the time of initial placement on the Speech and Language Therapist Salary Schedule, a Speech and Language Therapist with a Rehabilitative Service Credential shall be given salary schedule credit for previous school and/or non-school Speech and Language Therapist experience on a year for year basis.

Assignments to classes shall be based on education units as follows:

Class I	BA plus 30 recognized semester units*
Class II	BA plus 45 recognized semester units* or MA
Class III	BA plus 60 recognized semester units* or MA plus 15 recognized semester units**
Class IV	BA plus 75 recognized semester units* or MA plus 30 recognized semester units**
Class V	BA plus 90 recognized semester units* or MA plus 45 recognized semester units**

* Units must be earned after the issuance of the BA.

** Units must be earned after the issuance of the MA.

2. 195 days of service per contract year.

Natomas Unified School District Approval for College Course Work

All bargaining unit members wanting to receive unit credit for advancement on the salary schedule must have an approved District Growth Plan.

Unit credit will be allowed for any course, lower, upper division, or graduate level that meets the approved goals on your approved District Growth Plan.

Classes, workshops, etc. must be selected that are likely to contribute to competence, performance, or effectiveness in a subject or area of specialization that the credential holder teaches or reasonably expects to teach.

- To be sure the course work you wish to take is applicable toward salary schedule credit, please complete this form. Have your site administrator approve the course work, sign the form. The administrator should submit the form to the Human Resources Department **before** you register for the courses.
- District Policy requires all course work taken for salary schedule credit purposes be at accredited colleges and have prior approval of the site administrator.
- Once courses are completed, official transcripts must be submitted to the Human Resources Department.

College/University Credit: Salary Schedule credit is based on semester units. Quarter units will be converted to semester units. One quarter unit = 1/2 of a semester unit.

Continuing Education Units: The district may approve Continuing Education Units (CEU). Conversion of CEU units is the same as conversion of quarter units. One CEU=1/2 of a semester unit.

District Inservice Workshops: Salary Credit for District In Service Workshops is automatically approved. Credit will be given upon completion of workshop and receipt of District Professional Growth Card. One unit of credit on the salary schedule is given for each 15 hours of participation, i.e., each hour is equivalent to 1/15 of a unit.

- In accordance with the above provisions, please indicate on the table below the courses you plan to take.
- Do not list courses already taken on this form, the form will be returned to you without approval.
- Present the form to your administrator for an approval signature and submission to the Human Resources Department.
- Once courses are completed, you must submit official transcripts to the Human Resources Department.

College or University	Course #	Title of Course	Semester/Quarter/ CEU	Date Classes Begin

If more lines are needed please attach another form

Name _____ School _____ Grade/Subject _____

Current School Year _____ Site Administrator _____ Date _____

Approved _____ Not Approved _____

Assistant Superintendent _____ Date Received _____

- *If you plan to move across the salary schedule for the next school year, you must submit an "Anticipated Change of Placement Form" to the Human Resources Department no later than June 1st, of the current school year.*
- *The final date to submit written evidence for a change in classification on the salary schedule is October 1st. Written evidence shall consist of an official transcript with the school seal or for District-level courses, and a copy of the signed District Professional Growth card.*
- Once Human Resources has processed your units a posting receipt indicating your updated tally and salary schedule placement will be returned to you.

NATOMAS UNIFIED SCHOOL DISTRICT

ANTICIPATED CHANGE OF PLACEMENT ON THE SALARY SCHEDULE

Please complete the form below and submit to the Human Resources Department if you anticipate a change in placement on the salary schedule or if you are earning a post-graduate degree for a salary increase in the following school year. Keep in mind that the maximum number of semester units earned during the fiscal year that can apply toward salary column movement is twenty-four (24). There are also restrictions for beginning teachers without prior teaching experience, please refer to Article IV, C-1 for additional information.

This "change of placement" refers to class placement only. Personnel will automatically move down on the salary schedule if they have completed one (1) year of service.

NOTE: This Anticipated Change of Placement on the Salary Schedule form must be submitted to the Human Resources Department no later than June 1st.

All bargaining unit members wanting to receive unit credit for advancement on the salary schedule must have an approved District Professional Growth Plan. Once your site principal has approved your professional growth plan, please have him/her approve your "Approval of College Course Work for Professional Growth Units" form to be certain that the course work is acceptable for salary schedule advancement. This form and the "Approval of College Coursework" form must be submitted to the Human Resources Department no later than June 1st.

PRESENT SALARY
SCHEDULE PLACEMENT

ANTICIPATED SALARY SCHEDULE
PLACEMENT FOR NEXT SCHOOL YEAR

Class _____ Step _____

Class _____ Step _____

Degree _____ Plus _____ sem. units

Degree _____ Plus _____ sem. units

Name: _____

(Please Print)

Signature: _____

School: _____

Date: _____

Note: As stated in Article IV, C-4, the final date for presenting written evidence for a change in classification on the salary schedule shall be fifteen (15) days prior to the beginning of the employee's work year unless coursework is in progress and then no later than October 1st, provided the personnel office is notified in writing on or before June 1st that it is the intention of the employee concerned to present such units. Written evidence shall consist of a transcript with the school seal, or the instructor's card with the course number, title of the course, number of units, grade, and the instructor's signature.