



Novato Charter School

Salary Schedules: 2021-22

Board Approved: June 9, 2021

**2021-22 Novato Charter School
 Certificated - Other Rates Salary Schedule (94-00)**

	Step-->			
Range	1	2	3	
1	60.00	75.00		
2	25.00			
3	30.00			
4	35.00			
5	40.00			
6	50.00			
7	90.00			1/2 day (<3.75 hrs)
8	150.00			Full day (>4.00 hrs)
9	85.00	90.00	95.00	Nurse, SLP, Other
10	110.00	115.00	120.00	Psych, SLP2, Other

- 2/1 25.00 Certificated Substitute/Hrly Rate 01
- 3/1 30.00 Certificated Substitute/Hrly Rate 02
- 4/1 35.00 Certificated Substitute/Hrly Rate 03
- 5/1 40.00 Certificated Substitute/Hrly Rate 04
- 6/1 50.00 Certificated Substitute/Hrly Rate 05
- 1/1 60.00 Certificated Substitute/Hrly Rate 06
- 1/2 75.00 Certificated Substitute/Hrly Rate 01
- 7/1 90.00 Certificated Sub - 1/2 Day Rate
- 8/1 150.00 Certificated Sub - Full Day Rate
- 9/1 85.00 Cert Spec Rate 01 (Nurse, etc)
- 9/2 90.00 Cert Spec Rate 02 (Nurse, etc)
- 9/3 95.00 Cert Spec Rate 03 (Nurse, etc)
- 10/1 110.00 Cert Spec Rate 04 (Psych, etc)
- 10/2 115.00 Cert Spec Rate 05 (Psych, etc)
- 10/3 120.00 Cert Spec Rate 06 (Psych, etc)

Notes:

Jones
 Holt; HW Club/Pwr Hr
 Mentoring
 180 days; \$32,400 Annual
 180 days; \$27,000 Annual
 Nurse

 Correia

Rev 2021 05 25 (no change from 20-21)

**2021-22 Novato Charter School
Classified - Other Rates Salary Schedule (95-00)**

	Step-->				
Range	1	2	3		Notes:
1	25.00	40.00	60.00		
2	15.00				
3	20.00				
4	22.00				
5	30.00				
6	50.00				
7	75.00				
8					
9					
10					

			Notes:
2/1	15.00	Classified Substitute/Hrly Rate 01	
3/1	20.00	Classified Substitute/Hrly Rate 02	Little
4/1	22.00	Classified Substitute/Hrly Rate 03	
1/1	25.00	Classified Substitute/Hrly Rate 04	Spanish/Spec
5/1	30.00	Classified Substitute/Hrly Rate 05	
1/2	40.00	Classified Substitute/Hrly Rate 06	Holt
6/1	50.00	Classified Substitute/Hrly Rate 07	
1/3	60.00	Classified Substitute/Hrly Rate 08	HW Club / Pwr Hr
7/1	75.00	Classified Substitute/Hrly Rate 09	Mentors

Rev 2021 05 25 (no change from 20-21)

**2021-22 Novato Charter School
Certificated Teacher Salary Schedule (96-00)**

Range	I	II	III	IV	V	VI	VII	VIII
Step	BA	BA+30 (Waldorf Certificate)	BA+45 (CTC, CTC+MA ³)	BA+60 (W+CTC)	BA+60 (W+CTC) [1/2 yr or step]	BA+75 (IV+MA)	BA+75 (IV+MA) [1/2 yr or step]	BA+90(IV+P hD,VI+MA,I V+Sci/Math/ SpEd ³)
1	\$ 47,000	\$ 50,000	\$ 54,000	\$ 58,000	\$ 58,500	\$ 60,000	\$ 60,500	\$ 63,000
2	48,000	51,000	55,000	59,000	59,500	61,000	61,500	64,000
3	49,000	52,000	56,000	60,000	60,500	62,000	62,500	65,000
4			57,000	61,000	61,500	63,000	63,500	66,000
5			58,000	62,000	62,500	64,000	64,500	67,000
6			59,000	63,000	63,500	65,000	65,500	68,000
7			60,000	64,000	64,500	66,000	66,500	69,000
8			61,000	65,000	65,500	67,000	67,500	70,000
9			62,000	66,000	66,500	68,000	68,500	71,000
10			63,000	67,000	67,500	69,000	69,500	72,000
11			64,000	68,000	68,500	70,000	70,500	73,000
12			65,000	69,000	69,500	71,000	71,500	74,000
13			66,000	70,000	70,500	72,000	72,500	75,000
14			67,000	71,000	71,500	73,000	73,500	76,000
15			68,000	72,000	72,500	74,000	74,500	77,000
16			69,000	73,000	73,500	75,000	75,500	78,000
17			70,000	74,000	74,500	76,000	76,500	79,000
18			71,000	75,000	75,500	77,000	77,500	80,000
19			72,000	76,000	76,500	78,000	78,500	81,000
20			73,000	77,000	77,500	79,000	79,500	82,000
21				78,000	78,500	80,000	80,500	83,000
22				79,000	79,500	81,000	81,500	84,000
23				80,000	80,500	82,000	82,500	85,000
24				81,000	81,500	83,000	83,500	86,000
25				82,000	82,500	84,000	84,500	87,000
26				83,000	83,500	85,000	85,500	88,000
27				84,000	84,500	86,000	86,500	89,000
28				85,000	85,500	87,000	87,500	90,000
29				86,000	86,500	88,000	88,500	91,000
30				87,000	87,500	89,000	89,500	92,000
31				88,000	88,500	90,000	90,500	93,000
32				89,000	89,500	91,000	91,500	94,000
33				90,000	90,500	92,000	92,500	95,000
34				91,000	91,500	93,000	93,500	96,000
35				92,000	92,500	94,000	94,500	97,000
36				93,000	93,500	95,000	95,500	98,000
37				94,000	94,500	96,000	96,500	99,000
38				95,000	95,500	97,000	97,500	100,000
39				96,000	96,500	98,000	98,500	101,000
40				97,000	97,500	99,000	99,500	102,000

Notes:

- 1) Up to 10 years (11 steps) of Transferable Experience Credit for step placement; up to an additional 3 years Transferable Credit may be added at Director discretion based on need.
- 2) For Ranges III and VIII, possession of MA or Specialist Certification (e.g. NGSS) may count for up to two additional steps.
- 3) For purposes of Step placement, non-Waldorf/public school experience may count as a 1/2 step
- 4) Placement on schedule may not correspond exactly with seniority due to differences in salary schedules from other schools

2021-22 Novato Charter School

Certificated Speech Therapists & Program Specialists (83-00)

(note same as NUSD Salary Schedule #83)

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	\$ 65,216	\$ 67,932	\$ 70,650	\$ 71,523	\$ 71,815	\$ 72,689
2	67,952	70,672	73,386	74,262	74,552	75,426
3	70,690	73,405	76,124	76,997	77,290	78,163
4	73,425	76,143	78,860	79,734	80,026	80,900
5	76,159	78,881	81,597	82,472	82,763	83,637
6	78,897	81,614	84,330	85,203	85,496	86,369
7	81,633	84,352	87,068	87,943	88,234	89,109
8	84,374	87,087	89,805	90,678	90,971	91,844
9	87,108	89,822	92,541	93,415	93,707	94,581
10		92,560	95,277	96,151	96,443	97,317
11		92,560	95,277	96,151	96,443	97,317
12		95,294	98,014	98,888	99,180	100,054
13		95,294	98,014	98,888	99,180	100,054
14		98,032	100,753	101,627	101,919	102,793
15		98,032	100,753	101,627	101,919	102,793
16		100,767	103,489	104,363	104,655	105,529
17		100,767	103,489	104,363	104,655	105,529
18		103,504	106,225	107,099	107,391	108,265
19		103,504	106,225	107,099	107,391	108,265
20		106,242	108,963	109,836	110,129	111,002
21		106,242	108,963	109,836	110,129	111,002
22		108,977	111,699	112,573	112,865	113,739
23		108,977	111,699	112,573	112,865	113,739
24		111,717	114,438	115,313	115,604	116,478
25		111,717	114,438	115,313	115,604	116,478
26		114,456	117,177	118,052	118,343	119,217
27		114,456	117,177	118,052	118,343	119,217
28		117,195	119,915	120,791	121,081	121,956
29						
30						
31						
32						
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Notes:

- Up to 10 years (11 steps) of Transferable Experience Credit for step placement; up to an additional 3 years Transferable Credit may be added at Director discretion based on need.

**2021-22 Novato Charter School
Classified - Annual Salary Schedule (97-00)**

	Step->			2.5%						
Range	1	2	3	4	5	6	7	8	9	10
I	55,495.90	56,883.30	60,256.48	61,762.89	63,306.96	64,889.64	66,511.88	68,174.68	69,879.04	71,626.02
II	61,532.43	63,070.74	64,647.51	66,263.70	67,920.29	69,618.30	71,358.75	73,142.72	74,971.29	76,845.57
new III	56,585.00	58,000.00	59,450.00	60,936.25	62,459.66	64,021.15	65,621.68	67,262.22	68,943.77	70,667.37

Notes:

Rev 2021 05 25

**2021-22 Novato Charter School
Classified - Hourly Salary Schedule (98-00)**

	Step->	2.5%								
Range	1	2	3	4	5	6	7	8	9	10
1	15.00	15.38	15.76	16.15	16.56	16.97	17.40	17.83	18.28	18.73
2	16.50	16.91	17.34	17.77	18.21	18.67	19.13	19.61	20.10	20.61
3	18.00	18.45	18.91	19.38	19.87	20.37	20.87	21.40	21.93	22.48
4	20.00	20.50	21.01	21.54	22.08	22.63	23.19	23.77	24.37	24.98
5	22.00	22.55	23.11	23.69	24.28	24.89	25.51	26.15	26.80	27.47
6	23.00	23.58	24.16	24.77	25.39	26.02	26.67	27.34	28.02	28.72
7	25.00	25.63	26.27	26.92	27.60	28.29	28.99	29.72	30.46	31.22
8	26.30	26.90	27.57	28.26	28.97	29.69	30.43	31.20	31.98	32.78
9	30.00	30.75	31.52	32.31	33.11	33.94	34.79	35.66	36.55	37.47
10	32.00	32.80	33.62	34.46	35.32	36.21	37.11	38.04	38.99	39.96
11	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.46
12	36.00	36.90	37.82	38.77	39.74	40.73	41.75	42.79	43.86	44.96
13	38.00	38.95	39.92	40.92	41.94	42.99	44.07	45.17	46.30	47.46
14	39.80	40.80	41.81	42.86	43.93	45.03	46.16	47.31	48.49	49.70
15	42.00	43.05	44.13	45.23	46.36	47.52	48.71	49.92	51.17	52.45
16	46.00	47.10	48.28	49.48	50.72	51.99	53.29	54.62	55.99	57.39
17	46.45	47.61	48.80	50.02	51.27	52.55	53.87	55.21	56.59	58.01
18	50.00	51.25	52.53	53.84	55.19	56.57	57.98	59.43	60.92	62.44
19	54.00	55.30	56.68	58.10	59.55	61.04	62.57	64.13	65.73	67.38
20	58.70	60.20	61.71	63.25	64.83	66.45	68.11	69.81	71.56	73.35
21	62.00	63.55	65.14	66.77	68.44	70.15	71.90	73.70	75.54	77.43
22	66.00	67.65	69.34	71.07	72.85	74.67	76.54	78.45	80.41	82.42
23	70.00	71.75	73.54	75.38	77.27	79.20	81.18	83.21	85.29	87.42

Notes:

Rev 2021 05 25 (no change from 20-21)

**2021-22 Novato Charter School
 Certificated/Classified - Director Salary Schedule (99-00)**

	Step->									
Range	1	2	3	4	5	6	7	8	9	10
I	109,187.56	112,091.95	115,073.59	118,134.55	121,276.93	124,502.90	127,814.67	131,214.54	134,704.85	138,288.00
II	68,292.68	70,000.00	71,750.00	73,543.75	75,382.34	77,266.90	79,198.57	81,178.54	83,208.00	85,288.20
III	80,000.00	82,000.00	84,050.00	86,151.25	88,305.03	90,512.66	92,775.47	95,094.86	97,472.23	99,909.04
new IV	90,000.00	92,250.00	94,556.25	96,920.16	99,343.16	101,826.74	104,372.41	106,981.72	109,656.26	112,397.67

Notes:

Rev 2021 05 25