

**Nooksack Valley School District**  
**Certificated Instructional Staff Salary Schedule-5.20% (3.7% IPD+1.5%)**  
**2023-2024**

**REVISED**

Years of Service	# of Days	Calculation (DO Use)	BA	BA + 15	BA + 30	BA + 45	BA + 90	MA	MA + 45	MA + 90 PHD
0	Base	183.00	\$ 59,781	\$ 61,396	\$ 63,068	\$ 64,745	\$ 71,672	\$ 71,672	\$ 77,052	\$ 80,521
	Per Diem Rate		\$ 46.67	\$ 47.93	\$ 49.23	\$ 50.54	\$ 55.95	\$ 55.95	\$ 60.15	\$ 62.86
	DD	3.00	\$ 980	\$ 1,007	\$ 1,034	\$ 1,061	\$ 1,175	\$ 1,175	\$ 1,263	\$ 1,320
	Total	n/a	\$ 60,761	\$ 62,403	\$ 64,102	\$ 65,806	\$ 72,847	\$ 72,847	\$ 78,315	\$ 81,841
1	Base	183.00	\$ 60,586	\$ 62,222	\$ 63,917	\$ 65,667	\$ 72,469	\$ 72,469	\$ 77,905	\$ 81,349
	Per Diem Rate		\$ 47.30	\$ 48.57	\$ 49.90	\$ 51.26	\$ 56.57	\$ 56.57	\$ 60.82	\$ 63.50
	DD	3.00	\$ 993	\$ 1,020	\$ 1,048	\$ 1,076	\$ 1,188	\$ 1,188	\$ 1,277	\$ 1,334
	Total	n/a	\$ 61,579	\$ 63,242	\$ 64,965	\$ 66,743	\$ 73,657	\$ 73,657	\$ 79,182	\$ 82,683
2	Base	183.00	\$ 61,352	\$ 63,005	\$ 64,717	\$ 66,603	\$ 73,271	\$ 73,271	\$ 78,691	\$ 82,174
	Per Diem Rate		\$ 47.89	\$ 49.18	\$ 50.52	\$ 51.99	\$ 57.20	\$ 57.20	\$ 61.43	\$ 64.15
	DD	3.00	\$ 1,006	\$ 1,033	\$ 1,061	\$ 1,092	\$ 1,201	\$ 1,201	\$ 1,290	\$ 1,347
	Total	n/a	\$ 62,358	\$ 64,038	\$ 65,778	\$ 67,695	\$ 74,472	\$ 74,472	\$ 79,981	\$ 83,521
3	Base	183.00	\$ 62,142	\$ 63,811	\$ 65,541	\$ 67,487	\$ 74,032	\$ 74,032	\$ 79,438	\$ 83,006
	Per Diem Rate		\$ 48.51	\$ 49.81	\$ 51.16	\$ 52.68	\$ 57.79	\$ 57.79	\$ 62.01	\$ 64.80
	DD	3.00	\$ 1,019	\$ 1,046	\$ 1,074	\$ 1,106	\$ 1,214	\$ 1,214	\$ 1,302	\$ 1,361
	Total	n/a	\$ 63,161	\$ 64,857	\$ 66,615	\$ 68,593	\$ 75,246	\$ 75,246	\$ 80,740	\$ 84,367
4	Base	183.00	\$ 62,917	\$ 64,659	\$ 66,400	\$ 68,413	\$ 74,828	\$ 74,828	\$ 80,270	\$ 83,864
	Per Diem Rate		\$ 49.12	\$ 50.48	\$ 51.83	\$ 53.41	\$ 58.41	\$ 58.41	\$ 62.66	\$ 65.47
	DD	3.00	\$ 1,032	\$ 1,060	\$ 1,088	\$ 1,122	\$ 1,227	\$ 1,227	\$ 1,316	\$ 1,375
	Total	n/a	\$ 63,949	\$ 65,719	\$ 67,488	\$ 69,535	\$ 76,055	\$ 76,055	\$ 81,586	\$ 85,239
5	Base	183.00	\$ 63,718	\$ 65,468	\$ 67,226	\$ 69,351	\$ 75,639	\$ 75,639	\$ 81,296	\$ 84,726
	Per Diem Rate		\$ 49.74	\$ 51.11	\$ 52.48	\$ 54.14	\$ 59.05	\$ 59.05	\$ 63.46	\$ 66.14
	DD	3.00	\$ 1,045	\$ 1,073	\$ 1,102	\$ 1,137	\$ 1,240	\$ 1,240	\$ 1,333	\$ 1,389
	Total	n/a	\$ 64,763	\$ 66,541	\$ 68,328	\$ 70,488	\$ 76,879	\$ 76,879	\$ 82,629	\$ 86,115
6	Base	183.00	\$ 64,540	\$ 66,252	\$ 68,070	\$ 70,301	\$ 76,469	\$ 76,469	\$ 81,865	\$ 85,547
	Per Diem Rate		\$ 50.38	\$ 51.72	\$ 53.14	\$ 54.88	\$ 59.69	\$ 59.69	\$ 63.91	\$ 66.78
	DD	3.00	\$ 1,058	\$ 1,086	\$ 1,116	\$ 1,152	\$ 1,253	\$ 1,253	\$ 1,342	\$ 1,402
	Total	n/a	\$ 65,598	\$ 67,338	\$ 69,186	\$ 71,453	\$ 77,722	\$ 77,722	\$ 83,207	\$ 86,949
7	Base	183.00	\$ 65,986	\$ 67,724	\$ 69,565	\$ 71,917	\$ 78,024	\$ 78,024	\$ 83,498	\$ 87,285
	Per Diem Rate		\$ 51.51	\$ 52.87	\$ 54.31	\$ 56.14	\$ 60.91	\$ 60.91	\$ 65.18	\$ 68.14
	DD	3.00	\$ 1,082	\$ 1,110	\$ 1,141	\$ 1,179	\$ 1,279	\$ 1,279	\$ 1,369	\$ 1,431
	Total	n/a	\$ 67,068	\$ 68,834	\$ 70,706	\$ 73,096	\$ 79,303	\$ 79,303	\$ 84,867	\$ 88,716
8	Base	183.00	\$ 68,102	\$ 69,934	\$ 71,820	\$ 74,366	\$ 80,471	\$ 80,471	\$ 86,022	\$ 89,945
	Per Diem Rate		\$ 53.16	\$ 54.59	\$ 56.07	\$ 58.05	\$ 62.82	\$ 62.82	\$ 67.15	\$ 70.21
	DD	3.00	\$ 1,116	\$ 1,146	\$ 1,177	\$ 1,219	\$ 1,319	\$ 1,319	\$ 1,410	\$ 1,474
	Total	n/a	\$ 69,218	\$ 71,080	\$ 72,997	\$ 75,585	\$ 81,790	\$ 81,790	\$ 87,432	\$ 91,419
9	Base	183.00	-	\$ 72,224	\$ 74,203	\$ 76,841	\$ 82,944	\$ 82,944	\$ 88,627	\$ 92,685
	Per Diem Rate		-	\$ 56.38	\$ 57.93	\$ 59.99	\$ 64.75	\$ 64.75	\$ 69.19	\$ 72.35
	DD	3.00	-	\$ 1,184	\$ 1,217	\$ 1,260	\$ 1,360	\$ 1,360	\$ 1,453	\$ 1,519
	Total	n/a	-	\$ 73,408	\$ 75,420	\$ 78,101	\$ 84,304	\$ 84,304	\$ 90,080	\$ 94,204
10	Base	183.00	-	-	\$ 76,614	\$ 79,444	\$ 85,549	\$ 85,549	\$ 91,305	\$ 95,497
	Per Diem Rate		-	-	\$ 59.81	\$ 62.02	\$ 66.78	\$ 66.78	\$ 71.28	\$ 74.55
	DD	3.00	-	-	\$ 1,256	\$ 1,302	\$ 1,402	\$ 1,402	\$ 1,497	\$ 1,566
	Total	n/a	-	-	\$ 77,870	\$ 80,746	\$ 86,951	\$ 86,951	\$ 92,802	\$ 97,063
11	Base	183.00	-	-	-	\$ 82,122	\$ 88,227	\$ 88,227	\$ 94,109	\$ 98,384
	Per Diem Rate		-	-	-	\$ 64.11	\$ 68.87	\$ 68.87	\$ 73.47	\$ 76.80
	DD	3.00	-	-	-	\$ 1,346	\$ 1,446	\$ 1,446	\$ 1,543	\$ 1,613
	Total	n/a	-	-	-	\$ 83,468	\$ 89,673	\$ 89,673	\$ 95,652	\$ 99,997
12	Base	183.00	-	-	-	\$ 84,714	\$ 91,011	\$ 91,011	\$ 96,986	\$ 101,393
	Per Diem Rate		-	-	-	\$ 66.13	\$ 71.05	\$ 71.05	\$ 75.71	\$ 79.15
	DD	3.00	-	-	-	\$ 1,389	\$ 1,492	\$ 1,492	\$ 1,590	\$ 1,662
	Total	n/a	-	-	-	\$ 86,103	\$ 92,503	\$ 92,503	\$ 98,576	\$ 103,055
13	Base	183.00	-	-	-	-	\$ 93,892	\$ 93,892	\$ 99,935	\$ 104,471
	Per Diem Rate		-	-	-	-	\$ 73.30	\$ 73.30	\$ 78.01	\$ 81.55
	DD	3.00	-	-	-	-	\$ 1,539	\$ 1,539	\$ 1,638	\$ 1,713
	Total	n/a	-	-	-	-	\$ 95,431	\$ 95,431	\$ 101,573	\$ 106,184
14	Base	183.00	-	-	-	-	\$ 96,858	\$ 96,858	\$ 103,093	\$ 107,669
	Per Diem Rate		-	-	-	-	\$ 75.61	\$ 75.61	\$ 80.48	\$ 84.05
	DD	3.00	-	-	-	-	\$ 1,588	\$ 1,588	\$ 1,690	\$ 1,765
	Total	n/a	-	-	-	-	\$ 98,446	\$ 98,446	\$ 104,783	\$ 109,434
15	Base	183.00	-	-	-	-	\$ 99,376	\$ 99,376	\$ 105,773	\$ 110,468
	Per Diem Rate		-	-	-	-	\$ 77.58	\$ 77.58	\$ 82.57	\$ 86.24
	DD	3.00	-	-	-	-	\$ 1,629	\$ 1,629	\$ 1,734	\$ 1,811
	Total	n/a	-	-	-	-	\$ 101,005	\$ 101,005	\$ 107,507	\$ 112,279
16-19	Base	183.00	-	-	-	-	\$ 104,605	\$ 104,605	\$ 111,339	\$ 112,421
	Per Diem Rate		-	-	-	-	\$ 81.66	\$ 81.66	\$ 86.92	\$ 90.77
	DD	3.00	-	-	-	-	\$ 1,715	\$ 1,715	\$ 1,825	\$ 1,900
	Total	n/a	-	-	-	-	\$ 106,320	\$ 106,320	\$ 113,164	\$ 118,186
20+	Base	183.00	-	-	-	-	\$ 107,403	\$ 107,403	\$ 112,421	\$ 112,421
	Per Diem Rate		-	-	-	-	\$ 83.84	\$ 83.84	\$ 89.24	\$ 93.20
	DD	3.00	-	-	-	-	\$ 1,761	\$ 1,761	\$ 1,879	\$ 1,958
	Total	n/a	-	-	-	-	\$ 109,164	\$ 109,164	\$ 116,190	\$ 121,349