

NATOMAS UNIFIED SCHOOL DISTRICT
Certificated Salary Schedule
Effective July 1, 2025

Steps	Class I	Class II	Class II w/Masters	Class III	Class III w/Masters	Class IV	Class IV w/Masters	Class V	Class V w/Masters
	1	\$58,094	\$60,890	\$62,717	\$64,217	\$66,144	\$68,710	\$70,771	\$73,521
2	\$58,095	\$60,891	\$62,718	\$64,219	\$66,146	\$68,711	\$70,772	\$73,522	\$75,728
3	\$59,958	\$62,847	\$64,732	\$66,358	\$68,349	\$71,002	\$73,132	\$75,971	\$78,250
4	\$62,268	\$65,277	\$67,235	\$69,009	\$71,079	\$73,844	\$76,059	\$79,013	\$81,383
5	\$64,675	\$67,798	\$69,832	\$71,769	\$73,922	\$76,795	\$79,099	\$82,173	\$84,638
6	\$67,174	\$70,426	\$72,539	\$74,641	\$76,880	\$79,867	\$82,263	\$85,456	\$88,020
7	\$69,773	\$73,156	\$75,351	\$77,624	\$79,953	\$83,062	\$85,554	\$88,877	\$91,543
8		\$75,998	\$78,278	\$80,731	\$83,153	\$86,385	\$88,977	\$92,432	\$95,205
9				\$83,961	\$86,480	\$89,838	\$92,533	\$96,126	\$99,010
10						\$93,430	\$96,233	\$99,972	\$102,971
11						\$93,430	\$96,233	\$103,971	\$107,090
12						\$93,430	\$96,233	\$103,971	\$107,090
13						\$97,165	\$100,080	\$108,129	\$111,373
14						\$97,165	\$100,080	\$108,129	\$111,373
15						\$97,165	\$100,080	\$108,129	\$111,373
16						\$101,054	\$104,086	\$112,456	\$115,830
17						\$101,054	\$104,086	\$112,456	\$115,830
18						\$101,054	\$104,086	\$112,456	\$115,830
19						\$105,095	\$108,248	\$116,953	\$120,462
20						\$109,298	\$112,577	\$121,633	\$125,282

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, 2025

Steps	<u>Class 0</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
1	\$53,911	\$64,386	\$67,481	\$71,085	\$76,061	\$81,382
2	\$54,982	\$66,448	\$69,645	\$73,451	\$78,591	\$84,092
3	\$55,555	\$68,577	\$71,883	\$75,898	\$81,211	\$86,896
4	\$57,732	\$71,220	\$74,660	\$78,933	\$84,461	\$90,373
5		\$73,974	\$77,547	\$82,089	\$87,838	\$93,984
6		\$76,833	\$80,552	\$85,373	\$91,348	\$97,743
7		\$79,805	\$83,675	\$88,786	\$95,004	\$101,656
8		\$79,805	\$86,926	\$92,340	\$98,805	\$105,724
9		\$79,805	\$86,926	\$96,033	\$102,755	\$109,949
10		\$79,805	\$86,926	\$96,033	\$106,862	\$114,344
11		\$79,805	\$86,926	\$96,033	\$106,862	\$118,920
12		\$79,805	\$86,926	\$96,033	\$106,862	\$118,920
13		\$79,805	\$86,926	\$96,033	\$106,862	\$118,920
14		\$79,805	\$86,926	\$96,033	\$111,137	\$123,679
15		\$79,805	\$86,926	\$96,033	\$111,137	\$123,679
16		\$79,805	\$86,926	\$96,033	\$111,137	\$123,679
17		\$79,805	\$86,926	\$96,033	\$111,137	\$123,679
18		\$79,805	\$86,926	\$96,033	\$111,137	\$123,679
19		\$79,805	\$86,926	\$96,033	\$111,137	\$123,679
20		\$79,805	\$86,926	\$96,033	\$115,584	\$128,625
21		\$79,805	\$86,926	\$96,033	\$115,584	\$128,625
22		\$79,805	\$86,926	\$96,033	\$115,584	\$128,625
23		\$79,805	\$86,926	\$96,033	\$115,584	\$128,625
24		\$79,805	\$86,926	\$96,033	\$115,584	\$128,625
25		\$79,805	\$86,926	\$96,033	\$120,206	\$133,769
26		\$79,805	\$86,926	\$96,033	\$120,206	\$133,769
27		\$79,805	\$86,926	\$96,033	\$120,206	\$133,769
28		\$79,805	\$86,926	\$96,033	\$125,014	\$139,119

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
Certificated Salary Schedule
 Effective July 1, 2025 - REVISED

Steps	Permit/Intern/Waiver	BA + Credential	BA + 60		BA + 75		BA + 90	
	* CTE/Pathway Exp. see below	* CTE/Pathway Exp. see below	MA + 15		MA + 30		MA + 45	
			* CTE/Pathway Exp. see below		* CTE/Pathway Exp. see below		**See Below	
	<u>Column A</u>	<u>Column B</u>	<u>Column C</u>	<u>Column C w/Masters</u>	<u>Column D</u>	<u>Column D w/Masters</u>	<u>Column E</u>	<u>Column E w/Masters</u>
1	\$63,984	\$66,558	\$71,220	\$73,357	\$76,205	\$78,491	\$81,539	\$83,985
2	\$66,543	\$68,557	\$73,356	\$75,557	\$78,490	\$80,845	\$83,985	\$86,505
3	\$69,205	\$70,615	\$75,555	\$77,822	\$80,846	\$83,271	\$86,503	\$89,098
4	\$71,974	\$72,731	\$77,822	\$80,157	\$83,267	\$85,765	\$89,099	\$91,772
5	\$74,854	\$76,411	\$80,157	\$82,562	\$85,769	\$88,342	\$91,773	\$94,526
6	\$77,847	\$78,704	\$82,562	\$85,039	\$88,339	\$90,989	\$94,524	\$97,360
7	\$80,959	\$81,861	\$85,038	\$87,589	\$90,991	\$93,721	\$97,360	\$100,281
8	\$84,200	\$85,132	\$87,591	\$90,219	\$93,718	\$96,530	\$100,281	\$103,289
9		\$87,686	\$90,218	\$92,925	\$96,530	\$99,426	\$103,290	\$106,389
10			\$92,923	\$95,711	\$99,430	\$102,413	\$106,389	\$109,581
11			\$92,923	\$95,711	\$102,410	\$105,482	\$109,578	\$112,865
12			\$92,923	\$95,711	\$105,482	\$108,646	\$112,866	\$116,252
13			\$92,923	\$95,711	\$105,482	\$108,646	\$116,253	\$119,741
14			\$95,712	\$98,583	\$108,586	\$111,844	\$119,740	\$123,332
15			\$95,712	\$98,583	\$108,586	\$111,844	\$119,740	\$123,332
16			\$98,583	\$101,540	\$108,586	\$111,844	\$119,740	\$123,332
17			\$101,542	\$104,588	\$112,930	\$116,318	\$123,333	\$127,033
18			\$101,542	\$104,588	\$112,930	\$116,318	\$123,333	\$127,033
19			\$101,542	\$104,588	\$112,930	\$116,318	\$123,333	\$127,033
20			\$104,586	\$107,724	\$116,318	\$119,808	\$128,266	\$132,114

*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 07/01/2025

Steps	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>
1	\$85,593	\$90,729	\$97,080	\$103,876
2	\$85,593	\$94,358	\$100,961	\$108,027
3	\$85,593	\$94,358	\$104,999	\$112,351
4	\$85,593	\$94,358	\$104,999	\$116,846
5		\$94,358	\$104,999	\$116,846
6		\$94,358	\$104,999	\$116,846
7		\$94,358	\$104,999	\$116,846
8		\$94,358	\$104,999	\$116,846
9		\$94,358	\$109,201	\$121,519
10		\$94,358	\$109,201	\$121,519
11		\$94,358	\$109,201	\$121,519
12		\$94,358	\$109,201	\$121,519
13		\$94,358	\$109,201	\$121,519
14			\$113,570	\$126,379
15			\$113,570	\$126,379
16			\$113,570	\$126,379
17			\$113,570	\$126,379
18			\$113,570	\$126,379
19			\$118,111	\$131,435
20			\$118,111	\$131,435
21			\$118,111	\$131,435
22			\$118,111	\$131,435
23			\$118,111	\$131,435
24			\$122,837	\$136,692
25			\$122,837	\$136,692
26			\$122,837	\$136,692
27			\$122,837	\$136,692
28			\$122,837	\$136,692
29			\$122,837	\$136,692
30			\$122,837	\$136,692

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, 2025

<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	\$92,359	\$97,073	\$101,788	\$106,899	\$112,006

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 7/01/2025

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
Steps					
1	\$74,579	\$78,176	\$82,539	\$88,319	\$94,501
2	\$77,454	\$81,194	\$85,841	\$91,851	\$98,280
3	\$80,448	\$84,334	\$89,274	\$95,525	\$102,212
4	\$83,557	\$87,598	\$92,845	\$99,346	\$106,301
5	\$86,793	\$90,997	\$96,556	\$103,320	\$110,553
6		\$94,532	\$100,421	\$107,452	\$114,974
7			\$100,421	\$107,452	\$114,974
8			\$100,421	\$107,452	\$114,974
9			\$104,437	\$111,752	\$119,575
10			\$104,437	\$111,752	\$119,575
11			\$104,437	\$111,752	\$119,575
12			\$104,437	\$111,752	\$119,575
13			\$104,437	\$111,752	\$119,575
14			\$108,613	\$116,220	\$124,356
15			\$108,613	\$116,220	\$124,356
16			\$108,613	\$116,220	\$124,356
17			\$108,613	\$116,220	\$124,356
18			\$108,613	\$116,220	\$124,356
19			\$112,960	\$120,870	\$129,331
20			\$112,960	\$120,870	\$129,331
21			\$112,960	\$120,870	\$129,331
22			\$112,960	\$120,870	\$129,331
23			\$112,960	\$120,870	\$129,331
24			\$117,478	\$125,703	\$134,504
25			\$117,478	\$125,703	\$134,504
26			\$117,478	\$125,703	\$134,504
27			\$117,478	\$125,703	\$134,504
28			\$117,478	\$125,703	\$134,504
29			\$117,478	\$125,703	\$134,504
30			\$117,478	\$125,703	\$134,504

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
Certificated Salary Schedule
Effective July 1, 2026

Steps	Class I	Class II	Class II w/Masters	Class III	Class III w/Masters	Class IV	Class IV w/Masters	Class V	Class V w/Masters
	1	\$59,256	\$62,108	\$63,971	\$65,501	\$67,466	\$70,084	\$72,187	\$74,991
2	\$59,257	\$62,109	\$63,972	\$65,503	\$67,468	\$70,085	\$72,188	\$74,992	\$77,242
3	\$61,157	\$64,104	\$66,027	\$67,685	\$69,716	\$72,422	\$74,595	\$77,490	\$79,815
4	\$63,513	\$66,583	\$68,580	\$70,389	\$72,501	\$75,321	\$77,581	\$80,593	\$83,011
5	\$65,969	\$69,154	\$71,229	\$73,204	\$75,400	\$78,331	\$80,681	\$83,816	\$86,330
6	\$68,517	\$71,835	\$73,990	\$76,134	\$78,418	\$81,464	\$83,908	\$87,165	\$89,780
7	\$71,168	\$74,619	\$76,858	\$79,176	\$81,551	\$84,723	\$87,265	\$90,655	\$93,375
8		\$77,518	\$79,844	\$82,346	\$84,816	\$88,113	\$90,756	\$94,281	\$97,109
9				\$85,640	\$88,209	\$91,635	\$94,384	\$98,049	\$100,990
10						\$95,299	\$98,158	\$101,971	\$105,030
11						\$95,299	\$98,158	\$106,050	\$109,232
12						\$95,299	\$98,158	\$106,050	\$109,232
13						\$99,108	\$102,081	\$110,292	\$113,601
14						\$99,108	\$102,081	\$110,292	\$113,601
15						\$99,108	\$102,081	\$110,292	\$113,601
16						\$103,075	\$106,167	\$114,705	\$118,146
17						\$103,075	\$106,167	\$114,705	\$118,146
18						\$103,075	\$106,167	\$114,705	\$118,146
19						\$107,197	\$110,413	\$119,292	\$122,871
20						\$111,484	\$114,829	\$124,066	\$127,788

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, 2026

Steps	<u>Class 0</u>	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
1	\$54,989	\$65,674	\$68,831	\$72,507	\$77,582	\$83,010
2	\$56,082	\$67,777	\$71,038	\$74,920	\$80,163	\$85,774
3	\$56,666	\$69,949	\$73,321	\$77,416	\$82,835	\$88,634
4	\$58,887	\$72,644	\$76,153	\$80,512	\$86,150	\$92,180
5		\$75,453	\$79,098	\$83,731	\$89,595	\$95,864
6		\$78,370	\$82,163	\$87,080	\$93,175	\$99,698
7		\$81,401	\$85,349	\$90,562	\$96,904	\$103,689
8		\$81,401	\$88,665	\$94,187	\$100,781	\$107,838
9		\$81,401	\$88,665	\$97,954	\$104,810	\$112,148
10		\$81,401	\$88,665	\$97,954	\$108,999	\$116,631
11		\$81,401	\$88,665	\$97,954	\$108,999	\$121,298
12		\$81,401	\$88,665	\$97,954	\$108,999	\$121,298
13		\$81,401	\$88,665	\$97,954	\$108,999	\$121,298
14		\$81,401	\$88,665	\$97,954	\$113,360	\$126,153
15		\$81,401	\$88,665	\$97,954	\$113,360	\$126,153
16		\$81,401	\$88,665	\$97,954	\$113,360	\$126,153
17		\$81,401	\$88,665	\$97,954	\$113,360	\$126,153
18		\$81,401	\$88,665	\$97,954	\$113,360	\$126,153
19		\$81,401	\$88,665	\$97,954	\$113,360	\$126,153
20		\$81,401	\$88,665	\$97,954	\$117,896	\$131,198
21		\$81,401	\$88,665	\$97,954	\$117,896	\$131,198
22		\$81,401	\$88,665	\$97,954	\$117,896	\$131,198
23		\$81,401	\$88,665	\$97,954	\$117,896	\$131,198
24		\$81,401	\$88,665	\$97,954	\$117,896	\$131,198
25		\$81,401	\$88,665	\$97,954	\$122,610	\$136,444
26		\$81,401	\$88,665	\$97,954	\$122,610	\$136,444
27		\$81,401	\$88,665	\$97,954	\$122,610	\$136,444
28		\$81,401	\$88,665	\$97,954	\$127,514	\$141,901

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
Certificated Salary Schedule
 Effective July 1, 2026

Steps	Permit/Intern/Waiver	BA + Credential	BA + 60		BA + 75		BA + 90	
			MA + 15		MA + 30		MA + 45	
	* CTE/Pathway Exp. see below	* CTE/Pathway Exp. see below	* CTE/Pathway Exp. see below		* CTE/Pathway Exp. see below		**See Below	
	Column A	Column B	Column C	Column C w/Masters	Column D	Column D w/Masters	Column E	Column E w/Masters
1	\$65,264	\$67,889	\$72,644	\$74,823	\$77,729	\$80,061	\$83,170	\$85,665
2	\$67,874	\$69,928	\$74,823	\$77,068	\$80,060	\$82,462	\$85,665	\$88,235
3	\$70,589	\$72,027	\$77,066	\$79,378	\$82,463	\$84,937	\$88,233	\$90,880
4	\$73,413	\$74,186	\$79,378	\$81,759	\$84,932	\$87,480	\$90,881	\$93,607
5	\$76,351	\$77,939	\$81,760	\$84,213	\$87,484	\$90,109	\$93,608	\$96,416
6	\$79,404	\$80,278	\$84,213	\$86,739	\$90,106	\$92,809	\$96,414	\$99,306
7	\$82,578	\$83,498	\$86,739	\$89,341	\$92,811	\$95,595	\$99,307	\$102,286
8	\$85,884	\$86,835	\$89,343	\$92,023	\$95,592	\$98,460	\$102,287	\$105,356
9		\$89,440	\$92,022	\$94,783	\$98,461	\$101,415	\$105,356	\$108,517
10			\$94,781	\$97,624	\$101,419	\$104,462	\$108,517	\$111,773
11			\$94,781	\$97,624	\$104,458	\$107,592	\$111,770	\$115,123
12			\$94,781	\$97,624	\$107,592	\$110,820	\$115,123	\$118,577
13			\$94,781	\$97,624	\$107,592	\$110,820	\$118,578	\$122,135
14			\$97,626	\$100,555	\$110,758	\$114,081	\$122,135	\$125,799
15			\$97,626	\$100,555	\$110,758	\$114,081	\$122,135	\$125,799
16			\$100,555	\$103,572	\$110,758	\$114,081	\$122,135	\$125,799
17			\$103,573	\$106,680	\$115,189	\$118,645	\$125,800	\$129,574
18			\$103,573	\$106,680	\$115,189	\$118,645	\$125,800	\$129,574
19			\$103,573	\$106,680	\$115,189	\$118,645	\$125,800	\$129,574
20			\$106,678	\$109,878	\$118,644	\$122,203	\$130,831	\$134,756

*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.

Executive Council Approved 5/7/2026

NATOMAS UNIFIED SCHOOL DISTRICT
Psychologist/Counselor Salary Schedule
Effective 07/01/2026

Steps	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>
1	\$87,305	\$92,544	\$99,022	\$105,954
2	\$87,305	\$96,245	\$102,980	\$110,188
3	\$87,305	\$96,245	\$107,099	\$114,598
4	\$87,305	\$96,245	\$107,099	\$119,183
5		\$96,245	\$107,099	\$119,183
6		\$96,245	\$107,099	\$119,183
7		\$96,245	\$107,099	\$119,183
8		\$96,245	\$107,099	\$119,183
9		\$96,245	\$111,385	\$123,949
10		\$96,245	\$111,385	\$123,949
11		\$96,245	\$111,385	\$123,949
12		\$96,245	\$111,385	\$123,949
13		\$96,245	\$111,385	\$123,949
14			\$115,841	\$128,907
15			\$115,841	\$128,907
16			\$115,841	\$128,907
17			\$115,841	\$128,907
18			\$115,841	\$128,907
19			\$120,473	\$134,064
20			\$120,473	\$134,064
21			\$120,473	\$134,064
22			\$120,473	\$134,064
23			\$120,473	\$134,064
24			\$125,294	\$139,426
25			\$125,294	\$139,426
26			\$125,294	\$139,426
27			\$125,294	\$139,426
28			\$125,294	\$139,426
29			\$125,294	\$139,426
30			\$125,294	\$139,426

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, 2026

<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	\$94,206	\$99,014	\$103,824	\$109,037	\$114,246

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 7/01/2026

	<u>Class I</u>	<u>Class II</u>	<u>Class III</u>	<u>Class IV</u>	<u>Class V</u>
Steps					
1	\$76,071	\$79,740	\$84,190	\$90,085	\$96,391
2	\$79,003	\$82,818	\$87,558	\$93,688	\$100,246
3	\$82,057	\$86,021	\$91,059	\$97,436	\$104,256
4	\$85,228	\$89,350	\$94,702	\$101,333	\$108,427
5	\$88,529	\$92,817	\$98,487	\$105,386	\$112,764
6		\$96,423	\$102,429	\$109,601	\$117,273
7			\$102,429	\$109,601	\$117,273
8			\$102,429	\$109,601	\$117,273
9			\$106,526	\$113,987	\$121,967
10			\$106,526	\$113,987	\$121,967
11			\$106,526	\$113,987	\$121,967
12			\$106,526	\$113,987	\$121,967
13			\$106,526	\$113,987	\$121,967
14			\$110,785	\$118,544	\$126,843
15			\$110,785	\$118,544	\$126,843
16			\$110,785	\$118,544	\$126,843
17			\$110,785	\$118,544	\$126,843
18			\$110,785	\$118,544	\$126,843
19			\$115,219	\$123,287	\$131,918
20			\$115,219	\$123,287	\$131,918
21			\$115,219	\$123,287	\$131,918
22			\$115,219	\$123,287	\$131,918
23			\$115,219	\$123,287	\$131,918
24			\$119,828	\$128,217	\$137,194
25			\$119,828	\$128,217	\$137,194
26			\$119,828	\$128,217	\$137,194
27			\$119,828	\$128,217	\$137,194
28			\$119,828	\$128,217	\$137,194
29			\$119,828	\$128,217	\$137,194
30			\$119,828	\$128,217	\$137,194

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 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 to be at accredited colleges and have prior approval from the site administrator.
- Once approved 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: $\frac{2}{3}$ 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 = $\frac{2}{3}$ of a semester unit.
 - District Inservice Workshops: salary credit for district in service workshops is automatically approved. Credit will be given upon completion of the 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.
- Keep in mind that the maximum number of semester units earned during the fiscal year that can apply toward salary column movement is thirty (30).

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 thirty (30). 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