NVUSD
NAPA VALLEY UNIFIED SCHOOL DISTRICT

Human Resources

Dana Page
Assistant Superintendent/EER

Elizabeth Gonzalez
Director III

2026-27 Administration Annual Certificated Salary Schedule

RANGE	TITLE	STEP (A)	STEP (B)	STEP (C)	STEP (D)	STEP (E)	STEP (F)	WRK YR
3	Assistant Superintendent	$215,682	$226,467	$237,789	$249,678	$262,164	$272,644	260
9	Executive Director	$179,233	$188,194	$197,604	$207,481	$217,858	$228,749	224/260
10	Director III	$166,310	$174,626	$183,354	$192,524	$202,148	$212,258	224/260
24	Director II	$148,828	$156,273	$164,084	$172,287	$180,902	$189,947	224/260
45	Director I	$135,577	$142,356	$149,474	$156,947	$164,794	$173,035	224/260
18	High School Principal	$156,472	$164,590	$173,119	$182,090	$191,520	$201,467	220
21	Adult School Principal	$150,042	$157,829	$166,013	$174,616	$183,658	$193,188	220
27	Continuation/Innovation HS Principal	$148,828	$156,273	$164,084	$172,287	$180,902	$189,947	215
33	Middle School Principal	$143,302	$150,734	$158,549	$166,764	$175,397	$184,503	215
42	Coordinator	$136,022	$143,080	$150,499	$158,296	$166,492	$175,135	211
68	Principal TK-8	$139,817	$147,068	$154,691	$162,708	$171,133	$180,017	210
39	Elementary Principal	$136,331	$143,402	$150,833	$158,652	$166,868	$175,531	205
48	High School Assistant Principal	$134,507	$141,482	$148,815	$156,531	$164,633	$173,180	200
57	Middle School Assistant Principal	$127,255	$133,854	$140,792	$148,091	$155,756	$163,844	200
54	Adult School Assistant Principal	$131,066	$137,864	$145,009	$152,528	$160,423	$168,753	206
66	Elementary Assistant Principal	$121,123	$127,402	$134,010	$140,957	$148,251	$155,949	195
67	Program Administrator	$116,277	$122,092	$128,196	$134,606	$141,336	$148,404	200

Additive to Placement on Basic Schedule for Certificated (pro-rated)

Master's Degree	$1,406.00
Doctorate	$1,599.00

*After 17 years in district	$1,498.00
*After 20 years in district	$1,498.00
*After 23 years in district	$1,923.00

*Executive Cabinet positions receiving a longevity stipend under the terms of their individual contract are not eligible for this stipend.

WORK YEAR

The minimum number of workdays for each management position is recorded on the face of this salary schedule. A calendar of the actual beginning and ending dates of the work year for administrators working less than twelve (12) months is available in the Human Resources office. Twelve-month managers have a work year of 224 days, plus 16 paid holidays. The remaining workdays, excluding established holidays, are vacation days in a paid status (up to 22 days).

SPECIAL PROJECTS

Administrators may be paid at their daily rate for special projects assigned by the Superintendent. The daily rate is based on current annual salary divided by number of days assigned in contracted work year. Substitute Administrator will be paid at the daily rate based on the current administrative salary schedule – Step A of the position for which they are substituting.

EFFECTIVE: 07/01/2026
BOARD APPROVED: 10/22/2026