

**CERTIFICATED SALARY SCHEDULE**  
**11-MONTH (198 DUTY DAYS)**  
**2023-24**

*Effective 07/01/2023*

COLUMNS BASED ON CONFERRED DEGREE, CLEAR CREDENTIAL, AND INDUSTRY CERTIFICATIONS**								
	H1	H2	A1	A2	B1	B2	M1	M2
	HS DIPLOMA w/o Clear Credential* and/or Industry Certifications	HS DIPLOMA + Clear Credential* and Industry Certifications (= H1 + \$2,500)	ASSOCIATE'S DEGREE w/o Credential* and/or Industry Certifications (= H1 + 2.5%)	ASSOCIATE'S DEGREE + Clear Credential* and Industry Certifications (= A1 + \$2,500)	BACHELOR'S DEGREE w/o Clear Credential* and/or Industry Certifications (= A1 + 5%)	BACHELOR'S DEGREE + Clear Credential* and Industry Certifications (= B1 + \$2,500)	MASTER'S DEGREE w/o Clear Credential* and/or Industry Certifications (= B1 + 5%)	MASTER'S DEGREE + Clear Credential* and Industry Certifications (=M1 + \$2,500)
	Salary for 11 Months	Salary for 11 Months	Salary for 11 Months	Salary for 11 Months	Salary for 11 Months	Salary for 11 Months	Salary for 11 Months	Salary for 11 Months
<b>4</b>	\$63,606	\$66,106	\$65,196	\$67,696	\$68,456	\$70,956	\$71,879	\$74,379
<b>5</b>	\$65,196	\$67,696	\$66,826	\$69,326	\$70,167	\$72,667	\$73,676	\$76,176
<b>6</b>	\$66,826	\$69,326	\$68,497	\$70,997	\$71,922	\$74,422	\$75,518	\$78,018
<b>7</b>	\$68,497	\$70,997	\$70,209	\$72,709	\$73,720	\$76,220	\$77,406	\$79,906
<b>8</b>	\$70,209	\$72,709	\$71,964	\$74,464	\$75,563	\$78,063	\$79,341	\$81,841
<b>9</b>	\$71,964	\$74,464	\$73,763	\$76,263	\$77,452	\$79,952	\$81,324	\$83,824
<b>10</b>	\$73,763	\$76,263	\$75,608	\$78,108	\$79,388	\$81,888	\$83,357	\$85,857
<b>11</b>	\$75,608	\$78,108	\$77,498	\$79,998	\$81,373	\$83,873	\$85,441	\$87,941
<b>12</b>	\$77,498	\$79,998	\$79,435	\$81,935	\$83,407	\$85,907	\$87,577	\$90,077
<b>13</b>	\$79,435	\$81,935	\$81,421	\$83,921	\$85,492	\$87,992	\$89,767	\$92,267
<b>14</b>	\$81,421	\$83,921	\$83,457	\$85,957	\$87,629	\$90,129	\$92,011	\$94,511
<b>15</b>	\$83,457	\$85,957	\$85,543	\$88,043	\$89,820	\$92,320	\$94,311	\$96,811
<b>16</b>	\$85,543	\$88,043	\$87,682	\$90,182	\$92,066	\$94,566	\$96,669	\$99,169
<b>17</b>	\$87,682	\$90,182	\$89,874	\$92,374	\$94,367	\$96,867	\$99,086	\$101,586
<b>18</b>	\$89,874	\$92,374	\$92,120	\$94,620	\$96,726	\$99,226	\$101,563	\$104,063
<b>19</b>	\$92,120	\$94,620	\$94,423	\$96,923	\$99,145	\$101,645	\$104,102	\$106,602
<b>20</b>	\$94,423	\$96,923	\$96,784	\$99,284	\$101,623	\$104,123	\$106,704	\$109,204
<b>21</b>	\$96,784	\$99,284	\$99,204	\$101,704	\$104,164	\$106,664	\$109,372	\$111,872
<b>22</b>	\$99,204	\$101,704	\$101,684	\$104,184	\$106,768	\$109,268	\$112,106	\$114,606
<b>23</b>	\$101,684	\$104,184	\$104,226	\$106,726	\$109,437	\$111,937	\$114,909	\$117,409
<b>24</b>	\$104,226	\$106,726	\$106,831	\$109,331	\$112,173	\$114,673	\$117,782	\$120,282
<b>25</b>	\$106,831	\$109,331	\$109,502	\$112,002	\$114,977	\$117,477	\$120,726	\$123,226

**STEPS BASED ON EXPERIENCE AND STAFF DEVELOPMENT\***

*Note: The area shaded in gray is applicable only to certificated staff members who were employed prior to the 2022-23 school year and had higher placement on the 2021-22 salary schedule.*

*\*A maximum of seven (7) years of documented work experience directly related to the industry sector of the teaching assignment shall be accepted for initial placement on the salary schedule (Step 8). An employee may move down an additional step annually only if 20 hours of pre-approved, documented staff development is completed and submitted on or before the designated teacher checkout day.*

\*\* See reverse for information regarding column and step movement, definitions of terms, substitute instructor rates, as well as special rates and stipends.

<b>*DEFINITION OF TERMS</b>	<b>SPECIAL RATES AND STIPENDS</b>
<p>The certificated salary schedule is built upon the standard 8-hour work day and 40-hour work week but with a <u>11-month</u> work-year: <u>198</u> total duty days (= <u>196</u> days of <u>contracted-service</u> + <u>2</u> in-services &amp; administrative/school checkout). <u>Employees placed on this salary schedule shall be assigned a full-time equivalent (1.0000 FTE) based on an 8-hour work day including related professional duties for communications, scheduled meetings, and other student support functions.</u></p> <p><b>ABOUT COLUMNS:</b></p> <ol style="list-style-type: none"> <li>The degree and industry certifications used for placement must be in the same or related fields of the employee's teaching assignment and credential.</li> <li>Relevant industry certifications shall be determined by Educational Services and then forwarded to Human Resources to include in the appropriate job descriptions.</li> <li>Certificated employees shall maintain valid industry certifications and teaching credential in order to receive an Offer of Employment for the term following the expiration date. (BP 4100, BP 4117.3)</li> <li>For certificated employees in columns H1, A1, B1, and M1, step advancement is frozen (at step 10 or the corresponding step if placed in the area shaded in gray) until both a clear credential and industry certifications are earned.</li> <li>To advance into another column based on a conferred degree, a certificated employee must provide HR with official transcripts for verification. Official transcripts must be sealed (if providing paper copies) or emailed as digital documentation directly to HRgroup@nocrop.us from the originating university or clearinghouse. HR will complete a Change of Status and the rate of compensation will take effect in the next full payroll cycle (not retroactive).</li> <li>To move into a "column 2" for a conferred degree, certificated employees must provide official documentation verifying the successful completion of all requirements for the pathway or position. HR will complete a Change of Status and the rate of compensation will take effect in the next full payroll cycle (not retroactive).</li> </ol> <p><b>ABOUT STEPS:</b></p> <ol style="list-style-type: none"> <li>A maximum of seven (7) years of documented work experience directly related to the industry sector of the teaching assignment shall be accepted for initial placement on the salary schedule (Step 8).</li> <li>An employee may move down an additional step annually only if 20 hours of pre-approved, documented staff development is completed and submitted on or before the designated teacher checkout day.</li> </ol> <p><b>ABOUT PART-TIME ASSIGNMENTS:</b> Certificated employees without a full-time equivalent assignment will have their salary pro-rated as such: 6-hour work day = 0.75000 FTE 4-hour work day = 0.50000 FTE 2-hour work day = 0.25000 FTE</p>	<p><b>\$55.00/hour</b>      <b>Extended Duty Rate:</b> This offer is for certificated employees who have an "extended duty" teaching, coaching, or counseling assignment that is (1) beyond the regular <u>198</u> duty days of the established instructional calendar or (2) added after a standard offer of employment has taken effect.</p> <p><b>\$35.00/hour</b>      <b>Non-Instructional Rate:</b> Applied for pre-approved additional hours when duties are <u>not related to primary roles and responsibilities.</u></p> <p><b>\$1,000-\$1,200 annual</b>      <b>Doctoral Degree Stipend:</b> Refer to terms in AR 4141, 4241, 4341.</p> <p><b>2% (14th year)</b>      <b>Longevity Stipend:</b> Starting the first month of the <b>4% (19th year)</b>      14th, 19th, and 24th continuous service anniversary. <b>6% (24th year)</b>      Refer to terms in 4141, 4241, 4341.</p> <p><b>\$4,000 annual</b>      <b>National Board Certified Teacher Stipend:</b> Paid \$400/month over the standard 10-month pay cycle for a maximum of 5 years or 50 months of teaching.</p>
<b>SUBSTITUTE RATES</b>	
<b>\$30.00</b>	<b>Hourly Rate:</b> <u>Assignment</u> is beyond <u>8</u> hours; prorated for each 1/4 hour of additional hours.
<b>\$92.50</b>	<b>Half-Day Rate:</b> <u>Substitute assignment</u> is less than 4 hours.
<b>\$185.00</b>	<b>Full-Day Rate:</b> <u>Substitute assignment</u> is 4 to 6 hours.
<b>\$205.00</b>	<b>Long-Term Rate:</b> Starts on 11+ days of the same assignment and is retroactive to the first day of the same assignment.
<b>\$195.00</b>	<b>Tiered Rate:</b> After 50+ substitute assignment days completed for NOCROP within a school year.
<b>\$200.00</b>	<b>Tiered Rate:</b> After 75+ substitute assignment days completed for NOCROP within a school year.
<b>\$205.00</b>	<b>Tiered Rate:</b> After 100+ substitute assignment days completed for NOCROP within a school year.