NEW TEACHER INCENTIVE SCHEDULE (Preliminary/Professional/Clear Credential)
Based on 189 Work Days

Step	CTC Child Center Permit CLASS I	BA With Valid Credential CLASS II	BA+15 Units W/Valid Credential CLASS III	BA+30 Units W/Valid Credential CLASS IV	BA+45 Units W/Valid Credential CLASS V	BA+60 Units W/Valid Credential CLASS VI	BA+75 Units W/Valid Credential CLASS VII	Step
1	$ 38,021	$ 52,344	$ 54,254	$ 56,233	$ 58,286	$ 60,414	$ 62,619	1
2	$ 39,408	$ 54,254	$ 56,233	$ 58,286	$ 60,414	$ 62,619	$ 64,904	2
3	$ 40,847	$ 56,233	$ 58,286	$ 60,414	$ 62,619	$ 64,904	$ 67,273	3
4	$ 42,338	$ 58,286	$ 60,414	$ 62,619	$ 64,904	$ 67,273	$ 69,728	4
5	$ 43,884	$ 60,414	$ 62,619	$ 64,904	$ 67,273	$ 69,728	$ 72,270	5
6		$ 62,619	$ 64,904	$ 67,273	$ 69,728	$ 72,270	$ 74,912	6
7		$ 64,904	$ 67,273	$ 69,728	$ 72,270	$ 74,912	$ 77,645	7
8			$ 69,728	$ 72,270	$ 74,912	$ 77,645	$ 80,480	8
9				$ 74,912	$ 77,645	$ 80,480	$ 83,415	9
10				$ 77,645	$ 80,480	$ 83,415	$ 86,462	10
11					$ 83,415	$ 86,462	$ 89,618	11
12						$ 89,618	$ 92,890	12
13						$ 92,890	$ 96,278	13
14						$ 96,278	$ 99,796	14

COUNSELORS & HEAD COUNSELORS Salary Schedule Based on 198 Work Days

Step	CLASS X	Step
1	$ 80,948	1
2	$ 86,884	2
3	$ 89,969	3
4	$ 93,159	4
5	$ 96,468	5
6	$ 99,891	6

Longevity:	ANNUAL AMOUNT
15th Year of Service, 10 Years Completed in M.U.S.D.	$ 2,000
16th Year of Service, 11 Years Completed in M.U.S.D.	$ 2,750
17th Year of Service, 12 Years Completed in M.U.S.D.	$ 3,500
18th Year of Service, 13 Years Completed in M.U.S.D.	$ 4,250
19th Year of Service, 14 Years Completed in M.U.S.D.	$ 5,000
20+ Years of Service, 15+ Years Completed in M.U.S.D.	$ 5,750
25+ Years of Service, 20+ Years Completed in M.U.S.D.	$ 6,500
30+ Years of Service, 25+ Years Completed in M.U.S.D.	$ 7,250

Longevity increments added to base salary, provided the following provisions have been met:

1. Must have completed at least 14 years of service to education in a certificated position
2. Of the required 14 years, ten years must have been in M.U.S.D. or component thereof

CTE PLACEMENT:	
CLASS II	CTE Credential
CLASS III	CTE Credential +15 units (or License equivalent hours)*
CLASS IV	CTE Credential +30 units (or License equivalent hours)*
CLASS V	CTE Credential +45 units (or License equivalent hours)*
CLASS VI	CTE Credential +60 units (or License equivalent hours)*
CLASS VII	CTE Credential +75 units (or License equivalent hours)*

*1 unit = 15 hours of Licensed Hours

ADVANCED DEGREES

Masters: $1,500 will be added annually to salaries of those holding Masters Degrees

Doctorate: $2,000 will be added annually to salaries of those holding Doctorate Degrees

Madera Unified School District
2023/2024 Certificated Salary Schedule
(Based on 2022/2023 @ 187 Days with 4% Increase)

NEW TEACHER INCENTIVE SCHEDULE (Preliminary/Professional/Clear Credential)
Based on 187 Work Days

Step	CTC Child Center Permit CLASS I	BA With Valid Credential CLASS II	BA+15 Units W/Valid Credential CLASS III	BA+30 Units W/Valid Credential CLASS IV	BA+45 Units W/Valid Credential CLASS V	BA+60 Units W/Valid Credential CLASS VI	BA+75 Units W/Valid Credential CLASS VII	Step
1	$ 39,124	$ 53,862	$ 55,827	$ 57,863	$ 59,977	$ 62,166	$ 64,435	1
2	$ 40,551	$ 55,827	$ 57,863	$ 59,977	$ 62,166	$ 64,435	$ 66,787	2
3	$ 42,030	$ 57,863	$ 59,977	$ 62,166	$ 64,435	$ 66,787	$ 69,224	3
4	$ 43,565	$ 59,977	$ 62,166	$ 64,435	$ 66,787	$ 69,224	$ 71,750	4
5	$ 45,157	$ 62,166	$ 64,435	$ 66,787	$ 69,224	$ 71,750	$ 74,366	5
6		$ 64,435	$ 66,787	$ 69,224	$ 71,750	$ 74,366	$ 77,083	6
7		$ 66,787	$ 69,224	$ 71,750	$ 74,366	$ 77,083	$ 79,896	7
8			$ 71,750	$ 74,366	$ 77,083	$ 79,896	$ 82,813	8
9				$ 77,083	$ 79,896	$ 82,813	$ 85,833	9
10				$ 79,896	$ 82,813	$ 85,833	$ 88,969	10
11					$ 85,833	$ 88,969	$ 92,217	11
12						$ 92,217	$ 95,583	12
13						$ 95,583	$ 99,071	13
14						$ 99,071	$ 102,689	14

COUNSELORS & HEAD COUNSELORS Salary Schedule Based on 198 Work Days

Step	CLASS X	Step
1	$ 84,186	1
2	$ 90,359	2
3	$ 93,569	3
4	$ 96,885	4
5	$ 100,327	5
6	$ 103,887	6

Longevity:	ANNUAL AMOUNT
15th Year of Service, 10 Years Completed in M.U.S.D.	$ 2,000
16th Year of Service, 11 Years Completed in M.U.S.D.	$ 2,750
17th Year of Service, 12 Years Completed in M.U.S.D.	$ 3,500
18th Year of Service, 13 Years Completed in M.U.S.D.	$ 4,250
19th Year of Service, 14 Years Completed in M.U.S.D.	$ 5,000
20+ Years of Service, 15+ Years Completed in M.U.S.D.	$ 5,750
25+ Years of Service, 20+ Years Completed in M.U.S.D.	$ 6,500
30+ Years of Service, 25+ Years Completed in M.U.S.D.	$ 7,250

Longevity increments added to base salary, provided the following provisions have been met:

1. Must have completed at least 14 years of service to education in a certificated position
2. Of the required 14 years, ten years must have been in M.U.S.D. or component thereof

CTE PLACEMENT:	
CLASS II	CTE Credential
CLASS III	CTE Credential +15 units (or License equivalent hours)*
CLASS IV	CTE Credential +30 units (or License equivalent hours)*
CLASS V	CTE Credential +45 units (or License equivalent hours)*
CLASS VI	CTE Credential +60 units (or License equivalent hours)*
CLASS VII	CTE Credential +75 units (or License equivalent hours)*

*1 unit = 15 hours of Licensed Hours

ADVANCED DEGREES

Masters: $1,500 will be added annually to salaries of those holding Masters Degrees
Doctorate: $2,000 will be added annually to salaries of those holding Doctorate Degrees

MUSD Board of Education Approval
Motion #: **Date:**
Document #:
Effective:

Certificated Nurse's/CTE Nurse's Salary Schedule Based on 188 Work Days								
Step	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**Step**
XI	$ 68,376	$ 72,788	$ 79,404	$ 88,225	$ 93,739	$ 99,255	$ 104,769	

****CTE Nurses will work 189 days and have the above salary schedule prorated.**

Certificated Psychologist Salary Schedule Based on 193 Work Days						
Step	**1**	**2**	**3**	**4**	**5**	**Step**
XII	$ 99,318	$ 102,344	$ 105,368	$ 108,397	$ 111,421	

Longevity:	ANNUAL AMOUNT
15th Year of Service, 10 Years Completed in M.U.S.D.	$ 2,000
16th Year of Service, 11 Years Completed in M.U.S.D.	$ 2,750
17th Year of Service, 12 Years Completed in M.U.S.D.	$ 3,500
18th Year of Service, 13 Years Completed in M.U.S.D.	$ 4,250
19th Year of Service, 14 Years Completed in M.U.S.D.	$ 5,000
20+ Years of Service, 15+ Years Completed in M.U.S.D.	$ 5,750
25+ Years of Service, 20+ Years Completed in M.U.S.D.	$ 6,500
30+ Years of Service, 25+ Years Completed in M.U.S.D.	$ 7,250

Longevity increments added to base salary, provided the following provisions have been met:

1. Must have completed at least 14 years of service to education in a certificated position
2. Of the required 14 years, ten years must have been in M.U.S.D. or component thereof

ADVANCED DEGREES

Masters: $1,500 will be added annually to salaries of those holding Masters Degrees
Doctorate: $2,000 will be added annually to salaries of those holding Doctorate Degrees

Madera Unified School District
2023/2024 Certificated Nurse's/CTE Nurse's and Psychologist Salary Schedule
Based on 2022/23 with 4% Increase

Certificated Nurse's/CTE Nurse's Salary Schedule
Based on 188 Work Days

Step	1	2	3	4	5	6	7	Step
XI	$ 71,111	$ 75,700	$ 82,579	$ 91,753	$ 97,487	$ 103,225	$ 108,959	

****CTE Nurses will work 189 days and have the above salary schedule prorated.**

Certificated Psychologist Salary Schedule
Based on 193 Work Days

Step	1	2	3	4	5	Step
XII	$ 103,290	$ 106,438	$ 109,583	$ 112,733	$ 115,877	

Longevity:	ANNUAL AMOUNT
15th Year of Service, 10 Years Completed in M.U.S.D.	$ 2,000
16th Year of Service, 11 Years Completed in M.U.S.D.	$ 2,750
17th Year of Service, 12 Years Completed in M.U.S.D.	$ 3,500
18th Year of Service, 13 Years Completed in M.U.S.D.	$ 4,250
19th Year of Service, 14 Years Completed in M.U.S.D.	$ 5,000
20+ Years of Service, 15+ Years Completed in M.U.S.D.	$ 5,750
25+ Years of Service, 20+ Years Completed in M.U.S.D.	$ 6,500
30+ Years of Service, 25+ Years Completed in M.U.S.D.	$ 7,250

Longevity increments added to base salary, provided the following provisions have been met:

1. Must have completed at least 14 years of service to education in a certificated position
2. Of the required 14 years, ten years must have been in M.U.S.D. or component thereof

ADVANCED DEGREES

Masters: $1,500 will be added annually to salaries of those holding Masters Degrees
Doctorate: $2,000 will be added annually to salaries of those holding Doctorate Degrees

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