

Appendix B: Salary Schedules

B.1a. K-12 Fully Credentialed Teachers – per Education Code 45023.1

Class Occupation	Years of Service	184 Work Day Base	180 Work Day Base	Parcel Tax Add-on	10-11 & 11-12 only 180 Work Day Annual Salary*	184 Work Day Annual Salary
Salary Schedule I	1	45,103	44,123	1,897	46,020	47,000
	2	45,697	44,704	1,803	46,507	47,500
	3	46,289	45,283	1,811	47,094	48,100
B6 Requirements for Placement Bachelor Degree	4	46,885	45,866	1,915	47,781	48,800
	5	47,478	46,446	2,022	48,468	49,500
	6	48,070	47,025	2,130	49,155	50,200
	7	48,664	47,606	2,236	49,842	50,900
	8	49,257	48,186	2,343	50,529	51,600
	9	49,851	48,767	2,449	51,216	52,300
	10	50,445	49,348	2,555	51,903	53,000
	11	51,378	50,261	2,322	52,583	53,700
	12	53,192	52,036	1,208	53,244	54,400
	13	55,006	53,810	94	53,904	55,100

Salary Schedule II	1	45,697	44,704	4,303	49,007	50,000
	2	46,289	45,283	4,461	49,744	50,750
	3	46,885	45,866	4,615	50,481	51,500
B7 Requirements For Placement	4	47,478	46,446	4,772	51,218	52,250
	5	48,070	47,025	4,930	51,955	53,000
	6	48,664	47,606	5,086	52,692	53,750
	7	49,426	48,352	4,824	53,176	54,250
	8	51,391	50,274	3,359	53,633	54,750
BA Plus 30 Units	9	53,355	52,195	2,145	54,340	55,500
	10	55,321	54,118	1,179	55,297	56,500
	11	57,284	56,039	716	56,755	58,000
	12	59,249	57,961	751	58,712	60,000
	13	59,249	57,961	751	58,712	60,000
	14	59,249	57,961	751	58,712	60,000
	15	59,249	57,961	751	58,712	60,000

* See Temporary Reduction in Work Year Section 11.2.

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$1,250
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$1,500
- Teachers designated as Master Teacher - \$2,500
- Teachers working at Hard to Staff to Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$500
- National Board Certification - \$5,000

B.1b. K-12 Fully Credentialed Teachers – per Education Code 45023.1

Class Occupation	Years of Service	184 Work Day Base	180 Work Day Base	Parcel Tax Add-on	10-11 & 11-12 only 180 Work Day Annual Salary*	184 Work Day Annual Salary
Salary Schedule III	1	46,885	45,866	5,115	50,981	52,000
	2	47,478	46,446	5,722	52,168	53,200
	3	48,070	47,025	6,330	53,355	54,400
B8 Requirements For Placement	4	49,633	48,554	6,367	54,921	56,000
	5	52,062	50,930	5,438	56,368	57,500
	6	54,490	53,305	4,510	57,815	59,000
BA Plus 60 Units	7	56,920	55,683	3,580	59,263	60,500
	8	59,349	58,059	2,651	60,710	62,000
	9	61,777	60,434	1,723	62,157	63,500
	10	64,207	62,811	1,093	63,904	65,300
	11	66,635	65,186	1,000	66,186	67,635
	12	66,635	65,186	2,500	67,686	69,135
	13	66,635	65,186	2,500	67,686	69,135
Career Increment A	14	69,065	67,564	2,070	69,634	71,135
	15	69,065	67,564	2,070	69,634	71,135
	16	69,065	67,564	2,070	69,634	71,135
Career Increment B	17	71,492	69,938	2,143	72,081	73,635
	18	71,492	69,938	2,143	72,081	73,635
	19	71,492	69,938	2,143	72,081	73,635
Career Increment C	20	73,922	72,315	2,423	74,738	76,345
	21	73,922	72,315	2,423	74,738	76,345
	22	73,922	72,315	2,423	74,738	76,345
Career Increment D	23	76,351	74,691	2,649	77,340	79,000
	24	76,351	74,691	2,649	77,340	79,000
	25	76,351	74,691	2,649	77,340	79,000
Career Increment E	26	78,777	77,064	3,223	80,287	82,000
	27	78,777	77,064	3,223	80,287	82,000
	28	78,777	77,064	3,223	80,287	82,000

* See Temporary Reduction in Work Year Section 11.2.

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$1,250
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$1,500
- Teachers designated as Master Teacher - \$2,500
- Teachers working at Hard to Staff to Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$500
- National Board Certification - \$5,000

B.2a. K-12 Intern/Emergency and other Non-Credential Teachers

Class Occupation	Years of Service	10-11 & 11-12 only 180 Work Day Annual Salary*	184 Work Day Annual Salary
Salary Schedule I C6 Requirements for Placement of Bachelor Degree	1	38,909	39,774
	2	38,909	39,774
	3	39,201	40,072
	4	39,492	40,370
	5	39,781	40,665
	6	40,072	40,962

Salary Schedule I C7 Requirements for Placement of BA Plus 30 Units	1	39,201	40,072
	2	39,201	40,072
	3	39,492	40,370
	4	40,665	41,569
	5	42,587	43,533
	6	44,508	45,497

Salary Schedule I C8 Requirements for Placement of BA Plus 60 Units	1	41,426	42,347
	2	41,426	42,347
	3	43,803	44,776
	4	46,179	47,205
	5	48,554	49,633
	6	50,930	52,062

* See Temporary Reduction in Work Year Section 11.2.

B.3a. Credentialed Psychologists, Speech Pathologists, and Autism Behavior Analyst

Class Occupation	Years of Service	191 Work Day Base	187 Work Day Base	Parcel Tax Add-on	10-11 & 11-12 only 187 Work Day Annual Salary*	191 Work Day Annual Salary
Psychologist Speech Therapist B1	1	66,165	64,779	1,435	66,214	67,600
	2	68,928	67,484	522	68,006	69,450
	3	71,688	70,187	562	70,749	72,250
	4	74,451	72,892	549	73,441	75,000
	5	74,451	72,892	549	73,441	75,000
	6	74,451	72,892	549	73,441	75,000
	7	77,051	75,437	1,449	76,886	78,500
	8	77,051	75,437	1,449	76,886	78,500
	9	77,051	75,437	1,449	76,886	78,500
	10	79,652	77,984	1,348	79,332	81,000
	11	79,652	77,984	1,348	79,332	81,000
	12	79,652	77,984	3,848	81,832	83,500
	13	82,251	80,528	1,249	81,777	83,500
	14	82,251	80,528	3,749	84,277	86,000
	15	82,251	80,528	3,749	84,277	86,000
	16	84,852	83,075	1,148	84,223	86,000
	17	84,852	83,075	3,148	86,223	88,000
	18	84,852	83,075	3,148	86,223	88,000
	19	87,454	85,623	546	86,169	88,000
	20	87,454	85,623	2,046	87,669	89,500
	21	87,454	85,623	2,046	87,669	89,500
	22	87,454	85,623	2,046	87,669	89,500
	23	87,454	85,623	3,046	88,669	90,500
	24	87,454	85,623	3,046	88,669	90,500
	25	87,454	85,623	3,046	88,669	90,500
	26	87,454	85,623	4,046	89,669	91,500
	27	87,454	85,623	4,046	89,669	91,500
	28	87,454	85,623	4,046	89,669	91,500
	29	87,454	85,623	4,046	89,669	91,500
	30	87,454	85,623	4,046	89,669	91,500

* See Temporary Reduction in Work Year Section 11.2.

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$1,250
- One-time Retention Bonus during the ninth year in SFUSD - \$1,500

B.3b. Emergency Credentialed Speech Pathologists and Autism Behavior Analyst

Class Occupation	Years of Service	10-11 & 11-12 only 187 Work Day Annual Salary*	191 Work Day Annual Salary
Speech Therapist C1	1	56,683	57,895
	2	59,048	60,311
	3	61,413	62,727
	4	63,853	65,219
	5	63,853	65,219
	6	63,853	65,219

* See Temporary Reduction in Work Year Section 11.2.

B.4 Social workers, Nurses, & Supervisors of Child Welfare and Attendance

Class Occupation	Years of Service	184 Work Day Base	180 Work Day Base	Parcel Tax Add-on	10-11 & 11-12 only 180 Work Day Annual Salary*	184 Work Day Annual Salary
Social Workers, Nurses, & Supervisors of Child Welfare and Attendance	1	45,115	44,134	4,885	49,019	50,000
	2	47,776	46,737	3,724	50,461	51,500
	3	50,438	49,342	3,962	53,304	54,400
	4	53,098	51,944	4,022	55,966	57,120
	5	55,758	54,546	4,042	58,588	59,800
	6	58,420	57,150	4,710	61,860	63,130
	7	61,080	59,752	3,655	63,407	64,735
	8	63,739	62,353	2,601	64,954	66,340
	9	66,401	64,958	1,544	66,502	67,945
	10	69,063	67,562	808	68,370	69,871
Rating 12	11	71,722	70,163	647	70,810	72,369
	12	71,722	70,163	2,252	72,415	73,974
B9	13	71,722	70,163	2,252	72,415	73,974
	14	74,228	72,614	1,886	74,500	76,114
	15	74,228	72,614	1,886	74,500	76,114
Career Increment A	16	74,228	72,614	1,886	74,500	76,114
	17	76,733	75,065	2,056	77,121	78,789
	18	76,733	75,065	2,056	77,121	78,789
Career Increment B	19	76,733	75,065	2,056	77,121	78,789
	20	79,238	77,515	2,451	79,966	81,689
	21	79,238	77,515	2,451	79,966	81,689
Career Increment C	22	79,238	77,515	2,451	79,966	81,689
	23	81,742	79,965	2,788	82,753	84,530
	24	81,742	79,965	2,788	82,753	84,530
Career Increment D	25	81,742	79,965	2,788	82,753	84,530
	26	84,246	82,415	3,494	85,909	87,740
	27	84,246	82,415	3,494	85,909	87,740
Career Increment E	28	84,246	82,415	3,494	85,909	87,740

* See Temporary Reduction in Work Year Section 11.2.

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$1,250
- One-time Retention Bonus during the ninth year in SFUSD - \$1,500

B.5a. Head Counselors and Deans

Class Occupation	Years of Service	189 Work Day Base	185 Work Day Base	Parcel Tax Add-on	10-11 & 11-12 only 185 Work Day Annual Salary*	189 Work Day Annual Salary
Salary Schedule I	1	52,433	51,323	1,897	53,220	54,330
	2	53,027	51,905	1,803	53,708	54,830
	3	53,619	52,484	1,811	54,295	55,430
	4	54,215	53,068	1,915	54,983	56,130
Head Counselors	5	54,808	53,648	2,022	55,670	56,830
	6	55,400	54,228	2,130	56,358	57,530
	7	55,994	54,809	2,236	57,045	58,230
R6	8	56,587	55,389	2,343	57,732	58,930
	9	57,181	55,971	2,449	58,420	59,630
	10	57,775	56,552	2,555	59,107	60,330
	11	58,708	57,466	2,322	59,788	61,030
	12	60,522	59,241	1,208	60,449	61,730
	13	62,336	61,017	94	61,111	62,430

Salary Schedule II	1	53,027	51,905	4,303	56,208	57,330
	2	53,619	52,484	4,461	56,945	58,080
	3	54,215	53,068	4,615	57,683	58,830
	4	54,808	53,648	4,772	58,420	59,580
Head Counselors	5	55,400	54,228	4,930	59,158	60,330
	6	55,994	54,809	5,086	59,895	61,080
	7	56,756	55,555	4,824	60,379	61,580
R7	8	58,721	57,478	3,359	60,837	62,080
	9	60,685	59,401	2,145	61,546	62,830
	10	62,651	61,325	1,179	62,504	63,830
	11	64,614	63,247	716	63,963	65,330
	12	66,579	65,170	751	65,921	67,330
	13	66,579	65,170	751	65,921	67,330
	14	66,579	65,170	751	65,921	67,330
	15	66,579	65,170	751	65,921	67,330

* See Temporary Reduction in Work Year Section 11.2.

Notes:

- Teachers working at Hard to Staff to Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$500
- National Board Certification - \$5,000

B.5b. Head Counselors and Deans

Class Occupation	Years of Service	189 Work Day Base	185 Work Day Base	Parcel Tax Add-on	10-11 & 11-12 only 185 Work Day Annual Salary	189 Work Day Annual Salary
Salary Schedule III	1	54,215	53,068	5,115	58,183	59,330
	2	54,808	53,648	5,722	59,370	60,530
	3	55,400	54,228	6,330	60,558	61,730
	4	56,963	55,757	6,367	62,124	63,330
Head Counselors	5	59,392	58,135	5,438	63,573	64,830
	6	61,820	60,512	4,510	65,022	66,330
	7	64,250	62,890	3,580	66,470	67,830
	8	66,679	65,268	2,651	67,919	69,330
R8	9	69,107	67,644	1,723	69,367	70,830
	10	71,537	70,023	1,093	71,116	72,630
	11	73,965	72,400	1,000	73,400	74,965
	12	73,965	72,400	2,500	74,900	76,465
	13	73,965	72,400	2,500	74,900	76,465
Career Increment A	14	76,395	74,778	2,070	76,848	78,465
	15	76,395	74,778	2,070	76,848	78,465
	16	76,395	74,778	2,070	76,848	78,465
Career Increment B	17	78,822	77,154	2,143	79,297	80,965
	18	78,822	77,154	2,143	79,297	80,965
	19	78,822	77,154	2,143	79,297	80,965
Career Increment C	20	81,252	79,532	2,423	81,955	83,675
	21	81,252	79,532	2,423	81,955	83,675
	22	81,252	79,532	2,423	81,955	83,675
Career Increment D	23	83,681	81,910	2,649	84,559	86,330
	24	83,681	81,910	2,649	84,559	86,330
	25	83,681	81,910	2,649	84,559	86,330
Career Increment E	26	86,107	84,285	3,223	87,508	89,330
	27	86,107	84,285	3,223	87,508	89,330
	28	86,107	84,285	3,223	87,508	89,330

* See Temporary Reduction in Work Year Section 11.2.

Notes:

- Teachers working at Hard to Staff to Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$500
- National Board Certification - \$5,000

B.6a. High School Department Heads

Class Occupation	Years of Service	189 Work Day Base	185 Work Day Base	Parcel Tax Add-on	10-11 & 11-12 only 185 Work Day Annual Salary	189 Work Day Annual Salary
Salary Schedule I Department Heads S6	1	48,435	47,410	1,897	49,307	50,332
	2	49,029	47,991	1,803	49,794	50,832
	3	49,621	48,571	1,811	50,382	51,432
	4	50,217	49,154	1,915	51,069	52,132
	5	50,810	49,735	2,022	51,757	52,832
	6	51,402	50,314	2,130	52,444	53,532
	7	51,996	50,896	2,236	53,132	54,232
	8	52,589	51,476	2,343	53,819	54,932
	9	53,183	52,057	2,449	54,506	55,632
	10	53,777	52,639	2,555	55,194	56,332
	11	54,710	53,552	2,322	55,874	57,032
	12	56,524	55,328	1,208	56,536	57,732
	13	58,338	57,103	94	57,197	58,432

Salary Schedule II Department Heads S7	1	49,029	47,991	4,303	52,294	53,332
	2	49,621	48,571	4,461	53,032	54,082
	3	50,217	49,154	4,615	53,769	54,832
	4	50,810	49,735	4,772	54,507	55,582
	5	51,402	50,314	4,930	55,244	56,332
	6	51,996	50,896	5,086	55,982	57,082
	7	52,758	51,641	4,824	56,465	57,582
	8	54,723	53,565	3,359	56,924	58,082
	9	56,687	55,487	2,145	57,632	58,832
	10	58,653	57,412	1,179	58,591	59,832
	11	60,616	59,333	716	60,049	61,332
	12	62,581	61,257	751	62,008	63,332
	13	62,581	61,257	751	62,008	63,332
	14	62,581	61,257	751	62,008	63,332
	15	62,581	61,257	751	62,008	63,332

* See Temporary Reduction in Work Year Section 11.2.

Notes:

- Teachers working at Hard to Staff to Schools - up to \$2,000
- Teachers working in Hard to Fill subject areas - \$5000
- National Board Certification - \$5,000

B.6b. High School Department Heads

Class Occupation	Years of Service	189 Work Day Base	185 Work Day Base	Parcel Tax Add-on	10-11 & 11-12 only 185 Work Day Annual Salary	189 Work Day Annual Salary
Salary Schedule III	1	50,217	49,154	5,115	54,269	55,332
	2	50,810	49,735	5,722	55,457	56,532
	3	51,402	50,314	6,330	56,644	57,732
	4	52,965	51,844	6,367	58,211	59,332
Department Heads	5	55,394	54,222	5,438	59,660	60,832
	6	57,822	56,598	4,510	61,108	62,332
	7	60,252	58,977	3,580	62,557	63,832
S8	8	62,681	61,354	2,651	64,005	65,332
	9	65,109	63,731	1,723	65,454	66,832
	10	67,539	66,110	1,093	67,203	68,632
	11	69,967	68,486	1,000	69,486	70,967
	12	69,967	68,486	2,500	70,986	72,467
	13	69,967	68,486	2,500	70,986	72,467
Career Increment A	14	72,397	70,865	2,070	72,935	74,467
	15	72,397	70,865	2,070	72,935	74,467
	16	72,397	70,865	2,070	72,935	74,467
Career Increment B	17	74,824	73,240	2,143	75,383	76,967
	18	74,824	73,240	2,143	75,383	76,967
	19	74,824	73,240	2,143	75,383	76,967
Career Increment C	20	77,254	75,619	2,423	78,042	79,677
	21	77,254	75,619	2,423	78,042	79,677
	22	77,254	75,619	2,423	78,042	79,677
Career Increment D	23	79,683	77,997	2,649	80,646	82,332
	24	79,683	77,997	2,649	80,646	82,332
	25	79,683	77,997	2,649	80,646	82,332
Career Increment E	26	82,109	80,371	3,223	83,594	85,332
	27	82,109	80,371	3,223	83,594	85,332
	28	82,109	80,371	3,223	83,594	85,332

* See Temporary Reduction in Work Year Section 11.2.

Notes:

- Teachers working at Hard to Staff to Schools - up to \$2,000
- Teachers working in Hard to Fill subject areas - \$500
- National Board Certification - \$5,000

B.7a Full-time Child Development Program Teachers – Hired before Aug. 1, 1986

Class Occupation	Years of Service	10-11 & 11-12 only 214 Work Day Annual Salary*	218 Work Day Annual Salary
Salary Schedule IV D4 Requirements for Placement Undergraduate 60 to 90 Units	2	31,851	32,446
	3	33,629	34,258
	4	35,404	36,066
	5	37,180	37,875
	6	38,956	39,684
	7	40,735	41,496
	8	42,510	43,305
	9	44,284	45,112
	10	46,060	46,921

Salary Schedule V D5 Requirements For Placement Undergraduate 91+Units	2	32,637	33,247
	3	34,415	35,058
	4	36,190	36,866
	5	37,963	38,673
	6	39,742	40,485
	7	41,522	42,298
	8	43,296	44,105
	9	45,073	45,915
	10	46,847	47,723
11	48,624	49,533	

Salary Schedule VI D6 Requirements For Placement BA	2	33,441	34,066
	3	35,222	35,880
	4	37,005	37,697
	5	38,791	39,516
	6	40,575	41,333
	7	42,358	43,150
	8	44,142	44,967
	9	45,928	46,786
	10	47,711	48,603
	11	49,492	50,417
	12	51,279	52,237
	13	53,061	54,053
	14	54,844	55,869

* See Temporary Reduction in Work Year Section 11.2.

B.7b Full-time Child Development Program Teachers – Hired before Aug. 1, 1986

Class Occupation	Years of Service	10-11 & 11-12 only 214 Work Day Annual Salary*	218 Work Day Annual Salary
Salary Schedule VII	2	38,049	38,760
	3	39,917	40,663
D7 Requirements for Placement BA Plus 30 Units	4	41,790	42,571
	5	43,657	44,473
	6	45,530	46,381
	7	47,395	48,281
	8	49,266	50,187
	9	51,136	52,092
	10	53,005	53,996
	11	54,874	55,900
	12	56,744	57,805
	13	58,614	59,710

Salary Schedule VIII	2	40,872	41,636
	3	43,113	43,919
D8 Requirements for Placement BA Plus 60 Units	4	45,356	46,204
	5	47,601	48,491
	6	49,844	50,776
	7	52,086	53,060
	8	54,331	55,347
	9	56,606	57,664
Rating 12	10	58,817	59,916
	11	61,062	62,203
	12	63,306	64,489
	13	63,306	64,489
Career Increment A	14	63,306	64,489
	15	65,548	66,773
	16	65,548	66,773
	17	65,548	66,773
Career Increment B	18	67,793	69,060
	19	67,793	69,060
	20	67,793	69,060
	21	70,034	71,343
Career Increment C	22	70,034	71,343
	23	70,034	71,343
Career Increment D	24	72,280	73,631
	25	72,280	73,631
	26	72,280	73,631
	27	74,526	75,919
Career Increment E	28	74,526	75,919
	29	74,526	75,919

* See Temporary Reduction in Work Year Section 11.2.

B.8a Part-time Child Development Program Teachers – Hired before Aug. 1, 1986

Class Occupation	Years of Service	10-11 & 11-12 only 214 Work Day Annual Salary	218 Work Day Annual Salary
Salary Schedule IV D4 Requirements for Placement Undergraduate 60 to 90 Units	2	18,155	18,494
	3	19,169	19,527
	4	20,181	20,558
	5	21,193	21,589
	6	22,205	22,620
	7	23,209	23,643
	8	24,231	24,684
	9	25,242	25,714
	10	26,254	26,745

Salary Schedule V D5 Requirements For Placement Undergraduate 91+Units	2	18,603	18,951
	3	19,616	19,983
	4	19,647	20,014
	5	21,640	22,044
	6	22,653	23,076
	7	23,668	24,110
	8	24,679	25,140
	9	25,692	26,172
	10	26,703	27,202
	11	27,716	28,234

Salary Schedule VI D6 Requirements For Placement BA	2	19,062	19,418
	3	19,880	20,252
	4	21,093	21,487
	5	22,111	22,524
	6	23,128	23,560
	7	24,145	24,596
	8	25,161	25,631
	9	26,179	26,668
	10	27,196	27,704
	11	28,211	28,738
	12	29,229	29,775
	13	30,245	30,810
	14	31,261	31,845

* See Temporary Reduction in Work Year Section 11.2.

B.8b Part-time Child Development Program Teachers – Hired before Aug. 1, 1986

Class Occupation	Years of Service	10-11 & 11-12 only 214 Work Day Annual Salary*	218 Work Day Annual Salary
Salary Schedule VII	2	21,688	22,093
	3	22,753	23,178
	4	23,820	24,265
D7 Requirements for Placement BA Plus 30 Units	5	24,885	25,350
	6	25,952	26,437
	7	27,015	27,520
	8	28,082	28,607
	9	29,147	29,692
	10	30,213	30,778
	11	31,278	31,863
	12	32,344	32,949
	13	33,411	34,035

Salary Schedule VIII D8 Requirements for Placement BA Plus 60 Units Rating 12	2	23,298	23,733
	3	24,575	25,034
	4	25,853	26,336
	5	27,133	27,640
	6	28,411	28,942
	7	29,689	30,244
	8	30,969	31,548
	9	32,265	32,868
	10	33,525	34,152
	11	34,805	35,456
	12	36,085	36,759
	13	36,085	36,759
	14	36,085	36,759
	Career Increment A	15	37,363
16		37,363	38,061
17		37,363	38,061
Career Increment B	18	38,642	39,364
	19	38,642	39,364
	20	38,642	39,364
Career Increment C	21	39,920	40,666
	22	39,920	40,666
	23	39,920	40,666
Career Increment D	24	41,200	41,970
	25	41,200	41,970
	26	41,200	41,970
Career Increment E	27	42,480	43,274
	28	42,480	43,274
	29	42,480	43,274

* See Temporary Reduction in Work Year Section 11.2.

B.9a Full-time Child Development Program Teachers – Hired after Aug. 1, 1986

Class Occupation	Years of Service	10-11 & 11-12 only 214 Work Day Annual Salary*	218 Work Day Annual Salary
Salary Schedule IV D4 Requirements for Placement Undergraduate 60 to 90 Units	2	31,851	32,446
	3	33,629	34,258
	4	35,404	36,066
	5	37,180	37,875
	6	38,956	39,684
	7	40,735	41,496
	8	42,510	43,305
	9	44,284	45,112
	10	46,060	46,921

Salary Schedule V D5 Requirements For Placement Undergraduate 91+Units	2	32,637	33,247
	3	34,415	35,058
	4	36,190	36,866
	5	37,963	38,673
	6	39,742	40,485
	7	41,522	42,298
	8	43,296	44,105
	9	45,073	45,915
	10	46,847	47,723
	11	48,624	49,533

Salary Schedule V F6 Requirements For Placement BA	2	33,441	34,066
	3	35,222	35,880
	4	37,005	37,697
	5	38,791	39,516
	6	40,574	41,332
	7	42,358	43,150
	8	44,142	44,967
	9	45,928	46,786
	10	47,711	48,603
	11	49,492	50,417
	12	51,279	52,237
	13	53,061	54,053
	14	54,844	55,869
	Career Increment A	15	56,628
16		56,628	57,686
17		56,628	57,686
Career Increment B	18	58,412	59,504
	19	58,412	59,504
	20	58,412	59,504

* See Temporary Reduction in Work Year Section 11.2.

C.9b Full-time Child Development Program Teachers – Hired after Aug. 1, 1986

Class Occupation	Years of Service	10-11 & 11-12 only 214 Work Day Annual Salary*	218 Work Day Annual Salary
Career Increment C	21	60,196	61,321
	22	60,196	61,321
	23	60,196	61,321
Career Increment D	24	61,980	63,139
	25	61,980	63,139
	26	61,980	63,139
Career Increment E	27	63,763	64,955
	28	63,763	64,955
	29	63,763	64,955

* See Temporary Reduction in Work Year Section 11.2.

B.10a Part-time Child Development Program Teachers – Hired after Aug. 1, 1986

Class Occupation	Years of Service	10-11 & 11-12 only 214 Work Day Annual Salary*	218 Work Day Annual Salary
Salary Schedule IV D4 Requirements for Placement Undergraduate 60 to 90 Units	2	18,155	18,494
	3	19,169	19,527
	4	20,181	20,558
	5	21,193	21,589
	6	22,205	22,620
	7	23,209	23,643
	8	24,231	24,684
	9	25,242	25,714
	10	26,254	26,745

Salary Schedule V D5 Requirements For Placement Undergraduate 91+Units	2	18,603	18,951
	3	19,616	19,983
	4	19,647	20,014
	5	21,640	22,044
	6	22,653	23,076
	7	23,668	24,110
	8	24,679	25,140
	9	25,692	26,172
	10	26,703	27,202
	11	27,716	28,234

Salary Schedule V F6 Requirements For Placement BA	2	19,062	19,418
	3	20,077	20,452
	4	21,093	21,487
	5	22,111	22,524
	6	23,127	23,559
	7	24,145	24,596
	8	25,161	25,631
	9	26,179	26,668
	10	27,196	27,704
	11	28,211	28,738
	12	29,229	29,775
	13	30,245	30,810
	14	31,261	31,845
	Career Increment A	15	32,278
16		32,278	32,881
Career Increment B	17	32,278	32,881
	18	33,295	33,917
	19	33,295	33,917
	20	33,295	33,917

* See Temporary Reduction in Work Year Section 11.2.

B.10b Part-time Child Development Program Teachers – Hired after Aug. 1, 1986

Class Occupation	Years of Service	10-11 & 11-12 only 214 Work Day Annual Salary*	218 Work Day Annual Salary
Career Increment C	21	34,312	34,953
	22	34,312	34,953
	23	34,312	34,953
Career Increment D	24	35,329	35,989
	25	35,329	35,989
	26	35,329	35,989
Career Increment E	27	36,345	37,024
	28	36,345	37,024
	29	36,345	37,024

* See Temporary Reduction in Work Year Section 11.2.

B.11a. Child Development Program (Pilot Program) Teachers

Class Occupation	Years of Service	10-11 & 11-12 only 214 Work Day Annual Salary*	218 Work Day Annual Salary
Salary Schedule VII D1 Requirement for Placement Undergraduate 60 to 90 Units	2	41,314	42,086
	3	43,210	44,018
	4	45,104	45,947
	5	46,998	47,876
	6	48,892	49,806
	7	50,789	51,738
	8	52,683	53,668
	9	54,575	55,595
	10	56,469	57,525

Salary Schedule VIII D2 Requirement for Placement Undergraduate 91 Units	2	42,152	42,940
	3	44,049	44,872
	4	45,941	46,800
	5	47,833	48,727
	6	49,730	50,660
	7	51,629	52,594
	8	53,521	54,521
	9	55,416	56,452
	10	57,309	58,380
	11	59,204	60,311

Salary Schedule IX D3 Requirement for Placement BA	2	43,010	43,814
	3	44,909	45,748
	4	46,811	47,686
	5	48,716	49,627
	6	50,618	51,564
	7	52,521	53,503
	8	54,424	55,441
	9	56,328	57,381
	10	58,231	59,319
	11	60,130	61,254
	12	62,035	63,195
	13	63,939	65,134
	14	65,838	67,069
	Career Increment A	15	67,741
16		67,741	69,007
17		67,741	69,007
Career Increment B	18	69,644	70,946
	19	69,644	70,946
	20	69,644	70,946

* See Temporary Reduction in Work Year Section 11.2.

B.11b. Child Development Program (Pilot Program) Teachers

Class Occupation	Years of Service	10-11 & 11-12 only 214 Work Day Annual Salary**	218 Work Day Annual Salary
Career	21	71,547	72,884
Increment	22	71,547	72,884
C	23	71,547	72,884
Career	24	73,450	74,823
Increment	25	73,450	74,823
D	26	73,450	74,823
Career	27	75,352	76,760
Increment	28	75,352	76,760
E	29	75,352	76,760

Salary Schedule VIII D9 Requirement for Placement BA plus 60 Units*	2	50,936	51,888
	3	53,326	54,323
	4	55,719	56,760
	5	58,113	59,199
	6	60,506	61,637
	7	62,897	64,073
	8	65,292	66,512
	9	67,686	68,951
	10	70,075	71,385
	11	72,470	73,825
	12	74,864	76,263
	13	74,864	76,263
	14	74,864	76,263
	Career	15	77,255
Increment	16	77,255	78,699
A	17	77,255	78,699
Career	18	79,650	81,139
Increment	19	79,650	81,139
B	20	79,650	81,139
Career	21	82,041	83,574
Increment	22	82,041	83,574
C	23	82,041	83,574
Career	24	84,436	86,014
Increment	25	84,436	86,014
D	26	84,436	86,014
Career	27	86,832	88,455
Increment	28	86,832	88,455
E	29	86,832	88,455

Notes: *Salary Schedule D9 is only for teachers listed as Y-rated in page 153.

** See Temporary Reduction in Work Year Section 11.2.

B.12. Substitute Teachers and Hourly Rates

Class Occupation	Rating	Daily Rate	Hourly Rate
Day to Day Substitute	Effective 01/21/2008		
Subs who do not meet 71 or more assignments in third year per Article 28.13.2.1	HX05	107.94	
1 to 70 Daily Assignments	HX01	136.58	
71 or more Daily Assignments	HX02	165.22	
10 day bonus for consecutive days in the same assignment		25.43	
Children Centers Hourly Subs	Effective 01/21/2008		
Subs who do not meet 91 or more assignments in third year per Article 28.13.2.1	HC05		14.68
1 to 90 Daily Assignments	HC01		19.55
91 or more Daily Assignments	HC02		24.42
Other Hourly – Effective July 1, 2008 (except as noted)			
Extended Hours (ECL)	LZ99		29.2698
Extra Curricular Activities	JZ99		28.8884
Coaching (CPY)	JZ99		28.8884
Homebound	KZ99		34.6947
Driver Training	JZ99		28.8884
Summer School Driver Training – Effective 1 st day of summer school 2008	MZ99		34.2395
Summer and Saturday School (NGT, SAT, SAH, SAP, SHT) – Effective 1 st day of summer school 2008	PZ99		39.5676
Summer School (Speech Language Pathologist)	TBD		55.0200
Log Cabin Summer School (SLC) – Effective 1 st day of summer school 2008	QZ99		42.5496
Emergency Class Coverage (sub rate/5) (ECC)			33.1143
Sub Dock Rate District (pre-K – 12)		165.22	
Sub Dock Rate for Children Center Full-time		139.45	
Sub Dock Rate for Children Center Part-time		79.68	
Permanent Lead Teacher Pay per month (.07 x classification IV, rating 10 – Schedule F6 (LDT))		283.52	

