

Appendix B: Salary Schedules

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

184 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007			3% Based on 2006-2007 Rates Effective July 1, 2008		
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Annual Salary	Monthly Salary	Daily Rate
Salary Schedule I B6 Requirements For Placement Bachelor Degree	2	44,446	3,703.83	241.55	45,103	3,758.58	245.13
	3	45,031	3,752.58	244.73	45,697	3,808.08	248.35
	4	45,615	3,801.25	247.91	46,289	3,857.42	251.57
	5	46,202	3,850.17	251.10	46,885	3,907.08	254.81
	6	46,786	3,898.83	254.27	47,478	3,956.50	258.03
	7	47,370	3,947.50	257.45	48,070	4,005.83	261.25
	8	47,956	3,996.33	260.63	48,664	4,055.33	264.48
	8	48,539	4,044.92	263.80	49,257	4,104.75	267.70
	10	49,125	4,093.75	266.98	49,851	4,154.25	270.93
	11	49,711	4,142.58	270.17	50,445	4,203.75	274.16
	12	50,630	4,219.17	275.16	51,378	4,281.50	279.23
	13	52,418	4,368.17	284.88	53,192	4,432.67	289.09
	14	54,205	4,517.08	294.59	55,006	4,583.83	298.95

Salary Schedule II B7 Requirements For Placement BA Plus 30 Units	2	45,031	3,752.58	244.73	45,697	3,808.08	248.35
	3	45,615	3,801.25	247.91	46,289	3,857.42	251.57
	4	46,202	3,850.17	251.10	46,885	3,907.08	254.81
	5	46,786	3,898.83	254.27	47,478	3,956.50	258.03
	6	47,370	3,947.50	257.45	48,070	4,005.83	261.25
	7	47,956	3,996.33	260.63	48,664	4,055.33	264.48
	8	48,706	4,058.83	264.71	49,426	4,118.83	268.62
	9	50,642	4,220.17	275.23	51,391	4,282.58	279.30
	10	52,578	4,381.50	285.75	53,355	4,446.25	289.97
	11	54,516	4,543.00	296.28	55,321	4,610.08	300.66
	12	56,450	4,704.17	306.79	57,284	4,773.67	311.33
	13	58,386	4,865.50	317.32	59,249	4,937.42	322.01

Salary Schedule III B8 Requirements For Placement BA Plus 60 Units Rating 12	2	46,202	3,850.17	251.10	46,885	3,907.08	254.81
	3	46,786	3,898.83	254.27	47,478	3,956.50	258.03
	4	47,370	3,947.50	257.45	48,070	4,005.83	261.25
	5	48,910	4,075.83	265.82	49,633	4,136.08	269.74
	6	51,304	4,275.33	278.83	52,062	4,338.50	282.95
	7	53,697	4,474.75	291.83	54,490	4,540.83	296.14
	8	56,091	4,674.25	304.84	56,920	4,743.33	309.35
	9	58,484	4,873.67	317.85	59,349	4,945.75	322.55
	10	60,878	5,073.17	330.86	61,777	5,148.08	335.74
	11	63,272	5,272.67	343.87	64,207	5,350.58	348.95
	12	65,664	5,472.00	356.87	66,635	5,552.92	362.15
	13	65,664	5,472.00	356.87	66,635	5,552.92	362.15
	14	65,664	5,472.00	356.87	66,635	5,552.92	362.15

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

184 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007			3% Based on 2006-2007 Rates Effective July 1, 2008		
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Annual Salary	Monthly Salary	Daily Rate
Career Increment A	15	68,059	5,671.58	369.89	69,065	5,755.42	375.35
	16	68,059	5,671.58	369.89	69,065	5,755.42	375.35
	17	68,059	5,671.58	369.89	69,065	5,755.42	375.35
Career Increment B	18	70,451	5,870.92	382.89	71,492	5,957.67	388.54
	19	70,451	5,870.92	382.89	71,492	5,957.67	388.54
	20	70,451	5,870.92	382.89	71,492	5,957.67	388.54
Career Increment C	21	72,846	6,070.50	395.90	73,922	6,160.17	401.75
	22	72,846	6,070.50	395.90	73,922	6,160.17	401.75
	23	72,846	6,070.50	395.90	73,922	6,160.17	401.75
Career Increment D	24	75,239	6,269.92	408.91	76,351	6,362.58	414.95
	25	75,239	6,269.92	408.91	76,351	6,362.58	414.95
	26	75,239	6,269.92	408.91	76,351	6,362.58	414.95
Career Increment E	27	77,630	6,469.17	421.90	78,777	6,564.75	428.14
	28	77,630	6,469.17	421.90	78,777	6,564.75	428.14
	29	77,630	6,469.17	421.90	78,777	6,564.75	428.14

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

184 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007			3% Based on 2006-2007 Rates Effective July 1, 2008		
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Annual Salary	Monthly Salary	Daily Rate
Salary Schedule I C6 Requirements For Placement Bachelor Degree	2	39,195	3,266.25	213.02	39,774	3,314.50	216.16
	3	39,195	3,266.25	213.02	39,774	3,314.50	216.16
	4	39,489	3,290.75	214.61	40,072	3,339.33	217.78
	5	39,782	3,315.17	216.21	40,370	3,364.17	219.40
	6	40,073	3,339.42	217.79	40,665	3,388.75	221.01
Salary Schedule I C7 Requirements For Placement BA Plus 30 Units	2	39,489	3,290.75	214.61	40,072	3,339.33	217.78
	3	39,489	3,290.75	214.61	40,072	3,339.33	217.78
	4	39,782	3,315.17	216.21	40,370	3,364.17	219.40
	5	40,963	3,413.58	222.63	41,569	3,464.08	225.92
	6	42,899	3,574.92	233.15	43,533	3,627.75	236.59
Salary Schedule I C8 Requirements For Placement BA Plus 60 Units	2	41,731	3,477.58	226.80	42,347	3,528.92	230.15
	3	41,731	3,477.58	226.80	42,347	3,528.92	230.15
	4	44,124	3,677.00	239.80	44,776	3,731.33	243.35
	5	46,517	3,876.42	252.81	47,205	3,933.75	256.55
	6	48,910	4,075.83	265.82	49,633	4,136.08	269.74

B.3a. K-12 National Board of Professional Teaching Standards Certified (184 Work Day Calendar)

See salary schedule B.1b. K-12 Fully Credentialed Teachers – Per Education Code 45023.1 for base salary. The \$5000 received for a National Board Certified Teacher is paid as a stipend (see Appendix N).

B.4a. Credentialed Psychologists and Speech Pathologists

191 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007			3% Based on 2006-2007 Rates Effective July 1, 2008		
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Annual Salary	Monthly Salary	Daily Rate
Psychologists Speech Pathologists B1	1	65,202	5,433.50	341.37	66,165	5,513.75	346.41
	2	67,924	5,660.33	355.62	68,928	5,744.00	360.88
	3	70,644	5,887.00	369.86	71,688	5,974.00	375.33
	4	73,367	6,113.92	384.12	74,451	6,204.25	389.80
	5	73,367	6,113.92	384.12	74,451	6,204.25	389.80
	6	73,367	6,113.92	384.12	74,451	6,204.25	389.80
Career Increment A	7	75,929	6,327.42	397.53	77,051	6,420.92	403.41
	8	75,929	6,327.42	397.53	77,051	6,420.92	403.41
	9	75,929	6,327.42	397.53	77,051	6,420.92	403.41
Career Increment B	10	78,492	6,541.00	410.95	79,652	6,637.67	417.03
	11	78,492	6,541.00	410.95	79,652	6,637.67	417.03
	12	78,492	6,541.00	410.95	79,652	6,637.67	417.03
Career Increment C	13	81,053	6,754.42	424.36	82,251	6,854.25	430.63
	14	81,053	6,754.42	424.36	82,251	6,854.25	430.63
	15	81,053	6,754.42	424.36	82,251	6,854.25	430.63
Career Increment D	16	83,617	6,968.08	437.79	84,852	7,071.00	444.25
	17	83,617	6,968.08	437.79	84,852	7,071.00	444.25
	18	83,617	6,968.08	437.79	84,852	7,071.00	444.25
Career Increment E	19	86,181	7,181.75	451.21	87,454	7,287.83	457.87
	20	86,181	7,181.75	451.21	87,454	7,287.83	457.87
	21	86,181	7,181.75	451.21	87,454	7,287.83	457.87

B.4b. Emergency Credentialed Speech Pathologists

191 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007			3% Based on 2006-2007 Rates Effective July 1, 2008		
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Annual Salary	Monthly Salary	Daily Rate
Speech Pathologists C1	1	57,052	4,754.33	298.70	57,895	4,824.58	303.12
	2	59,432	4,952.67	311.16	60,311	5,025.92	315.76
	3	61,814	5,151.17	323.63	62,727	5,227.25	328.41
	4	64,269	5,355.75	336.49	65,219	5,434.92	341.46
	5	64,269	5,355.75	336.49	65,219	5,434.92	341.46
	6	64,269	5,355.75	336.49	65,219	5,434.92	341.46

B.5 Social Workers, Nurses, & Supervisors of Child Welfare and Attendance

184 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007			3% Based on 2006-2007 Rates Effective July 1, 2008		
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Annual Salary	Monthly Salary	Daily Rate
Social Workers, Nurses & Supervisors of Child Welfare and Attendance B9	2	44,458	3,704.83	241.62	45,115	3,759.58	245.19
	3	47,080	3,923.33	255.87	47,776	3,981.33	259.65
	4	49,704	4,142.00	270.18	50,438	4,203.17	274.12
	5	52,324	4,360.33	284.37	53,098	4,424.83	288.58
	6	54,946	4,578.83	298.62	55,758	4,646.50	303.03
	7	57,569	4,797.42	312.88	58,420	4,868.33	317.50
	8	60,191	5,015.92	327.13	61,080	5,090.00	331.96
	9	62,811	5,234.25	341.36	63,739	5,311.58	346.41
	10	65,434	5,452.83	355.62	66,401	5,533.42	360.88
	11	68,057	5,671.42	369.88	69,063	5,755.25	375.34
	12	70,677	5,889.75	384.11	71,722	5,976.83	389.79
	13	70,677	5,889.75	384.11	71,722	5,976.83	389.79
	14	70,677	5,889.75	384.11	71,722	5,976.83	389.79
	Career Increment A	15	73,147	6,095.58	397.54	74,228	6,185.67
16		73,147	6,095.58	397.54	74,228	6,185.67	403.41
17		73,147	6,095.58	397.54	74,228	6,185.67	403.41
Career Increment B	18	75,615	6,301.25	410.95	76,733	6,394.42	417.03
	19	75,615	6,301.25	410.95	76,733	6,394.42	417.03
	20	75,615	6,301.25	410.95	76,733	6,394.42	417.03
Career Increment C	21	78,084	6,507.00	424.37	79,238	6,603.17	430.64
	22	78,084	6,507.00	424.37	79,238	6,603.17	430.64
	23	78,084	6,507.00	424.37	79,238	6,603.17	430.64
Career Increment D	24	80,551	6,712.58	437.78	81,742	6,811.83	444.25
	25	80,551	6,712.58	437.78	81,742	6,811.83	444.25
	26	80,551	6,712.58	437.78	81,742	6,811.83	444.25
Career Increment E	27	83,019	6,918.25	451.19	84,246	7,020.50	457.86
	28	83,019	6,918.25	451.19	84,246	7,020.50	457.86
	29	83,019	6,918.25	451.19	84,246	7,020.50	457.86

B.6a. Head Counselors and Deans

189 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007			3% Based on 2006-2007 Rates Effective July 1, 2008		
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Annual Salary	Monthly Salary	Daily Rate
Basic Single Salary Schedule I	2	51,669	4,305.75	273.38	52,433	4,369.42	277.42
	3	52,254	4,354.50	276.48	53,027	4,418.92	280.57
	4	52,838	4,403.17	279.57	53,619	4,468.25	283.70
	5	53,425	4,452.08	282.67	54,214	4,517.83	286.85
	6	54,009	4,500.75	285.76	54,808	4,567.33	289.99
Head Counselors	7	54,593	4,549.42	288.85	55,400	4,616.67	293.13
	8	55,179	4,598.25	291.95	55,994	4,666.17	296.27
R6	8	55,762	4,646.83	295.04	56,586	4,715.50	299.41
	10	56,348	4,695.67	298.14	57,181	4,765.08	302.55
	11	56,934	4,744.50	301.24	57,775	4,814.58	305.69
	12	57,520	4,793.33	304.34	58,369	4,864.06	308.83
	13	58,107	4,842.17	307.43	58,963	4,913.54	311.97
	14	58,694	4,891.00	310.53	59,557	4,963.02	315.11
	14	61,428	5,119.00	325.02	62,336	5,194.67	329.83

Basic Single Salary Schedule II	2	52,254	4,354.50	276.48	53,027	4,418.92	280.57
	3	52,838	4,403.17	279.57	53,619	4,468.25	283.71
	4	53,425	4,452.08	282.67	54,214	4,517.83	286.85
	5	54,009	4,500.75	285.76	54,808	4,467.33	289.99
	6	54,593	4,549.42	288.85	55,400	4,616.67	293.13
Head Counselors	7	55,179	4,598.25	291.95	55,994	4,666.17	296.27
	8	55,929	4,660.75	295.92	56,755	4,729.58	300.30
R7	9	57,865	4,822.08	306.16	58,721	4,893.42	310.69
	10	59,801	4,983.42	316.41	60,685	5,057.08	321.09
	11	61,739	5,144.92	326.66	62,651	5,220.92	331.49
	12	63,673	5,306.08	336.89	64,614	5,384.50	341.88
	13	65,609	5,467.42	347.14	66,579	5,548.25	352.28
	13	65,609	5,467.42	347.14	66,579	5,548.25	352.28

Basic Single Salary Schedule III	2	53,425	4,452.08	282.67	54,214	4,517.83	286.85
	3	54,009	4,500.75	285.76	54,808	4,567.33	289.99
	4	54,593	4,549.42	288.85	55,400	4,616.67	293.13
	5	56,133	4,677.75	297.00	56,962	4,746.83	301.40
	6	58,527	4,877.25	309.67	59,392	4,949.33	314.25
Head Counselors	7	60,920	5,076.67	322.33	61,820	5,151.67	327.10
	8	63,314	5,276.17	334.99	64,250	5,354.17	339.95
R8	9	65,707	5,475.58	347.66	66,678	5,556.50	352.80
	10	68,101	5,675.08	360.32	69,107	5,758.92	365.65
	11	70,495	5,874.58	372.99	71,537	5,961.42	378.51
	12	72,887	6,073.92	385.65	73,965	6,163.75	391.35
	13	72,887	6,073.92	385.65	73,965	6,163.75	391.35
	14	72,887	6,073.92	385.65	73,965	6,163.75	391.35
	14	72,887	6,073.92	385.65	73,965	6,163.75	391.35

B.6b. Head Counselors and Deans

189 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007			3% Based on 2006-2007 Rates Effective July 1, 2008		
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Annual Salary	Monthly Salary	Daily Rate
Career Increment A	15	75,282	6,273.50	398.32	76,395	6,366.25	404.21
	16	75,282	6,273.50	398.32	76,395	6,366.25	404.21
	17	75,282	6,273.50	398.32	76,395	6,366.25	404.21
Career Increment B	18	77,674	6,472.83	410.97	78,822	6,568.50	417.05
	19	77,674	6,472.83	410.97	78,822	6,568.50	417.05
	20	77,674	6,472.83	410.97	78,822	6,568.50	417.05
Career Increment C	21	80,069	6,672.42	423.65	81,252	6,771.00	429.91
	22	80,069	6,672.42	423.65	81,252	6,771.00	429.91
	23	80,069	6,672.42	423.65	81,252	6,771.00	429.91
Career Increment D	24	82,462	6,871.83	436.31	83,681	6,973.42	442.76
	25	82,462	6,871.83	436.31	83,681	6,973.42	442.76
	26	82,462	6,871.83	436.31	83,681	6,973.42	442.76
Career Increment E	27	84,853	7,071.08	448.96	86,107	7,175.58	455.60
	28	84,853	7,071.08	448.96	86,107	7,175.58	455.60
	29	84,853	7,071.08	448.96	86,107	7,175.58	455.60

B.7a. High School Department Heads

189 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007			3% Based on 2006-2007 Rates Effective July 1, 2008		
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Annual Salary	Monthly Salary	Daily Rate
Basic Single Salary Schedule I	2	47,729	3,977.42	252.53	48,434	4,036.17	256.26
	3	48,314	4,026.17	255.63	49,029	4,085.75	259.41
	4	48,898	4,074.83	258.72	49,621	4,135.08	262.54
	5	49,485	4,123.75	261.83	50,216	4,184.67	265.69
	6	50,069	4,172.42	264.92	50,806	4,233.83	268.83
Department Heads	7	50,653	4,221.08	268.01	51,402	4,283.50	271.96
	8	51,239	4,269.92	271.11	51,996	4,333.00	275.11
S6	8	51,822	4,318.50	274.19	52,588	4,382.33	278.25
	10	52,408	4,367.33	277.29	53,183	4,431.92	281.39
	11	52,994	4,416.17	280.39	53,777	4,481.42	284.53
	12	53,913	4,492.75	285.25	54,710	4,559.17	289.47
	13	55,701	4,641.75	294.71	56,524	4,710.33	299.07
	14	57,448	4,790.67	304.17	58,338	4,861.50	308.66

Basic Single Salary Schedule II	2	48,314	4,026.17	255.63	49,029	4,085.75	259.41
	3	48,898	4,074.83	258.72	49,621	4,135.08	262.54
	4	49,485	4,123.75	261.83	50,216	4,184.67	265.69
	5	50,069	4,172.42	264.92	50,810	4,234.17	268.83
	6	50,653	4,221.08	268.01	51,402	4,283.50	271.96
Department Heads	7	51,239	4,269.92	271.11	51,996	4,333.00	275.11
	8	51,989	4,332.42	275.07	52,757	4,396.42	279.14
S7	9	53,925	4,493.75	285.32	54,723	4,560.25	289.53
	10	55,861	4,655.08	295.56	56,687	4,723.92	299.93
	11	57,799	4,816.58	305.81	58,653	4,887.75	310.33
	12	59,733	4,977.75	316.05	60,616	5,051.33	320.72
	13	61,669	5,139.08	326.29	62,580	5,215.00	331.12

Basic Single Salary Schedule III	2	49,485	4,123.75	261.83	50,217	4,184.75	265.69
	3	50,069	4,172.42	264.92	50,810	4,234.17	268.83
	4	50,653	4,221.08	268.01	51,402	4,283.5	271.96
	5	52,193	4,349.42	276.15	52,965	4,413.75	280.24
	6	54,587	4,548.92	288.82	55,394	4,616.17	293.09
Department Heads	7	56,980	4,748.33	301.48	57,822	4,818.50	305.94
	8	59,374	4,947.83	314.15	60,252	5,021.00	318.79
S8	9	61,767	5,147.25	326.81	62,680	5,223.33	331.65
	10	64,161	5,346.75	339.48	65,109	5,425.75	344.49
	11	66,555	5,546.25	352.14	67,539	5,628.25	357.34
	12	68,947	5,745.58	364.80	69,967	5,830.58	370.19
	13	68,947	5,745.58	364.80	69,967	5,830.58	370.19
	14	68,947	5,745.58	364.80	69,967	5,830.58	370.19

B.7b. High School Department Heads

189 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007			3% Based on 2006-2007 Rates Effective July 1, 2008		
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Annual Salary	Monthly Salary	Daily Rate
Career Increment A	15	71,342	5,945.17	377.47	72,397	6,033.08	383.05
	16	71,342	5,945.17	377.47	72,397	6,033.08	383.05
	17	71,342	5,945.17	377.47	72,397	6,033.08	383.05
Career Increment B	18	73,734	6,144.50	390.13	74,824	6,235.33	395.89
	19	73,734	6,144.50	390.13	74,824	6,235.33	395.89
	20	73,734	6,144.50	390.13	74,824	6,235.33	395.89
Career Increment C	21	76,129	6,344.08	402.80	77,254	6,437.83	408.75
	22	76,129	6,344.08	402.80	77,254	6,437.83	408.75
	23	76,129	6,344.08	402.80	77,254	6,437.83	408.75
Career Increment D	24	78,522	6,543.50	415.46	79,683	6,640.25	421.60
	25	78,522	6,543.50	415.46	79,683	6,640.25	421.60
	26	78,522	6,543.50	415.46	79,683	6,640.25	421.60
Career Increment E	27	80,913	6,742.75	428.11	82,109	6,842.42	434.44
	28	80,913	6,742.75	428.11	82,109	6,842.42	434.44
	29	80,913	6,742.75	428.11	82,109	6,842.42	434.44

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

218 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Salary Schedule IV D4 Requirement for Placement Undergraduate 60 to 90 units	2	31,974	2,664.50	146.67	25.51	32,446	2,703.83	148.83	25.88
	3	33,759	2,813.25	154.86	26.93	34,258	2,854.83	157.15	27.33
	4	35,541	2,961.75	163.03	28.35	36,066	3,005.50	165.44	28.77
	5	37,324	3,110.33	171.21	29.78	37,875	3,156.25	173.74	30.22
	6	39,106	3,258.83	179.39	31.20	39,684	3,307.00	182.04	31.66
	7	40,891	3,407.58	187.57	32.62	41,496	3,458.00	190.35	33.10
	8	42,675	3,556.25	195.76	34.05	43,305	3,608.70	198.65	34.55
	9	44,455	3,704.58	203.92	35.36	45,112	3,759.30	206.94	35.99
	10	46,237	3,853.08	212.10	36.89	46,921	3,910.00	215.23	37.43

Salary Schedule V D5 Requirement for Placement Undergraduate 91 units	2	32,763	2,730.25	150.29	26.14	33,247	2,770.50	152.51	26.52
	3	34,548	2,879.00	158.48	27.56	35,058	2,921.50	160.82	27.97
	4	36,329	3,027.42	166.65	28.98	36,866	3,072.10	169.11	29.41
	5	38,110	3,175.83	174.82	30.40	38,673	3,222.70	177.40	30.85
	6	39,896	3,324.67	183.01	31.83	40,485	3,373.70	185.71	32.30
	7	41,682	3,473.50	191.20	33.25	42,298	3,524.80	194.03	33.74
	8	43,462	3,621.83	199.37	34.67	44,105	3,675.40	202.32	35.19
	9	45,247	3,770.58	207.56	36.10	45,915	3,826.20	210.62	36.63
	10	47,028	3,919.00	215.72	37.52	47,723	3,976.90	218.91	38.07
	11	48,811	4,067.58	223.90	38.94	49,533	4,127.70	227.22	39.52

Salary Schedule VI D6 Requirement for Placement BA	2	33,570	2,797.50	153.99	26.78	34,066	2,838.80	156.27	27.18
	3	35,358	2,946.50	162.19	28.21	35,880	2,990.00	164.59	28.62
	4	37,148	3,095.67	170.40	29.63	37,697	3,141.40	172.92	30.07
	5	38,940	3,245.00	178.62	31.06	39,516	3,293.00	181.27	31.52
	6	40,731	3,394.25	186.84	32.49	41,333	3,444.40	189.60	32.97
	7	42,521	3,543.42	195.05	33.92	43,150	3,595.80	197.94	34.42
	8	44,312	3,692.67	203.27	35.35	44,967	3,747.20	206.27	35.87
	9	46,104	3,842.00	211.49	36.78	46,786	3,898.80	214.61	37.32
	10	47,895	3,991.25	219.70	38.21	48,603	4,050.20	222.95	38.77
	11	49,683	4,140.25	227.90	39.63	50,417	4,201.40	231.27	40.22
	12	51,477	4,289.75	236.13	41.07	52,237	4,353.00	239.62	41.67
	13	53,266	4,438.83	244.34	42.49	54,053	4,504.40	247.95	43.12
	14	55,056	4,588.00	252.55	43.92	55,869	4,655.70	256.28	44.57

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

218 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Salary Schedule VII D7 Requirement for Placement BA Plus 30 Units	2	38,195	3,182.92	175.21	30.47	38,760	3,230.00	177.80	30.92
	3	40,071	3,339.25	183.81	31.97	40,663	3,388.58	186.53	32.44
	4	41,951	3,495.92	192.44	33.47	42,571	3,547.58	195.28	33.96
	5	43,826	3,652.17	201.04	34.96	44,473	3,706.08	204.00	35.48
	6	45,705	3,808.75	209.66	36.46	46,381	3,865.08	212.76	37.00
	7	47,578	3,964.83	218.25	37.96	48,281	4,023.42	221.47	38.52
	8	49,456	4,121.33	226.86	39.45	50,187	4,182.25	230.22	40.04
	9	51,334	4,277.83	235.48	40.95	52,092	4,341.00	238.95	41.56
	10	53,209	4,434.08	244.08	42.45	53,996	4,499.67	247.69	43.08
	11	55,086	4,590.50	252.69	43.95	55,900	4,658.33	256.42	44.60
	12	56,963	4,746.92	261.30	45.44	57,805	4,817.08	265.16	46.11
13	58,841	4,903.42	269.91	46.94	59,710	4,975.83	273.90	47.63	

Salary Schedule VIII D8 Requirement for Placement BA Plus 60 Units Rating 12	2	41,029	3,419.08	188.21	32.73	41,636	3,469.67	190.99	33.22
	3	43,280	3,606.67	198.53	34.53	43,919	3,659.92	201.46	35.04
	4	45,531	3,794.25	208.86	36.32	46,204	3,850.33	211.94	36.86
	5	47,785	3,982.08	219.20	38.12	48,491	4,040.92	222.44	38.68
	6	50,036	4,169.67	229.52	39.92	50,776	4,231.33	232.92	40.51
	7	52,288	4,357.33	239.85	41.71	53,060	4,421.67	243.39	42.33
	8	54,541	4,545.08	250.19	43.51	55,347	4,612.25	253.89	44.15
	9	56,794	4,732.83	260.52	45.31	57,664	4,805.33	264.51	46.00
	10	59,044	4,920.33	270.84	47.10	59,916	4,993.00	274.84	47.80
	11	61,297	5,108.08	281.18	48.90	62,203	5,183.58	285.33	49.62
	12	63,550	5,295.83	291.51	50.70	64,489	5,374.08	295.82	51.45
	13	63,550	5,295.83	291.51	50.70	64,489	5,374.08	295.82	51.45
	14	63,550	5,295.83	291.51	50.70	64,489	5,374.08	295.82	51.45

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

218 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Career Increment A	15	65,800	5,483.33	301.83	52.49	66,773	5,564.42	306.30	53.27
	16	65,800	5,483.33	301.83	52.49	66,773	5,564.42	306.30	53.27
	17	65,800	5,483.33	301.83	52.49	66,773	5,564.42	306.30	53.27
Career Increment B	18	68,055	5,671.25	312.18	54.29	69,060	5,755.00	316.79	55.09
	19	68,055	5,671.25	312.18	54.29	69,060	5,755.00	316.79	55.09
	20	68,055	5,671.25	312.18	54.29	69,060	5,755.00	316.79	55.09
Career Increment C	21	70,304	5,858.67	322.50	56.09	71,343	5,945.25	327.26	56.92
	22	70,304	5,858.67	322.50	56.09	71,343	5,945.25	327.26	56.92
	23	70,304	5,858.67	322.50	56.09	71,343	5,945.25	327.26	56.92
Career Increment D	24	72,558	6,046.50	332.83	57.88	73,631	6,135.92	337.76	58.74
	25	72,558	6,046.50	332.83	57.88	73,631	6,135.92	337.76	58.74
	26	72,558	6,046.50	332.83	57.88	73,631	6,135.92	337.76	58.74
Career Increment E	27	74,814	6,234.50	343.18	59.68	75,919	6,326.58	348.25	60.57
	28	74,814	6,234.50	343.18	59.68	75,919	6,326.58	348.25	60.57
	29	74,814	6,234.50	343.18	59.68	75,919	6,326.58	348.25	60.57

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

218 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Salary Schedule IV D4 Requirement for Placement Undergraduate 60 to 90 units	2	18,270	1,522.50	83.81	25.51	18,494	1,541.17	84.83	25.88
	3	19,290	1,607.50	88.49	26.93	19,527	1,627.15	88.82	27.33
	4	20,308	1,692.33	93.16	28.35	20,558	1,713.17	93.51	28.77
	5	21,327	1,777.25	97.83	29.78	21,589	1,799.08	98.20	30.22
	6	22,345	1,862.08	102.50	31.20	22,620	1,885.00	102.89	31.66
	7	23,363	1,947.08	107.18	32.62	23,643	1,970.25	107.59	33.10
	8	24,384	2,032.00	111.85	34.05	24,684	2,057.00	112.28	34.55
	9	25,402	2,116.83	116.52	35.36	25,714	2,226.17	116.96	35.99
	10	26,420	2,201.67	121.19	36.89	26,745	2,228.75	121.66	37.43

Salary Schedule V D5 Requirement for Placement Undergraduate 91 units	2	18,721	1,560.08	85.88	26.14	18,951	1,579.25	86.93	26.52
	3	19,741	1,645.08	90.56	27.56	19,983	1,665.25	91.67	27.97
	4	20,758	1,729.83	95.22	28.98	20,014	1,751.17	96.39	29.41
	5	21,776	1,814.67	99.89	30.40	22,044	1,837.00	101.12	30.85
	6	22,797	1,899.75	104.57	31.83	23,076	1,923.00	105.85	32.30
	7	23,817	1,984.75	109.25	33.25	24,110	2,009.17	110.60	33.74
	8	24,834	2,069.50	113.92	34.67	25,140	2,095.00	115.32	35.19
	9	25,854	2,154.50	118.60	36.10	26,172	2,181.00	120.06	36.63
	10	26,872	2,239.33	123.27	37.52	27,202	2,266.83	124.78	38.07
	11	27,891	2,324.25	127.94	38.94	28,234	2,352.83	129.51	39.52

Salary Schedule VI D6 Requirement for Placement BA	2	19,182	1,598.50	87.99	26.78	19,418	1,618.17	89.07	27.18
	3	20,204	1,683.67	92.68	28.21	20,252	1,687.67	92.90	28.62
	4	21,226	1,768.83	97.37	29.63	21,487	1,790.58	98.56	30.07
	5	22,250	1,854.17	102.06	31.06	22,524	1,877.00	103.32	31.52
	6	23,274	1,939.50	106.76	32.49	23,560	1,963.33	108.07	32.97
	7	24,296	2,024.67	111.45	33.92	24,596	2,049.67	112.83	34.42
	8	25,320	2,110.00	116.15	35.35	25,631	2,135.92	117.57	35.87
	9	26,344	2,195.33	120.84	36.78	26,668	2,222.33	122.33	37.32
	10	27,367	2,280.58	125.54	38.21	27,704	2,308.67	127.08	38.77
	11	28,389	2,365.75	130.22	39.63	28,738	2,394.83	131.83	40.22
	12	29,414	2,451.17	134.93	41.07	29,775	2,481.25	136.58	41.67
	13	30,436	2,536.33	139.61	42.49	30,810	2,567.50	141.33	43.12
	14	31,459	2,621.58	144.31	43.92	31,845	2,653.75	146.08	44.57

B.9b. Part-time Child Development Program Teachers – Hired before Aug. 1, 1986

218 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Salary Schedule VII D7 Requirement for Placement BA Plus 30 Units	2	21,825	1,818.75	100.11	30.47	22,093	1,841.08	101.34	30.92
	3	22,897	1,908.08	105.03	31.97	23,178	1,931.50	106.32	32.44
	4	23,971	1,997.58	109.96	33.47	24,265	2,022.08	111.31	33.96
	5	25,042	2,086.83	114.87	34.96	25,350	2,112.50	116.28	35.48
	6	26,116	2,176.33	119.80	36.46	26,437	2,203.08	121.27	37.00
	7	27,186	2,265.50	124.71	37.96	27,520	2,293.33	126.24	38.52
	8	28,259	2,354.92	129.63	39.45	28,607	2,383.92	131.22	40.04
	9	29,332	2,444.33	134.55	40.95	29,692	2,474.33	136.20	41.56
	10	30,404	2,533.67	139.47	42.45	30,778	2,564.83	141.18	43.08
	11	31,476	2,623.00	144.39	43.95	31,863	2,655.25	146.16	44.60
	12	32,549	2,712.42	149.31	45.44	32,949	2,745.75	151.14	46.11
	13	33,622	2,801.83	154.23	46.94	34,035	2,836.25	156.12	47.63

Salary Schedule VIII D8 Requirement for Placement BA Plus 60 Units Rating 12	2	23,444	1,953.67	107.54	32.73	23,733	1,977.75	108.87	33.22
	3	24,730	2,060.83	113.44	34.53	25,034	2,086.17	114.83	35.04
	4	26,016	2,168.00	119.34	36.32	26,336	2,194.67	120.81	36.86
	5	27,304	2,275.33	125.25	38.12	27,640	2,303.33	126.79	38.68
	6	28,591	2,382.58	131.15	39.92	28,942	2,411.83	132.76	40.51
	7	29,877	2,489.75	137.05	41.71	30,244	2,520.33	138.73	42.33
	8	31,165	2,597.08	142.96	43.51	31,548	2,629.00	144.72	44.15
	9	32,452	2,704.33	148.86	45.31	32,868	2,739.00	150.77	46.00
	10	33,738	2,811.50	154.76	47.10	34,152	2,846.00	156.66	47.80
	11	35,025	2,918.75	160.67	48.90	35,456	2,954.67	162.64	49.62
	12	36,312	3,026.00	166.57	50.70	36,759	3,063.25	168.62	51.45
	13	36,312	3,026.00	166.57	50.70	36,759	3,063.25	168.62	51.45
	14	36,312	3,026.00	166.57	50.70	36,759	3,063.25	168.62	51.45

B.9c. Part-time Child Development Program Teachers – Hired before Aug. 1, 1986

218 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Career Increment A	15	37,598	3,133.17	172.47	52.49	38,061	3,171.75	174.59	53.27
	16	37,598	3,133.17	172.47	52.49	38,061	3,171.75	174.59	53.27
	17	37,598	3,133.17	172.47	52.49	38,061	3,171.75	174.59	53.27
Career Increment B	18	38,887	3,240.58	178.38	54.29	39,364	3,280.33	180.57	55.09
	19	38,887	3,240.58	178.38	54.29	39,364	3,280.33	180.57	55.09
	20	38,887	3,240.58	178.38	54.29	39,364	3,280.33	180.57	55.09
Career Increment C	21	40,172	3,347.67	184.28	56.09	40,666	3,388.33	186.54	56.92
	22	40,172	3,347.67	184.28	56.09	40,666	3,388.33	186.54	56.92
	23	40,172	3,347.67	184.28	56.09	40,666	3,388.33	186.54	56.92
Career Increment D	24	41,460	3,455.00	190.18	57.88	41,970	3,497.50	192.52	58.74
	25	41,460	3,455.00	190.18	57.88	41,970	3,497.50	192.52	58.74
	26	41,460	3,455.00	190.18	57.88	41,970	3,497.50	192.52	58.74
Career Increment E	27	42,749	3,562.42	196.10	59.68	43,274	3,606.17	198.50	60.57
	28	42,749	3,562.42	196.10	59.68	43,274	3,606.17	198.50	60.57
	29	42,749	3,562.42	196.10	59.68	43,274	3,606.17	198.50	60.57

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

218 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Salary Schedule IV D4 Requirement for Placement Undergraduate 60 to 90 units	2	31,974	2,664.50	146.67	25.51	32,446	2,703.83	148.83	25.88
	3	33,759	2,813.25	154.86	26.93	34,258	2,854.83	157.15	27.33
	4	35,541	2,961.75	163.03	28.35	36,066	3,005.50	165.44	28.77
	5	37,324	3,110.33	171.21	29.78	37,875	3,156.25	173.74	30.22
	6	39,106	3,258.83	179.39	31.20	39,684	3,307.00	182.04	31.66
	7	40,891	3,407.58	187.57	32.62	41,496	3,458.00	190.35	33.10
	8	42,675	3,556.25	195.76	34.05	43,305	3,608.70	198.65	34.55
	9	44,455	3,704.58	203.92	35.36	45,112	3,759.30	206.94	35.99
10	46,237	3,853.08	212.10	36.89	46,921	3,910.00	215.23	37.43	

Salary Schedule V D5 Requirement for Placement Undergraduate 91 units	2	32,763	2,730.25	150.29	26.14	33,247	2,770.50	152.51	26.52
	3	34,548	2,879.00	158.48	27.56	35,058	2,921.50	160.82	27.97
	4	36,329	3,027.42	166.65	28.98	36,866	3,072.10	169.11	29.41
	5	38,110	3,175.83	174.82	30.40	38,673	3,222.70	177.40	30.85
	6	39,896	3,324.67	183.01	31.83	40,485	3,373.70	185.71	32.30
	7	41,682	3,473.50	191.20	33.25	42,298	3,524.80	194.03	33.74
	8	43,462	3,621.83	199.37	34.67	44,105	3,675.40	202.32	35.19
	9	45,247	3,770.58	207.56	36.10	45,915	3,826.20	210.62	36.63
	10	47,028	3,919.00	215.72	37.52	47,723	3,976.90	218.91	38.07
11	48,811	4,067.58	223.90	38.94	49,533	4,127.70	227.22	39.52	

Salary Schedule VI F6 Requirement for Placement BA	2	33,570	2,797.50	153.99	26.78	34,066	2,838.83	156.27	27.18
	3	35,358	2,946.50	162.19	28.21	35,880	2,990.00	164.59	28.62
	4	37,148	3,095.67	170.40	29.63	37,697	3,141.42	172.92	30.07
	5	38,940	3,245.00	178.62	31.06	39,516	3,293.00	181.27	31.52
	6	40,730	3,394.17	186.83	32.49	41,332	3,444.33	189.60	32.97
	7	42,521	3,543.42	195.05	33.92	43,150	3,595.83	197.94	34.42
	8	44,312	3,692.67	203.27	35.35	44,967	3,747.25	206.27	35.87
	9	46,104	3,842.00	211.49	36.78	46,786	3,898.83	214.61	37.32
	10	47,895	3,991.25	219.70	38.21	48,603	4,050.25	222.95	38.77
	11	49,683	4,140.25	227.90	39.63	50,417	4,201.42	231.27	40.22
	12	51,477	4,289.75	236.13	41.07	52,237	4,353.08	239.62	41.67
	13	53,266	4,438.83	244.34	42.49	54,053	4,504.42	247.95	43.12
14	55,056	4,588.00	252.55	43.92	55,869	4,655.75	256.28	44.57	

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

218 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Career Increment A	15	56,846	4,737.17	260.76	45.35	57,686	4,807.17	264.61	46.02
	16	56,846	4,737.17	260.76	45.35	57,686	4,807.17	264.61	46.02
	17	56,846	4,737.17	260.76	45.35	57,686	4,807.17	264.61	46.02
Career Increment B	18	58,638	4,886.50	268.98	46.78	59,504	4,958.67	272.95	47.47
	19	58,638	4,886.50	268.98	46.78	59,504	4,958.67	272.95	47.47
	20	58,638	4,886.50	268.98	46.78	59,504	4,958.67	272.95	47.47
Career Increment C	21	60,428	5,035.67	277.19	48.21	61,321	5,110.08	281.29	48.92
	22	60,428	5,035.67	277.19	48.21	61,321	5,110.08	281.29	48.92
	23	60,428	5,035.67	277.19	48.21	61,321	5,110.08	281.29	48.92
Career Increment D	24	62,220	5,185.00	285.41	49.64	63,139	5,261.58	289.63	50.37
	25	62,220	5,185.00	285.41	49.64	63,139	5,261.58	289.63	50.37
	26	62,220	5,185.00	285.41	49.64	63,139	5,261.58	289.63	50.37
Career Increment E	27	64,009	5,334.08	293.62	51.06	64,955	5,412.92	297.96	51.82
	28	64,009	5,334.08	293.62	51.06	64,955	5,412.92	297.96	51.82
	29	64,009	5,334.08	293.62	51.06	64,955	5,412.92	297.96	51.82

B.11a. Part-time Child Development Program Teachers – Hired on or after Aug. 1, 1986

218 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Salary Schedule IV D4 Requirement for Placement Undergraduate 60 to 90 units	2	18,270	1,522.50	83.81	25.51	18,494	1,541.17	84.83	25.88
	3	19,290	1,607.50	88.49	26.93	19,527	1,627.15	88.82	27.33
	4	20,308	1,692.33	93.16	28.35	20,558	1,713.17	93.51	28.77
	5	21,327	1,777.25	97.83	29.78	21,589	1,799.08	98.20	30.22
	6	22,345	1,862.08	102.50	31.20	22,620	1,885.00	102.89	31.66
	7	23,363	1,947.08	107.18	32.62	23,643	1,970.25	107.59	33.10
	8	24,384	2,032.00	111.85	34.05	24,684	2,057.00	112.28	34.55
	9	25,402	2,116.83	116.52	35.36	25,714	2,226.17	116.96	35.99
	10	26,420	2,201.67	121.19	36.89	26,745	2,228.75	121.66	37.43
Salary Schedule V D5 Requirement for Placement Undergraduate 91 units	2	18,721	1,560.08	85.88	26.14	18,951	1,579.25	86.93	26.52
	3	19,741	1,645.08	90.56	27.56	19,983	1,665.25	91.67	27.97
	4	20,758	1,729.83	95.22	28.98	20,014	1,751.17	96.39	29.41
	5	21,776	1,814.67	99.89	30.40	22,044	1,837.00	101.12	30.85
	6	22,797	1,899.75	104.57	31.83	23,076	1,923.00	105.85	32.30
	7	23,817	1,984.75	109.25	33.25	24,110	2,009.17	110.60	33.74
	8	24,834	2,069.50	113.92	34.67	25,140	2,095.00	115.32	35.19
	9	25,854	2,154.50	118.60	36.10	26,172	2,181.00	120.06	36.63
	10	26,872	2,239.33	123.27	37.52	27,202	2,266.83	124.78	38.07
	11	27,891	2,324.25	127.94	38.94	28,234	2,352.83	129.51	39.52
Salary Schedule VI F6 Requirement for Placement BA	2	19,182	1,598.50	87.99	26.78	19,418	1,618.17	89.07	27.18
	3	20,204	1,683.67	92.68	28.21	20,452	1,704.33	93.82	28.62
	4	21,226	1,768.83	97.37	29.63	21,487	1,790.58	98.56	30.07
	5	22,250	1,854.17	102.06	31.06	22,524	1,877.00	103.32	31.52
	6	23,273	1,939.42	106.76	32.49	23,559	1,963.25	108.07	32.97
	7	24,296	2,024.67	111.45	33.92	24,596	2,049.67	112.83	34.42
	8	25,320	2,110.00	116.15	35.35	25,631	2,135.92	117.57	35.87
	9	26,344	2,195.33	120.84	36.78	26,668	2,222.33	122.33	37.32
	10	27,367	2,280.58	125.54	38.21	27,704	2,308.67	127.08	38.77
	11	28,389	2,365.70	130.22	39.63	28,738	2,394.83	131.83	40.22
	12	29,414	2,451.17	134.93	41.07	29,775	2,481.25	136.58	41.67
	13	30,436	2,536.33	139.61	42.49	30,810	2,567.50	141.33	43.12
	14	31,459	2,621.58	144.31	43.92	31,845	2,653.75	146.08	44.57

B.11b. Part-time Child Development Program Teachers – Hired on or after Aug. 1, 1986

218 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Career Increment A	15	32,482	2,706.83	149.00	45.35	32,881	2,740.08	150.83	46.02
	16	32,482	2,706.83	149.00	45.35	32,881	2,740.08	150.83	46.02
	17	32,482	2,706.83	149.00	45.35	32,881	2,740.08	150.83	46.02
Career Increment B	18	33,506	2,792.17	153.70	46.78	33,917	2,826.42	155.58	47.47
	19	33,506	2,792.17	153.70	46.78	33,917	2,826.42	155.58	47.47
	20	33,506	2,792.17	153.70	46.78	33,917	2,826.42	155.58	47.47
Career Increment C	21	34,529	2,877.42	158.39	48.21	34,953	2,912.75	160.33	48.92
	22	34,529	2,877.42	158.39	48.21	34,953	2,912.75	160.33	48.92
	23	34,529	2,877.42	158.39	48.21	34,953	2,912.75	160.33	48.92
Career Increment D	24	35,553	2,962.75	163.75	49.64	35,989	2,999.08	165.09	50.37
	25	35,553	2,962.75	163.75	49.64	35,989	2,999.08	165.09	50.37
	26	35,553	2,962.75	163.75	49.64	35,989	2,999.08	165.09	50.37
Career Increment E	27	36,575	3,047.92	167.78	51.06	37,024	3,085.33	169.83	51.82
	28	36,575	3,047.92	167.78	51.06	37,024	3,085.33	169.83	51.82
	29	36,575	3,047.92	167.78	51.06	37,024	3,085.33	169.83	51.82

B.12a. Child Development Program (Pilot Program) Teachers

217 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Salary Schedule VII D1 Requirement for Placement Undergraduate 60 to 90 units	2	40,841	3,403.42	188.21	26.89	41,445	3,453.75	190.99	27.28
	3	42,739	3,561.58	196.95	28.14	43,371	3,614.25	199.87	28.55
	4	44,638	3,719.83	205.71	29.39	45,298	3,774.83	208.75	29.82
	5	46,550	3,879.17	214.52	30.65	47,238	3,936.50	217.69	31.10
	6	48,448	4,037.33	223.26	31.89	49,164	4,097.00	226.56	32.37
	7	50,347	4,195.58	232.01	33.14	51,091	4,257.58	235.44	33.63
	8	52,259	4,354.92	240.82	34.40	53,031	4,419.25	244.38	34.91
	9	54,010	4,500.38	248.89	35.56	54,808	4,567.33	252.57	36.08
	10	56,056	4,671.33	258.32	36.90	56,884	4,740.33	262.14	37.45

Salary Schedule VIII D2 Requirement for Placement Undergraduate 91 units	2	41,683	3,473.58	192.09	27.44	42,299	3,524.92	194.93	27.85
	3	43,582	3,631.83	200.84	28.69	44,226	3,685.50	203.81	29.12
	4	45,480	3,790.00	209.59	29.94	46,152	3,846.00	212.68	30.38
	5	47,379	3,948.25	218.34	31.19	48,079	4,006.58	221.56	31.65
	6	49,291	4,107.58	227.15	32.45	50,019	4,168.25	230.50	32.93
	7	51,189	4,265.75	235.89	33.70	51,945	4,328.75	239.38	34.20
	8	53,088	4,424.00	244.65	34.95	53,873	4,489.42	248.26	35.47
	9	55,000	4,583.33	253.46	36.21	55,813	4,651.08	257.20	36.74
	10	56,898	4,741.50	262.20	37.46	57,739	4,811.58	266.08	38.01
	11	58,797	4,899.75	270.95	38.71	59,666	4,972.17	274.96	39.28

Salary Schedule IX D3 Requirement for Placement BA	2	42,539	3,544.92	196.03	28.00	43,168	3,597.33	198.93	28.42
	3	44,451	3,704.25	204.84	29.26	45,108	3,759.00	207.87	29.70
	4	46,349	3,862.42	213.59	30.51	47,034	3,919.50	216.75	30.96
	5	48,261	4,021.75	222.40	31.77	48,974	4,081.17	225.69	32.24
	6	50,173	4,181.08	231.21	33.03	50,914	4,242.83	234.63	33.52
	7	52,085	4,340.42	240.02	34.29	52,855	4,404.58	243.57	34.80
	8	53,997	4,499.75	248.83	35.55	54,795	4,566.25	252.51	36.07
	9	55,909	4,659.08	257.65	36.81	56,735	4,727.92	261.45	37.35
	10	57,821	4,818.42	266.46	38.07	58,675	4,889.58	270.39	38.63
	11	59,719	4,976.58	275.20	39.31	60,602	5,050.17	279.27	39.90
	12	61,645	5,137.08	284.08	40.58	62,556	5,213.00	288.28	41.18
	13	63,543	5,295.25	292.82	41.83	64,482	5,373.50	297.15	42.45
	14	65,455	5,454.58	301.64	43.09	66,422	5,535.17	306.09	43.73

B.12b. Child Development Program (Pilot Program) Teachers

217 Work Day Calendar		1.5% Based on 2006-2007 Rates Retro to July 1, 2007				3% Based on 2006-2007 Rates Effective July 1, 2008			
Class Occupation	Rating	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate	Annual Salary	Monthly Salary	Daily Rate	Hourly Rate
Career Increment A	15	67,367	5,613.92	310.45	44.35	68,363	5,696.92	315.04	45.01
	16	67,367	5,613.92	310.45	44.35	68,363	5,696.92	315.04	45.01
	17	67,367	5,613.92	310.45	44.35	68,363	5,696.92	315.04	45.01
Career Increment B	18	69,279	5,773.25	319.26	45.61	70,303	5,858.58	323.98	46.28
	19	69,279	5,773.25	319.26	45.61	70,303	5,858.58	323.98	46.28
	20	69,279	5,773.25	319.26	45.61	70,303	5,858.58	323.98	46.28
Career Increment C	21	71,191	5,932.58	328.07	46.87	72,243	6,020.25	332.92	47.56
	22	71,191	5,932.58	328.07	46.87	72,243	6,020.25	332.92	47.56
	23	71,191	5,932.58	328.07	46.87	72,243	6,020.25	332.92	47.56
Career Increment D	24	73,103	6,091.92	336.88	48.13	74,183	6,181.92	341.86	48.84
	25	73,103	6,091.92	336.88	48.13	74,183	6,181.92	341.86	48.84
	26	73,103	6,091.92	336.88	48.13	74,183	6,181.92	341.86	48.84
Career Increment E	27	75,001	6,250.08	345.63	49.38	76,109	6,342.42	350.73	50.10
	28	75,001	6,250.08	345.63	49.38	76,109	6,342.42	350.73	50.10
	29	75,001	6,250.08	345.63	49.38	76,109	6,342.42	350.73	50.10

B.13. 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
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)*		176.80	
Sub Dock Rate for Children Center Full-time*		149.23	
Sub Dock Rate for Children Center Part-time*		85.27	
Permanent Lead Teacher Pay per month (.07 x classification IV, rating 10 – Schedule F6 (LDT))		273.71	

*This sub dock rate is for 2007-2008 only, effective 9/21/2007. Thereafter it shall revert to the 2006-2007 rate, adjusted for any negotiated changes.

Appendix C: Parcel Tax Salary Schedules

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

184 Work Day Calendar

Class Occupation	Years of Service	Base Salary	08-09 Parcel Tax Add-on	08-09 Annual Salary	09-10 Parcel Tax Add-on	09-10 Annual Salary
Salary Schedule I B6 Requirements for Placement Bachelor Degree	1	45,103	948.50	46,051.50	1,897	47,000
	2	45,697	901.50	46,598.50	1,803	47,500
	3	46,289	905.50	47,194.50	1,811	48,100
	4	46,885	957.50	47,842.50	1,915	48,800
	5	47,478	1,011.00	48,489.00	2,022	49,500
	6	48,070	1,065.00	49,135.00	2,130	50,200
	7	48,664	1,118.00	49,782.00	2,236	50,900
	8	49,257	1,171.50	50,428.50	2,343	51,600
	9	49,851	1,224.50	51,075.50	2,449	52,300
	10	50,445	1,277.50	51,722.50	2,555	53,000
	11	51,378	1,161.00	52,539.00	2,322	53,700
	12	53,192	604.00	53,796.00	1,208	54,400
	13	55,006	47.00	55,053.00	94	55,100

Salary Schedule II B7 Requirements For Placement BA Plus 30 Units	1	45,697	2,230.50	48,519.50	4,303	50,000
	2	46,289	2,307.50	49,192.50	4,461	50,750
	3	46,885	2,386.00	49,864.00	4,615	51,500
	4	47,478	2,468.00	50,538.00	4,772	52,250
	5	48,070	2,543.00	51,207.00	4,936	53,000
	6	48,664	2,412.00	51,838.00	5,086	53,750
	7	49,426	1,679.50	53,070.50	4,824	54,250
	8	51,391	1,072.50	54,427.50	3,359	54,750
	9	53,355	589.50	55,910.50	2,145	55,500
	10	55,321	358.00	57,642.00	1,179	56,500
	11	57,284	375.50	59,624.50	716	58,000
	12	59,249	375.50	59,624.50	751	60,000
	13	59,249	375.50	59,624.50	751	60,000
	14	59,249	375.50	59,624.50	751	60,000
	15	59,249	375.50	59,624.50	751	60,000

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- 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 - \$1000
- National Board Certification - \$5,000

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

184 Work Day Calendar

Class Occupation	Years of Service	Base Salary	08-09 Parcel Tax Add-on	08-09 Annual Salary	09-10 Parcel Tax Add-on	09-10 Annual Salary
Salary Schedule III B8 Requirements For Placement BA Plus 60 Units	1	46,885	2,557.50	49,442.50	5,115	52,000
	2	47,478	2,861.00	50,339.00	5,722	53,200
	3	48,070	3,165.00	51,235.00	6,330	54,400
	4	49,633	3,183.50	52,816.50	6,367	56,000
	5	52,062	2,719.00	54,781.00	5,438	57,500
	6	54,490	2,255.00	56,745.00	4,510	59,000
	7	56,920	1,790.00	58,710.00	3,580	60,500
	8	59,349	1,325.50	60,674.50	2,651	62,000
	9	61,777	861.50	62,638.50	1,723	63,500
	10	64,207	546.50	64,753.50	1,093	65,300
	11	66,635	500.00	67,135.00	1,000	67,635
	12	66,635	1,250.00	67,885.00	2,500	69,135
	13	66,635	1,250.00	67,885.00	2,500	69,135
	14	69,065	1,035.00	70,100.00	2,070	71,135
	15	69,065	1,035.00	70,100.00	2,070	71,135
	16	69,065	1,035.00	70,100.00	2,070	71,135
	17	71,492	1,071.50	72,563.50	2,143	73,635
	18	71,492	1,071.50	72,563.50	2,143	73,635
	19	71,492	1,071.50	72,563.50	2,143	73,635
	20	73,922	1,211.50	75,133.50	2,423	76,345
	21	73,922	1,211.50	75,133.50	2,423	76,345
	22	73,922	1,211.50	75,133.50	2,423	76,345
	23	76,351	1,324.50	77,675.50	2,649	79,000
	24	76,351	1,324.50	77,675.50	2,649	79,000
	25	76,351	1,324.50	77,675.50	2,649	79,000
	26	78,777	1,611.50	80,388.50	3,223	82,000
	27	78,777	1,611.50	80,388.50	3,223	82,000
	28	78,777	1,611.50	80,388.50	3,223	82,000
	29	78,777	1,611.50	80,388.50	3,223	82,000
	30	78,777	1,611.50	80,388.50	3,223	82,000

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- 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 - \$1000
- National Board Certification - \$5,000

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

184 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Salary Schedule I C6 Requirements for Placement of Bachelor Degree	1	39,774
	2	39,774
	3	40,072
	4	40,370
	5	40,665
	6	40,962

Salary Schedule I C7 Requirements for Placement of BA Plus 30 Units	1	40,072
	2	40,072
	3	40,370
	4	41,569
	5	43,533
	6	45,497

Salary Schedule I C8 Requirements for Placement of BA Plus 60 Units	1	42,347
	2	42,347
	3	44,776
	4	47,205
	5	49,633
	6	52,062

C.3a. Credentialed Psychologists and Speech Pathologists

191 Work Day Calendar

Class Occupation	Years of Service	Base Salary	08-09 Parcel Tax Add-on	08-09 Annual Salary	09-10 Parcel Tax Add-on	09-10 Annual Salary
Psychologist Speech Therapist B1	1	66,165	717.50	66,882.50	1,435	67,600
	2	68,928	261.00	69,189.00	522	69,450
	3	71,688	281.00	71,969.00	562	72,250
	4	74,451	274.50	74,725.50	549	75,000
	5	74,451	274.50	74,725.50	549	75,000
	6	74,451	274.50	74,725.50	549	75,000
	7	77,051	724.50	77,775.50	1,449	78,500
	8	77,051	724.50	77,775.50	1,449	78,500
	9	77,051	724.50	77,775.50	1,449	78,500
	10	79,652	674.00	80,326.00	1,348	81,000
	11	79,652	674.00	80,326.00	1,348	81,000
	12	79,652	674.00	80,326.00	1,348	81,000
	13	82,251	624.50	82,875.50	1,249	83,500
	14	82,251	1,874.50	84,125.50	3,749	86,000
	15	82,251	1,874.50	84,125.50	3,749	86,000
	16	84,852	574.00	85,426.00	1,148	86,000
	17	84,852	1,574.00	86,426.00	3,148	88,000
	18	84,852	1,574.00	86,426.00	3,148	88,000
	19	87,454	273.00	87,727.00	546	89,500
	20	87,454	1,023.00	88,477.00	2,046	89,500
	21	87,454	1,023.00	88,477.00	2,046	89,500
	22	87,454	1,023.00	88,477.00	2,046	89,500
	23	87,454	1,523.00	88,977.00	3,046	90,500
	24	87,454	1,523.00	88,977.00	3,046	90,500
	25	87,454	1,523.00	88,977.00	3,046	90,500
	26	87,454	2,023.00	89,477.00	4,046	91,500
	27	87,454	2,023.00	89,477.00	4,046	91,500
	28	87,454	2,023.00	89,477.00	4,046	91,500
	29	87,454	2,023.00	89,477.00	4,046	91,500
	30	87,454	2,023.00	89,477.00	4,046	91,500

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD - \$3,000

C.3b. Emergency Credentialed Speech Pathologists

191 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Speech Therapist C1	1	57,895
	2	60,311
	3	62,727
	4	65,219
	5	65,219
	6	65,219

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

184 Work Day Calendar

Class Occupation	Years of Service	Base Salary	08-09 Parcel Tax Add-on	08-09 Annual Salary	09-10 Parcel Tax Add-on	09-10 Annual Salary
Social workers, Nurses, & Supervisors of Child Welfare and Attendance Rating 12 B9	1	45,115	2,442.50	47,557.50	4,885	50,000
	2	47,776	1,862.00	49,638.00	3,724	51,500
	3	50,438	1,981.00	52,419.00	3,962	54,400
	4	53,098	2,011.00	55,109.00	4,022	57,120
	5	55,758	2,021.00	57,779.00	4,042	59,800
	6	58,420	2,355.00	60,775.00	4,710	63,130
	7	61,080	1,827.50	62,907.50	3,655	64,735
	8	63,739	1,300.50	65,039.50	2,601	66,340
	9	66,401	772.00	67,173.00	1,544	67,945
	10	69,063	404.00	69,467.00	808	69,871
	11	71,722	323.50	72,045.50	647	72,369
	12	71,722	1,126.00	72,848.00	2,252	73,974
	13	71,722	1,126.00	72,848.00	2,252	73,974
	14	74,228	943.00	75,171.00	1,886	76,114
	15	74,228	943.00	75,171.00	1,886	76,114
	16	74,228	943.00	75,171.00	1,886	76,114
	17	76,733	1,028.00	77,761.00	2,056	78,789
	18	76,733	1,028.00	77,761.00	2,056	78,789
	19	76,733	1,028.00	77,761.00	2,056	78,789
	20	79,238	1,225.50	80,463.50	2,451	81,689
	21	79,238	1,225.50	80,463.50	2,451	81,689
	22	79,238	1,225.50	80,463.50	2,451	81,689
	23	81,742	1,394.00	83,136.00	2,788	84,530
	24	81,742	1,394.00	83,136.00	2,788	84,530
	25	81,742	1,394.00	83,136.00	2,788	84,530
	26	84,246	1,747.00	85,993.00	3,494	87,740
	27	84,246	1,747.00	85,993.00	3,494	87,740
	28	84,246	1,747.00	85,993.00	3,494	87,740
	29	84,246	1,747.00	85,993.00	3,494	87,740
	30	84,246	1,747.00	85,993.00	3,494	87,740

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD - \$3,000

C.5a. Head Counselors and Deans

189 Work Day Calendar

Class Occupation	Years of Service	Base Salary	08-09 Parcel Tax Add-on	08-09 Annual Salary	09-10 Parcel Tax Add-on	09-10 Annual Salary
Salary Schedule I	1	52,433	948.5	53,381.50	1,897	54,330.00
	2	53,027	901.5	53,928.50	1,803	54,830.00
	3	53,619	905.5	54,524.50	1,811	55,430.00
Head Counselors	4	54,215	957.5	55,172.50	1,915	56,130.00
	5	54,808	1,011.00	55,819.00	2,022	56,830.00
	6	55,400	1,065.00	56,465.00	2,130	57,530.00
R6	7	55,994	1,118.00	57,112.00	2,236	58,230.00
	8	56,587	1,171.50	57,758.50	2,343	58,930.00
	9	57,181	1,224.50	58,405.50	2,449	59,630.00
	10	57,775	1,277.50	59,052.50	2,555	60,330.00
	11	58,708	1,161.00	59,869.00	2,322	61,030.00
	12	60,522	604	61,126.00	1,208	61,730.00
	13	62,336	47	62,383.00	94	62,430.00

Salary Schedule II	1	53,027	2,230.50	55,257.50	4,303	57,330.00
	2	53,619	2,307.50	55,926.50	4,461	58,080.00
	3	54,215	2,386.00	56,601.00	4,615	58,830.00
Head Counselors	4	54,808	2,468.00	57,276.00	4,772	59,580.00
	5	55,400	2,543.00	57,943.00	4,936	60,336.00
	6	55,994	2,412.00	58,406.00	5,086	61,080.00
R7	7	56,756	1,679.50	58,435.50	4,824	61,580.00
	8	58,721	1,072.50	59,793.50	3,359	62,080.00
	9	60,685	589.5	61,274.50	2,145	62,830.00
	10	62,651	358	63,009.00	1,179	63,830.00
	11	64,614	375.5	64,989.50	716	65,330.00
	12	66,579	375.5	66,954.50	751	67,330.00
	13	66,579	375.5	66,954.50	751	67,330.00
	14	66,579	375.5	66,954.50	751	67,330.00
	15	66,579	375.5	66,954.50	751	67,330.00

Notes:

- Teachers working at Hard to Staff to Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1000
- National Board Certification - \$5,000

C.5b. Head Counselors and Deans

189 Work Day Calendar

Class Occupation	Years of Service	Base Salary	08-09 Parcel Tax Add-on	08-09 Annual Salary	09-10 Parcel Tax Add-on	09-10 Annual Salary
Salary Schedule III Head Counselors R8	1	54,215	2,557.50	56,772.50	5,115	59,330.00
	2	54,808	2,861.00	57,669.00	5,722	60,530.00
	3	55,400	3,165.00	58,565.00	6,330	61,730.00
	4	56,963	3,183.50	60,146.50	6,367	63,330.00
	5	59,392	2,719.00	62,111.00	5,438	64,830.00
	6	61,820	2,255.00	64,075.00	4,510	66,330.00
	7	64,250	1,790.00	66,040.00	3,580	67,830.00
	8	66,679	1,325.50	68,004.50	2,651	69,330.00
	9	69,107	861.5	69,968.50	1,723	70,830.00
	10	71,537	546.5	72,083.50	1,093	72,630.00
	11	73,965	500	74,465.00	1,000	74,965.00
	12	73,965	1,250.00	75,215.00	2,500	76,465.00
	13	73,965	1,250.00	75,215.00	2,500	76,465.00
	14	76,395	1,035.00	77,430.00	2,070	78,465.00
	15	76,395	1,035.00	77,430.00	2,070	78,465.00
	16	76,395	1,035.00	77,430.00	2,070	78,465.00
	17	78,822	1,071.50	79,893.50	2,143	80,965.00
	18	78,822	1,071.50	79,893.50	2,143	80,965.00
	19	78,822	1,071.50	79,893.50	2,143	80,965.00
	20	81,252	1,211.50	82,463.50	2,423	83,675.00
	21	81,252	1,211.50	82,463.50	2,423	83,675.00
	22	81,252	1,211.50	82,463.50	2,423	83,675.00
	23	83,681	1,324.50	85,005.50	2,649	86,330.00
	24	83,681	1,324.50	85,005.50	2,649	86,330.00
	25	83,681	1,324.50	85,005.50	2,649	86,330.00
	26	86,107	1,611.50	87,718.50	3,223	89,330.00
	27	86,107	1,611.50	87,718.50	3,223	89,330.00
	28	86,107	1,611.50	87,718.50	3,223	89,330.00
	29	86,107	1,611.50	87,718.50	3,223	89,330.00
	30	86,107	1,611.50	87,718.50	3,223	89,330.00

Notes:

- Teachers working at Hard to Staff to Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1000
- National Board Certification - \$5,000

C.6a. High School Department Heads

189 Work Day Calendar

Class Occupation	Years of Service	Base Salary	08-09 Parcel Tax Add-on	08-09 Annual Salary	09-10 Parcel Tax Add-on	09-10 Annual Salary
Salary Schedule I	1	48,435.00	948.5	49,383.50	1,897	50,332.00
	2	49,029.00	901.5	49,930.50	1,803	50,832.00
	3	49,621.00	905.5	50,526.50	1,811	51,432.00
Department Heads	4	50,217.00	957.5	51,174.50	1,915	52,132.00
	5	50,810.00	1,011.00	51,821.00	2,022	52,832.00
	6	51,402.00	1,065.00	52,467.00	2,130	53,532.00
S6	7	51,996.00	1,118.00	53,114.00	2,236	54,232.00
	8	52,589.00	1,171.50	53,760.50	2,343	54,932.00
	9	53,183.00	1,224.50	54,407.50	2,449	55,632.00
	10	53,777.00	1,277.50	55,054.50	2,555	56,332.00
	11	54,710.00	1,161.00	55,871.00	2,322	57,032.00
	12	56,524.00	604	57,128.00	1,208	57,732.00
	13	58,338.00	47	58,385.00	94	58,432.00

Salary Schedule II	1	49,029.00	2,230.50	51,259.50	4,303	53,332.00
	2	49,621.00	2,307.50	51,928.50	4,461	54,082.00
	3	50,217.00	2,386.00	52,603.00	4,615	54,832.00
Department Heads	4	50,810.00	2,468.00	53,278.00	4,772	55,582.00
	5	51,402.00	2,543.00	53,945.00	4,936	56,338.00
	6	51,996.00	2,412.00	54,408.00	5,086	57,082.00
S7	7	52,758.00	1,679.50	54,437.50	4,824	57,582.00
	8	54,723.00	1,072.50	55,795.50	3,359	58,082.00
	9	56,687.00	589.5	57,276.50	2,145	58,832.00
	10	58,653.00	358	59,011.00	1,179	59,832.00
	11	60,616.00	375.5	60,991.50	716	61,332.00
	12	62,581.00	375.5	62,956.50	751	63,332.00
	13	62,581.00	375.5	62,956.50	751	63,332.00
	14	62,581.00	375.5	62,956.50	751	63,332.00
	15	62,581.00	375.5	62,956.50	751	63,332.00

Notes:

- Teachers working at Hard to Staff to Schools - up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1000
- National Board Certification - \$5,000

C.6b. High School Department Heads

184 Work Day Calendar

Class Occupation	Years of Service	Base Salary	08-09 Parcel Tax Add-on	08-09 Annual Salary	09-10 Parcel Tax Add-on	09-10 Annual Salary
Salary Schedule III Department Heads S8	1	50,217.00	2,557.50	52,774.50	5,115	55,332.00
	2	50,810.00	2,861.00	53,671.00	5,722	56,532.00
	3	51,402.00	3,165.00	54,567.00	6,330	57,732.00
	4	52,965.00	3,183.50	56,148.50	6,367	59,332.00
	5	55,394.00	2,719.00	58,113.00	5,438	60,832.00
	6	57,822.00	2,255.00	60,077.00	4,510	62,332.00
	7	60,252.00	1,790.00	62,042.00	3,580	63,832.00
	8	62,681.00	1,325.50	64,006.50	2,651	65,332.00
	9	65,109.00	861.5	65,970.50	1,723	66,832.00
	10	67,539.00	546.5	68,085.50	1,093	68,632.00
	11	69,967.00	500	70,467.00	1,000	70,967.00
	12	69,967.00	1,250.00	71,217.00	2,500	72,467.00
	13	69,967.00	1,250.00	71,217.00	2,500	72,467.00
	14	72,397.00	1,035.00	73,432.00	2,070	74,467.00
	15	72,397.00	1,035.00	73,432.00	2,070	74,467.00
	16	72,397.00	1,035.00	73,432.00	2,070	74,467.00
	17	74,824.00	1,071.50	75,895.50	2,143	76,967.00
	18	74,824.00	1,071.50	75,895.50	2,143	76,967.00
	19	74,824.00	1,071.50	75,895.50	2,143	76,967.00
	20	77,254.00	1,211.50	78,465.50	2,423	79,677.00
	21	77,254.00	1,211.50	78,465.50	2,423	79,677.00
	22	77,254.00	1,211.50	78,465.50	2,423	79,677.00
	23	79,683.00	1,324.50	81,007.50	2,649	82,332.00
	24	79,683.00	1,324.50	81,007.50	2,649	82,332.00
	25	79,683.00	1,324.50	81,007.50	2,649	82,332.00
	26	82,109.00	1,611.50	83,720.50	3,223	85,332.00
	27	82,109.00	1,611.50	83,720.50	3,223	85,332.00
	28	82,109.00	1,611.50	83,720.50	3,223	85,332.00
	29	82,109.00	1,611.50	83,720.50	3,223	85,332.00
	30	82,109.00	1,611.50	83,720.50	3,223	85,332.00

Notes:

- Teachers working at Hard to Staff to Schools - up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1000
- National Board Certification - \$5,000

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

218 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Salary Schedule IV D4 Requirements for Placement Undergraduate 60 to 90 Units	2	32,446
	3	34,258
	4	36,066
	5	37,875
	6	39,684
	7	41,496
	8	43,305
	9	45,112
	10	46,921

Salary Schedule V D5 Requirements For Placement Undergraduate 91+Units	2	33,247
	3	35,058
	4	36,866
	5	38,673
	6	40,485
	7	42,298
	8	44,105
	9	45,915
	10	47,723
	11	49,533

Salary Schedule VI D6 Requirements For Placement BA	2	34,066
	3	35,880
	4	37,697
	5	39,516
	6	41,333
	7	43,150
	8	44,967
	9	46,786
	10	48,603
	11	50,417
	12	52,237
	13	54,053
	14	55,869

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

218 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Salary Schedule VII	2	38,760
	3	40,663
	4	42,571
D7 Requirements for Placement BA Plus 30 Units	5	44,473
	6	46,381
	7	48,281
	8	50,187
	9	52,092
	10	53,996
	11	55,900
	12	57,805
	13	59,710

Salary Schedule VIII	2	41,636	
	3	43,919	
	4	46,204	
D8 Requirements for Placement BA Plus 60 Units	5	48,491	
	6	50,776	
	7	53,060	
	8	55,347	
	9	57,664	
	10	59,916	
	Rating 12	11	62,203
		12	64,489
		13	64,489
14		64,489	
15		66,773	
16		66,773	
17		66,773	
18		69,060	
19		69,060	
20		69,060	
Rating 12	21	71,343	
	22	71,343	
	23	71,343	
	24	73,631	
	25	73,631	
	26	73,631	
	27	75,919	
	28	75,919	
	29	75,919	

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

218 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Salary Schedule IV D4 Requirements for Placement Undergraduate 60 to 90 Units	2	18,494
	3	19,527
	4	20,558
	5	21,589
	6	22,620
	7	23,643
	8	24,684
	9	25,714
	10	26,745

Salary Schedule V D5 Requirements For Placement Undergraduate 91+Units	2	18,951
	3	19,983
	4	20,014
	5	22,044
	6	23,076
	7	24,110
	8	25,140
	9	26,172
	10	27,202
	11	28,234

Salary Schedule VI D6 Requirements For Placement BA	2	19,418
	3	20,252
	4	21,487
	5	22,524
	6	23,560
	7	24,596
	8	25,631
	9	26,668
	10	27,704
	11	28,738
	12	29,775
	13	30,810
	14	31,845

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

218 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Salary Schedule VII	2	22,093
	3	23,178
	4	24,265
D7 Requirements for Placement BA Plus 30 Units	5	25,350
	6	26,437
	7	27,520
	8	28,607
	9	29,692
	10	30,778
	11	31,863
	12	32,949
	13	34,035

Salary Schedule VIII	2	23,733	
	3	25,034	
	4	26,336	
D8 Requirements for Placement BA Plus 60 Units	5	27,640	
	6	28,942	
	7	30,244	
	8	31,548	
	9	32,868	
	10	34,152	
	Rating 12	11	35,456
		12	36,759
		13	36,759
14		36,759	
15		38,061	
16		38,061	
17		38,061	
18		39,364	
19		39,364	
20		39,364	
	21	40,666	
	22	40,666	
	23	40,666	
	24	41,970	
	25	41,970	
	26	41,970	
	27	43,274	
	28	43,274	
	29	43,274	

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

218 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Salary Schedule IV D4 Requirements for Placement Undergraduate 60 to 90 units	2	32,446
	3	34,258
	4	36,066
	5	37,875
	6	39,684
	7	41,496
	8	43,305
	9	45,112
	10	46,921

Salary Schedule V D5 Requirements for Placement Undergraduate 91+units	2	33,247
	3	33,247
	4	35,058
	5	36,866
	6	38,673
	7	40,485
	8	42,298
	9	44,105
	10	45,915
	11	47,723
	12	49,533

Salary Schedule VI F6 Requirements for Placement BA	2	34,066
	3	35,880
	4	37,697
	5	39,516
	6	41,332
	7	43,150
	8	44,967
	9	46,786
	10	48,603
	11	50,417
	12	52,237
	13	54,053
	14	55,869
	15	57,686
	16	57,686
	17	57,686
	18	59,504
	19	59,504
	20	59,504

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

218 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Salary Schedule VI	21	61,321
	22	61,321
	23	61,321
F6 Requirements for Placement BA	24	63,139
	25	63,139
	26	63,139
	27	64,955
	28	64,955
	29	64,955

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

218 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Salary Schedule IV D4 Requirements for Placement Undergraduate 60 to 90 units	2	18,494
	3	19,527
	4	20,558
	5	21,589
	6	22,620
	7	23,643
	8	24,684
	9	25,714
	10	26,745

Salary Schedule V D5 Requirements for Placement Undergraduate 91+units	2	18,951
	3	19,983
	4	20,014
	5	22,044
	6	23,076
	7	24,110
	8	25,140
	9	26,172
	10	27,202
	11	28,234

Salary Schedule VI F6 Requirements for Placement BA	2	19,418
	3	20,452
	4	21,487
	5	22,524
	6	23,559
	7	24,596
	8	25,631
	9	26,668
	10	27,704
	11	28,738
	12	29,775
	13	30,810
	14	31,845
	15	32,881
	16	32,881
	17	32,881
	18	33,917
	19	33,917
	20	33,917

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

218 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Salary Schedule VI	21	34,953
	22	34,953
	23	34,953
F6 Requirements for Placement BA	24	35,989
	25	35,989
	26	35,989
	27	37,024
	28	37,024
	29	37,024

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

217 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Salary Schedule VII D1 Requirement for Placement Undergraduate 60 to 90 Units	2	41,445
	3	43,271
	4	45,298
	5	47,238
	6	49,164
	7	51,091
	8	53,031
	9	54,808
	10	56,884

Salary Schedule VIII D2 Requirement for Placement Undergraduate 91 Units	2	42,299
	3	44,226
	4	46,152
	5	48,079
	6	50,019
	7	51,945
	8	53,873
	9	55,813
	10	57,739
	11	59,666

Salary Schedule IX D3 Requirement for Placement BA	2	43,168
	3	45,108
	4	47,034
	5	48,974
	6	50,914
	7	52,855
	8	54,795
	9	56,735
	10	58,675
	11	60,602
	12	62,556
	13	64,482
	14	66,422
	15	68,363
	16	68,363
	17	68,363
	18	70,303
19	70,303	
20	70,303	

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

217 Work Day Calendar

Class Occupation	Years of Service	Annual Salary
Salary Schedule IX D3 Requirement for Placement BA	21	72,243
	22	72,243
	23	72,243
	24	74,183
	25	74,183
	26	74,183
	27	76,109
	28	76,109
	29	76,109

C.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
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	