

Appendix B: Salary Schedules

B.1a. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017	
		184 Work Day Base	QTEA Add-on
Salary Schedule I	1	53,328	1,897
	2	54,032	1,803
	3	54,731	1,811
B6 Requirements For Placement	4	55,437	1,915
	5	56,137	2,022
	6	56,836	2,130
	7	57,539	2,236
	8	58,241	2,343
Bachelor Degree	9	58,944	2,449
	10	59,644	2,555
	11	60,749	2,322
	12	62,894	1,208
	13	65,037	94

Class Occupation	Years of Service	July 1, 2017	
		184 Work Day Base	QTEA Add-on
Salary Schedule II	1	54,032	4,303
	2	54,731	4,461
	3	55,437	4,615
B7 Requirements For Placement	4	56,137	4,772
	5	56,836	4,930
	6	57,539	5,086
	7	58,441	4,824
	8	60,764	3,359
BA Plus 30 Units	9	63,086	2,145
	10	65,410	1,179
	11	67,731	716
	12	70,056	751
	13	70,056	751
	14	70,056	751
	15	70,056	751

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 High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.1aa. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018	
		184 Work Day Base	QTEA Add-on
Salary Schedule I	1	55,461	1,897
	2	56,193	1,803
	3	56,920	1,811
B6 Requirements For Placement	4	57,654	1,915
	5	58,382	2,022
	6	59,109	2,130
	7	59,841	2,236
	8	60,571	2,343
Bachelor Degree	9	61,302	2,449
	10	62,030	2,555
	11	63,179	2,322
	12	65,410	1,208
	13	67,638	94

Class Occupation	Years of Service	July 1, 2018	
		184 Work Day Base	QTEA Add-on
Salary Schedule II	1	56,193	4,303
	2	56,920	4,461
	3	57,654	4,615
B7 Requirements For Placement	4	58,382	4,772
	5	59,109	4,930
	6	59,841	5,086
	7	60,779	4,824
	8	63,195	3,359
BA Plus 30 Units	9	65,609	2,145
	10	68,026	1,179
	11	70,440	716
	12	72,858	751
	13	72,858	751
	14	72,858	751
	15	72,858	751

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 High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.1ab. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2019-2020 School Year)

Class Occupation	Years of Service	July 1, 2019		July 1, 2019 184 Work Day Annual Salary
		184 Work Day Base	QTEA Add-on	
Salary Schedule I	1	57,679	1,897	59,576
	2	58,441	1,803	60,244
	3	59,197	1,811	61,008
B6 Requirements For Placement	4	59,960	1,915	61,875
	5	60,717	2,022	62,739
	6	61,473	2,130	63,603
	7	62,235	2,236	64,471
Bachelor Degree	8	62,994	2,343	65,337
	9	63,754	2,449	66,203
	10	64,511	2,555	67,066
	11	65,706	2,322	68,028
	12	68,026	1,208	69,234
	13	70,344	94	70,438

Class Occupation	Years of Service	July 1, 2019		July 1, 2019 184 Work Day Annual Salary
		184 Work Day Base	QTEA Add-on	
Salary Schedule II	1	58,441	4,303	62,744
	2	59,197	4,461	63,658
	3	59,960	4,615	64,575
B7 Requirements For Placement	4	60,717	4,772	65,489
	5	61,473	4,930	66,403
	6	62,235	5,086	67,321
	7	63,210	4,824	68,034
BA Plus 30 Units	8	65,723	3,359	69,082
	9	68,233	2,145	70,378
	10	70,747	1,179	71,926
	11	73,258	716	73,974
	12	75,772	751	76,523
	13	75,772	751	76,523
	14	75,772	751	76,523
	15	75,772	751	76,523

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 High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.1b. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 184 Work Day Annual Salary
		184 Work Day Base	QTEA Add-on	
Salary Schedule III	1	55,437	5,115	60,552
	2	56,137	5,722	61,859
	3	56,836	6,330	63,166
B8 Requirements For Placement	4	58,685	6,367	65,052
	5	61,557	5,438	66,995
	6	64,427	4,510	68,937
	7	67,302	3,580	70,882
BA Plus 60 Units	8	70,174	2,651	72,825
	9	73,046	1,723	74,769
	10	75,917	1,093	77,010
	11	78,789	1,000	79,789
	12	78,789	2,500	81,289
	13	78,789	2,500	81,289
Career Increment A	14	81,661	2,070	83,731
	15	81,661	2,070	83,731
	16	81,661	2,070	83,731
Career Increment B	17	84,530	2,143	86,673
	18	84,530	2,143	86,673
	19	84,530	2,143	86,673
Career Increment C	20	87,405	2,423	89,828
	21	87,405	2,423	89,828
	22	87,405	2,423	89,828
Career Increment D	23	90,277	2,649	92,926
	24	90,277	2,649	92,926
	25	90,277	2,649	92,926
Career Increment E	26	93,145	3,223	96,368
	27	93,145	3,223	96,368
	28	93,145	3,223	96,368

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 High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.1ba. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018	QTEA Add-on	July 1, 2018
		184 Work Day Base		184 Work Day Annual Salary
Salary Schedule III	1	57,654	5,115	62,769
	2	58,382	5,722	64,104
	3	59,109	6,330	65,439
B8 Requirements For Placement	4	61,032	6,367	67,399
	5	64,019	5,438	69,457
	6	67,004	4,510	71,514
	7	69,994	3,580	73,574
	8	72,981	2,651	75,632
BA Plus 60 Units	9	75,968	1,723	77,691
	10	78,954	1,093	80,047
	11	81,941	1,000	82,941
	12	81,941	2,500	84,441
	13	81,941	2,500	84,441
Career Increment A	14	84,927	2,070	86,997
	15	84,927	2,070	86,997
	16	84,927	2,070	86,997
Career Increment B	17	87,911	2,143	90,054
	18	87,911	2,143	90,054
	19	87,911	2,143	90,054
Career Increment C	20	90,901	2,423	93,324
	21	90,901	2,423	93,324
	22	90,901	2,423	93,324
Career Increment D	23	93,888	2,649	96,537
	24	93,888	2,649	96,537
	25	93,888	2,649	96,537
Career Increment E	26	96,871	3,223	100,094
	27	96,871	3,223	100,094
	28	96,871	3,223	100,094

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 High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.1bb. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019	QTEA Add-on	July 1, 2019
		184 Work Day Base		184 Work Day Annual Salary
Salary Schedule III	1	59,960	5,115	65,075
	2	60,717	5,722	66,439
	3	61,473	6,330	67,803
B8 Requirements For Placement	4	63,473	6,367	69,840
	5	66,580	5,438	72,018
	6	69,684	4,510	74,194
	7	72,794	3,580	76,374
	8	75,900	2,651	78,551
BA Plus 60 Units	9	79,007	1,723	80,730
	10	82,112	1,093	83,205
	11	85,219	1,000	86,219
	12	85,219	2,500	87,719
	13	85,219	2,500	87,719
Career Increment A	14	88,324	2,070	90,394
	15	88,324	2,070	90,394
	16	88,324	2,070	90,394
Career Increment B	17	91,427	2,143	93,570
	18	91,427	2,143	93,570
	19	91,427	2,143	93,570
Career Increment C	20	94,537	2,423	96,960
	21	94,537	2,423	96,960
	22	94,537	2,423	96,960
Career Increment D	23	97,644	2,649	100,293
	24	97,644	2,649	100,293
	25	97,644	2,649	100,293
Career Increment E	26	100,746	3,223	103,969
	27	100,746	3,223	103,969
	28	100,746	3,223	103,969

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 High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.2a. Wellness Counselor (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017		
		184 Work Day Base	QTEA Add-on	
		July 1, 2017		
		184 Work Day	Annual Salary	
Wellness Counselor B2	1	54,389	5,115	59,504
	2	56,313	5,722	62,035
	3	58,238	6,330	64,568
	4	60,735	6,367	67,102
	5	63,742	5,438	69,180
	6	66,752	4,510	71,262
	7	69,762	3,580	73,342
	8	72,768	2,651	75,419
	9	75,778	1,723	77,501
	10	78,789	1,093	79,882
	11	81,795	1,000	82,795
	12	81,795	2,500	84,295
	13	81,795	2,500	84,295
Career Increment A	14	84,714	2,070	86,784
	15	84,714	2,070	86,784
	16	84,714	2,070	86,784
Career Increment B	17	87,630	2,143	89,773
	18	87,630	2,143	89,773
	19	87,630	2,143	89,773
Career Increment C	20	90,547	2,423	92,970
	21	90,547	2,423	92,970
	22	90,547	2,423	92,970
Career Increment D	23	93,463	2,649	96,112
	24	93,463	2,649	96,112
	25	93,463	2,649	96,112
Career Increment E	26	96,378	3,223	96,601
	27	96,378	3,223	96,601
	28	96,378	3,223	96,601

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

B.2ba. Wellness Counselor (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018		July 1, 2018 184 Work Day Annual Salary
		184 Work Day Base	QTEA Add-on	
Wellness Counselor B2	1	56,565	5,115	61,680
	2	58,566	5,722	64,288
	3	60,568	6,330	66,898
	4	63,164	6,367	69,531
	5	66,292	5,438	71,730
	6	69,422	4,510	73,932
	7	72,552	3,580	76,132
	8	75,679	2,651	78,330
	9	78,809	1,723	80,532
	10	81,941	1,093	83,034
	11	85,067	1,000	86,067
	12	85,067	2,500	87,567
	13	85,067	2,500	87,567
Career Increment A	14	88,103	2,070	90,173
	15	88,103	2,070	90,173
	16	88,103	2,070	90,173
Career Increment B	17	91,135	2,143	93,278
	18	91,135	2,143	93,278
	19	91,135	2,143	93,278
Career Increment C	20	94,169	2,423	96,592
	21	94,169	2,423	96,592
	22	94,169	2,423	96,592
Career Increment D	23	97,202	2,649	99,851
	24	97,202	2,649	99,851
	25	97,202	2,649	99,851
Career Increment E	26	100,233	3,223	103,456
	27	100,233	3,223	103,456
	28	100,233	3,223	103,456

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

B.2bb. Wellness Counselor (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		July 1, 2019 184 Work Day Annual Salary
		184 Work Day Base	QTEA Add-on	
Wellness Counselor B2	1	58,828	5,115	63,943
	2	60,909	5,722	66,631
	3	62,991	6,330	69,321
	4	65,691	6,367	72,058
	5	68,944	5,438	74,382
	6	72,199	4,510	76,709
	7	75,454	3,580	79,034
	8	78,706	2,651	81,357
	9	81,961	1,723	83,684
	10	85,219	1,093	86,312
	11	88,470	1,000	89,470
	12	88,470	2,500	90,970
	13	88,470	2,500	90,970
Career Increment A	14	91,627	2,070	93,697
	15	91,627	2,070	93,697
	16	91,627	2,070	93,697
Career Increment B	17	94,780	2,143	96,923
	18	94,780	2,143	96,923
	19	94,780	2,143	96,923
Career Increment C	20	97,936	2,423	100,359
	21	97,936	2,423	100,359
	22	97,936	2,423	100,359
Career Increment D	23	101,090	2,649	103,739
	24	101,090	2,649	103,739
	25	101,090	2,649	103,739
Career Increment E	26	104,242	3,223	107,465
	27	104,242	3,223	107,465
	28	104,242	3,223	107,465

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

B.3a. TK-12 Intern/Emergency and other Non-Credential Teachers (2017-2018 School Year)

Class Occupation	Years of Service	July 1, 2018
		184 Work Day Annual Salary
Salary	1	47,028
Schedule I	2	47,028
C6	3	47,380
Requirements For Placement	4	47,733
Bachelor Degree	5	48,081
	6	48,433

Class Occupation	Years of Service	July 1, 2018
		184 Work Day Annual Salary
Salary	1	47,381
Schedule II	2	47,381
C7	3	47,433
Requirements For Placement	4	49,151
BA Plus 30 Units	5	51,473
	6	53,795

Class Occupation	Years of Service	July 1, 2018
		184 Work Day Annual Salary
Salary	1	50,071
Schedule II	2	50,071
C8	3	52,943
Requirements For Placement	4	55,816
BA Plus 60 Units	5	58,685
	6	61,557

B.3aa. TK-12 Intern/Emergency and other Non-Credential Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 184 Work Day Annual Salary
Salary	1	48,909
Schedule I	2	48,909
C6	3	49,275
Requirements For Placement	4	49,642
Bachelor Degree	5	50,004
	6	50,370

Class Occupation	Years of Service	July 1, 2018 184 Work Day Annual Salary
Salary	1	49,276
Schedule II	2	49,276
C7	3	49,642
Requirements For Placement	4	51,117
BA Plus 30 Units	5	53,532
	6	55,947

Class Occupation	Years of Service	July 1, 2018 184 Work Day Annual Salary
Salary	1	52,074
Schedule II	2	52,074
C8	3	55,061
Requirements For Placement	4	58,049
BA Plus 60 Units	5	61,032
	6	64,019

B.3ab. TK-12 Intern/Emergency and other Non-Credential Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019
		184 Work Day Annual Salary
Salary Schedule I	1	50,865
	2	50,865
C6	3	51,245
	4	51,628
Requirements For Placement	5	52,004
	6	52,385

Class Occupation	Years of Service	July 1, 2019
		184 Work Day Annual Salary
Salary Schedule II	1	51,247
	2	51,247
C7	3	51,628
	4	53,162
Requirements For Placement	5	55,673
	6	58,185

Class Occupation	Years of Service	July 1, 2019
		184 Work Day Annual Salary
Salary Schedule II	1	54,157
	2	54,157
C8	3	57,263
	4	60,371
Requirements For Placement	5	63,473
	6	66,580

B.4a. Credentialed Psychologists, Speech Pathologists, and Autism Behavior Analysts (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 191 Work Day Base	QTEA Add-on	July 1, 2017 191 Work Day Annual Salary
Psychologist Speech Pathologist B1	1	78,233	1,435	79,668
	2	81,501	522	82,023
	3	84,764	562	85,326
	4	88,030	549	88,579
	5	88,030	549	88,579
	6	88,030	549	88,579
Career Increment A	7	91,102	1,449	92,551
	8	91,102	1,449	92,551
	9	91,102	1,449	92,551
Career Increment B	10	94,180	1,348	95,528
	11	94,180	1,348	95,528
	12	94,180	3,848	98,028
Career Increment C	13	97,947	1,249	99,196
	14	97,947	3,749	101,696
	15	97,947	3,749	101,696
Career Increment D	16	101,143	1,148	102,291
	17	101,143	3,148	104,291
	18	101,143	3,148	104,291
Career Increment E	19	104,340	546	104,886
	20	104,340	2,046	106,386
	21	104,340	2,046	106,386
	22	107,540	2,046	109,586
	23	107,540	3,046	110,586
	24	107,540	3,046	110,586
	25	107,540	3,046	110,586
	26	107,540	3,046	110,586
	27	107,540	3,046	110,586
	28	107,540	4,046	111,586

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
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000

B.4aa. Credentialed Psychologists, Speech Pathologists, and Autism Behavior Analysts (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 191 Work Day Base	QTEA Add-on	July 1, 2018 191 Work Day Annual Salary
Psychologist Speech Pathologist B1	1	81,362	1,435	82,797
	2	84,761	522	85,283
	3	88,155	562	88,717
	4	91,551	549	92,100
	5	91,551	549	92,100
	6	91,551	549	92,100
Career Increment A	7	94,746	1,449	96,195
	8	94,746	1,449	96,195
	9	94,746	1,449	96,195
Career Increment B	10	97,947	1,348	99,094
	11	97,947	1,348	99,094
	12	97,947	3,848	101,795
Career Increment C	13	101,143	1,249	102,392
	14	101,143	3,749	104,892
	15	101,143	3,749	104,892
Career Increment D	16	104,340	1,148	105,488
	17	104,340	3,148	107,488
	18	104,340	3,148	107,488
Career Increment E	19	107,540	546	108,086
	20	107,540	2,046	109,586
	21	107,540	2,046	109,586
	22	107,540	2,046	109,586
	23	107,540	3,046	110,586
	24	107,540	3,046	110,586
	25	107,540	3,046	110,586
	26	107,540	3,046	110,586
	27	107,540	3,046	110,586
	28	107,540	4,046	111,586

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
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000

B.4ab. Credentialed Psychologists, Speech Pathologists, and Autism Behavior Analysts (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 191 Work Day Base	QTEA Add-on	July 1, 2019 191 Work Day Annual Salary
Psychologist Speech Pathologist B1	1	84,616	1,435	86,051
	2	88,151	522	88,673
	3	91,681	562	92,243
	4	95,213	549	95,762
	5	95,213	549	95,762
	6	95,213	549	95,762
Career Increment A	7	98,536	1,449	99,985
	8	98,536	1,449	99,985
	9	98,536	1,449	99,985
Career Increment B	10	101,865	1,348	103,213
	11	101,865	1,348	103,213
	12	101,865	3,848	105,713
Career Increment C	13	105,189	1,249	106,438
	14	105,189	3,749	108,938
	15	105,189	3,749	108,938
Career Increment D	16	108,514	1,148	109,662
	17	108,514	3,148	111,662
	18	108,514	3,148	111,662
Career Increment E	19	111,842	546	112,388
	20	111,842	2,046	113,888
	21	111,842	2,046	113,888
	22	111,842	2,046	113,888
	23	111,842	3,046	114,888
	24	111,842	3,046	114,888
	25	111,842	3,046	114,888
	26	111,842	3,046	114,888
	27	111,842	3,046	114,888
	28	111,842	4,046	115,888

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
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000

B.4b. Emergency Credentialed Speech Pathologists and Autism Behavior Analysts (2017-2020 School Years)

		July 1, 2017 3% Increase 191 Work Day Annual Salary
Class Occupation	Years of Service	
Speech Pathologist C1	1	68,455
	2	71,311
	3	74,168
	4	77,114
	5	77,114
	6	77,114

		July 1, 2018 4% Increase 191 Work Day Annual Salary
Class Occupation	Years of Service	
Speech Pathologist C1	1	71,193
	2	74,163
	3	77,135
	4	80,199
	5	80,199
	6	80,199

		July 1, 2019 4% Increase 191 Work Day Annual Salary
Class Occupation	Years of Service	
Speech Pathologist C1	1	74,041
	2	77,130
	3	80,220
	4	83,407
	5	83,407
	6	83,407

B.5a Social workers, Nurses, & Supervisors of Child Welfare and Attendance (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017	QTEA	July 1, 2017
		184 Work Day Base	Add-on	184 Work Day Annual Salary
Social Workers, Nurses, & Supervisors of Child Welfare and Attendance Rating 12 B9	1	53,345	4,885	58,230
	2	56,489	3,724	60,213
	3	59,637	3,962	63,599
	4	62,783	4,022	66,805
	5	65,927	4,042	69,969
	6	69,075	4,710	73,785
	7	72,221	3,655	75,876
	8	75,365	2,601	77,966
	9	78,513	1,544	80,057
	10	81,659	808	82,467
	11	84,803	647	85,450
	12	84,803	2,252	87,055
	13	84,803	2,252	87,055
Career Increment A	14	87,766	1,886	89,652
	15	87,766	1,886	89,652
	16	87,766	1,886	89,652
Career Increment B	17	90,727	2,056	92,783
	18	90,727	2,056	92,783
	19	90,727	2,056	92,783
Career Increment C	20	93,691	2,451	96,142
	21	93,691	2,451	96,142
	22	93,691	2,451	96,142
Career Increment D	23	96,651	2,788	99,439
	24	96,651	2,788	99,439
	25	96,651	2,788	99,439
Career Increment E	26	99,611	3,494	103,105
	27	99,611	3,494	103,105
	28	99,611	3,494	103,105

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
- Teachers working at High Potential schools – up to \$2,000
- Teachers working at Hard to Fill subject area - \$1,000

B.5aa Social workers, Nurses, & Supervisors of Child Welfare and Attendance (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 184 Work Day Base	QTEA Add-on	July 1, 2018 184 Work Day Annual Salary
Social Workers, Nurses, & Supervisors of Child Welfare and Attendance Rating 12 B9	1	55,479	4,885	60,364
	2	58,749	3,724	62,473
	3	62,022	3,962	65,984
	4	65,294	4,022	69,316
	5	68,564	4,042	72,606
	6	71,738	4,710	76,448
	7	75,110	3,655	78,765
	8	78,380	2,601	80,981
	9	81,654	1,544	83,198
	10	84,925	808	85,733
	11	88,195	647	88,842
	12	88,195	2,252	90,447
	13	88,195	2,252	90,447
Career Increment A	14	91,277	1,886	93,163
	15	91,277	1,886	93,163
	16	91,277	1,886	93,163
Career Increment B	17	94,356	2,056	96,412
	18	94,356	2,056	96,412
	19	94,356	2,056	96,412
Career Increment C	20	97,439	2,451	99,890
	21	97,439	2,451	99,890
	22	97,439	2,451	99,890
Career Increment D	23	100,517	2,788	103,303
	24	100,517	2,788	103,303
	25	100,517	2,788	103,303
Career Increment E	26	103,595	3,494	107,089
	27	103,595	3,494	107,089
	28	103,595	3,494	107,089

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
- Teachers working at High Potential schools – up to \$2,000
- Teachers working at Hard to Fill subject area - \$1,000

B.5ab Social workers, Nurses, & Supervisors of Child Welfare and Attendance (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 184 Work Day Base	QTEA Add-on	July 1, 2019 184 Work Day Annual Salary
Social Workers, Nurses, & Supervisors of Child Welfare and Attendance Rating 12 B9	1	57,698	4,885	62,583
	2	61,099	3,724	64,823
	3	64,503	3,962	68,465
	4	67,906	4,022	71,928
	5	71,307	4,042	75,349
	6	74,712	4,710	79,422
	7	78,114	3,655	81,769
	8	81,515	2,601	84,116
	9	84,920	1,544	86,464
	10	88,322	808	89,130
	11	91,723	647	92,370
	12	91,723	2,252	93,975
	13	91,723	2,252	93,973
Career Increment A	14	94,928	1,886	96,814
	15	94,928	1,886	96,814
	16	94,928	1,886	96,814
Career Increment B	17	98,130	2,056	100,186
	18	98,130	2,056	100,186
	19	98,130	2,056	100,186
Career Increment C	20	101,337	2,451	103,788
	21	101,337	2,451	103,788
	22	101,337	2,451	103,788
Career Increment D	23	104,538	2,788	107,326
	24	104,538	2,788	107,326
	25	104,538	2,788	107,326
Career Increment E	26	107,739	3,494	111,233
	27	107,739	3,494	111,233
	28	107,739	3,494	111,233

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
- Teachers working at High Potential schools – up to \$2,000
- Teachers working at Hard to Fill subject area - \$1,000

B.6a. Head Counselors and Deans (2017-2018 Salary Schedule) – 3% Increase

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule I	1	61,996	1,897	63,893
	2	62,699	1,803	64,502
	3	63,399	1,811	65,210
R6 Requirements For Placement	4	64,103	1,915	66,018
	5	64,803	2,022	66,825
	6	65,505	2,130	67,635
	7	66,206	2,236	68,442
	8	66,908	2,343	69,251
Bachelor Degree	9	67,609	2,449	70,058
	10	68,312	2,555	70,867
	11	69,415	2,322	71,737
	12	71,561	1,208	72,769
	13	73,705	94	73,799

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule II	1	62,699	4,303	67,002
	2	63,399	4,461	67,860
	3	64,103	4,615	68,718
R7 Requirements For Placement	4	64,803	4,772	69,575
	5	65,505	4,930	70,435
	6	66,206	5,086	71,292
	7	67,109	4,824	71,933
	8	69,430	3,359	72,789
BA Plus 30 Units	9	71,753	2,145	73,898
	10	74,078	1,179	75,257
	11	76,397	716	77,113
	12	78,723	751	79,474
	13	78,723	751	79,474
	14	78,723	751	79,474
	15	78,723	751	79,474

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.6aa. Head Counselors and Deans (2018-2019 Salary Schedule) – 4% Increase

Class Occupation	Years of Service	July 1, 2018		July 1, 2018 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule I	1	64,476	1,897	66,373
	2	65,207	1,803	67,010
	3	65,935	1,811	67,746
R6 Requirements For Placement	4	66,667	1,915	68,582
	5	67,395	2,022	69,417
	6	68,125	2,130	70,255
	7	68,854	2,236	71,090
	8	69,584	2,343	71,927
Bachelor Degree	9	70,313	2,449	72,762
	10	71,044	2,555	73,599
	11	72,192	2,322	74,514
	12	74,423	1,208	74,423
	13	76,653	94	76,747

Class Occupation	Years of Service	July 1, 2018		July 1, 2018 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule II	1	65,207	4,303	69,510
	2	65,935	4,461	70,396
	3	66,667	4,615	71,282
R7 Requirements For Placement	4	67,395	4,772	72,167
	5	68,125	4,930	73,325
	6	68,854	5,086	73,940
	7	69,793	4,824	74,617
	8	72,207	3,359	75,566
BA Plus 30 Units	9	74,623	2,145	76,768
	10	77,041	1,179	78,220
	11	79,453	716	80,169
	12	81,872	751	82,623
	13	81,872	751	82,623
	14	81,872	751	82,623
	15	81,872	751	82,623

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.6ab. Head Counselors and Deans (2019-2020 Salary Schedule) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		July 1, 2019 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule I	1	67,055	1,897	68,952
	2	67,815	1,803	69,618
	3	68,572	1,811	70,383
R6 Requirements For Placement	4	69,334	1,915	71,249
	5	70,091	2,022	72,113
	6	70,850	2,130	72,980
	7	71,608	2,236	73,844
	8	72,367	2,343	74,710
Bachelor Degree	9	73,126	2,449	75,575
	10	73,886	2,555	73,886
	11	75,080	2,322	77,402
	12	77,400	1,208	78,608
	13	79,719	94	79,813

Class Occupation	Years of Service	July 1, 2019		July 1, 2019 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule II	1	67,815	4,303	72,118
	2	68,572	4,461	73,033
	3	69,334	4,615	73,949
R7 Requirements For Placement	4	70,091	4,772	74,863
	5	70,850	4,930	75,780
	6	71,608	5,086	76,694
	7	72,585	4,824	77,409
	8	75,095	3,359	78,454
BA Plus 30 Units	9	77,608	2,145	79,753
	10	80,123	1,179	81,302
	11	82,631	716	83,347
	12	85,147	751	85,898
	13	85,147	751	85,898
	14	85,147	751	83,898
	15	85,147	751	83,898

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.6ba. Head Counselors and Deans (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule III	1	64,103	5,115	69,218
	2	64,803	5,722	70,525
	3	65,505	6,330	71,835
R8 Requirements For Placement	4	67,352	6,367	73,719
	5	70,224	5,438	75,662
	6	73,094	4,510	77,604
	7	75,969	3,580	79,549
	8	78,841	2,651	81,492
BA Plus 60 Units	9	81,712	1,723	83,435
	10	84,584	1,093	85,677
	11	87,455	1,000	88,455
	12	87,455	2,500	89,955
	13	87,455	2,500	89,955
Career Increment A	14	90,328	2,070	92,398
	15	90,328	2,070	92,398
	16	90,328	2,070	92,398
Career Increment B	17	93,197	2,143	95,340
	18	93,197	2,143	95,340
	19	93,197	2,143	95,340
Career Increment C	20	96,070	2,423	98,493
	21	96,070	2,423	98,493
	22	96,070	2,423	98,493
Career Increment D	23	98,945	2,649	101,594
	24	98,945	2,649	101,594
	25	98,945	2,649	101,594
Career Increment E	26	101,812	3,223	105,035
	27	101,812	3,223	105,035
	28	101,812	3,223	105,035

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.6ba. Head Counselors and Deans (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018		
		189 Work Day Base	QTEA Add-on	
		July 1, 2018	July 1, 2018	
		189 Work Day	Annual Salary	
Salary Schedule III	1	66,667	5,115	71,782
	2	67,395	5,722	73,117
	3	68,125	6,330	74,455
R8 Requirements For Placement	4	70,046	6,367	76,413
	5	73,033	5,438	78,471
	6	76,018	4,510	80,528
	7	79,008	3,580	82,588
	8	81,995	2,651	84,646
BA Plus 60 Units	9	84,980	1,723	86,703
	10	87,967	1,093	89,060
	11	90,953	1,000	91,953
	12	90,953	2,500	93,453
	13	90,953	2,500	93,453
Career Increment A	14	93,941	2,070	96,011
	15	93,941	2,070	96,011
	16	93,941	2,070	96,011
Career Increment B	17	96,925	2,143	99,068
	18	96,925	2,143	99,068
	19	96,925	2,143	99,068
Career Increment C	20	99,913	2,423	102,336
	21	99,913	2,423	102,336
	22	99,913	2,423	102,336
Career Increment D	23	102,903	2,649	105,549
	24	102,903	2,649	105,549
	25	102,903	2,649	105,549
Career Increment E	26	105,884	3,223	109,107
	27	105,884	3,223	109,107
	28	105,884	3,223	109,107

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.6bb. Head Counselors and Deans (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		July 1, 2019 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule III	1	69,334	5,115	74,449
	2	70,091	5,722	75,813
	3	70,850	6,330	77,180
R8 Requirements For Placement	4	72,848	6,367	79,215
	5	75,954	5,438	81,392
	6	79,059	4,510	83,569
	7	82,168	3,580	85,748
	8	85,275	2,651	87,926
BA Plus 60 Units	9	88,379	1,723	90,102
	10	91,486	1,093	92,579
	11	94,591	1,000	95,591
	12	94,591	2,500	97,091
	13	94,591	2,500	97,091
Career Increment A	14	97,699	2,070	99,769
	15	97,699	2,070	99,769
	16	97,699	2,070	99,769
Career Increment B	17	100,802	2,143	102,945
	18	100,802	2,143	102,945
	19	100,802	2,143	102,945
Career Increment C	20	103,910	2,423	106,333
	21	103,910	2,423	106,333
	22	103,910	2,423	106,333
Career Increment D	23	107,019	2,649	109,668
	24	107,019	2,649	109,668
	25	107,019	2,649	109,668
Career Increment E	26	110,119	3,223	113,340
	27	110,119	3,223	113,340
	28	110,119	3,223	113,340

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.7a. High School Department Heads and Special Education Content Specialists (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 189 Work Day Base	QTEA Add-on	July 1, 2017 189 Work Day Annual Salary
Salary Schedule I	1	57,268	1,897	59,165
	2	57,971	1,803	59,774
	3	58,670	1,811	60,481
S6 Requirements For Placement	4	59,374	1,915	61,289
	5	60,077	2,022	62,099
	6	60,776	2,130	62,906
	7	61,479	2,236	63,715
	8	62,180	2,343	64,523
Bachelor Degree	9	62,882	2,449	65,331
	10	63,584	2,555	66,139
	11	64,688	2,322	67,010
	12	66,832	1,208	68,040
	13	68,976	94	69,070

Class Occupation	Years of Service	July 1, 2017 189 Work Day Base	QTEA Add-on	July 1, 2017 189 Work Day Annual Salary
Salary Schedule II	1	57,971	4,303	62,274
	2	58,670	4,461	63,131
	3	59,374	4,615	63,989
S7 Requirements For Placement	4	60,077	4,772	64,849
	5	60,776	4,930	65,706
	6	61,479	5,086	66,565
	7	62,380	4,824	67,204
	8	64,704	3,359	68,063
BA Plus 30 Units	9	67,026	2,145	69,171
	10	69,349	1,179	70,528
	11	71,670	716	72,386
	12	73,995	751	74,746
	13	73,995	751	74,746
	14	73,995	751	74,746
	15	73,995	751	74,746

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (S7 and S8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (S8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.7aa. High School Department Heads and Special Education Content Specialists (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018		July 1, 2018 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule I	1	59,559	1,897	61,456
	2	60,290	1,803	62,093
	3	61,017	1,811	62,828
S6 Requirements For Placement	4	61,749	1,915	63,664
	5	62,480	2,022	64,502
	6	63,207	2,130	65,337
	7	63,938	2,236	66,174
	8	64,667	2,343	67,010
Bachelor Degree	9	65,397	2,449	67,846
	10	66,127	2,555	68,682
	11	67,276	2,322	69,598
	12	69,505	1,208	70,713
	13	71,735	94	71,829

Class Occupation	Years of Service	July 1, 2018		July 1, 2018 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule II	1	60,290	4,303	64,593
	2	61,017	4,461	65,478
	3	61,749	4,615	66,364
S7 Requirements For Placement	4	62,480	4,772	67,252
	5	63,207	4,930	68,137
	6	63,938	5,086	69,024
	7	64,875	4,824	69,699
	8	67,292	3,359	70,651
BA Plus 30 Units	9	69,707	2,145	69,707
	10	72,123	1,179	73,302
	11	74,537	716	75,253
	12	76,955	751	77,706
	13	76,955	751	77,706
	14	76,955	751	77,706
	15	76,955	751	77,706

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (S7 and S8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (S8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.7ab. High School Department Heads and Special Education Content Specialists (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 189 Work Day Base	QTEA Add-on	July 1, 2019 189 Work Day Annual Salary
Salary Schedule I	1	61,941	1,897	63,838
	2	62,702	1,803	64,505
	3	63,458	1,811	65,269
S6 Requirements For Placement	4	64,219	1,915	66,134
	5	64,979	2,022	67,001
	6	65,735	2,130	67,865
	7	66,496	2,236	68,732
	8	67,254	2,343	69,597
Bachelor Degree	9	68,013	2,449	70,462
	10	68,772	2,555	71,327
	11	69,967	2,322	72,289
	12	72,285	1,208	73,493
	13	74,604	94	74,698

Class Occupation	Years of Service	July 1, 2019 189 Work Day Base	QTEA Add-on	July 1, 2019 189 Work Day Annual Salary
Salary Schedule II	1	62,702	4,303	67,005
	2	63,458	4,461	67,919
	3	64,219	4,615	68,834
S7 Requirements For Placement	4	64,979	4,772	69,751
	5	65,735	4,930	70,665
	6	66,496	5,086	71,582
	7	67,470	4,824	72,294
	8	69,984	3,359	73,343
BA Plus 30 Units	9	72,495	2,145	74,640
	10	75,008	1,179	76,187
	11	77,518	716	78,24
	12	80,033	751	80,784
	13	80,033	751	80,784
	14	80,033	751	80,784
	15	80,033	751	80,784

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 High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.7b. High School Department Heads and Special Education Content Specialists (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule III	1	59,374	5,115	64,489
	2	60,077	5,722	65,799
	3	60,776	6,330	67,106
S8 Requirements For Placement	4	62,625	6,367	68,992
	5	65,496	5,438	65,496
	6	68,366	4,510	72,876
	7	71,240	3,580	74,820
	8	74,113	2,651	76,764
BA Plus 60 Units	9	76,983	1,723	78,706
	10	79,857	1,093	80,950
	11	82,728	1,000	83,728
	12	82,728	2,500	85,228
	13	82,728	2,500	85,228
Career Increment A	14	85,601	2,070	87,671
	15	85,601	2,070	87,671
	16	85,601	2,070	87,671
Career Increment B	17	88,470	2,143	90,613
	18	88,470	2,143	90,613
	19	88,470	2,143	90,613
Career Increment C	20	91,343	2,423	93,766
	21	91,343	2,423	93,766
	22	91,343	2,423	93,766
Career Increment D	23	94,216	2,649	96,865
	24	94,216	2,649	96,865
	25	94,216	2,649	96,865
Career Increment E	26	97,084	3,223	100,307
	27	97,084	3,223	100,307
	28	97,084	3,223	100,307

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 High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.7ba. High School Department Heads and Special Education Content Specialists (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018		July 1, 2018 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule III	1	61,749	5,115	66,864
	2	62,480	5,722	68,202
	3	63,207	6,330	69,537
S8 Requirements For Placement	4	65,130	6,367	71,497
	5	68,116	5,438	73,554
	6	71,101	4,510	75,611
	7	74,090	3,580	77,670
	8	77,078	2,651	79,729
BA Plus 60 Units	9	80,062	1,723	71,785
	10	83,051	1,093	84,144
	11	86,037	1,000	87,037
	12	86,037	2,500	88,537
	13	86,037	2,500	88,537
Career Increment A	14	89,025	2,070	91,095
	15	89,025	2,070	91,095
	16	89,025	2,070	91,095
Career Increment B	17	92,009	2,143	94,152
	18	92,009	2,143	94,152
	19	92,009	2,143	94,152
Career Increment C	20	94,997	2,423	97,420
	21	94,997	2,423	97,420
	22	94,997	2,423	97,420
Career Increment D	23	97,985	2,649	100,634
	24	97,985	2,649	100,634
	25	97,985	2,649	100,634
Career Increment E	26	100,967	3,223	104,190
	27	100,967	3,223	104,190
	28	100,967	3,223	104,190

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 High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.7bb. High School Department Heads and Special Education Content Specialists (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		July 1, 2019 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule III	1	64,219	5,115	69,334
	2	64,979	5,722	70,701
	3	65,735	6,330	72,065
S8 Requirements For Placement	4	67,735	6,367	74,102
	5	70,841	5,438	76,279
	6	73,945	4,510	78,455
	7	77,054	3,580	80,634
BA Plus 60 Units	8	80,161	2,651	82,812
	9	83,264	1,723	84,987
	10	86,373	1,093	87,466
	11	89,478	1,000	90,478
	12	89,478	2,500	91,978
	13	89,478	2,500	91,978
Career Increment A	14	92,586	2,070	94,656
	15	92,586	2,070	94,656
	16	92,586	2,070	94,656
Career Increment B	17	95,689	2,143	97,832
	18	95,689	2,143	97,832
	19	95,689	2,143	97,832
Career Increment C	20	98,797	2,423	101,220
	21	98,797	2,423	101,220
	22	98,797	2,423	101,220
Career Increment D	23	101,904	2,649	104,553
	24	101,904	2,649	104,553
	25	101,904	2,649	104,553
Career Increment E	26	105,006	3,223	108,229
	27	105,006	3,223	108,229
	28	105,006	3,223	108,229

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 High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.8a Early Education Department School-Age Teachers (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 218 Work Day Annual Salary
Salary Schedule IV D4 Requirements For Placement Undergraduate 60-90 Units	1	21,867
	2	23,090
	3	24,309
	4	25,526
	5	26,745
	6	27,955
	7	29,186
	8	30,404
	9	31,622

Class Occupation	Years of Service	July 1, 2017 218 Work Day Annual Salary
Salary Schedule D5 Requirements For Placement Undergraduate 91+ Units	1	22,409
	2	23,628
	3	23,665
	4	26,064
	5	27,285
	6	28,507
	7	29,725
	8	30,945
	9	32,164
	10	33,384

Class Occupation	Years of Service	July 1, 2017 218 Work Day Annual Salary
Salary Schedule D8 Requirements For Placement Undergraduate BA Plus 60 Units*	1	27,638
	2	29,153
	3	30,669
	4	32,188
	5	33,704
	6	35,220
	7	36,739
	8	38,276
	9	39,771
	10	41,290
	11	42,807
	12	42,807
	13	42,807
Career Increment A	14	44,323
	15	44,323
	16	44,323
Career Increment B	17	45,840
	18	45,840
	19	45,840

Note: *Early Education Department School-Age Teachers – Hired before Aug. 1, 1986 only

B.8a Early Education Department School-Age Teachers (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 218 Work Day Annual Salary
Career Increment C	20	47,357
	21	47,357
	22	47,357
Career Increment D	23	48,876
	24	48,876
	25	48,876
Career Increment E	26	50,394
	27	50,394
	28	50,394

Class Occupation	Years of Service	July 1, 2017 218 Work Day Annual Salary
Salary Schedule F6 Requirements For Placement Undergraduate BA	1	22,960
	2	24,181
	3	25,406
	4	26,633
	5	27,856
	6	29,083
	7	30,306
	8	31,530
	9	32,757
	10	33,979
	11	35,206
	12	36,430
	13	37,654
Career Increment A	14	38,877
	15	38,877
	16	38,877
Career Increment B	17	40,102
	18	40,102
	19	40,102
Career Increment C	20	41,328
	21	41,328
	22	41,328
Career Increment D	23	42,553
	24	42,553
	25	42,553
Career Increment E	26	43,776
	27	43,776
	28	43,776

B.8ab Early Education Department School-Age Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 218 Work Day Annual Salary
Salary Schedule IV D4 Requirements For Placement Undergraduate 60-90 Units	1	22,742
	2	24,014
	3	25,281
	4	26,547
	5	27,815
	6	29,073
	7	30,353
	8	31,620
	9	32,887

Class Occupation	Years of Service	July 1, 2018 218 Work Day Annual Salary
Salary Schedule D5 Requirements For Placement Undergraduate 91+ Units	1	23,305
	2	24,573
	3	24,612
	4	27,107
	5	28,376
	6	29,647
	7	30,914
	8	32,183
	9	33,451
	10	34,719

Class Occupation	Years of Service	July 1, 2018 218 Work Day Annual Salary
Salary Schedule D8 Requirements For Placement Undergraduate BA Plus 60 Units*	1	28,744
	2	30,319
	3	31,896
	4	33,476
	5	35,052
	6	36,629
	7	38,209
	8	39,807
	9	41,362
	10	42,942
	11	44,519
	12	44,519
	13	44,519
Career Increment A	14	46,096
	15	46,096
	16	46,096
Career Increment B	17	47,674
	18	47,674
	19	47,674

Note: *Early Education Department School-Age Teachers – Hired before Aug. 1, 1986 only

B.8ab Early Education Department School-Age Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 218 Work Day Annual Salary
Career Increment C	20	49,251
	21	49,251
	22	49,251
Career Increment D	23	50,831
	24	50,831
	25	50,831
Career Increment E	26	52,410
	27	52,410
	28	52,410

Class Occupation	Years of Service	July 1, 2018 218 Work Day Annual Salary
Salary Schedule F6 Requirements For Placement Undergraduate BA	1	23,878
	2	25,148
	3	26,422
	4	27,698
	5	28,970
	6	30,246
	7	31,518
	8	32,791
	9	34,067
	10	35,338
	11	36,614
	12	37,887
	13	39,160
Career Increment A	14	40,432
	15	40,432
	16	40,432
Career Increment B	17	41,706
	18	41,706
	19	41,706
Career Increment C	20	42,981
	21	42,981
	22	42,981
Career Increment D	23	44,255
	24	44,255
	25	44,255
Career Increment E	26	45,527
	27	45,527
	28	45,527

B.8ab Early Education Department School-Age Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 218 Work Day Annual Salary
Salary Schedule IV D4 Requirements For Placement Undergraduate 60-90 Units	1	23,652
	2	24,975
	3	26,292
	4	27,609
	5	28,928
	6	30,236
	7	31,567
	8	32,885
	9	34,202

Class Occupation	Years of Service	July 1, 2019 218 Work Day Annual Salary
Salary Schedule D5 Requirements For Placement Undergraduate 91+ Units	1	24,237
	2	25,556
	3	25,596
	4	28,191
	5	29,511
	6	30,833
	7	32,151
	8	33,470
	9	34,789
	10	36,108

Class Occupation	Years of Service	July 1, 2019 218 Work Day Annual Salary
Salary Schedule D8 Requirements For Placement Undergraduate BA Plus 60 Units*	1	29,894
	2	31,532
	3	33,172
	4	34,815
	5	36,454
	6	38,094
	7	39,737
	8	41,399
	9	43,016
	10	44,660
	11	46,300
	12	46,300
	13	46,300
Career Increment A	14	47,940
	15	47,940
	16	47,940
Career Increment B	17	49,581
	18	49,581
	19	49,581

Note: *Early Education Department School-Age Teachers – Hired before Aug. 1, 1986 only
 B.8ab Early Education Department School-Age Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019
		218 Work Day Annual Salary
Career Increment C	20	51,221
	21	51,221
	22	51,221
Career Increment D	23	52,864
	24	52,864
	25	52,864
Career Increment E	26	54,506
	27	54,506
	28	54,506

Class Occupation	Years of Service	July 1, 2019
		218 Work Day Annual Salary
Salary Schedule F6 Requirements For Placement Undergraduate BA	1	24,833
	2	26,154
	3	27,479
	4	28,806
	5	30,129
	6	31,456
	7	32,779
	8	34,103
	9	35,430
	10	36,752
	11	38,079
	12	39,402
	13	40,726
Career Increment A	14	42,049
	15	42,049
	16	42,049
Career Increment B	17	43,374
	18	43,374
	19	43,374
Career Increment C	20	44,700
	21	44,700
	22	44,700
Career Increment D	23	46,025
	24	46,025
	25	46,025
Career Increment E	26	47,348
	27	47,348
	28	47,348

B.9a. Early Education Department Pre-K Teachers (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 191 Work Day Annual Salary
Salary Schedule D1 Requirements For Placement Undergraduate 60-90 Units	1	46,713
	2	48,858
	3	50,999
	4	53,141
	5	55,282
	6	57,426
	7	59,568
	8	61,707
	9	63,849

Class Occupation	Years of Service	July 1, 2017 191 Work Day Annual Salary
Salary Schedule D2 Requirements For Placement Undergraduate 91+ Units	1	47,659
	2	49,804
	3	51,947
	4	54,085
	5	56,229
	6	58,375
	7	60,517
	8	62,658
	9	64,798
	10	66,942

Class Occupation	Years of Service	July 1, 2017 191 Work Day Annual Salary
Salary Schedule D3 Requirements For Placement BA	1	48,630
	2	50,778
	3	52,931
	4	55,083
	5	57,233
	6	59,386
	7	61,535
	8	63,689
	9	65,840
	10	67,988
	11	70,143
	12	72,292
	Career Increment A	13
14		76,594
15		76,594
Career Increment B	16	76,594
	17	78,746
	18	78,746
	19	78,746

B.9a. Early Education Department Pre-K Teachers (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 191 Work Day Annual Salary
Career Increment C	20	80,897
	21	80,897
	22	80,897
Career Increment D	23	83,050
	24	83,050
	25	83,050
Career Increment E	26	85,200
	27	85,200
	28	85,200

Class Occupation	Years of Service	July 1, 2017 191 Work Day Annual Salary
Salary Schedule D9 Requirements For Placement Undergraduate BA	1	57,592
	2	60,295
	3	63,001
	4	65,707
	5	68,414
	6	71,117
	7	73,823
	8	76,532
	9	79,233
	10	81,942
	11	84,646
	12	84,646
	13	84,646
Career Increment A	14	87,351
	15	87,351
	16	87,351
Career Increment B	17	90,058
	18	90,058
	19	90,058
Career Increment C	20	92,763
	21	92,763
	22	92,763
Career Increment D	23	95,470
	24	95,470
	25	95,470
Career Increment E	26	98,180
	27	98,180
	28	98,180

Notes: * Salary Schedule D9 is only for teachers who were Y-rated in 2006.

B.9aa. Early Education Department Pre-K Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 191 Work Day Annual Salary
Salary Schedule D1 Requirements For Placement Undergraduate 60-90 Units	1	48,582
	2	50,812
	3	53,039
	4	55,267
	5	57,493
	6	59,723
	7	61,951
	8	64,175
	9	66,403

Class Occupation	Years of Service	July 1, 2018 191 Work Day Annual Salary
Salary Schedule D2 Requirements For Placement Undergraduate 91+ Units	1	49,565
	2	51,796
	3	54,025
	4	56,248
	5	58,478
	6	60,710
	7	62,938
	8	65,164
	9	67,390
	10	69,620

Class Occupation	Years of Service	July 1, 2018 191 Work Day Annual Salary
Salary Schedule D3 Requirements For Placement BA	1	50,575
	2	52,809
	3	55,048
	4	57,286
	5	59,522
	6	61,761
	7	63,996
	8	66,237
	9	68,474
	10	70,708
	11	72,949
	12	75,184
	13	77,421
Career Increment A	14	79,658
	15	79,658
	16	79,658
Career Increment B	17	81,896
	18	81,896
	19	81,896

B.9ba. Early Education Department Pre-K Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 191 Work Day Annual Salary
Career Increment C	20	84,133
	21	84,133
	22	84,133
Career Increment D	23	86,372
	24	86,372
	25	86,372
Career Increment E	26	88,608
	27	88,608
	28	88,608

Class Occupation	Years of Service	July 1, 2018 191 Work Day Annual Salary
Salary Schedule D9 Requirements For Placement Undergraduate BA	1	59,896
	2	62,707
	3	65,521
	4	68,335
	5	71,151
	6	73,962
	7	76,776
	8	79,593
	9	82,402
	10	85,220
	11	88,032
	12	88,032
	13	88,032
Career Increment A	14	90,845
	15	90,845
	16	90,845
Career Increment B	17	93,660
	18	93,660
	19	93,660
Career Increment C	20	96,474
	21	96,474
	22	96,474
Career Increment D	23	99,289
	24	99,289
	25	99,289
Career Increment E	26	102,107
	27	102,107
	28	102,107

Notes: * Salary Schedule D9 is only for teachers who were Y-rated in 2006.

B.9ab. Early Education Department Pre-K Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 191 Work Day Annual Salary
Salary Schedule D1 Requirements For Placement Undergraduate 60-90 Units	1	50,525
	2	52,844
	3	55,161
	4	57,478
	5	59,793
	6	62,112
	7	64,429
	8	66,742
	9	69,059

Class Occupation	Years of Service	July 1, 2019 191 Work Day Annual Salary
Salary Schedule D2 Requirements For Placement Undergraduate 91+ Units	1	51,548
	2	53,868
	3	56,186
	4	58,498
	5	60,817
	6	63,138
	7	65,456
	8	67,771
	9	70,086
	10	72,405

Class Occupation	Years of Service	July 1, 2019 191 Work Day Annual Salary
Salary Schedule D3 Requirements For Placement BA	1	52,598
	2	54,921
	3	57,250
	4	59,577
	5	61,903
	6	64,231
	7	66,556
	8	68,886
	9	71,213
	10	73,536
	11	75,867
	12	78,191
	13	80,518
Career Increment A	14	82,844
	15	82,844
	16	82,844
Career Increment B	17	85,172
	18	85,172
	19	85,172

B.9ba. Early Education Department Pre-K Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019
		191 Work Day Annual Salary
Career Increment C	20	87,498
	21	87,498
	22	87,498
Career Increment D	23	89,827
	24	89,827
	25	89,827
Career Increment E	26	92,152
	27	92,152
	28	92,152

Class Occupation	Years of Service	July 1, 2019
		191 Work Day Annual Salary
Salary Schedule D9 Requirements For Placement Undergraduate BA	1	62,292
	2	65,215
	3	68,142
	4	71,068
	5	73,997
	6	76,920
	7	79,847
	8	82,777
	9	85,698
	10	88,629
	11	91,553
	12	91,553
	13	91,553
Career Increment A	14	94,479
	15	94,479
	16	94,479
Career Increment B	17	97,406
	18	97,406
	19	97,406
Career Increment C	20	100,333
	21	100,333
	22	100,333
Career Increment D	23	103,261
	24	103,261
	25	103,261
Career Increment E	26	106,191
	27	106,191
	28	106,191

Notes: * Salary Schedule D9 is only for teachers who were Y-rated in 2006.

B.10a. Early Education Department Infant/Toddler Teachers (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 219 Work Day Annual Salary
Salary Schedule T1 Requirements For Placement Undergraduate 60-90 Units	1	53,562
	2	56,019
	3	58,474
	4	60,931
	5	63,386
	6	65,844
	7	68,302
	8	70,755
	9	73,208

Class Occupation	Years of Service	July 1, 2017 219 Work Day Annual Salary
Salary Schedule T2 Requirements For Placement Undergraduate 91+ Units	1	54,647
	2	57,105
	3	59,561
	4	62,015
	5	64,473
	6	66,934
	7	69,388
	8	71,844
	9	74,298

Class Occupation	Years of Service	July 1, 2017 219 Work Day Annual Salary
Salary Schedule T3 Requirements For Placement BA	1	55,758
	2	58,221
	3	60,689
	4	63,158
	5	65,621
	6	68,090
	7	70,556
	8	73,025
	9	75,491
	10	77,955
	11	80,425
	12	82,889
	13	85,356
Career Increment A	14	87,823
	15	87,823
Career Increment B	16	87,823
	17	90,290
Career Increment C	18	90,290
	19	90,290
Career Increment D	20	92,756
	21	92,756
Career Increment E	22	92,756
	23	95,226
Career Increment D	24	95,226
	25	95,226
Career Increment E	26	97,689
	27	97,689
Career Increment E	28	97,689

B.10aa. Early Education Department Infant/Toddler Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 219 Work Day Annual Salary
Salary Schedule T1 Requirements For Placement Undergraduate 60-90 Units	1	55,704
	2	58,260
	3	60,813
	4	63,368
	5	65,921
	6	68,478
	7	71,034
	8	73,585
	9	76,136

Class Occupation	Years of Service	July 1, 2018 219 Work Day Annual Salary
Salary Schedule T2 Requirements For Placement Undergraduate 91+ Units	1	56,833
	2	59,389
	3	61,943
	4	64,496
	5	67,052
	6	69,611
	7	72,164
	8	74,718
	9	77,270

Class Occupation	Years of Service	July 1, 2018 219 Work Day Annual Salary
Salary Schedule T3 Requirements For Placement BA	1	57,988
	2	60,550
	3	63,117
	4	65,684
	5	68,246
	6	70,814
	7	73,378
	8	75,946
	9	78,511
	10	81,073
	11	83,642
	12	86,205
	13	88,770
Career Increment A	14	91,336
	15	91,336
	16	91,336
Career Increment B	17	93,902
	18	93,902
	19	93,902
Career Increment C	20	96,466
	21	96,466
	22	96,466
Career Increment D	23	99,035
	24	99,035
	25	99,035
Career Increment E	26	101,597
	27	101,597
	28	101,597

*Pending successful passage and implementation of New Parcel Tax.

B.10ab. Early Education Department Infant/Toddler Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 219 Work Day Annual Salary
Salary Schedule T1 Requirements For Placement Undergraduate 60-90 Units	1	57,932
	2	60,590
	3	63,246
	4	65,903
	5	68,558
	6	71,217
	7	73,875
	8	76,528
	9	79,181

Class Occupation	Years of Service	July 1, 2019 219 Work Day Annual Salary
Salary Schedule T2 Requirements For Placement Undergraduate 91+ Units	1	59,106
	2	61,765
	3	64,421
	4	67,076
	5	69,734
	6	72,395
	7	75,051
	8	77,707
	9	80,361

Class Occupation	Years of Service	July 1, 2019 219 Work Day Annual Salary
Salary Schedule T3 Requirements For Placement BA	1	60,308
	2	62,972
	3	65,642
	4	68,311
	5	70,976
	6	73,647
	7	76,313
	8	78,984
	9	81,651
	10	84,316
	11	86,988
	12	89,653
	13	92,321
Career Increment A	14	94,989
	15	94,989
	16	94,989
Career Increment B	17	97,658
	18	97,658
	19	97,658
Career Increment C	20	100,325
	21	100,325
	22	100,325
Career Increment D	23	102,996
	24	102,996
	25	102,996
Career Increment E	26	105,661
	27	105,661
	28	105,661

B.11. Substitute Teachers and Hourly Rates (2017-2018 School Year) – 3% Increase

Class Occupation	Rating	July 1, 2017 Daily Rate	July 1, 2017 Hourly Rate
TK-12 Day to Day Substitute			
1 to 70 Daily Assignments	HX01	\$161.48	
71 or more Daily Assignments	HX02	\$195.35	
TK-12 Assignment at High Potential Schools		\$16.48	
10 day bonus for consecutive days in the same assignment		\$30.06	
160 Day TK-12 (QTEA) Substitutes	QX01	\$222.13	
Speech Language Pathologist Day to Day Substitute			
1 to 70 Daily Assignments	HP01	\$413.83	
71 or more Daily Assignments	HP02	\$496.60	
Early Education Sites Hourly Subs			
1 to 70 Daily Assignments	HC01		\$23.11
71 or more Daily Assignments	HC02		\$28.87
160 Day Early Education (QTEA) Substitutes	QC01		\$29.32
Other Hourly			
Extended Hours (ECL)	LZ99		\$34.6080
Extra-Curricular Activities	JZ99		\$34.1548
Coaching (CPY)	JZ99		\$34.1548
Homebound	KZ99		\$41.0249
Driver Training	JZ99		\$34.1548
Summer School Driver Training	MZ99		\$40.4790
Summer and Saturday School (NGT, SAT, SAH, SAP, SHT)	PZ99		\$46.7826
Summer School (Speech Language Pathologist)	RZ99		\$65.0548
EED Pre-K Summer Program	SZ99		\$35.4732
Log Cabin Summer School (SLC)	QZ99		\$50.3155
Emergency Class Coverage – TK-12 (sub rate/5) (ECC)			\$39.0700
Emergency Class Coverage – EES			\$28.87
Sub Dock Rate District (pre-K – 12)		\$195.35	
Sub Dock Rate for Early Education School Full-time (sub rate x 184/191)		\$188.19	
Sub Dock Rate for Early Education School Infant/Toddler (sub rate x 184/219)		\$164.13	
Sub Dock Rate for Early Education School-age Part-time (sub rate x 184/218 x .5682)		\$93.69	
Permanent Lead Teacher Pay per month (.07 x classification IV, rating 10 – Schedule D1 (LDT)		\$372.45	

B.11a. Substitute Teachers and Hourly Rates (2018-2019 School Year) – 4% Increase

Class Occupation	Rating	July 1, 2018 Daily Rate	July 1, 2018 Hourly Rate
TK-12 Day to Day Substitute			
1 to 70 Daily Assignments	HX01	\$167.94	
71 or more Daily Assignments	HX02	\$203.16	
TK-12 Assignment at High Potential Schools		\$17.14	
10 day bonus for consecutive days in the same assignment		\$31.26	
160 Day TK-12 (QTEA) Substitutes	QX01	\$231.02	
Speech Language Pathologist Day to Day Substitute			
1 to 70 Daily Assignments	HP01	\$440.78	
71 or more Daily Assignments	HP02	\$516.46	
Early Education Sites Hourly Subs			
1 to 70 Daily Assignments	HC01		\$24.03
71 or more Daily Assignments	HC02		\$30.02
160 Day Early Education (QTEA) Substitutes	QC01		\$30.49
Other Hourly			
Extended Hours (ECL)	LZ99		\$35.9923
Extra-Curricular Activities	JZ99		\$35.5210
Coaching (CPY)	JZ99		\$35.5210
Homebound	KZ99		\$42.6659
Driver Training	JZ99		\$35.5210
Summer School Driver Training	MZ99		\$42.0982
Summer and Saturday School (NGT, SAT, SAH, SAP, SHT)	PZ99		\$48.6539
Summer School (Speech Language Pathologist)	RZ99		\$67.6570
EED Pre-K Summer Program	SZ99		\$36.8921
Log Cabin Summer School (SLC)	QZ99		\$52.3281
Emergency Class Coverage – TK-12 (sub rate/5) (ECC)			\$40.6320
Emergency Class Coverage – EES			\$30.02
Sub Dock Rate District (pre-K – 12)		\$203.16	
Sub Dock Rate for Early Education School Full-time (sub rate x 184/191)		\$195.71	
Sub Dock Rate for Early Education School Infant/Toddler (sub rate x 184/219)		\$170.69	
Sub Dock Rate for Early Education School-age Part-time (sub rate x 184/218 x .5652)		\$96.92	
Permanent Lead Teacher Pay per month (.07 x classification IV, rating 10 – Schedule D1 (LDT)		\$387.35	

B.11b. Substitute Teachers and Hourly Rates (2019-2020 School Year) – 4% Increase

Class Occupation	Rating	July 1, 2019 Daily Rate	July 1, 2019 Hourly Rate
TK-12 Day to Day Substitute			
1 to 70 Daily Assignments	HX01	\$174.66	
71 or more Daily Assignments	HX02	\$211.29	
TK-12 Assignment at High Potential Schools		\$17.83	
10 day bonus for consecutive days in the same assignment		\$32.51	
160 Day TK-12 (QTEA) Substitutes	QX01	\$240.26	
Speech Language Pathologist Day to Day Substitute			
1 to 70 Daily Assignments	HP01	\$458.41	
71 or more Daily Assignments	HP02	\$537.12	
Early Education Sites Hourly Subs			
1 to 70 Daily Assignments	HC01		\$24.99
71 or more Daily Assignments	HC02		\$31.22
160 Day Early Education (QTEA) Substitutes	QC01		\$31.70
Other Hourly			
Extended Hours (ECL)	LZ99		\$37.4320
Extra-Curricular Activities	JZ99		\$36.9418
Coaching (CPY)	JZ99		\$36.9418
Homebound	KZ99		\$44.3725
Driver Training	JZ99		\$36.9418
Summer School Driver Training	MZ99		\$43.7821
Summer and Saturday School (NGT, SAT, SAH, SAP, SHT)	PZ99		\$50.6000
Summer School (Speech Language Pathologist)	RZ99		\$70.3633
EED Pre-K Summer Program	SZ99		\$38.3678
Log Cabin Summer School (SLC)	QZ99		\$54.4212
Emergency Class Coverage – PK-12 (sub rate/5) (ECC)			\$34.8940
Emergency Class Coverage – EES			\$26.89
Sub Dock Rate District (pre-K – 12)		\$211.29	
Sub Dock Rate for Early Education School Full-time (sub rate x 184/191)		\$203.55	
Sub Dock Rate for Early Education School Infant/Toddler (sub rate x 184/219)		\$177.52	
Sub Dock Rate for Early Education School-age Part-time (sub rate x 184/218 x .5652)		\$100.80	
Permanent Lead Teacher Pay per month (.07 x classification IV, rating 10 – Schedule D1 (LDT))		\$402.84	

