



# OAKLAND UNIFIED SCHOOL DISTRICT

Community Schools, Thriving Students

## SALARY SCHEDULE K-12 TEACHERS

Periods: 10 (months), Days/Year: 186, Hours/Day: 6

Education	Column 1 BA Degree	Column 2 BA + 30	Column 3 BA + 45	Column 4 BA + 60	Column 5 BA + 75	Column 6 BA + 90
STEP 01 (ANNUAL)	\$48,926.72	\$ 49,322.46	\$49,705.00	\$50,509.68	\$52,396.03	\$ 58,015.55
STEP 02 (ANNUAL)	\$49,705.00	\$ 50,113.94	\$50,509.68	\$52,396.03	\$54,269.21	\$ 59,888.72
STEP 03 (ANNUAL)	\$50,509.68	\$ 51,459.45	\$52,396.03	\$54,269.21	\$56,142.38	\$ 61,748.70
STEP 04 (ANNUAL)	\$52,396.03	\$ 53,345.82	\$54,269.21	\$56,142.38	\$58,015.55	\$ 63,635.07
STEP 05 (ANNUAL)	\$54,269.21	\$ 55,205.80	\$56,142.38	\$58,015.55	\$59,888.72	\$ 65,495.05
STEP 06 (ANNUAL)	\$56,142.38	\$ 57,078.97	\$58,015.55	\$59,888.72	\$61,748.70	\$ 67,368.22
STEP 07 (ANNUAL)	\$58,015.55	\$ 58,952.13	\$59,888.72	\$61,748.70	\$63,635.07	\$ 69,228.20
STEP 08 (ANNUAL)	\$59,941.49	\$ 60,825.31	\$61,748.70	\$63,635.07	\$65,495.05	\$ 71,114.56
STEP 09 (ANNUAL)	\$61,748.70	\$ 62,685.29	\$63,635.07	\$65,495.05	\$67,368.22	\$ 72,974.54
STEP 10 (ANNUAL)	\$63,635.07	\$ 64,558.46	\$65,495.05	\$67,368.22	\$69,228.20	\$ 74,847.71
STEP 11 (ANNUAL)	\$65,495.05	\$ 66,431.63	\$67,368.22	\$69,228.20	\$71,114.56	\$ 76,734.08
STEP 12 (ANNUAL)	\$67,368.22	\$ 68,291.61	\$69,228.20	\$71,114.56	\$72,974.54	\$ 78,594.06
STEP 13 (ANNUAL)	\$67,368.22	\$ 68,291.61	\$69,228.20	\$72,974.54	\$74,847.71	\$ 80,467.23
STEP 14 (ANNUAL)	\$67,368.22	\$ 68,291.61	\$69,228.20	\$72,974.54	\$76,734.08	\$ 82,340.40
STEP 15 (ANNUAL)	\$67,368.22	\$ 68,291.61	\$69,228.20	\$72,974.54	\$76,734.08	\$ 84,213.57
STEP 16 (ANNUAL)	\$67,368.22	\$ 68,291.61	\$69,228.20	\$72,974.54	\$76,734.08	\$ 84,213.57
STEP 17 (ANNUAL)	\$67,368.22	\$ 68,291.61	\$69,228.20	\$72,974.54	\$76,734.08	\$ 84,213.57
STEP 18 (ANNUAL)	\$67,368.22	\$ 68,291.61	\$69,228.20	\$72,974.54	\$76,734.08	\$ 84,213.57
STEP 19 (ANNUAL)	\$67,368.22	\$ 68,291.61	\$69,228.20	\$72,974.54	\$76,734.08	\$ 84,213.57
STEP 20 (ANNUAL)	\$67,368.22	\$ 68,291.61	\$69,228.20	\$72,974.54	\$76,734.08	\$ 84,213.57
STEP 21 (ANNUAL)	\$69,228.20	\$ 70,177.98	\$71,114.56	\$74,847.71	\$78,594.06	\$ 86,073.55
STEP 22 (ANNUAL)	\$69,228.20	\$ 70,177.98	\$71,114.56	\$74,847.71	\$78,594.06	\$ 86,073.55
STEP 23 (ANNUAL)	\$69,228.20	\$ 70,177.98	\$71,114.56	\$74,847.71	\$78,594.06	\$ 86,073.55
STEP 24 (ANNUAL)	\$69,228.20	\$ 70,177.98	\$71,114.56	\$74,847.71	\$78,594.06	\$ 86,073.55
STEP 25 (ANNUAL)	\$69,228.20	\$ 70,177.98	\$71,114.56	\$74,847.71	\$78,594.06	\$ 86,073.55
STEP 26 (ANNUAL)	\$71,114.56	\$ 72,037.96	\$72,974.54	\$76,734.08	\$80,467.23	\$ 87,959.91
STEP 27 (ANNUAL)	\$71,114.56	\$ 72,037.96	\$72,974.54	\$76,734.08	\$80,467.23	\$ 87,959.91
STEP 28 (ANNUAL)	\$71,114.56	\$ 72,037.96	\$72,974.54	\$76,734.08	\$80,467.23	\$ 87,959.91
STEP 29 (ANNUAL)	\$71,114.56	\$ 72,037.96	\$72,974.54	\$76,734.08	\$80,467.23	\$ 87,959.91
STEP 30 (ANNUAL)	\$71,114.56	\$ 72,037.96	\$72,974.54	\$76,734.08	\$80,467.23	\$ 87,959.91
STEP 31 (ANNUAL)	\$71,114.56	\$ 72,037.96	\$72,974.54	\$76,734.08	\$80,467.23	\$ 87,959.91

Step = Year

Step placement is based on years of service as a full-time certificated teacher. Up to 12 years credit given.

Maximum Entry Level = Step 13

Salary column placement is based on upper division and graduate units taken after a bachelor's degree.

Substitutes rates: Daily \$180.52. Long Term 206.31.

Effective 1.1.2020



**SALARY SCHEDULE: K-12 TEACHERS**  
 Periods: 10 (months), Days/Year: 186, Hours/Day: 6

Education	Column 1 BA Degree	Column 2 BA + 30	Column 3 BA + 45	Column 4 BA + 60	Column 5 BA + 75	Column 6 BA + 90
STEP 01 (ANNUAL)	\$ 47,967.37	\$ 48,355.35	\$ 48,730.39	\$ 49,519.29	\$ 51,368.66	\$ 56,877.99
STEP 02 (ANNUAL)	\$ 48,730.39	\$ 49,131.31	\$ 49,519.29	\$ 51,368.66	\$ 53,205.11	\$ 58,714.43
STEP 03 (ANNUAL)	\$ 49,519.29	\$ 50,450.44	\$ 51,368.66	\$ 53,205.11	\$ 55,041.55	\$ 60,537.94
STEP 04 (ANNUAL)	\$ 51,368.66	\$ 52,299.82	\$ 53,205.11	\$ 55,041.55	\$ 56,877.99	\$ 62,387.32
STEP 05 (ANNUAL)	\$ 53,205.11	\$ 54,123.33	\$ 55,041.55	\$ 56,877.99	\$ 58,714.43	\$ 64,210.83
STEP 06 (ANNUAL)	\$ 55,041.55	\$ 55,959.77	\$ 56,877.99	\$ 58,714.43	\$ 60,537.94	\$ 66,047.27
STEP 07 (ANNUAL)	\$ 56,877.99	\$ 57,796.21	\$ 58,714.43	\$ 60,537.94	\$ 62,387.32	\$ 67,870.78
STEP 08 (ANNUAL)	\$ 58,766.17	\$ 59,632.66	\$ 60,537.94	\$ 62,387.32	\$ 64,210.83	\$ 69,720.16
STEP 09 (ANNUAL)	\$ 60,537.94	\$ 61,456.17	\$ 62,387.32	\$ 64,210.83	\$ 66,047.27	\$ 71,543.67
STEP 10 (ANNUAL)	\$ 62,387.32	\$ 63,292.61	\$ 64,210.83	\$ 66,047.27	\$ 67,870.78	\$ 73,380.11
STEP 11 (ANNUAL)	\$ 64,210.83	\$ 65,129.05	\$ 66,047.27	\$ 67,870.78	\$ 69,720.16	\$ 75,229.49
STEP 12 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 69,720.16	\$ 71,543.67	\$ 77,053.00
STEP 13 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 73,380.11	\$ 78,889.44
STEP 14 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 80,725.88
STEP 15 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 16 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 17 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 18 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 19 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 20 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 21 (ANNUAL)	\$ 67,870.78	\$ 68,801.94	\$ 69,720.16	\$ 73,380.11	\$ 77,053.00	\$ 84,385.83
STEP 22 (ANNUAL)	\$ 67,870.78	\$ 68,801.94	\$ 69,720.16	\$ 73,380.11	\$ 77,053.00	\$ 84,385.83
STEP 23 (ANNUAL)	\$ 67,870.78	\$ 68,801.94	\$ 69,720.16	\$ 73,380.11	\$ 77,053.00	\$ 84,385.83
STEP 24 (ANNUAL)	\$ 67,870.78	\$ 68,801.94	\$ 69,720.16	\$ 73,380.11	\$ 77,053.00	\$ 84,385.83
STEP 25 (ANNUAL)	\$ 67,870.78	\$ 68,801.94	\$ 69,720.16	\$ 73,380.11	\$ 77,053.00	\$ 84,385.83
STEP 26 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21
STEP 27 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21
STEP 28 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21
STEP 29 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21
STEP 30 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21
STEP 31 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21

**STEP PLACEMENT:** Step = Year | Placement is based on years of service as a full-time certificated teacher and up to 12 years of credit can be given, with maximum starting placement being Step 13.

**COLUMN PLACEMENT:** Salary column placement is based on upper division and graduate units (with a grade of “C-minus” or better) taken after a bachelor's degree. Verified professional development hours can be used by OUSD teachers to increase column placement.

**Effective January 1, 2019**