

APPENDIX 1.1

OAKLAND UNIFIED SCHOOL DISTRICT					Printed:	1/13/2016
HUMAN RESOURCES SERVICES AND SUPPORT						
SALARY SCHEDULE CERTIFICATED K-12 TEACHERS - FY 2015-16						
Periods: 10, Days/Year: 186, Days/Week: 5, Hours/Day: 6						
	COL. 1	COL. 2	COL. 3	COL. 4	COL. 5	COL. 6
	BA	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90
STEPS						
1						
ANNUAL	\$44,880.23	\$45,243.24	\$45,594.15	\$46,332.27	\$48,062.62	\$53,217.37
MONTHLY	\$4,488.02	\$4,524.32	\$4,559.41	\$4,633.23	\$4,806.26	\$5,321.74
DAILY	\$241.29	\$243.24	\$245.13	\$249.10	\$258.40	\$286.11
HOURLY	\$40.22	\$40.54	\$40.85	\$41.52	\$43.07	\$47.69
2						
ANNUAL	\$45,594.15	\$45,969.26	\$46,332.27	\$48,062.62	\$49,780.87	\$54,935.62
MONTHLY	\$4,559.41	\$4,596.93	\$4,633.23	\$4,806.26	\$4,978.09	\$5,493.56
DAILY	\$245.13	\$247.15	\$249.10	\$258.40	\$267.64	\$295.35
HOURLY	\$40.85	\$41.19	\$41.52	\$43.07	\$44.61	\$49.23
3						
ANNUAL	\$46,332.27	\$47,203.49	\$48,062.62	\$49,780.87	\$51,499.12	\$56,641.77
MONTHLY	\$4,633.23	\$4,720.35	\$4,806.26	\$4,978.09	\$5,149.91	\$5,664.18
DAILY	\$249.10	\$253.78	\$258.40	\$267.64	\$276.88	\$304.53
HOURLY	\$41.52	\$42.30	\$43.07	\$44.61	\$46.15	\$50.75
4						
ANNUAL	\$48,062.62	\$48,933.85	\$49,780.87	\$51,499.12	\$53,217.37	\$58,372.12
MONTHLY	\$4,806.26	\$4,893.38	\$4,978.09	\$5,149.91	\$5,321.74	\$5,837.21
DAILY	\$258.40	\$263.09	\$267.64	\$276.88	\$286.11	\$313.83
HOURLY	\$43.07	\$43.85	\$44.61	\$46.15	\$47.69	\$52.30
5						
ANNUAL	\$49,780.87	\$50,640.00	\$51,499.12	\$53,217.37	\$54,935.62	\$60,078.28
MONTHLY	\$4,978.09	\$5,064.00	\$5,149.91	\$5,321.74	\$5,493.56	\$6,007.83
DAILY	\$267.64	\$272.26	\$276.88	\$286.11	\$295.35	\$323.00
HOURLY	\$44.61	\$45.38	\$46.15	\$47.69	\$49.23	\$53.83
6						
ANNUAL	\$51,499.12	\$52,358.25	\$53,217.37	\$54,935.62	\$56,641.77	\$61,796.53
MONTHLY	\$5,149.91	\$5,235.82	\$5,321.74	\$5,493.56	\$5,664.18	\$6,179.65
DAILY	\$276.88	\$281.50	\$286.11	\$295.35	\$304.53	\$332.24
HOURLY	\$46.15	\$46.92	\$47.69	\$49.23	\$50.75	\$55.37
7						
ANNUAL	\$53,217.37	\$54,076.50	\$54,935.62	\$56,641.77	\$58,372.12	\$63,502.68
MONTHLY	\$5,321.74	\$5,407.65	\$5,493.56	\$5,664.18	\$5,837.21	\$6,350.27
DAILY	\$286.11	\$290.73	\$295.35	\$304.53	\$313.83	\$341.41

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<i>HOURLY</i>	\$47.69	\$48.46	\$49.23	\$50.75	\$52.30	\$56.90
8						
<i>ANNUAL</i>	\$54,984.02	\$55,794.75	\$56,641.77	\$58,372.12	\$60,078.28	\$65,233.03
<i>MONTHLY</i>	\$5,498.40	\$5,579.47	\$5,664.18	\$5,837.21	\$6,007.83	\$6,523.30
<i>DAILY</i>	\$295.61	\$299.97	\$304.53	\$313.83	\$323.00	\$350.72
<i>HOURLY</i>	\$49.27	\$50.00	\$50.75	\$52.30	\$53.83	\$58.45
9						
<i>ANNUAL</i>	\$56,641.77	\$57,500.90	\$58,372.12	\$60,078.28	\$61,796.53	\$66,939.18
<i>MONTHLY</i>	\$5,664.18	\$5,750.09	\$5,837.21	\$6,007.83	\$6,179.65	\$6,693.92
<i>DAILY</i>	\$304.53	\$309.14	\$313.83	\$323.00	\$332.24	\$359.89
<i>HOURLY</i>	\$50.75	\$51.52	\$52.30	\$53.83	\$55.37	\$59.98
10						
<i>ANNUAL</i>	\$58,372.12	\$59,219.15	\$60,078.28	\$61,796.53	\$63,502.68	\$68,657.43
<i>MONTHLY</i>	\$5,837.21	\$5,921.91	\$6,007.83	\$6,179.65	\$6,350.27	\$6,865.74
<i>DAILY</i>	\$313.83	\$318.38	\$323.00	\$332.24	\$341.41	\$369.13
<i>HOURLY</i>	\$52.30	\$53.06	\$53.83	\$55.37	\$56.90	\$61.52
11						
<i>ANNUAL</i>	\$60,078.28	\$60,937.40	\$61,796.53	\$63,502.68	\$65,233.03	\$70,387.78
<i>MONTHLY</i>	\$6,007.83	\$6,093.74	\$6,179.65	\$6,350.27	\$6,523.30	\$7,038.78
<i>DAILY</i>	\$323.00	\$327.62	\$332.24	\$341.41	\$350.72	\$378.43
<i>HOURLY</i>	\$53.83	\$54.60	\$55.37	\$56.90	\$58.45	\$63.07
12						
<i>ANNUAL</i>	\$61,796.53	\$62,643.55	\$63,502.68	\$65,233.03	\$66,939.18	\$72,093.93
<i>MONTHLY</i>	\$6,179.65	\$6,264.36	\$6,350.27	\$6,523.30	\$6,693.92	\$7,209.39
<i>DAILY</i>	\$332.24	\$336.79	\$341.41	\$350.72	\$359.89	\$387.60
<i>HOURLY</i>	\$55.37	\$56.13	\$56.90	\$58.45	\$59.98	\$64.60
13						
<i>ANNUAL</i>	\$61,796.53	\$62,643.55	\$63,502.68	\$66,939.18	\$68,657.43	\$73,812.18
<i>MONTHLY</i>	\$6,179.65	\$6,264.36	\$6,350.27	\$6,693.92	\$6,865.74	\$7,381.22
<i>DAILY</i>	\$332.24	\$336.79	\$341.41	\$359.89	\$369.13	\$396.84
<i>HOURLY</i>	\$55.37	\$56.13	\$56.90	\$59.98	\$61.52	\$66.14
14						
<i>ANNUAL</i>	\$61,796.53	\$62,643.55	\$63,502.68	\$66,939.18	\$70,387.78	\$75,530.43
<i>MONTHLY</i>	\$6,179.65	\$6,264.36	\$6,350.27	\$6,693.92	\$7,038.78	\$7,553.04
<i>DAILY</i>	\$332.24	\$336.79	\$341.41	\$359.89	\$378.43	\$406.08
<i>HOURLY</i>	\$55.37	\$56.13	\$56.90	\$59.98	\$63.07	\$67.68
15						
<i>ANNUAL</i>	\$61,796.53	\$62,643.55	\$63,502.68	\$66,939.18	\$70,387.78	\$77,248.68
<i>MONTHLY</i>	\$6,179.65	\$6,264.36	\$6,350.27	\$6,693.92	\$7,038.78	\$7,724.87

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DAILY	\$332.24	\$336.79	\$341.41	\$359.89	\$378.43	\$415.32
HOURLY	\$55.37	\$56.13	\$56.90	\$59.98	\$63.07	\$69.22
16						
ANNUAL	\$61,796.53	\$62,643.55	\$63,502.68	\$66,939.18	\$70,387.78	\$77,248.68
MONTHLY	\$6,179.65	\$6,264.36	\$6,350.27	\$6,693.92	\$7,038.78	\$7,724.87
DAILY	\$332.24	\$336.79	\$341.41	\$359.89	\$378.43	\$415.32
HOURLY	\$55.37	\$56.13	\$56.90	\$59.98	\$63.07	\$69.22
17						
ANNUAL	\$61,796.53	\$62,643.55	\$63,502.68	\$66,939.18	\$70,387.78	\$77,248.68
MONTHLY	\$6,179.65	\$6,264.36	\$6,350.27	\$6,693.92	\$7,038.78	\$7,724.87
DAILY	\$332.24	\$336.79	\$341.41	\$359.89	\$378.43	\$415.32
HOURLY	\$55.37	\$56.13	\$56.90	\$59.98	\$63.07	\$69.22
18						
ANNUAL	\$61,796.53	\$62,643.55	\$63,502.68	\$66,939.18	\$70,387.78	\$77,248.68
MONTHLY	\$6,179.65	\$6,264.36	\$6,350.27	\$6,693.92	\$7,038.78	\$7,724.87
DAILY	\$332.24	\$336.79	\$341.41	\$359.89	\$378.43	\$415.32
HOURLY	\$55.37	\$56.13	\$56.90	\$59.98	\$63.07	\$69.22
19						
ANNUAL	\$61,796.53	\$62,643.55	\$63,502.68	\$66,939.18	\$70,387.78	\$77,248.68
MONTHLY	\$6,179.65	\$6,264.36	\$6,350.27	\$6,693.92	\$7,038.78	\$7,724.87
DAILY	\$332.24	\$336.79	\$341.41	\$359.89	\$378.43	\$415.32
HOURLY	\$55.37	\$56.13	\$56.90	\$59.98	\$63.07	\$69.22
20						
ANNUAL	\$61,796.53	\$62,643.55	\$63,502.68	\$66,939.18	\$70,387.78	\$77,248.68
MONTHLY	\$6,179.65	\$6,264.36	\$6,350.27	\$6,693.92	\$7,038.78	\$7,724.87
DAILY	\$332.24	\$336.79	\$341.41	\$359.89	\$378.43	\$415.32
HOURLY	\$55.37	\$56.13	\$56.90	\$59.98	\$63.07	\$69.22
21						
ANNUAL	\$63,502.68	\$64,373.90	\$65,233.03	\$68,657.43	\$72,093.93	\$78,954.83
MONTHLY	\$6,350.27	\$6,437.39	\$6,523.30	\$6,865.74	\$7,209.39	\$7,895.48
DAILY	\$341.41	\$346.10	\$350.72	\$369.13	\$387.60	\$424.49
HOURLY	\$56.90	\$57.68	\$58.45	\$61.52	\$64.60	\$70.75
22						
ANNUAL	\$63,502.68	\$64,373.90	\$65,233.03	\$68,657.43	\$72,093.93	\$78,954.83
MONTHLY	\$6,350.27	\$6,437.39	\$6,523.30	\$6,865.74	\$7,209.39	\$7,895.48
DAILY	\$341.41	\$346.10	\$350.72	\$369.13	\$387.60	\$424.49
HOURLY	\$56.90	\$57.68	\$58.45	\$61.52	\$64.60	\$70.75
23						
ANNUAL	\$63,502.68	\$64,373.90	\$65,233.03	\$68,657.43	\$72,093.93	\$78,954.83

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MONTHLY	\$6,350.27	\$6,437.39	\$6,523.30	\$6,865.74	\$7,209.39	\$7,895.48
DAILY	\$341.41	\$346.10	\$350.72	\$369.13	\$387.60	\$424.49
HOURLY	\$56.90	\$57.68	\$58.45	\$61.52	\$64.60	\$70.75
24						
ANNUAL	\$63,502.68	\$64,373.90	\$65,233.03	\$68,657.43	\$72,093.93	\$78,954.83
MONTHLY	\$6,350.27	\$6,437.39	\$6,523.30	\$6,865.74	\$7,209.39	\$7,895.48
DAILY	\$341.41	\$346.10	\$350.72	\$369.13	\$387.60	\$424.49
HOURLY	\$56.90	\$57.68	\$58.45	\$61.52	\$64.60	\$70.75
25						
ANNUAL	\$63,502.68	\$64,373.90	\$65,233.03	\$68,657.43	\$72,093.93	\$78,954.83
MONTHLY	\$6,350.27	\$6,437.39	\$6,523.30	\$6,865.74	\$7,209.39	\$7,895.48
DAILY	\$341.41	\$346.10	\$350.72	\$369.13	\$387.60	\$424.49
HOURLY	\$56.90	\$57.68	\$58.45	\$61.52	\$64.60	\$70.75
26						
ANNUAL	\$65,233.03	\$66,080.05	\$66,939.18	\$70,387.78	\$73,812.18	\$80,685.18
MONTHLY	\$6,523.30	\$6,608.01	\$6,693.92	\$7,038.78	\$7,381.22	\$8,068.52
DAILY	\$350.72	\$355.27	\$359.89	\$378.43	\$396.84	\$433.79
HOURLY	\$58.45	\$59.21	\$59.98	\$63.07	\$66.14	\$72.30
27						
ANNUAL	\$65,233.03	\$66,080.05	\$66,939.18	\$70,387.78	\$73,812.18	\$80,685.18
MONTHLY	\$6,523.30	\$6,608.01	\$6,693.92	\$7,038.78	\$7,381.22	\$8,068.52
DAILY	\$350.72	\$355.27	\$359.89	\$378.43	\$396.84	\$433.79
HOURLY	\$58.45	\$59.21	\$59.98	\$63.07	\$66.14	\$72.30
28						
ANNUAL	\$65,233.03	\$66,080.05	\$66,939.18	\$70,387.78	\$73,812.18	\$80,685.18
MONTHLY	\$6,523.30	\$6,608.01	\$6,693.92	\$7,038.78	\$7,381.22	\$8,068.52
DAILY	\$350.72	\$355.27	\$359.89	\$378.43	\$396.84	\$433.79
HOURLY	\$58.45	\$59.21	\$59.98	\$63.07	\$66.14	\$72.30
29						
ANNUAL	\$65,233.03	\$66,080.05	\$66,939.18	\$70,387.78	\$73,812.18	\$80,685.18
MONTHLY	\$6,523.30	\$6,608.01	\$6,693.92	\$7,038.78	\$7,381.22	\$8,068.52
DAILY	\$350.72	\$355.27	\$359.89	\$378.43	\$396.84	\$433.79
HOURLY	\$58.45	\$59.21	\$59.98	\$63.07	\$66.14	\$72.30
30						
ANNUAL	\$65,233.03	\$66,080.05	\$66,939.18	\$70,387.78	\$73,812.18	\$80,685.18
MONTHLY	\$6,523.30	\$6,608.01	\$6,693.92	\$7,038.78	\$7,381.22	\$8,068.52
DAILY	\$350.72	\$355.27	\$359.89	\$378.43	\$396.84	\$433.79
HOURLY	\$58.45	\$59.21	\$59.98	\$63.07	\$66.14	\$72.30
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<i>ANNUAL</i>	\$65,233.03	\$66,080.05	\$66,939.18	\$70,387.78	\$73,812.18	\$80,685.18
<i>MONTHLY</i>	\$6,523.30	\$6,608.01	\$6,693.92	\$7,038.78	\$7,381.22	\$8,068.52
<i>DAILY</i>	\$350.72	\$355.27	\$359.89	\$378.43	\$396.84	\$433.79
<i>HOURLY</i>	\$58.45	\$59.21	\$59.98	\$63.07	\$66.14	\$72.30
Adult Ed. Hourly Substitute rate: \$26.67/hr. After 6 hours of Prof. Dev rate is \$28.44/hr						
Substitutes rates: Daily \$134.22 Long Term \$156.97 Extended Long Term \$172.89						
Maximum Entry Level: 12 Steps.						
Salary Schedule K12T 186 Days 6 Hours/Day.						
Implemented 08/18/2003. 4% Salary Decrease.						
Includes OEA 2% Effective July 1, 2005.						
Includes OEA 2.5% increase effective July 1, 2006.						
Include OEA 1.75% increase effective July 1, 2007						
Includes 2% increase effective 7/1/2013						
Includes 5.60% increase effective 7/1/2015						
Includes 2.74% increase effective 7/1/2015						
Includes 2.79% increase effective 1/1/2016						
*An additional .04% to be added to one-time payments and on-going salary increases effective July 1, 2016.						