

For NCTQ's analysis of 2018-2019 salary schedules, this salary document was used again, as it remained posted on the district and union websites as of August 2019. Both websites also noted a new salary schedule was going into effect July 1, 2019, thus further indicating it was likely that this schedule was in use in 2018-2019. For NCTQ's analysis of 2017-2018 salary schedules, this 2016-2017 salary document was used, as it remained posted on the district website as of April 24, 2018. NCTQ's policy is to analyze salary schedules that are posted online as of January 1st of the respective school year. The salary schedule provides the daily rate, and per the most recent contract, the teacher work year is 187 days. As such, the annual salary is based off a calculation of the daily rate x 187 days.

Appendix "A"

**San Bernardino City USD
Daily Rate for Certificated Personnel
Effective 7/1/2016**

S T E P	XX	A	B	C	D
	Bachelors (B.A)	B.A and Credential	B.A. +30 or M.A	B.A. +45 or M.A. +15	M.A and 60 past B.A. or M.A. +30
(Requires post-baccalaureate upper-division and/or graduate semester hours from accredited college.)					
1	*	*	291.94	304.72	317.50
2	279.14	291.94	304.72	317.50	330.30
3	291.94	304.72	317.50	330.30	343.09
4	304.72	317.50	330.30	343.09	355.93
5	317.50	330.30	343.09	355.93	368.61
6	317.50	343.09	355.93	368.61	381.45
7	317.50	355.93	368.61	381.45	394.21
8	317.50	368.61	381.45	394.21	406.99
9	317.50	381.45	394.21	406.99	419.78
10	317.50	394.21	406.99	419.78	432.59
11	317.50	394.21	419.78	432.59	445.35
12	317.50	394.21	432.59	445.35	458.14
13	317.50	394.21	445.35	458.14	470.94
14	317.50	394.21	458.14	470.94	483.70
15	317.50	394.21	458.14	483.70	496.49
16	317.50	394.21	458.14	496.49	509.28
17	317.50	394.21	458.14	509.28	522.07
18	317.50	394.21	458.14	522.07	534.84
21		404.06	469.59	535.12	548.21
25		414.16	481.33	548.50	561.92