

**SAN DIEGO UNIFIED SCHOOL DISTRICT**

**SDEA BARGAINING UNIT  
SALARY PLAN R160  
Effective July 1, 2013**

**ANNUAL SALARY RATES  
182-DAY CONTRACT YEAR**

<b>SALARY GRADES</b>						
	<b>010</b>	<b>011</b>	<b>012</b>	<b>013</b>	<b>014</b>	
	<b>BA</b>	<b>BA + 36</b>	<b>BA + 60</b>	<b>BA + 72</b>	<b>BA + 90</b>	
<b>Steps</b>		<b>or MA</b>	<b>or BA + 54</b>	<b>With</b>	<b>With</b>	<b>Steps</b>
			<b>With MA</b>	<b>MA</b>	<b>MA</b>	
<b>01</b>	\$39,765.67	\$42,191.79	\$44,619.46	\$47,045.59	\$49,473.28	<b>01</b>
<b>02</b>	41,258.26	43,685.95	46,112.09	48,539.74	50,965.88	<b>02</b>
<b>03</b>	42,811.88	45,238.00	47,665.70	50,091.82	52,519.50	<b>03</b>
<b>04</b>	44,428.36	46,856.02	49,282.15	51,709.83	54,135.93	<b>04</b>
<b>05</b>	46,108.87	48,534.96	50,962.64	53,388.75	55,816.46	<b>05</b>
<b>06</b>	47,855.43	50,283.07	52,709.20	55,136.90	57,564.59	<b>06</b>
<b>07</b>	49,674.17	52,101.90	54,527.99	56,955.69	59,381.79	<b>07</b>
<b>08</b>	51,563.60	53,991.32	56,417.41	58,845.09	61,271.17	<b>08</b>
<b>09</b>	53,527.00	55,954.71	58,382.44	60,808.50	63,236.21	<b>09</b>
<b>10</b>	55,570.62	57,996.76	60,424.44	62,850.56	65,278.26	<b>10</b>
<b>11</b>	57,694.68	60,120.83	62,548.48	64,976.20	67,402.28	<b>11</b>
<b>12</b>	57,694.68	62,331.60	64,759.32	67,185.41	69,613.13	<b>12</b>
<b>13</b>	57,694.68	62,331.60	67,058.52	69,486.21	71,912.32	<b>13</b>
<b>14</b>	57,694.68	62,331.60	67,058.52	71,875.44	74,303.11	<b>14</b>
<b>15</b>	57,694.68	62,331.60	67,058.52	71,875.44	76,788.64	<b>15</b>
<b>16</b>	59,725.66	64,362.57	69,089.47	73,906.37	78,819.58	<b>16</b>
<b>17</b>	62,844.57	67,527.87	72,302.04	77,167.12	82,129.47	<b>17</b>

Includes 2-day furlough

Includes 1% increase for Step 17 only

**SAN DIEGO UNIFIED SCHOOL DISTRICT**

**SDEA BARGAINING UNIT**

**SALARY PLAN R160**

**Effective July 1, 2013**

**MONTHLY SALARY RATES**

**TRADITIONAL 182-DAY CONTRACT YEAR**

<b>SALARY GRADES</b>						
	<b>010</b>	<b>011</b>	<b>012</b>	<b>013</b>	<b>014</b>	
	<b>BA</b>	<b>BA + 36</b>	<b>BA + 60</b>	<b>BA + 72</b>	<b>BA + 90</b>	
<b>Steps</b>		<b>or MA</b>	<b>or BA + 54</b>	<b>With</b>	<b>With</b>	<b>Steps</b>
			<b>With MA</b>	<b>MA</b>	<b>MA</b>	
<b>01</b>	\$3,976.57	\$4,219.18	\$4,461.95	\$4,704.56	\$4,947.33	<b>01</b>
<b>02</b>	4,125.83	4,368.60	4,611.21	4,853.97	5,096.59	<b>02</b>
<b>03</b>	4,281.19	4,523.80	4,766.57	5,009.18	5,251.95	<b>03</b>
<b>04</b>	4,442.84	4,685.60	4,928.22	5,170.98	5,413.59	<b>04</b>
<b>05</b>	4,610.89	4,853.50	5,096.26	5,338.88	5,581.65	<b>05</b>
<b>06</b>	4,785.54	5,028.31	5,270.92	5,513.69	5,756.46	<b>06</b>
<b>07</b>	4,967.42	5,210.19	5,452.80	5,695.57	5,938.18	<b>07</b>
<b>08</b>	5,156.36	5,399.13	5,641.74	5,884.51	6,127.12	<b>08</b>
<b>09</b>	5,352.70	5,595.47	5,838.24	6,080.85	6,323.62	<b>09</b>
<b>10</b>	5,557.06	5,799.68	6,042.44	6,285.06	6,527.83	<b>10</b>
<b>11</b>	5,769.47	6,012.08	6,254.85	6,497.62	6,740.23	<b>11</b>
<b>12</b>	5,769.47	6,233.16	6,475.93	6,718.54	6,961.31	<b>12</b>
<b>13</b>	5,769.47	6,233.16	6,705.85	6,948.62	7,191.23	<b>13</b>
<b>14</b>	5,769.47	6,233.16	6,705.85	7,187.54	7,430.31	<b>14</b>
<b>15</b>	5,769.47	6,233.16	6,705.85	7,187.54	7,678.86	<b>15</b>
<b>16</b>	5,972.57	6,436.26	6,908.95	7,390.64	7,881.96	<b>16</b>
<b>17</b>	6,284.46	6,752.79	7,230.20	7,716.71	8,212.95	<b>17</b>

Includes 2-day furlough

Includes 1% increase for Step 17 only

**SAN DIEGO UNIFIED SCHOOL DISTRICT**

**SDEA BARGAINING UNIT**

**SALARY PLAN R160**

**Effective July 1, 2013**

**MONTHLY SALARY RATES**

**YEAR-ROUND 182-DAY CONTRACT YEAR**

<b>SALARY GRADES</b>						
	<b>010</b>	<b>011</b>	<b>012</b>	<b>013</b>	<b>014</b>	
	<b>BA</b>	<b>BA + 36</b>	<b>BA + 60</b>	<b>BA + 72</b>	<b>BA + 90</b>	
		<b>or MA</b>	<b>or BA + 54</b>	<b>With</b>	<b>With</b>	
<b>Steps</b>			<b>With MA</b>	<b>MA</b>	<b>MA</b>	<b>Steps</b>
<b>01</b>	\$3,313.81	\$3,515.98	\$3,718.29	\$3,920.47	\$4,122.77	<b>01</b>
<b>02</b>	3,438.19	3,640.50	3,842.67	4,044.98	4,247.16	<b>02</b>
<b>03</b>	3,567.66	3,769.83	3,972.14	4,174.32	4,376.63	<b>03</b>
<b>04</b>	3,702.36	3,904.67	4,106.85	4,309.15	4,511.33	<b>04</b>
<b>05</b>	3,842.41	4,044.58	4,246.89	4,449.06	4,651.37	<b>05</b>
<b>06</b>	3,987.95	4,190.26	4,392.43	4,594.74	4,797.05	<b>06</b>
<b>07</b>	4,139.51	4,341.83	4,544.00	4,746.31	4,948.48	<b>07</b>
<b>08</b>	4,296.97	4,499.28	4,701.45	4,903.76	5,105.93	<b>08</b>
<b>09</b>	4,460.58	4,662.89	4,865.20	5,067.38	5,269.68	<b>09</b>
<b>10</b>	4,630.89	4,833.06	5,035.37	5,237.55	5,439.86	<b>10</b>
<b>11</b>	4,807.89	5,010.07	5,212.37	5,414.68	5,616.86	<b>11</b>
<b>12</b>	4,807.89	5,194.30	5,396.61	5,598.78	5,801.09	<b>12</b>
<b>13</b>	4,807.89	5,194.30	5,588.21	5,790.52	5,992.69	<b>13</b>
<b>14</b>	4,807.89	5,194.30	5,588.21	5,989.62	6,191.93	<b>14</b>
<b>15</b>	4,807.89	5,194.30	5,588.21	5,989.62	6,399.05	<b>15</b>
<b>16</b>	4,977.14	5,363.55	5,757.46	6,158.86	6,568.30	<b>16</b>
<b>17</b>	5,237.05	5,627.32	6,025.17	6,430.59	6,844.12	<b>17</b>

Includes 2-day furlough

Includes 1% increase for Step 17 only

**SAN DIEGO UNIFIED SCHOOL DISTRICT**

**SDEA BARGAINING UNIT**

**SALARY PLAN R161**

**Effective July 1, 2013**

**ANNUAL SALARY RATES**

**182 + 24 (206) -DAY CONTRACT YEAR**

<b>SALARY GRADES</b>						
	<b>010</b>	<b>011</b>	<b>012</b>	<b>013</b>	<b>014</b>	
	<b>BA</b>	<b>BA + 36</b>	<b>BA + 60</b>	<b>BA + 72</b>	<b>BA + 90</b>	
		<b>or MA</b>	<b>or BA + 54</b>	<b>With</b>	<b>With</b>	
<b>Steps</b>			<b>With MA</b>	<b>MA</b>	<b>MA</b>	<b>Steps</b>
<b>01</b>	\$45,008.94	\$47,754.92	\$50,502.96	\$53,248.94	\$55,996.98	<b>01</b>
<b>02</b>	46,698.14	49,446.18	52,192.16	54,940.20	57,686.18	<b>02</b>
<b>03</b>	48,457.38	51,203.36	53,951.40	56,697.38	59,445.42	<b>03</b>
<b>04</b>	50,286.66	53,034.70	55,780.68	58,528.72	61,274.70	<b>04</b>
<b>05</b>	52,190.10	54,936.08	57,682.06	60,428.04	63,176.08	<b>05</b>
<b>06</b>	54,165.64	56,913.68	59,659.66	62,407.70	65,155.74	<b>06</b>
<b>07</b>	56,225.64	58,971.62	61,717.60	64,465.64	67,211.62	<b>07</b>
<b>08</b>	58,363.92	61,111.96	63,857.94	66,603.92	69,349.90	<b>08</b>
<b>09</b>	60,584.60	63,332.64	66,080.68	68,826.66	71,574.70	<b>09</b>
<b>10</b>	62,897.98	65,643.96	68,392.00	71,137.98	73,886.02	<b>10</b>
<b>11</b>	65,302.00	68,047.98	70,796.02	73,544.06	76,290.04	<b>11</b>
<b>12</b>	65,302.00	70,550.88	73,298.92	76,044.90	78,792.94	<b>12</b>
<b>13</b>	65,302.00	70,550.88	75,900.70	78,648.74	81,394.72	<b>13</b>
<b>14</b>	65,302.00	70,550.88	75,900.70	81,353.52	84,101.56	<b>14</b>
<b>15</b>	65,302.00	70,550.88	75,900.70	81,353.52	86,915.52	<b>15</b>
<b>16</b>	67,600.96	72,849.84	78,199.66	83,652.48	89,212.42	<b>16</b>
<b>17</b>	71,131.80	76,432.18	81,835.56	87,344.00	92,959.56	<b>17</b>

Includes 2-day furlough

Includes 1% increase for Step 17 only

**SAN DIEGO UNIFIED SCHOOL DISTRICT**

**SDEA BARGAINING UNIT**

**SALARY PLAN R161**

**Effective July 1, 2013**

**MONTHLY SALARY RATES**

**182 + 24 (206) -DAY CONTRACT YEAR**

<b>SALARY GRADES</b>						
	<b>010</b>	<b>011</b>	<b>012</b>	<b>013</b>	<b>014</b>	
	<b>BA</b>	<b>BA + 36</b>	<b>BA + 60</b>	<b>BA + 72</b>	<b>BA + 90</b>	
		<b>or MA</b>	<b>or BA + 54</b>	<b>With</b>	<b>With</b>	
<b>Steps</b>			<b>With MA</b>	<b>MA</b>	<b>MA</b>	<b>Steps</b>
<b>01</b>	\$3,750.75	\$3,979.58	\$4,208.58	\$4,437.41	\$4,666.42	<b>01</b>
<b>02</b>	3,891.51	4,120.52	4,349.35	4,578.35	4,807.18	<b>02</b>
<b>03</b>	4,038.12	4,266.95	4,495.95	4,724.78	4,953.79	<b>03</b>
<b>04</b>	4,190.56	4,419.56	4,648.39	4,877.39	5,106.23	<b>04</b>
<b>05</b>	4,349.18	4,578.01	4,806.84	5,035.67	5,264.67	<b>05</b>
<b>06</b>	4,513.80	4,742.81	4,971.64	5,200.64	5,429.65	<b>06</b>
<b>07</b>	4,685.47	4,914.30	5,143.13	5,372.14	5,600.97	<b>07</b>
<b>08</b>	4,863.66	5,092.66	5,321.50	5,550.33	5,779.16	<b>08</b>
<b>09</b>	5,048.72	5,277.72	5,506.72	5,735.56	5,964.56	<b>09</b>
<b>10</b>	5,241.50	5,470.33	5,699.33	5,928.17	6,157.17	<b>10</b>
<b>11</b>	5,441.83	5,670.67	5,899.67	6,128.67	6,357.50	<b>11</b>
<b>12</b>	5,441.83	5,879.24	6,108.24	6,337.08	6,566.08	<b>12</b>
<b>13</b>	5,441.83	5,879.24	6,325.06	6,554.06	6,782.89	<b>13</b>
<b>14</b>	5,441.83	5,879.24	6,325.06	6,779.46	7,008.46	<b>14</b>
<b>15</b>	5,441.83	5,879.24	6,325.06	6,779.46	7,242.96	<b>15</b>
<b>16</b>	5,633.41	6,070.82	6,516.64	6,971.04	7,434.37	<b>16</b>
<b>17</b>	5,927.65	6,369.35	6,819.63	7,278.67	7,746.63	<b>17</b>

Includes 2-day furlough

Includes 1% increase for Step 17 only

**SAN DIEGO UNIFIED SCHOOL DISTRICT**

**SDEA BARGAINING UNIT**

**SALARY PLAN R162**

**Effective July 1, 2013**

**ANNUAL SALARY RATES**

**182 + 44 (226) -DAY CONTRACT YEAR**

**SALARY GRADES**

	<b>010</b>	<b>011</b>	<b>012</b>	<b>013</b>	<b>014</b>	
	<b>BA</b>	<b>BA + 36</b>	<b>BA + 60</b>	<b>BA + 72</b>	<b>BA + 90</b>	
		<b>or MA</b>	<b>or BA + 54</b>	<b>With</b>	<b>With</b>	
<b>Steps</b>			<b>With MA</b>	<b>MA</b>	<b>MA</b>	<b>Steps</b>
<b>01</b>	\$49,378.74	\$52,391.32	\$55,406.16	\$58,418.74	\$61,433.58	<b>01</b>
<b>02</b>	51,231.94	54,246.78	57,259.36	60,274.20	63,286.78	<b>02</b>
<b>03</b>	53,161.98	56,174.56	59,189.40	62,201.98	65,216.82	<b>03</b>
<b>04</b>	55,168.86	58,183.70	61,196.28	64,211.12	67,223.70	<b>04</b>
<b>05</b>	57,257.10	60,269.68	63,282.26	66,294.84	69,309.68	<b>05</b>
<b>06</b>	59,424.44	62,439.28	65,451.86	68,466.70	71,481.54	<b>06</b>
<b>07</b>	61,684.44	64,697.02	67,709.60	70,724.44	73,737.02	<b>07</b>
<b>08</b>	64,030.32	67,045.16	70,057.74	73,070.32	76,082.90	<b>08</b>
<b>09</b>	66,466.60	69,481.44	72,496.28	75,508.86	78,523.70	<b>09</b>
<b>10</b>	69,004.58	72,017.16	75,032.00	78,044.58	81,059.42	<b>10</b>
<b>11</b>	71,642.00	74,654.58	77,669.42	80,684.26	83,696.84	<b>11</b>
<b>12</b>	71,642.00	77,400.48	80,415.32	83,427.90	86,442.74	<b>12</b>
<b>13</b>	71,642.00	77,400.48	83,269.70	86,284.54	89,297.12	<b>13</b>
<b>14</b>	71,642.00	77,400.48	83,269.70	89,251.92	92,266.76	<b>14</b>
<b>15</b>	71,642.00	77,400.48	83,269.70	89,251.92	95,353.92	<b>15</b>
<b>16</b>	74,164.16	79,922.64	85,791.86	91,774.08	97,873.82	<b>16</b>
<b>17</b>	78,037.80	83,852.78	89,780.76	95,824.00	101,984.76	<b>17</b>

Includes 2-day furlough

Includes 1% increase for Step 17 only

**SAN DIEGO UNIFIED SCHOOL DISTRICT**

**SDEA BARGAINING UNIT**

**SALARY PLAN R162**

**Effective July 1, 2013**

**MONTHLY SALARY RATES**

**182 + 44 (226) -DAY CONTRACT YEAR**

<b>SALARY GRADES</b>						
	<b>010</b>	<b>011</b>	<b>012</b>	<b>013</b>	<b>014</b>	
	<b>BA</b>	<b>BA + 36</b>	<b>BA + 60</b>	<b>BA + 72</b>	<b>BA + 90</b>	
		<b>or MA</b>	<b>or BA + 54</b>	<b>With</b>	<b>With</b>	
<b>Steps</b>			<b>With MA</b>	<b>MA</b>	<b>MA</b>	<b>Steps</b>
<b>01</b>	\$4,114.90	\$4,365.94	\$4,617.18	\$4,868.23	\$5,119.47	<b>01</b>
<b>02</b>	4,269.33	4,520.57	4,771.61	5,022.85	5,273.90	<b>02</b>
<b>03</b>	4,430.17	4,681.21	4,932.45	5,183.50	5,434.74	<b>03</b>
<b>04</b>	4,597.41	4,848.64	5,099.69	5,350.93	5,601.98	<b>04</b>
<b>05</b>	4,771.43	5,022.47	5,273.52	5,524.57	5,775.81	<b>05</b>
<b>06</b>	4,952.04	5,203.27	5,454.32	5,705.56	5,956.80	<b>06</b>
<b>07</b>	5,140.37	5,391.42	5,642.47	5,893.70	6,144.75	<b>07</b>
<b>08</b>	5,335.86	5,587.10	5,838.15	6,089.19	6,340.24	<b>08</b>
<b>09</b>	5,538.88	5,790.12	6,041.36	6,292.41	6,543.64	<b>09</b>
<b>10</b>	5,750.38	6,001.43	6,252.67	6,503.72	6,754.95	<b>10</b>
<b>11</b>	5,970.17	6,221.22	6,472.45	6,723.69	6,974.74	<b>11</b>
<b>12</b>	5,970.17	6,450.04	6,701.28	6,952.33	7,203.56	<b>12</b>
<b>13</b>	5,970.17	6,450.04	6,939.14	7,190.38	7,441.43	<b>13</b>
<b>14</b>	5,970.17	6,450.04	6,939.14	7,437.66	7,688.90	<b>14</b>
<b>15</b>	5,970.17	6,450.04	6,939.14	7,437.66	7,946.16	<b>15</b>
<b>16</b>	6,180.35	6,660.22	7,149.32	7,647.84	8,156.15	<b>16</b>
<b>17</b>	6,503.15	6,987.73	7,481.73	7,985.33	8,498.73	<b>17</b>

Includes 2-day furlough

Includes 1% increase for Step 17 only