

When two salary schedules are in use in the same year, NCTQ's policy is to analyze the schedule in use for the majority of the year. In San Diego, both schedules are in use for the same portion of the school year; thus, NCTQ has opted to analyze the schedule effective January 1, 2020.

Appendix A  
(Continued)

**SAN DIEGO UNIFIED SCHOOL DISTRICT**

**SDEA BARGAINING UNIT  
SALARY PLAN 0160**

**Effective January 1, 2019**

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

<b>Steps</b>	<b>SALARY GRADES</b>					<b>Steps</b>
	<b>010 BA</b>	<b>011 BA + 36 or MA</b>	<b>012 BA + 60 or BA + 54 With MA</b>	<b>013 BA + 72 or MA + 66</b>	<b>014 BA + 90 or MA + 84</b>	
<b>01</b>	\$47,051.08	\$49,921.69	\$52,794.11	\$55,664.74	\$58,537.20	<b>01</b>
<b>02</b>	48,817.11	51,689.58	54,560.22	57,432.63	60,303.26	<b>02</b>
<b>03</b>	50,655.39	53,525.99	56,398.45	59,269.06	62,141.52	<b>03</b>
<b>04</b>	52,568.01	55,440.44	58,311.05	61,183.50	64,054.08	<b>04</b>
<b>05</b>	54,556.39	57,426.96	60,299.42	63,170.01	66,042.50	<b>05</b>
<b>06</b>	56,622.95	59,495.36	62,365.96	65,238.45	68,110.92	<b>06</b>
<b>07</b>	58,774.89	61,647.40	64,517.98	67,390.46	70,261.05	<b>07</b>
<b>08</b>	61,010.48	63,882.98	66,753.56	69,626.01	72,496.56	<b>08</b>
<b>09</b>	63,333.61	66,206.09	69,078.59	71,949.12	74,821.62	<b>09</b>
<b>10</b>	65,751.63	68,622.24	71,494.71	74,365.32	77,237.79	<b>10</b>
<b>11</b>	68,264.84	71,135.46	74,007.89	76,880.38	79,750.94	<b>11</b>
<b>12</b>	68,264.84	73,751.27	76,623.77	79,494.33	82,366.84	<b>12</b>
<b>13</b>	68,264.84	73,751.27	79,344.21	82,216.67	85,087.26	<b>13</b>
<b>14</b>	68,264.84	73,751.27	79,344.21	85,043.63	87,916.06	<b>14</b>
<b>15</b>	68,264.84	73,751.27	79,344.21	85,043.63	90,856.96	<b>15</b>
<b>16</b>	70,667.90	76,154.33	81,747.23	87,446.64	93,259.99	<b>16</b>
<b>17</b>	74,358.22	79,899.54	85,548.38	91,304.79	97,176.28	<b>17</b>

Includes 1% increase effective 1.1.19

**SAN DIEGO UNIFIED SCHOOL DISTRICT**

**SDEA BARGAINING UNIT  
SALARY PLAN 0160  
Effective January 1, 2020**

**ANNUAL SALARY RATES  
184-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>or</b>	<b>or</b>	
<b>Steps</b>			<b>With MA</b>	<b>MA + 66</b>	<b>MA + 84</b>	<b>Steps</b>
<b>01</b>	\$48,791.97	\$51,768.79	\$54,747.49	\$57,724.34	\$60,703.08	<b>01</b>
<b>02</b>	50,623.34	53,602.09	56,578.95	59,557.64	62,534.48	<b>02</b>
<b>03</b>	52,529.64	55,506.45	58,485.19	61,462.02	64,440.76	<b>03</b>
<b>04</b>	54,513.03	57,491.74	60,468.56	63,447.29	66,424.08	<b>04</b>
<b>05</b>	56,574.98	59,551.76	62,530.50	65,507.30	68,486.07	<b>05</b>
<b>06</b>	58,718.00	61,696.69	64,673.50	67,652.27	70,631.02	<b>06</b>
<b>07</b>	60,949.56	63,928.35	66,905.15	69,883.91	72,860.71	<b>07</b>
<b>08</b>	63,267.87	66,246.65	69,223.44	72,202.17	75,178.93	<b>08</b>
<b>09</b>	65,676.95	68,655.72	71,634.50	74,611.24	77,590.02	<b>09</b>
<b>10</b>	68,184.44	71,161.26	74,140.01	77,116.84	80,095.59	<b>10</b>
<b>11</b>	70,790.64	73,767.47	76,746.18	79,724.95	82,701.72	<b>11</b>
<b>12</b>	70,790.64	76,480.07	79,458.85	82,435.62	85,414.41	<b>12</b>
<b>13</b>	70,790.64	76,480.07	82,279.95	85,258.69	88,235.49	<b>13</b>
<b>14</b>	70,790.64	76,480.07	82,279.95	88,190.24	91,168.95	<b>14</b>
<b>15</b>	70,790.64	76,480.07	82,279.95	88,190.24	94,218.67	<b>15</b>
<b>16</b>	73,282.61	78,972.04	84,771.88	90,682.17	96,710.61	<b>16</b>
<b>17</b>	77,109.47	82,855.82	88,713.67	94,683.07	100,771.80	<b>17</b>

Includes 3.7 % increase effective 1.1.20