

## Appendix B: Salary Schedules

### B.1a. K-12 Fully Credentialed Teachers – per Education Code 45023.1

Class Occupation	Years of Service	184 Work Day Base	180 Work Day Base	Parcel Tax Add-on	10-11 & 11-12 only 180 Work Day Annual Salary*	184 Work Day Annual Salary
Salary Schedule I	1	45,103	44,123	1,897	46,020	47,000
	2	45,697	44,704	1,803	46,507	47,500
	3	46,289	45,283	1,811	47,094	48,100
B6 Requirements for Placement Bachelor Degree	4	46,885	45,866	1,915	47,781	48,800
	5	47,478	46,446	2,022	48,468	49,500
	6	48,070	47,025	2,130	49,155	50,200
	7	48,664	47,606	2,236	49,842	50,900
	8	49,257	48,186	2,343	50,529	51,600
	9	49,851	48,767	2,449	51,216	52,300
	10	50,445	49,348	2,555	51,903	53,000
	11	51,378	50,261	2,322	52,583	53,700
	12	53,192	52,036	1,208	53,244	54,400
	13	55,006	53,810	94	53,904	55,100

Salary Schedule II	1	45,697	44,704	4,303	49,007	50,000
	2	46,289	45,283	4,461	49,744	50,750
	3	46,885	45,866	4,615	50,481	51,500
B7 Requirements For Placement	4	47,478	46,446	4,772	51,218	52,250
	5	48,070	47,025	4,930	51,955	53,000
	6	48,664	47,606	5,086	52,692	53,750
	7	49,426	48,352	4,824	53,176	54,250
	8	51,391	50,274	3,359	53,633	54,750
BA Plus 30 Units	9	53,355	52,195	2,145	54,340	55,500
	10	55,321	54,118	1,179	55,297	56,500
	11	57,284	56,039	716	56,755	58,000
	12	59,249	57,961	751	58,712	60,000
	13	59,249	57,961	751	58,712	60,000
	14	59,249	57,961	751	58,712	60,000
	15	59,249	57,961	751	58,712	60,000

\* See Temporary Reduction in Work Year Section 11.2.

#### Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$1,250
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$1,500
- Teachers designated as Master Teacher - \$2,500
- Teachers working at Hard to Staff to Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$500
- National Board Certification - \$5,000

B.1b. K-12 Fully Credentialed Teachers – per Education Code 45023.1

Class Occupation	Years of Service	184 Work Day Base	180 Work Day Base	Parcel Tax Add-on	10-11 & 11-12 only 180 Work Day Annual Salary*	184 Work Day Annual Salary
Salary Schedule III	1	46,885	45,866	5,115	50,981	52,000
	2	47,478	46,446	5,722	52,168	53,200
	3	48,070	47,025	6,330	53,355	54,400
B8 Requirements For Placement	4	49,633	48,554	6,367	54,921	56,000
	5	52,062	50,930	5,438	56,368	57,500
	6	54,490	53,305	4,510	57,815	59,000
BA Plus 60 Units	7	56,920	55,683	3,580	59,263	60,500
	8	59,349	58,059	2,651	60,710	62,000
	9	61,777	60,434	1,723	62,157	63,500
	10	64,207	62,811	1,093	63,904	65,300
	11	66,635	65,186	1,000	66,186	67,635
	12	66,635	65,186	2,500	67,686	69,135
	13	66,635	65,186	2,500	67,686	69,135
Career Increment A	14	69,065	67,564	2,070	69,634	71,135
	15	69,065	67,564	2,070	69,634	71,135
	16	69,065	67,564	2,070	69,634	71,135
Career Increment B	17	71,492	69,938	2,143	72,081	73,635
	18	71,492	69,938	2,143	72,081	73,635
	19	71,492	69,938	2,143	72,081	73,635
Career Increment C	20	73,922	72,315	2,423	74,738	76,345
	21	73,922	72,315	2,423	74,738	76,345
	22	73,922	72,315	2,423	74,738	76,345
Career Increment D	23	76,351	74,691	2,649	77,340	79,000
	24	76,351	74,691	2,649	77,340	79,000
	25	76,351	74,691	2,649	77,340	79,000
Career Increment E	26	78,777	77,064	3,223	80,287	82,000
	27	78,777	77,064	3,223	80,287	82,000
	28	78,777	77,064	3,223	80,287	82,000

\* See Temporary Reduction in Work Year Section 11.2.

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$1,250
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$1,500
- Teachers designated as Master Teacher - \$2,500
- Teachers working at Hard to Staff to Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$500
- National Board Certification - \$5,000

B.2a. K-12 Intern/Emergency and other Non-Credential Teachers

<b>Class Occupation</b>	<b>Years of Service</b>	<b>10-11 &amp; 11-12 only 180 Work Day Annual Salary*</b>	<b>184 Work Day Annual Salary</b>
Salary Schedule I C6 Requirements for Placement of Bachelor Degree	1	38,909	39,774
	2	38,909	39,774
	3	39,201	40,072
	4	39,492	40,370
	5	39,781	40,665
	6	40,072	40,962

Salary Schedule I C7 Requirements for Placement of BA Plus 30 Units	1	39,201	40,072
	2	39,201	40,072
	3	39,492	40,370
	4	40,665	41,569
	5	42,587	43,533
	6	44,508	45,497

Salary Schedule I C8 Requirements for Placement of BA Plus 60 Units	1	41,426	42,347
	2	41,426	42,347
	3	43,803	44,776
	4	46,179	47,205
	5	48,554	49,633
	6	50,930	52,062

\* See Temporary Reduction in Work Year Section 11.2.