

Appendix B: Salary Schedules

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

Class Occupation	Years of Service	184 Work Day Base	185 Work Day Base	Parcel Tax Add-on	13-14 only 185 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule I	1	45,103	45,348	1897	47,245	47,000
	2	45,697	45,945	1803	47,748	47,500
B6 Requirements for Placement	3	46,289	46,541	1811	48,352	48,100
	4	46,885	47,140	1915	49,055	48,800
	5	47,478	47,736	2022	49,758	49,500
	6	48,070	48,331	2130	50,461	50,200
	7	48,664	48,928	2236	51,164	50,900
Bachelor Degree	8	49,257	49,525	2343	51,868	51,600
	9	49,851	50,122	2449	52,571	52,300
	10	50,445	50,719	2555	53,274	53,000
	11	51,378	51,657	2322	53,979	53,700
	12	53,192	53,481	1208	54,689	54,400
	13	55,006	55,305	94	55,399	55,100

Salary Schedule II	1	45,697	45,945	4303	50,248	50,000
	2	46,289	46,541	4461	51,002	50,750
B7 Requirements For Placement	3	46,885	47,140	4615	51,755	51,500
	4	47,478	47,736	4772	52,508	52,250
	5	48,070	48,331	4930	53,261	53,000
	6	48,664	48,928	5086	54,014	53,750
	7	49,426	49,695	4824	54,519	54,250
BA Plus 30 Units	8	51,391	51,670	3359	55,029	54,250
	9	53,355	53,645	2145	55,790	54,250
	10	55,321	55,622	1179	56,801	55,500
	11	57,284	57,595	716	58,311	58,000
	12	59,249	59,571	751	60,322	60,000
	13	59,249	59,571	751	60,322	60,000
	14	59,249	59,571	751	60,322	60,000
	15	59,249	59,571	751	60,322	60,000

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 - \$1,250
- Teachers working at Hard to Staff to Schools – up to \$1,750
- Teachers working in Hard to Fill subject areas - \$500
- National Board Certification - \$5,000

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

Class Occupation	Years of Service	184 Work Day Base	185 Work Day Base	Parcel Tax Add-on	13-14 only 185 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule III B8 Requirements For Placement	1	46,885	47,140	5115	52,255	52,000
	2	47,478	47,736	5722	53,458	53,200
	3	48,070	48,331	6330	54,661	54,400
	4	49,633	49,903	6367	56,270	56,000
	5	52,062	52,345	5438	57,783	57,500
	6	54,490	54,786	4510	59,296	59,000
	7	56,920	57,229	3580	60,809	60,500
	8	59,349	59,672	2651	62,323	62,000
	9	61,777	62,113	1723	63,836	63,500
	10	64,207	64,556	1093	65,649	65,300
	11	66,635	66,997	1000	67,997	67,635
BA Plus 60 Units	12	66,635	66,997	2500	69,497	69,135
	13	66,635	66,997	2500	69,497	69,135
Career Increment A	14	69,065	69,440	2070	71,510	71,135
	15	69,065	69,440	2070	71,510	71,135
	16	69,065	69,440	2070	71,510	71,135
Career Increment B	17	71,492	71,881	2143	74,024	73,635
	18	71,492	71,881	2143	74,024	73,635
	19	71,492	71,881	2143	74,024	73,635
Career Increment C	20	73,922	74,324	2423	76,747	76,345
	21	73,922	74,324	2423	76,747	76,345
	22	73,922	74,324	2423	76,747	76,345
Career Increment D	23	76,351	76,766	2649	79,415	79,000
	24	76,351	76,766	2649	79,415	79,000
	25	76,351	76,766	2649	79,415	79,000
Career Increment E	26	78,777	79,205	3223	82,428	82,000
	27	78,777	79,205	3223	82,428	82,000
	28	78,777	79,205	3223	82,428	82,000

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 - \$1,250
- Teachers working at Hard to Staff to Schools – up to \$1,750
- Teachers working in Hard to Fill subject areas - \$500
- National Board Certification - \$5,000

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

Class Occupation	Years of Service	13-14 185 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule I C6 Requirements for Placement of Bachelor Degree	1	39,990	39,774
	2	39,990	39,774
	3	40,290	40,072
	4	40,589	40,370
	5	40,886	40,665
	6	41,185	40,962

Salary Schedule II C7 Requirements for Placement of BA Plus 30 Units	1	40,290	40,072
	2	40,290	40,072
	3	40,589	40,370
	4	41,795	41,569
	5	43,770	43,533
	6	45,744	45,497

Salary Schedule III C8 Requirements for Placement of BA Plus 60 Units	1	42,577	42,347
	2	42,577	42,347
	3	45,019	44,776
	4	47,462	47,205
	5	49,903	49,633
	6	52,345	52,062