

B.1aa. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2015-2016 School Year)

Class Occupation	Years of Service	July 1, 2015		July 1, 2015		January 1, 2016	
		184 Work Day Base	Parcel Tax Add-on	184 Work Day Annual Salary	184 Work Day Base	Parcel Tax Add-on	184 Work Day Annual Salary
Salary Schedule I	1	47,629	1,897	49,526	48,343	1,897	50,240
	2	48,256	1,803	50,059	48,980	1,803	50,783
	3	48,881	1,811	50,692	49,614	1,811	51,425
B6 Requirements For Placement	4	49,511	1,915	51,426	50,254	1,915	52,169
	5	50,138	2,022	52,160	50,890	2,022	52,912
	6	50,762	2,130	52,892	51,523	2,130	53,653
	7	51,389	2,236	53,625	52,160	2,236	54,396
	8	52,016	2,343	54,359	52,796	2,343	55,139
Bachelor Degree	9	52,643	2,449	55,092	53,433	2,449	55,882
	10	53,270	2,555	55,825	54,069	2,555	56,624
	11	54,256	2,322	56,578	55,070	2,322	57,392
	12	56,171	1,208	57,379	57,014	1,208	58,222
	13	58,086	94	58,180	58,957	94	59,051

Class Occupation	Years of Service	July 1, 2015		July 1, 2015		January 1, 2016	
		184 Work Day Base	Parcel Tax Add-on	184 Work Day Annual Salary	184 Work Day Base	Parcel Tax Add-on	184 Work Day Annual Salary
Salary Schedule II	1	48,256	4,303	52,559	48,980	4,303	53,283
	2	48,881	4,461	53,342	49,614	4,461	54,075
	3	49,511	4,615	54,126	50,254	4,615	54,869
B7 Requirements For Placement	4	50,138	4,772	54,910	50,890	4,772	55,662
	5	50,762	4,930	55,692	51,523	4,930	56,453
	6	51,389	5,086	56,475	52,160	5,086	57,246
	7	52,194	4,824	57,018	52,977	4,824	57,801
	8	54,269	3,359	57,628	55,083	3,359	58,442
BA Plus 30 Units	9	56,343	2,145	58,488	57,188	2,145	59,333
	10	58,419	1,179	59,598	59,295	1,179	60,474
	11	60,493	716	61,209	61,400	716	62,116
	12	62,568	751	63,319	63,507	751	64,258
	13	62,568	751	63,319	63,507	751	64,258
	14	62,568	751	63,319	63,507	751	64,258
	15	62,568	751	63,319	63,507	751	64,258

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- 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 - \$1,000
- National Board Certification - \$5,000

B.1ba. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2015-2016 School Year)

Class Occupation	Years of Service	July 1, 2015		July 1, 2015		January 1, 2016	
		184 Work Day Base	Parcel Tax Add-on	184 Work Day Annual Salary	184 Work Day Base	Parcel Tax Add-on	184 Work Day Annual Salary
Salary Schedule III	1	49,511	5,115	54,626	50,254	5,115	55,369
	2	50,138	5,722	55,860	50,890	5,722	56,612
	3	50,762	6,330	57,092	51,523	6,330	57,853
B8 Requirements For Placement	4	52,414	6,367	58,781	53,200	6,367	59,567
	5	54,977	5,438	60,415	55,802	5,438	61,240
	6	57,542	4,510	62,052	58,405	4,510	62,915
	7	60,107	3,580	63,687	61,009	3,580	64,589
BA Plus 60 Units	8	62,673	2,651	65,324	63,613	2,651	66,264
	9	65,237	1,723	66,960	66,216	1,723	67,939
	10	67,803	1,093	68,896	68,820	1,093	69,913
	11	70,367	1,000	71,367	71,423	1,000	72,423
	12	70,367	2,500	72,867	71,423	2,500	73,923
	13	70,367	2,500	72,867	71,423	2,500	73,923
Career Increment A	14	72,933	2,070	75,003	74,027	2,070	76,097
	15	72,933	2,070	75,003	74,027	2,070	76,097
	16	72,933	2,070	75,003	74,027	2,070	76,097
Career Increment B	17	75,496	2,143	77,639	76,628	2,143	78,771
	18	75,496	2,143	77,639	76,628	2,143	78,771
	19	75,496	2,143	77,639	76,628	2,143	78,771
Career Increment C	20	78,062	2,423	80,485	79,233	2,423	81,656
	21	78,062	2,423	80,485	79,233	2,423	81,656
	22	78,062	2,423	80,485	79,233	2,423	81,656
Career Increment D	23	80,628	2,649	83,277	81,837	2,649	84,486
	24	80,628	2,649	83,277	81,837	2,649	84,486
	25	80,628	2,649	83,277	81,837	2,649	84,486
Career Increment E	26	83,189	3,223	86,412	84,437	3,223	87,660
	27	83,189	3,223	86,412	84,437	3,223	87,660
	28	83,189	3,223	86,412	84,437	3,223	87,660

Notes:

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- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
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- Teachers working at Hard to Staff to Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.3aa. TK-12 Intern/Emergency and other Non-Credential Teachers (2015-2016 School Year)

Class Occupation	Years of Service	July 1, 2015	January 1, 2016
		184 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule I C6 Requirements For Placement Bachelor Degree	1	42,001	42,631
	2	42,001	42,631
	3	42,315	42,950
	4	42,631	43,270
	5	42,943	43,587
	6	43,256	43,905

Class Occupation	Years of Service	July 1, 2015	January 1, 2016
		184 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule II C7 Requirements For Placement BA Plus 30 Units	1	42,315	42,950
	2	42,315	42,950
	3	42,631	43,270
	4	43,897	44,555
	5	45,971	46,661
	6	48,045	48,766

Class Occupation	Years of Service	July 1, 2015	January 1, 2016
		184 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule II C8 Requirements For Placement BA Plus 60 Units	1	44,719	45,390
	2	44,719	45,390
	3	47,284	47,993
	4	49,849	50,597
	5	52,414	53,200
	6	54,977	55,802