

OAKLAND UNIFIED SCHOOL DISTRICT						
HUMAN RESOURCES SERVICES AND SUPPORT						
SALARY SCHEDULE K12 TEACHERS						
EFFECTIVE June 30, 2021						
Periods: 10, Days/Year: 186, Hours/Day: 6						
K12T	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6
	BA	BA + 30	BA + 45	BA + 60	BA + 75	BA + 90
Step 01						
ANNUAL	\$ 51,905.14	\$ 52,324.97	\$ 52,730.79	\$ 53,584.45	\$ 55,585.65	\$ 61,547.25
MONTHLY	\$ 5,190.51	\$ 5,232.50	\$ 5,273.08	\$ 5,358.45	\$ 5,558.56	\$ 6,154.72
DAILY	\$ 279.06	\$ 281.32	\$ 283.50	\$ 288.09	\$ 298.85	\$ 330.90
HOURLY	\$ 46.51	\$ 46.89	\$ 47.25	\$ 48.01	\$ 49.81	\$ 55.15
Step 02						
ANNUAL	\$ 52,730.79	\$ 53,164.62	\$ 53,584.45	\$ 55,585.65	\$ 57,572.85	\$ 63,534.45
MONTHLY	\$ 5,273.08	\$ 5,316.46	\$ 5,358.45	\$ 5,558.56	\$ 5,757.28	\$ 6,353.44
DAILY	\$ 283.50	\$ 285.83	\$ 288.09	\$ 298.85	\$ 309.53	\$ 341.58
HOURLY	\$ 47.25	\$ 47.64	\$ 48.01	\$ 49.81	\$ 51.59	\$ 56.93
Step 03						
ANNUAL	\$ 53,584.45	\$ 54,592.05	\$ 55,585.65	\$ 57,572.85	\$ 59,560.05	\$ 65,507.66
MONTHLY	\$ 5,358.45	\$ 5,459.20	\$ 5,558.56	\$ 5,757.28	\$ 5,956.00	\$ 6,550.77
DAILY	\$ 288.09	\$ 293.51	\$ 298.85	\$ 309.53	\$ 320.22	\$ 352.19
HOURLY	\$ 48.01	\$ 48.92	\$ 49.81	\$ 51.59	\$ 53.37	\$ 58.70
Step 04						
ANNUAL	\$ 55,585.65	\$ 56,593.24	\$ 57,572.85	\$ 59,560.05	\$ 61,547.25	\$ 67,508.85
MONTHLY	\$ 5,558.56	\$ 5,659.32	\$ 5,757.28	\$ 5,956.00	\$ 6,154.72	\$ 6,750.89
DAILY	\$ 298.85	\$ 304.26	\$ 309.53	\$ 320.22	\$ 330.90	\$ 362.95
HOURLY	\$ 49.81	\$ 50.71	\$ 51.59	\$ 53.37	\$ 55.15	\$ 60.49
Step 05						
ANNUAL	\$ 57,572.85	\$ 58,566.45	\$ 59,560.05	\$ 61,547.25	\$ 63,534.45	\$ 69,482.06
MONTHLY	\$ 5,757.28	\$ 5,856.64	\$ 5,956.00	\$ 6,154.72	\$ 6,353.44	\$ 6,948.21
DAILY	\$ 309.53	\$ 314.87	\$ 320.22	\$ 330.90	\$ 341.58	\$ 373.56
HOURLY	\$ 51.59	\$ 52.48	\$ 53.37	\$ 55.15	\$ 56.93	\$ 62.26
Step 06						
ANNUAL	\$ 59,560.05	\$ 60,553.65	\$ 61,547.25	\$ 63,534.45	\$ 65,507.66	\$ 71,469.26
MONTHLY	\$ 5,956.00	\$ 6,055.36	\$ 6,154.72	\$ 6,353.44	\$ 6,550.77	\$ 7,146.93
DAILY	\$ 320.22	\$ 325.56	\$ 330.90	\$ 341.58	\$ 352.19	\$ 384.24
HOURLY	\$ 53.37	\$ 54.26	\$ 55.15	\$ 56.93	\$ 58.70	\$ 64.04
Step 07						
ANNUAL	\$ 61,547.25	\$ 62,540.85	\$ 63,534.45	\$ 65,507.66	\$ 67,508.85	\$ 73,442.46
MONTHLY	\$ 6,154.72	\$ 6,254.08	\$ 6,353.44	\$ 6,550.77	\$ 6,750.89	\$ 7,344.25

DAILY	\$ 330.90	\$ 336.24	\$ 341.58	\$ 352.19	\$ 362.95	\$ 394.85
HOURLY	\$ 55.15	\$ 56.04	\$ 56.93	\$ 58.70	\$ 60.49	\$ 65.81
Step 08						
ANNUAL	\$ 63,590.43	\$ 64,528.05	\$ 65,507.66	\$ 67,508.85	\$ 69,482.06	\$ 75,443.66
MONTHLY	\$ 6,359.04	\$ 6,452.80	\$ 6,550.77	\$ 6,750.89	\$ 6,948.21	\$ 7,544.37
DAILY	\$ 341.88	\$ 346.92	\$ 352.19	\$ 362.95	\$ 373.56	\$ 405.61
HOURLY	\$ 56.98	\$ 57.82	\$ 58.70	\$ 60.49	\$ 62.26	\$ 67.60
Step 09						
ANNUAL	\$ 65,507.66	\$ 66,501.26	\$ 67,508.85	\$ 69,482.06	\$ 71,469.26	\$ 77,416.87
MONTHLY	\$ 6,550.77	\$ 6,650.13	\$ 6,750.89	\$ 6,948.21	\$ 7,146.93	\$ 7,741.69
DAILY	\$ 352.19	\$ 357.53	\$ 362.95	\$ 373.56	\$ 384.24	\$ 416.22
HOURLY	\$ 58.70	\$ 59.59	\$ 60.49	\$ 62.26	\$ 64.04	\$ 69.37
Step 10						
ANNUAL	\$ 67,508.85	\$ 68,488.46	\$ 69,482.06	\$ 71,469.26	\$ 73,442.46	\$ 79,404.07
MONTHLY	\$ 6,750.89	\$ 6,848.85	\$ 6,948.21	\$ 7,146.93	\$ 7,344.25	\$ 7,940.41
DAILY	\$ 362.95	\$ 368.22	\$ 373.56	\$ 384.24	\$ 394.85	\$ 426.90
HOURLY	\$ 60.49	\$ 61.37	\$ 62.26	\$ 64.04	\$ 65.81	\$ 71.15
Step 11						
ANNUAL	\$ 69,482.06	\$ 70,475.66	\$ 71,469.26	\$ 73,442.46	\$ 75,443.66	\$ 81,405.26
MONTHLY	\$ 6,948.21	\$ 7,047.57	\$ 7,146.93	\$ 7,344.25	\$ 7,544.37	\$ 8,140.53
DAILY	\$ 373.56	\$ 378.90	\$ 384.24	\$ 394.85	\$ 405.61	\$ 437.66
HOURLY	\$ 62.26	\$ 63.15	\$ 64.04	\$ 65.81	\$ 67.60	\$ 72.94
Step 12						
ANNUAL	\$ 71,469.26	\$ 72,448.86	\$ 73,442.46	\$ 75,443.66	\$ 77,416.87	\$ 83,378.47
MONTHLY	\$ 7,146.93	\$ 7,244.89	\$ 7,344.25	\$ 7,544.37	\$ 7,741.69	\$ 8,337.85
DAILY	\$ 384.24	\$ 389.51	\$ 394.85	\$ 405.61	\$ 416.22	\$ 448.27
HOURLY	\$ 64.04	\$ 64.92	\$ 65.81	\$ 67.60	\$ 69.37	\$ 74.71
Step 13						
ANNUAL	\$ 71,469.26	\$ 72,448.86	\$ 73,442.46	\$ 77,416.87	\$ 79,404.07	\$ 85,365.67
MONTHLY	\$ 7,146.93	\$ 7,244.89	\$ 7,344.25	\$ 7,741.69	\$ 7,940.41	\$ 8,536.57
DAILY	\$ 384.24	\$ 389.51	\$ 394.85	\$ 416.22	\$ 426.90	\$ 458.96
HOURLY	\$ 64.04	\$ 64.92	\$ 65.81	\$ 69.37	\$ 71.15	\$ 76.49
Step 14						
ANNUAL	\$ 71,469.26	\$ 72,448.86	\$ 73,442.46	\$ 77,416.87	\$ 81,405.26	\$ 87,352.87
MONTHLY	\$ 7,146.93	\$ 7,244.89	\$ 7,344.25	\$ 7,741.69	\$ 8,140.53	\$ 8,735.29
DAILY	\$ 384.24	\$ 389.51	\$ 394.85	\$ 416.22	\$ 437.66	\$ 469.64
HOURLY	\$ 64.04	\$ 64.92	\$ 65.81	\$ 69.37	\$ 72.94	\$ 78.27
Step 15						
ANNUAL	\$ 71,469.26	\$ 72,448.86	\$ 73,442.46	\$ 77,416.87	\$ 81,405.26	\$ 89,340.07

MONTHLY	\$ 7,146.93	\$ 7,244.89	\$ 7,344.25	\$ 7,741.69	\$ 8,140.53	\$ 8,934.01
DAILY	\$ 384.24	\$ 389.51	\$ 394.85	\$ 416.22	\$ 437.66	\$ 480.32
HOURLY	\$ 64.04	\$ 64.92	\$ 65.81	\$ 69.37	\$ 72.94	\$ 80.05

Step 16

ANNUAL	\$ 71,469.26	\$ 72,448.86	\$ 73,442.46	\$ 77,416.87	\$ 81,405.26	\$ 89,340.07
MONTHLY	\$ 7,146.93	\$ 7,244.89	\$ 7,344.25	\$ 7,741.69	\$ 8,140.53	\$ 8,934.01
DAILY	\$ 384.24	\$ 389.51	\$ 394.85	\$ 416.22	\$ 437.66	\$ 480.32
HOURLY	\$ 64.04	\$ 64.92	\$ 65.81	\$ 69.37	\$ 72.94	\$ 80.05

Step 17

ANNUAL	\$ 71,469.26	\$ 72,448.86	\$ 73,442.46	\$ 77,416.87	\$ 81,405.26	\$ 89,340.07
MONTHLY	\$ 7,146.93	\$ 7,244.89	\$ 7,344.25	\$ 7,741.69	\$ 8,140.53	\$ 8,934.01
DAILY	\$ 384.24	\$ 389.51	\$ 394.85	\$ 416.22	\$ 437.66	\$ 480.32
HOURLY	\$ 64.04	\$ 64.92	\$ 65.81	\$ 69.37	\$ 72.94	\$ 80.05

Step 18

ANNUAL	\$ 71,469.26	\$ 72,448.86	\$ 73,442.46	\$ 77,416.87	\$ 81,405.26	\$ 89,340.07
MONTHLY	\$ 7,146.93	\$ 7,244.89	\$ 7,344.25	\$ 7,741.69	\$ 8,140.53	\$ 8,934.01
DAILY	\$ 384.24	\$ 389.51	\$ 394.85	\$ 416.22	\$ 437.66	\$ 480.32
HOURLY	\$ 64.04	\$ 64.92	\$ 65.81	\$ 69.37	\$ 72.94	\$ 80.05

Step 19

ANNUAL	\$ 71,469.26	\$ 72,448.86	\$ 73,442.46	\$ 77,416.87	\$ 81,405.26	\$ 89,340.07
MONTHLY	\$ 7,146.93	\$ 7,244.89	\$ 7,344.25	\$ 7,741.69	\$ 8,140.53	\$ 8,934.01
DAILY	\$ 384.24	\$ 389.51	\$ 394.85	\$ 416.22	\$ 437.66	\$ 480.32
HOURLY	\$ 64.04	\$ 64.92	\$ 65.81	\$ 69.37	\$ 72.94	\$ 80.05

Step 20

ANNUAL	\$ 71,469.26	\$ 72,448.86	\$ 73,442.46	\$ 77,416.87	\$ 81,405.26	\$ 89,340.07
MONTHLY	\$ 7,146.93	\$ 7,244.89	\$ 7,344.25	\$ 7,741.69	\$ 8,140.53	\$ 8,934.01
DAILY	\$ 384.24	\$ 389.51	\$ 394.85	\$ 416.22	\$ 437.66	\$ 480.32
HOURLY	\$ 64.04	\$ 64.92	\$ 65.81	\$ 69.37	\$ 72.94	\$ 80.05

Step 21

ANNUAL	\$ 73,442.46	\$ 74,450.06	\$ 75,443.66	\$ 79,404.07	\$ 83,378.47	\$ 91,313.28
MONTHLY	\$ 7,344.25	\$ 7,445.01	\$ 7,544.37	\$ 7,940.41	\$ 8,337.85	\$ 9,131.33
DAILY	\$ 394.85	\$ 400.27	\$ 405.61	\$ 426.90	\$ 448.27	\$ 490.93
HOURLY	\$ 65.81	\$ 66.71	\$ 67.60	\$ 71.15	\$ 74.71	\$ 81.82

Step 22

ANNUAL	\$ 73,442.46	\$ 74,450.06	\$ 75,443.66	\$ 79,404.07	\$ 83,378.47	\$ 91,313.28
MONTHLY	\$ 7,344.25	\$ 7,445.01	\$ 7,544.37	\$ 7,940.41	\$ 8,337.85	\$ 9,131.33
DAILY	\$ 394.85	\$ 400.27	\$ 405.61	\$ 426.90	\$ 448.27	\$ 490.93
HOURLY	\$ 65.81	\$ 66.71	\$ 67.60	\$ 71.15	\$ 74.71	\$ 81.82

Step 23

ANNUAL	\$ 73,442.46	\$ 74,450.06	\$ 75,443.66	\$ 79,404.07	\$ 83,378.47	\$ 91,313.28
MONTHLY	\$ 7,344.25	\$ 7,445.01	\$ 7,544.37	\$ 7,940.41	\$ 8,337.85	\$ 9,131.33
DAILY	\$ 394.85	\$ 400.27	\$ 405.61	\$ 426.90	\$ 448.27	\$ 490.93
HOURLY	\$ 65.81	\$ 66.71	\$ 67.60	\$ 71.15	\$ 74.71	\$ 81.82

Step 24

ANNUAL	\$ 73,442.46	\$ 74,450.06	\$ 75,443.66	\$ 79,404.07	\$ 83,378.47	\$ 91,313.28
MONTHLY	\$ 7,344.25	\$ 7,445.01	\$ 7,544.37	\$ 7,940.41	\$ 8,337.85	\$ 9,131.33
DAILY	\$ 394.85	\$ 400.27	\$ 405.61	\$ 426.90	\$ 448.27	\$ 490.93
HOURLY	\$ 65.81	\$ 66.71	\$ 67.60	\$ 71.15	\$ 74.71	\$ 81.82

Step 25

ANNUAL	\$ 73,442.46	\$ 74,450.06	\$ 75,443.66	\$ 79,404.07	\$ 83,378.47	\$ 91,313.28
MONTHLY	\$ 7,344.25	\$ 7,445.01	\$ 7,544.37	\$ 7,940.41	\$ 8,337.85	\$ 9,131.33
DAILY	\$ 394.85	\$ 400.27	\$ 405.61	\$ 426.90	\$ 448.27	\$ 490.93
HOURLY	\$ 65.81	\$ 66.71	\$ 67.60	\$ 71.15	\$ 74.71	\$ 81.82

Step 26

ANNUAL	\$ 75,443.66	\$ 76,423.27	\$ 77,416.87	\$ 81,405.26	\$ 85,365.67	\$ 93,314.47
MONTHLY	\$ 7,544.37	\$ 7,642.33	\$ 7,741.69	\$ 8,140.53	\$ 8,536.57	\$ 9,331.45
DAILY	\$ 405.61	\$ 410.88	\$ 416.22	\$ 437.66	\$ 458.96	\$ 501.69
HOURLY	\$ 67.60	\$ 68.48	\$ 69.37	\$ 72.94	\$ 76.49	\$ 83.62

Step 27

ANNUAL	\$ 75,443.66	\$ 76,423.27	\$ 77,416.87	\$ 81,405.26	\$ 85,365.67	\$ 93,314.47
MONTHLY	\$ 7,544.37	\$ 7,642.33	\$ 7,741.69	\$ 8,140.53	\$ 8,536.57	\$ 9,331.45
DAILY	\$ 405.61	\$ 410.88	\$ 416.22	\$ 437.66	\$ 458.96	\$ 501.69
HOURLY	\$ 67.60	\$ 68.48	\$ 69.37	\$ 72.94	\$ 76.49	\$ 83.62

Step 28

ANNUAL	\$ 75,443.66	\$ 76,423.27	\$ 77,416.87	\$ 81,405.26	\$ 85,365.67	\$ 93,314.47
MONTHLY	\$ 7,544.37	\$ 7,642.33	\$ 7,741.69	\$ 8,140.53	\$ 8,536.57	\$ 9,331.45
DAILY	\$ 405.61	\$ 410.88	\$ 416.22	\$ 437.66	\$ 458.96	\$ 501.69
HOURLY	\$ 67.60	\$ 68.48	\$ 69.37	\$ 72.94	\$ 76.49	\$ 83.62

Step 29

ANNUAL	\$ 75,443.66	\$ 76,423.27	\$ 77,416.87	\$ 81,405.26	\$ 85,365.67	\$ 93,314.47
MONTHLY	\$ 7,544.37	\$ 7,642.33	\$ 7,741.69	\$ 8,140.53	\$ 8,536.57	\$ 9,331.45
DAILY	\$ 405.61	\$ 410.88	\$ 416.22	\$ 437.66	\$ 458.96	\$ 501.69
HOURLY	\$ 67.60	\$ 68.48	\$ 69.37	\$ 72.94	\$ 76.49	\$ 83.62

Step 30

ANNUAL	\$ 75,443.66	\$ 76,423.27	\$ 77,416.87	\$ 81,405.26	\$ 85,365.67	\$ 93,314.47
MONTHLY	\$ 7,544.37	\$ 7,642.33	\$ 7,741.69	\$ 8,140.53	\$ 8,536.57	\$ 9,331.45
DAILY	\$ 405.61	\$ 410.88	\$ 416.22	\$ 437.66	\$ 458.96	\$ 501.69
HOURLY	\$ 67.60	\$ 68.48	\$ 69.37	\$ 72.94	\$ 76.49	\$ 83.62

Step 31

ANNUAL	\$ 75,443.66	\$ 76,423.27	\$ 77,416.87	\$ 81,405.26	\$ 85,365.67	\$ 93,314.47
MONTHLY	\$ 7,544.37	\$ 7,642.33	\$ 7,741.69	\$ 8,140.53	\$ 8,536.57	\$ 9,331.45
DAILY	\$ 405.61	\$ 410.88	\$ 416.22	\$ 437.66	\$ 458.96	\$ 501.69
HOURLY	\$ 67.60	\$ 68.48	\$ 69.37	\$ 72.94	\$ 76.49	\$ 83.62
Step 32						
ANNUAL	\$ 79,215.84	\$ 80,244.43	\$ 81,287.71	\$ 85,475.53	\$ 89,633.95	\$ 97,980.20
MONTHLY	\$ 7,921.58	\$ 8,024.44	\$ 8,128.77	\$ 8,547.55	\$ 8,963.40	\$ 9,798.02
DAILY	\$ 425.89	\$ 431.42	\$ 437.03	\$ 459.55	\$ 481.90	\$ 526.78
HOURLY	\$ 70.98	\$ 71.90	\$ 72.84	\$ 76.59	\$ 80.32	\$ 87.80

Maximum Entry Level: 12 Steps.

Salary Schedule K12T 186 Days 6 Hours/Day.

Board approved increase of 2.5% on 04/24/2019 eff. 06/30/2021

Revision: