

Appendix B: Salary Schedules

B.1ab. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2016-2017 School Year)

| Class Occupation | Years of Service | 1 st Paycheck – 16-17 SY | |
|-------------------------------|------------------|-------------------------------------|-------------------|
| | | 184 Work Day Base | Parcel Tax Add-on |
| Salary Schedule I | 1 | 50,760 | 1,897 |
| | 2 | 51,429 | 1,803 |
| | 3 | 52,095 | 1,811 |
| B6 Requirements For Placement | 4 | 52,767 | 1,915 |
| | 5 | 53,433 | 2,022 |
| | 6 | 54,099 | 2,130 |
| | 7 | 54,768 | 2,236 |
| Bachelor Degree | 8 | 55,436 | 2,343 |
| | 9 | 56,105 | 2,449 |
| | 10 | 56,772 | 2,555 |
| | 11 | 57,824 | 2,322 |
| | 12 | 59,865 | 1,208 |
| | 13 | 61,905 | 94 |

| Class Occupation | Years of Service | 1 st Paycheck – 16-17 SY | |
|-------------------------------|------------------|-------------------------------------|-------------------|
| | | 184 Work Day Base | Parcel Tax Add-on |
| Salary Schedule II | 1 | 51,429 | 4,303 |
| | 2 | 52,095 | 4,461 |
| | 3 | 52,767 | 4,615 |
| B7 Requirements For Placement | 4 | 53,433 | 4,772 |
| | 5 | 54,099 | 4,930 |
| | 6 | 54,768 | 5,086 |
| | 7 | 55,626 | 4,824 |
| BA Plus 30 Units | 8 | 57,837 | 3,359 |
| | 9 | 60,048 | 2,145 |
| | 10 | 62,260 | 1,179 |
| | 11 | 64,469 | 716 |
| | 12 | 66,682 | 751 |
| | 13 | 66,682 | 751 |
| | 14 | 66,682 | 751 |
| | 15 | 66,682 | 751 |

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.1bb. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2016-2017 School Year)

| Class Occupation | Years of Service | 1 st Paycheck – 16-17 SY | | 1 st Paycheck – 16-17 SY |
|-------------------------------|------------------|-------------------------------------|-------------------|-------------------------------------|
| | | 184 Work Day Base | Parcel Tax Add-on | 184 Work Day Annual Salary |
| Salary Schedule III | 1 | 52,767 | 5,115 | 57,872 |
| | 2 | 53,433 | 5,722 | 59,155 |
| | 3 | 54,099 | 6,330 | 60,429 |
| B8 Requirements For Placement | 4 | 55,859 | 6,367 | 62,226 |
| | 5 | 58,592 | 5,438 | 64,030 |
| | 6 | 61,324 | 4,510 | 65,834 |
| | 7 | 64,061 | 3,580 | 67,641 |
| BA Plus 60 Units | 8 | 66,794 | 2,651 | 69,445 |
| | 9 | 69,527 | 1,723 | 71,250 |
| | 10 | 72,261 | 1,093 | 73,354 |
| | 11 | 74,994 | 1,000 | 75,994 |
| | 12 | 74,994 | 2,500 | 77,494 |
| | 13 | 74,994 | 2,500 | 77,494 |
| Career Increment A | 14 | 77,728 | 2,070 | 79,798 |
| | 15 | 77,728 | 2,070 | 79,798 |
| | 16 | 77,728 | 2,070 | 79,798 |
| Career Increment B | 17 | 80,459 | 2,143 | 82,602 |
| | 18 | 80,459 | 2,143 | 82,602 |
| | 19 | 80,459 | 2,143 | 82,602 |
| Career Increment C | 20 | 83,195 | 2,423 | 85,608 |
| | 21 | 83,195 | 2,423 | 85,608 |
| | 22 | 83,195 | 2,423 | 85,608 |
| Career Increment D | 23 | 85,929 | 2,649 | 88,578 |
| | 24 | 85,929 | 2,649 | 88,578 |
| | 25 | 85,929 | 2,649 | 88,578 |
| Career Increment E | 26 | 88,659 | 3,223 | 91,882 |
| | 27 | 88,659 | 3,223 | 91,882 |
| | 28 | 88,659 | 3,223 | 91,882 |

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.3ab. TK-12 Intern/Emergency and other Non-Credential Teachers (2016-2017 School Year)

| Class Occupation | Years of Service | 1 st Paycheck – 16-17 SY 184 Work Day Annual Salary |
|------------------|------------------|---|
| Salary | 1 | 44,763 |
| Schedule I | 2 | 44,763 |
| C6 | 3 | 45,098 |
| Requirements For | 4 | 45,434 |
| Placement | 5 | 45,766 |
| Bachelor Degree | 6 | 46,100 |

| Class Occupation | Years of Service | 1 st Paycheck – 16-17 SY 184 Work Day Annual Salary |
|------------------|------------------|---|
| Salary | 1 | 45,099 |
| Schedule II | 2 | 45,099 |
| C7 | 3 | 45,434 |
| Requirements For | 4 | 46,783 |
| Placement | 5 | 48,994 |
| BA Plus 30 Units | 6 | 51,204 |

| Class Occupation | Years of Service | 1 st Paycheck – 16-17 SY 184 Work Day Annual Salary |
|------------------|------------------|---|
| Salary | 1 | 47,660 |
| Schedule II | 2 | 47,660 |
| C8 | 3 | 50,393 |
| Requirements For | 4 | 53,127 |
| Placement | 5 | 55,859 |
| BA Plus 60 Units | 6 | 58,592 |