

Appendix B: Salary Schedules

B.1a. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2014-2015 School Year)

Class Occupation	Years of Service	July 1, 2014 184 Work Day Base	Parcel Tax Add-on	July 1, 2014 184 Work Day Annual Salary	January 1, 2015 184 Work Day Base	Parcel Tax Add-on	January 1, 2015 184 Work Day Annual Salary
Salary Schedule I	1	46,005	1,897	47,902	46,925	1,897	48,822
	2	46,611	1,803	48,414	47,543	1,803	49,346
	3	47,215	1,811	49,026	48,159	1,811	49,970
B6 Requirements For Placement	4	47,823	1,915	49,738	48,779	1,915	50,694
	5	48,428	2,022	50,450	49,397	2,022	51,419
	6	49,031	2,130	51,161	50,012	2,130	52,142
	7	49,637	2,236	51,873	50,630	2,236	52,866
	8	50,242	2,343	52,585	51,247	2,343	53,590
Bachelor Degree	9	50,848	2,449	53,297	51,865	2,449	54,314
	10	51,454	2,555	54,009	52,483	2,555	55,038
	11	52,406	2,322	54,728	53,454	2,322	55,776
	12	54,256	1,208	55,464	55,341	1,208	56,549
	13	56,106	94	56,200	57,228	94	57,322

Class Occupation	Years of Service	July 1, 2014 184 Work Day Base	Parcel Tax Add-on	July 1, 2014 184 Work Day Annual Salary	January 1, 2015 184 Work Day Base	Parcel Tax Add-on	January 1, 2015 184 Work Day Annual Salary
Salary Schedule II	1	46,611	4,303	50,914	47,543	4,303	51,846
	2	47,215	4,461	51,676	48,159	4,461	52,620
	3	47,823	4,615	52,438	48,779	4,615	53,394
B7 Requirements For Placement	4	48,428	4,772	53,200	49,397	4,772	54,169
	5	49,031	4,930	53,961	50,012	4,930	54,942
	6	49,637	5,086	54,723	50,630	5,086	55,716
	7	50,415	4,824	55,239	51,423	4,824	56,247
	8	52,419	3,359	55,778	53,467	3,359	56,826
BA Plus 30 Units	9	54,422	2,145	56,567	55,510	2,145	57,655
	10	56,427	1,179	57,606	57,556	1,179	58,735
	11	58,430	716	59,146	59,599	716	60,315
	12	60,434	751	61,185	61,643	751	62,394
	13	60,434	751	61,185	61,643	751	62,394
	14	60,434	751	61,185	61,643	751	62,394
	15	60,434	751	61,185	61,643	751	62,394

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

Class Occupation	Years of Service	July 1, 2016		July 1, 2016		January 1, 2017	
		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	49,672	1,897	51,569	50,790	1,897	52,687
	2	50,327	1,803	52,130	51,459	1,803	53,262
	3	50,978	1,811	52,789	52,125	1,811	53,936
B6 Requirements For Placement	4	51,636	1,915	53,551	52,798	1,915	54,713
	5	52,289	2,022	54,311	53,466	2,022	55,488
	6	52,940	2,130	55,070	54,131	2,130	56,261
	7	53,594	2,236	55,830	54,800	2,236	57,036
	8	54,248	2,343	56,591	55,469	2,343	57,812
Bachelor Degree	9	54,902	2,449	57,351	56,137	2,449	58,586
	10	55,556	2,555	58,111	56,806	2,555	59,361
	11	56,584	2,322	58,906	57,857	2,322	60,179
	12	58,582	1,208	59,790	59,900	1,208	61,108
	13	60,578	94	60,672	61,941	94	62,035

Class Occupation	Years of Service	July 1, 2016		July 1, 2016		January 1, 2017	
		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	50,327	4,303	54,630	51,459	4,303	55,762
	2	50,978	4,461	55,439	52,125	4,461	56,586
	3	51,636	4,615	56,251	52,798	4,615	57,413
B7 Requirements For Placement	4	52,289	4,772	57,061	53,466	4,772	58,238
	5	52,940	4,930	57,870	54,131	4,930	59,061
	6	53,594	5,086	58,680	54,800	5,086	59,886
	7	54,434	4,824	59,258	55,659	4,824	60,483
	8	56,598	3,359	59,957	57,871	3,359	61,230
BA Plus 30 Units	9	58,761	2,145	60,906	60,083	2,145	62,228
	10	60,926	1,179	62,105	62,297	1,179	63,476
	11	63,089	716	63,805	64,509	716	65,225
	12	65,253	751	66,004	66,721	751	67,472
	13	65,253	751	66,004	66,721	751	67,472
	14	65,253	751	66,004	66,721	751	67,472
	15	65,253	751	66,004	66,721	751	67,472

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.1b. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2014-2015 School Year)

Class Occupation	Years of Service	July 1, 2014		July 1, 2014		January 1, 2015	
		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	47,823	5,115	52,938	48,779	5,115	53,894
	2	48,428	5,722	54,150	49,397	5,722	55,119
	3	49,031	6,330	55,361	50,012	6,330	56,342
B8 Requirements For Placement	4	50,626	6,367	56,993	51,639	6,367	58,006
	5	53,103	5,438	58,541	54,165	5,438	59,603
	6	55,580	4,510	60,090	56,692	4,510	61,202
	7	58,058	3,580	61,638	59,219	3,580	62,799
BA Plus 60 Units	8	60,536	2,651	63,187	61,747	2,651	64,398
	9	63,013	1,723	64,736	64,273	1,723	65,996
	10	65,491	1,093	66,584	66,801	1,093	67,894
	11	67,968	1,000	68,968	69,327	1,000	70,327
	12	67,968	2,500	70,468	69,327	2,500	71,827
	13	67,968	2,500	70,468	69,327	2,500	71,827
Career Increment A	14	70,446	2,070	72,516	71,855	2,070	73,925
	15	70,446	2,070	72,516	71,855	2,070	73,925
	16	70,446	2,070	72,516	71,855	2,070	73,925
Career Increment B	17	72,922	2,143	75,065	74,380	2,143	76,523
	18	72,922	2,143	75,065	74,380	2,143	76,523
	19	72,922	2,143	75,065	74,380	2,143	76,523
Career Increment C	20	75,400	2,423	77,823	76,908	2,423	79,331
	21	75,400	2,423	77,823	76,908	2,423	79,331
	22	75,400	2,423	77,823	76,908	2,423	79,331
Career Increment D	23	77,878	2,649	80,527	79,436	2,649	82,085
	24	77,878	2,649	80,527	79,436	2,649	82,085
	25	77,878	2,649	80,527	79,436	2,649	82,085
Career Increment E	26	80,353	3,223	83,576	81,960	3,223	85,183
	27	80,353	3,223	83,576	81,960	3,223	85,183
	28	80,353	3,223	83,576	81,960	3,223	85,183

- 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:

- 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	July 1, 2016		July 1, 2016		January 1, 2017	
		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	51,636	5,115	56,751	52,798	5,115	57,913
	2	52,289	5,722	58,011	53,466	5,722	59,188
	3	52,940	6,330	59,270	54,131	6,330	60,461
B8 Requirements For Placement	4	54,663	6,367	61,030	55,893	6,367	62,260
	5	57,337	5,438	62,775	58,627	5,438	64,065
	6	60,011	4,510	64,521	61,361	4,510	65,871
	7	62,687	3,580	66,267	64,097	3,580	67,677
BA Plus 60 Units	8	65,362	2,651	68,013	66,833	2,651	69,484
	9	68,037	1,723	69,760	69,568	1,723	71,291
	10	70,713	1,093	71,806	72,304	1,093	73,397
	11	73,387	1,000	74,387	75,038	1,000	76,038
	12	73,387	2,500	75,887	75,038	2,500	77,538
	13	73,387	2,500	75,887	75,038	2,500	77,538
Career Increment A	14	76,063	2,070	78,133	77,774	2,070	79,844
	15	76,063	2,070	78,133	77,774	2,070	79,844
	16	76,063	2,070	78,133	77,774	2,070	79,844
Career Increment B	17	78,735	2,143	80,878	80,507	2,143	82,650
	18	78,735	2,143	80,878	80,507	2,143	82,650
	19	78,735	2,143	80,878	80,507	2,143	82,650
Career Increment C	20	81,412	2,423	83,835	83,244	2,423	85,667
	21	81,412	2,423	83,835	83,244	2,423	85,667
	22	81,412	2,423	83,835	83,244	2,423	85,667
Career Increment D	23	84,088	2,649	86,737	85,980	2,649	88,629
	24	84,088	2,649	86,737	85,980	2,649	88,629
	25	84,088	2,649	86,737	85,980	2,649	88,629
Career Increment E	26	86,759	3,223	89,982	88,711	3,223	91,934
	27	86,759	3,223	89,982	88,711	3,223	91,934
	28	86,759	3,223	89,982	88,711	3,223	91,934

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.3a. TK-12 Intern/Emergency and other Non-Credential Teachers (2014-2015 School Year)

Class Occupation	Years of Service	July 1, 2014	January 1, 2015
		184 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule I C6 Requirements For Placement Bachelor Degree	1	40,569	41,380
	2	40,569	41,380
	3	40,873	41,690
	4	41,177	42,001
	5	41,478	42,308
	6	41,781	42,617

Class Occupation	Years of Service	July 1, 2014	January 1, 2015
		184 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule II C7 Requirements For Placement BA Plus 30 Units	1	40,873	41,690
	2	40,873	41,690
	3	41,177	42,001
	4	42,400	43,248
	5	44,404	45,292
	6	46,407	47,335

Class Occupation	Years of Service	July 1, 2014	January 1, 2015
		184 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule II C8 Requirements For Placement BA Plus 60 Units	1	43,194	44,058
	2	43,194	44,058
	3	45,672	46,585
	4	48,149	49,112
	5	50,626	51,639
	6	53,103	54,165

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

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

Class Occupation	Years of Service	July 1, 2016	January 1, 2017
		184 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule I C6 Requirements For Placement Bachelor Degree	1	43,803	44,789
	2	43,803	44,789
	3	44,131	45,124
	4	44,460	45,460
	5	44,786	45,794
	6	45,112	46,127

Class Occupation	Years of Service	July 1, 2016	January 1, 2017
		184 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule II C7 Requirements For Placement BA Plus 30 Units	1	44,131	45,124
	2	44,131	45,124
	3	44,460	45,460
	4	45,780	46,810
	5	47,944	49,023
	6	50,107	51,234

Class Occupation	Years of Service	July 1, 2016	January 1, 2017
		184 Work Day Annual Salary	184 Work Day Annual Salary
Salary Schedule II C8 Requirements For Placement BA Plus 60 Units	1	46,638	47,687
	2	46,638	47,687
	3	49,313	50,423
	4	51,988	53,158
	5	54,663	55,893
	6	57,337	58,627