

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**UNITED ADMINISTRATORS OF SAN FRANCISCO
AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS, AFL/CIO,
LOCAL 3**

AND

SAN FRANCISCO UNIFIED SCHOOL DISTRICT

**July 1, 2013 - June 30, 2016
(Extended to June 30, 2018)**

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ARTICLE 1

RECOGNITION

- 1.1 The Board of Education of the San Francisco Unified School District (hereinafter District) recognizes the United Administrators of San Francisco (hereinafter UASF) as the exclusive bargaining representative of a bargaining unit of certificated and permit supervisory employees. The unit represented by UASF shall include all positions designated as Principal, Assistant Principal, Small School Administrator, Early Education Department School Principal/Site Administrator, Program Administrator, Supervisor and Administrative Intern and shall exclude all members of the Superintendent's Cabinet, the Legal Office, Executive Directors and Directors.
- 1.2 "Supervisory Employee" means an employee, regardless of job description, having authority in the interest of the SFUSD to hire, evaluate, supervise, assign, commend, discipline and manage employees or to adjust their grievances, or effectively recommend such action in connection with the foregoing functions. The exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.
- 1.3 Any position created during the lifetime of this Contract that complies with the description in 1.2 may be included in the unit by decision of the Public Employment Relations Board or by mutual agreement of the parties. The salary, calendar, and other conditions of employment for such added positions shall be set by UASF - District negotiations and made part of this Contract.

ARTICLE 2

RIGHTS AND RESPONSIBILITIES

- 2.1 The District and UASF agree that:
 - 2.1.1 each member of the unit has a professional right and obligation to carry out District policies and regulations, State laws and regulations, and the directives of the Superintendent and his/her line officers;
 - 2.1.2 each member of the unit has a professional right and obligation to provide effective supervisory leadership to the extent that is possible within the established line of duties that has been developed under the applicable job description;
 - 2.1.3 each member of the unit has a professional right and obligation to sign a contract of employment that sets forth the terms and conditions of employment.
- 2.2 The District shall grant short-term leaves for Union Business other than bargaining for a total not to exceed ten (10) days per year, providing a written request to their Assistant Superintendent with a copy to Labor Relations at least five (5) days in advance and also providing adequate substitutes are available. The Union shall reimburse the District the full cost (per diem plus salary driven cost) of the administrator.

- 2.3 No provision or stipulation of this Contract shall be construed as denying any member of the unit his/her rights and privileges under the Constitution of the United States, the Constitution of the State of California, the California Education Code, the Government Code, the Charter of the City and County of San Francisco, the District's policies and/or regulations, or any other Federal or State law or regulation.

ARTICLE 3

FAIR PRACTICES

- 3.1 Any supervisory employee of the district shall be eligible for membership in UASF, and UASF shall not deny membership to any such person on the basis of race, color, creed, national origin, sex, marital status, sexual orientation or disability. UASF shall represent all members of the unit without regard to their membership, participation in, or association with the activities of any other employee group, committee or organization.
- 3.2 The District shall continue its policy of non-discrimination and shall not discriminate against any employee on the basis of race, color, creed, national origin, sex, marital status, sexual orientation, disability or membership or participation in or association with the activities of any employee group, committee or other organization.
- 3.3 A supervisory employee's religious, political and private beliefs, UASF affiliation and participation shall not be grounds for disciplinary or other detrimental action by the District except and unless such beliefs or activities directly prevent the employee from properly performing his/her assigned functions during the work day.
- 3.4 Organizational Security, Terms and Conditions – Unit members shall, for the duration of this contract, do one of the following:
- 3.4.1 Become a member of United Administrators of San Francisco (UASF);
- 3.4.2 Pay a service fee to UASF in lieu of membership;
- 3.4.3 If an individual is a Conscientious Objector within the criteria set forth herein, or in law, he/she must pay an amount equal to the applicable UASF dues and other fees for service to a non-religious charitable fund recognized by the Internal Revenue Service as a legitimate recipient of charitable contributions.
- 3.4.3.1 The District shall at the time an individual's employment commences furnish to that unit member a written statement and an enrollment card addressed to the Union prepared and furnished by the Union of the above organizational/security requirement. The statement shall reflect current practice unless the Union and District agree to alter it in the future.
- 3.4.3.2 Except as provided for in Section 3.4.3 above, a unit member who is not a member of the Union or who does not make application for membership within thirty (30) days of the effective date of this agreement, or within thirty (30) days from the date of assigned duties within the bargaining unit shall become a member of the Union or shall pay to the Union a fee equal to union membership dues, initiation fees, and general assessments in one lump sum cash payment in the same manner

as required for the payment of membership dues, provided, however, that the unit member may authorize payroll deduction for such fee. In the event that a unit member shall not pay such fee directly to the Union or authorized payment through payroll deduction, the Union shall so inform the District, and the District shall immediately begin automatic payroll deduction as provided in Education Code Section 45168. There shall be no charge to the Union for such mandatory agency fee deductions. The District is not obligated to initiate Agency Fee deductions until the payroll period following the time the Union has provided the District with a copy of its notification to fee payers. The Union shall also consult with the District with regard to the Union's obligation under State and Federal law to provide written notice to non-members of the amount of the agency fee including an appropriate breakdown of chargeable expenses, the availability to all such nonmembers of a prompt hearing regarding the agency fee amount before a neutral arbitrator at Union expense, and the established procedures for escrowing in an interest bearing account the fees that are in dispute.

- 3.4.4 UASF agrees to furnish to the Chief Business Officer or his/her designee a "Certification Form" to the District certifying the amount of UASF dues, service fees and fees for other services as applied to unit members. Such certification shall be furnished annually and upon any change in such amounts applied.
- 3.4.5 With respect to all sums deducted by the District pursuant to this article, whether for membership dues or agency fee, the District agrees to promptly remit monthly such monies to the Union accompanied by an alphabetical list of unit members for whom such deductions have been made, categorizing them as to membership or non-membership in the Union, and to indicate any changes in personnel from the list previously furnished.
- 3.4.6 The Union agrees to furnish in a timely manner any information needed by the District to fulfill the provisions of this organizational security section.
- 3.4.7 UASF agrees it shall indemnify and hold the District harmless from any costs of defense or liability arising from any and all claims, demands, lawsuits, or any other action arising from any implementation or compliance with this organizational security section, or District reliance on any list, notice documents, certification, or authorization furnished under this Article by UASF. The Union shall have the exclusive right to decide and determine whether any such action referred to above shall or shall not be compromised, resisted, defended, tried or appealed.

ARTICLE 4

PROFESSIONAL RIGHTS

- 4.1 Except as provided for in 4.1.1 below. No supervisory employee will be compelled to participate in a formal site-based shared decision-making plan as provided for in contracts with other employee groups.
 - 4.1.1 After consultation with UASF, the District may direct supervisory employees in writing to make decisions with non-supervisory employees on specific issues.

- 4.2 An administrator may use reasonable force to protect himself/herself or others from attack or injury or to quell a disturbance that threatens physical injury to others. Reasonable force shall mean the same degree of physical control over a pupil that a parent would be legally privileged to exercise but which in no event shall exceed the amount of physical control reasonably necessary to protect the physical safety of others.
- 4.3 If a teacher or other subordinate staff member needs to be removed from the school site, the primary person responsible for facilitating that action is the site Principal (or, in appropriate cases, the designated administrator in charge of the site).
 - 4.3.1 If the site administrator feels the need to have assistance from his/her superior to effectively carry out the removal, a request for such assistance may be made by telephone to the site administrator's immediate superior, and in an emergency situation, the request will be honored promptly by the District.
- 4.4 The District shall give direct legal and other related assistance in accordance with applicable law for any attack, assault or menace upon the administrator while acting in the discharge of his/her duties.
- 4.5 Representatives designated by UASF shall be included on any task force, committee or group created by the Superintendent to deal with matters that may affect UASF unit members.
 - 4.5.1 The District in consultation with UASF shall appoint a site administrator to serve on the Peer Assistance and Review Panel. Pursuant to said appointment, the Union shall be invited to submit a list of the site administrators that it would propose for such appointment.
- 4.6 The District and UASF shall jointly develop recommendations as needed to assist and support site administrators who have students at their sites requiring special attention.
- 4.7 The District will endeavor to provide appropriate support services (e.g., assistant principals, student advisors, such as counselors, wellness counselors, learning support consultants, parent liaisons, elementary advisors, secretaries and custodians) for administrators to the degree possible within available resources.
- 4.8 The District and UASF will each provide up to \$2000 annually for supervisory personnel to participate in conferences that promote professional growth in education and keep participants updated on effective practices in education. Current selection and reporting procedures will continue until changed by mutual agreement.
- 4.9 The District shall provide up to \$350 per member per year for each of the three (3) years of the contract for a Professional Development program pursuant to a signed agreement by the District, UASF, and the mutually agreed upon vendor. The professional development plan shall be developed and mutually agreed to by May 1st of each year for the following year.

The District and UASF will develop and evaluate this professional development program for the UASF membership.

ARTICLE 5

SALARY AND FRINGE BENEFITS

- 5.1 Supervisory employees shall be paid according to the salary schedule set forth in Appendix A. If a unit member's salary classification will be modified as a result of appointment or transfer, he/she shall be sent a worksheet outlining proper salary placement within thirty (30) days of said appointment/transfer. Prior to October 15, each unit member who has been re-employed for the year in a bargaining unit classification shall be sent a worksheet outlining proper salary placement for said year. It shall be the unit member's responsibility to review the worksheet and provide the District with written notice of his/her concurrence with the accuracy of the worksheet within thirty (30) days of its receipt. If a unit member submits a written statement challenging the District's calculations, he/she shall receive a District response to the challenge within thirty (30) days. Site administrative appointments occurring after October 15 shall receive a salary placement worksheet within 30 days after their appointment.
- 5.2 Unit members shall perform the duties in their respective job descriptions, unless otherwise mutually agreed to, in writing by the employee, the District and UASF. Required/assigned duties performed beyond the calendar set forth in Appendix C shall be paid at a per diem rate. Summer school shall not be part of the work year.
- 5.3 Placement on the salary schedule.
- 5.3.1 Step advancement on the salary schedule shall be credited to all eligible members of the bargaining unit in budgeted administrative positions effective July 1 of any given year.
- 5.3.2 In order to be eligible for step advancement on the salary schedule for a given school year, a supervisory employee must serve at least seventy-five percent (75%) of the applicable calendar set forth in Appendix C. If said employee serves less than 75% of the applicable calendar, he/she shall not be advanced to the next step of the salary schedule.
- 5.3.3 Any supervisory personnel involuntarily transferred to a lower paying position will continue at the same dollar amount for the remainder of the employee's contract. If the salary range of the new position is higher the employee will receive the higher range.
- 5.3.4 Existing District employees who are newly appointed to the UASF bargaining unit shall be placed on the step of the UASF salary schedule range that represents no less than \$10/day increase above the per diem pay rate he/she would have received without promotion. Said per diem minimum salary placement shall also apply to administrators promoted from one UASF classification to another.
- 5.3.5 Out-of-District appointees to supervisory positions shall be placed at the step which represents 1 step for each 2 years of service requiring an administrative credential. However, the Superintendent reserves the right to place an appointee at up to the fourth step of the salary schedule in order to meet District needs.

- 5.3.6 When salary is based upon student enrollment, enrollment will be based upon the prior year's CBEDS enrollment data. "Small School Administrator" salaries will be placed on the salary schedule as agreed to by SFUSD and UASF. When salary is based upon student enrollment, enrollment will be based upon the prior year CBED's enrollment data and prior year Pre-K counts for K-5 principals who have supervisory duties relating to the Title I and Title V Pre-K programs.
- 5.3.7 K-8 Principals shall be placed at the middle school salary range based upon the total school enrollment of the K-8 school.
- 5.3.8 K-8 Assistant Principals shall be placed at middle school salary range based upon the total school enrollment of the K-8 school.
- 5.3.9 Early Education Department (EED) School Principal/Site Administrator shall be placed at Tier I (less than 9 classrooms and/or one site) or Tier II (9-12 classrooms and/or two sites) or Tier III (more than 12 classrooms).
- 5.3.10 All EED School Principal/Site Administrator shall have a BA as a minimum qualification requirement.
- 5.3.11 Effective July 1, 2015, the stipend for EED School Principal/Site Administrator managing three (3) sites shall be \$5,052.
- 5.3.12 High School Principal Small Necessary School salary shall be collapsed into High School Principal's salary at schools with 750 students or less effective the first pay period in January 2008.
- 5.3.13 Elementary School Principal's salary at schools with 200 students or less shall be collapsed into Elementary School Principal's salary at schools with 200-400 students effective the first pay period in January 2008.
- 5.3.14 Elementary Assistant Principal's salary shall be collapsed into Middle School Assistant Principal's salary at schools with 500 or less students effective the first pay period in January 2008.
- 5.4 Co-located Schools
 - 5.4.1 Co-located schools are defined as Title V PreK sites that share an immediate or adjacent campus with an elementary or K-8 school.
 - 5.4.2 Principals at these co-located sites shall be compensated in accordance with salary schedule (Appendix A).
 - 5.4.3 Site administrators shall hold appropriate credentials and/or permits to function as the co-located site administrators.
 - 5.4.4 There shall be no increase in the contractual administrative calendar for co-located sites. They shall be given priority consideration for serving as site administrators for the Title V PreK program classroom(s) at their sites during the winter and spring recesses. Site administrators supervising the Title V PreK classrooms during weeks of winter recess and spring recess shall receive a stipend of \$1,000 per week for their supervision.

- 5.4.5 Student enrollment in the Title V PreK program shall be counted as school site enrollment for overall salary determination.
- 5.4.6 Principals at these co-located sites shall be evaluated by their respective Assistant Superintendents who shall receive input from the Early Education Department.
- 5.4.7 Consideration for reassignment to another site for school year 2013-2014 and subsequent school years shall be given to Title V PreK-5 principals in accordance with section 9.3.2 who request it by last Friday in January.

5.5 Compensation (see Appendix A – Salary Schedule)

5.5.1 Salary Increases

5.5.1.1 **2014-2015 School Year** – Effective July 1, 2014, the salary schedules (Appendix A and E) shall be adjusted to reflect a two percent (2%) increase. Effective January 1, 2015, the salary schedules (Appendix A and E) shall be adjusted to reflect an additional two percent (2%) increase. All administrators active in 2012-13 school year will be receive one (1) furlough day back pay at their 2012-13 per diem rate.

5.5.1.2 **2015-2016 School Year** – Effective July 1, 2015, the salary schedules (Appendix A and E) shall be adjusted to reflect a one and one-half percent (1.5%) increase. Effective January 1, 2016, the salary schedules (Appendix A and E) shall be adjusted to reflect an additional one and one-half percent (1.5%) increase.

5.5.1.3 **2016-2017 School Year** – Effective July 1, 2016, the salary schedules (Appendix A and E) shall be adjust to reflect a two and three-quarters percent (2.75%) increase. Effective January 1, 2017, the salary schedules (Appendix A and E) shall be adjusted to reflect an additional two and one-quarter percent (2.25%) increase.

5.5.1.3.1 Contingency – If total unrestricted general fund revenues for the 2015-2016 school year, as stated in the 2015-2016 Unaudited Actual Report, exceed the amount stated for the 2015-2016 school year in the multiyear projection contained in the 2014-2015 adopted budget, the parties shall meet and confer to adjust the salary agreement if both parties agree that sufficient funds are available. Any such adjustments shall be prospective only.

5.5.1.4 **2017-2018 School Year** – The parties shall reopen on Article 5.

5.6 Career Increments - A "complete school year" for career increment purposes shall be at least 75% of the required service days for the position.

5.6.1 **Career Increment A:** Supervisory employees who have rendered 14 years of completed school years of paid certificated service shall receive a career increment. The career increment shall receive future across the board increases.

5.6.2 **Career Increment B:** Supervisory employees who have rendered 19 years completed school years of paid certificated service shall receive a career

increment. The career increment shall receive future across the board increases.

- 5.6.3 **Career Increment C:** Supervisory employees who have rendered 24 years completed school years of paid certificated service shall receive a career increment. The career increment shall receive future across the board increases.
- 5.6.4 Career increments shall be paid on a monthly basis (one-twelfth of the annual amount being paid with each of the twelve monthly salary warrants of the school year).
- 5.6.5 Supervisory employees who are eligible to receive career increments described herein and who are working less than full time shall have said increments pro-rated in the same manner as the base salary proration.
- 5.7 Retired administrators serving in a supervisory position shall be compensated according to the schedule listed in Appendix E.
- 5.8 Summer School Compensation - Summer school compensation shall be based upon the per diem rate of pay a unit member earned in the preceding school year. Said summer school compensation basis shall not be subject to future change unless mutually agreed to by the Union and the District.
- 5.9 Parcel Tax Stipends
 - 5.9.1 Hard-to-Staff Schools - In recognition of the additional work administrators do at hard-to-staff schools, the District shall compensate each full-time site administrator at a hard-to-staff school with an additional two thousand dollars (\$2,000) annually. Such hard-to-staff school sites shall be designated by the District no later than March 1st of each school year for the following school year.
 - 5.9.2 Challenge Schools - In the interest of providing a skilled and qualified Principal at every district school, and recognizing that particular schools may need a Principal with a specialized set of skills, the Superintendent in consultation with UASF may annually designate up to five (5) district schools as "Challenge Schools." The principals at such Challenge Schools shall receive an annual stipend of between five thousand (\$5,000) and fifteen thousand dollars (\$15,000). The annual stipend amount shall be determined at the Superintendent's sole discretion. Challenge School stipends shall be awarded for the period that the particular school is identified as a Challenge School, but in no case for more than four (4) years. At the discretion of the Superintendent and Board of Education, a four year contract for administrative services may be granted to those principals working at Challenge School sites.
- 5.10 Mileage Reimbursement
 - 5.10.1 Unit members shall receive an automatic stipend of \$200 per year, one-half of which shall be paid at the end of each semester.

- 5.10.2 The Log Cabin site administrator will receive actual mileage reimbursement in accordance with District policy.
- 5.11 Effective July 1, 2015, an assistant principal temporarily assigned to full days of replacement service for his/her principal shall receive additional compensation of \$50 per day. If temporary service continues for more than 15 consecutive days, the added daily compensation shall increase to \$75 per day. In cases of absences that are projected to last for an extended period, the division office shall consider the appointment of a contracted administrator.
- 5.12 Compensation for Additional Calendar Work – Effective July 1, 2015, with the written approval of their supervisor, site administrators who serve beyond the approved Administrative Calendar (See Appendix C) shall receive payment according to the site administrator’s additional calendar rate of \$52.00 per hour.
- Additional calendar work is defined as service in excess of the approved administrative calendar defined in Appendix C.
- 5.13 Union Business Leave Differential - A Site Administrator taking the place of a Union Officer conducting union related business for a full school day shall receive a \$35 per day differential during the time that the Union Officer is away from the site. The Union shall notify the Labor Relations Office in writing of the need for a Union Business Leave Differential in advance of the leave.
- 5.14 Retirement Incentive - Bargaining Unit members who notify the Human Resources Department by March 1st of their irrevocable intent to retire shall receive a \$1000 incentive. The stipend shall be paid on or before July 15 following the retirement of the unit member.
- 5.15 Employees hired before July 1, 2004, shall be required to be employed full-time (1.0 FTE) for the final seven (7) consecutive years with SFUSD prior to retirement in order to receive paid retiree health benefits. On July 1st of every subsequent year, the requirement for full-time consecutive years with SFUSD shall increase by one year until the requirement is twelve (12) years of full time (1.0 FTE) service with the SFUSD prior to retirement in order to receive paid retiree health benefits.
- 5.16.1 This provision shall not be applicable to employees who retire on or before June 30, 2006.
- 5.16.2 Employees hired on or after July 1, 2004, shall be required to be employed full time (1.0 FTE) for 20 final consecutive years of service to qualify for retiree health benefits. Final consecutive years of service shall include approved paid leaves of absence. Unpaid leaves shall not constitute a break in service but shall not be counted in the 20 year requirement.
- 5.16.3 Definition of full-time: Part-time employment shall be counted on a pro-rata basis.
- 5.17 Commuter Checks - The District agrees to provide UASF members a IRS approved commuter benefit which shall be implemented as soon as administratively feasible. This benefit shall occur at no expense to the District other than the initial district infrastructure start up costs required to activate the benefit.
- 5.18 Electronic Payroll System – All bargaining unit members shall be paid exclusively by electronic means according to the following terms:

- 5.18.1 Bargaining unit members shall be paid through direct deposit to their existing accounts.
- 5.18.2 Bargaining unit members not already receiving pay in this manner may provide the requisite information to the Payroll Department to enable implementation of payment by direct deposit.
- 5.18.3 Bargaining unit members who elect not receive salary payments through direct deposit shall be paid through alternate electronic means (such as a “pay card”). Unit members shall be entitled to make at least one free withdrawal from the designated financial institution each time a deposit is made by the District to the pay card. A list of pay recipient shall be provided to the Union within thirty (30) days of the implementation of this program.
- 5.18.4 All electronic pay warrants shall be accessible via the unit member’s District user name and password to a secure website provided by the District.
 - 5.18.4.1 All bargaining unit members shall have access to a District computer and printer during non-duty time within normal business hours at the work site or alternate District location for the purpose of verifying salary deposits, viewing itemized wage statements (“pay stub”) and printing hard copies thereof.
- 5.18.5 Electronic postings of salary deposits and itemized wage statement shall remain accessible to employees for two (2) full years from the date of pay.
- 5.18.6 The District will provide training regarding implementation of the electronic payroll system to any bargaining unit member on request.
- 5.18.7 The electronic payroll system is intended to be implemented no later than January 1, 2013.
- 5.19 Fringe Benefits: The District agrees to continue the existing fringe benefits as delineated in Appendix B of this contract.

ARTICLE 6

EARLY RETIREMENTS

- 6.1 Early Retirement Incentive Program (ERIP)
 - 6.1.1 Application: In order to be considered for ERIP for a subsequent school year, an application shall be filed no later than February 1 of the preceding school year. UASF and the District may mutually agree to extend this deadline.
 - 6.1.2 Eligibility: Employees desiring to participate in this program shall be at least fifty-five (55) years old and have been employed by the District for at least ten (10) years. Approved leaves of absence shall not constitute a break in service.
 - 6.1.3 Implementation: Employees participating in this program shall be designated as consultants and shall enter into a written agreement with the District. The ERIP shall be a one-year contract which is renewable on an annual basis at the request of the consultant up to three (3) years or until the end of the school year in which the participating employee reaches age sixty-five (65), whichever comes first. With the

specific and prior approval of the District, the years of service need not be consecutive.

- 6.1.4 Resignation: Employees entering into this program must submit a written resignation and have it accepted by the District prior to entering this program. The resignation is contingent upon the acceptance of the employee's participation in an Early Retirement Incentive Program. If the Employee is not accepted into the ERIP the employee may rescind his or her resignation.
- 6.1.5 Program Service: The service to be performed by the consultant will be determined by the District but said service may be directly related to assistance to administrators at school sites. Such service shall be consistent with the duties "of a supervisory employee" as defined in Article 1 of the Agreement and may include special projects. Retirement consultancies will be granted based on the needs and resources as determined by the District.
- 6.1.6 Compensation – see Appendix A.
- 6.1.7 The number and scheduling of days of service shall be determined each year by the District but shall not exceed the maximum annual earnings permitted by the Education Code.
- 6.1.8 Benefits: The participating employees shall continue to be provided health plan benefits. Employees in the ERIP may continue welfare benefits in addition to the health plan benefits. The expense for such benefits shall be borne by the employee. Arrangements for payment shall be made with the various carriers.

ARTICLE 7

LEAVES

7.1 Paid Leaves

- 7.1.1 Sick Leave: At the beginning of each school year, each supervisory employee shall be credited with one (1) day of sick leave allowance for every eighteen (18) days of scheduled service or a major fraction thereof (.50 or above). Said sick leave may be used for absences caused by illness or physical disability. A supervisory employee may use up to seven (7) days of sick leave allowance for personal, legal, business, religious, household, family, or other matters which require absence during the school year. In order to so use sick leave, the employee must notify his/her immediate superior or designee at least two (2) days prior to leave, except in emergencies.
 - 7.1.1.1 Each school year a unit member may use up to half or his/her annual sick leave allowance for immediate family illness. In no event shall said utilization, when combined with the immediate family provisions of 7.1.1 above, result in the utilization of more than seven (7) days per year of paid leave for immediate family illness.
 - 7.1.2 Supervisory employee's unused sick leave shall accumulate from year to year. A supervisory employee who uses sick leave as specified above shall be paid full salary

for each day used. Paid sick leave days shall be considered days worked for all provisions of this contract.

- 7.1.3 Sick leave days may be used for pregnancy, childbirth, or any condition, which in any way, results from disability due to pregnancy, or childbirth.
- 7.1.4 A Supervisory employee shall inform his/her immediate supervisor of an impending absence as soon as it is practicable.
- 7.1.5 Each year a supervisory employee shall be entitled to use sick leave days accumulated under Sections 7.1.1 and 7.1.2.
- 7.1.6 A Supervisory employee who is absent because of illness for more than five (5) consecutive school days shall submit a medical statement containing a diagnosis, except that in the event of a strike of City and County or School District employees, the Employer may require a medical statement for each sick leave day used during the strike. For an extended illness, a medical statement shall be submitted monthly.
- 7.1.7 Extended Sick Leave: After exhausting all earned and accumulated sick leave, a unit member who has exhausted his or her sick leave for a single illness or accident shall have up to 100 days of extended sick leave for said illness or accident. A unit member on extended sick leave shall receive his/her own pro rata salary minus the per diem rate of a day-to-day substitute teacher.
- 7.1.8 The UASF and the District shall maintain a Sick Leave Bank as described in Appendix D.
- 7.1.9 Military Leave: Employees shall be entitled to eighteen (18) days paid leave of absence for temporary active duty or active duty for training in any unit of the United States Reserves or the California State Reserve or the California State National Guard, or for medical examination related to such duty, so directed by written orders signed by the commanding officer-in-charge of the employee's unit.
- 7.1.10 Leave for Medical Examination: A supervisory employee may be absent, without loss of sick leave, for the time necessary to secure any medical examination required by the District. The cost of such examination shall be borne by the District.
- 7.1.11 Jury Duty or Court Appearance: A supervisory employee who is summoned for jury duty shall be excused for the purpose without loss of pay or use of sick leave. The supervisory employee shall submit his/her jury fee, less any travel allowance, to the District. A supervisory employee shall be entitled to leave without loss of pay to appear in court as subpoenaed witness, or to respond to an official order from a court or government agency. This leave does not apply to appearances in litigation initiated by the individual employee.
- 7.1.12 Bereavement Leave: Immediate family: Upon request, a supervisory employee shall receive bereavement leave for three (3) consecutive school days, without loss of salary, for a death in his/her immediate family. "Immediate family" shall include an employee's spouse, children, parents of the administrator's son or daughter (or any person who actually served in the capacity of parent), grandparents, grandchildren, brothers or sisters, parents-in-law, or other relative of the immediate household

including a domestic partner. When the funeral necessitates travel time during school days, additional time, not to exceed two (2) days, may be granted.

7.1.13 Second-degree relatives: Upon request, a supervisory employee shall receive one (1) day, without loss of salary, to attend the funeral of a second-degree relative. A "second-degree relative" shall include uncles, aunts, nephews, nieces, brother-in-law, and sisters-in-law.

7.1.14 Sabbatical leaves: The percentage of sabbatical leaves granted for a school year shall be the same as the net COLA percentage increase that the District received from the State in the prior year. In no event, however, shall the percentage of sabbatical leaves granted be less than 1% or more than 2%. Upon District agreement, a unit member's request for a split year or a half-year sabbatical leave shall be granted. The District's determination of approval or denial for said sabbatical leave requests shall be final and binding and not subject to the grievance provisions of Article 11 of this Agreement.

7.1.14.1 Sabbatical leaves shall be preceded by at least seven (7) years of consecutive and full-time service in the District. For certificated employees initially hired by the District on or after July 1, 1998, "full-time service" shall be defined as tenure track service rendered for not less than seventy-five percent (75%) of annual work day requirement of the employee's job classification. An approved leave of absence from District service shall not constitute an interruption of the seven (7) consecutive year period described above.

7.1.14.2 The application for sabbatical leave shall contain a detailed prospectus of the activities that will be accomplished during the leave and how these activities will benefit the District.

7.1.14.3 Pursuant to Education Code Section 44969, applicants for a sabbatical leave shall be required by law to render a period of service in the employ of the District following his/her return from the leave that is equal to twice the period of the leave. The applicant shall furnish a suitable bond indemnifying the District in the event that the unit member fails to render said post-leave service and report (see 7.1.14.4, below). The bond shall be exonerated in the event that the failure of the unit member to return and render the agreed-upon period of service is caused by the death or physical or mental disability of the unit member.

7.1.14.4 Upon return to service, the unit member shall submit a detailed written report to the District describing the activities that were completed during said leave in compliance with the conditions of approval.

7.1.15 Professional Growth: All supervisory employees may be granted two (2) days paid leave per year to attend professional conferences, workshops, institutes and other educationally related activities approved by his/her immediate supervisor. The Superintendent may grant additional days.

7.2 Industrial Illness/Accident Leave

7.2.1 Absence due to injury incurred in the course of the unit member's employment shall not be charged against his/her sick leave days. The District shall pay to the unit member the difference between his/her salary and benefits received under the California Worker's Compensation Act for one (1) year duration. Thereafter a unit member continuing on industrial accident leave shall not receive more than 100% of his/her District salary when sick leave and Workers' Compensation benefits are combined.

7.2.2 Unit members initially hired on or after January 1, 1994 shall receive a maximum of 6 months of industrial accident leave. The District and the Union shall begin to explore procedures and provisions designed to reduce projected Workers' Compensation expenditures; all other exclusive bargaining agents in the District shall be encouraged to participate in said exploration. The joint committee described herein shall make its report to the District and the Union(s) prior to June 30, 2000. Thereafter, the subject of potential additional revisions in industrial accident leave shall be the subject of bargaining between the parties for the successor Agreement.

7.3 Unpaid Leaves

7.3.1 With the concurrence of the District, a leave of absence for up to one (1) semester or one (1) year may be granted at the request of the unit member. If this leave expires during the school year, the administrator may extend it to the end of that semester.

7.3.1.1 A long-term personal or professional leave may be extended thereafter upon mutual agreement between the employee and the District.

7.3.1.2 Pursuant to Title V, California Code of Regulation §5500: A unit member accepting a personal leave of absence from the District shall not accept full-time employment with another School District or County Office without first resigning his/her employment with our District, or obtaining the express written permission of the Superintendent to accept said employment elsewhere.

7.3.2 Child Bonding Leave: A supervisory employee shall receive, upon application, a parental leave of absence for the purpose of bonding with a newborn child, an adopted child, or a child placed in foster care or who acquires legal guardianship of a child, may use his/her earned and accumulated unused sick leave during such leave up to a maximum of forty-five (45) days. Earned and accumulated sick leave may include in Article 7.1.7 for a total of forty-five (45) days which shall be deducted from the leave available under Article 7.1.7. This leave can only be used in blocks of at least five (5) consecutive days.

7.3.2.1 A supervisory employee returning from a parental leave of one (1) year or less has the right to return to the assignment he/she held at the time of taking leave. If said assignment no longer exists, the District will make a good faith effort to place the supervisory employee in a comparable assignment.

- 7.3.2.2 A supervisory employee may apply for an unpaid leave at any time within the three (3) years after he/she becomes a parent through childbirth, adoption, or legal guardianship. Such leave shall be for the duration of the year in which the leave is taken and shall be extended by mutual agreement for up to one (1) successive school year.
- 7.3.3 Long-term Public Service leave: A supervisory employee shall receive, upon application, leave of absence of two (2) years when elected or appointed to public office. Such leave may be extended by mutual agreement.
- 7.3.4 Long-term Military Leave: Supervisory employees shall receive an unpaid leave of absence when inducted or called to extended active duty in any branch of the armed forces of the United States or the State of California.
- 7.3.5 Short-term Personal Business Leave: A supervisory employee shall receive, upon application, unpaid leave of up to twenty (20) school days per year.
- 7.3.6 One member of the bargaining unit selected by UASF shall at its request be granted a leave of absence for up to one school year to work for UASF. Such employee is entitled to purchase the same fringe benefits as are provided to other members of the bargaining unit. All costs associated with the paid leave of absence shall be reimbursed to the District by UASF.
- 7.3.7 Upon application, a member of the unit shall be provided unpaid leave for care of a seriously ill child, parent, spouse or domestic partner for up to four (4) months. Upon termination of such unpaid leave, the employee shall be returned to the position he/she held prior to the leave.

ARTICLE 8

PARTNERSHIP EMPLOYMENT

- 8.1 Supervisory employees may apply for partnership employment after having completed a one three year contract period after having completed six (6) years of bargaining unit employment. "Partnership employment" shall mean two (2) supervisory employees sharing one (1) full time supervisory position. Partnership employment shall not exceed 10% of the employed supervisory employees in a given school year.
- 8.2 The Superintendent may approve such partnership arrangements if beneficial to the District in terms of flexibility of assignment of currently employed staff or in terms of budget savings to the District.
- 8.3 Full-time employees who are subsequently approved for partnership employment shall have fringe benefits consistent with full-time supervisory employees and shall accumulate service time as though they were working full-time supervisory employees and shall accumulative service time as though they were working full-time for the purpose of advancing on the salary schedule or becoming eligible for sabbatical leave. An employee's partnership assignment may be renewed annually upon mutual agreement between the employee, the Human Resources Department and the employee's immediate supervisor. If necessary, a new partner shall be found to continue the assignment.

- 8.4 Partnership employment schedules shall be arranged by agreement between the partnership employees, their immediate superior(s) and the Human Resources Department.

ARTICLE 9

APPOINTMENT, TRANSFER AND REASSIGNMENT

- 9.1 General Assignment Process:
- 9.1.1 In anticipation of principal, assistant principal, site administrator, program administrator and supervisor openings, the District may conduct interviews at least once each year for these positions. These positions will be posted for at least ten days for application, provided a comparable position has not been posted within the past forty-five (45) days.
- 9.1.2 In determining internal candidates to be interviewed for posted positions, recommendations from supervisors shall be considered as one part of the application process. In addition, internal candidates shall submit an updated resume, a letter of interest, and three letters of recommendation to be considered for a position.
- 9.1.3 All internal candidates who apply for principal, assistant principal, and site administrator positions who have met the basic requirements and qualifications and who have good recommendations from supervisors will be interviewed. The normal paper screening procedure will be used for all applicants for other positions.
- 9.1.4 Each person interviewed will be fully considered before appointments are made. All appointments will be based on competence, experience, the requirements of the position, the needs of the District, and the preference of the school site or Central Office Departments.
- 9.2 Contract Sequence
- 9.2.1 **First Year Administrator:** New appointees to a position as a result of a site selection process or who are appointed by the Superintendent (“Interim Administrator”) shall be awarded a one-year First Year Administrator contract.
- 9.2.2 **Second Year Administrator:** A First Year Administrator who has successfully completed his/her first year and has been selected by a site may be renewed for a second year. (First Year Administrators who are not selected by a site but continue to be assigned to another site remain in a First Year Administrator status during the next school year.)
- 9.2.3 **Third year Administrator:** Any administrator who has completed the first and second year must be appointed to a three year contract if continuing in the same classification and division. Three year contracts shall be renewed thereafter unless the unit member has, with proper notice, been reassigned to a non-administrative position or has applied for and been selected for a new classification.

9.2.4 In an effort to retain qualified administrators, any administrator who is in a three (3) year contract cycle, who is recommended and hired in a position of equal authority in the same or different division, may remain in their three (3) year cycle.

9.3 Appointments and Interim Assignment

9.3.1 An administrator with a multiple year contract who is asked by the Superintendent to assume a new position shall have his/her contract amended to include the new position as well as allowing the administrator the contractual right to return to his/her previous position for the duration of the contractual term.

9.3.2 The duration of an Interim Administrator shall not exceed two full semesters. If the interview process is not waived, the Interim Administrator is eligible to interview for the permanent position. The interview process may be waived by the community, site leadership and assistant superintendent.

9.3.3 The Superintendent retains his/her authority to recommend the candidate he/she determines best qualified for any administrative position.

9.4 Transfers – Voluntary

9.4.1 Any administrator interested in seeking a transfer (within his/her current division or to another division) should submit a letter to his/her supervisor and the Chief Administrative Officer notifying him/her of this intent (refer to section 9.1.2).

9.5 Transfer- Involuntary

9.5.1 The Superintendent may make such lateral transfers as needed for the operation of a department or school site.

9.5.2 Involuntary transfers shall not be punitive in nature and shall be based on the District's legitimate, educationally related needs.

9.5.3 The District and UASF will review the procedures for the selection of supervisory personnel and make recommendations for any changes to current practices as needed.

9.5.4 When a member of the unit is no longer required in a supervisory position, the employee shall be entitled to be transferred to the teaching staff in a position equivalent to the one previously held with credit for seniority granted in accordance with the Education Code.

9.5.5 A supervisory employee who is reassigned pursuant to a reduction in force shall be considered for appointment to his/her former supervisory position, if such position becomes available within two years.

9.5.6 The District shall attempt to notify unit members of involuntary transfer assignments as soon as administratively feasible, preferably by the end of the School Year.

- 9.6 Demotion/Non-Renewal Procedures
- 9.6.1 An employee who receives a negative performance evaluation letter by date set in the management calendar, which may include information as to the possibility of non-renewal at the end of the next school year or end of his/her contract, shall jointly develop with the appropriate supervisor a remediation plan for the following year which will include the specific recommendation for improvement(s) that the supervisor believes are necessary.
- 9.6.2 According to the management calendar, the Administrator's Leadership Plan will include an action plan to address the needs identified in section 9.6.1, above.
- 9.6.3 The administrator and the evaluating supervisor will meet periodically during the first semester to review progress of completing the identified needs. A written summary of said meeting will be given to the member.
- 9.6.4 The supervisor will make his/her recommendation for the administrator's contract non-renewal or demotion as early as administratively feasible, preferably by February 15th.
- 9.6 Notwithstanding any other provision of the Agreement or this article, the parties recognize the discretionary right of the Superintendent to assign, transfer, promote/demote or not renew bargaining unit members consistent with the provisions of the Education Code.

ARTICLE 10

ADMINISTRATOR EVALUATION AND LEADERSHIP PROFESSIONAL GROWTH

- 10.1 The District and the Union agree that performance evaluation of supervisory personnel is an important factor in fostering good education.
- 10.1.1 Observation and evaluation of the administrator's performance shall be conducted by the evaluating supervisor with the full knowledge of the administrator and consistent with the stated purpose and procedure in this article.
- 10.1.2 All statements within the Administrator's leadership plan shall relate to job performance.
- 10.1.3 Written feedback from supervisory management may be used by the evaluating supervisor in determining the evaluatee's attainment of priorities/objectives and shall be disclosed to the evaluatee.
- 10.1.4 The content of any evaluation may not be grieved.
- 10.2 Leadership Plan
- 10.2.1 In August of each year, the District's Mission, Goals and Objectives are communicated to all administrators.

- 10.2.2 At the start of each school year, after reviewing the district Leadership Competencies through self-assessment and/or reflection, the administrator and evaluating supervisor will meet to develop a leadership plan. In accordance with management calendar, the administrator will submit a draft leadership plan using the District provided template.
- 10.2.2.1 The administrator will select one or more competencies that will support the District's Mission, Goals and Objectives, the school site academic plan (PreK-12) to become part of the leadership plan.
- 10.2.2.2 The Supervisor will also select one or more competencies for the administrator to focus on that will support the District's Mission, Goals and Objectives, the school site academic plan (PreK-12) as well as the growth of the administrator.
- All administrators who require more than three (3) competencies will also be participating in an improvement plan as per Article 9.6.1
- 10.2.2.3 The evaluating supervisor may require the administrator to revise the draft leadership plan if there is no consensus regarding the content of the plan.
- 10.2.2.4 Based on the feedback from the evaluating supervisor, the administrator will submit a revised leadership plan, including the agreed upon evidence to be collected which will become the blueprint for the school year.
- 10.2.3 Administrators, if approved by their evaluating supervisor, may be granted an option for a Leadership Plan "Short Form". This "Short Form" will follow similar calendar guidelines as the traditional Leadership Plan. A committee will be formed to develop the criteria and expectations for the "Short Form". This committee will include equal representation from UASF and the District. The committee will make recommendations that will be presented to the Superintendent by May 1, 2015 for implementation during 2015-16 school year.
- 10.2.4 According to the management calendar, the evaluating supervisor and the administrator will meet to assess the progress toward successful demonstration of each of the competencies in the leadership plan. At this meeting, the supervisor may require additional evidence to be submitted per management calendar in the event that sufficient evidence has not been observed/documentated.
- 10.2.5 Per the management calendar, the evaluating supervisor will meet with the administrator to review, discuss and assess the competencies of the leadership plan which will be part of the final evaluation.
- 10.2.6 The supervisor's evaluation of the administrator will become part of the administrator's personnel file.
- 10.2.7 Management calendars shall be adjusted for assignments to year round programs.

ARTICLE 11

GRIEVANCE PROCEDURE

- 11.1 Both the District and UASF agree that everyone concerned benefits from the prompt and confidential resolution of grievances. The following procedure designed to accomplish this purpose is hereby established.
- 11.1.1 A grievance shall mean a claim that a management employee has violated, misinterpreted, and/or misapplied a term or condition contained in this contract. Notwithstanding this definition, a bargaining unit member may file a grievance regarding a procedural violation by a fellow bargaining unit member under Article 10 (Evaluation Procedure) or Article 12 (Complaints).
- 11.1.2 The grievant may first discuss the matter with the immediate superior directly or accompanied by a representative of UASF, with the object being to resolve the matter informally. The resolution agreed upon shall be documented in writing and signed by the parties involved.
- 11.1.3 A grievance shall be presented not later than the fifteenth (15) workday after the act, occurrence, event or circumstance alleged to constitute the grievance.
- 11.1.4 All grievances submitted shall include a concise statement of the grievance, plus a brief statement of the specific acts, conduct or condition (including applicable dates) alleged to constitute the grievance and the section number(s) allegedly violated. The grievance shall also contain a statement of the remedy sought by the grievant.
- 11.1.5 All grievances shall be submitted in writing and shall commence at Step 1 unless the grievance arises from the action of an authority higher than the immediate superior, in which case the grievance may be filed at the appropriate step of the grievance procedure.
- 11.1.6 Time is of the essence. Since it is important that grievances be processed as rapidly as possible, the number of days stated above at each step shall be regarded as a maximum and every effort shall be made to expedite the process. The time limits specified may be extended only by mutual agreement of the parties.
- 11.1.7 In the event the grievance is filed on or about June 1, the time limits set forth above may be reduced by written stipulation of the parties involved so that the matter may reach final adjudication by the end of the current school year or as soon thereafter as practical.
- 11.1.8 The initial grievance may be amended by the grievant at any time prior to the hearing at Step One in order to set forth new matters arising from the alleged violation. The grievance may not be amended thereafter.
- 11.1.9 Failure at any step of this procedure to communicate the decision of the grievance within the specified time limits shall permit the filing of an appeal to the next step of this procedure.

- 11.1.10 If a grievance hearing, at any step, is held on school time, the grievant and necessary witnesses shall be released to attend the hearing, with no loss of pay or sick leave.
- 11.1.11 The parties involved may maintain a written record or a sound recording of grievance proceedings. No such record may be contained in the personnel file of the grievant except upon request by the grievant. Neither the grievance nor any record of it, may be utilized in the evaluation reports, the promotional process, or in any recommendation for job placement, except at the option of the grievant.
- 11.1.12 If a grievance is adjudicated and concluded in favor of the grievant, all records, which give rise to the grievance, shall, at the option of the grievant, be destroyed. The final decision of the grievance procedure shall be placed in the employee's personnel file.
- 11.1.13 When two (2) or more grievances involving the same alleged violation, or which present common questions of fact and law, have been submitted, the District and UASF may agree that the grievance be consolidated and that they be heard at Step Two.
- 11.1.14 A grievance may not be submitted to arbitration unless the procedures in this article have been followed and completed.
- 11.1.15 No member of the unit shall be requested or required to meet with an immediate supervisor concerning any aspect of a grievance other than as outlined in this Article.

11.2 Step One

- 11.2.1 The grievance shall be submitted in writing and discussed with the immediate superior either by the grievant accompanied by a representative of his/her choosing, or by the grievant representing himself/herself, or by UASF on behalf of members of the bargaining unit when an alleged violation of the contract affects more than one member and has a recognizable impact upon members at more than one school, or when the alleged violation represents a question of common or general interest to many aggrieved members of the unit.
- 11.2.2 If the grievant represents himself/herself as permitted by Paragraph 11.1.1 above, UASF shall be given a copy of the grievance and shall have the opportunity to file a statement.
- 11.2.3 Within ten (10) work days after receiving the grievance, the immediate superior shall investigate the grievance, including granting the grievant and/or UASF reasonable opportunity to be heard, and shall render a decision to the grievant, in writing, together with supporting reasons and shall forward the decision to the grievant, the Human Resources Department and UASF.

11.3 Step Two

- 11.3.1 Within fifteen (15) workdays after receiving the decision of Step One, the grievant may, on his/her own or through UASF, appeal the decision to the Superintendent or the Superintendent's designee. An appeal to Step Two shall be in writing and shall be accompanied by a copy of the decision of Step One.

- 11.3.2 Within fifteen (15) work days after delivery of the appeal, the Superintendent or his/her designee shall investigate the grievance, including granting the grievant and/or UASF reasonable opportunity to be heard, and shall render a decision in writing together with the supporting reasons to the grievant, the immediate superior, the Human Resources Department and UASF.
- 11.3.3 Within five (5) work days after delivery of the decision from Step Two, the grievant may file a written appeal requesting reconsideration by the Superintendent. The Superintendent or his/her designee may provide the grievant and /or UASF additional opportunity to be heard. The Superintendent or his/her designee, shall within ten (10) work days, uphold, reverse, or make further findings of the decision rendered at Step Two.
- 11.4 Step Three
- 11.4.1 Within fifteen (15) work days after receiving the decision of the Superintendent or his/her designee, UASF has the exclusive right to appeal the decision to arbitration. If UASF exercises the right to arbitrate, UASF shall inform the District by certified mail or by hand delivery to the Human Resources Department. UASF and the District agree to meet for the purpose of mutually selecting a panel of arbitrators. Until the panel of arbitrators is established, the rules of the American Arbitration Association regarding arbitration will apply.
- 11.4.2 The arbitrator's fee shall be equally shared by the District and UASF. If the arbitrator is selected and the arbitration is postponed, the party requesting the postponement shall pay the fee.
- 11.4.3 The arbitrator shall issue a decision not later than thirty (30) days after the closing of the hearing. The decision shall be in writing and shall set forth the arbitrator's opinion on the issue(s) submitted. The decision of the arbitrator shall be binding.

ARTICLE 12

COMPLAINTS

- 12.1 Any complaint made against a supervisory employee shall be brought to the employee's attention for review as soon as possible. All complaints shall be reduced to writing and signed by the complainant. If the complainant does not reduce the complaint to writing, or sign a written complaint, the complaint shall be disregarded.
- 12.2 During the investigation of the complaint, the member of the unit so charged shall be kept fully informed of the progress of the investigation. The investigation shall include a discussion with the subject employee. The employee may be accompanied by counsel and/or a representative of UASF.

- 12.3 No action shall be taken on a complaint until the investigation has been concluded. If the Superintendent in his/her discretion finds that summary action must be taken prior to the conclusion of the investigation, he may take such action as he finds appropriate under the circumstances. The investigation, however, shall continue and be concluded under the terms of this article.

ARTICLE 13

INFORMATIONAL MEETING

- 13.1 Upon request, the Superintendent or his/her designee shall meet with representatives of UASF at least once each calendar month during the school year, August through June. The purpose of such meetings shall be to exchange information and to discuss matters of mutual concern relating to the implementation of the contract. The time and location of such meetings shall be by mutual agreement. At least five (5) school days prior to any such meeting the requesting party shall submit to the other a written agenda of the subjects to be discussed.

ARTICLE 14

SAVINGS

- 14.1 In the event any provision of this contract is or shall be determined to be contrary to law by the Public Employment Relations Board or a court of competent jurisdiction, the provisions so affected shall become null and void and become the subject of collective bargaining if either party so wishes. All other provisions of this contract shall continue in effect.
- 14.2 It is agreed and understood by both the District and UASF that the terms and provisions of this contract are included in and become the terms and provisions of an existing written contract executed between the District and individual supervisory employees. When there is an inconsistency between the terms and provisions of this contract and those of any such existing contract, then the terms of this contract shall govern.
- 14.2 If the parcel tax expires without being renewed by the voters, the salary schedules shall revert to the Base Salary Schedules in effect in July 1, 2008, plus subsequently negotiated salary increases from the Base Salary Schedules. All other economic incentives and other expenditures that use parcel tax revenues shall cease to exist effective June 30th of the year in which the parcel tax expires and is not renewed.

ARTICLE 15

OTHER PROVISIONS

- 15.1 The District may require tests for tuberculosis as a condition of employment. For the purpose of securing an X-ray or tuberculin test, a member of the unit may be absent from school for the required time, without loss of pay or use of sick leave.

- 15.2 It shall be the policy of the District, as provided by the State Education Code, to reimburse supervisory employees for damage to, or theft of, their personal property. However, supervisory employees are to be reimbursed only if the damage or theft is the result of pupil supervision or vandalism and when property is damaged in the line of duty without fault of the employee.
- 15.3 UASF may use school delivery service once a month and district e-mail services for transmitting notices to its members. School delivery materials shall be presented for delivery clearly addressed to each school, properly packaged or sealed in envelopes and with completed approval forms for delivery and attached sample on file. The Superintendent assumes no responsibility for the content of such material.
- 15.4 The District agrees to make reasonable efforts to provide safe, non-hazardous and proper working conditions for all members of the unit.
- 15.5 Address for notices and other communications called for by the Contract shall be as follows:

FOR UASF:

Jean Robertson, President
 Cheryl Lee, Co-Executive Director
 Richard Maggi, Co-Executive Director
 United Administrators of San Francisco
 P.O. Box 31940
 San Francisco, CA 94131

FOR THE DISTRICT:

Labor Relations
 San Francisco Unified School District
 555 Franklin Street, Room 306
 San Francisco, CA 94102

- 15.6 On-Going Consultation

District and Union representatives shall continue to consult on non-bargaining topics of mutual interest, as well as continue consultation discussions on such topics as hiring guidelines, streamlining paperwork, and staff development activities.

ARTICLE 16

DURATION OF CONTRACT

- 16.1 This contract shall be effective July 1, 2013 through June 30, 2016. The contract shall be extended to June 30, 2018.

APPENDIX A

SALARY SCHEDULE

Salary Schedule- 2% - Effective July 1, 2014

High School Principal 750+

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AM		93039	2250	95289	99058	2250	101308	105080	2250	107330	111099	2250	113349
Career Increments	A	95140	2250	97390	101159	2250	103409	107181	2250	109431	113200	2250	115450
	B	96926	2250	99176	102945	2250	105195	108967	2250	111217	114986	2250	117236
	C	98817	2250	101067	104836	2250	107086	110858	2250	113108	116877	2250	119127

High School Principal 749 - and Small/Necessary High School

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AU		90484	2250	92734	96320	2250	98570	102154	2250	104404	107989	2250	110239
Career Increments	A	92585	2250	94835	98421	2250	100671	104255	2250	106505	110090	2250	112340
	B	94371	2250	96621	100207	2250	102457	106041	2250	108291	111876	2250	114126
	C	96262	2250	98512	102098	2250	104348	107932	2250	110182	113767	2250	116017

High School Asst. Principal 750+

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AP		79174	2250	81424	83588	2250	85838	88002	2250	90252	92413	2250	94663
Career Increments	A	81275	2250	83525	85689	2250	87939	90103	2250	92353	94514	2250	96764
	B	83061	2250	85311	87475	2250	89725	91889	2250	94139	96300	2250	98550
	C	84952	2250	87202	89366	2250	91616	93780	2250	96030	98191	2250	100441

High School Asst. Principal 749-

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AV		77001	2250	79251	81290	2250	83540	85577	2250	87827	89866	2250	92116
Career Increments	A	79102	2250	81352	83391	2250	85641	87678	2250	89928	91967	2250	94217
	B	80888	2250	83138	85177	2250	87427	89464	2250	91714	93753	2250	96003
	C	82779	2250	85029	87068	2250	89318	91355	2250	93605	95644	2250	97894

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2,101

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3,887

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5,778

K-8 and MS Principal 500+

210 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary		89218	2250	91468	94982	2250	97232	100746	2250	102996	106508	2250	108758
Schedule AN													
Career	A	91319	2250	93569	97083	2250	99333	102847	2250	105097	108609	2250	110859
Increments	B	93105	2250	95355	98869	2250	101119	104633	2250	106883	110395	2250	112645
	C	94996	2250	97246	100760	2250	103010	106524	2250	108774	112286	2250	114536

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom	91718	2250	93968	97482	2250	99732	103246	2250	105496	109008	2250	111258
2 classrooms	94218	2250	96468	99982	2250	102232	105746	2250	107996	111508	2250	113758
3 or more classrooms	96718	2250	98968	102482	2250	104732	108246	2250	110496	114008	2250	116258

Career Increment A

1 classroom	93819	2250	96069	99583	2250	101833	105347	2250	107597	111109	2250	113359
2 classrooms	96319	2250	98569	102083	2250	104333	107847	2250	110097	113609	2250	115859
3 or more classrooms	98819	2250	101069	104583	2250	106833	110347	2250	112597	116109	2250	118359

Career Increment B

1 classroom	95605	2250	97855	101369	2250	103619	107133	2250	109383	112895	2250	115145
2 classrooms	98105	2250	100355	103869	2250	106119	109633	2250	111883	115395	2250	117645
3 or more classrooms	100605	2250	102855	106369	2250	108619	112133	2250	114383	117895	2250	120145

Career Increment C

1 classroom	97496	2250	99746	103260	2250	105510	109024	2250	111274	114786	2250	117036
2 classrooms	99996	2250	102246	105760	2250	108010	111524	2250	113774	117286	2250	119536
3 or more classrooms	102496	2250	104746	108260	2250	110510	114024	2250	116274	119786	2250	122036

K-8 and MS Principal 499-

210 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary		88391	2250	90641	94097	2250	96347	99803	2250	102053	105510	2250	107760
Schedule AW													
Career	A	90492	2250	92742	96198	2250	98448	101904	2250	104154	107611	2250	109861
Increments	B	92278	2250	94528	97984	2250	100234	103690	2250	105940	109397	2250	111647
	C	94169	2250	96419	99875	2250	102125	105581	2250	107831	111288	2250	113538

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom	90891	2250	93141	96597	2250	98847	102303	2250	104553	108010	2250	110260
2 classrooms	93391	2250	95641	99097	2250	101347	104803	2250	107053	110510	2250	112760
3 or more classrooms	95891	2250	98141	101597	2250	103847	107303	2250	109553	113010	2250	115260

Career Increment A

1 classroom	92992	2250	95242	98698	2250	100948	104404	2250	106654	110111	2250	112361
2 classrooms	95492	2250	97742	101198	2250	103448	106904	2250	109154	112611	2250	114861
3 or more classrooms	97992	2250	100242	103698	2250	105948	109404	2250	111654	115111	2250	117361

Career Increment B

1 classroom	94778	2250	97028	100484	2250	102734	106190	2250	108440	111897	2250	114147
2 classrooms	97278	2250	99528	102984	2250	105234	108690	2250	110940	114397	2250	116647
3 or more classrooms	99778	2250	102028	105484	2250	107734	111190	2250	113440	116897	2250	119147

Career Increment C

1 classroom	96669	2250	98919	102375	2250	104625	108081	2250	110331	113788	2250	116038
2 classrooms	99169	2250	101419	104875	2250	107125	110581	2250	112831	116288	2250	118538
3 or more classrooms	101669	2250	103919	107375	2250	109625	113081	2250	115331	118788	2250	121038

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2,101

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3,887

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5,778

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-8, Elementary and MS Asst. Principal 500+

205 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		75861	2250	78111	80088	2250	82338	84309	2250	86559	88534	2250	90784
Schedule AQ													
Career	A	77962	2250	80212	82189	2250	84439	86410	2250	88660	90635	2250	92885
Increments	B	79748	2250	81998	83975	2250	86225	88196	2250	90446	92421	2250	94671
	C	81639	2250	83889	85866	2250	88116	90087	2250	92337	94312	2250	96562

K-8, Elementary and MS Asst. Principal 499-

205 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		75164	2250	77414	79336	2250	81586	83499	2250	85749	87670	2250	89920
Schedule AX													
Career	A	77265	2250	79515	81437	2250	83687	85600	2250	87850	89771	2250	92021
Increments	B	79051	2250	81301	83223	2250	85473	87386	2250	89636	91557	2250	93807
	C	80942	2250	83192	85114	2250	87364	89277	2250	91527	93448	2250	95698

K-5 Elem Principal 400+

208 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		83219	2250	85469	89375	2250	91625	95528	2250	97778	101684	2250	103934
Schedule AO													
Career	A	85320	2250	87570	91476	2250	93726	97629	2250	99879	103785	2250	106035
Increments	B	87106	2250	89356	93262	2250	95512	99415	2250	101665	105571	2250	107821
	C	88997	2250	91247	95153	2250	97403	101306	2250	103556	107462	2250	109712

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		85719	2250	87969	91875	2250	94125	98028	2250	100278	104184	2250	106434
2 classrooms		88219	2250	90469	94375	2250	96625	100528	2250	102778	106684	2250	108934
3 or more classrooms		90719	2250	92969	96875	2250	99125	103028	2250	105278	109184	2250	111434
Career Increment	A												
1 classroom		87820	2250	90070	93976	2250	96226	100129	2250	102379	106285	2250	108535
2 classrooms		90320	2250	92570	96476	2250	98726	102629	2250	104879	108785	2250	111035
3 or more classrooms		92820	2250	95070	98976	2250	101226	105129	2250	107379	111285	2250	113535
Career Increment	B												
1 classroom		89606	2250	91856	95762	2250	98012	101915	2250	104165	108071	2250	110321
2 classrooms		92106	2250	94356	98262	2250	100512	104415	2250	106665	110571	2250	112821
3 or more classrooms		94606	2250	96856	100762	2250	103012	106915	2250	109165	113071	2250	115321
Career Increment	C												
1 classroom		91497	2250	93747	97653	2250	99903	103806	2250	106056	109962	2250	112212
2 classrooms		93997	2250	96247	100153	2250	102403	106306	2250	108556	112462	2250	114712
3 or more classrooms		96497	2250	98747	102653	2250	104903	108806	2250	111056	114962	2250	117212

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2,101

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3,887

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5,778

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-5 Elem Principal 399-

208 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AY		80945	2250	83195	86934	2250	89184	92920	2250	95170	98906	2250	101156
Career Increments	A	83046	2250	85296	89035	2250	91285	95021	2250	97271	101007	2250	103257
	B	84832	2250	87082	90821	2250	93071	96807	2250	99057	102793	2250	105043
	C	86723	2250	88973	92712	2250	94962	98698	2250	100948	104684	2250	106934

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		83445	2250	85695	89434	2250	91684	95420	2250	97670	101406	2250	103656
2 classrooms		85945	2250	88195	91934	2250	94184	97920	2250	100170	103906	2250	106156
3 or more classrooms		88445	2250	90695	94434	2250	96684	100420	2250	102670	106406	2250	108656
Career Increment	A	85546	2250	87796	91535	2250	93785	97521	2250	99771	103507	2250	105757
1 classroom		88046	2250	90296	94035	2250	96285	100021	2250	102271	106007	2250	108257
2 classrooms		90546	2250	92796	96535	2250	98785	102521	2250	104771	108507	2250	110757
3 or more classrooms													
Career Increment	B	87332	2250	89582	93321	2250	95571	99307	2250	101557	105293	2250	107543
1 classroom		89832	2250	92082	95821	2250	98071	101807	2250	104057	107793	2250	110043
2 classrooms		92332	2250	94582	98321	2250	100571	104307	2250	106557	110293	2250	112543
3 or more classrooms													
Career Increment	C	89223	2250	91473	95212	2250	97462	101198	2250	103448	107184	2250	109434
1 classroom		91723	2250	93973	97712	2250	99962	103698	2250	105948	109684	2250	111934
2 classrooms		94223	2250	96473	100212	2250	102462	106198	2250	108448	112184	2250	114434
3 or more classrooms													

HS Small School Administrator

215 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AB		74528	2250	76778	80661	2250	82911	86682	2250	88932	92703	2250	94953
Career Increments	A	76629	2250	78879	82762	2250	85012	88783	2250	91033	94804	2250	97054
	B	78415	2250	80665	84548	2250	86798	90569	2250	92819	96590	2250	98840
	C	80306	2250	82556	86439	2250	88689	92460	2250	94710	98481	2250	100731

MS Small School Administrator

210 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AC		72739	2250	74989	77152	2250	79402	82697	2250	84947	87109	2250	89359
Career Increments	A	74840	2250	77090	79253	2250	81503	84798	2250	87048	89210	2250	91460
	B	76626	2250	78876	81039	2250	83289	86584	2250	88834	90996	2250	93246
	C	78517	2250	80767	82930	2250	85180	88475	2250	90725	92887	2250	95137

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2,101

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3,887

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5,778

***Schedule for Co-Located PreK-8 Title V Site Principals only**

Early Education Department School Principal/Site Administrator - Tier I

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		73396	2250	75646	78908	2250	81158	84420	2250	86670	89935	2250	92185
Schedule AH													
Career Increments	A	75497	2250	77747	81009	2250	83259	86521	2250	88771	92036	2250	94286
	B	77283	2250	79533	82795	2250	85045	88307	2250	90557	93822	2250	96072
	C	79174	2250	81424	84686	2250	86936	90198	2250	92448	95713	2250	97963

Early Education Department School Principal/Site Administrator - Tier II

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		74972	2250	77222	80607	2250	82857	86236	2250	88486	91869	2250	94119
Schedule AK													
Career Increments	A	77073	2250	79323	82708	2250	84958	88337	2250	90587	93970	2250	96220
	B	78859	2250	81109	84494	2250	86744	90123	2250	92373	95756	2250	98006
	C	80750	2250	83000	86385	2250	88635	92014	2250	94264	97647	2250	99897

Early Education Department School Principal/Site Administrator - Tier III

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		76550	2250	78800	82303	2250	84553	88041	2250	90291	93803	2250	96053
Schedule AS													
Career Increments	A	78651	2250	80901	84404	2250	86654	90142	2250	92392	95904	2250	98154
	B	80437	2250	82687	86190	2250	88440	91928	2250	94178	97690	2250	99940
	C	82328	2250	84578	88081	2250	90331	93819	2250	96069	99581	2250	101831

Program Administrator

211 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		77778	2250	80028	81827	2250	84077	85872	2250	88122	89921	2250	92171
Schedule AJ													
Career Increments	A	79879	2250	82129	83928	2250	86178	87973	2250	90223	92022	2250	94272
	B	81665	2250	83915	85714	2250	87964	89759	2250	92009	93808	2250	96058
	C	83556	2250	85806	87605	2250	89855	91650	2250	93900	95699	2250	97949

Supervisor

224 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		94133	2250	96383	96786	2250	99036	99438	2250	101688	102095	2250	104345
Schedule AG													
Career Increments	A	96234	2250	98484	98887	2250	101137	101539	2250	103789	104196	2250	106446
	B	98020	2250	100270	100673	2250	102923	103325	2250	105575	105982	2250	108232
	C	99911	2250	102161	102564	2250	104814	105216	2250	107466	107873	2250	110123

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2,101

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3,887

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5,778

Administrative Intern

196 Days

Calendar

Class Occupation

	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		67889	2250	70139	69926	2250	72176	72024	2250	74274	74185	2250	76435
Schedule AI													
Career	A	69990	2250	72240	72027	2250	74277	74125	2250	76375	76286	2250	78536
Increments	B	71776	2250	74026	73813	2250	76063	75911	2250	78161	78072	2250	80322
	C	73667	2250	75917	75704	2250	77954	77802	2250	80052	79963	2250	82213

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2,101

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3,887

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5,778

2% - Effective January 1, 2015

High School Principal 750+

215 Work Day
Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AM		94900	2250	97150	101039	2250	103289	107182	2250	109432	113321	2250	115571
Career Increments	A	97043	2250	99293	103182	2250	105432	109325	2250	111575	115464	2250	117714
	B	98865	2250	101115	105004	2250	107254	111147	2250	113397	117286	2250	119536
	C	100794	2250	103044	106933	2250	109183	113076	2250	115326	119215	2250	121465

High School Principal 749 - and Small/Necessary High School

215 Work Day
Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AU		92294	2250	94544	98246	2250	100496	104197	2250	106447	110149	2250	112399
Career Increments	A	94437	2250	96687	100389	2250	102639	106340	2250	108590	112292	2250	114542
	B	96259	2250	98509	102211	2250	104461	108162	2250	110412	114114	2250	116364
	C	98188	2250	100438	104140	2250	106390	110091	2250	112341	116043	2250	118293

High School Asst. Principal 750+

210 Work Day
Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AP		80758	2250	83008	85260	2250	87510	89762	2250	92012	94261	2250	96511
Career Increments	A	82901	2250	85151	87403	2250	89653	91905	2250	94155	96404	2250	98654
	B	84723	2250	86973	89225	2250	91475	93727	2250	95977	98226	2250	100476
	C	86652	2250	88902	91154	2250	93404	95656	2250	97906	100155	2250	102405

High School Asst. Principal 749-

210 Work Day
Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AV		78541	2250	80791	82916	2250	85166	87289	2250	89539	91663	2250	93913
Career Increments	A	80684	2250	82934	85059	2250	87309	89432	2250	91682	93806	2250	96056
	B	82506	2250	84756	86881	2250	89131	91254	2250	93504	95628	2250	97878
	C	84435	2250	86685	88810	2250	91060	93183	2250	95433	97557	2250	99807

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2143

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3965

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5894

K-8 and MS Principal 500+

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		91003	2250	93253	96882	2250	99132	102761	2250	105011	108639	2250	110889
Schedule AN													
Career	A	93146	2250	95396	99025	2250	101275	104904	2250	107154	110782	2250	113032
Increments	B	94968	2250	97218	100847	2250	103097	106726	2250	108976	112604	2250	114854
	C	96897	2250	99147	102776	2250	105026	108655	2250	110905	114533	2250	116783

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom		93503	2250	95753	99382	2250	101632	105261	2250	107511	111139	2250	113389
2 classrooms		96003	2250	98253	101882	2250	104132	107761	2250	110011	113639	2250	115889
3 or more classrooms		98503	2250	100753	104382	2250	106632	110261	2250	112511	116139	2250	118389
Career Increment	A												
1 classroom		95646	2250	97896	101525	2250	103775	107404	2250	109654	113282	2250	115532
2 classrooms		98146	2250	100396	104025	2250	106275	109904	2250	112154	115782	2250	118032
3 or more classrooms		100646	2250	102896	106525	2250	108775	112404	2250	114654	118282	2250	120532
Career Increment	B												
1 classroom		97468	2250	99718	103347	2250	105597	109226	2250	111476	115104	2250	117354
2 classrooms		99968	2250	102218	105847	2250	108097	111726	2250	113976	117604	2250	119854
3 or more classrooms		102468	2250	104718	108347	2250	110597	114226	2250	116476	120104	2250	122354
Career Increment	C												
1 classroom		99397	2250	101647	105276	2250	107526	111155	2250	113405	117033	2250	119283
2 classrooms		101897	2250	104147	107776	2250	110026	113655	2250	115905	119533	2250	121783
3 or more classrooms		104397	2250	106647	110276	2250	112526	116155	2250	118405	122033	2250	124283

K-8 and MS Principal 499-

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		90159	2250	92409	95979	2250	98229	101799	2250	104049	107620	2250	109870
Schedule AW													
Career	A	92302	2250	94552	98122	2250	100372	103942	2250	106192	109763	2250	112013
Increments	B	94124	2250	96374	99944	2250	102194	105764	2250	108014	111585	2250	113835
	C	96053	2250	98303	101873	2250	104123	107693	2250	109943	113514	2250	115764

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom		92659	2250	94909	98479	2250	100729	104299	2250	106549	110120	2250	112370
2 classrooms		95159	2250	97409	100979	2250	103229	106799	2250	109049	112620	2250	114870
3 or more classrooms		97659	2250	99909	103479	2250	105729	109299	2250	111549	115120	2250	117370
Career Increment	A												
1 classroom		94802	2250	97052	100622	2250	102872	106442	2250	108692	112263	2250	114513
2 classrooms		97302	2250	99552	103122	2250	105372	108942	2250	111192	114763	2250	117013
3 or more classrooms		99802	2250	102052	105622	2250	107872	111442	2250	113692	117263	2250	119513
Career Increment	B												
1 classroom		96624	2250	98874	102444	2250	104694	108264	2250	110514	114085	2250	116335
2 classrooms		99124	2250	101374	104944	2250	107194	110764	2250	113014	116585	2250	118835
3 or more classrooms		101624	2250	103874	107444	2250	109694	113264	2250	115514	119085	2250	121335
Career Increment	C												
1 classroom		98553	2250	100803	104373	2250	106623	110193	2250	112443	116014	2250	118264
2 classrooms		101053	2250	103303	106873	2250	109123	112693	2250	114943	118514	2250	120764
3 or more classrooms		103553	2250	105803	109373	2250	111623	115193	2250	117443	121014	2250	123264

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2143

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3965

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5894

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-8, Elementary and MS Asst. Principal 500+

205 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		77379	2250	79629	81690	2250	83940	85995	2250	88245	90305	2250	92555
Schedule AQ													
Career	A	79522	2250	81772	83833	2250	86083	88138	2250	90388	92448	2250	94698
Increments	B	81344	2250	83594	85655	2250	87905	89960	2250	92210	94270	2250	96520
	C	83273	2250	85523	87584	2250	89834	91889	2250	94139	96199	2250	98449

K-8, Elementary and MS Asst. Principal 499-

205 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		76667	2250	78917	80922	2250	83172	85169	2250	87419	89423	2250	91673
Schedule AX													
Career	A	78810	2250	81060	83065	2250	85315	87312	2250	89562	91566	2250	93816
Increments	B	80632	2250	82882	84887	2250	87137	89134	2250	91384	93388	2250	95638
	C	82561	2250	84811	86816	2250	89066	91063	2250	93313	95317	2250	97567

K-5 Elem Principal 400+

208 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		84883	2250	87133	91163	2250	93413	97439	2250	99689	103717	2250	105967
Schedule AO													
Career	A	87026	2250	89276	93306	2250	95556	99582	2250	101832	105860	2250	108110
Increments	B	88848	2250	91098	95128	2250	97378	101404	2250	103654	107682	2250	109932
	C	90777	2250	93027	97057	2250	99307	103333	2250	105583	109611	2250	111861

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		87383	2250	89633	93663	2250	95913	99939	2250	102189	106217	2250	108467
2 classrooms		89883	2250	92133	96163	2250	98413	102439	2250	104689	108717	2250	110967
3 or more classrooms		92383	2250	94633	98663	2250	100913	104939	2250	107189	111217	2250	113467
Career Increment	A												
1 classroom		89526	2250	91776	95806	2250	98056	102082	2250	104332	108360	2250	110610
2 classrooms		92026	2250	94276	98306	2250	100556	104582	2250	106832	110860	2250	113110
3 or more classrooms		94526	2250	96776	100806	2250	103056	107082	2250	109332	113360	2250	115610
Career Increment	B												
1 classroom		91348	2250	93598	97628	2250	99878	103904	2250	106154	110182	2250	112432
2 classrooms		93848	2250	96098	100128	2250	102378	106404	2250	108654	112682	2250	114932
3 or more classrooms		96348	2250	98598	102628	2250	104878	108904	2250	111154	115182	2250	117432
Career Increment	C												
1 classroom		93277	2250	95527	99557	2250	101807	105833	2250	108083	112111	2250	114361
2 classrooms		95777	2250	98027	102057	2250	104307	108333	2250	110583	114611	2250	116861
3 or more classrooms		98277	2250	100527	104557	2250	106807	110833	2250	113083	117111	2250	119361

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2143

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3965

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5894

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-5 Elem Principal 399-

208 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		82564	2250	84814	88672	2250	90922	94778	2250	97028	100884	2250	103134
Schedule AY													
Career	A	84707	2250	86957	90815	2250	93065	96921	2250	99171	103027	2250	105277
Increments	B	86529	2250	88779	92637	2250	94887	98743	2250	100993	104849	2250	107099
	C	88458	2250	90708	94566	2250	96816	100672	2250	102922	106778	2250	109028

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		85064	2250	87314	91172	2250	93422	97278	2250	99528	103384	2250	105634
2 classrooms		87564	2250	89814	93672	2250	95922	99778	2250	102028	105884	2250	108134
3 or more classrooms		90064	2250	92314	96172	2250	98422	102278	2250	104528	108384	2250	110634
Career Increment	A												
1 classroom		87207	2250	89457	93315	2250	95565	99421	2250	101671	105527	2250	107777
2 classrooms		89707	2250	91957	95815	2250	98065	101921	2250	104171	108027	2250	110277
3 or more classrooms		92207	2250	94457	98315	2250	100565	104421	2250	106671	110527	2250	112777
Career Increment	B												
1 classroom		89029	2250	91279	95137	2250	97387	101243	2250	103493	107349	2250	109599
2 classrooms		91529	2250	93779	97637	2250	99887	103743	2250	105993	109849	2250	112099
3 or more classrooms		94029	2250	96279	100137	2250	102387	106243	2250	108493	112349	2250	114599
Career Increment	C												
1 classroom		90958	2250	93208	97066	2250	99316	103172	2250	105422	109278	2250	111528
2 classrooms		93458	2250	95708	99566	2250	101816	105672	2250	107922	111778	2250	114028
3 or more classrooms		95958	2250	98208	102066	2250	104316	108172	2250	110422	114278	2250	116528

HS Small School Administrator

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		76019	2250	78269	82274	2250	84524	88415	2250	90665	94557	2250	96807
Schedule AB													
Career	A	78162	2250	80412	84417	2250	86667	90558	2250	92808	96700	2250	98950
Increments	B	79984	2250	82234	86239	2250	88489	92380	2250	94630	98522	2250	100772
	C	81913	2250	84163	88168	2250	90418	94309	2250	96559	100451	2250	102701

MS Small School Administrator

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		74194	2250	76444	78695	2250	80945	84350	2250	86600	88851	2250	91101
Schedule AC													
Career	A	76337	2250	78587	80838	2250	83088	86493	2250	88743	90994	2250	93244
Increments	B	78159	2250	80409	82660	2250	84910	88315	2250	90565	92816	2250	95066
	C	80088	2250	82338	84589	2250	86839	90244	2250	92494	94745	2250	96995

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2143

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3965

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5894

***Schedule for Co-Located PreK-8 Title V Site Principals only**

Early Education Department School Principal/Site Administrator - Tier I

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		74864	2250	77114	80486	2250	82736	86109	2250	88359	91734	2250	93984
Schedule AH													
Career													
Increments	A	77007	2250	79257	82629	2250	84879	88252	2250	90502	93877	2250	96127
	B	78829	2250	81079	84451	2250	86701	90074	2250	92324	95699	2250	97949
	C	80758	2250	83008	86380	2250	88630	92003	2250	94253	97628	2250	99878

Early Education Department School Principal/Site Administrator - Tier II

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		76471	2250	78721	82219	2250	84469	87961	2250	90211	93707	2250	95957
Schedule AK													
Career													
Increments	A	78614	2250	80864	84362	2250	86612	90104	2250	92354	95850	2250	98100
	B	80436	2250	82686	86184	2250	88434	91926	2250	94176	97672	2250	99922
	C	82365	2250	84615	88113	2250	90363	93855	2250	96105	99601	2250	101851

Early Education Department School Principal/Site Administrator - Tier III

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		78081	2250	80331	83949	2250	86199	89802	2250	92052	95679	2250	97929
Schedule AS													
Career													
Increments	A	80224	2250	82474	86092	2250	88342	91945	2250	94195	97822	2250	100072
	B	82046	2250	84296	87914	2250	90164	93767	2250	96017	99644	2250	101894
	C	83975	2250	86225	89843	2250	92093	95696	2250	97946	101573	2250	103823

Program Administrator

211 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		79334	2250	81584	83464	2250	85714	87589	2250	89839	91720	2250	93970
Schedule AJ													
Career													
Increments	A	81477	2250	83727	85607	2250	87857	89732	2250	91982	93863	2250	96113
	B	83299	2250	85549	87429	2250	89679	91554	2250	93804	95685	2250	97935
	C	85228	2250	87478	89358	2250	91608	93483	2250	95733	97614	2250	99864

Supervisor

224 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		96015	2250	98265	98721	2250	100971	101427	2250	103677	104137	2250	106387
Schedule AG													
Career													
Increments	A	98158	2250	100408	100864	2250	103114	103570	2250	105820	106280	2250	108530
	B	99980	2250	102230	102686	2250	104936	105392	2250	107642	108102	2250	110352
	C	101909	2250	104159	104615	2250	106865	107321	2250	109571	110031	2250	112281

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2143

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3965

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5894

Administrative Intern

196 Days

Calendar

Class Occupation

	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AI		69247	2250	71497	71325	2250	73575	73465	2250	75715	75668	2250	77918
Career Increments	A	71390	2250	73640	73468	2250	75718	75608	2250	77858	77811	2250	80061
	B	73212	2250	75462	75290	2250	77540	77430	2250	79680	79633	2250	81883
	C	75141	2250	77391	77219	2250	79469	79359	2250	81609	81562	2250	83812

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2143

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$3965

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5894

1.5% - Effective July 1, 2015

High School Principal 750+

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AM		96324	2250	98574	102555	2250	104805	108790	2250	111040	115021	2250	117271
Career Increments	A	98499	2250	100749	104730	2250	106980	110965	2250	113215	117196	2250	119446
	B	100348	2250	102598	106579	2250	108829	112814	2250	115064	119045	2250	121295
	C	102306	2250	104556	108537	2250	110787	114772	2250	117022	121003	2250	123253

High School Principal 749 - and Small/Necessary High School

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AU		93678	2250	95928	99720	2250	101970	105760	2250	108010	111801	2250	114051
Career Increments	A	95853	2250	98103	101895	2250	104145	107935	2250	110185	113976	2250	116226
	B	97702	2250	99952	103744	2250	105994	109784	2250	112034	115825	2250	118075
	C	99660	2250	101910	105702	2250	107952	111742	2250	113992	117783	2250	120033

High School Asst. Principal 750+

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AP		81969	2250	84219	86539	2250	88789	91108	2250	93358	95675	2250	97925
Career Increments	A	84144	2250	86394	88714	2250	90964	93283	2250	95533	97850	2250	100100
	B	85993	2250	88243	90563	2250	92813	95132	2250	97382	99699	2250	101949
	C	87951	2250	90201	92521	2250	94771	97090	2250	99340	101657	2250	103907

High School Asst. Principal 749-

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AV		79719	2250	81969	84159	2250	86409	88598	2250	90848	93038	2250	95288
Career Increments	A	81894	2250	84144	86334	2250	88584	90773	2250	93023	95213	2250	97463
	B	83743	2250	85993	88183	2250	90433	92622	2250	94872	97062	2250	99312
	C	85701	2250	87951	90141	2250	92391	94580	2250	96830	99020	2250	101270

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2175

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4024

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5982

K-8 and MS Principal 500+

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AN		92368	2250	94618	98335	2250	100585	104303	2250	106553	110268	2250	112518
Career Increments	A	94543	2250	96793	100510	2250	102760	106478	2250	108728	112443	2250	114693
	B	96392	2250	98642	102359	2250	104609	108327	2250	110577	114292	2250	116542
	C	98350	2250	100600	104317	2250	106567	110285	2250	112535	116250	2250	118500

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom		94868	2250	97118	100835	2250	103085	106803	2250	109053	112768	2250	115018
2 classrooms		97368	2250	99618	103335	2250	105585	109303	2250	111553	115268	2250	117518
3 or more classrooms		99868	2250	102118	105835	2250	108085	111803	2250	114053	117768	2250	120018
Career Increment	A												
1 classroom		97043	2250	99293	103010	2250	105260	108978	2250	111228	114943	2250	117193
2 classrooms		99543	2250	101793	105510	2250	107760	111478	2250	113728	117443	2250	119693
3 or more classrooms		102043	2250	104293	108010	2250	110260	113978	2250	116228	119943	2250	122193
Career Increment	B												
1 classroom		98892	2250	101142	104859	2250	107109	110827	2250	113077	116792	2250	119042
2 classrooms		101392	2250	103642	107359	2250	109609	113327	2250	115577	119292	2250	121542
3 or more classrooms		103892	2250	106142	109859	2250	112109	115827	2250	118077	121792	2250	124042
Career Increment	C												
1 classroom		100850	2250	103100	106817	2250	109067	112785	2250	115035	118750	2250	121000
2 classrooms		103350	2250	105600	109317	2250	111567	115285	2250	117535	121250	2250	123500
3 or more classrooms		105850	2250	108100	111817	2250	114067	117785	2250	120035	123750	2250	126000

K-8 and MS Principal 499-

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AW		91511	2250	93761	97419	2250	99669	103326	2250	105576	109234	2250	111484
Career Increments	A	93686	2250	95936	99594	2250	101844	105501	2250	107751	111409	2250	113659
	B	95535	2250	97785	101443	2250	103693	107350	2250	109600	113258	2250	115508
	C	97493	2250	99743	103401	2250	105651	109308	2250	111558	115216	2250	117466

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom		94011	2250	96261	99919	2250	102169	105826	2250	108076	111734	2250	113984
2 classrooms		96511	2250	98761	102419	2250	104669	108326	2250	110576	114234	2250	116484
3 or more classrooms		99011	2250	101261	104919	2250	107169	110826	2250	113076	116734	2250	118984
Career Increment	A												
1 classroom		96186	2250	98436	102094	2250	104344	108001	2250	110251	113909	2250	116159
2 classrooms		98686	2250	100936	104594	2250	106844	110501	2250	112751	116409	2250	118659
3 or more classrooms		101186	2250	103436	107094	2250	109344	113001	2250	115251	118909	2250	121159
Career Increment	B												
1 classroom		98035	2250	100285	103943	2250	106193	109850	2250	112100	115758	2250	118008
2 classrooms		100535	2250	102785	106443	2250	108693	112350	2250	114600	118258	2250	120508
3 or more classrooms		103035	2250	105285	108943	2250	111193	114850	2250	117100	120758	2250	123008
Career Increment	C												
1 classroom		99993	2250	102243	105901	2250	108151	111808	2250	114058	117716	2250	119966
2 classrooms		102493	2250	104743	108401	2250	110651	114308	2250	116558	120216	2250	122466
3 or more classrooms		104993	2250	107243	110901	2250	113151	116808	2250	119058	122716	2250	124966

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2175

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4024

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5982

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-8, Elementary and MS Asst. Principal 500+

205 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		78539	2250	80789	82915	2250	85165	87285	2250	89535	91659	2250	93909
Schedule AQ													
Career	A	80714	2250	82964	85090	2250	87340	89460	2250	91710	93834	2250	96084
Increments	B	82563	2250	84813	86939	2250	89189	91309	2250	93559	95683	2250	97933
	C	84521	2250	86771	88897	2250	91147	93267	2250	95517	97641	2250	99891

K-8, Elementary and MS Asst. Principal 499-

205 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		77817	2250	80067	82136	2250	84386	86447	2250	88697	90765	2250	93015
Schedule AX													
Career	A	79992	2250	82242	84311	2250	86561	88622	2250	90872	92940	2250	95190
Increments	B	81841	2250	84091	86160	2250	88410	90471	2250	92721	94789	2250	97039
	C	83799	2250	86049	88118	2250	90368	92429	2250	94679	96747	2250	98997

K-5 Elem Principal 400+

208 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		86156	2250	88406	92530	2250	94780	98900	2250	101150	105273	2250	107523
Schedule AO													
Career	A	88331	2250	90581	94705	2250	96955	101075	2250	103325	107448	2250	109698
Increments	B	90180	2250	92430	96554	2250	98804	102924	2250	105174	109297	2250	111547
	C	92138	2250	94388	98512	2250	100762	104882	2250	107132	111255	2250	113505

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		88656	2250	90906	95030	2250	97280	101400	2250	103650	107773	2250	110023
2 classrooms		91156	2250	93406	97530	2250	99780	103900	2250	106150	110273	2250	112523
3 or more classrooms		93656	2250	95906	100030	2250	102280	106400	2250	108650	112773	2250	115023
Career Increment	A												
1 classroom		90831	2250	93081	97205	2250	99455	103575	2250	105825	109948	2250	112198
2 classrooms		93331	2250	95581	99705	2250	101955	106075	2250	108325	112448	2250	114698
3 or more classrooms		95831	2250	98081	102205	2250	104455	108575	2250	110825	114948	2250	117198
Career Increment	B												
1 classroom		92680	2250	94930	99054	2250	101304	105424	2250	107674	111797	2250	114047
2 classrooms		95180	2250	97430	101554	2250	103804	107924	2250	110174	114297	2250	116547
3 or more classrooms		97680	2250	99930	104054	2250	106304	110424	2250	112674	116797	2250	119047
Career Increment	C												
1 classroom		94638	2250	96888	101012	2250	103262	107382	2250	109632	113755	2250	116005
2 classrooms		97138	2250	99388	103512	2250	105762	109882	2250	112132	116255	2250	118505
3 or more classrooms		99638	2250	101888	106012	2250	108262	112382	2250	114632	118755	2250	121005

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2175

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4024

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5982

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-5 Elem Principal 399-

208 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AY		83803	2250	86053	90002	2250	92252	96200	2250	98450	102398	2250	104648
Career Increments	A	85978	2250	88228	92177	2250	94427	98375	2250	100625	104573	2250	106823
	B	87827	2250	90077	94026	2250	96276	100224	2250	102474	106422	2250	108672
	C	89785	2250	92035	95984	2250	98234	102182	2250	104432	108380	2250	110630

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		86303	2250	88553	92502	2250	94752	98700	2250	100950	104898	2250	107148
2 classrooms		88803	2250	91053	95002	2250	97252	101200	2250	103450	107398	2250	109648
3 or more classrooms		91303	2250	93553	97502	2250	99752	103700	2250	105950	109898	2250	112148
Career Increment	A												
1 classroom		88478	2250	90728	94677	2250	96927	100875	2250	103125	107073	2250	109323
2 classrooms		90978	2250	93228	97177	2250	99427	103375	2250	105625	109573	2250	111823
3 or more classrooms		93478	2250	95728	99677	2250	101927	105875	2250	108125	112073	2250	114323
Career Increment	B												
1 classroom		90327	2250	92577	96526	2250	98776	102724	2250	104974	108922	2250	111172
2 classrooms		92827	2250	95077	99026	2250	101276	105224	2250	107474	111422	2250	113672
3 or more classrooms		95327	2250	97577	101526	2250	103776	107724	2250	109974	113922	2250	116172
Career Increment	C												
1 classroom		92285	2250	94535	98484	2250	100734	104682	2250	106932	110880	2250	113130
2 classrooms		94785	2250	97035	100984	2250	103234	107182	2250	109432	113380	2250	115630
3 or more classrooms		97285	2250	99535	103484	2250	105734	109682	2250	111932	115880	2250	118130

HS Small School Administrator

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AB		77159	2250	79409	83508	2250	85758	89742	2250	91992	95975	2250	98225
Career Increments	A	79334	2250	81584	85683	2250	87933	91917	2250	94167	98150	2250	100400
	B	81183	2250	83433	87532	2250	89782	93766	2250	96016	99999	2250	102249
	C	83141	2250	85391	89490	2250	91740	95724	2250	97974	101957	2250	104207

MS Small School Administrator

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AC		75307	2250	77557	79875	2250	82125	85616	2250	87866	90184	2250	92434
Career Increments	A	77482	2250	79732	82050	2250	84300	87791	2250	90041	92359	2250	94609
	B	79331	2250	81581	83899	2250	86149	89640	2250	91890	94208	2250	96458
	C	81289	2250	83539	85857	2250	88107	91598	2250	93848	96166	2250	98416

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2175

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4024

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5982

***Schedule for Co-Located PreK-8 Title V Site Principals only**

Early Education Department School Principal/Site Administrator - Tier I

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AH		75987	2250	78237	81694	2250	83944	87400	2250	89650	93110	2250	95360
Career Increments	A	78162	2250	80412	83869	2250	86119	89575	2250	91825	95285	2250	97535
	B	80011	2250	82261	85718	2250	87968	91424	2250	93674	97134	2250	99384
	C	81969	2250	84219	87676	2250	89926	93382	2250	95632	99092	2250	101342

Early Education Department School Principal/Site Administrator - Tier II

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AK		77619	2250	79869	83452	2250	85702	89280	2250	91530	95112	2250	97362
Career Increments	A	79794	2250	82044	85627	2250	87877	91455	2250	93705	97287	2250	99537
	B	81643	2250	83893	87476	2250	89726	93304	2250	95554	99136	2250	101386
	C	83601	2250	85851	89434	2250	91684	95262	2250	97512	101094	2250	103344

Early Education Department School Principal/Site Administrator - Tier III

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AS		79252	2250	81502	85208	2250	87458	91149	2250	93399	97115	2250	99365
Career Increments	A	81427	2250	83677	87383	2250	89633	93324	2250	95574	99290	2250	101540
	B	83276	2250	85526	89232	2250	91482	95173	2250	97423	101139	2250	103389
	C	85234	2250	87484	91190	2250	93440	97131	2250	99381	103097	2250	105347

Program Administrator

211 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AJ		80524	2250	82774	84716	2250	86966	88903	2250	91153	93095	2250	95345
Career Increments	A	82699	2250	84949	86891	2250	89141	91078	2250	93328	95270	2250	97520
	B	84548	2250	86798	88740	2250	90990	92927	2250	95177	97119	2250	99369
	C	86506	2250	88756	90698	2250	92948	94885	2250	97135	99077	2250	101327

Supervisor

224 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AG		97456	2250	99706	100202	2250	102452	102948	2250	105198	105699	2250	107949
Career Increments	A	99631	2250	101881	102377	2250	104627	105123	2250	107373	107874	2250	110124
	B	101480	2250	103730	104226	2250	106476	106972	2250	109222	109723	2250	111973
	C	103438	2250	105688	106184	2250	108434	108930	2250	111180	111681	2250	113931

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2175

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4024

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5982

Administrative Intern

196 Days

Calendar

Class Occupation

	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AI		70286	2250	72536	72394	2250	74644	74567	2250	76817	76803	2250	79053
Career Increments	A	72461	2250	74711	74569	2250	76819	76742	2250	78992	78978	2250	81228
	B	74310	2250	76560	76418	2250	78668	78591	2250	80841	80827	2250	83077
	C	76268	2250	78518	78376	2250	80626	80549	2250	82799	82785	2250	85035

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2175

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4024

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$5982

1.5% - Effective January 1, 2016

High School Principal 750+

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AM		97768	2250	100018	104093	2250	106343	110422	2250	112672	116747	2250	118997
Career Increments	A	99976	2250	102226	106301	2250	108551	112630	2250	114880	118955	2250	121205
	B	101853	2250	104103	108178	2250	110428	114507	2250	116757	120832	2250	123082
	C	103840	2250	106090	110165	2250	112415	116494	2250	118744	122819	2250	125069

High School Principal 749 - and Small/Necessary High School

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AU		95083	2250	97333	101215	2250	103465	107346	2250	109596	113478	2250	115728
Career Increments	A	97291	2250	99541	103423	2250	105673	109554	2250	111804	115686	2250	117936
	B	99168	2250	101418	105300	2250	107550	111431	2250	113681	117563	2250	119813
	C	101155	2250	103405	107287	2250	109537	113418	2250	115668	119550	2250	121800

High School Asst. Principal 750+

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AP		83199	2250	85449	87837	2250	90087	92475	2250	94725	97110	2250	99360
Career Increments	A	85407	2250	87657	90045	2250	92295	94683	2250	96933	99318	2250	101568
	B	87284	2250	89534	91922	2250	94172	96560	2250	98810	101195	2250	103445
	C	89271	2250	91521	93909	2250	96159	98547	2250	100797	103182	2250	105432

High School Asst. Principal 749-

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AV		80915	2250	83165	85422	2250	87672	89927	2250	92177	94434	2250	96684
Career Increments	A	83123	2250	85373	87630	2250	89880	92135	2250	94385	96642	2250	98892
	B	85000	2250	87250	89507	2250	91757	94012	2250	96262	98519	2250	100769
	C	86987	2250	89237	91494	2250	93744	95999	2250	98249	100506	2250	102756

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2208

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4085

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6072

K-8 and MS Principal 500+

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AN		93753	2250	96003	99810	2250	102060	105867	2250	108117	111922	2250	114172
Career Increments	A	95961	2250	98211	102018	2250	104268	108075	2250	110325	114130	2250	116380
	B	97838	2250	100088	103895	2250	106145	109952	2250	112202	116007	2250	118257
	C	99825	2250	102075	105882	2250	108132	111939	2250	114189	117994	2250	120244

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom		96253	2250	98503	102310	2250	104560	108367	2250	110617	114422	2250	116672
2 classrooms		98753	2250	101003	104810	2250	107060	110867	2250	113117	116922	2250	119172
3 or more classrooms		101253	2250	103503	107310	2250	109560	113367	2250	115617	119422	2250	121672
Career Increment	A												
1 classroom		98461	2250	100711	104518	2250	106768	110575	2250	112825	116630	2250	118880
2 classrooms		100961	2250	103211	107018	2250	109268	113075	2250	115325	119130	2250	121380
3 or more classrooms		103461	2250	105711	109518	2250	111768	115575	2250	117825	121630	2250	123880
Career Increment	B												
1 classroom		100338	2250	102588	106395	2250	108645	112452	2250	114702	118507	2250	120757
2 classrooms		102838	2250	105088	108895	2250	111145	114952	2250	117202	121007	2250	123257
3 or more classrooms		105338	2250	107588	111395	2250	113645	117452	2250	119702	123507	2250	125757
Career Increment	C												
1 classroom		102325	2250	104575	108382	2250	110632	114439	2250	116689	120494	2250	122744
2 classrooms		104825	2250	107075	110882	2250	113132	116939	2250	119189	122994	2250	125244
3 or more classrooms		107325	2250	109575	113382	2250	115632	119439	2250	121689	125494	2250	127744

K-8 and MS Principal 499-

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AW		92884	2250	95134	98880	2250	101130	104876	2250	107126	110873	2250	113123
Career Increments	A	95092	2250	97342	101088	2250	103338	107084	2250	109334	113081	2250	115331
	B	96969	2250	99219	102965	2250	105215	108961	2250	111211	114958	2250	117208
	C	98956	2250	101206	104952	2250	107202	110948	2250	113198	116945	2250	119195

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom		95384	2250	97634	101380	2250	103630	107376	2250	109626	113373	2250	115623
2 classrooms		97884	2250	100134	103880	2250	106130	109876	2250	112126	115873	2250	118123
3 or more classrooms		100384	2250	102634	106380	2250	108630	112376	2250	114626	118373	2250	120623
Career Increment	A												
1 classroom		97592	2250	99842	103588	2250	105838	109584	2250	111834	115581	2250	117831
2 classrooms		100092	2250	102342	106088	2250	108338	112084	2250	114334	118081	2250	120331
3 or more classrooms		102592	2250	104842	108588	2250	110838	114584	2250	116834	120581	2250	122831
Career Increment	B												
1 classroom		99469	2250	101719	105465	2250	107715	111461	2250	113711	117458	2250	119708
2 classrooms		101969	2250	104219	107965	2250	110215	113961	2250	116211	119958	2250	122208
3 or more classrooms		104469	2250	106719	110465	2250	112715	116461	2250	118711	122458	2250	124708
Career Increment	C												
1 classroom		101456	2250	103706	107452	2250	109702	113448	2250	115698	119445	2250	121695
2 classrooms		103956	2250	106206	109952	2250	112202	115948	2250	118198	121945	2250	124195
3 or more classrooms		106456	2250	108706	112452	2250	114702	118448	2250	120698	124445	2250	126695

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2208

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4085

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6072

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-8, Elementary and MS Asst. Principal 500+

205 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		79717	2250	81967	84159	2250	86409	88595	2250	90845	93034	2250	95284
Schedule AQ													
Career	A	81925	2250	84175	86367	2250	88617	90803	2250	93053	95242	2250	97492
Increments	B	83802	2250	86052	88244	2250	90494	92680	2250	94930	97119	2250	99369
	C	85789	2250	88039	90231	2250	92481	94667	2250	96917	99106	2250	101356

K-8, Elementary and MS Asst. Principal 499-

205 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		78984	2250	81234	83368	2250	85618	87743	2250	89993	92126	2250	94376
Schedule AX													
Career	A	81192	2250	83442	85576	2250	87826	89951	2250	92201	94334	2250	96584
Increments	B	83069	2250	85319	87453	2250	89703	91828	2250	94078	96211	2250	98461
	C	85056	2250	87306	89440	2250	91690	93815	2250	96065	98198	2250	100448

K-5 Elem Principal 400+

208 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		87449	2250	89699	93918	2250	96168	100384	2250	102634	106852	2250	109102
Schedule AO													
Career	A	89657	2250	91907	96126	2250	98376	102592	2250	104842	109060	2250	111310
Increments	B	91534	2250	93784	98003	2250	100253	104469	2250	106719	110937	2250	113187
	C	93521	2250	95771	99990	2250	102240	106456	2250	108706	112924	2250	115174

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		89949	2250	92199	96418	2250	98668	102884	2250	105134	109352	2250	111602
2 classrooms		92449	2250	94699	98918	2250	101168	105384	2250	107634	111852	2250	114102
3 or more classrooms		94949	2250	97199	101418	2250	103668	107884	2250	110134	114352	2250	116602
Career Increment	A												
1 classroom		92157	2250	94407	98626	2250	100876	105092	2250	107342	111560	2250	113810
2 classrooms		94657	2250	96907	101126	2250	103376	107592	2250	109842	114060	2250	116310
3 or more classrooms		97157	2250	99407	103626	2250	105876	110092	2250	112342	116560	2250	118810
Career Increment	B												
1 classroom		94034	2250	96284	100503	2250	102753	106969	2250	109219	113437	2250	115687
2 classrooms		96534	2250	98784	103003	2250	105253	109469	2250	111719	115937	2250	118187
3 or more classrooms		99034	2250	101284	105503	2250	107753	111969	2250	114219	118437	2250	120687
Career Increment	C												
1 classroom		96021	2250	98271	102490	2250	104740	108956	2250	111206	115424	2250	117674
2 classrooms		98521	2250	100771	104990	2250	107240	111456	2250	113706	117924	2250	120174
3 or more classrooms		101021	2250	103271	107490	2250	109740	113956	2250	116206	120424	2250	122674

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2208

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4085

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6072

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-5 Elem Principal 399-

208 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AY		85060	2250	87310	91352	2250	93602	97643	2250	99893	103934	2250	106184
Career Increments	A	87268	2250	89518	93560	2250	95810	99851	2250	102101	106142	2250	108392
	B	89145	2250	91395	95437	2250	97687	101728	2250	103978	108019	2250	110269
	C	91132	2250	93382	97424	2250	99674	103715	2250	105965	110006	2250	112256

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		87560	2250	89810	93852	2250	96102	100143	2250	102393	106434	2250	108684
2 classrooms		90060	2250	92310	96352	2250	98602	102643	2250	104893	108934	2250	111184
3 or more classrooms		92560	2250	94810	98852	2250	101102	105143	2250	107393	111434	2250	113684
Career Increment	A												
1 classroom		89768	2250	92018	96060	2250	98310	102351	2250	104601	108642	2250	110892
2 classrooms		92268	2250	94518	98560	2250	100810	104851	2250	107101	111142	2250	113392
3 or more classrooms		94768	2250	97018	101060	2250	103310	107351	2250	109601	113642	2250	115892
Career Increment	B												
1 classroom		91645	2250	93895	97937	2250	100187	104228	2250	106478	110519	2250	112769
2 classrooms		94145	2250	96395	100437	2250	102687	106728	2250	108978	113019	2250	115269
3 or more classrooms		96645	2250	98895	102937	2250	105187	109228	2250	111478	115519	2250	117769
Career Increment	C												
1 classroom		93632	2250	95882	99924	2250	102174	106215	2250	108465	112506	2250	114756
2 classrooms		96132	2250	98382	102424	2250	104674	108715	2250	110965	115006	2250	117256
3 or more classrooms		98632	2250	100882	104924	2250	107174	111215	2250	113465	117506	2250	119756

HS Small School Administrator

215 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AB		78317	2250	80567	84761	2250	87011	91088	2250	93338	97415	2250	99665
Career Increments	A	80525	2250	82775	86969	2250	89219	93296	2250	95546	99623	2250	101873
	B	82402	2250	84652	88846	2250	91096	95173	2250	97423	101500	2250	103750
	C	84389	2250	86639	90833	2250	93083	97160	2250	99410	103487	2250	105737

MS Small School Administrator

210 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AC		76437	2250	78687	81073	2250	83323	86900	2250	89150	90184	2250	92434
Career Increments	A	78645	2250	80895	83281	2250	85531	89108	2250	91358	92392	2250	94642
	B	80522	2250	82772	85158	2250	87408	90985	2250	93235	94269	2250	96519
	C	82509	2250	84759	87145	2250	89395	92972	2250	95222	96256	2250	98506

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2208

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4085

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6072

***Schedule for Co-Located PreK-8 Title V Site Principals only**

Early Education Department School Principal/Site Administrator - Tier I

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		77127	2250	79377	82919	2250	85169	88711	2250	90961	94507	2250	96757
Schedule AH													
Career													
Increments	A	79335	2250	81585	85127	2250	87377	90919	2250	93169	96715	2250	98965
	B	81212	2250	83462	87004	2250	89254	92796	2250	95046	98592	2250	100842
	C	83199	2250	85449	88991	2250	91241	94783	2250	97033	100579	2250	102829

Early Education Department School Principal/Site Administrator - Tier II

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		78783	2250	81033	84704	2250	86954	90619	2250	92869	96539	2250	98789
Schedule AK													
Career													
Increments	A	80991	2250	83241	86912	2250	89162	92827	2250	95077	98747	2250	100997
	B	82868	2250	85118	88789	2250	91039	94704	2250	96954	100624	2250	102874
	C	84855	2250	87105	90776	2250	93026	96691	2250	98941	102611	2250	104861

Early Education Department School Principal/Site Administrator - Tier III

225 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		80441	2250	82691	86486	2250	88736	92516	2250	94766	98571	2250	100821
Schedule AS													
Career													
Increments	A	82649	2250	84899	88694	2250	90944	94724	2250	96974	100779	2250	103029
	B	84526	2250	86776	90571	2250	92821	96601	2250	98851	102656	2250	104906
	C	86513	2250	88763	92558	2250	94808	98588	2250	100838	104643	2250	106893

Program Administrator

211 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		81731	2250	83981	85987	2250	88237	90237	2250	92487	94492	2250	96742
Schedule AJ													
Career													
Increments	A	83939	2250	86189	88195	2250	90445	92445	2250	94695	96700	2250	98950
	B	85816	2250	88066	90072	2250	92322	94322	2250	96572	98577	2250	100827
	C	87803	2250	90053	92059	2250	94309	96309	2250	98559	100564	2250	102814

Supervisor

224 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		98917	2250	101167	101705	2250	103955	104492	2250	106742	107284	2250	109534
Schedule AG													
Career													
Increments	A	101125	2250	103375	103913	2250	106163	106700	2250	108950	109492	2250	111742
	B	103002	2250	105252	105790	2250	108040	108577	2250	110827	111369	2250	113619
	C	104989	2250	107239	107777	2250	110027	110564	2250	112814	113356	2250	115606

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2208

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4085

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6072

Administrative Intern

196 Days

Calendar

Class Occupation

	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AI		71340	2250	73590	73480	2250	75730	75685	2250	77935	77955	2250	80205
Career Increments	A	73548	2250	75798	75688	2250	77938	77893	2250	80143	80163	2250	82413
	B	75425	2250	77675	77565	2250	79815	79770	2250	82020	82040	2250	84290
	C	77412	2250	79662	79552	2250	81802	81757	2250	84007	84027	2250	86277

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2208

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4085

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6072

2.75% - Effective July 1, 2016

High School Principal 750+

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		100457	2250	102707	106956	2250	109206	113458	2250	115708	119957	2250	122207
Schedule AM													
Career	A	102726	2250	104976	109225	2250	111475	115727	2250	117977	122226	2250	124476
Increments	B	104654	2250	106904	111153	2250	113403	117655	2250	119905	124154	2250	126404
	C	106696	2250	108946	113195	2250	115445	119697	2250	121947	126196	2250	128446

High School Principal 749 - and Small/Necessary High School

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		97698	2250	99948	103999	2250	106249	110298	2250	112548	116599	2250	118849
Schedule AU													
Career	A	99967	2250	102217	106268	2250	108518	112567	2250	114817	118868	2250	121118
Increments	B	101895	2250	104145	108196	2250	110446	114495	2250	116745	120796	2250	123046
	C	103937	2250	106187	110238	2250	112488	116537	2250	118787	122838	2250	125088

High School Asst. Principal 750+

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		85487	2250	87737	90252	2250	92502	95018	2250	97268	99781	2250	102031
Schedule AP													
Career	A	87756	2250	90006	92521	2250	94771	97287	2250	99537	102050	2250	104300
Increments	B	89684	2250	91934	94449	2250	96699	99215	2250	101465	103978	2250	106228
	C	91726	2250	93976	96491	2250	98741	101257	2250	103507	106020	2250	108270

High School Asst. Principal 749-

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		83140	2250	85390	87771	2250	90021	92400	2250	94650	97031	2250	99281
Schedule AV													
Career	A	85409	2250	87659	90040	2250	92290	94669	2250	96919	99300	2250	101550
Increments	B	87337	2250	89587	91968	2250	94218	96597	2250	98847	101228	2250	103478
	C	89379	2250	91629	94010	2250	96260	98639	2250	100889	103270	2250	105520

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2269

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4197

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6239

K-8 and MS Principal 500+

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AN		96332	2250	98582	102555	2250	104805	108779	2250	111029	115000	2250	117250
Career Increments	A	98601	2250	100851	104824	2250	107074	111048	2250	113298	117269	2250	119519
	B	100529	2250	102779	106752	2250	109002	112976	2250	115226	119197	2250	121447
	C	102571	2250	104821	108794	2250	111044	115018	2250	117268	121239	2250	123489

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom	98832	2250	101082	105055	2250	107305	111279	2250	113529	117500	2250	119750
2 classrooms	101332	2250	103582	107555	2250	109805	113779	2250	116029	120000	2250	122250
3 or more classrooms	103832	2250	106082	110055	2250	112305	116279	2250	118529	122500	2250	124750

Career Increment

	A											
1 classroom	101101	2250	103351	107324	2250	109574	113548	2250	115798	119769	2250	122019
2 classrooms	103601	2250	105851	109824	2250	112074	116048	2250	118298	122269	2250	124519
3 or more classrooms	106101	2250	108351	112324	2250	114574	118548	2250	120798	124769	2250	127019

Career Increment

	B											
1 classroom	103029	2250	105279	109252	2250	111502	115476	2250	117726	121697	2250	123947
2 classrooms	105529	2250	107779	111752	2250	114002	117976	2250	120226	124197	2250	126447
3 or more classrooms	108029	2250	110279	114252	2250	116502	120476	2250	122726	126697	2250	128947

Career Increment

	C											
1 classroom	105071	2250	107321	111294	2250	113544	117518	2250	119768	123739	2250	125989
2 classrooms	107571	2250	109821	113794	2250	116044	120018	2250	122268	126239	2250	128489
3 or more classrooms	110071	2250	112321	116294	2250	118544	122518	2250	124768	128739	2250	130989

K-8 and MS Principal 499-

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AW		95438	2250	97688	101599	2250	103849	107760	2250	110010	113922	2250	116172
Career Increments	A	97707	2250	99957	103868	2250	106118	110029	2250	112279	116191	2250	118441
	B	99635	2250	101885	105796	2250	108046	111957	2250	114207	118119	2250	120369
	C	101677	2250	103927	107838	2250	110088	113999	2250	116249	120161	2250	122411

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom	97938	2250	100188	104099	2250	106349	110260	2250	112510	116422	2250	118672
2 classrooms	100438	2250	102688	106599	2250	108849	112760	2250	115010	118922	2250	121172
3 or more classrooms	102938	2250	105188	109099	2250	111349	115260	2250	117510	121422	2250	123672

Career Increment

	A											
1 classroom	100207	2250	102457	106368	2250	108618	112529	2250	114779	118691	2250	120941
2 classrooms	102707	2250	104957	108868	2250	111118	115029	2250	117279	121191	2250	123441
3 or more classrooms	105207	2250	107457	111368	2250	113618	117529	2250	119779	123691	2250	125941

Career Increment

	B											
1 classroom	102135	2250	104385	108296	2250	110546	114457	2250	116707	120619	2250	122869
2 classrooms	104635	2250	106885	110796	2250	113046	116957	2250	119207	123119	2250	125369
3 or more classrooms	107135	2250	109385	113296	2250	115546	119457	2250	121707	125619	2250	127869

Career Increment

	C											
1 classroom	104177	2250	106427	110338	2250	112588	116499	2250	118749	122661	2250	124911
2 classrooms	106677	2250	108927	112838	2250	115088	118999	2250	121249	125161	2250	127411
3 or more classrooms	109177	2250	111427	115338	2250	117588	121499	2250	123749	127661	2250	129911

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2269

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4197

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6239

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-8, Elementary and MS Asst. Principal 500+

205 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AQ		81910	2250	84160	86474	2250	88724	91031	2250	93281	95593	2250	97843
Career Increments	A	84179	2250	86429	88743	2250	90993	93300	2250	95550	97862	2250	100112
	B	86107	2250	88357	90671	2250	92921	95228	2250	97478	99790	2250	102040
	C	88149	2250	90399	92713	2250	94963	97270	2250	99520	101832	2250	104082

K-8, Elementary and MS Asst. Principal 499-

205 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AX		81156	2250	83406	85661	2250	87911	90156	2250	92406	94660	2250	96910
Career Increments	A	83425	2250	85675	87930	2250	90180	92425	2250	94675	96929	2250	99179
	B	85353	2250	87603	89858	2250	92108	94353	2250	96603	98857	2250	101107
	C	87395	2250	89645	91900	2250	94150	96395	2250	98645	100899	2250	103149

K-5 Elem Principal 400+

208 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AO		89854	2250	92104	96501	2250	98751	103144	2250	105394	109791	2250	112041
Career Increments	A	92123	2250	94373	98770	2250	101020	105413	2250	107663	112060	2250	114310
	B	94051	2250	96301	100698	2250	102948	107341	2250	109591	113988	2250	116238
	C	96093	2250	98343	102740	2250	104990	109383	2250	111633	116030	2250	118280

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		92354	2250	94604	99001	2250	101251	105644	2250	107894	112291	2250	114541
2 classrooms		94854	2250	97104	101501	2250	103751	108144	2250	110394	114791	2250	117041
3 or more classrooms		97354	2250	99604	104001	2250	106251	110644	2250	112894	117291	2250	119541
Career Increment	A												
1 classroom		94623	2250	96873	101270	2250	103520	107913	2250	110163	114560	2250	116810
2 classrooms		97123	2250	99373	103770	2250	106020	110413	2250	112663	117060	2250	119310
3 or more classrooms		99623	2250	101873	106270	2250	108520	112913	2250	115163	119560	2250	121810
Career Increment	B												
1 classroom		96551	2250	98801	103198	2250	105448	109841	2250	112091	116488	2250	118738
2 classrooms		99051	2250	101301	105698	2250	107948	112341	2250	114591	118988	2250	121238
3 or more classrooms		101551	2250	103801	108198	2250	110448	114841	2250	117091	121488	2250	123738
Career Increment	C												
1 classroom		98593	2250	100843	105240	2250	107490	111883	2250	114133	118530	2250	120780
2 classrooms		101093	2250	103343	107740	2250	109990	114383	2250	116633	121030	2250	123280
3 or more classrooms		103593	2250	105843	110240	2250	112490	116883	2250	119133	123530	2250	125780

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2269

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4197

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6239

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-5 Elem Principal 399-

208 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AY		87399	2250	89649	93865	2250	96115	100328	2250	102578	106792	2250	109042
Career Increments	A	89668	2250	91918	96134	2250	98384	102597	2250	104847	109061	2250	111311
	B	91596	2250	93846	98062	2250	100312	104525	2250	106775	110989	2250	113239
	C	93638	2250	95888	100104	2250	102354	106567	2250	108817	113031	2250	115281

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		89899	2250	92149	96365	2250	98615	102828	2250	105078	109292	2250	111542
2 classrooms		92399	2250	94649	98865	2250	101115	105328	2250	107578	111792	2250	114042
3 or more classrooms		94899	2250	97149	101365	2250	103615	107828	2250	110078	114292	2250	116542
Career Increment	A												
1 classroom		92168	2250	94418	98634	2250	100884	105097	2250	107347	111561	2250	113811
2 classrooms		94668	2250	96918	101134	2250	103384	107597	2250	109847	114061	2250	116311
3 or more classrooms		97168	2250	99418	103634	2250	105884	110097	2250	112347	116561	2250	118811
Career Increment	B												
1 classroom		94096	2250	96346	100562	2250	102812	107025	2250	109275	113489	2250	115739
2 classrooms		96596	2250	98846	103062	2250	105312	109525	2250	111775	115989	2250	118239
3 or more classrooms		99096	2250	101346	105562	2250	107812	112025	2250	114275	118489	2250	120739
Career Increment	C												
1 classroom		96138	2250	98388	102604	2250	104854	109067	2250	111317	115531	2250	117781
2 classrooms		98638	2250	100888	105104	2250	107354	111567	2250	113817	118031	2250	120281
3 or more classrooms		101138	2250	103388	107604	2250	109854	114067	2250	116317	120531	2250	122781

HS Small School Administrator

215 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AB		80470	2250	82720	87091	2250	89341	93593	2250	95843	100094	2250	102344
Career Increments	A	82739	2250	84989	89360	2250	91610	95862	2250	98112	102363	2250	104613
	B	84667	2250	86917	91288	2250	93538	97790	2250	100040	104291	2250	106541
	C	86709	2250	88959	93330	2250	95580	99832	2250	102082	106333	2250	108583

MS Small School Administrator

210 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AC		78539	2250	80789	83303	2250	85553	89290	2250	91540	92664	2250	94914
Career Increments	A	80808	2250	83058	85572	2250	87822	91559	2250	93809	94933	2250	97183
	B	82736	2250	84986	87500	2250	89750	93487	2250	95737	96861	2250	99111
	C	84778	2250	87028	89542	2250	91792	95529	2250	97779	98903	2250	101153

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2269

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4197

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6239

***Schedule for Co-Located PreK-8 Title V Site Principals only**

Early Education Department School Principal/Site Administrator - Tier I

225 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AH		79248	2250	81498	85199	2250	87449	91151	2250	93401	97106	2250	99356
Career Increments	A	81517	2250	83767	87468	2250	89718	93420	2250	95670	99375	2250	101625
	B	83445	2250	85695	89396	2250	91646	95348	2250	97598	101303	2250	103553
	C	85487	2250	87737	91438	2250	93688	97390	2250	99640	103345	2250	105595

Early Education Department School Principal/Site Administrator - Tier II

225 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AK		80949	2250	83199	87033	2250	89283	93111	2250	95361	99194	2250	101444
Career Increments	A	83218	2250	85468	89302	2250	91552	95380	2250	97630	101463	2250	103713
	B	85146	2250	87396	91230	2250	93480	97308	2250	99558	103391	2250	105641
	C	87188	2250	89438	93272	2250	95522	99350	2250	101600	105433	2250	107683

Early Education Department School Principal/Site Administrator - Tier III

225 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AS		82653	2250	84903	88865	2250	91115	95061	2250	97311	101282	2250	103532
Career Increments	A	84922	2250	87172	91134	2250	93384	97330	2250	99580	103551	2250	105801
	B	86850	2250	89100	93062	2250	95312	99258	2250	101508	105479	2250	107729
	C	88892	2250	91142	95104	2250	97354	101300	2250	103550	107521	2250	109771

Program Administrator

211 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AJ		83979	2250	86229	88351	2250	90601	92718	2250	94968	97090	2250	99340
Career Increments	A	86248	2250	88498	90620	2250	92870	94987	2250	97237	99359	2250	101609
	B	88176	2250	90426	92548	2250	94798	96915	2250	99165	101287	2250	103537
	C	90218	2250	92468	94590	2250	96840	98957	2250	101207	103329	2250	105579

Supervisor

224 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AG		101638	2250	103888	104502	2250	106752	107366	2250	109616	110235	2250	112485
Career Increments	A	103907	2250	106157	106771	2250	109021	109635	2250	111885	112504	2250	114754
	B	105835	2250	108085	108699	2250	110949	111563	2250	113813	114432	2250	116682
	C	107877	2250	110127	110741	2250	112991	113605	2250	115855	116474	2250	118724

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2269

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4197

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6239

Administrative Intern

196 Days

Calendar

Class Occupation

	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AI		73302	2250	75552	75501	2250	77751	77767	2250	80017	80099	2250	82349
Career Increments	A	75571	2250	77821	77770	2250	80020	80036	2250	82286	82368	2250	84618
	B	77499	2250	79749	79698	2250	81948	81964	2250	84214	84296	2250	86546
	C	79541	2250	81791	81740	2250	83990	84006	2250	86256	86338	2250	88588

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2269

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4197

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6239

2.25% - Effective January 1, 2017

High School Principal 750+

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		102717	2250	104967	109362	2250	111612	116011	2250	118261	122656	2250	124906
Schedule AM													
Career Increments	A	105037	2250	107287	111682	2250	113932	118331	2250	120581	124976	2250	127226
	B	107009	2250	109259	113654	2250	115904	120303	2250	122553	126948	2250	129198
	C	109096	2250	111346	115741	2250	117991	122390	2250	124640	129035	2250	131285

High School Principal 749 - and Small/Necessary High School

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		99896	2250	102146	106339	2250	108589	112780	2250	115030	119223	2250	121473
Schedule AU													
Career Increments	A	102216	2250	104466	108659	2250	110909	115100	2250	117350	121543	2250	123793
	B	104188	2250	106438	110631	2250	112881	117072	2250	119322	123515	2250	125765
	C	106275	2250	108525	112718	2250	114968	119159	2250	121409	125602	2250	127852

High School Asst. Principal 750+

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		87410	2250	89660	92283	2250	94533	97156	2250	99406	102026	2250	104276
Schedule AP													
Career Increments	A	89730	2250	91980	94603	2250	96853	99476	2250	101726	104346	2250	106596
	B	91702	2250	93952	96575	2250	98825	101448	2250	103698	106318	2250	108568
	C	93789	2250	96039	98662	2250	100912	103535	2250	105785	108405	2250	110655

High School Asst. Principal 749-

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		85011	2250	87261	89746	2250	91996	94479	2250	96729	99214	2250	101464
Schedule AV													
Career Increments	A	87331	2250	89581	92066	2250	94316	96799	2250	99049	101534	2250	103784
	B	89303	2250	91553	94038	2250	96288	98771	2250	101021	103506	2250	105756
	C	91390	2250	93640	96125	2250	98375	100858	2250	103108	105593	2250	107843

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2320

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4292

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6379

K-8 and MS Principal 500+

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		98499	2250	100749	104863	2250	107113	111226	2250	113476	117588	2250	119838
Schedule AN													
Career	A	100819	2250	103069	107183	2250	109433	113546	2250	115796	119908	2250	122158
Increments	B	102791	2250	105041	109155	2250	111405	115518	2250	117768	121880	2250	124130
	C	104878	2250	107128	111242	2250	113492	117605	2250	119855	123967	2250	126217

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom		100999	2250	103249	107363	2250	109613	113726	2250	115976	120088	2250	122338
2 classrooms		103499	2250	105749	109863	2250	112113	116226	2250	118476	122588	2250	124838
3 or more classrooms		105999	2250	108249	112363	2250	114613	118726	2250	120976	125088	2250	127338
Career Increment	A												
1 classroom		103319	2250	105569	109683	2250	111933	116046	2250	118296	122408	2250	124658
2 classrooms		105819	2250	108069	112183	2250	114433	118546	2250	120796	124908	2250	127158
3 or more classrooms		108319	2250	110569	114683	2250	116933	121046	2250	123296	127408	2250	129658
Career Increment	B												
1 classroom		105291	2250	107541	111655	2250	113905	118018	2250	120268	124380	2250	126630
2 classrooms		107791	2250	110041	114155	2250	116405	120518	2250	122768	126880	2250	129130
3 or more classrooms		110291	2250	112541	116655	2250	118905	123018	2250	125268	129380	2250	131630
Career Increment	C												
1 classroom		107378	2250	109628	113742	2250	115992	120105	2250	122355	126467	2250	128717
2 classrooms		109878	2250	112128	116242	2250	118492	122605	2250	124855	128967	2250	131217
3 or more classrooms		112378	2250	114628	118742	2250	120992	125105	2250	127355	131467	2250	133717

K-8 and MS Principal 499-

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		97586	2250	99836	101599	2250	103849	110185	2250	112435	116485	2250	118735
Schedule AW													
Career	A	99906	2250	102156	103919	2250	106169	112505	2250	114755	118805	2250	121055
Increments	B	101878	2250	104128	105891	2250	108141	114477	2250	116727	120777	2250	123027
	C	103965	2250	106215	107978	2250	110228	116564	2250	118814	122864	2250	125114

PreK-8 Title V Salary Increment*

210 Work Day Calendar

1 classroom		100086	2250	102336	104099	2250	106349	112685	2250	114935	118985	2250	121235
2 classrooms		102586	2250	104836	106599	2250	108849	115185	2250	117435	121485	2250	123735
3 or more classrooms		105086	2250	107336	109099	2250	111349	117685	2250	119935	123985	2250	126235
Career Increment	A												
1 classroom		102406	2250	104656	106419	2250	108669	115005	2250	117255	121305	2250	123555
2 classrooms		104906	2250	107156	108919	2250	111169	117505	2250	119755	123805	2250	126055
3 or more classrooms		107406	2250	109656	111419	2250	113669	120005	2250	122255	126305	2250	128555
Career Increment	B												
1 classroom		104378	2250	106628	108391	2250	110641	116977	2250	119227	123277	2250	125527
2 classrooms		106878	2250	109128	110891	2250	113141	119477	2250	121727	125777	2250	128027
3 or more classrooms		109378	2250	111628	113391	2250	115641	121977	2250	124227	128277	2250	130527
Career Increment	C												
1 classroom		106465	2250	108715	110478	2250	112728	119064	2250	121314	125364	2250	127614
2 classrooms		108965	2250	111215	112978	2250	115228	121564	2250	123814	127864	2250	130114
3 or more classrooms		111465	2250	113715	115478	2250	117728	124064	2250	126314	130364	2250	132614

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2320

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4292

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6379

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-8, Elementary and MS Asst. Principal 500+

205 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		83753	2250	86003	88419	2250	90669	93079	2250	95329	97743	2250	99993
Schedule AQ													
Career	A	86073	2250	88323	90739	2250	92989	95399	2250	97649	100063	2250	102313
Increments	B	88045	2250	90295	92711	2250	94961	97371	2250	99621	102035	2250	104285
	C	90132	2250	92382	94798	2250	97048	99458	2250	101708	104122	2250	106372

K-8, Elementary and MS Asst. Principal 499-

205 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		82982	2250	85232	87588	2250	89838	92185	2250	94435	96790	2250	99040
Schedule AX													
Career	A	85302	2250	87552	89908	2250	92158	94505	2250	96755	99110	2250	101360
Increments	B	87274	2250	89524	91880	2250	94130	96477	2250	98727	101082	2250	103332
	C	89361	2250	91611	93967	2250	96217	98564	2250	100814	103169	2250	105419

K-5 Elem Principal 400+

208 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary		91875	2250	94125	96672	2250	100922	105465	2250	107715	112261	2250	114511
Schedule AO													
Career	A	94195	2250	96445	100992	2250	103242	107785	2250	110035	114581	2250	116831
Increments	B	96167	2250	98417	102964	2250	105214	109757	2250	112007	116553	2250	118803
	C	98254	2250	100504	105051	2250	107301	111844	2250	114094	118640	2250	120890

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		94375	2250	96625	101172	2250	103422	107965	2250	110215	114761	2250	117011
2 classrooms		96875	2250	99125	103672	2250	105922	110465	2250	112715	117261	2250	119511
3 or more classrooms		99375	2250	101625	106172	2250	108422	112965	2250	115215	119761	2250	122011
Career Increment	A												
1 classroom		96695	2250	98945	103492	2250	105742	110285	2250	112535	117081	2250	119331
2 classrooms		99195	2250	101445	105992	2250	108242	112785	2250	115035	119581	2250	121831
3 or more classrooms		101695	2250	103945	108492	2250	110742	115285	2250	117535	122081	2250	124331
Career Increment	B												
1 classroom		98667	2250	100917	105464	2250	107714	112257	2250	114507	119053	2250	121303
2 classrooms		101167	2250	103417	107964	2250	110214	114757	2250	117007	121553	2250	123803
3 or more classrooms		103667	2250	105917	110464	2250	112714	117257	2250	119507	124053	2250	126303
Career Increment	C												
1 classroom		100754	2250	103004	107551	2250	109801	114344	2250	116594	121140	2250	123390
2 classrooms		103254	2250	105504	110051	2250	112301	116844	2250	119094	123640	2250	125890
3 or more classrooms		105754	2250	108004	112551	2250	114801	119344	2250	121594	126140	2250	128390

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2320

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4292

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6379

***Schedule for Co-Located PreK-8 Title V Site Principals only**

K-5 Elem Principal 399-

208 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AY		89365	2250	91615	95977	2250	98227	102586	2250	104836	109195	2250	111445
Career Increments	A	91685	2250	93935	98297	2250	100547	104906	2250	107156	111515	2250	113765
	B	93657	2250	95907	100269	2250	102519	106878	2250	109128	113487	2250	115737
	C	95744	2250	97994	102356	2250	104606	108965	2250	111215	115574	2250	117824

PreK-5 Title V Salary Increment*

208 Work Day Calendar

1 classroom		91865	2250	94115	98477	2250	100727	105086	2250	107336	111695	2250	113945
2 classrooms		94365	2250	96615	100977	2250	103227	107586	2250	109836	114195	2250	116445
3 or more classrooms		96865	2250	99115	103477	2250	105727	110086	2250	112336	116695	2250	118945
Career Increment A	1 classroom	94185	2250	96435	100797	2250	103047	107406	2250	109656	114015	2250	116265
	2 classrooms	96685	2250	98935	103297	2250	105547	109906	2250	112156	116515	2250	118765
	3 or more classrooms	99185	2250	101435	105797	2250	108047	112406	2250	114656	119015	2250	121265
Career Increment B	1 classroom	96157	2250	98407	102769	2250	105019	109378	2250	111628	115987	2250	118237
	2 classrooms	98657	2250	100907	105269	2250	107519	111878	2250	114128	118487	2250	120737
	3 or more classrooms	101157	2250	103407	107769	2250	110019	114378	2250	116628	120987	2250	123237
Career Increment C	1 classroom	98244	2250	100494	104856	2250	107106	111465	2250	113715	118074	2250	120324
	2 classrooms	100744	2250	102994	107356	2250	109606	113965	2250	116215	120574	2250	122824
	3 or more classrooms	103244	2250	105494	109856	2250	112106	116465	2250	118715	123074	2250	125324

HS Small School Administrator

215 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AB		82281	2250	84531	89051	2250	91301	95698	2250	97948	102346	2250	104596
Career Increments	A	84601	2250	86851	91371	2250	93621	98018	2250	100268	104666	2250	106916
	B	86573	2250	88823	93343	2250	95593	99990	2250	102240	106638	2250	108888
	C	88660	2250	90910	95430	2250	97680	102077	2250	104327	108725	2250	110975

MS Small School Administrator

210 Work Day

Calendar

Class Occupation	Years of Service	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined	Base	Prop A	Combined
		Step 1	Increment	Step 1	Step 2	Increment	Step 2	Step 3	Increment	Step 3	Step 4	Increment	Step 4
Salary Schedule AC		80306	2250	82556	85177	2250	87427	91299	2250	93549	94749	2250	96999
Career Increments	A	82626	2250	84876	87497	2250	89747	93619	2250	95869	97069	2250	99319
	B	84598	2250	86848	89469	2250	91719	95591	2250	97841	99041	2250	101291
	C	86685	2250	88935	91556	2250	93806	97678	2250	99928	101128	2250	103378

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2320

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4292

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6379

***Schedule for Co-Located PreK-8 Title V Site Principals only**

Early Education Department School Principal/Site Administrator - Tier I

225 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AH		81031	2250	83281	87116	2250	89366	93202	2250	95452	99291	2250	101541
Career Increments	A	83351	2250	85601	89436	2250	91686	95522	2250	97772	101611	2250	103861
	B	85323	2250	87573	91408	2250	93658	97494	2250	99744	103583	2250	105833
	C	87410	2250	89660	93495	2250	95745	99581	2250	101831	105670	2250	107920

Early Education Department School Principal/Site Administrator - Tier II

225 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AK		82771	2250	85021	88991	2250	91241	95206	2250	97456	101426	2250	103676
Career Increments	A	85091	2250	87341	91311	2250	93561	97526	2250	99776	103746	2250	105996
	B	87063	2250	89313	93283	2250	95533	99498	2250	101748	105718	2250	107968
	C	89150	2250	91400	95370	2250	97620	101585	2250	103835	107805	2250	110055

Early Education Department School Principal/Site Administrator - Tier III

225 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AS		84513	2250	86763	90864	2250	93114	97199	2250	99449	103561	2250	105811
Career Increments	A	86833	2250	89083	93184	2250	95434	99519	2250	101769	105881	2250	108131
	B	88805	2250	91055	95156	2250	97406	101491	2250	103741	107853	2250	110103
	C	90892	2250	93142	97243	2250	99493	103578	2250	105828	109940	2250	112190

Program Administrator

211 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AJ		85869	2250	88119	90339	2250	92589	94804	2250	97054	99275	2250	101525
Career Increments	A	88189	2250	90439	92659	2250	94909	97124	2250	99374	101595	2250	103845
	B	90161	2250	92411	94631	2250	96881	99096	2250	101346	103567	2250	105817
	C	92248	2250	94498	96718	2250	98968	101183	2250	103433	105654	2250	107904

Supervisor

224 Work Day

Calendar

Class Occupation	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AG		103925	2250	106175	106854	2250	109104	109781	2250	112031	112715	2250	114965
Career Increments	A	106245	2250	108495	109174	2250	111424	112101	2250	114351	115035	2250	117285
	B	108217	2250	110467	111146	2250	113396	114073	2250	116323	117007	2250	119257
	C	110304	2250	112554	113233	2250	115483	116160	2250	118410	119094	2250	121344

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2320

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4292

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6379

Administrative Intern

196 Days

Calendar

Class Occupation

	Years of Service	Base Step 1	Prop A Increment	Combined Step 1	Base Step 2	Prop A Increment	Combined Step 2	Base Step 3	Prop A Increment	Combined Step 3	Base Step 4	Prop A Increment	Combined Step 4
Salary Schedule AI		74951	2250	77201	77200	2250	79450	79516	2250	81766	81901	2250	84151
Career Increments	A	77271	2250	79521	79520	2250	81770	81836	2250	84086	84221	2250	86471
	B	79243	2250	81493	81492	2250	83742	83808	2250	86058	86193	2250	88443
	C	81330	2250	83580	83579	2250	85829	85895	2250	88145	88280	2250	90530

Career Increment A – 14 completed years of paid certificated service in SFUSD - \$2320

Career Increment B – 19 completed years of paid certificated service in SFUSD - \$4292

Career Increment C – 24 completed years of paid certificated service in SFUSD - \$6379

APPENDIX B

FRINGE BENEFITS

APPENDIX B

FRINGE BENEFITS

- B.1 Health Program: Supervisory employees may select one of the health plans available through the Health Service System of the City and County of San Francisco and shall contribute at the rates applicable to the selected plan. The District shall contribute an amount per month per employee as determined by the City Charter. The Union shall have a representative on any District-wide committee concerning health plans for unit members.
- B.1.1 Effective July 1, 2010, the District shall make the following monthly (twelthly) contributions for eligible unit members who have dependents enrolled for medical insurance coverage: up to \$210/month for employee plus one dependent, up to \$260/month for family coverage.
- B.1.1.1 The parties shall meet and negotiate the application of these fringe benefit modifications to retirees.
- B.1.2 Effective July 1, 2011, the District shall make the following monthly (twelthly) contributions for eligible unit members who have dependents enrolled for medical insurance coverage: up to \$223.72/month for employee plus one dependent; up to \$273.72/month for family coverage.
- B.2 Dental Plan: The District shall pay the full premium to provide coverage for the cost of dental care to supervisory employees and qualifying dependents. Coverage is 70% of the first year, increasing at the rate of ten (10) per cent annually, up to a maximum coverage of 100%. Current employees who have reached 100% will remain at that level. The current annual maximum shall be \$1500.
- B.3 Orthodontia: Coverage for orthodontia work is provided to cover one-half (1/2) for the services up to \$500 for each individual case. The District shall pay the full premium for this coverage, which is included in the dental premium.
- B.4 Group Long-Term Disability: The District shall provide a group long-term disability program, which provides benefits to supervisory employees after accidents or illnesses. The District shall pay the full premium for this coverage.
- B.5 Group Life and Accidental Death and Dismemberment: The District shall provide a group life and accidental dismemberment policy which includes benefits of \$20,000 level term insurance, with coverage to age 65, retirement or separation from employment, plus a \$15,000 accidental death benefit. The District shall pay the full premium for this coverage.
- B.6 Liability Insurance: The District provides supervisory employees with liability insurance coverage as provided by law (California Code of Regulations, Title V). The District shall pay the full premium for this coverage, which shall include the following:
- B.6.1 \$10,000,000 per occurrence, in cases of bodily injury and property damage to third parties;
- B.6.2 \$5,000,000 for errors or omissions (malpractice):
- B.6.3 \$10,000,000 per occurrence in cases of accidents proximately caused by district-owned automobiles or private car while on school district related business.

- B6.4 The above benefits shall be limited to liability arising from and within the course and scope of employment for activities, duties and responsibilities carried out on behalf of the District.
- B.7 Members of the unit who are married to or are domestic partners with another certificated District employee shall each have full individual coverage as specified in the Agreements with insurance carriers.

APPENDIX C

Calendar

CALENDAR/WORK YEAR

- C.1 Members of the bargaining unit will work the following number of days each school year. This work calendar includes three days funded by the District which parallels 3 professional development days for teachers funded by the State.

C.1.1	Principal	2014-2017
	(1) High School & Small/Necessary	215 days
	(2) Middle School & K8	210 days
	(3) Elementary School	208 days
C.1.2	Assistant Principal	
	(1) High School	210 days
	(2) Middle School & K8	205 days
	(3) Elementary School	203 days
C.1.3	Early Education School Site Administrator	225 days
C.1.4.	Program Administrator	211 days
C.1.5	Supervisor	224 days
C.1.6	Administrative Intern	196 days

C.2 Required Service Days before Schools Open and After They Close

- C.2.1 Supervisory employees will be notified by approximately mid-June of each school year of the required starting date for all supervisory employees to report for work prior to the opening of schools for the next school year.
- C.2.2 The required starting date shall not be more than twelve (12) working days prior to the opening of schools (teacher report day) unless directed by the Superintendent. Total workdays will remain the same as detailed in Appendix C.1.
- C.2.3 The first five (5) working days immediately following the close of school at the end of the school year shall be required service days for all supervisory employees. With the advance approval of his/her management supervisor, a unit member may be allowed to utilize a portion of said working days for other assignments.
- C.2.4 Upon prior written notice, except in an emergency circumstance, the District may designate that a workday (or workdays) be reserved for a specific function.

C.3 Supervisory Employees at PreK-12 Sites on a Traditional Calendar

C.3.1 For PreK-12 sites operating on a traditional calendar, site personnel will normally serve on:

C.3.1.1 The days schools are in session;

C.3.1.2 Those days designated prior to the opening of school (per Appendix C.2.2) and,

C.3.1.3 The five (5) days immediately following the close of school (per Appendix C.2.3)

C.3.1.4 Upon prior written notice, except in emergency circumstances, the District may designate that a workday (or workdays) be reserved for a specific function (per Appendix C.2.4).

C.3.2 Service days required by Appendix C.1 in addition to those specified in Appendix C.3.1 shall be served on work days determined by the employee

C.3.2.1 The determination of the days to be served by an Assistant Principal during the term of this agreement shall be at the direction of his/her supervising Principal.

C.4 Other Supervisory Employees

C.4.1 All other supervisory employees shall work on:

C.4.1.1 Those days designated prior to the opening of school (per Appendix C.2.2);

C.4.1.2 The five (5) days immediately following the close of school (per Appendix C.2.3);

C.4.1.2 Additional workdays during the school year as are necessary to complete the balance of the service days required by Appendix C.1, said additional workdays to be scheduled by the employee, and approved by the employee's supervisor.

C.4.1.3 Upon prior written notice, except in emergency circumstances, the District may designate that a workday (or workdays) be reserved for a specific function. (per Appendix C.2.4)

C.5 General Provisions

- C.5.1 Employees who are required by the Superintendent, per written request, to serve specified days in addition to those designated in Appendix C.1 shall receive their per diem rate of pay for each such additional day served.
- C.5.2 As an integral part of a typical supervisory classification, some functions necessitate evening, weekend and/or holiday service. Illustrative examples of such functions shall include, but in no way are limited to, athletic events, student social and co-curricular activities, parent/PTA programs and meetings, back-to-school nights, school board meetings, etc. Said service, to the extent it normally is associated with the employee's supervisory classification, shall be rendered by the supervisory employee in addition to the requirements of Appendix C.1.
 - C.5.2.1 In appropriate and/or unusual circumstances, a supervisory employee may request of the Superintendent, or his/her designee, that other service rendered on evening, weekends, and/or holidays be credited in fulfillment of the work year required in C.1.
 - C.5.2.2 In appropriate and/or unusual circumstances, service rendered on weekends or holidays may be credited in the fulfillment of the work year required in Appendix C.1, above. The approval of this credit shall be at the discretion of the Superintendent or designee.
- C.5.3 Each UASF member shall submit his/her individual service calendar to his/her immediate supervisor within 30 days of the administrator's report date.

APPENDIX D

UASF SICK LEAVE TRANSFER PROGRAM

APPENDIX D
UASF SICK LEAVE TRANSFER PROGRAM

PURPOSE: Sick Leave Transfer Program is a resource to provide relief to those employees represented by UASF who have suffered catastrophic illness or injury and who have exhausted all entitled and extended sick leave. A catastrophic illness or injury is defined as one which is life threatening and which will last for at least 30 days. Participation in the Sick Leave Transfer Program is on a voluntary basis.

ELIGIBILITY FOR PARTICIPATION:

1. All certificated members of the bargaining unit represented by UASF shall be eligible to be donors or recipients governed by the conditions listed below.
2. DONORS:
 - a. The donor must have a minimum of 20 days in his/her sick leave account after the donation is made.
 - b. The donor may contribute at least 1 day but no more than 10 days annually.
 - c. The donor shall either (1) specify the recipient of the donation; or (2) designate the donation to be deposited in the common account to be used as determined by the Governing Committee.
 - d. All donated days shall accrue to the benefit of the recipient.
5. RECIPIENT:
 - a. The recipient must have exhausted all paid leave to participate in the Sick Leave Transfer Program.
 - b. The recipient must apply for Sick Leave Transfer Program participation. Such application shall include medical reports certifying the nature of the illness/injury.
 - c. A recipient may receive no more than 85 days from this Program in any school year.
5. GOVERNING COMMITTEE:
 - a. A Governing Committee for the Sick Leave Transfer Program shall be established made up of no more than 4 members appointed by UASF and 1 member appointed by the District.
 - b. The District representative shall be responsible for processing applications and presenting them to the Governing Committee.
 - c. The Committee shall determine by vote the eligibility of the applicant. The District representative shall vote only in the case of ties.
 - d. The decision of the Governing Committee may be appealed within 10 days of notification of denial. The appeal shall be to the Executive Board of the UASF who will render a decision within 10 days of the receipt of the appeal.
5. ESTABLISHMENT OF THE BANK
 - a. The Sick Leave Transfer Program shall be considered operational when all of the conditions listed below have been satisfied.
 - b. The Board of Education has adopted the mutually agreed to program.
 - c. The Governing Committee has been appointed.
 - d. Members of the bargaining unit have been notified by UASF of the Sick Leave the Transfer Program policies and procedures.
 - e. The receipt of 250 days of donated sick leave to establish the common account in the Bank which must maintain an 81-day reserve to be considered operational.

The District and UASF agree to share in the cost of printing appropriate application and donation forms. Also, the District and UASF agree to review and evaluate the operation of the program at the end of each school year to assess the feasibility of its continued operation.

APPENDIX E

EMERITUS ADMINISTRATOR
SALARY SCHEDULE

Emeritus Administrators Salary Schedule

The District and the Union mutually agree to the following rate of compensation for As-Needed Administrators. Type 2, 3, & 4 will be calibrated to the salary of current UASF members to be effective the first pay period in January 2008.

2% - Effective July 1, 2014

Type 1	Step 3 of the position for a retired administrator that is serving in the absence of a site administrator.
Type 2 @ \$368.22 per day	Mentoring new administrator Coordinating professional development Serving as pupil service hearing officer
Type 3 @ \$263.16 per day	Skilled assistance at the sites and central office departments Subject matter expertise Administrative decisions – Policy making Workshop presenters <ul style="list-style-type: none"> ● Master schedule consulting ● EPC ● Decision making interviews
Type 4 @ \$168.30 per day	General support <ul style="list-style-type: none"> ● Paper screening ● Initial interviews ● EPC queries and paperwork

2% - Effective January 1, 2015

Type 1	Step 3 of the position for a retired administrator that is serving in the absence of a site administrator.
Type 2 @ \$375.58 per day	Mentoring new administrator Coordinating professional development Serving as pupil service hearing officer
Type 3 @ \$268.42 per day	Skilled assistance at the sites and central office departments Subject matter expertise Administrative decisions - Policy making Workshop presenters <ul style="list-style-type: none"> ● Master schedule consulting ● EPC ● Decision making interviews
Type 4 @ \$171.67 per day	General support <ul style="list-style-type: none"> ● Paper screening ● Initial interviews ● EPC queries and paperwork

1.5% - Effective July 1, 2015

Type 1	After day 5 - Step 3 of the position for a retired administrator that is serving in the absence of a site administrator/EED School Principal.
Type 2 @ \$381.21 per day	Mentoring new administrator Coordinating professional development Serving as pupil service hearing officer
Type 3 @ \$272.45 per day	Skilled assistance at the sites and central office departments Subject matter expertise Administrative decisions - Policy making Workshop presenters <ul style="list-style-type: none"> ● Master schedule consulting ● EPC ● Decision making interviews
Type 4 @ \$174.25 per day	General support <ul style="list-style-type: none"> ● Paper screening ● Initial interviews ● EPC queries and paperwork
Type 5 @ \$400 per day	Day 1 to 5 for the retired administrator that is serving in the absence of a site administrator
Type 6 @ \$300 per day	Day 1 to 5 for the retired administrator that is serving in the absence of a EED School Principal

1.5% - Effective January 1, 2016

Type 1	After day 5 - Step 3 of the position for a retired administrator that is serving in the absence of a site administrator/EED School Principal.
Type 2 @ \$386.93 per day	Mentoring new administrator Coordinating professional development Serving as pupil service hearing officer
Type 3 @ \$276.54 per day	Skilled assistance at the sites and central office departments Subject matter expertise Administrative decisions - Policy making Workshop presenters <ul style="list-style-type: none"> ● Master schedule consulting ● EPC ● Decision making interviews
Type 4 @ \$176.86 per day	General support <ul style="list-style-type: none"> ● Paper screening ● Initial interviews ● EPC queries and paperwork
Type 5 @ \$406 per day	Day 1 to 5 for the retired administrator that is serving in the absence of a site administrator
Type 6 @ \$304.50 per day	Day 1 to 5 for the retired administrator that is serving in the absence of a EED School Principal

2.75% - Effective July 1, 2016

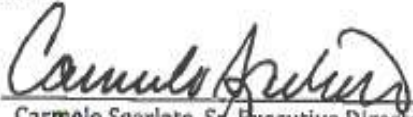
Type 1	After day 5 - Step 3 of the position for a retired administrator that is serving in the absence of a site administrator/EED School Principal.
Type 2 @ \$397.57 per day	Mentoring new administrator Coordinating professional development Serving as pupil service hearing officer
Type 3 @ \$284.14 per day	Skilled assistance at the sites and central office departments Subject matter expertise Administrative decisions - Policy making Workshop presenters <ul style="list-style-type: none"> ● Master schedule consulting ● EPC ● Decision making interviews
Type 4 @ \$181.72 per day	General support <ul style="list-style-type: none"> ● Paper screening ● Initial interviews ● EPC queries and paperwork
Type 5 @ \$417.17 per day	Day 1 to 5 for the retired administrator that is serving in the absence of a site administrator
Type 6 @ \$312.87 per day	Day 1 to 5 for the retired administrator that is serving in the absence of a EED School Principal

2.25% - Effective January 1, 2017

Type 1	After day 5 - Step 3 of the position for a retired administrator that is serving in the absence of a site administrator/EED School Principal.
Type 2 @ \$406.52 per day	Mentoring new administrator Coordinating professional development Serving as pupil service hearing officer
Type 3 @ \$290.53 per day	Skilled assistance at the sites and central office departments Subject matter expertise Administrative decisions - Policy making Workshop presenters <ul style="list-style-type: none"> ● Master schedule consulting ● EPC ● Decision making interviews
Type 4 @ \$185.81 per day	General support <ul style="list-style-type: none"> ● Paper screening ● Initial interviews ● EPC queries and paperwork
Type 5 @ \$426.57 per day	Day 1 to 5 for the retired administrator that is serving in the absence of a site administrator
Type 6 @ \$319.91 per day	Day 1 to 5 for the retired administrator that is serving in the absence of a EED School Principal

Signature:

SFUSD



Carmelo Sgarlato, Sr. Executive Director, Labor Relations



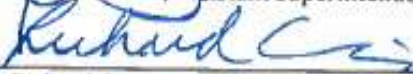
David PC Wong, Assistant Superintendent



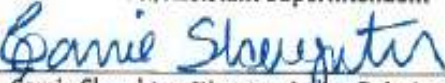
Mary Richards, Executive Director, Classroom Services



Bill Sanderson, Assistant Superintendent



Richard Curci, Assistant Superintendent

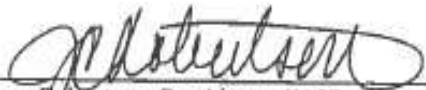


Carrie Slaughter, Director, Labor Relations

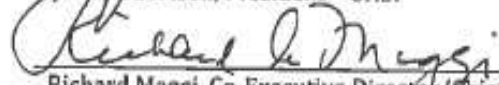


Mimi Chwang, Sr. Labor Relations Rep, Labor Relations

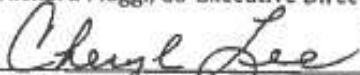
UASF



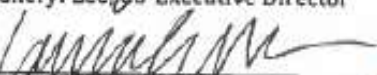
Jean Robertson, President - UASF



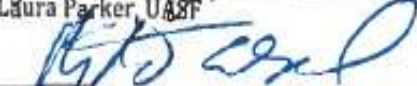
Richard Maggi, Co-Executive Director/Chief Negotiator



Cheryl Lee, Co-Executive Director



Laura Parker, UASF



Natalie Eberhard, UASF