

## Appendix B: Salary Schedules

B.1a. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 184 Work Day Annual Salary
		184 Work Day Base	QTEA Add-on	
Salary Schedule I  B6 Requirements For Placement Bachelor Degree	1	53,328	1,897	55,225
	2	54,032	1,803	55,835
	3	54,731	1,811	56,542
	4	55,437	1,915	57,352
	5	56,137	2,022	58,159
	6	56,836	2,130	58,966
	7	57,539	2,236	59,775
	8	58,241	2,343	60,584
	9	58,944	2,449	61,393
	10	59,644	2,555	62,199
	11	60,749	2,322	63,071
	12	62,894	1,208	64,102
	13	65,037	94	65,131

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 184 Work Day Annual Salary
		184 Work Day Base	QTEA Add-on	
Salary Schedule II  B7 Requirements For Placement BA Plus 30 Units	1	54,032	4,303	58,335
	2	54,731	4,461	59,192
	3	55,437	4,615	60,052
	4	56,137	4,772	60,909
	5	56,836	4,930	61,766
	6	57,539	5,086	62,625
	7	58,441	4,824	63,265
	8	60,764	3,359	64,123
	9	63,086	2,145	65,231
	10	65,410	1,179	66,589
	11	67,731	716	68,447
	12	70,056	751	70,807
	13	70,056	751	70,807
	14	70,056	751	70,807
	15	70,056	751	70,807

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.1aa. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 184 Work Day	QTEA Add-on	LWE Add-on	July 1, 2018 184 Work Day Annual Salary
Salary Schedule I Requirements For Placement Bachelor Degree	1	55,461	1,897	3,882	61,240
	2	56,193	1,803	3,934	61,930
	3	56,920	1,811	3,984	62,715
	4	57,654	1,915	4,036	63,605
	5	58,382	2,022	4,087	64,491
	6	59,109	2,130	4,138	65,377
	7	59,841	2,236	4,189	66,266
	8	60,571	2,343	4,240	67,154
	9	61,302	2,449	4,291	68,042
	10	62,030	2,555	4,342	68,927
	11	63,179	2,322	4,423	69,924
	12	65,410	1,208	4,579	71,197
	13	67,638	94	4,735	72,467

Class Occupation	Years of Service	July 1, 2018 184 Work Day	QTEA Add-on	LWE Add-on	July 1, 2018 184 Work Day Annual Salary
Salary Schedule II Requirements For Placement BA Plus 30 Units	1	56,193	4,303	3,934	64,430
	2	56,920	4,461	3,984	65,365
	3	57,654	4,615	4,036	66,305
	4	58,382	4,772	4,087	67,241
	5	59,109	4,930	4,138	68,177
	6	59,841	5,086	4,189	69,116
	7	60,779	4,824	4,255	69,858
	8	63,195	3,359	4,424	70,978
	9	65,609	2,145	4,593	72,347
	10	68,026	1,179	4,762	73,967
	11	70,440	716	4,931	76,087
	12	72,858	751	5,100	78,709
	13	72,858	751	5,100	78,709
	14	72,858	751	5,100	78,709
	15	72,858	751	5,100	78,709

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.1ab. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2019-2020 School Year)

Class Occupation	Years of Service	July 1, 2019 184 Work Day	QTEA Add-on	LWE Add-on	July 1, 2019 184 Work Day Annual Salary
Salary Schedule I B6 Requirements For Placement Bachelor Degree	1	57,679	1,897	3,882	63,458
	2	58,441	1,803	3,934	64,178
	3	59,197	1,811	3,984	64,992
	4	59,960	1,915	4,036	65,911
	5	60,717	2,022	4,087	66,826
	6	61,473	2,130	4,138	67,741
	7	62,235	2,236	4,189	68,660
	8	62,994	2,343	4,240	69,577
	9	63,754	2,449	4,291	70,494
	10	64,511	2,555	4,342	71,408
	11	65,706	2,322	4,423	72,451
	12	68,026	1,208	4,579	73,813
	13	70,344	94	4,735	75,173

Class Occupation	Years of Service	July 1, 2019 184 Work Day	QTEA Add-on	LWE Add-on	July 1, 2019 184 Work Day Annual Salary
Salary Schedule II B7 Requirements For Placement BA Plus 30 Units	1	58,441	4,303	3,934	66,678
	2	59,197	4,461	3,984	67,642
	3	59,960	4,615	4,036	68,611
	4	60,717	4,772	4,087	69,576
	5	61,473	4,930	4,138	70,541
	6	62,235	5,086	4,189	71,510
	7	63,210	4,824	4,255	72,289
	8	65,723	3,359	4,424	73,506
	9	68,233	2,145	4,593	74,971
	10	70,747	1,179	4,762	76,688
	11	73,258	716	4,931	78,905
	12	75,772	751	5,100	81,623
	13	75,772	751	5,100	81,623
	14	75,772	751	5,100	81,623
	15	75,772	751	5,100	81,623

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.1b. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 184 Work Day Annual Salary
		184 Work Day Base	QTEA Add-on	
Salary	1	55,437	5,115	60,552
Schedule III	2	56,137	5,722	61,859
B8 Requirements For Placement	3	56,836	6,330	63,166
	4	58,685	6,367	65,052
	5	61,557	5,438	66,995
	6	64,427	4,510	68,937
	7	67,302	3,580	70,882
BA Plus 60 Units	8	70,174	2,651	72,825
	9	73,046	1,723	74,769
	10	75,917	1,093	77,010
	11	78,789	1,000	79,789
	12	78,789	2,500	81,289
	13	78,789	2,500	81,289
Career Increment A	14	81,661	2,070	83,731
	15	81,661	2,070	83,731
	16	81,661	2,070	83,731
Career Increment B	17	84,530	2,143	86,673
	18	84,530	2,143	86,673
	19	84,530	2,143	86,673
Career Increment C	20	87,405	2,423	89,828
	21	87,405	2,423	89,828
	22	87,405	2,423	89,828
Career Increment D	23	90,277	2,649	92,926
	24	90,277	2,649	92,926
	25	90,277	2,649	92,926
Career Increment E	26	93,145	3,223	96,368
	27	93,145	3,223	96,368
	28	93,145	3,223	96,368

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.1ba. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 184 Work Day	QTEA Add-on	LWE Add-on	July 1, 2018 184 Work Day Annual Salary
Salary Schedule III	1	57,654	5,115	4,036	66,805
	2	58,382	5,722	4,087	68,191
	3	59,109	6,330	4,138	69,577
B8 Requirements For Placement	4	61,032	6,367	4,272	71,671
	5	64,019	5,438	4,481	73,938
	6	67,004	4,510	4,690	76,204
	7	69,994	3,580	4,900	78,474
BA Plus 60 Units	8	72,981	2,651	5,109	80,741
	9	75,968	1,723	5,318	83,009
	10	78,954	1,093	5,527	85,574
	11	81,941	1,000	5,736	88,677
	12	81,941	2,500	5,736	90,177
	13	81,941	2,500	5,736	90,177
Career Increment A	14	84,927	2,070	5,945	92,942
	15	84,927	2,070	5,945	92,942
	16	84,927	2,070	5,945	92,942
Career Increment B	17	87,911	2,143	6,154	96,208
	18	87,911	2,143	6,154	96,208
	19	87,911	2,143	6,154	96,208
Career Increment C	20	90,901	2,423	6,363	99,687
	21	90,901	2,423	6,363	99,687
	22	90,901	2,423	6,363	99,687
Career Increment D	23	93,888	2,649	6,572	103,109
	24	93,888	2,649	6,572	103,109
	25	93,888	2,649	6,572	103,109
Career Increment E	26	96,871	3,223	6,781	106,875
	27	96,871	3,223	6,781	106,875
	28	96,871	3,223	6,781	106,875

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.1bb. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 184 Work Day	QTEA Add-on	LWE Add-on	July 1, 2019 184 Work Day Annual Salary
Salary Schedule III	1	59,960	5,115	4,036	69,111
	2	60,717	5,722	4,087	70,526
	3	61,473	6,330	4,138	71,941
B8 Requirements For Placement	4	63,473	6,367	4,272	74,112
	5	66,580	5,438	4,481	76,499
	6	69,684	4,510	4,690	78,884
	7	72,794	3,580	4,900	81,274
BA Plus 60 Units	8	75,900	2,651	5,109	83,660
	9	79,007	1,723	5,318	86,048
	10	82,112	1,093	5,527	88,732
	11	85,219	1,000	5,736	91,955
	12	85,219	2,500	5,736	93,455
	13	85,219	2,500	5,736	93,455
Career Increment A	14	88,324	2,070	5,945	96,339
	15	88,324	2,070	5,945	96,339
	16	88,324	2,070	5,945	96,339
Career Increment B	17	91,427	2,143	6,154	99,724
	18	91,427	2,143	6,154	99,724
	19	91,427	2,143	6,154	99,724
Career Increment C	20	94,537	2,423	6,363	103,323
	21	94,537	2,423	6,363	103,323
	22	94,537	2,423	6,363	103,323
Career Increment D	23	97,644	2,649	6,572	106,865
	24	97,644	2,649	6,572	106,865
	25	97,644	2,649	6,572	106,865
Career Increment E	26	100,746	3,223	6,781	110,750
	27	100,746	3,223	6,781	110,750
	28	100,746	3,223	6,781	110,750

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.2a. Wellness Counselor (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 184 Work Day Base	QTEA Add-on	July 1, 2017 184 Work Day Annual Salary
Wellness Counselor  B2	1	54,389	5,115	59,504
	2	56,313	5,722	62,035
	3	58,238	6,330	64,568
	4	60,735	6,367	67,102
	5	63,742	5,438	69,180
	6	66,752	4,510	71,262
	7	69,762	3,580	73,342
	8	72,768	2,651	75,419
	9	75,778	1,723	77,501
	10	78,789	1,093	79,882
	11	81,795	1,000	82,795
	12	81,795	2,500	84,295
	13	81,795	2,500	84,295
Career Increment A	14	84,714	2,070	86,784
	15	84,714	2,070	86,784
	16	84,714	2,070	86,784
Career Increment B	17	87,630	2,143	89,773
	18	87,630	2,143	89,773
	19	87,630	2,143	89,773
Career Increment C	20	90,547	2,423	92,970
	21	90,547	2,423	92,970
	22	90,547	2,423	92,970
Career Increment D	23	93,463	2,649	96,112
	24	93,463	2,649	96,112
	25	93,463	2,649	96,112
Career Increment E	26	96,378	3,223	96,601
	27	96,378	3,223	96,601
	28	96,378	3,223	96,601

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD - \$3,000

## B.2ba. Wellness Counselor (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 184 Work Day	QTEA Add-on	LWE Add-on	July 1, 2018 184 Work Day Annual Salary
Wellness Counselor  B2	1	56,565	5,115	3,960	65,640
	2	58,566	5,722	4,100	68,388
	3	60,568	6,330	4,240	71,138
	4	63,164	6,367	4,421	73,952
	5	66,292	5,438	4,640	76,370
	6	69,422	4,510	4,860	78,792
	7	72,552	3,580	5,079	81,211
	8	75,679	2,651	5,298	83,628
	9	78,809	1,723	5,517	86,049
	10	81,941	1,093	5,736	88,770
	11	85,067	1,000	5,955	92,022
	12	85,067	2,500	5,955	93,522
	13	85,067	2,500	5,955	93,522
Career Increment A	14	88,103	2,070	6,167	96,340
	15	88,103	2,070	6,167	96,340
	16	88,103	2,070	6,167	96,340
Career Increment B	17	91,135	2,143	6,376	99,657
	18	91,135	2,143	6,379	99,657
	19	91,135	2,143	6,379	99,657
Career Increment C	20	94,169	2,423	6,592	103,184
	21	94,169	2,423	6,592	103,184
	22	94,169	2,423	6,592	103,184
Career Increment D	23	97,202	2,649	6,804	106,655
	24	97,202	2,649	6,804	106,655
	25	97,202	2,649	6,804	106,655
Career Increment E	26	100,233	3,223	7,016	110,472
	27	100,233	3,223	7,016	110,472
	28	100,233	3,223	7,016	110,472

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD - \$3,000

## B.2bb. Wellness Counselor (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		July 1, 2019	
		184 Work Day Base	QTEA Add-on	LWE Add-on	184 Work Day Annual Salary
Wellness Counselor B2	1	58,828	5,115	3,960	67,903
	2	60,909	5,722	4,100	70,731
	3	62,991	6,330	4,240	73,561
	4	65,691	6,367	4,421	76,479
	5	68,944	5,438	4,640	79,022
	6	72,199	4,510	4,860	81,569
	7	75,454	3,580	5,079	84,113
	8	78,706	2,651	5,298	86,655
	9	81,961	1,723	5,517	89,201
	10	85,219	1,093	5,736	92,048
	11	88,470	1,000	5,955	95,425
	12	88,470	2,500	5,955	96,925
	13	88,470	2,500	5,955	96,925
Career Increment A	14	91,627	2,070	6,167	99,864
	15	91,627	2,070	6,167	99,864
	16	91,627	2,070	6,167	99,864
Career Increment B	17	94,780	2,143	6,376	103,302
	18	94,780	2,143	6,379	103,302
	19	94,780	2,143	6,379	103,302
Career Increment C	20	97,936	2,423	6,592	106,951
	21	97,936	2,423	6,592	106,951
	22	97,936	2,423	6,592	106,951
Career Increment D	23	101,090	2,649	6,804	110,543
	24	101,090	2,649	6,804	110,543
	25	101,090	2,649	6,804	110,543
Career Increment E	26	104,242	3,223	7,016	114,481
	27	104,242	3,223	7,016	114,481
	28	104,242	3,223	7,016	114,481

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD - \$3,000

B.3a. TK-12 Intern/Emergency and other Non-Credential Teachers (2017-2018 School Year)

Class Occupation	July 1, 2017	
	Years of Service	184 Work Day Annual Salary
Salary	1	47,028
Schedule I	2	47,028
C6	3	47,380
Requirements For Placement	4	47,733
	5	48,081
Bachelor Degree	6	48,433

Class Occupation	July 1, 2017	
	Years of Service	184 Work Day Annual Salary
Salary	1	47,381
Schedule II	2	47,381
C7	3	47,433
Requirements For Placement	4	49,151
	5	51,473
BA Plus 30 Units	6	53,795

Class Occupation	July 1, 2017	
	Years of Service	184 Work Day Annual Salary
Salary	1	50,071
Schedule II	2	50,071
C8	3	52,943
Requirements For Placement	4	55,816
	5	58,685
BA Plus 60 Units	6	61,557

B.3aa. TK-12 Intern/Emergency and other Non-Credential Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018		July 1, 2018 184 Work Day Annual Salary
		184 Work Day Base	LWE Add-on	
Salary	1	48,909	3,424	52,333
Schedule I	2	48,909	3,424	52,333
C6	3	49,275	3,449	52,724
Requirements For Placement	4	49,642	3,475	53,117
Bachelor Degree	5	50,004	3,500	53,504
	6	50,370	3,526	53,896

Class Occupation	Years of Service	July 1, 2018		July 1, 2018 184 Work Day Annual Salary
		184 Work Day Base	LWE Add-on	
Salary	1	49,276	3,449	52,725
Schedule II	2	49,276	3,449	52,725
C7	3	49,642	3,475	53,117
Requirements For Placement	4	51,117	3,578	54,695
BA Plus 30 Units	5	53,532	3,747	57,279
	6	55,947	3,916	59,863

Class Occupation	Years of Service	July 1, 2018		July 1, 2018 184 Work Day Annual Salary
		184 Work Day Base	LWE Add-on	
Salary	1	52,074	3,645	55,719
Schedule II	2	52,074	3,645	55,719
C8	3	55,061	3,854	58,915
Requirements For Placement	4	58,049	4,063	62,112
BA Plus 60 Units	5	61,032	4,272	65,304
	6	64,019	4,481	68,500

B.3ab. TK-12 Intern/Emergency and other Non-Credential Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		July 1, 2018 184 Work Day Annual Salary
		184 Work Day Base	LWE Add-on	
Salary	1	50,865	3,424	54,289
Schedule I	2	50,865	3,424	54,289
C6	3	51,245	3,449	54,695
Requirements For Placement	4	51,628	3,475	55,103
Bachelor Degree	5	52,004	3,500	55,504
	6	52,385	3,526	55,911

Class Occupation	Years of Service	July 1, 2019		July 1, 2018 184 Work Day Annual Salary
		184 Work Day Base	LWE Add-on	
Salary	1	51,247	3,449	54,696
Schedule II	2	51,247	3,449	54,696
C7	3	51,628	3,475	55,103
Requirements For Placement	4	53,162	3,578	56,740
BA Plus 30 Units	5	55,673	3,747	59,420
	6	58,185	3,916	62,101

Class Occupation	Years of Service	July 1, 2019		July 1, 2018 184 Work Day Annual Salary
		184 Work Day Annual Salary	LWE Add-on	
Salary	1	54,157	3,645	57,802
Schedule II	2	54,157	3,645	57,802
C8	3	57,263	3,854	61,117
Requirements For Placement	4	60,371	4,063	64,434
BA Plus 60 Units	5	63,473	4,272	67,745
	6	66,580	4,481	71,061

B.4a. Credentialed Psychologists, Speech Pathologists, and Autism Behavior Analysts (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 191 Work Day Annual Salary
		191 Work Day Base	QTEA Add-on	
Psychologist Speech Pathologist B1	1	78,233	1,435	79,668
	2	81,501	522	82,023
	3	84,764	562	85,326
	4	88,030	549	88,579
	5	88,030	549	88,579
	6	88,030	549	88,579
Career Increment A	7	91,102	1,449	92,551
	8	91,102	1,449	92,551
	9	91,102	1,449	92,551
Career Increment B	10	94,180	1,348	95,528
	11	94,180	1,348	95,528
	12	94,180	3,848	98,028
Career Increment C	13	97,253	1,249	98,502
	14	97,253	3,749	101,002
	15	97,253	3,749	101,002
Career Increment D	16	100,327	1,148	101,475
	17	100,327	3,148	103,475
	18	100,327	3,148	103,475
Career Increment E	19	103,404	546	103,950
	20	103,404	2,046	105,450
	21	103,404	2,046	105,450
	22	103,404	2,046	105,450
	23	103,404	3,046	106,450
	24	103,404	3,046	106,450
	25	103,404	3,046	106,450
	26	103,404	3,046	106,450
	27	103,404	3,046	106,450
	28	103,404	4,046	107,450

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD - \$3,000
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000

B.4aa. Credentialed Psychologists, Speech Pathologists, and Autism Behavior Analysts (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018		July 1, 2018	
		191 Work Day Base	QTEA Add-on	LWE Add-on	191 Work Day Annual Salary
Psychologist Speech Pathologist B1	1	81,362	1,435	5,695	88,492
	2	84,761	522	5,933	91,216
	3	88,155	562	6,171	94,888
	4	91,551	549	6,409	98,509
	5	91,551	549	6,409	98,509
	6	91,551	549	6,409	98,509
Career Increment A	7	94,746	1,449	6,632	102,827
	8	94,746	1,449	6,632	102,827
	9	94,746	1,449	6,632	102,827
Career Increment B	10	97,947	1,348	6,856	106,151
	11	97,947	1,348	6,856	106,151
	12	97,947	3,848	6,856	108,651
Career Increment C	13	101,143	1,249	7,080	109,472
	14	101,143	3,749	7,080	111,972
	15	101,143	3,749	7,080	111,972
Career Increment D	16	104,340	1,148	7,304	112,792
	17	104,340	3,148	7,304	114,792
	18	104,340	3,148	7,304	114,792
Career Increment E	19	107,540	546	7,528	115,614
	20	107,540	2,046	7,528	117,114
	21	107,540	2,046	7,528	117,114
	22	107,540	2,046	7,528	117,114
	23	107,540	3,046	7,528	118,114
	24	107,540	3,046	7,528	118,114
	25	107,540	3,046	7,528	118,114
	26	107,540	3,046	7,528	118,114
	27	107,540	3,046	7,528	118,114
	28	107,540	4,046	7,528	119,114

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD - \$3,000
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000

B.4ab. Credentialed Psychologists, Speech Pathologists, and Autism Behavior Analysts (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		LWE Add-on	July 1, 2019 191 Work Day Annual Salary
		191 Work Day Base	QTEA Add-on		
Psychologist Speech Pathologist B1	1	84,616	1,435	5,695	91,746
	2	88,151	522	5,933	94,606
	3	91,681	562	6,171	98,414
	4	95,213	549	6,409	102,171
	5	95,213	549	6,409	102,171
	6	95,213	549	6,409	102,171
Career Increment A	7	98,536	1,449	6,632	106,617
	8	98,536	1,449	6,632	106,617
	9	98,536	1,449	6,632	106,617
Career Increment B	10	101,865	1,348	6,856	110,069
	11	101,865	1,348	6,856	110,069
	12	101,865	3,848	6,856	112,569
Career Increment C	13	105,189	1,249	7,080	113,518
	14	105,189	3,749	7,080	116,018
	15	105,189	3,749	7,080	116,018
Career Increment D	16	108,514	1,148	7,304	116,966
	17	108,514	3,148	7,304	118,966
	18	108,514	3,148	7,304	118,966
Career Increment E	19	111,842	546	7,528	119,916
	20	111,842	2,046	7,528	121,416
	21	111,842	2,046	7,528	121,416
	22	111,842	2,046	7,528	121,416
	23	111,842	3,046	7,528	122,416
	24	111,842	3,046	7,528	122,416
	25	111,842	3,046	7,528	122,416
	26	111,842	3,046	7,528	122,416
	27	111,842	3,046	7,528	122,416
	28	111,842	4,046	7,528	123,416

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD - \$3,000
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000

B.4b. Emergency Credentialed Speech Pathologists and Autism Behavior Analysts (2017-2020 School Years)

Class Occupation	Years of Service	July 1, 2017 3% Increase	
		191 Work Day	Annual Salary
Speech Pathologist C1	1	68,455	
	2	71,311	
	3	74,168	
	4	77,114	
	5	77,114	
	6	77,114	

Class Occupation	Years of Service	July 1, 2018 4% Increase		LWE Add-on	July 1, 2018 4% Increase
		191 Work Day	Base		191 Work Day
Speech Pathologist C1	1	71,193	4,984		76,177
	2	74,163	5,191		79,354
	3	77,135	5,399		82,534
	4	80,199	5,614		85,813
	5	80,199	5,614		85,813
	6	80,199	5,614		85,813

Class Occupation	Years of Service	July 1, 2019 4% Increase		LWE Add-on	July 1, 2019 4% Increase
		191 Work Day	Base		191 Work Day
Speech Pathologist C1	1	74,041	4,984		79,025
	2	77,130	5,191		82,321
	3	80,220	5,399		85,619
	4	83,407	5,614		89,021
	5	83,407	5,614		89,021
	6	83,407	5,614		89,021

B.5a Social workers, Nurses, & Supervisors of Child Welfare and Attendance (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017	
		184 Work Day Base	QTEA Add-on
Social Workers, Nurses, & Supervisors of Child Welfare and Attendance	1	53,345	4,885
	2	56,489	3,724
	3	59,637	3,962
	4	62,783	4,022
	5	65,927	4,042
	6	69,075	4,710
	7	72,221	3,655
	8	75,365	2,601
	9	78,513	1,544
	10	81,659	808
	11	84,803	647
	12	84,803	2,252
	13	84,803	2,252
Rating 12	14	87,766	1,886
	15	87,766	1,886
	16	87,766	1,886
B9	17	90,727	2,056
	18	90,727	2,056
	19	90,727	2,056
Career Increment A	20	93,691	2,451
	21	93,691	2,451
	22	93,691	2,451
Career Increment B	23	96,651	2,788
	24	96,651	2,788
	25	96,651	2,788
Career Increment C	26	99,611	3,494
	27	99,611	3,494
	28	99,611	3,494
Career Increment D	29	99,611	3,494
	30	99,611	3,494
	31	99,611	3,494
Career Increment E	32	99,611	3,494
	33	99,611	3,494
	34	99,611	3,494

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD - \$3,000
- Teachers working at High Potential schools – up to \$2,000
- Teachers working at Hard to Fill subject area - \$1,000

B.5aa Social workers, Nurses, & Supervisors of Child Welfare and Attendance (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018	QTEA Add-on	LWE Add-on	July 1, 2018
		184 Work Day Base			184 Work Day Annual Salary
Social Workers, Nurses, & Supervisors of Child Welfare and Attendance	1	55,479	4,885	3,884	64,248
	2	58,749	3,724	4,112	66,585
	3	62,022	3,962	4,342	70,326
	4	65,294	4,022	4,571	73,887
	5	68,564	4,042	4,799	77,405
	6	71,738	4,710	5,029	81,577
	7	75,110	3,655	5,258	84,023
	8	78,380	2,601	5,487	86,468
	9	81,654	1,544	5,716	88,914
	10	84,925	808	5,945	91,678
	11	88,195	647	6,174	95,016
	12	88,195	2,252	6,174	96,621
	13	88,195	2,252	6,174	96,621
Career Increment A	14	91,277	1,886	6,389	99,552
	15	91,277	1,886	6,389	99,552
	16	91,277	1,886	6,389	99,552
Career Increment B	17	94,356	2,056	6,605	103,017
	18	94,356	2,056	6,605	103,017
	19	94,356	2,056	6,605	103,017
Career Increment C	20	97,439	2,451	6,821	106,711
	21	97,439	2,451	6,821	106,711
	22	97,439	2,451	6,821	106,711
Career Increment D	23	100,517	2,788	7,036	110,341
	24	100,517	2,788	7,036	110,341
	25	100,517	2,788	7,036	110,341
Career Increment E	26	103,595	3,494	7,252	114,341
	27	103,595	3,494	7,252	114,341
	28	103,595	3,494	7,252	114,341

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD - \$3,000
- Teachers working at High Potential schools – up to \$2,000
- Teachers working at Hard to Fill subject area - \$1,000

B.5ab Social workers, Nurses, & Supervisors of Child Welfare and Attendance (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		LWE Add-on	July 1, 2019 184 Work Day Annual Salary
		184 Work Day Base	QTEA Add-on		
Social Workers, Nurses, & Supervisors of Child Welfare and Attendance  Rating 12  B9	1	57,698	4,885	3,884	66,467
	2	61,099	3,724	4,112	68,935
	3	64,503	3,962	4,342	72,807
	4	67,906	4,022	4,571	76,499
	5	71,307	4,042	4,799	80,148
	6	74,712	4,710	5,029	84,451
	7	78,114	3,655	5,258	87,027
	8	81,515	2,601	5,487	89,603
	9	84,920	1,544	5,716	92,180
	10	88,322	808	5,945	95,075
	11	91,723	647	6,174	98,544
	12	91,723	2,252	6,174	100,149
	13	91,723	2,252	6,174	100,149
Career Increment A	14	94,928	1,886	6,389	103,203
	15	94,928	1,886	6,389	103,203
	16	94,928	1,886	6,389	103,203
Career Increment B	17	98,130	2,056	6,605	106,791
	18	98,130	2,056	6,605	106,791
	19	98,130	2,056	6,605	106,791
Career Increment C	20	101,337	2,451	6,821	110,609
	21	101,337	2,451	6,821	110,609
	22	101,337	2,451	6,821	110,609
Career Increment D	23	104,538	2,788	7,036	114,362
	24	104,538	2,788	7,036	114,362
	25	104,538	2,788	7,036	114,362
Career Increment E	26	107,739	3,494	7,252	118,485
	27	107,739	3,494	7,252	118,485
	28	107,739	3,494	7,252	118,485

Notes:

- One-time Retention Bonus during the fifth year in SFUSD - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD - \$3,000
- Teachers working at High Potential schools – up to \$2,000
- Teachers working at Hard to Fill subject area - \$1,000

### B.6a. Head Counselors and Deans (2017-2018 Salary Schedule) – 3% Increase

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule I  R6 Requirements For Placement  Bachelor Degree	1	61,996	1,897	63,893
	2	62,699	1,803	64,502
	3	63,399	1,811	65,210
	4	64,103	1,915	66,018
	5	64,803	2,022	66,825
	6	65,505	2,130	67,635
	7	66,206	2,236	68,442
	8	66,908	2,343	69,251
	9	67,609	2,449	70,058
	10	68,312	2,555	70,867
	11	69,415	2,322	71,737
	12	71,561	1,208	72,769
	13	73,705	94	73,799

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule II  R7 Requirements For Placement  BA Plus 30 Units	1	62,699	4,303	67,002
	2	63,399	4,461	67,860
	3	64,103	4,615	68,718
	4	64,803	4,772	69,575
	5	65,505	4,930	70,435
	6	66,206	5,086	71,292
	7	67,109	4,824	71,933
	8	69,430	3,359	72,789
	9	71,753	2,145	73,898
	10	74,078	1,179	75,257
	11	76,397	716	77,113
	12	78,723	751	79,474
	13	78,723	751	79,474
	14	78,723	751	79,474
	15	78,723	751	79,474

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.6aa. Head Counselors and Deans (2018-2019 Salary Schedule) – 4% Increase

Class Occupation	Years of Service	July 1, 2018		LWE Add-on	July 1, 2018 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on		
Salary Schedule I  R6 Requirements For Placement Bachelor Degree	1	64,476	1,897	4,513	70,886
	2	65,207	1,803	4,564	71,574
	3	65,935	1,811	4,615	72,361
	4	66,667	1,915	4,667	73,249
	5	67,395	2,022	4,718	74,135
	6	68,125	2,130	4,769	75,024
	7	68,854	2,236	4,820	75,910
	8	69,584	2,343	4,871	76,798
	9	70,313	2,449	4,922	77,684
	10	71,044	2,555	4,973	78,572
	11	72,192	2,322	5,053	79,567
	12	74,423	1,208	5,210	80,841
	13	76,653	94	5,366	82,113

Class Occupation	Years of Service	July 1, 2018		LWE Add-on	July 1, 2018 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on		
Salary Schedule II  R7 Requirements For Placement BA Plus 30 Units	1	65,207	4,303	4,564	74,074
	2	65,935	4,461	4,615	75,011
	3	66,667	4,615	4,667	75,949
	4	67,395	4,772	4,718	76,885
	5	68,125	4,930	4,769	77,824
	6	68,854	5,086	4,820	78,760
	7	69,793	4,824	4,886	79,503
	8	72,207	3,359	5,054	80,620
	9	74,623	2,145	5,224	81,992
	10	77,041	1,179	5,393	83,613
	11	79,453	716	5,562	85,731
	12	81,872	751	5,731	88,354
	13	81,872	751	5,731	88,354
	14	81,872	751	5,731	88,354
	15	81,872	751	5,731	88,354

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

## B.6ab. Head Counselors and Deans (2019-2020 Salary Schedule) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		July 1, 2019	
		189 Work Day Base	QTEA Add-on	LWE Add-on	189 Work Day Annual Salary
Salary Schedule I R6 Requirements For Placement Bachelor Degree	1	67,055	1,897	4,513	73,465
	2	67,815	1,803	4,564	74,182
	3	68,572	1,811	4,615	74,998
	4	69,334	1,915	4,667	75,916
	5	70,091	2,022	4,718	76,831
	6	70,850	2,130	4,769	77,749
	7	71,608	2,236	4,820	78,664
	8	72,367	2,343	4,871	79,581
	9	73,126	2,449	4,922	80,497
	10	73,886	2,555	4,973	81,414
	11	75,080	2,322	5,053	82,455
	12	77,400	1,208	5,210	83,818
	13	79,719	94	5,366	85,179

Class Occupation	Years of Service	July 1, 2019		July 1, 2019	
		189 Work Day Base	QTEA Add-on	LWE Add-on	189 Work Day Annual Salary
Salary Schedule II R7 Requirements For Placement BA Plus 30 Units	1	67,815	4,303	4,564	76,682
	2	68,572	4,461	4,615	77,648
	3	69,334	4,615	4,667	78,616
	4	70,091	4,772	4,718	79,581
	5	70,850	4,930	4,769	80,549
	6	71,608	5,086	4,820	81,514
	7	72,585	4,824	4,886	82,295
	8	75,095	3,359	5,054	83,508
	9	77,608	2,145	5,224	84,977
	10	80,123	1,179	5,393	86,695
	11	82,631	716	5,562	88,909
	12	85,147	751	5,731	91,629
	13	85,147	751	5,731	91,629
	14	85,147	751	5,731	91,629
	15	85,147	751	5,731	91,629

### Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

## B.6ba. Head Counselors and Deans (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary	1	64,103	5,115	69,218
Schedule III	2	64,803	5,722	70,525
R8	3	65,505	6,330	71,835
Requirements	4	67,352	6,367	73,719
For	5	70,224	5,438	75,662
Placement	6	73,094	4,510	77,604
BA	7	75,969	3,580	79,549
Plus 60 Units	8	78,841	2,651	81,492
	9	81,712	1,723	83,435
	10	84,584	1,093	85,677
	11	87,455	1,000	88,455
	12	87,455	2,500	89,955
	13	87,455	2,500	89,955
Career Increment A	14	90,328	2,070	92,398
	15	90,328	2,070	92,398
	16	90,328	2,070	92,398
Career Increment B	17	93,197	2,143	95,340
	18	93,197	2,143	95,340
	19	93,197	2,143	95,340
Career Increment C	20	96,070	2,423	98,493
	21	96,070	2,423	98,493
	22	96,070	2,423	98,493
Career Increment D	23	98,945	2,649	101,594
	24	98,945	2,649	101,594
	25	98,945	2,649	101,594
Career Increment E	26	101,812	3,223	105,035
	27	101,812	3,223	105,035
	28	101,812	3,223	105,035

### Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.6ba. Head Counselors and Deans (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018		LWE Add-on	July 1, 2018 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on		
Salary	1	66,667	5,115	4,667	76,449
Schedule III	2	67,395	5,722	4,718	77,835
R8 Requirements For Placement	3	68,125	6,330	4,769	79,224
R8 Requirements For Placement	4	70,046	6,367	4,903	81,316
R8 Requirements For Placement	5	73,033	5,438	5,112	83,583
R8 Requirements For Placement	6	76,018	4,510	5,321	85,849
R8 Requirements For Placement	7	79,008	3,580	5,531	88,119
BA Plus 60 Units	8	81,995	2,651	5,740	90,386
BA Plus 60 Units	9	84,980	1,723	5,949	92,652
BA Plus 60 Units	10	87,967	1,093	6,158	95,218
BA Plus 60 Units	11	90,953	1,000	6,367	98,320
BA Plus 60 Units	12	90,953	2,500	6,367	99,820
BA Plus 60 Units	13	90,953	2,500	6,367	99,820
Career Increment A	14	93,941	2,070	6,576	102,587
Career Increment A	15	93,941	2,070	6,576	102,587
Career Increment A	16	93,941	2,070	6,576	102,587
Career Increment B	17	96,925	2,143	6,785	105,853
Career Increment B	18	96,925	2,143	6,785	105,853
Career Increment B	19	96,925	2,143	6,785	105,853
Career Increment C	20	99,913	2,423	6,994	113,327
Career Increment C	21	99,913	2,423	6,994	113,327
Career Increment C	22	99,913	2,423	6,994	113,327
Career Increment D	23	102,903	2,649	7,203	116,871
Career Increment D	24	102,903	2,649	7,203	116,871
Career Increment D	25	102,903	2,649	7,203	116,871
Career Increment E	26	105,884	3,223	7,412	120,754
Career Increment E	27	105,884	3,223	7,412	120,754
Career Increment E	28	105,884	3,223	7,412	120,754

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.6bb. Head Counselors and Deans (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		July 1, 2019	
		189 Work Day Base	QTEA Add-on	LWE Add-on	189 Work Day Annual Salary
Salary	1	69,334	5,115	4,667	79,116
Schedule III	2	70,091	5,722	4,718	80,531
R8 Requirements For Placement	3	70,850	6,330	4,769	81,949
	4	72,848	6,367	4,903	84,118
	5	75,954	5,438	5,112	86,504
	6	79,059	4,510	5,321	88,890
	7	82,168	3,580	5,531	91,279
BA Plus 60 Units	8	85,275	2,651	5,740	93,666
	9	88,379	1,723	5,949	96,051
	10	91,486	1,093	6,158	98,737
	11	94,591	1,000	6,367	101,958
	12	94,591	2,500	6,367	103,458
	13	94,591	2,500	6,367	103,458
Career Increment A	14	97,699	2,070	6,576	106,345
	15	97,699	2,070	6,576	106,345
	16	97,699	2,070	6,576	106,345
Career Increment B	17	100,802	2,143	6,785	109,730
	18	100,802	2,143	6,785	109,730
	19	100,802	2,143	6,785	109,730
Career Increment C	20	103,910	2,423	6,994	113,327
	21	103,910	2,423	6,994	113,327
	22	103,910	2,423	6,994	113,327
Career Increment D	23	107,019	2,649	7,203	116,871
	24	107,019	2,649	7,203	116,871
	25	107,019	2,649	7,203	116,871
Career Increment E	26	110,119	3,223	7,412	120,754
	27	110,119	3,223	7,412	120,754
	28	110,119	3,223	7,412	120,754

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (R7 and R8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (R8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.7a. High School Department Heads and Special Education Content Specialists (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule I  S6 Requirements For Placement Bachelor Degree	1	57,268	1,897	59,165
	2	57,971	1,803	59,774
	3	58,670	1,811	60,481
	4	59,374	1,915	61,289
	5	60,077	2,022	62,099
	6	60,776	2,130	62,906
	7	61,479	2,236	63,715
	8	62,180	2,343	64,523
	9	62,882	2,449	65,331
	10	63,584	2,555	66,139
	11	64,688	2,322	67,010
	12	66,832	1,208	68,040
	13	68,976	94	69,070

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule II  S7 Requirements For Placement BA Plus 30 Units	1	57,971	4,303	62,274
	2	58,670	4,461	63,131
	3	59,374	4,615	63,989
	4	60,077	4,772	64,849
	5	60,776	4,930	65,706
	6	61,479	5,086	66,565
	7	62,380	4,824	67,204
	8	64,704	3,359	68,063
	9	67,026	2,145	69,171
	10	69,349	1,179	70,528
	11	71,670	716	72,386
	12	73,995	751	74,746
	13	73,995	751	74,746
	14	73,995	751	74,746
	15	73,995	751	74,746

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (S7 and S8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (S8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.7aa. High School Department Heads and Special Education Content Specialists (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018		LWE Add-on	July 1, 2018 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on		
Salary Schedule I  S6 Requirements For Placement Bachelor Degree	1	59,559	1,897	4,169	65,625
	2	60,290	1,803	4,220	66,313
	3	61,017	1,811	4,271	67,099
	4	61,749	1,915	4,322	67,986
	5	62,480	2,022	4,374	68,876
	6	63,207	2,130	4,424	69,761
	7	63,938	2,236	4,476	70,650
	8	64,667	2,343	4,527	71,537
	9	65,397	2,449	4,578	72,424
	10	66,127	2,555	4,629	73,311
	11	67,276	2,322	4,709	74,307
	12	69,505	1,208	4,865	75,578
	13	71,735	94	5,021	79,719

Class Occupation	Years of Service	July 1, 2018		LWE Add-on	July 1, 2018 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on		
Salary Schedule II  S7 Requirements For Placement BA Plus 30 Units	1	60,290	4,303	4,220	68,813
	2	61,017	4,461	4,271	69,749
	3	61,749	4,615	4,322	70,686
	4	62,480	4,772	4,374	71,626
	5	63,207	4,930	4,424	72,561
	6	63,938	5,086	4,476	73,500
	7	64,875	4,824	4,541	74,240
	8	67,292	3,359	4,710	75,361
	9	69,707	2,145	4,879	76,731
	10	72,123	1,179	5,049	78,351
	11	74,537	716	5,218	80,471
	12	76,955	751	5,387	83,093
	13	76,955	751	5,387	83,093
	14	76,955	751	5,387	83,093
	15	76,955	751	5,387	83,093

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (S7 and S8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (S8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.7ab. High School Department Heads and Special Education Content Specialists (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		LWE Add-on	July 1, 2019 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on		
Salary Schedule I  S6 Requirements For Placement Bachelor Degree	1	61,941	1,897	4,169	68,007
	2	62,702	1,803	4,220	68,725
	3	63,458	1,811	4,271	69,540
	4	64,219	1,915	4,322	70,456
	5	64,979	2,022	4,374	71,375
	6	65,735	2,130	4,424	72,289
	7	66,496	2,236	4,476	73,208
	8	67,254	2,343	4,527	74,124
	9	68,013	2,449	4,578	75,040
	10	68,772	2,555	4,629	75,956
	11	69,967	2,322	4,709	76,998
	12	72,285	1,208	4,865	78,358
	13	74,604	94	5,021	79,719

Class Occupation	Years of Service	July 1, 2019		LWE Add-on	July 1, 2019 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on		
Salary Schedule II  S7 Requirements For Placement BA Plus 30 Units	1	62,702	4,303	4,220	71,225
	2	63,458	4,461	4,271	72,190
	3	64,219	4,615	4,322	73,156
	4	64,979	4,772	4,374	74,125
	5	65,735	4,930	4,424	75,089
	6	66,496	5,086	4,476	76,058
	7	67,470	4,824	4,541	76,835
	8	69,984	3,359	4,710	78,053
	9	72,495	2,145	4,879	79,519
	10	75,008	1,179	5,049	81,236
	11	77,518	716	5,218	83,452
	12	80,033	751	5,387	86,171
	13	80,033	751	5,387	86,171
	14	80,033	751	5,387	86,171
	15	80,033	751	5,387	86,171

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

**B.7b. High School Department Heads and Special Education Content Specialists (2017-2018 School Year) – 3% Increase**

Class Occupation	Years of Service	July 1, 2017		July 1, 2017 189 Work Day Annual Salary
		189 Work Day Base	QTEA Add-on	
Salary Schedule III Requirements For Placement S8	1	59,374	5,115	64,489
	2	60,077	5,722	65,799
	3	60,776	6,330	67,106
	4	62,625	6,367	68,992
	5	65,496	5,438	65,496
	6	68,366	4,510	72,876
	7	71,240	3,580	74,820
	8	74,113	2,651	76,764
	9	76,983	1,723	78,706
	10	79,857	1,093	80,950
	11	82,728	1,000	83,728
	12	82,728	2,500	85,228
	13	82,728	2,500	85,228
Career Increment A	14	85,601	2,070	87,671
	15	85,601	2,070	87,671
	16	85,601	2,070	87,671
Career Increment B	17	88,470	2,143	90,613
	18	88,470	2,143	90,613
	19	88,470	2,143	90,613
Career Increment C	20	91,343	2,423	93,766
	21	91,343	2,423	93,766
	22	91,343	2,423	93,766
Career Increment D	23	94,216	2,649	96,865
	24	94,216	2,649	96,865
	25	94,216	2,649	96,865
Career Increment E	26	97,084	3,223	100,307
	27	97,084	3,223	100,307
	28	97,084	3,223	100,307

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.7ba. High School Department Heads and Special Education Content Specialists (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018		July 1, 2018	
		189 Work Day Base	QTEA Add-on	LWE Add-on	189 Work Day Annual Salary
Salary Schedule III S8 Requirements For Placement BA Plus 60 Units	1	61,749	5,115	4,322	71,186
	2	62,480	5,722	4,374	72,576
	3	63,207	6,330	4,424	73,961
	4	65,130	6,367	4,559	76,056
	5	68,116	5,438	4,768	78,322
	6	71,101	4,510	4,977	80,588
	7	74,090	3,580	5,186	82,586
	8	77,078	2,651	5,395	85,124
	9	80,062	1,723	5,604	87,389
	10	83,051	1,093	5,814	89,958
	11	86,037	1,000	6,023	93,060
	12	86,037	2,500	6,023	94,560
	13	86,037	2,500	6,023	94,560
Career Increment A	14	89,025	2,070	6,232	97,327
	15	89,025	2,070	6,232	97,327
	16	89,025	2,070	6,232	97,327
Career Increment B	17	92,009	2,143	6,441	100,593
	18	92,009	2,143	6,441	100,593
	19	92,009	2,143	6,441	100,593
Career Increment C	20	94,997	2,423	6,650	104,070
	21	94,997	2,423	6,650	104,070
	22	94,997	2,423	6,650	104,070
Career Increment D	23	97,985	2,649	6,859	107,493
	24	97,985	2,649	6,859	107,493
	25	97,985	2,649	6,859	107,493
Career Increment E	26	100,967	3,223	7,068	111,258
	27	100,967	3,223	7,068	111,258
	28	100,967	3,223	7,068	111,258

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.7bb. High School Department Heads and Special Education Content Specialists (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019		July 1, 2019	
		189 Work Day Base	QTEA Add-on	LWE Add-on	189 Work Day Annual Salary
Salary Schedule III S8 Requirements For Placement BA Plus 60 Units	1	64,219	5,115	4,322	73,656
	2	64,979	5,722	4,374	75,075
	3	65,735	6,330	4,424	76,489
	4	67,735	6,367	4,559	78,661
	5	70,841	5,438	4,768	81,047
	6	73,945	4,510	4,977	83,432
	7	77,054	3,580	5,186	85,820
	8	80,161	2,651	5,395	88,207
	9	83,264	1,723	5,604	90,591
	10	86,373	1,093	5,814	93,280
	11	89,478	1,000	6,023	96,501
	12	89,478	2,500	6,023	98,001
	13	89,478	2,500	6,023	98,001
Career Increment A	14	92,586	2,070	6,232	100,888
	15	92,586	2,070	6,232	100,888
	16	92,586	2,070	6,232	100,888
Career Increment B	17	95,689	2,143	6,441	104,273
	18	95,689	2,143	6,441	104,273
	19	95,689	2,143	6,441	104,273
Career Increment C	20	98,797	2,423	6,650	107,870
	21	98,797	2,423	6,650	107,870
	22	98,797	2,423	6,650	107,870
Career Increment D	23	101,904	2,649	6,859	111,412
	24	101,904	2,649	6,859	111,412
	25	101,904	2,649	6,859	111,412
Career Increment E	26	105,006	3,223	7,068	115,297
	27	105,006	3,223	7,068	115,297
	28	105,006	3,223	7,068	115,297

Notes:

- One-time Retention Bonus during the fifth year in SFUSD (B7 and B8 pay scales) - \$2,500
- One-time Retention Bonus during the ninth year in SFUSD (B8 pay scales) - \$3,000
- Teachers designated as Master Teacher - \$2,500
- Teachers working at High Potential Schools – up to \$2,000
- Teachers working in Hard to Fill subject areas - \$1,000
- National Board Certification - \$5,000

B.8a Early Education Department School-Age Teachers (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 218 Work Day Annual Salary
Salary Schedule IV D4 Requirements For Placement Undergraduate 60-90 Units	1	21,867
	2	23,090
	3	24,309
	4	25,526
	5	26,745
	6	27,955
	7	29,186
	8	30,404
	9	31,622

Class Occupation	Years of Service	July 1, 2017 218 Work Day Annual Salary
Salary Schedule D5 Requirements For Placement Undergraduate 91+ Units	1	22,409
	2	23,628
	3	23,665
	4	26,064
	5	27,285
	6	28,507
	7	29,725
	8	30,945
	9	32,164
	10	33,384

Class Occupation	Years of Service	July 1, 2017 218 Work Day Annual Salary
Salary Schedule D8 Requirements For Placement Undergraduate BA Plus 60 Units*	1	24,557
	2	25,903
	3	27,251
	4	28,600
	5	29,947
	6	31,294
	7	32,644
	8	34,010
	9	35,338
	10	36,688
	11	38,036
	12	38,036
	13	38,036
Career Increment A	14	39,383
	15	39,383
	16	39,383
Career Increment B	17	40,731
	18	40,731
	19	40,731

Note: \*Early Education Department School-Age Teachers – Hired before Aug. 1, 1986 only

B.8a Early Education Department School-Age Teachers (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 218 Work Day Annual Salary
Career Increment C	20	42,079
	21	42,079
	22	42,079
Career Increment D	23	43,428
	24	43,428
	25	43,428
Career Increment E	26	44,777
	27	44,777
	28	44,777

Class Occupation	Years of Service	July 1, 2017 218 Work Day Annual Salary
Salary Schedule F6 Requirements For Placement Undergraduate BA	1	22,960
	2	24,181
	3	25,406
	4	26,633
	5	27,856
	6	29,083
	7	30,306
	8	31,530
	9	32,757
	10	33,979
	11	35,206
	12	36,430
	13	37,654
Career Increment A	14	38,877
	15	38,877
	16	38,877
Career Increment B	17	40,102
	18	40,102
	19	40,102
Career Increment C	20	41,328
	21	41,328
	22	41,328
Career Increment D	23	42,553
	24	42,553
	25	42,553
Career Increment E	26	43,776
	27	43,776
	28	43,776

B.8ab Early Education Department School-Age Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018	LWE Add-on	July 1, 2018
		218 Work Day Base		218 Work Day Annual Salary
Salary Schedule IV D4 Requirements For Placement Undergraduate 60-90 Units	1	22,742	1,592	24,334
	2	24,014	1,681	25,695
	3	25,281	1,770	27,051
	4	26,547	1,858	28,405
	5	27,815	1,947	29,762
	6	29,073	2,035	31,108
	7	30,353	2,125	32,478
	8	31,620	2,213	33,833
	9	32,887	2,302	35,189

Class Occupation	Years of Service	July 1, 2018	LWE Add-on	July 1, 2018
		218 Work Day Base		218 Work Day Annual Salary
Salary Schedule D5 Requirements For Placement Undergraduate 91+ Units	1	23,305	1,631	24,936
	2	24,573	1,720	26,293
	3	24,612	1,723	26,335
	4	27,107	1,897	29,004
	5	28,376	1,986	30,362
	6	29,647	2,075	31,722
	7	30,914	2,164	33,078
	8	32,183	2,253	34,436
	9	33,451	2,342	35,793
	10	34,719	2,430	37,149

Class Occupation	Years of Service	July 1, 2018	LWE Add-on	July 1, 2018
		218 Work Day Base		218 Work Day Annual Salary
Salary Schedule D8 Requirements For Placement Undergraduate BA Plus 60 Units*	1	28,744	1,788	27,327
	2	30,319	1,886	28,825
	3	31,896	1,984	30,325
	4	33,476	2,082	31,826
	5	35,052	2,180	33,325
	6	36,629	2,278	34,824
	7	38,209	2,377	36,327
	8	39,807	2,476	37,846
	9	41,362	2,573	39,325
	10	42,942	2,671	40,827
	11	44,519	2,769	42,326
	12	44,519	2,769	42,326
	13	44,519	2,769	42,326
Career Increment A	14	46,096	2,867	43,825
	15	46,096	2,867	43,825
	16	46,096	2,867	43,825
Career Increment B	17	47,674	2,965	45,325
	18	47,674	2,965	45,325
	19	47,674	2,965	45,325

Note: \*Early Education Department School-Age Teachers – Hired before Aug. 1, 1986 only

B.8ab Early Education Department School-Age Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 218 Work Day Base	LWE Add-on	July 1, 2018 218 Work Day Annual Salary
Career Increment C	20	49,251	3,063	46,825
	21	49,251	3,063	46,825
	22	49,251	3,063	46,825
Career Increment D	23	50,831	3,162	48,327
	24	50,831	3,162	48,327
	25	50,831	3,162	48,327
Career Increment E	26	52,410	3,260	49,828
	27	52,410	3,260	49,828
	28	52,410	3,260	49,828

Class Occupation	Years of Service	July 1, 2018 218 Work Day Base	LWE Add-on	July 1, 2018 218 Work Day Annual Salary
Salary Schedule F6 Requirements For Placement Undergraduate BA	1	23,878	1,671	25,549
	2	25,148	1,760	26,908
	3	26,422	1,850	28,272
	4	27,698	1,939	29,637
	5	28,970	2,028	30,998
	6	30,246	2,117	32,363
	7	31,518	2,206	33,724
	8	32,791	2,295	35,086
	9	34,067	2,385	36,452
	10	35,338	2,474	37,812
	11	36,614	2,563	39,177
	12	37,887	2,652	40,539
	13	39,160	2,741	41,901
Career Increment A	14	40,432	2,830	43,262
	15	40,432	2,830	43,262
	16	40,432	2,830	43,262
Career Increment B	17	41,706	2,919	44,625
	18	41,706	2,919	44,625
	19	41,706	2,919	44,625
Career Increment C	20	42,981	3,009	45,990
	21	42,981	3,009	45,990
	22	42,981	3,009	45,990
Career Increment D	23	44,255	3,098	47,353
	24	44,255	3,098	47,353
	25	44,255	3,098	47,353
Career Increment E	26	45,527	3,187	48,714
	27	45,527	3,187	48,714
	28	45,527	3,187	48,714

B.8ab Early Education Department School-Age Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 218 Work Day Base	LWE Add-on	July 1, 2019 218 Work Day Annual Salary
Salary Schedule IV D4 Requirements For Placement Undergraduate 60-90 Units	1	23,652	1,592	25,244
	2	24,975	1,681	26,656
	3	26,292	1,770	28,062
	4	27,609	1,858	29,467
	5	28,928	1,947	30,875
	6	30,236	2,035	32,271
	7	31,567	2,125	33,692
	8	32,885	2,213	35,098
	9	34,202	2,302	36,504

Class Occupation	Years of Service	July 1, 2019 218 Work Day Annual Salary Base	LWE Add-on	July 1, 2019 218 Work Day Annual Salary
Salary Schedule D5 Requirements For Placement Undergraduate 91+ Units	1	24,237	1,631	25,868
	2	25,556	1,720	27,276
	3	25,596	1,723	27,319
	4	28,191	1,897	30,088
	5	29,511	1,986	31,497
	6	30,833	2,075	32,908
	7	32,151	2,164	34,315
	8	33,470	2,253	35,723
	9	34,789	2,342	37,131
	10	36,108	2,430	38,838

Class Occupation	Years of Service	July 1, 2019 218 Work Day Annual Salary Base	LWE Add-on	July 1, 2019 218 Work Day Annual Salary
Salary Schedule D8 Requirements For Placement Undergraduate BA Plus 60 Units*	1	29,894	1,788	28,349
	2	31,532	1,886	29,903
	3	33,172	1,984	31,459
	4	34,815	2,082	33,016
	5	36,454	2,180	34,571
	6	38,094	2,278	36,126
	7	39,737	2,377	37,685
	8	41,399	2,476	39,261
	9	43,016	2,573	40,795
	10	44,660	2,671	42,353
	11	46,300	2,769	43,908
	12	46,300	2,769	43,908
	13	46,300	2,769	43,908
Career Increment A	14	47,940	2,867	45,463
	15	47,940	2,867	45,463
	16	47,940	2,867	45,463
Career Increment B	17	49,581	2,965	47,019
	18	49,581	2,965	47,019
	19	49,581	2,965	47,019

Note: \*Early Education Department School-Age Teachers – Hired before Aug. 1, 1986 only

B.8ab Early Education Department School-Age Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 218 Work Day Annual Salary Base	LWE Add-on	July 1, 2019 218 Work Day Annual Salary
Career Increment C	20	51,221	3,063	48,575
	21	51,221	3,063	48,575
	22	51,221	3,063	48,575
Career Increment D	23	52,864	3,162	50,134
	24	52,864	3,162	50,134
	25	52,864	3,162	50,134
Career Increment E	26	54,506	3,260	51,691
	27	54,506	3,260	51,691
	28	54,506	3,260	51,691

Class Occupation	Years of Service	July 1, 2019 218 Work Day Annual Salary Base	LWE Add-on	July 1, 2019 218 Work Day Annual Salary
Salary Schedule F6 Requirements For Placement Undergraduate BA	1	24,833	1,671	26,504
	2	26,154	1,760	27,914
	3	27,479	1,850	29,329
	4	28,806	1,939	30,745
	5	30,129	2,028	32,157
	6	31,456	2,117	33,573
	7	32,779	2,206	34,985
	8	34,103	2,295	36,398
	9	35,430	2,385	37,815
	10	36,752	2,474	39,226
	11	38,079	2,563	40,642
	12	39,402	2,652	42,054
	13	40,726	2,741	43,467
Career Increment A	14	42,049	2,830	44,879
	15	42,049	2,830	44,879
	16	42,049	2,830	44,879
Career Increment B	17	43,374	2,919	46,293
	18	43,374	2,919	46,293
	19	43,374	2,919	46,293
Career Increment C	20	44,700	3,009	47,709
	21	44,700	3,009	47,709
	22	44,700	3,009	47,709
Career Increment D	23	46,025	3,098	49,123
	24	46,025	3,098	49,123
	25	46,025	3,098	49,123
Career Increment E	26	47,348	3,187	50,535
	27	47,348	3,187	50,535
	28	47,348	3,187	50,535

B.9a. Early Education Department Pre-K Teachers (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 191 Work Day Annual Salary
Salary Schedule	1	46,713
D1	2	48,858
Requirements	3	50,999
For	4	53,141
Placement	5	55,282
Undergraduate	6	57,426
60-90 Units	7	59,568
	8	61,707
	9	63,849

Class Occupation	Years of Service	July 1, 2017 191 Work Day Annual Salary
Salary Schedule	1	47,659
D2	2	49,804
Requirements	3	51,947
For	4	54,085
Placement	5	56,229
Undergraduate	6	58,375
91+ Units	7	60,517
	8	62,658
	9	64,798
	10	66,942

Class Occupation	Years of Service	July 1, 2017 191 Work Day Annual Salary
Salary Schedule	1	48,630
D3	2	50,778
Requirements	3	52,931
For	4	55,083
Placement	5	57,233
BA	6	59,386
	7	61,535
	8	63,689
	9	65,840
	10	67,988
	11	70,143
	12	72,292
	13	74,443
Career Increment	14	76,594
A	15	76,594
	16	76,594
Career Increment	17	78,746
B	18	78,746
	19	78,746

B.9a. Early Education Department Pre-K Teachers (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 191 Work Day Annual Salary
Career	20	80,897
Increment	21	80,897
C	22	80,897
Career	23	83,050
Increment	24	83,050
D	25	83,050
Career	26	85,200
Increment	27	85,200
E	28	85,200

Class Occupation	Years of Service	July 1, 2017 191 Work Day Annual Salary
Salary Schedule	1	57,592
D9	2	60,295
Requirements	3	63,001
For	4	65,707
Placement	5	68,414
Undergraduate	6	71,117
BA	7	73,823
	8	76,532
	9	79,233
	10	81,942
	11	84,646
	12	84,646
	13	84,646
Career	14	87,351
Increment	15	87,351
A	16	87,351
Career	17	90,058
Increment	18	90,058
B	19	90,058
Career	20	92,763
Increment	21	92,763
C	22	92,763
Career	23	95,470
Increment	24	95,470
D	25	95,470
Career	26	98,180
Increment	27	98,180
E	28	98,180

Notes: \* Salary Schedule D9 is only for teachers who were Y-rated in 2006.

B.9aa. Early Education Department Pre-K Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 191 Work Day Base	LWE Add-on	July 1, 2018 191 Work Day Annual Salary
Salary Schedule D1 Requirements For Placement Undergraduate 60-90 Units	1	48,582	3,401	51,983
	2	50,812	3,557	54,369
	3	53,039	3,713	56,752
	4	55,267	3,869	59,136
	5	57,493	4,025	61,518
	6	59,723	4,181	63,904
	7	61,951	4,337	66,288
	8	64,175	4,492	68,667
	9	66,403	4,648	71,051

Class Occupation	Years of Service	July 1, 2018 191 Work Day Annual Salary	LWE Add-on	July 1, 2018 191 Work Day Annual Salary
Salary Schedule D2 Requirements For Placement Undergraduate 91+ Units	1	49,565	3,470	53,035
	2	51,796	3,626	55,422
	3	54,025	3,782	57,807
	4	56,248	3,937	60,185
	5	58,478	4,093	62,571
	6	60,710	4,250	64,960
	7	62,938	4,406	67,344
	8	65,164	4,561	69,725
	9	67,390	4,717	72,107
	10	69,620	4,873	74,493

Class Occupation	Years of Service	July 1, 2018 191 Work Day Base	LWE Add-on	July 1, 2018 191 Work Day Annual Salary
Salary Schedule D3 Requirements For Placement BA	1	50,575	3,540	54,115
	2	52,809	3,697	56,506
	3	55,048	3,853	58,901
	4	57,286	4,010	61,296
	5	59,522	4,167	63,689
	6	61,761	4,323	66,084
	7	63,996	4,480	68,476
	8	66,237	4,637	70,874
	9	68,474	4,793	73,267
	10	70,708	4,950	75,658
	11	72,949	5,106	78,055
	12	75,184	5,263	80,447
	13	77,421	5,419	82,840
Career Increment A	14	79,658	5,576	85,234
	15	79,658	5,576	85,234
	16	79,658	5,576	85,234
Career Increment B	17	81,896	5,733	87,629
	18	81,896	5,733	87,629
	19	81,896	5,733	87,629

B.9ba. Early Education Department Pre-K Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018 191 Work Day Base	LWE Add-on	July 1, 2018 191 Work Day Annual Salary
Career	20	84,133	5,889	90,022
Increment	21	84,133	5,889	90,022
C	22	84,133	5,889	90,022
Career	23	86,372	6,046	92,418
Increment	24	86,372	6,046	92,418
D	25	86,372	6,046	92,418
Career	26	88,608	6,203	94,811
Increment	27	88,608	6,203	94,811
E	28	88,608	6,203	94,811

Class Occupation	Years of Service	July 1, 2018 191 Work Day Base	LWE Add-on	July 1, 2018 191 Work Day Annual Salary
Salary Schedule	1	59,896	4,193	64,089
D9	2	62,707	4,389	67,096
Requirements	3	65,521	4,586	70,107
For	4	68,335	4,783	73,118
Placement	5	71,151	4,981	76,132
Undergraduate	6	73,962	5,177	79,139
BA	7	76,776	5,374	82,150
	8	79,593	5,572	85,165
	9	82,402	5,768	88,170
	10	85,220	5,965	91,185
	11	88,032	6,162	94,194
	12	88,032	6,162	94,194
	13	88,032	6,162	94,194
Career	14	90,845	6,359	97,204
Increment	15	90,845	6,359	97,204
A	16	90,845	6,359	97,204
Career	17	93,660	6,556	100,216
Increment	18	93,660	6,556	100,216
B	19	93,660	6,556	100,216
Career	20	96,474	6,753	103,227
Increment	21	96,474	6,753	103,227
C	22	96,474	6,753	103,227
Career	23	99,289	6,950	106,239
Increment	24	99,289	6,950	106,239
D	25	99,289	6,950	106,239
Career	26	102,107	7,147	109,254
Increment	27	102,107	7,147	109,254
E	28	102,107	7,147	109,254

**Notes:** \* Salary Schedule D9 is only for teachers who were Y-rated in 2006.

B.9ab. Early Education Department Pre-K Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 191 Work Day Base	LWE Add-on	July 1, 2019 191 Work Day Annual Salary
Salary Schedule D1 Requirements For Placement Undergraduate 60-90 Units	1	50,525	3,401	53,926
	2	52,844	3,557	56,401
	3	55,161	3,713	58,874
	4	57,478	3,869	61,347
	5	59,793	4,025	63,818
	6	62,112	4,181	66,293
	7	64,429	4,337	68,766
	8	66,742	4,492	71,234
	9	69,059	4,648	73,707

Class Occupation	Years of Service	July 1, 2019 191 Work Day Base	LWE Add-on	July 1, 2019 191 Work Day Annual Salary
Salary Schedule D2 Requirements For Placement Undergraduate 91+ Units	1	51,548	3,470	55,018
	2	53,868	3,626	57,494
	3	56,186	3,782	59,968
	4	58,498	3,937	62,435
	5	60,817	4,093	64,910
	6	63,138	4,250	67,388
	7	65,456	4,406	69,862
	8	67,771	4,561	72,332
	9	70,086	4,717	74,803
	10	72,405	4,873	77,278

Class Occupation	Years of Service	July 1, 2019 191 Work Day Base	LWE Add-on	July 1, 2019 191 Work Day Annual Salary
Salary Schedule D3 Requirements For Placement BA	1	52,598	3,540	56,138
	2	54,921	3,697	58,618
	3	57,250	3,853	61,103
	4	59,577	4,010	63,587
	5	61,903	4,167	66,070
	6	64,231	4,323	68,554
	7	66,556	4,480	71,036
	8	68,886	4,637	73,523
	9	71,213	4,793	76,006
	10	73,536	4,950	78,486
	11	75,867	5,106	80,973
	12	78,191	5,263	83,454
	13	80,518	5,419	85,937
Career Increment A	14	82,844	5,576	88,420
	15	82,844	5,576	88,420
	16	82,844	5,576	88,420
Career Increment B	17	85,172	5,733	90,905
	18	85,172	5,733	90,905
	19	85,172	5,733	90,905

B.9ba. Early Education Department Pre-K Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 191 Work Day Base	LWE Add-on	July 1, 2018 191 Work Day Annual Salary
Career Increment C	20	87,498	5,889	93,387
	21	87,498	5,889	93,387
	22	87,498	5,889	93,387
Career Increment D	23	89,827	6,046	95,873
	24	89,827	6,046	95,873
	25	89,827	6,046	95,873
Career Increment E	26	92,152	6,203	98,355
	27	92,152	6,203	98,355
	28	92,152	6,203	98,355

Class Occupation	Years of Service	July 1, 2019 191 Work Day Base	LWE Add-on	July 1, 2019 191 Work Day Annual Salary
Salary Schedule D9 Requirements For Placement Undergraduate BA	1	62,292	4,193	66,485
	2	65,215	4,389	69,604
	3	68,142	4,586	72,728
	4	71,068	4,783	75,851
	5	73,997	4,981	78,978
	6	76,920	5,177	82,097
	7	79,847	5,374	85,221
	8	82,777	5,572	88,349
	9	85,698	5,768	91,466
	10	88,629	5,965	94,594
	11	91,553	6,162	97,715
	12	91,553	6,162	97,715
	13	91,553	6,162	97,715
Career Increment A	14	94,479	6,359	100,838
	15	94,479	6,359	100,838
	16	94,479	6,359	100,838
Career Increment B	17	97,406	6,556	103,962
	18	97,406	6,556	103,962
	19	97,406	6,556	103,962
Career Increment C	20	100,333	6,753	107,086
	21	100,333	6,753	107,086
	22	100,333	6,753	107,086
Career Increment D	23	103,261	6,950	110,211
	24	103,261	6,950	110,211
	25	103,261	6,950	110,211
Career Increment E	26	106,191	7,147	113,338
	27	106,191	7,147	113,338
	28	106,191	7,147	113,338

Notes: \* Salary Schedule D9 is only for teachers who were Y-rated in 2006.

B.10a. Early Education Department Infant/Toddler Teachers (2017-2018 School Year) – 3% Increase

Class Occupation	Years of Service	July 1, 2017 219 Work Day Annual Salary
Salary Schedule T1 Requirements For Placement Undergraduate 60-90 Units	1	53,562
	2	56,019
	3	58,474
	4	60,931
	5	63,386
	6	65,844
	7	68,302
	8	70,755
	9	73,208

Class Occupation	Years of Service	July 1, 2017 219 Work Day Annual Salary
Salary Schedule T2 Requirements For Placement Undergraduate 91+ Units	1	54,647
	2	57,105
	3	59,561
	4	62,015
	5	64,473
	6	66,934
	7	69,388
	8	71,844
	9	74,298

Class Occupation	Years of Service	July 1, 2017 219 Work Day Annual Salary
Salary Schedule T3 Requirements For Placement BA	1	55,758
	2	58,221
	3	60,689
	4	63,158
	5	65,621
	6	68,090
	7	70,556
	8	73,025
	9	75,491
	10	77,955
	11	80,425
	12	82,889
	13	85,356
Career Increment A	14	87,823
	15	87,823
	16	87,823
Career Increment B	17	90,290
	18	90,290
	19	90,290
Career Increment C	20	92,756
	21	92,756
	22	92,756
Career Increment D	23	95,226
	24	95,226
	25	95,226
Career Increment E	26	97,689
	27	97,689
	28	97,689

B.10aa. Early Education Department Infant/Toddler Teachers (2018-2019 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2018	LWE Add-On	July 1, 2018
		219 Work Day Base		219 Work Day Annual Salary
Salary Schedule T1 Requirements For Placement Undergraduate 60-90 Units	1	55,704	3,899	59,603
	2	58,260	4,078	62,338
	3	60,813	4,257	65,070
	4	63,368	4,436	67,804
	5	65,921	4,614	70,535
	6	68,478	4,793	73,271
	7	71,034	4,972	76,006
	8	73,585	5,151	78,736
	9	76,136	5,330	81,466

Class Occupation	Years of Service	July 1, 2018	LWE Add-On	July 1, 2018
		219 Work Day Annual Salary		219 Work Day Annual Salary
Salary Schedule T2 Requirements For Placement Undergraduate 91+ Units	1	56,833	3,978	60,811
	2	59,389	4,157	63,546
	3	61,943	4,336	66,279
	4	64,496	4,515	69,011
	5	67,052	4,694	71,746
	6	69,611	4,873	74,484
	7	72,164	5,051	77,215
	8	74,718	5,230	79,948
	9	77,270	5,409	82,679

Class Occupation	Years of Service	July 1, 2018	LWE Add-On	July 1, 2018
		219 Work Day Annual Salary		219 Work Day Annual Salary
Salary Schedule T3 Requirements For Placement BA	1	57,988	4,059	62,047
	2	60,550	4,239	64,789
	3	63,117	4,418	67,535
	4	65,684	4,598	70,282
	5	68,246	4,777	73,023
	6	70,814	4,957	75,771
	7	73,378	5,136	78,514
	8	75,946	5,316	81,262
	9	78,511	5,496	84,007
	10	81,073	5,675	86,748
	11	83,642	5,855	89,497
	12	86,205	6,034	92,239
	13	88,770	6,214	94,984
Career Increment A	14	91,336	6,394	97,730
	15	91,336	6,394	97,730
	16	91,336	6,394	97,730
Career Increment B	17	93,902	6,573	100,475
	18	93,902	6,573	100,475
	19	93,902	6,573	100,475
Career Increment C	20	96,466	6,753	103,219
	21	96,466	6,753	103,219
	22	96,466	6,753	103,219
Career Increment D	23	99,035	6,932	105,967
	24	99,035	6,932	105,967
	25	99,035	6,932	105,967
Career Increment E	26	101,597	7,112	108,709
	27	101,597	7,112	108,709
	28	101,597	7,112	108,709

B.10ab. Early Education Department Infant/Toddler Teachers (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019	LWE Add-On	July 1, 2019
		219 Work Day Base		219 Work Day Annual Salary
Salary Schedule T1 Requirements For Placement Undergraduate 60-90 Units	1	57,932	3,899	61,831
	2	60,590	4,078	64,668
	3	63,246	4,257	67,503
	4	65,903	4,436	70,339
	5	68,558	4,614	73,172
	6	71,217	4,793	76,010
	7	73,875	4,972	78,847
	8	76,528	5,151	81,679
	9	79,181	5,330	84,511

Class Occupation	Years of Service	July 1, 2019	LWE Add-On	July 1, 2019
		219 Work Day Base		219 Work Day Annual Salary
Salary Schedule T2 Requirements For Placement Undergraduate 91+ Units	1	59,106	3,978	63,084
	2	61,765	4,157	65,922
	3	64,421	4,336	68,757
	4	67,076	4,515	71,591
	5	69,734	4,694	74,428
	6	72,395	4,873	77,268
	7	75,051	5,051	80,102
	8	77,707	5,230	82,937
	9	80,361	5,409	85,770

Class Occupation	Years of Service	July 1, 2019	LWE Add-On	July 1, 2018
		219 Work Day Base		219 Work Day Annual Salary
Salary Schedule T3 Requirements For Placement BA	1	60,308	4,059	64,367
	2	62,972	4,239	67,211
	3	65,642	4,418	70,060
	4	68,311	4,598	72,909
	5	70,976	4,777	75,753
	6	73,647	4,957	78,604
	7	76,313	5,136	81,449
	8	78,984	5,316	84,300
	9	81,651	5,496	87,147
	10	84,316	5,675	89,991
	11	86,988	5,855	92,843
	12	89,653	6,034	95,687
	13	92,321	6,214	98,535
Career Increment A	14	94,989	6,394	101,383
	15	94,989	6,394	101,383
	16	94,989	6,394	101,383
Career Increment B	17	97,658	6,573	104,231
	18	97,658	6,573	104,231
	19	97,658	6,573	104,231
Career Increment C	20	100,325	6,753	107,078
	21	100,325	6,753	107,078
	22	100,325	6,753	107,078
Career Increment D	23	102,996	6,932	109,928
	24	102,996	6,932	109,928
	25	102,996	6,932	109,928
Career Increment E	26	105,661	7,112	112,773
	27	105,661	7,112	112,773
	28	105,661	7,112	112,773

B.11. Substitute Teachers and Hourly Rates (2017-2018 School Year) – 3% Increase

Class Occupation	Rating	July 1, 2017 Daily Rate	July 1, 2017 Hourly Rate
<b>TK-12 Day to Day Substitute</b>			
1 to 70 Daily Assignments	<b>HX01</b>	\$161.48	
71 or more Daily Assignments	<b>HX02</b>	\$195.35	
TK-12 Assignment at High Potential Schools		\$16.48	
10 day bonus for consecutive days in the same assignment		\$30.06	
160 Day TK-12 (QTEA) Substitutes	<b>QX01</b>	\$222.13	
<b>Speech Language Pathologist Day to Day Substitute</b>			
1 to 70 Daily Assignments	<b>HP01</b>	\$413.83	
71 or more Daily Assignments	<b>HP02</b>	\$496.60	
<b>Early Education Sites Hourly Subs</b>			
1 to 70 Daily Assignments	<b>HC01</b>		\$23.11
71 or more Daily Assignments	<b>HC02</b>		\$28.87
160 Day Early Education (QTEA) Substitutes	<b>QC01</b>		\$29.32
<b>Other Hourly</b>			
Extended Hours (ECL)	<b>LZ99</b>		\$34.6080
Extra-Curricular Activities	<b>JZ99</b>		\$34.1548
Coaching (CPY)	<b>JZ99</b>		\$34.1548
Homebound	<b>KZ99</b>		\$41.0249
Driver Training	<b>JZ99</b>		\$34.1548
Summer School Driver Training	<b>MZ99</b>		\$40.4790
Summer and Saturday School (NGT, SAT, SAH, SAP, SHT)	<b>PZ99</b>		\$46.7826
Summer School (Speech Language Pathologist)	<b>RZ99</b>		\$65.0548
EED Pre-K Summer Program	<b>SZ99</b>		\$35.4732
Log Cabin Summer School (SLC)	<b>QZ99</b>		\$50.3155
Emergency Class Coverage – TK-12 (sub rate/5) (ECC)			\$39.0700
Emergency Class Coverage – EES			\$28.87
Sub Dock Rate District (pre-K – 12)		\$195.35	
Sub Dock Rate for Early Education School Full-time (sub rate x 184/191)		\$188.19	
Sub Dock Rate for Early Education School Infant/Toddler (sub rate x 184/219)		\$164.13	
Sub Dock Rate for Early Education School-age Part-time (sub rate x 184/218 x .5682)		\$93.69	
Permanent Lead Teacher Pay per month (.07 x classification IV, rating 10 – Schedule D1 (LDT)		\$372.45	

B.11a. Substitute Teachers and Hourly Rates (2018-2019 School Year) – 4% Increase

<b>Class Occupation</b>	<b>Rating</b>	<b>July 1, 2018 Daily Rate</b>	<b>July 1, 2018 Hourly Rate</b>
<b>TK-12 Day to Day Substitute</b>			
1 to 70 Daily Assignments	<b>HX01</b>	\$167.94	
71 or more Daily Assignments	<b>HX02</b>	\$203.16	
TK-12 Assignment at High Potential Schools		\$17.14	
10 day bonus for consecutive days in the same assignment		\$31.26	
160 Day TK-12 (QTEA) Substitutes	<b>QX01</b>	\$231.02	
<b>Speech Language Pathologist Day to Day Substitute</b>			
1 to 70 Daily Assignments	<b>HP01</b>	\$440.78	
71 or more Daily Assignments	<b>HP02</b>	\$516.46	
<b>Early Education Sites Hourly Subs</b>			
1 to 70 Daily Assignments	<b>HC01</b>		\$24.03
71 or more Daily Assignments	<b>HC02</b>		\$30.02
160 Day Early Education (QTEA) Substitutes	<b>QC01</b>		\$30.49
<b>Other Hourly</b>			
Extended Hours (ECL)	<b>LZ99</b>		\$35.9923
Extra-Curricular Activities	<b>JZ99</b>		\$35.5210
Coaching (CPY)	<b>JZ99</b>		\$35.5210
Homebound	<b>KZ99</b>		\$42.6659
Driver Training	<b>JZ99</b>		\$35.5210
Summer School Driver Training	<b>MZ99</b>		\$42.0982
Summer and Saturday School (NGT, SAT, SAH, SAP, SHT)	<b>PZ99</b>		\$48.6539
Summer School (Speech Language Pathologist)	<b>RZ99</b>		\$67.6570
EED Pre-K Summer Program	<b>SZ99</b>		\$36.8921
Log Cabin Summer School (SLC)	<b>QZ99</b>		\$52.3281
Emergency Class Coverage – TK-12 (sub rate/5) (ECC)			\$40.6320
Emergency Class Coverage – EES			\$30.02
Sub Dock Rate District (pre-K – 12)		\$203.16	
Sub Dock Rate for Early Education School Full-time (sub rate x 184/191)		\$195.71	
Sub Dock Rate for Early Education School Infant/Toddler (sub rate x 184/219)		\$170.69	
Sub Dock Rate for Early Education School-age Part-time (sub rate x 184/218 x .5652)		\$96.92	
Permanent Lead Teacher Pay per month (.07 x classification IV, rating 10 – Schedule D1 (LDT)		\$387.35	

B.11b. Substitute Teachers and Hourly Rates (2019-2020 School Year) – 4% Increase

<b>Class Occupation</b>	<b>Rating</b>	<b>July 1, 2019 Daily Rate</b>	<b>July 1, 2019 Hourly Rate</b>
<b>TK-12 Day to Day Substitute</b>			
1 to 70 Daily Assignments	<b>HX01</b>	\$174.66	
71 or more Daily Assignments	<b>HX02</b>	\$211.29	
TK-12 Assignment at High Potential Schools		\$17.83	
10 day bonus for consecutive days in the same assignment		\$32.51	
160 Day TK-12 (QTEA) Substitutes	<b>QX01</b>	\$240.26	
<b>Speech Language Pathologist Day to Day Substitute</b>			
1 to 70 Daily Assignments	<b>HP01</b>	\$458.41	
71 or more Daily Assignments	<b>HP02</b>	\$537.12	
<b>Early Education Sites Hourly Subs</b>			
1 to 70 Daily Assignments	<b>HC01</b>		\$24.99
71 or more Daily Assignments	<b>HC02</b>		\$31.22
160 Day Early Education (QTEA) Substitutes	<b>QC01</b>		\$31.70
<b>Other Hourly</b>			
Extended Hours (ECL)	<b>LZ99</b>		\$37.4320
Extra-Curricular Activities	<b>JZ99</b>		\$36.9418
Coaching (CPY)	<b>JZ99</b>		\$36.9418
Homebound	<b>KZ99</b>		\$44.3725
Driver Training	<b>JZ99</b>		\$36.9418
Summer School Driver Training	<b>MZ99</b>		\$43.7821
Summer and Saturday School (NGT, SAT, SAH, SAP, SHT)	<b>PZ99</b>		\$50.6000
Summer School (Speech Language Pathologist)	<b>RZ99</b>		\$70.3633
EED Pre-K Summer Program	<b>SZ99</b>		\$38.3678
Log Cabin Summer School (SLC)	<b>QZ99</b>		\$54.4212
Emergency Class Coverage – PK-12 (sub rate/5) (ECC)			\$34.8940
Emergency Class Coverage – EES			\$26.89
Sub Dock Rate District (pre-K – 12)		\$211.29	
Sub Dock Rate for Early Education School Full-time (sub rate x 184/191)		\$203.55	
Sub Dock Rate for Early Education School Infant/Toddler (sub rate x 184/219)		\$177.52	
Sub Dock Rate for Early Education School-age Part-time (sub rate x 184/218 x .5652)		\$100.80	
Permanent Lead Teacher Pay per month (.07 x classification IV, rating 10 – Schedule D1 (LDT)		\$402.84	