

### Attachment A

| Parcel Tax Add -- BA (B6 Pay scale) |        |                  |        |           | Parcel Tax Add --New BA + 30 (B7 Pay scale) |                  |               |             |           |                      |
|-------------------------------------|--------|------------------|--------|-----------|---|------------------|---------------|-------------|-----------|----------------------|
| Step                                | Old B6 | Years of Service | BA     | PT Growth | Growth Between Steps                        | Years of Service | Old B7 BA +30 | New BA + 30 | PT Growth | Growth Between Steps |
| 2                                   | 45,103 | 1                | 47,000 | 1,897     |   | 1                | 45,697        | 50,000      | 4,303     |                      |
| 3                                   | 45,697 | 2                | 47,500 | 1,803     | 500   | 2                | 46,289        | 50,750      | 4,461     | 750                  |
| 4                                   | 46,289 | 3                | 48,100 | 1,811     | 600   | 3                | 46,885        | 51,500      | 4,615     | 750                  |
| 5                                   | 46,885 | 4                | 48,800 | 1,915     | 700   | 4                | 47,478        | 52,250      | 4,772     | 750                  |
| 6                                   | 47,478 | 5                | 49,500 | 2,022     | 700   | 5                | 48,070        | 53,000      | 4,930     | 750                  |
| 7                                   | 48,070 | 6                | 50,200 | 2,130     | 700   | 6                | 48,664        | 53,750      | 5,086     | 750                  |
| 8                                   | 48,664 | 7                | 50,900 | 2,236     | 700   | 7                | 49,426        | 54,250      | 4,824     | 500                  |
| 9                                   | 49,257 | 8                | 51,600 | 2,343     | 700   | 8                | 51,391        | 54,750      | 3,359     | 500                  |
| 10                                  | 49,851 | 9                | 52,300 | 2,449     | 700   | 9                | 53,355        | 55,500      | 2,145     | 750                  |
| 11                                  | 50,445 | 10               | 53,000 | 2,555     | 700   | 10               | 55,321        | 56,500      | 1,179     | 1,000                |
| 12                                  | 51,378 | 11               | 53,700 | 2,322     | 700   | 11               | 57,284        | 58,000      | 716       | 1,500                |
| 13                                  | 53,192 | 12               | 54,400 | 1,208     | 700   | 12               | 59,249        | 60,000      | 751       | 2,000                |
| 14                                  | 55,006 | 13               | 55,100 | 94        | 700   | 13               | 59,249        | 60,000      | 751       | 0                    |
|                                     |        |                  |        |           |   | 14               | 59,249        | 60,000      | 751       | 0                    |
|                                     |        |                  |        |           |   | 15               | 59,249        | 60,000      | 751       | 0                    |



**Attachment A (continued)**

| Parcel Tax Add -- New BA + 60 (B8 Pay scale) |             |             |           |                      | School Psychologists and Speech Therapists (B1 Pay scale) |              |           |                      |        | Social Workers, Nurses, & Supervisors of Child Welfare and Attendance (B9 Pay scale) |           |                      |  |
|--|-------------|-------------|-----------|----------------------|---|--------------|-----------|----------------------|--------|--|-----------|----------------------|--|
| Years of Service                             | Old BA + 60 | New BA + 60 | PT Growth | Growth Between Steps | Old B1  | New B1 Scale | PT Growth | Growth Between Steps | Old B9 | New B9 Scale   | PT Growth | Growth Between Steps |  |
| 1  | 46,885      | 52,000      | 5,115     |                      | 66,165  | 67,600       | 1,435     |                      | 45,115 | 50,000   | 4,885     |                      |  |
| 2  | 47,478      | 53,200      | 5,722     | 1,200                | 68,928  | 69,450       | 522       | 1,850                | 47,776 | 51,500   | 3,724     | 1,500                |  |
| 3  | 48,070      | 54,400      | 6,330     | 1,200                | 71,688  | 72,250       | 562       | 2,800                | 50,438 | 54,400   | 3,962     | 2,900                |  |
| 4  | 49,633      | 56,000      | 6,367     | 1,600                | 74,451  | 75,000       | 549       | 2,750                | 53,098 | 57,120   | 4,022     | 2,720                |  |
| 5  | 52,062      | 57,500      | 5,438     | 1,500                | 74,451  | 75,000       | 549       | 0                    | 55,758 | 59,800   | 4,042     | 2,680                |  |
| 6  | 54,490      | 59,000      | 4,510     | 1,500                | 74,451  | 75,000       | 549       | 0                    | 58,420 | 63,130   | 4,710     | 3,330                |  |
| 7  | 56,920      | 60,500      | 3,580     | 1,500                | 77,051  | 78,500       | 1,449     | 3,500                | 61,080 | 64,735   | 3,655     | 1,605                |  |
| 8  | 59,349      | 62,000      | 2,651     | 1,500                | 77,051  | 78,500       | 1,449     | 0                    | 63,739 | 66,340   | 2,601     | 1,605                |  |
| 9  | 61,777      | 63,500      | 1,723     | 1,500                | 77,051  | 78,500       | 1,449     | 0                    | 66,401 | 67,945   | 1,544     | 1,605                |  |
| 10   | 64,207      | 65,300      | 1,093     | 1,800                | 79,652  | 81,000       | 1,348     | 2,500                | 69,063 | 69,871   | 808       | 1,926                |  |
| 11   | 66,635      | 67,635      | 1,000     | 2,335                | 79,652  | 81,000       | 1,348     | 0                    | 71,722 | 72,369   | 647       | 2,498                |  |
| 12   | 66,635      | 69,135      | 2,500     | 1,500                | 79,652  | 83,500       | 3,848     | 2,500                | 71,722 | 73,974   | 2,252     | 1,605                |  |
| 13   | 66,635      | 69,135      | 2,500     | 0                    | 82,251  | 83,500       | 1,249     | 0                    | 71,722 | 73,974   | 2,252     | 0                    |  |
| 14   | 69,065      | 71,135      | 2,070     | 2,000                | 82,251  | 86,000       | 3,749     | 2,500                | 74,228 | 76,114   | 1,886     | 2,140                |  |
| 15   | 69,065      | 71,135      | 2,070     | 0                    | 82,251  | 86,000       | 3,749     | 0                    | 74,228 | 76,114   | 1,886     | 0                    |  |
| 16   | 69,065      | 71,135      | 2,070     | 0                    | 84,852  | 86,000       | 1,148     | 0                    | 74,228 | 76,114   | 1,886     | 0                    |  |
| 17   | 71,492      | 73,635      | 2,143     | 2,500                | 84,852  | 88,000       | 3,148     | 2,000                | 76,733 | 78,789   | 2,056     | 2,675                |  |
| 18   | 71,492      | 73,635      | 2,143     | 0                    | 84,852  | 88,000       | 3,148     | 0                    | 76,733 | 78,789   | 2,056     | 0                    |  |
| 19   | 71,492      | 73,635      | 2,143     | 0                    | 87,454  | 88,000       | 546       | 0                    | 76,733 | 78,789   | 2,056     | 0                    |  |
| 20   | 73,922      | 76,345      | 2,423     | 2,710                | 87,454  | 89,500       | 2,046     | 1,500                | 79,238 | 81,689   | 2,451     | 2,900                |  |
| 21   | 73,922      | 76,345      | 2,423     | 0                    | 87,454  | 89,500       | 2,046     | 0                    | 79,238 | 81,689   | 2,451     | 0                    |  |
| 22   | 73,922      | 76,345      | 2,423     | 0                    | 87,454  | 89,500       | 2,046     | 0                    | 79,238 | 81,689   | 2,451     | 0                    |  |
| 23   | 76,351      | 79,000      | 2,649     | 2,655                | 87,454  | 90,500       | 3,046     | 1,000                | 81,742 | 84,530   | 2,788     | 2,841                |  |
| 24   | 76,351      | 79,000      | 2,649     | 0                    | 87,454  | 90,500       | 3,046     | 0                    | 81,742 | 84,530   | 2,788     | 0                    |  |
| 25   | 76,351      | 79,000      | 2,649     | 0                    | 87,454  | 90,500       | 3,046     | 0                    | 81,742 | 84,530   | 2,788     | 0                    |  |
| 26   | 78,777      | 82,000      | 3,223     | 3,000                | 87,454  | 91,500       | 4,046     | 1,000                | 84,246 | 87,740   | 3,494     | 3,210                |  |
| 27   | 78,777      | 82,000      | 3,223     | 0                    | 87,454  | 91,500       | 4,046     | 0                    | 84,246 | 87,740   | 3,494     | 0                    |  |
| 28   | 78,777      | 82,000      | 3,223     | 0                    | 87,454  | 91,500       | 4,046     | 0                    | 84,246 | 87,740   | 3,494     | 0                    |  |
| 29   | 78,777      | 82,000      | 3,223     | 0                    | 87,454  | 91,500       | 4,046     | 0                    | 84,246 | 87,740   | 3,494     | 0                    |  |
| 30   | 78,777      | 82,000      | 3,223     | 0                    | 87,454  | 91,500       | 4,046     | 0                    | 84,246 | 87,740   | 3,494     | 0                    |  |

|  |       |
|--|-------|
| Retention Bonus after four years in SFUSD (includes B7 B8, B9 and B1 pay scales) | 2,500 |
| Retention Bonus after eight years in SFUSD (includes B8, B9 and B1 pay scales)   | 3,000 |