

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 | 1 | 53,328 | 1,897 | 55,225 |
| | 2 | 54,032 | 1,803 | 55,835 |
| | 3 | 54,731 | 1,811 | 56,542 |
| B6 Requirements For Placement | 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 |
| Bachelor Degree | 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 | 1 | 54,032 | 4,303 | 58,335 |
| | 2 | 54,731 | 4,461 | 59,192 |
| | 3 | 55,437 | 4,615 | 60,052 |
| B7 Requirements For Placement | 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 |
| BA Plus 30 Units | 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 | 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 |
| B6 Requirements For Placement | 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 |
| Bachelor Degree | 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 | 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 |
| B7 Requirements For Placement | 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 |
| BA Plus 30 Units | 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 | 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 |
| B6 Requirements For Placement | 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 |
| Bachelor Degree | 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 | 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 |
| B7 Requirements For Placement | 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 |
| BA Plus 30 Units | 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 Schedule III | 1 | 55,437 | 5,115 | 60,552 |
| | 2 | 56,137 | 5,722 | 61,859 |
| | 3 | 56,836 | 6,330 | 63,166 |
| B8 Requirements For Placement | 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 |
| | 8 | 70,174 | 2,651 | 72,825 |
| BA Plus 60 Units | 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 |
| | 8 | 72,981 | 2,651 | 5,109 | 80,741 |
| BA Plus 60 Units | 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 |
| 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 | 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 |
| | 8 | 75,900 | 2,651 | 5,109 | 83,660 |
| BA Plus 60 Units | 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 |
| 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 | | LWE Add-on | July 1, 2019 184 Work Day Annual Salary |
|---------------------------------|--------------------------|----------------------|----------------|------------|---|
| | | 184 Work Day Base | QTEA Add-on | | |
| 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 |
| | Career Increment A | 13 | 88,470 | 2,500 | 5,955 |
| 14 | | 91,627 | 2,070 | 6,167 | 99,864 |
| 15 | | 91,627 | 2,070 | 6,167 | 99,864 |
| Career Increment B | 16 | 91,627 | 2,070 | 6,167 | 99,864 |
| | 17 | 94,780 | 2,143 | 6,376 | 103,302 |
| | 18 | 94,780 | 2,143 | 6,379 | 103,302 |
| Career Increment C | 19 | 94,780 | 2,143 | 6,379 | 103,302 |
| | 20 | 97,936 | 2,423 | 6,592 | 106,951 |
| | 21 | 97,936 | 2,423 | 6,592 | 106,951 |
| Career Increment D | 22 | 97,936 | 2,423 | 6,592 | 106,951 |
| | 23 | 101,090 | 2,649 | 6,804 | 110,543 |
| | 24 | 101,090 | 2,649 | 6,804 | 110,543 |
| Career Increment E | 25 | 101,090 | 2,649 | 6,804 | 110,543 |
| | 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 | Years of Service | July 1, 2017 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 | Years of Service | July 1, 2017 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 | Years of Service | July 1, 2017 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 Base | LWE Add-on | 184 Work Day Annual Salary |
| Salary Schedule I C6 Requirements For Placement Bachelor Degree | 1 | 48,909 | 3,424 | 52,333 |
| | 2 | 48,909 | 3,424 | 52,333 |
| | 3 | 49,275 | 3,449 | 52,724 |
| | 4 | 49,642 | 3,475 | 53,117 |
| | 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 Base | LWE Add-on | 184 Work Day Annual Salary |
| Salary Schedule II C7 Requirements For Placement BA Plus 30 Units | 1 | 49,276 | 3,449 | 52,725 |
| | 2 | 49,276 | 3,449 | 52,725 |
| | 3 | 49,642 | 3,475 | 53,117 |
| | 4 | 51,117 | 3,578 | 54,695 |
| | 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 Base | LWE Add-on | 184 Work Day Annual Salary |
| Salary Schedule II C8 Requirements For Placement BA Plus 60 Units | 1 | 52,074 | 3,645 | 55,719 |
| | 2 | 52,074 | 3,645 | 55,719 |
| | 3 | 55,061 | 3,854 | 58,915 |
| | 4 | 58,049 | 4,063 | 62,112 |
| | 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 | LWE Add-on | July 1, 2018 |
|--|------------------|-------------------|------------|----------------------------|
| | | 184 Work Day Base | | 184 Work Day Annual Salary |
| Salary Schedule I C6 Requirements For Placement Bachelor Degree | 1 | 50,865 | 3,424 | 54,289 |
| | 2 | 50,865 | 3,424 | 54,289 |
| | 3 | 51,245 | 3,449 | 54,695 |
| | 4 | 51,628 | 3,475 | 55,103 |
| | 5 | 52,004 | 3,500 | 55,504 |
| | 6 | 52,385 | 3,526 | 55,911 |

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

| Class Occupation | Years of Service | July 1, 2019 | LWE Add-on | July 1, 2018 |
|--|------------------|----------------------------|------------|----------------------------|
| | | 184 Work Day Annual Salary | | 184 Work Day Annual Salary |
| Salary Schedule II C8 Requirements For Placement BA Plus 60 Units | 1 | 54,157 | 3,645 | 57,802 |
| | 2 | 54,157 | 3,645 | 57,802 |
| | 3 | 57,263 | 3,854 | 61,117 |
| | 4 | 60,371 | 4,063 | 64,434 |
| | 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 191 Work Day Base | QTEA Add-on | July 1, 2017 191 Work Day Annual Salary |
|---|------------------|--------------------------------------|----------------|---|
| 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 |
| | 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 191 Work Day Base | LWE Add-on | July 1, 2018 4% Increase 191 Work Day Annual Salary |
|------------------|------------------|---|------------|--|
| | | Speech Pathologist C1 | 1 | 71,193 |
| | 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 191 Work Day Base | LWE Add-on | July 1, 2019 4% Increase 191 Work Day Annual Salary |
|------------------|------------------|---|------------|--|
| | | Speech Pathologist C1 | 1 | 74,041 |
| | 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 | QTEA | July 1, 2017 |
|--|------------------|-------------------|--------|----------------------------|
| | | 184 Work Day Base | Add-on | 184 Work Day Annual Salary |
| Social Workers, Nurses, & Supervisors of Child Welfare and Attendance Rating 12 B9 | 1 | 53,345 | 4,885 | 58,230 |
| | 2 | 56,489 | 3,724 | 60,213 |
| | 3 | 59,637 | 3,962 | 63,599 |
| | 4 | 62,783 | 4,022 | 66,805 |
| | 5 | 65,927 | 4,042 | 69,969 |
| | 6 | 69,075 | 4,710 | 73,785 |
| | 7 | 72,221 | 3,655 | 75,876 |
| | 8 | 75,365 | 2,601 | 77,966 |
| | 9 | 78,513 | 1,544 | 80,057 |
| | 10 | 81,659 | 808 | 82,467 |
| | 11 | 84,803 | 647 | 85,450 |
| | 12 | 84,803 | 2,252 | 87,055 |
| | 13 | 84,803 | 2,252 | 87,055 |
| Career Increment A | 14 | 87,766 | 1,886 | 89,652 |
| | 15 | 87,766 | 1,886 | 89,652 |
| | 16 | 87,766 | 1,886 | 89,652 |
| Career Increment B | 17 | 90,727 | 2,056 | 92,783 |
| | 18 | 90,727 | 2,056 | 92,783 |
| | 19 | 90,727 | 2,056 | 92,783 |
| Career Increment C | 20 | 93,691 | 2,451 | 96,142 |
| | 21 | 93,691 | 2,451 | 96,142 |
| | 22 | 93,691 | 2,451 | 96,142 |
| Career Increment D | 23 | 96,651 | 2,788 | 99,439 |
| | 24 | 96,651 | 2,788 | 99,439 |
| | 25 | 96,651 | 2,788 | 99,439 |
| Career Increment E | 26 | 99,611 | 3,494 | 103,105 |
| | 27 | 99,611 | 3,494 | 103,105 |
| | 28 | 99,611 | 3,494 | 103,105 |

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 | | July 1, 2018 | |
|--|------------------|-------------------|-------------|--------------|----------------------------|
| | | 184 Work Day Base | QTEA Add-on | LWE Add-on | 184 Work Day Annual Salary |
| Social Workers, Nurses, & Supervisors of Child Welfare and Attendance Rating 12 B9 | 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 |
| | Career Increment A | 13 | 91,723 | 2,252 | 6,174 |
| 14 | | 94,928 | 1,886 | 6,389 | 103,203 |
| 15 | | 94,928 | 1,886 | 6,389 | 103,203 |
| Career Increment B | 16 | 94,928 | 1,886 | 6,389 | 103,203 |
| | 17 | 98,130 | 2,056 | 6,605 | 106,791 |
| | 18 | 98,130 | 2,056 | 6,605 | 106,791 |
| Career Increment C | 19 | 98,130 | 2,056 | 6,605 | 106,791 |
| | 20 | 101,337 | 2,451 | 6,821 | 110,609 |
| | 21 | 101,337 | 2,451 | 6,821 | 110,609 |
| Career Increment D | 22 | 101,337 | 2,451 | 6,821 | 110,609 |
| | 23 | 104,538 | 2,788 | 7,036 | 114,362 |
| | 24 | 104,538 | 2,788 | 7,036 | 114,362 |
| Career Increment E | 25 | 104,538 | 2,788 | 7,036 | 114,362 |
| | 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 | | |
|-------------------------------|------------------|-------------------|-------------|--------|
| | | 189 Work Day Base | QTEA Add-on | |
| Salary Schedule I | 1 | 61,996 | 1,897 | 63,893 |
| | 2 | 62,699 | 1,803 | 64,502 |
| | 3 | 63,399 | 1,811 | 65,210 |
| R6 Requirements For Placement | 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 |
| Bachelor Degree | 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 | | |
|-------------------------------|------------------|-------------------|-------------|--------|
| | | 189 Work Day Base | QTEA Add-on | |
| Salary Schedule II | 1 | 62,699 | 4,303 | 67,002 |
| | 2 | 63,399 | 4,461 | 67,860 |
| | 3 | 64,103 | 4,615 | 68,718 |
| R7 Requirements For Placement | 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 |
| BA Plus 30 Units | 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 Base | QTEA Add-on | | 189 Work Day Annual Salary |
| Salary Schedule I | 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 |
| R6 Requirements For Placement | 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 |
| Bachelor Degree | 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 Base | QTEA Add-on | | 189 Work Day Annual Salary |
| Salary Schedule II | 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 |
| R7 Requirements For Placement | 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 |
| BA Plus 30 Units | 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 | | LWE Add-on | July 1, 2019 189 Work Day Annual Salary |
|--|------------------|----------------------|----------------|------------|---|
| | | 189 Work Day Base | QTEA Add-on | | |
| Salary Schedule I | 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 |
| R6 Requirements For Placement | 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 |
| Bachelor Degree | 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 | | LWE Add-on | July 1, 2019 189 Work Day Annual Salary |
|--|------------------|----------------------|----------------|------------|---|
| | | 189 Work Day Base | QTEA Add-on | | |
| Salary Schedule II | 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 |
| R7 Requirements For Placement | 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 |
| BA Plus 30 Units | 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 | | |
|-------------------------------|------------------|--|-------------|---------|
| | | 189 Work Day Base | QTEA Add-on | |
| | | July 1, 2017 189 Work Day Annual Salary | | |
| Salary Schedule III | 1 | 64,103 | 5,115 | 69,218 |
| | 2 | 64,803 | 5,722 | 70,525 |
| | 3 | 65,505 | 6,330 | 71,835 |
| R8 Requirements For Placement | 4 | 67,352 | 6,367 | 73,719 |
| | 5 | 70,224 | 5,438 | 75,662 |
| | 6 | 73,094 | 4,510 | 77,604 |
| | 7 | 75,969 | 3,580 | 79,549 |
| | 8 | 78,841 | 2,651 | 81,492 |
| BA Plus 60 Units | 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 Schedule III | 1 | 66,667 | 5,115 | 4,667 | 76,449 |
| | 2 | 67,395 | 5,722 | 4,718 | 77,835 |
| | 3 | 68,125 | 6,330 | 4,769 | 79,224 |
| R8 Requirements For Placement | 4 | 70,046 | 6,367 | 4,903 | 81,316 |
| | 5 | 73,033 | 5,438 | 5,112 | 83,583 |
| | 6 | 76,018 | 4,510 | 5,321 | 85,849 |
| | 7 | 79,008 | 3,580 | 5,531 | 88,119 |
| | 8 | 81,995 | 2,651 | 5,740 | 90,386 |
| BA Plus 60 Units | 9 | 84,980 | 1,723 | 5,949 | 92,652 |
| | 10 | 87,967 | 1,093 | 6,158 | 95,218 |
| | 11 | 90,953 | 1,000 | 6,367 | 98,320 |
| | 12 | 90,953 | 2,500 | 6,367 | 99,820 |
| | 13 | 90,953 | 2,500 | 6,367 | 99,820 |
| Career Increment A | 14 | 93,941 | 2,070 | 6,576 | 102,587 |
| | 15 | 93,941 | 2,070 | 6,576 | 102,587 |
| | 16 | 93,941 | 2,070 | 6,576 | 102,587 |
| Career Increment B | 17 | 96,925 | 2,143 | 6,785 | 105,853 |
| | 18 | 96,925 | 2,143 | 6,785 | 105,853 |
| | 19 | 96,925 | 2,143 | 6,785 | 105,853 |
| Career Increment C | 20 | 99,913 | 2,423 | 6,994 | 113,327 |
| | 21 | 99,913 | 2,423 | 6,994 | 113,327 |
| | 22 | 99,913 | 2,423 | 6,994 | 113,327 |
| Career Increment D | 23 | 102,903 | 2,649 | 7,203 | 116,871 |
| | 24 | 102,903 | 2,649 | 7,203 | 116,871 |
| | 25 | 102,903 | 2,649 | 7,203 | 116,871 |
| Career Increment E | 26 | 105,884 | 3,223 | 7,412 | 120,754 |
| | 27 | 105,884 | 3,223 | 7,412 | 120,754 |
| | 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 | | LWE Add-on | July 1, 2019 189 Work Day Annual Salary |
|--|------------------|----------------------|----------------|------------|---|
| | | 189 Work Day Base | QTEA Add-on | | |
| Salary Schedule III | 1 | 69,334 | 5,115 | 4,667 | 79,116 |
| | 2 | 70,091 | 5,722 | 4,718 | 80,531 |
| | 3 | 70,850 | 6,330 | 4,769 | 81,949 |
| R8 Requirements For Placement | 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 |
| | 8 | 85,275 | 2,651 | 5,740 | 93,666 |
| BA Plus 60 Units | 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 | |
|-------------------------------|------------------|-------------------|-------------|
| | | 189 Work Day Base | QTEA Add-on |
| Salary Schedule I | 1 | 57,268 | 1,897 |
| | 2 | 57,971 | 1,803 |
| | 3 | 58,670 | 1,811 |
| S6 Requirements For Placement | 4 | 59,374 | 1,915 |
| | 5 | 60,077 | 2,022 |
| | 6 | 60,776 | 2,130 |
| | 7 | 61,479 | 2,236 |
| | 8 | 62,180 | 2,343 |
| Bachelor Degree | 9 | 62,882 | 2,449 |
| | 10 | 63,584 | 2,555 |
| | 11 | 64,688 | 2,322 |
| | 12 | 66,832 | 1,208 |
| | 13 | 68,976 | 94 |

| Class Occupation | Years of Service | July 1, 2017 | |
|-------------------------------|------------------|-------------------|-------------|
| | | 189 Work Day Base | QTEA Add-on |
| Salary Schedule II | 1 | 57,971 | 4,303 |
| | 2 | 58,670 | 4,461 |
| | 3 | 59,374 | 4,615 |
| S7 Requirements For Placement | 4 | 60,077 | 4,772 |
| | 5 | 60,776 | 4,930 |
| | 6 | 61,479 | 5,086 |
| | 7 | 62,380 | 4,824 |
| | 8 | 64,704 | 3,359 |
| BA Plus 30 Units | 9 | 67,026 | 2,145 |
| | 10 | 69,349 | 1,179 |
| | 11 | 71,670 | 716 |
| | 12 | 73,995 | 751 |
| | 13 | 73,995 | 751 |
| | 14 | 73,995 | 751 |
| | 15 | 73,995 | 751 |

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 | 1 | 59,559 | 1,897 | 4,169 | 65,625 |
| | 2 | 60,290 | 1,803 | 4,220 | 66,313 |
| S6 Requirements For Placement | 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 |
| Bachelor Degree | 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 | 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 |
| S7 Requirements For Placement | 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 |
| BA Plus 30 Units | 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 | 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 |
| S6 Requirements For Placement | 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 |
| Bachelor Degree | 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 | 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 |
| S7 Requirements For Placement | 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 |
| BA Plus 30 Units | 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 | QTEA | July 1, 2017 |
|-------------------------------|------------------|-------------------|--------|----------------------------|
| | | 189 Work Day Base | Add-on | 189 Work Day Annual Salary |
| Salary Schedule III | 1 | 59,374 | 5,115 | 64,489 |
| | 2 | 60,077 | 5,722 | 65,799 |
| | 3 | 60,776 | 6,330 | 67,106 |
| S8 Requirements For Placement | 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 |
| BA Plus 60 Units | 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 | 1 | 61,749 | 5,115 | 4,322 | 71,186 |
| | 2 | 62,480 | 5,722 | 4,374 | 72,576 |
| S8 Requirements For Placement | 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 |
| BA Plus 60 Units | 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 | 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 |
| S8 Requirements For Placement | 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 |
| BA Plus 60 Units | 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 |
| Career Increment B | 16 | 39,383 |
| | 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 218 Work Day Base | LWE Add-on | July 1, 2018 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 218 Work Day Base | LWE Add-on | July 1, 2018 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 218 Work Day Base | LWE Add-on | July 1, 2018 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 D1 Requirements For Placement Undergraduate 60-90 Units | 1 | 46,713 |
| | 2 | 48,858 |
| | 3 | 50,999 |
| | 4 | 53,141 |
| | 5 | 55,282 |
| | 6 | 57,426 |
| | 7 | 59,568 |
| | 8 | 61,707 |
| | 9 | 63,849 |

| Class Occupation | Years of Service | July 1, 2017 191 Work Day Annual Salary |
|---|------------------|---|
| Salary Schedule D2 Requirements For Placement Undergraduate 91+ Units | 1 | 47,659 |
| | 2 | 49,804 |
| | 3 | 51,947 |
| | 4 | 54,085 |
| | 5 | 56,229 |
| | 6 | 58,375 |
| | 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 D3 Requirements For Placement BA | 1 | 48,630 |
| | 2 | 50,778 |
| | 3 | 52,931 |
| | 4 | 55,083 |
| | 5 | 57,233 |
| | 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 A | 14 | 76,594 |
| | 15 | 76,594 |
| | 16 | 76,594 |
| Career Increment B | 17 | 78,746 |
| | 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 Increment C | 20 | 80,897 |
| | 21 | 80,897 |
| | 22 | 80,897 |
| Career Increment D | 23 | 83,050 |
| | 24 | 83,050 |
| | 25 | 83,050 |
| Career Increment E | 26 | 85,200 |
| | 27 | 85,200 |
| | 28 | 85,200 |

| Class Occupation | Years of Service | July 1, 2017 191 Work Day Annual Salary |
|--|------------------|---|
| Salary Schedule D9 Requirements For Placement Undergraduate BA | 1 | 57,592 |
| | 2 | 60,295 |
| | 3 | 63,001 |
| | 4 | 65,707 |
| | 5 | 68,414 |
| | 6 | 71,117 |
| | 7 | 73,823 |
| | 8 | 76,532 |
| | 9 | 79,233 |
| | 10 | 81,942 |
| | 11 | 84,646 |
| | 12 | 84,646 |
| | 13 | 84,646 |
| Career Increment A | 14 | 87,351 |
| | 15 | 87,351 |
| | 16 | 87,351 |
| Career Increment B | 17 | 90,058 |
| | 18 | 90,058 |
| | 19 | 90,058 |
| Career Increment C | 20 | 92,763 |
| | 21 | 92,763 |
| | 22 | 92,763 |
| Career Increment D | 23 | 95,470 |
| | 24 | 95,470 |
| | 25 | 95,470 |
| Career Increment E | 26 | 98,180 |
| | 27 | 98,180 |
| | 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 Increment C | 20 | 84,133 | 5,889 | 90,022 |
| | 21 | 84,133 | 5,889 | 90,022 |
| | 22 | 84,133 | 5,889 | 90,022 |
| Career Increment D | 23 | 86,372 | 6,046 | 92,418 |
| | 24 | 86,372 | 6,046 | 92,418 |
| | 25 | 86,372 | 6,046 | 92,418 |
| Career Increment E | 26 | 88,608 | 6,203 | 94,811 |
| | 27 | 88,608 | 6,203 | 94,811 |
| | 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 D9 Requirements For Placement Undergraduate BA | 1 | 59,896 | 4,193 | 64,089 |
| | 2 | 62,707 | 4,389 | 67,096 |
| | 3 | 65,521 | 4,586 | 70,107 |
| | 4 | 68,335 | 4,783 | 73,118 |
| | 5 | 71,151 | 4,981 | 76,132 |
| | 6 | 73,962 | 5,177 | 79,139 |
| | 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 Increment A | 14 | 90,845 | 6,359 | 97,204 |
| | 15 | 90,845 | 6,359 | 97,204 |
| | 16 | 90,845 | 6,359 | 97,204 |
| Career Increment B | 17 | 93,660 | 6,556 | 100,216 |
| | 18 | 93,660 | 6,556 | 100,216 |
| | 19 | 93,660 | 6,556 | 100,216 |
| Career Increment C | 20 | 96,474 | 6,753 | 103,227 |
| | 21 | 96,474 | 6,753 | 103,227 |
| | 22 | 96,474 | 6,753 | 103,227 |
| Career Increment D | 23 | 99,289 | 6,950 | 106,239 |
| | 24 | 99,289 | 6,950 | 106,239 |
| | 25 | 99,289 | 6,950 | 106,239 |
| Career Increment E | 26 | 102,107 | 7,147 | 109,254 |
| | 27 | 102,107 | 7,147 | 109,254 |
| | 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 | | July 1, 2018 |
|--------------------|------------------|-------------------|------------|----------------------------|
| | | 191 Work Day Base | LWE Add-on | 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 | | July 1, 2019 |
|--|------------------|-------------------|------------|----------------------------|
| | | 191 Work Day Base | LWE Add-on | 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 |
|---|---------------|------------------------------------|-------------------------------------|
| TK-12 Day to Day Substitute | | | |
| 1 to 70 Daily Assignments | HX01 | \$161.48 | |
| 71 or more Daily Assignments | HX02 | \$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 | | | |
| | QX01 | \$222.13 | |
| Speech Language Pathologist Day to Day Substitute | | | |
| 1 to 70 Daily Assignments | HP01 | \$413.83 | |
| 71 or more Daily Assignments | HP02 | \$496.60 | |
| Early Education Sites Hourly Subs | | | |
| 1 to 70 Daily Assignments | HC01 | | \$23.11 |
| 71 or more Daily Assignments | HC02 | | \$28.87 |
| 160 Day Early Education (QTEA) Substitutes | | | |
| | QC01 | | \$29.32 |
| Other Hourly | | | |
| Extended Hours (ECL) | LZ99 | | \$34.6080 |
| Extra-Curricular Activities | JZ99 | | \$34.1548 |
| Coaching (CPY) | JZ99 | | \$34.1548 |
| Homebound | KZ99 | | \$41.0249 |
| Driver Training | JZ99 | | \$34.1548 |
| Summer School Driver Training | MZ99 | | \$40.4790 |
| Summer and Saturday School (NGT, SAT, SAH, SAP, SHT) | PZ99 | | \$46.7826 |
| Summer School (Speech Language Pathologist) | RZ99 | | \$65.0548 |
| EED Pre-K Summer Program | SZ99 | | \$35.4732 |
| Log Cabin Summer School (SLC) | QZ99 | | \$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

| Class Occupation | Rating | July 1, 2018 Daily Rate | July 1, 2018 Hourly Rate |
|--|---------------|------------------------------------|-------------------------------------|
| TK-12 Day to Day Substitute | | | |
| 1 to 70 Daily Assignments | HX01 | \$167.94 | |
| 71 or more Daily Assignments | HX02 | \$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 | QX01 | \$231.02 | |
| Speech Language Pathologist Day to Day Substitute | | | |
| 1 to 70 Daily Assignments | HP01 | \$440.78 | |
| 71 or more Daily Assignments | HP02 | \$516.46 | |
| Early Education Sites Hourly Subs | | | |
| 1 to 70 Daily Assignments | HC01 | | \$24.03 |
| 71 or more Daily Assignments | HC02 | | \$30.02 |
| 160 Day Early Education (QTEA) Substitutes | QC01 | | \$30.49 |
| Other Hourly | | | |
| Extended Hours (ECL) | LZ99 | | \$35.9923 |
| Extra-Curricular Activities | JZ99 | | \$35.5210 |
| Coaching (CPY) | JZ99 | | \$35.5210 |
| Homebound | KZ99 | | \$42.6659 |
| Driver Training | JZ99 | | \$35.5210 |
| Summer School Driver Training | MZ99 | | \$42.0982 |
| Summer and Saturday School (NGT, SAT, SAH, SAP, SHT) | PZ99 | | \$48.6539 |
| Summer School (Speech Language Pathologist) | RZ99 | | \$67.6570 |
| EED Pre-K Summer Program | SZ99 | | \$36.8921 |
| Log Cabin Summer School (SLC) | QZ99 | | \$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

| Class Occupation | Rating | July 1, 2019 Daily Rate | July 1, 2019 Hourly Rate |
|---|---------------|------------------------------------|-------------------------------------|
| TK-12 Day to Day Substitute | | | |
| 1 to 70 Daily Assignments | HX01 | \$174.66 | |
| 71 or more Daily Assignments | HX02 | \$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 | QX01 | \$240.26 | |
| Speech Language Pathologist Day to Day Substitute | | | |
| 1 to 70 Daily Assignments | HP01 | \$458.41 | |
| 71 or more Daily Assignments | HP02 | \$537.12 | |
| Early Education Sites Hourly Subs | | | |
| 1 to 70 Daily Assignments | HC01 | | \$24.99 |
| 71 or more Daily Assignments | HC02 | | \$31.22 |
| 160 Day Early Education (QTEA) Substitutes | QC01 | | \$31.70 |
| Other Hourly | | | |
| Extended Hours (ECL) | LZ99 | | \$37.4320 |
| Extra-Curricular Activities | JZ99 | | \$36.9418 |
| Coaching (CPY) | JZ99 | | \$36.9418 |
| Homebound | KZ99 | | \$44.3725 |
| Driver Training | JZ99 | | \$36.9418 |
| Summer School Driver Training | MZ99 | | \$43.7821 |
| Summer and Saturday School (NGT, SAT, SAH, SAP, SHT) | PZ99 | | \$50.6000 |
| Summer School (Speech Language Pathologist) | RZ99 | | \$70.3633 |
| EED Pre-K Summer Program | SZ99 | | \$38.3678 |
| Log Cabin Summer School (SLC) | QZ99 | | \$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 | |