

As of September 16, 2022, the union website (<https://uesf.org/members/2017-2020-contract/>), states the following about salary schedules: "We extended our 2020 contract and will return to the bargaining table to negotiate a new contract in February 2023. After negotiations, we will have updated salary schedule documents that reflect current years. For now, we are operating off of the 19-20 schedule." Due to this statement the 2019-2020 schedule was used for NCTQ's 2021-2022 analysis. For NCTQ's analysis of 2020-2021 salary schedules, this 2019-2020 salary document was used again, as it remained posted on the district website as of July 1, 2021. NCTQ's policy is to analyze salary schedules posted as of January 1, 2021.

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

Class Occupation	Years of Service	July 1, 2019 184 Work Day	QTEA Add-on	LWE Add-on	July 1, 2019 184 Work Day Annual Salary
Salary Schedule 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	65,266	2,662	4,393	72,323
	12	66,026	2,768	4,444	73,238
	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.1bb. TK-12 Fully Credentialed Teachers – per Education Code 45023.1 (2019-2020 School Year) – 4% Increase

Class Occupation	Years of Service	July 1, 2019 184 Work Day	QTEA Add-on	LWE Add-on	July 1, 2019 184 Work Day Annual Salary
Salary Schedule III	1	59,960	5,115	4,036	69,111
	2	60,717	5,722	4,087	70,526
	3	61,473	6,330	4,138	71,941
B8 Requirements For Placement	4	63,473	6,367	4,272	74,112
	5	66,580	5,438	4,481	76,499
	6	69,684	4,510	4,690	78,884
	7	72,794	3,580	4,900	81,274
	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	96,339
	15	88,324	2,070	5,945	96,339
	16	88,324	2,070	5,945	96,339
Career Increment B	17	91,427	2,143	6,154	99,724
	18	91,427	2,143	6,154	99,724
	19	91,427	2,143	6,154	99,724
Career Increment C	20	94,537	2,423	6,363	103,323
	21	94,537	2,423	6,363	103,323
	22	94,537	2,423	6,363	103,323
Career Increment D	23	97,644	2,649	6,572	106,865
	24	97,644	2,649	6,572	106,865
	25	97,644	2,649	6,572	106,865
Career Increment E	26	100,746	3,223	6,781	110,750
	27	100,746	3,223	6,781	110,750
	28	100,746	3,223	6,781	110,750

Notes:

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

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

Class Occupation	Years of Service	July 1, 2019		July 1, 2018
		184 Work Day Base	LWE Add-on	184 Work Day Annual Salary
Salary Schedule I C6	1	50,865	3,424	54,289
	2	50,865	3,424	54,289
	3	51,245	3,449	54,695
Requirements For Placement Bachelor Degree	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		July 1, 2018
		184 Work Day Base	LWE Add-on	184 Work Day Annual Salary
Salary Schedule II C7	1	51,247	3,449	54,696
	2	51,247	3,449	54,696
	3	51,628	3,475	55,103
Requirements For Placement BA Plus 30 Units	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		July 1, 2018
		184 Work Day Annual Salary	LWE Add-on	184 Work Day Annual Salary
Salary Schedule II C8	1	54,157	3,645	57,802
	2	54,157	3,645	57,802
	3	57,263	3,854	61,117
Requirements For Placement BA Plus 60 Units	4	60,371	4,063	64,434
	5	63,473	4,272	67,745
	6	66,580	4,481	71,061