



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
K-12 and Preschool Teachers' Salary Schedule
 Based Upon 184 Teachers' Service Days
 Effective July 1, 2016

SCTA
2016-17

*This schedule is applicable to school nurses, audiometrists, counselors, student activities advisors, librarians, vocational specialists, training specialists, department chairpersons, language, speech and hearing specialists, as well as K-12, child development teachers, and preschool teachers, including resource and specialist teachers.
 This excludes child development nurses and adult education personnel.*

Steps	CLASS A			CLASS B			Steps
	BA Degree			BA + 45 Semester Units OR Master's Degree			
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$44,562	\$242.18	\$41.27	\$44,564	\$242.20	\$41.27	1
2	\$44,564	\$242.20	\$41.27	\$44,565	\$242.20	\$41.27	2
3	\$44,565	\$242.20	\$41.27	\$44,567	\$242.21	\$41.27	3
4	\$44,567	\$242.21	\$41.27	\$45,178	\$245.53	\$41.27	4
5	\$45,178	\$245.53	\$41.27	\$47,167	\$256.35	\$41.27	5
6	\$46,833	\$254.50	\$41.27	\$49,160	\$267.17	\$41.27	6
7	\$48,490	\$263.54	\$41.27	\$51,159	\$278.02	\$41.27	7
8	\$50,157	\$272.60	\$41.27	\$53,150	\$288.87	\$41.27	8
9				\$55,141	\$299.67	\$41.27	9
10				\$57,133	\$310.51	\$41.27	10
11				\$59,128	\$321.34	\$41.27	11
12				\$61,552	\$334.54	\$41.27	12
13-16							13-16
17-26							17-26

Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class B if they hold a B.A. and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if individuals do not hold B.A. degrees, they shall be placed no lower than Class A; Vocational Class A, B, or D; Designated Subjects Credential with Specialization in Vocational Trade and Technical Teaching; and Designated Subjects Credential in Industrial Arts and Vocational Subjects and ROTC instructors. Advancement to Class C requires the fulfillment of all requirements for that

NOTE: An additional \$1,161 is added to the annual for the earned doctorate and is pro-rated if for less than a full year.

Steps	CLASS C ***			CLASS D ****			CLASS E			Steps
	BA + 75 Semester Units MA + 24 Semester Units Alternate to Master's			BA + 90 Semester Units MA/Alt + 39 Semester Units BA + 75 Semester Units Including MA/Alternate			(See Contract for Complete Requirements) BA + 90 With MA (Eff 5-1-98) BA + 103 Units (Eff 7-1-98)			
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$44,565	\$242.20	\$41.27	\$45,646	\$248.04	\$41.27	\$47,929	\$260.48	\$41.27	1
2	\$44,567	\$242.21	\$41.27	\$45,902	\$249.44	\$41.27	\$48,194	\$261.92	\$41.27	2
3	\$45,839	\$249.11	\$41.27	\$48,130	\$261.59	\$41.27	\$50,535	\$274.65	\$41.27	3
4	\$48,166	\$261.77	\$41.27	\$50,573	\$274.85	\$41.27	\$53,102	\$288.61	\$41.27	4
5	\$50,488	\$274.37	\$41.27	\$53,017	\$288.13	\$41.27	\$55,665	\$302.52	\$41.27	5
6	\$52,817	\$287.05	\$41.27	\$55,458	\$301.41	\$41.27	\$58,232	\$316.49	\$41.27	6
7	\$55,141	\$299.67	\$41.27	\$57,898	\$314.66	\$41.27	\$60,794	\$330.38	\$41.27	7
8	\$57,469	\$312.32	\$41.27	\$60,342	\$327.94	\$41.27	\$63,361	\$344.37	\$41.27	8
9	\$59,793	\$324.96	\$41.27	\$62,784	\$341.19	\$41.27	\$65,921	\$358.25	\$41.27	9
10	\$62,117	\$337.59	\$41.27	\$65,220	\$354.49	\$41.27	\$68,485	\$372.21	\$41.27	10
11	\$64,444	\$350.23	\$41.27	\$67,665	\$367.76	\$41.27	\$71,049	\$386.16	\$41.27	11
12	\$66,767	\$362.87	\$41.27	\$70,107	\$381.01	\$41.27	\$73,610	\$400.05	\$41.27	12
13	\$69,624	\$378.40	\$41.27	\$73,101	\$397.29	\$41.27	\$76,761	\$417.17	\$41.27	13
14-16	\$73,555	\$399.75	\$41.27	\$77,234	\$419.77	\$41.27	\$81,096	\$440.76	\$41.27	14-16
17-19	\$75,542	\$410.54	\$41.27	\$79,322	\$431.11	\$41.27	\$83,285	\$452.65	\$41.27	17-19
20-22	\$77,533	\$421.38	\$41.27	\$81,411	\$442.46	\$41.27	\$85,479	\$464.56	\$41.27	20-22
23-25	\$81,047	\$440.48	\$41.27	\$85,102	\$462.51	\$41.27	\$89,354	\$485.60	\$41.27	23-25
26							\$93,765	\$509.59	\$41.27	26

Steps 17, 20, 23 and 26 are longevity steps.

***Maximum entry level for new teachers.
 ****With hire date after 1-1-91 and brought in at Class C, 15 semester units must be earned after hire date.
 *****Includes Collaborative Time.
 *****Those not on the 184 day work calendar will be paid off their daily rate.

Secondary teachers who give up prep periods to work as substitutes will be paid at the pro-rated (one-fifth) higher substitute rate. Secondary teachers who work block schedules will be paid at the appropriate pro-rated higher substitute pay.

Category *	Daily	Hourly
Curriculum Rate	\$123.27	\$20.55
Staff Training Stipend	\$71.81	\$11.97
Summer Sch Per Session Rate		\$41.83

Day-by-Day Substitute Teachers' Salary Schedule **		
Step 1:	\$124.12	For each full day of substitute service up to and including the 5th day.
Step 2:	\$188.74	For each full day after the 5th day.

This salary schedule is for fully-credentialed teachers.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
K-12 and Preschool Teachers' Salary Schedule
For Teachers with Credentials In-Progress
 Based Upon 184 Teachers' Service Days
Effective July 1, 2016

SCTA
2016-17

This schedule is applicable to school nurses, audiometrists, counselors, student activities advisors, librarians, vocational specialists, training specialists, department chairpersons, language, speech and hearing specialists, as well as K-12 and preschool teachers, including resource and specialist teachers. This excludes child development teachers, child development nurses, and adult education personnel.

Steps	CLASS A			CLASS B			CLASS C ***			Steps
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
				B.A. + 45 Semester Units OR Master's Degree			B.A. + 75 Semester Units M.A. + 24 Semester Units Alternate to Master's			
				B.A. Degree						
1	\$43,472	\$236.25	\$40.25	\$43,472	\$236.25	\$40.25	\$43,472	\$236.25	\$40.25	1
2	\$43,668	\$237.35	\$40.43	\$43,668	\$237.35	\$40.43	\$43,715	\$237.57	\$40.48	2
3	\$43,872	\$238.44	\$40.48	\$43,872	\$238.44	\$40.48				3
4	\$44,069	\$239.49	\$40.48							4

Secondary teachers who give up prep periods to work as substitutes will be paid at the pro-rated (one-fifth) higher substitute rate. Secondary teachers who work block schedules will be paid at the appropriate pro-rated higher substitute pay.

***Maximum entry level for new teachers.
 ****With hire date after 1-1-91 and brought in at Class C, 15 semester units must be earned after hire date.
 *****Includes Collaborative Time.
 *****Those not on the 184 day work calendar will be paid off their daily rate.

Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class B if they hold a B.A. and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if individuals do not hold B.A. degrees, they shall be placed no lower than Class A; Vocational Class A, B, or D; Designated Subjects Credential with Specialization in Vocational Trade and Technical Teaching; and Designated Subjects Credential in Industrial Arts and Vocational Subjects and ROTC instructors. Advancement to Class C requires the fulfillment of all requirements for that class.

NOTE: An additional \$1,161 is added to the annual for the earned doctorate and is pro-rated if for less than a full year.

Category *	Daily	Hourly
Curriculum Rate	\$123.27	\$20.55
Staff Training Stipend	\$71.81	\$11.97

Day-by-Day Substitute Teachers' Salary Schedule		
Step 1:	\$124.12	For each full day of substitute service up to and including the 5th day.
Step 2:	\$188.74	For each full day after the 5th day.

This salary schedule is for credential-in-progress teachers.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Extra Pay for Extra Duty Schedule
Effective July 1, 2016

SCTA
2016-17

CATEGORY A = \$4169	CATEGORY B = \$3617	CATEGORY C = \$3064
Agriculture Baseball (H, V, M) Basketball (H, V, M) Basketball (H, W) Department Chairperson (80 Sections or More) Football (H, V, M) Track * (H, V, M, W) Wrestling (H, V, M) Softball (H, V, W)	Athletic Director HS Band Director Baseball (S, M) Basketball (S, M) Basketball (S, W) Cross-Country** Department Chairperson (65 Sections or More) Drama Football (S, M) Football (V, A, M) Newspaper Advisor Softball (S, W) Speech/Debate HS Student Body Activity Advisor HS Track* (H, V, M) (H, V, W) Volleyball (H, W) Yearbook	Baseball (F, M) Basketball (F, M) Basketball (F, W) Cross-Country (M, W) Department Chairperson (45 Sections or More) Football (F, M) Golf (M, W) Gymnastics (M, W) Soccer (M, W) Swimming*** (H, M, W) Track* (A) Volleyball (S, M, W) Wrestling (A) Softball (F, W)
CATEGORY A1 = \$4794 Lead SLC Teacher **** (H)		
CATEGORY D = \$2512	CATEGORY E = \$1959	CATEGORY F = \$867
Baseball (B) JH/MS Basketball (B, G) JH/MS Broadway Musical Director Cross-Country (B, G) JH/MS Cross-Country (F, M, W) Department Chairperson (44 Sections or Less) Gymnastics (B, G) JH/MS Mathletes Middle School Advisor Soccer (F, W) Soccer (F, M) Softball (G) JH/MS Spirit Advisors (HS) Student Body Activity Advisor MS Swimming *** (A) Tennis (M, W) Track (B, G) JH/MS Track (F, M, W) Vocal Music Volleyball (G) JH/MS Water Polo Wrestling (F, M)	All-City Band All-City Choir All-City Orchestra Assistant Broadway Musical Director Gymnastics (A, B, G) JH/MS Orchestra Speech/Debate MS (Eff. 09-01-05)	Head Teacher-- Elementary, Children's Center, Preschool Intramurals (B, G) JH/MS Mentor Selection Committee Members

Abbreviation Key
 A = Assistant
 B = Boys
 F = Freshman
 G = Girls
 H = Head
 HS = High School
 JH = Junior High
 M = Men
 MS = Middle School
 S = Sophomore
 V = Varsity

- * Schools may opt to have two (2) head coaches in Category B and one (1) assistant in Category C, or one (1) head coach in Category A and two (2) assistants in Category C. (In no case shall a coach be placed in Category A unless he/she has full responsibility for both men's and women's track programs.)
- ** Cross-Country coaches must participate in one (1) meet per week for a minimum of 12 weeks and field the total program (V, S, and W) to be eligible for Category B.
- *** Swimming: Schools may opt to have two (2) head coaches or one (1) head coach and one (1) assistant coach.
- **** Lead SLC Teacher: Each large comprehensive high school = 6 to 8 positions; small high schools = 2 to 4 positions.

Per MOU dated April 4, 2016, the following stipends will be re-categorized retroactively to July 1, 2014: Softball (H,V,W); Softball (S,W); Softball (F,W); Basketball (S,W); Basketball (F,W).



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Non-Management Specialists' Salary Schedule
Effective July 1, 2016

SCTA
2016-17

PSYCHOLOGISTS * (Based Upon <u>198 Service Days</u> ****) (Effective Approximately July 1, 2016)										
CLASS X ***				CLASS Y **** BA + 90 Semester Units MA/Alt + 39 Semester Units BA + 75 Semester Units Including MA/ Aternate			CLASS YY (See Contract for Complete Requirements) BA + 90 With MA (Eff. 5-1-98) BA + 103 Units (Eff. 7-1-98)			
Steps	Annual	Daily Rate	Hourly	Annual	Daily Rate	Hourly	Annual	Daily Rate	Hourly	Steps
1	\$66,855	\$337.66	\$42.19	\$70,199	\$354.55	\$44.31	\$73,710	\$372.29	\$46.54	1
2	\$70,193	\$354.51	\$44.31	\$73,700	\$372.23	\$46.53	\$77,385	\$390.85	\$48.85	2
3	\$73,708	\$372.28	\$46.54	\$77,391	\$390.90	\$48.86	\$81,264	\$410.41	\$51.29	3
4	\$77,388	\$390.89	\$48.85	\$81,258	\$410.38	\$51.29	\$85,322	\$430.91	\$53.85	4
5-16	\$81,257	\$410.37	\$51.29	\$85,321	\$430.90	\$53.85	\$89,588	\$452.47	\$56.57	5-16
17-19	\$83,894	\$423.74	\$52.96	\$88,090	\$444.89	\$55.61	\$92,494	\$467.13	\$58.40	17-19
20-22	\$85,879	\$433.75	\$54.23	\$90,177	\$455.43	\$56.93	\$94,682	\$478.21	\$59.78	20-22
23-25	\$89,560	\$452.32	\$56.56	\$94,041	\$474.94	\$59.35	\$98,740	\$498.69	\$62.33	23-25
26							\$103,292	\$521.67	\$65.20	26
Steps 17, 20, 23 and 26 are longevity steps.										

PROGRAM SPECIALISTS AND SOCIAL WORKERS ** (Based Upon <u>193 Service Days</u> ****) (Effective Approximately July 1, 2016)										
CLASS W ***				CLASS Z **** BA + 90 Semester Units MA/Alt + 39 Semester Units BA + 75 Semester Units Including MA/ Aternate			CLASS ZZ (See Contract for Complete Requirements) BA + 90 With MA (Eff. 5-1-98) BA + 103 Units (Eff. 7-1-98)			
Step	Annual	Daily Rate	Hourly	Annual	Daily Rate	Hourly	Annual	Daily Rate	Hourly	Steps
1	\$63,825	\$330.70	\$41.35	\$67,020	\$347.24	\$43.42	\$70,368	\$364.59	\$45.59	1
2	\$67,022	\$347.25	\$43.42	\$70,370	\$364.62	\$45.59	\$73,892	\$382.84	\$47.87	2
3	\$70,367	\$364.59	\$45.59	\$73,887	\$382.81	\$47.86	\$77,578	\$401.97	\$50.23	3
4	\$73,894	\$382.85	\$47.87	\$77,587	\$402.00	\$50.23	\$81,467	\$422.10	\$52.77	4
5-16	\$77,585	\$401.99	\$50.23	\$81,465	\$422.09	\$52.77	\$85,540	\$443.18	\$55.42	5-16
17-19	\$79,860	\$413.77	\$51.71	\$83,857	\$434.49	\$54.32	\$88,048	\$456.20	\$57.03	17-19
20-22	\$81,854	\$424.10	\$53.01	\$85,945	\$445.33	\$55.66	\$90,244	\$467.59	\$58.46	20-22
23-25	\$85,451	\$442.74	\$55.35	\$89,723	\$464.88	\$58.12	\$94,209	\$488.12	\$61.01	23-25
26							\$98,693	\$511.34	\$63.93	26
Steps 17, 20, 23 and 26 are longevity steps.										

An additional \$1,161 is added to the annual for the earned doctorate and is pro-rated if for less than a full year.

* Psychologists Salary Schedules: Annual S-A/N; Daily S-D/N; Hourly S-H/N

** Program Specialists & Social Workers Salary Schedules: Annual S1-A/N; Daily S1-D/N; Hourly S1-H/N

***Maximum entry level for a new Specialist.

**** 15 Semester units must be earned after hire date.

***** Includes Collaborative Time



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Adult Education Teachers' Salary Schedule
 Based Upon 177 Teachers' Service Days
 Effective July 1, 2016

SCTA
2016-17

This schedule is applicable to adult education teachers, resource teachers, counselors, and librarians.

Steps	CLASS I BA or Less			CLASS II BA + 15 Semester Units			CLASS III BA + 30 Semester Units			Steps
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$32,341	\$182.73	\$29.95	\$34,277	\$193.66	\$31.74	\$36,221	\$204.65	\$33.54	1
2	\$33,954	\$191.85	\$31.44	\$35,894	\$202.80	\$33.24	\$38,157	\$215.57	\$35.33	2
3	\$35,573	\$200.97	\$32.94	\$37,508	\$211.91	\$34.73	\$40,106	\$226.59	\$37.14	3
4	\$37,188	\$210.12	\$34.43	\$39,132	\$221.07	\$36.23	\$42,037	\$237.50	\$38.92	4
5	\$38,805	\$219.23	\$35.93	\$40,749	\$230.22	\$37.73	\$43,978	\$248.47	\$39.22	5
6				\$42,359	\$239.30	\$39.22	\$45,594	\$257.57	\$39.22	6
7	Maximum placement on entrance						\$47,213	\$266.73	\$39.22	7
8							\$48,831	\$275.85	\$39.22	8
9-16										9-16
17-23										17-23

Steps	CLASS IV BA + 45 Semester Units or Master's Degree			CLASS V BA + 75 Semester Units MA + 24 Semester Units Alternate to Master's			Steps
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$38,157	\$215.57	\$35.33	\$40,106	\$226.59	\$37.14	1
2	\$40,106	\$226.59	\$37.14	\$42,359	\$239.30	\$39.22	2
3	\$42,037	\$237.50	\$38.92	\$44,623	\$252.12	\$39.22	3
4	\$43,978	\$248.47	\$39.22	\$46,890	\$264.91	\$39.22	4
5	\$45,922	\$259.46	\$39.22	\$49,155	\$277.71	\$39.22	5
6	\$47,860	\$270.40	\$39.22	\$51,425	\$290.57	\$39.22	6
7	\$49,803	\$281.38	\$39.22	\$53,679	\$303.29	\$39.22	7
8	\$51,748	\$292.33	\$39.22	\$55,948	\$316.08	\$39.22	8
9	\$53,679	\$303.29	\$39.22	\$58,208	\$328.90	\$39.22	9
10	\$55,621	\$314.25	\$39.22	\$60,473	\$341.67	\$39.22	10
11	\$57,559	\$325.19	\$39.22	\$62,734	\$354.45	\$39.22	11
12	\$59,922	\$338.56	\$39.22	\$65,000	\$367.22	\$39.22	12
13				\$67,781	\$382.92	\$39.22	13
14-16				\$71,048	\$401.40	\$39.22	14-16
17-19				\$72,360	\$408.82	\$39.22	17-19
20-22				\$73,680	\$416.29	\$39.22	20-22
23				\$76,120	\$430.06	\$39.22	23
				Steps 17, 20 and 23 are longevity steps.			

Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class IV if they hold a B.A. and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if individuals do not hold B.A. degrees, they shall be placed no lower than Class III; Vocational Class A, B, or D; Designated Subjects Credential with Specialization in Vocational Trade and Technical Teaching; and Designated Subjects Credential in Industrial Arts and Vocational Subjects and ROTC instructors. Advancement to Class V requires the fulfillment of all requirements for that class.

NOTE: An additional \$1,141 is added to the annual for the earned doctorate and is pro-rated if for less than a full year.

Category	Daily	Hourly
Curriculum Rate	\$123.27	\$20.55
Staff Training Stipend	\$71.10	\$11.97

Day-by-Day Substitute Teachers' Salary Schedule **		
Step 1:	\$124.12	For each full day of substitute service up to and including the 5th day.
Step 2:	\$188.74	For each full day after the 5th day.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Hourly Adult Education Teachers' Salary Schedule
Effective July 1, 2016

SCTA
2016-17

This schedule is applicable to all Adult Education certificated hourly employees employed in Adult Education for the first time after May 1, 1987.

Steps	CLASS H-1	CLASS H-2	CLASS H-3	Steps
	B.A. or Less	B.A. + 15 or More Units	B.A. + 30 or More Units (Permanent Teachers Only)	
	Hourly Rate	Hourly Rate	Hourly Rate	
1	\$28.79	\$30.52		1
2	\$30.21	\$31.97		2
3	\$31.69	\$33.39	\$35.70	3
4	\$33.09	\$34.83	\$36.28	4
5	\$34.55	\$35.70	\$37.16	5
6		\$36.28	\$37.68	6
7		\$37.68	\$37.68	7
8			\$38.27	8

All Adult Education teachers shall be placed on either Class H-1 or H-2 prior to achieving permanency (as defined in 5.12.10.2.3.). Upon achieving permanency, such teachers shall be placed on the appropriate step of Class H-3 providing that he/she meets the educational requirement of B.A. and thirty (30) or more verified units.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Certificated Non-Management
Child Development Teacher Salary Schedule
 Based Upon 223 Teachers' Service Days
 Effective July 1, 2016

SCTA
2016-17

Steps	CLASS A			CLASS B			CLASS C			Steps
	0 - 59 Semester Units			60 - 89 Semester Units Including 8 in Child Care			BA or 90 Semester Units Including 12 in Child Care			
	Annual	Daily Rate	Hourly	Annual	Daily Rate	Hourly	Annual	Daily Rate	Hourly	
1	\$30,920	\$138.66	\$17.32	\$33,027	\$148.13	\$18.53	\$35,131	\$157.51	\$19.70	1
2	\$32,676	\$146.51	\$18.30	\$34,779	\$155.93	\$19.50	\$36,888	\$165.42	\$20.66	2
3	\$34,434	\$154.39	\$19.29	\$36,539	\$163.85	\$20.48	\$38,648	\$173.33	\$21.64	3
4	\$36,193	\$162.28	\$20.28	\$38,299	\$171.76	\$21.48	\$40,403	\$181.17	\$22.66	4
5	\$37,949	\$170.15	\$21.25	\$40,061	\$179.65	\$22.47	\$42,159	\$189.04	\$23.63	5
6										6
7	Maximum placement on entrance									7
8-10										
11-16	\$39,683	\$177.97	\$22.24	\$41,793	\$187.44	\$23.45	\$43,895	\$196.83	\$24.62	11-16
17-19	\$41,416	\$185.72	\$23.20	\$43,532	\$195.21	\$24.42	\$45,627	\$204.65	\$25.55	17-19
20-22	\$43,156	\$193.52	\$24.22	\$45,268	\$203.01	\$25.36	\$47,364	\$212.38	\$26.56	20-22
23	\$44,891	\$201.32	\$25.15	\$47,006	\$210.76	\$26.35	\$49,104	\$220.18	\$27.54	23

Steps	CLASS D			CLASS E			Steps
	BA + 15 Semester Units			BA + 30 Semester Units OR BA + Multiple Subject or Child Development/ Children's Ctr Credential			
	Annual	Daily Rate	Hourly	Annual	Daily Rate	Hourly	
1	\$37,237	\$166.98	\$20.88	\$39,354	\$176.48	\$22.05	1
2	\$39,003	\$174.92	\$21.85	\$41,462	\$185.92	\$23.22	2
3	\$40,751	\$182.73	\$22.85	\$43,565	\$195.39	\$24.43	3
4	\$42,516	\$190.64	\$23.81	\$45,670	\$204.81	\$25.61	4
5	\$44,271	\$198.54	\$24.80	\$47,787	\$214.30	\$26.77	5
6	\$46,028	\$206.42	\$25.79	\$49,545	\$222.16	\$27.78	6
7				\$51,294	\$230.02	\$28.74	7
8-10				\$53,055	\$237.91	\$29.74	8-10
11-16	\$47,765	\$214.20	\$26.77	\$54,791	\$245.71	\$30.72	11-16
17-19	\$49,498	\$221.97	\$27.74	\$56,525	\$253.47	\$31.70	17-19
20-22	\$51,238	\$229.77	\$28.72	\$58,259	\$261.28	\$32.64	20-22
23	\$52,972	\$237.51	\$29.72	\$60,897	\$273.09	\$34.14	23

Please note: This salary schedule is for current Child Development Teachers who are on this salary schedule.

Effective July 1, 2014, Child Development Teachers currently on this salary schedule will submit to Human Resources official proof and transcripts of all three of the following in order to move to the K-12 and Preschool Teachers Salary Schedule:

- 1) Children Center Permit, (Site Supervisor or Program Director) issued by California Commission on Teacher Credentialing,
- 2) CPR Certification, and 3) Bachelor's (B.A. or B.S.) Degree through September 1, 2018.

(Please refer to the SCTA and SCUSD Letter of Agreement dated July 8, 2014 for specific agreement details.)

Note: Children Center Nurses are placed on this salary schedule and excluded from the SCTA and SCUSD Letter of Agreement dated 7/8/2014.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Lead School Nurse Salary Schedule
 Based Upon 189 Teachers' Service Days
 Effective July 1, 2016

SCTA
2016-17

Steps	CLASS A BA Degree			CLASS B BA + 45 Semester Units OR Master's Degree			Steps
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$52,639	\$278.52	\$48.75	\$52,643	\$278.54	\$48.75	1
2	\$52,643	\$278.54	\$48.75	\$52,643	\$278.54	\$48.75	2
3	\$52,643	\$278.54	\$48.75	\$52,645	\$278.55	\$48.75	3
4	\$52,645	\$278.55	\$48.75	\$53,365	\$282.35	\$48.75	4
5	\$53,365	\$282.35	\$48.75	\$55,719	\$294.81	\$48.75	5
6	\$55,317	\$292.68	\$48.75	\$58,069	\$307.25	\$48.75	6
7	\$57,282	\$303.08	\$48.75	\$60,430	\$319.73	\$48.75	7
8	\$59,251	\$313.50	\$48.75	\$62,783	\$332.19	\$48.75	8
9				\$65,135	\$344.63	\$48.75	9
10				\$67,488	\$357.08	\$48.75	10
11				\$69,846	\$369.55	\$48.75	11
12				\$72,710	\$384.71	\$48.75	12
13-16							13-16
17-26							17-26

Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class B if they hold a B.A. and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if individuals do not hold B.A. degrees, they shall be placed no lower than Class A; Vocational Class A, B, or D; Designated Subjects Credential with Specialization in Vocational Trade and Technical Teaching; and Designated Subjects Credential in Industrial Arts and Vocational Subjects and ROTC instructors. Advancement to Class C requires the fulfillment of all requirements for that class.

NOTE: An additional \$1,161 is added to the annual for the earned doctorate and is pro-rated if for less than a full year.

Steps	CLASS C *** BA + 75 Semester Units MA + 24 Semester Units Alternate to Master's			CLASS D **** BA + 90 Semester Units MA/Alt + 39 Semester Units BA + 75 Semester Units Including MA/Alternate			CLASS E (See Contract for Complete Requirements) BA + 90 With MA (Eff 5-1-98) BA + 103 Units (Eff 7-1-98)			Steps
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$52,643	\$278.54	\$48.75	\$53,913	\$285.25	\$48.75	\$56,615	\$299.55	\$48.75	1
2	\$52,645	\$278.55	\$48.75	\$54,218	\$286.87	\$48.75	\$56,930	\$301.22	\$48.75	2
3	\$54,143	\$286.48	\$48.75	\$56,856	\$300.83	\$48.75	\$59,696	\$315.85	\$48.75	3
4	\$56,893	\$301.02	\$48.75	\$59,740	\$316.09	\$48.75	\$62,728	\$331.90	\$48.75	4
5	\$59,640	\$315.55	\$48.75	\$62,625	\$331.35	\$48.75	\$65,753	\$347.90	\$48.75	5
6	\$62,391	\$330.11	\$48.75	\$65,510	\$346.62	\$48.75	\$68,787	\$363.96	\$48.75	6
7	\$65,135	\$344.63	\$48.75	\$68,389	\$361.85	\$48.75	\$71,807	\$379.93	\$48.75	7
8	\$67,884	\$359.18	\$48.75	\$71,278	\$377.13	\$48.75	\$74,850	\$396.03	\$48.75	8
9	\$70,630	\$373.70	\$48.75	\$74,160	\$392.38	\$48.75	\$77,864	\$411.98	\$48.75	9
10	\$73,373	\$388.21	\$48.75	\$77,048	\$407.65	\$48.75	\$80,897	\$428.03	\$48.75	10
11	\$76,124	\$402.78	\$48.75	\$79,932	\$422.91	\$48.75	\$83,932	\$444.09	\$48.75	11
12	\$78,871	\$417.31	\$48.75	\$82,813	\$438.16	\$48.75	\$86,952	\$460.06	\$48.75	12
13	\$82,245	\$435.15	\$48.75	\$86,353	\$456.90	\$48.75	\$90,673	\$479.75	\$48.75	13
14-16	\$86,885	\$459.71	\$48.75	\$91,235	\$482.73	\$48.75	\$95,798	\$506.87	\$48.75	14-16
17-19	\$89,233	\$472.14	\$48.75	\$93,699	\$495.78	\$48.75	\$98,384	\$520.55	\$48.75	17-19
20-22	\$91,585	\$484.58	\$48.75	\$96,165	\$508.81	\$48.75	\$100,973	\$534.24	\$48.75	20-22
23-25	\$95,738	\$506.55	\$48.75	\$100,525	\$531.88	\$48.75	\$105,546	\$558.45	\$48.75	23-25
26							\$110,761	\$586.03	\$48.75	26

Steps 17, 20, 23 and 26 are longevity steps.

***Maximum entry level for new teachers.
 ****With hire date after 1-1-91 and brought in at Class C, 15 semester units must be earned after hire date.
 *****Includes Collaborative Time.

Secondary teachers who give up prep periods to work as substitutes will be paid at the pro-rated (one-fifth) higher substitute rate. Secondary teachers who work block schedules will be paid at the appropriate pro-rated higher substitute pay.

Category *	Hourly
Summer Sch Per Session Rate	\$49.41

Day-by-Day Substitute Lead School Nurse Salary Schedule **	
Step 1:	\$146.63 For each full day of substitute service up to and including the 5th day.
Step 2:	\$222.96 For each full day after the 5th day.

This salary schedule is for fully-credentialed Lead School Nurses.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Lead School Nurse Salary Schedule
For Lead School Nurses with Credentials In-Progress
 Based Upon 189 Teachers' Service Days
Effective July 1, 2016

SCTA
2016-17

Steps	CLASS A			CLASS B			CLASS C ***			Steps
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
	B.A. Degree			B.A. + 45 Semester Units OR Master's Degree			B.A. + 75 Semester Units M.A. + 24 Semester Units Alternate to Master's			
1	\$51,351	\$271.70	\$47.55	\$51,351	\$271.70	\$47.55	\$51,351	\$271.70	\$47.55	1
2	\$51,587	\$272.95	\$47.77	\$51,587	\$272.95	\$47.77	\$51,637	\$273.22	\$47.81	2
3	\$51,825	\$274.21	\$47.81	\$51,825	\$274.21	\$47.81				3
4	\$52,055	\$275.42	\$47.81							4

Secondary teachers who work block schedules will be paid at the appropriate pro-rated higher substitute pay.

***Maximum entry level for new teachers.
 ****With hire date after 1-1-91 and brought in at Class C, 15 semester units must be earned after hire date.
 *****Includes Collaborative Time.

Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class B if they hold a B.A. and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if individuals do not hold B.A. degrees, they shall be placed no lower than Class A; Vocational Class A, B, or D; Designated Subjects Credential with Specialization in Vocational Trade and Technical Teaching; and Designated Subjects Credential in Industrial Arts and Vocational Subjects and ROTC instructors. Advancement to Class C requires the fulfillment of all requirements for that class.

NOTE: An additional \$1,161 is added to the annual for the earned doctorate and is pro-rated if for less than a full year.

Category *	Hourly
Summer Sch Per Session Rate	\$49.41

Day-by-Day Substitute Lead School Nurse Salary Schedule		
Step 1:	\$146.63	For each full day of substitute service up to and including the 5th day.
Step 2:	\$222.96	For each full day after the 5th day.

This salary schedule is for credential-in-progress Lead School Nurses.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
New Technology
 Based Upon 179 Teachers' Service Days
 Effective July 1, 2016

SCTA
2016-17

This schedule is applicable to school nurses, audiometrists, counselors, student activities advisors, librarians, vocational specialists, training specialists, department chairpersons, language, speech and hearing specialists, as well as K-12, child development teachers, and preschool teachers, including resource and specialist teachers.
 This excludes child development nurses and adult education personnel.

Steps	CLASS A BA Degree			CLASS B BA + 45 Semester Units OR Master's Degree			Steps
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$44,562	\$248.96	\$41.27	\$44,564	\$248.97	\$41.27	1
2	\$44,564	\$248.97	\$41.27	\$44,565	\$248.97	\$41.27	2
3	\$44,565	\$248.97	\$41.27	\$44,567	\$248.98	\$41.27	3
4	\$44,567	\$248.98	\$41.27	\$45,178	\$252.37	\$41.27	4
5	\$45,178	\$252.37	\$41.27	\$47,167	\$263.50	\$41.27	5
6	\$46,833	\$261.64	\$41.27	\$49,160	\$274.62	\$41.27	6
7	\$48,490	\$270.90	\$41.27	\$51,159	\$285.79	\$41.27	7
8	\$50,157	\$280.21	\$41.27	\$53,150	\$296.95	\$41.27	8
9				\$55,141	\$308.04	\$41.27	9
10				\$57,133	\$319.19	\$41.27	10
11				\$59,128	\$330.33	\$41.27	11
12				\$61,552	\$343.87	\$41.27	12
13-16							13-16
17-26							17-26

Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class B if they hold a B.A. and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if individuals do not hold B.A. degrees, they shall be placed no lower than Class A; Vocational Class A, B, or D; Designated Subjects Credential with Specialization in Vocational Trade and Technical Teaching; and Designated Subjects Credential in Industrial Arts and Vocational Subjects and ROTC instructors. Advancement to Class C requires the fulfillment of all requirements for that class.

NOTE: An additional \$1,161 is added to the annual for the earned doctorate and is pro-rated if for less than a full year.

Steps	CLASS C *** BA + 75 Semester Units MA + 24 Semester Units Alternate to Master's			CLASS D **** BA + 90 Semester Units MA/Alt + 39 Semester Units BA + 75 Semester Units Including MA/Alternate			CLASS E (See Contract for Complete Requirements) BA + 90 With MA (Eff 5-1-98) BA + 103 Units (Eff 7-1-98)			Steps
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$44,565	\$248.97	\$41.27	\$45,646	\$255.01	\$41.27	\$47,929	\$267.77	\$41.27	1
2	\$44,567	\$248.98	\$41.27	\$45,902	\$256.44	\$41.27	\$48,194	\$269.25	\$41.27	2
3	\$45,839	\$256.07	\$41.27	\$48,130	\$268.88	\$41.27	\$50,535	\$282.33	\$41.27	3
4	\$48,166	\$269.10	\$41.27	\$50,573	\$282.51	\$41.27	\$53,102	\$296.67	\$41.27	4
5	\$50,488	\$282.04	\$41.27	\$53,017	\$296.16	\$41.27	\$55,665	\$310.98	\$41.27	5
6	\$52,817	\$295.06	\$41.27	\$55,458	\$309.81	\$41.27	\$58,232	\$325.31	\$41.27	6
7	\$55,141	\$308.04	\$41.27	\$57,898	\$323.46	\$41.27	\$60,794	\$339.64	\$41.27	7
8	\$57,469	\$321.05	\$41.27	\$60,342	\$337.11	\$41.27	\$63,361	\$353.97	\$41.27	8
9	\$59,793	\$334.04	\$41.27	\$62,784	\$350.75	\$41.27	\$65,921	\$368.27	\$41.27	9
10	\$62,117	\$347.03	\$41.27	\$65,220	\$364.37	\$41.27	\$68,485	\$382.59	\$41.27	10
11	\$64,444	\$360.03	\$41.27	\$67,665	\$378.03	\$41.27	\$71,049	\$396.90	\$41.27	11
12	\$66,767	\$372.99	\$41.27	\$70,107	\$391.67	\$41.27	\$73,610	\$411.25	\$41.27	12
13	\$69,624	\$388.95	\$41.27	\$73,101	\$408.40	\$41.27	\$76,761	\$428.82	\$41.27	13
14-16	\$73,555	\$410.93	\$41.27	\$77,234	\$431.49	\$41.27	\$81,096	\$453.05	\$41.27	14-16
17-19	\$75,542	\$422.03	\$41.27	\$79,322	\$443.13	\$41.27	\$83,285	\$465.28	\$41.27	17-19
20-22	\$77,533	\$433.14	\$41.27	\$81,411	\$454.82	\$41.27	\$85,479	\$477.53	\$41.27	20-22
23-25	\$81,047	\$452.79	\$41.27	\$85,102	\$475.42	\$41.27	\$89,354	\$499.19	\$41.27	23-25
26							\$93,765	\$523.82	\$41.27	26

Steps 17, 20, 23 and 26 are longevity steps.

***Maximum entry level for new teachers.
 ****With hire date after 1-1-91 and brought in at Class C, 15 semester units must be earned after hire date.
 *****Includes Collaborative Time.
 *****Those not on the 179 day work calendar will be paid off their daily rate.

Secondary teachers who give up prep periods to work as substitutes will be paid at the pro-rated (one-fifth) higher substitute rate. Secondary teachers who work block schedules will be paid at the appropriate pro-rated higher substitute pay.

Category *	Daily	Hourly
Curriculum Rate	\$123.27	\$20.55
Staff Training Stipend	\$71.81	\$11.97
Summer Sch Per Session Rate		\$41.83

Day-by-Day Substitute Teachers' Salary Schedule		
Step 1:	\$124.12	For each full day of substitute service up to and including the 5th day.
Step 2:	\$188.74	For each full day after the 5th day.

This salary schedule is for fully credentialed teachers.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
New Technology
For Teachers with Credentials In-Progress
 Based Upon 179 Teachers' Service Days
Effective July 1, 2016

SCTA
2016-17

This schedule is applicable to school nurses, audiometrists, counselors, student activities advisors, librarians, vocational specialists, training specialists, department chairpersons, language, speech and hearing specialists, as well as K-12 and preschool teachers, including resource and specialist teachers. This excludes child development teachers, child development nurses, and adult education personnel.

Steps	CLASS A			CLASS B			CLASS C ***			Steps
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
	B.A. Degree			B.A. + 45 Semester Units OR Master's Degree			B.A. + 75 Semester Units M.A. + 24 Semester Units Alternate to Master's			
1	\$43,472	\$242.86	\$40.25	\$43,472	\$242.86	\$40.25	\$43,472	\$242.86	\$40.25	1
2	\$43,668	\$243.96	\$40.43	\$43,668	\$243.96	\$40.43	\$43,715	\$244.24	\$40.48	2
3	\$43,872	\$245.08	\$40.48	\$43,872	\$245.08	\$40.48				3
4	\$44,069	\$246.19	\$40.48							4

Secondary teachers who give up prep periods to work as substitutes will be paid at the pro-rated (one-fifth) higher substitute rate. Secondary teachers who work block schedules will be paid at the appropriate pro-rated higher substitute pay.

***Maximum entry level for new teachers.
 ****With hire date after 1-1-91 and brought in at Class C, 15 semester units must be earned after hire date.
 *****Includes Collaborative Time.
 *****Those not on the 179 day work calendar will be paid off their daily rate.

Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class B if they hold a B.A. and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if individuals do not hold B.A. degrees, they shall be placed no lower than Class A; Vocational Class A, B, or D; Designated Subjects Credential with Specialization in Vocational Trade and Technical Teaching; and Designated Subjects Credential in Industrial Arts and Vocational Subjects and ROTC instructors. Advancement to Class C requires the fulfillment of all requirements for that class.

NOTE: An additional \$1,161 is added to the annual for the earned doctorate and is pro-rated if for less than a full year.

Category *	Daily	Hourly
Curriculum Rate	\$123.27	\$20.55
Staff Training Stipend	\$71.81	\$11.97

Day-by-Day Substitute Teachers' Salary Schedule		
Step 1:	\$124.12	For each full day of substitute service up to and including the 5th day.
Step 2:	\$188.74	For each full day after the 5th day.

This salary schedule is for credential-in-progress teachers.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Kit Carson International Baccalaureate School
 Based Upon 184 Teachers' Service Days
 Effective July 1, 2016

SCTA
2016-17

This schedule is applicable to school nurses, audiometrists, counselors, student activities advisors, librarians, vocational specialists, training specialists, department chairpersons, language, speech and hearing specialists, as well as K-12, child development teachers, and preschool teachers, including resource and specialist teachers.
 This excludes child development nurses and adult education personnel.

Steps	CLASS A			CLASS B			Steps
	BA Degree			BA + 45 Semester Units OR Master's Degree			
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$46,417	\$252.26	\$41.27	\$46,421	\$252.28	\$41.27	1
2	\$46,421	\$252.28	\$41.27	\$46,421	\$252.28	\$41.27	2
3	\$46,421	\$252.28	\$41.27	\$46,423	\$252.29	\$41.27	3
4	\$46,423	\$252.29	\$41.27	\$47,058	\$255.74	\$41.27	4
5	\$47,058	\$255.74	\$41.27	\$49,134	\$267.04	\$41.27	5
6	\$48,781	\$265.10	\$41.27	\$51,208	\$278.30	\$41.27	6
7	\$50,512	\$274.53	\$41.27	\$53,288	\$289.60	\$41.27	7
8	\$52,251	\$283.97	\$41.27	\$55,365	\$300.90	\$41.27	8
9				\$57,438	\$312.17	\$41.27	9
10				\$59,513	\$323.44	\$41.27	10
11				\$61,591	\$334.74	\$41.27	11
12				\$64,118	\$348.46	\$41.27	12
13-16							13-16
17-26							17-26

Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class B if they hold a B.A. and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if individuals do not hold B.A. degrees, they shall be placed no lower than Class A; Vocational Class A, B, or D; Designated Subjects Credential with Specialization in Vocational Trade and Technical Teaching; and Designated Subjects Credential in Industrial Arts and Vocational Subjects and ROTC instructors. Advancement to Class C requires the fulfillment of all requirements for that

NOTE: An additional \$1,161 is added to the annual for the earned doctorate and is pro-rated if for less than a full year.

Steps	CLASS C ***			CLASS D ****			CLASS E			Steps
	BA + 75 Semester Units MA + 24 Semester Units Alternate to Master's			BA + 90 Semester Units MA/Alt + 39 Semester Units BA + 75 Semester Units Including MA/Alternate			(See Contract for Complete Requirements) BA + 90 With MA (Eff 5-1-98) BA + 103 Units (Eff 7-1-98)			
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$46,421	\$252.28	\$41.27	\$47,540	\$258.39	\$41.27	\$49,924	\$271.33	\$41.27	1
2	\$46,423	\$252.29	\$41.27	\$47,813	\$259.85	\$41.27	\$50,202	\$272.84	\$41.27	2
3	\$47,745	\$259.49	\$41.27	\$50,137	\$272.48	\$41.27	\$52,642	\$286.10	\$41.27	3
4	\$50,173	\$272.67	\$41.27	\$52,681	\$286.31	\$41.27	\$55,316	\$300.62	\$41.27	4
5	\$52,593	\$285.82	\$41.27	\$55,226	\$300.14	\$41.27	\$57,983	\$315.13	\$41.27	5
6	\$55,017	\$299.01	\$41.27	\$57,770	\$313.96	\$41.27	\$60,659	\$329.68	\$41.27	6
7	\$57,438	\$312.17	\$41.27	\$60,310	\$327.78	\$41.27	\$63,322	\$344.14	\$41.27	7
8	\$59,864	\$325.34	\$41.27	\$62,855	\$341.60	\$41.27	\$66,006	\$358.73	\$41.27	8
9	\$62,284	\$338.50	\$41.27	\$65,396	\$355.42	\$41.27	\$68,664	\$373.17	\$41.27	9
10	\$64,702	\$351.64	\$41.27	\$67,942	\$369.26	\$41.27	\$71,338	\$387.71	\$41.27	10
11	\$67,128	\$364.83	\$41.27	\$70,487	\$383.08	\$41.27	\$74,016	\$402.26	\$41.27	11
12	\$69,550	\$378.00	\$41.27	\$73,028	\$396.88	\$41.27	\$76,678	\$416.73	\$41.27	12
13	\$72,528	\$394.17	\$41.27	\$76,146	\$413.84	\$41.27	\$79,959	\$434.57	\$41.27	13
14-16	\$76,620	\$416.41	\$41.27	\$80,455	\$437.25	\$41.27	\$84,479	\$459.13	\$41.27	14-16
17-19	\$78,689	\$427.66	\$41.27	\$82,629	\$449.07	\$41.27	\$86,756	\$471.50	\$41.27	17-19
20-22	\$80,762	\$438.93	\$41.27	\$84,802	\$460.87	\$41.27	\$89,040	\$483.90	\$41.27	20-22
23-25	\$84,427	\$458.83	\$41.27	\$88,646	\$481.77	\$41.27	\$93,075	\$505.84	\$41.27	23-25
26							\$97,673	\$530.83	\$41.27	26

Steps 17, 20, 23 and 26 are longevity steps.

***Maximum entry level for new teachers.
 ****With hire date after 1-1-91 and brought in at Class C, 15 semester units must be earned after hire date.
 *****Includes Collaborative Time.
 *****Those not on the 184 day work calendar will be paid off their daily rate.

Secondary teachers who give up prep periods to work as substitutes will be paid at the pro-rated (one-fifth) higher substitute rate. Secondary teachers who work block schedules will be paid at the appropriate pro-rated higher substitute pay.

Category	Daily	Hourly
Curriculum Rate	\$123.27	\$20.55
Staff Training Stipend	\$71.81	\$11.97
Summer Sch Per Session Rate	\$41.83	

Day-by-Day Substitute Teachers' Salary Schedule		
Step 1:	\$129.31	For each full day of substitute service up to and including the 5th day.
Step 2:	\$196.62	For each full day after the 5th day.

Salary Schedule includes additional 15 minutes per day.
 This salary schedule is for fully-credentialed teachers.



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Kit Carson International Baccalaureate School
For Teachers with Credentials In-Progress
 Based Upon 184 Teachers' Service Days
 Effective July 1, 2016

SCTA
2016-17

This schedule is applicable to school nurses, audiometrists, counselors, student activities advisors, librarians, vocational specialists, training specialists, department chairpersons, language, speech and hearing specialists, as well as K-12 and preschool teachers, including resource and specialist teachers. This excludes child development teachers, child development nurses, and adult education personnel.

Steps	CLASS A			CLASS B			CLASS C ***			Steps
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
	B.A. Degree			B.A. + 45 Semester Units OR Master's Degree			B.A. + 75 Semester Units M.A. + 24 Semester Units Alternate to Master's			
1	\$45,283	\$246.10	\$40.25	\$45,283	\$246.10	\$40.25	\$45,283	\$246.10	\$40.25	1
2	\$45,493	\$247.24	\$40.43	\$45,493	\$247.24	\$40.43	\$45,537	\$247.48	\$40.48	2
3	\$45,702	\$248.38	\$40.48	\$45,702	\$248.38	\$40.48				3
4	\$45,904	\$249.47	\$40.48							4

Secondary teachers who give up prep periods to work as substitutes will be paid at the pro-rated (one-fifth) higher substitute rate. Secondary teachers who work block schedules will be paid at the appropriate pro-rated higher substitute pay.

***Maximum entry level for new teachers.
 ****With hire date after 1-1-91 and brought in at Class C, 15 semester units must be earned after hire date.
 *****Includes Collaborative Time.
 *****Those not on the 184 day work calendar will be paid off their daily rate.

Persons assigned to teach in positions requiring any of the credentials listed below shall be placed no lower than Class B if they hold a B.A. and have fulfilled all requirements for such credentials. If all requirements of such credentials have not been fulfilled, or if individuals do not hold B.A. degrees, they shall be placed no lower than Class A; Vocational Class A, B, or D; Designated Subjects Credential with Specialization in Vocational Trade and Technical Teaching; and Designated Subjects Credential in Industrial Arts and Vocational Subjects and ROTC instructors. Advancement to Class C requires the fulfillment of all requirements for that class.

NOTE: An additional \$1,161 is added to the annual for the earned doctorate and is pro-rated if for less than a full year.

Category *	Daily	Hourly
Curriculum Rate	\$123.27	\$20.55
Staff Training Stipend	\$71.81	\$11.97

Day-by-Day Substitute Teachers' Salary Schedule		
Step 1:	\$129.31	For each full day of substitute service up to and including the 5th day.
Step 2:	\$196.62	For each full day after the 5th day.

This salary schedule is for credential-in-progress teachers.