

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
K-12 and Preschool Teachers' Salary Schedule, 2007-08
(Based Upon 184 Teachers' Service Days ***)**
(Effective Approximately June 1, 2008)

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, and excepting children's center teachers and 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	\$40,885	\$222.20	\$37.13	\$40,887	\$222.22	\$37.13	1
2	\$40,887	\$222.22	\$37.13	\$40,888	\$222.22	\$37.13	2
3	\$40,888	\$222.22	\$37.13	\$40,890	\$222.23	\$37.13	3
4	\$40,890	\$222.23	\$37.13	\$41,450	\$225.26	\$37.13	4
5	\$41,450	\$225.26	\$37.13	\$43,275	\$235.20	\$37.13	5
6	\$42,969	\$233.51	\$37.13	\$45,103	\$245.13	\$37.13	6
7	\$44,489	\$241.79	\$37.13	\$46,937	\$255.09	\$37.13	7
8	\$46,019	\$250.12	\$37.13	\$48,766	\$265.03	\$37.13	8
9				\$50,591	\$274.95	\$37.13	9
10				\$52,419	\$284.88	\$37.13	10
11				\$54,250	\$294.83	\$37.13	11
12				\$56,474	\$306.93	\$37.13	12
13							13-16
14							17-26

Maximum placement
on entrance

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 ***			CLASS D ****			CLASS E			Steps
	BA + 75 Semester Units MA + 24 Semester Units Alternate to Master's			BA + 90 Semester Units MA/Alt + 35 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	\$40,888	\$222.22	\$37.13	\$41,879	\$227.58	\$37.13	\$43,974	\$238.98	\$37.13	1
2	\$40,890	\$222.23	\$37.13	\$42,114	\$228.87	\$37.13	\$44,218	\$240.31	\$37.13	2
3	\$42,057	\$228.56	\$37.13	\$44,159	\$240.00	\$37.13	\$46,366	\$251.99	\$37.13	3
4	\$44,191	\$240.17	\$37.13	\$46,400	\$252.18	\$37.13	\$48,721	\$264.79	\$37.13	4
5	\$46,323	\$251.75	\$37.13	\$48,642	\$264.35	\$37.13	\$51,073	\$277.56	\$37.13	5
6	\$48,460	\$263.36	\$37.13	\$50,882	\$276.54	\$37.13	\$53,427	\$290.37	\$37.13	6
7	\$50,591	\$274.95	\$37.13	\$53,122	\$288.70	\$37.13	\$55,777	\$303.12	\$37.13	7
8	\$52,727	\$286.56	\$37.13	\$55,363	\$300.88	\$37.13	\$58,133	\$315.96	\$37.13	8
9	\$54,859	\$298.15	\$37.13	\$57,603	\$313.05	\$37.13	\$60,481	\$328.69	\$37.13	9
10	\$56,991	\$309.73	\$37.13	\$59,839	\$325.24	\$37.13	\$62,834	\$341.49	\$37.13	10
11	\$59,126	\$321.33	\$37.13	\$62,082	\$337.41	\$37.13	\$65,186	\$354.30	\$37.13	11
12	\$61,258	\$332.93	\$37.13	\$64,323	\$349.57	\$37.13	\$67,536	\$367.05	\$37.13	12
13	\$63,879	\$347.18	\$37.13	\$67,070	\$364.51	\$37.13	\$70,427	\$382.75	\$37.13	13
14	\$67,486	\$366.76	\$37.13	\$70,861	\$385.13	\$37.13	\$74,405	\$404.39	\$37.13	14
17	\$69,309	\$376.68	\$37.13	\$72,778	\$395.54	\$37.13	\$76,414	\$415.29	\$37.13	17
20	\$71,135	\$386.61	\$37.13	\$74,693	\$405.94	\$37.13	\$78,426	\$426.23	\$37.13	20
23	\$74,361	\$404.14	\$37.13	\$78,080	\$424.34	\$37.13	\$81,982	\$445.54	\$37.13	23
26							\$86,028	\$467.55	\$37.13	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 additional 3 days / 18 hours for staff development.

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	\$113.13	\$18.85
Staff Training Stipend	\$67.66	\$11.30
Summer Sch Per Session Rate		\$38.38

Day-by-Day Substitute Teachers' Salary Schedule **

Step 1: \$98.31 for each full day of substitute service up to and including the 5th day.
Step 2: \$149.51 for each full day after the 5th day.

This salary schedule is for fully-credentialed teachers and reflects a 1.5% increase in compensation.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
K-12 and Preschool Teachers' Salary Schedule, 2007-08
(Based Upon 184 Teachers' Service Days ***)**

(Effective Approximately June 1, 2008)

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, and excepting children's center teachers and 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	\$39,885	\$216.76	\$36.93	\$39,885	\$216.76	\$36.93	\$39,885	\$216.76	\$36.93	1
2	\$40,064	\$217.76	\$37.10	\$40,064	\$217.76	\$37.10	\$40,108	\$217.98	\$37.13	2
3	\$40,251	\$218.76	\$37.13	\$40,251	\$218.76	\$37.13				3
4	\$40,434	\$219.74	\$37.13							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 additional 3 days / 18 hours for staff development.

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	\$113.13	\$18.85
Staff Training Stipend	\$67.66	\$11.30

Day-by-Day Substitute Teachers' Salary Schedule **

- Step 1: \$98.31 for each full day of substitute service up to and including the 5th day.
 Step 2: \$149.51 for each full day after the 5th day.

This salary schedule is for credential-in-progress teachers and is also part of the B-1 salary schedule.

This salary schedule reflects a 1.5% increase in compensation.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Extra Pay for Extra Duty Schedule, 2002-03 and 2003-04
(Effective Approximately October 16, 2001)

CATEGORY A = \$3,368	CATEGORY B = \$2,922	CATEGORY C = \$2,476
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)	Athletic Director HS Band Director Baseball (S, M) Basketball (S, M) Cross-Country** Department Chairperson (65 Sections or More) Drama Football (S, M) Football (V, A, M) Newspaper Advisor Softball (H, 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 (S, W) Cross-Country (M, W) Department Chairperson (45 Sections or More) Football (F, M) Golf (M, W) Gymnastics (M, W) Soccer (M, W) Softball (S, W) Swimming*** (H, M, W) Track* (A) Volleyball (S, W) Wrestling (A)

CATEGORY D = \$2,029	CATEGORY E = \$1,583	CATEGORY F = \$701
Baseball (B) JH/MS Basketball (B, G) JH/MS Basketball (F, W) 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 (F, W) 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, Child- ren's Center, Preschool Intramurals (B, G) JH/MS Mentor Selection Committee Members <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> <p style="text-align: center;">Abbreviation Key</p> <p style="text-align: center;">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 W = Women</p> </div>

* 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.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Non-Management Specialists' Salary Schedule, 2007-08

PSYCHOLOGISTS *										
(Based Upon 198 Service Days ***) (Effective Approximately June 1, 2008)										
CLASS X				CLASS Y			CLASS YY			
							(See Contract for Complete Requirements)			
							BA + 90 With MA (Eff 5-1-98)			
							BA + 103 Units (Eff. 7-1-98)			
Steps	Daily			Daily			Daily			Steps
	Annual	Rate	Hourly	Annual	Rate	Hourly	Annual	Rate	Hourly	
1	\$61,338	\$309.79	\$38.72	\$64,407	\$325.29	\$40.66	\$67,628	\$341.57	\$42.70	1
2	\$64,401	\$325.25	\$40.66	\$67,619	\$341.51	\$42.69	\$71,000	\$358.59	\$44.82	2
3	\$67,626	\$341.56	\$42.70	\$71,006	\$358.64	\$44.83	\$74,559	\$376.55	\$47.06	3
4	\$71,003	\$358.63	\$44.82	\$74,554	\$376.52	\$47.06	\$78,282	\$395.35	\$49.42	4
5	\$74,553	\$376.51	\$47.06	\$78,281	\$395.34	\$49.42	\$82,196	\$415.14	\$51.90	5
17	\$76,973	\$388.77	\$48.59	\$80,822	\$408.19	\$51.02	\$84,862	\$428.59	\$53.58	17
20	\$78,793	\$397.95	\$49.75	\$82,736	\$417.85	\$52.23	\$86,871	\$438.75	\$54.84	20
23	\$82,171	\$415.00	\$51.89	\$86,281	\$435.76	\$54.45	\$90,593	\$457.54	\$57.20	23
26							\$94,769	\$478.62	\$59.82	26

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

PROGRAM SPECIALISTS AND SOCIAL WORKERS **										
(Based Upon 193 Service Days ***) (Effective Approximately June 1, 2008)										
CLASS W				CLASS Z			CLASS ZZ			
							(See Contract for Complete Requirements)			
							BA + 90 With MA (Eff. 5-1-98)			
							BA + 103 Units (Eff. 7-1-98)			
Step	Daily			Daily			Daily			Steps
	Annual	Rate	Hourly	Annual	Rate	Hourly	Annual	Rate	Hourly	
1	\$58,559	\$303.42	\$37.93	\$61,490	\$318.59	\$39.83	\$64,562	\$334.51	\$41.82	1
2	\$61,492	\$318.60	\$39.83	\$64,564	\$334.54	\$41.82	\$67,794	\$351.25	\$43.92	2
3	\$64,561	\$334.51	\$41.82	\$67,790	\$351.23	\$43.91	\$71,177	\$368.80	\$46.08	3
4	\$67,796	\$351.26	\$43.92	\$71,186	\$368.83	\$46.08	\$74,746	\$387.28	\$48.41	4
5	\$71,184	\$368.82	\$46.08	\$74,744	\$387.27	\$48.41	\$78,481	\$406.62	\$50.84	5
17	\$73,272	\$379.63	\$47.45	\$76,937	\$398.64	\$49.83	\$80,782	\$418.56	\$52.32	17
20	\$75,100	\$389.11	\$48.64	\$78,854	\$408.58	\$51.06	\$82,798	\$429.00	\$53.63	20
23	\$78,400	\$406.22	\$50.78	\$82,320	\$426.52	\$53.33	\$86,435	\$447.85	\$55.98	23
26							\$90,550	\$469.15	\$58.66	26

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

***Includes additional 3 days / 24 hours for staff development.

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.

This salary schedule reflects a 1.5% increase in compensation.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Adult Education Teachers' Salary Schedule, 2007-08
(Based Upon 177 Teachers' Service Days)
(Effective Approximately June 1, 2008)

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

Steps	CLASS I			CLASS II			CLASS III			Steps
	BA or Less			BA + 15 Semester Units			BA + 30 Semester Units			
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$29,673	\$167.65	\$27.49	\$31,449	\$177.68	\$29.12	\$33,232	\$187.75	\$30.77	1
2	\$31,153	\$176.02	\$28.85	\$32,932	\$186.07	\$30.50	\$35,009	\$197.78	\$32.42	2
3	\$32,637	\$184.38	\$30.21	\$34,414	\$194.43	\$31.86	\$36,797	\$207.89	\$34.06	3
4	\$34,119	\$192.77	\$31.60	\$35,903	\$202.83	\$33.25	\$38,570	\$217.91	\$35.70	4
5	\$35,603	\$201.15	\$32.95	\$37,387	\$211.23	\$34.61	\$40,349	\$227.96	\$35.98	5
6	↓ Maximum placement on entrance			\$38,865	\$219.56	\$35.98	\$41,832	\$236.31	\$35.98	6
7				\$43,317	\$244.73	\$35.98	7			
8				\$44,802	\$253.09	\$35.98	8			
9-14										9-14
17-23										17-23

Steps	CLASS IV			CLASS V			Steps
	BA + 45 Semester Units or Master's Degree			BA + 75 Semester Units MA + 24 Semester Units Alternate to Master's			
	Annual	Daily Rate	Per Session	Annual	Daily Rate	Per Session	
1	\$35,009	\$197.78	\$32.42	\$36,797	\$207.89	\$34.06	1
2	\$36,797	\$207.89	\$34.06	\$38,865	\$219.56	\$35.98	2
3	\$38,570	\$217.91	\$35.70	\$40,941	\$231.31	\$35.98	3
4	\$40,349	\$227.96	\$35.98	\$43,021	\$243.05	\$35.98	4
5	\$42,133	\$238.06	\$35.98	\$45,098	\$254.79	\$35.98	5
6	\$43,911	\$248.09	\$35.98	\$47,182	\$266.59	\$35.98	6
7	\$45,694	\$258.16	\$35.98	\$49,251	\$278.25	\$35.98	7
8	\$47,478	\$268.21	\$35.98	\$51,331	\$289.99	\$35.98	8
9	\$49,251	\$278.25	\$35.98	\$53,405	\$301.75	\$35.98	9
10	\$51,031	\$288.32	\$35.98	\$55,483	\$313.47	\$35.98	10
11	\$52,810	\$298.36	\$35.98	\$57,559	\$325.20	\$35.98	11
12	\$54,977	\$310.63	\$35.98	\$59,637	\$336.92	\$35.98	12
13				\$62,188	\$351.33	\$35.98	13
14				\$65,185	\$368.27	\$35.98	14
17				\$66,389	\$375.09	\$35.98	17
20				\$67,600	\$381.94	\$35.98	20
23				\$69,839	\$394.58	\$35.98	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	\$111.01	\$18.51
Staff Training Stipend	\$66.39	\$11.06

Day-by-Day Substitute Teachers' Salary Schedule **
Step 1: \$98.31 for each full day of substitute service up to and including the 5th day.
Step 2: \$149.51 for each full day after the 5th day.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Hourly Adult Education Teachers' Salary Schedule, 2007-08
(Effective Approximately June 1, 2008)

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	\$26.41	\$28.00		1
2	\$27.73	\$29.33		2
3	\$29.07	\$30.64	\$32.76	3
4	\$30.36	\$31.96	\$33.28	4
5	\$31.70	\$32.76	\$34.09	5
6		\$33.28	\$34.58	6
7		\$34.58	\$34.58	7
8			\$35.11	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.

This salary schedule reflects a 1.5% increase in compensation.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
Certificated Non-Management Children's Center Personnel Salary Schedule, 2007-08
(Based Upon 223 Service Days)
(Effective Approximately June 1, 2008)

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	\$26,547	\$119.05	\$14.87	\$28,356	\$127.17	\$15.91	\$30,162	\$135.24	\$16.91	1	
2	\$28,055	\$125.79	\$15.72	\$29,861	\$133.88	\$16.74	\$31,672	\$142.02	\$17.74	2	
3	\$29,564	\$132.56	\$16.56	\$31,372	\$140.68	\$17.59	\$33,182	\$148.82	\$18.59	3	
4	\$31,073	\$139.33	\$17.41	\$32,883	\$147.47	\$18.44	\$34,688	\$155.54	\$19.45	4	
5	\$32,582	\$146.09	\$18.25	\$34,395	\$154.24	\$19.29	\$36,196	\$162.30	\$20.29	5	
6	<div style="border: 1px solid black; padding: 5px; display: inline-block;"> ↓ Maximum placement on entrance </div>									6	
7											7
8											8
11	\$34,071	\$152.79	\$19.09	\$35,882	\$160.94	\$20.14	\$37,687	\$168.99	\$21.14	11	
17	\$35,558	\$159.45	\$19.92	\$37,375	\$167.60	\$20.96	\$39,174	\$175.70	\$21.94	17	
20	\$37,052	\$166.15	\$20.79	\$38,865	\$174.29	\$21.77	\$40,666	\$182.34	\$22.81	20	
23	\$38,542	\$172.84	\$21.60	\$40,357	\$180.95	\$22.62	\$42,160	\$189.05	\$23.64	23	

Steps	CLASS D			CLASS E			Steps
	BA + 15 Semester Units			BA + 30 Semester Units <u>OR</u> BA + Multiple Subject or Child Development/ Children's Ctr Credential			
	Annual	Daily Rate	Hourly	Annual	Daily Rate	Hourly	
1	\$31,971	\$143.37	\$17.92	\$33,788	\$151.52	\$18.94	1
2	\$33,486	\$150.17	\$18.76	\$35,598	\$159.63	\$19.94	2
3	\$34,988	\$156.88	\$19.62	\$37,404	\$167.75	\$20.97	3
4	\$36,502	\$163.68	\$20.44	\$39,212	\$175.84	\$21.98	4
5	\$38,010	\$170.46	\$21.29	\$41,029	\$183.99	\$22.98	5
6	\$39,517	\$177.23	\$22.15	\$42,538	\$190.74	\$23.85	6
7				\$44,039	\$197.49	\$24.67	7
8				\$45,550	\$204.27	\$25.53	8
11	\$41,009	\$183.91	\$22.98	\$47,041	\$210.95	\$26.38	11
17	\$42,497	\$190.57	\$23.82	\$48,530	\$217.62	\$27.21	17
20	\$43,991	\$197.27	\$24.65	\$50,019	\$224.32	\$28.02	20
23	\$45,480	\$203.93	\$25.51	\$52,284	\$234.47	\$29.30	23

This salary schedule reflects a 1.5% increase in compensation.