

SAN DIEGO UNIFIED SCHOOL DISTRICT
SDEA BARGAINING UNIT
SALARY PLAN R160
Effective July 1, 2014
ANNUAL SALARY RATES
184-DAY CONTRACT YEAR
SALARY
GRADES

Steps	010	011	012	013	014	Steps
	BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
01	\$42,206.11	\$44,781.13	\$47,357.78	\$49,932.81	\$52,509.49	01
02	\$43,790.30	\$46,366.98	\$48,942.02	\$51,518.65	\$54,093.69	02
03	\$45,439.27	\$48,014.28	\$50,590.97	\$53,165.99	\$55,742.65	03
04	\$47,154.96	\$49,731.60	\$52,306.63	\$54,883.29	\$57,458.29	04
05	\$48,938.60	\$51,513.58	\$54,090.25	\$56,665.25	\$59,241.95	05
06	\$50,792.35	\$53,368.97	\$55,944.00	\$58,520.69	\$61,097.36	06
07	\$52,722.70	\$55,299.43	\$57,874.41	\$60,451.10	\$63,026.09	07
08	\$54,728.09	\$57,304.80	\$59,879.78	\$62,456.45	\$65,031.42	08
09	\$56,811.99	\$59,388.69	\$61,965.41	\$64,540.36	\$67,117.06	09
10	\$58,981.02	\$61,556.06	\$64,132.73	\$66,707.74	\$69,284.43	10
11	\$61,235.44	\$63,810.48	\$66,387.12	\$68,963.83	\$71,538.80	11
12	\$61,235.44	\$66,156.93	\$68,733.64	\$71,308.62	\$73,885.33	12
13	\$61,235.44	\$66,156.93	\$71,173.94	\$73,750.62	\$76,325.62	13
14	\$61,235.44	\$66,156.93	\$71,173.94	\$76,286.48	\$78,863.14	14
15	\$61,235.44	\$66,156.93	\$71,173.94	\$76,286.48	\$81,501.21	15
16	\$63,391.06	\$68,312.54	\$73,329.53	\$78,442.05	\$83,656.79	16
17	\$66,701.38	\$71,672.10	\$76,739.26	\$81,902.91	\$87,169.81	17

No furlough days (day is worth 0.54%)
Includes 5% increase across all
steps

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Steps	010	011	012	013	014	Steps
	BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
01	\$4,220.86	\$4,478.37	\$4,736.05	\$4,993.57	\$5,251.26	01
02	\$4,379.29	\$4,636.97	\$4,894.49	\$5,152.17	\$5,409.69	02
03	\$4,544.19	\$4,801.71	\$5,059.39	\$5,316.91	\$5,574.59	03
04	\$4,715.77	\$4,973.45	\$5,230.97	\$5,488.65	\$5,746.17	04
05	\$4,894.15	\$5,151.66	\$5,409.35	\$5,666.86	\$5,924.55	05
06	\$5,079.54	\$5,337.21	\$5,594.72	\$5,852.41	\$6,110.09	06
07	\$5,272.58	\$5,530.26	\$5,787.78	\$6,045.46	\$6,302.98	07
08	\$5,473.13	\$5,730.82	\$5,988.33	\$6,246.01	\$6,503.52	08
09	\$5,681.53	\$5,939.22	\$6,196.90	\$6,454.42	\$6,712.10	09
10	\$5,898.45	\$6,155.97	\$6,413.65	\$6,671.17	\$6,928.85	10
11	\$6,123.90	\$6,381.42	\$6,639.10	\$6,896.79	\$7,154.30	11
12	\$6,123.90	\$6,616.08	\$6,873.76	\$7,131.28	\$7,388.96	12
13	\$6,123.90	\$6,616.08	\$7,117.81	\$7,375.49	\$7,633.01	13
14	\$6,123.90	\$6,616.08	\$7,117.81	\$7,629.09	\$7,886.77	14
15	\$6,123.90	\$6,616.08	\$7,117.81	\$7,629.09	\$8,150.60	15
16	\$6,339.48	\$6,831.65	\$7,333.38	\$7,844.66	\$8,366.17	16
17	\$6,670.53	\$7,167.63	\$7,674.37	\$8,190.77	\$8,717.49	17

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ANNUAL SALARY RATES
184 + 24 (208)-DAY CONTRACT YEAR
SALARY
GRADES

Steps	010	011	012	013	014	Steps
	BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
01	\$47,714.56	\$50,625.75	\$53,539.11	\$56,450.30	\$59,363.66	01
02	\$49,507.57	\$52,658.38	\$55,582.87	\$58,509.56	\$61,434.05	02
03	\$51,370.47	\$54,529.79	\$57,456.48	\$60,380.97	\$63,307.65	03
04	\$53,309.80	\$56,480.19	\$59,404.68	\$62,331.36	\$65,255.85	04
05	\$55,327.75	\$58,505.17	\$61,429.66	\$64,354.15	\$67,280.84	05
06	\$57,422.15	\$60,611.33	\$63,535.82	\$66,462.51	\$69,389.19	06
07	\$59,606.08	\$62,803.06	\$65,727.54	\$68,654.23	\$71,578.72	07
08	\$61,873.00	\$65,082.53	\$68,004.83	\$70,931.51	\$73,856.00	08
09	\$64,227.28	\$67,447.57	\$70,374.26	\$73,298.75	\$76,225.43	09
10	\$66,679.84	\$69,909.15	\$66,476.66	\$75,760.32	\$78,687.01	10
11	\$69,228.49	\$72,469.45	\$75,396.13	\$78,322.82	\$81,247.31	11
12	\$69,228.49	\$75,135.06	\$78,061.74	\$80,986.23	\$83,912.92	12
13	\$69,228.49	\$75,135.06	\$80,832.66	\$83,759.34	\$86,683.83	13
14	\$69,228.49	\$75,135.06	\$80,832.66	\$86,639.96	\$89,564.45	14
15	\$69,228.49	\$75,135.06	\$80,832.66	\$86,639.96	\$92,561.34	15
16	\$71,665.75	\$77,583.47	\$83,281.07	\$89,086.17	\$95,009.75	16
17	\$75,409.02	\$81,398.69	\$87,153.33	\$93,017.67	\$98,998.29	17

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GRADES

Steps	010	011	012	013	014	Steps
	BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
01	\$3,976.21	\$4,218.81	\$4,461.60	\$4,704.19	\$4,946.98	01
02	\$4,125.63	\$4,388.20	\$4,631.91	\$4,875.79	\$5,119.51	02
03	\$4,280.88	\$4,544.15	\$4,788.04	\$5,031.75	\$5,275.64	03
04	\$4,442.49	\$4,706.68	\$4,950.39	\$5,194.28	\$5,437.99	04
05	\$4,610.65	\$4,875.43	\$5,191.38	\$5,362.84	\$5,606.74	05
06	\$4,785.18	\$5,050.95	\$5,294.65	\$5,538.55	\$5,782.43	06
07	\$4,967.17	\$5,233.59	\$5,477.30	\$5,721.18	\$5,964.90	07
08	\$5,156.09	\$5,423.54	\$5,667.07	\$5,910.96	\$6,154.67	08
09	\$5,352.27	\$5,620.63	\$5,864.52	\$6,108.23	\$6,352.12	09
10	\$5,556.65	\$5,825.76	\$6,069.66	\$6,313.36	\$6,557.26	10
11	\$5,769.04	\$6,039.12	\$6,283.02	\$6,526.90	\$6,770.61	11
12	\$5,769.04	\$6,261.26	\$6,505.14	\$6,748.86	\$6,992.74	12
13	\$5,769.04	\$6,261.26	\$6,736.05	\$6,979.95	\$7,223.66	13
14	\$5,769.04	\$6,261.26	\$6,736.05	\$7,220.00	\$7,463.70	14
15	\$5,769.04	\$6,261.26	\$6,736.05	\$7,220.00	\$7,713.45	15
16	\$5,972.15	\$6,465.29	\$6,940.09	\$7,423.85	\$7,917.48	16
17	\$6,284.08	\$6,783.23	\$7,262.78	\$7,751.48	\$8,249.86	17

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184 + 44 (228)-DAY CONTRACT YEAR
SALARY
GRADES

Steps	010	011	012	013	014	Steps
	BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
01	\$52,324.67	\$55,517.12	\$58,711.97	\$61,904.43	\$65,099.28	01
02	\$54,290.91	\$57,707.83	\$60,912.75	\$64,120.08	\$67,325.00	02
03	\$56,333.80	\$59,758.69	\$62,966.02	\$66,170.94	\$69,378.26	03
04	\$58,460.50	\$61,896.11	\$65,101.03	\$68,308.35	\$71,513.28	04
05	\$60,673.43	\$64,115.27	\$67,320.19	\$70,525.11	\$73,732.44	05
06	\$62,970.18	\$66,423.39	\$69,628.31	\$72,835.64	\$76,042.96	06
07	\$65,365.12	\$68,825.28	\$72,030.20	\$75,237.52	\$78,442.45	07
08	\$67,851.07	\$71,323.34	\$74,525.85	\$77,733.18	\$80,938.10	08
09	\$70,432.81	\$73,915.16	\$77,122.49	\$80,327.41	\$83,534.74	09
10	\$73,122.33	\$76,612.78	\$79,820.11	\$83,025.03	\$86,232.35	10
11	\$75,917.23	\$79,418.59	\$82,625.92	\$85,833.24	\$89,038.16	11
12	\$75,917.23	\$82,339.80	\$85,547.13	\$88,752.05	\$91,959.38	12
13	\$75,917.23	\$82,339.80	\$88,583.75	\$91,791.08	\$94,996.00	13
14	\$75,917.23	\$82,339.80	\$88,583.75	\$94,947.91	\$98,152.84	14
15	\$75,917.23	\$82,339.80	\$88,583.75	\$94,947.91	\$101,437.10	15
16	\$78,589.98	\$85,022.99	\$91,266.94	\$97,628.70	\$104,120.29	16
17	\$82,694.91	\$89,204.06	\$95,510.52	\$101,937.19	\$108,491.29	17

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GRADES

Steps	010	011	012	013	014	Steps
	BA	BA + 36 or MA	BA + 60 or BA + 54 With MA	BA + 72 With MA	BA + 90 With MA	
01	\$4,360.39	\$4,626.42	\$4,892.66	\$5,158.70	\$5,424.94	01
02	\$4,524.24	\$4,808.99	\$5,076.07	\$5,343.34	\$5,610.42	02
03	\$4,694.48	\$4,979.89	\$5,247.17	\$5,514.25	\$5,781.52	03
04	\$4,871.71	\$5,158.01	\$5,425.09	\$5,692.36	\$5,959.44	04
05	\$5,056.12	\$5,342.94	\$5,610.02	\$5,877.10	\$6,144.37	05
06	\$5,247.52	\$5,535.28	\$5,802.36	\$6,069.64	\$6,336.91	06
07	\$5,447.10	\$5,736.02	\$6,002.51	\$6,269.79	\$6,536.87	07
08	\$5,654.25	\$5,943.61	\$6,210.49	\$6,477.77	\$6,744.85	08
09	\$5,869.40	\$6,191.37	\$6,426.88	\$6,693.95	\$6,961.23	09
10	\$6,093.53	\$6,384.40	\$6,651.67	\$6,918.75	\$7,186.03	10
11	\$6,326.43	\$6,618.21	\$6,885.49	\$7,152.77	\$7,419.85	11
12	\$6,326.43	\$6,861.65	\$7,128.93	\$7,396.01	\$7,663.29	12
13	\$6,326.43	\$6,861.65	\$7,381.98	\$7,649.26	\$7,916.33	13
14	\$6,326.43	\$6,861.65	\$7,381.98	\$7,912.33	\$8,179.40	14
15	\$6,326.43	\$6,861.65	\$7,381.98	\$7,912.33	\$8,453.09	15
16	\$6,549.16	\$7,085.25	\$7,605.58	\$8,135.72	\$8,676.69	16
17	\$6,891.25	\$7,433.67	\$7,959.21	\$8,494.77	\$9,040.94	17

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