

**SDEA BARGAINING UNIT
SALARY PLAN 0160
Effective January 1, 2008**

**MONTHLY SALARY RATES
YEAR-ROUND 184-DAY CONTRACT YEAR**

| SALARY GRADES | | | | | | |
|----------------------|------------|----------------|-------------------|----------------|----------------|--------------|
| | 010 | 011 | 012 | 013 | 014 | |
| | BA | BA + 36 | BA + 60 | BA + 72 | BA + 90 | |
| Steps | | or MA | or BA + 54 | With | With | Steps |
| | | | With MA | MA | MA | |
| 01 | \$3,284.30 | \$3,484.68 | \$3,685.18 | \$3,885.56 | \$4,086.06 | 01 |
| 02 | 3,407.57 | 3,608.08 | 3,808.46 | 4,008.96 | 4,209.34 | 02 |
| 03 | 3,535.89 | 3,736.27 | 3,936.77 | 4,137.15 | 4,337.66 | 03 |
| 04 | 3,669.40 | 3,869.90 | 4,070.28 | 4,270.78 | 4,471.16 | 04 |
| 05 | 3,808.19 | 4,008.57 | 4,209.07 | 4,409.45 | 4,609.96 | 05 |
| 06 | 3,952.44 | 4,152.95 | 4,353.32 | 4,553.83 | 4,754.34 | 06 |
| 07 | 4,102.66 | 4,303.17 | 4,503.54 | 4,704.05 | 4,904.42 | 07 |
| 08 | 4,258.71 | 4,459.22 | 4,659.59 | 4,860.10 | 5,060.47 | 08 |
| 09 | 4,420.87 | 4,621.37 | 4,821.88 | 5,022.26 | 5,222.76 | 09 |
| 10 | 4,589.65 | 4,790.03 | 4,990.54 | 5,190.91 | 5,391.42 | 10 |
| 11 | 4,765.08 | 4,965.46 | 5,165.96 | 5,366.47 | 5,566.84 | 11 |
| 12 | 4,765.08 | 5,148.05 | 5,348.56 | 5,548.93 | 5,749.44 | 12 |
| 13 | 4,765.08 | 5,148.05 | 5,538.45 | 5,738.96 | 5,939.33 | 13 |
| 14 | 4,765.08 | 5,148.05 | 5,538.45 | 5,936.29 | 6,136.79 | 14 |
| 15 | 4,765.08 | 5,148.05 | 5,538.45 | 5,936.29 | 6,342.08 | 15 |
| 16 | 4,932.82 | 5,315.79 | 5,706.19 | 6,104.03 | 6,509.81 | 16 |
| 17 | 5,139.03 | 5,522.00 | 5,912.40 | 6,310.23 | 6,716.02 | 17 |

Includes 2.75% increase 1/1/2008

SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT

SALARY PLAN 0160

Effective February 1, 2008

MONTHLY SALARY RATES

TRADITIONAL 184-DAY CONTRACT YEAR

| SALARY GRADES | | | | | | |
|----------------------|------------|----------------|-------------------|----------------|----------------|--------------|
| | 010 | 011 | 012 | 013 | 014 | |
| | BA | BA + 36 | BA + 60 | BA + 72 | BA + 90 | |
| | | or MA | or BA + 54 | With | With | |
| Steps | | | With MA | MA | MA | Steps |
| 01 | \$3,941.16 | \$4,181.61 | \$4,422.22 | \$4,662.67 | \$4,903.28 | 01 |
| 02 | 4,089.09 | 4,329.70 | 4,570.15 | 4,810.75 | 5,051.21 | 02 |
| 03 | 4,243.07 | 4,483.52 | 4,724.13 | 4,964.58 | 5,205.19 | 03 |
| 04 | 4,403.28 | 4,643.88 | 4,884.33 | 5,124.94 | 5,365.39 | 04 |
| 05 | 4,569.83 | 4,810.28 | 5,050.89 | 5,291.34 | 5,531.95 | 05 |
| 06 | 4,742.93 | 4,983.54 | 5,223.99 | 5,464.60 | 5,705.20 | 06 |
| 07 | 4,923.19 | 5,163.80 | 5,404.25 | 5,644.86 | 5,885.31 | 07 |
| 08 | 5,110.45 | 5,351.06 | 5,591.51 | 5,832.11 | 6,072.56 | 08 |
| 09 | 5,305.04 | 5,545.65 | 5,786.26 | 6,026.71 | 6,267.32 | 09 |
| 10 | 5,507.58 | 5,748.04 | 5,988.64 | 6,229.09 | 6,469.70 | 10 |
| 11 | 5,718.10 | 5,958.55 | 6,199.16 | 6,439.77 | 6,680.21 | 11 |
| 12 | 5,718.10 | 6,177.66 | 6,418.27 | 6,658.72 | 6,899.33 | 12 |
| 13 | 5,718.10 | 6,177.66 | 6,646.14 | 6,886.75 | 7,127.20 | 13 |
| 14 | 5,718.10 | 6,177.66 | 6,646.14 | 7,123.55 | 7,364.15 | 14 |
| 15 | 5,718.10 | 6,177.66 | 6,646.14 | 7,123.55 | 7,610.49 | 15 |
| 16 | 5,919.39 | 6,378.95 | 6,847.43 | 7,324.83 | 7,811.78 | 16 |
| 17 | 6,166.83 | 6,626.40 | 7,094.88 | 7,572.28 | 8,059.23 | 17 |

Includes 2.75% increase 2/1/2008

SAN DIEGO UNIFIED SCHOOL DISTRICT

**SDEA BARGAINING UNIT
SALARY PLAN 0160
Effective January 1, 2008**

**ANNUAL SALARY RATES
184-DAY CONTRACT YEAR**

| SALARY GRADES | | | | | | |
|----------------------|-------------|----------------|-------------------|----------------|----------------|--------------|
| | 010 | 011 | 012 | 013 | 014 | |
| | BA | BA + 36 | BA + 60 | BA + 72 | BA + 90 | |
| Steps | | or MA | or BA + 54 | With | With | Steps |
| | | | With MA | MA | MA | |
| 01 | \$39,411.60 | \$41,816.12 | \$44,222.17 | \$46,626.70 | \$49,032.76 | 01 |
| 02 | 40,890.89 | 43,296.97 | 45,701.51 | 48,107.54 | 50,512.08 | 02 |
| 03 | 42,430.69 | 44,835.20 | 47,241.28 | 49,645.80 | 52,051.86 | 03 |
| 04 | 44,032.76 | 46,438.81 | 48,843.34 | 51,249.40 | 53,653.90 | 04 |
| 05 | 45,698.31 | 48,102.80 | 50,508.87 | 52,913.37 | 55,319.47 | 05 |
| 06 | 47,429.32 | 49,835.35 | 52,239.87 | 54,645.96 | 57,052.04 | 06 |
| 07 | 49,231.87 | 51,637.98 | 54,042.47 | 56,448.56 | 58,853.06 | 07 |
| 08 | 51,104.48 | 53,510.58 | 55,915.07 | 58,321.14 | 60,725.61 | 08 |
| 09 | 53,050.39 | 55,456.49 | 57,862.60 | 60,267.06 | 62,673.16 | 09 |
| 10 | 55,075.82 | 57,480.35 | 59,886.42 | 62,290.94 | 64,697.02 | 10 |
| 11 | 57,180.97 | 59,585.51 | 61,991.55 | 64,397.65 | 66,802.13 | 11 |
| 12 | 57,180.97 | 61,776.60 | 64,182.71 | 66,587.19 | 68,993.29 | 12 |
| 13 | 57,180.97 | 61,776.60 | 66,461.43 | 68,867.50 | 71,272.01 | 13 |
| 14 | 57,180.97 | 61,776.60 | 66,461.43 | 71,235.46 | 73,641.51 | 14 |
| 15 | 57,180.97 | 61,776.60 | 66,461.43 | 71,235.46 | 76,104.91 | 15 |
| 16 | 59,193.86 | 63,789.48 | 68,474.29 | 73,248.30 | 78,117.77 | 16 |
| 17 | 61,668.31 | 66,263.96 | 70,948.77 | 75,722.79 | 80,592.26 | 17 |

Includes 2.75% increase 1/1/2008

SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT

SALARY PLAN 0161

Effective January 1, 2008

MONTHLY SALARY RATES

184 + 24 (208) -DAY CONTRACT YEAR

| SALARY GRADES | | | | | | |
|----------------------|------------|----------------|-------------------|----------------|----------------|--------------|
| | 010 | 011 | 012 | 013 | 014 | |
| | BA | BA + 36 | BA + 60 | BA + 72 | BA + 90 | |
| | | or MA | or BA + 54 | With | With | |
| Steps | | | With MA | MA | MA | Steps |
| 01 | \$3,712.63 | \$3,939.17 | \$4,165.89 | \$4,392.44 | \$4,618.99 | 01 |
| 02 | 3,851.99 | 4,078.71 | 4,305.25 | 4,531.80 | 4,758.35 | 02 |
| 03 | 3,997.07 | 4,223.61 | 4,450.33 | 4,676.71 | 4,903.43 | 03 |
| 04 | 4,148.04 | 4,374.59 | 4,601.13 | 4,827.85 | 5,054.40 | 04 |
| 05 | 4,304.91 | 4,531.45 | 4,758.00 | 4,984.55 | 5,211.27 | 05 |
| 06 | 4,468.01 | 4,694.56 | 4,921.11 | 5,147.83 | 5,374.55 | 06 |
| 07 | 4,637.71 | 4,864.43 | 5,090.97 | 5,317.69 | 5,544.07 | 07 |
| 08 | 4,814.16 | 5,040.88 | 5,267.43 | 5,493.97 | 5,720.52 | 08 |
| 09 | 4,997.55 | 5,224.09 | 5,450.81 | 5,677.36 | 5,904.08 | 09 |
| 10 | 5,188.39 | 5,414.76 | 5,641.48 | 5,868.03 | 6,094.57 | 10 |
| 11 | 5,386.68 | 5,613.05 | 5,839.77 | 6,066.49 | 6,293.04 | 11 |
| 12 | 5,386.68 | 5,819.49 | 6,046.21 | 6,272.76 | 6,499.31 | 12 |
| 13 | 5,386.68 | 5,819.49 | 6,260.80 | 6,487.52 | 6,714.07 | 13 |
| 14 | 5,386.68 | 5,819.49 | 6,260.80 | 6,710.60 | 6,937.32 | 14 |
| 15 | 5,386.68 | 5,819.49 | 6,260.80 | 6,710.60 | 7,169.24 | 15 |
| 16 | 5,576.31 | 6,009.12 | 6,450.43 | 6,900.23 | 7,358.87 | 16 |
| 17 | 5,809.27 | 6,242.25 | 6,683.56 | 7,133.36 | 7,592.00 | 17 |

Includes 2.75% increase 1/1/2008

SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT

SALARY PLAN 0161

Effective January 1, 2008

ANNUAL SALARY RATES

184 + 24 (208) -DAY CONTRACT YEAR

SALARY GRADES

| Steps | 010 BA | 011 BA + 36 or MA | 012 BA + 60 or BA + 54 With MA | 013 BA + 72 With MA | 014 BA + 90 With MA | Steps |
|--------------|-------------------|----------------------------------|---|--|--|--------------|
| 01 | \$44,551.52 | \$47,270.08 | \$49,990.72 | \$52,709.28 | \$55,427.84 | 01 |
| 02 | 46,223.84 | 48,944.48 | 51,663.04 | 54,381.60 | 57,100.16 | 02 |
| 03 | 47,964.80 | 50,683.36 | 53,404.00 | 56,120.48 | 58,841.12 | 03 |
| 04 | 49,776.48 | 52,495.04 | 55,213.60 | 57,934.24 | 60,652.80 | 04 |
| 05 | 51,658.88 | 54,377.44 | 57,096.00 | 59,814.56 | 62,535.20 | 05 |
| 06 | 53,616.16 | 56,334.72 | 59,053.28 | 61,773.92 | 64,494.56 | 06 |
| 07 | 55,652.48 | 58,373.12 | 61,091.68 | 63,812.32 | 66,528.80 | 07 |
| 08 | 57,769.92 | 60,490.56 | 63,209.12 | 65,927.68 | 68,646.24 | 08 |
| 09 | 59,970.56 | 62,689.12 | 65,409.76 | 68,128.32 | 70,848.96 | 09 |
| 10 | 62,260.64 | 64,977.12 | 67,697.76 | 70,416.32 | 73,134.88 | 10 |
| 11 | 64,640.16 | 67,356.64 | 70,077.28 | 72,797.92 | 75,516.48 | 11 |
| 12 | 64,640.16 | 69,833.92 | 72,554.56 | 75,273.12 | 77,991.68 | 12 |
| 13 | 64,640.16 | 69,833.92 | 75,129.60 | 77,850.24 | 80,568.80 | 13 |
| 14 | 64,640.16 | 69,833.92 | 75,129.60 | 80,527.20 | 83,247.84 | 14 |
| 15 | 64,640.16 | 69,833.92 | 75,129.60 | 80,527.20 | 86,030.88 | 15 |
| 16 | 66,915.68 | 72,109.44 | 77,405.12 | 82,802.72 | 88,306.40 | 16 |
| 17 | 69,711.20 | 74,907.04 | 80,202.72 | 85,600.32 | 91,104.00 | 17 |

Includes 2.75% increase 1/1/2008

SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT

SALARY PLAN 0162

Effective January 1, 2008

MONTHLY SALARY RATES

184 + 44 (228) -DAY CONTRACT YEAR

| SALARY GRADES | | | | | | |
|----------------------|------------|----------------|-------------------|----------------|----------------|--------------|
| | 010 | 011 | 012 | 013 | 014 | |
| | BA | BA + 36 | BA + 60 | BA + 72 | BA + 90 | |
| | | or MA | or BA + 54 | With | With | |
| Steps | | | With MA | MA | MA | Steps |
| 01 | \$4,069.61 | \$4,317.94 | \$4,566.46 | \$4,814.79 | \$5,063.12 | 01 |
| 02 | 4,222.37 | 4,470.89 | 4,719.22 | 4,967.55 | 5,215.88 | 02 |
| 03 | 4,381.40 | 4,629.73 | 4,878.25 | 5,126.39 | 5,374.91 | 03 |
| 04 | 4,546.89 | 4,795.22 | 5,043.55 | 5,292.07 | 5,540.40 | 04 |
| 05 | 4,718.84 | 4,967.17 | 5,215.50 | 5,463.83 | 5,712.35 | 05 |
| 06 | 4,897.63 | 5,145.96 | 5,394.29 | 5,642.81 | 5,891.33 | 06 |
| 07 | 5,083.64 | 5,332.16 | 5,580.49 | 5,829.01 | 6,077.15 | 07 |
| 08 | 5,277.06 | 5,525.58 | 5,773.91 | 6,022.24 | 6,270.57 | 08 |
| 09 | 5,478.08 | 5,726.41 | 5,974.93 | 6,223.26 | 6,471.78 | 09 |
| 10 | 5,687.27 | 5,935.41 | 6,183.93 | 6,432.26 | 6,680.59 | 10 |
| 11 | 5,904.63 | 6,152.77 | 6,401.29 | 6,649.81 | 6,898.14 | 11 |
| 12 | 5,904.63 | 6,379.06 | 6,627.58 | 6,875.91 | 7,124.24 | 12 |
| 13 | 5,904.63 | 6,379.06 | 6,862.80 | 7,111.32 | 7,359.65 | 13 |
| 14 | 5,904.63 | 6,379.06 | 6,862.80 | 7,355.85 | 7,604.37 | 14 |
| 15 | 5,904.63 | 6,379.06 | 6,862.80 | 7,355.85 | 7,858.59 | 15 |
| 16 | 6,112.49 | 6,586.92 | 7,070.66 | 7,563.71 | 8,066.45 | 16 |
| 17 | 6,367.85 | 6,842.47 | 7,326.21 | 7,819.26 | 8,322.00 | 17 |

Includes 2.75% increase 1/1/2008

SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT

SALARY PLAN 0162

Effective January 1, 2008

ANNUAL SALARY RATES

184 + 44 (228) -DAY CONTRACT YEAR

| SALARY GRADES | | | | | | |
|----------------------|-------------|----------------|-------------------|----------------|----------------|--------------|
| | 010 | 011 | 012 | 013 | 014 | |
| | BA | BA + 36 | BA + 60 | BA + 72 | BA + 90 | |
| | | or MA | or BA + 54 | With | With | |
| Steps | | | With MA | MA | MA | Steps |
| 01 | \$48,835.32 | \$51,815.28 | \$54,797.52 | \$57,777.48 | \$60,757.44 | 01 |
| 02 | 50,668.44 | 53,650.68 | 56,630.64 | 59,610.60 | 62,590.56 | 02 |
| 03 | 52,576.80 | 55,556.76 | 58,539.00 | 61,516.68 | 64,498.92 | 03 |
| 04 | 54,562.68 | 57,542.64 | 60,522.60 | 63,504.84 | 66,484.80 | 04 |
| 05 | 56,626.08 | 59,606.04 | 62,586.00 | 65,565.96 | 68,548.20 | 05 |
| 06 | 58,771.56 | 61,751.52 | 64,731.48 | 67,713.72 | 70,695.96 | 06 |
| 07 | 61,003.68 | 63,985.92 | 66,965.88 | 69,948.12 | 72,925.80 | 07 |
| 08 | 63,324.72 | 66,306.96 | 69,286.92 | 72,266.88 | 75,246.84 | 08 |
| 09 | 65,736.96 | 68,716.92 | 71,699.16 | 74,679.12 | 77,661.36 | 09 |
| 10 | 68,247.24 | 71,224.92 | 74,207.16 | 77,187.12 | 80,167.08 | 10 |
| 11 | 70,855.56 | 73,833.24 | 76,815.48 | 79,797.72 | 82,777.68 | 11 |
| 12 | 70,855.56 | 76,548.72 | 79,530.96 | 82,510.92 | 85,490.88 | 12 |
| 13 | 70,855.56 | 76,548.72 | 82,353.60 | 85,335.84 | 88,315.80 | 13 |
| 14 | 70,855.56 | 76,548.72 | 82,353.60 | 88,270.20 | 91,252.44 | 14 |
| 15 | 70,855.56 | 76,548.72 | 82,353.60 | 88,270.20 | 94,303.08 | 15 |
| 16 | 73,349.88 | 79,043.04 | 84,847.92 | 90,764.52 | 96,797.40 | 16 |
| 17 | 76,414.20 | 82,109.64 | 87,914.52 | 93,831.12 | 99,864.00 | 17 |

Includes 2.75% increase 1/1/2008

SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT

SALARY PLAN 0163

Effective January 1, 2008

**MONTHLY SALARY RATES
200-DAY CONTRACT YEAR**

| SALARY GRADES | | | | | | |
|----------------------|------------|----------------|-------------------|----------------|----------------|--------------|
| | 010 | 011 | 012 | 013 | 014 | |
| | BA | BA + 36 | BA + 60 | BA + 72 | BA + 90 | |
| | | or MA | or BA + 54 | With | With | |
| Steps | | | With MA | MA | MA | Steps |
| 01 | \$3,569.83 | \$3,787.67 | \$4,005.67 | \$4,223.50 | \$4,441.33 | 01 |
| 02 | 3,703.83 | 3,921.83 | 4,139.67 | 4,357.50 | 4,575.33 | 02 |
| 03 | 3,843.33 | 4,061.17 | 4,279.17 | 4,496.83 | 4,714.83 | 03 |
| 04 | 3,988.50 | 4,206.33 | 4,424.17 | 4,642.17 | 4,860.00 | 04 |
| 05 | 4,139.33 | 4,357.17 | 4,575.00 | 4,792.83 | 5,010.83 | 05 |
| 06 | 4,296.17 | 4,514.00 | 4,731.83 | 4,949.83 | 5,167.83 | 06 |
| 07 | 4,459.33 | 4,677.33 | 4,895.17 | 5,113.17 | 5,330.83 | 07 |
| 08 | 4,629.00 | 4,847.00 | 5,064.83 | 5,282.67 | 5,500.50 | 08 |
| 09 | 4,805.33 | 5,023.17 | 5,241.17 | 5,459.00 | 5,677.00 | 09 |
| 10 | 4,988.83 | 5,206.50 | 5,424.50 | 5,642.33 | 5,860.17 | 10 |
| 11 | 5,179.50 | 5,397.17 | 5,615.17 | 5,833.17 | 6,051.00 | 11 |
| 12 | 5,179.50 | 5,595.67 | 5,813.67 | 6,031.50 | 6,249.33 | 12 |
| 13 | 5,179.50 | 5,595.67 | 6,020.00 | 6,238.00 | 6,455.83 | 13 |
| 14 | 5,179.50 | 5,595.67 | 6,020.00 | 6,452.50 | 6,670.50 | 14 |
| 15 | 5,179.50 | 5,595.67 | 6,020.00 | 6,452.50 | 6,893.50 | 15 |
| 16 | 5,361.83 | 5,778.00 | 6,202.33 | 6,634.83 | 7,075.83 | 16 |
| 17 | 5,585.83 | 6,002.17 | 6,426.50 | 6,859.00 | 7,300.00 | 17 |

Includes 2.75% increase 1/1/2008

SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT

SALARY PLAN 0163

Effective January 1, 2008

ANNUAL SALARY RATES

200-DAY CONTRACT YEAR

SALARY GRADES

| | 010 | 011 | 012 | 013 | 014 | |
|--------------|-------------|----------------|-------------------|----------------|----------------|--------------|
| | BA | BA + 36 | BA + 60 | BA + 72 | BA + 90 | |
| | | or MA | or BA + 54 | With | With | |
| Steps | | | With MA | MA | MA | Steps |
| 01 | \$42,838.00 | \$45,452.00 | \$48,068.00 | \$50,682.00 | \$53,296.00 | 01 |
| 02 | 44,446.00 | 47,062.00 | 49,676.00 | 52,290.00 | 54,904.00 | 02 |
| 03 | 46,120.00 | 48,734.00 | 51,350.00 | 53,962.00 | 56,578.00 | 03 |
| 04 | 47,862.00 | 50,476.00 | 53,090.00 | 55,706.00 | 58,320.00 | 04 |
| 05 | 49,672.00 | 52,286.00 | 54,900.00 | 57,514.00 | 60,130.00 | 05 |
| 06 | 51,554.00 | 54,168.00 | 56,782.00 | 59,398.00 | 62,014.00 | 06 |
| 07 | 53,512.00 | 56,128.00 | 58,742.00 | 61,358.00 | 63,970.00 | 07 |
| 08 | 55,548.00 | 58,164.00 | 60,778.00 | 63,392.00 | 66,006.00 | 08 |
| 09 | 57,664.00 | 60,278.00 | 62,894.00 | 65,508.00 | 68,124.00 | 09 |
| 10 | 59,866.00 | 62,478.00 | 65,094.00 | 67,708.00 | 70,322.00 | 10 |
| 11 | 62,154.00 | 64,766.00 | 67,382.00 | 69,998.00 | 72,612.00 | 11 |
| 12 | 62,154.00 | 67,148.00 | 69,764.00 | 72,378.00 | 74,992.00 | 12 |
| 13 | 62,154.00 | 67,148.00 | 72,240.00 | 74,856.00 | 77,470.00 | 13 |
| 14 | 62,154.00 | 67,148.00 | 72,240.00 | 77,430.00 | 80,046.00 | 14 |
| 15 | 62,154.00 | 67,148.00 | 72,240.00 | 77,430.00 | 82,722.00 | 15 |
| 16 | 64,342.00 | 69,336.00 | 74,428.00 | 79,618.00 | 84,910.00 | 16 |
| 17 | 67,030.00 | 72,026.00 | 77,118.00 | 82,308.00 | 87,600.00 | 17 |

Includes 2.75% increase 1/1/2008