

When two schedules are in use during the same school year, NCTQ's policy is to analyze the schedule in use for the majority of the year. In Oakland, during the 2018-2019 school year, there were two schedules in use: one from July 1, 2018 - December 31, 2018 and the second from January 1, 2019 - June 30, 2019. NCTQ was only able to locate the salary schedule in use from January until June and, as a result, used that schedule for the analysis of 2018-2019 salaries.

10-MONTH TEACHERS



OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

SALARY SCHEDULE: K-12 TEACHERS

Periods: 10 (months), Days/Year: 186, Hours/Day: 6

Education	Column 1 BA Degree	Column 2 BA + 30	Column 3 BA + 45	Column 4 BA + 60	Column 5 BA + 75	Column 6 BA + 90
STEP 01 (ANNUAL)	\$ 47,967.37	\$ 48,355.35	\$ 48,730.39	\$ 49,519.29	\$ 51,368.66	\$ 56,877.99
STEP 02 (ANNUAL)	\$ 48,730.39	\$ 49,131.31	\$ 49,519.29	\$ 51,368.66	\$ 53,205.11	\$ 58,714.43
STEP 03 (ANNUAL)	\$ 49,519.29	\$ 50,450.44	\$ 51,368.66	\$ 53,205.11	\$ 55,041.55	\$ 60,537.94
STEP 04 (ANNUAL)	\$ 51,368.66	\$ 52,299.82	\$ 53,205.11	\$ 55,041.55	\$ 56,877.99	\$ 62,387.32
STEP 05 (ANNUAL)	\$ 53,205.11	\$ 54,123.33	\$ 55,041.55	\$ 56,877.99	\$ 58,714.43	\$ 64,210.83
STEP 06 (ANNUAL)	\$ 55,041.55	\$ 55,959.77	\$ 56,877.99	\$ 58,714.43	\$ 60,537.94	\$ 66,047.27
STEP 07 (ANNUAL)	\$ 56,877.99	\$ 57,796.21	\$ 58,714.43	\$ 60,537.94	\$ 62,387.32	\$ 67,870.78
STEP 08 (ANNUAL)	\$ 58,766.17	\$ 59,632.66	\$ 60,537.94	\$ 62,387.32	\$ 64,210.83	\$ 69,720.16
STEP 09 (ANNUAL)	\$ 60,537.94	\$ 61,456.17	\$ 62,387.32	\$ 64,210.83	\$ 66,047.27	\$ 71,543.67
STEP 10 (ANNUAL)	\$ 62,387.32	\$ 63,292.61	\$ 64,210.83	\$ 66,047.27	\$ 67,870.78	\$ 73,380.11
STEP 11 (ANNUAL)	\$ 64,210.83	\$ 65,129.05	\$ 66,047.27	\$ 67,870.78	\$ 69,720.16	\$ 75,229.49
STEP 12 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 69,720.16	\$ 71,543.67	\$ 77,053.00
STEP 13 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 73,380.11	\$ 78,889.44
STEP 14 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 80,725.88
STEP 15 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 16 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 17 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 18 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 19 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 20 (ANNUAL)	\$ 66,047.27	\$ 66,952.56	\$ 67,870.78	\$ 71,543.67	\$ 75,229.49	\$ 82,562.32
STEP 21 (ANNUAL)	\$ 67,870.78	\$ 68,801.94	\$ 69,720.16	\$ 73,380.11	\$ 77,053.00	\$ 84,385.83
STEP 22 (ANNUAL)	\$ 67,870.78	\$ 68,801.94	\$ 69,720.16	\$ 73,380.11	\$ 77,053.00	\$ 84,385.83
STEP 23 (ANNUAL)	\$ 67,870.78	\$ 68,801.94	\$ 69,720.16	\$ 73,380.11	\$ 77,053.00	\$ 84,385.83
STEP 24 (ANNUAL)	\$ 67,870.78	\$ 68,801.94	\$ 69,720.16	\$ 73,380.11	\$ 77,053.00	\$ 84,385.83
STEP 25 (ANNUAL)	\$ 67,870.78	\$ 68,801.94	\$ 69,720.16	\$ 73,380.11	\$ 77,053.00	\$ 84,385.83
STEP 26 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21
STEP 27 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21
STEP 28 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21
STEP 29 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21
STEP 30 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21
STEP 31 (ANNUAL)	\$ 69,720.16	\$ 70,625.45	\$ 71,543.67	\$ 75,229.49	\$ 78,889.44	\$ 86,235.21

STEP PLACEMENT: Step = Year | Placement is based on years of service as a full-time certificated teacher and up to 12 years of credit can be given, with maximum starting placement being Step 13.

COLUMN PLACEMENT: Salary column placement is based on upper division and graduate units (with a grade of "C-minus" or better) taken after a bachelor's degree. Verified professional development hours can be used by OUSD teachers to increase column placement.

Effective January 1, 2019