<table>
<thead>
<tr>
<th>Steps</th>
<th>BA 010</th>
<th>BA + 36 or MA 011</th>
<th>BA + 60 or BA + 54 012</th>
<th>BA + 72 With MA 013</th>
<th>BA + 90 With MA 014</th>
<th>Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>$38,347.49</td>
<td>$40,687.08</td>
<td>$43,028.17</td>
<td>$45,367.78</td>
<td>$47,708.88</td>
<td>01</td>
</tr>
<tr>
<td>02</td>
<td>39,786.84</td>
<td>42,127.95</td>
<td>44,467.57</td>
<td>46,808.64</td>
<td>49,148.25</td>
<td>02</td>
</tr>
<tr>
<td>03</td>
<td>41,285.06</td>
<td>43,624.65</td>
<td>45,965.77</td>
<td>48,305.36</td>
<td>50,646.46</td>
<td>03</td>
</tr>
<tr>
<td>04</td>
<td>42,843.88</td>
<td>45,184.96</td>
<td>47,524.57</td>
<td>49,865.67</td>
<td>52,205.24</td>
<td>04</td>
</tr>
<tr>
<td>05</td>
<td>44,464.46</td>
<td>46,804.02</td>
<td>49,145.13</td>
<td>51,484.71</td>
<td>53,825.84</td>
<td>05</td>
</tr>
<tr>
<td>06</td>
<td>46,148.73</td>
<td>48,489.80</td>
<td>50,829.39</td>
<td>53,170.52</td>
<td>55,511.63</td>
<td>06</td>
</tr>
<tr>
<td>07</td>
<td>47,902.61</td>
<td>50,243.75</td>
<td>52,583.32</td>
<td>54,924.45</td>
<td>57,264.03</td>
<td>07</td>
</tr>
<tr>
<td>08</td>
<td>49,724.66</td>
<td>52,065.79</td>
<td>54,405.36</td>
<td>56,746.47</td>
<td>59,086.02</td>
<td>08</td>
</tr>
<tr>
<td>09</td>
<td>51,618.03</td>
<td>53,959.16</td>
<td>56,300.31</td>
<td>58,639.85</td>
<td>60,980.98</td>
<td>09</td>
</tr>
<tr>
<td>10</td>
<td>53,588.77</td>
<td>55,928.38</td>
<td>58,269.49</td>
<td>60,609.08</td>
<td>62,950.20</td>
<td>10</td>
</tr>
<tr>
<td>11</td>
<td>55,637.08</td>
<td>57,976.70</td>
<td>60,317.78</td>
<td>62,658.91</td>
<td>64,998.47</td>
<td>11</td>
</tr>
<tr>
<td>12</td>
<td>55,637.08</td>
<td>60,108.63</td>
<td>62,449.78</td>
<td>64,789.34</td>
<td>67,130.47</td>
<td>12</td>
</tr>
<tr>
<td>13</td>
<td>55,637.08</td>
<td>60,108.63</td>
<td>64,666.97</td>
<td>67,008.08</td>
<td>69,347.67</td>
<td>13</td>
</tr>
<tr>
<td>14</td>
<td>55,637.08</td>
<td>60,108.63</td>
<td>64,666.97</td>
<td>69,312.10</td>
<td>71,653.19</td>
<td>14</td>
</tr>
<tr>
<td>15</td>
<td>55,637.08</td>
<td>60,108.63</td>
<td>64,666.97</td>
<td>69,312.10</td>
<td>74,050.08</td>
<td>15</td>
</tr>
<tr>
<td>16</td>
<td>57,595.63</td>
<td>62,067.16</td>
<td>66,625.48</td>
<td>71,270.60</td>
<td>76,008.59</td>
<td>16</td>
</tr>
<tr>
<td>17</td>
<td>60,003.27</td>
<td>64,474.83</td>
<td>69,033.15</td>
<td>73,678.27</td>
<td>78,416.27</td>
<td>17</td>
</tr>
</tbody>
</table>
## Monthly Salary Rates

### Traditional 179-Day Contract Year

<table>
<thead>
<tr>
<th>SALARY GRADES</th>
<th>010</th>
<th>011</th>
<th>012</th>
<th>013</th>
<th>014</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA</td>
<td>$3,834.75</td>
<td>$4,068.71</td>
<td>$4,302.82</td>
<td>$4,536.78</td>
<td>$4,770.89</td>
</tr>
<tr>
<td>or MA</td>
<td>$3,978.68</td>
<td>$4,212.80</td>
<td>$4,446.76</td>
<td>$4,680.86</td>
<td>$4,914.83</td>
</tr>
<tr>
<td>BA + 36</td>
<td>$4,128.51</td>
<td>$4,362.47</td>
<td>$4,596.58</td>
<td>$4,830.54</td>
<td>$5,064.65</td>
</tr>
<tr>
<td>or BA + 54</td>
<td>$4,284.39</td>
<td>$4,518.50</td>
<td>$4,752.46</td>
<td>$4,986.57</td>
<td>$5,220.52</td>
</tr>
<tr>
<td>With MA</td>
<td>$4,446.45</td>
<td>$4,680.40</td>
<td>$4,914.51</td>
<td>$5,148.47</td>
<td>$5,382.58</td>
</tr>
<tr>
<td>MA</td>
<td>$4,614.87</td>
<td>$4,848.98</td>
<td>$5,082.94</td>
<td>$5,317.05</td>
<td>$5,551.16</td>
</tr>
<tr>
<td>BA + 60</td>
<td>$4,790.26</td>
<td>$5,024.38</td>
<td>$5,258.33</td>
<td>$5,492.45</td>
<td>$5,726.40</td>
</tr>
<tr>
<td>With MA</td>
<td>$4,972.47</td>
<td>$5,206.58</td>
<td>$5,440.54</td>
<td>$5,674.65</td>
<td>$5,908.60</td>
</tr>
<tr>
<td>BA + 72</td>
<td>$5,161.80</td>
<td>$5,395.92</td>
<td>$5,630.03</td>
<td>$5,863.99</td>
<td>$6,098.10</td>
</tr>
<tr>
<td>With MA</td>
<td>$5,358.88</td>
<td>$5,592.84</td>
<td>$5,826.95</td>
<td>$6,060.91</td>
<td>$6,295.02</td>
</tr>
<tr>
<td>BA + 90</td>
<td>$5,563.71</td>
<td>$5,797.67</td>
<td>$6,031.78</td>
<td>$6,265.89</td>
<td>$6,499.85</td>
</tr>
<tr>
<td>With MA</td>
<td>$5,563.71</td>
<td>$5,797.67</td>
<td>$6,031.78</td>
<td>$6,265.89</td>
<td>$6,499.85</td>
</tr>
<tr>
<td>11</td>
<td>$5,759.56</td>
<td>$6,010.86</td>
<td>$6,244.98</td>
<td>$6,478.93</td>
<td>$6,713.05</td>
</tr>
<tr>
<td>12</td>
<td>$5,563.71</td>
<td>$6,010.86</td>
<td>$6,244.98</td>
<td>$6,478.93</td>
<td>$6,713.05</td>
</tr>
<tr>
<td>13</td>
<td>$5,563.71</td>
<td>$6,010.86</td>
<td>$6,244.98</td>
<td>$6,478.93</td>
<td>$6,713.05</td>
</tr>
<tr>
<td>14</td>
<td>$5,563.71</td>
<td>$6,010.86</td>
<td>$6,244.98</td>
<td>$6,478.93</td>
<td>$6,713.05</td>
</tr>
<tr>
<td>15</td>
<td>$5,563.71</td>
<td>$6,010.86</td>
<td>$6,244.98</td>
<td>$6,478.93</td>
<td>$6,713.05</td>
</tr>
<tr>
<td>16</td>
<td>$5,759.56</td>
<td>$6,206.72</td>
<td>$6,622.55</td>
<td>$7,127.06</td>
<td>$7,600.86</td>
</tr>
<tr>
<td>17</td>
<td>$6,000.33</td>
<td>$6,447.48</td>
<td>$6,903.32</td>
<td>$7,367.83</td>
<td>$7,841.63</td>
</tr>
</tbody>
</table>
SDEA BARGAINING UNIT
SALARY PLAN R160
Effective July 1, 2010

MONTHLY SALARY RATES
YEAR-ROUND 179-DAY CONTRACT YEAR

<table>
<thead>
<tr>
<th>SALARY GRADES</th>
<th>010</th>
<th>011</th>
<th>012</th>
<th>013</th>
<th>014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BA</td>
<td>BA + 36</td>
<td>BA + 60</td>
<td>BA + 72</td>
<td>BA + 90</td>
</tr>
<tr>
<td></td>
<td>or MA</td>
<td>or BA + 54</td>
<td>With</td>
<td>With</td>
<td></td>
</tr>
<tr>
<td>Steps</td>
<td>$3,195.62</td>
<td>$3,390.59</td>
<td>$3,585.68</td>
<td>$3,780.65</td>
<td>$3,975.74</td>
</tr>
<tr>
<td></td>
<td>$3,315.57</td>
<td>$3,510.66</td>
<td>$3,705.63</td>
<td>$3,900.72</td>
<td>$4,095.69</td>
</tr>
<tr>
<td></td>
<td>$3,440.42</td>
<td>$3,635.39</td>
<td>$3,830.48</td>
<td>$4,025.45</td>
<td>$4,220.54</td>
</tr>
<tr>
<td></td>
<td>$3,570.32</td>
<td>$3,765.41</td>
<td>$3,960.38</td>
<td>$4,155.47</td>
<td>$4,350.44</td>
</tr>
<tr>
<td></td>
<td>$3,705.37</td>
<td>$3,900.34</td>
<td>$4,095.43</td>
<td>$4,290.39</td>
<td>$4,485.49</td>
</tr>
<tr>
<td></td>
<td>$3,845.73</td>
<td>$4,040.82</td>
<td>$4,235.78</td>
<td>$4,430.88</td>
<td>$4,625.97</td>
</tr>
<tr>
<td></td>
<td>$3,991.88</td>
<td>$4,186.98</td>
<td>$4,381.94</td>
<td>$4,577.04</td>
<td>$4,772.00</td>
</tr>
<tr>
<td></td>
<td>$4,143.72</td>
<td>$4,338.82</td>
<td>$4,533.78</td>
<td>$4,728.87</td>
<td>$4,923.84</td>
</tr>
<tr>
<td></td>
<td>$4,301.50</td>
<td>$4,496.60</td>
<td>$4,691.69</td>
<td>$4,886.65</td>
<td>$5,081.75</td>
</tr>
<tr>
<td></td>
<td>$4,465.73</td>
<td>$4,660.70</td>
<td>$4,855.79</td>
<td>$5,050.76</td>
<td>$5,245.85</td>
</tr>
<tr>
<td></td>
<td>$4,636.42</td>
<td>$4,831.39</td>
<td>$5,026.48</td>
<td>$5,221.58</td>
<td>$5,416.54</td>
</tr>
<tr>
<td></td>
<td>$4,636.42</td>
<td>$5,009.05</td>
<td>$5,204.15</td>
<td>$5,399.11</td>
<td>$5,594.21</td>
</tr>
<tr>
<td></td>
<td>$4,636.42</td>
<td>$5,009.05</td>
<td>$5,388.91</td>
<td>$5,584.01</td>
<td>$5,778.97</td>
</tr>
<tr>
<td></td>
<td>$4,636.42</td>
<td>$5,009.05</td>
<td>$5,388.91</td>
<td>$5,776.01</td>
<td>$5,971.10</td>
</tr>
<tr>
<td></td>
<td>$4,636.42</td>
<td>$5,009.05</td>
<td>$5,388.91</td>
<td>$5,776.01</td>
<td>$6,170.84</td>
</tr>
<tr>
<td></td>
<td>$4,799.64</td>
<td>$5,172.26</td>
<td>$5,552.12</td>
<td>$5,939.22</td>
<td>$6,334.05</td>
</tr>
<tr>
<td></td>
<td>$5,000.27</td>
<td>$5,372.90</td>
<td>$5,752.76</td>
<td>$6,139.86</td>
<td>$6,534.69</td>
</tr>
</tbody>
</table>
SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT

SALARY PLAN R161

Effective July 1, 2010

ANNUAL SALARY RATES

179 + 24 (203) -DAY CONTRACT YEAR

<table>
<thead>
<tr>
<th>SALARY GRADES</th>
<th>010</th>
<th>011</th>
<th>012</th>
<th>013</th>
<th>014</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA or MA</td>
<td>$43,488.69</td>
<td>$46,141.90</td>
<td>$48,797.14</td>
<td>$51,450.35</td>
<td>$54,105.59</td>
</tr>
<tr>
<td>BA + 36 or BA + 54</td>
<td>$45,120.81</td>
<td>$47,776.05</td>
<td>$50,429.26</td>
<td>$53,084.50</td>
<td>$55,737.71</td>
</tr>
<tr>
<td>BA + 60 or BA + 54</td>
<td>$46,819.92</td>
<td>$49,473.13</td>
<td>$52,128.37</td>
<td>$54,781.58</td>
<td>$57,436.82</td>
</tr>
<tr>
<td>BA + 72 or BA + 54</td>
<td>$48,588.05</td>
<td>$51,243.29</td>
<td>$53,896.50</td>
<td>$56,551.74</td>
<td>$59,204.95</td>
</tr>
<tr>
<td>BA + 90 or MA</td>
<td>$50,425.20</td>
<td>$53,078.41</td>
<td>$55,733.65</td>
<td>$58,386.86</td>
<td>$61,042.10</td>
</tr>
<tr>
<td>Steps</td>
<td>01</td>
<td>02</td>
<td>03</td>
<td>04</td>
<td>05</td>
</tr>
<tr>
<td>$52,335.43</td>
<td>$54,990.67</td>
<td>$57,643.88</td>
<td>$60,299.12</td>
<td>$62,954.36</td>
<td>$65,609.61</td>
</tr>
<tr>
<td>$54,324.83</td>
<td>$56,980.07</td>
<td>$59,633.28</td>
<td>$62,288.52</td>
<td>$64,941.73</td>
<td>$67,604.95</td>
</tr>
<tr>
<td>$56,391.37</td>
<td>$59,046.61</td>
<td>$61,699.82</td>
<td>$64,355.06</td>
<td>$67,008.27</td>
<td>$69,661.51</td>
</tr>
<tr>
<td>$58,539.11</td>
<td>$61,194.35</td>
<td>$63,849.59</td>
<td>$66,502.80</td>
<td>$69,156.04</td>
<td>$71,818.31</td>
</tr>
<tr>
<td>$60,774.14</td>
<td>$63,427.35</td>
<td>$66,082.59</td>
<td>$68,735.80</td>
<td>$71,391.04</td>
<td>$74,049.29</td>
</tr>
<tr>
<td>$63,096.46</td>
<td>$65,749.67</td>
<td>$68,404.91</td>
<td>$71,060.15</td>
<td>$73,713.36</td>
<td>$76,366.64</td>
</tr>
<tr>
<td>$65,317.28</td>
<td>$68,167.40</td>
<td>$70,822.64</td>
<td>$73,475.85</td>
<td>$76,131.09</td>
<td>$78,787.34</td>
</tr>
<tr>
<td>$68,047.63</td>
<td>$73,118.57</td>
<td>$78,288.98</td>
<td>$83,556.83</td>
<td>$88,930.24</td>
<td></td>
</tr>
</tbody>
</table>

Effective July 1, 2010
SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT
SALARY PLAN R161
Effective July 1, 2010

MONTHLY SALARY RATES
179 + 24 (203) -DAY CONTRACT YEAR

<table>
<thead>
<tr>
<th>SALARY GRADES</th>
<th>010</th>
<th>011</th>
<th>012</th>
<th>013</th>
<th>014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BA</td>
<td>BA + 36</td>
<td>BA + 60</td>
<td>BA + 72</td>
<td>BA + 90</td>
</tr>
<tr>
<td></td>
<td>or MA</td>
<td>or BA + 54</td>
<td>With</td>
<td>With</td>
<td>Steps</td>
</tr>
<tr>
<td>Steps</td>
<td>$3,624.06</td>
<td>$3,845.16</td>
<td>$4,066.43</td>
<td>$4,287.53</td>
<td>$4,508.80</td>
</tr>
<tr>
<td>02</td>
<td>3,760.07</td>
<td>3,981.34</td>
<td>4,202.44</td>
<td>4,423.71</td>
<td>4,644.81</td>
</tr>
<tr>
<td>03</td>
<td>3,901.66</td>
<td>4,122.76</td>
<td>4,344.03</td>
<td>4,565.13</td>
<td>4,786.40</td>
</tr>
<tr>
<td>04</td>
<td>4,049.00</td>
<td>4,270.27</td>
<td>4,491.38</td>
<td>4,712.65</td>
<td>4,933.75</td>
</tr>
<tr>
<td>05</td>
<td>4,202.10</td>
<td>4,423.20</td>
<td>4,644.47</td>
<td>4,865.57</td>
<td>5,086.84</td>
</tr>
<tr>
<td>06</td>
<td>4,361.29</td>
<td>4,582.56</td>
<td>4,803.66</td>
<td>5,024.93</td>
<td>5,246.20</td>
</tr>
<tr>
<td>07</td>
<td>4,527.07</td>
<td>4,748.34</td>
<td>4,969.44</td>
<td>5,190.71</td>
<td>5,411.81</td>
</tr>
<tr>
<td>08</td>
<td>4,699.28</td>
<td>4,920.55</td>
<td>5,141.65</td>
<td>5,362.90</td>
<td>5,584.02</td>
</tr>
<tr>
<td>09</td>
<td>4,878.26</td>
<td>5,099.53</td>
<td>5,320.80</td>
<td>5,541.90</td>
<td>5,763.17</td>
</tr>
<tr>
<td>10</td>
<td>5,064.51</td>
<td>5,285.61</td>
<td>5,506.88</td>
<td>5,727.98</td>
<td>5,949.25</td>
</tr>
<tr>
<td>11</td>
<td>5,258.04</td>
<td>5,479.14</td>
<td>5,700.41</td>
<td>5,921.68</td>
<td>6,142.78</td>
</tr>
<tr>
<td>12</td>
<td>5,258.04</td>
<td>5,680.62</td>
<td>5,901.89</td>
<td>6,122.99</td>
<td>6,344.26</td>
</tr>
<tr>
<td>13</td>
<td>5,258.04</td>
<td>5,680.62</td>
<td>6,111.48</td>
<td>6,332.75</td>
<td>6,553.86</td>
</tr>
<tr>
<td>14</td>
<td>5,258.04</td>
<td>5,680.62</td>
<td>6,111.48</td>
<td>6,550.47</td>
<td>6,771.74</td>
</tr>
<tr>
<td>15</td>
<td>5,258.04</td>
<td>5,680.62</td>
<td>6,111.48</td>
<td>6,550.47</td>
<td>6,998.26</td>
</tr>
<tr>
<td>16</td>
<td>5,443.11</td>
<td>5,865.69</td>
<td>6,296.55</td>
<td>6,735.54</td>
<td>7,183.32</td>
</tr>
<tr>
<td>17</td>
<td>5,670.64</td>
<td>6,093.21</td>
<td>6,524.08</td>
<td>6,963.07</td>
<td>7,410.85</td>
</tr>
</tbody>
</table>
SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT
SALARY PLAN R162
Effective July 1, 2010

ANNUAL SALARY RATES
179 + 44 (223) -DAY CONTRACT YEAR

<table>
<thead>
<tr>
<th>SALARY GRADES</th>
<th>010</th>
<th>011</th>
<th>012</th>
<th>013</th>
<th>014</th>
</tr>
</thead>
<tbody>
<tr>
<td>BA or MA</td>
<td>$47,773.29</td>
<td>$50,687.90</td>
<td>$53,604.74</td>
<td>$56,519.35</td>
<td>$59,436.19</td>
</tr>
<tr>
<td>BA + 36 or BA + 54 With MA</td>
<td>$49,566.21</td>
<td>$52,483.05</td>
<td>$55,397.66</td>
<td>$58,314.50</td>
<td>$61,229.11</td>
</tr>
<tr>
<td>BA + 60 With MA</td>
<td>$51,432.72</td>
<td>$54,347.33</td>
<td>$57,264.17</td>
<td>$60,178.78</td>
<td>$63,095.62</td>
</tr>
<tr>
<td>BA + 72 With MA</td>
<td>$53,375.05</td>
<td>$56,291.89</td>
<td>$59,206.50</td>
<td>$62,123.34</td>
<td>$65,037.95</td>
</tr>
<tr>
<td>BA + 90 With MA</td>
<td>$55,393.20</td>
<td>$58,307.81</td>
<td>$61,224.65</td>
<td>$64,139.26</td>
<td>$67,056.10</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Steps</th>
<th>$57,491.63</th>
<th>$60,408.47</th>
<th>$63,323.08</th>
<th>$66,239.92</th>
<th>$69,156.76</th>
</tr>
</thead>
<tbody>
<tr>
<td>07</td>
<td>$59,677.03</td>
<td>$62,593.87</td>
<td>$65,508.48</td>
<td>$68,425.32</td>
<td>$71,339.93</td>
</tr>
<tr>
<td>08</td>
<td>$61,947.17</td>
<td>$64,864.01</td>
<td>$67,778.62</td>
<td>$70,695.46</td>
<td>$73,610.07</td>
</tr>
<tr>
<td>09</td>
<td>$64,306.51</td>
<td>$67,223.35</td>
<td>$70,140.19</td>
<td>$73,054.80</td>
<td>$75,971.64</td>
</tr>
<tr>
<td>10</td>
<td>$66,761.74</td>
<td>$69,676.35</td>
<td>$72,593.19</td>
<td>$75,507.80</td>
<td>$78,424.64</td>
</tr>
<tr>
<td>11</td>
<td>$69,312.86</td>
<td>$72,227.47</td>
<td>$75,144.31</td>
<td>$78,061.15</td>
<td>$80,975.76</td>
</tr>
<tr>
<td>12</td>
<td>$71,752.48</td>
<td>$74,663.02</td>
<td>$77,580.12</td>
<td>$80,514.85</td>
<td>$83,431.69</td>
</tr>
<tr>
<td>13</td>
<td>$74,751.83</td>
<td>$78,663.37</td>
<td>$81,580.49</td>
<td>$84,514.85</td>
<td>$87,431.69</td>
</tr>
<tr>
<td>14</td>
<td>$77,152.48</td>
<td>$81,063.02</td>
<td>$84,580.12</td>
<td>$87,514.85</td>
<td>$90,431.69</td>
</tr>
<tr>
<td>15</td>
<td>$79,552.48</td>
<td>$82,963.02</td>
<td>$87,580.12</td>
<td>$90,514.85</td>
<td>$93,431.69</td>
</tr>
<tr>
<td>16</td>
<td>$81,952.48</td>
<td>$84,863.02</td>
<td>$89,580.12</td>
<td>$92,514.85</td>
<td>$95,431.69</td>
</tr>
<tr>
<td>17</td>
<td>$84,352.48</td>
<td>$86,763.02</td>
<td>$91,580.12</td>
<td>$94,514.85</td>
<td>$97,431.69</td>
</tr>
</tbody>
</table>

Effective July 1, 2010
ANNUAL SALARY RATES
179 + 44 (223) -DAY CONTRACT YEAR
SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT
SALARY PLAN R162
Effective July 1, 2010

MONTHLY SALARY RATES
179 + 44 (223) -DAY CONTRACT YEAR

<table>
<thead>
<tr>
<th>SALARY GRADES</th>
<th>010</th>
<th>011</th>
<th>012</th>
<th>013</th>
<th>014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>BA</td>
<td>BA + 36</td>
<td>BA + 60</td>
<td>BA + 72</td>
<td>BA + 90</td>
</tr>
<tr>
<td>or MA or MA</td>
<td>Steps</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>01</td>
<td></td>
<td>$3,981.11</td>
<td>$4,223.99</td>
<td>$4,467.06</td>
<td>$4,709.95</td>
</tr>
<tr>
<td>02</td>
<td></td>
<td>4,130.52</td>
<td>4,373.59</td>
<td>4,616.47</td>
<td>4,859.54</td>
</tr>
<tr>
<td>03</td>
<td></td>
<td>4,286.06</td>
<td>4,528.94</td>
<td>4,772.01</td>
<td>5,014.90</td>
</tr>
<tr>
<td>04</td>
<td></td>
<td>4,447.92</td>
<td>4,690.99</td>
<td>4,933.88</td>
<td>5,176.95</td>
</tr>
<tr>
<td>05</td>
<td></td>
<td>4,616.10</td>
<td>4,858.98</td>
<td>5,102.05</td>
<td>5,344.94</td>
</tr>
<tr>
<td>06</td>
<td></td>
<td>4,790.97</td>
<td>5,034.04</td>
<td>5,276.92</td>
<td>5,519.99</td>
</tr>
<tr>
<td>07</td>
<td></td>
<td>4,973.09</td>
<td>5,216.16</td>
<td>5,459.04</td>
<td>5,702.11</td>
</tr>
<tr>
<td>08</td>
<td></td>
<td>5,162.26</td>
<td>5,405.33</td>
<td>5,648.22</td>
<td>5,891.29</td>
</tr>
<tr>
<td>09</td>
<td></td>
<td>5,358.88</td>
<td>5,601.95</td>
<td>5,845.02</td>
<td>6,087.90</td>
</tr>
<tr>
<td>10</td>
<td></td>
<td>5,563.48</td>
<td>5,806.36</td>
<td>6,049.43</td>
<td>6,292.32</td>
</tr>
<tr>
<td>11</td>
<td></td>
<td>5,776.07</td>
<td>6,018.96</td>
<td>6,262.03</td>
<td>6,505.10</td>
</tr>
<tr>
<td>12</td>
<td></td>
<td>5,776.07</td>
<td>6,320.28</td>
<td>6,563.35</td>
<td>6,726.24</td>
</tr>
<tr>
<td>13</td>
<td></td>
<td>5,776.07</td>
<td>6,240.28</td>
<td>6,483.35</td>
<td>6,726.24</td>
</tr>
<tr>
<td>14</td>
<td></td>
<td>5,776.07</td>
<td>6,240.28</td>
<td>6,713.60</td>
<td>6,956.67</td>
</tr>
<tr>
<td>15</td>
<td></td>
<td>5,776.07</td>
<td>6,240.28</td>
<td>6,713.60</td>
<td>6,956.67</td>
</tr>
<tr>
<td>16</td>
<td></td>
<td>5,979.37</td>
<td>6,443.59</td>
<td>6,916.90</td>
<td>7,399.14</td>
</tr>
<tr>
<td>17</td>
<td></td>
<td>6,229.32</td>
<td>6,693.53</td>
<td>7,166.85</td>
<td>7,649.09</td>
</tr>
</tbody>
</table>
SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT
SALARY PLAN R163
Effective July 1, 2010

ANNUAL SALARY RATES
195-DAY CONTRACT YEAR

<table>
<thead>
<tr>
<th>Steps</th>
<th>010 BA</th>
<th>011 BA + 36 or MA</th>
<th>012 BA + 60 or BA + 54</th>
<th>013 BA + 72 With MA</th>
<th>014 BA + 90 With MA</th>
<th>Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>$41,774.85</td>
<td>$44,323.50</td>
<td>$46,874.10</td>
<td>$49,422.75</td>
<td>$51,973.35</td>
<td>01</td>
</tr>
<tr>
<td>02</td>
<td>43,342.65</td>
<td>45,893.25</td>
<td>48,441.90</td>
<td>50,992.50</td>
<td>53,541.15</td>
<td>02</td>
</tr>
<tr>
<td>03</td>
<td>44,974.80</td>
<td>47,523.45</td>
<td>50,074.05</td>
<td>52,622.70</td>
<td>55,173.30</td>
<td>03</td>
</tr>
<tr>
<td>04</td>
<td>46,673.25</td>
<td>49,223.85</td>
<td>51,772.50</td>
<td>54,323.10</td>
<td>56,871.75</td>
<td>04</td>
</tr>
<tr>
<td>05</td>
<td>48,438.00</td>
<td>50,986.65</td>
<td>53,537.25</td>
<td>56,085.90</td>
<td>58,636.50</td>
<td>05</td>
</tr>
<tr>
<td>06</td>
<td>50,272.95</td>
<td>52,823.55</td>
<td>55,372.20</td>
<td>57,922.80</td>
<td>60,473.40</td>
<td>06</td>
</tr>
<tr>
<td>07</td>
<td>52,183.95</td>
<td>54,734.55</td>
<td>57,283.20</td>
<td>59,833.80</td>
<td>62,382.45</td>
<td>07</td>
</tr>
<tr>
<td>08</td>
<td>54,169.05</td>
<td>56,719.65</td>
<td>59,268.30</td>
<td>61,818.90</td>
<td>64,367.55</td>
<td>08</td>
</tr>
<tr>
<td>09</td>
<td>56,232.15</td>
<td>58,782.75</td>
<td>61,333.35</td>
<td>63,882.00</td>
<td>66,432.60</td>
<td>09</td>
</tr>
<tr>
<td>10</td>
<td>58,379.10</td>
<td>60,927.75</td>
<td>63,478.35</td>
<td>66,027.00</td>
<td>68,577.60</td>
<td>10</td>
</tr>
<tr>
<td>11</td>
<td>60,609.90</td>
<td>63,158.55</td>
<td>65,709.15</td>
<td>68,259.75</td>
<td>70,808.40</td>
<td>11</td>
</tr>
<tr>
<td>12</td>
<td>60,609.90</td>
<td>65,481.00</td>
<td>68,031.60</td>
<td>70,580.25</td>
<td>73,130.85</td>
<td>12</td>
</tr>
<tr>
<td>13</td>
<td>60,609.90</td>
<td>65,481.00</td>
<td>70,447.65</td>
<td>72,998.25</td>
<td>75,546.90</td>
<td>13</td>
</tr>
<tr>
<td>14</td>
<td>60,609.90</td>
<td>65,481.00</td>
<td>70,447.65</td>
<td>75,507.90</td>
<td>78,058.50</td>
<td>14</td>
</tr>
<tr>
<td>15</td>
<td>60,609.90</td>
<td>65,481.00</td>
<td>70,447.65</td>
<td>75,507.90</td>
<td>80,669.55</td>
<td>15</td>
</tr>
<tr>
<td>16</td>
<td>62,743.20</td>
<td>67,614.30</td>
<td>72,580.95</td>
<td>77,641.20</td>
<td>82,802.85</td>
<td>16</td>
</tr>
<tr>
<td>17</td>
<td>65,365.95</td>
<td>70,237.05</td>
<td>75,203.70</td>
<td>80,263.95</td>
<td>85,425.60</td>
<td>17</td>
</tr>
</tbody>
</table>

Effective July 1, 2010
SAN DIEGO UNIFIED SCHOOL DISTRICT

SDEA BARGAINING UNIT
SALARY PLAN R163
Effective July 1, 2010

MONTHLY SALARY RATES
195-DAY CONTRACT YEAR

<table>
<thead>
<tr>
<th>SALARY GRADES</th>
<th>010</th>
<th>011</th>
<th>012</th>
<th>013</th>
<th>014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Steps</td>
<td>BA</td>
<td>BA + 36</td>
<td>BA + 60</td>
<td>BA + 72</td>
<td>BA + 90</td>
</tr>
<tr>
<td>01</td>
<td>$3,481.24</td>
<td>$3,693.63</td>
<td>$3,906.18</td>
<td>$4,118.56</td>
<td>$4,331.11</td>
</tr>
<tr>
<td>02</td>
<td>3,611.89</td>
<td>3,824.44</td>
<td>4,036.83</td>
<td>4,249.38</td>
<td>4,461.76</td>
</tr>
<tr>
<td>03</td>
<td>3,747.90</td>
<td>3,960.29</td>
<td>4,172.84</td>
<td>4,385.23</td>
<td>4,597.78</td>
</tr>
<tr>
<td>04</td>
<td>3,889.44</td>
<td>4,101.99</td>
<td>4,314.38</td>
<td>4,526.93</td>
<td>4,739.31</td>
</tr>
<tr>
<td>05</td>
<td>4,036.50</td>
<td>4,248.89</td>
<td>4,461.44</td>
<td>4,673.83</td>
<td>4,886.38</td>
</tr>
<tr>
<td>06</td>
<td>4,189.41</td>
<td>4,401.96</td>
<td>4,614.35</td>
<td>4,826.90</td>
<td>5,039.45</td>
</tr>
<tr>
<td>07</td>
<td>4,348.66</td>
<td>4,561.21</td>
<td>4,773.60</td>
<td>4,986.15</td>
<td>5,198.54</td>
</tr>
<tr>
<td>08</td>
<td>4,514.09</td>
<td>4,726.64</td>
<td>4,939.03</td>
<td>5,151.58</td>
<td>5,363.96</td>
</tr>
<tr>
<td>09</td>
<td>4,686.01</td>
<td>4,898.56</td>
<td>5,111.11</td>
<td>5,323.50</td>
<td>5,536.05</td>
</tr>
<tr>
<td>10</td>
<td>4,864.93</td>
<td>5,077.31</td>
<td>5,289.86</td>
<td>5,502.25</td>
<td>5,714.80</td>
</tr>
<tr>
<td>11</td>
<td>5,050.83</td>
<td>5,263.21</td>
<td>5,475.76</td>
<td>5,688.31</td>
<td>5,900.70</td>
</tr>
<tr>
<td>12</td>
<td>5,050.83</td>
<td>5,456.75</td>
<td>5,669.30</td>
<td>5,881.69</td>
<td>6,094.24</td>
</tr>
<tr>
<td>13</td>
<td>5,050.83</td>
<td>5,456.75</td>
<td>5,870.64</td>
<td>6,083.19</td>
<td>6,295.58</td>
</tr>
<tr>
<td>14</td>
<td>5,050.83</td>
<td>5,456.75</td>
<td>5,870.64</td>
<td>6,292.33</td>
<td>6,504.88</td>
</tr>
<tr>
<td>15</td>
<td>5,050.83</td>
<td>5,456.75</td>
<td>5,870.64</td>
<td>6,292.33</td>
<td>6,722.46</td>
</tr>
<tr>
<td>16</td>
<td>5,228.60</td>
<td>5,634.53</td>
<td>6,048.41</td>
<td>6,470.10</td>
<td>6,900.24</td>
</tr>
<tr>
<td>17</td>
<td>5,447.16</td>
<td>5,853.09</td>
<td>6,266.98</td>
<td>6,688.66</td>
<td>7,118.80</td>
</tr>
</tbody>
</table>

*Effective July 1, 2010*