



United Professional Educators (UPE)

Annual Rate Salary Schedule

2023-24 School Year

(Effective July 1, 2022)

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0130	Principal, High School	A	82	\$134,671	\$136,429	\$142,538	\$153,249	\$158,826	\$166,171	\$167,384	\$168,857
0117	Principal, Middle School	T	67	\$123,179	\$124,391	\$125,604	\$134,031	\$141,351	\$144,976	\$149,224	\$154,447
0111	Principal, K-8	T	67								
0131	Principal, Continuation High School	T	52	\$116,756	\$117,969	\$122,420	\$129,452	\$134,554	\$141,717	\$142,659	\$146,424
2117	Principal, New Innovative Small High School	T	52								
0106	Principal, Elementary School	T	52								
0107	Principal, Basic Elementary School	T	52								
0101	Principal, Elementary Charter School	T	52								
0129	Principal, Independent Study	T	52								
0124	Assistant Principal, High School	T	45	\$112,664	\$113,876	\$117,296	\$124,912	\$130,498	\$134,442	\$136,487	\$141,266
0128	Assistant Principal, Middle School	T	37	\$104,907	\$109,431	\$114,153	\$120,166	\$124,845	\$131,505	\$133,930	\$136,356
0126	Assistant Principal, K-8 School	T	37								
0122	Assistant Principal, Elementary School	F-2	32	\$103,100	\$104,313	\$105,525	\$112,801	\$117,652	\$123,715	\$128,565	\$131,505
0812	Site Instruction Coordinator	T	24	\$95,498	\$99,539	\$103,807	\$110,327	\$113,936	\$119,920	\$121,064	\$122,208

Salary Schedule: B7

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0134	Principal, High, <u>SPS*</u>	A	88	\$140,723	\$147,129	\$153,853	\$162,331	\$169,814	\$179,253	\$179,253	\$179,253
0133	Principal, Middle <u>SPS*</u>	A	75	\$128,686	\$134,611	\$140,719	\$148,398	\$155,188	\$163,746	\$163,746	\$163,746
0249	Principal, K-8, <u>SPS*</u>	A	75								
0127	Principal, Elementary, <u>SPS*</u>	A	72	\$126,075	\$131,745	\$137,702	\$145,215	\$151,846	\$160,204	\$160,204	\$160,204
0141	Assistant Principal, High, <u>SPS*</u>	A	65	\$120,672	\$126,075	\$131,745	\$138,899	\$145,215	\$153,176	\$153,176	\$153,176
0140	Assistant Principal, Middle, <u>SPS*</u>	A	55	\$117,995	\$123,284	\$128,806	\$135,781	\$141,940	\$149,702	\$149,702	\$149,702
0246	Assistant Principal, K-8 <u>SPS*</u>	A	55								
0139	Assistant Principal, Elementary, <u>SPS*</u>	A	46	\$112,995	\$118,003	\$123,278	\$129,926	\$135,794	\$143,181	\$143,181	\$143,181
0141	Assistant Principal, High, <u>SPS*</u>	T	49	\$114,885	\$119,999	\$125,367	\$132,136	\$138,103	\$145,635	\$145,635	\$145,635
0140	Assistant Principal, Middle, <u>SPS*</u>	T	42	\$112,356	\$117,344	\$122,584	\$129,180	\$135,005	\$142,355	\$142,355	\$142,355
0246	Assistant Principal, K-8, <u>SPS*</u>	T	42								
0139	Assistant Principal, Elementary <u>SPS*</u> λ	T	40	\$107,621	\$112,364	\$117,353	\$123,639	\$129,197	\$136,188	\$136,188	\$136,188
0812	Site Instructional Coordinator, <u>SPS*</u>	T	39	\$101,529	\$106,004	\$110,711	\$116,641	\$121,884	\$128,479	\$128,479	\$128,479

*Superintendent's Priority School (SPS)

Salary Schedule: B7

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1945	Dir II, Integrated Health and Support Services	A	70	\$118,824	\$121,112	\$125,688	\$132,552	\$138,272	\$143,992	\$148,568	\$153,714
9883	Dir II, Career Readiness	A	70								
9888	Dir II, Master Scheduling	A	70								
5061	Dir II, Social Emotional Learning	A	70								
1977	Dir II, Student Services Alternative Education	A	70								
1949	Dir I, Behavior and Re-Entry	A	58	\$112,131	\$115,334	\$120,390	\$125,704	\$131,303	\$137,140	\$138,856	\$140,598
5246	Dir I, Health Services	A	58								
9809	Dir I, Student Support, CARES Act	A	58								
6034	Dir I, Youth Development	A	58								
9778	Administrator, Teaching and Learning	A	58								
5215	Coord III, Assessment & Eval	A	47	\$107,631	\$110,463	\$115,269	\$119,966	\$125,640	\$131,215	\$133,503	\$135,671
1982	Coord III, Attendance, Dropout, Prev, & Recovery	A	47								
9868	Coord III, Culture & Climate	A	47								
5141	Coord III, Curriculum & Instruction English Language Arts	A	47								
5142	Coord III, Curriculum and Instruction Mathematics	A	47								
5143	Coord III, Curriculum and Instruction Science	A	47								
9825	Coord III, District Athletics	A	47								
9670	Coord III, GATE and AP Programs	A	47								
9849	Coord III, Instructional Technology	A	47								
9879	Coord III, Visual & Performing Arts	A	47								

Salary Schedule Effective 7/1/2022: 10% Increase;
Additional 6% Increase for all Principal and Assistant Principal classifications.
UPE 2023-24 - Updated 1.19.2024

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
9852	Coord II, Curriculum & Instruction - History-Social Science	A	44	\$106,286	\$107,430	\$109,718	\$116,355	\$122,075	\$126,651	\$130,083	\$133,269
1959	Coord II, Foster Youth Services	A	44								
6020	Coord II, Library and Media Services	A	44								
6028	Coord II, Linked Learning	A	44								
9724	Coord II, Multilingual Literacy	A	44								
0114	Coord II, New Teacher Induction Services	A	44								
1941	Coord II, Regional Occupational Prog	A	44								
1979	Coord II, Student Support Services	A	44								
9810	Coord II, 504 & Educational Supports, CARES Act	A	44								
0082	Specialist, Research	A	24	\$95,498	\$99,539	\$103,807	\$110,327	\$113,936	\$119,920	\$121,064	\$122,208
5241	Coord I, CAGISM	T	22	\$95,498	\$98,034	\$102,234	\$107,518	\$112,186	\$118,776	\$119,920	\$121,064
0121	Coord, Child Development Prog	A	22	\$95,498	\$98,034	\$102,234	\$107,518	\$112,186	\$118,776	\$119,920	\$121,064
2116	Dean, Secondary	C	20	\$95,498	\$97,786	\$99,565	\$104,686	\$109,207	\$114,917	\$117,632	\$118,776
0189	Program Coord, Homeless	T	20	\$95,498	\$97,786	\$99,565	\$104,686	\$109,207	\$114,917	\$117,632	\$118,776

Salary Schedule: B7

The number of required days of service for each are as follows:

Calendar	Number of Work Days
A	223 Days
C	201 Days
F-2	202 Days
T	211 Days

Per UPE/SCUSD agreement dated 8/3/17, annual salaries with the addition of Step 7 and Step 8. Doctoral Stipend: Commencing with the 2017-18 school year, UPE members who possess a doctorate degree will be paid an annual stipend in the amount of \$3,000. Longevity Steps: Commencing with the 2017-18 school year, UPE members will be eligible for longevity steps at the following years as reflected on the salary schedule attached hereto:

- Year 13 - 1% of employee's base salary
- Year 16 - 2% of employee's base salary
- Year 19 - 3% of employee's base salary
- Year 22 - 4% of employee's base salary
- Year 25 - 6% of employee's base salary

Unit members employed on or after July 1, 2017 on a twelve (12) month work calendar will work 223 days a year for the 2017-18 school year and thereafter with no vacation days.

Salary Schedule Effective 7/1/2022: 10% Increase; Additional 6% Increase for all Principal and Assistant Principal classifications.

λ New Range created for 0139 Assistant Principal, Elementary SPS* (Range 40), per UPE Tentative Agreement dated December 15, 2023.

Job Classifications Added/Revised:

- 9849 Coordinator III, Instructional Technology (previously 8000 Coordinator I, Instructional Technology)
- 9852 Coordinator II, Curriculum & Instruction - History-Social Science (new)
- 9868 Coordinator III, Culture and Climate (new)
- 9879 Coordinator III, Visual and Performing Arts (previously 9737 Coordinator I, Visual and Performing Arts)
- 9883 Director II, Career Readiness (previously 9807 Director II, Career Readiness & Master Scheduling)
- 9825 Coordinator III, District Athletics (previously 3420 Coordinator II, District Athletics)