

**OAKLAND UNIFIED SCHOOL DISTRICT**  
**HUMAN RESOURCES SERVICES AND SUPPORT**

Printed: 2/24/2014

**SALARY SCHEDULE CERTIFICATED K-12 TEACHERS**

Periods: 10, Days/Year: 186, Days/Week: 5, Hours/Day: 6

	<b>COL. 1</b>	<b>COL. 2</b>	<b>COL. 3</b>	<b>COL. 4</b>	<b>COL. 5</b>	<b>COL. 6</b>
	<i>BA</i>	<i>BA + 30</i>	<i>BA + 45</i>	<i>BA + 60</i>	<i>BA + 75</i>	<i>BA + 90</i>
<b>STEPS</b>						
<b>1</b>						
<i>ANNUAL</i>	\$40,245.48	\$40,571.01	\$40,885.68	\$41,547.57	\$43,099.23	\$47,721.66
<i>MONTHLY</i>	\$4,024.55	\$4,057.10	\$4,088.57	\$4,154.76	\$4,309.92	\$4,772.17
<i>DAILY</i>	\$216.37	\$218.12	\$219.82	\$223.37	\$231.72	\$256.57
<i>HOURLY</i>	\$36.06	\$36.35	\$36.64	\$37.23	\$38.62	\$42.76
<b>2</b>						
<i>ANNUAL</i>	\$40,885.68	\$41,222.05	\$41,547.57	\$43,099.23	\$44,640.04	\$49,262.47
<i>MONTHLY</i>	\$4,088.57	\$4,122.21	\$4,154.76	\$4,309.92	\$4,464.00	\$4,926.25
<i>DAILY</i>	\$219.82	\$221.62	\$223.37	\$231.72	\$240.00	\$264.85
<i>HOURLY</i>	\$36.64	\$36.94	\$37.23	\$38.62	\$40.00	\$44.14
<b>3</b>						
<i>ANNUAL</i>	\$41,547.57	\$42,328.83	\$43,099.23	\$44,640.04	\$46,180.85	\$50,792.43
<i>MONTHLY</i>	\$4,154.76	\$4,232.88	\$4,309.92	\$4,464.00	\$4,618.09	\$5,079.24
<i>DAILY</i>	\$223.37	\$227.57	\$231.72	\$240.00	\$248.28	\$273.08
<i>HOURLY</i>	\$37.23	\$37.93	\$38.62	\$40.00	\$41.38	\$45.51
<b>4</b>						
<i>ANNUAL</i>	\$43,099.23	\$43,880.49	\$44,640.04	\$46,180.85	\$47,721.66	\$52,344.08
<i>MONTHLY</i>	\$4,309.92	\$4,388.05	\$4,464.00	\$4,618.09	\$4,772.17	\$5,234.41
<i>DAILY</i>	\$231.72	\$235.92	\$240.00	\$248.28	\$256.57	\$281.42
<i>HOURLY</i>	\$38.62	\$39.32	\$40.00	\$41.38	\$42.76	\$46.90
<b>5</b>						
<i>ANNUAL</i>	\$44,640.04	\$45,410.45	\$46,180.85	\$47,721.66	\$49,262.47	\$53,874.04
<i>MONTHLY</i>	\$4,464.00	\$4,541.04	\$4,618.09	\$4,772.17	\$4,926.25	\$5,387.40
<i>DAILY</i>	\$240.00	\$244.14	\$248.28	\$256.57	\$264.85	\$289.65
<i>HOURLY</i>	\$40.00	\$40.69	\$41.38	\$42.76	\$44.14	\$48.27
<b>6</b>						
<i>ANNUAL</i>	\$46,180.85	\$46,951.25	\$47,721.66	\$49,262.47	\$50,792.43	\$55,414.85
<i>MONTHLY</i>	\$4,618.09	\$4,695.13	\$4,772.17	\$4,926.25	\$5,079.24	\$5,541.49
<i>DAILY</i>	\$248.28	\$252.43	\$256.57	\$264.85	\$273.08	\$297.93
<i>HOURLY</i>	\$41.38	\$42.07	\$42.76	\$44.14	\$45.51	\$49.65
<b>7</b>						
<i>ANNUAL</i>	\$47,721.66	\$48,492.06	\$49,262.47	\$50,792.43	\$52,344.08	\$56,944.81
<i>MONTHLY</i>	\$4,772.17	\$4,849.21	\$4,926.25	\$5,079.24	\$5,234.41	\$5,694.48
<i>DAILY</i>	\$256.57	\$260.71	\$264.85	\$273.08	\$281.42	\$306.15

HOURLY	\$42.76	\$43.45	\$44.14	\$45.51	\$46.90	\$51.03
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**8**

ANNUAL	\$49,305.87	\$50,032.87	\$50,792.43	\$52,344.08	\$53,874.04	\$58,496.47
MONTHLY	\$4,930.59	\$5,003.29	\$5,079.24	\$5,234.41	\$5,387.40	\$5,849.65
DAILY	\$265.09	\$268.99	\$273.08	\$281.42	\$289.65	\$314.50
HOURLY	\$44.18	\$44.83	\$45.51	\$46.90	\$48.27	\$52.42

**9**

ANNUAL	\$50,792.43	\$51,562.83	\$52,344.08	\$53,874.04	\$55,414.85	\$60,026.43
MONTHLY	\$5,079.24	\$5,156.28	\$5,234.41	\$5,387.40	\$5,541.49	\$6,002.64
DAILY	\$273.08	\$277.22	\$281.42	\$289.65	\$297.93	\$322.72
HOURLY	\$45.51	\$46.20	\$46.90	\$48.27	\$49.65	\$53.79

**10**

ANNUAL	\$52,344.08	\$53,103.64	\$53,874.04	\$55,414.85	\$56,944.81	\$61,567.23
MONTHLY	\$5,234.41	\$5,310.36	\$5,387.40	\$5,541.49	\$5,694.48	\$6,156.72
DAILY	\$281.42	\$285.50	\$289.65	\$297.93	\$306.15	\$331.01
HOURLY	\$46.90	\$47.58	\$48.27	\$49.65	\$51.03	\$55.17

**11**

ANNUAL	\$53,874.04	\$54,644.45	\$55,414.85	\$56,944.81	\$58,496.47	\$63,118.89
MONTHLY	\$5,387.40	\$5,464.44	\$5,541.49	\$5,694.48	\$5,849.65	\$6,311.89
DAILY	\$289.65	\$293.79	\$297.93	\$306.15	\$314.50	\$339.35
HOURLY	\$48.27	\$48.96	\$49.65	\$51.03	\$52.42	\$56.56

**12**

ANNUAL	\$55,414.85	\$56,174.40	\$56,944.81	\$58,496.47	\$60,026.43	\$64,648.85
MONTHLY	\$5,541.49	\$5,617.44	\$5,694.48	\$5,849.65	\$6,002.64	\$6,464.89
DAILY	\$297.93	\$302.01	\$306.15	\$314.50	\$322.72	\$347.57
HOURLY	\$49.65	\$50.34	\$51.03	\$52.42	\$53.79	\$57.93

**13**

ANNUAL	\$55,414.85	\$56,174.40	\$56,944.81	\$60,026.43	\$61,567.23	\$66,189.66
MONTHLY	\$5,541.49	\$5,617.44	\$5,694.48	\$6,002.64	\$6,156.72	\$6,618.97
DAILY	\$297.93	\$302.01	\$306.15	\$322.72	\$331.01	\$355.86
HOURLY	\$49.65	\$50.34	\$51.03	\$53.79	\$55.17	\$59.31

**14**

ANNUAL	\$55,414.85	\$56,174.40	\$56,944.81	\$60,026.43	\$63,118.89	\$67,730.47
MONTHLY	\$5,541.49	\$5,617.44	\$5,694.48	\$6,002.64	\$6,311.89	\$6,773.05
DAILY	\$297.93	\$302.01	\$306.15	\$322.72	\$339.35	\$364.14
HOURLY	\$49.65	\$50.34	\$51.03	\$53.79	\$56.56	\$60.69

**15**

ANNUAL	\$55,414.85	\$56,174.40	\$56,944.81	\$60,026.43	\$63,118.89	\$69,271.28
MONTHLY	\$5,541.49	\$5,617.44	\$5,694.48	\$6,002.64	\$6,311.89	\$6,927.13

<i>DAILY</i>	\$297.93	\$302.01	\$306.15	\$322.72	\$339.35	\$372.43
<i>HOURLY</i>	\$49.65	\$50.34	\$51.03	\$53.79	\$56.56	\$62.07

**16**

<i>ANNUAL</i>	\$55,414.85	\$56,174.40	\$56,944.81	\$60,026.43	\$63,118.89	\$69,271.28
<i>MONTHLY</i>	\$5,541.49	\$5,617.44	\$5,694.48	\$6,002.64	\$6,311.89	\$6,927.13
<i>DAILY</i>	\$297.93	\$302.01	\$306.15	\$322.72	\$339.35	\$372.43
<i>HOURLY</i>	\$49.65	\$50.34	\$51.03	\$53.79	\$56.56	\$62.07

**17**

<i>ANNUAL</i>	\$55,414.85	\$56,174.40	\$56,944.81	\$60,026.43	\$63,118.89	\$69,271.28
<i>MONTHLY</i>	\$5,541.49	\$5,617.44	\$5,694.48	\$6,002.64	\$6,311.89	\$6,927.13
<i>DAILY</i>	\$297.93	\$302.01	\$306.15	\$322.72	\$339.35	\$372.43
<i>HOURLY</i>	\$49.65	\$50.34	\$51.03	\$53.79	\$56.56	\$62.07

**18**

<b><i>ANNUAL</i></b>	<b>\$55,414.85</b>	<b>\$56,174.40</b>	<b>\$56,944.81</b>	<b>\$60,026.43</b>	<b>\$63,118.89</b>	<b>\$69,271.28</b>
<b><i>MONTHLY</i></b>	<b>\$5,541.49</b>	<b>\$5,617.44</b>	<b>\$5,694.48</b>	<b>\$6,002.64</b>	<b>\$6,311.89</b>	<b>\$6,927.13</b>
<b><i>DAILY</i></b>	<b>\$297.93</b>	<b>\$302.01</b>	<b>\$306.15</b>	<b>\$322.72</b>	<b>\$339.35</b>	<b>\$372.43</b>
<b><i>HOURLY</i></b>	<b>\$49.65</b>	<b>\$50.34</b>	<b>\$51.03</b>	<b>\$53.79</b>	<b>\$56.56</b>	<b>\$62.07</b>

**19**

<b><i>ANNUAL</i></b>	<b>\$55,414.85</b>	<b>\$56,174.40</b>	<b>\$56,944.81</b>	<b>\$60,026.43</b>	<b>\$63,118.89</b>	<b>\$69,271.28</b>
<b><i>MONTHLY</i></b>	<b>\$5,541.49</b>	<b>\$5,617.44</b>	<b>\$5,694.48</b>	<b>\$6,002.64</b>	<b>\$6,311.89</b>	<b>\$6,927.13</b>
<b><i>DAILY</i></b>	<b>\$297.93</b>	<b>\$302.01</b>	<b>\$306.15</b>	<b>\$322.72</b>	<b>\$339.35</b>	<b>\$372.43</b>
<b><i>HOURLY</i></b>	<b>\$49.65</b>	<b>\$50.34</b>	<b>\$51.03</b>	<b>\$53.79</b>	<b>\$56.56</b>	<b>\$62.07</b>

**20**

<i>ANNUAL</i>	\$55,414.85	\$56,174.40	\$56,944.81	\$60,026.43	\$63,118.89	\$69,271.28
<i>MONTHLY</i>	\$5,541.49	\$5,617.44	\$5,694.48	\$6,002.64	\$6,311.89	\$6,927.13
<i>DAILY</i>	\$297.93	\$302.01	\$306.15	\$322.72	\$339.35	\$372.43
<i>HOURLY</i>	\$49.65	\$50.34	\$51.03	\$53.79	\$56.56	\$62.07

**21**

<i>ANNUAL</i>	\$56,944.81	\$57,726.06	\$58,496.47	\$61,567.23	\$64,648.85	\$70,801.23
<i>MONTHLY</i>	\$5,694.48	\$5,772.61	\$5,849.65	\$6,156.72	\$6,464.89	\$7,080.12
<i>DAILY</i>	\$306.15	\$310.36	\$314.50	\$331.01	\$347.57	\$380.65
<i>HOURLY</i>	\$51.03	\$51.73	\$52.42	\$55.17	\$57.93	\$63.44

**22**

<i>ANNUAL</i>	\$56,944.81	\$57,726.06	\$58,496.47	\$61,567.23	\$64,648.85	\$70,801.23
<i>MONTHLY</i>	\$5,694.48	\$5,772.61	\$5,849.65	\$6,156.72	\$6,464.89	\$7,080.12
<i>DAILY</i>	\$306.15	\$310.36	\$314.50	\$331.01	\$347.57	\$380.65
<i>HOURLY</i>	\$51.03	\$51.73	\$52.42	\$55.17	\$57.93	\$63.44

**23**

<i>ANNUAL</i>	\$56,944.81	\$57,726.06	\$58,496.47	\$61,567.23	\$64,648.85	\$70,801.23
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<i>MONTHLY</i>	\$5,694.48	\$5,772.61	\$5,849.65	\$6,156.72	\$6,464.89	\$7,080.12
<i>DAILY</i>	\$306.15	\$310.36	\$314.50	\$331.01	\$347.57	\$380.65
<i>HOURLY</i>	\$51.03	\$51.73	\$52.42	\$55.17	\$57.93	\$63.44

**24**

<i>ANNUAL</i>	\$56,944.81	\$57,726.06	\$58,496.47	\$61,567.23	\$64,648.85	\$70,801.23
<i>MONTHLY</i>	\$5,694.48	\$5,772.61	\$5,849.65	\$6,156.72	\$6,464.89	\$7,080.12
<i>DAILY</i>	\$306.15	\$310.36	\$314.50	\$331.01	\$347.57	\$380.65
<i>HOURLY</i>	\$51.03	\$51.73	\$52.42	\$55.17	\$57.93	\$63.44

**25**

<i>ANNUAL</i>	\$56,944.81	\$57,726.06	\$58,496.47	\$61,567.23	\$64,648.85	\$70,801.23
<i>MONTHLY</i>	\$5,694.48	\$5,772.61	\$5,849.65	\$6,156.72	\$6,464.89	\$7,080.12
<i>DAILY</i>	\$306.15	\$310.36	\$314.50	\$331.01	\$347.57	\$380.65
<i>HOURLY</i>	\$51.03	\$51.73	\$52.42	\$55.17	\$57.93	\$63.44

**26**

<i>ANNUAL</i>	\$58,496.47	\$59,256.02	\$60,026.43	\$63,118.89	\$66,189.66	\$72,352.89
<i>MONTHLY</i>	\$5,849.65	\$5,925.60	\$6,002.64	\$6,311.89	\$6,618.97	\$7,235.29
<i>DAILY</i>	\$314.50	\$318.58	\$322.72	\$339.35	\$355.86	\$388.99
<i>HOURLY</i>	\$52.42	\$53.10	\$53.79	\$56.56	\$59.31	\$64.83

**27**

<i>ANNUAL</i>	\$58,496.47	\$59,256.02	\$60,026.43	\$63,118.89	\$66,189.66	\$72,352.89
<i>MONTHLY</i>	\$5,849.65	\$5,925.60	\$6,002.64	\$6,311.89	\$6,618.97	\$7,235.29
<i>DAILY</i>	\$314.50	\$318.58	\$322.72	\$339.35	\$355.86	\$388.99
<i>HOURLY</i>	\$52.42	\$53.10	\$53.79	\$56.56	\$59.31	\$64.83

**28**

<i>ANNUAL</i>	\$58,496.47	\$59,256.02	\$60,026.43	\$63,118.89	\$66,189.66	\$72,352.89
<i>MONTHLY</i>	\$5,849.65	\$5,925.60	\$6,002.64	\$6,311.89	\$6,618.97	\$7,235.29
<i>DAILY</i>	\$314.50	\$318.58	\$322.72	\$339.35	\$355.86	\$388.99
<i>HOURLY</i>	\$52.42	\$53.10	\$53.79	\$56.56	\$59.31	\$64.83

**29**

<i>ANNUAL</i>	\$58,496.47	\$59,256.02	\$60,026.43	\$63,118.89	\$66,189.66	\$72,352.89
<i>MONTHLY</i>	\$5,849.65	\$5,925.60	\$6,002.64	\$6,311.89	\$6,618.97	\$7,235.29
<i>DAILY</i>	\$314.50	\$318.58	\$322.72	\$339.35	\$355.86	\$388.99
<i>HOURLY</i>	\$52.42	\$53.10	\$53.79	\$56.56	\$59.31	\$64.83

**30**

<i>ANNUAL</i>	\$58,496.47	\$59,256.02	\$60,026.43	\$63,118.89	\$66,189.66	\$72,352.89
<i>MONTHLY</i>	\$5,849.65	\$5,925.60	\$6,002.64	\$6,311.89	\$6,618.97	\$7,235.29
<i>DAILY</i>	\$314.50	\$318.58	\$322.72	\$339.35	\$355.86	\$388.99
<i>HOURLY</i>	\$52.42	\$53.10	\$53.79	\$56.56	\$59.31	\$64.83

**31**

<i>ANNUAL</i>	\$58,496.47	\$59,256.02	\$60,026.43	\$63,118.89	\$66,189.66	\$72,352.89
<i>MONTHLY</i>	\$5,849.65	\$5,925.60	\$6,002.64	\$6,311.89	\$6,618.97	\$7,235.29
<i>DAILY</i>	\$314.50	\$318.58	\$322.72	\$339.35	\$355.86	\$388.99
<i>HOURLY</i>	\$52.42	\$53.10	\$53.79	\$56.56	\$59.31	\$64.83

**Adult Ed. Hourly Substitute rate: \$24/hr. After 6 hours of prof. dev rate is \$25.59/hr**

**Substitutes rates: Daily \$118.00. Long Term \$138.00. Extended Long Term \$152.00**

**Maximum Entry Level: 12 Steps.**

**Salary Schedule K12T 186 Days 6 Hours/Day.**

**Implemented 08/18/2003. 4% Salary Decrease.**

**Includes OEA 2% Effective July 1, 2005.**

**Includes OEA 2.5% increase effective July 1, 2006.**

**Includes 1.5 increase effective 7/1/2013**