



United Professional Educators (UPE)

Annual Rate Salary Schedule

2024-25 School Year

(Effective July 1, 2024)

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	\$147,984	\$149,916	\$156,629	\$168,399	\$174,527	\$182,598	\$183,931	\$185,549
0117	Principal, Middle School	T	67	\$135,622	\$136,957	\$138,293	\$147,571	\$155,630	\$159,622	\$164,299	\$170,050
0111	Principal, K-8	T	67								
0131	Principal, Continuation High School	T	52	\$128,551	\$129,887	\$134,787	\$142,530	\$148,147	\$156,034	\$157,070	\$161,216
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	\$124,045	\$125,380	\$129,146	\$137,530	\$143,681	\$148,023	\$150,274	\$155,537
0128	Assistant Principal, Middle School	T	37	\$115,504	\$120,485	\$125,684	\$132,305	\$137,457	\$144,789	\$147,460	\$150,130
0126	Assistant Principal, K-8 School	T	37								
0122	Assistant Principal, Elementary School	F-2	32	\$113,699	\$115,038	\$116,374	\$124,398	\$129,748	\$136,435	\$141,783	\$145,025
0812	Site Instruction Coordinator	T	24	\$105,145	\$109,594	\$114,293	\$121,472	\$125,445	\$132,034	\$133,294	\$134,553

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	\$154,634	\$161,673	\$169,062	\$178,378	\$186,601	\$196,973	\$196,973	\$196,973
0133	Principal, Middle <u>SPS*</u>	A	75	\$141,407	\$147,918	\$154,630	\$163,068	\$170,530	\$179,933	\$179,933	\$179,933
0249	Principal, K-8, <u>SPS*</u>	A	75								
0127	Principal, Elementary, <u>SPS*</u>	A	72	\$138,538	\$144,769	\$151,314	\$159,570	\$166,857	\$176,041	\$176,041	\$176,041
0141	Assistant Principal, High, <u>SPS*</u>	A	65	\$132,601	\$138,538	\$144,769	\$152,630	\$159,570	\$168,318	\$168,318	\$168,318
0140	Assistant Principal, Middle, <u>SPS*</u>	A	55	\$129,659	\$135,471	\$141,539	\$149,203	\$155,972	\$164,501	\$164,501	\$164,501
0246	Assistant Principal, K-8 <u>SPS*</u>	A	55								
0139	Assistant Principal, Elementary, <u>SPS*</u>	A	46	\$124,165	\$129,668	\$135,464	\$142,769	\$149,219	\$157,335	\$157,335	\$157,335
0140	Assistant Principal, Middle, <u>SPS*</u>	T	42	\$123,706	\$129,199	\$134,967	\$142,230	\$148,643	\$156,735	\$156,735	\$156,735
0246	Assistant Principal, K-8, <u>SPS*</u>	T	42								
0139	Assistant Principal, Elementary <u>SPS*</u> λ	T	40	\$118,494	\$123,715	\$129,208	\$136,130	\$142,248	\$149,946	\$149,946	\$149,946
0812	Site Instructional Coordinator, <u>SPS*</u>	T	39	\$111,785	\$116,712	\$121,895	\$128,424	\$134,196	\$141,457	\$141,457	\$141,457

*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	\$130,571	\$133,084	\$138,113	\$145,655	\$151,941	\$158,227	\$163,255	\$168,910
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	\$123,215	\$126,735	\$132,292	\$138,131	\$144,283	\$150,698	\$152,582	\$154,497
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	\$118,271	\$121,384	\$126,665	\$131,825	\$138,060	\$144,186	\$146,701	\$149,083
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 7/1/2024: 2% Increase.

UPE 2024-25 - Updated 6/28/2024

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	\$116,793	\$118,050	\$120,564	\$127,857	\$134,143	\$139,171	\$142,942	\$146,444
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, Researchλ	A	25	\$104,938	\$109,379	\$114,068	\$121,234	\$125,199	\$131,775	\$133,032	\$134,289
0121	Coord, Child Development Progλ	A	23	\$104,938	\$107,725	\$112,340	\$118,147	\$123,275	\$130,518	\$131,775	\$133,032
5241	Coord I, CAGISM	T	22	\$105,145	\$107,937	\$112,561	\$118,379	\$123,518	\$130,775	\$132,034	\$133,294
2116	Dean, Secondaryλ	C	21	\$105,336	\$107,860	\$109,823	\$115,470	\$120,458	\$126,756	\$129,751	\$131,013
0189	Program Coord, Homeless	T	20	\$105,145	\$107,664	\$109,624	\$115,260	\$120,239	\$126,526	\$129,515	\$130,775

Salary Schedule: B7

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

SBE (School Board of Education) Waiver Days: Calendars A, C, F-2, and T have 8 additional work days (SBE Waiver Days) for the 2024-25 and 2025-26 School years, per UPE agreement dated April 12, 2024.

Calendar	Number of Work Days
A	231 Days (223 + 8 SBE Waiver Days)
C	209 Days (201 + 8 SBE Waiver Days)
F-2	210 Days (202 + 8 SBE Waiver Days)
T	219 Days (211 + 8 SBE Waiver 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 2023-24 school year, UPE members will be eligible for longevity steps at the following years as reflected on the salary schedule attached hereto:

- Year 10 - 2% of employee's base salary
- Year 14 - 4% of employee's base salary
- Year 17 - 6% of employee's base salary
- Year 20 - 8% of employee's base salary
- Year 25 - 10% 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.

λ New Range created for

- 0082 Specialist Research (Range 25), per UPE Tentative Agreement dated April 12, 2024.
- 0121 Coordinator, Child Development (Range 23), per UPE Tentative Agreement dated April 12, 2024.
- 2116 Dean, Secondary (Range 21), per UPE Tentative Agreement dated April 12, 2024.
- 0139 Assistant Principal, Elementary SPS* (Range 40), per UPE Tentative Agreement dated December 15, 2023.

Job Classifications Added/Revised:

- Director II, Health Services