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|------------------------------------------|--------------|
| File ID Number                           | 20-1534      |
| Introduction Date                        | 08/26/2020   |
| Enactment Number                         | 20-1200      |
| Enactment Date                           | 8/26/2020 os |

## Memo

**To** Board of Education

**From** Kyla Johnson-Trammell, Superintendent  
Tara Gard, Deputy Chief of Talent

## Board Meeting

## Date

## Subject

**District Salary Schedules - Oakland Education Association (OEA) TSA11 & TSA12 Positions**

## Action Requested

Adoption by the Board of Education of Resolution No. 2021-0054 - District Salary Schedules - Oakland Education Association (OEA) TSA11 and TSA12 Positions Effective:

July 1, 2007 (1.75%)  
 July 1, 2013 (2.0%)  
 July 1, 2015 (5.56%)  
 July 1, 2015 (2.74%)  
 January 1, 2016 (2.79%)  
 July 1, 2016 (3.07%)  
 January 1, 2017 (.33377%)  
 July 1, 2017 (.34%)  
 January 1, 2019 (3.0%)  
 January 1, 2020 (2.0%)

## Background and Discussion

*A one paragraph explanation of the the MOU.*

The California Public Employees Retirement System (CalPERS) Office of Audit Services conducted a Public Agency Review (PAR) of Oakland Unified School District (OUSD) salary schedules and reporting to CalPERS.

The Talent and Payroll Divisions have been working closely with the Audit Compliance & Resolution Unit at CalPERS' Employer Account Management Division to ensure all OUSD pay schedules comply with California regulations. 2 C.C.R. 570.5 (a); see also Cal. Gov't Code 20636 (b)(1). Specifically, OUSD must have a Board approved salary schedule each time there is a salary increase. The PAR review requested:

- All classifications pay schedules from July 2012 adhere to California Code of Regulations 570.5.
- All classifications pay schedules include effective dates, time base, revisions, positions and Board approval.

Per CCR Section 570.5, a pay schedule, among other things, must:

- Be duly approved and adopted by the employer's governing body in accordance with the requirements of applicable public meetings laws;
- Identify the position title for every employee position;
- Show the pay rate as a single amount or multiple amounts within a range for each identified position;
- Indicate the time base such as hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- Be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;
- Indicate an effective date and the date of any revisions;
- Be retained by the employer and available for public inspection for not less than five years; and
- Not reference another document in lieu of disclosing the pay rate.

#### **Recommendation**

Adoption by the Board of Education of Resolution No. – District Salary Schedules for OEA TSA11 and TSA12 Positions Effective:

July 1, 2007 (1.75%)  
July 1, 2013 (2.0%)  
July 1, 2015 (5.56%)  
July 1, 2015 (2.74%)  
January 1, 2016 (2.79%)  
July 1, 2016 (3.07%)  
January 1, 2017 (.33377%)  
July 1, 2017 (.34%)  
January 1, 2019 (3.0%)  
January 1, 2020 (2.0%)

#### **Fiscal Impact**

There are no new anticipated fiscal impacts as a result of this salary schedule.

#### **Attachments**

- OEA TSA11: July 1, 2007 (1.75%)
- OEA TSA12: July 1, 2007 (1.75%)
- OEA TSA11: July 1, 2013 (2.0%)
- OEA TSA12: July 1, 2013 (2.0%)
- OEA TSA11: July 1, 2015 (5.56%)
- OEA TSA12: July 1, 2015 (5.56%)
- OEA TSA11: July 1, 2015 (2.74%)
- OEA TSA12: July 1, 2015 (2.74%)
- OEA TSA11: January 1, 2016 (2.79%)



- OEA TSA12: January 1, 2016 (2.79%)
- OEA TSA11: July 1, 2016 (3.07%)
- OEA TSA12: July 1, 2016 (3.07%)
- OEA TSA11: January 1, 2017 (.33377%)
- OEA TSA12: January 1, 2017 (.33377%)
- OEA TSA11: July 1, 2017 (.34%)
- OEA TSA12: July 1, 2017 (.34%)
- OEA TSA11: January 1, 2019 (3.0%)
- OEA TSA12: January 1, 2019 (3.0%)
- OEA TSA11: January 1, 2020 (2.0%)
- OEA TSA12: January 1, 2020 (2.0%)

**RESOLUTION  
OF THE  
BOARD OF EDUCATION  
OF THE  
OAKLAND UNIFIED SCHOOL DISTRICT  
Resolution No. 2021-0054**

**- District Salary Schedules - Oakland Education Association (OEA) TSA11 & TSA12  
Positions -**

**WHEREAS,** it is the goal of the Oakland Unified School District to ensure organizational effectiveness, efficiency and accountability to further student achievement; and

**WHEREAS,** California Public Employees Retirement System, Office of Audit Services conducted a Public Review of Oakland Unified School District salary schedules reporting to California Public Employees Retirement System to ensure all OUSD pay schedules comply with California regulations; and

**WHEREAS,** OUSD must have a Board approved salary schedule each time there is a salary increase; and

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Education approve District Salary Schedules for OEA K12T Positions Effective:

July 1, 2007 (1.75%)  
July 1, 2013 (2.0%)  
July 1, 2015 (5.56%)  
July 1, 2015 (2.74%)  
January 1, 2016 (2.79%)  
July 1, 2016 (3.07%)  
January 1, 2017 (.33377%)  
July 1, 2017 (.34%)  
January 1, 2019 (3.0%)  
January 1, 2020 (2.0%)

Passed by the following vote:

|                          |                                                                                               |
|--------------------------|-----------------------------------------------------------------------------------------------|
| PREFERENTIAL AYE:        | None                                                                                          |
| PREFERENTIAL NOE:        | None                                                                                          |
| PREFERENTIAL ABSTENTION: | None                                                                                          |
| PREFERENTIAL RECUSE:     | None                                                                                          |
| AYES:                    | Aimee Eng, James Harris, Gary Yee, President Jody London                                      |
| NOES:                    | Jumoke Hinton Hodge                                                                           |
| ABSTAINED:               | None                                                                                          |
| RECUSE:                  | None                                                                                          |
| ABSENT:                  | Student Director Ramos, Student Director Pal, Roseann Torres, Vice President Shanthi Gonzales |

### **CERTIFICATION**

We hereby certify that the foregoing is a full, true and correct copy of a Resolution passed at a Regular Meeting of the Board of Education of the Oakland Unified School District held on August 26, 2020.

| Legislative File   |            |
|--------------------|------------|
| File ID Number:    | 20-1534    |
| Introduction Date: | 08/26/2020 |
| Enactment Number:  | 20-1200    |
| Enactment Date:    | 8/26/2020  |
| By:                | os         |

### **OAKLAND UNIFIED SCHOOL DISTRICT**



Jody London  
President, Board of Education



Kyla Johnson-Trammell  
Superintendent and Secretary, Board of Education

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 11 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JULY 1, 2007                                       |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 204, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA1                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 43,401.82 | \$ 43,752.88 | \$ 44,092.23 | \$ 44,806.03 | \$ 46,479.39 | \$ 51,464.33 |  |
| MONTHLY                                                      | \$ 3,616.82  | \$ 3,646.07  | \$ 3,674.35  | \$ 3,733.84  | \$ 3,873.28  | \$ 4,288.69  |  |
| DAILY                                                        | \$ 212.75    | \$ 214.47    | \$ 216.14    | \$ 219.64    | \$ 227.84    | \$ 252.28    |  |
| HOURLY                                                       | \$ 35.46     | \$ 35.75     | \$ 36.02     | \$ 36.61     | \$ 37.97     | \$ 42.05     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 44,092.23 | \$ 44,454.98 | \$ 44,806.03 | \$ 46,479.39 | \$ 48,141.04 | \$ 53,125.98 |  |
| MONTHLY                                                      | \$ 3,674.35  | \$ 3,704.58  | \$ 3,733.84  | \$ 3,873.28  | \$ 4,011.75  | \$ 4,427.17  |  |
| DAILY                                                        | \$ 216.14    | \$ 217.92    | \$ 219.64    | \$ 227.84    | \$ 235.99    | \$ 260.42    |  |
| HOURLY                                                       | \$ 36.02     | \$ 36.32     | \$ 36.61     | \$ 37.97     | \$ 39.33     | \$ 43.40     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 44,806.03 | \$ 45,648.56 | \$ 46,479.39 | \$ 48,141.04 | \$ 49,802.69 | \$ 54,775.93 |  |
| MONTHLY                                                      | \$ 3,733.84  | \$ 3,804.05  | \$ 3,873.28  | \$ 4,011.75  | \$ 4,150.22  | \$ 4,564.66  |  |
| DAILY                                                        | \$ 219.64    | \$ 223.77    | \$ 227.84    | \$ 235.99    | \$ 244.13    | \$ 268.51    |  |
| HOURLY                                                       | \$ 36.61     | \$ 37.29     | \$ 37.97     | \$ 39.33     | \$ 40.69     | \$ 44.75     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 46,479.39 | \$ 47,321.91 | \$ 48,141.04 | \$ 49,802.69 | \$ 51,464.33 | \$ 56,449.28 |  |
| MONTHLY                                                      | \$ 3,873.28  | \$ 3,943.49  | \$ 4,011.75  | \$ 4,150.22  | \$ 4,288.69  | \$ 4,704.11  |  |
| DAILY                                                        | \$ 227.84    | \$ 231.97    | \$ 235.99    | \$ 244.13    | \$ 252.28    | \$ 276.71    |  |
| HOURLY                                                       | \$ 37.97     | \$ 38.66     | \$ 39.33     | \$ 40.69     | \$ 42.05     | \$ 46.12     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 48,141.04 | \$ 48,971.86 | \$ 49,802.69 | \$ 51,464.33 | \$ 53,125.98 | \$ 58,099.23 |  |
| MONTHLY                                                      | \$ 4,011.75  | \$ 4,080.99  | \$ 4,150.22  | \$ 4,288.69  | \$ 4,427.17  | \$ 4,841.60  |  |
| DAILY                                                        | \$ 235.99    | \$ 240.06    | \$ 244.13    | \$ 252.28    | \$ 260.42    | \$ 284.80    |  |
| HOURLY                                                       | \$ 39.33     | \$ 40.01     | \$ 40.69     | \$ 42.05     | \$ 43.40     | \$ 47.47     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 49,802.69 | \$ 50,633.51 | \$ 51,464.33 | \$ 53,125.98 | \$ 54,775.93 | \$ 59,760.88 |  |
| MONTHLY                                                      | \$ 4,150.22  | \$ 4,219.46  | \$ 4,288.69  | \$ 4,427.17  | \$ 4,564.66  | \$ 4,980.07  |  |
| DAILY                                                        | \$ 244.13    | \$ 248.20    | \$ 252.28    | \$ 260.42    | \$ 268.51    | \$ 292.95    |  |
| HOURLY                                                       | \$ 40.69     | \$ 41.37     | \$ 42.05     | \$ 43.40     | \$ 44.75     | \$ 48.82     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 51,464.33 | \$ 52,295.16 | \$ 53,125.98 | \$ 54,775.93 | \$ 56,449.28 | \$ 61,410.83 |  |
| MONTHLY                                                      | \$ 4,288.69  | \$ 4,357.93  | \$ 4,427.17  | \$ 4,564.66  | \$ 4,704.11  | \$ 5,117.57  |  |
| DAILY                                                        | \$ 252.28    | \$ 256.35    | \$ 260.42    | \$ 268.51    | \$ 276.71    | \$ 301.03    |  |
| HOURLY                                                       | \$ 42.05     | \$ 42.72     | \$ 43.40     | \$ 44.75     | \$ 46.12     | \$ 50.17     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 53,172.79 | \$ 53,956.81 | \$ 54,775.93 | \$ 56,449.28 | \$ 58,099.23 | \$ 63,084.18 |  |
| MONTHLY                                                      | \$ 4,431.07  | \$ 4,496.40  | \$ 4,564.66  | \$ 4,704.11  | \$ 4,841.60  | \$ 5,257.02  |  |
| DAILY                                                        | \$ 260.65    | \$ 264.49    | \$ 268.51    | \$ 276.71    | \$ 284.80    | \$ 309.24    |  |
| HOURLY                                                       | \$ 43.44     | \$ 44.08     | \$ 44.75     | \$ 46.12     | \$ 47.47     | \$ 51.54     |  |

|         |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 54,775.93 | \$ | 55,606.76 | \$ | 56,449.28 | \$ | 58,099.23 | \$ | 59,760.88 | \$ | 64,734.13 |
| MONTHLY | \$ | 4,564.66  | \$ | 4,633.90  | \$ | 4,704.11  | \$ | 4,841.60  | \$ | 4,980.07  | \$ | 5,394.51  |
| DAILY   | \$ | 268.51    | \$ | 272.58    | \$ | 276.71    | \$ | 284.80    | \$ | 292.95    | \$ | 317.32    |
| HOURLY  | \$ | 44.75     | \$ | 45.43     | \$ | 46.12     | \$ | 47.47     | \$ | 48.82     | \$ | 52.89     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 56,449.28 | \$ | 57,268.41 | \$ | 58,099.23 | \$ | 59,760.88 | \$ | 61,410.83 | \$ | 66,395.78 |
| MONTHLY | \$ | 4,704.11  | \$ | 4,772.37  | \$ | 4,841.60  | \$ | 4,980.07  | \$ | 5,117.57  | \$ | 5,532.98  |
| DAILY   | \$ | 276.71    | \$ | 280.73    | \$ | 284.80    | \$ | 292.95    | \$ | 301.03    | \$ | 325.47    |
| HOURLY  | \$ | 46.12     | \$ | 46.79     | \$ | 47.47     | \$ | 48.82     | \$ | 50.17     | \$ | 54.24     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 58,099.23 | \$ | 58,930.06 | \$ | 59,760.88 | \$ | 61,410.83 | \$ | 63,084.18 | \$ | 68,069.13 |
| MONTHLY | \$ | 4,841.60  | \$ | 4,910.84  | \$ | 4,980.07  | \$ | 5,117.57  | \$ | 5,257.02  | \$ | 5,672.43  |
| DAILY   | \$ | 284.80    | \$ | 288.87    | \$ | 292.95    | \$ | 301.03    | \$ | 309.24    | \$ | 333.67    |
| HOURLY  | \$ | 47.47     | \$ | 48.15     | \$ | 48.82     | \$ | 50.17     | \$ | 51.54     | \$ | 55.61     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 59,760.88 | \$ | 60,580.01 | \$ | 61,410.83 | \$ | 63,084.18 | \$ | 64,734.13 | \$ | 69,719.08 |
| MONTHLY | \$ | 4,980.07  | \$ | 5,048.33  | \$ | 5,117.57  | \$ | 5,257.02  | \$ | 5,394.51  | \$ | 5,809.92  |
| DAILY   | \$ | 292.95    | \$ | 296.96    | \$ | 301.03    | \$ | 309.24    | \$ | 317.32    | \$ | 341.76    |
| HOURLY  | \$ | 48.82     | \$ | 49.49     | \$ | 50.17     | \$ | 51.54     | \$ | 52.89     | \$ | 56.96     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 59,760.88 | \$ | 60,580.01 | \$ | 61,410.83 | \$ | 64,734.13 | \$ | 66,395.78 | \$ | 71,380.73 |
| MONTHLY | \$ | 4,980.07  | \$ | 5,048.33  | \$ | 5,117.57  | \$ | 5,394.51  | \$ | 5,532.98  | \$ | 5,948.39  |
| DAILY   | \$ | 292.95    | \$ | 296.96    | \$ | 301.03    | \$ | 317.32    | \$ | 325.47    | \$ | 349.91    |
| HOURLY  | \$ | 48.82     | \$ | 49.49     | \$ | 50.17     | \$ | 52.89     | \$ | 54.24     | \$ | 58.32     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 59,760.88 | \$ | 60,580.01 | \$ | 61,410.83 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 73,042.38 |
| MONTHLY | \$ | 4,980.07  | \$ | 5,048.33  | \$ | 5,117.57  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 6,086.86  |
| DAILY   | \$ | 292.95    | \$ | 296.96    | \$ | 301.03    | \$ | 317.32    | \$ | 333.67    | \$ | 358.05    |
| HOURLY  | \$ | 48.82     | \$ | 49.49     | \$ | 50.17     | \$ | 52.89     | \$ | 55.61     | \$ | 59.68     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 59,760.88 | \$ | 60,580.01 | \$ | 61,410.83 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 74,704.03 |
| MONTHLY | \$ | 4,980.07  | \$ | 5,048.33  | \$ | 5,117.57  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 6,225.34  |
| DAILY   | \$ | 292.95    | \$ | 296.96    | \$ | 301.03    | \$ | 317.32    | \$ | 333.67    | \$ | 366.20    |
| HOURLY  | \$ | 48.82     | \$ | 49.49     | \$ | 50.17     | \$ | 52.89     | \$ | 55.61     | \$ | 61.03     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 59,760.88 | \$ | 60,580.01 | \$ | 61,410.83 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 74,704.03 |
| MONTHLY | \$ | 4,980.07  | \$ | 5,048.33  | \$ | 5,117.57  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 6,225.34  |
| DAILY   | \$ | 292.95    | \$ | 296.96    | \$ | 301.03    | \$ | 317.32    | \$ | 333.67    | \$ | 366.20    |
| HOURLY  | \$ | 48.82     | \$ | 49.49     | \$ | 50.17     | \$ | 52.89     | \$ | 55.61     | \$ | 61.03     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 59,760.88 | \$ | 60,580.01 | \$ | 61,410.83 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 74,704.03 |
| MONTHLY | \$ | 4,980.07  | \$ | 5,048.33  | \$ | 5,117.57  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 6,225.34  |
| DAILY   | \$ | 292.95    | \$ | 296.96    | \$ | 301.03    | \$ | 317.32    | \$ | 333.67    | \$ | 366.20    |
| HOURLY  | \$ | 48.82     | \$ | 49.49     | \$ | 50.17     | \$ | 52.89     | \$ | 55.61     | \$ | 61.03     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 59,760.88 | \$ | 60,580.01 | \$ | 61,410.83 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 74,704.03 |
| MONTHLY | \$ | 4,980.07  | \$ | 5,048.33  | \$ | 5,117.57  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 6,225.34  |
| DAILY   | \$ | 292.95    | \$ | 296.96    | \$ | 301.03    | \$ | 317.32    | \$ | 333.67    | \$ | 366.20    |
| HOURLY  | \$ | 48.82     | \$ | 49.49     | \$ | 50.17     | \$ | 52.89     | \$ | 55.61     | \$ | 61.03     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 59,760.88 | \$ | 60,580.01 | \$ | 61,410.83 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 74,704.03 |
| MONTHLY | \$ | 4,980.07  | \$ | 5,048.33  | \$ | 5,117.57  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 6,225.34  |
| DAILY   | \$ | 292.95    | \$ | 296.96    | \$ | 301.03    | \$ | 317.32    | \$ | 333.67    | \$ | 366.20    |
| HOURLY  | \$ | 48.82     | \$ | 49.49     | \$ | 50.17     | \$ | 52.89     | \$ | 55.61     | \$ | 61.03     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 59,760.88 | \$ | 60,580.01 | \$ | 61,410.83 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 74,704.03 |
| MONTHLY | \$ | 4,980.07  | \$ | 5,048.33  | \$ | 5,117.57  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 6,225.34  |
| DAILY   | \$ | 292.95    | \$ | 296.96    | \$ | 301.03    | \$ | 317.32    | \$ | 333.67    | \$ | 366.20    |
| HOURLY  | \$ | 48.82     | \$ | 49.49     | \$ | 50.17     | \$ | 52.89     | \$ | 55.61     | \$ | 61.03     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 61,410.83 | \$ | 62,253.36 | \$ | 63,084.18 | \$ | 66,395.78 | \$ | 69,719.08 | \$ | 76,353.98 |
| MONTHLY | \$ | 5,117.57  | \$ | 5,187.78  | \$ | 5,257.02  | \$ | 5,532.98  | \$ | 5,809.92  | \$ | 6,362.83  |
| DAILY   | \$ | 301.03    | \$ | 305.16    | \$ | 309.24    | \$ | 325.47    | \$ | 341.76    | \$ | 374.28    |
| HOURLY  | \$ | 50.17     | \$ | 50.86     | \$ | 51.54     | \$ | 54.24     | \$ | 56.96     | \$ | 62.38     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 61,410.83 | \$ | 62,253.36 | \$ | 63,084.18 | \$ | 66,395.78 | \$ | 69,719.08 | \$ | 76,353.98 |
| MONTHLY | \$ | 5,117.57  | \$ | 5,187.78  | \$ | 5,257.02  | \$ | 5,532.98  | \$ | 5,809.92  | \$ | 6,362.83  |
| DAILY   | \$ | 301.03    | \$ | 305.16    | \$ | 309.24    | \$ | 325.47    | \$ | 341.76    | \$ | 374.28    |
| HOURLY  | \$ | 50.17     | \$ | 50.86     | \$ | 51.54     | \$ | 54.24     | \$ | 56.96     | \$ | 62.38     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 61,410.83 | \$ | 62,253.36 | \$ | 63,084.18 | \$ | 66,395.78 | \$ | 69,719.08 | \$ | 76,353.98 |
| MONTHLY | \$ | 5,117.57  | \$ | 5,187.78  | \$ | 5,257.02  | \$ | 5,532.98  | \$ | 5,809.92  | \$ | 6,362.83  |
| DAILY   | \$ | 301.03    | \$ | 305.16    | \$ | 309.24    | \$ | 325.47    | \$ | 341.76    | \$ | 374.28    |
| HOURLY  | \$ | 50.17     | \$ | 50.86     | \$ | 51.54     | \$ | 54.24     | \$ | 56.96     | \$ | 62.38     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 61,410.83 | \$ | 62,253.36 | \$ | 63,084.18 | \$ | 66,395.78 | \$ | 69,719.08 | \$ | 76,353.98 |
| MONTHLY | \$ | 5,117.57  | \$ | 5,187.78  | \$ | 5,257.02  | \$ | 5,532.98  | \$ | 5,809.92  | \$ | 6,362.83  |
| DAILY   | \$ | 301.03    | \$ | 305.16    | \$ | 309.24    | \$ | 325.47    | \$ | 341.76    | \$ | 374.28    |
| HOURLY  | \$ | 50.17     | \$ | 50.86     | \$ | 51.54     | \$ | 54.24     | \$ | 56.96     | \$ | 62.38     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 61,410.83 | \$ | 62,253.36 | \$ | 63,084.18 | \$ | 66,395.78 | \$ | 69,719.08 | \$ | 76,353.98 |
| MONTHLY | \$ | 5,117.57  | \$ | 5,187.78  | \$ | 5,257.02  | \$ | 5,532.98  | \$ | 5,809.92  | \$ | 6,362.83  |
| DAILY   | \$ | 301.03    | \$ | 305.16    | \$ | 309.24    | \$ | 325.47    | \$ | 341.76    | \$ | 374.28    |
| HOURLY  | \$ | 50.17     | \$ | 50.86     | \$ | 51.54     | \$ | 54.24     | \$ | 56.96     | \$ | 62.38     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 63,084.18 | \$ | 63,903.31 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 71,380.73 | \$ | 78,027.33 |
| MONTHLY | \$ | 5,257.02  | \$ | 5,325.28  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 5,948.39  | \$ | 6,502.28  |
| DAILY   | \$ | 309.24    | \$ | 313.25    | \$ | 317.32    | \$ | 333.67    | \$ | 349.91    | \$ | 382.49    |
| HOURLY  | \$ | 51.54     | \$ | 52.21     | \$ | 52.89     | \$ | 55.61     | \$ | 58.32     | \$ | 63.75     |



| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 63,084.18 | \$ | 63,903.31 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 71,380.73 | \$ | 78,027.33 |
| MONTHLY | \$ | 5,257.02  | \$ | 5,325.28  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 5,948.39  | \$ | 6,502.28  |
| DAILY   | \$ | 309.24    | \$ | 313.25    | \$ | 317.32    | \$ | 333.67    | \$ | 349.91    | \$ | 382.49    |
| HOURLY  | \$ | 51.54     | \$ | 52.21     | \$ | 52.89     | \$ | 55.61     | \$ | 58.32     | \$ | 63.75     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 63,084.18 | \$ | 63,903.31 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 71,380.73 | \$ | 78,027.33 |
| MONTHLY | \$ | 5,257.02  | \$ | 5,325.28  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 5,948.39  | \$ | 6,502.28  |
| DAILY   | \$ | 309.24    | \$ | 313.25    | \$ | 317.32    | \$ | 333.67    | \$ | 349.91    | \$ | 382.49    |
| HOURLY  | \$ | 51.54     | \$ | 52.21     | \$ | 52.89     | \$ | 55.61     | \$ | 58.32     | \$ | 63.75     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 63,084.18 | \$ | 63,903.31 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 71,380.73 | \$ | 78,027.33 |
| MONTHLY | \$ | 5,257.02  | \$ | 5,325.28  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 5,948.39  | \$ | 6,502.28  |
| DAILY   | \$ | 309.24    | \$ | 313.25    | \$ | 317.32    | \$ | 333.67    | \$ | 349.91    | \$ | 382.49    |
| HOURLY  | \$ | 51.54     | \$ | 52.21     | \$ | 52.89     | \$ | 55.61     | \$ | 58.32     | \$ | 63.75     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 63,084.18 | \$ | 63,903.31 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 71,380.73 | \$ | 78,027.33 |
| MONTHLY | \$ | 5,257.02  | \$ | 5,325.28  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 5,948.39  | \$ | 6,502.28  |
| DAILY   | \$ | 309.24    | \$ | 313.25    | \$ | 317.32    | \$ | 333.67    | \$ | 349.91    | \$ | 382.49    |
| HOURLY  | \$ | 51.54     | \$ | 52.21     | \$ | 52.89     | \$ | 55.61     | \$ | 58.32     | \$ | 63.75     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 63,084.18 | \$ | 63,903.31 | \$ | 64,734.13 | \$ | 68,069.13 | \$ | 71,380.73 | \$ | 78,027.33 |
| MONTHLY | \$ | 5,257.02  | \$ | 5,325.28  | \$ | 5,394.51  | \$ | 5,672.43  | \$ | 5,948.39  | \$ | 6,502.28  |
| DAILY   | \$ | 309.24    | \$ | 313.25    | \$ | 317.32    | \$ | 333.67    | \$ | 349.91    | \$ | 382.49    |
| HOURLY  | \$ | 51.54     | \$ | 52.21     | \$ | 52.89     | \$ | 55.61     | \$ | 58.32     | \$ | 63.75     |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA1 204 Days 6 Hours/Day.

1.75% increase effective July 1, 2007

Revision:

| OAKLAND UNIFIED SCHOOL DISTRICT                              |             |             |             |             |             |             |
|--------------------------------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |             |             |             |             |             |             |
| SALARY SCHEDULE K12 TEACHERS ON 12 MONTH SPECIAL ASSIGNMENTS |             |             |             |             |             |             |
| EFFECTIVE JULY 1, 2007                                       |             |             |             |             |             |             |
| Periods: 12, Days/Year: 222, Hours/Day: 6                    |             |             |             |             |             |             |
| TSA2                                                         | Col. 1      | Col. 2      | Col. 3      | Col. 4      | Col. 5      | Col. 6      |
|                                                              | BA          | BA + 30     | BA + 45     | BA + 60     | BA + 75     | BA + 90     |
| <b>Step 01</b>                                               |             |             |             |             |             |             |
| ANNUAL                                                       | \$47,347.44 | \$47,730.41 | \$48,100.61 | \$48,879.31 | \$50,704.78 | \$56,142.91 |
| MONTHLY                                                      | \$3,945.62  | \$3,977.53  | \$4,008.38  | \$4,073.28  | \$4,225.40  | \$4,678.58  |
| DAILY                                                        | \$213.28    | \$215.00    | \$216.67    | \$220.18    | \$228.40    | \$252.90    |
| HOURLY                                                       | \$35.55     | \$35.83     | \$36.11     | \$36.70     | \$38.07     | \$42.15     |
| <b>Step 02</b>                                               |             |             |             |             |             |             |
| ANNUAL                                                       | \$48,100.61 | \$48,496.34 | \$48,879.31 | \$50,704.78 | \$52,517.49 | \$57,955.62 |
| MONTHLY                                                      | \$4,008.38  | \$4,041.36  | \$4,073.28  | \$4,225.40  | \$4,376.46  | \$4,829.63  |
| DAILY                                                        | \$216.67    | \$218.45    | \$220.18    | \$228.40    | \$236.57    | \$261.06    |
| HOURLY                                                       | \$36.11     | \$36.41     | \$36.70     | \$38.07     | \$39.43     | \$43.51     |
| <b>Step 03</b>                                               |             |             |             |             |             |             |
| ANNUAL                                                       | \$48,879.31 | \$49,798.43 | \$50,704.78 | \$52,517.49 | \$54,330.20 | \$59,755.56 |
| MONTHLY                                                      | \$4,073.28  | \$4,149.87  | \$4,225.40  | \$4,376.46  | \$4,527.52  | \$4,979.63  |
| DAILY                                                        | \$220.18    | \$224.32    | \$228.40    | \$236.57    | \$244.73    | \$269.17    |
| HOURLY                                                       | \$36.70     | \$37.39     | \$38.07     | \$39.43     | \$40.79     | \$44.86     |
| <b>Step 04</b>                                               |             |             |             |             |             |             |
| ANNUAL                                                       | \$50,704.78 | \$51,623.90 | \$52,517.49 | \$54,330.20 | \$56,142.91 | \$61,581.04 |
| MONTHLY                                                      | \$4,225.40  | \$4,301.99  | \$4,376.46  | \$4,527.52  | \$4,678.58  | \$5,131.75  |
| DAILY                                                        | \$228.40    | \$232.54    | \$236.57    | \$244.73    | \$252.90    | \$277.39    |
| HOURLY                                                       | \$38.07     | \$38.76     | \$39.43     | \$40.79     | \$42.15     | \$46.23     |
| <b>Step 05</b>                                               |             |             |             |             |             |             |
| ANNUAL                                                       | \$52,520.55 | \$53,423.85 | \$54,330.20 | \$56,142.91 | \$57,955.62 | \$63,380.98 |
| MONTHLY                                                      | \$4,376.71  | \$4,451.99  | \$4,527.52  | \$4,678.58  | \$4,829.63  | \$5,281.75  |
| DAILY                                                        | \$236.58    | \$240.65    | \$244.73    | \$252.90    | \$261.06    | \$285.50    |
| HOURLY                                                       | \$39.43     | \$40.11     | \$40.79     | \$42.15     | \$43.51     | \$47.58     |
| <b>Step 06</b>                                               |             |             |             |             |             |             |
| ANNUAL                                                       | \$54,330.20 | \$55,236.56 | \$56,142.91 | \$57,955.62 | \$59,755.56 | \$65,193.69 |
| MONTHLY                                                      | \$4,527.52  | \$4,603.05  | \$4,678.58  | \$4,829.63  | \$4,979.63  | \$5,432.81  |
| DAILY                                                        | \$244.73    | \$248.81    | \$252.90    | \$261.06    | \$269.17    | \$293.67    |
| HOURLY                                                       | \$40.79     | \$41.47     | \$42.15     | \$43.51     | \$44.86     | \$48.94     |
| <b>Step 07</b>                                               |             |             |             |             |             |             |
| ANNUAL                                                       | \$56,142.91 | \$57,049.27 | \$57,955.62 | \$59,755.56 | \$61,581.04 | \$66,993.63 |
| MONTHLY                                                      | \$4,678.58  | \$4,754.11  | \$4,829.63  | \$4,979.63  | \$5,131.75  | \$5,582.80  |
| DAILY                                                        | \$252.90    | \$256.98    | \$261.06    | \$269.17    | \$277.39    | \$301.77    |
| HOURLY                                                       | \$42.15     | \$42.83     | \$43.51     | \$44.86     | \$46.23     | \$50.30     |
| <b>Step 08</b>                                               |             |             |             |             |             |             |
| ANNUAL                                                       | \$58,006.68 | \$58,861.97 | \$59,755.56 | \$61,581.04 | \$63,380.98 | \$68,819.11 |
| MONTHLY                                                      | \$4,833.89  | \$4,905.16  | \$4,979.63  | \$5,131.75  | \$5,281.75  | \$5,734.93  |
| DAILY                                                        | \$261.29    | \$265.14    | \$269.17    | \$277.39    | \$285.50    | \$310.00    |
| HOURLY                                                       | \$43.55     | \$44.19     | \$44.86     | \$46.23     | \$47.58     | \$51.67     |

|         |             |             |             |             |             |             |
|---------|-------------|-------------|-------------|-------------|-------------|-------------|
| Step 09 |             |             |             |             |             |             |
| ANNUAL  | \$59,755.56 | \$60,661.92 | \$61,581.04 | \$63,380.98 | \$65,193.69 | \$70,619.05 |
| MONTHLY | \$4,979.63  | \$5,055.16  | \$5,131.75  | \$5,281.75  | \$5,432.81  | \$5,884.92  |
| DAILY   | \$269.17    | \$273.25    | \$277.39    | \$285.50    | \$293.67    | \$318.10    |
| HOURLY  | \$44.86     | \$45.54     | \$46.23     | \$47.58     | \$48.94     | \$53.02     |
| Step 10 |             |             |             |             |             |             |
| ANNUAL  | \$61,581.04 | \$62,474.63 | \$63,380.98 | \$65,193.69 | \$66,993.63 | \$72,431.76 |
| MONTHLY | \$5,131.75  | \$5,206.22  | \$5,281.75  | \$5,432.81  | \$5,582.80  | \$6,035.98  |
| DAILY   | \$277.39    | \$281.42    | \$285.50    | \$293.67    | \$301.77    | \$326.27    |
| HOURLY  | \$46.23     | \$46.90     | \$47.58     | \$48.94     | \$50.30     | \$54.38     |
| Step 11 |             |             |             |             |             |             |
| ANNUAL  | \$63,380.98 | \$64,287.33 | \$65,193.69 | \$66,993.63 | \$68,819.11 | \$74,257.23 |
| MONTHLY | \$5,281.75  | \$5,357.28  | \$5,432.81  | \$5,582.80  | \$5,734.93  | \$6,188.10  |
| DAILY   | \$285.50    | \$289.58    | \$293.67    | \$301.77    | \$310.00    | \$334.49    |
| HOURLY  | \$47.58     | \$48.26     | \$48.94     | \$50.30     | \$51.67     | \$55.75     |
| Step 12 |             |             |             |             |             |             |
| ANNUAL  | \$65,193.69 | \$66,087.28 | \$66,993.63 | \$68,819.11 | \$70,619.05 | \$76,057.18 |
| MONTHLY | \$5,432.81  | \$5,507.27  | \$5,582.80  | \$5,734.93  | \$5,884.92  | \$6,338.10  |
| DAILY   | \$293.67    | \$297.69    | \$301.77    | \$310.00    | \$318.10    | \$342.60    |
| HOURLY  | \$48.94     | \$49.62     | \$50.30     | \$51.67     | \$53.02     | \$57.10     |
| Step 13 |             |             |             |             |             |             |
| ANNUAL  | \$65,193.69 | \$66,087.28 | \$66,993.63 | \$70,619.05 | \$72,431.76 | \$77,869.89 |
| MONTHLY | \$5,432.81  | \$5,507.27  | \$5,582.80  | \$5,884.92  | \$6,035.98  | \$6,489.16  |
| DAILY   | \$293.67    | \$297.69    | \$301.77    | \$318.10    | \$326.27    | \$350.77    |
| HOURLY  | \$48.94     | \$49.62     | \$50.30     | \$53.02     | \$54.38     | \$58.46     |
| Step 14 |             |             |             |             |             |             |
| ANNUAL  | \$65,193.69 | \$66,087.28 | \$66,993.63 | \$70,619.05 | \$74,257.23 | \$79,682.59 |
| MONTHLY | \$5,432.81  | \$5,507.27  | \$5,582.80  | \$5,884.92  | \$6,188.10  | \$6,640.22  |
| DAILY   | \$293.67    | \$297.69    | \$301.77    | \$318.10    | \$334.49    | \$358.93    |
| HOURLY  | \$48.94     | \$49.62     | \$50.30     | \$53.02     | \$55.75     | \$59.82     |
| Step 15 |             |             |             |             |             |             |
| ANNUAL  | \$65,193.69 | \$66,087.28 | \$66,993.63 | \$70,619.05 | \$74,257.23 | \$81,495.30 |
| MONTHLY | \$5,432.81  | \$5,507.27  | \$5,582.80  | \$5,884.92  | \$6,188.10  | \$6,791.28  |
| DAILY   | \$293.67    | \$297.69    | \$301.77    | \$318.10    | \$334.49    | \$367.10    |
| HOURLY  | \$48.94     | \$49.62     | \$50.30     | \$53.02     | \$55.75     | \$61.18     |
| Step 16 |             |             |             |             |             |             |
| ANNUAL  | \$65,193.69 | \$66,087.28 | \$66,993.63 | \$70,619.05 | \$74,257.23 | \$81,495.30 |
| MONTHLY | \$5,432.81  | \$5,507.27  | \$5,582.80  | \$5,884.92  | \$6,188.10  | \$6,791.28  |
| DAILY   | \$293.67    | \$297.69    | \$301.77    | \$318.10    | \$334.49    | \$367.10    |
| HOURLY  | \$48.94     | \$49.62     | \$50.30     | \$53.02     | \$55.75     | \$61.18     |
| Step 17 |             |             |             |             |             |             |
| ANNUAL  | \$65,193.69 | \$66,087.28 | \$66,993.63 | \$70,619.05 | \$74,257.23 | \$81,495.30 |
| MONTHLY | \$5,432.81  | \$5,507.27  | \$5,582.80  | \$5,884.92  | \$6,188.10  | \$6,791.28  |
| DAILY   | \$293.67    | \$297.69    | \$301.77    | \$318.10    | \$334.49    | \$367.10    |
| HOURLY  | \$48.94     | \$49.62     | \$50.30     | \$53.02     | \$55.75     | \$61.18     |

| Step 18 |             |             |             |             |             |             |
|---------|-------------|-------------|-------------|-------------|-------------|-------------|
| ANNUAL  | \$65,193.69 | \$66,087.28 | \$66,993.63 | \$70,619.05 | \$74,257.23 | \$81,495.30 |
| MONTHLY | \$5,432.81  | \$5,507.27  | \$5,582.80  | \$5,884.92  | \$6,188.10  | \$6,791.28  |
| DAILY   | \$293.67    | \$297.69    | \$301.77    | \$318.10    | \$334.49    | \$367.10    |
| HOURLY  | \$48.94     | \$49.62     | \$50.30     | \$53.02     | \$55.75     | \$61.18     |
| Step 19 |             |             |             |             |             |             |
| ANNUAL  | \$65,193.69 | \$66,087.28 | \$66,993.63 | \$70,619.05 | \$74,257.23 | \$81,495.30 |
| MONTHLY | \$5,432.81  | \$5,507.27  | \$5,582.80  | \$5,884.92  | \$6,188.10  | \$6,791.28  |
| DAILY   | \$293.67    | \$297.69    | \$301.77    | \$318.10    | \$334.49    | \$367.10    |
| HOURLY  | \$48.94     | \$49.62     | \$50.30     | \$53.02     | \$55.75     | \$61.18     |
| Step 20 |             |             |             |             |             |             |
| ANNUAL  | \$65,193.69 | \$66,087.28 | \$66,993.63 | \$70,619.05 | \$74,257.23 | \$81,495.30 |
| MONTHLY | \$5,432.81  | \$5,507.27  | \$5,582.80  | \$5,884.92  | \$6,188.10  | \$6,791.28  |
| DAILY   | \$293.67    | \$297.69    | \$301.77    | \$318.10    | \$334.49    | \$367.10    |
| HOURLY  | \$48.94     | \$49.62     | \$50.30     | \$53.02     | \$55.75     | \$61.18     |
| Step 21 |             |             |             |             |             |             |
| ANNUAL  | \$66,993.63 | \$67,912.75 | \$68,819.11 | \$72,431.76 | \$76,057.18 | \$83,295.25 |
| MONTHLY | \$5,582.80  | \$5,659.40  | \$5,734.93  | \$6,035.98  | \$6,338.10  | \$6,941.27  |
| DAILY   | \$301.77    | \$305.91    | \$310.00    | \$326.27    | \$342.60    | \$375.20    |
| HOURLY  | \$50.30     | \$50.99     | \$51.67     | \$54.38     | \$57.10     | \$62.53     |
| Step 22 |             |             |             |             |             |             |
| ANNUAL  | \$66,993.63 | \$67,912.75 | \$68,819.11 | \$72,431.76 | \$76,057.18 | \$83,295.25 |
| MONTHLY | \$5,582.80  | \$5,659.40  | \$5,734.93  | \$6,035.98  | \$6,338.10  | \$6,941.27  |
| DAILY   | \$301.77    | \$305.91    | \$310.00    | \$326.27    | \$342.60    | \$375.20    |
| HOURLY  | \$50.30     | \$50.99     | \$51.67     | \$54.38     | \$57.10     | \$62.53     |
| Step 23 |             |             |             |             |             |             |
| ANNUAL  | \$66,993.63 | \$67,912.75 | \$68,819.11 | \$72,431.76 | \$76,057.18 | \$83,295.25 |
| MONTHLY | \$5,582.80  | \$5,659.40  | \$5,734.93  | \$6,035.98  | \$6,338.10  | \$6,941.27  |
| DAILY   | \$301.77    | \$305.91    | \$310.00    | \$326.27    | \$342.60    | \$375.20    |
| HOURLY  | \$50.30     | \$50.99     | \$51.67     | \$54.38     | \$57.10     | \$62.53     |
| Step 24 |             |             |             |             |             |             |
| ANNUAL  | \$66,993.63 | \$67,912.75 | \$68,819.11 | \$72,431.76 | \$76,057.18 | \$83,295.25 |
| MONTHLY | \$5,582.80  | \$5,659.40  | \$5,734.93  | \$6,035.98  | \$6,338.10  | \$6,941.27  |
| DAILY   | \$301.77    | \$305.91    | \$310.00    | \$326.27    | \$342.60    | \$375.20    |
| HOURLY  | \$50.30     | \$50.99     | \$51.67     | \$54.38     | \$57.10     | \$62.53     |
| Step 25 |             |             |             |             |             |             |
| ANNUAL  | \$66,993.63 | \$67,912.75 | \$68,819.11 | \$72,431.76 | \$76,057.18 | \$83,295.25 |
| MONTHLY | \$5,582.80  | \$5,659.40  | \$5,734.93  | \$6,035.98  | \$6,338.10  | \$6,941.27  |
| DAILY   | \$301.77    | \$305.91    | \$310.00    | \$326.27    | \$342.60    | \$375.20    |
| HOURLY  | \$50.30     | \$50.99     | \$51.67     | \$54.38     | \$57.10     | \$62.53     |
| Step 26 |             |             |             |             |             |             |
| ANNUAL  | \$68,819.11 | \$69,712.70 | \$70,619.05 | \$74,257.23 | \$77,869.89 | \$85,120.72 |
| MONTHLY | \$5,734.93  | \$5,809.39  | \$5,884.92  | \$6,188.10  | \$6,489.16  | \$7,093.39  |
| DAILY   | \$310.00    | \$314.02    | \$318.10    | \$334.49    | \$350.77    | \$383.43    |
| HOURLY  | \$51.67     | \$52.34     | \$53.02     | \$55.75     | \$58.46     | \$63.90     |

| Step 27 |             |             |             |             |             |             |
|---------|-------------|-------------|-------------|-------------|-------------|-------------|
| ANNUAL  | \$68,819.11 | \$69,712.70 | \$70,619.05 | \$74,257.23 | \$77,869.89 | \$85,120.72 |
| MONTHLY | \$5,734.93  | \$5,809.39  | \$5,884.92  | \$6,188.10  | \$6,489.16  | \$7,093.39  |
| DAILY   | \$310.00    | \$314.02    | \$318.10    | \$334.49    | \$350.77    | \$383.43    |
| HOURLY  | \$51.67     | \$52.34     | \$53.02     | \$55.75     | \$58.46     | \$63.90     |
| Step 28 |             |             |             |             |             |             |
| ANNUAL  | \$68,819.11 | \$69,712.70 | \$70,619.05 | \$74,257.23 | \$77,869.89 | \$85,120.72 |
| MONTHLY | \$5,734.93  | \$5,809.39  | \$5,884.92  | \$6,188.10  | \$6,489.16  | \$7,093.39  |
| DAILY   | \$310.00    | \$314.02    | \$318.10    | \$334.49    | \$350.77    | \$383.43    |
| HOURLY  | \$51.67     | \$52.34     | \$53.02     | \$55.75     | \$58.46     | \$63.90     |
| Step 29 |             |             |             |             |             |             |
| ANNUAL  | \$68,819.11 | \$69,712.70 | \$70,619.05 | \$74,257.23 | \$77,869.89 | \$85,120.72 |
| MONTHLY | \$5,734.93  | \$5,809.39  | \$5,884.92  | \$6,188.10  | \$6,489.16  | \$7,093.39  |
| DAILY   | \$310.00    | \$314.02    | \$318.10    | \$334.49    | \$350.77    | \$383.43    |
| HOURLY  | \$51.67     | \$52.34     | \$53.02     | \$55.75     | \$58.46     | \$63.90     |
| Step 30 |             |             |             |             |             |             |
| ANNUAL  | \$68,819.11 | \$69,712.70 | \$70,619.05 | \$74,257.23 | \$77,869.89 | \$85,120.72 |
| MONTHLY | \$5,734.93  | \$5,809.39  | \$5,884.92  | \$6,188.10  | \$6,489.16  | \$7,093.39  |
| DAILY   | \$310.00    | \$314.02    | \$318.10    | \$334.49    | \$350.77    | \$383.43    |
| HOURLY  | \$51.67     | \$52.34     | \$53.02     | \$55.75     | \$58.46     | \$63.90     |
| Step 31 |             |             |             |             |             |             |
| ANNUAL  | \$68,819.11 | \$69,712.70 | \$70,619.05 | \$74,257.23 | \$77,869.89 | \$85,120.72 |
| MONTHLY | \$5,734.93  | \$5,809.39  | \$5,884.92  | \$6,188.10  | \$6,489.16  | \$7,093.39  |
| DAILY   | \$310.00    | \$314.02    | \$318.10    | \$334.49    | \$350.77    | \$383.43    |
| HOURLY  | \$51.67     | \$52.34     | \$53.02     | \$55.75     | \$58.46     | \$63.90     |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA2 222 Days 6 Hours/Day.

1.75% increase effective July 1, 2007

Revision:

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |
| SALARY SCHEDULE K12 TEACHERS ON 11 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |
| EEFFECTIVE JULY 1, 2013                                      |              |              |              |              |              |              |
| Periods: 12, Days/Year: 204, Hours/Day: 6                    |              |              |              |              |              |              |
| TSA1                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |
| <b>Step 01</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 44,270.03 | \$ 44,628.11 | \$ 44,974.25 | \$ 45,702.33 | \$ 47,409.16 | \$ 52,493.82 |
| MONTHLY                                                      | \$ 3,689.17  | \$ 3,719.01  | \$ 3,747.85  | \$ 3,808.53  | \$ 3,950.76  | \$ 4,374.49  |
| DAILY                                                        | \$ 217.01    | \$ 218.77    | \$ 220.46    | \$ 224.03    | \$ 232.40    | \$ 257.32    |
| HOURLY                                                       | \$ 36.17     | \$ 36.46     | \$ 36.74     | \$ 37.34     | \$ 38.73     | \$ 42.89     |
| <b>Step 02</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 44,974.25 | \$ 45,344.26 | \$ 45,702.33 | \$ 47,409.16 | \$ 49,104.05 | \$ 54,188.71 |
| MONTHLY                                                      | \$ 3,747.85  | \$ 3,778.69  | \$ 3,808.53  | \$ 3,950.76  | \$ 4,092.00  | \$ 4,515.73  |
| DAILY                                                        | \$ 220.46    | \$ 222.28    | \$ 224.03    | \$ 232.40    | \$ 240.71    | \$ 265.63    |
| HOURLY                                                       | \$ 36.74     | \$ 37.05     | \$ 37.34     | \$ 38.73     | \$ 40.12     | \$ 44.27     |
| <b>Step 03</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 45,702.33 | \$ 46,561.71 | \$ 47,409.16 | \$ 49,104.05 | \$ 50,798.94 | \$ 55,871.67 |
| MONTHLY                                                      | \$ 3,808.53  | \$ 3,880.14  | \$ 3,950.76  | \$ 4,092.00  | \$ 4,233.24  | \$ 4,655.97  |
| DAILY                                                        | \$ 224.03    | \$ 228.24    | \$ 232.40    | \$ 240.71    | \$ 249.01    | \$ 273.88    |
| HOURLY                                                       | \$ 37.34     | \$ 38.04     | \$ 38.73     | \$ 40.12     | \$ 41.50     | \$ 45.65     |
| <b>Step 04</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 47,409.16 | \$ 48,268.54 | \$ 49,104.05 | \$ 50,798.94 | \$ 52,493.82 | \$ 57,578.49 |
| MONTHLY                                                      | \$ 3,950.76  | \$ 4,022.38  | \$ 4,092.00  | \$ 4,233.24  | \$ 4,374.49  | \$ 4,798.21  |
| DAILY                                                        | \$ 232.40    | \$ 236.61    | \$ 240.71    | \$ 249.01    | \$ 257.32    | \$ 282.25    |
| HOURLY                                                       | \$ 38.73     | \$ 39.44     | \$ 40.12     | \$ 41.50     | \$ 42.89     | \$ 47.04     |
| <b>Step 05</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 49,104.05 | \$ 49,951.49 | \$ 50,798.94 | \$ 52,493.82 | \$ 54,188.71 | \$ 59,261.45 |
| MONTHLY                                                      | \$ 4,092.00  | \$ 4,162.62  | \$ 4,233.24  | \$ 4,374.49  | \$ 4,515.73  | \$ 4,938.45  |
| DAILY                                                        | \$ 240.71    | \$ 244.86    | \$ 249.01    | \$ 257.32    | \$ 265.63    | \$ 290.50    |
| HOURLY                                                       | \$ 40.12     | \$ 40.81     | \$ 41.50     | \$ 42.89     | \$ 44.27     | \$ 48.42     |
| <b>Step 06</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 50,798.94 | \$ 51,646.38 | \$ 52,493.82 | \$ 54,188.71 | \$ 55,871.67 | \$ 60,956.34 |
| MONTHLY                                                      | \$ 4,233.24  | \$ 4,303.87  | \$ 4,374.49  | \$ 4,515.73  | \$ 4,655.97  | \$ 5,079.69  |
| DAILY                                                        | \$ 249.01    | \$ 253.17    | \$ 257.32    | \$ 265.63    | \$ 273.88    | \$ 298.81    |
| HOURLY                                                       | \$ 41.50     | \$ 42.19     | \$ 42.89     | \$ 44.27     | \$ 45.65     | \$ 49.80     |
| <b>Step 07</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 52,493.82 | \$ 53,341.27 | \$ 54,188.71 | \$ 55,871.67 | \$ 57,578.49 | \$ 62,639.29 |
| MONTHLY                                                      | \$ 4,374.49  | \$ 4,445.11  | \$ 4,515.73  | \$ 4,655.97  | \$ 4,798.21  | \$ 5,219.94  |
| DAILY                                                        | \$ 257.32    | \$ 261.48    | \$ 265.63    | \$ 273.88    | \$ 282.25    | \$ 307.06    |
| HOURLY                                                       | \$ 42.89     | \$ 43.58     | \$ 44.27     | \$ 45.65     | \$ 47.04     | \$ 51.18     |
| <b>Step 08</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 54,236.46 | \$ 55,036.16 | \$ 55,871.67 | \$ 57,578.49 | \$ 59,261.45 | \$ 64,346.11 |
| MONTHLY                                                      | \$ 4,519.70  | \$ 4,586.35  | \$ 4,655.97  | \$ 4,798.21  | \$ 4,938.45  | \$ 5,362.18  |
| DAILY                                                        | \$ 265.86    | \$ 269.79    | \$ 273.88    | \$ 282.25    | \$ 290.50    | \$ 315.42    |
| HOURLY                                                       | \$ 44.31     | \$ 44.96     | \$ 45.65     | \$ 47.04     | \$ 48.42     | \$ 52.57     |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 55,871.67 | \$ | 56,719.11 | \$ | 57,578.49 | \$ | 59,261.45 | \$ | 60,956.34 | \$ | 66,029.07 |
| MONTHLY | \$ | 4,655.97  | \$ | 4,726.59  | \$ | 4,798.21  | \$ | 4,938.45  | \$ | 5,079.69  | \$ | 5,502.42  |
| DAILY   | \$ | 273.88    | \$ | 278.03    | \$ | 282.25    | \$ | 290.50    | \$ | 298.81    | \$ | 323.67    |
| HOURLY  | \$ | 45.65     | \$ | 46.34     | \$ | 47.04     | \$ | 48.42     | \$ | 49.80     | \$ | 53.95     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 57,578.49 | \$ | 58,414.00 | \$ | 59,261.45 | \$ | 60,956.34 | \$ | 62,639.29 | \$ | 67,723.96 |
| MONTHLY | \$ | 4,798.21  | \$ | 4,867.83  | \$ | 4,938.45  | \$ | 5,079.69  | \$ | 5,219.94  | \$ | 5,643.66  |
| DAILY   | \$ | 282.25    | \$ | 286.34    | \$ | 290.50    | \$ | 298.81    | \$ | 307.06    | \$ | 331.98    |
| HOURLY  | \$ | 47.04     | \$ | 47.72     | \$ | 48.42     | \$ | 49.80     | \$ | 51.18     | \$ | 55.33     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 59,261.45 | \$ | 60,108.89 | \$ | 60,956.34 | \$ | 62,639.29 | \$ | 64,346.11 | \$ | 69,430.78 |
| MONTHLY | \$ | 4,938.45  | \$ | 5,009.07  | \$ | 5,079.69  | \$ | 5,219.94  | \$ | 5,362.18  | \$ | 5,785.90  |
| DAILY   | \$ | 290.50    | \$ | 294.65    | \$ | 298.81    | \$ | 307.06    | \$ | 315.42    | \$ | 340.35    |
| HOURLY  | \$ | 48.42     | \$ | 49.11     | \$ | 49.80     | \$ | 51.18     | \$ | 52.57     | \$ | 56.72     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 60,956.34 | \$ | 61,791.84 | \$ | 62,639.29 | \$ | 64,346.11 | \$ | 66,029.07 | \$ | 71,113.74 |
| MONTHLY | \$ | 5,079.69  | \$ | 5,149.32  | \$ | 5,219.94  | \$ | 5,362.18  | \$ | 5,502.42  | \$ | 5,926.14  |
| DAILY   | \$ | 298.81    | \$ | 302.90    | \$ | 307.06    | \$ | 315.42    | \$ | 323.67    | \$ | 348.60    |
| HOURLY  | \$ | 49.80     | \$ | 50.48     | \$ | 51.18     | \$ | 52.57     | \$ | 53.95     | \$ | 58.10     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 60,956.34 | \$ | 61,791.84 | \$ | 62,639.29 | \$ | 66,029.07 | \$ | 67,723.96 | \$ | 72,808.62 |
| MONTHLY | \$ | 5,079.69  | \$ | 5,149.32  | \$ | 5,219.94  | \$ | 5,502.42  | \$ | 5,643.66  | \$ | 6,067.39  |
| DAILY   | \$ | 298.81    | \$ | 302.90    | \$ | 307.06    | \$ | 323.67    | \$ | 331.98    | \$ | 356.91    |
| HOURLY  | \$ | 49.80     | \$ | 50.48     | \$ | 51.18     | \$ | 53.95     | \$ | 55.33     | \$ | 59.48     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 60,956.34 | \$ | 61,791.84 | \$ | 62,639.29 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 74,503.51 |
| MONTHLY | \$ | 5,079.69  | \$ | 5,149.32  | \$ | 5,219.94  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,208.63  |
| DAILY   | \$ | 298.81    | \$ | 302.90    | \$ | 307.06    | \$ | 323.67    | \$ | 340.35    | \$ | 365.21    |
| HOURLY  | \$ | 49.80     | \$ | 50.48     | \$ | 51.18     | \$ | 53.95     | \$ | 56.72     | \$ | 60.87     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 60,956.34 | \$ | 61,791.84 | \$ | 62,639.29 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 76,198.40 |
| MONTHLY | \$ | 5,079.69  | \$ | 5,149.32  | \$ | 5,219.94  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,349.87  |
| DAILY   | \$ | 298.81    | \$ | 302.90    | \$ | 307.06    | \$ | 323.67    | \$ | 340.35    | \$ | 373.52    |
| HOURLY  | \$ | 49.80     | \$ | 50.48     | \$ | 51.18     | \$ | 53.95     | \$ | 56.72     | \$ | 62.25     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 60,956.34 | \$ | 61,791.84 | \$ | 62,639.29 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 76,198.40 |
| MONTHLY | \$ | 5,079.69  | \$ | 5,149.32  | \$ | 5,219.94  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,349.87  |
| DAILY   | \$ | 298.81    | \$ | 302.90    | \$ | 307.06    | \$ | 323.67    | \$ | 340.35    | \$ | 373.52    |
| HOURLY  | \$ | 49.80     | \$ | 50.48     | \$ | 51.18     | \$ | 53.95     | \$ | 56.72     | \$ | 62.25     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 60,956.34 | \$ | 61,791.84 | \$ | 62,639.29 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 76,198.40 |
| MONTHLY | \$ | 5,079.69  | \$ | 5,149.32  | \$ | 5,219.94  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,349.87  |
| DAILY   | \$ | 298.81    | \$ | 302.90    | \$ | 307.06    | \$ | 323.67    | \$ | 340.35    | \$ | 373.52    |
| HOURLY  | \$ | 49.80     | \$ | 50.48     | \$ | 51.18     | \$ | 53.95     | \$ | 56.72     | \$ | 62.25     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 60,956.34 | \$ | 61,791.84 | \$ | 62,639.29 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 76,198.40 |
| MONTHLY | \$ | 5,079.69  | \$ | 5,149.32  | \$ | 5,219.94  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,349.87  |
| DAILY   | \$ | 298.81    | \$ | 302.90    | \$ | 307.06    | \$ | 323.67    | \$ | 340.35    | \$ | 373.52    |
| HOURLY  | \$ | 49.80     | \$ | 50.48     | \$ | 51.18     | \$ | 53.95     | \$ | 56.72     | \$ | 62.25     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 60,956.34 | \$ | 61,791.84 | \$ | 62,639.29 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 76,198.40 |
| MONTHLY | \$ | 5,079.69  | \$ | 5,149.32  | \$ | 5,219.94  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,349.87  |
| DAILY   | \$ | 298.81    | \$ | 302.90    | \$ | 307.06    | \$ | 323.67    | \$ | 340.35    | \$ | 373.52    |
| HOURLY  | \$ | 49.80     | \$ | 50.48     | \$ | 51.18     | \$ | 53.95     | \$ | 56.72     | \$ | 62.25     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 60,956.34 | \$ | 61,791.84 | \$ | 62,639.29 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 76,198.40 |
| MONTHLY | \$ | 5,079.69  | \$ | 5,149.32  | \$ | 5,219.94  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,349.87  |
| DAILY   | \$ | 298.81    | \$ | 302.90    | \$ | 307.06    | \$ | 323.67    | \$ | 340.35    | \$ | 373.52    |
| HOURLY  | \$ | 49.80     | \$ | 50.48     | \$ | 51.18     | \$ | 53.95     | \$ | 56.72     | \$ | 62.25     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 62,639.29 | \$ | 63,498.67 | \$ | 64,346.11 | \$ | 67,723.96 | \$ | 71,113.74 | \$ | 77,881.36 |
| MONTHLY | \$ | 5,219.94  | \$ | 5,291.56  | \$ | 5,362.18  | \$ | 5,643.66  | \$ | 5,926.14  | \$ | 6,490.11  |
| DAILY   | \$ | 307.06    | \$ | 311.27    | \$ | 315.42    | \$ | 331.98    | \$ | 348.60    | \$ | 381.77    |
| HOURLY  | \$ | 51.18     | \$ | 51.88     | \$ | 52.57     | \$ | 55.33     | \$ | 58.10     | \$ | 63.63     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 62,639.29 | \$ | 63,498.67 | \$ | 64,346.11 | \$ | 67,723.96 | \$ | 71,113.74 | \$ | 77,881.36 |
| MONTHLY | \$ | 5,219.94  | \$ | 5,291.56  | \$ | 5,362.18  | \$ | 5,643.66  | \$ | 5,926.14  | \$ | 6,490.11  |
| DAILY   | \$ | 307.06    | \$ | 311.27    | \$ | 315.42    | \$ | 331.98    | \$ | 348.60    | \$ | 381.77    |
| HOURLY  | \$ | 51.18     | \$ | 51.88     | \$ | 52.57     | \$ | 55.33     | \$ | 58.10     | \$ | 63.63     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 62,639.29 | \$ | 63,498.67 | \$ | 64,346.11 | \$ | 67,723.96 | \$ | 71,113.74 | \$ | 77,881.36 |
| MONTHLY | \$ | 5,219.94  | \$ | 5,291.56  | \$ | 5,362.18  | \$ | 5,643.66  | \$ | 5,926.14  | \$ | 6,490.11  |
| DAILY   | \$ | 307.06    | \$ | 311.27    | \$ | 315.42    | \$ | 331.98    | \$ | 348.60    | \$ | 381.77    |
| HOURLY  | \$ | 51.18     | \$ | 51.88     | \$ | 52.57     | \$ | 55.33     | \$ | 58.10     | \$ | 63.63     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 62,639.29 | \$ | 63,498.67 | \$ | 64,346.11 | \$ | 67,723.96 | \$ | 71,113.74 | \$ | 77,881.36 |
| MONTHLY | \$ | 5,219.94  | \$ | 5,291.56  | \$ | 5,362.18  | \$ | 5,643.66  | \$ | 5,926.14  | \$ | 6,490.11  |
| DAILY   | \$ | 307.06    | \$ | 311.27    | \$ | 315.42    | \$ | 331.98    | \$ | 348.60    | \$ | 381.77    |
| HOURLY  | \$ | 51.18     | \$ | 51.88     | \$ | 52.57     | \$ | 55.33     | \$ | 58.10     | \$ | 63.63     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 62,639.29 | \$ | 63,498.67 | \$ | 64,346.11 | \$ | 67,723.96 | \$ | 71,113.74 | \$ | 77,881.36 |
| MONTHLY | \$ | 5,219.94  | \$ | 5,291.56  | \$ | 5,362.18  | \$ | 5,643.66  | \$ | 5,926.14  | \$ | 6,490.11  |
| DAILY   | \$ | 307.06    | \$ | 311.27    | \$ | 315.42    | \$ | 331.98    | \$ | 348.60    | \$ | 381.77    |
| HOURLY  | \$ | 51.18     | \$ | 51.88     | \$ | 52.57     | \$ | 55.33     | \$ | 58.10     | \$ | 63.63     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,346.11 | \$ | 65,181.62 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 72,808.62 | \$ | 79,588.18 |
| MONTHLY | \$ | 5,362.18  | \$ | 5,431.80  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,067.39  | \$ | 6,632.35  |
| DAILY   | \$ | 315.42    | \$ | 319.52    | \$ | 323.67    | \$ | 340.35    | \$ | 356.91    | \$ | 390.14    |
| HOURLY  | \$ | 52.57     | \$ | 53.25     | \$ | 53.95     | \$ | 56.72     | \$ | 59.48     | \$ | 65.02     |



| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 64,346.11 | \$ | 65,181.62 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 72,808.62 | \$ | 79,588.18 |
| MONTHLY | \$ | 5,362.18  | \$ | 5,431.80  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,067.39  | \$ | 6,632.35  |
| DAILY   | \$ | 315.42    | \$ | 319.52    | \$ | 323.67    | \$ | 340.35    | \$ | 356.91    | \$ | 390.14    |
| HOURLY  | \$ | 52.57     | \$ | 53.25     | \$ | 53.95     | \$ | 56.72     | \$ | 59.48     | \$ | 65.02     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,346.11 | \$ | 65,181.62 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 72,808.62 | \$ | 79,588.18 |
| MONTHLY | \$ | 5,362.18  | \$ | 5,431.80  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,067.39  | \$ | 6,632.35  |
| DAILY   | \$ | 315.42    | \$ | 319.52    | \$ | 323.67    | \$ | 340.35    | \$ | 356.91    | \$ | 390.14    |
| HOURLY  | \$ | 52.57     | \$ | 53.25     | \$ | 53.95     | \$ | 56.72     | \$ | 59.48     | \$ | 65.02     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,346.11 | \$ | 65,181.62 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 72,808.62 | \$ | 79,588.18 |
| MONTHLY | \$ | 5,362.18  | \$ | 5,431.80  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,067.39  | \$ | 6,632.35  |
| DAILY   | \$ | 315.42    | \$ | 319.52    | \$ | 323.67    | \$ | 340.35    | \$ | 356.91    | \$ | 390.14    |
| HOURLY  | \$ | 52.57     | \$ | 53.25     | \$ | 53.95     | \$ | 56.72     | \$ | 59.48     | \$ | 65.02     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,346.11 | \$ | 65,181.62 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 72,808.62 | \$ | 79,588.18 |
| MONTHLY | \$ | 5,362.18  | \$ | 5,431.80  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,067.39  | \$ | 6,632.35  |
| DAILY   | \$ | 315.42    | \$ | 319.52    | \$ | 323.67    | \$ | 340.35    | \$ | 356.91    | \$ | 390.14    |
| HOURLY  | \$ | 52.57     | \$ | 53.25     | \$ | 53.95     | \$ | 56.72     | \$ | 59.48     | \$ | 65.02     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,346.11 | \$ | 65,181.62 | \$ | 66,029.07 | \$ | 69,430.78 | \$ | 72,808.62 | \$ | 79,588.18 |
| MONTHLY | \$ | 5,362.18  | \$ | 5,431.80  | \$ | 5,502.42  | \$ | 5,785.90  | \$ | 6,067.39  | \$ | 6,632.35  |
| DAILY   | \$ | 315.42    | \$ | 319.52    | \$ | 323.67    | \$ | 340.35    | \$ | 356.91    | \$ | 390.14    |
| HOURLY  | \$ | 52.57     | \$ | 53.25     | \$ | 53.95     | \$ | 56.72     | \$ | 59.48     | \$ | 65.02     |

**Maximum Entry Level: 12 Steps.**

**Salary Schedule TSA1 204 Days 6 Hours/Day.**

**Board approved increase of 2% on 06/26/2013 effective 7/1/2013**

**Revision:**

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 12 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EEFFECTIVE JULY 1, 2013                                      |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 222, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA2                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 48,294.58 | \$ 48,685.21 | \$ 49,062.81 | \$ 49,857.09 | \$ 51,719.08 | \$ 57,265.99 |  |
| MONTHLY                                                      | \$ 4,024.55  | \$ 4,057.10  | \$ 4,088.57  | \$ 4,154.76  | \$ 4,309.92  | \$ 4,772.17  |  |
| DAILY                                                        | \$ 217.54    | \$ 219.30    | \$ 221.00    | \$ 224.58    | \$ 232.97    | \$ 257.95    |  |
| HOURLY                                                       | \$ 36.26     | \$ 36.55     | \$ 36.83     | \$ 37.43     | \$ 38.83     | \$ 42.99     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 49,062.81 | \$ 49,466.46 | \$ 49,857.09 | \$ 51,719.08 | \$ 53,568.05 | \$ 59,114.96 |  |
| MONTHLY                                                      | \$ 4,088.57  | \$ 4,122.21  | \$ 4,154.76  | \$ 4,309.92  | \$ 4,464.00  | \$ 4,926.25  |  |
| DAILY                                                        | \$ 221.00    | \$ 222.82    | \$ 224.58    | \$ 232.97    | \$ 241.30    | \$ 266.28    |  |
| HOURLY                                                       | \$ 36.83     | \$ 37.14     | \$ 37.43     | \$ 38.83     | \$ 40.22     | \$ 44.38     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 49,857.09 | \$ 50,794.60 | \$ 51,719.08 | \$ 53,568.05 | \$ 55,417.02 | \$ 60,950.91 |  |
| MONTHLY                                                      | \$ 4,154.76  | \$ 4,232.88  | \$ 4,309.92  | \$ 4,464.00  | \$ 4,618.09  | \$ 5,079.24  |  |
| DAILY                                                        | \$ 224.58    | \$ 228.80    | \$ 232.97    | \$ 241.30    | \$ 249.63    | \$ 274.55    |  |
| HOURLY                                                       | \$ 37.43     | \$ 38.13     | \$ 38.83     | \$ 40.22     | \$ 41.60     | \$ 45.76     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 51,719.08 | \$ 52,656.59 | \$ 53,568.05 | \$ 55,417.02 | \$ 57,265.99 | \$ 62,812.90 |  |
| MONTHLY                                                      | \$ 4,309.92  | \$ 4,388.05  | \$ 4,464.00  | \$ 4,618.09  | \$ 4,772.17  | \$ 5,234.41  |  |
| DAILY                                                        | \$ 232.97    | \$ 237.19    | \$ 241.30    | \$ 249.63    | \$ 257.95    | \$ 282.94    |  |
| HOURLY                                                       | \$ 38.83     | \$ 39.53     | \$ 40.22     | \$ 41.60     | \$ 42.99     | \$ 47.16     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 53,571.16 | \$ 54,492.54 | \$ 55,417.02 | \$ 57,265.99 | \$ 59,114.96 | \$ 64,648.85 |  |
| MONTHLY                                                      | \$ 4,464.26  | \$ 4,541.04  | \$ 4,618.09  | \$ 4,772.17  | \$ 4,926.25  | \$ 5,387.40  |  |
| DAILY                                                        | \$ 241.31    | \$ 245.46    | \$ 249.63    | \$ 257.95    | \$ 266.28    | \$ 291.21    |  |
| HOURLY                                                       | \$ 40.22     | \$ 40.91     | \$ 41.60     | \$ 42.99     | \$ 44.38     | \$ 48.54     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 55,417.02 | \$ 56,341.51 | \$ 57,265.99 | \$ 59,114.96 | \$ 60,950.91 | \$ 66,497.82 |  |
| MONTHLY                                                      | \$ 4,618.09  | \$ 4,695.13  | \$ 4,772.17  | \$ 4,926.25  | \$ 5,079.24  | \$ 5,541.49  |  |
| DAILY                                                        | \$ 249.63    | \$ 253.79    | \$ 257.95    | \$ 266.28    | \$ 274.55    | \$ 299.54    |  |
| HOURLY                                                       | \$ 41.60     | \$ 42.30     | \$ 42.99     | \$ 44.38     | \$ 45.76     | \$ 49.92     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 57,265.99 | \$ 58,190.48 | \$ 59,114.96 | \$ 60,950.91 | \$ 62,812.90 | \$ 68,333.77 |  |
| MONTHLY                                                      | \$ 4,772.17  | \$ 4,849.21  | \$ 4,926.25  | \$ 5,079.24  | \$ 5,234.41  | \$ 5,694.48  |  |
| DAILY                                                        | \$ 257.95    | \$ 262.12    | \$ 266.28    | \$ 274.55    | \$ 282.94    | \$ 307.81    |  |
| HOURLY                                                       | \$ 42.99     | \$ 43.69     | \$ 44.38     | \$ 45.76     | \$ 47.16     | \$ 51.30     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 59,167.04 | \$ 60,039.45 | \$ 60,950.91 | \$ 62,812.90 | \$ 64,648.85 | \$ 70,195.76 |  |
| MONTHLY                                                      | \$ 4,930.59  | \$ 5,003.29  | \$ 5,079.24  | \$ 5,234.41  | \$ 5,387.40  | \$ 5,849.65  |  |
| DAILY                                                        | \$ 266.52    | \$ 270.45    | \$ 274.55    | \$ 282.94    | \$ 291.21    | \$ 316.20    |  |
| HOURLY                                                       | \$ 44.42     | \$ 45.07     | \$ 45.76     | \$ 47.16     | \$ 48.54     | \$ 52.70     |  |

|         |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 60,950.91 | \$ | 61,875.40 | \$ | 62,812.90 | \$ | 64,648.85 | \$ | 66,497.82 | \$ | 72,031.71 |
| MONTHLY | \$ | 5,079.24  | \$ | 5,156.28  | \$ | 5,234.41  | \$ | 5,387.40  | \$ | 5,541.49  | \$ | 6,002.64  |
| DAILY   | \$ | 274.55    | \$ | 278.72    | \$ | 282.94    | \$ | 291.21    | \$ | 299.54    | \$ | 324.47    |
| HOURLY  | \$ | 45.76     | \$ | 46.45     | \$ | 47.16     | \$ | 48.54     | \$ | 49.92     | \$ | 54.08     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 62,812.90 | \$ | 63,724.37 | \$ | 64,648.85 | \$ | 66,497.82 | \$ | 68,333.77 | \$ | 73,880.68 |
| MONTHLY | \$ | 5,234.41  | \$ | 5,310.36  | \$ | 5,387.40  | \$ | 5,541.49  | \$ | 5,694.48  | \$ | 6,156.72  |
| DAILY   | \$ | 282.94    | \$ | 287.05    | \$ | 291.21    | \$ | 299.54    | \$ | 307.81    | \$ | 332.80    |
| HOURLY  | \$ | 47.16     | \$ | 47.84     | \$ | 48.54     | \$ | 49.92     | \$ | 51.30     | \$ | 55.47     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,648.85 | \$ | 65,573.34 | \$ | 66,497.82 | \$ | 68,333.77 | \$ | 70,195.76 | \$ | 75,742.67 |
| MONTHLY | \$ | 5,387.40  | \$ | 5,464.44  | \$ | 5,541.49  | \$ | 5,694.48  | \$ | 5,849.65  | \$ | 6,311.89  |
| DAILY   | \$ | 291.21    | \$ | 295.38    | \$ | 299.54    | \$ | 307.81    | \$ | 316.20    | \$ | 341.18    |
| HOURLY  | \$ | 48.54     | \$ | 49.23     | \$ | 49.92     | \$ | 51.30     | \$ | 52.70     | \$ | 56.86     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,497.82 | \$ | 67,409.28 | \$ | 68,333.77 | \$ | 70,195.76 | \$ | 72,031.71 | \$ | 77,578.62 |
| MONTHLY | \$ | 5,541.49  | \$ | 5,617.44  | \$ | 5,694.48  | \$ | 5,849.65  | \$ | 6,002.64  | \$ | 6,464.89  |
| DAILY   | \$ | 299.54    | \$ | 303.65    | \$ | 307.81    | \$ | 316.20    | \$ | 324.47    | \$ | 349.45    |
| HOURLY  | \$ | 49.92     | \$ | 50.61     | \$ | 51.30     | \$ | 52.70     | \$ | 54.08     | \$ | 58.24     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,497.82 | \$ | 67,409.28 | \$ | 68,333.77 | \$ | 72,031.71 | \$ | 73,880.68 | \$ | 79,427.59 |
| MONTHLY | \$ | 5,541.49  | \$ | 5,617.44  | \$ | 5,694.48  | \$ | 6,002.64  | \$ | 6,156.72  | \$ | 6,618.97  |
| DAILY   | \$ | 299.54    | \$ | 303.65    | \$ | 307.81    | \$ | 324.47    | \$ | 332.80    | \$ | 357.78    |
| HOURLY  | \$ | 49.92     | \$ | 50.61     | \$ | 51.30     | \$ | 54.08     | \$ | 55.47     | \$ | 59.63     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,497.82 | \$ | 67,409.28 | \$ | 68,333.77 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 81,276.56 |
| MONTHLY | \$ | 5,541.49  | \$ | 5,617.44  | \$ | 5,694.48  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,773.05  |
| DAILY   | \$ | 299.54    | \$ | 303.65    | \$ | 307.81    | \$ | 324.47    | \$ | 341.18    | \$ | 366.11    |
| HOURLY  | \$ | 49.92     | \$ | 50.61     | \$ | 51.30     | \$ | 54.08     | \$ | 56.86     | \$ | 61.02     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,497.82 | \$ | 67,409.28 | \$ | 68,333.77 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 83,125.53 |
| MONTHLY | \$ | 5,541.49  | \$ | 5,617.44  | \$ | 5,694.48  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,927.13  |
| DAILY   | \$ | 299.54    | \$ | 303.65    | \$ | 307.81    | \$ | 324.47    | \$ | 341.18    | \$ | 374.44    |
| HOURLY  | \$ | 49.92     | \$ | 50.61     | \$ | 51.30     | \$ | 54.08     | \$ | 56.86     | \$ | 62.41     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,497.82 | \$ | 67,409.28 | \$ | 68,333.77 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 83,125.53 |
| MONTHLY | \$ | 5,541.49  | \$ | 5,617.44  | \$ | 5,694.48  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,927.13  |
| DAILY   | \$ | 299.54    | \$ | 303.65    | \$ | 307.81    | \$ | 324.47    | \$ | 341.18    | \$ | 374.44    |
| HOURLY  | \$ | 49.92     | \$ | 50.61     | \$ | 51.30     | \$ | 54.08     | \$ | 56.86     | \$ | 62.41     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,497.82 | \$ | 67,409.28 | \$ | 68,333.77 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 83,125.53 |
| MONTHLY | \$ | 5,541.49  | \$ | 5,617.44  | \$ | 5,694.48  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,927.13  |
| DAILY   | \$ | 299.54    | \$ | 303.65    | \$ | 307.81    | \$ | 324.47    | \$ | 341.18    | \$ | 374.44    |
| HOURLY  | \$ | 49.92     | \$ | 50.61     | \$ | 51.30     | \$ | 54.08     | \$ | 56.86     | \$ | 62.41     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 66,497.82 | \$ | 67,409.28 | \$ | 68,333.77 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 83,125.53 |
| MONTHLY | \$ | 5,541.49  | \$ | 5,617.44  | \$ | 5,694.48  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,927.13  |
| DAILY   | \$ | 299.54    | \$ | 303.65    | \$ | 307.81    | \$ | 324.47    | \$ | 341.18    | \$ | 374.44    |
| HOURLY  | \$ | 49.92     | \$ | 50.61     | \$ | 51.30     | \$ | 54.08     | \$ | 56.86     | \$ | 62.41     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,497.82 | \$ | 67,409.28 | \$ | 68,333.77 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 83,125.53 |
| MONTHLY | \$ | 5,541.49  | \$ | 5,617.44  | \$ | 5,694.48  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,927.13  |
| DAILY   | \$ | 299.54    | \$ | 303.65    | \$ | 307.81    | \$ | 324.47    | \$ | 341.18    | \$ | 374.44    |
| HOURLY  | \$ | 49.92     | \$ | 50.61     | \$ | 51.30     | \$ | 54.08     | \$ | 56.86     | \$ | 62.41     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,497.82 | \$ | 67,409.28 | \$ | 68,333.77 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 83,125.53 |
| MONTHLY | \$ | 5,541.49  | \$ | 5,617.44  | \$ | 5,694.48  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,927.13  |
| DAILY   | \$ | 299.54    | \$ | 303.65    | \$ | 307.81    | \$ | 324.47    | \$ | 341.18    | \$ | 374.44    |
| HOURLY  | \$ | 49.92     | \$ | 50.61     | \$ | 51.30     | \$ | 54.08     | \$ | 56.86     | \$ | 62.41     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 68,333.77 | \$ | 69,271.28 | \$ | 70,195.76 | \$ | 73,880.68 | \$ | 77,578.62 | \$ | 84,961.48 |
| MONTHLY | \$ | 5,694.48  | \$ | 5,772.61  | \$ | 5,849.65  | \$ | 6,156.72  | \$ | 6,464.89  | \$ | 7,080.12  |
| DAILY   | \$ | 307.81    | \$ | 312.03    | \$ | 316.20    | \$ | 332.80    | \$ | 349.45    | \$ | 382.71    |
| HOURLY  | \$ | 51.30     | \$ | 52.01     | \$ | 52.70     | \$ | 55.47     | \$ | 58.24     | \$ | 63.78     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 68,333.77 | \$ | 69,271.28 | \$ | 70,195.76 | \$ | 73,880.68 | \$ | 77,578.62 | \$ | 84,961.48 |
| MONTHLY | \$ | 5,694.48  | \$ | 5,772.61  | \$ | 5,849.65  | \$ | 6,156.72  | \$ | 6,464.89  | \$ | 7,080.12  |
| DAILY   | \$ | 307.81    | \$ | 312.03    | \$ | 316.20    | \$ | 332.80    | \$ | 349.45    | \$ | 382.71    |
| HOURLY  | \$ | 51.30     | \$ | 52.01     | \$ | 52.70     | \$ | 55.47     | \$ | 58.24     | \$ | 63.78     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 68,333.77 | \$ | 69,271.28 | \$ | 70,195.76 | \$ | 73,880.68 | \$ | 77,578.62 | \$ | 84,961.48 |
| MONTHLY | \$ | 5,694.48  | \$ | 5,772.61  | \$ | 5,849.65  | \$ | 6,156.72  | \$ | 6,464.89  | \$ | 7,080.12  |
| DAILY   | \$ | 307.81    | \$ | 312.03    | \$ | 316.20    | \$ | 332.80    | \$ | 349.45    | \$ | 382.71    |
| HOURLY  | \$ | 51.30     | \$ | 52.01     | \$ | 52.70     | \$ | 55.47     | \$ | 58.24     | \$ | 63.78     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 68,333.77 | \$ | 69,271.28 | \$ | 70,195.76 | \$ | 73,880.68 | \$ | 77,578.62 | \$ | 84,961.48 |
| MONTHLY | \$ | 5,694.48  | \$ | 5,772.61  | \$ | 5,849.65  | \$ | 6,156.72  | \$ | 6,464.89  | \$ | 7,080.12  |
| DAILY   | \$ | 307.81    | \$ | 312.03    | \$ | 316.20    | \$ | 332.80    | \$ | 349.45    | \$ | 382.71    |
| HOURLY  | \$ | 51.30     | \$ | 52.01     | \$ | 52.70     | \$ | 55.47     | \$ | 58.24     | \$ | 63.78     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 68,333.77 | \$ | 69,271.28 | \$ | 70,195.76 | \$ | 73,880.68 | \$ | 77,578.62 | \$ | 84,961.48 |
| MONTHLY | \$ | 5,694.48  | \$ | 5,772.61  | \$ | 5,849.65  | \$ | 6,156.72  | \$ | 6,464.89  | \$ | 7,080.12  |
| DAILY   | \$ | 307.81    | \$ | 312.03    | \$ | 316.20    | \$ | 332.80    | \$ | 349.45    | \$ | 382.71    |
| HOURLY  | \$ | 51.30     | \$ | 52.01     | \$ | 52.70     | \$ | 55.47     | \$ | 58.24     | \$ | 63.78     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,195.76 | \$ | 71,107.23 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 79,427.59 | \$ | 86,823.47 |
| MONTHLY | \$ | 5,849.65  | \$ | 5,925.60  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,618.97  | \$ | 7,235.29  |
| DAILY   | \$ | 316.20    | \$ | 320.30    | \$ | 324.47    | \$ | 341.18    | \$ | 357.78    | \$ | 391.10    |
| HOURLY  | \$ | 52.70     | \$ | 53.38     | \$ | 54.08     | \$ | 56.86     | \$ | 59.63     | \$ | 65.18     |

| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 70,195.76 | \$ | 71,107.23 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 79,427.59 | \$ | 86,823.47 |
| MONTHLY | \$ | 5,849.65  | \$ | 5,925.60  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,618.97  | \$ | 7,235.29  |
| DAILY   | \$ | 316.20    | \$ | 320.30    | \$ | 324.47    | \$ | 341.18    | \$ | 357.78    | \$ | 391.10    |
| HOURLY  | \$ | 52.70     | \$ | 53.38     | \$ | 54.08     | \$ | 56.86     | \$ | 59.63     | \$ | 65.18     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,195.76 | \$ | 71,107.23 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 79,427.59 | \$ | 86,823.47 |
| MONTHLY | \$ | 5,849.65  | \$ | 5,925.60  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,618.97  | \$ | 7,235.29  |
| DAILY   | \$ | 316.20    | \$ | 320.30    | \$ | 324.47    | \$ | 341.18    | \$ | 357.78    | \$ | 391.10    |
| HOURLY  | \$ | 52.70     | \$ | 53.38     | \$ | 54.08     | \$ | 56.86     | \$ | 59.63     | \$ | 65.18     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,195.76 | \$ | 71,107.23 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 79,427.59 | \$ | 86,823.47 |
| MONTHLY | \$ | 5,849.65  | \$ | 5,925.60  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,618.97  | \$ | 7,235.29  |
| DAILY   | \$ | 316.20    | \$ | 320.30    | \$ | 324.47    | \$ | 341.18    | \$ | 357.78    | \$ | 391.10    |
| HOURLY  | \$ | 52.70     | \$ | 53.38     | \$ | 54.08     | \$ | 56.86     | \$ | 59.63     | \$ | 65.18     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,195.76 | \$ | 71,107.23 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 79,427.59 | \$ | 86,823.47 |
| MONTHLY | \$ | 5,849.65  | \$ | 5,925.60  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,618.97  | \$ | 7,235.29  |
| DAILY   | \$ | 316.20    | \$ | 320.30    | \$ | 324.47    | \$ | 341.18    | \$ | 357.78    | \$ | 391.10    |
| HOURLY  | \$ | 52.70     | \$ | 53.38     | \$ | 54.08     | \$ | 56.86     | \$ | 59.63     | \$ | 65.18     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,195.76 | \$ | 71,107.23 | \$ | 72,031.71 | \$ | 75,742.67 | \$ | 79,427.59 | \$ | 86,823.47 |
| MONTHLY | \$ | 5,849.65  | \$ | 5,925.60  | \$ | 6,002.64  | \$ | 6,311.89  | \$ | 6,618.97  | \$ | 7,235.29  |
| DAILY   | \$ | 316.20    | \$ | 320.30    | \$ | 324.47    | \$ | 341.18    | \$ | 357.78    | \$ | 391.10    |
| HOURLY  | \$ | 52.70     | \$ | 53.38     | \$ | 54.08     | \$ | 56.86     | \$ | 59.63     | \$ | 65.18     |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA2 222 Days 6 Hours/Day.

Board approved increase of 2% on 06/26/2013 effective 7/1/2013

Revision:

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 11 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JULY 1, 2015                                       |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 204, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA1                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 46,747.38 | \$ 47,125.50 | \$ 47,491.00 | \$ 48,259.83 | \$ 50,062.17 | \$ 55,431.38 |  |
| MONTHLY                                                      | \$ 3,895.62  | \$ 3,927.12  | \$ 3,957.58  | \$ 4,021.65  | \$ 4,171.85  | \$ 4,619.28  |  |
| DAILY                                                        | \$ 229.15    | \$ 231.01    | \$ 232.80    | \$ 236.57    | \$ 245.40    | \$ 271.72    |  |
| HOURLY                                                       | \$ 38.19     | \$ 38.50     | \$ 38.80     | \$ 39.43     | \$ 40.90     | \$ 45.29     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 47,491.00 | \$ 47,881.72 | \$ 48,259.83 | \$ 50,062.17 | \$ 51,851.91 | \$ 57,221.11 |  |
| MONTHLY                                                      | \$ 3,957.58  | \$ 3,990.14  | \$ 4,021.65  | \$ 4,171.85  | \$ 4,320.99  | \$ 4,768.43  |  |
| DAILY                                                        | \$ 232.80    | \$ 234.71    | \$ 236.57    | \$ 245.40    | \$ 254.18    | \$ 280.50    |  |
| HOURLY                                                       | \$ 38.80     | \$ 39.12     | \$ 39.43     | \$ 40.90     | \$ 42.36     | \$ 46.75     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 48,259.83 | \$ 49,167.31 | \$ 50,062.17 | \$ 51,851.91 | \$ 53,641.64 | \$ 58,998.25 |  |
| MONTHLY                                                      | \$ 4,021.65  | \$ 4,097.28  | \$ 4,171.85  | \$ 4,320.99  | \$ 4,470.14  | \$ 4,916.52  |  |
| DAILY                                                        | \$ 236.57    | \$ 241.02    | \$ 245.40    | \$ 254.18    | \$ 262.95    | \$ 289.21    |  |
| HOURLY                                                       | \$ 39.43     | \$ 40.17     | \$ 40.90     | \$ 42.36     | \$ 43.82     | \$ 48.20     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 50,062.17 | \$ 50,969.64 | \$ 51,851.91 | \$ 53,641.64 | \$ 55,431.38 | \$ 60,800.59 |  |
| MONTHLY                                                      | \$ 4,171.85  | \$ 4,247.47  | \$ 4,320.99  | \$ 4,470.14  | \$ 4,619.28  | \$ 5,066.72  |  |
| DAILY                                                        | \$ 245.40    | \$ 249.85    | \$ 254.18    | \$ 262.95    | \$ 271.72    | \$ 298.04    |  |
| HOURLY                                                       | \$ 40.90     | \$ 41.64     | \$ 42.36     | \$ 43.82     | \$ 45.29     | \$ 49.67     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 51,851.91 | \$ 52,746.78 | \$ 53,641.64 | \$ 55,431.38 | \$ 57,221.11 | \$ 62,577.72 |  |
| MONTHLY                                                      | \$ 4,320.99  | \$ 4,395.56  | \$ 4,470.14  | \$ 4,619.28  | \$ 4,768.43  | \$ 5,214.81  |  |
| DAILY                                                        | \$ 254.18    | \$ 258.56    | \$ 262.95    | \$ 271.72    | \$ 280.50    | \$ 306.75    |  |
| HOURLY                                                       | \$ 42.36     | \$ 43.09     | \$ 43.82     | \$ 45.29     | \$ 46.75     | \$ 51.13     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 53,641.64 | \$ 54,536.51 | \$ 55,431.38 | \$ 57,221.11 | \$ 58,998.25 | \$ 64,367.45 |  |
| MONTHLY                                                      | \$ 4,470.14  | \$ 4,544.71  | \$ 4,619.28  | \$ 4,768.43  | \$ 4,916.52  | \$ 5,363.95  |  |
| DAILY                                                        | \$ 262.95    | \$ 267.34    | \$ 271.72    | \$ 280.50    | \$ 289.21    | \$ 315.53    |  |
| HOURLY                                                       | \$ 43.82     | \$ 44.56     | \$ 45.29     | \$ 46.75     | \$ 48.20     | \$ 52.59     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 55,431.38 | \$ 56,326.25 | \$ 57,221.11 | \$ 58,998.25 | \$ 60,800.59 | \$ 66,144.58 |  |
| MONTHLY                                                      | \$ 4,619.28  | \$ 4,693.85  | \$ 4,768.43  | \$ 4,916.52  | \$ 5,066.72  | \$ 5,512.05  |  |
| DAILY                                                        | \$ 271.72    | \$ 276.11    | \$ 280.50    | \$ 289.21    | \$ 298.04    | \$ 324.24    |  |
| HOURLY                                                       | \$ 45.29     | \$ 46.02     | \$ 46.75     | \$ 48.20     | \$ 49.67     | \$ 54.04     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 57,271.53 | \$ 58,115.98 | \$ 58,998.25 | \$ 60,800.59 | \$ 62,577.72 | \$ 67,946.92 |  |
| MONTHLY                                                      | \$ 4,772.63  | \$ 4,843.00  | \$ 4,916.52  | \$ 5,066.72  | \$ 5,214.81  | \$ 5,662.24  |  |
| DAILY                                                        | \$ 280.74    | \$ 284.88    | \$ 289.21    | \$ 298.04    | \$ 306.75    | \$ 333.07    |  |
| HOURLY                                                       | \$ 46.79     | \$ 47.48     | \$ 48.20     | \$ 49.67     | \$ 51.13     | \$ 55.51     |  |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 58,998.25 | \$ | 59,893.11 | \$ | 60,800.59 | \$ | 62,577.72 | \$ | 64,367.45 | \$ | 69,724.05 |
| MONTHLY | \$ | 4,916.52  | \$ | 4,991.09  | \$ | 5,066.72  | \$ | 5,214.81  | \$ | 5,363.95  | \$ | 5,810.34  |
| DAILY   | \$ | 289.21    | \$ | 293.59    | \$ | 298.04    | \$ | 306.75    | \$ | 315.53    | \$ | 341.78    |
| HOURLY  | \$ | 48.20     | \$ | 48.93     | \$ | 49.67     | \$ | 51.13     | \$ | 52.59     | \$ | 56.96     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 60,800.59 | \$ | 61,682.85 | \$ | 62,577.72 | \$ | 64,367.45 | \$ | 66,144.58 | \$ | 71,513.79 |
| MONTHLY | \$ | 5,066.72  | \$ | 5,140.24  | \$ | 5,214.81  | \$ | 5,363.95  | \$ | 5,512.05  | \$ | 5,959.48  |
| DAILY   | \$ | 298.04    | \$ | 302.37    | \$ | 306.75    | \$ | 315.53    | \$ | 324.24    | \$ | 350.56    |
| HOURLY  | \$ | 49.67     | \$ | 50.39     | \$ | 51.13     | \$ | 52.59     | \$ | 54.04     | \$ | 58.43     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 62,577.72 | \$ | 63,472.58 | \$ | 64,367.45 | \$ | 66,144.58 | \$ | 67,946.92 | \$ | 73,316.13 |
| MONTHLY | \$ | 5,214.81  | \$ | 5,289.38  | \$ | 5,363.95  | \$ | 5,512.05  | \$ | 5,662.24  | \$ | 6,109.68  |
| DAILY   | \$ | 306.75    | \$ | 311.14    | \$ | 315.53    | \$ | 324.24    | \$ | 333.07    | \$ | 359.39    |
| HOURLY  | \$ | 51.13     | \$ | 51.86     | \$ | 52.59     | \$ | 54.04     | \$ | 55.51     | \$ | 59.90     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,367.45 | \$ | 65,249.72 | \$ | 66,144.58 | \$ | 67,946.92 | \$ | 69,724.05 | \$ | 75,093.26 |
| MONTHLY | \$ | 5,363.95  | \$ | 5,437.48  | \$ | 5,512.05  | \$ | 5,662.24  | \$ | 5,810.34  | \$ | 6,257.77  |
| DAILY   | \$ | 315.53    | \$ | 319.85    | \$ | 324.24    | \$ | 333.07    | \$ | 341.78    | \$ | 368.10    |
| HOURLY  | \$ | 52.59     | \$ | 53.31     | \$ | 54.04     | \$ | 55.51     | \$ | 56.96     | \$ | 61.35     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,367.45 | \$ | 65,249.72 | \$ | 66,144.58 | \$ | 69,724.05 | \$ | 71,513.79 | \$ | 76,883.00 |
| MONTHLY | \$ | 5,363.95  | \$ | 5,437.48  | \$ | 5,512.05  | \$ | 5,810.34  | \$ | 5,959.48  | \$ | 6,406.92  |
| DAILY   | \$ | 315.53    | \$ | 319.85    | \$ | 324.24    | \$ | 341.78    | \$ | 350.56    | \$ | 376.88    |
| HOURLY  | \$ | 52.59     | \$ | 53.31     | \$ | 54.04     | \$ | 56.96     | \$ | 58.43     | \$ | 62.81     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,367.45 | \$ | 65,249.72 | \$ | 66,144.58 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 78,672.73 |
| MONTHLY | \$ | 5,363.95  | \$ | 5,437.48  | \$ | 5,512.05  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,556.06  |
| DAILY   | \$ | 315.53    | \$ | 319.85    | \$ | 324.24    | \$ | 341.78    | \$ | 359.39    | \$ | 385.65    |
| HOURLY  | \$ | 52.59     | \$ | 53.31     | \$ | 54.04     | \$ | 56.96     | \$ | 59.90     | \$ | 64.28     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,367.45 | \$ | 65,249.72 | \$ | 66,144.58 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 80,462.47 |
| MONTHLY | \$ | 5,363.95  | \$ | 5,437.48  | \$ | 5,512.05  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,705.21  |
| DAILY   | \$ | 315.53    | \$ | 319.85    | \$ | 324.24    | \$ | 341.78    | \$ | 359.39    | \$ | 394.42    |
| HOURLY  | \$ | 52.59     | \$ | 53.31     | \$ | 54.04     | \$ | 56.96     | \$ | 59.90     | \$ | 65.74     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,367.45 | \$ | 65,249.72 | \$ | 66,144.58 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 80,462.47 |
| MONTHLY | \$ | 5,363.95  | \$ | 5,437.48  | \$ | 5,512.05  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,705.21  |
| DAILY   | \$ | 315.53    | \$ | 319.85    | \$ | 324.24    | \$ | 341.78    | \$ | 359.39    | \$ | 394.42    |
| HOURLY  | \$ | 52.59     | \$ | 53.31     | \$ | 54.04     | \$ | 56.96     | \$ | 59.90     | \$ | 65.74     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,367.45 | \$ | 65,249.72 | \$ | 66,144.58 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 80,462.47 |
| MONTHLY | \$ | 5,363.95  | \$ | 5,437.48  | \$ | 5,512.05  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,705.21  |
| DAILY   | \$ | 315.53    | \$ | 319.85    | \$ | 324.24    | \$ | 341.78    | \$ | 359.39    | \$ | 394.42    |
| HOURLY  | \$ | 52.59     | \$ | 53.31     | \$ | 54.04     | \$ | 56.96     | \$ | 59.90     | \$ | 65.74     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 64,367.45 | \$ | 65,249.72 | \$ | 66,144.58 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 80,462.47 |
| MONTHLY | \$ | 5,363.95  | \$ | 5,437.48  | \$ | 5,512.05  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,705.21  |
| DAILY   | \$ | 315.53    | \$ | 319.85    | \$ | 324.24    | \$ | 341.78    | \$ | 359.39    | \$ | 394.42    |
| HOURLY  | \$ | 52.59     | \$ | 53.31     | \$ | 54.04     | \$ | 56.96     | \$ | 59.90     | \$ | 65.74     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,367.45 | \$ | 65,249.72 | \$ | 66,144.58 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 80,462.47 |
| MONTHLY | \$ | 5,363.95  | \$ | 5,437.48  | \$ | 5,512.05  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,705.21  |
| DAILY   | \$ | 315.53    | \$ | 319.85    | \$ | 324.24    | \$ | 341.78    | \$ | 359.39    | \$ | 394.42    |
| HOURLY  | \$ | 52.59     | \$ | 53.31     | \$ | 54.04     | \$ | 56.96     | \$ | 59.90     | \$ | 65.74     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,367.45 | \$ | 65,249.72 | \$ | 66,144.58 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 80,462.47 |
| MONTHLY | \$ | 5,363.95  | \$ | 5,437.48  | \$ | 5,512.05  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,705.21  |
| DAILY   | \$ | 315.53    | \$ | 319.85    | \$ | 324.24    | \$ | 341.78    | \$ | 359.39    | \$ | 394.42    |
| HOURLY  | \$ | 52.59     | \$ | 53.31     | \$ | 54.04     | \$ | 56.96     | \$ | 59.90     | \$ | 65.74     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,144.58 | \$ | 67,052.06 | \$ | 67,946.92 | \$ | 71,513.79 | \$ | 75,093.26 | \$ | 82,239.60 |
| MONTHLY | \$ | 5,512.05  | \$ | 5,587.67  | \$ | 5,662.24  | \$ | 5,959.48  | \$ | 6,257.77  | \$ | 6,853.30  |
| DAILY   | \$ | 324.24    | \$ | 328.69    | \$ | 333.07    | \$ | 350.56    | \$ | 368.10    | \$ | 403.14    |
| HOURLY  | \$ | 54.04     | \$ | 54.78     | \$ | 55.51     | \$ | 58.43     | \$ | 61.35     | \$ | 67.19     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,144.58 | \$ | 67,052.06 | \$ | 67,946.92 | \$ | 71,513.79 | \$ | 75,093.26 | \$ | 82,239.60 |
| MONTHLY | \$ | 5,512.05  | \$ | 5,587.67  | \$ | 5,662.24  | \$ | 5,959.48  | \$ | 6,257.77  | \$ | 6,853.30  |
| DAILY   | \$ | 324.24    | \$ | 328.69    | \$ | 333.07    | \$ | 350.56    | \$ | 368.10    | \$ | 403.14    |
| HOURLY  | \$ | 54.04     | \$ | 54.78     | \$ | 55.51     | \$ | 58.43     | \$ | 61.35     | \$ | 67.19     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,144.58 | \$ | 67,052.06 | \$ | 67,946.92 | \$ | 71,513.79 | \$ | 75,093.26 | \$ | 82,239.60 |
| MONTHLY | \$ | 5,512.05  | \$ | 5,587.67  | \$ | 5,662.24  | \$ | 5,959.48  | \$ | 6,257.77  | \$ | 6,853.30  |
| DAILY   | \$ | 324.24    | \$ | 328.69    | \$ | 333.07    | \$ | 350.56    | \$ | 368.10    | \$ | 403.14    |
| HOURLY  | \$ | 54.04     | \$ | 54.78     | \$ | 55.51     | \$ | 58.43     | \$ | 61.35     | \$ | 67.19     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,144.58 | \$ | 67,052.06 | \$ | 67,946.92 | \$ | 71,513.79 | \$ | 75,093.26 | \$ | 82,239.60 |
| MONTHLY | \$ | 5,512.05  | \$ | 5,587.67  | \$ | 5,662.24  | \$ | 5,959.48  | \$ | 6,257.77  | \$ | 6,853.30  |
| DAILY   | \$ | 324.24    | \$ | 328.69    | \$ | 333.07    | \$ | 350.56    | \$ | 368.10    | \$ | 403.14    |
| HOURLY  | \$ | 54.04     | \$ | 54.78     | \$ | 55.51     | \$ | 58.43     | \$ | 61.35     | \$ | 67.19     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,144.58 | \$ | 67,052.06 | \$ | 67,946.92 | \$ | 71,513.79 | \$ | 75,093.26 | \$ | 82,239.60 |
| MONTHLY | \$ | 5,512.05  | \$ | 5,587.67  | \$ | 5,662.24  | \$ | 5,959.48  | \$ | 6,257.77  | \$ | 6,853.30  |
| DAILY   | \$ | 324.24    | \$ | 328.69    | \$ | 333.07    | \$ | 350.56    | \$ | 368.10    | \$ | 403.14    |
| HOURLY  | \$ | 54.04     | \$ | 54.78     | \$ | 55.51     | \$ | 58.43     | \$ | 61.35     | \$ | 67.19     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,946.92 | \$ | 68,829.19 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 76,883.00 | \$ | 84,041.94 |
| MONTHLY | \$ | 5,662.24  | \$ | 5,735.77  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,406.92  | \$ | 7,003.49  |
| DAILY   | \$ | 333.07    | \$ | 337.40    | \$ | 341.78    | \$ | 359.39    | \$ | 376.88    | \$ | 411.97    |
| HOURLY  | \$ | 55.51     | \$ | 56.23     | \$ | 56.96     | \$ | 59.90     | \$ | 62.81     | \$ | 68.66     |



| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 67,946.92 | \$ | 68,829.19 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 76,883.00 | \$ | 84,041.94 |
| MONTHLY | \$ | 5,662.24  | \$ | 5,735.77  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,406.92  | \$ | 7,003.49  |
| DAILY   | \$ | 333.07    | \$ | 337.40    | \$ | 341.78    | \$ | 359.39    | \$ | 376.88    | \$ | 411.97    |
| HOURLY  | \$ | 55.51     | \$ | 56.23     | \$ | 56.96     | \$ | 59.90     | \$ | 62.81     | \$ | 68.66     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,946.92 | \$ | 68,829.19 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 76,883.00 | \$ | 84,041.94 |
| MONTHLY | \$ | 5,662.24  | \$ | 5,735.77  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,406.92  | \$ | 7,003.49  |
| DAILY   | \$ | 333.07    | \$ | 337.40    | \$ | 341.78    | \$ | 359.39    | \$ | 376.88    | \$ | 411.97    |
| HOURLY  | \$ | 55.51     | \$ | 56.23     | \$ | 56.96     | \$ | 59.90     | \$ | 62.81     | \$ | 68.66     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,946.92 | \$ | 68,829.19 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 76,883.00 | \$ | 84,041.94 |
| MONTHLY | \$ | 5,662.24  | \$ | 5,735.77  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,406.92  | \$ | 7,003.49  |
| DAILY   | \$ | 333.07    | \$ | 337.40    | \$ | 341.78    | \$ | 359.39    | \$ | 376.88    | \$ | 411.97    |
| HOURLY  | \$ | 55.51     | \$ | 56.23     | \$ | 56.96     | \$ | 59.90     | \$ | 62.81     | \$ | 68.66     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,946.92 | \$ | 68,829.19 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 76,883.00 | \$ | 84,041.94 |
| MONTHLY | \$ | 5,662.24  | \$ | 5,735.77  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,406.92  | \$ | 7,003.49  |
| DAILY   | \$ | 333.07    | \$ | 337.40    | \$ | 341.78    | \$ | 359.39    | \$ | 376.88    | \$ | 411.97    |
| HOURLY  | \$ | 55.51     | \$ | 56.23     | \$ | 56.96     | \$ | 59.90     | \$ | 62.81     | \$ | 68.66     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,946.92 | \$ | 68,829.19 | \$ | 69,724.05 | \$ | 73,316.13 | \$ | 76,883.00 | \$ | 84,041.94 |
| MONTHLY | \$ | 5,662.24  | \$ | 5,735.77  | \$ | 5,810.34  | \$ | 6,109.68  | \$ | 6,406.92  | \$ | 7,003.49  |
| DAILY   | \$ | 333.07    | \$ | 337.40    | \$ | 341.78    | \$ | 359.39    | \$ | 376.88    | \$ | 411.97    |
| HOURLY  | \$ | 55.51     | \$ | 56.23     | \$ | 56.96     | \$ | 59.90     | \$ | 62.81     | \$ | 68.66     |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA1 204 Days 6 Hours/Day.

Board approved increase of 5.596% on 11/18/2015 effective 7/1/2015

Revision:

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 12 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JULY 1, 2015                                       |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 222, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA2                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 50,997.14 | \$ 51,409.63 | \$ 51,808.37 | \$ 52,647.09 | \$ 54,613.28 | \$ 60,470.60 |  |
| MONTHLY                                                      | \$ 4,249.76  | \$ 4,284.14  | \$ 4,317.36  | \$ 4,387.26  | \$ 4,551.11  | \$ 5,039.22  |  |
| DAILY                                                        | \$ 229.72    | \$ 231.57    | \$ 233.37    | \$ 237.15    | \$ 246.01    | \$ 272.39    |  |
| HOURLY                                                       | \$ 38.29     | \$ 38.60     | \$ 38.90     | \$ 39.52     | \$ 41.00     | \$ 45.40     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 51,808.37 | \$ 52,234.61 | \$ 52,647.09 | \$ 54,613.28 | \$ 56,565.72 | \$ 62,423.03 |  |
| MONTHLY                                                      | \$ 4,317.36  | \$ 4,352.88  | \$ 4,387.26  | \$ 4,551.11  | \$ 4,713.81  | \$ 5,201.92  |  |
| DAILY                                                        | \$ 233.37    | \$ 235.29    | \$ 237.15    | \$ 246.01    | \$ 254.80    | \$ 281.18    |  |
| HOURLY                                                       | \$ 38.90     | \$ 39.22     | \$ 39.52     | \$ 41.00     | \$ 42.47     | \$ 46.86     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 52,647.09 | \$ 53,637.06 | \$ 54,613.28 | \$ 56,565.72 | \$ 58,518.16 | \$ 64,361.72 |  |
| MONTHLY                                                      | \$ 4,387.26  | \$ 4,469.76  | \$ 4,551.11  | \$ 4,713.81  | \$ 4,876.51  | \$ 5,363.48  |  |
| DAILY                                                        | \$ 237.15    | \$ 241.61    | \$ 246.01    | \$ 254.80    | \$ 263.60    | \$ 289.92    |  |
| HOURLY                                                       | \$ 39.52     | \$ 40.27     | \$ 41.00     | \$ 42.47     | \$ 43.93     | \$ 48.32     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 54,613.28 | \$ 55,603.25 | \$ 56,565.72 | \$ 58,518.16 | \$ 60,470.60 | \$ 66,327.91 |  |
| MONTHLY                                                      | \$ 4,551.11  | \$ 4,633.60  | \$ 4,713.81  | \$ 4,876.51  | \$ 5,039.22  | \$ 5,527.33  |  |
| DAILY                                                        | \$ 246.01    | \$ 250.47    | \$ 254.80    | \$ 263.60    | \$ 272.39    | \$ 298.77    |  |
| HOURLY                                                       | \$ 41.00     | \$ 41.74     | \$ 42.47     | \$ 43.93     | \$ 45.40     | \$ 49.80     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 56,569.01 | \$ 57,541.94 | \$ 58,518.16 | \$ 60,470.60 | \$ 62,423.03 | \$ 68,266.60 |  |
| MONTHLY                                                      | \$ 4,714.08  | \$ 4,795.16  | \$ 4,876.51  | \$ 5,039.22  | \$ 5,201.92  | \$ 5,688.88  |  |
| DAILY                                                        | \$ 254.82    | \$ 259.20    | \$ 263.60    | \$ 272.39    | \$ 281.18    | \$ 307.51    |  |
| HOURLY                                                       | \$ 42.47     | \$ 43.20     | \$ 43.93     | \$ 45.40     | \$ 46.86     | \$ 51.25     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 58,518.16 | \$ 59,494.38 | \$ 60,470.60 | \$ 62,423.03 | \$ 64,361.72 | \$ 70,219.04 |  |
| MONTHLY                                                      | \$ 4,876.51  | \$ 4,957.86  | \$ 5,039.22  | \$ 5,201.92  | \$ 5,363.48  | \$ 5,851.59  |  |
| DAILY                                                        | \$ 263.60    | \$ 267.99    | \$ 272.39    | \$ 281.18    | \$ 289.92    | \$ 316.30    |  |
| HOURLY                                                       | \$ 43.93     | \$ 44.67     | \$ 45.40     | \$ 46.86     | \$ 48.32     | \$ 52.72     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 60,470.60 | \$ 61,446.81 | \$ 62,423.03 | \$ 64,361.72 | \$ 66,327.91 | \$ 72,157.73 |  |
| MONTHLY                                                      | \$ 5,039.22  | \$ 5,120.57  | \$ 5,201.92  | \$ 5,363.48  | \$ 5,527.33  | \$ 6,013.14  |  |
| DAILY                                                        | \$ 272.39    | \$ 276.79    | \$ 281.18    | \$ 289.92    | \$ 298.77    | \$ 325.03    |  |
| HOURLY                                                       | \$ 45.40     | \$ 46.13     | \$ 46.86     | \$ 48.32     | \$ 49.80     | \$ 54.17     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 62,478.03 | \$ 63,399.25 | \$ 64,361.72 | \$ 66,327.91 | \$ 68,266.60 | \$ 74,123.92 |  |
| MONTHLY                                                      | \$ 5,206.50  | \$ 5,283.27  | \$ 5,363.48  | \$ 5,527.33  | \$ 5,688.88  | \$ 6,176.99  |  |
| DAILY                                                        | \$ 281.43    | \$ 285.58    | \$ 289.92    | \$ 298.77    | \$ 307.51    | \$ 333.89    |  |
| HOURLY                                                       | \$ 46.91     | \$ 47.60     | \$ 48.32     | \$ 49.80     | \$ 51.25     | \$ 55.65     |  |

|         |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,361.72 | \$ | 65,337.94 | \$ | 66,327.91 | \$ | 68,266.60 | \$ | 70,219.04 | \$ | 76,062.60 |
| MONTHLY | \$ | 5,363.48  | \$ | 5,444.83  | \$ | 5,527.33  | \$ | 5,688.88  | \$ | 5,851.59  | \$ | 6,338.55  |
| DAILY   | \$ | 289.92    | \$ | 294.32    | \$ | 298.77    | \$ | 307.51    | \$ | 316.30    | \$ | 342.62    |
| HOURLY  | \$ | 48.32     | \$ | 49.05     | \$ | 49.80     | \$ | 51.25     | \$ | 52.72     | \$ | 57.10     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,327.91 | \$ | 67,290.38 | \$ | 68,266.60 | \$ | 70,219.04 | \$ | 72,157.73 | \$ | 78,015.04 |
| MONTHLY | \$ | 5,527.33  | \$ | 5,607.53  | \$ | 5,688.88  | \$ | 5,851.59  | \$ | 6,013.14  | \$ | 6,501.25  |
| DAILY   | \$ | 298.77    | \$ | 303.11    | \$ | 307.51    | \$ | 316.30    | \$ | 325.03    | \$ | 351.42    |
| HOURLY  | \$ | 49.80     | \$ | 50.52     | \$ | 51.25     | \$ | 52.72     | \$ | 54.17     | \$ | 58.57     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 68,266.60 | \$ | 69,242.82 | \$ | 70,219.04 | \$ | 72,157.73 | \$ | 74,123.92 | \$ | 79,981.23 |
| MONTHLY | \$ | 5,688.88  | \$ | 5,770.23  | \$ | 5,851.59  | \$ | 6,013.14  | \$ | 6,176.99  | \$ | 6,665.10  |
| DAILY   | \$ | 307.51    | \$ | 311.90    | \$ | 316.30    | \$ | 325.03    | \$ | 333.89    | \$ | 360.28    |
| HOURLY  | \$ | 51.25     | \$ | 51.98     | \$ | 52.72     | \$ | 54.17     | \$ | 55.65     | \$ | 60.05     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,219.04 | \$ | 71,181.51 | \$ | 72,157.73 | \$ | 74,123.92 | \$ | 76,062.60 | \$ | 81,919.92 |
| MONTHLY | \$ | 5,851.59  | \$ | 5,931.79  | \$ | 6,013.14  | \$ | 6,176.99  | \$ | 6,338.55  | \$ | 6,826.66  |
| DAILY   | \$ | 316.30    | \$ | 320.64    | \$ | 325.03    | \$ | 333.89    | \$ | 342.62    | \$ | 369.01    |
| HOURLY  | \$ | 52.72     | \$ | 53.44     | \$ | 54.17     | \$ | 55.65     | \$ | 57.10     | \$ | 61.50     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,219.04 | \$ | 71,181.51 | \$ | 72,157.73 | \$ | 76,062.60 | \$ | 78,015.04 | \$ | 83,872.36 |
| MONTHLY | \$ | 5,851.59  | \$ | 5,931.79  | \$ | 6,013.14  | \$ | 6,338.55  | \$ | 6,501.25  | \$ | 6,989.36  |
| DAILY   | \$ | 316.30    | \$ | 320.64    | \$ | 325.03    | \$ | 342.62    | \$ | 351.42    | \$ | 377.80    |
| HOURLY  | \$ | 52.72     | \$ | 53.44     | \$ | 54.17     | \$ | 57.10     | \$ | 58.57     | \$ | 62.97     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,219.04 | \$ | 71,181.51 | \$ | 72,157.73 | \$ | 76,062.60 | \$ | 79,981.23 | \$ | 85,824.80 |
| MONTHLY | \$ | 5,851.59  | \$ | 5,931.79  | \$ | 6,013.14  | \$ | 6,338.55  | \$ | 6,665.10  | \$ | 7,152.07  |
| DAILY   | \$ | 316.30    | \$ | 320.64    | \$ | 325.03    | \$ | 342.62    | \$ | 360.28    | \$ | 386.60    |
| HOURLY  | \$ | 52.72     | \$ | 53.44     | \$ | 54.17     | \$ | 57.10     | \$ | 60.05     | \$ | 64.43     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,219.04 | \$ | 71,181.51 | \$ | 72,157.73 | \$ | 76,062.60 | \$ | 79,981.23 | \$ | 87,777.24 |
| MONTHLY | \$ | 5,851.59  | \$ | 5,931.79  | \$ | 6,013.14  | \$ | 6,338.55  | \$ | 6,665.10  | \$ | 7,314.77  |
| DAILY   | \$ | 316.30    | \$ | 320.64    | \$ | 325.03    | \$ | 342.62    | \$ | 360.28    | \$ | 395.39    |
| HOURLY  | \$ | 52.72     | \$ | 53.44     | \$ | 54.17     | \$ | 57.10     | \$ | 60.05     | \$ | 65.90     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,219.04 | \$ | 71,181.51 | \$ | 72,157.73 | \$ | 76,062.60 | \$ | 79,981.23 | \$ | 87,777.24 |
| MONTHLY | \$ | 5,851.59  | \$ | 5,931.79  | \$ | 6,013.14  | \$ | 6,338.55  | \$ | 6,665.10  | \$ | 7,314.77  |
| DAILY   | \$ | 316.30    | \$ | 320.64    | \$ | 325.03    | \$ | 342.62    | \$ | 360.28    | \$ | 395.39    |
| HOURLY  | \$ | 52.72     | \$ | 53.44     | \$ | 54.17     | \$ | 57.10     | \$ | 60.05     | \$ | 65.90     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,219.04 | \$ | 71,181.51 | \$ | 72,157.73 | \$ | 76,062.60 | \$ | 79,981.23 | \$ | 87,777.24 |
| MONTHLY | \$ | 5,851.59  | \$ | 5,931.79  | \$ | 6,013.14  | \$ | 6,338.55  | \$ | 6,665.10  | \$ | 7,314.77  |
| DAILY   | \$ | 316.30    | \$ | 320.64    | \$ | 325.03    | \$ | 342.62    | \$ | 360.28    | \$ | 395.39    |
| HOURLY  | \$ | 52.72     | \$ | 53.44     | \$ | 54.17     | \$ | 57.10     | \$ | 60.05     | \$ | 65.90     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 70,219.04 | \$ | 71,181.51 | \$ | 72,157.73 | \$ | 76,062.60 | \$ | 79,981.23 | \$ | 87,777.24 |
| MONTHLY | \$ | 5,851.59  | \$ | 5,931.79  | \$ | 6,013.14  | \$ | 6,338.55  | \$ | 6,665.10  | \$ | 7,314.77  |
| DAILY   | \$ | 316.30    | \$ | 320.64    | \$ | 325.03    | \$ | 342.62    | \$ | 360.28    | \$ | 395.39    |
| HOURLY  | \$ | 52.72     | \$ | 53.44     | \$ | 54.17     | \$ | 57.10     | \$ | 60.05     | \$ | 65.90     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,219.04 | \$ | 71,181.51 | \$ | 72,157.73 | \$ | 76,062.60 | \$ | 79,981.23 | \$ | 87,777.24 |
| MONTHLY | \$ | 5,851.59  | \$ | 5,931.79  | \$ | 6,013.14  | \$ | 6,338.55  | \$ | 6,665.10  | \$ | 7,314.77  |
| DAILY   | \$ | 316.30    | \$ | 320.64    | \$ | 325.03    | \$ | 342.62    | \$ | 360.28    | \$ | 395.39    |
| HOURLY  | \$ | 52.72     | \$ | 53.44     | \$ | 54.17     | \$ | 57.10     | \$ | 60.05     | \$ | 65.90     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,219.04 | \$ | 71,181.51 | \$ | 72,157.73 | \$ | 76,062.60 | \$ | 79,981.23 | \$ | 87,777.24 |
| MONTHLY | \$ | 5,851.59  | \$ | 5,931.79  | \$ | 6,013.14  | \$ | 6,338.55  | \$ | 6,665.10  | \$ | 7,314.77  |
| DAILY   | \$ | 316.30    | \$ | 320.64    | \$ | 325.03    | \$ | 342.62    | \$ | 360.28    | \$ | 395.39    |
| HOURLY  | \$ | 52.72     | \$ | 53.44     | \$ | 54.17     | \$ | 57.10     | \$ | 60.05     | \$ | 65.90     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,157.73 | \$ | 73,147.70 | \$ | 74,123.92 | \$ | 78,015.04 | \$ | 81,919.92 | \$ | 89,715.92 |
| MONTHLY | \$ | 6,013.14  | \$ | 6,095.64  | \$ | 6,176.99  | \$ | 6,501.25  | \$ | 6,826.66  | \$ | 7,476.33  |
| DAILY   | \$ | 325.03    | \$ | 329.49    | \$ | 333.89    | \$ | 351.42    | \$ | 369.01    | \$ | 404.13    |
| HOURLY  | \$ | 54.17     | \$ | 54.92     | \$ | 55.65     | \$ | 58.57     | \$ | 61.50     | \$ | 67.35     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,157.73 | \$ | 73,147.70 | \$ | 74,123.92 | \$ | 78,015.04 | \$ | 81,919.92 | \$ | 89,715.92 |
| MONTHLY | \$ | 6,013.14  | \$ | 6,095.64  | \$ | 6,176.99  | \$ | 6,501.25  | \$ | 6,826.66  | \$ | 7,476.33  |
| DAILY   | \$ | 325.03    | \$ | 329.49    | \$ | 333.89    | \$ | 351.42    | \$ | 369.01    | \$ | 404.13    |
| HOURLY  | \$ | 54.17     | \$ | 54.92     | \$ | 55.65     | \$ | 58.57     | \$ | 61.50     | \$ | 67.35     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,157.73 | \$ | 73,147.70 | \$ | 74,123.92 | \$ | 78,015.04 | \$ | 81,919.92 | \$ | 89,715.92 |
| MONTHLY | \$ | 6,013.14  | \$ | 6,095.64  | \$ | 6,176.99  | \$ | 6,501.25  | \$ | 6,826.66  | \$ | 7,476.33  |
| DAILY   | \$ | 325.03    | \$ | 329.49    | \$ | 333.89    | \$ | 351.42    | \$ | 369.01    | \$ | 404.13    |
| HOURLY  | \$ | 54.17     | \$ | 54.92     | \$ | 55.65     | \$ | 58.57     | \$ | 61.50     | \$ | 67.35     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,157.73 | \$ | 73,147.70 | \$ | 74,123.92 | \$ | 78,015.04 | \$ | 81,919.92 | \$ | 89,715.92 |
| MONTHLY | \$ | 6,013.14  | \$ | 6,095.64  | \$ | 6,176.99  | \$ | 6,501.25  | \$ | 6,826.66  | \$ | 7,476.33  |
| DAILY   | \$ | 325.03    | \$ | 329.49    | \$ | 333.89    | \$ | 351.42    | \$ | 369.01    | \$ | 404.13    |
| HOURLY  | \$ | 54.17     | \$ | 54.92     | \$ | 55.65     | \$ | 58.57     | \$ | 61.50     | \$ | 67.35     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,157.73 | \$ | 73,147.70 | \$ | 74,123.92 | \$ | 78,015.04 | \$ | 81,919.92 | \$ | 89,715.92 |
| MONTHLY | \$ | 6,013.14  | \$ | 6,095.64  | \$ | 6,176.99  | \$ | 6,501.25  | \$ | 6,826.66  | \$ | 7,476.33  |
| DAILY   | \$ | 325.03    | \$ | 329.49    | \$ | 333.89    | \$ | 351.42    | \$ | 369.01    | \$ | 404.13    |
| HOURLY  | \$ | 54.17     | \$ | 54.92     | \$ | 55.65     | \$ | 58.57     | \$ | 61.50     | \$ | 67.35     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,123.92 | \$ | 75,086.39 | \$ | 76,062.60 | \$ | 79,981.23 | \$ | 83,872.36 | \$ | 91,682.11 |
| MONTHLY | \$ | 6,176.99  | \$ | 6,257.20  | \$ | 6,338.55  | \$ | 6,665.10  | \$ | 6,989.36  | \$ | 7,640.18  |
| DAILY   | \$ | 333.89    | \$ | 338.23    | \$ | 342.62    | \$ | 360.28    | \$ | 377.80    | \$ | 412.98    |
| HOURLY  | \$ | 55.65     | \$ | 56.37     | \$ | 57.10     | \$ | 60.05     | \$ | 62.97     | \$ | 68.83     |

| Step 27 |    |           |    |           |    |           |                                        |
|---------|----|-----------|----|-----------|----|-----------|----------------------------------------|
| ANNUAL  | \$ | 74,123.92 | \$ | 75,086.39 | \$ | 76,062.60 | \$ 79,981.23 \$ 83,872.36 \$ 91,682.11 |
| MONTHLY | \$ | 6,176.99  | \$ | 6,257.20  | \$ | 6,338.55  | \$ 6,665.10 \$ 6,989.36 \$ 7,640.18    |
| DAILY   | \$ | 333.89    | \$ | 338.23    | \$ | 342.62    | \$ 360.28 \$ 377.80 \$ 412.98          |
| HOURLY  | \$ | 55.65     | \$ | 56.37     | \$ | 57.10     | \$ 60.05 \$ 62.97 \$ 68.83             |
| Step 28 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 74,123.92 | \$ | 75,086.39 | \$ | 76,062.60 | \$ 79,981.23 \$ 83,872.36 \$ 91,682.11 |
| MONTHLY | \$ | 6,176.99  | \$ | 6,257.20  | \$ | 6,338.55  | \$ 6,665.10 \$ 6,989.36 \$ 7,640.18    |
| DAILY   | \$ | 333.89    | \$ | 338.23    | \$ | 342.62    | \$ 360.28 \$ 377.80 \$ 412.98          |
| HOURLY  | \$ | 55.65     | \$ | 56.37     | \$ | 57.10     | \$ 60.05 \$ 62.97 \$ 68.83             |
| Step 29 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 74,123.92 | \$ | 75,086.39 | \$ | 76,062.60 | \$ 79,981.23 \$ 83,872.36 \$ 91,682.11 |
| MONTHLY | \$ | 6,176.99  | \$ | 6,257.20  | \$ | 6,338.55  | \$ 6,665.10 \$ 6,989.36 \$ 7,640.18    |
| DAILY   | \$ | 333.89    | \$ | 338.23    | \$ | 342.62    | \$ 360.28 \$ 377.80 \$ 412.98          |
| HOURLY  | \$ | 55.65     | \$ | 56.37     | \$ | 57.10     | \$ 60.05 \$ 62.97 \$ 68.83             |
| Step 30 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 74,123.92 | \$ | 75,086.39 | \$ | 76,062.60 | \$ 79,981.23 \$ 83,872.36 \$ 91,682.11 |
| MONTHLY | \$ | 6,176.99  | \$ | 6,257.20  | \$ | 6,338.55  | \$ 6,665.10 \$ 6,989.36 \$ 7,640.18    |
| DAILY   | \$ | 333.89    | \$ | 338.23    | \$ | 342.62    | \$ 360.28 \$ 377.80 \$ 412.98          |
| HOURLY  | \$ | 55.65     | \$ | 56.37     | \$ | 57.10     | \$ 60.05 \$ 62.97 \$ 68.83             |
| Step 31 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 74,123.92 | \$ | 75,086.39 | \$ | 76,062.60 | \$ 79,981.23 \$ 83,872.36 \$ 91,682.11 |
| MONTHLY | \$ | 6,176.99  | \$ | 6,257.20  | \$ | 6,338.55  | \$ 6,665.10 \$ 6,989.36 \$ 7,640.18    |
| DAILY   | \$ | 333.89    | \$ | 338.23    | \$ | 342.62    | \$ 360.28 \$ 377.80 \$ 412.98          |
| HOURLY  | \$ | 55.65     | \$ | 56.37     | \$ | 57.10     | \$ 60.05 \$ 62.97 \$ 68.83             |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA2 222 Days 6 Hours/Day.

Board approved increase of 5.596% on 11/18/2015 effective 7/1/2015

Revision:

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 11 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JULY 1, 2015                                       |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 204, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA1                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 48,028.26 | \$ 48,416.73 | \$ 48,792.26 | \$ 49,582.15 | \$ 51,433.88 | \$ 56,950.20 |  |
| MONTHLY                                                      | \$ 4,002.36  | \$ 4,034.73  | \$ 4,066.02  | \$ 4,131.85  | \$ 4,286.16  | \$ 4,745.85  |  |
| DAILY                                                        | \$ 235.43    | \$ 237.34    | \$ 239.18    | \$ 243.05    | \$ 252.13    | \$ 279.17    |  |
| HOURLY                                                       | \$ 39.24     | \$ 39.56     | \$ 39.86     | \$ 40.51     | \$ 42.02     | \$ 46.53     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 48,792.26 | \$ 49,193.68 | \$ 49,582.15 | \$ 51,433.88 | \$ 53,272.65 | \$ 58,788.97 |  |
| MONTHLY                                                      | \$ 4,066.02  | \$ 4,099.47  | \$ 4,131.85  | \$ 4,286.16  | \$ 4,439.39  | \$ 4,899.08  |  |
| DAILY                                                        | \$ 239.18    | \$ 241.15    | \$ 243.05    | \$ 252.13    | \$ 261.14    | \$ 288.18    |  |
| HOURLY                                                       | \$ 39.86     | \$ 40.19     | \$ 40.51     | \$ 42.02     | \$ 43.52     | \$ 48.03     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 49,582.15 | \$ 50,514.49 | \$ 51,433.88 | \$ 53,272.65 | \$ 55,111.43 | \$ 60,614.80 |  |
| MONTHLY                                                      | \$ 4,131.85  | \$ 4,209.54  | \$ 4,286.16  | \$ 4,439.39  | \$ 4,592.62  | \$ 5,051.23  |  |
| DAILY                                                        | \$ 243.05    | \$ 247.62    | \$ 252.13    | \$ 261.14    | \$ 270.15    | \$ 297.13    |  |
| HOURLY                                                       | \$ 40.51     | \$ 41.27     | \$ 42.02     | \$ 43.52     | \$ 45.03     | \$ 49.52     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 51,433.88 | \$ 52,366.21 | \$ 53,272.65 | \$ 55,111.43 | \$ 56,950.20 | \$ 62,466.52 |  |
| MONTHLY                                                      | \$ 4,286.16  | \$ 4,363.85  | \$ 4,439.39  | \$ 4,592.62  | \$ 4,745.85  | \$ 5,205.54  |  |
| DAILY                                                        | \$ 252.13    | \$ 256.70    | \$ 261.14    | \$ 270.15    | \$ 279.17    | \$ 306.21    |  |
| HOURLY                                                       | \$ 42.02     | \$ 42.78     | \$ 43.52     | \$ 45.03     | \$ 46.53     | \$ 51.03     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 53,272.65 | \$ 54,192.04 | \$ 55,111.43 | \$ 56,950.20 | \$ 58,788.97 | \$ 64,292.35 |  |
| MONTHLY                                                      | \$ 4,439.39  | \$ 4,516.00  | \$ 4,592.62  | \$ 4,745.85  | \$ 4,899.08  | \$ 5,357.70  |  |
| DAILY                                                        | \$ 261.14    | \$ 265.65    | \$ 270.15    | \$ 279.17    | \$ 288.18    | \$ 315.16    |  |
| HOURLY                                                       | \$ 43.52     | \$ 44.27     | \$ 45.03     | \$ 46.53     | \$ 48.03     | \$ 52.53     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 55,111.43 | \$ 56,030.81 | \$ 56,950.20 | \$ 58,788.97 | \$ 60,614.80 | \$ 66,131.12 |  |
| MONTHLY                                                      | \$ 4,592.62  | \$ 4,669.23  | \$ 4,745.85  | \$ 4,899.08  | \$ 5,051.23  | \$ 5,510.93  |  |
| DAILY                                                        | \$ 270.15    | \$ 274.66    | \$ 279.17    | \$ 288.18    | \$ 297.13    | \$ 324.17    |  |
| HOURLY                                                       | \$ 45.03     | \$ 45.78     | \$ 46.53     | \$ 48.03     | \$ 49.52     | \$ 54.03     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 56,950.20 | \$ 57,869.59 | \$ 58,788.97 | \$ 60,614.80 | \$ 62,466.52 | \$ 67,956.95 |  |
| MONTHLY                                                      | \$ 4,745.85  | \$ 4,822.47  | \$ 4,899.08  | \$ 5,051.23  | \$ 5,205.54  | \$ 5,663.08  |  |
| DAILY                                                        | \$ 279.17    | \$ 283.67    | \$ 288.18    | \$ 297.13    | \$ 306.21    | \$ 333.12    |  |
| HOURLY                                                       | \$ 46.53     | \$ 47.28     | \$ 48.03     | \$ 49.52     | \$ 51.03     | \$ 55.52     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 58,840.77 | \$ 59,708.36 | \$ 60,614.80 | \$ 62,466.52 | \$ 64,292.35 | \$ 69,808.67 |  |
| MONTHLY                                                      | \$ 4,903.40  | \$ 4,975.70  | \$ 5,051.23  | \$ 5,205.54  | \$ 5,357.70  | \$ 5,817.39  |  |
| DAILY                                                        | \$ 288.44    | \$ 292.69    | \$ 297.13    | \$ 306.21    | \$ 315.16    | \$ 342.20    |  |
| HOURLY                                                       | \$ 48.07     | \$ 48.78     | \$ 49.52     | \$ 51.03     | \$ 52.53     | \$ 57.03     |  |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 60,614.80 | \$ | 61,534.19 | \$ | 62,466.52 | \$ | 64,292.35 | \$ | 66,131.12 | \$ | 71,634.49 |
| MONTHLY | \$ | 5,051.23  | \$ | 5,127.85  | \$ | 5,205.54  | \$ | 5,357.70  | \$ | 5,510.93  | \$ | 5,969.54  |
| DAILY   | \$ | 297.13    | \$ | 301.64    | \$ | 306.21    | \$ | 315.16    | \$ | 324.17    | \$ | 351.15    |
| HOURLY  | \$ | 49.52     | \$ | 50.27     | \$ | 51.03     | \$ | 52.53     | \$ | 54.03     | \$ | 58.52     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 62,466.52 | \$ | 63,372.96 | \$ | 64,292.35 | \$ | 66,131.12 | \$ | 67,956.95 | \$ | 73,473.27 |
| MONTHLY | \$ | 5,205.54  | \$ | 5,281.08  | \$ | 5,357.70  | \$ | 5,510.93  | \$ | 5,663.08  | \$ | 6,122.77  |
| DAILY   | \$ | 306.21    | \$ | 310.65    | \$ | 315.16    | \$ | 324.17    | \$ | 333.12    | \$ | 360.16    |
| HOURLY  | \$ | 51.03     | \$ | 51.78     | \$ | 52.53     | \$ | 54.03     | \$ | 55.52     | \$ | 60.03     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,292.35 | \$ | 65,211.73 | \$ | 66,131.12 | \$ | 67,956.95 | \$ | 69,808.67 | \$ | 75,324.99 |
| MONTHLY | \$ | 5,357.70  | \$ | 5,434.31  | \$ | 5,510.93  | \$ | 5,663.08  | \$ | 5,817.39  | \$ | 6,277.08  |
| DAILY   | \$ | 315.16    | \$ | 319.67    | \$ | 324.17    | \$ | 333.12    | \$ | 342.20    | \$ | 369.24    |
| HOURLY  | \$ | 52.53     | \$ | 53.28     | \$ | 54.03     | \$ | 55.52     | \$ | 57.03     | \$ | 61.54     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,131.12 | \$ | 67,037.56 | \$ | 67,956.95 | \$ | 69,808.67 | \$ | 71,634.49 | \$ | 77,150.82 |
| MONTHLY | \$ | 5,510.93  | \$ | 5,586.46  | \$ | 5,663.08  | \$ | 5,817.39  | \$ | 5,969.54  | \$ | 6,429.23  |
| DAILY   | \$ | 324.17    | \$ | 328.62    | \$ | 333.12    | \$ | 342.20    | \$ | 351.15    | \$ | 378.19    |
| HOURLY  | \$ | 54.03     | \$ | 54.77     | \$ | 55.52     | \$ | 57.03     | \$ | 58.52     | \$ | 63.03     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,131.12 | \$ | 67,037.56 | \$ | 67,956.95 | \$ | 71,634.49 | \$ | 73,473.27 | \$ | 78,989.59 |
| MONTHLY | \$ | 5,510.93  | \$ | 5,586.46  | \$ | 5,663.08  | \$ | 5,969.54  | \$ | 6,122.77  | \$ | 6,582.47  |
| DAILY   | \$ | 324.17    | \$ | 328.62    | \$ | 333.12    | \$ | 351.15    | \$ | 360.16    | \$ | 387.20    |
| HOURLY  | \$ | 54.03     | \$ | 54.77     | \$ | 55.52     | \$ | 58.52     | \$ | 60.03     | \$ | 64.53     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,131.12 | \$ | 67,037.56 | \$ | 67,956.95 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 80,828.36 |
| MONTHLY | \$ | 5,510.93  | \$ | 5,586.46  | \$ | 5,663.08  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,735.70  |
| DAILY   | \$ | 324.17    | \$ | 328.62    | \$ | 333.12    | \$ | 351.15    | \$ | 369.24    | \$ | 396.22    |
| HOURLY  | \$ | 54.03     | \$ | 54.77     | \$ | 55.52     | \$ | 58.52     | \$ | 61.54     | \$ | 66.04     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,131.12 | \$ | 67,037.56 | \$ | 67,956.95 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 82,667.14 |
| MONTHLY | \$ | 5,510.93  | \$ | 5,586.46  | \$ | 5,663.08  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,888.93  |
| DAILY   | \$ | 324.17    | \$ | 328.62    | \$ | 333.12    | \$ | 351.15    | \$ | 369.24    | \$ | 405.23    |
| HOURLY  | \$ | 54.03     | \$ | 54.77     | \$ | 55.52     | \$ | 58.52     | \$ | 61.54     | \$ | 67.54     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,131.12 | \$ | 67,037.56 | \$ | 67,956.95 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 82,667.14 |
| MONTHLY | \$ | 5,510.93  | \$ | 5,586.46  | \$ | 5,663.08  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,888.93  |
| DAILY   | \$ | 324.17    | \$ | 328.62    | \$ | 333.12    | \$ | 351.15    | \$ | 369.24    | \$ | 405.23    |
| HOURLY  | \$ | 54.03     | \$ | 54.77     | \$ | 55.52     | \$ | 58.52     | \$ | 61.54     | \$ | 67.54     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,131.12 | \$ | 67,037.56 | \$ | 67,956.95 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 82,667.14 |
| MONTHLY | \$ | 5,510.93  | \$ | 5,586.46  | \$ | 5,663.08  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,888.93  |
| DAILY   | \$ | 324.17    | \$ | 328.62    | \$ | 333.12    | \$ | 351.15    | \$ | 369.24    | \$ | 405.23    |
| HOURLY  | \$ | 54.03     | \$ | 54.77     | \$ | 55.52     | \$ | 58.52     | \$ | 61.54     | \$ | 67.54     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 66,131.12 | \$ | 67,037.56 | \$ | 67,956.95 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 82,667.14 |
| MONTHLY | \$ | 5,510.93  | \$ | 5,586.46  | \$ | 5,663.08  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,888.93  |
| DAILY   | \$ | 324.17    | \$ | 328.62    | \$ | 333.12    | \$ | 351.15    | \$ | 369.24    | \$ | 405.23    |
| HOURLY  | \$ | 54.03     | \$ | 54.77     | \$ | 55.52     | \$ | 58.52     | \$ | 61.54     | \$ | 67.54     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,131.12 | \$ | 67,037.56 | \$ | 67,956.95 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 82,667.14 |
| MONTHLY | \$ | 5,510.93  | \$ | 5,586.46  | \$ | 5,663.08  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,888.93  |
| DAILY   | \$ | 324.17    | \$ | 328.62    | \$ | 333.12    | \$ | 351.15    | \$ | 369.24    | \$ | 405.23    |
| HOURLY  | \$ | 54.03     | \$ | 54.77     | \$ | 55.52     | \$ | 58.52     | \$ | 61.54     | \$ | 67.54     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,131.12 | \$ | 67,037.56 | \$ | 67,956.95 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 82,667.14 |
| MONTHLY | \$ | 5,510.93  | \$ | 5,586.46  | \$ | 5,663.08  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,888.93  |
| DAILY   | \$ | 324.17    | \$ | 328.62    | \$ | 333.12    | \$ | 351.15    | \$ | 369.24    | \$ | 405.23    |
| HOURLY  | \$ | 54.03     | \$ | 54.77     | \$ | 55.52     | \$ | 58.52     | \$ | 61.54     | \$ | 67.54     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,956.95 | \$ | 68,889.28 | \$ | 69,808.67 | \$ | 73,473.27 | \$ | 77,150.82 | \$ | 84,492.96 |
| MONTHLY | \$ | 5,663.08  | \$ | 5,740.77  | \$ | 5,817.39  | \$ | 6,122.77  | \$ | 6,429.23  | \$ | 7,041.08  |
| DAILY   | \$ | 333.12    | \$ | 337.69    | \$ | 342.20    | \$ | 360.16    | \$ | 378.19    | \$ | 414.18    |
| HOURLY  | \$ | 55.52     | \$ | 56.28     | \$ | 57.03     | \$ | 60.03     | \$ | 63.03     | \$ | 69.03     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,956.95 | \$ | 68,889.28 | \$ | 69,808.67 | \$ | 73,473.27 | \$ | 77,150.82 | \$ | 84,492.96 |
| MONTHLY | \$ | 5,663.08  | \$ | 5,740.77  | \$ | 5,817.39  | \$ | 6,122.77  | \$ | 6,429.23  | \$ | 7,041.08  |
| DAILY   | \$ | 333.12    | \$ | 337.69    | \$ | 342.20    | \$ | 360.16    | \$ | 378.19    | \$ | 414.18    |
| HOURLY  | \$ | 55.52     | \$ | 56.28     | \$ | 57.03     | \$ | 60.03     | \$ | 63.03     | \$ | 69.03     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,956.95 | \$ | 68,889.28 | \$ | 69,808.67 | \$ | 73,473.27 | \$ | 77,150.82 | \$ | 84,492.96 |
| MONTHLY | \$ | 5,663.08  | \$ | 5,740.77  | \$ | 5,817.39  | \$ | 6,122.77  | \$ | 6,429.23  | \$ | 7,041.08  |
| DAILY   | \$ | 333.12    | \$ | 337.69    | \$ | 342.20    | \$ | 360.16    | \$ | 378.19    | \$ | 414.18    |
| HOURLY  | \$ | 55.52     | \$ | 56.28     | \$ | 57.03     | \$ | 60.03     | \$ | 63.03     | \$ | 69.03     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,956.95 | \$ | 68,889.28 | \$ | 69,808.67 | \$ | 73,473.27 | \$ | 77,150.82 | \$ | 84,492.96 |
| MONTHLY | \$ | 5,663.08  | \$ | 5,740.77  | \$ | 5,817.39  | \$ | 6,122.77  | \$ | 6,429.23  | \$ | 7,041.08  |
| DAILY   | \$ | 333.12    | \$ | 337.69    | \$ | 342.20    | \$ | 360.16    | \$ | 378.19    | \$ | 414.18    |
| HOURLY  | \$ | 55.52     | \$ | 56.28     | \$ | 57.03     | \$ | 60.03     | \$ | 63.03     | \$ | 69.03     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,956.95 | \$ | 68,889.28 | \$ | 69,808.67 | \$ | 73,473.27 | \$ | 77,150.82 | \$ | 84,492.96 |
| MONTHLY | \$ | 5,663.08  | \$ | 5,740.77  | \$ | 5,817.39  | \$ | 6,122.77  | \$ | 6,429.23  | \$ | 7,041.08  |
| DAILY   | \$ | 333.12    | \$ | 337.69    | \$ | 342.20    | \$ | 360.16    | \$ | 378.19    | \$ | 414.18    |
| HOURLY  | \$ | 55.52     | \$ | 56.28     | \$ | 57.03     | \$ | 60.03     | \$ | 63.03     | \$ | 69.03     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 69,808.67 | \$ | 70,715.11 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 78,989.59 | \$ | 86,344.69 |
| MONTHLY | \$ | 5,817.39  | \$ | 5,892.93  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,582.47  | \$ | 7,195.39  |
| DAILY   | \$ | 342.20    | \$ | 346.64    | \$ | 351.15    | \$ | 369.24    | \$ | 387.20    | \$ | 423.26    |
| HOURLY  | \$ | 57.03     | \$ | 57.77     | \$ | 58.52     | \$ | 61.54     | \$ | 64.53     | \$ | 70.54     |



| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 69,808.67 | \$ | 70,715.11 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 78,989.59 | \$ | 86,344.69 |
| MONTHLY | \$ | 5,817.39  | \$ | 5,892.93  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,582.47  | \$ | 7,195.39  |
| DAILY   | \$ | 342.20    | \$ | 346.64    | \$ | 351.15    | \$ | 369.24    | \$ | 387.20    | \$ | 423.26    |
| HOURLY  | \$ | 57.03     | \$ | 57.77     | \$ | 58.52     | \$ | 61.54     | \$ | 64.53     | \$ | 70.54     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 69,808.67 | \$ | 70,715.11 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 78,989.59 | \$ | 86,344.69 |
| MONTHLY | \$ | 5,817.39  | \$ | 5,892.93  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,582.47  | \$ | 7,195.39  |
| DAILY   | \$ | 342.20    | \$ | 346.64    | \$ | 351.15    | \$ | 369.24    | \$ | 387.20    | \$ | 423.26    |
| HOURLY  | \$ | 57.03     | \$ | 57.77     | \$ | 58.52     | \$ | 61.54     | \$ | 64.53     | \$ | 70.54     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 69,808.67 | \$ | 70,715.11 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 78,989.59 | \$ | 86,344.69 |
| MONTHLY | \$ | 5,817.39  | \$ | 5,892.93  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,582.47  | \$ | 7,195.39  |
| DAILY   | \$ | 342.20    | \$ | 346.64    | \$ | 351.15    | \$ | 369.24    | \$ | 387.20    | \$ | 423.26    |
| HOURLY  | \$ | 57.03     | \$ | 57.77     | \$ | 58.52     | \$ | 61.54     | \$ | 64.53     | \$ | 70.54     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 69,808.67 | \$ | 70,715.11 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 78,989.59 | \$ | 86,344.69 |
| MONTHLY | \$ | 5,817.39  | \$ | 5,892.93  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,582.47  | \$ | 7,195.39  |
| DAILY   | \$ | 342.20    | \$ | 346.64    | \$ | 351.15    | \$ | 369.24    | \$ | 387.20    | \$ | 423.26    |
| HOURLY  | \$ | 57.03     | \$ | 57.77     | \$ | 58.52     | \$ | 61.54     | \$ | 64.53     | \$ | 70.54     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 69,808.67 | \$ | 70,715.11 | \$ | 71,634.49 | \$ | 75,324.99 | \$ | 78,989.59 | \$ | 86,344.69 |
| MONTHLY | \$ | 5,817.39  | \$ | 5,892.93  | \$ | 5,969.54  | \$ | 6,277.08  | \$ | 6,582.47  | \$ | 7,195.39  |
| DAILY   | \$ | 342.20    | \$ | 346.64    | \$ | 351.15    | \$ | 369.24    | \$ | 387.20    | \$ | 423.26    |
| HOURLY  | \$ | 57.03     | \$ | 57.77     | \$ | 58.52     | \$ | 61.54     | \$ | 64.53     | \$ | 70.54     |

**Maximum Entry Level: 12 Steps.**

**Salary Schedule TSA1 204 Days 6 Hours/Day.**

**Board approved increase of 2.74% on 05/13/2015 effective 7/1/2015**

**Revision:**

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 12 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JULY 1, 2015                                       |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 222, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA2                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 52,394.47 | \$ 52,818.25 | \$ 53,227.92 | \$ 54,089.62 | \$ 56,109.68 | \$ 62,127.49 |  |
| MONTHLY                                                      | \$ 4,366.21  | \$ 4,401.52  | \$ 4,435.66  | \$ 4,507.47  | \$ 4,675.81  | \$ 5,177.29  |  |
| DAILY                                                        | \$ 236.01    | \$ 237.92    | \$ 239.77    | \$ 243.65    | \$ 252.75    | \$ 279.85    |  |
| HOURLY                                                       | \$ 39.34     | \$ 39.65     | \$ 39.96     | \$ 40.61     | \$ 42.12     | \$ 46.64     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 53,227.92 | \$ 53,665.83 | \$ 54,089.62 | \$ 56,109.68 | \$ 58,115.62 | \$ 64,133.43 |  |
| MONTHLY                                                      | \$ 4,435.66  | \$ 4,472.15  | \$ 4,507.47  | \$ 4,675.81  | \$ 4,842.97  | \$ 5,344.45  |  |
| DAILY                                                        | \$ 239.77    | \$ 241.74    | \$ 243.65    | \$ 252.75    | \$ 261.78    | \$ 288.89    |  |
| HOURLY                                                       | \$ 39.96     | \$ 40.29     | \$ 40.61     | \$ 42.12     | \$ 43.63     | \$ 48.15     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 54,089.62 | \$ 55,106.72 | \$ 56,109.68 | \$ 58,115.62 | \$ 60,121.55 | \$ 66,125.23 |  |
| MONTHLY                                                      | \$ 4,507.47  | \$ 4,592.23  | \$ 4,675.81  | \$ 4,842.97  | \$ 5,010.13  | \$ 5,510.44  |  |
| DAILY                                                        | \$ 243.65    | \$ 248.23    | \$ 252.75    | \$ 261.78    | \$ 270.82    | \$ 297.86    |  |
| HOURLY                                                       | \$ 40.61     | \$ 41.37     | \$ 42.12     | \$ 43.63     | \$ 45.14     | \$ 49.64     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 56,109.68 | \$ 57,126.78 | \$ 58,115.62 | \$ 60,121.55 | \$ 62,127.49 | \$ 68,145.30 |  |
| MONTHLY                                                      | \$ 4,675.81  | \$ 4,760.56  | \$ 4,842.97  | \$ 5,010.13  | \$ 5,177.29  | \$ 5,678.77  |  |
| DAILY                                                        | \$ 252.75    | \$ 257.33    | \$ 261.78    | \$ 270.82    | \$ 279.85    | \$ 306.96    |  |
| HOURLY                                                       | \$ 42.12     | \$ 42.89     | \$ 43.63     | \$ 45.14     | \$ 46.64     | \$ 51.16     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 58,119.00 | \$ 59,118.59 | \$ 60,121.55 | \$ 62,127.49 | \$ 64,133.43 | \$ 70,137.11 |  |
| MONTHLY                                                      | \$ 4,843.25  | \$ 4,926.55  | \$ 5,010.13  | \$ 5,177.29  | \$ 5,344.45  | \$ 5,844.76  |  |
| DAILY                                                        | \$ 261.80    | \$ 266.30    | \$ 270.82    | \$ 279.85    | \$ 288.89    | \$ 315.93    |  |
| HOURLY                                                       | \$ 43.63     | \$ 44.38     | \$ 45.14     | \$ 46.64     | \$ 48.15     | \$ 52.66     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 60,121.55 | \$ 61,124.52 | \$ 62,127.49 | \$ 64,133.43 | \$ 66,125.23 | \$ 72,143.04 |  |
| MONTHLY                                                      | \$ 5,010.13  | \$ 5,093.71  | \$ 5,177.29  | \$ 5,344.45  | \$ 5,510.44  | \$ 6,011.92  |  |
| DAILY                                                        | \$ 270.82    | \$ 275.34    | \$ 279.85    | \$ 288.89    | \$ 297.86    | \$ 324.97    |  |
| HOURLY                                                       | \$ 45.14     | \$ 45.89     | \$ 46.64     | \$ 48.15     | \$ 49.64     | \$ 54.16     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 62,127.49 | \$ 63,130.46 | \$ 64,133.43 | \$ 66,125.23 | \$ 68,145.30 | \$ 74,134.85 |  |
| MONTHLY                                                      | \$ 5,177.29  | \$ 5,260.87  | \$ 5,344.45  | \$ 5,510.44  | \$ 5,678.77  | \$ 6,177.90  |  |
| DAILY                                                        | \$ 279.85    | \$ 284.37    | \$ 288.89    | \$ 297.86    | \$ 306.96    | \$ 333.94    |  |
| HOURLY                                                       | \$ 46.64     | \$ 47.40     | \$ 48.15     | \$ 49.64     | \$ 51.16     | \$ 55.66     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 64,189.93 | \$ 65,136.39 | \$ 66,125.23 | \$ 68,145.30 | \$ 70,137.11 | \$ 76,154.91 |  |
| MONTHLY                                                      | \$ 5,349.16  | \$ 5,428.03  | \$ 5,510.44  | \$ 5,678.77  | \$ 5,844.76  | \$ 6,346.24  |  |
| DAILY                                                        | \$ 289.14    | \$ 293.41    | \$ 297.86    | \$ 306.96    | \$ 315.93    | \$ 343.04    |  |
| HOURLY                                                       | \$ 48.19     | \$ 48.90     | \$ 49.64     | \$ 51.16     | \$ 52.66     | \$ 57.17     |  |

|         |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,125.23 | \$ | 67,128.20 | \$ | 68,145.30 | \$ | 70,137.11 | \$ | 72,143.04 | \$ | 78,146.72 |
| MONTHLY | \$ | 5,510.44  | \$ | 5,594.02  | \$ | 5,678.77  | \$ | 5,844.76  | \$ | 6,011.92  | \$ | 6,512.23  |
| DAILY   | \$ | 297.86    | \$ | 302.38    | \$ | 306.96    | \$ | 315.93    | \$ | 324.97    | \$ | 352.01    |
| HOURLY  | \$ | 49.64     | \$ | 50.40     | \$ | 51.16     | \$ | 52.66     | \$ | 54.16     | \$ | 58.67     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 68,145.30 | \$ | 69,134.14 | \$ | 70,137.11 | \$ | 72,143.04 | \$ | 74,134.85 | \$ | 80,152.66 |
| MONTHLY | \$ | 5,678.77  | \$ | 5,761.18  | \$ | 5,844.76  | \$ | 6,011.92  | \$ | 6,177.90  | \$ | 6,679.39  |
| DAILY   | \$ | 306.96    | \$ | 311.42    | \$ | 315.93    | \$ | 324.97    | \$ | 333.94    | \$ | 361.05    |
| HOURLY  | \$ | 51.16     | \$ | 51.90     | \$ | 52.66     | \$ | 54.16     | \$ | 55.66     | \$ | 60.17     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,137.11 | \$ | 71,140.07 | \$ | 72,143.04 | \$ | 74,134.85 | \$ | 76,154.91 | \$ | 82,172.72 |
| MONTHLY | \$ | 5,844.76  | \$ | 5,928.34  | \$ | 6,011.92  | \$ | 6,177.90  | \$ | 6,346.24  | \$ | 6,847.73  |
| DAILY   | \$ | 315.93    | \$ | 320.45    | \$ | 324.97    | \$ | 333.94    | \$ | 343.04    | \$ | 370.15    |
| HOURLY  | \$ | 52.66     | \$ | 53.41     | \$ | 54.16     | \$ | 55.66     | \$ | 57.17     | \$ | 61.69     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,143.04 | \$ | 73,131.88 | \$ | 74,134.85 | \$ | 76,154.91 | \$ | 78,146.72 | \$ | 84,164.53 |
| MONTHLY | \$ | 6,011.92  | \$ | 6,094.32  | \$ | 6,177.90  | \$ | 6,346.24  | \$ | 6,512.23  | \$ | 7,013.71  |
| DAILY   | \$ | 324.97    | \$ | 329.42    | \$ | 333.94    | \$ | 343.04    | \$ | 352.01    | \$ | 379.12    |
| HOURLY  | \$ | 54.16     | \$ | 54.90     | \$ | 55.66     | \$ | 57.17     | \$ | 58.67     | \$ | 63.19     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,143.04 | \$ | 73,131.88 | \$ | 74,134.85 | \$ | 78,146.72 | \$ | 80,152.66 | \$ | 86,170.46 |
| MONTHLY | \$ | 6,011.92  | \$ | 6,094.32  | \$ | 6,177.90  | \$ | 6,512.23  | \$ | 6,679.39  | \$ | 7,180.87  |
| DAILY   | \$ | 324.97    | \$ | 329.42    | \$ | 333.94    | \$ | 352.01    | \$ | 361.05    | \$ | 388.16    |
| HOURLY  | \$ | 54.16     | \$ | 54.90     | \$ | 55.66     | \$ | 58.67     | \$ | 60.17     | \$ | 64.69     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,143.04 | \$ | 73,131.88 | \$ | 74,134.85 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 88,176.40 |
| MONTHLY | \$ | 6,011.92  | \$ | 6,094.32  | \$ | 6,177.90  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,348.03  |
| DAILY   | \$ | 324.97    | \$ | 329.42    | \$ | 333.94    | \$ | 352.01    | \$ | 370.15    | \$ | 397.19    |
| HOURLY  | \$ | 54.16     | \$ | 54.90     | \$ | 55.66     | \$ | 58.67     | \$ | 61.69     | \$ | 66.20     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,143.04 | \$ | 73,131.88 | \$ | 74,134.85 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 90,182.33 |
| MONTHLY | \$ | 6,011.92  | \$ | 6,094.32  | \$ | 6,177.90  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,515.19  |
| DAILY   | \$ | 324.97    | \$ | 329.42    | \$ | 333.94    | \$ | 352.01    | \$ | 370.15    | \$ | 406.23    |
| HOURLY  | \$ | 54.16     | \$ | 54.90     | \$ | 55.66     | \$ | 58.67     | \$ | 61.69     | \$ | 67.70     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,143.04 | \$ | 73,131.88 | \$ | 74,134.85 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 90,182.33 |
| MONTHLY | \$ | 6,011.92  | \$ | 6,094.32  | \$ | 6,177.90  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,515.19  |
| DAILY   | \$ | 324.97    | \$ | 329.42    | \$ | 333.94    | \$ | 352.01    | \$ | 370.15    | \$ | 406.23    |
| HOURLY  | \$ | 54.16     | \$ | 54.90     | \$ | 55.66     | \$ | 58.67     | \$ | 61.69     | \$ | 67.70     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,143.04 | \$ | 73,131.88 | \$ | 74,134.85 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 90,182.33 |
| MONTHLY | \$ | 6,011.92  | \$ | 6,094.32  | \$ | 6,177.90  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,515.19  |
| DAILY   | \$ | 324.97    | \$ | 329.42    | \$ | 333.94    | \$ | 352.01    | \$ | 370.15    | \$ | 406.23    |
| HOURLY  | \$ | 54.16     | \$ | 54.90     | \$ | 55.66     | \$ | 58.67     | \$ | 61.69     | \$ | 67.70     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 72,143.04 | \$ | 73,131.88 | \$ | 74,134.85 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 90,182.33 |
| MONTHLY | \$ | 6,011.92  | \$ | 6,094.32  | \$ | 6,177.90  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,515.19  |
| DAILY   | \$ | 324.97    | \$ | 329.42    | \$ | 333.94    | \$ | 352.01    | \$ | 370.15    | \$ | 406.23    |
| HOURLY  | \$ | 54.16     | \$ | 54.90     | \$ | 55.66     | \$ | 58.67     | \$ | 61.69     | \$ | 67.70     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,143.04 | \$ | 73,131.88 | \$ | 74,134.85 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 90,182.33 |
| MONTHLY | \$ | 6,011.92  | \$ | 6,094.32  | \$ | 6,177.90  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,515.19  |
| DAILY   | \$ | 324.97    | \$ | 329.42    | \$ | 333.94    | \$ | 352.01    | \$ | 370.15    | \$ | 406.23    |
| HOURLY  | \$ | 54.16     | \$ | 54.90     | \$ | 55.66     | \$ | 58.67     | \$ | 61.69     | \$ | 67.70     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,143.04 | \$ | 73,131.88 | \$ | 74,134.85 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 90,182.33 |
| MONTHLY | \$ | 6,011.92  | \$ | 6,094.32  | \$ | 6,177.90  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,515.19  |
| DAILY   | \$ | 324.97    | \$ | 329.42    | \$ | 333.94    | \$ | 352.01    | \$ | 370.15    | \$ | 406.23    |
| HOURLY  | \$ | 54.16     | \$ | 54.90     | \$ | 55.66     | \$ | 58.67     | \$ | 61.69     | \$ | 67.70     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,134.85 | \$ | 75,151.94 | \$ | 76,154.91 | \$ | 80,152.66 | \$ | 84,164.53 | \$ | 92,174.14 |
| MONTHLY | \$ | 6,177.90  | \$ | 6,262.66  | \$ | 6,346.24  | \$ | 6,679.39  | \$ | 7,013.71  | \$ | 7,681.18  |
| DAILY   | \$ | 333.94    | \$ | 338.52    | \$ | 343.04    | \$ | 361.05    | \$ | 379.12    | \$ | 415.20    |
| HOURLY  | \$ | 55.66     | \$ | 56.42     | \$ | 57.17     | \$ | 60.17     | \$ | 63.19     | \$ | 69.20     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,134.85 | \$ | 75,151.94 | \$ | 76,154.91 | \$ | 80,152.66 | \$ | 84,164.53 | \$ | 92,174.14 |
| MONTHLY | \$ | 6,177.90  | \$ | 6,262.66  | \$ | 6,346.24  | \$ | 6,679.39  | \$ | 7,013.71  | \$ | 7,681.18  |
| DAILY   | \$ | 333.94    | \$ | 338.52    | \$ | 343.04    | \$ | 361.05    | \$ | 379.12    | \$ | 415.20    |
| HOURLY  | \$ | 55.66     | \$ | 56.42     | \$ | 57.17     | \$ | 60.17     | \$ | 63.19     | \$ | 69.20     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,134.85 | \$ | 75,151.94 | \$ | 76,154.91 | \$ | 80,152.66 | \$ | 84,164.53 | \$ | 92,174.14 |
| MONTHLY | \$ | 6,177.90  | \$ | 6,262.66  | \$ | 6,346.24  | \$ | 6,679.39  | \$ | 7,013.71  | \$ | 7,681.18  |
| DAILY   | \$ | 333.94    | \$ | 338.52    | \$ | 343.04    | \$ | 361.05    | \$ | 379.12    | \$ | 415.20    |
| HOURLY  | \$ | 55.66     | \$ | 56.42     | \$ | 57.17     | \$ | 60.17     | \$ | 63.19     | \$ | 69.20     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,134.85 | \$ | 75,151.94 | \$ | 76,154.91 | \$ | 80,152.66 | \$ | 84,164.53 | \$ | 92,174.14 |
| MONTHLY | \$ | 6,177.90  | \$ | 6,262.66  | \$ | 6,346.24  | \$ | 6,679.39  | \$ | 7,013.71  | \$ | 7,681.18  |
| DAILY   | \$ | 333.94    | \$ | 338.52    | \$ | 343.04    | \$ | 361.05    | \$ | 379.12    | \$ | 415.20    |
| HOURLY  | \$ | 55.66     | \$ | 56.42     | \$ | 57.17     | \$ | 60.17     | \$ | 63.19     | \$ | 69.20     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,134.85 | \$ | 75,151.94 | \$ | 76,154.91 | \$ | 80,152.66 | \$ | 84,164.53 | \$ | 92,174.14 |
| MONTHLY | \$ | 6,177.90  | \$ | 6,262.66  | \$ | 6,346.24  | \$ | 6,679.39  | \$ | 7,013.71  | \$ | 7,681.18  |
| DAILY   | \$ | 333.94    | \$ | 338.52    | \$ | 343.04    | \$ | 361.05    | \$ | 379.12    | \$ | 415.20    |
| HOURLY  | \$ | 55.66     | \$ | 56.42     | \$ | 57.17     | \$ | 60.17     | \$ | 63.19     | \$ | 69.20     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,154.91 | \$ | 77,143.75 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 86,170.46 | \$ | 94,194.20 |
| MONTHLY | \$ | 6,346.24  | \$ | 6,428.65  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,180.87  | \$ | 7,849.52  |
| DAILY   | \$ | 343.04    | \$ | 347.49    | \$ | 352.01    | \$ | 370.15    | \$ | 388.16    | \$ | 424.30    |
| HOURLY  | \$ | 57.17     | \$ | 57.92     | \$ | 58.67     | \$ | 61.69     | \$ | 64.69     | \$ | 70.72     |

| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 76,154.91 | \$ | 77,143.75 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 86,170.46 | \$ | 94,194.20 |
| MONTHLY | \$ | 6,346.24  | \$ | 6,428.65  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,180.87  | \$ | 7,849.52  |
| DAILY   | \$ | 343.04    | \$ | 347.49    | \$ | 352.01    | \$ | 370.15    | \$ | 388.16    | \$ | 424.30    |
| HOURLY  | \$ | 57.17     | \$ | 57.92     | \$ | 58.67     | \$ | 61.69     | \$ | 64.69     | \$ | 70.72     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,154.91 | \$ | 77,143.75 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 86,170.46 | \$ | 94,194.20 |
| MONTHLY | \$ | 6,346.24  | \$ | 6,428.65  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,180.87  | \$ | 7,849.52  |
| DAILY   | \$ | 343.04    | \$ | 347.49    | \$ | 352.01    | \$ | 370.15    | \$ | 388.16    | \$ | 424.30    |
| HOURLY  | \$ | 57.17     | \$ | 57.92     | \$ | 58.67     | \$ | 61.69     | \$ | 64.69     | \$ | 70.72     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,154.91 | \$ | 77,143.75 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 86,170.46 | \$ | 94,194.20 |
| MONTHLY | \$ | 6,346.24  | \$ | 6,428.65  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,180.87  | \$ | 7,849.52  |
| DAILY   | \$ | 343.04    | \$ | 347.49    | \$ | 352.01    | \$ | 370.15    | \$ | 388.16    | \$ | 424.30    |
| HOURLY  | \$ | 57.17     | \$ | 57.92     | \$ | 58.67     | \$ | 61.69     | \$ | 64.69     | \$ | 70.72     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,154.91 | \$ | 77,143.75 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 86,170.46 | \$ | 94,194.20 |
| MONTHLY | \$ | 6,346.24  | \$ | 6,428.65  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,180.87  | \$ | 7,849.52  |
| DAILY   | \$ | 343.04    | \$ | 347.49    | \$ | 352.01    | \$ | 370.15    | \$ | 388.16    | \$ | 424.30    |
| HOURLY  | \$ | 57.17     | \$ | 57.92     | \$ | 58.67     | \$ | 61.69     | \$ | 64.69     | \$ | 70.72     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,154.91 | \$ | 77,143.75 | \$ | 78,146.72 | \$ | 82,172.72 | \$ | 86,170.46 | \$ | 94,194.20 |
| MONTHLY | \$ | 6,346.24  | \$ | 6,428.65  | \$ | 6,512.23  | \$ | 6,847.73  | \$ | 7,180.87  | \$ | 7,849.52  |
| DAILY   | \$ | 343.04    | \$ | 347.49    | \$ | 352.01    | \$ | 370.15    | \$ | 388.16    | \$ | 424.30    |
| HOURLY  | \$ | 57.17     | \$ | 57.92     | \$ | 58.67     | \$ | 61.69     | \$ | 64.69     | \$ | 70.72     |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA2 222 Days 6 Hours/Day.

Board approved increase of 2.74% on 05/13/2015 effective 7/1/2015

Revision:

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 11 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JANUARY 1, 2016                                    |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 204, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA1                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 49,368.25 | \$ 49,767.56 | \$ 50,153.56 | \$ 50,965.50 | \$ 52,868.88 | \$ 58,539.11 |  |
| MONTHLY                                                      | \$ 4,114.02  | \$ 4,147.30  | \$ 4,179.46  | \$ 4,247.12  | \$ 4,405.74  | \$ 4,878.26  |  |
| DAILY                                                        | \$ 242.00    | \$ 243.96    | \$ 245.85    | \$ 249.83    | \$ 259.16    | \$ 286.96    |  |
| HOURLY                                                       | \$ 40.33     | \$ 40.66     | \$ 40.98     | \$ 41.64     | \$ 43.19     | \$ 47.83     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 50,153.56 | \$ 50,566.18 | \$ 50,965.50 | \$ 52,868.88 | \$ 54,758.96 | \$ 60,429.19 |  |
| MONTHLY                                                      | \$ 4,179.46  | \$ 4,213.85  | \$ 4,247.12  | \$ 4,405.74  | \$ 4,563.25  | \$ 5,035.77  |  |
| DAILY                                                        | \$ 245.85    | \$ 247.87    | \$ 249.83    | \$ 259.16    | \$ 268.43    | \$ 296.22    |  |
| HOURLY                                                       | \$ 40.98     | \$ 41.31     | \$ 41.64     | \$ 43.19     | \$ 44.74     | \$ 49.37     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 50,965.50 | \$ 51,923.84 | \$ 52,868.88 | \$ 54,758.96 | \$ 56,649.03 | \$ 62,305.95 |  |
| MONTHLY                                                      | \$ 4,247.12  | \$ 4,326.99  | \$ 4,405.74  | \$ 4,563.25  | \$ 4,720.75  | \$ 5,192.16  |  |
| DAILY                                                        | \$ 249.83    | \$ 254.53    | \$ 259.16    | \$ 268.43    | \$ 277.69    | \$ 305.42    |  |
| HOURLY                                                       | \$ 41.64     | \$ 42.42     | \$ 43.19     | \$ 44.74     | \$ 46.28     | \$ 50.90     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 52,868.88 | \$ 53,827.23 | \$ 54,758.96 | \$ 56,649.03 | \$ 58,539.11 | \$ 64,209.34 |  |
| MONTHLY                                                      | \$ 4,405.74  | \$ 4,485.60  | \$ 4,563.25  | \$ 4,720.75  | \$ 4,878.26  | \$ 5,350.78  |  |
| DAILY                                                        | \$ 259.16    | \$ 263.86    | \$ 268.43    | \$ 277.69    | \$ 286.96    | \$ 314.75    |  |
| HOURLY                                                       | \$ 43.19     | \$ 43.98     | \$ 44.74     | \$ 46.28     | \$ 47.83     | \$ 52.46     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 54,758.96 | \$ 55,704.00 | \$ 56,649.03 | \$ 58,539.11 | \$ 60,429.19 | \$ 66,086.10 |  |
| MONTHLY                                                      | \$ 4,563.25  | \$ 4,642.00  | \$ 4,720.75  | \$ 4,878.26  | \$ 5,035.77  | \$ 5,507.18  |  |
| DAILY                                                        | \$ 268.43    | \$ 273.06    | \$ 277.69    | \$ 286.96    | \$ 296.22    | \$ 323.95    |  |
| HOURLY                                                       | \$ 44.74     | \$ 45.51     | \$ 46.28     | \$ 47.83     | \$ 49.37     | \$ 53.99     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 56,649.03 | \$ 57,594.07 | \$ 58,539.11 | \$ 60,429.19 | \$ 62,305.95 | \$ 67,976.18 |  |
| MONTHLY                                                      | \$ 4,720.75  | \$ 4,799.51  | \$ 4,878.26  | \$ 5,035.77  | \$ 5,192.16  | \$ 5,664.68  |  |
| DAILY                                                        | \$ 277.69    | \$ 282.32    | \$ 286.96    | \$ 296.22    | \$ 305.42    | \$ 333.22    |  |
| HOURLY                                                       | \$ 46.28     | \$ 47.05     | \$ 47.83     | \$ 49.37     | \$ 50.90     | \$ 55.54     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 58,539.11 | \$ 59,484.15 | \$ 60,429.19 | \$ 62,305.95 | \$ 64,209.34 | \$ 69,852.94 |  |
| MONTHLY                                                      | \$ 4,878.26  | \$ 4,957.01  | \$ 5,035.77  | \$ 5,192.16  | \$ 5,350.78  | \$ 5,821.08  |  |
| DAILY                                                        | \$ 286.96    | \$ 291.59    | \$ 296.22    | \$ 305.42    | \$ 314.75    | \$ 342.42    |  |
| HOURLY                                                       | \$ 47.83     | \$ 48.60     | \$ 49.37     | \$ 50.90     | \$ 52.46     | \$ 57.07     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 60,482.43 | \$ 61,374.22 | \$ 62,305.95 | \$ 64,209.34 | \$ 66,086.10 | \$ 71,756.33 |  |
| MONTHLY                                                      | \$ 5,040.20  | \$ 5,114.52  | \$ 5,192.16  | \$ 5,350.78  | \$ 5,507.18  | \$ 5,979.69  |  |
| DAILY                                                        | \$ 296.48    | \$ 300.85    | \$ 305.42    | \$ 314.75    | \$ 323.95    | \$ 351.75    |  |
| HOURLY                                                       | \$ 49.41     | \$ 50.14     | \$ 50.90     | \$ 52.46     | \$ 53.99     | \$ 58.62     |  |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 62,305.95 | \$ | 63,250.99 | \$ | 64,209.34 | \$ | 66,086.10 | \$ | 67,976.18 | \$ | 73,633.10 |
| MONTHLY | \$ | 5,192.16  | \$ | 5,270.92  | \$ | 5,350.78  | \$ | 5,507.18  | \$ | 5,664.68  | \$ | 6,136.09  |
| DAILY   | \$ | 305.42    | \$ | 310.05    | \$ | 314.75    | \$ | 323.95    | \$ | 333.22    | \$ | 360.95    |
| HOURLY  | \$ | 50.90     | \$ | 51.68     | \$ | 52.46     | \$ | 53.99     | \$ | 55.54     | \$ | 60.16     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 64,209.34 | \$ | 65,141.06 | \$ | 66,086.10 | \$ | 67,976.18 | \$ | 69,852.94 | \$ | 75,523.17 |
| MONTHLY | \$ | 5,350.78  | \$ | 5,428.42  | \$ | 5,507.18  | \$ | 5,664.68  | \$ | 5,821.08  | \$ | 6,293.60  |
| DAILY   | \$ | 314.75    | \$ | 319.32    | \$ | 323.95    | \$ | 333.22    | \$ | 342.42    | \$ | 370.21    |
| HOURLY  | \$ | 52.46     | \$ | 53.22     | \$ | 53.99     | \$ | 55.54     | \$ | 57.07     | \$ | 61.70     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,086.10 | \$ | 67,031.14 | \$ | 67,976.18 | \$ | 69,852.94 | \$ | 71,756.33 | \$ | 77,426.56 |
| MONTHLY | \$ | 5,507.18  | \$ | 5,585.93  | \$ | 5,664.68  | \$ | 5,821.08  | \$ | 5,979.69  | \$ | 6,452.21  |
| DAILY   | \$ | 323.95    | \$ | 328.58    | \$ | 333.22    | \$ | 342.42    | \$ | 351.75    | \$ | 379.54    |
| HOURLY  | \$ | 53.99     | \$ | 54.76     | \$ | 55.54     | \$ | 57.07     | \$ | 58.62     | \$ | 63.26     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,976.18 | \$ | 68,907.91 | \$ | 69,852.94 | \$ | 71,756.33 | \$ | 73,633.10 | \$ | 79,303.32 |
| MONTHLY | \$ | 5,664.68  | \$ | 5,742.33  | \$ | 5,821.08  | \$ | 5,979.69  | \$ | 6,136.09  | \$ | 6,608.61  |
| DAILY   | \$ | 333.22    | \$ | 337.78    | \$ | 342.42    | \$ | 351.75    | \$ | 360.95    | \$ | 388.74    |
| HOURLY  | \$ | 55.54     | \$ | 56.30     | \$ | 57.07     | \$ | 58.62     | \$ | 60.16     | \$ | 64.79     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,976.18 | \$ | 68,907.91 | \$ | 69,852.94 | \$ | 73,633.10 | \$ | 75,523.17 | \$ | 81,193.40 |
| MONTHLY | \$ | 5,664.68  | \$ | 5,742.33  | \$ | 5,821.08  | \$ | 6,136.09  | \$ | 6,293.60  | \$ | 6,766.12  |
| DAILY   | \$ | 333.22    | \$ | 337.78    | \$ | 342.42    | \$ | 360.95    | \$ | 370.21    | \$ | 398.01    |
| HOURLY  | \$ | 55.54     | \$ | 56.30     | \$ | 57.07     | \$ | 60.16     | \$ | 61.70     | \$ | 66.33     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,976.18 | \$ | 68,907.91 | \$ | 69,852.94 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 83,083.48 |
| MONTHLY | \$ | 5,664.68  | \$ | 5,742.33  | \$ | 5,821.08  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 6,923.62  |
| DAILY   | \$ | 333.22    | \$ | 337.78    | \$ | 342.42    | \$ | 360.95    | \$ | 379.54    | \$ | 407.27    |
| HOURLY  | \$ | 55.54     | \$ | 56.30     | \$ | 57.07     | \$ | 60.16     | \$ | 63.26     | \$ | 67.88     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,976.18 | \$ | 68,907.91 | \$ | 69,852.94 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 84,973.55 |
| MONTHLY | \$ | 5,664.68  | \$ | 5,742.33  | \$ | 5,821.08  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 7,081.13  |
| DAILY   | \$ | 333.22    | \$ | 337.78    | \$ | 342.42    | \$ | 360.95    | \$ | 379.54    | \$ | 416.54    |
| HOURLY  | \$ | 55.54     | \$ | 56.30     | \$ | 57.07     | \$ | 60.16     | \$ | 63.26     | \$ | 69.42     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,976.18 | \$ | 68,907.91 | \$ | 69,852.94 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 84,973.55 |
| MONTHLY | \$ | 5,664.68  | \$ | 5,742.33  | \$ | 5,821.08  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 7,081.13  |
| DAILY   | \$ | 333.22    | \$ | 337.78    | \$ | 342.42    | \$ | 360.95    | \$ | 379.54    | \$ | 416.54    |
| HOURLY  | \$ | 55.54     | \$ | 56.30     | \$ | 57.07     | \$ | 60.16     | \$ | 63.26     | \$ | 69.42     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,976.18 | \$ | 68,907.91 | \$ | 69,852.94 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 84,973.55 |
| MONTHLY | \$ | 5,664.68  | \$ | 5,742.33  | \$ | 5,821.08  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 7,081.13  |
| DAILY   | \$ | 333.22    | \$ | 337.78    | \$ | 342.42    | \$ | 360.95    | \$ | 379.54    | \$ | 416.54    |
| HOURLY  | \$ | 55.54     | \$ | 56.30     | \$ | 57.07     | \$ | 60.16     | \$ | 63.26     | \$ | 69.42     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 67,976.18 | \$ | 68,907.91 | \$ | 69,852.94 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 84,973.55 |
| MONTHLY | \$ | 5,664.68  | \$ | 5,742.33  | \$ | 5,821.08  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 7,081.13  |
| DAILY   | \$ | 333.22    | \$ | 337.78    | \$ | 342.42    | \$ | 360.95    | \$ | 379.54    | \$ | 416.54    |
| HOURLY  | \$ | 55.54     | \$ | 56.30     | \$ | 57.07     | \$ | 60.16     | \$ | 63.26     | \$ | 69.42     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,976.18 | \$ | 68,907.91 | \$ | 69,852.94 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 84,973.55 |
| MONTHLY | \$ | 5,664.68  | \$ | 5,742.33  | \$ | 5,821.08  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 7,081.13  |
| DAILY   | \$ | 333.22    | \$ | 337.78    | \$ | 342.42    | \$ | 360.95    | \$ | 379.54    | \$ | 416.54    |
| HOURLY  | \$ | 55.54     | \$ | 56.30     | \$ | 57.07     | \$ | 60.16     | \$ | 63.26     | \$ | 69.42     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 67,976.18 | \$ | 68,907.91 | \$ | 69,852.94 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 84,973.55 |
| MONTHLY | \$ | 5,664.68  | \$ | 5,742.33  | \$ | 5,821.08  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 7,081.13  |
| DAILY   | \$ | 333.22    | \$ | 337.78    | \$ | 342.42    | \$ | 360.95    | \$ | 379.54    | \$ | 416.54    |
| HOURLY  | \$ | 55.54     | \$ | 56.30     | \$ | 57.07     | \$ | 60.16     | \$ | 63.26     | \$ | 69.42     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 69,852.94 | \$ | 70,811.29 | \$ | 71,756.33 | \$ | 75,523.17 | \$ | 79,303.32 | \$ | 86,850.32 |
| MONTHLY | \$ | 5,821.08  | \$ | 5,900.94  | \$ | 5,979.69  | \$ | 6,293.60  | \$ | 6,608.61  | \$ | 7,237.53  |
| DAILY   | \$ | 342.42    | \$ | 347.11    | \$ | 351.75    | \$ | 370.21    | \$ | 388.74    | \$ | 425.74    |
| HOURLY  | \$ | 57.07     | \$ | 57.85     | \$ | 58.62     | \$ | 61.70     | \$ | 64.79     | \$ | 70.96     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 69,852.94 | \$ | 70,811.29 | \$ | 71,756.33 | \$ | 75,523.17 | \$ | 79,303.32 | \$ | 86,850.32 |
| MONTHLY | \$ | 5,821.08  | \$ | 5,900.94  | \$ | 5,979.69  | \$ | 6,293.60  | \$ | 6,608.61  | \$ | 7,237.53  |
| DAILY   | \$ | 342.42    | \$ | 347.11    | \$ | 351.75    | \$ | 370.21    | \$ | 388.74    | \$ | 425.74    |
| HOURLY  | \$ | 57.07     | \$ | 57.85     | \$ | 58.62     | \$ | 61.70     | \$ | 64.79     | \$ | 70.96     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 69,852.94 | \$ | 70,811.29 | \$ | 71,756.33 | \$ | 75,523.17 | \$ | 79,303.32 | \$ | 86,850.32 |
| MONTHLY | \$ | 5,821.08  | \$ | 5,900.94  | \$ | 5,979.69  | \$ | 6,293.60  | \$ | 6,608.61  | \$ | 7,237.53  |
| DAILY   | \$ | 342.42    | \$ | 347.11    | \$ | 351.75    | \$ | 370.21    | \$ | 388.74    | \$ | 425.74    |
| HOURLY  | \$ | 57.07     | \$ | 57.85     | \$ | 58.62     | \$ | 61.70     | \$ | 64.79     | \$ | 70.96     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 69,852.94 | \$ | 70,811.29 | \$ | 71,756.33 | \$ | 75,523.17 | \$ | 79,303.32 | \$ | 86,850.32 |
| MONTHLY | \$ | 5,821.08  | \$ | 5,900.94  | \$ | 5,979.69  | \$ | 6,293.60  | \$ | 6,608.61  | \$ | 7,237.53  |
| DAILY   | \$ | 342.42    | \$ | 347.11    | \$ | 351.75    | \$ | 370.21    | \$ | 388.74    | \$ | 425.74    |
| HOURLY  | \$ | 57.07     | \$ | 57.85     | \$ | 58.62     | \$ | 61.70     | \$ | 64.79     | \$ | 70.96     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 69,852.94 | \$ | 70,811.29 | \$ | 71,756.33 | \$ | 75,523.17 | \$ | 79,303.32 | \$ | 86,850.32 |
| MONTHLY | \$ | 5,821.08  | \$ | 5,900.94  | \$ | 5,979.69  | \$ | 6,293.60  | \$ | 6,608.61  | \$ | 7,237.53  |
| DAILY   | \$ | 342.42    | \$ | 347.11    | \$ | 351.75    | \$ | 370.21    | \$ | 388.74    | \$ | 425.74    |
| HOURLY  | \$ | 57.07     | \$ | 57.85     | \$ | 58.62     | \$ | 61.70     | \$ | 64.79     | \$ | 70.96     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 71,756.33 | \$ | 72,688.06 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 81,193.40 | \$ | 88,753.70 |
| MONTHLY | \$ | 5,979.69  | \$ | 6,057.34  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 6,766.12  | \$ | 7,396.14  |
| DAILY   | \$ | 351.75    | \$ | 356.31    | \$ | 360.95    | \$ | 379.54    | \$ | 398.01    | \$ | 435.07    |
| HOURLY  | \$ | 58.62     | \$ | 59.39     | \$ | 60.16     | \$ | 63.26     | \$ | 66.33     | \$ | 72.51     |



|         |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 71,756.33 | \$ | 72,688.06 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 81,193.40 | \$ | 88,753.70 |
| MONTHLY | \$ | 5,979.69  | \$ | 6,057.34  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 6,766.12  | \$ | 7,396.14  |
| DAILY   | \$ | 351.75    | \$ | 356.31    | \$ | 360.95    | \$ | 379.54    | \$ | 398.01    | \$ | 435.07    |
| HOURLY  | \$ | 58.62     | \$ | 59.39     | \$ | 60.16     | \$ | 63.26     | \$ | 66.33     | \$ | 72.51     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 71,756.33 | \$ | 72,688.06 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 81,193.40 | \$ | 88,753.70 |
| MONTHLY | \$ | 5,979.69  | \$ | 6,057.34  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 6,766.12  | \$ | 7,396.14  |
| DAILY   | \$ | 351.75    | \$ | 356.31    | \$ | 360.95    | \$ | 379.54    | \$ | 398.01    | \$ | 435.07    |
| HOURLY  | \$ | 58.62     | \$ | 59.39     | \$ | 60.16     | \$ | 63.26     | \$ | 66.33     | \$ | 72.51     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 71,756.33 | \$ | 72,688.06 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 81,193.40 | \$ | 88,753.70 |
| MONTHLY | \$ | 5,979.69  | \$ | 6,057.34  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 6,766.12  | \$ | 7,396.14  |
| DAILY   | \$ | 351.75    | \$ | 356.31    | \$ | 360.95    | \$ | 379.54    | \$ | 398.01    | \$ | 435.07    |
| HOURLY  | \$ | 58.62     | \$ | 59.39     | \$ | 60.16     | \$ | 63.26     | \$ | 66.33     | \$ | 72.51     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 71,756.33 | \$ | 72,688.06 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 81,193.40 | \$ | 88,753.70 |
| MONTHLY | \$ | 5,979.69  | \$ | 6,057.34  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 6,766.12  | \$ | 7,396.14  |
| DAILY   | \$ | 351.75    | \$ | 356.31    | \$ | 360.95    | \$ | 379.54    | \$ | 398.01    | \$ | 435.07    |
| HOURLY  | \$ | 58.62     | \$ | 59.39     | \$ | 60.16     | \$ | 63.26     | \$ | 66.33     | \$ | 72.51     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 71,756.33 | \$ | 72,688.06 | \$ | 73,633.10 | \$ | 77,426.56 | \$ | 81,193.40 | \$ | 88,753.70 |
| MONTHLY | \$ | 5,979.69  | \$ | 6,057.34  | \$ | 6,136.09  | \$ | 6,452.21  | \$ | 6,766.12  | \$ | 7,396.14  |
| DAILY   | \$ | 351.75    | \$ | 356.31    | \$ | 360.95    | \$ | 379.54    | \$ | 398.01    | \$ | 435.07    |
| HOURLY  | \$ | 58.62     | \$ | 59.39     | \$ | 60.16     | \$ | 63.26     | \$ | 66.33     | \$ | 72.51     |

**Maximum Entry Level: 12 Steps.**

**Salary Schedule TSA1 204 Days 6 Hours/Day.**

**Board approved increase of 2.79% on 11/18/2015 effective 1/1/2016**

**Revision:**

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 12 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JANUARY 1, 2016                                    |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 222, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA2                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 53,856.27 | \$ 54,291.88 | \$ 54,712.98 | \$ 55,598.72 | \$ 57,675.14 | \$ 63,860.85 |  |
| MONTHLY                                                      | \$ 4,488.02  | \$ 4,524.32  | \$ 4,559.41  | \$ 4,633.23  | \$ 4,806.26  | \$ 5,321.74  |  |
| DAILY                                                        | \$ 242.60    | \$ 244.56    | \$ 246.45    | \$ 250.44    | \$ 259.80    | \$ 287.66    |  |
| HOURLY                                                       | \$ 40.43     | \$ 40.76     | \$ 41.08     | \$ 41.74     | \$ 43.30     | \$ 47.94     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 54,712.98 | \$ 55,163.11 | \$ 55,598.72 | \$ 57,675.14 | \$ 59,737.05 | \$ 65,922.75 |  |
| MONTHLY                                                      | \$ 4,559.41  | \$ 4,596.93  | \$ 4,633.23  | \$ 4,806.26  | \$ 4,978.09  | \$ 5,493.56  |  |
| DAILY                                                        | \$ 246.45    | \$ 248.48    | \$ 250.44    | \$ 259.80    | \$ 269.09    | \$ 296.95    |  |
| HOURLY                                                       | \$ 41.08     | \$ 41.41     | \$ 41.74     | \$ 43.30     | \$ 44.85     | \$ 49.49     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 55,598.72 | \$ 56,644.19 | \$ 57,675.14 | \$ 59,737.05 | \$ 61,798.95 | \$ 67,970.13 |  |
| MONTHLY                                                      | \$ 4,633.23  | \$ 4,720.35  | \$ 4,806.26  | \$ 4,978.09  | \$ 5,149.91  | \$ 5,664.18  |  |
| DAILY                                                        | \$ 250.44    | \$ 255.15    | \$ 259.80    | \$ 269.09    | \$ 278.37    | \$ 306.17    |  |
| HOURLY                                                       | \$ 41.74     | \$ 42.53     | \$ 43.30     | \$ 44.85     | \$ 46.40     | \$ 51.03     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 57,675.14 | \$ 58,720.62 | \$ 59,737.05 | \$ 61,798.95 | \$ 63,860.85 | \$ 70,046.55 |  |
| MONTHLY                                                      | \$ 4,806.26  | \$ 4,893.38  | \$ 4,978.09  | \$ 5,149.91  | \$ 5,321.74  | \$ 5,837.21  |  |
| DAILY                                                        | \$ 259.80    | \$ 264.51    | \$ 269.09    | \$ 278.37    | \$ 287.66    | \$ 315.52    |  |
| HOURLY                                                       | \$ 43.30     | \$ 44.08     | \$ 44.85     | \$ 46.40     | \$ 47.94     | \$ 52.59     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 59,740.52 | \$ 60,768.00 | \$ 61,798.95 | \$ 63,860.85 | \$ 65,922.75 | \$ 72,093.93 |  |
| MONTHLY                                                      | \$ 4,978.38  | \$ 5,064.00  | \$ 5,149.91  | \$ 5,321.74  | \$ 5,493.56  | \$ 6,007.83  |  |
| DAILY                                                        | \$ 269.10    | \$ 273.73    | \$ 278.37    | \$ 287.66    | \$ 296.95    | \$ 324.75    |  |
| HOURLY                                                       | \$ 44.85     | \$ 45.62     | \$ 46.40     | \$ 47.94     | \$ 49.49     | \$ 54.12     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 61,798.95 | \$ 62,829.90 | \$ 63,860.85 | \$ 65,922.75 | \$ 67,970.13 | \$ 74,155.83 |  |
| MONTHLY                                                      | \$ 5,149.91  | \$ 5,235.82  | \$ 5,321.74  | \$ 5,493.56  | \$ 5,664.18  | \$ 6,179.65  |  |
| DAILY                                                        | \$ 278.37    | \$ 283.02    | \$ 287.66    | \$ 296.95    | \$ 306.17    | \$ 334.04    |  |
| HOURLY                                                       | \$ 46.40     | \$ 47.17     | \$ 47.94     | \$ 49.49     | \$ 51.03     | \$ 55.67     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 63,860.85 | \$ 64,891.80 | \$ 65,922.75 | \$ 67,970.13 | \$ 70,046.55 | \$ 76,203.21 |  |
| MONTHLY                                                      | \$ 5,321.74  | \$ 5,407.65  | \$ 5,493.56  | \$ 5,664.18  | \$ 5,837.21  | \$ 6,350.27  |  |
| DAILY                                                        | \$ 287.66    | \$ 292.31    | \$ 296.95    | \$ 306.17    | \$ 315.52    | \$ 343.26    |  |
| HOURLY                                                       | \$ 47.94     | \$ 48.72     | \$ 49.49     | \$ 51.03     | \$ 52.59     | \$ 57.21     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 65,980.83 | \$ 66,953.70 | \$ 67,970.13 | \$ 70,046.55 | \$ 72,093.93 | \$ 78,279.63 |  |
| MONTHLY                                                      | \$ 5,498.40  | \$ 5,579.47  | \$ 5,664.18  | \$ 5,837.21  | \$ 6,007.83  | \$ 6,523.30  |  |
| DAILY                                                        | \$ 297.21    | \$ 301.59    | \$ 306.17    | \$ 315.52    | \$ 324.75    | \$ 352.61    |  |
| HOURLY                                                       | \$ 49.54     | \$ 50.27     | \$ 51.03     | \$ 52.59     | \$ 54.12     | \$ 58.77     |  |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 67,970.13 | \$ | 69,001.08 | \$ | 70,046.55 | \$ | 72,093.93 | \$ | 74,155.83 | \$ | 80,327.01 |
| MONTHLY | \$ | 5,664.18  | \$ | 5,750.09  | \$ | 5,837.21  | \$ | 6,007.83  | \$ | 6,179.65  | \$ | 6,693.92  |
| DAILY   | \$ | 306.17    | \$ | 310.82    | \$ | 315.52    | \$ | 324.75    | \$ | 334.04    | \$ | 361.83    |
| HOURLY  | \$ | 51.03     | \$ | 51.80     | \$ | 52.59     | \$ | 54.12     | \$ | 55.67     | \$ | 60.31     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,046.55 | \$ | 71,062.98 | \$ | 72,093.93 | \$ | 74,155.83 | \$ | 76,203.21 | \$ | 82,388.91 |
| MONTHLY | \$ | 5,837.21  | \$ | 5,921.91  | \$ | 6,007.83  | \$ | 6,179.65  | \$ | 6,350.27  | \$ | 6,865.74  |
| DAILY   | \$ | 315.52    | \$ | 320.10    | \$ | 324.75    | \$ | 334.04    | \$ | 343.26    | \$ | 371.12    |
| HOURLY  | \$ | 52.59     | \$ | 53.35     | \$ | 54.12     | \$ | 55.67     | \$ | 57.21     | \$ | 61.85     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,093.93 | \$ | 73,124.88 | \$ | 74,155.83 | \$ | 76,203.21 | \$ | 78,279.63 | \$ | 84,465.34 |
| MONTHLY | \$ | 6,007.83  | \$ | 6,093.74  | \$ | 6,179.65  | \$ | 6,350.27  | \$ | 6,523.30  | \$ | 7,038.78  |
| DAILY   | \$ | 324.75    | \$ | 329.39    | \$ | 334.04    | \$ | 343.26    | \$ | 352.61    | \$ | 380.47    |
| HOURLY  | \$ | 54.12     | \$ | 54.90     | \$ | 55.67     | \$ | 57.21     | \$ | 58.77     | \$ | 63.41     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,155.83 | \$ | 75,172.26 | \$ | 76,203.21 | \$ | 78,279.63 | \$ | 80,327.01 | \$ | 86,512.72 |
| MONTHLY | \$ | 6,179.65  | \$ | 6,264.36  | \$ | 6,350.27  | \$ | 6,523.30  | \$ | 6,693.92  | \$ | 7,209.39  |
| DAILY   | \$ | 334.04    | \$ | 338.61    | \$ | 343.26    | \$ | 352.61    | \$ | 361.83    | \$ | 389.70    |
| HOURLY  | \$ | 55.67     | \$ | 56.44     | \$ | 57.21     | \$ | 58.77     | \$ | 60.31     | \$ | 64.95     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,155.83 | \$ | 75,172.26 | \$ | 76,203.21 | \$ | 80,327.01 | \$ | 82,388.91 | \$ | 88,574.62 |
| MONTHLY | \$ | 6,179.65  | \$ | 6,264.36  | \$ | 6,350.27  | \$ | 6,693.92  | \$ | 6,865.74  | \$ | 7,381.22  |
| DAILY   | \$ | 334.04    | \$ | 338.61    | \$ | 343.26    | \$ | 361.83    | \$ | 371.12    | \$ | 398.98    |
| HOURLY  | \$ | 55.67     | \$ | 56.44     | \$ | 57.21     | \$ | 60.31     | \$ | 61.85     | \$ | 66.50     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,155.83 | \$ | 75,172.26 | \$ | 76,203.21 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 90,636.52 |
| MONTHLY | \$ | 6,179.65  | \$ | 6,264.36  | \$ | 6,350.27  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,553.04  |
| DAILY   | \$ | 334.04    | \$ | 338.61    | \$ | 343.26    | \$ | 361.83    | \$ | 380.47    | \$ | 408.27    |
| HOURLY  | \$ | 55.67     | \$ | 56.44     | \$ | 57.21     | \$ | 60.31     | \$ | 63.41     | \$ | 68.05     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,155.83 | \$ | 75,172.26 | \$ | 76,203.21 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 92,698.42 |
| MONTHLY | \$ | 6,179.65  | \$ | 6,264.36  | \$ | 6,350.27  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,724.87  |
| DAILY   | \$ | 334.04    | \$ | 338.61    | \$ | 343.26    | \$ | 361.83    | \$ | 380.47    | \$ | 417.56    |
| HOURLY  | \$ | 55.67     | \$ | 56.44     | \$ | 57.21     | \$ | 60.31     | \$ | 63.41     | \$ | 69.59     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,155.83 | \$ | 75,172.26 | \$ | 76,203.21 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 92,698.42 |
| MONTHLY | \$ | 6,179.65  | \$ | 6,264.36  | \$ | 6,350.27  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,724.87  |
| DAILY   | \$ | 334.04    | \$ | 338.61    | \$ | 343.26    | \$ | 361.83    | \$ | 380.47    | \$ | 417.56    |
| HOURLY  | \$ | 55.67     | \$ | 56.44     | \$ | 57.21     | \$ | 60.31     | \$ | 63.41     | \$ | 69.59     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,155.83 | \$ | 75,172.26 | \$ | 76,203.21 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 92,698.42 |
| MONTHLY | \$ | 6,179.65  | \$ | 6,264.36  | \$ | 6,350.27  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,724.87  |
| DAILY   | \$ | 334.04    | \$ | 338.61    | \$ | 343.26    | \$ | 361.83    | \$ | 380.47    | \$ | 417.56    |
| HOURLY  | \$ | 55.67     | \$ | 56.44     | \$ | 57.21     | \$ | 60.31     | \$ | 63.41     | \$ | 69.59     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 74,155.83 | \$ | 75,172.26 | \$ | 76,203.21 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 92,698.42 |
| MONTHLY | \$ | 6,179.65  | \$ | 6,264.36  | \$ | 6,350.27  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,724.87  |
| DAILY   | \$ | 334.04    | \$ | 338.61    | \$ | 343.26    | \$ | 361.83    | \$ | 380.47    | \$ | 417.56    |
| HOURLY  | \$ | 55.67     | \$ | 56.44     | \$ | 57.21     | \$ | 60.31     | \$ | 63.41     | \$ | 69.59     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,155.83 | \$ | 75,172.26 | \$ | 76,203.21 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 92,698.42 |
| MONTHLY | \$ | 6,179.65  | \$ | 6,264.36  | \$ | 6,350.27  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,724.87  |
| DAILY   | \$ | 334.04    | \$ | 338.61    | \$ | 343.26    | \$ | 361.83    | \$ | 380.47    | \$ | 417.56    |
| HOURLY  | \$ | 55.67     | \$ | 56.44     | \$ | 57.21     | \$ | 60.31     | \$ | 63.41     | \$ | 69.59     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,155.83 | \$ | 75,172.26 | \$ | 76,203.21 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 92,698.42 |
| MONTHLY | \$ | 6,179.65  | \$ | 6,264.36  | \$ | 6,350.27  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,724.87  |
| DAILY   | \$ | 334.04    | \$ | 338.61    | \$ | 343.26    | \$ | 361.83    | \$ | 380.47    | \$ | 417.56    |
| HOURLY  | \$ | 55.67     | \$ | 56.44     | \$ | 57.21     | \$ | 60.31     | \$ | 63.41     | \$ | 69.59     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,203.21 | \$ | 77,248.68 | \$ | 78,279.63 | \$ | 82,388.91 | \$ | 86,512.72 | \$ | 94,745.80 |
| MONTHLY | \$ | 6,350.27  | \$ | 6,437.39  | \$ | 6,523.30  | \$ | 6,865.74  | \$ | 7,209.39  | \$ | 7,895.48  |
| DAILY   | \$ | 343.26    | \$ | 347.97    | \$ | 352.61    | \$ | 371.12    | \$ | 389.70    | \$ | 426.78    |
| HOURLY  | \$ | 57.21     | \$ | 57.99     | \$ | 58.77     | \$ | 61.85     | \$ | 64.95     | \$ | 71.13     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,203.21 | \$ | 77,248.68 | \$ | 78,279.63 | \$ | 82,388.91 | \$ | 86,512.72 | \$ | 94,745.80 |
| MONTHLY | \$ | 6,350.27  | \$ | 6,437.39  | \$ | 6,523.30  | \$ | 6,865.74  | \$ | 7,209.39  | \$ | 7,895.48  |
| DAILY   | \$ | 343.26    | \$ | 347.97    | \$ | 352.61    | \$ | 371.12    | \$ | 389.70    | \$ | 426.78    |
| HOURLY  | \$ | 57.21     | \$ | 57.99     | \$ | 58.77     | \$ | 61.85     | \$ | 64.95     | \$ | 71.13     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,203.21 | \$ | 77,248.68 | \$ | 78,279.63 | \$ | 82,388.91 | \$ | 86,512.72 | \$ | 94,745.80 |
| MONTHLY | \$ | 6,350.27  | \$ | 6,437.39  | \$ | 6,523.30  | \$ | 6,865.74  | \$ | 7,209.39  | \$ | 7,895.48  |
| DAILY   | \$ | 343.26    | \$ | 347.97    | \$ | 352.61    | \$ | 371.12    | \$ | 389.70    | \$ | 426.78    |
| HOURLY  | \$ | 57.21     | \$ | 57.99     | \$ | 58.77     | \$ | 61.85     | \$ | 64.95     | \$ | 71.13     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,203.21 | \$ | 77,248.68 | \$ | 78,279.63 | \$ | 82,388.91 | \$ | 86,512.72 | \$ | 94,745.80 |
| MONTHLY | \$ | 6,350.27  | \$ | 6,437.39  | \$ | 6,523.30  | \$ | 6,865.74  | \$ | 7,209.39  | \$ | 7,895.48  |
| DAILY   | \$ | 343.26    | \$ | 347.97    | \$ | 352.61    | \$ | 371.12    | \$ | 389.70    | \$ | 426.78    |
| HOURLY  | \$ | 57.21     | \$ | 57.99     | \$ | 58.77     | \$ | 61.85     | \$ | 64.95     | \$ | 71.13     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,203.21 | \$ | 77,248.68 | \$ | 78,279.63 | \$ | 82,388.91 | \$ | 86,512.72 | \$ | 94,745.80 |
| MONTHLY | \$ | 6,350.27  | \$ | 6,437.39  | \$ | 6,523.30  | \$ | 6,865.74  | \$ | 7,209.39  | \$ | 7,895.48  |
| DAILY   | \$ | 343.26    | \$ | 347.97    | \$ | 352.61    | \$ | 371.12    | \$ | 389.70    | \$ | 426.78    |
| HOURLY  | \$ | 57.21     | \$ | 57.99     | \$ | 58.77     | \$ | 61.85     | \$ | 64.95     | \$ | 71.13     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,279.63 | \$ | 79,296.06 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 88,574.62 | \$ | 96,822.22 |
| MONTHLY | \$ | 6,523.30  | \$ | 6,608.01  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,381.22  | \$ | 8,068.52  |
| DAILY   | \$ | 352.61    | \$ | 357.19    | \$ | 361.83    | \$ | 380.47    | \$ | 398.98    | \$ | 436.14    |
| HOURLY  | \$ | 58.77     | \$ | 59.53     | \$ | 60.31     | \$ | 63.41     | \$ | 66.50     | \$ | 72.69     |

| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 78,279.63 | \$ | 79,296.06 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 88,574.62 | \$ | 96,822.22 |
| MONTHLY | \$ | 6,523.30  | \$ | 6,608.01  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,381.22  | \$ | 8,068.52  |
| DAILY   | \$ | 352.61    | \$ | 357.19    | \$ | 361.83    | \$ | 380.47    | \$ | 398.98    | \$ | 436.14    |
| HOURLY  | \$ | 58.77     | \$ | 59.53     | \$ | 60.31     | \$ | 63.41     | \$ | 66.50     | \$ | 72.69     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,279.63 | \$ | 79,296.06 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 88,574.62 | \$ | 96,822.22 |
| MONTHLY | \$ | 6,523.30  | \$ | 6,608.01  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,381.22  | \$ | 8,068.52  |
| DAILY   | \$ | 352.61    | \$ | 357.19    | \$ | 361.83    | \$ | 380.47    | \$ | 398.98    | \$ | 436.14    |
| HOURLY  | \$ | 58.77     | \$ | 59.53     | \$ | 60.31     | \$ | 63.41     | \$ | 66.50     | \$ | 72.69     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,279.63 | \$ | 79,296.06 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 88,574.62 | \$ | 96,822.22 |
| MONTHLY | \$ | 6,523.30  | \$ | 6,608.01  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,381.22  | \$ | 8,068.52  |
| DAILY   | \$ | 352.61    | \$ | 357.19    | \$ | 361.83    | \$ | 380.47    | \$ | 398.98    | \$ | 436.14    |
| HOURLY  | \$ | 58.77     | \$ | 59.53     | \$ | 60.31     | \$ | 63.41     | \$ | 66.50     | \$ | 72.69     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,279.63 | \$ | 79,296.06 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 88,574.62 | \$ | 96,822.22 |
| MONTHLY | \$ | 6,523.30  | \$ | 6,608.01  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,381.22  | \$ | 8,068.52  |
| DAILY   | \$ | 352.61    | \$ | 357.19    | \$ | 361.83    | \$ | 380.47    | \$ | 398.98    | \$ | 436.14    |
| HOURLY  | \$ | 58.77     | \$ | 59.53     | \$ | 60.31     | \$ | 63.41     | \$ | 66.50     | \$ | 72.69     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,279.63 | \$ | 79,296.06 | \$ | 80,327.01 | \$ | 84,465.34 | \$ | 88,574.62 | \$ | 96,822.22 |
| MONTHLY | \$ | 6,523.30  | \$ | 6,608.01  | \$ | 6,693.92  | \$ | 7,038.78  | \$ | 7,381.22  | \$ | 8,068.52  |
| DAILY   | \$ | 352.61    | \$ | 357.19    | \$ | 361.83    | \$ | 380.47    | \$ | 398.98    | \$ | 436.14    |
| HOURLY  | \$ | 58.77     | \$ | 59.53     | \$ | 60.31     | \$ | 63.41     | \$ | 66.50     | \$ | 72.69     |

**Maximum Entry Level: 12 Steps.**

**Salary Schedule TSA2 222 Days 6 Hours/Day.**

**Board approved increase of 2.79% on 11/18/2015 effective 1/1/2016**

**Revision:**

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 11 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JULY 1, 2016                                       |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 204, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA1                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 50,883.85 | \$ 51,295.43 | \$ 51,693.28 | \$ 52,530.14 | \$ 54,491.96 | \$ 60,336.26 |  |
| MONTHLY                                                      | \$ 4,240.32  | \$ 4,274.62  | \$ 4,307.77  | \$ 4,377.51  | \$ 4,541.00  | \$ 5,028.02  |  |
| DAILY                                                        | \$ 249.43    | \$ 251.45    | \$ 253.40    | \$ 257.50    | \$ 267.12    | \$ 295.77    |  |
| HOURLY                                                       | \$ 41.57     | \$ 41.91     | \$ 42.23     | \$ 42.92     | \$ 44.52     | \$ 49.29     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 51,693.28 | \$ 52,118.57 | \$ 52,530.14 | \$ 54,491.96 | \$ 56,440.06 | \$ 62,284.36 |  |
| MONTHLY                                                      | \$ 4,307.77  | \$ 4,343.21  | \$ 4,377.51  | \$ 4,541.00  | \$ 4,703.34  | \$ 5,190.36  |  |
| DAILY                                                        | \$ 253.40    | \$ 255.48    | \$ 257.50    | \$ 267.12    | \$ 276.67    | \$ 305.32    |  |
| HOURLY                                                       | \$ 42.23     | \$ 42.58     | \$ 42.92     | \$ 44.52     | \$ 46.11     | \$ 50.89     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 52,530.14 | \$ 53,517.91 | \$ 54,491.96 | \$ 56,440.06 | \$ 58,388.16 | \$ 64,218.74 |  |
| MONTHLY                                                      | \$ 4,377.51  | \$ 4,459.83  | \$ 4,541.00  | \$ 4,703.34  | \$ 4,865.68  | \$ 5,351.56  |  |
| DAILY                                                        | \$ 257.50    | \$ 262.34    | \$ 267.12    | \$ 276.67    | \$ 286.22    | \$ 314.80    |  |
| HOURLY                                                       | \$ 42.92     | \$ 43.72     | \$ 44.52     | \$ 46.11     | \$ 47.70     | \$ 52.47     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 54,491.96 | \$ 55,479.73 | \$ 56,440.06 | \$ 58,388.16 | \$ 60,336.26 | \$ 66,180.56 |  |
| MONTHLY                                                      | \$ 4,541.00  | \$ 4,623.31  | \$ 4,703.34  | \$ 4,865.68  | \$ 5,028.02  | \$ 5,515.05  |  |
| DAILY                                                        | \$ 267.12    | \$ 271.96    | \$ 276.67    | \$ 286.22    | \$ 295.77    | \$ 324.41    |  |
| HOURLY                                                       | \$ 44.52     | \$ 45.33     | \$ 46.11     | \$ 47.70     | \$ 49.29     | \$ 54.07     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 56,440.06 | \$ 57,414.11 | \$ 58,388.16 | \$ 60,336.26 | \$ 62,284.36 | \$ 68,114.95 |  |
| MONTHLY                                                      | \$ 4,703.34  | \$ 4,784.51  | \$ 4,865.68  | \$ 5,028.02  | \$ 5,190.36  | \$ 5,676.25  |  |
| DAILY                                                        | \$ 276.67    | \$ 281.44    | \$ 286.22    | \$ 295.77    | \$ 305.32    | \$ 333.90    |  |
| HOURLY                                                       | \$ 46.11     | \$ 46.91     | \$ 47.70     | \$ 49.29     | \$ 50.89     | \$ 55.65     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 58,388.16 | \$ 59,362.21 | \$ 60,336.26 | \$ 62,284.36 | \$ 64,218.74 | \$ 70,063.05 |  |
| MONTHLY                                                      | \$ 4,865.68  | \$ 4,946.85  | \$ 5,028.02  | \$ 5,190.36  | \$ 5,351.56  | \$ 5,838.59  |  |
| DAILY                                                        | \$ 286.22    | \$ 290.99    | \$ 295.77    | \$ 305.32    | \$ 314.80    | \$ 343.45    |  |
| HOURLY                                                       | \$ 47.70     | \$ 48.50     | \$ 49.29     | \$ 50.89     | \$ 52.47     | \$ 57.24     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 60,336.26 | \$ 61,310.31 | \$ 62,284.36 | \$ 64,218.74 | \$ 66,180.56 | \$ 71,997.43 |  |
| MONTHLY                                                      | \$ 5,028.02  | \$ 5,109.19  | \$ 5,190.36  | \$ 5,351.56  | \$ 5,515.05  | \$ 5,999.79  |  |
| DAILY                                                        | \$ 295.77    | \$ 300.54    | \$ 305.32    | \$ 314.80    | \$ 324.41    | \$ 352.93    |  |
| HOURLY                                                       | \$ 49.29     | \$ 50.09     | \$ 50.89     | \$ 52.47     | \$ 54.07     | \$ 58.82     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 62,339.24 | \$ 63,258.41 | \$ 64,218.74 | \$ 66,180.56 | \$ 68,114.95 | \$ 73,959.25 |  |
| MONTHLY                                                      | \$ 5,194.94  | \$ 5,271.53  | \$ 5,351.56  | \$ 5,515.05  | \$ 5,676.25  | \$ 6,163.27  |  |
| DAILY                                                        | \$ 305.58    | \$ 310.09    | \$ 314.80    | \$ 324.41    | \$ 333.90    | \$ 362.55    |  |
| HOURLY                                                       | \$ 50.93     | \$ 51.68     | \$ 52.47     | \$ 54.07     | \$ 55.65     | \$ 60.42     |  |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 64,218.74 | \$ | 65,192.79 | \$ | 66,180.56 | \$ | 68,114.95 | \$ | 70,063.05 | \$ | 75,893.63 |
| MONTHLY | \$ | 5,351.56  | \$ | 5,432.73  | \$ | 5,515.05  | \$ | 5,676.25  | \$ | 5,838.59  | \$ | 6,324.47  |
| DAILY   | \$ | 314.80    | \$ | 319.57    | \$ | 324.41    | \$ | 333.90    | \$ | 343.45    | \$ | 372.03    |
| HOURLY  | \$ | 52.47     | \$ | 53.26     | \$ | 54.07     | \$ | 55.65     | \$ | 57.24     | \$ | 62.00     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,180.56 | \$ | 67,140.90 | \$ | 68,114.95 | \$ | 70,063.05 | \$ | 71,997.43 | \$ | 77,841.73 |
| MONTHLY | \$ | 5,515.05  | \$ | 5,595.07  | \$ | 5,676.25  | \$ | 5,838.59  | \$ | 5,999.79  | \$ | 6,486.81  |
| DAILY   | \$ | 324.41    | \$ | 329.12    | \$ | 333.90    | \$ | 343.45    | \$ | 352.93    | \$ | 381.58    |
| HOURLY  | \$ | 54.07     | \$ | 54.85     | \$ | 55.65     | \$ | 57.24     | \$ | 58.82     | \$ | 63.60     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 68,114.95 | \$ | 69,089.00 | \$ | 70,063.05 | \$ | 71,997.43 | \$ | 73,959.25 | \$ | 79,803.55 |
| MONTHLY | \$ | 5,676.25  | \$ | 5,757.42  | \$ | 5,838.59  | \$ | 5,999.79  | \$ | 6,163.27  | \$ | 6,650.30  |
| DAILY   | \$ | 333.90    | \$ | 338.67    | \$ | 343.45    | \$ | 352.93    | \$ | 362.55    | \$ | 391.19    |
| HOURLY  | \$ | 55.65     | \$ | 56.45     | \$ | 57.24     | \$ | 58.82     | \$ | 60.42     | \$ | 65.20     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,063.05 | \$ | 71,023.38 | \$ | 71,997.43 | \$ | 73,959.25 | \$ | 75,893.63 | \$ | 81,737.94 |
| MONTHLY | \$ | 5,838.59  | \$ | 5,918.61  | \$ | 5,999.79  | \$ | 6,163.27  | \$ | 6,324.47  | \$ | 6,811.49  |
| DAILY   | \$ | 343.45    | \$ | 348.15    | \$ | 352.93    | \$ | 362.55    | \$ | 372.03    | \$ | 400.68    |
| HOURLY  | \$ | 57.24     | \$ | 58.03     | \$ | 58.82     | \$ | 60.42     | \$ | 62.00     | \$ | 66.78     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,063.05 | \$ | 71,023.38 | \$ | 71,997.43 | \$ | 75,893.63 | \$ | 77,841.73 | \$ | 83,686.04 |
| MONTHLY | \$ | 5,838.59  | \$ | 5,918.61  | \$ | 5,999.79  | \$ | 6,324.47  | \$ | 6,486.81  | \$ | 6,973.84  |
| DAILY   | \$ | 343.45    | \$ | 348.15    | \$ | 352.93    | \$ | 372.03    | \$ | 381.58    | \$ | 410.23    |
| HOURLY  | \$ | 57.24     | \$ | 58.03     | \$ | 58.82     | \$ | 62.00     | \$ | 63.60     | \$ | 68.37     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,063.05 | \$ | 71,023.38 | \$ | 71,997.43 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 85,634.14 |
| MONTHLY | \$ | 5,838.59  | \$ | 5,918.61  | \$ | 5,999.79  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 7,136.18  |
| DAILY   | \$ | 343.45    | \$ | 348.15    | \$ | 352.93    | \$ | 372.03    | \$ | 391.19    | \$ | 419.78    |
| HOURLY  | \$ | 57.24     | \$ | 58.03     | \$ | 58.82     | \$ | 62.00     | \$ | 65.20     | \$ | 69.96     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,063.05 | \$ | 71,023.38 | \$ | 71,997.43 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 87,582.24 |
| MONTHLY | \$ | 5,838.59  | \$ | 5,918.61  | \$ | 5,999.79  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 7,298.52  |
| DAILY   | \$ | 343.45    | \$ | 348.15    | \$ | 352.93    | \$ | 372.03    | \$ | 391.19    | \$ | 429.32    |
| HOURLY  | \$ | 57.24     | \$ | 58.03     | \$ | 58.82     | \$ | 62.00     | \$ | 65.20     | \$ | 71.55     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,063.05 | \$ | 71,023.38 | \$ | 71,997.43 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 87,582.24 |
| MONTHLY | \$ | 5,838.59  | \$ | 5,918.61  | \$ | 5,999.79  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 7,298.52  |
| DAILY   | \$ | 343.45    | \$ | 348.15    | \$ | 352.93    | \$ | 372.03    | \$ | 391.19    | \$ | 429.32    |
| HOURLY  | \$ | 57.24     | \$ | 58.03     | \$ | 58.82     | \$ | 62.00     | \$ | 65.20     | \$ | 71.55     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,063.05 | \$ | 71,023.38 | \$ | 71,997.43 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 87,582.24 |
| MONTHLY | \$ | 5,838.59  | \$ | 5,918.61  | \$ | 5,999.79  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 7,298.52  |
| DAILY   | \$ | 343.45    | \$ | 348.15    | \$ | 352.93    | \$ | 372.03    | \$ | 391.19    | \$ | 429.32    |
| HOURLY  | \$ | 57.24     | \$ | 58.03     | \$ | 58.82     | \$ | 62.00     | \$ | 65.20     | \$ | 71.55     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 70,063.05 | \$ | 71,023.38 | \$ | 71,997.43 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 87,582.24 |
| MONTHLY | \$ | 5,838.59  | \$ | 5,918.61  | \$ | 5,999.79  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 7,298.52  |
| DAILY   | \$ | 343.45    | \$ | 348.15    | \$ | 352.93    | \$ | 372.03    | \$ | 391.19    | \$ | 429.32    |
| HOURLY  | \$ | 57.24     | \$ | 58.03     | \$ | 58.82     | \$ | 62.00     | \$ | 65.20     | \$ | 71.55     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,063.05 | \$ | 71,023.38 | \$ | 71,997.43 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 87,582.24 |
| MONTHLY | \$ | 5,838.59  | \$ | 5,918.61  | \$ | 5,999.79  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 7,298.52  |
| DAILY   | \$ | 343.45    | \$ | 348.15    | \$ | 352.93    | \$ | 372.03    | \$ | 391.19    | \$ | 429.32    |
| HOURLY  | \$ | 57.24     | \$ | 58.03     | \$ | 58.82     | \$ | 62.00     | \$ | 65.20     | \$ | 71.55     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,063.05 | \$ | 71,023.38 | \$ | 71,997.43 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 87,582.24 |
| MONTHLY | \$ | 5,838.59  | \$ | 5,918.61  | \$ | 5,999.79  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 7,298.52  |
| DAILY   | \$ | 343.45    | \$ | 348.15    | \$ | 352.93    | \$ | 372.03    | \$ | 391.19    | \$ | 429.32    |
| HOURLY  | \$ | 57.24     | \$ | 58.03     | \$ | 58.82     | \$ | 62.00     | \$ | 65.20     | \$ | 71.55     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 71,997.43 | \$ | 72,985.20 | \$ | 73,959.25 | \$ | 77,841.73 | \$ | 81,737.94 | \$ | 89,516.62 |
| MONTHLY | \$ | 5,999.79  | \$ | 6,082.10  | \$ | 6,163.27  | \$ | 6,486.81  | \$ | 6,811.49  | \$ | 7,459.72  |
| DAILY   | \$ | 352.93    | \$ | 357.77    | \$ | 362.55    | \$ | 381.58    | \$ | 400.68    | \$ | 438.81    |
| HOURLY  | \$ | 58.82     | \$ | 59.63     | \$ | 60.42     | \$ | 63.60     | \$ | 66.78     | \$ | 73.13     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 71,997.43 | \$ | 72,985.20 | \$ | 73,959.25 | \$ | 77,841.73 | \$ | 81,737.94 | \$ | 89,516.62 |
| MONTHLY | \$ | 5,999.79  | \$ | 6,082.10  | \$ | 6,163.27  | \$ | 6,486.81  | \$ | 6,811.49  | \$ | 7,459.72  |
| DAILY   | \$ | 352.93    | \$ | 357.77    | \$ | 362.55    | \$ | 381.58    | \$ | 400.68    | \$ | 438.81    |
| HOURLY  | \$ | 58.82     | \$ | 59.63     | \$ | 60.42     | \$ | 63.60     | \$ | 66.78     | \$ | 73.13     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 71,997.43 | \$ | 72,985.20 | \$ | 73,959.25 | \$ | 77,841.73 | \$ | 81,737.94 | \$ | 89,516.62 |
| MONTHLY | \$ | 5,999.79  | \$ | 6,082.10  | \$ | 6,163.27  | \$ | 6,486.81  | \$ | 6,811.49  | \$ | 7,459.72  |
| DAILY   | \$ | 352.93    | \$ | 357.77    | \$ | 362.55    | \$ | 381.58    | \$ | 400.68    | \$ | 438.81    |
| HOURLY  | \$ | 58.82     | \$ | 59.63     | \$ | 60.42     | \$ | 63.60     | \$ | 66.78     | \$ | 73.13     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 71,997.43 | \$ | 72,985.20 | \$ | 73,959.25 | \$ | 77,841.73 | \$ | 81,737.94 | \$ | 89,516.62 |
| MONTHLY | \$ | 5,999.79  | \$ | 6,082.10  | \$ | 6,163.27  | \$ | 6,486.81  | \$ | 6,811.49  | \$ | 7,459.72  |
| DAILY   | \$ | 352.93    | \$ | 357.77    | \$ | 362.55    | \$ | 381.58    | \$ | 400.68    | \$ | 438.81    |
| HOURLY  | \$ | 58.82     | \$ | 59.63     | \$ | 60.42     | \$ | 63.60     | \$ | 66.78     | \$ | 73.13     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 71,997.43 | \$ | 72,985.20 | \$ | 73,959.25 | \$ | 77,841.73 | \$ | 81,737.94 | \$ | 89,516.62 |
| MONTHLY | \$ | 5,999.79  | \$ | 6,082.10  | \$ | 6,163.27  | \$ | 6,486.81  | \$ | 6,811.49  | \$ | 7,459.72  |
| DAILY   | \$ | 352.93    | \$ | 357.77    | \$ | 362.55    | \$ | 381.58    | \$ | 400.68    | \$ | 438.81    |
| HOURLY  | \$ | 58.82     | \$ | 59.63     | \$ | 60.42     | \$ | 63.60     | \$ | 66.78     | \$ | 73.13     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 73,959.25 | \$ | 74,919.58 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 83,686.04 | \$ | 91,478.44 |
| MONTHLY | \$ | 6,163.27  | \$ | 6,243.30  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 6,973.84  | \$ | 7,623.20  |
| DAILY   | \$ | 362.55    | \$ | 367.25    | \$ | 372.03    | \$ | 391.19    | \$ | 410.23    | \$ | 448.42    |
| HOURLY  | \$ | 60.42     | \$ | 61.21     | \$ | 62.00     | \$ | 65.20     | \$ | 68.37     | \$ | 74.74     |



| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 73,959.25 | \$ | 74,919.58 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 83,686.04 | \$ | 91,478.44 |
| MONTHLY | \$ | 6,163.27  | \$ | 6,243.30  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 6,973.84  | \$ | 7,623.20  |
| DAILY   | \$ | 362.55    | \$ | 367.25    | \$ | 372.03    | \$ | 391.19    | \$ | 410.23    | \$ | 448.42    |
| HOURLY  | \$ | 60.42     | \$ | 61.21     | \$ | 62.00     | \$ | 65.20     | \$ | 68.37     | \$ | 74.74     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 73,959.25 | \$ | 74,919.58 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 83,686.04 | \$ | 91,478.44 |
| MONTHLY | \$ | 6,163.27  | \$ | 6,243.30  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 6,973.84  | \$ | 7,623.20  |
| DAILY   | \$ | 362.55    | \$ | 367.25    | \$ | 372.03    | \$ | 391.19    | \$ | 410.23    | \$ | 448.42    |
| HOURLY  | \$ | 60.42     | \$ | 61.21     | \$ | 62.00     | \$ | 65.20     | \$ | 68.37     | \$ | 74.74     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 73,959.25 | \$ | 74,919.58 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 83,686.04 | \$ | 91,478.44 |
| MONTHLY | \$ | 6,163.27  | \$ | 6,243.30  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 6,973.84  | \$ | 7,623.20  |
| DAILY   | \$ | 362.55    | \$ | 367.25    | \$ | 372.03    | \$ | 391.19    | \$ | 410.23    | \$ | 448.42    |
| HOURLY  | \$ | 60.42     | \$ | 61.21     | \$ | 62.00     | \$ | 65.20     | \$ | 68.37     | \$ | 74.74     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 73,959.25 | \$ | 74,919.58 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 83,686.04 | \$ | 91,478.44 |
| MONTHLY | \$ | 6,163.27  | \$ | 6,243.30  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 6,973.84  | \$ | 7,623.20  |
| DAILY   | \$ | 362.55    | \$ | 367.25    | \$ | 372.03    | \$ | 391.19    | \$ | 410.23    | \$ | 448.42    |
| HOURLY  | \$ | 60.42     | \$ | 61.21     | \$ | 62.00     | \$ | 65.20     | \$ | 68.37     | \$ | 74.74     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 73,959.25 | \$ | 74,919.58 | \$ | 75,893.63 | \$ | 79,803.55 | \$ | 83,686.04 | \$ | 91,478.44 |
| MONTHLY | \$ | 6,163.27  | \$ | 6,243.30  | \$ | 6,324.47  | \$ | 6,650.30  | \$ | 6,973.84  | \$ | 7,623.20  |
| DAILY   | \$ | 362.55    | \$ | 367.25    | \$ | 372.03    | \$ | 391.19    | \$ | 410.23    | \$ | 448.42    |
| HOURLY  | \$ | 60.42     | \$ | 61.21     | \$ | 62.00     | \$ | 65.20     | \$ | 68.37     | \$ | 74.74     |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA1 204 Days 6 Hours/Day.

Board approved increase of 3.07% on 11/18/2015 effective 7/1/2016

Revision:

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 12 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JULY 1, 2016                                       |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 222, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA2                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 55,509.66 | \$ 55,958.65 | \$ 56,392.67 | \$ 57,305.60 | \$ 59,445.77 | \$ 65,821.38 |  |
| MONTHLY                                                      | \$ 4,625.80  | \$ 4,663.22  | \$ 4,699.39  | \$ 4,775.47  | \$ 4,953.81  | \$ 5,485.11  |  |
| DAILY                                                        | \$ 250.04    | \$ 252.07    | \$ 254.02    | \$ 258.13    | \$ 267.77    | \$ 296.49    |  |
| HOURLY                                                       | \$ 41.67     | \$ 42.01     | \$ 42.34     | \$ 43.02     | \$ 44.63     | \$ 49.42     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 56,392.67 | \$ 56,856.62 | \$ 57,305.60 | \$ 59,445.77 | \$ 61,570.97 | \$ 67,946.58 |  |
| MONTHLY                                                      | \$ 4,699.39  | \$ 4,738.05  | \$ 4,775.47  | \$ 4,953.81  | \$ 5,130.91  | \$ 5,662.21  |  |
| DAILY                                                        | \$ 254.02    | \$ 256.11    | \$ 258.13    | \$ 267.77    | \$ 277.35    | \$ 306.07    |  |
| HOURLY                                                       | \$ 42.34     | \$ 42.69     | \$ 43.02     | \$ 44.63     | \$ 46.22     | \$ 51.01     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 57,305.60 | \$ 58,383.17 | \$ 59,445.77 | \$ 61,570.97 | \$ 63,696.17 | \$ 70,056.81 |  |
| MONTHLY                                                      | \$ 4,775.47  | \$ 4,865.26  | \$ 4,953.81  | \$ 5,130.91  | \$ 5,308.01  | \$ 5,838.07  |  |
| DAILY                                                        | \$ 258.13    | \$ 262.99    | \$ 267.77    | \$ 277.35    | \$ 286.92    | \$ 315.57    |  |
| HOURLY                                                       | \$ 43.02     | \$ 43.83     | \$ 44.63     | \$ 46.22     | \$ 47.82     | \$ 52.60     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 59,445.77 | \$ 60,523.34 | \$ 61,570.97 | \$ 63,696.17 | \$ 65,821.38 | \$ 72,196.98 |  |
| MONTHLY                                                      | \$ 4,953.81  | \$ 5,043.61  | \$ 5,130.91  | \$ 5,308.01  | \$ 5,485.11  | \$ 6,016.41  |  |
| DAILY                                                        | \$ 267.77    | \$ 272.63    | \$ 277.35    | \$ 286.92    | \$ 296.49    | \$ 325.21    |  |
| HOURLY                                                       | \$ 44.63     | \$ 45.44     | \$ 46.22     | \$ 47.82     | \$ 49.42     | \$ 54.20     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 61,574.55 | \$ 62,633.57 | \$ 63,696.17 | \$ 65,821.38 | \$ 67,946.58 | \$ 74,307.21 |  |
| MONTHLY                                                      | \$ 5,131.21  | \$ 5,219.46  | \$ 5,308.01  | \$ 5,485.11  | \$ 5,662.21  | \$ 6,192.27  |  |
| DAILY                                                        | \$ 277.36    | \$ 282.13    | \$ 286.92    | \$ 296.49    | \$ 306.07    | \$ 334.72    |  |
| HOURLY                                                       | \$ 46.23     | \$ 47.02     | \$ 47.82     | \$ 49.42     | \$ 51.01     | \$ 55.79     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 63,696.17 | \$ 64,758.77 | \$ 65,821.38 | \$ 67,946.58 | \$ 70,056.81 | \$ 76,432.42 |  |
| MONTHLY                                                      | \$ 5,308.01  | \$ 5,396.56  | \$ 5,485.11  | \$ 5,662.21  | \$ 5,838.07  | \$ 6,369.37  |  |
| DAILY                                                        | \$ 286.92    | \$ 291.71    | \$ 296.49    | \$ 306.07    | \$ 315.57    | \$ 344.29    |  |
| HOURLY                                                       | \$ 47.82     | \$ 48.62     | \$ 49.42     | \$ 51.01     | \$ 52.60     | \$ 57.38     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 65,821.38 | \$ 66,883.98 | \$ 67,946.58 | \$ 70,056.81 | \$ 72,196.98 | \$ 78,542.65 |  |
| MONTHLY                                                      | \$ 5,485.11  | \$ 5,573.66  | \$ 5,662.21  | \$ 5,838.07  | \$ 6,016.41  | \$ 6,545.22  |  |
| DAILY                                                        | \$ 296.49    | \$ 301.28    | \$ 306.07    | \$ 315.57    | \$ 325.21    | \$ 353.80    |  |
| HOURLY                                                       | \$ 49.42     | \$ 50.21     | \$ 51.01     | \$ 52.60     | \$ 54.20     | \$ 58.97     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 68,006.44 | \$ 69,009.18 | \$ 70,056.81 | \$ 72,196.98 | \$ 74,307.21 | \$ 80,682.82 |  |
| MONTHLY                                                      | \$ 5,667.20  | \$ 5,750.76  | \$ 5,838.07  | \$ 6,016.41  | \$ 6,192.27  | \$ 6,723.57  |  |
| DAILY                                                        | \$ 306.34    | \$ 310.85    | \$ 315.57    | \$ 325.21    | \$ 334.72    | \$ 363.44    |  |
| HOURLY                                                       | \$ 51.06     | \$ 51.81     | \$ 52.60     | \$ 54.20     | \$ 55.79     | \$ 60.57     |  |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 70,056.81 | \$ | 71,119.41 | \$ | 72,196.98 | \$ | 74,307.21 | \$ | 76,432.42 | \$ | 82,793.05 |
| MONTHLY | \$ | 5,838.07  | \$ | 5,926.62  | \$ | 6,016.41  | \$ | 6,192.27  | \$ | 6,369.37  | \$ | 6,899.42  |
| DAILY   | \$ | 315.57    | \$ | 320.36    | \$ | 325.21    | \$ | 334.72    | \$ | 344.29    | \$ | 372.94    |
| HOURLY  | \$ | 52.60     | \$ | 53.39     | \$ | 54.20     | \$ | 55.79     | \$ | 57.38     | \$ | 62.16     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,196.98 | \$ | 73,244.61 | \$ | 74,307.21 | \$ | 76,432.42 | \$ | 78,542.65 | \$ | 84,918.25 |
| MONTHLY | \$ | 6,016.41  | \$ | 6,103.72  | \$ | 6,192.27  | \$ | 6,369.37  | \$ | 6,545.22  | \$ | 7,076.52  |
| DAILY   | \$ | 325.21    | \$ | 329.93    | \$ | 334.72    | \$ | 344.29    | \$ | 353.80    | \$ | 382.51    |
| HOURLY  | \$ | 54.20     | \$ | 54.99     | \$ | 55.79     | \$ | 57.38     | \$ | 58.97     | \$ | 63.75     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,307.21 | \$ | 75,369.81 | \$ | 76,432.42 | \$ | 78,542.65 | \$ | 80,682.82 | \$ | 87,058.42 |
| MONTHLY | \$ | 6,192.27  | \$ | 6,280.82  | \$ | 6,369.37  | \$ | 6,545.22  | \$ | 6,723.57  | \$ | 7,254.87  |
| DAILY   | \$ | 334.72    | \$ | 339.50    | \$ | 344.29    | \$ | 353.80    | \$ | 363.44    | \$ | 392.16    |
| HOURLY  | \$ | 55.79     | \$ | 56.58     | \$ | 57.38     | \$ | 58.97     | \$ | 60.57     | \$ | 65.36     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,432.42 | \$ | 77,480.05 | \$ | 78,542.65 | \$ | 80,682.82 | \$ | 82,793.05 | \$ | 89,168.66 |
| MONTHLY | \$ | 6,369.37  | \$ | 6,456.67  | \$ | 6,545.22  | \$ | 6,723.57  | \$ | 6,899.42  | \$ | 7,430.72  |
| DAILY   | \$ | 344.29    | \$ | 349.01    | \$ | 353.80    | \$ | 363.44    | \$ | 372.94    | \$ | 401.66    |
| HOURLY  | \$ | 57.38     | \$ | 58.17     | \$ | 58.97     | \$ | 60.57     | \$ | 62.16     | \$ | 66.94     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,432.42 | \$ | 77,480.05 | \$ | 78,542.65 | \$ | 82,793.05 | \$ | 84,918.25 | \$ | 91,293.86 |
| MONTHLY | \$ | 6,369.37  | \$ | 6,456.67  | \$ | 6,545.22  | \$ | 6,899.42  | \$ | 7,076.52  | \$ | 7,607.82  |
| DAILY   | \$ | 344.29    | \$ | 349.01    | \$ | 353.80    | \$ | 372.94    | \$ | 382.51    | \$ | 411.23    |
| HOURLY  | \$ | 57.38     | \$ | 58.17     | \$ | 58.97     | \$ | 62.16     | \$ | 63.75     | \$ | 68.54     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,432.42 | \$ | 77,480.05 | \$ | 78,542.65 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 93,419.06 |
| MONTHLY | \$ | 6,369.37  | \$ | 6,456.67  | \$ | 6,545.22  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,784.92  |
| DAILY   | \$ | 344.29    | \$ | 349.01    | \$ | 353.80    | \$ | 372.94    | \$ | 392.16    | \$ | 420.81    |
| HOURLY  | \$ | 57.38     | \$ | 58.17     | \$ | 58.97     | \$ | 62.16     | \$ | 65.36     | \$ | 70.13     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,432.42 | \$ | 77,480.05 | \$ | 78,542.65 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 95,544.26 |
| MONTHLY | \$ | 6,369.37  | \$ | 6,456.67  | \$ | 6,545.22  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,962.02  |
| DAILY   | \$ | 344.29    | \$ | 349.01    | \$ | 353.80    | \$ | 372.94    | \$ | 392.16    | \$ | 430.38    |
| HOURLY  | \$ | 57.38     | \$ | 58.17     | \$ | 58.97     | \$ | 62.16     | \$ | 65.36     | \$ | 71.73     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,432.42 | \$ | 77,480.05 | \$ | 78,542.65 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 95,544.26 |
| MONTHLY | \$ | 6,369.37  | \$ | 6,456.67  | \$ | 6,545.22  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,962.02  |
| DAILY   | \$ | 344.29    | \$ | 349.01    | \$ | 353.80    | \$ | 372.94    | \$ | 392.16    | \$ | 430.38    |
| HOURLY  | \$ | 57.38     | \$ | 58.17     | \$ | 58.97     | \$ | 62.16     | \$ | 65.36     | \$ | 71.73     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,432.42 | \$ | 77,480.05 | \$ | 78,542.65 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 95,544.26 |
| MONTHLY | \$ | 6,369.37  | \$ | 6,456.67  | \$ | 6,545.22  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,962.02  |
| DAILY   | \$ | 344.29    | \$ | 349.01    | \$ | 353.80    | \$ | 372.94    | \$ | 392.16    | \$ | 430.38    |
| HOURLY  | \$ | 57.38     | \$ | 58.17     | \$ | 58.97     | \$ | 62.16     | \$ | 65.36     | \$ | 71.73     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 76,432.42 | \$ | 77,480.05 | \$ | 78,542.65 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 95,544.26 |
| MONTHLY | \$ | 6,369.37  | \$ | 6,456.67  | \$ | 6,545.22  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,962.02  |
| DAILY   | \$ | 344.29    | \$ | 349.01    | \$ | 353.80    | \$ | 372.94    | \$ | 392.16    | \$ | 430.38    |
| HOURLY  | \$ | 57.38     | \$ | 58.17     | \$ | 58.97     | \$ | 62.16     | \$ | 65.36     | \$ | 71.73     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,432.42 | \$ | 77,480.05 | \$ | 78,542.65 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 95,544.26 |
| MONTHLY | \$ | 6,369.37  | \$ | 6,456.67  | \$ | 6,545.22  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,962.02  |
| DAILY   | \$ | 344.29    | \$ | 349.01    | \$ | 353.80    | \$ | 372.94    | \$ | 392.16    | \$ | 430.38    |
| HOURLY  | \$ | 57.38     | \$ | 58.17     | \$ | 58.97     | \$ | 62.16     | \$ | 65.36     | \$ | 71.73     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,432.42 | \$ | 77,480.05 | \$ | 78,542.65 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 95,544.26 |
| MONTHLY | \$ | 6,369.37  | \$ | 6,456.67  | \$ | 6,545.22  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,962.02  |
| DAILY   | \$ | 344.29    | \$ | 349.01    | \$ | 353.80    | \$ | 372.94    | \$ | 392.16    | \$ | 430.38    |
| HOURLY  | \$ | 57.38     | \$ | 58.17     | \$ | 58.97     | \$ | 62.16     | \$ | 65.36     | \$ | 71.73     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,542.65 | \$ | 79,620.22 | \$ | 80,682.82 | \$ | 84,918.25 | \$ | 89,168.66 | \$ | 97,654.50 |
| MONTHLY | \$ | 6,545.22  | \$ | 6,635.02  | \$ | 6,723.57  | \$ | 7,076.52  | \$ | 7,430.72  | \$ | 8,137.87  |
| DAILY   | \$ | 353.80    | \$ | 358.65    | \$ | 363.44    | \$ | 382.51    | \$ | 401.66    | \$ | 439.89    |
| HOURLY  | \$ | 58.97     | \$ | 59.77     | \$ | 60.57     | \$ | 63.75     | \$ | 66.94     | \$ | 73.31     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,542.65 | \$ | 79,620.22 | \$ | 80,682.82 | \$ | 84,918.25 | \$ | 89,168.66 | \$ | 97,654.50 |
| MONTHLY | \$ | 6,545.22  | \$ | 6,635.02  | \$ | 6,723.57  | \$ | 7,076.52  | \$ | 7,430.72  | \$ | 8,137.87  |
| DAILY   | \$ | 353.80    | \$ | 358.65    | \$ | 363.44    | \$ | 382.51    | \$ | 401.66    | \$ | 439.89    |
| HOURLY  | \$ | 58.97     | \$ | 59.77     | \$ | 60.57     | \$ | 63.75     | \$ | 66.94     | \$ | 73.31     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,542.65 | \$ | 79,620.22 | \$ | 80,682.82 | \$ | 84,918.25 | \$ | 89,168.66 | \$ | 97,654.50 |
| MONTHLY | \$ | 6,545.22  | \$ | 6,635.02  | \$ | 6,723.57  | \$ | 7,076.52  | \$ | 7,430.72  | \$ | 8,137.87  |
| DAILY   | \$ | 353.80    | \$ | 358.65    | \$ | 363.44    | \$ | 382.51    | \$ | 401.66    | \$ | 439.89    |
| HOURLY  | \$ | 58.97     | \$ | 59.77     | \$ | 60.57     | \$ | 63.75     | \$ | 66.94     | \$ | 73.31     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,542.65 | \$ | 79,620.22 | \$ | 80,682.82 | \$ | 84,918.25 | \$ | 89,168.66 | \$ | 97,654.50 |
| MONTHLY | \$ | 6,545.22  | \$ | 6,635.02  | \$ | 6,723.57  | \$ | 7,076.52  | \$ | 7,430.72  | \$ | 8,137.87  |
| DAILY   | \$ | 353.80    | \$ | 358.65    | \$ | 363.44    | \$ | 382.51    | \$ | 401.66    | \$ | 439.89    |
| HOURLY  | \$ | 58.97     | \$ | 59.77     | \$ | 60.57     | \$ | 63.75     | \$ | 66.94     | \$ | 73.31     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,542.65 | \$ | 79,620.22 | \$ | 80,682.82 | \$ | 84,918.25 | \$ | 89,168.66 | \$ | 97,654.50 |
| MONTHLY | \$ | 6,545.22  | \$ | 6,635.02  | \$ | 6,723.57  | \$ | 7,076.52  | \$ | 7,430.72  | \$ | 8,137.87  |
| DAILY   | \$ | 353.80    | \$ | 358.65    | \$ | 363.44    | \$ | 382.51    | \$ | 401.66    | \$ | 439.89    |
| HOURLY  | \$ | 58.97     | \$ | 59.77     | \$ | 60.57     | \$ | 63.75     | \$ | 66.94     | \$ | 73.31     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 80,682.82 | \$ | 81,730.45 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 91,293.86 | \$ | 99,794.66 |
| MONTHLY | \$ | 6,723.57  | \$ | 6,810.87  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,607.82  | \$ | 8,316.22  |
| DAILY   | \$ | 363.44    | \$ | 368.16    | \$ | 372.94    | \$ | 392.16    | \$ | 411.23    | \$ | 449.53    |
| HOURLY  | \$ | 60.57     | \$ | 61.36     | \$ | 62.16     | \$ | 65.36     | \$ | 68.54     | \$ | 74.92     |

| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 80,682.82 | \$ | 81,730.45 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 91,293.86 | \$ | 99,794.66 |
| MONTHLY | \$ | 6,723.57  | \$ | 6,810.87  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,607.82  | \$ | 8,316.22  |
| DAILY   | \$ | 363.44    | \$ | 368.16    | \$ | 372.94    | \$ | 392.16    | \$ | 411.23    | \$ | 449.53    |
| HOURLY  | \$ | 60.57     | \$ | 61.36     | \$ | 62.16     | \$ | 65.36     | \$ | 68.54     | \$ | 74.92     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 80,682.82 | \$ | 81,730.45 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 91,293.86 | \$ | 99,794.66 |
| MONTHLY | \$ | 6,723.57  | \$ | 6,810.87  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,607.82  | \$ | 8,316.22  |
| DAILY   | \$ | 363.44    | \$ | 368.16    | \$ | 372.94    | \$ | 392.16    | \$ | 411.23    | \$ | 449.53    |
| HOURLY  | \$ | 60.57     | \$ | 61.36     | \$ | 62.16     | \$ | 65.36     | \$ | 68.54     | \$ | 74.92     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 80,682.82 | \$ | 81,730.45 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 91,293.86 | \$ | 99,794.66 |
| MONTHLY | \$ | 6,723.57  | \$ | 6,810.87  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,607.82  | \$ | 8,316.22  |
| DAILY   | \$ | 363.44    | \$ | 368.16    | \$ | 372.94    | \$ | 392.16    | \$ | 411.23    | \$ | 449.53    |
| HOURLY  | \$ | 60.57     | \$ | 61.36     | \$ | 62.16     | \$ | 65.36     | \$ | 68.54     | \$ | 74.92     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 80,682.82 | \$ | 81,730.45 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 91,293.86 | \$ | 99,794.66 |
| MONTHLY | \$ | 6,723.57  | \$ | 6,810.87  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,607.82  | \$ | 8,316.22  |
| DAILY   | \$ | 363.44    | \$ | 368.16    | \$ | 372.94    | \$ | 392.16    | \$ | 411.23    | \$ | 449.53    |
| HOURLY  | \$ | 60.57     | \$ | 61.36     | \$ | 62.16     | \$ | 65.36     | \$ | 68.54     | \$ | 74.92     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 80,682.82 | \$ | 81,730.45 | \$ | 82,793.05 | \$ | 87,058.42 | \$ | 91,293.86 | \$ | 99,794.66 |
| MONTHLY | \$ | 6,723.57  | \$ | 6,810.87  | \$ | 6,899.42  | \$ | 7,254.87  | \$ | 7,607.82  | \$ | 8,316.22  |
| DAILY   | \$ | 363.44    | \$ | 368.16    | \$ | 372.94    | \$ | 392.16    | \$ | 411.23    | \$ | 449.53    |
| HOURLY  | \$ | 60.57     | \$ | 61.36     | \$ | 62.16     | \$ | 65.36     | \$ | 68.54     | \$ | 74.92     |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA2 222 Days 6 Hours/Day.

Board approved increase of 3.07% on 11/18/2015 effective 7/1/2016

Revision:

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 11 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JANUARY 1, 2017                                    |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 204, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA1                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 51,053.70 | \$ 51,466.65 | \$ 51,865.82 | \$ 52,705.48 | \$ 54,673.85 | \$ 60,537.66 |  |
| MONTHLY                                                      | \$ 4,254.48  | \$ 4,288.89  | \$ 4,322.15  | \$ 4,392.12  | \$ 4,556.15  | \$ 5,044.80  |  |
| DAILY                                                        | \$ 250.26    | \$ 252.29    | \$ 254.24    | \$ 258.36    | \$ 268.01    | \$ 296.75    |  |
| HOURLY                                                       | \$ 41.71     | \$ 42.05     | \$ 42.37     | \$ 43.06     | \$ 44.67     | \$ 49.46     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 51,865.82 | \$ 52,292.53 | \$ 52,705.48 | \$ 54,673.85 | \$ 56,628.45 | \$ 62,492.26 |  |
| MONTHLY                                                      | \$ 4,322.15  | \$ 4,357.71  | \$ 4,392.12  | \$ 4,556.15  | \$ 4,719.04  | \$ 5,207.69  |  |
| DAILY                                                        | \$ 254.24    | \$ 256.34    | \$ 258.36    | \$ 268.01    | \$ 277.59    | \$ 306.33    |  |
| HOURLY                                                       | \$ 42.37     | \$ 42.72     | \$ 43.06     | \$ 44.67     | \$ 46.27     | \$ 51.06     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 52,705.48 | \$ 53,696.55 | \$ 54,673.85 | \$ 56,628.45 | \$ 58,583.05 | \$ 64,433.10 |  |
| MONTHLY                                                      | \$ 4,392.12  | \$ 4,474.71  | \$ 4,556.15  | \$ 4,719.04  | \$ 4,881.92  | \$ 5,369.43  |  |
| DAILY                                                        | \$ 258.36    | \$ 263.22    | \$ 268.01    | \$ 277.59    | \$ 287.17    | \$ 315.85    |  |
| HOURLY                                                       | \$ 43.06     | \$ 43.87     | \$ 44.67     | \$ 46.27     | \$ 47.86     | \$ 52.64     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 54,673.85 | \$ 55,664.91 | \$ 56,628.45 | \$ 58,583.05 | \$ 60,537.66 | \$ 66,401.47 |  |
| MONTHLY                                                      | \$ 4,556.15  | \$ 4,638.74  | \$ 4,719.04  | \$ 4,881.92  | \$ 5,044.80  | \$ 5,533.46  |  |
| DAILY                                                        | \$ 268.01    | \$ 272.87    | \$ 277.59    | \$ 287.17    | \$ 296.75    | \$ 325.50    |  |
| HOURLY                                                       | \$ 44.67     | \$ 45.48     | \$ 46.27     | \$ 47.86     | \$ 49.46     | \$ 54.25     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 56,628.45 | \$ 57,605.75 | \$ 58,583.05 | \$ 60,537.66 | \$ 62,492.26 | \$ 68,342.31 |  |
| MONTHLY                                                      | \$ 4,719.04  | \$ 4,800.48  | \$ 4,881.92  | \$ 5,044.80  | \$ 5,207.69  | \$ 5,695.19  |  |
| DAILY                                                        | \$ 277.59    | \$ 282.38    | \$ 287.17    | \$ 296.75    | \$ 306.33    | \$ 335.01    |  |
| HOURLY                                                       | \$ 46.27     | \$ 47.06     | \$ 47.86     | \$ 49.46     | \$ 51.06     | \$ 55.84     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 58,583.05 | \$ 59,560.36 | \$ 60,537.66 | \$ 62,492.26 | \$ 64,433.10 | \$ 70,296.91 |  |
| MONTHLY                                                      | \$ 4,881.92  | \$ 4,963.36  | \$ 5,044.80  | \$ 5,207.69  | \$ 5,369.43  | \$ 5,858.08  |  |
| DAILY                                                        | \$ 287.17    | \$ 291.96    | \$ 296.75    | \$ 306.33    | \$ 315.85    | \$ 344.59    |  |
| HOURLY                                                       | \$ 47.86     | \$ 48.66     | \$ 49.46     | \$ 51.06     | \$ 52.64     | \$ 57.43     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 60,537.66 | \$ 61,514.96 | \$ 62,492.26 | \$ 64,433.10 | \$ 66,401.47 | \$ 72,237.75 |  |
| MONTHLY                                                      | \$ 5,044.80  | \$ 5,126.25  | \$ 5,207.69  | \$ 5,369.43  | \$ 5,533.46  | \$ 6,019.81  |  |
| DAILY                                                        | \$ 296.75    | \$ 301.54    | \$ 306.33    | \$ 315.85    | \$ 325.50    | \$ 354.11    |  |
| HOURLY                                                       | \$ 49.46     | \$ 50.26     | \$ 51.06     | \$ 52.64     | \$ 54.25     | \$ 59.02     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 62,547.32 | \$ 63,469.56 | \$ 64,433.10 | \$ 66,401.47 | \$ 68,342.31 | \$ 74,206.12 |  |
| MONTHLY                                                      | \$ 5,212.28  | \$ 5,289.13  | \$ 5,369.43  | \$ 5,533.46  | \$ 5,695.19  | \$ 6,183.84  |  |
| DAILY                                                        | \$ 306.60    | \$ 311.13    | \$ 315.85    | \$ 325.50    | \$ 335.01    | \$ 363.76    |  |
| HOURLY                                                       | \$ 51.10     | \$ 51.85     | \$ 52.64     | \$ 54.25     | \$ 55.84     | \$ 60.63     |  |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 64,433.10 | \$ | 65,410.40 | \$ | 66,401.47 | \$ | 68,342.31 | \$ | 70,296.91 | \$ | 76,146.96 |
| MONTHLY | \$ | 5,369.43  | \$ | 5,450.87  | \$ | 5,533.46  | \$ | 5,695.19  | \$ | 5,858.08  | \$ | 6,345.58  |
| DAILY   | \$ | 315.85    | \$ | 320.64    | \$ | 325.50    | \$ | 335.01    | \$ | 344.59    | \$ | 373.27    |
| HOURLY  | \$ | 52.64     | \$ | 53.44     | \$ | 54.25     | \$ | 55.84     | \$ | 57.43     | \$ | 62.21     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,401.47 | \$ | 67,365.01 | \$ | 68,342.31 | \$ | 70,296.91 | \$ | 72,237.75 | \$ | 78,101.56 |
| MONTHLY | \$ | 5,533.46  | \$ | 5,613.75  | \$ | 5,695.19  | \$ | 5,858.08  | \$ | 6,019.81  | \$ | 6,508.46  |
| DAILY   | \$ | 325.50    | \$ | 330.22    | \$ | 335.01    | \$ | 344.59    | \$ | 354.11    | \$ | 382.85    |
| HOURLY  | \$ | 54.25     | \$ | 55.04     | \$ | 55.84     | \$ | 57.43     | \$ | 59.02     | \$ | 63.81     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 68,342.31 | \$ | 69,319.61 | \$ | 70,296.91 | \$ | 72,237.75 | \$ | 74,206.12 | \$ | 80,069.93 |
| MONTHLY | \$ | 5,695.19  | \$ | 5,776.63  | \$ | 5,858.08  | \$ | 6,019.81  | \$ | 6,183.84  | \$ | 6,672.49  |
| DAILY   | \$ | 335.01    | \$ | 339.80    | \$ | 344.59    | \$ | 354.11    | \$ | 363.76    | \$ | 392.50    |
| HOURLY  | \$ | 55.84     | \$ | 56.63     | \$ | 57.43     | \$ | 59.02     | \$ | 60.63     | \$ | 65.42     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,296.91 | \$ | 71,260.45 | \$ | 72,237.75 | \$ | 74,206.12 | \$ | 76,146.96 | \$ | 82,010.77 |
| MONTHLY | \$ | 5,858.08  | \$ | 5,938.37  | \$ | 6,019.81  | \$ | 6,183.84  | \$ | 6,345.58  | \$ | 6,834.23  |
| DAILY   | \$ | 344.59    | \$ | 349.32    | \$ | 354.11    | \$ | 363.76    | \$ | 373.27    | \$ | 402.01    |
| HOURLY  | \$ | 57.43     | \$ | 58.22     | \$ | 59.02     | \$ | 60.63     | \$ | 62.21     | \$ | 67.00     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,296.91 | \$ | 71,260.45 | \$ | 72,237.75 | \$ | 76,146.96 | \$ | 78,101.56 | \$ | 83,965.37 |
| MONTHLY | \$ | 5,858.08  | \$ | 5,938.37  | \$ | 6,019.81  | \$ | 6,345.58  | \$ | 6,508.46  | \$ | 6,997.11  |
| DAILY   | \$ | 344.59    | \$ | 349.32    | \$ | 354.11    | \$ | 373.27    | \$ | 382.85    | \$ | 411.59    |
| HOURLY  | \$ | 57.43     | \$ | 58.22     | \$ | 59.02     | \$ | 62.21     | \$ | 63.81     | \$ | 68.60     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,296.91 | \$ | 71,260.45 | \$ | 72,237.75 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 85,919.98 |
| MONTHLY | \$ | 5,858.08  | \$ | 5,938.37  | \$ | 6,019.81  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 7,160.00  |
| DAILY   | \$ | 344.59    | \$ | 349.32    | \$ | 354.11    | \$ | 373.27    | \$ | 392.50    | \$ | 421.18    |
| HOURLY  | \$ | 57.43     | \$ | 58.22     | \$ | 59.02     | \$ | 62.21     | \$ | 65.42     | \$ | 70.20     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,296.91 | \$ | 71,260.45 | \$ | 72,237.75 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 87,874.58 |
| MONTHLY | \$ | 5,858.08  | \$ | 5,938.37  | \$ | 6,019.81  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 7,322.88  |
| DAILY   | \$ | 344.59    | \$ | 349.32    | \$ | 354.11    | \$ | 373.27    | \$ | 392.50    | \$ | 430.76    |
| HOURLY  | \$ | 57.43     | \$ | 58.22     | \$ | 59.02     | \$ | 62.21     | \$ | 65.42     | \$ | 71.79     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,296.91 | \$ | 71,260.45 | \$ | 72,237.75 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 87,874.58 |
| MONTHLY | \$ | 5,858.08  | \$ | 5,938.37  | \$ | 6,019.81  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 7,322.88  |
| DAILY   | \$ | 344.59    | \$ | 349.32    | \$ | 354.11    | \$ | 373.27    | \$ | 392.50    | \$ | 430.76    |
| HOURLY  | \$ | 57.43     | \$ | 58.22     | \$ | 59.02     | \$ | 62.21     | \$ | 65.42     | \$ | 71.79     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,296.91 | \$ | 71,260.45 | \$ | 72,237.75 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 87,874.58 |
| MONTHLY | \$ | 5,858.08  | \$ | 5,938.37  | \$ | 6,019.81  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 7,322.88  |
| DAILY   | \$ | 344.59    | \$ | 349.32    | \$ | 354.11    | \$ | 373.27    | \$ | 392.50    | \$ | 430.76    |
| HOURLY  | \$ | 57.43     | \$ | 58.22     | \$ | 59.02     | \$ | 62.21     | \$ | 65.42     | \$ | 71.79     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 70,296.91 | \$ | 71,260.45 | \$ | 72,237.75 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 87,874.58 |
| MONTHLY | \$ | 5,858.08  | \$ | 5,938.37  | \$ | 6,019.81  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 7,322.88  |
| DAILY   | \$ | 344.59    | \$ | 349.32    | \$ | 354.11    | \$ | 373.27    | \$ | 392.50    | \$ | 430.76    |
| HOURLY  | \$ | 57.43     | \$ | 58.22     | \$ | 59.02     | \$ | 62.21     | \$ | 65.42     | \$ | 71.79     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,296.91 | \$ | 71,260.45 | \$ | 72,237.75 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 87,874.58 |
| MONTHLY | \$ | 5,858.08  | \$ | 5,938.37  | \$ | 6,019.81  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 7,322.88  |
| DAILY   | \$ | 344.59    | \$ | 349.32    | \$ | 354.11    | \$ | 373.27    | \$ | 392.50    | \$ | 430.76    |
| HOURLY  | \$ | 57.43     | \$ | 58.22     | \$ | 59.02     | \$ | 62.21     | \$ | 65.42     | \$ | 71.79     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,296.91 | \$ | 71,260.45 | \$ | 72,237.75 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 87,874.58 |
| MONTHLY | \$ | 5,858.08  | \$ | 5,938.37  | \$ | 6,019.81  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 7,322.88  |
| DAILY   | \$ | 344.59    | \$ | 349.32    | \$ | 354.11    | \$ | 373.27    | \$ | 392.50    | \$ | 430.76    |
| HOURLY  | \$ | 57.43     | \$ | 58.22     | \$ | 59.02     | \$ | 62.21     | \$ | 65.42     | \$ | 71.79     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,237.75 | \$ | 73,228.82 | \$ | 74,206.12 | \$ | 78,101.56 | \$ | 82,010.77 | \$ | 89,815.42 |
| MONTHLY | \$ | 6,019.81  | \$ | 6,102.40  | \$ | 6,183.84  | \$ | 6,508.46  | \$ | 6,834.23  | \$ | 7,484.62  |
| DAILY   | \$ | 354.11    | \$ | 358.96    | \$ | 363.76    | \$ | 382.85    | \$ | 402.01    | \$ | 440.27    |
| HOURLY  | \$ | 59.02     | \$ | 59.83     | \$ | 60.63     | \$ | 63.81     | \$ | 67.00     | \$ | 73.38     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,237.75 | \$ | 73,228.82 | \$ | 74,206.12 | \$ | 78,101.56 | \$ | 82,010.77 | \$ | 89,815.42 |
| MONTHLY | \$ | 6,019.81  | \$ | 6,102.40  | \$ | 6,183.84  | \$ | 6,508.46  | \$ | 6,834.23  | \$ | 7,484.62  |
| DAILY   | \$ | 354.11    | \$ | 358.96    | \$ | 363.76    | \$ | 382.85    | \$ | 402.01    | \$ | 440.27    |
| HOURLY  | \$ | 59.02     | \$ | 59.83     | \$ | 60.63     | \$ | 63.81     | \$ | 67.00     | \$ | 73.38     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,237.75 | \$ | 73,228.82 | \$ | 74,206.12 | \$ | 78,101.56 | \$ | 82,010.77 | \$ | 89,815.42 |
| MONTHLY | \$ | 6,019.81  | \$ | 6,102.40  | \$ | 6,183.84  | \$ | 6,508.46  | \$ | 6,834.23  | \$ | 7,484.62  |
| DAILY   | \$ | 354.11    | \$ | 358.96    | \$ | 363.76    | \$ | 382.85    | \$ | 402.01    | \$ | 440.27    |
| HOURLY  | \$ | 59.02     | \$ | 59.83     | \$ | 60.63     | \$ | 63.81     | \$ | 67.00     | \$ | 73.38     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,237.75 | \$ | 73,228.82 | \$ | 74,206.12 | \$ | 78,101.56 | \$ | 82,010.77 | \$ | 89,815.42 |
| MONTHLY | \$ | 6,019.81  | \$ | 6,102.40  | \$ | 6,183.84  | \$ | 6,508.46  | \$ | 6,834.23  | \$ | 7,484.62  |
| DAILY   | \$ | 354.11    | \$ | 358.96    | \$ | 363.76    | \$ | 382.85    | \$ | 402.01    | \$ | 440.27    |
| HOURLY  | \$ | 59.02     | \$ | 59.83     | \$ | 60.63     | \$ | 63.81     | \$ | 67.00     | \$ | 73.38     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,237.75 | \$ | 73,228.82 | \$ | 74,206.12 | \$ | 78,101.56 | \$ | 82,010.77 | \$ | 89,815.42 |
| MONTHLY | \$ | 6,019.81  | \$ | 6,102.40  | \$ | 6,183.84  | \$ | 6,508.46  | \$ | 6,834.23  | \$ | 7,484.62  |
| DAILY   | \$ | 354.11    | \$ | 358.96    | \$ | 363.76    | \$ | 382.85    | \$ | 402.01    | \$ | 440.27    |
| HOURLY  | \$ | 59.02     | \$ | 59.83     | \$ | 60.63     | \$ | 63.81     | \$ | 67.00     | \$ | 73.38     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,206.12 | \$ | 75,169.66 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 83,965.37 | \$ | 91,783.79 |
| MONTHLY | \$ | 6,183.84  | \$ | 6,264.14  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 6,997.11  | \$ | 7,648.65  |
| DAILY   | \$ | 363.76    | \$ | 368.48    | \$ | 373.27    | \$ | 392.50    | \$ | 411.59    | \$ | 449.92    |
| HOURLY  | \$ | 60.63     | \$ | 61.41     | \$ | 62.21     | \$ | 65.42     | \$ | 68.60     | \$ | 74.99     |



|         |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,206.12 | \$ | 75,169.66 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 83,965.37 | \$ | 91,783.79 |
| MONTHLY | \$ | 6,183.84  | \$ | 6,264.14  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 6,997.11  | \$ | 7,648.65  |
| DAILY   | \$ | 363.76    | \$ | 368.48    | \$ | 373.27    | \$ | 392.50    | \$ | 411.59    | \$ | 449.92    |
| HOURLY  | \$ | 60.63     | \$ | 61.41     | \$ | 62.21     | \$ | 65.42     | \$ | 68.60     | \$ | 74.99     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,206.12 | \$ | 75,169.66 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 83,965.37 | \$ | 91,783.79 |
| MONTHLY | \$ | 6,183.84  | \$ | 6,264.14  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 6,997.11  | \$ | 7,648.65  |
| DAILY   | \$ | 363.76    | \$ | 368.48    | \$ | 373.27    | \$ | 392.50    | \$ | 411.59    | \$ | 449.92    |
| HOURLY  | \$ | 60.63     | \$ | 61.41     | \$ | 62.21     | \$ | 65.42     | \$ | 68.60     | \$ | 74.99     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,206.12 | \$ | 75,169.66 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 83,965.37 | \$ | 91,783.79 |
| MONTHLY | \$ | 6,183.84  | \$ | 6,264.14  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 6,997.11  | \$ | 7,648.65  |
| DAILY   | \$ | 363.76    | \$ | 368.48    | \$ | 373.27    | \$ | 392.50    | \$ | 411.59    | \$ | 449.92    |
| HOURLY  | \$ | 60.63     | \$ | 61.41     | \$ | 62.21     | \$ | 65.42     | \$ | 68.60     | \$ | 74.99     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,206.12 | \$ | 75,169.66 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 83,965.37 | \$ | 91,783.79 |
| MONTHLY | \$ | 6,183.84  | \$ | 6,264.14  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 6,997.11  | \$ | 7,648.65  |
| DAILY   | \$ | 363.76    | \$ | 368.48    | \$ | 373.27    | \$ | 392.50    | \$ | 411.59    | \$ | 449.92    |
| HOURLY  | \$ | 60.63     | \$ | 61.41     | \$ | 62.21     | \$ | 65.42     | \$ | 68.60     | \$ | 74.99     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,206.12 | \$ | 75,169.66 | \$ | 76,146.96 | \$ | 80,069.93 | \$ | 83,965.37 | \$ | 91,783.79 |
| MONTHLY | \$ | 6,183.84  | \$ | 6,264.14  | \$ | 6,345.58  | \$ | 6,672.49  | \$ | 6,997.11  | \$ | 7,648.65  |
| DAILY   | \$ | 363.76    | \$ | 368.48    | \$ | 373.27    | \$ | 392.50    | \$ | 411.59    | \$ | 449.92    |
| HOURLY  | \$ | 60.63     | \$ | 61.41     | \$ | 62.21     | \$ | 65.42     | \$ | 68.60     | \$ | 74.99     |

**Maximum Entry Level: 12 Steps.**

**Salary Schedule TSA1 204 Days 6 Hours/Day.**

**Board approved increase of .33377% on 11/18/2015 effective 01/01/2017**

**Revision:**

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 12 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JANUARY 1, 2017                                    |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 222, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA2                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 55,694.95 | \$ 56,145.43 | \$ 56,580.90 | \$ 57,496.89 | \$ 59,644.20 | \$ 66,041.08 |  |
| MONTHLY                                                      | \$ 4,641.25  | \$ 4,678.79  | \$ 4,715.07  | \$ 4,791.41  | \$ 4,970.35  | \$ 5,503.42  |  |
| DAILY                                                        | \$ 250.88    | \$ 252.91    | \$ 254.87    | \$ 258.99    | \$ 268.67    | \$ 297.48    |  |
| HOURLY                                                       | \$ 41.81     | \$ 42.15     | \$ 42.48     | \$ 43.17     | \$ 44.78     | \$ 49.58     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 56,580.90 | \$ 57,046.40 | \$ 57,496.89 | \$ 59,644.20 | \$ 61,776.49 | \$ 68,173.38 |  |
| MONTHLY                                                      | \$ 4,715.07  | \$ 4,753.87  | \$ 4,791.41  | \$ 4,970.35  | \$ 5,148.04  | \$ 5,681.11  |  |
| DAILY                                                        | \$ 254.87    | \$ 256.97    | \$ 258.99    | \$ 268.67    | \$ 278.27    | \$ 307.09    |  |
| HOURLY                                                       | \$ 42.48     | \$ 42.83     | \$ 43.17     | \$ 44.78     | \$ 46.38     | \$ 51.18     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 57,496.89 | \$ 58,578.05 | \$ 59,644.20 | \$ 61,776.49 | \$ 63,908.79 | \$ 70,290.66 |  |
| MONTHLY                                                      | \$ 4,791.41  | \$ 4,881.50  | \$ 4,970.35  | \$ 5,148.04  | \$ 5,325.73  | \$ 5,857.55  |  |
| DAILY                                                        | \$ 258.99    | \$ 263.87    | \$ 268.67    | \$ 278.27    | \$ 287.88    | \$ 316.62    |  |
| HOURLY                                                       | \$ 43.17     | \$ 43.98     | \$ 44.78     | \$ 46.38     | \$ 47.98     | \$ 52.77     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 59,644.20 | \$ 60,725.36 | \$ 61,776.49 | \$ 63,908.79 | \$ 66,041.08 | \$ 72,437.97 |  |
| MONTHLY                                                      | \$ 4,970.35  | \$ 5,060.45  | \$ 5,148.04  | \$ 5,325.73  | \$ 5,503.42  | \$ 6,036.50  |  |
| DAILY                                                        | \$ 268.67    | \$ 273.54    | \$ 278.27    | \$ 287.88    | \$ 297.48    | \$ 326.30    |  |
| HOURLY                                                       | \$ 44.78     | \$ 45.59     | \$ 46.38     | \$ 47.98     | \$ 49.58     | \$ 54.38     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 61,780.08 | \$ 62,842.64 | \$ 63,908.79 | \$ 66,041.08 | \$ 68,173.38 | \$ 74,555.25 |  |
| MONTHLY                                                      | \$ 5,148.34  | \$ 5,236.89  | \$ 5,325.73  | \$ 5,503.42  | \$ 5,681.11  | \$ 6,212.94  |  |
| DAILY                                                        | \$ 278.29    | \$ 283.07    | \$ 287.88    | \$ 297.48    | \$ 307.09    | \$ 335.83    |  |
| HOURLY                                                       | \$ 46.38     | \$ 47.18     | \$ 47.98     | \$ 49.58     | \$ 51.18     | \$ 55.97     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 63,908.79 | \$ 64,974.93 | \$ 66,041.08 | \$ 68,173.38 | \$ 70,290.66 | \$ 76,687.54 |  |
| MONTHLY                                                      | \$ 5,325.73  | \$ 5,414.58  | \$ 5,503.42  | \$ 5,681.11  | \$ 5,857.55  | \$ 6,390.63  |  |
| DAILY                                                        | \$ 287.88    | \$ 292.68    | \$ 297.48    | \$ 307.09    | \$ 316.62    | \$ 345.44    |  |
| HOURLY                                                       | \$ 47.98     | \$ 48.78     | \$ 49.58     | \$ 51.18     | \$ 52.77     | \$ 57.57     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 66,041.08 | \$ 67,107.23 | \$ 68,173.38 | \$ 70,290.66 | \$ 72,437.97 | \$ 78,804.82 |  |
| MONTHLY                                                      | \$ 5,503.42  | \$ 5,592.27  | \$ 5,681.11  | \$ 5,857.55  | \$ 6,036.50  | \$ 6,567.07  |  |
| DAILY                                                        | \$ 297.48    | \$ 302.28    | \$ 307.09    | \$ 316.62    | \$ 326.30    | \$ 354.98    |  |
| HOURLY                                                       | \$ 49.58     | \$ 50.38     | \$ 51.18     | \$ 52.77     | \$ 54.38     | \$ 59.16     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 68,233.44 | \$ 69,239.52 | \$ 70,290.66 | \$ 72,437.97 | \$ 74,555.25 | \$ 80,952.13 |  |
| MONTHLY                                                      | \$ 5,686.12  | \$ 5,769.96  | \$ 5,857.55  | \$ 6,036.50  | \$ 6,212.94  | \$ 6,746.01  |  |
| DAILY                                                        | \$ 307.36    | \$ 311.89    | \$ 316.62    | \$ 326.30    | \$ 335.83    | \$ 364.65    |  |
| HOURLY                                                       | \$ 51.23     | \$ 51.98     | \$ 52.77     | \$ 54.38     | \$ 55.97     | \$ 60.77     |  |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 70,290.66 | \$ | 71,356.80 | \$ | 72,437.97 | \$ | 74,555.25 | \$ | 76,687.54 | \$ | 83,069.41 |
| MONTHLY | \$ | 5,857.55  | \$ | 5,946.40  | \$ | 6,036.50  | \$ | 6,212.94  | \$ | 6,390.63  | \$ | 6,922.45  |
| DAILY   | \$ | 316.62    | \$ | 321.43    | \$ | 326.30    | \$ | 335.83    | \$ | 345.44    | \$ | 374.19    |
| HOURLY  | \$ | 52.77     | \$ | 53.57     | \$ | 54.38     | \$ | 55.97     | \$ | 57.57     | \$ | 62.36     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,437.97 | \$ | 73,489.10 | \$ | 74,555.25 | \$ | 76,687.54 | \$ | 78,804.82 | \$ | 85,201.70 |
| MONTHLY | \$ | 6,036.50  | \$ | 6,124.09  | \$ | 6,212.94  | \$ | 6,390.63  | \$ | 6,567.07  | \$ | 7,100.14  |
| DAILY   | \$ | 326.30    | \$ | 331.03    | \$ | 335.83    | \$ | 345.44    | \$ | 354.98    | \$ | 383.79    |
| HOURLY  | \$ | 54.38     | \$ | 55.17     | \$ | 55.97     | \$ | 57.57     | \$ | 59.16     | \$ | 63.97     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,555.25 | \$ | 75,621.39 | \$ | 76,687.54 | \$ | 78,804.82 | \$ | 80,952.13 | \$ | 87,349.02 |
| MONTHLY | \$ | 6,212.94  | \$ | 6,301.78  | \$ | 6,390.63  | \$ | 6,567.07  | \$ | 6,746.01  | \$ | 7,279.08  |
| DAILY   | \$ | 335.83    | \$ | 340.64    | \$ | 345.44    | \$ | 354.98    | \$ | 364.65    | \$ | 393.46    |
| HOURLY  | \$ | 55.97     | \$ | 56.77     | \$ | 57.57     | \$ | 59.16     | \$ | 60.77     | \$ | 65.58     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,687.54 | \$ | 77,738.67 | \$ | 78,804.82 | \$ | 80,952.13 | \$ | 83,069.41 | \$ | 89,466.30 |
| MONTHLY | \$ | 6,390.63  | \$ | 6,478.22  | \$ | 6,567.07  | \$ | 6,746.01  | \$ | 6,922.45  | \$ | 7,455.52  |
| DAILY   | \$ | 345.44    | \$ | 350.17    | \$ | 354.98    | \$ | 364.65    | \$ | 374.19    | \$ | 403.00    |
| HOURLY  | \$ | 57.57     | \$ | 58.36     | \$ | 59.16     | \$ | 60.77     | \$ | 62.36     | \$ | 67.17     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,687.54 | \$ | 77,738.67 | \$ | 78,804.82 | \$ | 83,069.41 | \$ | 85,201.70 | \$ | 91,598.59 |
| MONTHLY | \$ | 6,390.63  | \$ | 6,478.22  | \$ | 6,567.07  | \$ | 6,922.45  | \$ | 7,100.14  | \$ | 7,633.22  |
| DAILY   | \$ | 345.44    | \$ | 350.17    | \$ | 354.98    | \$ | 374.19    | \$ | 383.79    | \$ | 412.61    |
| HOURLY  | \$ | 57.57     | \$ | 58.36     | \$ | 59.16     | \$ | 62.36     | \$ | 63.97     | \$ | 68.77     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,687.54 | \$ | 77,738.67 | \$ | 78,804.82 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 93,730.89 |
| MONTHLY | \$ | 6,390.63  | \$ | 6,478.22  | \$ | 6,567.07  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,810.91  |
| DAILY   | \$ | 345.44    | \$ | 350.17    | \$ | 354.98    | \$ | 374.19    | \$ | 393.46    | \$ | 422.21    |
| HOURLY  | \$ | 57.57     | \$ | 58.36     | \$ | 59.16     | \$ | 62.36     | \$ | 65.58     | \$ | 70.37     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,687.54 | \$ | 77,738.67 | \$ | 78,804.82 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 95,863.18 |
| MONTHLY | \$ | 6,390.63  | \$ | 6,478.22  | \$ | 6,567.07  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,988.60  |
| DAILY   | \$ | 345.44    | \$ | 350.17    | \$ | 354.98    | \$ | 374.19    | \$ | 393.46    | \$ | 431.82    |
| HOURLY  | \$ | 57.57     | \$ | 58.36     | \$ | 59.16     | \$ | 62.36     | \$ | 65.58     | \$ | 71.97     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,687.54 | \$ | 77,738.67 | \$ | 78,804.82 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 95,863.18 |
| MONTHLY | \$ | 6,390.63  | \$ | 6,478.22  | \$ | 6,567.07  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,988.60  |
| DAILY   | \$ | 345.44    | \$ | 350.17    | \$ | 354.98    | \$ | 374.19    | \$ | 393.46    | \$ | 431.82    |
| HOURLY  | \$ | 57.57     | \$ | 58.36     | \$ | 59.16     | \$ | 62.36     | \$ | 65.58     | \$ | 71.97     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,687.54 | \$ | 77,738.67 | \$ | 78,804.82 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 95,863.18 |
| MONTHLY | \$ | 6,390.63  | \$ | 6,478.22  | \$ | 6,567.07  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,988.60  |
| DAILY   | \$ | 345.44    | \$ | 350.17    | \$ | 354.98    | \$ | 374.19    | \$ | 393.46    | \$ | 431.82    |
| HOURLY  | \$ | 57.57     | \$ | 58.36     | \$ | 59.16     | \$ | 62.36     | \$ | 65.58     | \$ | 71.97     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |            |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|------------|
| ANNUAL  | \$ | 76,687.54 | \$ | 77,738.67 | \$ | 78,804.82 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 95,863.18  |
| MONTHLY | \$ | 6,390.63  | \$ | 6,478.22  | \$ | 6,567.07  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,988.60   |
| DAILY   | \$ | 345.44    | \$ | 350.17    | \$ | 354.98    | \$ | 374.19    | \$ | 393.46    | \$ | 431.82     |
| HOURLY  | \$ | 57.57     | \$ | 58.36     | \$ | 59.16     | \$ | 62.36     | \$ | 65.58     | \$ | 71.97      |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 76,687.54 | \$ | 77,738.67 | \$ | 78,804.82 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 95,863.18  |
| MONTHLY | \$ | 6,390.63  | \$ | 6,478.22  | \$ | 6,567.07  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,988.60   |
| DAILY   | \$ | 345.44    | \$ | 350.17    | \$ | 354.98    | \$ | 374.19    | \$ | 393.46    | \$ | 431.82     |
| HOURLY  | \$ | 57.57     | \$ | 58.36     | \$ | 59.16     | \$ | 62.36     | \$ | 65.58     | \$ | 71.97      |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 76,687.54 | \$ | 77,738.67 | \$ | 78,804.82 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 95,863.18  |
| MONTHLY | \$ | 6,390.63  | \$ | 6,478.22  | \$ | 6,567.07  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,988.60   |
| DAILY   | \$ | 345.44    | \$ | 350.17    | \$ | 354.98    | \$ | 374.19    | \$ | 393.46    | \$ | 431.82     |
| HOURLY  | \$ | 57.57     | \$ | 58.36     | \$ | 59.16     | \$ | 62.36     | \$ | 65.58     | \$ | 71.97      |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 78,804.82 | \$ | 79,885.98 | \$ | 80,952.13 | \$ | 85,201.70 | \$ | 89,466.30 | \$ | 97,980.46  |
| MONTHLY | \$ | 6,567.07  | \$ | 6,657.17  | \$ | 6,746.01  | \$ | 7,100.14  | \$ | 7,455.52  | \$ | 8,165.04   |
| DAILY   | \$ | 354.98    | \$ | 359.85    | \$ | 364.65    | \$ | 383.79    | \$ | 403.00    | \$ | 441.35     |
| HOURLY  | \$ | 59.16     | \$ | 59.97     | \$ | 60.77     | \$ | 63.97     | \$ | 67.17     | \$ | 73.56      |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 78,804.82 | \$ | 79,885.98 | \$ | 80,952.13 | \$ | 85,201.70 | \$ | 89,466.30 | \$ | 97,980.46  |
| MONTHLY | \$ | 6,567.07  | \$ | 6,657.17  | \$ | 6,746.01  | \$ | 7,100.14  | \$ | 7,455.52  | \$ | 8,165.04   |
| DAILY   | \$ | 354.98    | \$ | 359.85    | \$ | 364.65    | \$ | 383.79    | \$ | 403.00    | \$ | 441.35     |
| HOURLY  | \$ | 59.16     | \$ | 59.97     | \$ | 60.77     | \$ | 63.97     | \$ | 67.17     | \$ | 73.56      |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 78,804.82 | \$ | 79,885.98 | \$ | 80,952.13 | \$ | 85,201.70 | \$ | 89,466.30 | \$ | 97,980.46  |
| MONTHLY | \$ | 6,567.07  | \$ | 6,657.17  | \$ | 6,746.01  | \$ | 7,100.14  | \$ | 7,455.52  | \$ | 8,165.04   |
| DAILY   | \$ | 354.98    | \$ | 359.85    | \$ | 364.65    | \$ | 383.79    | \$ | 403.00    | \$ | 441.35     |
| HOURLY  | \$ | 59.16     | \$ | 59.97     | \$ | 60.77     | \$ | 63.97     | \$ | 67.17     | \$ | 73.56      |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 78,804.82 | \$ | 79,885.98 | \$ | 80,952.13 | \$ | 85,201.70 | \$ | 89,466.30 | \$ | 97,980.46  |
| MONTHLY | \$ | 6,567.07  | \$ | 6,657.17  | \$ | 6,746.01  | \$ | 7,100.14  | \$ | 7,455.52  | \$ | 8,165.04   |
| DAILY   | \$ | 354.98    | \$ | 359.85    | \$ | 364.65    | \$ | 383.79    | \$ | 403.00    | \$ | 441.35     |
| HOURLY  | \$ | 59.16     | \$ | 59.97     | \$ | 60.77     | \$ | 63.97     | \$ | 67.17     | \$ | 73.56      |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 78,804.82 | \$ | 79,885.98 | \$ | 80,952.13 | \$ | 85,201.70 | \$ | 89,466.30 | \$ | 97,980.46  |
| MONTHLY | \$ | 6,567.07  | \$ | 6,657.17  | \$ | 6,746.01  | \$ | 7,100.14  | \$ | 7,455.52  | \$ | 8,165.04   |
| DAILY   | \$ | 354.98    | \$ | 359.85    | \$ | 364.65    | \$ | 383.79    | \$ | 403.00    | \$ | 441.35     |
| HOURLY  | \$ | 59.16     | \$ | 59.97     | \$ | 60.77     | \$ | 63.97     | \$ | 67.17     | \$ | 73.56      |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 80,952.13 | \$ | 82,003.26 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 91,598.59 | \$ | 100,127.77 |
| MONTHLY | \$ | 6,746.01  | \$ | 6,833.61  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,633.22  | \$ | 8,343.98   |
| DAILY   | \$ | 364.65    | \$ | 369.38    | \$ | 374.19    | \$ | 393.46    | \$ | 412.61    | \$ | 451.03     |
| HOURLY  | \$ | 60.77     | \$ | 61.56     | \$ | 62.36     | \$ | 65.58     | \$ | 68.77     | \$ | 75.17      |

| Step 27 |    |           |    |           |    |           |    |           |    |           |    |            |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|------------|
| ANNUAL  | \$ | 80,952.13 | \$ | 82,003.26 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 91,598.59 | \$ | 100,127.77 |
| MONTHLY | \$ | 6,746.01  | \$ | 6,833.61  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,633.22  | \$ | 8,343.98   |
| DAILY   | \$ | 364.65    | \$ | 369.38    | \$ | 374.19    | \$ | 393.46    | \$ | 412.61    | \$ | 451.03     |
| HOURLY  | \$ | 60.77     | \$ | 61.56     | \$ | 62.36     | \$ | 65.58     | \$ | 68.77     | \$ | 75.17      |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 80,952.13 | \$ | 82,003.26 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 91,598.59 | \$ | 100,127.77 |
| MONTHLY | \$ | 6,746.01  | \$ | 6,833.61  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,633.22  | \$ | 8,343.98   |
| DAILY   | \$ | 364.65    | \$ | 369.38    | \$ | 374.19    | \$ | 393.46    | \$ | 412.61    | \$ | 451.03     |
| HOURLY  | \$ | 60.77     | \$ | 61.56     | \$ | 62.36     | \$ | 65.58     | \$ | 68.77     | \$ | 75.17      |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 80,952.13 | \$ | 82,003.26 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 91,598.59 | \$ | 100,127.77 |
| MONTHLY | \$ | 6,746.01  | \$ | 6,833.61  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,633.22  | \$ | 8,343.98   |
| DAILY   | \$ | 364.65    | \$ | 369.38    | \$ | 374.19    | \$ | 393.46    | \$ | 412.61    | \$ | 451.03     |
| HOURLY  | \$ | 60.77     | \$ | 61.56     | \$ | 62.36     | \$ | 65.58     | \$ | 68.77     | \$ | 75.17      |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 80,952.13 | \$ | 82,003.26 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 91,598.59 | \$ | 100,127.77 |
| MONTHLY | \$ | 6,746.01  | \$ | 6,833.61  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,633.22  | \$ | 8,343.98   |
| DAILY   | \$ | 364.65    | \$ | 369.38    | \$ | 374.19    | \$ | 393.46    | \$ | 412.61    | \$ | 451.03     |
| HOURLY  | \$ | 60.77     | \$ | 61.56     | \$ | 62.36     | \$ | 65.58     | \$ | 68.77     | \$ | 75.17      |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 80,952.13 | \$ | 82,003.26 | \$ | 83,069.41 | \$ | 87,349.02 | \$ | 91,598.59 | \$ | 100,127.77 |
| MONTHLY | \$ | 6,746.01  | \$ | 6,833.61  | \$ | 6,922.45  | \$ | 7,279.08  | \$ | 7,633.22  | \$ | 8,343.98   |
| DAILY   | \$ | 364.65    | \$ | 369.38    | \$ | 374.19    | \$ | 393.46    | \$ | 412.61    | \$ | 451.03     |
| HOURLY  | \$ | 60.77     | \$ | 61.56     | \$ | 62.36     | \$ | 65.58     | \$ | 68.77     | \$ | 75.17      |

**Maximum Entry Level: 12 Steps.**

**Salary Schedule TSA2 222 Days 6 Hours/Day.**

**Board approved increase of .33377% on 11/18/2015 effective 01/01/2017**

**Revision:**

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 11 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JULY 1, 2017                                       |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 204, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA1                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| <b>Step 01</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 51,227.28 | \$ 51,641.63 | \$ 52,042.17 | \$ 52,884.68 | \$ 54,859.74 | \$ 60,743.49 |  |
| MONTHLY                                                      | \$ 4,268.94  | \$ 4,303.47  | \$ 4,336.85  | \$ 4,407.06  | \$ 4,571.64  | \$ 5,061.96  |  |
| DAILY                                                        | \$ 251.11    | \$ 253.15    | \$ 255.11    | \$ 259.24    | \$ 268.92    | \$ 297.76    |  |
| HOURLY                                                       | \$ 41.85     | \$ 42.19     | \$ 42.52     | \$ 43.21     | \$ 44.82     | \$ 49.63     |  |
| <b>Step 02</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 52,042.17 | \$ 52,470.33 | \$ 52,884.68 | \$ 54,859.74 | \$ 56,820.99 | \$ 62,704.74 |  |
| MONTHLY                                                      | \$ 4,336.85  | \$ 4,372.53  | \$ 4,407.06  | \$ 4,571.64  | \$ 4,735.08  | \$ 5,225.39  |  |
| DAILY                                                        | \$ 255.11    | \$ 257.21    | \$ 259.24    | \$ 268.92    | \$ 278.53    | \$ 307.38    |  |
| HOURLY                                                       | \$ 42.52     | \$ 42.87     | \$ 43.21     | \$ 44.82     | \$ 46.42     | \$ 51.23     |  |
| <b>Step 03</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 52,884.68 | \$ 53,879.11 | \$ 54,859.74 | \$ 56,820.99 | \$ 58,782.24 | \$ 64,652.17 |  |
| MONTHLY                                                      | \$ 4,407.06  | \$ 4,489.93  | \$ 4,571.64  | \$ 4,735.08  | \$ 4,898.52  | \$ 5,387.68  |  |
| DAILY                                                        | \$ 259.24    | \$ 264.11    | \$ 268.92    | \$ 278.53    | \$ 288.15    | \$ 316.92    |  |
| HOURLY                                                       | \$ 43.21     | \$ 44.02     | \$ 44.82     | \$ 46.42     | \$ 48.02     | \$ 52.82     |  |
| <b>Step 04</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 54,859.74 | \$ 55,854.17 | \$ 56,820.99 | \$ 58,782.24 | \$ 60,743.49 | \$ 66,627.23 |  |
| MONTHLY                                                      | \$ 4,571.64  | \$ 4,654.51  | \$ 4,735.08  | \$ 4,898.52  | \$ 5,061.96  | \$ 5,552.27  |  |
| DAILY                                                        | \$ 268.92    | \$ 273.79    | \$ 278.53    | \$ 288.15    | \$ 297.76    | \$ 326.60    |  |
| HOURLY                                                       | \$ 44.82     | \$ 45.63     | \$ 46.42     | \$ 48.02     | \$ 49.63     | \$ 54.43     |  |
| <b>Step 05</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 56,820.99 | \$ 57,801.61 | \$ 58,782.24 | \$ 60,743.49 | \$ 62,704.74 | \$ 68,574.67 |  |
| MONTHLY                                                      | \$ 4,735.08  | \$ 4,816.80  | \$ 4,898.52  | \$ 5,061.96  | \$ 5,225.39  | \$ 5,714.56  |  |
| DAILY                                                        | \$ 278.53    | \$ 283.34    | \$ 288.15    | \$ 297.76    | \$ 307.38    | \$ 336.15    |  |
| HOURLY                                                       | \$ 46.42     | \$ 47.22     | \$ 48.02     | \$ 49.63     | \$ 51.23     | \$ 56.03     |  |
| <b>Step 06</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 58,782.24 | \$ 59,762.86 | \$ 60,743.49 | \$ 62,704.74 | \$ 64,652.17 | \$ 70,535.92 |  |
| MONTHLY                                                      | \$ 4,898.52  | \$ 4,980.24  | \$ 5,061.96  | \$ 5,225.39  | \$ 5,387.68  | \$ 5,877.99  |  |
| DAILY                                                        | \$ 288.15    | \$ 292.96    | \$ 297.76    | \$ 307.38    | \$ 316.92    | \$ 345.76    |  |
| HOURLY                                                       | \$ 48.02     | \$ 48.83     | \$ 49.63     | \$ 51.23     | \$ 52.82     | \$ 57.63     |  |
| <b>Step 07</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 60,743.49 | \$ 61,724.11 | \$ 62,704.74 | \$ 64,652.17 | \$ 66,627.23 | \$ 72,483.36 |  |
| MONTHLY                                                      | \$ 5,061.96  | \$ 5,143.68  | \$ 5,225.39  | \$ 5,387.68  | \$ 5,552.27  | \$ 6,040.28  |  |
| DAILY                                                        | \$ 297.76    | \$ 302.57    | \$ 307.38    | \$ 316.92    | \$ 326.60    | \$ 355.31    |  |
| HOURLY                                                       | \$ 49.63     | \$ 50.43     | \$ 51.23     | \$ 52.82     | \$ 54.43     | \$ 59.22     |  |
| <b>Step 08</b>                                               |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 62,759.98 | \$ 63,685.36 | \$ 64,652.17 | \$ 66,627.23 | \$ 68,574.67 | \$ 74,458.42 |  |
| MONTHLY                                                      | \$ 5,230.00  | \$ 5,307.11  | \$ 5,387.68  | \$ 5,552.27  | \$ 5,714.56  | \$ 6,204.87  |  |
| DAILY                                                        | \$ 307.65    | \$ 312.18    | \$ 316.92    | \$ 326.60    | \$ 336.15    | \$ 364.99    |  |
| HOURLY                                                       | \$ 51.27     | \$ 52.03     | \$ 52.82     | \$ 54.43     | \$ 56.03     | \$ 60.83     |  |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 64,652.17 | \$ | 65,632.80 | \$ | 66,627.23 | \$ | 68,574.67 | \$ | 70,535.92 | \$ | 76,405.86 |
| MONTHLY | \$ | 5,387.68  | \$ | 5,469.40  | \$ | 5,552.27  | \$ | 5,714.56  | \$ | 5,877.99  | \$ | 6,367.15  |
| DAILY   | \$ | 316.92    | \$ | 321.73    | \$ | 326.60    | \$ | 336.15    | \$ | 345.76    | \$ | 374.54    |
| HOURLY  | \$ | 52.82     | \$ | 53.62     | \$ | 54.43     | \$ | 56.03     | \$ | 57.63     | \$ | 62.42     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 66,627.23 | \$ | 67,594.05 | \$ | 68,574.67 | \$ | 70,535.92 | \$ | 72,483.36 | \$ | 78,367.11 |
| MONTHLY | \$ | 5,552.27  | \$ | 5,632.84  | \$ | 5,714.56  | \$ | 5,877.99  | \$ | 6,040.28  | \$ | 6,530.59  |
| DAILY   | \$ | 326.60    | \$ | 331.34    | \$ | 336.15    | \$ | 345.76    | \$ | 355.31    | \$ | 384.15    |
| HOURLY  | \$ | 54.43     | \$ | 55.22     | \$ | 56.03     | \$ | 57.63     | \$ | 59.22     | \$ | 64.03     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 68,574.67 | \$ | 69,555.30 | \$ | 70,535.92 | \$ | 72,483.36 | \$ | 74,458.42 | \$ | 80,342.17 |
| MONTHLY | \$ | 5,714.56  | \$ | 5,796.27  | \$ | 5,877.99  | \$ | 6,040.28  | \$ | 6,204.87  | \$ | 6,695.18  |
| DAILY   | \$ | 336.15    | \$ | 340.96    | \$ | 345.76    | \$ | 355.31    | \$ | 364.99    | \$ | 393.83    |
| HOURLY  | \$ | 56.03     | \$ | 56.83     | \$ | 57.63     | \$ | 59.22     | \$ | 60.83     | \$ | 65.64     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,535.92 | \$ | 71,502.74 | \$ | 72,483.36 | \$ | 74,458.42 | \$ | 76,405.86 | \$ | 82,289.61 |
| MONTHLY | \$ | 5,877.99  | \$ | 5,958.56  | \$ | 6,040.28  | \$ | 6,204.87  | \$ | 6,367.15  | \$ | 6,857.47  |
| DAILY   | \$ | 345.76    | \$ | 350.50    | \$ | 355.31    | \$ | 364.99    | \$ | 374.54    | \$ | 403.38    |
| HOURLY  | \$ | 57.63     | \$ | 58.42     | \$ | 59.22     | \$ | 60.83     | \$ | 62.42     | \$ | 67.23     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,535.92 | \$ | 71,502.74 | \$ | 72,483.36 | \$ | 76,405.86 | \$ | 78,367.11 | \$ | 84,250.86 |
| MONTHLY | \$ | 5,877.99  | \$ | 5,958.56  | \$ | 6,040.28  | \$ | 6,367.15  | \$ | 6,530.59  | \$ | 7,020.90  |
| DAILY   | \$ | 345.76    | \$ | 350.50    | \$ | 355.31    | \$ | 374.54    | \$ | 384.15    | \$ | 412.99    |
| HOURLY  | \$ | 57.63     | \$ | 58.42     | \$ | 59.22     | \$ | 62.42     | \$ | 64.03     | \$ | 68.83     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,535.92 | \$ | 71,502.74 | \$ | 72,483.36 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 86,212.11 |
| MONTHLY | \$ | 5,877.99  | \$ | 5,958.56  | \$ | 6,040.28  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,184.34  |
| DAILY   | \$ | 345.76    | \$ | 350.50    | \$ | 355.31    | \$ | 374.54    | \$ | 393.83    | \$ | 422.61    |
| HOURLY  | \$ | 57.63     | \$ | 58.42     | \$ | 59.22     | \$ | 62.42     | \$ | 65.64     | \$ | 70.43     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,535.92 | \$ | 71,502.74 | \$ | 72,483.36 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 88,173.36 |
| MONTHLY | \$ | 5,877.99  | \$ | 5,958.56  | \$ | 6,040.28  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,347.78  |
| DAILY   | \$ | 345.76    | \$ | 350.50    | \$ | 355.31    | \$ | 374.54    | \$ | 393.83    | \$ | 432.22    |
| HOURLY  | \$ | 57.63     | \$ | 58.42     | \$ | 59.22     | \$ | 62.42     | \$ | 65.64     | \$ | 72.04     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,535.92 | \$ | 71,502.74 | \$ | 72,483.36 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 88,173.36 |
| MONTHLY | \$ | 5,877.99  | \$ | 5,958.56  | \$ | 6,040.28  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,347.78  |
| DAILY   | \$ | 345.76    | \$ | 350.50    | \$ | 355.31    | \$ | 374.54    | \$ | 393.83    | \$ | 432.22    |
| HOURLY  | \$ | 57.63     | \$ | 58.42     | \$ | 59.22     | \$ | 62.42     | \$ | 65.64     | \$ | 72.04     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,535.92 | \$ | 71,502.74 | \$ | 72,483.36 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 88,173.36 |
| MONTHLY | \$ | 5,877.99  | \$ | 5,958.56  | \$ | 6,040.28  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,347.78  |
| DAILY   | \$ | 345.76    | \$ | 350.50    | \$ | 355.31    | \$ | 374.54    | \$ | 393.83    | \$ | 432.22    |
| HOURLY  | \$ | 57.63     | \$ | 58.42     | \$ | 59.22     | \$ | 62.42     | \$ | 65.64     | \$ | 72.04     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 70,535.92 | \$ | 71,502.74 | \$ | 72,483.36 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 88,173.36 |
| MONTHLY | \$ | 5,877.99  | \$ | 5,958.56  | \$ | 6,040.28  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,347.78  |
| DAILY   | \$ | 345.76    | \$ | 350.50    | \$ | 355.31    | \$ | 374.54    | \$ | 393.83    | \$ | 432.22    |
| HOURLY  | \$ | 57.63     | \$ | 58.42     | \$ | 59.22     | \$ | 62.42     | \$ | 65.64     | \$ | 72.04     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,535.92 | \$ | 71,502.74 | \$ | 72,483.36 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 88,173.36 |
| MONTHLY | \$ | 5,877.99  | \$ | 5,958.56  | \$ | 6,040.28  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,347.78  |
| DAILY   | \$ | 345.76    | \$ | 350.50    | \$ | 355.31    | \$ | 374.54    | \$ | 393.83    | \$ | 432.22    |
| HOURLY  | \$ | 57.63     | \$ | 58.42     | \$ | 59.22     | \$ | 62.42     | \$ | 65.64     | \$ | 72.04     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,535.92 | \$ | 71,502.74 | \$ | 72,483.36 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 88,173.36 |
| MONTHLY | \$ | 5,877.99  | \$ | 5,958.56  | \$ | 6,040.28  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,347.78  |
| DAILY   | \$ | 345.76    | \$ | 350.50    | \$ | 355.31    | \$ | 374.54    | \$ | 393.83    | \$ | 432.22    |
| HOURLY  | \$ | 57.63     | \$ | 58.42     | \$ | 59.22     | \$ | 62.42     | \$ | 65.64     | \$ | 72.04     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,483.36 | \$ | 73,477.80 | \$ | 74,458.42 | \$ | 78,367.11 | \$ | 82,289.61 | \$ | 90,120.79 |
| MONTHLY | \$ | 6,040.28  | \$ | 6,123.15  | \$ | 6,204.87  | \$ | 6,530.59  | \$ | 6,857.47  | \$ | 7,510.07  |
| DAILY   | \$ | 355.31    | \$ | 360.19    | \$ | 364.99    | \$ | 384.15    | \$ | 403.38    | \$ | 441.77    |
| HOURLY  | \$ | 59.22     | \$ | 60.03     | \$ | 60.83     | \$ | 64.03     | \$ | 67.23     | \$ | 73.63     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,483.36 | \$ | 73,477.80 | \$ | 74,458.42 | \$ | 78,367.11 | \$ | 82,289.61 | \$ | 90,120.79 |
| MONTHLY | \$ | 6,040.28  | \$ | 6,123.15  | \$ | 6,204.87  | \$ | 6,530.59  | \$ | 6,857.47  | \$ | 7,510.07  |
| DAILY   | \$ | 355.31    | \$ | 360.19    | \$ | 364.99    | \$ | 384.15    | \$ | 403.38    | \$ | 441.77    |
| HOURLY  | \$ | 59.22     | \$ | 60.03     | \$ | 60.83     | \$ | 64.03     | \$ | 67.23     | \$ | 73.63     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,483.36 | \$ | 73,477.80 | \$ | 74,458.42 | \$ | 78,367.11 | \$ | 82,289.61 | \$ | 90,120.79 |
| MONTHLY | \$ | 6,040.28  | \$ | 6,123.15  | \$ | 6,204.87  | \$ | 6,530.59  | \$ | 6,857.47  | \$ | 7,510.07  |
| DAILY   | \$ | 355.31    | \$ | 360.19    | \$ | 364.99    | \$ | 384.15    | \$ | 403.38    | \$ | 441.77    |
| HOURLY  | \$ | 59.22     | \$ | 60.03     | \$ | 60.83     | \$ | 64.03     | \$ | 67.23     | \$ | 73.63     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,483.36 | \$ | 73,477.80 | \$ | 74,458.42 | \$ | 78,367.11 | \$ | 82,289.61 | \$ | 90,120.79 |
| MONTHLY | \$ | 6,040.28  | \$ | 6,123.15  | \$ | 6,204.87  | \$ | 6,530.59  | \$ | 6,857.47  | \$ | 7,510.07  |
| DAILY   | \$ | 355.31    | \$ | 360.19    | \$ | 364.99    | \$ | 384.15    | \$ | 403.38    | \$ | 441.77    |
| HOURLY  | \$ | 59.22     | \$ | 60.03     | \$ | 60.83     | \$ | 64.03     | \$ | 67.23     | \$ | 73.63     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,483.36 | \$ | 73,477.80 | \$ | 74,458.42 | \$ | 78,367.11 | \$ | 82,289.61 | \$ | 90,120.79 |
| MONTHLY | \$ | 6,040.28  | \$ | 6,123.15  | \$ | 6,204.87  | \$ | 6,530.59  | \$ | 6,857.47  | \$ | 7,510.07  |
| DAILY   | \$ | 355.31    | \$ | 360.19    | \$ | 364.99    | \$ | 384.15    | \$ | 403.38    | \$ | 441.77    |
| HOURLY  | \$ | 59.22     | \$ | 60.03     | \$ | 60.83     | \$ | 64.03     | \$ | 67.23     | \$ | 73.63     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,458.42 | \$ | 75,425.23 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 84,250.86 | \$ | 92,095.85 |
| MONTHLY | \$ | 6,204.87  | \$ | 6,285.44  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,020.90  | \$ | 7,674.65  |
| DAILY   | \$ | 364.99    | \$ | 369.73    | \$ | 374.54    | \$ | 393.83    | \$ | 412.99    | \$ | 451.45    |
| HOURLY  | \$ | 60.83     | \$ | 61.62     | \$ | 62.42     | \$ | 65.64     | \$ | 68.83     | \$ | 75.24     |



| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 74,458.42 | \$ | 75,425.23 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 84,250.86 | \$ | 92,095.85 |
| MONTHLY | \$ | 6,204.87  | \$ | 6,285.44  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,020.90  | \$ | 7,674.65  |
| DAILY   | \$ | 364.99    | \$ | 369.73    | \$ | 374.54    | \$ | 393.83    | \$ | 412.99    | \$ | 451.45    |
| HOURLY  | \$ | 60.83     | \$ | 61.62     | \$ | 62.42     | \$ | 65.64     | \$ | 68.83     | \$ | 75.24     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,458.42 | \$ | 75,425.23 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 84,250.86 | \$ | 92,095.85 |
| MONTHLY | \$ | 6,204.87  | \$ | 6,285.44  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,020.90  | \$ | 7,674.65  |
| DAILY   | \$ | 364.99    | \$ | 369.73    | \$ | 374.54    | \$ | 393.83    | \$ | 412.99    | \$ | 451.45    |
| HOURLY  | \$ | 60.83     | \$ | 61.62     | \$ | 62.42     | \$ | 65.64     | \$ | 68.83     | \$ | 75.24     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,458.42 | \$ | 75,425.23 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 84,250.86 | \$ | 92,095.85 |
| MONTHLY | \$ | 6,204.87  | \$ | 6,285.44  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,020.90  | \$ | 7,674.65  |
| DAILY   | \$ | 364.99    | \$ | 369.73    | \$ | 374.54    | \$ | 393.83    | \$ | 412.99    | \$ | 451.45    |
| HOURLY  | \$ | 60.83     | \$ | 61.62     | \$ | 62.42     | \$ | 65.64     | \$ | 68.83     | \$ | 75.24     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,458.42 | \$ | 75,425.23 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 84,250.86 | \$ | 92,095.85 |
| MONTHLY | \$ | 6,204.87  | \$ | 6,285.44  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,020.90  | \$ | 7,674.65  |
| DAILY   | \$ | 364.99    | \$ | 369.73    | \$ | 374.54    | \$ | 393.83    | \$ | 412.99    | \$ | 451.45    |
| HOURLY  | \$ | 60.83     | \$ | 61.62     | \$ | 62.42     | \$ | 65.64     | \$ | 68.83     | \$ | 75.24     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,458.42 | \$ | 75,425.23 | \$ | 76,405.86 | \$ | 80,342.17 | \$ | 84,250.86 | \$ | 92,095.85 |
| MONTHLY | \$ | 6,204.87  | \$ | 6,285.44  | \$ | 6,367.15  | \$ | 6,695.18  | \$ | 7,020.90  | \$ | 7,674.65  |
| DAILY   | \$ | 364.99    | \$ | 369.73    | \$ | 374.54    | \$ | 393.83    | \$ | 412.99    | \$ | 451.45    |
| HOURLY  | \$ | 60.83     | \$ | 61.62     | \$ | 62.42     | \$ | 65.64     | \$ | 68.83     | \$ | 75.24     |

Maximum Entry Level: 12 Steps.  
Salary Schedule TSA1 204 Days 6 Hours/Day.

Board approved increase of .34% on 05/13/2015 Effective 07/01/2017

Revision

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |  |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |  |
| SALARY SCHEDULE K12 TEACHERS ON 12 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |  |
| EFFECTIVE JULY 1, 2017                                       |              |              |              |              |              |              |  |
| Periods: 12, Days/Year: 222, Hours/Day: 6                    |              |              |              |              |              |              |  |
| TSA2                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |  |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |  |
| Step 01                                                      |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 55,884.31 | \$ 56,336.33 | \$ 56,773.27 | \$ 57,692.37 | \$ 59,846.99 | \$ 66,265.62 |  |
| MONTHLY                                                      | \$ 4,657.03  | \$ 4,694.69  | \$ 4,731.11  | \$ 4,807.70  | \$ 4,987.25  | \$ 5,522.14  |  |
| DAILY                                                        | \$ 251.73    | \$ 253.77    | \$ 255.74    | \$ 259.88    | \$ 269.58    | \$ 298.49    |  |
| HOURLY                                                       | \$ 41.96     | \$ 42.29     | \$ 42.62     | \$ 43.31     | \$ 44.93     | \$ 49.75     |  |
| Step 02                                                      |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 56,773.27 | \$ 57,240.36 | \$ 57,692.37 | \$ 59,846.99 | \$ 61,986.53 | \$ 68,405.17 |  |
| MONTHLY                                                      | \$ 4,731.11  | \$ 4,770.03  | \$ 4,807.70  | \$ 4,987.25  | \$ 5,165.54  | \$ 5,700.43  |  |
| DAILY                                                        | \$ 255.74    | \$ 257.84    | \$ 259.88    | \$ 269.58    | \$ 279.22    | \$ 308.13    |  |
| HOURLY                                                       | \$ 42.62     | \$ 42.97     | \$ 43.31     | \$ 44.93     | \$ 46.54     | \$ 51.36     |  |
| Step 03                                                      |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 57,692.37 | \$ 58,777.21 | \$ 59,846.99 | \$ 61,986.53 | \$ 64,126.08 | \$ 70,529.64 |  |
| MONTHLY                                                      | \$ 4,807.70  | \$ 4,898.10  | \$ 4,987.25  | \$ 5,165.54  | \$ 5,343.84  | \$ 5,877.47  |  |
| DAILY                                                        | \$ 259.88    | \$ 264.76    | \$ 269.58    | \$ 279.22    | \$ 288.86    | \$ 317.70    |  |
| HOURLY                                                       | \$ 43.31     | \$ 44.13     | \$ 44.93     | \$ 46.54     | \$ 48.14     | \$ 52.95     |  |
| Step 04                                                      |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 59,846.99 | \$ 60,931.83 | \$ 61,986.53 | \$ 64,126.08 | \$ 66,265.62 | \$ 72,684.26 |  |
| MONTHLY                                                      | \$ 4,987.25  | \$ 5,077.65  | \$ 5,165.54  | \$ 5,343.84  | \$ 5,522.14  | \$ 6,057.02  |  |
| DAILY                                                        | \$ 269.58    | \$ 274.47    | \$ 279.22    | \$ 288.86    | \$ 298.49    | \$ 327.41    |  |
| HOURLY                                                       | \$ 44.93     | \$ 45.74     | \$ 46.54     | \$ 48.14     | \$ 49.75     | \$ 54.57     |  |
| Step 05                                                      |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 61,990.13 | \$ 63,056.30 | \$ 64,126.08 | \$ 66,265.62 | \$ 68,405.17 | \$ 74,808.73 |  |
| MONTHLY                                                      | \$ 5,165.84  | \$ 5,254.69  | \$ 5,343.84  | \$ 5,522.14  | \$ 5,700.43  | \$ 6,234.06  |  |
| DAILY                                                        | \$ 279.23    | \$ 284.04    | \$ 288.86    | \$ 298.49    | \$ 308.13    | \$ 336.98    |  |
| HOURLY                                                       | \$ 46.54     | \$ 47.34     | \$ 48.14     | \$ 49.75     | \$ 51.36     | \$ 56.16     |  |
| Step 06                                                      |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 64,126.08 | \$ 65,195.85 | \$ 66,265.62 | \$ 68,405.17 | \$ 70,529.64 | \$ 76,948.28 |  |
| MONTHLY                                                      | \$ 5,343.84  | \$ 5,432.99  | \$ 5,522.14  | \$ 5,700.43  | \$ 5,877.47  | \$ 6,412.36  |  |
| DAILY                                                        | \$ 288.86    | \$ 293.67    | \$ 298.49    | \$ 308.13    | \$ 317.70    | \$ 346.61    |  |
| HOURLY                                                       | \$ 48.14     | \$ 48.95     | \$ 49.75     | \$ 51.36     | \$ 52.95     | \$ 57.77     |  |
| Step 07                                                      |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 66,265.62 | \$ 67,335.39 | \$ 68,405.17 | \$ 70,529.64 | \$ 72,684.26 | \$ 79,072.76 |  |
| MONTHLY                                                      | \$ 5,522.14  | \$ 5,611.28  | \$ 5,700.43  | \$ 5,877.47  | \$ 6,057.02  | \$ 6,589.40  |  |
| DAILY                                                        | \$ 298.49    | \$ 303.31    | \$ 308.13    | \$ 317.70    | \$ 327.41    | \$ 356.18    |  |
| HOURLY                                                       | \$ 49.75     | \$ 50.55     | \$ 51.36     | \$ 52.95     | \$ 54.57     | \$ 59.36     |  |
| Step 08                                                      |              |              |              |              |              |              |  |
| ANNUAL                                                       | \$ 68,465.44 | \$ 69,474.94 | \$ 70,529.64 | \$ 72,684.26 | \$ 74,808.73 | \$ 81,227.37 |  |
| MONTHLY                                                      | \$ 5,705.45  | \$ 5,789.58  | \$ 5,877.47  | \$ 6,057.02  | \$ 6,234.06  | \$ 6,768.95  |  |
| DAILY                                                        | \$ 308.40    | \$ 312.95    | \$ 317.70    | \$ 327.41    | \$ 336.98    | \$ 365.89    |  |
| HOURLY                                                       | \$ 51.40     | \$ 52.16     | \$ 52.95     | \$ 54.57     | \$ 56.16     | \$ 60.98     |  |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 70,529.64 | \$ | 71,599.42 | \$ | 72,684.26 | \$ | 74,808.73 | \$ | 76,948.28 | \$ | 83,351.85 |
| MONTHLY | \$ | 5,877.47  | \$ | 5,966.62  | \$ | 6,057.02  | \$ | 6,234.06  | \$ | 6,412.36  | \$ | 6,945.99  |
| DAILY   | \$ | 317.70    | \$ | 322.52    | \$ | 327.41    | \$ | 336.98    | \$ | 346.61    | \$ | 375.46    |
| HOURLY  | \$ | 52.95     | \$ | 53.75     | \$ | 54.57     | \$ | 56.16     | \$ | 57.77     | \$ | 62.58     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,684.26 | \$ | 73,738.96 | \$ | 74,808.73 | \$ | 76,948.28 | \$ | 79,072.76 | \$ | 85,491.39 |
| MONTHLY | \$ | 6,057.02  | \$ | 6,144.91  | \$ | 6,234.06  | \$ | 6,412.36  | \$ | 6,589.40  | \$ | 7,124.28  |
| DAILY   | \$ | 327.41    | \$ | 332.16    | \$ | 336.98    | \$ | 346.61    | \$ | 356.18    | \$ | 385.10    |
| HOURLY  | \$ | 54.57     | \$ | 55.36     | \$ | 56.16     | \$ | 57.77     | \$ | 59.36     | \$ | 64.18     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,808.73 | \$ | 75,878.51 | \$ | 76,948.28 | \$ | 79,072.76 | \$ | 81,227.37 | \$ | 87,646.00 |
| MONTHLY | \$ | 6,234.06  | \$ | 6,323.21  | \$ | 6,412.36  | \$ | 6,589.40  | \$ | 6,768.95  | \$ | 7,303.83  |
| DAILY   | \$ | 336.98    | \$ | 341.80    | \$ | 346.61    | \$ | 356.18    | \$ | 365.89    | \$ | 394.80    |
| HOURLY  | \$ | 56.16     | \$ | 56.97     | \$ | 57.77     | \$ | 59.36     | \$ | 60.98     | \$ | 65.80     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,948.28 | \$ | 78,002.98 | \$ | 79,072.76 | \$ | 81,227.37 | \$ | 83,351.85 | \$ | 89,770.48 |
| MONTHLY | \$ | 6,412.36  | \$ | 6,500.25  | \$ | 6,589.40  | \$ | 6,768.95  | \$ | 6,945.99  | \$ | 7,480.87  |
| DAILY   | \$ | 346.61    | \$ | 351.36    | \$ | 356.18    | \$ | 365.89    | \$ | 375.46    | \$ | 404.37    |
| HOURLY  | \$ | 57.77     | \$ | 58.56     | \$ | 59.36     | \$ | 60.98     | \$ | 62.58     | \$ | 67.40     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,948.28 | \$ | 78,002.98 | \$ | 79,072.76 | \$ | 83,351.85 | \$ | 85,491.39 | \$ | 91,910.03 |
| MONTHLY | \$ | 6,412.36  | \$ | 6,500.25  | \$ | 6,589.40  | \$ | 6,945.99  | \$ | 7,124.28  | \$ | 7,659.17  |
| DAILY   | \$ | 346.61    | \$ | 351.36    | \$ | 356.18    | \$ | 375.46    | \$ | 385.10    | \$ | 414.01    |
| HOURLY  | \$ | 57.77     | \$ | 58.56     | \$ | 59.36     | \$ | 62.58     | \$ | 64.18     | \$ | 69.00     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,948.28 | \$ | 78,002.98 | \$ | 79,072.76 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 94,049.57 |
| MONTHLY | \$ | 6,412.36  | \$ | 6,500.25  | \$ | 6,589.40  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 7,837.46  |
| DAILY   | \$ | 346.61    | \$ | 351.36    | \$ | 356.18    | \$ | 375.46    | \$ | 394.80    | \$ | 423.65    |
| HOURLY  | \$ | 57.77     | \$ | 58.56     | \$ | 59.36     | \$ | 62.58     | \$ | 65.80     | \$ | 70.61     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,948.28 | \$ | 78,002.98 | \$ | 79,072.76 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 96,189.11 |
| MONTHLY | \$ | 6,412.36  | \$ | 6,500.25  | \$ | 6,589.40  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 8,015.76  |
| DAILY   | \$ | 346.61    | \$ | 351.36    | \$ | 356.18    | \$ | 375.46    | \$ | 394.80    | \$ | 433.28    |
| HOURLY  | \$ | 57.77     | \$ | 58.56     | \$ | 59.36     | \$ | 62.58     | \$ | 65.80     | \$ | 72.21     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,948.28 | \$ | 78,002.98 | \$ | 79,072.76 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 96,189.11 |
| MONTHLY | \$ | 6,412.36  | \$ | 6,500.25  | \$ | 6,589.40  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 8,015.76  |
| DAILY   | \$ | 346.61    | \$ | 351.36    | \$ | 356.18    | \$ | 375.46    | \$ | 394.80    | \$ | 433.28    |
| HOURLY  | \$ | 57.77     | \$ | 58.56     | \$ | 59.36     | \$ | 62.58     | \$ | 65.80     | \$ | 72.21     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,948.28 | \$ | 78,002.98 | \$ | 79,072.76 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 96,189.11 |
| MONTHLY | \$ | 6,412.36  | \$ | 6,500.25  | \$ | 6,589.40  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 8,015.76  |
| DAILY   | \$ | 346.61    | \$ | 351.36    | \$ | 356.18    | \$ | 375.46    | \$ | 394.80    | \$ | 433.28    |
| HOURLY  | \$ | 57.77     | \$ | 58.56     | \$ | 59.36     | \$ | 62.58     | \$ | 65.80     | \$ | 72.21     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |            |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|------------|
| ANNUAL  | \$ | 76,948.28 | \$ | 78,002.98 | \$ | 79,072.76 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 96,189.11  |
| MONTHLY | \$ | 6,412.36  | \$ | 6,500.25  | \$ | 6,589.40  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 8,015.76   |
| DAILY   | \$ | 346.61    | \$ | 351.36    | \$ | 356.18    | \$ | 375.46    | \$ | 394.80    | \$ | 433.28     |
| HOURLY  | \$ | 57.77     | \$ | 58.56     | \$ | 59.36     | \$ | 62.58     | \$ | 65.80     | \$ | 72.21      |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 76,948.28 | \$ | 78,002.98 | \$ | 79,072.76 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 96,189.11  |
| MONTHLY | \$ | 6,412.36  | \$ | 6,500.25  | \$ | 6,589.40  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 8,015.76   |
| DAILY   | \$ | 346.61    | \$ | 351.36    | \$ | 356.18    | \$ | 375.46    | \$ | 394.80    | \$ | 433.28     |
| HOURLY  | \$ | 57.77     | \$ | 58.56     | \$ | 59.36     | \$ | 62.58     | \$ | 65.80     | \$ | 72.21      |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 76,948.28 | \$ | 78,002.98 | \$ | 79,072.76 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 96,189.11  |
| MONTHLY | \$ | 6,412.36  | \$ | 6,500.25  | \$ | 6,589.40  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 8,015.76   |
| DAILY   | \$ | 346.61    | \$ | 351.36    | \$ | 356.18    | \$ | 375.46    | \$ | 394.80    | \$ | 433.28     |
| HOURLY  | \$ | 57.77     | \$ | 58.56     | \$ | 59.36     | \$ | 62.58     | \$ | 65.80     | \$ | 72.21      |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 79,072.76 | \$ | 80,157.60 | \$ | 81,227.37 | \$ | 85,491.39 | \$ | 89,770.48 | \$ | 98,313.59  |
| MONTHLY | \$ | 6,589.40  | \$ | 6,679.80  | \$ | 6,768.95  | \$ | 7,124.28  | \$ | 7,480.87  | \$ | 8,192.80   |
| DAILY   | \$ | 356.18    | \$ | 361.07    | \$ | 365.89    | \$ | 385.10    | \$ | 404.37    | \$ | 442.85     |
| HOURLY  | \$ | 59.36     | \$ | 60.18     | \$ | 60.98     | \$ | 64.18     | \$ | 67.40     | \$ | 73.81      |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 79,072.76 | \$ | 80,157.60 | \$ | 81,227.37 | \$ | 85,491.39 | \$ | 89,770.48 | \$ | 98,313.59  |
| MONTHLY | \$ | 6,589.40  | \$ | 6,679.80  | \$ | 6,768.95  | \$ | 7,124.28  | \$ | 7,480.87  | \$ | 8,192.80   |
| DAILY   | \$ | 356.18    | \$ | 361.07    | \$ | 365.89    | \$ | 385.10    | \$ | 404.37    | \$ | 442.85     |
| HOURLY  | \$ | 59.36     | \$ | 60.18     | \$ | 60.98     | \$ | 64.18     | \$ | 67.40     | \$ | 73.81      |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 79,072.76 | \$ | 80,157.60 | \$ | 81,227.37 | \$ | 85,491.39 | \$ | 89,770.48 | \$ | 98,313.59  |
| MONTHLY | \$ | 6,589.40  | \$ | 6,679.80  | \$ | 6,768.95  | \$ | 7,124.28  | \$ | 7,480.87  | \$ | 8,192.80   |
| DAILY   | \$ | 356.18    | \$ | 361.07    | \$ | 365.89    | \$ | 385.10    | \$ | 404.37    | \$ | 442.85     |
| HOURLY  | \$ | 59.36     | \$ | 60.18     | \$ | 60.98     | \$ | 64.18     | \$ | 67.40     | \$ | 73.81      |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 79,072.76 | \$ | 80,157.60 | \$ | 81,227.37 | \$ | 85,491.39 | \$ | 89,770.48 | \$ | 98,313.59  |
| MONTHLY | \$ | 6,589.40  | \$ | 6,679.80  | \$ | 6,768.95  | \$ | 7,124.28  | \$ | 7,480.87  | \$ | 8,192.80   |
| DAILY   | \$ | 356.18    | \$ | 361.07    | \$ | 365.89    | \$ | 385.10    | \$ | 404.37    | \$ | 442.85     |
| HOURLY  | \$ | 59.36     | \$ | 60.18     | \$ | 60.98     | \$ | 64.18     | \$ | 67.40     | \$ | 73.81      |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 79,072.76 | \$ | 80,157.60 | \$ | 81,227.37 | \$ | 85,491.39 | \$ | 89,770.48 | \$ | 98,313.59  |
| MONTHLY | \$ | 6,589.40  | \$ | 6,679.80  | \$ | 6,768.95  | \$ | 7,124.28  | \$ | 7,480.87  | \$ | 8,192.80   |
| DAILY   | \$ | 356.18    | \$ | 361.07    | \$ | 365.89    | \$ | 385.10    | \$ | 404.37    | \$ | 442.85     |
| HOURLY  | \$ | 59.36     | \$ | 60.18     | \$ | 60.98     | \$ | 64.18     | \$ | 67.40     | \$ | 73.81      |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 81,227.37 | \$ | 82,282.07 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 91,910.03 | \$ | 100,468.20 |
| MONTHLY | \$ | 6,768.95  | \$ | 6,856.84  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 7,659.17  | \$ | 8,372.35   |
| DAILY   | \$ | 365.89    | \$ | 370.64    | \$ | 375.46    | \$ | 394.80    | \$ | 414.01    | \$ | 452.56     |
| HOURLY  | \$ | 60.98     | \$ | 61.77     | \$ | 62.58     | \$ | 65.80     | \$ | 69.00     | \$ | 75.43      |

| Step 27 |    |           |    |           |    |           |    |           |    |           |    |            |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|------------|
| ANNUAL  | \$ | 81,227.37 | \$ | 82,282.07 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 91,910.03 | \$ | 100,468.20 |
| MONTHLY | \$ | 6,768.95  | \$ | 6,856.84  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 7,659.17  | \$ | 8,372.35   |
| DAILY   | \$ | 365.89    | \$ | 370.64    | \$ | 375.46    | \$ | 394.80    | \$ | 414.01    | \$ | 452.56     |
| HOURLY  | \$ | 60.98     | \$ | 61.77     | \$ | 62.58     | \$ | 65.80     | \$ | 69.00     | \$ | 75.43      |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 81,227.37 | \$ | 82,282.07 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 91,910.03 | \$ | 100,468.20 |
| MONTHLY | \$ | 6,768.95  | \$ | 6,856.84  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 7,659.17  | \$ | 8,372.35   |
| DAILY   | \$ | 365.89    | \$ | 370.64    | \$ | 375.46    | \$ | 394.80    | \$ | 414.01    | \$ | 452.56     |
| HOURLY  | \$ | 60.98     | \$ | 61.77     | \$ | 62.58     | \$ | 65.80     | \$ | 69.00     | \$ | 75.43      |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 81,227.37 | \$ | 82,282.07 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 91,910.03 | \$ | 100,468.20 |
| MONTHLY | \$ | 6,768.95  | \$ | 6,856.84  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 7,659.17  | \$ | 8,372.35   |
| DAILY   | \$ | 365.89    | \$ | 370.64    | \$ | 375.46    | \$ | 394.80    | \$ | 414.01    | \$ | 452.56     |
| HOURLY  | \$ | 60.98     | \$ | 61.77     | \$ | 62.58     | \$ | 65.80     | \$ | 69.00     | \$ | 75.43      |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 81,227.37 | \$ | 82,282.07 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 91,910.03 | \$ | 100,468.20 |
| MONTHLY | \$ | 6,768.95  | \$ | 6,856.84  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 7,659.17  | \$ | 8,372.35   |
| DAILY   | \$ | 365.89    | \$ | 370.64    | \$ | 375.46    | \$ | 394.80    | \$ | 414.01    | \$ | 452.56     |
| HOURLY  | \$ | 60.98     | \$ | 61.77     | \$ | 62.58     | \$ | 65.80     | \$ | 69.00     | \$ | 75.43      |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |            |
| ANNUAL  | \$ | 81,227.37 | \$ | 82,282.07 | \$ | 83,351.85 | \$ | 87,646.00 | \$ | 91,910.03 | \$ | 100,468.20 |
| MONTHLY | \$ | 6,768.95  | \$ | 6,856.84  | \$ | 6,945.99  | \$ | 7,303.83  | \$ | 7,659.17  | \$ | 8,372.35   |
| DAILY   | \$ | 365.89    | \$ | 370.64    | \$ | 375.46    | \$ | 394.80    | \$ | 414.01    | \$ | 452.56     |
| HOURLY  | \$ | 60.98     | \$ | 61.77     | \$ | 62.58     | \$ | 65.80     | \$ | 69.00     | \$ | 75.43      |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA2 222 Days 6 Hours/Day.

Board approved increase of .34% on 05/13/2015 Effective 07/01/2017

Revision

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |
| SALARY SCHEDULE K12 TEACHERS ON 11 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |
| EFFECTIVE JANUARY 1, 2019                                    |              |              |              |              |              |              |
| Periods: 12, Days/Year: 204, Hours/Day: 6                    |              |              |              |              |              |              |
| TSA1                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |
| <b>Step 01</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 52,764.10 | \$ 53,190.88 | \$ 53,603.43 | \$ 54,471.22 | \$ 56,505.53 | \$ 62,565.79 |
| MONTHLY                                                      | \$ 4,397.01  | \$ 4,432.57  | \$ 4,466.95  | \$ 4,539.27  | \$ 4,708.79  | \$ 5,213.82  |
| DAILY                                                        | \$ 258.65    | \$ 260.74    | \$ 262.76    | \$ 267.02    | \$ 276.99    | \$ 306.70    |
| HOURLY                                                       | \$ 43.11     | \$ 43.46     | \$ 43.79     | \$ 44.50     | \$ 46.16     | \$ 51.12     |
| <b>Step 02</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 53,603.43 | \$ 54,044.44 | \$ 54,471.22 | \$ 56,505.53 | \$ 58,525.62 | \$ 64,585.88 |
| MONTHLY                                                      | \$ 4,466.95  | \$ 4,503.70  | \$ 4,539.27  | \$ 4,708.79  | \$ 4,877.13  | \$ 5,382.16  |
| DAILY                                                        | \$ 262.76    | \$ 264.92    | \$ 267.02    | \$ 276.99    | \$ 286.89    | \$ 316.60    |
| HOURLY                                                       | \$ 43.79     | \$ 44.15     | \$ 44.50     | \$ 46.16     | \$ 47.82     | \$ 52.77     |
| <b>Step 03</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 54,471.22 | \$ 55,495.49 | \$ 56,505.53 | \$ 58,525.62 | \$ 60,545.70 | \$ 66,591.74 |
| MONTHLY                                                      | \$ 4,539.27  | \$ 4,624.62  | \$ 4,708.79  | \$ 4,877.13  | \$ 5,045.48  | \$ 5,549.31  |
| DAILY                                                        | \$ 267.02    | \$ 272.04    | \$ 276.99    | \$ 286.89    | \$ 296.79    | \$ 326.43    |
| HOURLY                                                       | \$ 44.50     | \$ 45.34     | \$ 46.16     | \$ 47.82     | \$ 49.47     | \$ 54.41     |
| <b>Step 04</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 56,505.53 | \$ 57,529.80 | \$ 58,525.62 | \$ 60,545.70 | \$ 62,565.79 | \$ 68,626.05 |
| MONTHLY                                                      | \$ 4,708.79  | \$ 4,794.15  | \$ 4,877.13  | \$ 5,045.48  | \$ 5,213.82  | \$ 5,718.84  |
| DAILY                                                        | \$ 276.99    | \$ 282.01    | \$ 286.89    | \$ 296.79    | \$ 306.70    | \$ 336.40    |
| HOURLY                                                       | \$ 46.16     | \$ 47.00     | \$ 47.82     | \$ 49.47     | \$ 51.12     | \$ 56.07     |
| <b>Step 05</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 58,525.62 | \$ 59,535.66 | \$ 60,545.70 | \$ 62,565.79 | \$ 64,585.88 | \$ 70,631.91 |
| MONTHLY                                                      | \$ 4,877.13  | \$ 4,961.31  | \$ 5,045.48  | \$ 5,213.82  | \$ 5,382.16  | \$ 5,885.99  |
| DAILY                                                        | \$ 286.89    | \$ 291.84    | \$ 296.79    | \$ 306.70    | \$ 316.60    | \$ 346.23    |
| HOURLY                                                       | \$ 47.82     | \$ 48.64     | \$ 49.47     | \$ 51.12     | \$ 52.77     | \$ 57.71     |
| <b>Step 06</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 60,545.70 | \$ 61,555.75 | \$ 62,565.79 | \$ 64,585.88 | \$ 66,591.74 | \$ 72,652.00 |
| MONTHLY                                                      | \$ 5,045.48  | \$ 5,129.65  | \$ 5,213.82  | \$ 5,382.16  | \$ 5,549.31  | \$ 6,054.33  |
| DAILY                                                        | \$ 296.79    | \$ 301.74    | \$ 306.70    | \$ 316.60    | \$ 326.43    | \$ 356.14    |
| HOURLY                                                       | \$ 49.47     | \$ 50.29     | \$ 51.12     | \$ 52.77     | \$ 54.41     | \$ 59.36     |
| <b>Step 07</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 62,565.79 | \$ 63,575.84 | \$ 64,585.88 | \$ 66,591.74 | \$ 68,626.05 | \$ 74,657.86 |
| MONTHLY                                                      | \$ 5,213.82  | \$ 5,297.99  | \$ 5,382.16  | \$ 5,549.31  | \$ 5,718.84  | \$ 6,221.49  |
| DAILY                                                        | \$ 306.70    | \$ 311.65    | \$ 316.60    | \$ 326.43    | \$ 336.40    | \$ 365.97    |
| HOURLY                                                       | \$ 51.12     | \$ 51.94     | \$ 52.77     | \$ 54.41     | \$ 56.07     | \$ 60.99     |
| <b>Step 08</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 64,642.78 | \$ 65,595.92 | \$ 66,591.74 | \$ 68,626.05 | \$ 70,631.91 | \$ 76,692.17 |
| MONTHLY                                                      | \$ 5,386.90  | \$ 5,466.33  | \$ 5,549.31  | \$ 5,718.84  | \$ 5,885.99  | \$ 6,391.01  |
| DAILY                                                        | \$ 316.88    | \$ 321.55    | \$ 326.43    | \$ 336.40    | \$ 346.23    | \$ 375.94    |
| HOURLY                                                       | \$ 52.81     | \$ 53.59     | \$ 54.41     | \$ 56.07     | \$ 57.71     | \$ 62.66     |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 66,591.74 | \$ | 67,601.78 | \$ | 68,626.05 | \$ | 70,631.91 | \$ | 72,652.00 | \$ | 78,698.03 |
| MONTHLY | \$ | 5,549.31  | \$ | 5,633.48  | \$ | 5,718.84  | \$ | 5,885.99  | \$ | 6,054.33  | \$ | 6,558.17  |
| DAILY   | \$ | 326.43    | \$ | 331.38    | \$ | 336.40    | \$ | 346.23    | \$ | 356.14    | \$ | 385.77    |
| HOURLY  | \$ | 54.41     | \$ | 55.23     | \$ | 56.07     | \$ | 57.71     | \$ | 59.36     | \$ | 64.30     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 68,626.05 | \$ | 69,621.87 | \$ | 70,631.91 | \$ | 72,652.00 | \$ | 74,657.86 | \$ | 80,718.12 |
| MONTHLY | \$ | 5,718.84  | \$ | 5,801.82  | \$ | 5,885.99  | \$ | 6,054.33  | \$ | 6,221.49  | \$ | 6,726.51  |
| DAILY   | \$ | 336.40    | \$ | 341.28    | \$ | 346.23    | \$ | 356.14    | \$ | 365.97    | \$ | 395.68    |
| HOURLY  | \$ | 56.07     | \$ | 56.88     | \$ | 57.71     | \$ | 59.36     | \$ | 60.99     | \$ | 65.95     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 70,631.91 | \$ | 71,641.96 | \$ | 72,652.00 | \$ | 74,657.86 | \$ | 76,692.17 | \$ | 82,752.43 |
| MONTHLY | \$ | 5,885.99  | \$ | 5,970.16  | \$ | 6,054.33  | \$ | 6,221.49  | \$ | 6,391.01  | \$ | 6,896.04  |
| DAILY   | \$ | 346.23    | \$ | 351.19    | \$ | 356.14    | \$ | 365.97    | \$ | 375.94    | \$ | 405.65    |
| HOURLY  | \$ | 57.71     | \$ | 58.53     | \$ | 59.36     | \$ | 60.99     | \$ | 62.66     | \$ | 67.61     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,652.00 | \$ | 73,647.82 | \$ | 74,657.86 | \$ | 76,692.17 | \$ | 78,698.03 | \$ | 84,758.30 |
| MONTHLY | \$ | 6,054.33  | \$ | 6,137.32  | \$ | 6,221.49  | \$ | 6,391.01  | \$ | 6,558.17  | \$ | 7,063.19  |
| DAILY   | \$ | 356.14    | \$ | 361.02    | \$ | 365.97    | \$ | 375.94    | \$ | 385.77    | \$ | 415.48    |
| HOURLY  | \$ | 59.36     | \$ | 60.17     | \$ | 60.99     | \$ | 62.66     | \$ | 64.30     | \$ | 69.25     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,652.00 | \$ | 73,647.82 | \$ | 74,657.86 | \$ | 78,698.03 | \$ | 80,718.12 | \$ | 86,778.38 |
| MONTHLY | \$ | 6,054.33  | \$ | 6,137.32  | \$ | 6,221.49  | \$ | 6,558.17  | \$ | 6,726.51  | \$ | 7,231.53  |
| DAILY   | \$ | 356.14    | \$ | 361.02    | \$ | 365.97    | \$ | 385.77    | \$ | 395.68    | \$ | 425.38    |
| HOURLY  | \$ | 59.36     | \$ | 60.17     | \$ | 60.99     | \$ | 64.30     | \$ | 65.95     | \$ | 70.90     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,652.00 | \$ | 73,647.82 | \$ | 74,657.86 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 88,798.47 |
| MONTHLY | \$ | 6,054.33  | \$ | 6,137.32  | \$ | 6,221.49  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,399.87  |
| DAILY   | \$ | 356.14    | \$ | 361.02    | \$ | 365.97    | \$ | 385.77    | \$ | 405.65    | \$ | 435.29    |
| HOURLY  | \$ | 59.36     | \$ | 60.17     | \$ | 60.99     | \$ | 64.30     | \$ | 67.61     | \$ | 72.55     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,652.00 | \$ | 73,647.82 | \$ | 74,657.86 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 90,818.56 |
| MONTHLY | \$ | 6,054.33  | \$ | 6,137.32  | \$ | 6,221.49  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,568.21  |
| DAILY   | \$ | 356.14    | \$ | 361.02    | \$ | 365.97    | \$ | 385.77    | \$ | 405.65    | \$ | 445.19    |
| HOURLY  | \$ | 59.36     | \$ | 60.17     | \$ | 60.99     | \$ | 64.30     | \$ | 67.61     | \$ | 74.20     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,652.00 | \$ | 73,647.82 | \$ | 74,657.86 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 90,818.56 |
| MONTHLY | \$ | 6,054.33  | \$ | 6,137.32  | \$ | 6,221.49  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,568.21  |
| DAILY   | \$ | 356.14    | \$ | 361.02    | \$ | 365.97    | \$ | 385.77    | \$ | 405.65    | \$ | 445.19    |
| HOURLY  | \$ | 59.36     | \$ | 60.17     | \$ | 60.99     | \$ | 64.30     | \$ | 67.61     | \$ | 74.20     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,652.00 | \$ | 73,647.82 | \$ | 74,657.86 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 90,818.56 |
| MONTHLY | \$ | 6,054.33  | \$ | 6,137.32  | \$ | 6,221.49  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,568.21  |
| DAILY   | \$ | 356.14    | \$ | 361.02    | \$ | 365.97    | \$ | 385.77    | \$ | 405.65    | \$ | 445.19    |
| HOURLY  | \$ | 59.36     | \$ | 60.17     | \$ | 60.99     | \$ | 64.30     | \$ | 67.61     | \$ | 74.20     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 72,652.00 | \$ | 73,647.82 | \$ | 74,657.86 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 90,818.56 |
| MONTHLY | \$ | 6,054.33  | \$ | 6,137.32  | \$ | 6,221.49  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,568.21  |
| DAILY   | \$ | 356.14    | \$ | 361.02    | \$ | 365.97    | \$ | 385.77    | \$ | 405.65    | \$ | 445.19    |
| HOURLY  | \$ | 59.36     | \$ | 60.17     | \$ | 60.99     | \$ | 64.30     | \$ | 67.61     | \$ | 74.20     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,652.00 | \$ | 73,647.82 | \$ | 74,657.86 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 90,818.56 |
| MONTHLY | \$ | 6,054.33  | \$ | 6,137.32  | \$ | 6,221.49  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,568.21  |
| DAILY   | \$ | 356.14    | \$ | 361.02    | \$ | 365.97    | \$ | 385.77    | \$ | 405.65    | \$ | 445.19    |
| HOURLY  | \$ | 59.36     | \$ | 60.17     | \$ | 60.99     | \$ | 64.30     | \$ | 67.61     | \$ | 74.20     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,652.00 | \$ | 73,647.82 | \$ | 74,657.86 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 90,818.56 |
| MONTHLY | \$ | 6,054.33  | \$ | 6,137.32  | \$ | 6,221.49  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,568.21  |
| DAILY   | \$ | 356.14    | \$ | 361.02    | \$ | 365.97    | \$ | 385.77    | \$ | 405.65    | \$ | 445.19    |
| HOURLY  | \$ | 59.36     | \$ | 60.17     | \$ | 60.99     | \$ | 64.30     | \$ | 67.61     | \$ | 74.20     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,657.86 | \$ | 75,682.13 | \$ | 76,692.17 | \$ | 80,718.12 | \$ | 84,758.30 | \$ | 92,824.42 |
| MONTHLY | \$ | 6,221.49  | \$ | 6,306.84  | \$ | 6,391.01  | \$ | 6,726.51  | \$ | 7,063.19  | \$ | 7,735.37  |
| DAILY   | \$ | 365.97    | \$ | 370.99    | \$ | 375.94    | \$ | 395.68    | \$ | 415.48    | \$ | 455.02    |
| HOURLY  | \$ | 60.99     | \$ | 61.83     | \$ | 62.66     | \$ | 65.95     | \$ | 69.25     | \$ | 75.84     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,657.86 | \$ | 75,682.13 | \$ | 76,692.17 | \$ | 80,718.12 | \$ | 84,758.30 | \$ | 92,824.42 |
| MONTHLY | \$ | 6,221.49  | \$ | 6,306.84  | \$ | 6,391.01  | \$ | 6,726.51  | \$ | 7,063.19  | \$ | 7,735.37  |
| DAILY   | \$ | 365.97    | \$ | 370.99    | \$ | 375.94    | \$ | 395.68    | \$ | 415.48    | \$ | 455.02    |
| HOURLY  | \$ | 60.99     | \$ | 61.83     | \$ | 62.66     | \$ | 65.95     | \$ | 69.25     | \$ | 75.84     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,657.86 | \$ | 75,682.13 | \$ | 76,692.17 | \$ | 80,718.12 | \$ | 84,758.30 | \$ | 92,824.42 |
| MONTHLY | \$ | 6,221.49  | \$ | 6,306.84  | \$ | 6,391.01  | \$ | 6,726.51  | \$ | 7,063.19  | \$ | 7,735.37  |
| DAILY   | \$ | 365.97    | \$ | 370.99    | \$ | 375.94    | \$ | 395.68    | \$ | 415.48    | \$ | 455.02    |
| HOURLY  | \$ | 60.99     | \$ | 61.83     | \$ | 62.66     | \$ | 65.95     | \$ | 69.25     | \$ | 75.84     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,657.86 | \$ | 75,682.13 | \$ | 76,692.17 | \$ | 80,718.12 | \$ | 84,758.30 | \$ | 92,824.42 |
| MONTHLY | \$ | 6,221.49  | \$ | 6,306.84  | \$ | 6,391.01  | \$ | 6,726.51  | \$ | 7,063.19  | \$ | 7,735.37  |
| DAILY   | \$ | 365.97    | \$ | 370.99    | \$ | 375.94    | \$ | 395.68    | \$ | 415.48    | \$ | 455.02    |
| HOURLY  | \$ | 60.99     | \$ | 61.83     | \$ | 62.66     | \$ | 65.95     | \$ | 69.25     | \$ | 75.84     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,657.86 | \$ | 75,682.13 | \$ | 76,692.17 | \$ | 80,718.12 | \$ | 84,758.30 | \$ | 92,824.42 |
| MONTHLY | \$ | 6,221.49  | \$ | 6,306.84  | \$ | 6,391.01  | \$ | 6,726.51  | \$ | 7,063.19  | \$ | 7,735.37  |
| DAILY   | \$ | 365.97    | \$ | 370.99    | \$ | 375.94    | \$ | 395.68    | \$ | 415.48    | \$ | 455.02    |
| HOURLY  | \$ | 60.99     | \$ | 61.83     | \$ | 62.66     | \$ | 65.95     | \$ | 69.25     | \$ | 75.84     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,692.17 | \$ | 77,687.99 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 86,778.38 | \$ | 94,858.73 |
| MONTHLY | \$ | 6,391.01  | \$ | 6,474.00  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,231.53  | \$ | 7,904.89  |
| DAILY   | \$ | 375.94    | \$ | 380.82    | \$ | 385.77    | \$ | 405.65    | \$ | 425.38    | \$ | 464.99    |
| HOURLY  | \$ | 62.66     | \$ | 63.47     | \$ | 64.30     | \$ | 67.61     | \$ | 70.90     | \$ | 77.50     |



| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 76,692.17 | \$ | 77,687.99 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 86,778.38 | \$ | 94,858.73 |
| MONTHLY | \$ | 6,391.01  | \$ | 6,474.00  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,231.53  | \$ | 7,904.89  |
| DAILY   | \$ | 375.94    | \$ | 380.82    | \$ | 385.77    | \$ | 405.65    | \$ | 425.38    | \$ | 464.99    |
| HOURLY  | \$ | 62.66     | \$ | 63.47     | \$ | 64.30     | \$ | 67.61     | \$ | 70.90     | \$ | 77.50     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,692.17 | \$ | 77,687.99 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 86,778.38 | \$ | 94,858.73 |
| MONTHLY | \$ | 6,391.01  | \$ | 6,474.00  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,231.53  | \$ | 7,904.89  |
| DAILY   | \$ | 375.94    | \$ | 380.82    | \$ | 385.77    | \$ | 405.65    | \$ | 425.38    | \$ | 464.99    |
| HOURLY  | \$ | 62.66     | \$ | 63.47     | \$ | 64.30     | \$ | 67.61     | \$ | 70.90     | \$ | 77.50     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,692.17 | \$ | 77,687.99 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 86,778.38 | \$ | 94,858.73 |
| MONTHLY | \$ | 6,391.01  | \$ | 6,474.00  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,231.53  | \$ | 7,904.89  |
| DAILY   | \$ | 375.94    | \$ | 380.82    | \$ | 385.77    | \$ | 405.65    | \$ | 425.38    | \$ | 464.99    |
| HOURLY  | \$ | 62.66     | \$ | 63.47     | \$ | 64.30     | \$ | 67.61     | \$ | 70.90     | \$ | 77.50     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,692.17 | \$ | 77,687.99 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 86,778.38 | \$ | 94,858.73 |
| MONTHLY | \$ | 6,391.01  | \$ | 6,474.00  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,231.53  | \$ | 7,904.89  |
| DAILY   | \$ | 375.94    | \$ | 380.82    | \$ | 385.77    | \$ | 405.65    | \$ | 425.38    | \$ | 464.99    |
| HOURLY  | \$ | 62.66     | \$ | 63.47     | \$ | 64.30     | \$ | 67.61     | \$ | 70.90     | \$ | 77.50     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,692.17 | \$ | 77,687.99 | \$ | 78,698.03 | \$ | 82,752.43 | \$ | 86,778.38 | \$ | 94,858.73 |
| MONTHLY | \$ | 6,391.01  | \$ | 6,474.00  | \$ | 6,558.17  | \$ | 6,896.04  | \$ | 7,231.53  | \$ | 7,904.89  |
| DAILY   | \$ | 375.94    | \$ | 380.82    | \$ | 385.77    | \$ | 405.65    | \$ | 425.38    | \$ | 464.99    |
| HOURLY  | \$ | 62.66     | \$ | 63.47     | \$ | 64.30     | \$ | 67.61     | \$ | 70.90     | \$ | 77.50     |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA1 204 Days 6 Hours/Day.

Board approved increase of 3.0% on 04/24/2019 eff. 01/01/2019

Revision:

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |
| SALARY SCHEDULE K12 TEACHERS ON 12 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |
| EFFECTIVE JANUARY 1, 2019                                    |              |              |              |              |              |              |
| Periods: 12, Days/Year: 222, Hours/Day: 6                    |              |              |              |              |              |              |
| TSA2                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |
| <b>Step 01</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 57,560.84 | \$ 58,026.42 | \$ 58,476.47 | \$ 59,423.15 | \$ 61,642.40 | \$ 68,253.59 |
| MONTHLY                                                      | \$ 4,796.74  | \$ 4,835.53  | \$ 4,873.04  | \$ 4,951.93  | \$ 5,136.87  | \$ 5,687.80  |
| DAILY                                                        | \$ 259.28    | \$ 261.38    | \$ 263.41    | \$ 267.67    | \$ 277.67    | \$ 307.45    |
| HOURLY                                                       | \$ 43.21     | \$ 43.56     | \$ 43.90     | \$ 44.61     | \$ 46.28     | \$ 51.24     |
| <b>Step 02</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 58,476.47 | \$ 58,957.57 | \$ 59,423.15 | \$ 61,642.40 | \$ 63,846.13 | \$ 70,457.32 |
| MONTHLY                                                      | \$ 4,873.04  | \$ 4,913.13  | \$ 4,951.93  | \$ 5,136.87  | \$ 5,320.51  | \$ 5,871.44  |
| DAILY                                                        | \$ 263.41    | \$ 265.57    | \$ 267.67    | \$ 277.67    | \$ 287.60    | \$ 317.38    |
| HOURLY                                                       | \$ 43.90     | \$ 44.26     | \$ 44.61     | \$ 46.28     | \$ 47.93     | \$ 52.90     |
| <b>Step 03</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 59,423.15 | \$ 60,540.53 | \$ 61,642.40 | \$ 63,846.13 | \$ 66,049.86 | \$ 72,645.53 |
| MONTHLY                                                      | \$ 4,951.93  | \$ 5,045.04  | \$ 5,136.87  | \$ 5,320.51  | \$ 5,504.15  | \$ 6,053.79  |
| DAILY                                                        | \$ 267.67    | \$ 272.71    | \$ 277.67    | \$ 287.60    | \$ 297.52    | \$ 327.23    |
| HOURLY                                                       | \$ 44.61     | \$ 45.45     | \$ 46.28     | \$ 47.93     | \$ 49.59     | \$ 54.54     |
| <b>Step 04</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 61,642.40 | \$ 62,759.78 | \$ 63,846.13 | \$ 66,049.86 | \$ 68,253.59 | \$ 74,864.78 |
| MONTHLY                                                      | \$ 5,136.87  | \$ 5,229.98  | \$ 5,320.51  | \$ 5,504.15  | \$ 5,687.80  | \$ 6,238.73  |
| DAILY                                                        | \$ 277.67    | \$ 282.70    | \$ 287.60    | \$ 297.52    | \$ 307.45    | \$ 337.23    |
| HOURLY                                                       | \$ 46.28     | \$ 47.12     | \$ 47.93     | \$ 49.59     | \$ 51.24     | \$ 56.20     |
| <b>Step 05</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 63,849.84 | \$ 64,947.99 | \$ 66,049.86 | \$ 68,253.59 | \$ 70,457.32 | \$ 77,053.00 |
| MONTHLY                                                      | \$ 5,320.82  | \$ 5,412.33  | \$ 5,504.15  | \$ 5,687.80  | \$ 5,871.44  | \$ 6,421.08  |
| DAILY                                                        | \$ 287.61    | \$ 292.56    | \$ 297.52    | \$ 307.45    | \$ 317.38    | \$ 347.09    |
| HOURLY                                                       | \$ 47.94     | \$ 48.76     | \$ 49.59     | \$ 51.24     | \$ 52.90     | \$ 57.85     |
| <b>Step 06</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 66,049.86 | \$ 67,151.72 | \$ 68,253.59 | \$ 70,457.32 | \$ 72,645.53 | \$ 79,256.73 |
| MONTHLY                                                      | \$ 5,504.15  | \$ 5,595.98  | \$ 5,687.80  | \$ 5,871.44  | \$ 6,053.79  | \$ 6,604.73  |
| DAILY                                                        | \$ 297.52    | \$ 302.49    | \$ 307.45    | \$ 317.38    | \$ 327.23    | \$ 357.01    |
| HOURLY                                                       | \$ 49.59     | \$ 50.41     | \$ 51.24     | \$ 52.90     | \$ 54.54     | \$ 59.50     |
| <b>Step 07</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 68,253.59 | \$ 69,355.46 | \$ 70,457.32 | \$ 72,645.53 | \$ 74,864.78 | \$ 81,444.94 |
| MONTHLY                                                      | \$ 5,687.80  | \$ 5,779.62  | \$ 5,871.44  | \$ 6,053.79  | \$ 6,238.73  | \$ 6,787.08  |
| DAILY                                                        | \$ 307.45    | \$ 312.41    | \$ 317.38    | \$ 327.23    | \$ 337.23    | \$ 366.87    |
| HOURLY                                                       | \$ 51.24     | \$ 52.07     | \$ 52.90     | \$ 54.54     | \$ 56.20     | \$ 61.14     |
| <b>Step 08</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 70,519.40 | \$ 71,559.19 | \$ 72,645.53 | \$ 74,864.78 | \$ 77,053.00 | \$ 83,664.19 |
| MONTHLY                                                      | \$ 5,876.62  | \$ 5,963.27  | \$ 6,053.79  | \$ 6,238.73  | \$ 6,421.08  | \$ 6,972.02  |
| DAILY                                                        | \$ 317.65    | \$ 322.34    | \$ 327.23    | \$ 337.23    | \$ 347.09    | \$ 376.87    |
| HOURLY                                                       | \$ 52.94     | \$ 53.72     | \$ 54.54     | \$ 56.20     | \$ 57.85     | \$ 62.81     |

| Step 09 |    |           |    |           |    |           |                                        |
|---------|----|-----------|----|-----------|----|-----------|----------------------------------------|
| ANNUAL  | \$ | 72,645.53 | \$ | 73,747.40 | \$ | 74,864.78 | \$ 77,053.00 \$ 79,256.73 \$ 85,852.40 |
| MONTHLY | \$ | 6,053.79  | \$ | 6,145.62  | \$ | 6,238.73  | \$ 6,421.08 \$ 6,604.73 \$ 7,154.37    |
| DAILY   | \$ | 327.23    | \$ | 332.20    | \$ | 337.23    | \$ 347.09 \$ 357.01 \$ 386.72          |
| HOURLY  | \$ | 54.54     | \$ | 55.37     | \$ | 56.20     | \$ 57.85 \$ 59.50 \$ 64.45             |
| Step 10 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 74,864.78 | \$ | 75,951.13 | \$ | 77,053.00 | \$ 79,256.73 \$ 81,444.94 \$ 88,056.13 |
| MONTHLY | \$ | 6,238.73  | \$ | 6,329.26  | \$ | 6,421.08  | \$ 6,604.73 \$ 6,787.08 \$ 7,338.01    |
| DAILY   | \$ | 337.23    | \$ | 342.12    | \$ | 347.09    | \$ 357.01 \$ 366.87 \$ 396.65          |
| HOURLY  | \$ | 56.20     | \$ | 57.02     | \$ | 57.85     | \$ 59.50 \$ 61.14 \$ 66.11             |
| Step 11 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 77,053.00 | \$ | 78,154.86 | \$ | 79,256.73 | \$ 81,444.94 \$ 83,664.19 \$ 90,275.38 |
| MONTHLY | \$ | 6,421.08  | \$ | 6,512.91  | \$ | 6,604.73  | \$ 6,787.08 \$ 6,972.02 \$ 7,522.95    |
| DAILY   | \$ | 347.09    | \$ | 352.05    | \$ | 357.01    | \$ 366.87 \$ 376.87 \$ 406.65          |
| HOURLY  | \$ | 57.85     | \$ | 58.67     | \$ | 59.50     | \$ 61.14 \$ 62.81 \$ 67.77             |
| Step 12 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 79,256.73 | \$ | 80,343.07 | \$ | 81,444.94 | \$ 83,664.19 \$ 85,852.40 \$ 92,463.59 |
| MONTHLY | \$ | 6,604.73  | \$ | 6,695.26  | \$ | 6,787.08  | \$ 6,972.02 \$ 7,154.37 \$ 7,705.30    |
| DAILY   | \$ | 357.01    | \$ | 361.91    | \$ | 366.87    | \$ 376.87 \$ 386.72 \$ 416.50          |
| HOURLY  | \$ | 59.50     | \$ | 60.32     | \$ | 61.14     | \$ 62.81 \$ 64.45 \$ 69.42             |
| Step 13 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 79,256.73 | \$ | 80,343.07 | \$ | 81,444.94 | \$ 85,852.40 \$ 88,056.13 \$ 94,667.33 |
| MONTHLY | \$ | 6,604.73  | \$ | 6,695.26  | \$ | 6,787.08  | \$ 7,154.37 \$ 7,338.01 \$ 7,888.94    |
| DAILY   | \$ | 357.01    | \$ | 361.91    | \$ | 366.87    | \$ 386.72 \$ 396.65 \$ 426.43          |
| HOURLY  | \$ | 59.50     | \$ | 60.32     | \$ | 61.14     | \$ 64.45 \$ 66.11 \$ 71.07             |
| Step 14 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 79,256.73 | \$ | 80,343.07 | \$ | 81,444.94 | \$ 85,852.40 \$ 90,275.38 \$ 96,871.06 |
| MONTHLY | \$ | 6,604.73  | \$ | 6,695.26  | \$ | 6,787.08  | \$ 7,154.37 \$ 7,522.95 \$ 8,072.59    |
| DAILY   | \$ | 357.01    | \$ | 361.91    | \$ | 366.87    | \$ 386.72 \$ 406.65 \$ 436.36          |
| HOURLY  | \$ | 59.50     | \$ | 60.32     | \$ | 61.14     | \$ 64.45 \$ 67.77 \$ 72.73             |
| Step 15 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 79,256.73 | \$ | 80,343.07 | \$ | 81,444.94 | \$ 85,852.40 \$ 90,275.38 \$ 99,074.79 |
| MONTHLY | \$ | 6,604.73  | \$ | 6,695.26  | \$ | 6,787.08  | \$ 7,154.37 \$ 7,522.95 \$ 8,256.23    |
| DAILY   | \$ | 357.01    | \$ | 361.91    | \$ | 366.87    | \$ 386.72 \$ 406.65 \$ 446.28          |
| HOURLY  | \$ | 59.50     | \$ | 60.32     | \$ | 61.14     | \$ 64.45 \$ 67.77 \$ 74.38             |
| Step 16 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 79,256.73 | \$ | 80,343.07 | \$ | 81,444.94 | \$ 85,852.40 \$ 90,275.38 \$ 99,074.79 |
| MONTHLY | \$ | 6,604.73  | \$ | 6,695.26  | \$ | 6,787.08  | \$ 7,154.37 \$ 7,522.95 \$ 8,256.23    |
| DAILY   | \$ | 357.01    | \$ | 361.91    | \$ | 366.87    | \$ 386.72 \$ 406.65 \$ 446.28          |
| HOURLY  | \$ | 59.50     | \$ | 60.32     | \$ | 61.14     | \$ 64.45 \$ 67.77 \$ 74.38             |
| Step 17 |    |           |    |           |    |           |                                        |
| ANNUAL  | \$ | 79,256.73 | \$ | 80,343.07 | \$ | 81,444.94 | \$ 85,852.40 \$ 90,275.38 \$ 99,074.79 |
| MONTHLY | \$ | 6,604.73  | \$ | 6,695.26  | \$ | 6,787.08  | \$ 7,154.37 \$ 7,522.95 \$ 8,256.23    |
| DAILY   | \$ | 357.01    | \$ | 361.91    | \$ | 366.87    | \$ 386.72 \$ 406.65 \$ 446.28          |
| HOURLY  | \$ | 59.50     | \$ | 60.32     | \$ | 61.14     | \$ 64.45 \$ 67.77 \$ 74.38             |

| Step 18 |    |           |    |           |    |           |                                         |
|---------|----|-----------|----|-----------|----|-----------|-----------------------------------------|
| ANNUAL  | \$ | 79,256.73 | \$ | 80,343.07 | \$ | 81,444.94 | \$ 85,852.40 \$ 90,275.38 \$ 99,074.79  |
| MONTHLY | \$ | 6,604.73  | \$ | 6,695.26  | \$ | 6,787.08  | \$ 7,154.37 \$ 7,522.95 \$ 8,256.23     |
| DAILY   | \$ | 357.01    | \$ | 361.91    | \$ | 366.87    | \$ 386.72 \$ 406.65 \$ 446.28           |
| HOURLY  | \$ | 59.50     | \$ | 60.32     | \$ | 61.14     | \$ 64.45 \$ 67.77 \$ 74.38              |
| Step 19 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 79,256.73 | \$ | 80,343.07 | \$ | 81,444.94 | \$ 85,852.40 \$ 90,275.38 \$ 99,074.79  |
| MONTHLY | \$ | 6,604.73  | \$ | 6,695.26  | \$ | 6,787.08  | \$ 7,154.37 \$ 7,522.95 \$ 8,256.23     |
| DAILY   | \$ | 357.01    | \$ | 361.91    | \$ | 366.87    | \$ 386.72 \$ 406.65 \$ 446.28           |
| HOURLY  | \$ | 59.50     | \$ | 60.32     | \$ | 61.14     | \$ 64.45 \$ 67.77 \$ 74.38              |
| Step 20 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 79,256.73 | \$ | 80,343.07 | \$ | 81,444.94 | \$ 85,852.40 \$ 90,275.38 \$ 99,074.79  |
| MONTHLY | \$ | 6,604.73  | \$ | 6,695.26  | \$ | 6,787.08  | \$ 7,154.37 \$ 7,522.95 \$ 8,256.23     |
| DAILY   | \$ | 357.01    | \$ | 361.91    | \$ | 366.87    | \$ 386.72 \$ 406.65 \$ 446.28           |
| HOURLY  | \$ | 59.50     | \$ | 60.32     | \$ | 61.14     | \$ 64.45 \$ 67.77 \$ 74.38              |
| Step 21 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 81,444.94 | \$ | 82,562.32 | \$ | 83,664.19 | \$ 88,056.13 \$ 92,463.59 \$ 101,263.00 |
| MONTHLY | \$ | 6,787.08  | \$ | 6,880.19  | \$ | 6,972.02  | \$ 7,338.01 \$ 7,705.30 \$ 8,438.58     |
| DAILY   | \$ | 366.87    | \$ | 371.90    | \$ | 376.87    | \$ 396.65 \$ 416.50 \$ 456.14           |
| HOURLY  | \$ | 61.14     | \$ | 61.98     | \$ | 62.81     | \$ 66.11 \$ 69.42 \$ 76.02              |
| Step 22 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 81,444.94 | \$ | 82,562.32 | \$ | 83,664.19 | \$ 88,056.13 \$ 92,463.59 \$ 101,263.00 |
| MONTHLY | \$ | 6,787.08  | \$ | 6,880.19  | \$ | 6,972.02  | \$ 7,338.01 \$ 7,705.30 \$ 8,438.58     |
| DAILY   | \$ | 366.87    | \$ | 371.90    | \$ | 376.87    | \$ 396.65 \$ 416.50 \$ 456.14           |
| HOURLY  | \$ | 61.14     | \$ | 61.98     | \$ | 62.81     | \$ 66.11 \$ 69.42 \$ 76.02              |
| Step 23 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 81,444.94 | \$ | 82,562.32 | \$ | 83,664.19 | \$ 88,056.13 \$ 92,463.59 \$ 101,263.00 |
| MONTHLY | \$ | 6,787.08  | \$ | 6,880.19  | \$ | 6,972.02  | \$ 7,338.01 \$ 7,705.30 \$ 8,438.58     |
| DAILY   | \$ | 366.87    | \$ | 371.90    | \$ | 376.87    | \$ 396.65 \$ 416.50 \$ 456.14           |
| HOURLY  | \$ | 61.14     | \$ | 61.98     | \$ | 62.81     | \$ 66.11 \$ 69.42 \$ 76.02              |
| Step 24 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 81,444.94 | \$ | 82,562.32 | \$ | 83,664.19 | \$ 88,056.13 \$ 92,463.59 \$ 101,263.00 |
| MONTHLY | \$ | 6,787.08  | \$ | 6,880.19  | \$ | 6,972.02  | \$ 7,338.01 \$ 7,705.30 \$ 8,438.58     |
| DAILY   | \$ | 366.87    | \$ | 371.90    | \$ | 376.87    | \$ 396.65 \$ 416.50 \$ 456.14           |
| HOURLY  | \$ | 61.14     | \$ | 61.98     | \$ | 62.81     | \$ 66.11 \$ 69.42 \$ 76.02              |
| Step 25 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 81,444.94 | \$ | 82,562.32 | \$ | 83,664.19 | \$ 88,056.13 \$ 92,463.59 \$ 101,263.00 |
| MONTHLY | \$ | 6,787.08  | \$ | 6,880.19  | \$ | 6,972.02  | \$ 7,338.01 \$ 7,705.30 \$ 8,438.58     |
| DAILY   | \$ | 366.87    | \$ | 371.90    | \$ | 376.87    | \$ 396.65 \$ 416.50 \$ 456.14           |
| HOURLY  | \$ | 61.14     | \$ | 61.98     | \$ | 62.81     | \$ 66.11 \$ 69.42 \$ 76.02              |
| Step 26 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 83,664.19 | \$ | 84,750.54 | \$ | 85,852.40 | \$ 90,275.38 \$ 94,667.33 \$ 103,482.25 |
| MONTHLY | \$ | 6,972.02  | \$ | 7,062.54  | \$ | 7,154.37  | \$ 7,522.95 \$ 7,888.94 \$ 8,623.52     |
| DAILY   | \$ | 376.87    | \$ | 381.76    | \$ | 386.72    | \$ 406.65 \$ 426.43 \$ 466.14           |
| HOURLY  | \$ | 62.81     | \$ | 63.63     | \$ | 64.45     | \$ 67.77 \$ 71.07 \$ 77.69              |

| Step 27 |              |              |              |              |              |               |
|---------|--------------|--------------|--------------|--------------|--------------|---------------|
| ANNUAL  | \$ 83,664.19 | \$ 84,750.54 | \$ 85,852.40 | \$ 90,275.38 | \$ 94,667.33 | \$ 103,482.25 |
| MONTHLY | \$ 6,972.02  | \$ 7,062.54  | \$ 7,154.37  | \$ 7,522.95  | \$ 7,888.94  | \$ 8,623.52   |
| DAILY   | \$ 376.87    | \$ 381.76    | \$ 386.72    | \$ 406.65    | \$ 426.43    | \$ 466.14     |
| HOURLY  | \$ 62.81     | \$ 63.63     | \$ 64.45     | \$ 67.77     | \$ 71.07     | \$ 77.69      |
| Step 28 |              |              |              |              |              |               |
| ANNUAL  | \$ 83,664.19 | \$ 84,750.54 | \$ 85,852.40 | \$ 90,275.38 | \$ 94,667.33 | \$ 103,482.25 |
| MONTHLY | \$ 6,972.02  | \$ 7,062.54  | \$ 7,154.37  | \$ 7,522.95  | \$ 7,888.94  | \$ 8,623.52   |
| DAILY   | \$ 376.87    | \$ 381.76    | \$ 386.72    | \$ 406.65    | \$ 426.43    | \$ 466.14     |
| HOURLY  | \$ 62.81     | \$ 63.63     | \$ 64.45     | \$ 67.77     | \$ 71.07     | \$ 77.69      |
| Step 29 |              |              |              |              |              |               |
| ANNUAL  | \$ 83,664.19 | \$ 84,750.54 | \$ 85,852.40 | \$ 90,275.38 | \$ 94,667.33 | \$ 103,482.25 |
| MONTHLY | \$ 6,972.02  | \$ 7,062.54  | \$ 7,154.37  | \$ 7,522.95  | \$ 7,888.94  | \$ 8,623.52   |
| DAILY   | \$ 376.87    | \$ 381.76    | \$ 386.72    | \$ 406.65    | \$ 426.43    | \$ 466.14     |
| HOURLY  | \$ 62.81     | \$ 63.63     | \$ 64.45     | \$ 67.77     | \$ 71.07     | \$ 77.69      |
| Step 30 |              |              |              |              |              |               |
| ANNUAL  | \$ 83,664.19 | \$ 84,750.54 | \$ 85,852.40 | \$ 90,275.38 | \$ 94,667.33 | \$ 103,482.25 |
| MONTHLY | \$ 6,972.02  | \$ 7,062.54  | \$ 7,154.37  | \$ 7,522.95  | \$ 7,888.94  | \$ 8,623.52   |
| DAILY   | \$ 376.87    | \$ 381.76    | \$ 386.72    | \$ 406.65    | \$ 426.43    | \$ 466.14     |
| HOURLY  | \$ 62.81     | \$ 63.63     | \$ 64.45     | \$ 67.77     | \$ 71.07     | \$ 77.69      |
| Step 31 |              |              |              |              |              |               |
| ANNUAL  | \$ 83,664.19 | \$ 84,750.54 | \$ 85,852.40 | \$ 90,275.38 | \$ 94,667.33 | \$ 103,482.25 |
| MONTHLY | \$ 6,972.02  | \$ 7,062.54  | \$ 7,154.37  | \$ 7,522.95  | \$ 7,888.94  | \$ 8,623.52   |
| DAILY   | \$ 376.87    | \$ 381.76    | \$ 386.72    | \$ 406.65    | \$ 426.43    | \$ 466.14     |
| HOURLY  | \$ 62.81     | \$ 63.63     | \$ 64.45     | \$ 67.77     | \$ 71.07     | \$ 77.69      |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA2 222 Days 6 Hours/Day.

Board approved increase of 3.0% on 04/24/2019 eff. 01/01/2019

Revision:

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |
| SALARY SCHEDULE K12 TEACHERS ON 11 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |
| EFFECTIVE JANUARY 1, 2020                                    |              |              |              |              |              |              |
| Periods: 12, Days/Year: 204, Hours/Day: 6                    |              |              |              |              |              |              |
| TSA1                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |
| <b>Step 01</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 53,819.38 | \$ 54,254.70 | \$ 54,675.50 | \$ 55,560.64 | \$ 57,635.64 | \$ 63,817.11 |
| MONTHLY                                                      | \$ 4,484.95  | \$ 4,521.22  | \$ 4,556.29  | \$ 4,630.05  | \$ 4,802.97  | \$ 5,318.09  |
| DAILY                                                        | \$ 263.82    | \$ 265.95    | \$ 268.02    | \$ 272.36    | \$ 282.53    | \$ 312.83    |
| HOURLY                                                       | \$ 43.97     | \$ 44.33     | \$ 44.67     | \$ 45.39     | \$ 47.09     | \$ 52.14     |
| <b>Step 02</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 54,675.50 | \$ 55,125.33 | \$ 55,560.64 | \$ 57,635.64 | \$ 59,696.13 | \$ 65,877.60 |
| MONTHLY                                                      | \$ 4,556.29  | \$ 4,593.78  | \$ 4,630.05  | \$ 4,802.97  | \$ 4,974.68  | \$ 5,489.80  |
| DAILY                                                        | \$ 268.02    | \$ 270.22    | \$ 272.36    | \$ 282.53    | \$ 292.63    | \$ 322.93    |
| HOURLY                                                       | \$ 44.67     | \$ 45.04     | \$ 45.39     | \$ 47.09     | \$ 48.77     | \$ 53.82     |
| <b>Step 03</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 55,560.64 | \$ 56,605.40 | \$ 57,635.64 | \$ 59,696.13 | \$ 61,756.62 | \$ 67,923.57 |
| MONTHLY                                                      | \$ 4,630.05  | \$ 4,717.12  | \$ 4,802.97  | \$ 4,974.68  | \$ 5,146.38  | \$ 5,660.30  |
| DAILY                                                        | \$ 272.36    | \$ 277.48    | \$ 282.53    | \$ 292.63    | \$ 302.73    | \$ 332.96    |
| HOURLY                                                       | \$ 45.39     | \$ 46.25     | \$ 47.09     | \$ 48.77     | \$ 50.45     | \$ 55.49     |
| <b>Step 04</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 57,635.64 | \$ 58,680.40 | \$ 59,696.13 | \$ 61,756.62 | \$ 63,817.11 | \$ 69,998.57 |
| MONTHLY                                                      | \$ 4,802.97  | \$ 4,890.03  | \$ 4,974.68  | \$ 5,146.38  | \$ 5,318.09  | \$ 5,833.21  |
| DAILY                                                        | \$ 282.53    | \$ 287.65    | \$ 292.63    | \$ 302.73    | \$ 312.83    | \$ 343.13    |
| HOURLY                                                       | \$ 47.09     | \$ 47.94     | \$ 48.77     | \$ 50.45     | \$ 52.14     | \$ 57.19     |
| <b>Step 05</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 59,696.13 | \$ 60,726.37 | \$ 61,756.62 | \$ 63,817.11 | \$ 65,877.60 | \$ 72,044.55 |
| MONTHLY                                                      | \$ 4,974.68  | \$ 5,060.53  | \$ 5,146.38  | \$ 5,318.09  | \$ 5,489.80  | \$ 6,003.71  |
| DAILY                                                        | \$ 292.63    | \$ 297.68    | \$ 302.73    | \$ 312.83    | \$ 322.93    | \$ 353.16    |
| HOURLY                                                       | \$ 48.77     | \$ 49.61     | \$ 50.45     | \$ 52.14     | \$ 53.82     | \$ 58.86     |
| <b>Step 06</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 61,756.62 | \$ 62,786.86 | \$ 63,817.11 | \$ 65,877.60 | \$ 67,923.57 | \$ 74,105.04 |
| MONTHLY                                                      | \$ 5,146.38  | \$ 5,232.24  | \$ 5,318.09  | \$ 5,489.80  | \$ 5,660.30  | \$ 6,175.42  |
| DAILY                                                        | \$ 302.73    | \$ 307.78    | \$ 312.83    | \$ 322.93    | \$ 332.96    | \$ 363.26    |
| HOURLY                                                       | \$ 50.45     | \$ 51.30     | \$ 52.14     | \$ 53.82     | \$ 55.49     | \$ 60.54     |
| <b>Step 07</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 63,817.11 | \$ 64,847.35 | \$ 65,877.60 | \$ 67,923.57 | \$ 69,998.57 | \$ 76,151.02 |
| MONTHLY                                                      | \$ 5,318.09  | \$ 5,403.95  | \$ 5,489.80  | \$ 5,660.30  | \$ 5,833.21  | \$ 6,345.92  |
| DAILY                                                        | \$ 312.83    | \$ 317.88    | \$ 322.93    | \$ 332.96    | \$ 343.13    | \$ 373.29    |
| HOURLY                                                       | \$ 52.14     | \$ 52.98     | \$ 53.82     | \$ 55.49     | \$ 57.19     | \$ 62.21     |
| <b>Step 08</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 65,935.64 | \$ 66,907.84 | \$ 67,923.57 | \$ 69,998.57 | \$ 72,044.55 | \$ 78,226.02 |
| MONTHLY                                                      | \$ 5,494.64  | \$ 5,575.65  | \$ 5,660.30  | \$ 5,833.21  | \$ 6,003.71  | \$ 6,518.83  |
| DAILY                                                        | \$ 323.21    | \$ 327.98    | \$ 332.96    | \$ 343.13    | \$ 353.16    | \$ 383.46    |
| HOURLY                                                       | \$ 53.87     | \$ 54.66     | \$ 55.49     | \$ 57.19     | \$ 58.86     | \$ 63.91     |

| Step 09 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 67,923.57 | \$ | 68,953.82 | \$ | 69,998.57 | \$ | 72,044.55 | \$ | 74,105.04 | \$ | 80,272.00 |
| MONTHLY | \$ | 5,660.30  | \$ | 5,746.15  | \$ | 5,833.21  | \$ | 6,003.71  | \$ | 6,175.42  | \$ | 6,689.33  |
| DAILY   | \$ | 332.96    | \$ | 338.01    | \$ | 343.13    | \$ | 353.16    | \$ | 363.26    | \$ | 393.49    |
| HOURLY  | \$ | 55.49     | \$ | 56.33     | \$ | 57.19     | \$ | 58.86     | \$ | 60.54     | \$ | 65.58     |
| Step 10 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 69,998.57 | \$ | 71,014.31 | \$ | 72,044.55 | \$ | 74,105.04 | \$ | 76,151.02 | \$ | 82,332.48 |
| MONTHLY | \$ | 5,833.21  | \$ | 5,917.86  | \$ | 6,003.71  | \$ | 6,175.42  | \$ | 6,345.92  | \$ | 6,861.04  |
| DAILY   | \$ | 343.13    | \$ | 348.11    | \$ | 353.16    | \$ | 363.26    | \$ | 373.29    | \$ | 403.59    |
| HOURLY  | \$ | 57.19     | \$ | 58.02     | \$ | 58.86     | \$ | 60.54     | \$ | 62.21     | \$ | 67.27     |
| Step 11 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 72,044.55 | \$ | 73,074.80 | \$ | 74,105.04 | \$ | 76,151.02 | \$ | 78,226.02 | \$ | 84,407.48 |
| MONTHLY | \$ | 6,003.71  | \$ | 6,089.57  | \$ | 6,175.42  | \$ | 6,345.92  | \$ | 6,518.83  | \$ | 7,033.96  |
| DAILY   | \$ | 353.16    | \$ | 358.21    | \$ | 363.26    | \$ | 373.29    | \$ | 383.46    | \$ | 413.76    |
| HOURLY  | \$ | 58.86     | \$ | 59.70     | \$ | 60.54     | \$ | 62.21     | \$ | 63.91     | \$ | 68.96     |
| Step 12 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,105.04 | \$ | 75,120.77 | \$ | 76,151.02 | \$ | 78,226.02 | \$ | 80,272.00 | \$ | 86,453.46 |
| MONTHLY | \$ | 6,175.42  | \$ | 6,260.06  | \$ | 6,345.92  | \$ | 6,518.83  | \$ | 6,689.33  | \$ | 7,204.46  |
| DAILY   | \$ | 363.26    | \$ | 368.24    | \$ | 373.29    | \$ | 383.46    | \$ | 393.49    | \$ | 423.79    |
| HOURLY  | \$ | 60.54     | \$ | 61.37     | \$ | 62.21     | \$ | 63.91     | \$ | 65.58     | \$ | 70.63     |
| Step 13 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,105.04 | \$ | 75,120.77 | \$ | 76,151.02 | \$ | 80,272.00 | \$ | 82,332.48 | \$ | 88,513.95 |
| MONTHLY | \$ | 6,175.42  | \$ | 6,260.06  | \$ | 6,345.92  | \$ | 6,689.33  | \$ | 6,861.04  | \$ | 7,376.16  |
| DAILY   | \$ | 363.26    | \$ | 368.24    | \$ | 373.29    | \$ | 393.49    | \$ | 403.59    | \$ | 433.89    |
| HOURLY  | \$ | 60.54     | \$ | 61.37     | \$ | 62.21     | \$ | 65.58     | \$ | 67.27     | \$ | 72.32     |
| Step 14 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,105.04 | \$ | 75,120.77 | \$ | 76,151.02 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 90,574.44 |
| MONTHLY | \$ | 6,175.42  | \$ | 6,260.06  | \$ | 6,345.92  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,547.87  |
| DAILY   | \$ | 363.26    | \$ | 368.24    | \$ | 373.29    | \$ | 393.49    | \$ | 413.76    | \$ | 443.99    |
| HOURLY  | \$ | 60.54     | \$ | 61.37     | \$ | 62.21     | \$ | 65.58     | \$ | 68.96     | \$ | 74.00     |
| Step 15 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,105.04 | \$ | 75,120.77 | \$ | 76,151.02 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 92,634.93 |
| MONTHLY | \$ | 6,175.42  | \$ | 6,260.06  | \$ | 6,345.92  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,719.58  |
| DAILY   | \$ | 363.26    | \$ | 368.24    | \$ | 373.29    | \$ | 393.49    | \$ | 413.76    | \$ | 454.09    |
| HOURLY  | \$ | 60.54     | \$ | 61.37     | \$ | 62.21     | \$ | 65.58     | \$ | 68.96     | \$ | 75.68     |
| Step 16 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,105.04 | \$ | 75,120.77 | \$ | 76,151.02 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 92,634.93 |
| MONTHLY | \$ | 6,175.42  | \$ | 6,260.06  | \$ | 6,345.92  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,719.58  |
| DAILY   | \$ | 363.26    | \$ | 368.24    | \$ | 373.29    | \$ | 393.49    | \$ | 413.76    | \$ | 454.09    |
| HOURLY  | \$ | 60.54     | \$ | 61.37     | \$ | 62.21     | \$ | 65.58     | \$ | 68.96     | \$ | 75.68     |
| Step 17 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,105.04 | \$ | 75,120.77 | \$ | 76,151.02 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 92,634.93 |
| MONTHLY | \$ | 6,175.42  | \$ | 6,260.06  | \$ | 6,345.92  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,719.58  |
| DAILY   | \$ | 363.26    | \$ | 368.24    | \$ | 373.29    | \$ | 393.49    | \$ | 413.76    | \$ | 454.09    |
| HOURLY  | \$ | 60.54     | \$ | 61.37     | \$ | 62.21     | \$ | 65.58     | \$ | 68.96     | \$ | 75.68     |

| Step 18 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 74,105.04 | \$ | 75,120.77 | \$ | 76,151.02 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 92,634.93 |
| MONTHLY | \$ | 6,175.42  | \$ | 6,260.06  | \$ | 6,345.92  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,719.58  |
| DAILY   | \$ | 363.26    | \$ | 368.24    | \$ | 373.29    | \$ | 393.49    | \$ | 413.76    | \$ | 454.09    |
| HOURLY  | \$ | 60.54     | \$ | 61.37     | \$ | 62.21     | \$ | 65.58     | \$ | 68.96     | \$ | 75.68     |
| Step 19 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,105.04 | \$ | 75,120.77 | \$ | 76,151.02 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 92,634.93 |
| MONTHLY | \$ | 6,175.42  | \$ | 6,260.06  | \$ | 6,345.92  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,719.58  |
| DAILY   | \$ | 363.26    | \$ | 368.24    | \$ | 373.29    | \$ | 393.49    | \$ | 413.76    | \$ | 454.09    |
| HOURLY  | \$ | 60.54     | \$ | 61.37     | \$ | 62.21     | \$ | 65.58     | \$ | 68.96     | \$ | 75.68     |
| Step 20 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 74,105.04 | \$ | 75,120.77 | \$ | 76,151.02 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 92,634.93 |
| MONTHLY | \$ | 6,175.42  | \$ | 6,260.06  | \$ | 6,345.92  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,719.58  |
| DAILY   | \$ | 363.26    | \$ | 368.24    | \$ | 373.29    | \$ | 393.49    | \$ | 413.76    | \$ | 454.09    |
| HOURLY  | \$ | 60.54     | \$ | 61.37     | \$ | 62.21     | \$ | 65.58     | \$ | 68.96     | \$ | 75.68     |
| Step 21 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,151.02 | \$ | 77,195.77 | \$ | 78,226.02 | \$ | 82,332.48 | \$ | 86,453.46 | \$ | 94,680.91 |
| MONTHLY | \$ | 6,345.92  | \$ | 6,432.98  | \$ | 6,518.83  | \$ | 6,861.04  | \$ | 7,204.46  | \$ | 7,890.08  |
| DAILY   | \$ | 373.29    | \$ | 378.41    | \$ | 383.46    | \$ | 403.59    | \$ | 423.79    | \$ | 464.12    |
| HOURLY  | \$ | 62.21     | \$ | 63.07     | \$ | 63.91     | \$ | 67.27     | \$ | 70.63     | \$ | 77.35     |
| Step 22 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,151.02 | \$ | 77,195.77 | \$ | 78,226.02 | \$ | 82,332.48 | \$ | 86,453.46 | \$ | 94,680.91 |
| MONTHLY | \$ | 6,345.92  | \$ | 6,432.98  | \$ | 6,518.83  | \$ | 6,861.04  | \$ | 7,204.46  | \$ | 7,890.08  |
| DAILY   | \$ | 373.29    | \$ | 378.41    | \$ | 383.46    | \$ | 403.59    | \$ | 423.79    | \$ | 464.12    |
| HOURLY  | \$ | 62.21     | \$ | 63.07     | \$ | 63.91     | \$ | 67.27     | \$ | 70.63     | \$ | 77.35     |
| Step 23 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,151.02 | \$ | 77,195.77 | \$ | 78,226.02 | \$ | 82,332.48 | \$ | 86,453.46 | \$ | 94,680.91 |
| MONTHLY | \$ | 6,345.92  | \$ | 6,432.98  | \$ | 6,518.83  | \$ | 6,861.04  | \$ | 7,204.46  | \$ | 7,890.08  |
| DAILY   | \$ | 373.29    | \$ | 378.41    | \$ | 383.46    | \$ | 403.59    | \$ | 423.79    | \$ | 464.12    |
| HOURLY  | \$ | 62.21     | \$ | 63.07     | \$ | 63.91     | \$ | 67.27     | \$ | 70.63     | \$ | 77.35     |
| Step 24 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,151.02 | \$ | 77,195.77 | \$ | 78,226.02 | \$ | 82,332.48 | \$ | 86,453.46 | \$ | 94,680.91 |
| MONTHLY | \$ | 6,345.92  | \$ | 6,432.98  | \$ | 6,518.83  | \$ | 6,861.04  | \$ | 7,204.46  | \$ | 7,890.08  |
| DAILY   | \$ | 373.29    | \$ | 378.41    | \$ | 383.46    | \$ | 403.59    | \$ | 423.79    | \$ | 464.12    |
| HOURLY  | \$ | 62.21     | \$ | 63.07     | \$ | 63.91     | \$ | 67.27     | \$ | 70.63     | \$ | 77.35     |
| Step 25 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 76,151.02 | \$ | 77,195.77 | \$ | 78,226.02 | \$ | 82,332.48 | \$ | 86,453.46 | \$ | 94,680.91 |
| MONTHLY | \$ | 6,345.92  | \$ | 6,432.98  | \$ | 6,518.83  | \$ | 6,861.04  | \$ | 7,204.46  | \$ | 7,890.08  |
| DAILY   | \$ | 373.29    | \$ | 378.41    | \$ | 383.46    | \$ | 403.59    | \$ | 423.79    | \$ | 464.12    |
| HOURLY  | \$ | 62.21     | \$ | 63.07     | \$ | 63.91     | \$ | 67.27     | \$ | 70.63     | \$ | 77.35     |
| Step 26 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,226.02 | \$ | 79,241.75 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 88,513.95 | \$ | 96,755.90 |
| MONTHLY | \$ | 6,518.83  | \$ | 6,603.48  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,376.16  | \$ | 8,062.99  |
| DAILY   | \$ | 383.46    | \$ | 388.44    | \$ | 393.49    | \$ | 413.76    | \$ | 433.89    | \$ | 474.29    |
| HOURLY  | \$ | 63.91     | \$ | 64.74     | \$ | 65.58     | \$ | 68.96     | \$ | 72.32     | \$ | 79.05     |



| Step 27 |    |           |    |           |    |           |    |           |    |           |    |           |
|---------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|----|-----------|
| ANNUAL  | \$ | 78,226.02 | \$ | 79,241.75 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 88,513.95 | \$ | 96,755.90 |
| MONTHLY | \$ | 6,518.83  | \$ | 6,603.48  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,376.16  | \$ | 8,062.99  |
| DAILY   | \$ | 383.46    | \$ | 388.44    | \$ | 393.49    | \$ | 413.76    | \$ | 433.89    | \$ | 474.29    |
| HOURLY  | \$ | 63.91     | \$ | 64.74     | \$ | 65.58     | \$ | 68.96     | \$ | 72.32     | \$ | 79.05     |
| Step 28 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,226.02 | \$ | 79,241.75 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 88,513.95 | \$ | 96,755.90 |
| MONTHLY | \$ | 6,518.83  | \$ | 6,603.48  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,376.16  | \$ | 8,062.99  |
| DAILY   | \$ | 383.46    | \$ | 388.44    | \$ | 393.49    | \$ | 413.76    | \$ | 433.89    | \$ | 474.29    |
| HOURLY  | \$ | 63.91     | \$ | 64.74     | \$ | 65.58     | \$ | 68.96     | \$ | 72.32     | \$ | 79.05     |
| Step 29 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,226.02 | \$ | 79,241.75 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 88,513.95 | \$ | 96,755.90 |
| MONTHLY | \$ | 6,518.83  | \$ | 6,603.48  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,376.16  | \$ | 8,062.99  |
| DAILY   | \$ | 383.46    | \$ | 388.44    | \$ | 393.49    | \$ | 413.76    | \$ | 433.89    | \$ | 474.29    |
| HOURLY  | \$ | 63.91     | \$ | 64.74     | \$ | 65.58     | \$ | 68.96     | \$ | 72.32     | \$ | 79.05     |
| Step 30 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,226.02 | \$ | 79,241.75 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 88,513.95 | \$ | 96,755.90 |
| MONTHLY | \$ | 6,518.83  | \$ | 6,603.48  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,376.16  | \$ | 8,062.99  |
| DAILY   | \$ | 383.46    | \$ | 388.44    | \$ | 393.49    | \$ | 413.76    | \$ | 433.89    | \$ | 474.29    |
| HOURLY  | \$ | 63.91     | \$ | 64.74     | \$ | 65.58     | \$ | 68.96     | \$ | 72.32     | \$ | 79.05     |
| Step 31 |    |           |    |           |    |           |    |           |    |           |    |           |
| ANNUAL  | \$ | 78,226.02 | \$ | 79,241.75 | \$ | 80,272.00 | \$ | 84,407.48 | \$ | 88,513.95 | \$ | 96,755.90 |
| MONTHLY | \$ | 6,518.83  | \$ | 6,603.48  | \$ | 6,689.33  | \$ | 7,033.96  | \$ | 7,376.16  | \$ | 8,062.99  |
| DAILY   | \$ | 383.46    | \$ | 388.44    | \$ | 393.49    | \$ | 413.76    | \$ | 433.89    | \$ | 474.29    |
| HOURLY  | \$ | 63.91     | \$ | 64.74     | \$ | 65.58     | \$ | 68.96     | \$ | 72.32     | \$ | 79.05     |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA1 204 Days 6 Hours/Day.

Board approved increase of 2.0% on 04/24/2019 eff. 01/01/2020

Revision:

| OAKLAND UNIFIED SCHOOL DISTRICT                              |              |              |              |              |              |              |
|--------------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|
| HUMAN RESOURCES SERVICES AND SUPPORT                         |              |              |              |              |              |              |
| SALARY SCHEDULE K12 TEACHERS ON 12 MONTH SPECIAL ASSIGNMENTS |              |              |              |              |              |              |
| EFFECTIVE JANUARY 1, 2020                                    |              |              |              |              |              |              |
| Periods: 12, Days/Year: 222, Hours/Day: 6                    |              |              |              |              |              |              |
| TSA2                                                         | Col. 1       | Col. 2       | Col. 3       | Col. 4       | Col. 5       | Col. 6       |
|                                                              | BA           | BA + 30      | BA + 45      | BA + 60      | BA + 75      | BA + 90      |
| <b>Step 01</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 58,712.06 | \$ 59,186.95 | \$ 59,646.00 | \$ 60,611.61 | \$ 62,875.25 | \$ 69,618.66 |
| MONTHLY                                                      | \$ 4,892.67  | \$ 4,932.25  | \$ 4,970.50  | \$ 5,050.97  | \$ 5,239.60  | \$ 5,801.56  |
| DAILY                                                        | \$ 264.47    | \$ 266.61    | \$ 268.68    | \$ 273.03    | \$ 283.22    | \$ 313.60    |
| HOURLY                                                       | \$ 44.08     | \$ 44.43     | \$ 44.78     | \$ 45.50     | \$ 47.20     | \$ 52.27     |
| <b>Step 02</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 59,646.00 | \$ 60,136.72 | \$ 60,611.61 | \$ 62,875.25 | \$ 65,123.05 | \$ 71,866.47 |
| MONTHLY                                                      | \$ 4,970.50  | \$ 5,011.39  | \$ 5,050.97  | \$ 5,239.60  | \$ 5,426.92  | \$ 5,988.87  |
| DAILY                                                        | \$ 268.68    | \$ 270.89    | \$ 273.03    | \$ 283.22    | \$ 293.35    | \$ 323.72    |
| HOURLY                                                       | \$ 44.78     | \$ 45.15     | \$ 45.50     | \$ 47.20     | \$ 48.89     | \$ 53.95     |
| <b>Step 03</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 60,611.61 | \$ 61,751.34 | \$ 62,875.25 | \$ 65,123.05 | \$ 67,370.86 | \$ 74,098.44 |
| MONTHLY                                                      | \$ 5,050.97  | \$ 5,145.95  | \$ 5,239.60  | \$ 5,426.92  | \$ 5,614.24  | \$ 6,174.87  |
| DAILY                                                        | \$ 273.03    | \$ 278.16    | \$ 283.22    | \$ 293.35    | \$ 303.47    | \$ 333.78    |
| HOURLY                                                       | \$ 45.50     | \$ 46.36     | \$ 47.20     | \$ 48.89     | \$ 50.58     | \$ 55.63     |
| <b>Step 04</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 62,875.25 | \$ 64,014.98 | \$ 65,123.05 | \$ 67,370.86 | \$ 69,618.66 | \$ 76,362.08 |
| MONTHLY                                                      | \$ 5,239.60  | \$ 5,334.58  | \$ 5,426.92  | \$ 5,614.24  | \$ 5,801.56  | \$ 6,363.51  |
| DAILY                                                        | \$ 283.22    | \$ 288.36    | \$ 293.35    | \$ 303.47    | \$ 313.60    | \$ 343.97    |
| HOURLY                                                       | \$ 47.20     | \$ 48.06     | \$ 48.89     | \$ 50.58     | \$ 52.27     | \$ 57.33     |
| <b>Step 05</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 65,126.84 | \$ 66,246.95 | \$ 67,370.86 | \$ 69,618.66 | \$ 71,866.47 | \$ 78,594.06 |
| MONTHLY                                                      | \$ 5,427.24  | \$ 5,520.58  | \$ 5,614.24  | \$ 5,801.56  | \$ 5,988.87  | \$ 6,549.50  |
| DAILY                                                        | \$ 293.36    | \$ 298.41    | \$ 303.47    | \$ 313.60    | \$ 323.72    | \$ 354.03    |
| HOURLY                                                       | \$ 48.89     | \$ 49.73     | \$ 50.58     | \$ 52.27     | \$ 53.95     | \$ 59.00     |
| <b>Step 06</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 67,370.86 | \$ 68,494.75 | \$ 69,618.66 | \$ 71,866.47 | \$ 74,098.44 | \$ 80,841.86 |
| MONTHLY                                                      | \$ 5,614.24  | \$ 5,707.90  | \$ 5,801.56  | \$ 5,988.87  | \$ 6,174.87  | \$ 6,736.82  |
| DAILY                                                        | \$ 303.47    | \$ 308.53    | \$ 313.60    | \$ 323.72    | \$ 333.78    | \$ 364.15    |
| HOURLY                                                       | \$ 50.58     | \$ 51.42     | \$ 52.27     | \$ 53.95     | \$ 55.63     | \$ 60.69     |
| <b>Step 07</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 69,618.66 | \$ 70,742.57 | \$ 71,866.47 | \$ 74,098.44 | \$ 76,362.08 | \$ 83,073.84 |
| MONTHLY                                                      | \$ 5,801.56  | \$ 5,895.21  | \$ 5,988.87  | \$ 6,174.87  | \$ 6,363.51  | \$ 6,922.82  |
| DAILY                                                        | \$ 313.60    | \$ 318.66    | \$ 323.72    | \$ 333.78    | \$ 343.97    | \$ 374.21    |
| HOURLY                                                       | \$ 52.27     | \$ 53.11     | \$ 53.95     | \$ 55.63     | \$ 57.33     | \$ 62.37     |
| <b>Step 08</b>                                               |              |              |              |              |              |              |
| ANNUAL                                                       | \$ 71,929.79 | \$ 72,990.37 | \$ 74,098.44 | \$ 76,362.08 | \$ 78,594.06 | \$ 85,337.47 |
| MONTHLY                                                      | \$ 5,994.15  | \$ 6,082.53  | \$ 6,174.87  | \$ 6,363.51  | \$ 6,549.50  | \$ 7,111.46  |
| DAILY                                                        | \$ 324.01    | \$ 328.79    | \$ 333.78    | \$ 343.97    | \$ 354.03    | \$ 384.40    |
| HOURLY                                                       | \$ 54.00     | \$ 54.80     | \$ 55.63     | \$ 57.33     | \$ 59.00     | \$ 64.07     |

| Step 09 |    |           |    |           |    |           |                                         |
|---------|----|-----------|----|-----------|----|-----------|-----------------------------------------|
| ANNUAL  | \$ | 74,098.44 | \$ | 75,222.35 | \$ | 76,362.08 | \$ 78,594.06 \$ 80,841.86 \$ 87,569.45  |
| MONTHLY | \$ | 6,174.87  | \$ | 6,268.53  | \$ | 6,363.51  | \$ 6,549.50 \$ 6,736.82 \$ 7,297.45     |
| DAILY   | \$ | 333.78    | \$ | 338.84    | \$ | 343.97    | \$ 354.03 \$ 364.15 \$ 394.46           |
| HOURLY  | \$ | 55.63     | \$ | 56.47     | \$ | 57.33     | \$ 59.00 \$ 60.69 \$ 65.74              |
| Step 10 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 76,362.08 | \$ | 77,470.15 | \$ | 78,594.06 | \$ 80,841.86 \$ 83,073.84 \$ 89,817.25  |
| MONTHLY | \$ | 6,363.51  | \$ | 6,455.85  | \$ | 6,549.50  | \$ 6,736.82 \$ 6,922.82 \$ 7,484.77     |
| DAILY   | \$ | 343.97    | \$ | 348.96    | \$ | 354.03    | \$ 364.15 \$ 374.21 \$ 404.58           |
| HOURLY  | \$ | 57.33     | \$ | 58.16     | \$ | 59.00     | \$ 60.69 \$ 62.37 \$ 67.43              |
| Step 11 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 78,594.06 | \$ | 79,717.96 | \$ | 80,841.86 | \$ 83,073.84 \$ 85,337.47 \$ 92,080.89  |
| MONTHLY | \$ | 6,549.50  | \$ | 6,643.16  | \$ | 6,736.82  | \$ 6,922.82 \$ 7,111.46 \$ 7,673.41     |
| DAILY   | \$ | 354.03    | \$ | 359.09    | \$ | 364.15    | \$ 374.21 \$ 384.40 \$ 414.78           |
| HOURLY  | \$ | 59.00     | \$ | 59.85     | \$ | 60.69     | \$ 62.37 \$ 64.07 \$ 69.13              |
| Step 12 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 80,841.86 | \$ | 81,949.93 | \$ | 83,073.84 | \$ 85,337.47 \$ 87,569.45 \$ 94,312.86  |
| MONTHLY | \$ | 6,736.82  | \$ | 6,829.16  | \$ | 6,922.82  | \$ 7,111.46 \$ 7,297.45 \$ 7,859.41     |
| DAILY   | \$ | 364.15    | \$ | 369.14    | \$ | 374.21    | \$ 384.40 \$ 394.46 \$ 424.83           |
| HOURLY  | \$ | 60.69     | \$ | 61.52     | \$ | 62.37     | \$ 64.07 \$ 65.74 \$ 70.81              |
| Step 13 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 80,841.86 | \$ | 81,949.93 | \$ | 83,073.84 | \$ 87,569.45 \$ 89,817.25 \$ 96,560.68  |
| MONTHLY | \$ | 6,736.82  | \$ | 6,829.16  | \$ | 6,922.82  | \$ 7,297.45 \$ 7,484.77 \$ 8,046.72     |
| DAILY   | \$ | 364.15    | \$ | 369.14    | \$ | 374.21    | \$ 394.46 \$ 404.58 \$ 434.96           |
| HOURLY  | \$ | 60.69     | \$ | 61.52     | \$ | 62.37     | \$ 65.74 \$ 67.43 \$ 72.49              |
| Step 14 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 80,841.86 | \$ | 81,949.93 | \$ | 83,073.84 | \$ 87,569.45 \$ 92,080.89 \$ 98,808.48  |
| MONTHLY | \$ | 6,736.82  | \$ | 6,829.16  | \$ | 6,922.82  | \$ 7,297.45 \$ 7,673.41 \$ 8,234.04     |
| DAILY   | \$ | 364.15    | \$ | 369.14    | \$ | 374.21    | \$ 394.46 \$ 414.78 \$ 445.08           |
| HOURLY  | \$ | 60.69     | \$ | 61.52     | \$ | 62.37     | \$ 65.74 \$ 69.13 \$ 74.18              |
| Step 15 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 80,841.86 | \$ | 81,949.93 | \$ | 83,073.84 | \$ 87,569.45 \$ 92,080.89 \$ 101,056.29 |
| MONTHLY | \$ | 6,736.82  | \$ | 6,829.16  | \$ | 6,922.82  | \$ 7,297.45 \$ 7,673.41 \$ 8,421.36     |
| DAILY   | \$ | 364.15    | \$ | 369.14    | \$ | 374.21    | \$ 394.46 \$ 414.78 \$ 455.21           |
| HOURLY  | \$ | 60.69     | \$ | 61.52     | \$ | 62.37     | \$ 65.74 \$ 69.13 \$ 75.87              |
| Step 16 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 80,841.86 | \$ | 81,949.93 | \$ | 83,073.84 | \$ 87,569.45 \$ 92,080.89 \$ 101,056.29 |
| MONTHLY | \$ | 6,736.82  | \$ | 6,829.16  | \$ | 6,922.82  | \$ 7,297.45 \$ 7,673.41 \$ 8,421.36     |
| DAILY   | \$ | 364.15    | \$ | 369.14    | \$ | 374.21    | \$ 394.46 \$ 414.78 \$ 455.21           |
| HOURLY  | \$ | 60.69     | \$ | 61.52     | \$ | 62.37     | \$ 65.74 \$ 69.13 \$ 75.87              |
| Step 17 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 80,841.86 | \$ | 81,949.93 | \$ | 83,073.84 | \$ 87,569.45 \$ 92,080.89 \$ 101,056.29 |
| MONTHLY | \$ | 6,736.82  | \$ | 6,829.16  | \$ | 6,922.82  | \$ 7,297.45 \$ 7,673.41 \$ 8,421.36     |
| DAILY   | \$ | 364.15    | \$ | 369.14    | \$ | 374.21    | \$ 394.46 \$ 414.78 \$ 455.21           |
| HOURLY  | \$ | 60.69     | \$ | 61.52     | \$ | 62.37     | \$ 65.74 \$ 69.13 \$ 75.87              |

| Step 18 |    |           |    |           |    |           |                                         |
|---------|----|-----------|----|-----------|----|-----------|-----------------------------------------|
| ANNUAL  | \$ | 80,841.86 | \$ | 81,949.93 | \$ | 83,073.84 | \$ 87,569.45 \$ 92,080.89 \$ 101,056.29 |
| MONTHLY | \$ | 6,736.82  | \$ | 6,829.16  | \$ | 6,922.82  | \$ 7,297.45 \$ 7,673.41 \$ 8,421.36     |
| DAILY   | \$ | 364.15    | \$ | 369.14    | \$ | 374.21    | \$ 394.46 \$ 414.78 \$ 455.21           |
| HOURLY  | \$ | 60.69     | \$ | 61.52     | \$ | 62.37     | \$ 65.74 \$ 69.13 \$ 75.87              |
| Step 19 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 80,841.86 | \$ | 81,949.93 | \$ | 83,073.84 | \$ 87,569.45 \$ 92,080.89 \$ 101,056.29 |
| MONTHLY | \$ | 6,736.82  | \$ | 6,829.16  | \$ | 6,922.82  | \$ 7,297.45 \$ 7,673.41 \$ 8,421.36     |
| DAILY   | \$ | 364.15    | \$ | 369.14    | \$ | 374.21    | \$ 394.46 \$ 414.78 \$ 455.21           |
| HOURLY  | \$ | 60.69     | \$ | 61.52     | \$ | 62.37     | \$ 65.74 \$ 69.13 \$ 75.87              |
| Step 20 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 80,841.86 | \$ | 81,949.93 | \$ | 83,073.84 | \$ 87,569.45 \$ 92,080.89 \$ 101,056.29 |
| MONTHLY | \$ | 6,736.82  | \$ | 6,829.16  | \$ | 6,922.82  | \$ 7,297.45 \$ 7,673.41 \$ 8,421.36     |
| DAILY   | \$ | 364.15    | \$ | 369.14    | \$ | 374.21    | \$ 394.46 \$ 414.78 \$ 455.21           |
| HOURLY  | \$ | 60.69     | \$ | 61.52     | \$ | 62.37     | \$ 65.74 \$ 69.13 \$ 75.87              |
| Step 21 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 83,073.84 | \$ | 84,213.57 | \$ | 85,337.47 | \$ 89,817.25 \$ 94,312.86 \$ 103,288.26 |
| MONTHLY | \$ | 6,922.82  | \$ | 7,017.80  | \$ | 7,111.46  | \$ 7,484.77 \$ 7,859.41 \$ 8,607.36     |
| DAILY   | \$ | 374.21    | \$ | 379.34    | \$ | 384.40    | \$ 404.58 \$ 424.83 \$ 465.26           |
| HOURLY  | \$ | 62.37     | \$ | 63.22     | \$ | 64.07     | \$ 67.43 \$ 70.81 \$ 77.54              |
| Step 22 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 83,073.84 | \$ | 84,213.57 | \$ | 85,337.47 | \$ 89,817.25 \$ 94,312.86 \$ 103,288.26 |
| MONTHLY | \$ | 6,922.82  | \$ | 7,017.80  | \$ | 7,111.46  | \$ 7,484.77 \$ 7,859.41 \$ 8,607.36     |
| DAILY   | \$ | 374.21    | \$ | 379.34    | \$ | 384.40    | \$ 404.58 \$ 424.83 \$ 465.26           |
| HOURLY  | \$ | 62.37     | \$ | 63.22     | \$ | 64.07     | \$ 67.43 \$ 70.81 \$ 77.54              |
| Step 23 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 83,073.84 | \$ | 84,213.57 | \$ | 85,337.47 | \$ 89,817.25 \$ 94,312.86 \$ 103,288.26 |
| MONTHLY | \$ | 6,922.82  | \$ | 7,017.80  | \$ | 7,111.46  | \$ 7,484.77 \$ 7,859.41 \$ 8,607.36     |
| DAILY   | \$ | 374.21    | \$ | 379.34    | \$ | 384.40    | \$ 404.58 \$ 424.83 \$ 465.26           |
| HOURLY  | \$ | 62.37     | \$ | 63.22     | \$ | 64.07     | \$ 67.43 \$ 70.81 \$ 77.54              |
| Step 24 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 83,073.84 | \$ | 84,213.57 | \$ | 85,337.47 | \$ 89,817.25 \$ 94,312.86 \$ 103,288.26 |
| MONTHLY | \$ | 6,922.82  | \$ | 7,017.80  | \$ | 7,111.46  | \$ 7,484.77 \$ 7,859.41 \$ 8,607.36     |
| DAILY   | \$ | 374.21    | \$ | 379.34    | \$ | 384.40    | \$ 404.58 \$ 424.83 \$ 465.26           |
| HOURLY  | \$ | 62.37     | \$ | 63.22     | \$ | 64.07     | \$ 67.43 \$ 70.81 \$ 77.54              |
| Step 25 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 83,073.84 | \$ | 84,213.57 | \$ | 85,337.47 | \$ 89,817.25 \$ 94,312.86 \$ 103,288.26 |
| MONTHLY | \$ | 6,922.82  | \$ | 7,017.80  | \$ | 7,111.46  | \$ 7,484.77 \$ 7,859.41 \$ 8,607.36     |
| DAILY   | \$ | 374.21    | \$ | 379.34    | \$ | 384.40    | \$ 404.58 \$ 424.83 \$ 465.26           |
| HOURLY  | \$ | 62.37     | \$ | 63.22     | \$ | 64.07     | \$ 67.43 \$ 70.81 \$ 77.54              |
| Step 26 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 85,337.47 | \$ | 86,445.55 | \$ | 87,569.45 | \$ 92,080.89 \$ 96,560.68 \$ 105,551.90 |
| MONTHLY | \$ | 7,111.46  | \$ | 7,203.80  | \$ | 7,297.45  | \$ 7,673.41 \$ 8,046.72 \$ 8,795.99     |
| DAILY   | \$ | 384.40    | \$ | 389.39    | \$ | 394.46    | \$ 414.78 \$ 434.96 \$ 475.46           |
| HOURLY  | \$ | 64.07     | \$ | 64.90     | \$ | 65.74     | \$ 69.13 \$ 72.49 \$ 79.24              |

| Step 27 |    |           |    |           |    |           |                                         |
|---------|----|-----------|----|-----------|----|-----------|-----------------------------------------|
| ANNUAL  | \$ | 85,337.47 | \$ | 86,445.55 | \$ | 87,569.45 | \$ 92,080.89 \$ 96,560.68 \$ 105,551.90 |
| MONTHLY | \$ | 7,111.46  | \$ | 7,203.80  | \$ | 7,297.45  | \$ 7,673.41 \$ 8,046.72 \$ 8,795.99     |
| DAILY   | \$ | 384.40    | \$ | 389.39    | \$ | 394.46    | \$ 414.78 \$ 434.96 \$ 475.46           |
| HOURLY  | \$ | 64.07     | \$ | 64.90     | \$ | 65.74     | \$ 69.13 \$ 72.49 \$ 79.24              |
| Step 28 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 85,337.47 | \$ | 86,445.55 | \$ | 87,569.45 | \$ 92,080.89 \$ 96,560.68 \$ 105,551.90 |
| MONTHLY | \$ | 7,111.46  | \$ | 7,203.80  | \$ | 7,297.45  | \$ 7,673.41 \$ 8,046.72 \$ 8,795.99     |
| DAILY   | \$ | 384.40    | \$ | 389.39    | \$ | 394.46    | \$ 414.78 \$ 434.96 \$ 475.46           |
| HOURLY  | \$ | 64.07     | \$ | 64.90     | \$ | 65.74     | \$ 69.13 \$ 72.49 \$ 79.24              |
| Step 29 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 85,337.47 | \$ | 86,445.55 | \$ | 87,569.45 | \$ 92,080.89 \$ 96,560.68 \$ 105,551.90 |
| MONTHLY | \$ | 7,111.46  | \$ | 7,203.80  | \$ | 7,297.45  | \$ 7,673.41 \$ 8,046.72 \$ 8,795.99     |
| DAILY   | \$ | 384.40    | \$ | 389.39    | \$ | 394.46    | \$ 414.78 \$ 434.96 \$ 475.46           |
| HOURLY  | \$ | 64.07     | \$ | 64.90     | \$ | 65.74     | \$ 69.13 \$ 72.49 \$ 79.24              |
| Step 30 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 85,337.47 | \$ | 86,445.55 | \$ | 87,569.45 | \$ 92,080.89 \$ 96,560.68 \$ 105,551.90 |
| MONTHLY | \$ | 7,111.46  | \$ | 7,203.80  | \$ | 7,297.45  | \$ 7,673.41 \$ 8,046.72 \$ 8,795.99     |
| DAILY   | \$ | 384.40    | \$ | 389.39    | \$ | 394.46    | \$ 414.78 \$ 434.96 \$ 475.46           |
| HOURLY  | \$ | 64.07     | \$ | 64.90     | \$ | 65.74     | \$ 69.13 \$ 72.49 \$ 79.24              |
| Step 31 |    |           |    |           |    |           |                                         |
| ANNUAL  | \$ | 85,337.47 | \$ | 86,445.55 | \$ | 87,569.45 | \$ 92,080.89 \$ 96,560.68 \$ 105,551.90 |
| MONTHLY | \$ | 7,111.46  | \$ | 7,203.80  | \$ | 7,297.45  | \$ 7,673.41 \$ 8,046.72 \$ 8,795.99     |
| DAILY   | \$ | 384.40    | \$ | 389.39    | \$ | 394.46    | \$ 414.78 \$ 434.96 \$ 475.46           |
| HOURLY  | \$ | 64.07     | \$ | 64.90     | \$ | 65.74     | \$ 69.13 \$ 72.49 \$ 79.24              |

Maximum Entry Level: 12 Steps.

Salary Schedule TSA2 222 Days 6 Hours/Day.

Board approved increase of 2.0% on 04/24/2019 eff. 01/01/2020

Revision: