

**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

Agenda Item# 12.1o

Meeting Date: September 5, 2024

Subject: Approve Salary Schedules

- Information Item Only
- Approval on Consent Agenda
-



United Professional Employees (UPE)
Annual Fair Salary Schedule
2024-25 School Year
(Effective July 1, 2024)

Job Code	Classification Title	Car	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0130	Principal, High School	A	67	\$147,084	\$149,013	\$150,942	\$152,871	\$154,800	\$156,729	\$158,658	\$160,587
0117	Principal, Middle School	T	67	\$135,822	\$136,957	\$138,092	\$139,227	\$140,362	\$141,497	\$142,632	\$143,767
0111	Principal, K-8	T	67	\$128,551	\$129,887	\$131,223	\$132,559	\$133,895	\$135,231	\$136,567	\$137,903
0131	Principal, Continuation High School	T	52	\$128,551	\$129,887	\$131,223	\$132,559	\$133,895	\$135,231	\$136,567	\$137,903
2117	Principal, Innovative Small High School	T	52	\$128,551	\$129,887	\$131,223	\$132,559	\$133,895	\$135,231	\$136,567	\$137,903
0106	Principal, Elementary School	T	52	\$128,551	\$129,887	\$131,223	\$132,559	\$133,895	\$135,231	\$136,567	\$137,903
0107	Principal, Basic Elementary School	T	52	\$128,551	\$129,887	\$131,223	\$132,559	\$133,895	\$135,231	\$136,567	\$137,903
0101	Principal, Elementary Charter School	T	52	\$128,551	\$129,887	\$131,223	\$132,559	\$133,895	\$135,231	\$136,567	\$137,903
0129	Principal, Independent Study	T	52	\$128,551	\$129,887	\$131,223	\$132,559	\$133,895	\$135,231	\$136,567	\$137,903
0124	Assistant Principal, High School	T	45	\$124,045	\$125,380	\$126,715	\$128,050	\$129,385	\$130,720	\$132,055	\$133,390
0128	Assistant Principal, Middle School	T	45	\$124,045	\$125,380	\$126,715	\$128,050	\$129,385	\$130,720	\$132,055	\$133,390
0126	Assistant Principal, K-8 School	T	37	\$115,699	\$116,538	\$117,377	\$118,216	\$119,055	\$119,894	\$120,733	\$121,572
0122	Assistant Principal, Elementary School	T-2	32	\$115,699	\$116,538	\$117,377	\$118,216	\$119,055	\$119,894	\$120,733	\$121,572
0812	Coordinator			\$105,145	\$108,501	\$111,857	\$115,213	\$118,569	\$121,925	\$125,281	\$128,637

Salary Schedule 2024-25

Job Code	Classification Title	Cal	Range	Sten 1	Sten 2	Sten 3	Sten 4	Sten 5	Sten 6	Sten 7	Sten 8
0134	Principal, High, SPS*	A	88	\$154,634	\$161,673	\$169,062	\$178,378	\$186,601	\$195,223	\$204,244	\$213,664
0135	Principal, Middle, SPS*	A	79	\$143,741	\$150,780	\$158,169	\$167,485	\$175,708	\$184,330	\$193,351	\$202,771
0249	Principal, K-8, SPS*	A	75	\$137,155	\$144,194	\$151,583	\$160,899	\$169,122	\$178,143	\$187,164	\$196,584
0127	Principal, Elementary, SPS*	A	72	\$131,569	\$138,608	\$145,997	\$155,313	\$163,536	\$172,158	\$181,179	\$190,600
0141	Assistant Principal, High, SPS*	A	65	\$132,601	\$138,538	\$144,475	\$152,630	\$159,570	\$168,510	\$177,250	\$186,290
0140	Assistant Principal, Middle, SPS*	A	55	\$129,659	\$135,596	\$141,533	\$149,688	\$156,628	\$165,568	\$174,508	\$183,748
0246	Assistant Principal, K-8, SPS*	A	53	\$127,117	\$133,054	\$138,991	\$147,146	\$153,083	\$162,023	\$170,963	\$180,203
0139	Assistant Principal, Elementary, SPS*	A	46	\$124,155	\$130,092	\$135,964	\$144,119	\$150,056	\$159,996	\$169,936	\$179,876
0140	Assistant Principal, Middle, SPS*	A	44	\$121,613	\$127,550	\$133,422	\$141,577	\$147,514	\$157,454	\$167,394	\$177,334
0246	Assistant Principal, K-8, SPS*	T	42	\$119,071	\$125,008	\$130,880	\$139,035	\$144,972	\$154,912	\$164,852	\$174,792
0139	Assistant Principal, Elementary, SPS* λ	T	40	\$118,494	\$124,431	\$130,303	\$138,458	\$144,395	\$154,335	\$164,275	\$174,215
0812	Site Instructional Coordinator, SPS*	T	39	\$111,785	\$117,722	\$123,659	\$131,814	\$137,751	\$147,691	\$157,631	\$167,571

*Superintendent's Office (www.usd119.org)

Job Code	Classification	Cat	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1945	Dir II, Integrated Health and Community Services	A	75										
9883	Dir II, Career Readiness	A	70										
9888	Dir II, Master Scheduling	A	70										
5061	Dir II, Social Emotional Learning	A	70										
1977	Dir II, Student Services Alternative Education	A	70										
1949	Dir I, Behavior and Re-Entry	A	58										
5246	Dir I, Health Services	A	58										
9809	Dir I, Student Support Act	A	58										
6034	Dir I, Community Development	A	58										
9778	Administrator Teaching and Learning	A	50										
9899	Administrator Support	A	50										
5215	Coord III, Assessment & Eval	A	47	\$118,271	\$121,384	\$124,497	\$127,610	\$130,723	\$133,836	\$136,949	\$140,062	\$143,175	\$146,288
1982	Coord III, Dropout Prev & Recovery	A	47										
9868	Coord III, Culture & Climate	A	47										
5141	Coord III, Curriculum & Instruction English Language Arts	A	47										
5142	Coord III, Curriculum and Instruction Mathematics	A	47										
5143	Coord III, Curriculum and Instruction Science	A	47										
9823	Coord III, District Athletic Affairs	A	47										
9670	Coord III, GATE and LEP	A	47										
9824	Coord III, Instructional Technology	A	47										

Salary Schedule: B7

The number of measured work days for each calendar is shown below. SBE (School Board of Education) Waiver Days: Calendar A, C, F-2, and T have 8 SBE Waiver Days. Calendar B has 10 SBE Waiver Days. For the 2024-25 and 2025-26 school years, per UPE agreement dated 9/5/2024.

Calendar	Number of Work Days
A	231 Days (223 + 8 SBE Waiver Days)
C	209 Days (201 + 8 SBE Waiver Days)
F-2	210 Days (202 + 8 SBE Waiver Days)
T	219 Days (211 + 8 SBE Waiver Days)

Per UPE/SCUSD agreement dated 9/3/17, for the 2017-18 school year, UPE members who possess a valid waiver agreement with the school district are eligible for the following:

Longevity Steps: Commencing with the 2023-24 school year, UPE members will be eligible for longevity steps at the following years as reflected on the calendar below:

- Year 10 - 2% of employee's base salary
- Year 14 - 4% of employee's base salary
- Year 17 - 6% of employee's base salary

Unit members employed prior to July 1, 2017, for the 2017-18 school year and hereafter with no vacation days.

3. New Range created for:

- 0082 Specialist Research (Range 25), per UPE/SCUSD agreement dated 9/3/17
- 0121 Coordinator, Child Development (Range 22), per UPE/SCUSD agreement dated April 10, 2004
- 2116 Dean, Secondary (Range 27), per UPE/SCUSD agreement dated 9/3/17
- 0139 Assistant Principal, Elem. (Range 22), per UPE/SCUSD agreement dated 9/3/17

Job Classification:

- Director of Health Services
- Administrator, SELPA



Confidential Unit

2024-25 School Year

Salary Schedules

Placement of Classes or Ranges

(Effective July 1, 2024)

Job Class Code	Salary Range	Job Title
9873	63	Accounting Analyst
8061	55	Admin
8052	55	Administrative Assistant (Education Support Services)
9790	55	Administrative Assistant (Education Support Services)
9828	55	Administrative Assistant (Facility Support Services)
8050	55	Administrative Assistant (IT Support Services)
9864	62	Benefits Analyst
9723	55	Board of Education Secretary
8057	63	Budget Analyst
9845	63	Contract Analyst
9850	63	Contract Analyst
0805	55	Employee
8050	63	Executive Assistant (Superintendent's Office)
8058	63	Human Resource Services Analyst
9806	65	Human Resources
9819	63	Human Resource Services Special Projects Analyst
9793	63	Human Resource Services Technology Analyst
9062	55	Legal Analyst I
9829	60	Legal Services/Safe Schools Specialist
8001	40	Office

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

**Salary Schedule for Confidential Unit
2024-25 School Year (12 Months)
(Effective July 1, 2024)**

SALARY RANGE	SOFE21 Monthly	SOFE21 Hourly	SOFE22 Monthly	SOFE22 Hourly	SOFE23 Monthly	SOFE23 Hourly	SOFE24 Monthly	SOFE24 Hourly	SUFE25 Monthly	SUFE25 Hourly
46	\$5,677	\$32.75	\$5,895	\$34.01	\$6,132	\$35.38	\$6,399	\$36.74	\$6,687	\$38.20
47	\$5,755	\$33.38	\$6,011	\$34.68	\$6,227	\$35.93	\$6,491	\$37.43	\$6,769	\$39.05
48	\$5,895	\$34.01	\$6,132	\$35.38	\$6,368	\$36.74	\$6,630	\$38.25	\$6,881	\$39.70
49	\$6,011	\$34.68	\$6,227	\$35.93	\$6,491	\$37.43	\$6,769	\$39.05	\$7,035	\$40.51
50	\$6,132	\$35.38	\$6,368	\$36.74	\$6,630	\$38.25	\$6,881	\$39.70	\$7,136	\$41.56
51	\$6,227	\$35.93	\$6,491	\$37.43	\$6,769	\$39.05	\$7,035	\$41.56	\$7,203	\$42.26
52	\$6,399	\$36.74	\$6,630	\$38.25	\$6,881	\$39.70	\$7,203	\$41.56	\$7,499	\$43.26
53	\$6,491	\$37.43	\$6,769	\$39.05	\$7,035	\$41.56	\$7,203	\$41.56	\$7,517	\$43.99
54	\$6,630	\$38.25	\$6,881	\$39.70	\$7,136	\$42.26	\$7,203	\$41.56	\$7,517	\$43.99
55	\$6,769	\$39.05	\$7,035	\$40.59	\$7,325	\$42.26	\$7,647	\$44.12	\$7,976	\$46.02
56	\$6,881	\$39.70	\$7,203	\$41.56	\$7,499	\$43.26	\$7,865	\$45.39	\$8,138	\$46.89
57	\$7,035	\$40.59	\$7,325	\$42.26	\$7,647	\$44.12	\$7,976	\$46.02	\$8,300	\$47.02
58	\$7,203	\$41.56	\$7,499	\$43.26	\$7,865	\$45.39	\$8,138	\$46.89	\$8,482	\$48.02
59	\$7,325	\$42.26	\$7,647	\$44.12	\$7,976	\$45.39	\$8,300	\$47.02	\$8,560	\$48.25
60	\$7,499	\$43.26	\$7,865	\$45.39	\$8,138	\$46.89	\$8,482	\$48.02	\$8,697	\$49.10
61	\$7,647	\$44.12	\$7,976	\$45.39	\$8,300	\$47.02	\$8,560	\$48.25	\$8,839	\$49.46
62	\$7,865	\$45.39	\$8,138	\$46.89	\$8,482	\$48.02	\$8,697	\$49.10	\$8,927	\$49.83
63	\$7,976	\$46.02	\$8,306	\$47.92	\$8,660	\$49.96	\$9,039	\$52.15	\$9,429	\$54.44
64	\$8,136	\$47.02	\$8,482	\$48.02	\$8,697	\$49.10	\$9,039	\$52.15	\$9,429	\$54.44
65	\$8,300	\$47.92	\$8,660	\$49.96	\$9,039	\$52.15	\$9,429	\$54.44	\$9,867	\$56.93
66	\$8,482	\$48.02	\$8,697	\$48.02	\$9,039	\$52.15	\$9,429	\$54.44	\$9,867	\$56.93
67	\$8,660	\$49.96	\$9,039	\$52.15	\$9,429	\$54.44	\$9,867	\$56.93	\$10,311	\$59.70
68	\$8,857	\$51.10	\$9,231	\$53.23	\$9,643	\$55.65	\$10,089	\$58.27	\$10,538	\$60.80
69	\$9,039	\$52.15	\$9,429	\$54.44	\$9,867	\$56.93	\$10,311	\$59.70	\$10,770	\$61.50
70	\$9,231	\$53.26	\$9,643	\$55.62	\$10,089	\$58.21	\$10,538	\$60.80	\$11,014	\$62.54
71	\$9,430	\$54.44	\$9,867	\$56.93	\$10,311	\$59.70	\$10,770	\$61.50	\$11,270	\$63.25
72	\$9,643	\$55.63	\$10,089	\$58.21	\$10,538	\$60.80	\$11,014	\$62.54	\$11,520	\$63.57
73	\$9,867	\$56.93	\$10,311	\$59.70	\$10,770	\$63.25	\$11,270	\$63.25	\$11,770	\$63.57

Longevity Increment: Effective July 1, 2020, Longevity Steps are paid as follows: 10 years - 2% of employee's base salary; 14 years - 4% of employee's base salary; 17 years - 5% of employee's base salary; 20 years - 6% of employee's base salary; 25 years - 8% of employee's base salary.

In-Service Credit: Effective July 1, 1990, a stipend of \$500 per month per semester of credit to be earned by the employee in the current service year in the amount of 35.38 units. Effective May 1, 2006, the compensation per unit of allowable credit and maximum number of units shall be increased as follows: 0-10 units = \$5; 11-20 units = \$7; 21-30 units = \$8; 31-40 units = \$9; 41-50 units = \$10. District and/or union sponsored training programs will receive credit for units earned.

Hourly Rates: Computed on the basis of 176.889 average work hours per month.

Salary Schedule - Hourly and Monthly Rates

Effective 7/1/2024, 2% Increase Applied
CONF 24-25 Updated 9/5/2024

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

**Salary Schedule for Confidential Unit
2024-25 School Year (12 Months)
(Effective July 1, 2024)**

Hourly	Daily	Monthly	Yearly
\$32.75	\$256.89	\$5,677	\$68,124
\$33.38	\$261.79	\$5,785	\$69,420
\$34.01	\$266.72	\$5,895	\$70,740
\$34.68	\$271.99	\$5,999	\$72,108
\$35.38	\$277.48	\$6,132	\$73,584
\$35.93	\$281.77	\$6,227	\$74,724
\$36.74	\$288.14	\$6,368	\$76,416
\$37.45	\$293.72	\$6,491	\$77,892
\$38.25	\$300.00	\$6,600	\$79,560
\$39.05	\$306.28	\$6,707	\$81,284
\$39.70	\$311.35	\$6,811	\$82,372
\$40.59	\$318.32	\$7,035	\$84,420
\$41.56	\$325.94	\$7,203	\$86,436
\$42.26	\$331.43	\$7,325	\$87,901
\$43.26	\$339.32	\$7,499	\$89,988
\$44.12	\$346.02	\$7,647	\$91,764
\$45.03	\$353.17	\$7,805	\$93,660
\$46.02	\$360.92	\$7,970	\$95,712
\$47.07	\$369.14	\$8,158	\$97,896
\$47.92	\$375.83	\$8,306	\$99,672
\$48.98	\$384.14	\$8,489	\$101,868
\$49.96	\$391.85	\$8,660	\$103,312
\$51.10	\$400.75	\$8,857	\$105,284
\$52.15	\$409.02	\$9,009	\$106,168
\$53.26	\$417.60	\$9,231	\$110,772
\$54.44	\$426.97	\$9,436	\$113,232
\$55.63	\$436.81	\$9,670	\$115,716
\$56.93	\$446.49	\$9,867	\$118,404
\$58.21	\$456.50	\$10,099	\$120,204
\$59.49	\$466.57	\$10,311	\$123,732
\$60.80	\$476.82	\$10,538	\$126,456
\$62.15	\$487.48	\$10,773	\$129,276
\$63.54	\$498.37	\$11,014	\$132,168
\$64.98	\$509.53	\$11,263	\$135,156
\$66.46	\$521.26	\$11,520	\$138,240
\$67.95	\$532.94	\$11,778	\$141,336
\$69.66	\$546.32	\$12,074	\$144,388
\$71.41	\$560.08	\$12,578	\$148,552

Salary Schedule - Hourly, Full Month, Full Year

Effective 7/1/2024, 2% Increase Applies
CONF 24-25 - Updated 9/5/2024

Non-Represented Management
Annual Rate Salary Schedule A
2024-25 School Year
(Effective July 1, 2024)

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Director III		19	X	\$135,327	\$141,406	\$147,799	\$154,511	\$161,564	\$168,954

Job Class Code and Classification Title	CE CL	Range	Cal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Specialist II <i>(Continued)</i>		5	X	\$99,745	\$104,059	\$108,573	\$113,331	\$118,310	\$123,552
9748 District Facility Operations	CL								
9831 District Grounds Maintenance	CL								