



United Professional Educators (UPE)

Annual Rate Salary Schedule

2023-24 School Year

(Effective July 1, 2023)

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0130	Principal, High School	A	82	\$140,058	\$141,886	\$148,240	\$159,379	\$165,179	\$172,818	\$174,079	\$175,611
0117	Principal, Middle School	T	67	\$128,106	\$129,367	\$130,628	\$139,392	\$147,005	\$150,775	\$155,193	\$160,625
0111	Principal, K-8	T	67								
0131	Principal, Continuation High School	T	52	\$121,426	\$122,688	\$127,317	\$134,630	\$139,936	\$147,386	\$148,365	\$152,281
2117	Principal, New Innovative Small High School	T	52								
0106	Principal, Elementary School	T	52								
0107	Principal, Basic Elementary School	T	52								
0101	Principal, Elementary Charter School	T	52								
0129	Principal, Independent Study	T	52								
0124	Assistant Principal, High School	T	45								
0128	Assistant Principal, Middle School	T	37	\$109,103	\$113,808	\$118,719	\$124,973	\$129,839	\$136,765	\$139,287	\$141,810
0126	Assistant Principal, K-8 School	T	37								
0122	Assistant Principal, Elementary School	F-2	32	\$107,224	\$108,486	\$109,746	\$117,313	\$122,358	\$128,664	\$133,708	\$136,765
0812	Site Instruction Coordinator	T	24	\$99,318	\$103,521	\$107,959	\$114,740	\$118,493	\$124,717	\$125,907	\$127,096

Salary Schedule: B7

Salary Schedule Effective 7/1/2022: 10% Increase;
 Additional 6% Increase for all Principal and Assistant Principal classifications.
Salary Schedule Effective 7/1/2023: 4% Increase.

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
0134	Principal, High, <u>SPS*</u>	A	88	\$146,352	\$153,014	\$160,007	\$168,824	\$176,607	\$186,423	\$186,423	\$186,423
0133	Principal, Middle <u>SPS*</u>	A	75	\$133,833	\$139,995	\$146,348	\$154,334	\$161,396	\$170,296	\$170,296	\$170,296
0249	Principal, K-8, <u>SPS*</u>	A	75								
0127	Principal, Elementary, <u>SPS*</u>	A	72	\$131,118	\$137,015	\$143,210	\$151,024	\$157,920	\$166,612	\$166,612	\$166,612
0141	Assistant Principal, High, <u>SPS*</u>	A	65	\$125,499	\$131,118	\$137,015	\$144,455	\$151,024	\$159,303	\$159,303	\$159,303
0140	Assistant Principal, Middle, <u>SPS*</u>	A	55	\$122,715	\$128,215	\$133,958	\$141,212	\$147,618	\$155,690	\$155,690	\$155,690
0246	Assistant Principal, K-8 <u>SPS*</u>	A	55								
0139	Assistant Principal, Elementary, <u>SPS*</u>	A	46	\$117,515	\$122,723	\$128,209	\$135,123	\$141,226	\$148,908	\$148,908	\$148,908
0141	Assistant Principal, High, <u>SPS*</u>	T	49	\$119,480	\$124,799	\$130,382	\$137,421	\$143,627	\$151,460	\$151,460	\$151,460
0140	Assistant Principal, Middle, <u>SPS*</u>	T	42	\$116,850	\$122,038	\$127,487	\$134,347	\$140,405	\$148,049	\$148,049	\$148,049
0246	Assistant Principal, K-8, <u>SPS*</u>	T	42								
0139	Assistant Principal, Elementary <u>SPS*</u> λ	T	40	\$111,926	\$116,859	\$122,047	\$128,585	\$134,365	\$141,636	\$141,636	\$141,636
0812	Site Instructional Coordinator, <u>SPS*</u>	T	39	\$105,590	\$110,244	\$115,139	\$121,307	\$126,759	\$133,618	\$133,618	\$133,618

*Superintendent's Priority School (SPS)

Salary Schedule: B7

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1945	Dir II, Integrated Health and Support Services	A	70	\$123,577	\$125,956	\$130,716	\$137,854	\$143,803	\$149,752	\$154,511	\$159,863
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	\$116,616	\$119,947	\$125,206	\$130,732	\$136,555	\$142,626	\$144,410	\$146,222
5246	Dir I, Health Services	A	58								
9809	Dir I, Student Support, CARES Act	A	58								
6034	Dir I, Youth Development	A	58								
9778	Administrator, Teaching and Learning	A	58								
5215	Coord III, Assessment & Eval	A	47	\$111,936	\$114,882	\$119,880	\$124,765	\$130,666	\$136,464	\$138,843	\$141,098
1982	Coord III, Attendance, Dropout, Prev, & Recovery	A	47								
9868	Coord III, Culture & Climate	A	47								
5141	Coord III, Curriculum & Instruction English Language Arts	A	47								
5142	Coord III, Curriculum and Instruction Mathematics	A	47								
5143	Coord III, Curriculum and Instruction Science	A	47								
9825	Coord III, District Athletics	A	47								
9670	Coord III, GATE and AP Programs	A	47								
9849	Coord III, Instructional Technology	A	47								
9879	Coord III, Visual & Performing Arts	A	47								

Salary Schedule: B7

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UPE 2023-24 - Updated 5/17/2024

Job Code	Classification Title	Cal	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
9852	Coord II, Curriculum & Instruction - History-Social Science	A	44	\$110,537	\$111,727	\$114,107	\$121,009	\$126,958	\$131,717	\$135,286	\$138,600
1959	Coord II, Foster Youth Services	A	44								
6020	Coord II, Library and Media Services	A	44								
6028	Coord II, Linked Learning	A	44								
9724	Coord II, Multilingual Literacy	A	44								
0114	Coord II, New Teacher Induction Services	A	44								
1941	Coord II, Regional Occupational Prog	A	44								
1979	Coord II, Student Support Services	A	44								
9810	Coord II, 504 & Educational Supports, CARES Act	A	44								
0082	Specialist, Research	A	24	\$99,318	\$103,521	\$107,959	\$114,740	\$118,493	\$124,717	\$125,907	\$127,096
5241	Coord I, CAGISM	T	22	\$99,318	\$101,955	\$106,323	\$111,819	\$116,673	\$123,527	\$124,717	\$125,907
0121	Coord, Child Development Prog	A	22	\$99,318	\$101,955	\$106,323	\$111,819	\$116,673	\$123,527	\$124,717	\$125,907
2116	Dean, Secondary	C	20	\$99,318	\$101,697	\$103,548	\$108,873	\$113,575	\$119,514	\$122,337	\$123,527
0189	Program Coord, Homeless	T	20	\$99,318	\$101,697	\$103,548	\$108,873	\$113,575	\$119,514	\$122,337	\$123,527

Salary Schedule: B7

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

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

Per UPE/SCUSD agreement dated 8/3/17, annual salaries with the addition of Step 7 and Step 8. Doctoral Stipend: Commencing with the 2017-18 school year, UPE members who possess a doctorate degree will be paid an annual stipend in the amount of \$3,000.

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

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

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

Salary Schedule Effective 7/1/2022: 10% Increase; Additional 6% Increase for all Principal and Assistant Principal classifications.
Salary Schedule Effective 7/1/2023: 4% Increase.

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

Job Classifications Added/Revised:

- 9849 Coordinator III, Instructional Technology (previously 8000 Coordinator I, Instructional Technology)
- 9852 Coordinator II, Curriculum & Instruction - History-Social Science (new)
- 9868 Coordinator III, Culture and Climate (new)
- 9879 Coordinator III, Visual and Performing Arts (previously 9737 Coordinator I, Visual and Performing Arts)
- 9883 Director II, Career Readiness (previously 9807 Director II, Career Readiness & Master Scheduling)
- 9825 Coordinator III, District Athletics (previously 3420 Coordinator II, District Athletics)
- 0189 Program Coordinator, Homeless
- 9888 Director II, Master Scheduling