

APPENDIX "A"
UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
CERTIFICATED SALARY SCHEDULE (184 DAYS)
BOARD APPROVAL 06/04/2019

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$49,525	\$52,373	\$55,222	\$58,072
2	\$51,760	\$54,784	\$57,807	\$60,832
3	\$53,996	\$57,194	\$60,393	\$63,594
4	\$56,231	\$59,606	\$62,979	\$66,354
5	\$58,466	\$62,015	\$65,565	\$69,115
6	\$60,701	\$64,426	\$68,150	\$71,876
7	\$62,936	\$66,837	\$70,736	\$74,639
8	\$65,172	\$69,249	\$73,322	\$77,399
9	\$67,406	\$71,657	\$75,908	\$80,161
10	\$69,642	\$74,067	\$78,494	\$82,920
11	\$71,876	\$76,480	\$81,081	\$85,682
12	\$74,112	\$78,888	\$83,667	\$88,444
13	\$76,347	\$81,299	\$86,253	\$91,204
14-17	\$77,662	\$82,614	\$87,566	\$92,519
18-20	\$78,978	\$83,929	\$88,881	\$93,834
21-23	\$80,290	\$85,242	\$90,197	\$95,148
24-26	\$81,606	\$86,556	\$91,509	\$96,462
27-29	\$82,919	\$87,872	\$92,824	\$97,776
30+	\$86,862	\$91,815	\$96,767	\$101,720

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
TEACHER SPECIAL EDUCATION
(FACTOR .065 TIMES COLUMN A, STEP 1 - 184 DAYS)
BOARD APPROVAL 06/04/2019**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$52,744	\$55,592	\$58,441	\$61,291
2	\$54,979	\$58,003	\$61,026	\$64,051
3	\$57,215	\$60,413	\$63,612	\$66,813
4	\$59,450	\$62,825	\$66,198	\$69,573
5	\$61,685	\$65,234	\$68,784	\$72,334
6	\$63,920	\$67,645	\$71,369	\$75,095
7	\$66,155	\$70,056	\$73,955	\$77,858
8	\$68,391	\$72,468	\$76,541	\$80,618
9	\$70,625	\$74,876	\$79,127	\$83,380
10	\$72,861	\$77,286	\$81,713	\$86,139
11	\$75,095	\$79,699	\$84,300	\$88,901
12	\$77,331	\$82,107	\$86,886	\$91,663
13	\$79,566	\$84,518	\$89,472	\$94,423
14-17	\$80,881	\$85,833	\$90,785	\$95,738
18-20	\$82,197	\$87,148	\$92,100	\$97,053
21-23	\$83,509	\$88,461	\$93,416	\$98,367
24-26	\$84,825	\$89,775	\$94,728	\$99,681
27-29	\$86,138	\$91,091	\$96,043	\$100,995
30+	\$90,081	\$95,034	\$99,986	\$104,939

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
SPEECH LANGUAGE PATHOLOGIST
OCCUPATIONAL THERAPIST
NURSE
BOARD APPROVAL 06/04/2019**

(FACTOR 1.08 FOR UUSD YEARS: 1-6 - 184 DAYS)

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$53,487	\$56,563	\$59,640	\$62,718
2	\$55,901	\$59,167	\$62,432	\$65,699
3	\$58,316	\$61,770	\$65,224	\$68,682
4	\$60,729	\$64,374	\$68,017	\$71,662
5	\$63,143	\$66,976	\$70,810	\$74,644
6	\$65,557	\$69,580	\$73,602	\$77,626
7	\$67,971	\$72,184	\$76,395	\$80,610
8	\$70,386	\$74,789	\$79,188	\$83,591
9	\$72,798	\$77,390	\$81,981	\$86,574
10	\$75,213	\$79,992	\$84,774	\$89,554
11	\$77,626	\$82,598	\$87,567	\$92,537
12	\$80,041	\$85,199	\$90,360	\$95,520
13	\$82,455	\$87,803	\$93,153	\$98,500
14-17	\$83,875	\$89,223	\$94,571	\$99,921
18-20	\$85,296	\$90,643	\$95,991	\$101,341
21-23	\$86,713	\$92,061	\$97,413	\$102,760
24-26	\$88,134	\$93,480	\$98,830	\$104,179
27-29	\$89,553	\$94,902	\$100,250	\$105,598
30+	\$93,811	\$99,160	\$104,508	\$109,858

(FACTOR 1.12 FOR UUSD YEARS: 7+ - 184 DAYS)

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$55,468	\$58,658	\$61,849	\$65,041
2	\$57,971	\$61,358	\$64,744	\$68,132
3	\$60,476	\$64,057	\$67,640	\$71,225
4	\$62,979	\$66,759	\$70,536	\$74,316
5	\$65,482	\$69,457	\$73,433	\$77,409
6	\$67,985	\$72,157	\$76,328	\$80,501
7	\$70,488	\$74,857	\$79,224	\$83,596
8	\$72,993	\$77,559	\$82,121	\$86,687
9	\$75,495	\$80,256	\$85,017	\$89,780
10	\$77,999	\$82,955	\$87,913	\$92,870
11	\$80,501	\$85,658	\$90,811	\$95,964
12	\$83,005	\$88,355	\$93,707	\$99,057
13	\$85,509	\$91,055	\$96,603	\$102,148
14-17	\$86,981	\$92,528	\$98,074	\$103,621
18-20	\$88,455	\$94,000	\$99,547	\$105,094
21-23	\$89,925	\$95,471	\$101,021	\$106,566
24-26	\$91,399	\$96,943	\$102,490	\$108,037
27-29	\$92,869	\$98,417	\$103,963	\$109,509
30+	\$97,285	\$102,833	\$108,379	\$113,926

APPENDIX "B"
UPLAND UNIFIED SCHOOL DISTRICT
SUMMER SCHOOL/INTERVENTION PROVISIONS
SUMMER SCHOOL HOURLY SALARY SCHEDULE
BOARD APPROVAL 06/04/2019

STEP	A	B	C	D
	BA to BA + 30	BA + 45	BA + 60 or BA + 45 Incl. MA	BA + 60 Incl. MA
1	\$ 34.22	\$ 37.74	\$ 39.70	\$ 41.81
2	\$ 40.52	\$ 42.89	\$ 45.31	\$ 47.74
3	\$ 46.89	\$ 49.89	\$ 52.77	\$ 55.69

1-3 years experience - Step 1
4-7 years experience - Step 2
8-12 years experience - Step 3

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
JR HIGH AND CONTINUATION HIGH SCHOOL COUNSELOR
(FACTOR 1.06 - 189 DAYS)
BOARD APPROVAL 06/04/2019**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$53,923	\$57,024	\$60,126	\$63,229
2	\$56,357	\$59,649	\$62,941	\$66,234
3	\$58,791	\$62,273	\$65,756	\$69,241
4	\$61,225	\$64,899	\$68,572	\$72,247
5	\$63,658	\$67,522	\$71,387	\$75,253
6	\$66,092	\$70,147	\$74,202	\$78,259
7	\$68,525	\$72,772	\$77,018	\$81,267
8	\$70,960	\$75,399	\$79,833	\$84,272
9	\$73,392	\$78,020	\$82,649	\$87,280
10	\$75,827	\$80,644	\$85,465	\$90,284
11	\$78,259	\$83,272	\$88,281	\$93,291
12	\$80,693	\$85,894	\$91,097	\$96,298
13	\$83,127	\$88,519	\$93,913	\$99,303
14-17	\$84,559	\$89,950	\$95,342	\$100,735
18-20	\$85,992	\$91,382	\$96,774	\$102,167
21-23	\$87,420	\$92,812	\$98,207	\$103,598
24-26	\$88,853	\$94,243	\$99,635	\$105,028
27-29	\$90,283	\$95,675	\$101,067	\$106,459
30+	\$94,576	\$99,969	\$105,360	\$110,753

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
HIGH SCHOOL COUNSELOR
(FACTOR 1.06 - 194 DAYS)
BOARD APPROVAL 06/04/2019**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$55,350	\$58,533	\$61,717	\$64,902
2	\$57,847	\$61,227	\$64,606	\$67,986
3	\$60,346	\$63,921	\$67,496	\$71,073
4	\$62,844	\$66,616	\$70,386	\$74,158
5	\$65,342	\$69,309	\$73,276	\$77,244
6	\$67,840	\$72,003	\$76,165	\$80,329
7	\$70,338	\$74,698	\$79,055	\$83,417
8	\$72,837	\$77,393	\$81,945	\$86,502
9	\$75,334	\$80,084	\$84,835	\$89,589
10	\$77,833	\$82,778	\$87,726	\$92,672
11	\$80,329	\$85,475	\$90,617	\$95,759
12	\$82,828	\$88,166	\$93,507	\$98,846
13	\$85,326	\$90,860	\$96,397	\$101,930
14-17	\$86,796	\$92,330	\$97,865	\$103,400
18-20	\$88,266	\$93,800	\$99,334	\$104,870
21-23	\$89,733	\$95,267	\$100,805	\$106,338
24-26	\$91,204	\$96,736	\$102,271	\$107,807
27-29	\$92,671	\$98,207	\$103,741	\$109,275
30+	\$97,078	\$102,613	\$108,148	\$113,683

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
PSYCHOLOGIST
(FACTOR 1.19 - 198 DAYS)
BOARD APPROVAL 06/04/2019**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$58,935	\$62,324	\$65,714	\$69,106
2	\$61,594	\$65,193	\$68,790	\$72,390
3	\$64,255	\$68,061	\$71,868	\$75,677
4	\$66,915	\$70,931	\$74,945	\$78,961
5	\$69,575	\$73,798	\$78,022	\$82,247
6	\$72,234	\$76,667	\$81,099	\$85,532
7	\$74,894	\$79,536	\$84,176	\$88,820
8	\$77,555	\$82,406	\$87,253	\$92,105
9	\$80,213	\$85,272	\$90,331	\$95,392
10	\$82,874	\$88,140	\$93,408	\$98,675
11	\$85,532	\$91,011	\$96,486	\$101,962
12	\$88,193	\$93,877	\$99,564	\$105,248
13	\$90,853	\$96,746	\$102,641	\$108,533
14-17	\$92,418	\$98,311	\$104,204	\$110,098
18-20	\$93,984	\$99,876	\$105,768	\$111,662
21-23	\$95,545	\$101,438	\$107,334	\$113,226
24-26	\$97,111	\$103,002	\$108,896	\$114,790
27-29	\$98,674	\$104,568	\$110,461	\$116,353
30+	\$103,366	\$109,260	\$115,153	\$121,047

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
DIRECTOR OF ATTENDANCE AND DISCIPLINE
(FACTOR 1.12 - 189 DAYS)
BOARD APPROVAL 06/04/2019**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$56,975	\$60,252	\$63,529	\$66,808
2	\$59,547	\$63,025	\$66,503	\$69,983
3	\$62,119	\$65,798	\$69,478	\$73,161
4	\$64,690	\$68,573	\$72,453	\$76,336
5	\$67,261	\$71,344	\$75,428	\$79,512
6	\$69,833	\$74,118	\$78,402	\$82,689
7	\$72,404	\$76,892	\$81,377	\$85,867
8	\$74,976	\$79,666	\$84,352	\$89,043
9	\$77,546	\$82,437	\$87,327	\$92,220
10	\$80,119	\$85,209	\$90,302	\$95,394
11	\$82,689	\$87,985	\$93,278	\$98,572
12	\$85,261	\$90,755	\$96,253	\$101,749
13	\$87,832	\$93,529	\$99,228	\$104,924
14-17	\$89,345	\$95,042	\$100,739	\$106,437
18-20	\$90,859	\$96,555	\$102,252	\$107,950
21-23	\$92,368	\$98,065	\$103,766	\$109,462
24-26	\$93,882	\$99,577	\$105,275	\$110,973
27-29	\$95,393	\$101,091	\$106,788	\$112,485
30+	\$99,929	\$105,627	\$111,324	\$117,022

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
MUSIC COORDINATOR
(+20 DAYS, STEP 1 - 204 DAYS)
BOARD APPROVAL 06/04/2019**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$54,908	\$58,066	\$61,224	\$64,384
2	\$57,386	\$60,739	\$64,090	\$67,444
3	\$59,865	\$63,411	\$66,957	\$70,506
4	\$62,343	\$66,085	\$69,825	\$73,566
5	\$64,821	\$68,756	\$72,692	\$76,628
6	\$67,299	\$71,429	\$75,558	\$79,689
7	\$69,777	\$74,102	\$78,425	\$82,752
8	\$72,256	\$76,776	\$81,292	\$85,812
9	\$74,733	\$79,446	\$84,159	\$88,874
10	\$77,212	\$82,118	\$87,026	\$91,933
11	\$79,689	\$84,793	\$89,894	\$94,995
12	\$82,168	\$87,463	\$92,761	\$98,057
13	\$84,646	\$90,136	\$95,628	\$101,117
14-17	\$86,104	\$91,594	\$97,084	\$102,575
18-20	\$87,563	\$93,052	\$98,542	\$104,033
21-23	\$89,017	\$94,507	\$100,001	\$105,490
24-26	\$90,476	\$95,964	\$101,456	\$106,947
27-29	\$91,932	\$97,423	\$102,914	\$108,404
30+	\$96,304	\$101,795	\$107,285	\$112,777

**UPLAND UNIFIED SCHOOL DISTRICT
SALARY & COMPENSATION
HIGH SCHOOL LIBRARIAN
(FACTOR .034 TIMES COLUMN A, STEP 1 + 10 DAYS - 194 DAYS)
BOARD APPROVAL 06/04/2019**

STEP	A	B	C	D
	BA to BA + 30	BA+45 or MA	BA+60 BA + 45 incl. MA	BA + 60 incl. MA or MA+30
1	\$53,992	\$57,097	\$60,203	\$63,310
2	\$56,429	\$59,725	\$63,021	\$66,319
3	\$58,866	\$62,353	\$65,840	\$69,330
4	\$61,303	\$64,982	\$68,659	\$72,339
5	\$63,739	\$67,608	\$71,479	\$75,349
6	\$66,176	\$70,237	\$74,297	\$78,359
7	\$68,613	\$72,865	\$77,116	\$81,371
8	\$71,050	\$75,495	\$79,935	\$84,380
9	\$73,486	\$78,120	\$82,755	\$87,391
10	\$75,923	\$80,748	\$85,574	\$90,399
11	\$78,359	\$83,378	\$88,394	\$93,410
12	\$80,797	\$86,003	\$91,213	\$96,421
13	\$83,233	\$88,632	\$94,033	\$99,430
14-17	\$84,667	\$90,065	\$95,464	\$100,864
18-20	\$86,101	\$91,499	\$96,898	\$102,297
21-23	\$87,532	\$92,930	\$98,332	\$103,730
24-26	\$88,967	\$94,363	\$99,763	\$105,162
27-29	\$90,398	\$95,798	\$101,196	\$106,595
30+	\$94,697	\$100,096	\$105,495	\$110,895