

KNOW YOUR RIGHTS!

Salary Advancement

Our contract gives members the right to additional pay for additional work! There are a variety of stipends and hourly rates in the contract for taking on assignments beyond their contracted duties and beyond their work day, attending conferences, and more. Make sure to review **Appendices A through G** in your contract to see the current contracted rates and stipends for your specific role!

National Board Certification can earn credits for salary advancement (See 2.030 in Appendix A & 2.027 in Appendix B) and can exempt you from other evaluations during the certification process (14.2.11.)



FREE PROFESSIONAL LEARNING THAT ADVANCES YOUR SALARY:

- **As CTA members, SDEA members can get FREE university credits** through Chico State for attending both virtual and in-person trainings.
- **Virtual trainings include watching recorded trainings using the CTA Virtual Pass.** This means you can advance your salary by watching videos that are relevant to your work!

References & Resources:

- [SDEA Union Contract: Appendices A-G](#)
- [CTA University Credit 2024-25](#)
- [CTA Virtual Pass 2024-25](#)
- [More Professional Learning opportunities for SDEA members](#)

SDEA
San Diego Education Association

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Salary Advancement

Salary Scale 101: Your pay increases each year you work at the District and also increases if you earn university credits or degrees. SDEA members fought hard to win the right to advance on the salary scale even without getting a Master’s degree, so earning enough university credits can advance you to the next column on the salary scale even if you don’t earn an additional degree beyond the required BA. This gives members more flexibility to be compensated for their professional learning, as long as credits are **relevant for their current assignment**. Make sure to review section 2.02 in Appendix A about what course work is creditable!

MAKE SURE YOU ARE LOOKING AT THE RIGHT APPENDIX FOR YOUR POSITION + SCHEDULE IF APPLICABLE

Appendix A

STEPS = YEARS OF EXPERIENCE

COLUMNS = DEGREES + CREDITS EARNED

SAN DIEGO UNIFIED SCHOOL DISTRICT
 SDEA BARGAINING UNIT
 SALARY PLAN 0160
 Effective July 1, 2023

ANNUAL SALARY RATES
 184-DAY CONTRACT YEAR

Steps	SALARY GRADES						Steps
	010 BA	011 BA + 36 or MA	012 BA + 60 or BA + 54 With MA	013 BA + 72 or MA + 66	014 BA + 90 or MA + 84		
01	\$ 58,608.92	\$ 62,184.66	\$ 65,762.69	\$ 69,338.47	\$ 72,916.54	01	
02	60,808.76	64,386.83	67,962.64	71,540.65	75,116.42	02	
03	63,098.61	66,674.35	70,252.41	73,828.18	77,406.24	03	
04	65,481.06	69,059.08	72,634.83	76,212.89	79,788.60	04	
05	67,957.87	71,533.57	75,111.63	78,687.37	82,265.46	05	
06	70,532.06	74,110.07	77,685.80	81,263.91	84,841.98	06	
07	73,212.60	76,790.73	80,366.48	83,944.56	87,520.28	07	
08	75,997.36	79,575.48	83,151.20	86,729.25	90,304.94	08	

Note for credit completion: If you recently completed credits and have not gotten your salary advancements yet, reach out to HR. It appears that transcripts from some universities sometimes don’t have enough identifying information to differentiate between SDEA members with similar names.

