

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "A" - Daily Rate Certificated Personnel**

**Effective July 1, 2024 (2% Increase)**

<b>S T E P</b>	<b>XX Bachelors (B.A)</b>	<b>A B.A and Credential</b>	<b>B B.A. + 30 or M.A</b>	<b>C B.A + 45 or M.A. +15</b>	<b>D M.A and 60 past B.A. or M.A. +30</b>
(Requires post-baccalaurate upper-division and/or graduate semester hours from accredited college)					
<b>1</b>	*	*	\$381.93	\$398.65	\$415.36
<b>2</b>	\$365.20	\$381.93	\$398.65	\$415.36	\$432.12
<b>3</b>	\$381.93	\$398.65	\$415.36	\$432.12	\$448.84
<b>4</b>	\$398.65	\$415.36	\$432.12	\$448.84	\$465.63
<b>5</b>	\$415.36	\$432.12	\$448.84	\$465.63	\$482.22
<b>6</b>	\$415.36	\$448.84	\$465.63	\$482.22	\$499.03
<b>7</b>	\$415.36	\$465.63	\$482.22	\$499.03	\$515.72
<b>8</b>	\$415.36	\$482.22	\$499.03	\$515.72	\$532.44
<b>9</b>	\$415.36	\$499.03	\$515.72	\$532.44	\$549.17
<b>10</b>	\$415.36	\$515.72	\$532.44	\$549.17	\$565.92
<b>11</b>	\$415.36	\$515.72	\$549.17	\$565.92	\$582.62
<b>12</b>	\$415.36	\$515.72	\$565.92	\$582.62	\$599.38
<b>13</b>	\$415.36	\$515.72	\$582.62	\$599.38	\$616.10
<b>14</b>	\$415.36	\$515.72	\$599.38	\$616.10	\$632.80
<b>15</b>	\$415.36	\$515.72	\$599.38	\$632.80	\$649.53
<b>16</b>	\$415.36	\$515.72	\$599.38	\$649.53	\$666.26
<b>17</b>	\$415.36	\$515.72	\$599.38	\$666.26	\$683.00
<b>18</b>	\$415.36	\$515.72	\$599.38	\$683.00	\$699.69
<b>21</b>		\$528.60	\$614.33	\$700.06	\$717.20
<b>25</b>		\$541.82	\$629.69	\$717.59	\$735.13

\*New appointments are made at Step 2, which is a two-year step.

Unit members without a preliminary or clear credential initial placement shall be on Column XX.

Anniversary Increments – Only years of service in the San Bernardino City Unified School District shall count toward anniversary increments.

Calculation of anniversary increments are based on placement on the salary schedule.

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "C" - Extra Duty Pay Schedule**

**Effective July 1, 2024 (2% Increase)**

	<b>RATE *</b>	<b>PLAY-OFF RATE *</b>
<b>HIGH SCHOOL ATHLETICS</b>		
Football--Head Coach	\$6,394.58	\$635.82
Other Coaches & Assistants	\$3,823.94	\$444.82
Basketball--Head Coach	\$5,278.68	\$502.37
Other Coaches & Assistants	\$3,823.94	\$372.88
Baseball--Head Coach	\$5,278.68	\$502.37
Other Coaches & Assistants	\$3,823.94	\$372.88
Track--Head Coach	\$5,278.68	\$502.37
Other Coaches & Assistants	\$3,823.94	\$372.88
Wrestling--Head Coach	\$5,278.68	\$502.37
Other Coaches & Assistants	\$3,823.94	\$372.88
Cross Country--Head Coach	\$5,278.68	\$502.37
Assistant Coach	\$3,823.94	\$372.88
Tennis--Head Coach	\$5,278.68	\$502.37
Assistant Coach	\$3,823.94	\$372.88
Golf--Head Coach	\$5,278.68	\$502.37
Swimming--Head Coach	\$5,278.68	\$502.37
Assistant Coach	\$3,823.94	\$372.88
Water Polo--Head Coach	\$5,278.68	\$502.37
Assistant Coach	\$3,823.94	\$372.88
Soccer--Head Coach	\$5,278.68	\$502.37
Assistant Coach	\$3,823.94	\$372.88
Volleyball--Head Coach	\$5,278.68	\$502.37
Assistant Coach	\$3,823.94	\$372.88
Softball--Head Coach	\$5,278.68	\$502.37
Other Coaches & Assistants	\$3,823.94	\$372.88
Sideline Cheer Coach	\$5,278.68	\$502.37
Assistant Sideline Cheer Coach	\$3,823.94	\$372.88
Competitive Cheer Coach	\$5,278.68	\$502.37
Assistant Coach	\$3,823.94	\$372.88
Flag Football Coach	\$5,278.68	\$502.37
Assistant Flag Football Coach	\$3,823.94	\$372.88
E-Sports Coach	\$5,278.68	\$502.37
Assistant E-Sport Coach	\$3,823.94	\$372.88

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "C" - Extra Duty Pay Schedule**

<b>OTHER HIGH SCHOOL EXTRA-DUTY ASSIGNMENTS</b>		
High School Intramural – Director	\$2,713.26	
High School Athletic Trainer per Sport	\$3,693.13	\$372.88
Pep Squad Advisor	\$5,278.68	
Pep Squad Assistant	\$3,823.94	
Drill Team – Advisor (200 hrs. or more)	\$3,562.29	
Drill Team – Advisor (less than 200 hrs.)	\$2,201.76	
Drill Team Assistant	\$2,201.76	
ASB Advisor	\$6,394.58	
Yearbook Advisor	\$6,394.58	
Cadet Corps	\$4,033.27	\$122.32
Link Crew	\$6,394.58	
Journalism (media/communications)	\$6,394.58	
<b>MIDDLE SCHOOL ATHLETICS</b>		
Basketball	\$2,938.27	\$180.48
Softball	\$2,938.27	\$180.48
Volleyball	\$2,938.27	\$180.48
Soccer	\$2,938.27	\$180.48
Cheer	\$2,938.27	\$180.48
Cross Country	\$2,938.27	\$180.48
Pep Squad—Advisor	\$2,471.23	
Intramural Director	\$2,471.23	
ASB Advisor	\$2,938.27	
Athletic Coordinator	\$2,938.27	
Middle School Lead Athletic Director	\$6,394.58	
<b>OTHER MIDDLE SCHOOL EXTRA-DUTY ASSIGNMENTS</b>		
Yearbook Advisor	\$2,938.27	
Cadet Corps	\$4,033.27	\$122.32

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "C" - Extra Duty Pay Schedule**

<b>ALT./CONTINUATION/MIDDLE COLLEGE SCHOOL ATHLETICS</b>		
Basketball (SAHS, SHS)	\$2,938.27	\$180.48
Softball (SAHS, SHS)	\$2,938.27	\$180.48
Volleyball (SAHS, SHS)	\$2,938.27	\$180.48
Soccer (SAHS, SHS)	\$2,938.27	\$180.48
Intramural Director (SAHS, SHS)	\$2,746.04	
ASB Advisor (SAHS, SHS, MCHS)	\$2,938.27	
<b>OTHER ALT/CONTINUATION/MCHS EXTRA-DUTY ASSIGNMENTS</b>		
Yearbook Advisor (SAHS, SHS, MCHS)	\$2,938.27	
<b>MUSIC</b>		
High School Instrumental—Director	\$4,620.65	
High School Choral—Director	\$3,693.13	
Elementary Instrumental—Director	\$2,178.20	
Middle School Instrumental—Director	\$2,713.26	
<b>ACADEMIC, DRAMA, SPEECH AND DEBATE</b>		
High School Academic Team Coach	\$5,278.68	\$372.88
High School Drama Coach	\$3,693.13	
High School Speech and/or Debate	\$3,693.13	
Middle School Academic Team Coach	\$3,693.13	
High School Fine Arts Coach	\$3,693.13	\$372.88
<b>ELEMENTARY SCHOOL</b>		
Elementary Intramural Sports Director	\$2,471.23	
Elementary Intramural Sports Coach per Sport	\$1,224.00	
<p>* For each extended week of the season (CIF Play-Offs), each coach of the team assigned by the District to extended season shall receive the play-off rate for each week of the play-offs. The maximum for each individual coach shall be two (2) weeks if an individual qualified, and four (4) weeks if a team qualified. In the event that a team is eliminated, but individuals qualify for continued competition, the individual coach shall not receive more than a maximum of four (4) weeks' pay.</p>		

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "D" - Salary Schedule for Adult Education Teachers**

**Effective July 1, 2024 (2% Increase)**

<b>S T E P</b>	<b>B.A. Degree Or Appropriate Credential</b>	<b>B.A. Degree + 30 Units</b>	<b>M.A. Degree</b>
<b>1</b>	\$59.24	\$60.10	\$61.02
<b>2</b>	\$60.10	\$61.02	\$61.95
<b>3</b>	\$61.02	\$61.95	\$62.85
<b>4</b>	\$61.95	\$62.85	\$63.83

**Step 1** is entry-level hourly rate.

**Step 2** is paid the first pay period following completion of 200 hours of teaching.

**Step 3** is paid the first pay period following completion of 400 hours of teaching.

**Step 4** is paid the first pay period following completion of 600 hours of teaching.

Longevity for Full-Time Employees only.

- 5% at 5 years
- 10% at 10 years
- 15% at 15 years

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "E" - Salary Rate Psychologists**

**Effective July 1, 2024 (2% Increase)**

<b>S T E P</b>	<b>Per Diem</b>	<b>196 Days</b>	<b>214 Days</b>
<b>1</b>	\$492.33	\$96,796.68	\$105,358.62
<b>2</b>	\$517.40	\$101,410.40	\$110,723.60
<b>3</b>	\$546.05	\$107,025.80	\$116,854.70
<b>4</b>	\$572.90	\$112,288.40	\$122,600.60
<b>5</b>	\$608.69	\$119,303.24	\$130,259.66
<b>6</b>	\$639.14	\$125,271.44	\$136,775.96
<b>7</b>	\$667.79	\$130,886.84	\$142,907.06
<b>8</b>	\$708.95	\$138,954.20	\$151,715.30
<b>9</b>	\$737.58	\$144,565.68	\$157,842.12
<b>21</b>	\$756.02	\$148,179.92	\$161,788.28
<b>25</b>	\$774.93	\$151,886.28	\$165,835.02

Placement on the psychologist schedule shall be based upon the number of years of full-time paid service as a school psychologist or directly related experience. Credit for experience as a credentialed teacher may be granted on the basis of two (2) years of teaching experience to one (1) year of experience as a school psychologist.

Bilingual psychologists shall be paid six (6) additional per diems for completion of a full year of service and attendance at one (1) additional day of in-service meetings. Five (5) additional per diems are paid if bilingual psychologist does not attend the one (1) additional day of in-service meetings. In addition, bilingual psychologists must complete the appropriate bilingual certification in target language Spanish as determined by the District.

*Anniversary Increments – Only years of service in the San Bernardino City Unified School District shall count toward anniversary increments.*

*Calculation of anniversary increments are based on placement on the salary schedule.*

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "F" - Salary Schedule for Permit Teachers**

**Effective July 1, 2024 (2% Increase)**

<b>S T E P</b>	<b>A Below 75 Units</b>	<b>B 75 Units</b>	<b>C 90 Units</b>	<b>D 105 Units</b>	<b>E Bachelor's degree</b>	<b>F Master's degree</b>
<b>0</b>	\$192.98	\$208.26	\$223.52	\$238.67	\$365.20	\$381.93
<b>2</b>	\$201.89	\$217.16	\$232.41	\$247.56	\$365.20	\$398.65
<b>3</b>	\$210.77	\$226.59	\$241.25	\$260.12	\$381.93	\$415.36
<b>4</b>	\$219.68	\$234.86	\$250.19	\$265.38	\$398.65	\$432.12
<b>5</b>	\$228.53	\$243.72	\$258.98	\$274.30	\$415.36	\$448.84
<b>6</b>					\$415.36	\$465.63
<b>7</b>					\$415.36	\$482.22
<b>8</b>					\$415.36	\$499.03
<b>9</b>					\$415.36	\$515.72
<b>10</b>					\$415.36	\$532.44
<b>11</b>					\$415.36	\$549.17
<b>12</b>					\$415.36	\$565.92
<b>13</b>					\$415.36	\$582.62
<b>14</b>					\$415.36	\$599.38
<b>21</b>	\$234.23	\$249.82	\$265.46	\$281.16	\$425.75	\$614.33
<b>25</b>	\$240.09	\$256.07	\$272.09	\$288.19	\$436.39	\$629.69

Experience Credit — Up to five (5) years credit, within fifteen (15) years prior to employment, for teaching in public schools, preschools, or schools of equivalent status.

Educational Credit — Semester hours from an accredited college or university.

Anniversary Increments – Only years of service in the San Bernardino City Unified School District shall count toward anniversary increments.

Calculation of anniversary increments are based on placement on the salary schedule.

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**  
**Appendix "G" - Salary Rate for Speech and Language Pathologists**

**Effective July 1, 2024 (2% Increase)**

<b>S T E P</b>	<b>PER DIEM</b>	<b>ANNUAL - 186 DAYS</b>
<b><u>*Intern Credential</u></b>	\$345.68	\$64,296.48
<b>1</b>	\$512.59	\$95,341.74
<b>2</b>	\$541.38	\$100,696.68
<b>3</b>	\$570.18	\$106,053.48
<b>4</b>	\$599.05	\$111,423.30
<b>5</b>	\$627.81	\$116,772.66
<b>6</b>	\$656.65	\$122,136.90
<b>7</b>	\$685.41	\$127,486.26
<b>8</b>	\$718.92	\$133,719.12
<b>9</b>	\$743.04	\$138,205.44
<b>LONG 21</b>	\$761.62	\$141,661.32
<b>LONG 25</b>	\$780.67	\$145,204.62

Anniversary Increments – Only years of service in the San Bernardino City Unified School District shall count toward anniversary increments.

Calculation of anniversary increments are based on placement on the salary schedule.



**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT**

**Section 7**

**Effective July 1, 2024 (2% Increase)**

**Section 7--Regularly Scheduled Part-Time, Summer School/Attendance Recovery, and Intersession Rates.**

A.	\$46.81	per hour when teaching classes in the summer school program.
B.	\$46.81	per hour when teaching classes where attendance is taken, and the unit member issues credit and grades for student work.
C.	\$46.81	per hour when supervising students or professional assignments, including curriculum writing and mandated in-service training.
D.	\$46.81	per hour when attending in-service training, except when the unit member accepts a stipend to attend in-service training program.