

Board Designated Managerial Salary Table

Effective 7/1/2023

Years	Step	Grade 1 Classified: 1809, 0991	Grade 2 Classified: 0992, 5502, 7263	Grade 3 Classified: 0993, 1070, 5504 Certificated: 0350	Grade 4 Classified: 0994, 1550 Certificated: 0230	Grade 5 Classified: 0998	Grade 6 Classified: 8178, 5506 Asst Supes: Cert: 0310 Class: 0996	Grade 7 0995 Heads	Grade 8 0997 Assoc Supes, General Counsel
1-2	Step 1	\$110,580.75	\$119,860.24	\$134,939.44	\$150,147.52	\$166,663.74	\$184,869.80	\$200,539.73	\$208,107.26
3-4	Step 2	\$115,607.14	\$125,659.94	\$140,996.89	\$156,204.96	\$173,387.51	\$192,572.70	\$206,957.00	\$218,162.09
5-6	Step 3	\$120,891.30	\$131,588.52	\$147,312.11	\$162,391.30	\$180,254.35	\$199,350.63	\$213,786.58	\$229,216.93
7-8	Step 4	\$126,433.23	\$137,903.72	\$154,013.97	\$168,835.40	\$187,407.30	\$206,367.12	\$220,841.52	\$240,271.76
9-10	Step 5	\$132,104.04	\$144,605.59	\$160,973.60	\$175,666.16	\$194,989.43	\$212,749.59	\$227,466.79	\$252,826.60
11-12	Step 6	\$138,161.48	\$151,565.21	\$168,191.00	\$182,625.78	\$202,714.61	\$218,653.24	\$234,290.78	\$265,881.43
13-14	Step 7	\$144,476.72	\$158,782.62	\$175,666.16	\$189,972.06	\$210,868.98	\$224,720.69	\$239,679.47	\$279,936.27
15-16	Step 8	\$151,049.68	\$166,386.64	\$183,656.83	\$197,576.08	\$219,309.45	\$230,956.52	\$245,192.11	\$295,991.10

Compensation Policy - Rubric for Step Placement

Factor	Definition	Value
Hard to Staff	Was the position hard to staff? Did we have to post and recruit multiple times?	1 step
Specialized Skill Set	Master's Degree, Certification, License, etc.	1 step
Experience at SFUSD	Internal experience in the District	1 step
Equivalent Experience	Experience in an equivalent role	1 step / 2 years

For internal promotions, we aim to make salary placements that result in a minimum ~10% salary increase.

Understanding the Rubric

In calibrating on placements, the following rubric guidelines are used:

Hard to Staff (max 1 step)

- Awarded when a position is posted for at least 6 months or multiple offers had to be made to fill the role (verified by your division Head and HR).

Specialized Skill Set (max 1 step)

- Multiple degrees or licenses and certifications will be valued with a maximum of 1 step
- Licenses must be earned / valid in the United States
- Certificates or licenses must reflect significant time and/or coursework (i.e. not an online exam or one day workshop)

Internal experience (max 1 step)

- Employee must be moving into their current role from another role in the District. If current role is your first role in the District, a point is not awarded.

Understanding the Rubric Continued

Equivalent Experience (1 step awarded for every 2 years of equivalent experience)

- Equivalent means that the role was similar in scale, scope, responsibilities, etc.
- Equivalent experience may be earned for positions held outside of SFUSD as long as they are similar in scale, scope and responsibilities.
- If you were in a lower job classification/position within the District, it cannot be equivalent to your current role (for example, experience as a Manager I cannot be equivalent to service as a Manager II).
- Relevant experience, which is frequently listed as a minimum qualification on our job descriptions, means that a role may have been related, but wasn't at the same scale, scope, responsibilities, etc. Steps are not awarded for relevant experience.