

**APPENDIX "A"**  
**UPLAND UNIFIED SCHOOL DISTRICT**  
**SALARY & COMPENSATION**  
**CERTIFICATED SALARY SCHEDULE (184 DAYS)**  
**BOARD APPROVAL 12/12/2023**

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	\$58,187	\$61,532	\$64,879	\$68,227
2	\$60,812	\$64,364	\$67,916	\$71,470
3	\$63,437	\$67,196	\$70,953	\$74,714
4	\$66,065	\$70,030	\$73,991	\$77,957
5	\$68,690	\$72,859	\$77,030	\$81,201
6	\$71,317	\$75,694	\$80,067	\$84,445
7	\$73,942	\$78,524	\$83,106	\$87,691
8	\$76,567	\$81,357	\$86,145	\$90,935
9	\$79,194	\$84,187	\$89,182	\$94,180
10	\$81,819	\$87,019	\$92,219	\$97,422
11	\$84,445	\$89,853	\$95,259	\$100,665
12	\$87,073	\$92,682	\$98,298	\$103,910
13	\$89,699	\$95,516	\$101,336	\$107,152
14-17	\$91,242	\$97,060	\$102,879	\$108,698
18-20	\$92,790	\$98,607	\$104,424	\$110,244
21-23	\$94,329	\$100,149	\$105,969	\$111,787
24-26	\$95,876	\$101,692	\$107,513	\$113,330
27-29	\$97,421	\$103,239	\$109,056	\$114,875
30+	\$102,051	\$107,870	\$113,688	\$119,508

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

The following bargaining unit members shall receive a factor based upon the certificated salary schedule and/or additional days at the individual's daily rate:

- Psychologist factor 1.19;
- Comprehensive High School and Jr. High Counselors factor 1.06 plus 10 days;
- Continuation High School Counselor factor 1.06 plus 7 days;
- Speech Language Pathologist, Occupational Therapist, and Nurse factor 1.12;
- Dean of Student Services factor 1.12 plus 5 days;
- Librarian factor 1.034 plus 10 days.

Adult Education teachers shall be paid hourly at the rate of .000885 of Column A Step 1 on the Certificated Salary Schedule

**UPLAND UNIFIED SCHOOL DISTRICT  
SALARY & COMPENSATION  
TEACHER SPECIAL EDUCATION  
(FACTOR .065 TIMES COLUMN A, STEP 1 - 184 DAYS)  
BOARD APPROVAL 12/12/2023**

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	\$61,969	\$65,532	\$69,096	\$72,662
2	\$64,765	\$68,548	\$72,331	\$76,116
3	\$67,560	\$71,564	\$75,565	\$79,570
4	\$70,359	\$74,582	\$78,800	\$83,024
5	\$73,155	\$77,595	\$82,037	\$86,479
6	\$75,953	\$80,614	\$85,271	\$89,934
7	\$78,748	\$83,628	\$88,508	\$93,391
8	\$81,544	\$86,645	\$91,744	\$96,846
9	\$84,342	\$89,659	\$94,979	\$100,302
10	\$87,137	\$92,675	\$98,213	\$103,754
11	\$89,934	\$95,693	\$101,451	\$107,208
12	\$92,733	\$98,706	\$104,687	\$110,664
13	\$95,529	\$101,725	\$107,923	\$114,117
14-17	\$97,173	\$103,369	\$109,566	\$115,763
18-20	\$98,821	\$105,016	\$111,212	\$117,410
21-23	\$100,460	\$106,659	\$112,857	\$119,053
24-26	\$102,108	\$108,302	\$114,501	\$120,696
27-29	\$103,753	\$109,950	\$116,145	\$122,342
30+	\$108,684	\$114,882	\$121,078	\$127,276

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT  
SALARY & COMPENSATION  
TEACHER BILINGUAL  
(FACTOR .03 TIMES COLUMN A, STEP 1 - 184 DAYS)  
BOARD APPROVAL 12/12/2023**

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	\$59,933	\$63,378	\$66,825	\$70,274
2	\$62,636	\$66,295	\$69,953	\$73,614
3	\$65,340	\$69,212	\$73,082	\$76,955
4	\$68,047	\$72,131	\$76,211	\$80,296
5	\$70,751	\$75,045	\$79,341	\$83,637
6	\$73,457	\$77,965	\$82,469	\$86,978
7	\$76,160	\$80,880	\$85,599	\$90,322
8	\$78,864	\$83,798	\$88,729	\$93,663
9	\$81,570	\$86,713	\$91,857	\$97,005
10	\$84,274	\$89,630	\$94,986	\$100,345
11	\$86,978	\$92,549	\$98,117	\$103,685
12	\$89,685	\$95,462	\$101,247	\$107,027
13	\$92,390	\$98,381	\$104,376	\$110,367
14-17	\$93,979	\$99,972	\$105,965	\$111,959
18-20	\$95,574	\$101,565	\$107,557	\$113,551
21-23	\$97,159	\$103,153	\$109,148	\$115,141
24-26	\$98,752	\$104,743	\$110,738	\$116,730
27-29	\$100,344	\$106,336	\$112,328	\$118,321
30+	\$105,113	\$111,106	\$117,099	\$123,093

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT  
SALARY & COMPENSATION  
SPEECH LANGUAGE PATHOLOGIST  
OCCUPATIONAL THERAPIST  
NURSE  
(FACTOR 1.12 - 184 DAYS)  
BOARD APPROVAL 12/12/2023**

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	\$65,169	\$68,916	\$72,664	\$76,414
2	\$68,109	\$72,088	\$76,066	\$80,046
3	\$71,049	\$75,260	\$79,467	\$83,680
4	\$73,993	\$78,434	\$82,870	\$87,312
5	\$76,933	\$81,602	\$86,274	\$90,945
6	\$79,875	\$84,777	\$89,675	\$94,578
7	\$82,815	\$87,947	\$93,079	\$98,214
8	\$85,755	\$91,120	\$96,482	\$101,847
9	\$88,697	\$94,289	\$99,884	\$105,482
10	\$91,637	\$97,461	\$103,285	\$109,113
11	\$94,578	\$100,635	\$106,690	\$112,745
12	\$97,522	\$103,804	\$110,094	\$116,379
13	\$100,463	\$106,978	\$113,496	\$120,010
14-17	\$102,191	\$108,707	\$115,224	\$121,742
18-20	\$103,925	\$110,440	\$116,955	\$123,473
21-23	\$105,648	\$112,167	\$118,685	\$125,201
24-26	\$107,381	\$113,895	\$120,415	\$126,930
27-29	\$109,112	\$115,628	\$122,143	\$128,660
30+	\$114,297	\$120,814	\$127,331	\$133,849

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**APPENDIX "B"**  
**UPLAND UNIFIED SCHOOL DISTRICT**  
**SUMMER SCHOOL/INTERVENTION PROVISIONS**  
**SUMMER SCHOOL HOURLY SALARY SCHEDULE**  
**BOARD APPROVAL 12/12/2023**

STEP	A	B	C	D
	BA to BA + 30	BA + 45 or MA	BA + 60 or BA + 45 Incl. MA	BA + 60 Incl. MA
1	\$ 40.21	\$ 44.35	\$ 46.65	\$ 49.13
2	\$ 47.60	\$ 50.38	\$ 53.24	\$ 56.09
3	\$ 55.08	\$ 58.61	\$ 61.99	\$ 65.43

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

**UPLAND UNIFIED SCHOOL DISTRICT  
SALARY & COMPENSATION  
CONTINUATION HIGH SCHOOL COUNSELOR  
(FACTOR 1.06 + 7 Days- 191 DAYS)  
BOARD APPROVAL 12/12/2023**

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	\$64,023	\$67,704	\$71,388	\$75,073
2	\$66,913	\$70,821	\$74,731	\$78,640
3	\$69,803	\$73,938	\$78,071	\$82,208
4	\$72,693	\$77,057	\$81,416	\$85,778
5	\$75,583	\$80,168	\$84,758	\$89,348
6	\$78,472	\$83,287	\$88,101	\$92,918
7	\$81,360	\$86,403	\$91,443	\$96,487
8	\$84,250	\$89,520	\$94,788	\$100,057
9	\$87,138	\$92,633	\$98,128	\$103,629
10	\$90,028	\$95,750	\$101,471	\$107,197
11	\$92,918	\$98,867	\$104,815	\$110,765
12	\$95,808	\$101,981	\$108,159	\$114,335
13	\$98,697	\$105,100	\$111,502	\$117,902
14-17	\$100,395	\$106,798	\$113,202	\$119,604
18-20	\$102,099	\$108,499	\$114,900	\$121,304
21-23	\$103,793	\$110,197	\$116,602	\$123,002
24-26	\$105,495	\$111,894	\$118,300	\$124,700
27-29	\$107,195	\$113,595	\$119,998	\$126,400
30+	\$112,291	\$118,693	\$125,094	\$131,498

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT  
SALARY & COMPENSATION  
JUNIOR HIGH & HIGH SCHOOL COUNSELOR  
(FACTOR 1.06 + 10 Days - 194 DAYS)  
BOARD APPROVAL 12/12/2023**

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	\$65,029	\$68,767	\$72,509	\$76,252
2	\$67,964	\$71,933	\$75,904	\$79,876
3	\$70,899	\$75,099	\$79,298	\$83,500
4	\$73,834	\$78,267	\$82,694	\$87,125
5	\$76,770	\$81,428	\$86,089	\$90,751
6	\$79,705	\$84,596	\$89,484	\$94,377
7	\$82,638	\$87,760	\$92,879	\$98,003
8	\$85,573	\$90,926	\$96,276	\$101,629
9	\$88,507	\$94,088	\$99,669	\$105,257
10	\$91,442	\$97,254	\$103,064	\$108,881
11	\$94,377	\$100,420	\$106,461	\$112,504
12	\$97,312	\$103,582	\$109,858	\$116,130
13	\$100,248	\$106,750	\$113,253	\$119,754
14-17	\$101,972	\$108,475	\$114,980	\$121,483
18-20	\$103,703	\$110,204	\$116,705	\$123,209
21-23	\$105,423	\$111,928	\$118,433	\$124,934
24-26	\$107,152	\$113,651	\$120,158	\$126,659
27-29	\$108,879	\$115,380	\$121,882	\$128,385
30+	\$114,055	\$120,557	\$127,058	\$133,563

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT  
SALARY & COMPENSATION  
PSYCHOLOGIST  
(FACTOR 1.19 - 198 DAYS)  
BOARD APPROVAL 12/12/2023**

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	\$69,243	\$73,223	\$77,206	\$81,190
2	\$72,366	\$76,593	\$80,820	\$85,049
3	\$75,490	\$79,963	\$84,434	\$88,910
4	\$78,617	\$83,336	\$88,049	\$92,769
5	\$81,741	\$86,702	\$91,666	\$96,629
6	\$84,867	\$90,076	\$95,280	\$100,490
7	\$87,991	\$93,444	\$98,896	\$104,352
8	\$91,115	\$96,815	\$102,513	\$108,213
9	\$94,241	\$100,183	\$106,127	\$112,074
10	\$97,365	\$103,553	\$109,741	\$115,932
11	\$100,490	\$106,925	\$113,358	\$119,791
12	\$103,617	\$110,292	\$116,975	\$123,653
13	\$106,742	\$113,664	\$120,590	\$127,511
14-17	\$108,578	\$115,501	\$122,426	\$129,351
18-20	\$110,420	\$117,342	\$124,265	\$131,190
21-23	\$112,252	\$119,177	\$126,103	\$133,027
24-26	\$114,092	\$121,013	\$127,940	\$134,863
27-29	\$115,931	\$122,854	\$129,777	\$136,701
30+	\$121,441	\$128,365	\$135,289	\$142,215

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.



**UPLAND UNIFIED SCHOOL DISTRICT  
SALARY & COMPENSATION  
DEAN OF STUDENT SERVICES  
(FACTOR 1.12 + 5 Days - 189 DAYS)  
BOARD APPROVAL 12/12/2023**

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	\$66,940	\$70,788	\$74,638	\$78,492
2	\$69,960	\$74,046	\$78,133	\$82,221
3	\$72,980	\$77,305	\$81,625	\$85,953
4	\$76,004	\$80,565	\$85,124	\$89,684
5	\$79,025	\$83,820	\$88,618	\$93,417
6	\$82,045	\$87,082	\$92,113	\$97,148
7	\$85,065	\$90,336	\$95,608	\$100,883
8	\$88,087	\$93,597	\$99,104	\$104,615
9	\$91,107	\$96,851	\$102,597	\$108,348
10	\$94,128	\$100,110	\$106,091	\$112,079
11	\$97,148	\$103,370	\$109,590	\$115,808
12	\$100,172	\$106,626	\$113,086	\$119,543
13	\$103,192	\$109,885	\$116,581	\$123,271
14-17	\$104,969	\$111,661	\$118,357	\$125,050
18-20	\$106,747	\$113,442	\$120,132	\$126,828
21-23	\$108,520	\$115,214	\$121,911	\$128,603
24-26	\$110,300	\$116,989	\$123,687	\$130,378
27-29	\$112,077	\$118,769	\$125,462	\$132,156
30+	\$117,405	\$124,097	\$130,790	\$137,486

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT  
SALARY & COMPENSATION  
MUSIC COORDINATOR/VAPA COORDINATOR  
(+20 DAYS - 204 DAYS)  
BOARD APPROVAL 12/12/2023**

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	\$64,511	\$68,220	\$71,930	\$75,643
2	\$67,422	\$71,359	\$75,298	\$79,238
3	\$70,333	\$74,501	\$78,664	\$82,834
4	\$73,246	\$77,642	\$82,035	\$86,431
5	\$76,157	\$80,778	\$85,403	\$90,027
6	\$79,068	\$83,922	\$88,771	\$93,624
7	\$81,979	\$87,059	\$92,139	\$97,222
8	\$84,891	\$90,201	\$95,509	\$100,819
9	\$87,802	\$93,338	\$98,875	\$104,417
10	\$90,713	\$96,478	\$102,243	\$108,012
11	\$93,624	\$99,619	\$105,613	\$111,606
12	\$96,537	\$102,757	\$108,983	\$115,205
13	\$99,448	\$105,898	\$112,351	\$118,799
14-17	\$101,160	\$107,610	\$114,063	\$120,513
18-20	\$102,875	\$109,326	\$115,774	\$122,227
21-23	\$104,583	\$111,035	\$117,488	\$123,938
24-26	\$106,298	\$112,745	\$119,199	\$125,648
27-29	\$108,010	\$114,460	\$120,911	\$127,361
30+	\$113,145	\$119,595	\$126,045	\$132,498

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT  
SALARY & COMPENSATION  
HIGH SCHOOL LIBRARIAN  
(FACTOR 1.034 + 10 DAYS - 194 DAYS)  
BOARD APPROVAL 12/12/2023**

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	\$63,434	\$67,081	\$70,730	\$74,382
2	\$66,298	\$70,168	\$74,042	\$77,916
3	\$69,159	\$73,258	\$77,352	\$81,453
4	\$72,024	\$76,347	\$80,665	\$84,989
5	\$74,886	\$79,429	\$83,977	\$88,524
6	\$77,749	\$82,522	\$87,290	\$92,061
7	\$80,611	\$85,606	\$90,602	\$95,599
8	\$83,474	\$88,695	\$93,915	\$99,136
9	\$86,336	\$91,781	\$97,225	\$102,675
10	\$89,199	\$94,868	\$100,537	\$106,209
11	\$92,061	\$97,956	\$103,850	\$109,744
12	\$94,926	\$101,043	\$107,164	\$113,282
13	\$97,788	\$104,131	\$110,477	\$116,817
14-17	\$99,472	\$105,815	\$112,159	\$118,503
18-20	\$101,159	\$107,501	\$113,843	\$120,187
21-23	\$102,837	\$109,183	\$115,527	\$121,871
24-26	\$104,525	\$110,863	\$117,211	\$123,551
27-29	\$106,207	\$112,551	\$118,893	\$125,237
30+	\$111,257	\$117,599	\$123,943	\$130,287

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT  
SALARY & COMPENSATION  
TOSA/COSA/READING SPECIALIST  
(FACTOR 1.10 + 10 Days- 194 DAYS)  
BOARD APPROVAL 12/12/2023**

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	\$67,483	\$71,363	\$75,245	\$79,129
2	\$70,529	\$74,647	\$78,768	\$82,888
3	\$73,575	\$77,934	\$82,289	\$86,652
4	\$76,622	\$81,220	\$85,814	\$90,414
5	\$79,666	\$84,501	\$89,337	\$94,175
6	\$82,712	\$87,789	\$92,862	\$97,937
7	\$85,758	\$91,071	\$96,385	\$101,703
8	\$88,802	\$94,358	\$99,910	\$105,464
9	\$91,847	\$97,638	\$103,431	\$109,230
10	\$94,893	\$100,923	\$106,954	\$112,989
11	\$97,937	\$104,209	\$110,479	\$116,749
12	\$100,985	\$107,492	\$114,004	\$120,513
13	\$104,031	\$110,778	\$117,527	\$124,274
14-17	\$105,821	\$112,569	\$119,318	\$126,067
18-20	\$107,616	\$114,363	\$121,108	\$127,860
21-23	\$109,402	\$116,152	\$122,901	\$129,648
24-26	\$111,197	\$117,940	\$124,692	\$131,437
27-29	\$112,988	\$119,735	\$126,482	\$133,230
30+	\$118,357	\$125,107	\$131,854	\$138,603

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.

**UPLAND UNIFIED SCHOOL DISTRICT  
SALARY & COMPENSATION  
ELEMENTARY SCHOOL COUNSELOR  
(FACTOR 1.0120 + 10 Days - 194 DAYS)  
BOARD APPROVAL 12/12/23**

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	\$62,084	\$65,653	\$69,225	\$72,799
2	\$64,887	\$68,676	\$72,467	\$76,258
3	\$67,689	\$71,699	\$75,707	\$79,718
4	\$70,492	\$74,723	\$78,950	\$83,179
5	\$73,293	\$77,740	\$82,190	\$86,642
6	\$76,095	\$80,766	\$85,432	\$90,103
7	\$78,896	\$83,785	\$88,674	\$93,566
8	\$81,697	\$86,809	\$91,917	\$97,027
9	\$84,499	\$89,828	\$95,157	\$100,490
10	\$87,302	\$92,850	\$98,397	\$103,949
11	\$90,103	\$95,873	\$101,640	\$107,410
12	\$92,907	\$98,892	\$104,884	\$110,873
13	\$95,708	\$101,916	\$108,126	\$114,332
14-17	\$97,355	\$103,563	\$109,773	\$115,981
18-20	\$99,006	\$105,214	\$111,420	\$117,630
21-23	\$100,649	\$106,859	\$113,069	\$119,277
24-26	\$102,300	\$108,504	\$114,716	\$120,922
27-29	\$103,947	\$110,155	\$116,363	\$122,571
30+	\$108,890	\$115,098	\$121,304	\$127,514

**Additional Compensation**

Stipend for Master's Degree shall be \$350 and \$500 for the Doctoral Degree.