

**Five Keys Schools and Programs
Classified Union 2023-2024 School Year**

		HSG / GED	AA	BA								
Titles to align with SFUSD	Five Keys Job Titles	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Clerk I	Admin Assistant / Operations Assistant / Student Operations Support / Operations Coordinator / Program assistant	\$21.09	\$22.20	\$23.31	\$24.48	\$25.70	\$26.97	\$28.31	\$28.87	\$29.68	\$30.21	\$30.82
Clerk II		\$22.77	\$23.89	\$25.07	\$26.32	\$27.62	\$28.43	\$29.27	\$29.86	\$30.50	\$31.11	\$31.74
Clerk III		\$24.42	\$25.63	\$26.90	\$28.23	\$29.63	\$30.50	\$31.40	\$32.03	\$32.67	\$33.32	\$33.99
Clerk IV		\$28.86	\$30.29	\$31.79	\$33.36	\$35.01	\$36.04	\$37.11	\$37.85	\$38.61	\$39.38	\$40.17
Jr Admin Analyst	Transcript Registrar Assistant	\$27.75	\$29.13	\$30.57	\$32.08	\$33.67	\$34.65	\$35.68	\$36.39	\$37.12	\$37.86	\$38.62
Admin Analyst	Transcript Analyst, Registrar	\$34.41	\$36.11	\$37.90	\$39.77	\$41.75	\$42.98	\$44.24	\$45.13	\$46.03	\$46.95	\$47.89
Instructional Aide	Instructional Aide	\$23.31	\$24.46	\$25.67	\$26.94	\$28.28	\$29.12	\$29.97	\$30.57	\$31.18	\$31.80	\$32.44
IT	IT Support Specialist	\$23.31	\$24.46	\$25.67	\$26.94	\$28.28	\$29.12	\$29.97	\$30.57	\$31.18	\$31.80	\$32.44
SPED	SPED Records Clerk	\$23.31	\$24.46	\$25.67	\$26.94	\$28.28	\$29.12	\$29.97	\$30.57	\$31.18	\$31.80	\$32.44
Re-Engagement Liaison and Learning Recovery Paraprofessionals	Re-Engagement Liaison and Learning Recovery Paraprofessionals	\$23.31	\$24.46	\$25.67	\$26.94	\$28.28	\$29.12	\$29.97	\$30.57	\$31.18	\$31.80	\$32.44
Step increases occur annually, every July 1 for employees hired April 1 or earlier.												
Masters Degree Stipend \$1000 per year (\$41.67 per pay period)												