



**Los Angeles Unified School District  
FINAL 2014-2015 PREPARATION SALARY (T) TABLE (2% and 4%)**

Preparation Salary (T) Table (Regular Credentials): 2014-2015 rates reflect an increase of 2% (effective January 1, 2015 to June 30, 2015) over the 4% increase from July 1, 2014 to December 31, 2014. This table applies only to employees holding regular credentials (i.e., non-emergency, non-intern) and a Bachelor's Degree, or possession of certain vocational or industrial arts credentials.

PAY SCALE GROUP (Req. Pts.)*		PAY SCALE LEVEL									
		1	2	3	4	5	6	7	8	9	10
20  (Minimum)	C Basis	48,412	48,470	48,986	49,502	49,559	49,639	51,062	52,254	54,055	55,592
		4,034.34	4,039.14	4,082.14	4,125.16	4,129.93	4,136.62	4,255.13	4,354.54	4,504.60	4,632.68
	B Basis	52,447	52,509	53,068	53,627	53,689	53,776	55,317	56,609	58,560	60,225
		4,370.55	4,375.73	4,422.31	4,468.92	4,474.10	4,481.34	4,609.73	4,717.42	4,879.98	5,018.73
	A Basis	61,968	62,041	62,702	63,362	63,436	63,538	65,359	66,886	69,191	71,158
		5,163.97	5,170.08	5,225.14	5,280.19	5,286.31	5,294.87	5,446.59	5,573.81	5,765.88	5,929.82
21  (+ 14 points)	C Basis	48,470	48,986	49,502	49,559	49,639	51,555	52,254	54,594	56,166	58,035
		4,039.14	4,082.14	4,125.16	4,129.93	4,136.62	4,296.24	4,354.54	4,549.52	4,680.46	4,836.25
	B Basis	52,509	53,068	53,627	53,689	53,776	55,851	56,609	59,144	60,846	62,871
		4,375.73	4,422.31	4,468.92	4,474.10	4,481.34	4,654.26	4,717.42	4,928.65	5,070.50	5,239.28
	A Basis	62,041	62,702	63,362	63,436	63,538	65,990	66,886	69,880	71,892	74,285
		5,170.08	5,225.14	5,280.19	5,286.31	5,294.87	5,499.18	5,573.81	5,823.37	5,990.99	6,190.40
22  (+ 28 points)	C Basis	48,986	49,043	49,559	49,639	51,326	53,321	55,122	56,727	58,356	61,051
		4,082.14	4,086.93	4,129.93	4,136.62	4,277.13	4,443.43	4,593.49	4,727.29	4,863.01	5,007.62
	B Basis	53,068	53,130	53,689	53,776	55,602	57,765	59,715	61,455	63,219	66,139
		4,422.31	4,427.49	4,474.10	4,481.34	4,633.54	4,813.71	4,976.27	5,121.24	5,268.26	5,511.60
	A Basis	62,702	62,775	63,436	63,538	65,697	68,251	70,556	72,611	74,696	78,146
		5,225.14	5,231.26	5,286.31	5,294.87	5,474.72	5,687.58	5,879.67	6,050.95	6,224.65	6,512.16
23  (+ 42 points)	C Basis	49,043	49,559	49,639	51,326	53,092	55,156	57,278	58,918	60,639	64,286
		4,086.93	4,129.93	4,136.62	4,277.13	4,424.31	4,596.35	4,773.16	4,909.85	5,053.21	5,357.15
	B Basis	53,130	53,689	53,776	55,602	57,516	59,753	62,051	63,828	65,692	69,643
		4,427.49	4,474.10	4,481.34	4,633.54	4,793.00	4,979.39	5,170.93	5,319.00	5,474.32	5,803.59
	A Basis	62,775	63,436	63,538	65,697	67,957	70,600	73,316	75,415	77,618	82,286
		5,231.26	5,286.31	5,294.87	5,474.72	5,663.11	5,883.32	6,109.66	6,284.61	6,468.13	6,857.15
24  (+ 56 points)	C Basis	49,559	49,639	51,326	53,092	55,156	57,312	59,515	61,224	63,322	67,417
		4,129.93	4,136.62	4,277.13	4,424.31	4,596.35	4,776.04	4,959.55	5,101.96	5,276.87	5,618.08
	B Basis	53,689	53,776	55,602	57,516	59,753	62,088	64,474	66,325	68,599	73,035
		4,474.10	4,481.34	4,633.54	4,793.00	4,979.39	5,174.03	5,372.84	5,527.11	5,716.61	6,086.26
	A Basis	63,436	63,538	65,697	67,957	70,600	73,360	76,179	78,366	81,053	86,294
		5,286.31	5,294.87	5,474.72	5,663.11	5,883.32	6,113.33	6,348.21	6,590.50	6,754.39	7,191.14
25  (+ 70 points)	C Basis	49,639	51,326	52,793	55,821	57,989	60,260	61,820	63,735	66,213	70,617
		4,136.62	4,277.13	4,399.45	4,651.79	4,832.43	5,021.66	5,151.66	5,311.27	5,517.72	5,884.75
	B Basis	53,776	55,602	57,193	60,473	62,821	65,282	66,972	69,046	71,730	76,502
		4,481.34	4,633.54	4,766.09	5,039.43	5,235.12	5,440.14	5,580.96	5,753.87	5,977.54	6,375.13
	A Basis	63,538	65,697	67,576	71,451	74,226	77,133	79,130	81,581	84,752	90,390
		5,294.87	5,474.72	5,631.30	5,954.29	6,185.51	6,427.73	6,594.13	6,798.43	7,062.68	7,532.48
26  (+ 84 points)	C Basis	51,555	53,046	54,594	58,047	60,306	62,669	64,240	66,477	69,114	73,748
		4,296.24	4,420.50	4,549.52	4,837.21	5,025.50	5,222.38	5,353.33	5,539.71	5,759.54	6,145.67
	B Basis	55,851	57,466	59,144	62,884	65,331	67,891	69,593	72,016	74,874	79,894
		4,654.26	4,788.86	4,928.65	5,240.31	5,444.28	5,657.58	5,799.44	6,001.35	6,239.50	6,657.82
	A Basis	65,990	67,899	69,880	74,299	77,192	80,216	82,227	85,090	88,467	94,397
		5,499.18	5,658.23	5,823.37	6,191.62	6,432.63	6,684.65	6,852.26	7,090.83	7,372.21	7,866.45
27^  (+ 98 points)	C Basis	52,702	55,145	56,751	60,375	62,726	65,180	66,740	69,264	72,005	77,005
		4,391.81	4,595.40	4,729.21	5,031.22	5,227.16	5,431.70	5,561.69	5,771.97	6,000.39	6,417.11
	B Basis	57,093	59,740	61,480	65,406	67,953	70,612	72,302	75,035	78,005	83,423
		4,757.79	4,978.34	5,123.31	5,450.50	5,662.76	5,884.35	6,025.16	6,252.95	6,500.42	6,951.88
	A Basis	67,458	70,585	72,641	77,280	80,289	83,431	85,428	88,657	92,166	98,567
		5,621.52	5,882.11	6,053.38	6,439.96	6,690.77	6,952.58	7,118.96	7,388.12	7,680.50	8,213.90

		11	12	13	14
(continued)	C Basis	77,373	77,705	78,061	78,393
		6,447.71	6,475.42	6,505.05	6,532.76
27  (+ 98 points)	B Basis	83,820	84,180	84,566	84,926
		6,985.01	7,015.04	7,047.13	7,077.16
	A Basis	99,037	99,462	99,918	100,343
		8,253.05	8,288.53	8,326.46	8,361.94

Refer to the District-UTLA Collective Bargaining Agreement, Articles XIV, XV, and Appendix E for rules and requirements regarding salary, including, but not limited to: rating-in, step(pay scale level)/schedule(pay scale group) placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

\* A point is a semester unit (or 1.5 quarter units) as defined by the University of California, or its equivalent, as established by the Board of Education.  
 ^ Rating-in limit is Pay Scale Group 27, Pay Scale Level 10.  
 Annual amounts are rounded to the nearest whole number. To obtain the actual annual amount multiply the respective basis monthly payment rate by 12.

2014-2015 PREPARATION SALARY (T) TABLE (Continued)

(T) Salary Table

Degree Differentials:

	<u>MA Degree</u>	<u>DR Degree</u>
C Basis (6 hour)	\$584 0.47696	1,168 0.95402
C Basis (8 hour)	\$584 0.35772	1,168 0.71552
B Basis (6 hour)	632 0.47696	1,265 0.95402
B Basis (8 hour)	632 0.35772	1,265 0.71552
E Basis (6 hour)	670 0.47696	1,339 0.95402
E Basis (8 hour)	670 0.35772	1,339 0.71552
A Basis	747 0.35772	1,494 0.71552

Maximum Rates With Career Increments:

**First Career Increment (completed 27T14)\***

**Pay Scale Group C1, Pay Scale Level 15-19**

		<u>1st CI &amp; MA</u>	<u>1st CI &amp; DR</u>
C Basis	79,586 6,632.16	80,170	80,754
B Basis	86,218 7,184.84	86,850	87,483
A Basis	101,870 8,489.16	102,617	103,364

**Second Career Increment (after 5 yrs on first C. I.)**

**Pay Scale Group C2, Pay Scale Level 20-24**

		<u>2nd CI &amp; MA</u>	<u>2nd CI &amp; DR</u>
C Basis	80,194 6,682.82	80,778	81,362
B Basis	86,877 7,239.73	87,509	88,142
A Basis	102,648 8,554.02	103,395	104,142

**Third Career Increment (after 5 yrs on second C. I.)**

**Pay Scale Group C3, Pay Scale Level 25-29**

		<u>3rd CI &amp; MA</u>	<u>3rd CI &amp; DR</u>
C Basis	82,316 6,859.64	82,900	83,484
B Basis	89,175 7,431.27	89,807	90,440
A Basis	105,364 8,780.33	106,111	106,858

**Fourth Career Increment (after 5 yrs on third C. I.)**

**Pay Scale Group C4, Pay Scale Level 30+**

		<u>4th CI &amp; MA</u>	<u>4th CI &amp; DR</u>
C Basis	83,703 6,975.29	84,287	84,871
B Basis	90,679 7,556.56	91,311	91,944
A Basis	107,140 8,928.37	107,887	108,634

An employee with a master's degree and a doctor's or equivalent degree shall receive the doctor's differential only.

For employees working a complete school year, the following is applicable:

C Basis annualized = 204 paid days or equivalent hours; 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).

B Basis annualized = 221 paid days or equivalent hours; 1,768 hours annual.

A Basis annualized = 261 paid days or equivalent hours; 2,088 hours annual.

\*To qualify for the first career increment, the teacher must have been paid on the maximum pay scale group (PS Group 27) and pay scale level (PS Level 10-14) for five qualifying years. The two semester unit "recency" requirement was eliminated effective April 26, 2005.

Annual amounts are rounded to the nearest whole number. To obtain the actual annual amount multiply the respective basis monthly payment rate by 12.



**Los Angeles Unified School District  
FINAL 2014-2015 PREPARATION SALARY (L) TABLE (2% and 4%)**

Preparation Salary (L) Table (Alternative Certification): 2014-2015 rates reflect an increase of 2% [effective January 1, 2015 to June 30, 2015] over the 4% increase from July 1, 2014 to December 31, 2014. This table applies only to employees who hold a Bachelor's degree and alternative certification (i.e., emergency, intern), not regular credentials.

PAY SCALE GROUP (Req. Pts.)**	PAY SCALE LEVEL										
	1	2	3	4	5	6	7	8	9	10	
20  (Minimum)	C Basis	42,207	42,207	42,207	42,941	45,155	45,625	47,036	48,619	50,855	53,115
	B Basis	3,517.28	3,517.28	3,517.28	3,578.44	3,762.91	3,802.10	3,919.66	4,051.55	4,237.93	4,426.22
	A Basis	45,725	45,725	45,725	46,520	48,918	49,427	50,956	52,670	55,093	57,541
		3,810.38	3,810.38	3,810.38	3,876.65	4,076.48	4,118.93	4,246.30	4,389.17	4,591.10	4,795.07
21  (+ 14 points)	C Basis	42,207	42,207	42,574	44,249	46,004	47,713	49,525	51,314	53,069	55,443
	B Basis	3,517.28	3,517.28	3,547.86	3,687.40	3,833.64	3,976.05	4,127.06	4,276.16	4,422.40	4,620.24
	A Basis	45,725	45,725	46,122	47,936	49,837	51,689	53,652	55,590	57,491	60,063
		3,810.38	3,810.38	3,843.51	3,994.69	4,153.10	4,307.39	4,470.99	4,632.51	4,790.93	5,005.27
22  (+ 28 points)	C Basis	42,207	42,574	44,318	46,290	48,160	50,133	52,014	54,032	55,925	58,322
	B Basis	3,517.28	3,547.86	3,693.18	3,857.54	4,013.32	4,177.72	4,334.47	4,502.68	4,660.39	4,860.15
	A Basis	45,725	46,122	48,011	50,148	52,173	54,310	56,348	58,535	60,585	63,182
		3,810.38	3,843.51	4,000.90	4,178.99	4,347.76	4,525.86	4,695.67	4,877.91	5,048.76	5,265.17
23  (+ 42 points)	C Basis	42,574	44,283	46,290	48,297	50,454	52,530	54,594	56,636	58,712	61,419
	B Basis	3,547.86	3,690.27	3,857.54	4,024.79	4,204.48	4,377.47	4,549.52	4,719.65	4,892.64	5,118.21
	A Basis	46,122	47,974	50,148	52,322	54,658	56,907	59,144	61,355	63,604	66,537
		3,843.51	3,997.80	4,178.99	4,360.19	4,554.86	4,742.28	4,928.65	5,112.95	5,300.37	5,544.72
24  (+ 56 points)	C Basis	44,283	45,981	48,160	50,454	52,621	54,881	57,117	59,285	61,602	64,412
	B Basis	3,690.27	3,831.72	4,013.32	4,204.48	4,385.12	4,573.41	4,759.79	4,940.43	5,133.50	5,367.67
	A Basis	47,974	49,812	52,173	54,658	57,007	59,544	61,877	64,226	66,736	69,780
		3,997.80	4,151.03	4,347.76	4,554.86	4,750.55	4,954.53	5,156.45	5,352.14	5,561.30	5,814.97
25  (+ 70 points)	C Basis	45,981	47,747	50,179	52,530	54,892	57,290	59,687	62,003	64,401	67,463
	B Basis	3,818.35	3,978.91	4,181.55	4,377.47	4,574.37	4,774.13	4,973.88	5,166.95	5,366.71	5,621.90
	A Basis	49,638	51,726	54,360	56,907	59,467	62,064	64,660	67,170	69,767	73,085
		4,136.54	4,310.50	4,500.00	4,742.28	4,955.57	5,171.96	5,388.37	5,597.54	5,813.94	6,090.39
26  (+ 84 points)	C Basis	47,747	49,525	52,025	54,594	57,117	59,698	62,175	64,664	67,233	70,468
	B Basis	3,970.31	4,127.06	4,335.43	4,549.52	4,759.79	4,974.85	5,181.28	5,388.69	5,602.79	5,872.31
	A Basis	51,614	53,652	56,360	59,144	61,877	64,673	67,357	70,053	72,836	76,340
		4,301.18	4,470.99	4,696.70	4,928.65	5,156.45	5,389.41	5,613.06	5,837.76	6,069.69	6,361.68
27  (+ 98 points)	C Basis	49,525	51,314	54,032	56,636	59,308	62,038	64,676	67,371	70,044	73,576
	B Basis	4,085.97	4,276.16	4,502.68	4,719.65	4,942.34	5,169.82	5,389.65	5,614.25	5,836.96	6,131.34
	A Basis	53,117	55,590	58,535	61,355	64,250	67,208	70,065	72,985	75,880	79,707
		4,426.45	4,632.51	4,877.91	5,112.95	5,354.20	5,600.65	5,838.79	6,082.12	6,323.37	6,642.28

Additional Pay Scale Levels		11	12	13	14
(continued)	C Basis	73,920	74,241	74,562	74,895
		6,160.01	6,186.77	6,213.53	6,241.25
27  (+ 98 points)	B Basis	80,080	80,428	80,776	81,136
		6,673.34	6,702.33	6,731.33	6,761.35
	A Basis	94,618	95,029	95,440	95,866
		7,884.81	7,919.07	7,953.33	7,988.80

Refer to the District-UTLA Collective Bargaining Agreement, Articles XIV, XV, and Appendix E for rules and requirements regarding salary, including, but not limited to: rating-in, step/schedule placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

\* Rating-In limit for employees with a provisional contract; however, employees are eligible for annual pay scale group/pay scale level advances.  
 \*\* A point is a semester unit (or 1.5 quarter units) as defined by the University of California, or its equivalent, as established by the Board of Education.  
 Annual amounts are rounded to the nearest whole number. To obtain the actual annual amount multiply the respective basis monthly payment rate by 12.

Los Angeles Unified School District

2014-2015 PREPARATION SALARY (L) TABLE (Continued)

(L) Salary Table

Degree Differentials:

Effective 7/01/08, degree differentials are hourly rates paid as worked.

	<u>MA Degree</u>	<u>DR Degree</u>
C Basis (6 hour)	\$584	1,168
	0.47696	0.95402
C Basis (8 hour)	\$584	1,168
	0.35772	0.71552
B Basis (6 hour)	632	1,265
	0.47696	0.95402
B Basis (8 hour)	632	1,265
	0.35772	0.71552
E Basis (6 hour)	670	1,339
	0.47696	0.95402
E Basis (8 hour)	670	1,339
	0.35772	0.71552
A Basis	747	1,494
	0.35772	0.71552

**First Career Increment (completed 27L14)\***

Pay Scale Group C1, Pay Scale Level 15-19

		<u>1st CI &amp; MA</u>	<u>1st CI &amp; DR</u>
C Basis	76,019	76,603	77,187
	6,334.91		
B Basis	82,354	82,986	83,619
	6,862.83		
A Basis	97,304	98,051	98,798
	8,108.69		

**Second Career Increment (after 5 yrs on first C. I.)**

Pay Scale Group C2, Pay Scale Level 20-24

		<u>2nd CI &amp; MA</u>	<u>2nd CI &amp; DR</u>
C Basis	76,604	77,188	77,772
	6,383.66		
B Basis	82,988	83,620	83,620
	6,915.64		
A Basis	98,053	98,800	99,547
	8,171.09		

**Third Career Increment (after 5 yrs on second C. I.)**

Pay Scale Group C3, Pay Scale Level 25-29

		<u>3rd CI &amp; MA</u>	<u>3rd CI &amp; DR</u>
C Basis	77,923	78,507	79,091
	6,493.58		
B Basis	84,417	85,049	85,682
	7,034.71		
A Basis	99,741	100,488	101,235
	8,311.78		

**Fourth Career Increment (after 5 yrs on third C. I.)**

Pay Scale Group C4, Pay Scale Level 30+

		<u>4th CI &amp; MA</u>	<u>4th CI &amp; DR</u>
C Basis	79,265	79,849	80,433
	6,605.40		
B Basis	85,870	86,502	87,135
	7,155.85		
A Basis	101,459	102,206	102,953
	8,454.91		

An employee with a master's degree and a doctor's or equivalent degree shall receive the doctor's differential only.

For employees working a complete school year, the following is applicable:

- C Basis annualized = 204 paid days or equivalent hours; 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).
- B Basis annualized = 221 paid days or equivalent hours; 1,768 hours annual.
- A Basis annualized = 261 paid days or equivalent hours; 2,088 hours annual.

In accordance with Section 44462 of the Education Code, a teacher whose services are authorized by an internship credential may be paid seven-eighths of the rate to which entitled rounded to the nearest dollar, unless the training program in question requires the full rate.

Categorical Limited Contract teachers are paid on Pay Scale Group 20 only, Pay Scale Level 1 - 10.

\*To qualify for the first career increment, the teacher must have been paid on the maximum pay scale group (PS Group 27) and pay scale level (PS Level 10-14) for five qualifying years. The two semester unit "recency" requirement was eliminated effective April 26, 2005.



## Los Angeles Unified School District

### FINAL 2014-2015 RATES FOR DAY-TO-DAY SUBSTITUTES (2% and 4%)

Day-to-Day Substitutes: 2014-2015 rates reflect an increase of 2% (effective January 1, 2015 to June 30, 2015) over the 4% increase from July 1, 2014 to December 31, 2014

#### Employees Serving in place of Preparation Salary Table employees:

Daily Base Rate	\$183.56
Base Hourly Rate (6-hour day)	\$30.59286
Daily Incentive Plan Rate	\$247.72
Base Hourly Rate (6-hour day)	\$41.28636
Day-to-Day Substitute, Extended Rate	\$247.72
Base Hourly Rate (6-hour day)	\$41.28636

Substitutes who are paid the daily rates as shown above shall have their rate of pay increased by \$10 per day, effective the first day following the completion of service equivalent to 130 days during the school year.

#### SUMMER SCHOOL/INTERSESSION

	<u>Base Hourly Rate</u>	<u>6-Hour Day</u>	<u>4-Hour Day</u>	<u>3-Hour Day</u>
Daily Base Rate	\$33.41475	\$200.49	\$133.66	\$100.24
Day-to-Day Substitute, Extended Rate	\$45.09461	\$270.57	\$180.38	\$135.28

These rates shall only apply when service is in place of a contract employee assigned during Summer School/Interession (Status 3) and paid from Fund 7 or Fund W.

#### Employees Serving in place of Development Center/Early Education Center Salary Table employees:

Maximum Rate	\$160.63 daily \$20.07843 hourly
(with accrual rate of .11364 after 35 full-time days of service retroactive to the beginning of the school year)	\$178.88 daily