



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

Preparation Salary (T) Table (Regular Credentials): 2014-2015 rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates. 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	47,463	47,519	48,025	48,531	48,587	48,666	50,060	51,230	52,995	54,502
		3,955.24	3,959.94	4,002.10	4,044.27	4,048.95	4,055.51	4,171.70	4,269.16	4,416.27	4,541.84
	B Basis	51,418	51,479	52,027	52,575	52,636	52,722	54,232	55,499	57,411	59,044
		4,284.85	4,289.93	4,335.60	4,381.29	4,386.37	4,393.47	4,519.34	4,624.92	4,784.29	4,920.32
	A Basis	60,753	60,825	61,472	62,120	62,192	62,293	64,077	65,574	67,834	69,763
		5,062.72	5,068.71	5,122.69	5,176.66	5,182.66	5,191.05	5,339.79	5,464.52	5,652.82	5,813.55
21 (+ 14 points)	C Basis	47,519	48,025	48,531	48,587	48,666	50,544	51,230	53,524	55,064	56,897
		3,959.94	4,002.10	4,044.27	4,048.95	4,055.51	4,212.00	4,269.16	4,460.31	4,588.69	4,741.42
	B Basis	51,479	52,027	52,575	52,636	52,722	54,756	55,499	57,984	59,653	61,639
		4,289.93	4,335.60	4,381.29	4,386.37	4,393.47	4,563.00	4,624.92	4,832.01	4,971.08	5,136.55
	A Basis	60,825	61,472	62,120	62,192	62,293	64,696	65,574	68,510	70,482	72,828
		5,068.71	5,122.69	5,176.66	5,182.66	5,191.05	5,391.35	5,464.52	5,709.19	5,873.52	6,069.02
22 (+ 28 points)	C Basis	48,025	48,081	48,587	48,666	50,319	52,276	54,041	55,615	57,212	59,854
		4,002.10	4,006.79	4,048.95	4,055.51	4,193.26	4,356.30	4,503.42	4,634.60	4,767.66	4,987.86
	B Basis	52,027	52,088	52,636	52,722	54,512	56,632	58,544	60,250	61,980	64,842
		4,335.60	4,340.68	4,386.37	4,393.47	4,542.69	4,719.32	4,878.70	5,020.82	5,164.96	5,403.53
	A Basis	61,472	61,544	62,192	62,293	64,408	66,913	69,173	71,188	73,231	76,614
		5,122.69	5,128.69	5,182.66	5,191.05	5,367.37	5,576.06	5,764.38	5,932.30	6,102.60	6,384.47
23 (+ 42 points)	C Basis	48,081	48,587	48,666	50,319	52,051	54,075	56,155	57,763	59,450	63,025
		4,006.79	4,048.95	4,055.51	4,193.26	4,337.56	4,506.23	4,679.57	4,813.58	4,954.13	5,252.11
	B Basis	52,088	52,636	52,722	54,512	56,388	58,581	60,834	62,577	64,404	68,277
		4,340.68	4,386.37	4,393.47	4,542.69	4,699.02	4,881.75	5,069.54	5,214.71	5,366.98	5,689.79
	A Basis	61,544	62,192	62,293	64,408	66,625	69,216	71,878	73,937	76,096	80,672
		5,128.69	5,182.66	5,191.05	5,367.37	5,552.07	5,767.96	5,989.86	6,161.38	6,341.30	6,722.70
24 (+ 56 points)	C Basis	48,587	48,666	50,319	52,051	54,075	56,189	58,348	60,023	62,081	66,095
		4,048.95	4,055.51	4,193.26	4,337.56	4,506.23	4,682.39	4,862.30	5,001.92	5,173.40	5,507.92
	B Basis	52,636	52,722	54,512	56,388	58,581	60,871	63,210	65,025	67,254	71,603
		4,386.37	4,393.47	4,542.69	4,699.02	4,881.75	5,072.58	5,267.49	5,418.74	5,604.52	5,966.92
	A Basis	62,192	62,293	64,408	66,625	69,216	71,922	74,685	76,829	79,463	84,602
		5,182.66	5,191.05	5,367.37	5,552.07	5,767.96	5,993.46	6,223.74	6,402.45	6,621.95	7,050.14
25 (+ 70 points)	C Basis	48,666	50,319	51,758	54,727	56,852	59,078	60,608	62,486	64,914	69,232
		4,055.51	4,193.26	4,313.19	4,560.58	4,737.68	4,923.20	5,050.65	5,207.13	5,409.53	5,769.36
	B Basis	52,722	54,512	56,072	59,287	61,590	64,002	65,658	67,693	70,324	75,002
		4,393.47	4,542.69	4,672.64	4,940.62	5,132.47	5,333.47	5,471.53	5,641.05	5,860.33	6,250.13
	A Basis	62,293	64,408	66,251	70,050	72,771	75,620	77,578	79,982	83,090	88,617
		5,191.05	5,367.37	5,520.88	5,837.54	6,064.23	6,301.70	6,464.83	6,665.13	6,924.20	7,384.78
26 (+ 84 points)	C Basis	50,544	52,006	53,524	56,908	59,124	61,440	62,980	65,173	67,759	72,302
		4,212.00	4,333.82	4,460.31	4,742.36	4,926.96	5,119.98	5,248.36	5,431.09	5,646.61	6,025.17
	B Basis	54,756	56,340	57,984	61,651	64,050	66,560	68,229	70,604	73,406	78,327
		4,563.00	4,694.96	4,832.01	5,137.56	5,337.53	5,546.65	5,685.73	5,883.68	6,117.16	6,527.27
	A Basis	64,696	66,567	68,510	72,843	75,678	78,643	80,615	83,421	86,732	92,547
		5,391.35	5,547.28	5,709.19	6,070.22	6,306.50	6,553.58	6,717.90	6,951.79	7,227.66	7,712.21
27^ (+ 98 points)	C Basis	51,668	54,063	55,638	59,191	61,496	63,902	65,432	67,905	70,593	75,495
		4,305.70	4,505.29	4,636.48	4,932.57	5,124.67	5,325.20	5,452.64	5,658.79	5,882.74	6,291.28
	B Basis	55,974	58,569	60,274	64,124	66,621	69,228	70,884	73,564	76,476	81,787
		4,664.50	4,880.73	5,022.85	5,343.63	5,551.73	5,768.97	5,907.02	6,130.34	6,372.96	6,815.57
	A Basis	66,135	69,201	71,216	75,764	78,715	81,795	83,752	86,919	90,359	96,634
		5,511.29	5,766.77	5,934.69	6,313.69	6,559.58	6,816.25	6,979.37	7,243.25	7,529.90	8,052.84
(continued)	C Basis	75,855	76,181	76,530	76,856						
		6,321.28	6,348.45	6,377.50	6,404.67						
27	B Basis	82,177	82,530	82,907	83,261						
		6,848.05	6,877.49	6,908.95	6,938.39						
(+ 98 points)	A Basis	97,095	97,512	97,958	98,376						
		8,091.23	8,126.01	8,163.20	8,197.98						

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.
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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	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

Maximum Rates With Career Increments:

First Career Increment (completed 27T14)*

Pay Scale Group C1, Pay Scale Level 15-19

		<u>1st CI & MA</u>	<u>1st CI & DR</u>
C Basis	78,025	78,609	79,193
	6,502.12		
B Basis	84,528	85,160	85,793
	7,043.96		
A Basis	99,873	100,620	101,367
	8,322.71		

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

Pay Scale Group C2, Pay Scale Level 20-24

		<u>2nd CI & MA</u>	<u>2nd CI & DR</u>
C Basis	78,621	79,205	79,789
	6,551.78		
B Basis	85,173	85,805	86,438
	7,097.77		
A Basis	100,635	101,382	102,129
	8,386.29		

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

Pay Scale Group C3, Pay Scale Level 25-29

		<u>3rd CI & MA</u>	<u>3rd CI & DR</u>
C Basis	80,702	81,286	81,870
	6,725.14		
B Basis	87,427	88,059	88,692
	7,285.56		
A Basis	103,298	104,045	104,792
	8,608.17		

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

Pay Scale Group C4, Pay Scale Level 30+

		<u>4th CI & MA</u>	<u>4th CI & DR</u>
C Basis	82,062	82,646	83,230
	6,838.52		
B Basis	88,901	89,533	90,166
	7,408.39		
A Basis	105,040	105,787	106,534
	8,753.30		

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
2014-2015 PREPARATION SALARY (L) TABLE (4 %)**

Preparation Salary (L) Table (Alternative Certification): 2014-2015 rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates. This table applies only to employees who hold a Bachelor's degree and alternative certification (i.e., emergency, intern), not regular credentials.

PAYSCALE GROUP (Req. Pts.)**		PAY SCALE LEVEL									
		1	2	3	4	5	6	7	8	9	10
20 (Minimum)	C Basis	41,380	41,380	41,380	42,099	44,270	44,731	46,114	47,665	49,858	52,073
		3,448.31	3,448.31	3,448.31	3,508.27	3,689.13	3,727.55	3,842.80	3,972.11	4,154.83	4,339.43
	B Basis	44,828	44,828	44,828	45,608	47,959	48,458	49,956	51,637	54,013	56,413
		3,735.67	3,735.67	3,735.67	3,800.64	3,996.55	4,038.17	4,163.04	4,303.11	4,501.08	4,701.05
	A Basis	52,966	52,966	52,966	53,887	56,665	57,255	59,025	61,012	63,818	66,654
		4,413.83	4,413.83	4,413.83	4,490.60	4,722.09	4,771.25	4,918.78	5,084.30	5,318.19	5,554.47
21 (+ 14 points)	C Basis	41,380	41,380	41,739	43,381	45,102	46,777	48,554	50,308	52,028	54,356
		3,448.31	3,448.31	3,478.29	3,615.10	3,758.47	3,898.09	4,046.14	4,192.31	4,335.69	4,529.65
	B Basis	44,828	44,828	45,218	46,996	48,860	50,675	52,600	54,500	56,364	58,886
		3,735.67	3,735.67	3,768.15	3,916.36	4,071.67	4,222.93	4,383.32	4,541.68	4,696.99	4,907.13
	A Basis	52,966	52,966	53,427	55,528	57,730	59,875	62,149	64,394	66,596	69,575
		4,413.83	4,413.83	4,452.22	4,627.32	4,810.84	4,989.55	5,179.05	5,366.16	5,549.68	5,797.95
22 (+ 28 points)	C Basis	41,380	41,739	43,449	45,383	47,216	49,150	50,994	52,973	54,828	57,178
		3,448.31	3,478.29	3,620.72	3,781.90	3,934.63	4,095.80	4,249.48	4,414.39	4,569.01	4,764.85
	B Basis	44,828	45,218	47,069	49,165	51,150	53,245	55,243	57,387	59,397	61,943
		3,735.67	3,768.15	3,922.45	4,097.05	4,262.51	4,437.12	4,603.60	4,782.26	4,949.76	5,161.93
	A Basis	52,966	53,427	55,614	58,090	60,436	62,912	65,772	67,805	70,180	73,188
		4,413.83	4,452.22	4,634.52	4,840.83	5,036.32	5,242.63	5,439.32	5,650.42	5,848.34	6,099.01
23 (+ 42 points)	C Basis	41,739	43,415	45,383	47,350	49,464	51,500	53,524	55,525	57,561	60,214
		3,478.29	3,617.91	3,781.90	3,945.87	4,122.04	4,291.64	4,460.31	4,627.11	4,796.71	5,017.85
	B Basis	45,218	47,033	49,165	51,296	53,587	55,791	57,984	60,152	62,357	65,232
		3,768.15	3,919.41	4,097.05	4,274.70	4,465.55	4,649.29	4,832.01	5,012.70	5,196.44	5,436.00
	A Basis	53,427	55,571	58,090	60,609	63,315	65,920	68,510	71,072	73,677	77,074
		4,452.22	4,630.93	4,840.83	5,050.72	5,276.21	5,493.30	5,709.19	5,922.69	6,139.79	6,422.84
24 (+ 56 points)	C Basis	43,415	45,079	47,216	49,464	51,590	53,805	55,998	58,123	60,394	63,149
		3,617.91	3,756.59	3,934.63	4,122.04	4,299.14	4,483.74	4,666.46	4,843.56	5,032.84	5,262.42
	B Basis	47,033	48,836	51,150	53,587	55,889	58,289	60,664	62,966	65,427	68,411
		3,919.41	4,069.64	4,262.51	4,465.55	4,657.40	4,857.38	5,055.34	5,247.20	5,452.25	5,700.95
	A Basis	55,571	57,701	60,436	63,315	66,035	68,870	71,677	74,397	77,304	80,831
		4,630.93	4,808.44	5,036.32	5,276.21	5,502.89	5,739.18	5,973.06	6,199.75	6,442.04	6,735.89
25 (+ 70 points)	C Basis	44,922	46,811	49,195	51,500	53,816	56,166	58,516	60,788	63,138	66,140
		3,743.48	3,900.89	4,099.56	4,291.64	4,484.68	4,680.52	4,876.35	5,065.64	5,261.48	5,511.67
	B Basis	48,665	50,712	53,294	55,791	58,301	60,847	63,393	65,853	68,399	71,652
		4,055.43	4,225.98	4,441.18	4,649.29	4,858.40	5,070.55	5,282.72	5,487.78	5,699.94	5,970.97
	A Basis	57,500	59,918	62,969	65,920	68,885	71,893	74,901	77,808	80,816	84,659
		4,791.64	4,993.14	5,247.42	5,493.30	5,740.38	5,991.06	6,241.74	6,484.02	6,734.70	7,054.94
26 (+ 84 points)	C Basis	46,710	48,554	51,005	53,524	55,998	58,528	60,956	63,396	65,915	69,086
		3,892.46	4,046.14	4,250.42	4,460.31	4,666.46	4,877.30	5,079.69	5,283.03	5,492.93	5,757.17
	B Basis	50,602	52,600	55,255	57,984	60,664	63,405	66,036	68,679	71,408	74,843
		4,216.84	4,383.32	4,604.61	4,832.01	5,055.34	5,283.74	5,503.00	5,723.29	5,950.68	6,236.94
	A Basis	59,788	62,149	65,286	68,510	71,677	74,915	78,024	81,147	84,371	88,430
		4,982.35	5,179.05	5,440.53	5,709.19	5,973.06	6,242.93	6,502.01	6,762.28	7,030.95	7,369.18
27 (+ 98 points)	C Basis	48,070	50,308	52,973	55,525	58,145	60,821	63,408	66,050	68,670	72,133
		4,005.85	4,192.31	4,414.39	4,627.11	4,845.43	5,068.45	5,283.97	5,504.17	5,722.51	6,011.12
	B Basis	52,076	54,500	57,387	60,152	62,991	65,890	68,692	71,554	74,393	78,144
		4,339.66	4,541.68	4,782.26	5,012.70	5,249.22	5,490.83	5,724.30	5,962.86	6,199.38	6,512.04
	A Basis	61,530	64,394	67,805	71,072	74,426	77,851	81,162	84,544	87,898	92,331
		5,127.48	5,366.16	5,650.42	5,922.69	6,202.15	6,487.61	6,763.47	7,045.33	7,324.81	7,694.22

Additional Pay Scale Levels

		11	12	13	14
(continued)	C Basis	72,471	72,786	73,100	73,426
		6,039.23	6,065.46	6,091.70	6,118.87
27	B Basis	78,510	78,851	79,192	79,545
		6,542.49	6,570.91	6,599.34	6,628.77
(+ 98 points)	A Basis	92,763	93,165	93,569	93,986
		7,730.21	7,763.79	7,797.38	7,832.16

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.
 Personnel Research & Analysis: Salary Tables/2014-2015. Salary Tables/2014-15 SALARY TABLES: LS 4%

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 & MA</u>	<u>1st CI & DR</u>
C Basis	74,528	75,112	75,696
	6,210.70		
B Basis	80,739	81,371	82,004
	6,728.26		
A Basis	95,396	96,143	96,890
	7,949.70		

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

Pay Scale Group C2, Pay Scale Level 20-24

		<u>2nd CI & MA</u>	<u>2nd CI & DR</u>
C Basis	75,102	75,686	76,270
	6,258.49		
B Basis	81,360	81,992	81,992
	6,780.04		
A Basis	96,130	96,877	97,624
	8,010.87		

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

Pay Scale Group C3, Pay Scale Level 25-29

		<u>3rd CI & MA</u>	<u>3rd CI & DR</u>
C Basis	76,395	76,979	77,563
	6,366.25		
B Basis	82,761	83,393	84,026
	6,896.77		
A Basis	97,786	98,533	99,280
	8,148.80		

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

Pay Scale Group C4, Pay Scale Level 30+

		<u>4th CI & MA</u>	<u>4th CI & DR</u>
C Basis	77,711	78,295	78,879
	6,475.88		
B Basis	84,186	84,818	85,451
	7,015.54		
A Basis	99,470	100,217	100,964
	8,289.13		

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

2014-2015 RATES FOR DAY-TO-DAY SUBSTITUTES (4%)

Day-to-Day Substitutes: 2014-2015 rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates.

Employees Serving in place of Preparation Salary Table employees:

Daily Base Rate	\$179.96
Base Hourly Rate (6-hour day)	\$29.99300
Daily Incentive Plan Rate	\$242.86
Base Hourly Rate (6-hour day)	\$40.47682
Day-to-Day Substitute, Extended Rate	\$242.86
Base Hourly Rate (6-hour day)	\$40.47682

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	\$32.75955	\$196.56	\$131.04	\$98.28
Day-to-Day Substitute, Extended Rate	\$44.21040	\$265.26	\$176.84	\$132.63

These rates shall only apply when service is in place of a contract employee assigned during Summer School/Intersession (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	\$157.48 daily \$19.68474 hourly
(with accrual rate of .11364 after 35 full-time days of service retroactive to the beginning of the school year)	\$175.37 daily