

APPENDIX E



**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<br>(Req. Pts.)* |                | PAY SCALE LEVEL |          |          |          |          |          |          |          |          |          |
|---------------------------------|----------------|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                                 |                | 1               | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| <b>20</b><br><br>(Minimum)      | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>21</b><br><br>(+ 14 points)  | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>22</b><br><br>(+ 28 points)  | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>23</b><br><br>(+ 42 points)  | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>24</b><br><br>(+ 56 points)  | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>25</b><br><br>(+ 70 points)  | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>26</b><br><br>(+ 84 points)  | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>27^</b><br><br>(+ 98 points) | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |

|                      |                | 11       | 12       | 13       | 14       |
|----------------------|----------------|----------|----------|----------|----------|
| <b>(continued)</b>   | <b>C Basis</b> | 75,855   | 76,181   | 76,530   | 76,856   |
|                      |                | 6,321.28 | 6,348.45 | 6,377.50 | 6,404.67 |
| <b>27</b>            | <b>B Basis</b> | 82,177   | 82,530   | 82,907   | 83,261   |
|                      |                | 6,848.05 | 6,877.49 | 6,908.95 | 6,938.39 |
| <b>(+ 98 points)</b> | <b>A Basis</b> | 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.

Los Angeles Unified School District

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 &amp; MA</u> | <u>1st CI &amp; 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 &amp; MA</u> | <u>2nd CI &amp; 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 &amp; MA</u> | <u>3rd CI &amp; 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 &amp; MA</u> | <u>4th CI &amp; 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.

| PAY SCALE GROUP<br>(Req. Pts.)**   |                | PAY SCALE LEVEL |           |           |           |          |          |          |          |          |          |          |
|------------------------------------|----------------|-----------------|-----------|-----------|-----------|----------|----------|----------|----------|----------|----------|----------|
|                                    |                | 1               | 2         | *         | 3         | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| <b>20</b><br><br>(Minimum)         | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                    | <b>A Basis</b> | 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 |          |
| <b>21</b><br><br>(+ 14 points)     | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                    | <b>A Basis</b> | 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 |          |
| <b>22</b><br><br>(+ 28 points)     | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                    | <b>A Basis</b> | 52,966          | 53,427    |           | 55,614    | 58,090   | 60,436   | 62,912   | 65,272   | 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 |          |
| <b>23</b><br><br>(+ 42 points)     | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                    | <b>A Basis</b> | 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 |          |
| <b>24</b><br><br>(+ 56 points)     | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                    | <b>A Basis</b> | 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 |          |
| <b>25</b><br><br>(+ 70 points)     | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                    | <b>A Basis</b> | 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 |          |
| <b>26</b><br><br>(+ 84 points)     | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                    | <b>A Basis</b> | 59,788          | 62,149    |           | 65,286    | 68,510   | 71,677   | 74,915   | 78,024   | 81,147   | 84,311   | 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 |          |
| <b>27</b><br><br>(+ 98 points)     | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                    | <b>A Basis</b> | 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 |          |
| <b>Additional Pay Scale Levels</b> |                | <b>11</b>       | <b>12</b> | <b>13</b> | <b>14</b> |          |          |          |          |          |          |          |
| (continued)                        | <b>C Basis</b> | 72,471          | 72,786    | 73,100    | 73,426    |          |          |          |          |          |          |          |
|                                    |                | 6,039.23        | 6,065.46  | 6,091.70  | 6,118.87  |          |          |          |          |          |          |          |
| <b>27</b>                          | <b>B Basis</b> | 78,510          | 78,851    | 79,192    | 79,545    |          |          |          |          |          |          |          |
|                                    |                | 6,542.49        | 6,570.91  | 6,599.34  | 6,628.77  |          |          |          |          |          |          |          |
| <b>(+ 98 points)</b>               | <b>A Basis</b> | 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.

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 | 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 &amp; MA</u> | <u>2nd CI &amp; 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 &amp; MA</u> | <u>3rd CI &amp; 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 &amp; MA</u> | <u>4th CI &amp; 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.

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 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,<br>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/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   | \$157.48 daily<br>\$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                      |



**Los Angeles Unified School District  
2014-2015  
DEVELOPMENT CENTER/EARLY EDUCATION CENTER (4%)**

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 (pay scale level/pay scale group) placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

**Development Center Salary (V) Table: 2014-2015 rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates.**

| Advancement* to<br>Pay Scale Group                 | Pay Scale<br>Group | Basis   | PAY SCALE LEVEL |         |         |         |         |
|--|--------------------|---------|-----------------|---------|---------|---------|---------|
|  |                    |         | 1               | 2       | 3       | 4       | 5       |
| Minimum of 60<br>Semester Units                    | 11V                | C basis | \$32,148        | 33,351  | 34,745  | 35,881  | 37,534  |
|  |                    |         | 2679.02         | 2779.23 | 2895.45 | 2990.07 | 3127.87 |
| Minimum Plus<br>14 Points                          | 12V                | C basis | 33,351          | 34,745  | 35,881  | 37,197  | 38,804  |
|  |                    |         | 2779.23         | 2895.45 | 2990.07 | 3099.76 | 3233.70 |
| Minimum Plus<br>28 Points                          | 13V                | C basis | 34,745          | 35,881  | 37,197  | 38,456  | 40,052  |
|  |                    |         | 2895.45         | 2990.07 | 3099.76 | 3204.68 | 3337.70 |
| Bachelor's Degree                                  | 14V                | C basis | 35,881          | 37,197  | 38,456  | 39,704  | 41,391  |
|  |                    |         | 2990.07         | 3099.76 | 3204.68 | 3308.67 | 3449.22 |
| BA + Restricted Severely<br>Handicapped Credential | 15V                | C basis | 37,197          | 38,456  | 39,704  | 41,031  | 42,807  |
|  |                    |         | 3099.76         | 3204.68 | 3308.67 | 3419.28 | 3567.28 |

To be eligible, the employee must have met pay scale level advancement requirements for five or more years while allocated to the maximum pay scale level and pay scale group of the V Table, or a higher rate while paid on another salary table.

**Early Education Center Salary (C) Table: 2014-2015 rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates.**

| Advancement* to<br>Pay Scale Group               | Pay Scale<br>Group | Basis   | PAY SCALE LEVEL |          |          |          |          |
|--|--------------------|---------|-----------------|----------|----------|----------|----------|
|  |                    |         | 1               | 2        | 3        | 4        | 5        |
| Minimum of 60<br>Semester Units                  | 15C                | A basis | 40,598          | 42,153   | 43,922   | 45,432   | 47,532   |
|  |                    |         | 3,383.18        | 3,512.71 | 3,660.16 | 3,786.01 | 3,961.01 |
|  |                    | C basis | 31,732          | 32,947   | 34,330   | 35,510   | 37,152   |
|  |                    |         | 2,644.31        | 2,745.56 | 2,860.80 | 2,959.18 | 3,095.97 |
|  |                    | E basis | 36,399          | 37,792   | 39,379   | 40,732   | 42,615   |
|  |                    |         | 3,033.22        | 3,149.31 | 3,281.55 | 3,394.37 | 3,551.26 |
|  |                    | A basis | 42,153          | 43,922   | 45,432   | 47,101   | 49,072   |
|  |                    |         | 3,512.71        | 3,660.16 | 3,786.01 | 3,925.10 | 4,089.35 |
| Minimum Plus<br>14 Points                        | 16C                | C basis | 32,946          | 34,330   | 35,510   | 36,815   | 38,355   |
|  |                    |         | 2,745.53        | 2,860.80 | 2,959.18 | 3,067.90 | 3,196.27 |
|  |                    | E basis | 37,792          | 39,379   | 40,732   | 42,229   | 43,996   |
|  |                    |         | 3,149.31        | 3,281.55 | 3,394.37 | 3,519.09 | 3,666.33 |
| Minimum Plus<br>28 Points                        | 17C                | A basis | 43,922          | 45,432   | 47,101   | 48,640   | 50,683   |
|  |                    |         | 3,660.16        | 3,786.01 | 3,925.10 | 4,053.34 | 4,223.58 |
|  |                    | C basis | 34,330          | 35,510   | 36,815   | 38,018   | 39,614   |
|  |                    |         | 2,860.80        | 2,959.18 | 3,067.90 | 3,168.13 | 3,301.18 |
|  |                    | E basis | 39,379          | 40,732   | 42,229   | 43,608   | 45,440   |
|  |                    |         | 3,281.55        | 3,394.37 | 3,519.09 | 3,634.01 | 3,786.69 |
|  |                    | A basis | 45,432          | 47,101   | 48,640   | 50,223   | 52,366   |
|  |                    |         | 3,786.01        | 3,925.10 | 4,053.34 | 4,185.26 | 4,363.85 |
| Bachelor's Degree                                | 18C                | C basis | 35,510          | 36,815   | 38,018   | 39,255   | 40,930   |
|  |                    |         | 2,959.18        | 3,067.90 | 3,168.13 | 3,271.24 | 3,410.83 |
|  |                    | E basis | 39,165          | 40,605   | 41,931   | 43,296   | 45,144   |
|  |                    |         | 3,394.31        | 3,519.08 | 3,634.00 | 3,752.30 | 3,912.45 |
| BA + Elementary or<br>Early Education Credential | 19C                | A basis | 47,834          | 49,964   | 52,568   | 55,301   | 58,624   |
|  |                    |         | 3,986.20        | 4,163.68 | 4,380.67 | 4,608.40 | 4,885.37 |
|  |                    | C basis | 37,388          | 39,052   | 41,088   | 43,224   | 45,822   |
|  |                    |         | 3,115.63        | 3,254.36 | 3,423.97 | 3,601.97 | 3,818.46 |
|  |                    | E basis | 42,886          | 44,795   | 47,130   | 49,580   | 52,560   |
|  |                    |         | 3,573.87        | 3,732.91 | 3,927.49 | 4,131.68 | 4,380.01 |

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

APPENDIX E

Personnel Policy Guide: 56

| Pay Scale          |         | PAY SCALE LEVEL |          |          |          |          |
|--------------------|---------|-----------------|----------|----------|----------|----------|
| Group              | Basis   | 6               | 7        | 8        | 9        | 10       |
| 19C<br>(continued) | A basis | 58,825          | 58,998   | 60,984   | 63,789   | 66,624   |
|                    | C basis | 4,902.10        | 4,916.52 | 5,081.98 | 5,315.77 | 5,551.97 |
|                    |         | 45,978          | 46,114   | 47,665   | 49,858   | 52,074   |
|                    | E basis | 3,831.53        | 3,842.80 | 3,972.11 | 4,154.86 | 4,339.46 |
|                    |         | 52,740          | 52,895   | 54,675   | 57,190   | 59,731   |
|                    |         | 4,395.01        | 4,407.90 | 4,556.24 | 4,765.87 | 4,977.62 |
|                    |         | <b>20</b>       |          |          |          |          |
| 19C<br>(continued) | A basis | 67,784          |          |          |          |          |
|                    | C basis | 5,648.69        |          |          |          |          |
|                    |         | 52,985          |          |          |          |          |
|                    | E basis | 4,415.38        |          |          |          |          |
|                    |         | 60,777          |          |          |          |          |
|                    |         | 5,064.71        |          |          |          |          |

\*A point for advancement 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.

As of March 1, 2011 the maximum pay scale level and pay scale group of the C Table is 19C20 for purposes of the career increment. To qualify for the career increment, the teacher must have been paid on the maximum pay scale group (PS Group 19C) and pay scale level (PS Level 6-10) for five qualifying years.

**2014-2015 Development Center/Early Education Center  
Degree Differentials**

- Notes:
1. Effective 7/01/08, degree differentials are hourly rates paid as worked.
  2. Annual amounts are applicable to employees working a full school year.

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

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 ADULT HOURLY RATE (THR) SCHEDULE (4%)**

**FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES**

1. **HOURLY RATE (THR) SCHEDULE:** 2014-2015 rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates.

| STEP (Pay Scale Level) |          |          |          |          |          |          |
|------------------------|----------|----------|----------|----------|----------|----------|
| A                      | B        | C        | 1        | 2        | 3        | 4        |
| \$40.20453             | 42.31011 | 44.53696 | 47.27091 | 49.45366 | 51.93406 | 52.50731 |

- Adult Nonclassroom Assignment, School-Based (0816)
- Adult Teacher, Academic Instruction (0805)
- Adult Teacher, Adults with Disabilities (0804)
- Adult Teacher, ESL (0803)
- Adult Teacher, Hourly Rate (0801)
- Adult Teacher, Parenting & Family Life (0808)
- Adult Teacher, Program for Older Adults (0809)
- Adult Teacher, Public or Private Contract (0838)
- Adult Teacher, Temporary Classes (0810)
- Adult Teacher-Adviser (0867)
- Adult Teacher-Counselor (0864)
- Adviser, Adult Resource, Nonschool Assignment (0827)
- Adviser, Adult Resource, ROC/ROP School Assignment (0828)
- Adviser, Adult Resource, School Assignment (0826)
- Continuation Teacher, Hourly Rate (0831)
- Regional Occupational Contract Teacher (0829)
- Temporary Adviser, Hourly Schedule (0800)

**2014-2015 FLAT HOURLY RATES**

2. **FLAT HOURLY RATES:** 2014-2015 rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates.

|  |            |
|--|------------|
| Adult Teacher, Hourly Rate, Day-to-Day Substitute (0806) | \$47.27091 |
| Adult Teacher, Staff Development, Rate 1 (0807)          | 47.27091   |
| Extended Teaching Assignment, Hourly (0921)              | 32.81845   |

Note: Chest Specialist and Psychiatrist moved to Page 13 (S8).

**2014-2015 REGULAR (HOURLY) SCHEDULE RATES**

3. **REGULAR (HOURLY) SCHEDULE RATES:** Employees in the following assignments are paid their regular hourly rate for the time actually served.

- Auxiliary Teacher (0915, 0924)
- Night Continuation High School (Regular Program) Teacher (0833)
- Replacement Teacher (No class code)



Los Angeles Unified School District

2014-2015 THR SCHEDULE, Etc. (Cont'd)

**2014-2015 DIFFERENTIAL SALARY RATES**

Salary differentials may be paid for additional assignments or responsibilities per semester, season, pay period, or as otherwise noted.

Employees may, at the conclusion of the semester or sport season, be paid a lump sum in addition to their regular salary rate, provided they perform certain supplemental duties for which salary differentials are permitted as set out in the District-UTLA Agreement, Article XIV, Section 24.0. Salary differentials are received on the basis of allocation of the assigned activity to the appropriate differential salary rate. Such differentials are authorized only to the extent that funds are provided in the Budget.

An employee who serves in a supplemental assignment for less than a complete semester or sport season may be paid a percentage of the lump sum proportionate to the percentage of the assignment completed. An employee may not concurrently receive more than one such salary differential except that, per school year, one differential paid on a semester basis may overlap a differential for coaching a fall/spring sport. This restriction shall apply to the Mentor Teacher differential.

**4. DIFFERENTIALS, BILINGUAL MASTER PLAN RATES: 2014-2015 rates**

Payments depend on the employee's qualifications, previous payment history, type of school or assignment, and nature of services provided in Master Plan programs. For complete information regarding Bilingual Master Plan differentials and stipends, refer to the District-UTLA Agreement, Article XI-B.

Effective July 1, 2001, the following differential payments listed in Tables 1 and 2, below, will apply to classroom teachers, itinerant, non-classroom, or non-school based employees who were paid a BCLAD/BCC or A-Level differential during the period from April 1, 1998, through June 30, 2001. Employees must be assigned and delivering service to Waivered to Basic or Dual Language students.

**Table 1: Bilingual Master Plan Differentials, Maximum Semester Rates**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1342      | \$2,703 (1)                    |
| 1343      | 1,352 (2) (3)                  |
| 1355      | 689 (4)                        |

**Table 2: Other Bilingual Master Plan Differential Rates (only for secondary teachers with fewer than three (3) qualifying periods)**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1357      | \$1,802 (1)                    |
| 1358      | 901 (1) (2) (3)                |
| 1330      | 451 (2) (3) (4)                |
| 1332      | 223 (4)                        |

The following differential payments listed in Tables 3 and 4, below, will apply to classroom teachers, itinerant, non-classroom, or non-school based employees newly hired or re-hired on or after July 1, 2001, or employees who were not paid a BCLAD/BCC or A-Level differential during the period from April 1, 1998, through June 30, 2001. Employees must be assigned and delivering service to Waivered to Basic or Dual Language students.

**Table 3: Additional Bilingual Master Plan Differentials, Maximum Semester Rates**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1460      | \$1,696 (1)                    |
| 1462      | 848 (2) (3)                    |
| 1364      | 424 (4)                        |

- (1) BCLAD/BCC teaching primary language classes
- (2) A-level teaching primary language classes
- (3) BCLAD/BCC teaching ESL/SH (SDAIE) classes, secondary only
- (4) A-level teaching ESL classes, secondary only

Los Angeles Unified School District

2014-2015 THR SCHEDULE, Etc. (Cont'd)

4. DIFFERENTIALS, BILINGUAL MASTER PLAN RATES (Cont'd):

**Table 4: Other Additional Bilingual Master Plan Differential Rates (only for secondary teachers with fewer than three (3) qualifying periods)**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1461      | \$1,060 (1)                    |
| 1464      | 530 (1) (2) (3)                |
| 1465      | 265 (2) (3) (4)                |
| 1367      | 133 (4)                        |

- (1) BCLAD/BCC teaching primary language classes
- (2) A-level teaching primary language classes
- (3) BCLAD/BCC teaching ESL/SH (SDAIE) classes, secondary only
- (4) A-level teaching ESL classes, secondary only

**Table 5: One-time Stipends**

Wage Type

|      |  |   |
|------|--|---|
| 1350 | Culture <i>or</i> Methodology Component of BCC/BCLAD   | \$270 one-time stipend                  |
| 1352 | Culture <i>and</i> Methodology Components of BCC/BCLAD | \$540 one-time stipend if paid together |

5. DIFFERENTIALS, COORDINATING, EARLY CHILDHOOD CENTER

Wage Type

|      |   |                    |
|------|---|--------------------|
| 1393 | Early Childhood Center Head Teacher, Coordinating--4 hr | \$424 per semester |
| 1397 | Early Childhood Center Head Teacher, Coordinating--8 hr | 848 per semester   |

6. DIFFERENTIAL, NATIONAL BOARD CERTIFICATION (NBC) (1370, 1375, 1429)

Must possess NBC, have permanent or probationary District status, and serve a minimum of 60% or 4 periods of the day (if secondary) serving as a classroom teacher. 15% of salary to be paid as outlined below:

- (1) Eligible teachers will receive 7.5% of their regular contract hourly rate each month (1370). The remaining 7.5% will be paid after the employee completes an additional 92 hours of professional duties, as agreed upon.
- (2) Teachers working for a minimum of 50% of the day as a classroom teacher (or 3 periods in a secondary school) will receive 50% of the 15% (1375) (i.e., 50% of the 7½ % for the certification and 50% of the 7½ % for completing 46 required additional hours of work).
- (3) Effective 7-01-01, NBPTS-certified teachers are eligible to receive an "Incentive to Teach at a Low-Performing School" award (1429) if the teachers agree to teach at least 50% of the time at a low-performing school with an Academic Performance Index (API) of five or lower for at least four years. Such teachers will receive \$5,000 annually over the four year period (\$20,000 maximum).

Los Angeles Unified School District

2014-2015 THR SCHEDULE, Etc. (Cont'd)

7. DIFFERENTIALS, ACTIVITY RATES (ACTIVITIES AND COACHING):

Differential, Activity (Activity and Coaching):

|                   |          |          |          |          |          |          |          |
|-------------------|----------|----------|----------|----------|----------|----------|----------|
| <b>Wage Type:</b> | 1394     | 1401     | 1402     | 1403     | 1404     | 1407     | 1410     |
| <b>Rate:</b>      | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
|                   | \$973    | 1,283    | 1,691    | 2,102    | 2,311    | 2,512    | 2,811    |

Activity assignment differentials are paid on a semester basis.  
 Coaching assignment differentials are paid on a seasonal basis.

| Sport/Activity   | Rate | Sport/Activity                                       | Rate      |
|--|------|--|-----------|
| Academic Decathlon   | 7(a) | Gymnastics   | 3         |
| Assistant School Athletics Coordination<br>(Asst. Athletic Director) | 4    | School Athletics Coordination<br>(Athletic Director) | 7         |
| Badminton  | 3    | Soccer: Head   | 6         |
| Baseball: Head   | 6    | Soccer: Assistant, J.V.                              | 3         |
| Baseball: Assistant, J. V.   | 4    | Softball: Head                                       | 6         |
| Basketball: Head   | 6    | Softball: Assistant, J. V.                           | 4         |
| Basketball: Assistant, J.V.  | 3    | Swimming: Head                                       | 4         |
| Basketball: Men's Frosh and Soph                                     | 4(b) | Swimming: Assistant                                  | 3(c)      |
| Basketball: Women's Frosh or Soph                                    | 4    | Tennis   | 4         |
| Cross Country: Head  | 4    | Track & Field: Head                                  | 6(b)      |
| Cross Country: Assistant   | 3(c) | Track & Field: Varsity (Assistant)                   | 6(b)      |
| Football: Varsity (Head)   | 7    | Track & Field: Frosh/Soph (Assistant)                | 4         |
| Football: Varsity (Assistant 1)                                      | 6    | "AA" Track & Field                                   | 2 or 3(d) |
| Football: Varsity (Assistant 2)                                      | 4    | Volleyball: Head                                     | 5         |
| Football: Varsity (Assistant 3)                                      | 4    | Volleyball: Assistant, J.V.                          | 3         |
| Football: Frosh/Soph (Assistant 1)                                   | 5    | Waterpolo  | 3         |
| Football: Frosh/Soph (Assistant 2)                                   | 4    | Wrestling  | 4         |
| Golf   | 3    |  |           |

- a At senior high schools, Rate 7 for the fall semester and, if continued through the spring, Rate 5 for spring.
- b The lump-sum payment will be reduced proportionately when teams are not fielded at all levels.
- c Position allotted only when there are 30 or more athletes.
- d Rate 2 if 6-12 athletes; Rate 3 if 13-19 athletes.

8. DIFFERENTIALS, COORDINATING ASSIGNMENTS:

|  |                    |
|--|--------------------|
| Differential, Coordinating Assignment, Rate 1 (1308)<br>(Health Appraiser; Specialist Nurse)                 | \$297 per semester |
| Differential, Coordinating Assignment, Rate 2 (1311)<br>(Coordinating Assmt, Sem; Temp Advsr;Tchr, Rsrce TM) | \$637 per semester |
| Differential, Lead Teacher, Science (1510)   | \$637 per semester |

9. DIFFERENTIALS, TRAINING TEACHER (1452):

|                                     |  |
|-------------------------------------|--|
| Differential, Training Teacher      | The amount paid<br>by the training<br>institution. |
| Differential, Demonstration Teacher |  |

Los Angeles Unified School District

2014-2015 THR SCHEDULE, Etc. (Cont'd)

**10. OTHER DIFFERENTIALS:**

2014-2015 rates

|  |   |
|--|---|
| Differential, Instructional Coach (1322)*              | \$1.25 Hourly Rate  |
| Differential, Library Media Teacher (1386)             | 500 per semester  |
| Differential, Professional Dev. (Delta) Coach (1408)   | 541 per semester  |
| Differential, Support Provider (1432)                  | <b>500</b> or<br><b>1,000</b> per semester<br>with maximum<br><b>2,000</b> a year |
| Differential, Urban Classroom Teacher Program I (1340) | 1,081 per semester  |
| Differential, Temporary Adviser (1320)**               | 0.73253 Hourly Rate   |

**11. STIPENDS:**

2014-2015 rates

|  |                                  |
|--|----------------------------------|
| Stipend, Literacy Training/Professional Dev. Rate 1 (1405) | \$102 per day<br>payable monthly |
| Stipend, Math Training/Professional Dev. Rate 1 (1406)     | 102 per day<br>payable monthly   |
| Stipend, Mentor Principal, Rate 1 (1423)                   | 2,040 per semester               |
| Stipend, Mentor Principal, Rate 2 (1424)                   | 3,060 per semester               |

**12. PEER ASSISTANCE & REVIEW (PAR) PROGRAM**

2014-2015 rates

|                                  |   |
|----------------------------------|---|
| Differential, PAR Program (1430) | <b>\$2,150</b> per semester (A Basis)<br>1,928 per semester (E Basis)<br>1,820 per semester (B Basis)<br>1,680 per semester (C Basis) |
|----------------------------------|---|

OR

Adjusted proportionately to correspond  
to any shorter assigned annual basis

\* The rate applies to all employees with jobs 11100843, 11100844, 11100845, 11100846, 11100847, 11100848, and 11100849. The rate will be applied to all the core hours worked by the employee. X and Z basis assignments are excluded from the eligibility. For employees with eligible but split assignments, only those who work over a combined 6 hours a day (based on work schedule) will be paid. This replaces the flat monthly amount of \$162.18

\*\* The rate applies to all employees with jobs 13200707 and 19100780. The rate will be applied to all the core hours worked by the employee and replaces the flat amount of \$127.46



**Los Angeles Unified School District**  
**2014-2015 SPECIAL SERVICES SALARY (D) TABLE (4%)**

Special Services Salary (D) Table: 2014-2015 rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates.

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, pay scale level/pay scale group placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

| PAY SCALE GROUP | No./Basis      | PAY SCALE LEVEL |        |          |        |          |        |          |        |          |        |
|-----------------|----------------|-----------------|--------|----------|--------|----------|--------|----------|--------|----------|--------|
|                 |                | 1               | 2      | 3        | 4      | 5        | 6      | 7        | 8      | 9        | 10     |
| <b>10D</b>      | <b>E basis</b> | 3,400.78        | 40,809 | 3,589.96 | 43,080 | 3,784.51 | 45,414 | 3,995.16 | 47,942 | 4,203.63 | 50,444 |
|                 | <b>B basis</b> | 3,211.84        | 38,542 | 3,390.51 | 40,686 | 3,574.26 | 42,891 | 3,773.24 | 45,279 | 3,970.21 | 47,643 |
|                 | <b>C basis</b> | 2,964.82        | 35,578 | 3,129.71 | 37,557 | 3,299.30 | 39,592 | 3,482.95 | 41,795 | 3,664.74 | 43,977 |
| <b>11D</b>      | <b>E basis</b> | 3,496.51        | 41,958 | 3,692.05 | 44,305 | 3,889.88 | 46,679 | 4,098.35 | 49,180 | 4,321.93 | 51,863 |
|                 | <b>B basis</b> | 3,302.24        | 39,627 | 3,486.97 | 41,844 | 3,673.75 | 44,085 | 3,870.71 | 46,449 | 4,081.82 | 48,982 |
|                 | <b>C basis</b> | 3,048.22        | 36,579 | 3,218.74 | 38,625 | 3,391.17 | 40,694 | 3,572.96 | 42,876 | 3,767.82 | 45,214 |
| <b>12D</b>      | <b>E basis</b> | 3,589.96        | 43,080 | 3,784.51 | 45,414 | 3,995.16 | 47,942 | 4,203.63 | 50,444 | 4,442.32 | 53,308 |
|                 | <b>B basis</b> | 3,390.51        | 40,686 | 3,574.26 | 42,891 | 3,773.24 | 45,279 | 3,970.21 | 47,643 | 4,195.55 | 50,347 |
|                 | <b>C basis</b> | 3,129.71        | 37,557 | 3,299.30 | 39,592 | 3,482.95 | 41,795 | 3,664.74 | 43,977 | 3,872.81 | 46,474 |
| <b>13D</b>      | <b>E basis</b> | 3,692.05        | 44,305 | 3,889.88 | 46,679 | 4,098.35 | 49,180 | 4,321.93 | 51,863 | 4,569.17 | 54,830 |
|                 | <b>B basis</b> | 3,486.97        | 41,844 | 3,673.75 | 44,085 | 3,870.71 | 46,449 | 4,081.82 | 48,982 | 4,315.34 | 51,784 |
|                 | <b>C basis</b> | 3,218.74        | 38,625 | 3,391.17 | 40,694 | 3,572.96 | 42,876 | 3,767.82 | 45,214 | 3,983.34 | 47,800 |
| <b>14D</b>      | <b>E basis</b> | 3,784.51        | 45,414 | 3,995.16 | 47,942 | 4,203.63 | 50,444 | 4,442.32 | 53,308 | 4,691.64 | 56,300 |
|                 | <b>B basis</b> | 3,574.26        | 42,891 | 3,773.24 | 45,279 | 3,970.21 | 47,643 | 4,195.55 | 50,347 | 4,431.01 | 53,172 |
|                 | <b>C basis</b> | 3,299.30        | 39,592 | 3,482.95 | 41,795 | 3,664.74 | 43,977 | 3,872.81 | 46,474 | 4,090.18 | 49,082 |
| <b>15D</b>      | <b>E basis</b> | 3,889.88        | 46,679 | 4,098.35 | 49,180 | 4,321.93 | 51,863 | 4,569.17 | 54,830 | 4,818.59 | 57,823 |
|                 | <b>B basis</b> | 3,673.75        | 44,085 | 3,870.71 | 46,449 | 4,081.82 | 48,982 | 4,315.34 | 51,784 | 4,550.79 | 54,609 |
|                 | <b>C basis</b> | 3,391.17        | 40,694 | 3,572.96 | 42,876 | 3,767.82 | 45,214 | 3,983.34 | 47,800 | 4,200.78 | 50,409 |
| <b>16D</b>      | <b>E basis</b> | 3,995.16        | 47,942 | 4,203.63 | 50,444 | 4,442.32 | 53,308 | 4,691.64 | 56,300 | 4,952.90 | 59,435 |
|                 | <b>B basis</b> | 3,773.24        | 45,279 | 3,970.21 | 47,643 | 4,195.55 | 50,347 | 4,431.01 | 53,172 | 4,677.67 | 56,132 |
|                 | <b>C basis</b> | 3,482.95        | 41,795 | 3,664.74 | 43,977 | 3,872.81 | 46,474 | 4,090.18 | 49,082 | 4,317.91 | 51,815 |
| <b>17D</b>      | <b>E basis</b> | 4,098.35        | 49,180 | 4,321.93 | 51,863 | 4,569.17 | 54,830 | 4,818.59 | 57,823 | 5,092.66 | 61,112 |
|                 | <b>B basis</b> | 3,870.71        | 46,449 | 4,081.82 | 48,982 | 4,315.34 | 51,784 | 4,550.79 | 54,609 | 4,809.69 | 57,716 |
|                 | <b>C basis</b> | 3,572.96        | 42,876 | 3,767.82 | 45,214 | 3,983.34 | 47,800 | 4,200.78 | 50,409 | 4,439.73 | 53,277 |
| <b>18D</b>      | <b>E basis</b> | 4,203.63        | 50,444 | 4,442.32 | 53,308 | 4,691.64 | 56,300 | 4,952.90 | 59,435 | 5,233.44 | 62,801 |
|                 | <b>B basis</b> | 3,970.21        | 47,643 | 4,195.55 | 50,347 | 4,431.01 | 53,172 | 4,677.67 | 56,132 | 4,942.61 | 59,311 |
|                 | <b>C basis</b> | 3,664.74        | 43,977 | 3,872.81 | 46,474 | 4,090.18 | 49,082 | 4,317.91 | 51,815 | 4,562.47 | 54,750 |
| <b>19D</b>      | <b>E basis</b> | 4,321.93        | 51,863 | 4,569.17 | 54,830 | 4,818.59 | 57,823 | 5,092.66 | 61,112 | 5,370.92 | 64,451 |
|                 | <b>B basis</b> | 4,081.82        | 48,982 | 4,315.34 | 51,784 | 4,550.79 | 54,609 | 4,809.69 | 57,716 | 5,072.61 | 60,871 |
|                 | <b>C basis</b> | 3,767.82        | 45,214 | 3,983.34 | 47,800 | 4,200.78 | 50,409 | 4,439.73 | 53,277 | 4,682.36 | 56,188 |

APPENDIX E

Los Angeles Unified School District

2014-2015 SPECIAL SERVICES SALARY (D) TABLE (Continued)

| PAY SCALE GROUP |         | PAY SCALE LEVEL |        |          |        |          |        |          |        |          |         |
|-----------------|---------|-----------------|--------|----------|--------|----------|--------|----------|--------|----------|---------|
| No./Basis       |         | 1               | 2      | 3        | 4      | 5        | 6      | 7        | 8      | 9        | 10      |
| 20D             | E basis | 4,442.32        | 53,308 | 4,691.64 | 56,300 | 4,952.90 | 59,435 | 5,233.44 | 62,801 | 5,522.52 | 66,270  |
|                 | B basis | 4,195.55        | 50,347 | 4,431.01 | 53,172 | 4,677.67 | 56,132 | 4,942.61 | 59,311 | 5,215.74 | 62,589  |
|                 | C basis | 3,872.81        | 46,474 | 4,090.18 | 49,082 | 4,317.91 | 51,815 | 4,562.47 | 54,750 | 4,814.54 | 57,774  |
| 21D             | E basis | 4,569.17        | 54,830 | 4,818.59 | 57,823 | 5,092.66 | 61,112 | 5,370.92 | 64,451 | 5,676.22 | 68,115  |
|                 | B basis | 4,315.34        | 51,784 | 4,550.79 | 54,609 | 4,809.69 | 57,716 | 5,072.61 | 60,871 | 5,360.89 | 64,331  |
|                 | C basis | 3,983.34        | 47,800 | 4,200.78 | 50,409 | 4,439.73 | 53,277 | 4,682.36 | 56,188 | 4,948.49 | 59,382  |
| 22D             | E basis | 4,691.64        | 56,300 | 4,952.90 | 59,435 | 5,233.44 | 62,801 | 5,522.52 | 66,270 | 5,848.19 | 70,178  |
|                 | B basis | 4,431.01        | 53,172 | 4,677.67 | 56,132 | 4,942.61 | 59,311 | 5,215.74 | 62,589 | 5,523.30 | 66,280  |
|                 | C basis | 4,090.18        | 49,082 | 4,317.91 | 51,815 | 4,562.47 | 54,750 | 4,814.54 | 57,774 | 5,098.41 | 61,181  |
| 23D             | E basis | 4,812.03        | 57,744 | 5,078.65 | 60,944 | 5,362.38 | 64,349 | 5,667.67 | 68,012 | 5,998.71 | 71,985  |
|                 | B basis | 4,544.73        | 54,537 | 4,796.46 | 57,558 | 5,064.43 | 60,773 | 5,352.79 | 64,233 | 5,665.42 | 67,985  |
|                 | C basis | 4,195.10        | 50,341 | 4,427.52 | 53,130 | 4,674.91 | 56,099 | 4,941.04 | 59,292 | 5,229.60 | 62,755  |
|                 | A Basis | 5,367.29        | 64,407 | 5,664.62 | 67,975 | 5,981.11 | 71,773 | 6,321.59 | 75,859 | 6,690.84 | 80,290  |
| 28D             | E basis | 5,329.06        | 63,949 | 5,632.17 | 67,586 | 5,943.83 | 71,326 | 6,274.98 | 75,300 | 6,626.39 | 79,517  |
|                 | B basis | 5,033.01        | 60,396 | 5,319.27 | 63,831 | 5,613.70 | 67,364 | 5,926.32 | 71,116 | 6,258.24 | 75,099  |
|                 | C basis | 4,645.88        | 55,751 | 4,910.09 | 58,921 | 5,181.83 | 62,182 | 5,470.47 | 65,646 | 5,776.86 | 69,322  |
| 29D             | E basis | 5,484.95        | 65,819 | 5,789.05 | 69,469 | 6,107.16 | 73,286 | 6,449.04 | 77,388 | 6,807.02 | 81,684  |
|                 | B basis | 5,180.18        | 62,162 | 5,467.44 | 65,609 | 5,767.94 | 69,215 | 6,090.76 | 73,089 | 6,428.83 | 77,146  |
|                 | C basis | 4,781.74        | 57,381 | 5,046.87 | 60,562 | 5,324.23 | 63,891 | 5,622.24 | 67,467 | 5,934.30 | 71,212  |
| 30D             | E basis | 5,632.17        | 67,586 | 5,943.83 | 71,326 | 6,274.98 | 75,300 | 6,626.39 | 79,517 | 7,001.57 | 84,019  |
|                 | B basis | 5,319.27        | 63,831 | 5,613.70 | 67,364 | 5,926.32 | 71,116 | 6,258.24 | 75,099 | 6,612.56 | 79,351  |
|                 | C basis | 4,910.09        | 58,921 | 5,181.83 | 62,182 | 5,470.47 | 65,646 | 5,776.86 | 69,322 | 6,103.91 | 73,247  |
| 31D             | E basis | 5,789.05        | 69,469 | 6,107.16 | 73,286 | 6,449.04 | 77,388 | 6,807.02 | 81,684 | 7,199.30 | 86,392  |
|                 | B basis | 5,467.44        | 65,609 | 5,767.94 | 69,215 | 6,090.76 | 73,089 | 6,428.83 | 77,146 | 6,799.33 | 81,592  |
|                 | C basis | 5,046.87        | 60,562 | 5,324.23 | 63,891 | 5,622.24 | 67,467 | 5,934.30 | 71,212 | 6,276.33 | 75,316  |
| 32D             | E basis | 5,943.83        | 71,326 | 6,274.98 | 75,300 | 6,626.39 | 79,517 | 7,001.57 | 84,019 | 7,400.31 | 88,804  |
|                 | B basis | 5,613.70        | 67,364 | 5,926.32 | 71,116 | 6,258.24 | 75,099 | 6,612.56 | 79,351 | 6,989.13 | 83,870  |
|                 | C basis | 5,181.83        | 62,182 | 5,470.47 | 65,646 | 5,776.86 | 69,322 | 6,103.91 | 73,247 | 6,451.53 | 77,418  |
| 33D             | A basis | 6,811.92        | 81,743 | 7,188.39 | 86,261 | 7,590.02 | 91,080 | 8,029.96 | 96,360 | 8,483.16 | 101,798 |
|                 | E basis | 6,107.21        | 73,287 | 6,444.71 | 77,337 | 6,804.84 | 81,658 | 7,199.31 | 86,392 | 7,605.54 | 91,266  |
|                 | B basis | 5,767.94        | 69,215 | 6,086.71 | 73,041 | 6,426.80 | 77,122 | 6,799.33 | 81,592 | 7,183.05 | 86,197  |
|                 | C basis | 5,324.23        | 63,891 | 5,618.46 | 67,422 | 5,932.38 | 71,189 | 6,276.33 | 75,316 | 6,630.47 | 79,566  |

APPENDIX E

Los Angeles Unified School District

2014-2015 SPECIAL SERVICES SALARY (D) TABLE (Continued)

| PAY SCALE GROUP |                | PAY SCALE LEVEL |        |          |         |          |         |          |         |           |         |
|-----------------|----------------|-----------------|--------|----------|---------|----------|---------|----------|---------|-----------|---------|
| No./Basis       |                | 1               | 2      | 3        | 4       | 5        |         |          |         |           |         |
| <b>34D</b>      | <b>A basis</b> | 6,998.95        | 83,987 | 7,390.96 | 88,692  | 7,809.40 | 93,713  | 8,254.14 | 99,050  | 8,706.12  | 104,473 |
|                 | <b>E basis</b> | 6,274.91        | 75,299 | 6,626.39 | 79,517  | 7,001.51 | 84,018  | 7,400.28 | 88,803  | 7,805.49  | 93,666  |
|                 | <b>B basis</b> | 5,926.32        | 71,116 | 6,258.24 | 75,099  | 6,612.56 | 79,351  | 6,989.13 | 83,870  | 7,371.83  | 88,462  |
|                 | <b>C basis</b> | 5,470.47        | 65,646 | 5,776.86 | 69,322  | 6,103.91 | 73,247  | 6,451.53 | 77,418  | 6,804.75  | 81,657  |
| <b>35D</b>      | <b>A basis</b> | 7,193.16        | 86,318 | 7,592.42 | 91,109  | 8,029.96 | 96,360  | 8,485.54 | 101,826 | 8,956.73  | 107,481 |
|                 | <b>E basis</b> | 6,449.04        | 77,388 | 6,807.01 | 81,684  | 7,199.24 | 86,391  | 7,607.71 | 91,293  | 8,030.18  | 96,362  |
|                 | <b>B basis</b> | 6,090.76        | 73,089 | 6,428.83 | 77,146  | 6,799.33 | 81,592  | 7,185.08 | 86,221  | 7,584.04  | 91,008  |
| <b>36D</b>      | <b>A basis</b> | 7,390.96        | 88,692 | 7,809.40 | 93,713  | 8,254.14 | 99,050  | 8,706.12 | 104,473 | 9,214.41  | 110,573 |
|                 | <b>E basis</b> | 6,626.35        | 79,516 | 7,001.50 | 84,018  | 7,400.26 | 88,803  | 7,805.47 | 93,666  | 8,261.19  | 99,134  |
|                 | <b>B basis</b> | 6,258.24        | 75,099 | 6,612.56 | 79,351  | 6,989.13 | 83,870  | 7,371.83 | 88,462  | 7,802.24  | 93,627  |
|                 | <b>C basis</b> | 5,776.86        | 69,322 | 6,103.87 | 73,246  | 6,451.53 | 77,418  | 6,804.78 | 81,657  | 7,202.09  | 86,425  |
| <b>37D</b>      | <b>A basis</b> | 7,592.42        | 91,109 | 8,029.96 | 96,360  | 8,485.54 | 101,826 | 8,956.73 | 107,481 | 9,467.41  | 113,609 |
|                 | <b>E basis</b> | 6,807.01        | 81,684 | 7,199.24 | 86,391  | 7,607.71 | 91,293  | 8,030.18 | 96,362  | 8,487.99  | 101,856 |
|                 | <b>B basis</b> | 6,428.84        | 77,146 | 6,799.29 | 81,591  | 7,185.07 | 86,221  | 7,584.05 | 91,009  | 8,016.44  | 96,197  |
| <b>38D</b>      | <b>A basis</b> | 7,809.40        | 93,713 | 8,254.14 | 99,050  | 8,706.12 | 104,473 | 9,214.41 | 110,573 | 9,721.51  | 116,658 |
|                 | <b>E basis</b> | 7,001.50        | 84,018 | 7,400.26 | 88,803  | 7,805.47 | 93,666  | 8,261.19 | 99,134  | 8,715.81  | 104,590 |
|                 | <b>B basis</b> | 6,612.53        | 79,350 | 6,989.13 | 83,870  | 7,371.83 | 88,462  | 7,802.24 | 93,627  | 8,231.60  | 98,779  |
| <b>39D</b>      | <b>A basis</b> | 8,029.96        | 96,360 | 8,485.54 | 101,826 | 8,956.73 | 107,481 | 9,467.41 | 113,609 | 9,997.30  | 119,968 |
|                 | <b>E basis</b> | 7,199.24        | 86,391 | 7,607.71 | 91,293  | 8,030.18 | 96,362  | 8,487.99 | 101,856 | 8,963.06  | 107,557 |
|                 | <b>B basis</b> | 6,799.29        | 81,591 | 7,185.07 | 86,221  | 7,584.05 | 91,009  | 8,016.44 | 96,197  | 8,465.11  | 101,581 |
| <b>40D</b>      | <b>A basis</b> | 8,254.14        | 99,050 | 8,706.12 | 104,473 | 9,214.41 | 110,573 | 9,721.51 | 116,658 | 10,276.66 | 123,320 |
|                 | <b>E basis</b> | 7,400.26        | 88,803 | 7,805.47 | 93,666  | 8,261.19 | 99,134  | 8,715.81 | 104,590 | 9,213.57  | 110,563 |
|                 | <b>B basis</b> | 6,989.13        | 83,870 | 7,371.83 | 88,462  | 7,802.24 | 93,627  | 8,231.60 | 98,779  | 8,701.70  | 104,420 |

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 SPECIAL SERVICES SALARY (D) TABLE (Continued)

**First Career Increment - Pay Scale Group D, Pay Scale Levels 11-15**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$2,877.24 Annual         | \$2,579.64 Annual         | \$2,436.36 Annual         | \$2,248.92 Annual         |
| 239.77 Monthly            | 214.97 Monthly            | 203.03 Monthly            | 187.41 Monthly            |

**Second Career Increment - Pay Scale Group D, Pay Scale Levels 21-25**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$3,567.36 Annual         | \$3,199.08 Annual         | \$3,020.52 Annual         | \$2,789.04 Annual         |
| 297.28 Monthly            | 266.59 Monthly            | 251.71 Monthly            | 232.42 Monthly            |

**Third Career Increment - Pay Scale Group D, Pay Scale Levels 31-35**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$5,121.84 Annual         | \$4,591.44 Annual         | \$4,336.80 Annual         | \$4,002.72 Annual         |
| 426.82 Monthly            | 382.62 Monthly            | 361.40 Monthly            | 333.56 Monthly            |

**Fourth Career Increment - Pay Scale Group D, Pay Scale Levels 41-45**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$6,660.72 Annual         | \$5,971.80 Annual         | \$5,639.88 Annual         | \$5,206.56 Annual         |
| 555.06 Monthly            | 497.65 Monthly            | 469.99 Monthly            | 433.88 Monthly            |

**Doctorate Degree - Effective 7/01/08, degree differentials are hourly rates paid as worked.**

|                         |                  |
|-------------------------|------------------|
| <u>A,E, and B Basis</u> | <u>C Basis</u>   |
| 0.71552 Hourly          | 0.71552 (8 hour) |
|                         | 0.95402 (6 hour) |

An employee who is reassigned from a monthly payment rate salary table to the Special Services Salary Table shall be allocated to the rate on the new pay scale group which is next above the rate to which entitled on the employee's former table, including degree and responsibility differentials and career increment. An employee returning to the same pay scale group within the same school year shall not be allocated to a higher pay scale level than that to which previously entitled during that same school year. An employee returning to a pay scale group on this table within 39 months will be placed on the employee's former pay scale level if it is to the employee's advantage. An employee reassigned to a class allocated to the same pay scale group as that of the former class shall be allocated to the same pay scale level. An employee reassigned to a class allocated to a higher pay scale group than that of the employee's former class shall be allocated to the next higher rate on such higher pay scale group.

An employee who is promoted to a class on the Special Services Salary Table with a higher maximum rate than that of the former monthly payment rate classification shall have the pay scale level placement recomputed pursuant to Section 4.1 of Appendix E of the District/UTLA Agreement if the salary to which the employee would have been entitled in the former class is increased within three calendar months of the reassignment to the higher class.

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

- A basis annualized: 261 paid days; 2,088 hours annual.
- E basis annualized: 234 paid days; 1,872 hours annual.
- B basis annualized: 221 paid days; 1,768 hours annual.
- K basis annualized: 214 paid days; 1,712 hours annual.
- C basis annualized: 204 paid days (or equivalent hours); 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).

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



APPENDIX E



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<br>(Req. Pts.)* |                | PAY SCALE LEVEL |          |          |          |          |          |          |          |          |          |
|---------------------------------|----------------|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                                 |                | 1               | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| <b>20</b><br><br>(Minimum)      | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>21</b><br><br>(+ 14 points)  | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>22</b><br><br>(+ 28 points)  | <b>C Basis</b> | 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 | 5,087.62 |
|                                 | <b>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>23</b><br><br>(+ 42 points)  | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>24</b><br><br>(+ 56 points)  | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 | 6,530.50 | 6,754.39 | 7,191.14 |
| <b>25</b><br><br>(+ 70 points)  | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>26</b><br><br>(+ 84 points)  | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>27^</b><br><br>(+ 98 points) | <b>C Basis</b> | 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>B Basis</b> | 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 |
|                                 | <b>A Basis</b> | 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 |
| <b>(continued)</b>              | <b>C Basis</b> | 77,373          | 77,705   | 78,061   | 78,393   |          |          |          |          |          |          |
|                                 |                | 6,447.71        | 6,475.42 | 6,505.05 | 6,532.76 |          |          |          |          |          |          |
| <b>27</b>                       | <b>B Basis</b> | 83,820          | 84,180   | 84,566   | 84,926   |          |          |          |          |          |          |
|                                 |                | 6,985.01        | 7,015.04 | 7,047.13 | 7,077.16 |          |          |          |          |          |          |
| <b>(+ 98 points)</b>            | <b>A Basis</b> | 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.  
 Personnel Research & Analysis: Salary Tables/2014-2015 Salary Tables/2014-15 SALARY TABLES: T1 2%

Los Angeles Unified School District

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:

| <b>First Career Increment (completed 27T14)*</b>            |          |                        |                        |
|---|----------|------------------------|------------------------|
| <b>Pay Scale Group C1, Pay Scale Level 15-19</b>            |          |                        |                        |
|   |          | <u>1st CI &amp; MA</u> | <u>1st CI &amp; DR</u> |
| C Basis   | 79,586   | 80,170                 | 80,754                 |
|   | 6,632.16 |                        |                        |
| B Basis   | 86,218   | 86,850                 | 87,483                 |
|   | 7,184.84 |                        |                        |
| A Basis   | 101,870  | 102,617                | 103,364                |
|   | 8,489.16 |                        |                        |
| <b>Second Career Increment (after 5 yrs on first C. I.)</b> |          |                        |                        |
| <b>Pay Scale Group C2, Pay Scale Level 20-24</b>            |          |                        |                        |
|   |          | <u>2nd CI &amp; MA</u> | <u>2nd CI &amp; DR</u> |
| C Basis   | 80,194   | 80,778                 | 81,362                 |
|   | 6,682.82 |                        |                        |
| B Basis   | 86,877   | 87,509                 | 88,142                 |
|   | 7,239.73 |                        |                        |
| A Basis   | 102,648  | 103,395                | 104,142                |
|   | 8,554.02 |                        |                        |
| <b>Third Career Increment (after 5 yrs on second C. I.)</b> |          |                        |                        |
| <b>Pay Scale Group C3, Pay Scale Level 25-29</b>            |          |                        |                        |
|   |          | <u>3rd CI &amp; MA</u> | <u>3rd CI &amp; DR</u> |
| C Basis   | 82,316   | 82,900                 | 83,484                 |
|   | 6,859.64 |                        |                        |
| B Basis   | 89,175   | 89,807                 | 90,440                 |
|   | 7,431.27 |                        |                        |
| A Basis   | 105,364  | 106,111                | 106,858                |
|   | 8,780.33 |                        |                        |
| <b>Fourth Career Increment (after 5 yrs on third C. I.)</b> |          |                        |                        |
| <b>Pay Scale Group C4, Pay Scale Level 30+</b>              |          |                        |                        |
|   |          | <u>4th CI &amp; MA</u> | <u>4th CI &amp; DR</u> |
| C Basis   | 83,703   | 84,287                 | 84,871                 |
|   | 6,975.29 |                        |                        |
| B Basis   | 90,679   | 91,311                 | 91,944                 |
|   | 7,556.56 |                        |                        |
| A Basis   | 107,140  | 107,887                | 108,634                |
|   | 8,928.37 |                        |                        |

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<br>(Req. Pts.)** |                | PAY SCALE LEVEL |          |          |          |          |          |          |          |          |          |
|----------------------------------|----------------|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                                  |                | 1               | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| <b>20</b><br><br>(Minimum)       | <b>C Basis</b> | 42,207          | 42,207   | 42,207   | 42,941   | 45,155   | 45,625   | 47,036   | 48,619   | 50,855   | 53,115   |
|                                  |                | 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 |
|                                  | <b>B Basis</b> | 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 |
|                                  | <b>A Basis</b> | 54,025          | 54,025   | 54,025   | 54,965   | 57,798   | 58,400   | 60,206   | 62,232   | 65,095   | 67,987   |
|                                  |                | 4,502.11        | 4,502.11 | 4,502.11 | 4,580.41 | 4,816.53 | 4,866.68 | 5,017.16 | 5,185.99 | 5,424.55 | 5,665.56 |
| <b>21</b><br><br>(+ 14 points)   | <b>C Basis</b> | 42,207          | 42,207   | 42,574   | 44,249   | 46,004   | 47,713   | 49,525   | 51,314   | 53,069   | 55,443   |
|                                  |                | 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 |
|                                  | <b>B Basis</b> | 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 |
|                                  | <b>A Basis</b> | 54,025          | 54,025   | 54,495   | 56,638   | 58,885   | 61,072   | 63,392   | 65,682   | 67,928   | 70,967   |
|                                  |                | 4,502.11        | 4,502.11 | 4,541.26 | 4,719.87 | 4,907.06 | 5,089.34 | 5,282.63 | 5,473.48 | 5,660.67 | 5,913.91 |
| <b>22</b><br><br>(+ 28 points)   | <b>C Basis</b> | 42,207          | 42,574   | 44,318   | 46,290   | 48,160   | 50,133   | 52,014   | 54,032   | 55,925   | 58,322   |
|                                  |                | 3,517.28        | 3,547.86 | 3,693.13 | 3,857.54 | 4,013.32 | 4,177.72 | 4,334.47 | 4,502.68 | 4,660.39 | 4,860.15 |
|                                  | <b>B Basis</b> | 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 |
|                                  | <b>A Basis</b> | 54,025          | 54,495   | 56,727   | 59,252   | 61,645   | 64,170   | 66,577   | 69,161   | 71,584   | 74,652   |
|                                  |                | 4,502.11        | 4,541.26 | 4,727.21 | 4,937.65 | 5,137.05 | 5,347.48 | 5,548.11 | 5,763.43 | 5,965.31 | 6,220.99 |
| <b>23</b><br><br>(+ 42 points)   | <b>C Basis</b> | 42,574          | 44,283   | 46,290   | 48,297   | 50,454   | 52,530   | 54,594   | 56,636   | 58,712   | 61,419   |
|                                  |                | 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 |
|                                  | <b>B Basis</b> | 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 |
|                                  | <b>A Basis</b> | 54,495          | 56,683   | 59,252   | 61,821   | 64,581   | 67,238   | 69,880   | 72,494   | 75,151   | 78,616   |
|                                  |                | 4,541.26        | 4,723.55 | 4,937.65 | 5,151.73 | 5,381.73 | 5,603.17 | 5,823.37 | 6,041.14 | 6,262.59 | 6,551.30 |
| <b>24</b><br><br>(+ 56 points)   | <b>C Basis</b> | 44,283          | 45,981   | 48,160   | 50,454   | 52,621   | 54,881   | 57,117   | 59,285   | 61,602   | 64,412   |
|                                  |                | 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 |
|                                  | <b>B Basis</b> | 47,974          | 49,812   | 52,173   | 54,658   | 57,007   | 59,454   | 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 |
|                                  | <b>A Basis</b> | 56,683          | 58,855   | 61,645   | 64,581   | 67,355   | 70,248   | 73,110   | 75,885   | 78,851   | 82,447   |
|                                  |                | 4,723.55        | 4,904.61 | 5,137.05 | 5,381.73 | 5,612.95 | 5,853.96 | 6,092.52 | 6,323.75 | 6,570.88 | 6,870.61 |
| <b>25</b><br><br>(+ 70 points)   | <b>C Basis</b> | 45,820          | 47,747   | 50,179   | 52,530   | 54,892   | 57,290   | 59,687   | 62,003   | 64,401   | 67,463   |
|                                  |                | 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 |
|                                  | <b>B Basis</b> | 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 | 4,530.00 | 4,742.28 | 4,955.57 | 5,171.96 | 5,388.37 | 5,597.54 | 5,813.94 | 6,090.39 |
|                                  | <b>A Basis</b> | 58,650          | 61,116   | 64,228   | 67,238   | 70,262   | 73,331   | 76,399   | 79,364   | 82,433   | 86,352   |
|                                  |                | 4,887.47        | 5,093.00 | 5,352.37 | 5,603.17 | 5,855.19 | 6,110.88 | 6,366.57 | 6,613.70 | 6,869.39 | 7,196.04 |
| <b>26</b><br><br>(+ 84 points)   | <b>C Basis</b> | 47,644          | 49,525   | 52,025   | 54,594   | 57,117   | 59,698   | 62,175   | 64,664   | 67,233   | 70,468   |
|                                  |                | 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 |
|                                  | <b>B Basis</b> | 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 |
|                                  | <b>A Basis</b> | 60,984          | 63,392   | 66,592   | 69,880   | 73,110   | 76,413   | 79,585   | 82,770   | 86,059   | 90,199   |
|                                  |                | 5,082.00        | 5,282.63 | 5,549.34 | 5,823.37 | 6,092.52 | 6,367.79 | 6,632.05 | 6,897.53 | 7,171.57 | 7,516.56 |
| <b>27</b><br><br>(+ 98 points)   | <b>C Basis</b> | 49,032          | 51,314   | 54,032   | 56,636   | 59,308   | 62,038   | 64,676   | 67,371   | 70,044   | 73,576   |
|                                  |                | 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 |
|                                  | <b>B Basis</b> | 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 |
|                                  | <b>A Basis</b> | 62,760          | 65,682   | 69,161   | 72,494   | 75,914   | 79,408   | 82,785   | 86,235   | 89,656   | 94,177   |
|                                  |                | 5,230.03        | 5,473.48 | 5,763.43 | 6,041.14 | 6,326.19 | 6,617.36 | 6,898.74 | 7,186.24 | 7,471.31 | 7,848.10 |

**Additional Pay Scale Levels**

|                      |                | 11       | 12       | 13       | 14       |
|----------------------|----------------|----------|----------|----------|----------|
| (continued)          | <b>C Basis</b> | 73,920   | 74,241   | 74,562   | 74,895   |
|                      |                | 6,160.01 | 6,186.77 | 6,213.53 | 6,241.25 |
| <b>27</b>            | <b>B Basis</b> | 80,080   | 80,428   | 80,776   | 81,136   |
|                      |                | 6,673.34 | 6,702.33 | 6,731.33 | 6,761.35 |
| <b>(+ 98 points)</b> | <b>A Basis</b> | 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/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 | \$160.63 daily<br>\$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 |
|--|----------------|



**Los Angeles Unified School District  
FINAL 2014-2015  
DEVELOPMENT CENTER/EARLY EDUCATION CENTER (2% and 4%)**

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 (pay scale level/pay scale group) placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

**Development Center Salary (V) Table: 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**

| Advancement* to<br>Pay Scale Group                 | Pay Scale<br>Group | Basis   | PAY SCALE LEVEL |         |         |         |         |
|--|--------------------|---------|-----------------|---------|---------|---------|---------|
|  |                    |         | 1               | 2       | 3       | 4       | 5       |
| Minimum of 60<br>Semester Units                    | 11V                | C basis | \$32,791        | 34,018  | 35,440  | 36,598  | 38,285  |
|  |                    |         | 2732.60         | 2834.81 | 2953.36 | 3049.87 | 3190.43 |
| Minimum Plus<br>14 Points                          | 12V                | C basis | 34,018          | 35,440  | 36,598  | 37,941  | 39,580  |
|  |                    |         | 2834.81         | 2953.36 | 3049.87 | 3161.76 | 3298.37 |
| Minimum Plus<br>28 Points                          | 13V                | C basis | 35,440          | 36,598  | 37,941  | 39,225  | 40,853  |
|  |                    |         | 2953.36         | 3049.87 | 3161.76 | 3268.77 | 3404.45 |
| Bachelor's Degree                                  | 14V                | C basis | 36,598          | 37,941  | 39,225  | 40,498  | 42,218  |
|  |                    |         | 3049.87         | 3161.76 | 3268.77 | 3374.84 | 3518.20 |
| BA + Restricted Severely<br>Handicapped Credential | 15V                | C basis | 37,941          | 39,225  | 40,498  | 41,852  | 43,664  |
|  |                    |         | 3161.76         | 3268.77 | 3374.84 | 3487.67 | 3638.63 |

To be eligible, the employee must have met pay scale level advancement requirements for five or more years while allocated to the maximum pay scale level and pay scale group of the V Table, or a higher rate while paid on another salary table.

**Early Education Center Salary (C) Table: 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**

| Advancement* to<br>Pay Scale Group               | Pay Scale<br>Group | Basis    | PAY SCALE LEVEL |          |          |          |          |
|--|--------------------|----------|-----------------|----------|----------|----------|----------|
|  |                    |          | 1               | 2        | 3        | 4        | 5        |
| Minimum of 60<br>Semester Units                  | 15C                | A basis  | 41,410          | 42,996   | 44,800   | 46,341   | 48,483   |
|  |                    |          | 3,450.84        | 3,582.96 | 3,733.36 | 3,861.73 | 4,040.23 |
|  |                    | C basis  | 32,366          | 33,606   | 35,016   | 36,220   | 37,895   |
|  |                    |          | 2,697.20        | 2,800.47 | 2,918.02 | 3,018.36 | 3,157.89 |
| Minimum Plus<br>14 Points                        | 16C                | E basis  | 37,127          | 38,548   | 40,166   | 41,547   | 43,467   |
|  |                    |          | 3,093.88        | 3,212.30 | 3,347.18 | 3,462.26 | 3,622.29 |
|  |                    | A basis  | 42,996          | 44,800   | 46,341   | 48,043   | 50,054   |
|  |                    |          | 3,582.96        | 3,733.36 | 3,861.73 | 4,003.60 | 4,171.14 |
| Minimum Plus<br>28 Points                        | 17C                | C basis  | 33,605          | 35,016   | 36,220   | 37,551   | 39,122   |
|  |                    |          | 2,800.44        | 2,918.02 | 3,018.36 | 3,129.26 | 3,260.20 |
|  |                    | E basis  | 38,548          | 40,166   | 41,547   | 43,074   | 44,876   |
|  |                    |          | 3,212.30        | 3,347.18 | 3,462.26 | 3,589.47 | 3,739.66 |
| Bachelor's Degree                                | 18C                | A basis  | 44,800          | 46,341   | 48,043   | 49,613   | 51,697   |
|  |                    |          | 3,733.36        | 3,861.73 | 4,003.60 | 4,134.41 | 4,308.05 |
|  |                    | C basis  | 35,016          | 36,220   | 37,551   | 38,778   | 40,406   |
|  |                    |          | 2,918.02        | 3,018.36 | 3,129.26 | 3,231.49 | 3,367.20 |
| BA + Elementary or<br>Early Education Credential | 19C                | E basis  | 40,166          | 41,547   | 43,074   | 44,480   | 46,349   |
|  |                    |          | 3,347.18        | 3,462.26 | 3,589.47 | 3,706.69 | 3,862.42 |
|  |                    | A basis  | 46,341          | 48,043   | 49,613   | 51,228   | 53,414   |
|  |                    |          | 3,861.73        | 4,003.60 | 4,134.41 | 4,268.97 | 4,451.13 |
| BA + Elementary or<br>Early Education Credential | 19C                | C basis  | 36,220          | 37,551   | 38,778   | 40,040   | 41,749   |
|  |                    |          | 3,018.36        | 3,129.26 | 3,231.49 | 3,336.66 | 3,479.05 |
|  |                    | E basis  | 40,732          | 42,229   | 43,608   | 45,028   | 46,949   |
|  |                    |          | 3,462.20        | 3,589.46 | 3,706.68 | 3,827.35 | 3,990.70 |
| BA + Elementary or<br>Early Education Credential | 19C                | A basis  | 48,791          | 50,963   | 53,619   | 56,407   | 59,797   |
|  |                    |          | 4,065.92        | 4,246.95 | 4,468.28 | 4,700.57 | 4,983.08 |
|  |                    | C basis  | 38,135          | 39,833   | 41,909   | 44,088   | 46,738   |
|  |                    |          | 3,177.94        | 3,319.45 | 3,492.45 | 3,674.01 | 3,894.83 |
| E basis  | 43,744             | 45,691   | 48,072          | 50,572   | 53,611   |          |          |
|  | 3,645.35           | 3,807.57 | 4,006.04        | 4,214.31 | 4,467.61 |          |          |

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

APPENDIX E

Personnel Policy Guide: 56

| Pay Scale          |         | PAY SCALE LEVEL |          |          |          |          |
|--------------------|---------|-----------------|----------|----------|----------|----------|
| Group              | Basis   | 6               | 7        | 8        | 9        | 10       |
| 19C<br>(continued) | A basis | 60,002          | 60,178   | 62,203   | 65,065   | 67,956   |
|                    | C basis | 5,000.14        | 5,014.85 | 5,183.62 | 5,422.09 | 5,663.01 |
|                    |         | 46,898          | 47,036   | 48,619   | 50,856   | 53,115   |
|                    |         | 3,908.16        | 3,919.66 | 4,051.55 | 4,237.96 | 4,426.25 |
|                    | E basis | 53,795          | 53,953   | 55,768   | 58,334   | 60,926   |
|                    |         | <u>4,482.91</u> | 4,496.06 | 4,647.36 | 4,861.19 | 5,077.17 |
|                    |         | <b>20</b>       |          |          |          |          |
| 19C<br>(continued) | A basis | 69,140          |          |          |          |          |
|                    | C basis | 5,761.66        |          |          |          |          |
|                    |         | 54,044          |          |          |          |          |
|                    |         | 4,503.69        |          |          |          |          |
|                    | E basis | 61,992          |          |          |          |          |
|                    |         | 5,166.00        |          |          |          |          |

\*A point for advancement 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.

As of March 1, 2011 the maximum pay scale level and pay scale group of the C Table is 19C20 for purposes of the career increment. To qualify for the career increment, the teacher must have been paid on the maximum pay scale group (PS Group 19C) and pay scale level (PS Level 6-10) for five qualifying years.

**2014-2015 Development Center/Early Education Center  
Degree Differentials**

- Notes:
1. Effective 7/01/08, degree differentials are hourly rates paid as worked.
  2. Annual amounts are applicable to employees working a full school year.

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

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 ADULT HOURLY RATE (THR) SCHEDULE (2% and 4%)**

**FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES**

1. **HOURLY RATE (THR) SCHEDULE:** 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.

| STEP (Pay Scale Level) |          |          |          |          |          |          |
|------------------------|----------|----------|----------|----------|----------|----------|
| A                      | B        | C        | 1        | 2        | 3        | 4        |
| \$41.00862             | 43.15631 | 45.42770 | 48.21633 | 50.44273 | 52.97274 | 53.55746 |

- Adult Nonclassroom Assignment, School-Based (0816)
- Adult Teacher, Academic Instruction (0805)
- Adult Teacher, Adults with Disabilities (0804)
- Adult Teacher, ESL (0803)
- Adult Teacher, Hourly Rate (0801)
- Adult Teacher, Parenting & Family Life (0808)
- Adult Teacher, Program for Older Adults (0809)
- Adult Teacher, Public or Private Contract (0838)
- Adult Teacher, Temporary Classes (0810)
- Adult Teacher-Adviser (0867)
- Adult Teacher-Counselor (0864)
- Adviser, Adult Resource, Nonschool Assignment (0827)
- Adviser, Adult Resource, ROC/ROP School Assignment (0828)
- Adviser, Adult Resource, School Assignment (0826)
- Continuation Teacher, Hourly Rate (0831)
- Regional Occupational Contract Teacher (0829)
- Temporary Adviser, Hourly Schedule (0800)

**2014-2015 FLAT HOURLY RATES**

2. **FLAT HOURLY RATES:** 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.

|  |            |
|--|------------|
| Adult Teacher, Hourly Rate, Day-to-Day Substitute (0806) | \$48.21633 |
| Adult Teacher, Staff Development, Rate 1 (0807)          | 48.21633   |
| Extended Teaching Assignment, Hourly (0921)              | 33.47482   |

Note: Chest Specialist and Psychiatrist moved to Page 13 (S8).

**2014-2015 REGULAR (HOURLY) SCHEDULE RATES**

3. **REGULAR (HOURLY) SCHEDULE RATES:** Employees in the following assignments are paid their regular hourly rate for the time actually served.

- Auxiliary Teacher (0915, 0924)
- Night Continuation High School (Regular Program) Teacher (0833)
- Replacement Teacher (No class code)



Los Angeles Unified School District

2014-2015 THR SCHEDULE, Etc. (Cont'd)

**2014-2015 DIFFERENTIAL SALARY RATES**

Salary differentials may be paid for additional assignments or responsibilities per semester, season, pay period, or as otherwise noted.

Employees may, at the conclusion of the semester or sport season, be paid a lump sum in addition to their regular salary rate, provided they perform certain supplemental duties for which salary differentials are permitted as set out in the District-UTLA Agreement, Article XIV, Section 24.0. Salary differentials are received on the basis of allocation of the assigned activity to the appropriate differential salary rate. Such differentials are authorized only to the extent that funds are provided in the Budget.

An employee who serves in a supplemental assignment for less than a complete semester or sport season may be paid a percentage of the lump sum proportionate to the percentage of the assignment completed. An employee may not concurrently receive more than one such salary differential except that, per school year, one differential paid on a semester basis may overlap a differential for coaching a fall/spring sport. This restriction shall apply to the Mentor Teacher differential.

**4. DIFFERENTIALS, BILINGUAL MASTER PLAN RATES: 2014-2015 rates**

Payments depend on the employee's qualifications, previous payment history, type of school or assignment, and nature of services provided in Master Plan programs. For complete information regarding Bilingual Master Plan differentials and stipends, refer to the District-UTLA Agreement, Article XI-B.

Effective July 1, 2001, the following differential payments listed in Tables 1 and 2, below, will apply to classroom teachers, itinerant, non-classroom, or non-school based employees who were paid a BCLAD/BCC or A-Level differential during the period from April 1, 1998, through June 30, 2001. Employees must be assigned and delivering service to Waivered to Basic or Dual Language students.

**Table 1: Bilingual Master Plan Differentials, Maximum Semester Rates**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1342      | \$2,703 (1)                    |
| 1343      | 1,352 (2) (3)                  |
| 1355      | 689 (4)                        |

**Table 2: Other Bilingual Master Plan Differential Rates (only for secondary teachers with fewer than three (3) qualifying periods)**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1357      | \$1,802 (1)                    |
| 1358      | 901 (1) (2) (3)                |
| 1330      | 451 (2) (3) (4)                |
| 1332      | 223 (4)                        |

The following differential payments listed in Tables 3 and 4, below, will apply to classroom teachers, itinerant, non-classroom, or non-school based employees newly hired or re-hired on or after July 1, 2001, or employees who were not paid a BCLAD/BCC or A-Level differential during the period from April 1, 1998, through June 30, 2001. Employees must be assigned and delivering service to Waivered to Basic or Dual Language students.

**Table 3: Additional Bilingual Master Plan Differentials, Maximum Semester Rates**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1460      | \$1,696 (1)                    |
| 1462      | 848 (2) (3)                    |
| 1364      | 424 (4)                        |

- (1) BCLAD/BCC teaching primary language classes
- (2) A-level teaching primary language classes
- (3) BCLAD/BCC teaching ESL/SH (SDAIE) classes, secondary only
- (4) A-level teaching ESL classes, secondary only

Los Angeles Unified School District

2014-2015 THR SCHEDULE, Etc. (Cont'd)

4. DIFFERENTIALS, BILINGUAL MASTER PLAN RATES (Cont'd):

**Table 4: Other Additional Bilingual Master Plan Differential Rates (only for secondary teachers with fewer than three (3) qualifying periods)**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1461      | \$1,060 (1)                    |
| 1464      | 530 (1) (2) (3)                |
| 1465      | 265 (2) (3) (4)                |
| 1367      | 133 (4)                        |

- (1) BCLAD/BCC teaching primary language classes
- (2) A-level teaching primary language classes
- (3) BCLAD/BCC teaching ESL/SH (SDAIE) classes, secondary only
- (4) A-level teaching ESL classes, secondary only

**Table 5: One-time Stipends**

Wage Type

|      |  |   |
|------|--|---|
| 1350 | Culture <i>or</i> Methodology Component of BCC/BCLAD   | \$270 one-time stipend                  |
| 1352 | Culture <i>and</i> Methodology Components of BCC/BCLAD | \$540 one-time stipend if paid together |

5. DIFFERENTIALS, COORDINATING, EARLY CHILDHOOD CENTER

Wage Type

|      |   |                    |
|------|---|--------------------|
| 1393 | Early Childhood Center Head Teacher, Coordinating--4 hr | \$424 per semester |
| 1397 | Early Childhood Center Head Teacher, Coordinating--8 hr | 848 per semester   |

6. DIFFERENTIAL, NATIONAL BOARD CERTIFICATION (NBC) (1370, 1375, 1429)

Must possess NBC, have permanent or probationary District status, and serve a minimum of 60% or 4 periods of the day (if secondary) serving as a classroom teacher. 15% of salary to be paid as outlined below:

- (1) Eligible teachers will receive 7.5% of their regular contract hourly rate each month (1370). The remaining 7.5% will be paid after the employee completes an additional 92 hours of professional duties, as agreed upon.
- (2) Teachers working for a minimum of 50% of the day as a classroom teacher (or 3 periods in a secondary school) will receive 50% of the 15% (1375) (i.e., 50% of the 7½ % for the certification and 50% of the 7½ % for completing 46 required additional hours of work).
- (3) Effective 7-01-01, NBPTS-certified teachers are eligible to receive an "Incentive to Teach at a Low-Performing School" award (1429) if the teachers agree to teach at least 50% of the time at a low-performing school with an Academic Performance Index (API) of five or lower for at least four years. Such teachers will receive \$5,000 annually over the four year period (\$20,000 maximum).

Los Angeles Unified School District

2014-2015 THR SCHEDULE, Etc. (Cont'd)

7. DIFFERENTIALS, ACTIVITY RATES (ACTIVITIES AND COACHING):

Differential, Activity (Activity and Coaching):

|                   |          |          |          |          |          |          |          |
|-------------------|----------|----------|----------|----------|----------|----------|----------|
| <b>Wage Type:</b> | 1394     | 1401     | 1402     | 1403     | 1404     | 1407     | 1410     |
| <b>Rate:</b>      | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
|                   | \$973    | 1,283    | 1,691    | 2,102    | 2,311    | 2,512    | 2,811    |

Activity assignment differentials are paid on a semester basis.  
 Coaching assignment differentials are paid on a seasonal basis.

| Sport/Activity   | Rate | Sport/Activity                                       | Rate      |
|--|------|--|-----------|
| Academic Decathlon   | 7(a) | Gymnastics   | 3         |
| Assistant School Athletics Coordination<br>(Asst. Athletic Director) | 4    | School Athletics Coordination<br>(Athletic Director) | 7         |
| Badminton  | 3    | Soccer: Head   | 6         |
| Baseball: Head   | 6    | Soccer: Assistant, J.V.                              | 3         |
| Baseball: Assistant, J. V.   | 4    | Softball: Head                                       | 6         |
| Basketball: Head   | 6    | Softball: Assistant, J. V.                           | 4         |
| Basketball: Assistant, J.V.  | 3    | Swimming: Head                                       | 4         |
| Basketball: Men's Frosh and Soph                                     | 4(b) | Swimming: Assistant                                  | 3(c)      |
| Basketball: Women's Frosh or Soph                                    | 4    | Tennis   | 4         |
| Cross Country: Head  | 4    | Track & Field: Head                                  | 6(b)      |
| Cross Country: Assistant   | 3(c) | Track & Field: Varsity (Assistant)                   | 6(b)      |
| Football: Varsity (Head)   | 7    | Track & Field: Frosh/Soph (Assistant)                | 4         |
| Football: Varsity (Assistant 1)                                      | 6    | "AA" Track & Field                                   | 2 or 3(d) |
| Football: Varsity (Assistant 2)                                      | 4    | Volleyball: Head                                     | 5         |
| Football: Varsity (Assistant 3)                                      | 4    | Volleyball: Assistant, J.V.                          | 3         |
| Football: Frosh/Soph (Assistant 1)                                   | 5    | Waterpolo  | 3         |
| Football: Frosh/Soph (Assistant 2)                                   | 4    | Wrestling  | 4         |
| Golf   | 3    |  |           |

- a At senior high schools, Rate 7 for the fall semester and, if continued through the spring, Rate 5 for spring.
- b The lump-sum payment will be reduced proportionately when teams are not fielded at all levels.
- c Position allotted only when there are 30 or more athletes.
- d Rate 2 if 6-12 athletes; Rate 3 if 13-19 athletes.

8. DIFFERENTIALS, COORDINATING ASSIGNMENTS:

|  |                    |
|--|--------------------|
| Differential, Coordinating Assignment, Rate 1 (1308)<br>(Health Appraiser; Specialist Nurse)                 | \$297 per semester |
| Differential, Coordinating Assignment, Rate 2 (1311)<br>(Coordinating Assmt, Sem; Temp Advsr;Tchr, Rsrce TM) | \$637 per semester |
| Differential, Lead Teacher, Science (1510)   | \$637 per semester |

9. DIFFERENTIALS, TRAINING TEACHER (1452):

|                                     |  |
|-------------------------------------|--|
| Differential, Training Teacher      | The amount paid<br>by the training<br>institution. |
| Differential, Demonstration Teacher |  |

Los Angeles Unified School District

2014-2015 THR SCHEDULE, Etc. (Cont'd)

**10. OTHER DIFFERENTIALS:**

2014-2015 rates

|  |   |
|--|---|
| Differential, Instructional Coach (1322)*              | \$1.25 Hourly Rate  |
| Differential, Library Media Teacher (1386)             | 500 per semester  |
| Differential, Professional Dev. (Delta) Coach (1408)   | 541 per semester  |
| Differential, Support Provider (1432)                  | <b>500</b> or<br><b>1,000</b> per semester<br>with maximum<br><b>2,000</b> a year |
| Differential, Urban Classroom Teacher Program I (1340) | 1,081 per semester  |
| Differential, Temporary Adviser (1320)**               | 0.73253 Hourly Rate   |

**11. STIPENDS:**

2014-2015 rates

|  |                                  |
|--|----------------------------------|
| Stipend, Literacy Training/Professional Dev. Rate 1 (1405) | \$102 per day<br>payable monthly |
| Stipend, Math Training/Professional Dev. Rate 1 (1406)     | 102 per day<br>payable monthly   |
| Stipend, Mentor Principal, Rate 1 (1423)                   | 2,040 per semester               |
| Stipend, Mentor Principal, Rate 2 (1424)                   | 3,060 per semester               |

**12. PEER ASSISTANCE & REVIEW (PAR) PROGRAM**

2014-2015 rates

|                                  |   |
|----------------------------------|---|
| Differential, PAR Program (1430) | <b>\$2,150</b> per semester (A Basis)<br>1,928 per semester (E Basis)<br>1,820 per semester (B Basis)<br>1,680 per semester (C Basis) |
|----------------------------------|---|

OR

Adjusted proportionately to correspond  
to any shorter assigned annual basis

\* The rate applies to all employees with jobs 11100843, 11100844, 11100845, 11100846, 11100847, 11100848, and 11100849. The rate will be applied to all the core hours worked by the employee. X and Z basis assignments are excluded from the eligibility. For employees with eligible but split assignments, only those who work over a combined 6 hours a day (based on work schedule) will be paid. This replaces the flat monthly amount of \$162.18

\*\* The rate applies to all employees with jobs 13200707 and 19100780. The rate will be applied to all the core hours worked by the employee and replaces the flat amount of \$127.46



**Los Angeles Unified School District**  
**FINAL 2014-2015 SPECIAL SERVICES SALARY (D) TABLE (2% and 4%)**

Special Services Salary (D) Table: 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.

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, pay scale level/pay scale group placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

| PAY SCALE GROUP |                | PAY SCALE LEVEL |        |          |        |          |        |          |        |          |        |
|-----------------|----------------|-----------------|--------|----------|--------|----------|--------|----------|--------|----------|--------|
| No./Basis       |                | 1               | 2      | 3        | 4      | 5        |        |          |        |          |        |
| <b>10D</b>      | <b>E basis</b> | 3,468.80        | 41,626 | 3,661.76 | 43,941 | 3,860.20 | 46,322 | 4,075.06 | 48,901 | 4,287.70 | 51,452 |
|                 | <b>B basis</b> | 3,276.08        | 39,313 | 3,458.32 | 41,500 | 3,645.75 | 43,749 | 3,848.70 | 46,184 | 4,049.61 | 48,595 |
|                 | <b>C basis</b> | 3,024.12        | 36,289 | 3,192.30 | 38,308 | 3,365.29 | 40,383 | 3,552.61 | 42,631 | 3,738.03 | 44,856 |
| <b>11D</b>      | <b>E basis</b> | 3,566.44        | 42,797 | 3,765.89 | 45,191 | 3,967.68 | 47,612 | 4,180.32 | 50,164 | 4,408.37 | 52,900 |
|                 | <b>B basis</b> | 3,368.28        | 40,419 | 3,556.71 | 42,681 | 3,747.23 | 44,967 | 3,948.12 | 47,377 | 4,163.46 | 49,962 |
|                 | <b>C basis</b> | 3,109.18        | 37,310 | 3,283.11 | 39,397 | 3,458.99 | 41,508 | 3,644.42 | 43,733 | 3,843.18 | 46,118 |
| <b>12D</b>      | <b>E basis</b> | 3,661.76        | 43,941 | 3,860.20 | 46,322 | 4,075.06 | 48,901 | 4,287.70 | 51,452 | 4,531.17 | 54,374 |
|                 | <b>B basis</b> | 3,458.32        | 41,500 | 3,645.75 | 43,749 | 3,848.70 | 46,184 | 4,049.61 | 48,595 | 4,279.46 | 51,354 |
|                 | <b>C basis</b> | 3,192.30        | 38,308 | 3,365.29 | 40,383 | 3,552.61 | 42,631 | 3,738.03 | 44,856 | 3,950.27 | 47,403 |
| <b>13D</b>      | <b>E basis</b> | 3,765.89        | 45,191 | 3,967.68 | 47,612 | 4,180.32 | 50,164 | 4,408.37 | 52,900 | 4,660.55 | 55,927 |
|                 | <b>B basis</b> | 3,556.71        | 42,681 | 3,747.23 | 44,967 | 3,948.12 | 47,377 | 4,163.46 | 49,962 | 4,401.65 | 52,820 |
|                 | <b>C basis</b> | 3,283.11        | 39,397 | 3,458.99 | 41,508 | 3,644.42 | 43,733 | 3,843.18 | 46,118 | 4,063.01 | 48,756 |
| <b>14D</b>      | <b>E basis</b> | 3,860.20        | 46,322 | 4,075.06 | 48,901 | 4,287.70 | 51,452 | 4,531.17 | 54,374 | 4,785.47 | 57,426 |
|                 | <b>B basis</b> | 3,645.75        | 43,749 | 3,848.70 | 46,184 | 4,049.61 | 48,595 | 4,279.46 | 51,354 | 4,519.63 | 54,236 |
|                 | <b>C basis</b> | 3,365.29        | 40,383 | 3,552.61 | 42,631 | 3,738.03 | 44,856 | 3,950.27 | 47,403 | 4,171.98 | 50,064 |
| <b>15D</b>      | <b>E basis</b> | 3,967.68        | 47,612 | 4,180.32 | 50,164 | 4,408.37 | 52,900 | 4,660.55 | 55,927 | 4,914.96 | 58,980 |
|                 | <b>B basis</b> | 3,747.23        | 44,967 | 3,948.12 | 47,377 | 4,163.46 | 49,962 | 4,401.65 | 52,820 | 4,641.81 | 55,702 |
|                 | <b>C basis</b> | 3,458.99        | 41,508 | 3,644.42 | 43,733 | 3,843.18 | 46,118 | 4,063.01 | 48,756 | 4,284.80 | 51,418 |
| <b>16D</b>      | <b>E basis</b> | 4,075.06        | 48,901 | 4,287.70 | 51,452 | 4,531.17 | 54,374 | 4,785.47 | 57,426 | 5,051.96 | 60,624 |
|                 | <b>B basis</b> | 3,848.70        | 46,184 | 4,049.61 | 48,595 | 4,279.46 | 51,354 | 4,519.63 | 54,236 | 4,771.22 | 57,255 |
|                 | <b>C basis</b> | 3,552.61        | 42,631 | 3,738.03 | 44,856 | 3,950.27 | 47,403 | 4,171.98 | 50,064 | 4,404.27 | 52,851 |
| <b>17D</b>      | <b>E basis</b> | 4,180.32        | 50,164 | 4,408.37 | 52,900 | 4,660.55 | 55,927 | 4,914.96 | 58,980 | 5,194.51 | 62,334 |
|                 | <b>B basis</b> | 3,948.12        | 47,377 | 4,163.46 | 49,962 | 4,401.65 | 52,820 | 4,641.81 | 55,702 | 4,905.88 | 58,871 |
|                 | <b>C basis</b> | 3,644.42        | 43,733 | 3,843.18 | 46,118 | 4,063.01 | 48,756 | 4,284.80 | 51,418 | 4,528.52 | 54,342 |
| <b>18D</b>      | <b>E basis</b> | 4,287.70        | 51,452 | 4,531.17 | 54,374 | 4,785.47 | 57,426 | 5,051.96 | 60,624 | 5,338.11 | 64,057 |
|                 | <b>B basis</b> | 4,049.61        | 48,595 | 4,279.46 | 51,354 | 4,519.63 | 54,236 | 4,771.22 | 57,255 | 5,041.46 | 60,498 |
|                 | <b>C basis</b> | 3,738.03        | 44,856 | 3,950.27 | 47,403 | 4,171.98 | 50,064 | 4,404.27 | 52,851 | 4,653.72 | 55,845 |
| <b>19D</b>      | <b>E basis</b> | 4,408.37        | 52,900 | 4,660.55 | 55,927 | 4,914.96 | 58,980 | 5,194.51 | 62,334 | 5,478.34 | 65,740 |
|                 | <b>B basis</b> | 4,163.46        | 49,962 | 4,401.65 | 52,820 | 4,641.81 | 55,702 | 4,905.88 | 58,871 | 5,174.06 | 62,089 |
|                 | <b>C basis</b> | 3,843.18        | 46,118 | 4,063.01 | 48,756 | 4,284.80 | 51,418 | 4,528.52 | 54,342 | 4,776.01 | 57,312 |

APPENDIX E

Los Angeles Unified School District

2014-2015 SPECIAL SERVICES SALARY (D) TABLE (Continued)

| PAY SCALE GROUP |         | PAY SCALE LEVEL |        |          |        |          |        |          |        |          |         |
|-----------------|---------|-----------------|--------|----------|--------|----------|--------|----------|--------|----------|---------|
| No./Basis       |         | 1               | 2      | 3        | 4      | 5        | 6      | 7        | 8      | 9        | 10      |
| 20D             | E basis | 4,531.17        | 54,374 | 4,785.47 | 57,426 | 5,051.96 | 60,624 | 5,338.11 | 64,057 | 5,632.97 | 67,596  |
|                 | B basis | 4,279.46        | 51,354 | 4,519.63 | 54,236 | 4,771.22 | 57,255 | 5,041.46 | 60,498 | 5,320.05 | 63,841  |
|                 | C basis | 3,950.27        | 47,403 | 4,171.98 | 50,064 | 4,404.27 | 52,851 | 4,653.72 | 55,845 | 4,910.83 | 58,930  |
| 21D             | E basis | 4,660.55        | 55,927 | 4,914.96 | 58,980 | 5,194.51 | 62,334 | 5,478.34 | 65,740 | 5,789.74 | 69,477  |
|                 | B basis | 4,401.65        | 52,820 | 4,641.81 | 55,702 | 4,905.88 | 58,871 | 5,174.06 | 62,089 | 5,468.11 | 65,617  |
|                 | C basis | 4,063.01        | 48,756 | 4,284.80 | 51,418 | 4,528.52 | 54,342 | 4,776.01 | 57,312 | 5,047.46 | 60,570  |
| 22D             | E basis | 4,785.47        | 57,426 | 5,051.96 | 60,624 | 5,338.11 | 64,057 | 5,632.97 | 67,596 | 5,965.15 | 71,582  |
|                 | B basis | 4,519.63        | 54,236 | 4,771.22 | 57,255 | 5,041.46 | 60,498 | 5,320.05 | 63,841 | 5,633.77 | 67,605  |
|                 | C basis | 4,171.98        | 50,064 | 4,404.27 | 52,851 | 4,653.72 | 55,845 | 4,910.83 | 58,930 | 5,200.38 | 62,405  |
| 23D             | E basis | 4,908.27        | 58,899 | 5,180.22 | 62,163 | 5,469.63 | 65,636 | 5,781.02 | 69,372 | 6,118.68 | 73,424  |
|                 | B basis | 4,635.62        | 55,627 | 4,892.39 | 58,709 | 5,165.72 | 61,989 | 5,459.85 | 65,518 | 5,778.73 | 69,345  |
|                 | C basis | 4,279.00        | 51,348 | 4,516.07 | 54,193 | 4,768.41 | 57,221 | 5,039.86 | 60,478 | 5,334.19 | 64,010  |
|                 | A Basis | 5,474.64        | 65,696 | 5,777.91 | 69,335 | 6,100.73 | 73,209 | 6,448.02 | 77,376 | 6,824.66 | 81,896  |
| 28D             | E basis | 5,435.64        | 65,228 | 5,744.81 | 68,938 | 6,062.71 | 72,753 | 6,400.48 | 76,806 | 6,758.92 | 81,107  |
|                 | B basis | 5,133.67        | 61,604 | 5,425.66 | 65,108 | 5,725.97 | 68,712 | 6,044.85 | 72,538 | 6,383.40 | 76,601  |
|                 | C basis | 4,738.80        | 56,866 | 5,008.29 | 60,099 | 5,285.47 | 63,426 | 5,579.88 | 66,959 | 5,892.40 | 70,709  |
| 29D             | E basis | 5,594.65        | 67,136 | 5,904.83 | 70,858 | 6,229.30 | 74,752 | 6,578.02 | 78,936 | 6,943.16 | 83,318  |
|                 | B basis | 5,283.78        | 63,405 | 5,576.79 | 66,921 | 5,883.30 | 70,600 | 6,212.58 | 74,551 | 6,557.41 | 78,689  |
|                 | C basis | 4,877.37        | 58,528 | 5,147.81 | 61,774 | 5,430.71 | 65,169 | 5,734.68 | 68,816 | 6,052.99 | 72,636  |
| 30D             | E basis | 5,744.81        | 68,938 | 6,062.71 | 72,753 | 6,400.48 | 76,806 | 6,758.92 | 81,107 | 7,141.60 | 85,699  |
|                 | B basis | 5,425.66        | 65,108 | 5,725.97 | 68,712 | 6,044.85 | 72,538 | 6,383.40 | 76,601 | 6,744.81 | 80,938  |
|                 | C basis | 5,008.29        | 60,099 | 5,285.47 | 63,426 | 5,579.88 | 66,959 | 5,892.40 | 70,709 | 6,225.99 | 74,712  |
| 31D             | E basis | 5,904.83        | 70,858 | 6,229.30 | 74,752 | 6,578.02 | 78,936 | 6,943.16 | 83,318 | 7,343.29 | 88,119  |
|                 | B basis | 5,576.79        | 66,921 | 5,883.30 | 70,600 | 6,212.58 | 74,551 | 6,557.41 | 78,689 | 6,935.32 | 83,224  |
|                 | C basis | 5,147.81        | 61,774 | 5,430.71 | 65,169 | 5,734.68 | 68,816 | 6,052.99 | 72,636 | 6,401.86 | 76,822  |
| 32D             | E basis | 6,062.71        | 72,753 | 6,400.48 | 76,806 | 6,758.92 | 81,107 | 7,141.60 | 85,699 | 7,548.32 | 90,580  |
|                 | B basis | 5,725.97        | 68,712 | 6,044.85 | 72,538 | 6,383.40 | 76,601 | 6,744.81 | 80,938 | 7,128.91 | 85,547  |
|                 | C basis | 5,285.47        | 63,426 | 5,579.88 | 66,959 | 5,892.40 | 70,709 | 6,225.99 | 74,712 | 6,580.56 | 78,967  |
| 33D             | A basis | 6,948.16        | 83,378 | 7,332.16 | 87,986 | 7,741.82 | 92,902 | 8,190.56 | 98,287 | 8,652.82 | 103,834 |
|                 | E basis | 6,229.35        | 74,752 | 6,573.60 | 78,883 | 6,940.94 | 83,291 | 7,343.30 | 88,120 | 7,757.65 | 93,092  |
|                 | B basis | 5,883.30        | 70,600 | 6,208.44 | 74,501 | 6,555.34 | 78,664 | 6,935.32 | 83,224 | 7,326.71 | 87,921  |
|                 | C basis | 5,430.71        | 65,169 | 5,730.83 | 68,770 | 6,051.03 | 72,612 | 6,401.86 | 76,822 | 6,763.08 | 81,157  |

APPENDIX E

Los Angeles Unified School District

2014-2015 SPECIAL SERVICES SALARY (D) TABLE (Continued)

| PAY SCALE GROUP |                | PAY SCALE LEVEL |         |          |         |          |         |          |         |           |         |
|-----------------|----------------|-----------------|---------|----------|---------|----------|---------|----------|---------|-----------|---------|
| No./Basis       |                | 1               | 2       | 3        | 4       | 5        |         |          |         |           |         |
| <b>34D</b>      | <b>A basis</b> | 7,138.93        | 85,667  | 7,538.78 | 90,465  | 7,965.59 | 95,587  | 8,419.22 | 101,031 | 8,880.24  | 106,563 |
|                 | <b>E basis</b> | 6,400.41        | 76,805  | 6,758.92 | 81,107  | 7,141.54 | 85,698  | 7,548.29 | 90,579  | 7,961.60  | 95,539  |
|                 | <b>B basis</b> | 6,044.85        | 72,538  | 6,383.40 | 76,601  | 6,744.81 | 80,938  | 7,128.91 | 85,547  | 7,519.27  | 90,231  |
|                 | <b>C basis</b> | 5,579.88        | 66,959  | 5,892.40 | 70,709  | 6,225.99 | 74,712  | 6,580.56 | 78,967  | 6,940.85  | 83,290  |
| <b>35D</b>      | <b>A basis</b> | 7,337.02        | 88,044  | 7,744.27 | 92,931  | 8,190.56 | 98,287  | 8,655.25 | 103,863 | 9,135.86  | 109,630 |
|                 | <b>E basis</b> | 6,578.02        | 78,936  | 6,943.15 | 83,318  | 7,343.22 | 88,119  | 7,759.86 | 93,118  | 8,190.78  | 98,289  |
|                 | <b>B basis</b> | 6,212.58        | 74,551  | 6,557.41 | 78,689  | 6,935.32 | 83,224  | 7,328.78 | 87,945  | 7,735.72  | 92,829  |
| <b>36D</b>      | <b>A basis</b> | 7,538.78        | 90,465  | 7,965.59 | 95,587  | 8,419.22 | 101,031 | 8,880.24 | 106,563 | 9,398.70  | 112,784 |
|                 | <b>E basis</b> | 6,758.88        | 81,107  | 7,141.53 | 85,698  | 7,548.27 | 90,579  | 7,961.58 | 95,539  | 8,426.41  | 101,117 |
|                 | <b>B basis</b> | 6,383.40        | 76,601  | 6,744.81 | 80,938  | 7,128.91 | 85,547  | 7,519.27 | 90,231  | 7,958.28  | 95,499  |
|                 | <b>C basis</b> | 5,892.40        | 70,709  | 6,225.95 | 74,711  | 6,580.56 | 78,967  | 6,940.88 | 83,291  | 7,346.13  | 88,154  |
| <b>37D</b>      | <b>A basis</b> | 7,744.27        | 92,931  | 8,190.56 | 98,287  | 8,655.25 | 103,863 | 9,135.86 | 109,630 | 9,656.76  | 115,881 |
|                 | <b>E basis</b> | 6,943.15        | 83,318  | 7,343.22 | 88,119  | 7,759.86 | 93,118  | 8,190.78 | 98,289  | 8,657.75  | 103,893 |
|                 | <b>B basis</b> | 6,557.42        | 78,689  | 6,935.28 | 83,223  | 7,328.77 | 87,945  | 7,735.73 | 92,829  | 8,176.77  | 98,121  |
| <b>38D</b>      | <b>A basis</b> | 7,965.59        | 95,587  | 8,419.22 | 101,031 | 8,880.24 | 106,563 | 9,398.70 | 112,784 | 9,915.94  | 118,991 |
|                 | <b>E basis</b> | 7,141.53        | 85,698  | 7,548.27 | 90,579  | 7,961.58 | 95,539  | 8,426.41 | 101,117 | 8,890.13  | 106,682 |
|                 | <b>B basis</b> | 6,744.78        | 80,937  | 7,128.91 | 85,547  | 7,519.27 | 90,231  | 7,958.28 | 95,499  | 8,396.23  | 100,755 |
| <b>39D</b>      | <b>A basis</b> | 8,190.56        | 98,287  | 8,655.25 | 103,863 | 9,135.86 | 109,630 | 9,656.76 | 115,881 | 10,197.25 | 122,367 |
|                 | <b>E basis</b> | 7,343.22        | 88,119  | 7,759.86 | 93,118  | 8,190.78 | 98,289  | 8,657.75 | 103,893 | 9,142.32  | 109,708 |
|                 | <b>B basis</b> | 6,935.28        | 83,223  | 7,328.77 | 87,945  | 7,735.73 | 92,829  | 8,176.77 | 98,121  | 8,634.41  | 103,613 |
| <b>40D</b>      | <b>A basis</b> | 8,419.22        | 101,031 | 8,880.24 | 106,563 | 9,398.70 | 112,784 | 9,915.94 | 118,991 | 10,482.19 | 125,786 |
|                 | <b>E basis</b> | 7,548.27        | 90,579  | 7,961.58 | 95,539  | 8,426.41 | 101,117 | 8,890.13 | 106,682 | 9,397.84  | 112,774 |
|                 | <b>B basis</b> | 7,128.91        | 85,547  | 7,519.27 | 90,231  | 7,958.28 | 95,499  | 8,396.23 | 100,755 | 8,875.73  | 106,509 |

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 SPECIAL SERVICES SALARY (D) TABLE (Continued)

**First Career Increment - Pay Scale Group D, Pay Scale Levels 11-15**

| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
|---------------------------|---------------------------|---------------------------|---------------------------|
| \$2,934.84 Annual         | \$2,631.24 Annual         | \$2,485.08 Annual         | \$2,293.92 Annual         |
| 244.57 Monthly            | 219.27 Monthly            | 207.09 Monthly            | 191.16 Monthly            |

**Second Career Increment - Pay Scale Group D, Pay Scale Levels 21-25**

| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
|---------------------------|---------------------------|---------------------------|---------------------------|
| \$3,638.76 Annual         | \$3,263.04 Annual         | \$3,080.88 Annual         | \$2,844.84 Annual         |
| 303.23 Monthly            | 271.92 Monthly            | 256.74 Monthly            | 237.07 Monthly            |

**Third Career Increment - Pay Scale Group D, Pay Scale Levels 31-35**

| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
|---------------------------|---------------------------|---------------------------|---------------------------|
| \$5,224.32 Annual         | \$4,683.24 Annual         | \$4,423.56 Annual         | \$4,082.76 Annual         |
| 435.36 Monthly            | 390.27 Monthly            | 368.63 Monthly            | 340.23 Monthly            |

**Fourth Career Increment - Pay Scale Group D, Pay Scale Levels 41-45**

| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
|---------------------------|---------------------------|---------------------------|---------------------------|
| \$6,793.92 Annual         | \$6,091.20 Annual         | \$5,752.68 Annual         | \$5,310.72 Annual         |
| 566.16 Monthly            | 507.60 Monthly            | 479.39 Monthly            | 442.56 Monthly            |

**Doctorate Degree - Effective 7/01/08, degree differentials are hourly rates paid as worked.**

| <u>A,E, and B Basis</u> | <u>C Basis</u>   |
|-------------------------|------------------|
| 0.71552 Hourly          | 0.71552 (8 hour) |
|                         | 0.95402 (6 hour) |

An employee who is reassigned from a monthly payment rate salary table to the Special Services Salary Table shall be allocated to the rate on the new pay scale group which is next above the rate to which entitled on the employee's former table, including degree and responsibility differentials and career increment. An employee returning to the same pay scale group within the same school year shall not be allocated to a higher pay scale level than that to which previously entitled during that same school year. An employee returning to a pay scale group on this table within 39 months will be placed on the employee's former pay scale level if it is to the employee's advantage. An employee reassigned to a class allocated to the same pay scale group as that of the former class shall be allocated to the same pay scale level. An employee reassigned to a class allocated to a higher pay scale group than that of the employee's former class shall be allocated to the next higher rate on such higher pay scale group.

An employee who is promoted to a class on the Special Services Salary Table with a higher maximum rate than that of the former monthly payment rate classification shall have the pay scale level placement recomputed pursuant to Section 4.1 of Appendix E of the District/UTLA Agreement if the salary to which the employee would have been entitled in the former class is increased within three calendar months of the reassignment to the higher class.

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

- A basis annualized: 261 paid days; 2,088 hours annual.
- E basis annualized: 234 paid days; 1,872 hours annual.
- B basis annualized: 221 paid days; 1,768 hours annual.
- K basis annualized: 214 paid days; 1,712 hours annual.
- C basis annualized: 204 paid days (or equivalent hours); 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).

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



APPENDIX E



Los Angeles Unified School District  
2015-2016 PREPARATION SALARY (T) TABLE (July 1, 2015 - December 31, 2015)

Preparation Salary (T) Table (Regular Credentials): 2015-2016 rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the Final 2014-2015 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<br>(Req. Pts.)* |                | PAY SCALE LEVEL |          |          |          |          |          |          |          |          |          |
|---------------------------------|----------------|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|                                 |                | 1               | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| <b>20</b><br><br>(Minimum)      | <b>C Basis</b> | 49,380          | 49,439   | 49,965   | 50,492   | 50,550   | 50,632   | 52,083   | 53,300   | 55,136   | 56,704   |
|                                 |                | 4,115.03        | 4,119.92 | 4,163.78 | 4,207.66 | 4,212.53 | 4,219.35 | 4,340.23 | 4,441.63 | 4,594.69 | 4,725.33 |
|                                 | <b>B Basis</b> | 53,496          | 53,559   | 54,129   | 54,700   | 54,763   | 54,852   | 56,423   | 57,741   | 59,731   | 61,429   |
|                                 |                | 4,457.96        | 4,463.24 | 4,510.76 | 4,558.30 | 4,563.58 | 4,570.97 | 4,701.92 | 4,811.77 | 4,977.58 | 5,119.10 |
|                                 | <b>A Basis</b> | 63,207          | 63,282   | 63,956   | 64,629   | 64,704   | 64,809   | 66,666   | 68,223   | 70,574   | 72,581   |
|                                 |                | 5,267.25        | 5,273.48 | 5,329.64 | 5,385.79 | 5,392.04 | 5,400.77 | 5,555.52 | 5,685.29 | 5,881.20 | 6,048.42 |
| <b>21</b><br><br>(+ 14 points)  | <b>C Basis</b> | 49,439          | 49,965   | 50,492   | 50,550   | 50,632   | 52,586   | 53,300   | 55,686   | 57,289   | 59,196   |
|                                 |                | 4,119.92        | 4,163.78 | 4,207.66 | 4,212.53 | 4,219.35 | 4,382.16 | 4,441.63 | 4,640.51 | 4,774.07 | 4,932.98 |
|                                 | <b>B Basis</b> | 53,559          | 54,129   | 54,700   | 54,763   | 54,852   | 56,968   | 57,741   | 60,327   | 62,063   | 64,129   |
|                                 |                | 4,463.24        | 4,510.76 | 4,558.30 | 4,563.58 | 4,570.97 | 4,747.35 | 4,811.77 | 5,027.22 | 5,171.91 | 5,344.07 |
|                                 | <b>A Basis</b> | 63,282          | 63,956   | 64,629   | 64,704   | 64,809   | 67,310   | 68,223   | 71,278   | 73,330   | 75,771   |
|                                 |                | 5,273.48        | 5,329.64 | 5,385.79 | 5,392.04 | 5,400.77 | 5,609.16 | 5,685.29 | 5,939.84 | 6,110.81 | 6,314.21 |
| <b>22</b><br><br>(+ 28 points)  | <b>C Basis</b> | 49,965          | 50,024   | 50,550   | 50,632   | 52,352   | 54,388   | 56,224   | 57,862   | 59,523   | 62,272   |
|                                 |                | 4,163.78        | 4,168.67 | 4,212.53 | 4,219.35 | 4,362.67 | 4,532.30 | 4,685.36 | 4,821.84 | 4,960.27 | 5,189.37 |
|                                 | <b>B Basis</b> | 54,129          | 54,192   | 54,763   | 54,852   | 56,715   | 58,920   | 60,910   | 62,684   | 64,484   | 67,462   |
|                                 |                | 4,510.76        | 4,516.04 | 4,563.58 | 4,570.97 | 4,726.21 | 4,909.98 | 5,075.80 | 5,223.66 | 5,373.63 | 5,621.83 |
|                                 | <b>A Basis</b> | 63,956          | 64,031   | 64,704   | 64,809   | 67,011   | 69,616   | 71,967   | 74,064   | 76,190   | 79,709   |
|                                 |                | 5,329.64        | 5,335.89 | 5,392.04 | 5,400.77 | 5,584.21 | 5,801.33 | 5,997.26 | 6,171.97 | 6,349.14 | 6,642.40 |
| <b>23</b><br><br>(+ 42 points)  | <b>C Basis</b> | 50,024          | 50,550   | 50,632   | 52,352   | 54,154   | 56,259   | 58,423   | 60,097   | 61,851   | 65,571   |
|                                 |                | 4,168.67        | 4,212.53 | 4,219.35 | 4,362.67 | 4,512.80 | 4,688.28 | 4,868.62 | 5,008.05 | 5,154.27 | 5,464.29 |
|                                 | <b>B Basis</b> | 54,192          | 54,763   | 54,852   | 56,715   | 58,666   | 60,948   | 63,292   | 65,105   | 67,006   | 71,036   |
|                                 |                | 4,516.04        | 4,563.58 | 4,570.97 | 4,726.21 | 4,888.86 | 5,078.98 | 5,274.35 | 5,425.38 | 5,583.81 | 5,919.66 |
|                                 | <b>A Basis</b> | 64,031          | 64,704   | 64,809   | 67,011   | 69,316   | 72,012   | 74,782   | 76,924   | 79,170   | 83,931   |
|                                 |                | 5,335.89        | 5,392.04 | 5,400.77 | 5,584.21 | 5,776.37 | 6,000.99 | 6,231.85 | 6,410.30 | 6,597.49 | 6,994.29 |
| <b>24</b><br><br>(+ 56 points)  | <b>C Basis</b> | 50,550          | 50,632   | 52,352   | 54,154   | 56,259   | 58,459   | 60,705   | 62,448   | 64,589   | 68,765   |
|                                 |                | 4,212.53        | 4,219.35 | 4,362.67 | 4,512.80 | 4,688.28 | 4,871.56 | 5,058.74 | 5,204.00 | 5,382.41 | 5,730.44 |
|                                 | <b>B Basis</b> | 54,763          | 54,852   | 56,715   | 58,666   | 60,948   | 63,330   | 65,764   | 67,652   | 69,971   | 74,496   |
|                                 |                | 4,563.58        | 4,570.97 | 4,726.21 | 4,888.86 | 5,078.98 | 5,277.51 | 5,480.30 | 5,637.65 | 5,830.94 | 6,207.99 |
|                                 | <b>A Basis</b> | 64,704          | 64,809   | 67,011   | 69,316   | 72,012   | 74,827   | 77,702   | 79,933   | 82,674   | 88,020   |
|                                 |                | 5,392.04        | 5,400.77 | 5,584.21 | 5,776.37 | 6,000.99 | 6,235.60 | 6,475.17 | 6,661.11 | 6,889.48 | 7,334.96 |
| <b>25</b><br><br>(+ 70 points)  | <b>C Basis</b> | 50,632          | 52,352   | 53,849   | 56,938   | 59,149   | 61,465   | 63,056   | 65,010   | 67,537   | 72,029   |
|                                 |                | 4,219.35        | 4,362.67 | 4,487.44 | 4,744.83 | 4,929.08 | 5,122.09 | 5,254.69 | 5,417.50 | 5,628.07 | 6,002.45 |
|                                 | <b>B Basis</b> | 54,852          | 56,715   | 58,337   | 61,683   | 64,078   | 66,587   | 68,311   | 70,427   | 73,165   | 78,032   |
|                                 |                | 4,570.97        | 4,726.21 | 4,861.41 | 5,140.22 | 5,339.82 | 5,548.94 | 5,692.58 | 5,868.95 | 6,097.09 | 6,502.63 |
|                                 | <b>A Basis</b> | 64,809          | 67,011   | 68,927   | 72,881   | 75,711   | 78,675   | 80,712   | 83,213   | 86,447   | 92,198   |
|                                 |                | 5,400.77        | 5,584.21 | 5,743.93 | 6,073.38 | 6,309.22 | 6,556.28 | 6,726.01 | 6,934.40 | 7,203.93 | 7,683.13 |
| <b>26</b><br><br>(+ 84 points)  | <b>C Basis</b> | 52,586          | 54,107   | 55,686   | 59,207   | 61,512   | 63,922   | 65,525   | 67,806   | 70,497   | 75,223   |
|                                 |                | 4,382.16        | 4,508.91 | 4,640.51 | 4,933.95 | 5,126.01 | 5,326.83 | 5,460.40 | 5,650.50 | 5,874.73 | 6,268.58 |
|                                 | <b>B Basis</b> | 56,968          | 58,616   | 60,327   | 64,141   | 66,638   | 69,249   | 70,985   | 73,457   | 76,371   | 81,492   |
|                                 |                | 4,747.35        | 4,884.64 | 5,027.22 | 5,345.12 | 5,553.17 | 5,770.73 | 5,915.43 | 6,121.38 | 6,364.29 | 6,790.98 |
|                                 | <b>A Basis</b> | 67,310          | 69,257   | 71,278   | 75,785   | 78,735   | 81,820   | 83,872   | 86,792   | 90,236   | 96,285   |
|                                 |                | 5,609.16        | 5,771.39 | 5,939.84 | 6,315.45 | 6,561.28 | 6,818.34 | 6,989.31 | 7,232.65 | 7,519.65 | 8,023.78 |
| <b>27^</b><br><br>(+ 98 points) | <b>C Basis</b> | 53,756          | 56,248   | 57,885   | 61,582   | 63,980   | 66,484   | 68,075   | 70,649   | 73,445   | 78,545   |
|                                 |                | 4,479.65        | 4,687.31 | 4,823.79 | 5,131.84 | 5,331.70 | 5,540.33 | 5,672.92 | 5,887.41 | 6,120.40 | 6,545.45 |
|                                 | <b>B Basis</b> | 58,235          | 60,935   | 62,709   | 66,714   | 69,312   | 72,024   | 73,748   | 76,536   | 79,565   | 85,091   |
|                                 |                | 4,852.95        | 5,077.91 | 5,225.78 | 5,559.51 | 5,776.02 | 6,002.04 | 6,145.66 | 6,378.01 | 6,630.43 | 7,090.92 |
|                                 | <b>A Basis</b> | 68,807          | 71,997   | 74,093   | 78,825   | 81,895   | 85,100   | 87,136   | 90,431   | 94,009   | 100,538  |
|                                 |                | 5,733.95        | 5,999.75 | 6,174.45 | 6,568.76 | 6,824.59 | 7,091.63 | 7,261.34 | 7,535.88 | 7,834.11 | 8,378.18 |
| <b>(continued)</b>              | <b>C Basis</b> | 78,920          | 79,259   | 79,622   | 79,961   |          |          |          |          |          |          |
|                                 |                | 6,576.66        | 6,604.93 | 6,635.15 | 6,663.42 |          |          |          |          |          |          |
| <b>27</b>                       | <b>B Basis</b> | 85,497          | 85,864   | 86,257   | 86,624   |          |          |          |          |          |          |
|                                 |                | 7,124.71        | 7,155.34 | 7,188.07 | 7,218.70 |          |          |          |          |          |          |
| <b>(+ 98 points)</b>            | <b>A Basis</b> | 101,017         | 101,452  | 101,916  | 102,350  |          |          |          |          |          |          |
|                                 |                | 8,418.11        | 8,454.30 | 8,492.99 | 8,529.18 |          |          |          |          |          |          |

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.

Los Angeles Unified School District

2015-2016 PREPARATION SALARY (T) TABLE (Continued)

(T) Salary Table

Degree Differentials:

|                  | <u>MA Degree</u> | <u>DR Degree</u> |
|------------------|------------------|------------------|
| C Basis (6 hour) | \$584<br>0.47696 | 1,168<br>0.95402 |
| C Basis (8 hour) | \$584<br>0.35772 | 1,168<br>0.71552 |
| B Basis (6 hour) | 632<br>0.47696   | 1,265<br>0.95402 |
| B Basis (8 hour) | 632<br>0.35772   | 1,265<br>0.71552 |
| E Basis (6 hour) | 670<br>0.47696   | 1,339<br>0.95402 |
| E Basis (8 hour) | 670<br>0.35772   | 1,339<br>0.71552 |
| A Basis          | 747<br>0.35772   | 1,494<br>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 | 81,178<br>6,764.80  | 81,762                 | 82,346                 |
| B Basis | 87,942<br>7,328.54  | 88,574                 | 89,207                 |
| A Basis | 103,907<br>8,658.94 | 104,654                | 105,401                |

**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 | 81,798<br>6,816.48  | 82,382                 | 82,966                 |
| B Basis | 88,614<br>7,384.52  | 89,246                 | 89,879                 |
| A Basis | 104,701<br>8,725.10 | 105,448                | 106,195                |

**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 | 83,962<br>6,996.83  | 84,546                 | 85,130                 |
| B Basis | 90,959<br>7,579.90  | 91,591                 | 92,224                 |
| A Basis | 107,471<br>8,955.94 | 108,218                | 108,965                |

**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 | 85,378<br>7,114.80  | 85,962                 | 86,546                 |
| B Basis | 92,492<br>7,707.69  | 93,124                 | 93,757                 |
| A Basis | 109,283<br>9,106.94 | 110,030                | 110,777                |

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 = 262 paid days or equivalent hours; 2,096 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  
2015-2016 PREPARATION SALARY (L) TABLE

Preparation Salary (L) Table (Alternative Certification): 2015-2016 rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates. 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<br>(Req. Pts.)** |                | PAY SCALE LEVEL |          |   |          |          |          |          |          |          |          |          |
|----------------------------------|----------------|-----------------|----------|---|----------|----------|----------|----------|----------|----------|----------|----------|
|                                  |                | 1               | 2        | * | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| <b>20</b><br><br>(Minimum)       | <b>C Basis</b> | 43,052          | 43,052   |   | 43,052   | 43,800   | 46,058   | 46,538   | 47,977   | 49,591   | 51,872   | 54,177   |
|                                  |                | 3,587.63        | 3,587.63 |   | 3,587.63 | 3,650.01 | 3,838.17 | 3,878.14 | 3,998.05 | 4,132.58 | 4,322.69 | 4,514.74 |
|                                  | <b>B Basis</b> | 46,639          | 46,639   |   | 46,639   | 47,450   | 49,896   | 50,416   | 51,975   | 53,723   | 56,195   | 58,692   |
|                                  |                | 3,886.59        | 3,886.59 |   | 3,886.59 | 3,954.18 | 4,158.01 | 4,201.31 | 4,331.23 | 4,476.95 | 4,682.92 | 4,890.97 |
|                                  | <b>A Basis</b> | 55,106          | 55,106   |   | 55,106   | 56,064   | 58,954   | 59,568   | 61,410   | 63,477   | 66,396   | 69,346   |
|                                  |                | 4,592.15        | 4,592.15 |   | 4,592.15 | 4,672.02 | 4,912.86 | 4,964.01 | 5,117.50 | 5,289.71 | 5,533.04 | 5,778.87 |
| <b>21</b><br><br>(+ 14 points)   | <b>C Basis</b> | 43,052          | 43,052   |   | 43,426   | 45,134   | 46,924   | 48,667   | 50,515   | 52,340   | 54,130   | 56,552   |
|                                  |                | 3,587.63        | 3,587.63 |   | 3,618.82 | 3,761.15 | 3,910.31 | 4,055.57 | 4,209.60 | 4,361.68 | 4,510.85 | 4,712.64 |
|                                  | <b>B Basis</b> | 46,639          | 46,639   |   | 47,045   | 48,895   | 50,834   | 52,722   | 54,725   | 56,706   | 58,641   | 61,265   |
|                                  |                | 3,886.59        | 3,886.59 |   | 3,920.38 | 4,074.58 | 4,236.16 | 4,393.54 | 4,560.41 | 4,725.16 | 4,886.75 | 5,105.38 |
|                                  | <b>A Basis</b> | 55,106          | 55,106   |   | 55,585   | 57,771   | 60,062   | 62,294   | 64,659   | 66,995   | 69,287   | 72,386   |
|                                  |                | 4,592.15        | 4,592.15 |   | 4,632.09 | 4,814.27 | 5,005.20 | 5,191.13 | 5,388.28 | 5,582.95 | 5,773.88 | 6,032.19 |
| <b>22</b><br><br>(+ 28 points)   | <b>C Basis</b> | 43,052          | 43,426   |   | 45,204   | 47,216   | 49,123   | 51,135   | 53,054   | 55,113   | 57,043   | 59,488   |
|                                  |                | 3,587.63        | 3,618.82 |   | 3,766.99 | 3,934.69 | 4,093.59 | 4,261.27 | 4,421.16 | 4,592.73 | 4,753.60 | 4,957.35 |
|                                  | <b>B Basis</b> | 46,639          | 47,045   |   | 48,971   | 51,151   | 53,217   | 55,397   | 57,475   | 59,706   | 61,797   | 64,446   |
|                                  |                | 3,886.59        | 3,920.38 |   | 4,080.92 | 4,262.57 | 4,434.72 | 4,616.38 | 4,789.58 | 4,975.47 | 5,149.74 | 5,370.47 |
|                                  | <b>A Basis</b> | 55,106          | 55,585   |   | 57,861   | 60,437   | 62,877   | 65,453   | 67,909   | 70,544   | 73,015   | 76,145   |
|                                  |                | 4,592.15        | 4,632.09 |   | 4,821.75 | 5,036.40 | 5,239.79 | 5,454.43 | 5,659.07 | 5,878.70 | 6,084.62 | 6,345.41 |
| <b>23</b><br><br>(+ 42 points)   | <b>C Basis</b> | 43,426          | 45,169   |   | 47,216   | 49,263   | 51,463   | 53,580   | 55,686   | 57,768   | 59,886   | 62,647   |
|                                  |                | 3,618.82        | 3,764.08 |   | 3,934.69 | 4,105.29 | 4,288.57 | 4,465.02 | 4,640.51 | 4,814.04 | 4,990.49 | 5,220.57 |
|                                  | <b>B Basis</b> | 47,045          | 48,933   |   | 51,151   | 53,369   | 55,752   | 58,046   | 60,327   | 62,583   | 64,877   | 67,867   |
|                                  |                | 3,920.38        | 4,077.76 |   | 4,262.57 | 4,447.39 | 4,645.96 | 4,837.13 | 5,027.22 | 5,215.21 | 5,406.38 | 5,655.61 |
|                                  | <b>A Basis</b> | 55,585          | 57,816   |   | 60,437   | 63,057   | 65,872   | 68,583   | 71,278   | 73,944   | 76,654   | 80,188   |
|                                  |                | 4,632.09        | 4,818.02 |   | 5,036.40 | 5,254.76 | 5,489.36 | 5,715.23 | 5,939.84 | 6,161.96 | 6,387.84 | 6,682.33 |
| <b>24</b><br><br>(+ 56 points)   | <b>C Basis</b> | 45,169          | 46,900   |   | 49,123   | 51,463   | 53,674   | 55,979   | 58,260   | 60,471   | 62,834   | 65,700   |
|                                  |                | 3,764.08        | 3,908.35 |   | 4,093.59 | 4,288.57 | 4,472.82 | 4,664.88 | 4,854.99 | 5,039.24 | 5,236.17 | 5,475.02 |
|                                  | <b>B Basis</b> | 48,933          | 50,809   |   | 53,217   | 55,752   | 58,147   | 60,643   | 63,115   | 65,510   | 68,070   | 71,175   |
|                                  |                | 4,077.76        | 4,234.05 |   | 4,434.72 | 4,645.96 | 4,845.56 | 5,053.62 | 5,259.58 | 5,459.18 | 5,672.53 | 5,931.27 |
|                                  | <b>A Basis</b> | 57,816          | 60,032   |   | 62,877   | 65,872   | 68,703   | 71,652   | 74,572   | 77,403   | 80,428   | 84,096   |
|                                  |                | 4,818.02        | 5,002.70 |   | 5,239.79 | 5,489.36 | 5,725.21 | 5,971.04 | 6,214.37 | 6,450.23 | 6,702.30 | 7,008.02 |
| <b>25</b><br><br>(+ 70 points)   | <b>C Basis</b> | 46,737          | 48,702   |   | 51,182   | 53,580   | 55,990   | 58,435   | 60,880   | 63,243   | 65,688   | 68,812   |
|                                  |                | 3,894.72        | 4,058.49 |   | 4,265.18 | 4,465.02 | 4,665.86 | 4,869.61 | 5,073.36 | 5,270.29 | 5,474.04 | 5,734.34 |
|                                  | <b>B Basis</b> | 50,631          | 52,761   |   | 55,447   | 58,046   | 60,656   | 63,305   | 65,954   | 68,514   | 71,163   | 74,546   |
|                                  |                | 4,219.27        | 4,396.71 |   | 4,620.60 | 4,837.13 | 5,054.68 | 5,275.40 | 5,496.14 | 5,709.49 | 5,930.22 | 6,212.20 |
|                                  | <b>A Basis</b> | 59,823          | 62,338   |   | 65,513   | 68,583   | 71,667   | 74,797   | 77,927   | 80,952   | 84,081   | 88,080   |
|                                  |                | 4,985.22        | 5,194.86 |   | 5,459.42 | 5,715.23 | 5,972.29 | 6,233.10 | 6,493.90 | 6,745.97 | 7,006.78 | 7,339.96 |
| <b>26</b><br><br>(+ 84 points)   | <b>C Basis</b> | 48,597          | 50,515   |   | 53,066   | 55,686   | 58,260   | 60,892   | 63,419   | 65,958   | 68,578   | 71,877   |
|                                  |                | 4,049.72        | 4,209.60 |   | 4,422.14 | 4,640.51 | 4,854.99 | 5,074.35 | 5,284.91 | 5,496.46 | 5,714.85 | 5,989.76 |
|                                  | <b>B Basis</b> | 52,646          | 54,725   |   | 57,488   | 60,327   | 63,115   | 65,966   | 68,704   | 71,454   | 74,293   | 77,867   |
|                                  |                | 4,387.20        | 4,560.41 |   | 4,790.63 | 5,027.22 | 5,259.58 | 5,497.20 | 5,725.32 | 5,954.52 | 6,191.08 | 6,488.91 |
|                                  | <b>A Basis</b> | 62,204          | 64,659   |   | 67,924   | 71,278   | 74,572   | 77,942   | 81,176   | 84,426   | 87,780   | 92,003   |
|                                  |                | 5,183.64        | 5,388.28 |   | 5,660.33 | 5,939.84 | 6,214.37 | 6,495.15 | 6,764.69 | 7,035.48 | 7,315.00 | 7,666.89 |
| <b>27</b><br><br>(+ 98 points)   | <b>C Basis</b> | 50,012          | 52,340   |   | 55,113   | 57,768   | 60,494   | 63,279   | 65,969   | 68,718   | 71,444   | 75,048   |
|                                  |                | 4,167.69        | 4,361.68 |   | 4,592.73 | 4,814.04 | 5,041.19 | 5,273.22 | 5,497.44 | 5,726.54 | 5,953.70 | 6,253.97 |
|                                  | <b>B Basis</b> | 54,180          | 56,702   |   | 59,706   | 62,583   | 65,535   | 68,552   | 71,467   | 74,445   | 77,398   | 81,302   |
|                                  |                | 4,514.98        | 4,725.16 |   | 4,975.47 | 5,215.21 | 5,461.28 | 5,712.66 | 5,955.57 | 6,203.76 | 6,449.84 | 6,775.13 |
|                                  | <b>A Basis</b> | 64,016          | 66,995   |   | 70,544   | 73,944   | 77,433   | 80,997   | 84,441   | 87,960   | 91,449   | 96,061   |
|                                  |                | 5,334.63        | 5,582.95 |   | 5,878.70 | 6,161.96 | 6,452.71 | 6,749.71 | 7,036.71 | 7,329.96 | 7,620.74 | 8,005.06 |

Additional Pay Scale Levels

|                      |                | 11       | 12       | 13       | 14       |
|----------------------|----------------|----------|----------|----------|----------|
| (continued)          | <b>C Basis</b> | 75,399   | 75,726   | 76,054   | 76,393   |
|                      |                | 6,283.21 | 6,310.51 | 6,337.80 | 6,366.08 |
| <b>27</b>            | <b>B Basis</b> | 81,682   | 82,037   | 82,392   | 82,759   |
|                      |                | 6,806.81 | 6,836.38 | 6,865.96 | 6,896.58 |
| <b>(+ 98 points)</b> | <b>A Basis</b> | 96,510   | 96,929   | 97,349   | 97,783   |
|                      |                | 8,042.51 | 8,077.45 | 8,112.40 | 8,148.58 |

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

2015-2016 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 | 77,539   | 78,123                 | 78,707                 |
|         | 6,461.61 |                        |                        |
| B Basis | 84,001   | 84,633                 | 85,266                 |
|         | 7,000.09 |                        |                        |
| A Basis | 99,250   | 99,997                 | 100,744                |
|         | 8,270.86 |                        |                        |

**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 | 78,136   | 78,720                 | 79,304                 |
|         | 6,511.33 |                        |                        |
| B Basis | 84,647   | 85,279                 | 85,279                 |
|         | 7,053.95 |                        |                        |
| A Basis | 100,014  | 100,761                | 101,508                |
|         | 8,334.51 |                        |                        |

**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 | 79,481   | 80,065                 | 80,649                 |
|         | 6,623.45 |                        |                        |
| B Basis | 86,105   | 86,737                 | 87,370                 |
|         | 7,175.40 |                        |                        |
| A Basis | 101,736  | 102,483                | 103,230                |
|         | 8,478.02 |                        |                        |

**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 | 80,850   | 81,434                 | 82,018                 |
|         | 6,737.51 |                        |                        |
| B Basis | 87,588   | 88,220                 | 88,853                 |
|         | 7,298.97 |                        |                        |
| A Basis | 103,488  | 104,235                | 104,982                |
|         | 8,624.01 |                        |                        |

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 = 262 paid days or equivalent hours; 2,096 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.

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

### 2015-2016 RATES FOR DAY-TO-DAY SUBSTITUTES

Day-to-Day Substitutes: 2015-2016 rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates.

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

|                                      |            |
|--------------------------------------|------------|
| Daily Base Rate                      | \$187.23   |
| Base Hourly Rate (6-hour day)        | \$31.20472 |
| Daily Incentive Plan Rate            | \$252.67   |
| Base Hourly Rate (6-hour day)        | \$42.11209 |
| Day-to-Day Substitute, Extended Rate | \$252.67   |
| Base Hourly Rate (6-hour day)        | \$42.11209 |

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                      | \$34.08304              | \$204.50          | \$136.33          | \$102.25          |
| Day-to-Day Substitute, Extended Rate | \$45.99651              | \$275.98          | \$183.99          | \$137.99          |

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   | \$163.84 daily<br>\$20.48000 hourly |
| (with accrual rate of .11364 after 35 full-time days of service retroactive to the beginning of the school year) | \$182.46 daily                      |



**Los Angeles Unified School District  
2015-2016  
DEVELOPMENT CENTER/EARLY EDUCATION CENTER**

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 (pay scale level/pay scale group) placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

**Development Center Salary (V) Table: 2015-2016 rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates.**

| Advancement* to<br>Pay Scale Group                 | Pay Scale<br>Group | Basis   | PAY SCALE LEVEL |         |         |         |         |
|--|--------------------|---------|-----------------|---------|---------|---------|---------|
|  |                    |         | 1               | 2       | 3       | 4       | 5       |
| Minimum of 60<br>Semester Units                    | 11V                | C basis | \$33,447        | 34,698  | 36,149  | 37,330  | 39,051  |
|  |                    |         | 2787.25         | 2891.51 | 3012.43 | 3110.87 | 3254.24 |
| Minimum Plus<br>14 Points                          | 12V                | C basis | 34,698          | 36,149  | 37,330  | 38,700  | 40,372  |
|  |                    |         | 2891.51         | 3012.43 | 3110.87 | 3225.00 | 3364.34 |
| Minimum Plus<br>28 Points                          | 13V                | C basis | 36,149          | 37,330  | 38,700  | 40,010  | 41,670  |
|  |                    |         | 3012.43         | 3110.87 | 3225.00 | 3334.15 | 3472.54 |
| Bachelor's Degree                                  | 14V                | C basis | 37,330          | 38,700  | 40,010  | 41,308  | 43,063  |
|  |                    |         | 3110.87         | 3225.00 | 3334.15 | 3442.34 | 3588.56 |
| BA + Restricted Severely<br>Handicapped Credential | 15V                | C basis | 38,700          | 40,010  | 41,308  | 42,689  | 44,537  |
|  |                    |         | 3225.00         | 3334.15 | 3442.34 | 3557.42 | 3711.40 |

To be eligible, the employee must have met pay scale level advancement requirements for five or more years while allocated to the maximum pay scale level and pay scale group of the V Table, or a higher rate while paid on another salary table.

**Early Education Center Salary (C) Table: 2015-2016 rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates.**

| Advancement* to<br>Pay Scale Group               | Pay Scale<br>Group | Basis   | PAY SCALE LEVEL |          |          |          |          |
|--|--------------------|---------|-----------------|----------|----------|----------|----------|
|  |                    |         | 1               | 2        | 3        | 4        | 5        |
| Minimum of 60<br>Semester Units                  | 15C                | A basis | 42,238          | 43,855   | 45,696   | 47,268   | 49,452   |
|  |                    | C basis | 3,519.86        | 3,654.62 | 3,808.03 | 3,938.96 | 4,121.03 |
|  |                    | E basis | 33,014          | 34,278   | 35,717   | 36,945   | 38,653   |
|  |                    |         | 2,751.14        | 2,856.48 | 2,976.38 | 3,078.73 | 3,221.05 |
| Minimum Plus<br>14 Points                        | 16C                | A basis | 37,869          | 39,319   | 40,969   | 42,378   | 44,337   |
|  |                    | C basis | 3,155.76        | 3,276.55 | 3,414.12 | 3,531.51 | 3,694.74 |
|  |                    | E basis | 43,855          | 45,696   | 47,268   | 49,004   | 51,055   |
|  |                    |         | 3,654.62        | 3,808.03 | 3,938.96 | 4,083.67 | 4,254.56 |
| Minimum Plus<br>28 Points                        | 17C                | C basis | 34,277          | 35,717   | 36,945   | 38,302   | 39,905   |
|  |                    | E basis | 2,856.45        | 2,976.38 | 3,078.73 | 3,191.85 | 3,325.40 |
|  |                    |         | 39,319          | 40,969   | 42,378   | 43,935   | 45,773   |
|  |                    |         | 3,276.55        | 3,414.12 | 3,531.51 | 3,661.26 | 3,814.45 |
| Minimum Plus<br>28 Points                        | 18C                | A basis | 45,696          | 47,268   | 49,004   | 50,605   | 52,731   |
|  |                    | C basis | 3,808.03        | 3,938.96 | 4,083.67 | 4,217.10 | 4,394.21 |
|  |                    | E basis | 35,717          | 36,945   | 38,302   | 39,553   | 41,214   |
|  |                    |         | 2,976.38        | 3,078.73 | 3,191.85 | 3,296.12 | 3,434.54 |
| Bachelor's Degree                                | 19C                | C basis | 40,969          | 42,378   | 43,935   | 45,370   | 47,276   |
|  |                    | E basis | 3,414.12        | 3,531.51 | 3,661.26 | 3,780.82 | 3,939.67 |
|  |                    | A basis | 47,268          | 49,004   | 50,605   | 52,252   | 54,482   |
|  |                    | C basis | 3,938.96        | 4,083.67 | 4,217.10 | 4,354.35 | 4,540.15 |
| BA + Elementary or<br>Early Education Credential | 19C                | E basis | 36,945          | 38,302   | 39,553   | 40,841   | 42,584   |
|  |                    |         | 3,078.73        | 3,191.85 | 3,296.12 | 3,403.39 | 3,548.63 |
|  |                    |         | 41,546          | 43,074   | 44,480   | 45,928   | 47,888   |
|  |                    |         | 3,531.44        | 3,661.25 | 3,780.81 | 3,903.90 | 4,070.51 |
| BA + Elementary or<br>Early Education Credential | 19C                | A basis | 49,767          | 51,983   | 54,692   | 57,535   | 60,993   |
|  |                    | C basis | 4,147.24        | 4,331.89 | 4,557.65 | 4,794.58 | 5,082.74 |
|  |                    | E basis | 38,898          | 40,630   | 42,748   | 44,970   | 47,673   |
|  |                    |         | 3,241.50        | 3,385.84 | 3,562.30 | 3,747.49 | 3,972.73 |
| BA + Elementary or<br>Early Education Credential | 19C                | E basis | 44,619          | 46,605   | 49,034   | 51,583   | 54,684   |
|  |                    |         | 3,718.26        | 3,883.72 | 4,086.16 | 4,298.60 | 4,556.96 |

APPENDIX E

Personnel Policy Guide: 56

| Pay Scale Group    | Basis   | PAY SCALE LEVEL |          |          |          |          |
|--------------------|---------|-----------------|----------|----------|----------|----------|
|                    |         | 6               | 7        | 8        | 9        | 10       |
| 19C<br>(continued) | A basis | 61,202          | 61,382   | 63,447   | 66,366   | 69,315   |
|                    |         | 5,100.14        | 5,115.15 | 5,287.29 | 5,530.53 | 5,776.27 |
|                    | C basis | 47,836          | 47,977   | 49,591   | 51,873   | 54,177   |
|                    |         | 3,986.32        | 3,998.05 | 4,132.58 | 4,322.72 | 4,514.78 |
|                    | E basis | 54,871          | 55,032   | 56,884   | 59,501   | 62,145   |
|                    |         | 4,572.57        | 4,585.98 | 4,740.31 | 4,958.41 | 5,178.71 |
|                    |         | <b>20</b>       |          |          |          |          |
| 19C<br>(continued) | A basis | 70,523          |          |          |          |          |
|                    |         | 5,876.89        |          |          |          |          |
|                    | C basis | 55,125          |          |          |          |          |
|                    |         | 4,593.77        |          |          |          |          |
|                    | E basis | 63,232          |          |          |          |          |
|                    |         | 5,269.32        |          |          |          |          |

\*A point for advancement 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.

As of March 1, 2011 the maximum pay scale level and pay scale group of the C Table is 19C20 for purposes of the career increment. To qualify for the career increment, the teacher must have been paid on the maximum pay scale group (PS Group 19C) and pay scale level (PS Level 6-10) for five qualifying years.

**2015-2016 Development Center/Early Education Center  
Degree Differentials**

- Notes:
1. Effective 7/01/08, degree differentials are hourly rates paid as worked.
  2. Annual amounts are applicable to employees working a full school year.

|                  | <u>MA Degree</u> | <u>DR Degree</u> |
|------------------|------------------|------------------|
| A Basis          | 0.35772          | 0.71552          |
| C Basis (6 hour) | 0.47696          | 0.95402          |
| C Basis (8 hour) | 0.35772          | 0.71552          |
| E Basis (8 hour) | 0.35772          | 0.71552          |

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  
2015-2016 ADULT HOURLY RATE (THR) SCHEDULE**

**FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES**

1. **HOURLY RATE (THR) SCHEDULE:** 2015-2016 rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates.

| STEP (Pay Scale Level) |          |          |          |          |          |          |
|------------------------|----------|----------|----------|----------|----------|----------|
| A                      | B        | C        | 1        | 2        | 3        | 4        |
| \$41.82879             | 44.01944 | 46.33625 | 49.18066 | 51.45158 | 54.03219 | 54.62861 |

- Adult Nonclassroom Assignment, School-Based (0816)
- Adult Teacher, Academic Instruction (0805)
- Adult Teacher, Adults with Disabilities (0804)
- Adult Teacher, ESL (0803)
- Adult Teacher, Hourly Rate (0801)
- Adult Teacher, Parenting & Family Life (0808)
- Adult Teacher, Program for Older Adults (0809)
- Adult Teacher, Public or Private Contract (0838)
- Adult Teacher, Temporary Classes (0810)
- Adult Teacher-Adviser (0867)
- Adult Teacher-Counselor (0864)
- Adviser, Adult Resource, Nonschool Assignment (0827)
- Adviser, Adult Resource, ROC/ROP School Assignment (0828)
- Adviser, Adult Resource, School Assignment (0826)
- Continuation Teacher, Hourly Rate (0831)
- Regional Occupational Contract Teacher (0829)
- Temporary Adviser, Hourly Schedule (0800)

**2015-2016 FLAT HOURLY RATES**

2. **FLAT HOURLY RATES:** 2015-2016 rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates.

|  |            |
|--|------------|
| Adult Teacher, Hourly Rate, Day-to-Day Substitute (0806) | \$49.18066 |
| Adult Teacher, Staff Development, Rate 1 (0807)          | 49.18066   |
| Extended Teaching Assignment, Hourly (0921)              | 34.14432   |

Note: Chest Specialist and Psychiatrist moved to Page 13 (S8).

**2015-2016 REGULAR (HOURLY) SCHEDULE RATES**

3. **REGULAR (HOURLY) SCHEDULE RATES:** Employees in the following assignments are paid their regular hourly rate for the time actually served.

- Auxiliary Teacher (0915, 0924)
- Night Continuation High School (Regular Program) Teacher (0833)
- Replacement Teacher (No class code)



Los Angeles Unified School District

2015-2016 THR SCHEDULE, Etc. (Cont'd)

2015-2016 DIFFERENTIAL SALARY RATES

Salary differentials may be paid for additional assignments or responsibilities per semester, season, pay period, or as otherwise noted.

Employees may, at the conclusion of the semester or sport season, be paid a lump sum in addition to their regular salary rate, provided they perform certain supplemental duties for which salary differentials are permitted as set out in the District-UTLA Agreement, Article XIV, Section 24.0. Salary differentials are received on the basis of allocation of the assigned activity to the appropriate differential salary rate. Such differentials are authorized only to the extent that funds are provided in the Budget.

An employee who serves in a supplemental assignment for less than a complete semester or sport season may be paid a percentage of the lump sum proportionate to the percentage of the assignment completed. An employee may not concurrently receive more than one such salary differential except that, per school year, one differential paid on a semester basis may overlap a differential for coaching a fall/spring sport. This restriction shall apply to the Mentor Teacher differential.

**4. DIFFERENTIALS, BILINGUAL MASTER PLAN RATES: 2015-2016 rates**

Payments depend on the employee's qualifications, previous payment history, type of school or assignment, and nature of services provided in Master Plan programs. For complete information regarding Bilingual Master Plan differentials and stipends, refer to the District-UTLA Agreement, Article XI-B.

Effective July 1, 2001, the following differential payments listed in Tables 1 and 2, below, will apply to classroom teachers, itinerant, non-classroom, or non-school based employees who were paid a BCLAD/BCC or A-Level differential during the period from April 1, 1998, through June 30, 2001. Employees must be assigned and delivering service to Waivered to Basic or Dual Language students.

**Table 1: Bilingual Master Plan Differentials, Maximum Semester Rates**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1342      | \$2,703 (1)                    |
| 1343      | 1,352 (2) (3)                  |
| 1355      | 689 (4)                        |

**Table 2: Other Bilingual Master Plan Differential Rates (only for secondary teachers with fewer than three (3) qualifying periods)**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1357      | \$1,802 (1)                    |
| 1358      | 901 (1) (2) (3)                |
| 1330      | 451 (2) (3) (4)                |
| 1332      | 223 (4)                        |

The following differential payments listed in Tables 3 and 4, below, will apply to classroom teachers, itinerant, non-classroom, or non-school based employees newly hired or re-hired on or after July 1, 2001, or employees who were not paid a BCLAD/BCC or A-Level differential during the period from April 1, 1998, through June 30, 2001. Employees must be assigned and delivering service to Waivered to Basic or Dual Language students.

**Table 3: Additional Bilingual Master Plan Differentials, Maximum Semester Rates**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1460      | \$1,696 (1)                    |
| 1462      | 848 (2) (3)                    |
| 1364      | 424 (4)                        |

- (1) BCLAD/BCC teaching primary language classes
- (2) A-level teaching primary language classes
- (3) BCLAD/BCC teaching ESL/SH (SDAIE) classes, secondary only
- (4) A-level teaching ESL classes, secondary only

Los Angeles Unified School District

2015-2016 THR SCHEDULE, Etc. (Cont'd)

4. DIFFERENTIALS, BILINGUAL MASTER PLAN RATES (Cont'd):

**Table 4: Other Additional Bilingual Master Plan Differential Rates (only for secondary teachers with fewer than three (3) qualifying periods)**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1461      | \$1,060 (1)                    |
| 1464      | 530 (1) (2) (3)                |
| 1465      | 265 (2) (3) (4)                |
| 1367      | 133 (4)                        |

- (1) BCLAD/BCC teaching primary language classes
- (2) A-level teaching primary language classes
- (3) BCLAD/BCC teaching ESL/SH (SDAIE) classes, secondary only
- (4) A-level teaching ESL classes, secondary only

**Table 5: One-time Stipends**

Wage Type

|      |  |   |
|------|--|---|
| 1350 | Culture <i>or</i> Methodology Component of BCC/BCLAD   | \$270 one-time stipend                  |
| 1352 | Culture <i>and</i> Methodology Components of BCC/BCLAD | \$540 one-time stipend if paid together |

5. DIFFERENTIALS, COORDINATING, EARLY CHILDHOOD CENTER

Wage Type

|      |   |                    |
|------|---|--------------------|
| 1393 | Early Childhood Center Head Teacher, Coordinating--4 hr | \$424 per semester |
| 1397 | Early Childhood Center Head Teacher, Coordinating--8 hr | 848 per semester   |

6. DIFFERENTIAL, NATIONAL BOARD CERTIFICATION (NBC) (1370, 1375, 1429)

Must possess NBC, have permanent or probationary District status, and serve a minimum of 60% or 4 periods of the day (if secondary) serving as a classroom teacher. 15% of salary to be paid as outlined below:

- (1) Eligible teachers will receive 7.5% of their regular contract hourly rate each month (1370). The remaining 7.5% will be paid after the employee completes an additional 92 hours of professional duties, as agreed upon.
- (2) Teachers working for a minimum of 50% of the day as a classroom teacher (or 3 periods in a secondary school) will receive 50% of the 15% (1375) (i.e., 50% of the 7½ % for the certification and 50% of the 7½ % for completing 46 required additional hours of work).
- (3) Effective 7-01-01, NBPTS-certified teachers are eligible to receive an "Incentive to Teach at a Low-Performing School" award (1429) if the teachers agree to teach at least 50% of the time at a low-performing school with an Academic Performance Index (API) of five or lower for at least four years. Such teachers will receive \$5,000 annually over the four year period (\$20,000 maximum).

Los Angeles Unified School District

2015-2016 THR SCHEDULE, Etc. (Cont'd)

7. DIFFERENTIALS, ACTIVITY RATES (ACTIVITIES AND COACHING):

Differential, Activity (Activity and Coaching):

|                   |          |          |          |          |          |          |          |
|-------------------|----------|----------|----------|----------|----------|----------|----------|
| <b>Wage Type:</b> | 1394     | 1401     | 1402     | 1403     | 1404     | 1407     | 1410     |
| <b>Rate:</b>      | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
|                   | \$973    | 1,283    | 1,691    | 2,102    | 2,311    | 2,512    | 2,811    |

Activity assignment differentials are paid on a semester basis.  
 Coaching assignment differentials are paid on a seasonal basis.

| Sport/Activity   | Rate | Sport/Activity                                       | Rate      |
|--|------|--|-----------|
| Academic Decathlon   | 7(a) | Gymnastics   | 3         |
| Assistant School Athletics Coordination<br>(Asst. Athletic Director) | 4    | School Athletics Coordination<br>(Athletic Director) | 7         |
| Badminton  | 3    | Soccer: Head   | 6         |
| Baseball: Head   | 6    | Soccer: Assistant, J.V.                              | 3         |
| Baseball: Assistant, J. V.   | 4    | Softball: Head                                       | 6         |
| Basketball: Head   | 6    | Softball: Assistant, J. V.                           | 4         |
| Basketball: Assistant, J.V.  | 3    | Swimming: Head                                       | 4         |
| Basketball: Men's Frosh and Soph                                     | 4(b) | Swimming: Assistant                                  | 3(c)      |
| Basketball: Women's Frosh or Soph                                    | 4    | Tennis   | 4         |
| Cross Country: Head  | 4    | Track & Field: Head                                  | 6(b)      |
| Cross Country: Assistant   | 3(c) | Track & Field: Varsity (Assistant)                   | 6(b)      |
| Football: Varsity (Head)   | 7    | Track & Field: Frosh/Soph (Assistant)                | 4         |
| Football: Varsity (Assistant 1)                                      | 6    | "AA" Track & Field                                   | 2 or 3(d) |
| Football: Varsity (Assistant 2)                                      | 4    | Volleyball: Head                                     | 5         |
| Football: Varsity (Assistant 3)                                      | 4    | Volleyball: Assistant, J.V.                          | 3         |
| Football: Frosh/Soph (Assistant 1)                                   | 5    | Waterpolo  | 3         |
| Football: Frosh/Soph (Assistant 2)                                   | 4    | Wrestling  | 4         |
| Golf   | 3    |  |           |

- a At senior high schools, Rate 7 for the fall semester and, if continued through the spring, Rate 5 for spring.
- b The lump-sum payment will be reduced proportionately when teams are not fielded at all levels.
- c Position allotted only when there are 30 or more athletes.
- d Rate 2 if 6-12 athletes; Rate 3 if 13-19 athletes.

8. DIFFERENTIALS, COORDINATING ASSIGNMENTS:

|   |                    |
|---|--------------------|
| Differential, Coordinating Assignment, Rate 1 (1308)<br>(Health Appraiser; Specialist Nurse)                  | \$297 per semester |
| Differential, Coordinating Assignment, Rate 2 (1311)<br>(Coordinating Assmt, Sem; Temp Advsr; Tchr, Rsrce TM) | \$637 per semester |
| Differential, Lead Teacher, Science (1510)  | \$637 per semester |

9. DIFFERENTIALS, TRAINING TEACHER (1452):

|                                     |  |
|-------------------------------------|--|
| Differential, Training Teacher      | The amount paid<br>by the training<br>institution. |
| Differential, Demonstration Teacher |  |

Los Angeles Unified School District

2015-2016 THR SCHEDULE, Etc. (Cont'd)

**10. OTHER DIFFERENTIALS:**

2015-2016 rates

|  |   |
|--|---|
| Differential, Instructional Coach (1322)*              | \$1.25 Hourly Rate  |
| Differential, Library Media Teacher (1386)             | 500 per semester  |
| Differential, Professional Dev. (Delta) Coach (1408)   | 541 per semester  |
| Differential, Support Provider (1432)                  | <b>500</b> or<br><b>1,000</b> per semester<br>with maximum<br><b>2,000</b> a year |
| Differential, Urban Classroom Teacher Program I (1340) | 1,081 per semester  |
| Differential, Temporary Adviser (1320)**               | 0.73253 Hourly Rate   |

**11. STIPENDS:**

2015-2016 rates

|  |                                  |
|--|----------------------------------|
| Stipend, Literacy Training/Professional Dev. Rate 1 (1405) | \$102 per day<br>payable monthly |
| Stipend, Math Training/Professional Dev. Rate 1 (1406)     | 102 per day<br>payable monthly   |
| Stipend, Mentor Principal, Rate 1 (1423)                   | 2,040 per semester               |
| Stipend, Mentor Principal, Rate 2 (1424)                   | 3,060 per semester               |

**12. PEER ASSISTANCE & REVIEW (PAR) PROGRAM**

2015-2016 rates

|                                  |   |
|----------------------------------|---|
| Differential, PAR Program (1430) | <b>\$2,150</b> per semester (A Basis)<br>1,928 per semester (E Basis)<br>1,820 per semester (B Basis)<br>1,680 per semester (C Basis) |
|----------------------------------|---|

OR

Adjusted proportionately to correspond to any shorter assigned annual basis

\* The rate applies to all employees with jobs 11100843, 11100844, 11100845, 11100846, 11100847, 11100848, and 11100849. The rate will be applied to all the core hours worked by the employee. X and Z basis assignments are excluded from the eligibility. For employees with eligible but split assignments, only those who work over a combined 6 hours a day (based on work schedule) will be paid. This replaces the flat monthly amount of \$162.18

\*\* The rate applies to all employees with jobs 13200707 and 19100780. The rate will be applied to all the core hours worked by the employee and replaces the flat amount of \$127.46



**Los Angeles Unified School District**  
**2015-2016 SPECIAL SERVICES SALARY (D) TABLE**

Special Services Salary (D) Table: 2015-2016 rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates.

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, pay scale level/pay scale group placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

| PAY SCALE GROUP |         | PAY SCALE LEVEL |        |          |        |          |        |          |        |          |        |
|-----------------|---------|-----------------|--------|----------|--------|----------|--------|----------|--------|----------|--------|
| No./Basis       |         | 1               |        | 2        |        | 3        |        | 4        |        | 5        |        |
| 10D             | E basis | 3,538.18        | 42,458 | 3,735.00 | 44,820 | 3,937.40 | 47,249 | 4,156.56 | 49,879 | 4,373.45 | 52,481 |
|                 | B basis | 3,341.60        | 40,099 | 3,527.49 | 42,330 | 3,718.67 | 44,624 | 3,925.67 | 47,108 | 4,130.60 | 49,567 |
|                 | C basis | 3,084.60        | 37,015 | 3,256.15 | 39,074 | 3,432.60 | 41,191 | 3,623.66 | 43,484 | 3,812.79 | 45,753 |
| 11D             | E basis | 3,637.77        | 43,653 | 3,841.21 | 46,095 | 4,047.03 | 48,564 | 4,263.93 | 51,167 | 4,496.54 | 53,958 |
|                 | B basis | 3,435.65        | 41,228 | 3,627.84 | 43,534 | 3,822.17 | 45,866 | 4,027.08 | 48,325 | 4,246.73 | 50,961 |
|                 | C basis | 3,171.36        | 38,056 | 3,348.77 | 40,185 | 3,528.17 | 42,338 | 3,717.31 | 44,608 | 3,920.04 | 47,040 |
| 12D             | E basis | 3,735.00        | 44,820 | 3,937.40 | 47,249 | 4,156.56 | 49,879 | 4,373.45 | 52,481 | 4,621.79 | 55,461 |
|                 | B basis | 3,527.49        | 42,330 | 3,718.67 | 44,624 | 3,925.67 | 47,108 | 4,130.60 | 49,567 | 4,365.05 | 52,381 |
|                 | C basis | 3,256.15        | 39,074 | 3,432.60 | 41,191 | 3,623.66 | 43,484 | 3,812.79 | 45,753 | 4,029.28 | 48,351 |
| 13D             | E basis | 3,841.21        | 46,095 | 4,047.03 | 48,564 | 4,263.93 | 51,167 | 4,496.54 | 53,958 | 4,753.76 | 57,045 |
|                 | B basis | 3,627.84        | 43,534 | 3,822.17 | 45,866 | 4,027.08 | 48,325 | 4,246.73 | 50,961 | 4,489.68 | 53,876 |
|                 | C basis | 3,348.77        | 40,185 | 3,528.17 | 42,338 | 3,717.31 | 44,608 | 3,920.04 | 47,040 | 4,144.27 | 49,731 |
| 14D             | E basis | 3,937.40        | 47,249 | 4,156.56 | 49,879 | 4,373.45 | 52,481 | 4,621.79 | 55,461 | 4,881.18 | 58,574 |
|                 | B basis | 3,718.67        | 44,624 | 3,925.67 | 47,108 | 4,130.60 | 49,567 | 4,365.05 | 52,381 | 4,610.02 | 55,320 |
|                 | C basis | 3,432.60        | 41,191 | 3,623.66 | 43,484 | 3,812.79 | 45,753 | 4,029.28 | 48,351 | 4,255.42 | 51,065 |
| 15D             | E basis | 4,047.03        | 48,564 | 4,263.93 | 51,167 | 4,496.54 | 53,958 | 4,753.76 | 57,045 | 5,013.26 | 60,159 |
|                 | B basis | 3,822.17        | 45,866 | 4,027.08 | 48,325 | 4,246.73 | 50,961 | 4,489.68 | 53,876 | 4,734.65 | 56,816 |
|                 | C basis | 3,528.17        | 42,338 | 3,717.31 | 44,608 | 3,920.04 | 47,040 | 4,144.27 | 49,731 | 4,370.50 | 52,446 |
| 16D             | E basis | 4,156.56        | 49,879 | 4,373.45 | 52,481 | 4,621.79 | 55,461 | 4,881.18 | 58,574 | 5,153.00 | 61,836 |
|                 | B basis | 3,925.67        | 47,108 | 4,130.60 | 49,567 | 4,365.05 | 52,381 | 4,610.02 | 55,320 | 4,866.64 | 58,400 |
|                 | C basis | 3,623.66        | 43,484 | 3,812.79 | 45,753 | 4,029.28 | 48,351 | 4,255.42 | 51,065 | 4,492.36 | 53,908 |
| 17D             | E basis | 4,263.93        | 51,167 | 4,496.54 | 53,958 | 4,753.76 | 57,045 | 5,013.26 | 60,159 | 5,298.40 | 63,581 |
|                 | B basis | 4,027.08        | 48,325 | 4,246.73 | 50,961 | 4,489.68 | 53,876 | 4,734.65 | 56,816 | 5,004.00 | 60,048 |
|                 | C basis | 3,717.31        | 44,608 | 3,920.04 | 47,040 | 4,144.27 | 49,731 | 4,370.50 | 52,446 | 4,619.09 | 55,429 |
| 18D             | E basis | 4,373.45        | 52,481 | 4,621.79 | 55,461 | 4,881.18 | 58,574 | 5,153.00 | 61,836 | 5,444.87 | 65,338 |
|                 | B basis | 4,130.60        | 49,567 | 4,365.05 | 52,381 | 4,610.02 | 55,320 | 4,866.64 | 58,400 | 5,142.29 | 61,707 |
|                 | C basis | 3,812.79        | 45,753 | 4,029.28 | 48,351 | 4,255.42 | 51,065 | 4,492.36 | 53,908 | 4,746.79 | 56,961 |
| 19D             | E basis | 4,496.54        | 53,958 | 4,753.76 | 57,045 | 5,013.26 | 60,159 | 5,298.40 | 63,581 | 5,587.91 | 67,055 |
|                 | B basis | 4,246.73        | 50,961 | 4,489.68 | 53,876 | 4,734.65 | 56,816 | 5,004.00 | 60,048 | 5,277.54 | 63,330 |
|                 | C basis | 3,920.04        | 47,040 | 4,144.27 | 49,731 | 4,370.50 | 52,446 | 4,619.09 | 55,429 | 4,871.53 | 58,458 |

APPENDIX E

Los Angeles Unified School District

2015-2016 SPECIAL SERVICES SALARY (D) TABLE (Continued)

| PAY SCALE GROUP | PAY SCALE LEVEL |          |        |          |        |          |        |          |         |          |         |
|-----------------|-----------------|----------|--------|----------|--------|----------|--------|----------|---------|----------|---------|
|                 | No./Basis       | 1        | 2      | 3        | 4      | 5        | 6      | 7        | 8       | 9        | 10      |
| 20D             | E basis         | 4,621.79 | 55,461 | 4,881.18 | 58,574 | 5,153.00 | 61,836 | 5,444.87 | 65,338  | 5,745.63 | 68,948  |
|                 | B basis         | 4,365.05 | 52,381 | 4,610.02 | 55,320 | 4,866.64 | 58,400 | 5,142.29 | 61,707  | 5,426.45 | 65,117  |
|                 | C basis         | 4,029.28 | 48,351 | 4,255.42 | 51,065 | 4,492.36 | 53,908 | 4,746.79 | 56,961  | 5,009.05 | 60,109  |
| 21D             | E basis         | 4,753.76 | 57,045 | 5,013.26 | 60,159 | 5,298.40 | 63,581 | 5,587.91 | 67,055  | 5,905.53 | 70,866  |
|                 | B basis         | 4,489.68 | 53,876 | 4,734.65 | 56,816 | 5,004.00 | 60,048 | 5,277.54 | 63,330  | 5,577.47 | 66,930  |
|                 | C basis         | 4,144.27 | 49,731 | 4,370.50 | 52,446 | 4,619.09 | 55,429 | 4,871.53 | 58,458  | 5,148.41 | 61,781  |
| 22D             | E basis         | 4,881.18 | 58,574 | 5,153.00 | 61,836 | 5,444.87 | 65,338 | 5,745.63 | 68,948  | 6,084.45 | 73,013  |
|                 | B basis         | 4,610.02 | 55,320 | 4,866.64 | 58,400 | 5,142.29 | 61,707 | 5,426.45 | 65,117  | 5,746.45 | 68,957  |
|                 | C basis         | 4,255.42 | 51,065 | 4,492.36 | 53,908 | 4,746.79 | 56,961 | 5,009.05 | 60,109  | 5,304.39 | 63,653  |
| 23D             | E basis         | 5,006.44 | 60,077 | 5,283.82 | 63,406 | 5,579.02 | 66,948 | 5,896.64 | 70,760  | 6,241.05 | 74,893  |
|                 | B basis         | 4,728.33 | 56,740 | 4,990.24 | 59,883 | 5,269.03 | 63,228 | 5,569.05 | 66,829  | 5,894.30 | 70,732  |
|                 | C basis         | 4,364.58 | 52,375 | 4,606.39 | 55,277 | 4,863.78 | 58,365 | 5,140.66 | 61,688  | 5,440.87 | 65,290  |
|                 | A Basis         | 5,584.13 | 67,010 | 5,893.47 | 70,722 | 6,222.74 | 74,673 | 6,576.98 | 78,924  | 6,961.15 | 83,534  |
| 28D             | E basis         | 5,544.35 | 66,532 | 5,859.71 | 70,317 | 6,183.96 | 74,208 | 6,528.49 | 78,342  | 6,894.10 | 82,729  |
|                 | B basis         | 5,236.34 | 62,836 | 5,534.17 | 66,410 | 5,840.49 | 70,086 | 6,165.75 | 73,989  | 6,511.07 | 78,133  |
|                 | C basis         | 4,833.58 | 58,003 | 5,108.46 | 61,302 | 5,391.18 | 64,694 | 5,691.48 | 68,298  | 6,010.25 | 72,123  |
| 29D             | E basis         | 5,706.54 | 68,478 | 6,022.93 | 72,275 | 6,353.89 | 76,247 | 6,709.58 | 80,515  | 7,082.02 | 84,984  |
|                 | B basis         | 5,389.46 | 64,674 | 5,688.33 | 68,260 | 6,000.97 | 72,012 | 6,336.83 | 76,042  | 6,688.56 | 80,263  |
|                 | C basis         | 4,974.92 | 59,699 | 5,250.77 | 63,009 | 5,539.32 | 66,472 | 5,849.37 | 70,192  | 6,174.05 | 74,089  |
| 30D             | E basis         | 5,859.71 | 70,317 | 6,183.96 | 74,208 | 6,528.49 | 78,342 | 6,894.10 | 82,729  | 7,284.43 | 87,413  |
|                 | B basis         | 5,534.17 | 66,410 | 5,840.49 | 70,086 | 6,165.75 | 73,989 | 6,511.07 | 78,133  | 6,879.71 | 82,557  |
|                 | C basis         | 5,108.46 | 61,302 | 5,391.18 | 64,694 | 5,691.48 | 68,298 | 6,010.25 | 72,123  | 6,350.51 | 76,206  |
| 31D             | E basis         | 6,022.93 | 72,275 | 6,353.89 | 76,247 | 6,709.58 | 80,515 | 7,082.02 | 84,984  | 7,490.16 | 89,882  |
|                 | B basis         | 5,688.33 | 68,260 | 6,000.97 | 72,012 | 6,336.83 | 76,042 | 6,688.56 | 80,263  | 7,074.03 | 84,888  |
|                 | C basis         | 5,250.77 | 63,009 | 5,539.32 | 66,472 | 5,849.37 | 70,192 | 6,174.05 | 74,089  | 6,529.90 | 78,359  |
| 32D             | E basis         | 6,183.96 | 74,208 | 6,528.49 | 78,342 | 6,894.10 | 82,729 | 7,284.43 | 87,413  | 7,699.29 | 92,391  |
|                 | B basis         | 5,840.49 | 70,086 | 6,165.75 | 73,989 | 6,511.07 | 78,133 | 6,879.71 | 82,557  | 7,271.49 | 87,258  |
|                 | C basis         | 5,391.18 | 64,694 | 5,691.48 | 68,298 | 6,010.25 | 72,123 | 6,350.51 | 76,206  | 6,712.17 | 80,546  |
| 33D             | A basis         | 7,087.12 | 85,045 | 7,478.80 | 89,746 | 7,896.66 | 94,760 | 8,354.37 | 100,252 | 8,825.88 | 105,911 |
|                 | E basis         | 6,353.94 | 76,247 | 6,705.07 | 80,461 | 7,079.76 | 84,957 | 7,490.17 | 89,882  | 7,912.80 | 94,954  |
|                 | B basis         | 6,000.97 | 72,012 | 6,332.61 | 75,991 | 6,686.45 | 80,237 | 7,074.03 | 84,888  | 7,473.24 | 89,679  |
|                 | C basis         | 5,539.32 | 66,472 | 5,845.45 | 70,145 | 6,172.05 | 74,065 | 6,529.90 | 78,359  | 6,898.34 | 82,780  |

APPENDIX E

Los Angeles Unified School District

2015-2016 SPECIAL SERVICES SALARY (D) TABLE (Continued)

| PAY SCALE GROUP |                | PAY SCALE LEVEL |         |          |         |          |         |           |         |           |         |
|-----------------|----------------|-----------------|---------|----------|---------|----------|---------|-----------|---------|-----------|---------|
| No./Basis       |                | 1               | 2       | 3        | 4       | 5        |         |           |         |           |         |
| <b>34D</b>      | <b>A basis</b> | 7,281.71        | 87,381  | 7,689.56 | 92,275  | 8,124.90 | 97,499  | 8,587.60  | 103,051 | 9,057.84  | 108,694 |
|                 | <b>E basis</b> | 6,528.42        | 78,341  | 6,894.10 | 82,729  | 7,284.37 | 87,412  | 7,699.26  | 92,391  | 8,120.83  | 97,450  |
|                 | <b>B basis</b> | 6,165.75        | 73,989  | 6,511.07 | 78,133  | 6,879.71 | 82,557  | 7,271.49  | 87,258  | 7,669.66  | 92,036  |
|                 | <b>C basis</b> | 5,691.48        | 68,298  | 6,010.25 | 72,123  | 6,350.51 | 76,206  | 6,712.17  | 80,546  | 7,079.67  | 84,956  |
| <b>35D</b>      | <b>A basis</b> | 7,483.76        | 89,805  | 7,899.16 | 94,790  | 8,354.37 | 100,252 | 8,828.36  | 105,940 | 9,318.58  | 111,823 |
|                 | <b>E basis</b> | 6,709.58        | 80,515  | 7,082.01 | 84,984  | 7,490.08 | 89,881  | 7,915.06  | 94,981  | 8,354.60  | 100,255 |
|                 | <b>B basis</b> | 6,336.83        | 76,042  | 6,688.56 | 80,263  | 7,074.03 | 84,888  | 7,475.36  | 89,704  | 7,890.43  | 94,685  |
| <b>36D</b>      | <b>A basis</b> | 7,689.56        | 92,275  | 8,124.90 | 97,499  | 8,587.60 | 103,051 | 9,057.84  | 108,694 | 9,586.67  | 115,040 |
|                 | <b>E basis</b> | 6,894.06        | 82,729  | 7,284.36 | 87,412  | 7,699.24 | 92,391  | 8,120.81  | 97,450  | 8,594.94  | 103,139 |
|                 | <b>B basis</b> | 6,511.07        | 78,133  | 6,879.71 | 82,557  | 7,271.49 | 87,258  | 7,669.66  | 92,036  | 8,117.45  | 97,409  |
|                 | <b>C basis</b> | 6,010.25        | 72,123  | 6,350.47 | 76,206  | 6,712.17 | 80,546  | 7,079.70  | 84,956  | 7,493.05  | 89,917  |
| <b>37D</b>      | <b>A basis</b> | 7,899.16        | 94,790  | 8,354.37 | 100,252 | 8,828.36 | 105,940 | 9,318.58  | 111,823 | 9,849.90  | 118,199 |
|                 | <b>E basis</b> | 7,082.01        | 84,984  | 7,490.08 | 89,881  | 7,915.06 | 94,981  | 8,354.60  | 100,255 | 8,830.91  | 105,971 |
|                 | <b>B basis</b> | 6,688.57        | 80,263  | 7,073.99 | 84,888  | 7,475.35 | 89,704  | 7,890.44  | 94,685  | 8,340.31  | 100,084 |
| <b>38D</b>      | <b>A basis</b> | 8,124.90        | 97,499  | 8,587.60 | 103,051 | 9,057.84 | 108,694 | 9,586.67  | 115,040 | 10,114.26 | 121,371 |
|                 | <b>E basis</b> | 7,284.36        | 87,412  | 7,699.24 | 92,391  | 8,120.81 | 97,450  | 8,594.94  | 103,139 | 9,067.93  | 108,815 |
|                 | <b>B basis</b> | 6,879.68        | 82,556  | 7,271.49 | 87,258  | 7,669.66 | 92,036  | 8,117.45  | 97,409  | 8,564.15  | 102,770 |
| <b>39D</b>      | <b>A basis</b> | 8,354.37        | 100,252 | 8,828.36 | 105,940 | 9,318.58 | 111,823 | 9,849.90  | 118,199 | 10,401.20 | 124,814 |
|                 | <b>E basis</b> | 7,490.08        | 89,881  | 7,915.06 | 94,981  | 8,354.60 | 100,255 | 8,830.91  | 105,971 | 9,325.17  | 111,902 |
|                 | <b>B basis</b> | 7,073.99        | 84,888  | 7,475.35 | 89,704  | 7,890.44 | 94,685  | 8,340.31  | 100,084 | 8,807.10  | 105,685 |
| <b>40D</b>      | <b>A basis</b> | 8,587.60        | 103,051 | 9,057.84 | 108,694 | 9,586.67 | 115,040 | 10,114.26 | 121,371 | 10,691.83 | 128,302 |
|                 | <b>E basis</b> | 7,699.24        | 92,391  | 8,120.81 | 97,450  | 8,594.94 | 103,139 | 9,067.93  | 108,815 | 9,585.80  | 115,030 |
|                 | <b>B basis</b> | 7,271.49        | 87,258  | 7,669.66 | 92,036  | 8,117.45 | 97,409  | 8,564.15  | 102,770 | 9,053.24  | 108,639 |

Los Angeles Unified School District

2015-2016 SPECIAL SERVICES SALARY (D) TABLE (Continued)

**First Career Increment - Pay Scale Group D, Pay Scale Levels 11-15**

| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
|---------------------------|---------------------------|---------------------------|---------------------------|
| \$2,993.52 Annual         | \$2,683.92 Annual         | \$2,534.76 Annual         | \$2,339.76 Annual         |
| 249.46 Monthly            | 223.66 Monthly            | 211.23 Monthly            | 194.98 Monthly            |

**Second Career Increment - Pay Scale Group D, Pay Scale Levels 21-25**

| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
|---------------------------|---------------------------|---------------------------|---------------------------|
| \$3,711.48 Annual         | \$3,328.32 Annual         | \$3,142.44 Annual         | \$2,901.72 Annual         |
| 309.29 Monthly            | 277.36 Monthly            | 261.87 Monthly            | 241.81 Monthly            |

**Third Career Increment - Pay Scale Group D, Pay Scale Levels 31-35**

| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
|---------------------------|---------------------------|---------------------------|---------------------------|
| \$5,328.84 Annual         | \$4,776.96 Annual         | \$4,512.00 Annual         | \$4,164.36 Annual         |
| 444.07 Monthly            | 398.08 Monthly            | 376.00 Monthly            | 347.03 Monthly            |

**Fourth Career Increment - Pay Scale Group D, Pay Scale Levels 41-45**

| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
|---------------------------|---------------------------|---------------------------|---------------------------|
| \$6,929.76 Annual         | \$6,213.00 Annual         | \$5,867.76 Annual         | \$5,416.92 Annual         |
| 577.48 Monthly            | 517.75 Monthly            | 488.98 Monthly            | 451.41 Monthly            |

**Doctorate Degree - Effective 7/01/08, degree differentials are hourly rates paid as worked.**

| <u>A,E,and B Basis</u> | <u>C Basis</u>   |
|------------------------|------------------|
| 0.71552 Hourly         | 0.71552 (8 hour) |
|                        | 0.95402 (6 hour) |

An employee who is reassigned from a monthly payment rate salary table to the Special Services Salary Table shall be allocated to the rate on the new pay scale group which is next above the rate to which entitled on the employee's former table, including degree and responsibility differentials and career increment. An employee returning to the same pay scale group within the same school year shall not be allocated to a higher pay scale level than that to which previously entitled during that same school year. An employee returning to a pay scale group on this table within 39 months will be placed on the employee's former pay scale level if it is to the employee's advantage. An employee reassigned to a class allocated to the same pay scale group as that of the former class shall be allocated to the same pay scale level. An employee reassigned to a class allocated to a higher pay scale group than that of the employee's former class shall be allocated to the next higher rate on such higher pay scale group.

An employee who is promoted to a class on the Special Services Salary Table with a higher maximum rate than that of the former monthly payment rate classification shall have the pay scale level placement recomputed pursuant to Section 4.1 of Appendix E of the District/UTLA Agreement if the salary to which the employee would have been entitled in the former class is increased within three calendar months of the reassignment to the higher class.

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

- A basis annualized: 262 paid days; 2,096 hours annual.
- E basis annualized: 234 paid days; 1,872 hours annual.
- B basis annualized: 221 paid days; 1,768 hours annual.
- K basis annualized: 214 paid days; 1,712 hours annual.
- C basis annualized: 204 paid days (or equivalent hours); 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).

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



APPENDIX E



Los Angeles Unified School District  
2015-2016 PREPARATION SALARY (T) TABLE

Preparation Salary (T) Table (Regular Credentials): 2015-2016 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015. 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<br>(Req. Pts.)*            |                | PAY SCALE LEVEL |          |          |          |          |          |          |          |          |          |
|--|----------------|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|  |                | 1               | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| <b>20</b><br><br>(Minimum)                 | <b>C Basis</b> | 50,368          | 50,428   | 50,965   | 51,502   | 51,561   | 51,645   | 53,124   | 54,366   | 56,239   | 57,838   |
|  |                | 4,197.33        | 4,202.32 | 4,247.06 | 4,291.81 | 4,296.78 | 4,303.74 | 4,427.03 | 4,530.46 | 4,686.58 | 4,819.84 |
|  | <b>B Basis</b> | 54,565          | 54,630   | 55,212   | 55,794   | 55,858   | 55,949   | 57,552   | 58,896   | 60,926   | 62,658   |
|  |                | 4,547.12        | 4,552.50 | 4,600.98 | 4,649.47 | 4,654.85 | 4,662.39 | 4,795.96 | 4,908.01 | 5,077.13 | 5,221.48 |
|  | <b>A Basis</b> | 64,471          | 64,547   | 65,235   | 65,922   | 65,999   | 66,105   | 68,000   | 69,588   | 71,986   | 74,033   |
|  |                | 5,372.60        | 5,378.95 | 5,436.23 | 5,493.51 | 5,499.88 | 5,508.79 | 5,666.63 | 5,799.00 | 5,998.82 | 6,169.39 |
| <b>21</b><br><br>(+ 14 points)             | <b>C Basis</b> | 50,428          | 50,965   | 51,502   | 51,561   | 51,645   | 53,638   | 54,366   | 56,800   | 58,435   | 60,380   |
|  |                | 4,202.32        | 4,247.06 | 4,291.81 | 4,296.78 | 4,303.74 | 4,469.80 | 4,530.46 | 4,733.32 | 4,869.55 | 5,031.64 |
|  | <b>B Basis</b> | 54,630          | 55,212   | 55,794   | 55,858   | 55,949   | 58,108   | 58,896   | 61,533   | 63,304   | 65,411   |
|  |                | 4,552.50        | 4,600.98 | 4,649.47 | 4,654.85 | 4,662.39 | 4,842.30 | 4,908.01 | 5,127.76 | 5,275.35 | 5,450.95 |
|  | <b>A Basis</b> | 64,547          | 65,235   | 65,922   | 65,999   | 66,105   | 68,656   | 69,588   | 72,704   | 74,796   | 77,286   |
|  |                | 5,378.95        | 5,436.23 | 5,493.51 | 5,499.88 | 5,508.79 | 5,721.34 | 5,799.00 | 6,058.64 | 6,233.03 | 6,440.49 |
| <b>22</b><br><br>(+ 28 points)             | <b>C Basis</b> | 50,965          | 51,024   | 51,561   | 51,645   | 53,399   | 55,475   | 57,349   | 59,019   | 60,714   | 63,518   |
|  |                | 4,247.06        | 4,252.04 | 4,296.78 | 4,303.74 | 4,449.92 | 4,622.95 | 4,779.07 | 4,918.28 | 5,059.48 | 5,293.16 |
|  | <b>B Basis</b> | 55,212          | 55,276   | 55,858   | 55,949   | 57,849   | 60,098   | 62,128   | 63,938   | 65,773   | 68,811   |
|  |                | 4,600.98        | 4,606.36 | 4,654.85 | 4,662.39 | 4,820.73 | 5,008.18 | 5,177.32 | 5,328.13 | 5,481.10 | 5,734.27 |
|  | <b>A Basis</b> | 65,235          | 65,311   | 65,999   | 66,105   | 68,351   | 71,008   | 73,407   | 75,545   | 77,713   | 81,303   |
|  |                | 5,436.23        | 5,442.61 | 5,499.88 | 5,508.79 | 5,695.89 | 5,917.36 | 6,117.21 | 6,295.41 | 6,476.12 | 6,775.25 |
| <b>23</b><br><br>(+ 42 points)             | <b>C Basis</b> | 51,024          | 51,561   | 51,645   | 53,399   | 55,237   | 57,385   | 59,592   | 61,299   | 63,088   | 66,883   |
|  |                | 4,252.04        | 4,296.78 | 4,303.74 | 4,449.92 | 4,603.06 | 4,782.05 | 4,965.99 | 5,108.21 | 5,257.36 | 5,573.58 |
|  | <b>B Basis</b> | 55,276          | 55,858   | 55,949   | 57,849   | 59,840   | 62,167   | 64,558   | 66,407   | 68,346   | 72,457   |
|  |                | 4,606.36        | 4,654.85 | 4,662.39 | 4,820.73 | 4,986.64 | 5,180.56 | 5,379.84 | 5,533.89 | 5,695.49 | 6,038.05 |
|  | <b>A Basis</b> | 65,311          | 65,999   | 66,105   | 68,351   | 70,703   | 73,452   | 76,278   | 78,462   | 80,753   | 85,610   |
|  |                | 5,442.61        | 5,499.88 | 5,508.79 | 5,695.89 | 5,891.90 | 6,121.01 | 6,356.49 | 6,538.51 | 6,729.44 | 7,134.18 |
| <b>24</b><br><br>(+ 56 points)             | <b>C Basis</b> | 51,561          | 51,645   | 53,399   | 55,237   | 57,385   | 59,628   | 61,919   | 63,697   | 65,881   | 70,141   |
|  |                | 4,296.78        | 4,303.74 | 4,449.92 | 4,603.06 | 4,782.05 | 4,968.99 | 5,159.91 | 5,308.08 | 5,490.06 | 5,845.05 |
|  | <b>B Basis</b> | 55,858          | 55,949   | 57,849   | 59,840   | 62,167   | 64,597   | 67,079   | 69,005   | 71,371   | 75,986   |
|  |                | 4,654.85        | 4,662.39 | 4,820.73 | 4,986.64 | 5,180.56 | 5,383.06 | 5,589.91 | 5,750.40 | 5,947.56 | 6,332.15 |
|  | <b>A Basis</b> | 65,999          | 66,105   | 68,351   | 70,703   | 73,452   | 76,324   | 79,256   | 81,532   | 84,327   | 89,780   |
|  |                | 5,499.88        | 5,508.79 | 5,695.89 | 5,891.90 | 6,121.01 | 6,360.31 | 6,604.67 | 6,794.33 | 7,027.27 | 7,481.66 |
| <b>25</b><br><br>(+ 70 points)             | <b>C Basis</b> | 51,645          | 53,399   | 54,926   | 58,077   | 60,332   | 62,694   | 64,317   | 66,310   | 68,888   | 73,470   |
|  |                | 4,303.74        | 4,449.92 | 4,577.19 | 4,839.73 | 5,027.66 | 5,224.53 | 5,359.78 | 5,525.85 | 5,740.63 | 6,122.50 |
|  | <b>B Basis</b> | 55,949          | 57,849   | 59,504   | 62,916   | 65,359   | 67,919   | 69,677   | 71,836   | 74,628   | 79,592   |
|  |                | 4,662.39        | 4,820.73 | 4,958.64 | 5,243.02 | 5,446.62 | 5,659.92 | 5,806.43 | 5,986.33 | 6,219.03 | 6,632.68 |
|  | <b>A Basis</b> | 66,105          | 68,351   | 70,306   | 74,338   | 77,225   | 80,249   | 82,326   | 84,877   | 88,176   | 94,041   |
|  |                | 5,508.79        | 5,695.89 | 5,858.81 | 6,194.85 | 6,435.40 | 6,687.41 | 6,860.53 | 7,073.09 | 7,348.01 | 7,836.79 |
| <b>26</b><br><br>(+ 84 points)             | <b>C Basis</b> | 53,638          | 55,189   | 56,800   | 60,392   | 62,742   | 65,200   | 66,835   | 69,162   | 71,907   | 76,727   |
|  |                | 4,469.80        | 4,599.09 | 4,733.32 | 5,032.63 | 5,228.53 | 5,433.37 | 5,569.61 | 5,763.51 | 5,992.22 | 6,393.95 |
|  | <b>B Basis</b> | 58,108          | 59,788   | 61,533   | 65,424   | 67,971   | 70,634   | 72,405   | 74,926   | 77,899   | 83,122   |
|  |                | 4,842.30        | 4,982.33 | 5,127.76 | 5,452.02 | 5,664.23 | 5,886.14 | 6,033.74 | 6,243.81 | 6,491.58 | 6,926.80 |
|  | <b>A Basis</b> | 68,656          | 70,642   | 72,704   | 77,301   | 80,310   | 83,457   | 85,549   | 88,528   | 92,040   | 98,211   |
|  |                | 5,721.34        | 5,886.82 | 6,058.64 | 6,441.76 | 6,692.51 | 6,954.71 | 7,129.10 | 7,377.30 | 7,670.04 | 8,184.26 |
| <b>27<sup>^</sup></b><br><br>(+ 98 points) | <b>C Basis</b> | 54,831          | 57,373   | 59,043   | 62,814   | 65,260   | 67,814   | 69,437   | 72,062   | 74,914   | 80,116   |
|  |                | 4,569.24        | 4,781.06 | 4,920.27 | 5,234.48 | 5,438.33 | 5,651.14 | 5,786.38 | 6,005.16 | 6,242.81 | 6,676.36 |
|  | <b>B Basis</b> | 59,400          | 62,154   | 63,964   | 68,048   | 70,698   | 73,465   | 75,223   | 78,067   | 81,156   | 86,793   |
|  |                | 4,950.01        | 5,179.47 | 5,330.30 | 5,670.70 | 5,891.54 | 6,122.08 | 6,268.57 | 6,505.57 | 6,763.04 | 7,232.74 |
|  | <b>A Basis</b> | 70,184          | 73,437   | 75,575   | 80,402   | 83,533   | 86,802   | 88,879   | 92,239   | 95,889   | 102,549  |
|  |                | 5,848.63        | 6,119.75 | 6,297.94 | 6,700.14 | 6,961.08 | 7,233.46 | 7,406.57 | 7,686.60 | 7,990.79 | 8,545.74 |
| <b>(continued)</b>                         | <b>C Basis</b> | 80,498          | 80,844   | 81,214   | 81,560   |          |          |          |          |          |          |
|  |                | 6,708.19        | 6,737.03 | 6,767.85 | 6,796.69 |          |          |          |          |          |          |
| <b>27</b>                                  | <b>B Basis</b> | 87,206          | 87,581   | 87,982   | 88,357   |          |          |          |          |          |          |
|  |                | 7,267.20        | 7,298.45 | 7,331.83 | 7,363.07 |          |          |          |          |          |          |
| <b>(+ 98 points)</b>                       | <b>A Basis</b> | 103,038         | 103,481  | 103,954  | 104,397  |          |          |          |          |          |          |
|  |                | 8,586.47        | 8,623.39 | 8,662.85 | 8,699.76 |          |          |          |          |          |          |

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.  
<sup>^</sup> 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.

Los Angeles Unified School District

2015-2016 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 &amp; MA</u> | <u>1st CI &amp; DR</u> |
|---------|----------|------------------------|------------------------|
| C Basis | 82,801   | 83,385                 | 83,969                 |
|         | 6,900.10 |                        |                        |
| B Basis | 89,701   | 90,333                 | 90,966                 |
|         | 7,475.11 |                        |                        |
| A Basis | 105,985  | 106,732                | 107,479                |
|         | 8,832.12 |                        |                        |

**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 | 83,434   | 84,018                 | 84,602                 |
|         | 6,952.81 |                        |                        |
| B Basis | 90,387   | 91,019                 | 91,652                 |
|         | 7,532.21 |                        |                        |
| A Basis | 106,795  | 107,542                | 108,289                |
|         | 8,899.60 |                        |                        |

**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 | 85,641   | 86,225                 | 86,809                 |
|         | 7,136.77 |                        |                        |
| B Basis | 92,778   | 93,410                 | 94,043                 |
|         | 7,731.50 |                        |                        |
| A Basis | 109,621  | 110,368                | 111,115                |
|         | 9,135.06 |                        |                        |

**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 | 87,085   | 87,669                 | 88,253                 |
|         | 7,257.10 |                        |                        |
| B Basis | 94,342   | 94,974                 | 95,607                 |
|         | 7,861.84 |                        |                        |
| A Basis | 111,469  | 112,216                | 112,963                |
|         | 9,289.08 |                        |                        |

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 = 262 paid days or equivalent hours; 2,096 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  
2015-2016 PREPARATION SALARY (L) TABLE

Preparation Salary (L) Table (Alternative Certification): 2015-2016 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015. 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<br>(Req. Pts.)** |         | PAY SCALE LEVEL |          |   |          |          |          |          |          |          |          |          |
|----------------------------------|---------|-----------------|----------|---|----------|----------|----------|----------|----------|----------|----------|----------|
|                                  |         | 1               | 2        | * | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| 20<br><br>(Minimum)              | C Basis | 43,913          | 43,913   |   | 43,913   | 44,676   | 46,979   | 47,468   | 48,936   | 50,583   | 52,910   | 55,260   |
|                                  |         | 3,659.38        | 3,659.38 |   | 3,659.38 | 3,723.01 | 3,914.93 | 3,955.70 | 4,078.01 | 4,215.23 | 4,409.14 | 4,605.03 |
|                                  | B Basis | 47,572          | 47,572   |   | 47,572   | 48,399   | 50,894   | 51,424   | 53,014   | 54,798   | 57,319   | 59,865   |
|                                  |         | 3,964.32        | 3,964.32 |   | 3,964.32 | 4,033.26 | 4,241.17 | 4,285.34 | 4,417.85 | 4,566.49 | 4,776.58 | 4,988.79 |
|                                  | A Basis | 56,208          | 56,208   |   | 56,208   | 57,186   | 60,133   | 60,759   | 62,638   | 64,746   | 67,724   | 70,733   |
|                                  |         | 4,683.99        | 4,683.99 |   | 4,683.99 | 4,765.46 | 5,011.12 | 5,063.29 | 5,219.85 | 5,395.50 | 5,643.70 | 5,894.45 |
| 21<br><br>(+ 14 points)          | C Basis | 43,913          | 43,913   |   | 44,294   | 46,036   | 47,862   | 49,640   | 51,525   | 53,387   | 55,213   | 57,683   |
|                                  |         | 3,659.38        | 3,659.38 |   | 3,691.20 | 3,836.37 | 3,988.52 | 4,136.68 | 4,293.79 | 4,448.91 | 4,601.07 | 4,806.89 |
|                                  | B Basis | 47,572          | 47,572   |   | 47,985   | 49,873   | 51,851   | 53,777   | 55,819   | 57,836   | 59,814   | 62,490   |
|                                  |         | 3,964.32        | 3,964.32 |   | 3,998.79 | 4,156.07 | 4,320.88 | 4,481.41 | 4,651.62 | 4,819.66 | 4,984.49 | 5,207.49 |
|                                  | A Basis | 56,208          | 56,208   |   | 56,697   | 58,927   | 61,264   | 63,539   | 65,953   | 68,335   | 70,672   | 73,834   |
|                                  |         | 4,683.99        | 4,683.99 |   | 4,724.73 | 4,910.56 | 5,105.30 | 5,294.95 | 5,496.05 | 5,694.61 | 5,889.36 | 6,152.83 |
| 22<br><br>(+ 28 points)          | C Basis | 43,913          | 44,294   |   | 46,108   | 48,161   | 50,106   | 52,158   | 54,115   | 56,215   | 58,184   | 60,678   |
|                                  |         | 3,659.38        | 3,691.20 |   | 3,842.33 | 4,013.38 | 4,175.46 | 4,346.50 | 4,509.58 | 4,684.58 | 4,848.67 | 5,056.50 |
|                                  | B Basis | 47,572          | 47,985   |   | 49,950   | 52,174   | 54,281   | 56,505   | 58,624   | 60,900   | 63,033   | 65,735   |
|                                  |         | 3,964.32        | 3,998.79 |   | 4,162.54 | 4,347.82 | 4,523.41 | 4,708.71 | 4,885.37 | 5,074.98 | 5,252.73 | 5,477.88 |
|                                  | A Basis | 56,208          | 56,697   |   | 59,018   | 61,646   | 64,135   | 66,762   | 69,267   | 71,955   | 74,476   | 77,668   |
|                                  |         | 4,683.99        | 4,724.73 |   | 4,918.19 | 5,137.13 | 5,344.59 | 5,563.52 | 5,772.25 | 5,996.27 | 6,206.31 | 6,472.32 |
| 23<br><br>(+ 42 points)          | C Basis | 44,294          | 46,072   |   | 48,161   | 50,249   | 52,492   | 54,652   | 56,800   | 58,924   | 61,084   | 63,900   |
|                                  |         | 3,691.20        | 3,839.36 |   | 4,013.38 | 4,187.40 | 4,374.34 | 4,554.32 | 4,733.32 | 4,910.32 | 5,090.30 | 5,324.98 |
|                                  | B Basis | 47,985          | 49,912   |   | 52,174   | 54,436   | 56,867   | 59,206   | 61,533   | 63,834   | 66,174   | 69,225   |
|                                  |         | 3,998.79        | 4,159.32 |   | 4,347.82 | 4,536.34 | 4,738.88 | 4,933.87 | 5,127.76 | 5,319.51 | 5,514.51 | 5,768.72 |
|                                  | A Basis | 56,697          | 58,973   |   | 61,646   | 64,318   | 67,190   | 69,954   | 72,704   | 75,422   | 78,187   | 81,792   |
|                                  |         | 4,724.73        | 4,914.38 |   | 5,137.13 | 5,359.86 | 5,599.15 | 5,829.53 | 6,058.64 | 6,285.20 | 6,515.60 | 6,815.98 |
| 24<br><br>(+ 56 points)          | C Basis | 46,072          | 47,838   |   | 50,106   | 52,492   | 54,747   | 57,098   | 59,425   | 61,680   | 64,091   | 67,014   |
|                                  |         | 3,839.36        | 3,986.52 |   | 4,175.46 | 4,374.34 | 4,562.28 | 4,758.18 | 4,952.09 | 5,140.02 | 5,340.89 | 5,584.52 |
|                                  | B Basis | 49,912          | 51,825   |   | 54,281   | 56,867   | 59,310   | 61,856   | 64,377   | 66,820   | 69,432   | 72,599   |
|                                  |         | 4,159.32        | 4,318.73 |   | 4,523.41 | 4,738.88 | 4,942.47 | 5,154.69 | 5,364.77 | 5,568.36 | 5,785.98 | 6,049.90 |
|                                  | A Basis | 58,973          | 61,233   |   | 64,135   | 67,190   | 70,077   | 73,086   | 76,064   | 78,951   | 82,036   | 85,778   |
|                                  |         | 4,914.38        | 5,102.75 |   | 5,344.59 | 5,599.15 | 5,839.71 | 6,090.46 | 6,338.66 | 6,579.23 | 6,836.35 | 7,148.18 |
| 25<br><br>(+ 70 points)          | C Basis | 47,671          | 49,676   |   | 52,206   | 54,652   | 57,110   | 59,604   | 62,098   | 64,508   | 67,002   | 70,188   |
|                                  |         | 3,972.61        | 4,139.66 |   | 4,350.48 | 4,554.32 | 4,759.18 | 4,967.00 | 5,174.83 | 5,375.70 | 5,583.52 | 5,849.03 |
|                                  | B Basis | 51,644          | 53,816   |   | 56,556   | 59,206   | 61,869   | 64,571   | 67,273   | 69,884   | 72,586   | 76,037   |
|                                  |         | 4,303.66        | 4,484.64 |   | 4,713.01 | 4,933.87 | 5,155.77 | 5,380.91 | 5,606.06 | 5,823.68 | 6,048.82 | 6,336.44 |
|                                  | A Basis | 61,019          | 63,585   |   | 66,823   | 69,954   | 73,101   | 76,293   | 79,485   | 82,571   | 85,763   | 89,841   |
|                                  |         | 5,084.92        | 5,298.76 |   | 5,568.61 | 5,829.53 | 6,091.74 | 6,357.76 | 6,623.78 | 6,880.89 | 7,146.92 | 7,486.76 |
| 26<br><br>(+ 84 points)          | C Basis | 49,569          | 51,525   |   | 54,127   | 56,800   | 59,425   | 62,110   | 64,687   | 67,277   | 69,950   | 73,315   |
|                                  |         | 4,130.71        | 4,293.79 |   | 4,510.58 | 4,733.32 | 4,952.09 | 5,175.84 | 5,390.61 | 5,606.39 | 5,829.15 | 6,109.56 |
|                                  | B Basis | 53,699          | 55,819   |   | 58,637   | 61,533   | 64,377   | 67,286   | 70,078   | 72,883   | 75,779   | 79,424   |
|                                  |         | 4,474.94        | 4,651.62 |   | 4,886.44 | 5,127.76 | 5,364.77 | 5,607.14 | 5,839.83 | 6,073.61 | 6,314.90 | 6,618.69 |
|                                  | A Basis | 63,448          | 65,953   |   | 69,282   | 72,704   | 76,064   | 79,501   | 82,800   | 86,114   | 89,536   | 93,843   |
|                                  |         | 5,287.31        | 5,496.05 |   | 5,773.54 | 6,058.64 | 6,338.66 | 6,625.05 | 6,899.98 | 7,176.19 | 7,461.30 | 7,820.23 |
| 27<br><br>(+ 98 points)          | C Basis | 51,012          | 53,387   |   | 56,215   | 58,924   | 61,704   | 64,544   | 67,289   | 70,093   | 72,873   | 76,549   |
|                                  |         | 4,251.04        | 4,448.91 |   | 4,684.58 | 4,910.32 | 5,142.01 | 5,378.68 | 5,607.39 | 5,841.07 | 6,072.77 | 6,379.05 |
|                                  | B Basis | 55,263          | 57,836   |   | 60,900   | 63,834   | 66,846   | 69,923   | 72,896   | 75,934   | 78,946   | 82,928   |
|                                  |         | 4,605.28        | 4,819.66 |   | 5,074.98 | 5,319.51 | 5,570.51 | 5,826.91 | 6,074.68 | 6,327.84 | 6,578.84 | 6,910.63 |
|                                  | A Basis | 65,296          | 68,335   |   | 71,955   | 75,422   | 78,981   | 82,616   | 86,129   | 89,719   | 93,278   | 97,982   |
|                                  |         | 5,441.32        | 5,694.61 |   | 5,996.27 | 6,285.20 | 6,581.76 | 6,884.70 | 7,177.44 | 7,476.56 | 7,773.15 | 8,165.16 |

Additional Pay Scale Levels

|               |         | 11       | 12       | 13       | 14       |
|---------------|---------|----------|----------|----------|----------|
| (continued)   | C Basis | 76,906   | 77,241   | 77,575   | 77,921   |
|               |         | 6,408.87 | 6,436.72 | 6,464.56 | 6,493.40 |
| 27            | B Basis | 83,315   | 83,677   | 84,039   | 84,414   |
|               |         | 6,942.95 | 6,973.11 | 7,003.28 | 7,034.51 |
| (+ 98 points) | A Basis | 98,440   | 98,868   | 99,296   | 99,739   |
|               |         | 8,203.36 | 8,239.00 | 8,274.65 | 8,311.55 |

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

2015-2016 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 | 79,090   | 79,674                 | 80,258                 |
|         | 6,590.84 |                        |                        |
| B Basis | 85,681   | 86,313                 | 86,946                 |
|         | 7,140.09 |                        |                        |
| A Basis | 101,235  | 101,982                | 102,729                |
|         | 8,436.28 |                        |                        |

**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 | 79,699   | 80,283                 | 80,867                 |
|         | 6,641.56 |                        |                        |
| B Basis | 86,340   | 86,972                 | 86,972                 |
|         | 7,195.03 |                        |                        |
| A Basis | 102,014  | 102,761                | 103,508                |
|         | 8,501.20 |                        |                        |

**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 | 81,071   | 81,655                 | 82,239                 |
|         | 6,755.92 |                        |                        |
| B Basis | 87,827   | 88,459                 | 89,092                 |
|         | 7,318.91 |                        |                        |
| A Basis | 103,771  | 104,518                | 105,265                |
|         | 8,647.58 |                        |                        |

**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 | 82,467   | 83,051                 | 83,635                 |
|         | 6,872.26 |                        |                        |
| B Basis | 89,339   | 89,971                 | 90,604                 |
|         | 7,444.95 |                        |                        |
| A Basis | 105,558  | 106,305                | 107,052                |
|         | 8,796.49 |                        |                        |

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 = 262 paid days or equivalent hours; 2,096 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.

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

### 2015-2016 RATES FOR DAY-TO-DAY SUBSTITUTES

Day-to-Day Substitutes: 2015-2016 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015.

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

|                                      |            |
|--------------------------------------|------------|
| Daily Base Rate                      | \$190.97   |
| Base Hourly Rate (6-hour day)        | \$31.82881 |
|                                      |            |
| Daily Incentive Plan Rate            | \$257.73   |
| Base Hourly Rate (6-hour day)        | \$42.95433 |
|                                      |            |
| Day-to-Day Substitute, Extended Rate | \$257.73   |
| Base Hourly Rate (6-hour day)        | \$42.95433 |

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                         | \$34.76470              | \$208.59          | \$139.06          | \$104.29          |
| Day-to-Day Substitute,<br>Extended Rate | \$46.91644              | \$281.50          | \$187.67          | \$140.75          |

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   | \$167.12 daily<br>\$20.88960 hourly |
|  |                                     |
| (with accrual rate of .11364 after 35 full-time days of service retroactive to the beginning of the school year) | \$186.11 daily                      |



**Los Angeles Unified School District  
2015-2016  
DEVELOPMENT CENTER/EARLY EDUCATION CENTER**

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 (pay scale level/pay scale group) placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

**Development Center Salary (V) Table: 2015-2016 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015.**

| Advancement* to<br>Pay Scale Group                 | Pay Scale<br>Group | Basis   | PAY SCALE LEVEL |         |         |         |         |
|--|--------------------|---------|-----------------|---------|---------|---------|---------|
|  |                    |         | 1               | 2       | 3       | 4       | 5       |
| Minimum of 60<br>Semester Units                    | 11V                | C basis | \$34,116        | 35,392  | 36,872  | 38,077  | 39,832  |
|  |                    |         | 2843.00         | 2949.34 | 3072.68 | 3173.09 | 3319.32 |
| Minimum Plus<br>14 Points                          | 12V                | C basis | 35,392          | 36,872  | 38,077  | 39,474  | 41,180  |
|  |                    |         | 2949.34         | 3072.68 | 3173.09 | 3289.50 | 3431.63 |
| Minimum Plus<br>28 Points                          | 13V                | C basis | 36,872          | 38,077  | 39,474  | 40,810  | 42,504  |
|  |                    |         | 3072.68         | 3173.09 | 3289.50 | 3400.83 | 3541.99 |
| Bachelor's Degree                                  | 14V                | C basis | 38,077          | 39,474  | 40,810  | 42,134  | 43,924  |
|  |                    |         | 3173.09         | 3289.50 | 3400.83 | 3511.19 | 3660.33 |
| BA + Restricted Severely<br>Handicapped Credential | 15V                | C basis | 39,474          | 40,810  | 42,134  | 43,543  | 45,428  |
|  |                    |         | 3289.50         | 3400.83 | 3511.19 | 3628.57 | 3785.63 |

To be eligible, the employee must have met pay scale level advancement requirements for five or more years while allocated to the maximum pay scale level and pay scale group of the V Table, or a higher rate while paid on another salary table.

**Early Education Center Salary (C) Table: 2015-2016 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015.**

| Advancement* to<br>Pay Scale Group               | Pay Scale<br>Group | Basis    | PAY SCALE LEVEL |          |          |          |          |
|--|--------------------|----------|-----------------|----------|----------|----------|----------|
|  |                    |          | 1               | 2        | 3        | 4        | 5        |
| Minimum of 60<br>Semester Units                  | 15C                | A basis  | 43,083          | 44,733   | 46,610   | 48,213   | 50,441   |
|  |                    |          | 3,590.26        | 3,727.71 | 3,884.19 | 4,017.74 | 4,203.45 |
|  |                    | C basis  | 33,674          | 34,963   | 36,431   | 37,684   | 39,426   |
|  |                    |          | 2,806.16        | 2,913.61 | 3,035.91 | 3,140.30 | 3,285.47 |
| Minimum Plus<br>14 Points                        | 16C                | E basis  | 38,627          | 40,105   | 41,789   | 43,226   | 45,224   |
|  |                    |          | 3,218.88        | 3,342.08 | 3,482.40 | 3,602.14 | 3,768.63 |
|  |                    | A basis  | 44,733          | 46,610   | 48,213   | 49,984   | 52,076   |
|  |                    |          | 3,727.71        | 3,884.19 | 4,017.74 | 4,165.34 | 4,339.65 |
| Minimum Plus<br>28 Points                        | 17C                | C basis  | 34,963          | 36,431   | 37,684   | 39,068   | 40,703   |
|  |                    |          | 2,913.58        | 3,035.91 | 3,140.30 | 3,255.69 | 3,391.91 |
|  |                    | E basis  | 40,105          | 41,789   | 43,226   | 44,814   | 46,689   |
|  |                    |          | 3,342.08        | 3,482.40 | 3,602.14 | 3,734.49 | 3,890.74 |
| Bachelor's Degree                                | 18C                | A basis  | 46,610          | 48,213   | 49,984   | 51,617   | 53,785   |
|  |                    |          | 3,884.19        | 4,017.74 | 4,165.34 | 4,301.44 | 4,482.09 |
|  |                    | C basis  | 36,431          | 37,684   | 39,068   | 40,344   | 42,039   |
|  |                    |          | 3,035.91        | 3,140.30 | 3,255.69 | 3,362.04 | 3,503.23 |
| BA + Elementary or<br>Early Education Credential | 19C                | E basis  | 41,789          | 43,226   | 44,814   | 46,277   | 48,222   |
|  |                    |          | 3,482.40        | 3,602.14 | 3,734.49 | 3,856.44 | 4,018.46 |
|  |                    | A basis  | 48,213          | 49,984   | 51,617   | 53,297   | 55,571   |
|  |                    |          | 4,017.74        | 4,165.34 | 4,301.44 | 4,441.44 | 4,630.95 |
| BA + Elementary or<br>Early Education Credential | 19C                | C basis  | 37,684          | 39,068   | 40,344   | 41,658   | 43,435   |
|  |                    |          | 3,140.30        | 3,255.69 | 3,362.04 | 3,471.46 | 3,619.60 |
|  |                    | E basis  | 42,377          | 43,935   | 45,370   | 46,847   | 48,846   |
|  |                    |          | 3,602.07        | 3,734.48 | 3,856.43 | 3,981.98 | 4,151.92 |
| BA + Elementary or<br>Early Education Credential | 19C                | A basis  | 50,762          | 53,022   | 55,786   | 58,686   | 62,213   |
|  |                    |          | 4,230.18        | 4,418.53 | 4,648.80 | 4,890.47 | 5,184.39 |
|  |                    | C basis  | 39,676          | 41,443   | 43,603   | 45,869   | 48,626   |
|  |                    |          | 3,306.33        | 3,453.56 | 3,633.55 | 3,822.44 | 4,052.18 |
| E basis  | 45,512             | 47,537   | 50,015          | 52,615   | 55,777   |          |          |
|  | 3,792.63           | 3,961.39 | 4,167.88        | 4,384.57 | 4,648.10 |          |          |

APPENDIX E

Personnel Policy Guide: 56

| Pay Scale Group    | Basis   | PAY SCALE LEVEL |          |          |          |          |
|--------------------|---------|-----------------|----------|----------|----------|----------|
|                    |         | 6               | 7        | 8        | 9        | 10       |
| 19C<br>(continued) | A basis | 62,426          | 62,609   | 64,716   | 67,694   | 70,702   |
|                    | C basis | 5,202.14        | 5,217.45 | 5,393.04 | 5,641.14 | 5,891.80 |
|                    |         | 48,793          | 48,936   | 50,583   | 52,910   | 55,261   |
|                    |         | 4,066.05        | 4,078.01 | 4,215.23 | 4,409.17 | 4,605.08 |
|                    | E basis | 55,968          | 56,132   | 58,021   | 60,691   | 63,387   |
|                    |         | 4,664.02        | 4,677.70 | 4,835.12 | 5,057.58 | 5,282.28 |
|                    |         | <b>20</b>       |          |          |          |          |
| 19C<br>(continued) | A basis | 71,933          |          |          |          |          |
|                    | C basis | 5,994.43        |          |          |          |          |
|                    |         | 56,228          |          |          |          |          |
|                    |         | 4,685.65        |          |          |          |          |
|                    | E basis | 64,496          |          |          |          |          |
|                    |         | 5,374.70        |          |          |          |          |

\*A point for advancement 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.

As of March 1, 2011 the maximum pay scale level and pay scale group of the C Table is 19C20 for purposes of the career increment. To qualify for the career increment, the teacher must have been paid on the maximum pay scale group (PS Group 19C) and pay scale level (PS Level 6-10) for five qualifying years.

**2015-2016 Development Center/Early Education Center  
Degree Differentials**

- Notes:
1. Effective 7/01/08, degree differentials are hourly rates paid as worked.
  2. Annual amounts are applicable to employees working a full school year.

|                  | <u>MA Degree</u> | <u>DR Degree</u> |
|------------------|------------------|------------------|
| A Basis          | 0.35772          | 0.71552          |
| C Basis (6 hour) | 0.47696          | 0.95402          |
| C Basis (8 hour) | 0.35772          | 0.71552          |
| E Basis (8 hour) | 0.35772          | 0.71552          |

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**

**2015-2016 ADULT HOURLY RATE (THR) SCHEDULE**

**FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES**

1. **HOURLY RATE (THR) SCHEDULE:** 2015-2016 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase rates effective July 1, 2015.

| STEP (Pay Scale Level) |          |          |          |          |          |          |
|------------------------|----------|----------|----------|----------|----------|----------|
| A                      | B        | C        | 1        | 2        | 3        | 4        |
| \$42.66537             | 44.89983 | 47.26298 | 50.16427 | 52.48061 | 55.11283 | 55.72118 |

- Adult Nonclassroom Assignment, School-Based (0816)
- Adult Teacher, Academic Instruction (0805)
- Adult Teacher, Adults with Disabilities (0804)
- Adult Teacher, ESL (0803)
- Adult Teacher, Hourly Rate (0801)
- Adult Teacher, Parenting & Family Life (0808)
- Adult Teacher, Program for Older Adults (0809)
- Adult Teacher, Public or Private Contract (0838)
- Adult Teacher, Temporary Classes (0810)
- Adult Teacher-Adviser (0867)
- Adult Teacher-Counselor (0864)
- Adviser, Adult Resource, Nonschool Assignment (0827)
- Adviser, Adult Resource, ROC/ROP School Assignment (0828)
- Adviser, Adult Resource, School Assignment (0826)
- Continuation Teacher, Hourly Rate (0831)
- Regional Occupational Contract Teacher (0829)
- Temporary Adviser, Hourly Schedule (0800)

**2015-2016 FLAT HOURLY RATES**

2. **FLAT HOURLY RATES:** 2015-2016 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase rates effective July 1, 2015.

|  |            |
|--|------------|
| Adult Teacher, Hourly Rate, Day-to-Day Substitute (0806) | \$50.16427 |
| Adult Teacher, Flat Rate, Day-to-Day Substitute (0811)*  | 42.66537   |
| Adult Teacher, Staff Development, Rate 1 (0807)          | 50.16427   |
| Extended Teaching Assignment, Hourly (0921)              | 34.82721   |

\*The 2000-2003 Agreement provided for the elimination of accrual rates for employees serving as Adult Education substitutes. Such employees are paid on Step A of the Adult Hourly Rate Schedule if they are hired as substitutes July 1, 2001 or thereafter (0811, 0836), and paid on Step 1 of the Adult Hourly Rate Schedule if they have been employed as substitutes prior to July 1, 2001 (0806, 0835). The employees will remain on Step A or Step 1 as appropriate, and will not advance on the salary table. In 2007 SAP consolidated both 0806 and 0811 into one job code (0806) but Adult Ed Substitutes (0811) hired after 2001 should be paid on Step A of the current published 0811 rate.

Note: Chest Specialist and Psychiatrist moved to Page 13 (S8).

**2015-2016 REGULAR (HOURLY) SCHEDULE RATES**

3. **REGULAR (HOURLY) SCHEDULE RATES:** Employees in the following assignments are paid their regular hourly rate for the time actually served.

- Auxiliary Teacher (0915, 0924)
- Night Continuation High School (Regular Program) Teacher (0833)
- Replacement Teacher (No class code)



Los Angeles Unified School District

2015-2016 THR SCHEDULE, Etc. (Cont'd)

**2015-2016 DIFFERENTIAL SALARY RATES**

Salary differentials may be paid for additional assignments or responsibilities per semester, season, pay period, or as otherwise noted.

Employees may, at the conclusion of the semester or sport season, be paid a lump sum in addition to their regular salary rate, provided they perform certain supplemental duties for which salary differentials are permitted as set out in the District-UTLA Agreement, Article XIV, Section 24.0. Salary differentials are received on the basis of allocation of the assigned activity to the appropriate differential salary rate. Such differentials are authorized only to the extent that funds are provided in the Budget.

An employee who serves in a supplemental assignment for less than a complete semester or sport season may be paid a percentage of the lump sum proportionate to the percentage of the assignment completed. An employee may not concurrently receive more than one such salary differential except that, per school year, one differential paid on a semester basis may overlap a differential for coaching a fall/spring sport. This restriction shall apply to the Mentor Teacher differential.

**4. DIFFERENTIALS, BILINGUAL MASTER PLAN RATES: 2015-2016 rates**

Payments depend on the employee's qualifications, previous payment history, type of school or assignment, and nature of services provided in Master Plan programs. For complete information regarding Bilingual Master Plan differentials and stipends, refer to the District-UTLA Agreement, Article XI-B.

Effective July 1, 2001, the following differential payments listed in Tables 1 and 2, below, will apply to classroom teachers, itinerant, non-classroom, or non-school based employees who were paid a BCLAD/BCC or A-Level differential during the period from April 1, 1998, through June 30, 2001. Employees must be assigned and delivering service to Waivered to Basic or Dual Language students.

**Table 1: Bilingual Master Plan Differentials, Maximum Semester Rates**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1342      | \$2,703 (1)                    |
| 1343      | 1,352 (2) (3)                  |
| 1355      | 689 (4)                        |

**Table 2: Other Bilingual Master Plan Differential Rates (only for secondary teachers with fewer than three (3) qualifying periods)**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1357      | \$1,802 (1)                    |
| 1358      | 901 (1) (2) (3)                |
| 1330      | 451 (2) (3) (4)                |
| 1332      | 223 (4)                        |

The following differential payments listed in Tables 3 and 4, below, will apply to classroom teachers, itinerant, non-classroom, or non-school based employees newly hired or re-hired on or after July 1, 2001, or employees who were not paid a BCLAD/BCC or A-Level differential during the period from April 1, 1998, through June 30, 2001. Employees must be assigned and delivering service to Waivered to Basic or Dual Language students.

**Table 3: Additional Bilingual Master Plan Differentials, Maximum Semester Rates**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1460      | \$1,696 (1)                    |
| 1462      | 848 (2) (3)                    |
| 1364      | 424 (4)                        |

- (1) BCLAD/BCC teaching primary language classes
- (2) A-level teaching primary language classes
- (3) BCLAD/BCC teaching ESL/SH (SDAIE) classes, secondary only
- (4) A-level teaching ESL classes, secondary only

Los Angeles Unified School District

2015-2016 THR SCHEDULE, Etc. (Cont'd)

4. DIFFERENTIALS, BILINGUAL MASTER PLAN RATES (Cont'd):

**Table 4: Other Additional Bilingual Master Plan Differential Rates (only for secondary teachers with fewer than three (3) qualifying periods)**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1461      | \$1,060 (1)                    |
| 1464      | 530 (1) (2) (3)                |
| 1465      | 265 (2) (3) (4)                |
| 1367      | 133 (4)                        |

- (1) BCLAD/BCC teaching primary language classes
- (2) A-level teaching primary language classes
- (3) BCLAD/BCC teaching ESL/SH (SDAIE) classes, secondary only
- (4) A-level teaching ESL classes, secondary only

**Table 5: One-time Stipends**

Wage Type

|      |  |   |
|------|--|---|
| 1350 | Culture <i>or</i> Methodology Component of BCC/BCLAD   | \$270 one-time stipend                  |
| 1352 | Culture <i>and</i> Methodology Components of BCC/BCLAD | \$540 one-time stipend if paid together |

5. DIFFERENTIALS, COORDINATING, EARLY CHILDHOOD CENTER

Wage Type

|      |   |                    |
|------|---|--------------------|
| 1393 | Early Childhood Center Head Teacher, Coordinating--4 hr | \$424 per semester |
| 1397 | Early Childhood Center Head Teacher, Coordinating--8 hr | 848 per semester   |

6. DIFFERENTIAL, NATIONAL BOARD CERTIFICATION (NBC) (1370, 1375, 1429)

Must possess NBC, have permanent or probationary District status, and serve a minimum of 60% or 4 periods of the day (if secondary) serving as a classroom teacher. 15% of salary to be paid as outlined below:

- (1) Eligible teachers will receive 7.5% of their regular contract hourly rate each month (1370). The remaining 7.5% will be paid after the employee completes an additional 92 hours of professional duties, as agreed upon.
- (2) Teachers working for a minimum of 50% of the day as a classroom teacher (or 3 periods in a secondary school) will receive 50% of the 15% (1375) (i.e., 50% of the 7½ % for the certification and 50% of the 7½ % for completing 46 required additional hours of work).
- (3) Effective 7-01-01, NBPTS-certified teachers are eligible to receive an "Incentive to Teach at a Low-Performing School" award (1429) if the teachers agree to teach at least 50% of the time at a low-performing school with an Academic Performance Index (API) of five or lower for at least four years. Such teachers will receive \$5,000 annually over the four year period (\$20,000 maximum).

Los Angeles Unified School District

2015-2016 THR SCHEDULE, Etc. (Cont'd)

7. DIFFERENTIALS, ACTIVITY RATES (ACTIVITIES AND COACHING):

Differential, Activity (Activity and Coaching):

|                   |          |          |          |          |          |          |          |
|-------------------|----------|----------|----------|----------|----------|----------|----------|
| <b>Wage Type:</b> | 1394     | 1401     | 1402     | 1403     | 1404     | 1407     | 1410     |
| <b>Rate:</b>      | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
|                   | \$973    | 1,283    | 1,691    | 2,102    | 2,311    | 2,512    | 2,811    |

Activity assignment differentials are paid on a semester basis.  
 Coaching assignment differentials are paid on a seasonal basis.

| Sport/Activity   | Rate | Sport/Activity                                       | Rate      |
|--|------|--|-----------|
| Academic Decathlon   | 7(a) | Gymnastics   | 3         |
| Assistant School Athletics Coordination<br>(Asst. Athletic Director) | 4    | School Athletics Coordination<br>(Athletic Director) | 7         |
| Badminton  | 3    | Soccer: Head   | 6         |
| Baseball: Head   | 6    | Soccer: Assistant, J.V.                              | 3         |
| Baseball: Assistant, J. V.   | 4    | Softball: Head                                       | 6         |
| Basketball: Head   | 6    | Softball: Assistant, J. V.                           | 4         |
| Basketball: Assistant, J.V.  | 3    | Swimming: Head                                       | 4         |
| Basketball: Men's Frosh and Soph                                     | 4(b) | Swimming: Assistant                                  | 3(c)      |
| Basketball: Women's Frosh or Soph                                    | 4    | Tennis   | 4         |
| Cross Country: Head  | 4    | Track & Field: Head                                  | 6(b)      |
| Cross Country: Assistant   | 3(c) | Track & Field: Varsity (Assistant)                   | 6(b)      |
| Football: Varsity (Head)   | 7    | Track & Field: Frosh/Soph (Assistant)                | 4         |
| Football: Varsity (Assistant 1)                                      | 6    | "AA" Track & Field                                   | 2 or 3(d) |
| Football: Varsity (Assistant 2)                                      | 4    | Volleyball: Head                                     | 5         |
| Football: Varsity (Assistant 3)                                      | 4    | Volleyball: Assistant, J.V.                          | 3         |
| Football: Frosh/Soph (Assistant 1)                                   | 5    | Waterpolo  | 3         |
| Football: Frosh/Soph (Assistant 2)                                   | 4    | Wrestling  | 4         |
| Golf   | 3    |  |           |

- a At senior high schools, Rate 7 for the fall semester and, if continued through the spring, Rate 5 for spring.
- b The lump-sum payment will be reduced proportionately when teams are not fielded at all levels.
- c Position allotted only when there are 30 or more athletes.
- d Rate 2 if 6-12 athletes; Rate 3 if 13-19 athletes.

8. DIFFERENTIALS, COORDINATING ASSIGNMENTS:

|  |                    |
|--|--------------------|
| Differential, Coordinating Assignment, Rate 1 (1308)<br>(Health Appraiser; Specialist Nurse)                 | \$297 per semester |
| Differential, Coordinating Assignment, Rate 2 (1311)<br>(Coordinating Assmt, Sem; Temp Advsr;Tchr, Rsrce TM) | \$637 per semester |
| Differential, Lead Teacher, Science (1510)   | \$637 per semester |

9. DIFFERENTIALS, TRAINING TEACHER (1452):

|                                     |  |
|-------------------------------------|--|
| Differential, Training Teacher      | The amount paid by the training institution. |
| Differential, Demonstration Teacher |  |

Los Angeles Unified School District

2015-2016 THR SCHEDULE, Etc. (Cont'd)

**10. OTHER DIFFERENTIALS:**

2015-2016 rates

|  |   |
|--|---|
| Differential, Instructional Coach (1322)*              | \$1.25 Hourly Rate  |
| Differential, Library Media Teacher (1386)             | 500 per semester  |
| Differential, Professional Dev. (Delta) Coach (1408)   | 541 per semester  |
| Differential, Support Provider (1432)                  | <b>500</b> or<br><b>1,000</b> per semester<br>with maximum<br><b>2,000</b> a year |
| Differential, Urban Classroom Teacher Program I (1340) | 1,081 per semester  |
| Differential, Temporary Adviser (1320)**               | 0.73253 Hourly Rate   |

**11. STIPENDS:**

2015-2016 rates

|  |                                  |
|--|----------------------------------|
| Stipend, Literacy Training/Professional Dev. Rate 1 (1405) | \$102 per day<br>payable monthly |
| Stipend, Math Training/Professional Dev. Rate 1 (1406)     | 102 per day<br>payable monthly   |
| Stipend, Mentor Principal, Rate 1 (1423)                   | 2,040 per semester               |
| Stipend, Mentor Principal, Rate 2 (1424)                   | 3,060 per semester               |

**12. PEER ASSISTANCE & REVIEW (PAR) PROGRAM**

2015-2016 rates

|                                  |   |
|----------------------------------|---|
| Differential, PAR Program (1430) | <b>\$2,150</b> per semester (A Basis)<br>1,928 per semester (E Basis)<br>1,820 per semester (B Basis)<br>1,680 per semester (C Basis) |
|----------------------------------|---|

OR

Adjusted proportionately to correspond to any shorter assigned annual basis

\* The rate applies to all employees with jobs 11100843, 11100844, 11100845, 11100846, 11100847, 11100848, and 11100849. The rate will be applied to all the core hours worked by the employee. X and Z basis assignments are excluded from the eligibility. For employees with eligible but split assignments, only those who work over a combined 6 hours a day (based on work schedule) will be paid. This replaces the flat monthly amount of \$162.18

\*\* The rate applies to all employees with jobs 13200707 and 19100780. The rate will be applied to all the core hours worked by the employee and replaces the flat amount of \$127.46



**Los Angeles Unified School District  
2015-2016 SPECIAL SERVICES SALARY (D) TABLE**

Special Services Salary (D) Table: 2015-2016 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015.

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, pay scale level/pay scale group placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

| PAY SCALE GROUP |                | PAY SCALE LEVEL |        |          |        |          |        |          |        |          |        |
|-----------------|----------------|-----------------|--------|----------|--------|----------|--------|----------|--------|----------|--------|
|                 |                | 1               |        | 2        |        | 3        |        | 4        |        | 5        |        |
| No./Basis       |                |                 |        |          |        |          |        |          |        |          |        |
| <b>10D</b>      | <b>E basis</b> | 3,608.94        | 43,307 | 3,809.70 | 45,716 | 4,016.15 | 48,194 | 4,239.69 | 50,876 | 4,460.92 | 53,531 |
|                 | <b>B basis</b> | 3,408.43        | 40,901 | 3,598.04 | 43,176 | 3,793.04 | 45,516 | 4,004.18 | 48,050 | 4,213.21 | 50,559 |
|                 | <b>C basis</b> | 3,146.29        | 37,755 | 3,321.27 | 39,855 | 3,501.25 | 42,015 | 3,696.13 | 44,354 | 3,889.05 | 46,669 |
| <b>11D</b>      | <b>E basis</b> | 3,710.53        | 44,526 | 3,918.03 | 47,016 | 4,127.97 | 49,536 | 4,349.21 | 52,191 | 4,586.47 | 55,038 |
|                 | <b>B basis</b> | 3,504.36        | 42,052 | 3,700.40 | 44,405 | 3,898.61 | 46,783 | 4,107.62 | 49,291 | 4,331.66 | 51,980 |
|                 | <b>C basis</b> | 3,234.79        | 38,817 | 3,415.75 | 40,989 | 3,598.73 | 43,185 | 3,791.66 | 45,500 | 3,998.44 | 47,981 |
| <b>12D</b>      | <b>E basis</b> | 3,809.70        | 45,716 | 4,016.15 | 48,194 | 4,239.69 | 50,876 | 4,460.92 | 53,531 | 4,714.23 | 56,571 |
|                 | <b>B basis</b> | 3,598.04        | 43,176 | 3,793.04 | 45,516 | 4,004.18 | 48,050 | 4,213.21 | 50,559 | 4,452.35 | 53,428 |
|                 | <b>C basis</b> | 3,321.27        | 39,855 | 3,501.25 | 42,015 | 3,696.13 | 44,354 | 3,889.05 | 46,669 | 4,109.87 | 49,318 |
| <b>13D</b>      | <b>E basis</b> | 3,918.03        | 47,016 | 4,127.97 | 49,536 | 4,349.21 | 52,191 | 4,586.47 | 55,038 | 4,848.84 | 58,186 |
|                 | <b>B basis</b> | 3,700.40        | 44,405 | 3,898.61 | 46,783 | 4,107.62 | 49,291 | 4,331.66 | 51,980 | 4,579.47 | 54,954 |
|                 | <b>C basis</b> | 3,415.75        | 40,989 | 3,598.73 | 43,185 | 3,791.66 | 45,500 | 3,998.44 | 47,981 | 4,227.16 | 50,726 |
| <b>14D</b>      | <b>E basis</b> | 4,016.15        | 48,194 | 4,239.69 | 50,876 | 4,460.92 | 53,531 | 4,714.23 | 56,571 | 4,978.80 | 59,746 |
|                 | <b>B basis</b> | 3,793.04        | 45,516 | 4,004.18 | 48,050 | 4,213.21 | 50,559 | 4,452.35 | 53,428 | 4,702.22 | 56,427 |
|                 | <b>C basis</b> | 3,501.25        | 42,015 | 3,696.13 | 44,354 | 3,889.05 | 46,669 | 4,109.87 | 49,318 | 4,340.53 | 52,086 |
| <b>15D</b>      | <b>E basis</b> | 4,127.97        | 49,536 | 4,349.21 | 52,191 | 4,586.47 | 55,038 | 4,848.84 | 58,186 | 5,113.53 | 61,362 |
|                 | <b>B basis</b> | 3,898.61        | 46,783 | 4,107.62 | 49,291 | 4,331.66 | 51,980 | 4,579.47 | 54,954 | 4,829.34 | 57,952 |
|                 | <b>C basis</b> | 3,598.73        | 43,185 | 3,791.66 | 45,500 | 3,998.44 | 47,981 | 4,227.16 | 50,726 | 4,457.91 | 53,495 |
| <b>16D</b>      | <b>E basis</b> | 4,239.69        | 50,876 | 4,460.92 | 53,531 | 4,714.23 | 56,571 | 4,978.80 | 59,746 | 5,256.06 | 63,073 |
|                 | <b>B basis</b> | 4,004.18        | 48,050 | 4,213.21 | 50,559 | 4,452.35 | 53,428 | 4,702.22 | 56,427 | 4,963.97 | 59,568 |
|                 | <b>C basis</b> | 3,696.13        | 44,354 | 3,889.05 | 46,669 | 4,109.87 | 49,318 | 4,340.53 | 52,086 | 4,582.21 | 54,987 |
| <b>17D</b>      | <b>E basis</b> | 4,349.21        | 52,191 | 4,586.47 | 55,038 | 4,848.84 | 58,186 | 5,113.53 | 61,362 | 5,404.37 | 64,852 |
|                 | <b>B basis</b> | 4,107.62        | 49,291 | 4,331.66 | 51,980 | 4,579.47 | 54,954 | 4,829.34 | 57,952 | 5,104.08 | 61,249 |
|                 | <b>C basis</b> | 3,791.66        | 45,500 | 3,998.44 | 47,981 | 4,227.16 | 50,726 | 4,457.91 | 53,495 | 4,711.47 | 56,538 |
| <b>18D</b>      | <b>E basis</b> | 4,460.92        | 53,531 | 4,714.23 | 56,571 | 4,978.80 | 59,746 | 5,256.06 | 63,073 | 5,553.77 | 66,645 |
|                 | <b>B basis</b> | 4,213.21        | 50,559 | 4,452.35 | 53,428 | 4,702.22 | 56,427 | 4,963.97 | 59,568 | 5,245.14 | 62,942 |
|                 | <b>C basis</b> | 3,889.05        | 46,669 | 4,109.87 | 49,318 | 4,340.53 | 52,086 | 4,582.21 | 54,987 | 4,841.73 | 58,101 |
| <b>19D</b>      | <b>E basis</b> | 4,586.47        | 55,038 | 4,848.84 | 58,186 | 5,113.53 | 61,362 | 5,404.37 | 64,852 | 5,699.67 | 68,396 |
|                 | <b>B basis</b> | 4,331.66        | 51,980 | 4,579.47 | 54,954 | 4,829.34 | 57,952 | 5,104.08 | 61,249 | 5,383.09 | 64,597 |
|                 | <b>C basis</b> | 3,998.44        | 47,981 | 4,227.16 | 50,726 | 4,457.91 | 53,495 | 4,711.47 | 56,538 | 4,968.96 | 59,628 |

APPENDIX E

Los Angeles Unified School District

2015-2016 SPECIAL SERVICES SALARY (D) TABLE (Continued)

| PAY SCALE GROUP | No./Basis | PAY SCALE LEVEL |        |          |        |          |        |          |         |          |         |
|-----------------|-----------|-----------------|--------|----------|--------|----------|--------|----------|---------|----------|---------|
|                 |           | 1               | 2      | 3        | 4      | 5        | 6      | 7        | 8       | 9        | 10      |
| 20D             | E basis   | 4,714.23        | 56,571 | 4,978.80 | 59,746 | 5,256.06 | 63,073 | 5,553.77 | 66,645  | 5,860.54 | 70,326  |
|                 | B basis   | 4,452.35        | 53,428 | 4,702.22 | 56,427 | 4,963.97 | 59,568 | 5,245.14 | 62,942  | 5,534.98 | 66,420  |
|                 | C basis   | 4,109.87        | 49,318 | 4,340.53 | 52,086 | 4,582.21 | 54,987 | 4,841.73 | 58,101  | 5,109.23 | 61,311  |
| 21D             | E basis   | 4,848.84        | 58,186 | 5,113.53 | 61,362 | 5,404.37 | 64,852 | 5,699.67 | 68,396  | 6,023.64 | 72,284  |
|                 | B basis   | 4,579.47        | 54,954 | 4,829.34 | 57,952 | 5,104.08 | 61,249 | 5,383.09 | 64,597  | 5,689.02 | 68,268  |
|                 | C basis   | 4,227.16        | 50,726 | 4,457.91 | 53,495 | 4,711.47 | 56,538 | 4,968.96 | 59,628  | 5,251.38 | 63,017  |
| 22D             | E basis   | 4,978.80        | 59,746 | 5,256.06 | 63,073 | 5,553.77 | 66,645 | 5,860.54 | 70,326  | 6,206.14 | 74,474  |
|                 | B basis   | 4,702.22        | 56,427 | 4,963.97 | 59,568 | 5,245.14 | 62,942 | 5,534.98 | 66,420  | 5,861.38 | 70,337  |
|                 | C basis   | 4,340.53        | 52,086 | 4,582.21 | 54,987 | 4,841.73 | 58,101 | 5,109.23 | 61,311  | 5,410.48 | 64,926  |
| 23D             | E basis   | 5,106.57        | 61,279 | 5,389.50 | 64,674 | 5,690.60 | 68,287 | 6,014.57 | 72,175  | 6,365.87 | 76,390  |
|                 | B basis   | 4,822.90        | 57,875 | 5,090.04 | 61,080 | 5,374.41 | 64,493 | 5,680.43 | 68,165  | 6,012.19 | 72,146  |
|                 | C basis   | 4,451.87        | 53,422 | 4,698.52 | 56,382 | 4,961.06 | 59,533 | 5,243.47 | 62,922  | 5,549.69 | 66,596  |
|                 | A Basis   | 5,695.81        | 68,350 | 6,011.34 | 72,136 | 6,347.19 | 76,166 | 6,708.52 | 80,502  | 7,100.37 | 85,204  |
| 28D             | E basis   | 5,655.24        | 67,863 | 5,976.90 | 71,723 | 6,307.64 | 75,692 | 6,659.06 | 79,909  | 7,031.98 | 84,384  |
|                 | B basis   | 5,341.07        | 64,093 | 5,644.85 | 67,738 | 5,957.30 | 71,488 | 6,289.07 | 75,469  | 6,641.29 | 79,695  |
|                 | C basis   | 4,930.25        | 59,163 | 5,210.63 | 62,528 | 5,499.00 | 65,988 | 5,805.31 | 69,664  | 6,130.46 | 73,566  |
| 29D             | E basis   | 5,820.67        | 69,848 | 6,143.39 | 73,721 | 6,480.97 | 77,772 | 6,843.77 | 82,125  | 7,223.66 | 86,684  |
|                 | B basis   | 5,497.25        | 65,967 | 5,802.10 | 69,625 | 6,120.99 | 73,452 | 6,463.57 | 77,563  | 6,822.33 | 81,868  |
|                 | C basis   | 5,074.42        | 60,893 | 5,355.79 | 64,269 | 5,650.11 | 67,801 | 5,966.36 | 71,596  | 6,297.53 | 75,570  |
| 30D             | E basis   | 5,976.90        | 71,723 | 6,307.64 | 75,692 | 6,659.06 | 79,909 | 7,031.98 | 84,384  | 7,430.12 | 89,161  |
|                 | B basis   | 5,644.85        | 67,738 | 5,957.30 | 71,488 | 6,289.07 | 75,469 | 6,641.29 | 79,695  | 7,017.30 | 84,208  |
|                 | C basis   | 5,210.63        | 62,528 | 5,499.00 | 65,988 | 5,805.31 | 69,664 | 6,130.46 | 73,566  | 6,477.52 | 77,730  |
| 31D             | E basis   | 6,143.39        | 73,721 | 6,480.97 | 77,772 | 6,843.77 | 82,125 | 7,223.66 | 86,684  | 7,639.96 | 91,680  |
|                 | B basis   | 5,802.10        | 69,625 | 6,120.99 | 73,452 | 6,463.57 | 77,563 | 6,822.33 | 81,868  | 7,215.51 | 86,586  |
|                 | C basis   | 5,355.79        | 64,269 | 5,650.11 | 67,801 | 5,966.36 | 71,596 | 6,297.53 | 75,570  | 6,660.50 | 79,926  |
| 32D             | E basis   | 6,307.64        | 75,692 | 6,659.06 | 79,909 | 7,031.98 | 84,384 | 7,430.12 | 89,161  | 7,853.28 | 94,239  |
|                 | B basis   | 5,957.30        | 71,488 | 6,289.07 | 75,469 | 6,641.29 | 79,695 | 7,017.30 | 84,208  | 7,416.92 | 89,003  |
|                 | C basis   | 5,499.00        | 65,988 | 5,805.31 | 69,664 | 6,130.46 | 73,566 | 6,477.52 | 77,730  | 6,846.41 | 82,157  |
| 33D             | A basis   | 7,228.86        | 86,746 | 7,628.38 | 91,541 | 8,054.59 | 96,655 | 8,521.46 | 102,258 | 9,002.40 | 108,029 |
|                 | E basis   | 6,481.02        | 77,772 | 6,839.17 | 82,070 | 7,221.36 | 86,656 | 7,639.97 | 91,680  | 8,071.06 | 96,853  |
|                 | B basis   | 6,120.99        | 73,452 | 6,459.26 | 77,511 | 6,820.18 | 81,842 | 7,215.51 | 86,586  | 7,622.70 | 91,472  |
|                 | C basis   | 5,650.11        | 67,801 | 5,962.36 | 71,548 | 6,295.49 | 75,546 | 6,660.50 | 79,926  | 7,036.31 | 84,436  |

APPENDIX E

Los Angeles Unified School District

2015-2016 SPECIAL SERVICES SALARY (D) TABLE (Continued)

| PAY SCALE GROUP |                | PAY SCALE LEVEL |         |          |         |          |         |           |         |           |         |
|-----------------|----------------|-----------------|---------|----------|---------|----------|---------|-----------|---------|-----------|---------|
|                 |                | 1               |         | 2        |         | 3        |         | 4         |         | 5         |         |
| No./Basis       |                |                 |         |          |         |          |         |           |         |           |         |
| <b>34D</b>      | <b>A basis</b> | 7,427.34        | 89,128  | 7,843.35 | 94,120  | 8,287.40 | 99,449  | 8,759.35  | 105,112 | 9,239.00  | 110,868 |
|                 | <b>E basis</b> | 6,658.99        | 79,908  | 7,031.98 | 84,384  | 7,430.06 | 89,161  | 7,853.25  | 94,239  | 8,283.25  | 99,399  |
|                 | <b>B basis</b> | 6,289.07        | 75,469  | 6,641.29 | 79,695  | 7,017.30 | 84,208  | 7,416.92  | 89,003  | 7,823.05  | 93,877  |
|                 | <b>C basis</b> | 5,805.31        | 69,664  | 6,130.46 | 73,566  | 6,477.52 | 77,730  | 6,846.41  | 82,157  | 7,221.26  | 86,655  |
| <b>35D</b>      | <b>A basis</b> | 7,633.44        | 91,601  | 8,057.14 | 96,686  | 8,521.46 | 102,258 | 9,004.93  | 108,059 | 9,504.95  | 114,059 |
|                 | <b>E basis</b> | 6,843.77        | 82,125  | 7,223.65 | 86,684  | 7,639.88 | 91,679  | 8,073.36  | 96,880  | 8,521.69  | 102,260 |
|                 | <b>B basis</b> | 6,463.57        | 77,563  | 6,822.33 | 81,868  | 7,215.51 | 86,586  | 7,624.87  | 91,498  | 8,048.24  | 96,579  |
| <b>36D</b>      | <b>A basis</b> | 7,843.35        | 94,120  | 8,287.40 | 99,449  | 8,759.35 | 105,112 | 9,239.00  | 110,868 | 9,778.40  | 117,341 |
|                 | <b>E basis</b> | 7,031.94        | 84,383  | 7,430.05 | 89,161  | 7,853.22 | 94,239  | 8,283.23  | 99,399  | 8,766.84  | 105,202 |
|                 | <b>B basis</b> | 6,641.29        | 79,695  | 7,017.30 | 84,208  | 7,416.92 | 89,003  | 7,823.05  | 93,877  | 8,279.80  | 99,358  |
|                 | <b>C basis</b> | 6,130.46        | 73,566  | 6,477.48 | 77,730  | 6,846.41 | 82,157  | 7,221.29  | 86,655  | 7,642.91  | 91,715  |
| <b>37D</b>      | <b>A basis</b> | 8,057.14        | 96,686  | 8,521.46 | 102,258 | 9,004.93 | 108,059 | 9,504.95  | 114,059 | 10,046.90 | 120,563 |
|                 | <b>E basis</b> | 7,223.65        | 86,684  | 7,639.88 | 91,679  | 8,073.36 | 96,880  | 8,521.69  | 102,260 | 9,007.53  | 108,090 |
|                 | <b>B basis</b> | 6,822.34        | 81,868  | 7,215.47 | 86,586  | 7,624.86 | 91,498  | 8,048.25  | 96,579  | 8,507.12  | 102,085 |
| <b>38D</b>      | <b>A basis</b> | 8,287.40        | 99,449  | 8,759.35 | 105,112 | 9,239.00 | 110,868 | 9,778.40  | 117,341 | 10,316.55 | 123,799 |
|                 | <b>E basis</b> | 7,430.05        | 89,161  | 7,853.22 | 94,239  | 8,283.23 | 99,399  | 8,766.84  | 105,202 | 9,249.29  | 110,991 |
|                 | <b>B basis</b> | 7,017.27        | 84,207  | 7,416.92 | 89,003  | 7,823.05 | 93,877  | 8,279.80  | 99,358  | 8,735.43  | 104,825 |
| <b>39D</b>      | <b>A basis</b> | 8,521.46        | 102,258 | 9,004.93 | 108,059 | 9,504.95 | 114,059 | 10,046.90 | 120,563 | 10,609.22 | 127,311 |
|                 | <b>E basis</b> | 7,639.88        | 91,679  | 8,073.36 | 96,880  | 8,521.69 | 102,260 | 9,007.53  | 108,090 | 9,511.67  | 114,140 |
|                 | <b>B basis</b> | 7,215.47        | 86,586  | 7,624.86 | 91,498  | 8,048.25 | 96,579  | 8,507.12  | 102,085 | 8,983.24  | 107,799 |
| <b>40D</b>      | <b>A basis</b> | 8,759.35        | 105,112 | 9,239.00 | 110,868 | 9,778.40 | 117,341 | 10,316.55 | 123,799 | 10,905.67 | 130,868 |
|                 | <b>E basis</b> | 7,853.22        | 94,239  | 8,283.23 | 99,399  | 8,766.84 | 105,202 | 9,249.29  | 110,991 | 9,777.52  | 117,330 |
|                 | <b>B basis</b> | 7,416.92        | 89,003  | 7,823.05 | 93,877  | 8,279.80 | 99,358  | 8,735.43  | 104,825 | 9,234.30  | 110,812 |

Los Angeles Unified School District

2015-2016 SPECIAL SERVICES SALARY (D) TABLE (Continued)

**First Career Increment - Pay Scale Group D, Pay Scale Levels 11-15**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$3,053.40 Annual         | \$2,737.56 Annual         | \$2,585.40 Annual         | \$2,386.56 Annual         |
| 254.45 Monthly            | 228.13 Monthly            | 215.45 Monthly            | 198.88 Monthly            |

**Second Career Increment - Pay Scale Group D, Pay Scale Levels 21-25**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$3,785.76 Annual         | \$3,394.92 Annual         | \$3,205.32 Annual         | \$2,959.80 Annual         |
| 315.48 Monthly            | 282.91 Monthly            | 267.11 Monthly            | 246.65 Monthly            |

**Third Career Increment - Pay Scale Group D, Pay Scale Levels 31-35**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$5,435.40 Annual         | \$4,872.48 Annual         | \$4,602.24 Annual         | \$4,247.64 Annual         |
| 452.95 Monthly            | 406.04 Monthly            | 383.52 Monthly            | 353.97 Monthly            |

**Fourth Career Increment - Pay Scale Group D, Pay Scale Levels 41-45**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$7,068.36 Annual         | \$6,337.32 Annual         | \$5,985.12 Annual         | \$5,525.28 Annual         |
| 589.03 Monthly            | 528.11 Monthly            | 498.76 Monthly            | 460.44 Monthly            |

**Doctorate Degree - Effective 7/01/08, degree differentials are hourly rates paid as worked.**

|                         |                           |
|-------------------------|---------------------------|
| <u>A,E, and B Basis</u> | <u>C Basis annualized</u> |
| 0.71552                 | 0.71552 (8 hour)          |
|                         | 0.95402 (6 hour)          |

An employee who is reassigned from a monthly payment rate salary table to the Special Services Salary Table shall be allocated to the rate on the new pay scale group which is next above the rate to which entitled on the employee's former table, including degree and responsibility differentials and career increment. An employee returning to the same pay scale group within the same school year shall not be allocated to a higher pay scale level than that to which previously entitled during that same school year. An employee returning to a pay scale group on this table within 39 months will be placed on the employee's former pay scale level if it is to the employee's advantage. An employee reassigned to a class allocated to the same pay scale group as that of the former class shall be allocated to the same pay scale level. An employee reassigned to a class allocated to a higher pay scale group than that of the employee's former class shall be allocated to the next higher rate on such higher pay scale group.

An employee who is promoted to a class on the Special Services Salary Table with a higher maximum rate than that of the former monthly payment rate classification shall have the pay scale level placement recomputed pursuant to Section 4.1 of Appendix E of the District/UTLA Agreement if the salary to which the employee would have been entitled in the former class is increased within three calendar months of the reassignment to the higher class.

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

- A basis annualized: 262 paid days; 2,096 hours annual.
- E basis annualized: 234 paid days; 1,872 hours annual.
- B basis annualized: 221 paid days; 1,768 hours annual.
- K basis annualized: 214 paid days; 1,712 hours annual.
- C basis annualized: 204 paid days (or equivalent hours); 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).

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



APPENDIX E



Los Angeles Unified School District  
2016-2017 PREPARATION SALARY (T) TABLE

Preparation Salary (T) Table (Regular Credentials): 2016-2017 rates continue the 2015-2016 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<br>(Req. Pts.)*                          |                | PAY SCALE LEVEL |          |          |          |          |          |          |          |          |          |
|--|----------------|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|  |                | 1               | 2        | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| <b>20</b><br><br>(Minimum)                               | <b>C Basis</b> | 50,368          | 50,428   | 50,965   | 51,502   | 51,561   | 51,645   | 53,124   | 54,366   | 56,239   | 57,838   |
|  |                | 4,197.33        | 4,202.32 | 4,247.06 | 4,291.81 | 4,296.78 | 4,303.74 | 4,427.03 | 4,530.46 | 4,686.58 | 4,819.84 |
|  | <b>B Basis</b> | 54,565          | 54,630   | 55,212   | 55,794   | 55,858   | 55,949   | 57,552   | 58,896   | 60,926   | 62,658   |
|  |                | 4,547.12        | 4,552.50 | 4,600.98 | 4,649.47 | 4,654.85 | 4,662.39 | 4,795.96 | 4,908.01 | 5,077.13 | 5,221.48 |
|  | <b>A Basis</b> | 64,471          | 64,547   | 65,235   | 65,922   | 65,999   | 66,105   | 68,000   | 69,588   | 71,986   | 74,033   |
|  |                | 5,372.60        | 5,378.95 | 5,436.23 | 5,493.51 | 5,499.88 | 5,508.79 | 5,666.63 | 5,799.00 | 5,998.82 | 6,169.39 |
| <b>21</b><br><br>(+ 14 points)                           | <b>C Basis</b> | 50,428          | 50,965   | 51,502   | 51,561   | 51,645   | 53,638   | 54,366   | 56,800   | 58,435   | 60,380   |
|  |                | 4,202.32        | 4,247.06 | 4,291.81 | 4,296.78 | 4,303.74 | 4,469.80 | 4,530.46 | 4,733.32 | 4,869.55 | 5,031.64 |
|  | <b>B Basis</b> | 54,630          | 55,212   | 55,794   | 55,858   | 55,949   | 58,108   | 58,896   | 61,533   | 63,304   | 65,411   |
|  |                | 4,552.50        | 4,600.98 | 4,649.47 | 4,654.85 | 4,662.39 | 4,842.30 | 4,908.01 | 5,127.76 | 5,275.35 | 5,450.95 |
|  | <b>A Basis</b> | 64,547          | 65,235   | 65,922   | 65,999   | 66,105   | 68,656   | 69,588   | 72,704   | 74,796   | 77,286   |
|  |                | 5,378.95        | 5,436.23 | 5,493.51 | 5,499.88 | 5,508.79 | 5,721.34 | 5,799.00 | 6,058.64 | 6,233.03 | 6,440.49 |
| <b>22</b><br><br>(+ 28 points)                           | <b>C Basis</b> | 50,965          | 51,024   | 51,561   | 51,645   | 53,399   | 55,475   | 57,349   | 59,019   | 60,714   | 63,518   |
|  |                | 4,247.06        | 4,252.04 | 4,296.78 | 4,303.74 | 4,449.92 | 4,622.95 | 4,779.07 | 4,918.28 | 5,059.48 | 5,293.16 |
|  | <b>B Basis</b> | 55,212          | 55,276   | 55,858   | 55,949   | 57,849   | 60,098   | 62,128   | 63,938   | 65,773   | 68,811   |
|  |                | 4,600.98        | 4,606.36 | 4,654.85 | 4,662.39 | 4,820.73 | 5,008.18 | 5,177.32 | 5,328.13 | 5,481.10 | 5,734.27 |
|  | <b>A Basis</b> | 65,235          | 65,311   | 65,999   | 66,105   | 68,351   | 71,008   | 73,407   | 75,545   | 77,713   | 81,303   |
|  |                | 5,436.23        | 5,442.61 | 5,499.88 | 5,508.79 | 5,695.89 | 5,917.36 | 6,117.21 | 6,295.41 | 6,476.12 | 6,775.25 |
| <b>23</b><br><br>(+ 42 points)                           | <b>C Basis</b> | 51,024          | 51,561   | 51,645   | 53,399   | 55,237   | 57,385   | 59,592   | 61,299   | 63,088   | 66,883   |
|  |                | 4,252.04        | 4,296.78 | 4,303.74 | 4,449.92 | 4,603.06 | 4,782.05 | 4,965.99 | 5,108.21 | 5,257.36 | 5,573.58 |
|  | <b>B Basis</b> | 55,276          | 55,858   | 55,949   | 57,849   | 59,840   | 62,167   | 64,558   | 66,407   | 68,346   | 72,457   |
|  |                | 4,606.36        | 4,654.85 | 4,662.39 | 4,820.73 | 4,986.64 | 5,180.56 | 5,379.84 | 5,533.89 | 5,695.49 | 6,038.05 |
|  | <b>A Basis</b> | 65,311          | 65,999   | 66,105   | 68,351   | 70,703   | 73,452   | 76,278   | 78,462   | 80,753   | 85,610   |
|  |                | 5,442.61        | 5,499.88 | 5,508.79 | 5,695.89 | 5,891.90 | 6,121.01 | 6,356.49 | 6,538.51 | 6,729.44 | 7,134.18 |
| <b>24</b><br><br>(+ 56 points)                           | <b>C Basis</b> | 51,561          | 51,645   | 53,399   | 55,237   | 57,385   | 59,628   | 61,919   | 63,697   | 65,881   | 70,141   |
|  |                | 4,296.78        | 4,303.74 | 4,449.92 | 4,603.06 | 4,782.05 | 4,968.99 | 5,159.91 | 5,308.08 | 5,490.06 | 5,845.05 |
|  | <b>B Basis</b> | 55,858          | 55,949   | 57,849   | 59,840   | 62,167   | 64,597   | 67,079   | 69,005   | 71,371   | 75,986   |
|  |                | 4,654.85        | 4,662.39 | 4,820.73 | 4,986.64 | 5,180.56 | 5,383.06 | 5,589.91 | 5,750.40 | 5,947.56 | 6,332.15 |
|  | <b>A Basis</b> | 65,999          | 66,105   | 68,351   | 70,703   | 73,452   | 76,324   | 79,256   | 81,532   | 84,327   | 89,780   |
|  |                | 5,499.88        | 5,508.79 | 5,695.89 | 5,891.90 | 6,121.01 | 6,360.31 | 6,604.67 | 6,794.33 | 7,027.27 | 7,481.66 |
| <b>25</b><br><br>(+ 70 points)                           | <b>C Basis</b> | 51,645          | 53,399   | 54,926   | 58,077   | 60,332   | 62,694   | 64,317   | 66,310   | 68,888   | 73,470   |
|  |                | 4,303.74        | 4,449.92 | 4,577.19 | 4,839.73 | 5,027.66 | 5,224.53 | 5,359.78 | 5,525.85 | 5,740.63 | 6,122.50 |
|  | <b>B Basis</b> | 55,949          | 57,849   | 59,504   | 62,916   | 65,359   | 67,919   | 69,677   | 71,836   | 74,628   | 79,592   |
|  |                | 4,662.39        | 4,820.73 | 4,958.64 | 5,243.02 | 5,446.62 | 5,659.92 | 5,806.43 | 5,986.33 | 6,219.03 | 6,632.68 |
|  | <b>A Basis</b> | 66,105          | 68,351   | 70,306   | 74,338   | 77,225   | 80,249   | 82,326   | 84,877   | 88,176   | 94,041   |
|  |                | 5,508.79        | 5,695.89 | 5,858.81 | 6,194.85 | 6,435.40 | 6,687.41 | 6,860.53 | 7,073.09 | 7,348.01 | 7,836.79 |
| <b>26</b><br><br>(+ 84 points)                           | <b>C Basis</b> | 53,638          | 55,189   | 56,800   | 60,392   | 62,742   | 65,200   | 66,835   | 69,162   | 71,907   | 76,727   |
|  |                | 4,469.80        | 4,599.09 | 4,733.32 | 5,032.63 | 5,228.53 | 5,433.37 | 5,569.61 | 5,763.51 | 5,992.22 | 6,393.95 |
|  | <b>B Basis</b> | 58,108          | 59,788   | 61,533   | 65,424   | 67,971   | 70,634   | 72,405   | 74,926   | 77,899   | 83,122   |
|  |                | 4,842.30        | 4,982.33 | 5,127.76 | 5,452.02 | 5,664.23 | 5,886.14 | 6,033.74 | 6,243.81 | 6,491.58 | 6,926.80 |
|  | <b>A Basis</b> | 68,656          | 70,642   | 72,704   | 77,301   | 80,310   | 83,457   | 85,549   | 88,528   | 92,040   | 98,211   |
|  |                | 5,721.34        | 5,886.82 | 6,058.64 | 6,441.76 | 6,692.51 | 6,954.71 | 7,129.10 | 7,377.30 | 7,670.04 | 8,184.26 |
| <b>27^</b><br><br>(+ 98 points)                          | <b>C Basis</b> | 54,831          | 57,373   | 59,043   | 62,814   | 65,260   | 67,814   | 69,437   | 72,062   | 74,914   | 80,116   |
|  |                | 4,569.24        | 4,781.06 | 4,920.27 | 5,234.48 | 5,438.33 | 5,651.14 | 5,786.38 | 6,005.16 | 6,242.81 | 6,676.36 |
|  | <b>B Basis</b> | 59,400          | 62,154   | 63,964   | 68,048   | 70,698   | 73,465   | 75,223   | 78,067   | 81,156   | 86,793   |
|  |                | 4,950.01        | 5,179.47 | 5,330.30 | 5,670.70 | 5,891.54 | 6,122.08 | 6,268.57 | 6,505.57 | 6,763.04 | 7,232.74 |
|  | <b>A Basis</b> | 70,184          | 73,437   | 75,575   | 80,402   | 83,533   | 86,802   | 88,879   | 92,239   | 95,889   | 102,549  |
|  |                | 5,848.63        | 6,119.75 | 6,297.94 | 6,700.14 | 6,961.08 | 7,233.46 | 7,406.57 | 7,686.60 | 7,990.79 | 8,545.74 |
| <b>(continued)</b><br><br><b>27</b><br><br>(+ 98 points) | <b>C Basis</b> | 80,498          | 80,844   | 81,214   | 81,560   | 6,708.19 | 6,737.03 | 6,767.85 | 6,796.69 |          |          |
|  |                |                 |          |          |          |          |          |          |          |          |          |
|  | <b>B Basis</b> | 87,206          | 87,581   | 87,982   | 88,357   | 7,267.20 | 7,298.45 | 7,331.83 | 7,363.07 |          |          |
|  |                |                 |          |          |          |          |          |          |          |          |          |
|  | <b>A Basis</b> | 103,038         | 103,481  | 103,954  | 104,397  | 8,586.47 | 8,623.39 | 8,662.85 | 8,699.76 |          |          |
|  |                |                 |          |          |          |          |          |          |          |          |          |

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.

Los Angeles Unified School District

2016-2017 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 &amp; MA</u> | <u>1st CI &amp; DR</u> |
|---------|----------|------------------------|------------------------|
| C Basis | 82,801   | 83,385                 | 83,969                 |
|         | 6,900.10 |                        |                        |
| B Basis | 89,701   | 90,333                 | 90,966                 |
|         | 7,475.11 |                        |                        |
| A Basis | 105,985  | 106,732                | 107,479                |
|         | 8,832.12 |                        |                        |

**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 | 83,434   | 84,018                 | 84,602                 |
|         | 6,952.81 |                        |                        |
| B Basis | 90,387   | 91,019                 | 91,652                 |
|         | 7,532.21 |                        |                        |
| A Basis | 106,795  | 107,542                | 108,289                |
|         | 8,899.60 |                        |                        |

**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 | 85,641   | 86,225                 | 86,809                 |
|         | 7,136.77 |                        |                        |
| B Basis | 92,778   | 93,410                 | 94,043                 |
|         | 7,731.50 |                        |                        |
| A Basis | 109,621  | 110,368                | 111,115                |
|         | 9,135.06 |                        |                        |

**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 | 87,085   | 87,669                 | 88,253                 |
|         | 7,257.10 |                        |                        |
| B Basis | 94,342   | 94,974                 | 95,607                 |
|         | 7,861.84 |                        |                        |
| A Basis | 111,469  | 112,216                | 112,963                |
|         | 9,289.08 |                        |                        |

An employee with a master's degree and a doctorate or equivalent degree shall receive the doctorate 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  
2016-2017 PREPARATION SALARY (L) TABLE

Preparation Salary (L) Table (Alternative Certification): 2016-2017 rates continue the 2015-2016 rates. 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<br>(Req. Pts.)** |         | PAY SCALE LEVEL |          |   |          |          |          |          |          |          |          |          |
|----------------------------------|---------|-----------------|----------|---|----------|----------|----------|----------|----------|----------|----------|----------|
|                                  |         | 1               | 2        | * | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       |
| 20<br><br>(Minimum)              | C Basis | 43,913          | 43,913   |   | 43,913   | 44,676   | 46,979   | 47,468   | 48,936   | 50,583   | 52,910   | 55,260   |
|                                  |         | 3,659.38        | 3,659.38 |   | 3,659.38 | 3,723.01 | 3,914.93 | 3,955.70 | 4,078.01 | 4,215.23 | 4,409.14 | 4,605.03 |
|                                  | B Basis | 47,572          | 47,572   |   | 47,572   | 48,399   | 50,894   | 51,424   | 53,014   | 54,798   | 57,319   | 59,865   |
|                                  |         | 3,964.32        | 3,964.32 |   | 3,964.32 | 4,033.26 | 4,241.17 | 4,285.34 | 4,417.85 | 4,566.49 | 4,776.58 | 4,988.79 |
| 21<br><br>(+ 14 points)          | C Basis | 43,913          | 43,913   |   | 44,294   | 46,036   | 47,862   | 49,640   | 51,525   | 53,387   | 55,213   | 57,683   |
|                                  |         | 3,659.38        | 3,659.38 |   | 3,691.20 | 3,836.37 | 3,988.52 | 4,136.68 | 4,293.79 | 4,448.91 | 4,601.07 | 4,806.89 |
|                                  | B Basis | 47,572          | 47,572   |   | 47,985   | 49,873   | 51,851   | 53,777   | 55,819   | 57,836   | 59,814   | 62,490   |
|                                  |         | 3,964.32        | 3,964.32 |   | 3,998.79 | 4,156.07 | 4,320.88 | 4,481.41 | 4,651.62 | 4,819.66 | 4,984.49 | 5,207.49 |
| 22<br><br>(+ 28 points)          | C Basis | 43,913          | 44,294   |   | 46,108   | 48,161   | 50,106   | 52,158   | 54,115   | 56,215   | 58,184   | 60,678   |
|                                  |         | 3,659.38        | 3,691.20 |   | 3,842.33 | 4,013.38 | 4,175.46 | 4,346.50 | 4,509.58 | 4,684.58 | 4,848.67 | 5,056.50 |
|                                  | B Basis | 47,572          | 47,985   |   | 49,950   | 52,174   | 54,281   | 56,505   | 58,624   | 60,900   | 63,033   | 65,735   |
|                                  |         | 3,964.32        | 3,998.79 |   | 4,162.54 | 4,347.82 | 4,523.41 | 4,708.71 | 4,885.37 | 5,074.98 | 5,252.73 | 5,477.88 |
| 23<br><br>(+ 42 points)          | C Basis | 44,294          | 46,072   |   | 48,161   | 50,249   | 52,492   | 54,652   | 56,800   | 58,924   | 61,084   | 63,900   |
|                                  |         | 3,691.20        | 3,839.36 |   | 4,013.38 | 4,187.40 | 4,374.34 | 4,554.32 | 4,733.32 | 4,910.32 | 5,090.30 | 5,324.98 |
|                                  | B Basis | 47,985          | 49,912   |   | 52,174   | 54,436   | 56,867   | 59,206   | 61,533   | 63,834   | 66,174   | 69,225   |
|                                  |         | 3,998.79        | 4,159.32 |   | 4,347.82 | 4,536.34 | 4,738.88 | 4,933.87 | 5,127.76 | 5,319.51 | 5,514.51 | 5,768.72 |
| 24<br><br>(+ 56 points)          | C Basis | 46,072          | 47,838   |   | 50,106   | 52,492   | 54,747   | 57,098   | 59,425   | 61,680   | 64,091   | 67,014   |
|                                  |         | 3,839.36        | 3,986.52 |   | 4,175.46 | 4,374.34 | 4,562.28 | 4,758.18 | 4,952.09 | 5,140.02 | 5,340.89 | 5,584.52 |
|                                  | B Basis | 49,912          | 51,825   |   | 54,281   | 56,867   | 59,310   | 61,856   | 64,377   | 66,820   | 69,432   | 72,599   |
|                                  |         | 4,159.32        | 4,318.73 |   | 4,523.41 | 4,738.88 | 4,942.47 | 5,154.69 | 5,364.77 | 5,568.36 | 5,785.98 | 6,049.90 |
| 25<br><br>(+ 70 points)          | C Basis | 47,838          | 49,676   |   | 52,206   | 54,652   | 57,110   | 59,604   | 62,098   | 64,508   | 67,002   | 70,188   |
|                                  |         | 3,972.61        | 4,139.66 |   | 4,350.48 | 4,554.32 | 4,759.18 | 4,967.00 | 5,174.83 | 5,375.70 | 5,583.52 | 5,849.03 |
|                                  | B Basis | 51,644          | 53,816   |   | 56,556   | 59,206   | 61,869   | 64,571   | 67,273   | 69,884   | 72,586   | 76,037   |
|                                  |         | 4,303.66        | 4,484.64 |   | 4,713.01 | 4,933.87 | 5,155.77 | 5,380.91 | 5,606.06 | 5,823.68 | 6,048.82 | 6,336.44 |
| 26<br><br>(+ 84 points)          | C Basis | 49,676          | 51,525   |   | 54,127   | 56,800   | 59,425   | 62,110   | 64,687   | 67,277   | 69,950   | 73,315   |
|                                  |         | 4,130.71        | 4,293.79 |   | 4,510.58 | 4,733.32 | 4,952.09 | 5,175.84 | 5,390.61 | 5,606.39 | 5,829.15 | 6,109.56 |
|                                  | B Basis | 53,699          | 55,819   |   | 58,637   | 61,533   | 64,377   | 67,286   | 70,078   | 72,883   | 75,779   | 79,424   |
|                                  |         | 4,474.94        | 4,651.62 |   | 4,886.44 | 5,127.76 | 5,364.77 | 5,607.14 | 5,839.83 | 6,073.61 | 6,314.90 | 6,618.69 |
| 27<br><br>(+ 98 points)          | C Basis | 51,525          | 53,387   |   | 56,215   | 58,924   | 61,704   | 64,544   | 67,289   | 70,093   | 72,873   | 76,549   |
|                                  |         | 4,251.04        | 4,448.91 |   | 4,684.58 | 4,910.32 | 5,142.01 | 5,378.68 | 5,607.39 | 5,841.07 | 6,072.77 | 6,379.05 |
|                                  | B Basis | 55,263          | 57,836   |   | 60,900   | 63,834   | 66,846   | 69,923   | 72,896   | 75,934   | 78,946   | 82,928   |
|                                  |         | 4,605.28        | 4,819.66 |   | 5,074.98 | 5,319.51 | 5,570.51 | 5,826.91 | 6,074.68 | 6,327.84 | 6,578.84 | 6,910.63 |
| 28<br><br>(+ 98 points)          | C Basis | 53,387          | 56,215   |   | 59,089   | 61,927   | 64,827   | 67,780   | 70,788   | 73,851   | 76,969   | 80,143   |
|                                  |         | 4,448.91        | 4,684.58 |   | 4,910.32 | 5,142.01 | 5,378.68 | 5,607.39 | 5,841.07 | 6,072.77 | 6,304.47 | 6,536.17 |
|                                  | B Basis | 57,039          | 60,215   |   | 63,543   | 66,927   | 70,370   | 73,873   | 77,436   | 81,009   | 84,592   | 88,195   |
|                                  |         | 4,819.66        | 5,074.98 |   | 5,319.51 | 5,570.51 | 5,826.91 | 6,074.68 | 6,327.84 | 6,578.84 | 6,829.84 | 7,080.84 |
| 29<br><br>(+ 98 points)          | C Basis | 56,215          | 59,089   |   | 62,019   | 65,003   | 68,042   | 71,136   | 74,285   | 77,489   | 80,748   | 84,062   |
|                                  |         | 4,684.58        | 4,910.32 |   | 5,142.01 | 5,378.68 | 5,607.39 | 5,841.07 | 6,072.77 | 6,304.47 | 6,536.17 | 6,767.87 |
|                                  | B Basis | 60,215          | 63,543   |   | 67,039   | 70,583   | 74,186   | 77,849   | 81,572   | 85,355   | 89,197   | 93,099   |
|                                  |         | 5,074.98        | 5,319.51 |   | 5,570.51 | 5,826.91 | 6,074.68 | 6,327.84 | 6,578.84 | 6,829.84 | 7,080.84 | 7,331.84 |
| 30<br><br>(+ 98 points)          | C Basis | 59,089          | 62,019   |   | 65,003   | 68,042   | 71,136   | 74,285   | 77,489   | 80,748   | 84,062   | 87,431   |
|                                  |         | 4,910.32        | 5,142.01 |   | 5,378.68 | 5,607.39 | 5,841.07 | 6,072.77 | 6,304.47 | 6,536.17 | 6,767.87 | 7,000.00 |
|                                  | B Basis | 63,543          | 67,039   |   | 70,583   | 74,186   | 77,849   | 81,572   | 85,355   | 89,197   | 93,099   | 97,061   |
|                                  |         | 5,319.51        | 5,570.51 |   | 5,826.91 | 6,074.68 | 6,327.84 | 6,578.84 | 6,829.84 | 7,080.84 | 7,331.84 | 7,582.84 |

Additional Pay Scale Levels

|             |         | 11       | 12       | 13       | 14       |
|-------------|---------|----------|----------|----------|----------|
| (continued) | C Basis | 76,906   | 77,241   | 77,575   | 77,921   |
|             |         | 6,408.87 | 6,436.72 | 6,464.56 | 6,493.40 |
| 27          | B Basis | 83,315   | 83,677   | 84,039   | 84,414   |
|             |         | 6,942.95 | 6,973.11 | 7,003.28 | 7,034.51 |
| 28          | A Basis | 98,440   | 98,868   | 99,296   | 99,739   |
|             |         | 8,203.36 | 8,239.00 | 8,274.65 | 8,311.55 |

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

2016-2017 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<br>0.47696 | 1,168<br>0.95402 |
| C Basis (8 hour) | \$584<br>0.35772 | 1,168<br>0.71552 |
| B Basis (6 hour) | 632<br>0.47696   | 1,265<br>0.95402 |
| B Basis (8 hour) | 632<br>0.35772   | 1,265<br>0.71552 |
| E Basis (6 hour) | 670<br>0.47696   | 1,339<br>0.95402 |
| E Basis (8 hour) | 670<br>0.35772   | 1,339<br>0.71552 |
| A Basis          | 747<br>0.35772   | 1,494<br>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 | 79,090<br>6,590.84  | 79,674                 | 80,258                 |
| B Basis | 85,681<br>7,140.09  | 86,313                 | 86,946                 |
| A Basis | 101,235<br>8,436.28 | 101,982                | 102,729                |

**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 | 79,699<br>6,641.56  | 80,283                 | 80,867                 |
| B Basis | 86,340<br>7,195.03  | 86,972                 | 86,972                 |
| A Basis | 102,014<br>8,501.20 | 102,761                | 103,508                |

**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 | 81,071<br>6,755.92  | 81,655                 | 82,239                 |
| B Basis | 87,827<br>7,318.91  | 88,459                 | 89,092                 |
| A Basis | 103,771<br>8,647.58 | 104,518                | 105,265                |

**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 | 82,467<br>6,872.26  | 83,051                 | 83,635                 |
| B Basis | 89,339<br>7,444.95  | 89,971                 | 90,604                 |
| A Basis | 105,558<br>8,796.49 | 106,305                | 107,052                |

An employee with a master's degree and a doctorate or equivalent degree shall receive the doctorate 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.

Annual amounts are rounded to the nearest whole number. To obtain the actual annual amount multiply the respective basis monthly payment rate by 1:



## Los Angeles Unified School District

### 2016-2017 RATES FOR DAY-TO-DAY SUBSTITUTES

Day-to-Day Substitutes: 2016-2017 rates continue the 2015-2016 rates.

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

|                                      |            |
|--------------------------------------|------------|
| Daily Base Rate                      | \$190.97   |
| Base Hourly Rate (6-hour day)        | \$31.82881 |
| <br>                                 |            |
| Daily Incentive Plan Rate            | \$257.73   |
| Base Hourly Rate (6-hour day)        | \$42.95433 |
| <br>                                 |            |
| Day-to-Day Substitute, Extended Rate | \$257.73   |
| Base Hourly Rate (6-hour day)        | \$42.95433 |

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                         | \$34.76470              | \$208.59          | \$139.06          | \$104.29          |
| <br>                                    |                         |                   |                   |                   |
| Day-to-Day Substitute,<br>Extended Rate | \$46.91644              | \$281.50          | \$187.67          | \$140.75          |

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   | \$167.12 daily<br>\$20.88960 hourly |
| <br>   |                                     |
| (with accrual rate of .11364 after 35 full-time days of service retroactive to the beginning of the school year) | \$186.11 daily                      |



**Los Angeles Unified School District  
2016-2017  
DEVELOPMENT CENTER/EARLY EDUCATION CENTER**

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 (pay scale level/pay scale group) placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

**Development Center Salary (V) Table: 2016-2017 rates continue the 2015-2016 rates.**

| Advancement* to<br>Pay Scale Group                 | Pay Scale<br>Group | Basis   | PAY SCALE LEVEL |         |         |         |         |
|--|--------------------|---------|-----------------|---------|---------|---------|---------|
|  |                    |         | 1               | 2       | 3       | 4       | 5       |
| Minimum of 60<br>Semester Units                    | 11V                | C basis | \$34,116        | 35,392  | 36,872  | 38,077  | 39,832  |
|  |                    |         | 2843.00         | 2949.34 | 3072.68 | 3173.09 | 3319.32 |
| Minimum Plus<br>14 Points                          | 12V                | C basis | 35,392          | 36,872  | 38,077  | 39,474  | 41,180  |
|  |                    |         | 2949.34         | 3072.68 | 3173.09 | 3289.50 | 3431.63 |
| Minimum Plus<br>28 Points                          | 13V                | C basis | 36,872          | 38,077  | 39,474  | 40,810  | 42,504  |
|  |                    |         | 3072.68         | 3173.09 | 3289.50 | 3400.83 | 3541.99 |
| Bachelor's Degree                                  | 14V                | C basis | 38,077          | 39,474  | 40,810  | 42,134  | 43,924  |
|  |                    |         | 3173.09         | 3289.50 | 3400.83 | 3511.19 | 3660.33 |
| BA + Restricted Severely<br>Handicapped Credential | 15V                | C basis | 39,474          | 40,810  | 42,134  | 43,543  | 45,428  |
|  |                    |         | 3289.50         | 3400.83 | 3511.19 | 3628.57 | 3785.63 |

To be eligible, the employee must have met pay scale level advancement requirements for five or more years while allocated to the maximum pay scale level and pay scale group of the V Table, or a higher rate while paid on another salary table.

**Early Education Center Salary (C) Table: 2016-2017 rates continue the 2015-2016 rates.**

| Advancement* to<br>Pay Scale Group               | Pay Scale<br>Group | Basis   | PAY SCALE LEVEL |          |          |          |          |
|--|--------------------|---------|-----------------|----------|----------|----------|----------|
|  |                    |         | 1               | 2        | 3        | 4        | 5        |
| Minimum of 60<br>Semester Units                  | 15C                | A basis | 43,083          | 44,733   | 46,610   | 48,213   | 50,441   |
|  |                    | C basis | 3,590.26        | 3,727.71 | 3,884.19 | 4,017.74 | 4,203.45 |
|  |                    | E basis | 33,674          | 34,963   | 36,431   | 37,684   | 39,426   |
| Minimum Plus<br>14 Points                        | 16C                | A basis | 2,806.16        | 2,913.61 | 3,035.91 | 3,140.30 | 3,285.47 |
|  |                    | C basis | 38,627          | 40,105   | 41,789   | 43,226   | 45,224   |
|  |                    | E basis | 3,218.88        | 3,342.08 | 3,482.40 | 3,602.14 | 3,768.63 |
| Minimum Plus<br>28 Points                        | 17C                | A basis | 44,733          | 46,610   | 48,213   | 49,984   | 52,076   |
|  |                    | C basis | 3,727.71        | 3,884.19 | 4,017.74 | 4,165.34 | 4,339.65 |
|  |                    | E basis | 34,963          | 36,431   | 37,684   | 39,068   | 40,703   |
| Bachelor's Degree                                | 18C                | A basis | 2,913.58        | 3,035.91 | 3,140.30 | 3,255.69 | 3,391.91 |
|  |                    | C basis | 40,105          | 41,789   | 43,226   | 44,814   | 46,689   |
|  |                    | E basis | 3,342.08        | 3,482.40 | 3,602.14 | 3,734.49 | 3,890.74 |
| BA + Elementary or<br>Early Education Credential | 19C                | A basis | 46,610          | 48,213   | 49,984   | 51,617   | 53,785   |
|  |                    | C basis | 3,884.19        | 4,017.74 | 4,165.34 | 4,301.44 | 4,482.09 |
|  |                    | E basis | 36,431          | 37,684   | 39,068   | 40,344   | 42,039   |
| BA + Elementary or<br>Early Education Credential | 19C                | A basis | 3,035.91        | 3,140.30 | 3,255.69 | 3,362.04 | 3,503.23 |
|  |                    | C basis | 41,789          | 43,226   | 44,814   | 46,277   | 48,222   |
|  |                    | E basis | 3,482.40        | 3,602.14 | 3,734.49 | 3,856.44 | 4,018.46 |
| BA + Elementary or<br>Early Education Credential | 19C                | A basis | 48,213          | 49,984   | 51,617   | 53,297   | 55,571   |
|  |                    | C basis | 4,017.74        | 4,165.34 | 4,301.44 | 4,441.44 | 4,630.95 |
|  |                    | E basis | 37,684          | 39,068   | 40,344   | 41,658   | 43,435   |
| BA + Elementary or<br>Early Education Credential | 19C                | A basis | 3,140.30        | 3,255.69 | 3,362.04 | 3,471.46 | 3,619.60 |
|  |                    | C basis | 42,377          | 43,935   | 45,370   | 46,847   | 48,846   |
|  |                    | E basis | 3,602.07        | 3,734.48 | 3,856.43 | 3,981.98 | 4,151.92 |
| BA + Elementary or<br>Early Education Credential | 19C                | A basis | 50,762          | 53,022   | 55,786   | 58,686   | 62,213   |
|  |                    | C basis | 4,230.18        | 4,418.53 | 4,648.80 | 4,890.47 | 5,184.39 |
|  |                    | E basis | 39,676          | 41,443   | 43,603   | 45,869   | 48,626   |
| BA + Elementary or<br>Early Education Credential | 19C                | A basis | 3,306.33        | 3,453.56 | 3,633.55 | 3,822.44 | 4,052.18 |
|  |                    | C basis | 45,512          | 47,537   | 50,015   | 52,615   | 55,777   |
|  |                    | E basis | 3,792.63        | 3,961.39 | 4,167.88 | 4,384.57 | 4,648.10 |

APPENDIX E

Personnel Policy Guide: 56

| Pay Scale Group    | Basis   | PAY SCALE LEVEL |          |          |          |          |
|--------------------|---------|-----------------|----------|----------|----------|----------|
|                    |         | 6               | 7        | 8        | 9        | 10       |
| 19C<br>(continued) | A basis | 62,426          | 62,609   | 64,716   | 67,694   | 70,702   |
|                    | C basis | 5,202.14        | 5,217.45 | 5,393.04 | 5,641.14 | 5,891.80 |
|                    |         | 48,793          | 48,936   | 50,583   | 52,910   | 55,261   |
|                    | E basis | 4,066.05        | 4,078.01 | 4,215.23 | 4,409.17 | 4,605.08 |
|                    |         | 55,968          | 56,132   | 58,021   | 60,691   | 63,387   |
|                    |         | 4,664.02        | 4,677.70 | 4,835.12 | 5,057.58 | 5,282.28 |
|                    |         | <b>20</b>       |          |          |          |          |
| 19C<br>(continued) | A basis | 71,933          |          |          |          |          |
|                    | C basis | 5,994.43        |          |          |          |          |
|                    |         | 56,228          |          |          |          |          |
|                    | E basis | 4,685.65        |          |          |          |          |
|                    |         | 64,496          |          |          |          |          |
|                    |         | 5,374.70        |          |          |          |          |

\*A point for advancement 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.

As of March 1, 2011 the maximum pay scale level and pay scale group of the C Table is 19C20 for purposes of the career increment. To qualify for the career increment, the teacher must have been paid on the maximum pay scale group (PS Group 19C) and pay scale level (PS Level 6-10) for five qualifying years.

**2016-2017 Development Center/Early Education Center  
Degree Differentials**

- Notes:
1. Effective 7/01/08, degree differentials are hourly rates paid as worked.
  2. Annual amounts are applicable to employees working a full school year.

|                  | <u>MA Degree</u> | <u>DR Degree</u> |
|------------------|------------------|------------------|
| A Basis          | 0.35772          | 0.71552          |
| C Basis (6 hour) | 0.47696          | 0.95402          |
| C Basis (8 hour) | 0.35772          | 0.71552          |
| E Basis (8 hour) | 0.35772          | 0.71552          |

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**

**2016-2017 ADULT HOURLY RATE (THR) SCHEDULE**

**FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES**

**1. HOURLY RATE (THR) SCHEDULE: 2016-2017 rates continue the 2015-2016 rates.**

| STEP (Pay Scale Level) |          |          |          |          |          |          |
|------------------------|----------|----------|----------|----------|----------|----------|
| A                      | B        | C        | 1        | 2        | 3        | 4        |
| \$42.66537             | 44.89983 | 47.26298 | 50.16427 | 52.48061 | 55.11283 | 55.72118 |

\* Applicable to all employees with 10 consecutive years or more of DACE service as described in Article XXI, Section 4.7b (1) and who are eligible for step advancement (\$.60 above Step 3 Rate). One year of longevity will be granted to candidates who complete the designated two consecutive year step advancement option.

\*\* Applicable to all employees with 10 consecutive years or more of Adult Education service who are eligible for pay scale level advancement. Based on an agreement with UTLA on September 21, 2009, Step 4 is adjusted to \$50.48780, retroactive to 7/01/06.

- Adult Nonclassroom Assignment, School-Based (0816)
- Adult Teacher, Academic Instruction (0805)
- Adult Teacher, Adults with Disabilities (0804)
- Adult Teacher, ESL (0803)
- Adult Teacher, Hourly Rate (0801)
- Adult Teacher, Parenting & Family Life (0808)
- Adult Teacher, Program for Older Adults (0809)
- Adult Teacher, Public or Private Contract (0838)
- Adult Teacher, Temporary Classes (0810)
- Adult Teacher-Adviser (0867)
- Adult Teacher-Counselor (0864)
- Adviser, Adult Resource, Nonschool Assignment (0827)
- Adviser, Adult Resource, ROC/ROP School Assignment (0828)
- Adviser, Adult Resource, School Assignment (0826)
- Continuation Teacher, Hourly Rate (0831)
- Regional Occupational Contract Teacher (0829)
- Temporary Adviser, Hourly Schedule (0800)

**2016-2017 FLAT HOURLY RATES**

**2. FLAT HOURLY RATES: 2016-2017 rates continue the 2015-2016 rates.**

|  |            |
|--|------------|
| Adult Teacher, Hourly Rate, Day-to-Day Substitute (0806) | \$50.16427 |
| Adult Teacher, Flat Rate, Day-to-Day Substitute (0811)*  | 42.66537   |
| Adult Teacher, Staff Development, Rate 1 (0807)          | 50.16427   |
| Extended Teaching Assignment, Hourly (0921)              | 34.82721   |

\*The 2000-2003 Agreement provided for the elimination of accrual rates for employees serving as Adult Education substitutes. Such employees are paid on Step A of the Adult Hourly Rate Schedule if they are hired as substitutes July 1, 2001 or thereafter (0811, 0836), and paid on Step 1 of the Adult Hourly Rate Schedule if they have been employed as substitutes prior to July 1, 2001 (0806, 0835). The employees will remain on Step A or Step 1 as appropriate, and will not advance on the salary table. In 2007 SAP consolidated both 0806 and 0811 into one job code (0806) but Adult Ed Substitutes (0811) hired after 2001 should be paid on Step A of the current published 0811 rate.

Note: Chest Specialist and Psychiatrist moved to Page 13 (S8).

**2016-2017 REGULAR (HOURLY) SCHEDULE RATES**

**3. REGULAR (HOURLY) SCHEDULE RATES :** Employees in the following assignments are paid their regular hourly rate for the time actually served.

- Auxiliary Teacher (0915, 0924)
- Night Continuation High School (Regular Program) Teacher (0833)
- Replacement Teacher (No class code)



Los Angeles Unified School District

2016-2017 THR SCHEDULE, Etc. (Cont'd)

2016-2017 DIFFERENTIAL SALARY RATES

Salary differentials may be paid for additional assignments or responsibilities per semester, season, pay period, or as otherwise noted.

Employees may, at the conclusion of the semester or sport season, be paid a lump sum in addition to their regular salary rate, provided they perform certain supplemental duties for which salary differentials are permitted as set out in the District-UTLA Agreement, Article XIV, Section 24.0. Salary differentials are received on the basis of allocation of the assigned activity to the appropriate differential salary rate. Such differentials are authorized only to the extent that funds are provided in the Budget.

An employee who serves in a supplemental assignment for less than a complete semester or sport season may be paid a percentage of the lump sum proportionate to the percentage of the assignment completed. An employee may not concurrently receive more than one such salary differential except that, per school year, one differential paid on a semester basis may overlap a differential for coaching a fall/spring sport. This restriction shall apply to the Mentor Teacher differential.

**4. DIFFERENTIALS, BILINGUAL MASTER PLAN RATES: 2016-2017 rates**

Payments depend on the employee's qualifications, previous payment history, type of school or assignment, and nature of services provided in Master Plan programs. For complete information regarding Bilingual Master Plan differentials and stipends, refer to the District-UTLA Agreement, Article XI-B.

Effective July 1, 2001, the following differential payments listed in Tables 1 and 2, below, will apply to classroom teachers, itinerant, non-classroom, or non-school based employees who were paid a BCLAD/BCC or A-Level differential during the period from April 1, 1998, through June 30, 2001. Employees must be assigned and delivering service to Waivered to Basic or Dual Language students.

**Table 1: Bilingual Master Plan Differentials, Maximum Semester Rates**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1342      | \$2,703 (1)                    |
| 1343      | 1,352 (2) (3)                  |
| 1355      | 689 (4)                        |

**Table 2: Other Bilingual Master Plan Differential Rates (only for secondary teachers with fewer than three (3) qualifying periods)**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1357      | \$1,802 (1)                    |
| 1358      | 901 (1) (2) (3)                |
| 1330      | 451 (2) (3) (4)                |
| 1332      | 223 (4)                        |

The following differential payments listed in Tables 3 and 4, below, will apply to classroom teachers, itinerant, non-classroom, or non-school based employees newly hired or re-hired on or after July 1, 2001, or employees who were not paid a BCLAD/BCC or A-Level differential during the period from April 1, 1998, through June 30, 2001. Employees must be assigned and delivering service to Waivered to Basic or Dual Language students.

**Table 3: Additional Bilingual Master Plan Differentials, Maximum Semester Rates**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1460      | \$1,696 (1)                    |
| 1462      | 848 (2) (3)                    |
| 1364      | 424 (4)                        |

- (1) BCLAD/BCC teaching primary language classes
- (2) A-level teaching primary language classes
- (3) BCLAD/BCC teaching ESL/SH (SDAIE) classes, secondary only
- (4) A-level teaching ESL classes, secondary only

Los Angeles Unified School District

2016-2017 THR SCHEDULE, Etc. (Cont'd)

4. DIFFERENTIALS, BILINGUAL MASTER PLAN RATES (Cont'd):

**Table 4: Other Additional Bilingual Master Plan Differential Rates (only for secondary teachers with fewer than three (3) qualifying periods)**

| Wage Type | PHBAO/CAP maximum per semester |
|-----------|--------------------------------|
| 1461      | \$1,060 (1)                    |
| 1464      | 530 (1) (2) (3)                |
| 1465      | 265 (2) (3) (4)                |
| 1367      | 133 (4)                        |

- (1) BCLAD/BCC teaching primary language classes
- (2) A-level teaching primary language classes
- (3) BCLAD/BCC teaching ESL/SH (SDAIE) classes, secondary only
- (4) A-level teaching ESL classes, secondary only

**Table 5: One-time Stipends**

Wage Type

|      |  |   |
|------|--|---|
| 1350 | Culture <i>or</i> Methodology Component of BCC/BCLAD   | \$270 one-time stipend                  |
| 1352 | Culture <i>and</i> Methodology Components of BCC/BCLAD | \$540 one-time stipend if paid together |

5. DIFFERENTIALS, COORDINATING, EARLY CHILDHOOD CENTER

Wage Type

|      |   |                    |
|------|---|--------------------|
| 1393 | Early Childhood Center Head Teacher, Coordinating--4 hr | \$424 per semester |
| 1397 | Early Childhood Center Head Teacher, Coordinating--8 hr | 848 per semester   |

6. DIFFERENTIAL, NATIONAL BOARD CERTIFICATION (NBC) (1370, 1375, 1429)

Must possess NBC, have permanent or probationary District status, and serve a minimum of 60% or 4 periods of the day (if secondary) serving as a classroom teacher. 15% of salary to be paid as outlined below:

- (1) Eligible teachers will receive 7.5% of their regular contract hourly rate each month (1370). The remaining 7.5% will be paid after the employee completes an additional 92 hours of professional duties, as agreed upon.
- (2) Teachers working for a minimum of 50% of the day as a classroom teacher (or 3 periods in a secondary school) will receive 50% of the 15% (1375) (i.e., 50% of the 7½ % for the certification and 50% of the 7½ % for completing 46 required additional hours of work).
- (3) Effective 7-01-01, NBPTS-certified teachers are eligible to receive an "Incentive to Teach at a Low-Performing School" award (1429) if the teachers agree to teach at least 50% of the time at a low-performing school with an Academic Performance Index (API) of five or lower for at least four years. Such teachers will receive \$5,000 annually over the four year period (\$20,000 maximum).

Los Angeles Unified School District

2016-2017 THR SCHEDULE, Etc. (Cont'd)

7. DIFFERENTIALS, ACTIVITY RATES (ACTIVITIES AND COACHING):

Differential, Activity (Activity and Coaching):

|                   |          |          |          |          |          |          |          |
|-------------------|----------|----------|----------|----------|----------|----------|----------|
| <b>Wage Type:</b> | 1394     | 1401     | 1402     | 1403     | 1404     | 1407     | 1410     |
| <b>Rate:</b>      | <b>1</b> | <b>2</b> | <b>3</b> | <b>4</b> | <b>5</b> | <b>6</b> | <b>7</b> |
|                   | \$973    | 1,283    | 1,691    | 2,102    | 2,311    | 2,512    | 2,811    |

Activity assignment differentials are paid on a semester basis.  
 Coaching assignment differentials are paid on a seasonal basis.

| Sport/Activity   | Rate | Sport/Activity                                       | Rate      |
|--|------|--|-----------|
| Academic Decathlon   | 7(a) | Gymnastics   | 3         |
| Assistant School Athletics Coordination<br>(Asst. Athletic Director) | 4    | School Athletics Coordination<br>(Athletic Director) | 7         |
| Badminton  | 3    | Soccer: Head   | 6         |
| Baseball: Head   | 6    | Soccer: Assistant, J.V.                              | 3         |
| Baseball: Assistant, J. V.   | 4    | Softball: Head                                       | 6         |
| Basketball: Head   | 6    | Softball: Assistant, J. V.                           | 4         |
| Basketball: Assistant, J.V.  | 3    | Swimming: Head                                       | 4         |
| Basketball: Men's Frosh and Soph                                     | 4(b) | Swimming: Assistant                                  | 3(c)      |
| Basketball: Women's Frosh or Soph                                    | 4    | Tennis   | 4         |
| Cross Country: Head  | 4    | Track & Field: Head                                  | 6(b)      |
| Cross Country: Assistant   | 3(c) | Track & Field: Varsity (Assistant)                   | 6(b)      |
| Football: Varsity (Head)   | 7    | Track & Field: Frosh/Soph (Assistant)                | 4         |
| Football: Varsity (Assistant 1)                                      | 6    | "AA" Track & Field                                   | 2 or 3(d) |
| Football: Varsity (Assistant 2)                                      | 4    | Volleyball: Head                                     | 5         |
| Football: Varsity (Assistant 3)                                      | 4    | Volleyball: Assistant, J.V.                          | 3         |
| Football: Frosh/Soph (Assistant 1)                                   | 5    | Waterpolo  | 3         |
| Football: Frosh/Soph (Assistant 2)                                   | 4    | Wrestling  | 4         |
| Golf   | 3    |  |           |

- a At senior high schools, Rate 7 for the fall semester and, if continued through the spring, Rate 5 for spring.
- b The lump-sum payment will be reduced proportionately when teams are not fielded at all levels.
- c Position allotted only when there are 30 or more athletes.
- d Rate 2 if 6-12 athletes; Rate 3 if 13-19 athletes.

8. DIFFERENTIALS, COORDINATING ASSIGNMENTS:

|  |                    |
|--|--------------------|
| Differential, Coordinating Assignment, Rate 1 (1308)<br>(Health Appraiser; Specialist Nurse)                 | \$297 per semester |
| Differential, Coordinating Assignment, Rate 2 (1311)<br>(Coordinating Assmt, Sem; Temp Advsr;Tchr, Rsrce TM) | \$637 per semester |
| Differential, Lead Teacher, Science (1510)   | \$637 per semester |

9. DIFFERENTIALS, TRAINING TEACHER (1452):

|                                     |  |
|-------------------------------------|--|
| Differential, Training Teacher      | The amount paid<br>by the training<br>institution. |
| Differential, Demonstration Teacher |  |

Los Angeles Unified School District

2016-2017 THR SCHEDULE, Etc. (Cont'd)

**10. OTHER DIFFERENTIALS:**

2016-2017 rates

|  |   |
|--|---|
| Differential, Instructional Coach (1322)*              | \$1.25 Hourly Rate  |
| Differential, Library Media Teacher (1386)             | 500 per semester  |
| Differential, Professional Dev. (Delta) Coach (1408)   | 541 per semester  |
| Differential, Support Provider (1432)                  | <b>500</b> or<br><b>1,000</b> per semester<br>with maximum<br><b>2,000</b> a year |
| Differential, Urban Classroom Teacher Program I (1340) | 1,081 per semester  |
| Differential, Temporary Adviser (1320)**               | 0.73253 Hourly Rate   |

**11. STIPENDS:**

2016-2017 rates

|  |                                  |
|--|----------------------------------|
| Stipend, Literacy Training/Professional Dev. Rate 1 (1405) | \$102 per day<br>payable monthly |
| Stipend, Math Training/Professional Dev. Rate 1 (1406)     | 102 per day<br>payable monthly   |
| Stipend, Mentor Principal, Rate 1 (1423)                   | 2,040 per semester               |
| Stipend, Mentor Principal, Rate 2 (1424)                   | 3,060 per semester               |

**12. PEER ASSISTANCE & REVIEW (PAR) PROGRAM**

2016-2017 rates

|                                  |   |
|----------------------------------|---|
| Differential, PAR Program (1430) | <b>\$2,150</b> per semester (A Basis)<br>1,928 per semester (E Basis)<br>1,820 per semester (B Basis)<br>1,680 per semester (C Basis) |
|----------------------------------|---|

OR

Adjusted proportionately to correspond to any shorter assigned annual basis

\* The rate applies to all employees with jobs 11100843, 11100844, 11100845, 11100846, 11100847, 11100848, and 11100849. The rate will be applied to all the core hours worked by the employee. X and Z basis assignments are excluded from the eligibility. For employees with eligible but split assignments, only those who work over a combined 6 hours a day (based on work schedule) will be paid. This replaces the flat monthly amount of \$162.18

\*\* The rate applies to all employees with jobs 13200707 and 19100780. The rate will be applied to all the core hours worked by the employee and replaces the flat amount of \$127.46



**Los Angeles Unified School District  
2016-2017 SPECIAL SERVICES SALARY (D) TABLE**

Special Services Salary (D) Table: 2016-2017 rates continue the 2015-2016 rates.

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, pay scale level/pay scale group placement and advancement, salary point credit, differentials, staff development, career increments, employee filing of required documents, etc.

| PAY SCALE GROUP |         | PAY SCALE LEVEL |        |          |        |          |        |          |        |          |        |
|-----------------|---------|-----------------|--------|----------|--------|----------|--------|----------|--------|----------|--------|
|                 |         | No./Basis       |        | 1        | 2      | 3        | 4      | 5        |        |          |        |
| 10D             | E basis | 3,608.94        | 43,307 | 3,809.70 | 45,716 | 4,016.15 | 48,194 | 4,239.69 | 50,876 | 4,460.92 | 53,531 |
|                 | B basis | 3,408.43        | 40,901 | 3,598.04 | 43,176 | 3,793.04 | 45,516 | 4,004.18 | 48,050 | 4,213.21 | 50,559 |
|                 | C basis | 3,146.29        | 37,755 | 3,321.27 | 39,855 | 3,501.25 | 42,015 | 3,696.13 | 44,354 | 3,889.05 | 46,669 |
| 11D             | E basis | 3,710.53        | 44,526 | 3,918.03 | 47,016 | 4,127.97 | 49,536 | 4,349.21 | 52,191 | 4,586.47 | 55,038 |
|                 | B basis | 3,504.36        | 42,052 | 3,700.40 | 44,405 | 3,898.61 | 46,783 | 4,107.62 | 49,291 | 4,331.66 | 51,980 |
|                 | C basis | 3,234.79        | 38,817 | 3,415.75 | 40,989 | 3,598.73 | 43,185 | 3,791.66 | 45,500 | 3,998.44 | 47,981 |
| 12D             | E basis | 3,809.70        | 45,716 | 4,016.15 | 48,194 | 4,239.69 | 50,876 | 4,460.92 | 53,531 | 4,714.23 | 56,571 |
|                 | B basis | 3,598.04        | 43,176 | 3,793.04 | 45,516 | 4,004.18 | 48,050 | 4,213.21 | 50,559 | 4,452.35 | 53,428 |
|                 | C basis | 3,321.27        | 39,855 | 3,501.25 | 42,015 | 3,696.13 | 44,354 | 3,889.05 | 46,669 | 4,109.87 | 49,318 |
| 13D             | E basis | 3,918.03        | 47,016 | 4,127.97 | 49,536 | 4,349.21 | 52,191 | 4,586.47 | 55,038 | 4,848.84 | 58,186 |
|                 | B basis | 3,700.40        | 44,405 | 3,898.61 | 46,783 | 4,107.62 | 49,291 | 4,331.66 | 51,980 | 4,579.47 | 54,954 |
|                 | C basis | 3,415.75        | 40,989 | 3,598.73 | 43,185 | 3,791.66 | 45,500 | 3,998.44 | 47,981 | 4,227.16 | 50,726 |
| 14D             | E basis | 4,016.15        | 48,194 | 4,239.69 | 50,876 | 4,460.92 | 53,531 | 4,714.23 | 56,571 | 4,978.80 | 59,746 |
|                 | B basis | 3,793.04        | 45,516 | 4,004.18 | 48,050 | 4,213.21 | 50,559 | 4,452.35 | 53,428 | 4,702.22 | 56,427 |
|                 | C basis | 3,501.25        | 42,015 | 3,696.13 | 44,354 | 3,889.05 | 46,669 | 4,109.87 | 49,318 | 4,340.53 | 52,086 |
| 15D             | E basis | 4,127.97        | 49,536 | 4,349.21 | 52,191 | 4,586.47 | 55,038 | 4,848.84 | 58,186 | 5,113.53 | 61,362 |
|                 | B basis | 3,898.61        | 46,783 | 4,107.62 | 49,291 | 4,331.66 | 51,980 | 4,579.47 | 54,954 | 4,829.34 | 57,952 |
|                 | C basis | 3,598.73        | 43,185 | 3,791.66 | 45,500 | 3,998.44 | 47,981 | 4,227.16 | 50,726 | 4,457.91 | 53,495 |
| 16D             | E basis | 4,239.69        | 50,876 | 4,460.92 | 53,531 | 4,714.23 | 56,571 | 4,978.80 | 59,746 | 5,256.06 | 63,073 |
|                 | B basis | 4,004.18        | 48,050 | 4,213.21 | 50,559 | 4,452.35 | 53,428 | 4,702.22 | 56,427 | 4,963.97 | 59,568 |
|                 | C basis | 3,696.13        | 44,354 | 3,889.05 | 46,669 | 4,109.87 | 49,318 | 4,340.53 | 52,086 | 4,582.21 | 54,987 |
| 17D             | E basis | 4,349.21        | 52,191 | 4,586.47 | 55,038 | 4,848.84 | 58,186 | 5,113.53 | 61,362 | 5,404.37 | 64,852 |
|                 | B basis | 4,107.62        | 49,291 | 4,331.66 | 51,980 | 4,579.47 | 54,954 | 4,829.34 | 57,952 | 5,104.08 | 61,249 |
|                 | C basis | 3,791.66        | 45,500 | 3,998.44 | 47,981 | 4,227.16 | 50,726 | 4,457.91 | 53,495 | 4,711.47 | 56,538 |
| 18D             | E basis | 4,460.92        | 53,531 | 4,714.23 | 56,571 | 4,978.80 | 59,746 | 5,256.06 | 63,073 | 5,553.77 | 66,645 |
|                 | B basis | 4,213.21        | 50,559 | 4,452.35 | 53,428 | 4,702.22 | 56,427 | 4,963.97 | 59,568 | 5,245.14 | 62,942 |
|                 | C basis | 3,889.05        | 46,669 | 4,109.87 | 49,318 | 4,340.53 | 52,086 | 4,582.21 | 54,987 | 4,841.73 | 58,101 |
| 19D             | E basis | 4,586.47        | 55,038 | 4,848.84 | 58,186 | 5,113.53 | 61,362 | 5,404.37 | 64,852 | 5,699.67 | 68,396 |
|                 | B basis | 4,331.66        | 51,980 | 4,579.47 | 54,954 | 4,829.34 | 57,952 | 5,104.08 | 61,249 | 5,383.09 | 64,597 |
|                 | C basis | 3,998.44        | 47,981 | 4,227.16 | 50,726 | 4,457.91 | 53,495 | 4,711.47 | 56,538 | 4,968.96 | 59,628 |

APPENDIX E

Los Angeles Unified School District

2016-2017 SPECIAL SERVICES SALARY (D) TABLE (Continued)

| PAY SCALE GROUP | No./Basis | PAY SCALE LEVEL |        |          |        |          |        |          |         |          |         |
|-----------------|-----------|-----------------|--------|----------|--------|----------|--------|----------|---------|----------|---------|
|                 |           | 1               | 2      | 3        | 4      | 5        | 6      | 7        | 8       | 9        | 10      |
| 20D             | E basis   | 4,714.23        | 56,571 | 4,978.80 | 59,746 | 5,256.06 | 63,073 | 5,553.77 | 66,645  | 5,860.54 | 70,326  |
|                 | B basis   | 4,452.35        | 53,428 | 4,702.22 | 56,427 | 4,963.97 | 59,568 | 5,245.14 | 62,942  | 5,534.98 | 66,420  |
|                 | C basis   | 4,109.87        | 49,318 | 4,340.53 | 52,086 | 4,582.21 | 54,987 | 4,841.73 | 58,101  | 5,109.23 | 61,311  |
| 21D             | E basis   | 4,848.84        | 58,186 | 5,113.53 | 61,362 | 5,404.37 | 64,852 | 5,699.67 | 68,396  | 6,023.64 | 72,284  |
|                 | B basis   | 4,579.47        | 54,954 | 4,829.34 | 57,952 | 5,104.08 | 61,249 | 5,383.09 | 64,597  | 5,689.02 | 68,268  |
|                 | C basis   | 4,227.16        | 50,726 | 4,457.91 | 53,495 | 4,711.47 | 56,538 | 4,968.96 | 59,628  | 5,251.38 | 63,017  |
| 22D             | E basis   | 4,978.80        | 59,746 | 5,256.06 | 63,073 | 5,553.77 | 66,645 | 5,860.54 | 70,326  | 6,206.14 | 74,474  |
|                 | B basis   | 4,702.22        | 56,427 | 4,963.97 | 59,568 | 5,245.14 | 62,942 | 5,534.98 | 66,420  | 5,861.38 | 70,337  |
|                 | C basis   | 4,340.53        | 52,086 | 4,582.21 | 54,987 | 4,841.73 | 58,101 | 5,109.23 | 61,311  | 5,410.48 | 64,926  |
| 23D             | E basis   | 5,106.57        | 61,279 | 5,389.50 | 64,674 | 5,690.60 | 68,287 | 6,014.57 | 72,175  | 6,365.87 | 76,390  |
|                 | B basis   | 4,822.90        | 57,875 | 5,090.04 | 61,080 | 5,374.41 | 64,493 | 5,680.43 | 68,165  | 6,012.19 | 72,146  |
|                 | C basis   | 4,451.87        | 53,422 | 4,698.52 | 56,382 | 4,961.06 | 59,533 | 5,243.47 | 62,922  | 5,549.69 | 66,596  |
|                 | A Basis   | 5,695.81        | 68,350 | 6,011.34 | 72,136 | 6,347.19 | 76,166 | 6,708.52 | 80,502  | 7,100.37 | 85,204  |
| 28D             | E basis   | 5,655.24        | 67,863 | 5,976.90 | 71,723 | 6,307.64 | 75,692 | 6,659.06 | 79,909  | 7,031.98 | 84,384  |
|                 | B basis   | 5,341.07        | 64,093 | 5,644.85 | 67,738 | 5,957.30 | 71,488 | 6,289.07 | 75,469  | 6,641.29 | 79,695  |
|                 | C basis   | 4,930.25        | 59,163 | 5,210.63 | 62,528 | 5,499.00 | 65,988 | 5,805.31 | 69,664  | 6,130.46 | 73,566  |
| 29D             | E basis   | 5,820.67        | 69,848 | 6,143.39 | 73,721 | 6,480.97 | 77,772 | 6,843.77 | 82,125  | 7,223.66 | 86,684  |
|                 | B basis   | 5,497.25        | 65,967 | 5,802.10 | 69,625 | 6,120.99 | 73,452 | 6,463.57 | 77,563  | 6,822.33 | 81,868  |
|                 | C basis   | 5,074.42        | 60,893 | 5,355.79 | 64,269 | 5,650.11 | 67,801 | 5,966.36 | 71,596  | 6,297.53 | 75,570  |
| 30D             | E basis   | 5,976.90        | 71,723 | 6,307.64 | 75,692 | 6,659.06 | 79,909 | 7,031.98 | 84,384  | 7,430.12 | 89,161  |
|                 | B basis   | 5,644.85        | 67,738 | 5,957.30 | 71,488 | 6,289.07 | 75,469 | 6,641.29 | 79,695  | 7,017.30 | 84,208  |
|                 | C basis   | 5,210.63        | 62,528 | 5,499.00 | 65,988 | 5,805.31 | 69,664 | 6,130.46 | 73,566  | 6,477.52 | 77,730  |
| 31D             | E basis   | 6,143.39        | 73,721 | 6,480.97 | 77,772 | 6,843.77 | 82,125 | 7,223.66 | 86,684  | 7,639.96 | 91,680  |
|                 | B basis   | 5,802.10        | 69,625 | 6,120.99 | 73,452 | 6,463.57 | 77,563 | 6,822.33 | 81,868  | 7,215.51 | 86,586  |
|                 | C basis   | 5,355.79        | 64,269 | 5,650.11 | 67,801 | 5,966.36 | 71,596 | 6,297.53 | 75,570  | 6,660.50 | 79,926  |
| 32D             | E basis   | 6,307.64        | 75,692 | 6,659.06 | 79,909 | 7,031.98 | 84,384 | 7,430.12 | 89,161  | 7,853.28 | 94,239  |
|                 | B basis   | 5,957.30        | 71,488 | 6,289.07 | 75,469 | 6,641.29 | 79,695 | 7,017.30 | 84,208  | 7,416.92 | 89,003  |
|                 | C basis   | 5,499.00        | 65,988 | 5,805.31 | 69,664 | 6,130.46 | 73,566 | 6,477.52 | 77,730  | 6,846.41 | 82,157  |
| 33D             | A basis   | 7,228.86        | 86,746 | 7,628.38 | 91,541 | 8,054.59 | 96,655 | 8,521.46 | 102,258 | 9,002.40 | 108,029 |
|                 | E basis   | 6,481.02        | 77,772 | 6,839.17 | 82,070 | 7,221.36 | 86,656 | 7,639.97 | 91,680  | 8,071.06 | 96,853  |
|                 | B basis   | 6,120.99        | 73,452 | 6,459.26 | 77,511 | 6,820.18 | 81,842 | 7,215.51 | 86,586  | 7,622.70 | 91,472  |
|                 | C basis   | 5,650.11        | 67,801 | 5,962.36 | 71,548 | 6,295.49 | 75,546 | 6,660.50 | 79,926  | 7,036.31 | 84,436  |

APPENDIX E

Los Angeles Unified School District

2016-2017 SPECIAL SERVICES SALARY (D) TABLE (Continued)

| PAY SCALE GROUP |                | PAY SCALE LEVEL |         |          |         |          |         |           |         |           |         |
|-----------------|----------------|-----------------|---------|----------|---------|----------|---------|-----------|---------|-----------|---------|
| No./Basis       |                | 1               | 2       | 3        | 4       | 5        | 6       | 7         | 8       | 9         | 10      |
| <b>34D</b>      | <b>A basis</b> | 7,427.34        | 89,128  | 7,843.35 | 94,120  | 8,287.40 | 99,449  | 8,759.35  | 105,112 | 9,239.00  | 110,868 |
|                 | <b>E basis</b> | 6,658.99        | 79,908  | 7,031.98 | 84,384  | 7,430.06 | 89,161  | 7,853.25  | 94,239  | 8,283.25  | 99,399  |
|                 | <b>B basis</b> | 6,289.07        | 75,469  | 6,641.29 | 79,695  | 7,017.30 | 84,208  | 7,416.92  | 89,003  | 7,823.05  | 93,877  |
|                 | <b>C basis</b> | 5,805.31        | 69,664  | 6,130.46 | 73,566  | 6,477.52 | 77,730  | 6,846.41  | 82,157  | 7,221.26  | 86,655  |
| <b>35D</b>      | <b>A basis</b> | 7,633.44        | 91,601  | 8,057.14 | 96,686  | 8,521.46 | 102,258 | 9,004.93  | 108,059 | 9,504.95  | 114,059 |
|                 | <b>E basis</b> | 6,843.77        | 82,125  | 7,223.65 | 86,684  | 7,639.88 | 91,679  | 8,073.36  | 96,880  | 8,521.69  | 102,260 |
|                 | <b>B basis</b> | 6,463.57        | 77,563  | 6,822.33 | 81,868  | 7,215.51 | 86,586  | 7,624.87  | 91,498  | 8,048.24  | 96,579  |
| <b>36D</b>      | <b>A basis</b> | 7,843.35        | 94,120  | 8,287.40 | 99,449  | 8,759.35 | 105,112 | 9,239.00  | 110,868 | 9,778.40  | 117,341 |
|                 | <b>E basis</b> | 7,031.94        | 84,383  | 7,430.05 | 89,161  | 7,853.22 | 94,239  | 8,283.23  | 99,399  | 8,766.84  | 105,202 |
|                 | <b>B basis</b> | 6,641.29        | 79,695  | 7,017.30 | 84,208  | 7,416.92 | 89,003  | 7,823.05  | 93,877  | 8,279.80  | 99,358  |
|                 | <b>C basis</b> | 6,130.46        | 73,566  | 6,477.48 | 77,730  | 6,846.41 | 82,157  | 7,221.29  | 86,655  | 7,642.91  | 91,715  |
| <b>37D</b>      | <b>A basis</b> | 8,057.14        | 96,686  | 8,521.46 | 102,258 | 9,004.93 | 108,059 | 9,504.95  | 114,059 | 10,046.90 | 120,563 |
|                 | <b>E basis</b> | 7,223.65        | 86,684  | 7,639.88 | 91,679  | 8,073.36 | 96,880  | 8,521.69  | 102,260 | 9,007.53  | 108,090 |
|                 | <b>B basis</b> | 6,822.34        | 81,868  | 7,215.47 | 86,586  | 7,624.86 | 91,498  | 8,048.25  | 96,579  | 8,507.12  | 102,085 |
| <b>38D</b>      | <b>A basis</b> | 8,287.40        | 99,449  | 8,759.35 | 105,112 | 9,239.00 | 110,868 | 9,778.40  | 117,341 | 10,316.55 | 123,799 |
|                 | <b>E basis</b> | 7,430.05        | 89,161  | 7,853.22 | 94,239  | 8,283.23 | 99,399  | 8,766.84  | 105,202 | 9,249.29  | 110,991 |
|                 | <b>B basis</b> | 7,017.27        | 84,207  | 7,416.92 | 89,003  | 7,823.05 | 93,877  | 8,279.80  | 99,358  | 8,735.43  | 104,825 |
| <b>39D</b>      | <b>A basis</b> | 8,521.46        | 102,258 | 9,004.93 | 108,059 | 9,504.95 | 114,059 | 10,046.90 | 120,563 | 10,609.22 | 127,311 |
|                 | <b>E basis</b> | 7,639.88        | 91,679  | 8,073.36 | 96,880  | 8,521.69 | 102,260 | 9,007.53  | 108,090 | 9,511.67  | 114,140 |
|                 | <b>B basis</b> | 7,215.47        | 86,586  | 7,624.86 | 91,498  | 8,048.25 | 96,579  | 8,507.12  | 102,085 | 8,983.24  | 107,799 |
| <b>40D</b>      | <b>A basis</b> | 8,759.35        | 105,112 | 9,239.00 | 110,868 | 9,778.40 | 117,341 | 10,316.55 | 123,799 | 10,905.67 | 130,868 |
|                 | <b>E basis</b> | 7,853.22        | 94,239  | 8,283.23 | 99,399  | 8,766.84 | 105,202 | 9,249.29  | 110,991 | 9,777.52  | 117,330 |
|                 | <b>B basis</b> | 7,416.92        | 89,003  | 7,823.05 | 93,877  | 8,279.80 | 99,358  | 8,735.43  | 104,825 | 9,234.30  | 110,812 |

Los Angeles Unified School District

2016-2017 SPECIAL SERVICES SALARY (D) TABLE (Continued)

**First Career Increment - Pay Scale Group D, Pay Scale Levels 11-15**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$3,053.40 Annual         | \$2,737.56 Annual         | \$2,585.40 Annual         | \$2,386.56 Annual         |
| 254.45 Monthly            | 228.13 Monthly            | 215.45 Monthly            | 198.88 Monthly            |

**Second Career Increment - Pay Scale Group D, Pay Scale Levels 21-25**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$3,785.76 Annual         | \$3,394.92 Annual         | \$3,205.32 Annual         | \$2,959.80 Annual         |
| 315.48 Monthly            | 282.91 Monthly            | 267.11 Monthly            | 246.65 Monthly            |

**Third Career Increment - Pay Scale Group D, Pay Scale Levels 31-35**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$5,435.40 Annual         | \$4,872.48 Annual         | \$4,602.24 Annual         | \$4,247.64 Annual         |
| 452.95 Monthly            | 406.04 Monthly            | 383.52 Monthly            | 353.97 Monthly            |

**Fourth Career Increment - Pay Scale Group D, Pay Scale Levels 41-45**

|                           |                           |                           |                           |
|---------------------------|---------------------------|---------------------------|---------------------------|
| <u>A Basis annualized</u> | <u>E Basis annualized</u> | <u>B Basis annualized</u> | <u>C Basis annualized</u> |
| \$7,068.36 Annual         | \$6,337.32 Annual         | \$5,985.12 Annual         | \$5,525.28 Annual         |
| 589.03 Monthly            | 528.11 Monthly            | 498.76 Monthly            | 460.44 Monthly            |

**Doctorate Degree - Effective 7/01/08, degree differentials are hourly rates paid as worked.**

|                          |                           |
|--------------------------|---------------------------|
| <u>A, E, and B Basis</u> | <u>C Basis annualized</u> |
| 0.71552                  | 0.71552 (8 hour)          |
|                          | 0.95402 (6 hour)          |

An employee who is reassigned from a monthly payment rate salary table to the Special Services Salary Table shall be allocated to the rate on the new pay scale group which is next above the rate to which entitled on the employee's former table, including degree and responsibility differentials and career increment. An employee returning to the same pay scale group within the same school year shall not be allocated to a higher pay scale level than that to which previously entitled during that same school year. An employee returning to a pay scale group on this table within 39 months will be placed on the employee's former pay scale level if it is to the employee's advantage. An employee reassigned to a class allocated to the same pay scale group as that of the former class shall be allocated to the same pay scale level. An employee reassigned to a class allocated to a higher pay scale group than that of the employee's former class shall be allocated to the next higher rate on such higher pay scale group.

An employee who is promoted to a class on the Special Services Salary Table with a higher maximum rate than that of the former monthly payment rate classification shall have the pay scale level placement recomputed pursuant to Section 4.1 of Appendix E of the District/UTLA Agreement if the salary to which the employee would have been entitled in the former class is increased within three calendar months of the reassignment to the higher class.

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

- A basis annualized: 261 paid days; 2,088 hours annual.
- E basis annualized: 234 paid days; 1,872 hours annual.
- B basis annualized: 221 paid days; 1,768 hours annual.
- C basis annualized: 204 paid days (or equivalent hours); 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).

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