



Los Angeles Unified School District

2021-2022 ADULT HOURLY RATE (THR) SCHEDULE

FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES

1. HOURLY RATE (THR) SCHEDULE: 2021-2022 rates continue the 2020-2021 rates.

| STEP (Pay Scale Level) | | | | | | | |
|------------------------|----------|----------|----------|----------|----------|----------|----------|
| A | B | C | 1 | 2 | 3 | 4 | 5** |
| \$45.26369 | 47.63422 | 50.14130 | 53.21928 | 55.67668 | 58.46920 | 59.11460 | 59.76486 |

- 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)

2021-2022 FLAT HOURLY RATES

2. FLAT HOURLY RATES: 2021-2022 rates continue the 2020-2021 rates.

| | |
|--|------------|
| Adult Teacher, Hourly Rate, Day-to-Day Substitute (0806) | \$53.21928 |
| Adult Teacher, Flat Rate, Day-to-Day Substitute (0811)* | 45.26369 |
| Adult Teacher, Staff Development, Rate 1 (0807) | 53.21928 |
| Extended Teaching Assignment, Hourly (0921) | 36.94819 |

*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.

**Effective July 1, 2019, the District and UTLA reached an agreement to establish an additional Salary Step 5, 1.1% above the Salary Step 4. The procedure for step advancing from step 4 to 5 will be the same as the steps listed in advancement from step 3 to 4 with the requirement that the employee has been paid on the (THR) salary table for fifteen (15) years as described on the LAUSD Adult and Career Education Salary Table.

2021-2022 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)

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2021-2022 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: 2021-2022 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

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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)

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).

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

Differential, Activity (Activity and Coaching):

| | | | | | | | |
|-------------------|----------|----------|----------|----------|----------|----------|----------|
| Wage Type: | 1394 | 1401 | 1402 | 1403 | 1404 | 1407 | 1410 |
| Rate: | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| | \$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 (Asst. Athletic Director) | 4 | School Athletics Coordination (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) (Health Appraiser; Specialist Nurse) | \$297 per semester |
| Differential, Coordinating Assignment, Rate 2 (1311) (Coordinating Assmt, Sem; Temp Advsr;Tchr, Rsrce TM) | \$637 per semester |
| Differential, Lead Teacher, Science (1510) | \$637 per semester |

9. DIFFERENTIALS, TRAINING TEACHER (1452):

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

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10. OTHER DIFFERENTIALS:

2021-2022 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) | 500 or 1,000 per semester with maximum 2,000 a year |
| Differential, Urban Classroom Teacher Program I (1340) | 1,081 per semester |
| Differential, Temporary Adviser (1320)** | 0.73253 Hourly Rate |

11. STIPENDS:

2021-2022 rates

| | |
|--|----------------------------------|
| Stipend, Literacy Training/Professional Dev. Rate 1 (1405) | \$102 per day payable monthly |
| Stipend, Math Training/Professional Dev. Rate 1 (1406) | 102 per day 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

2021-2022 rates

| | |
|----------------------------------|--|
| Differential, PAR Program (1430) | \$2,150 per semester (A Basis) 1,928 per semester (E Basis) 1,820 per semester (B Basis) 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