

2018-2019 PREPARATION SALARY (T) TABLE (Continued)

(T) 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

Maximum Rates With Career Increments:

**First Career Increment (completed 27T14)*
Pay Scale Group C1, Pay Scale Level 15-19**

		<u>1st CI & MA</u>	<u>1st CI & DR</u>
C Basis	87,844	88,428	89,012
	7,320.31		
B Basis	95,164	95,796	96,429
	7,930.34		
A Basis	112,440	113,187	113,934
	9,369.99		

**Second Career Increment (after 5 yrs on first CI)
Pay Scale Group C2, Pay Scale Level 20-24**

		<u>2nd CI & MA</u>	<u>2nd CI & DR</u>
C Basis	88,515	89,099	89,683
	7,376.23		
B Basis	95,891	96,523	97,156
	7,990.93		
A Basis	113,299	114,046	114,793
	9,441.59		

**Third Career Increment (after 5 yrs on second CI)
Pay Scale Group C3, Pay Scale Level 25-29**

		<u>3rd CI & MA</u>	<u>3rd CI & DR</u>
C Basis	90,857	91,441	92,025
	7,571.40		
B Basis	98,428	99,060	99,693
	8,202.35		
A Basis	116,297	117,044	117,791
	9,691.38		

**Fourth Career Increment (after 5 yrs on third CI)
Pay Scale Group C4, Pay Scale Level 30+**

		<u>4th CI & MA</u>	<u>4th CI & DR</u>
C Basis	92,389	92,973	93,557
	7,699.05		
B Basis	100,088	100,720	101,353
	8,340.63		
A Basis	118,257	119,004	119,751
	9,854.78		

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 = 260 paid days or equivalent hours; 2,080 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

2018-2019 PREPARATION SALARY (L) TABLE (Continued)

(L) Salary Table

Degree Differentials:

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

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

First Career Increment (completed 27L14)*

Pay Scale Group C1, Pay Scale Level 15-19

		<u>1st CI & MA</u>	<u>1st CI & DR</u>
C Basis	83,907	84,491	85,075
	6,992.23		
B Basis	90,899	91,531	92,164
	7,574.92		
A Basis	107,401	108,148	108,895
	8,950.05		

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

Pay Scale Group C2, Pay Scale Level 20-24

		<u>2nd CI & MA</u>	<u>2nd CI & DR</u>
C Basis	84,552	85,136	85,720
	7,046.03		
B Basis	91,599	92,231	92,231
	7,633.21		
A Basis	108,227	108,974	109,721
	9,018.93		

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

Pay Scale Group C3, Pay Scale Level 25-29

		<u>3rd CI & MA</u>	<u>3rd CI & DR</u>
C Basis	86,008	86,592	87,176
	7,167.36		
B Basis	93,176	93,808	94,441
	7,764.63		
A Basis	110,091	110,838	111,585
	9,174.22		

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

Pay Scale Group C4, Pay Scale Level 30+

		<u>4th CI & MA</u>	<u>4th CI & DR</u>
C Basis	87,489	88,073	88,657
	7,290.78		
B Basis	94,780	95,412	96,045
	7,898.35		
A Basis	111,986	112,733	113,480
	9,332.19		

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 = 260 paid days or equivalent hours; 2,080 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

2018-2019 RATES FOR DAY-TO-DAY SUBSTITUTES

Day-to-Day Substitutes: Rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 rates.

Employees Serving in place of Preparation Salary Table employees:

Daily Base Rate	\$202.60
Base Hourly Rate (6-hour day)	\$33.76718
Daily Incentive Plan Rate	\$273.42
Base Hourly Rate (6-hour day)	\$45.57025
Day-to-Day Substitute, Extended Rate	\$273.42
Base Hourly Rate (6-hour day)	\$45.57025

Substitutes who serve in place of employees paid on the Preparation Salary Table shall have their rates of pay increased by one hour of pro-rated pay 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	\$36.88186	\$221.29	\$147.53	\$110.65
Day-to-Day Substitute, Extended Rate	\$49.77365	\$298.64	\$199.09	\$149.32

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	\$177.29 daily \$22.16178 hourly
(with accrual rate of .11364 after 35 full-time days of service retroactive to the beginning of the school year)	\$197.44 daily



**Los Angeles Unified School District
2018-2019
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: Rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 rates.

Advancement* to Pay Scale Group	Pay Scale Group	Basis	PAY SCALE LEVEL				
			1	2	3	4	5
Minimum of 60 Semester Units	11V	C basis	\$36,194	37,547	39,118	40,396	42,258
			3016.14	3128.95	3259.81	3366.33	3521.47
Minimum Plus 14 Points	12V	C basis	37,547	39,118	40,396	41,878	43,687
			3128.95	3259.81	3366.33	3489.84	3640.62
Minimum Plus 28 Points	13V	C basis	39,118	40,396	41,878	43,295	45,092
			3259.81	3366.33	3489.84	3607.94	3757.70
Bachelor's Degree	14V	C basis	40,396	41,878	43,295	44,700	46,599
			3366.33	3489.84	3607.94	3725.03	3883.24
BA + Restricted Severely Handicapped Credential	15V	C basis	41,878	43,295	44,700	46,195	48,194
			3489.84	3607.94	3725.03	3849.55	4016.18

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: Rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 rates.

Advancement* to Pay Scale Group	Pay Scale Group	Basis	PAY SCALE LEVEL				
			1	2	3	4	5
Minimum of 60 Semester Units	15C	A basis	45,707	47,457	49,449	51,149	53,513
			3,808.91	3,954.73	4,120.74	4,262.42	4,459.44
		C basis	35,725	37,093	38,650	39,979	41,827
			2,977.05	3,091.05	3,220.80	3,331.55	3,485.55
		E basis	40,979	42,547	44,334	45,858	47,978
			3,414.91	3,545.61	3,694.48	3,821.51	3,998.14
		A basis	47,457	49,449	51,149	53,028	55,247
			3,954.73	4,120.74	4,262.42	4,419.01	4,603.94
Minimum Plus 14 Points	16C	C basis	37,092	38,650	39,979	41,448	43,182
			3,091.02	3,220.80	3,331.55	3,453.96	3,598.48
		E basis	42,547	44,334	45,858	47,543	49,532
			3,545.61	3,694.48	3,821.51	3,961.92	4,127.68
Minimum Plus 28 Points	17C	A basis	49,449	51,149	53,028	54,761	57,061
			4,120.74	4,262.42	4,419.01	4,563.39	4,755.05
		C basis	38,650	39,979	41,448	42,801	44,599
			3,220.80	3,331.55	3,453.96	3,566.79	3,716.58
		E basis	44,334	45,858	47,543	49,095	51,158
			3,694.48	3,821.51	3,961.92	4,091.29	4,263.18
		A basis	51,149	53,028	54,761	56,543	58,956
			4,262.42	4,419.01	4,563.39	4,711.92	4,912.98
Bachelor's Degree	18C	C basis	39,979	41,448	42,801	44,194	46,080
			3,331.55	3,453.96	3,566.79	3,682.87	3,840.04
		E basis	44,522	46,158	47,665	49,217	51,318
			3,821.43	3,961.91	4,091.28	4,224.48	4,404.77
BA + Elementary or Early Education Credential	19C	A basis	53,854	56,251	59,183	62,260	66,001
			4,487.80	4,687.62	4,931.91	5,188.30	5,500.12
		C basis	42,092	43,967	46,258	48,663	51,588
			3,507.69	3,663.89	3,854.84	4,055.22	4,298.96
		E basis	48,283	50,432	53,061	55,819	59,174
			4,023.60	4,202.64	4,421.71	4,651.59	4,931.17

Pay Scale		PAY SCALE LEVEL				
		6	7	8	9	10
Group	Basis					
19C (continued)	A basis	66,227	66,422	68,658	71,816	75,007
		5,518.95	5,535.19	5,721.47	5,984.68	6,250.61
	C basis	51,764	51,916	53,663	56,132	58,626
		4,313.67	4,326.36	4,471.94	4,677.69	4,885.53
	E basis	59,377	59,551	61,555	64,387	67,248
		<u>4,948.06</u>	4,962.57	5,129.58	5,365.59	5,603.97
		20				
19C (continued)	A basis	76,314				
		6,359.49				
	C basis	59,652				
		4,971.01				
	E basis	68,424				
		5,702.02				

*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.

**2018-2019 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

2018-2019 ADULT HOURLY RATE (THR) SCHEDULE

FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES

1. **HOURLY RATE (THR) SCHEDULE:** Rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 rates.

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

- 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)

2018-2019 FLAT HOURLY RATES

2. **FLAT HOURLY RATES:** Rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 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.

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

2018-2019 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

2018-2019 THR SCHEDULE, Etc. (Cont'd)

2018-2019 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: 2018-2019 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

2018-2019 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)

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).

Los Angeles Unified School District

2018-2019 THR SCHEDULE, Etc. (Cont'd)

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):

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

Los Angeles Unified School District

2018-2019 THR SCHEDULE, Etc. (Cont'd)

10. OTHER DIFFERENTIALS:

2018-2019 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:

2018-2019 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

2018-2019 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)
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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

2018-2019

PHYSICIANS & DENTISTS SALARY (J) TABLE,
CHEST SPECIALIST, AND PSYCHIATRIST*

PHYSICIANS & DENTISTS SALARY (J) TABLE: 2018-2019 rates.

Salary rates are determined in accordance with factors applied to the minimum step and schedule, as specified in P&S No. 2, Section 6, dated 2-06-78.

Class Title	Pay Scale Group No.	Basis	STEP (Pay Scale Level)					
			1		2		3	
School Dentist	10J	A basis	\$71.68380	\$112,257	77.51584	121,390	77.51584	121,390
		C basis		87,741		94,879		94,879
School Physician	11J	A basis	73.81658	115,597	79.85349	125,051	79.85349	125,051
School Pediatrician	11J	C basis		90,351		97,741		97,741
-----	12J	A basis	76.04578	119,088	82.23934	128,787	82.23934	128,787
		C basis		93,080		100,661		100,661
Senior Physician	13J	A basis	78.33523	122,673	84.74568	132,712	84.74568	132,712
		B basis		103,873		112,373		112,373
		C basis		95,882		103,729		103,729

CHEST SPECIALIST AND PSYCHIATRIST: 2018-2019 rates.

Chest Specialist (0498)	\$86.04692
Psychiatrist (0495)	128.66166

* District-represented classes.



**Los Angeles Unified School District
2018-2019 SPECIAL SERVICES SALARY (D) TABLE**

Special Services Salary (D) Table: 2018-2019 rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 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	3,828.73	45,945	4,041.71	48,501	4,260.73	51,129	4,497.89	53,975	4,732.59	56,791
	B basis	3,616.00	43,392	3,817.16	45,806	4,024.03	48,288	4,248.04	50,976	4,469.80	53,638
	C basis	3,337.90	40,055	3,523.54	42,282	3,714.48	44,574	3,921.22	47,055	4,125.89	49,511
11D	E basis	3,936.51	47,238	4,156.64	49,880	4,379.36	52,552	4,614.08	55,369	4,865.78	58,389
	B basis	3,717.77	44,613	3,925.75	47,109	4,136.04	49,632	4,357.78	52,293	4,595.46	55,146
	C basis	3,431.78	41,181	3,623.77	43,485	3,817.89	45,815	4,022.57	48,271	4,241.94	50,903
12D	E basis	4,041.71	48,501	4,260.73	51,129	4,497.89	53,975	4,732.59	56,791	5,001.33	60,016
	B basis	3,817.16	45,806	4,024.03	48,288	4,248.04	50,976	4,469.80	53,638	4,723.50	56,682
	C basis	3,523.54	42,282	3,714.48	44,574	3,921.22	47,055	4,125.89	49,511	4,360.17	52,322
13D	E basis	4,156.64	49,880	4,379.36	52,552	4,614.08	55,369	4,865.78	58,389	5,144.14	61,730
	B basis	3,925.75	47,109	4,136.04	49,632	4,357.78	52,293	4,595.46	55,146	4,858.36	58,300
	C basis	3,623.77	43,485	3,817.89	45,815	4,022.57	48,271	4,241.94	50,903	4,484.59	53,815
14D	E basis	4,260.73	51,129	4,497.89	53,975	4,732.59	56,791	5,001.33	60,016	5,282.00	63,384
	B basis	4,024.03	48,288	4,248.04	50,976	4,469.80	53,638	4,723.50	56,682	4,988.59	59,863
	C basis	3,714.48	44,574	3,921.22	47,055	4,125.89	49,511	4,360.17	52,322	4,604.87	55,258
15D	E basis	4,379.36	52,552	4,614.08	55,369	4,865.78	58,389	5,144.14	61,730	5,424.95	65,099
	B basis	4,136.04	49,632	4,357.78	52,293	4,595.46	55,146	4,858.36	58,300	5,123.45	61,481
	C basis	3,817.89	45,815	4,022.57	48,271	4,241.94	50,903	4,484.59	53,815	4,729.40	56,753
16D	E basis	4,497.89	53,975	4,732.59	56,791	5,001.33	60,016	5,282.00	63,384	5,576.15	66,914
	B basis	4,248.04	50,976	4,469.80	53,638	4,723.50	56,682	4,988.59	59,863	5,266.28	63,195
	C basis	3,921.22	47,055	4,125.89	49,511	4,360.17	52,322	4,604.87	55,258	4,861.27	58,335
17D	E basis	4,614.08	55,369	4,865.78	58,389	5,144.14	61,730	5,424.95	65,099	5,733.50	68,802
	B basis	4,357.78	52,293	4,595.46	55,146	4,858.36	58,300	5,123.45	61,481	5,414.92	64,979
	C basis	4,022.57	48,271	4,241.94	50,903	4,484.59	53,815	4,729.40	56,753	4,998.39	59,981
18D	E basis	4,732.59	56,791	5,001.33	60,016	5,282.00	63,384	5,576.15	66,914	5,891.99	70,704
	B basis	4,469.80	53,638	4,723.50	56,682	4,988.59	59,863	5,266.28	63,195	5,564.56	66,775
	C basis	4,125.89	49,511	4,360.17	52,322	4,604.87	55,258	4,861.27	58,335	5,136.59	61,639
19D	E basis	4,865.78	58,389	5,144.14	61,730	5,424.95	65,099	5,733.50	68,802	6,046.78	72,561
	B basis	4,595.46	55,146	4,858.36	58,300	5,123.45	61,481	5,414.92	64,979	5,710.92	68,531
	C basis	4,241.94	50,903	4,484.59	53,815	4,729.40	56,753	4,998.39	59,981	5,271.57	63,259

Los Angeles Unified School District

2018-2019 SPECIAL SERVICES SALARY (D) TABLE (Continued)

PAY SCALE GROUP		PAY SCALE LEVEL									
		1		2		3		4		5	
No./Basis											
20D	E basis	5,001.33	60,016	5,282.00	63,384	5,576.15	66,914	5,891.99	70,704	6,217.45	74,609
	B basis	4,723.50	56,682	4,988.59	59,863	5,266.28	63,195	5,564.56	66,775	5,872.06	70,465
	C basis	4,360.17	52,322	4,604.87	55,258	4,861.27	58,335	5,136.59	61,639	5,420.39	65,045
21D	E basis	5,144.14	61,730	5,424.95	65,099	5,733.50	68,802	6,046.78	72,561	6,390.48	76,686
	B basis	4,858.36	58,300	5,123.45	61,481	5,414.92	64,979	5,710.92	68,531	6,035.48	72,426
	C basis	4,484.59	53,815	4,729.40	56,753	4,998.39	59,981	5,271.57	63,259	5,571.19	66,854
22D	E basis	5,282.00	63,384	5,576.15	66,914	5,891.99	70,704	6,217.45	74,609	6,584.09	79,009
	B basis	4,988.59	59,863	5,266.28	63,195	5,564.56	66,775	5,872.06	70,465	6,218.34	74,620
	C basis	4,604.87	55,258	4,861.27	58,335	5,136.59	61,639	5,420.39	65,045	5,739.97	68,880
23D	E basis	5,417.56	65,011	5,717.73	68,613	6,037.16	72,446	6,380.86	76,570	6,753.56	81,043
	B basis	5,116.62	61,399	5,400.02	64,800	5,701.71	68,421	6,026.37	72,316	6,378.34	76,540
	C basis	4,722.99	56,676	4,984.66	59,816	5,263.19	63,158	5,562.79	66,753	5,887.67	70,652
	A Basis	6,042.68	72,512	6,377.43	76,529	6,733.74	80,805	7,117.07	85,405	7,532.78	90,393
28D	E basis	5,999.65	71,996	6,340.90	76,091	6,691.78	80,301	7,064.59	84,775	7,460.23	89,523
	B basis	5,666.34	67,996	5,988.63	71,864	6,320.10	75,841	6,672.07	80,065	7,045.75	84,549
	C basis	5,230.50	62,766	5,527.96	66,336	5,833.89	70,007	6,158.85	73,906	6,503.80	78,046
29D	E basis	6,175.15	74,102	6,517.52	78,210	6,875.66	82,508	7,260.55	87,127	7,663.58	91,963
	B basis	5,832.04	69,984	6,155.44	73,865	6,493.76	77,925	6,857.20	82,286	7,237.81	86,854
	C basis	5,383.45	64,601	5,681.95	68,183	5,994.20	71,930	6,329.71	75,957	6,681.05	80,173
30D	E basis	6,340.90	76,091	6,691.78	80,301	7,064.59	84,775	7,460.23	89,523	7,882.61	94,591
	B basis	5,988.63	71,864	6,320.10	75,841	6,672.07	80,065	7,045.75	84,549	7,444.65	89,336
	C basis	5,527.96	66,336	5,833.89	70,007	6,158.85	73,906	6,503.80	78,046	6,872.01	82,464
31D	E basis	6,517.52	78,210	6,875.66	82,508	7,260.55	87,127	7,663.58	91,963	8,105.23	97,263
	B basis	6,155.44	73,865	6,493.76	77,925	6,857.20	82,286	7,237.81	86,854	7,654.94	91,859
	C basis	5,681.95	68,183	5,994.20	71,930	6,329.71	75,957	6,681.05	80,173	7,066.13	84,794
32D	E basis	6,691.78	80,301	7,064.59	84,775	7,460.23	89,523	7,882.61	94,591	8,331.55	99,979
	B basis	6,320.10	75,841	6,672.07	80,065	7,045.75	84,549	7,444.65	89,336	7,868.61	94,423
	C basis	5,833.89	70,007	6,158.85	73,906	6,503.80	78,046	6,872.01	82,464	7,263.35	87,160
33D	A basis	7,669.10	92,029	8,092.95	97,115	8,545.12	102,541	9,040.41	108,485	9,550.64	114,608
	E basis	6,875.71	82,509	7,255.68	87,068	7,661.14	91,934	8,105.25	97,263	8,562.59	102,751
	B basis	6,493.76	77,925	6,852.63	82,232	7,235.53	86,826	7,654.94	91,859	8,086.92	97,043
	C basis	5,994.20	71,930	6,325.47	75,906	6,678.88	80,147	7,066.13	84,794	7,464.82	89,578

Los Angeles Unified School District

2018-2019 SPECIAL SERVICES SALARY (D) TABLE (Continued)

PAY SCALE GROUP		PAY SCALE LEVEL									
No./Basis		1	2	3	4	5	6	7	8	9	10
34D	A basis	7,879.66	94,556	8,321.01	99,852	8,792.10	105,505	9,292.79	111,513	9,801.66	117,620
	E basis	7,064.52	84,774	7,460.23	89,523	7,882.55	94,591	8,331.52	99,978	8,787.70	105,452
	B basis	6,672.07	80,065	7,045.75	84,549	7,444.65	89,336	7,868.61	94,423	8,299.47	99,594
	C basis	6,158.85	73,906	6,503.80	78,046	6,872.01	82,464	7,263.35	87,160	7,661.04	91,932
35D	A basis	8,098.31	97,180	8,547.82	102,574	9,040.41	108,485	9,553.33	114,640	10,083.80	121,006
	E basis	7,260.55	87,127	7,663.57	91,963	8,105.15	97,262	8,565.03	102,780	9,040.66	108,488
	B basis	6,857.20	82,286	7,237.81	86,854	7,654.94	91,859	8,089.23	97,071	8,538.38	102,461
	C basis	6,329.72	75,957	6,681.05	80,173	7,066.07	84,793	7,466.97	89,604	7,881.59	94,579
36D	A basis	8,321.01	99,852	8,792.10	105,505	9,292.79	111,513	9,801.66	117,620	10,373.90	124,487
	E basis	7,460.19	89,522	7,882.54	94,590	8,331.48	99,978	8,787.68	105,452	9,300.75	111,609
	B basis	7,045.75	84,549	7,444.65	89,336	7,868.61	94,423	8,299.47	99,594	8,784.04	105,408
	C basis	6,503.80	78,046	6,871.95	82,463	7,263.35	87,160	7,661.07	91,933	8,108.37	97,300
37D	A basis	8,547.82	102,574	9,040.41	108,485	9,553.33	114,640	10,083.80	121,006	10,658.76	127,905
	E basis	7,663.57	91,963	8,105.15	97,262	8,565.03	102,780	9,040.66	108,488	9,556.09	114,673
	B basis	7,237.82	86,854	7,654.89	91,859	8,089.22	97,071	8,538.39	102,461	9,025.20	108,302
	C basis	6,681.05	80,173	7,066.07	84,793	7,466.97	89,604	7,881.59	94,579	8,330.98	99,972
38D	A basis	8,792.10	105,505	9,292.79	111,513	9,801.66	117,620	10,373.90	124,487	10,944.83	131,338
	E basis	7,882.54	94,590	8,331.48	99,978	8,787.68	105,452	9,300.75	111,609	9,812.57	117,751
	B basis	7,444.62	89,335	7,868.61	94,423	8,299.47	99,594	8,784.04	105,408	9,267.41	111,209
	C basis	6,872.00	82,464	7,263.33	87,160	7,661.07	91,933	8,108.35	97,300	8,554.58	102,655
39D	A basis	9,040.41	108,485	9,553.33	114,640	10,083.80	121,006	10,658.76	127,905	11,255.33	135,064
	E basis	8,105.15	97,262	8,565.03	102,780	9,040.66	108,488	9,556.09	114,673	10,090.93	121,091
	B basis	7,654.89	91,859	8,089.22	97,071	8,538.39	102,461	9,025.20	108,302	9,530.32	114,364
	C basis	7,066.07	84,793	7,466.97	89,604	7,881.59	94,579	8,330.98	99,972	8,797.26	105,567
40D	A basis	9,292.79	111,513	9,801.66	117,620	10,373.90	124,487	10,944.83	131,338	11,569.83	138,838
	E basis	8,331.48	99,978	8,787.68	105,452	9,300.75	111,609	9,812.57	117,751	10,372.98	124,476
	B basis	7,868.61	94,423	8,299.47	99,594	8,784.04	105,408	9,267.41	111,209	9,796.67	117,560
	C basis	7,263.33	87,160	7,661.07	91,933	8,108.35	97,300	8,554.58	102,655	9,043.08	108,517

Los Angeles Unified School District

2018-2019 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>
\$3,239.28 Annual 269.94 Monthly	\$2,904.24 Annual 242.02 Monthly	\$2,742.84 Annual 228.57 Monthly	\$2,532.00 Annual 211.00 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>
\$4,016.28 Annual 334.69 Monthly	\$3,601.68 Annual 300.14 Monthly	\$3,400.44 Annual 283.37 Monthly	\$3,140.04 Annual 261.67 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>
\$5,766.48 Annual 480.54 Monthly	\$5,169.24 Annual 430.77 Monthly	\$4,882.56 Annual 406.88 Monthly	\$4,506.36 Annual 375.53 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>
\$7,498.80 Annual 624.90 Monthly	\$6,723.24 Annual 560.27 Monthly	\$6,349.56 Annual 529.13 Monthly	\$5,861.76 Annual 488.48 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: 260 paid days; 2,080 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.



Los Angeles Unified School District

2018-2019 MASTER SALARY (G) TABLE,

INCLUDES PAY SCALE GROUPS 01A, 03J, 04J, CONTRACT MANAGEMENT FLAT RATES, AND EXECUTIVE FLAT RATES

Rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 rates. These rates are based on the AALA/LAUSD Agreement approved on August 21, 2018.

Pay Scale Group	Pay Scale Level									
	No./ Basis	1	2	3	4	5	6	7	8	9
22G A basis	5,378.62	\$64,543	5,687.75	68,253	5,996.79	71,961	6,338.31	76,060	6,685.20	80,222
24G A basis	5,699.86	68,398	6,022.45	72,269	6,353.09	76,237	6,713.53	80,562	7,081.93	84,983
26G A basis	6,038.67	72,464	6,377.41	76,529	6,729.67	80,756	7,113.08	85,357	7,505.77	90,069
30G A basis	6,776.94	81,323	7,150.81	85,810	7,551.70	90,620	7,980.93	95,771	8,427.62	101,131
32G A basis	7,180.51	86,166	7,571.98	90,864	8,001.10	96,013	8,455.98	101,472	8,931.11	107,173
33G A basis	7,391.08	88,693	7,793.32	93,520	8,234.62	98,815	8,700.26	104,403	9,193.00	110,316
E basis	6,626.44	79,517	6,987.11	83,845	7,382.81	88,594	7,800.24	93,603	8,241.99	98,904
B basis	6,258.35	75,100	6,598.94	79,187	6,972.62	83,671	7,366.89	88,403	7,784.11	93,409
C basis	5,776.89	69,323	6,091.33	73,096	6,436.25	77,235	6,800.20	81,602	7,185.32	86,224
34G A basis	7,580.06	90,961	8,005.22	96,063	8,462.79	101,553	8,944.55	107,335	9,441.31	113,296
E basis	6,795.85	81,550	7,177.10	86,125	7,587.29	91,047	8,019.29	96,231	8,464.66	101,576
B basis	6,418.37	77,020	6,778.39	81,341	7,165.81	85,990	7,573.73	90,885	7,994.38	95,933
C basis	5,924.64	71,096	6,256.95	75,083	6,614.61	79,375	6,991.14	83,894	7,379.40	88,553
35G A basis	7,793.32	93,520	8,234.62	98,815	8,700.26	104,403	9,193.00	110,316	9,709.91	116,519
E basis	6,987.11	83,845	7,382.81	88,594	7,800.24	93,603	8,241.99	98,904	8,705.44	104,465
B basis	6,598.94	79,187	6,972.62	83,671	7,366.89	88,403	7,784.11	93,409	8,221.82	98,662
C basis	6,091.33	73,096	6,436.25	77,235	6,800.20	81,602	7,185.32	86,224	7,589.35	91,072
36G A basis	8,005.22	96,063	8,462.79	101,553	8,944.55	107,335	9,441.31	113,296	9,985.22	119,823
E basis	7,177.10	86,125	7,587.29	91,047	8,019.29	96,231	8,464.66	101,576	8,952.29	107,427
B basis	6,778.39	81,341	7,165.81	85,990	7,573.73	90,885	7,994.38	95,933	8,454.93	101,459
C basis	6,256.95	75,083	6,614.61	79,375	6,991.14	83,894	7,379.40	88,553	7,804.55	93,655
37G A basis	8,234.62	98,815	8,700.26	104,403	9,193.00	110,316	9,709.91	116,519	10,256.52	123,078
E basis	7,382.81	88,594	7,800.24	93,603	8,241.99	98,904	8,705.44	104,465	9,195.46	110,346
B basis	6,972.62	83,671	7,366.89	88,403	7,784.11	93,409	8,221.82	98,662	8,684.64	104,216
C basis	6,436.25	77,235	6,800.20	81,602	7,185.32	86,224	7,589.35	91,072	8,016.60	96,199
38G A basis	8,462.79	101,553	8,944.55	107,335	9,441.31	113,296	9,985.22	119,823	10,534.53	126,414
E basis	7,587.29	91,047	8,019.29	96,231	8,464.66	101,576	8,952.29	107,427	9,444.83	113,338
B basis	7,165.81	85,990	7,573.73	90,885	7,994.38	95,933	8,454.93	101,459	8,920.03	107,040
C basis	6,614.61	79,375	6,991.14	83,894	7,379.40	88,553	7,804.55	93,655	8,233.89	98,807
39G A basis	8,700.26	104,403	9,193.00	110,316	9,709.91	116,519	10,256.52	123,078	10,836.85	130,042
E basis	7,800.24	93,603	8,241.99	98,904	8,705.44	104,465	9,195.46	110,346	9,715.81	116,590
B basis	7,366.89	88,403	7,784.11	93,409	8,221.82	98,662	8,684.64	104,216	9,176.02	110,112
C basis	6,800.20	81,602	7,185.32	86,224	7,589.35	91,072	8,016.60	96,199	8,470.18	101,642
40G A basis	8,902.76	106,833	9,396.74	112,761	9,940.66	119,288	10,491.40	125,897	11,087.95	133,055
E basis	7,981.75	95,781	8,424.64	101,096	8,912.39	106,949	9,406.05	112,873	9,940.97	119,292
B basis	7,538.36	90,460	7,956.63	95,480	8,417.19	101,006	8,883.54	106,602	9,388.67	112,664
C basis	6,958.48	83,502	7,344.57	88,135	7,769.71	93,237	8,200.18	98,402	8,666.47	103,998
41G A basis	9,110.66	109,328	9,623.57	115,483	10,166.12	121,993	10,738.39	128,861	11,364.65	136,376
E basis	8,168.15	98,018	8,627.96	103,536	9,114.38	109,373	9,627.47	115,530	10,188.98	122,268
B basis	7,714.39	92,573	8,148.68	97,784	8,608.12	103,297	9,092.66	109,112	9,622.95	115,475
C basis	7,120.98	85,452	7,521.86	90,262	7,945.92	95,351	8,393.21	100,719	8,882.70	106,592



Los Angeles Unified School District

2018-2019 MASTER SALARY (G) TABLE,

INCLUDES PAY SCALE GROUPS 01A, 03J, 04J, CONTRACT MANAGEMENT FLAT RATES, AND EXECUTIVE FLAT RATES

Rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 rates. These rates are based on the AALA/LAUSD Agreement approved on August 21, 2018.

Pay Scale Group	Pay Scale Level										
	No./ Basis	1	2	3	4	5	6	7	8	9	
42G	A basis	9,354.95	112,259	9,894.83	118,738	10,442.79	125,313	11,036.66	132,440	11,681.84	140,182
	E basis	8,387.20	100,646	8,871.23	106,455	9,362.49	112,350	9,894.94	118,739	10,473.42	125,681
	B basis	7,921.25	95,055	8,378.40	100,541	8,842.36	106,108	9,345.22	112,143	9,891.52	118,698
	C basis	7,311.91	87,743	7,733.90	92,807	8,162.19	97,946	8,626.36	103,516	9,130.65	109,568
43G	A basis	9,623.57	115,483	10,166.12	121,993	10,738.39	128,861	11,364.65	136,376	12,005.77	144,069
	E basis	8,627.96	103,536	9,114.38	109,373	9,627.47	115,530	10,188.98	122,268	10,763.84	129,166
	B basis	8,148.68	97,784	8,608.12	103,297	9,092.66	109,112	9,622.95	115,475	10,165.81	121,990
	C basis	7,521.86	90,262	7,945.92	95,351	8,393.21	100,719	8,882.70	106,592	9,383.82	112,606
44G	A basis	9,894.83	118,738	10,442.79	125,313	11,036.66	132,440	11,681.84	140,182	12,339.13	148,070
	E basis	8,871.23	106,455	9,362.49	112,350	9,894.94	118,739	10,473.42	125,681	11,062.63	132,752
	B basis	8,378.40	100,541	8,842.36	106,108	9,345.22	112,143	9,891.52	118,698	10,448.07	125,377
	C basis	7,733.90	92,807	8,162.19	97,946	8,626.36	103,516	9,130.65	109,568	9,644.38	115,733
45G	A basis	10,166.12	121,993	10,738.39	128,861	11,364.65	136,376	12,005.77	144,069	12,677.96	152,136
	E basis	9,114.38	109,373	9,627.47	115,530	10,188.98	122,268	10,763.84	129,166	11,366.41	136,397
	B basis	8,608.12	103,297	9,092.66	109,112	9,622.95	115,475	10,165.81	121,990	10,734.99	128,820
	C basis	7,945.92	95,351	8,393.21	100,719	8,882.70	106,592	9,383.82	112,606	9,909.19	118,910
46G	A basis	10,248.45	122,981	10,824.75	129,897	11,456.38	137,477	12,105.59	145,267	12,780.44	153,365
	E basis	9,188.23	110,259	9,704.95	116,459	10,271.32	123,256	10,853.30	130,240	11,458.35	137,500
	B basis	8,677.83	104,134	9,165.77	109,989	9,700.60	116,407	10,250.32	123,004	10,821.75	129,861
	C basis	8,010.29	96,123	8,460.72	101,529	8,954.41	107,453	9,461.85	113,542	9,989.33	119,872
47G	A basis	10,332.13	123,986	10,915.14	130,982	11,552.26	138,627	12,204.16	146,450	12,887.08	154,645
	E basis	9,263.31	111,160	9,785.99	117,432	10,357.21	124,287	10,941.67	131,300	11,553.92	138,647
	B basis	8,748.69	104,984	9,242.31	110,908	9,781.82	117,382	10,333.80	124,006	10,912.04	130,944
	C basis	8,075.68	96,908	8,531.38	102,377	9,029.35	108,352	9,538.87	114,466	10,072.68	120,872
48G	A basis	10,418.49	125,022	11,004.31	132,052	11,644.00	139,728	12,304.07	147,649	12,992.37	155,908
	E basis	9,340.71	112,089	9,865.95	118,391	10,439.44	125,273	11,031.24	132,375	11,648.33	139,780
	B basis	8,821.80	105,862	9,317.83	111,814	9,859.49	118,314	10,418.40	125,021	11,001.19	132,014
	C basis	8,143.18	97,718	8,601.07	103,213	9,101.06	109,213	9,616.97	115,404	10,154.97	121,860
49G	A basis	10,522.44	126,269	11,116.32	133,396	11,737.19	140,846	12,406.65	148,880	13,103.04	157,236
	E basis	9,433.88	113,207	9,966.37	119,596	10,523.00	126,276	11,123.19	133,478	11,747.51	140,970
	B basis	8,909.77	106,917	9,412.68	112,952	9,938.38	119,261	10,505.23	126,063	11,094.88	133,139
	C basis	8,224.44	98,693	8,688.63	104,264	9,173.89	110,087	9,697.17	116,366	10,241.48	122,898

Los Angeles Unified School District
CAREER INCREMENTS FOR MASTER (G) SALARY TABLE

[Applicable to Pay Scale Groups 22G to 49G, only]

Note: For Payroll purposes, the career increment amount is added to the base salary for each pay scale group and rounded appropriately on the paycheck.

First Career Increment: Rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 rates.

Pay Scale Group G, Pay Scale Levels 51-55

<u>A Basis annualized</u> \$1,748.64 Annual 145.72 Monthly	<u>E Basis annualized</u> \$1,568.88 Annual 130.74 Monthly	<u>B Basis annualized</u> \$1,480.80 Annual 123.40 Monthly	<u>C Basis annualized</u> \$1,367.16 Annual 113.93 Monthly
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Second Career Increment: To be eligible for the second career increment, (50% greater than the first career increment), the employee must have been paid on the first career increment for five years while meeting pay scale level advance requirements. The career increment shall become effective at the beginning of the month immediately following the date that all requirements are completed and all necessary verification is on file with the Human Resources Division.

Pay Scale Group G, Pay Scale Levels 61-65

<u>A Basis annualized</u> \$2,622.96 Annual 218.58 Monthly	<u>E Basis annualized</u> \$2,353.32 Annual 196.11 Monthly	<u>B Basis annualized</u> \$2,221.20 Annual 185.10 Monthly	<u>C Basis annualized</u> \$2,050.80 Annual 170.90 Monthly
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Third Career Increment: To be eligible for the third career increment, (50% greater than the second career increment), the employee must have been paid on the second career increment for five years while meeting pay scale level advance requirements. The career increment shall become effective at the beginning of the month immediately following the date that all requirements are completed and all necessary verification is on file with the Human Resources Division.

Pay Scale Group G, Pay Scale Levels 71-75

<u>A Basis annualized</u> \$3,934.44 Annual 327.87 Monthly	<u>E Basis annualized</u> \$3,530.04 Annual 294.17 Monthly	<u>B Basis annualized</u> \$3,331.80 Annual 277.65 Monthly	<u>C Basis annualized</u> \$3,076.20 Annual 256.35 Monthly
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Doctorate Degree Differential: Pay Scale Groups 22G-49G, only.

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

A, E, B, and C Basis
0.71552 Hourly

PAY SCALE GROUP 01A (ASSISTANT GENERAL COUNSEL) (0071): 2018-2019 continue the 2017-2018 rates.

Pay Scale Group/ Basis	Pay Scale Level											
	1	2	3	4	5	6	7	8	9	10	11	12
A basis	\$74,068	85,162	97,990	112,632	129,509	136,003	141,413	147,114	151,520	167,700	174,421	181,143
	6,172.31	7,096.82	8,165.85	9,385.98	10,792.39	11,333.62	11,784.45	12,259.48	12,626.64	13,975.02	14,535.08	15,095.22
B basis	\$62,717	\$72,110	\$82,972	\$95,370	\$109,661	\$115,160	\$119,740	\$124,568	\$128,298	\$141,999	\$147,690	\$153,381
	5,226.38	6,009.20	6,914.36	7,947.52	9,138.39	9,596.66	9,978.37	10,380.65	10,691.52	11,833.26	12,307.48	12,781.79
E basis	\$66,406	\$76,352	\$87,853	\$100,980	\$116,111	\$121,934	\$126,784	\$131,895	\$135,845	\$150,352	\$156,377	\$162,404
	5,533.82	6,362.68	7,321.11	8,415.02	9,675.94	10,161.18	10,565.32	10,991.26	11,320.45	12,529.31	13,031.45	13,533.65

PAY SCALE GROUP 02J: 2018-2019 rates

02J A basis Associate Superintendent: Special Education (0064)	Pay Scale Level				
	1	2	3	4	5
	181,394	190,463	199,987	209,986	220,485
	15,116.15	15,871.94	16,665.60	17,498.83	18,373.78

PAY SCALE GROUP 03J: 2018-2019 rates

03J A basis Director, Student Medical Services (0088)	Pay Scale Level		
	1	2	3
	186,310	196,043	206,216
	15,525.81	16,336.95	17,184.65

PAY SCALE GROUP 04J: 2018-2019 rates

04J A basis Local District Superintendent (0006)	Pay Scale Level				
	1	2	3	4	5
	192,787	203,101	213,967	225,414	237,474
	16,065.60	16,925.10	17,830.61	18,784.54	19,789.52

**CONTRACT MANAGEMENT FLAT RATES/EXECUTIVE FLAT RATES:
2018-2019 rates.**

	Annual (A-Basis)
Executive Director, Federal and State Education Programs (0537).....	167,200 13,933.34
Executive Director, Student Integration Services (0054).....	167,200 13,933.34
Executive Director, District Operations (0068).....	167,200 13,933.34
Executive Director, Student Health and Human Services (0083).....	167,200 13,933.34
Executive Director, Early Childhood Education (0048).....	167,200 13,933.34
Executive Director, Adult and Career Education (0019).....	167,200 13,933.34
Executive Director, School Design Options (0035).....	167,200 13,933.34
Executive Director, Special Education (0070).....	167,200 13,933.34
Executive Director, Multilingual and Multicultural Education (0036).....	167,200 13,933.35
Senior Director, Office of the Superintendent (0039).....	180,353 15,029.42
Senior Executive Director, Diversity Learning and Instruction (0024).....	180,353 15,029.42
Senior Executive Director, Extended Day Programs (0049).....	180,353 15,029.42
Senior Executive Director of Instruction (0065).....	180,353 15,029.42
Senior Advisor to the Superintendent (0080).....	231,806 19,317.23
Chief Academic Officer (0014).....	270,529 22,544.14
Deputy Superintendent of Schools (0008).....	278,486 23,207.19
General Superintendent (0001).....	350,000 29,166.67

- Note: 1. For employees working a complete school year, the following is applicable:
 A basis annualized: 260 paid days; 2,080 hours
 E basis annualized: 234 paid days; 1,872 hours
 B basis annualized: 221 paid days; 1,768 hours
 C basis annualized: 204 paid days; 1,632 hours
2. 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

2018-2019 RATES FOR PROFESSIONAL EXPERTS, TEMPORARY CERTIFICATED ASSIGNMENTS, PART-TIME PLAYGROUND POSITIONS, COMMUNITY REPRESENTATIVES, ELECTED/APPOINTED OFFICERS, MEDICAL EXPERTS, DISTRICT-SPONSORED TRAINING RATES, CERTIFICATED TEACHER/COUNSELING ASSISTANTS, ETC.

Professional Expert elections and Temporary Certificated Assignments which exceed the average hourly rate or average annual salary for teachers per school year shall be reported to the Board as non-routine items. As of Norm Day 2018 the average hourly rate for employees on the Teacher Preparation (T/L) Salary Table is \$65.11 and average annual salary is \$79,695 for the 2018-19 school year.

Professional Experts and Temporary Certificated Assignments are to be used for assigning qualified persons on a temporary basis for unique, non-repetitive projects. Professional Expert and Temporary Certificated Assignment positions should not be hired to perform duties that resemble those typically performed by a class of positions in the classified or certificated service.

1. Professional Experts (8200 Series):

Professional Expert A (8251)	More than \$50/session
Professional Expert B (8261)	\$50 or less/session
Professional Expert C (8271)	More than \$16.00000/hour
Professional Expert D (8281)	Less than \$16.00000/hour
Professional Expert E (8291)	16.67776 /hour
Professional Expert F (8292)	13.34221 /hour
Professional Expert D, AICL (8280)	24.29679 /hour

2. Temporary Certificated Assignments:

The Temporary Certificated Assignment (TCA) class was created to replace Professional Expert assignments that were determined to be primarily certificated in nature, consistent with changes to expand the definition of creditable compensation under Assembly Bill 2700, codified in Education Code Section 44065, effective July 1, 2002. Incumbents placed in Temporary Certificated Assignments must hold a current teaching and/or supervisory/administrative credential.

Temporary Certificated Assignment (0620)	Various rates
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3.a. Part-time Playground Positions: 2018-2019 rates continue the 2017-2018 rates.

Area Out-of-School Program Supervisor (8480)	\$25.50966 /hour
Lifeguard (8434)	\$16.13979 /hour
Playground Program Specialist (Seasonal) (8483)	\$20.71167 /hour
Pool Supervisor (8431)	\$20.97544 /hour
Senior Out-of-School Program Supervisor (8482)	\$20.71167 /hour
Senior Pool Supervisor (8430)	\$22.13098 /hour
Senior Swimming Instructor, Recreation (8432)	\$18.86533 /hour
Swimming Instructor, Recreation (8433)	\$17.01900 /hour
Traveling Out-of-School Program Supervisor (8481)	\$22.98508 /hour

3.b. Classes represented by SEIU, Local 99, Bargaining Unit G (Playground Aides): rates increased by 3 % effective July 1, 2018.

Out-of-School Program Helper (8486)	\$15.91350 /hour (a)
Out-of-School Program Supervisor (8484)	\$17.37692 /hour
Out-of-School Program Worker (8485)	\$15.91350 /hour
School Supervision Aide (8447)	\$15.91350 /hour

Los Angeles Unified School District

2018-2019 RATES (Continued)**4. Community Representatives: rates increased by 3 % effective July 1, 2018.**

Community Representative A (8100)	\$15.91350 /hour (a)
Community Representative C (8102)	\$15.91350 /hour
Community Representative D (8103)	\$19.39163 /hour
Community Representative E (8104)	\$22.66554 /hour

Community Representatives are represented by SEIU, Local 99, Bargaining Unit G.

5. Forum Lecturers: 2018-2019 rates.

Forum Lecturers (8010 - 8019)	\$15 to \$100 /meeting
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6. Student Employees: January 1, 2019.

Student Aide (8686)	\$12.00000 /hour (a)
Student Aide C (8624)	\$12.00000 /hour (a)
Student Worker A (8621)	\$13.25000 /hour
Student Worker (YSA) I (8626)	\$12.00000 /hour (a)

7. Elected and Appointed Officers : 2018-2019 rates.

Board of Education Member (8801) Step 1	\$4,166.67 /month \$50,000 /year (b)
Board of Education Member (8801) Step 2 (Proposition L)	10,416.67 /month \$125,000 /year (b)
Personnel Commission Member (8811)	100.00 /meeting

8. Medical Experts: 2018-2019 rates continue the 2017-2018 rates.

a. Medical Expert A (8021) (Same rate as Chest Specialist)	\$87.07950 /hour
Medical Expert B (8022) (90% of Medical Expert A)	78.37155 /hour
b. Medical Expert X 1st rate (8029)	37.68043 or more

9. Miscellaneous: 2018-2019 rates.

Differential, Legislative Business (1505)	\$17.00 /day
Differential, Reasonable Accommodation (1506)	\$8.00000 or less/hour
Differential, Student Aide (JTPA) DCB (1500)	(various rates up to \$140 per 2-week pay period)

a Effective 1/1/18, state minimum hourly wage increased to \$11.00, per CA Industrial Welfare Commission Notice MW-2017.

b In accord with Proposition L, each school board member may choose his/her level of salary compensation such that he/she may accept a salary of \$50,000, if they receive another source of employment income; or they may choose his/her level of salary compensation such that he/she may accept a salary of 125,000 if they do not receive another source of employment income other than that provided in State law for board of education members, except that which may be provided for their serving on governmental entities where payment is authorized for other governmental officers or employees serving in that capacity. A Board member who accepts the \$125,000 salary shall devote their entire time to duties related to their office and not receive another source of employment income.

Los Angeles Unified School District

2018-2019 RATES (Continued)

10. District-Sponsored Training Rates: 2018-2019 rates.

Certificated and classified employees who participate on a voluntary basis in District sponsored training projects, without salary point credit, may be paid as trainees as described below. Certificated management employees may be paid only when authorized by the appropriate local district/branch/division head. Training activities may be held before/after normal work hours, on weekends, holidays or other non-work days. Schools/sites must fund payments to participants from their local school/site budgets. If the professional development or training is mandated, then all of the hours completed (face-to-face and off-site) will be paid at the employee's current hourly rate.

Wage Type

1419	Rate 1 (8299) (certificated management)	\$25.00000 /hour
1420	Rate 1 (8302) (certificated non-management)	\$25.00000 /hour

This rate is limited to certificated employees for staff development activities designed to improve job competency. The outcome(s) of the training must be specific and identifiable, and the skill(s) acquired must relate directly to the instructional program. Activities must include outside preparation by the participants.

1421	Rate 2 (8303)	\$20.00000 /hour
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This rate is limited to certificated employees for training activities designed to improve the general educational program, as identified by the site. Activities require limited outside preparation by the participants.

1422	Rate 3 (8304)	\$10.00000 /hour
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This rate is limited to classified employees for participation in training activities.

CERTIFICATED TEACHER/COUNSELING ASSISTANTS

Teacher Assistants: rates increased by 3 % effective July 1, 2018.

Teacher Assistant - Degree Track - New (0953)		\$15.91350 /hour
(0953 Step 2)		\$16.70918
Teacher Assistant - Non Degree Track (0954)		\$15.91350 /hour
Teacher Assistant - Degree Track - Continuing (0955)		\$15.91350 /hour
(0955 Step 2)		\$16.70918

Counseling Assistants: Rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 rates.

Counseling Assistant (0956)		\$16.13979 /hour
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Teacher Assistants are represented by SEIU, Local 99, Bargaining Unit F (Teacher Assistants).

Counseling Assistants are represented by the District.



Los Angeles Unified School District

2018-2019 Salaries for Teachers with Regular Credentials (T) C Basis

Preparation Salary (T) Table (Regular Credentials): Rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 rates. This table applies only to employees holding regular credentials (i.e., non-emergency, non-intern) and a bachelor's degree, or possession of certain vocational or industrial arts credentials.

Pay Scale Group (Req. Pts.)	Pay Scale Level									
	1	2	3	4	5	6	7	8	9	10
20 (Minimum)	\$53,435	\$53,499	\$54,068	\$54,638	\$54,701	\$54,790	\$56,360	\$57,676	\$59,664	\$61,360
21 (+ 14 points)	53,499	54,068	54,638	54,701	54,790	56,904	57,676	60,259	61,993	64,057
22 (+ 28 points)	54,068	54,132	54,701	54,790	56,651	58,854	60,841	62,614	64,411	67,386
23 (+ 42 points)	54,132	54,701	54,790	56,651	58,601	60,879	63,221	65,032	66,930	70,956
24 (+ 56 points)	54,701	54,790	56,651	58,601	60,879	63,259	65,690	67,576	69,893	74,412
25 (+ 70 points)	54,790	56,651	58,271	61,614	64,006	66,513	68,234	70,349	73,083	77,944
26 (+ 84 points)	56,904	58,550	60,259	64,069	66,563	69,171	70,906	73,374	76,286	81,400
27 (+ 98 points)	58,170	60,867	62,639	66,639	69,234	71,943	73,665	76,450	79,476	84,995

Additional Pay Scale Group	11	12	13	14
(continued) 27 (+ 98 points)	85,401	85,768	86,160	86,527

	Career Increments (CI)			
	First CI (C1)	Second CI (C2)	Third CI (C3)	Fourth CI (C4)
	\$87,844	88,515	90,857	92,389
+ MA	88,428	89,099	91,441	92,973
+ DR	89,012	89,683	92,025	93,557

Los Angeles Unified School District

2018-2019 Salaries for Teachers with Regular Credentials (T) (Continued)

This table provides teachers with annual salaries from the Preparation (T) Salary Table, which applies to employees holding regular credentials and a bachelor's degree, or possession of certain vocational or industrial arts credentials (minimum requirement).

Career Increment(s) (CI):	Employees paid on this table can earn a career increment for longevity of service with LAUSD. To qualify for the first career increment, the teacher must have been paid on the maximum Pay Scale Group (27) and Pay Scale Level (10-14) for five qualifying years. The two semester unit "recency" requirement is eliminated pursuant to the Memorandum of Understanding with UTLA adopted by the Board of Education on April 26, 2005.
Multicultural Requirement:	Subsequent to being initially placed on the salary schedule (rating-in), an employee must complete a minimum of two semester units or equivalent study to qualify for schedule advancement (Educational Code Sections 44560-44562).
Bilingual Differential:	New employees may be eligible for up to \$3,000 depending on the employee's qualifications, type of school assignment, services provided, and certification held.
National Board Certification:	The District pays probationary and permanent classroom teachers who hold National Board Certification an additional 15% salary compensation: 7½ % in recognition of their certification and 7½ % upon completion of 92 hours of professional duties outside the normal duties and hours.
Salary Point:	A salary point is a unit of measure used by the District to determine placement or advancement on the salary table. A salary point is equivalent to one semester unit or 1.5 quarter units. A semester unit, as determined by the University of California, requires a minimum of 15 contact hours with an instructor and 30 hours of outside preparation.
Master's Degree:	\$584 annually. Degree must have been awarded by a regionally accredited university.
Doctorate Degree:	\$1,168 annually. An employee with a master's degree and a doctor's or equivalent degree shall receive the doctor's differential only. Degree must have been awarded by a regionally accredited university.

The annual rates shown, including degree differentials and career increments, are for full-time annual assignments (6 hours or 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 (page 1)

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.



Los Angeles Unified School District 2018-2019 Salaries for Teachers with Alternative Certification (L) C Basis

Preparation Salary (L) Table (Alternative Certification): Rates reflect an increase of 3% (effective July 1, 2018) applied to the 2017-2018 rates. This table applies only to employees who hold a bachelor's degree and alternative certification (i.e., emergency, pre-intern and intern), not regular credentials.

Pay Scale Group (Req. Pts.)	* Pay Scale Level									
	1	2	3	4	5	6	7	8	9	10
20 (Minimum)	\$46,587	46,587	46,587	47,397	49,840	50,359	51,916	53,663	56,132	58,626
21 (+ 14 points)	46,587	46,587	46,992	48,840	50,777	52,663	54,663	56,638	58,575	61,196
22 (+ 28 points)	46,587	46,992	48,916	51,093	53,157	55,335	57,411	59,638	61,727	64,373
23 (+ 42 points)	46,992	48,878	51,093	53,309	55,689	57,980	60,259	62,512	64,804	67,791
24 (+ 56 points)	48,878	50,752	53,157	55,689	58,081	60,576	63,044	65,437	67,994	71,095
25 (+ 70 points)	50,574	52,701	55,385	57,980	60,588	63,234	65,880	68,437	71,083	74,463
26 (+ 84 points)	52,587	54,663	57,423	60,259	63,044	65,893	68,627	71,374	74,210	77,780
27 (+ 98 points)	54,119	56,638	59,638	62,512	65,462	68,475	71,387	74,361	77,311	81,210

Additional Pay Scale Group	11	12	13	14
(continued) 27 (+ 98 points)	81,590	81,945	82,299	82,666

	Career Increment (CI)			
	First CI (C1)	Second CI (C2)	Third CI (C3)	Fourth CI (C4)
	\$83,907	84,552	86,008	87,489
+ MA	84,491	85,136	86,592	88,073
+ DR	85,075	85,720	87,176	88,657

Los Angeles Unified School District

2018-2019 Salaries for Teachers with Alternative Certification (L) (Continued)

This table provides teachers with annual salaries from the Preparation (L) Salary Table, which applies to employees holding alternative certification (emergency, pre-intern, and intern) and a bachelor's degree (not regular credentials) (minimum requirement).

Career Increment(s) (CI):	Employees paid on this table can earn a career increment for longevity of service with LAUSD. To qualify for the first career increment, the teacher must have been paid on the maximum schedule (Schedule 27) and step (Steps 10-14) for five qualifying years. The two semester unit "recency" requirement is eliminated pursuant to the Memorandum of Understanding with UTLA adopted by the Board of Education on April 26, 2005.
Multicultural Requirement:	Subsequent to being initially placed on the salary schedule (rating-in), an employee must complete a minimum of two semester units or equivalent study to qualify for schedule advancement (Educational Code Sections 44560-44562).
Bilingual Differential:	New employees may be eligible for up to \$3,000 depending on the employee's qualifications, type of school assignment, services provided, and certification held.
National Board Certification:	The District pays probationary and permanent classroom teachers who hold National Board Certification an additional 15% salary compensation: 7½ % in recognition of their certification and 7½ % upon completion of 92 hours of professional duties outside the normal duties and hours.
Salary Point:	A salary point is a unit of measure used by the District to determine placement/advancement on the salary table. A salary point is equivalent to one semester unit or 1.5 quarter units. A semester unit, as determined by the University of California, requires a minimum of 15 contact hours with an instructor and 30 hours of outside preparation.
Master's Degree:	\$584 annually. Degree must have been awarded by a regionally accredited university.
Doctorate Degree:	\$1,168 annually. An employee with a master's degree and a doctor's or equivalent degree shall receive the doctor's differential only. Degree must have been awarded by a regionally accredited university.

The annual rates shown, including degree differentials and career increments, are for full-time annual assignments (6 hours or 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 (page 3)

* Initial placement (rating-in) on this salary table for teachers hired on an emergency permit or provisional intern certificate is limited to Pay Scale Group 22, Pay Scale Level 2. Teachers may advance 1 Pay Scale Level and 1 Pay Scale Group each subsequent school year.

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.