



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

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

PAY SCALE GROUP (Req. Pts.)*		PAY SCALE LEVEL									
		1	2	3	4	5	6	7	8	9	10
20 (Minimum)	C Basis	48,412	48,470	48,986	49,502	49,559	49,639	51,062	52,254	54,055	55,592
		4,034.34	4,039.14	4,082.14	4,125.16	4,129.93	4,136.62	4,255.13	4,354.54	4,504.60	4,632.68
	B Basis	52,447	52,509	53,068	53,627	53,689	53,776	55,317	56,609	58,560	60,225
		4,370.55	4,375.73	4,422.31	4,468.92	4,474.10	4,481.34	4,609.73	4,717.42	4,879.98	5,018.73
	A Basis	61,968	62,041	62,702	63,362	63,436	63,538	65,359	66,886	69,191	71,158
		5,163.97	5,170.08	5,225.14	5,280.19	5,286.31	5,294.87	5,446.59	5,573.81	5,765.88	5,929.82
21 (+ 14 points)	C Basis	48,470	48,986	49,502	49,559	49,639	51,555	52,254	54,594	56,166	58,035
		4,039.14	4,082.14	4,125.16	4,129.93	4,136.62	4,296.24	4,354.54	4,549.52	4,680.46	4,836.25
	B Basis	52,509	53,068	53,627	53,689	53,776	55,851	56,609	59,144	60,846	62,871
		4,375.73	4,422.31	4,468.92	4,474.10	4,481.34	4,654.26	4,717.42	4,928.65	5,070.50	5,239.28
	A Basis	62,041	62,702	63,362	63,436	63,538	65,990	66,886	69,880	71,892	74,285
		5,170.08	5,225.14	5,280.19	5,286.31	5,294.87	5,499.18	5,573.81	5,823.37	5,990.99	6,190.40
22 (+ 28 points)	C Basis	48,986	49,043	49,559	49,639	51,326	53,321	55,122	56,727	58,356	61,051
		4,082.14	4,086.93	4,129.93	4,136.62	4,277.13	4,443.43	4,593.49	4,727.29	4,863.01	5,087.62
	B Basis	53,068	53,130	53,689	53,776	55,602	57,765	59,715	61,455	63,219	66,139
		4,422.31	4,427.49	4,474.10	4,481.34	4,633.54	4,813.71	4,976.27	5,121.24	5,268.26	5,511.60
	A Basis	62,702	62,775	63,436	63,538	65,697	68,251	70,556	72,611	74,696	78,146
		5,225.14	5,231.26	5,286.31	5,294.87	5,474.72	5,687.58	5,879.67	6,050.95	6,224.65	6,512.16
23 (+ 42 points)	C Basis	49,043	49,559	49,639	51,326	53,092	55,156	57,278	58,918	60,639	64,286
		4,086.93	4,129.93	4,136.62	4,277.13	4,424.31	4,596.35	4,773.16	4,909.85	5,053.21	5,357.15
	B Basis	53,130	53,689	53,776	55,602	57,516	59,753	62,051	63,828	65,692	69,643
		4,427.49	4,474.10	4,481.34	4,633.54	4,793.00	4,979.39	5,170.93	5,319.00	5,474.32	5,803.59
	A Basis	62,775	63,436	63,538	65,697	67,957	70,600	73,316	75,415	77,618	82,286
		5,231.26	5,286.31	5,294.87	5,474.72	5,663.11	5,883.32	6,109.66	6,284.61	6,468.13	6,857.15
24 (+ 56 points)	C Basis	49,559	49,639	51,326	53,092	55,156	57,312	59,515	61,224	63,322	67,417
		4,129.93	4,136.62	4,277.13	4,424.31	4,596.35	4,776.04	4,959.55	5,101.96	5,276.87	5,618.08
	B Basis	53,689	53,776	55,602	57,516	59,753	62,088	64,474	66,325	68,599	73,035
		4,474.10	4,481.34	4,633.54	4,793.00	4,979.39	5,174.03	5,372.84	5,527.11	5,716.61	6,086.26
	A Basis	63,436	63,538	65,697	67,957	70,600	73,360	76,179	78,366	81,053	86,294
		5,286.31	5,294.87	5,474.72	5,663.11	5,883.32	6,113.33	6,348.21	6,530.50	6,754.39	7,191.14
25 (+ 70 points)	C Basis	49,639	51,326	52,793	55,821	57,989	60,260	61,820	63,735	66,213	70,617
		4,136.62	4,277.13	4,399.45	4,651.79	4,832.43	5,021.66	5,151.66	5,311.27	5,517.72	5,884.75
	B Basis	53,776	55,602	57,193	60,473	62,821	65,282	66,972	69,046	71,730	76,502
		4,481.34	4,633.54	4,766.09	5,039.43	5,235.12	5,440.14	5,580.96	5,753.87	5,977.54	6,375.13
	A Basis	63,538	65,697	67,576	71,451	74,226	77,133	79,130	81,581	84,752	90,390
		5,294.87	5,474.72	5,631.30	5,954.29	6,185.51	6,427.73	6,594.13	6,798.43	7,062.68	7,532.48
26 (+ 84 points)	C Basis	51,555	53,046	54,594	58,047	60,306	62,669	64,240	66,477	69,114	73,748
		4,296.24	4,420.50	4,549.52	4,837.21	5,025.50	5,222.38	5,353.33	5,539.71	5,759.54	6,145.67
	B Basis	55,851	57,466	59,144	62,884	65,331	67,891	69,593	72,016	74,874	79,894
		4,654.26	4,788.86	4,928.65	5,240.31	5,444.28	5,657.58	5,799.44	6,001.35	6,239.50	6,657.82
	A Basis	65,990	67,899	69,880	74,299	77,192	80,216	82,227	85,090	88,467	94,397
		5,499.18	5,658.23	5,823.37	6,191.62	6,432.63	6,684.65	6,852.26	7,090.83	7,372.21	7,866.45
27^ (+ 98 points)	C Basis	52,702	55,145	56,751	60,375	62,726	65,180	66,740	69,264	72,005	77,005
		4,391.81	4,595.40	4,729.21	5,031.22	5,227.16	5,431.70	5,561.69	5,771.97	6,000.39	6,417.11
	B Basis	57,093	59,740	61,480	65,406	67,953	70,612	72,302	75,035	78,005	83,423
		4,757.79	4,978.34	5,123.31	5,450.50	5,662.76	5,884.35	6,025.16	6,252.95	6,500.42	6,951.88
	A Basis	67,458	70,585	72,641	77,280	80,289	83,431	85,428	88,657	92,166	98,567
		5,621.52	5,882.11	6,053.38	6,439.96	6,690.77	6,952.58	7,118.96	7,388.12	7,680.50	8,213.90
(continued)	C Basis	77,373	77,705	78,061	78,393						
		6,447.71	6,475.42	6,505.05	6,532.76						
27	B Basis	83,820	84,180	84,566	84,926						
		6,985.01	7,015.04	7,047.13	7,077.16						
(+ 98 points)	A Basis	99,037	99,462	99,918	100,343						
		8,253.05	8,288.53	8,326.46	8,361.94						

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

* A point is a semester unit (or 1.5 quarter units) as defined by the University of California, or its equivalent, as established by the Board of Education.
 ^ Rating-in limit is Pay Scale Group 27, Pay Scale Level 10.
 Annual amounts are rounded to the nearest whole number. To obtain the actual annual amount multiply the respective basis monthly payment rate by 12.
 Personnel Research & Analysis: Salary Tables/2014-2015 Salary Tables/2014-15 SALARY TABLES: T1 2%

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

(T) Salary Table

Degree Differentials:

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

Maximum Rates With Career Increments:

First Career Increment (completed 27T14)*

Pay Scale Group C1, Pay Scale Level 15-19

		<u>1st CI & MA</u>	<u>1st CI & DR</u>
C Basis	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		

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	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		

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	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		

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	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 (Req. Pts.)**		PAY SCALE LEVEL									
		1	2	3	4	5	6	7	8	9	10
20 (Minimum)	C Basis	42,207	42,207	42,207	42,941	45,155	45,625	47,036	48,619	50,855	53,115
		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 Basis	45,725	45,725	45,725	46,520	48,918	49,427	50,956	52,670	55,093	57,541
		3,810.38	3,810.38	3,810.38	3,876.65	4,076.48	4,118.93	4,246.30	4,389.17	4,591.10	4,795.07
	A Basis	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
21 (+ 14 points)	C Basis	42,207	42,207	42,574	44,249	46,004	47,713	49,525	51,314	53,069	55,443
		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 Basis	45,725	45,725	46,122	47,936	49,837	51,689	53,652	55,590	57,491	60,063
		3,810.38	3,810.38	3,843.51	3,994.69	4,153.10	4,307.39	4,470.99	4,632.51	4,790.93	5,005.27
	A Basis	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
22 (+ 28 points)	C Basis	42,207	42,574	44,318	46,290	48,160	50,133	52,014	54,032	55,925	58,322
		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 Basis	45,725	46,122	48,011	50,148	52,173	54,310	56,348	58,535	60,585	63,182
		3,810.38	3,843.51	4,000.90	4,178.99	4,347.76	4,525.86	4,695.67	4,877.91	5,048.76	5,265.17
	A Basis	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
23 (+ 42 points)	C Basis	42,574	44,283	46,290	48,297	50,454	52,530	54,594	56,636	58,712	61,419
		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 Basis	46,122	47,974	50,148	52,322	54,658	56,907	59,144	61,355	63,604	66,537
		3,843.51	3,997.80	4,178.99	4,360.19	4,554.86	4,742.28	4,928.65	5,112.95	5,300.37	5,544.72
	A Basis	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
24 (+ 56 points)	C Basis	44,283	45,981	48,160	50,454	52,621	54,881	57,117	59,285	61,602	64,412
		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 Basis	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
	A Basis	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
25 (+ 70 points)	C Basis	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 Basis	49,638	51,726	54,360	56,907	59,467	62,064	64,660	67,170	69,767	73,085
		4,136.54	4,310.50	4,530.00	4,742.28	4,955.57	5,171.96	5,388.37	5,597.54	5,813.94	6,090.39
	A Basis	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
26 (+ 84 points)	C Basis	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 Basis	51,614	53,652	56,360	59,144	61,877	64,673	67,357	70,053	72,836	76,340
		4,301.18	4,470.99	4,696.70	4,928.65	5,156.45	5,389.41	5,613.06	5,837.76	6,069.69	6,361.68
	A Basis	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
27 (+ 98 points)	C Basis	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 Basis	53,117	55,590	58,535	61,355	64,250	67,208	70,065	72,985	75,880	79,707
		4,426.45	4,632.51	4,877.91	5,112.95	5,354.20	5,600.65	5,838.79	6,082.12	6,323.37	6,642.28
	A Basis	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)	C Basis	73,920	74,241	74,562	74,895
		6,160.01	6,186.77	6,213.53	6,241.25
27	B Basis	80,080	80,428	80,776	81,136
		6,673.34	6,702.33	6,731.33	6,761.35
(+ 98 points)	A Basis	94,618	95,029	95,440	95,866
		7,884.81	7,919.07	7,953.33	7,988.80

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

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

Los Angeles Unified School District

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

(L) Salary Table

Degree Differentials:

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

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

First Career Increment (completed 27L14)*

Pay Scale Group C1, Pay Scale Level 15-19

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

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 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 \$20.07843 hourly
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(with accrual rate of .11364 after 35 full-time days of service retroactive to the beginning of the school year)	\$178.88 daily
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**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 Pay Scale Group	Pay Scale Group	Basis	PAY SCALE LEVEL				
			1	2	3	4	5
Minimum of 60 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 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 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 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 Pay Scale Group	Pay Scale Group	Basis	PAY SCALE LEVEL				
			1	2	3	4	5
Minimum of 60 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 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 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 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 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 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.

Pay Scale		PAY SCALE LEVEL				
		6	7	8	9	10
Group	Basis					
19C (continued)	A basis	60,002	60,178	62,203	65,065	67,956
		5,000.14	5,014.85	5,183.62	5,422.09	5,663.01
	C basis	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
		20				
19C (continued)	A basis	69,140				
		5,761.66				
	C basis	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):

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

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)	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:

2014-2015 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

2014-2015 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

2014-2015

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

PHYSICIANS & DENTISTS SALARY (J) TABLE: 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.

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	\$66.89342	\$104,755	69.56960	108,946	72.33574	113,278
		C basis		81,878		85,153		88,539
School Physician	11J	A basis	68.88368	107,872	71.69480	112,274	74.51717	116,694
School Pediatrician	11J	C basis		84,314		87,754		91,209
-----	12J	A basis	70.96391	111,129	73.79752	115,567	76.74358	120,180
		C basis		86,860		90,328		93,934
Senior Physician	13J	A basis	73.10036	114,475	76.02393	119,053	79.08243	123,843
		C basis		89,475		93,053		96,797

CHEST SPECIALIST AND PSYCHIATRIST: 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.

Chest Specialist (0498)	\$77.95798
Psychiatrist (0495)	116.56666

* District-represented classes.



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					
10D	E basis	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 basis	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
	C basis	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
11D	E basis	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 basis	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
	C basis	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
12D	E basis	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 basis	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
	C basis	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
13D	E basis	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 basis	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
	C basis	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
14D	E basis	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 basis	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
	C basis	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
15D	E basis	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 basis	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
	C basis	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
16D	E basis	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 basis	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
	C basis	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
17D	E basis	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 basis	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
	C basis	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
18D	E basis	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 basis	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
	C basis	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
19D	E basis	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 basis	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
	C basis	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

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

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					
34D	A basis	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
	E basis	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 basis	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
	C basis	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
35D	A basis	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
	E basis	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 basis	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
36D	A basis	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
	E basis	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 basis	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
	C basis	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
37D	A basis	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
	E basis	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 basis	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
38D	A basis	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
	E basis	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 basis	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
39D	A basis	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
	E basis	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 basis	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
40D	A basis	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
	E basis	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 basis	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.



Los Angeles Unified School District

2014-2015 MASTER SALARY (G) TABLE,

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

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. C basis salary rates added based on a recent California State Teacher Retirement System (STRS) decision that precludes administrators from earning full service year credit for retirement purposes when an employee changes from one basis to another basis during a school year. C basis is utilized in the event that it is beneficial to an employee who, once a school year has begun, promotes or changes to a new position on a different basis.

Pay Scale Group	Pay Scale Level										
	No./ Basis	1	2	3	4	5	6	7	8	9	10
22G A basis		4,872.99	\$58,476	5,153.07	61,837	5,433.06	65,197	5,742.47	68,910	6,056.75	72,681
24G A basis		5,164.03	61,968	5,456.30	65,476	5,755.86	69,070	6,082.42	72,989	6,416.19	76,994
26G A basis		5,471.00	65,652	5,777.89	69,335	6,097.04	73,164	6,444.40	77,333	6,800.19	81,602
30G A basis		6,139.86	73,678	6,478.59	77,743	6,841.79	82,101	7,230.68	86,768	7,635.37	91,624
32G A basis		6,505.50	78,066	6,860.17	82,322	7,248.95	86,987	7,661.06	91,933	8,091.53	97,098
33G A basis		6,696.28	80,355	7,060.70	84,728	7,460.52	89,526	7,882.38	94,589	8,328.79	99,945
E basis		6,003.52	72,042	6,330.27	75,963	6,688.78	80,265	7,066.97	84,804	7,467.19	89,606
B basis		5,670.03	68,040	5,978.61	71,743	6,317.15	75,806	6,674.35	80,092	7,052.35	84,628
C basis		5,233.82	62,806	5,518.71	66,225	5,831.21	69,975	6,160.94	73,931	6,509.85	78,118
34G A basis		6,867.48	82,410	7,252.69	87,032	7,667.24	92,007	8,103.71	97,245	8,553.76	102,645
E basis		6,157.00	73,884	6,502.41	78,029	6,874.04	82,488	7,265.43	87,185	7,668.93	92,027
B basis		5,815.00	69,780	6,141.18	73,694	6,492.19	77,906	6,861.75	82,341	7,242.86	86,914
C basis		5,367.69	64,412	5,668.76	68,025	5,992.79	71,913	6,333.93	76,007	6,685.70	80,228
35G A basis		7,060.70	84,728	7,460.52	89,526	7,882.38	94,589	8,328.79	99,945	8,797.12	105,565
E basis		6,330.27	75,963	6,688.78	80,265	7,066.97	84,804	7,467.19	89,606	7,887.07	94,645
D basis		6,113.87	73,366	6,460.07	77,521	6,825.36	81,904	7,211.90	86,543	7,617.43	91,409
B basis		5,978.61	71,743	6,317.15	75,806	6,674.35	80,092	7,052.35	84,628	7,448.91	89,387
C basis		5,518.71	66,225	5,831.21	69,975	6,160.94	73,931	6,509.85	78,118	6,875.90	82,511
36G A basis		7,252.69	87,032	7,667.24	92,007	8,103.71	97,245	8,553.76	102,645	9,046.55	108,559
E basis		6,502.41	78,029	6,874.04	82,488	7,265.43	87,185	7,668.93	92,027	8,110.72	97,329
D basis		6,280.12	75,361	6,639.07	79,669	7,017.00	84,204	7,406.72	88,881	7,833.42	94,001
B basis		6,141.18	73,694	6,492.19	77,906	6,861.75	82,341	7,242.86	86,914	7,660.11	91,921
C basis		5,668.76	68,025	5,992.79	71,913	6,333.93	76,007	6,685.70	80,228	7,070.86	84,850
37G A basis		7,460.52	89,526	7,882.38	94,589	8,328.79	99,945	8,797.12	105,565	9,292.35	111,508
E basis		6,688.78	80,265	7,066.97	84,804	7,467.19	89,606	7,887.07	94,645	8,331.03	99,972
D basis		6,460.07	77,521	6,825.36	81,904	7,211.90	86,543	7,617.43	91,409	8,046.25	96,555
B basis		6,317.15	75,806	6,674.35	80,092	7,052.35	84,628	7,448.91	89,387	7,868.24	94,419
C basis		5,831.21	69,975	6,160.94	73,931	6,509.85	78,118	6,875.90	82,511	7,262.99	87,156
38G A basis		7,667.24	92,007	8,103.71	97,245	8,553.76	102,645	9,046.55	108,559	9,544.23	114,531
E basis		6,874.04	82,488	7,265.43	87,185	7,668.93	92,027	8,110.72	97,329	8,556.96	102,684
D basis		6,639.07	79,669	7,017.00	84,204	7,406.72	88,881	7,833.42	94,001	8,264.34	99,172
B basis		6,492.19	77,906	6,861.75	82,341	7,242.86	86,914	7,660.11	91,921	8,081.49	96,978
C basis		5,992.79	71,913	6,333.93	76,007	6,685.70	80,228	7,070.86	84,850	7,459.85	89,518
39G A basis		7,882.38	94,589	8,328.79	99,945	8,797.12	105,565	9,292.35	111,508	9,818.12	117,817
E basis		7,066.97	84,804	7,467.19	89,606	7,887.07	94,645	8,331.03	99,972	8,802.47	105,630
D basis		6,825.36	81,904	7,211.90	86,543	7,617.43	91,409	8,046.25	96,555	8,501.51	102,018
B basis		6,674.35	80,092	7,052.35	84,628	7,448.91	89,387	7,868.24	94,419	8,313.42	99,761
C basis		6,160.94	73,931	6,509.85	78,118	6,875.90	82,511	7,262.99	87,156	7,673.93	92,087
40G A basis		8,065.85	96,790	8,513.39	102,161	9,006.18	108,074	9,505.15	114,062	10,045.62	120,547
E basis		7,231.41	86,777	7,632.67	91,592	8,074.58	96,895	8,521.82	102,262	9,006.46	108,078
D basis		6,984.23	83,811	7,371.73	88,461	7,798.45	93,581	8,230.51	98,766	8,698.53	104,382
B basis		6,829.71	81,957	7,208.65	86,504	7,625.92	91,511	8,048.43	96,581	8,506.08	102,073
C basis		6,304.34	75,652	6,654.14	79,850	7,039.31	84,472	7,429.31	89,152	7,851.76	94,221

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. C basis salary rates added based on a recent California State Teacher Retirement System (STRS) decision that precludes administrators from earning full service year credit for retirement purposes when an employee changes from one basis to another basis during a school year. C basis is utilized in the event that it is beneficial to an employee who, once a school year has begun, promotes or changes to a new position on a different basis.

Pay Scale Group	Pay Scale Level									
	No./ Basis	1	2	3	4	5	6	7	8	9
41G A basis	8,254.20	99,050	8,718.89	104,627	9,210.44	110,525	9,728.91	116,747	10,296.30	123,556
E basis	7,400.28	88,803	7,816.88	93,803	8,257.57	99,091	8,722.43	104,669	9,231.15	110,774
D basis	7,147.32	85,768	7,549.67	90,596	7,975.34	95,704	8,424.28	101,091	8,915.57	106,987
B basis	6,989.19	83,870	7,382.65	88,592	7,798.90	93,587	8,237.90	98,855	8,718.33	104,620
C basis	6,451.56	77,419	6,814.76	81,777	7,198.96	86,388	7,604.20	91,250	8,047.68	96,572
42G A basis	8,475.53	101,706	8,964.66	107,576	9,461.10	113,533	9,999.15	119,990	10,583.67	127,004
E basis	7,598.75	91,185	8,037.27	96,447	8,482.36	101,788	8,964.75	107,577	9,488.85	113,866
D basis	7,338.96	88,068	7,762.51	93,150	8,192.37	98,308	8,658.28	103,899	9,164.41	109,973
B basis	7,176.60	86,119	7,590.78	91,089	8,011.13	96,134	8,466.72	101,601	8,961.66	107,540
C basis	6,624.54	79,494	7,006.86	84,082	7,394.89	88,739	7,815.43	93,785	8,272.30	99,268
43G A basis	8,718.89	104,627	9,210.44	110,525	9,728.91	116,747	10,296.30	123,556	10,877.16	130,526
E basis	7,816.88	93,803	8,257.57	99,091	8,722.43	104,669	9,231.15	110,774	9,751.97	117,024
D basis	7,549.67	90,596	7,975.34	95,704	8,424.28	101,091	8,915.57	106,987	9,418.54	113,022
B basis	7,382.65	88,592	7,798.90	93,587	8,237.90	98,855	8,718.33	104,620	9,210.16	110,522
C basis	6,814.76	81,777	7,198.96	86,388	7,604.20	91,250	8,047.68	96,572	8,501.69	102,020
44G A basis	8,964.66	107,576	9,461.10	113,533	9,999.15	119,990	10,583.67	127,004	11,179.18	134,150
E basis	8,037.27	96,447	8,482.36	101,788	8,964.75	107,577	9,488.85	113,866	10,022.68	120,272
D basis	7,762.51	93,150	8,192.37	98,308	8,658.28	103,899	9,164.41	109,973	9,680.06	116,161
B basis	7,590.78	91,089	8,011.13	96,134	8,466.72	101,601	8,961.66	107,540	9,465.89	113,591
C basis	7,006.86	84,082	7,394.89	88,739	7,815.43	93,785	8,272.30	99,268	8,737.75	104,853
45G A basis	9,210.44	110,525	9,728.91	116,747	10,296.30	123,556	10,877.16	130,526	11,486.15	137,834
E basis	8,257.57	99,091	8,722.43	104,669	9,231.15	110,774	9,751.97	117,024	10,297.89	123,575
D basis	7,975.34	95,704	8,424.28	101,091	8,915.57	106,987	9,418.54	113,022	9,945.87	119,350
B basis	7,798.90	93,587	8,237.90	98,855	8,718.33	104,620	9,210.16	110,522	9,725.83	116,710
C basis	7,198.96	86,388	7,604.20	91,250	8,047.68	96,572	8,501.69	102,020	8,977.67	107,732
46G A basis	9,285.04	111,420	9,807.16	117,686	10,379.41	124,553	10,967.59	131,611	11,579.00	138,948
E basis	8,324.48	99,894	8,792.62	105,511	9,305.75	111,669	9,833.02	117,996	10,381.19	124,574
D basis	8,039.88	96,479	8,492.04	101,904	8,987.53	107,850	9,496.85	113,962	10,026.24	120,315
B basis	7,862.06	94,345	8,304.14	99,650	8,788.69	105,464	9,286.73	111,441	9,804.43	117,653
C basis	7,257.27	87,087	7,665.36	91,984	8,112.64	97,352	8,572.37	102,868	9,050.26	108,603
47G A basis	9,360.84	112,330	9,889.04	118,668	10,466.28	125,595	11,056.89	132,683	11,675.62	140,107
E basis	8,392.49	100,710	8,866.04	106,392	9,383.57	112,603	9,913.08	118,957	10,467.78	125,613
D basis	8,105.56	97,267	8,562.93	102,755	9,062.76	108,753	9,574.17	114,890	10,109.91	121,319
B basis	7,926.25	95,115	8,373.48	100,482	8,862.26	106,347	9,362.36	112,348	9,886.24	118,635
C basis	7,316.52	87,798	7,729.37	92,752	8,180.54	98,166	8,642.16	103,706	9,125.78	109,509
48G A basis	9,439.09	113,269	9,969.84	119,638	10,549.38	126,593	11,147.41	133,769	11,771.00	141,252
E basis	8,462.62	101,551	8,938.48	107,262	9,458.07	113,497	9,994.24	119,931	10,553.31	126,640
D basis	8,173.30	98,080	8,632.88	103,595	9,134.72	109,617	9,652.55	115,831	10,192.50	122,310
B basis	7,992.49	95,910	8,441.90	101,303	8,932.63	107,192	9,439.00	113,268	9,967.01	119,604
C basis	7,377.68	88,532	7,792.51	93,510	8,245.50	98,946	8,712.91	104,555	9,200.33	110,404
49G A basis	9,533.26	114,399	10,071.31	120,856	10,633.82	127,606	11,240.35	134,884	11,871.27	142,455
E basis	8,547.04	102,564	9,029.47	108,354	9,533.76	114,405	10,077.54	120,930	10,643.18	127,718
D basis	8,254.83	99,058	8,720.77	104,649	9,207.82	110,494	9,733.00	116,796	10,279.32	123,352
B basis	8,072.20	96,866	8,527.82	102,334	9,004.11	108,049	9,517.67	114,212	10,051.89	120,623
C basis	7,451.28	89,415	7,871.83	94,462	8,311.49	99,738	8,785.57	105,427	9,278.71	111,345

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: rate and career increment increased by 2%.

Pay Scale Group G, Pay Scale Levels 51-55

<u>A Basis annualized</u> \$1,584.36 Annual 132.03 Monthly	<u>E Basis annualized</u> \$1,421.28 Annual 118.44 Monthly	<u>D Basis annualized</u> \$1,371.84 Annual 114.32 Monthly	<u>B Basis annualized</u> \$1,341.60 Annual 111.80 Monthly	<u>C Basis annualized</u> \$1,238.64 Annual 103.22 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> \$2,376.60 Annual 198.05 Monthly	<u>E Basis annualized</u> \$2,131.92 Annual 177.66 Monthly	<u>D Basis annualized</u> \$2,057.76 Annual 171.48 Monthly	<u>B Basis annualized</u> \$2,012.40 Annual 167.70 Monthly	<u>C Basis annualized</u> \$1,857.96 Annual 154.83 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, D, B, and C Basis
0.71552 Hourly

PAY SCALE GROUP 01A (ASSISTANT GENERAL COUNSEL) (0071): 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.

Pay Scale Group/ Basis	Pay Scale Level											
	1	2	3	4	5	6	7	8	9	10	11	12
A basis	\$67,105	77,156	88,779	102,044	117,334	123,218	128,120	133,284	137,276	151,935	158,024	164,114
	5,592.07	6,429.68	7,398.22	8,503.64	9,777.83	10,268.19	10,676.64	11,107.02	11,439.66	12,661.28	13,168.70	13,676.18
B basis	\$56,821	\$65,331	\$75,172	\$86,405	\$99,352	\$104,334	\$108,484	\$112,858	\$116,238	\$128,650	\$133,806	\$138,963
	4,735.07	5,444.29	6,264.37	7,200.40	8,279.32	8,694.52	9,040.34	9,404.80	9,686.46	10,720.85	11,150.50	11,580.22
E basis	\$60,163	\$69,175	\$79,594	\$91,487	\$105,196	\$110,472	\$114,865	\$119,496	\$123,075	\$136,218	\$141,677	\$147,137
	5,013.61	5,764.55	6,632.87	7,623.95	8,766.34	9,205.96	9,572.12	9,958.02	10,256.25	11,351.48	11,806.41	12,261.41

PAY SCALE GROUP 03J AND 04J: 2014-2015 rates increased by 2%.

Pay Scale Group/ Basis		Pay Scale Level					
		1	2	3			
03J	A basis Director, Student Medical Services (0088)	\$168,795	14,066.28	177,614	14,801.19	186,830	15,569.19
04J	A basis Local Instructional Area Superintendent (0006)	\$164,701	13,725.10	173,168	14,430.68	181,650	15,137.51
04J	E basis	\$147,663	12,305.24	155,254	12,937.85	162,859	13,571.58

CONTRACT MANAGEMENT FLAT RATES/EXECUTIVE FLAT RATES:

	Annual (A-Basis)
Executive Director, Student Health and Human Services (0083).....	145,419
Executive Director, Student Integration Services (0054).....	145,418
Chief of Professional Learning and Leadership Development (0038).....	148,512
Executive Officer, Educational Services (0032).....	148,512
Executive Director, Adult and Career Education (0019).....	148,512
Deputy Director, Extended Day Programs (0053).....	148,596
Executive Director, Federal and State Education Programs (0537).....	149,418
Executive Director of Curriculum and Instruction (0015).....	151,482
Executive Director, Multilingual and Multicultural Education (0036).....	151,482
Executive Director, Early Childhood Education (0048).....	151,482
Executive Director, Extended Day Programs (0049).....	153,632
Executive Director, Arts Education Program (0034).....	156,792
Assistant Superintendent, School Operations (0009).....	163,537
Chief of School Choice (0035).....	169,197
Chief Academic Officer (0014).....	174,501
Chief Executive Officer, Parent, Community, and Student Services (0020)...	181,650
Chief Executive Officer, Educational Services (0031).....	199,759
Chief Labor Negotiator (0011).....	222,768
Deputy Superintendent of Instruction (0004).....	265,200
Chief Deputy Superintendent of School (0005).....	291,720
General Superintendent (0001).....	300,000

Note: 1. For employees working a complete school year, the following is applicable:

A basis annualized: 261 paid days; 2,088 hours	E basis annualized: 234 paid days; 1,872 hours	D basis annualized: 226 paid days; 1,808 hours	B basis annualized: 221 paid days; 1,768 hours	C basis annualized: 204 paid days; 1,632 hours
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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

2014-2015 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 2014, the average hourly rate for employees on the Teacher Preparation (T/L) Salary Table is \$56.34 and average annual salary is \$68,963 for the 2014-15 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)	16.19200 /hour
Professional Expert F (8292)	12.95360 /hour
Professional Expert D, AICL (8280)	23.58911 /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: 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.

Area Out-of-School Program Supervisor (8480)	\$23.11159 /hour
Lifeguard (8434)	\$14.62255 /hour
Playground Program Specialist (Seasonal) (8483)	\$18.76465 /hour
Pool Supervisor (8431)	\$19.00362 /hour
Recreation Director, Winter Sports Facility (8412)	\$23.80573 /hour
Senior Out-of-School Program Supervisor (8482)	\$18.76465 /hour
Senior Pool Supervisor (8430)	\$20.05053 /hour
Senior Swimming Instructor, Recreation (8432)	\$17.09187 /hour
Swimming Instructor, Recreation (8433)	\$15.41911 /hour
Traveling Out-of-School Program Supervisor (8481)	\$20.82433 /hour

3.b. Classes represented by SEIU, Local 99, Bargaining Unit G (Playground Aides): rates increased by 2% over the 2013-2014 rates.

Out-of-School Program Helper (8486)	\$11.00000 /hour (a)
Out-of-School Program Supervisor (8484)	15.66659 /hour
Out-of-School Program Worker (8485)	13.47175 /hour
School Supervision Aide (8447)	11.00662 /hour

Los Angeles Unified School District

2014-2015 RATES (Continued)

4. Community Representatives: rates increased by 2%.

Community Representative A (8100)	11.00000 /hour (a)
Community Representative C (8102)	14.31509 /hour
Community Representative D (8103)	17.48300 /hour
Community Representative E (8104)	20.43468 /hour

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

5. Forum Lecturers: 2014-2015 rates.

Forum Lecturers (8010 - 8019)	\$15 to \$100/meeting
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6. Student Employees: 2014-2015 rates.

Student Aide (8686)	\$9.00000 /hour (a)
Student Aide C (8624)	9.00000 /hour
Student Worker A (8621)	9.00000 /hour (a)
Student Worker (YSA) I (8626)	9.00000 /hour

7. Elected and Appointed Officers : 2014-2015 rates.

Board of Education Member (8801) Step 1	\$2,195.55 /month (b)
Board of Education Member (8801) Step 2 (Proposition L)	\$45,637 /year (\$3,803.09 /month)
Personnel Commission Member (8811)	100.00 /meeting

8. Medical Experts: 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.

a. Medical Expert A (8021) (Same rate as Chest Specialist)	\$78.89348 /hour
Medical Expert B (8022) (90% of Medical Expert A)	71.00413 /hour
b. Medical Expert X 1st rate (8029)	34.13824 or more

9. Miscellaneous: 2014-2015 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 7/1/14, state minimum hourly wage increased to \$9.00, per CA Industrial Welfare Commission Notice MW-2014.

b A board member who does not attend all meetings held in any month shall be compensated an amount equal to \$2,195.55 divided by the number of meetings held that month and multiplied by the number of meetings attended. Board members may be paid for board meetings not attended if the member was deemed to be absent due to illness, jury duty, school business, or acceptable hardship as resolved, adopted, and included in the board minutes.

Los Angeles Unified School District

2014-2015 RATES (Continued)

10. District-Sponsored Training Rates: 2014-2015 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.

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 2% over the 2013-2014 rates.

Teacher Assistant - Degree Track - New (0953)	\$11.00000 /hour
(0953) - Step 2	11.55000
Teacher Assistant - Non Degree Track (0954)	14.01235 /hour
Teacher Assistant - Degree Track - Continuing (0955)	14.01235 /hour
(0955) Step 2	14.71297 /hour

Counseling Assistants: 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.

Counseling Assistant (0956)	\$14.62255 /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.