



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

Preparation Salary (T) Table (Regular Credentials):2014-2015 rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates. This table applies only to employees holding regular credentials (i.e., non-emergency, non-intern) and a Bachelor's Degree, or possession of certain vocational or industrial arts credentials.

PAY SCALE GROUP (Req. Pts.)*		PAY SCALE LEVEL									
		1	2	3	4	5	6	7	8	9	10
20 (Minimum)	C Basis	47,463	47,519	48,025	48,531	48,587	48,666	50,060	51,230	52,995	54,502
		3,955.24	3,959.94	4,002.10	4,044.27	4,048.95	4,055.51	4,171.70	4,269.16	4,416.27	4,541.84
	B Basis	51,418	51,479	52,027	52,575	52,636	52,722	54,232	55,499	57,411	59,044
		4,284.85	4,289.93	4,335.60	4,381.29	4,386.37	4,393.47	4,519.34	4,624.92	4,784.29	4,920.32
	A Basis	60,753	60,825	61,472	62,120	62,192	62,293	64,077	65,574	67,834	69,763
		5,062.72	5,068.71	5,122.69	5,176.66	5,182.66	5,191.05	5,339.79	5,464.52	5,652.82	5,813.55
21 (+ 14 points)	C Basis	47,519	48,025	48,531	48,587	48,666	50,544	51,230	53,524	55,064	56,897
		3,959.94	4,002.10	4,044.27	4,048.95	4,055.51	4,212.00	4,269.16	4,460.31	4,588.69	4,741.42
	B Basis	51,479	52,027	52,575	52,636	52,722	54,756	55,499	57,984	59,653	61,639
		4,289.93	4,335.60	4,381.29	4,386.37	4,393.47	4,563.00	4,624.92	4,832.01	4,971.08	5,136.55
	A Basis	60,825	61,472	62,120	62,192	62,293	64,696	65,574	68,510	70,482	72,828
		5,068.71	5,122.69	5,176.66	5,182.66	5,191.05	5,391.35	5,464.52	5,709.19	5,873.52	6,069.02
22 (+ 28 points)	C Basis	48,025	48,081	48,587	48,666	50,319	52,276	54,041	55,615	57,212	59,854
		4,002.10	4,006.79	4,048.95	4,055.51	4,193.26	4,356.30	4,503.42	4,634.60	4,767.66	4,987.86
	B Basis	52,027	52,088	52,636	52,722	54,512	56,632	58,544	60,250	61,980	64,842
		4,335.60	4,340.68	4,386.37	4,393.47	4,542.69	4,719.32	4,878.70	5,020.82	5,164.96	5,403.53
	A Basis	61,472	61,544	62,192	62,293	64,408	66,913	69,173	71,188	73,231	76,614
		5,122.69	5,128.69	5,182.66	5,191.05	5,367.37	5,576.06	5,764.38	5,932.30	6,102.60	6,384.47
23 (+ 42 points)	C Basis	48,081	48,587	48,666	50,319	52,051	54,075	56,155	57,763	59,450	63,025
		4,006.79	4,048.95	4,055.51	4,193.26	4,337.56	4,506.23	4,679.57	4,813.58	4,954.13	5,252.11
	B Basis	52,088	52,636	52,722	54,512	56,388	58,581	60,834	62,577	64,404	68,277
		4,340.68	4,386.37	4,393.47	4,542.69	4,699.02	4,881.75	5,069.54	5,214.71	5,366.98	5,689.79
	A Basis	61,544	62,192	62,293	64,408	66,625	69,216	71,878	73,937	76,096	80,672
		5,128.69	5,182.66	5,191.05	5,367.37	5,552.07	5,767.96	5,989.86	6,161.38	6,341.30	6,722.70
24 (+ 56 points)	C Basis	48,587	48,666	50,319	52,051	54,075	56,189	58,348	60,023	62,081	66,095
		4,048.95	4,055.51	4,193.26	4,337.56	4,506.23	4,682.39	4,862.30	5,001.92	5,173.40	5,507.92
	B Basis	52,636	52,722	54,512	56,388	58,581	60,871	63,210	65,025	67,254	71,603
		4,386.37	4,393.47	4,542.69	4,699.02	4,881.75	5,072.58	5,267.49	5,418.74	5,604.52	5,966.92
	A Basis	62,192	62,293	64,408	66,625	69,216	71,922	74,685	76,829	79,463	84,602
		5,182.66	5,191.05	5,367.37	5,552.07	5,767.96	5,993.46	6,223.74	6,402.45	6,621.95	7,050.14
25 (+ 70 points)	C Basis	48,666	50,319	51,758	54,727	56,852	59,078	60,608	62,486	64,914	69,232
		4,055.51	4,193.26	4,313.19	4,560.58	4,737.68	4,923.20	5,050.65	5,207.13	5,409.53	5,769.36
	B Basis	52,722	54,512	56,072	59,287	61,590	64,002	65,658	67,693	70,324	75,002
		4,393.47	4,542.69	4,672.64	4,940.62	5,132.47	5,333.47	5,471.53	5,641.05	5,860.33	6,250.13
	A Basis	62,293	64,408	66,251	70,050	72,771	75,620	77,578	79,982	83,090	88,617
		5,191.05	5,367.37	5,520.88	5,837.54	6,064.23	6,301.70	6,464.83	6,665.13	6,924.20	7,384.78
26 (+ 84 points)	C Basis	50,544	52,006	53,524	56,908	59,124	61,440	62,980	65,173	67,759	72,302
		4,212.00	4,333.82	4,460.31	4,742.36	4,926.96	5,119.98	5,248.36	5,431.09	5,646.61	6,025.17
	B Basis	54,756	56,340	57,984	61,651	64,050	66,560	68,229	70,604	73,406	78,327
		4,563.00	4,694.96	4,832.01	5,137.56	5,337.53	5,546.65	5,685.73	5,883.68	6,117.16	6,527.27
	A Basis	64,696	66,567	68,510	72,843	75,678	78,643	80,615	83,421	86,732	92,547
		5,391.35	5,547.28	5,709.19	6,070.22	6,306.50	6,553.58	6,717.90	6,951.79	7,227.66	7,712.21
27^ (+ 98 points)	C Basis	51,668	54,063	55,638	59,191	61,496	63,902	65,432	67,905	70,593	75,495
		4,305.70	4,505.29	4,636.48	4,932.57	5,124.67	5,325.20	5,452.64	5,658.79	5,882.74	6,291.28
	B Basis	55,974	58,569	60,274	64,124	66,621	69,228	70,884	73,564	76,476	81,787
		4,664.50	4,880.73	5,022.85	5,343.63	5,551.73	5,768.97	5,907.02	6,130.34	6,372.96	6,815.57
	A Basis	66,135	69,201	71,216	75,764	78,715	81,795	83,752	86,919	90,359	96,634
		5,511.29	5,766.77	5,934.69	6,313.69	6,559.58	6,816.25	6,979.37	7,243.25	7,529.90	8,052.84
(continued)	C Basis	75,855	76,181	76,530	76,856						
		6,321.28	6,348.45	6,377.50	6,404.67						
27	B Basis	82,177	82,530	82,907	83,261						
		6,848.05	6,877.49	6,908.95	6,938.39						
(+ 98 points)	A Basis	97,095	97,512	97,958	98,376						
		8,091.23	8,126.01	8,163.20	8,197.98						

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

* A point is a semester unit (or 1.5 quarter units) as defined by the University of California, or its equivalent, as established by the Board of Education.
^ Rating-in limit is Pay Scale Group 27, Pay Scale Level 10.

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

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

(T) Salary Table

Degree Differentials:

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

Maximum Rates With Career Increments:

First Career Increment (completed 27T14)*

Pay Scale Group C1, Pay Scale Level 15-19

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

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

Pay Scale Group C2, Pay Scale Level 20-24

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

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

Pay Scale Group C3, Pay Scale Level 25-29

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

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

Pay Scale Group C4, Pay Scale Level 30+

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

An employee with a master's degree and a doctor's or equivalent degree shall receive the doctor's differential only.

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

- C Basis annualized = 204 paid days or equivalent hours; 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).
- B Basis annualized = 221 paid days or equivalent hours; 1,768 hours annual.
- A Basis annualized = 261 paid days or equivalent hours; 2,088 hours annual.

*To qualify for the first career increment, the teacher must have been paid on the maximum pay scale group (PS Group 27) and pay scale level (PS Level 10-14) for five qualifying years. The two semester unit "recency" requirement was eliminated effective April 26, 2005.

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



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

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

PAY SCALE GROUP (Req. Pts.)**		PAY SCALE LEVEL									
		1	2	3	4	5	6	7	8	9	10
20 (Minimum)	C Basis	41,380	41,380	41,380	42,099	44,270	44,731	46,114	47,665	49,858	52,073
		3,448.31	3,448.31	3,448.31	3,508.27	3,689.13	3,727.55	3,842.80	3,972.11	4,154.83	4,339.43
	B Basis	44,828	44,828	44,828	45,608	47,959	48,458	49,956	51,637	54,013	56,413
		3,735.67	3,735.67	3,735.67	3,800.64	3,996.55	4,038.17	4,163.04	4,303.11	4,501.08	4,701.05
	A Basis	52,966	52,966	52,966	53,887	56,665	57,255	59,025	61,012	63,818	66,654
		4,413.83	4,413.83	4,413.83	4,490.60	4,722.09	4,771.25	4,918.78	5,084.30	5,318.19	5,554.47
21 (+ 14 points)	C Basis	41,380	41,380	41,739	43,381	45,102	46,777	48,554	50,308	52,028	54,356
		3,448.31	3,448.31	3,478.29	3,615.10	3,758.47	3,898.09	4,046.14	4,192.31	4,335.69	4,529.65
	B Basis	44,828	44,828	45,218	46,996	48,860	50,675	52,600	54,500	56,364	58,886
		3,735.67	3,735.67	3,768.15	3,916.36	4,071.67	4,222.93	4,383.32	4,541.68	4,696.99	4,907.13
	A Basis	52,966	52,966	53,427	55,528	57,730	59,875	62,149	64,394	66,596	69,575
		4,413.83	4,413.83	4,452.22	4,627.32	4,810.84	4,989.55	5,179.05	5,366.16	5,549.68	5,797.95
22 (+ 28 points)	C Basis	41,380	41,739	43,449	45,383	47,216	49,150	50,994	52,973	54,828	57,178
		3,448.31	3,478.29	3,620.72	3,781.90	3,934.63	4,095.80	4,249.48	4,414.39	4,569.01	4,764.85
	B Basis	44,828	45,218	47,069	49,165	51,150	53,245	55,243	57,387	59,397	61,943
		3,735.67	3,768.15	3,922.45	4,097.05	4,262.51	4,437.12	4,603.60	4,782.26	4,949.76	5,161.93
	A Basis	52,966	53,427	55,614	58,090	60,436	62,912	65,272	67,805	70,180	73,188
		4,413.83	4,452.22	4,634.52	4,840.83	5,036.32	5,242.63	5,439.32	5,650.42	5,848.34	6,099.01
23 (+ 42 points)	C Basis	41,739	43,415	45,383	47,350	49,464	51,500	53,524	55,525	57,561	60,214
		3,478.29	3,617.91	3,781.90	3,945.87	4,122.04	4,291.64	4,460.31	4,627.11	4,796.71	5,017.85
	B Basis	45,218	47,033	49,165	51,296	53,587	55,791	57,984	60,152	62,357	65,232
		3,768.15	3,919.41	4,097.05	4,274.70	4,465.55	4,649.29	4,832.01	5,012.70	5,196.44	5,436.00
	A Basis	53,427	55,571	58,090	60,609	63,315	65,920	68,510	71,072	73,677	77,074
		4,452.22	4,630.93	4,840.83	5,050.72	5,276.21	5,493.30	5,709.19	5,922.69	6,139.79	6,422.84
24 (+ 56 points)	C Basis	43,415	45,079	47,216	49,464	51,590	53,805	55,998	58,123	60,394	63,149
		3,617.91	3,756.59	3,934.63	4,122.04	4,299.14	4,483.74	4,666.46	4,843.56	5,032.84	5,262.42
	B Basis	47,033	48,836	51,150	53,587	55,889	58,289	60,664	62,966	65,427	68,411
		3,919.41	4,069.64	4,262.51	4,465.55	4,657.40	4,857.38	5,055.34	5,247.20	5,452.25	5,700.95
	A Basis	55,571	57,701	60,436	63,315	66,035	68,870	71,677	74,397	77,304	80,831
		4,630.93	4,808.44	5,036.32	5,276.21	5,502.89	5,739.18	5,973.06	6,199.75	6,442.04	6,735.89
25 (+ 70 points)	C Basis	44,922	46,811	49,195	51,500	53,816	56,166	58,516	60,788	63,138	66,140
		3,743.48	3,900.89	4,099.56	4,291.64	4,484.68	4,680.52	4,876.35	5,065.64	5,261.48	5,511.67
	B Basis	48,665	50,712	53,294	55,791	58,301	60,847	63,393	65,853	68,399	71,652
		4,055.43	4,225.98	4,441.18	4,649.29	4,858.40	5,070.55	5,282.72	5,487.78	5,699.94	5,970.97
	A Basis	57,500	59,918	62,969	65,920	68,885	71,893	74,901	77,808	80,816	84,659
		4,791.64	4,993.14	5,247.42	5,493.30	5,740.38	5,991.06	6,241.74	6,484.02	6,734.70	7,054.94
26 (+ 84 points)	C Basis	46,710	48,554	51,005	53,524	55,998	58,528	60,956	63,396	65,915	69,086
		3,892.46	4,046.14	4,250.42	4,460.31	4,666.46	4,877.30	5,079.69	5,283.03	5,492.93	5,757.17
	B Basis	50,602	52,600	55,255	57,984	60,664	63,405	66,036	68,679	71,408	74,843
		4,216.84	4,383.32	4,604.61	4,832.01	5,055.34	5,283.74	5,503.00	5,723.29	5,950.68	6,236.94
	A Basis	59,788	62,149	65,286	68,510	71,677	74,915	78,024	81,147	84,371	88,430
		4,982.35	5,179.05	5,440.53	5,709.19	5,973.06	6,242.93	6,502.01	6,762.28	7,030.95	7,369.18
27 (+ 98 points)	C Basis	48,070	50,308	52,973	55,525	58,145	60,821	63,408	66,050	68,670	72,133
		4,005.85	4,192.31	4,414.39	4,627.11	4,845.43	5,068.45	5,283.97	5,504.17	5,722.51	6,011.12
	B Basis	52,076	54,500	57,387	60,152	62,991	65,890	68,692	71,554	74,393	78,144
		4,339.66	4,541.68	4,782.26	5,012.70	5,249.22	5,490.83	5,724.30	5,962.86	6,199.38	6,512.04
	A Basis	61,530	64,394	67,805	71,072	74,426	77,851	81,162	84,544	87,988	92,331
		5,127.48	5,366.16	5,650.42	5,922.69	6,202.15	6,487.61	6,763.47	7,045.33	7,324.81	7,694.22

Additional Pay Scale Levels

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

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

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

Los Angeles Unified School District

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

(L) Salary Table

Degree Differentials:

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

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

First Career Increment (completed 27L14)*

Pay Scale Group C1, Pay Scale Level 15-19

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

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

Pay Scale Group C2, Pay Scale Level 20-24

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

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

Pay Scale Group C3, Pay Scale Level 25-29

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

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

Pay Scale Group C4, Pay Scale Level 30+

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

An employee with a master's degree and a doctor's or equivalent degree shall receive the doctor's differential only.

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

- C Basis annualized = 204 paid days or equivalent hours; 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).
- B Basis annualized = 221 paid days or equivalent hours; 1,768 hours annual.
- A Basis annualized = 261 paid days or equivalent hours; 2,088 hours annual.

In accordance with Section 44462 of the Education Code, a teacher whose services are authorized by an internship credential may be paid seven-eighths of the rate to which entitled rounded to the nearest dollar, unless the training program in question requires the full rate.

Categorical Limited Contract teachers are paid on Pay Scale Group 20 only, Pay Scale Level 1 - 10.

*To qualify for the first career increment, the teacher must have been paid on the maximum pay scale group (PS Group 27) and pay scale level (PS Level 10-14) for five qualifying years. The two semester unit "recency" requirement was eliminated effective April 26, 2005.



Los Angeles Unified School District

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

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

Employees Serving in place of Preparation Salary Table employees:

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

Substitutes who are paid the daily rates as shown above shall have their rate of pay increased by \$10 per day, effective the first day following the completion of service equivalent to 130 days during the school year.

SUMMER SCHOOL/INTERSESSION

	<u>Base Hourly Rate</u>	<u>6-Hour Day</u>	<u>4-Hour Day</u>	<u>3-Hour Day</u>
Daily Base Rate	\$32.75955	\$196.56	\$131.04	\$98.28
Day-to-Day Substitute, Extended Rate	\$44.21040	\$265.26	\$176.84	\$132.63

These rates shall only apply when service is in place of a contract employee assigned during Summer School/Interession (Status 3) and paid from Fund 7 or Fund W.

Employees Serving in place of Development Center/Early Education Center Salary Table employees:

Maximum Rate	\$157.48 daily \$19.68474 hourly
(with accrual rate of .11364 after 35 full-time days of service retroactive to the beginning of the school year)	\$175.37 daily



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

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

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

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

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

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

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

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

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

*A point for advancement is a semester unit (or 1.5 quarter units) as defined by the University of California or its equivalent, as established by the Board of Education.

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

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

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

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

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



Los Angeles Unified School District

2014-2015 ADULT HOURLY RATE (THR) SCHEDULE (4%)

FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES

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

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

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

2014-2015 FLAT HOURLY RATES

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

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

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

2014-2015 REGULAR (HOURLY) SCHEDULE RATES

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

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

Los Angeles Unified School District

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

2014-2015 DIFFERENTIAL SALARY RATES

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

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

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

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

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

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

Table 1: Bilingual Master Plan Differentials, Maximum Semester Rates

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

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

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

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

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

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

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

Los Angeles Unified School District

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

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

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

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

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

Table 5: One-time Stipends

Wage Type

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

5. DIFFERENTIALS, COORDINATING, EARLY CHILDHOOD CENTER

Wage Type

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

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

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

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

Los Angeles Unified School District

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

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

Differential, Activity (Activity and Coaching):

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 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 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	\$65,581.78	\$102,701	68,205.49	106,810	70,917.39	111,057
		C basis		80,272		83,484		86,803
School Physician	11J	A basis	67,533.02	105,757	70,289.02	110,073	73,056.05	114,406
School Pediatrician	11J	C basis		82,660		86,034		89,421
-----	12J	A basis	69,572.46	108,950	72,350.51	113,301	75,238.80	117,824
		C basis		85,157		88,557		92,092
Senior Physician	13J	A basis	71,667.02	112,231	74,533.26	116,719	77,531.79	121,415
		C basis		87,720		91,229		94,899

CHEST SPECIALIST AND PSYCHIATRIST: Rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates.

Chest Specialist (0498)	\$76,429.39
Psychiatrist (0495)	114,281.04

* District-represented classes.



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

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

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

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

Los Angeles Unified School District

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

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

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	6,998.95	83,987	7,390.96	88,692	7,809.40	93,713	8,254.14	99,050	8,706.12	104,473
	E basis	6,274.91	75,299	6,626.39	79,517	7,001.51	84,018	7,400.28	88,803	7,805.49	93,666
	B basis	5,926.32	71,116	6,258.24	75,099	6,612.56	79,351	6,989.13	83,870	7,371.83	88,462
	C basis	5,470.47	65,646	5,776.86	69,322	6,103.91	73,247	6,451.53	77,418	6,804.75	81,657
35D	A basis	7,193.16	86,318	7,592.42	91,109	8,029.96	96,360	8,485.54	101,826	8,956.73	107,481
	E basis	6,449.04	77,388	6,807.01	81,684	7,199.24	86,391	7,607.71	91,293	8,030.18	96,362
	B basis	6,090.76	73,089	6,428.83	77,146	6,799.33	81,592	7,185.08	86,221	7,584.04	91,008
36D	A basis	7,390.96	88,692	7,809.40	93,713	8,254.14	99,050	8,706.12	104,473	9,214.41	110,573
	E basis	6,626.35	79,516	7,001.50	84,018	7,400.26	88,803	7,805.47	93,666	8,261.19	99,134
	B basis	6,258.24	75,099	6,612.56	79,351	6,989.13	83,870	7,371.83	88,462	7,802.24	93,627
	C basis	5,776.86	69,322	6,103.87	73,246	6,451.53	77,418	6,804.78	81,657	7,202.09	86,425
37D	A basis	7,592.42	91,109	8,029.96	96,360	8,485.54	101,826	8,956.73	107,481	9,467.41	113,609
	E basis	6,807.01	81,684	7,199.24	86,391	7,607.71	91,293	8,030.18	96,362	8,487.99	101,856
	B basis	6,428.84	77,146	6,799.29	81,591	7,185.07	86,221	7,584.05	91,009	8,016.44	96,197
38D	A basis	7,809.40	93,713	8,254.14	99,050	8,706.12	104,473	9,214.41	110,573	9,721.51	116,658
	E basis	7,001.50	84,018	7,400.26	88,803	7,805.47	93,666	8,261.19	99,134	8,715.81	104,590
	B basis	6,612.53	79,350	6,989.13	83,870	7,371.83	88,462	7,802.24	93,627	8,231.60	98,779
39D	A basis	8,029.96	96,360	8,485.54	101,826	8,956.73	107,481	9,467.41	113,609	9,997.30	119,968
	E basis	7,199.24	86,391	7,607.71	91,293	8,030.18	96,362	8,487.99	101,856	8,963.06	107,557
	B basis	6,799.29	81,591	7,185.07	86,221	7,584.05	91,009	8,016.44	96,197	8,465.11	101,581
40D	A basis	8,254.14	99,050	8,706.12	104,473	9,214.41	110,573	9,721.51	116,658	10,276.66	123,320
	E basis	7,400.26	88,803	7,805.47	93,666	8,261.19	99,134	8,715.81	104,590	9,213.57	110,563
	B basis	6,989.13	83,870	7,371.83	88,462	7,802.24	93,627	8,231.60	98,779	8,701.70	104,420

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

Los Angeles Unified School District

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

Effective July 1, rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates. 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
22G A basis	4,777.44	\$57,329	5,052.03	60,624	5,326.53	63,918	5,629.87	67,558	5,937.99	71,256
24G A basis	5,062.77	60,753	5,349.31	64,192	5,643.00	67,716	5,963.16	71,558	6,290.38	75,485
26G A basis	5,363.73	64,365	5,664.60	67,975	5,977.49	71,730	6,318.04	75,816	6,666.85	80,002
30G A basis	6,019.47	72,234	6,351.56	76,219	6,707.64	80,492	7,088.90	85,067	7,485.66	89,828
32G A basis	6,377.94	76,535	6,725.66	80,708	7,106.81	85,282	7,510.84	90,130	7,932.87	95,194
33G A basis	6,564.98	78,780	6,922.25	83,067	7,314.24	87,771	7,727.82	92,734	8,165.48	97,986
E basis	5,885.80	70,630	6,206.15	74,474	6,557.63	78,692	6,928.40	83,141	7,320.77	87,849
B basis	5,558.85	66,706	5,861.38	70,337	6,193.28	74,319	6,543.48	78,522	6,914.07	82,969
C basis	5,131.20	61,574	5,410.50	64,926	5,716.87	68,602	6,040.14	72,482	6,382.21	76,587
34G A basis	6,732.82	80,794	7,110.48	85,326	7,516.90	90,203	7,944.81	95,338	8,386.04	100,632
E basis	6,036.27	72,435	6,374.91	76,499	6,739.25	80,871	7,122.97	85,476	7,518.56	90,223
B basis	5,700.98	68,412	6,020.76	72,249	6,364.89	76,379	6,727.21	80,727	7,100.84	85,210
C basis	5,262.44	63,149	5,557.61	66,691	5,875.28	70,503	6,209.74	74,517	6,554.61	78,655
35G A basis	6,922.25	83,067	7,314.24	87,771	7,727.82	92,734	8,165.48	97,986	8,624.63	103,496
E basis	6,206.15	74,474	6,557.63	78,692	6,928.40	83,141	7,320.77	87,849	7,732.42	92,789
D basis	5,993.99	71,928	6,333.40	76,001	6,691.53	80,298	7,070.49	84,846	7,468.07	89,617
B basis	5,861.38	70,337	6,193.28	74,319	6,543.48	78,522	6,914.07	82,969	7,302.85	87,634
C basis	5,410.50	64,926	5,716.87	68,602	6,040.14	72,482	6,382.21	76,587	6,741.08	80,893
36G A basis	7,110.48	85,326	7,516.90	90,203	7,944.81	95,338	8,386.04	100,632	8,869.17	106,430
E basis	6,374.91	76,499	6,739.25	80,871	7,122.97	85,476	7,518.56	90,223	7,951.69	95,420
D basis	6,156.98	73,884	6,508.89	78,107	6,879.41	82,553	7,261.49	87,138	7,679.82	92,158
B basis	6,020.76	72,249	6,364.89	76,379	6,727.21	80,727	7,100.84	85,210	7,509.91	90,119
C basis	5,557.61	66,691	5,875.28	70,503	6,209.74	74,517	6,554.61	78,655	6,932.22	83,187
37G A basis	7,314.24	87,771	7,727.82	92,734	8,165.48	97,986	8,624.63	103,496	9,110.15	109,322
E basis	6,557.63	78,692	6,928.40	83,141	7,320.77	87,849	7,732.42	92,789	8,167.68	98,012
D basis	6,333.40	76,001	6,691.53	80,298	7,070.49	84,846	7,468.07	89,617	7,888.48	94,662
B basis	6,193.28	74,319	6,543.48	78,522	6,914.07	82,969	7,302.85	87,634	7,713.96	92,568
C basis	5,716.87	68,602	6,040.14	72,482	6,382.21	76,587	6,741.08	80,893	7,120.58	85,447
38G A basis	7,516.90	90,203	7,944.81	95,338	8,386.04	100,632	8,869.17	106,430	9,357.09	112,285
E basis	6,739.25	80,871	7,122.97	85,476	7,518.56	90,223	7,951.69	95,420	8,389.18	100,670
D basis	6,508.89	78,107	6,879.41	82,553	7,261.49	87,138	7,679.82	92,158	8,102.29	97,227
B basis	6,364.89	76,379	6,727.21	80,727	7,100.84	85,210	7,509.91	90,119	7,923.03	95,076
C basis	5,875.28	70,503	6,209.74	74,517	6,554.61	78,655	6,932.22	83,187	7,313.58	87,763
39G A basis	7,727.82	92,734	8,165.48	97,986	8,624.63	103,496	9,110.15	109,322	9,625.61	115,507
E basis	6,928.40	83,141	7,320.77	87,849	7,732.42	92,789	8,167.68	98,012	8,629.87	103,558
D basis	6,691.53	80,298	7,070.49	84,846	7,468.07	89,617	7,888.48	94,662	8,334.81	100,018
B basis	6,543.48	78,522	6,914.07	82,969	7,302.85	87,634	7,713.96	92,568	8,150.41	97,805
C basis	6,040.14	72,482	6,382.21	76,587	6,741.08	80,893	7,120.58	85,447	7,523.46	90,282
40G A basis	7,907.70	94,892	8,346.46	100,158	8,829.59	105,955	9,318.77	111,825	9,848.65	118,184
E basis	7,089.62	85,075	7,483.01	89,796	7,916.25	94,995	8,354.73	100,257	8,829.86	105,958
D basis	6,847.28	82,167	7,227.19	86,726	7,645.54	91,746	8,069.13	96,830	8,527.97	102,336
B basis	6,695.79	80,349	7,067.30	84,808	7,476.39	89,717	7,890.62	94,687	8,339.29	100,071
C basis	6,180.73	74,169	6,523.67	78,284	6,901.28	82,815	7,283.64	87,404	7,697.80	92,374

Effective July 1, rates reflect an increase of 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates. 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
41G	A basis	8,092.35	97,108	8,547.93	102,575	9,029.84	108,358	9,538.15	114,458	10,094.41	121,133
	E basis	7,255.18	87,062	7,663.61	91,963	8,095.66	97,148	8,551.40	102,617	9,050.15	108,602
	D basis	7,007.18	84,086	7,401.64	88,820	7,818.96	93,828	8,259.10	99,109	8,740.75	104,889
	B basis	6,852.15	82,226	7,237.89	86,855	7,645.98	91,752	8,076.37	96,916	8,547.38	102,569
	C basis	6,325.06	75,901	6,681.14	80,174	7,057.80	84,694	7,455.10	89,461	7,889.88	94,679
42G	A basis	8,309.34	99,712	8,788.88	105,467	9,275.59	111,307	9,803.09	117,637	10,376.15	124,514
	E basis	7,449.75	89,397	7,879.68	94,556	8,316.04	99,792	8,788.97	105,468	9,302.79	111,633
	D basis	7,195.06	86,341	7,610.30	91,324	8,031.74	96,381	8,488.51	101,862	8,984.72	107,817
	B basis	7,035.88	84,431	7,441.94	89,303	7,854.05	94,249	8,300.71	99,609	8,785.94	105,431
	C basis	6,494.65	77,936	6,869.47	82,434	7,249.89	86,999	7,662.19	91,946	8,110.10	97,321
43G	A basis	8,547.93	102,575	9,029.84	108,358	9,538.15	114,458	10,094.41	121,133	10,663.88	127,967
	E basis	7,663.61	91,963	8,095.66	97,148	8,551.40	102,617	9,050.15	108,602	9,560.75	114,729
	D basis	7,401.64	88,820	7,818.96	93,828	8,259.10	99,109	8,740.75	104,889	9,233.86	110,806
	B basis	7,237.89	86,855	7,645.98	91,752	8,076.37	96,916	8,547.38	102,569	9,029.57	108,355
	C basis	6,681.14	80,174	7,057.80	84,694	7,455.10	89,461	7,889.88	94,679	8,334.99	100,020
44G	A basis	8,788.88	105,467	9,275.59	111,307	9,803.09	117,637	10,376.15	124,514	10,959.98	131,520
	E basis	7,879.68	94,556	8,316.04	99,792	8,788.97	105,468	9,302.79	111,633	9,826.16	117,914
	D basis	7,610.30	91,324	8,031.74	96,381	8,488.51	101,862	8,984.72	107,817	9,490.25	113,883
	B basis	7,441.94	89,303	7,854.05	94,249	8,300.71	99,609	8,785.94	105,431	9,280.28	111,363
	C basis	6,869.47	82,434	7,249.89	86,999	7,662.19	91,946	8,110.10	97,321	8,566.42	102,797
45G	A basis	9,029.84	108,358	9,538.15	114,458	10,094.41	121,133	10,663.88	127,967	11,260.93	135,131
	E basis	8,095.66	97,148	8,551.40	102,617	9,050.15	108,602	9,560.75	114,729	10,095.97	121,152
	D basis	7,818.96	93,828	8,259.10	99,109	8,740.75	104,889	9,233.86	110,806	9,750.85	117,010
	B basis	7,645.98	91,752	8,076.37	96,916	8,547.38	102,569	9,029.57	108,355	9,535.13	114,422
	C basis	7,057.80	84,694	7,455.10	89,461	7,889.88	94,679	8,334.99	100,020	8,801.64	105,620
46G	A basis	9,102.98	109,236	9,614.86	115,378	10,175.89	122,111	10,752.54	129,030	11,351.96	136,224
	E basis	8,161.25	97,935	8,620.22	103,443	9,123.28	109,479	9,640.22	115,683	10,177.64	122,132
	D basis	7,882.24	94,587	8,325.53	99,906	8,811.30	105,736	9,310.64	111,728	9,829.65	117,956
	B basis	7,707.90	92,495	8,141.31	97,696	8,616.36	103,396	9,104.64	109,256	9,612.19	115,346
	C basis	7,114.97	85,380	7,515.06	90,181	7,953.57	95,443	8,404.28	100,851	8,872.80	106,474
47G	A basis	9,177.29	110,127	9,695.14	116,342	10,261.06	123,133	10,840.09	130,081	11,446.69	137,360
	E basis	8,227.93	98,735	8,692.20	104,306	9,199.58	110,395	9,718.71	116,625	10,262.53	123,150
	D basis	7,946.63	95,360	8,395.03	100,740	8,885.06	106,621	9,386.44	112,637	9,911.68	118,940
	B basis	7,770.83	93,250	8,209.29	98,511	8,688.49	104,262	9,178.78	110,145	9,692.39	116,309
	C basis	7,173.06	86,077	7,577.81	90,934	8,020.14	96,242	8,472.71	101,673	8,946.84	107,362
48G	A basis	9,254.01	111,048	9,774.35	117,292	10,342.53	124,110	10,928.83	131,146	11,540.20	138,482
	E basis	8,296.69	99,560	8,763.22	105,159	9,272.62	111,271	9,798.27	117,579	10,346.38	124,157
	D basis	8,013.04	96,156	8,463.61	101,563	8,955.61	107,467	9,463.28	113,559	9,992.65	119,912
	B basis	7,835.77	94,029	8,276.37	99,316	8,757.48	105,090	9,253.92	111,047	9,771.58	117,259
	C basis	7,233.02	86,796	7,639.72	91,677	8,083.82	97,006	8,542.07	102,505	9,019.93	108,239
49G	A basis	9,346.33	112,156	9,873.83	118,486	10,425.31	125,104	11,019.95	132,239	11,638.50	139,662
	E basis	8,379.45	100,553	8,852.42	106,229	9,346.82	112,162	9,879.94	118,559	10,434.49	125,214
	D basis	8,092.97	97,116	8,549.77	102,597	9,027.27	108,327	9,542.16	114,506	10,077.76	120,933
	B basis	7,913.92	94,967	8,360.61	100,327	8,827.56	105,931	9,331.05	111,973	9,854.79	118,257
	C basis	7,305.18	87,662	7,717.48	92,610	8,148.52	97,782	8,613.30	103,360	9,096.77	109,161

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 4%.

Pay Scale Group G, Pay Scale Levels 51-55

<u>A Basis annualized</u>	<u>E Basis annualized</u>	<u>D Basis annualized</u>	<u>B Basis annualized</u>	<u>C Basis annualized</u>
\$1,553.28 Annual	\$1,393.44 Annual	\$1,344.96 Annual	\$1,315.32 Annual	\$1,214.40 Annual
129.44 Monthly	116.12 Monthly	112.08 Monthly	109.61 Monthly	101.20 Monthly

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>	<u>E Basis annualized</u>	<u>D Basis annualized</u>	<u>B Basis annualized</u>	<u>C Basis annualized</u>
\$2,329.92 Annual	\$2,090.16 Annual	\$2,017.44 Annual	\$1,973.04 Annual	\$1,821.60 Annual
194.16 Monthly	174.18 Monthly	168.12 Monthly	164.42 Monthly	151.80 Monthly

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 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates.

Pay Scale Group/ Basis	Pay Scale Level											
	1	2	3	4	5	6	7	8	9	10	11	12
A basis	\$65,789	75,643	87,038	100,043	115,033	120,802	125,607	130,671	134,584	148,956	154,926	160,896
	5,482.42	6,303.61	7,253.16	8,336.90	9,586.11	10,066.85	10,467.29	10,889.24	11,215.35	12,413.02	12,910.49	13,408.02
B basis	\$55,707	\$64,050	\$73,698	\$84,711	\$97,404	\$102,288	\$106,357	\$110,645	\$113,958	\$126,128	\$131,182	\$136,238
	4,642.23	5,337.54	6,141.54	7,059.22	8,116.98	8,524.04	8,863.08	9,220.39	9,496.53	10,510.64	10,931.86	11,353.16
E basis	\$58,984	\$67,818	\$78,034	\$89,694	\$103,133	\$108,305	\$112,613	\$117,153	\$120,662	\$133,547	\$138,899	\$144,252
	4,915.30	5,651.52	6,502.81	7,474.46	8,594.45	9,025.45	9,384.43	9,762.76	10,055.15	11,128.90	11,574.91	12,020.99

PAY SCALE GROUP 03J AND 04J: 2014-2015 rates increased by 4%.

Pay Scale Group/ Basis	Pay Scale Level					
	1	2	3	4	5	6
03J A basis Director, Student Medical Services (0088)	\$165,486	13,790.47	174,132	14,510.97	183,167	15,263.91
04J A basis Local Instructional Area Superintendent (0006)	\$161,472	13,455.98	169,773	14,147.73	178,088	14,840.70
04J E basis	\$144,768	12,063.96	152,210	12,684.17	159,666	13,305.47

**CONTRACT MANAGEMENT FLAT RATES/EXECUTIVE FLAT RATES:
 2014-2015 rates increased by 4%.**

	Annual (A-Basis)
Executive Director, Student Health and Human Services (0083).....	142,567 11,880.65
Executive Director, Student Integration Services (0054).....	142,567 11,880.62
Chief of Professional Learning and Leadership Development (0038).....	145,600 12,133.34
Executive Officer, Educational Services (0032).....	145,600 12,133.34
Executive Director, Adult and Career Education (0019).....	145,600 12,133.34
Deputy Director, Extended Day Programs (0053).....	145,683 12,140.26
Executive Director, Federal and State Education Programs (0537).....	146,488 12,207.35
Executive Director of Curriculum and Instruction (0015).....	148,512 12,376.00
Executive Director, Multilingual and Multicultural Education (0036).....	148,512 12,376.00
Executive Director, Early Childhood Education (0048).....	148,512 12,376.00
Executive Director, Extended Day Programs (0049).....	150,620 12,551.68
Executive Director, Arts Education Program (0034).....	153,718 12,809.86
Assistant Superintendent, School Operations (0009).....	160,330 13,360.88
Chief of School Choice (0035).....	165,880 13,823.34
Chief Academic Officer (0014).....	171,080 14,256.67
Chief Executive Officer, Parent, Community, and Student Services (0020)...	178,088 14,840.72
Chief Executive Officer, Educational Services (0031).....	195,842 16,320.23
Chief Labor Negotiator (0011).....	218,400 18,200.00
Deputy Superintendent of Instruction (0004).....	260,000 21,666.67
Chief Deputy Superintendent of School (0005).....	286,000 23,833.34
General Superintendent (0001).....	300,000 25,000.00

Note: 1. 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.
- D basis annualized: 226 paid days; 1,808 hours annual.
- B basis annualized: 221 paid days; 1,768 hours annual.
- C basis annualized: 204 paid days; 1,632 hours annual.

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 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates.

Area Out-of-School Program Supervisor (8480)	\$22.65842 /hour
Lifeguard (8434)	\$14.33583 /hour
Playground Program Specialist (Seasonal) (8483)	\$18.39672 /hour
Pool Supervisor (8431)	\$18.63100 /hour
Recreation Director, Winter Sports Facility (8412)	\$23.33895 /hour
Senior Out-of-School Program Supervisor (8482)	\$18.39672 /hour
Senior Pool Supervisor (8430)	\$19.65738 /hour
Senior Swimming Instructor, Recreation (8432)	\$16.75674 /hour
Swimming Instructor, Recreation (8433)	\$15.11677 /hour
Traveling Out-of-School Program Supervisor (8481)	\$20.41601 /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% over the 2013-2014 rates.

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 4% (effective July 1, 2014 to December 31, 2014) over the 2013-2014 rates.

a. Medical Expert A (8021) (Same rate as Chest Specialist)	\$77.34655 /hour
Medical Expert B (8022) (90% of Medical Expert A)	69.61190 /hour
b. Medical Expert X 1st rate (8029)	33.46886 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) - Step 1	\$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

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

Counseling Assistant (0956)	\$14.33583 /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.