



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

Preparation Salary (T) Table (Regular Credentials): 2015-2016 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015. This table applies only to employees holding regular credentials (i.e., non-emergency, non-intern) and a Bachelor's Degree, or possession of certain vocational or industrial arts credentials.

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

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

* A point is a semester unit (or 1.5 quarter units) as defined by the University of California, or its equivalent, as established by the Board of Education.
[^] Rating-in limit is Pay Scale Group 27, Pay Scale Level 10.
 Annual amounts are rounded to the nearest whole number. To obtain the actual annual amount multiply the respective basis monthly payment rate by 12.

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

(T) Salary Table

Degree Differentials:

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

Maximum Rates With Career Increments:

First Career Increment (completed 27T14)*

Pay Scale Group C1, Pay Scale Level 15-19

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

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

Pay Scale Group C2, Pay Scale Level 20-24

		<u>2nd CI & MA</u>	<u>2nd CI & DR</u>
C Basis	83,434	84,018	84,602
	6,952.81		
B Basis	90,387	91,019	91,652
	7,532.21		
A Basis	106,795	107,542	108,289
	8,899.60		

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

Pay Scale Group C3, Pay Scale Level 25-29

		<u>3rd CI & MA</u>	<u>3rd CI & DR</u>
C Basis	85,641	86,225	86,809
	7,136.77		
B Basis	92,778	93,410	94,043
	7,731.50		
A Basis	109,621	110,368	111,115
	9,135.06		

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

Pay Scale Group C4, Pay Scale Level 30+

		<u>4th CI & MA</u>	<u>4th CI & DR</u>
C Basis	87,085	87,669	88,253
	7,257.10		
B Basis	94,342	94,974	95,607
	7,861.84		
A Basis	111,469	112,216	112,963
	9,289.08		

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

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

- C Basis annualized = 204 paid days or equivalent hours; 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).
- B Basis annualized = 221 paid days or equivalent hours; 1,768 hours annual.
- A Basis annualized = 262 paid days or equivalent hours; 2,096 hours annual.

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

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



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

Preparation Salary (L) Table (Alternative Certification): 2015-2016 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015. This table applies only to employees who hold a Bachelor's degree and alternative certification (i.e., emergency, intern), not regular credentials.

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

Additional Pay Scale Levels

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

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

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

Los Angeles Unified School District

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

(L) Salary Table

Degree Differentials:

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

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

First Career Increment (completed 27L14)*

Pay Scale Group C1, Pay Scale Level 15-19

		<u>1st CI & MA</u>	<u>1st CI & DR</u>
C Basis	79,090	79,674	80,258
	6,590.84		
B Basis	85,681	86,313	86,946
	7,140.09		
A Basis	101,235	101,982	102,729
	8,436.28		

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

Pay Scale Group C2, Pay Scale Level 20-24

		<u>2nd CI & MA</u>	<u>2nd CI & DR</u>
C Basis	79,699	80,283	80,867
	6,641.56		
B Basis	86,340	86,972	86,972
	7,195.03		
A Basis	102,014	102,761	103,508
	8,501.20		

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

Pay Scale Group C3, Pay Scale Level 25-29

		<u>3rd CI & MA</u>	<u>3rd CI & DR</u>
C Basis	81,071	81,655	82,239
	6,755.92		
B Basis	87,827	88,459	89,092
	7,318.91		
A Basis	103,771	104,518	105,265
	8,647.58		

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

Pay Scale Group C4, Pay Scale Level 30+

		<u>4th CI & MA</u>	<u>4th CI & DR</u>
C Basis	82,467	83,051	83,635
	6,872.26		
B Basis	89,339	89,971	90,604
	7,444.95		
A Basis	105,558	106,305	107,052
	8,796.49		

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

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

- C Basis annualized = 204 paid days or equivalent hours; 1,224 hours annual (6 hours); 1,632 hours annual (8 hours).
- B Basis annualized = 221 paid days or equivalent hours; 1,768 hours annual.
- A Basis annualized = 262 paid days or equivalent hours; 2,096 hours annual.

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

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

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

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



Los Angeles Unified School District

2015-2016 RATES FOR DAY-TO-DAY SUBSTITUTES

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

Employees Serving in place of Preparation Salary Table employees:

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

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

SUMMER SCHOOL/INTERSESSION

	<u>Base Hourly Rate</u>	<u>6-Hour Day</u>	<u>4-Hour Day</u>	<u>3-Hour Day</u>
Daily Base Rate	\$34.76470	\$208.59	\$139.06	\$104.29
Day-to-Day Substitute, Extended Rate	\$46.91644	\$281.50	\$187.67	\$140.75

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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



Los Angeles Unified School District

2015-2016 ADULT HOURLY RATE (THR) SCHEDULE

FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES

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

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

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

2015-2016 FLAT HOURLY RATES

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

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

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

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

2015-2016 REGULAR (HOURLY) SCHEDULE RATES

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

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

Los Angeles Unified School District

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

2015-2016 DIFFERENTIAL SALARY RATES

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

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

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

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

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

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

Table 1: Bilingual Master Plan Differentials, Maximum Semester Rates

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

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

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

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

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

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

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

Los Angeles Unified School District

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

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

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

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

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

Table 5: One-time Stipends

Wage Type

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

5. DIFFERENTIALS, COORDINATING, EARLY CHILDHOOD CENTER

Wage Type

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

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

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

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

Los Angeles Unified School District

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

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

Differential, Activity (Activity and Coaching):

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

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

10. OTHER DIFFERENTIALS:

2015-2016 rates

Differential, Instructional Coach (1322)*	\$1.25 Hourly Rate
Differential, Library Media Teacher (1386)	500 per semester
Differential, Professional Dev. (Delta) Coach (1408)	541 per semester
Differential, Support Provider (1432)	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:

2015-2016 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

2015-2016 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

2015-2016

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

PHYSICIANS & DENTISTS SALARY (J) TABLE: Rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015.

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	\$69,595.92	\$108,987	72.38021	113,347	75.25810	117,854
		C basis		85,185		88,593		92,116
School Physician	11J	A basis	71.66658	112,230	74.59127	116,810	77.52766	121,408
School Pediatrician	11J	C basis		87,720		91,300		94,894
-----	12J	A basis	73.83085	115,619	76.77894	120,236	79.84402	125,036
		C basis		90,369		93,977		97,729
Senior Physician	13J	A basis	76.05362	119,100	79.09530	123,863	82.27736	128,846
		C basis		93,090		96,813		100,707

CHEST SPECIALIST AND PSYCHIATRIST: Rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015.

Chest Specialist (0498)	\$81.10748
Psychiatrist (0495)	121.27595

* District-represented classes.



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

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

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

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

Los Angeles Unified School District

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

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

Los Angeles Unified School District

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

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

Los Angeles Unified School District

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



Los Angeles Unified School District

2015-2016 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, 2016 to June 30, 2016) over the rates effective July 1, 2015 to December 31, 2015. These rates are based on the new Agreement approved on June 9, 2015. 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	5,069.86	\$60,838	5,361.25	64,335	5,652.55	67,831	5,974.47	71,694	6,301.45	75,617	
24G A basis	5,372.66	64,472	5,676.74	68,121	5,988.40	71,861	6,328.15	75,938	6,675.40	80,105	
26G A basis	5,692.03	68,304	6,011.32	72,136	6,343.36	76,120	6,704.76	80,457	7,074.91	84,899	
30G A basis	6,387.91	76,655	6,740.32	80,884	7,118.20	85,418	7,522.80	90,274	7,943.84	95,326	
32G A basis	6,768.32	81,220	7,137.32	85,648	7,541.81	90,502	7,970.57	95,647	8,418.43	101,021	
33G A basis	6,966.81	83,602	7,345.95	88,151	7,761.92	93,143	8,200.83	98,410	8,665.28	103,983	
E basis	6,246.06	74,953	6,586.02	79,032	6,959.01	83,508	7,352.48	88,230	7,768.86	93,226	
B basis	5,899.10	70,789	6,220.14	74,642	6,572.36	78,868	6,944.00	83,328	7,337.27	88,047	
C basis	5,445.27	65,343	5,741.66	68,900	6,066.79	72,801	6,409.84	76,918	6,772.85	81,274	
34G A basis	7,144.93	85,739	7,545.69	90,548	7,976.99	95,724	8,431.10	101,173	8,899.34	106,792	
E basis	6,405.74	76,869	6,765.11	81,181	7,151.75	85,821	7,558.95	90,707	7,978.76	95,745	
B basis	6,049.93	72,599	6,389.28	76,671	6,754.47	81,054	7,138.97	85,668	7,535.47	90,426	
C basis	5,584.54	67,014	5,897.78	70,773	6,234.90	74,819	6,589.82	79,078	6,955.80	83,470	
35G A basis	7,345.95	88,151	7,761.92	93,143	8,200.83	98,410	8,665.28	103,983	9,152.52	109,830	
E basis	6,586.02	79,032	6,959.01	83,508	7,352.48	88,230	7,768.86	93,226	8,205.71	98,469	
D basis	6,360.87	76,330	6,721.06	80,653	7,101.11	85,213	7,503.26	90,039	7,925.18	95,102	
B basis	6,220.14	74,642	6,572.36	78,868	6,944.00	83,328	7,337.27	88,047	7,749.85	92,998	
C basis	5,741.66	68,900	6,066.79	72,801	6,409.84	76,918	6,772.85	81,274	7,153.69	85,844	
36G A basis	7,545.69	90,548	7,976.99	95,724	8,431.10	101,173	8,899.34	106,792	9,412.03	112,944	
E basis	6,765.11	81,181	7,151.75	85,821	7,558.95	90,707	7,978.76	95,745	8,438.39	101,261	
D basis	6,533.83	78,406	6,907.29	82,887	7,300.49	87,606	7,705.95	92,471	8,149.89	97,799	
B basis	6,389.28	76,671	6,754.47	81,054	7,138.97	85,668	7,535.47	90,426	7,969.58	95,635	
C basis	5,897.78	70,773	6,234.90	74,819	6,589.82	79,078	6,955.80	83,470	7,356.53	88,278	
37G A basis	7,761.92	93,143	8,200.83	98,410	8,665.28	103,983	9,152.52	109,830	9,667.76	116,013	
E basis	6,959.01	83,508	7,352.48	88,230	7,768.86	93,226	8,205.71	98,469	8,667.60	104,011	
D basis	6,721.06	80,653	7,101.11	85,213	7,503.26	90,039	7,925.18	95,102	8,371.32	100,456	
B basis	6,572.36	78,868	6,944.00	83,328	7,337.27	88,047	7,749.85	92,998	8,186.11	98,233	
C basis	6,066.79	72,801	6,409.84	76,918	6,772.85	81,274	7,153.69	85,844	7,556.42	90,677	
38G A basis	7,976.99	95,724	8,431.10	101,173	8,899.34	106,792	9,412.03	112,944	9,929.81	119,158	
E basis	7,151.75	85,821	7,558.95	90,707	7,978.76	95,745	8,438.39	101,261	8,902.66	106,832	
D basis	6,907.29	82,887	7,300.49	87,606	7,705.95	92,471	8,149.89	97,799	8,598.22	103,179	
B basis	6,754.47	81,054	7,138.97	85,668	7,535.47	90,426	7,969.58	95,635	8,407.98	100,896	
C basis	6,234.90	74,819	6,589.82	79,078	6,955.80	83,470	7,356.53	88,278	7,761.23	93,135	
39G A basis	8,200.83	98,410	8,665.28	103,983	9,152.52	109,830	9,667.76	116,013	10,214.77	122,577	
E basis	7,352.48	88,230	7,768.86	93,226	8,205.71	98,469	8,667.60	104,011	9,158.09	109,897	
D basis	7,101.11	85,213	7,503.26	90,039	7,925.18	95,102	8,371.32	100,456	8,844.97	106,140	
B basis	6,944.00	83,328	7,337.27	88,047	7,749.85	92,998	8,186.11	98,233	8,649.28	103,791	
C basis	6,409.84	76,918	6,772.85	81,274	7,153.69	85,844	7,556.42	90,677	7,983.96	95,808	
40G A basis	8,391.71	100,701	8,857.33	106,288	9,370.03	112,440	9,889.16	118,670	10,451.46	125,418	
E basis	7,523.56	90,283	7,941.03	95,292	8,400.79	100,809	8,866.11	106,393	9,370.32	112,444	
D basis	7,266.39	87,197	7,669.54	92,034	8,113.51	97,362	8,563.02	102,756	9,049.95	108,599	
B basis	7,105.63	85,268	7,499.88	89,999	7,934.01	95,208	8,373.59	100,483	8,849.72	106,197	
C basis	6,559.04	78,708	6,922.96	83,076	7,323.70	87,884	7,729.46	92,754	8,168.98	98,028	

Rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the rates effective July 1, 2015 to December 31, 2015. These rates are based on the new Agreement approved on June 9, 2015. 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	8,587.67	103,052	9,071.14	108,854	9,582.54	114,990	10,121.96	121,464	10,712.27	128,547
	E basis	7,699.26	92,391	8,132.68	97,592	8,591.17	103,094	9,074.82	108,898	9,604.09	115,249
	D basis	7,436.08	89,233	7,854.67	94,256	8,297.55	99,571	8,764.63	105,176	9,275.76	111,309
	B basis	7,271.55	87,259	7,680.91	92,171	8,113.98	97,368	8,570.71	102,849	9,070.55	108,847
	C basis	6,712.20	80,546	7,090.08	85,081	7,489.80	89,878	7,911.41	94,937	8,372.80	100,474
42G	A basis	8,817.94	105,815	9,326.83	111,922	9,843.33	118,120	10,403.11	124,837	11,011.25	132,135
	E basis	7,905.74	94,869	8,361.98	100,344	8,825.05	105,901	9,326.93	111,923	9,872.20	118,466
	D basis	7,635.45	91,625	8,076.12	96,913	8,523.34	102,280	9,008.08	108,097	9,534.65	114,416
	B basis	7,466.53	89,598	7,897.45	94,769	8,334.78	100,017	8,808.77	105,705	9,323.71	111,885
	C basis	6,892.17	82,706	7,289.94	87,479	7,693.65	92,324	8,131.17	97,574	8,606.51	103,278
43G	A basis	9,071.14	108,854	9,582.54	114,990	10,121.96	121,464	10,712.27	128,547	11,316.59	135,799
	E basis	8,132.68	97,592	8,591.17	103,094	9,074.82	108,898	9,604.09	115,249	10,145.95	121,751
	D basis	7,854.67	94,256	8,297.55	99,571	8,764.63	105,176	9,275.76	111,309	9,799.05	117,589
	B basis	7,680.91	92,171	8,113.98	97,368	8,570.71	102,849	9,070.55	108,847	9,582.25	114,987
	C basis	7,090.08	85,081	7,489.80	89,878	7,911.41	94,937	8,372.80	100,474	8,845.15	106,142
44G	A basis	9,326.83	111,922	9,843.33	118,120	10,403.11	124,837	11,011.25	132,135	11,630.82	139,570
	E basis	8,361.98	100,344	8,825.05	105,901	9,326.93	111,923	9,872.20	118,466	10,427.59	125,131
	D basis	8,076.12	96,913	8,523.34	102,280	9,008.08	108,097	9,534.65	114,416	10,071.13	120,854
	B basis	7,897.45	94,769	8,334.78	100,017	8,808.77	105,705	9,323.71	111,885	9,848.31	118,180
	C basis	7,289.94	87,479	7,693.65	92,324	8,131.17	97,574	8,606.51	103,278	9,090.76	109,089
45G	A basis	9,582.54	114,990	10,121.96	121,464	10,712.27	128,547	11,316.59	135,799	11,950.19	143,402
	E basis	8,591.17	103,094	9,074.82	108,898	9,604.09	115,249	10,145.95	121,751	10,713.93	128,567
	D basis	8,297.55	99,571	8,764.63	105,176	9,275.76	111,309	9,799.05	117,589	10,347.69	124,172
	B basis	8,113.98	97,368	8,570.71	102,849	9,070.55	108,847	9,582.25	114,987	10,118.76	121,425
	C basis	7,489.80	89,878	7,911.41	94,937	8,372.80	100,474	8,845.15	106,142	9,340.36	112,084
46G	A basis	9,660.15	115,922	10,203.37	122,440	10,798.74	129,585	11,410.68	136,928	12,046.79	144,561
	E basis	8,660.79	103,929	9,147.84	109,774	9,681.71	116,181	10,230.27	122,763	10,800.59	129,607
	D basis	8,364.69	100,376	8,835.12	106,021	9,350.63	112,208	9,880.53	118,566	10,431.30	125,176
	B basis	8,179.69	98,156	8,639.62	103,675	9,143.75	109,725	9,661.91	115,943	10,200.53	122,406
	C basis	7,550.47	90,606	7,975.04	95,700	8,440.39	101,285	8,918.70	107,024	9,415.90	112,991
47G	A basis	9,739.02	116,868	10,288.56	123,463	10,889.12	130,669	11,503.59	138,043	12,147.31	145,768
	E basis	8,731.55	104,779	9,224.23	110,691	9,762.66	117,152	10,313.57	123,763	10,890.68	130,688
	D basis	8,433.02	101,196	8,908.87	106,906	9,428.90	113,147	9,960.96	119,532	10,518.35	126,220
	B basis	8,246.48	98,958	8,711.77	104,541	9,220.30	110,644	9,740.60	116,887	10,285.64	123,428
	C basis	7,612.11	91,345	8,041.64	96,500	8,511.03	102,132	8,991.30	107,896	9,494.47	113,934
48G	A basis	9,820.43	117,845	10,372.62	124,471	10,975.58	131,707	11,597.77	139,173	12,246.55	146,959
	E basis	8,804.51	105,654	9,299.60	111,595	9,840.17	118,082	10,398.00	124,776	10,979.67	131,756
	D basis	8,503.51	102,042	8,981.65	107,780	9,503.76	114,045	10,042.51	120,510	10,604.28	127,251
	B basis	8,315.39	99,785	8,782.95	105,395	9,293.51	111,522	9,820.34	117,844	10,369.68	124,436
	C basis	7,675.73	92,109	8,107.33	97,288	8,578.62	102,943	9,064.91	108,779	9,572.03	114,864
49G	A basis	9,918.41	119,021	10,478.19	125,738	11,063.43	132,761	11,694.46	140,334	12,350.87	148,210
	E basis	8,892.34	106,708	9,394.26	112,731	9,918.93	119,027	10,484.67	125,816	11,073.16	132,878
	D basis	8,588.33	103,060	9,073.09	108,877	9,579.82	114,958	10,126.21	121,515	10,694.61	128,335
	B basis	8,398.31	100,780	8,872.35	106,468	9,367.87	112,414	9,902.18	118,826	10,457.99	125,496
	C basis	7,752.32	93,028	8,189.86	98,278	8,647.27	103,767	9,140.51	109,686	9,653.57	115,843

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>	<u>E Basis annualized</u>	<u>D Basis annualized</u>	<u>B Basis annualized</u>	<u>C Basis annualized</u>
\$1,648.32 Annual 137.36 Monthly	\$1,478.76 Annual 123.23 Monthly	\$1,427.28 Annual 118.94 Monthly	\$1,395.84 Annual 116.32 Monthly	\$1,288.68 Annual 107.39 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>
\$2,472.48 Annual 206.04 Monthly	\$2,218.20 Annual 184.85 Monthly	\$2,140.92 Annual 178.41 Monthly	\$2,093.76 Annual 174.48 Monthly	\$1,933.08 Annual 161.09 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): 2014-2015 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015.

Pay Scale Group/ Basis	Pay Scale Level											
	1	2	3	4	5	6	7	8	9	10	11	12
A basis	\$69,816	80,273	92,365	106,166	122,074	128,196	133,296	138,669	142,822	158,074	164,409	170,744
	5,817.99	6,689.44	7,697.10	8,847.18	10,172.86	10,683.02	11,107.97	11,555.74	11,901.82	13,172.80	13,700.71	14,228.69
B basis	\$59,116	\$67,971	\$78,209	\$89,896	\$103,366	\$108,549	\$112,867	\$117,417	\$120,933	\$133,848	\$139,212	\$144,577
	4,926.37	5,664.24	6,517.45	7,491.30	8,613.81	9,045.78	9,405.57	9,784.76	10,077.79	11,153.98	11,600.98	12,048.06
E basis	\$62,594	\$71,969	\$82,810	\$95,184	\$109,446	\$114,935	\$119,506	\$124,324	\$128,047	\$141,721	\$147,401	\$153,081
	5,216.16	5,997.44	6,900.84	7,931.96	9,120.50	9,577.88	9,958.83	10,360.32	10,670.61	11,810.08	12,283.39	12,756.77

PAY SCALE GROUP 02J : 2015-2016 rates increased

02J A basis Associate Superintendent, Special Education (0064)	Pay Scale Level				
	1	2	3	4	5
	163,600	172,107	181,056	190,472	200,376
	13,633.32	14,342.25	15,088.04	15,872.63	16,698.00

PAY SCALE GROUP 03J : 2015-2016 rates

03J A basis Director, Student Medical Services (0088)	Pay Scale Level		
	1	2	3
	175,615	184,790	194,378
	14,634.56	15,399.15	16,198.18

PAY SCALE GROUP 04J: 2015-2016 rates

04J A basis Local District Superintendent (0006)	Pay Scale Level				
	1	2	3	4	5
	181,720	191,442	201,685	212,475	223,842
	15,143.37	15,953.53	16,807.06	17,706.23	18,653.52

CONTRACT MANAGEMENT FLAT RATES/EXECUTIVE FLAT RATES:

2015-2016 rates increased by 2%.

	<u>Annual</u>	<u>(A-Basis)</u>
Executive Director, Student Health and Human Services (0083).....	151,294	12,607.84
Executive Director, Student Integration Services (0054).....	151,293	12,607.80
Chief of Professional Learning and Leadership Development (0038).....	154,512	12,876.00
Executive Officer, Educational Services (0032).....	154,512	12,876.00
Executive Director, Adult and Career Education (0019).....	154,512	12,876.00
Executive Director, Federal and State Education Programs (0537).....	155,454	12,954.54
Executive Director, Multilingual and Multicultural Education (0036).....	157,602	13,133.51
Executive Director, Extended Day Programs (0049).....	159,839	13,319.94
Executive Director, Arts Education Program (0034).....	163,127	13,593.93
Assistant Superintendent, School Operations (0009).....	170,144	14,178.67
Chief of School Choice (0035).....	176,033	14,669.45
Chief Executive Officer, Parent, Community, and Student Services (0020).....	188,989	15,749.09
Chief Executive Officer, Educational Services (0031).....	207,829	17,319.15
Chief Academic Officer (0014).....	255,000	21,250.01
Deputy Superintendent of Instruction (0004).....	275,914	22,992.84
General Superintendent (0001).....	350,000	29,166.67

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

A basis annualized:	E basis annualized:	D basis annualized:	B basis annualized:	C basis annualized:
262 paid days; 2,096 hours	234 paid days; 1,872 hours	226 paid days; 1,808 hours	221 paid days; 1,768 hours	204 paid days; 1,632 hours

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



Los Angeles Unified School District

2015-2016 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 2015, the average hourly rate for employees on the Teacher Preparation (T/L) Salary Table is \$61.02 and average annual salary is \$74,690 for the 2015-16 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: 2016-2017 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015.

Area Out-of-School Program Supervisor (8480)	\$24.04530 /hour
Lifeguard (8434)	\$15.21330 /hour
Playground Program Specialist (Seasonal) (8483)	\$19.52274 /hour
Pool Supervisor (8431)	\$19.77136 /hour
Recreation Director, Winter Sports Facility (8412)	\$24.76748 /hour
Senior Out-of-School Program Supervisor (8482)	\$19.52274 /hour
Senior Pool Supervisor (8430)	\$20.86057 /hour
Senior Swimming Instructor, Recreation (8432)	\$17.78238 /hour
Swimming Instructor, Recreation (8433)	\$16.04204 /hour
Traveling Out-of-School Program Supervisor (8481)	\$21.66564 /hour

3.b. Classes represented by SEIU, Local 99, Bargaining Unit G (Playground Aides): rates increased by 2% over the 2014-2015 rates.

Out-of-School Program Helper (8486)	\$13.00000 /hour (a)
Out-of-School Program Supervisor (8484)	15.97992 /hour
Out-of-School Program Worker (8485)	13.74119 /hour
School Supervision Aide (8447)	13.00000 /hour

Los Angeles Unified School District

2015-2016 RATES (Continued)

4. Community Representatives: rates increased by 2% over the 2014-2015 rates.

Community Representative A (8100)	13.00000 /hour (a)
Community Representative C (8102)	14.60139 /hour
Community Representative D (8103)	17.83266 /hour
Community Representative E (8104)	20.84337 /hour

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

5. Forum Lecturers: 2015-2016 rates.

Forum Lecturers (8010 - 8019)	\$15 to \$100/meeting
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6. Student Employees: 2015-2016 rates.

Student Aide (8686)	\$10.00000 /hour (a)
Student Aide C (8624)	10.00000 /hour
Student Worker A (8621)	10.00000 /hour (a)
Student Worker (YSA) I (8626)	10.00000 /hour

7. Elected and Appointed Officers : 2015-2016 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: 2016-2017 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015.

a. Medical Expert A (8021) (Same rate as Chest Specialist)	\$82.08078 /hour
Medical Expert B (8022) (90% of Medical Expert A)	73.87270 /hour
b. Medical Expert X 1st rate (8029)	35.51742 or more

9. Miscellaneous: 2015-2016 rates.

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

a Effective 1/1/16, state minimum hourly wage increased to \$10.00, 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

2015-2016 RATES (Continued)

10. District-Sponsored Training Rates: 2015-2016 rates.

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

Wage Type

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

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

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

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

CERTIFICATED TEACHER/COUNSELING ASSISTANTS

Teacher Assistants: rates increased by 2% over the 2014-2015 rates.

Teacher Assistant - Degree Track - New (0953)	\$13.00000 /hour
(0953 Step 2)	\$13.65000
Teacher Assistant - Non Degree Track (0954)	14.29260 /hour
Teacher Assistant - Degree Track - Continuing (0955)	14.29260 /hour
(0955 Step 2)	\$15.00723

Counseling Assistants: 2016-2017 rates reflect an increase of 2% (effective January 1, 2016 to June 30, 2016) over the 2% increase effective July 1, 2015.

Counseling Assistant (0956)	\$15.21330 /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.