



**Los Angeles Unified School District
2015-2016 PREPARATION SALARY (T) TABLE (July 1, 2015 - December 31, 2015)**

Preparation Salary (T) Table (Regular Credentials): 2015-2016 rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the Final 2014-2015 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	49,380	49,439	49,965	50,492	50,550	50,632	52,083	53,300	55,136	56,704
		4,115.03	4,119.92	4,163.78	4,207.66	4,212.53	4,219.35	4,340.23	4,441.63	4,594.69	4,725.33
	B Basis	53,496	53,559	54,129	54,700	54,763	54,852	56,423	57,741	59,731	61,429
		4,457.96	4,463.24	4,510.76	4,558.30	4,563.58	4,570.97	4,701.92	4,811.77	4,977.58	5,119.10
	A Basis	63,207	63,282	63,956	64,629	64,704	64,809	66,666	68,223	70,574	72,581
		5,267.25	5,273.48	5,329.64	5,385.79	5,392.04	5,400.77	5,555.52	5,685.29	5,881.20	6,048.42
21 (+ 14 points)	C Basis	49,439	49,965	50,492	50,550	50,632	52,586	53,300	55,686	57,289	59,196
		4,119.92	4,163.78	4,207.66	4,212.53	4,219.35	4,382.16	4,441.63	4,640.51	4,774.07	4,932.98
	B Basis	53,559	54,129	54,700	54,763	54,852	56,968	57,741	60,327	62,063	64,129
		4,463.24	4,510.76	4,558.30	4,563.58	4,570.97	4,747.35	4,811.77	5,027.22	5,171.91	5,344.07
	A Basis	63,282	63,956	64,629	64,704	64,809	67,310	68,223	71,278	73,330	75,771
		5,273.48	5,329.64	5,385.79	5,392.04	5,400.77	5,609.16	5,685.29	5,939.84	6,110.81	6,314.21
22 (+ 28 points)	C Basis	49,965	50,024	50,550	50,632	52,352	54,388	56,224	57,862	59,523	62,272
		4,163.78	4,168.67	4,212.53	4,219.35	4,362.67	4,532.30	4,685.36	4,821.84	4,960.27	5,189.37
	B Basis	54,129	54,192	54,763	54,763	54,852	56,715	58,920	60,910	62,684	64,484
		4,510.76	4,516.04	4,563.58	4,570.97	4,726.21	4,909.98	5,075.80	5,223.66	5,373.63	5,621.83
	A Basis	63,956	64,031	64,704	64,809	67,011	69,616	71,967	74,064	76,190	79,709
		5,329.64	5,335.89	5,392.04	5,400.77	5,584.21	5,801.33	5,997.26	6,171.97	6,349.14	6,642.40
23 (+ 42 points)	C Basis	50,024	50,550	50,632	52,352	54,154	56,259	58,423	60,097	61,851	65,571
		4,168.67	4,212.53	4,219.35	4,362.67	4,512.80	4,688.28	4,868.62	5,008.05	5,154.27	5,464.29
	B Basis	54,192	54,763	54,852	56,715	58,666	60,948	63,292	65,105	67,006	71,036
		4,516.04	4,563.58	4,570.97	4,726.21	4,888.86	5,078.98	5,274.35	5,425.38	5,583.81	5,919.66
	A Basis	64,031	64,704	64,809	67,011	69,316	72,012	74,782	76,924	79,170	83,931
		5,335.89	5,392.04	5,400.77	5,584.21	5,776.37	6,000.99	6,231.85	6,410.30	6,597.49	6,994.29
24 (+ 56 points)	C Basis	50,550	50,632	52,352	54,154	56,259	58,459	60,705	62,448	64,589	68,765
		4,212.53	4,219.35	4,362.67	4,512.80	4,688.28	4,871.56	5,058.74	5,204.00	5,382.41	5,730.44
	B Basis	54,763	54,852	56,715	58,666	60,948	63,330	65,764	67,652	69,971	74,496
		4,563.58	4,570.97	4,726.21	4,888.86	5,078.98	5,277.51	5,480.30	5,637.65	5,830.94	6,207.99
	A Basis	64,704	64,809	67,011	69,316	72,012	74,827	77,702	79,933	82,674	88,020
		5,392.04	5,400.77	5,584.21	5,776.37	6,000.99	6,235.60	6,475.17	6,661.11	6,889.48	7,334.96
25 (+ 70 points)	C Basis	50,632	52,352	53,849	56,938	59,149	61,465	63,056	65,010	67,537	72,029
		4,219.35	4,362.67	4,487.44	4,744.83	4,929.08	5,122.09	5,254.69	5,417.50	5,628.07	6,002.45
	B Basis	54,852	56,715	58,337	61,683	64,078	66,587	68,311	70,427	73,165	78,032
		4,570.97	4,726.21	4,861.41	5,140.22	5,339.82	5,548.94	5,692.58	5,868.95	6,097.09	6,502.63
	A Basis	64,809	67,011	68,927	72,881	75,711	78,675	80,712	83,213	86,447	92,198
		5,400.77	5,584.21	5,743.93	6,073.38	6,309.22	6,556.28	6,726.01	6,934.40	7,203.93	7,683.13
26 (+ 84 points)	C Basis	52,586	54,107	55,686	59,207	61,512	63,922	65,525	67,806	70,497	75,223
		4,382.16	4,508.91	4,640.51	4,933.95	5,126.01	5,326.83	5,460.40	5,650.50	5,874.73	6,268.58
	B Basis	56,968	58,616	60,327	64,141	66,638	69,249	70,985	73,457	76,371	81,492
		4,747.35	4,884.64	5,027.22	5,345.12	5,553.17	5,770.73	5,915.43	6,121.38	6,364.29	6,790.98
	A Basis	67,310	69,257	71,278	75,785	78,735	81,820	83,872	86,792	90,236	96,285
		5,609.16	5,771.39	5,939.84	6,315.45	6,561.28	6,818.34	6,989.31	7,232.65	7,519.65	8,023.78
27^ (+ 98 points)	C Basis	53,756	56,248	57,885	61,582	63,980	66,484	68,075	70,649	73,445	78,545
		4,479.65	4,687.31	4,823.79	5,131.84	5,331.70	5,540.33	5,672.92	5,887.41	6,120.40	6,545.45
	B Basis	58,235	60,935	62,709	66,714	69,312	72,024	73,748	76,536	79,565	85,091
		4,852.95	5,077.91	5,225.78	5,559.51	5,776.02	6,002.04	6,145.66	6,378.01	6,630.43	7,090.92
	A Basis	68,807	71,997	74,093	78,825	81,895	85,100	87,136	90,431	94,009	100,538
		5,733.95	5,999.75	6,174.45	6,568.76	6,824.59	7,091.63	7,261.34	7,535.88	7,834.11	8,378.18
(continued)	C Basis	78,920	79,259	79,622	79,961	6,576.66	6,604.93	6,635.15	6,663.42	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.	
		7,124.71	7,155.34	7,188.07	7,218.70						
27	B Basis	85,497	85,864	86,257	86,624						
	101,017	101,452	101,916	102,350							
(+ 98 points)	A Basis	8,418.11	8,454.30	8,492.99	8,529.18						

* 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	81,178	81,762	82,346
	6,764.80		
B Basis	87,942	88,574	89,207
	7,328.54		
A Basis	103,907	104,654	105,401
	8,658.94		

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	81,798	82,382	82,966
	6,816.48		
B Basis	88,614	89,246	89,879
	7,384.52		
A Basis	104,701	105,448	106,195
	8,725.10		

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	83,962	84,546	85,130
	6,996.83		
B Basis	90,959	91,591	92,224
	7,579.90		
A Basis	107,471	108,218	108,965
	8,955.94		

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	85,378	85,962	86,546
	7,114.80		
B Basis	92,492	93,124	93,757
	7,707.69		
A Basis	109,283	110,030	110,777
	9,106.94		

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 July 1, 2015 to December 31, 2015) over the Final 2014-2015 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	43,052	43,052		43,052	43,800	46,058	46,538	47,977	49,591	51,872	54,177
		3,587.63	3,587.63		3,587.63	3,650.01	3,838.17	3,878.14	3,998.05	4,132.58	4,322.69	4,514.74
	B Basis	46,639	46,639		46,639	47,450	49,896	50,416	51,975	53,723	56,195	58,692
		3,886.59	3,886.59		3,886.59	3,954.18	4,158.01	4,201.31	4,331.23	4,476.95	4,682.92	4,890.97
	A Basis	55,106	55,106		55,106	56,064	58,954	59,568	61,410	63,477	66,396	69,346
		4,592.15	4,592.15		4,592.15	4,672.02	4,912.86	4,964.01	5,117.50	5,289.71	5,533.04	5,778.87
21 (+ 14 points)	C Basis	43,052	43,052		43,426	45,134	46,924	48,667	50,515	52,340	54,130	56,552
		3,587.63	3,587.63		3,618.82	3,761.15	3,910.31	4,055.57	4,209.60	4,361.68	4,510.85	4,712.64
	B Basis	46,639	46,639		47,045	48,895	50,834	52,722	54,725	56,702	58,641	61,265
		3,886.59	3,886.59		3,920.38	4,074.58	4,236.16	4,393.54	4,560.41	4,725.16	4,886.75	5,105.38
	A Basis	55,106	55,106		55,585	57,771	60,062	62,294	64,659	66,995	69,287	72,386
		4,592.15	4,592.15		4,632.09	4,814.27	5,005.20	5,191.13	5,388.28	5,582.95	5,773.88	6,032.19
22 (+ 28 points)	C Basis	43,052	43,426		45,204	47,216	49,123	51,135	53,054	55,113	57,043	59,488
		3,587.63	3,618.82		3,766.99	3,934.69	4,093.59	4,261.27	4,421.16	4,592.73	4,753.60	4,957.35
	B Basis	46,639	47,045		48,971	51,151	53,217	55,397	57,475	59,706	61,797	64,446
		3,886.59	3,920.38		4,080.92	4,262.57	4,434.72	4,616.38	4,789.58	4,975.47	5,149.74	5,370.47
	A Basis	55,106	55,585		57,861	60,437	62,877	65,453	67,909	70,544	73,015	76,145
		4,592.15	4,632.09		4,821.75	5,036.40	5,239.79	5,454.43	5,659.07	5,878.70	6,084.62	6,345.41
23 (+ 42 points)	C Basis	43,426	45,169		47,216	49,263	51,463	53,580	55,686	57,768	59,886	62,647
		3,618.82	3,764.08		3,934.69	4,105.29	4,288.57	4,465.02	4,640.51	4,814.04	4,990.49	5,220.57
	B Basis	47,045	48,933		51,151	53,369	55,752	58,046	60,327	62,583	64,877	67,867
		3,920.38	4,077.76		4,262.57	4,447.39	4,645.96	4,837.13	5,027.22	5,215.21	5,406.38	5,655.61
	A Basis	55,585	57,816		60,437	63,057	65,872	68,583	71,278	73,944	76,654	80,188
		4,632.09	4,818.02		5,036.40	5,254.76	5,489.36	5,715.23	5,939.84	6,161.96	6,387.84	6,682.33
24 (+ 56 points)	C Basis	45,169	46,900		49,123	51,463	53,674	55,979	58,260	60,471	62,834	65,700
		3,764.08	3,908.35		4,093.59	4,288.57	4,472.82	4,664.88	4,854.99	5,039.24	5,236.17	5,475.02
	B Basis	48,933	50,809		53,217	55,752	58,147	60,643	63,115	65,510	68,070	71,175
		4,077.76	4,234.05		4,434.72	4,645.96	4,845.56	5,053.62	5,259.58	5,459.18	5,672.53	5,931.27
	A Basis	57,816	60,032		62,877	65,872	68,703	71,652	74,572	77,403	80,428	84,096
		4,818.02	5,002.70		5,239.79	5,489.36	5,725.21	5,971.04	6,214.37	6,450.23	6,702.30	7,008.02
25 (+ 70 points)	C Basis	46,737	48,702		51,182	53,580	55,990	58,435	60,880	63,243	65,688	68,812
		3,894.72	4,058.49		4,265.18	4,465.02	4,665.86	4,869.61	5,073.36	5,270.29	5,474.04	5,734.34
	B Basis	50,631	52,761		55,447	58,046	60,656	63,305	65,954	68,514	71,163	74,546
		4,219.27	4,396.71		4,620.60	4,837.13	5,054.68	5,275.40	5,496.14	5,709.49	5,930.22	6,212.20
	A Basis	59,823	62,338		65,513	68,583	71,667	74,797	77,927	80,952	84,081	88,080
		4,985.22	5,194.86		5,459.42	5,715.23	5,972.29	6,233.10	6,493.90	6,745.97	7,006.78	7,339.96
26 (+ 84 points)	C Basis	48,597	50,515		53,066	55,686	58,260	60,892	63,419	65,958	68,578	71,877
		4,049.72	4,209.60		4,422.14	4,640.51	4,854.99	5,074.35	5,284.91	5,496.46	5,714.85	5,989.76
	B Basis	52,646	54,725		57,488	60,327	63,115	65,966	68,704	71,454	74,293	77,867
		4,387.20	4,560.41		4,790.63	5,027.22	5,259.58	5,497.20	5,725.32	5,954.52	6,191.08	6,488.91
	A Basis	62,204	64,659		67,924	71,278	74,572	77,942	81,176	84,426	87,780	92,003
		5,183.64	5,388.28		5,660.33	5,939.84	6,214.37	6,495.15	6,764.69	7,035.48	7,315.00	7,666.89
27 (+ 98 points)	C Basis	50,012	52,340		55,113	57,768	60,494	63,279	65,969	68,718	71,444	75,048
		4,167.69	4,361.68		4,592.73	4,814.04	5,041.19	5,273.22	5,497.44	5,726.54	5,953.70	6,253.97
	B Basis	54,180	56,702		59,706	62,583	65,535	68,552	71,467	74,445	77,398	81,302
		4,514.98	4,725.16		4,975.47	5,215.21	5,461.28	5,712.66	5,955.57	6,203.76	6,449.84	6,775.13
	A Basis	64,016	66,995		70,544	73,944	77,433	80,997	84,441	87,960	91,449	96,061
		5,334.63	5,582.95		5,878.70	6,161.96	6,452.71	6,749.71	7,036.71	7,329.96	7,620.74	8,005.06

Additional Pay Scale Levels

		11	12	13	14
(continued)	C Basis	75,399	75,726	76,054	76,393
		6,283.21	6,310.51	6,337.80	6,366.08
27	B Basis	81,682	82,037	82,392	82,759
		6,806.81	6,836.38	6,865.96	6,896.58
(+ 98 points)	A Basis	96,510	96,929	97,349	97,783
		8,042.51	8,077.45	8,112.40	8,148.58

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	77,539	78,123	78,707
	6,461.61		
B Basis	84,001	84,633	85,266
	7,000.09		
A Basis	99,250	99,997	100,744
	8,270.86		

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	78,136	78,720	79,304
	6,511.33		
B Basis	84,647	85,279	85,279
	7,053.95		
A Basis	100,014	100,761	101,508
	8,334.51		

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	79,481	80,065	80,649
	6,623.45		
B Basis	86,105	86,737	87,370
	7,175.40		
A Basis	101,736	102,483	103,230
	8,478.02		

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	80,850	81,434	82,018
	6,737.51		
B Basis	87,588	88,220	88,853
	7,298.97		
A Basis	103,488	104,235	104,982
	8,624.01		

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 12.



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 July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates.

Employees Serving in place of Preparation Salary Table employees:

Daily Base Rate	\$187.23
Base Hourly Rate (6-hour day)	\$31.20472
Daily Incentive Plan Rate	\$252.67
Base Hourly Rate (6-hour day)	\$42.11209
Day-to-Day Substitute, Extended Rate	\$252.67
Base Hourly Rate (6-hour day)	\$42.11209

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	\$34.08304	\$204.50	\$136.33	\$102.25
Day-to-Day Substitute, Extended Rate	\$45.99651	\$275.98	\$183.99	\$137.99

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	\$163.84 daily \$20.48000 hourly
(with accrual rate of .11364 after 35 full-time days of service retroactive to the beginning of the school year)	\$182.46 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 July 1, 2015 to December 31, 2015) over the Final 2014-2015 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	\$33,447	34,698	36,149	37,330	39,051
			2787.25	2891.51	3012.43	3110.87	3254.24
Minimum Plus 14 Points	12V	C basis	34,698	36,149	37,330	38,700	40,372
			2891.51	3012.43	3110.87	3225.00	3364.34
Minimum Plus 28 Points	13V	C basis	36,149	37,330	38,700	40,010	41,670
			3012.43	3110.87	3225.00	3334.15	3472.54
Bachelor's Degree	14V	C basis	37,330	38,700	40,010	41,308	43,063
			3110.87	3225.00	3334.15	3442.34	3588.56
BA + Restricted Severely Handicapped Credential	15V	C basis	38,700	40,010	41,308	42,689	44,537
			3225.00	3334.15	3442.34	3557.42	3711.40

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 July 1, 2015 to December 31, 2015) over the Final 2014-2015 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	42,238	43,855	45,696	47,268	49,452
			3,519.86	3,654.62	3,808.03	3,938.96	4,121.03
		C basis	33,014	34,278	35,717	36,945	38,653
			2,751.14	2,856.48	2,976.38	3,078.73	3,221.05
		E basis	37,869	39,319	40,969	42,378	44,337
			3,155.76	3,276.55	3,414.12	3,531.51	3,694.74
		A basis	43,855	45,696	47,268	49,004	51,055
			3,654.62	3,808.03	3,938.96	4,083.67	4,254.56
Minimum Plus 14 Points	16C	C basis	34,277	35,717	36,945	38,302	39,905
			2,856.45	2,976.38	3,078.73	3,191.85	3,325.40
		E basis	39,319	40,969	42,378	43,935	45,773
			3,276.55	3,414.12	3,531.51	3,661.26	3,814.45
Minimum Plus 28 Points	17C	A basis	45,696	47,268	49,004	50,605	52,731
			3,808.03	3,938.96	4,083.67	4,217.10	4,394.21
		C basis	35,717	36,945	38,302	39,553	41,214
			2,976.38	3,078.73	3,191.85	3,296.12	3,434.54
		E basis	40,969	42,378	43,935	45,370	47,276
			3,414.12	3,531.51	3,661.26	3,780.82	3,939.67
		A basis	47,268	49,004	50,605	52,252	54,482
			3,938.96	4,083.67	4,217.10	4,354.35	4,540.15
Bachelor's Degree	18C	C basis	36,945	38,302	39,553	40,841	42,584
			3,078.73	3,191.85	3,296.12	3,403.39	3,548.63
		E basis	41,546	43,074	44,480	45,928	47,888
			3,531.44	3,661.25	3,780.81	3,903.90	4,070.51
BA + Elementary or Early Education Credential	19C	A basis	49,767	51,983	54,692	57,535	60,993
			4,147.24	4,331.89	4,557.65	4,794.58	5,082.74
		C basis	38,898	40,630	42,748	44,970	47,673
			3,241.50	3,385.84	3,562.30	3,747.49	3,972.73
		E basis	44,619	46,605	49,034	51,583	54,684
			3,718.26	3,883.72	4,086.16	4,298.60	4,556.96

Pay Scale Group Basis		PAY SCALE LEVEL				
		6	7	8	9	10
19C (continued)	A basis	61,202	61,382	63,447	66,366	69,315
		5,100.14	5,115.15	5,287.29	5,530.53	5,776.27
	C basis	47,836	47,977	49,591	51,873	54,177
		3,986.32	3,998.05	4,132.58	4,322.72	4,514.78
	E basis	54,871	55,032	56,884	59,501	62,145
		4,572.57	4,585.98	4,740.31	4,958.41	5,178.71
		20				
19C (continued)	A basis	70,523				
		5,876.89				
	C basis	55,125				
		4,593.77				
	E basis	63,232				
		5,269.32				

*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 July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates.

STEP (Pay Scale Level)						
A	B	C	1	2	3	4
\$41.82879	44.01944	46.33625	49.18066	51.45158	54.03219	54.62861

- 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 July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates.

Adult Teacher, Hourly Rate, Day-to-Day Substitute (0806)	\$49.18066
Adult Teacher, Staff Development, Rate 1 (0807)	49.18066
Extended Teaching Assignment, Hourly (0921)	34.14432

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 July 1, 2015 to December 31, 2015) over the Final 2014-2015 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	\$68.23129	\$106,850	70.96099	111,125	73.78245	115,543
		C basis		83,515		86,856		90,310
School Physician	11J	A basis	70.26135	110,029	73.12870	114,520	76.00751	119,028
School Pediatrician	11J	C basis		86,000		89,510		93,033
-----	12J	A basis	72.38319	113,352	75.27347	117,878	78.27845	122,584
		C basis		88,597		92,135		95,813
Senior Physician	13J	A basis	74.56237	116,765	77.54441	121,435	80.66408	126,320
		C basis		91,264		94,914		98,733

CHEST SPECIALIST AND PSYCHIATRIST: Rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates.

Chest Specialist (0498)	\$79.51714
Psychiatrist (0495)	118.89799

* 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 July 1, 2015 to December 31, 2015) over the Final 2014-2015 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	3,538.18	42,458	3,735.00	44,820	3,937.40	47,249	4,156.56	49,879	4,373.45	52,481
	B basis	3,341.60	40,099	3,527.49	42,330	3,718.67	44,624	3,925.67	47,108	4,130.60	49,567
	C basis	3,084.60	37,015	3,256.15	39,074	3,432.60	41,191	3,623.66	43,484	3,812.79	45,753
11D	E basis	3,637.77	43,653	3,841.21	46,095	4,047.03	48,564	4,263.93	51,167	4,496.54	53,958
	B basis	3,435.65	41,228	3,627.84	43,534	3,822.17	45,866	4,027.08	48,325	4,246.73	50,961
	C basis	3,171.36	38,056	3,348.77	40,185	3,528.17	42,338	3,717.31	44,608	3,920.04	47,040
12D	E basis	3,735.00	44,820	3,937.40	47,249	4,156.56	49,879	4,373.45	52,481	4,621.79	55,461
	B basis	3,527.49	42,330	3,718.67	44,624	3,925.67	47,108	4,130.60	49,567	4,365.05	52,381
	C basis	3,256.15	39,074	3,432.60	41,191	3,623.66	43,484	3,812.79	45,753	4,029.28	48,351
13D	E basis	3,841.21	46,095	4,047.03	48,564	4,263.93	51,167	4,496.54	53,958	4,753.76	57,045
	B basis	3,627.84	43,534	3,822.17	45,866	4,027.08	48,325	4,246.73	50,961	4,489.68	53,876
	C basis	3,348.77	40,185	3,528.17	42,338	3,717.31	44,608	3,920.04	47,040	4,144.27	49,731
14D	E basis	3,937.40	47,249	4,156.56	49,879	4,373.45	52,481	4,621.79	55,461	4,881.18	58,574
	B basis	3,718.67	44,624	3,925.67	47,108	4,130.60	49,567	4,365.05	52,381	4,610.02	55,320
	C basis	3,432.60	41,191	3,623.66	43,484	3,812.79	45,753	4,029.28	48,351	4,255.42	51,065
15D	E basis	4,047.03	48,564	4,263.93	51,167	4,496.54	53,958	4,753.76	57,045	5,013.26	60,159
	B basis	3,822.17	45,866	4,027.08	48,325	4,246.73	50,961	4,489.68	53,876	4,734.65	56,816
	C basis	3,528.17	42,338	3,717.31	44,608	3,920.04	47,040	4,144.27	49,731	4,370.50	52,446
16D	E basis	4,156.56	49,879	4,373.45	52,481	4,621.79	55,461	4,881.18	58,574	5,153.00	61,836
	B basis	3,925.67	47,108	4,130.60	49,567	4,365.05	52,381	4,610.02	55,320	4,866.64	58,400
	C basis	3,623.66	43,484	3,812.79	45,753	4,029.28	48,351	4,255.42	51,065	4,492.36	53,908
17D	E basis	4,263.93	51,167	4,496.54	53,958	4,753.76	57,045	5,013.26	60,159	5,298.40	63,581
	B basis	4,027.08	48,325	4,246.73	50,961	4,489.68	53,876	4,734.65	56,816	5,004.00	60,048
	C basis	3,717.31	44,608	3,920.04	47,040	4,144.27	49,731	4,370.50	52,446	4,619.09	55,429
18D	E basis	4,373.45	52,481	4,621.79	55,461	4,881.18	58,574	5,153.00	61,836	5,444.87	65,338
	B basis	4,130.60	49,567	4,365.05	52,381	4,610.02	55,320	4,866.64	58,400	5,142.29	61,707
	C basis	3,812.79	45,753	4,029.28	48,351	4,255.42	51,065	4,492.36	53,908	4,746.79	56,961
19D	E basis	4,496.54	53,958	4,753.76	57,045	5,013.26	60,159	5,298.40	63,581	5,587.91	67,055
	B basis	4,246.73	50,961	4,489.68	53,876	4,734.65	56,816	5,004.00	60,048	5,277.54	63,330
	C basis	3,920.04	47,040	4,144.27	49,731	4,370.50	52,446	4,619.09	55,429	4,871.53	58,458

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	4,621.79	55,461	4,881.18	58,574	5,153.00	61,836	5,444.87	65,338	5,745.63	68,948
	B basis	4,365.05	52,381	4,610.02	55,320	4,866.64	58,400	5,142.29	61,707	5,426.45	65,117
	C basis	4,029.28	48,351	4,255.42	51,065	4,492.36	53,908	4,746.79	56,961	5,009.05	60,109
21D	E basis	4,753.76	57,045	5,013.26	60,159	5,298.40	63,581	5,587.91	67,055	5,905.53	70,866
	B basis	4,489.68	53,876	4,734.65	56,816	5,004.00	60,048	5,277.54	63,330	5,577.47	66,930
	C basis	4,144.27	49,731	4,370.50	52,446	4,619.09	55,429	4,871.53	58,458	5,148.41	61,781
22D	E basis	4,881.18	58,574	5,153.00	61,836	5,444.87	65,338	5,745.63	68,948	6,084.45	73,013
	B basis	4,610.02	55,320	4,866.64	58,400	5,142.29	61,707	5,426.45	65,117	5,746.45	68,957
	C basis	4,255.42	51,065	4,492.36	53,908	4,746.79	56,961	5,009.05	60,109	5,304.39	63,653
23D	E basis	5,006.44	60,077	5,283.82	63,406	5,579.02	66,948	5,896.64	70,760	6,241.05	74,893
	B basis	4,728.33	56,740	4,990.24	59,883	5,269.03	63,228	5,569.05	66,829	5,894.30	70,732
	C basis	4,364.58	52,375	4,606.39	55,277	4,863.78	58,365	5,140.66	61,688	5,440.87	65,290
	A Basis	5,584.13	67,010	5,893.47	70,722	6,222.74	74,673	6,576.98	78,924	6,961.15	83,534
28D	E basis	5,544.35	66,532	5,859.71	70,317	6,183.96	74,208	6,528.49	78,342	6,894.10	82,729
	B basis	5,236.34	62,836	5,534.17	66,410	5,840.49	70,086	6,165.75	73,989	6,511.07	78,133
	C basis	4,833.58	58,003	5,108.46	61,302	5,391.18	64,694	5,691.48	68,298	6,010.25	72,123
29D	E basis	5,706.54	68,478	6,022.93	72,275	6,353.89	76,247	6,709.58	80,515	7,082.02	84,984
	B basis	5,389.46	64,674	5,688.33	68,260	6,000.97	72,012	6,336.83	76,042	6,688.56	80,263
	C basis	4,974.92	59,699	5,250.77	63,009	5,539.32	66,472	5,849.37	70,192	6,174.05	74,089
30D	E basis	5,859.71	70,317	6,183.96	74,208	6,528.49	78,342	6,894.10	82,729	7,284.43	87,413
	B basis	5,534.17	66,410	5,840.49	70,086	6,165.75	73,989	6,511.07	78,133	6,879.71	82,557
	C basis	5,108.46	61,302	5,391.18	64,694	5,691.48	68,298	6,010.25	72,123	6,350.51	76,206
31D	E basis	6,022.93	72,275	6,353.89	76,247	6,709.58	80,515	7,082.02	84,984	7,490.16	89,882
	B basis	5,688.33	68,260	6,000.97	72,012	6,336.83	76,042	6,688.56	80,263	7,074.03	84,888
	C basis	5,250.77	63,009	5,539.32	66,472	5,849.37	70,192	6,174.05	74,089	6,529.90	78,359
32D	E basis	6,183.96	74,208	6,528.49	78,342	6,894.10	82,729	7,284.43	87,413	7,699.29	92,391
	B basis	5,840.49	70,086	6,165.75	73,989	6,511.07	78,133	6,879.71	82,557	7,271.49	87,258
	C basis	5,391.18	64,694	5,691.48	68,298	6,010.25	72,123	6,350.51	76,206	6,712.17	80,546
33D	A basis	7,087.12	85,045	7,478.80	89,746	7,896.66	94,760	8,354.37	100,252	8,825.88	105,911
	E basis	6,353.94	76,247	6,705.07	80,461	7,079.76	84,957	7,490.17	89,882	7,912.80	94,954
	B basis	6,000.97	72,012	6,332.61	75,991	6,686.45	80,237	7,074.03	84,888	7,473.24	89,679
	C basis	5,539.32	66,472	5,845.45	70,145	6,172.05	74,065	6,529.90	78,359	6,898.34	82,780

Los Angeles Unified School District

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

PAY SCALE GROUP		PAY SCALE LEVEL									
		1		2		3		4		5	
No./Basis											
34D	A basis	7,281.71	87,381	7,689.56	92,275	8,124.90	97,499	8,587.60	103,051	9,057.84	108,694
	E basis	6,528.42	78,341	6,894.10	82,729	7,284.37	87,412	7,699.26	92,391	8,120.83	97,450
	B basis	6,165.75	73,989	6,511.07	78,133	6,879.71	82,557	7,271.49	87,258	7,669.66	92,036
	C basis	5,691.48	68,298	6,010.25	72,123	6,350.51	76,206	6,712.17	80,546	7,079.67	84,956
35D	A basis	7,483.76	89,805	7,899.16	94,790	8,354.37	100,252	8,828.36	105,940	9,318.58	111,823
	E basis	6,709.58	80,515	7,082.01	84,984	7,490.08	89,881	7,915.06	94,981	8,354.60	100,255
	B basis	6,336.83	76,042	6,688.56	80,263	7,074.03	84,888	7,475.36	89,704	7,890.43	94,685
36D	A basis	7,689.56	92,275	8,124.90	97,499	8,587.60	103,051	9,057.84	108,694	9,586.67	115,040
	E basis	6,894.06	82,729	7,284.36	87,412	7,699.24	92,391	8,120.81	97,450	8,594.94	103,139
	B basis	6,511.07	78,133	6,879.71	82,557	7,271.49	87,258	7,669.66	92,036	8,117.45	97,409
	C basis	6,010.25	72,123	6,350.47	76,206	6,712.17	80,546	7,079.70	84,956	7,493.05	89,917
37D	A basis	7,899.16	94,790	8,354.37	100,252	8,828.36	105,940	9,318.58	111,823	9,849.90	118,199
	E basis	7,082.01	84,984	7,490.08	89,881	7,915.06	94,981	8,354.60	100,255	8,830.91	105,971
	B basis	6,688.57	80,263	7,073.99	84,888	7,475.35	89,704	7,890.44	94,685	8,340.31	100,084
38D	A basis	8,124.90	97,499	8,587.60	103,051	9,057.84	108,694	9,586.67	115,040	10,114.26	121,371
	E basis	7,284.36	87,412	7,699.24	92,391	8,120.81	97,450	8,594.94	103,139	9,067.93	108,815
	B basis	6,879.68	82,556	7,271.49	87,258	7,669.66	92,036	8,117.45	97,409	8,564.15	102,770
39D	A basis	8,354.37	100,252	8,828.36	105,940	9,318.58	111,823	9,849.90	118,199	10,401.20	124,814
	E basis	7,490.08	89,881	7,915.06	94,981	8,354.60	100,255	8,830.91	105,971	9,325.17	111,902
	B basis	7,073.99	84,888	7,475.35	89,704	7,890.44	94,685	8,340.31	100,084	8,807.10	105,685
40D	A basis	8,587.60	103,051	9,057.84	108,694	9,586.67	115,040	10,114.26	121,371	10,691.83	128,302
	E basis	7,699.24	92,391	8,120.81	97,450	8,594.94	103,139	9,067.93	108,815	9,585.80	115,030
	B basis	7,271.49	87,258	7,669.66	92,036	8,117.45	97,409	8,564.15	102,770	9,053.24	108,639

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>
\$2,993.52 Annual 249.46 Monthly	\$2,683.92 Annual 223.66 Monthly	\$2,534.76 Annual 211.23 Monthly	\$2,339.76 Annual 194.98 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>
\$3,711.48 Annual 309.29 Monthly	\$3,328.32 Annual 277.36 Monthly	\$3,142.44 Annual 261.87 Monthly	\$2,901.72 Annual 241.81 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>
\$5,328.84 Annual 444.07 Monthly	\$4,776.96 Annual 398.08 Monthly	\$4,512.00 Annual 376.00 Monthly	\$4,164.36 Annual 347.03 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>
\$6,929.76 Annual 577.48 Monthly	\$6,213.00 Annual 517.75 Monthly	\$5,867.76 Annual 488.98 Monthly	\$5,416.92 Annual 451.41 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: 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 are effective July 1, 2015 (commencing on the October 5, 2015 paycheck) and include the following compounded increases: 4% increase (above the 2013-2014 salary rates and effective July 1, 2014 – December 31, 2014); 2% increase (January 1, 2015 – June 30, 2015); and 2% increase (effective July 1, 2015 – 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	4,970.45	\$59,645	5,256.13	63,074	5,541.72	66,501	5,857.32	70,288	6,177.89	74,135	
24G A basis	5,267.31	63,208	5,565.43	66,785	5,870.98	70,452	6,204.07	74,449	6,544.51	78,534	
26G A basis	5,580.42	66,965	5,893.45	70,721	6,218.98	74,628	6,573.29	78,879	6,936.19	83,234	
30G A basis	6,262.66	75,152	6,608.16	79,298	6,978.63	83,744	7,375.29	88,503	7,788.08	93,457	
32G A basis	6,635.61	79,627	6,997.37	83,968	7,393.93	88,727	7,814.28	93,771	8,253.36	99,040	
33G A basis	6,830.21	81,963	7,201.91	86,423	7,609.73	91,317	8,040.03	96,480	8,495.37	101,944	
E basis	6,123.59	73,483	6,456.88	77,483	6,822.56	81,871	7,208.31	86,500	7,616.53	91,398	
B basis	5,783.43	69,401	6,098.18	73,178	6,443.49	77,322	6,807.84	81,694	7,193.40	86,321	
C basis	5,338.50	64,062	5,629.08	67,549	5,947.83	71,374	6,284.16	75,410	6,640.05	79,681	
34G A basis	7,004.83	84,058	7,397.74	88,773	7,820.58	93,847	8,265.78	99,189	8,724.84	104,698	
E basis	6,280.14	75,362	6,632.46	79,590	7,011.52	84,138	7,410.74	88,929	7,822.31	93,868	
B basis	5,931.30	71,176	6,264.00	75,168	6,622.03	79,464	6,998.99	83,988	7,387.72	88,653	
C basis	5,475.04	65,700	5,782.14	69,386	6,112.65	73,352	6,460.61	77,527	6,819.41	81,833	
35G A basis	7,201.91	86,423	7,609.73	91,317	8,040.03	96,480	8,495.37	101,944	8,973.06	107,677	
E basis	6,456.88	77,483	6,822.56	81,871	7,208.31	86,500	7,616.53	91,398	8,044.81	96,538	
D basis	6,236.15	74,834	6,589.27	79,071	6,961.87	83,542	7,356.14	88,274	7,769.78	93,237	
B basis	6,098.18	73,178	6,443.49	77,322	6,807.84	81,694	7,193.40	86,321	7,597.89	91,175	
C basis	5,629.08	67,549	5,947.83	71,374	6,284.16	75,410	6,640.05	79,681	7,013.42	84,161	
36G A basis	7,397.74	88,773	7,820.58	93,847	8,265.78	99,189	8,724.84	104,698	9,227.48	110,730	
E basis	6,632.46	79,590	7,011.52	84,138	7,410.74	88,929	7,822.31	93,868	8,272.93	99,275	
D basis	6,405.72	76,869	6,771.85	81,262	7,157.34	85,888	7,554.85	90,658	7,990.09	95,881	
B basis	6,264.00	75,168	6,622.03	79,464	6,998.99	83,988	7,387.72	88,653	7,813.31	93,760	
C basis	5,782.14	69,386	6,112.65	73,352	6,460.61	77,527	6,819.41	81,833	7,212.28	86,547	
37G A basis	7,609.73	91,317	8,040.03	96,480	8,495.37	101,944	8,973.06	107,677	9,478.20	113,738	
E basis	6,822.56	81,871	7,208.31	86,500	7,616.53	91,398	8,044.81	96,538	8,497.65	101,972	
D basis	6,589.27	79,071	6,961.87	83,542	7,356.14	88,274	7,769.78	93,237	8,207.18	98,486	
B basis	6,443.49	77,322	6,807.84	81,694	7,193.40	86,321	7,597.89	91,175	8,025.60	96,307	
C basis	5,947.83	71,374	6,284.16	75,410	6,640.05	79,681	7,013.42	84,161	7,408.25	88,899	
38G A basis	7,820.58	93,847	8,265.78	99,189	8,724.84	104,698	9,227.48	110,730	9,735.11	116,821	
E basis	7,011.52	84,138	7,410.74	88,929	7,822.31	93,868	8,272.93	99,275	8,728.10	104,737	
D basis	6,771.85	81,262	7,157.34	85,888	7,554.85	90,658	7,990.09	95,881	8,429.63	101,156	
B basis	6,622.03	79,464	6,998.99	83,988	7,387.72	88,653	7,813.31	93,760	8,243.12	98,917	
C basis	6,112.65	73,352	6,460.61	77,527	6,819.41	81,833	7,212.28	86,547	7,609.05	91,309	
39G A basis	8,040.03	96,480	8,495.37	101,944	8,973.06	107,677	9,478.20	113,738	10,014.48	120,174	
E basis	7,208.31	86,500	7,616.53	91,398	8,044.81	96,538	8,497.65	101,972	8,978.52	107,742	
D basis	6,961.87	83,542	7,356.14	88,274	7,769.78	93,237	8,207.18	98,486	8,671.54	104,058	
B basis	6,807.84	81,694	7,193.40	86,321	7,597.89	91,175	8,025.60	96,307	8,479.69	101,756	
C basis	6,284.16	75,410	6,640.05	79,681	7,013.42	84,161	7,408.25	88,899	7,827.41	93,929	
40G A basis	8,227.17	98,726	8,683.66	104,204	9,186.30	110,236	9,695.25	116,343	10,246.53	122,958	
E basis	7,376.04	88,512	7,785.32	93,424	8,236.07	98,833	8,692.26	104,307	9,186.59	110,239	
D basis	7,123.91	85,487	7,519.16	90,230	7,954.42	95,453	8,395.12	100,741	8,872.50	106,470	
B basis	6,966.30	83,596	7,352.82	88,234	7,778.44	93,341	8,209.40	98,513	8,676.20	104,114	
C basis	6,430.43	77,165	6,787.22	81,447	7,180.10	86,161	7,577.90	90,935	8,008.80	96,106	

Rates are effective July 1, 2015 (commencing on the October 5, 2015 paycheck) and include the following compounded increases: 4% increase (above the 2013-2014 salary rates and effective July 1, 2014 – December 31, 2014); 2% increase (January 1, 2015 – June 30, 2015); and 2% increase (effective July 1, 2015 – 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	8,419.28	101,031	8,893.27	106,719	9,394.65	112,736	9,923.49	119,082	10,502.23	126,027	112,989
E basis	7,548.29	90,579	7,973.22	95,679	8,422.72	101,073	8,896.88	106,763	9,415.77	112,989	109,127
D basis	7,290.27	87,483	7,700.66	92,408	8,134.85	97,618	8,592.77	103,113	9,093.88	109,127	106,712
B basis	7,128.97	85,548	7,530.30	90,364	7,954.88	95,459	8,402.66	100,832	8,892.70	106,712	106,712
C basis	6,580.59	78,967	6,951.06	83,413	7,342.94	88,115	7,756.28	93,075	8,208.63	98,504	98,504
42G A basis	8,645.04	103,740	9,143.95	109,727	9,650.32	115,804	10,199.13	122,390	10,795.34	129,544	116,144
E basis	7,750.73	93,009	8,198.02	98,376	8,652.01	103,824	9,144.05	109,729	9,678.63	116,144	112,172
D basis	7,485.74	89,829	7,917.76	95,013	8,356.22	100,275	8,831.45	105,977	9,347.70	112,172	109,691
B basis	7,320.13	87,842	7,742.60	92,911	8,171.35	98,056	8,636.05	103,633	9,140.89	109,691	101,253
C basis	6,757.03	81,084	7,147.00	85,764	7,542.79	90,513	7,971.74	95,661	8,437.75	101,253	101,253
43G A basis	8,893.27	106,719	9,394.65	112,736	9,923.49	119,082	10,502.23	126,027	11,094.70	133,136	119,364
E basis	7,973.22	95,679	8,422.72	101,073	8,896.88	106,763	9,415.77	112,989	9,947.01	119,364	115,283
D basis	7,700.66	92,408	8,134.85	97,618	8,592.77	103,113	9,093.88	109,127	9,606.91	115,283	112,732
B basis	7,530.30	90,364	7,954.88	95,459	8,402.66	100,832	8,892.70	106,712	9,394.36	112,732	104,061
C basis	6,951.06	83,413	7,342.94	88,115	7,756.28	93,075	8,208.63	98,504	8,671.72	104,061	104,061
44G A basis	9,143.95	109,727	9,650.32	115,804	10,199.13	122,390	10,795.34	129,544	11,402.76	136,833	122,678
E basis	8,198.02	98,376	8,652.01	103,824	9,144.05	109,729	9,678.63	116,144	10,223.13	122,678	118,484
D basis	7,917.76	95,013	8,356.22	100,275	8,831.45	105,977	9,347.70	112,172	9,873.66	118,484	115,863
B basis	7,742.60	92,911	8,171.35	98,056	8,636.05	103,633	9,140.89	109,691	9,655.21	115,863	106,950
C basis	7,147.00	85,764	7,542.79	90,513	7,971.74	95,661	8,437.75	101,253	8,912.51	106,950	106,950
45G A basis	9,394.65	112,736	9,923.49	119,082	10,502.23	126,027	11,094.70	133,136	11,715.87	140,590	126,046
E basis	8,422.72	101,073	8,896.88	106,763	9,415.77	112,989	9,947.01	119,364	10,503.85	126,046	121,737
D basis	8,134.85	97,618	8,592.77	103,113	9,093.88	109,127	9,606.91	115,283	10,144.79	121,737	119,044
B basis	7,954.88	95,459	8,402.66	100,832	8,892.70	106,712	9,394.36	112,732	9,920.35	119,044	109,887
C basis	7,342.94	88,115	7,756.28	93,075	8,208.63	98,504	8,671.72	104,061	9,157.22	109,887	109,887
46G A basis	9,470.74	113,649	10,003.30	120,040	10,587.00	127,044	11,186.94	134,243	11,810.58	141,727	127,066
E basis	8,490.97	101,892	8,968.47	107,622	9,491.87	113,902	10,029.68	120,356	10,588.81	127,066	122,721
D basis	8,200.68	98,408	8,661.88	103,943	9,167.28	110,007	9,686.79	116,241	10,226.76	122,721	120,006
B basis	8,019.30	96,232	8,470.22	101,643	8,964.46	107,574	9,472.46	113,670	10,000.52	120,006	110,775
C basis	7,402.42	88,829	7,818.67	93,824	8,274.89	99,299	8,743.82	104,926	9,231.27	110,775	110,775
47G A basis	9,548.06	114,577	10,086.82	121,042	10,675.61	128,107	11,278.03	135,336	11,909.13	142,910	128,126
E basis	8,560.34	102,724	9,043.36	108,520	9,571.24	114,855	10,111.34	121,336	10,677.14	128,126	123,745
D basis	8,267.67	99,212	8,734.19	104,810	9,244.02	110,928	9,765.65	117,188	10,312.11	123,745	121,008
B basis	8,084.78	97,017	8,540.95	102,491	9,039.51	108,474	9,549.61	114,595	10,083.96	121,008	111,700
C basis	7,462.85	89,554	7,883.96	94,608	8,344.15	100,130	8,815.00	105,780	9,308.30	111,700	111,700
48G A basis	9,627.87	115,534	10,169.24	122,031	10,760.37	129,124	11,370.36	136,444	12,006.42	144,077	129,173
E basis	8,631.87	103,582	9,117.25	109,407	9,647.23	115,767	10,194.12	122,329	10,764.38	129,173	124,756
D basis	8,336.77	100,041	8,805.54	105,666	9,317.41	111,809	9,845.60	118,147	10,396.35	124,756	121,996
B basis	8,152.34	97,828	8,610.74	103,329	9,111.28	109,335	9,627.78	115,533	10,166.35	121,996	112,612
C basis	7,525.23	90,303	7,948.36	95,380	8,410.41	100,925	8,887.17	106,646	9,384.34	112,612	112,612
49G A basis	9,723.93	116,687	10,272.74	123,273	10,846.50	130,158	11,465.16	137,582	12,108.70	145,304	130,272
E basis	8,717.98	104,616	9,210.06	110,521	9,724.44	116,693	10,279.09	123,349	10,856.04	130,272	125,819
D basis	8,419.93	101,039	8,895.19	106,742	9,391.98	112,704	9,927.66	119,132	10,484.91	125,819	123,035
B basis	8,233.64	98,804	8,698.38	104,381	9,184.19	110,210	9,708.02	116,496	10,252.93	123,035	113,571
C basis	7,600.31	91,204	8,029.27	96,351	8,477.72	101,733	8,961.28	107,535	9,464.28	113,571	113,571

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>
\$1,616.04 Annual	\$1,449.72 Annual	\$1,399.32 Annual	\$1,368.48 Annual	\$1,263.36 Annual
134.67 Monthly	120.81 Monthly	116.61 Monthly	114.04 Monthly	105.28 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>
\$2,424.12 Annual	\$2,174.64 Annual	\$2,099.04 Annual	\$2,052.72 Annual	\$1,895.04 Annual
202.01 Monthly	181.22 Monthly	174.92 Monthly	171.06 Monthly	157.92 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 2% (effective July 1, 2015 to December 31, 2015) over the Final 2014-2015 rates.

Pay Scale Group/ Basis	Pay Scale Level											
	1	2	3	4	5	6	7	8	9	10	11	12
A basis	\$68,447	78,699	90,554	104,085	119,681	125,683	130,682	135,950	140,021	154,974	161,185	167,396
	5,703.91	6,558.27	7,546.18	8,673.71	9,973.39	10,473.55	10,890.17	11,329.16	11,668.45	12,914.51	13,432.07	13,949.70
B basis	\$57,957	\$66,638	\$76,676	\$88,133	\$101,339	\$106,421	\$110,654	\$115,115	\$118,562	\$131,223	\$136,482	\$141,742
	4,829.77	5,553.18	6,389.66	7,344.41	8,444.91	8,868.41	9,221.15	9,592.90	9,880.19	10,935.27	11,373.51	11,811.82
E basis	\$61,367	\$70,558	\$81,186	\$93,317	\$107,300	\$112,681	\$117,163	\$121,886	\$125,537	\$138,942	\$144,510	\$150,080
	5,113.88	5,879.84	6,765.53	7,776.43	8,941.67	9,390.08	9,763.56	10,157.18	10,461.38	11,578.51	12,042.54	12,506.64

PAY SCALE GROUP 02J : 2015-2016 rates

02J A basis Associate Superintendent, Special Education (0064)	Pay Scale Level				
	1	2	3	4	5
	160,392	168,732	177,506	186,737	196,447
	13,366.00	14,061.03	14,792.20	15,561.40	16,370.59

PAY SCALE GROUP 03J : 2015-2016 rates

03J A basis Director, Student Medical Services (0088)	Pay Scale Level		
	1	2	3
	172,171	181,167	190,567
	14,347.61	15,097.21	15,880.57

PAY SCALE GROUP 04J: 2015-2016 rates

04J A basis Local District Superintendent (0006)	Pay Scale Level				
	1	2	3	4	5
	178,157	187,689	197,730	208,309	219,453
	14,846.44	15,640.72	16,477.51	17,359.05	18,287.76

**CONTRACT MANAGEMENT FLAT RATES/EXECUTIVE FLAT RATES:
 2015-2016 rates increased by 2%.**

	Annual (A-Basis)
Executive Director, Student Health and Human Services (0083).....	148,327 12,360.63
Executive Director, Student Integration Services (0054).....	148,327 12,360.59
Chief of Professional Learning and Leadership Development (0038).....	151,482 12,623.53
Executive Officer, Educational Services (0032).....	151,482 12,623.53
Executive Director, Adult and Career Education (0019).....	151,482 12,623.53
Executive Director, Federal and State Education Programs (0537).....	152,406 12,700.53
Executive Director, Multilingual and Multicultural Education (0036).....	154,511 12,875.99
Executive Director, Extended Day Programs (0049).....	156,705 13,058.76
Executive Director, Arts Education Program (0034).....	159,928 13,327.38
Assistant Superintendent, School Operations (0009).....	166,807 13,900.66
Chief of School Choice (0035).....	172,581 14,381.81
Chief Executive Officer, Parent, Community, and Student Services (0020).....	185,283 15,440.28
Chief Executive Officer, Educational Services (0031).....	203,754 16,979.56
Deputy Superintendent of Instruction (0004).....	270,504 22,542.00
Chief Deputy Superintendent of School (0005).....	297,554 24,796.21
General Superintendent (0001).....	300,000 25,000.00

- Note: 1. For employees working a complete school year, the following is applicable:
 A basis annualized: 262 paid days; 2,096 hours E basis annualized: 234 paid days; 1,872 hours D basis annualized: 226 paid days; 1,808 hours B basis annualized: 221 paid days; 1,768 hours C basis annualized: 204 paid days; 1,632 hours
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. The average hourly rate for employees on the Teacher Preparation (T/L) Salary Table is \$56.34 and average annual salary is \$68,963 for the 2014-15 school year.

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

1. Professional Experts (8200 Series):

Professional Expert A (8251)	More than \$50/session
Professional Expert B (8261)	\$50 or less/session
Professional Expert C (8271)	More than \$16.00000/hour
Professional Expert D (8281)	Less than \$16.00000/hour
Professional Expert E (8291)	16.19200 /hour
Professional Expert F (8292)	12.95360 /hour
Professional Expert D, AICL (8280)	23.58911 /hour

2. Temporary Certificated Assignments:

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

Temporary Certificated Assignment (0620)	Various rates
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3.a. Part-time Playground Positions: rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the 2014-2015 rates.

Area Out-of-School Program Supervisor (8480)	\$23.57382 /hour
Lifeguard (8434)	\$14.91500 /hour
Playground Program Specialist (Seasonal) (8483)	\$19.13994 /hour
Pool Supervisor (8431)	\$19.38369 /hour
Recreation Director, Winter Sports Facility (8412)	\$24.28184 /hour
Senior Out-of-School Program Supervisor (8482)	\$19.13994 /hour
Senior Pool Supervisor (8430)	\$20.45154 /hour
Senior Swimming Instructor, Recreation (8432)	\$17.43371 /hour
Swimming Instructor, Recreation (8433)	\$15.72749 /hour
Traveling Out-of-School Program Supervisor (8481)	\$21.24082 /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

2014-2015 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)	\$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 : 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: rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the 2014-2015 rates.

a. Medical Expert A (8021) (Same rate as Chest Specialist)	\$80.47135 /hour
Medical Expert B (8022) (90% of Medical Expert A)	72.42422 /hour
b. Medical Expert X 1st rate (8029)	34.82100 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 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: 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.

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: rates reflect an increase of 2% (effective July 1, 2015 to December 31, 2015) over the 2014-2015 rates.

Counseling Assistant (0956)	\$14.91500 /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.