

Special Education (SE) Table: The 2024-2025 table reflects a 3% increase over the January-June 2024 rates. This table applies only to employees holding regular special education credentials (i.e., non-emergency, non-intern) and a bachelor's degree.

| PAY SCALE GROUP (Req. Pts.)* | | PAY SCALE LEVEL | | | | | | | | | |
|--|----------------|-----------------|-----------|-----------|----------|----------|-----------|-----------|-----------|-----------|----------|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 20 (Minimum) | C Basis | 69,410 | 69,489 | 70,198 | 70,910 | 70,989 | 71,099 | 73,057 | 74,698 | 77,177 | 79,292 |
| | | 5,784.16 | 5,790.74 | 5,849.85 | 5,909.15 | 5,915.73 | 5,924.88 | 6,088.11 | 6,224.82 | 6,431.42 | 6,607.65 |
| | B Basis | 74,827 | 74,912 | 75,678 | 76,444 | 76,529 | 76,648 | 78,758 | 80,529 | 83,201 | 85,481 |
| | | 6,235.58 | 6,242.68 | 6,306.50 | 6,370.33 | 6,377.41 | 6,387.34 | 6,563.20 | 6,710.71 | 6,933.39 | 7,123.45 |
| | A Basis | 88,370 | 88,471 | 89,376 | 90,280 | 90,380 | 90,521 | 93,013 | 95,104 | 98,260 | 100,953 |
| | 7,364.19 | 7,372.58 | 7,447.96 | 7,523.34 | 7,531.69 | 7,543.43 | 7,751.10 | 7,925.30 | 8,188.30 | 8,412.76 | |
| 21 (+ 14 points) | C Basis | 69,489 | 70,198 | 70,910 | 70,989 | 71,099 | 73,736 | 74,698 | 77,919 | 80,082 | 82,656 |
| | | 5,790.74 | 5,849.85 | 5,909.15 | 5,915.73 | 5,924.88 | 6,144.66 | 6,224.82 | 6,493.27 | 6,673.52 | 6,888.00 |
| | B Basis | 74,912 | 75,678 | 76,444 | 76,529 | 76,648 | 79,490 | 80,529 | 84,000 | 86,332 | 89,106 |
| | | 6,242.68 | 6,306.50 | 6,370.33 | 6,377.41 | 6,387.34 | 6,624.19 | 6,710.71 | 7,000.04 | 7,194.36 | 7,425.53 |
| | A Basis | 88,471 | 89,376 | 90,280 | 90,380 | 90,521 | 93,878 | 95,104 | 99,204 | 101,958 | 105,234 |
| | 7,372.58 | 7,447.96 | 7,523.34 | 7,531.69 | 7,543.43 | 7,823.14 | 7,925.30 | 8,267.02 | 8,496.51 | 8,769.52 | |
| 22 (+ 28 points) | C Basis | 70,198 | 70,277 | 70,989 | 71,099 | 73,420 | 76,167 | 78,646 | 80,855 | 83,097 | 86,806 |
| | | 5,849.85 | 5,856.45 | 5,915.73 | 5,924.88 | 6,118.31 | 6,347.23 | 6,553.85 | 6,737.93 | 6,924.77 | 7,233.85 |
| | B Basis | 75,678 | 75,763 | 76,529 | 76,648 | 79,150 | 82,111 | 84,784 | 87,166 | 89,583 | 93,582 |
| | | 6,306.50 | 6,313.62 | 6,377.41 | 6,387.34 | 6,595.85 | 6,842.62 | 7,065.31 | 7,263.85 | 7,465.23 | 7,798.54 |
| | A Basis | 89,376 | 89,476 | 90,380 | 90,521 | 93,476 | 96,973 | 100,129 | 102,943 | 105,797 | 110,520 |
| | 7,447.96 | 7,456.36 | 7,531.69 | 7,543.43 | 7,789.67 | 8,081.11 | 8,344.09 | 8,578.56 | 8,816.42 | 9,210.03 | |
| 23 (+ 42 points) | C Basis | 70,277 | 70,989 | 71,099 | 73,420 | 75,851 | 78,692 | 81,613 | 83,870 | 86,240 | 91,260 |
| | | 5,856.45 | 5,915.73 | 5,924.88 | 6,118.31 | 6,320.88 | 6,557.68 | 6,801.07 | 6,989.20 | 7,186.65 | 7,604.97 |
| | B Basis | 75,763 | 76,529 | 76,648 | 79,150 | 81,771 | 84,835 | 87,983 | 90,417 | 92,970 | 98,382 |
| | | 6,313.62 | 6,377.41 | 6,387.34 | 6,595.85 | 6,814.26 | 7,069.55 | 7,331.90 | 7,534.76 | 7,747.47 | 8,198.49 |
| | A Basis | 89,476 | 90,380 | 90,521 | 93,476 | 96,571 | 100,189 | 103,907 | 106,782 | 109,797 | 116,189 |
| | 7,456.36 | 7,531.69 | 7,543.43 | 7,789.67 | 8,047.62 | 8,349.11 | 8,658.95 | 8,988.51 | 9,149.72 | 9,682.38 | |
| 24 (+ 56 points) | C Basis | 70,989 | 71,099 | 73,420 | 75,851 | 78,692 | 81,661 | 84,692 | 87,043 | 89,933 | 95,568 |
| | | 5,915.73 | 5,924.88 | 6,118.31 | 6,320.88 | 6,557.68 | 6,805.10 | 7,057.63 | 7,253.62 | 7,494.44 | 7,964.02 |
| | B Basis | 76,529 | 76,648 | 79,150 | 81,771 | 84,835 | 88,034 | 91,302 | 93,838 | 96,952 | 103,028 |
| | | 6,377.41 | 6,387.34 | 6,595.85 | 6,814.26 | 7,069.55 | 7,336.18 | 7,608.50 | 7,819.81 | 8,079.36 | 8,585.69 |
| | A Basis | 90,380 | 90,521 | 93,476 | 96,571 | 100,189 | 103,968 | 107,827 | 110,822 | 114,500 | 121,676 |
| | 7,531.69 | 7,543.43 | 7,789.67 | 8,047.62 | 8,349.11 | 8,664.01 | 8,985.59 | 9,235.17 | 9,541.68 | 10,139.65 | |
| 25 (+ 70 points) | C Basis | 71,099 | 73,420 | 75,440 | 79,608 | 82,592 | 85,717 | 87,865 | 90,502 | 93,910 | 99,973 |
| | | 5,924.88 | 6,118.31 | 6,286.67 | 6,633.99 | 6,882.69 | 7,143.09 | 7,322.06 | 7,541.84 | 7,825.86 | 8,331.10 |
| | B Basis | 76,648 | 79,150 | 81,329 | 85,822 | 89,038 | 92,408 | 94,723 | 97,565 | 101,241 | 107,777 |
| | | 6,387.34 | 6,595.85 | 6,777.38 | 7,151.83 | 7,419.86 | 7,700.66 | 7,893.56 | 8,130.44 | 8,436.75 | 8,981.42 |
| | A Basis | 90,521 | 93,476 | 96,049 | 101,355 | 105,154 | 109,134 | 111,867 | 115,224 | 119,565 | 127,284 |
| | 7,543.43 | 7,789.67 | 8,004.05 | 8,446.27 | 8,762.81 | 9,094.46 | 9,322.24 | 9,602.00 | 9,963.77 | 10,607.01 | |
| 26 (+ 84 points) | C Basis | 73,736 | 75,787 | 77,919 | 82,671 | 85,781 | 89,033 | 91,196 | 94,275 | 97,905 | 104,284 |
| | | 6,144.66 | 6,315.58 | 6,493.27 | 6,889.27 | 7,148.40 | 7,419.42 | 7,599.67 | 7,856.23 | 8,158.72 | 8,690.33 |
| | B Basis | 79,490 | 81,703 | 84,000 | 89,123 | 92,476 | 95,982 | 98,314 | 101,633 | 105,547 | 112,423 |
| | | 6,624.19 | 6,808.59 | 7,000.04 | 7,426.95 | 7,706.37 | 7,998.50 | 8,192.84 | 8,469.40 | 8,795.59 | 9,368.57 |
| | A Basis | 93,878 | 96,491 | 99,204 | 105,254 | 109,214 | 113,354 | 116,108 | 120,028 | 124,651 | 132,771 |
| | 7,823.14 | 8,040.91 | 8,267.02 | 8,771.20 | 9,101.17 | 9,446.18 | 9,675.69 | 10,002.32 | 10,387.55 | 11,064.25 | |
| 27^ (+ 98 points) | C Basis | 75,315 | 78,677 | 80,888 | 85,875 | 89,112 | 92,490 | 94,637 | 98,111 | 101,884 | 108,768 |
| | | 6,276.23 | 6,556.40 | 6,740.69 | 7,156.26 | 7,426.01 | 7,707.46 | 7,886.42 | 8,175.92 | 8,490.31 | 9,064.01 |
| | B Basis | 81,192 | 84,817 | 87,200 | 92,578 | 96,067 | 99,709 | 102,024 | 105,768 | 109,836 | 117,256 |
| | | 6,766.03 | 7,068.11 | 7,266.70 | 7,714.83 | 8,005.58 | 8,309.10 | 8,502.00 | 8,814.04 | 9,152.98 | 9,771.37 |
| | A Basis | 95,888 | 100,169 | 102,983 | 109,334 | 113,455 | 117,756 | 120,490 | 124,912 | 129,716 | 138,479 |
| | 7,990.66 | 8,347.41 | 8,581.95 | 9,111.18 | 9,454.57 | 9,813.02 | 10,040.82 | 10,409.32 | 10,809.64 | 11,539.93 | |
| (continued) 27 (+ 98 points) | C Basis | 109,273 | 109,730 | 110,220 | 110,679 | | | | | | |
| | | 9,106.10 | 9,144.15 | 9,184.97 | 9,223.22 | | | | | | |
| | B Basis | 117,801 | 118,295 | 118,822 | 119,316 | | | | | | |
| | | 9,816.78 | 9,857.89 | 9,901.86 | 9,942.98 | | | | | | |
| | A Basis | 139,123 | 139,705 | 140,329 | 140,911 | | | | | | |
| | 11,593.57 | 11,642.12 | 11,694.05 | 11,742.61 | | | | | | | |

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.

2024-2025 SPECIAL EDUCATION (SE) TABLE (Continued)

(SE) Salary Table

Degree Differentials:

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

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

Maximum Rates With Career Increments:

First Career Increment (completed 27S14)*

Pay Scale Group C1, Pay Scale Level 15-19

| | | <u>1st CI & MA</u> | <u>1st CI & DR</u> |
|---------|-----------|------------------------|------------------------|
| C Basis | 112,319 | 112,903 | 113,487 |
| | 9,359.91 | | |
| B Basis | 121,086 | 121,718 | 122,351 |
| | 10,090.48 | | |
| A Basis | 143,002 | 143,749 | 144,496 |
| | 11,916.81 | | |

Second Career Increment (after 5 yrs on first CI)

Pay Scale Group C2, Pay Scale Level 20-24

| | | <u>2nd CI & MA</u> | <u>2nd CI & DR</u> |
|---------|-----------|------------------------|------------------------|
| C Basis | 113,156 | 113,740 | 114,324 |
| | 9,429.63 | | |
| B Basis | 121,988 | 122,620 | 123,253 |
| | 10,165.66 | | |
| A Basis | 144,067 | 144,814 | 145,561 |
| | 12,005.59 | | |

Third Career Increment (after 5 yrs on second CI)

Pay Scale Group C3, Pay Scale Level 25-29

| | | <u>3rd CI & MA</u> | <u>3rd CI & DR</u> |
|---------|-----------|------------------------|------------------------|
| C Basis | 116,076 | 116,660 | 117,244 |
| | 9,673.02 | | |
| B Basis | 125,136 | 125,768 | 126,401 |
| | 10,428.04 | | |
| A Basis | 147,786 | 148,533 | 149,280 |
| | 12,315.47 | | |

Fourth Career Increment (after 5 yrs on third CI)

Pay Scale Group C4, Pay Scale Level 30+

| | | <u>4th CI & MA</u> | <u>4th CI & DR</u> |
|---------|-----------|------------------------|------------------------|
| C Basis | 117,987 | 118,571 | 119,155 |
| | 9,832.23 | | |
| B Basis | 127,196 | 127,828 | 128,461 |
| | 10,599.65 | | |
| A Basis | 150,218 | 150,965 | 151,712 |
| | 12,518.13 | | |

An employee with a master's degree and a doctorate, or equivalent degree, shall receive the doctoral 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).
- C Basis rates reflect 205 days for the 2024-2025 school year.
- B Basis annualized = 221 paid days or equivalent hours; 1,768 hours annual.
- A Basis annualized = 261 paid days or equivalent hours; 2,088 hours annual.

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

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