



**Los Angeles Unified School District
2011-2012 PREPARATION SALARY (T) TABLE**

Preparation Salary (T) Table (Regular Credentials): 2011-2012 rates continue the 2010-2011 rates. Approximate annual salaries in parentheses reflect 4 unpaid furlough days (200 paid days for C basis, 217 paid days for B basis, and 257 paid days for A basis) as agreed on March 27, 2011 by UTLA and the District. This table applies only to employees holding regular credentials (i.e., non-emergency, non-interim) and a Bachelor's Degree, or possession of certain vocational or industrial arts credentials.

PAY SCALE GROUP		PAY SCALE LEVEL									
Points*		1	2	3	4	5	6	7	8	9	10
20 (Minimum)	C Basis	\$45,637 (44,742)	45,692 (44,796)	46,178 (45,273)	46,665 (45,750)	46,719 (45,803)	46,794 (45,876)	48,135 (47,191)	49,260 (48,294)	50,957 (49,958)	52,406 (51,378)
	B Basis	49,441 (48,546)	49,499 (48,603)	50,026 (49,121)	50,553 (49,638)	50,612 (49,696)	50,694 (49,776)	52,146 (51,202)	53,364 (52,398)	55,203 (54,204)	56,773 (55,745)
	A Basis	58,416 (57,521)	58,485 (57,589)	59,108 (58,202)	59,731 (58,816)	59,800 (58,884)	59,897 (58,979)	61,613 (60,669)	63,052 (62,086)	65,225 (64,225)	67,079 (66,051)
21 (+ 14 points)	C Basis	45,692 (44,796)	46,178 (45,273)	46,665 (45,750)	46,719 (45,803)	46,794 (45,876)	48,600 (47,647)	49,260 (48,294)	51,465 (50,456)	52,946 (51,908)	54,709 (53,636)
	B Basis	49,499 (48,603)	50,026 (49,121)	50,553 (49,638)	50,612 (49,696)	50,694 (49,776)	52,650 (51,697)	53,364 (52,398)	55,754 (54,745)	57,359 (56,321)	59,268 (58,195)
	A Basis	58,485 (57,589)	59,108 (58,202)	59,731 (58,816)	59,800 (58,884)	59,897 (58,979)	62,208 (61,255)	63,052 (62,086)	65,875 (64,865)	67,771 (66,732)	70,027 (68,954)
22 (+ 28 points)	C Basis	46,178 (45,273)	46,232 (45,325)	46,719 (45,803)	46,794 (45,876)	48,384 (47,435)	50,265 (49,279)	51,963 (50,944)	53,476 (52,427)	55,011 (53,932)	57,552 (56,424)
	B Basis	50,026 (49,121)	50,085 (49,178)	50,612 (49,696)	50,694 (49,776)	52,416 (51,467)	54,454 (53,468)	56,293 (55,274)	57,933 (56,884)	59,596 (58,517)	62,348 (61,220)
	A Basis	59,108 (58,202)	59,177 (58,270)	59,800 (58,884)	59,897 (58,979)	61,931 (60,982)	64,339 (63,353)	66,512 (65,493)	68,450 (67,401)	70,415 (69,336)	73,667 (72,538)
23 (+ 42 points)	C Basis	46,232 (45,325)	46,719 (45,803)	46,794 (45,876)	48,384 (47,435)	50,049 (49,068)	51,995 (50,975)	53,995 (52,936)	55,541 (54,452)	57,163 (56,042)	60,601 (59,413)
	B Basis	50,085 (49,178)	50,612 (49,696)	50,694 (49,776)	52,416 (51,467)	54,219 (53,238)	56,328 (55,308)	58,495 (57,436)	60,170 (59,081)	61,927 (60,806)	65,651 (64,463)
	A Basis	59,177 (58,270)	59,800 (58,884)	59,897 (58,979)	61,931 (60,982)	64,062 (63,080)	66,553 (65,533)	69,114 (68,055)	71,093 (70,003)	73,169 (72,048)	77,570 (76,381)
24 (+ 56 points)	C Basis	46,719 (45,803)	46,794 (45,876)	48,384 (47,435)	50,049 (49,068)	51,995 (50,975)	54,028 (52,969)	56,103 (55,003)	57,714 (56,582)	59,693 (58,523)	63,553 (62,307)
	B Basis	50,612 (49,696)	50,694 (49,776)	52,416 (51,467)	54,219 (53,238)	56,328 (55,308)	58,530 (57,471)	60,779 (59,679)	62,524 (61,392)	64,668 (63,498)	68,849 (67,603)
	A Basis	59,800 (58,884)	59,897 (58,979)	61,931 (60,982)	64,062 (63,080)	66,553 (65,533)	69,155 (68,095)	71,812 (70,711)	73,874 (72,742)	76,407 (75,236)	81,348 (80,101)
25 (+ 70 points)	C Basis	46,794 (45,876)	48,384 (47,435)	49,768 (48,792)	52,622 (51,590)	54,666 (53,594)	56,806 (55,692)	58,277 (57,134)	60,082 (58,904)	62,418 (61,194)	66,570 (65,265)
	B Basis	50,694 (49,776)	52,416 (51,467)	53,915 (52,939)	57,007 (55,975)	59,221 (58,149)	61,540 (60,426)	63,133 (61,990)	65,089 (63,911)	67,619 (66,395)	72,117 (70,812)
	A Basis	59,897 (58,979)	61,931 (60,982)	63,702 (62,726)	67,356 (66,324)	69,972 (68,900)	72,712 (71,598)	74,594 (73,451)	76,905 (75,726)	79,895 (78,671)	85,209 (83,903)
26 (+ 84 points)	C Basis	48,600 (47,647)	50,006 (49,025)	51,465 (50,456)	54,720 (53,647)	56,850 (55,735)	59,077 (57,919)	60,558 (59,371)	62,666 (61,437)	65,153 (63,875)	69,521 (68,158)
	B Basis	52,650 (51,697)	54,173 (53,192)	55,754 (54,745)	59,280 (58,207)	61,587 (60,472)	64,000 (62,842)	65,605 (64,418)	67,889 (66,660)	70,583 (69,305)	75,315 (73,952)
	A Basis	62,208 (61,255)	64,007 (63,026)	65,875 (64,865)	70,041 (68,968)	72,767 (71,652)	75,618 (74,459)	77,514 (76,326)	80,213 (78,984)	83,396 (82,118)	88,987 (87,623)
27^ (+ 98 points)	C Basis	49,681 (48,707)	51,984 (50,965)	53,498 (52,449)	56,914 (55,798)	59,131 (57,972)	61,445 (60,240)	62,915 (61,681)	65,294 (64,014)	67,878 (66,547)	72,592 (71,169)
	B Basis	53,821 (52,847)	56,316 (55,297)	57,956 (56,907)	61,657 (60,541)	64,058 (62,899)	66,565 (65,360)	68,158 (66,924)	70,735 (69,455)	73,534 (72,203)	78,641 (77,218)
	A Basis	63,592 (62,617)	66,540 (65,520)	68,477 (67,428)	72,850 (71,734)	75,687 (74,527)	78,649 (77,444)	80,531 (79,297)	83,576 (82,295)	86,883 (85,551)	92,917 (91,493)

Additional Pay Scale Levels

		11	12	13	14
(continued)	C Basis	72,938 (71,508)	73,251 (71,815)	73,587 (72,144)	73,900 (72,451)
	B Basis	79,016 (77,586)	79,356 (77,920)	79,719 (78,276)	80,058 (78,609)
27 (+ 98 points)	A Basis	93,360 (91,929)	93,762 (92,325)	94,191 (92,747)	94,592 (93,142)

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, and 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.

Los Angeles Unified School District

2011-2012 PREPARATION SALARY (T) TABLE (Continued)

(T) Salary Table

Degree Differentials:

	<u>MA Degree</u>	<u>DR Degree</u>
C Basis (6 or 8 hour)	\$584 (572)	1,168 (1,145)
B Basis (6 or 8 hour)	632 (621)	1,265 (1,242)
A Basis (8 hour)	747 (735)	1,494 (1,471)

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	75,024 (73,553)	75,608 (74,125)	76,192 (74,698)
B Basis	81,276 (79,805)	81,908 (80,426)	82,541 (81,047)
A Basis	96,031 (94,559)	96,778 (95,295)	97,525 (96,030)

Second Career Increment (after 5 yrs on first C. I.) Pay Scale Group C2, Pay Scale Level 20-24

		<u>2nd CI & MA</u>	<u>2nd CI & DR</u>
C Basis	75,597 (74,115)	76,181 (74,687)	76,765 (75,260)
B Basis	81,897 (80,414)	82,529 (81,035)	83,162 (81,657)
A Basis	96,765 (95,282)	97,512 (96,017)	98,259 (96,753)

Third Career Increment (after 5 yrs on second C. I.) Pay Scale Group C3, Pay Scale Level 25-29

		<u>3rd CI & MA</u>	<u>3rd CI & DR</u>
C Basis	77,598 (76,076)	78,182 (76,649)	78,766 (77,221)
B Basis	84,065 (82,543)	84,697 (83,164)	85,330 (83,785)
A Basis	99,325 (97,803)	100,072 (98,538)	100,819 (99,274)

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	78,906 (77,359)	79,490 (77,931)	80,074 (78,504)
B Basis	85,482 (83,934)	86,114 (84,555)	86,747 (85,176)
A Basis	101,000 (99,452)	101,747 (100,188)	102,494 (100,923)

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 (6 hours); 1,632 hours (8 hours).

B Basis annualized = 221 paid days or equivalent hours; 1,326 hours (6 hours); 1,768 hours (8 hours).

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.



**Los Angeles Unified School District
2011-2012 PREPARATION SALARY (L) TABLE**

Preparation Salary (L) Table (Alternative Certification): 2011-2012 rates continue the 2010-2011 rates. Approximate annual salaries in parentheses reflect 4 unpaid furlough days (200 paid days for C basis, 217 paid days for B basis, and 257 paid days for A basis) as agreed on March 27, 2011 by UTLA and the District. 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		PAY SCALE LEVEL										
Points**		1	2	*	3	4	5	6	7	8	9	10
20 (Minimum)	C Basis	\$39,788 (39,008)	39,788 (39,008)		39,788 (39,008)	40,480 (39,686)	42,567 (41,732)	43,010 (42,167)	44,340 (43,471)	45,832 (44,933)	47,940 (47,000)	50,070 (49,088)
	B Basis	43,104 (42,324)	43,104 (42,324)		43,104 (42,324)	43,854 (43,060)	46,114 (45,279)	46,594 (45,751)	48,035 (47,166)	49,651 (48,752)	51,936 (50,996)	54,243 (53,261)
	A Basis	50,929 (50,148)	50,929 (50,148)		50,929 (50,148)	51,815 (51,021)	54,486 (53,651)	55,053 (54,209)	56,755 (55,885)	58,665 (57,766)	61,364 (60,424)	64,090 (63,108)
21 (+ 14 points)	C Basis	39,788 (39,008)	39,788 (39,008)		40,134 (39,347)	41,713 (40,895)	43,367 (42,517)	44,978 (44,096)	46,686 (45,771)	48,373 (47,425)	50,027 (49,046)	52,265 (51,240)
	B Basis	43,104 (42,324)	43,104 (42,324)		43,479 (42,692)	45,189 (44,371)	46,981 (46,131)	48,726 (47,844)	50,577 (49,662)	52,404 (51,456)	54,196 (53,215)	56,621 (55,596)
	A Basis	50,929 (50,148)	50,929 (50,148)		51,372 (50,585)	53,392 (52,574)	55,510 (54,659)	57,572 (56,690)	59,758 (58,842)	61,917 (60,968)	64,035 (63,054)	66,899 (65,874)
22 (+ 28 points)	C Basis	39,788 (39,008)	40,134 (39,347)		41,778 (40,959)	43,637 (42,781)	45,400 (44,510)	47,259 (46,332)	49,032 (48,071)	50,935 (49,936)	52,719 (51,685)	54,979 (53,901)
	B Basis	43,104 (42,324)	43,479 (42,692)		45,259 (44,440)	47,274 (46,418)	49,183 (48,293)	51,198 (50,271)	53,118 (52,157)	55,180 (54,181)	57,113 (56,079)	59,561 (58,483)
	A Basis	50,929 (50,148)	51,372 (50,585)		53,475 (52,655)	55,856 (55,000)	58,111 (57,220)	60,492 (59,565)	62,761 (61,799)	65,197 (64,198)	67,481 (66,447)	70,373 (69,294)
23 (+ 42 points)	C Basis	40,134 (39,347)	41,745 (40,926)		43,637 (42,781)	45,529 (44,636)	47,562 (46,629)	49,519 (48,548)	51,465 (50,456)	53,390 (52,343)	55,347 (54,262)	57,898 (56,763)
	B Basis	43,479 (42,692)	45,224 (44,405)		47,274 (46,418)	49,323 (48,430)	51,526 (50,593)	53,646 (52,675)	55,754 (54,745)	57,839 (56,792)	59,959 (58,874)	62,723 (61,588)
	A Basis	51,372 (50,585)	53,434 (52,615)		55,856 (55,000)	58,278 (57,385)	60,879 (59,946)	63,384 (62,413)	65,875 (64,865)	68,339 (67,292)	70,844 (69,758)	74,110 (72,974)
24 (+ 56 points)	C Basis	41,745 (40,926)	43,345 (42,495)		45,400 (44,510)	47,562 (46,629)	49,605 (48,632)	51,735 (50,721)	53,844 (52,788)	55,887 (54,791)	58,071 (56,932)	60,720 (59,529)
	B Basis	45,224 (44,405)	46,957 (46,107)		49,183 (48,293)	51,526 (50,593)	53,739 (52,766)	56,047 (55,033)	58,331 (57,275)	60,545 (59,449)	62,911 (61,772)	65,780 (64,589)
	A Basis	53,434 (52,615)	55,482 (54,632)		58,111 (57,220)	60,879 (59,946)	63,495 (62,522)	66,221 (65,206)	68,920 (67,864)	71,536 (70,440)	74,331 (73,192)	77,722 (76,531)
25 (+ 70 points)	C Basis	43,194 (42,347)	45,010 (44,127)		47,303 (46,375)	49,519 (48,548)	51,746 (50,731)	54,006 (52,947)	56,266 (55,163)	58,450 (57,304)	60,709 (59,519)	63,596 (62,349)
	B Basis	46,793 (45,946)	48,761 (47,878)		51,244 (50,317)	53,646 (52,675)	56,058 (55,043)	58,506 (57,447)	60,954 (59,851)	63,321 (62,175)	65,769 (64,579)	68,896 (67,649)
	A Basis	55,288 (54,441)	57,613 (56,730)		60,547 (59,619)	63,384 (62,413)	66,235 (65,220)	69,128 (68,069)	72,020 (70,916)	74,816 (73,669)	77,708 (76,517)	81,403 (80,155)
26 (+ 84 points)	C Basis	44,913 (44,032)	46,686 (45,771)		49,043 (48,081)	51,465 (50,456)	53,844 (52,788)	56,277 (55,174)	58,612 (57,463)	60,958 (59,763)	63,380 (62,137)	66,429 (65,126)
	B Basis	48,656 (47,775)	50,577 (49,662)		53,130 (52,168)	55,754 (54,745)	58,331 (57,275)	60,966 (59,863)	63,496 (62,347)	66,038 (64,843)	68,662 (67,419)	71,965 (70,662)
	A Basis	57,489 (56,608)	59,758 (58,842)		62,775 (61,813)	65,875 (64,865)	68,920 (67,864)	72,034 (70,930)	75,023 (73,873)	78,026 (76,830)	81,126 (79,883)	85,029 (83,726)
27 (+ 98 points)	C Basis	46,221 (45,315)	48,373 (47,425)		50,935 (49,936)	53,390 (52,343)	55,909 (54,813)	58,482 (57,335)	60,969 (59,774)	63,510 (62,265)	66,029 (64,734)	69,359 (67,999)
	B Basis	50,073 (49,167)	52,404 (51,456)		55,180 (54,181)	57,839 (56,792)	60,568 (59,472)	63,356 (62,209)	66,050 (64,855)	68,802 (67,557)	71,531 (70,236)	75,139 (73,779)
	A Basis	59,163 (58,256)	61,917 (60,968)		65,197 (64,198)	68,339 (67,292)	71,563 (70,466)	74,857 (73,710)	78,040 (76,844)	81,292 (80,046)	84,517 (83,222)	88,779 (87,418)

Additional Pay Scale Levels

		11	12	13	14
(continued)	C Basis	69,683 (68,317)	69,986 (68,614)	70,289 (68,911)	70,602 (69,218)
	B Basis	75,490 (74,124)	75,818 (74,446)	76,146 (74,768)	76,486 (75,102)
(+ 98 points)	A Basis	89,195 (87,828)	89,582 (88,209)	89,970 (88,591)	90,371 (88,986)

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, and 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.

Los Angeles Unified School District

2011-2012 PREPARATION SALARY (L) TABLE (Continued)

(L) Salary Table

Degree Differentials:

	<u>MA Degree</u>	<u>DR Degree</u>
C Basis (6 or 8 hour)	\$584 (572)	1,168 (1,145)
B Basis (6 or 8 hour)	632 (621)	1,265 (1,242)
A Basis (8 hour)	747 (735)	1,494 (1,471)

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	71,662 (70,257)	72,246 (70,829)	72,830 (71,402)
B Basis	77,634 (76,229)	78,266 (76,850)	78,899 (77,471)
A Basis	91,727 (90,321)	92,474 (91,057)	93,221 (91,792)

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	72,213 (70,797)	72,797 (71,369)	73,381 (71,942)
B Basis	78,231 (76,815)	78,863 (77,436)	79,496 (78,057)
A Basis	92,433 (91,016)	93,180 (91,752)	93,927 (92,488)

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	73,457 (72,017)	74,041 (72,589)	74,625 (73,161)
B Basis	79,578 (78,138)	80,211 (78,759)	80,843 (79,380)
A Basis	94,025 (92,584)	94,772 (93,319)	95,519 (94,055)

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	74,722 (73,257)	75,306 (73,829)	75,890 (74,402)
B Basis	80,949 (79,484)	81,581 (80,105)	82,214 (80,726)
A Basis	95,644 (94,178)	96,391 (94,914)	97,138 (95,649)

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 (6 hours); 1,632 hours (8 hours).

B Basis annualized = 221 paid days or equivalent hours; 1,326 hours (6 hours); 1,768 hours (8 hours).

A Basis annualized = 261 paid days or equivalent hours; 2,088 hours annual.

In accordance with Section 44462 of the Education Code, a teacher whose services are authorized by an internship credential may be paid seven-eighths of the rate to which entitled rounded to the nearest dollar, unless the training program in question requires the full rate. Categorical Limited Contract teachers are paid on Schedule (Pay Scale Group) 20 only, Steps (Pay Scale Level) 1 - 10.

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



Los Angeles Unified School District

2011-2012 RATES FOR DAY-TO-DAY SUBSTITUTES

Day-to-Day Substitutes: 2011-2012 rates continue the 2010-2011 rates.

Employees Serving in place of Preparation Salary Table employees:

Daily Base Rate	\$173.04
Base Hourly Rate (6-hour day)	\$28.83942
Daily Incentive Plan Rate	\$233.52
Base Hourly Rate (6-hour day)	\$38.92002
Day-to-Day Substitute, Extended Rate	\$233.52
Base Hourly Rate (6-hour day)	\$38.92002

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	\$31.49957	\$189.00	\$126.00	\$94.50
Day-to-Day Substitute, Extended Rate	42.51000	\$255.06	\$170.04	\$127.53

These rates shall only apply when service is in place of a contract employee assigned during Summer School/Intersession.

Personnel Policy Guide: S6

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

Maximum Rate	\$151.42 daily \$18.92763 hourly
(with accrual rate of .11364 or \$17.21/day after 35 full-time days of service retroactive to the beginning of the school year)	\$168.63 daily



Los Angeles Unified School District

2011-2012

DEVELOPMENT CENTER/EARLY EDUCATION CENTER SALARY TABLES AND SUBSTITUTE RATES

Development Center Salary (V) Table/Early Education Center Salary (C) Table: 2011-2012 rates continue the 2010-2011 rates. Approximate annual salaries and degree differentials in parentheses reflect 4 unpaid furlough days (257 paid days for A basis, 200 paid days for C basis, and 230 paid days for E basis) as agreed on March 27, 2011 by UTLA and the District.

Development Center Salary (V) Table: 2011-2012 rates continue the 2010-2011 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	\$30,912 (30,306)	32,068 (31,439)	33,409 (32,754)	34,501 (33,825)	36,091 (35,383)
Minimum Plus 14 Points	12V	C basis	32,068 (31,439)	33,409 (32,754)	34,501 (33,825)	35,766 (35,065)	37,312 (36,580)
Minimum Plus 28 Points	13V	C basis	33,409 (32,754)	34,501 (33,825)	35,766 (35,065)	36,977 (36,252)	38,512 (37,757)
Bachelor's Degree	14V	C basis	34,501 (33,825)	35,766 (35,065)	36,977 (36,252)	38,177 (37,428)	39,799 (39,019)
BA + Restricted Severely Handicapped Credential	15V	C basis	35,766 (35,065)	36,977 (36,252)	38,177 (37,428)	39,453 (38,679)	41,161 (40,354)

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: 2011-2012 rates continue the 2010-2011 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	39,037 (38,439)	40,531 (39,910)	42,233 (41,586)	43,685 (43,015)	45,704 (45,004)
		C basis	30,511 (29,913)	31,680 (31,059)	33,009 (32,362)	34,144 (33,475)	35,723 (35,023)
Minimum Plus 14 Points	16C	A basis	40,531 (39,910)	42,233 (41,586)	43,685 (43,015)	45,290 (44,596)	47,185 (46,462)
		C basis	31,679 (31,058)	33,009 (32,362)	34,144 (33,475)	35,399 (34,705)	36,880 (36,157)
Minimum Plus 28 Points	17C	A basis	42,233 (41,586)	43,685 (43,015)	45,290 (44,596)	46,769 (46,052)	48,734 (47,987)
		C basis	33,009 (32,362)	34,144 (33,475)	35,399 (34,705)	36,555 (35,838)	38,091 (37,344)
Bachelor's Degree	18C	A basis	43,685 (43,015)	45,290 (44,596)	46,769 (46,052)	48,291 (47,551)	50,352 (49,580)
		C basis	34,144 (33,475)	35,399 (34,705)	36,555 (35,838)	37,745 (37,005)	39,356 (38,584)
		E basis	39,165 (38,496)	40,605 (39,911)	41,931 (41,214)	43,296 (42,556)	45,144 (44,372)
BA + Elementary or Early Education Credential	19C	A basis	45,995 (45,290)	48,042 (47,306)	50,546 (49,771)	53,174 (52,359)	56,370 (55,506)
		C basis	35,950 (35,245)	37,550 (36,814)	39,507 (38,732)	41,561 (40,746)	44,059 (43,195)
			6	7	8	9	10
	19C (continued)	A basis	56,563 (55,696)	56,729 (55,860)	58,638 (57,739)	61,336 (60,396)	64,061 (63,079)
		C basis	44,210 (43,343)	44,340 (43,471)	45,832 (44,933)	47,941 (47,001)	50,071 (49,089)
			20				
	19C (continued)	A basis	65,177 (64,178)				
		C basis	50,947 (49,948)				

*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.

**2011-2012 Development Center/Early Education Center
Degree Differentials**

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

	MA Degree	DR Degree
A Basis annualized: 261 paid days	\$747	1,494
(A Basis annualized with 4 furlough days: 257 paid days)	(735)	(1,471)
C Basis (6 hour) annualized: 204 paid days	584	1,168
(C Basis (6 hour) annualized with 4 furlough days: 200 paid days)	(573)	(1,145)
C Basis (8 hour) annualized: 204 paid days	584	1,168
(C Basis (8 hour) annualized with 4 furlough days: 200 paid days)	(573)	(1,145)
E Basis (8 hour) annualized: 234 paid days	670	1,339
(E Basis (8 hour) annualized with 4 furlough days: 230 paid days)	(658)	(1,317)



Los Angeles Unified School District
2011-2012 ADULT HOURLY RATE (THR) SCHEDULE
FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES

1. HOURLY RATE (THR) SCHEDULE: 2011-2012 rates continue the 2010-2011 rates.

STEP (Pay Scale Level)						
A	B	C	1	2	3	4*
\$38.65820	40.68280	42.82400	45.45280	47.55160	49.93660	50.48780

* Applicable to all employees with 10 consecutive years or more of Adult Education service who are eligible for pay scale level advancement. Based on an agreement with UTLA on September 21, 2009, Step 4 is adjusted to \$50.48780, retroactive to 7/01/06.

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, Intersession (0814)
 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)
 Adviser, Registration, Hourly Schedule (0947)
 Continuation Teacher, Hourly Rate (0831)
 Regional Occupational Contract Teacher (0829)
 Temporary Adviser, Hourly Schedule (0800)
 Temporary Resource Teacher, Hourly (0825)

2011-2012 FLAT HOURLY RATES

2. FLAT HOURLY RATES: 2011-2012 rates continue the 2010-2011 rates.

Adult Teacher, Hourly Rate, Day-to-Day Substitute (0806)	\$45.45280
Adult Teacher, Public or Private Contract, Day-to-Day Substitute (0835)	45.45280
Adult Teacher, Public or Private Contract, Day-to-Day Substitute (0836)	38.65820
Adult Teacher, Flat Rate, Day-to-Day Substitute (0811)**	38.65820
Adult Teacher, Staff Development, Rate 1 (0807)	45.45280
Adult Teacher, Staff Development, Rate A (0815)	38.65820
Differential, JTPA Work Experience (0916)	18.44000
Elementary Supervision, Voluntary (0926)	30.78240
Extended Counseling Assignment/Advisement, Hourly (0913)	40.83120
Extended Teaching Assignment, Hourly (0921)	31.55620

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

2011-2012 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.

Advanced Placement Teacher Stipend (0936)
 Auxiliary Teacher (0915, 0924)
 Elementary Supervision, Non-voluntary (0927)
 Teacher, Supplementary Home Teacher (0922) (previously 0922,0923)
 Night Continuation High School (Regular Program) Teacher (0833)
 Registration Adviser (0948, 0949, 0950)
 Replacement Teacher (No class code)

Los Angeles Unified School District

2011-2012 THR SCHEDULE, Etc. (Cont'd)

2011-2012 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: 2011-2012 rates continue the 2011-2012 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

2011-2012 THR SCHEDULE, Etc. (Cont'd)

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

2011-2012 rates continue the 2011-2012 rates.

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

5. DIFFERENTIALS, COORDINATING, EARLY CHILDHOOD CENTER

2011-2012 rates continue the 2011-2012 rates.

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

2011-2012 THR SCHEDULE, Etc. (Cont'd)

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

2011-2012 rates continue the 2011-2012 rates.

Differential, Activity (Activity and Coaching):

Wage Type:	1394	1401	1402	1403	1404	1407	1410
Rate:	1	2	3	4	5	6	7
	\$973	1283	1691	2102	2311	2512	2811

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:

2011-2012 rates continue the 2011-2012 rates.

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

2011-2012 THR SCHEDULE, Etc. (Cont'd)

10. OTHER DIFFERENTIALS:

2011-2012 rates continue the 2010-2011 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:

2011-2012 rates continue the 2010-2011 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

2011-2012 rates continue the 2010-2011 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

2011-2012

PHYSICIANS, DENTISTS, CHEST SPECIALIST, AND PSYCHIATRIST

PHYSICIANS AND DENTISTS SALARY (J) TABLE: 2011-2012 rates continue the 2010-2011 rates. Approximate annual salaries in parentheses reflect 4 unpaid furlough days (257 paid days for A basis and 200 paid days for C basis).

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	Basis	Pay Scale Level								
			1			2			3		
School Dentist	10J	A basis	\$63.05940	\$98,751	(97,238)	65.58220	102,702	(101,128)	68.18980	106,785	(105,148)
		C basis		77,185	(75,671)		80,273	(78,699)		83,464	(81,828)
School Physician	11J	A basis	64.93560	101,689	(100,131)	67.58560	105,839	(104,217)	70.24620	110,006	(108,320)
School Pediatrician	11J	C basis		79,481	(77,923)		82,725	(81,103)		85,981	(84,295)
-----	12J	A basis	66.89660	104,760	(103,154)	69.56780	108,943	(107,273)	72.34500	113,292	(111,556)
		C basis		81,881	(80,276)		85,151	(83,481)		88,550	(86,814)
Senior Physician	13J	A basis	68.91060	107,914	(106,260)	71.66660	112,230	(110,510)	74.54980	116,745	(114,956)
		C basis		84,347	(82,693)		87,720	(86,000)		91,249	(89,460)

CHEST SPECIALIST AND PSYCHIATRIST: 2011-2012 continue the 2010-2011 rates.

Chest Specialist (0498)	\$73.48980
Psychiatrist (0495)	73.48980

A Basis annualized: 261 paid days	(A Basis annualized with 4 furlough days: 257 paid days)
C Basis annualized: 204 paid days	(C Basis annualized with 4 furlough days: 200 paid days)

All classes above are District-represented.



Los Angeles Unified School District **2011-2012 SALARY TABLES AND RATES**

Special Services Salary (D) Table: 2011-2012 rates continue the 2010-2011 rates. Approximate annual salaries in parentheses reflect 4 unpaid furlough days (257 paid days for A basis, 230 paid days for E basis, 217 paid days for B basis, and 200 paid days for C basis) as agreed on March 27, 2011 by UTLA and the District.

PAY SCALE GROUP		PAY SCALE LEVEL									
Points		1		2		3		4		5	
10D	E basis	\$39,240	(38,569)	41,423	(40,715)	43,667	(42,921)	46,098	(45,310)	48,503	(47,674)
	B basis	37,060	(36,389)	39,121	(38,413)	41,241	(40,495)	43,537	(42,749)	45,810	(44,981)
	C basis	34,209	(33,538)	36,112	(35,404)	38,069	(37,323)	40,188	(39,400)	42,285	(41,456)
11D	E basis	\$40,344	(39,655)	42,601	(41,872)	44,883	(44,116)	47,289	(46,480)	49,868	(49,016)
	B basis	38,103	(37,413)	40,234	(39,506)	42,389	(41,622)	44,662	(43,854)	47,098	(46,246)
	C basis	35,172	(34,482)	37,139	(36,411)	39,129	(38,362)	41,226	(40,418)	43,475	(42,623)
12D	E basis	\$41,423	(40,715)	43,667	(42,921)	46,098	(45,310)	48,503	(47,674)	51,257	(50,381)
	B basis	39,121	(38,413)	41,241	(40,495)	43,537	(42,749)	45,810	(44,981)	48,410	(47,534)
	C basis	36,112	(35,404)	38,069	(37,323)	40,188	(39,400)	42,285	(41,456)	44,686	(43,810)
13D	E basis	\$42,601	(41,872)	44,883	(44,116)	47,289	(46,480)	49,868	(49,016)	52,721	(51,820)
	B basis	40,234	(39,506)	42,389	(41,622)	44,662	(43,854)	47,098	(46,246)	49,792	(48,891)
	C basis	37,139	(36,411)	39,129	(38,362)	41,226	(40,418)	43,475	(42,623)	45,962	(45,061)
14D	E basis	\$43,667	(42,921)	46,098	(45,310)	48,503	(47,674)	51,257	(50,381)	54,134	(53,209)
	B basis	41,241	(40,495)	43,537	(42,749)	45,810	(44,981)	48,410	(47,534)	51,127	(50,202)
	C basis	38,069	(37,323)	40,188	(39,400)	42,285	(41,456)	44,686	(43,810)	47,194	(46,269)
15D	E basis	\$44,883	(44,116)	47,289	(46,480)	49,868	(49,016)	52,721	(51,820)	55,599	(54,649)
	B basis	42,389	(41,622)	44,662	(43,854)	47,098	(46,246)	49,792	(48,891)	52,509	(51,559)
	C basis	39,129	(38,362)	41,226	(40,418)	43,475	(42,623)	45,962	(45,061)	48,471	(47,521)
16D	E basis	\$46,098	(45,310)	48,503	(47,674)	51,257	(50,381)	54,134	(53,209)	57,149	(56,172)
	B basis	43,537	(42,749)	45,810	(44,981)	48,410	(47,534)	51,127	(50,202)	53,973	(52,996)
	C basis	40,188	(39,400)	42,285	(41,456)	44,686	(43,810)	47,194	(46,269)	49,822	(48,845)
17D	E basis	\$47,289	(46,480)	49,868	(49,016)	52,721	(51,820)	55,599	(54,649)	58,762	(57,757)
	B basis	44,662	(43,854)	47,098	(46,246)	49,792	(48,891)	52,509	(51,559)	55,496	(54,492)
	C basis	41,226	(40,418)	43,475	(42,623)	45,962	(45,061)	48,471	(47,521)	51,228	(50,224)
18D	E basis	\$48,503	(47,674)	51,257	(50,381)	54,134	(53,209)	57,149	(56,172)	60,386	(59,354)
	B basis	45,810	(44,981)	48,410	(47,534)	51,127	(50,202)	53,973	(52,996)	57,030	(55,998)
	C basis	42,285	(41,456)	44,686	(43,810)	47,194	(46,269)	49,822	(48,845)	52,644	(51,612)
19D	E basis	\$49,868	(49,016)	52,721	(51,820)	55,599	(54,649)	58,762	(57,757)	61,972	(60,913)
	B basis	47,098	(46,246)	49,792	(48,891)	52,509	(51,559)	55,496	(54,492)	58,530	(57,471)
	C basis	43,475	(42,623)	45,962	(45,061)	48,471	(47,521)	51,228	(50,224)	54,027	(52,968)

Los Angeles Unified School District

2011-2012 SPECIAL SERVICES SALARY (D) TABLE (Continued)

PAY SCALE GROUP		PAY SCALE LEVEL									
Points		1		2		3		4		5	
20D	E basis	\$51,257	(50,381)	54,134	(53,209)	57,149	(56,172)	60,386	(59,354)	63,721	(62,632)
	B basis	48,410	(47,534)	51,127	(50,202)	53,973	(52,996)	57,030	(55,998)	60,182	(59,093)
	C basis	44,686	(43,810)	47,194	(46,269)	49,822	(48,845)	52,644	(51,612)	55,552	(54,463)
21D	E basis	\$52,721	(51,820)	55,599	(54,649)	58,762	(57,757)	61,972	(60,913)	65,495	(64,375)
	B basis	49,792	(48,891)	52,509	(51,559)	55,496	(54,492)	58,530	(57,471)	61,856	(60,736)
	C basis	45,962	(45,061)	48,471	(47,521)	51,228	(50,224)	54,027	(52,968)	57,098	(55,978)
22D	E basis	\$54,134	(53,209)	57,149	(56,172)	60,386	(59,354)	63,721	(62,632)	67,479	(66,326)
	B basis	51,127	(50,202)	53,973	(52,996)	57,030	(55,998)	60,182	(59,093)	63,730	(62,577)
	C basis	47,194	(46,269)	49,822	(48,845)	52,644	(51,612)	55,552	(54,463)	58,828	(57,675)
23D	E basis	\$55,523	(54,574)	58,600	(57,598)	61,874	(60,816)	65,396	(64,278)	69,216	(68,033)
	B basis	52,439	(51,490)	55,344	(54,342)	58,436	(57,378)	61,763	(60,645)	65,370	(64,187)
	C basis	48,405	(47,456)	51,087	(50,085)	53,941	(52,883)	57,012	(55,894)	60,342	(59,159)
28D	E basis	\$61,489	(60,438)	64,987	(63,876)	68,583	(67,410)	72,404	(71,166)	76,458	(75,151)
	B basis	58,073	(57,022)	61,376	(60,265)	64,773	(63,601)	68,381	(67,143)	72,210	(70,903)
	C basis	53,606	(52,555)	56,655	(55,544)	59,790	(58,618)	63,121	(61,883)	66,656	(65,349)
29D	E basis	\$63,288	(62,206)	66,797	(65,655)	70,467	(69,263)	74,412	(73,140)	78,543	(77,200)
	B basis	59,771	(58,689)	63,086	(61,944)	66,553	(65,348)	70,278	(69,006)	74,179	(72,836)
	C basis	55,174	(54,092)	58,233	(57,091)	61,433	(60,228)	64,872	(63,600)	68,473	(67,130)
30D	E basis	\$64,987	(63,876)	68,583	(67,410)	72,404	(71,166)	76,458	(75,151)	80,787	(79,406)
	B basis	61,376	(60,265)	64,773	(63,601)	68,381	(67,143)	72,210	(70,903)	76,299	(74,918)
	C basis	56,655	(55,544)	59,790	(58,618)	63,121	(61,883)	66,656	(65,349)	70,430	(69,049)
31D	E basis	\$66,797	(65,655)	70,467	(69,263)	74,412	(73,140)	78,543	(77,200)	83,069	(81,649)
	B basis	63,086	(61,944)	66,553	(65,348)	70,278	(69,006)	74,179	(72,836)	78,454	(77,034)
	C basis	58,233	(57,091)	61,433	(60,228)	64,872	(63,600)	68,473	(67,130)	72,419	(70,999)
32D	E basis	\$68,583	(67,410)	72,404	(71,166)	76,458	(75,151)	80,787	(79,406)	85,388	(83,929)
	B basis	64,773	(63,601)	68,381	(67,143)	72,210	(70,903)	76,299	(74,918)	80,644	(79,184)
	C basis	59,790	(58,618)	63,121	(61,883)	66,656	(65,349)	70,430	(69,049)	74,441	(72,981)
33D	A basis	78,599	(77,394)	82,943	(81,672)	87,577	(86,235)	92,653	(91,233)	97,883	(96,383)
	E basis	70,468	(69,263)	74,362	(73,091)	78,517	(77,175)	83,069	(81,649)	87,756	(86,256)
	B basis	66,553	(65,348)	70,231	(68,960)	74,155	(72,813)	78,454	(77,034)	82,881	(81,381)
	C basis	61,433	(60,228)	64,828	(63,557)	68,451	(67,109)	72,419	(70,999)	76,505	(75,005)

Los Angeles Unified School District

2011-2012 SPECIAL SERVICES SALARY (D) TABLE (Continued)

PAY SCALE GROUP		PAY SCALE LEVEL									
Points		1		2		3		4		5	
34D	A basis	80,757	(79,519)	85,280	(83,973)	90,108	(88,727)	95,240	(93,780)	100,455	(98,915)
	E basis	72,403	(71,165)	76,458	(75,151)	80,787	(79,406)	85,388	(83,928)	90,063	(88,523)
	B basis	68,381	(67,143)	72,210	(70,903)	76,299	(74,918)	80,644	(79,184)	85,060	(83,520)
	C basis	63,121	(61,883)	66,656	(65,349)	70,430	(69,049)	74,441	(72,981)	78,516	(76,976)
35D	A basis	82,998	(81,726)	87,605	(86,262)	92,653	(91,233)	97,910	(96,409)	103,347	(101,763)
	E basis	74,412	(73,140)	78,542	(77,200)	83,068	(81,648)	87,781	(86,281)	92,656	(91,072)
	B basis	70,278	(69,006)	74,179	(72,836)	78,454	(77,034)	82,905	(81,404)	87,508	(85,924)
36D	A basis	85,280	(83,973)	90,108	(88,727)	95,240	(93,780)	100,455	(98,915)	106,320	(104,691)
	E basis	76,458	(75,151)	80,786	(79,406)	85,388	(83,928)	90,063	(88,524)	95,321	(93,692)
	B basis	72,210	(70,903)	76,299	(74,918)	80,644	(79,184)	85,060	(83,520)	90,026	(88,397)
37D	A basis	87,605	(86,262)	92,653	(91,233)	97,910	(96,409)	103,347	(101,763)	109,239	(107,565)
	E basis	78,542	(77,200)	83,068	(81,648)	87,781	(86,281)	92,656	(91,072)	97,938	(96,264)
	B basis	74,179	(72,836)	78,453	(77,033)	82,905	(81,404)	87,508	(85,925)	92,497	(90,823)
38D	A basis	90,108	(88,727)	95,240	(93,780)	100,455	(98,915)	106,320	(104,691)	112,171	(110,452)
	E basis	80,786	(79,406)	85,388	(83,928)	90,063	(88,524)	95,321	(93,692)	100,567	(98,848)
	B basis	76,298	(74,917)	80,644	(79,184)	85,060	(83,520)	90,026	(88,396)	94,980	(93,261)
39D	A basis	92,653	(91,233)	97,910	(96,409)	103,347	(101,763)	109,239	(107,565)	115,353	(113,585)
	E basis	83,068	(81,648)	87,781	(86,281)	92,656	(91,072)	97,938	(96,264)	103,420	(101,652)
	B basis	78,453	(77,033)	82,905	(81,404)	87,508	(85,925)	92,497	(90,823)	97,674	(95,907)
40D	A basis	95,240	(93,780)	100,455	(98,915)	106,320	(104,691)	112,171	(110,452)	118,577	(116,760)
	E basis	85,388	(83,928)	90,063	(88,524)	95,321	(93,692)	100,567	(98,848)	106,310	(104,493)
	B basis	80,644	(79,184)	85,060	(83,520)	90,026	(88,396)	94,980	(93,261)	100,404	(98,587)

Los Angeles Unified School District

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>
2,767	2,480	2,343	2,162
(2,725)	(2,438)	(2,301)	(2,120)

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>
3,430	3,076	2,904	2,682
(3,377)	(3,023)	(2,851)	(2,629)

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>
4,925	4,415	4,170	3,849
(4,850)	(4,340)	(4,095)	(3,774)

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>
6,405	5,742	5,423	5,006
(6,307)	(5,644)	(5,325)	(4,908)

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

<u>A Basis Annualized</u>	<u>E Basis Annualized</u>	<u>B Basis Annualized</u>	<u>C Basis Annualized</u>
1,494	1,339	1,265	1,168
(1,471)	(1,316)	(1,242)	(1,145) (6 hour) (1,145) (8 hour)

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

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

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

A basis Annualized: 261 paid days; 2,088 hours	(A basis 4 furlough days: 257 paid days; 2,056 hours annual).
E basis Annualized: 234 paid days; 1,872 hours	(E basis 4 furlough days: 230 paid days; 1,840 hours annual).
B basis Annualized: 221 paid days; 1,768 hours	(B basis 4 furlough days: 217 paid days; 1,736 hours annual).
C basis Annualized: 204 paid days 1,224 hours (6 hours) 1,632 hours annual (8 hours).	(C basis 4 furlough days: 200 paid days; 1,200 hours annual (6 hours); 1,600 hours annual (8 hours).



Los Angeles Unified School District
2011-2012 MASTER SALARY (G) TABLE
PAY SCALE GROUPS 01A, 03J, 04J, CONTRACT MANAGEMENT FLAT RATES, AND EXECUTIVE FLAT RATES

PAY SCALE GROUPS 22G TO 49G: 2011-2012 rates continue the 2010-2011 rates. Approximate annual salaries in parentheses reflect 4 unpaid furlough days (257 paid days for A basis, 230 paid days for E basis, 222 paid days for D basis, and 217 paid days for B basis).

Pay Scale Group	Pay Scale Level									
	1		2		3		4		5	
22G A basis	\$55,124	(54,279)	58,293	(57,400)	61,460	(60,518)	64,960	(63,964)	68,515	(67,465)
24G A basis	58,417	(57,522)	61,723	(60,777)	65,112	(64,114)	68,806	(67,752)	72,581	(71,469)
26G A basis	61,889	(60,941)	65,361	(64,359)	68,971	(67,914)	72,900	(71,783)	76,925	(75,746)
30G A basis	69,455	(68,391)	73,287	(72,164)	77,396	(76,210)	81,795	(80,541)	86,373	(85,049)
32G A basis	73,592	(72,464)	77,604	(76,415)	82,002	(80,745)	86,664	(85,336)	91,533	(90,130)
33G A basis	75,750	(74,589)	79,872	(78,648)	84,395	(83,102)	89,167	(87,800)	94,217	(92,773)
E basis	67,913	(66,752)	71,609	(70,385)	75,665	(74,372)	79,943	(78,576)	84,470	(83,026)
B basis	64,141	(62,980)	67,631	(66,407)	71,461	(70,168)	75,502	(74,135)	79,778	(78,334)
34G A basis	77,686	(76,495)	82,044	(80,787)	86,733	(85,404)	91,671	(90,266)	96,762	(95,279)
E basis	69,649	(68,458)	73,557	(72,300)	77,761	(76,432)	82,188	(80,783)	86,753	(85,270)
B basis	65,781	(64,590)	69,470	(68,213)	73,441	(72,112)	77,622	(76,217)	81,933	(80,450)
35G A basis	79,872	(78,648)	84,395	(83,102)	89,167	(87,800)	94,217	(92,773)	99,515	(97,990)
E basis	71,609	(70,385)	75,665	(74,372)	79,943	(78,576)	84,470	(83,026)	89,220	(87,695)
D basis	69,161	(67,937)	73,078	(71,785)	77,210	(75,843)	81,583	(80,139)	86,170	(84,645)
B basis	67,631	(66,407)	71,461	(70,168)	75,502	(74,135)	79,778	(78,334)	84,264	(82,739)
36G A basis	82,044	(80,787)	86,733	(85,404)	91,671	(90,266)	96,762	(95,279)	102,337	(100,769)
E basis	73,557	(72,300)	77,761	(76,432)	82,188	(80,783)	86,753	(85,270)	91,750	(90,182)
D basis	71,042	(69,785)	75,103	(73,774)	79,378	(77,973)	83,786	(82,303)	88,613	(87,045)
B basis	69,470	(68,213)	73,441	(72,112)	77,622	(76,217)	81,933	(80,450)	86,653	(85,085)
37G A basis	84,395	(83,102)	89,167	(87,800)	94,217	(92,773)	99,515	(97,990)	105,117	(103,506)
E basis	75,665	(74,372)	79,943	(78,576)	84,470	(83,026)	89,220	(87,695)	94,242	(92,631)
D basis	73,078	(71,785)	77,210	(75,843)	81,583	(80,139)	86,170	(84,645)	91,021	(89,410)
B basis	71,461	(70,168)	75,502	(74,135)	79,778	(78,334)	84,264	(82,739)	89,007	(87,396)
38G A basis	86,733	(85,404)	91,671	(90,266)	96,762	(95,279)	102,337	(100,769)	107,966	(106,311)
E basis	77,761	(76,432)	82,188	(80,783)	86,753	(85,270)	91,750	(90,182)	96,798	(95,143)
D basis	75,103	(73,774)	79,378	(77,973)	83,786	(82,303)	88,613	(87,045)	93,488	(91,833)
B basis	73,441	(72,112)	77,622	(76,217)	81,933	(80,450)	86,653	(85,085)	91,420	(89,765)
39G A basis	89,167	(87,800)	94,217	(92,773)	99,515	(97,990)	105,117	(103,506)	111,065	(109,363)
E basis	79,943	(78,576)	84,470	(83,026)	89,220	(87,695)	94,242	(92,631)	99,575	(97,873)
D basis	77,210	(75,843)	81,583	(80,139)	86,170	(84,645)	91,021	(89,410)	96,171	(94,469)
B basis	75,502	(74,135)	79,778	(78,334)	84,264	(82,739)	89,007	(87,396)	94,043	(92,341)
40G A basis	91,243	(89,845)	96,305	(94,829)	101,880	(100,319)	107,524	(105,876)	113,638	(111,896)
E basis	81,803	(80,405)	86,342	(84,866)	91,341	(89,780)	96,401	(94,753)	101,883	(100,141)
D basis	79,007	(77,609)	83,391	(81,915)	88,218	(86,657)	93,105	(91,457)	98,400	(96,658)
B basis	77,259	(75,861)	81,546	(80,070)	86,266	(84,705)	91,046	(89,398)	96,223	(94,481)
41G A basis	93,373	(91,942)	98,630	(97,118)	104,190	(102,593)	110,056	(108,369)	116,474	(114,689)
E basis	83,714	(82,283)	88,426	(86,914)	93,411	(91,814)	98,670	(96,983)	104,425	(102,640)
D basis	80,852	(79,421)	85,404	(83,892)	90,219	(88,622)	95,297	(93,610)	100,855	(99,070)
B basis	79,063	(77,632)	83,514	(82,002)	88,223	(86,626)	93,189	(91,502)	98,624	(96,839)
42G A basis	95,877	(94,408)	101,410	(99,856)	107,026	(105,386)	113,113	(111,379)	119,725	(117,890)
E basis	85,959	(84,490)	90,919	(89,365)	95,954	(94,314)	101,411	(99,677)	107,340	(105,505)
D basis	83,020	(81,551)	87,811	(86,257)	92,674	(91,034)	97,944	(96,210)	103,670	(101,835)
B basis	81,183	(79,714)	85,869	(84,315)	90,624	(88,984)	95,777	(94,043)	101,376	(99,541)
43G A basis	98,630	(97,118)	104,190	(102,593)	110,056	(108,369)	116,474	(114,689)	123,045	(121,159)
E basis	88,426	(86,914)	93,411	(91,814)	98,670	(96,983)	104,425	(102,640)	110,316	(108,430)
D basis	85,404	(83,892)	90,219	(88,622)	95,297	(93,610)	100,855	(99,070)	106,545	(104,659)
B basis	83,514	(82,002)	88,223	(86,626)	93,189	(91,502)	98,624	(96,839)	104,187	(102,301)
44G A basis	101,410	(99,856)	107,026	(105,386)	113,113	(111,379)	119,725	(117,890)	126,461	(124,523)
E basis	90,919	(89,365)	95,954	(94,314)	101,411	(99,677)	107,340	(105,505)	113,379	(111,441)
D basis	87,811	(86,257)	92,674	(91,034)	97,944	(96,210)	103,670	(101,835)	109,503	(107,565)
B basis	85,869	(84,315)	90,624	(88,984)	95,777	(94,043)	101,376	(99,541)	107,080	(105,142)
45G A basis	104,190	(102,593)	110,056	(108,369)	116,474	(114,689)	123,045	(121,159)	129,934	(127,943)
E basis	93,411	(91,814)	98,670	(96,983)	104,425	(102,640)	110,316	(108,430)	116,492	(114,501)
D basis	90,219	(88,622)	95,297	(93,610)	100,855	(99,070)	106,545	(104,659)	112,510	(110,519)
B basis	88,223	(86,626)	93,189	(91,502)	98,624	(96,839)	104,187	(102,301)	110,021	(108,030)
46G A basis	105,034	(103,424)	110,941	(109,241)	117,414	(115,615)	124,068	(122,167)	130,984	(128,977)
E basis	94,168	(92,558)	99,464	(97,764)	105,269	(103,470)	111,233	(109,332)	117,434	(115,427)
D basis	90,945	(89,335)	96,064	(94,364)	101,669	(99,870)	107,430	(105,529)	113,419	(111,412)
B basis	88,937	(87,327)	93,938	(92,238)	99,420	(97,621)	105,054	(103,153)	110,910	(108,903)
47G A basis	105,892	(104,269)	111,867	(110,153)	118,397	(116,582)	125,078	(123,161)	132,077	(130,053)
E basis	94,938	(93,315)	100,295	(98,581)	106,149	(104,334)	112,139	(110,222)	118,414	(116,390)
D basis	91,692	(90,069)	96,866	(95,152)	102,520	(100,705)	108,305	(106,388)	114,366	(112,342)
B basis	89,663	(88,040)	94,723	(93,009)	100,252	(98,437)	105,909	(103,992)	111,835	(109,811)
48G A basis	106,777	(105,141)	112,781	(111,053)	119,337	(117,508)	126,102	(124,169)	133,156	(131,115)
E basis	95,731	(94,095)	101,114	(99,386)	106,992	(105,163)	113,057	(111,124)	119,381	(117,340)
D basis	92,458	(90,822)	97,657	(95,929)	103,334	(101,505)	109,192	(107,259)	115,300	(113,259)
B basis	90,413	(88,777)	95,497	(93,769)	101,048	(99,219)	106,776	(104,843)	112,749	(110,708)
49G A basis	107,842	(106,189)	113,929	(112,183)	120,292	(118,448)	127,153	(125,204)	134,290	(132,232)
E basis	96,686	(95,033)	102,143	(100,397)	107,848	(106,004)	113,999	(112,050)	120,398	(118,340)
D basis	93,380	(91,727)	98,651	(96,905)	104,161	(102,317)	110,102	(108,153)	116,282	(114,224)
B basis	91,314	(89,661)	96,469	(94,723)	101,856	(100,012)	107,666	(105,717)	113,709	(111,651)

Los Angeles Unified School District

2011-2012 MASTER SALARY (G) TABLE, Etc. (Continued)**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. 2011-2012 rates continue the 2010-2011 rates. Approximate annual salaries in parentheses reflect 4 unpaid furlough days (257 paid days for A basis, 230 paid days for E basis, 222 paid days for D basis, and 217 paid days for B basis).

First Career Increment:**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>
\$1,494	\$1,339	\$1,294	\$1,265
(1,471)	(1,317)	(1,271)	(1,242)

Second Career Increment (Effective July 1, 2007): 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>
\$2,241	\$2,009	\$1,940	\$1,898
(2,207)	(1,975)	(1,906)	(1,863)

Doctorate Degree Differential: 2011-2012 rates continue the 2010-2011 rates. Pay Scale Groups 22G-49G, only. Approximate annual salaries in parentheses reflect 7 unpaid furlough days (254 paid days for A basis, 227 paid days for E basis, 219 paid days for D basis, and 214 paid days for B basis).

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

<u>A Basis Annualized</u>	<u>E Basis Annualized</u>	<u>D Basis Annualized</u>	<u>B Basis Annualized</u>
\$1,494	\$1,339	\$1,294	\$1,265
(1,471)	(1,317)	(1,271)	(1,242)

Los Angeles Unified School District

2011-2012 Rates below continue the 2010-2011 rates. Approximate annual salaries in parentheses reflect 4 unpaid furlough days (257 paid days for A basis, 230 paid days for E basis, and 217 paid days for B basis).

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

Pay Scale Group		Pay Scale Level									
	Basis	1	2	3	4	5	6	7	8	9	10
01A	A basis	\$63,259 (62,290)	72,734 (71,619)	83,690 (82,407)	96,195 (94,721)	110,609 (108,914)	116,156 (114,376)	120,776 (118,925)	125,645 (123,719)	129,408 (127,425)	143,227 (141,032)
Additional Pay Scale Levels											
	Basis	11	12								
01A	A basis	148,967 (146,684)	154,708 (152,337)								
	Basis	1	2	3	4	5	6	7	8	9	10
01A	E basis	\$56,715 (55,745)	65,210 (64,095)	75,032 (73,750)	86,244 (84,770)	99,167 (97,472)	104,140 (102,360)	108,282 (106,431)	112,647 (110,722)	116,021 (114,038)	128,410 (126,215)
Additional Pay Scale Levels											
	Basis	11	12								
01A	E basis	\$133,557 (131,274)	\$138,704 (136,333)								
	Basis	1	2	3	4	5	6	7	8	9	10
01A	B basis	\$53,564 (52,595)	61,587 (60,472)	70,864 (69,581)	81,452 (79,978)	93,657 (91,962)	98,354 (96,574)	102,266 (100,415)	106,389 (104,463)	109,575 (107,592)	121,277 (119,081)
Additional Pay Scale Levels											
	Basis	11	12								
01A	B basis	126,137 (123,854)	130,998 (128,627)								

CONTRACT MANAGEMENT/EXECUTIVE FLAT RATES:

2011-2012 Rates below continue the 2010-2011 rates.

	Annual
Administrator, Beyond the Bell (0049).....	137,084.40 (134,983)
Executive Director, Student Health and Human Services (0083).....	137,084.40 (134,983)
Assistant Superintendent, School Operations (0009).....	144,118.56 (141,910)
Assistant Superintendent, Adult and Career Education (0010).....	144,118.56 (141,910)
Executive Director of Curriculum and Instruction (0015).....	154,164.00 (151,801)
Chief of Schools, Family, and Parent/Community Services (0021).....	170,000.00 (167,395)
Deputy Superintendent of Instruction (0004).....	250,000.00 (246,169)
Senior Deputy Superintendent of School Operations (0005).....	275,000.00 (270,785)
General Superintendent (0001).....	275,000.00 (270,785)

PAY SCALE GROUP 03J AND 04J: 2011-2012 rates continue the 2010-2011 rates.

Pay Scale Group		Pay Scale Level					
	Basis	1	2	3	4	5	6
03J	A basis	Director, Student Medical Services (0088)	\$159,127 (156,688)	167,433 (164,867)	176,121 (173,422)	184,809 (181,988)	193,497 (190,466)
04J	A basis	Local District Superintendent (0006)	\$155,261 (152,882)	163,243 (160,741)	171,239 (168,615)	179,235 (176,498)	187,231 (184,388)
	E basis		\$139,200 (136,820)	146,356 (143,854)	153,525 (150,900)	160,693 (157,988)	167,861 (164,988)

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

A basis annualized: 261 paid days; 2,088 hours	(A basis annualized with 4 furlough days: 257 paid days; 2,056 hours)
E basis annualized: 234 paid days; 1,872 hours	(E basis annualized with 4 furlough days: 230 paid days; 1,840 hours)
D basis annualized: 226 paid days; 1,808 hours	(D basis annualized with 4 furlough days: 222 paid days; 1,776 hours)
B basis annualized: 221 paid days; 1,768 hours	(B basis annualized with 4 furlough days: 217 paid days; 1,736 hours)

2. Annual salaries for A, E and B bases annualized are obtained by multiplying the respective basis monthly payment rate by 12 payments.



Los Angeles Unified School District

2011-2012 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 Norm Day 2011 the average hourly rate for employees on the Teacher Preparation (T/L) Salary Table is \$56.17 and average annual salary is \$68,754 for the 2011-2012 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)	16.00000 /hour
Professional Expert F (8292)	12.80000 /hour
Professional Expert D, AICL (8280)	23.30940 /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: 2011-2012 rates continue the 2010-2011 rates.

Area Out-of-School Program Supervisor (8480)	\$21.52860 /hour
Lifeguard (8434)	13.62100 /hour
Playground Program Specialist (Seasonal) (8483)	17.47940 /hour
Pool Supervisor (8431)	17.70200 /hour
Recreation Director, Winter Sports Facility (8412)	22.17520 /hour
Senior Pool Supervisor (8430)	18.67720 /hour
Senior Swimming Instructor, Recreation (8432)	15.92120 /hour
Swimming Instructor, Recreation (8433)	14.36300 /hour
Traveling Out-of-School Program Supervisor (8481)	19.39800 /hour

3.b. Playground Aides: 2011-2012 rates continue the 2010-2011 rates.

Out-of-School Program Helper (8486)	\$8.00000 /hour (a)
Out-of-School Program Supervisor (8484)	15.35940 /hour
Out-of-School Program Worker (8485)	13.20760 /hour
School Supervision Aide (8447)	10.79080 /hour

Los Angeles Unified School District

2011-2012 RATES (Continued)

4. Community Representatives: 2011-2012 rates continue the 2010-2011 rates.

Community Representative A (8100)	\$8.00 /hour (a)
Community Representative C (8102)	14.03440 /hour
Community Representative D (8103)	17.14020 /hour
Community Representative E (8104)	20.03400 /hour

5. Student Employees: 2011-2012 rates continue the 2010-2011 rates.

Student Aide (8686)	\$8.00 /hour (a)
Student Aide C (8624)	8.50 /hour
Student Aide (JTPA) (8621)	8.00 /hour (a)
Student Aide (YSA) I (8626)	7.75 /hour

6. Elected and Appointed Officers : 2011-2012 rates continue the 2010-2011 rates.

Board of Education Member (8801) Step 1	\$2,195.55 /month (b)
Board of Education Member (8801) Step 2 (Proposition L)	\$45,637.00 /year
	(\$3,803.09 /month)
Personnel Commission Member (8811)	100.00 /meeting

7. Medical Experts: 2011-2012 rates continue the 2010-2011 rates.

a. Medical Expert A (8021) (Same rate as Chest Specialist)	\$73.48980 /hour
Medical Expert B (8022) (90% of Medical Expert A)	66.14082 /hour
b. Medical Expert X 1st rate (8029)	\$31.80 or more

8. Miscellaneous: 2011-2012 rates continue the 2010-2011 rates.

Differential, Legislative Business (1505)	\$17.00 /day
Differential, Reasonable Accommodation (1506)	\$8.00 or less/hour
Differential, Student Aide (JTPA) DCB (1500)	(various rates up to \$140 per 2-week pay period)

a Effective 1-01-08, state minimum hourly wage increased to \$8.00, per CA Industrial Welfare Commission Notice MW-2007.

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

2011-2012 RATES (Continued)

9. District-Sponsored Training Rates: 2011-2012 rates continue the 2010-2011 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)	\$25.00 /hour
1420	Rate 1 (8302) (certificated non-management)	\$25.00 /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)	\$20.00 /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)	\$10.00 /hour
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This rate is limited to classified employees for participation in training activities.

CERTIFICATED TEACHER/COUNSELING ASSISTANTS

Teacher Assistants: 2011-2012 rates continue the 2010-2011 rates.

Teacher Assistant - Degree Track - New (0953)	\$10.74840 /hour
Teacher Assistant - Non Degree Track (0954)	13.73760 /hour
Teacher Assistant - Degree Track - Continuing (0955)	13.73760 /hour

Counseling Assistants: 2011-2012 rates continue the 2010-2011 rates.

Counseling Assistant (0956)	\$13.62100 /hour
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