

For NCTQ's analysis of 2020-2021 salary schedules, this 2019-2020 salary document was used again, as it remained posted on the district and union websites as of May 25, 2021. NCTQ's policy is to analyze salary schedules posted as of January 1, 2021.



# **CERTIFICATED NON-MANAGEMENT SALARY SCHEDULES**

*School Year: 2019/2020  
Board Approved: March 27, 2019  
Effective: July 1, 2019*

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# K-12 NON-MANAGEMENT SALARY SCHEDULES

## Career Increments

Beginning of:	Annual Amount*
20 <sup>th</sup> Year	\$2,896.28
25 <sup>th</sup> Year	\$5,213.30
30 <sup>th</sup> Year	\$8,109.58

\* Amount shown is the total received each year.

## Other Amounts

Reason:	Annual Amount
Doctoral Stipend	\$2,317.02
Full-time Catalina Special Increment**	\$6,001.20

\*\*Based on 182 day calendar. Other calendars would be paid at a rate of \$4.1217 per hour.

Career increments and additional amounts are paid based on the number of pay periods associated with the assignment. Employees serving less than full time are authorized a pro rata share of the amount.

## Additional Information:

- See Appendix B of the TALB Agreement for more information regarding salary placement.
- Salary regulations and explanations concerning placement on salary schedules are included on pages 18-22.
- Middle and High School Department Heads, High School Head Librarians and Pathway Lead Teachers are paid on a basic schedule plus an additional amount indicated on Schedule W.
- Credit for Previous Experience: As authorized by Education Code Section 45028, effective with the beginning of the second semester of the 1990-1991 school year, teachers not previously employed by the Long Beach Unified School District as a teacher are allowed salary credit for previous satisfactory teaching experience up to the maximum step on the appropriate column on the salary schedule, excluding career increments. Teachers not previously employed by the District are allowed credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments
- Hourly wages are based on one's monthly rate before the addition of the career increment or stipend amounts.
- Certificated employees paid over 10.50 months will have a CalPERS retirement reporting rate of one-eleventh their annual salary.

SCHEDULE A1  
 Elementary and Secondary Teacher, Librarians and Nurses  
 (Emergency Permit/Waiver, or Intern)  
 TRADITIONAL Calendar (10.50) 182 Days  
 2019 - 2020

Effective: 07/01/2019

Step	811		812		813		814		816	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$5,071.65	\$53,252	\$5,071.65	\$53,252	\$5,248.06	\$55,105	\$5,548.76	\$58,262	\$6,100.09	\$64,051
B	\$5,071.65	\$53,252	\$5,202.12	\$54,622	\$5,502.79	\$57,779	\$5,803.47	\$60,936	\$6,351.21	\$66,688
C	\$5,156.07	\$54,139	\$5,456.82	\$57,297	\$5,757.50	\$60,454	\$6,058.19	\$63,611	\$6,602.32	\$69,324
D	\$5,410.81	\$56,814	\$5,711.47	\$59,970	\$6,012.19	\$63,128	\$6,312.88	\$66,285	\$6,853.45	\$71,961
E	\$5,665.50	\$59,488	\$5,966.20	\$62,645	\$6,266.91	\$65,803	\$6,567.56	\$68,959	\$7,104.54	\$74,598
F	\$5,920.23	\$62,162	\$6,220.89	\$65,319	\$6,521.59	\$68,477	\$6,822.27	\$71,634	\$7,355.65	\$77,234
G	\$6,174.94	\$64,837	\$6,475.62	\$67,994	\$6,776.29	\$71,151	\$7,076.98	\$74,308	\$7,606.76	\$79,871
H	\$6,429.61	\$67,511	\$6,730.32	\$70,668	\$7,031.03	\$73,826	\$7,331.66	\$76,982	\$7,857.83	\$82,507
I	\$6,684.35	\$70,186	\$6,985.00	\$73,343	\$7,285.74	\$76,500	\$7,586.37	\$79,657	\$8,108.94	\$85,144
J	\$6,939.05	\$72,860	\$7,239.70	\$76,017	\$7,540.43	\$79,175	\$7,841.04	\$82,331	\$8,360.06	\$87,781
K	\$7,193.71	\$75,534	\$7,494.40	\$78,691	\$7,795.13	\$81,849	\$8,095.77	\$85,006	\$8,611.13	\$90,417
L	\$7,513.92	\$78,896	\$7,749.11	\$81,366	\$8,049.83	\$84,523	\$8,350.46	\$87,680	\$8,862.24	\$93,054
M			\$8,069.30	\$84,728	\$8,304.49	\$87,197	\$8,605.20	\$90,355	\$9,113.32	\$95,690
N					\$8,624.67	\$90,559	\$8,859.89	\$93,029	\$9,364.43	\$98,327
O							\$9,180.09	\$96,391	\$9,615.55	\$100,963
P									\$9,866.62	\$103,600
<b>Example of Career Increment at the Highest Step and Column</b>										
20th Year	\$7,789.76	\$81,792	\$8,345.14	\$87,624	\$8,900.51	\$93,455	\$9,455.93	\$99,287	\$10,142.46	\$106,496
25th Year	\$8,010.42	\$84,109	\$8,565.80	\$89,941	\$9,121.17	\$95,772	\$9,676.59	\$101,604	\$10,363.12	\$108,813
30th Year	\$8,286.26	\$87,006	\$8,841.64	\$92,837	\$9,397.01	\$98,669	\$9,952.43	\$104,501	\$10,638.96	\$111,709

SCHEDULE A2  
Elementary and Secondary Teacher, Librarians and Nurses  
(Emergency Permit/Waiver, or Intern)  
YEAR ROUND Calendar (12.00) 182 Days  
2019 - 2020

Effective: 07/01/2019

Step	811		812		813		814		816	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$4,437.70	\$53,252	\$4,437.70	\$53,252	\$4,592.05	\$55,105	\$4,855.16	\$58,262	\$5,337.57	\$64,051
B	\$4,437.70	\$53,252	\$4,551.86	\$54,622	\$4,814.94	\$57,779	\$5,078.03	\$60,936	\$5,557.31	\$66,688
C	\$4,511.56	\$54,139	\$4,774.72	\$57,297	\$5,037.81	\$60,454	\$5,300.91	\$63,611	\$5,777.03	\$69,324
D	\$4,734.46	\$56,814	\$4,997.54	\$59,970	\$5,260.67	\$63,128	\$5,523.77	\$66,285	\$5,996.77	\$71,961
E	\$4,957.32	\$59,488	\$5,220.43	\$62,645	\$5,483.55	\$65,803	\$5,746.61	\$68,959	\$6,216.47	\$74,598
F	\$5,180.20	\$62,162	\$5,443.28	\$65,319	\$5,706.39	\$68,477	\$5,969.49	\$71,634	\$6,436.20	\$77,234
G	\$5,403.07	\$64,837	\$5,666.17	\$67,994	\$5,929.26	\$71,151	\$6,192.36	\$74,308	\$6,655.91	\$79,871
H	\$5,625.91	\$67,511	\$5,889.03	\$70,668	\$6,152.15	\$73,826	\$6,415.20	\$76,982	\$6,875.60	\$82,507
I	\$5,848.80	\$70,186	\$6,111.87	\$73,342	\$6,375.02	\$76,500	\$6,638.08	\$79,657	\$7,095.32	\$85,144
J	\$6,071.67	\$72,860	\$6,334.74	\$76,017	\$6,597.87	\$79,174	\$6,860.91	\$82,331	\$7,315.05	\$87,781
K	\$6,294.50	\$75,534	\$6,557.60	\$78,691	\$6,820.74	\$81,849	\$7,083.80	\$85,006	\$7,534.74	\$90,417
L	\$6,574.68	\$78,896	\$6,780.47	\$81,366	\$7,043.60	\$84,523	\$7,306.65	\$87,680	\$7,754.46	\$93,054
M			\$7,060.64	\$84,728	\$7,266.43	\$87,197	\$7,529.55	\$90,355	\$7,974.16	\$95,690
N					\$7,546.59	\$90,559	\$7,752.40	\$93,029	\$8,193.87	\$98,326
O							\$8,032.58	\$96,391	\$8,413.61	\$100,963
P									\$8,633.29	\$103,599
<b>Example of Career Increment at the Highest Step and Column</b>										
20th Year	\$6,816.04	\$81,792	\$7,302.00	\$87,624	\$7,787.95	\$93,455	\$8,273.94	\$99,287	\$8,874.65	\$106,496
25th Year	\$7,009.12	\$84,109	\$7,495.08	\$89,941	\$7,981.03	\$95,772	\$8,467.02	\$101,604	\$9,067.73	\$108,813
30th Year	\$7,250.48	\$87,006	\$7,736.44	\$92,837	\$8,222.39	\$98,669	\$8,708.38	\$104,501	\$9,309.09	\$111,709

SCHEDULE A4  
Elementary and Secondary Teacher, Librarians and Nurses  
(Holding a Valid California Credential)  
TRADITIONAL Calendar (10.50) 182 Days  
2019 – 2020

Effective: 07/01/2019

Step	911		912		913		914		916	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$5,660.86	\$59,439	\$5,661.01	\$59,441	\$5,661.16	\$59,442	\$5,661.32	\$59,444	\$6,100.09	\$64,051
B	\$5,661.01	\$59,441	\$5,661.16	\$59,442	\$5,661.32	\$59,444	\$5,803.47	\$60,936	\$6,351.21	\$66,688
C	\$5,661.16	\$59,442	\$5,661.32	\$59,444	\$5,757.50	\$60,454	\$6,058.19	\$63,611	\$6,602.32	\$69,324
D	\$5,661.32	\$59,444	\$5,711.47	\$59,970	\$6,012.19	\$63,128	\$6,312.88	\$66,285	\$6,853.45	\$71,961
E	\$5,665.50	\$59,488	\$5,966.20	\$62,645	\$6,266.91	\$65,803	\$6,567.56	\$68,959	\$7,104.54	\$74,598
F	\$5,920.23	\$62,162	\$6,220.89	\$65,319	\$6,521.59	\$68,477	\$6,822.27	\$71,634	\$7,355.65	\$77,234
G	\$6,174.94	\$64,837	\$6,475.62	\$67,994	\$6,776.29	\$71,151	\$7,076.98	\$74,308	\$7,606.76	\$79,871
H	\$6,429.61	\$67,511	\$6,730.32	\$70,668	\$7,031.03	\$73,826	\$7,331.66	\$76,982	\$7,857.83	\$82,507
I	\$6,684.35	\$70,186	\$6,985.00	\$73,343	\$7,285.74	\$76,500	\$7,586.37	\$79,657	\$8,108.94	\$85,144
J	\$6,939.05	\$72,860	\$7,239.70	\$76,017	\$7,540.43	\$79,175	\$7,841.04	\$82,331	\$8,360.06	\$87,781
K	\$7,193.71	\$75,534	\$7,494.40	\$78,691	\$7,795.13	\$81,849	\$8,095.77	\$85,006	\$8,611.13	\$90,417
L	\$7,513.92	\$78,896	\$7,749.11	\$81,366	\$8,049.83	\$84,523	\$8,350.46	\$87,680	\$8,862.24	\$93,054
M			\$8,069.30	\$84,728	\$8,304.49	\$87,197	\$8,605.20	\$90,355	\$9,113.32	\$95,690
N					\$8,624.67	\$90,559	\$8,859.89	\$93,029	\$9,364.43	\$98,327
O							\$9,180.09	\$96,391	\$9,615.55	\$100,963
P									\$9,866.62	\$103,600

**Example of Career Increment at Highest Step and Column**

20th Year	\$7,789.76	\$81,792	\$8,345.14	\$87,624	\$8,900.51	\$93,455	\$9,455.93	\$99,287	\$10,142.46	\$106,496
25th Year	\$8,010.42	\$84,109	\$8,565.80	\$89,941	\$9,121.17	\$95,772	\$9,676.59	\$101,604	\$10,363.12	\$108,813
30th Year	\$8,286.26	\$87,006	\$8,841.64	\$92,837	\$9,397.01	\$98,669	\$9,952.43	\$104,501	\$10,638.96	\$111,709

SCHEDULE A5  
 Elementary and Secondary Teacher, Librarians and Nurses  
 (Holding a Valid California Credential)  
 YEAR ROUND Calendar (12.00)  
 2019 - 2020

Effective: 07/01/2019

Step	911		912		913		914		916	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$4,953.25	\$59,439	\$4,953.38	\$59,441	\$4,953.51	\$59,442	\$4,953.65	\$59,444	\$5,337.57	\$64,051
B	\$4,953.38	\$59,441	\$4,953.51	\$59,442	\$4,953.65	\$59,444	\$5,078.03	\$60,936	\$5,557.31	\$66,688
C	\$4,953.51	\$59,442	\$4,953.65	\$59,444	\$5,037.81	\$60,454	\$5,300.91	\$63,611	\$5,777.03	\$69,324
D	\$4,953.65	\$59,444	\$4,997.54	\$59,970	\$5,260.67	\$63,128	\$5,523.77	\$66,285	\$5,996.77	\$71,961
E	\$4,957.32	\$59,488	\$5,220.43	\$62,645	\$5,483.55	\$65,803	\$5,746.61	\$68,959	\$6,216.47	\$74,598
F	\$5,180.20	\$62,162	\$5,443.28	\$65,319	\$5,706.39	\$68,477	\$5,969.49	\$71,634	\$6,436.20	\$77,234
G	\$5,403.07	\$64,837	\$5,666.17	\$67,994	\$5,929.26	\$71,151	\$6,192.36	\$74,308	\$6,655.91	\$79,871
H	\$5,625.91	\$67,511	\$5,889.03	\$70,668	\$6,152.15	\$73,826	\$6,415.20	\$76,982	\$6,875.60	\$82,507
I	\$5,848.80	\$70,186	\$6,111.87	\$73,342	\$6,375.02	\$76,500	\$6,638.08	\$79,657	\$7,095.32	\$85,144
J	\$6,071.67	\$72,860	\$6,334.74	\$76,017	\$6,597.87	\$79,174	\$6,860.91	\$82,331	\$7,315.05	\$87,781
K	\$6,294.50	\$75,534	\$6,557.60	\$78,691	\$6,820.74	\$81,849	\$7,083.80	\$85,006	\$7,534.74	\$90,417
L	\$6,574.68	\$78,896	\$6,780.47	\$81,366	\$7,043.60	\$84,523	\$7,306.65	\$87,680	\$7,754.46	\$93,054
M			\$7,060.64	\$84,728	\$7,266.43	\$87,197	\$7,529.55	\$90,355	\$7,974.16	\$95,690
N					\$7,546.59	\$90,559	\$7,752.40	\$93,029	\$8,193.87	\$98,326
O							\$8,032.58	\$96,391	\$8,413.61	\$100,963
P									\$8,633.29	\$103,599

**Example of Career Increment at Highest Step and Column**

20th Year	\$6,816.04	\$81,792	\$7,302.00	\$87,624	\$7,787.95	\$93,455	\$8,273.94	\$99,287	\$8,874.65	\$106,496
25th Year	\$7,009.12	\$84,109	\$7,495.08	\$89,941	\$7,981.03	\$95,772	\$8,467.02	\$101,604	\$9,067.73	\$108,813
30th Year	\$7,250.48	\$87,006	\$7,736.44	\$92,837	\$8,222.39	\$98,669	\$8,708.38	\$104,501	\$9,309.09	\$111,709

SCHEDULE A7  
Elementary and Secondary Classroom Teacher with National Board Certification  
TRADITIONAL Calendar (10.50) 182 Days  
2019 - 2020

Effective: 07/01/2019

Step	951		952		953		954		956	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$5,943.92	\$62,411	\$5,944.03	\$62,412	\$5,944.18	\$62,414	\$5,944.35	\$62,416	\$6,405.07	\$67,253
B	\$5,944.03	\$62,412	\$5,944.18	\$62,414	\$5,944.35	\$62,416	\$6,093.70	\$63,984	\$6,668.74	\$70,022
C	\$5,944.18	\$62,414	\$5,944.35	\$62,416	\$6,045.37	\$63,476	\$6,361.14	\$66,792	\$6,932.53	\$72,792
D	\$5,944.35	\$62,416	\$5,997.00	\$62,969	\$6,312.94	\$66,286	\$6,628.55	\$69,600	\$7,196.13	\$75,559
E	\$5,948.67	\$62,461	\$6,264.42	\$65,776	\$6,580.36	\$69,094	\$6,895.97	\$72,408	\$7,459.80	\$78,328
F	\$6,216.24	\$65,271	\$6,531.88	\$68,585	\$6,847.77	\$71,902	\$7,163.28	\$75,214	\$7,723.46	\$81,096
G	\$6,483.66	\$68,078	\$6,799.31	\$71,393	\$7,115.05	\$74,708	\$7,430.82	\$78,024	\$7,987.12	\$83,865
H	\$6,751.10	\$70,887	\$7,066.73	\$74,201	\$7,382.48	\$77,516	\$7,698.29	\$80,832	\$8,250.62	\$86,632
I	\$7,018.49	\$73,694	\$7,334.29	\$77,010	\$7,649.92	\$80,324	\$7,965.71	\$83,640	\$8,514.25	\$89,400
J	\$7,285.94	\$76,502	\$7,601.74	\$79,818	\$7,917.36	\$83,132	\$8,233.13	\$86,448	\$8,778.05	\$92,170
K	\$7,553.39	\$79,311	\$7,869.15	\$82,626	\$8,184.91	\$85,942	\$8,500.55	\$89,256	\$9,041.68	\$94,938
L	\$7,886.21	\$82,805	\$8,136.57	\$85,434	\$8,452.35	\$88,750	\$8,767.97	\$92,064	\$9,305.34	\$97,706
M			\$8,469.51	\$88,930	\$8,719.77	\$91,558	\$9,035.42	\$94,872	\$9,569.01	\$100,475
N					\$9,052.67	\$95,053	\$9,302.98	\$97,681	\$9,832.63	\$103,243
O							\$9,635.92	\$101,177	\$10,096.29	\$106,011
P									\$10,359.93	\$108,779
<b>Example of Career Increment at Highest Step and Column</b>										
20th Year	\$8,162.05	\$85,701	\$8,745.35	\$91,826	\$9,328.51	\$97,949	\$9,911.76	\$104,073	\$10,635.77	\$111,676
25th Year	\$8,382.71	\$88,019	\$8,966.01	\$94,143	\$9,549.17	\$100,266	\$10,132.42	\$106,390	\$10,856.43	\$113,993
30th Year	\$8,658.55	\$90,915	\$9,241.85	\$97,039	\$9,825.01	\$103,163	\$10,408.26	\$109,287	\$11,132.27	\$116,889



SCHEDULE A9  
Elementary and Secondary Classroom Teacher with National Board Certification  
YEAR ROUND Calendar (12.00) 182 Days  
2019 - 2020

Effective: 07/01/2019

Step	951		952		953		954		956	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$5,200.93	\$62,411	\$5,201.02	\$62,412	\$5,201.16	\$62,414	\$5,201.31	\$62,416	\$5,604.44	\$67,253
B	\$5,201.02	\$62,412	\$5,201.16	\$62,414	\$5,201.31	\$62,416	\$5,331.98	\$63,984	\$5,835.15	\$70,022
C	\$5,201.16	\$62,414	\$5,201.31	\$62,416	\$5,289.70	\$63,476	\$5,565.99	\$66,792	\$6,065.96	\$72,792
D	\$5,201.31	\$62,416	\$5,247.37	\$62,968	\$5,523.82	\$66,286	\$5,799.98	\$69,600	\$6,296.61	\$75,559
E	\$5,205.09	\$62,461	\$5,481.37	\$65,776	\$5,757.81	\$69,094	\$6,033.98	\$72,408	\$6,527.33	\$78,328
F	\$5,439.21	\$65,271	\$5,715.40	\$68,585	\$5,991.80	\$71,902	\$6,267.87	\$75,214	\$6,758.02	\$81,096
G	\$5,673.20	\$68,078	\$5,949.40	\$71,393	\$6,225.67	\$74,708	\$6,501.97	\$78,024	\$6,988.73	\$83,865
H	\$5,907.21	\$70,887	\$6,183.39	\$74,201	\$6,459.67	\$77,516	\$6,736.00	\$80,832	\$7,219.29	\$86,631
I	\$6,141.18	\$73,694	\$6,417.50	\$77,010	\$6,693.68	\$80,324	\$6,969.99	\$83,640	\$7,449.97	\$89,400
J	\$6,375.20	\$76,502	\$6,651.52	\$79,818	\$6,927.69	\$83,132	\$7,203.98	\$86,448	\$7,680.79	\$92,169
K	\$6,609.22	\$79,311	\$6,885.51	\$82,626	\$7,161.80	\$85,942	\$7,437.98	\$89,256	\$7,911.47	\$94,938
L	\$6,900.43	\$82,805	\$7,119.50	\$85,434	\$7,395.80	\$88,750	\$7,671.98	\$92,064	\$8,142.17	\$97,706
M			\$7,410.82	\$88,930	\$7,629.80	\$91,558	\$7,905.99	\$94,872	\$8,372.88	\$100,475
N					\$7,921.09	\$95,053	\$8,140.11	\$97,681	\$8,603.55	\$103,243
O							\$8,431.43	\$101,177	\$8,834.25	\$106,011
P									\$9,064.93	\$108,779
<b>Example of Career Increment at Highest Step and Column</b>										
20th Year	\$7,141.79	\$85,701	\$7,652.18	\$91,826	\$8,162.45	\$97,949	\$8,672.79	\$104,073	\$9,306.29	\$111,675
25th Year	\$7,334.87	\$88,018	\$7,845.26	\$94,143	\$8,355.53	\$100,266	\$8,865.87	\$106,390	\$9,499.37	\$113,992
30th Year	\$7,576.23	\$90,915	\$8,086.62	\$97,039	\$8,596.89	\$103,163	\$9,107.23	\$109,287	\$9,740.73	\$116,889

SCHEDULE A7a  
 Fully Credentialed DIS Speech/Language/Pathologist/Specialist  
 (Does Not Apply to Emergency Credential, Permit/Waiver or Intern)  
 TRADITIONAL Calendar (10.50)  
 2019 – 2020

Effective: 07/01/2019

Step	951		952		953		954		956	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$6,001.07	\$62,411	\$6,001.18	\$62,412	\$6,001.34	\$62,414	\$6,001.51	\$62,416	\$6,466.66	\$67,253
B	\$6,001.18	\$62,412	\$6,001.34	\$62,414	\$6,001.51	\$62,416	\$6,152.29	\$63,984	\$6,732.86	\$70,022
C	\$6,001.34	\$62,414	\$6,001.51	\$62,416	\$6,103.50	\$63,476	\$6,422.30	\$66,792	\$6,999.19	\$72,792
D	\$6,001.51	\$62,416	\$6,054.66	\$62,968	\$6,373.64	\$66,286	\$6,692.29	\$69,600	\$7,265.32	\$75,559
E	\$6,005.87	\$62,461	\$6,324.66	\$65,776	\$6,643.63	\$69,094	\$6,962.28	\$72,408	\$7,531.53	\$78,328
F	\$6,276.01	\$65,271	\$6,594.69	\$68,585	\$6,913.61	\$71,902	\$7,232.16	\$75,214	\$7,797.72	\$81,096
G	\$6,546.00	\$68,078	\$6,864.69	\$71,393	\$7,183.46	\$74,708	\$7,502.27	\$78,024	\$8,063.92	\$83,865
H	\$6,816.01	\$70,887	\$7,134.68	\$74,201	\$7,453.47	\$77,516	\$7,772.31	\$80,832	\$8,329.95	\$86,631
I	\$7,085.98	\$73,694	\$7,404.81	\$77,010	\$7,723.48	\$80,324	\$8,042.30	\$83,640	\$8,596.12	\$89,400
J	\$7,356.00	\$76,502	\$7,674.83	\$79,818	\$7,993.49	\$83,132	\$8,312.29	\$86,448	\$8,862.45	\$92,169
K	\$7,626.02	\$79,311	\$7,944.82	\$82,626	\$8,263.61	\$85,942	\$8,582.29	\$89,256	\$9,128.62	\$94,938
L	\$7,962.04	\$82,805	\$8,214.81	\$85,434	\$8,533.62	\$88,750	\$8,852.28	\$92,064	\$9,394.81	\$97,706
M			\$8,550.95	\$88,930	\$8,803.61	\$91,558	\$9,122.30	\$94,872	\$9,661.02	\$100,475
N					\$9,139.72	\$95,053	\$9,392.43	\$97,681	\$9,927.17	\$103,243
O							\$9,728.57	\$101,177	\$10,193.37	\$106,011
P									\$10,459.54	\$108,779
<b>Example of Career Increment at Highest Step and Column</b>										
20th Year	\$8,240.53	\$85,701	\$8,829.44	\$91,826	\$9,418.21	\$97,949	\$10,007.06	\$104,073	\$10,738.03	\$111,675
25th Year	\$8,463.32	\$88,019	\$9,052.23	\$94,143	\$9,641.00	\$100,266	\$10,229.85	\$106,390	\$10,960.82	\$113,993
30th Year	\$8,741.81	\$90,915	\$9,330.72	\$97,039	\$9,919.49	\$103,163	\$10,508.34	\$109,287	\$11,239.31	\$116,889

SCHEDULE A9a  
 Fully Credentialed DIS Speech/Language/Pathologist/Specialist  
 (Does Not Apply to Emergency Credential, Permit/Waiver or Intern)  
 YEAR ROUND Calendar (12.00) 182 Days  
 2019 - 2020

Effective: 07/01/2019

Step	971		972		973		974		976	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$5,200.93	\$62,411	\$5,201.04	\$62,412	\$5,201.16	\$62,414	\$5,201.32	\$62,416	\$5,604.43	\$67,253
B	\$5,201.04	\$62,412	\$5,201.16	\$62,414	\$5,201.32	\$62,416	\$5,331.99	\$63,984	\$5,835.10	\$70,021
C	\$5,201.16	\$62,414	\$5,201.32	\$62,416	\$5,289.69	\$63,476	\$5,566.00	\$66,792	\$6,065.95	\$72,791
D	\$5,201.32	\$62,416	\$5,247.45	\$62,969	\$5,523.87	\$66,286	\$5,799.97	\$69,600	\$6,296.60	\$75,559
E	\$5,205.10	\$62,461	\$5,481.37	\$65,776	\$5,757.81	\$69,094	\$6,034.03	\$72,408	\$6,527.36	\$78,328
F	\$5,439.21	\$65,271	\$5,715.45	\$68,585	\$5,991.78	\$71,901	\$6,267.87	\$75,214	\$6,758.00	\$81,096
G	\$5,673.22	\$68,079	\$5,949.42	\$71,393	\$6,225.71	\$74,709	\$6,501.92	\$78,023	\$6,988.78	\$83,865
H	\$5,907.19	\$70,886	\$6,183.36	\$74,200	\$6,459.67	\$77,516	\$6,735.98	\$80,832	\$7,219.30	\$86,632
I	\$6,141.19	\$73,694	\$6,417.54	\$77,010	\$6,693.72	\$80,325	\$6,969.94	\$83,639	\$7,449.93	\$89,399
J	\$6,375.21	\$76,503	\$6,651.51	\$79,818	\$6,927.69	\$83,132	\$7,204.00	\$86,448	\$7,680.83	\$92,170
K	\$6,609.20	\$79,310	\$6,885.55	\$82,627	\$7,161.74	\$85,941	\$7,437.97	\$89,256	\$7,911.44	\$94,937
L	\$6,900.45	\$82,805	\$7,119.47	\$85,434	\$7,395.83	\$88,750	\$7,672.05	\$92,065	\$8,142.22	\$97,707
M			\$7,410.70	\$88,928	\$7,629.80	\$91,558	\$7,906.01	\$94,872	\$8,372.84	\$100,474
N					\$7,921.19	\$95,054	\$8,140.06	\$97,681	\$8,603.64	\$103,244
O							\$8,431.46	\$101,178	\$8,834.28	\$106,011
P									\$9,064.89	\$108,779
<b>Example of Career Increment at Highest Step and Column</b>										
20th Year	\$7,141.81	\$85,702	\$7,652.06	\$91,825	\$8,162.55	\$97,951	\$8,672.82	\$104,074	\$9,306.25	\$111,675
25th Year	\$7,334.89	\$88,019	\$7,845.14	\$94,142	\$8,355.63	\$100,268	\$8,865.90	\$106,391	\$9,499.33	\$113,992
30th Year	\$7,576.25	\$90,915	\$8,086.50	\$97,038	\$8,596.99	\$103,164	\$9,107.26	\$109,287	\$9,740.69	\$116,888

SCHEDULE A8  
 Designated Master Teacher - National Board Certification  
 TRADITIONAL Calendar (10.50) 182 Days  
 2019 – 2020

Effective: 07/01/2019

Step	961		962		963		964		966	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$6,227.01	\$65,384	\$6,227.12	\$65,385	\$6,227.25	\$65,386	\$6,227.41	\$65,388	\$6,710.16	\$70,457
B	\$6,227.12	\$65,385	\$6,227.25	\$65,386	\$6,227.41	\$65,388	\$6,383.94	\$67,031	\$6,986.45	\$73,358
C	\$6,227.25	\$65,386	\$6,227.41	\$65,388	\$6,333.33	\$66,500	\$6,664.07	\$69,973	\$7,262.60	\$76,257
D	\$6,227.41	\$65,388	\$6,282.64	\$65,968	\$6,613.50	\$69,442	\$6,944.20	\$72,914	\$7,538.72	\$79,157
E	\$6,232.01	\$65,436	\$6,562.72	\$68,909	\$6,893.57	\$72,382	\$7,224.44	\$75,857	\$7,815.06	\$82,058
F	\$6,512.18	\$68,378	\$6,842.85	\$71,850	\$7,173.81	\$75,325	\$7,504.43	\$78,797	\$8,091.20	\$84,958
G	\$6,792.30	\$71,319	\$7,123.12	\$74,793	\$7,453.98	\$78,267	\$7,784.55	\$81,738	\$8,367.40	\$87,858
H	\$7,072.60	\$74,262	\$7,403.36	\$77,735	\$7,734.11	\$81,208	\$8,064.82	\$84,681	\$8,643.69	\$90,759
I	\$7,352.73	\$77,204	\$7,683.48	\$80,677	\$8,014.23	\$84,149	\$8,345.06	\$87,623	\$8,919.83	\$93,658
J	\$7,632.88	\$80,145	\$7,963.75	\$83,619	\$8,294.46	\$87,092	\$8,625.19	\$90,564	\$9,195.99	\$96,558
K	\$7,913.17	\$83,088	\$8,243.87	\$86,561	\$8,574.61	\$90,033	\$8,905.32	\$93,506	\$9,472.13	\$99,457
L	\$8,258.80	\$86,717	\$8,524.03	\$89,502	\$8,854.71	\$92,974	\$9,185.58	\$96,449	\$9,748.32	\$102,357
M			\$8,869.60	\$93,131	\$9,134.99	\$95,917	\$9,465.70	\$99,390	\$10,024.62	\$105,259
N					\$9,480.75	\$99,548	\$9,741.63	\$102,287	\$10,300.77	\$108,158
O							\$10,091.54	\$105,961	\$10,577.21	\$111,061
P									\$10,853.39	\$113,961
<b>Example of Career Increment at Highest Step and Column</b>										
20th Year	\$8,534.64	\$89,614	\$9,145.44	\$96,027	\$9,756.59	\$102,444	\$10,367.38	\$108,857	\$11,129.23	\$116,857
25th Year	\$8,755.30	\$91,931	\$9,366.10	\$98,344	\$9,977.25	\$104,761	\$10,588.04	\$111,174	\$11,349.89	\$119,174
30th Year	\$9,031.14	\$94,827	\$9,641.94	\$101,240	\$10,253.09	\$107,657	\$10,863.88	\$114,071	\$11,625.73	\$122,070

SCHEDULE A10  
 Designated Master Teacher - National Board Certification  
 YEAR ROUND Calendar (12.00) 182 Days  
 2019 - 2020

Effective: 07/01/2019

Step	961		962		963		964		966	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$5,448.64	\$65,384	\$5,448.73	\$65,385	\$5,448.84	\$65,386	\$5,448.98	\$65,388	\$5,871.39	\$70,457
B	\$5,448.73	\$65,385	\$5,448.84	\$65,386	\$5,448.98	\$65,388	\$5,585.95	\$67,031	\$6,113.14	\$73,358
C	\$5,448.84	\$65,386	\$5,448.98	\$65,388	\$5,541.66	\$66,500	\$5,831.06	\$69,973	\$6,354.78	\$76,257
D	\$5,448.98	\$65,388	\$5,497.31	\$65,968	\$5,786.81	\$69,442	\$6,076.18	\$72,914	\$6,596.38	\$79,157
E	\$5,453.01	\$65,436	\$5,742.38	\$68,909	\$6,031.87	\$72,382	\$6,321.38	\$75,857	\$6,838.17	\$82,058
F	\$5,698.16	\$68,378	\$5,987.50	\$71,850	\$6,277.08	\$75,325	\$6,566.38	\$78,797	\$7,079.80	\$84,958
G	\$5,943.26	\$71,319	\$6,232.73	\$74,793	\$6,522.23	\$78,267	\$6,811.48	\$81,738	\$7,321.47	\$87,858
H	\$6,188.52	\$74,262	\$6,477.94	\$77,735	\$6,767.34	\$81,208	\$7,056.71	\$84,681	\$7,563.23	\$90,759
I	\$6,433.63	\$77,204	\$6,723.05	\$80,677	\$7,012.45	\$84,149	\$7,301.93	\$87,623	\$7,804.85	\$93,658
J	\$6,678.77	\$80,145	\$6,968.28	\$83,619	\$7,257.65	\$87,092	\$7,547.04	\$90,564	\$8,046.49	\$96,558
K	\$6,924.03	\$83,088	\$7,213.39	\$86,561	\$7,502.79	\$90,033	\$7,792.16	\$93,506	\$8,288.12	\$99,457
L	\$7,226.45	\$86,717	\$7,458.52	\$89,502	\$7,747.87	\$92,974	\$8,037.38	\$96,449	\$8,529.78	\$102,357
M			\$7,760.90	\$93,131	\$7,993.11	\$95,917	\$8,282.48	\$99,390	\$8,771.54	\$105,258
N					\$8,295.66	\$99,548	\$8,523.93	\$102,287	\$9,013.17	\$108,158
O							\$8,830.10	\$105,961	\$9,255.06	\$111,061
P									\$9,496.72	\$113,961
<b>Example of Career Increment at Highest Step and Column</b>										
20th Year	\$7,467.81	\$89,614	\$8,002.26	\$96,027	\$8,537.02	\$102,444	\$9,071.46	\$108,857	\$9,738.08	\$116,857
25th Year	\$7,660.89	\$91,931	\$8,195.34	\$98,344	\$8,730.10	\$104,761	\$9,264.54	\$111,175	\$9,931.16	\$119,174
30th Year	\$7,902.25	\$94,827	\$8,436.70	\$101,240	\$8,971.46	\$107,658	\$9,505.90	\$114,071	\$10,172.52	\$122,070

SCHEDULE B3  
Program Facilitator with Full Credential Pay  
(Includes all Program Facilitators who hold a valid California credential)  
TRADITIONAL Calendar (10.50) 188 Days  
2019 - 2020

Effective: 07/01/2019

Step	921		922		923		924		926	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$5,847.43	\$61,398	\$5,847.57	\$61,399	\$5,847.83	\$61,402	\$5,847.98	\$61,404	\$6,301.17	\$66,162
B	\$5,847.57	\$61,399	\$5,847.83	\$61,402	\$5,847.98	\$61,404	\$5,994.62	\$62,944	\$6,560.60	\$68,886
C	\$5,847.83	\$61,402	\$5,847.98	\$61,404	\$5,947.16	\$62,445	\$6,257.93	\$65,708	\$6,819.93	\$71,609
D	\$5,847.98	\$61,404	\$5,899.82	\$61,948	\$6,210.58	\$65,211	\$6,520.81	\$68,469	\$7,079.37	\$74,333
E	\$5,852.18	\$61,448	\$6,162.81	\$64,710	\$6,473.47	\$67,971	\$6,783.98	\$71,232	\$7,338.69	\$77,056
F	\$6,115.49	\$64,213	\$6,425.99	\$67,473	\$6,736.65	\$70,735	\$7,047.01	\$73,994	\$7,598.13	\$79,780
G	\$6,378.53	\$66,975	\$6,689.05	\$70,235	\$6,999.66	\$73,496	\$7,310.32	\$76,758	\$7,857.44	\$82,503
H	\$6,641.68	\$69,738	\$6,952.21	\$72,998	\$7,262.99	\$76,261	\$7,573.21	\$79,519	\$8,116.89	\$85,227
I	\$6,904.71	\$72,499	\$7,215.26	\$75,760	\$7,525.85	\$79,021	\$7,836.50	\$82,283	\$8,376.22	\$87,950
J	\$7,167.89	\$75,263	\$7,478.24	\$78,522	\$7,788.90	\$81,783	\$8,099.53	\$85,045	\$8,635.66	\$90,674
K	\$7,430.91	\$78,025	\$7,741.41	\$81,285	\$8,052.27	\$84,549	\$8,362.71	\$87,808	\$8,894.98	\$93,397
L	\$7,759.59	\$81,476	\$8,004.45	\$84,047	\$8,314.99	\$87,307	\$8,625.59	\$90,569	\$9,154.56	\$96,123
M			\$8,333.20	\$87,499	\$8,578.25	\$90,072	\$8,889.00	\$93,335	\$9,413.83	\$98,845
N					\$8,906.77	\$93,521	\$9,152.08	\$96,097	\$9,673.16	\$101,568
O							\$9,480.63	\$99,547	\$9,932.61	\$104,292
P									\$10,191.90	\$107,015

**Example of Career Increment at Highest Step and Column**

20th Year	\$8,035.43	\$84,372	\$8,609.04	\$90,395	\$9,182.61	\$96,417	\$9,756.47	\$102,443	\$10,467.74	\$109,911
25th Year	\$8,256.09	\$86,689	\$8,829.70	\$92,712	\$9,403.27	\$98,734	\$9,977.13	\$104,760	\$10,688.40	\$112,228
30th Year	\$8,531.93	\$89,585	\$9,105.54	\$95,608	\$9,679.11	\$101,631	\$10,252.97	\$107,656	\$10,964.24	\$115,125

SCHEDULE B4  
Program Facilitator with Full Credential Pay  
(Includes all Program Facilitators who hold a valid California credential)  
YEAR ROUND Calendar (12.00) 188 Days  
2019 - 2020

Effective: 07/01/2019

Step	921		922		923		924		926	
	Bachelor's Degree or Less		Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		Master's Degree (BA+56 Units+MA or MA+28 Units)		Master's Degree (BA+75 Units+MA or MA+45 Units)	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$5,116.50	\$61,398	\$5,116.62	\$61,399	\$5,116.85	\$61,402	\$5,116.98	\$61,404	\$5,513.52	\$66,162
B	\$5,116.62	\$61,399	\$5,116.85	\$61,402	\$5,116.98	\$61,404	\$5,245.29	\$62,943	\$5,740.53	\$68,886
C	\$5,116.85	\$61,402	\$5,116.98	\$61,404	\$5,203.76	\$62,445	\$5,475.69	\$65,708	\$5,967.44	\$71,609
D	\$5,116.98	\$61,404	\$5,162.34	\$61,948	\$5,434.26	\$65,211	\$5,705.71	\$68,469	\$6,194.45	\$74,333
E	\$5,120.65	\$61,448	\$5,392.46	\$64,710	\$5,664.28	\$67,971	\$5,935.98	\$71,232	\$6,421.35	\$77,056
F	\$5,351.05	\$64,213	\$5,622.74	\$67,473	\$5,894.57	\$70,735	\$6,166.14	\$73,994	\$6,648.36	\$79,780
G	\$5,581.21	\$66,975	\$5,852.92	\$70,235	\$6,124.71	\$73,497	\$6,396.53	\$76,758	\$6,875.26	\$82,503
H	\$5,811.47	\$69,738	\$6,083.18	\$72,998	\$6,355.11	\$76,261	\$6,626.56	\$79,519	\$7,102.28	\$85,227
I	\$6,041.62	\$72,499	\$6,313.35	\$75,760	\$6,585.12	\$79,021	\$6,856.94	\$82,283	\$7,329.19	\$87,950
J	\$6,271.90	\$75,263	\$6,543.46	\$78,522	\$6,815.28	\$81,783	\$7,087.09	\$85,045	\$7,556.20	\$90,674
K	\$6,502.05	\$78,025	\$6,773.74	\$81,285	\$7,045.74	\$84,549	\$7,317.37	\$87,808	\$7,783.11	\$93,397
L	\$6,789.64	\$81,476	\$7,003.89	\$84,047	\$7,275.62	\$87,307	\$7,547.40	\$90,569	\$8,010.24	\$96,123
M			\$7,291.55	\$87,499	\$7,505.97	\$90,072	\$7,777.88	\$93,335	\$8,237.10	\$98,845
N					\$7,793.43	\$93,521	\$8,008.07	\$96,097	\$8,464.01	\$101,568
O							\$8,295.55	\$99,547	\$8,691.03	\$104,292
P									\$8,917.91	\$107,015
<b>Example of Career Increment at Highest Step and Column</b>										
20th Year	\$7,031.00	\$84,372	\$7,532.91	\$90,395	\$8,034.79	\$96,417	\$8,536.91	\$102,443	\$9,159.27	\$109,911
25th Year	\$7,224.08	\$86,689	\$7,725.99	\$92,712	\$8,227.87	\$98,734	\$8,729.99	\$104,760	\$9,352.35	\$112,228
30th Year	\$7,465.44	\$89,585	\$7,967.35	\$95,608	\$8,469.23	\$101,631	\$8,971.35	\$107,656	\$9,593.71	\$115,125

**SCHEDULE D**  
**Army / Navy JROTC Instructor - Base Pay Only**  
 (In addition to the amounts listed, the District pays each instructor an extra sum)  
**TRADITIONAL Calendar (11.00)**  
**2019 - 2020**

Effective: 07/01/2019

	<b>961</b>		<b>962</b>		<b>963</b>		<b>964</b>	
<b>Step</b>	<b>90 Units or Less</b>		<b>More than 90 Units without Bachelor's Degree</b>		<b>Bachelor's Degree</b>		<b>Senior Instructor</b>	
	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>
A	\$2,760.12	\$30,361	\$2,928.56	\$32,214	\$3,333.50	\$36,669	\$3,670.39	\$40,374
B	\$2,928.56	\$32,214	\$3,097.08	\$34,068	\$3,501.99	\$38,522	\$3,838.89	\$42,228
C	\$3,097.08	\$34,068	\$3,265.53	\$35,921	\$3,670.39	\$40,374	\$4,007.38	\$44,081
D	\$3,265.53	\$35,921	\$3,434.00	\$37,774	\$3,838.89	\$42,228	\$4,175.76	\$45,933
E	\$3,434.00	\$37,774	\$3,602.44	\$39,627	\$4,007.38	\$44,081	\$4,344.27	\$47,787
F	\$3,602.44	\$39,627	\$3,770.91	\$41,480	\$4,175.76	\$45,933	\$4,512.77	\$49,640
G	\$3,770.91	\$41,480	\$3,939.37	\$43,333	\$4,344.27	\$47,787	\$4,681.18	\$51,493
H			\$4,107.81	\$45,186	\$4,512.77	\$49,640	\$4,849.67	\$53,346
I					\$4,681.18	\$51,493	\$5,018.19	\$55,200
J							\$5,186.69	\$57,054
<b>Example of Career Increment at Highest Step and Column</b>								
20th Year	\$4,034.21	\$44,376	\$4,371.11	\$48,082	\$4,944.48	\$54,389	\$5,449.99	\$59,950
25th Year	\$4,244.85	\$46,693	\$4,581.75	\$50,399	\$5,155.12	\$56,706	\$5,660.63	\$62,267
30th Year	\$4,508.14	\$49,590	\$4,845.04	\$53,295	\$5,418.41	\$59,603	\$5,923.92	\$65,163



## PROVISIONS FOR ADMINISTRATION OF K-12 SALARY SCHEDULES\*

("Teacher" as used in this narrative is a generic term that is applied to all non-management certificated employees.)

### A. REQUIREMENTS RELATIVE TO INITIAL PLACEMENT ON SALARY SCHEDULES

#### 1. Teaching Experience:

- a. As authorized by Education Code, Section 45028, teachers are allowed salary credit for previous satisfactory K-12 credentialed teaching experience up to the maximum step on the appropriate column on the salary schedule, excluding career increments. For purposes of this Section, a total school year is defined as a period from the first day of the professional assignment through the final day of the regular professional assignment. If a teacher has served under contract for fifty (50) percent or more of the total school year or a full semester; has worked as a substitute teacher for one hundred thirty-five (135) days in one (1) school year; or has a combined service of one hundred thirty-five (135) days in one (1) school year under contract as a substitute teacher or hourly teacher, credit will be given for one (1) year of experience.
- b. **Adjustment for Previous Experience:** Verification of satisfactory K-12 credentialed teaching experience must be provided within the first three years of employment with the District. If an employee is hired by September 1 of the first year of employment, verification must be received in Human Resource Services by November 1 and salary schedule placement adjustment is retroactive to the beginning of that fiscal year. If verification is received after November 1, salary schedule placement adjustment will occur the following pay period.

#### 2. Experience Other Than Teaching:

- a. In evaluating an applicant's experience other than teaching, the District may allow a maximum of four (4) steps on the salary schedule when this experience will contribute directly to the effectiveness of the major assignment for which the applicant is being considered. Two (2) years of experience under this provision are evaluated as equal to one (1) step on the salary schedule. This experience cannot be concurrent with credit for teaching experience, but part-time work experience might be combined with part-time teaching. Verification of not less than eleven (11) months of consecutive work of not less than twenty (20) hours per week may be computed as the equivalent of one (1) year toward the two-for-one requirement for work experience credit. In computing work experience on more than one (1) job, any interruption of service beyond one (1) month shall break the consecutive requirement, unless the prospective employee returns to the same position, with the same employer, within six (6) months without having been gainfully employed by another employer during that time. Partial years of credit are not additive.
- b. Effective 7/1/2015, nurses and school librarians are given one (1) year of credit for one (1) year of full-time work experience in a non-school setting as a nurse or as a librarian up to the maximum step on the appropriate column on the salary schedule, excluding career increments.
- c. In addition to the current rules for salary schedule placement purposes, for purposes of initial placement on the salary schedule, qualified Speech/Language/Pathologists/Specialists hired on or after July 1, 2006 to work in speech and language positions shall be allowed one step on the salary schedule for each year of verified work experience as a

Speech/Language/Pathologist/Specialist in a non-school setting up to the maximum step on the appropriate column on the salary schedule, excluding career increments.

d. **Military Service.** Military Service is credited as prior teaching experience only if the applicant actually taught while in the service in the field for which he/she is to be employed.

3. **Tentative Salary Placement.** Applicants who are considered favorably are asked to sign a statement relative to initial salary placement that is mutually agreeable at the time of employment. Signing the "Tentative Salary Placement" form indicates that the initial salary stated thereon is mutually agreeable. Additional official, verified salary information presented by November 1 or sixty (60) calendar days after initial date of employment, which might indicate a need for change, will be considered. If a salary change is warranted, the adjustment will be retroactive to the first day of paid service in the school year in which the official, verified information is reached.

4. **Salary Schedule Placement:**

a. Certificated employees who are given a contract are placed initially on the salary schedule in accordance with training completed at an accredited college or university before the first day of their contract year.

b. A teacher employed by the Long Beach Unified School District is placed on a step of the salary schedule in accordance with his/her experience. A teacher is advanced year by year, until reaching the maximum step on the schedule, provided he/she is under contract a sufficient number of days each year and qualifies for advancement.

c. **Beginning Teacher Salary Incentive Program.** Since 1999 the District has participated in the Beginning Teacher Salary Incentive Program. District participation is contingent on the continuation of special State funding to support this program. As a result of continuing District participation, K-12 teachers holding a valid California credential and assigned to specific schedules, columns, and steps listed below shall be compensated at an annual rate of pay greater than that provided to new employees who do not hold a valid California credential.

Schedule **A4** Column 911, Steps A, B, C, D  
Column 912, Steps A, B, C  
Column 913, Steps A, B  
Column 914, Step A

Schedule **A5** Column 911, Steps A, B, C, D  
Column 912, Steps A, B, C  
Column 913, Steps A, B  
Column 914, Step A

Schedule **B3** Column 921, Steps A, B, C, D  
Column 922, Steps A, B, C  
Column 923, Steps A, B  
Column 924, Step A

Schedule **B4** Column 921, Steps A, B, C, D  
Column 922, Steps A, B, C  
Column 923, Steps A, B  
Column 924, Step A

## **B. CREDIT ON THE SALARY SCHEDULE FOR ADVANCED WORK**

1. All college or university credit shall be from an accredited institution.
2. Placement on Column 912 or 922 is dependent on verification of twenty-eight (28) semester units of upper division or graduate work beyond the Bachelor's Degree. Extra units earned prior to receiving the Bachelor's Degree shall not be accepted for placement on the scale of one (1) year above the Bachelor's Degree unless the extra units are of graduate standing, were not counted for the Bachelor's Degree, and are so indicated on the transcript.
3. Placement on Column 913 or 923 is dependent on (a) verification of fifty-six (56) semester units of upper division or graduate work beyond the Bachelor's Degree or (b) verification of a Master's Degree.
4. Placement on columns 914 or 924 is dependent on (a) verification of fifty-six (56) semester units of upper division or graduate work beyond the Bachelor's Degree plus the Master's Degree or (b) verification of a Master's Degree plus twenty-eight (28) semester hours of upper division or graduate work taken after the completion of the Master's Degree.
5. Effective 7/1/06, placement on Column 916 or 926 is dependent on (a) verification of seventy-five (75) semester hours of upper division or graduate work beyond the Bachelor's Degree plus the Master's Degree or (b) verification of a Master's Degree plus forty-five (45) semester units of upper division or graduate work taken after the completion of the Master's Degree; or (c) an earned Ph.D./Ed.D. degree.
6. Bargaining unit members with a Ph.D./Ed.D. will receive an annual stipend as outlined on page 3. Other earned doctoral degrees may be considered when directly applicable to the initial/current assignment of the employee. No credit will be given for an Honorary Degree.
7. Beginning with the 2006/07 school year, full credentialed DIS Speech/Language/Pathologist/Specialists shall be paid an additional five percent (5%) annually (pro-rated over pay periods) so long as they remain assigned as a Speech/Language/Pathologist/Specialist. The salary schedule does not apply to those with a waiver, provisional or emergency credential.
8. The following equivalents shall be granted for salary purposes:
  - a. Equivalent to a Bachelor's Degree: (1) P.H.N. held by nurses; (2) R.N. plus a Bachelor's Degree held by nurses; (3) Designated Subjects Credential with specialization in Vocational Trade and Technical Teaching, Full-time; (4) Designated Subjects Credential with specialization in Vocational or Career Technical Education Teaching Credential, Preliminary; (5) Assignment in a qualified Vocational Education Program for not less than forty (40) percent time is required for those qualifying under (3) and (4).
  - b. Equivalent to one (1) year above a Bachelor's Degree; (1) Bachelor's Degree plus P.H.N. held by nurses; (2) Bachelor's Degree plus a Bachelor's Degree in Library Science (regardless of the number of units) held by librarians; (3) Designated Subject Credential with specialization in Vocational Trade and Technical Teaching, Full-time, plus twenty two (22) units cleared, or Associate Degree or sixty (60) units equivalent, not cleared; (4) Designated Subjects Credential with

specialization in Vocational, Preliminary, plus twenty-two (22) units cleared; (5) Assignment in a qualified Vocational Education Program for not less than forty (40) percent time is required for those qualifying under (3) and (4).

- c. Equivalent to a Master's Degree: (1) Bachelor's Degree plus an approved Teacher Librarian Services Credential which entails not less than twenty-eight (28) units of graduate work for librarians; (2) Bachelor's Degree plus twenty-seven (27) units including a P.H.N. held by nurses; (3) Five Year (twenty-eight [28] units required) Vocational Arts Class A Credential; (4) Standard Designated Subjects Credential with specialization in Vocational Trade and Technical Teaching, Full Time Clear; (5) Ryan Designated Subject Credential with specialization in Vocational Trade and Technical-Clear; (6) Assignment in a qualified Career Technical Education Program for not less than forty (40) percent time is required for (3), (4), and (5).
  - d. Equivalent to one (1) year above a Master's Degree: (1) Bachelor's Degree plus fifty-six (56) semester hours including an approved Teacher Librarian Services which entails not less than twenty-seven (27) units of graduate work for librarians; (2) Bachelor's Degree plus fifty-six (56) semester units including P.H.N. for nurses; (3) Five Year (twenty-eight [28] units are required) Vocational Arts Credential plus a Bachelor's Degree; (4) Five Year (twenty-eight [28] units required) Vocational Arts Credential; (5) Ryan Designated Subjects Credential with specialization in Vocational Trade and Technical-Life; (6) Assignment in a qualified Vocational Education Program for not less than forty (40) percent time is required for those qualifying under (3), (4), (5), and (6).
  - e. No equivalent shall be granted for two (2) years above a Master's Degree except for a J.D. (juris doctorate from an institution accredited by the American Bar Association) that is applicable to the present assignment of the employee as determined by Human Resource Services.
  - f. Other earned doctoral degrees may be considered when applicable to the present assignment of the employee as determined by Human Resource Services.
9. It is the responsibility of the employee to submit official sealed transcripts to Human Resource Services.
10. An employee who is on leave of absence may take a full academic course load of advanced work at an accredited college or university. These courses shall be acceptable for salary credit at the time the employee returns from leave.
11. Travel in the United States or in foreign lands is not credited for advancement on the salary schedule unless credit for the travel has been granted by a college or university recognized by the California State Department of Education.
12. After the Bachelor's Degree, courses for upgrading on the salary schedule must be of upper division or graduate standing. After election to the District and after the Bachelor's Degree, exceptions may be made for **prior-approved** lower division transfer credit courses and post-baccalaureate professional courses provided they are related to the present assignment of the employee. The granting of salary credit to any employee for courses will be limited to a maximum of nine (9) semester hours during the entire time of the employee's service with the District. Request for exceptions must be received by Human Resource Services prior to the first day of attendance in the course and be approved by the Deputy Superintendent, Human Resource Services, following review by the Educational Mission: Innovation Advancement Committee (EM:IAC).

Denials of salary credit under the provisions of this Section may be appealed by the employee to Human Resource Services. Appeals shall be reviewed by the Education Mission: Innovation Advancement Committee (EM:IAC) who shall recommend appropriate action to the Assistant Superintendent, Human Resource Services.

Each university has a transcript key which categorizes courses by the number series. If the university classifies a course using the term “professional,” but does not specify it as a “professional course related to education,” then the District will not be able to grant salary credit unless prior District approval is obtained (as noted in B.11). Any courses taken prior to employment with the District shall not qualify for salary schedule placement advancement unless as otherwise provided in the negotiated agreement.

13. Exceptions to the requirement that all course work units must be taken at an accredited college or university may be made by action of the Educational Mission: Innovation Advancement Committee (EM:IAC) with the approval of the Deputy Superintendent, Human Resource Services. This committee is empowered to grant credit on the salary schedule for successful completion of in-service courses offered by the Long Beach Unified School District which (a) involve attendance at sessions equivalent in time to college or university courses at the same unit value, (b) involve participation and related work equivalent to that required in college or university courses of the same unit value, (c) provided needed in-service opportunities not otherwise readily available, and (d) are found by the committee to be in the best interest of the instructional program of the District.

#### **C. SALARY INCREMENTS**

1. Increments are granted to certificated employees who have been compensated for fifty (50) percent or more of the one hundred eight-two (182) day school year under contract or who have combined service of one hundred thirty-five (135) days in one (1) school year under contract and as a substitute teacher. Any exception to this policy requires specific approval of the Board of Education.
2. An employee who at the time of resignation was classified as permanent and who is, re-employed under contract within thirty-nine (39) months after the last day of service, shall be classified as and restored to all rights of a permanent employee, except as specifically limited by law.
3. A certificated employee who has a leave of absence (a) to serve as a member of the Peace Corps outside the United States, the Domestic Peace Corps (Volunteers in Service to America), or the Job Corps; (b) to teach in a foreign country; or (c) to take advanced professional and academic training is entitled to an increment, the same as though he/she had been regularly employed. To receive such increment, the service or study during the period of leave must be verified. In order to qualify for the increment following a leave of absence for advanced professional and academic training, an employee shall verify that he/she undertook a full load as defined by the institution attended. A transcript of work taken and grades earned **shall be filed within sixty (60) days of returning to duty.** If verification is received after sixty (60) days, salary schedule placement adjustment will be effective the following pay period.
4. A certificated employee who is granted a military leave is entitled to such increment as would have been received had the employee remained in active service with the school district.

#### **D. ADDITIONAL EMPLOYMENT BEYOND THE CONTRACT POSITION**

Employees in full-time contract positions shall not, during the period of time covered by the contract, engage in other gainful occupations which impair the efficiency and character of the school service rendered.

# CHILD DEVELOPMENT CENTER, HEAD START AND EDUCARE SALARY SCHEDULES

## Career Increments:

Beginning of:	Annual Amount*
15 <sup>th</sup> Year	\$1,737.77
25 <sup>th</sup> Year	\$3,475.54
30 <sup>th</sup> Year	\$5,213.30

\* Amount shown is the total received each year.

## Other Amounts

Reason:	Annual Amount
Doctoral Stipend	\$2,317.02

Career increments and additional amounts are paid based on the number of pay periods associated with the assignment. Employees serving less than full time are authorized a pro rata share of the amount.

## Additional Information:

- See Article VI of the Child Development Centers and Head Start Agreement for more information regarding salary placement.
- Salary regulations and explanations concerning placement on salary schedules are included on pages 36-38.
- Effective July 1, 1994, teachers newly employed in the LBUSD CDC Program are required to meet or exceed the training requirements specified in Column 901 / 911, 60-89 Units.
- Effective July 1, 1994, teachers newly employed in the LBUSD Head Start Program are required to meet or exceed the training requirements specified in Column 923 / 933, 60-89 units.
- All units above 60 must be upper division and taken at a four year accredited college or university.
- Head Teachers are paid on a basic schedule, plus the additional amount on Schedule H.
- Credit for Previous Experience: As authorized by Education Code Section 45028, effective with the beginning of the second semester of the 1990-1991 school year, teachers not previously employed by the Long Beach Unified School District as a teacher are allowed salary credit for previous satisfactory teaching experience up to the maximum step on the appropriate column on the salary schedule, excluding career increments. Teachers not previously employed by the District are allowed credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.
- Hourly wages are based on one's monthly rate before the addition of the career increment or stipend amounts.
- Certificated employees paid over 10.50 months will have a CalPERS retirement reporting rate of one-eleventh their annual salary.

SCHEDULE E2  
 Child Development Center Teacher  
 TRADITIONAL Calendar (10.50) 177 Days  
 2019 - 2020

Effective: 07/01/2019

	901		902		905		903		906	
Step	60-89 Units		90 Units or more without Bachelor's Degree		110 Units or more without Bachelor's Degree		Bachelor's Degree		Bachelor's Degree +28 Units or More	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$2,760.20	\$28,982	\$2,937.49	\$30,844	\$3,026.12	\$31,774	\$3,139.99	\$32,970	\$3,492.75	\$36,674
B	\$2,916.22	\$30,620	\$3,093.52	\$32,482	\$3,182.15	\$33,413	\$3,295.13	\$34,599	\$3,648.00	\$38,304
C	\$3,072.27	\$32,259	\$3,249.55	\$34,120	\$3,338.19	\$35,051	\$3,450.37	\$36,229	\$3,803.21	\$39,934
D	\$3,228.19	\$33,896	\$3,404.89	\$35,751	\$3,494.11	\$36,688	\$3,605.61	\$37,859	\$3,958.47	\$41,564
E	\$3,384.22	\$35,534	\$3,561.63	\$37,397	\$3,650.25	\$38,328	\$3,760.86	\$39,489	\$4,113.59	\$43,193
F	\$3,540.38	\$37,174	\$3,717.66	\$39,035	\$3,806.31	\$39,966	\$3,915.97	\$41,118	\$4,268.83	\$44,823
G	\$3,696.41	\$38,812	\$3,873.69	\$40,674	\$3,962.34	\$41,605	\$4,071.31	\$42,749	\$4,423.95	\$46,451
H	\$3,852.30	\$40,449	\$4,029.61	\$42,311	\$4,118.24	\$43,242	\$4,226.56	\$44,379	\$4,579.42	\$48,084
I							\$4,381.69	\$46,008	\$4,734.44	\$49,712
J									\$4,889.67	\$51,342
<b>Example of Career Increment at Highest Step and Column</b>										
15th Year	\$4,017.80	\$42,187	\$4,195.11	\$44,049	\$4,283.74	\$44,979	\$4,547.19	\$47,746	\$5,055.17	\$53,079
25th Year	\$4,183.30	\$43,925	\$4,360.61	\$45,786	\$4,449.24	\$46,717	\$4,712.69	\$49,483	\$5,220.67	\$54,817
30th Year	\$4,348.80	\$45,662	\$4,526.11	\$47,524	\$4,614.74	\$48,455	\$4,878.19	\$51,221	\$5,386.17	\$56,555

SCHEDULE E5  
 Child Development Center Teacher  
 Year Round Calendar (12.00) 177 Days  
 2019 - 2020

Effective: 07/01/2019

	901		902		905		903		906	
Step	60-89 Units		90 Units or more without Bachelor's Degree		110 Units or more without Bachelor's Degree		Bachelor's Degree		Bachelor's Degree +28 Units or More	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$2,415.18	\$28,982	\$2,570.30	\$30,844	\$2,647.86	\$31,774	\$2,747.50	\$32,970	\$3,056.16	\$36,674
B	\$2,551.69	\$30,620	\$2,706.83	\$32,482	\$2,784.38	\$33,413	\$2,883.24	\$34,599	\$3,192.00	\$38,304
C	\$2,688.24	\$32,259	\$2,843.35	\$34,120	\$2,920.92	\$35,051	\$3,019.07	\$36,229	\$3,327.81	\$39,934
D	\$2,824.67	\$33,896	\$2,979.28	\$35,751	\$3,057.35	\$36,688	\$3,154.91	\$37,859	\$3,463.66	\$41,564
E	\$2,961.19	\$35,534	\$3,116.42	\$37,397	\$3,193.97	\$38,328	\$3,290.75	\$39,489	\$3,599.39	\$43,193
F	\$3,097.83	\$37,174	\$3,252.96	\$39,036	\$3,330.52	\$39,966	\$3,426.47	\$41,118	\$3,735.23	\$44,823
G	\$3,234.36	\$38,812	\$3,389.48	\$40,674	\$3,467.05	\$41,605	\$3,562.40	\$42,749	\$3,870.96	\$46,452
H	\$3,370.76	\$40,449	\$3,525.91	\$42,311	\$3,603.46	\$43,242	\$3,698.24	\$44,379	\$4,006.99	\$48,084
I							\$3,833.98	\$46,008	\$4,142.64	\$49,712
J									\$4,278.46	\$51,342
<b>Example of Career Increment at Highest Step and Column</b>										
15th Year	\$3,515.57	\$42,187	\$3,670.72	\$44,049	\$3,748.27	\$44,979	\$3,978.79	\$47,746	\$4,423.27	\$53,079
25th Year	\$3,660.39	\$43,925	\$3,815.54	\$45,786	\$3,893.09	\$46,717	\$4,123.61	\$49,483	\$4,568.09	\$54,817
30th Year	\$3,805.20	\$45,662	\$3,960.35	\$47,524	\$4,037.90	\$48,455	\$4,268.42	\$51,221	\$4,712.90	\$56,555



SCHEDULE E3  
 Child Development Center Teacher  
 TRADITIONAL Calendar (10.50) 182 Days  
 2019 - 2020

Effective: 07/01/2019

	<b>911</b>		<b>912</b>		<b>915</b>		<b>913</b>		<b>916</b>	
<b>Step</b>	<b>60-89 Units</b>		<b>90 Units or more without Bachelor's Degree</b>		<b>110 Units or more without Bachelor's Degree</b>		<b>Bachelor's Degree</b>		<b>Bachelor's Degree +28 Units or More</b>	
	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>
A	\$2,869.51	\$30,130	\$3,053.89	\$32,066	\$3,146.07	\$33,034	\$3,262.68	\$34,258	\$3,629.47	\$38,109
B	\$3,031.87	\$31,835	\$3,216.18	\$33,770	\$3,308.22	\$34,736	\$3,424.14	\$35,953	\$3,790.95	\$39,805
C	\$3,194.23	\$33,539	\$3,378.53	\$35,475	\$3,470.56	\$36,441	\$3,585.59	\$37,649	\$3,952.40	\$41,500
D	\$3,356.54	\$35,244	\$3,540.84	\$37,179	\$3,632.88	\$38,145	\$3,747.19	\$39,345	\$4,114.02	\$43,197
E	\$3,518.87	\$36,948	\$3,703.21	\$38,884	\$3,795.37	\$39,851	\$3,908.69	\$41,041	\$4,275.63	\$44,894
F	\$3,681.26	\$38,653	\$3,865.54	\$40,588	\$3,957.70	\$41,556	\$4,070.28	\$42,738	\$4,436.96	\$46,588
G	\$3,843.53	\$40,357	\$4,027.87	\$42,293	\$4,120.04	\$43,260	\$4,231.74	\$44,433	\$4,598.42	\$48,283
H	\$4,005.85	\$42,061	\$4,190.20	\$43,997	\$4,282.35	\$44,965	\$4,393.21	\$46,129	\$4,760.16	\$49,982
I							\$4,554.82	\$47,826	\$4,921.61	\$51,677
J									\$5,083.10	\$53,373
<b>Example of Career Increment at Highest Step and Column</b>										
15th Year	\$4,171.35	\$43,799	\$4,355.70	\$45,735	\$4,447.85	\$46,702	\$4,720.32	\$49,563	\$5,248.60	\$55,110
25th Year	\$4,336.85	\$45,537	\$4,521.20	\$47,473	\$4,613.35	\$48,440	\$4,885.82	\$51,301	\$5,414.10	\$56,848
30th Year	\$4,502.35	\$47,275	\$4,686.70	\$49,210	\$4,778.85	\$50,178	\$5,051.32	\$53,039	\$5,579.60	\$58,586

SCHEDULE E6  
 Child Development Center Teacher  
 Year Round Calendar (12.00) 182 Days  
 2019 - 2020

Effective: 07/01/2019

	<b>911</b>		<b>912</b>		<b>915</b>		<b>913</b>		<b>916</b>	
<b>Step</b>	<b>60-89 Units</b>		<b>90 Units or more without Bachelor's Degree</b>		<b>110 Units or more without Bachelor's Degree</b>		<b>Bachelor's Degree</b>		<b>Bachelor's Degree +28 Units or More</b>	
	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>
A	\$2,510.82	\$30,130	\$2,672.15	\$32,066	\$2,752.81	\$33,034	\$2,854.84	\$34,258	\$3,175.79	\$38,109
B	\$2,652.88	\$31,835	\$2,814.16	\$33,770	\$2,894.69	\$34,736	\$2,996.12	\$35,953	\$3,317.08	\$39,805
C	\$2,794.95	\$33,539	\$2,956.22	\$35,475	\$3,036.74	\$36,441	\$3,137.39	\$37,649	\$3,458.35	\$41,500
D	\$2,936.97	\$35,244	\$3,098.24	\$37,179	\$3,178.77	\$38,145	\$3,278.79	\$39,345	\$3,599.77	\$43,197
E	\$3,079.01	\$36,948	\$3,240.31	\$38,884	\$3,320.95	\$39,851	\$3,420.10	\$41,041	\$3,741.17	\$44,894
F	\$3,221.11	\$38,653	\$3,382.35	\$40,588	\$3,462.98	\$41,556	\$3,561.50	\$42,738	\$3,882.34	\$46,588
G	\$3,363.09	\$40,357	\$3,524.39	\$42,293	\$3,605.04	\$43,260	\$3,702.77	\$44,433	\$4,023.62	\$48,283
H	\$3,505.12	\$42,061	\$3,666.43	\$43,997	\$3,747.06	\$44,965	\$3,844.06	\$46,129	\$4,165.14	\$49,982
I							\$3,985.47	\$47,826	\$4,306.41	\$51,677
J									\$4,447.72	\$53,373
<b>Example of Career Increment at Highest Step and Column</b>										
15th Year	\$3,649.93	\$43,799	\$3,811.24	\$45,735	\$3,891.87	\$46,702	\$4,130.28	\$49,563	\$4,592.53	\$55,110
25th Year	\$3,794.75	\$45,537	\$3,956.06	\$47,473	\$4,036.69	\$48,440	\$4,275.10	\$51,301	\$4,737.35	\$56,848
30th Year	\$3,939.56	\$47,275	\$4,100.87	\$49,210	\$4,181.50	\$50,178	\$4,419.91	\$53,039	\$4,882.16	\$58,586

SCHEDULE F1  
 Child Development Center Teacher  
 TWELVE MONTH Calendar (12.00) 247 Days  
 2019 – 2020

Effective: 07/01/2019

	911		912		916		913		915	
Step	60-89 Units		90 Units or more without Bachelor's Degree		110 Units or more without Bachelor's Degree		Bachelor's Degree		Bachelor's Degree +28 Units or More	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$3,212.26	\$38,547	\$3,418.76	\$41,025	\$3,522.18	\$42,266	\$3,642.73	\$43,713	\$4,053.77	\$48,645
B	\$3,394.44	\$40,733	\$3,601.04	\$43,212	\$3,704.35	\$44,452	\$3,824.07	\$45,889	\$4,235.05	\$50,821
C	\$3,576.77	\$42,921	\$3,783.30	\$45,400	\$3,886.70	\$46,640	\$4,005.43	\$48,065	\$4,416.44	\$52,997
D	\$3,759.03	\$45,108	\$3,965.62	\$47,587	\$4,069.03	\$48,828	\$4,186.78	\$50,241	\$4,597.85	\$55,174
E	\$3,941.36	\$47,296	\$4,147.84	\$49,774	\$4,251.19	\$51,014	\$4,368.12	\$52,417	\$4,779.17	\$57,350
F	\$4,123.65	\$49,484	\$4,330.15	\$51,962	\$4,433.56	\$53,203	\$4,549.49	\$54,594	\$4,960.52	\$59,526
G	\$4,305.89	\$51,671	\$4,512.40	\$54,149	\$4,615.74	\$55,389	\$4,730.85	\$56,770	\$5,141.85	\$61,702
H	\$4,488.16	\$53,858	\$4,694.76	\$56,337	\$4,798.08	\$57,577	\$4,912.21	\$58,947	\$5,323.23	\$63,879
I							\$5,093.56	\$61,123	\$5,504.63	\$66,056
J									\$5,686.06	\$68,233
<b>Example of Career Increment at Highest Step and Column</b>										
15th Year	\$4,632.97	\$55,596	\$4,839.57	\$58,075	\$4,942.89	\$59,315	\$5,238.37	\$62,860	\$5,830.87	\$69,970
25th Year	\$4,777.79	\$57,333	\$4,984.39	\$59,813	\$5,087.71	\$61,053	\$5,383.19	\$64,598	\$5,975.69	\$71,708
30th Year	\$4,922.60	\$59,071	\$5,129.20	\$61,550	\$5,232.52	\$62,790	\$5,528.00	\$66,336	\$6,120.50	\$73,446

SCHEDULE F2  
 Child Development Center Coordinating Teacher (Fewer than 100 Children)  
 TWELVE MONTH Calendar (12.00) 247 Days  
 2019 - 2020

Effective: 07/01/2019

	<b>917</b>		<b>919</b>	
<b>Step</b>	<b>Bachelor's Degree</b>		<b>Bachelor's Degree +28 Units or More</b>	
	<b>Monthly</b>	<b>Yearly</b>	<b>Monthly</b>	<b>Yearly</b>
A	\$4,075.64	\$48,908	\$4,486.66	\$53,840
B	\$4,256.91	\$51,083	\$4,667.95	\$56,015
C	\$4,438.32	\$53,260	\$4,849.34	\$58,192
D	\$4,619.69	\$55,436	\$5,030.72	\$60,369
E	\$4,801.00	\$57,612	\$5,212.01	\$62,544
F	\$4,982.38	\$59,789	\$5,393.42	\$64,721
G	\$5,163.64	\$61,964	\$5,574.67	\$66,896
H	\$5,345.04	\$64,140	\$5,756.07	\$69,073
I	\$5,526.44	\$66,317	\$5,937.57	\$71,251
J			\$6,118.95	\$73,427
<b>Example of Career Increment at Highest Step and Column</b>				
15th Year	\$5,671.25	\$68,055	\$6,263.76	\$75,165
25th Year	\$5,816.07	\$69,793	\$6,408.58	\$76,903
30th Year	\$5,960.88	\$71,531	\$6,553.39	\$78,641

SCHEDULE F3  
 Child Development Center Coordinating Teacher  
 (More than 100 Children and/or Two Centers)  
 TWELVE MONTH Calendar (12.00) 247 Days  
 2019 – 2020

Effective: 07/01/2019

	923		925	
Step	Bachelor's Degree		Bachelor's Degree +28 Units or More	
	Monthly	Yearly	Monthly	Yearly
A	\$4,421.91	\$53,063	\$4,832.95	\$57,995
B	\$4,603.22	\$55,239	\$5,014.23	\$60,171
C	\$4,784.58	\$57,415	\$5,195.62	\$62,347
D	\$4,965.99	\$59,592	\$5,377.02	\$64,524
E	\$5,147.25	\$61,767	\$5,558.28	\$66,699
F	\$5,328.66	\$63,944	\$5,739.68	\$68,876
G	\$5,509.94	\$66,119	\$5,920.98	\$71,052
H	\$5,691.33	\$68,296	\$6,102.46	\$73,230
I	\$5,872.84	\$70,474	\$6,283.84	\$75,406
J			\$6,465.26	\$77,583
<b>Example of Career Increment at Highest Step and Column</b>				
15th Year	\$6,017.65	\$72,212	\$6,610.07	\$79,321
25th Year	\$6,162.47	\$73,950	\$6,754.89	\$81,059
30th Year	\$6,307.28	\$75,687	\$6,899.70	\$82,796

SCHEDULE E1  
Head Start Teacher  
TRADITIONAL Calendar (11.00) 198 Days  
2019 – 2020

Effective: 07/01/2019

Step	923		924		927		925		926	
	60-89 Units		90 Units or more		110 Units or more		Bachelor's Degree		Bachelor's Degree +28 Units or More	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$2,989.01	\$32,879	\$3,180.84	\$34,989	\$3,276.68	\$36,043	\$3,463.95	\$38,103	\$3,654.13	\$40,195
B	\$3,158.09	\$34,739	\$3,349.94	\$36,849	\$3,445.87	\$37,905	\$3,631.58	\$39,947	\$3,821.86	\$42,040
C	\$3,327.19	\$36,599	\$3,519.03	\$38,709	\$3,614.84	\$39,763	\$3,799.31	\$41,792	\$3,992.66	\$43,919
D	\$3,496.27	\$38,459	\$3,688.01	\$40,568	\$3,784.04	\$41,624	\$3,966.94	\$43,636	\$4,157.23	\$45,730
E	\$3,665.35	\$40,319	\$3,857.10	\$42,428	\$3,953.02	\$43,483	\$4,134.68	\$45,481	\$4,324.87	\$47,574
F	\$3,834.43	\$42,179	\$4,026.18	\$44,288	\$4,122.10	\$45,343	\$4,302.31	\$47,325	\$4,492.60	\$49,419
G	\$4,003.54	\$44,039	\$4,195.27	\$46,148	\$4,291.10	\$47,202	\$4,470.06	\$49,171	\$4,660.24	\$51,263
H	\$4,188.83	\$46,077	\$4,380.57	\$48,186	\$4,476.40	\$49,240	\$4,637.68	\$51,014	\$4,827.97	\$53,108
I							\$4,805.42	\$52,860	\$4,995.60	\$54,952
<b>Example of Career Increment at Highest Step and Column</b>										
15th Year	\$4,346.81	\$47,815	\$4,538.55	\$49,924	\$4,634.38	\$50,978	\$4,963.40	\$54,597	\$5,153.58	\$56,689
25th Year	\$4,504.79	\$49,553	\$4,696.53	\$51,662	\$4,792.36	\$52,716	\$5,121.38	\$56,335	\$5,311.56	\$58,427
30th Year	\$4,662.77	\$51,290	\$4,854.51	\$53,400	\$4,950.34	\$54,454	\$5,279.36	\$58,073	\$5,469.54	\$60,165

SCHEDULE E4  
Head Start Teacher  
TWELVE MONTH Calendar (12.00) 247 Days  
2019 – 2020

Effective: 07/01/2019

Step	933		934		937		935		936	
	60-89 Units		90 Units or more		110 Units or more		Bachelor's Degree		Bachelor's Degree +28 Units or More	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$3,212.26	\$38,547	\$3,418.78	\$41,025	\$3,522.18	\$42,266	\$3,701.86	\$44,422	\$3,906.74	\$46,881
B	\$3,394.44	\$40,733	\$3,601.00	\$43,212	\$3,704.35	\$44,452	\$3,882.56	\$46,591	\$4,087.44	\$49,049
C	\$3,576.77	\$42,921	\$3,783.33	\$45,400	\$3,886.70	\$46,640	\$4,063.38	\$48,761	\$4,268.26	\$51,219
D	\$3,758.96	\$45,108	\$3,965.68	\$47,588	\$4,069.03	\$48,828	\$4,244.21	\$50,931	\$4,449.09	\$53,389
E	\$3,941.31	\$47,296	\$4,147.84	\$49,774	\$4,251.19	\$51,014	\$4,424.91	\$53,099	\$4,629.79	\$55,557
F	\$4,123.65	\$49,484	\$4,330.20	\$51,962	\$4,433.56	\$53,203	\$4,605.73	\$55,269	\$4,810.60	\$57,727
G	\$4,305.83	\$51,670	\$4,512.40	\$54,149	\$4,615.74	\$55,389	\$4,786.43	\$57,437	\$4,991.30	\$59,896
H	\$4,502.60	\$54,031	\$4,709.21	\$56,511	\$4,812.53	\$57,750	\$4,967.26	\$59,607	\$5,172.12	\$62,065
I							\$5,148.06	\$61,777	\$5,352.96	\$64,236
<b>Example of Career Increment at Highest Step and Column</b>										
15th Year	\$4,647.41	\$55,769	\$4,854.02	\$58,248	\$4,957.34	\$59,488	\$5,292.87	\$63,514	\$5,497.77	\$65,973
25th Year	\$4,792.23	\$57,507	\$4,998.84	\$59,986	\$5,102.16	\$61,226	\$5,437.69	\$65,252	\$5,642.59	\$67,711
30th Year	\$4,937.04	\$59,245	\$5,143.65	\$61,724	\$5,246.97	\$62,964	\$5,582.50	\$66,990	\$5,787.40	\$69,449

**SCHEDULE H**

Additional Amount Head Start Head Teachers  
Traditional and Year-Round Calendars

2019 – 2020

Effective: 07/01/2019

<b>Criteria</b>	<b>Annual Amount</b>
Fewer than 85 students	\$3,346.41
At least 85 students	\$5,019.66
At least 130 Students or At Least 100 Students with either a Full day or a full-year program at the site	\$6,682.52

CDC Teacher Split-Shift Assignments

<b>Criteria</b>	<b>Annual Amount</b>
Teachers working an 8 hour split-shift assignment.	
177 Work Day Assignment	\$1,707.83
182 Work Day Assignment	\$1,749.89
247 Work Day Assignment	\$2,187.37



SCHEDULE H1  
 Educare Associate Teacher  
 TWELVE MONTH Calendar (12.00) 247 Days  
 2019 – 2020

Effective: 07/01/2019

Step	911		912		913	
	Associates Degree		Associates Degree + 30 Units		Bachelor's Degree	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$3,418.79	\$41,025	\$3,623.91	\$43,487	\$3,841.36	\$46,096
B	\$3,555.54	\$42,666	\$3,768.88	\$45,227	\$3,995.02	\$47,940
C	\$3,697.76	\$44,373	\$3,919.63	\$47,036	\$4,154.81	\$49,858
D	\$3,845.68	\$46,148	\$4,076.42	\$48,917	\$4,321.00	\$51,852
E	\$3,999.50	\$47,994	\$4,239.47	\$50,874	\$4,493.85	\$53,926
F	\$4,159.48	\$49,914	\$4,409.06	\$52,909	\$4,673.60	\$56,083
G	\$4,325.87	\$51,910	\$4,585.41	\$55,025	\$4,860.54	\$58,326
H	\$4,498.90	\$53,987	\$4,768.82	\$57,226	\$5,054.95	\$60,659
I			\$4,959.59	\$59,515	\$5,257.16	\$63,086
J					\$5,467.44	\$65,609
<b>Example of Career Increment at Highest Step and Column</b>						
20th Year	\$4,643.71	\$55,725	\$5,104.40	\$61,253	\$5,612.25	\$67,347
25th Year	\$4,788.53	\$57,462	\$5,249.22	\$62,991	\$5,757.07	\$69,085
30th Year	\$4,933.34	\$59,200	\$5,394.03	\$64,728	\$5,901.88	\$70,823

SCHEDULE H2  
 Educare Teacher  
 TWELVE MONTH Calendar (12.00) 247 Days  
 2019 – 2020

Effective: 07/01/2019

Step	916		917		918		919	
	Bachelor's Degree		BA+28 Units or More		Master's Degree		BA+56+MA	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
A	\$3,841.36	\$46,096	\$4,071.83	\$48,862	\$4,316.14	\$51,794	\$4,575.11	\$54,901
B	\$3,995.02	\$47,940	\$4,234.71	\$50,817	\$4,488.79	\$53,865	\$4,758.12	\$57,097
C	\$4,154.81	\$49,858	\$4,404.10	\$52,849	\$4,668.33	\$56,020	\$4,948.44	\$59,381
D	\$4,321.00	\$51,852	\$4,580.26	\$54,963	\$4,855.07	\$58,261	\$5,146.39	\$61,757
E	\$4,493.85	\$53,926	\$4,763.47	\$57,162	\$5,049.28	\$60,591	\$5,352.23	\$64,227
F	\$4,673.60	\$56,083	\$4,954.02	\$59,448	\$5,251.25	\$63,015	\$5,566.33	\$66,796
G	\$4,860.54	\$58,326	\$5,152.16	\$61,826	\$5,461.30	\$65,536	\$5,788.98	\$69,468
H	\$5,054.95	\$60,659	\$5,358.25	\$64,299	\$5,679.75	\$68,157	\$6,020.54	\$72,246
I	\$5,257.16	\$63,086	\$5,572.58	\$66,871	\$5,906.94	\$70,883	\$6,261.35	\$75,136
J	\$5,467.44	\$65,609	\$5,795.50	\$69,546	\$6,143.21	\$73,719	\$6,511.82	\$78,142
K			\$6,027.31	\$72,328	\$6,388.96	\$76,668	\$6,772.29	\$81,267
L					\$6,644.51	\$79,734	\$7,043.18	\$84,518
M							\$7,324.90	\$87,899
<b>Example of Career Increment at Highest Step and Column</b>								
20th Year	\$5,612.25	\$67,347	\$6,172.12	\$74,065	\$6,789.32	\$81,472	\$7,469.71	\$89,637
25th Year	\$5,757.07	\$69,085	\$6,316.94	\$75,803	\$6,934.14	\$83,210	\$7,614.53	\$91,374
30th Year	\$5,901.88	\$70,823	\$6,461.75	\$77,541	\$7,078.95	\$84,947	\$7,759.34	\$93,112

**SCHEDULE O**

Child Development Centers and Head Start Substitute Teachers  
2019 – 2020

Effective: 07/01/2019

<b>Day to Day Assignment</b>	<b>Required Certification</b>	<b>Required Units</b>	<b>Schedule</b>	<b>Rate</b>
Category II CDC Teacher	<b>Assistant Teacher Permit Associate Teacher Permit</b>	Under 60 Units with 6 Units in ECE/CD	Daily – 320A	\$119.32
Category I CDC Teacher	<b>Children’s Center Instruction or Child Development Center Permit</b>	60-89 Units with 24 Units in ECE/CD	Hourly – 321A	\$17.14
			Daily – 321B	\$136.98
Head Start Assignment			60-89 Units with 24 Units in ECE/CD	Daily – 221B
<b>Long Term Substitute Assignment</b>	<b>Required Certification</b>	<b>Required Units</b>	<b>Schedule</b>	<b>Rate</b>
CDC Long-Term Substitute Assignment	<b>Children’s Center Instruction or Child Development Center Permit</b>	60-89 Units with 24 Units in ECE/CD	Daily – 323A	\$164.49
Head Start Long-Term Substitute Assignment				60-89 Units with 24 Units in ECE/CD
CDC Coordinating Teacher Long-Term Substitute Assignment	<b>Site Supervisor’s Permit</b>	Bachelor’s Degree	Hourly – 220A	\$22.44

Substitutes who have served twenty (20) days or more in the same position will be considered Long-Term Substitutes. The substitute must meet the credential requirements. All substitutes must possess a valid Children’s Center or Child Development permit.

Long-Term Substitutes, after they have served more than twenty (20) consecutive days in the same position, are paid on a daily basis commensurate with the annual salary divided by the number of duty days for the current school year.

The daily rate begins on the substitute’s 21<sup>st</sup> teaching day in the same position (see Regulations of the Board of Education).

## PROVISIONS FOR ADMINISTRATION OF CHILD DEVELOPMENT CENTER/HEAD START/EDUCARE SALARY SCHEDULES\*

(“Teacher” as used in this narrative is a generic term that is applied to all certificated employees.)

### A. REQUIREMENTS RELATIVE TO INITIAL PLACEMENT ON SALARY SCHEDULES

1. Teachers in Child Development Centers and Head Start Programs must hold a valid Children’s Centers Permit or, in lieu of the permit, a Standard Teaching Credential deemed by the Commission on Teacher Preparation and Licensing to be equivalent to the Children’s Centers Permit.
2. **Teaching Experience:** As authorized by Education Code, Section 45028, teachers in Child Development Centers and Head Start and Educare Programs not previously employed by the District as a teacher during the five (5) years (sixty [60] calendar months) prior to the date of hire are allowed credit for previous satisfactory teaching experience up to the maximum step on the appropriate column on the salary schedule. If a teacher has served under contract for fifty (50) percent or more of the total work year; has worked as a substitute teacher for one hundred thirty-five (135) days in one (1) work year; or has a combined service of one hundred thirty-five (135) days in one work year under contract and as a substitute or hourly teacher, credit will be given for one (1) year of experience. “Day” shall be defined as actual days worked.
3. **Experience Other Than Teaching:** In evaluating an applicant’s experience other than teaching, the District may allow a maximum of four (4) steps on the salary schedule when this experience will contribute directly to the effectiveness of the major assignment for which the applicant is being considered. Two (2) years of experience under this provision are evaluated as equal to one (1) step on the salary schedule. This experience cannot be concurrent with credit for teaching experience, but part-time work experience might be combined with part-time teaching. Verification of not less than eleven (11) months of consecutive work of not less than twenty (20) hours per week may be computed as the equivalent of one (1) year toward the two-for-one requirement for work experience credit. In computing work experience on more than one (1) job, any interruption of service beyond one (1) month shall break the consecutive requirement, unless the prospective employee returns to the same position, with the same employer, within six (6) months without having been gainfully employed by another employer during that time. Partial years of credit are not additive.
4. **Military Service.** Military Service is credited as prior teaching experience only if the applicant actually taught while in the service in the field for which he/she is to be employed.
5. **Tentative Salary Placement.** Applicants who are considered favorably are asked to sign a statement relative to initial salary placement that is mutually agreeable at the time of employment. Signing the “Tentative Salary Placement” form indicates that the initial salary stated thereon is mutually agreeable. Additional employment verification information presented by November 1 or sixty (60) calendar days after initial date of employment, which might indicate a need for change, will be considered.
6. **Salary Schedule Placement:**
  - a. Certificated employees who are given a contract are placed initially on the salary schedule in accordance with training completed at an accredited college or university before the first day of their contract year and verified before November 1 or sixty (60) days after initial date of employment.

- b. A teacher employed by the Long Beach Unified School District is placed on a step of the salary schedule in accordance with his/her experience. A teacher is advanced year by year, until reaching the maximum step on the schedule, provided he/she is under contract a sufficient number of days each year and qualifies for advancement.

## B. CREDIT ON THE SALARY SCHEDULE FOR ADVANCED WORK

1. All college or university credit shall be from an accredited institution.
2. Placement on Column 902, 912, 924 or 934 is dependent on verification of ninety (90) or more units. All units above sixty (60) to be upper division and taken at a four-year college or university.
3. Placement on Column 903, 913, 917, 923, 925 or 935 is dependent on verification of a Bachelor's Degree.  
  
As of April 24, 2005 placement on columns 906, 916, 919, 925, 926 or 936 is dependent on verification of twenty-eight (28) semester hours of upper division or graduate work beyond the Bachelor's Degree. Extra units earned prior to receiving the Bachelor's Degree shall not be accepted for placement on the scale on one (1) year above the Bachelor's Degree unless extra units are of graduate standing, were not counted for the Bachelor's Degree, and are so indicated on the transcript.
4. Responsibility for reporting advanced work by deadlines rests with the certificated employee. It is the responsibility of the employee to submit official sealed transcripts to Human Resource Services.
5. An employee must complete all requirements prior to the first day of the contract year in order to qualify for placement on a higher salary scale. The date shown on the transcript indicating conferral of the degree will be considered the official date for this placement.
6. Travel in the United States or in foreign lands is not credited for advancement on the salary schedule unless credit for the travel has been granted by a college or university recognized by the California State Department of Education.
7. After the Bachelor's Degree, courses for upgrading on the salary schedule must be of upper division or graduate standing. After election to the District and after the Bachelor's Degree, exceptions may be made for **prior-approved** lower division transfer credit courses and post-baccalaureate professional courses provided they are related to the present assignment of the employee. The granting of salary credit to any employee for such lower division courses will be limited to a maximum of nine (9) semester hours during the entire time of the employee's service with the District. Request for exceptions must be received by the Human Resource Services. Receipt of such requests must be made six (6) weeks prior to the first day of attendance in the course and be approved by an Educational Mission: Innovation Advancement Committee (EM:IAC). The Association currently appoints four (4) bargaining unit members to this committee.
8. Exceptions to the requirement that all course work (units) must be taken at an accredited college or university may be made by recommendation of the Educational Mission: Innovation Advancement Committee (EM:IAC) and the approval of the Deputy Superintendent of Human Resource Services. This committee is empowered to grant credit on the salary schedule for successful completion of in-service courses offered by the Long Beach Unified School District which (a) involve attendance at sessions equivalent in time to college or university courses at the same unit value, (b) involve participation and related work equivalent to

that required in college or university courses of the same unit value, (c) provide needed in-service opportunities not otherwise readily available, and (d) are found by the committee to be in the best interest of the instructional program of the District. The Deputy Superintendent, Human Resource Services has final approval authority relative to the granting of salary credit.

Upper division, graduate level or qualifying professional units will apply towards salary schedule placement advancement with the submission of official transcripts. "Qualifying professional units" refers to coursework that meets one of the following requirements: 1) Professional coursework that is required for a credential or certificate (i.e., CLAD, BCLAD) issued by the California Commission on Teacher Credentialing ("CCTC"); or 2) Upper division or graduate level courses which are designated as professional courses for educators by the accredited college or university.

### **C. SALARY INCREMENTS**

1. Increments are granted to certificated employees who have been compensated for fifty (50) percent or more of the work year and under contract or who have combined service of one hundred thirty-five (135) days in one (1) school year under contract or as a substitute teacher. Any exception to this policy requires specific approval of the Board of Education.
2. A probationary employee who has earned an increment is entitled to said increment provided the employee is reelected any time during the immediate subsequent school year. If, however, a school year or more intervenes, the employee is not entitled to a salary that exceeds the maximum entrance salary.
3. An employee who at the time of resignation was classified as permanent and who is, or has been, re-employed under contract within thirty-nine (39) months after the last day of service, shall be classified as and restored to all rights of a permanent employee, except as specifically limited by law.
4. A certificated employee who has a leave of absence (a) to serve as a member of the Peace Corps outside the United States, the Domestic Peace Corps (Volunteers in Service to America), or the Job Corps; (b) to teach in a foreign country; or (c) to take advanced professional and academic training is entitled to an increment, the same as though he/she had been regularly employed. To receive such increment, the service or study during the period of leave must be verified. In order to qualify for the increment following a leave of absence for advanced professional and academic training, an employee shall verify that he/she undertook a full load as defined by the institution attended. A transcript of work taken and grades earned shall be filed before returning to duty.
5. A certificated employee who is granted a military leave is entitled to such increment as would have been received had the employee remained in active service with the school district.

**D. SALARY ADJUSTMENTS WITH CHANGE IN STATUS.** When an employee acquires the required number of approved professional credits or a degree, the employee will be entitled at the next increment date to move horizontally from one preparation column to another will be moved to the next step on the new scale. NOTE: Employees on Step H, Column 301 or 311 who are entitled to move to Column 302 or 312, will remain on Step H; employees on Step 1, Column 303 or 313 who are entitled to move to Column 304 or 314, will remain on Step 1.

**ADDITIONAL EMPLOYMENT BEYOND THE CONTRACT POSITION.** Employees in full-time contract positions shall not, during the period of time covered by the contract, engage in other gainful occupations that impair the efficiency and character of the school service rendered.

**STRUCTURED LEADERSHIP, DEPARTMENT HEAD,  
PATHWAY LEAD,  
HEAD LIBRARIAN,  
AND HOURLY TEACHER  
SALARY SCHEDULES**

- **Salary regulations and explanations concerning placement on salary schedules are included on pages 17-21.**

**SCHEDULE V**  
 Structured Leadership Differentials  
 (Curriculum and Special Education Leaderships Positions)  
 Traditional and Year-Round Calendars  
 2019 – 2020 Effective: 07/01/2019

<b>Step</b>	<b>Annual Amount</b>
A	\$1,253.12
B	\$2,506.50
C	\$7,519.72

- \* Step A Differentials are for all Special Education Lead Teachers serving in schools to which at least two Special Education Teachers are assigned.
- \* Step B Differentials are for the two Head Teachers responsible for the Science Resource Center and the Instructional Materials Workshop. In addition, differentials are for all Special Education Lead Teachers serving in schools to which three or four Special Education Teachers are assigned.
- \* Step C Differentials are for all Curriculum Leadership positions. In addition, differentials are for all Special Education Lead Teachers serving in schools to which five or more Special Education Teachers are assigned.
- \* If a Special Education Lead Teacher is the only Special Education Teacher assigned to a school, he/she shall be compensated for additional service at his/her hourly rate.



**SCHEDULE W  
ADDITIONAL AMOUNT**

Middle and High School Department Heads, Pathway Lead, High School Head Librarian  
Traditional and Year-Round Calendars

2019 - 2020

Effective: 07/01/2019

Department Head Stipend Determination (Periods of Instruction Must Be Within Department)	<b>Annual Amount</b>
One Person Department	\$626.60
2-10      Periods of Instruction within Department	\$1253.10
11-33     Periods of Instruction within Department	\$2,506.50
34-47     Periods of Instruction within Department	\$5,019.66
48 or more Periods of Instruction within Department	\$7,519.72

Pathway Lead	\$4,773.18
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High School Head Librarian	\$2,607.28
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\* If a Department Head is ill or absent for a period of thirty (30) workdays or more and another department member is assigned to perform the department head duties, the employee performing the duties shall receive the department head pay.

**SCHEDULE P**  
 Hourly Classroom Teacher  
 Home Instruction, School for Adults, ROC/P, Summer School/Intersession Teacher  
 and Retired Teacher/Facilitator in on-going assignments  
 Traditional and Year-Round Calendars  
 2019 - 2020

Effective: 07/01/2019

		<b>081</b>	<b>082</b>
<b>Step</b>	<b>Steps on Schedule A*</b>	<b>Less than BA + 56 Units</b>	<b>BA + 56 Units or Master's Degree</b>
A	1-5	\$42.73	\$47.29
B	6-10	\$49.58	\$53.38
C	11 or more	\$55.83	\$60.00

\* Employees who are not regular certificated employees of the District will be granted one year of experience for each year of qualifying teaching experience.

\*\* See the equivalent to a Master's Degree or more defined on page 21.

**SCHEDULE N**  
 Substitute Teacher and Other Staff  
 Traditional and Year-Round Calendars  
 SUBSTITUTE / NON-CONTRACT TEACHER  
 2019 - 2020

Effective: 07/01/2019

Substitute Assignment		171	073B
Hourly	A	\$26.66	
Half-Day	B	\$87.94	
Day-to-Day	C	\$159.95	
Long-Term			\$239.66

\*Included in these pay categories: Retired K-12 Teachers, Librarians, Nurses, and Program Facilitators.

\*Substitutes are guaranteed at least a half-day's pay any time they are requested to work.

\*If a substitute is asked to work one half-day at a particular school but later it is determined that he/she is needed for the entire day at the same school, payment will be made at the daily rate for day-to-day assignments; however, if the substitute is needed for an additional one-half day at a different school, the substitute will be paid at the one-half day rate times two.

\*The Long-Term Substitute daily rate begins on the substitute's 21st teaching day in the same position, or on the date it is determined by the appropriate Assistant Superintendent that the services of the substitute teacher will be required 21 or more consecutive days in the same position (see Regulations of the Board of Education). The substitute must meet the credential requirements for the position in order to receive long term substitute pay.

**SCHEDULE N**  
 Contract Teachers  
 Traditional and Year-Round Calendars  
 Regular K-12 Contract Teachers  
 2019 - 2020

Effective: 07/01/2019

Substitute Assignment		080	175C
Hourly	A	\$34.84	
Half-Day	B	\$114.98	
Day-to-Day			\$258.90