



### Los Angeles Unified School District

#### 2015-2016 ADULT HOURLY RATE (THR) SCHEDULE

##### FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES

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

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

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

##### 2015-2016 FLAT HOURLY RATES

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

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

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

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

##### 2015-2016 REGULAR (HOURLY) SCHEDULE RATES

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

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

Los Angeles Unified School District

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

**2015-2016 DIFFERENTIAL SALARY RATES**

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

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

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

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

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

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

**Table 1: Bilingual Master Plan Differentials, Maximum Semester Rates**

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

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

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

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

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

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

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

Los Angeles Unified School District

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

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

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

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

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

**Table 5: One-time Stipends**

Wage Type

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

5. DIFFERENTIALS, COORDINATING, EARLY CHILDHOOD CENTER

Wage Type

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

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

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

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

Los Angeles Unified School District

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

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

Differential, Activity (Activity and Coaching):

<b>Wage Type:</b>	1394	1401	1402	1403	1404	1407	1410
<b>Rate:</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
	\$973	1,283	1,691	2,102	2,311	2,512	2,811

Activity assignment differentials are paid on a semester basis.  
 Coaching assignment differentials are paid on a seasonal basis.

Sport/Activity	Rate	Sport/Activity	Rate
Academic Decathlon	7(a)	Gymnastics	3
Assistant School Athletics Coordination (Asst. Athletic Director)	4	School Athletics Coordination (Athletic Director)	7
Badminton	3	Soccer: Head	6
Baseball: Head	6	Soccer: Assistant, J.V.	3
Baseball: Assistant, J. V.	4	Softball: Head	6
Basketball: Head	6	Softball: Assistant, J. V.	4
Basketball: Assistant, J.V.	3	Swimming: Head	4
Basketball: Men's Frosh and Soph	4(b)	Swimming: Assistant	3(c)
Basketball: Women's Frosh or Soph	4	Tennis	4
Cross Country: Head	4	Track & Field: Head	6(b)
Cross Country: Assistant	3(c)	Track & Field: Varsity (Assistant)	6(b)
Football: Varsity (Head)	7	Track & Field: Frosh/Soph (Assistant)	4
Football: Varsity (Assistant 1)	6	"AA" Track & Field	2 or 3(d)
Football: Varsity (Assistant 2)	4	Volleyball: Head	5
Football: Varsity (Assistant 3)	4	Volleyball: Assistant, J.V.	3
Football: Frosh/Soph (Assistant 1)	5	Waterpolo	3
Football: Frosh/Soph (Assistant 2)	4	Wrestling	4
Golf	3		

- a At senior high schools, Rate 7 for the fall semester and, if continued through the spring, Rate 5 for spring.
- b The lump-sum payment will be reduced proportionately when teams are not fielded at all levels.
- c Position allotted only when there are 30 or more athletes.
- d Rate 2 if 6-12 athletes; Rate 3 if 13-19 athletes.

8. DIFFERENTIALS, COORDINATING ASSIGNMENTS:

Differential, Coordinating Assignment, Rate 1 (1308) (Health Appraiser; Specialist Nurse)	\$297 per semester
Differential, Coordinating Assignment, Rate 2 (1311) (Coordinating Assmt, Sem; Temp Advsr;Tchr, Rsrce TM)	\$637 per semester
Differential, Lead Teacher, Science (1510)	\$637 per semester

9. DIFFERENTIALS, TRAINING TEACHER (1452):

Differential, Training Teacher	The amount paid by the training institution.
Differential, Demonstration Teacher	

Los Angeles Unified School District

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

**10. OTHER DIFFERENTIALS:**

2015-2016 rates

Differential, Instructional Coach (1322)*	\$1.25 Hourly Rate
Differential, Library Media Teacher (1386)	500 per semester
Differential, Professional Dev. (Delta) Coach (1408)	541 per semester
Differential, Support Provider (1432)	<b>500</b> or <b>1,000</b> per semester with maximum <b>2,000</b> a year
Differential, Urban Classroom Teacher Program I (1340)	1,081 per semester
Differential, Temporary Adviser (1320)**	0.73253 Hourly Rate

**11. STIPENDS:**

2015-2016 rates

Stipend, Literacy Training/Professional Dev. Rate 1 (1405)	\$102 per day payable monthly
Stipend, Math Training/Professional Dev. Rate 1 (1406)	102 per day payable monthly
Stipend, Mentor Principal, Rate 1 (1423)	2,040 per semester
Stipend, Mentor Principal, Rate 2 (1424)	3,060 per semester

**12. PEER ASSISTANCE & REVIEW (PAR) PROGRAM**

2015-2016 rates

Differential, PAR Program (1430)	<b>\$2,150</b> per semester (A Basis) 1,928 per semester (E Basis) 1,820 per semester (B Basis) 1,680 per semester (C Basis)
----------------------------------	---

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