



Los Angeles Unified School District
2009-2010 ADULT HOURLY RATE (THR) SCHEDULE
FLAT HOURLY RATES, REGULAR SCHEDULE RATES, AND DIFFERENTIAL RATES

1. HOURLY RATE (THR) SCHEDULE: 2009-2010 rates continue the 2008-2009 rates.

Table with 7 columns: STEP (Pay Scale Level) A, B, C, 1, 2, 3, 4*. Row 1: \$38.65820, 40.68280, 42.82400, 45.45280, 47.55160, 49.93660, 50.48780

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

- Adult Nonclassroom Assignment, School-Based (0816)
Adult Teacher, Academic Instruction (0805)
Adult Teacher, Adults with Disabilities (0804)
Adult Teacher, ESL (0803)
Adult Teacher, Hourly Rate (0801)
Adult Teacher, Intersession (0814)
Adult Teacher, Parenting & Family Life (0808)
Adult Teacher, Program for Older Adults (0809)
Adult Teacher, Public or Private Contract (0838)
Adult Teacher, Temporary Classes (0810)
Adult Teacher-Adviser (0867)
Adult Teacher-Counselor (0864)
Adviser, Adult Resource, Nonschool Assignment (0827)
Adviser, Adult Resource, ROC/ROP School Assignment (0828)
Adviser, Adult Resource, School Assignment (0826)
Adviser, Registration, Hourly Schedule (0947)
Continuation Teacher, Hourly Rate (0831)
Regional Occupational Contract Teacher (0829)
Temporary Adviser, Hourly Schedule (0800)
Temporary Resource Teacher, Hourly (0825)

2009-2010 FLAT HOURLY RATES

2. FLAT HOURLY RATES: 2009-2010 rates continue the 2008-2009 rates.

Table with 2 columns: Assignment, Rate. Rows include Adult Teacher, Hourly Rate, Day-to-Day Substitute (0806) at \$45.45280, Adult Teacher, Public or Private Contract, Day-to-Day Substitute (0835) at 45.45280, Adult Teacher, Public or Private Contract, Day-to-Day Substitute (0836)** at 38.65820, Adult Teacher, Flat Rate, Day-to-Day Substitute (0811)** at 38.65820, Adult Teacher, Staff Development, Rate 1 (0807) at 45.45280, Adult Teacher, Staff Development, Rate A (0815) at 38.65820, Differential, JTPA Work Experience (0916) at 18.44000, Elementary Supervision, Voluntary (0926) at 30.78240, Extended Counseling Assignment/Advisement, Hourly (0913) at 40.83120, Extended Teaching Assignment, Hourly (0921) at 31.55620

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

** 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 \$39.82 (Step 1 of the former 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 \$39.82 (former Step 1), as appropriate, and will not advance on the salary table.

2009-2010 REGULAR (HOURLY) SCHEDULE RATES

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

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

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2009-2010 THR SCHEDULE, Etc. (Cont'd)

2009-2010 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: 2009-2010 rates continue the 2008-2009 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

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

2009-2010 rates continue the 2008-2009 rates.

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

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

(1) BCLAD/BCC teaching primary language classes

(2) A-level teaching primary language classes

(3) BCLAD/BCC teaching ESL/SH (SDAIE) classes, secondary only

(4) A-level teaching ESL classes, secondary only

Table 5: One-time Stipends

Wage Type

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

5. **DIFFERENTIALS, COORDINATING, EARLY CHILDHOOD CENTER**

2008-2009 rates continue the 2007-2008 rates.

Wage Type

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

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

Must possess NBC, have permanent or probationary District status, and serve a minimum of 60% or 4 periods of the day (if secondary) serving as a classroom teacher.

15% of salary to be paid as outlined below:

- (1) Eligible teachers will receive 7.5% of their regular contract hourly rate each month (1370). The remaining 7.5% will be paid as 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 60% 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).

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

2009-2010 rates continue the 2008-2009 rates.

Differential, Activity (Activity and Coaching):

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

Activity assignment differentials are paid on a semester basis.

Coaching assignment differentials are paid on a seasonal basis.

Sport/Activity	Rate	Sport/Activity	Rate
Academic Decathlon	7(a)	Gymnastics	3
Assistant School Athletics Coordination (Asst. Athletic Director)	4	School Athletics Coordination (Athletic Director)	7
Badminton	3	Soccer: Head	6
Baseball: Head	6	Soccer: Assistant, J.V.	3
Baseball: Assistant, J. V.	4	Softball: Head	6
Basketball: Head	6	Softball: Assistant, J. V.	4
Basketball: Assistant, J.V.	3	Swimming: Head	4
Basketball: Men's Frosh and Soph	4(b)	Swimming: Assistant	3(d)
Basketball: Women's Frosh or Soph	4(c)	Tennis	4
Cross Country: Head	4	Track & Field: Head	6(b)
Cross Country: Assistant	3(d)	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(e)
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 Rate effective 9/16/02.

d Position allotted only when there are 30 or more athletes.

e Rate 2 if 6-12 athletes; Rate 3 if 13-19 athletes.

8. DIFFERENTIALS, COORDINATING ASSIGNMENTS:

2009-2010 rates continue the 2008-2009 rates.

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

9. DIFFERENTIALS, TRAINING TEACHER (1452):

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

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10. OTHER DIFFERENTIALS:

2009-2010 rates continue the 2008-2009 rates.

Differential, Instructional Coach (1322)	\$162 per month
Differential, Library Media Teacher (1386)	500 per semester
Differential, Professional Dev. (Delta) Coach (1408)	541 per semester
Differential, Support Provider (1432)	500 or 1,000 per semester with maximum 2,000 a year
Differential, Urban Classroom Teacher Program I (1340)	1,081 per semester

11. STIPENDS:

2009-2010 rates continue the 2008-2009 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

2009-2010 rates continue the 2008-2009 rates.

Differential, PAR Program (1430)	\$2,150 per semester
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