



CERTIFICATED NON-MANAGEMENT SALARY SCHEDULES

*School Year: 2016/2017
Board Approved: May 17, 2017
Effective: July 1, 2016*



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TRADITIONAL CALENDAR SALARY SCHEDULES

- After completion of 19 years of credited service in the District an annual career increment of \$2,811.38 shall be added.
- After completion of 24 years of credited service in the District an annual career increment of \$2,249.10 shall be added in addition to the first \$2,811.38 career increment for a total of \$5,060.48.
- After completion of 29 years of credited service in the District an annual career increment of \$2,811.37 shall be added in addition to the first \$2,811.38 career increment and the second \$2,249.10 career increment for a total of \$7,871.85.
- The stipend for a doctorate is \$2,249.10.
- Career increments and the doctoral stipend are paid based on the number of pay periods associated with the assignment.
- 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 18-23.

SCHEDULE A1
Elementary and Secondary Classroom Teacher
TRADITIONAL Calendar (10.40)
2016 - 2017

Effective: 07/01/2016

Step	011		012		013		014		016	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,970.32	\$51,691	\$4,970.32	\$51,691	\$5,143.20	\$53,489	\$5,437.88	\$56,554	\$5,978.20	\$62,173
B	\$4,970.32	\$51,691	\$5,098.18	\$53,021	\$5,392.83	\$56,085	\$5,687.50	\$59,150	\$6,224.31	\$64,733
C	\$5,053.05	\$52,552	\$5,347.78	\$55,617	\$5,642.46	\$58,682	\$5,937.14	\$61,746	\$6,470.40	\$67,292
D	\$5,302.70	\$55,148	\$5,597.35	\$58,212	\$5,892.06	\$61,277	\$6,186.74	\$64,342	\$6,716.51	\$69,852
E	\$5,552.30	\$57,744	\$5,846.99	\$60,809	\$6,141.69	\$63,874	\$6,436.34	\$66,938	\$6,962.58	\$72,411
F	\$5,801.93	\$60,340	\$6,096.59	\$63,405	\$6,391.29	\$66,469	\$6,685.95	\$69,534	\$7,208.67	\$74,970
G	\$6,051.55	\$62,936	\$6,346.24	\$66,001	\$6,640.89	\$69,065	\$6,935.57	\$72,130	\$7,454.76	\$77,530
H	\$6,301.14	\$65,532	\$6,595.83	\$68,597	\$6,890.54	\$71,662	\$7,185.17	\$74,726	\$7,700.82	\$80,089
I	\$6,550.78	\$68,128	\$6,845.43	\$71,192	\$7,140.16	\$74,258	\$7,434.79	\$77,322	\$7,946.91	\$82,648
J	\$6,800.40	\$70,724	\$7,095.04	\$73,788	\$7,389.76	\$76,854	\$7,684.37	\$79,917	\$8,193.01	\$85,207
K	\$7,049.97	\$73,320	\$7,344.65	\$76,384	\$7,639.37	\$79,449	\$7,934.00	\$82,514	\$8,439.07	\$87,766
L	\$7,363.78	\$76,583	\$7,594.28	\$78,981	\$7,888.98	\$82,045	\$8,183.60	\$85,109	\$8,685.16	\$90,326
M			\$7,908.07	\$82,244	\$8,138.55	\$84,641	\$8,433.26	\$87,706	\$8,931.23	\$92,885
N					\$8,452.34	\$87,904	\$8,682.86	\$90,302	\$9,177.32	\$95,444
O							\$8,996.66	\$93,565	\$9,423.43	\$98,004
P									\$9,669.48	\$100,563
Career Increments										
After 19 Years	\$7,634.11	\$79,395	\$8,178.40	\$85,055	\$8,722.67	\$90,716	\$9,266.99	\$96,377	\$9,939.81	\$103,374
After 24 Years	\$7,850.36	\$81,644	\$8,394.65	\$87,304	\$8,938.92	\$92,965	\$9,483.24	\$98,626	\$10,156.06	\$105,623
After 29 Years	\$8,120.69	\$84,455	\$8,664.98	\$90,116	\$9,209.25	\$95,776	\$9,753.57	\$101,437	\$10,426.39	\$108,434

* Salary Schedule A1 includes all temporary and special contract teachers, librarians, and nurses employed on an emergency permit/waiver, or intern basis.

* Full-time Catalina employees are authorized a special increment of \$560.13 per quadriweekly pay period. Catalina employees serving less than full time are authorized a pro rata share of the special increment.

* Middle and High School Department Heads and High School Head Librarians 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.

* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE A4
Elementary and Secondary Classroom Teacher with Full Credential
TRADITIONAL Calendar (10.40)
2016 - 2017

Effective: 07/01/2016

Step	211		212		213		214		216	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$5,547.75	\$57,697	\$5,547.89	\$57,698	\$5,548.04	\$57,700	\$5,548.20	\$57,701	\$5,978.20	\$62,173
B	\$5,547.89	\$57,698	\$5,548.04	\$57,700	\$5,548.20	\$57,701	\$5,687.50	\$59,150	\$6,224.31	\$64,733
C	\$5,548.04	\$57,700	\$5,548.20	\$57,701	\$5,642.46	\$58,682	\$5,937.14	\$61,746	\$6,470.40	\$67,292
D	\$5,548.20	\$57,701	\$5,597.35	\$58,212	\$5,892.06	\$61,277	\$6,186.74	\$64,342	\$6,716.51	\$69,852
E	\$5,552.30	\$57,744	\$5,846.99	\$60,809	\$6,141.69	\$63,874	\$6,436.34	\$66,938	\$6,962.58	\$72,411
F	\$5,801.93	\$60,340	\$6,096.59	\$63,405	\$6,391.29	\$66,469	\$6,685.95	\$69,534	\$7,208.67	\$74,970
G	\$6,051.55	\$62,936	\$6,346.24	\$66,001	\$6,640.89	\$69,065	\$6,935.57	\$72,130	\$7,454.76	\$77,530
H	\$6,301.14	\$65,532	\$6,595.83	\$68,597	\$6,890.54	\$71,662	\$7,185.17	\$74,726	\$7,700.82	\$80,089
I	\$6,550.78	\$68,128	\$6,845.43	\$71,192	\$7,140.16	\$74,258	\$7,434.79	\$77,322	\$7,946.91	\$82,648
J	\$6,800.40	\$70,724	\$7,095.04	\$73,788	\$7,389.76	\$76,854	\$7,684.37	\$79,917	\$8,193.01	\$85,207
K	\$7,049.97	\$73,320	\$7,344.65	\$76,384	\$7,639.37	\$79,449	\$7,934.00	\$82,514	\$8,439.07	\$87,766
L	\$7,363.78	\$76,583	\$7,594.28	\$78,981	\$7,888.98	\$82,045	\$8,183.60	\$85,109	\$8,685.16	\$90,326
M			\$7,908.07	\$82,244	\$8,138.55	\$84,641	\$8,433.26	\$87,706	\$8,931.23	\$92,885
N					\$8,452.34	\$87,904	\$8,682.86	\$90,302	\$9,177.32	\$95,444
O							\$8,996.66	\$93,565	\$9,423.43	\$98,004
P									\$9,669.48	\$100,563
Career Increments										
After 19 Years	\$7,634.11	\$79,395	\$8,178.40	\$85,055	\$8,722.67	\$90,716	\$9,266.99	\$96,377	\$9,939.81	\$103,374
After 24 Years	\$7,850.36	\$81,644	\$8,394.65	\$87,304	\$8,938.92	\$92,965	\$9,483.24	\$98,626	\$10,156.06	\$105,623
After 29 Years	\$8,120.69	\$84,455	\$8,664.98	\$90,116	\$9,209.25	\$95,776	\$9,753.57	\$101,437	\$10,426.39	\$108,434

* Salary Schedule A4 includes all regular and special contract teachers, librarians, and nurses who hold a valid California credential.

* Full-time Catalina employees are authorized a special increment of \$560.13 per quadriweekly pay period. Catalina employees serving less than full time are authorized a pro rata share of the special increment.

* Middle and High School Department Heads and High School Head Librarians 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.

* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE A7
Elementary and Secondary Classroom Teacher with National Board Certification
TRADITIONAL Calendar (10.40)
2016 - 2017

Effective: 07/01/2016

Step	051		052		053		054		056	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$5,825.15	\$60,582	\$5,825.26	\$60,583	\$5,825.42	\$60,584	\$5,825.57	\$60,586	\$6,277.09	\$65,282
B	\$5,825.26	\$60,583	\$5,825.42	\$60,584	\$5,825.57	\$60,586	\$5,971.94	\$62,108	\$6,535.49	\$67,969
C	\$5,825.42	\$60,584	\$5,825.57	\$60,586	\$5,924.57	\$61,616	\$6,234.03	\$64,834	\$6,794.01	\$70,658
D	\$5,825.57	\$60,586	\$5,877.17	\$61,123	\$6,186.80	\$64,343	\$6,496.11	\$67,560	\$7,052.34	\$73,344
E	\$5,829.81	\$60,630	\$6,139.26	\$63,848	\$6,448.87	\$67,068	\$6,758.18	\$70,285	\$7,310.74	\$76,032
F	\$6,092.03	\$63,357	\$6,401.37	\$66,574	\$6,710.94	\$69,794	\$7,020.15	\$73,010	\$7,569.13	\$78,719
G	\$6,354.11	\$66,083	\$6,663.46	\$69,300	\$6,972.88	\$72,518	\$7,282.35	\$75,736	\$7,827.52	\$81,406
H	\$6,616.20	\$68,808	\$6,925.52	\$72,025	\$7,234.97	\$75,244	\$7,544.47	\$78,462	\$8,085.76	\$84,092
I	\$6,878.26	\$71,534	\$7,187.74	\$74,752	\$7,497.07	\$77,970	\$7,806.54	\$81,188	\$8,344.13	\$86,779
J	\$7,140.36	\$74,260	\$7,449.84	\$77,478	\$7,759.16	\$80,695	\$8,068.61	\$83,914	\$8,602.65	\$89,468
K	\$7,402.47	\$76,986	\$7,711.92	\$80,204	\$8,021.37	\$83,422	\$8,330.70	\$86,639	\$8,861.02	\$92,155
L	\$7,728.63	\$80,378	\$7,974.00	\$82,930	\$8,283.46	\$86,148	\$8,592.78	\$89,365	\$9,119.41	\$94,842
M			\$8,300.28	\$86,323	\$8,545.53	\$88,874	\$8,854.88	\$92,091	\$9,377.81	\$97,529
N					\$8,871.79	\$92,267	\$9,117.09	\$94,818	\$9,636.16	\$100,216
O							\$9,443.38	\$98,211	\$9,894.55	\$102,903
P									\$10,152.92	\$105,590
Career Increments										
After 19 Years	\$7,998.96	\$83,189	\$8,570.61	\$89,134	\$9,142.12	\$95,078	\$9,713.71	\$101,023	\$10,423.25	\$108,402
After 24 Years	\$8,215.21	\$85,438	\$8,786.86	\$91,383	\$9,358.37	\$97,327	\$9,929.96	\$103,272	\$10,639.50	\$110,651
After 29 Years	\$8,485.54	\$88,250	\$9,057.19	\$94,195	\$9,628.70	\$100,138	\$10,200.29	\$106,083	\$10,909.83	\$113,462

* Salary Schedule A7 includes all regular and special contract teachers who hold a valid National Board Certification.

* Middle and High School Department Heads and High School Head Librarians 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.

* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE A7a
DIS Speech/Language/Pathologist/Specialist
TRADITIONAL Calendar (10.40)
2016 - 2017

Effective: 07/01/2016

Step	151		152		153		154		156	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$5,825.15	\$60,582	\$5,825.26	\$60,583	\$5,825.42	\$60,584	\$5,825.57	\$60,586	\$6,277.09	\$65,282
B	\$5,825.26	\$60,583	\$5,825.42	\$60,584	\$5,825.57	\$60,586	\$5,971.94	\$62,108	\$6,535.49	\$67,969
C	\$5,825.42	\$60,584	\$5,825.57	\$60,586	\$5,924.57	\$61,616	\$6,234.03	\$64,834	\$6,794.01	\$70,658
D	\$5,825.57	\$60,586	\$5,877.17	\$61,123	\$6,186.80	\$64,343	\$6,496.11	\$67,560	\$7,052.34	\$73,344
E	\$5,829.81	\$60,630	\$6,139.26	\$63,848	\$6,448.87	\$67,068	\$6,758.18	\$70,285	\$7,310.74	\$76,032
F	\$6,092.03	\$63,357	\$6,401.37	\$66,574	\$6,710.94	\$69,794	\$7,020.15	\$73,010	\$7,569.13	\$78,719
G	\$6,354.11	\$66,083	\$6,663.46	\$69,300	\$6,972.88	\$72,518	\$7,282.35	\$75,736	\$7,827.52	\$81,406
H	\$6,616.20	\$68,808	\$6,925.52	\$72,025	\$7,234.97	\$75,244	\$7,544.47	\$78,462	\$8,085.76	\$84,092
I	\$6,878.26	\$71,534	\$7,187.74	\$74,752	\$7,497.07	\$77,970	\$7,806.54	\$81,188	\$8,344.13	\$86,779
J	\$7,140.36	\$74,260	\$7,449.84	\$77,478	\$7,759.16	\$80,695	\$8,068.61	\$83,914	\$8,602.65	\$89,468
K	\$7,402.47	\$76,986	\$7,711.92	\$80,204	\$8,021.37	\$83,422	\$8,330.70	\$86,639	\$8,861.02	\$92,155
L	\$7,728.63	\$80,378	\$7,974.00	\$82,930	\$8,283.46	\$86,148	\$8,592.78	\$89,365	\$9,119.41	\$94,842
M			\$8,300.28	\$86,323	\$8,545.53	\$88,874	\$8,854.88	\$92,091	\$9,377.81	\$97,529
N					\$8,871.79	\$92,267	\$9,117.09	\$94,818	\$9,636.16	\$100,216
O							\$9,443.38	\$98,211	\$9,894.55	\$102,903
P									\$10,152.92	\$105,590
Career Increments										
After 19 Years	\$7,998.96	\$83,189	\$8,570.61	\$89,134	\$9,142.12	\$95,078	\$9,713.71	\$101,023	\$10,423.25	\$108,402
After 24 Years	\$8,215.21	\$85,438	\$8,786.86	\$91,383	\$9,358.37	\$97,327	\$9,929.96	\$103,272	\$10,639.50	\$110,651
After 29 Years	\$8,485.54	\$88,250	\$9,057.19	\$94,195	\$9,628.70	\$100,138	\$10,200.29	\$106,083	\$10,909.83	\$113,462

* Salary Schedule A7a includes all fully credentialed DIS Speech/Language/Pathologist/Specialist teachers. This salary schedule does not apply to those with an emergency basis credential, permit/waiver or intern basis.

* Credit for Previous Experience: 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 school or non-school setting up to the maximum step on the appropriate column on the salary schedule, excluding career increments. Those not previously employed by the District are allowed credit for a maximum of five years previous satisfactory experience toward years necessary for receiving career increments.

* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE A8
Designated Master Teacher - National Board Certification
TRADITIONAL Calendar (10.40)
2016 - 2017

Effective: 07/01/2016

Step	061		062		063		064		066	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$6,102.55	\$63,467	\$6,102.69	\$63,468	\$6,102.86	\$63,470	\$6,102.99	\$63,471	\$6,576.12	\$68,392
B	\$6,102.69	\$63,468	\$6,102.86	\$63,470	\$6,102.99	\$63,471	\$6,256.33	\$65,066	\$6,846.77	\$71,206
C	\$6,102.86	\$63,470	\$6,102.99	\$63,471	\$6,206.78	\$64,551	\$6,530.90	\$67,921	\$7,117.45	\$74,021
D	\$6,102.99	\$63,471	\$6,157.08	\$64,034	\$6,481.30	\$67,406	\$6,805.46	\$70,777	\$7,388.12	\$76,836
E	\$6,107.51	\$63,518	\$6,431.61	\$66,889	\$6,755.85	\$70,261	\$7,080.12	\$73,633	\$7,658.90	\$79,653
F	\$6,382.04	\$66,373	\$6,706.16	\$69,744	\$7,030.54	\$73,118	\$7,354.54	\$76,487	\$7,929.58	\$82,468
G	\$6,656.60	\$69,229	\$6,980.84	\$72,601	\$7,304.97	\$75,972	\$7,629.08	\$79,342	\$8,200.22	\$85,282
H	\$6,931.29	\$72,085	\$7,255.39	\$75,456	\$7,579.48	\$78,827	\$7,903.59	\$82,197	\$8,470.92	\$88,098
I	\$7,205.83	\$74,941	\$7,529.93	\$78,311	\$7,854.05	\$81,682	\$8,178.30	\$85,054	\$8,741.57	\$90,912
J	\$7,480.33	\$77,795	\$7,804.63	\$81,168	\$8,128.75	\$84,539	\$8,452.84	\$87,910	\$9,012.22	\$93,727
K	\$7,755.04	\$80,652	\$8,079.18	\$84,023	\$8,403.28	\$87,394	\$8,727.38	\$90,765	\$9,282.90	\$96,542
L	\$8,093.77	\$84,175	\$8,353.73	\$86,879	\$8,677.83	\$90,249	\$9,002.08	\$93,622	\$9,553.54	\$99,357
M			\$8,692.49	\$90,402	\$8,952.48	\$93,106	\$9,276.61	\$96,477	\$9,824.33	\$102,173
N					\$9,291.19	\$96,628	\$9,546.92	\$99,288	\$10,095.00	\$104,988
O							\$9,889.90	\$102,855	\$10,365.81	\$107,804
P									\$10,636.47	\$110,619
Career Increments										
After 19 Years	\$8,364.10	\$86,987	\$8,962.82	\$93,213	\$9,561.52	\$99,440	\$10,160.23	\$105,666	\$10,906.80	\$113,431
After 24 Years	\$8,580.35	\$89,236	\$9,179.07	\$95,462	\$9,777.77	\$101,689	\$10,376.48	\$107,915	\$11,123.05	\$115,680
After 29 Years	\$8,850.68	\$92,047	\$9,449.40	\$98,274	\$10,048.10	\$104,500	\$10,646.81	\$110,727	\$11,393.38	\$118,491

* Salary Schedule A8 includes all Designated Master Teachers, regular and special contract teachers who hold a valid National Board Certification.

* Middle and High School Department Heads and High School Head Librarians 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.

* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE D
Army / Navy JROTC Instructor - Base Pay Only
TRADITIONAL Calendar (11.00)
2016 - 2017

Effective: 07/01/2016

Step	061		062		063		064	
	90 Units or Less		More than 90 Units without Bachelor's Degree		Bachelor's Degree		Senior Instructor	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,679.21	\$29,471	\$2,842.71	\$31,270	\$3,235.78	\$35,594	\$3,562.79	\$39,191
B	\$2,842.71	\$31,270	\$3,006.29	\$33,069	\$3,399.33	\$37,393	\$3,726.36	\$40,990
C	\$3,006.29	\$33,069	\$3,169.80	\$34,868	\$3,562.79	\$39,191	\$3,889.90	\$42,789
D	\$3,169.80	\$34,868	\$3,333.34	\$36,667	\$3,726.36	\$40,990	\$4,053.35	\$44,587
E	\$3,333.34	\$36,667	\$3,496.83	\$38,465	\$3,889.90	\$42,789	\$4,216.92	\$46,386
F	\$3,496.83	\$38,465	\$3,660.37	\$40,264	\$4,053.35	\$44,587	\$4,380.48	\$48,185
G	\$3,660.37	\$40,264	\$3,823.89	\$42,063	\$4,216.92	\$46,386	\$4,543.95	\$49,983
H			\$3,987.39	\$43,861	\$4,380.48	\$48,185	\$4,707.50	\$51,783
I					\$4,543.95	\$49,983	\$4,871.08	\$53,582
J							\$5,034.64	\$55,381
Career Increments								
After 19 Years	\$3,915.95	\$43,075	\$4,242.97	\$46,673	\$4,799.53	\$52,795	\$5,290.22	\$58,192
After 24 Years	\$4,120.41	\$45,325	\$4,447.43	\$48,922	\$5,003.99	\$55,044	\$5,494.68	\$60,442
After 29 Years	\$4,375.99	\$48,136	\$4,703.01	\$51,733	\$5,259.57	\$57,855	\$5,750.26	\$63,253

* In addition to the amounts listed, the District pays each instructor an extra sum.

* 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.

* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

SCHEDULE B1
Program Facilitator
TRADITIONAL Calendar (10.75)
2016 - 2017

Effective: 07/01/2016

Step	021		022		023		024		026	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,967.06	\$53,396	\$4,967.06	\$53,396	\$5,139.78	\$55,253	\$5,434.20	\$58,418	\$5,974.21	\$64,223
B	\$4,967.06	\$53,396	\$5,094.79	\$54,769	\$5,389.44	\$57,936	\$5,683.56	\$61,098	\$6,220.18	\$66,867
C	\$5,049.62	\$54,283	\$5,344.15	\$57,450	\$5,638.56	\$60,615	\$5,933.22	\$63,782	\$6,466.06	\$69,510
D	\$5,299.12	\$56,966	\$5,593.68	\$60,132	\$5,888.33	\$63,300	\$6,182.45	\$66,461	\$6,712.03	\$72,154
E	\$5,548.51	\$59,646	\$5,843.03	\$62,813	\$6,137.56	\$65,979	\$6,431.96	\$69,144	\$6,957.89	\$74,797
F	\$5,798.17	\$62,330	\$6,092.55	\$65,495	\$6,387.09	\$68,661	\$6,681.36	\$71,825	\$7,203.87	\$77,442
G	\$6,047.55	\$65,011	\$6,341.96	\$68,176	\$6,636.46	\$71,342	\$6,930.99	\$74,508	\$7,449.73	\$80,085
H	\$6,297.05	\$67,693	\$6,591.47	\$70,858	\$6,886.12	\$74,026	\$7,180.25	\$77,188	\$7,695.72	\$82,729
I	\$6,546.43	\$70,374	\$6,840.86	\$73,539	\$7,135.35	\$76,705	\$7,429.88	\$79,871	\$7,941.58	\$85,372
J	\$6,795.95	\$73,056	\$7,090.21	\$76,220	\$7,384.74	\$79,386	\$7,679.26	\$82,552	\$8,187.56	\$88,016
K	\$7,045.33	\$75,737	\$7,339.72	\$78,902	\$7,634.45	\$82,070	\$7,928.78	\$85,234	\$8,433.43	\$90,659
L	\$7,356.95	\$79,087	\$7,589.11	\$81,583	\$7,883.53	\$84,748	\$8,178.02	\$87,914	\$8,679.53	\$93,305
M			\$7,900.79	\$84,933	\$8,133.14	\$87,431	\$8,427.76	\$90,598	\$8,925.36	\$95,948
N					\$8,444.61	\$90,780	\$8,677.19	\$93,280	\$9,171.23	\$98,591
O							\$8,988.69	\$96,628	\$9,417.22	\$101,235
P									\$9,663.06	\$103,878
Career Increments										
After 19 Years	\$7,618.47	\$81,899	\$8,162.31	\$87,745	\$8,706.13	\$93,591	\$9,250.21	\$99,440	\$9,924.58	\$106,689
After 24 Years	\$7,827.69	\$84,148	\$8,371.53	\$89,994	\$8,915.35	\$95,840	\$9,459.43	\$101,689	\$10,133.80	\$108,938
After 29 Years	\$8,089.22	\$86,959	\$8,633.06	\$92,805	\$9,176.88	\$98,651	\$9,720.96	\$104,500	\$10,395.33	\$111,750

* Salary Schedule B1 includes all Program Facilitators employed on an emergency permit/waiver, or intern basis.

* 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.

* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE B3
Program Facilitator with Full Credential Pay
TRADITIONAL Calendar (10.75)
2016 - 2017

Effective: 07/01/2016

Step	221		222		223		224		226	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$5,544.01	\$59,598	\$5,544.15	\$59,600	\$5,544.39	\$59,602	\$5,544.53	\$59,604	\$5,974.21	\$64,223
B	\$5,544.15	\$59,600	\$5,544.39	\$59,602	\$5,544.53	\$59,604	\$5,683.56	\$61,098	\$6,220.18	\$66,867
C	\$5,544.39	\$59,602	\$5,544.53	\$59,604	\$5,638.56	\$60,615	\$5,933.22	\$63,782	\$6,466.06	\$69,510
D	\$5,544.53	\$59,604	\$5,593.68	\$60,132	\$5,888.33	\$63,300	\$6,182.45	\$66,461	\$6,712.03	\$72,154
E	\$5,548.51	\$59,646	\$5,843.03	\$62,813	\$6,137.56	\$65,979	\$6,431.96	\$69,144	\$6,957.89	\$74,797
F	\$5,798.17	\$62,330	\$6,092.55	\$65,495	\$6,387.09	\$68,661	\$6,681.36	\$71,825	\$7,203.87	\$77,442
G	\$6,047.55	\$65,011	\$6,341.96	\$68,176	\$6,636.46	\$71,342	\$6,930.99	\$74,508	\$7,449.73	\$80,085
H	\$6,297.05	\$67,693	\$6,591.47	\$70,858	\$6,886.12	\$74,026	\$7,180.25	\$77,188	\$7,695.72	\$82,729
I	\$6,546.43	\$70,374	\$6,840.86	\$73,539	\$7,135.35	\$76,705	\$7,429.88	\$79,871	\$7,941.58	\$85,372
J	\$6,795.95	\$73,056	\$7,090.21	\$76,220	\$7,384.74	\$79,386	\$7,679.26	\$82,552	\$8,187.56	\$88,016
K	\$7,045.33	\$75,737	\$7,339.72	\$78,902	\$7,634.45	\$82,070	\$7,928.78	\$85,234	\$8,433.43	\$90,659
L	\$7,356.95	\$79,087	\$7,589.11	\$81,583	\$7,883.53	\$84,748	\$8,178.02	\$87,914	\$8,679.53	\$93,305
M			\$7,900.79	\$84,933	\$8,133.14	\$87,431	\$8,427.76	\$90,598	\$8,925.36	\$95,948
N					\$8,444.61	\$90,780	\$8,677.19	\$93,280	\$9,171.23	\$98,591
O							\$8,988.69	\$96,628	\$9,417.22	\$101,235
P									\$9,663.06	\$103,878
Career Increments										
After 19 Years	\$7,618.47	\$81,899	\$8,162.31	\$87,745	\$8,706.13	\$93,591	\$9,250.21	\$99,440	\$9,924.58	\$106,689
After 24 Years	\$7,827.69	\$84,148	\$8,371.53	\$89,994	\$8,915.35	\$95,840	\$9,459.43	\$101,689	\$10,133.80	\$108,938
After 29 Years	\$8,089.22	\$86,959	\$8,633.06	\$92,805	\$9,176.88	\$98,651	\$9,720.96	\$104,500	\$10,395.33	\$111,750

* Salary Schedule B3 includes all Program Facilitators who hold a valid California credential.

* 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.

* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

YEAR-ROUND CALENDAR SALARY SCHEDULES

- **After completion of 19 years of credited service in the District an annual career increment of \$2,811.38 shall be added.**
- **After completion of 24 years of credited service in the District an annual career increment of \$2,249.10 shall be added in addition to the first \$2,811.38 career increment for a total of \$5,060.48.**
- **After completion of 29 years of credited service in the District an annual career increment of \$2,811.37 shall be added in addition to the first \$2,811.38 career increment and the second \$2,249.10 career increment for a total of \$7,871.85.**
- **The stipend for a doctorate is \$2,249.10.**
- **Career increments and the doctoral stipend are paid based on the number of pay periods associated with the assignment.**
- **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 18-23.**

SCHEDULE A2
Elementary and Secondary Classroom Teacher
YEAR ROUND Calendar (13.00)
2016 - 2017

Effective: 07/01/2016

Step	511		512		513		514		516	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$3,976.23	\$51,691	\$3,976.23	\$51,691	\$4,114.58	\$53,490	\$4,350.33	\$56,554	\$4,782.59	\$62,174
B	\$3,976.23	\$51,691	\$4,078.54	\$53,021	\$4,314.27	\$56,086	\$4,550.01	\$59,150	\$4,979.45	\$64,733
C	\$4,042.46	\$52,552	\$4,278.22	\$55,617	\$4,513.96	\$58,681	\$4,749.69	\$61,746	\$5,176.36	\$67,293
D	\$4,242.16	\$55,148	\$4,477.87	\$58,212	\$4,713.66	\$61,278	\$4,949.40	\$64,342	\$5,373.23	\$69,852
E	\$4,441.87	\$57,744	\$4,677.58	\$60,809	\$4,913.32	\$63,873	\$5,149.07	\$66,938	\$5,570.03	\$72,410
F	\$4,641.51	\$60,340	\$4,877.31	\$63,405	\$5,113.01	\$66,469	\$5,348.77	\$69,534	\$5,766.94	\$74,970
G	\$4,841.22	\$62,936	\$5,076.95	\$66,000	\$5,312.70	\$69,065	\$5,548.40	\$72,129	\$5,963.78	\$77,529
H	\$5,040.91	\$65,532	\$5,276.65	\$68,596	\$5,512.42	\$71,661	\$5,748.15	\$74,726	\$6,160.67	\$80,089
I	\$5,240.61	\$68,128	\$5,476.36	\$71,193	\$5,712.06	\$74,257	\$5,947.80	\$77,321	\$6,357.53	\$82,648
J	\$5,440.32	\$70,724	\$5,676.03	\$73,788	\$5,911.79	\$76,853	\$6,147.53	\$79,918	\$6,554.40	\$85,207
K	\$5,639.97	\$73,320	\$5,875.72	\$76,384	\$6,111.43	\$79,449	\$6,347.25	\$82,514	\$6,751.27	\$87,767
L	\$5,891.01	\$76,583	\$6,075.43	\$78,981	\$6,311.17	\$82,045	\$6,546.89	\$85,110	\$6,948.13	\$90,326
M			\$6,326.46	\$82,244	\$6,510.85	\$84,641	\$6,746.62	\$87,706	\$7,144.99	\$92,885
N					\$6,761.88	\$87,904	\$6,946.27	\$90,302	\$7,341.88	\$95,444
O							\$7,197.31	\$93,565	\$7,538.75	\$98,004
P									\$7,735.58	\$100,563
Career Increments										
After 19 Years	\$6,107.27	\$79,395	\$6,542.72	\$85,055	\$6,978.14	\$90,716	\$7,413.57	\$96,376	\$7,951.84	\$103,374
After 24 Years	\$6,280.28	\$81,644	\$6,715.73	\$87,304	\$7,151.15	\$92,965	\$7,586.58	\$98,626	\$8,124.85	\$105,623
After 29 Years	\$6,496.54	\$84,455	\$6,931.99	\$90,116	\$7,367.41	\$95,776	\$7,802.84	\$101,437	\$8,341.11	\$108,434

* Salary Schedule A2 includes all temporary and special contract teachers, librarians, and nurses employed on a emergency permit/waiver, or intern basis.

* Middle and High School Department Heads 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.

* QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE A5
Elementary and Secondary Classroom Teacher with Full Credential Pay
YEAR ROUND Calendar (13.00)
2016 - 2017

Effective: 07/01/2016

Step	711		712		713		714		716	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,438.18	\$57,696	\$4,438.30	\$57,698	\$4,438.42	\$57,699	\$4,438.56	\$57,701	\$4,782.59	\$62,174
B	\$4,438.30	\$57,698	\$4,438.42	\$57,699	\$4,438.56	\$57,701	\$4,550.01	\$59,150	\$4,979.45	\$64,733
C	\$4,438.42	\$57,699	\$4,438.56	\$57,701	\$4,513.96	\$58,681	\$4,749.69	\$61,746	\$5,176.36	\$67,293
D	\$4,438.56	\$57,701	\$4,477.87	\$58,212	\$4,713.66	\$61,278	\$4,949.40	\$64,342	\$5,373.23	\$69,852
E	\$4,441.87	\$57,744	\$4,677.58	\$60,809	\$4,913.32	\$63,873	\$5,149.07	\$66,938	\$5,570.03	\$72,410
F	\$4,641.51	\$60,340	\$4,877.31	\$63,405	\$5,113.01	\$66,469	\$5,348.77	\$69,534	\$5,766.94	\$74,970
G	\$4,841.22	\$62,936	\$5,076.95	\$66,000	\$5,312.70	\$69,065	\$5,548.40	\$72,129	\$5,963.78	\$77,529
H	\$5,040.91	\$65,532	\$5,276.65	\$68,596	\$5,512.42	\$71,661	\$5,748.15	\$74,726	\$6,160.67	\$80,089
I	\$5,240.61	\$68,128	\$5,476.36	\$71,193	\$5,712.06	\$74,257	\$5,947.80	\$77,321	\$6,357.53	\$82,648
J	\$5,440.32	\$70,724	\$5,676.03	\$73,788	\$5,911.79	\$76,853	\$6,147.53	\$79,918	\$6,554.40	\$85,207
K	\$5,639.97	\$73,320	\$5,875.72	\$76,384	\$6,111.43	\$79,449	\$6,347.25	\$82,514	\$6,751.27	\$87,767
L	\$5,891.02	\$76,583	\$6,075.43	\$78,981	\$6,311.17	\$82,045	\$6,546.89	\$85,110	\$6,948.13	\$90,326
M			\$6,326.46	\$82,244	\$6,510.85	\$84,641	\$6,746.62	\$87,706	\$7,144.99	\$92,885
N					\$6,761.88	\$87,904	\$6,946.27	\$90,302	\$7,341.88	\$95,444
O							\$7,197.31	\$93,565	\$7,538.75	\$98,004
P									\$7,735.58	\$100,563
Career Increments										
After 19 Years	\$6,107.28	\$79,395	\$6,542.72	\$85,055	\$6,978.14	\$90,716	\$7,413.57	\$96,376	\$7,951.84	\$103,374
After 24 Years	\$6,280.29	\$81,644	\$6,715.73	\$87,304	\$7,151.15	\$92,965	\$7,586.58	\$98,626	\$8,124.85	\$105,623
After 29 Years	\$6,496.55	\$84,455	\$6,931.99	\$90,116	\$7,367.41	\$95,776	\$7,802.84	\$101,437	\$8,341.11	\$108,434

* Salary Schedule A5 includes all regular and special contract teachers, librarians, and nurses who hold a valid California credential.

* Middle and High School Department Heads 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.

* QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE A9
Elementary and Secondary Classroom Teacher with National Board Certification
YEAR ROUND Calendar (13.00)
2016 - 2017

Effective: 07/01/2016

Step	551		552		553		554		556	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,660.13	\$60,582	\$4,660.22	\$60,583	\$4,660.33	\$60,584	\$4,660.48	\$60,586	\$5,021.66	\$65,282
B	\$4,660.22	\$60,583	\$4,660.33	\$60,584	\$4,660.48	\$60,586	\$4,778.58	\$62,122	\$5,228.36	\$67,969
C	\$4,660.33	\$60,584	\$4,660.48	\$60,586	\$4,739.65	\$61,615	\$4,987.24	\$64,834	\$5,435.20	\$70,658
D	\$4,660.48	\$60,586	\$4,701.80	\$61,123	\$4,949.49	\$64,343	\$5,196.87	\$67,559	\$5,641.86	\$73,344
E	\$4,663.86	\$60,630	\$4,911.41	\$63,848	\$5,159.10	\$67,068	\$5,406.59	\$70,286	\$5,848.63	\$76,032
F	\$4,873.62	\$63,357	\$5,121.14	\$66,575	\$5,368.73	\$69,793	\$5,616.12	\$73,010	\$6,055.28	\$78,719
G	\$5,083.31	\$66,083	\$5,330.78	\$69,300	\$5,578.35	\$72,519	\$5,825.83	\$75,736	\$6,262.07	\$81,407
H	\$5,292.94	\$68,808	\$5,540.40	\$72,025	\$5,787.97	\$75,244	\$6,035.55	\$78,462	\$6,468.61	\$84,092
I	\$5,502.61	\$71,534	\$5,750.23	\$74,753	\$5,997.69	\$77,970	\$6,245.19	\$81,187	\$6,675.27	\$86,779
J	\$5,712.30	\$74,260	\$5,959.87	\$77,478	\$6,210.38	\$80,735	\$6,454.91	\$83,914	\$6,882.16	\$89,468
K	\$5,921.96	\$76,985	\$6,169.56	\$80,204	\$6,417.05	\$83,422	\$6,678.37	\$86,819	\$7,088.79	\$92,154
L	\$6,182.92	\$80,378	\$6,379.17	\$82,929	\$6,626.79	\$86,148	\$6,874.29	\$89,366	\$7,295.57	\$94,842
M			\$6,640.12	\$86,322	\$6,836.43	\$88,874	\$7,083.92	\$92,091	\$7,502.22	\$97,529
N					\$7,097.52	\$92,268	\$7,293.63	\$94,817	\$7,709.01	\$100,217
O							\$7,554.73	\$98,211	\$7,915.66	\$102,904
P									\$8,122.30	\$105,590
Career Increments										
After 19 Years	\$6,399.18	\$83,189	\$6,856.38	\$89,133	\$7,313.78	\$95,079	\$7,770.99	\$101,023	\$8,338.56	\$108,401
After 24 Years	\$6,572.19	\$85,438	\$7,029.39	\$91,382	\$7,486.79	\$97,328	\$7,944.00	\$103,272	\$8,511.57	\$110,650
After 29 Years	\$6,788.45	\$88,250	\$7,245.65	\$94,193	\$7,703.05	\$100,140	\$8,160.26	\$106,083	\$8,727.83	\$113,462

* Salary Schedule A9 includes all regular and special contract teachers who hold a valid National Board Certification.

* Middle and High School Department Heads 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.

* QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE A9a
DIS Speech/Language/Pathologist/Specialist
YEAR ROUND Calendar (13.00)
2016 - 2017

Effective: 07/01/2016

Step	571		572		573		574		576	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,660.13	\$60,582	\$4,660.22	\$60,583	\$4,660.33	\$60,584	\$4,660.48	\$60,586	\$5,021.66	\$65,282
B	\$4,660.22	\$60,583	\$4,660.33	\$60,584	\$4,660.48	\$60,586	\$4,778.58	\$62,122	\$5,228.36	\$67,969
C	\$4,660.33	\$60,584	\$4,660.48	\$60,586	\$4,739.65	\$61,615	\$4,987.24	\$64,834	\$5,435.20	\$70,658
D	\$4,660.48	\$60,586	\$4,701.80	\$61,123	\$4,949.49	\$64,343	\$5,196.87	\$67,559	\$5,641.86	\$73,344
E	\$4,663.86	\$60,630	\$4,911.41	\$63,848	\$5,159.10	\$67,068	\$5,406.59	\$70,286	\$5,848.63	\$76,032
F	\$4,873.62	\$63,357	\$5,121.14	\$66,575	\$5,368.73	\$69,793	\$5,616.12	\$73,010	\$6,055.28	\$78,719
G	\$5,083.31	\$66,083	\$5,330.78	\$69,300	\$5,578.35	\$72,519	\$5,825.83	\$75,736	\$6,262.07	\$81,407
H	\$5,292.94	\$68,808	\$5,540.40	\$72,025	\$5,787.97	\$75,244	\$6,035.55	\$78,462	\$6,468.61	\$84,092
I	\$5,502.61	\$71,534	\$5,750.23	\$74,753	\$5,997.69	\$77,970	\$6,245.19	\$81,187	\$6,675.27	\$86,779
J	\$5,712.30	\$74,260	\$5,959.87	\$77,478	\$6,210.38	\$80,735	\$6,454.91	\$83,914	\$6,882.16	\$89,468
K	\$5,921.96	\$76,985	\$6,169.56	\$80,204	\$6,417.05	\$83,422	\$6,678.37	\$86,819	\$7,088.79	\$92,154
L	\$6,182.92	\$80,378	\$6,379.17	\$82,929	\$6,626.79	\$86,148	\$6,874.29	\$89,366	\$7,295.57	\$94,842
M			\$6,640.12	\$86,322	\$6,836.43	\$88,874	\$7,083.92	\$92,091	\$7,502.22	\$97,529
N					\$7,097.52	\$92,268	\$7,293.63	\$94,817	\$7,709.01	\$100,217
O							\$7,554.73	\$98,211	\$7,915.66	\$102,904
P									\$8,122.30	\$105,590
Career Increments										
After 19 Years	\$6,399.18	\$83,189	\$6,856.38	\$89,133	\$7,313.78	\$95,079	\$7,770.99	\$101,023	\$8,338.56	\$108,401
After 24 Years	\$6,572.19	\$85,438	\$7,029.39	\$91,382	\$7,486.79	\$97,328	\$7,944.00	\$103,272	\$8,511.57	\$110,650
After 29 Years	\$6,788.45	\$88,250	\$7,245.65	\$94,193	\$7,703.05	\$100,140	\$8,160.26	\$106,083	\$8,727.83	\$113,462

* Salary Schedule A9a includes all fully credentialed DIS Speech/Language/Pathologist/Specialist teachers. This stipend does not apply to a waiver, provisional, or emergency credential.

* Credit for Previous Experience: 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 school or non-school setting up to the maximum step on the appropriate column on the salary schedule, excluding career increments. Those not previously employed by the District are allowed credit for a maximum of five years previous satisfactory experience toward years necessary for receiving career increments.

* QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE A10
 Designated Master Teacher - National Board Certification
 YEAR ROUND Calendar (13.00)
 2016 - 2017

Effective: 07/01/2016

Step	561		562		563		564		566	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,882.07	\$63,467	\$4,882.16	\$63,468	\$4,882.26	\$63,469	\$4,882.39	\$63,471	\$5,260.86	\$68,391
B	\$4,882.16	\$63,468	\$4,882.26	\$63,469	\$4,882.39	\$63,471	\$5,005.11	\$65,066	\$5,477.48	\$71,207
C	\$4,882.26	\$63,469	\$4,882.39	\$63,471	\$4,965.43	\$64,551	\$5,224.73	\$67,921	\$5,693.99	\$74,022
D	\$4,882.39	\$63,471	\$4,925.68	\$64,034	\$5,185.08	\$67,406	\$5,444.36	\$70,777	\$5,910.48	\$76,836
E	\$4,885.99	\$63,518	\$5,145.28	\$66,889	\$5,404.66	\$70,261	\$5,664.07	\$73,633	\$6,127.12	\$79,653
F	\$5,105.65	\$66,373	\$5,364.90	\$69,744	\$5,624.38	\$73,117	\$5,883.58	\$76,487	\$6,343.62	\$82,467
G	\$5,325.27	\$69,229	\$5,584.63	\$72,600	\$5,844.03	\$75,972	\$6,103.21	\$79,342	\$6,560.16	\$85,282
H	\$5,545.02	\$72,085	\$5,804.35	\$75,457	\$6,063.65	\$78,827	\$6,322.94	\$82,198	\$6,776.78	\$88,098
I	\$5,764.64	\$74,940	\$6,023.97	\$78,312	\$6,283.28	\$81,683	\$6,542.65	\$85,054	\$6,993.29	\$90,913
J	\$5,984.30	\$77,796	\$6,243.70	\$81,168	\$6,502.98	\$84,539	\$6,762.28	\$87,910	\$7,209.79	\$93,727
K	\$6,204.05	\$80,653	\$6,463.32	\$84,023	\$6,722.62	\$87,394	\$6,981.91	\$90,765	\$7,426.30	\$96,542
L	\$6,475.02	\$84,175	\$6,682.96	\$86,878	\$6,942.23	\$90,249	\$7,201.63	\$93,621	\$7,642.82	\$99,357
M			\$6,953.90	\$90,401	\$7,161.97	\$93,106	\$7,421.25	\$96,476	\$7,859.46	\$102,173
N					\$7,433.05	\$96,630	\$7,637.58	\$99,289	\$8,075.96	\$104,987
O							\$7,911.92	\$102,855	\$8,292.69	\$107,805
P									\$8,509.22	\$110,620
Career Increments										
After 19 Years	\$6,691.28	\$86,987	\$7,170.16	\$93,212	\$7,649.31	\$99,441	\$8,128.18	\$105,666	\$8,725.48	\$113,431
After 24 Years	\$6,864.29	\$89,236	\$7,343.17	\$95,461	\$7,822.32	\$101,690	\$8,301.19	\$107,915	\$8,898.49	\$115,680
After 29 Years	\$7,080.55	\$92,047	\$7,559.43	\$98,273	\$8,038.58	\$104,502	\$8,517.45	\$110,727	\$9,114.75	\$118,492

* Salary Schedule A10 includes all Designated Master Teachers, regular and special contract teachers who hold a valid National Board Certification.

* Middle and High School Department Heads 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.

* QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE B2
Program Facilitator
YEAR ROUND Calendar (13.00)
2016 - 2017

Effective: 07/01/2016

Step	521		522		523		524		526	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,107.34	\$53,395	\$4,107.34	\$53,395	\$4,250.22	\$55,253	\$4,493.71	\$58,418	\$4,940.17	\$64,222
B	\$4,107.34	\$53,395	\$4,213.01	\$54,769	\$4,456.59	\$57,936	\$4,699.92	\$61,099	\$5,143.62	\$66,867
C	\$4,175.64	\$54,283	\$4,419.21	\$57,450	\$4,662.66	\$60,615	\$4,906.25	\$63,781	\$5,346.92	\$69,510
D	\$4,381.96	\$56,965	\$4,625.55	\$60,132	\$4,869.13	\$63,299	\$5,112.45	\$66,462	\$5,550.31	\$72,154
E	\$4,588.19	\$59,646	\$4,831.76	\$62,813	\$5,075.33	\$65,979	\$5,318.81	\$69,145	\$5,753.63	\$74,797
F	\$4,794.65	\$62,330	\$5,038.11	\$65,495	\$5,281.68	\$68,662	\$5,525.03	\$71,825	\$5,957.03	\$77,441
G	\$5,000.85	\$65,011	\$5,244.30	\$68,176	\$5,487.89	\$71,343	\$5,731.34	\$74,507	\$6,160.35	\$80,085
H	\$5,207.17	\$67,693	\$5,450.65	\$70,858	\$5,694.25	\$74,025	\$5,937.54	\$77,188	\$6,363.74	\$82,729
I	\$5,413.41	\$70,374	\$5,656.86	\$73,539	\$5,900.43	\$76,706	\$6,143.90	\$79,871	\$6,567.06	\$85,372
J	\$5,619.76	\$73,057	\$5,863.08	\$76,220	\$6,106.65	\$79,386	\$6,350.10	\$82,551	\$6,770.45	\$88,016
K	\$5,825.94	\$75,737	\$6,069.40	\$78,902	\$6,312.98	\$82,069	\$6,556.43	\$85,234	\$6,973.75	\$90,659
L	\$6,083.64	\$79,087	\$6,275.60	\$81,583	\$6,519.08	\$84,748	\$6,762.66	\$87,915	\$7,177.31	\$93,305
M			\$6,533.34	\$84,933	\$6,725.50	\$87,432	\$6,969.11	\$90,598	\$7,380.62	\$95,948
N					\$6,983.04	\$90,780	\$7,175.32	\$93,279	\$7,583.90	\$98,591
O							\$7,432.96	\$96,628	\$7,787.30	\$101,235
P									\$7,990.63	\$103,878
Career Increments										
After 19 Years	\$6,299.90	\$81,899	\$6,749.60	\$87,745	\$7,199.30	\$93,591	\$7,649.22	\$99,440	\$8,206.89	\$106,690
After 24 Years	\$6,472.91	\$84,148	\$6,922.61	\$89,994	\$7,372.31	\$95,840	\$7,822.23	\$101,689	\$8,379.90	\$108,939
After 29 Years	\$6,689.17	\$86,959	\$7,138.87	\$92,805	\$7,588.57	\$98,651	\$8,038.49	\$104,500	\$8,596.16	\$111,750

* Salary Schedule B2 includes all Program Facilitators employed on an emergency permit/waiver, or intern basis.

* 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 are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.

* QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE B4
Program Facilitator with Full Credential Pay
YEAR ROUND Calendar (13.00)
2016 - 2017

Effective: 07/01/2016

Step	721		722		723		724		726	
	Bachelor's Degree or Less		1 Year Above Bachelor's Degree (BA+28 Units)		BA+56 Units or Master's Degree		1 Year Above Master's Degree (BA+56 Units+MA or MA+28 Units)		2 years Above Master's Degree (BA+75 Units+MA or MA+45 Units)	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$4,584.50	\$59,599	\$4,584.60	\$59,600	\$4,584.75	\$59,602	\$4,584.87	\$59,603	\$4,940.17	\$64,222
B	\$4,584.60	\$59,600	\$4,584.75	\$59,602	\$4,584.87	\$59,603	\$4,699.92	\$61,099	\$5,143.62	\$66,867
C	\$4,584.75	\$59,602	\$4,584.87	\$59,603	\$4,662.66	\$60,615	\$4,906.25	\$63,781	\$5,346.92	\$69,510
D	\$4,584.87	\$59,603	\$4,625.55	\$60,132	\$4,869.13	\$63,299	\$5,112.45	\$66,462	\$5,550.31	\$72,154
E	\$4,588.19	\$59,646	\$4,831.76	\$62,813	\$5,075.33	\$65,979	\$5,318.81	\$69,145	\$5,753.63	\$74,797
F	\$4,794.65	\$62,330	\$5,038.11	\$65,495	\$5,281.68	\$68,662	\$5,525.03	\$71,825	\$5,957.03	\$77,441
G	\$5,000.85	\$65,011	\$5,244.30	\$68,176	\$5,487.89	\$71,343	\$5,731.34	\$74,507	\$6,160.35	\$80,085
H	\$5,207.17	\$67,693	\$5,450.65	\$70,858	\$5,694.25	\$74,025	\$5,937.54	\$77,188	\$6,363.74	\$82,729
I	\$5,413.41	\$70,374	\$5,656.86	\$73,539	\$5,900.43	\$76,706	\$6,143.90	\$79,871	\$6,567.06	\$85,372
J	\$5,619.76	\$73,057	\$5,863.08	\$76,220	\$6,106.65	\$79,386	\$6,350.10	\$82,551	\$6,770.45	\$88,016
K	\$5,825.94	\$75,737	\$6,069.40	\$78,902	\$6,312.98	\$82,069	\$6,556.43	\$85,234	\$6,973.75	\$90,659
L	\$6,083.64	\$79,087	\$6,275.60	\$81,583	\$6,519.08	\$84,748	\$6,762.66	\$87,915	\$7,177.31	\$93,305
M			\$6,533.34	\$84,933	\$6,725.50	\$87,432	\$6,969.11	\$90,598	\$7,380.62	\$95,948
N					\$6,983.04	\$90,780	\$7,175.32	\$93,279	\$7,583.90	\$98,591
O							\$7,432.96	\$96,628	\$7,787.30	\$101,235
P									\$7,990.63	\$103,878
Career Increments										
After 19 Years	\$6,299.90	\$81,899	\$6,749.60	\$87,745	\$7,199.30	\$93,591	\$7,649.22	\$99,440	\$8,206.89	\$106,690
After 24 Years	\$6,472.91	\$84,148	\$6,922.61	\$89,994	\$7,372.31	\$95,840	\$7,822.23	\$101,689	\$8,379.90	\$108,939
After 29 Years	\$6,689.17	\$86,959	\$7,138.87	\$92,805	\$7,588.57	\$98,651	\$8,038.49	\$104,500	\$8,596.16	\$111,750

* Salary Schedule B4 includes all Program Facilitators who hold a valid California credential.

* 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 are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.

* QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

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 A3 Column 211, Steps A, B, C, D
 Column 212, Steps A, B, C
 Column 213, Steps A, B
 Column 214, Step A

Schedule A4 Column 711, Steps A, B, C, D
 Column 712, Steps A, B, C
 Column 713, Steps A, B
 Column 714, Step A

Schedule B3 Column 221, Steps A, B, C, D
Column 222, Steps A, B, C
Column 223, Steps A, B
Column 224, Step A

Schedule B4 Column 721, Steps A, B, C, D
Column 722, Steps A, B, C
Column 723, Steps A, B
Column 724, 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 012 or 022 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 013 or 023 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 014 or 024 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 016 or 026 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 starting with the QW 12, effective 4/24/05.
6. Bargaining unit members with a Ph.D./Ed.D. will receive a annual stipend as outlined on page 1. 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 QWs) 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 Trade and Technical, 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 Trade and Technical, 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 a year of an approved Library School Program which entails not less than twenty-eight (28) units of graduate work for librarians; (2) Bachelor's Degree plus twenty-eight (28) units including a P.H.N. held by nurses; (3) Five Year (twenty-eight [28] units required) or Life 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 Vocational 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 a year of an approved Library School Program which entails not less than twenty-eight (28) 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) or Life Vocational Arts Class A Credential plus a Bachelor's Degree; (4) Five Year (twenty-eight [28] units required) or Life Vocational Arts Class B Credential; (5) Standard Designated Subjects Credential with specialization in Vocational Trade and Technical Teaching, Full-time Life; (6) Ryan Designated Subjects Credential with specialization in Vocational Trade and Technical-Life; (7) 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 Assistant 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.

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 Assistant 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 SALARY SCHEDULES

- **After completion of 14 years of credited service in the District an annual career increment of \$1,686.83 shall be added.**
- **After completion of 24 years of credited service in the District an annual career increment of \$1,686.82 shall be added in addition to the first \$1,686.83 career increment for a total of \$3,373.65.**
- **After completion of 29 years of credited service in the District an annual career increment of \$1,686.83 shall be added in addition to the first \$1,686.83 career increment and the second \$1,686.82 career increment for a total of \$5,060.48.**
- **Career increments and the doctoral stipend are paid based on the number of pay periods associated with the assignment.**
- **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 37-40.**

SCHEDULE E2
 Child Development Center Teacher
 TRADITIONAL Calendar (10.15) 177 Days
 2016 - 2017

Effective: 07/01/2016

	301		302		305		303		306	
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	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,771.67	\$28,132	\$2,949.70	\$29,939	\$3,038.70	\$30,843	\$3,153.05	\$32,003	\$3,507.27	\$35,599
B	\$2,928.35	\$29,723	\$3,106.38	\$31,530	\$3,195.38	\$32,433	\$3,308.83	\$33,585	\$3,663.16	\$37,181
C	\$3,085.04	\$31,313	\$3,263.06	\$33,120	\$3,352.07	\$34,024	\$3,464.71	\$35,167	\$3,819.03	\$38,763
D	\$3,241.61	\$32,902	\$3,419.05	\$34,703	\$3,508.64	\$35,613	\$3,620.59	\$36,749	\$3,974.93	\$40,346
E	\$3,398.29	\$34,493	\$3,576.44	\$36,301	\$3,665.43	\$37,204	\$3,776.49	\$38,331	\$4,130.69	\$41,927
F	\$3,555.10	\$36,084	\$3,733.12	\$37,891	\$3,822.13	\$38,795	\$3,932.25	\$39,912	\$4,286.57	\$43,509
G	\$3,711.77	\$37,674	\$3,889.80	\$39,481	\$3,978.81	\$40,385	\$4,088.24	\$41,496	\$4,442.34	\$45,090
H	\$3,868.32	\$39,263	\$4,046.36	\$41,071	\$4,135.37	\$41,974	\$4,244.13	\$43,078	\$4,598.46	\$46,674
I							\$4,399.90	\$44,659	\$4,754.13	\$48,254
J									\$4,910.00	\$49,837
Career Increments										
After 14 Years	\$4,034.51	\$40,950	\$4,212.55	\$42,757	\$4,301.56	\$43,661	\$4,566.09	\$46,346	\$5,076.19	\$51,523
After 24 Years	\$4,200.70	\$42,637	\$4,378.74	\$44,444	\$4,467.75	\$45,348	\$4,732.28	\$48,033	\$5,242.38	\$53,210
After 29 Years	\$4,366.89	\$44,324	\$4,544.93	\$46,131	\$4,633.94	\$47,034	\$4,898.47	\$49,719	\$5,408.57	\$54,897

- * Effective July 1, 1994, teachers newly employed in the LBUSD CDC Program are required to meet or exceed the training requirements specified in Column 301 / 311 / 501, 60-89 Units.
- * All units above 60 must be upper division and taken at a four year accredited college or university.
- * Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.
- * 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 are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.
- * QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.
- * Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE E3
 Child Development Center Teacher
 TRADITIONAL Calendar (10.40) 182 Days
 2016 - 2017

Effective: 07/01/2016

	311		312		315		313		316	
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	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,812.17	\$29,247	\$2,992.86	\$31,126	\$3,083.21	\$32,065	\$3,197.49	\$33,254	\$3,556.95	\$36,992
B	\$2,971.29	\$30,901	\$3,151.92	\$32,780	\$3,242.12	\$33,718	\$3,355.71	\$34,899	\$3,715.20	\$38,638
C	\$3,130.41	\$32,556	\$3,311.03	\$34,435	\$3,401.22	\$35,373	\$3,513.95	\$36,545	\$3,873.43	\$40,284
D	\$3,289.47	\$34,210	\$3,470.09	\$36,089	\$3,560.29	\$37,027	\$3,672.32	\$38,192	\$4,031.82	\$41,931
E	\$3,448.55	\$35,865	\$3,629.22	\$37,744	\$3,719.53	\$38,683	\$3,830.58	\$39,838	\$4,190.20	\$43,578
F	\$3,607.70	\$37,520	\$3,788.31	\$39,398	\$3,878.61	\$40,338	\$3,988.95	\$41,485	\$4,348.30	\$45,222
G	\$3,766.73	\$39,174	\$3,947.39	\$41,053	\$4,037.72	\$41,992	\$4,147.19	\$43,131	\$4,506.54	\$46,868
H	\$3,925.81	\$40,828	\$4,106.48	\$42,707	\$4,196.78	\$43,647	\$4,305.43	\$44,776	\$4,665.05	\$48,517
I							\$4,463.81	\$46,424	\$4,823.27	\$50,162
J									\$4,981.53	\$51,808
Career Increments										
After 14 Years	\$4,088.01	\$42,515	\$4,268.68	\$44,394	\$4,358.98	\$45,333	\$4,626.01	\$48,110	\$5,143.73	\$53,495
After 24 Years	\$4,250.20	\$44,202	\$4,430.87	\$46,081	\$4,521.17	\$47,020	\$4,788.20	\$49,797	\$5,305.92	\$55,182
After 29 Years	\$4,412.39	\$45,889	\$4,593.06	\$47,768	\$4,683.36	\$48,707	\$4,950.39	\$51,484	\$5,468.11	\$56,868

- * Effective July 1, 1994, teachers newly employed in the LBUSD CDC Program are required to meet or exceed the training requirements specified in Column 301 / 311 / 501, 60-89 Units.
- * All units above 60 must be upper division and taken at a four year accredited college or university.
- * Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.
- * 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 are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.
- * QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.
- * Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE E5
 Child Development Center Teacher
 Year Round Calendar (13.00) 177 Days
 2016 - 2017

Effective: 07/01/2016

	501		502		505		503		506	
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	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,164.04	\$28,133	\$2,303.04	\$29,940	\$2,372.53	\$30,843	\$2,461.81	\$32,004	\$2,738.35	\$35,599
B	\$2,286.37	\$29,723	\$2,425.37	\$31,530	\$2,494.86	\$32,433	\$2,583.44	\$33,585	\$2,860.08	\$37,181
C	\$2,408.71	\$31,313	\$2,547.71	\$33,120	\$2,617.21	\$34,024	\$2,705.13	\$35,167	\$2,981.80	\$38,763
D	\$2,530.95	\$32,902	\$2,669.49	\$34,703	\$2,739.43	\$35,613	\$2,826.85	\$36,749	\$3,103.50	\$40,346
E	\$2,653.28	\$34,493	\$2,792.35	\$36,301	\$2,861.85	\$37,204	\$2,948.55	\$38,331	\$3,225.13	\$41,927
F	\$2,775.70	\$36,084	\$2,914.69	\$37,891	\$2,984.19	\$38,794	\$3,070.18	\$39,912	\$3,346.82	\$43,509
G	\$2,898.03	\$37,674	\$3,037.02	\$39,481	\$3,106.52	\$40,385	\$3,191.97	\$41,496	\$3,468.44	\$45,090
H	\$3,020.28	\$39,264	\$3,159.28	\$41,071	\$3,228.78	\$41,974	\$3,313.68	\$43,078	\$3,590.33	\$46,674
I							\$3,435.31	\$44,659	\$3,711.87	\$48,254
J									\$3,833.57	\$49,836
Career Increments										
After 14 Years	\$3,150.04	\$40,950	\$3,289.04	\$42,757	\$3,358.54	\$43,661	\$3,565.07	\$46,346	\$3,963.33	\$51,523
After 24 Years	\$3,279.79	\$42,637	\$3,418.79	\$44,444	\$3,488.29	\$45,348	\$3,694.82	\$48,033	\$4,093.08	\$53,210
After 29 Years	\$3,409.55	\$44,324	\$3,548.55	\$46,131	\$3,618.05	\$47,035	\$3,824.58	\$49,720	\$4,222.84	\$54,897

- * Effective July 1, 1994, teachers newly employed in the LBUSD CDC Program are required to meet or exceed the training requirements specified in Column 301 / 311 / 501, 60-89 Units.
- * All units above 60 must be upper division and taken at a four year accredited college or university.
- * Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.
- * 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 are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.
- * QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.
- * Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE E6
 Child Development Center Teacher
 Year Round Calendar (13.00) 182 Days
 2016 - 2017

Effective: 07/01/2016

	511		512		515		513		516	
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	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,249.73	\$29,246	\$2,394.29	\$31,126	\$2,466.55	\$32,065	\$2,557.98	\$33,254	\$2,845.57	\$36,992
B	\$2,377.03	\$30,901	\$2,521.53	\$32,780	\$2,593.70	\$33,718	\$2,684.57	\$34,899	\$2,972.16	\$38,638
C	\$2,504.32	\$32,556	\$2,648.82	\$34,435	\$2,720.96	\$35,372	\$2,811.16	\$36,545	\$3,098.76	\$40,284
D	\$2,631.59	\$34,211	\$2,776.07	\$36,089	\$2,848.24	\$37,027	\$2,937.84	\$38,192	\$3,225.45	\$41,931
E	\$2,758.83	\$35,865	\$2,903.39	\$37,744	\$2,975.62	\$38,683	\$3,064.46	\$39,838	\$3,352.15	\$43,578
F	\$2,886.14	\$37,520	\$3,030.64	\$39,398	\$3,102.90	\$40,338	\$3,191.16	\$41,485	\$3,478.64	\$45,222
G	\$3,013.39	\$39,174	\$3,157.92	\$41,053	\$3,230.17	\$41,992	\$3,317.74	\$43,131	\$3,605.24	\$46,868
H	\$3,140.64	\$40,828	\$3,285.20	\$42,708	\$3,357.42	\$43,646	\$3,444.34	\$44,776	\$3,732.03	\$48,516
I							\$3,571.05	\$46,424	\$3,858.62	\$50,162
J									\$3,985.22	\$51,808
Career Increments										
After 14 Years	\$3,270.40	\$42,515	\$3,414.96	\$44,394	\$3,487.18	\$45,333	\$3,700.81	\$48,110	\$4,114.98	\$53,495
After 24 Years	\$3,400.15	\$44,202	\$3,544.71	\$46,081	\$3,616.93	\$47,020	\$3,830.56	\$49,797	\$4,244.73	\$55,182
After 29 Years	\$3,529.91	\$45,889	\$3,674.47	\$47,768	\$3,746.69	\$48,707	\$3,960.32	\$51,484	\$4,374.49	\$56,868

- * Effective July 1, 1994, teachers newly employed in the LBUSD CDC Program are required to meet or exceed the training requirements specified in Column 301 / 311 / 501, 60-89 Units.
- * All units above 60 must be upper division and taken at a four year accredited college or university.
- * Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.
- * 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 are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.
- * QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.
- * Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE F1
 Child Development Center Teacher
 TWELVE MONTH Calendar (13.00) 247 Days
 2016 - 2017

Effective: 07/01/2016

	311		312		316		313		315	
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	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,878.24	\$37,417	\$3,063.27	\$39,823	\$3,155.93	\$41,027	\$3,263.95	\$42,431	\$3,632.25	\$47,219
B	\$3,041.48	\$39,539	\$3,226.59	\$41,946	\$3,319.16	\$43,149	\$3,426.44	\$44,544	\$3,794.68	\$49,331
C	\$3,204.84	\$41,663	\$3,389.90	\$44,069	\$3,482.54	\$45,273	\$3,588.93	\$46,656	\$3,957.20	\$51,444
D	\$3,368.15	\$43,786	\$3,553.26	\$46,192	\$3,645.92	\$47,397	\$3,751.43	\$48,769	\$4,119.75	\$53,557
E	\$3,531.52	\$45,910	\$3,716.54	\$48,315	\$3,809.15	\$49,519	\$3,913.91	\$50,881	\$4,282.22	\$55,669
F	\$3,694.86	\$48,033	\$3,879.89	\$50,439	\$3,972.54	\$51,643	\$4,076.43	\$52,994	\$4,444.71	\$57,781
G	\$3,858.16	\$50,156	\$4,043.19	\$52,561	\$4,135.78	\$53,765	\$4,238.92	\$55,106	\$4,607.18	\$59,893
H	\$4,021.48	\$52,279	\$4,206.58	\$54,686	\$4,299.17	\$55,889	\$4,401.43	\$57,219	\$4,769.70	\$62,006
I							\$4,563.92	\$59,331	\$4,932.25	\$64,119
J									\$5,094.80	\$66,232
Career Increments										
After 14 Years	\$4,151.24	\$53,966	\$4,336.34	\$56,372	\$4,428.93	\$57,576	\$4,693.68	\$61,018	\$5,224.56	\$67,919
After 24 Years	\$4,280.99	\$55,653	\$4,466.09	\$58,059	\$4,558.68	\$59,263	\$4,823.43	\$62,705	\$5,354.31	\$69,606
After 29 Years	\$4,410.75	\$57,340	\$4,595.85	\$59,746	\$4,688.44	\$60,950	\$4,953.19	\$64,391	\$5,484.07	\$71,293

- * Effective July 1, 1994, teachers newly employed in the LBUSD CDC Program are required to meet or exceed the training requirements specified in Column 301 / 311 / 501, 60-89 Units.
- * All units above 60 must be upper division and taken at a four year accredited college or university.
- * Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.
- * 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 are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.
- * QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.
- * Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE F2
 Child Development Center Coordinating Teacher (Fewer than 100 Children)
 TRADITIONAL Calendar/Single Track Year Round (13.00) 247 Days
 2016 - 2017

Effective: 07/01/2016

	317		319	
Step	Bachelor's Degree		Bachelor's Degree +28 Units or More	
	QW Rate	Yearly	QW Rate	Yearly
A	\$3,651.84	\$47,474	\$4,020.12	\$52,262
B	\$3,814.27	\$49,586	\$4,182.56	\$54,373
C	\$3,976.81	\$51,699	\$4,345.09	\$56,486
D	\$4,139.33	\$53,811	\$4,507.61	\$58,599
E	\$4,301.77	\$55,923	\$4,670.05	\$60,711
F	\$4,464.30	\$58,036	\$4,832.59	\$62,824
G	\$4,626.71	\$60,147	\$4,995.00	\$64,935
H	\$4,789.25	\$62,260	\$5,157.54	\$67,048
I	\$4,951.78	\$64,373	\$5,320.16	\$69,162
J			\$5,482.68	\$71,275
Career Increments				
After 14 Years	\$5,081.54	\$66,060	\$5,612.44	\$72,962
After 24 Years	\$5,211.29	\$67,747	\$5,742.19	\$74,648
After 29 Years	\$5,341.05	\$69,434	\$5,871.95	\$76,335

- * Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.
- * All units above 60 must be upper division and taken at a four year accredited college or university.
- * 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 are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.
- * QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.
- * Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE F3
 Child Development Center Coordinating Teacher
 (More than 100 Children and/or Two Centers and/or Multi-Track Year Round)
 TWELVE MONTH Calendar (13.00) 247 Days
 2016 - 2017

Effective: 07/01/2016

	323		325	
Step	Bachelor's Degree		Bachelor's Degree +28 Units or More	
	QW Rate	Yearly	QW Rate	Yearly
A	\$3,962.11	\$51,507	\$4,330.41	\$56,295
B	\$4,124.56	\$53,619	\$4,492.83	\$58,407
C	\$4,287.07	\$55,732	\$4,655.37	\$60,520
D	\$4,449.61	\$57,845	\$4,817.90	\$62,633
E	\$4,612.03	\$59,956	\$4,980.32	\$64,744
F	\$4,774.56	\$62,069	\$5,142.85	\$66,857
G	\$4,937.00	\$64,181	\$5,305.30	\$68,969
H	\$5,099.53	\$66,294	\$5,467.91	\$71,083
I	\$5,262.16	\$68,408	\$5,630.44	\$73,196
J			\$5,792.98	\$75,309
Career Increments				
After 14 Years	\$5,391.92	\$70,095	\$5,922.74	\$76,996
After 24 Years	\$5,521.67	\$71,782	\$6,052.49	\$78,682
After 29 Years	\$5,651.43	\$73,469	\$6,182.25	\$80,369

- * Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.
- * All units above 60 must be upper division and taken at a four year accredited college or university.
- * 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 are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.
- * QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.
- * Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE O

Substitute Teacher and/or Non-School Temporary Employee
Children's Centers, California State Preschool, Head Start Teacher
2016 - 2017

Effective: 07/01/2016

Day to Day Assignment	Required Certification	Required Units	Schedule	Rate
Category II CDC Teacher	Assistant Teacher Permit Associate Teacher Permit	Under 60 Units with 6 Units in ECE/CD	Daily-320A	\$115.82
Category I CDC Teacher	Children's Center Instruction or Child Development Center Permit	60-89 Units with 24 Units in ECE/CD	Hourly-321A	\$16.63
			Daily-321B	\$132.96
Head Start Assignment			60-89 Units with 24 Units in ECE/CD	Daily-221B
Long Term Substitute Assignment	Required Certification	Required Units	Schedule	Rate
CDC Long-Term Substitute Assignment	Children's Center Instruction or Child Development Center Permit	60-89 Units with 24 Units in ECE/CD	Daily-323A	\$159.66
Head Start Long-Term Substitute Assignment				60-89 Units with 24 Units in ECE/CD

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 21st teaching day in the same position (see Regulations of the Board of Education).

HEAD START PROGRAM SALARY SCHEDULES

- **After completion of 14 years of credited service in the District an annual career increment of \$1,686.83 shall be added.**
- **After completion of 24 years of credited service in the District an annual career increment of \$1,686.82 shall be added in addition to the first \$1,686.83 career increment for a total of \$3,373.65.**
- **After completion of 29 years of credited service in the District an annual career increment of \$1,686.83 shall be added in addition to the first \$1,686.83 career increment and the second \$1,686.82 career increment for a total of \$5,060.48.**
- **Career increments and the doctoral stipend are paid based on the number of pay periods associated with the assignment.**
- **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 37-40.**

SCHEDULE E1
Head Start Teacher
TRADITIONAL Calendar (10.40) 182 Days
2016 - 2017

Effective: 07/01/2016

Step	121 24-35 Units Including Children Center Permit		122 36-59 Units		123 60-89 Units		124 90 Units or more		127 110 Units or more		125 Bachelor's Degree		126 Bachelor's Degree +28 Units or More	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,458.76	\$25,571	\$2,639.77	\$27,454	\$2,820.80	\$29,336	\$3,001.82	\$31,219	\$3,092.25	\$32,159	\$3,269.02	\$33,998	\$3,448.52	\$35,865
B	\$2,618.32	\$27,231	\$2,799.31	\$29,113	\$2,980.36	\$30,996	\$3,161.38	\$32,878	\$3,251.89	\$33,820	\$3,427.20	\$35,643	\$3,606.82	\$37,511
C	\$2,777.88	\$28,890	\$2,958.90	\$30,773	\$3,139.91	\$32,655	\$3,320.95	\$34,538	\$3,411.41	\$35,479	\$3,585.50	\$37,289	\$3,764.98	\$39,156
D	\$2,937.46	\$30,550	\$3,118.50	\$32,432	\$3,299.48	\$34,315	\$3,480.47	\$36,197	\$3,571.04	\$37,139	\$3,743.67	\$38,934	\$3,923.29	\$40,802
E	\$3,097.03	\$32,209	\$3,278.03	\$34,092	\$3,459.06	\$35,974	\$3,640.06	\$37,857	\$3,730.51	\$38,797	\$3,901.96	\$40,580	\$4,081.46	\$42,447
F	\$3,256.55	\$33,868	\$3,437.57	\$35,751	\$3,618.63	\$37,634	\$3,799.63	\$39,516	\$3,890.14	\$40,457	\$4,060.16	\$42,226	\$4,239.75	\$44,093
G	\$3,431.30	\$35,686	\$3,612.36	\$37,569	\$3,778.18	\$39,293	\$3,959.21	\$41,176	\$4,049.62	\$42,116	\$4,218.45	\$43,872	\$4,397.95	\$45,739
H					\$3,953.05	\$41,112	\$4,134.00	\$42,994	\$4,224.51	\$43,935	\$4,376.67	\$45,517	\$4,556.25	\$47,385
I											\$4,534.95	\$47,163	\$4,714.42	\$49,030
Career Increments														
After 14 Years	\$3,593.50	\$37,372	\$3,774.56	\$39,255	\$4,115.25	\$42,799	\$4,296.20	\$44,680	\$4,386.71	\$45,622	\$4,697.15	\$48,850	\$4,876.62	\$50,717
After 24 Years	\$3,755.69	\$39,059	\$3,936.75	\$40,942	\$4,277.44	\$44,485	\$4,458.39	\$46,367	\$4,548.90	\$47,309	\$4,859.34	\$50,537	\$5,038.81	\$52,404
After 29 Years	\$3,917.88	\$40,746	\$4,098.94	\$42,629	\$4,439.63	\$46,172	\$4,620.58	\$48,054	\$4,711.09	\$48,995	\$5,021.53	\$52,224	\$5,201.00	\$54,090

- * 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 123 / 333, 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.
- * Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.
- * 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 are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.
- * QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.
- * Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

SCHEDULE E4
Head Start Teacher
TWELVE MONTH Calendar (13.00) 247 Days
2016 - 2017

Effective: 07/01/2016

Step	331 24-35 Units Including Children Center Permit		332 36-59 Units		333 60-89 Units		334 90 Units or more		337 110 Units or more		335 Bachelor's Degree		336 Bachelor's Degree +28 Units or More	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,508.05	\$32,605	\$2,693.13	\$35,011	\$2,878.24	\$37,417	\$3,063.29	\$39,823	\$3,155.93	\$41,027	\$3,316.93	\$43,120	\$3,500.50	\$45,507
B	\$2,671.31	\$34,727	\$2,856.39	\$37,133	\$3,041.48	\$39,539	\$3,226.55	\$41,945	\$3,319.16	\$43,149	\$3,478.84	\$45,225	\$3,662.42	\$47,611
C	\$2,834.56	\$36,849	\$3,019.63	\$39,255	\$3,204.84	\$41,663	\$3,389.92	\$44,069	\$3,482.54	\$45,273	\$3,640.85	\$47,331	\$3,824.44	\$49,718
D	\$2,997.79	\$38,971	\$3,182.89	\$41,378	\$3,368.09	\$43,785	\$3,553.32	\$46,193	\$3,645.92	\$47,397	\$3,802.88	\$49,437	\$3,986.46	\$51,824
E	\$3,161.06	\$41,094	\$3,346.25	\$43,501	\$3,531.48	\$45,909	\$3,716.54	\$48,315	\$3,809.15	\$49,519	\$3,964.79	\$51,542	\$4,148.37	\$53,929
F	\$3,324.32	\$43,216	\$3,509.51	\$45,624	\$3,694.86	\$48,033	\$3,879.94	\$50,439	\$3,972.54	\$51,643	\$4,126.81	\$53,649	\$4,310.38	\$56,035
G	\$3,500.50	\$45,507	\$3,685.73	\$47,914	\$3,858.10	\$50,155	\$4,043.19	\$52,561	\$4,135.78	\$53,765	\$4,288.72	\$55,753	\$4,472.29	\$58,140
H					\$4,034.41	\$52,447	\$4,219.53	\$54,854	\$4,312.12	\$56,058	\$4,450.74	\$57,860	\$4,634.31	\$60,246
I											\$4,612.75	\$59,966	\$4,796.34	\$62,352
Career Increments														
After 14 Years	\$3,630.26	\$47,193	\$3,815.49	\$49,601	\$4,164.17	\$54,134	\$4,349.29	\$56,541	\$4,441.88	\$57,744	\$4,742.51	\$61,653	\$4,926.10	\$64,039
After 24 Years	\$3,760.01	\$48,880	\$3,945.24	\$51,288	\$4,293.92	\$55,821	\$4,479.04	\$58,228	\$4,571.63	\$59,431	\$4,872.26	\$63,339	\$5,055.85	\$65,726
After 29 Years	\$3,889.77	\$50,567	\$4,075.00	\$52,975	\$4,423.68	\$57,508	\$4,608.80	\$59,914	\$4,701.39	\$61,118	\$5,002.02	\$65,026	\$5,185.61	\$67,413

* Effective July 1, 1994, teachers newly employed in the LBUSD Head Start Program are required to meet or exceed the training requirements specified in the Column 123 / 333, 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.

* Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.

* 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 are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.

* QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries due to mathematical rounding.

* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

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

2016 - 2017

Effective: 07/01/2016

Criteria	Traditional 10.40 QW	Year-Round 13.00 QW
Fewer than 85 students	\$312.34	\$265.80
At least 85 students	\$468.51	\$398.70
At least 130 Students or At Least 100 Students with either a Full day or a full-year program at the site	\$623.71	\$530.78

PROVISIONS FOR ADMINISTRATION OF CHILD DEVELOPMENT CENTER/HEAD START 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 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 and shall not include sick days or other days of leave/holidays.
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 302, 502, 312, 124, or 334 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 303, 503, 313, 317, 323, 125, or 335 is dependent on verification of a Bachelor's Degree.

As of April 24, 2005 placement on columns 306, 316 (E3), 315, 319, 325, 336, or 504 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. Sixteen (16) semester hours (or twenty-four [24] quarter hours) of advance work taken at accredited university or college is the maximum allowance of credit in any one ten (10) month contract year (between the first and last day of employee's contract year) for placement on the salary schedule. Eighteen (18) semester hours (or twenty-seven [27] quarter hours) of advanced work taken at an accredited university or college is the maximum allowance of credit in any one twelve (12) month contract year for placement on the salary schedule.

7. 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.
8. 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 prior to the first day of attendance in the course and be approved by a District committee. The Association currently appoints four (4) bargaining unit members to this committee.
9. 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 Assistant 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 Assistant Superintendent, Human Resource Services has final approval authority relative to the granting of salary credit.

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 18-23.**

SCHEDULE V
 Structured Leadership Differentials
 (Curriculum and Special Education Leaderships Positions)
 Traditional and Year-Round Calendars
 2016 - 2017 Effective: 07/01/2016

Step	Traditional 10.40 QW	Year-Round 13.00 QW
A	\$116.96	\$93.56
B	\$233.94	\$187.16
C	\$701.85	\$561.49

- * 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

2016 - 2017

Effective: 07/01/2016

Department Head Stipend Determination (Periods of Instruction Must Be Within Department)	Traditional Calendar 10.40 QW	Year-Round Calendar 13.00 QW
One Person Department	\$58.49	\$46.79
2-10 Periods of Instruction within Department	\$116.96	\$93.56
11-33 Periods of Instruction within Department	\$233.94	\$187.16
34-47 Periods of Instruction within Department	\$468.51	\$374.82
48 or more Periods of Instruction within Department	\$701.85	\$561.49

Pathway Lead	\$445.50	\$356.40
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High School Head Librarian	\$243.35	
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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
 2016 - 2017

Effective: 07/01/2016

		081	082
Step	Steps on Schedule A*	Less than BA + 56 Units	BA + 56 Units or Master's Degree
A	1-5	\$41.48	\$45.90
B	6-10	\$48.13	\$51.81
C	11 or more	\$54.20	\$58.24

*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 Masters Degree or more defined on page 21.

SCHEDULE N
 Substitute Teacher and Other Staff
 Traditional and Year-Round Calendars
 SUBSTITUTE / NON-CONTRACT TEACHER
 2016 - 2017

Effective: 07/01/2016

Substitute Assignment		171	073B
Hourly	A	\$25.88	
Half-Day	B	\$85.37	
Day-to-Day	C	\$155.26	
Long-Term			\$232.63

- * 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
 2016 - 2017

Effective: 07/01/2016

Substitute Assignment		080	175C
Hourly	A	\$33.82	
Half-Day	B	\$111.61	
Day-to-Day			\$251.31