

EL SEGUNDO UNIFIED SCHOOL DISTRICT
Certificated Salary Schedule
2015-16 Fiscal Year

Beginning Teacher Salary 44,125
Proposed COLA 100.00%
Step Increase 3.25%
Column Increase 4.00%

	BA - No Credential	BA - Credential	BA + 15s/+23q	BA+30s/+45q	BA+45s/+68q or MA	BA+60s/+90q or MA +15s/23q	BA+75s/+113q or MA +30s/45q
Step	1	2	3	4	5	6	7
1	43,060	49,148	51,114	53,081	55,046	57,012	58,977
2	43,119	50,746	52,775	54,805	56,835	58,865	60,895
3	44,143	52,395	54,490	56,586	58,682	60,779	62,874
4		54,098	56,261	58,425	60,588	62,754	64,918
5		55,855	58,090	60,324	62,558	64,793	67,028
6			59,978	62,285	64,590	66,899	69,206
7			61,927	64,308	66,690	69,074	71,455
8			63,940	66,398	68,857	71,318	73,778
9			66,018	68,556	71,095	73,636	76,176
10				70,783	73,405	76,029	78,652
11					75,791	78,500	81,207
12					78,254	81,052	83,848
13							83,848
14							89,387
15							89,387
16							95,291

Stipends/Other Duty Pay:	
Masters Stipend	850.00
Doctorate Stipend/National School Certification	1,100.00
Extra Duty - Hourly Rate of Pay	40.00
Stipend - Activities	4.00%
Stipend - Coordinators	4.50%
Stipend - Directors	7.00%
Stipend - Department Chairs	4.50%

A maximum of 10 years of teaching service will be honored for initial placement on the salary schedule. Teachers must have taught more than 75% of each school year with a full credential.

Vertical step advancement may be granted for each successive year of service to the District in which the employee provides service at least 75% of the days school is in session.

Horizontal column advancement will be granted following attainment by the employee, and approval by the Board of Education, of additional university credits and/or degree as listed in the schedule, provided the credits meet the following criteria:

- A. Courses taken to specifically meet the requirements of an appropriate advanced degree or credential.
- B. Courses selected to specifically improve performance of the employee in the area of assignment.
- C. Courses that will prepare the employee to specifically achieve a District instructional goal or objective.
- D. Courses recommended by the administration as part of an in-service training design.

Effective 97/98 District may provide year-for-year credit for prior teaching when initially placing a teacher on the salary schedule.

To qualify for change from one column to another, a statement of intent of such advancement must be submitted to the Personnel Office on or before June 1.

Verification of completion of requirements must be through the submission of an official transcript to the Personnel Office.

*All certificated personnel having completed 13 years of teaching will be eligible to move into Column VII, Step 14 at the beginning of the 14th year, EFFECTIVE FEBRUARY 1, 2005. EMPLOYEES MUST HAVE A B.A. PLUS 75 UNITS INCLUDING A M.A., OR A M.A. PLUS 30 SEMESTER UNITS TO MOVE TO **STEP 14, COLUMN VII.**

*Upon submitting evidence of conferral of the master's degree, the employee will advance prospectively to the appropriate step based on years of service and receive the increased salary effective the following pay period. Examples of evidence may include official transcript, letter confirming conferral from the university registrar's office, or diploma.