

EL SEGUNDO UNIFIED SCHOOL DISTRICT  
 CERTIFICATED SALARY SCHEDULE  
 Effective September 1, 1986 - 1987

COLUMN	I	II	III	IV	V	VI
UNITS	AB	+15s AB +23q	+30s AB +45q	+45s AB +68q	+60s AB +90q	+75s AB +113q
				or MA	+15s or MA +23q	+30s or MA +45q
STEP						
1	20,354	20,354	20,817	21,973		
2	20,354	20,817	21,973	23,127		
3	20,817	21,973	23,127	24,283	25,443	
4	21,973	23,127	24,283	25,443	26,597	27,755
5	23,127	24,283	25,443	26,597	27,755	28,912
6		25,443	26,597	27,755	28,912	30,067
7		26,597	27,755	28,912	30,067	31,223
8		27,755	28,912	30,067	31,223	32,382
9		28,912	30,067	31,223	32,382	33,536
10			31,223	32,382	33,536*	34,691*
11				33,536	34,691	35,849
12				34,691	35,849	37,008

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.

To qualify for change from one column to another, a statement of intent of such advancement must be submitted to the Superintendent's 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 on salary schedules who have an earned doctorate will receive an additional \$500 per year.

\*Certificated employees reaching this step or beyond in Column V or VI are eligible to participate in the Professional Incentive Program, for which not less than 4% of the employee's basic salary is granted for successful completion of each successive three-year program.

EL SEGUNDO UNIFIED SCHOOL DISTRICT  
 CERTIFICATED SALARY SCHEDULE  
 Effective September 1, 1986 - 7:00

COLUMN	I	II	III	IV	V	VI
UNITS	AB	+15s AB +23q	+30s AB +45q	+45s AB +68q	+60s AB +90q  +15s or MA +23q	+75s AB +113q  +30s or MA +45q
STEP						
1	20,354	20,354	20,817	21,973		
2	20,354	20,817	21,973	23,127		
3	20,817	21,973	23,127	24,283	25,443	
4	21,973	23,127	24,283	25,443	26,597	27,755
5	23,127	24,283	25,443	26,597	27,755	28,912
6		25,443	26,597	27,755	28,912	30,067
7		26,597	27,755	28,912	30,067	31,223
8		27,755	28,912	30,067	31,223	32,382
9		28,912	30,067	31,223	32,382	33,536
10			31,223	32,382	33,536*	34,691*
11				33,536	34,691	35,849
12				34,691	35,849	37,008

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.

To qualify for change from one column to another, a statement of intent of such advancement must be submitted to the Superintendent's 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 on salary schedules who have an earned doctorate will receive an additional \$500 per year.

\*Certificated employees reaching this step or beyond in Column V or VI are eligible to participate in the Professional Incentive Program, for which not less than 4% of the employee's basic salary is granted for successful completion of each successive three-year program.

EL SEGUNDO UNIFIED SCHOOL DISTRICT  
 CERTIFICATED SALARY SCHEDULE B

Effective February 1, 1994

COLUMN	I	II	III	IV	V	VI	VII
UNITS	BA	+15s BA +23q	+30s BA +45q	+45s BA +68q	+60s BA +90q	+75s BA +113q	+75s BA +113q
				or MA	or MA	or MA	or MA
					+15s +23q	+30s +45q	+30s +45q
STEP							
1	26163	26198	26820	28337			
2	26198	26820	28337	29853			
3	26820	28337	29853	31375	32907		
4	28337	29853	31375	32907	34433	35966	
5	29853	31375	32907	34433	35966	37500	
6		32907	34433	35966	37500	39034	
7		34433	35966	37500	39034	40576	
8		35966	37500	39034	40576	42122	
9		37500	39034	40576	42122	43665	
10			40576	42122	43665	45212	
11				43665	45212	46765	
12				45212	46765	48321	
26							50546 *

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.

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 25 years of teaching will be eligible to move into Column VII at the beginning of the 26th year. CURRENT UNIT REQUIREMENTS FOR THIS COLUMN APPLY THROUGH JUNE 30, 1996. EFFECTIVE JULY 1, 1996, EMPLOYEES MUST HAVE A BA PLUS 75 UNITS INCLUDING A MA, OR A MA PLUS 30 SEMESTER UNITS TO MOVE INTO THIS COLUMN.

All certificated personnel on salary schedules who have an earned doctorate will receive an additional \$1,000 per year.

EL SEGUNDO UNIFIED SCHOOL DISTRICT  
 CERTIFICATED SALARY SCHEDULE B (185 DAYS)

July 1, 1996

Effective July 1, 1995

COLUMN	I	II	III	IV	V	VI
UNITS	BA	+ 15 s BA + 23 q	+ 30 s BA + 45 q	+ 45 s BA + 68 q	+ 60 s BA + 90 q	+ 75 s BA + 113 q
				or MA	+ 15 s or MA + 23 q	+ 30 s or MA + 45 q
STEP						
1	26,163	26,198	27,620	29,137		
2	26,198	26,820	29,137	30,653		
3	26,820	28,337	30,653	32,175	33,907	
4	28,337	29,853	32,175	33,707	35,433	36,966
5	29,853	31,375	33,707	35,233	36,966	38,500
6		32,907	35,233	36,766	38,500	40,034
7		34,433	36,766	38,300	40,034	41,576
8		35,966	38,800	40,334	42,326	43,872
9		37,500	40,334	41,876	43,872	45,415
10			41,876	43,422	45,415	46,962
11				44,965	46,962	48,515
12				46,512	48,515	50,071
16						52,296 *

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.

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 15 years of teaching will be eligible to move into Column VI, Step 16 at the beginning of the 16th year. CURRENT UNIT REQUIREMENTS FOR THIS COLUMN APPLY THROUGH JUNE 30, 1996. EFFECTIVE JULY 1, 1996, 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 16, COLUMN VI.

All certificated personnel holding a Masters degree will be paid a stipend of \$750 per year.

All certificated personnel on salary schedule who have earned a doctorate will receive an additional \$1,000 per year.

**EL SEGUNDO UNIFIED SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE B (185 DAYS)**

Effective November 1, 1996

COLUMN	I	II	III	IV	V	VI
UNITS	BA	+ 15 s BA + 23 q	+ 30 s BA + 45 q	+ 45 s BA + 68 q	+ 60 s BA + 90 q	+ 75 s BA +113 q
				or MA	+ 15 s or MA + 23 q	+ 30 s or MA + 45 q
STEP						
1	27,079	27,115	28,587	30,157		
2	27,115	27,759	30,157	31,726		
3	27,759	29,329	31,726	33,301	35,094	
4	29,329	30,898	33,301	34,887	36,673	38,260
5	30,898	32,473	34,887	36,466	38,260	39,848
6		34,059	36,466	38,053	39,848	41,435
7		35,638	38,053	39,641	41,435	43,031
8		37,225	40,158	41,746	43,807	45,408
9		38,813	41,746	43,342	45,408	47,005
10			43,342	44,942	47,005	48,606
11				46,539	48,606	50,213
12				48,140	50,213	51,823
16						54,126 *

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:

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- D. Courses recommended by the administration as part of an in-service training design.

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 15 years of teaching will be eligible to move into Column VI, Step 16 at the beginning of the 16th year. CURRENT UNIT REQUIREMENTS FOR THIS COLUMN APPLY THROUGH JUNE 30, 1996. EFFECTIVE JULY 1, 1996, 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 16, COLUMN VI**.

All certificated personnel holding a Masters degree will be paid a stipend of \$750 per year.

All certificated personnel on salary schedule who have earned a doctorate will receive an additional \$1,000 per year.

**EL SEGUNDO UNIFIED SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE B (185 DAYS)**

Effective November 1, 1996

COLUMN	I	II	III	IV	V	VI
UNITS	BA	+ 15 s BA + 23 q	+ 30 s BA + 45 q	+ 45 s BA + 68 q	+ 60 s BA + 90 q	+ 75 s BA + 113 q
				or MA	+ 15 s or MA + 23 q	+ 30 s or MA + 45 q
STEP						
1	27,079	27,115	28,587	30,157		
2	27,115	27,759	30,157	31,726		
3	27,759	29,329	31,726	33,301	35,094	
4	29,329	30,898	33,301	34,887	36,673	38,260
5	30,898	32,473	34,887	36,466	38,260	39,848
6		34,059	36,466	38,053	39,848	41,435
7		35,638	38,053	39,641	41,435	43,031
8		37,225	40,158	41,746	43,807	45,408
9		38,813	41,746	43,342	45,408	47,005
10			43,342	44,942	47,005	48,606
11				46,539	48,606	50,213
12				48,140	50,213	51,823
16						54,126

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:

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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 15 years of teaching will be eligible to move into Column VI, Step 16 at the beginning of the 16th year. CURRENT UNIT REQUIREMENTS FOR THIS COLUMN APPLY THROUGH JUNE 30, 1996. EFFECTIVE JULY 1, 1996, 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 16, COLUMN VI.

All certificated personnel holding a Masters degree will be paid a stipend of \$750 per year.

All certificated personnel on salary schedule who have earned a doctorate will receive and additional \$1,000 per year.

EL SEGUNDO UNIFIED SCHOOL DISTRICT  
 COACHING ASSIGNMENTS SALARY ADDER SCHEDULE  
 Effective November 1, 1996

COLUMN	I	II	III	IV	V	VI
UNITS	AB	+ 15 s AB + 23 q	+ 30 s AB + 45 q	+ 45 s AB + 68 q	+ 60 s AB + 90 q	+ 75 s AB + 113 q
				or MA	+ 15 s or MA + 23 q	+ 30 s or MA + 45 q
STEP						
1	1690	1798	1903	2010		
2	1798	1903	2010	2112		
3	1903	2010	2112	2219	2325	
4	2010	2112	2219	2325	2429	2536
5	2112	2219	2325	2429	2536	2641
6		2325	2429	2536	2641	2746
7		2429	2536	2641	2746	2850
8		2536	2641	2746	2850	2956
9		2641	2746	2850	2956	3075
10			2850	2956	3075	3169
11				3075	3169	3277
12				3169	3277	3380

EL SEGUNDO UNIFIED SCHOOL DISTRICT  
 COACHING ASSIGNMENTS SALARY ADDER SCHEDULE  
 Effective November 1, 1998

COLUMN	I	II	III	IV	V	VI
UNITS	AB	+ 15 s AB + 23 q	+ 30 s AB + 45 q	+ 45 s AB + 68 q	+ 60 s AB + 90 q  + 15 s or MA + 23 q	+ 75 s AB + 113 q  + 30 s or MA + 45 q
STEP						
1	1819	1935	2048	2163		
2	1935	2048	2163	2273		
3	2048	2163	2273	2388	2502	
4	2163	2273	2388	2502	2615	2730
5	2273	2388	2502	2615	2730	2843
6		2502	2615	2730	2843	2956
7		2615	2730	2843	2956	3068
8		2730	2843	2956	3068	3182
9		2843	2956	3068	3182	3310
10			3068	3182	3310	3411
11				3182	3310	3411
12				3310	3411	3528
				3411	3528	3639



**EL SEGUNDO UNIFIED SCHOOL DISTRICT  
CERTIFICATED SALARY SCHEDULE B (185 DAYS)**

Effective November 1, 1998

COLUMN	I	II	III	IV	V	VI
UNITS	BA	+ 15 s BA + 23 q	+ 30 s BA + 45 q	+ 45 s BA + 68 q	+ 60 s BA + 90 q	+ 75 s BA +113 q
				or MA	+ 15 s or MA + 23 q	+ 30 s or MA + 45 q
STEP						
1	29,148	29,187	30,771	32,461		
2	29,187	29,880	32,461	34,150		
3	29,880	31,570	34,150	35,846	37,775	
4	31,570	33,259	35,846	37,552	39,475	41,184
5	33,259	34,954	37,552	39,252	41,184	42,892
6		36,661	39,252	40,961	42,892	44,601
7		38,361	40,961	42,670	44,601	46,319
8		40,069	43,226	44,935	47,154	48,878
9		41,778	44,935	46,653	48,878	50,597
10			46,653	48,376	50,597	52,320
11				50,095	52,320	54,050
12				51,818	54,050	55,782
16						58,262

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.
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- D. Courses recommended by the administration as part of an in-service training design.

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 15 years of teaching will be eligible to move into Column VI, Step 16 at the beginning of the 16th year. CURRENT UNIT REQUIREMENTS FOR THIS COLUMN APPLY THROUGH JUNE 30, 1996. EFFECTIVE JULY 1, 1996, 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 16, COLUMN VI.

All certificated personnel holding a Masters degree will be paid a stipend of \$750 per year.

All certificated personnel on salary schedule who have earned a doctorate will receive an additional \$1,000 per year.

# El Segundo Teachers Association

## Negotiated Salary Schedule For 1999-2000

	<b>BA</b>	<b>BA+15</b> (23 q)	<b>BA+30</b> (45 q)	<b>BA+45</b> (68 q) or MA	<b>BA+60</b> (90 q) or MA + 15 (23 q)	<b>BA+75</b> (113 q) or MA +30 (45 q)
<b>STEP</b>						
<b>1</b>	<b>30063</b>	<b>30104</b>	<b>31738</b>	<b>33480</b>		
<b>2</b>	<b>30104</b>	<b>30819</b>	<b>33480</b>	<b>35223</b>		
<b>3</b>	<b>30819</b>	<b>32561</b>	<b>35223</b>	<b>36972</b>	<b>38962</b>	
<b>4</b>	<b>32561</b>	<b>34304</b>	<b>36972</b>	<b>38732</b>	<b>40715</b>	<b>42477</b>
<b>5</b>	<b>34304</b>	<b>36052</b>	<b>38732</b>	<b>40485</b>	<b>42477</b>	<b>44239</b>
<b>6</b>		<b>37812</b>	<b>40485</b>	<b>42247</b>	<b>44239</b>	<b>46002</b>
<b>7</b>		<b>39565</b>	<b>42247</b>	<b>44011</b>	<b>46002</b>	<b>47774</b>
<b>8</b>		<b>41327</b>	<b>44584</b>	<b>46346</b>	<b>48635</b>	<b>50413</b>
<b>9</b>		<b>43091</b>	<b>46346</b>	<b>48119</b>	<b>50413</b>	<b>52186</b>
<b>10</b>			<b>48119</b>	<b>49895</b>	<b>52895</b>	<b>53963</b>
<b>11</b>				<b>51668</b>	<b>53963</b>	<b>55747</b>
<b>12</b>				<b>53445</b>	<b>55747</b>	<b>57535</b>
<b>16</b>						<b>60092</b>

**CTA-NEA**

**EL SEGUNDO UNIFIED SCHOOL DISTRICT**  
**Certificated Salary Schedule**  
**2003-04 Fiscal Year**  
**Effective July 1, 2003**

Step	BA - No	BA - Credential	BA + 15s/+23q	BA+30s/+45q	BA+45s/+68q or	BA+60s/+90q or	BA+75s/+113q or
	Credential				MA	MA +15s/23q	MA +30s/45q
	1	2	3	4	5	6	7
1	35,045	37,560	37,607	39,512	39,997	39,997	39,997
2	35,093	37,607	38,441	41,059	41,061	41,061	41,061
3	35,926	38,441	40,472	41,061	43,099	45,419	45,419
4		40,472	40,473	43,099	45,151	47,462	49,516
5		40,473	42,027	45,151	47,194	49,516	51,570
6			44,078	47,194	49,248	51,570	53,625
7			46,122	49,248	51,304	53,625	55,691
8			48,176	51,973	54,027	56,695	58,767
9			50,233	54,027	56,093	58,767	60,834
10				56,093	58,163	60,834	62,906
11					60,230	62,906	64,985
12					62,302	64,985	67,455
13							-
14							-
15							-
16							70,490

<b>Stipends/Other Duty Pay:</b>	
Masters	850.00
Doctorate	1,100.00
Stipend - Activities	4.00%
Stipend - Coordinators	4.50%
Stipend - Directors	7.00%
Stipend - Department Chairs	4.50%
National Board Certification	1,100.00
Hourly Rate - Extra Duty	30.00

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.

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.

Effective 9/98 District may provide year-for-year credit for prior teaching when initially placing a teacher on the salary schedule.

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

\*All certificated personnel having completed 15 years of teaching will be eligible to move into Column VII, Step 16 at the beginning of the 16th year. EFFECTIVE JULY 1, 1996, 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 16, COLUMN VII.

All certificated personnel holding one or more Master's degrees will be paid a stipend of \$850 per year.

All certificated personnel on salary schedule who have earned one or more doctorate degrees will receive an annual stipend of \$1,100 per year in addition to the Master's Degree stipend, if applicable.

## Current Schedule

STEP	BA	BA+15	BA+30	BA+45	BA+60	BA+75/MA
1	26,163	26,198	27,620	29,137	0	0
2	26,198	26,820	29,137	30,653	...	...
3	26,820	28,337	30,653	32,175	33,907	...
4	28,337	29,853	32,175	33,707	35,433	36,966
5	29,853	31,375	33,707	35,233	36,966	38,500
6	...	32,907	35,233	36,766	38,500	40,034
7	...	34,433	36,766	38,300	40,034	41,576
8	...	35,966	38,800	40,334	42,326	43,872
9	...	37,500	40,334	41,876	43,872	45,415
10	...	...	41,876	43,422	45,415	46,962
11	...	...	...	44,965	46,962	48,515
12	...	...	...	46,512	48,515	50,071
13	...	...	...	...	...	52,296

## Effective November 1, 1996

DISTRICT: 05031919 El Segundo Unified  
 SCHEDULE: S01 EL SEGUNDO

STEP	BA	BA+15	BA+30	BA+45	BA+60	BA+75/MA
1	27,079	27,115	28,587	30,157	0	0
2	27,115	27,759	30,157	31,726	...	...
3	27,759	29,329	31,726	33,301	35,094	...
4	29,329	30,898	33,301	34,887	36,673	38,260
5	30,898	32,473	34,887	36,466	38,260	39,848
6	...	34,059	36,466	38,053	39,848	41,435
7	...	35,638	38,053	39,641	41,435	43,031
8	...	37,225	40,158	41,746	43,807	45,408
9	...	38,813	41,746	43,342	45,408	47,005
10	...	...	43,342	44,942	47,005	48,606
11	...	...	...	46,539	48,606	50,213
12	...	...	...	48,140	50,213	51,823
13	...	...	...	...	...	54,126

**EL SEGUNDO UNIFIED SCHOOL DISTRICT**  
**Certificated Salary Schedule**  
**2004-05 Fiscal Year**

Effective February 1, 2005

Step	BA - No	BA -			BA+45s/+68q or	BA+60s/+90q or	BA+75s/+113q or
	Credential	Credential	BA + 15s/+23q	BA+30s/+45q	MA	MA +15s/23q	MA +30s/45q
	1	2	3	4	5	6	7
1	35,045	40,000	41,600	43,200	44,800	46,400	48,000
2	35,093	41,300	42,952	44,604	46,256	47,908	49,560
3	35,926	42,642	44,348	46,054	47,759	49,465	51,171
4		44,028	45,789	47,551	49,311	51,073	52,834
5		45,459	47,277	49,096	50,914	52,733	54,551
6			48,814	50,692	52,569	54,447	56,324
7			50,400	52,339	54,277	56,217	58,155
8			52,038	54,040	56,041	58,044	60,045
9			53,729	55,796	57,862	59,930	61,996
10				57,609	59,743	61,878	64,011
11					61,685	63,889	66,091
12					63,690	65,965	68,239
14							72,747
16							77,552

**Stipends/Other Duty Pay:**

Masters	850.00
Doctorate and National Board Certification	1,100.00
Extra Duty - Hourly Rate of Pay	30.00
<b>Extra Duty - Stipends will be calculated on the 2003-04 salary table through June 30, 2006</b>	
Stipend - Activities	4.00%
Stipend - Coordinators	4.50%
Stipend - Directors	7.00%
Stipend - Department Chairs	4.50%

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.**

\*All certificated personnel having completed 15 years of teaching will be eligible to move into Column VII, Step 16 at the beginning of the 16th year. CURRENT UNIT REQUIREMENTS FOR THIS COLUMN APPLY THROUGH JUNE 30, 1996. EFFECTIVE JULY 1, 1996, 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 16, COLUMN VII.**

**EL SEGUNDO UNIFIED SCHOOL DISTRICT  
Certificated Salary Schedule  
2005-06 Fiscal Year**

Effective 2/1/06  
BA 05/23/06

	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	36,096	41,200	42,848	44,496	46,144	47,792	49,440
2	36,146	42,539	44,241	45,942	47,644	49,345	51,047
3	37,004	43,922	45,679	47,435	49,192	50,949	52,706
4		45,349	47,164	48,977	50,791	52,605	54,419
5		46,823	48,697	50,569	52,442	54,315	56,188
6			50,280	52,212	54,146	56,080	58,014
7			51,914	53,909	55,906	57,903	59,899
8			53,601	55,661	57,723	59,785	61,846
9			55,343	57,470	59,599	61,728	63,856
10				59,338	61,536	63,734	65,931
11					63,536	65,805	68,074
12					65,601	67,944	70,286
14							74,929
16							79,878

<b>Stipends/Other Duty Pay:</b>	
Masters Stipend	850.00
Doctorate Stipend	1,100.00
Extra Duty - Hourly Rate of Pay	30.00
Stipend - Activities	4.00%
Stipend - Coordinators	4.50%
Stipend - Directors	7.00%
Stipend - Department Chairs	4.50%

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.

\*All certificated personnel having completed 15 years of teaching will be eligible to move into Column VII, Step 16 at the beginning of the 16th

# EL SEGUNDO UNIFIED SCHOOL DISTRICT

## Certificated Salary Schedule

2010-11 Fiscal Year

### SCHEDULE T

	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	38,659	44,125	45,890	47,655	49,420	51,185	52,950
2	38,712	45,559	47,381	49,204	51,026	52,849	54,671
3	39,631	47,040	48,921	50,803	52,684	54,567	56,448
4		48,569	50,511	52,454	54,396	56,340	58,283
5		50,147	52,153	54,159	56,164	58,171	60,177
6			53,848	55,919	57,989	60,062	62,133
7			55,598	57,736	59,874	62,014	64,152
8			57,405	59,612	61,820	64,029	66,237
9			59,271	61,549	63,829	66,110	68,390
10				63,549	65,903	68,259	70,613
11					68,045	70,477	72,908
12					70,256	72,768	75,278
14							80,251
16							85,552

Stipends/Other Duty Pay:	
Masters Stipend	850.00
Doctorate Stipend/National School Certification	1,100.00
Extra Duty - Hourly Rate of Pay	30.00
Stipend - Activities	4.00%
Stipend - Coordinators	4.50%
Stipend - Directors	7.00%
Stipend - Department Chairs	4.50%

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 Human Resources Office on or before June 1.

Verification of completion of requirements must be through the submission of an official transcript to the Human Resources 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.

\*All certificated personnel having completed 15 years of teaching will be eligible to move into Column VII, Step 16 at the beginning of the 16th year. CURRENT UNIT REQUIREMENTS FOR THIS COLUMN APPLY THROUGH JUNE 30, 1996. EFFECTIVE JULY 1, 1996, 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 16, COLUMN VII.

**EL SEGUNDO UNIFIED SCHOOL DISTRICT**  
**Certificated Stipend Schedule U - Coaching**  
**2010-11 Fiscal Year**

Step	BA -	BA +		BA+45s/+68q	BA+60s/+90q	BA+75s/+113
	Credential	15s/+23q	BA+30s/+45q	or MA	or MA	q or MA
	2	3	4	5	6	7
1	2,868	2,983	3,098	3,212	3,327	3,442
	47.80	49.72	51.63	53.53	55.45	57.37
2	2,961	3,080	3,198	3,317	3,435	3,554
	49.35	51.33	53.30	55.28	57.25	59.23
3	3,058	3,180	3,302	3,424	3,547	3,669
	50.97	53.00	55.03	57.07	59.12	61.15
4	3,157	3,283	3,410	3,536	3,662	3,788
	52.62	54.72	56.83	58.93	61.03	63.13
5	3,260	3,390	3,520	3,651	3,781	3,912
	54.33	56.50	58.67	60.85	63.02	65.20
6		3,500	3,635	3,769	3,904	4,039
		58.33	60.58	62.82	65.07	67.32
7		3,614	3,753	3,892	4,031	4,170
		60.23	62.55	64.87	67.18	69.50
8		3,731	3,875	4,018	4,162	4,305
		62.18	64.58	66.97	69.37	71.75
9		3,853	4,001	4,149	4,297	4,445
		64.22	66.68	69.15	71.62	74.08
10			4,131	4,284	4,437	4,590
			68.85	71.40	73.95	76.50
11				4,423	4,581	4,739
				73.72	76.35	78.98
12				4,567	4,730	4,893
				76.12	78.83	81.55



## SPECIAL ASSIGNMENTS SALARY ADDER SCHEDULE

POSITION	RATIO APPLIED TO REGULAR PLACEMENT ON CERTIFICATED SALARY SCHEDULE
Academic Decathlon	4.0 percent **
Activities Director	7.0 percent
Annual	7.0 percent
Coordinators – High School, Middle and Elementary	4.5 percent *
Counselor – Full time	4.5 percent
Drama	4.0 percent
Drill Team	4.0 percent
Eagle Guard	4.0 percent
Educational Advisors – High School	4.5 percent
Instrumental Music Teacher/Band High School & Middle School (split assignment)	7.0 percent
Journalism – High School	4.0 percent
Outdoor School	1.0 percent
Pep Club	4.0 percent **
Teachers on Special Assignment	4.5 percent
Vocal Music Teacher	7.0 percent

\* Under no conditions shall the application of the 4.5 percent ratio provide any unit member with less than \$1,600 for these assignments.

\*\* Academic Decathlon – Effective 11/15/1999 – Now on Coaching Salary Schedule as per MOU

\*\* Pep Club – Effective 11/15/1999 – Now on Coaching Salary Schedule as per MOU

NOTE: Effective 2/1/2005, 4%, 4.5% and 7% are frozen and based on School Year 2003-2004 levels.

**FORM MUST BE COMPLETED BY ALL ELIGIBLE EMPLOYEES**

**EL SEGUNDO UNIFIED SCHOOL DISTRICT  
HEALTH & WELFARE PLAN SELECTION FORM  
FOR ACTIVE CERTIFICATED EMPLOYEES  
10/01/13 - 09/30/14**

All premium costs are calculated in **TENTHLY** increments

Every **Full-Time** Employee **MUST** select a Medical, Dental, Vision and Life Insurance Plan.  
**Part-Time** employees may opt out of Medical, Dental, Vision and Life Insurance Plans.

**Medical Plan Choices**

© PPO Plans				Employee	Employee +1	Family	Total Premium	
Provider	Co-Pay	Coinsurance	Deductible					
<b>Blue Cross</b>								
Plan 3/B	\$20	100/0	\$100/\$300	\$ 0 919.20	\$ 0 1,581.60	\$ 0 1,994.40	\$	
Plan 4/B	\$20	90/10	\$100/\$300	\$ 0 890.40	\$ 0 1,531.20	\$ 0 1,932.00	\$	
Plan 6/B	\$20	80/20	\$250/\$750	\$ 0 822.00	\$ 0 1,413.60	\$ 0 1,784.40	\$	
Plan 8/B	\$30	80/20	\$500/\$1500	\$ 0 748.80	\$ 0 1,287.60	\$ 0 1,624.80	\$	
Wellness 1/C	\$20	90/10	\$500/\$1,000	\$ 0 829.20	\$ 0 1,426.80	\$ 0 1,800.00	\$	
CVT Bronze Plan	\$60	70/30	\$5,000/\$10,000	\$ 0 454.80	\$ 0 782.40	\$ 0 987.60	\$	
<b>HMO Plans</b>								
Kaiser - 1	\$10	100/0	\$0	\$ 0 639.79	\$ 0 1,100.77	\$ 0 1,390.61	\$	
Kaiser - 2	\$15	100/0	\$0	\$ 0 614.40	\$ 0 1,056.00	\$ 0 1,332.00	\$	
Kaiser - 6	\$25	100/0	\$0	\$ 0 591.60	\$ 0 1,015.20	\$ 0 1,280.40	\$	
Kaiser - 8	\$20	80/20	\$1,000/\$2,000	\$ 0 498.00	\$ 0 855.60	\$ 0 1,078.80	\$	
Blue Shield - 2	\$15	100/0	\$0	\$ 0 816.00	\$ 0 1,399.20	\$ 0 1,770.00	\$	
Kaiser Wellness	\$20	N/A	\$0	\$ 0 538.80	\$ 0 924.00	\$ 0 1,165.20	\$	
							<b>Total Cost - Medical</b>	\$
<b>© Dental Plan</b>								
Provider			Annual Maximum	Employee	Employee +1	Family		
Delta Dental - PPO			Unlimited	\$ 0 92.50	\$ 0 174.80	\$ 0 275.57	\$	
<b>© Vision Plan</b>								
Provider			CoPay	Employee	Employee +1	Family		
Vision Service Plan C			\$15	\$ 0 11.75	\$ 0 22.07	\$ 0 34.44	\$	
<b>© Life Insurance</b>								
Provider			Benefit Amount		Employee			
Met Life			\$15,000		\$ 0 2.27	\$		
				Total Premiums		\$		
				Less District Paid Portion		\$		
©	FTE	AMOUNT	FTE	AMOUNT				
The District Contribution amounts on the right are subject to Board approval!!	<input type="radio"/> 50%	\$375.00	<input checked="" type="radio"/> 60%	\$750.00				
	<input type="radio"/> 60%	\$450.00						
	<input type="radio"/> 75%	\$562.50						
	<input type="radio"/> 80%	\$600.00						
					Tenthly Payroll (Deduction)/Cash-Out \$			

All employees are required to have a "Salary Redirection Agreement" on file to comply with the District's 125 Plan.

Legal Name \_\_\_\_\_

Social Security Number \_\_\_\_\_

Employee Signature \_\_\_\_\_ Date \_\_\_\_\_

Electronically:

1. Click on the bubble to the left of your choice for Medical, Dental, Vision and Life. If you do not want to select any of the plans, click on the bubble in Column A.

Printed Blank Form:

- Bubble in your selection and extend the cost to the right.
- Total your selections.

Complete Personal Information Section  
Thank You

# EL SEGUNDO UNIFIED SCHOOL DISTRICT

## Certificated Salary Schedule

2013-14 Fiscal Year

**SCHEDULE T**

Effective 07/01/13

Step	BA - No Credential 1	BA - Credential 2	BA + 15s/+23q 3	BA+30s/+45q 4	BA+45s/+68q or MA 5	BA+60s/+90q or MA +15s/23q 6	BA+75s/+113q or MA +30s/45q 7
1	39,432	45,008	46,808	48,608	50,408	52,209	54,009
2	39,486	46,470	48,329	50,188	52,047	53,906	55,764
3	40,424	47,981	49,899	51,819	53,738	55,658	57,577
4		49,540	51,521	53,503	55,484	57,467	59,449
5		51,150	53,196	55,242	57,287	59,334	61,381
6			54,925	57,037	59,149	61,263	63,376
7			56,710	58,891	61,071	63,254	65,435
8			58,553	60,804	63,056	65,310	67,562
9			60,456	62,780	65,106	67,432	69,758
10				64,820	67,221	69,624	72,025
11					69,406	71,887	74,366
12					71,861	74,223	76,784
13							76,784
14							81,856
15							81,856
16							87,263

Stipends/Other Duty Pay:	
Masters Stipend	850.00
Doctorate Stipend/National School Certification	1,100.00
Extra Duty - Hourly Rate of Pay	30.00
Stipend - Activities	4.00%
Stipend - Coordinators	4.50%
Stipend - Directors	7.00%
Stipend - Department Chairs	4.50%

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 Human Resources Office on or before June 1.

Verification of completion of requirements must be through the submission of an official transcript to the Human Resources 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.

\*All certificated personnel having completed 15 years of teaching will be eligible to move into Column VII, Step 16 at the beginning of the 16th year. CURRENT UNIT REQUIREMENTS FOR THIS COLUMN APPLY THROUGH JUNE 30, 1996. EFFECTIVE JULY 1, 1996, 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 16, COLUMN VII.

**EL SEGUNDO UNIFIED SCHOOL DISTRICT**  
**Certificated Coaching Salary Schedule**  
 2013-14 Fiscal Year

**Schedule U**  
**(Based on 60 days)**

Effective Date: 07/01/13

60 DAYS	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	2	3	4	5	6	7
1	2,925	3,042	3,160	3,277	3,394	3,510
2	3,021	3,141	3,262	3,383	3,504	3,625
3	3,119	3,244	3,368	3,493	3,618	3,742
4	3,220	3,349	3,478	3,607	3,736	3,864
5	3,325	3,458	3,591	3,723	3,857	3,990
6		3,570	3,707	3,845	3,982	4,119
7		3,686	3,828	3,969	4,111	4,253
8		3,806	3,952	4,099	4,245	4,392
9		3,930	4,081	4,232	4,383	4,534
10			4,213	4,369	4,526	4,682
11				4,512	4,673	4,834
12				4,658	4,824	4,991

DAILY	2	3	4	5	6	7
1	48.76	50.70	52.66	54.61	56.56	58.51
2	50.35	52.36	54.37	56.39	58.40	60.41
3	51.98	54.06	56.14	58.21	60.29	62.37
4	53.67	55.81	57.97	60.11	62.26	64.40
5	55.42	57.63	59.84	62.06	64.28	66.49
6		59.51	61.79	64.08	66.37	68.66
7		61.43	63.80	66.16	68.52	70.89
8		63.43	65.87	68.31	70.75	73.20
9		65.49	68.01	70.53	73.05	75.57
10			70.22	72.82	75.43	78.03
11				75.19	77.88	80.56
12				77.63	80.41	83.18

\*\* This schedule is based on 6.5% of Schedule T (Teachers) up to step 12  
 and does not include column 1

Appendix C

**SPECIAL ASSIGNMENTS SALARY ADDER SCHEDULE**

POSITION	RATIO APPLIED TO REGULAR PLACEMENT ON CERTIFICATED SALARY SCHEDULE
Academic Decathlon	4.0 percent **
Activities Director	7.0 percent
Annual	7.0 percent
Coordinators – High School, Middle and Elementary	4.5 percent *
Counselor – Full time	4.5 percent
Drama	4.0 percent
Drill Team	4.0 percent
Eagle Guard	4.0 percent
Educational Advisors – High School	4.5 percent
Instrumental Music Teacher/Band	7.0 percent
High School & Middle School (split assignment)	
Journalism – High School	4.0 percent
Outdoor School	1.0 percent
Pep Club	4.0 percent **
Teachers on Special Assignment	4.5 percent
Vocal Music Teacher	7.0 percent

\* Under no conditions shall the application of the 4.5 percent ratio provide any unit member with less than \$1,600 for these assignments.

\*\* Academic Decathlon – Effective 11/15/1999 – Now on Coaching Salary Schedule as per MOU

\*\* Pep Club – Effective 11/15/1999 – Now on Coaching Salary Schedule as per MOU

NOTE: Effective 2/1/2005, 4%, 4.5% and 7% are frozen and based on School Year 2003-2004 levels.

**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

<b>Stipends/Other Duty Pay:</b>	
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.

EL SEGUNDO UNIFIED SCHOOL DISTRICT  
Proposed Certificated Salary Schedule  
2016-17 Fiscal Year

Schedule T

Effective 07-01-2016

	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	44,137	50,377	52,392	54,408	56,422	58,437	60,451
2	44,197	52,015	54,094	56,175	58,256	60,337	62,417
3	45,247	53,705	55,852	58,001	60,149	62,298	64,446
4		55,450	57,668	59,886	62,103	64,323	66,541
5		57,251	59,542	61,832	64,122	66,413	68,704
6			61,477	63,842	66,205	68,571	70,936
7			63,475	65,916	68,357	70,801	73,241
8			65,539	68,058	70,578	73,101	75,622
9			67,668	70,270	72,872	75,477	78,080
10				72,553	75,240	77,930	80,618
11					77,686	80,463	83,237
12					80,210	83,078	85,944
13							85,944
14							91,622
15							91,622
16							97,673

Stipends/Other Duty Pay:	
Masters Stipend	850.00
Doctorate Stipend/National School Certification	1,100.00
Extra Duty - Hourly Rate of Pay	30.00
Stipend - Activities	4.00%
Stipend - Coordinators	4.50%
Stipend - Directors	7.00%
Stipend - Department Chairs	4.50%

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 inservice 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.

\*All certificated personnel having completed 15 years of teaching will be eligible to move into Column VII, Step 16 at the beginning of the 16th year. CURRENT UNIT REQUIREMENTS FOR THIS COLUMN APPLY THROUGH JUNE 30, 1996. EFFECTIVE JULY 1, 1996, 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 16, COLUMN VII.

**EL SEGUNDO UNIFIED SCHOOL DISTRICT**  
**Certificated Coaching Salary Schedule**  
 Fiscal Year 2016-17

6.50%

Effective Date: 07/01/16

Schedule U

60 days

60 DAYS	BA - Credential	BA + 15s/+23q	BA+30s/+45q	MA	or MA	or MA +30s/45q
Step	2	3	4	5	6	7
1	3,275	3,405	3,537	3,667	3,798	3,929
2	3,381	3,516	3,651	3,787	3,922	4,057
3	3,491	3,630	3,770	3,910	4,049	4,189
4	3,604	3,748	3,893	4,037	4,181	4,325
5	3,721	3,870	4,019	4,168	4,317	4,466
6	3,721	3,996	4,150	4,303	4,457	4,611
7	3,721	4,126	4,285	4,443	4,602	4,761
8	3,721	4,260	4,424	4,588	4,752	4,915
9	3,721	4,398	4,568	4,737	4,906	5,075
10	3,721	4,398	4,716	4,891	5,065	5,240
11	3,721	4,398	4,716	5,050	5,230	5,410
12	3,721	4,398	4,716	5,214	5,400	5,586

DAILY	2	3	4	5	6	7
1	54.58	56.75	58.94	61.12	63.31	65.50
2	56.37	58.61	60.85	63.12	65.36	67.63
3	58.18	60.51	62.84	65.16	67.49	69.81
4	60.07	62.46	64.89	67.29	69.69	72.09
5	62.03	64.50	66.97	69.46	71.95	74.43
6	62.03	66.62	69.17	71.72	74.29	76.84
7	62.03	68.77	71.41	74.06	76.70	79.36
8	62.03	70.99	73.73	76.47	79.19	81.93
9	62.03	73.31	76.13	78.95	81.76	84.58
10	62.03	73.31	78.60	81.51	84.43	87.34
11	62.03	73.31	78.60	84.16	87.17	90.17
12	62.03	73.31	78.60	86.89	90.01	93.10

**\*\* This schedule is based on 6.5% of Schedule T (Teachers) up to step 12  
 and does not include column 1**

The Total stipend is divided by 60 days



## SPECIAL ASSIGNMENTS SALARY ADDER SCHEDULE

POSITION	RATIO APPLIED TO REGULAR PLACEMENT ON CERTIFICATED SALARY SCHEDULE
Academic Decathlon	4.0 percent **
Activities Director	7.0 percent
Annual	7.0 percent
Coordinators – High School, Middle and Elementary	4.5 percent *
Counselor – Full time	4.5 percent
Drama	4.0 percent
Drill Team	4.0 percent
Eagle Guard	4.0 percent
Educational Advisors – High School	4.5 percent
Instrumental Music Teacher/Band High School & Middle School (split assignment)	7.0 percent
Journalism – High School	4.0 percent
Outdoor School	1.0 percent
Pep Club	4.0 percent **
Teachers on Special Assignment	4.5 percent
Vocal Music Teacher	7.0 percent

\* Under no conditions shall the application of the 4.5 percent ratio provide any unit member with less than \$1,600 for these assignments.

\*\* Academic Decathlon – Effective 11/15/1999 – Now on Coaching Salary Schedule as per MOU

\*\* Pep Club – Effective 11/15/1999 – Now on Coaching Salary Schedule as per MOU

NOTE: Effective 2/1/2005, 4%, 4.5% and 7% are frozen and based on School Year 2003-2004 levels.