



Human Resource Services

(562) 997-8204 ~ Fax (562) 997-8298

hrshelp@lbschools.net

K - 12

Hourly / Daily Rates of Pay

All daily rates are for 8 hours of work **except as noted**

July 1, 2019

Substitutes

Day to Day Substitute

		<u>Salary Schedule</u>	<u>Comments</u>
\$26.66	Hourly rate	N171A	
\$87.94	Half day rate	N171B	3 hours
\$159.95	Daily rate	N171C	6 hours
\$26.66	Seminars/professional development in-service	N171A	Not with students
\$26.66	On-going tutoring beyond the 8 hour day *	N171A	With students
\$26.66	Summer school / Intersession	N171A	With students

** Paid one additional hour at the hourly rate*

Long Term Substitute

\$239.66	Daily rate	N073B	\$28.51/ hour
\$26.66	Optional seminars/workshops	N171A	Not with students
\$29.96	Seminars/professional development in-service	N073A	Not with students
\$29.96	On-going tutoring beyond the 8 hour day *	N073A	With students
\$29.96	Summer School / Intersession **	N073A	With students

** Paid one additional hour at the hourly rate*

*** Functioning as the Teacher of Record during summer / intersession*

NOTE: In order to be eligible for the LTS rate, substitutes must be highly qualified for the assignment

Contract Teachers

Traditional and Year Round Contract Teacher

		<u>Salary Schedule</u>	<u>Comments</u>
\$34.84	Substitute hourly rate	N080A	
\$114.98	Substitute half day rate	N080B	3 hours
Varies	Curriculum Writing	T Hrly Ex Comp*	Not with students
\$34.84	Seminars/professional development in-service	T Hrly Stipend/ N080A	Not with students
Varies	On-going tutoring beyond the 8 hour day	T Hrly P Schedule	With students
Varies	Summer School / Intersession	T Hrly P Schedule	With students

There is no LTS substitute contract teacher rate

**** Teacher EC (extra compensation) rate = Teacher's hourly rate based on their contractual assignment***

LYNX:

T Hrly Ex Comp Job Code J Position # 329999
 Example of duties: Grade level planning/collaboration, curriculum writing/planning, student data analysis, analysis of assessments, staff/parent workshop presenter**, preparation and leader for professional development, technology support, instructional leadership team (ILT), staff development outside the regular school calendar

T Hrly P Schedule Job Code E Position # 319999
 Example of duties: Tutoring/intervention, Homework center, working with students before/after school, teaching during conference period (teacher of record only), student assessments, summer school, intersession, Saturday school

T Hrly Stipend Job Code J Position # 339999
 Example of duties: Attending conferences, attending professional development/in-service, attending trainings/workshops (sitting/listening)

*****When a stipend is paid for serving as a presenter outside of the workday at an in-service activity, one will be paid at the hourly presenter rate or the regular hourly rate, whichever is higher***

Retired Teachers

Retired Teachers

		<u>Salary Schedule</u>	<u>Comments</u>
\$26.66	Substitute hourly rate	N171A	
\$87.94	Substitute half day rate	N171B	3 hours
\$159.95	Substitute daily rate	N171C	6 hours
\$26.66	Seminars/professional development in-service	N171A	Not with students

Retired Teachers in a Long Term Substitute Assignment

\$239.66	Daily rate	N073B	\$28.51/ hour
\$26.66	Optional seminars/workshops	N171A	
\$29.96	Seminars/professional development in-service	N073A	Not with students

Note: Retired teachers in a vacant position will be paid on salary schedule P

Retired Teachers/ On-going Assignments *

\$42.73	Less than BA + 56 Units	P081A	Steps A - E
\$49.58	Less than BA + 56 Units	P081B	Steps F - J
\$55.83	Less than BA + 56 Units	P081C	Steps K - P
\$47.29	BA + 56 Units or Master's Degree	P082A	Steps A - E
\$53.38	BA + 56 Units or Master's Degree	P082B	Steps F - J
\$60.00	BA + 56 Units or Master's Degree	P082C	Steps K - P

*** P/T hourly - before/after school programs -including tutoring beyond the 8 hour day, small group remediation/enrichment, support capacity, curriculum writing, hourly presenter rate, also appropriate if serving as teacher of record for Summer School/ Intersession**

Counselors

Substitute Counselor/ Not Retired and Retired Counselors in on-going assignments

		<u>Salary Schedule</u>	<u>Comments</u>
\$42.73	Masters degree	U081A	Steps A - E
\$49.58	Masters degree	U081B	Steps F - J
\$55.83	Masters degree	U081C	Step K
\$47.29	Masters degree or more	U082A	Steps A - E
\$53.38	Masters degree or more	U082B	Steps F - J
\$60.00	Masters degree or more	U082C	Step K

*There is no LTS substitute counselor rate
Paid as day to day substitute if teaching for a vacancy
P schedule only in the unlikely event of teaching Summer School/ Intersession*

NOTE: Must hold a valid teaching credential in order perform teaching duties

Substitute Counselor/ Retired

\$372.33 Daily rate N076A

*Also used for a retired Manager/ Administrator who is qualified to perform
counseling duties
Paid as day to day substitute if teaching for a vacancy
P schedule only in the unlikely event of teaching Summer School/ Intersession or
if serving in an on-going teaching assignment*

NOTE: Must hold a valid teaching credential in order perform teaching duties

Psychologists, Occupational Therapists, Audiologists, Physical Therapists, Social Workers, Psychological Interns

**Substitute Psychologist, Occupational Therapist, Audiologist, Physical Therapist,
Social Worker, Psychological Intern/ Not Retired and Retirees in on-going assignments**

		<u>Salary Schedule</u>	<u>Comments</u>
\$24.71	Intern	C950A	
\$52.97	Less than Masters degree	C951A	Steps A - E
\$61.08	Less than Masters degree	C951B	Steps F - J
\$70.39	Less than Masters degree	C951C	Step K
\$56.15	Masters degree or more	C952A	Steps A - E
\$65.16	Masters degree or more	C952B	Steps F - J
\$75.55	Masters degree or more	C952C	Step K
\$59.64	Ph.D. or Ed.D.	C953A	Steps A - E
\$68.61	Ph.D. or Ed.D.	C953B	Steps F - J
\$78.95	Ph.D. or Ed.D.	C953C	Steps K - P

*There is no LTS substitute psychologist, et.al. rate
Paid as day to day substitute if teaching for a vacancy
P schedule only in the unlikely event of teaching Summer School/ Intersession*

NOTE: Must hold a valid teaching credential in order perform teaching duties

**Substitute Psychologist, Occupational Therapist, Audiologist, Physical Therapist,
Social Worker, Psychological Intern/ Retired**

\$386.37	Daily rate	N077A
----------	------------	-------

*Also used for a retired Manager/ Administrator who is qualified to perform
psychologist, et. al. duties
Paid as day to day substitute if teaching for a vacancy
P schedule only in the unlikely event of teaching Summer School/ Intersession or
if serving in an on-going teaching assignment*

Administrators

Substitute Manager/ Administrator - performing Management/ Administrative duties Retired Personnel Only

		<u>Salary Schedule</u>	<u>Comments</u>
\$457.30	Daily rate: Program/Activities Specialists, Head Counselors	Z501B	
\$470.89	Daily rate: Assistant Directors, Consultants, Administrative Assistants, Sr. Psychologists	Z501C	
\$484.41	Daily rate: Administrative Assistant to the Superintendent, Elem VP, Middle/K-8 AP, High School AP	Z501D	
\$497.97	Daily rate: High School Principals, Associate Directors	Z501E	
\$511.53	Daily rate: Elementary and Middle/K-8 School Principals (less than 16 cert staff), Program Administrators	Z501F	
\$538.61	Daily rate: Elementary and Middle/K-8 School Principals (less than 16 cert staff),	Z501G	
\$565.69	Daily rate: Elementary and Middle/K-8 School Principals (36 or more cert staff), School for Adults, Avalon Principal	Z501H	
\$478.26	Daily rate: Assistant Directors, Administrative Assistants	Z502A	
\$519.58	Daily rate: Assistant to the Superintendent, Associate Directors, Program Administrators	Z502B	
\$547.11	Daily rate: Deputy Director	Z502C	
\$574.65	Daily rate: Directors	Z502D	
\$588.43	Daily rate: High School Principals	Z502E	

***Paid as day to day substitute if teaching for a vacancy
P schedule only in the unlikely event of teaching Summer School/ Intersession or
if serving in an on-going teaching assignment***

Special Notes

P schedule Person of Record for the Classroom
Specially funded on-going project
Special duty
Home/Hospital Teacher
Teaching summer school/ Intersession
Retiree in on-going assignment
Retiree presenter rate or curriculum writing

LTS Substituting for the teacher of record
Or a true vacancy (retirees only)