

**LUSD Certificated Salary Schedule 2023-2024**

**195 - School Counselor, Lead Teacher, and Instructional Coaches**

| Step  | *Class II: PIP / | **Class III: BA / CA | Class IV: BA +45 | Class V: BA +60 | Class VI: BA +75 |           |           |           |
|-------|------------------|----------------------|------------------|-----------------|------------------|-----------|-----------|-----------|
| 1     | \$55,811         | \$59,973             | \$56,368         | \$60,573        | \$61,465         | \$62,354  | \$63,502  | \$64,137  |
|       |                  |                      | \$56,927         | \$61,173        | \$62,073         | \$62,972  | \$64,771  |           |
|       |                  |                      | \$57,485         | \$61,773        | \$62,681         | \$63,589  | \$65,407  |           |
|       |                  |                      | \$58,043         | \$62,372        | \$63,290         | \$64,206  | \$66,042  |           |
| 2     | \$55,811         | \$60,856             | \$56,368         | \$61,465        | \$62,132         | \$64,137  | \$68,794  | \$69,482  |
|       |                  |                      | \$56,927         | \$62,073        | \$62,747         | \$64,771  | \$70,170  |           |
|       |                  |                      | \$57,485         | \$62,681        | \$63,362         | \$65,407  | \$70,858  |           |
|       |                  |                      | \$58,043         | \$63,290        | \$63,978         | \$66,042  | \$71,546  |           |
| 3     | \$55,811         | \$61,518             | \$56,368         | \$62,132        | \$64,137         | \$68,794  | \$70,558  | \$71,264  |
|       |                  |                      | \$56,927         | \$62,747        | \$64,771         | \$70,170  | \$71,969  |           |
|       |                  |                      | \$57,485         | \$63,362        | \$65,407         | \$70,858  | \$72,675  |           |
|       |                  |                      | \$58,043         | \$63,978        | \$66,042         | \$71,546  | \$73,380  |           |
| 4     | \$60,829         | \$63,502             | \$61,437         | \$64,137        | \$69,482         | \$70,558  | \$72,323  | \$73,046  |
|       |                  |                      | \$62,046         | \$64,771        | \$70,170         | \$71,969  | \$73,769  |           |
|       |                  |                      | \$62,654         | \$65,407        | \$70,858         | \$72,675  | \$74,492  |           |
|       |                  |                      | \$63,262         | \$66,042        | \$71,546         | \$73,380  | \$75,215  |           |
| 5     | \$60,829         | \$68,794             | \$61,437         | \$69,482        | \$71,264         | \$72,323  | \$74,967  | \$75,716  |
|       |                  |                      | \$62,046         | \$70,170        | \$71,970         | \$73,769  | \$76,467  |           |
|       |                  |                      | \$62,654         | \$70,858        | \$72,675         | \$74,492  | \$77,216  |           |
|       |                  |                      | \$63,262         | \$71,546        | \$73,381         | \$75,215  | \$77,966  |           |
| 6     | \$60,829         | \$70,558             | \$61,437         | \$71,264        | \$73,046         | \$74,967  | \$77,613  | \$78,388  |
|       |                  |                      | \$62,046         | \$71,970        | \$73,769         | \$76,467  | \$79,165  |           |
|       |                  |                      | \$62,654         | \$72,675        | \$74,492         | \$77,216  | \$79,940  |           |
|       |                  |                      | \$63,262         | \$73,381        | \$75,215         | \$77,966  | \$80,717  |           |
| 7     | \$65,698         | \$72,323             | \$66,354         | \$73,046        | \$75,716         | \$77,613  | \$80,263  | \$81,066  |
|       |                  |                      | \$67,011         | \$73,769        | \$76,467         | \$79,165  | \$81,868  |           |
|       |                  |                      | \$67,668         | \$74,492        | \$77,216         | \$79,940  | \$82,671  |           |
|       |                  |                      | \$68,325         | \$75,215        | \$77,966         | \$80,717  | \$83,474  |           |
| 8     | \$65,698         | \$74,967             | \$66,354         | \$75,716        | \$78,388         | \$80,263  | \$82,904  | \$83,733  |
|       |                  |                      | \$67,011         | \$76,467        | \$79,165         | \$81,868  | \$84,561  |           |
|       |                  |                      | \$67,668         | \$77,216        | \$79,940         | \$82,671  | \$85,391  |           |
|       |                  |                      | \$68,325         | \$77,966        | \$80,717         | \$83,474  | \$86,220  |           |
| 9     | \$65,698         | \$77,613             | \$66,354         | \$78,388        | \$81,066         | \$82,904  | \$85,553  | \$86,408  |
|       |                  |                      | \$67,011         | \$79,165        | \$81,868         | \$84,561  | \$87,264  |           |
|       |                  |                      | \$67,668         | \$79,940        | \$82,671         | \$85,391  | \$88,120  |           |
|       |                  |                      | \$68,325         | \$80,717        | \$83,474         | \$86,220  | \$88,975  |           |
| 10-14 | \$67,669         | \$80,263             | \$68,345         | \$81,066        | \$83,733         | \$85,553  | \$88,199  | \$89,080  |
|       |                  |                      | \$69,022         | \$81,868        | \$84,561         | \$87,264  | \$89,962  |           |
|       |                  |                      | \$69,699         | \$82,671        | \$85,391         | \$88,120  | \$90,845  |           |
|       |                  |                      | \$70,375         | \$83,474        | \$86,220         | \$88,975  | \$91,727  |           |
| 15-19 | \$69,699         | \$82,904             | \$70,396         | \$83,733        | \$86,408         | \$88,199  | \$92,608  | \$93,534  |
|       |                  |                      | \$71,093         | \$84,561        | \$87,264         | \$89,962  | \$94,460  |           |
|       |                  |                      | \$71,790         | \$85,391        | \$88,120         | \$90,845  | \$95,387  |           |
|       |                  |                      | \$72,487         | \$86,220        | \$88,975         | \$91,727  | \$96,313  |           |
| 20-24 | \$71,790         | \$85,553             | \$72,508         | \$86,408        | \$89,080         | \$92,608  | \$97,018  | \$97,988  |
|       |                  |                      | \$73,226         | \$87,264        | \$89,962         | \$94,460  | \$98,958  |           |
|       |                  |                      | \$73,944         | \$88,120        | \$90,845         | \$95,387  | \$99,928  |           |
|       |                  |                      | \$74,662         | \$88,975        | \$91,727         | \$96,313  | \$100,899 |           |
| 25    | \$73,944         | \$88,199             | \$74,684         | \$89,080        | \$93,534         | \$97,018  | \$104,071 | \$105,112 |
|       |                  |                      | \$75,423         | \$89,962        | \$94,460         | \$98,958  | \$106,153 |           |
|       |                  |                      | \$76,163         | \$90,845        | \$95,387         | \$99,928  | \$107,194 |           |
|       |                  |                      | \$76,902         | \$91,727        | \$96,313         | \$100,899 | \$108,235 |           |

| <b>Longevity Legend</b>   |    |                               |  |  |  |  |  |  |  |
|---|----|-------------------------------|--|--|--|--|--|--|--|
| Tier 1  | 1% | 6-9 Years of Service at LUSD  |  |  |  |  |  |  |  |
| Tier 2  | 2% | 10-14 Years of Service at LUS |  |  |  |  |  |  |  |
| Tier 3  | 3% | 15-19 Years of Service at LUS |  |  |  |  |  |  |  |
| Tier 4  | 4% | 20+ Years of Service at LUSD  |  |  |  |  |  |  |  |
| % from base salary  |    |                               |  |  |  |  |  |  |  |
| 195 contracted days for School Counselor, Lead Teacher, and Instructional Coaches   |    |                               |  |  |  |  |  |  |  |
| Additional 10% on annual salary per article 11.10 is included in the above salary schedule.                                       |    |                               |  |  |  |  |  |  |  |
| \$3,500 annual stipend for Special Education Case Managers  |    |                               |  |  |  |  |  |  |  |
| \$4,000 annual stipend for Masters Degree or terminal degree.   |    |                               |  |  |  |  |  |  |  |
| \$4,000 annual stipend for BCLAD for Spanish or LCOE Spanish test \$2,000 for test one (oral) and \$2,000 for test two (written). |    |                               |  |  |  |  |  |  |  |
| District health and welfare contribution is \$15,500.   |    |                               |  |  |  |  |  |  |  |
| Preliminary credential required for entry into Class III or higher.   |    |                               |  |  |  |  |  |  |  |
| * Provisional Internship Permit (PIP), Short Term Staff Permit (STSP) and Interns.  |    |                               |  |  |  |  |  |  |  |
| ** Placement for individuals with a Preliminary or Clear California teaching credential.  |    |                               |  |  |  |  |  |  |  |
| Approved: April 12, 2023  |    |                               |  |  |  |  |  |  |  |
| Revised: May 10, 2023   |    |                               |  |  |  |  |  |  |  |
| Revised: August 9, 2023   |    |                               |  |  |  |  |  |  |  |
| Revised: September 13, 2023   |    |                               |  |  |  |  |  |  |  |