

## UPDATE

Week of May 5, 2008

### NO GUTS, NO GLORY

The current budget crisis in California has caused individual school districts and individual schools to look for new ways to fund essential services. At the recent conference of the California Association of Urban School Administrators (CAUSA), representatives from San Francisco, Oakland, and San Diego shared what they are doing to pass a local parcel tax. These districts feel that the parcel tax is one way to get some control of their funding destiny.

Representatives from Los Angeles were left to wonder why not us. AALA has advocated for a parcel tax for months. We feel that it is currently the only sure way to gain general use funds for all schools equally.

The Superintendent and the Chief Financial Officer have told AALA that polls do not show support for a parcel tax at this time. However, LAUSD is considering a new bond measure for school construction. At a time when the District is in a period of declining enrollment and turning space in existing schools over to charters, AALA asks the question why do we need more space? Could it be the billions of dollars in construction contracts? Of course, we want quality neighborhood schools. However, what good will those schools be if the instructional content in them is deficient?

AALA feels that the use of polls to guide the implementation of a parcel tax to support instruction is inconsistent with true leadership. If the Superintendent, with the approval of the Board of Education, put a parcel tax on the ballot and spoke publicly in support of it, the citizens of the District would be the final arbiters, as they should be. It would be the electorate's opportunity to demonstrate that they support quality schools with action instead of talk. If they reject the ballot measure, they will be stating the opposite. Millions of dollars are not needed for consultants to fund a parcel tax election; rather, community leaders such as Mayors and the Chambers of Commerce should be leading the fight for adequate school funding. Everyone talks about the need for quality schools, but talk is cheap. Why is the leadership of the District afraid to let the community make this decision?

There is a sports saying, "No guts, no glory." This applies when discussing the parcel tax. In order to lead during difficult times, it is necessary to take bold steps. Fear of losing an election is no reason to deprive a community from making a crucial decision regarding the future of its children. Trying and losing is preferable to not trying at all. If the educators in charge of the District do not believe in the need and fight for it, how can they expect parents and others to believe that there is indeed a budget crisis? We expect bold leadership and clearly stated funding goals. Let's join the citizens in San Francisco, Oakland, and San Diego in bringing a greater degree of local control back to our Districts. **In this time of crisis, without guts there is no glory for our students.**

**CONGRATULATIONS DR. LANNY NELMS**

Dr. **Lanny Nelms**, principal of Harbor Community Adult School in San Pedro, chairs the Los Angeles Harbor College Citizen’s Oversight Committee, which oversees the \$201,400,000 bond construction program. Lanny has been a longtime member of AALA in the Adult Department. Congratulations are extended to Lanny for being recognized by the Harbor College community for his leadership.

**RETIREMENT CELEBRATIONS**

<b>Name</b>	<b>Date/Time</b>	<b>Location</b>	<b>Contact</b>
Jacqueline "Jackie" Hill <b><u>CORRECTION ON DATE</u></b>	Friday, <b><u>JUNE 27</u></b> , 2008 7:30 – 12:00 p.m.	Chester Washington Golf Course 1930 West 120 <sup>th</sup> Street Los Angeles	Marilyn Gavin 310.345.0758
Alexandra "Niki" Selna	Monday, June 23, 2008 4:00 – 7:00 p.m.	Tatou 333 S. Boylston Street Corner of Bixel & 4 <sup>th</sup> St. Los Angeles	Nancy Lovette 213.241.3503
Idie Weiss	Sunday, June 8, 2008 11:00 a.m.	Braemar Country Club 4001 Reseda Blvd. Tarzana	Gabrielle Davis 818.256.2880 Sue Fischer 818.256.2856
Barbara Gee	Friday, June 27, 2008 4:30 p.m.	Embassy Suites 8425 Firestone Blvd. Downey	Linda Stewart 310.490.2725 <a href="mailto:lms2779@lausd.net">lms2779@lausd.net</a>
Johnnie Ausbon	Friday, May 30, 2008 6:00 p.m.	The Reef 880 Harbor Scenic Dr. Long Beach	Estelle Baptiste Edna Burems 213.200.7639 323.294.5132

**HOW TO KEEP IMMIGRANT CHILDREN  
IN SCHOOL AND LEARNING**

Canadian schools can do more to help troubled immigrant students by changing how they teach in regular classrooms, reports **Louise Brown** for the *Toronto Star*. To help these struggling students, teachers should provide almost twice as much help in English and be trained in how to work with complex learners. According to a survey of research, crystal-clear lessons delivered in smaller chunks along with almost minute-to-minute checks to see if children understand paired with immediate re-teaching if they do not will help all children at risk. The proper plan is to go into each class and reorganize the way every student is taught instead of restructuring the whole school to satisfy pockets of struggling learners. <http://www.thestar.com/article/408971>

**POSITIONS AVAILABLE**

**Minimum Qualifications:** Candidates are responsible for making sure all the District requirements for administrative positions have been met. AALA is not responsible for errors in publication.

**NOTE:** Please do not contact AALA for information regarding administrative positions. Use the listed contact phone number, or contact LAUSD Human Resources Division at 213.241.6886 or via e-mail at [http://certificated.lausd.k12.ca.us/admin\\_vacancies](http://certificated.lausd.k12.ca.us/admin_vacancies).

**PRINCIPAL, ELEMENTARY**

**Lomita Math/Science Magnet (8) MST 42**, 2211 West 247<sup>th</sup> Street, Lomita, CA 90717  
Lomita is a B Basis school. For information and application procedures contact **Michael Romero**, Director, School Services, at 310.354.3400. **Filing deadline is 4:30 p.m., Friday, May 16, 2008.**

**Compton Avenue School (7) MST 40**, 1515 East 104<sup>th</sup> Street, Los Angeles, CA 90002  
Compton is an A Basis Ten Schools Program school. For information contact **Barbara Francois**, Director, School Support Services, at 323.242.1300. **Filing deadline is 4:30 p.m., Friday, May 23, 2008.**

**Amestoy Magnet School (8) MST 41**, 1048 West 149<sup>th</sup> Street, Gardena, CA 90247  
Amestoy is an E Basis school. For information and application procedures contact **Hector DuBon**, Director, School Services, at 310.354.3400. **Filing deadline is Friday, May 30, 2008.**

**ASSISTANT PRINCIPAL, SECONDARY COUNSELING SERVICES (SCS)**

**Westchester High School (3) MST 40**, 7400 West Manchester Avenue, Los Angeles, CA 90045  
Westchester is an SBM, B Basis school. For information and application procedures contact **Douglas Waybright**, Director, High School Services, at 310.253.7156. **Filing deadline is 4:30 p.m., Friday, May 16, 2008.**

**Kennedy High School (1) MST 40**, 11254 Gothic Avenue, Granada Hills, CA 91344  
Kennedy is a B Basis school. For information and application procedures contact **Kathy Rattay**, Director, High School Services, at 818.654.3673. **Filing deadline is Friday, May 16, 2008.**

**PREVIOUSLY ANNOUNCED POSITIONS STILL AVAILABLE**

Position	Location	Deadline	Contact
Principal, Elementary	Norwood Street School	05/23/08	323.242.1300
Principal, Secondary	Revere Charter Middle School	05/13/08	310.253.7156
Asst. Prin., SCS	Nobel Middle School	05/14/08	818.654.3644
Specialist, Nutrition Network	Health Education Programs	05/16/08	213.241.2689

## CAL STATE, LOS ANGELES, TIER II PROGRAM

CSULA will customize the Tier II Program based on the needs of the candidate's current responsibilities. Candidate must have a contract with a district or equivalent as an administrator, a valid Preliminary Administrative Services (Tier I) Credential, and meet other regular Tier II admission requirements. Classes meet one evening per week at an off-campus site or online for 30 weeks from October to May. The cost is about \$1,272.75 per quarter (as of Summer 2008, subject to change). Contact the Division of Applied and Advanced Studies in Education at 323.343.4330 for an application package. Deadline for submitting applications is May 29, 2008. Applications may be downloaded at <http://www.calstatela.edu/academic/edad/forms.htm>. For more information e-mail Dr. **Lori Kim** at [Lkim@calstatela.edu](mailto:Lkim@calstatela.edu) or visit <http://www.calstatela.edu/academic/edad/criteria.htm>.

## WEALTH CONCEPTS SEMINARS

Wealth Concepts invites all AALA members to attend one of two knowledge-filled retirement strategy seminars to be held in the 3<sup>rd</sup> floor conference room at the AALA office on either Wednesday, May 14, 2008, or Wednesday, June 11, 2008.

Each seminar session will begin at 5:30 p.m. and end at 7:30 p.m. Refreshments will be served. These seminars will help you learn about 10 important objectives:

- How to plan for a retirement life that may last longer than your working life.
- How the new regulations and obligations under IRS code section 403 (b) will impact you, and what you can do about it.
- Why administrators beginning their careers need to consider an IRS Approved 7702 (a) Private Plan.
- How to plan your retirement, NOT UNCLE SAM'S.
- Do you know the rest of the story? Why you may pay more in taxes with a TSA, 403(b) than you've saved.
- How to free yourself from the tax trap the IRS has planned for your TSA, 403(b).
- Learn the single best, most cost-effective yet amazingly underutilized strategy for protecting retirement account balances, especially large ones.
- How to use supplemental benefits to turbo-charge your long-term care policy and pay for rising health care costs.
- Modified or Unmodified? How to provide a monthly benefit to your survivors without reducing your STRS lifetime benefit.
- Learn strategies that administrators are using to optimize their retirement.

You will learn new skills and systems that will change the way you look at your assets and retirement, guaranteeing a greater level of financial knowledge and life-changing insight unlike any other seminar.

Please schedule your participation by calling their office at 310.524.9588, or simply e-mail them to: [Antione@WealthConceptsOnline.com](mailto:Antione@WealthConceptsOnline.com). The first 20 attendees will receive a best selling book, MISSED FORTUNE 101. You must attend to receive the book. RSVP TODAY.

*Ed. Note – In the coming weeks, thanks to Steve Weingarten, UPDATE will be profiling Community Adult Schools and the great job they do providing educational services to the community. This is the second.*

## A “SMALL” LEARNING COMMUNITY IN THE SHADOW OF CONSTRUCTION CRANES

More than 14,000 adults and teens are enrolled at downtown’s Abram Friedman Occupational Center, making AFOC larger than any two typical LAUSD “mega-schools.”

Dr. **Howard Saxe**, principal, gets Friedman students "college prepared and career ready" by interlacing classes for a high school diploma and job-skills with a future. For example, Saxe offers a Construction Academy in partnership with Santee High Principal **Richard Chavez** and the building trades unions. Students take all the A-G requirements for high school graduation, as well as construction skill classes for union apprenticeship positions. Cranes marking dozens of downtown construction sites are a strong motivation for students to stay in school.

Each floor of AFOC’s 10-story campus, located just north of the Santa Monica Freeway on Olive Street, is like a separate small learning community. On one floor are classes in laying floors, construction, electrical and plumbing, computer assisted drafting, TV and home-theater, and air conditioning. On another, students learn ESL, sign language, desktop publishing, and animation. Spread throughout the building are classes in locksmithing, GED and high school diploma preparation, business management, pharmacy tech, and auto repair.

Since 1999, instructor **Gayle Brodie** has led AFOC students to gold medals at Skills USA. The state and national competition tests vocational and leadership skills, including speaking and interviewing. Brodie, an LAUSD Teacher of the Year for 2006-07, also teaches desktop publishing.

Friedman offers many other educational services. It has the largest program in the LAUSD Adult Division for adults with physical, learning, emotional and developmental disabilities, including an annual spelling bee for deaf students and assistance for the hearing-impaired taking citizenship exams and during swearing-in ceremonies. It also houses the L.A. County Refugee Program’s assimilation program, the Southern California Apprenticeship Office, the Distance Learning Production Unit, and the GED Test Center.

**Angela Rivera**, one of 19 Friedman students who participated in the citywide Adult Ed graduation ceremony in January, measures success one step at a time. "I’m happy because I’m making a dream come true," Rivera told the Spanish language daily newspaper *Hoy*. "I’m on the road to a new life. Now I plan to register at Pasadena Community College because I want to be a nurse."

AAALA congratulates Dr. Saxe and his administrative team of **Howard Jones, Robert Cochran, Ellen Baker, and Victor Gomez** for jobs well done.

ASSOCIATED ADMINISTRATORS OF LOS ANGELES

SCHOLARSHIP/COMMUNITY AWARDS BANQUET

MILLENNIUM BILTMORE HOTEL  
Gold Room  
506 South Grand Avenue, Los Angeles



DATE: THURSDAY, MAY 22, 2008

TIME: 5:30 p.m. – SOCIAL HOUR  
6:30 p.m. – DINNER  
7:30 p.m. – PRESENTATION OF AWARDS  
• Scholarship Awards  
• Community Volunteer Awards

COST: \$60.00 per person

PARKING: \$20 Valet – Hotel  
\$6 Self-Parking – Pershing Square (with validation)

----- tear-off -----

SCHOLARSHIP/COMMUNITY AWARDS BANQUET

Return tear-off with check to: AALA, 1910 Sunset Blvd., Suite 510, Los Angeles, CA 90026

Reservation Deadline: Thursday, May 15, 2008

Name \_\_\_\_\_ Phone ( ) \_\_\_\_\_

Number in your party \_\_\_\_\_ Check enclosed for \$ \_\_\_\_\_

Name of guest(s) \_\_\_\_\_



## Los Angeles Unified School District

### 2007-2008 MASTER SALARY (G) TABLE, SCHEDULES 01A, 03J, 04J, CONTRACT MANAGEMENT FLAT RATES, AND EXECUTIVE FLAT RATE

**SCHEDULES 22G TO 49G:** 2007-2008 rates continue the 2006-2007 rates, subject to negotiations. A second career increment (50% greater than the first career increment) has been added. See note on next page for eligibility requirements for the second career increment. Starting January 1, 2007, the A basis is converted to the A basis annualized; the E, W, Y bases are converted to the E basis annualized; and the B, P, R bases are converted to the B basis annualized. The D basis (226 paid days) is included in Schedules 35G through 45G. Visit the website [www.lausd.net/bts](http://www.lausd.net/bts) for information regarding monthly payment rates. See note on next page for the number of days and monthly payments in each basis.

Schedule Pay Scale Group No./Basis	Step (Pay Scale Level)									
	1	2	3	4	5					
22G A basis	4,593.69	\$55,124	4,857.72	58,293	5,121.66	61,460	5,413.34	64,960	5,709.61	68,515
24G A basis	4,868.05	58,417	5,143.57	61,723	5,425.96	65,112	5,733.81	68,806	6,048.44	72,581
26G A basis	5,157.43	61,889	5,446.73	65,361	5,747.59	68,971	6,075.04	72,900	6,410.43	76,925
30G A basis	5,787.95	69,455	6,107.27	73,287	6,449.65	77,396	6,816.25	81,795	7,197.75	86,373
32G A basis	6,132.63	73,592	6,466.98	77,804	6,833.47	82,002	7,221.96	86,664	7,627.76	91,533
33G A basis	6,312.48	75,750	6,656.01	79,872	7,032.92	84,395	7,430.60	89,167	7,851.42	94,217
E basis	5,659.42	67,913	5,967.45	71,609	6,305.41	75,665	6,661.92	79,943	7,039.20	84,470
B basis	5,345.05	64,141	5,635.94	67,631	5,955.08	71,461	6,291.81	75,502	6,648.14	79,778
34G A basis	6,473.87	77,686	6,837.00	82,044	7,227.79	86,733	7,639.24	91,671	8,063.50	96,762
E basis	5,804.11	69,649	6,129.72	73,557	6,480.05	77,761	6,849.01	82,188	7,229.38	86,753
B basis	5,481.71	65,781	5,789.19	69,470	6,120.09	73,441	6,468.47	77,622	6,827.73	81,933
35G A basis	6,656.01	79,872	7,032.92	84,395	7,430.60	89,167	7,851.42	94,217	8,292.91	99,515
E basis	5,967.45	71,609	6,305.41	75,665	6,661.92	79,943	7,039.20	84,470	7,435.02	89,220
D basis	5,763.45	69,161	6,089.81	73,078	6,434.16	77,210	6,798.55	81,583	7,180.84	86,170
B basis	5,635.94	67,631	5,955.08	71,461	6,291.81	75,502	6,648.14	79,778	7,021.97	84,264
36G A basis	6,837.00	82,044	7,227.79	86,733	7,639.24	91,671	8,063.50	96,762	8,528.05	102,337
E basis	6,129.72	73,557	6,480.05	77,761	6,849.01	82,188	7,229.38	86,753	7,645.86	91,750
D basis	5,920.17	71,042	6,258.55	75,103	6,614.82	79,378	6,982.20	83,786	7,384.44	88,613
B basis	5,789.19	69,470	6,120.09	73,441	6,468.47	77,622	6,827.73	81,933	7,221.07	86,653
37G A basis	7,032.92	84,395	7,430.60	89,167	7,851.42	94,217	8,292.91	99,515	8,759.76	105,117
E basis	6,305.41	75,665	6,661.92	79,943	7,039.20	84,470	7,435.02	89,220	7,853.54	94,242
D basis	6,089.81	73,078	6,434.16	77,210	6,798.55	81,583	7,180.84	86,170	7,585.08	91,021
B basis	5,955.08	71,461	6,291.81	75,502	6,648.14	79,778	7,021.97	84,264	7,417.27	89,007
38G A basis	7,227.79	86,733	7,639.24	91,671	8,063.50	96,762	8,528.05	102,337	8,997.20	107,966
E basis	6,480.05	77,761	6,849.01	82,188	7,229.38	86,753	7,645.86	91,750	8,066.52	96,798
D basis	6,258.55	75,103	6,614.82	79,378	6,982.20	83,786	7,384.44	88,613	7,790.66	93,488
B basis	6,120.09	73,441	6,468.47	77,622	6,827.73	81,933	7,221.07	86,653	7,618.30	91,420
39G A basis	7,430.60	89,167	7,851.42	94,217	8,292.91	99,515	8,759.76	105,117	9,255.39	111,065
E basis	6,661.92	79,943	7,039.20	84,470	7,435.02	89,220	7,853.54	94,242	8,297.95	99,575
D basis	6,434.16	77,210	6,798.55	81,583	7,180.84	86,170	7,585.08	91,021	8,014.24	96,171
B basis	6,291.81	75,502	6,648.14	79,778	7,021.97	84,264	7,417.27	89,007	7,836.93	94,043
40G A basis	7,603.56	91,243	8,025.44	96,305	8,469.99	101,680	8,960.36	107,524	9,469.86	113,638
E basis	6,816.94	81,603	7,195.20	86,342	7,611.78	91,341	8,033.39	96,401	8,490.25	101,883
D basis	6,583.92	79,007	6,949.22	83,391	7,351.48	88,218	7,758.78	93,105	8,199.97	98,400
B basis	6,438.26	77,259	6,795.48	81,546	7,188.84	86,266	7,587.13	91,046	8,018.55	96,223
41G A basis	7,781.11	93,373	8,219.16	98,630	8,682.54	104,190	9,171.30	110,056	9,706.16	116,474
E basis	6,976.13	83,714	7,368.86	88,426	7,784.29	93,411	8,222.50	98,670	8,702.07	104,425
D basis	6,737.67	80,852	7,116.96	85,404	7,518.23	90,219	7,941.44	95,297	8,404.57	100,855
B basis	6,588.61	79,063	6,959.51	83,514	7,351.90	88,223	7,765.74	93,189	8,218.63	98,624
42G A basis	7,989.75	95,877	8,450.85	101,410	8,918.84	107,026	9,426.05	113,113	9,977.07	119,725
E basis	7,163.22	85,959	7,576.62	90,919	7,996.19	95,954	8,450.93	101,411	8,944.99	107,340
D basis	6,918.33	83,020	7,317.60	87,811	7,722.83	92,674	8,162.03	97,944	8,639.15	103,670
B basis	6,765.27	81,183	7,155.71	85,869	7,551.97	90,624	7,981.45	95,777	8,448.02	101,376
43G A basis	8,219.16	98,630	8,682.54	104,190	9,171.30	110,056	9,706.16	116,474	10,253.73	123,045
E basis	7,368.86	88,426	7,784.29	93,411	8,222.50	98,670	8,702.07	104,425	9,193.03	110,316
D basis	7,116.96	85,404	7,518.23	90,219	7,941.44	95,297	8,404.57	100,855	8,878.71	106,545
B basis	6,959.51	83,514	7,351.90	88,223	7,765.74	93,189	8,218.63	98,624	8,682.28	104,187
44G A basis	8,450.85	101,410	8,918.84	107,026	9,426.05	113,113	9,977.07	119,725	10,538.44	126,461
E basis	7,576.62	90,919	7,996.19	95,954	8,450.93	101,411	8,944.99	107,340	9,448.23	113,379
D basis	7,317.60	87,811	7,722.83	92,674	8,162.03	97,944	8,639.15	103,670	9,125.24	109,503
B basis	7,155.71	85,869	7,551.97	90,624	7,981.45	95,777	8,448.02	101,376	8,923.35	107,060
45G A basis	8,682.54	104,190	9,171.30	110,056	9,706.16	116,474	10,253.73	123,045	10,827.82	129,934
E basis	7,784.29	93,411	8,222.50	98,670	8,702.07	104,425	9,193.03	110,316	9,707.66	116,492
D basis	7,518.23	90,219	7,941.44	95,297	8,404.57	100,855	8,878.71	106,545	9,375.82	112,510
B basis	7,351.90	88,223	7,765.74	93,189	8,218.63	98,624	8,682.28	104,187	9,168.39	110,021
46G A basis	8,752.87	105,034	9,245.06	110,941	9,784.51	117,414	10,338.98	124,068	10,915.35	130,984
E basis	7,847.36	94,168	8,288.67	99,464	8,772.38	105,269	9,269.44	111,233	9,786.19	117,434
B basis	7,411.44	88,937	7,828.18	93,938	8,284.96	99,420	8,754.46	105,054	9,242.49	110,910
47G A basis	8,824.32	105,892	9,322.25	111,867	9,866.40	118,397	10,423.16	125,078	11,006.43	132,077
E basis	7,911.46	94,938	8,357.88	100,295	8,845.74	106,149	9,344.90	112,139	9,867.83	118,414
48G A basis	8,898.09	106,777	9,398.41	112,781	9,944.74	119,337	10,508.49	126,102	11,096.35	133,156
49G A basis	8,986.86	107,842	9,494.07	113,929	10,024.34	120,292	10,595.11	127,153	11,190.87	134,290

Associated Administrators of Los Angeles

Week of May 5, 2008

Los Angeles Unified School District

As of 2/27/08

2007-2008 MASTER SALARY (G) TABLE, Etc. (Continued)

SCHEDULE (PAY SCALE GROUP) 61A (STAFF COUNSEL) (987): 2007-2008 rates continue the 2006-2007 rates.

Schedule/Basis (Pay Scale Group) 61A A basis	Step (Pay Scale Level)									
	1	2	3	4	5	6	7	8	9	10
	\$63,250	72,734	83,690	96,195	110,609	116,156	120,778	125,645	129,408	143,227
	5,271.56	4,861.16	6,574.19	8,916.25	8,217.61	8,879.66	10,864.70	10,420.42	10,783.99	11,935.60

CONTRACT MANAGEMENT FLAT RATES:

2007-2008 rates continue the 2006-2007 rates.

Position	Amount	Effective Date
Assistant Superintendent, Early Childhood Education (9090)	\$137,004	11,423.70
Assistant Superintendent, Elementary Instruction (9023)	137,004	11,423.70 (effective 2-01-08)
Assistant Superintendent, Extended Day Programs (9043)	137,004	11,423.70
Assistant Superintendent, Professional Development, Elementary Education and Language Acquisition (9062)	137,004	11,423.70
Assistant Superintendent, Secondary Education and School Support Services (9063)	137,004	11,423.70
Assistant Superintendent, Secondary Instruction (9024)	137,004	11,423.70 (effective 2-01-08)
Assistant Superintendent, Small Learning Communities (9094)	137,004	11,423.70
Assistant Superintendent, Special Projects (9095)	137,004	11,423.70
Assistant Superintendent, Specially Funded & Parent/Community Services (9021)	137,004	11,423.70
Assistant Superintendent, Staff Relations (9018)	137,004	11,423.70
Assistant Superintendent, Student Health and Human Services (9003)	137,004	11,423.70
Assistant Superintendent, Student Integration Services (9017)	137,004	11,423.70
Assistant Superintendent, Planning, Assessment and Research (9016)	137,004	11,423.70
Special Projects Officer (9019)	137,004	11,423.70 (effective 7-01-07)
Assistant Superintendent, Adult and Career Education (9010)	144,119	12,009.88
Deputy Chief Instructional Officer, Secondary (9032)	144,119	12,009.88
Deputy Chief Human Resources Officer (9044)	146,879	12,239.90
Associate Superintendent, Special Education (9064)	151,530	12,628.23
Chief Instructional Officer, Elementary (K-5) (9029)	151,530	12,628.23 (effective 10-01-07)
Chief Instructional Officer, Middle Schools (6-8) (9028)	151,530	12,628.23 (effective 10-01-07)
Chief Instructional Officer, Senior High Schools (9-12) (9031)	151,530	12,628.23 (effective 10-01-07)

SCHEDULE 63J 2007-2008 rates continue the 2006-2007 rates.

Schedule/Basis (Pay Scale Group) 63J A basis	Director, Student Medical Services (9088)	Step (Pay Scale Level)		
		1	2	3
		\$3,260.60	\$158,127	\$3,952.78
				\$67,433
				14,670.70
				170,121

SCHEDULE 64J 2007-2008 rates continue the 2006-2007 rates.

Schedule/Basis (Pay Scale Group) 64J A basis	Local District Superintendent (9096)	Step (Pay Scale Level)		
		1	2	3
		\$2,938.44	\$155,261	\$3,903.50
				163,243
				14,209.90
				171,239

EXECUTIVE FLAT RATES: 2007-2008 rates continue the 2006-2007 rates.

Position	Amount	Effective Date
Executive Officer, Office of the General Counsel (9052)	\$153,700	12,808.33
Associate Superintendent, Educational Programs (9011)	179,273	14,938.38 (effective 2-01-08)
Executive Officer, Educational Services (9008)	179,273	14,938.38
Deputy Superintendent, Professional Learning, Development, and Leadership (9093)	225,000	18,750.00 (effective 7-01-07)
Chief Operating Officer (9002)	233,597	19,486.45
Deputy Superintendent, Instruction (9004)	255,444	21,287.00 (effective 8-23-07)
Senior Deputy Superintendent (9013)	270,000	22,500.00 (effective 2-01-08)
Superintendent of Schools (9001)	300,000	25,000.00

CAREER INCREMENTS FOR MASTER (G) SALARY TABLE

(Applicable to Schedules (Pay Scale Groups) 22G to 49G, only)

Note: For Payroll purposes, the career increment amount is added to the base salary for each schedule and rounded appropriately on the paycheck.

First Career Increment: 2007-2008 rates continue the 2006-2007 rates.

Schedule (Pay Scale Group) G, Steps (Pay Scale Levels) 61-65

A Basis annualized	E Basis annualized	D Basis annualized	B Basis annualized
\$1,494 Annual	\$1,340 Annual	\$1,294 Annual	\$1,265 Annual
124.47	111.65	107.77	105.39

Second Career Increment (Effective July 1, 2007): To be eligible for the second career increment, (50% greater than the first career increment), the employee must have been paid on the first career increment for five years while meeting step advance requirements. The career increment shall become effective at the beginning of the month immediately following the date that all requirements are completed and all necessary verification is on file with the Human Resources Division.

Schedule (Pay Scale Group) G, Steps (Pay Scale Levels) 61-65

A Basis annualized	E Basis annualized	D Basis annualized	B Basis annualized
\$2,241 Annual	\$2,010 Annual	\$1,940 Annual	\$1,897 Annual
186.71	167.48	161.66	158.09

Doctorate Degree Differential: 2007-2008 rates continue the 2006-2007 rates. Schedules (Pay Scale Groups) 22G-49G, only.

A Basis annualized	E Basis annualized	D Basis annualized	B Basis annualized
\$1,494 Annual	\$1,340 Annual	\$1,294 Annual	\$1,265 Annual
124.47	111.65	107.77	105.39

- Note 1: A basis annualized: 261 paid days = 12 monthly payments;  
E basis annualized: 234 paid days = 12 monthly payments;  
D basis annualized: 226 paid days = 12 monthly payments;  
B basis annualized: 221 paid days = 12 monthly payments
- Note 2: Annual salaries for A, E and B bases annualized are obtained by multiplying the respective basis monthly payment rate by 12 payments.