

APPENDIX A  
**BELLFLOWER UNIFIED SCHOOL DISTRICT**  
**CERTIFICATED TEACHER SALARY SCHEDULE**  
**2022-2023 ANNUAL SALARY SCHEDULE M&R**

| STEP/YEARS OF SERVICE | M&R    | I      | II     | III     | IV      | V       | VI     | Career Incentives |
|-----------------------|--------|--------|--------|---------|---------|---------|--------|-------------------|
|                       | 1      | 63,143 | 66,746 | 70,208  | 73,135  | 76,181  | 79,358 |                   |
| 2                     | 63,864 | 68,458 | 72,008 | 75,011  | 78,134  | 81,390  |        |                   |
| 3                     | 63,911 | 70,215 | 73,857 | 76,933  | 80,137  | 83,478  |        |                   |
| 4                     | 63,955 | 72,011 | 75,749 | 78,906  | 82,194  | 85,619  |        |                   |
| 5                     | 64,101 | 73,858 | 77,691 | 80,930  | 84,299  | 87,813  |        |                   |
| 6                     | 66,840 | 75,752 | 79,685 | 83,606  | 87,091  | 90,721  |        |                   |
| 7                     | 69,556 | 77,694 | 81,726 | 85,751  | 89,326  | 93,045  |        |                   |
| 8                     |        |        | 83,824 | 87,951  | 91,614  | 95,432  |        |                   |
| 9                     |        |        | 85,972 | 90,205  | 93,962  | 97,879  |        |                   |
| 10                    |        |        | 91,174 | 95,661  | 99,648  | 103,800 |        |                   |
| 11                    |        |        | 93,512 | 98,113  | 102,203 | 106,461 |        |                   |
| 12                    |        |        |        | 100,872 | 105,074 | 109,452 |        |                   |
| 13-15                 |        |        |        | 103,458 | 107,769 | 112,258 |        |                   |
| 16/CI                 |        |        |        | 106,112 | 110,535 | 115,139 |        | A. 2,296*         |
| 17-20/CI              |        |        |        | 107,624 | 112,111 | 116,781 |        |                   |
| 21/CI                 |        |        |        | 110,380 | 114,983 | 119,771 |        | B. 4,017*         |
| 22-25/CI              |        |        |        | 110,908 | 115,531 | 120,344 |        |                   |
| 26+/CI                |        |        |        | 113,756 | 118,497 | 123,433 |        | C. 5,740*         |

- Column I BA Degree
- Column II BA Degree + 15 Semester Units
- Column III BA Degree + 30 Semester Units
- Column IV BA Degree + 45 Semester Units or MA Degree
- Column V BA Degree + MA Degree and 60 Semester Units
- Column VI BA Degree + MA Degree and 75 Semester Units

\***Career Incentives** Added to a unit member's salary when service requirements of 16 years and up are attained.

An additional \$1,211 annually for earned Doctorate from an accredited institution.

An additional \$1,148 annually for those teachers holding an utilizing (in special education) a Special Education credential or Speech Language credential (preliminary or life).

NOTE: All units must be upper division or graduate units unless authorized by the District PRIOR TO TAKING THE UNITS.

Effective 7/1/2022  
Salary Increase: 15.5%