

APPENDIX C  
**BELLFLOWER UNIFIED SCHOOL DISTRICT**  
**CERTIFICATED TEACHER SALARY SCHEDULE**  
**2023-2024 ANNUAL SALARY SCHEDULE J - BAE CENTER**

STEP/YEARS OF SERVICE	J	I	II	III	IV	V	VI	Career Incentives
	1	75,699	78,448	81,720	85,125	88,668	92,364	
2	75,796	80,462	83,815	87,307	90,945	94,734		
3	75,843	82,524	85,961	89,544	93,276	97,163		
4	75,892	84,640	88,168	91,841	95,666	99,652		
5	76,085	86,809	90,427	94,197	98,121	102,209		
6	79,338	89,036	92,746	96,610	100,636	104,831		
7	82,562	91,318	95,126	99,086	103,217	107,517		
8			97,564	101,627	105,861	110,274		
9			100,065	104,235	108,578	113,101		
10			106,117	110,540	115,145	119,945		
11			108,839	113,374	118,098	123,018		
12				116,280	121,124	126,171		
13-15				119,263	124,233	129,407		
16/CI				122,320	127,416	132,725		A. 2,480*
17-20/CI				123,469	128,613	133,971		
21-25/CI				126,635	131,911	137,404		B. 4,338*
26+/CI				129,880	135,291	140,931		C. 6,199*

- 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 \$1,308 annually for earned Doctorate from an accredited institution.

An additional \$1,240 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 7/1/2023  
Salary Increase 4.5%  
Stipends 8%