

APPENDIX A
BELLFLOWER UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
EFFECTIVE JANUARY 1, 2018 ANNUAL SALARY SCHEDULE M&R

STEP/YEARS OF SERVICE	M&R	I	II	III	IV	V	VI	Career Incentives
	1	50,389	53,264	56,027	58,362	60,793	63,328	
2	50,964	54,630	57,463	59,859	62,352	64,950		
3	51,001	56,032	58,938	61,393	63,950	66,616		
4	51,037	57,465	60,448	62,967	65,592	68,324		
5	51,153	58,939	61,998	64,583	67,272	70,075		
6	53,339	60,451	63,589	66,719	69,499	72,396		
7	55,506	62,000	65,218	68,430	71,283	74,251		
8			66,892	70,185	73,108	76,156		
9			68,607	71,984	74,983	78,109		
10			72,757	76,338	79,520	82,833		
11			74,623	78,295	81,558	84,957		
12				80,497	83,850	87,344		
13-15				82,561	86,000	89,583		
16/CI				84,678	88,208	91,882		A. 2,240*
17-20/CI				85,885	89,466	93,192		
21/CI				88,084	91,757	95,578		B. 3,919*
22-25/CI				88,506	92,195	96,035		
26+/CI				90,778	94,561	98,500		C. 5,600*

- 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 \$1,182 annually for earned Doctorate from an accredited institution.

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

Effective 1/1/2018
Increase 3% 1-9 years
6.5% 10-16 years
7.5% 17+ years