

APPENDIX C
BELLFLOWER UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
2019-2020 ANNUAL SALARY SCHEDULE J - BAE CENTER

STEP/YEARS OF SERVICE	J	I	II	III	IV	V	VI	Career Incentives
	1	59,692	61,859	64,439	67,124	69,918	72,833	
	2	59,768	63,447	66,091	68,845	71,713	74,701	
	3	59,805	65,073	67,784	70,609	73,552	76,617	
	4	59,844	66,742	69,524	72,420	75,437	78,579	
	5	59,996	68,452	71,305	74,278	77,372	80,596	
	6	62,561	70,208	73,134	76,180	79,355	82,663	
	7	65,103	72,008	75,010	78,133	81,390	84,781	
	8			76,933	80,137	83,476	86,955	
	9			78,905	82,193	85,618	89,184	
	10			83,677	87,165	90,796	94,581	
	11			85,824	89,400	93,125	97,005	
	12				91,691	95,511	99,490	
	13-15				94,043	97,962	102,042	
	16/CI				96,454	100,473	104,659	A. 2,240*
	17-20/CI				97,360	101,416	105,641	
	21-25/CI				99,857	104,017	108,349	B. 3,919*
	26+/CI				102,416	106,682	111,129	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 7/1/2019
Increase 3.26%

APPENDIX A
BELLFLOWER UNIFIED SCHOOL DISTRICT
CERTIFICATED TEACHER SALARY SCHEDULE
2019-2020 ANNUAL SALARY SCHEDULE M&R

STEP/YEARS OF SERVICE	M&R	I	II	III	IV	V	VI	Career Incentives
	1	52,031	55,000	57,853	60,265	62,775	65,393	
	2	52,625	56,411	59,336	61,811	64,384	67,067	
	3	52,664	57,859	60,860	63,394	66,035	68,788	
	4	52,701	59,339	62,419	65,020	67,730	70,552	
	5	52,820	60,861	64,019	66,688	69,465	72,360	
	6	55,078	62,422	65,663	68,894	71,765	74,756	
	7	57,316	64,022	67,344	70,661	73,607	76,672	
	8			69,073	72,473	75,492	78,638	
	9			70,843	74,331	77,427	80,655	
	10			75,129	78,827	82,112	85,533	
	11			77,056	80,847	84,217	87,727	
	12				83,121	86,584	90,191	
	13-15				85,252	88,804	92,503	
	16/CI				87,439	91,083	94,877	A. 2,240*
	17-20/CI				88,684	92,382	96,230	
	21/CI				90,956	94,748	98,694	B. 3,919*
	22-25/CI				91,391	95,200	99,166	
	26+/CI				93,738	97,644	101,711	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

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APPENDIX D
BELLFLOWER UNIFIED SCHOOL DISTRICT
STATE PRESCHOOL SALARY SCHEDULE
2019-2020 ANNUAL SALARY SCHEDULE SP

STEP/YEARS OF SERVICE	H	I	II	III	IV	V	VI	VII
1		29,773	30,971	32,102	33,423	34,557	35,689	36,948
2		31,277	32,534	33,697	35,079	36,304	37,501	38,819
3		32,869	34,061	35,443	36,796	38,048	39,431	40,717
4		34,495	35,905	37,161	38,513	40,014	41,395	42,774
5		36,183	37,624	39,033	40,505	42,040	43,389	44,825
6		36,183	39,522	41,052	42,467	44,059	45,534	47,096
7-9		36,183	39,522	43,050	44,675	46,298	47,892	49,429
10-15		37,412	40,865	44,512	46,193	47,871	49,520	51,108
16		39,800	43,250	46,903	48,583	50,260	51,907	53,495
17-20		40,173	43,656	47,344	49,039	50,732	52,395	53,997
21-25		42,583	46,069	49,754	51,448	53,142	54,808	56,407
26+		44,995	48,479	52,164	53,859	55,553	57,216	58,819

Column	I	60 - 75 Units
Column	II	76 - 91 Units
Column	III	92 - 107 Units
Column	IV	108 - 123 Units
Column	V	BA Degree & Regular Permit
Column	VI	BA Degree + 15 Semester Units, Regular Permit
Column	VII	BA Degree + 30 Semester Units, Regular Permit

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APPENDIX B
BELLFLOWER UNIFIED SCHOOL DISTRICT
CERTIFICATED PSYCHOLOGIST SALARY SCHEDULE
2019-2020 ANNUAL SALARY SCHEDULE P

STEP/YEARS OF SERVICE	P	I	II	III	Career Incentives
	1	76,819	80,024	83,358	
	2	80,024	83,358	86,818	
	3	83,358	86,818	90,397	
	4	86,818	90,397	94,166	
	5-9	90,397	94,166	98,150	
	10-15	93,468	97,366	101,485	
	16 (A)	95,252	99,150	103,268	A. 2,240*
	17-20 (A)	96,147	100,081	104,237	
	21-25 (A)	97,947	101,885	106,042	B. 3,919*
	26+ (A)	99,754	103,688	107,847	C. 5,600*

Column I BA Degree + 45 Semester Units

Column II BA Degree + 60 Semester Units and MA Degree

Column III BA Degree + 75 Semester Units and MA Degree

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CONTRACT YEAR: 190 DAYS, @ 8 HOURS PER DAY

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