

**Appendix A-1**

Board Approval: 4/16/2024

*Time Base: Annual*

**Based on 186 Days**

**AEA Teachers 2023-2024**

Effective January 1, 2024

| STEP | 1 BA      | 2 BA+30   | 3 BA+45    | 4 BA+60    | 5 BA+75    |
|------|-----------|-----------|------------|------------|------------|
| 1    | 68,271.97 | 68,943.48 | 70,382.40  | 74,724.10  | 79,265.28  |
| 2    | 68,943.48 | 69,614.95 | 72,492.83  | 76,995.65  | 81,536.91  |
| 3    | 69,614.95 | 70,382.40 | 74,724.10  | 79,265.28  | 83,808.46  |
| 4    | 70,382.40 | 72,492.83 | 76,995.65  | 81,536.91  | 86,645.97  |
| 5    | 71,149.80 | 74,724.10 | 79,265.28  | 83,808.46  | 88,917.56  |
| 6    | 71,810.11 | 76,312.94 | 80,854.20  | 85,963.26  | 90,506.40  |
| 7    | 74,041.38 | 78,582.56 | 83,125.74  | 88,234.84  | 92,776.05  |
| 8    | 76,312.94 | 80,854.20 | 85,963.26  | 90,506.40  | 95,047.63  |
| 9    | 78,582.56 | 83,125.74 | 88,234.84  | 92,776.05  | 97,317.28  |
| 10   | 80,171.47 | 85,963.26 | 90,506.40  | 95,047.63  | 100,156.76 |
| 11   | 80,171.47 | 87,552.12 | 92,089.48  | 96,636.50  | 101,743.64 |
| 12   | 80,171.47 | 89,823.70 | 94,364.90  | 99,474.04  | 104,026.77 |
| 13   | 80,171.47 | 89,823.70 | 96,636.50  | 101,743.64 | 106,288.76 |
| 14   | 80,171.47 | 89,823.70 | 96,636.50  | 104,017.15 | 108,556.47 |
| 15   | 80,171.47 | 89,823.70 | 96,636.50  | 106,288.76 | 110,828.08 |
| 16   | 80,223.12 | 89,875.37 | 96,688.17  | 106,340.42 | 110,879.72 |
| 17   | 80,223.12 | 89,875.37 | 96,688.17  | 106,340.42 | 110,879.72 |
| 18   | 81,760.31 | 91,410.64 | 98,223.42  | 107,873.74 | 112,418.83 |
| 19   | 81,760.31 | 91,410.64 | 98,223.42  | 107,873.74 | 112,418.83 |
| 20   | 81,760.31 | 91,410.64 | 98,223.42  | 107,873.74 | 112,418.83 |
| 21   | 84,028.01 | 93,682.19 | 100,493.07 | 110,145.34 | 114,686.53 |
| 22   | 84,028.01 | 93,682.19 | 100,493.07 | 110,145.34 | 114,686.53 |
| 23   | 84,028.01 | 93,682.19 | 100,493.07 | 110,145.34 | 114,686.53 |
| 24   | 86,301.52 | 95,953.79 | 102,766.56 | 112,418.83 | 116,958.10 |
| 25   | 86,301.52 | 95,953.79 | 102,766.56 | 112,418.83 | 116,958.10 |
| 26   | 86,301.52 | 95,953.79 | 102,766.56 | 112,418.83 | 116,958.10 |
| 27   | 86,301.52 | 95,953.79 | 102,766.56 | 114,686.53 | 122,942.10 |

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,252.98

Hourly Rate \$ 50.00

**Unit members shall be eligible for the following annual longevity stipend based on years of service in the District:**

|  |             |
|--|-------------|
| Employees who have completed five (5) years of District service: (1% of Step 1, Column 1 of Salary Schedule A-1) | \$ 682.72   |
| Employees who have completed ten (10) years of District service: (2% of Step 1, Column 1 of Salary Schedule A-1) | \$ 1,365.44 |
| 16 or More Years of AUSD Service (3% of Step1, Col 1, of AEA Salary Schedule A-1)                                | \$ 2,048.16 |

Board Approval: 4/16/2024

**Appendix A-2**  
**AEA - Adult Ed. 2023-2024**

**Based on 177 Days**  
 Effective January 1, 2024

| <i>Time Base: Hourly</i> |             | <i>Time Base: Annual</i> |                     |
|--------------------------|-------------|--------------------------|---------------------|
| <b>Hourly Rate</b>       | <b>Step</b> | <b>BA or Less-177</b>    | <b>BA+Units-177</b> |
| 51.57                    | 0           | 62,832.12                | 64,265.28           |
| 51.57                    | 1           | 62,832.12                | 64,265.28           |
| 51.57                    | 2           | 62,832.12                | 64,265.28           |
| 51.57                    | 3           | 62,832.12                | 64,265.28           |
| 51.57                    | 4           | 62,832.12                | 64,265.28           |
| 51.57                    | 5           | 62,832.12                | 64,265.28           |
| 54.14                    | 6           | 65,032.81                | 66,537.63           |
| 54.14                    | 7           | 65,032.81                | 66,537.63           |
| 54.14                    | 8           | 65,032.81                | 66,537.63           |
| 54.14                    | 9           | 65,032.81                | 66,537.63           |
| 54.14                    | 10          | 65,032.81                | 66,537.63           |
| 56.72                    | 11          | 67,233.50                | 68,809.99           |
| 56.72                    | 12          | 67,233.50                | 68,809.99           |
| 56.72                    | 13          | 67,233.50                | 68,809.99           |
| 56.72                    | 14          | 67,233.50                | 68,809.99           |
| 56.72                    | 15          | 67,233.50                | 68,809.99           |
| 59.55                    | 16          | 69,722.53                | 71,377.82           |
| 59.55                    | 17          | 69,722.53                | 71,377.82           |
| 59.55                    | 18          | 69,722.53                | 71,377.82           |
| 59.55                    | 19          | 69,722.53                | 71,377.82           |
| 59.55                    | 20          | 69,722.53                | 71,377.82           |
| 62.56                    | 21          | 73,052.86                | 74,790.92           |
| 62.56                    | 22          | 73,052.86                | 74,790.92           |
| 62.56                    | 23          | 73,052.86                | 74,790.92           |
| 62.56                    | 24          | 73,052.86                | 74,790.92           |
| 62.56                    | 25          | 73,052.86                | 74,790.92           |
| 65.67                    | 26+         | 76,549.71                | 78,374.68           |

Regular Teachers

Based on 1168.2 annual hours (177 x 6 hrs/day = 1062 + 106.20 hours prep time)

Full time = 30 hours/week per quarter not including breaks and school closures.

Master's (3.2% of annual salary BA or Less, Step 0) \$ 2,010.63

**Unit members shall be eligible for the following annual longevity stipend based on years of service in the District (Not applicable to hourly unit members):**

|  |             |
|--|-------------|
| Employees who have completed five (5) years of District service: (1% of Step 1, Column 1 of Salary Schedule A-1) | \$ 682.72   |
| Employees who have completed ten (10) years of District service: (2% of Step 1, Column 1 of Salary Schedule A-1) | \$ 1,365.44 |
| 16 or More Years of AUSD Service (3% of Step1, Col 1, of AEA Salary Schedule A-1)                                | \$ 2,048.16 |

**Appendix A-3**

Board Approval: 4/16/2024

*Time Base: Annual*

**Based on 261 Days**

**AEA Child Development 2023-2024**

Effective January 1, 2024

| Step | Class 0<br>12 Units | Class 1<br>24 Units | Class 02<br>60 Units | Class 3<br>90 Units | Class 4<br>BA Units | Class 5<br>BA plus 15 | Class 6<br>BA plus 30 | Class 7<br>BA plus 45 | Class 8<br>BA plus 60 |
|------|---------------------|---------------------|----------------------|---------------------|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 1    | 43,682.94           | 45,258.70           | 46,898.95            | 48,549.55           | 49,761.27           | 53,834.90             | 58,034.60             | 62,250.79             | 66,452.71             |
| 2    | 43,724.27           | 45,300.29           | 46,940.74            | 48,591.56           | 49,825.71           | 53,897.45             | 58,095.31             | 62,311.52             | 66,513.23             |
| 3    | 46,471.51           | 48,049.43           | 49,687.59            | 51,286.27           | 53,834.90           | 58,034.60             | 62,250.79             | 66,452.71             | 70,656.71             |
| 4    | 48,432.98           | 49,424.99           | 50,439.74            | 52,718.08           | 55,935.77           | 60,143.80             | 64,345.52             | 68,553.34             | 72,757.57             |
| 5    | 48,432.98           | 50,811.20           | 52,457.49            | 54,108.13           | 58,034.60           | 62,250.79             | 66,452.71             | 70,656.71             | 74,855.90             |
| 6    | 48,432.98           | 50,811.20           | 53,164.82            | 54,805.30           | 59,461.08           | 63,662.79             | 67,870.61             | 72,074.86             | 76,274.29             |
| 7    | 48,432.98           | 50,811.20           | 53,164.82            | 56,197.14           | 61,568.07           | 65,770.00             | 69,973.99             | 74,173.19             | 78,385.56             |
| 8    | 48,432.98           | 50,811.20           | 53,164.82            | 56,197.14           | 63,662.79           | 67,870.61             | 72,074.86             | 76,274.29             | 80,484.39             |
| 9    | 48,432.98           | 50,811.20           | 53,164.82            | 56,197.14           | 63,662.79           | 67,870.61             | 74,173.19             | 78,385.56             | 82,585.47             |
| 10   | 48,432.98           | 50,811.20           | 53,164.82            | 56,197.14           | 63,662.79           | 67,870.61             | 74,173.19             | 80,484.39             | 84,694.24             |
| 11   | 48,432.98           | 50,811.20           | 53,164.82            | 56,197.14           | 63,662.79           | 67,870.61             | 74,173.19             | 80,484.39             | 86,110.58             |

Head Teacher Stipend

Teacher Scale + \$3,000/ year (\$250/month)

Asst. Head Teacher Stipend

Teacher Scale + \$935/ year (\$77.92/month)

**Unit members shall be eligible for the following annual longevity stipend based on years of service in the District:**

|  |             |
|--|-------------|
| Employees who have completed five (5) years of District service: (1% of Step 1, Column 1 of Salary Schedule A-1) | \$ 682.72   |
| Employees who have completed ten (10) years of District service: (2% of Step 1, Column 1 of Salary Schedule A-1) | \$ 1,365.44 |
| 16 or More Years of AUSD Service (3% of Step1, Col 1, of AEA Salary Schedule A-1)                                | \$ 2,048.16 |

**Appendix A-4**

Board Approval: 4/16/2024

*Time Base: Annual*

**Based on 191 Days**

**AEA Counselors 2023-2024**

Effective January 1, 2024

| STEP | 1 BA      | 2 BA+30   | 3 BA+45    | 4 BA+60    | 5 BA+75    |
|------|-----------|-----------|------------|------------|------------|
| 1    | 70,107.24 | 70,796.80 | 72,274.40  | 76,732.81  | 81,396.07  |
| 2    | 70,796.80 | 71,486.32 | 74,441.56  | 79,065.43  | 83,728.76  |
| 3    | 71,486.32 | 72,274.40 | 76,732.81  | 81,396.07  | 86,061.38  |
| 4    | 72,274.40 | 74,441.56 | 79,065.43  | 83,728.76  | 88,975.16  |
| 5    | 73,062.43 | 76,732.81 | 81,396.07  | 86,061.38  | 91,307.82  |
| 6    | 73,740.49 | 78,364.36 | 83,027.70  | 88,274.10  | 92,939.37  |
| 7    | 76,031.74 | 80,694.99 | 85,360.30  | 90,606.74  | 95,270.03  |
| 8    | 78,364.36 | 83,027.70 | 88,274.10  | 92,939.37  | 97,602.67  |
| 9    | 80,694.99 | 85,360.30 | 90,606.74  | 95,270.03  | 99,933.34  |
| 10   | 82,326.62 | 88,274.10 | 92,939.37  | 97,602.67  | 102,849.15 |
| 11   | 82,326.62 | 89,905.67 | 94,565.00  | 99,234.26  | 104,478.68 |
| 12   | 82,326.62 | 92,238.32 | 96,901.59  | 102,148.07 | 106,823.19 |
| 13   | 82,326.62 | 92,238.32 | 99,234.26  | 104,478.68 | 109,145.98 |
| 14   | 82,326.62 | 92,238.32 | 99,234.26  | 106,813.31 | 111,474.65 |
| 15   | 82,326.62 | 92,238.32 | 99,234.26  | 109,145.98 | 113,807.33 |
| 16   | 82,379.66 | 92,291.37 | 99,287.31  | 109,199.03 | 113,860.36 |
| 17   | 82,379.66 | 92,291.37 | 99,287.31  | 109,199.03 | 113,860.36 |
| 18   | 83,958.17 | 93,867.92 | 100,863.83 | 110,773.57 | 115,440.84 |
| 19   | 83,958.17 | 93,867.92 | 100,863.83 | 110,773.57 | 115,440.84 |
| 20   | 83,958.17 | 93,867.92 | 100,863.83 | 110,773.57 | 115,440.84 |
| 21   | 86,286.83 | 96,200.53 | 103,194.50 | 113,106.24 | 117,769.50 |
| 22   | 86,286.83 | 96,200.53 | 103,194.50 | 113,106.24 | 117,769.50 |
| 23   | 86,286.83 | 96,200.53 | 103,194.50 | 113,106.24 | 117,769.50 |
| 24   | 88,621.45 | 98,533.19 | 105,529.10 | 115,440.84 | 120,102.13 |
| 25   | 88,621.45 | 98,533.19 | 105,529.10 | 115,440.84 | 120,102.13 |
| 26   | 88,621.45 | 98,533.19 | 105,529.10 | 115,440.84 | 120,102.13 |
| 27   | 88,621.45 | 98,533.19 | 105,529.10 | 117,769.50 | 126,247.00 |

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,252.98

Hourly Rate \$ 50.00

**Unit members shall be eligible for the following annual longevity stipend based on years of service in the District:**

|  |             |
|--|-------------|
| Employees who have completed five (5) years of District service: (1% of Step 1, Column 1 of Salary Schedule A-1) | \$ 682.72   |
| Employees who have completed ten (10) years of District service: (2% of Step 1, Column 1 of Salary Schedule A-1) | \$ 1,365.44 |
| 16 or More Years of AUSD Service (3% of Step1, Col 1, of AEA Salary Schedule A-1)                                | \$ 2,048.16 |

**Appendix A-5**

Board Approval: 4/16/2024

*Time Base: Annual*

**Based on 186 Days**

**AEA ROP/CTE 2023-2024**

Effective January 1, 2024

| STEP | minus BA  | with BA   |
|------|-----------|-----------|
| 1    | 65,067.92 | 65,067.92 |
| 2    | 65,067.92 | 65,067.92 |
| 3    | 65,067.92 | 65,067.92 |
| 4    | 65,067.92 | 67,434.84 |
| 5    | 65,067.92 | 69,806.03 |
| 6    | 66,752.13 | 71,483.84 |
| 7    | 69,123.30 | 73,852.90 |
| 8    | 71,496.64 | 76,221.95 |
| 9    | 73,872.09 | 78,588.88 |
| 10   | 76,362.84 | 80,955.81 |
| 11   | 78,085.46 | 82,635.74 |
| 12   | 80,463.03 | 85,002.65 |
| 13   | 82,832.13 | 87,371.77 |
| 14   | 85,209.71 | 89,627.67 |
| 15   | 86,904.62 | 91,425.04 |
| 16   | 86,904.62 | 91,425.04 |
| 17   | 86,904.62 | 91,425.04 |
| 18   | 91,352.43 | 95,872.87 |
| 19   | 91,352.43 | 95,872.87 |
| 20   | 91,352.43 | 95,872.87 |
| 21   | 92,393.96 | 96,914.39 |
| 22   | 92,393.96 | 96,914.39 |
| 23   | 92,393.96 | 96,914.39 |
| 24   | 93,435.50 | 97,866.28 |
| 25   | 93,435.50 | 97,866.28 |
| 26   | 93,435.50 | 97,866.28 |
| 27   | 93,435.50 | 97,866.28 |

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,252.98

Hourly Rate \$ 50.00

**Unit members shall be eligible for the following annual longevity stipend based on years of service in the District:**

|  |             |
|--|-------------|
| Employees who have completed five (5) years of District service: (1% of Step 1, Column 1 of Salary Schedule A-1) | \$ 682.72   |
| Employees who have completed ten (10) years of District service: (2% of Step 1, Column 1 of Salary Schedule A-1) | \$ 1,365.44 |
| 16 or More Years of AUSD Service (3% of Step1, Col 1, of AEA Salary Schedule A-1)                                | \$ 2,048.16 |

**Appendix A-6**

Board Approval: 4/16/2024

*Time Base: Annual*

**Based on 195 Days/8 Hours per day**

**AEA Psychologists 2023-2024**

Effective January 1, 2024

| STEP | Salary     |
|------|------------|
| 1    | 122,556.23 |
| 2    | 128,279.39 |
| 3    | 134,289.19 |
| 4    | 140,599.75 |
| 5    | 147,225.85 |
| 6    | 148,754.03 |
| 7    | 150,282.21 |
| 8    | 151,810.38 |
| 9    | 151,810.38 |
| 10+  | 151,810.38 |

Master's Degree/Doctoral Degree/National Board Certification:

Annual Stipend for each (3.3% of A-1, Column 1, Step 1), paid monthly \$ 2,252.98

Hourly Rate \$ 50.00

**Unit members shall be eligible for the following annual longevity stipend based on years of service in the District:**

|  |             |
|--|-------------|
| Employees who have completed five (5) years of District service: (1% of Step 1, Column 1 of Salary Schedule A-1) | \$ 682.72   |
| Employees who have completed ten (10) years of District service: (2% of Step 1, Column 1 of Salary Schedule A-1) | \$ 1,365.44 |
| 16 or More Years of AUSD Service (3% of Step1, Col 1, of AEA Salary Schedule A-1)                                | \$ 2,048.16 |