

**Appendix A-1**

*Time Base: Annual*

***Based on 186 Days***

**AEA Teachers 2019-2020**

Effective January 1, 2020

STEP	1 BA	2 BA+30	3 BA+45	4 BA+60	5 BA+75
1	54,065.66	54,597.43	55,736.93	59,175.19	62,771.43
2	54,597.43	55,129.18	57,408.22	60,974.08	64,570.37
3	55,129.18	55,736.93	59,175.19	62,771.43	66,369.24
4	55,736.93	57,408.22	60,974.08	64,570.37	68,616.32
5	56,344.66	59,175.19	62,771.43	66,369.24	70,415.22
6	56,867.57	60,433.42	64,029.71	68,075.66	71,673.46
7	58,634.54	62,230.78	65,828.58	69,874.56	73,470.83
8	60,433.42	64,029.71	68,075.66	71,673.46	75,269.71
9	62,230.78	65,828.58	69,874.56	73,470.83	77,067.09
10	63,489.06	68,075.66	71,673.46	75,269.71	79,315.72
11	63,489.06	69,333.91	72,927.12	76,527.97	80,572.40
12	63,489.06	71,132.80	74,729.06	78,775.06	82,380.44
13	63,489.06	71,132.80	76,527.97	80,572.40	84,171.75
14	63,489.06	71,132.80	76,527.97	82,372.83	85,967.58
15	63,489.06	71,132.80	76,527.97	84,171.75	87,766.50
16	63,529.97	71,173.71	76,568.88	84,212.66	87,807.41
17	63,529.97	71,173.71	76,568.88	84,212.66	87,807.41
18	64,747.28	72,389.52	77,784.67	85,426.92	89,026.25
19	64,747.28	72,389.52	77,784.67	85,426.92	89,026.25
20	64,747.28	72,389.52	77,784.67	85,426.92	89,026.25
21	66,543.11	74,188.41	79,582.05	87,225.85	90,822.08
22	66,543.11	74,188.41	79,582.05	87,225.85	90,822.08
23	66,543.11	74,188.41	79,582.05	87,225.85	90,822.08
24	68,343.53	75,987.32	81,382.46	89,026.25	92,620.98
25	68,343.53	75,987.32	81,382.46	89,026.25	92,620.98
26	68,343.53	75,987.32	81,382.46	89,026.25	92,620.98
27	68,343.53	75,987.32	81,382.46	90,822.08	97,359.79

Master's Degree Stipend: Annual Stipend (3.3% of Column 1, Step 1), paid monthly \$ 1,784.17  
 (Ref. AEA Contract, Article 14.03.07)

Hourly Rate \$ 35.00

**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)	\$ 540.66
Employees who have completed ten (10) years of District service: (2% of Step 1, Column 1 of Salary Schedule A-1)	\$ 1,081.31
16 or More Years of AUSD Service (3% of Step1, Col 1, of AEA Salary Schedule A-1)	\$ 1,621.97

**Appendix A-4**

*Time Base: Annual*

***Based on 191 Days***

**AEA Counselors 2019-2020**

Effective January 1, 2020

STEP	1 BA	2 BA+30	3 BA+45	4 BA+60	5 BA+75
1	55,519.03	56,065.11	57,235.23	60,765.92	64,458.84
2	56,065.11	56,611.15	58,951.46	62,613.17	66,306.13
3	56,611.15	57,235.23	60,765.92	64,458.84	68,153.36
4	57,235.23	58,951.46	62,613.17	66,306.13	70,460.84
5	57,859.31	60,765.92	64,458.84	68,153.36	72,308.10
6	58,396.27	62,057.98	65,750.94	69,905.65	73,600.16
7	60,210.74	63,903.65	67,598.17	71,752.91	75,445.85
8	62,057.98	65,750.94	69,905.65	73,600.16	77,293.10
9	63,903.65	67,598.17	71,752.91	75,445.85	79,138.79
10	65,195.75	69,905.65	73,600.16	77,293.10	81,447.86
11	65,195.75	71,197.72	74,887.52	78,585.18	82,738.33
12	65,195.75	73,044.98	76,737.91	80,892.67	84,594.98
13	65,195.75	73,044.98	78,585.18	82,738.33	86,434.43
14	65,195.75	73,044.98	78,585.18	84,587.15	88,278.53
15	65,195.75	73,044.98	78,585.18	86,434.43	90,125.82
16	65,237.76	73,086.99	78,627.19	86,476.45	90,167.83
17	65,237.76	73,086.99	78,627.19	86,476.45	90,167.83
18	66,487.79	74,335.48	79,875.66	87,723.34	91,419.43
19	66,487.79	74,335.48	79,875.66	87,723.34	91,419.43
20	66,487.79	74,335.48	79,875.66	87,723.34	91,419.43
21	68,331.90	76,182.72	81,721.35	89,570.63	93,263.54
22	68,331.90	76,182.72	81,721.35	89,570.63	93,263.54
23	68,331.90	76,182.72	81,721.35	89,570.63	93,263.54
24	70,180.72	78,029.99	83,570.16	91,419.43	95,110.79
25	70,180.72	78,029.99	83,570.16	91,419.43	95,110.79
26	70,180.72	78,029.99	83,570.16	91,419.43	95,110.79
27	70,180.72	78,029.99	83,570.16	93,263.54	99,976.99

Master's Degree Stipend: Annual Stipend (3.3% of Column 1, Step 1), paid monthly \$ 1,784.17

(Ref. AEA Contract, Article 14.03.07)

Hourly Rate \$ 35.00

**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)	\$ 540.66
Employees who have completed ten (10) years of District service: (2% of Step 1, Column 1 of Salary Schedule A-1)	\$ 1,081.31
16 or More Years of AUSD Service (3% of Step1, Col 1, of AEA Salary Schedule A-1)	\$ 1,621.97

**Appendix A-5**

*Time Base: Annual*

**AEA ROP/CTE 2019-2020**

***Based on 186 Days***

Effective January 1, 2020

STEP	minus BA	with BA
1	51,528.32	51,528.32
2	51,528.32	51,528.32
3	51,528.32	51,528.32
4	51,528.32	53,402.72
5	51,528.32	55,280.50
6	52,862.07	56,609.18
7	54,739.84	58,485.27
8	56,619.33	60,361.37
9	58,500.47	62,235.77
10	60,472.93	64,110.20
11	61,837.12	65,440.55
12	63,719.94	67,314.95
13	65,596.08	69,191.08
14	67,478.92	70,977.58
15	68,821.14	72,400.94
16	68,821.14	72,400.94
17	68,821.14	72,400.94
18	72,343.43	75,923.24
19	72,343.43	75,923.24
20	72,343.43	75,923.24
21	73,168.23	76,748.03
22	73,168.23	76,748.03
23	73,168.23	76,748.03
24	73,993.04	77,501.86
25	73,993.04	77,501.86
26	73,993.04	77,501.86
27	73,993.04	77,501.86

Master's Degree Stipend: Annual Stipend (3.3% of Column 1, Step 1), paid monthly \$ 1,784.17

(Ref. AEA Contract, Article 14.03.07)

Hourly Rate \$ 35.00

**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)	\$ 540.66
Employees who have completed ten (10) years of District service: (2% of Step 1, Column 1 of Salary Schedule A-1)	\$ 1,081.31
16 or More Years of AUSD Service (3% of Step1, Col 1, of AEA Salary Schedule A-1)	\$ 1,621.97

**Appendix A-2**  
**AEA -Adult Ed. 2019-2020**

**Based on 177 Days**  
Effective January 1, 2020

<i>Time Base: Hourly</i>		<i>Time Base: Annual</i>	
Hourly Rate	Step	BA or Less-177	BA+Units-177
40.84	0	49,757.74	50,892.70
40.84	1	49,757.74	50,892.70
40.84	2	49,757.74	50,892.70
40.84	3	49,757.74	50,892.70
40.84	4	49,757.74	50,892.70
40.84	5	49,757.74	50,892.70
42.87	6	51,500.51	52,692.20
42.87	7	51,500.51	52,692.20
42.87	8	51,500.51	52,692.20
42.87	9	51,500.51	52,692.20
42.87	10	51,500.51	52,692.20
44.92	11	53,243.26	54,491.71
44.92	12	53,243.26	54,491.71
44.92	13	53,243.26	54,491.71
44.92	14	53,243.26	54,491.71
44.92	15	53,243.26	54,491.71
47.16	16	55,214.37	56,525.23
47.16	17	55,214.37	56,525.23
47.16	18	55,214.37	56,525.23
47.16	19	55,214.37	56,525.23
47.16	20	55,214.37	56,525.23
49.53	21	57,851.70	59,228.12
49.53	22	57,851.70	59,228.12
49.53	23	57,851.70	59,228.12
49.53	24	57,851.70	59,228.12
49.53	25	57,851.70	59,228.12
52.01	26+	60,620.92	62,066.14

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) \$ 1,592.25

**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)	\$ 540.66
Employees who have completed ten (10) years of District service: (2% of Step 1, Column 1 of Salary Schedule A-1)	\$ 1,081.31
16 or More Years of AUSD Service (3% of Step1, Col 1, of AEA Salary Schedule A-1)	\$ 1,621.97

**Appendix A-3**

*Time Base: Annual*

***Based on 261 Days***

**AEA Child Development 2019-2020**

Effective January 1, 2020

Step	Class 0 12 Units	Class 1 24 Units	Class 02 60 Units	Class 3 90 Units	Class 4 BA Units	Class 5 BA plus 15	Class 6 BA plus 30	Class 7 BA plus 45	Class 8 BA plus 60
1	34,593.22	35,841.08	37,140.02	38,447.15	39,406.73	42,632.70	45,958.52	49,297.39	52,624.95
2	34,625.95	35,874.01	37,173.11	38,480.43	39,457.76	42,682.24	46,006.59	49,345.47	52,672.87
3	36,801.52	38,051.10	39,348.39	40,614.42	42,632.70	45,958.52	49,297.39	52,624.95	55,954.16
4	38,354.85	39,140.44	39,944.04	41,748.29	44,296.41	47,628.83	50,956.23	54,288.47	57,617.87
5	38,354.85	40,238.19	41,541.92	42,849.08	45,958.52	49,297.39	52,624.95	55,954.16	59,279.58
6	38,354.85	40,238.19	42,102.07	43,401.18	47,088.17	50,415.58	53,747.81	57,077.22	60,402.83
7	38,354.85	40,238.19	42,102.07	44,503.40	48,756.73	52,084.30	55,413.50	58,738.92	62,074.77
8	38,354.85	40,238.19	42,102.07	44,503.40	50,415.58	53,747.81	57,077.22	60,402.83	63,736.86
9	38,354.85	40,238.19	42,102.07	44,503.40	50,415.58	53,747.81	58,738.92	62,074.77	65,400.73
10	38,354.85	40,238.19	42,102.07	44,503.40	50,415.58	53,747.81	58,738.92	63,736.86	67,070.70
11	38,354.85	40,238.19	42,102.07	44,503.40	50,415.58	53,747.81	58,738.92	63,736.86	68,192.33

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)	\$ 540.66
Employees who have completed ten (10) years of District service: (2% of Step 1, Column 1 of Salary Schedule A-1)	\$ 1,081.31
16 or More Years of AUSD Service (3% of Step1, Col 1, of AEA Salary Schedule A-1)	\$ 1,621.97