

BURBANK UNIFIED SCHOOL DISTRICT

**SALARY SCHEDULE FOR FULLY-CREDENTIALLED CERTIFICATED
BARGAINING UNIT MEMBERS*
Effective January 1, 2023**

Salary Rating	Class I Bachelor's Degree	Class II Bachelor's Degree +15	Class III Bachelor's Degree +30	Class IV Bachelor's Degree +45	Class V Bachelor's Degree +60	Class VI Bachelor's Degree +75
1	59,209	59,212	61,063	61,662	63,882	66,365
2	59,212	59,215	61,064	63,102	66,197	68,674
3	59,215	59,216	62,268	65,334	68,451	70,933
4	59,216	60,222	64,531	67,626	70,765	73,249
5	59,217	62,364	66,752	69,862	73,025	75,505
6	59,218	64,587	69,015	72,155	75,334	77,817
7	59,219	66,713	71,232	74,387	77,598	80,075
8	59,220	68,913	73,499	76,680	79,907	82,388
9	60,867	71,055	75,713	78,915	82,166	85,462
10		73,259	77,984	81,207	86,911	87,801
11		75,406	80,196	83,440	89,235	90,072
12			82,463	85,732	91,616	92,410
13			84,677	87,973	93,939	94,692
14			86,948	90,258	96,319	97,025
15				92,496	98,645	100,047
18**					101,020	103,293
21**					103,346	106,483
24**						111,026

Notes: **Employees hired on or after July 1, 2005 may not advance past the bold lines in Columns I, II and III. Employees hired before July 1, 2005 shall be grandfathered.**

The earned Master's Degree or earned Doctorate Degree is recognized at any point on the schedule with \$1,528 added to the base salary. Only one earned Master's Degree and only one earned Doctorate Degree will be recognized for this additional remuneration. The maximum amount for any employee for the Master's Degree and Doctorate is \$3,056

A Bilingual Certificate of Competence, Bilingual-Cross Cultural Credential, other state approved bilingual certificate or credential, or evidence of mastery of the American Sign Language Communication Proficiency Interview is recognized at any point on the schedule with additional remuneration added to the base salary. This additional remuneration shall be \$1,528 for an employee employed in an assignment that requires the use of primary language for supporting students, conferencing with parents, and preparing progress reports.

A Learning Handicapped, Severely Handicapped, Deaf and Hard of Hearing, Resource Specialist, Speech/Language Therapist, Adaptive Physical Education, Mild-to-Moderate, Moderate-to-Severe, or other state approved special education certificate or

credential is recognized at any point on the schedule with \$1,730 added to the base salary provided such employee is employed in a special education assignment.

**** Beginning with the conclusion of the 2017-2018 school year, and at the completion of each full year of employment, all 1.0 Speech/Language Pathologists (SLPs) will receive a retention bonus of \$11,692. Part-time SLPs will receive a pro-rated amount based on their FTE. The retention bonus will replace the previously agreed to SLP one-time hiring incentive bonus.

* Includes Teachers, Nurses, Librarians and Counselors who are fully credentialed. (For implementation, see Rules and Regulations.)

** Anniversary Step

For the purpose of rating in Speech/Language Pathologists (SLPs):

Fully licensed Speech-Language Pathologists (credentialed or credential-pending****) will receive credit for all years of prior verified professional SLP experience working with children in a school, hospital or clinic licensed private practice setting shall be granted at the time of initial placement. If a current fully credentialed SLP was credited five years or less at the time he or she was hired, but had more, he or she shall be granted all additional years of service credit, effective January 1, 2016. Additional prior service credit shall not be owed retroactively.

For fully credentialed SLPs, additional prior service credit shall not be owed retroactively, but if a current fully credentialed SLP was only credited five years at the time he or she was hired, but had more, he or she shall be granted all additional years of service credit effective January 1, 2016.

*** Applicant must have begun the process for credentialing at the time he or she begins work. A waiver shall be issued/obtained by the district so that the SLP may begin work at the beginning of the school year.

**** Effective July 1, 2017