

CHILDREN’S CENTER UNIT MEMBER UPM/AFT SALARY SCHEDULE
Effective 1-1-17 Board Approved 5-25-18

SITE SUPERVISOR

Step	Column 1	Column 2	Column 3	Column 4
1	50,500	52,000	53,500	55,000
2	51,500	53,000	54,500	56,000
3	52,500	54,000	55,500	57,000
4	53,500	55,000	56,500	58,000
5	54,500	56,000	57,500	59,000
6	55,500	57,000	58,500	60,000
7	56,500	58,000	59,500	61,000
8	57,500	59,000	60,500	62,000
9	58,500	60,000	61,500	63,000
10	59,500	61,000	62,500	64,000

Column 1 - Site Supervisor Permit or equivalent

Column 2 - Site Supervisor Permit or equivalent and Bachelor's degree.

Column 3 - Site Supervisor Permit or equivalent and Bachelor's degree plus 12 units ECE administration and/or 12 graduate units in ECE related field.

Column 4 - Site Supervisor Permit or equivalent plus Master's degree in ECE related field.

LEAD TEACHER

Lead Teacher		
Step	Column 1	Column 2
1	33,000	34,500
2	34,000	35,500
3	35,000	36,500
4	36,000	37,500
5	37,000	38,500
6	38,000	39,500
7	39,000	40,500
8	40,000	41,500
9	41,000	42,500
10	42,000	43,500

Column 1 - Teacher Permit

Column 2 - Teacher Permit plus 6 units ECE

TEACHER

Teacher					
Step	Column 1	Column 2	Column 3	Column 4	
1	25,500	27,000	30,000	31,500	
2	26,500	28,000	31,000	32,500	
3	27,500	29,000	32,000	33,500	
4	28,500	30,000	33,000	34,500	
5	29,500	31,000	34,000	35,500	
6	30,500	32,000	35,000	36,500	
7	31,500	33,000	36,000	37,500	
8	32,500	34,000	37,000	38,500	
9	33,500	35,000	38,000	39,500	
10	34,500	36,000	39,000	40,500	

Column 1– Associate Teacher Permit

Column 2– Associate Teacher Permit plus 6 units ECE

Column 3– Associate of Art/Associate of Science degree

Column 4– Bachelor of Art/Bachelor of Science degree

Children's Center Unit Member UPM/AFT Salary Schedule (Continued)

Horizontal Movement Article 3.14.1

Before movement to a higher column may be considered a unit member must present documentation which would support the request for change of column on the salary schedule.

Vertical Placement/Movement Article 3.13.2 & 3.13.4

1. Step 2 is the highest entering step for Children's Center unit members.
2. Children Center unit members shall move one (1) step for every four semesters consisting of two 175-day contract years completed at 100% assigned workload. Unit members who work less than 100% of an assigned workload must accumulate the hours equivalency of a full-time workload to move on the salary schedule. This same formula shall be used to determine service credit for initial placement on the Children's Center Salary Schedule.

Contract Payment Calculations based on Article 9.3.1 and 8.23

1. The Children's Center Calendar shall be the same as the Credit Academic Year Calendar.
 - a. For permanent/probationary permanent Children's Center unit members:
$$175 \text{ days} \times 7.5 \text{ hours per day} \times \text{hourly rate} \times \% \text{ of a full load and above } 60\% = \text{Annual Salary.}$$
 - b. For temporary Children's Center unit members:
$$\text{Semester days} \times 7.5 \text{ hours} \times \% \text{ of a full load at } 60\% \text{ or less} = \text{Semester payment divided by } 5 \text{ months} = \text{Monthly salary.}$$
2. Summer Session
 - a. The Site Supervisor position in the Children's Center shall be provided compensation paid in accordance with Article 1.5.1 and other provisions of Article 3.