

2016

**MARIN COMMUNITY COLLEGE DISTRICT  
CHILDREN'S CENTER UNIT MEMBER UPM/AFT SALARY SCHEDULE**

**SITE SUPERVISOR**

STEPS	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4
1	35.87	37.03	38.15	39.29
2	37.40	38.51	39.66	40.79
3	38.15	39.29	40.42	41.55
4	38.93	40.06	41.17	42.31
5	39.66	40.79	41.92	43.07

- 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**

STEPS	COLUMN 1	COLUMN 2
1	23.42	24.55
2	24.17	25.31
3	24.93	26.06

- Column 1 - Teacher Permit
- Column 2 - Teacher Permit plus 6 units ECE

**TEACHER**

STEPS	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4
1	18.11	19.26	21.54	22.66
2	18.91	20.04	22.3	23.42
3	19.66	20.77	23.03	24.17

- Column 1 - Associate Teacher Permit
- Column 2 - Associate Teacher Permit plus 6 units ECE

**Horizontal Movement Article 3.14.**

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.

**Children's Center Salary Schedule Continued**

**Vertical Placement/Movement Article 3.13.4**

1. Step 2 is the highest entering step for Children's Center unit members.

**Proposed Changes to Existing Children’s Center Salary Schedule**

- 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 days x 7.5 hours per day x hourly rate x % of a full load and above 60%= Annual Salary.

- b. For temporary Children's Center unit members:

Semester days x 7.5 hours x % of a full load at 60% or less = Semester payment divided by 5 months = 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.

**Benefits Article 4.1.4**

- (a) All Unit Members working 80% or more of a full load shall have medical (cap at Kaiser Family Rate), vision, dental and other benefits as provided for in Articles IV Sections 4.1, 4.3, 4.4, 4.5 and 4.6) for other permanent/probationary unit members.
- (b) All Unit Members working less than 80% but more than 60% of a full load will have prorated benefits up to the limits provided by the District if they choose to participate in the plan(s) (75% employee; 75% of benefit cost paid by District, 25% paid by employee). Those who elect to participate in medical, vision, and/or dental insurance shall have the prorated portion of these benefits deducted from their paychecks.
- (c) Unit members who work less than 60% of a full load may elect to purchase medical, vision and/or dental insurance and shall have the cost of these benefits deducted from their paychecks.

**Leave Provisions of Article 5 which apply to Children Center Faculty:**

- |   |                                 |
|---|---------------------------------|
| 5.1 Reporting Absences/Definition of “Day”          | 5.10 Military Leave             |
| 5.2 Sick Leave                                      | 5.11 Industrial Accident Leave  |
| 5.3 Substitution Faculty                            | 5.12 Jury Duty                  |
| 5.4 Personal Necessity Leave                        | 5.13 Pregnancy/Disability       |
| 5.5 Conference Leave/Professional Affairs Committee | 5.14 Disability Leave           |
| 5.7 Legislative Leave                               | 5.16 Assault Leave              |
| 5.8 Unpaid Leaves                                   | 5.18 Employee/Family Care Leave |
| 5.9 Bereavement Leave                               |                                 |

Per article 3.4 of the agreement signed by UPM and MCCD on March 24<sup>th</sup>, 2015, Children’s Center salaries shall increase at the average yearly raise other Faculty salaries. (Child Center members’ salaries shall increase by an amount that is the average yearly raise received by full-time faculty in each year of the contract.)

\*2.32% increase on schedule