

CHILDREN’S CENTER UNIT MEMBER UPM/AFT SALARY SCHEDULE
Effective 7-1-21 Board Approved 7-13-21

SITE SUPERVISOR

Step	Column 1	Column 2	Column 3	Column 4
1	51,600	53,100	54,600	56,100
2	52,100	53,600	55,100	56,600
3	52,600	54,100	55,600	57,100
4	53,100	54,600	56,100	57,600
5	53,600	55,100	56,600	58,100
6	54,100	55,600	57,100	58,600
7	54,600	56,100	57,600	59,100
8	55,100	56,600	58,100	59,600
9	55,600	57,100	58,600	60,100
10	56,100	57,600	59,100	60,600
11	56,600	58,100	59,600	61,100
12	57,100	58,600	60,100	61,600
13	57,600	59,100	60,600	62,100
14	58,100	59,600	61,100	62,600
15	58,600	60,100	61,600	63,100
16	59,100	60,600	62,100	63,600
17	59,600	61,100	62,600	64,100
18	60,100	61,600	63,100	64,600
19	60,600	62,100	63,600	65,100

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

TEACHER

Lead Teacher			Teacher				
Step	Column 1	Column 2	Step	Column 1	Column 2	Column 3	Column 4
1	33,800	35,300	1	26,200	27,700	29,200	30,700
2	34,300	35,800	2	26,700	28,200	29,700	31,200
3	34,800	36,300	3	27,200	28,700	30,200	31,700
4	35,300	36,800	4	27,700	29,200	30,700	32,200
5	35,800	37,300	5	28,200	29,700	31,200	32,700
6	36,300	37,800	6	28,700	30,200	31,700	33,200
7	36,800	38,300	7	29,200	30,700	32,200	33,700
8	37,300	38,800	8	29,700	31,200	32,700	34,200

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

9	37,800	39,300		9	30,200	31,700	33,200	34,700
10	38,300	39,800		10	30,700	32,200	33,700	35,200
11	38,800	40,300		11	31,200	32,700	34,200	35,700
12	39,300	40,800		12	31,700	33,200	34,700	36,200
13	39,800	41,300		13	32,200	33,700	35,200	36,700
14	40,300	41,800		14	32,700	34,200	35,700	37,200
15	40,800	42,300		15	33,200	34,700	36,200	37,700
16	41,300	42,800		16	33,700	35,200	36,700	38,200
17	41,800	43,300		17	34,200	35,700	37,200	38,700
18	42,300	43,800		18	34,700	36,200	37,700	39,200
19	42,800	44,300		19	35,200	36,700	38,200	39,700

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

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

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.