

CHILDREN’S CENTER UNIT MEMBER UPM/AFT SALARY SCHEDULE
Effective 6-1-20 Board Approved 6-16-20

SITE SUPERVISOR

Step	Column 1	Column 2	Column 3	Column 4
1	51,600	53,100	54,600	56,100
2	52,600	54,100	55,600	57,100
3	53,600	55,100	56,600	58,100
4	54,600	56,100	57,600	59,100
5	55,600	57,100	58,600	60,100
6	56,600	58,100	59,600	61,100
7	57,600	59,100	60,600	62,100
8	58,600	60,100	61,600	63,100
9	59,600	61,100	62,600	64,100
10	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

Lead Teacher		
Step	Column 1	Column 2
1	33,800	35,300
2	34,800	36,300
3	35,800	37,300
4	36,800	38,300
5	37,800	39,300
6	38,800	40,300
7	39,800	41,300
8	40,800	42,300
9	41,800	43,300
10	42,800	44,300

Column 1 - Teacher Permit

Column 2 - Teacher Permit plus 6 units ECE

TEACHER

Teacher					
Step	Column 1	Column 2	Column 3	Column 4	
1	26,200	27,700	30,700	32,200	
2	27,200	28,700	31,700	33,200	
3	28,200	29,700	32,700	34,200	
4	29,200	30,700	33,700	35,200	
5	30,200	31,700	34,700	36,200	
6	31,200	32,700	35,700	37,200	
7	32,200	33,700	36,700	38,200	
8	33,200	34,700	37,700	39,200	
9	34,200	35,700	38,700	40,200	
10	35,200	36,700	39,700	41,200	

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.