

**CHILDREN'S CENTER UNIT MEMBER UPM/AFT SALARY SCHEDULE****Effective 7-1-23 Board Approved June 20, 2023****SITE SUPERVISOR**

<b>Step</b>	<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
<b>1</b>	57,900	59,400	60,900	62,400
<b>2</b>	58,400	59,900	61,400	62,900
<b>3</b>	58,900	60,400	61,900	63,400
<b>4</b>	59,400	60,900	62,400	63,900
<b>5</b>	59,900	61,400	62,900	64,400
<b>6</b>	60,400	61,900	63,400	64,900
<b>7</b>	60,900	62,400	63,900	65,400
<b>8</b>	61,400	62,900	64,400	65,900
<b>9</b>	61,900	63,400	64,900	66,400
<b>10</b>	62,400	63,900	65,400	66,900
<b>11</b>	62,900	64,400	65,900	67,400
<b>12</b>	63,400	64,900	66,400	67,900
<b>13</b>	63,900	65,400	66,900	68,400
<b>14</b>	64,400	65,900	67,400	68,900
<b>15</b>	64,900	66,400	67,900	69,400
<b>16</b>	65,400	66,900	68,400	69,900
<b>17</b>	65,900	67,400	68,900	70,400
<b>18</b>	66,400	67,900	69,400	70,900
<b>19</b>	66,900	68,400	69,900	71,400

**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**

<b>Step</b>	<b>Column 1</b>	<b>Column 2</b>
<b>1</b>	37,900	39,400
<b>2</b>	38,400	39,900
<b>3</b>	38,900	40,400
<b>4</b>	39,400	40,900
<b>5</b>	39,900	41,400
<b>6</b>	40,400	41,900
<b>7</b>	40,900	42,400
<b>8</b>	41,400	42,900

**TEACHER**

<b>Step</b>	<b>Column 1</b>	<b>Column 2</b>	<b>Column 3</b>	<b>Column 4</b>
<b>1</b>	29,800	31,300	32,800	34,300
<b>2</b>	30,300	31,800	33,300	34,800
<b>3</b>	30,800	32,300	33,800	35,300
<b>4</b>	31,300	32,800	34,300	35,800
<b>5</b>	31,800	33,300	34,800	36,300
<b>6</b>	32,300	33,800	35,300	36,800
<b>7</b>	32,800	34,300	35,800	37,300
<b>8</b>	33,300	34,800	36,300	37,800

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

### LEAD TEACHER

Step	Column 1	Column 2
9	41,900	43,400
10	42,400	43,900
11	42,900	44,400
12	43,400	44,900
13	43,900	45,400
14	44,400	45,900
15	44,900	46,400
16	45,400	46,900
17	45,900	47,400
18	46,400	47,900
19	46,900	48,400

**Column 1** Teacher Permit

**Column 2** Teacher Permit plus 6 units ECE

### TEACHER

Step	Column 1	Column 2	Column 3	Column 4
9	33,800	35,300	36,800	38,300
10	34,300	35,800	37,300	38,800
11	34,800	36,300	37,800	39,300
12	35,300	36,800	38,300	39,800
13	35,800	37,300	38,800	40,300
14	36,300	37,800	39,300	40,800
15	36,800	38,300	39,800	41,300
16	37,300	38,800	40,300	41,800
17	37,800	39,300	40,800	42,300
18	38,300	39,800	41,300	42,800
19	38,800	40,300	41,800	43,300

**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 3.16.5

For column change following initial placement, the unit member must submit documentation of completed requirements to Human Resources. Column movement will take effect the pay period after the unit member submits supporting documentation, and may occur at any point of the fiscal year.

### Vertical Placement/Movement Article 3.16.3 & 3.16.4

1. Step 3 is the highest entering step for Children's Center unit members.
2. Unit members assigned to the Children Center shall move one (1) step on the Children's Center Salary Schedule for every two semesters consisting of one 175-day contract year, 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.