

**CHILDREN’S CENTER UNIT MEMBER UPM/AFT SALARY SCHEDULE**

Effective 7-1-22,

Revised and Board Approved September 20, 2022

**SITE SUPERVISOR**

Site Supervisor				
Step	Column 1	Column 2	Column 3	Column 4
1	56,200	57,700	59,200	60,700
2	56,700	58,200	59,700	61,200
3	57,200	58,700	60,200	61,700
4	57,700	59,200	60,700	62,200
5	58,200	59,700	61,200	62,700
6	58,700	60,200	61,700	63,200
7	59,200	60,700	62,200	63,700
8	59,700	61,200	62,700	64,200
9	60,200	61,700	63,200	64,700
10	60,700	62,200	63,700	65,200
11	61,200	62,700	64,200	65,700
12	61,700	63,200	64,700	66,200
13	62,200	63,700	65,200	66,700
14	62,700	64,200	65,700	67,200
15	63,200	64,700	66,200	67,700
16	63,700	65,200	66,700	68,200
17	64,200	65,700	67,200	68,700
18	64,700	66,200	67,700	69,200
19	65,200	66,700	68,200	69,700

**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**

Step	Column 1	Column 2		Step	Column 1	Column 2	Column 3	Column 4
1	36,800	38,300		1	28,800	30,300	31,800	33,300
2	37,300	38,800		2	29,300	30,800	32,300	33,800
3	37,800	39,300		3	29,800	31,300	32,800	34,300
4	38,300	39,800		4	30,300	31,800	33,300	34,800
5	38,800	40,300		5	30,800	32,300	33,800	35,300
6	39,300	40,800		6	31,300	32,800	34,300	35,800
7	39,800	41,300		7	31,800	33,300	34,800	36,300
8	40,300	41,800		8	32,300	33,800	35,300	36,800

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

<b>9</b>	40,800	42,300		<b>9</b>	32,800	34,300	35,800	37,300
<b>10</b>	41,300	42,800		<b>10</b>	33,300	34,800	36,300	37,800
<b>11</b>	41,800	43,300		<b>11</b>	33,800	35,300	36,800	38,300
<b>12</b>	42,300	43,800		<b>12</b>	34,300	35,800	37,300	38,800
<b>13</b>	42,800	44,300		<b>13</b>	34,800	36,300	37,800	39,300
<b>14</b>	43,300	44,800		<b>14</b>	35,300	36,800	38,300	39,800
<b>15</b>	43,800	45,300		<b>15</b>	35,800	37,300	38,800	40,300
<b>16</b>	44,300	45,800		<b>16</b>	36,300	37,800	39,300	40,800
<b>17</b>	44,800	46,300		<b>17</b>	36,800	38,300	39,800	41,300
<b>18</b>	45,300	46,800		<b>18</b>	37,300	38,800	40,300	41,800
<b>19</b>	45,800	47,300		<b>19</b>	37,800	39,300	40,800	42,300

**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 3.16.5**

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. Please see Article 3.16.3 for more information.
2. Unit members assigned to the Children’s 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.

**Site Supervisor – Summer Session/Short Term Leave Rate of Compensation Article 3.16.6**

The Site Supervisor working the summer session shall be reimbursed on a prorated base of 80% of the Site Supervisor hourly rate. Teachers employed as the Site Supervisor during summer session shall be placed on the Site Supervisor Salary Schedule and be paid at 80% pro rata. The same rate shall apply in cases of coverage for Site Supervisor short-term leave greater than four full weeks.