

**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	53,900	55,400	56,900	58,400
2	54,400	55,900	57,400	58,900
3	54,900	56,400	57,900	59,400
4	55,400	56,900	58,400	59,900
5	55,900	57,400	58,900	60,400
6	56,400	57,900	59,400	60,900
7	56,900	58,400	59,900	61,400
8	57,400	58,900	60,400	61,900
9	57,900	59,400	60,900	62,400
10	58,400	59,900	61,400	62,900
11	58,900	60,400	61,900	63,400
12	59,400	60,900	62,400	63,900
13	59,900	61,400	62,900	64,400
14	60,400	61,900	63,400	64,900
15	60,900	62,400	63,900	65,400
16	61,400	62,900	64,400	65,900
17	61,900	63,400	64,900	66,400
18	62,400	63,900	65,400	66,900
19	62,900	64,400	65,900	67,400

**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**

Step	Column 1	Column 2
1	35,300	36,800
2	35,800	37,300
3	36,300	37,800
4	36,800	38,300
5	37,300	38,800
6	37,800	39,300
7	38,300	39,800
8	38,800	40,300

**TEACHER**

Step	Column 1	Column 2	Column 3	Column 4
1	27,500	29,000	30,500	32,000
2	28,000	29,500	31,000	32,500
3	28,500	30,000	31,500	33,000
4	29,000	30,500	32,000	33,500
5	29,500	31,000	32,500	34,000
6	30,000	31,500	33,000	34,500
7	30,500	32,000	33,500	35,000
8	31,000	32,500	34,000	35,500

9	39,300	40,800
10	39,800	41,300
11	40,300	41,800
12	40,800	42,300
13	41,300	42,800
14	41,800	43,300
15	42,300	43,800
16	42,800	44,300
17	43,300	44,800
18	43,800	45,300
19	44,300	45,800

9	31,500	33,000	34,500	36,000
10	32,000	33,500	35,000	36,500
11	32,500	34,000	35,500	37,000
12	33,000	34,500	36,000	37,500
13	33,500	35,000	36,500	38,000
14	34,000	35,500	37,000	38,500
15	34,500	36,000	37,500	39,000
16	35,000	36,500	38,000	39,500
17	35,500	37,000	38,500	40,000
18	36,000	37,500	39,000	40,500
19	36,500	38,000	39,500	41,000

**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.