

Children's Services
Teacher - Certificated
Schedule 280R
2023-2024
Effective 7/1/2023

Reference Point Hourly

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
	1	5% 2	5% 3	5% 4	5% 5	5% 6	5% 7	5% 8
Class 1 Children's Services - Associate Teacher	\$17.17	\$18.03	\$18.93	\$19.88	\$20.87	\$21.91	\$23.01	\$24.16
Class 2 Children's Services - Teacher	\$17.85	\$18.74	\$19.68	\$20.66	\$21.69	\$22.77	\$23.91	\$25.11
Class 3 Children's Services - Teacher	\$18.57	\$19.50	\$20.48	\$21.50	\$22.58	\$23.71	\$24.90	\$26.15
Class 4 Children's Services - Teacher	\$20.45	\$21.47	\$22.54	\$23.67	\$24.85	\$26.09	\$27.39	\$28.76

Approved and Adopted 9/22/2022
Revised 2/1/2023

- Class 1 **Associate Teacher** - Associate Teacher Permit qualified & possess or be eligible to apply for Child Development Associate Teacher Permit (Substitute requirements: 12 core units)
- Class 2 **Teacher** - 24 units ECE/CD including 12 core units + 16 General Education units & possess or be eligible to apply for a Child Development Teacher Permit (Substitute requirements: 12 core units)
- Class 3 **Teacher** - AA in ECE/CD or related field with 3 units supervised field experience in ECE/CD & possess or be eligible to apply for Teacher Permit
Site Supervisor/Lead Teacher: AA (or 60 units) or higher in ECE/CD or related field including 24 ECE/CD units (including 12 core), 6 units administration + 2 units adult supervision, & possess or be eligible to apply for Site Supervisor Permit
- Class 4 **Teacher** - BA or higher with 12 units of ECE/CD + 3 units supervised field experience in ECE/CD setting & possess or be eligible to apply for a Child Development Site Supervisor Permit
Quality Improvement Coach Stipend: \$200 per coachee per month, not to exceed a maximum of four (4) coachees or until funding source dollars have been expended.

Core units include:

- 6 units-Programs/Curriculum;
- 3 units-Child/Human Growth and Development; and
- 3 units-Child, Family & Community, or Child and Family Relations.

Internal Associate Teachers substituting as Teacher will be placed in the Class that they are qualified for (Class 2-4) and at their current assignment Step placement.

External substitutes will be placed in the Class that they are qualified for (Class 1-4) and at Step 1.

Seasonal employees earn their next step increase after working 175 days in assigned seasonal position.

Fiscal Year	Revision
22/23	5% COLA + One-Time 3% off the 22/23 Salary Schedule
21/22	3% COLA
20/21	2% COLA; rev. to Classes and substitute requirements
19/20	3% bilingual stipend for grandfathered positions only (SP 2410.00)
19/20	5% COLA
18/19	3% COLA
17/18	Jan. 2018 1% COLA
17/18	2% to Classes 2 and 3, steps 1-8
16/17	2% to Class 1, steps 1-8
15/16	8% to Class 4, steps 1-8
14/15	3% COLA
13/14	3% one-time
07/08	4.53% COLA