

## **CHILD DEVELOPMENT CENTER SALARY SCHEDULES**

- **Effective July 1, 2005, after completion of 14 years of credited service in the District an annual career increment of \$1,500 shall be added. \***
- **Effective July 1, 2005, after completion of 24 years of credited service in the District an annual career increment of \$1,500 shall be added in addition to the first \$1,500 career increment for a total of \$3,000. \***
- **Effective July 1, 2005, after completion of 29 years of credited service in the District an annual career increment of \$1,500 shall be added in addition to the first \$1,500 career increment and the second \$1,500 career increment for a total of \$4,500. \***
- **See Article VI of the Child Development Centers and Head Start Agreement for more information regarding salary placement.**
- **Salary regulations and explanations concerning placement on salary schedules are included on pages 34-37.**

**\* Career increments and the doctoral stipend are paid based on the number of pay periods associated with the assignment.**

**SCHEDULE E2**  
**Child Development Center Teacher**  
**Traditional Calendar (10.00 QW)**  
**2007/2008**

*Effective 7/1/07*

Step	301		302		305		303		306	
	60-89 Units		90 Units or more without Bachelor's Degree		110 Units or more without Bachelor's Degree		Bachelor's Degree		Bachelor's Degree +28 Units or More	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,428.82	\$24,288	\$2,584.82	\$25,848	\$2,662.82	\$26,628	\$2,762.97	\$27,630	\$3,073.40	\$30,734
B	\$2,566.09	\$25,661	\$2,722.09	\$27,221	\$2,800.10	\$28,001	\$2,899.52	\$28,995	\$3,209.95	\$32,100
C	\$2,703.35	\$27,034	\$2,859.37	\$28,594	\$2,937.37	\$29,374	\$3,036.07	\$30,361	\$3,346.62	\$33,466
D	\$2,840.61	\$28,406	\$2,996.05	\$29,961	\$3,074.62	\$30,746	\$3,172.74	\$31,727	\$3,483.18	\$34,832
E	\$2,977.88	\$29,779	\$3,134.04	\$31,340	\$3,212.03	\$32,120	\$3,309.28	\$33,093	\$3,619.73	\$36,197
F	\$3,115.30	\$31,153	\$3,271.30	\$32,713	\$3,349.30	\$33,493	\$3,445.83	\$34,458	\$3,756.29	\$37,563
G	\$3,252.55	\$32,526	\$3,408.58	\$34,086	\$3,486.57	\$34,866	\$3,582.51	\$35,825	\$3,892.83	\$38,928
H	\$3,389.82	\$33,898	\$3,545.84	\$35,458	\$3,623.83	\$36,238	\$3,719.06	\$37,191	\$4,029.62	\$40,296
I							\$3,855.61	\$38,556	\$4,166.04	\$41,660
J									\$4,302.60	\$43,026
Career Increment										
After 14 Years	\$3,539.80	\$35,398	\$3,695.80	\$36,958	\$3,773.80	\$37,738	\$4,005.60	\$40,056	\$4,452.60	\$44,526
After 24 Years	\$3,689.80	\$36,898	\$3,845.80	\$38,458	\$3,923.80	\$39,238	\$4,155.60	\$41,556	\$4,602.60	\$46,026
After 29 Years	\$3,839.80	\$38,398	\$3,995.80	\$39,958	\$4,073.80	\$40,738	\$4,305.60	\$43,056	\$4,752.60	\$47,526

\* Effective July 1, 1994, teachers newly employed in the LBUSD CDC Program are required to meet or exceed the training requirements specified in Column 301 / 311, 60-89 Units.

\* All units above 60 must be upper division and taken at a four year accredited college or university.

\* Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.

\* Credit for Previous Experience: As authorized by Education Code Section 45028, effective with the beginning of the second semester of the 1990-1991 school year, teachers not previously employed by the Long Beach Unified School District as a teacher are allowed salary credit for previous satisfactory teaching experience up to the maximum step on the appropriate column on the salary schedule, excluding career increments. Teachers are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.

\* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries since computer does rounding.

\* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

**SCHEDULE E3**  
**Child Development Center Teacher**  
**Traditional Calendar (10.20 QW)**  
**2007/2008**

*Effective 7/1/07*

Step	311		312		315		313		316	
	60-89 Units		90 Units or more without Bachelor's Degree		110 Units or more without Bachelor's Degree		Bachelor's Degree		Bachelor's Degree +28 Units or More	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,475.47	\$25,250	\$2,634.53	\$26,872	\$2,714.06	\$27,683	\$2,814.65	\$28,709	\$3,131.09	\$31,937
B	\$2,615.54	\$26,679	\$2,774.55	\$28,300	\$2,853.95	\$29,110	\$2,953.94	\$30,130	\$3,270.38	\$33,358
C	\$2,755.61	\$28,107	\$2,914.60	\$29,729	\$2,993.99	\$30,539	\$3,093.23	\$31,551	\$3,409.68	\$34,779
D	\$2,895.63	\$29,535	\$3,054.63	\$31,157	\$3,134.03	\$31,967	\$3,232.64	\$32,973	\$3,549.10	\$36,201
E	\$3,035.66	\$30,964	\$3,194.71	\$32,586	\$3,274.19	\$33,397	\$3,371.95	\$34,394	\$3,688.51	\$37,623
F	\$3,175.75	\$32,393	\$3,334.74	\$34,014	\$3,414.24	\$34,825	\$3,511.36	\$35,816	\$3,827.69	\$39,042
G	\$3,315.75	\$33,821	\$3,474.78	\$35,443	\$3,554.29	\$36,254	\$3,650.66	\$37,237	\$3,966.99	\$40,463
H	\$3,455.78	\$35,249	\$3,614.83	\$36,871	\$3,694.31	\$37,682	\$3,789.95	\$38,657	\$4,106.51	\$41,886
I							\$3,929.37	\$40,080	\$4,245.80	\$43,307
J									\$4,385.11	\$44,728
Career Increment										
After 14 Years	\$3,602.84	\$36,749	\$3,761.86	\$38,371	\$3,841.37	\$39,182	\$4,076.47	\$41,580	\$4,532.15	\$46,228
After 24 Years	\$3,749.90	\$38,249	\$3,908.92	\$39,871	\$3,988.43	\$40,682	\$4,223.52	\$43,080	\$4,679.21	\$47,728
After 29 Years	\$3,896.96	\$39,749	\$4,055.98	\$41,371	\$4,135.49	\$42,182	\$4,370.58	\$44,580	\$4,826.27	\$49,228

\* Effective July 1, 1994, teachers newly employed in the LBUSD CDC Program are required to meet or exceed the training requirements specified in Column 301 / 311, 60-89 Units.

\* All units above 60 must be upper division and taken at a four year accredited college or university.

\* Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.

\* Credit for Previous Experience: As authorized by Education Code Section 45028, effective with the beginning of the second semester of the 1990-1991 school year, teachers not previously employed by the Long Beach Unified School District as a teacher are allowed salary credit for previous satisfactory teaching experience up to the maximum step on the appropriate column on the salary schedule, excluding career increments. Teachers are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.

\* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries since computer does rounding.

\* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

**SCHEDULE F1**

Child Development Center Teacher  
 Twelve Month Calendar (13.00 QW)  
 2007/2008

*Effective 7/1/07*

Step	311		312		316		313		315	
	60-89 Units		90 Units or more without Bachelor's Degree		110 Units or more without Bachelor's Degree		Bachelor's Degree		Bachelor's Degree +28 Units or More	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$2,484.91	\$32,304	\$2,644.66	\$34,381	\$2,724.65	\$35,420	\$2,817.91	\$36,633	\$3,135.88	\$40,766
B	\$2,625.84	\$34,136	\$2,785.66	\$36,214	\$2,865.57	\$37,252	\$2,958.19	\$38,456	\$3,276.11	\$42,589
C	\$2,766.88	\$35,969	\$2,926.65	\$38,046	\$3,006.63	\$39,086	\$3,098.49	\$40,280	\$3,416.43	\$44,414
D	\$2,907.87	\$37,802	\$3,067.68	\$39,880	\$3,147.68	\$40,920	\$3,238.77	\$42,104	\$3,556.77	\$46,238
E	\$3,048.91	\$39,636	\$3,208.65	\$41,712	\$3,288.61	\$42,752	\$3,379.06	\$43,928	\$3,697.02	\$48,061
F	\$3,189.93	\$41,469	\$3,349.68	\$43,546	\$3,429.67	\$44,586	\$3,519.36	\$45,752	\$3,837.32	\$49,885
G	\$3,330.92	\$43,302	\$3,490.66	\$45,379	\$3,570.60	\$46,418	\$3,659.64	\$47,575	\$3,977.57	\$51,708
H	\$3,471.93	\$45,135	\$3,631.73	\$47,212	\$3,711.66	\$48,252	\$3,799.95	\$49,399	\$4,117.89	\$53,533
I							\$3,940.23	\$51,223	\$4,258.23	\$55,357
J									\$4,398.56	\$57,181
Career Increment										
After 14 Years	\$3,587.30	\$46,635	\$3,747.07	\$48,712	\$3,827.07	\$49,752	\$4,055.61	\$52,723	\$4,513.92	\$58,681
After 24 Years	\$3,702.69	\$48,135	\$3,862.46	\$50,212	\$3,942.46	\$51,252	\$4,171.00	\$54,223	\$4,629.30	\$60,181
After 29 Years	\$3,818.07	\$49,635	\$3,977.84	\$51,712	\$4,057.84	\$52,752	\$4,286.38	\$55,723	\$4,744.69	\$61,681

\* Effective July 1, 1994, teachers newly employed in the LBUSD CDC Program are required to meet or exceed the training requirements specified in Column 301 / 311, 60-89 Units.

\* All units above 60 must be upper division and taken at a four year accredited college or university.

\* Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.

\* Credit for Previous Experience: As authorized by Education Code Section 45028, effective with the beginning of the second semester of the 1990-1991 school year, teachers not previously employed by the Long Beach Unified School District as a teacher are allowed salary credit for previous satisfactory teaching experience up to the maximum step on the appropriate column on the salary schedule, excluding career increments. Teachers are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.

\* QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries since computer does rounding.

\* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

**SCHEDULE F2**  
**Child Development Center Coordinating Teacher**  
**(Fewer than 100 children)**  
**Traditional Calendar/Single Track Year-Round (13.00 QW)**  
**2007/2008**

*Effective 7/01/07*

Step	317		319	
	Bachelor's Degree		Bachelor's Degree +28 Units or More	
	QW Rate	Yearly	QW Rate	Yearly
A	\$3,152.80	\$40,986	\$3,470.75	\$45,120
B	\$3,293.03	\$42,809	\$3,610.99	\$46,943
C	\$3,433.35	\$44,634	\$3,751.31	\$48,767
D	\$3,573.67	\$46,458	\$3,891.62	\$50,591
E	\$3,713.90	\$48,281	\$4,031.86	\$52,414
F	\$3,854.22	\$50,105	\$4,172.18	\$54,238
G	\$3,994.45	\$51,928	\$4,312.41	\$56,061
H	\$4,134.77	\$53,752	\$4,452.73	\$57,885
I	\$4,275.09	\$55,576	\$4,593.13	\$59,711
J			\$4,733.45	\$61,535
Career Increment				
After 14 Years	\$4,390.46	\$57,076	\$4,848.84	\$63,035
After 24 Years	\$4,505.84	\$58,576	\$4,964.23	\$64,535
After 29 Years	\$4,621.23	\$60,076	\$5,079.61	\$66,035

\* Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.

\* All units above 60 must be upper division and taken at a four year accredited college or university.

\* Credit for Previous Experience: As authorized by Education Code Section 45028, effective with the beginning of the second semester of the 1990-1991 school year, teachers not previously employed by the Long Beach Unified School District as a teacher are allowed salary credit for previous satisfactory teaching experience up to the maximum step on the appropriate column on the salary schedule, excluding career increments. Teachers are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.

\* QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries since computer does rounding.

\* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

**SCHEDULE F3**  
**Child Development Center Coordinating Teacher**  
**(More than 100 Children and/or Two Centers and/or Multi-Track Year-Round)**  
**12 Month Calendar (13.00 QW)**  
**2007/2008**

*Effective 7/01/07*

Step	323		325	
	Bachelor's Degree		Bachelor's Degree +28 Units or More	
	QW Rate	Yearly	QW Rate	Yearly
A	\$3,420.67	\$44,469	\$3,738.63	\$48,602
B	\$3,560.91	\$46,292	\$3,878.86	\$50,425
C	\$3,701.22	\$48,116	\$4,019.18	\$52,249
D	\$3,841.54	\$49,940	\$4,159.50	\$54,074
E	\$3,981.78	\$51,763	\$4,299.73	\$55,896
F	\$4,122.09	\$53,587	\$4,440.05	\$57,721
G	\$4,262.33	\$55,410	\$4,580.29	\$59,544
H	\$4,402.65	\$57,234	\$4,720.69	\$61,369
I	\$4,543.05	\$59,060	\$4,861.01	\$63,193
J			\$5,001.33	\$65,017
Career Increment				
After 14 Years	\$4,658.46	\$60,560	\$5,116.69	\$66,517
After 24 Years	\$4,773.84	\$62,060	\$5,232.07	\$68,017
After 29 Years	\$4,889.23	\$63,560	\$5,347.46	\$69,517

\* Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.

\* All units above 60 must be upper division and taken at a four year accredited college or university.

\* Credit for Previous Experience: As authorized by Education Code Section 45028, effective with the beginning of the second semester of the 1990-1991 school year, teachers not previously employed by the Long Beach Unified School District as a teacher are allowed salary credit for previous satisfactory teaching experience up to the maximum step on the appropriate column on the salary schedule, excluding career increments. Teachers are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.

\* QW is an abbreviation for a quadriweekly pay period. Thirteen pay warrants are issued to certificated employees in year-round schools on a quadriweekly basis which is four week period (20 days) between July 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries since computer does rounding.

\* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

**SCHEDULE O**  
 Substitute Teacher and/or Non-School Temporary Employee  
 Children's Centers, California State Preschool, Head Start Teacher  
 2007/2008

*Effective 7/1/07*

<b>Day to Day Assignment</b>	<b>Required Certification</b>	<b>Required Units</b>	<b>Schedule</b>	<b>Rate</b>
Category II CDC Teacher	Assistant Teacher Permit Associate Teacher Permit	Under 60 Units with 6 Units in ECE/CD	Daily-320A	\$111.10
Category I CDC Teacher	Children's Center Instruction or Child Development Center Permit	60-89 Units with 24 Units in ECE/CD	Hourly-321A	\$15.94
			Daily 321B	\$127.54
Head Start Assignment		60-89 Units with 24 Units in ECE/CD	Daily 221B	\$111.10
<b>Long Term Substitute Assignment</b>	<b>Required Certification</b>	<b>Required Units</b>	<b>Schedule</b>	<b>Rate</b>
CDC Long -Term Substitute Assignment	Children's Center Instruction or Child Development Center Permit	60-89 Units with 24 Units in ECE/CD	Daily 323A	\$153.15
Head Start Long-Term Substitute Assignment		60-89 Units with 24 Units in ECE/CD	Daily 223A	\$122.14

Substitutes who have served twenty (20) days or more in the same position will be considered Long-Term Substitutes. The substitute must meet the credential requirements. All substitutes must possess a valid Children's Center or Child Development Permit.

Long-Term Substitutes, after they have served more than twenty (20) consecutive days in the same position, are paid on a daily basis commensurate with the annual salary divided by the number of duty days for the current school year.

The daily rate begins on the substitute's 21st teaching day in the same position. (see Regulations of the Board of Education).

**SCHEDULE O**

Substitute Teacher and/or Non-School Temporary Employee  
Children's Centers, California State Preschool, Head Start Teacher  
2008/2009

*Effective 7/1/08*

<b>Day to Day Assignment</b>	<b>Required Certification</b>	<b>Required Units</b>	<b>Schedule</b>	<b>Rate</b>
Category II CDC Teacher	<b>Assistant Teacher Permit Associate Teacher Permit</b>	Under 60 Units with 6 Units in ECE/CD	Daily-320A	\$99.99
Category I CDC Teacher	<b>Children's Center Instruction or Child Development Center Permit</b>	60-89 Units with 24 Units in ECE/CD	Hourly-321A	\$14.35
			Daily 321B	\$114.79
Head Start Assignment		60-89 Units with 24 Units in ECE/CD	Daily 221B	\$99.99
<b>Long Term Substitute Assignment</b>	<b>Required Certification</b>	<b>Required Units</b>	<b>Schedule</b>	<b>Rate</b>
CDC Long -Term Substitute Assignment	<b>Children's Center Instruction or Child Development Center Permit</b>	60-89 Units with 24 Units in ECE/CD	Daily 323A	\$137.84
Head Start Long-Term Substitute Assignment			Daily 223A	\$122.14

Substitutes who have served twenty (20) days or more in the same position will be considered Long-Term Substitutes.

The substitute must meet the credential requirements. All substitutes must possess a valid Children Center or Child Development Permit.

Long-Term Substitutes, after they have served more than twenty (20) consecutive days in the same position, are paid on a daily basis commensurate with the annual salary divided by the number of duty days for the current school year.

The daily rate begins on the substitute's 21st teaching day in the same position (see Regulations of the Board of Education).

## **HEAD START PROGRAM SALARY SCHEDULES**

- **Effective July 1, 2005, after completion of 14 years of credited service in the District an annual career increment of \$1,500 shall be added. \***
  - **Effective July 1, 2005, after completion of 24 years of credited service in the District an annual career increment of \$1,500 shall be added in addition to the first \$1,500 career increment for a total of \$3,000. \***
  - **Effective July 1, 2005, after completion of 29 years of credited service in the District an annual career increment of \$1,500 shall be added in addition to the first \$1,500 career increment and the second \$1,500 career increment for a total of \$4,500. \***
  - **See Article VI of the Child Development Centers and Head Start Agreement for more information regarding salary placement.**
  - **Salary regulations and explanations concerning placement on salary schedules are included on pages 34-37.**
- \* Career increments and the doctoral stipend are paid based on the number of pay periods associated with the assignment.**

**SCHEDULE E1**  
**Head Start Teacher**  
**Traditional Calendar - 217 Days (10.85 QW)**  
**2007/2008**

*Effective 7/1/07*

Step	121		122		123		124		127		125		126	
	24-35 Units Including Children Center Permit		36-59 Units		60-89 Units		90 Units of More		110 Units or More		Bachelor's Degree		Bachelor's Degree + 28 Units or More	
	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly	QW Rate	Yearly
A	\$ 2,157.69	\$23,411	\$ 2,316.54	\$25,134	\$ 2,475.40	\$ 26,858	\$ 2,634.26	\$ 28,582	\$ 2,713.62	\$29,443	\$ 2,868.73	\$31,126	\$ 3,026.25	\$32,835
B	\$ 2,297.71	\$24,930	\$ 2,456.55	\$26,654	\$ 2,615.43	\$ 28,377	\$ 2,774.27	\$ 30,101	\$ 2,853.70	\$30,963	\$ 3,007.55	\$32,632	\$ 3,165.17	\$34,342
C	\$ 2,437.74	\$26,449	\$ 2,596.58	\$28,173	\$ 2,755.43	\$ 29,896	\$ 2,914.30	\$ 31,620	\$ 2,993.69	\$32,482	\$ 3,146.47	\$34,139	\$ 3,303.97	\$35,848
D	\$ 2,577.77	\$27,969	\$ 2,736.64	\$29,693	\$ 2,895.47	\$ 31,416	\$ 3,054.31	\$ 33,139	\$ 3,133.77	\$34,001	\$ 3,285.28	\$35,645	\$ 3,442.89	\$37,355
E	\$ 2,717.80	\$29,488	\$ 2,876.64	\$31,212	\$ 3,035.50	\$ 32,935	\$ 3,194.34	\$ 34,659	\$ 3,273.72	\$35,520	\$ 3,424.19	\$37,152	\$ 3,581.70	\$38,861
F	\$ 2,857.80	\$31,007	\$ 3,016.66	\$32,731	\$ 3,175.55	\$ 34,455	\$ 3,334.38	\$ 36,178	\$ 3,413.81	\$37,040	\$ 3,563.01	\$38,659	\$ 3,720.62	\$40,369
G	\$ 3,011.16	\$32,671	\$ 3,170.05	\$34,395	\$ 3,315.56	\$ 35,974	\$ 3,474.40	\$ 37,697	\$ 3,553.76	\$38,558	\$ 3,701.92	\$40,166	\$ 3,859.44	\$41,875
H					\$ 3,469.02	\$ 37,639	\$ 3,627.80	\$ 39,362	\$ 3,707.24	\$40,224	\$ 3,840.75	\$41,672	\$ 3,998.35	\$43,382
I											\$ 3,979.66	\$43,179	\$ 4,137.16	\$44,888
J														
Career Increment														
After 14 Years	\$ 3,149.40	\$34,171	\$ 3,308.29	\$35,895	\$ 3,607.28	\$ 39,139	\$ 3,766.08	\$ 40,862	\$ 3,845.52	\$41,724	\$ 4,117.88	\$44,679	\$ 4,275.39	\$46,388
After 24 Years	\$ 3,287.64	\$35,671	\$ 3,446.54	\$37,395	\$ 3,745.52	\$ 40,639	\$ 3,904.33	\$ 42,362	\$ 3,983.77	\$43,224	\$ 4,256.12	\$46,179	\$ 4,413.64	\$47,888
After 29 Years	\$ 3,425.89	\$37,171	\$ 3,584.79	\$38,895	\$ 3,883.77	\$ 42,139	\$ 4,042.58	\$ 43,862	\$ 4,122.02	\$44,724	\$ 4,394.37	\$47,679	\$ 4,551.88	\$49,388

\* Effective July 1, 1994, teachers newly employed in the LBUSD Head Start Program are required to meet or exceed the training requirements specified in Column 123 / 333, 60-89 units.

\* All units above 60 must be upper division and taken at a four year accredited college or university.

\* Head Teachers are paid on a basic schedule, plus the additional amount on Schedule H on page 33.

\* Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for course work is not limited.

\* **Credit for Previous Experience:** As authorized by Education Code Section 45028, effective with the beginning of the second semester of the 1990-1991 school year, teachers not previously employed by the Long Beach Unified School District as a teacher are allowed salary credit for previous satisfactory teaching experience up to the maximum step on the appropriate column on the salary schedule, excluding career increments. Teachers are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.

\* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on traditional calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries since computer does rounding.

\* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

**SCHEDULE E4**  
**Head Start Teacher**  
**Twelve Month Calendar (13.00 WE)**  
**2007/2008**

*Effective 7/1/07*

Step	331		332		333		334		337		335		336	
	24-35 Units Including Children Center Permit		36-59 Units		60-89 Units		90 Units of More		110 Units or More		Bachelor's Degree		Bachelor's Degree + 28 Units or More	
	WE Rate	Yearly	WE Rate	Yearly	WE Rate	Yearly	WE Rate	Yearly	WE Rate	Yearly	WE Rate	Yearly	WE Rate	Yearly
A	\$2,165.31	\$28,149	\$2,325.10	\$30,226	\$2,484.91	\$32,304	\$2,644.68	\$34,381	\$2,724.65	\$35,420	\$2,863.65	\$37,227	\$3,022.14	\$39,288
B	\$2,306.26	\$29,981	\$2,466.05	\$32,059	\$2,625.84	\$34,136	\$2,785.62	\$36,213	\$2,865.57	\$37,252	\$3,003.44	\$39,045	\$3,161.93	\$41,105
C	\$2,447.20	\$31,814	\$2,606.98	\$33,891	\$2,766.88	\$35,969	\$2,926.67	\$38,047	\$3,006.63	\$39,086	\$3,143.31	\$40,863	\$3,301.81	\$42,924
D	\$2,588.13	\$33,646	\$2,747.93	\$35,723	\$2,907.83	\$37,802	\$3,067.74	\$39,881	\$3,147.68	\$40,920	\$3,283.19	\$42,681	\$3,441.68	\$44,742
E	\$2,729.08	\$35,478	\$2,888.97	\$37,557	\$3,048.88	\$39,635	\$3,208.65	\$41,712	\$3,288.61	\$42,752	\$3,422.98	\$44,499	\$3,581.47	\$46,559
F	\$2,870.03	\$37,310	\$3,029.92	\$39,389	\$3,189.93	\$41,469	\$3,349.72	\$43,546	\$3,429.67	\$44,586	\$3,562.85	\$46,317	\$3,721.34	\$48,377
G	\$3,022.14	\$39,288	\$3,182.05	\$41,367	\$3,330.86	\$43,301	\$3,490.66	\$45,379	\$3,570.60	\$46,418	\$3,702.64	\$48,134	\$3,861.13	\$50,195
H					\$3,483.08	\$45,280	\$3,642.90	\$47,358	\$3,722.84	\$48,397	\$3,842.52	\$49,953	\$4,001.01	\$52,013
I											\$3,982.39	\$51,771	\$4,140.88	\$53,831
Career Increment														
After 14 Years	\$3,137.53	\$40,788	\$3,297.46	\$42,867	\$3,598.46	\$46,780	\$3,758.30	\$48,858	\$3,838.23	\$49,897	\$4,097.76	\$53,271	\$4,256.23	\$55,331
After 24 Years	\$3,252.92	\$42,288	\$3,412.84	\$44,367	\$3,713.84	\$48,280	\$3,873.69	\$50,358	\$3,953.61	\$51,397	\$4,213.15	\$54,771	\$4,371.61	\$56,831
After 29 Years	\$3,368.30	\$43,788	\$3,528.23	\$45,867	\$3,829.23	\$49,780	\$3,989.07	\$51,858	\$4,069.00	\$52,897	\$4,328.53	\$56,271	\$4,487.00	\$58,331

\* Effective July 1, 1994, teachers newly employed in the LAUDS Head Start Program are required to meet or exceed the training requirements specified in the Column 123 / 333, 60-89 Units.

\* All units above 60 must be upper division and taken at a four year accredited college or university.

\* Head Teachers are paid on a basic schedule, plus the additional amount on Schedule H on page 33.

\* Maximum allowance of credit for placement on the salary schedule in any one contract year is sixteen (16) units of work taken at a university or four-year college. The allowance for summer course work is not limited.

\* Credit for Previous Experience: As authorized by Education Code Section 45028, effective with the beginning of the second semester of the 1990-1991 school year, teachers not previously employed by the Long Beach Unified School District as a teacher are allowed salary credit for previous satisfactory teaching experience up to the maximum step on the appropriate column on the salary schedule, excluding career increments. Teachers are allowed salary credit for a maximum of five years previous satisfactory teaching experience toward years necessary for receiving career increments.

\* QW is an abbreviation for a quadriweekly pay period. Pay warrants are issued to certificated employees in schools on year-round calendars at the end of each four week period (20 days) between September 1 and June 30 of each school year. Multiplication of QW rates by the appropriate index may not equal exact yearly salaries since computer does rounding.

\* Hourly wages are based on one's QW rate before the addition of the career increment or additional amount.

**SCHEDULE H**  
**Additional Amount**  
**Head Start Head Teachers**  
**Traditional and Year-Round Calendars**  
**2007/2008**

*Effective 7/01/07*

<b>Criteria</b>	<b>Traditional 10.85 QW</b>	<b>Year-Round 13.00 QW</b>
Fewer than 85 Students	\$274.95	\$229.48
At least 85 Students	\$412.42	\$344.21
At least 130 Children or At Least 100 Children with either a full day or a full-year program at the site	\$549.04	\$458.24

## PROVISIONS FOR ADMINISTRATION OF CHILD DEVELOPMENT CENTER/HEAD START SALARY SCHEDULES\*

(“Teacher” as used in this narrative is a generic term that is applied to all certificated employees.)

### A. REQUIREMENTS RELATIVE TO INITIAL PLACEMENT ON SALARY SCHEDULES

1. Teachers in Child Development Centers and Head Start Programs must hold a valid Children’s Centers Permit or, in lieu of the permit, a Standard Teaching Credential deemed by the Commission on Teacher Preparation and Licensing to be equivalent to the Children’s Centers Permit.
2. **Teaching Experience:** As authorized by Education Code, Section 45028, teachers in Child Development Centers and Head Start Programs not previously employed by the District as a teacher during the five (5) years (sixty [60] calendar months) prior to the date of hire are allowed credit for previous satisfactory teaching experience up to the maximum step on the appropriate column on the salary schedule. If a teacher has served under contract for fifty (50) percent or more of the total work year; has worked as a substitute teacher for one hundred thirty-five (135) days in one (1) work year; or has a combined service of one hundred thirty-five (135) days in one work year under contract and as a substitute or hourly teacher, credit will be given for one (1) year of experience. “Day” shall be defined as actual days worked and shall not include sick days or other days of leave/holidays.
3. **Experience Other Than Teaching:** In evaluating an applicant’s experience other than teaching, the District may allow a maximum of four (4) steps on the salary schedule when this experience will contribute directly to the effectiveness of the major assignment for which the applicant is being considered. Two (2) years of experience under this provision are evaluated as equal to one (1) step on the salary schedule. This experience cannot be concurrent with credit for teaching experience, but part-time work experience might be combined with part-time teaching. Verification of not less than eleven (11) months of consecutive work of not less than twenty (20) hours per week may be computed as the equivalent of one (1) year toward the two-for-one requirement for work experience credit. In computing work experience on more than one (1) job, any interruption of service beyond one (1) month shall break the consecutive requirement, unless the prospective employee returns to the same position, with the same employer, within six (6) months without having been gainfully employed by another employer during that time. Partial years of credit are not additive.
4. **Military Service.** Military Service is credited as prior teaching experience only if the applicant actually taught while in the service in the field for which he/she is to be employed.
5. **Tentative Salary Placement.** Applicants who are considered favorably are asked to sign a statement relative to initial salary placement that is mutually agreeable at the time of employment. Signing the “Tentative Salary Placement” form indicates that the initial salary stated thereon is mutually agreeable. Additional employment verification information presented by November 1 or sixty (60) calendar days after initial date of employment, which might indicate a need for change, will be considered.

\* For additional information, turn to Appendix B in the current K-12 Provisions of Agreement

PROVISIONS FOR ADMINISTRATION OF CHILD DEVELOPMENT CENTER/HEAD START SALARY SCHEDULES\* (Continued)

**6. Salary Schedule Placement:**

- a. Certificated employees who are given a contract are placed initially on the salary schedule in accordance with training completed at an accredited college or university before the first day of their contract year and verified before November 1 or sixty (60) days after initial date of employment.
- b. A teacher employed by the Long Beach Unified School District is placed on a step of the salary schedule in accordance with his/her experience. A teacher is advanced year by year, until reaching the maximum step on the schedule, provided he/she is under contract a sufficient number of days each year and qualifies for advancement.

**B. CREDIT ON THE SALARY SCHEDULE FOR ADVANCED WORK**

1. All college or university credit shall be from an accredited institution.
2. Placement on Column 302, 502, 312, 124, or 334 is dependent on verification of ninety (90) or more units. All units above sixty (60) to be upper division and taken at a four-year college or university.
3. Placement on Column 303, 503, 313, 317, 323, 125, or 335 is dependent on verification of a Bachelor's Degree.

As of April 24, 2005 placement on columns 306, 316 (E3), 315, 319, 325, 336, or 504 is dependent on verification of twenty-eight (28) semester hours of upper division or graduate work beyond the Bachelor's Degree. Extra units earned prior to receiving the Bachelor's Degree shall not be accepted for placement on the scale on one (1) year above the Bachelor's Degree unless extra units are of graduate standing, were not counted for the Bachelor's Degree, and are so indicated on the transcript.

4. Responsibility for reporting advanced work by deadlines rests with the certificated employee. It is the responsibility of the employee to submit official sealed transcripts to Human Resource Services.
5. An employee must complete all requirements prior to the first day of the contract year in order to qualify for placement on a higher salary scale. The date shown on the transcript indicating conferral of the degree will be considered the official date for this placement.
6. Sixteen (16) semester hours (or twenty-four [24] quarter hours) of advance work taken at accredited university or college is the maximum allowance of credit in any one ten (10) month contract year (between the first and last day of employee's contract year) for placement on the salary schedule. Eighteen (18) semester hours (or twenty-seven [27] quarter hours) of advanced work taken at an accredited university or college is the maximum allowance of credit in any one twelve (12) month contract year for placement on the salary schedule.

\* For additional information, turn to Appendix B in the current K-12 Provisions of Agreement

7. Travel in the United States or in foreign lands is not credited for advancement on the salary schedule unless credit for the travel has been granted by a college or university recognized by the California State Department of Education.
8. After the Bachelor's Degree, courses for upgrading on the salary schedule must be of upper division or graduate standing. After election to the District and after the Bachelor's Degree, exceptions may be made for **prior-approved** lower division transfer credit courses and post-baccalaureate professional courses provided they are related to the present assignment of the employee. The granting of salary credit to any employee for such lower division courses will be limited to a maximum of nine (9) semester hours during the entire time of the employee's service with the District. Request for exceptions must be received by the Human Resource Services. Receipt of such requests must be prior to the first day of attendance in the course and be approved by a District committee. The Association currently appoints four (4) bargaining unit members to this committee.
9. Exceptions to the requirement that all course work (units) must be taken at an accredited college or university may be made by recommendation of the Educational Mission: Innovation Advancement Committee (EM:IAC) and the approval of the Assistant Superintendent of Human Resource Services. This committee is empowered to grant credit on the salary schedule for successful completion of in-service courses offered by the Long Beach Unified School District which (a) involve attendance at sessions equivalent in time to college or university courses at the same unit value, (b) involve participation and related work equivalent to that required in college or university courses of the same unit value, (c) provide needed in-service opportunities not otherwise readily available, and (d) are found by the committee to be in the best interest of the instructional program of the District. The Assistant Superintendent, Human Resource Services has final approval authority relative to the granting of salary credit.

#### **C. SALARY INCREMENTS**

1. Increments are granted to certificated employees who have been compensated for fifty (50) percent or more of the work year and under contract or who have combined service of one hundred thirty-five (135) days in one (1) school year under contract or as a substitute teacher. Any exception to this policy requires specific approval of the Board of Education.
2. A probationary employee who has earned an increment is entitled to said increment provided the employee is reelected any time during the immediate subsequent school year. If, however, a school year or more intervenes, the employee is not entitled to a salary that exceeds the maximum entrance salary.
3. An employee who at the time of resignation was classified as permanent and who is, or has been, re-employed under contract within thirty-nine (39) months after the last day of service, shall be classified as and restored to all rights of a permanent employee, except as specifically limited by law.
4. A certificated employee who has a leave of absence (a) to serve as a member of the Peace Corps outside the United States, the Domestic Peace Corps (Volunteers in Service to America), or the Job Corps; (b) to teach in a foreign country; or (c) to take advanced

professional and academic training is entitled to an increment, the same as though he/she had been regularly employed. To receive such increment, the service or study during the period of leave must be verified. In order to qualify for the increment following a leave of absence for advanced professional and academic training, an employee shall verify that he/she undertook a full load as defined by the institution attended. A transcript of work taken and grades earned **shall be filed before returning to duty.**

5. A certificated employee who is granted a military leave is entitled to such increment as would have been received had the employee remained in active service with the school district.

**D. SALARY ADJUSTMENTS WITH CHANGE IN STATUS.** When an employee acquires the required number of approved professional credits or a degree, the employee will be entitled at the next increment date to move horizontally from one preparation column to another will be moved to the next step on the new scale. NOTE: Employees on Step H, Column 301 or 311 who are entitled to move to Column 302 or 312, will remain on Step H; employees on Step 1, Column 303 or 313 who are entitled to move to Column 304 or 314, will remain on Step 1.

**ADDITIONAL EMPLOYMENT BEYOND THE CONTRACT POSITION.** Employees in full-time contract positions shall not, during the period of time covered by the contract, engage in other gainful occupations that impair the efficiency and character of the school service rendered.