

Montebello Unified School District
Fiscal Year 2018-19
Salary Schedule E: Head Start Teachers (11 month)
Includes 6%; Board Approved XXXXX; Effective
07/01/2018

Step *	Index	Class A ¹	Class B ¹	Class C ¹	Class A ²	Class B ²	Class C ²
		(Column 01)	(Column 02)	(Column 03)	(Column 05)	(Column 06)	(Column 07)
		1.0	1.0	1.0	1.12	1.12	1.12
Step 1	Annual	\$31,118.17	\$37,740.96	\$43,588.33	\$34,852.35	\$42,269.87	\$48,818.93
	Monthly (11-Month)	2,828.92	3,431.00	3,962.58	3,168.40	3,842.72	4,438.08
	Daily	168.21	204.01	235.61	170.01	206.19	238.14
Step 2	Annual	36,160.47	43,856.38	50,651.24	\$40,499.72	\$49,119.15	\$56,729.39
	Monthly (11-Month)	3,287.32	3,986.94	4,604.66	3,681.79	4,465.38	5,157.22
	Daily	195.46	237.06	273.79	197.56	239.61	276.73
Step 3	Annual	\$32,580.01	\$39,609.57	\$45,723.89	\$36,489.62	\$44,362.72	\$51,210.75
	Monthly (11-Month)	2,961.82	3,600.87	4,156.72	3,317.24	4,032.97	4,655.52
	Daily	176.11	214.11	247.16	178.00	216.40	249.81
Step 4	Annual	\$37,859.19	\$46,027.79	\$53,132.85	\$42,402.29	\$51,551.13	\$59,508.79
	Monthly (11-Month)	3,441.74	4,184.34	4,830.26	3,854.75	4,686.47	5,409.89
	Daily	204.64	248.80	287.20	206.84	251.47	290.29
Step 5	Annual	\$34,601.17	\$41,567.16	\$48,050.12	\$38,753.31	\$46,555.22	\$53,816.14
	Monthly (11-Month)	3,145.56	3,778.83	4,368.19	3,523.03	4,232.29	4,892.38
	Daily	187.03	224.69	259.73	189.04	227.10	262.52
Step 6	Annual	\$40,207.85	\$48,302.59	\$55,836.02	\$45,032.79	\$54,098.91	\$62,536.34
	Monthly (11-Month)	3,655.26	4,391.14	5,076.00	4,093.89	4,918.08	5,685.12
	Daily	217.34	261.10	301.82	219.67	263.90	305.06
Step 7	Annual	\$35,948.61	\$43,588.33	\$50,249.24	\$40,262.44	\$48,818.93	\$56,279.15
	Monthly (11-Month)	3,268.06	3,962.58	4,568.11	3,660.22	4,438.08	5,116.29
	Daily	194.32	235.61	271.62	196.40	238.14	274.53
Step 8	Annual	\$41,773.61	\$50,651.24	\$58,391.48	\$46,786.45	\$56,729.39	\$65,398.45
	Monthly (11-Month)	3,797.60	4,604.66	5,308.32	4,253.31	5,157.22	5,945.31
	Daily	225.80	273.79	315.63	228.23	276.73	319.02
Step 9	Annual	\$37,753.67	\$45,723.89	\$52,829.71	\$42,284.11	\$51,210.75	\$59,169.28
	Monthly (11-Month)	3,432.15	4,156.72	4,802.70	3,844.01	4,655.52	5,379.03
	Daily	204.07	247.16	285.57	206.26	249.81	288.63
Step 10	Annual	\$43,871.16	\$53,132.85	\$61,390.09	\$49,135.70	\$59,508.79	\$68,756.90
	Monthly (11-Month)	3,988.29	4,830.26	5,580.92	4,466.88	5,409.89	6,250.63
	Daily	237.14	287.20	331.84	239.69	290.29	335.40
Step 11 ^a	Annual	\$33,218.17	\$39,840.96	\$45,688.33	\$36,952.35	\$44,369.87	\$50,918.93
	Monthly (11-Month)	3,019.83	3,621.91	4,153.48	3,359.30	4,033.62	4,628.99
	Daily	179.56	215.36	246.96	180.26	216.44	248.39
Step 12 ^a	Annual	\$38,260.47	\$45,956.38	\$52,751.24	\$42,599.72	\$51,219.15	\$58,829.39
	Monthly (11-Month)	3,478.22	4,177.85	4,795.57	3,872.70	4,656.29	5,348.13
	Daily	206.81	248.41	285.14	207.80	249.85	286.97
Step 13 ^a	Annual	\$34,680.01	\$41,709.57	\$47,823.89	\$38,589.62	\$46,462.72	\$53,310.75
	Monthly (11-Month)	3,152.73	3,791.78	4,347.63	3,508.15	4,223.88	4,846.43
	Daily	187.46	225.46	258.51	188.24	226.65	260.05
Step 14 ^a	Annual	\$39,959.19	\$48,127.79	\$55,232.85	\$44,502.29	\$53,651.13	\$61,608.79

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		(Column 01)	(Column 02)	(Column 03)	(Column 05)	(Column 06)	(Column 07)
		1.0	1.0	1.0	1.12	1.12	1.12
	Monthly (11-Month)	3,632.65	4,375.25	5,021.17	4,045.66	4,877.38	5,600.80
	Daily	216.00	260.15	298.56	217.08	261.71	300.53
Step 15^a	Annual	\$36,701.17	\$43,667.16	\$50,150.12	\$40,853.31	\$48,655.22	\$55,916.14
	Monthly (11-Month)	3,336.47	3,969.74	4,559.10	3,713.94	4,423.20	5,083.29
	Daily	198.38	236.04	271.08	199.28	237.34	272.76
Step 16^a	Annual	\$42,307.85	\$50,402.59	\$57,936.02	\$47,132.79	\$56,198.91	\$64,636.34
	Monthly (11-Month)	3,846.17	4,582.05	5,266.91	4,284.80	5,108.99	5,876.03
	Daily	228.69	272.45	313.17	229.92	274.14	315.30
Step 17^a	Annual	\$38,048.61	\$45,688.33	\$52,349.24	\$42,362.44	\$50,918.93	\$58,379.15
	Monthly (11-Month)	3,458.96	4,153.48	4,759.02	3,851.13	4,628.99	5,307.20
	Daily	205.67	246.96	282.97	206.65	248.39	284.78
Step 18^a	Annual	\$43,873.61	\$52,751.24	\$60,491.48	\$48,886.45	\$58,829.39	\$67,498.45
	Monthly (11-Month)	3,988.51	4,795.57	5,499.23	4,444.22	5,348.13	6,136.22
	Daily	237.15	285.14	326.98	238.47	286.97	329.26
Step 19^a	Annual	\$39,853.67	\$47,823.89	\$54,929.71	\$44,384.11	\$53,310.75	\$61,269.28
	Monthly (11-Month)	3,623.06	4,347.63	4,993.61	4,034.92	4,846.43	5,569.93
	Daily	215.43	258.51	296.92	216.51	260.05	298.87
Step 20^a	Annual	\$45,971.16	\$55,232.85	\$63,490.09	\$51,235.70	\$61,608.79	\$70,856.90
	Monthly (11-Month)	4,179.20	5,021.17	5,771.83	4,657.79	5,600.80	6,441.54
	Daily	248.49	298.56	343.19	249.93	300.53	345.64
Step 21^b	Annual	\$34,118.17	\$40,740.96	\$46,588.33	\$37,852.35	\$45,269.87	\$51,818.93
	Monthly (11-Month)	3,101.65	3,703.72	4,235.30	3,441.12	4,115.44	4,710.81
	Daily	184.42	220.22	251.83	184.65	220.83	252.78
Step 22^b	Annual	\$39,160.47	\$46,856.38	\$53,651.24	\$43,499.72	\$52,119.15	\$59,729.39
	Monthly (11-Month)	3,560.04	4,259.67	4,877.39	3,954.52	4,738.10	5,429.94
	Daily	211.68	253.28	290.01	212.19	254.24	291.36
Step 23^b	Annual	\$35,580.01	\$42,609.57	\$48,723.89	\$39,489.62	\$47,362.72	\$54,210.75
	Monthly (11-Month)	3,234.55	3,873.60	4,429.44	3,589.97	4,305.70	4,928.25
	Daily	192.32	230.32	263.37	192.63	231.04	264.44
Step 24^b	Annual	\$40,859.19	\$49,027.79	\$56,132.85	\$45,402.29	\$54,551.13	\$62,508.79
	Monthly (11-Month)	3,714.47	4,457.07	5,102.99	4,127.48	4,959.19	5,682.62
	Daily	220.86	265.02	303.42	221.47	266.10	304.92
Step 25^b	Annual	\$37,601.17	\$44,567.16	\$51,050.12	\$41,753.31	\$49,555.22	\$56,816.14
	Monthly (11-Month)	3,418.29	4,051.56	4,640.92	3,795.76	4,505.02	5,165.10
	Daily	203.25	240.90	275.95	203.67	241.73	277.15
Step 26^b	Annual	\$43,207.85	\$51,302.59	\$58,836.02	\$48,032.79	\$57,098.91	\$65,536.34
	Monthly (11-Month)	3,927.99	4,663.87	5,348.73	4,366.62	5,190.81	5,957.85
	Daily	233.56	277.31	318.03	234.31	278.53	319.69

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		1.0	1.0	1.0	1.12	1.12	1.12
Step 27 ^b	Annual	\$38,948.61	\$46,588.33	\$53,249.24	\$43,262.44	\$51,818.93	\$59,279.15
	Monthly (11-Month)	3,540.78	4,235.30	4,840.84	3,932.95	4,710.81	5,389.01
	Daily	210.53	251.83	287.83	211.04	252.78	289.17
Step 28 ^b	Annual	\$44,773.61	\$53,651.24	\$61,391.48	\$49,786.45	\$59,729.39	\$68,398.45
	Monthly (11-Month)	4,070.33	4,877.39	5,581.04	4,526.04	5,429.94	6,218.04
	Daily	242.02	290.01	331.85	242.86	291.36	333.65
Step 29 ^b	Annual	\$40,753.67	\$48,723.89	\$55,829.71	\$45,284.11	\$54,210.75	\$62,169.28
	Monthly (11-Month)	3,704.88	4,429.44	5,075.43	4,116.74	4,928.25	5,651.75
	Daily	220.29	263.37	301.78	220.90	264.44	303.26
Step 30 ^b	Annual	\$46,871.16	\$56,132.85	\$64,390.09	\$52,135.70	\$62,508.79	\$71,756.90
	Monthly (11-Month)	4,261.01	5,102.99	5,853.64	4,739.61	5,682.62	6,523.35
	Daily	253.36	303.42	348.05	254.32	304.92	350.03
Step 31 ^c	Annual	\$35,118.17	\$41,740.96	\$47,588.33	\$38,852.35	\$46,269.87	\$52,818.93
	Monthly (11-Month)	3,192.56	3,794.63	4,326.21	3,532.03	4,206.35	4,801.72
	Daily	189.83	225.63	257.23	189.52	225.71	257.65
Step 32 ^c	Annual	\$40,160.47	\$47,856.38	\$54,651.24	\$44,499.72	\$53,119.15	\$60,729.39
	Monthly (11-Month)	3,650.95	4,350.58	4,968.29	4,045.43	4,829.01	5,520.85
	Daily	217.08	258.68	295.41	217.07	259.12	296.24
Step 33 ^c	Annual	\$36,580.01	\$43,609.57	\$49,723.89	\$40,489.62	\$48,362.72	\$55,210.75
	Monthly (11-Month)	3,325.46	3,964.51	4,520.35	3,680.87	4,396.61	5,019.16
	Daily	197.73	235.73	268.78	197.51	235.92	269.32
Step 34 ^c	Annual	\$41,859.19	\$50,027.79	\$57,132.85	\$46,402.29	\$55,551.13	\$63,508.79
	Monthly (11-Month)	3,805.38	4,547.98	5,193.90	4,218.39	5,050.10	5,773.53
	Daily	226.27	270.42	308.83	226.35	270.98	309.80
Step 35 ^c	Annual	\$38,601.17	\$45,567.16	\$52,050.12	\$42,753.31	\$50,555.22	\$57,816.14
	Monthly (11-Month)	3,509.20	4,142.47	4,731.83	3,886.66	4,595.93	5,256.01
	Daily	208.65	246.31	281.35	208.55	246.61	282.03
Step 36 ^c	Annual	\$44,207.85	\$52,302.59	\$59,836.02	\$49,032.79	\$58,098.91	\$66,536.34
	Monthly (11-Month)	4,018.90	4,754.78	5,439.64	4,457.53	5,281.72	6,048.76
	Daily	238.96	282.72	323.44	239.18	283.41	324.57
Step 37 ^c	Annual	\$39,948.61	\$47,588.33	\$54,249.24	\$44,262.44	\$52,818.93	\$60,279.15
	Monthly (11-Month)	3,631.69	4,326.21	4,931.75	4,023.86	4,801.72	5,479.92
	Daily	215.94	257.23	293.24	215.91	257.65	294.04
Step 38 ^c	Annual	\$45,773.61	\$54,651.24	\$62,391.48	\$50,786.45	\$60,729.39	\$69,398.45
	Monthly (11-Month)	4,161.24	4,968.29	5,671.95	4,616.95	5,520.85	6,308.95
	Daily	247.42	295.41	337.25	247.74	296.24	338.53
Step 39 ^c	Annual	\$41,753.67	\$49,723.89	\$56,829.71	\$46,284.11	\$55,210.75	\$63,169.28
	Monthly (11-Month)	3,795.79	4,520.35	5,166.34	4,207.65	5,019.16	5,742.66
	Daily	225.70	268.78	307.19	225.78	269.32	308.14

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		(Column 01)	(Column 02)	(Column 03)	(Column 05)	(Column 06)	(Column 07)
		1.0	1.0	1.0	1.12	1.12	1.12
Step 40 ^c	Annual	\$47,871.16	\$57,132.85	\$65,390.09	\$53,135.70	\$63,508.79	\$72,756.90
	Monthly (11-Month)	4,351.92	5,193.90	5,944.55	4,830.52	5,773.53	6,614.26
	Daily	258.76	308.83	353.46	259.20	309.80	354.91
Step 41 ^d	Annual	\$39,118.17	\$45,740.96	\$51,588.33	\$42,852.35	\$50,269.87	\$56,818.93
	Monthly (11-Month)	3,556.20	4,158.27	4,689.85	3,895.67	4,569.99	5,165.36
	Daily	211.45	247.25	278.86	209.04	245.22	277.17
Step 42 ^d	Annual	\$44,160.47	\$51,856.38	\$58,651.24	\$48,499.72	\$57,119.15	\$64,729.39
	Monthly (11-Month)	4,014.59	4,714.22	5,331.93	4,409.07	5,192.65	5,884.49
	Daily	238.71	280.30	317.03	236.58	278.63	315.75
Step 43 ^d	Annual	\$40,580.01	\$47,609.57	\$53,723.89	\$44,489.62	\$52,362.72	\$59,210.75
	Monthly (11-Month)	3,689.09	4,328.14	4,883.99	4,044.51	4,760.25	5,382.80
	Daily	219.35	257.35	290.40	217.02	255.43	288.83
Step 44 ^d	Annual	\$45,859.19	\$54,027.79	\$61,132.85	\$50,402.29	\$59,551.13	\$67,508.79
	Monthly (11-Month)	4,169.02	4,911.62	5,557.53	4,582.03	5,413.74	6,137.16
	Daily	247.89	292.04	330.45	245.86	290.49	329.31
Step 45 ^d	Annual	\$42,601.17	\$49,567.16	\$56,050.12	\$46,753.31	\$54,555.22	\$61,816.14
	Monthly (11-Month)	3,872.83	4,506.11	5,095.47	4,250.30	4,959.57	5,619.65
	Daily	230.28	267.93	302.97	228.06	266.12	301.54
Step 46 ^d	Annual	\$48,207.85	\$56,302.59	\$63,836.02	\$53,032.79	\$62,098.91	\$70,536.34
	Monthly (11-Month)	4,382.53	5,118.42	5,803.27	4,821.16	5,645.36	6,412.39
	Daily	260.58	304.34	345.06	258.70	302.92	344.08
Step 47 ^d	Annual	\$43,948.61	\$51,588.33	\$58,249.24	\$48,262.44	\$56,818.93	\$64,279.15
	Monthly (11-Month)	3,995.33	4,689.85	5,295.39	4,387.49	5,165.36	5,843.56
	Daily	237.56	278.86	314.86	235.43	277.17	313.56
Step 48 ^d	Annual	\$49,773.61	\$58,651.24	\$66,391.48	\$54,786.45	\$64,729.39	\$73,398.45
	Monthly (11-Month)	4,524.87	5,331.93	6,035.59	4,980.59	5,884.49	6,672.59
	Daily	269.05	317.03	358.87	267.25	315.75	358.04
Step 49 ^d	Annual	\$45,753.67	\$53,723.89	\$60,829.71	\$50,284.11	\$59,210.75	\$67,169.28
	Monthly (11-Month)	4,159.42	4,883.99	5,529.97	4,571.28	5,382.80	6,106.30
	Daily	247.32	290.40	328.81	245.29	288.83	327.66
Step 50 ^d	Annual	\$51,871.16	\$61,132.85	\$69,390.09	\$57,135.70	\$67,508.79	\$76,756.90
	Monthly (11-Month)	4,715.56	5,557.53	6,308.19	5,194.15	6,137.16	6,977.90
	Daily	280.38	330.45	375.08	278.71	329.31	374.42

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		1.0	1.0	1.0		1.12	1.12	1.12

* Head Start Teacher assignments can be eleven (11) or twelve (12) month assignments, as needed, with pay for Winter Recess and Spring Recess vacation periods.

Class A: Head Start bargaining unit members who have earned sixty (60) semester hours of college work or who hold a Children's Center Permit.

Class B: Head Start bargaining unit members who have earned ninety (90) semester hours of college work and who hold a Children's Center Permit.

Class C: Head Start bargaining unit members who hold a Children's Center Permit and have earned either one hundred twenty (120) semester hours of college work or have been granted a Bachelors Degree from an accredited college or university.

Head Start Anniversary Increments:

^a *Step 11 - Step 20:* Step 1 through 10 of this salary schedule plus a longevity increase of \$2,100 for the 16th - 19th years.

^b *Step 21 - Step 30:* Step 1 through 10 of this salary schedule plus a longevity increase of \$3,000.00 for the 20th - 24th years.

^c *Step 31 - Step 40:* Step 1 through 10 of this salary schedule plus a longevity increase of \$4,000.00 for the 25th - 29th years.

^d *Step 41 - Step 50:* Step 1 through 10 of this salary schedule plus a longevity increase of \$8,000.00 for 30th + years.

Annual Stipends:

Bachelor's Degree \$550.00

Masters or Doctorate Degree : \$350

Supervisor: \$500.00

(with six (6) more units of administration and/or supervision coursework in child development)

¹ There are 185 contracted days for the Head Start bargaining unit members.

² There are 205 contracted days for the Head Start bargaining unit members.

* Odd number steps are **Part day** (6.5 hrs/day) and even number steps are **Full day (8 hrs/day)**