

Montebello Unified School District
Fiscal Year 2022-23
Head Start Teacher, Associate Teacher, Education Specialist
Disabilities Specialist, Early Head Start Teacher
Salary Schedule E (11-Month):

includes 6%; Board Approved 02/16/2022; Effective 07/01/2021

Step *		Class B ¹	Class C ¹	Class B ²	Class C ²
		(Column 02)	(Column 03)	(Column 06)	(Column 07)
		1.0	1.0	1.12	1.12
Step 1	Annual	\$40,005.42	\$46,203.63	\$44,806.06	\$51,748.07
	Monthly (11-Month)	3,636.86	4,200.33	4,073.28	4,704.37
	Daily	216.25	249.75	218.57	252.43
Step 2	Annual	46,487.77	53,690.31	\$52,066.30	\$60,133.15
	Monthly (12-Month)	4,226.16	4,880.94	4,733.30	5466.65
	Daily	251.29	290.22	253.98	293.33
Step 3	Annual	\$41,986.14	\$48,467.31	\$47,024.48	\$54,283.40
	Monthly (11-Month)	3,816.92	4,406.12	4,274.95	4,934.85
	Daily	226.95	261.99	229.39	264.80
Step 4	Annual	\$48,789.47	\$56,320.82	\$54,644.20	\$63,079.31
	Monthly (11-Month)	4,435.41	5,120.07	4,967.65	5,734.48
	Daily	263.73	304.44	266.56	307.70
Step 5	Annual	\$44,061.20	\$50,933.14	\$49,348.53	\$57,045.11
	Monthly (11-Month)	4,005.56	4,630.29	4,486.23	5,185.92
	Daily	238.17	275.31	240.72	278.27
Step 6	Annual	\$51,200.76	\$59,186.18	\$57,344.83	\$66,288.52
	Monthly (11-Month)	4,654.61	5,380.56	5,213.17	6,026.23
	Daily	276.76	319.93	279.73	323.36
Step 7	Annual	\$46,203.63	\$53,264.21	\$51,748.07	\$59,655.90
	Monthly (11-Month)	4,200.33	4,842.20	4,704.37	5,423.26
	Daily	249.75	287.91	252.43	291.00
Step 8	Annual	\$53,690.31	\$61,894.97	\$60,133.15	\$69,322.36
	Monthly (11-Month)	4,880.94	5,626.82	5,466.65	6,302.03
	Daily	290.22	334.57	293.33	338.16
Step 9	Annual	\$48,467.31	\$55,999.49	\$54,283.40	\$62,719.43
	Monthly (11-Month)	4,406.12	5,090.86	4,934.85	5,701.77
	Daily	261.99	302.70	264.80	305.95
Step 10	Annual	\$56,320.82	\$65,073.49	\$63,079.31	\$72,882.31
	Monthly (11-Month)	5,120.07	5,915.77	5,734.48	6,625.66
	Daily	304.44	351.75	307.70	355.52
Step 11 ^a	Annual	\$42,364.98	\$48,563.19	\$47,165.62	\$54,107.63
	Monthly (11-Month)	3,851.36	4,414.84	4,287.78	4,918.88
	Daily	229.00	262.50	230.08	263.94
Step 12 ^a	Annual	\$48,847.33	\$56,049.87	\$54,425.86	\$62,492.71
	Monthly (11-Month)	4,440.67	5,095.44	4,947.81	5,681.16
	Daily	264.04	302.97	265.49	304.84
Step 13 ^a	Annual	\$44,345.70	\$50,826.87	\$49,384.04	\$56,642.96
	Monthly (11-Month)	4,031.43	4,620.62	4,489.46	5,149.36
	Daily	239.71	274.74	240.90	276.31
Step 14 ^a	Annual	\$51,149.03	\$58,680.38	\$57,003.76	\$65,438.87
	Monthly (11-Month)	4,649.91	5,334.58	5,182.16	5,948.99
	Daily	276.48	317.19	278.07	319.21
Step 15 ^a	Annual	\$46,420.76	\$53,292.70	\$51,708.09	\$59,404.67
	Monthly (11-Month)	4,220.07	4,844.79	4,700.74	5,400.42
	Daily	250.92	288.07	252.23	289.78
Step 16 ^a	Annual	\$53,560.32	\$61,545.74	\$59,704.39	\$68,648.08
	Monthly (11-Month)	4,869.12	5,595.07	5,427.67	6,240.73
	Daily	289.52	332.68	291.24	334.87

+ adding Classifications:
Early Headstart Teacher

Montebello Unified School District
Fiscal Year 2022-23
Head Start Teacher, Associate Teacher, Education Specialist
Disabilities Specialist, Early Head Start Teacher
Salary Schedule E (11-Month):

Step *		Class B ¹	Class C ¹	Class B ²	Class C ²
		(Column 02)	(Column 03)	(Column 06)	(Column 07)
		1.0	1.0	1.12	1.12
Step 17 ^a	Annual	\$48,563.19	\$55,623.77	\$54,107.63	\$62,015.46
	Monthly (11-Month)	4,414.84	5,056.71	4,918.88	5,637.77
	Daily	262.50	300.67	263.94	302.51
Step 18 ^a	Annual	\$56,049.87	\$64,254.53	\$62,492.71	\$71,681.92
	Monthly (11-Month)	5,095.44	5,841.32	5,681.16	6,516.54
	Daily	302.97	347.32	304.84	349.67
Step 19 ^a	Annual	\$50,826.87	\$58,359.05	\$56,642.96	\$65,078.99
	Monthly (11-Month)	4,620.62	5,305.37	5,149.36	5,916.27
	Daily	274.74	315.45	276.31	317.46
Step 20 ^a	Annual	\$58,680.38	\$67,433.05	\$65,438.87	\$75,241.87
	Monthly (11-Month)	5,334.58	6,130.28	5,948.99	6,840.17
	Daily	317.19	364.50	319.21	367.03
Step 21 ^b	Annual	\$43,376.22	\$49,574.43	\$48,176.86	\$55,118.87
	Monthly (11-Month)	3,943.29	4,506.77	4,379.71	5,010.81
	Daily	234.47	267.97	235.01	268.87
Step 22 ^b	Annual	\$49,858.57	\$57,061.11	\$55,437.10	\$63,503.95
	Monthly (11-Month)	4,532.60	5,187.37	5,039.74	5,773.09
	Daily	269.51	308.44	270.42	309.78
Step 23 ^b	Annual	\$45,356.94	\$51,838.11	\$50,395.28	\$57,654.20
	Monthly (11-Month)	4,123.36	4,712.56	4,581.39	5,241.29
	Daily	245.17	280.21	245.83	281.24
Step 24 ^b	Annual	\$52,160.27	\$59,691.62	\$58,015.00	\$66,450.11
	Monthly (11-Month)	4,741.84	5,426.51	5,274.09	6,040.92
	Daily	281.95	322.66	283.00	324.15
Step 25 ^b	Annual	\$47,432.00	\$54,303.94	\$52,719.33	\$60,415.91
	Monthly (11-Month)	4,312.00	4,936.72	4,792.67	5,492.36
	Daily	256.39	293.53	257.17	294.71
Step 26 ^b	Annual	\$54,571.56	\$62,556.98	\$60,715.63	\$69,659.32
	Monthly (11-Month)	4,961.05	5,687.00	5,519.60	6,332.67
	Daily	294.98	338.15	296.17	339.80
Step 27 ^b	Annual	\$49,574.43	\$56,635.01	\$55,118.87	\$63,026.70
	Monthly (11-Month)	4,506.77	5,148.64	5,010.81	5,729.70
	Daily	267.97	306.14	268.87	307.45
Step 28 ^b	Annual	\$57,061.11	\$65,265.77	\$63,503.95	\$72,693.16
	Monthly (11-Month)	5,187.37	5,933.25	5,773.09	6,608.47
	Daily	308.44	352.79	309.78	354.60
Step 29 ^b	Annual	\$51,838.11	\$59,370.29	\$57,654.20	\$66,090.23
	Monthly (11-Month)	4,712.56	5,397.30	5,241.29	6,008.20
	Daily	280.21	320.92	281.24	322.39
Step 30 ^b	Annual	\$59,691.62	\$68,444.29	\$66,450.11	\$76,253.11
	Monthly (11-Month)	5,426.51	6,222.21	6,040.92	6,932.10
	Daily	322.16	369.97	324.15	371.97
Step 31 ^c	Annual	\$44,499.82	\$50,698.03	\$49,300.46	\$56,242.47
	Monthly (11-Month)	4,045.44	4,608.91	4,481.86	5,112.95
	Daily	240.54	274.04	240.49	274.35
Step 32 ^c	Annual	\$50,982.17	\$58,184.71	\$56,560.70	\$64,627.55
	Monthly (11-Month)	4,634.74	5,289.52	5,141.88	5,875.23
	Daily	275.58	314.51	275.91	315.26

+ adding Classifications:

Early Headstart Teacher

Montebello Unified School District
Fiscal Year 2022-23
Head Start Teacher, Associate Teacher, Education Specialist
Disabilities Specialist, Early Head Start Teacher
Salary Schedule E (11-Month):

Step *		Class B¹ (Column 02)	Class C¹ (Column 03)	Class B² (Column 06)	Class C² (Column 07)
		1.0	1.0	1.12	1.12
Step 33^c	Annual	\$46,480.54	\$52,961.71	\$51,518.88	\$58,777.80
	Monthly (11-Month)	4,225.50	4,814.70	4,683.53	5,343.44
	Daily	251.25	286.28	251.31	286.72
Step 34^c	Annual	\$53,283.87	\$60,815.22	\$59,138.60	\$67,573.71
	Monthly (11-Month)	4,843.99	5,528.66	5,376.24	6,143.06
	Daily	288.02	328.73	288.48	329.63
Step 35^c	Annual	\$48,555.60	\$55,427.54	\$53,842.93	\$61,539.51
	Monthly (11-Month)	4,414.15	5,038.87	4,894.81	5,594.50
	Daily	262.46	299.61	262.65	300.19
Step 36^c	Annual	\$55,695.16	\$63,680.58	\$61,839.23	\$70,782.92
	Monthly (11-Month)	5,063.20	5,789.14	5,621.75	6,434.81
	Daily	301.05	344.22	301.65	345.28
Step 37^c	Annual	\$50,698.03	\$57,758.61	\$56,242.47	\$64,150.30
	Monthly (11-Month)	4,608.91	5,250.78	5,112.95	5,831.85
	Daily	274.04	312.21	274.35	312.93
Step 38^c	Annual	\$58,184.71	\$66,389.37	\$64,627.55	\$73,816.76
	Monthly (11-Month)	5,289.52	6,035.40	5,875.23	6,710.61
	Daily	314.51	358.86	315.26	360.08
Step 39^c	Annual	\$52,961.71	\$60,493.89	\$58,777.80	\$67,213.83
	Monthly (11-Month)	4,814.70	5,499.44	5,343.44	6,110.35
	Daily	286.28	326.99	286.72	327.87
Step 40^c	Annual	\$60,815.22	\$69,567.89	\$67,573.71	\$77,376.71
	Monthly (11-Month)	5,528.66	6,324.35	6,143.06	7,034.25
	Daily	328.73	376.04	329.63	377.45
Step 41^d	Annual	\$48,994.22	\$55,192.43	\$53,794.86	\$60,736.87
	Monthly (11-Month)	4,454.02	5,017.49	4,890.44	5,521.53
	Daily	264.83	298.34	262.41	296.28
Step 42^d	Annual	\$55,476.57	\$62,679.11	\$61,055.10	\$69,121.95
	Monthly (11-Month)	5,043.32	5,698.10	5,550.46	6,283.81
	Daily	299.87	338.81	297.83	337.18
Step 43^d	Annual	\$50,974.94	\$57,456.11	\$56,013.28	\$63,272.20
	Monthly (11-Month)	4,634.09	5,223.28	5,092.12	5,752.02
	Daily	275.54	310.57	273.24	308.64
Step 44^d	Annual	\$57,778.27	\$65,309.62	\$63,633.00	\$72,068.11
	Monthly (11-Month)	5,252.57	5,937.24	5,784.82	6,551.65
	Daily	312.31	353.02	310.40	351.55
Step 45^d	Annual	\$53,050.00	\$59,921.94	\$58,337.33	\$66,033.91
	Monthly (11-Month)	4,822.73	5,447.45	5,303.39	6,003.08
	Daily	286.76	323.90	284.57	322.12
Step 46^d	Annual	\$60,189.56	\$68,174.98	\$66,333.63	\$75,277.32
	Monthly (11-Month)	5,471.78	6,197.73	6,030.33	6,843.39
	Daily	325.35	368.51	323.58	367.21
Step 47^d	Annual	\$55,192.43	\$62,253.01	\$60,736.87	\$68,644.70
	Monthly (11-Month)	5,017.49	5,659.36	5,521.53	6,240.43
	Daily	298.34	336.50	296.28	334.85
Step 48^d	Annual	\$62,679.11	\$70,883.77	\$69,121.95	\$78,311.16
	Monthly (11-Month)	5,698.10	6,443.98	6,283.81	7,119.20
	Daily	338.81	383.16	337.18	382.01

+ adding Classifications:

Early Headstart Teacher

Associate Teacher = New Salary Step

Montebello Unified School District
 Fiscal Year 2022-23
 Head Start Teacher, Associate Teacher, Education Specialist
 Disabilities Specialist, Early Head Start Teacher
 Salary Schedule E (11-Month):

Step *	Class B ¹ (Column 02)	Class C ¹ (Column 03)	Class B ² (Column 06)	Class C ² (Column 07)
	1.0	1.0	1.12	1.12
Step 49 ^d Annual	\$57,456.11	\$64,988.29	\$63,272.20	\$71,708.23
Monthly (11-Month)	5,223.28	5,908.03	5,752.02	6,518.93
Daily	310.57	351.29	308.64	349.80
Step 50 ^d Annual	\$65,309.62	\$74,062.29	\$72,068.11	\$81,871.11
Monthly (11-Month)	5,937.24	6,732.94	6,551.65	7,442.83
Daily	353.02	400.34	351.55	399.37

* 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 B: Headstart Bargaining Unit members who have earned less than one hundred twenty (120) semester hours of college work and 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 an anniversary increase of \$2,359.56 for the 16th - 19th years.

^b *Step 21 - Step 30:* Step 1 through 10 of this salary schedule plus an anniversary increase of \$3,370.80 for the 20th - 24th years.

^c *Step 31 - Step 40:* Step 1 through 10 of this salary schedule plus an anniversary increase of \$4,494.40 for the 25th - 29th years.

^d *Step 41 - Step 50:* Step 1 through 10 of this salary schedule plus an anniversary increase of \$8,988.80 for 30th + years.

Annual Stipends:

Bachelor's Degree: \$550.00
 Masters or Doctorate Degree: \$350.00

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)

+ adding Classifications:
 Early Headstart Teacher

Associate Teacher = New Salary Step

Montebello Unified School District
Fiscal Year 2022-23
Head Start Teacher, Associate Teacher, Education Specialist
Disabilities Specialist, Early Head Start Teacher
Salary Schedule E (11-Month):

Associate Teacher	Class A¹
	(Column 01)
Step *	1.0
Step 52	Annual \$32,985.27
	Monthly (11-Month) \$2,998.66
	Daily \$178.30
Step 53	Annual \$34,534.81
	Monthly (11-Month) \$3,139.53
	Daily \$186.67
Step 54	Annual \$36,677.24
	Monthly (11-Month) \$3,334.29
	Daily \$198.26
Step 55	Annual \$38,105.53
	Monthly (11-Month) \$3,464.14
	Daily \$205.98
Step 56	Annual \$40,018.89
	Monthly (11-Month) \$3,638.08
	Daily \$216.32
Step 62^a	Annual \$35,344.83
	Monthly (11-Month) \$3,213.17
	Daily \$191.05
Step 63^a	Annual \$36,894.37
	Monthly (11-Month) \$3,354.03
	Daily \$199.43
Step 64^a	Annual \$39,036.80
	Monthly (11-Month) \$3,548.80
	Daily \$211.01
Step 65^a	Annual \$40,465.09
	Monthly (11-Month) \$3,678.64
	Daily \$218.73
Step 66^a	Annual \$42,378.45
	Monthly (11-Month) \$3,852.59
	Daily \$229.07
Step 72^b	Annual \$36,356.07
	Monthly (11-Month) \$3,305.10
	Daily \$196.52
Step 73^b	Annual \$37,905.61
	Monthly (11-Month) \$3,445.96
	Daily \$204.90
Step 74^b	Annual \$40,048.04
	Monthly (11-Month) \$3,640.73
	Daily \$216.48
Step 75^b	Annual \$41,476.33
	Monthly (11-Month) \$3,770.58
	Daily \$224.20
Step 76^b	Annual \$43,389.69
	Monthly (11-Month) \$3,944.52
	Daily \$234.54
Step 82^c	Annual \$37,479.67
	Monthly (11-Month) \$3,407.24
	Daily \$202.59

+ adding Classifications:
Early Headstart Teacher

Associate Teacher = New Salary Step

Montebello Unified School District
Fiscal Year 2022-23
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Salary Schedule E (11-Month):

Associate Teacher	Class A¹
	(Column 01)
Step *	1.0
Step 83^c Annual	\$39,029.21
Monthly (11-Month)	\$3,548.11
Daily	\$210.97
Step 84^c Annual	\$41,171.64
Monthly (11-Month)	\$3,742.88
Daily	\$222.55
Step 85^c Annual	\$42,599.93
Monthly (11-Month)	\$3,872.72
Daily	\$230.27
Step 86^c Annual	\$44,513.29
Monthly (11-Month)	\$4,046.66
Daily	\$240.61
Step 92^d Annual	\$41,974.07
Monthly (11-Month)	\$3,815.82
Daily	\$226.89
Step 93^d Annual	\$43,523.61
Monthly (11-Month)	\$3,956.69
Daily	\$235.26
Step 94^d Annual	\$45,666.04
Monthly (11-Month)	\$4,151.46
Daily	\$246.84
Step 95^d Annual	\$47,094.33
Monthly (11-Month)	\$4,281.30
Daily	\$254.56
Step 96^d Annual	\$49,007.69
Monthly (11-Month)	\$4,455.24
Daily	\$264.91

Class A: Associate Teacher with an Associate's Degree or higher in Early Childhood Education or related field and possession of or be eligible for a Child Development Teacher Permit

Head Start Anniversary Increments Associate Teacher:

^a Step 62 - Step 66: of this salary schedule plus an anniversary increase of \$2,359.56 for the 16th - 19th years.

^b Step 72 - Step 76: of this salary schedule plus an anniversary increase of \$3,370.80 for the 20th - 24th years.

^c Step 82 - Step 86: of this salary schedule plus an anniversary increase of \$4,494.40 for the 25th - 29th years.

^d Step 92 - Step 96: of this salary schedule plus an anniversary increase of \$8,988.80 for 30th + years.

Annual Stipends:

Bachelor's Degree:	\$550.00
Masters or Doctorate Degree:	\$350.00

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

* Associate Teacher are Full day (8 hrs/day) Steps 52 - 56 = Steps 1 - 5

+ adding Classifications:
 Early Headstart Teacher
 Associate Teacher = New Salary Step