SAN JUAN UNIFIED SCHOOL DISTRICT
Early Childhood Education
Salary Schedule
2023 - 2024 School Year

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>I</th>
<th>II</th>
<th>III</th>
<th>IV</th>
<th>V</th>
<th>VI</th>
</tr>
</thead>
<tbody>
<tr>
<td>12-60 units</td>
<td>18.40</td>
<td>21.98</td>
<td>28.23</td>
<td>33.85</td>
<td>36.49</td>
<td>38.50</td>
</tr>
<tr>
<td>AA or 61 units</td>
<td>19.08</td>
<td>22.76</td>
<td>29.34</td>
<td>35.23</td>
<td>37.84</td>
<td>39.91</td>
</tr>
<tr>
<td>BA</td>
<td>19.75</td>
<td>23.59</td>
<td>30.43</td>
<td>36.49</td>
<td>39.13</td>
<td>41.27</td>
</tr>
<tr>
<td>BA with Site Supervisor Permit*</td>
<td>20.60</td>
<td>24.44</td>
<td>31.54</td>
<td>37.84</td>
<td>40.43</td>
<td>42.65</td>
</tr>
<tr>
<td>BA+30 or BA+MA CE</td>
<td></td>
<td></td>
<td></td>
<td>39.12</td>
<td>41.77</td>
<td>44.06</td>
</tr>
<tr>
<td>CE</td>
<td></td>
<td></td>
<td></td>
<td>40.40</td>
<td>43.11</td>
<td>45.47</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>44.38</td>
<td>46.83</td>
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<td></td>
<td></td>
<td>45.73</td>
<td>48.23</td>
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</tr>
</tbody>
</table>

Notes for Exhibit F:1:
- Migration to the consolidate salary schedule is schedule to be completed in the 2017-18 school year. While the migration is in effect, New ECE members will continue to be placed on the salary schedule F-1a and F-1b as outlined in Exhibit F and the increase will be paid as outlined in Article 21 (21.06).
- Continuing Education column (CE) shall be in effect beginning 2014-2015. Column VI is 5.5% on Column V base hourly rate.
- *Columns 4, 5 and 6 are open only to members with a Site Supervisor or Program Director Permit.
- Steps 7 and 8 within Columns 5 and 6 are open only to those members with a Master's degree.

ANNIVERSARY INCREMENTS
2% (of teacher's base salary) - Anniversary increment commencing with the 15th fiscal year as stipulated under District contract upon completion of 14 years active services with the District.
4% (of teacher's base salary) - Anniversary increment commencing with the 18th fiscal year, upon completion of 17 active services with the District. (The 4% includes the 15 year anniversary increment)
8% (of teacher's base salary) - Anniversary increment commencing with the 20th fiscal year, upon completion of 19 years active services with the District. (The 8% includes the 15th and 18th year anniversary increments.)

For credit toward any anniversary increment, a teacher must have worked 75% of each school year.

Board Approval Date: XX
1% ongoing effective to July 1, 2023