

The current contract's term is July 1, 2021 through June 30, 2024. The agreement allows for limited reopeners for 2022-2023 and 2023-2024. The District and the Association began 2022-2023 negotiations September 9, 2022 and concluded January 12, 2023. The Association opened Article VIII. Class Size and Article XII. Wages. The Association proposed a new article on Community Schools. The District opened Article IV. Hours and Assignments as well as Article XII. Wages.

The Association's team was led by Paul Chavez (SHS). The team also included Jennifer Gonzalez (CDS), Gabriela Orozco Gonzalez (MGE), Myra Pasquier (SUI), and Lisa Quemada (MHS). Executive Director Kathy Schlotz advised the team. The District's team was led by Assistant Superintendent Human Resources Zepure Hacopian. Her team included Assistant Superintendent Educational Services Kaivan Yuen and Assistant Superintendent Student Services Allison Garland.

## Voting and Ratification

A Zoom informational meeting will be held Tuesday, January 17 at 4 p.m. An invitation to the meeting will be emailed to all Bargaining Unit members via personal email.

Voting will begin Tuesday, January 17 and continue through Monday, January 23 at 2 p.m. The Board is expected to ratify the agreement at the Wednesday, **February 15 meeting**. The raise will be included in the **May 1, 2023** warrant. Retroactive payments are expected no later than **June 1, 2023**.

### Article XII. *Wages*

Salary schedules will be increased by **9 percent retroactive to July 1, 2022**. The additional assignment and summer school rate is increased from \$50 to \$55 an hour beginning July 1, 2023. Esports is added to the other high school extended activities.

### *30 Step Salary Schedules*

The District and the Association agreed to transition to 30 step salary schedules, which will embed anniversary increments, by July 1, 2023. Beginning in February the District and Association will:

- Meet every other week to create the schedules and adjust the rating in language.
- Eliminate anniversary increments.
- Verify each Bargaining Unit member of placement on the 30-Step schedule.

### New Article *Community Schools*

The District and the Association have committed to the community schools pillars:

- Integrated student services
- Extended/expanded learning time and opportunities
- Family and community engagement
- Collaborative leadership and shared decision making

The first step will be to jointly establish a steering committee.

### Article VIII. *Class Size*

Class Size and Caseloads have been reduced since the pandemic closures in 2020-2021 through successive single year memorandums of understanding (MOUs). A Class Size and Caseload MOU has been agreed upon for 2023-2024.

- Class size maximums continue from 2022-2023 except one student is added to Special Education Preschool.
- Combination class stipends continue for general education grades TK-5 and special education classes with more than two grade levels.
- Flexibility is added in class size and most case loads for up to three students. The Bargaining Unit member will be paid for the overage.

The District and the Association also agreed to permanent contract language to reduce class size. The 2023-2024 MOU will be in force next year. If a subsequent MOU is not signed in 2024-2025, the new contract language will be used.

### Article IV. *Hours and Assignments*

The District and the Association agreed not to make changes in Hours and Assignments.

### *Early Head Start*

An MOU has been signed regarding the newly initiated Early Head Start program. Calendars and a salary schedule were adopted. The Head Start Hours and Assignments language was reformatted.

**Tentative Agreement  
Between The  
Montebello Unified School District  
And The  
Montebello Teachers Association**

**January 12, 2023**

**XII. Wages**

The District and the Association agree to the concept of 30 step salary schedules for all Bargaining Unit members. The steps will absorb the anniversaries.

The goal of the committee is to implement the 30 step schedules July 1, 2023. The District and the Association will meet biweekly beginning in February 2023 for the purposes listed below.

1. Develop salary schedules
  2. Review sections A-H and redraft language as needed.
  3. Place all Bargaining Unit members on 30 step schedules
    - a. Insure no loss of annual income for the placement
    - b. Advise each Bargaining Unit member of new placement with a timeline for verification by June 1, 2023
  4. Review and redraft "Rating-In" language to align with the new schedules if needed.
  5. Draft MOUs which would be necessary for adoption of the amendments for the schedules listed below
- A. Schedule A: Pre K-12 teachers and teachers on special assignment "TOSAs" (excluding teachers on defined salary schedules) librarians/media specialists, orientation and mobility specialists, and vision impairment specialists
- 1) Four hundred and thirty-five (435) minute board day and three hundred five (305) inclusive of a minimum of a thirty (30) minute lunch
  - 2) Three hundred five (305) minute instructional day
  - 3) One hundred eighty-one (181) instructional days
  - 4) Four (4) professional learning days
  - 5) 2.26002:1 ratio thirty (30) step five and one half (5.5) column salary schedule
- B. Schedule E: Head Start personnel
- a. Part-Day Head Start
    - 1) Three hundred ninety (390) minute board day inclusive of a thirty (30) minute lunch
    - 2) Three hundred (300) minute instructional day
    - 3) One hundred seventy (170) instructional days
    - 4) Fifteen (15) professional learning days
    - 5) Thirty (30) step, two (2) column salary schedule
  - b. Full Day Head Start Board
    - 1) Four hundred eighty (480) minute board day inclusive of a thirty (30) minute lunch
    - 2) Three hundred ninety (390) minute instructional day
    - 3) One hundred seventy (170) instructional days
    - 4) Fifteen (15) professional learning days
    - 5) Thirty (30) step, two (2) column salary schedule
  - c. Associate Teacher
    - 1) Four hundred eighty (480) minute board day inclusive of a thirty (30) minute lunch

- 2) Three hundred ninety (390) minute instructional day
- 3) One hundred seventy (170) instructional days
- 4) Fifteen (15) professional learning days
- 5) Thirty (30) step, one (1) column salary schedule

**d. Early Head Start Teacher**

- 1) Four hundred eighty (480) minute board day inclusive of a thirty (30) minute lunch
- 2) Three hundred ninety (390) minute instructional day
- 3) Two hundred one (201) instructional days
- 4) Four (4) professional learning days
- 5) Thirty (30) step, two (2) column salary schedule

**e. Education Specialist**

- 1) Four hundred eighty (480) minute board day inclusive of a thirty (30) minute lunch
- 2) One hundred seventy (170) instructional days
- 3) Fifteen (15) professional learning days
- 4) Twenty (20) factor days
- 5) Thirty (30) step, two (2) column salary schedule

**C. Schedule F: Psychologists, Speech and Language Specialists, and Nurses**

- 1) Four hundred eighty (480) minute board day inclusive of a thirty (30) minute lunch
- 2) One hundred ninety-five (181) instructional days
- 3) Four (4) professional learning days
- 4) Ten (10) factor days
- 5) Thirty (30) step, one (1) column salary schedule

**D. Schedule G: Infant Toddler Teachers**

- 1) Four hundred thirty-five (435) minute board day inclusive of a thirty (30) minute lunch
- 2) Three hundred thirty-five (335) minute instructional day
- 3) One hundred eighty-one (181) instructional days
- 4) Four (4) professional learning days
- 5) Thirty (30) step, three (3) column salary schedule

**E. Schedule 3: Counselors**

- 1) Four hundred thirty-five (435) minute board day inclusive of a thirty (30) minute lunch
- 2) One hundred eighty-one (181) instructional days
- 3) Four (4) professional learning days
- 4) Ten (10) factor days
- 5) Thirty (30) step, five and a half (5.5) salary schedule

**F. Schedule U: Adult Education**

- 1) Hourly rate
- 2) One hundred seventy-one (171) instructional days
- 3) One (1) professional learning day
- 4) Thirty (30) step, three (3) column salary schedule

**G. Schedule U: CTE**

- 1) Hourly rate
- 2) One hundred seventy-one (171) instructional days
- 3) One (1) professional learning day
- 4) Thirty (30) step, one (1) column salary schedule

**H. Schedule 6: Community Day and High School Special Education SDC Moderate/Severe, Emotionally Disturbed, Low Functioning, and Adult Transition teachers**

- 1) **Four hundred thirty-five (435) minute board day and three hundred sixty-five (365) minute instructional day**
- 2) **One hundred eighty-one (181) instructional days**
- 3) **Four (4) professional learning days**
- 4) **2.26002:1 thirty (30) step, five and one half (5.5) column salary schedule**

The salary compensation for Bargaining Unit members for each school year during the term of this Agreement shall be the following:

1. 2.09063:1 ratio as per Section C-Salary Index with a fourteen (14) step - five and a half (5.5) column salary schedule.
2. Salary Schedules A, L, F, G, Adult Education and Head Start, will be increased utilizing the existing index by the following:
3. **Beginning July 1, 2022, all salary schedules are increased by nine (9) percent. ~~July 1, 2021 increase by six (6) percent.~~**
4. Beginning July 1, 2022, annually, a three hundred fifty (\$350) Instructional Supply stipend will be provided for Bargaining Unit members no later than 120 days after the first day of service.
5. Community Day and High School Special Education SOC Moderate/Severe, Emotionally Disturbed, Low Functioning, and Adult Transition teachers shall be assigned an additional 6th period which shall be paid in a manner consistent with STRS retirement credit.

**A. Revenue and Expense Committee**

1. A Revenue and Expense Committee will be established on or before August 1, 1995. The Committee will be composed of an equal number of Association, CSEA and District representatives. Ex-officio members of the Committee shall include the MTA Executive Director, the CSEA Labor Relations Representative and the District Business Manager.
2. The purpose of this Committee will be to review the District's budget, revenues and expenditures on a monthly basis. Some topics will be:
  - a. Local Control Funding Formula
    - (1) Class Size Reduction
    - (2) Local Control Accountability Planning
    - (3) Teacher Support
    - (4) Enrollment and unduplicated pupil count
  - b. Common Core Implementation and Funding including Smarter Balanced Assessment Consortium
  - c. Facilities Planning
    - (1) Representatives of the Revenue and Expense shall refer any issues, pertinent to a site, to the principal and faculty club chair.
    - (2) This Committee shall report to the Board and the Executive Committees of MTA and CSEA during the first week of November, February and June.

**F. Salary Schedules and Hourly Rates**

1. All Bargaining Unit members shall be paid on the first day of each month in ten (10) cycles (October 1 through July 1 when calendar begins in September) and in eleven (11) cycles (September 1 through July 1 when calendar begins in August) with the following exceptions:
  - a. Support Personnel in accordance with Article V. Section I.
  - b. Bargaining Unit Members who were on a twelve (12) month cycle June 30, 2010.

2. All Bargaining Unit Members shall have the option of direct deposit of warrants. Bargaining Unit members who do not opt for direct deposit will have the option of having their warrants mailed or available for pickup at an alternate site designated by the District.

3. **Calendar Month Basis**

If a Bargaining Unit member is involved in a transfer from a year-round assignment to a non-year round school, the District shall maintain the twelve (12) calendar month pay period for one (1) full school year following such change, at the Bargaining Unit member's request. The District shall notify the Bargaining Unit member in writing of the transfer and the pay warrant options as soon as is practicable. If the transfer takes place anytime after July 1, this contract provision calling for twelve (12) equal checks will not apply, so that all pay must be made by June 30 of that school year. **2021-22 SALARY SCHEDULES**

**N. Salary Payments for Assigned Extended Day Activities**

1. High School

High school Bargaining Unit members who are employed in approved extended day activities requiring additional hours of time beyond the normal work week shall be compensated as follows:

a. **Position Titles**

Position titles shall be established as follows (per season):

- (1) Varsity Head Coach
- (2) Varsity Assistant Coach
- (3) Lower Division (LD) Head Coach
- (4) Lower Division Assistant Coach

b. Position titles shall be established as follows:

- (1) Athletic Trainer (1 season)
- (2) Pepster Advisor (1 season)
- (3) Drill Team Advisor (for each of 2 seasons)
- (4) Athletic Director (for each of 2 seasons)

c. **Salary Schedule**

Beginning July 1, 2016, and for each succeeding two (2) years, the base salary figure shall increase by the average salary increase for the preceding two (2) years as follows:

d. **Salaries**

	<b>Var. Head Coach</b>	<b>Var. Ass't Coach</b>	<b>LD Head Coach</b>	<b>LD Ass't Coach</b>
1. <b>Sports</b>				
Football	5,049	3,787	3,283	2,526
Basketball	4,293	2,526	3,030	2,272
Soccer	4,293	2,526	3,030	2,272
Baseball	4,293	2,526	3,030	2,272
Softball	4,293	2,526	3,030	2,272
Wrestling	4,293	2,526	3,030	2,272
Cr. Country	4,293	2,526	3,030	2,272
Golf	4,293	2,526	3,030	2,272
Swimming	4,293	2,526	3,030	2,272
Water Polo	4,293	2,526	3,030	2,272
Tennis	4,293	2,526	3,030	2,272
Volleyball	4,293	2,526	3,030	2,272
Gymnastics	4,293	2,526	3,030	2,272
Competitive Cheer	4,293	2,526	3,030	2,272
Other CIF Sanctioned Sport	4,293	2,526	3,030	2,272

- 2. Ath. Trainer (for each of 3 seasons) 3,763
- Drill Team Advisor (for each of 2 seasons) 3,030
- Pepster Advisor (for each of 2 seasons) 3,030
- Athletic Director (for each of 2 seasons) 5,049

e. **Other High School Extended Day Activities**

Band – 1 <sup>st</sup> Semester	\$5,049
Band – 2 <sup>nd</sup> Semester	\$3,283
Yearbook – Per Semester	\$4,293
Newspaper – Per Semester	\$4,293
Choral Music – Per Semester (to include presentations of a 2-act musical)	\$4,293

Drama – Per Semester (minimum 1 major production each semester)	\$4,293
Dance – Per Semester (minimum 1 major production each semester)	\$4,293
Forensics – Per Semester	\$4,293
Renaissance Coordinator (minimum 1 major production each semester)	\$4,293
<b>Esports Upper Division Head Coach</b>	<b>\$4,293</b>
<b>Esports Lower Division Head Coach</b>	<b>\$3,030</b>
Tall Flag Advisor - annual assignment	\$1,353
Orchestra, Jazz Band, additional band ensembles	\$1,082
District Orchestra Director	\$2,165
Art Consultant, Board of Education Publications	\$1,262
Stage Manager (School Sponsored Activities)	\$1,262
Other (as designated by immediate supervisor)	\$1,262

Athletic Events Duties	Amount Per Game
Football	\$62
Track	\$62
Basketball	\$31
Water Polo	\$31
Wrestling	\$31
Soccer	\$31
(Assignments may include clock/timer, gate monitor, chain crew, video and scouting)	

- f.
- (1) The compensation for competition in sanctioned play-off games to be one-eighth (1/8) of the total extended day salary for each week a team or individual(s) participates.
  - (2) Teams (Athletic, Music, or Pep & Drill) or individuals who qualify may participate in play-off games after the regular season of competition. Coaches of Varsity teams will be assigned for this period of time. Assistant coaches may be assigned with the approval of the principal and the Director of Athletics. Music and Pep & Drill unit member may be assigned with the approval of the Principal. Football teams may have a maximum of six (6) coaches assigned.
- g. Reimbursement for the above activities shall be payable at the conclusion of the activity upon certification by the Principal.
- h. Extra-pay assignments for certificated service shall be presented in writing to the Superintendent of Schools, and shall be approved by the Board of Education prior to actual assignment.
- i. Compensation for a one time per year off season coaching stipend shall be \$671 for the Varsity Coach and \$579 for each authorized Assistant Coach.
- j. The District and the Association recognize, support and encourage the hiring of qualified Bargaining Unit Members for all Extended Day activities. Bargaining Unit Members who apply shall be considered for all Extended Day Activities.

**2. TK-8**

TK-8 Bargaining Unit members who are employed in approved extended day activities requiring additional hours of time beyond the normal work week shall be compensated as follows:

**a. Other Extended Day Activities**

Band	\$1,262
Chorus	\$1,262
Drama	\$1,262
Dance	\$1,262
Associated Student Body (ASB) Advisor	\$1,262
Yearbook	\$1,262
Newspaper	\$1,262
Sports Coach (at least 8 hours per week per intermediate school season)	\$1,262
Webmaster	\$1,262
Other (as designated by immediate supervisor)	\$1,262

**G. Special Service Compensation and Additional Assignments as needed. Rates are for assigned work beyond contractual obligations in Article IV. Hours and Assignments Section C.**

1. Additional Assignment Rate - ~~\$50.00~~ **\$55.00** per hour (Assignments not specified in this Agreement) **NEW RATE BEGINS JULY 1, 2023**
2. Daily Rate - ~~\$50.00~~ **\$55.00** per hour – **NEW RATE BEGINS JULY 1, 2023**

- a. Summer School Bargaining Unit Members (hours of instruction per day and 1 additional hour on site per day).
- b. Saturday School (minimum of 4 hours)
  - 3. Per Diem Per Hour Rates
- a. Additional Teaching Assignments (Article IV. Section H.3)
- b. Additional Teaching Assignments Prep Time (Article IV. Section H.2)
- c. Additional Student Coverage (Article IV. Section F.6)
- d. Work Days beyond the calendar
  - 4. Professional Learning Lead (Professional Learning Lead shall be compensated one hour for preparation at ~~\$50.00~~ **\$55.00** per hour for each hour of training) - **NEW RATE BEGINS JULY 1, 2023**
  - 5. Mileage reimbursement at maximum IRS rate per Board Policy.

**H. Situational Rates**

Primary Language, BCC and BCLAD Certificate (within bilingual, primary language, dual language, or SEI setting)	\$350.00 per annum
Special Education Autism Authorization Stipend	\$225.00 per annum
Bilingual and dual language Stipend (certificate or credential)	\$500.00 one time
<b>Master's Degree or Doctorate Degree</b>	<b>\$350.00 per annum</b>
<b>Head Start Bachelor's Degree</b>	<b>\$550.00 per annum</b>
Supervisor/Infant Toddler (with 6 or more units of administration and/or supervision coursework in child development)	\$500.00 per annum
Tandem Teaching	% of wages & benefits
Bargaining Unit Member Substitutes	\$10.00 additional per day
Early Retirement (pre 95/96 - Independent Contractor)	\$5,000.00 per annum
Early Retirement (post 94/95 - Employee)	\$5,000.00 per annum
Sabbatical	(See Leave Policy)

  
 \_\_\_\_\_  
 Montebello Unified School District      Date      01-12-2023

  
 \_\_\_\_\_  
 Montebello Teacher Association      Date      1/12/23

**Tentative Agreement  
Between The  
Montebello Unified School District  
And The  
Montebello Teachers Association**

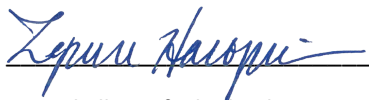
**January 12, 2023**

**Article XXB. Community Schools**

- 1. The District commits to establishing and maintaining Community Schools, by way of the following pillars:
  - a. Integrated student services**
  - b. Extended/Expanded learning time and opportunities**
  - c. Family and community engagement**
  - d. Collaborative leadership and shared decision making****
- 2. The District will work collaboratively with the Association, school and parent communities to conduct needs assessments and gap analysis for schools being considered for the California Community Schools Partnership Program: Implementation Grant.**
- 3. MTA and the District will choose an even number of representatives to collaborate regarding the make up of the Community Schools Steering Committee (CSSC).**
- 4. Recommendations regarding the District-wide implementation, expansion, and maintenance of the Community Schools program shall be made by the CSSC. The CSSC will receive collaborative support from the Associations, District, students, parents, and community partners. The CSSC committee shall be formed no later than May 2023. The committee appointees may comprise community, certificated and classified members, parents, MTA representation, CSEA representation, Student Services, and Educational Services representation.**
- 5. The CSSC shall guide the process by which schools apply for the California Community Schools Partnership Program: Implementation Grant.**
- 6. If grant funds are awarded all schools selected for the California Community Schools Partnership Program: Implementation Grant, shall receive funding each year of implementation based on funding guidelines of the grant.**



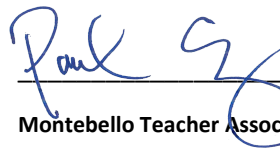
7. Whenever possible, no school designated a Community School shall be subjected to reconstitution, closure, charter co-location, or renewal of a charter co-location.
8. Should the District be awarded the California Community Schools Partnership Program: Implementation Grant, the District agrees to further negotiate this article within 30 days upon receipt of the CCSPP grant implementation funds.



Montebello Unified School District

01-12-2023

Date



Montebello Teacher Association

1/12/23

Date

## 2022-2023 - MTA SALARY SCHEDULE A - 11 MONTH TEACHERS

Salary Schedule contains 9% increase

This salary schedule has been prepared by MTA for comparative purposes only. **This schedule IS NOT an official document.** Human Resources will post official schedules.

	CLASS B BA	CLASS C BA + 30	CLASS D BA + 45 or BA + Prelim., Clear or equivalent Credential	CLASS E BA + 60	CLASS F BA + 75	CLASS X BA + 90 incl. MA or Doctorate	
STEP							STEP
ANNUAL SALARY							
12 WARRANTS @							
1	\$57,812.47	\$61,929.21	\$66,045.97	\$70,175.43	\$74,292.20	\$76,350.58	1
	\$5,255.68	\$5,629.93	\$6,004.18	\$6,379.58	\$6,753.84	\$6,940.96	
2	\$60,988.97	\$65,105.74	\$69,235.20	\$73,351.95	\$77,468.70	\$79,527.08	2
	\$5,544.45	\$5,918.70	\$6,294.11	\$6,668.36	\$7,042.61	\$7,229.73	
3	\$64,178.19	\$68,294.94	\$72,411.71	\$76,528.45	\$80,645.21	\$82,703.59	3
	\$5,834.38	\$6,208.63	\$6,582.88	\$6,957.13	\$7,331.38	\$7,518.51	
4	\$70,531.21	\$74,647.96	\$78,764.71	\$82,894.18	\$87,010.93	\$89,069.31	4
	\$6,411.93	\$6,786.18	\$7,160.43	\$7,535.83	\$7,910.08	\$8,097.21	
5	\$73,707.73	\$77,824.47	\$81,953.93	\$86,070.69	\$90,187.45	\$92,245.81	5
	\$6,700.70	\$7,074.95	\$7,450.36	\$7,824.61	\$8,198.86	\$8,385.98	
6	\$76,896.93	\$81,013.69	\$85,130.44	\$89,247.20	\$93,363.95	\$95,422.34	6
	\$6,990.63	\$7,364.88	\$7,739.13	\$8,113.38	\$8,487.63	\$8,674.76	
7	\$80,073.45	\$84,190.20	\$88,306.95	\$92,423.71	\$96,553.18	\$98,611.54	7
	\$7,279.40	\$7,653.65	\$8,027.90	\$8,402.16	\$8,777.56	\$8,964.69	
8	\$83,249.95	\$87,366.70	\$91,483.46	\$95,612.93	\$99,729.68	\$101,788.06	8
	\$7,568.18	\$7,942.43	\$8,316.68	\$8,692.08	\$9,066.33	\$9,253.46	
9	\$86,426.46	\$90,543.22	\$94,672.67	\$98,789.44	\$102,906.19	\$104,964.57	9
	\$7,856.95	\$8,231.20	\$8,606.61	\$8,980.86	\$9,355.11	\$9,542.23	
10	\$89,615.68	\$93,732.42	\$97,849.19	\$101,965.95	\$106,082.70	\$108,141.07	10
	\$8,146.88	\$8,521.13	\$8,895.38	\$9,269.63	\$9,643.88	\$9,831.01	
11		\$96,908.94	\$101,025.70	\$105,142.45	\$109,271.91	\$111,330.29	11
		\$8,809.90	\$9,184.15	\$9,558.40	\$9,933.81	\$10,120.94	
12			\$104,202.20	\$108,331.67	\$112,448.42	\$114,506.80	12
			\$9,472.93	\$9,848.33	\$10,222.58	\$10,409.71	
13				\$111,508.18	\$115,624.93	\$117,683.30	13
				\$10,137.11	\$10,511.36	\$10,698.48	
14					\$118,801.44	\$120,859.82	14
					\$10,800.13	\$10,987.26	
*16 YEARS \$2,572	\$92,187.60	\$99,480.86	\$106,774.12	\$114,080.10	\$121,373.36	\$123,431.74	
	\$8,380.69	\$9,043.71	\$9,706.74	\$10,370.92	\$11,033.94	\$11,221.07	
*20 YEARS \$3,674	\$93,289.85	\$100,583.11	\$107,876.37	\$115,182.35	\$122,475.61	\$124,533.99	
	\$8,480.90	\$9,143.92	\$9,806.94	\$10,471.12	\$11,134.15	\$11,321.27	
*25 YEARS \$4,899	\$94,514.58	\$101,807.83	\$109,101.10	\$116,407.07	\$123,700.33	\$125,758.71	
	\$8,592.23	\$9,255.26	\$9,918.28	\$10,582.46	\$11,245.48	\$11,432.61	
*30 YEARS \$9,798	\$99,413.47	\$106,706.73	\$113,999.99	\$121,305.97	\$128,599.23	\$130,657.61	
	\$9,037.59	\$9,700.61	\$10,363.64	\$11,027.82	\$11,690.84	\$11,877.96	

\* Anniversaries - Note, this is a 14 step salary schedule with anniversary increments at Step 16, 20, 25 and 30 years.

## 2022-2023 - MTA SALARY SCHEDULE L - 12 MONTH TEACHERS

Salary Schedule contains 9% increase

This salary schedule has been prepared by MTA for comparative purposes only. **This schedule IS NOT an official document.** Human Resources will post official schedules.

	CLASS B BA	CLASS C BA + 30	CLASS D BA + 45 or BA + Prelim., Clear or equivalent Credential	CLASS E BA + 60	CLASS F BA + 75	CLASS X BA + 90 incl. MA or Doctorate	
STEP							STEP
ANNUAL SALARY 12 WARRANTS @							
1	\$57,812.47	\$61,929.21	\$66,045.97	\$70,175.43	\$74,292.20	\$76,350.58	1
	\$4,817.71	\$5,160.77	\$5,503.83	\$5,847.95	\$6,191.02	\$6,362.55	
2	\$60,988.97	\$65,105.74	\$69,235.20	\$73,351.95	\$77,468.70	\$79,527.08	2
	\$5,082.41	\$5,425.48	\$5,769.60	\$6,112.66	\$6,455.73	\$6,627.26	
3	\$64,178.19	\$68,294.94	\$72,411.71	\$76,528.45	\$80,645.21	\$82,703.59	3
	\$5,348.18	\$5,691.24	\$6,034.31	\$6,377.37	\$6,720.43	\$6,891.97	
4	\$70,531.21	\$74,647.96	\$78,764.71	\$82,894.18	\$87,010.93	\$89,069.31	4
	\$5,877.60	\$6,220.66	\$6,563.73	\$6,907.85	\$7,250.91	\$7,422.44	
5	\$73,707.73	\$77,824.47	\$81,953.93	\$86,070.69	\$90,187.45	\$92,245.81	5
	\$6,142.31	\$6,485.37	\$6,829.49	\$7,172.56	\$7,515.62	\$7,687.15	
6	\$76,896.93	\$81,013.69	\$85,130.44	\$89,247.20	\$93,363.95	\$95,422.34	6
	\$6,408.08	\$6,751.14	\$7,094.20	\$7,437.27	\$7,780.33	\$7,951.86	
7	\$80,073.45	\$84,190.20	\$88,306.95	\$92,423.71	\$96,553.18	\$98,611.54	7
	\$6,672.79	\$7,015.85	\$7,358.91	\$7,701.98	\$8,046.10	\$8,217.63	
8	\$83,249.95	\$87,366.70	\$91,483.46	\$95,612.93	\$99,729.68	\$101,788.06	8
	\$6,937.50	\$7,280.56	\$7,623.62	\$7,967.74	\$8,310.81	\$8,482.34	
9	\$86,426.46	\$90,543.22	\$94,672.67	\$98,789.44	\$102,906.19	\$104,964.57	9
	\$7,202.20	\$7,545.27	\$7,889.39	\$8,232.45	\$8,575.52	\$8,747.05	
10	\$89,615.68	\$93,732.42	\$97,849.19	\$101,965.95	\$106,082.70	\$108,141.07	10
	\$7,467.97	\$7,811.04	\$8,154.10	\$8,497.16	\$8,840.22	\$9,011.76	
11		\$96,908.94	\$101,025.70	\$105,142.45	\$109,271.91	\$111,330.29	11
		\$8,075.74	\$8,418.81	\$8,761.87	\$9,105.99	\$9,277.52	
12			\$104,202.20	\$108,331.67	\$112,448.42	\$114,506.80	12
			\$8,683.52	\$9,027.64	\$9,370.70	\$9,542.23	
13				\$111,508.18	\$115,624.93	\$117,683.30	13
				\$9,292.35	\$9,635.41	\$9,806.94	
14					\$118,801.44	\$120,859.82	14
					\$9,900.12	\$10,071.65	
*16 YEARS \$2,572	\$92,187.60	\$99,480.86	\$106,774.12	\$114,080.10	\$121,373.36	\$123,431.74	
	\$7,682.30	\$8,290.07	\$8,897.84	\$9,506.67	\$10,114.45	\$10,285.98	
*20 YEARS \$3,674	\$93,289.85	\$100,583.11	\$107,876.37	\$115,182.35	\$122,475.61	\$124,533.99	
	\$7,774.15	\$8,381.93	\$8,989.70	\$9,598.53	\$10,206.30	\$10,377.83	
*25 YEARS \$4,899	\$94,514.58	\$101,807.83	\$109,101.10	\$116,407.07	\$123,700.33	\$125,758.71	
	\$7,876.21	\$8,483.99	\$9,091.76	\$9,700.59	\$10,308.36	\$10,479.89	
*30 YEARS \$9,798	\$99,413.47	\$106,706.73	\$113,999.99	\$121,305.97	\$128,599.23	\$130,657.61	
	\$8,284.46	\$8,892.23	\$9,500.00	\$10,108.83	\$10,716.60	\$10,888.13	

\* Anniversaries - Note, this is a 14 step salary schedule with anniversary increments at Step 16, 20, 25 and 30 years.

**2022-2023 MTA SALARY SCHEDULE E - HEAD START (Full Day)**

Salary Schedule contains 9% increase

This salary schedule has been prepared by MTA for comparative purposes only. **This schedule IS NOT an official document.** Human Resources will post official schedules.

STEP		B (Gr. 02)	C (Gr. 03)	STEP
1		\$48,838.61	\$56,405.40	1
2		\$51,256.68	\$59,168.91	2
3		\$53,789.90	\$62,179.17	3
4		\$56,405.40	\$65,024.93	4
5		\$59,168.91	\$68,364.18	5
*16 YEARS	\$2,572	\$61,740.83	\$70,936.10	
*20 YEARS	\$3,674	\$62,843.08	\$72,038.35	
*25 YEARS	\$4,899	\$64,067.80	\$73,263.07	
*30 YEARS	\$9,798	\$68,966.70	\$78,161.97	

**Annual Stipends:**

Bachelor's Degree	\$550
Masters or Doctorate Degree	\$350

**Level 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.

**Level C:** Headstart 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 Bachelor's Degree from an accredited college or university.

\* Anniversaries - Note, this is a 5 step salary schedule with anniversary increments at Step 16, 20, 25 and 30 years.

**2022-2023 MTA SALARY SCHEDULE E - EARLY HEAD START & EDUCATIONAL SPECIALISTS**

Salary Schedule contains 9% increase

This salary schedule has been prepared by MTA for comparative purposes only. **This schedule IS NOT an official document.** Human Resources will post official schedules.

STEP		A (Gr. 01)	B (Gr. 02)	STEP
1		\$50,671.67	\$58,522.44	1
2		\$53,180.52	\$61,389.69	2
3		\$55,808.82	\$64,512.94	3
4		\$58,522.44	\$67,465.52	4
5		\$61,389.69	\$70,930.10	5
*16 YEARS	\$2,572	\$63,961.62	\$73,502.02	
*20 YEARS	\$3,674	\$65,063.87	\$74,604.27	
*25 YEARS	\$4,899	\$66,288.59	\$75,828.99	
*30 YEARS	\$9,798	\$71,187.49	\$80,727.89	

**Annual Stipends:**

Bachelor's Degree	\$550
Masters or Doctorate Degree	\$350

**Level 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.

**Level 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.

**Level C:** Headstart 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 Bachelor's Degree from an accredited college or university.

\* Anniversaries - Note, this is a 5 step salary schedule with anniversary increments at Step 16, 20, 25 and 30 years.

**2022-2023 MTA SALARY SCHEDULE E - HEAD START (Part Day)**

Salary Schedule contains 9% increase

This salary schedule has been prepared by MTA for comparative purposes only. **This schedule IS NOT an official document.** Human Resources will post official schedules.

STEP		B (Gr. 02)	C (Gr. 03)	STEP
1		\$43,605.91	\$50,361.96	1
2		\$45,764.90	\$52,829.37	2
3		\$48,026.71	\$55,517.12	3
4		\$50,361.96	\$58,057.98	4
5		\$52,829.37	\$61,039.45	5
*16 YEARS	\$2,572	\$55,401.29	\$63,611.37	
*20 YEARS	\$3,674	\$56,503.54	\$64,713.62	
*25 YEARS	\$4,899	\$57,728.27	\$65,938.34	
*30 YEARS	\$9,798	\$62,627.16	\$70,837.24	

**Annual Stipends:**

Bachelor's Degree	\$550
Masters or Doctorate Degree	\$350

**Level 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.

**Level C:** Headstart 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 Bachelor's Degree from an accredited college or university.

\* Anniversaries - Note, this is a 5 step salary schedule with anniversary increments at Step 16, 20, 25 and 30 years.

**2022-2023 MTA SALARY SCHEDULE E - HEAD START (Associate Teacher)**

Salary Schedule contains 9% increase

This salary schedule has been prepared by MTA for comparative purposes only. **This schedule IS NOT an official document.** Human Resources will post official schedules.

STEP		A (Gr. 01)
1		\$35,953.95
2		\$37,642.94
3		\$39,978.19
4		\$41,535.02
5		\$43,620.59
*16 YEARS	\$2,572	\$46,192.51
*20 YEARS	\$3,674	\$47,294.76
*25 YEARS	\$4,899	\$48,519.49
*30 YEARS	\$9,798	\$53,418.38

**Annual Stipends:**

Bachelor's Degree	\$550
Masters or Doctorate Degree	\$350

**Level 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.

\* Anniversaries - Note, this is a 5 step salary schedule with anniversary increments at Step 16, 20, 25 and 30 years.

**2022-2023 Psychologist, Speech and Language Specialist and Nurses  
Schedule F (GR 01) Per Month**

Salary Schedule contains 9% increase

**This salary schedule has been prepared by MTA for comparative purposes only. This schedule IS NOT an official document. Human Resources will post official schedules.**

BASE AMOUNT

Step	Index	Annual	11 Month	12 Month
1		1.05 \$126,907.90	\$11,537.08	\$10,575.66
2		1.08 \$130,529.11	\$11,866.28	\$10,877.43
3		1.11 \$134,150.34	\$12,195.49	\$11,179.19
4		1.14 \$137,784.25	\$12,525.84	\$11,482.02
5		1.17 \$141,405.48	\$12,855.04	\$11,783.79
6		1.23 \$148,660.62	\$13,514.60	\$12,388.39
*16th	\$2,572	\$151,232.54	\$13,748.41	\$12,602.71
*20th	\$3,674	\$152,334.79	\$13,848.62	\$12,694.57
*25th	\$4,899	\$153,559.52	\$13,959.96	\$12,796.63
*30th	\$9,798	\$158,458.41	\$14,405.31	\$13,204.87

\* Anniversaries - Note, this is a 6 step salary schedule with anniversary increments at Step 16, 20, 25 and 30 years.

**APPROXIMATE  
VALUES**



**2022-2023 MTA SALARY SCHEDULE G - INFANT TODDLER**

Salary Schedule contains 9% increase

This salary schedule has been prepared by MTA for comparative purposes only. **This schedule IS NOT an official document.** Human Resources will post official schedules.

STEP		A (Gr. 01)	B (Gr. 02)	C (Gr. 03)	STEP
1		\$37,470.10	\$45,436.78	\$52,475.92	1
2		\$39,223.53	\$47,685.74	\$55,055.25	2
3		\$41,650.38	\$50,049.07	\$57,863.29	3
4		\$43,289.46	\$52,475.92	\$60,493.43	4
5		\$45,462.20	\$55,055.25	\$63,606.41	5
*16 YEARS	\$2,572	\$48,034.12	\$57,627.17	\$66,178.33	
*20 YEARS	\$3,674	\$49,136.37	\$58,729.42	\$67,280.58	
*25 YEARS	\$4,899	\$50,361.09	\$59,954.15	\$68,505.30	
*30 YEARS	\$9,798	\$55,259.99	\$64,853.04	\$73,404.20	

**Annual Stipends:**

Masters or Doctorate Degree            \$350

\* Anniversaries - Note, this is a 5 step salary schedule with anniversary increments at Step 16, 20, 25 and 30 years.

**APPROXIMATE  
VALUES**

**2022-2023 MTA RATES FOR ADULT EDUCATION (HOURLY)**

Salary Schedule contains 9% increase

**This salary schedule has been prepared by MTA for comparative purposes only. This schedule IS NOT an official document. Human Resources will post official schedules.**

**1a. Adult Education - Hourly Assignment as needed**

		Class A	Class B	Class C
Step I	All Bargaining Unit members new to the MUSD Adult Education Program on a regular basis...	\$52.65	\$54.70	\$56.75
Step II	All Bargaining Unit members who have completed one (1) year of a regular assignment with the District Adult Education Program .....	\$51.00	\$57.55	\$59.75
Step III	All Bargaining Unit members who have completed two (2) years of a regular assignment with the District Adult Education Program .....	\$58.40	\$60.50	\$62.55
Step IV	All Bargaining Unit members who have completed three (3) years of a regular assignment with the District Adult Education Program .....	\$64.20	\$66.25	\$68.30
Step V	All Bargaining Unit members who have completed four (4) years of a regular assignment with the District Adult Education Program .....	\$67.65	\$69.70	\$71.30
Step VI	All Bargaining Unit members who have completed five (5) years of a regular assignment with the District Adult Education Program .....	\$70.00	\$72.00	\$74.10

APPROXIMATE  
VALUES

**2022-2023 MTA SALARY RATES FOR ROP & CTE (HOURLY)**

Salary Schedule contains 9% increase

**This salary schedule has been prepared by MTA for comparative purposes only. This schedule IS NOT an official document. Human Resources will post official schedules.**

<b>1b.</b>	<b>ROP - Hourly Assignment, as needed</b>	
<b>Step I</b>	All Bargaining Unit members who have completed one (1) year of a regular assignment with the MUSD ROP .....	\$60.00
<b>Step II</b>	All Bargaining Unit members who have completed two (2) year of a regular assignment with the MUSD ROP .....	\$63.40
<b>Step III</b>	All Bargaining Unit members who have completed three (3) year of a regular assignment with the MUSD ROP .....	\$66.55

**APPROXIMATE  
VALUES**

**2022-2023 - MTA SALARY SCHEDULE 6 - Community Day and High School Special Education SDC  
Moderate/Severe, Emotionally Disturbed, Low Functioning, and Adult Transition teachers**

Salary Schedule contains 9% increase

This salary schedule has been prepared by MTA for comparative purposes only. **This schedule IS NOT an official document.** Human Resources will post official schedules.

STEP ANNUAL SALARY 12 WARRANTS @	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	CLASS X	STEP
	BA	BA + 30	BA + 45 or BA + Prelim., Clear or equivalent Credential	BA + 60	BA + 75	BA + 90 incl. MA or Doctorate	
1	\$67,640.59	\$72,457.18	\$77,273.79	\$82,105.25	\$86,921.87	\$89,330.18	1
	\$6,149.14	\$6,587.02	\$7,024.89	\$7,464.11	\$7,901.99	\$8,120.93	
2	\$71,357.10	\$76,173.72	\$81,005.18	\$85,821.78	\$90,638.38	\$93,046.68	2
	\$6,487.01	\$6,924.88	\$7,364.11	\$7,801.98	\$8,239.85	\$8,458.79	
3	\$75,088.48	\$79,905.08	\$84,721.70	\$89,538.29	\$94,354.90	\$96,763.20	3
	\$6,826.23	\$7,264.10	\$7,701.97	\$8,139.84	\$8,577.72	\$8,796.65	
4	\$82,521.51	\$87,338.11	\$92,154.71	\$96,986.19	\$101,802.79	\$104,211.09	4
	\$7,501.96	\$7,939.83	\$8,377.70	\$8,816.93	\$9,254.80	\$9,473.74	
5	\$86,238.04	\$91,054.63	\$95,886.10	\$100,702.70	\$105,519.31	\$107,927.60	5
	\$7,839.82	\$8,277.69	\$8,716.92	\$9,154.79	\$9,592.66	\$9,811.60	
6	\$89,969.41	\$94,786.02	\$99,602.61	\$104,419.23	\$109,235.83	\$111,644.13	6
	\$8,179.04	\$8,616.91	\$9,054.78	\$9,492.66	\$9,930.53	\$10,149.47	
7	\$93,685.93	\$98,502.53	\$103,319.13	\$108,135.74	\$112,967.22	\$115,375.51	7
	\$8,516.90	\$8,954.78	\$9,392.65	\$9,830.52	\$10,269.75	\$10,488.68	
8	\$97,402.44	\$102,219.03	\$107,035.65	\$111,867.13	\$116,683.73	\$119,092.03	8
	\$8,854.77	\$9,292.64	\$9,730.51	\$10,169.74	\$10,607.61	\$10,826.55	
9	\$101,118.96	\$105,935.56	\$110,767.03	\$115,583.64	\$120,400.24	\$122,808.54	9
	\$9,192.63	\$9,630.51	\$10,069.73	\$10,507.60	\$10,945.48	\$11,164.41	
10	\$104,850.35	\$109,666.93	\$114,483.55	\$119,300.16	\$124,116.75	\$126,525.05	10
	\$9,531.85	\$9,969.72	\$10,407.60	\$10,845.47	\$11,283.34	\$11,502.28	
11		\$113,383.46	\$118,200.06	\$123,016.66	\$127,848.13	\$130,256.44	11
		\$10,307.59	\$10,745.46	\$11,183.33	\$11,622.56	\$11,841.49	
12			\$121,916.58	\$126,748.05	\$131,564.65	\$133,972.96	12
			\$11,083.33	\$11,522.55	\$11,960.42	\$12,179.36	
13				\$130,464.57	\$135,281.17	\$137,689.46	13
				\$11,860.42	\$12,298.29	\$12,517.22	
14					\$138,997.68	\$141,405.99	14
					\$12,636.15	\$12,855.09	
*16 YEARS \$2,572	\$107,422.27	\$115,955.38	\$124,488.50	\$133,036.49	\$141,569.60	\$143,977.91	
	\$9,765.66	\$10,541.40	\$11,317.14	\$12,094.23	\$12,869.96	\$13,088.90	
*20 YEARS \$3,674	\$108,524.52	\$117,057.63	\$125,590.75	\$134,138.74	\$142,671.86	\$145,080.16	
	\$9,865.87	\$10,641.60	\$11,417.34	\$12,194.43	\$12,970.17	\$13,189.11	
*25 YEARS \$4,899	\$109,749.24	\$118,282.35	\$126,815.47	\$135,363.46	\$143,896.58	\$146,304.88	
	\$9,977.20	\$10,752.94	\$11,528.68	\$12,305.77	\$13,081.51	\$13,300.44	
*30 YEARS \$9,798	\$114,648.14	\$123,181.25	\$131,714.37	\$140,262.36	\$148,795.48	\$151,203.78	
	\$10,422.56	\$11,198.30	\$11,974.03	\$12,751.12	\$13,526.86	\$13,745.80	

\* Anniversaries - Note, this is a 14 step salary schedule with anniversary increments at Step 16, 20, 25 and 30 years.

## 2022-2023 MTA SALARY SCHEDULE 3 - COUNSELORS

Salary Schedule contains 9% increase

This salary schedule has been prepared by MTA for comparative purposes only. **This schedule IS NOT an official document.** Human Resources will post official schedules.

STEP ANNUAL SALARY 12 WARRANTS @	CLASS B	CLASS C	CLASS D	CLASS E	CLASS F	CLASS X	STEP
	BA	BA + 30	BA + 45 or BA + Prelim., Clear or equivalent Credential	BA + 60	BA + 75	BA + 90 incl. MA or Doctorate	
1	\$62,437.46	\$66,883.55	\$71,329.65	\$75,789.47	\$80,235.57	\$82,458.62	1
	\$5,676.13	\$6,080.32	\$6,484.51	\$6,889.95	\$7,294.14	\$7,496.24	
2	\$65,868.09	\$70,314.20	\$74,774.01	\$79,220.10	\$83,666.20	\$85,889.24	2
	\$5,988.01	\$6,392.20	\$6,797.64	\$7,201.83	\$7,606.02	\$7,808.11	
3	\$69,312.45	\$73,758.53	\$78,204.64	\$82,650.73	\$87,096.83	\$89,319.88	3
	\$6,301.13	\$6,705.32	\$7,109.51	\$7,513.70	\$7,917.89	\$8,119.99	
4	\$76,173.71	\$80,619.80	\$85,065.89	\$89,525.71	\$93,971.80	\$96,194.85	4
	\$6,924.88	\$7,329.07	\$7,733.26	\$8,138.70	\$8,542.89	\$8,744.99	
5	\$79,604.34	\$84,050.43	\$88,510.24	\$92,956.34	\$97,402.44	\$99,625.48	5
	\$7,236.76	\$7,640.95	\$8,046.39	\$8,450.58	\$8,854.77	\$9,056.86	
6	\$83,048.68	\$87,494.79	\$91,940.87	\$96,386.98	\$100,833.07	\$103,056.12	6
	\$7,549.88	\$7,954.07	\$8,358.26	\$8,762.45	\$9,166.64	\$9,368.74	
7	\$86,479.32	\$90,925.41	\$95,371.51	\$99,817.61	\$104,277.43	\$106,500.47	7
	\$7,861.76	\$8,265.95	\$8,670.14	\$9,074.33	\$9,479.77	\$9,681.86	
8	\$79,604.34	\$84,050.43	\$88,510.24	\$92,956.34	\$97,402.44	\$99,625.48	8
	\$7,236.76	\$7,640.95	\$8,046.39	\$8,450.58	\$8,854.77	\$9,056.86	
9	\$93,340.57	\$97,786.67	\$102,246.49	\$106,692.59	\$111,138.69	\$113,361.73	9
	\$8,485.51	\$8,889.70	\$9,295.14	\$9,699.33	\$10,103.52	\$10,305.61	
10	\$96,784.94	\$101,231.02	\$105,677.12	\$110,123.22	\$114,569.31	\$116,792.35	10
	\$8,798.63	\$9,202.82	\$9,607.01	\$10,011.20	\$10,415.39	\$10,617.49	
11		\$104,661.65	\$109,107.75	\$113,553.84	\$118,013.66	\$120,236.71	11
		\$9,514.70	\$9,918.89	\$10,323.08	\$10,728.51	\$10,930.61	
12			\$112,538.38	\$116,998.20	\$121,444.29	\$123,667.34	12
			\$10,230.76	\$10,636.20	\$11,040.39	\$11,242.49	
13				\$120,428.83	\$124,874.93	\$127,097.96	13
				\$10,948.08	\$11,352.27	\$11,554.36	
14					\$128,305.55	\$130,528.60	14
					\$11,664.14	\$11,866.24	
*16 YEARS \$2,572	\$99,356.86	\$107,233.57	\$115,110.30	\$123,000.75	\$130,877.47	\$133,100.52	
	\$9,032.44	\$9,748.51	\$10,464.57	\$11,181.89	\$11,897.95	\$12,100.05	
*20 YEARS \$3,674	\$100,459.11	\$108,335.83	\$116,212.55	\$124,103.00	\$131,979.73	\$134,202.77	
	\$9,132.65	\$9,848.71	\$10,564.78	\$11,282.09	\$11,998.16	\$12,200.25	
*25 YEARS \$4,899	\$101,683.83	\$109,560.55	\$117,437.27	\$125,327.73	\$133,204.45	\$135,427.50	
	\$9,243.98	\$9,960.05	\$10,676.12	\$11,393.43	\$12,109.50	\$12,311.59	
*30 YEARS \$9,798	\$106,582.73	\$114,459.45	\$122,336.17	\$130,226.62	\$138,103.35	\$140,326.39	
	\$9,689.34	\$10,405.40	\$11,121.47	\$11,838.78	\$12,554.85	\$12,756.94	

\* Anniversaries - Note, this is a 14 step salary schedule with anniversary increments at Step 16, 20, 25 and 30 years.

**Montebello Unified School District  
And The  
Montebello Teachers Association**

**Memorandum of Understanding**

**January 12, 2023**

**Article VIII. Class Size**

The District and the Association enter this Memorandum of Understanding (“MOU”) amending Article VIII. Class Size 2023-2024 school year.

Class Size and Case Loads

- a) For the 2023-2024 school year, effective Monday, August 14, the District shall make every effort to prevent combination classes. Where combination multi-grade classes are unavoidable, a four-hundred-dollar (\$400) stipend per instructional month (defined as one instructional day in the MUSD Professional Learning Calendar), will be paid to the following:
  - i. Bargaining Unit members teaching a general education class in TK through grade 5 with more than one grade level of students.
  - ii. Bargaining Unit members teaching a special education class with more than two grade levels.
- b) Effective the 21<sup>st</sup> instructional day, General Education and Special Education class size and caseloads will not exceed the maximum numbers as delineated below. In cases as determined by the District and the Association where the class size or caseload will not be adjusted the District shall provide either:
  - i. Additional support to the Bargaining Unit member; or
  - ii. Additional compensation at an overage rate agreed upon by the District and the Association.

Programs	
CLASS SIZE	MAX
Preschool SPED (total for a.m. & p.m.)	15
Head Start	18
Elementary M/Mod	12
Elementary Mod/Sev (ED & Aut)	10
Elementary RSP	25

Transitional Kindergarten Gen Ed (per adult)	12
Kindergarten Gen Ed	18
Grades 1-3 Gen Ed	20
Grades 4-5 Gen Ed	25
Grades 6-8 Gen Ed Language Arts, Reading, Mathematics, Science, History/Social Science, Foreign Language, Health	26
Grades 6-8 Gen Ed PE and subjects other than Language Arts, Reading, Mathematics, Science, History/Social Science, Foreign Language, Health (unless otherwise specified by teacher of record in writing no later than the 11 <sup>th</sup> instructional day, for program enhancement purposes only)	32
Intermediate Mild M/Mod	15
Intermediate Mod/Sev	12
Intermediate ED & Aut	12
Intermediate Low Functioning (SDC Moderate)	15
Intermediate RSP per classroom setting	24
Community Day School Mild/Mod	14
Comprehensive H.S., Continuation HS Mild/Mod	17
Comprehensive H.S., Continuation HS Mod/Sev	14
Comprehensive H.S., Continuation HS RSP	22
Contract Independent Study SPED	24
Comprehensive H.S., ED	14
Comprehensive H.S. Adult Transition (SDC Moderate)	14
Comprehensive H.S. Low Functioning (SDC Moderate)	14
Contract Independent Study Gen Ed	28

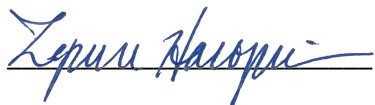
Community Day School Gen Ed Intermediate	10
Community Day School Gen Ed High School	18
Grades 9-12 Gen Ed Language Arts, Reading, Mathematics, Science, History/Social Science, Foreign Language, Health	29
Grades 9-12 Gen Ed PE and subjects other than Language Arts, Reading, Mathematics, Science, History/Social Science, Foreign Language, Health, PE (unless otherwise specified by teacher of record in writing no later than the 11 <sup>th</sup> instructional day, for program enhancement purposes only)	34
Adult School in person (unless otherwise specified by teacher of record in writing no later than the 11 <sup>th</sup> instructional day, for program enhancement purposes only)	29
CASELOADS	MAX
Visual Impairment	17
Orientation and Mobility Specialist	17
Speech and Language Specialist	52
Nurses (District Wide Average)	1200
Adapted Physical Education	60
Counselors	325
Psychologist	62 Assessments

- c) Up to three (3) students may be added to each setting for flexibility, in extreme cases where the numbers cannot be corrected. The following constraints will be adhered to in all cases:
1. Beginning on the 21<sup>st</sup> instructional day, the Bargaining Unit member will be compensated by one hour per diem for each day of the overage (one to three students).
  2. For departmentalized grades 6-12 setting:
    - a. 1-3 sections with class size numbers above max, an hour per diem per day compensation
    - b. 4 more sections with class size numbers above max, 2 hours per diem per day compensation
  3. Up to 25 students above max, for counselors, an hour per diem per day compensation
  4. Nurses will be paid overage stipends in accordance with the following:
    - a) On the last day of each professional learning month, the District will divide the total student PreK- 12 student population by the number of nurses.



- b) Each nurse will be paid an overage stipend each month an overage occurs.
- c) Calculation of the month's overage stipend:
  - i. One hour per diem per month for each nurse when the district wide average is 1201-1250 students.
  - ii. Two hours per diem per month for each nurse when the district wide average is 1251-1300 students.
  - iii. Three hours per diem per month for each nurse when the district wide average is 1301-1350 students.
  - iv. Four hours per diem per month for each nurse when the district wide average is 1351 or more students.
- d) The resolution of the overage will not be corrected by creating overage in another setting.

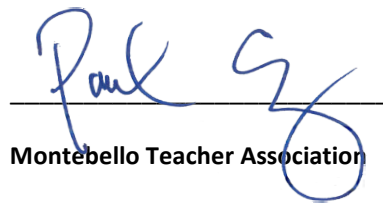
This MOU shall expire in full without precedent on June 7, 2024.



Montebello Unified School District

01-12-2023

Date



Montebello Teacher Association

1/12/23

Date

**Tentative Agreement  
Between The  
Montebello Unified School District  
And The  
Montebello Teachers Association**

**January 12, 2023**

**VIII. Class Size**

~~For the 2022-2023 school year, the parties agree to commence negotiations of a memorandum of understanding no later than May 20, 2022, to address the consideration of class size and caseload modifications.~~

~~The District and the Association recognize that reasonable student teacher ratios are vital to meaningful learning. To this end, a class size reduction committee for both General Education and Special Education will convene no later than September 1, 2019 for the purpose of recommending class size for subsequent years.~~

**A. Intent**

The Board and the Association believe that the goal of the District is to program a reasonable number of students into each class. Oversize classes are a detriment to learning and should be avoided whenever possible. In pursuit of this goal, site administrators shall take into consideration the number of functioning work stations available within a classroom prior to the assignment of students into that classroom.

**B. Combination Classes**

**Beginning fifteen (15) working days from the first student day, the District shall make every effort to prevent combination classes. Where combination multi-grade classes are unavoidable, a two hundred fifty dollar (\$250) stipend per instructional month (defined as one instructional day in the MUSD Professional Learning calendar), will be paid to the following Bargaining Unit members teaching a general education or special education combination class in TK through grade 5 with more than one grade level of students.**

**C. Student-Teacher Staffing Formulas**

Subject to the California Education Code, the Board shall determine the student-teacher staffing formulas.

**Class Size**

**1. Grades TK**

**The administration shall create classes per the California Department of Education guidelines at the time, and contingent upon appropriated funding. In the absence of appropriated funds and state guidelines, the ratio will be at twenty four to one (24:1) student to adult ratio.**

**2. Grades ~~TK K- 35~~**

The administration shall create classes with ~~thirty-three (33)~~ **thirty one (31)** students or less in Grades ~~TK-34~~. **When ongoing Class Size Reduction funds are appropriated, administration shall create classes with twenty four (24) students or less per the Local Control Funding Formula (LCFF) Grade Span Adjustment conditions.**

**3. Grades 4-5**

**The administration shall create classes with ~~thirty-four (34)~~ thirty two (32) students or less Grade 5.**

**4. Grades 6-8**

The administration shall create classes with an average of ~~thirty-four (34)~~ **thirty-two (32)** students or less, with not more than one class in excess of ~~thirty-four (34)~~ **thirty-two (32)** students, except in ~~keyboarding/typing~~ **non-core**, performing arts and physical education subject to the following limitations:

- a. all ~~keyboarding/typing~~ **non-core** classes shall have a maximum of ~~forty (40)~~ **thirty-eight (38)** students;
- b. all performing arts classes shall have a reasonable number of students; and,
- c. all physical education classes shall have an average of ~~forty (40)~~ **thirty-eight (38)** students or less for each Bargaining Unit member, with not more than one class in excess of ~~forty (40)~~ **thirty-eight (38)** students.

**5. Grades 9-12**

The administration shall create classes with an average of ~~thirty-six (36)~~ **thirty-four (34)** students or less, with not more than one class in excess of ~~thirty-six (36)~~ **thirty-four (34)** students, except in ~~keyboarding/typing~~ **non-core**, performing arts and physical education subject to the following limitations:

- a. all ~~keyboarding/typing~~ **non-core** classes shall have a maximum of ~~forty-two (42)~~ **forty (40) students**;
- b. all performing arts classes shall have a reasonable number of students; and
- c. all physical education classes shall have an average of ~~forty-four (44)~~ **forty two (42)** students or less for each Bargaining Unit member. The District and Association will monitor jointly the physical education class sizes at each comprehensive high school by October 15.

The class size limitations set forth above shall apply unless additional students are requested by the Bargaining Unit member.

Beginning fifteen (15) working days from the first student day, if class size limitations are exceeded, the administration shall have ~~twenty (20)~~ **fifteen (15)** working days in which to correct the situation by reassigning students, providing additional teachers or providing additional instructional aide time upon request.

The Board and the Association believe that the goal of the District is to program a reasonable number of students into each class. Oversize classes are a detriment to learning and should be avoided whenever possible. The purpose of this provision is to ensure the best interest of the education program. The provision should not be used to supplant the employment of Bargaining Unit members. The District and the Association acknowledge that the following provisions should not alter the appropriate staffing for the above class size limits. The class size limitations set forth above shall apply unless additional students are requested by the Bargaining Unit member. The site administrator may reduce the number of assigned students to comply with class size limits unless the Bargaining Unit member agrees to a maximum

number of assigned students for the remainder of the semester and accepts the class size overage stipend. In such circumstance the formulas listed below shall apply.

**D. Special Education Class Size/Caseload Overage Stipend**

The following class size numbers shall only be used by Special Education teachers to determine if they shall receive a class size overage stipend. ~~The following caseloads for Designated Instruction and Service (DIS) Providers determine if they shall receive an overage stipend.~~

The District has the sole authority to determine class size for each special education setting.

1. Special Education Grades Pre-School - Grade 5

<b>Classification</b>	<b>Class Size (per period)</b>
<b>Preschool</b> .....	<b>10 per session</b>
Mild/Moderate.....	<del>15</del> <b>14</b> (AM/PM classes)
Moderate/Severe (SH).....	<del>10</del> <b>9</b>
Emotionally Disturbed.....	<del>10</del> <b>9</b>
Autism.....	<del>10</del> <b>9</b>
RSP.....	<del>28</del> <b>27</b>

2. Special Education Grades 6-8

<b>Classification</b>	<b>Class Size (per period)</b>
Mild/Moderate.....	<del>18</del> <b>17</b>
Moderate/Severe (SH).....	<del>14</del> <b>13</b>
Emotionally Disturbed.....	<del>13</del> <b>12</b>
Autism.....	<del>13</del> <b>12</b>
Low Functioning.....	<del>16</del> <b>15</b>
RSP.....	<del>25</del> <b>24</b>

3. Special Education Grades 9-Adult Transition

<b>Classification</b>	<b>Class Size (per period)</b>
Mild/Moderate.....	<del>19</del> <b>18</b>
Moderate/Severe (SH).....	<del>15</del> <b>14</b>
Emotionally Disturbed.....	<del>15</del> <b>14</b>
Autism.....	<del>13</del> <b>12</b>
Low Functioning.....	<del>15</del> <b>14</b>
Adult Transitioning.....	<del>16</del> <b>15</b>
RSP.....	<del>25</del> <b>24</b>

**The following caseloads for Designated Instruction and Service (DIS) Providers determine if they shall receive an overage stipend.**

4. Designated Instruction and Service (DIS) Providers

<b>Classification</b>	<b>Caseload</b>
Visual Impairment (regionalized).....	<del>18</del> <b>17</b>
Orientation and Mobility Specialist (regionalized).....	<del>18</del> <b>17</b>
Speech and Language Specialist.....	<del>55</del> <b>54</b>
Adaptive Physical Education.....	<del>65</del> <b>64</b>

## E. General and Special Education Overage Stipends

### Grades TK-5 (Special Education: Pre-School-5)

If any Bargaining Unit member maintains a class or classes with an average of over one (1.0) to three (3.0) above the average of that grade level for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid ~~four hundred dollars (\$400)~~ **six hundred dollars (\$600)**.

If a class or classes exceed three (3.0) above the average for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid an additional ~~three hundred dollars (\$300.00)~~ **four hundred fifty (\$450)** for a total not to exceed ~~seven hundred dollars (\$700)~~ **one thousand fifty dollars (\$1,050)**.

### Grades 6-8

If any Bargaining Unit member maintains a class with an average of over one (1.0) to three (3.0) above the average of that grade level for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid ~~four hundred dollars (\$400)~~ **six hundred dollars (\$600)**. Irrespective of the average, no more than one (1) class should be more than the formula listed in Section C.2.

If a class or classes exceed three (3.0) above the average for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid an additional ~~three hundred dollars (\$300)~~ **four hundred fifty dollars (\$450)** for a total not to exceed ~~seven hundred dollars (\$700)~~ **one thousand fifty dollars (\$1,050)**. Irrespective of the average, no more than one (1) class should be more than the formula listed in Section C.2.

If any Bargaining Unit member maintains a class or classes for a minimum of one-third (1/3) of the day for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid ~~four hundred dollars (\$400)~~ **six hundred dollars (\$600)**.

### Grades 9-12

If any Bargaining Unit member maintains classes with an average of over one (1.0) to three (3.0) above the formula listed in Section C.3 for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid ~~four hundred dollars (\$400)~~ **six hundred dollars (\$600)**. Irrespective of the average, no more than one (1) class should be more than the formula listed in Section C.3.

If a class exceeds three (3.0) above the average for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid an additional ~~three hundred dollars (\$300)~~ **four hundred fifty dollars (\$450)** for a total not to exceed ~~seven hundred dollars (\$700)~~ **one thousand fifty dollars (\$1,050)**. Irrespective of the average, no more than one (1) class should be more than the formula listed in Section C.3.

If any Bargaining Unit member maintains more than (1) class over the formula for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid ~~four hundred dollars (\$400)~~ **six hundred dollars (\$600)**.

### Designated Instruction and Service (DIS) Providers Caseload Overage Stipends

If any Bargaining Unit member maintains a caseload with an average of over one (1.0) to three (3.0) above the average of that designated service for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid ~~four hundred dollars (\$400)~~ **six hundred dollars (\$600)**.

If a caseload exceeds (3.0) above the average for more than fifty percent (50%) of any semester, the Bargaining Unit member shall be paid an additional ~~three hundred dollars~~

~~(\$300)~~ **four hundred fifty dollars (\$450)** for a total not to exceed ~~seven hundred dollars~~  
~~(\$700)~~ **one thousand fifty dollars (\$1,050)**

5. The stipend shall be paid no later than 30 calendar days after the end of the semester.
6. The District **and association** shall be responsible for notifying the Bargaining Unit member of stipend eligibility prior to the end of the semester.
7. In no case shall a Bargaining Unit member receive more than ~~seven hundred dollars (\$700)~~ **one thousand fifty dollars (\$1,050)** in any one (1) semester.

  
\_\_\_\_\_  
Montebello Unified School District      8-12-2023  
Date

  
\_\_\_\_\_  
Montebello Teacher Association      1/12/23  
Date

**Memorandum of Understanding  
Between the  
Montebello Unified School District  
And the  
Montebello Teachers Association**

**IV. HOURS AND ASSIGNMENTS (Adjustments to current contract language)**

The following hours of service shall be observed by certificated personnel:

- A. Hours of Service (Board Day) -
1. TK-12 Classroom Teachers:
    - a. The Board Day or the Hours of Service for Bargaining Unit members shall be 8:00 a.m. to 3:15 p.m. or its equivalency [seven (7) hours and fifteen (15) minutes. After consultation, equivalent hours may be assigned to individual Bargaining Unit members or special situation assignments by mutual consent. Bargaining Unit members will be required to punctually observe the hours of their assignment.
    - b. Classroom teachers are required to observe the Professional Day in order to:
      - 1) Teach assigned classes.
      - 2) Attend required meetings/professional learnings as outlined in Section C.
      - 3) Confer with parents as outlined in Section L.
  2. Head Start Personnel:
    - a. The Full Day Head Start Teacher Board Day shall be four hundred eighty (480) minutes including:
      - 1) Three hundred and ninety (390) minutes instructional day consisting of:
        - i. Three hundred thirty (330) minutes of direct instruction
        - ii. Thirty (30) minutes preparation prior to class
        - iii. Thirty (30) minutes preparation after class
      - 2) Thirty (30) minutes duty free lunch
      - 3) Sixty (60) minutes planning time
      - 4) Fifteen (15) minutes break inclusive of instructional day if coverage is provided or inclusive of planning time if coverage is not available.
    - b. The Part-Day Head Start Teacher Board Day shall be three hundred ninety (390) minutes including:
      - 1) Three hundred (300) minutes instructional day consisting of:
        - i. Two hundred ten (210) minutes of direct instruction
        - ii. Thirty (30) minutes for daily lunch coverage or nap set-up and supervision for Full Day classes
        - iii. Thirty (30) minutes preparation prior to class
        - iv. Thirty (30) minutes preparation after class
      - 2) Thirty (30) minutes duty free lunch
      - 3) Sixty (60) minutes planning time
    - c. The Head Start Associate Teacher Board Day shall be four hundred eighty (480) minutes including:
      - 1) Three hundred and ninety (390) minutes instructional day consisting of:
        - i. Three hundred thirty (330) minutes of direct instruction coordinated by the Full Day Head Start Teacher
        - ii. Thirty (30) minutes preparation prior to class
        - iii. Thirty (30) minutes preparation after class

- 2) Thirty (30) minutes duty free lunch
  - 3) Sixty (60) minutes planning time coordinated by the Full Day Head Start Teacher
  - 4) Fifteen (15) minutes break inclusive of instructional day if coverage is provided or inclusive of planning time if coverage is not available.
- d. The Early Head Start Teacher Board Day shall be four hundred eighty (480) minutes
- 1) Four hundred twenty (420) minutes instructional day consisting of:
    - i. Three hundred ninety (390) minutes of direct instruction
    - ii. Fifteen (15) minutes preparation prior to class
    - iii. Fifteen (15) minutes preparation ~~prior~~ after to class
  - 2) Thirty (30) minute duty free lunch
  - 3) Thirty (30) minutes planning time
  - 4) Fifteen (15) minutes break inclusive of instructional day if coverage is provided or inclusive of planning time if coverage is not available.
- ~~The Instructional Day for Head Start Teachers includes thirty (30) minutes prior to class and thirty (30) minutes after class and shall be used in accordance with Federal Guidelines. The Instructional Day for Associate Teachers includes fifteen (15) minutes prior to class and fifteen (15) minutes after class and shall be used in accordance with Federal Guidelines.~~
- e. The Head Start program for children shall have no less than one thousand and twenty (1,020) hours planned class operations each year for full day Head Start, five hundred sixty (560) hours for part day Head Start, and one thousand three hundred eighty (1,380) hours for early Head Start.
- f. All sections of Article IV. Hours and Assignments, Section C shall be applicable to Head Start Teachers except for Section C-1 where the hours shall be two and one-half (2.5) hours instead of three (3) for meetings beyond the Board Day per month. All unmentioned provisions of Hours and Assignments and the total contract are applicable to Head Start Teachers as written.
- g. By mutual consent, equivalent hours may be assigned to individual Bargaining Unit members to meet the needs of the program or for special situation assignments (e.g., twilight or home base).
3. Infant Toddler Teachers
- 1) The Board Day for Infant Toddler Teachers shall be the same as the designated Board Day at the high school where the teacher is assigned.
  - 2) The Instructional Day for Infant Toddler Teachers shall be the time period from fifteen (15) minutes prior to the beginning of first period through fifteen (15) minutes following the end of sixth period. Within this period of time each Infant Toddler Teacher shall be assigned a thirty (30) minute duty free lunch.
  - 3) In the case that the designated Board Day at the high school where the teacher is assigned ends prior to fifteen (15) minutes after the end of sixth period, the Infant Toddler Teacher's Board Day shall be extended to conform to the fifteen (15) minute requirement stated above. All unmentioned provisions of Hours and Assignments and the total contract are applicable to Infant Toddler Teachers as written.
4. Hours of Service (Board Day) - Support Personnel
- Hours of Service for support personnel shall be the same as classroom Bargaining Unit members assigned to the same site. Reasonable equivalent hours for support personnel, which may vary from the regular Board Day for classroom Bargaining Unit members at the site, shall be determined for the succeeding year by June 1 of the current year. Any affected support personnel shall receive written notice by June 1 of the current year.



B. School Calendars

1. For the term of this agreement, School Calendars, including Board Days, shall be as described in Appendix "A" which is attached.
2. The academic calendars shall be one hundred eight-five (185) days including four (4) days of professional learning. Recognizing our commitment to improve student achievement, professional learning shall be conducted on pupil-free days.
  - a. The Adult Education Calendar shall be one hundred seventy-two (172) days including one (1) day of professional learning.
  - b. The Head Start Calendar for Full Day, Part Day, and Associate Teachers shall be one hundred eighty-five (185) days including fifteen (15) days of professional learning.
  - c. The Head Start Calendar for Early Head Start Teachers shall be two hundred and five (205) days including eight (8) days of professional learning effective the 2023-24 school year. For the 2022-2023 school year, the Head Start Calendar for Early Head Start Teachers will be two hundred and three (203) days, with six (6) days of professional learning.
3. The District shall designate one-half (1/2) [3.5 hours exclusive of lunch] of a professional learning day prior to the start of school for classroom preparation. Bargaining Unit members may prepare their classrooms and will remain on District property during this time.

	<u>12-12-2022</u>		<u>12.12.22</u>
Montebello Unified School District	Date	Montebello Teachers Association	Date

**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**

		Class B <sup>1</sup>	Class C <sup>1</sup>		Class B <sup>2</sup>	Class C <sup>2</sup>
		(Column 02)	(Column 03)		(Column 06)	(Column 07)
Step *		1.0	1.0		1.12	1.12
<b>Step 1</b>	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
<b>Step 2</b>	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	5,466.65
	Daily	251.29	290.22		253.98	293.33
<b>Step 3</b>	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
<b>Step 4</b>	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
<b>Step 5</b>	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
<b>Step 6</b>	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
<b>Step 7</b>	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
<b>Step 8</b>	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
<b>Step 9</b>	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
<b>Step 10</b>	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
<b>Step 11<sup>a</sup></b>	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
<b>Step 12<sup>a</sup></b>	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
<b>Step 13<sup>a</sup></b>	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
<b>Step 14<sup>a</sup></b>	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
<b>Step 15<sup>a</sup></b>	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
<b>Step 16<sup>a</sup></b>	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 Head Start 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 <sup>1</sup>	Class C <sup>1</sup>	Class B <sup>2</sup>	Class C <sup>2</sup>
		(Column 02)	(Column 03)	(Column 06)	(Column 07)
		1.0	1.0	1.12	1.12
Step 17 <sup>a</sup>	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 <sup>a</sup>	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 <sup>a</sup>	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 <sup>a</sup>	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 <sup>b</sup>	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 <sup>b</sup>	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 <sup>b</sup>	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 <sup>b</sup>	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 <sup>b</sup>	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 <sup>b</sup>	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 <sup>b</sup>	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 <sup>b</sup>	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 <sup>b</sup>	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 <sup>b</sup>	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 <sup>c</sup>	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 <sup>c</sup>	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 Head Start 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):**

<b>Step *</b>		<b>Class B<sup>1</sup></b> <b>(Column 02)</b>	<b>Class C<sup>1</sup></b> <b>(Column 03)</b>	<b>Class B<sup>2</sup></b> <b>(Column 06)</b>	<b>Class C<sup>2</sup></b> <b>(Column 07)</b>
		<b>1.0</b>	<b>1.0</b>	<b>1.12</b>	<b>1.12</b>
<b>Step 33<sup>c</sup></b>	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
<b>Step 34<sup>c</sup></b>	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
<b>Step 35<sup>c</sup></b>	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
<b>Step 36<sup>c</sup></b>	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
<b>Step 37<sup>c</sup></b>	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
<b>Step 38<sup>c</sup></b>	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
<b>Step 39<sup>c</sup></b>	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
<b>Step 40<sup>c</sup></b>	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
<b>Step 41<sup>d</sup></b>	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
<b>Step 42<sup>d</sup></b>	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
<b>Step 43<sup>d</sup></b>	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
<b>Step 44<sup>d</sup></b>	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
<b>Step 45<sup>d</sup></b>	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
<b>Step 46<sup>d</sup></b>	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
<b>Step 47<sup>d</sup></b>	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
<b>Step 48<sup>d</sup></b>	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 Head Start 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 <sup>1</sup> (Column 02)	Class C <sup>1</sup> (Column 03)	Class B <sup>2</sup> (Column 06)	Class C <sup>2</sup> (Column 07)
	1.0	1.0	1.12	1.12
Step 49 <sup>d</sup> 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 <sup>d</sup> 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:**

<sup>a</sup> 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.

<sup>b</sup> 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.

<sup>c</sup> 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.

<sup>d</sup> 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

<sup>1</sup> There are 185 contracted days for the Head Start bargaining unit members.

<sup>2</sup> 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 Head Start 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):**

<b>Associate Teacher</b>	<b>Class A<sup>1</sup></b>
	<b>(Column 01)</b>
<b>Step *</b>	<b>1.0</b>
<b>Step 52</b>	Annual \$32,985.27
	Monthly (11-Month) \$2,998.66
	Daily \$178.30
<b>Step 53</b>	Annual \$34,534.81
	Monthly (11-Month) \$3,139.53
	Daily \$186.67
<b>Step 54</b>	Annual \$36,677.24
	Monthly (11-Month) \$3,334.29
	Daily \$198.26
<b>Step 55</b>	Annual \$38,105.53
	Monthly (11-Month) \$3,464.14
	Daily \$205.98
<b>Step 56</b>	Annual \$40,018.89
	Monthly (11-Month) \$3,638.08
	Daily \$216.32
<b>Step 62<sup>a</sup></b>	Annual \$35,344.83
	Monthly (11-Month) \$3,213.17
	Daily \$191.05
<b>Step 63<sup>a</sup></b>	Annual \$36,894.37
	Monthly (11-Month) \$3,354.03
	Daily \$199.43
<b>Step 64<sup>a</sup></b>	Annual \$39,036.80
	Monthly (11-Month) \$3,548.80
	Daily \$211.01
<b>Step 65<sup>a</sup></b>	Annual \$40,465.09
	Monthly (11-Month) \$3,678.64
	Daily \$218.73
<b>Step 66<sup>a</sup></b>	Annual \$42,378.45
	Monthly (11-Month) \$3,852.59
	Daily \$229.07
<b>Step 72<sup>b</sup></b>	Annual \$36,356.07
	Monthly (11-Month) \$3,305.10
	Daily \$196.52
<b>Step 73<sup>b</sup></b>	Annual \$37,905.61
	Monthly (11-Month) \$3,445.96
	Daily \$204.90
<b>Step 74<sup>b</sup></b>	Annual \$40,048.04
	Monthly (11-Month) \$3,640.73
	Daily \$216.48
<b>Step 75<sup>b</sup></b>	Annual \$41,476.33
	Monthly (11-Month) \$3,770.58
	Daily \$224.20
<b>Step 76<sup>b</sup></b>	Annual \$43,389.69
	Monthly (11-Month) \$3,944.52
	Daily \$234.54
<b>Step 82<sup>c</sup></b>	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**  
**Head Start Teacher, Associate Teacher, Education Specialist**  
**Disabilities Specialist, Early Head Start Teacher**  
**Salary Schedule E (11-Month):**

<b>Associate Teacher</b>	<b>Class A<sup>1</sup></b>
	<b>(Column 01)</b>
<b>Step *</b>	<b>1.0</b>
<b>Step 83<sup>c</sup></b> Annual	\$39,029.21
Monthly (11-Month)	\$3,548.11
Daily	\$210.97
<b>Step 84<sup>c</sup></b> Annual	\$41,171.64
Monthly (11-Month)	\$3,742.88
Daily	\$222.55
<b>Step 85<sup>c</sup></b> Annual	\$42,599.93
Monthly (11-Month)	\$3,872.72
Daily	\$230.27
<b>Step 86<sup>c</sup></b> Annual	\$44,513.29
Monthly (11-Month)	\$4,046.66
Daily	\$240.61
<b>Step 92<sup>d</sup></b> Annual	\$41,974.07
Monthly (11-Month)	\$3,815.82
Daily	\$226.89
<b>Step 93<sup>d</sup></b> Annual	\$43,523.61
Monthly (11-Month)	\$3,956.69
Daily	\$235.26
<b>Step 94<sup>d</sup></b> Annual	\$45,666.04
Monthly (11-Month)	\$4,151.46
Daily	\$246.84
<b>Step 95<sup>d</sup></b> Annual	\$47,094.33
Monthly (11-Month)	\$4,281.30
Daily	\$254.56
<b>Step 96<sup>d</sup></b> 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:**

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

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

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

<sup>d</sup> *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

<sup>1</sup> 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

**JULY**

MON	TUES	WED	THUR	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

**AUGUST**

MON	TUES	WED	THUR	FRI
1	2	3	4	5
8	9	10	11	12
* 15	16	17	18	19
22	23	24	25	26
29	30	31		

**SEPTEMBER**

MON	TUES	WED	THUR	FRI
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

**OCTOBER**

MON	TUES	WED	THUR	FRI
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

**NOVEMBER**

MON	TUES	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

**DECEMBER**

MON	TUES	WED	THUR	FRI
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

**JANUARY**

MON	TUES	WED	THUR	FRI
2	3	4	5	6
9	** 10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

**FEBRUARY**

MON	TUES	WED	THUR	FRI
	6	7	8	9
13	14	15	16	17
20	21	22	23	24
27	28			

**MARCH**

MON	TUES	WED	THUR	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

**APRIL**

MON	TUES	WED	THUR	FRI
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

**MAY**

MON	TUES	WED	THUR	FRI
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

**JUNE**

MON	TUES	WED	THUR	FRI
			1	2
5	6	7	8	** 9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

- HOLIDAY
- NON INSTRUCTIONAL
- RECESS
- NO SCHOOL

- Independence Day - July 4
- Labor Day - September 5
- Veterans Day - November 11
- Recess - November 21-25
- Thanksgiving Day - November 24
- Local Board Holiday - November 25
- Local Board Holiday - December 22-23, 26
- Local Board Holiday - December 22-23, 26
- Local Board Holiday - December 30 and January 2

- New Year's Day - January 1
- Martin Luther King Jr's Birthday - January 16
- Lincoln's Birthday - February 13
- Washington's Birthday - February 20
- Local Board Holiday - April 7
- Spring Recess - April 10-April 14
- Memorial Day - May 29
- Juneteenth - June 20

\* August 15, 2022 - First Day of School for Students  
 \*\* January 10, 2023 - Beginning of 2nd Semester  
 \*\*\* June 9, 2023 - Last Day of School for Students



BOE Approval:



**JULY**

MON	TUES	WED	THUR	FRI
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

**AUGUST**

MON	TUES	WED	THUR	FRI
	1	2	3	4
7	8	9	10	11
* 14	15	16	17	18
21	22	23	24	25
28	29	30	31	

**SEPTEMBER**

MON	TUES	WED	THUR	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

**OCTOBER**

MON	TUES	WED	THUR	FRI
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

**NOVEMBER**

MON	TUES	WED	THUR	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

**DECEMBER**

MON	TUES	WED	THUR	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

**JANUARY**

MON	TUES	WED	THUR	FRI
1	2	3	4	5
8	** 9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

**FEBRUARY**

MON	TUES	WED	THUR	FRI
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	

**MARCH**

MON	TUES	WED	THUR	FRI
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

**APRIL**

MON	TUES	WED	THUR	FRI
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

**MAY**

MON	TUES	WED	THUR	FRI
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

**JUNE**

MON	TUES	WED	THUR	FRI
3	4	5	6 ***	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

- HOLIDAY
- NON INSTRUCTIONAL
- RECESS
- NO SCHOOL

\* August 14, 2023 - First Day of School for Students  
 \*\* January 9, 2024 - Beginning of 2nd Semester  
 \*\*\* June 7, 2024 - Last Day of School for Students

- Independence Day - July 4
- Labor Day – September 4
- Veterans Day – November 10
- Recess – November 20-24
- Thanksgiving Day – November 23
- Local Board Holiday – November 24
- Winter Recess – December 18-January 5
- Local Board Holiday – December 21-22, 25
- Local Board Holiday - December 29 and January 1

- New Year's Day – January 1
- Martin Luther King Jr's Birthday – January 15
- Lincoln's Birthday – February 12
- Washington's Birthday – February 19
- Local Board Holiday - March 29
- Spring Recess – April 1-April 5
- Memorial Day – May 27
- Juneteenth - June 20



BOE Approval: