



## Lead Teacher • 2024 Starting Pay Rate

The following rates are starting wages only and are applied at time of hire or promotion. After initial rate, wages will increase according to the annual Cost of Living Adjustment which is determined at the federal level and will vary each year.

Experience Level	10-Month Schedule		12-Month Schedule	
	Bachelor Certified	Bachelor Non-Certified	Bachelor Certified	Bachelor Non-Certified
0	\$45,708	\$51,423	\$52,564	\$58,279
1	\$45,936	\$51,680	\$52,827	\$58,537
2	\$46,166	\$51,938	\$53,091	\$58,795
3	\$46,397	\$52,198	\$53,356	\$59,053
4	\$46,629	\$52,459	\$53,623	\$59,311
5	\$47,797	\$53,774	\$54,967	\$60,269
6	\$48,780	\$54,879	\$56,097	\$61,127
7	\$49,333	\$55,501	\$56,733	\$61,791
8	\$49,783	\$56,008	\$57,250	\$62,308
9	\$50,228	\$56,509	\$57,763	\$62,825
10	\$51,706	\$58,172	\$59,462	\$64,381
11	\$52,275	\$58,812	\$60,117	\$64,936
12	\$52,787	\$59,387	\$60,705	\$65,491
13	\$53,298	\$59,962	\$61,292	\$66,046
14	\$53,695	\$60,409	\$61,749	\$66,501
15	\$55,202	\$62,105	\$63,483	\$68,007
16	\$55,673	\$62,635	\$64,024	\$68,562
17	\$56,239	\$63,271	\$64,675	\$69,117
18	\$57,547	\$64,743	\$66,179	\$70,623
19	\$58,796	\$66,148	\$67,615	\$72,129
20	\$59,377	\$66,802	\$68,284	\$72,784

**Additional 2% increase for Masters Degree in ECE or related degree**

*Last updated April 28th, 2024 (includes 2.35% COLA)*



## Lead Teacher II (Infant/Toddler & 2's) • 2024 Starting Pay Rate

The following rates are starting wages only and are applied at time of hire or promotion. After initial rate, wages will increase according to annual Cost of Living Adjustment which is determined at federal level and will vary each year.

Experience Level	CDA plus IDP for Associate Degree	Associate Degree	Bachelor Degree
0	\$19.87	\$21.80	\$23.14
1	\$20.06	\$22.02	\$23.37
2	\$20.27	\$22.24	\$23.61
3	\$20.47	\$22.46	\$23.84
4	\$20.67	\$22.69	\$24.08
5	\$20.88	\$22.91	\$24.32
6	\$21.09	\$23.14	\$24.56
7	\$21.30	\$23.37	\$24.81
8	\$21.51	\$23.61	\$25.06
9	\$21.73	\$23.84	\$25.31
10	\$21.94	\$24.08	\$25.56
11	\$22.16	\$24.32	\$25.82
12	\$22.39	\$24.57	\$26.08
13	\$22.61	\$24.81	\$26.34
14	\$22.84	\$25.06	\$26.60
15	\$23.06	\$25.31	\$26.87
16	\$23.29	\$25.56	\$27.13
17	\$23.53	\$25.82	\$27.41
18	\$23.76	\$26.08	\$27.68
19	\$24.00	\$26.34	\$27.96
20	\$24.24	\$26.60	\$28.24

*Last updated April 25th, 2024 (includes 2.35% COLA)*



## Teacher II • 2024 Starting Pay Rate

The following rates are starting wages only and are applied at time of hire or promotion. After initial rate, wages will increase according to annual Cost of Living Adjustment which is determined at federal level and will vary each year.

Experience Level	CDA	Cert of Mastery or Dual CDA	Associate Degree	Bachelor Degree
0	\$18.45	\$18.67	\$20.06	\$20.84
1	\$18.63	\$18.85	\$20.27	\$21.05
2	\$18.82	\$19.04	\$20.47	\$21.26
3	\$19.00	\$19.23	\$20.67	\$21.47
4	\$19.19	\$19.43	\$20.88	\$21.69
5	\$19.39	\$19.62	\$21.09	\$21.90
6	\$19.58	\$19.82	\$21.30	\$22.12
7	\$19.78	\$20.01	\$21.51	\$22.34
8	\$19.97	\$20.21	\$21.73	\$22.57
9	\$20.17	\$20.42	\$21.94	\$22.79
10	\$20.38	\$20.62	\$22.16	\$23.02
11	\$20.58	\$20.83	\$22.39	\$23.25
12	\$20.79	\$21.04	\$22.61	\$23.48
13	\$20.99	\$21.25	\$22.84	\$23.72
14	\$21.20	\$21.46	\$23.06	\$23.95
15	\$21.42	\$21.67	\$23.29	\$24.19
16	\$21.63	\$21.89	\$23.53	\$24.44
17	\$21.85	\$22.11	\$23.76	\$24.68
18	\$22.06	\$22.33	\$24.00	\$24.93
19	\$22.28	\$22.55	\$24.24	\$25.18
20	\$22.51	\$22.78	\$24.48	\$25.43

*Last updated April 25th, 2024 (includes 2.35% COLA)*



## Teacher II Sub & Extended Care • 2024 Starting Pay Rate

The following rates are starting wages only and are applied at time of hire or promotion. After initial rate, wages will increase according to annual Cost of Living Adjustment which is determined at federal level and will vary each year.

Experience Level	IDP for CDA w/in 6 months	CDA	Cert of Mastery or Dual CDA	Associate Degree	Bachelor Degree
0	\$16.38	\$17.03	\$17.25	\$18.63	\$19.39
1	\$16.54	\$17.20	\$17.42	\$18.81	\$19.58
2	\$16.71	\$17.37	\$17.60	\$19.00	\$19.78
3	\$16.87	\$17.55	\$17.77	\$19.19	\$19.98
4	\$17.04	\$17.72	\$17.95	\$19.38	\$20.18
5	\$17.21	\$17.90	\$18.13	\$19.58	\$20.38
6	\$17.38	\$18.08	\$18.31	\$19.77	\$20.58
7	\$17.56	\$18.26	\$18.49	\$19.97	\$20.79
8	\$17.73	\$18.44	\$18.68	\$20.17	\$21.00
9	\$17.91	\$18.63	\$18.87	\$20.37	\$21.21
10	\$18.09	\$18.81	\$19.06	\$20.57	\$21.42
11	\$18.27	\$19.00	\$19.25	\$20.78	\$21.63
12	\$18.45	\$19.19	\$19.44	\$20.99	\$21.85
13	\$18.64	\$19.38	\$19.63	\$21.20	\$22.07
14	\$18.82	\$19.58	\$19.83	\$21.41	\$22.29
15	\$19.01	\$19.77	\$20.03	\$21.62	\$22.51
16	\$19.20	\$19.97	\$20.23	\$21.84	\$22.74
17	\$19.39	\$20.17	\$20.43	\$22.06	\$22.96
18	\$19.59	\$20.37	\$20.63	\$22.28	\$23.19
19	\$19.78	\$20.58	\$20.84	\$22.50	\$23.42
20	\$19.98	\$20.78	\$21.05	\$22.73	\$23.66

*Last updated April 25th, 2024 (includes 2.35% COLA)*