

Model Compensation Scale for Child Care and Development Personnel  
Assumes basic Health Coverage is provided by Employer

Position	Years of Service with single employer	6 to 12 units of ECE/CD	12 to 24 units ECE/CD including core courses and experience	24+ units in child development units including 16 units of general education and experience	AA (or 60 units) including 24 ECE/CD units and general education, and experience	AA (or 60 units) with 24 ECE/CD+ 6 units admin + 2 units adult supervision + 1 year classroom supervision, experience	BA w/24 units of ECE/CD and experience.	BA w/ 24 ECE/CD units + 6 units admin or other specialization+ 2 units adult supervision + supervisory and classroom experience(2-3yrs.)	MA or Admin credential or Teaching credential +experience
Program Director (small center)	5+	NA	NA	NA	NA	19.50	On a different Pay Scale		
	4	NA	NA	NA	NA	19.25			
	3	NA	NA	NA	NA	19.00			
	2	NA	NA	NA	NA	18.75			
	1	NA	NA	NA	NA	18.50			
	0	NA	NA	NA	NA	18.25			
Supervisor/ Assitant Director	5	NA	NA	NA	16.50	17.50	20.00	21.50	23.50
	4	NA	NA	NA	16.25	17.25	19.75	21.25	23.25
	3	NA	NA	NA	16.00	17.00	19.50	21.00	23.00
	2	NA	NA	NA	15.75	16.75	19.25	20.75	22.75
	1	NA	NA	NA	15.50	16.50	19.00	20.50	22.50
	0	NA	NA	NA	15.25	16.25	18.75	20.25	22.25
Head/ Lead Teacher	5	NA	NA	14.25	15.75	16.75	19.25	<b>20.75</b>	22.75
	4	NA	NA	14.00	15.50	16.50	19.00	20.50	22.50
	3	NA	NA	13.75	15.25	16.25	<b>18.75</b>	20.25	22.25
	2	NA	NA	13.50	15.00	16.00	18.50	20.00	22.00
	1	NA	NA	13.25	14.75	15.75	18.25	19.75	21.75
	0	NA	NA	13.00	14.50	15.50	18.00	19.50	21.50
Teacher	5	NA	12.50	13.50	15.00	16.00	18.50	20.00	22.00
	4	NA	12.25	13.25	14.75	15.75	18.25	19.75	21.75
	3	NA	12.00	13.00	14.50	15.50	18.00	19.50	21.50
	2	NA	11.75	12.75	14.25	15.25	17.75	19.25	21.25
	1	NA	11.50	12.50	14.00	15.00	17.50	19.00	21.00
	0	NA	11.25	12.25	13.75	14.75	17.25	18.75	20.75
Assistant Teacher	5	11.25	11.75	12.75	14.25	NA	NA	NA	NA
	4	11.00	11.50	12.50	14.00	NA	NA	NA	NA
	3	10.75	11.25	12.25	13.75	NA	NA	NA	NA
	2	10.50	11.00	12.00	13.50	NA	NA	NA	NA
	1	10.25	10.75	11.75	13.25	NA	NA	NA	NA
	0	10.00	10.50	11.50	13.00	NA	NA	NA	NA
			\$ 0.50	\$ 1.00	\$ 1.50	\$ 1.00	\$ 2.50	\$ 1.50	\$ 2.00