

ESD 113 - Early Learning Salary Plan					COLA	3.00%
2020-2021 Program Year						
	All Positions	Range	Step 1	Step 2	Step 3	
*	Classroom Bus Asst., Classroom Asst., CSA	12	13.91	14.33	14.76	
*	Teacher Assistant	13	14.26	14.68	15.12	
*	Food Srv Delivery Asst.	14	14.62	15.05	15.50	
*	Teacher Assistant with CDA/ECE Certificate	14	14.62	15.05	15.50	
*	Food Assistant - archived	15	14.99	15.43	15.89	
*	Teacher Assistant with AA/BA +12	15	14.99	15.43	15.89	
*	Bilingual ATFA, Interpreter	16	15.36	15.81	16.29	
*	Center Cook	17	15.74	16.21	16.70	
*	Teacher Assistant Health Advocate	18	16.13	16.61	17.11	
*	Bus Driver	18	16.13	16.61	17.11	
*	Center Operations Lead- archived	18	16.13	16.61	17.11	
*	Program Cook	18	16.13	16.61	17.11	
*	Open	19	16.53	17.04	17.55	
*	Family Health Advocate	20	16.95	17.46	17.98	
*	BTW Bus Driver Trainer	20	16.95	17.46	17.98	
*	Teacher with CDA	21	17.39	17.90	18.44	
*	Open	22	17.82	18.35	18.91	
*	Teacher with AA/ECE	23	18.26	18.82	19.38	
*	Teacher with BA/ECE	24	18.72	19.27	19.85	
*	Teacher with MA/ ECE	25	19.18	19.76	20.35	

Bilingual Spanish/English Increment: Staff in all positions, except Bilingual Assisting Teacher/Family Advocate, who demonstrate competency in either written or oral skills in both languages will receive a \$0.30/hr increase in the hourly wage. Demonstration of competency in both written and oral will result in a \$0.45/hr increase in the hourly wage.

CDL Increment: Staff in all positions, except bus drivers, who have a CDL will receive a \$0.15/hr increase in the hourly wage.

Notes for Bilingual & CDL Increments:

1. The recognition of Bilingual ability is already built into the BATFA hourly rate.
2. The recognition of a CDL is already built into the bus driver hourly rate.