

Early Learning Salary Plan 2021-2022 Program Year

	All Positions	Range	Step 1	Step 2	Step 3	Step 4
*	Classroom Bus Asst., Classroom Asst., CSA	12	14.88	15.33	15.79	16.26
*	Teacher Assistant	13	15.25	15.71	16.18	16.67
*	Food Service Delivery Assistant	14	15.64	16.10	16.58	17.08
*	Teacher Assistant with CDA/ECE Certificate	14	15.64	16.10	16.58	17.08
*	Teacher Assistant with AA/BA +12	15	16.04	16.51	17.01	17.52
*	Open	16	16.44	16.92	17.44	17.96
*	Center Cook	17	16.84	17.35	17.87	18.41
*	Teacher Assistant Health Advocate	18	17.26	17.78	18.31	18.86
*	Program Cook	18	17.26	17.78	18.31	18.86
*	Teacher Assistant Health Advocate with AA	19	17.69	18.23	18.78	19.34
*	Open	20	18.14	18.68	19.24	19.82
*	Teacher with CDA	21	18.61	19.16	19.73	20.32
*	Family Health Advocate	22	19.07	19.64	20.23	20.84
*	Bus Driver	23	19.54	20.14	20.74	21.36
*	Teacher with AA/ECE	23	19.54	20.14	20.74	21.36
*	Teacher with BA/ECE	24	20.03	20.62	21.24	21.88
*	Teacher with MA/ ECE	25	20.52	21.14	21.77	22.42
*	BTW Bus Driver Trainer	25	20.52	21.14	21.77	22.42

Bilingual Spanish/English Increment: Staff in all positions who demonstrate competency in either written or oral skills in both languages will receive a \$0.50/hr increase in the hourly wage. Demonstration of competency in both written and oral will result in a \$0.70/hr increase in the hourly wage.

Progression through the salary plan happens in September as follows

Step 1 to Step 2: Those hired before March 1st will move to Step 2 on September 1st

Step 2 to Step 3: Will remain in Step 2 for 3 consecutive years in the position prior to moving to Step 3

Step 3 to Step 4: Will remain in Step 3 for 3 consecutive years in the position prior to moving to Step 4

2022-23 and 2023-24 Salary Schedules

Increase Step 1 of each prior contract year's salary schedule for all positions by the cost-of-living adjustment allocated by the federal government to Head Start grantees, when received, effective retroactively to November 1 of each contract year (with flow-through to higher steps)

Retention Incentive, 2021-22 only

Current employees who remain working in the program for the entirety of September and October of 2021 shall receive a \$1,000 stipend (gross amount) in their November pay warrant.

New Employee Hiring Incentive, 2021-22 only

New employees who accept employment with the program between 7/19/21 and 9/30/21 and remain working in the program through 10/31/21 shall receive a \$1,000 stipend (gross amount) in their November pay warrant.