

Early Learning Salary Plan						
2023-2024 Program Year - 5.6% COLA + 5%						
	All Positions	Range	Step 1	Step 2	Step 3	Step 4
*	Classroom Bus Asst., Classroom Asst., CSA	12	18.92	19.49	20.07	20.67
*	Open	13	19.40	19.98	20.58	21.20
*	Food Srv Delivery Asst.	14	19.90	20.50	21.12	21.75
*	Teacher Assistant	14	19.90	20.50	21.12	21.75
*	Open	15	20.41	21.02	21.65	22.30
*	Teacher Assistant with CDA/ECE Certificate	16	20.91	21.54	22.19	22.86
*	Center Cook	17	21.42	22.06	22.72	23.40
*	Program Cook	18	21.95	22.61	23.29	23.99
*	Teacher Assistant Health Advocate	18	21.95	22.61	23.29	23.99
*	Teacher Assistant with AA/BA +12	18	21.95	22.61	23.29	23.99
*	Teacher Assistant Health Advocate with AA	19	22.50	23.18	23.88	24.60
*	Open	20	23.07	23.76	24.47	25.20
*	Teacher with CDA	21	23.67	24.38	25.11	25.86
*	Family Health Advocate	22	24.25	24.98	25.73	26.50
*	Bus Driver	23	24.85	25.60	26.37	27.16
*	Teacher with AA/ECE	23	24.85	25.60	26.37	27.16
*	Teacher with BA/ECE	24	25.47	26.23	27.02	27.83
*	BTW Bus Driver Trainer	25	26.10	26.88	27.69	28.52
*	Teacher with MA/ ECE	25	26.10	26.88	27.69	28.52
<p>Bilingual Spanish/English Increment: Staff in all positions who demonstrate competency in oral skills in any language determined by the Employer as needed at a specific work site spoken by eligible families in the community will receive a \$0.70/hr increase in the hourly wage. Current employees earning the bilingual increment as of June 1, 2022 will continue the increment while they remain employed by the program at their current center. The need for additional employees with the bilingual increment or for languages in addition to Spanish will be determined by the Employer based on enrollment, and may fluctuate. Retention of the increment at a site where the need is declining will be based on seniority as a regular employee in the program.</p>						
<p>2022-23 and 2023-24 Salary Schedules</p> <p>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). Progression through the salary plan happens in September for those hired before March 1st of that year.</p>						
<p>2023-24 Salary Schedule Addendum</p> <p>An additional 5% increase effective September 1, 2023.</p>						
<p>Retention Incentive, 2022-23 only</p> <p>Current employees who remain working in the program as of October 31, 2022 shall receive a \$2,000 stipend (gross amount) in their November 2022 pay warrant. Employees employed as of January 31 February 28, 2023 shall receive a \$1,400 stipend (gross amount) to be paid in their February March 2023 pay warrant.</p>						
<p><i>Effective 09/01/2023</i></p> <p><i>Approved by the union - on 06/16/2022</i></p> <p><i>Reviewed by Keley Brewster 7/05/23</i></p>						