

Revised Model Compensation Scale for Child Care and Development Personnel  
Assumes basic health care coverage is provided by employer

		A	B	C	D	E	F	G	H
Position/Title	Qualifications ***** Years 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; 2-3 years supervision/ teaching experience.	MA or Admin credential or Teaching credential + experience
5 Assistant Program Director	5+	NA	NA	NA	NA	20.45	22.95	24.45	26.45
	4	NA	NA	NA	NA	20.20	22.70	24.20	26.20
	3	NA	NA	NA	NA	19.95	22.45	23.95	25.95
	2	NA	NA	NA	NA	19.70	22.20	23.70	25.70
	1	NA	NA	NA	NA	19.45	21.95	23.45	25.45
	0	NA	NA	NA	NA	19.20	21.70	23.20	25.20
4 Supervisor/ Assistant Director	5	NA	NA	NA	18.70	19.70	22.20	23.70	25.70
	4	NA	NA	NA	18.45	19.45	21.95	23.45	25.45
	3	NA	NA	NA	18.20	19.20	21.70	23.20	25.20
	2	NA	NA	NA	17.95	18.95	21.45	22.95	24.95
	1	NA	NA	NA	17.70	18.70	21.20	22.70	24.70
	0	NA	NA	NA	17.45	18.45	20.95	22.45	24.45
3 Head/ Lead Teacher	5	NA	NA	16.45	17.95	18.95	<b>21.45</b>	22.95	24.95
	4	NA	NA	16.20	17.70	18.70	21.20	22.70	24.70
	3	NA	NA	15.95	17.45	18.45	20.95	<b>22.45</b>	<b>24.45</b>
	2	NA	NA	15.70	17.20	<b>18.20</b>	20.70	22.20	24.20
	1	NA	NA	15.45	16.95	17.95	20.45	21.95	23.95
	0	NA	NA	15.20	16.70	17.70	20.20	21.70	23.70
2 Teacher	5	NA	14.70	15.70	17.20	18.20	20.70	22.20	24.20
	4	NA	14.45	15.45	16.95	17.95	20.45	21.95	23.95
	3	NA	14.20	15.20	16.70	17.70	20.20	21.70	23.70
	2	NA	13.95	14.95	16.45	17.45	19.95	<b>21.45</b>	23.45
	1	NA	13.70	14.70	16.20	17.20	19.70	21.20	23.20
	0	NA	13.45	14.45	15.95	16.95	19.45	20.95	22.95
1 Assistant Teacher	5	13.45	13.95	14.95	16.45	NA	NA	NA	NA
	4	13.20	13.70	14.70	16.20	NA	NA	NA	NA
	3	12.95	13.45	14.45	15.95	NA	NA	NA	NA
	2	12.70	13.20	14.20	15.70	NA	NA	NA	NA
	1	12.45	12.95	13.95	15.45	NA	NA	NA	NA
	0	<b>12.20</b>	12.70	13.70	15.20	NA	NA	NA	NA
			\$ 0.50	\$ 1.00	\$ 1.50	\$ 1.00	\$ 2.50	\$ 1.50	\$ 2.00
Los Angeles County Child Care Planning Committee, December 2009									

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1	<b>12.20</b>	California Budget Project estimate of basic family wage for single adult in LA County including health care costs = \$13.52/hr, 2344/month.					
		Deducting health care costs, assuming they are covered by employer results in base of \$2111/month, \$12.20 per hour.					
		Compensation that did not include health care benefits provided by employer would begin at \$13.20.					
2	<b>18.20</b>	nearly equivalent to the average starting salary for kindergarten teachers in California (\$18.38)					
	<b>21.45</b>	nearly equivalent to the average salary of a kindergarten teacher in CA (\$21.36)					
	<b>22.45</b>	nearly equivalent to the national median for elementary teachers with 1 to 4 years experience. (\$22.59)					
	<b>24.45</b>	nearly equivalent to LAUSD base pay for teachers with alternate certificates (\$24.38)					
3		See "How the Scale Works" for explanation of the increments used for education, experience and responsibility levels.					