

**Pre School Instructor Hourly Pay Scale**

	Certified Pre School Teacher I	Certified Pre School Teacher II	Certified Pre School Teacher III	Certified Pre School Teacher IV
Credits:	Certificate to 15	16-30	31-45	46 to 60+
<u>STEP</u>	<u>RANGE A</u>	<u>RANGE B</u>	<u>RANGE C</u>	<u>RANGE D</u>
1	\$18.23	\$19.14	\$20.10	\$21.10
2	\$18.78	\$19.72	\$20.70	\$21.74
3	\$19.34	\$20.31	\$21.32	\$22.39
4	\$19.92	\$20.92	\$21.96	\$23.06
5	\$20.52	\$21.54	\$22.62	\$23.75
6	\$21.13	\$22.19	\$23.30	\$24.46
7	\$21.77	\$22.86	\$24.00	\$25.20
8	\$22.42	\$23.54	\$24.72	\$25.95
9	\$23.09	\$24.25	\$25.46	\$26.73
10	\$23.79	\$24.98	\$26.22	\$27.54
11	\$24.50	\$25.72	\$27.01	\$28.36
12	\$25.23	\$26.50	\$27.82	\$29.21
13	\$25.99	\$27.29	\$28.66	\$30.09
14	\$26.77	\$28.11	\$29.52	\$30.99
15	\$27.57	\$28.95	\$30.40	\$31.92
16	\$28.40	\$29.82	\$31.31	\$32.88
17	\$29.25	\$30.72	\$32.25	\$33.86
18	\$30.13	\$31.64	\$33.22	\$34.88
19	\$31.04	\$32.59	\$34.22	\$35.93
20	\$31.97	\$33.56	\$35.24	\$37.01
21	\$32.93	\$34.57	\$36.30	\$38.12

Movement Between Ranges: Employees in the following jobs will automatically be promoted to the appropriate range upon submission of official transcripts documenting credits for coursework that is either relevant to their job duties or represents work toward a degree - Instructional Aide, Cook, Business Office, Secretary; non-credit job training will be evaluated by the Superintendent on a case-by-case basis. On July 1 following the five years of permanent, continuous employment, and after each additional five years and after five consecutive, annual reviews rated "Average" or above, the employee shall be promoted one range on the following July 1. Maximum seniority promotions shall not exceed five ranges above the starting range for a job, and must be within the designated ranges for that job.

**Substitute & Temporary Workers:**

Non Certified Sub Pre School Teacher: \$15.00 per hour  
 Certified Sub Pre School Teacher: \$18.00 per hour

**NOTES:**

- Initial placement within these ranges is based on Section XI-5 of the Classified Personnel Handbook
- Step Increases shall be given annually, per Section XI-6 of the Classified Personnel Handbook.
- No employee shall be subject to a reduction in pay as a result of implementation of this Wage Schedule
- A current Child Development Associate (CDA) Degree is required for this pay scale