

**CHILD CARE PROFESSIONAL ASSOCIATION
SITE COORDINATORS AND GROUP LEADERS**

YEAR 1 Site Coordinators 2022-23 (22.0% Base Increase With Step)			YEAR 2 Site Coordinators 2023-24 (5.0% Base Increase With Step)			YEAR 3 Site Coordinators 2024-25 (4.0% Base Increase With Step)			YEAR 4 Site Coordinators 2025-26 (3.0% Base Increase With Step)			YEAR 4 Site Coordinators 2026-27 (2.0% Base Increase With Step)		
STEP	INDEX	HOURLY RATE	STEP	INDEX	HOURLY RATE	STEP	INDEX	HOURLY RATE	STEP	INDEX	HOURLY RATE	STEP	INDEX	HOURLY RATE
A1	1.00	26.29	A1	1.00	27.60	A1	1.00	28.70	A1	1.00	29.56	A1	1.00	30.15
A2	1.02	26.82	A2	1.02	28.16	A2	1.02	29.29	A2	1.02	30.17	A2	1.02	30.77
A3	1.04	27.35	A3	1.04	28.72	A3	1.04	29.87	A3	1.04	30.77	A3	1.04	31.39
A4	1.06	27.88	A4	1.06	29.27	A4	1.06	30.44	A4	1.06	31.35	A4	1.06	31.98
A5	1.08	28.41	A5	1.08	29.83	A5	1.08	31.02	A5	1.08	31.95	A5	1.08	32.59
A6	1.10	28.94	A6	1.10	30.39	A6	1.10	31.61	A6	1.10	32.56	A6	1.10	33.21
A7	1.12	29.45	A7	1.12	30.92	A7	1.12	32.16	A7	1.12	33.12	A7	1.12	33.78
A8	1.14	29.98	A8	1.14	31.48	A8	1.14	32.74	A8	1.14	33.72	A8	1.14	34.39

YEAR 1 Group Leaders 2022-23 (28.0% Base Increase With Step)			YEAR 2 Group Leaders 2023-24 (5.0% Base Increase With Step)			YEAR 3 Group Leaders 2024-25 (4.0% Base Increase With Step)			YEAR 4 Group Leaders 2025-26 (3.0% Base Increase With Step)			YEAR 4 Group Leaders 2026-27 (2.0% Base Increase With Step)		
STEP	INDEX	HOURLY RATE	STEP	INDEX	HOURLY RATE	STEP	INDEX	HOURLY RATE	STEP	INDEX	HOURLY RATE	STEP	INDEX	HOURLY RATE
D1	1.00	19.21	D1	1.00	20.17	D1	1.00	20.98	D1	1.00	21.61	D1	1.00	22.04
D2	1.02	19.58	D2	1.02	20.56	D2	1.02	21.38	D2	1.02	22.02	D2	1.02	22.46
D3	1.04	19.98	D3	1.04	20.98	D3	1.04	21.82	D3	1.04	22.47	D3	1.04	22.92
D4	1.06	20.36	D4	1.06	21.38	D4	1.06	22.24	D4	1.06	22.91	D4	1.06	23.37
D5	1.08	20.75	D5	1.08	21.79	D5	1.08	22.66	D5	1.08	23.34	D5	1.08	23.81
D6	1.10	21.13	D6	1.10	22.19	D6	1.10	23.08	D6	1.10	23.77	D6	1.10	24.25
D7	1.12	21.52	D7	1.12	22.60	D7	1.12	23.50	D7	1.12	24.21	D7	1.12	24.69
D8	1.14	21.91	D8	1.14	23.01	D8	1.14	23.93	D8	1.14	24.65	D8	1.14	25.14

*Elimination of Group Leader Classes B, C.

**Please Note: Due to rounding in formula calculations, some totals may be off by less than one dollar (< \$1.00).