

Salary Classification Plan for Young Horizons Teaching Staff

Effective payroll period beginning, July 1, 2024

Approved by Board of Directors: 6/24/2024

Salary is based on a number of factors including:

- A. Units of ECE that apply to permit passed with a "C" grade or better from an accredited college or university.
- B. Years of service working at Young Horizons.
- C. Requirements indicated on the CTC Child Development Permit Matrix.

YEAR	AIDES 3-5 ECE	ASSISTANT TEACHER		ASSOCIATE TEACHER					TEACHER		MASTER TEACHER
		Step 1 6-8 ECE	Step 2 9-11 ECE	Step 1 12-15 ECE	Step 2 16-19 ECE	Step 3 20-23 ECE	Step 4 24 ECE 6 GE	Step 5 24 ECE 12 GE	Step 1 24 ECE 16 GE	Step 2 24 ECE 16 GE+2	24 ECE 16GE+*6+2
New Hire	20.00	20.25	20.50	20.75	21.00	21.25	21.50	21.75	22.25	22.75	23.75
1	20.20	20.45	20.71	21.00	21.25	21.51	21.76	22.01	22.58	23.09	24.11
2	20.40	20.66	20.91	21.25	21.51	21.76	22.02	22.28	22.92	23.44	24.47
3	20.61	20.86	21.12	21.51	21.77	22.02	22.28	22.54	23.27	23.79	24.83
4	20.81	21.07	21.33	21.76	22.03	22.29	22.55	22.81	23.62	24.15	25.21
5	21.02	21.28	21.55	22.03	22.29	22.56	22.82	23.09	23.97	24.51	25.59
6	21.23	21.50	21.76	22.29	22.56	22.83	23.10	23.36	24.33	24.88	25.97
7	21.44	21.71	21.98	22.56	22.83	23.10	23.37	23.64	24.69	25.25	26.36
8	21.66	21.93	22.20	22.83	23.10	23.38	23.65	23.93	25.06	25.63	26.75
9	21.87	22.15	22.42	23.10	23.38	23.66	23.94	24.21	25.44	26.01	27.16
10	22.09	22.37	22.64	23.38	23.66	23.94	24.22	24.51	25.82	26.40	27.56
11	22.31	22.59	22.87	23.66	23.94	24.23	24.51	24.80	26.21	26.80	27.98
12	22.54	22.82	23.10	23.94	24.23	24.52	24.81	25.10	26.60	27.20	28.40
13	22.76	23.05	23.33	24.23	24.52	24.81	25.11	25.40	27.00	27.61	28.82
14	22.99	23.28	23.56	24.52	24.82	25.11	25.41	25.70	27.41	28.02	29.25
15	23.22	23.51	23.80	24.82	25.11	25.41	25.71	26.01	27.82	28.44	29.69
16	23.45	23.74	24.04	25.11	25.42	25.72	26.02	26.32	28.23	28.87	30.14
17	23.69	23.98	24.28	25.41	25.72	26.03	26.33	26.64	28.66	29.30	30.59
18	23.92	24.22	24.52	25.72	26.03	26.34	26.65	26.96	29.09	29.74	31.05
19	24.16	24.46	24.77	26.03	26.34	26.66	26.97	27.28	29.52	30.19	31.52
20	24.40	24.71	25.01	26.34	26.66	26.98	27.29	27.61	29.97	30.64	31.99
21	24.40	24.71	25.01	26.34	26.66	26.98	27.29	27.61	29.97	30.64	31.99

Note: Permits are figured into the pay matrix above.

CAP

Amounts reflect holding a CTC permit

0.20 cents will be deducted if permit has not yet been received

Ex: Assoc Teachers(Step 1) = \$22.50 - 0.20 = \$20.30

Teachers (Step 1) = \$24.50- 0.20 = \$24.30

24 ECE include core courses as listed on the CTC permit matrix

16 GE include 1 course in each of 4 categories listed on the CTC permit matrix

*6 specialization units as required by the CTC permit matrix

Additional:

Degree (highest degree applies):

AA	2	0.40	832.00
BA in any subject	3	0.60	1,248.00
BA in Child Development	4	0.80	1,664.00
Masters Degree	5	1.00	2,080.00

Persons hired at aide status with 3-5 units of ECE/CD credit begin at the rate of \$20.00 per hour. They must complete 12 units within six (6) months of hire.

- Units of credit and degrees are verified by official transcripts. It is the responsibility of the employee to provide the documentation.
- Salary adjustments for longevity will be made the pay period following the anniversary of employment. Adjustment for units and credits will
- Units of credit and degrees are verified by official transcripts. It is the responsibility of the employee to provide the documentation.
- The Executive Director can make discretionary adjustments. The pay matrix provides a guideline for pay increases.