

Salary Classification Plan for Young Horizons Teaching Staff

Effective payroll period beginning, July 1, 2025

Approved by Board of Directors: 6/30/2025

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.

YR	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	22.00	22.25	22.50	25.50	25.75	26.00	26.25	26.50	27.50	28.50	29.50
1	22.22	22.47	22.73	25.82	26.07	26.33	26.58	26.83	27.91	28.93	29.94
2	22.44	22.70	22.95	26.14	26.40	26.65	26.91	27.17	28.33	29.36	30.39
3	22.67	22.92	23.18	26.47	26.73	26.99	27.25	27.51	28.76	29.80	30.85
4	22.89	23.15	23.41	26.80	27.06	27.32	27.59	27.85	29.19	30.25	31.31
5	23.12	23.38	23.65	27.13	27.40	27.67	27.93	28.20	29.63	30.70	31.78
6	23.35	23.62	23.88	27.47	27.74	28.01	28.28	28.55	30.07	31.16	32.26
7	23.59	23.86	24.12	27.82	28.09	28.36	28.63	28.91	30.52	31.63	32.74
8	23.82	24.09	24.36	28.16	28.44	28.72	28.99	29.27	30.98	32.11	33.23
9	24.06	24.33	24.61	28.52	28.80	29.08	29.36	29.63	31.44	32.59	33.73
10	24.30	24.58	24.85	28.87	29.16	29.44	29.72	30.01	31.91	33.08	34.24
11	24.54	24.82	25.10	29.23	29.52	29.81	30.09	30.38	32.39	33.57	34.75
12	24.79	25.07	25.35	29.60	29.89	30.18	30.47	30.76	32.88	34.08	35.27
13	25.04	25.32	25.61	29.97	30.26	30.56	30.85	31.14	33.37	34.59	35.80
14	25.29	25.58	25.86	30.34	30.64	30.94	31.24	31.53	33.87	35.11	36.34
15	25.54	25.83	26.12	30.72	31.02	31.33	31.63	31.93	34.38	35.63	36.88
16	25.80	26.09	26.38	31.11	31.41	31.72	32.02	32.33	34.90	36.17	37.44
17	26.05	26.35	26.65	31.50	31.80	32.11	32.42	32.73	35.42	36.71	38.00
18	26.32	26.61	26.91	31.89	32.20	32.52	32.83	33.14	35.95	37.26	38.57
19	26.58	26.88	27.18	32.29	32.60	32.92	33.24	33.55	36.49	37.82	39.15
20	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
21	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
22	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
23	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
24	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
25	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
26	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
27	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
28	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
29	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
30	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
31	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
32	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
33	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73
34	26.84	27.15	27.45	32.69	33.01	33.33	33.65	33.97	37.04	38.39	39.73

Note: Permits are figured into the pay matrix above.

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 be made the next pay period upon receipt of official documentation.
- 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.