

EARLY CHILDHOOD EDUCATOR COMPENSATION*

Head Start Program

ASSISTANT TEACHER (HIGH SCHOOL)

- Provides education and care for the enrolled children in the Head Start classroom
- **Requirements:** High School Diploma - Child Development Certificate (CDA) or enrolled in CDA Program

Hourly Rate: \$12.04 (med)
\$13.07 (avg)

ASSISTANT TEACHER (ASSOCIATE)

- Provides education and care for the enrolled children in the Head Start classroom
- **Requirements:** Associate degree in early childhood

Hourly Rate: \$12.57 (med)
\$13.04 (avg)

TEACHER (ASSOCIATE)

- Lead teacher in the Head Start classroom
- Provides education and care for the enrolled children
- Provides guidance and leadership to the Assistant Teacher in the teaching team
- **Requirements:** Associate degree in early childhood

Hourly Rate: \$19.00 (med)
\$18.39 (avg)

TEACHER (BACHELOR'S)

- Lead teacher in the Head Start classroom
- Provides education and care for the enrolled children
- Provides guidance and leadership to the Assistant Teacher in the teaching team
- **Requirements:** Bachelor's degree in early childhood

Hourly Rate: \$19.90 (med)
\$20.88 (avg)

HOME BASED TEACHER

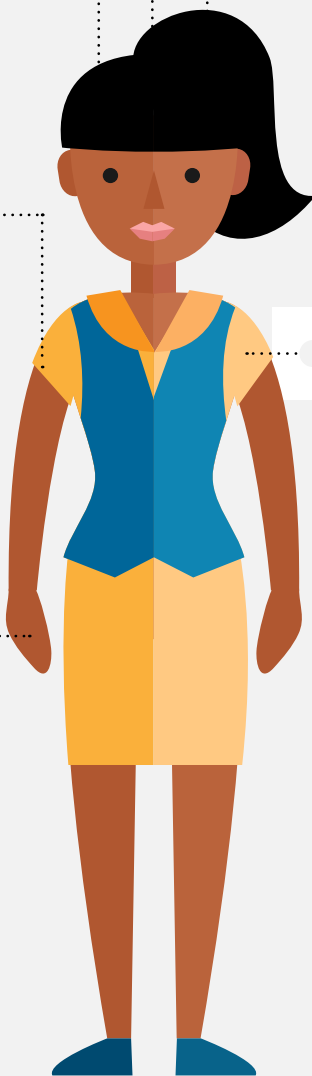
- Acts as the lead teacher during home visit sessions and center-based socializations for all Home Based option Head Start children.
- **Requirements:** Bachelor's degree in early childhood education

Hourly Rate: \$16.92 (med)
\$17.29 (avg)

SITE LEADER (NON-TEACHING)

- Provides administrative oversight of all site/center operations including but not limited to: staff training and observations, staff performance evaluations, community collaboration building, supply inventory and ordering, staff performance monitoring, oversight of vendors for all site services, child day care licensing compliance, parent relations.
- **Requirements:** Bachelor's degree in early childhood education, child development, preschool education, family and consumer education, special education, social work, psychology, counseling, family support, family life, or elementary education with a ZA endorsement. 3 years' experience.

Hourly Rate: \$25.19 (med)
\$25.24 (avg)



*All data from "Head Start/ Early Head Start Compensation and Benefits Survey", a report from Rahmberg Stover and Associates, June, 2015. Data includes responses from Development Centers, Southwest Counseling Solutions, Starfish Family Services, and United Children and Family Head Start.

Early Head Start Program

HOME BASED TEACHER

- Acts as the lead teacher during home visit sessions and center-based socializations for all Home Based option Head Start children
- **Requirements:** Bachelor's degree in early childhood education

Hourly Rate: \$19.87 (med)
\$19.44 (avg)

TEACHER (ASSOCIATE)

- Lead teacher in the Head Start classroom
- Provides education and care for the enrolled children
- Provides guidance and leadership to the Assistant Teacher in the teaching team
- **Requirements:** Associate degree in early childhood

Hourly Rate: median n/a
\$15.36 (avg)

TEACHER (BACHELOR'S)

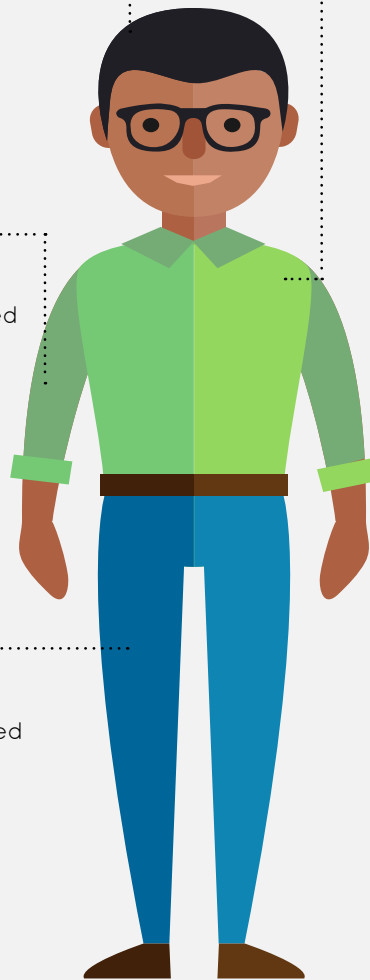
- Lead teacher in the Head Start classroom
- Provides education and care for the enrolled children
- Provides guidance and leadership to the Assistant Teacher in the teaching team
- **Requirements:** Bachelor's degree in early childhood

Hourly Rate: \$18.75 (med)
\$19.25 (avg)

SITE LEADER (NON-TEACHING)

- Provides administrative oversight of all site/center operations including but not limited to: staff training and observations, staff performance evaluations, community collaboration building, supply inventory and ordering, staff performance monitoring, oversight of vendors for all site services, child day care licensing compliance, parent relations.
- **Requirements:** Bachelor's degree in early childhood education, child development, preschool education, family and consumer education, special education, social work, psychology, counseling, family life, or elementary education with a ZA endorsement. 3 years' experience.

Hourly Rate: \$24.38 (med)
\$24.02 (avg)



Great Start Readiness Program

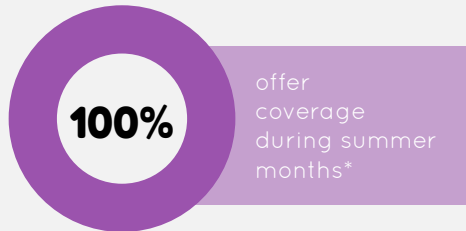
GREAT START READINESS PROGRAM EARLY CHILDHOOD SPECIALIST

- Catalyst for continuous quality improvement for each Great Start Readiness Program
- Observes and evaluates the program
- Supports classroom staff to meet the goals set for the program and the children
- **Requirements:** Master's degree in early childhood education plus 3 years' experience

Hourly Rate: \$25.83 (med)
\$30.13 (avg)

EARLY CHILDHOOD EDUCATOR BENEFITS

MEDICAL INSURANCE COVERAGE

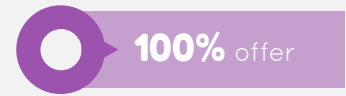


*for school-year employees

MONTHLY COST TO EMPLOYEE

MEDIAN	AVERAGE
Employee Only	
\$134.83 22.4%	\$132.69 24.9%
Employee + One	
\$328.90 25.1%	\$402.93 26.3%
Employee + Family	
\$387.22 27.9%	\$397.71 27.7%

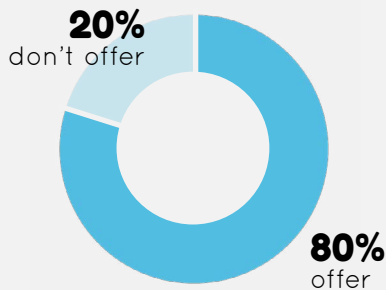
DENTAL INSURANCE COVERAGE



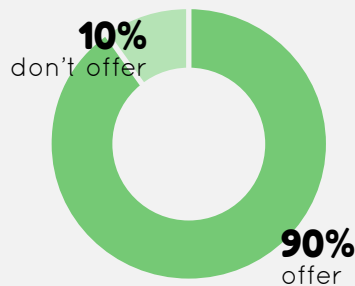
MONTHLY COST TO EMPLOYEE

MEDIAN	AVERAGE
Employee Only	
\$5.89 18.7%	\$17.99 18.7%
Employee + One	
\$15.25 24.0%	\$31.39 24.0%
Employee + Family	
\$35.97 29.0%	\$61.84 29.0%

SHORT-TERM DISABILITY



LONG-TERM DISABILITY



LIFE INSURANCE



PAID TIME OFF

Amount of paid time off varies greatly based on position and years of service:

Total paid leave days per year	3	→	29
Number of paid holidays per year	5	→	13
Number of days paid for "recess" time	0	→	20

EMPLOYER CONTRIBUTION TO DEFINED CONTRIBUTION PLAN

