

# SMART START

## EARLY CHILDHOOD APPRENTICESHIP PROGRAM



### Salary Scale

Base Wages (Employer Contribution)			
2024-25 Assumed Wages	Group 1A	Group 1B	Group 2
Site Director ( <i>median wage for each region</i> )	\$20.00	\$20.00	\$20.00
Assistant Director/Other Non-Classroom ( <i>median wage for each region</i> )	\$19.55	\$18.49	\$18.00
Teacher ( <i>median wage for each region</i> )	\$17.00	\$16.00	\$15.40
Teacher Assistant ( <i>minimum wage for 2024-25</i> )	\$15.48	\$14.75	\$14.75

Wage Scale (Required Minimums)				
	Credential Level	Group 1A	Group 1B	Group 2
		Target Hourly		
Teacher	Bachelors + PEL	\$29.33	\$24.00	\$23.75
	Bachelors + ECE Level 5	\$26.50	\$22.50	\$21.25
	Associates + ECE Level 4	\$22.25	\$20.50	\$20.25
	ECE Level 2 or 3	\$20.75	\$19.25	\$19.00
	DCFS Minimum - ECE Level 1	\$19.25	\$18.50	\$18.25
Assistant Teacher	Associates + ECE Level 4	\$20.75	\$19.25	\$19.00
	ECE Level 2 or 3	\$19.25	\$18.50	\$18.25
	DCFS Minimum - ECE Level 1	\$18.00	\$17.25	\$17.00