

SMART START

ILLINOIS EARLY CHILDHOOD APPRENTICESHIP PROGRAM



Wage Scale (Required Minimums and Add-Ons)

Group 1A [^]	Credential Level	Base Wage (Employer Contribution)	Required Wage Add-On	Target Hourly Overall Wage
Teacher	Professional Educator License (PEL) with an Early Childhood Endorsement	\$17.00	\$12.33	\$29.33
	Bachelor's + ECE Level 5	\$17.00	\$9.50	\$26.50
	Associate's + ECE Level 4	\$17.00	\$5.25	\$22.25
	ECE Level 2 or 3	\$17.00	\$3.75	\$20.75
	Illinois Child Care Licensing Minimum - ECE Level 1	\$17.00	\$2.25	\$19.25
Assistant Teacher	Associate's + ECE Level 4	\$15.48	\$5.27	\$20.75
	ECE Level 2 or 3	\$15.48	\$3.77	\$19.25
	Illinois Child Care Licensing Minimum - ECE Level 1	\$15.48	\$2.52	\$18.00

[^] Group 1A: Cook, DeKalb, DuPage, Kane, Kendall, Lake, and McHenry counties.

Group 1B [^]	Credential Level	Base Wage (Employer Contribution)	Required Wage Add-On	Target Hourly Overall Wage
Teacher	Professional Educator License (PEL) with an Early Childhood Endorsement	\$16.00	\$8.00	\$24.00
	Bachelor's + ECE Level 5	\$16.00	\$6.50	\$22.50
	Associate's + ECE Level 4	\$16.00	\$4.50	\$20.50
	ECE Level 2 or 3	\$16.00	\$3.25	\$19.25
	Illinois Child Care Licensing Minimum - ECE Level 1	\$16.00	\$2.50	\$18.50
Assistant Teacher	Associate's + ECE Level 4	\$15.00	\$4.25	\$19.25
	ECE Level 2 or 3	\$15.00	\$3.50	\$18.50
	Illinois Child Care Licensing Minimum - ECE Level 1	\$15.00	\$2.25	\$17.25

[^] Group 1B: Boone, Champaign, Kankakee, Madison, McLean, Monroe, Ogle, Peoria, Rock Island, Sangamon, St. Clair, Tazewell, Whiteside, Will, Winnebago, and Woodford counties.

Group 2 [^]	Credential Level	Base Wage (Employer Contribution)	Required Wage Add-On	Target Hourly Overall Wage
Teacher	Professional Educator License (PEL) with an Early Childhood Endorsement	\$15.40	\$8.35	\$23.75
	Bachelor's + ECE Level 5	\$15.40	\$5.85	\$21.25
	Associate's + ECE Level 4	\$15.40	\$4.85	\$20.25
	ECE Level 2 or 3	\$15.40	\$3.60	\$19.00
	Illinois Child Care Licensing Minimum - ECE Level 1	\$15.40	\$2.85	\$18.25
Assistant Teacher	Associate's + ECE Level 4	\$15.00	\$4.00	\$19.00
	ECE Level 2 or 3	\$15.00	\$3.25	\$18.25
	Illinois Child Care Licensing Minimum - ECE Level 1	\$15.00	\$2.00	\$17.00

[^] Group 2: All counties not listed in Group 1A or 1B

