

The Hive Employee Pay Structure

Employee Status	Hourly Rate / Adjustment
Starting pay, no children enrolled at The Hive	\$15.00/hr
Starting pay, children covered by Best Beginnings	\$15.00/hr
Starting pay, children not covered by Best Beginnings	\$13.00/hr
6-month performance raise	+\$0.50/hr
Lead position	\$16.50/hr
Lead + Registry Level 2 or higher	Up to \$17.00/hr
Future raises	Based on Registry Level, performance, attendance, training, experience & responsibilities

6-Month Raise

After **6 months of employment**, an employee may receive a **\$0.50/hour raise** if they:

- Are fully trained in their position
- Can confidently work independently
- Have satisfactory job performance
- Have reliable attendance with a normal/reasonable amount of call-ins
- Are consistently meeting the expectations of their position

The 6-month raise is based on meeting these requirements and is not automatic solely because six months have passed.

Raises After 6 Months

Additional raises may be given based on factors including:

- Montana Early Childhood Registry Level
- Job performance
- Attendance and reliability
- Additional training and education
- Experience
- Ability to work independently

- Additional responsibilities
- Leadership and performance within the classroom

Lead Pay

Employees promoted to a **Lead position** will earn **\$16.50/hour**.

Lead employees who are **Registry Level 2 or higher** and meet performance expectations may be increased to **\$17.00/hour**.

If an employee is removed from or steps down from their Lead position, the **Lead pay differential will also be removed**. Their hourly wage will generally decrease by **\$1.50-\$2.00/hour**, depending on the Lead increase they previously received, and they will return to the appropriate non-lead pay rate.

Employee Childcare & Best Beginnings

Employees whose children are covered by **Best Beginnings** may receive the standard employee wage without a childcare-related wage adjustment.

If an employee loses Best Beginnings coverage for a child enrolled at The Hive, they may choose between **two options**:

Option 1: Employee Childcare Rate

The employee may keep their current hourly wage and pay a discounted childcare rate of:

\$25 per day, per child

Option 2: Childcare Wage Adjustment

The employee may choose to continue receiving childcare as an employee benefit rather than paying the \$25 daily rate. Their hourly wage will be adjusted by:

- **First child: -\$1.50/hour**
- **Each additional child: -\$1.00/hour**

For example, an employee with two children would have a total childcare wage adjustment of **-\$2.50/hour**.

If Best Beginnings coverage is restored, the childcare-related wage adjustment will be removed beginning with the applicable pay period.

Employees should notify management immediately of any changes to their Best Beginnings eligibility or coverage.