

The Children's Community School  
**Teacher Pay Scale 2024–25**  
 Updated July 2024

Pay Scale Level	Head Teacher 12mo/yr   40hr/wk   ~1,920hr/yr	Non-Head Teacher, Full Time 12mo/yr   40hr/wk   ~1,920hr/yr	Substitute Teacher hours vary
I	\$42,060/yr (\$21.91/hr)	\$32,704/yr (\$17.03/hr)	\$16.03/hr
II	\$43,346/yr (\$22.58/hr)	\$33,933/yr (\$17.67/hr)	\$16.67/hr
III	\$44,633/yr (\$23.25/hr)	\$35,162/yr (\$18.31/hr)	\$17.31/hr
IV	\$45,919/yr (\$23.92/hr)	\$36,391/yr (\$18.95/hr)	\$17.95/hr
V	\$47,205/yr (\$24.59/hr)	\$37,619/yr (\$19.59/hr)	\$18.59/hr
VI	\$48,492/yr (\$25.26/hr)	\$38,848/yr (\$20.23/hr)	\$19.23/hr
<b>VI + Certification</b>	\$54,925/yr (\$28.61/hr & \$25.26/hr*)		

See job descriptions for more information. For salaried teachers, the hourly equivalent rate is listed for reference, and in case of overtime or unpaid time off calculations; salaries are divided equally over 24 semi-monthly pay periods.

\* A certified head teacher will be paid at the higher hourly rate during the school year and the lower hourly rate during the summer.

**Determining Pay Level**

1. Start at Level I.
2. Move up to the highest level of **education**. (Choose one.)

- a. +1 for AA in ECE/Ed; or BA in related field; or BA in unrelated field with childcare experience or ECE credits; or CDA
  - b. +2 for BA in ECE/Ed; or MA or PhD in related field; or MA in unrelated field with childcare experience or ECE credits
  - c. +3 for MA or PhD in ECE/Ed; or PhD in unrelated field with childcare experience or ECE credits
3. Move up for **certification**.
  - a. +1 for PreK-4 Certification (*Pennsylvania preferred, Delaware and New Jersey will be considered*)
4. Move up for **experience**. (All that apply.)
  - a. +1 for one complete year teaching full time (30+ hr/wk) at CCS, and for every two years after that
  - b. +1 for every 3 years teaching full time as a teacher at another NAEYC-accredited early childhood program
  - c. +1 for every 5 years teaching full time as a teacher at another early childhood program that is not NAEYC-accredited

### **Notes**

- Salary levels will be included in each teacher's contract, including an explanation (e.g., "Jane will be at Pay Scale Level V in 2018-19, based on a Masters in ECE, two years teaching at CCS, and five years teaching at other preschools").
- A teacher's pay level may change year-to-year, but not in the middle of a year unless there is a change of position.
- Degrees in early childhood education and elementary education are treated as equivalent. Degrees in related fields include special education, child development, and in some cases psychology, if it includes relevant coursework.
- By agreement of the director and the teacher, various education experiences may be taken as the equivalent of a degree in early childhood education. These agreements will be made explicit in the teacher's contract. These agreements are made on a case-by-case basis, at the discretion of the director, but the following guidelines may be helpful:
  - 30 ECE credits may be equivalent to an AA in ECE
  - 30 ECE credits plus a BA in another field may be equivalent to a BA in ECE
  - 45 hours of professional development may be equivalent to 3 ECE credits
- Under experience, "program" refers to any school or daycare serving children between birth and second grade, assuming work experience includes work with those age groups. This explicitly includes kindergarten/first/second grade teachers and teachers in a home/family daycare. By agreement of the director and the teacher, various work experience may be taken as the equivalent of teaching experience. These agreements will be made explicit in the teacher's contract. These agreements are made on a case-by-case basis, at the discretion of the director. Under most circumstances, experience as a summer camp counselor, after-school teacher, school volunteer, nanny, or babysitter will not be considered equivalent to teaching experience.
- CCS's determinations of education and experience equivalencies are not relevant to licensing, accreditation, or funding requirements for teacher education. CCS is often willing to consider something ECE-related, degree-equivalent, or experience-equivalent that will not be considered such by the agencies we work with and report to.
- Teachers first hired at CCS before June 2019 will move up 1 level for a CDA or 12 units in ECE, and for every subsequent degree level will move up 1 more level than the pay schedule indicates.