



Helping Families Succeed

Lead Teacher, Preschool (3Y/4Y) • 2026 Base Pay Rates

The following rates are starting wages only and are applied at time of hire or promotion. After initial rate, wages will increase according to the annual Cost of Living Adjustment which is determined at the federal level and will vary each year.

Experience Level	10-Month Schedule	12-Month Schedule	
	Bachelor Certified	Bachelor Non-Certified	Bachelor Certified
0	\$45,708	\$51,423	\$52,564
1	\$45,936	\$51,680	\$52,827
2	\$46,166	\$51,938	\$53,091
3	\$46,397	\$52,198	\$53,356
4	\$46,629	\$52,459	\$53,623
5	\$47,797	\$53,774	\$54,967
6	\$48,780	\$54,879	\$56,097
7	\$49,333	\$55,501	\$56,733
8	\$49,783	\$56,008	\$57,250
9	\$50,228	\$56,509	\$57,763
10	\$51,706	\$58,172	\$59,462
11	\$52,275	\$58,812	\$60,117
12	\$52,787	\$59,387	\$60,705
13	\$53,298	\$59,962	\$61,292
14	\$53,695	\$60,409	\$61,749
15	\$55,202	\$62,105	\$63,483
16	\$55,673	\$62,635	\$64,024
17	\$56,239	\$63,271	\$64,675
18	\$57,547	\$64,743	\$66,179
19	\$58,796	\$66,148	\$67,615
20	\$59,377	\$66,802	\$68,284

Additional 2% increase for Masters Degree in ECE or related degree

Last updated March 13, 2026



Helping Families Succeed

Lead Teacher, ITT (0-36 months) • 2026 Starting Pay Rate Only

The following rates are starting wages only and are applied at time of hire or promotion. After initial rate, wages will increase according to annual Cost of Living Adjustment which is determined at federal level and will vary each year.

Experience Level	CDA plus IDP for Associate Degree	Associate Degree	Bachelor Degree
0	\$19.87	\$21.80	\$23.14
1	\$20.06	\$22.02	\$23.37
2	\$20.27	\$22.24	\$23.61
3	\$20.47	\$22.46	\$23.84
4	\$20.67	\$22.69	\$24.08
5	\$20.88	\$22.91	\$24.32
6	\$21.09	\$23.14	\$24.56
7	\$21.30	\$23.37	\$24.81
8	\$21.51	\$23.61	\$25.06
9	\$21.73	\$23.84	\$25.31
10	\$21.94	\$24.08	\$25.56
11	\$22.16	\$24.32	\$25.82
12	\$22.39	\$24.57	\$26.08
13	\$22.61	\$24.81	\$26.34
14	\$22.84	\$25.06	\$26.60
15	\$23.06	\$25.31	\$26.87
16	\$23.29	\$25.56	\$27.13
17	\$23.53	\$25.82	\$27.41
18	\$23.76	\$26.08	\$27.68
19	\$24.00	\$26.34	\$27.96
20	\$24.24	\$26.60	\$28.24

Last updated March 13, 2026



Helping Families Succeed

Teaching Assistant • 2026 Starting Pay Rate Only

The following rates are starting wages only and are applied at time of hire or promotion. After initial rate, wages will increase according to annual Cost of Living Adjustment which is determined at federal level and will vary each year.

Experience Level	IDP for CDA w/in 6 months	CDA	Certificate of Mastery	Associate Degree	Bachelor Degree
0	\$17.93	\$18.45	\$18.67	\$20.06	\$20.84
1	\$18.11	\$18.63	\$18.85	\$20.27	\$21.05
2	\$18.29	\$18.82	\$19.04	\$20.47	\$21.26
3	\$18.48	\$19.00	\$19.23	\$20.67	\$21.47
4	\$18.66	\$19.19	\$19.43	\$20.88	\$21.69
5	\$18.85	\$19.39	\$19.62	\$21.09	\$21.90
6	\$19.04	\$19.58	\$19.82	\$21.30	\$22.12
7	\$19.23	\$19.78	\$20.01	\$21.51	\$22.34
8	\$19.42	\$19.97	\$20.21	\$21.73	\$22.57
9	\$19.61	\$20.17	\$20.42	\$21.94	\$22.79
10	\$19.81	\$20.38	\$20.62	\$22.16	\$23.02
11	\$20.01	\$20.58	\$20.83	\$22.39	\$23.25
12	\$20.21	\$20.79	\$21.04	\$22.61	\$23.48
13	\$20.41	\$20.99	\$21.25	\$22.84	\$23.72
14	\$20.61	\$21.20	\$21.46	\$23.06	\$23.95
15	\$20.82	\$21.42	\$21.67	\$23.29	\$24.19
16	\$21.03	\$21.63	\$21.89	\$23.53	\$24.44
17	\$21.24	\$21.85	\$22.11	\$23.76	\$24.68
18	\$21.45	\$22.06	\$22.33	\$24.00	\$24.93
19	\$21.67	\$22.28	\$22.55	\$24.24	\$25.18
20	\$21.88	\$22.51	\$22.78	\$24.48	\$25.43

Last updated March 13, 2026



Helping Families Succeed

Teaching Assistant II • 2026 Starting Pay Rate Only

The following rates are starting wages only and are applied at time of hire or promotion. After initial rate, wages will increase according to annual Cost of Living Adjustment which is determined at federal level and will vary each year.

Experience Level	IDP for CDA w/in 6 months	CDA	Certificate of Mastery	Associate Degree	Bachelor Degree
0	\$16.38	\$17.03	\$17.25	\$18.63	\$19.39
1	\$16.54	\$17.20	\$17.42	\$18.81	\$19.58
2	\$16.71	\$17.37	\$17.60	\$19.00	\$19.78
3	\$16.87	\$17.55	\$17.77	\$19.19	\$19.98
4	\$17.04	\$17.72	\$17.95	\$19.38	\$20.18
5	\$17.21	\$17.90	\$18.13	\$19.58	\$20.38
6	\$17.38	\$18.08	\$18.31	\$19.77	\$20.58
7	\$17.56	\$18.26	\$18.49	\$19.97	\$20.79
8	\$17.73	\$18.44	\$18.68	\$20.17	\$21.00
9	\$17.91	\$18.63	\$18.87	\$20.37	\$21.21
10	\$18.09	\$18.81	\$19.06	\$20.57	\$21.42
11	\$18.27	\$19.00	\$19.25	\$20.78	\$21.63
12	\$18.45	\$19.19	\$19.44	\$20.99	\$21.85
13	\$18.64	\$19.38	\$19.63	\$21.20	\$22.07
14	\$18.82	\$19.58	\$19.83	\$21.41	\$22.29
15	\$19.01	\$19.77	\$20.03	\$21.62	\$22.51
16	\$19.20	\$19.97	\$20.23	\$21.84	\$22.74
17	\$19.39	\$20.17	\$20.43	\$22.06	\$22.96
18	\$19.59	\$20.37	\$20.63	\$22.28	\$23.19
19	\$19.78	\$20.58	\$20.84	\$22.50	\$23.42
20	\$19.98	\$20.78	\$21.05	\$22.73	\$23.66

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