



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	\$46,165	\$51,937	\$53,090
2	\$46,627	\$52,457	\$53,621
3	\$47,093	\$52,981	\$54,157
4	\$47,564	\$53,511	\$54,698
5	\$48,040	\$54,046	\$55,245
6	\$48,520	\$54,587	\$55,798
7	\$49,005	\$55,132	\$56,356
8	\$49,495	\$55,684	\$56,919
9	\$49,990	\$56,241	\$57,488
10	\$50,490	\$56,803	\$58,063
11	\$50,995	\$57,371	\$58,644
12	\$51,505	\$57,945	\$59,230
13	\$52,020	\$58,524	\$59,823
14	\$52,540	\$59,109	\$60,421
15	\$53,066	\$59,701	\$61,025
16	\$53,596	\$60,298	\$61,635
17	\$54,132	\$60,900	\$62,252
18	\$54,674	\$61,509	\$62,874
19	\$55,220	\$62,125	\$63,503
20	\$55,772	\$62,746	\$64,138

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

Last updated April 27, 2026



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**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



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**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

Last updated March 13, 2026