

Early Childhood Education Career and Wage Ladder -- Statewide (except King County)

Effective January 1, 2002 (Revised June 2002)

Position	Years at Center	Education Requirements									
		No HS or GED	HS/GED	STARS* 20 Hours	15 Credits in ECE or CD*	30 Credits in ECE or Related Field**	CDA or 45 Credits in Related Field**	AA in ECE or 90 Credits in Related Field**	135 Credits in ECE or Related Field**	BA in ECE or 180 Credits in Related Field**	MA in ECE or Related Field***
Assistant	0	\$6.92	\$7.20	\$7.70	\$7.95	\$8.20	\$8.70	\$9.20	\$9.70	\$10.20	\$11.20
	1	7.17	7.45	7.95	8.20	8.45	8.95	9.45	9.95	10.45	11.45
	2	7.42	7.70	8.20	8.45	8.70	9.20	9.70	10.20	10.70	11.70
	3	7.67	7.95	8.45	8.70	8.95	9.45	9.95	10.45	10.95	11.95
	4	7.89	8.20	8.70	8.95	9.20	9.70	10.20	10.70	11.20	12.20
	5	8.14	8.45	8.95	9.20	9.45	9.95	10.45	10.95	11.45	12.45
Lead Teacher	0			\$8.20	\$8.45	\$8.70	\$9.20	\$9.70	\$10.20	\$10.70	\$11.70
	1			8.45	8.70	8.95	9.45	9.95	10.45	10.95	11.95
	2			8.70	8.95	9.20	9.70	10.20	10.70	11.20	12.20
	3			8.95	9.20	9.45	9.95	10.45	10.95	11.45	12.45
	4			9.20	9.45	9.70	10.20	10.70	11.20	11.70	12.70
	5			9.45	9.70	9.95	10.45	10.95	11.45	11.95	12.95
Site Coordinator	0					\$9.20	\$9.70	\$10.20	\$10.70	\$11.20	\$12.20
	1					9.45	9.95	10.45	10.95	11.45	12.45
	2					9.70	10.20	10.70	11.20	11.70	12.70
	3					9.95	10.45	10.95	11.45	11.95	12.95
	4					10.20	10.70	11.20	11.70	12.20	13.20
	5					10.45	10.95	11.45	11.95	12.45	13.45
Program Supervisor	0						\$10.20	\$10.70	\$11.20	\$11.70	\$12.70
	1						10.45	10.95	11.45	11.95	12.95
	2						10.70	11.20	11.70	12.20	13.20
	3							11.45	11.95	12.45	13.45
	4							11.70	12.20	12.70	13.70
	5							11.95	12.45	12.95	13.95

About the Ladder

The Early Childhood Education Career and Wage Ladder is a pilot project developed to improve the quality of child care by supporting the career goals of child care workers. The career ladder applies only to ECE workers who work 20 hours or more a week and school age care workers who work 15 hours or more a week. To participate in the project, centers must:

- adopt the career development ladder
- enroll subsidized children into at least 10% of their child slots
- provide a minimum of 12 days paid leave each year
- provide access to the Basic Health Plan and pay at least \$25 per month towards employees' health care coverage; and
- establish Quality Care Committees with members including the ECE teachers.

Wage Increments

Responsibility increments are 50¢ per hour and paid by the center. State-paid Education Increments are 50¢ each step:

- High School or GED
- STARS
- CDA
- Every 45 credits above ECE
- 30 credits

Experience Increments		
DSHS-Subsidized Children at Center	Center Pays	State Pays
25%	25¢	- 0 -
25-50%	15¢	10¢
50-75%	5¢	20¢
75%	- 0 -	25¢

*Credits must be in Early Childhood Education or Child Development.

**15 credits must be in ECE or CD and remainder may be in Elementary Education, Education, Psychology or Social Work or an Associate of Applied Science.

***45 credits must be in ECE or CD and remainder may be in Elementary Education, Education, Psychology or Social Work.

