**Early Childhood Education Salary Scale Template**

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| --- | --- | --- | --- | --- |
| (Position titles made be modified to correspond to state regulations) | **Entry Level**Pre-service required by Licensing | **ECE I**Professional Training Program in Early Childhood Education (CDA) | **ECE II**Associate Degree Program in Early Childhood Education  | **ECE III**Bachelor’s Degree Program in Early Childhood Education Master’s Degree Program in Early Childhood Education |
|   | **HS Diploma** | **CDA** | **A.A. in ECE** | **B.A. in ECE** | **M.A. in ECE** |
| **Classroom Aide** | ***Salary Range*** | ***Salary Range*** |   |   |   |
| 1-2 years experience |  |  | N/A | N/A | N/A |
| 3-5 years experience |  |  |   |   |   |
| **Assistant Teacher** | ***Salary Range*** | ***Salary Range*** |   |   |   |
| 1-2 years experience |  |  | N/A | N/A | N/A |
| 3-5 years experience |  |  |   |   |   |
| **Lead Teacher** |   |   | ***Salary Range*** | ***Salary Range*** | ***Salary Range*** |
| 1-2 years experience | N/A | N/A |  |  |  |
| 3-5 years experience |   |   |  |  |  |
| **Master Teacher** (with Teacher certification) |  |  |  | ***Salary Range*** | ***Salary Range*** |
| 1-2 years experience | N/A | N/A | N/A |  |  |
| 3-5 years experience |  |  |  |  |  |
|  | **Small** (20-50 children) | **Medium** (50-100 children) | **Large** (100-250 children) | **Extra Large** (250+ children) |
| **Program Director** |  |  |  |  |
| 1-2 years experience |  |  |  |  |
| 3-5 years experience |  |  |  |  |
| 5+ years experience |  |  |  |  |