

## Appendix A: OSR Non-Public Lead &amp; Auxiliary Teacher Salary Matrix

*Lead Teacher Salary Matrix*

<b>Office of School Readiness Lead Teacher Salary Step Plan</b>	
<b><u>Step</u></b>	<b><u>Annual Pay Amount</u></b>
<b>1</b>	<b>\$39,301</b>
<b>2</b>	<b>\$40,480</b>
<b>3</b>	<b>\$41,694</b>
<b>4</b>	<b>\$42,945</b>
<b>5</b>	<b>\$44,234</b>
<b>6</b>	<b>\$45,561</b>
<b>7</b>	<b>\$46,927</b>
<b>8</b>	<b>\$48,335</b>
<b>9</b>	<b>\$49,785</b>
<b>10</b>	<b>\$51,279</b>

*\*Public school systems should follow their local school system salary matrix.*

*Auxiliary Teacher Salary Matrix*

<b><u>First Class Pre-K Salary</u></b>	<b>\$19,223.18</b>
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The minimum required for all public and non-public school auxiliary teachers is a Child Development Associate (CDA) credential or the equivalent required coursework.

OSR only **requires** programs to pay the CDA salary for auxiliary teachers. If the auxiliary teacher has a higher credential, programs may *choose* to pay the recommended salary for that credential.

If the Auxiliary Teacher salary exceeds the current salary of Teacher's Aides in public school sites, it is recommended that the school develop a new classification to reflect the increased education requirement and increased work expectations of a First Class Pre-K Auxiliary Teacher.