

## CHILD CARE STAFF QUALIFICATIONS & WAGES

TITLE	QUALIFICATIONS	BASE RATE
ASSISTANT CAREGIVER	<ul style="list-style-type: none"> <li>◆ Experience with children is preferred.</li> <li>◆ Is enrolled in Introduction to Child Care (ICC) or is enrolled in an approved credit-based replacement course (see Approved Course List).</li> <li>◆ Is enrolled in CPR/AED Training and Pediatric First Aid Training.</li> <li>◆ Is enrolled in the Infant Toddler and/or School-Age course as applicable.</li> </ul>	\$12.00
CAREGIVER	<ul style="list-style-type: none"> <li>◆ Meets all requirements listed above for ASSISTANT CAREGIVER.</li> <li>◆ Has completed ICCP course and Infant Toddler or School-Age Course as applicable.</li> <li>◆ CPR/AED Training is current.</li> <li>◆ Pediatric First Aid Training is current.</li> <li>◆ Has worked in ratio for a minimum of eight (8) weeks.</li> <li>◆ Has Lead Educator recommendation.</li> </ul>	\$12.50
PRIMARY CAREGIVER	<ul style="list-style-type: none"> <li>◆ Meets all requirements listed above for CAREGIVER.</li> <li>◆ Has completed 6 credits in approved early childhood education or 3 early childhood credits and 48 total credits from an institution of higher education (See Approved Course List).</li> <li>◆ Has a minimum of 320 hours working with children.</li> <li>◆ Has completed all NAEYC required Inservices.</li> <li>◆ Has demonstrated leadership, initiative and the ability to provide on-the-job training for other staff.</li> <li>◆ Has demonstrated proficiency in working with children, families, other staff and classroom management.</li> <li>◆ Has Lead Educator and Assistant Director recommendation.</li> </ul>	\$13.50
LEAD CAREGIVER	<ul style="list-style-type: none"> <li>◆ Must meet Primary Caregiver requirements to qualify.</li> <li>◆ Has Assistant Director recommendation</li> <li>◆ Position only offered when specific conditions and requirements are met; see next page for further detail.</li> <li>◆ 20 hours/week minimum (includes up to 2 hours plan time)</li> </ul>	\$14.50

**All classes taken to fulfill these employment requirements must be passed with a grade of “C-” or higher.** To remain employed, the state-required ICCP course, the Infant Toddler and/or School-age training courses must be completed **within 6 months of hire.**

Lead Caregiver:

- ◆ Used as 3<sup>rd</sup> position in infant suite or with Director approval to provide leadership when an open Lead Educator position exists in any classroom.
- ◆ Must be a vacant position with plan to recruit or if a leave of absence will be greater than six weeks.
- ◆ Appointment will be for minimum of one full semester and placement reviewed each semester by Director.