# Child Care Staff Qualifications & Wages

<table>
<thead>
<tr>
<th>Title</th>
<th>Qualifications</th>
<th>Base Rate</th>
</tr>
</thead>
</table>
| **Assistant Caregiver** | - Experience with children is preferred.  
- Is enrolled in Introduction to Child Care (ICC) or is enrolled in an approved credit-based replacement course (see Training Courses Guide).  
- Is enrolled in CPR/AED Training and Pediatric First Aid Training.  
- Is enrolled in the Infant Toddler and/or School-Age course as applicable. | $13.00    |
| **Caregiver**        | - Meets all requirements listed above for Assistant Caregiver.  
- Has completed ICC and Infant Toddler or School-Age Course as applicable.  
- CPR/AED Training is current.  
- Pediatric First Aid Training is current.  
- Has worked in ratio for a minimum of eight (8) weeks.  
- Has Lead Educator recommendation. | $13.50    |
| **Primary Caregiver** | - Meets all requirements listed above for Caregiver.  
- 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 Training Courses Guide).  
- Has a minimum of 320 hours working with children.  
- Has demonstrated leadership, initiative and the ability to provide on-the-job training for other staff.  
- Has demonstrated proficiency in working with children, families, other staff and classroom management.  
- Has Lead Educator and Assistant Director recommendation.  
- Has completed all NAEYC required Inservices. | $14.50    |
| **Lead Caregiver**   | - Must meet Primary Caregiver requirements to qualify.  
- Has Assistant Director recommendation  
- Position only offered when specific conditions and requirements are met; see next page for further detail.  
- 20 hours/week minimum (includes 2-4 hours plan time) | $15.50    |

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

**Lead Caregiver:**
- Used as 3rd 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.

**Merit Raises**
Merit raises are generally given annually in September and are dependent upon budget. Staff who have worked two of the last three semesters (Summer, Spring, and Fall – minimum 8 weeks each) are eligible for merit raises. September merit raises are effective the first full bi-weekly payroll of the Fall semester. Those staff who begin during late Spring or Summer, and are not yet eligible for a merit raise in September, will be eligible for a smaller prorated merit at the first full bi-weekly of the Spring semester. This will put them back on schedule for annual raises in September.