

### PAS Recertification Documentation Activity

Read the transcript, rate the indicators (be sure to circle any D's), then review the following documentation to verify the ratings for the indicators below. Assume the documentation provided was the only documentation the director had available for the assessor during the PAS visit.

#### Erie Day Nursery Child Care Center

##### Item 4, 1.2-7.2

**A= Assessor D= Director**

**A: Let's talk about your salary scale. What criteria is it based on?**

D: Well, the role a person is hired into determines the amount of money they start off making. I know some other things are considered, but I am not the person responsible for discussing salary during the interview. The owner does that.

**A: Do you know if general education, specialized training or college coursework specific to the person's role, experience, or professional credentials are used to determine salaries and are a part of that salary scale?**

D: I honestly couldn't say. That's something the owner sees as her responsibility so I don't have much involvement but I know she included the salary scale in the documentation box for you.

**A: Okay, thanks. I will look at that document in a little bit.**

#### 4. Compensation

	<b>1 Inadequate</b>	<b>3 Minimal</b>	<b>5 Good</b>	<b>7 Excellent</b>
1.2 A written salary scale is based only on role.	<input type="checkbox"/> 3.2 A written salary scale is differentiated by role, education, and specialized training.***	<input checked="" type="checkbox"/> D	<input type="checkbox"/> 5.2 A written salary scale is differentiated by role, education, specialized training, and years of relevant experience.***	<input checked="" type="checkbox"/> 7.2 A written salary scale is differentiated by role, education, specialized training, years of relevant experience, and professional credentials.***

\*\*\* Education refers to the level of general education (e.g., high school diploma, associate's degree, bachelor's degree). Specialized training refers to college coursework or other training specific to the role.  
Professional credentials refers to the certificates/licenses issued to early childhood practitioners by state agencies or national organizations in recognition of the achievement of professional competency.



## Erie Day Nursery Child Care Center

### TEACHER SALARY SCALE

(Starting Salary)

POSITION	APPROXIMATE HOURLY STARTING SALARY	ANNUAL
Teacher Aide - HS student	\$5.15/min. wage-\$8.50	\$10,712-\$17,680
Support Teacher - GED	\$8.50-\$9.00	\$17,680-\$18,720
Support Teacher - BA in unrelated field and <6 hours ECE	\$9.00-\$9.50	\$18,720-\$19,760
Teacher - BA in unrelated field and 6 hours ECE	\$9.50-\$10.00	\$19,760-\$20,800
Teacher - AA in ECE	\$10.00-\$10.50	\$20,800-\$21,840
Teacher - BA in unrelated field and 18 hours in ECE	\$10.50-11.00	\$21,840-\$22,880
Teacher - BA in ECE	\$11.00-\$11.50	\$22,880-\$27,040
Teacher - MA in ECE	\$13.00-\$13.50	\$27,040-\$31,200