

SWLC Wage¹ Matrix				Center Rating		
ASSIGNED ROLE						
ROLE	#Pos	MIN.LEVEL	MAX LEVEL²	Level 3	Level 4	Level 5
LEAD TEACHER						
INFANT LEAD	1	III	IV	14.50 - 16.50	15.50 - 17.50	16.50 - 18.50
TODDLER LEAD	1	III	IV	14.50 - 16.50	15.50 - 17.50	16.50 - 18.50
TWOS LEAD	1	III	IV	14.50 - 16.50	15.50 - 17.50	16.50 - 18.50
PRESCHOOL LEAD	1	III	IV	14.50 - 16.50	15.50 - 17.50	16.50 - 18.50
JRK LEAD	1	III	IV	14.50 - 16.50	15.50 - 17.50	16.50 - 18.50
SCHOOLAGE LEAD	1	III	IV	14.50 - 16.50	15.50 - 17.50	16.50 - 18.50
CLASS ASSISTANT						
INFANT CA	1	II	III	14.00 - 14.50	15.00 - 16.50	16.00 - 17.50
TODDLER CA	1	II	III	14.00 - 14.50	15.00 - 16.50	16.00 - 17.50
TWOS CA	1	II	III	14.00 - 14.50	15.00 - 16.50	16.00 - 17.50
TWOS CA	1	III	IV	14.50 - 15.50	15.00 - 16.50	16.00 - 17.50
PRESCHOOL CA	1	II	III	14.00 - 14.50	15.00 - 16.50	16.00 - 17.50
JRK CA	1	II	III	14.00 - 14.50	15.00 - 16.50	16.00 - 17.50
SCHOOLAGE CA	1	II	III	14.00 - 14.50	15.00 - 16.50	16.00 - 17.50
ECERS CA	1	II	III	14.00 - 14.50	15.00 - 16.50	16.00 - 17.50
ITERS CA	1	II	III	14.00 - 14.50	15.00 - 16.50	16.00 - 17.50
SUPPORT ROLES						
COOK	1	N/A	N/A	N/A	N/A	N/A
BUS DRIVER	1	II	V	Wage + .50/hr	Wage + .50/hr	Wage + .50/hr
BUS DRIVER	1	II	V	Wage + .50/hr	Wage + .50/hr	Wage + .50/hr
⁴ Time Of Service is added to all hourly wages upon anniversary						
ADMINISTRATIVE						
DIRECTOR	1	IV	V	Negotiated Salary	Negotiated Salary	Negotiated Salary
PROGRAM DIRECTOR ³	1	IV	V	Negotiated Salary	Negotiated Salary	Negotiated Salary

¹Wage is dependent upon actual level of hiree; w/90 day probation to come into alignment. Must start at actual Wage Level; increase upon alignment

² Max Level is assigned to role for cost control, but may be negotiated. (See Guidebook)

³ Program Director is 20 hours/week. See Guidebook for Staffing Options of this position

⁴ TOS (Time of Service) added after 3rd year @ .10/hr x TOS