

2023-2024 Salary Schedule for Pre-K Lead Teachers

Placement on the salary schedule is first determined by the teacher’s verified Creditable Years of Experience (CYE), and then by credential type.

Creditable Years of Experience (CYE) are defined as all years taught as a full-time lead teacher in a Georgia’s Pre-K Program (public or private) with an approved credential and/or all years taught as a full-time certified lead teacher in a K-12 public school. The 2023-2024 school year should not be included in CYE because only PRIOR, completed years of experience are valid. Refer to Section 12.8 in the *Pre-K Provider’s Operating Guidelines* for additional information.

Base Salary is based on the teacher’s verified credential(s). Providers are required to pay lead teachers a minimum of 100% of the total base salary funded by Bright from the Start.

Supplement is cumulative and is based on the teacher’s creditable years of experience. Providers are required to pay teachers 100% of the supplement.

Total Salary is the combined base salary and CYE supplement. This represents the total yearly reimbursement.

The rates represent the annual salary funded by DECAL. Monthly rates are reflected in the Pre-K Payment Advice.

| Creditable Years of Experience | | Associate | | Bachelor’s | Certified (T5) | |
|--------------------------------|--------------|--------------|-------------|-------------|----------------|-------------|
| | | Insufficient | Degree | Degree | Certified (T4) | or Higher |
| 0 - 1 | Base Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| | Supplement | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| | Total Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| 2 - 3 | Base Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| | Supplement | \$0.00 | \$853.50 | \$1,029.47 | \$1,284.62 | \$1,420.29 |
| | Total Salary | \$20,190.35 | \$29,303.36 | \$35,345.07 | \$44,105.35 | \$48,763.33 |
| 4 - 5 | Base Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| | Supplement | \$0.00 | \$1,732.60 | \$2,089.82 | \$2,607.78 | \$2,883.19 |
| | Total Salary | \$20,190.35 | \$30,182.46 | \$36,405.42 | \$45,428.51 | \$50,226.23 |
| 6 - 7 | Base Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| | Supplement | \$0.00 | \$2,638.07 | \$3,181.98 | \$3,970.64 | \$4,389.98 |
| | Total Salary | \$20,190.35 | \$31,087.93 | \$37,497.58 | \$46,791.37 | \$51,733.02 |
| 8 - 9 | Base Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| | Supplement | \$0.00 | \$3,570.71 | \$4,306.91 | \$5,374.38 | \$5,941.97 |
| | Total Salary | \$20,190.35 | \$32,020.57 | \$38,622.51 | \$48,195.11 | \$53,285.01 |
| 10 - 11 | Base Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| | Supplement | \$0.00 | \$4,531.33 | \$5,465.59 | \$6,820.23 | \$7,540.52 |
| | Total Salary | \$20,190.35 | \$32,981.19 | \$39,781.19 | \$49,640.96 | \$54,883.56 |
| 12 - 13 | Base Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| | Supplement | \$0.00 | \$5,520.77 | \$6,659.03 | \$8,309.46 | \$9,187.03 |
| | Total Salary | \$20,190.35 | \$33,970.63 | \$40,974.63 | \$51,130.19 | \$56,530.07 |
| 14 - 15 | Base Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| | Supplement | \$0.00 | \$6,539.89 | \$7,888.27 | \$9,843.37 | \$10,882.93 |
| | Total Salary | \$20,190.35 | \$34,989.75 | \$42,203.87 | \$52,664.10 | \$58,225.97 |
| 16 - 17 | Base Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| | Supplement | \$0.00 | \$7,589.58 | \$9,154.39 | \$11,423.29 | \$12,629.71 |
| | Total Salary | \$20,190.35 | \$36,039.44 | \$43,469.99 | \$54,244.02 | \$59,972.75 |
| 18 - 19 | Base Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| | Supplement | \$0.00 | \$8,670.76 | \$10,458.49 | \$13,050.61 | \$14,428.89 |
| | Total Salary | \$20,190.35 | \$37,120.62 | \$44,774.09 | \$55,871.34 | \$61,771.93 |
| 20+ | Base Salary | \$20,190.35 | \$28,449.86 | \$34,315.60 | \$42,820.73 | \$47,343.04 |
| | Supplement | \$0.00 | \$9,784.38 | \$11,801.71 | \$14,726.75 | \$16,282.05 |
| | Total Salary | \$20,190.35 | \$38,234.24 | \$46,117.31 | \$57,547.48 | \$63,625.09 |