



Pre-K Budget Webinar

June 2, 2016

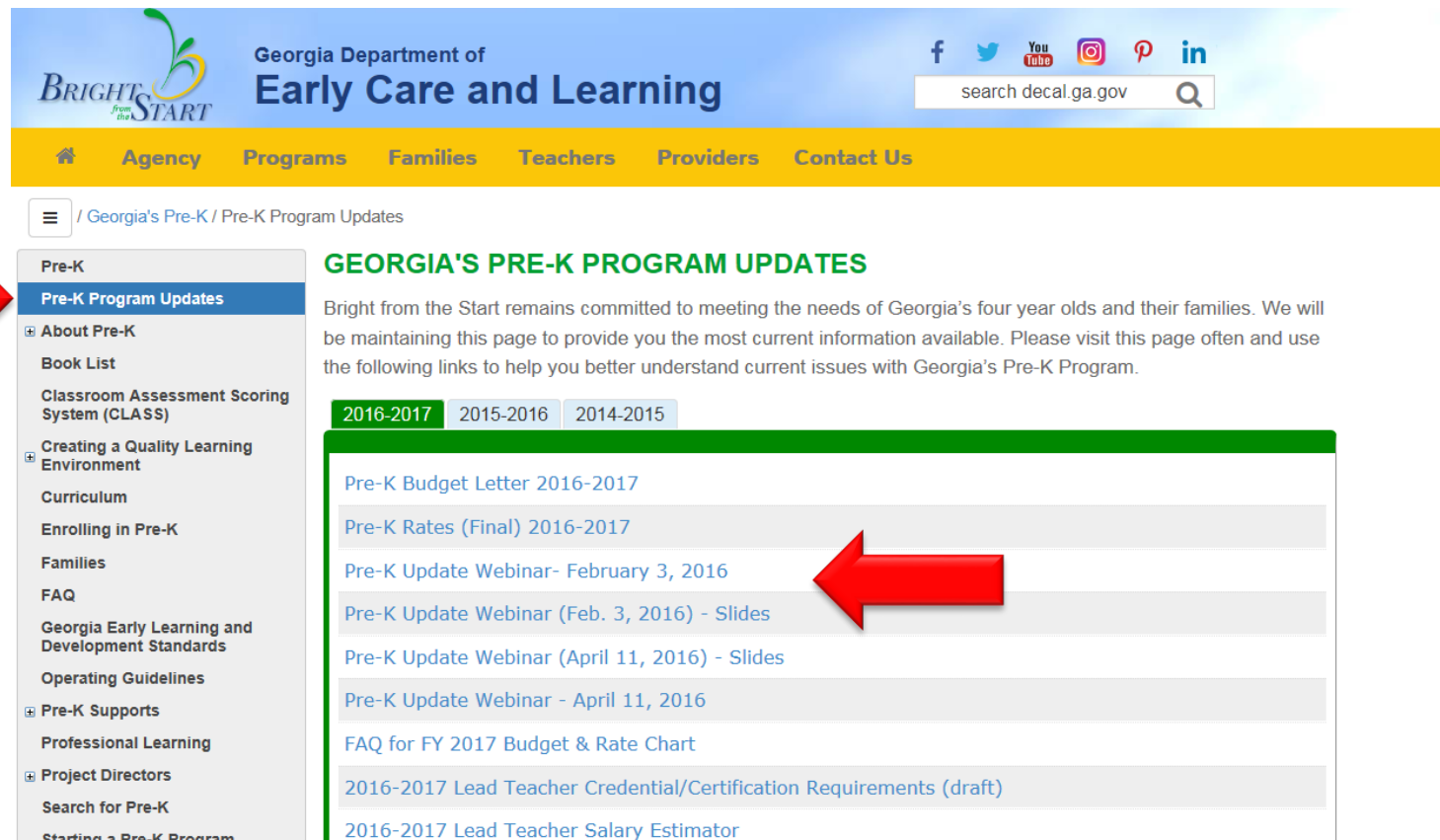
Susan Adams
Assistant Commissioner
Georgia's Pre-K & Instructional Supports




FY2017 Pre-K Budget

- This is the 3rd webinar about the budget for FY2017.
- If you have not reviewed the 1st and 2nd webinars, you can download them from the DECAL website.
 - www.decals.ga.gov> Pre-K> Pre-K Updates
- You can also download the FY2017 Pre-K Rate Chart (final) from the same webpage.

FY2017 Pre-K Budget



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Early Care and Learning

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/ Georgia's Pre-K / Pre-K Program Updates

Pre-K

Pre-K Program Updates

- About Pre-K
- Book List
- Classroom Assessment Scoring System (CLASS)
- Creating a Quality Learning Environment
- Curriculum
- Enrolling in Pre-K
- Families
- FAQ
- Georgia Early Learning and Development Standards
- Operating Guidelines
- Pre-K Supports
- Professional Learning
- Project Directors
- Search for Pre-K
- Starting a Pre-K Program

GEORGIA'S PRE-K PROGRAM UPDATES

Bright from the Start remains committed to meeting the needs of Georgia's four year olds and their families. We will be maintaining this page to provide you the most current information available. Please visit this page often and use the following links to help you better understand current issues with Georgia's Pre-K Program.

2016-2017 2015-2016 2014-2015

- Pre-K Budget Letter 2016-2017
- Pre-K Rates (Final) 2016-2017
- Pre-K Update Webinar- February 3, 2016
- Pre-K Update Webinar (Feb. 3, 2016) - Slides
- Pre-K Update Webinar (April 11, 2016) - Slides
- Pre-K Update Webinar - April 11, 2016
- FAQ for FY 2017 Budget & Rate Chart
- 2016-2017 Lead Teacher Credential/Certification Requirements (draft)
- 2016-2017 Lead Teacher Salary Estimator

FY2017 Pre-K Budget

- The FY2017 budget includes **\$36.4 million** in additional lottery funding for Georgia's Pre-K Program.
- The budget includes:
 - Increase in lead teacher salary
 - Additional pay rate for a master's certification in ECE
 - Increase in assistant teacher salary
 - New compensation model for lead teachers employed by both public and private programs
 - Additional funding for operating and benefit costs

FY2017 Final Rate Chart

2016-2017 Georgia's Pre-K Annual Rates for 1 Class of 22 Students

Credential	Private Metro Area		Private Non-Metro Area		Public School	
Two Year Degree	Salary Lead	\$ 21,029.27	Salary Lead	\$ 21,029.27	Salary Lead	\$ 21,029.27
	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66
	Operating	\$ 32,875.12	Operating	\$ 26,282.82	Operating	\$ 23,163.88
	Total	\$ 69,466.05	Total	\$ 62,873.75	Total	\$ 59,754.81
Credential	Private Metro Area		Private Non-Metro Area		Public School	
Four Year Degree	Salary Lead	\$ 26,780.00	Salary Lead	\$ 26,780.00	Salary Lead	\$ 26,780.00
	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66
	Operating	\$ 34,241.50	Operating	\$ 27,649.20	Operating	\$ 24,530.26
	Total	\$ 76,583.16	Total	\$ 69,990.86	Total	\$ 66,871.92
Credential	Private Metro Area		Private Non-Metro Area		Public School	
Certified (T4)	Salary Lead	\$ 35,118.35	Salary Lead	\$ 35,118.35	Salary Lead	\$ 35,118.36
	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66
	Operating	\$ 36,222.69	Operating	\$ 29,630.39	Operating	\$ 30,196.77
	Total	\$ 86,902.70	Total	\$ 80,310.40	Total	\$ 80,876.79
Credential	Private Metro Area		Private Non-Metro Area		Public School	
Certified (T5)*	Salary Lead	\$ 39,552.00	Salary Lead	\$ 39,552.00	Salary Lead	\$ 39,552.00
	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66
	Operating	\$ 37,276.13	Operating	\$ 30,683.83	Operating	\$ 31,715.47
	Total	\$ 92,389.79	Total	\$ 85,797.49	Total	\$ 86,829.13

Understanding the Rate Chart

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Understanding the Rate Chart

- The Rate Chart represents a ‘per class’ reimbursement. It does not give an exact reimbursement amount.
- The ‘per class’ estimate is based on the FY2017 Pre-K budget.
- The Rate Chart only estimates a ‘per class’ budget. The actual class reimbursement amount may vary based on program data including:
 - Class size
 - Changes in teacher credentials
 - # of days offering service

Understanding the Rate Chart

- The Rate Chart itemizes the core costs of the program (salary and operating) by the budget cost drivers (program type and zone, lead teacher credential level).
- Reimbursement is impacted by additional factors NOT represented on the Rate Chart:
 - Transportation services provided for Category 1 students
 - Start up funds for newly funded classes
 - Supplemental Compensation for Lead Teachers – **NEW!**

Understanding the Rate Chart- Core Costs

Credential	Private Metro Area	
 Four Year Degree	Salary Lead	 \$ 26,780.00
	Salary Asst.	 \$ 15,561.66
	Operating	 \$ 34,241.50
	Total	 \$ 76,583.16

- Base Salary for Lead Teacher is driven by credential level.
- Salary for Assistant Teacher is a “flat-rate” across all program types and zones.
- Operating includes benefits, classroom materials and supplies, administrative and operating costs.

Understanding Lead Teacher Credentials

- The credential level of the Lead Teacher is a cost driver for the 'per class' Pre-K budget.
- Lead Teacher Credential/Certification Requirements is posted on the DECAL website.
 - www.dec.al.ga.gov> Pre-K> Pre-K Updates
- There are a few changes in accepted degrees and certifications for SY2017.
 - Programs will be contacted if any of their teachers are impacted by any changes.

Lead Teacher Credentials

- Associates Level: \$21,029.27
 - Associate Degree/Montessori Diploma applies only to Pre-K lead teachers who were approved in the 2009-2010 school year with an approved ECE Associate Degree or Montessori Diploma.
 - These teachers will be considered approved as long as they continue employment as a lead teacher with the same program.
 - New lead teachers with only an associate degree/Montessori diploma will not be approved.

Note: Lead teachers with an insufficient credential will be paid at the assistant teacher level.

Lead Teacher Credentials

● Bachelors Level: \$26,780.00

- A Bachelor's degree must be in ECE or an approved area of study to qualify. Approved areas of study are listed below:
 - Early Childhood Education (P-5)
 - Birth Through Kindergarten
 - Early Childhood Special Education General Curriculum (P-5)
 - Special Education Preschool (ages 3-5)
 - Child and Family Development
 - Child Development
 - Elementary Education
 - Family & Consumer Science/Home Economics
 - Infant and Child Development
 - Special Education General Curriculum
 - Special Education Adapted Curriculum

Lead Teacher Credentials

● Bachelors Level: \$26,780.00

- **NEW REQUIREMENT:** Lead teachers with a Bachelor's degree not related to Early Childhood Education must also hold one of the following approved ECE credentials:
 - Associate degree with ECE major
 - Montessori diploma
 - Technical College Diploma (TCD) with ECE major
 - Technical Certificate of Credit (TCC) with ECE major
- **Returning Lead Teachers:** DECAL will allow current 2015-2016 lead teachers who hold a verified Non-ECE degree that contains 15 semester or 25 quarter hours of accumulated ECE-related coursework to continue teaching with their current credential. Returning lead teacher must meet the new requirement for non-ECE bachelor's or have another qualifying credential by school year 2019-2020.
- **New Pre-K Lead Teachers:** All lead teachers who are not currently teaching Pre-K and who are hired for school year 2016-2017 must meet the new requirement for non-ECE bachelor's degree.

Lead Teacher Credentials

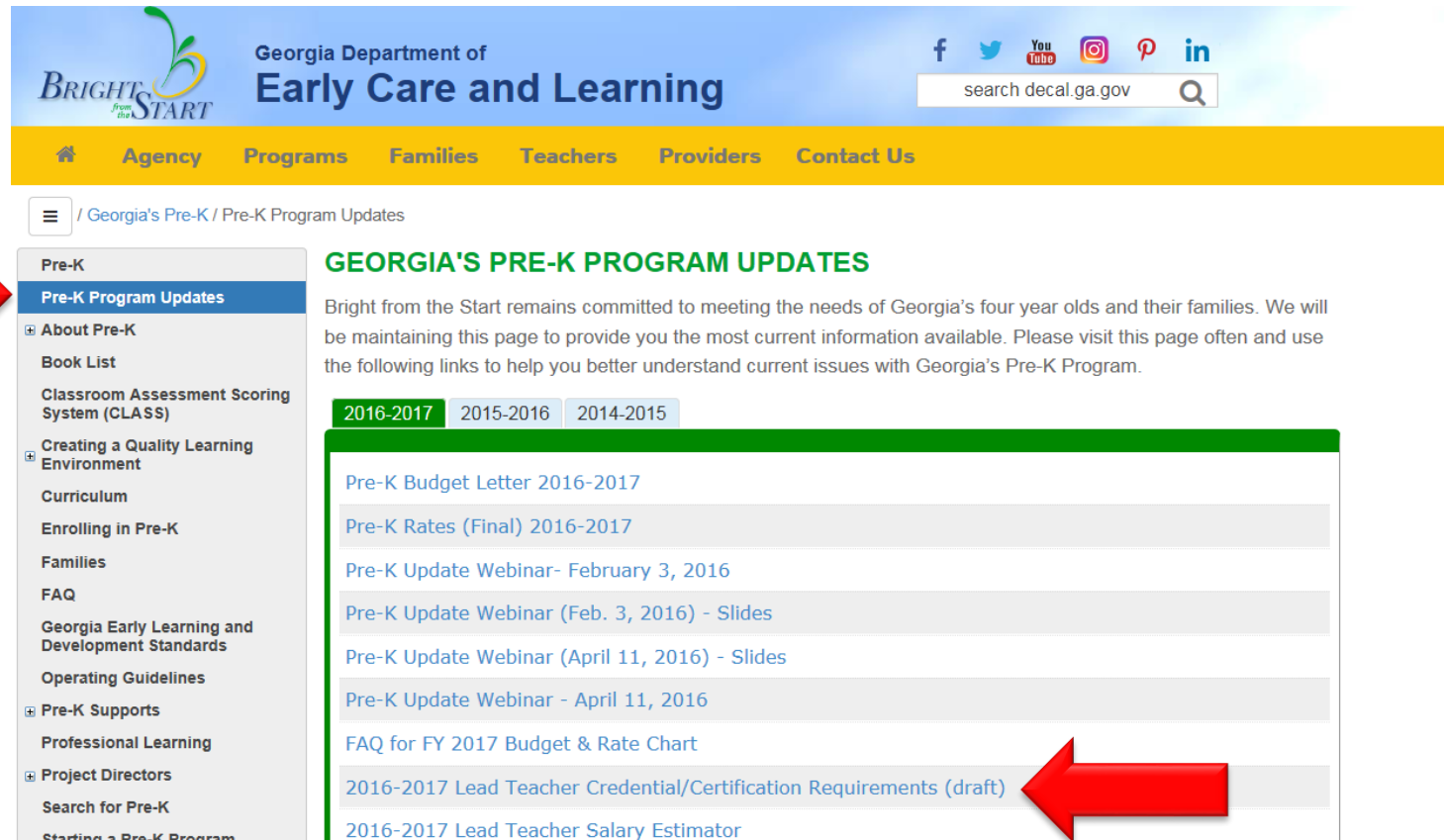
- Certified (T4): \$35,118.35
 - Only valid in an approved, current T4 certification fields
- Certified Masters (T5): \$39,552.00
 - Only valid for an approved, current T5 certification fields

Note: Teachers with T6 (Specialist) and T7 (Doctorate) certification will be paid at the T5 level.

Assistant Teacher Credentials & Salary

- Pre-K Assistant Teachers must hold one of the following credentials:
- Any ONE of the following credentials/degrees listed below will meet the credential requirement for a Pre-K assistant teacher:
 - Valid, current Paraprofessional Certificate (issued by the Georgia Professional Standards Commission)
 - Valid, current Child Development Associate (CDA) credential (issued by the Council for Professional Recognition)
 - TCC (Technical Certificate of Credit) in Early Childhood Education
 - TCD (Technical College Diploma) in Early Childhood Education
 - AA, AS, AAS, AAT (Associate Degree)
 - BA, BS (Bachelor Degree)
 - Georgia PSC Certified Teacher
 - MA, MS (Master's Degree)
 - Specialist Degree or PhD
- Assistant teacher salary is a 'flat rate' of \$15,561.66. Assistant teachers are not paid supplemental pay.

Lead Teacher Credential/Certification Requirements (draft)



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/ Georgia's Pre-K / Pre-K Program Updates

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- 2016-2017 Lead Teacher Salary Estimator

Understanding the Rate Chart- Core Costs

Credential	Private Metro Area	
Four Year Degree	Salary Lead	\$ 26,780.00
	Salary Asst.	\$ 15,561.66
	Operating	\$ 34,241.50
	Total	\$ 76,583.16



- Operating includes benefits, classroom materials and supplies, administrative and operating costs.

Understanding Operating Costs

- *Operating Costs* is the ‘per class’ amount of funding the program receives for expenses associated with the administration of the Pre-K class. (Salary is listed as a separate core cost.)
 - Benefits and non-instructional rates are no longer listed individually in the Rate Chart.
- Examples of appropriate Operating Costs expenditures include:
 - Instructional Costs (classroom furniture, materials, supplies, curriculum, training, etc.)
 - Administrative Costs (director’s salary, office supplies, etc.)
 - Allocated Costs (rent or mortgage, utilities, telephone, etc.)

Understanding Benefits

- Funding which can be utilized for benefits is provided for lead and assistant teachers.
- There is flexibility in how grantees choose to expend benefits funding. It is an individual program decision on how to expend benefits funding and to determine which, if any, benefits to offer teachers.
- Examples of appropriate expenditures for benefits funding include:
 - health coverage
 - life insurance
 - flex benefits such as dental and vision
 - dependent child care
 - program's portion of federal and state taxes.
- Benefits funding is allocated based on a percentage of the total salary (base and supplemental pay) for each lead and assistant teacher.
- Lead Teachers:
 - Public and Private: Associate, Bachelor: 23.76%
 - Private: T4 & T5: 23.76%
 - Public: T4 & T5: 34.254%
- Assistant Teachers:
 - Public and Private: 23.76%
- When calculating benefits, use the total salary amount which includes base pay and supplemental pay.

New Lead Teacher Supplemental Compensation Model

- New compensation model for all Pre-K lead teachers (public and private programs).
- **3%** for each **2** years of ***Creditable Years of Experience*** up to **20** years.
- Supplemental compensation will be cumulative.
- All prior ***Creditable Years of Experience*** will be eligible unless compensated in 'frozen' T & E system.
 - Programs currently receiving T & E for any lead teachers will continue to receive the supplement at the 'frozen' level.
 - Any additional eligible creditable years of experience will be paid based on the new compensation model.

● ***Creditable Years of Experience (CYE)*** is defined as:

- All years taught in a Georgia's Pre-K Program (public or private) with an approved credential.

AND/ OR

- All years taught as a certified **LEAD** teacher in a K-12 public school.
- To receive credit for a year, the teacher must work 6 months of the school year (60%).

Creditable Years of Experience

- Programs will be responsible for determining valid *Creditable Years of Experience (CYE)* for each teacher.
 - Programs should develop policy and process for verification.
- In order to pay the supplement beginning with the August payment and provide accurate supplements throughout the year, a new PANDA function in rosters has been created.
 - Programs will be able to enter and edit teacher roster data monthly beginning in July.
 - The 1st teacher roster will be open early July. Providers will have until Wednesday, July 27th to enter teacher data including updated credentials and CYE data.

Salary Requirements

- Lead teacher salary will have two components:
 - Base salary determined by credential level
 - Supplemental compensation determined by *Creditable Years of Experience*.

- Compensation must meet the following minimum salary requirements:
 - Lead Teacher:
 - 90% of the base salary
 - 100% of supplemental compensation
 - Assistant Teacher:
 - 100% of salary

Supplement Calculation Example – Bachelor's Degree w/ 15 Creditable Years in a Private Center

Base Salary + Prior Increase		Incremental Increase	% Increase
FY16 Base Salary →	\$24,739.71	x 0.03 =	
	<u>\$742.19</u>		3% 2 years
+	\$25,481.90	x 0.03 =	
	<u>\$764.46</u>		3% 4 years
+	\$26,246.36	x 0.03 =	
	<u>\$787.39</u>		3% 6 years
+	\$27,033.75	x 0.03 =	
	<u>\$811.01</u>		3% 8 years
+	\$27,844.76	x 0.03 =	
	<u>\$835.34</u>		3% 10 years
+	\$28,680.10	x 0.03 =	
	<u>\$860.40</u>		3% 12 years
	\$29,540.51	x 0.03 =	
			3% 14 years
Total Supplement Rate 2016-2017			
Base Salary Rate 2016-2017			
Total Salary Rate 2016-2017			

\$742.19

\$764.46

\$787.39

\$811.01

\$835.34

\$860.40

\$886.22

\$5,687.01

\$26,780.00

\$32,467.01

Lead Teacher Salary Estimator

- A tool designed to help programs estimate an individual lead teacher's salary.
- May be used to estimate the salary amount funded by DECAL.
- The estimator is not intended to provide an exact salary amount.

Lead Teacher Salary Estimator



Lead Teacher Salary Estimator for School Year 2016-2017	
1) Pre-K Provider Type	<input type="text"/>
2) Pre-K Classroom Lead Teacher Credential	<input type="text"/>
3) Total Creditable Years of Experience (CYE)	<input type="text"/>
4) Frozen T&E Supplement Years	<input type="text"/>
5) T&E Amount for Frozen T&E Supplement Years	<input type="text"/>
Lead Teacher Summary	
6) Lead Teacher Credential	
7) Lead Teacher Base Salary Rate	
8) Estimated Supplemental Pay Rate	
9) Total Estimated Lead Teacher Salary Rate	

The *Lead Teacher Salary Estimator* is designed to help Georgia's Pre-K Program Grantees estimate an individual teacher's salary for the 2016-2017 school year. Grantees can use this tool to estimate the salary amount funded by DECAL. The estimator takes into account all of the factors that influence a teacher's salary. When information is entered into the Estimator, an estimated salary total for the lead teacher is provided. **The Estimator is not intended to provide an exact salary amount. Pre-K providers have the ability to set a lead teacher's salary level as long as the base salary and supplemental compensation requirements are met. All Pre-K program personnel are employees of the Pre-K provider for whom they work, not DECAL or the State of Georgia. Therefore, providers are responsible for sharing teacher pay and salary information with their staff.**



Directions and Clarification Notes

- 1) Select Public or Private.
- 2) Select the credential level for the lead teacher. Refer to the *2016-2017 Lead Teacher Credential/Certification Requirements* document for details regarding qualifications and conditions for the credentials listed in this field.
- 3) Enter the lead teacher's total Creditable Years of Experience (CYE). CYE are defined as all years taught as a lead teacher in a Georgia's Pre-K Program (public or private) with an approved credential and/or all years taught as a certified lead teacher in a K-12 public school. A teacher must have taught for at least 6 months of the school year to receive credit for one full year. CYE do not have to be consecutive. For additional information, refer to the *FAQ for the 2016-2017 Georgia's Pre-K Annual Rates* document. Providers will be responsible for developing written processes and/or policies regarding verification of CYE for their program.
- 4) Frozen T&E Supplement Years applies to Public providers only. For lead teachers who have "frozen years," enter the lead teacher's capped T&E years as reflected in column E on the Teacher T&E Data sheet provided by DECAL. Providers may also access a teacher's number of capped T&E years via their Pre-K roster.
- 5) T&E Amount applies to Public providers only. Enter the teacher's annual T&E amount as reflected in column G on the Teacher T&E Data sheet provided by DECAL.
- 6) The lead teacher credential entered in Line 2 will automatically populate.
- 7) The Lead Teacher Base Salary Rate will automatically populate based on the lead teacher credential entered in Line 2. The salary rate reflects 100% of the base salary funded by DECAL to the provider. The salary rate for the 2016 - 2017 School Year can be found on the *2016-2017 Georgia's Pre-K Annual Rates* chart. **DECAL requires Pre-K providers to pay lead teachers a minimum of 90% of the teacher's base salary rate.**
- 8) The estimated Supplemental Pay will automatically populate based on the teacher's total creditable years of experience previously entered. (If a teacher is receiving a T&E supplement, these funds are included in the estimated Supplemental Pay in Line 8.) Supplemental compensation is cumulative and includes a 3% increase in base salary for each 2 years of creditable years of experience up to 20 years. For additional information regarding supplemental compensation, refer to the *FAQ for the 2016-2017 Georgia's Pre-K Annual Rates* document. **DECAL requires Pre-K providers to pay lead teachers 100% of teacher's supplemental compensation.**
- 9) The Lead Teacher Estimated Salary Total will automatically populate providing an estimate of the lead teacher's salary. The estimated salary may not reflect the exact salary for the lead teacher. Providers have the ability to set the teacher's salary level as long as the base salary and supplemental compensation requirements for the teacher are met.

Lead Teacher Salary Estimator

Lead Teacher Salary Estimator for School Year 2016-2017

1) Pre-K Provider Type

Public

2) Pre-K Classroom Lead Teacher Credential

Public
Private

3) Total Creditable Years of Experience (CYE)

0

4) Frozen T&E Supplement Years

0

5) T&E Amount for Frozen T&E Supplement Years

0

Lead Teacher Summary

6) Lead Teacher Credential

7) Lead Teacher Base Salary Rate

8) Estimated Supplemental Pay Rate

9) Total Estimated Lead Teacher Salary Rate



- 1) Select Public or Private at the credential requirements document.
- 3) Enter the lead teacher in a Georgia as a certified lead teacher year to receive credit. *FAQ for the 2016-2020* written processes are.
- 4) Frozen T&E Supplement enter the lead teacher DECAL. Providers may.
- 5) T&E Amount applied on the Teacher T&E.
- 6) The lead teacher in Line 2. The salary the 2016 - 2017 School Pre-K providers to 1.
- 8) The estimated Supplement experience previous estimated Supplement base salary for each regarding supplement document. DECAL re

The *Lead Teacher Salary Estimator* is designed to help Georgia's Pre-K Program Grantees estimate an individual teacher's salary for the 2016-2017 school year. Grantees can use this tool to estimate the salary amount funded by DECAL. The estimator takes into account all of the factors that influence a teacher's salary. When information is entered into the Estimator, an estimated salary total for the lead teacher is provided. **The Estimator is not intended to provide an exact salary amount. Pre-K providers have the ability to set a lead teacher's salary level as long as the base salary and supplemental compensation requirements are met. All Pre-K program personnel are employees of the Pre-K provider for whom they**



Georgia Department of Early Care and Learning

- 1) Select Public or Private.
- 2) Select the credential level from the dropdown menu.
- 3) Enter the lead teacher's salary rate as shown on their current salary schedule document for the year they are entering the program as a Georgia's Early Care and Education Lead Teacher as a certified lead teacher for the first year to receive credit for one year of experience.
FAQ for the 2016-2017 Georgia Department of Education Salary Schedule
- 4) Frozen T&E Supplemental Pay: If applicable, enter the lead teacher's cash bonus or other supplemental pay for the year. DECAL Providers may also receive supplemental pay.
- 5) T&E Amount applies to the total amount paid on the Teacher T&E Data sheet.
- 6) The lead teacher credential type must be valid.
- 7) The Lead Teacher Base Salary is entered in Line 2. The salary rate for the 2016 - 2017 School Year is used.
Pre-K providers to pay less than \$10,000 per year.
- 8) The estimated Supplemental Pay is based on the provider's experience previously entered. The estimated Supplemental Pay is added to the base salary for each 2 year period. The total regarding supplemental compensation is entered on the document. **DECAL requires**

Bright from the Start: Georgia Department of Early Care and Learning

Lead Teacher Salary Estimator

Lead Teacher Salary Estimator for School Year 2016-2017

1) Pre-K Provider Type

Private

2) Pre-K Classroom Lead Teacher Credential

Bachelors Degree

3) Total Creditable Years of Experience (CYE)

4) Frozen T&E Supplement Years

5) T&E Amount for Frozen T&E Supplement Years

Lead Teacher Summary

6) Lead Teacher Credential

Bachelors Degree

7) Lead Teacher Base Salary Rate

\$26,780.00

8) Estimated Supplemental Pay Rate

9) Total Estimated Lead Teacher Salary Rate

\$26,780.00

The *Lead Teacher Salary Estimator* is designed to help Georgia's Pre-K Program Grantees estimate an individual teacher's salary for the 2016-2017 school year. Grantees can use this tool to estimate the salary amount funded by DECAL. The estimator takes into account all of the factors that influence a teacher's salary. When information is entered into the Estimator, an estimated salary total for the lead teacher is provided. **The Estimator is not intended to provide an exact salary amount. Pre-K providers have the ability to set a lead teacher's**

1) Select Public or Private.

2) Select the credential level for the *Requirements* document for details.

3) Enter the lead teacher's total years of experience as a certified lead teacher in a Georgia's Pre-K program to receive credit for one full year to receive credit for one full year. See *FAQ for the 2016-2017 Georgia's Pre-K Program* for written processes and/or policies.

4) Frozen T&E Supplement Years: enter the lead teacher's capped years of experience. Providers may also access the *FAQ for the 2016-2017 Georgia's Pre-K Program*.

5) T&E Amount applies to Public and Private providers on the Teacher T&E Data sheet page 2.

6) The lead teacher credential entered in Line 2. The salary rate reflects the 2016 - 2017 School Year can be used for all Pre-K providers to pay lead teachers.

7) The Lead Teacher Base Salary in Line 2. The salary rate reflects the 2016 - 2017 School Year can be used for all Pre-K providers to pay lead teachers.

8) The estimated Supplemental Pay Rate entered in Line 3. The estimated Supplemental Pay in Line 4 is based on the base salary for each 2 years of experience.

Lead Teacher Salary Estimator

Lead Teacher Salary Estimator for School Year 2016-2017	
1) Pre-K Provider Type	Private
2) Pre-K Classroom Lead Teacher Credential	Bachelors Degree
3) Total Creditable Years of Experience (CYE)	15
4) Frozen T&E Supplement Years	
5) T&E Amount for Frozen T&E Supplement Years	
Lead Teacher Summary	
6) Lead Teacher Credential	Bachelors Degree
7) Lead Teacher Base Salary Rate	\$26,780.00
8) Estimated Supplemental Pay Rate	
9) Total Estimated Lead Teacher Salary Rate	\$26,780.00

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- | Direction |
|---|
| 1) Select Public or Private. |
| 2) Select the credential level for the lead teacher <i>Requirements</i> document for details regarding qu |
| 3) Enter the lead teacher's total Creditable Years of Experience for a lead teacher in a Georgia's Pre-K Program (public or private) as a certified lead teacher in a K-12 public school year to receive credit for one full year. CYE do not include written processes and/or policies regarding verifi |
| 4) Frozen T&E Supplement Years applies to Public providers only. Enter the lead teacher's capped T&E years as reflected in the DECAL. Providers may also access a teacher's nu |
| 5) T&E Amount applies to Public providers only. Enter the T&E amount on the Teacher T&E Data sheet provided by DECAL |
| 6) The lead teacher credential entered in Line 2 v |
| 7) The Lead Teacher Base Salary Rate will automatically calculate based on the salary rate for the 2016 - 2017 School Year can be found on the Pre-K providers to pay lead teachers a minimum |
| 8) The estimated Supplemental Pay will automatically calculate based on the experience previously entered. (If a teacher is re-estimated Supplemental Pay in Line 8.) Supplemental pay is calculated as a percentage of the base salary for each 2 years of creditable years of experience. For more information regarding supplemental compensation, refer to th |

Lead Teacher Salary Estimator

Lead Teacher Salary Estimator for School Year 2016-2017	
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2) Pre-K Classroom Lead Teacher Credential	Bachelors Degree
3) Total Creditable Years of Experience (CYE)	15
4) Frozen T&E Supplement Years	
5) T&E Amount for Frozen T&E Supplement Years	

Lead Teacher Summary	
6) Lead Teacher Credential	Bachelors Degree
7) Lead Teacher Base Salary Rate	\$26,780.00
8) Estimated Supplemental Pay Rate	\$5,687.01
9) Total Estimated Lead Teacher Salary Rate	\$32,467.01

The *Lead Teacher Salary Estimator* is designed to help Georgia's Pre-K Program Grantees estimate an individual teacher's salary for the 2016-2017 school year. Grantees can use this tool to estimate the salary amount funded by DECAL. The estimator takes into account all of the factors that influence a teacher's salary. When information is entered into the Estimator, an estimated salary total for the lead teacher is provided. **The Estimator is not intended to**

- 1) Select Public or Private.
- 2) Select the credential level for *Requirements* document for de
- 3) Enter the lead teacher's total lead teacher in a Georgia's Pre- as a certified lead teacher in a l year to receive credit for one fu *FAQ for the 2016-2017 Georgia* written processes and/or policie
- 4) Frozen T&E Supplement Year: enter the lead teacher's capped DECAL. Providers may also acce
- 5) T&E Amount applies to Public in the Teacher T&E Data sheet
- 6) The lead teacher credential e
- 7) The Lead Teacher Base Salar in Line 2. The salary rate refle the 2016 - 2017 School Year car
- Pre-K providers to pay lead te**
- 8) The estimated Supplemental experience previously entered. estimated Supplemental Pay in

Lead Teacher Salary Estimator

Lead Teacher Salary Estimator for School Year 2016-2017

1) Pre-K Provider Type	Private
2) Pre-K Classroom Lead Teacher Credential	Bachelors Degree
3) Total Creditable Years of Experience (CYE)	15
4) Frozen T&E Supplement Years	
5) T&E Amount for Frozen T&E Supplement Years	

Lead Teacher Summary

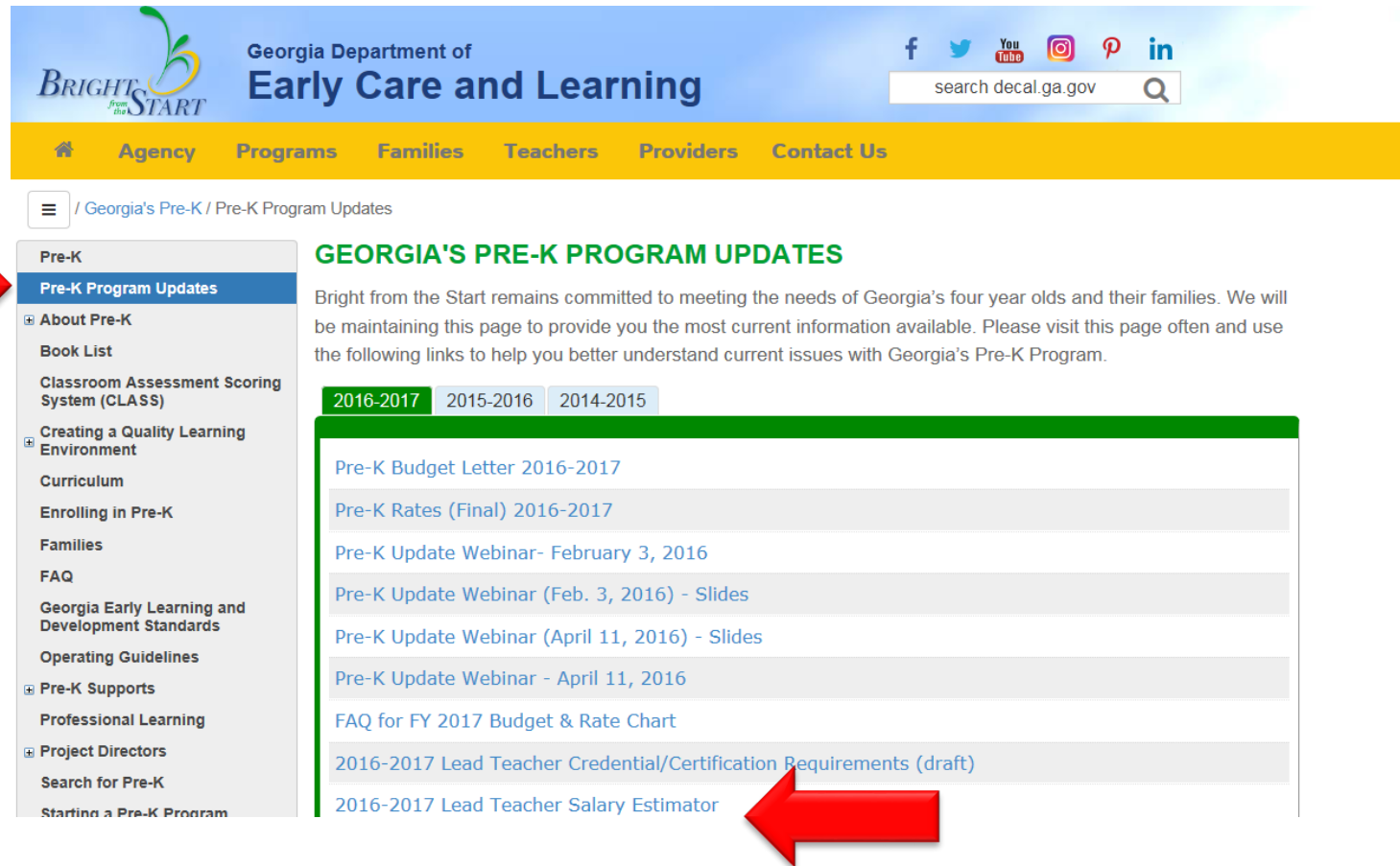
6) Lead Teacher Credential	Bachelors Degree
7) Lead Teacher Base Salary Rate	\$26,780.00
8) Estimated Supplemental Pay Rate	\$5,687.01
9) Total Estimated Lead Teacher Salary Rate	\$32,467.01

Directions and Clarification Notes

- 1) Select Public or Private.
- 2) Select the credential level for the lead teacher. Refer to the *2016-2017 Lead Teacher Credential/Certification Requirements* document for details regarding qualifications and conditions for the credentials listed in this field.
- 3) Enter the lead teacher's total Creditable Years of Experience (CYE). CYE are defined as all years taught as a lead teacher in a Georgia's Pre-K Program (public or private) with an approved credential and/or all years taught as a certified lead teacher in a K-12 public school. A teacher must have taught for at least 6 months of the school year to receive credit for one full year. CYE do not have to be consecutive. For additional information, refer to the *FAQ for the 2016-2017 Georgia's Pre-K Annual Rates* document. Providers will be responsible for developing written processes and/or policies regarding verification of CYE for their program.
- 4) Frozen T&E Supplement Years applies to Public providers only. For lead teachers who have "frozen years," enter the lead teacher's capped T&E years as reflected in column E on the Teacher T&E Data sheet provided by DECAL. Providers may also access a teacher's number of capped T&E years via their Pre-K roster.
- 5) T&E Amount applies to Public providers only. Enter the teacher's annual T&E amount as reflected in column G on the Teacher T&E Data sheet provided by DECAL.
- 6) The lead teacher credential entered in Line 2 will automatically populate.
- 7) The Lead Teacher Base Salary Rate will automatically populate based on the lead teacher credential entered in Line 2. The salary rate reflects 100% of the base salary funded by DECAL to the provider. The salary rate for the 2016 - 2017 School Year can be found on the *2016-2017 Georgia's Pre-K Annual Rates* chart. **DECAL requires Pre-K providers to pay lead teachers a minimum of 90% of the teacher's base salary rate.**
- 8) The estimated Supplemental Pay will automatically populate based on the teacher's total creditable years of experience previously entered. (If a teacher is receiving a T&E supplement, these funds are included in the estimated Supplemental Pay in Line 8.) Supplemental compensation is cumulative and includes a 3% increase in base salary for each 2 years of creditable years of experience up to 20 years. For additional information regarding supplemental compensation, refer to the FAQ for the *2016-2017 Georgia's Pre-K Annual Rates* document. **DECAL requires Pre-K providers to pay lead teachers 100% of teacher's supplemental compensation.**

The *Lead Teacher Salary Estimator* is designed to help Georgia's Pre-K Program Grantees estimate an individual teacher's salary for the 2016-2017 school year. Grantees can use this tool to estimate the salary amount funded by DECAL. The estimator takes into account all of the factors that influence a teacher's salary. When information is entered into the Estimator, an estimated salary total for the lead teacher is provided. **The Estimator is not intended to provide an exact salary amount. Pre-K providers have the ability to set a lead teacher's salary level as long as the base salary and supplemental compensation requirements are met. All Pre-K program personnel are employees of the Pre-K provider for whom they**

Lead Teacher Salary Estimator



The screenshot shows the Georgia Department of Early Care and Learning website. The header includes the logo, the department name, and social media links. A navigation bar contains links for Agency, Programs, Families, Teachers, Providers, and Contact Us. A search bar is also present. The main content area is titled "GEORGIA'S PRE-K PROGRAM UPDATES". A red arrow points to the "Pre-K Program Updates" link in the left sidebar. The main content area lists various resources for the 2016-2017 school year, with the "2016-2017 Lead Teacher Salary Estimator" link highlighted by another red arrow.

GEORGIA'S PRE-K PROGRAM UPDATES

Bright from the Start remains committed to meeting the needs of Georgia's four year olds and their families. We will be maintaining this page to provide you the most current information available. Please visit this page often and use the following links to help you better understand current issues with Georgia's Pre-K Program.

2016-2017 2015-2016 2014-2015

- [Pre-K Budget Letter 2016-2017](#)
- [Pre-K Rates \(Final\) 2016-2017](#)
- [Pre-K Update Webinar- February 3, 2016](#)
- [Pre-K Update Webinar \(Feb. 3, 2016\) - Slides](#)
- [Pre-K Update Webinar \(April 11, 2016\) - Slides](#)
- [Pre-K Update Webinar - April 11, 2016](#)
- [FAQ for FY 2017 Budget & Rate Chart](#)
- [2016-2017 Lead Teacher Credential/Certification Requirements \(draft\)](#)
- [2016-2017 Lead Teacher Salary Estimator](#)

FY2017 Pre-K Budget

● Grantee Next Steps:

- Develop a process and/or policy regarding verification of *Creditable Years of Experience* for your program
 - Contracts
 - PANDA roster documentation
 - Teacher history data
- Communicate with your staff about the budget including salary increases

FY2017 Pre-K Budget

● DECAL Next Steps:

- Execute grant agreements by email- mid June.
 - Please note that the estimated grant amount on the agreement will NOT include supplemental salary or transportation funding.
- Open rosters in early-July for teacher data
- Upgrades of PANDA system to process payments
- Creation of additional communication of budget changes- FAQs, webinars, etc.

Questions?

prek@dec.al.ga.gov

Thank you for joining the webinar.

Susan Adams
Assistant Commissioner
Pre-K & Instructional Supports
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