**2023-2024 Salary Estimate Worksheet for Lead Teachers**

This worksheet is designed to help lead teachers calculate their salary for the 2023-2024 school year. Actual compensation may vary based on number of days worked, change in credential type, or change in Creditable Years of Experience (CYE). ***All Georgia’s Pre-K Program personnel are employees of the Pre-K provider for whom they work, not DECAL or the State of Georgia. For this reason, teachers should direct specific salary questions to their employer.***

**Definitions and Clarification Notes**

The lead teacher salary has two components: base salary and supplemental compensation.

* + **Base Salary** is based on the teacher’s verified credential(s).
  + **Supplemental Compensation** is cumulative and is based on the teacher’s Creditable Years of Experience.
  + **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 and private settings) with an approved credential and/or all years taught as a full-time certified teacher in a K-12 public school. A teacher must have taught full-time for at least six months of the school year (60% of the year) to

receive credit for one full year.

**Use this section to estimate salary based on credential and Creditable Years of Experience.**

|  |  |  |
| --- | --- | --- |
| 1 | **2023-2024 Base Salary**  Refer to the 2023-2024 Base Salary Chart below for base salary rates. Enter the minimum base salary for your verified credential. |  |
| 2 | **Supplemental Compensation**  Using the 2023-2024 CYE Supplement Chart below: 1. Locate your years of experience under the Creditable Years of Experience column.  2. Moving to the right, find your credential type from the list across the top  3. Enter the supplement amount. |  |
| **3** | Add lines 1 – 2 for your total annual salary. Actual compensation may vary based on number of days worked, change in credential type, or change in Creditable Years of Experience (CYE). |  |

**2023 - 2024 Base Salary Chart**

***Providers are required to pay lead teachers 100% of the total salary funded by Bright from the Start.*** *Salaries are negotiated between the provider and the teacher.*

|  |  |
| --- | --- |
| Credential Type | 100% of salary funded by Bright from the Start |
| Associate Degree | $28,449.86 |
| Bachelor’s Degree | $34,315.60 |
| Certified (T4) | $42,820.73 |
| Certified (T5) or Higher | $47,343.04 |

**2023 – 2024 CYE Supplement Chart**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Creditable Years of Experience** | **Associate Degree** | **Bachelor’s Degree** | **Certified (T4)** | **Certified (T5)** |
| **0-1** | $0.00 | $0.00 | $0.00 | $0.00 |
| **2-3** | $853.50 | $1,029.47 | $1,284.62 | $1,420.29 |
| **4-5** | $1,732.60 | $2,089.82 | $2,607.78 | $2,883.19 |
| **6-7** | $2,638.07 | $3,181.98 | $3,970.64 | $4,389.98 |
| **8-9** | $3,570.71 | $4,306.91 | $5,374.38 | $5,941.97 |
| **10-11** | $4,531.33 | $5,465.59 | $6,820.23 | $7,540.52 |
| **12-13** | $5,520.77 | $6,659.03 | $8,309.46 | $9,187.03 |
| **14-15** | $6,539.89 | $7,888.27 | $9,843.37 | $10,882.93 |
| **16-17** | $7,589.58 | $9,154.39 | $11,423.29 | $12,629.71 |
| **18-19** | $8,670.76 | $10,458.49 | $13,050.61 | $14,428.89 |
| **\*20 years and more** | $9,784.38 | $11,801.71 | $14,726.75 | $16,282.05 |

*\*Note: There are no additional step* ***increases*** *beyond 20 years of CYE*