**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 top3. 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*