

## August-September 2024 Salary Estimate Worksheet for Returning Lead Teachers

This worksheet is designed to help returning teachers calculate lead teacher salary for August-September 2024. Actual compensation may vary based on the number of days worked or any changes in credential type. **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 ask provider specific salary questions.**

During the 2024 – 2025 school year, DECAL will be transitioning to the State Teacher Salary Scale. This transition will occur in October, and the scale will be used to determine the salary step for each teacher. The salary step is the compensation a teacher receives based on the individual's credential and credible years of experience.

Prior to the transition to the State Teacher Salary Schedule in October, returning Pre-K lead teacher salary will not include any new salary steps. For August and September, the salary will be calculated as Base Credential (see below for the base salary) + FY2024 CYE Supplement. DECAL will pay funding for any new salary steps beginning in October. (Any retro compensation due from August and September will also be paid in October).

### Definitions and Clarification Notes:

- The returning lead teacher salary has two components: base salary and supplemental compensation.
- Supplemental Compensation is based on creditable years of experience (CYE).
- Returning Lead Teacher is defined as a teacher who taught as a lead teacher in Georgia's Pre-K program in the 2023 – 2024 school year.
- Total Salary is the combined base salary and CYE supplement.

**Use this section to estimate salary based on above guidance.**

1	<b>Base Salary</b> Refer to the Base Salary Chart below for base salary rates. Enter the minimum base salary for teacher's verified credential.	
2	<b>Supplemental Compensation</b> Using the CYE Supplement Chart below: 1. Locate the years of experience under the Creditable Years of Experience column. 2. Moving to the right, find the teachers credential type from the list across the top 3. Enter the supplement amount.	
3	Add lines 1 – 2 for the total salary. Actual compensation may vary based on number of days worked or change in credential type.	

### Base Salary Chart

Credential Type	100% of salary funded by DECAL
Associate Degree	\$30,949.86
Bachelor's Degree	\$36,815.60
Certified (T4)	\$45,320.73
Certified (T5) or Higher	\$49,843.04

### CYE Supplement Chart

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

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

- The base salary is 100% of the salary paid by DECAL for a lead teacher position for the school year.
- Providers must pay 100% of the salary for the lead teacher position. The salary for an individual teacher may vary based on the days worked (i.e. a teacher who only works part of the school year).
- Pre-K providers are required to provide each lead teacher with an employment agreement. The employee agreement must include salary amount.
- Employers determine the salary schedule; however, salary must be paid in regular intervals (monthly, biweekly, or weekly).