

**2016-17 CHILD CARE SALARY SCHEDULE**

	Wage Range
<b>APPENDIX A – Before-and-After School Child Care Givers</b>	
Child Care Giver (part time assigned)	\$12.08 to \$13.08
Child Care Giver (part time pool)	\$12.08 to \$13.08
Lead Care Giver	\$13.81
<b>APPENDIX B – COWLES CHILD CARE GIVERS</b>	
Child Care Giver (part time)	\$12.08 to \$13.08
Child Care Giver (full time)	\$12.04 to \$13.04
Lead Care Giver	\$13.81

An additional 25 cents/hour will be paid for each additional 30 hours of staff development or college work toward an earned degree in a job-related area.

Present employees will retain their relative position in the salary range, or will receive salary advancement if sufficient college work has been attained.

Effective on the employee's anniversary date, the following longevity differential will be paid retroactive back to the first full pay period following their date of hire.

After four years of service	.71/hour
After eight years of service	.97/hour
After twelve years of service	1.12/hour
After sixteen years of service	1.22/hour
After twenty years of service	1.32/hour
After twenty-four years of service	1.42/hour
After twenty-eight years of service	1.52/hour
After thirty-two years of service	1.62/hour
After thirty-six years of service	1.72/hour