

# TEACHER SALARY SCALE

Pay is based upon years of experience at Cornerstone (with some recognition for teaching elsewhere) and additional educational achievements.

Years of Experience at Cornerstone	Basic Hourly Salary Range
0-2 Years	\$15.00-16.00
3-6 Years	\$16.50-17.00
7-10 Years	\$17.50-18.00
11-14 Years	\$18.50-19.00
15-19 Years	\$19.50-20.00
20+ Years	\$20.50-24.00



Educational Achievement	Hourly Addition to Basic Salary
MA in ECE	+\$3.00
BA in ECE	+\$2.75
AA in ECE	+\$2.25
BA in Elementary Ed.	+\$2.50
AA in Elementary Ed	+\$2.00
Other BA	+\$1.50
Other AA	+\$1.00
CDA (or similar)	+\$2.00

# **SCHEDULING POLICY**

Cornerstone Center for Early Learning is committed to fostering a work environment where employees are treated equitably.

Employees working in similar positions should have similar scheduling options. It is permissible for scheduling variances to exist, however, if related to factors other than sex, race, or ethnicity, such as:

- Position or schedule under which one was hired
- Time with the Company or time in position
- Individual need

Leadership works to make accommodations for a flexible schedule available when necessary while maintaining licensing ratios.