

CLASSROOM ASSISTANT

Education Requirements: 6+ ECE/CD core units (Title 22 minimum)
Permit Requirement: None required
Experience Requirement: Preferred but not required
Notes: Entry-level role. May include staff with an AA/BA in ECE who are not yet classroom-ready; re-evaluation within 6–12 months. Supports on-the-job development.
Position Type: Regular, Full-Time
Pay Range: \$17–\$21/hour

ASSOCIATE TEACHER

Education Requirements: 12 ECE/CD units including core courses (+3 Infant/Toddler units only required for those assigned to Infant/Toddler classrooms)
Permit Requirement: Associate Teacher Permit
Experience Requirement: 50 days (3+ hours/day) within 2 years
Notes: Can supervise aides and classroom assistants. Foundational instructional role; supports curriculum and classroom management.
Position Type: Regular, Full-Time
Proposed Pay Range: \$19–\$24/hour

LEAD TEACHER I

Education Requirements: AA in ECE/CD + 3 (includes core courses) units supervised field experience (+3 Infant/Toddler units only required for those assigned to Infant/Toddler classrooms)
Permit Requirement: Teacher Permit
Experience Requirement: 175 days (3+ hours/day) within 4 years
Notes: Leads instruction, mentors associates/classroom assistants. Meets NAEYC standards for teaching and mentoring.
Position Type: Regular, Full-Time
Pay Range: \$25–\$31/hour

LEAD TEACHER II

Education Requirements: BA degree ECE/CD (or other field) + 12 ECE/CD units including core courses + 3 units supervised field experience (+3 Infant/Toddler units only required for those assigned to Infant/Toddler classrooms)
Permit Requirement: Master Teacher Permit
Experience Requirement: 1 year (3+ hours/day)
Notes: Advanced instructional leadership role. Participates in curriculum development and mentoring; aligns with Title 5 and NAEYC. BA does not need to be in ECE/CD if candidate meets permit and fieldwork requirements.
Position Type: Regular, Full-Time
Proposed Pay Range: \$27–\$33/hour

HIRING DISCRETION:

Candidates with degrees but limited classroom readiness may start as Classroom Assistants. Performance-based promotions to Associate Teacher or Lead Teacher within 6–12 months.