

Child Care Worker Wage & Benefit Summary

Wages

<u>Education</u>	<u>Starting Wage - Based on Experience</u>			<u>Possible after 1 year*</u>		
High School	\$9.00	to	\$9.50	\$9.75	to	\$10.25
Associate's Degree	\$10.00	to	\$10.50	\$10.75	to	\$11.25
Bachelor's Degree	\$11.25	to	\$12.25	\$12.00	to	\$13.00

*Raise occurs after one year of employment and 5 in-service workshops.

Benefits[†]

Health Insurance:

Elmcrest Children's Center pays 80% of the cost. (When more than one plan is available, Elmcrest contributes the dollar amount equivalent to 80% of the least expensive plan.) You are eligible to participate on the first day of the month following 90 days of employment.

Dental Insurance:

The employee is responsible for 100% of the cost of dental insurance. You are eligible to participate on the first day of the month following 90 days of employment.

Paid Time Off (PTO):

24 days per year, which accrue as you work. PTO is used for vacations, holidays, appointments, illness, etc. Semi-annually, employees can elect to be paid for up to 4 unused PTO days.

Extended Leave Bank (ELB):

After each year of employment, you have 4 days credited to your ELB (up to a maximum of 30 days). The ELB is for long-term absence due to an employee's illness or injury.

Group Life:

No cost to you. Employees are eligible after one year of continuous employment.

Long Term Disability:

No cost to you. Employees are eligible after one year of continuous employment.

Pension:

A non-contributory (Elmcrest contributes money, employees do not) defined benefit plan. Employees are eligible after one year of continuous employment.

Supplemental Disability:

Additional short-term disability insurance. Voluntary benefit paid by the employee.

Supplemental Life Insurance:

Additional life insurance for the employee and spouse & children. Voluntary benefit paid by the employee.

†Based on regular full-time employment. Temporary employees accruing PTO do not have the buy-back option, and are not eligible for any other benefits. Part-time employees working at least 30 hours per week are eligible for benefits, and receive a proportionate amount of PTO.