

## Child Care Worker Wage & Benefit Summary

### Wages

<u>Education</u>	<u>Starting Hourly Wage</u>	<u>Possible after 1 year*</u>
High School	\$9.00 to \$9.50, based on experience	+ 75¢ per hour
Associate's Degree	\$10.00 to \$10.50, based on experience	+ 75¢ per hour
Bachelor's Degree	\$11.25 to \$12.25, based on experience	+ 75¢ per hour

\*The "Child Care Worker 2" raise occurs after one year of employment and 5 in-service workshops.

### Benefits†

#### Health Insurance:

Elmcrest offers "high" and "low" options, with coverage for you and eligible family members. **You are eligible to participate on the first day of the month following 90 days of employment.**

#### Dental Insurance:

Elmcrest offers "high" and "low" options, with coverage for you and eligible family members. **You are eligible to participate on the first day of the month following 90 days of employment.**

#### Vision Plan:

Includes coverage for glasses and contact lenses. **You are eligible to participate on the first day of the month following 90 days of employment.**

#### Paid Time Off (PTO):

Twenty-four days per year that accrue as you work. PTO may be used for vacation, illness, holidays, appointments, etc. Semi-annually, you 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 your own illness or injury.

#### Group Life:

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

#### Long Term Disability:

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

#### Pension:

401(k) retirement plan. If you elect to contribute to your retirement fund, Elmcrest Children's Center will make a 25% matching contribution on the first 6% of your wages. Additionally, after one year of employment, the agency will make an allocation into your retirement fund after the conclusion of each fiscal year. (The fiscal year runs July 1 through June 30.)

#### 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.

† *This summary is intended as an overview of benefits and does not include all details. Based on regular full-time employment. Part-time employees working at least 30 hours per week are eligible for benefits, and receive a proportionate amount of PTO.*