

Early Educator Salary Requirements, Guidelines, and Plans, By State and Territory, 2024

State	Requirements	Guidelines	Plans Only	Description of Guidelines, Requirements, or Plans
Alabama	No	No	Not Available	Not Applicable
Alaska	No	No	Yes	Not Available
Arizona	No	Yes	No	Salary scale being piloted by apprenticeship programs; Upcoming phase of state’s PDG B-5 grant will utilize the salary scale.
Arkansas	No	Yes	Not Available	Arkansas provided an optional, suggested salary schedule in 2022.
California	No	No	No	Not Applicable
Colorado	No	Yes	No	The Colorado Early Childhood Compensation & Benefits Task Force developed proposed salary scales by role, education, and geographic location.
Connecticut	No	Yes	No	In response to Public Act 19-61: An Act Concerning a Proposed Early Childhood Educator Compensation Schedule, the Office of Early Childhood developed a salary schedule with proposed compensation levels for entry-level lead educators in state-funded programs. The Compensation Schedule report provides guidelines for programs and is not a requirement. The proposed schedule is informing the work of the Blue Ribbon Panel as estimates are made to advance compensation for providers whose credentials align with the Unifying Framework.
Delaware	No	Yes	No	Delaware has created a proposed annual salary scale based on meeting the minimum education requirements. These minimum education requirements are still being amended and will be incorporated in the updated licensing regulations for both child care centers and family child care homes.
District of Columbia	Yes	Yes	No	For child development facilities participating in the Early Childhood Educator Pay Equity Fund, minimum salaries are established by role and education level for FY24. Participating facilities must pay an assistant teacher without a CDA, a minimum of \$43,865; with a CDA, a minimum of \$51,006; and with an associate degree, a minimum of \$54,262. A lead teacher with a CDA must make a minimum of \$54,262; with an associate degree, a minimum of \$63,838; and with a bachelor's degree or higher, a minimum of \$75,103.
Florida	Not Available	Not Available	Not Available	Not Available
Georgia	No	No	No	Not Applicable
Hawaii	No	No	No	Not Applicable

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Idaho	No	No	No	Not Applicable
Illinois	Yes	Yes	No	2019 Consensus Statement on Early Childhood Educator Compensation includes an initial wage scale. An updated version is being used in the ExceleRate pilot.
Indiana	No	No	Not Available	Not Applicable
Iowa	No	No	Yes	A subcommittee of the Early Childhood Workforce (T.E.A.C.H. and WAGE\$) advisory committee is currently developing a recommended salary scale for center-based staff.
Kansas	No	No	No	Not Applicable
Kentucky	No	No	No	Not Applicable
Louisiana	No	No	Not Available	Not Applicable
Maine	No	No	Yes	PDG B-5 plans
Maryland	No	No	Yes	Plans are in place to use data from a statewide workforce survey for the development of a salary-scale model.
Massachusetts	No	Yes	No	As part of a recent cost study, the Department of Early Education and Care identified a set of target salaries.
Michigan	No	No	No	Not Applicable
Minnesota	No	Yes	No	Wage scale recommendations have been developed by a task force. Legislation passed in 2023 directs the Department of Human Services to implement the recommendations.
Mississippi	No	No	No	Not Applicable
Missouri	No	No	No	Not Applicable
Montana	Not Available	Not Available	Not Available	Not Available
Nebraska	No	No	No	Not Applicable
Nevada	Not Available	Not Available	Not Available	Not Available
New Hampshire	Not Available	Not Available	Not Available	Not Available

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New Jersey	No	No	Not Available	Not Applicable
New Mexico	No	Yes	No	An alternative methodology for subsidy rate setting is in use. The cost estimation for this rate setting includes target wage floors. Additionally, a proposed wage and career lattice was developed in 2023.
New York	No	No	Yes	Planning is in early stages.
North Carolina	No	Yes	No	The North Carolina Model Salary Scale sets recommended minimum standards for education levels and compensation. It is accompanied by a toolkit designed to support voluntary implementation.
North Dakota	No	No	No	Not Applicable
Ohio	No	No	No	Not Applicable
Oklahoma	Not Available	Not Available	Not Available	Not Available
Oregon	No	Yes	Not Available	A salary scale was developed for the purposes of cost modeling. The Baby Promise initiative for infant-toddler services includes salary guidelines.
Pennsylvania	No	No	No	Not Applicable
Rhode Island	No	Yes	No	Proposed wage scale as part of the 2023 Early Childhood Educator Compensation Study.
South Carolina	No	No	Yes	South Carolina is receiving federal technical assistance to work on a salary scale for the ECE workforce.
South Dakota	No	No	No	Not Applicable
Tennessee	Not Available	Not Available	Not Available	Not Available
Texas	Not Available	Not Available	Not Available	Not Available
Utah	Yes	No	No	Personnel costs were an eligible expense for monthly Stabilization Grants given to eligible providers. In order to receive the "Enhanced Payment Rate" that was part of the Stabilization Grant, programs were required to pay at least 51% of their staff a minimum of \$15 per hour.
Vermont	No	Yes	No	Proposed ECE Minimum Compensation Standards (2022)

CSCCE

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Virginia	No	Yes	No	While Virginia does not have a set wage scale, the state did identify "high-quality" salary targets in the cost model used to develop an alternative methodology for child care subsidy.
Washington	No	Yes	No	Report to the Washington State Legislature Compensation Technical Workgroup (2019).
West Virginia	No	No	Not Available	Not Applicable
Wisconsin	No	No	No	Not Applicable
Wyoming	No	No	No	Not Applicable

Territory	Requirements	Guidelines	Plans Only	Description of Guidelines, Requirements, or Plans
American Samoa	Not Available	Not Available	Not Available	Not Available
Guam	Not Available	Not Available	Not Available	Not Available
Northern Mariana Islands	Not Available	Not Available	Not Available	Not Available
Puerto Rico	Not Available	Not Available	Not Available	Not Available
U.S. Virgin Islands	Not Available	Not Available	Not Available	Not Available

Notes: Utah's requirements are no longer in effect as of June 2024, as funding for their Child Care Stabilization Grants expired and, to date, no new funding has been appropriated to continue the grants in the state.