



# Diamond Street Early Childhood Center

## Teacher Benefits & Compensation

At DSECC, we envision a community where Early Childhood Education is valued; families and teachers are supported; and children reach their full potential. The mission of DSECC is to support our community by providing nurturing, safe, educational childcare that emphasizes the worth and uniqueness of each child.

	<p><b>Salary</b></p> <ul style="list-style-type: none"> <li>• Starting Teaching Staff Salaries - \$10-\$17/hour</li> <li>• Annual Cost of Living Pay Rate Increase</li> <li>• Pay increases with applicable education</li> <li>• Overtime Available</li> </ul>
	<p><b>Paid Time Off</b></p> <ul style="list-style-type: none"> <li>• PTO up to 2 weeks during first year</li> <li>• PTO up to 3 weeks during second year</li> <li>• PTO up to 4 weeks after 6 years</li> <li>• Accumulated PTO paid upon retirement</li> </ul>
	<p><b>Employer Subsidized Benefits</b></p> <ul style="list-style-type: none"> <li>• Tuition Reimbursement for Continuing Education</li> <li>• Dependent Care and Education Scholarships</li> <li>• \$10,000 Life Insurance for Full Time Employees</li> <li>• Retirement with Employer Contribution</li> </ul>



	<p><b>Professional Development</b></p> <ul style="list-style-type: none"> <li>• Staff Mentor Program with \$250 Stipend</li> <li>• Leadership Training</li> <li>• PACCA Membership</li> <li>• Paid Attendance at on site Professional Development Days</li> <li>• Free Childcare Development Associate Certificate Program</li> <li>• Paid Release time for T.E.A.C.H Grant Recipients</li> </ul>
	<p><b>Onboarding &amp; Engagement Success</b></p> <ul style="list-style-type: none"> <li>• 90 Day orientation Plan</li> <li>• Ongoing Engagement Success Plan</li> <li>• Assigned Mentor for Training Period</li> </ul>
	<p><b>Other</b></p> <ul style="list-style-type: none"> <li>• Flexible Work Schedule</li> <li>• Paid Planning Time Daily for Lead Teachers</li> <li>• Optional Vision and Dental insurance</li> <li>• Aflac</li> </ul>
	<p><b>Optional</b></p> <ul style="list-style-type: none"> <li>• Events Committee</li> <li>• Family Engagement Committee</li> <li>• Staff Wellness and Welcome Committee</li> </ul>

