Head Start Staff

2026-2027 5% Base Increase

7.5 Hrs

	Teaching Assistants - 205 Days			Family Advocate	Family Advocate - Master's Degree	Lead Family Advocate	Classroom Instructor	Classroom Instructor	
	60 - 89 credit hours	90-119 credit hours	Bachelor's Degree				Associates Degree	Bachelor's Degree	
	Z03-H - 205 Days	Z04-H - 205 days	Z05-H - 205 days	FA - 225 Days	FAM - 225 Days	FAL - 225 days; 8 hours/day	H07 - 205 Days	H09- 205 Days	
Step	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Step
1	$17.12	$17.64	$18.17	$22.89	$23.42	$23.94	$20.27	$25.52	1
2	$17.51	$18.04	$18.58	$23.41	$23.95	$24.48	$20.73	$26.09	2
3	$17.90	$18.44	$19.00	$23.93	$24.49	$25.03	$21.19	$26.68	3
4	$18.30	$18.86	$19.42	$24.47	$25.04	$25.59	$21.67	$27.28	4
5	$18.71	$19.28	$19.86	$25.02	$25.60	$26.17	$22.16	$27.90	5
6	$19.13	$19.72	$20.31	$25.58	$26.18	$26.76	$22.66	$28.52	6
7	$19.57	$20.16	$20.77	$26.16	$26.76	$27.36	$23.17	$29.16	7
8	$20.01	$20.61	$21.23	$26.75	$27.37	$27.97	$23.69	$29.82	8
9	$20.46	$21.08	$21.71	$27.35	$27.98	$28.60	$24.22	$30.49	9
10	$20.92	$21.55	$22.20	$27.97	$28.61	$29.25	$24.76	$31.18	10
11	$21.39	$22.04	$22.70	$28.59	$29.26	$29.91	$25.32	$31.88	11
12	$21.87	$22.53	$23.21	$29.24	$29.91	$30.58	$25.89	$32.60	12
13	$22.30	$22.98	$23.67	$29.82	$30.51	$31.19	$26.41	$33.25	13
14	$22.75	$23.44	$24.15	$30.42	$31.12	$31.81	$26.94	$33.91	14
15	$23.21	$23.91	$24.63	$31.03	$31.75	$32.45	$27.48	$34.59	15
16	$23.55	$24.27	$25.00	$31.49	$32.22	$32.94	$27.89	$35.11	16
17	$23.91	$24.63	$25.37	$31.97	$32.71	$33.43	$28.31	$35.64	17
18	$24.27	$25.00	$25.75	$32.44	$33.20	$33.93	$28.73	$36.17	18
19	$24.63	$25.38	$26.14	$32.93	$33.69	$34.44	$29.16	$36.71	19
20	$25.00	$25.76	$26.53	$33.43	$34.20	$34.96	$29.60	$37.27	20
21	$25.25	$26.02	$26.80	$33.76	$34.54	$35.31	$29.90	$37.64	21
22	$25.50	$26.28	$27.07	$34.10	$34.89	$35.66	$30.19	$38.01	22
23	$25.76	$26.54	$27.34	$34.44	$35.24	$36.02	$30.50	$38.39	23
24	$26.01	$26.80	$27.61	$34.78	$35.59	$36.38	$30.80	$38.78	24
25	$26.27	$27.07	$27.89	$35.13	$35.94	$36.74	$31.11	$39.17	25
26	$26.54	$27.34	$28.17	$35.48	$36.30	$37.11	$31.42	$39.56	26
27	$26.80	$27.62	$28.45	$35.84	$36.67	$37.48	$31.73	$39.95	27
28	$27.07	$27.89	$28.73	$36.19	$37.03	$37.85	$32.05	$40.35	28
29	$27.34	$28.17	$29.02	$36.56	$37.40	$38.23	$32.37	$40.76	29
30									30