

# Mississippi Early Childhood Education Salary Scale



## ? What is a Salary Scale?

A salary scale is a range of wages you pay someone to work in a particular job.<sup>1</sup> It takes into consideration the employee's job title and education. It may also take into consideration employees' special training or years of service.

## ? Why create a Mississippi Early Childhood Educator Salary Scale?

Having a salary scale based on data helps policymakers, advocates, and child care owners better understand the funding levels needed for early childhood education to be a competitive field for workers in their state.

## ? How will this salary scale be used?

Currently, there is not funding to implement this salary scale for early childhood educators in Mississippi. In most cases, neither parents nor child care owners are able to pay more. And there is no public funding allocated for increased wages. Therefore, child care providers are NOT expected to implement this salary scale. However, it may be a useful tool for child care owners who want to use it as a model to develop their own scale. Having a scale can help owners be transparent about how and why wage increases are given.

## ? How was it created?

This salary scale was finalized in February 2025. It is based on wage data from the private and public sectors, as well as current early childhood educator wages in Mississippi. It was developed through a partnership between the Preschool Development Grant's Mississippi Early Childhood Educator Salary Scale Working Group and Prenatal to Five Fiscal Strategies, a national technical assistance provider. Working Group members included Chad Allgood, Pearl Bailey, Jill Dent, Eileen Beazley, Jamila Taylor, Cathy Grace, Tina Routh, Kelly Carmody, Heather Hanna, and Callie Poole.

## ? How do I make sense of the Salary Scale?

The first row at the top of the scale contains early childhood educator job titles. The second row contains potential education levels for each job title. For the purposes of this salary scale, if the associate's (AA) or bachelor's (BA) degree is not in early childhood education or child development, then a Child Development Associate (CDA) credential, Mississippi Department of Education Bootcamp certificate, or a Child Care Licensure Director's Credential would be required, as well.

The average current hourly wage for each job title is listed in the third row. In the fourth row, this current hourly wage has been converted to a current annual salary. In the fifth row, there is a proposed minimum hourly wage for each job title based on the employee's education. In the sixth row, this proposed minimum hourly wage has been converted to a minimum annual salary. In rows 7-14, wage increases are proposed for each job title and level of education, based on the employee's years of experience in early childhood education.

1. <https://ncicdp.my.canva.site/salarytoolkit-centers>  
For questions, email: [scl@ssrc.msstate.edu](mailto:scl@ssrc.msstate.edu)



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## - For informational and educational purposes only -



		Assistant Teacher or Home-based Associate Caregiver		Lead Teacher or Home Caregiver				Assistant Director			Director		
		Less than CDA/MDE Bootcamp/Director's Credential	CDA/MDE Bootcamp/Director's Credential	Less than CDA/MDE Bootcamp/Director's Credential	CDA/MDE Bootcamp/Director's Credential	AA*	BA* or higher	CDA/MDE Bootcamp/Director's Credential	AA*	BA* or higher	CDA/MDE Bootcamp/Director's Credential	AA*	BA* or higher
Current Hourly Wage (MRS 2024)		\$10.41		\$13.16				\$16.56			\$20.70		
Current Annual Salary (MRS 2024)		\$21,652.70		\$27,372.80				\$34,350.00			\$43,063.00		
Proposed Minimum Licensed Child Care Wage Per Hour	0-2 years	\$12.00	\$14.00	\$14.00	\$16.00	\$18.00	\$20.00	\$17.00	\$19.00	\$21.00	\$21.00	\$23.00	\$25.00
Proposed Annual Salary	0-2 years	\$24,960	\$29,120	\$29,120	\$33,280	\$37,440	\$41,600	\$35,360	\$39,520	\$43,680	\$43,680	\$47,840	\$52,000
Level 2	2 years or degree listed	\$13.00	\$15.00	\$15.00	\$17.00	\$19.00	\$21.00	\$18.00	\$20.00	\$22.00	\$22.00	\$24.00	\$26.00
Level 3	More than 2, less than 5 years	\$14.00	\$16.00	\$16.00	\$18.00	\$20.00	\$22.00	\$19.00	\$21.00	\$23.00	\$23.00	\$25.00	\$27.00
Level 4	More than 5 less than 10 years	\$15.00	\$17.00	\$18.00	\$20.00	\$22.00	\$24.00	\$21.00	\$22.00	\$25.00	\$24.00	\$26.00	\$29.00
Level 5	More than 10 less than 15 years	\$17.00	\$19.00	\$20.00	\$22.00	\$24.00	\$26.00	\$23.00	\$24.00	\$27.00	\$26.00	\$28.00	\$31.00
Level 6	More than 15 less than 20 years	\$19.00	\$21.00	\$22.00	\$24.00	\$26.00	\$28.00	\$25.00	\$26.00	\$29.00	\$28.00	\$30.00	\$33.00
Level 7	More than 20 less than 25 years	\$21.00	\$23.00	\$24.00	\$26.00	\$28.00	\$30.00	\$27.00	\$28.00	\$31.00	\$30.00	\$32.00	\$35.00
Level 8	More than 25 less than 30 years	\$23.00	\$25.00	\$26.00	\$28.00	\$30.00	\$32.00	\$29.00	\$30.00	\$33.00	\$32.00	\$34.00	\$37.00
Level 9	More than 30 years	\$25.00	\$27.00	\$28.00	\$30.00	\$32.00	\$34.00	\$31.00	\$32.00	\$35.00	\$34.00	\$36.00	\$39.00

\* AA & BA degrees in ECE or child development; or other field with CDA or equivalent related coursework

\*\*Comparative wages do not include additional benefits or stipends for public schools and Head Start

\*\*\*Districts lowest salary to highest salary range for Assistant Principal and Principal from a sample of Metro and Non-Metro counties retrieved from govsalaries.com

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