

2026 Child Care Rates

| Job Title | Short Description | Qualifications | Job Code | Grade | 2026 Rates |
|----------------------------------|---|---|----------|-------|------------|
| Child Care Director - Preschool | Director shall be present in a center during at least 1/2 of the operating hours of the center each week; shall plan and supervise all aspects of the program for children; supervise staff; and be available to staff, parents, and children. Responsible for documenting that the health and safety training, as required, is completed by each staff member. | Age 21 plus HS diploma (or GED) or have successfully completed at least two courses for credit from an accredited college or university; plus 1 year of experience in licensed program; plus 90 clock hours or equivalent as required by MD State requirements for Directors of Preschool Centers. | 200 | S13 | \$22.75 |
| Child Care Director - School Age | Director shall be present in a center during at least 1/2 of the operating hours of the center each week; shall plan and supervise all aspects of the program for children; supervise staff; and be available to staff, parents, and children. Responsible for documenting that the health and safety training, as required, is completed by each staff member. | Age 21 plus HS diploma (or GED) or have successfully completed at least two courses for credit from an accredited college or university; plus 1 year of experience in licensed program; plus 90 clock hours or equivalent as required by MD State requirements for Directors of School Age Child Care Centers. | 201 | S11 | \$21.75 |
| Child Care Teacher - Preschool | Responsible for supervising a child care activity or a group of children in care in a preschool setting. | Age 19 plus HS diploma (or GED) or successful completion of college courses for credit; plus 6 semesters or 90 clock hours or equivalent; plus 1 year of experience working with infants/toddlers and/or preschoolers in an approved setting or 1 year of college or equivalent combination of education and experience as outlined and in accordance with Maryland State requirements. | 202 | S7 | \$19.50 |
| Child Care Teacher - School Age | Responsible for supervising a child care activity or a group of children in a school age child care center. | Age 19 plus HS diploma (or GED) or successful completion of college courses for credit; plus 6 semesters or 90 clock hours or equivalent; plus 400 hours of experience working with school age children in an approved setting or 1 year of college or equivalent combination of education and experience as outlined by and in accordance with Maryland State requirements. | 203 | S5 | \$18.25 |
| Assistant Child Care Teacher | Staff member responsible for helping a child care teacher in a school age child care program. May lead the activities of a group of children under supervision. | Age 18 plus HS diploma (or GED) or successful completion of college courses for credit; plus 3 semesters or 45 clock hours; plus 400 hours working with children in an approved setting or equivalencies as outlined by Maryland State and in accordance with Maryland State requirements. | 204 | S4 | \$17.50 |
| Child Care Assistant | Staff member responsible for helping a child care teacher/assistant teacher with child care program. May lead the activities of a group of children under supervision. | Age 18 plus HS Diploma (or GED) or equivalency as outlined and in accordance with Maryland State requirements. | 205 | S3 | \$17.00 |
| Child Care Aide | Staff member responsible for helping the child care teacher/assistant teacher with child care program. Assists teachers with activities of a group of children under direct supervision. | Age 16 | 206 | S1 | \$16.75 |