

Standard Pay Rates

**Before Taxes via W2*

Nanny

Rates Range From:

\$22-35/Hour

Rate Breakdown

\$22-23/Hour <1 years experience

\$24-25/Hour 1-2 years experience

\$26-28/Hour 3-5 years experience

\$29-35/Hour 5+ years experience

Experience refers to Professional Nanny experience over the age of 18. General Childcare experience is assumed.

Household Manager

Rates Range From:

\$32-45/Hour

Rate Breakdown

\$32-34/Hour 0-2 years experience

\$35-37/Hour 3-5 years experience

\$38-45/Hour 5+ years experience

Experience refers to Professional Household Management experience over the age of 18. Professional Nanny (Not FA) experience is assumed.

Family Assistant

Rates Range From:

\$27-40/Hour

Rate Breakdown

\$27-29/Hour 0-2 years experience

\$30-32/Hour 3-5 years experience

\$33-40/Hour 5+ years experience

Experience refers to Professional Family Assistant experience over the age of 18. Professional Nanny experience is assumed.

Night Care

Rates Range From:

\$30-50/Hour

Rate Breakdown

\$30-40/Hour Night Nanny

\$40-50/Hour Newborn Care Specialist

\$100-200 from 10PM-6AM Children over 1 year and sleeps through the night

Experience refers to Professional Night Care experience over the age of 18. Professional Nanny experience is assumed.

Other Factors

- ✓ Add \$2-3/hour for each additional child
- ✓ Certifications, Degrees, Trainings
- ✓ Special Circumstances, Pets, Virtual Learning/Teaching

- ✓ Standard Benefits Package is additional to Pay Rate
- ✓ Nanny Share: Each Family pays 2/3 to 3/4 of the hourly rate

Standard Benefits Package

Based off of a 1 year contract term.
Additional Benefits may be added.
Refer to Optional Benefits Package Handout.
State laws may vary.

VACATION LEAVE

-  0-5 years of experience: 2 weeks of paid leave at caregivers discretion
-  5+ years of experience: 2 to 3 weeks of paid leave at caregivers discretion

PARENTAL LEAVE

-  12 weeks of unpaid parental leave


BEREAVEMENT LEAVE

-  0.5-1 week per loss


MILEAGE REIMBURSEMENT

-  70 cents per mile


HOLIDAY

-  10 days of paid time off or worked at the holiday rate, as outlined in the Holidays Resource


SICK LEAVE

-  1 week of paid sick leave

END OF CONTRACT RAISES

-  Cost of living: 5-10%

GUARANTEED HOURS

-  Guaranteed Full Pay for all 52 weeks even when the Family does not require care, comes home early, or other stipulations outlined in the contract.

Experience refers to Professional Nanny experience over the age of 18. General Childcare experience is assumed.

HOLIDAYS

Based off of a 1 year contract term.
State laws may vary.

GENERAL PAID HOLIDAYS

NEW YEARS EVE
NEW YEARS DAY
MEMORIAL DAY
INDEPENDENCE DAY
LABOR DAY
THANKSGIVING
DAY AFTER
THANKSGIVING

RELIGIOUS PAID HOLIDAYS

CHRISTIANITY:

GOOD FRIDAY
EASTER
CHRISTMAS EVE
CHRISTMAS DAY

JUDAISM:

PASSOVER (FIRST DAY)
ROSH HASHANA
YOM KIPPUR
HANUKKAH (HOURS
AFTER 6 PM)

ISLAM:

EID-AL-FITR
EID-AL-ADHA

WORK AS CONTRACTED HOLIDAYS

MLK DAY
VALENTINES DAY
PRESIDENTS DAY
ST. PATRICK'S DAY
MOTHERS DAY+
JUNETEENTH+
FATHERS DAY+
INDIGENOUS PEOPLES DAY+
HALLOWEEN
VETERANS DAY+
ASH WEDNESDAY+
PALM SUNDAY+
HANUKKAH (HOURS BEFORE 6 PM)

THINGS TO REMEMBER

PAID HOLIDAYS

Holidays are only paid if they fall on an agreed work day and are paid at the agreed hours for that day. (i.e. If a holiday is on a Sunday but Nanny does not work Sundays, the holiday would not be paid.) For windowed hour agreements, the Holiday would be paid as the average daily hours.

HOLIDAY FLEXIBILITY

Different holidays may hold varying levels of importance for individuals. Flexibility to reassign holidays between categories is important for both the family and the nanny.

RELIGIOUS PAID HOLIDAYS

Paid religious holidays apply only to the religion practiced by the nanny and/or the family. If the nanny and family observe different religions or the nanny is non-religious, federal holidays that are also religious holidays should still be treated as paid holidays.

PART-TIME OR NON-TRADITIONAL SCHEDULES

Nannies who do not work a Monday-Friday schedule may not receive all 10 standard paid holidays each year. Families and nannies should negotiate and document the 10 standard paid holidays in the contract, as some holidays shift dates annually.

WORKING ON HOLIDAYS

If the nanny works on a General or Religious Paid Holiday, they must receive 1.5-2x their hourly rate, regardless of whether it is an agreed workday. For hours worked outside of regular agreed hours on a contracted holiday, the same premium rate (1.5-2x) applies.

+ HOLIDAYS

These holidays fall under General Paid Holidays for the groups of individuals they pertain to.