

Compensation is a combination of salary, benefits and working conditions.



There are several ways to improve the compensation of the ECE workforce. One is to increase, or supplement, the individual's wages either by direct payments to the individual educator or to their employer. Benefits include paid time off (vacation, holidays, sick leave) and coverage for health and retirement. Support for the cost of benefits can be provided directly to the provider to support the costs or by creating access to benefits at lower cost, e.g. through association health plans. Improved working conditions that support higher quality ECE include paid planning time, breaks and professional development days. As QRIS has spread throughout the nation, more states have invested in directly supplementing the salaries of ECE educators as part of the QRIS. North Carolina was an early adopter of QRIS and the birthplace of a salary supplement program.

Examples of Salary Supplements¹

Salary Supplements paid to the individual

The Child Care **WAGES**® Program was created in North Carolina in 1994 and now operates in 5 states. [link to this one-page overview] http://teachechnationalcenter.org/wp-content/uploads/2014/10/WAGES_Overview_FactSht_11_17_17.pdf

Illinois Great START (Strategy to Attract and Retain Teachers) is a wage supplement program that rewards child care providers for remaining at their current place of employment and college coursework obtained. Great START recipients are sent a check every six months (based on continued eligibility) to supplement their income. Range: \$225 - \$1,950 every 6 months (\$450 – \$3,900 annual) <http://www.ilgateways.com/financial-opportunities/great-start>

Georgia INCENTIVES is a salary bonus program that rewards education and tenure for staff in licensed centers, registered FCC homes and PreK teachers in public schools. The more you increase your education level, and the longer you stay at your job, the more bonus! Applicant can get 2 payments for an entry-level credential (over one-year) and up to 4 payments for higher academic credentials and degrees (over 2 years). To continue to receive incentives, applicant must increase education level. Range: \$250 – \$1,250 paid twice per year (\$500 - \$2,500 annual). https://www.decalscholars.com/pages/inc_landing.cfm

¹ Compiled by Anne Mitchell February 2018

Arizona REWARD\$ is a financial incentive for employees of regulated centers or FCC homes enrolled in Quality First or nationally accredited and located in 7 of 28 First Things First regions. REWARD\$ levels are aligned with the Arizona Early Childhood Career Lattice (awards at lower levels are available for 3, 4 or 5 years. Levels BA and MA are not time-limited. Awards are paid once a year
Range: \$500 - \$2,000 annual).

<http://azearlychildhood.org/advance-your-career/reward>

The **REWARD** Stipend Program in Wisconsin provides salary supplements to eligible child care professionals in regulated centers and FCC homes. Range: \$50 - \$450 paid every 6 months. (\$100 - \$900 annual)

<http://wisconsinearlychildhood.org/programs/reward/eligibility/>

Salary supplements paid to provider (and passed through to individual)

Pennsylvania **Education and Retention** Awards are for qualified staff working in centers or FCC Homes participating in Keystone STARS. Award levels vary based on career lattice levels 3 and above and program quality levels. Range: \$600 - \$4,120 (annual).

<http://www.pakeys.org/wp-content/uploads/2018/01/Keystone-STARS-Quality-Add-on-Rates-and-Grants-Awards-Structure-.pdf>

http://www.pakeys.org/wp-content/uploads/2017/11/Career-Lattice-and-Roles_9.2014.pdf

Salary supplements paid via the Income Tax System

School Readiness Tax Credits (LA 2007 and NE 2017) –

Staff bonus range

LA \$1,680- \$3,358 (annual)

NE \$500 - \$1,500 (annual)

In Louisiana, these are essentially QRIS quality-related payments, with revenue generated via the income tax system. Louisiana's are refundable credits. In Nebraska, the credit acts as a tiered subsidy bonus and a salary supplement. Nebraska's credit is limited to \$5M expenditure per year and sunsets in 2022.

1. Families buying child care in rated programs, increased credit based on quality level (LA only)
2. Providers 'tiered bonus' for subsidized children served, in rated program (both states, in NE this is nonrefundable credit)

3. Staff who work in rated child care programs, tiered bonus based on qualifications of staff person (LA & NE)
4. Employers who invest in rated child care programs, credit based on amount of donation and quality rating of program (both states)
5. Credit for taxpayer donations to a CCR&R (LA only).

<http://revenue.louisiana.gov/IndividualIncomeTax/SchoolReadinessTaxCredit>

<http://www.policyinstitutela.org/school-tax-credits>

<https://www.education.ne.gov/stepuptoquality/providers-educators/resources/tax-credits/>

Added bonus: the state revenue represented by the tax credits can be used as state match for CCDF.

An emerging approach to improving compensation for the PreK ECE workforce is PreK Teacher Compensation Parity

Compensation parity applies to the PreK teachers in a public school setting and to the PreK teachers in community-based settings that deliver publicly funded PreK. Parity means PreK teacher compensation, regardless of setting, is equivalent to equally qualified K and primary grade teachers.

A three-part series of materials on pre-K teacher compensation parity, was developed in partnership by the Center for the Study of Child Care Employment (CSCCE) and the National Institute for Early Education Research (NIEER)

<http://cscce.berkeley.edu/strategies-in-pursuit-of-pre-k-teacher-compensation-parity/>

<http://cscce.berkeley.edu/in-pursuit-of-pre-k-parity/>

<http://cscce.berkeley.edu/teacher-compensation-parity-policies-and-state-funded-pre-k-programs/>