
Proactive Promotion of Early Childhood Compensation Parity

With Caitlin McLean



T.E.A.C.H. Early Childhood
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Center for the Study of
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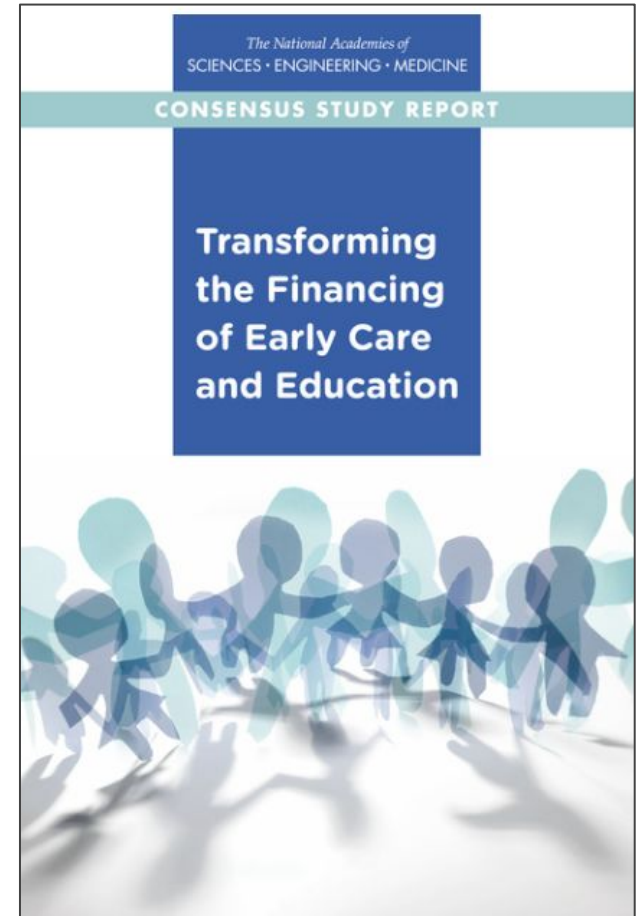
What is Compensation Parity?

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CSCCE's definition:

Parity for salary and benefits for equivalent levels of education and experience, adjusted to reflect differences in hours of work (particularly in private settings) and including payment for non-child contact hours (such as paid time for planning).

Compensation Parity: Articulating a Standard or Benchmark & Building it into Cost Models/Funding



Parity vs. Not Quite Parity: Transforming the Financing Example

Elementary School Teacher

\$55,460

9 month contract

ECE Teacher

\$55,460

9 month contract

↳ ECE Teacher

\$55,460

12 month contract

ECE Teacher

\$73,947.67

12 month contract

— Compensation Parity Framework

Components of Compensation				
Type of Compensation Improvement	Salary		Benefits	Payment for Professional Responsibilities ¹⁷
	Starting Salary	Salary Schedule ¹⁶		
Parity (defined as equivalent)	Same, prorated for day length and number	Same, prorated for day length and number	Same package, same options for coverage for health, retirement, and vacation/holiday/sick leave	Same menu of supports and dosage for non-child contact responsibilities (e.g., planning time, professional development days)
Partial Parity (defined as equivalent for select components)	Same, prorated for day length and number	Not same or absent	Equivalent options for some benefits, but not full package of benefits	Equivalent options for some supports, but not full menu of supports
Sub-Parity (defined as similar but not equivalent)	Same, not prorated	Same, not prorated or not same/absent	Same package of benefits, not equivalent value	Same menu of supports, not equivalent value
Alternative Forms of Compensation Improvement	Strategies that improve pre-K compensation in order to close the gap with teachers of older children but fall well short of parity. In theory, compensation improvement strategies could also set goals higher than earnings of K-12 teachers in public schools, though in practice this is rare. ¹⁸			

Questions so far?

Where is your state in articulating compensation standards?

Where would you like to go?



Key Considerations for States and Localities in Moving Toward Compensation Parity

Which members of the early childhood workforce will be targeted?

- Pre-K, ECE?
- School-based, community-based pre-K?
- Lead teachers, assistant teachers

What benchmark should be used to identify the level of compensation improvement?

Challenges and opportunities with different options

What about benefits?

- Health insurance
- Retirement
- Paid vacation and sick time

How to make sure there's sufficient funding? The key role of data

- Data & Cost modeling
- Data & Advocacy



**Other issues to
discuss?**

CSCCE Research on Compensation Parity

1

[2018 Early Childhood Workforce Index](#)

2

[In Pursuit of Pre-K Parity: A Proposed Framework for Understanding and Advancing Policy and Practice](#)

3

[Strategies in Pursuit of Pre-K Teacher Compensation Parity: Lessons From Seven States and Cities](#)

Alabama, Georgia, New Jersey, New York City,
Oregon, San Antonio, West Virginia

Thank You!



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