Proactive Promotion of Early Childhood Compensation Parity

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T.E.A.C.H. Early Childhood Webinar
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Center for the Study of Child Care Employment
University of California, Berkeley
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
12 month contract

ECE Teacher
$55,460
9 month contract

ECE Teacher
$73,947.67
12 month contract
## Compensation Parity Framework

<table>
<thead>
<tr>
<th>Type of Compensation Improvement</th>
<th>Components of Compensation</th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Salary</td>
<td>Benefits</td>
</tr>
<tr>
<td></td>
<td>Starting Salary</td>
<td>Salary Schedule&lt;sup&gt;16&lt;/sup&gt;</td>
</tr>
<tr>
<td>Parity (defined as equivalent)</td>
<td>Same, prorated for day length and number</td>
<td>Same, prorated for day length and number</td>
</tr>
<tr>
<td>Partial Parity (defined as equivalent for select components)</td>
<td>Same, prorated for day length and number</td>
<td>Not same or absent</td>
</tr>
<tr>
<td>Sub-Parity (defined as similar but not equivalent)</td>
<td>Same, not prorated</td>
<td>Same, not prorated or not same/absent</td>
</tr>
<tr>
<td>Alternative Forms of Compensation Improvement</td>
<td>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.&lt;sup&gt;18&lt;/sup&gt;</td>
<td></td>
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</tbody>
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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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