

The Why, What and How of Salary Schedules for the Early Childhood Educator Workforce

Moving the Needle on Early
Childhood Workforce Compensation
Webinar

February 27, 2019

Presentation Overview

- Why are salary schedules important?
- What are the key values, components and data to consider in the construction process?
- How can salary schedules be used and what would the T.E.A.C.H. National Center recommend?
- What has been the NC experience?

Why Are Salary Schedules Valuable?

Whether used internally or published externally, salary schedules ...

- Provide a published, transparent compensation and career pathway
- Serve as a planning tool for employees/the workforce
- Can be used as a recruitment tool by employers
- Clarify what is valued
- Offer fair access to mobility, if published and followed
- Provide a guide to fair and just compensation

What Are the Components of a Salary Schedule?

- Have beginnings and endings
- Offer increases for retention, increased education and/or credentials and roles
- Provide education/credentials required at each level
- Define expected earnings in a commonly understood payroll cycle
- Define annual work tenure

What Values Can the Schedule Promote?

- Pay equity for similar attained education across age groups and/or auspice
- Fair and justifiable differences in pay tied to attained education/credentials and longevity
- System alignment....eg. Power to the Profession Educator 1, 2 and 3 or State DOE standards for Teaching Assistants or Teachers
- A livable wage for all
- Parity with K-12 teacher for like credentials



What are the Goals of Your Salary Schedule?

- All early educators are paid a livable wage.
- All Pre-K early educators with a BA in ECE plus certification earn a wage on parity with a public school teacher, regardless of role.
- Only lead early educators with a BA in ECE plus certification earn a wage on parity with a public school teacher, regardless of role.

How are Amounts on the Scale Determined?

At the bottom...

- Minimum wage?
- Livable wage?
- The current starting or average pay in the market for someone in like EC role with similar education?
- The current starting or average pay across all workers with similar education?
- Public school entry salary by role and required credentials?

How are Amounts on the Scale Determined?

At the top...

- Livable wage?
- The current average pay in the market for someone in any occupation with similar education?
- Public school entry salary by role and required credentials?
- Public school median salary by role and required credentials?

How are Amounts on the Scale Determined?

The Increments Between the Top and Bottom Levels of Education...

- Standard percentage between each education level
- Prorated amounts based on the “cost/amount” of education
- Role of EC educator
- Longevity of EC educator

What Data Do We Need?

- Real and current ECE workforce education, wage and benefit data by role and auspice
- Living wage data, with and without paid employer-paid health insurance, for your city, county or state
- Current education standards for child care, Head Start and PreK assistant and lead early educators
- Current wage scales and benefits of public school teaching assistants and teachers
- Current wages across all workers with similar education
- Current investments in EC workforce education and compensation efforts

How Can Salary Schedules Be Used?

- Create a model for ECE providers about what early educators should be paid
- Serve as basis for a true cost of care study that predicts what revenue is needed to make up the difference between what is being paid and what should be paid
- Provide child care providers with compensation goals to which to aspire
- Create a lofty standard for the field that can be used for recognition and reward
- Serve as basis for incremental scales to move EC compensation forward through recognition and rewards

What are the National Center's Recommendations?

- Build a model salary schedule on recognized, transferable credentials and degrees/certifications
- Make sure that the increments are fair between the levels
- Set the schedule as a minimum starting wage for each level, allowing employers to create rewards for longevity themselves
- Build on the notion of a North Star and advocate for the resources to achieve it, but also offer realistic, incremental schedules that can move the workforce there
- Find the money to take a next step

QUESTIONS?



Rosemarie Vardell, Ph.D.



North Carolina Model Salary Scale

Rosemarie Vardell
Early Childhood Workforce
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NC Context

- Low wages
- Difficulty attracting and retaining qualified teachers
- Previous models of salary scales tying education and compensation
- NC Institute for Child Development Professionals starting wage parity work
- Teacher education levels increasing, wages stagnant
- NC Pre-K salaries based on parity as a guide, not required
- Moving the Needle Team priority

Beginning Principles

- Wage parity with public school teachers, not compensation parity.
- 100% wage parity for teachers with B-K license as required by schools system.
- Smaller percentage for degree without license.
- Voluntary use by ECE programs, serves as a tool.

Process

- Committee develops the model salary scale based on principles.
- Study developed for getting feedback about the scale from the workforce. Targeted teachers, administrators, organizations that support the workforce.
- State funded UNC-Charlotte to conduct the study.
- Results reviewed: primarily positive, main concern was how to fund the increases.
- Made final adjustments to scale. Refined principles.
- Incorporated feedback into documents that provide guidance on using the scale.

Final Principles

- Wage parity with public school teachers, not compensation parity
- 100% wage parity for teachers with B-K license as required by schools system
- Smaller percentage for degree without license
- Voluntary use by ECE programs, serves as a tool.
- **Equity between levels of wages, reward for education.**
- **Minimum of \$15/hr. on the scale.**

NC Model Salary Scale

Hourly Rate	Monthly Salary	Annual Salary (10 months)	Annual Salary (12 months)
	B-K LICENSE	PUBLIC SCHOOL	
\$20.19	\$3,500	\$35,000	\$42,000
	BA/BS	ECE/CD (1)	
\$19.18(2)	\$3,325		\$39,900
	AAS/AS	ECE/CD	
\$15.14(3)	\$2,625		\$31,500
	INF/TODD or	PRESCHOOL Cert.(4)	
\$11.79(5)	\$2,044		\$24,523

- (1) Includes other BA/BS or AAS degrees with similar early childhood coursework
- (2) 95% of Public School B-K LICENSE
- (3) 75% of Public School B-K LICENSE
- (4) Certificates are offered by the NC Community Colleges and include 5 ECE courses
- (5) This hourly rate represents the NC statewide mean living wage as determined by Living Wage Calculator, MIT <http://livingwage.mit.edu/states/37>

Next Steps

- Scale will be posted on DCDEE website for voluntary use.
- Scale and guide will be distributed to organizations and agencies that provide ECE workforce support.
- NCICDP will develop a training to support programs in using the scale.
- A webinar is being developed to introduce the scale and how it can be used as a tool.

QUESTIONS?



Contact Information

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