



# Early Childhood Compensation Parity in 2 US Cities



**WELCOME**

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# Discussion Question #1

Please take just a few minutes and describe the workforce landscape in San Antonio and NYC in terms of standards, compensation, demographics and unions across the child care, PreK and Head Start systems.

**BA certified teacher salary gap progression**



**MA certified teacher salary gap progression**



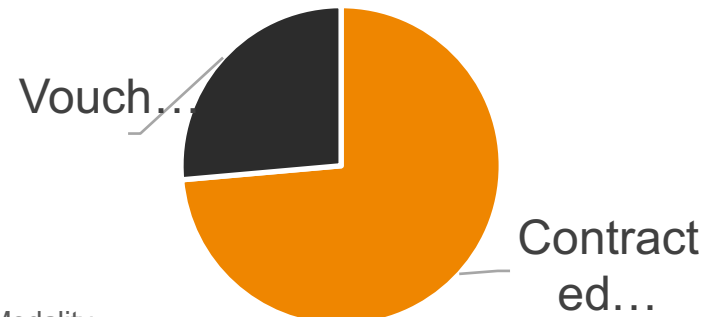
● DOE ● CBO

**Pay disparity among CBO and DOE teachers widens over time according to the most recent UFT Teachers Contracts and DC 1707 Contract.**

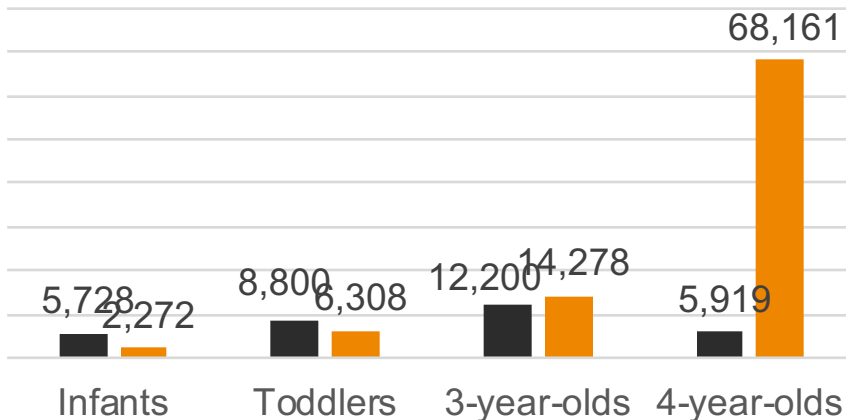
# Publicly funded: **Voucher and Contracted**

123,666 children under 5 enrolled:

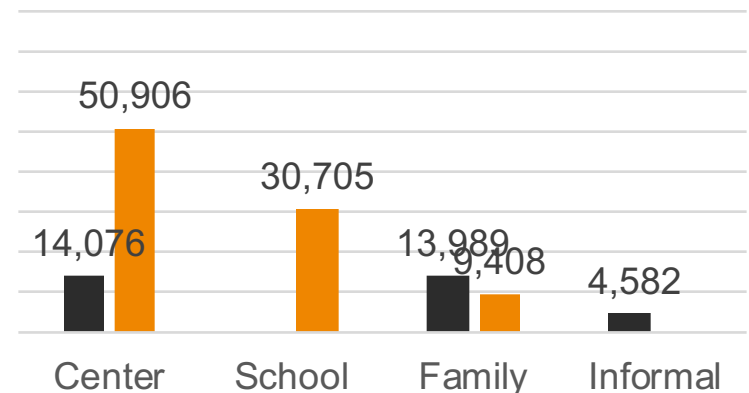
- 91,019 in contracted seats (DOE or ACS)
- 32,647 using vouchers



By Age Groups



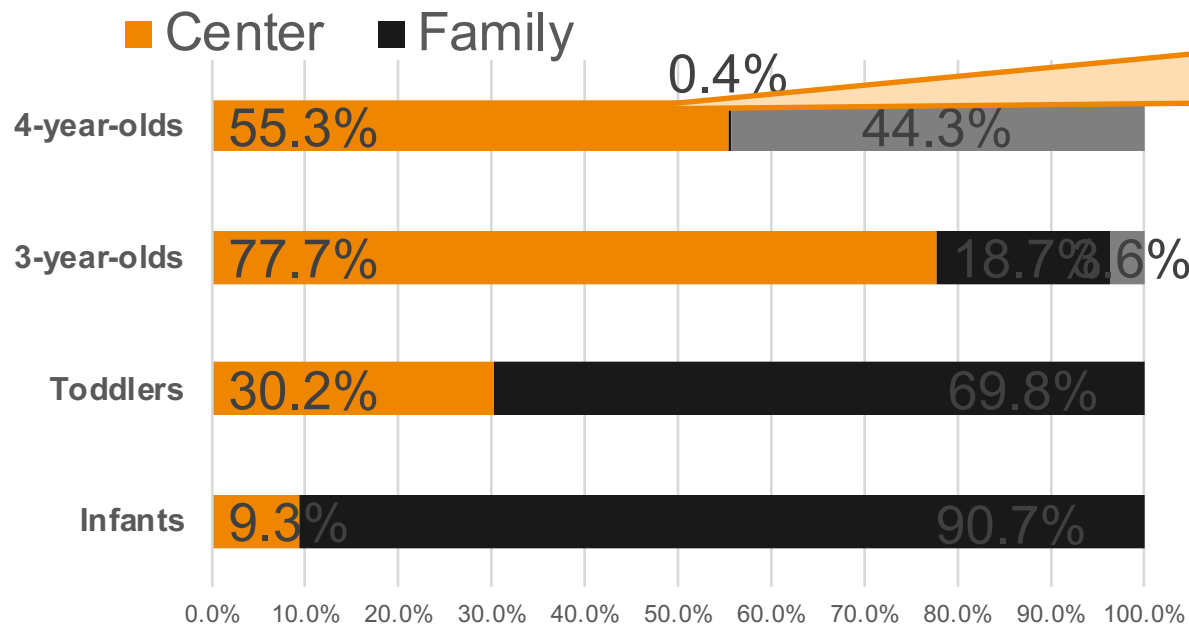
By Modality



Services: publicly funded: city-contracted (subsidized, Pre-K and 3-K) and vouchers

## Children under 5 served in city-contracted early childhood care and education system:

Modality share of the total number of children in each age group



More than 50% of 4-year-olds are in center-based Pre-K classrooms

Services: city-contracted (subsidized, Pre-K and 3-K)

# UNDERSTANDING THE LANDSCAPE

## Texas



### Children

- 7.4 million (1 out of every 10 children in the US)
- Most live in one of 6 large metro regions (1 million+)
- 23% live in poverty; 51% low-income (0-200% FPL)
- 67% children of color

### Early Care & Learning

- 5,000 licensed centers
- 89% of providers not certified for quality (QRIS)
- 130,000 children in subsidized care

## San Antonio



- 141,168 children under the age of 5
- Spread out over 500 sq miles
- 30% live in poverty; 55% low-income (0-200% FPL)
- 80% children of color

- 621 licensed centers
- 78% of providers not certified for quality (QRIS)
- 8,446 children in subsidized care

## Discussion Question #2

Both of your cities have worked for pay parity in the early care and education field. By pay parity I mean early childhood educators with similar education are paid on par with K-12 teachers working in your city's school system. Please describe where you have made achievement. Who gets it and who doesn't?

# SAN ANTONIO EARLY CHILDHOOD EDUCATION SYSTEM

Program	Governing Agency	Funding	Who is served	# Served	Pay Parity	Standards	Head Start
Public Schools	State Dept of Education	Property Tax	Eligible 4-year olds – full day Eligible 3-year olds – ½ day	13,000 +	YES	BA Continuing Education	YES
Community-Based Organizations	State Dept of Family Protective Services	Private pay Workforce subsidies	0-5 year olds	41,500	NO	HS diploma 24 hrs pre-service training	YES
Pre-K 4 SA	Municipal Government	1/8 cent Sales Tax	4 year olds – combination of eligible and tuition-based	2,000	YES+ (15% above)	BA 150 hrs of ECE continuing education annually	NO



In July 2019, the city announced a tentative agreement to increase pay for certified teachers at CBOs over three

Increase Schedule	With Master's Degree	With Bachelor's Degree
October 1, 2019	\$53,581	\$48,372
October 1, 2020	\$62,295	\$55,651
October 1, 2021	\$68,652 (\$20,784 more than previous rate)	\$61,070 (\$17,435 more than previous rate)

The deal would also bring down out of pocket health insurance costs for CBO staff by reducing their premiums and co-pays.

# Discussion Question #3

How did this happen? What have been the disrupters for change? Was there a crisis, like high levels of turnover or the unavailability of care? New data on the workforce and compensation disparity? Better organized advocacy? OR a change in leadership or new dynamic leadership? OR A new initiative like Pre-K that needed a better paid, better educated workforce?

# The Road to Salary Parity in New York City



- District 1707 was acquired by DC 37, bringing increased political clout and bargaining acumen to the negotiating table
- City Council made public commitment that the budget would not be adopted without parity in the early education workforce
- Aggressive PR Campaign – 60 press hits in the six month period and consistent social media storytelling

# Media Highlights

- City Limits – [Worries About Pay Equity As New Era Dawns for Early Childhood Programs](#)
- Gotham Gazette Op Ed – [A Fairer New York City Requires Salary Parity for the Early Childhood Workforce](#)
- Wall Street Journal – [New York City Preschool Teachers Mull Strike as Union Discusses Pay](#)
- Chalkbeat – [City Council Demanding Higher Pre-K Wages and it could lead to a budget showdown](#)

# Pre-K 4 SA

## San Antonio's Investment in Early Learning



EDUCATION CENTERS

**Setting the  
Standard**



PROFESSIONAL LEARNING

**Developing  
Teachers**



COMPETITIVE GRANTS

**Raising  
Quality**



FAMILY ENGAGEMENT

**Increasing  
Demand**

# PRE-K 4 SA – COST-BENEFIT STUDY

PRE-K 4 SA RETURNS \$59 MILLION IN BENEFITS TO SA IN FIRST 8 YEARS



Source: "Benefit-Cost Analysis of Pre-K 4 SA" by University of Pennsylvania, Teachers College at Columbia University, and Westat

# Discussion Question #4

Given the COVID 19 crisis and the significant disruption in our early education system and economy, what's next on your agenda for moving compensation and the system forward?

# COVID-19 AS A LEVERAGE POINT

## Early Matters Coalition



## Frontline Childcare Task Force







*Your Questions and  
Comments?*