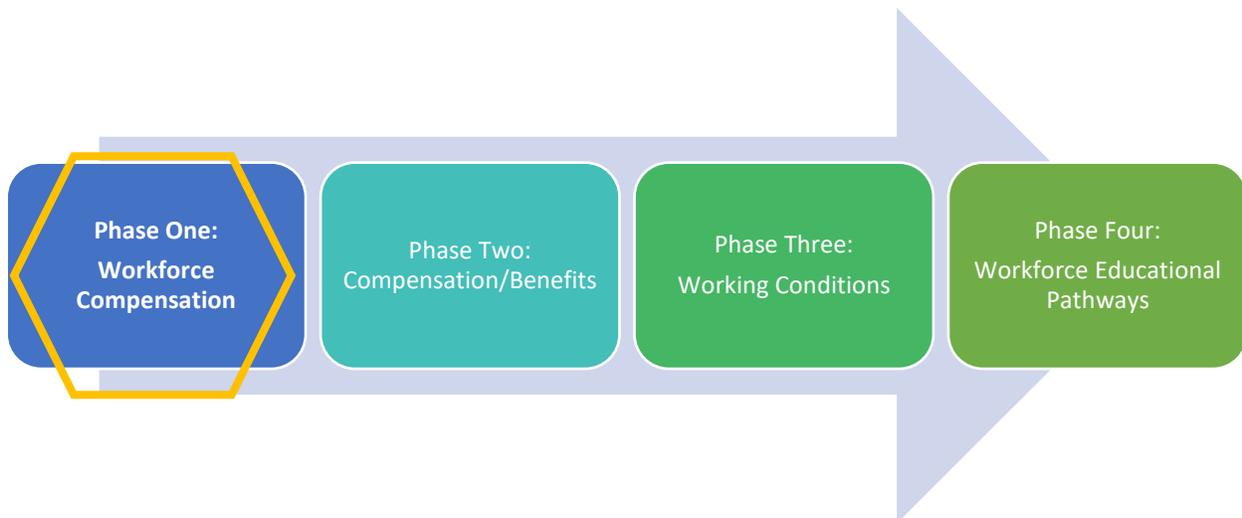


Early Care and Education Workforce Compensation Initiative Information Sheet for Early Educators

About the Early Care and Education Workforce Compensation Initiative

- Proposition C was approved by voters in June 2018. It established a gross receipts tax that would provide additional City funding to support early care and education (ECE) for 0-5 year olds.
- Approximately half of the revenue generated by Prop C is dedicated to provide much-deserved compensation increases for early educators **working in Early Learning San Francisco (ELS) centers and Family Child Care (FCC) programs.**
- The City announced this ECE Workforce Compensation Initiative on April 28, 2022 and is working with eligible agencies to implement the initial **Phase 1** focusing on classroom teacher compensation in the Fall of 2022. This is an ongoing initiative with no sunset date, providing sustained compensation supports.



Who is Eligible for compensation funds?

- Early educators who are involved in direct classroom teaching activities at least 20 hours a week in City-supported ELS center-based and Family Child Care (FCC) programs are eligible.

How much can educators expect to have their wages increased?

- Amounts of compensation increases will depend on position/title, responsibilities, education (degree and ECE units), and whether full-time or part-time, among other factors as defined by the San Francisco Department of Early Childhood (DEC).

How will degree and early childhood education (ECE) units be verified for educators?

- Educators are required to have their transcripts uploaded to their registry account and verified by the CA ECE Workforce Registry. Degrees related to early education and ECE units will be taken into consideration when determining funding amounts for each educator.
- Unofficial transcripts are accepted.
- For information about uploading transcripts to the registry please visit: https://www.caregistry.org/participant_resources/education-training-submission-english-10.28.20.pdf

How will educators receive the funds?

- Early educators working in eligible settings will either see these funds delivered in a **stipend** through CARES 3.0 for FCC educators and some center teachers, starting in October 2022, or via a **direct grant to their program/agency (employer)**.
- The level of funding available will be based on the number of subsidized children served by the FCC program or the agency a center teacher is employed by.
- For both stipends and grant funding, wage increases may vary for each eligible early educator based on position/title, responsibilities, education (degree and ECE units), and whether full-time or part-time.

How will the stipends be disseminated to educators?

- All FCC educators, and those early educators in center programs/agencies with less than 50% subsidized enrollment, will be applying directly to the CA ECE Workforce Registry for a CARES 3.0 stipend twice a year, starting in October 2022. FCC educators and Orange and Blue Tier centers do not need to complete the Staff Education & Wage Form as part of the application.

How will the grant funds be disseminated to educators?

- For center-based programs/agencies with over 50% subsidized enrollment, DEC will award grants directly to those agencies to increase teacher wages. Early educators working in these programs/agencies will not be eligible for a CARES 3.0 stipend but instead will receive an ongoing wage increase in their paycheck directly from their employer.
- The DEC Workforce Compensation Initiative grant requires a minimum hourly 'living wage' of \$28 an hour for eligible teachers in the classroom. The grant also requires agencies to provide a pathway to hourly wages comparable to preschool teachers and Transitional Kindergarten teachers at SFUSD for those **Lead Teachers** with equivalent educational qualifications.
- Information has circulated about this initiative starting on July 1, 2022. While the grant period for funding does begin in July, programs/agencies have until **October 1, 2022** to implement the new wage structure in eligible centers to ensure there are systems in place for this ongoing wage supplement. Early educators in these programs may not immediately experience salary changes in July 2022, but rather, after the agency implements the wage initiative. Implementation requires a shift in the salary structure for all agencies administering this grant. DEC will be working with the grantee agencies to ensure that early educators receive the intended wage increases.

What is the plan for future phases of the initiative?

- For those programs/agencies serving over 50% subsidized enrollment, Phase 2 of the ECE Workforce Compensation Initiative will focus on compensation to non-classroom teaching ECE staff and/or benefits. Phase 3 will support the improvement of Workplace Conditions. Phase 4 will focus on the development of workforce pathways to degree attainment and professional development.