



## **About the Early Care and Education Workforce Compensation Initiative**

On behalf the Department of Early Childhood (DEC), we wanted to update you about the Early Care and Education Workforce Compensation Initiative. Proposition C funding, approved by voters in 2018, provides much-deserved compensation increases for early educators working in DEC-funded programs like yours. The City announced this initiative in April 2022. The first two phases (of four) focus on workforce compensation, and will be implemented in October, 2022. Phase III will support Workplace Conditions and Phase IV will focus on providing educational pathways. Phase I addresses compensation increases for early educators providing direct instructional support to children through the **Early Educator Salary Support Grant**.

### **What are the determining factors in Phase I eligibility and wage increases through this grant?**

- Early educators who are involved in direct classroom teaching activities at least 50% of their scheduled hours in City-supported ELS center-based programs.
- Compensation increases will depend on position/title, permit level, education (degree and ECE units), and whether full-time or part-time, among other factors as defined by DEC.

### **How will degree and early childhood education (ECE) units, and permit information be verified for educators?**

- Educators are required to have their transcripts and permit information 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](https://www.caregistry.org/participant_resources/Education-Training-Submission_ENGLISH_10.28.20.pdf)

### **How will the Phase I grant funds be disseminated to eligible educators?**

DEC will award grants directly to programs with a high percentage of subsidy eligible child-enrollment, such as the agency you work for, to increase teacher wages. This means you will not be receiving your compensation through a CARES 3.0 stipend, but instead will receive a wage increase in your paycheck from your employer.

### **How much can educators expect to have their wages increased?**

The DEC Early Educator Salary Support grant to your agency requires a minimum hourly 'living wage' of \$28 an hour for teachers in the classroom. However, depending on the title/position, education background, and permit level, **wage increases may vary for each eligible teacher**,

**depending on your agency's policies.** The grant also requires agencies to provide hourly wages comparable to non-credentialed Transitional Kindergarten teachers at SFUSD for those lead teachers with equivalent educational qualifications and permit levels.

The matrix below shows the hourly wage benchmarks for classroom teachers based on educational attainment and/or teacher permit level:

Minimum Hourly Compensation Requirements for	Minimum Hourly Compensation Requirements for	Educational Attainment & CTC Permit Levels
<u>Assistant Teachers</u>	<u>Lead Teachers</u>	
<b>\$28.00</b>	<b>\$28.00</b>	Less than 12 ECE Units and/or Assistant Permit
<b>\$28.00</b>	<b>\$28.00</b>	More than 12 ECE Units and/or Associate Teacher Permit
<b>\$28.00</b>	<b>\$28.00</b>	24 ECE Units including core courses Plus 16 GE units and/or Teacher or Master Teacher Permit
<b>\$28.00</b>	<b>\$32.44</b>	AA Degree which includes: 24 ECE Units with core courses plus 6 Administration Units plus 2 Adult Supervision Units and/or Site Supervisor or Program Director Permit
<b>\$28.00</b>	<b>\$36.88</b>	BA Degree w/ 12 ECE Units or above <u>and</u> Teacher Permit or above *BA Parity Comparison: SFUSD year 1 Intern/Emergency/Non-Credential TK-12 teacher w/BA and CTC Permit
<b>\$28.00</b>	<b>\$39.27</b>	MA Degree in Child Development or closely related field (subject to verification and DEC approval) <u>and</u> a Program Director Permit *MA Parity Comparison: SFUSD year 1 Intern/Emergency/Non-Credential TK-12 teacher w/ BA + 60 units

While the grant period for funding began in July, your agency will begin to implement the new wage structure in your program in October. You may not immediately experience wage changes in your first salary payment after October 1 but later in the month, after your agency ensures there are internal systems in place for this ongoing wage supplement. The wage increase for Phase I early educators is retroactive to July 1, 2022, so even though you may not see this increase right away, please be assured that you will be paid for the hours worked at the increased compensation rate established by your agency, and will not be penalized as a result of the delayed implementation

DEC is working with early education agencies eligible for this grant to ensure a successful roll out of this historic compensation initiative and will be monitoring the implementation. This requires a shift in the organizational operations for all agencies administering this grant. We understand that many of you have waited a long time for this opportunity and are eager to

benefit from the results, and we are committed to ensure that DEC and its community partners deliver your compensation increases per the established guidelines and agreed upon timeline.