



## **Information about the Early Care and Education Workforce Compensation Initiative for classroom teachers in Green Tier centers**

Proposition C was approved by voters in June 2018. It established a gross receipts tax that provides 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 providing much-deserved compensation increases for early educators **working in Early Learning San Francisco (ELS) centers**

On behalf of the City, the Department of Early Childhood (DEC) announced this initiative in April 2022. The first two phases (of four) focus on workforce compensation, and were implemented in October, 2022. Phase III will support Workplace Conditions and Phase IV will focus on providing educational pathways.

Phase I specifically 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.
- Other early education-related positions that provide direct support to children, families and/or teachers. Examples include Home Visitors, Behavioral Therapists, Inclusion Specialists.
- 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 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. It is critical to have the documents and information in your registry profile reflect the most up-to-date information, including recent classes and uploading transcripts.
- 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 50% or over 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 minimum 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

**When will I see these wage increases?**

While the grant period for funding began in July, Green Tier agencies were not required to implement the new wage structure until October. You may not have immediately experienced wage changes in your first salary payment after October 1 but later in the month, after your agency ensured there were internal systems in place for this ongoing wage supplement.

### **What about salary increases from July 1, 2022?**

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 any delayed implementation. Green Tier agencies will be provided advance funding to provide retroactive salary increases to eligible Phase I staff from July 1, 2022, until the date the increased wage was implemented.

### **If I am no longer employed at my Green Tier Center as of October 1, 2022, am I eligible for retroactive pay from July 1, 2022 until the time I left?**

Educators no longer employed at a Green Tier Center prior to the implementation date of October 1, 2022, are not eligible to receive retroactive pay dating back to July 1, 2022.

### **What if I don't have any ECE units? Am I still eligible?**

Yes. All educators who meet the baseline eligibility of working in the classroom in a Green Tier ELS program for at least 50% of their scheduled time are eligible for receiving a salary increase. The minimum hourly 'living wage' required is \$28 an hour for teachers in the classroom.

### **I received a wage increase but based on my current degree/units earned, and permit level, I believe I am eligible for a higher amount. How do I get a higher salary amount?**

The estimated and final salary amounts supported by the Early Educator Salary Support Grant are based on what is verified on the CA ECE Workforce Registry. It is critical to have the documents and information in your registry profile reflect the most up-to-date information. It is your responsibility to upload documentation and keep personal, education, and other information up to date. Green Tier centers will have an opportunity to update staff information during the year and report any changes, including staff educational qualifications (e.g., additional ECE units, new teacher permit level, degree attainment, etc.) DEC will fund agencies to adjust applicable teacher wages accordingly.

### **I earned a degree outside of the United States, how can I have that degree counted toward my educational qualifications?**

Individuals who have completed college or university course work at an institution in a country other than the United States must obtain a complete evaluation of foreign transcripts. This includes any early education units obtained outside of the United States. For more information on transcript evaluation visit the [Commission on Teaching Credentialing Website](#).

### **How do I apply for a Child Development Permit?**

For information, workshops and permit appointments please contact CCSF's Child Development and Family Studies Department at (415) 452-5605, visit MUB 249 at the CCSF Ocean Campus, 50 Phelan Ave., San Francisco or visit [their website](#).

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.