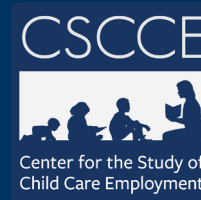

Bold on Early Educator Compensation

Convening #2: What Does it Mean to be Bold on Compensation?

February, 2022

**Center for the Study of
Child Care Employment**
University of California, Berkeley



What motivated you to join the BOC Learning Community?

—— “ ——

“I'm interested in big, bold change for the early childhood workforce. I would like to learn more about how that could look in our state and in our advocacy.”

- Learning Community Participant

What motivated you to join the BOC Learning Community?

—— “ ——

“I had to leave the classroom because of compensation. I dream of a day no other teacher has to do that.”

- Learning Community Participant

What motivated you to join the BOC Learning Community?

—— “ ——

“We have been talking for years about how important early educators are and how essential it is that their compensation be increased, and I am out of ideas so feel the need to be re-energized in this effort.”

- Learning Community Participant

What motivated you to join the BOC Learning Community?



"As a family child care provider, I work directly with families and see the impact on our community when we don't have the supply [...]"

Early Care and Education is about every facet that affects a child's life and we are the connection to all other resources and WE need to be treated and compensated as such. I am excited to be part of the conversation to create the big bold changes we have desperately needed for decades and covid is shredding what is left."

- Learning Community Participant

What motivated you to join the BOC Learning Community?



“Our goal is to secure significant state investment in ECE by 2025 and going bold on compensation is essential to the success of any future ECE system.

The collective talent this learning community offers will be invaluable to shaping our policy and implementation.”

- Learning Community Participant

What does it mean to be ‘bold on compensation?’



“That we advocate for and secure the investments needed to ensure Early Childhood Educators are compensated (minimally) on par with other critically important occupations (nursing, K-12 educators...)”

“A wage that is equal to our other teaching counterparts along with benefits (health, retirement, paid time off, holiday pay). Honestly, ECE teachers have the most impact so we should make MORE because if we do our jobs the other teachers have it easier!”

What does it mean to be ‘bold on compensation?’



“Teachers are paid commiserate with their role and education and have standard professional benefits like PTS, health/vision/dental, retirement etc.... I hate it when we tie ourselves to k-12”

What does it mean to be ‘bold on compensation?’



“Sustainable, scalable policy changes that can permanently affect increases in child care wages (not bonuses, or supplements) that are significant enough in magnitude to approach parity with school-based educators with similar qualifications.”

What does it mean to be ‘bold on compensation?’



“It means coming up with innovative new approaches to funding that have the potential to support adequate compensation for the entire field, not just some sectors.”

“Coming up with new ways to fund our educators”

Celebrating Wisconsin- ARPA funds for educator stipends!



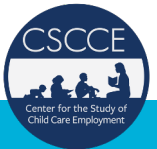
Having Tech Issues?

- We can help!
 - During convening-chat or email Claudia (calvarenga@berkeley.edu)
 - Outside of convening- email Annie (adade@berkeley.edu)



Agenda for today

- **What does it mean to be 'bold on compensation'?**
 - Establish shared language & framework for compensation
 - Present CSCCE compensation framework & large group discussion
 - Breakout-rooms & reflection questions
- **What does it mean to be in a 'learning community'?**
 - Share co-created goals for Learning Community
- **Propose topics for future convenings**
 - Open to your feedback
- **Next Steps/Wrap-up**



Defining Compensation

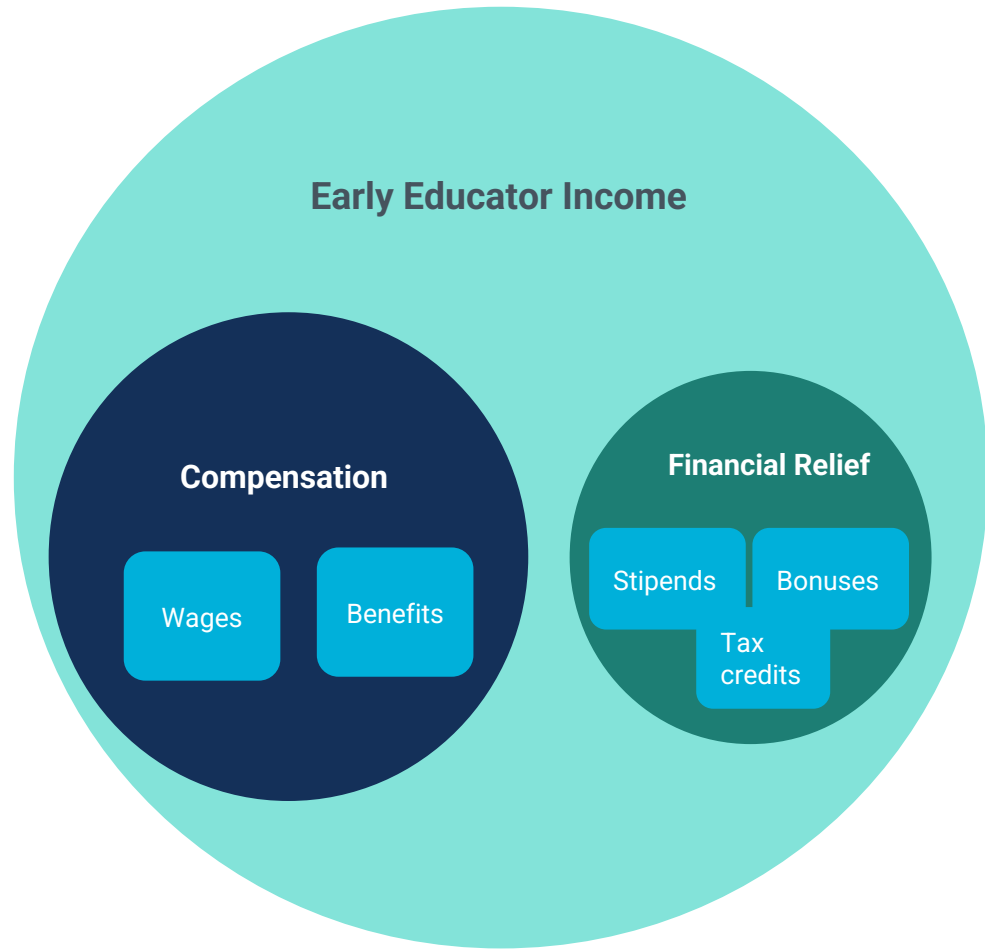


—— “ ——

“A term used to encompass the entire range of **wages and benefits**, both current and deferred, that employees receive in return for their work”

- Bureau of Labor Statistics

Compensation vs Financial Relief



GROUP ACTIVITY: Reflecting On Recent Compensation Efforts

What do we mean by ‘Learning Community?’

Emergent themes
from your survey
responses and
engagement in the
first convening



Have you been in a learning community before?

What was useful
or engaging?

What was not
useful?

Any access needs
you want us or the
group to be aware
of?

*can also email
adade@berkeley.edu with access
needs afterwards



We want to hear from
you: Give us your feedback on
our proposed convening
schedule

Reminders & Wrap-up

- [Updated honorarium form](#)
- Please fill out [Survey #1 & Survey #2](#)
- Explore & contribute to [CSCCE's Compensation Tracker](#)
- [2 Meetings in march \(4th and 18th\)](#)



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Questions? adade@berkeley.edu | cscce.berkeley.edu