

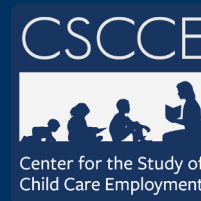
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# Bold on Early Educator Compensation

## Convening #3: Mechanisms for Increasing Wages

March 4, 2022

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



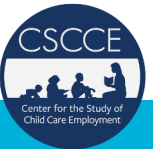
# HOORAY MOMENTS?



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# Agenda for today

- Icebreaker: share Hooray moments!
- Quick google form
- Breakout room discussions: deep dive into wage mechanisms
  - Room 1: Salary schedules (mixed delivery considerations)
  - Room 2: Stabilization grants (incentives to address base pay or benefits)
  - Room 3: Direct payments (best practices/reducing tax incidence)
  - Whole group share-out
- Feedback on learning community so far
- Wrap-up



# Preferences for sharing contact information?

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Take 3 minutes & fill out [this Google Form](#)

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# Breakout room discussions- 20 min

You choose...

- Salary scales w/ Caitlin
  - [Breakout Room 1](#)
- Stabilization grants (requirements/incentives) w/ Krista & Jenna
  - [Breakout Room 2](#)
- Direct payments w/ Wanzi & Annie
  - [Breakout room 3](#)



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**Whole group share out - 10 min**

# Our shared goals for the Learning Community

Themes from your survey responses & engagement in the first convening



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## How is this going for you?

What's going well?

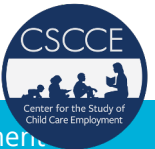
What do you find  
useful or  
engaging?

What is not going  
well?

What was not  
useful?

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

\*can also email  
[adade@berkeley.edu](mailto:adade@berkeley.edu) with access  
needs afterwards





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# Reminders & Wrap-up

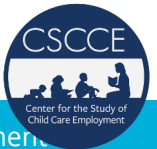
- Next convening March 18
  - Welcoming new facilitators & guest speaker: Ruqiyyah Anbar-Shaheen from DC Action for Children
- Homework:
  - Send us hooray moments!
  - Brainstorm: What questions do you have for Ruqiyyah about the DC coalition or task force recommendations? What other questions do you have about wage increase mechanisms?



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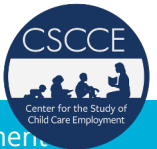
# Homework: Add your questions for next week here!

- Example: What do you think are the core components of the effort to advance pay parity for infant-toddler teachers in DC that have gotten it to this point? (E.g. legislative mandate, advocacy coalition, political champion(s), dedicated revenue source...)



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**(cont.) Homework: Add your questions  
for next week here!**



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