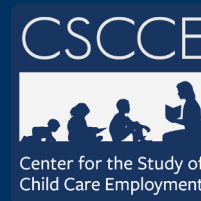

Bold on Early Educator Compensation

Convening #4: Increasing Wages

Guest Speaker: Ruqiyah Anbar-Shaheen
March 18, 2022

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



HOORAY MOMENT



REMINDER:

Please fill out [this Google Form](#) on sharing your contact information



Welcome our new facilitators!



Ngozi Lawal



Anna Lovejoy

Guest Speaker: Ruqiyyah Anbar-Shaheen



Director of Early Childhood Policy and Programs,
DC Action
&
Coalition Director,
Under 3 DC

Agenda for today

- Icebreaker: share Hooray moments!
- Review today's desired results
- Presentation: Washington DC's Equitable ECE Compensation Task Force
- Discussion
- Homework Assignment
- Adjourn

Desired results for today

- Participants will develop a deeper understanding of how the District of Columbia workforce compensation policies developed
- Learnings will inspire and spur the learning community's thinking on strategies they might explore in their states

DC Early Educator Compensation

- Birth-to-Three for All DC Act of 2018 mandated publicly funded “compensation equivalent to the average base salary and fringe benefits of an elementary school teacher employed by District of Columbia Public Schools with the equivalent role, credentials, and experience”
 - DCPS teachers are unionized and have a salary scale with steps
- The law is a culmination of almost 2 decades of advocacy to build an equitable early childhood system in the District. First big win was Pre-K for All DC.
- We’re planning for about a 10 year campaign (starting in 2019)
- B-3 also includes expansion of the subsidy program to all families (graded based on income) for whom child care costs more than 10% of their income, expansion of a quality improvement network, a workforce higher ed program, and full funding of the cost of care in the subsidy program





Early childhood educators are essential and deserve a raise!



#SaveDCChildCare with **\$60 MILLION**
subsidy enhancement + build back better
with raises for early educators!

DC Early Educator Compensation

- Compensation provision remained unfunded for 3 years
- In 2021, Under 3 DC advocated for \$60m to fund early educator compensation based on the Fiscal Impact Statement conducted by DC Council on the law (but data was not good!)
- Worked with coalitions across the city to develop a joint revenue strategy and ask that was focused and non-competitive: chose early educator compensation, housing supports, and local expansion of Earned Income Tax Credit (EITC)
 - Focused on tax justice- correcting inequities in tax structure: high-income individuals were paying less than middle income
 - Modestly raised personal income tax rate on highest income individuals
- Resulting revenue: \$75M at full implementation for early educator compensation
- Will likely not cover benefits provision



Early Childhood Educators...

- ✓ Enrich the lives of infants + toddlers
- ✓ Are parents with families of their own
- ✓ Deserve fair compensation and benefits



DC Early Educator Compensation

- Original legislation mandated salary increases through the subsidy program cost of care
- However, there was disagreement between our implementing agency, the Council, and the community about whether this approach was still appropriate
- When revenue was secured, Council Chair deposited \$ into a non-lapsing fund and created a [task force](#) to develop a plan for use on **salaries**.
- Early Educator Equitable Compensation Task Force
 - 14 members: 2 policy/research, 2 educators, 3 center directors (2 were association leads, including one representing a Spanish-speaking association), 1 family child care home owner (association lead), 1 association lead (DCAEYC), 1 economist, 1 parent, OSSE representative, 1 local early childhood philanthropist, 1 facilitator, 1 other
- October 2021-March 2022
- Spanish language interpretation
- **Advocacy on all of these pieces was key**

DC Early Educator Compensation

- Two phases:
 - Opt-in direct-to-educator pay supplements
 - Permanent salary scale:
 - Banded approach with suggested scale: based on years of education and role
 - Base payments based on formulas based on avg. pay
 - Same formula for homes and centers
 - Equity adjustment (maybe percentage of children in subsidy or SVI of facility)
- Context: DC has early educator education requirements set to go into place December 2023
- Challenges:
 - Data: little to no centralized data on the workforce
 - Benefits cliffs in the short term and long term
 - Law includes benefits in the definition of compensation but hasn't yet been addressed
 - Tension in employer-employee dynamic
 - Distrust of government agency
 - Concerns about duplicative, burdensome reporting
 - Barriers to education for LEP, undocumented teachers
 - Credentialing verification barriers for immigrant teachers with degrees from other countries
 - Communications and messaging
 - Threats to funding

Whole Group Discussion (Q & A for Ruqiyyah) - led by Marsha Basloe, NC

Successes?

Barriers?

Questions about
implementation or
process?

HOMEWORK:

Please fill out [this Google Form](#) by Friday,
March 25



Reminders & Wrap-up

- Homework due by March 25
- Next convenings April 1 & 15 on Benefits topic



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