
Bold on Early Educator Compensation

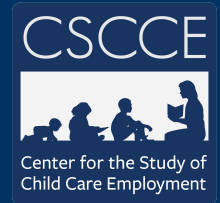
Convening #15: Reflecting on our
Experience

November 18, 2022

**Center for the Study of
Child Care Employment**

University of California, Berkeley

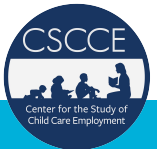
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Today's Desired Results

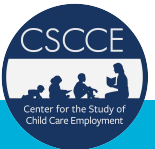
Learning Community will:

- Review main learnings (or takeaways) from the learning community
- Reflect on Learning Community accomplishments
- Reflect on your experience in the learning community



Agenda for today

- Hooray Moments
- Reflect on where we've been together
- Review of Survey Results
- Jam Board Reflection Session
- Group Discussion and Share Out
- Closing/Next Steps
- Learning Community Feedback



HOORAY MOMENT



Where we've been together...

Together we explored...

State highlights:



January/February

March

April

VT- long/short-term strategy
NM- direct payments
NC- salary scale

WA- efforts for healthcare coverage

WI- PartnerUp

What does “bold on compensation mean”?

Raising Wages

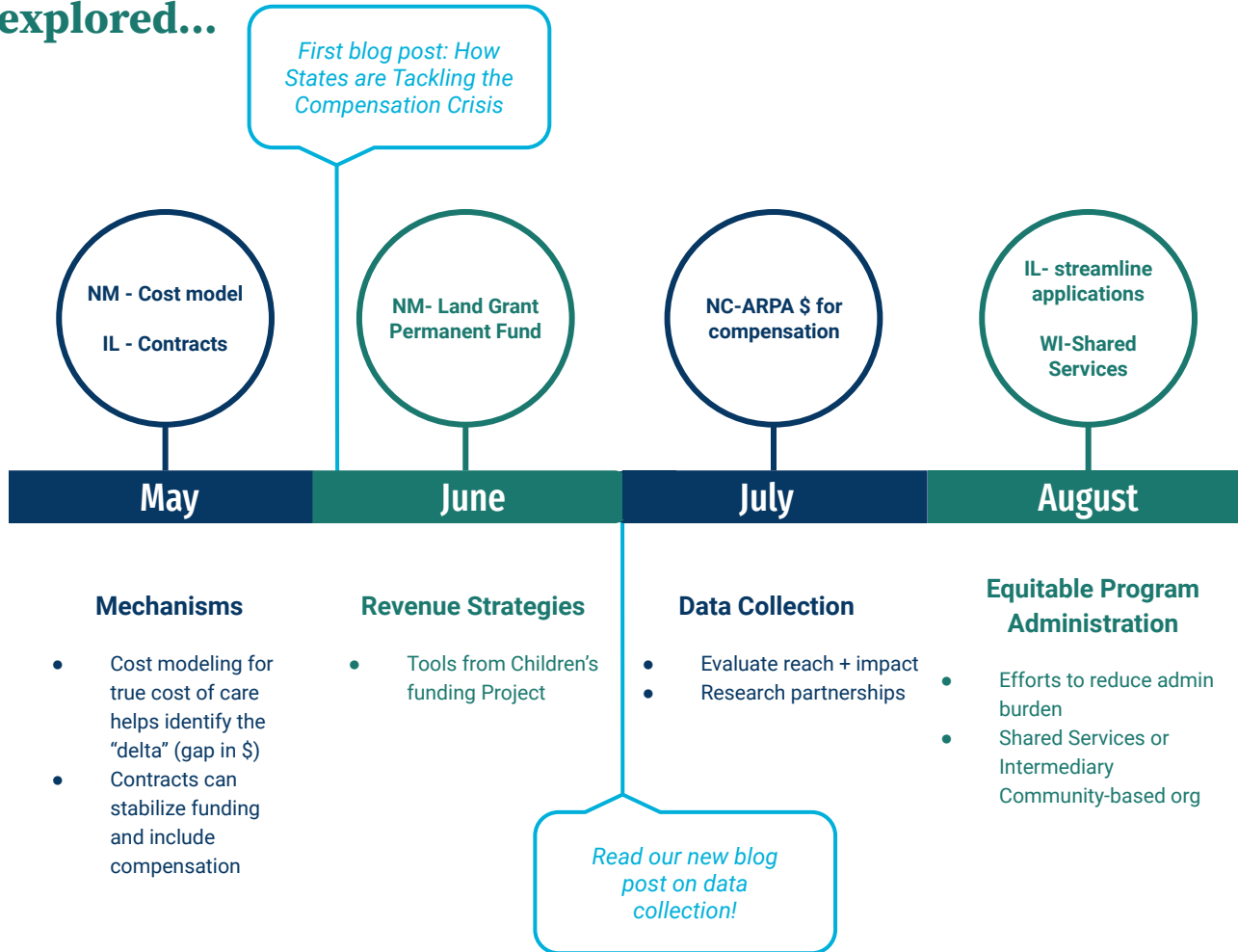
- Salary scales
- Direct relief payments
- Using ARPA grants
- DC Example

Access to Benefits

- Healthcare, retirement, paid leave, etc.
- Collective bargaining for coverage
- State/employer match models

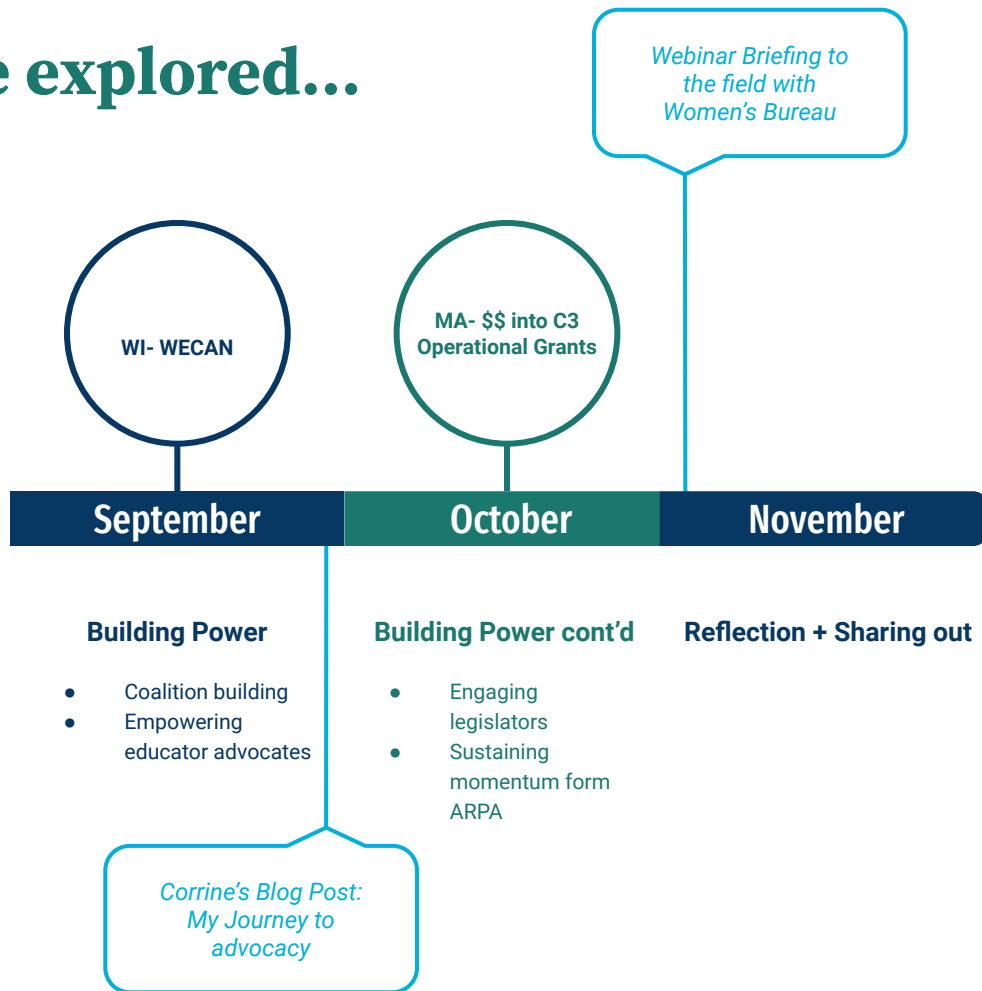
Together we explored...

State highlights:



Together we explored...

State highlights:



What we are leaving with...

Takeaways from EOY surveys

- **ECE systems need creative and stable funding mechanisms outside of subsidy rates**
 - Cost model to identify \$ gap
 - Include wage + benefits
 - Equity focus: inclusion across settings, address inequities in compensation
- **Coalitions, relationship building, and collaboration** across roles are key
- Need for **centering educator voices**
- Specific **examples from other states/localities** are inspiring
- **Data collection** to evaluate impact

- **Moving forward takes many forms**
 - Short-term + long-term strategies
 - Expanding work on compensation to include benefits
 - Looking for funds to sustain ARPA efforts and explicitly including compensation
 - Expanding contracts
 - Honing the message around compensation connected to supply/affordability

Individual Reflections

Small Group Questions:

- "heart"- what is one thing you're feeling or something that resonates with you as you reflect on your experience in the learning community?
- "mind"- what is one thing you learned or are thinking about differently?
- "feet"- what is one action you are inspired to take coming out of the learning community?



Large Group Discussion

Closing Remarks & Next Steps

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