

February 18, 2022

Bold on Early Educator Compensation Learning Community
Session # 2: What does it mean to be Bold on Compensation?
(& defining compensation)

Overview:

We discussed how we define “bold on compensation” and clarified the distinction between compensation and financial relief (see slide 21). We used a framework (see below) to discuss compensation initiatives from examples in participating states and then considered those examples using equity reflection questions.

Hooray moments: We learned that Wisconsin dedicated \$30.4 million of ARPA- CCDF funds to TEACH scholarships and REWARD stipends (a salary supplement based on education level). Wisconsin is also continuing the [Child Care Counts](#) grant program which has a portion that is required to go to educators. And in North Carolina, the [NC ARPA child care stabilization grants](#) included an additional reward for providers who commit to salary increases, either via a bonus or an increase to base pay (which had a substantially larger additional reward attached). Because of this, they are seeing significant wage increases and access to benefits across the sector.

Take-Aways:

- Some of the themes from our discussion of what it means to be “**bold on compensation**”:
 - There is a need for long-term/sustainable solutions and funding
 - There is no one thing or magic bullet - need to use a range of tools and a holistic approach
 - We need to prioritize equitable support especially with regards to home-based care, infant/toddler care, and language access

GROUP ACTIVITY: Reflecting On Recent Compensation Efforts

	Examples	Small group example <i>[Add state here]</i>
PURPOSE <i>What is the north star?</i> <i>What are you trying to accomplish?</i>	<ul style="list-style-type: none"> • Parity with K-12 • Living wage floor • Access to benefits like health insurance, PTO, retirement, etc. 	<i>[One volunteer from each breakout room shares an example of a compensation initiative in their state]</i>
MECHANISM <i>What policy lever(s) or technical elements of an initiative are employed to address compensation?</i>	Compensation <ul style="list-style-type: none"> • Salary schedules • Wage standards required as part of contracts/grants • Minimum wage law • Wage pass through Financing <ul style="list-style-type: none"> • Cost modeling • Contracts • Increase subsidy • Wealth tax • Private-public partnership/engaging funders 	
STRATEGY <i>How do you get from A to B?</i> <i>How do you get this piece passed by the legislature, included in the budget, implemented with accountability, etc.?</i>	<ul style="list-style-type: none"> • Coalition-building • Creating a task force or commission • Engaging educator and/or family advocates • Budget analysis • Securing local funding sources 	
Reflection Questions		Small group example <i>[Add state here]</i>
BEING BOLD		

<i>What is bold about this compensation effort?</i>		
<i>What is NOT bold about this compensation effort?</i>		
EQUITY <i>Who is this compensation effort for (i.e. who is represented or included)?</i>		
<i>Who is missing (i.e. who is not represented or excluded)?</i>		