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Alaska EC and SA Wage Compensation Study

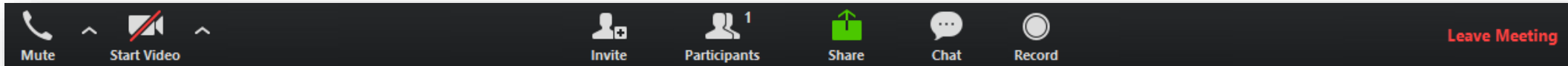


welcome

The word "welcome" is rendered in a playful, 3D font where each letter is a different color: 'w' is magenta, 'e' is lime green, 'l' is yellow, 'c' is blue, 'o' is yellow and shaped like a sun with rays, 'm' is purple, and the final 'e' is green. The letters are thick and have a slight shadow on the white background.

Navigating Virtual Meeting (ZOOM) Features

Toolbar located at the bottom of the screen (hover mouseover)



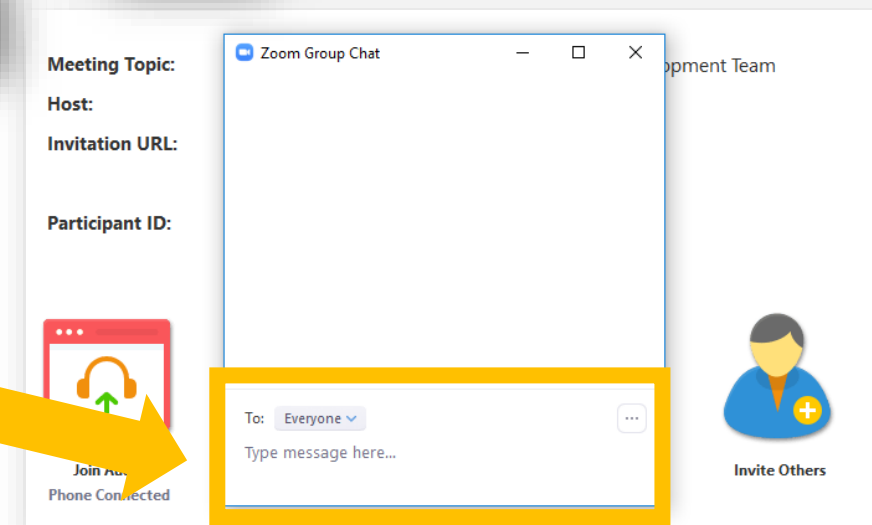
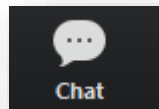
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Today's Agenda

A review of the National Landscape report

- A review of research on compensation
- A review of currently available compensation strategies
- Common trends and key takeaways

A review of EC and SA educator survey/interview findings

- Wage & benefit analysis
- Professional motivation, commitment, & perceptions
- Thoughts & opinions about compensation models



Voices from the Field

"I think that the public in general is not well informed about what the impact of or importance of early childhood funding is. I think that even within the field of early childhood, I have a lot of new teachers who are very surprised to see research studies that show that investment in birth through age 5 has far larger dividends and far larger gains over a child's lifespan than investment in K-6, 6-12, any of the other points in education. I think that research is still new enough that the public is not super aware of it. And a lot of people don't understand the value of early childhood education in terms of real dollars down the line or how much money you save if you invest in early childhood education in terms of costs later on."

-a full-time teacher trainer-





Early Childhood Care and Education Compensation: National Landscape



| A Review of Research on Compensation

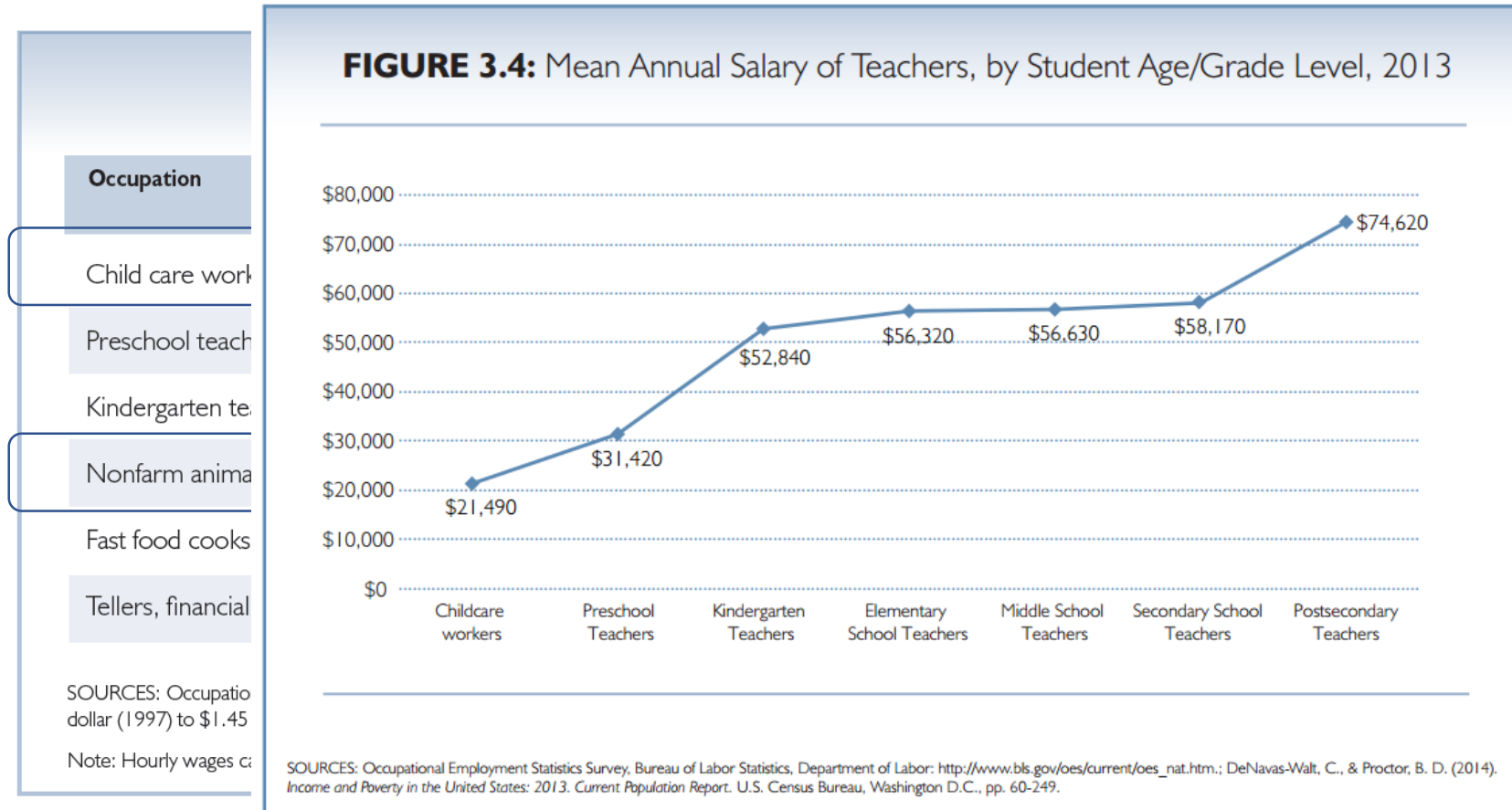
The Impact of Low Wages



Teacher Turnover: Other Factors to Consider

- A perceived work climate and conditions (e.g., relationships with administrators and co-workers)
- Teaching competencies
- Benefits
 - Center-based early childhood educators are twice as likely to lack health insurance through their employers as employees in other fields (Herzenberg et al., 2005).
 - Center directors do not necessarily receive more benefits than teachers (Phillips et al., 1991).

Wage Disparities



Whitebook, M., Phillips, D., & Howes, C. (2014). *Worthy work, STILL unlivable wages: The early childhood workforce 25 years after the National Child Care Staffing Study*. Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley

Wage Disparities

- While early childhood educators' wages are low across all settings, disparities in compensation and benefits also exist within the field.
 - Across states
 - Age groups serving
 - Program sponsorship
 - Program type

State	Child Care Workers Annual Minimum Wage	Head Start Teachers	Preschool Teachers	Preschool Special Education Teachers	Kindergarten Teachers	Elementary School Teachers
National Median	\$20,320	\$28,995	\$28,570	\$53,990	\$51,640	\$54,890
Alabama	\$18,210	\$23,090	\$26,570	\$34,770	\$47,820	\$50,390
Alaska	\$24,550	\$29,881	\$36,410	\$70,580	\$66,820	\$71,490
Arizona	\$20,070	\$32,027	\$23,560	\$44,750	\$40,230	\$39,300
Arkansas	\$18,290	\$27,066	\$28,170	\$31,410	\$45,390	\$44,570
California	\$24,150	\$34,156	\$31,720	\$70,670	\$63,940	\$72,910
Colorado	\$23,870	\$31,255	\$27,260	\$52,390	\$46,190	\$48,13
Connecticut	\$22,410	\$34,176	\$31,620	\$70,190	\$71,050	\$75,930
Delaware	\$20,690	\$29,276	\$25,450	NA	\$58,540	\$58,860
District of Columbia	\$23,010	\$68,100	\$39,940	NA	\$52,010	\$67,090

Voices from the Field

"I feel like the amount of stress that I am under, and what is expected of me, my wages should reflect that. Because right now I make considerably less than people that work at McDonald's. Our turnover rate here is extremely high. We have people leaving the center to go work at McDonald's or other fast food restaurants because they get paid 2 to 3 dollars more an hour. And it's just so sad because the younger teachers, they love their job, and they love working with the kids, and they can handle the stress but they can't afford to live on the wages that we're given."



-a full-time lead teacher-



| A Review of Current Policies and Practices

Efforts to Reduce Disparities in Salary

- **New Jersey Abbott School Districts:**
 - ECE programs are required to pay their teachers equal wages and provide the same benefits as those provided to school district teachers
- **Hawaii, Iowa, Kentucky, Maryland, Nevada, New Mexico, North Carolina, Oklahoma, Tennessee, Texas, and West Virginia:**
 - have compensation parity policies for lead teachers in state-funded public pre-K

Current Policies & Practices (Appendix for more details)

- **Louisiana School Readiness Tax Credits**
 - Tax credits for ECE teachers, directors, providers, owners
- **Child Care WAGE\$ in Florida, Iowa, Delaware, New Mexico, and North Carolina**
 - Wage supplement up to twice a year based on their educational attainment (\$952 average 6-month supplement).
- **T.E.A.C.H. in 21 states**
 - Provides college education with comprehensive supports (e.g., cover the cost for books)
 - After the completion of coursework, they receive bonuses and/or raises if they stay in the same program for at least six months.
- **C-WAGES in San Francisco**
 - Provides bonuses, salary increases, health insurance, and retirement benefits.
 - Must be enrolled in QRIS & located in disadvantaged neighborhoods.

Wage Components within a QRIS

- **Ohio:**

- Requires a written policy document describing their wage structure for all rated programs and benefits for programs rated with two to five stars.
- Requires a planning time set aside for teachers
- Two to five-star rated programs must submit documentation if the program provides the following benefits: a total of 5 days of paid leave, health benefits, retirement, discount on child care, and tuition reimbursement.

- **Massachusetts**

- Level 2: required to provide a description of program policies that support teacher retention (e.g., vacation and/or sick time, education/tuition reimbursement, pay or career ladder increases, free or reduced child care, and/or retirement plan or contribution).
- Level 4: required to offer a benefit package for staff that includes vacation, sick time, and health insurance.

Common Trends and Key Takeaways

- Many early childhood educators enter the field with intrinsic motivation and willingness to work with children.
- Financial challenges and disparities in wages and compensation exist across and within states.
- Compensation models incorporate professional development systems and align with career pathways as well as Quality Rating and Improvement Systems.
- The federal government and states are putting efforts to reduce disparities across various sectors.
- As a way to improve early childhood workforce, professional and personal benefits are discussed along with salaries.
- Early childhood educators report that salary is not the sole factor that contributes to turnover and retention.



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Share Your Thoughts!

The work you do is critically important. You put children on paths to success.

Compensating you for that important work is important to us, and we would like to hear from you.



Educator & Leadership Survey Responses

EC & SA Educators Survey Participants	N
TOTAL responses	288
Interested in a follow-up interview/focus group	91
1 st round interviews	12
2 nd round focus groups	TBD

Leadership Survey Participants	N
TOTAL responses	16

Participants Characteristics

- Education: 53% Bachelor's degree or higher; 12% Associate's degree
- Employment: 77% full-time
- Position: 29% administrator/director/owner, 21% lead teacher, 11% assistant teacher, 20% supervisor/coach/coordinator/specialist
- Diverse program type
- Average number of years in the EC and SA field: 12 years (range 0-47 years)
- Average number of years in current program: 4 years (range 0-35 years)
- 92% participants completed professional development (PD) activities during the current school year. Of these, 35.7% did not receive compensation for PD (n=70).



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Wage and Benefit Analysis



Wage

- On average, the participants reported that they work about 38 hours per week.
- Overtime: 76 participants work overtime paid (6 hours average); 85 participants work overtime non-paid (5 hours average).
- Median wage: \$18/hour (\$0-\$51.89); \$39,705/year (\$0-\$118,000)
- 40.9% provide the sole source of income in their household.

Answer	%	Count
My wage covers ALL my expenses.	16.51%	36
My wage covers MOST of my expenses.	30.28%	66
My wage covers ONLY PART of my expenses.	53.21%	116
Total	100%	218

Wage Analysis by Experience Years

Years of Experience	N	Median hourly wage	Minimum hourly wage	Maximum hourly wage	Median yearly salary	Minimum yearly salary	Maximum yearly salary
0-5	49	\$ 14.00	\$ 10.00	\$ 43.93	\$ 27,560.00	\$ 1,500.00	\$ 72,000.00
5.1-10	40	\$ 16.50	\$ 4.00	\$ 40.00	\$ 33,000.00	\$ 1,000.00	\$ 90,000.00
10.1-15	39	\$ 20.00	\$ 5.00	\$ 45.00	\$ 44,000.00	\$ 20,000.00	\$ 118,000.00
15.1-20	23	\$ 20.78	\$ 12.00	\$ 42.00	\$ 25,920.00	\$ 20,840.00	\$ 100,000.00
20.1+	44	\$ 24.90	\$ 10.00	\$ 51.89	\$ 51,000.00	\$ 4,050.00	\$ 102,000.00

Wage Analysis by Experience Years (ONLY Lead Teachers)

Years of Experience	N	Median hourly wage	Minimum hourly wage	Maximum hourly wage	Median yearly salary	Minimum yearly salary	Maximum yearly salary
0-5	15	\$ 13.50	\$ 10.50	\$ 21.00	\$ 25,480.00	\$ 1,500.00	\$ 32,240.00
5.1-10	13	\$ 13.00	\$ 10.50	\$ 22.85	\$ 27,000.00	\$ 1,000.00	\$ 42,060.00
10.1-15	8	\$ 17.41	\$ 5.00	\$ 21.47	\$ 35,000.00	\$ 20,000.00	\$ 40,000.00
More than 15.1	8	\$ 17.43	\$ 14.40	\$ 29.00	\$ 30,000.00	\$ 20,000.00	\$ 34,560.00

Benefits by Experience Years

	0-5	5.1-10	10.1-15	15.1-20	20.1+
Health insurance for yourself	30.61%	35.00%	43.59%	65.22%	36.36%
Health insurance for your family	12.24%	15.00%	28.21%	39.13%	20.45%
Vision insurance	22.45%	30.00%	43.59%	65.22%	59.09%
Paid vacation days	57.14%	60.00%	69.23%	91.30%	81.82%
Paid release	10.20%	5.00%	12.82%	26.09%	18.18%
Paid sick days	30.61%	45.00%	33.33%	60.87%	31.82%
Paid holidays	59.18%	65.00%	71.79%	95.65%	70.45%
Support for your college coursework (e.g. tuition)	22.45%	25.00%	30.77%	30.43%	34.09%
Retirement program (e.g. pension program, 401(k) or 403(b))	24.49%	47.50%	51.28%	56.52%	50.00%
Reduced or full tuition coverage for your own child to receive child care	12.24%	17.50%	10.26%	21.74%	6.82%
Dental Insurance	30.61%	30.00%	35.90%	73.91%	54.55%
Paid days to attend professional meetings	46.94%	55.00%	43.59%	47.83%	56.82%
Fees/dues for professional development training or certificates	44.90%	47.50%	51.28%	52.17%	50.00%
Flexible spending account (e.g. tax deferred account for dependent or medical expenses)	4.08%	15.00%	20.51%	21.74%	22.73%
Other benefits	10.20%	10.00%	17.95%	8.70%	15.91%

Wage & Benefit Analysis by Employment Status

Pay	Full Time Staff	Part Time Staff	Seasonal Staff
n	188	27	8
Median hourly wage	\$ 19.62	\$ 18.00	\$ 16.00
Median salary	\$ 42,000.00	\$ 21,300.00	\$ 22,000.00

Benefits	Full Time Staff	Part Time Staff	Seasonal Staff
Health insurance for yourself	39.36%	14.81%	0.00%
Health insurance for your family	21.81%	3.70%	0.00%
Vision insurance	42.55%	7.41%	0.00%
Paid vacation days	67.55%	37.04%	12.50%
Paid release	13.30%	7.41%	0.00%
Paid sick days	35.64%	14.81%	25.00%
Paid holidays	67.55%	37.04%	37.50%
Support for your college coursework (e.g. tuition)	29.26%	7.41%	12.50%
Retirement program (e.g. pension program, 401(k) or 403(b))	0.00%	0.00%	0.00%
Reduced or full tuition coverage for your own child to receive child care	11.17%	22.22%	37.50%
Dental Insurance	43.09%	7.41%	0.00%
Paid days to attend professional meetings	46.28%	37.04%	50.00%
Fees/dues for professional development training or certificates	45.21%	40.74%	62.50%
Flexible spending account (e.g. tax deferred account for dependent or medical expenses)	15.43%	11.11%	0.00%
Other benefits	11.17%	7.41%	12.50%

Wage & Benefit Analysis by Educational Attainment

Highest Education Level	Median Hourly Wage	Minimum Hourly Wage	Maximum Hourly Wage	Median Yearly Salary	Minimum Yearly Salary	Maximum Yearly Salary
Less than high school, no GED	\$ 10.50	\$ 10.00	\$ 12.00	\$ 13,000.00	\$ 13,000.00	\$ 13,000.00
High school diploma or GED	\$ 13.00	\$ 10.50	\$ 19.50	\$ 27,200.00	\$ 1,500.00	\$ 45,120.00
Some college, but no degree	\$ 14.32	\$ 5.00	\$ 45.00	\$ 28,080.00	\$ 1,000.00	\$ 118,000.00
Some college, but CDA	\$ 14.00	\$ -	\$ 24.00	\$ 24,000.00	\$ -	\$ 42,000.00
Associate of Arts Degree (A.A.)	\$ 18.36	\$ 4.00	\$ 42.00	\$ 33,580.00	\$ 20,000.00	\$ 66,000.00
Bachelor's Degree (B.A/B.S.)	\$ 18.19	\$ 10.00	\$ 42.89	\$ 42,500.00	\$ 1,647.94	\$ 85,000.00
Graduate school, but no degree	\$ 28.36	\$ 14.00	\$ 32.43	\$ 53,000.00	\$ 20,000.00	\$ 100,000.00
Graduate degree (M.A./M.S.)	\$ 29.34	\$ -	\$ 51.89	\$ 59,000.00	\$ -	\$ 102,000.00
Graduate or professional degree beyond a master's (Ph.D., M.D., J.D., Ed.D.)	\$ 34.80	\$ 25.00	\$ 38.00	\$ 65,000.00	\$ 62,000.00	\$ 72,000.00

- Benefits: There wasn't significant differences.

Wage & Benefit Analysis by Position Title

	Median hourly wage	Minimum hourly wage	Maximum hourly wage	Median yearly salary	Minimum yearly salary	Maximum yearly salary
Lead Teacher	\$ 14.00	\$ 5.00	\$ 43.93	\$ 27,000.00	\$ 1,000.00	\$ 93,347.05
Assistant	\$ 12.00	\$ 10.00	\$ 20.00	\$ 20,160.00	\$ 1,700.00	\$ 40,000.00
Administrator	\$ 18.00	\$ 0.00	\$ 50.00	\$ 45,560.00	\$ 0.00	\$ 118,000.00
Supervisor/Coach/Coordinator/Specialist	\$ 27.70	\$ 13.50	\$ 51.89	\$ 54,500.00	\$ 4,050.00	\$ 72,000.00
Elementary Teacher	\$ 32.00	\$ 18.00	\$ 35.80	\$ 53,000.00	\$ 13,190.00	\$ 70,000.00

	Percentage of Responses				
Benefits	Lead Teacher	Assistant	Administrator	Supervisor/Coach/Coordinator/Specialist	Elementary Teacher
Health insurance for yourself	26.00%	13.04%	25.33%	64.44%	40.00%
Health insurance for your family	14.00%	13.04%	16.00%	28.89%	30.00%
Vision insurance	24.00%	4.35%	26.67%	75.56%	40.00%
Paid vacation days	50.00%	47.83%	52.00%	91.11%	60.00%
Paid release	16.00%	0.00%	6.67%	15.56%	20.00%
Paid sick days	36.00%	21.74%	24.00%	44.44%	60.00%
Paid holidays	54.00%	34.78%	52.00%	91.11%	50.00%
Support for your college coursework (e.g. tuition)	28.00%	13.04%	22.67%	31.11%	10.00%
Retirement program (e.g. pension program, 401(k) or 403(b))	28.00%	17.39%	22.67%	71.11%	50.00%
Reduced or full tuition coverage for your own child to receive child care	8.00%	13.04%	16.00%	2.22%	0.00%
Dental Insurance	18.00%	17.39%	24.00%	80.00%	50.00%
Paid days to attend professional meetings	34.00%	30.43%	36.00%	64.44%	50.00%
Fees/dues for professional development training or certificates	30.00%	30.43%	46.67%	57.78%	10.00%
Flexible spending account (e.g. tax deferred account for dependent or medical expenses)	8.00%	0.00%	17.33%	22.22%	10.00%
Other benefits	6.00%	8.70%	8.00%	20.00%	10.00%

Wage Analysis by Turnover Intention & Commitment

Time of Departure	N	Median hourly wage	Median salary
Staying	112	\$ 18.93	\$ 48,000.00
Total Leaving	106	\$ 17.49	\$ 33,000.00
Leaving this year	33	\$ 15.75	\$ 30,720.00
Leaving in 1-2 years	33	\$ 18.00	\$ 30,720.00
Leaving in 3-5 years	21	\$ 23.00	\$ 37,881.60
Not sure	19	\$ 15.00	\$ 29,060.00

Benefits by commitment and turnover intention

Benefits	Total N	Leaving this year	Leaving in 1-2 years	Leaving in 3-5 years	Not Sure	Total Leaving	Staying
Health insurance for yourself	79	39.39%	33.33%	42.86%	10.53%	33.33%	37.50%
Health insurance for your family	43	21.21%	21.21%	9.52%	5.26%	16.67%	21.43%
Vision insurance	83	33.33%	33.33%	47.62%	21.05%	34.26%	40.18%
Paid vacation days	137	60.61%	66.67%	66.67%	36.84%	59.26%	64.29%
Paid release	26	6.06%	15.15%	4.76%	5.26%	9.26%	15.18%
Paid sick days	73	27.27%	42.42%	42.86%	21.05%	33.33%	33.04%
Paid holidays	138	42.42%	60.61%	76.19%	42.11%	54.63%	69.64%
Support for your college coursework (e.g. tuition)	56	18.18%	30.30%	23.81%	5.26%	21.30%	29.46%
Retirement program (e.g. pension program, 401(k) or 403(b))	87	0.00%	42.42%	38.10%	0.00%	20.37%	0.00%
Reduced or full tuition coverage for your own child to receive child care	25	12.12%	9.09%	9.52%	0.00%	8.33%	14.29%
Dental Insurance	84	36.36%	39.39%	38.10%	21.05%	35.19%	40.18%
Paid days to attend professional meetings	99	42.42%	30.30%	38.10%	47.37%	37.96%	50.89%
Fees/dues for professional development training or certificates	96	30.30%	54.54%	52.38%	26.32%	41.67%	46.43%
Flexible spending account (e.g. tax deferred account for dependent or medical expenses)	32	12.12%	12.12%	9.52%	5.26%	11.11%	17.86%
Other benefits	25	15.15%	3.03%	14.29%	10.53%	10.19%	12.50%

Extra Spending

- On average, the participants spend about \$89 a month to operate their classrooms (valid n = 178)
- A total of 131 participants reported that they spend less than \$100 a month. Other participants (27%) reported that they spend more than \$100/month.
- 51% of participants receive reimbursement.
 - Learn & Grow participants were more likely to receive.
 - Non-profit or child care center employees were more likely to receive.



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Motivation, Commitment, & Perceptions



Motivation: Reasons for choosing the job

Answer	Count
Enjoy working with young children	177
Supporting children's development	159
Opportunity to use early childhood knowledge and skills	101
Work schedule	68
Opportunity to implement own philosophy about child education	61
Ability to have own children at workplace	50
Income	35
Job security	32
Formal benefits	25
Physical working conditions	16
Lack of alternatives	11
Social status of this job	2
Total	737

Commitment and Turnover Intention

- 49% said they are planning to leave their current job within 5 years.

Answer	%	Count
This year	31.13%	33
In 1-2 years	31.13%	33
In 3-5 years	19.81%	21
Not sure	17.92%	19
Total	100%	106

- 48% of them said that they are actively seeking another job (n = 51).
 - To seek higher pay and better benefits (43%).
 - Because of high stress in the current program (23%).

Commitment by position title

		Lead Teacher	Assistant	Administrator	Supervisor/Coach/ Coordinator/ Specialist
N	Planning to stay	24	8	39	28
	Planning to leave (total)	25	14	34	17
	Leaving this year	9	8	6	4
	Leaving in 1-2 years	9	3	13	6
	Leaving in 3-5 years	2	1	9	4
	Unsure when leaving	5	2	4	3
%	Planning to stay	48.98%	36.36%	53.42%	62.22%
	Planning to leave (total)	51.02%	63.64%	46.58%	37.78%
	Leaving this year	18.37%	36.36%	8.22%	8.89%
	Leaving in 1-2 years	18.37%	13.64%	17.81%	13.33%
	Leaving in 3-5 years	4.08%	4.55%	12.33%	8.89%
	Unsure when leaving	10.20%	9.09%	5.48%	6.67%

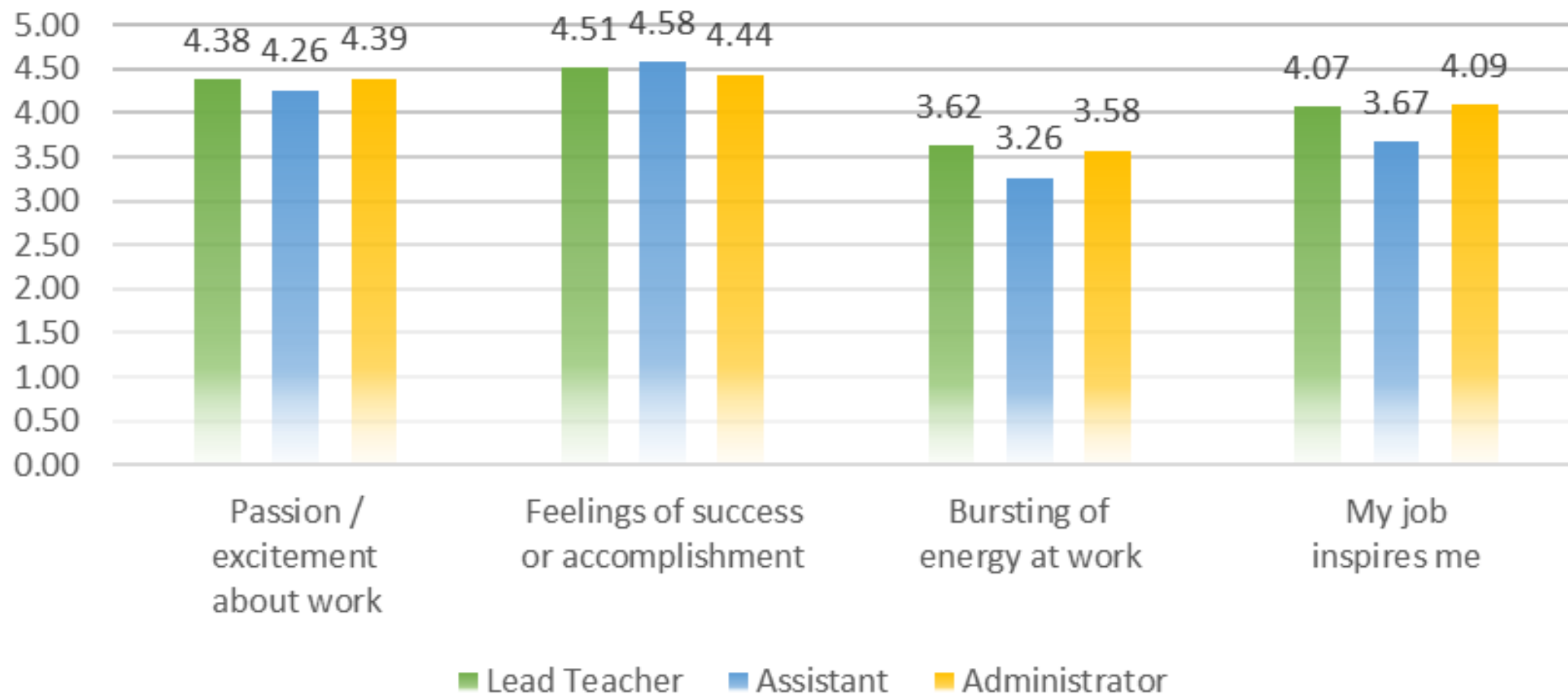
Commitment by Learn & Grow

	Number of responses		Percent of responses	
	Enrolled	Not enrolled	Enrolled	Not enrolled
Staying	48	40	53.93%	45.45%
Leaving within 5 years	41	48	46.07%	54.55%

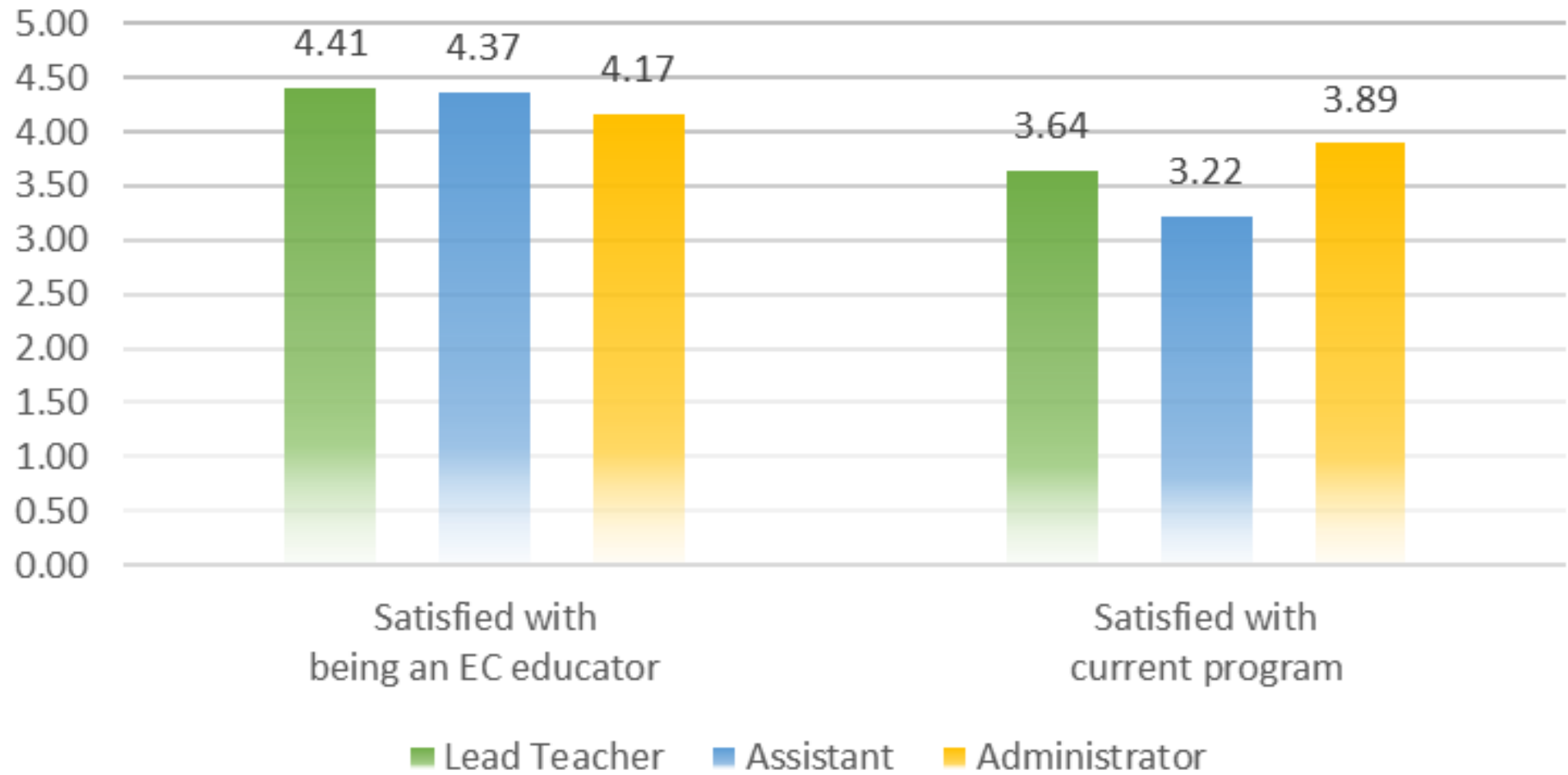
Top Stressors

Item	Mean	Standard Deviation	Valid n
Compensation	2.92	1.25	200
Benefits	2.70	1.38	200
Supportive leadership	2.41	1.34	197
Promotion and advancement opportunities	2.36	1.27	200
Clear roles and responsibilities	2.15	1.19	200
Program-level requirements (e.g., educational attainment)	1.92	1.04	200
Safety issues	1.90	1.11	201
My competence to manage the classroom	1.84	0.90	196
Professional development opportunities	1.84	0.88	200
My competence to teach	1.79	0.85	201

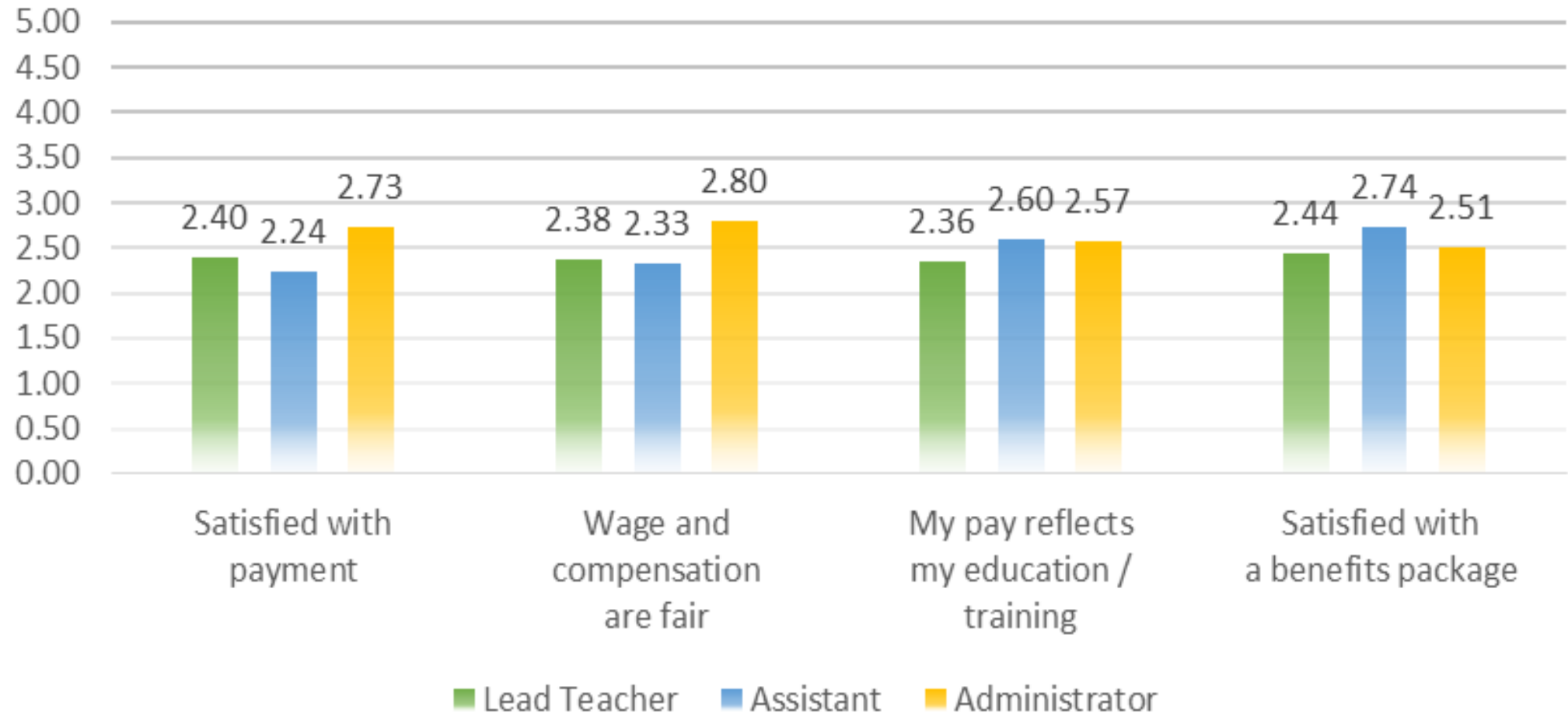
POSITIVE FEELINGS TOWARD ECE JOB



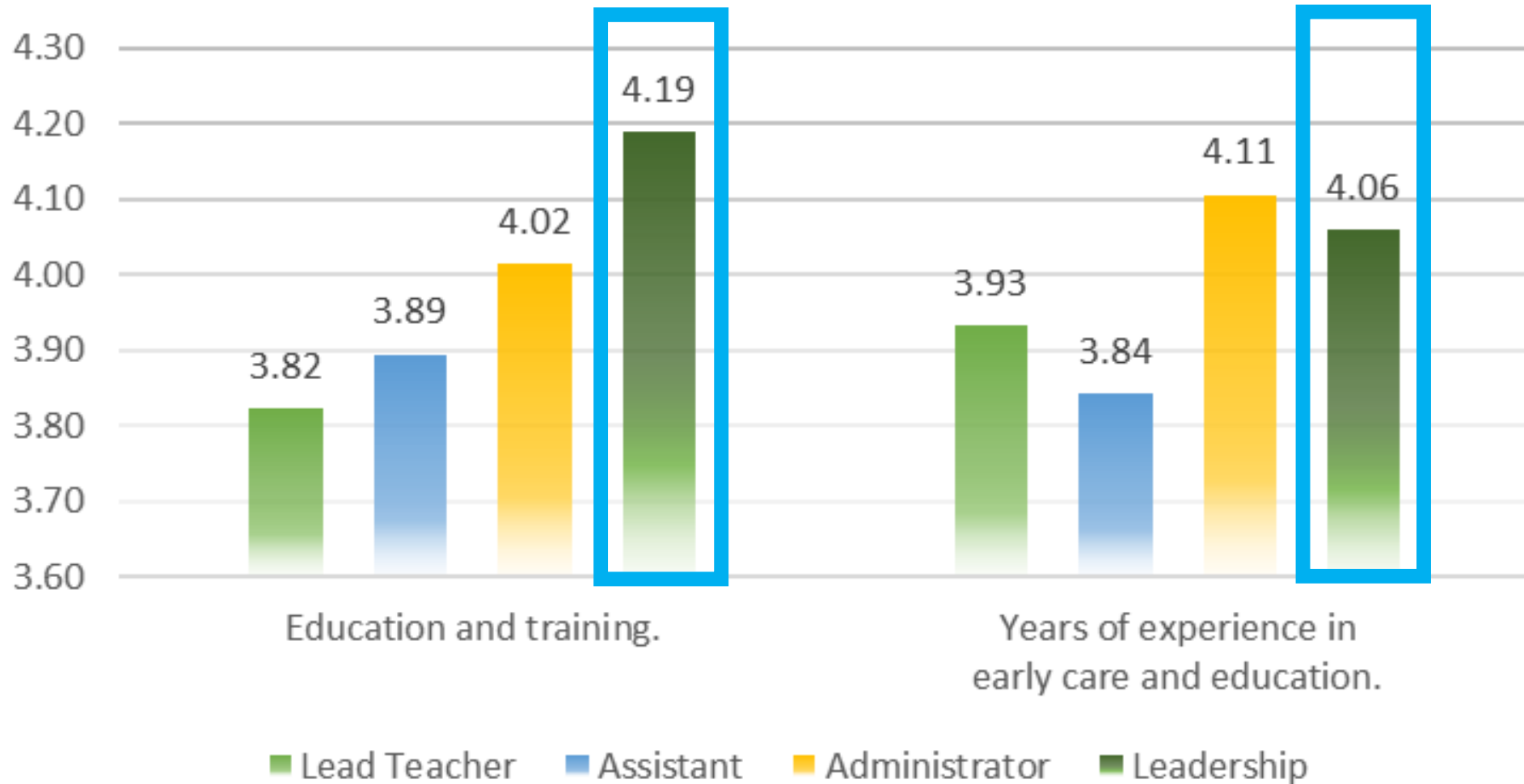
JOB SATISFACTION



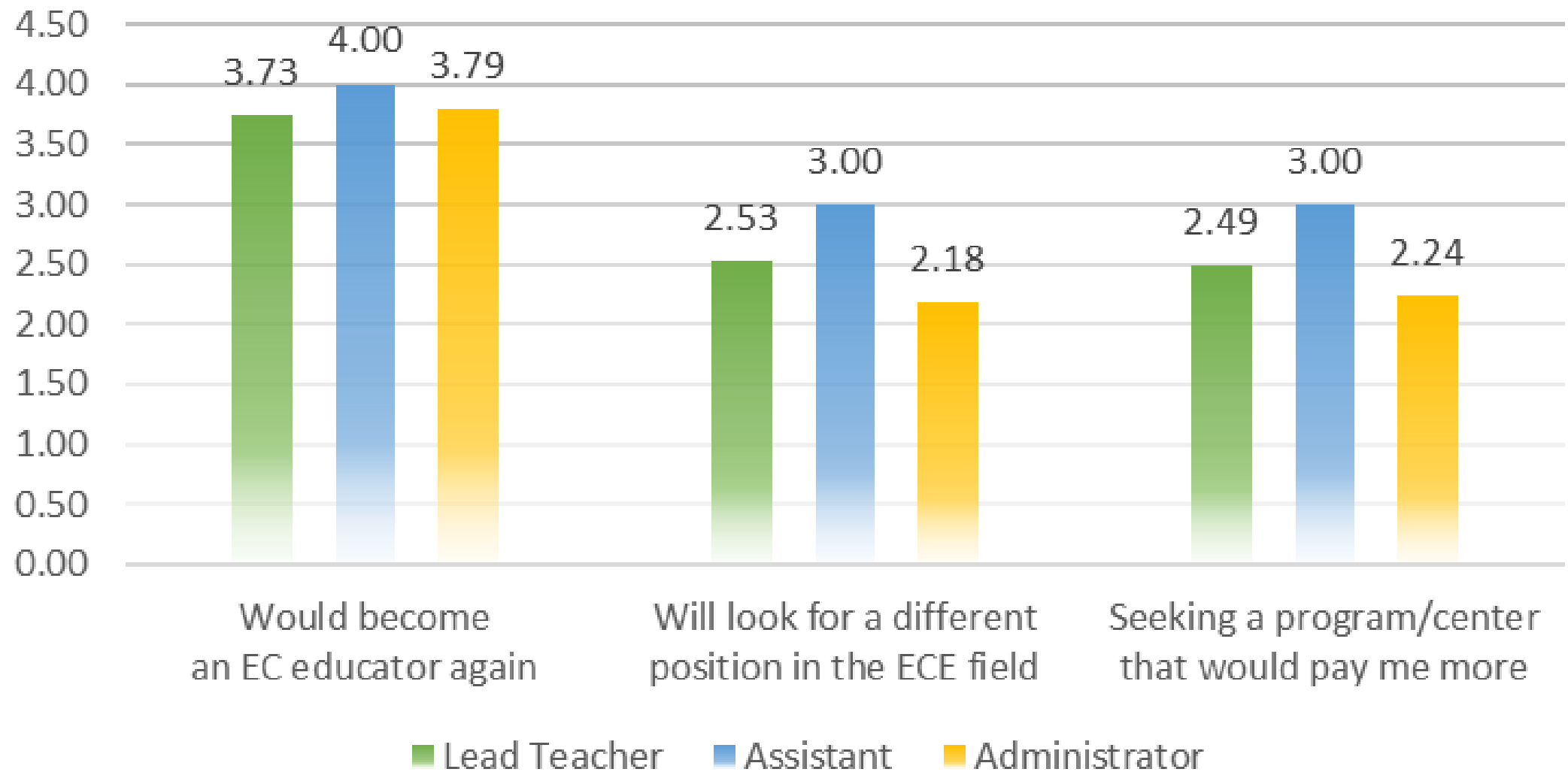
SATISFACTION WITH PAY AND BENEFITS



PAY SHOULD BE STRUCTURED BY...



COMMITMENT



Importance of job-related factors

EC & SA Educators Survey

Priority (<u>Provider Survey</u>)	Full-time status	On-site training support	Opportunities to advance	Higher salary	Health insurance	Paid planning time	Paid vacation days	Paid sick leave	Paid professional development activities	Support for college coursework	On-site free/subsidized services	Job stability
High	70.7%	33.2%	32.2%	72.2%	47.8%	19.0%	23.9%	22.4%	10.2%	12.2%	1.0%	55.1%
Mid	15.6%	37.1%	43.9%	21.0%	39.0%	43.9%	59.5%	53.7%	39.5%	20.5%	6.8%	19.5%
Low	13.7%	29.8%	23.9%	6.8%	13.2%	37.1%	16.6%	23.9%	50.2%	67.3%	92.2%	25.4%

Leadership Survey

Priority (<u>Leadership Survey</u>)	Full-time status	On-site training support	Opportunities to advance	Higher salary	Health insurance	Paid planning time	Paid vacation days	Paid sick leave	Paid professional development activities	Support for college coursework	On-site free/subsidized services	Job stability
High	56%	19%	19%	75%	75%	6%	38%	19%	25%	13%	6%	50%
Mid	19%	63%	63%	13%	13%	50%	38%	56%	25%	38%	6%	19%
Low	25%	19%	19%	13%	13%	44%	25%	25%	50%	50%	88%	31%



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Thoughts & Opinions



What are your current financial challenges related to staying at your job?

- low salary and paying for living expenses (56%)
- health insurance (11%), loan/debt/mortgage (10%), and retirement/savings (9%)
 - “No health insurance in my current position. I took a \$3 pay cut to move back into the classroom after working in the kitchen for a year.”
 - “Paying my bills, paying student loans and trying to save money for both retirement and my savings account.”

Voices from the Field

"I think thinking creatively about some of these funding streams and whether the state is able to do a grant system, or even a microgrant system to help providers offset the costs of trainings and offset the costs of being able to pay basic sick leave, or a microgrant program to create substitute teacher positions. Because that's another big thing, that it would be great for us to be able to give people more vacation and more sick time, but then either we need to have teachers to cover that time, or we reduce services to families and that's really hard on families."



-a full-time teacher trainer-

Administrators Perceptions about turnover

- Almost half of the responses mentioned difficulty finding a qualified and committed person.
- Most of participants wanted to have support with finding qualified candidates from **thread**, SEED, Learn & Grow, or the State when turnover happens.

If you could change one thing in the current compensation system in ECE/SA, what would you change and why?

EC & SA Educators Survey

- Better pay
- Experience and performance included in the wage scale – this was reported by both teacher and administrator groups.
- “We feel underpaid and undervalued.”
- 23% said that higher pay would mean more respect towards child-care work and that the teachers would be valued in the community for the work they do.

Leadership Survey

- Better pay and compensation
- Merit increases / Experience included in the wage scale (e.g., longevity bonus or retention wage stipends based on experience years)
- Increase public recognition and awareness

Next Steps

- Understanding the Alaskan context from leadership perspectives
- Development of compensation strategies
- 2nd round interviews to verify compensation strategies
- Recommendations

Questions?



Send us your thoughts!

We will be happy to schedule a phone call with you if you'd like to share some thoughts, comments, or feedback.

Please send us an email at:

SOE-IdealsResearch@jhu.edu

Appendix: Current Practices

Louisiana School Readiness Tax Credits

- **Child Care Provider Credit:** available to child care centers that have a Quality Start rating of at least 2 Stars based on the quality level and number of low-income children served by the center (\$750-\$1,500 per child).
- **Child Care Teacher and Director Credit:** available to staff with Pathways Career Ladder Credentials who have been employed in a child care center for at least six consecutive months.
- **Child Care Expense Credit:** available to families who incur expenses for enrolling a child under the age of 6 in a child care center with a Quality Star rating of at least 2 stars.
- **Business-Supported Credit:** available to businesses that pay for child care expenses in centers with a Quality Star rating of at least 2 stars.
- **Resource and Referral Agency (CCR&R) Credit:** a dollar-for-dollar investment tax credit for businesses that contribute up to \$5,000 to a CCR&R.

Child Care WAGE\$:

Florida, Iowa, Delaware, New Mexico, and North Carolina

- Eligibility: Teachers, directors, and family child care providers working with children from ages 0-5 and who have an hourly wage below a threshold
- Frequency of a wage supplement: up to twice a year based on their educational attainment.
- Recipients must have at least some formal education related to ECE.
- The average six-month supplement is \$952.
- Each state has different funding mechanisms, but the WAGE\$ programs are typically funded through private and public sources.

The WAGE\$ Supplement Scale in Iowa

Retrieved from
<http://www.iowaaeyc.org/wage.cfm>.

Level	Education Requirement	Annual Award
10 10	Master's or Doctorate Degree plus or including 24 EC credits Bachelor's Degree with an Active Teaching License with an EC Endorsement	\$3,500
9 9	Master's or Doctorate Degree plus or including 18 EC credits Bachelor's Degree plus or including 24 EC credits	\$2,900
8 8	Master's or Doctorate Degree plus or including 9 EC credits Bachelor's Degree plus or including 15 EC credits	\$2,300
7 7* 7* 7*	Associate Degree plus or including 24 EC credits Master's or Doctorate Degree (less than 9 EC credits) Bachelor's Degree (less than 15 EC credits) 90 credits toward a Bachelor's Degree plus or including 24 EC credits	\$1,800
6* 6*	Associate Degree plus or including 12 EC credits 60 credits general education plus or including 18 EC credits	\$1,400
5* 5* 5*	Early Childhood Community College Diploma 36 credits general education plus or including 12 EC credits Associate Degree (less than 12 EC credits)	\$1,100
4*	24 credits general education plus or including at least 6 EC credits	\$800
3*	12 EC college credits (could be part of a CDA Credential™, Paraeducator, Apprenticeship, Community College EC Certificate, etc.)	\$500
2	Active Child Development Associate (CDA) Credential™ (earned with less than 12 college credits)	N/A
1	High School Diploma and training not for college credit	N/A

T.E.A.C.H.

- **Colorado, Nevada, Utah, Nebraska, Texas, Missouri, Iowa, Minnesota, Wisconsin, Alabama, Indiana, Michigan, Ohio, Pennsylvania, Vermont, District of Columbia, Delaware, North Carolina, South Carolina, Florida, and Rhode Island**
- The T.E.A.C.H. program is often incorporated into the Child Care WAGE\$.
- Provides college education with comprehensive supports (e.g., cover the cost for books) for in-service early childhood educators.
- Once early childhood educators complete their coursework, they receive bonuses and/or raises depending on their state's policy.
- Recipients must work in a licensed childcare program (center, home, or school).
- To encourage retention, most states require recipients to stay in the same program for at least six months before they are compensated

C-WAGES in San Francisco

Compensation and Wage Augmentation Grants for Economic Success

- Must be enrolled in QRIS
- Eligibility: Centers located in neighborhoods with a high percentage of children receiving voucher subsidies.
- Provides bonuses, salary increases, health insurance, and retirement benefits.

Voices from the Field

Of the four compensation models presented—Louisiana, Child Care Wage\$, T.E.A.C.H., C-WAGES—the most frequently endorsed model was...

C-WAGES (n=8), followed by T.E.A.C.H. (n=4), tax credit (n=2), and WAGE\$ (n=1).

Appendix: Further Analyses

Wage & Benefit Analysis by Learn & Grow Enrollment

	Enrolled (n=89)	Not enrolled (n=86)
Median hourly wage	\$ 15.00	\$ 22.85
Minimum hourly wage	\$ 0.00	\$ 0.00
Maximum hourly wage	\$ 45.00	\$ 51.89
Median yearly salary	\$ 32,000.00	\$ 43,500.00
Minimum yearly salary	\$ 0.00	\$ 0.00
Maximum yearly salary	\$ 90,000.00	\$ 118,000.00

ONLY lead teachers

	Enrolled (n=14)	Not enrolled (n=7)
Median hourly wage	\$14.00	\$15.50
Minimum hourly wage	\$10.75	\$10.50
Maximum hourly wage	\$20.00	\$29.00
Median yearly salary	\$24,960	\$31,000
Minimum yearly salary	\$1,000	\$17,000
Maximum yearly salary	\$37,000	\$42,060

	Percent of Responses	
	Enrolled	Not enrolled
Health insurance for yourself	31.87%	35.96%
Health insurance for your family	15.38%	20.22%
Vision insurance	25.27%	42.70%
Paid vacation days	56.04%	64.04%
Paid release	7.69%	12.36%
Paid sick days	28.57%	34.83%
Paid holidays	52.75%	67.42%
Support for your college coursework (e.g. tuition)	27.47%	17.98%
Retirement program (e.g. pension program, 401(k) or 403(b))	30.77%	40.45%
Reduced or full tuition coverage for your own child to receive child care	15.38%	8.99%
Dental Insurance	26.37%	41.57%
Paid days to attend professional meetings	45.05%	40.45%
Fees/dues for professional development training or certificates	42.86%	38.20%
Flexible spending account (e.g. tax deferred account for dependent or medical expenses)	15.38%	8.99%
Other benefits	5.49%	14.61%

Wage Analysis by SEED Career Ladder Level

SEED Career Ladder level	Median hourly wage	Median yearly salary	Mean years of experience in ECE or school-age education
1	\$ 14.15	\$ 33,075.60	7.60
2	\$ 12.38	\$ 26,880.00	2.00
3	\$ 20.00	\$ 49,000.00	8.83
4	\$ 10.88	\$ 5,400.00	13.8
5	\$ 13.50	\$ 40,000.00	10.9
6	\$ 14.00	\$ 28,600.00	12.2
7	\$ 15.00	\$ 24,00,0.00	13.3
8	\$ 17.62	\$ 37,000.00	11.7
9	\$ 20.50	\$ 48,500.00	12.2
10	\$ 25.94	\$ 49,000.00	17.5
11	\$ 28.68	\$ 60,000.00	20.6
12	\$ 34.80	\$ 72,000.00	20.6

Importance of job-related factors

For people who ranked “paid professional development activities” and/or “support for college coursework” as low priority

	People who placed “paid professional development activities” as low priority	People who placed “support for college coursework” as low priority
Less than an AA degree	37.25%	34.07%
Holding an AA degree	11.76%	10.37%
Holding at least a Bachelor’s degree	50.98%	55.56%
Experience years	12.76	13.20

	People who placed “paid professional development activities” as low priority	People who placed “support for college coursework” as low priority
SEED registered	87.37%	86.92%
Not registered for SEED	12.63%	13.08%

Years of Age	People who placed “paid professional development activities” as low priority	People who placed “support for college coursework” as low priority
15-24	8.16%	6.06%
25-34	35.71%	34.85%
35-44	23.47%	21.21%
45-54	13.27%	17.42%
55-64	16.33%	17.42%
65+	3.06%	3.03%