

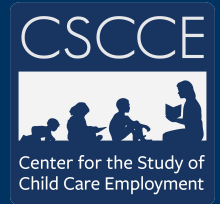
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# Centering Early Educators

## A California Perspective

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May 12, 2022

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# Entrenched Oppression

## Roots of oppression run deep in current child care system

- **Racialized pay penalties:** in California, Black educators experience poverty at double that of their peers; in Marin County center-based teachers of color paid \$6,136/yr less than their White peers
- **Racialized opportunities:** Most early educators in California are women of color and immigrant women, yet the majority of center directors are White women
- **Systems reinforce oppression:** QRIS rewards inequitable distribution of resources, punishes scarcity; CA Master Plan excludes recommendations to address basic needs of workforce and racial inequities

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# A Current Perspective

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# A Public Good

## Justice driven

- Designed to be accessible and effective for the most under-resourced and marginalized

## Paid for with public funds

- Public, non-profit, and community providers
- Good jobs and working conditions
  - Living wages to K-12 wages and benefit parity
  - Paid non-contact time (planning, etc.)

## Universally free and available

- Parent income and program resources are decoupled



# Pandemic Impact

## Child Care Industry Jobs in California, Monthly through March 2022

The industry has experienced a slow and incomplete recovery following sharp job losses at the start of the pandemic.



Chart: Center for the Study of Child Care Employment, UC Berkeley • Source: U.S. Bureau of Labor Statistics, "Current Employment Statistics," available at <https://beta.bls.gov/dataViewer/view/4918eefb944741d5aeb3d89dee5e5705> • Created with Datawrapper

**-8,000k**

Child care jobs lost  
since Feb. 2020

**90.1%**

Percentage of child  
care jobs today  
compared to Feb 2020

— “ —

I feel trapped. The job market is in free fall and I have only ever successfully worked early childhood education as a career. **I would stay in the field if the pay, benefits, and protections were better.** But I can't get out of it soon enough the direction things have been heading.”

- Center Teacher

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# Economic Insecurity & Disparities

1/3

of family child care providers in California were behind on rent or mortgage payments; among Black FCC providers 42% had been unable to pay

43%

of family child care providers were unable to pay themselves; 31% took on credit card debt to cover program costs

1/3

of family child care providers and center teachers experienced food insecurity. Educators of color, immigrants, and those who were unpartnered were most impacted

< 15%

of family child care providers and center teachers would be able to pay for a \$400 emergency expense without assuming debt

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# Compensation Database

## Strategies for Using Public Funds for Workforce Compensation



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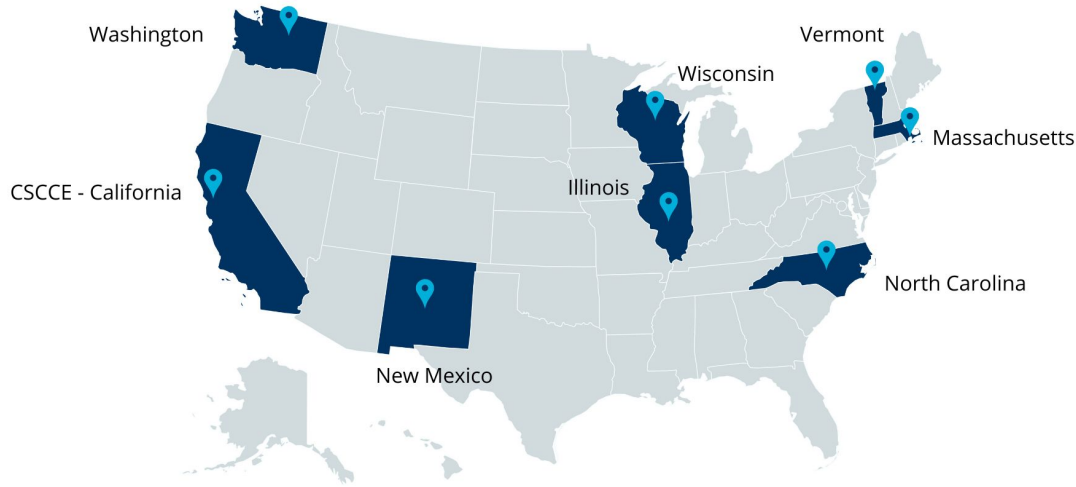
# Bold on Compensation Learning Community



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## CSCCE's "Bold On Compensation" Learning Community

Participants include ECE leaders and advocates from seven states



Map: Center of the Study of Child Care Employment, 2022

- ~21 external participants
  - Advocate with connection to educators or an early educator themselves
  - Someone from state agency primarily responsible for early care and education programs
  - State legislator
- CSCCE Staff & Co-Facilitators

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# What we are learning: How to get increased pay to educators?

Pay via employers  
(employer decides \$  
for educators)

**CT:** Stabilization grant opt in  
to 25% extra \$ for  
compensation

**MN:** 70% of stabilization  
grant \$ required for  
compensation

Pay via employers  
(required \$ for  
educators)

**KY:** 10% or 20%  
additional \$ to increase  
pay rates (\$10 or  
\$13/hr)

**ME:** stabilization grants  
to pay \$200 monthly  
bonus to staff

Pay directly to  
educators

**NM:** ARP \$ to send  
bonuses to child  
care teachers  
+

Payments to reach  
K-12 parity for pre-K  
teachers



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# Compensation Wins in DC



## Recent recommendations from their compensation task force

- Short-term: \$10-14,000 checks to individual teachers/providers
- Long-term: \$ to programs to raise wages on an ongoing basis, in line with new salary standards based on equivalent public school salaries
- Long-term organizing strategy, centered around early educators

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Angela Jeffers

Early Educator & Advocate

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# Educator-Led Advocacy: why it's essential

## What are the barriers?

- Getting group together
- Time constraints; second jobs, stress, family/caregiving responsibilities
- Fear of backlash from employers
- Policy process is unclear

## What is needed?

- Worker-centered early education policy tables (not just child-centered)
- Compensation for educator-advocates who contribute
- Funding for grassroots base-building workshops



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# Where To Go From Here?

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# Strategies for Progress

## Center Educators

- Facilitate collectivism and power building
- Consult educators in planning and decision-making
- Learn from other models like sectoral organizing
- Create the conditions people and groups need to organize

## Equity Orientation

- Continually ask how specific communities are impacted (vs. how is ECE or system impacted)
- Challenge singular “same page” messaging
- Support leadership development & opportunities for people of color
- Name racism that’s in the dominant discourse



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# Strategies for Progress

## Compensation

- Articulate regionally-based wage scales and minimum benefit standards
- Advance policies that prioritize direct cash payments in the form of higher wages
- Design models to assist with the cost of health insurance and contribute to retirement

## Financing

- Ensure any cost model addresses workforce needs
- Assess the gap between current and true need; develop a plan for public revenue
- Set budget priorities that target scarcity and disparities
- Fund supports for FCC providers, who face unique hardships



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# Strategies for Progress

## Preparation

- Resources to colleges and apprenticeships
- Fund scholarships, cohort models, learning supports, community located
- Prioritize educators of color and immigrants

## Working Conditions

- Utilize the Model Work Standards to establish indicators of quality conditions
- Promote California's child care whistleblowing law
- PD for stakeholders on work environment

## Data

- Fund uptake of Registry
- Fund longitudinal research, including impacts of TK and other policies
- Support analysis of disaggregated data

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# Resources

- [California Workforce Study](#)
- [ECE Workforce Compensation Strategies Tracker](#)
- [Breaking the silence on early child care and education costs: A values-based budget for children, parents, and teachers in California](#)
- [Early Childhood Workforce Index](#)
- [Child Care Sector Jobs: BLS Analysis](#)
- [The American Rescue Plan: Recommendations for Addressing Early Educator Compensation and Supports](#)

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# Questions? Please get in touch.

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