

spring into action

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Achieving Compensation Parity

Presenters

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Compensation Parity:

A HOT TOPIC!

WHY DID YOU CHOOSE THIS SESSION? INTRODUCTIONS

What is Compensation Parity?

Compensation Parity vs Compensation Equity

Parity = Equality in amount/status/value

Equity = justice by right/freedom from bias

Which do you want?

Assumption:

To achieve the best outcomes for children, high-quality programs must employ:
a professionally prepared and compensated workforce.

Educational Qualifications for Early Childhood Teachers are Increasing

Wages for Early Childhood
Teachers have been flat for
two decades

**From infancy to kdg entry, typical child in Illinois spends 12,000 hours with an early childhood teacher
~equivalent to the 12,350 hours spent in school from Kdg thru High School Graduation
~ equivalent to the waking hours parents spend with their children through age 14**

**From the Federal perspective
the “debate is over”.**

**A bachelor’s degree for early
childhood teachers is necessary
to effectively support children’s
development and get them on
a pathway to success.**

FACT:

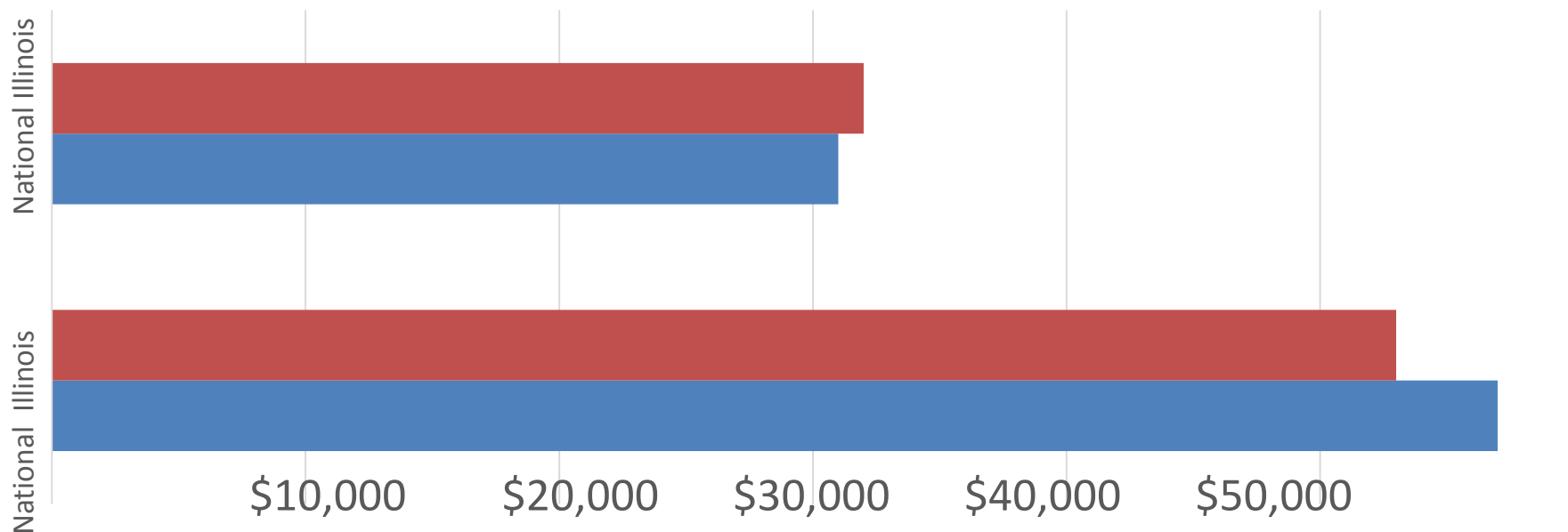
**Early Childhood Education is
the higher education major
with the lowest average pay**

FACT:

Annual average wages for members of the early childhood workforce with bachelor's degrees are about half of the average wages for members of the general workforce with bachelor's degrees.

What does Compensation Parity look like at state and national levels??

2015 Annual Wage data



Compensation benefits include:

**Health insurance, paid leave,
disability and retirement
benefits matter**

**The Achieving Compensation
Parity Report states:
Average statewide salaries for
early childhood teachers with
BA degrees and spec. comp.
working approx. 2,000 hours per
year should be
\$24 per hour**

Fact:

The most important predictor of the quality of care children received, among the adult work environment variables, was staff wages.

Worthy Work, Still Unlivable Wages (2014)

ECE Compensation Recommendations



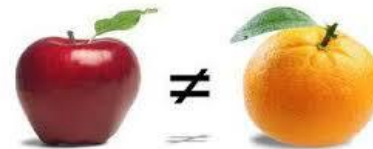
Keep your eye on the ball!

For BA degree teachers with specialized competencies:

Establish entry-level salary of \$15/hr

Increase entry-level salary to \$17/hr

Achieve parity with public school teachers by setting the entry-level salary at \$24/hr



Wide range of suggested strategies – which include:

Require 80% of rate enhancements and quality incentives - regardless of funding source - be budgeted for compensation

Ensure that all new requests for Federal early childhood funding include sufficient allocations for BA teaching salaries at a minimum of \$24/hr or \$49,000

Develop innovative/new funding sources for early childhood programs to support increased wages (private/public/business partnerships)

Other ideas?

Achieving compensation parity will not happen overnight.

Success will only be achieved when we all agree on our target & work together toward the goal.



**THANK YOU for your efforts to advance
COMPENSATION PARITY in Illinois!**