



General Assembly

January Session, 2001

**Raised Bill No. 6931**

LCO No. 4392

Referred to Committee on Labor and Public Employees

Introduced by:  
(LAB)

**AN ACT CONCERNING EDUCATION AND EQUITABLE WAGES FOR  
EARLY CHILDHOOD EDUCATION PROFESSIONALS.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (a) There is established a Scholarship, Training  
2 and Retention of Preschool Teachers program, which shall be known  
3 as the START program, within the Department of Education, to:

4 (1) Provide state funded scholarships to enable early childhood  
5 education teachers and assistants to earn (A) a credential issued by an  
6 organization approved by the Commissioner of Education and nine  
7 credits or more in early childhood education or development from an  
8 institution of higher education accredited by the Board of Governors of  
9 Higher Education or regionally accredited; (B) an associate's degree in  
10 early childhood education or child development from such an  
11 institution; (C) a four-year degree in early childhood education or child  
12 development from such an institution; or (D) a six-year degree in early  
13 childhood education or child development from such an institution;  
14 and

15 (2) Establish an apprenticeship program for early childhood

16 education professionals, which shall (A) comply with the minimum  
17 standards of apprenticeship established by the Connecticut State  
18 Apprenticeship Council, (B) be adopted and registered with the  
19 council under sections 31-51a to 31-51e, inclusive, of the general  
20 statutes, (C) be jointly administered by labor and management  
21 trustees, and (D) include agreements with the Department of Social  
22 Services and the Labor Department regarding funding for wage  
23 increases for apprentices participating in the program.

24 (b) Any applicant for a scholarship available under subdivision (1)  
25 of subsection (a) of this section shall make application for such  
26 scholarship on a form prescribed and furnished by Connecticut Charts  
27 a Course. Connecticut Charts a Course shall review all applications  
28 submitted and award the scholarships on a competitive basis, giving  
29 preference to any applicant who has entered into a partnership  
30 agreement with a sponsoring child day care center, under the terms of  
31 which agreement, (1) the applicant agrees to remain employed by such  
32 sponsoring child day care center for at least one year following  
33 attainment of the early childhood education credential or degree  
34 funded by the scholarship or repay the full amount of the scholarship,  
35 and (2) the sponsoring child day care center agrees to increase the  
36 applicant's hourly wage while the applicant is attending an institution  
37 of higher education to earn the early childhood education credential or  
38 degree funded by the scholarship and provide the applicant with an  
39 additional increase in wages upon attainment of the credential or  
40 degree.

41 Sec. 2. (NEW) (a) Effective January 1, 2002, each child day care  
42 center that receives a majority of its funds from state or federal sources  
43 shall pay its employees on an hourly basis at a rate not less than (1)  
44 seventy-five per cent of the rate paid to an education assistant  
45 employed by the state at step one of the wage scale, effective January 1,  
46 2002, (2) ninety per cent of the rate paid to an education assistant  
47 employed by the state at step one of the wage scale, effective January 1,  
48 2003, and (3) one hundred per cent of the rate paid to an education

49 assistant employed by the state at step one of the wage scale, effective  
50 January 1, 2004.

51 (b) In addition to the rate set forth in subsection (a) of this section,  
52 each child day care center shall pay a thirty per cent surcharge to cover  
53 the cost of any health, welfare and retirement plan or, if no such plan is  
54 in effect between the child day care center and its employees, an  
55 amount equal to thirty per cent of the hourly wage which shall be paid  
56 directly to the employees.

57 Sec. 3. (NEW) (a) There is established and created a fund to be  
58 known as the "Early Child Care and Education Quality Enhancement  
59 Fund". Funds from the Early Child Care and Education Quality  
60 Enhancement Fund shall be used to:

61 (1) Assist state or federally funded providers of early child care and  
62 education in attracting and retaining highly qualified early child care  
63 teachers and assistants.

64 (2) Reimburse such providers for wage incentive payments to early  
65 child care teachers and assistants employed by such providers, upon  
66 execution of an agreement with the Department of Social Services,  
67 under the terms of which agreement such provider agrees to assist  
68 early child care teachers and assistants in obtaining additional  
69 education and training in early child care and increase the wages of  
70 such teachers and assistants by an amount equal to the greater of one  
71 dollar an hour or five per cent upon successful completion of each six-  
72 month unit of early child care education or training. The fund shall  
73 reimburse the provider in an amount equal to seventy-five per cent of  
74 the cost of such wage increases. At the end of each fiscal year, the  
75 Department of Social Services shall calculate the proportional share of  
76 such payments attributable to state or federally funded child day care  
77 slots and shall reimburse the fund from these funding sources.

78 Sec. 4. (NEW) No state or federally funded provider of early child  
79 care or education shall assist, promote or deter its employees' freedom

80 to engage in collective bargaining.

81 Sec. 5. (NEW) All employees of nonprofit programs providing early  
82 childhood care or education who are not otherwise covered by  
83 employer-sponsored health insurance plans shall be eligible to  
84 purchase health insurance through the HUSKY B program on a sliding  
85 scale premium basis.

86 Sec. 6. This act shall take effect July 1, 2001.

***Statement of Purpose:***

To increase the number of highly qualified early childhood education professionals.

*[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]*