



General Assembly

February Session, 2016

***Raised Bill No. 5557***

LCO No. 2550



Referred to Committee on EDUCATION

Introduced by:  
(ED)

***AN ACT CONCERNING RECRUITMENT AND RETENTION OF EARLY CHILDHOOD EDUCATORS.***

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

1 Section 1. (NEW) (*Effective from passage*) (a) The Office of Early  
2 Childhood shall establish an early childhood educator compensation  
3 schedule for employees of early childhood education programs  
4 accepting state funds for infant, toddler and preschool spaces  
5 associated with such program's child care program or school readiness  
6 program and who meet the staff qualifications requirement described  
7 in section 10-16p of the general statutes. The office shall distribute such  
8 compensation schedule to each such early childhood education  
9 program and post such compensation schedule on the office's Internet  
10 web site. The office may update and revise, after notice and  
11 opportunity for public comment, the early childhood educator  
12 compensation schedule.

13 (b) The office shall begin phasing in implementation of the early  
14 childhood educator compensation schedule in the fiscal year ending  
15 June 30, 2017, by creating an implementation plan and designating

16 those early childhood education programs that shall pay early  
17 childhood educators employed by such provider in accordance with  
18 such compensation schedule.

19 (c) The Commissioner of Early Childhood shall consider the  
20 following factors in establishing the early childhood educator  
21 compensation schedule: (1) Level of education, (2) training in early  
22 childhood education or child development, (3) relevant employment  
23 experience, including the number of years an individual has been  
24 employed in an early childhood education program, (4) compensation  
25 levels for certified teachers employed in a preschool program operated  
26 by a local or regional board of education or regional educational  
27 service center, and (5) cost of living in the state.

28 (d) In developing the early childhood educator compensation  
29 schedule, the office may (1) incorporate the findings and  
30 recommendations provided in "A Plan to Assist Early Education State  
31 Funded Providers to Degree Attainment and Increased Compensation"  
32 created by the office, pursuant to section 4 of public act 15-134, to  
33 create a standardized salary scale and incentive package for early  
34 childhood educators, (2) utilize state and federal funding, and (3)  
35 examine existing programs that address early childhood educator  
36 compensation and staff retention through financial incentives, such as  
37 bonuses for degree or course completion.

38 (e) The early childhood educator compensation schedule shall be  
39 included in any quality rating and improvement system developed by  
40 the office, pursuant to subdivision (15) of subsection (b) of section 10-  
41 500 of the general statutes.

42 (f) The office shall, within available resources, prioritize the phase-in  
43 of the early childhood educator compensation schedule in (1) the  
44 development of the office's annual budget, (2) reimbursement rates  
45 under the child care subsidy program, administered pursuant to  
46 section 17b-749 of the general statutes, and (3) any contracts for early

47 childhood education programs to which the office is a party.

48 (g) Not later than July 1, 2017, and annually thereafter, the office  
49 shall report on the implementation of the early childhood educator  
50 compensation schedule and data relating to the recruitment and  
51 retention of educators in early childhood education programs to the  
52 joint standing committees of the General Assembly having cognizance  
53 of matters relating to education and appropriations and the budgets of  
54 state agencies, in accordance with the provisions of section 11-4a of the  
55 general statutes.

56 Sec. 2. (NEW) (*Effective July 1, 2016*) Each early childhood education  
57 program accepting state funds for infant, toddler and preschool spaces  
58 associated with such program's child care program or school readiness  
59 program is required, as designated by the Office of Early Childhood  
60 according to an implementation plan created by the office, to pay, in  
61 accordance with the early childhood educator compensation schedule,  
62 described in section 1 of this act, early childhood educators who are  
63 employed by such program and who meet the staff qualifications  
64 requirement, described in section 10-16p of the general statutes, except  
65 any such program may pay compensation that exceeds the level set  
66 forth in such compensation schedule.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section
Sec. 2	<i>July 1, 2016</i>	New section

**Statement of Purpose:**

To establish an early childhood educator compensation schedule for early childhood educators that ensures the retention and recruitment of qualified educators, secures a standard of living that meets such educators' needs, and reflects the true costs associated with quality standards for early childhood care and education programs.

*[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.]*