

**Proposed Substitute
Bill No. 5557**

LCO No. 3299

**AN ACT REQUIRING THE OFFICE OF EARLY CHILDHOOD TO
DEVELOP A PROPOSED EARLY CHILDHOOD EDUCATOR
COMPENSATION SCHEDULE.**

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

1 Section 1. (*Effective from passage*) (a) The Office of Early Childhood
2 shall develop, after notice and opportunity for public comment, a
3 proposed early childhood educator compensation schedule for
4 employees of early childhood education programs (1) accepting state
5 funds for infant, toddler and preschool spaces associated with such
6 program's child care program or school readiness program, and (2)
7 who meet the applicable staff qualifications requirement described in
8 section 10-16p of the general statutes.

9 (b) The Commissioner of Early Childhood shall consider the
10 following factors in developing the proposed early childhood educator
11 compensation schedule: (1) Level of education, (2) training in early
12 childhood education or child development, (3) relevant employment
13 experience, including the number of years an individual has been
14 employed in an early childhood education program, (4) compensation
15 levels for certified teachers employed in a preschool program operated
16 by a local or regional board of education or regional educational
17 service center, and (5) cost of living in the state.

18 (c) In developing the proposed early childhood educator
19 compensation schedule, the office may (1) incorporate the findings and
20 recommendations provided in "A Plan to Assist Early Education State
21 Funded Providers to Degree Attainment and Increased Compensation"
22 created by the office, pursuant to section 4 of public act 15-134, to
23 create a standardized salary scale and incentive package for early
24 childhood educators, (2) utilize state and federal funding, and (3)
25 examine existing programs that address early childhood educator
26 compensation and staff retention through financial incentives, such as
27 bonuses for degree or course completion.

28 (d) Not later than January 1, 2017, the office shall submit the
29 proposed early childhood educator compensation schedule and a
30 report to the joint standing committees of the General Assembly
31 having cognizance of matters relating to education and appropriations
32 and the budgets of state agencies, in accordance with the provisions of
33 section 11-4a of the general statutes. Such report shall include: (1) Any
34 recommendations for legislation relating to the implementation of the
35 proposed early childhood educator compensation schedule, (2) an
36 estimate of the cost of implementing the proposed early childhood
37 educator compensation schedule, (3) an analysis of the effect on the
38 number of available preschool seats as a result of the implementation
39 of the proposed early childhood educator compensation schedule, and
40 (4) an explanation of how the proposed early childhood educator
41 compensation schedule will be included in any quality rating and
42 improvement system developed by the office, pursuant to subdivision
43 (15) of subsection (b) of section 10-500 of the general statutes.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section