

H.B. No. 5557 (RAISED) AN ACT CONCERNING RECRUITMENT AND RETENTION OF EARLY CHILDHOOD EDUCATORS.

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It is extremely difficult to recruit and retain staff with the current reimbursement rates. We have calculated our current cost of care to be about \$270 per week, per child in preschool or roughly \$14,000 annually. We are only reimbursed 8,924 from our grant. Parent fees often aren't high enough to make up for that gap and since we can't force a parent to apply for Care 4 Kids we often lose money on our funded slots making it impossible for us to afford appropriate compensation for our qualified teachers. This year we lost a staff member that had been with us for over 8 years because she obtained her Bachelor's degree and got a job at a magnet school that paid her more money. She was sad to go but had to do what was best for her family. Frequently during the interview and hiring process candidates ask about money and decline positions we offer due to our salary scale.