



# House of Representatives

General Assembly

**File No. 538**

February Session, 2016

Substitute House Bill No. 5557

*House of Representatives, April 7, 2016*

The Committee on Education reported through REP. FLEISCHMANN of the 18th Dist., Chairperson of the Committee on the part of the House, that the substitute bill ought to pass.

***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 that 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:

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Section 1	<i>from passage</i>	New section
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**ED**      *Joint Favorable Subst.*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

***OFA Fiscal Note******State Impact:*** None***Municipal Impact:*** None***Explanation***

The bill, which requires the Office of Early Childhood (OEC) to develop and report on an early childhood educator compensation schedule, has no fiscal impact as the agency currently has the expertise to do so.

***The Out Years******State Impact:*** None***Municipal Impact:*** None

**OLR Bill Analysis**

**sHB 5557**

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

**SUMMARY:**

The Office of Legislative Research does not analyze Special Acts.

**COMMITTEE ACTION**

Education Committee

Joint Favorable Substitute

Yea 30 Nay 3 (03/18/2016)