



**Substitute Senate Bill No. 935**

**Public Act No. 19-61**

**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:

Section 1. (NEW) (*Effective July 1, 2019*) (a) As used in this section:

(1) "Early childhood education program" means any child care or school readiness program that accepts state funds for infant, toddler and preschool spaces associated with such program;

(2) "Employee" means any person who is employed by an early childhood education program and meets the applicable staff qualifications requirement, as defined in section 10-16p of the general statutes;

(3) "Compensation" means the salary, wages, benefits and other forms of valuable consideration earned by and provided to an employee in remuneration for services rendered; and

(4) "Compensation schedule" means a list or lists specifying a series of compensation steps and ranges.

(b) The Office of Early Childhood shall establish, after notice and

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opportunity for public comment, a proposed early childhood educator compensation schedule for employees of early childhood education programs.

(c) (1) The office shall consider the following factors in developing the proposed early childhood educator compensation schedule: (A) Level of education, (B) training in early childhood education or child development, (C) relevant employment experience, including the number of years an individual has been employed in an early childhood education program, (D) compensation levels for certified teachers employed in a preschool program operated by a local or regional board of education or regional educational service center, and (E) cost of living in the state.

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

(3) The office shall establish a recommended minimum salary for employees as part of the proposed early childhood educator compensation schedule.

(d) Not later than January 1, 2021, the office shall submit the proposed early childhood educator compensation schedule and a report to the joint standing committees of the General Assembly having cognizance of matters relating to education and appropriations and the budgets of state agencies, in accordance with the provisions of

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section 11-4a of the general statutes. Such report shall include: (1) Any recommendations for legislation relating to state-wide implementation of the proposed early childhood educator compensation schedule, (2) an estimate of the cost of implementing the proposed early childhood educator compensation schedule state-wide, (3) an analysis of the effect of the state-wide implementation of the proposed early childhood educator compensation schedule on the number of available preschool seats, and (4) an explanation of how the proposed early childhood educator compensation schedule will be included in any quality rating and improvement system developed by the office, pursuant to subdivision (15) of subsection (b) of section 10-500 of the general statutes.

Approved July 1, 2019