



**PA 19-61**—sSB 935  
*Education Committee*

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

**SUMMARY:** This act requires the Office of Early Childhood (OEC) to (1) establish a proposed early childhood educator compensation schedule for state-qualified employees of early childhood education programs and (2) consider certain factors in doing so. Under the act, an early childhood education program is any child care or school readiness program that accepts state funds for infant, toddler, and preschool spaces.

The proposed compensation schedule, which is a list or lists specifying compensation steps and ranges, must (1) include a recommended minimum salary and (2) be submitted, with a report containing recommendations, to the Appropriations and Education committees by January 1, 2021.

Under the act, the compensation schedule is for those who are employed by an early childhood education program and meet the applicable staff qualifications requirement in state law.

EFFECTIVE DATE: July 1, 2019

**COMPENSATION SCHEDULE**

*Definition*

Under the act, “compensation” is the salary, wages, benefits, and other forms of valuable consideration earned by, and provided to, an employee in remuneration for services rendered.

*Factors to Consider*

The act requires OEC, after notice and opportunity for public comment, to develop the proposed compensation schedule, considering the following factors:

1. level of education;
2. training in early childhood education or child development;
3. relevant employment experience, including an individual’s years employed in an early childhood education program;
4. 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
5. cost of living in the state.

It also allows OEC to do the following when developing the schedule:

## OLR PUBLIC ACT SUMMARY

1. consider findings and recommendations provided in OEC's report, "A Plan to Assist Early Education State Funded Providers to Degree Attainment and Increased Compensation;"
2. use state and federal funding; and
3. examine existing programs that address early childhood educator compensation and staff retention through financial incentives such as bonuses for degree or course completion.

### *Report and Recommendations*

OEC must submit a report along with the proposed schedule to the Appropriations and Education committees by January 1, 2021. The report must include:

1. recommendations for legislation to implement the proposed compensation schedule statewide,
2. an estimate of the cost to implement the proposed schedule statewide,
3. an analysis of the statewide implementation's effect on the number of available preschool seats, and
4. an explanation of how the proposed schedule will be included in any early childhood provider quality rating and improvement system that OEC develops.