AN ACT REQUIRING THE OFFICE OF EARLY CHILDHOOD TO DEVELOP AN 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 program that accepts state funds for infant, toddler and preschool spaces associated with such program's child care program or school readiness program;

2. "Employee" means any person who is employed by an early childhood education program and meets the applicable staff qualifications requirement 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 opportunity for public comment, an early childhood educator compensation schedule for employees of early childhood education programs.

(c) (1) The office shall consider the following factors in developing the 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 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 minimum salary for employees as part of the early childhood educator compensation schedule.

(d) Not later than January 1, 2020, the office shall submit an initial version of the 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 section 11-4a of the general statutes. Such report shall include: (1) Any
recommendations for legislation relating to the implementation of the proposed early childhood educator compensation schedule, (2) an estimate of the cost of implementing the early childhood educator compensation schedule, (3) an analysis of the effect of the implementation of the early childhood educator compensation schedule on the number of available preschool seats, and (4) an explanation of how the 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.

(e) For the period of January 1, 2020, to January 1, 2021, inclusive, the office shall make any revisions or adjustments to the initial version of the early childhood educator compensation schedule. Not later than February 1, 2021, the office shall adopt a final version of the early childhood educator compensation schedule, and submit the compensation schedule 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 section 11-4a of the general statutes.

(f) On and after July 1, 2021, early childhood education program providers shall implement the early childhood educator compensation schedule. The office shall provide technical assistance to early childhood education program providers for the implementation of the early childhood educator compensation schedule.

This act shall take effect as follows and shall amend the following sections:

| Section 1 | July 1, 2019 | New section |

Statement of Purpose:
To require the Office of Early Childhood to develop an early childhood educator compensation schedule and for early childhood program providers to implement such compensation schedule.
[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]