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## OLR Bill Analysis

sSB 935 (File 324, as amended by Senate "A")\*

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

#### **SUMMARY**

This bill 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 bill, 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 (i.e., 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 bill, the compensation schedule is for those employed by an early childhood education program and meet the applicable staff qualifications requirement in state law.

\*Senate Amendment "A" extends the deadline for OEC to submit the compensation schedule from January 1, 2020 to January 1, 2021.

EFFECTIVE DATE: July 1, 2019

#### **COMPENSATION SCHEDULE**

##### ***Definition***

Under the bill, "compensation" means 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 bill requires OEC, after notice and opportunity for public comment, to (1) develop the proposed compensation schedule and (2) consider the following factors:

- 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.

The bill permits OEC to also consider the following in developing the proposed schedule:

1. the findings and recommendations provided in OEC's report, "A Plan to Assist Early Education State Funded Providers to Degree Attainment and Increased Compensation;"
2. utilizing state and federal funding; and
3. 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 state-wide,

2. an estimate of the cost of implementing the proposed schedule state-wide,
3. an analysis of the state-wide 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.

**COMMITTEE ACTION**

Education Committee

Joint Favorable Substitute

Yea 34 Nay 0 (03/15/2019)