



Senate

General Assembly

File No. 324

January Session, 2019

Substitute Senate Bill No. 935

Senate, April 2, 2019

The Committee on Education reported through SEN. MCCRORY, D. of the 2nd Dist., Chairperson of the Committee on the part of the Senate, 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. (NEW) (*Effective July 1, 2019*) (a) As used in this section:
- 2 (1) "Early childhood education program" means any child care or
3 school readiness program that accepts state funds for infant, toddler
4 and preschool spaces associated with such program;
- 5 (2) "Employee" means any person who is employed by an early
6 childhood education program and meets the applicable staff
7 qualifications requirement, as defined in section 10-16p of the general
8 statutes;
- 9 (3) "Compensation" means the salary, wages, benefits and other
10 forms of valuable consideration earned by and provided to an
11 employee in remuneration for services rendered; and

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

14 (b) The Office of Early Childhood shall establish, after notice and
15 opportunity for public comment, a proposed early childhood educator
16 compensation schedule for employees of early childhood education
17 programs.

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

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

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

40 (d) Not later than January 1, 2020, the office shall submit the
41 proposed early childhood educator compensation schedule and a
42 report to the joint standing committees of the General Assembly
43 having cognizance of matters relating to education and appropriations

44 and the budgets of state agencies, in accordance with the provisions of
 45 section 11-4a of the general statutes. Such report shall include: (1) Any
 46 recommendations for legislation relating to state-wide implementation
 47 of the proposed early childhood educator compensation schedule, (2)
 48 an estimate of the cost of implementing the proposed early childhood
 49 educator compensation schedule state-wide, (3) an analysis of the
 50 effect of the state-wide implementation of the proposed early
 51 childhood educator compensation schedule on the number of available
 52 preschool seats, and (4) an explanation of how the proposed early
 53 childhood educator compensation schedule will be included in any
 54 quality rating and improvement system developed by the office,
 55 pursuant to subdivision (15) of subsection (b) of section 10-500 of the
 56 general statutes.

This act shall take effect as follows and shall amend the following sections:		
Section 1	July 1, 2019	New section

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 requires the Office of Early Childhood to establish an early childhood educator compensation schedule and report by January 1, 2020, which is not anticipated to result in a fiscal impact as the agency currently has the expertise to do so.

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

OLR Bill Analysis**sSB 935*****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 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, 2020.

Under the bill, the compensation schedules are for anyone who is employed by an early childhood education program and meets the applicable staff qualifications requirement in state law.

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, 2020.

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)