



General Assembly

January Session, 2019

Raised Bill No. 935

LCO No. 3875



Referred to Committee on EDUCATION

Introduced by:
(ED)

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:

- 1 Section 1. (NEW) (*Effective July 1, 2019*) (a) As used in this section:
- 2 (1) "Early childhood education program" means any program that
3 accepts state funds for infant, toddler and preschool spaces associated
4 with such program's child care program or school readiness 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 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, an 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 early childhood educator compensation schedule: (A) Level of
20 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 early childhood educator compensation
28 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 minimum salary for employees as
38 part of the early childhood educator compensation schedule.

39 (d) Not later than January 1, 2020, the office shall submit an initial
40 version of the early childhood educator compensation schedule and a
41 report to the joint standing committees of the General Assembly
42 having cognizance of matters relating to education and appropriations
43 and the budgets of state agencies, in accordance with the provisions of
44 section 11-4a of the general statutes. Such report shall include: (1) Any

45 recommendations for legislation relating to the implementation of the
46 proposed early childhood educator compensation schedule, (2) an
47 estimate of the cost of implementing the early childhood educator
48 compensation schedule, (3) an analysis of the effect of the
49 implementation of the early childhood educator compensation
50 schedule on the number of available preschool seats, and (4) an
51 explanation of how the early childhood educator compensation
52 schedule will be included in any quality rating and improvement
53 system developed by the office, pursuant to subdivision (15) of
54 subsection (b) of section 10-500 of the general statutes.

55 (e) For the period of January 1, 2020, to January 1, 2021, inclusive,
56 the office shall make any revisions or adjustments to the initial version
57 of the early childhood educator compensation schedule. Not later than
58 February 1, 2021, the office shall adopt a final version of the early
59 childhood educator compensation schedule, and submit the
60 compensation schedule to the joint standing committees of the General
61 Assembly having cognizance of matters relating to education and
62 appropriations and the budgets of state agencies, in accordance with
63 the provisions of section 11-4a of the general statutes.

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

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2019</i>	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.]