



**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	<i>July 1, 2019</i>	New section

**ED**      *Joint Favorable Subst.*