



General Assembly

Amendment

January Session, 2019

LCO No. 7393



Offered by:

SEN. BERTHEL, 32nd Dist.

SEN. WITKOS, 8th Dist.

To: Subst. Senate Bill No. 935

File No. 324

Cal. No. 150

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

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. (NEW) (*Effective July 1, 2019*) (a) As used in this section:

4 (1) "Early childhood education program" means any program that
5 accepts state funds for infant, toddler and preschool spaces associated
6 with such program's child care program or school readiness program;

7 (2) "Employee" means any person who is employed by an early
8 childhood education program and meets the applicable staff
9 qualifications requirement defined in section 10-16p of the general
10 statutes;

11 (3) "Compensation" means the salary, wages, benefits and other
12 forms of valuable consideration earned by and provided to an

13 employee in remuneration for services rendered; and

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

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

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

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

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

41 (d) Not later than January 1, 2020, the office shall submit an initial
42 version of the early childhood educator compensation schedule and a
43 report to the joint standing committees of the General Assembly

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

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

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

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