



North Carolina's Model Salary Scale for Early Education Teachers

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Agenda

1. Welcome and introductions
2. History of Moving the Needle on Compensation Project
3. Salary scale context & development
4. NC Compensation strategies
5. Technical assistance



Workforce Compensation

High-Quality Early Learning Settings Depend on a High-Quality Workforce Low Compensation Undermines

A high quality early education experience depends on a high-quality workforce of early educators. How we value and support those early educators as a state – through access to higher education, professional development and commensurate compensation – has direct implications on their ability to do their difficult and important job well.



Moving the Needle on Compensation

Project led by the T.E.A.C.H. Early
Childhood® National Center

- State Teams with diverse membership
- Policy, funding, strategy development action plans
- NC was one of 8 states participating
- Opportunity to drive compensation for early childhood through policy, advocacy, public awareness, strategy development

Funders:

Alliance for Early Success and
W.K. Kellogg Foundation



Salary Scale Context

NC Institute for Child Development Professionals had an early salary scale

MtN NC compensation team took up this work with a new approach and created the “Model Salary Scale for Early Education Teachers” through Moving the Needle on Compensation

North Carolina participated in two rounds of MtN

- NC Early Childhood Compensation Collaborative – state team
- One goal was to create, support and promote a salary scale for early childhood teachers

Why a salary scale?
To...

- Provide a published, transparent compensation and career pathway
- Serve as a planning tool for employees/the workforce
- Provide a tool that can be used for recruitment by employers
- Offer fair access to mobility, if published and followed
- Provide a guide to fair and just compensation



Salary Scale Development

Principles

- Wage parity with public school teachers, not compensation parity
- 100% wage parity for teachers with B-K license as required by school system
- Smaller percentage for degree without license
- Voluntary use by ECE programs, serves as a tool
- Equity between levels of wages, reward for education
- Minimum of \$15/hr. on the scale for an AAS/AA degree



Salary Scale Development

Field research

- Study developed for getting feedback about the scale from the workforce. Targeted teachers, administrators, organizations that support the workforce.
- DCDEE funded UNC-Charlotte to conduct the study
- Results reviewed: primarily positive, main concern was how to fund the increases
- Made final adjustments to scale; refined principles
- Incorporated feedback into documents that provide guidance on using the scale



Model Salary Scale for Early Education Teachers

B-K LICENSE PUBLIC SCHOOL			
Hourly Salary	Monthly Salary	Annual Salary (10 mo.)	Annual Salary (12 mo.)
\$20.19	\$3,500	\$35,000	\$42,000
	BA/BS	ECE/Child Dev. ¹	
\$19.18 ²	\$3,325		\$39,900
	AAS	ECE/Child Dev.	
\$15.14 ³	\$2,625		\$31,500
	Infant/Toddler or Preschool ⁴ Certificate		
\$11.98 ³	\$2,044		\$24,523

This scale was developed in consultation and collaboration with the following agencies:



- 1 Includes other BA/BS or AAS degrees with similar early childhood coursework.
- 2 95% of Public School B-K LICENSE
- 3 75% of Public School B-K LICENSE
- 4 Certificates are offered by the NC Community Colleges and include 5 ECE courses
- 5 This hourly rate represents the North Carolina statewide average of a living wage as determined by Living Wage Calculator, Massachusetts Institute of Technology as of February 2021, and is updated regularly. <http://livingwage.mit.edu/states/32>



DCDEE Compensation Strategies



NC DEPARTMENT OF
**HEALTH AND
HUMAN SERVICES**

NC has and is working on multiple compensation strategies for the early childhood workforce, including the salary scale

- DCDEE bonuses during COVID
- Operational Grants used for compensation strategies
- Stabilization of Subsidy and NC Pre-K
- WAGE\$ and AWARD\$
- Wonderschool Opportunities
- Stabilization grants with incentives for compensation (planning stage)
- Salary scale as guidance
 - Creates a model for ECE providers about what early educators should be paid
 - Provides compensation goals to which to aspire; incremental progress
 - Has been used as a guideline for compensation in NC Pre-K Summer Learning Program



Smart Start Compensation Strategies

Support for WAGE\$ and wrap around for T.E.A.C.H.

Cost-sharing with child care providers to offer health insurance and other benefits

Scholarships and tuition assistance for professional development

Locally designed workforce support strategies

Supporting and advancing policy solutions

Online business platform targeted to family child care homes, providing vital support to small businesses in communities across NC



Locally Designed Solutions

Pathways to Accreditation:
Children's Council of Watauga

Training, support, and bonuses

Focus on quality

Raising the wages of child care
professionals in the county

Modeled off NAEYC's
Accreditation



Smart Start Results

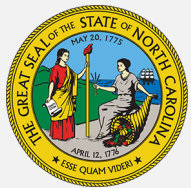
In FY 2020, 4,616 teachers serving more than 53,000 children statewide received education-based salary supplements through Smart Start.

In FY 2020, 680 child care professionals participated in Smart Start-funded programs that helped them study early education at the college level.

In FY2021, over 700 family child care and micro child care centers implemented a business platform to improve their business operations, with over 400 fully engaged after one year.



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Salary scale as guidance

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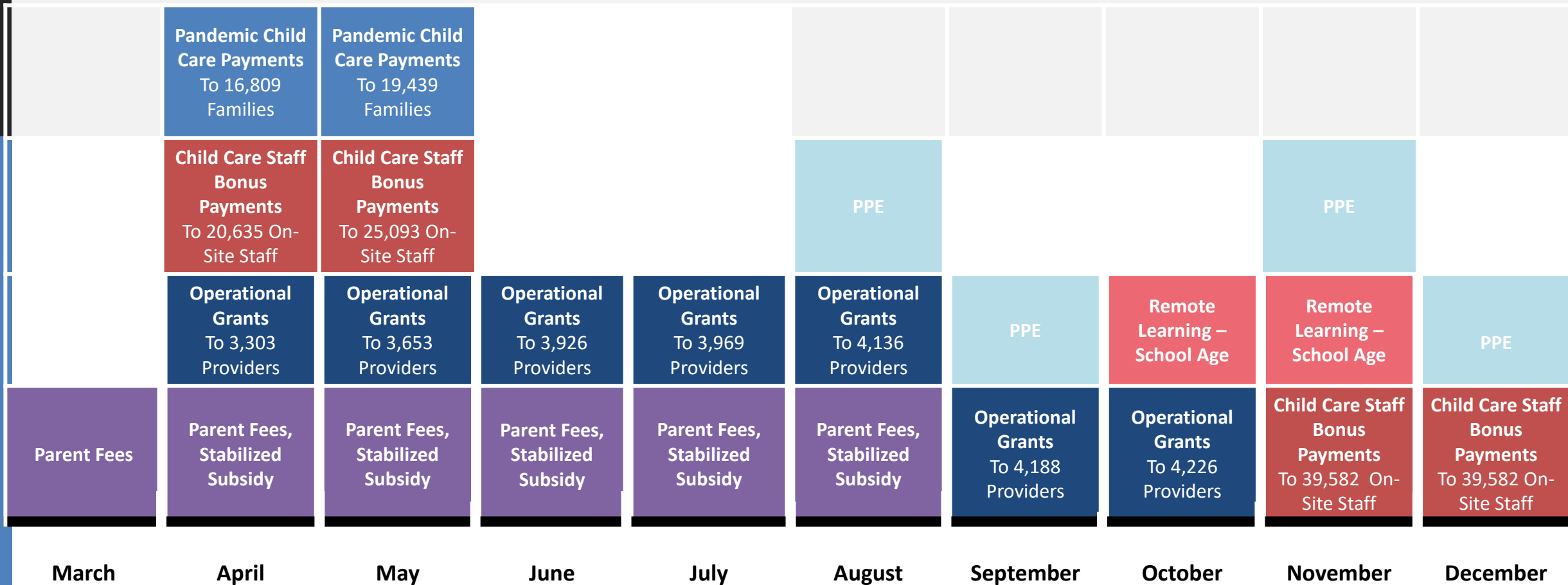
How Did We Respond?

Our priorities during COVID-19 were to protect children, families and providers to keep North Carolina working:

1. Health and Safety
2. Operational Support
3. Workforce Support
4. Access and Affordability

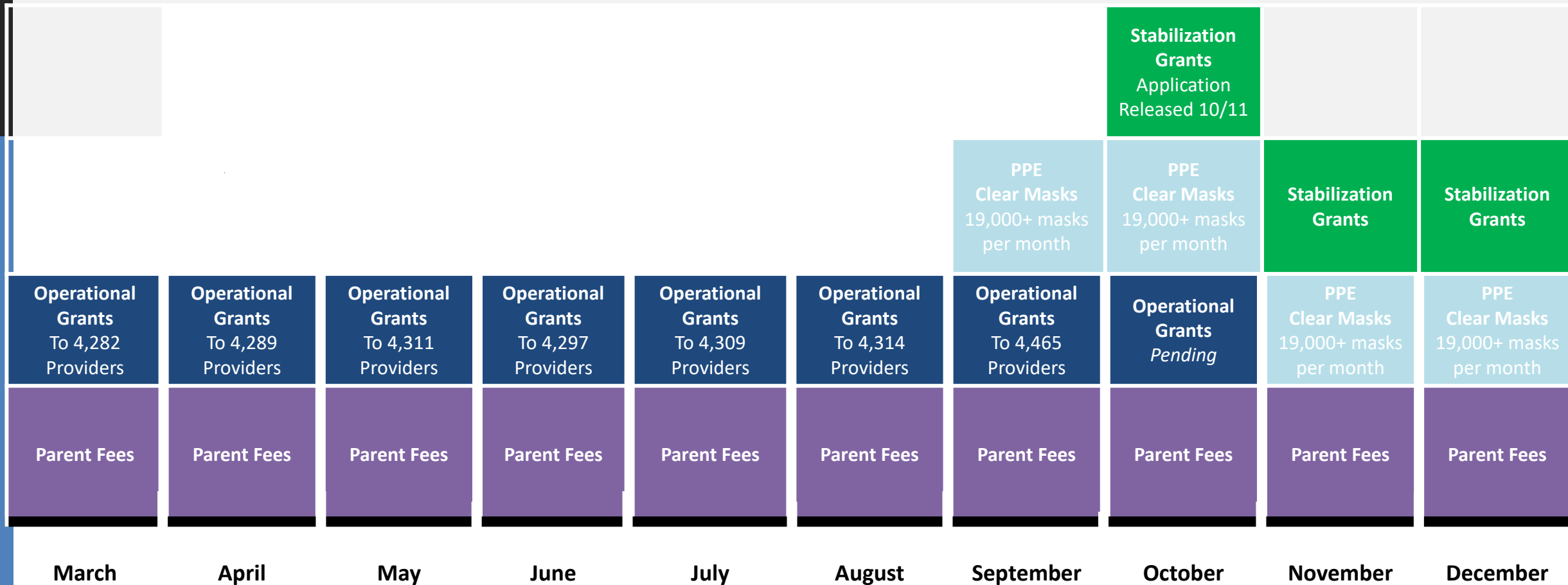


Layered Early Childhood Pandemic Crisis Supports in 2020





Layered Early Childhood Pandemic Crisis Supports in 2021





Technical Assistance to Support the Field in Implementing Salary Scales

The NC Institute for Child Development Professionals working to create:

TA training and toolkits for varying audiences:

- Higher education
- TA providers
- Teachers

DCDEE will provide business-related TA to help support compensation strategies



For Additional Information

- ncchildcare.ncdhhs.gov
- www.smartstart.org
- www.ncicdp.org
- www.childcareservices.org
- childcarerrnc.org
- ncearlyeducationcoalition.org
- www.momsrising.org/campaigns/north-carolina