

# Summary of the Early Childhood Education Workforce in San Francisco

Table 1A

Revised

Center Workforce Participants by Data Source 2007/2008

| Job Title<br>(Based on the CA<br>Child Development<br>Permit Matrix) | City<br>College<br>Child<br>Develop. | Publicly Administered              |                       |                | Head<br>Start -<br>SFSU | Non-PA Recipients of Workforce Compensation Initiatives |                              |                   |                 |               |               | Workforce<br>Participants<br>w/o Add.<br>Compensatio<br>n <sup>2</sup> | TOTAL<br>Center WF<br>Participants <sup>3</sup> |                 |
|--|--------------------------------------|------------------------------------|-----------------------|----------------|-------------------------|---|------------------------------|-------------------|-----------------|---------------|---------------|--|---|-----------------|
|  |                                      | SFUSD - Child Develop <sup>1</sup> |                       |                |                         | CARES/<br>WAGES+<br>/PFA-D                              | CARES/<br>WAGES+<br>+ /PFA-D | WAGES<br>+ /PFA-D | CARES<br>/PFA-D | PFA-D<br>Only | CARES<br>Only |  |   | WAGES<br>+ Only |
|  |                                      | Certificated                       | Para-<br>Professional | Total<br>SFUSD |                         |   |                              |                   |                 |               |               |  |   |                 |
| Teacher Assistant  |                                      | 80                                 | 205                   | 285            | 21                      |   | 37                           |                   | 1               |               | 47            | 299  | 120   | 1079            |
| Associate Teacher  |                                      |                                    |                       | 0              | 7                       | 1   | 82                           |                   | 1               | 1             | 66            | 111  |   |                 |
| Teacher  | 45                                   | 257                                |                       | 257            | 11                      | 14  | 57                           | 4                 | 10              | 4             | 219           | 123  | 671   | 1551            |
| Master Teacher   |                                      |                                    |                       | 0              | 9                       | 10  | 22                           | 1                 | 7               | 1             | 62            | 24   |   |                 |
| Site Supervisor  | 2                                    | 37                                 |                       | 37             | 4                       | 8   | 25                           |                   | 5               | 1             | 34            | 35   | 53  | 260             |
| Program Director   | 4                                    |                                    |                       | 0              |                         |   | 8                            |                   | 2               |               | 42            |  |   |                 |
| <b>TOTAL STAFF</b>   | <b>51</b>                            | <b>374</b>                         | <b>205</b>            | <b>579</b>     | <b>52</b>               | <b>33</b>   | <b>231</b>                   | <b>5</b>          | <b>26</b>       | <b>7</b>      | <b>470</b>    | <b>592</b>   | <b>844</b>                                      | <b>2890</b>     |

Workforce totals derived from Workforce Study. See Footnote 3.

Highlight:  
29.2% of the center ECE workforce (844/2890) work outside of programs that are either publicly administered, funded by WAGES Plus or receive SF CARES stipends.

# Summary of the Early Childhood Education Workforce in San Francisco

Table 1B

Center Workforce Participants in Publicly Administered Settings 2007/2008

| Job Title<br>(Based on the CA<br>Child Development<br>Permit Matrix) | Publicly Administered       |          |           |           |                                    |           |           |            |                   |          |           |            |                                      | Workforce<br>Participants<br>w/o Add.<br>Compensation <sup>2</sup> | TOTAL<br>Center WF<br>Participants <sup>3</sup> |
|--|-----------------------------|----------|-----------|-----------|------------------------------------|-----------|-----------|------------|-------------------|----------|-----------|------------|--------------------------------------|--|---|
|  | City College Child Develop. |          |           |           | SFUSD - Child Develop <sup>1</sup> |           |           |            | Head Start - SFSU |          |           |            | Total PA<br>WF with<br>Add.<br>Comp. |  |   |
|  | CARES<br>/PFA-D             | PFA-D    | CARES     | None      | CARES<br>/PFA-D                    | PFA-D     | CARES     | None       | CARES<br>/PFA-D   | PFA-D    | CARES     | None       |                                      |  |   |
| Teacher Assistant  |                             |          |           | 1         | 8                                  | 4         | 56        | 205        |                   |          | 4         | 201        | 72                                   | 666  | 1079  |
| Associate Teacher  |                             |          | 4         | 13        | 2                                  | 1         | 9         |            |                   | 7        | -7        | 23         |                                      |  |   |
| Teacher  | 2                           |          | 11        | -7        | 8                                  | 34        | 17        | 182        | 4                 |          | 6         | -10        | 82                                   | 1393   | 1551  |
| Master Teacher   |                             |          | 1         | -1        | 1                                  | 10        | 5         |            | 2                 |          | 4         | -6         | 23                                   |  |   |
| Site Supervisor  | 1                           |          | 4         | 14        | 1                                  |           | 1         | 35         |                   | 1        | 2         | -3         | 10                                   | 210  | 260   |
| Program Director   |                             |          |           | 8         |                                    |           |           |            | 2                 | 1        | 1         | -4         | 4                                    |  |   |
| <b>TOTAL STAFF</b>   | <b>3</b>                    | <b>0</b> | <b>20</b> | <b>28</b> | <b>20</b>                          | <b>49</b> | <b>88</b> | <b>422</b> | <b>8</b>          | <b>2</b> | <b>24</b> | <b>171</b> | <b>214</b>                           | <b>2269</b>  | <b>2890</b>                                     |
|  | 23                          |          |           |           | 157                                |           |           |            | 34                |          |           |            |                                      |  |   |

**Highlight:**  
*SF CARES and CCSF and SFSU data are inconsistent in some areas. These numbers suggest that a large percentage of the ECE workforce does not benefit from an incentive program: as high as 84%.*

## Summary of the Early Childhood Education Workforce in San Francisco

Table 2A

### Workforce Summary by Sector 2007/2008 <sup>4</sup>

|   | # Workforce Participants | % of Center WF |
|---|--------------------------|----------------|
| <b>Publicly Administered</b>                              | <b>682</b>               | <b>23.6%</b>   |
| SFUUSD - CD   | 579                      | 20.0%          |
| City College  | 51                       | 1.8%           |
| Head Start  | 52                       | 1.8%           |
| <b>Not Publicly Administered</b>                          | <b>2,208</b>             | <b>76.4%</b>   |
| CARES/WAGES+/PFA-D  | 33                       | 1.1%           |
| CARES/WAGES+  | 231                      | 8.0%           |
| CARES/PFA-D   | 26                       | 0.9%           |
| PFA-D/WAGES+  | 5                        | 0.2%           |
| CARES   | 470                      | 16.3%          |
| WAGES+  | 592                      | 20.5%          |
| PFA-D   | 7                        | 0.2%           |
| Workforce Participants w/o Add. Compensation <sup>5</sup> | 844                      | 29.2%          |
| <b>TOTAL</b>  | <b>2,890</b>             | <b>100%</b>    |

| Comp. Initiative | Total WF (Non-Public Admin.) | % of WF (duplicate) |
|------------------|------------------------------|---------------------|
| CARES            | 760                          | 26.3%               |
| WAGES+           | 861                          | 29.8%               |
| PFA-D            | 71                           | 2.5%                |

Highlight:

*23.6% of the center ECE workforce work in publicly administered programs.*

Table 2B

Center Workforce Participants by Title 5 Center Status 2007/2008

| Job Title<br>(Based on the CA Child Development Permit Matrix) | Publicly Administered |                                  | Non-Publicly Administered                       |                                  |   |                                  | TOTAL Center WF Participants <sup>3</sup> |
|--|-----------------------|----------------------------------|---|----------------------------------|---|----------------------------------|---|
|  | WF Participants       | Est. # Employed in Title 5 Sites | WF Participants WITH At Least One Comp. Benefit | Est. # Employed in Title 5 Sites | Workforce Participants w/o Add. Compensation <sup>2</sup> | Est. # Employed in Title 5 Sites |   |
| Teacher Assistant  | 313                   | 302                              | 646   | 215                              | 120   | 1                                | 1079                                      |
| Associate Teacher  |                       |                                  |   |                                  |   |                                  |   |
| Teacher  | 322                   | 311                              | 558   | 186                              | 671   | 5                                | 1551                                      |
| Master Teacher   |                       |                                  |   |                                  |   |                                  |   |
| Site Supervisor  | 47                    | 45                               | 160   | 53                               | 53  | 1                                | 260                                       |
| Program Director   |                       |                                  |   |                                  |   |                                  |   |
| <b>TOTAL STAFF</b>   | <b>682</b>            | <b>658</b>                       | <b>1364</b>                                     | <b>454</b>                       | <b>844</b>  | <b>7</b>                         | <b>2890</b>                               |

Estimated Classroom Staff Working in Title 5 Centers = 1119

Workforce totals derived from Workforce Study. See Footnote 3.

Highlight:

98.5% Non-Publicly Administered Title 5 Centers have classroom staff that receive at least one form of compensation benefit (SF CARES/WAGES+/PFA-D)

# Summary of the Early Childhood Education Workforce in San Francisco

Table 2B

Revised

Example Annual Wages, by Sector

|                              | SFUSD-CD             |        |                             |        | Head Start |        | Privately Operated   |        |         | Title 5 Non-Profit           |        | Family Child Care   |        |
|------------------------------|----------------------|--------|-----------------------------|--------|------------|--------|----------------------|--------|---------|------------------------------|--------|---|--------|
|                              | Certificated Teacher |        | Para-Prof.<br>(30 hrs./wk.) |        | Teacher    |        | Teacher<br>(FT 2080) |        |         | Teacher<br>(FT 2080: not HS) |        | FCC Teacher Assistant<br>(29 hrs)<br><small>(Low=0 Units, Hight=Teach. w/ 16)</small> |        |
|                              | Low                  | High   | Low                         | High   | Low        | High   | Low                  | Mid    | High    | Low                          | High   | Low   | High   |
| Base pay                     | 41,000               | 70,000 | 21,840                      | 26,520 | 38,126     | 41,163 | 15,579               | 36,338 | 98,363  | 18,408                       | 22,318 | 11,687  | 11,687 |
| WAGES+                       |                      |        |                             |        |            |        |                      |        |         | 7,072                        | 5,970  | 2,941   | 8,671  |
| Additional Center Funding    |                      |        |                             |        |            |        |                      |        |         | 0                            | 8,403  | 0   | 0      |
|                              | 41,000               | 70,000 | 21,840                      | 26,520 | 38,126     | 41,163 | 15,579               | 36,338 | 98,363  | 25,480                       | 36,691 | 14,628  | 20,358 |
|                              |                      |        |                             |        |            |        |                      |        |         |                              |        |   |        |
| CARES stipend (ex. stipends) | 5,000                | 5,000  | 5,000                       | 5,000  | 1,500      | 1,500  | 4,000                | 4,000  | 4,000   | 1,500                        | 4,000  | 0   | 1,500  |
| PFA stipend (av. stipend)    | 5,000                | 5,000  | 5,000                       | 5,000  | 5,000      | 5,000  | 5,000                | 5,000  | 5,000   |                              | 5,000  | 0   | 0      |
| Total Pay                    | 51,000               | 80,000 | 31,840                      | 36,520 | 44,626     | 47,663 | 24,579               | 45,338 | 107,363 | 26,980                       | 45,691 | 14,628  | 21,858 |

## Summary of the Early Childhood Education Workforce in San Francisco

Table 3

Family Child Care Workforce Summary - 2007/2008

| Role in Family Child Care          | CARES/<br>WAGES+<br>FCC<br>/PFA-D | CARES/<br>WAGES+<br>FCC | CARES/<br>PFA-D | PFA-D/<br>WAGES+<br>FCC | CARES<br>Only | WAGES+<br>FCC Only | PFA-D<br>Only | Workforce<br>Participants<br>w/o Add.<br>Compensation <sup>5</sup> | Total FCC<br>Workforce<br>Participants <sup>3</sup> |
|------------------------------------|-----------------------------------|-------------------------|-----------------|-------------------------|---------------|--------------------|---------------|--|---|
| FCC Owner                          | 1                                 | 74                      | 1               | 0                       | 58            | 115                | 0             | 460  | 709   |
| FCC Teacher Assistant <sup>6</sup> | 0                                 | 12                      | 0               | 0                       | 23            | 94                 | 0             | 318  | 447   |
| <b>TOTAL STAFF</b>                 | <b>1</b>                          | <b>86</b>               | <b>1</b>        | <b>0</b>                | <b>81</b>     | <b>209</b>         | <b>0</b>      | <b>778</b>   | <b>1156</b>   |

Highlight:

*An estimated 40% of the ECE workforce work in family child care (FCC) homes.*

*67% (778/1,156) of FCC workforce participants receive no additional compensation.*

# Summary of the Early Childhood Education Workforce in San Francisco

Table 4

## Workforce Hourly WAGES 2007/2008

| Job Title<br>(Based on the CA Child Development Permit Matrix) | Publicly Administered |                  |                   |                           |                                | Non-PA Recipients of Workforce Compensation Initiatives |                   |          |          |                                     |          |          |
|--|-----------------------|------------------|-------------------|---------------------------|--------------------------------|---|-------------------|----------|----------|-------------------------------------|----------|----------|
|  | SFUSD K-12            | SFUSD - Child DP |                   | City College <sup>7</sup> | Head Start - SFSU <sup>9</sup> |   | WAGES+ Aug. Staff |          |          | CARES Only Recipients <sup>10</sup> |          |          |
|  |                       | Certificated     | Para-Professional |                           | Low                            | High  | Low               | Average  | High     | Low                                 | Average  | High     |
| As a % Percent of the Total Workforce <sup>8</sup>             |                       | 20.0%            |                   | 1.8%                      | 1.8%                           |   | 29.8%             |          |          | 26.3%                               |          |          |
| Aide/Assistant   |                       |                  |                   |                           | \$ 11.73                       | \$ 11.73  | \$ 9.80           | \$ 10.96 | \$ 14.36 |                                     |          |          |
| Teacher Assistant  |                       | \$13 - \$22      | \$14 - \$17       | \$ 16.95                  | \$ 11.84                       | \$ 12.54  | \$ 9.80           | \$ 10.96 | \$ 14.36 | \$ 9.14                             | \$ 12.43 | \$ 31.18 |
| Associate Teacher  |                       |                  |                   | \$ 16.95                  | \$ 14.10                       | \$ 15.85  | \$ 12.25          | \$ 13.52 | \$ 20.55 | \$ 9.08                             | \$ 13.11 | \$ 26.76 |
| Teacher without 16 G.E. Units                                  |                       |                  |                   |                           |                                |   | \$ 12.85          | \$ 13.77 | \$ 14.64 |                                     |          |          |
| Teacher  |                       |                  |                   | \$ 17.41                  |                                |   | \$ 13.60          | \$ 14.82 | \$ 22.50 | \$ 7.49                             | \$ 16.18 | \$ 26.09 |
| Teacher w/ AA  |                       | \$25 - \$37      |                   |                           | \$ 18.33                       | \$ 18.33  |                   |          |          |                                     |          |          |
| Teacher w/ BA  | \$32-\$60             | \$32 - \$51      |                   |                           | \$ 19.79                       | \$ 19.79  |                   |          |          |                                     |          |          |
| Teacher w/ MA  |                       |                  |                   |                           | \$ 19.79                       | \$ 19.79  |                   |          |          |                                     |          |          |
| Master Teacher   |                       | \$32 - \$60+     |                   |                           |                                |   | \$ 15.10          | \$ 17.59 | \$ 22.99 | \$ 14.00                            | \$ 19.11 | \$ 31.69 |
| Master Teacher w/ AA   |                       |                  |                   |                           | \$ 19.39                       | \$ 19.39  |                   |          |          |                                     |          |          |
| Master Teacher w/ BA   |                       |                  |                   |                           | \$ 20.85                       | \$ 20.85  |                   |          |          |                                     |          |          |
| Master Teacher w/ MA   |                       |                  |                   |                           | \$ 20.85                       | \$ 20.85  |                   |          |          |                                     |          |          |
| Site Supervisor  |                       |                  |                   | \$ 20.16                  |                                |   | \$ 18.10          | \$ 19.84 | \$ 26.00 | \$ 10.00                            | \$ 19.09 | \$ 28.35 |
| Site Supervisor w/ BA  |                       |                  |                   |                           | \$ 23.08                       | \$ 24.04  |                   |          |          |                                     |          |          |
| Site Supervisor w/ MA  |                       |                  |                   |                           | \$ 24.52                       | \$ 24.52  |                   |          |          |                                     |          |          |
| Program Director   |                       |                  |                   | \$ 22.01                  |                                |   |                   |          |          | \$ 12.30                            | \$ 22.65 | \$ 34.14 |
| Other  |                       |                  |                   | \$ 59.01                  |                                |   |                   |          |          |                                     |          |          |

NOTE: The highest average hourly wage for an early care and education Teacher working in San Francisco is \$19.21 per hour, while Teacher Assistants averaged \$12.47 per hour, based on the California Early Care and Education Workforce Study: Licensed Child Care Centers and Family Child Care Providers, San Francisco County (August 2006).

## Summary of the Early Childhood Education Workforce in San Francisco

Table 5

### Center Workforce Hourly WAGES 2007/2008

| Job Title<br>(Based on the CA Child Development Permit Matrix) | Pub. Admin.                    |          | Recipients of Workforce Compensation Initiatives |          |          |  |          |          |
|--|--------------------------------|----------|--|----------|----------|--|----------|----------|
|  | Head Start - SFSU <sup>9</sup> |          | WAGES+<br>Aug. Staff (except Prog. Dir.)         |          |          | SF CARES Only Recipients <sup>10</sup> |          |          |
|  | Low                            | High     | Low  | Average  | High     | Low                                    | Average  | High     |
| As a % Percent of the Total Workforce <sup>11</sup>            | 1.8%                           |          | 29.8%  |          |          | 26.3%                                  |          |          |
| Aide/Assistant   | \$ 11.73                       | \$ 11.73 | \$ 9.80  | \$ 10.96 | \$ 14.36 |  |          |          |
| Teacher Assistant  | \$ 11.84                       | \$ 12.54 | \$ 9.80  | \$ 10.96 | \$ 14.36 | \$ 9.14                                | \$ 14.52 | \$ 31.18 |
| Associate Teacher  | \$ 14.10                       | \$ 15.85 | \$ 12.25   | \$ 13.52 | \$ 20.55 | \$ 9.08                                | \$ 13.38 | \$ 26.76 |
| Teacher without 16 G.E. Units                                  |                                |          | \$ 12.85   | \$ 13.77 | \$ 14.64 |  |          |          |
| Teacher  | \$ 18.33                       | \$ 19.79 | \$ 13.60   | \$ 14.82 | \$ 22.50 | \$ 7.49                                | \$ 17.47 | \$ 47.29 |
| Master Teacher   | \$ 19.39                       | \$ 20.85 | \$ 15.10   | \$ 17.59 | \$ 22.99 | \$ 14.00                               | \$ 19.45 | \$ 33.00 |
| Site Supervisor  | \$ 23.08                       | \$ 24.52 | \$ 18.10   | \$ 19.84 | \$ 26.00 | \$ 10.00                               | \$ 19.66 | \$ 62.00 |
| Program Director   |                                |          | \$ 9.00  | \$ 23.43 | \$ 40.38 | \$ 12.30                               | \$ 22.77 | \$ 34.14 |

NOTE: The highest average hourly wage for an early care and education Teacher working in San Francisco is \$19.21 per hour, while the highest paid Teacher Assistants averaged \$12.47 per hour, based on the California Early Care and Education Workforce Study: Licensed Child Care Centers and Family Child Care Providers, San Francisco County (August 2006).

**Highlight:**

*SF CARES recipients' wages vary widely within job title.*

## Summary of the Early Childhood Education Workforce in San Francisco

Table 6

Center Workforce Annual WAGES by Data Source 2007/2008 (assuming 2080 hrs./yr. HS, W+)

| Job Title<br>(Based on the CA Child Development Permit Matrix) | SFUSD K-12 <sup>12</sup> | SFUSD - Child Development Program <sup>13</sup> | City College | Head Start - SFSU <sup>14</sup> | WAGES+    |
|--|--------------------------|---|--------------|---------------------------------|-----------|
| As a % Percent of the Total Workforce <sup>15</sup>            |                          | 20.0%   | 1.8%         | 1.8%                            | 29.8%     |
| Aide/Assistant   |                          |   |              | \$ 24,396                       | \$ 20,384 |
| Teacher Assistant  |                          |   | \$ 35,256    | \$ 25,362                       | \$ 22,048 |
| Associate Teacher  |                          |   | \$ 35,256    | \$ 31,158                       | \$ 25,480 |
| Teacher without 16 G.E. Units                                  |                          |   |              |                                 | \$ 26,728 |
| Teacher  | \$41,000 - \$79,000      | \$41,000 - \$70,000                             | \$ 36,213    | \$ 38,136                       | \$ 28,662 |
| Master Teacher   |                          |   |              | \$ 40,332                       | \$ 32,469 |
| Site Supervisor  |                          |   | \$ 41,922    | \$ 48,000                       | \$ 39,333 |
| Program Director   |                          |   | \$ 45,781    |                                 |           |

NOTE: The highest average hourly wage for an early care and education Teacher working in San Francisco is \$19.21 per hour, while the highest paid Teacher Assistants averaged \$12.47 per hour, based on the California Early Care and Education Workforce Study: Licensed Child Care Centers and Family Child Care Providers, San Francisco County (August 2006).

Figures represent ranges of wages or average annual wage within range for job titles.

**Highlight:**

A significant portion of the ECE workforce earn wages at a level qualifying them for child care subsidies. A family of three (3) with an annual income below \$43,536 is eligible for child care subsidies.

## Summary of the Early Childhood Education Workforce in San Francisco

Table 7

Workforce Annual WAGES with Degree Attainment 2007/2008 (assuming 2080 hrs./yr. HS, W+)

| Job Title and Degree Attainment                     | SFUSD K-12 <sup>17</sup> | SFUSD - Child Development Program <sup>18</sup> | City College <sup>19</sup> | Head Start - SFSU <sup>20</sup> | WAGES+    |
|---|--------------------------|---|----------------------------|---------------------------------|-----------|
| As a % Percent of the Total Workforce <sup>21</sup> |                          | 20.0%   | 1.8%                       | 1.8%                            | 29.8%     |
| Teacher   |                          |   |                            |                                 | \$ 28,662 |
| Teacher w/ Associates Degree                        |                          |   |                            | \$ 38,136                       | \$ 28,662 |
| Teacher w/ Bachelors Degree                         | \$41,000-\$79,000        | \$53,770  | \$ 36,213                  | \$ 41,172                       | \$ 28,662 |
| Teacher w/ Masters Degree                           | \$41,000-\$79,000        |   |                            | \$ 41,172                       | \$ 28,662 |
| Master Teacher                                      |                          |   |                            |                                 | \$ 32,469 |
| Master Teacher w/ Associates Degree                 |                          |   |                            | \$ 40,332                       | \$ 32,469 |
| Master Teacher w/ Bachelors Degree                  |                          |   |                            | \$ 43,368                       | \$ 32,469 |
| Master Teacher w/ Masters Degree                    |                          |   |                            | \$ 43,368                       | \$ 32,469 |
| Site Supervisor                                     |                          |   |                            |                                 | \$ 39,333 |
| Site Supervisor w/ Associates Degree                |                          |   |                            |                                 | \$ 39,333 |
| Site Supervisor w/ Bachelors Degree                 |                          |   | \$ 41,922                  | \$ 48,000                       | \$ 39,333 |
| Site Supervisor w/ Masters Degree                   |                          |   |                            | \$ 51,000                       | \$ 39,333 |

Figures represent ranges of wages or average annual wage within range for job titles.

**Highlight:**

Head Start Grantee (SFSU) provides higher wages to Teachers, Master Teachers, and Site Supervisors for degree attainment and ECE unit completion.

## Summary of the Early Childhood Education Workforce in San Francisco

Table 8

### Degree Attainment of Center Workforce 2007/2008

#### Degree Attainment of all Workforce Participants

| Job Category <sup>22</sup> | # Center Workforce Participants | % Associate Degrees <sup>23</sup> | # Associate Degrees | % Bachelor Degrees or Higher <sup>24</sup> | # Bachelor Degrees or Higher | Total Degrees | % of Total Center Workforce with Degrees | TOTAL Public Sector Degrees | % of Degrees in Public Sector Setting | SF CARES/ WAGES+/ PFA-D (Non Public Admin.) | Non Public Admin. Degree Attainment (w/o add. comp. funding) |
|----------------------------|---------------------------------|-----------------------------------|---------------------|--|------------------------------|---------------|--|-----------------------------|---------------------------------------|---|--|
| Teacher Assistant          | 1079                            | 18%                               | 194                 | 14%  | 151                          | 345           | 32.0%                                    | 144                         | 42%                                   | 45  | 157  |
| Teacher                    | 1551                            | 25%                               | 388                 | 50%  | 776                          | 1163          | 75.0%                                    | 259                         | 22%                                   | 211   | 693  |
| Site Supervisor            | 260                             | 7%                                | 18                  | 88%  | 229                          | 247           | 95.0%                                    | 63                          | 25%                                   | 67  | 117  |
| <b>TOTAL</b>               | <b>2890</b>                     |                                   | <b>600</b>          |  | <b>1156</b>                  | <b>1756</b>   | <b>60.7%</b>                             | <b>469</b>                  | <b>27%</b>                            | <b>323</b>                                  | <b>966</b>   |

Highlight:

40% of workforce participants have a Bachelor degree or higher.

## Summary of the Early Childhood Education Workforce in San Francisco

Table 9

Degrees Attained - Summary of Staff at SFUSD-CD, City College, and HS 2007

| Job Category <sup>22</sup> | Workforce Participants in SFUSD-CD, SFCC, HS | % Associate Degrees <sup>23</sup> | # AA Public Sector | % Bachelor Degrees and Higher <sup>24</sup> | # Bachelor Degrees and Higher | TOTAL Public Sector Degrees | % of Staff within Public Admin Centers w/ Degrees |
|----------------------------|--|-----------------------------------|--------------------|---|-------------------------------|-----------------------------|---|
| Teacher Assistant          | 313  | 31%                               | 102                | 12.7%                                       | 42                            | 144                         | 45.9%   |
| Teacher                    | 322  | 23%                               | 66                 | 68.1%                                       | 193                           | 259                         | 80.5%   |
| Director                   | 47   | 7%                                | 5                  | 88.0%                                       | 61                            | 66                          | 139.5%  |
| <b>TOTAL</b>               | <b>682</b>                                   |                                   | <b>173</b>         |   | <b>296</b>                    | <b>469</b>                  | <b>68.7%</b>                                      |

Highlight:

SFUSD-CD reported higher rates of Bachelor attainment of staff (68.1%) than average in Workforce Study (49.8%).  
69% of staff in publicly administered centers have a degree.

## Summary of the Early Childhood Education Workforce in San Francisco

Table 10

Degrees Attained by FCC Workforce 2007/2008

| Job Title                           | Degree Attainment |      |                  |                | Bachelor Degree or Higher | Total Degrees | % of FCC Staff with Degrees | TOTAL W+/SF CARES/PFA-D | Non W+/SF CARES Degree Attain. |
|-------------------------------------|-------------------|------|------------------|----------------|---------------------------|---------------|-----------------------------|-------------------------|--------------------------------|
|                                     | #                 | % AA | Associate Degree | % BA or Higher |                           |               |                             |                         |                                |
| FCC Owners <sup>25</sup>            | 709               | 12%  | 85               | 19%            | 135                       | 220           | 31.0%                       | 42                      | 178                            |
| FCC Teacher Assistant <sup>26</sup> | 447               | 12%  | 54               | 19%            | 85                        | 139           | 31.0%                       | 9                       | 130                            |
| <b>TOTAL</b>                        | <b>1156</b>       |      | <b>139</b>       |                | <b>220</b>                | <b>358</b>    | <b>31.0%</b>                | <b>51</b>               | <b>307</b>                     |

**Highlight:**

31% of FCC owners have an Associate degree or higher; 19% have a Bachelors degree or higher.

## Summary of the Early Childhood Education Workforce in San Francisco

Table 11

Capacity of Licensed Centers in San Francisco 2007/2008 <sup>21</sup>

| Licensed Center Data Source                             | # Lic. Centers | % Licensed Centers | Capacity      | % Capacity    |
|---|----------------|--------------------|---------------|---------------|
| After-School Stand Alone Centers                        | 34             | 11.4%              | 2,480         | 16.2%         |
| Publicly Administered Centers                           | 56             | 18.9%              | 4,237         | 27.7%         |
| <i>SFUSD (21 in PFA)</i>                                | 40             | 13.5%              | 3,683         | 24.1%         |
| <i>SFCCD (0 in PFA)</i>                                 | 7              | 2.4%               | 255           | 1.7%          |
| <i>Head Start Grantee (SFSU) (5 in PFA)</i>             | 9              | 3.0%               | 299           | 2.0%          |
| Privately Administered Centers                          | 207            | 69.7%              | 8,555         | 56.0%         |
| PFA Only  | 2              | 0.7%               | 42            | 0.3%          |
| WAGES+ Only   | 1              | 0.3%               | 19            | 0.1%          |
| Centers w/ SF CARES Recipients ( <i>not W+ or PFA</i> ) | 87             | 29.3%              | 4,036         | 26.4%         |
| SF CARES recips/WAGES+                                  | 40             | 13.5%              | 1,403         | 9.2%          |
| SF CARES recips/PFA                                     | 8              | 2.7%               | 607           | 4.0%          |
| PFA/WAGES+/SF CARES recips                              | 12             | 4.0%               | 661           | 4.3%          |
| Centers not Part. In Comp. Initiatives                  | 57             | 19.2%              | 1,787         | 11.7%         |
| <b>TOTAL LICENSED CENTER/CAPACITY</b>                   | <b>297</b>     | <b>100.0%</b>      | <b>15,272</b> | <b>100.0%</b> |

Highlight:

94% of the identified slots for infants are in privately administered centers.

## Summary of the Early Childhood Education Workforce in San Francisco

Table 12

Est. Number of Centers without Additional Compensation with Lowest Wages 2007 (based on SF CARES/WAGES+/PFA data)

| Distribution of Lic. Centers by City/County Program Funding  | # Lic. Centers | # I.D. Centers<br>w/ 1 > W+<br>Eligible Staff | % of Est. I.D.<br>Low Wage Sites |
|--|----------------|---|----------------------------------|
| Centers w/ SF CARES Recipients                               | 75             | 22  | 29.3%                            |
| PFA Centers - not Publicly Administered/WAGES +<br>WAGES+    | 7              | 0   | 0.0%                             |
| Centers not Part. In Comp. Initiatives - Not Publicly Admin. | 60             | 60  | 100.0%                           |
|  | 48             | 28  | 57.7%                            |
| <b>TOTAL Est. Centers with Low Wages (eligible for W+)</b>   | <b>305</b>     | <b>110</b>                                    | <b>36.1%</b>                     |

Highlight:

*An estimated 36.1% of licensed centers (110/305) (excluding publicly administered, After-School Stand Alone, and Head Start Delegate (115) centers) employ at least one teaching staff earning below a WAGES Plus wage floor.*

## Summary of the Early Childhood Education Workforce in San Francisco

Table 13

### Centers/FCCs Funded by **Preschool for All** , FY 07-08

| Sites by Type                          | # Participating Lic. Centers/FCCs | % of Total    |
|--|-----------------------------------|---------------|
| <b>Centers</b>                         |                                   |               |
| <b>Publicly Administered</b>           | 37                                | 46.8%         |
| <i>SFUSD</i>                           | 23                                | 29.1%         |
| <i>SFCCD</i>                           | 6                                 | 7.6%          |
| <i>HS Grantee (SFSU)</i>               | 8                                 | 10.1%         |
| <b>Not Publicly Administered</b>       | 37                                | 46.8%         |
| Without WAGES+                         | 18                                | 22.8%         |
| With WAGES+                            | 19                                | 24.1%         |
| <b>Family Child Care</b>               |                                   |               |
| PFA - FCC                              | 5                                 | 6.3%          |
| PFA/WAGES+ FCC                         | 3                                 | 3.8%          |
| <b>TOTAL PFA FUNDED SITES FY 07-08</b> | <b>79</b>                         | <b>100.0%</b> |

Highlight:

*66% of publicly administered programs received PFA funding;*

*18% of not publicly administered programs receive PFA.*

# Summary of the Early Childhood Education Workforce in San Francisco

Table 14

Revised

Title 5 Centers (2008), by sector

|  | # Centers  | Capacity*   | % of Total    |
|--|------------|-------------|---------------|
| <b>School Age Stand Alone</b>                    | <b>6</b>   |             | <b>5.1%</b>   |
| <b>Publicly Administered</b>                     | <b>47</b>  | <b>3173</b> | <b>39.8%</b>  |
| <i>SFUSD</i>                                     | 33         |             | 28.0%         |
| <i>SFCCD</i>                                     | 7          |             | 5.9%          |
| <i>HS Grantee (SFSU)</i>                         | 7          |             | 5.9%          |
| <b>Not Publicly Administered</b>                 | <b>65</b>  | <b>2290</b> | <b>55.1%</b>  |
| PFA Centers - no WAGES+ or SF CARES              | 0          |             | 0.0%          |
| SF CARES recipient centers, no WAGES+ or PFA     | 4          |             | 3.4%          |
| WAGES+ - no SF CARES or PFA                      | 0          |             | 0.0%          |
| WAGES+/SF CARES recipient centers                | 43         |             | 36.4%         |
| PFA Centers/WAGES+                               | 1          |             | 0.8%          |
| PFA/SF CARES recipient centers                   | 3          |             | 2.5%          |
| Centers participating in all 3 Comp. Initiatives | 13         |             | 11.0%         |
| Centers not Part. In Comp. Initiatives           | 1          |             | 0.8%          |
| <b>TOTAL Title 5 Centers</b>                     | <b>118</b> | <b>5463</b> | <b>100.0%</b> |

\* Does not include School Age capacity.

98.5%

## Summary of the Early Childhood Education Workforce in San Francisco

### FOOTNOTES:

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- 1 Site Supervisor #s are estimated based on the number of independent sites operated by SFUSD.
- 2 Workforce Participants Uncategorized represents individuals working ECE programs not receiving funding through SFUSD, SFCC, HS, HSD, W+, or SFCARES.
- 3 Whitebook, M., Sakai, L., Kipnis, F., et al. (2006). *California Early Care and Education Workforce Study: Licensed Child Care Centers. San Francisco County 2006*. Berkeley, CA: Center for the Study of Child Care Employment, and San Francisco, CA: California Child Care Resource and Referral Network. Study estimated 3692 early care and education workforce participants; including FCCs and FCC Teacher Assistants. Adjusted workforce participant numbers based on the methodology described in Appendix B.
- 4 Data reported by programs.
- 5 Workforce Participants Uncategorized represents individuals working ECE programs not receiving funding through SFUSD, SFCC, HS, HSD, W+, or SFCARES.
- 6 FCC Teacher Assistants estimate derived from ratio of Teacher Assistants to FCC Owners based on data in the 2006 California Early Care and Education Workforce Study: Licensed Child Care Centers and Family Child Care Providers, San Francisco (August 2006). Ratio applied to updated number of licensed FCCs in San Francisco (709)
- 7 Professorial level staff in Other category - approximate hourly equivalent.
- 8 WAGES Plus/SF CARES dual participants are not listed; comprising 9.4% of the center workforce. Combined WAGES Plus and SF CARES recipients represent 39% of the center early care and education workforce. Additionally, 34.2% of the early care and education workforce do not receive public subsidies
- 9 Range in wages within position based on SF Head Start Survey dated 6/08 based on 2080 hours per year, as submitted by SFHS staff.
- 10 Does not include staff from SFUSD, SFCC, HS, or HSD programs.
- 11 WAGES Plus/SF CARES dual participants are not listed; comprising 9.4% of the center workforce. Combined WAGES Plus and SF CARES recipients represent 39% of the center early care and education workforce. Additionally, 34.2% of the early care and education workforce do not receive public subsidies
- 12 SFUSD data based on full time teacher salary range; not 2080 hours per year.
- 14 SFUSD - CD data based on average salary of full-time teachers; not 2080 hours per year.
- 15 Head Start reported that part-day part-year staff sought additional hours in full-day full-year programs therefore tended to work 2080 hours per year.
- 11 WAGES Plus/SF CARES dual participants are not listed; comprising 9.4% of the center workforce. Combined WAGES Plus and SF CARES recipients represent 39% of the center early care and education workforce. Additionally, 34.2% of the early care and education workforce do not receive public subsidies
- 17 SFUSD data based on full time teacher salary range; not 2080 hours per year.
- 18 SFUSD - CD data based on average salary of full-time teachers; not 2080 hours per year.
- 19 Professorial level staff - approximate hourly equivalent of \$59.01 per hour.
- 20 Head Start reported that part-day part-year staff sought additional hours in full-day full-year programs therefore tended to work 2080 hours per year.
- 21 Data from Geo Map.
- 22 Job categories are collapsed based on SF Workforce Study: Teacher Assistant = Teacher Assistant and Associate Teacher, Teacher = Teacher + Master Teacher, Director = Site Supervisor + Program Director. Estimated number of workforce participants per Job Title is based on the proportion referenced in the the SF Workforce Study
- 23 Percentages derived from SFUSD-CD survey of staff degree attainment for teaching staff.
- 24 Percentages derived from SFUSD-CD survey of staff degree attainment for teaching staff; Director degree attainment rate from SF Workforce Study.
- 25 Percentage of degree attainment for FCC Providers based on Workforce # and CA ECE Workforce Study degree attainment rates.
- 26 Workforce study did not specify rate of degree attainment by Teacher Assistants working for FCC Providers versus Centers. Assumption in this table is that Teacher Assistants in FCCs in SF do not have higher levels of degree attainment than FCC Providers.