

POTENTIAL OPTIONS FOR COMPENSATION INITIATIVES
IN SAN FRANCISCO
10/20/08

OPTION 1. Maintain the status quo with minor changes

Examples of minor changes include:

- Pro-rate PFA bonus for part-time teachers or limit the stipend for higher earners
- Eliminate additional CARES stipend for holders of site supervisor permit unless working as a site supervisor
- Make some adjustment in WAGES+ for degree attainment for teachers
- Explore minimizing some of the “stacking of programs” to consider improving breadth and depth of investment impact.

OPTION 2. Focus on creating an SF ECE system that recognizes the BA teacher as the center or core of every classroom, and rewards assistants with AA's as a step toward achieving the BA.

- Reward all BA teachers
 - Limit stipend investment to those earning under a certain earnings cap*
 - OR*
 - Set investment based with differential on salaries above a certain wage benchmark (i.e., as in CARES).*
- Could have some discretionary funds for experienced teachers to be “grandfathered in” or with “BA equivalent”
- Ensure that resources for educational attainment are retained
- Use current city funding and look at accessing other city investments in ECE to support providers to achieve educational attainment
- Modify CARES to reward actual position worked, not matrix level attained
- Modify WAGES Plus to change eligibility requirements to reward teachers working toward a BA
- Modify PFA to reach BA's systemically
- Strengthen mentorship programs for FCC's to further reward FCC's without BA's.
- Explore Head Start model for work with Family Child Care compensation benchmarks¹
- Strengthen mentorship programs for FCC's

¹ As of October 1, 2011, all teachers (not teacher assistants) must have at least an Associates degree. By 2013, 50% of teachers nationwide must have a B.A. As of September 30, 2013, all Teacher Assistants must have at least a CDA. As of Sept. 30, 2013, all Education Coordinators must have at least a B.A.

- Support professional development for FCC's

OPTION 3. Focus on improving wages with goal of all early childhood professionals earning at the level of San Francisco's Minimum Compensation Ordinance

- Differentiate wage levels based on education and/or permit attainment
- \$2 million in additional resources would be needed to reach MCO
- Some of PFA stipend \$\$'s could possibly be redirected to this purpose
- Question of whether possible to determine a minimum compensation level for FCC's

OPTION 4. Focus all resources on workforce working in programs serving low income children

- Adjust investments to focus on providers serving low income families (Any of options 1-3 could be adjusted through the lens of prioritizing providers caring for children of low-income families based on the needs of these children being the greatest for quality.)
 - *Limit investments to low income serving programs*
 - OR
 - *Provide shallow investment across programs with a deeper stipend or differential for low income serving programs/workforce*
- WAGES Plus, CARES and PFA could change eligibility requirements to reward programs serving a higher percentage of low income children, spreading greater dollars to fewer programs
- For family child care, could possibly focus on low income FCC's that serve low income communities through vouchers, subsidy networks, etc.

CONSIDERATIONS FOR ALL OPTIONS

- Adequately and effectively addressing the unique position of family child care
- Resources needed
- Importance of ease of administration for providers and program
- Unintended consequences