

## Initial Recommendations for Restructuring BA Bonus Program (DRAFT)

**Goals:** The BA Bonus program is intended to reward ECE teachers who have achieved a bachelor's degree and specific early childhood expertise, thereby incentivizing teachers to pursue a BA+24 ECE units and also help close the gap between ECE teachers and their K-12 counterparts. This strategy is part of an overall effort that includes:

1. Supporting foundation level of compensation for ECE teachers by ensuring minimum wages for different positions through WAGES Plus and WAGES+FCC;
2. Incentivizing educational attainment and training toward achieving a BA+24 ECE units through SF CARES; and
3. Rewarding ECE teachers who achieve a BA+24 ECE units through the BA Bonus Program.

### Options considered

Based on the direction provided through the WFTT, several options were considered:

- a) Expanding the BA Bonus to Title 5 centers (not currently participating in PFA);
- b) Expanding the BA Bonus program to include WAGES Plus centers, WAGES+FCC providers,
- c) Expanding to Infant Toddler Sustaining Grantees (both centers and FCC homes).

Scenario Description	Estimated Total Number of Recipients	Estimated Annual Bonus Per Recipient
1. Expand to remaining non-PFA Title 5 centers*	337	\$3,668
2. Expand additionally to WAGES Plus centers and WAGES+FCC homes	377	\$3,276
3. Expand additionally to Infant Toddler Sustaining Grantees (centers and FCC homes)	384	\$3,216

\* First 5 staff is investigating the feasibility of further expanding this scenario to include family child care networks participating in Title 5 and/or Access. Current estimates do not include FCC homes.

Given budget constraints, the impact of expanding beyond Scenario 1 above would result in lowering the bonuses from \$5,000 to about \$3,200, a 36% cut which would be a significant reduction.

**Recommendation:** Expand the BA Bonus Program to all eligible staff working in Title 5 centers, with possible inclusion of Title 5/Access FCC networks pending further analysis. In order to accommodate the projected growth for 2009-10, bonuses would be reduced from the current level of \$5,000 to about \$3,668 per recipient per year, approximately a 27% reduction. These bonuses would reach approximately 336 teachers at PFA and Title 5 sites. The aim would be to increase the annual bonus level in 2009-10, if possible, from \$3,668 to \$4,000 by identifying savings and efficiencies and Proposition 10 resources.

Expanding the program to include additional Title 5 sites addresses two main criticisms of the program by (1) including agencies that operate sites that are both PFA and non-PFA; and (2) making the program more inclusive of the ECE workforce serving high-need children. Additionally, it is in alignment with efforts to provide supports to these sites to increase quality and become PFA-eligible.

**Assumptions:** Program features and requirements remain, including education and employment requirements and the streamlined application and recertification process. Positions from Assistant to Program Director would be eligible, provided they meet the requirement of providing at least 15 hours per week of direct instruction to children through the end of each quarter; quarterly bonuses would be equal among all participants so long as they meet the requirements.

**Long-term goals:** Ultimately, it would be the goal of the City and County of San Francisco to make BA bonuses available to a growing segment of the ECE workforce as additional resources become available.