San Mateo County
2017
Early Childhood Education
Teacher Compensation Study
Introduction

WHAT
• Update local comparative compensation data

WHO
• San Mateo County center-based ECE program administrators
Introduction

WHEN: 2017

- March-April - research and design
- May-June – test and open survey
- July-Aug – preliminary analysis
- Sept – Workforce Committee review
- Oct-Nov – follow up with individual respondents & analysis updates
Research Questions

WHY

1. Current wages, benefits, turnover
2. Any additional compensation
3. Variations by type of provider
4. Compared to local cost of living
Methods

HOW

1. Primary: personalized email with link to online survey. Descriptive statistics. (25% response rate representing 38% of sites)

2. Secondary: compare findings to cost of living and comparable local professions.
Teacher’s Aides

Entry-level position, supports care of children under the direct supervision of a teacher or higher position.

• 53% work full-time
• 86% provide paid time off
• 9% vacancy, 15% annual turnover
• Average wage is $15.47/hour
• Significantly lower turnover in sites that pay aides higher hourly wages
Teacher’s Aides Wage Ranges

- Private Faith-Based: $17.33
- School Districts: $16.50
- Headstart: $16.25
- Private Non-Profit: $14.77
- Private Business: $13.41
- City: $12.00
Assistant & Associate Teachers

Provide care and supervision for young children and assist in the instruction under the supervision of a teacher

- 75% work full-time
- 84% provide paid time off
- 10% vacancy, 12% annual turnover
- Average wage is $17.35/hour
Associate/Assistant Teachers

- Private Non-Profit: $18.48
- School District Operated: $18.43
- Private Business: $17.27
- Private Faith-Based: $16.50
- Head Start: $15.52
- City: $15.00

Legend: 
- Red: Highest 
- Yellow: Average 
- Blue: Lowest
Teachers

*Develop curriculum, complete child observations and assessments, meet with parents, supervise their assistant teachers*

- 96% work full-time
- 95% provide paid time off
- 11% vacancy, 10% annual turnover
- Average reported wage is $22.07/hour
Teachers

- **School District Operated**: $27
- **Private Non-Profit**: $22
- **Head Start**: $22
- **Private Faith-Based**: $21
- **Private Business**: $18
- **City Operated**: $17

Legend:
- Red: Highest
- Yellow: Average
- Blue: Starting
Site Supervisors/Site Directors

Supervises the care and operation, maintains records, coordinates the staffing and operation of each classroom at a single site, oversees curriculum, parent and community relations, and regulatory compliance for the site

- 93% work full-time
- 98% provide paid time off
- 2% vacancy, 11% annual turnover
- Average reported wage is $27.11/hour
Site Supervisors/Site Directors

- **School District Operated**
  - Highest: $31.98
  - Average: $29.00
  - Lowest: $27.92

- **Private Non-Profit**
  - Highest: $29.00
  - Average: $27.92
  - Lowest: $27.78

- **City**
  - Highest: $27.92
  - Average: $27.78
  - Lowest: $25.31

- **Private Faith Based**
  - Highest: $27.87
  - Average: $27.78
  - Lowest: $25.31

- **Head Start**
  - Highest: $25.31
  - Average: $25.31
  - Lowest: $25.31

- **Private Business**
  - Highest: $18.57
  - Average: $18.57
  - Lowest: $18.57
Frequently Offered Benefits

FT/PT

- 93%/82% offer paid sick/personal days
- 91%/49% offer paid holidays
- 69%/20% provide dental insurance
- 69%/48% reduced tuition for dependents
- 60%/21% partially paid health insurance
- 54%/31% offer paid family leave
- 48%/22% employer contribution retirement
Professionalization

• 93% of agencies offer paid in-service
• 100% of public agencies offer paid in-service
• 71% offer financial assistance for continuing education
Why Teachers Leave

1. High cost of living in SMC (55%)
2. Low wages/benefits (32%)
3. Staff moving out of the area (31%)
4. Wanting to reduce their commute (29%)
Wage Incentives

- 80% offer seniority pay increases
- 71% offer earned degree pay increases
- 67% compensate for increased responsibilities
- 58% offer COLAs
Includes Big Lift sites
Higher wages for all positions except aides
Less staff turnover for all positions
Small sample & low variability in data: T-tests did not find significance. Would need data from multiple years
Union Representation

- 16-25% higher wages for full-time staff
- Less vacancy and turnover for all positions but with small sample & low variability in data, T-tests did not find significance. Would need data from multiple years

Redwood City Teachers Association
### Not Living Wages for Parents

<table>
<thead>
<tr>
<th>Family Size</th>
<th>CA Budget Project</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single Adult</td>
<td>$ 18.11</td>
</tr>
<tr>
<td>Adult with two children</td>
<td>$ 45.40</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Position</th>
<th>Average Hourly Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher's Aides</td>
<td>$15.47</td>
</tr>
<tr>
<td>Assistant/Associate Teachers</td>
<td>$17.35</td>
</tr>
<tr>
<td>Teachers</td>
<td>$22.07</td>
</tr>
<tr>
<td>Site Supervisors/Directors</td>
<td>$27.17</td>
</tr>
</tbody>
</table>
Not Equivalent

**Midrange CA Teacher**  $39.76

**Beginning CA Public School Teachers**  $25.68

**CA Child Care Workers**  $11.61

**Site Directors**  $27.11

**Teachers**  $22.07

**Assistant Teachers**  $17.35

**Teacher's Aides**  $15.47
No College Required

- Roofers: $32.35
- Makeup Artists: $31.81
- Bus Drivers: $24.05
- Refuse & Recyclable Materials Collectors: $23.98
- Animal Control Workers: $22.84
- Teacher's Aides: $15.47
- Home Health Aides: $13.21
- Manicurists: $12.52
AA Required

- Web Developer: $52.26
- Occupational Therapist Assistants: $36.85
- Paralegal: $36.42
- Executive Administrator: $32.82
- Dental Assistant: $21.85
- Medical Assistant: $19.80
- Assistant/Associate Child Care Teacher: $17.35
## BA Required

<table>
<thead>
<tr>
<th>Role</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales Manager</td>
<td>$74.56</td>
</tr>
<tr>
<td>Software Developer</td>
<td>$59.60</td>
</tr>
<tr>
<td>Kindergarten Teachers</td>
<td>$43.37</td>
</tr>
<tr>
<td>Healthcare Social Worker</td>
<td>$37.29</td>
</tr>
<tr>
<td>Accounting/Bookkeeping</td>
<td>$23.29</td>
</tr>
<tr>
<td>SMC Child Care Teachers</td>
<td>$22.07</td>
</tr>
</tbody>
</table>
Conclusions

1. Local providers pay child care teachers higher than state averages
2. Compensation is still insufficient for those with children and is less than similarly educated fields
3. The field suffers high vacancy and turnover rates
4. These appear to be mitigated somewhat by professionalization and higher compensation
Your child’s preschool teachers may be the most important educators she’ll ever have.

So why do they get paid the least?

davisconsultantnetwork
Next Steps

- Call to Action by the Child Care Partnership Council
- Possible child care provider survey
Questions?
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FIRST 5 CALIFORNIA
ANNUAL REPORT FOR 2016-17
It is a requirement of Prop 10 that each year’s First 5 California Annual Report is reviewed in a public hearing by each First 5 County Commission.

The full FY 2016-17 report can be accessed online, at:
In FY 2016-17, First 5 County Commissions invested $361,376,215 in Services and $54,461,119 in Systems Change.
In FY 2016-17, First 5 County Commissions provided 1,747,060 services and distributed 175,000 Kits for New Parents.
More than 552,000 users visited the F5CA Parents’ Website at first5california.com, generating nearly 1.1 million page views.

The State Commission’s Facebook page has over 213,000 “likes,” and its Instagram has more than 4,200 followers.

The First 5 Express mobile outreach van traveled to 134 school, libraries, resource centers, community festivals, and county fairs, reaching at least 43,791 people.
As of June 30, 2017, there were **5,926** participating sites across the State. Of that total, **3,527** were centers, **2,025** were family child care homes, and **374** were alternative sites.

<table>
<thead>
<tr>
<th>Tier</th>
<th>Statewide*</th>
<th>San Mateo+ County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 5**</td>
<td>8%</td>
<td>4%</td>
</tr>
<tr>
<td>Tier 4</td>
<td>46%</td>
<td>48%</td>
</tr>
<tr>
<td>Tier 3</td>
<td>25%</td>
<td>31%</td>
</tr>
<tr>
<td>Tier 2</td>
<td>17%</td>
<td>16%</td>
</tr>
<tr>
<td>Tier 1</td>
<td>4%</td>
<td>0%</td>
</tr>
</tbody>
</table>

* N = 2,746  
** N = 83  
**Highest Quality
The final evaluation report for the Child Signature Program demonstrated that the 72,000 children served and their families benefitted from the high-quality early learning environments.

The AIR Study of Transitional Kindergarten found that TK improves kindergarten readiness skills for all students, including the English language proficiency of dual language learners. More information available at: http://tkstudy.airprojects.org.

As part of a $1.7 million F5CA grant supporting the California Health Interview Survey in 2015-2017, the UCLA Center for Health Policy Research released the report: Families with Young Children in California: Findings from the California Health Interview Survey 2011-2014, by Geography and Home Language.
NEW INVESTMENTS

• **The Dual Language Learner Pilot** will examine culturally and linguistically responsive practices that effectively support the development of dual language learners in early learning settings.

• **Transforming the Workforce for Children Birth through Age 8 Infrastructure Development** will create and implement training and resources to promote evidence-based practices across California and within QRIS Consortia.
We encourage you to check out the full report at: