

Discuss and make decisions on:

- 1 The regionality of the salary scale
- 2 The economic anchors for both the bottom and the top of the salary scale
- 3 The components of the salary scale

Regionality



Regionality

For reference, last task force meeting we discussed that regionality should consider the cost of labor differentiation and cost of living analysis



Today's Meeting

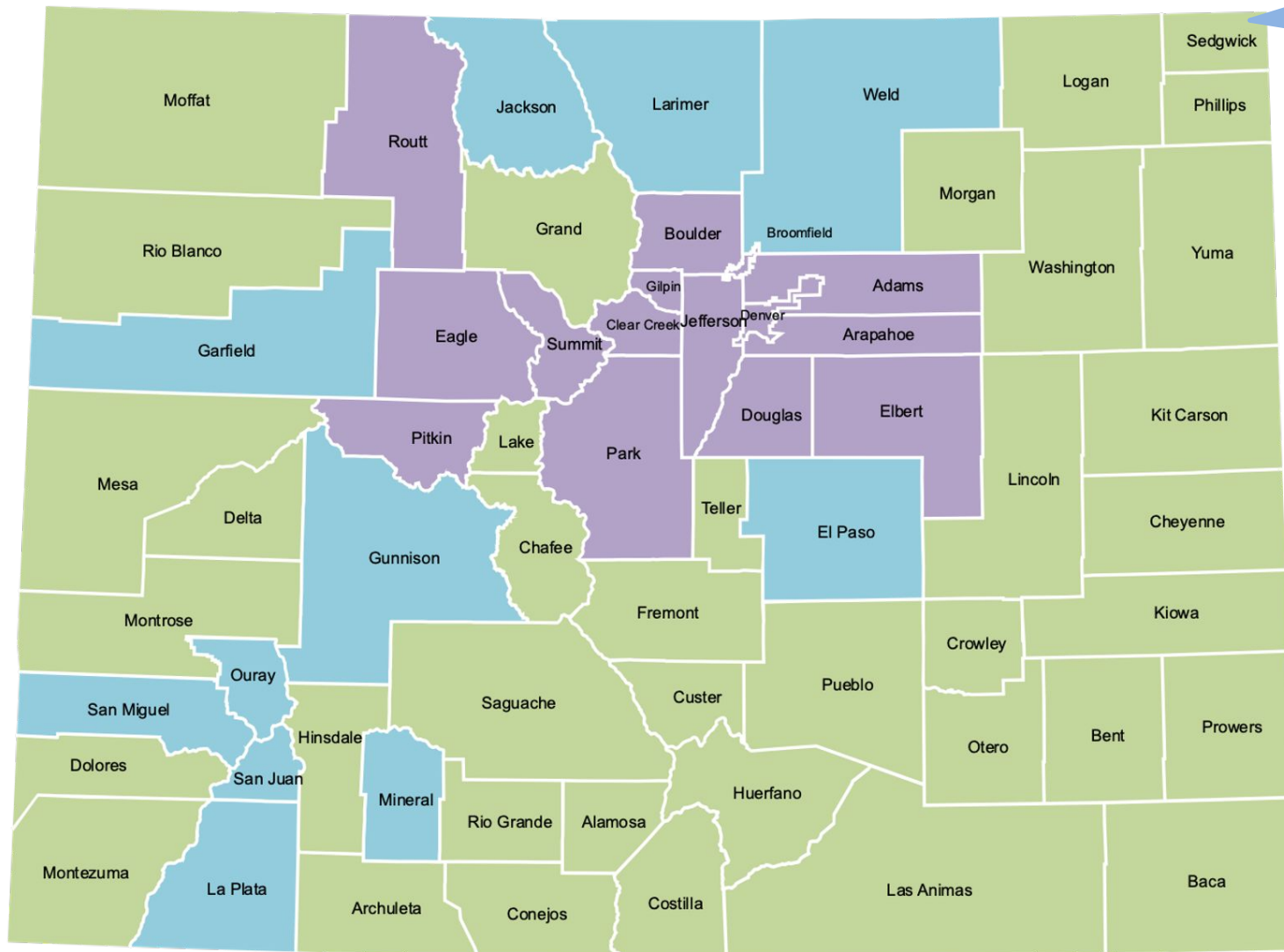
Present a plan for proposed regionality and decide on how to proceed

When you see this box throughout the presentation, that means we will be asking you to reflect on this question(s) during the break-out room discussions



Key Decision Point

Proposed Regionality



Do these county groupings seem right? Are there other ways we should be looking to break up the state?

Considerations:

- Uses MIT's Living Wage Analysis of 1 adult, 0 children
(we will revisit this in upcoming slides)
- Consistent grouping as Compensation Pilot; extended the analysis to the entirety of the state (beyond 14 counties)

Key

- Lower Cost County
- Medium Cost County
- Highest Cost County

Cost of Living Wage Analysis

Recommendation + Rationale

“Bottom of the Scale”

Recommendation

Anchor the bottom of the salary scale to the living wage of the “typical household” or “benchmark household” in CO



Rationale

- Living wage meets the minimum standards of living using geographic-specific expenditure data for a typical basket of goods (i.e., food, childcare, health insurance, housing, transportation, etc.)
- CO EC Teacher Salary Increase Pilot uses Living wage as its economic indicator

CO Early Childhood Teacher Salary Increase Pilot

Pilot Methodology

Wage increase for assistant teachers uses MIT living wage for *one adult, 0 children*

MIT living wage calculator is an industry-used tool that is revised every year to adjust for inflation

Proposed wage increases

	Lead teachers	Assistant teachers	Counties with Eligible Programs
Lower cost counties	\$4.99	\$2.99	Fremont, Pueblo, Montrose, Montezuma, Mesa
Medium cost counties	\$4.43	\$3.61	El Paso, Weld, Larimer,
Higher cost counties	\$7.58	\$5.51	Adams, Arapahoe, Denver, Jefferson, Broomfield, Boulder

[CO EC Teacher Salary Increase Pilot, FAQ](#)

Analysis

Lower Cost County

- Living Wages range from \$15.51- \$17.36
- Average: **\$16.26**

Medium Cost County

- Living Wages range from \$17.36-\$19.22
- Average: **\$18.07**

Highest Cost County

- Living Wages range from \$19.22-\$21.07
- Average: **\$20.26**

Note: For the Salary Scale, we could use the mid-point (average wage) for the floor

Using the same analysis as the pilot, aggregation based on 1 adult, 0 child

Other Options

Alternative options for the living wage indicator

Living Wage Parameter	Region	Average Wage
1 Adult, 1 Child	Lower Cost County	\$31.01
	Medium Cost County	\$35.09
	Higher Cost County	\$39.61
2 adults (1 working), 0 children	Lower Cost County	\$25.63
	Medium Cost County	\$27.90
	Higher Cost County	\$30.43

Note: For the Salary Scale, we could use the mid-point (average wage) for the floor

Table Shells

- Presenting three different models: Center-Based, School-Based, and Family Child Care
- Within each model, we will be listing different questions that will be key decision points that we will ask each of you to reflect on in the breakout room



Key Decision Point

Task Force Meeting 1 - Reflections

**Who is the
Target
Workforce
for the
Salary Scale?**

- All provider types
- Those who are employed by providers
- Must include administrators/directors
- Unsure about specifying recommendations for additional pay for those with ELL and/or SPED credentials

Table Shell: CBO Model

Do these positions seem correct? Used equivalency chart for reference

Position	Credential/ Educational Level	Target Hourly	Target Salary Annualized (12 mo.)	Notes
Large Center Director	High Level			Anchored to K-12 principal salary?
	Mid Level			
	Base Level			
Small Center Director	High Level			
	Mid Level			
	Base Level			
Infant Program Supervisor	High Level			
	Mid Level			
	Base Level			
Early Childhood Teacher	High Level			Anchored to elementary school teacher?
	Mid Level			
	Base Level			
Toddler Program Staff	High Level			
	Mid Level			
	Base Level			
Assistant Early Childhood Teacher	High Level			
	Mid Level			
	Base Level			Anchored to living wage analysis?

What does the articulation of the credential level and/or education level within each position need to look like?

Do these anchors seem appropriate?

Table Shell: School-Based Model

Position	Credential/ Educational Level	Target Hourly	Target Salary Annualized (12 mo.)	Notes
PreK Teacher	High Level			Anchored to elementary school teacher?
	Mid Level			
	Base Level			
Assistant Early Childhood Teacher	High Level			
	Mid Level			
	Base Level			Anchored to living wage analysis?

What does the articulation of the credential level and/or education level within each position need to look like?

Do these anchors seem appropriate?

Are these the correct positions?

Family Child Care

“Salaries” in Family Child Care



A Family Child Care Home is a small business



Increasing compensation for family child care providers is mainly about making their business more profitable, as *their salary is the profit from the home business.*

Business Formula for Family Child Care

REVENUE

Per-child tuition (or
subsidy)
X
Number of children
served

—

EXPENSES

“Hard” costs:

- Wages & benefits for assistants
- Food, supplies
- Business services

“Softer” costs:

- Business use of the home (rent, utilities, depreciation)

=

COMPENSATION
For the FCC provider

Increasing FCC Compensation

Improving the “Bottom Line” for Family Child Care providers can be achieved in *many different ways*



Supporting more stable enrollment & income from tuition and subsidies

Funding to offset expenses (e.g., USDA Child & Adult Care Food Program)

Shared services to reduce the cost of business expenses

Target Compensation in Family Child Care

For Assistants and Aides:

- What is the target wage?
- Does this vary by qualifications?

For Providers:

- What is the target compensation we hope to achieve for a provider who has reasonable enrollment?
- How does this vary by the provider's qualifications?