San Mateo County
Early Childhood Education
Teacher Compensation Study
Introduction

WHAT
• Update local comparative compensation data

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

WHEN

• 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. Variance by QRIS & Union status
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: using discovered wages and educational attainment, compare 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
**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

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Top
Average
Starting

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

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

Source: davisconsultantnetwork
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

Highest, Average, Starting

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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
<table>
<thead>
<tr>
<th>Category</th>
<th>Highest</th>
<th>Average</th>
<th>Lowest</th>
</tr>
</thead>
<tbody>
<tr>
<td>School District Operated</td>
<td>$31.98</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Private Non-Profit</td>
<td>$29.00</td>
<td></td>
<td></td>
</tr>
<tr>
<td>City</td>
<td>$27.92</td>
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<tr>
<td>Private Faith Based</td>
<td>$27.78</td>
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</tr>
<tr>
<td>Head Start</td>
<td>$25.31</td>
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</tr>
<tr>
<td>Private Business</td>
<td>$18.57</td>
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<td></td>
</tr>
</tbody>
</table>

Source: davisconsultantnetwork
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

• high cost of living in SMC (55%)
• low wages/benefits (32%)
• staff moving out of the area (31%)
• 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
QRIS

- Includes Big Lift sites
- Higher wages for all positions except aides
- Less staff turnover for all positions
Union Representation

- 16-25% higher wages for full-time staff
- Less vacancy and turnover for all positions
- Will do further statistical analysis

Redwood City Teachers Association
<table>
<thead>
<tr>
<th>Family Size</th>
<th>CA Budget Project</th>
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</thead>
<tbody>
<tr>
<td>Single Adult</td>
<td>$ 18.11</td>
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<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 Living Wages for Parents**
# Not Equivalent

<table>
<thead>
<tr>
<th>Role</th>
<th>Salary</th>
</tr>
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<tbody>
<tr>
<td>Midrange CA Teacher</td>
<td>$39.76</td>
</tr>
<tr>
<td>Beginning CA Public School Teachers</td>
<td>$25.68</td>
</tr>
<tr>
<td>CA Child Care Workers</td>
<td>$11.61</td>
</tr>
<tr>
<td>Site Directors</td>
<td>$27.11</td>
</tr>
<tr>
<td>Teachers</td>
<td>$22.07</td>
</tr>
<tr>
<td>Assistant Teachers</td>
<td>$17.35</td>
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<td>Teacher's Aides</td>
<td>$15.47</td>
</tr>
</tbody>
</table>
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>Position</th>
<th>Salary</th>
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<tbody>
<tr>
<td>Sales Manager</td>
<td>$74.56</td>
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<tr>
<td>Software Developer</td>
<td>$59.60</td>
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<tr>
<td>Kindergarten Teachers</td>
<td>$43.37</td>
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<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

✓ Local providers pay child care teachers higher than state averages
✓ Compensation is still insufficient for those with children and is less than similarly educated fields
✓ The field suffers high vacancy and turnover rates
✓ These appear to be mitigated somewhat by professionalization and higher compensation
✓ Statistical study of relationship between compensation and retention and QRIS participation and retention will be ready by January
Questions?
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