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## UNH City Fiscal Year 2020 Budget Priorities Early Childhood Education

### Early Childhood Educator Salaries

**Challenge and Opportunity:** City Council Resolution 0358-2018 which passed unanimously on October 31, 2018 calls on the City to eliminate disparity in pay between early childhood educators at publicly funded non-profit providers and those working in public schools. It notes that both sets of educators are dedicated and their services provide the same important benefits to children and families.

Furthermore, the administration is poised to implement a plan to create a unified system of publicly funded early childhood education programs managed by Department of Education. Yet, the salaries of the teachers, staff and directors work in community based organizations lag woefully behind their peers in the public schools.

The disparities are stark. Pre-K teachers in community based organizations earn as little as 60% of what their peers in public schools do. And the disparities grow over time. After 8 years, a community based early childhood educator with a Master's Degree could earn more than \$35,000 less than if she were working in a public school.<sup>1</sup> The low salaries in community based programs is leading to an exodus of qualified educators from the very community based programs which rank highest on program quality and serve the most low-income communities.<sup>2</sup>

New York City must finally address the disparity in wages between educators, staff and directors at City- contracted early childhood education programs and their counterparts in public schools.

UNH recommendation: Achieve Salary Parity for the Early Childhood Education Workforce

### Discretionary Child Care Centers

**Services Funded:** Full-day child care programs for children from birth to age four

**Challenge and Opportunity:** Funding was not included in the Preliminary Budget for 11 child care centers traditionally supported by the City Council. These programs, which have operated in their neighborhoods for decades, have been supported by the City Council since 2012.

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<sup>1</sup> Campaign for Children and the Citizens' Committee for Children. *Salary Disparities in New York City's Early Childhood Education System*. January 2019 <https://www.cccnewyork.org/wp-content/uploads/2018/02/salary-parity-infographic-20190107-1.pdf>

<sup>2</sup> United Neighborhood Houses and Campaign for Children. *Losing the Best*. October 2016 [http://www.campaignforchildrennyc.com/wp-content/uploads/2018/03/Losing\\_the\\_Best.pdf](http://www.campaignforchildrennyc.com/wp-content/uploads/2018/03/Losing_the_Best.pdf)