

# Early Childhood Educators work to support our families, but cannot afford to support their own!



## Who Is Affected

An estimated **4,415 full time equivalent positions** comprise San Francisco's early care and education (ECE) industry.<sup>i</sup>

**94% of San Francisco's ECE workforce is women of color.** 44% are Asian, 25% Latino, and nearly 11% African-American.<sup>ii</sup>

**34% of the ECE workforce have a Bachelor's degree or higher,** and another 48% have an Associate's degree or some college.<sup>iii</sup>

ECE has the dubious distinction of affording graduates the **lowest life time earnings of any college major.**<sup>iv</sup>

In San Francisco, the typical teacher of a child under five years old earns **\$16.85 per hour or just over \$35,000:**<sup>v</sup>

- This is \$2,899 per month, less than the average rent of a one bedroom apartment of \$2,965.<sup>vi</sup>
- This is \$24,700 per year less than the median K-12 public school teacher.<sup>vii</sup>
- This is half than the annual average wage of a San Francisco worker.<sup>viii</sup>
- One- third of full time teaching staff use some form of public assistance to make ends meet.<sup>ix</sup>

## Why It Matters

**Children's most productive learning years are from birth to age five.**<sup>x</sup>

Positive stimulation of a child's brain during the critical first years of life lays the foundation for the child's future ability to learn, develop language skills, and interact with others.<sup>xi</sup>

**The ECE industry is an important economic driver.** It is a major employer; spurs the purchase of goods and services (as well as the goods and services employees purchase); leads to a reduction in employee absenteeism and turnover (which increases productivity), and invests in the future of our workforce (by increasing the likelihood children will start school ready to learn).<sup>xii</sup>

It is estimated that **for every dollar invested in high-quality early education, the public will save \$7 or more** in costs such as remedial education, welfare and incarceration.<sup>xiii</sup>

**Educator wages are the most important** predictor of the quality of education children receive.<sup>xiv</sup>

## What San Francisco Can Do

### Create an Equitable Compensation System

- Follow the example of New York City and Seattle, and pay early education teachers on par with K-12 teachers.<sup>xv</sup>
- Set up guidelines for entry-level wages and salary increases based on education, training, and experience.

### Offer Tax Benefits and Incentives

- Increase the Working Families Credit for ECE educators that work fulltime and qualify for public assistance.
- Develop an education loan forgiveness program for early educators committed to educating low-income children.
- Include ECE in the recent mayoral and SFUSD proposal to build and preserve housing for San Francisco educators.<sup>xvi</sup>
- Follow the lead of New York and Massachusetts, and create signing and retention bonuses for early education professionals.

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<sup>i</sup> “The Economic Impact of the Child Care Industry in the City and County of San Francisco,” Department of Children, Youth & Their Families, January 2006.

<sup>ii</sup> “SF Workforce Registry Report”, Office of Early Care and Education, August 2015.

<sup>iii</sup> Ibid

<sup>iv</sup> Whitebook, M. “It's time to change how we prepare and support early childhood educators,” Impatient Optimists, Bill & Melinda Gates Foundation, October 19, 2015 <http://www.impatientoptimists.org/Posts/2015/10/change-how-we-prepare-and-support-early-childhood-educators#.VilTYdKrTcv>

<sup>v</sup> Idib Average wage for 400 teachers or co-teacher positions self-reported in the SF Workforce Registry, August, 2015.

<sup>vi</sup> Rent Jungle, <https://www.rentjungle.com/average-rent-in-san-francisco-rent-trends/> October, 2015.

<sup>vii</sup> SF Curbed cited the 2012 median teacher salary for San Francisco Unified School District at \$59,700 [http://sf.curbed.com/archives/2014/02/26/san\\_francisco\\_is\\_now\\_completely\\_unaffordable\\_for\\_teachers.php](http://sf.curbed.com/archives/2014/02/26/san_francisco_is_now_completely_unaffordable_for_teachers.php).

<sup>viii</sup> Workers in the San Francisco-San Mateo-Redwood City Metropolitan Division had an average (mean) hourly wage of **\$33.34** in May 2014, according to the U.S. Bureau of Labor Statistics. [http://www.bls.gov/regions/west/news-release/occupationalemploymentandwages\\_sanfrancisco.htm](http://www.bls.gov/regions/west/news-release/occupationalemploymentandwages_sanfrancisco.htm)

<sup>ix</sup> “Whitebook, M., Phillips, D., & Howes, C. (2014). Worthy work, STILL unlivable wages: The early childhood workforce 25 years after the National Child Care Staffing Study. Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley.

<sup>x</sup> First 5 California, <http://www.first5california.com/>

<sup>xi</sup> Ibid.

<sup>xii</sup> The Early Learning Policy Group, “The Economic Impact of Child Care Within States,” <http://www.earlylearningpolicygroup.com/childcare-economic-impact.html>

<sup>xiii</sup> Heckman, James J. “Invest in early childhood development: Reduce deficits, strengthen the economy,” The Heckman Equation. [https://docs.google.com/viewerng/viewer?url=www.heckmanequation.org/sites/default/files/F\\_HeckmanDeficitPiECECUSTOM-Generic\\_052714.pdf](https://docs.google.com/viewerng/viewer?url=www.heckmanequation.org/sites/default/files/F_HeckmanDeficitPiECECUSTOM-Generic_052714.pdf)

<sup>xiv</sup> Whitebook, M., Phillips, D., & Howes, C. (2014). Worthy work, STILL unlivable wages: The early childhood workforce 25 years after the National Child Care Staffing Study. Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley.

<sup>xv</sup> “NYC to Offer Signing, Retention Bonuses for Pre-K Teachers,” July 22, 2015, <http://www.nbcnewyork.com/news/local/NYC-Signing-Bonus-Retention-Bonus-Pre-K-Teachers-318224091.html> Kroman, David. “What to expect from Seattle’s universal pre-k program,” April, 2015.

<sup>xvi</sup> “Mayor Lee Announces New Plan to Provide Stabilized Housing for 500 Teachers by 2020,” October 21, 2015, <http://sfgov.org/news/2015-10-21/housing-plan-mayor-announces-plan-stabilized-housing-500-teachers>.