



Vermont ECE Minimum Compensation Standards Proposal

Agenda

- **Overview**
- **Foundational elements of minimum compensation standards proposal**
- **Minimum compensation standards**
- **Implementation overview**
- **Discussion**



Project Overview — Why Minimum Standards?

- Broad agreement across the field that early childhood educators deserve fair compensation
- Other states and municipalities have used minimum standards to elevate wages quickly and equitably
- Other fields, like public education, use the equivalent of minimum standards to ensure fair compensation



Project Overview

- Project undertaken by subcommittee of Vermont's Advancing as a Profession Task Force
- Researched other state and municipal ECE wage scale models
- Received TA from multiple national and state partners (CSCCE, CFP, NAEYC, Alliance for Early Success, DC, etc.)



Foundational Elements of Proposal

Core Components

- Proposal contains two parts – **wages and benefits**.
- Design is aligned with proposed **3-tier credential system**.
- Minimum standards establish the **lowest amount** that anyone working in ECE programs should be compensated in VT, **apply across settings**, and **consider different pay structures** (hourly, salaried, owner's draw).
- Benefits are reported based on FTEs and should be prorated for PTEs.



Minimum Compensation Standards: Wages

Proposed Base Wages/Salaries

ECE Credential	Base Hourly Wage	Base Annual Salary (FTE)	Percent Increase from Previous Step
Uncredentialed/Not in the profession	\$ 15.00	\$ 31,200.00	
ECE I (Credential)	\$ 17.25	\$ 35,880.00	15.00%
ECE II (Associate)	\$ 21.56	\$ 44,850.00	25.00%
ECE III (Bachelors)	\$ 26.95	\$ 56,062.50	25.00%

Minimum Compensation Standards: Benefits

Benefit Category	Benefit	Benefit Level for FTE
Health Insurance	Silver-level plan, employee-only and family coverage options	70% Employer 30% Employee
Dental Insurance	Basic plan through Delta Dental	40% Employer 60% Employee
Vision Insurance	Basic plan through VSP	40% Employer 60% Employee
Retirement	SIMPLE IRA	3% of salary or 2% contribution match
Long-Term Disability	Coverage up to 67% of wages	100% employer
Short-Term Disability	Coverage up to 67% of wages	100% employer
Unemployment insurance	CBCCPP: Employer-paid FCCH: Not required	100% employer
Life Insurance	Optional employee-paid	Option to purchase through employer
Family Leave	Federal FMLA	CBCCPP: Unpaid FCCH: N/A
CTO	CTO equivalent to 30 days per year, inclusive of personal, sick, and vacation time	240 hrs/yr

Minimum Compensation Standards: Costs

ECE Credential	Annual Base Salary (FTE)	Total Cost of Benefits (FTE)	Total Cost of Base Compensation Package (FTE)
Uncredentialed or Not in the profession	\$ 31,200.00	\$ 6,241.05	\$ 37,441.05
ECE I (Credential)	\$ 35,880.00	\$ 7,038.45	\$ 42,918.45
ECE II (Associate)	\$ 44,850.00	\$ 8,566.80	\$ 53,416.80
ECE III (Bachelors)	\$ 56,062.50	\$10,477.24	\$ 66,539.74

Program Design

Year 0	Program launches with initial minimum compensation standards, funding provided through CCFAP and grants to programs
Year 1	COLA adjustments made to wage standards in line with federal and state recommendations and benefit costs are adjusted in line with market costs
Year 2	Oversight committee reassesses wage and benefit alignment (VT min wage vs K teacher wages vs other) and adjusts standards accordingly
Year 3	COLA adjustments made to wage standards in line with federal and state recommendations and benefit costs are adjusted in line with market costs
Year 4	Oversight committee reassess all wage and benefit comparisons and restructures minimum compensation standards as necessary