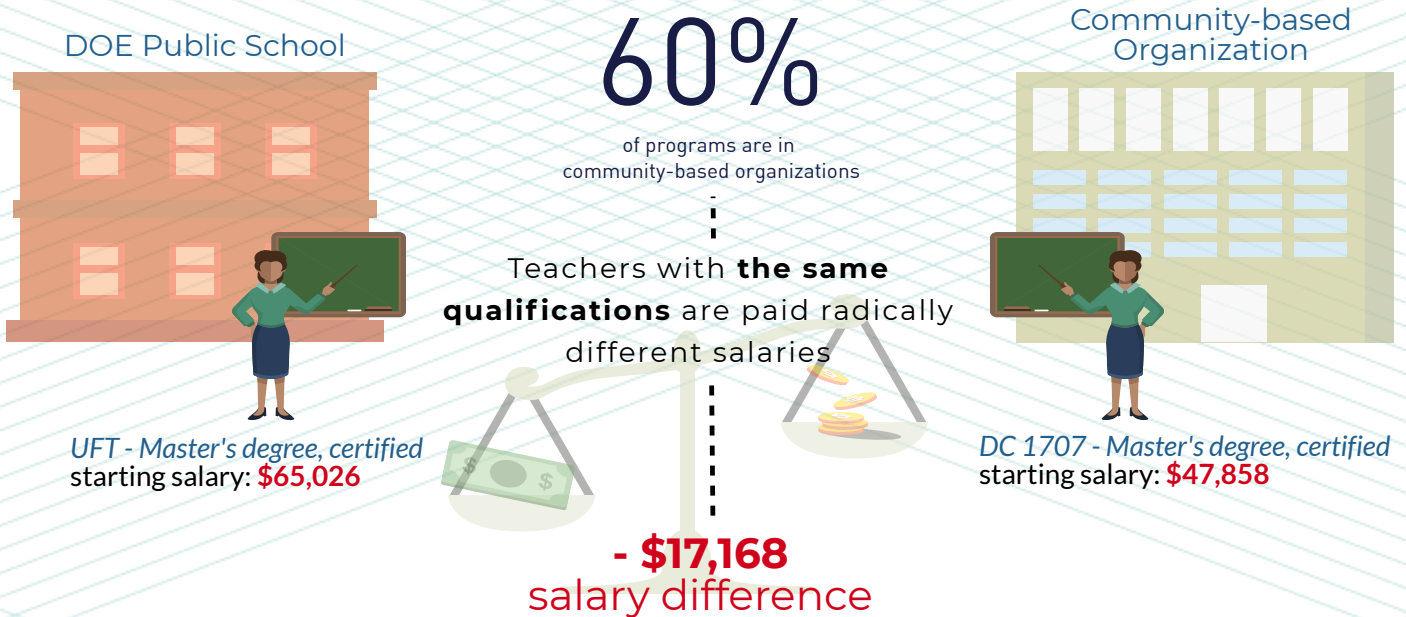


# The Cost of Salary Parity for Early Education Teachers

in Community-based Organizations

NYC's DOE **Pre-K for All** is offered in two settings



**The success of NYC's universal high quality early education system is built on the backs of community-based organizations**

**We propose**

- Increase the salaries of all birth-to-five certified group teachers to the same salary as their equally qualified UFT teacher counterparts;
- Increase the salaries of child care directors to maintain the current salary differential between certified teachers and directors, as required by the collective bargaining agreement;
- Provide a 2.8% COLA per year in subsequent four (4) years to keep up with the cost of inflation;
- Re-negotiate higher salaries for all support staff in the next round of labor negotiations.

## The cost of salary parity

All NYC DOE **birth-to-five** programs

**\$62 million**  
in the first year for 3,006 certified teachers

**Includes increased costs associated with benefits:**

- Pension contributions
- FICA: Social Security & Medicare

**\$21 million**  
in the first year for 983 center directors

**Unchanged benefits, not included in cost estimate:**

- Health care insurance
- Longevity/retention bonuses
- Mandatory paid leave
- Unemployment & disability insurance

**\$83 million**

in the **first year** to increase the salaries of certified teachers and child care directors

**\$438 million**

over 5 years with a **2.8%** compounded COLA to keep up with the cost of inflation