

LET'S CHAT!

A Focus Group on
Early Childhood
Wages

April 24, 2023



AGENDA



- DSS/DECE
- Workforce
- Data
- Wage Supplement
- Feedback questions



SC DSS & DECE

Child Care Licensing

ABC Quality

SC Endeavors

Child Care Scholarships

SC Head Start Collaboration Office

SC CACFP

How is
DECE
Funded?

Funding – State CCDF

Preschool
Development Grant
(PDG)

WORKFORCE SUPPORTS FUNDED BY DSS/DECE

Funded partners receive CCDF funding through contracts with SC DSS to support ongoing programs and supports for children, families and child care professionals.

Funded partner agencies may provide sub-contracts to other organizations to further expand the breadth of services provided.

FUNDED PARTNERS



SC Child Care
Inclusion
Collaborative



SC Child Care
Resource &
Referral



SC Program for
Infant and
Toddler Care



SCIMHA
(PDG)



DHEC - GROW
HEALTHY



SC ABLE



Current Work of the SC Endeavors Registry

Individual and Organization Profiles

Career Ladder showing workforce education

Pathways to Quality – application menu for various quality initiatives offered by the division & funded agencies.

SC Early Childhood Credentials and Smart Money Bonuses

Training Approvals and Events – Tracking and Calendar

SC CCR&R Provider Search – Workforce Organizational profile data feeds CCR&R search portal to allow child care to market their services to families searching for child care.

Registry Data



35,565 Registry
Users



2,537 organization
profiles



25,540 verified
employment
records

2018-2021 SC Early Care and Education Wages by Position Reported by US BLS

Position	2018 Hourly Wage	2018 Annual Salary	2019 Hourly Wage	2019 Annual Salary	2020 Hourly Wage	2020 Annual Salary	2021 Hourly Wage*	2021 Annual Salary*
Child care worker	\$9.41	\$19,570	\$9.37	\$19,480	\$9.71	\$20,210	\$10.73	\$22,310
Preschool teacher	\$11.12	\$23,130	\$11.05	\$22,990	\$12.05	\$25,060	\$13.25	\$27,570
Kindergarten teacher	*	\$51,480	*	\$53,770	*	\$46,450	*	\$48,650
Admin./ Director	\$18.70	\$38,900	\$18.11	\$37,660	\$19.02	\$39,560	\$22.09	\$45,950
All SC Occupations	\$16.23	\$33,750	\$16.68	\$34,690	\$17.36	\$36,100	\$17.91	\$37,250

Early Childhood Workforce Salary by Position (2022 Registry Data)

Position	Annual Salary Median (\$)	Hourly Wage Median (\$)
Teacher	30,000	12.0
Assistant Teacher & Aide	18,219	11.0
Floater	28,074	11.5
Substitute	5,000	10.0
Director/Co-Director	38,000	15.0
Assistant Director	35,000	14.0
Primary Care Provider	17,000	12.5
Overall	30,000	11.7

Wage Information

- Wages differ depending on the age level of children
- Child care workers and preschool teachers are below the 2021 South Carolina overall median hourly wage (\$17.91) and annual salary (\$37,250).
- For the most part, wages or salaries of those active in SC Endeavors are related to education level with those with higher credentials or degrees earning higher wages.

Why Provide a Wage Supplement Program?



BOOST WAGES



RETENTION ISSUES

Wage Supplement Program Policies

Must work in a DSS regulated program

Must be employed with the same program for 6 months or more – must reapply every 6 months based on a scheduled payment process.

Must be in a direct care position

Verified employment within the registry

Must have current career ladder level

Must complete the salary/wage info in Registry

Teachers need to earn equal to or less than \$24 per hour

Directors, Owners or Family/Group Providers need to earn equal to or less than \$30 per hour

Let's
Chat!
(unmute
or type
in chat)



Based on these program requirements, do you think you and your staff would apply?



How frequently would you prefer to receive the bonus?

Position Titles Eligible

Teacher

Assistant Director

Assistant Teacher

Co-Director

Director

Education

Early Intervention/Special

FFN Provider

Floater

Non-Teaching Professional Staff

Non-Teaching Support Staff

Primary Care Provider

Aide

Let's Chat!

Do you agree that all of the listed positions should be eligible for the bonus? (reminder: excludes volunteer and substitute)



Funding Amounts Based on Career Ladder

LEVEL 1	■ High school diploma or equivalent
LEVEL 2	■ SC Early Childhood Education Credential Level 1 – (3 ECE credit hours) ■ Degree out of field with no ECE credit hours
LEVEL 3	■ SC Early Childhood Education Credential Level 2 – (12 ECE credit hours) ■ Current/Valid National Child Development Associate (CDA)
LEVEL 4	■ SC Early Childhood Education Credential Level 3 – (21 ECE credit hours) ■ Early Childhood Certificate/Diploma – (27 ECE credit hours)
LEVEL 5	■ Associate's Degree in a related field with 18 ECE credit hours ■ Bachelor's Degree out of field with 12 ECE credit hours
LEVEL 6	■ Montessori Certification AMI/USA or AMS ■ Associate's Degree in Early Childhood Education ■ Bachelor's Degree in related field with 12 ECE credit hours ■ Bachelor's Degree out of field with 27 ECE credit hours
LEVEL 7	■ Bachelor's Degree in a related field with 18 ECE credit hours
LEVEL 8	■ Bachelor's Degree in Early Childhood ■ Master's Degree in a related field with 18 ECE credit hours
LEVEL 9	■ Master's Degree in Early Childhood Education ■ Doctoral Degree in related field with 18 ECE credit hours
LEVEL 10	■ Doctoral Degree in Early Childhood Education

Wage Scale

Level 1 - \$2,200/annual - \$1100/6 months

Level 2 - \$2,400

Level 3 - \$2,600

Level 4 - \$2,800

Level 5 - \$3,000

Level 6 - \$3,200

Level 7 - \$3,400

Level 8 - \$3,600

Level 9 - \$3,800

Level 10 - \$4,000



Let's Chat!

What are your thoughts about the proposed amounts in terms of making a difference in staff wages?

Would these amounts impact other support services you or your staff currently receive?

Potential Additions

Infant/Toddler- age
range 0-3 –Additional
amount of \$500/6
months

Directors/Co-
Directors/Assistant
Director – additional
amount of \$300/6
months

Would require
classroom set-up in
organization profile



Let's Chat!

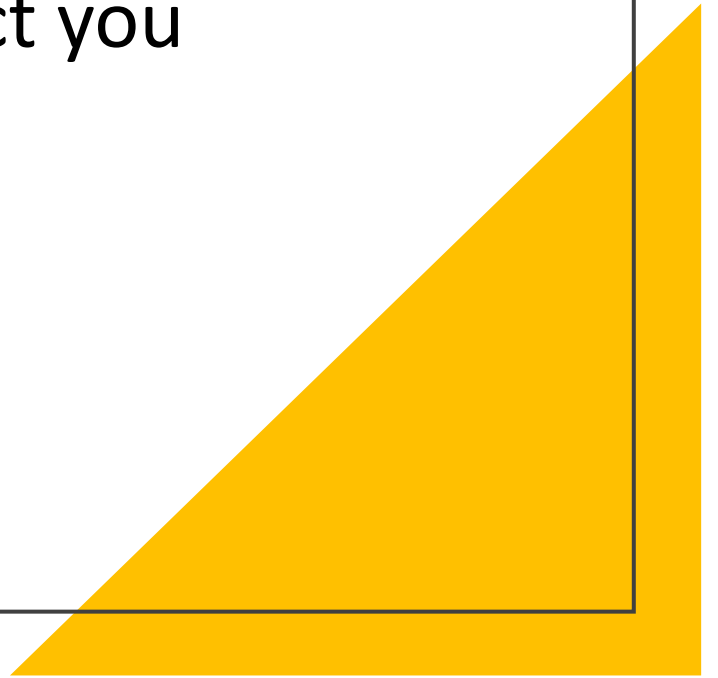
What are your thoughts on the proposed additions based on infant/toddler and Director roles?

Could these designations be a barrier or create issues among staff and staffing?



Let's
Chat!

How do you think a wage
bonus would impact you
and your staff?



Your Feedback Matters!

We would love to hear from you! Use the QR code or click [HERE](#) to gain access to a short survey about the wages supplement program.



CONTACT US!

Melissa Starker –
melissa.starker@dss.sc.gov

Nicole Shea –
nicole.shea@dss.sc.gov

SCEndeavors@dss.sc.gov

864-250-8581