



Salaries Paid to Early Childhood Teachers by Community Based Organizations

What questions did the audit look at?

- ▶ Do salary disparities continue to exist between teachers employed by the New York City Department of Education (DOE) and those employed by community-based organizations (CBOs)?

Why does it matter for New Yorkers?

The DOE directly provides Pre-K and 3K in New York City public schools and contracts with CBOs to provide early childhood education services for children from birth to five-years old. According to a 2019 report released by the Day Care Council of New York (DCCNY), teachers employed by CBOs were paid substantially less than those employed by DOE.

A subsequent contract signed by Local 205 of District Council 1707 and DCCNY created a pathway to pay parity for these teachers. We conducted this review to determine whether the City has made progress in achieving pay parity.

The review found that disparities continue to exist, and have, in fact, worsened. Specifically, 19% of CBO teachers with Master's degrees were paid below the minimum salary established for DOE teachers with the same degree (\$68,652). A further 24% of CBO teachers with Bachelor's degrees were paid below the minimum salary of \$61,0170 for DOE teachers. When certifications and years of teaching experience are taken into consideration, these gaps grow even wider.

After DCCNY released its initial report, the then-Mayor, City Council, and DOE announced that it would fund "entry-rate pay parity" for CBO teachers by October 2021. Based on our review, the estimated cost to achieve pay parity would be \$41.6 million.

What changes did the agency commit to make following the audit?

- ▶ DOE did not commit to implementing any of our recommendations, despite agreeing with the report's "core values."

KEY TAKEAWAYS



19% of CBO teachers with Master's degrees were paid below the minimum salary of \$68,652.



24% of CBO teachers with Bachelor's degrees were paid below the minimum salary of \$61,070.



DOE contracts provide no actual pathway to pay parity.



Review Recommendations	Agency Response
<p>1 Ensure that all certified lead teachers employed by CBOs who earned below the salaries promised to them in 2019 receive retroactive salary adjustments for the period from October 1, 2021, to the present.</p>	<p>DID NOT RESPOND</p>
<p>2 Tighten contract language to ensure CBOs pay their certified teachers in line with funding provided by DOE.</p>	<p>DID NOT RESPOND</p>
<p>3 Provide for true pay parity between certified early childhood teachers employed by CBOs and DOE in the future, by accounting for not only educational qualifications, but also for teaching experience and collective bargaining agreements which provide for increases, longevity, and cost of living adjustments.</p>	<p>DID NOT RESPOND</p>
<p>4 Ensure that any future promises of pay parity include a definition of pay parity, and that pay policies which fully implement promises are established.</p>	<p>DID NOT RESPOND</p>
<p>5 Create a system to track the experience of certified lead teachers at CBOs and their union affiliations in future.</p>	<p>DID NOT RESPOND</p>



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