

## California Department of Education

### Fiscal Year 2010–11 Incentives for Child Development Staff Retention Assembly Bill 212 (AB 212) Report to the Legislature Pursuant to California *Education Code* (EC) 8279.7(f)

The Legislature has made available \$11,820,000 in Fiscal Year (FY) 2010–11 for child development staff retention activities conducted by the 55 Local Child Care and Development Planning Councils (LPCs) throughout California. This is a \$3,180,000 reduction from \$15,000,000 provided in prior budget years. The purpose of this program is to improve the retention of qualified child development employees that work directly with children in state-subsidized, Title 5, child development programs. This funding is allocated to LPCs based on the percentage of state-subsidized, center-based child care funds in the county. Alpine, Mariposa, and Sierra Counties do not have any state subsidized center based programs located in their area, and therefore, do not qualify to receive funding for the purposes of this legislation. The remaining 55 counties received a reduced funding allocation based on the previous fiscal year amount.

In accordance with California *Education Code* 8279.7(f), Attachment A presents a listing of funds by county that was distributed in the FY 2010–11. All participating counties have chosen to use this funding to provide stipends to eligible child development staff to allow staff to pursue additional education, thereby increasing their likelihood of remaining in the field. In accordance with the legislation and the approved guidelines, funds have also been spent on planning and administrative costs associated with the implementation of the approved local plans.

During FY 2010–11, the following Title 5 staff received stipends from the Assembly Bill 212 (AB 212) Programs:

- 3,314 Assistant and Associate Teachers
- 4,288 Teachers/Master Teachers
- 1,336 Site Supervisors
- 897 Directors

A total of 9,835 Title 5 staff participated in AB 212 activities in FY 2010–11 as of July 1, 2010. More Master Teachers, Site Supervisors, and Program Directors participated in the program during FY 2010–11, which shows there is some upward mobility in the child development field, as more people stay in the program, and earn higher level Child Development Permits and educational degrees. The average stipend per employee was \$1,500, which pays for books and tuition. Each participant took a minimum of 3 college unit classes a year and many took 6 to 12 college units. The

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program recognizes individual child development providers for various levels of career ladder attainment and continuous work experience in a Title 5 licensed program. The median hourly wage for a preschool teacher is \$12.24 an hour, or \$25,500 per year since many of them work a 175-day school year.

The AB 212 Program makes a difference in both classroom quality and child outcomes, by providing: (1) increased staff compensation and benefits; (2) tutoring and mentorship support; (3) school financial aid assistance; (4) career counseling; (5) professional staff development; and (6) access to higher education for the staff that work directly with young children every day. Increased teacher retention rates also save Title 5 agencies money because they have lower staff recruitment and training costs. Children and families benefit in terms of continuity of care and building trusting relationships with nurturing adults who help build a child's foundation of lifelong learning through positive teaching experiences.

2010-2011	Incentives for Child Development Staff Retention	Attachment A
CRET0000	Alameda	\$769,330
CRET0001	Amador	\$10,000
CRET0002	Butte	\$49,910
CRET0003	Calaveras	\$10,000
CRET0004	Colusa	\$13,485
CRET0005	Contra Costa	\$335,550
CRET0006	Del Norte	\$11,255
CRET0007	El Dorado	\$51,033
CRET0008	Fresno	\$429,281
CRET0009	Glenn	\$10,093
CRET0010	Humboldt	\$50,717
CRET0011	Imperial	\$120,730
CRET0012	Inyo	\$11,222
CRET0013	Mono	\$10,000
CRET0014	Kern	\$375,754
CRET0015	Kings	\$35,045
CRET0016	Lake	\$29,124
CRET0017	Lassen	\$10,000
CRET0018	Los Angeles	\$3,386,770
CRET0019	Madera	\$25,759
CRET0020	Marin	\$71,119
CRET0021	Mendocino	\$39,909
CRET0022	Merced	\$82,080
CRET0023	Modoc	\$10,562
CRET0024	Monterey	\$223,080
CRET0025	Napa	\$44,529
CRET0026	Nevada	\$22,693
CRET0027	Orange	\$488,337
CRET0028	Placer	\$30,058
CRET0029	Plumas	\$10,000
CRET0030	Riverside	\$429,896
CRET0031	Sacramento	\$420,437
CRET0032	San Bernardino	\$547,643
CRET0033	San Diego	\$753,866
CRET0034	San Francisco	\$644,167
CRET0035	San Joaquin	\$234,556
CRET0036	SanLuisObispo	\$53,869
CRET0037	San Mateo	\$248,709
CRET0038	Santa Barbara	\$131,485
CRET0039	San Benito	\$17,716
CRET0040	Santa Clara	\$457,870
CRET0041	Santa Cruz	\$97,570
CRET0042	Shasta	\$57,712
CRET0043	Siskiyou	\$16,768
CRET0044	Solano	\$85,384
CRET0045	Sonoma	\$87,275
CRET0046	Stanislaus	\$189,600
CRET0047	Sutter	\$33,932
CRET0048	Tehama	\$13,063
CRET0049	Trinity	\$10,000
CRET0050	Tulare	\$247,210
CRET0051	Tuolumne	\$10,000
CRET0052	Ventura	\$162,268
CRET0053	Yolo	\$71,043
CRET0054	Yuba	\$35,536
	<b>TOTAL</b>	<b>\$11,825,000</b>