

A group of young children in red graduation gowns and caps are seated in front of a black backdrop decorated with colorful chalk drawings of school supplies like pencils, a graduation cap, and a banner that says 'PRESCHOOL GRADUATE!'. The scene is outdoors with a wooden fence and a yellow playhouse in the background.

FY 2025 Budget Follow-Up



**PRESCHOOL
FOR ALL**

MULTNOMAH COUNTY

PFA FY 2025 Wage Requirements

Teacher Qualification Level	Teacher Minimum Hourly Salary	Teacher Goal Hourly Salary
Oregon Registry Step 10/ BA	\$29.42	\$39.23
Oregon Registry Step 9/ AA	\$25.01	\$33.35
Oregon Registry Step 7	\$22.07	\$29.42

Assistant Minimum Salary	
Year	Hourly Salary
2024-25	\$21.68

Funding Details

Preschool Seat Costs for Fiscal Year 2025

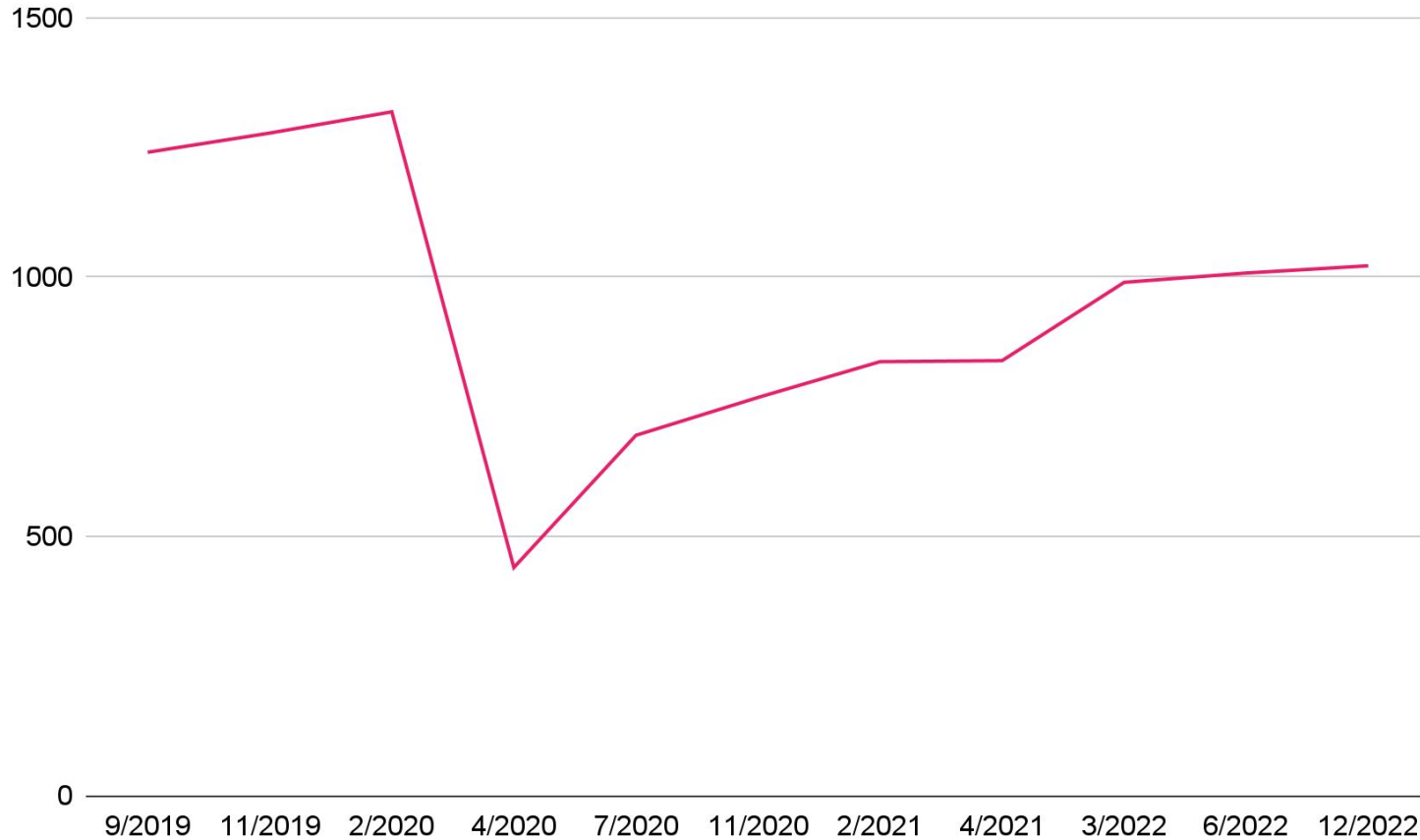
- School Day/School Year Rate:
\$16,536 per seat
- Full Day (10 hour)/Calendar Year Rate:
\$23,592 per seat

Infant/Toddler Stabilization Funds

- Used to support pay equity and staff retention in PFA locations
- Funding amount is determined by the number of infant/toddler seats



of Providers in Mult Co



Find Child Care Oregon (FCCO) Database (2022). The Research Institute, Western Oregon University.

PFA Seat Goals

	Original Plan # of PFA Seats	Revised Goals # of PFA Seats	Actual # of PFA Seats
Year 1: 2022-23	500-1,000	500	728
Year 2: 2023-24	1,500-2,000	1,100	1,394
Year 3: 2024-25	3,000-3500	2,000	2,071*
Year 4: 2025-26	4,500-5,000	3,000	
Year 5: 2026-27	6,500-7,000	4,500	
Year 6: 2027-28	7,500-8,000	6,000	
Year 7: 2028-29	8,500-9,000	7,500	
Year 8: 2029-30	9,500-10,250	9,500	
Year 9: 2030-31	10,500-12,000	11,000	

*This is the FY 2025 anticipated actual #. It does not include mid-year seats

PFA Facilities Fund

**Over 175
Interest forms
received so far**

Pre- Development Grants

Up to \$100,000 for centers/schools and up to \$10,000 for Family Child Care

New Centers & Schools

Base of \$25,000 per seat created, up to \$1 million

Renovation & Repair: Family Child Care

Base of \$5,000 per seat improved, up to \$50,000 for existing seats and \$100,000 for new seats

Renovation & Repair: Centers & Schools

Base of \$5,000 per seat created or improved, up to \$250,000

Questions?



MULTNOMAH COUNTY
FY 2025 Budget Work Session Follow Up
Preschool For All (DCHS)
May 23, 2024



1. PFA Educator Compensation Memo (enclosed). This document gives an overview of the ballot measure language and methodology used to determine PFA educator compensation.
2. Talking Points from Educator Wage Slide at May 23 budget follow-up session (enclosed).
3. Preschool for All programs are expected to create intentional, culturally responsive, and inclusive learning environments where children learn through play and positive interactions with adults and other children. Preschool for All providers must use a curriculum that is aligned with [Oregon Early Learning & Kindergarten Guidelines](#) and we invest in a coaching model that supports improvements in instructional practices.
4. Head Start and Preschool Promise numbers. Preschool for All's first year of implementation was FY23.

	Head Start / Oregon Prenatal to Kindergarten (OPK)	Preschool Promise	Total
FY22	2,604	602	3,206
FY23	2,396	586	2,982

Preschool for All Provider Wage Matrix & Wage Growth Planning

Introduction:

Measure 26-214 directs Multnomah County to establish a compensation matrix and wage growth plan for providers participating in the program where:

- Lead teachers are compensated on par with kindergarten teachers,
- Classroom assistants are paid \$19.91 per hour beginning in 2022 and
- Classroom assistants will receive an annual cost of living adjustment (COLA) based on the County's Local 88 union-negotiated COLA rate OR a rate increase to bring wages to 135% of Portland metro minimum wage, whichever is greater.
- By 2035 reflects a program assistant teacher minimum wage not less than 75% of lead teacher minimum wage

This memo sets forth the methodology for the compensation matrix and future wage growth.

1. Lead teacher salary targets shall be based on:
 - a. The average of the middle step for kindergarten teachers with a Bachelor's degree on the salary wage scales for the six largest K-12 public school districts in Multnomah County;
 - b. The teacher's qualification level as measured by credential/degree level or the [Oregon Registry Online step level](#); and
 - c. Years of experience as determined by the program/employer.
 - d. Establishment of minimum salary requirements that are at least 75% of the corresponding salary for that qualification level.
2. Assistant teacher salary targets shall be based on:
 - a. The legally mandated floor of \$19.91 per hour beginning in 2022;
 - b. An annual cost of living adjustment (COLA) as articulated in the ballot measure

Lead Teacher Salaries:

- **Credentials:** Per the Preschool for All Task Force, in early implementation¹, a lead teacher may have the following credentials:
 - o Child Development Associate (CDA) or Oregon Registry Online (ORO) equivalent.
 - o Associate Degree (AA) in early childhood education/development or ORO equivalent.
 - o Bachelor's degree (BA) in early childhood education/development or ORO equivalent.
- **Minimum and goal salaries:** Kindergarten teacher salaries vary widely based on level of education and years of experience. To best align with the district salary scales and PFA requirements, Preschool for All will average the middle step of the salary scales for Kindergarten Teachers with a BA from the six largest districts in Multnomah County (Centennial, David Douglas, Gresham-Barlow, Parkrose, PPS, and Reynolds) to determine the goal salary of PFA Lead Teachers with a BA.

¹ In 2030, lead teachers must hold an AA or equivalent or BA or equivalent.

Preschool for All Provider Wage Matrix & Wage Growth Planning

- o The hourly wage from the salary scales will be utilized, so that the Lead Teachers working in year round positions are compensated at equitable levels compared to Lead Teachers in school year positions.
- o The minimum salary will be 75% of the goal salary for each corresponding credential/education level. This matrix incorporates a minimum salary to mitigate concerns raised by providers that an inflexible, uniform, target salary could limit their ability to participate in the program. Potential scenarios where this could be in issue include:
 - Programs with multiple classrooms, but only one funded by Preschool for All, which could cause programs to be out of compliance with pay equity laws.
 - Programs where children whose parents pay tuition share a classroom with children funded by Preschool for All.
 - Limiting the employing program's ability to set compensation levels in a way that reflects years of experience/seniority teaching in the program.
- o Preschool for All providers are able to create their own internal salary scales that recognize seniority and experience, as long as they align with the compensation matrix.
- o The Lead Teacher salary chart will be updated regularly, at a minimum of every two years. The chart below was updated in February 2024 with information from school districts and will be implemented in Fiscal Year 2025.

Using a compensation matrix that allows for minimum and goal salaries provides the County flexibility in contracting with providers in a way that ensures lead teachers are compensated in compliance with the measure, while allowing for needed flexibility at the provider level.

	Minimum Salary			Goal* Salary		
Qualification Level	Annual Year-Round Salary	Hourly Salary	% of corresponding target salary	Annual Year-Round Salary	Hourly Salary	% of kindergarten teacher salary
BA or equivalent	\$61,199	\$29.42	75%	\$81,598	\$39.23	100%
AA or equivalent	\$52,019	\$25.01	75%	\$69,359	\$33.35	85%
CDA or equivalent	\$45,899	\$22.07	75%	\$61,199	\$29.42	75%

* The goal salary is not a salary maximum or ceiling.

Preschool for All Provider Wage Matrix & Wage Growth Planning

Teacher Assistant Salaries

- **Definition of teacher assistant:** There is wide diversity in what teacher assistants are called among providers. PFA defines assistant preschool teachers broadly, as all non-lead teaching staff working with children in the classroom in a center or school model, or working with children in family child care, including teaching staff with titles like Associate Teacher, Break Support Staff, or Teacher's Aide.
- **Requirements in law:** Measure 26-214 establishes a specific floor - \$19.91 per hour beginning in 2022 – for assistant teachers, with assistant teachers earning no less than 75% of the minimum lead teacher wage by 2035. The wage matrix below shows the assistant wage by year, and the corresponding percentage of the minimum lead teacher wage.

	Minimum Assistant Hourly Wage	% of Lead Teacher Minimum (CDA or Equivalent)	% of Lead Teacher Minimum (AA or Equivalent)
FY 2023	\$19.91	94% (\$21.08)	83% (\$23.89)
FY 2024	\$20.91	99% (\$21.08)	88% (\$23.89)
FY 2025	\$21.68	98% (\$22.07)	87% (\$25.01)

Updated 1/30/24

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Preschool for All wage requirements are broken out by two staff classifications: Teachers and Assistants.

The teacher salaries are guided by the top table on this slide. We call this table the compensation matrix. The compensation matrix includes the teacher's qualifications, a minimum hourly wage that the site is required to pay, and a goal salary that we ask providers to strive for.

Teacher qualifications are determined by their Step level on the Oregon Registry or their degree. One of the important decisions made by the Preschool for All Task Force was that we would honor Step levels on the Oregon registry, which is the state's early education career lattice. In the Oregon Registry, a step 10 is considered equal to a Bachelor's Degree and a step 9 is considered equal to an Associate Degree.

The goal hourly salary for a teacher with a Step 10 or a BA is the average of the middle step of the salary scales for teachers with a

BA at the six largest school districts in Multnomah County. We utilize hourly wages, so that the Teachers working in year round positions are compensated at equitable levels compared to Teachers in school year positions.

The minimum hourly salary for a teacher with a Step 10 or BA is 75% of the goal salary. We incorporate a minimum salary for multiple reasons. One is mitigate concerns raised by providers that an inflexible, uniform, salary could limit their ability to participate in Preschool for All. Potential scenarios where this could be in issue include:

- Programs with multiple preschool classrooms, but only one classroom funded by Preschool for All. The higher Preschool for All wages could cause programs to be out of compliance with the pay equity law because one preschool teacher could be paid more than the preschool teacher in the neighboring classroom.
- It could also be a problem at programs where children whose parents pay tuition share a classroom with children funded by Preschool for All or at programs that braid Preschool for All seats with seats paid for by other public funding streams in the same classroom.

Another reason that having a minimum and a goal salary is important is to allow Preschool for All providers to create their own internal salary scales that recognize seniority and experience, as long as that salary scale aligns with the compensation matrix. Using a compensation matrix that allows for minimum and goal salaries ensures teachers are compensated in compliance with the measure, while allowing for needed flexibility at the provider level.

The Step 9 or AA degree goal salary is 85% of the Step 10 goal salary and the Step 7 goal salary is 75% of the Step 10 goal salary. The increasing wages tied to qualifications are designed to encourage and incentivize educators to continue their professional development.

In this current fiscal year, the median Preschool for All teacher wage is \$26.05 per hour.

The Preschool for All measure outlined specific guidelines for how the assistant salary should be calculated each year. The wage started at \$19.91 in 2022. Assistants receive an annual cost of living adjustment (or COLA) based on the County's Local 88 union-negotiated COLA rate OR a rate increase to bring wages to 135% of Portland metro minimum wage, whichever is greater. We continue to use this method to calculate the minimum assistant rate. The current 2024 median Preschool for All assistant salary is \$22 per hour.

Next slide, please