



# Pre-K Budget Update Webinar

April 11, 2016

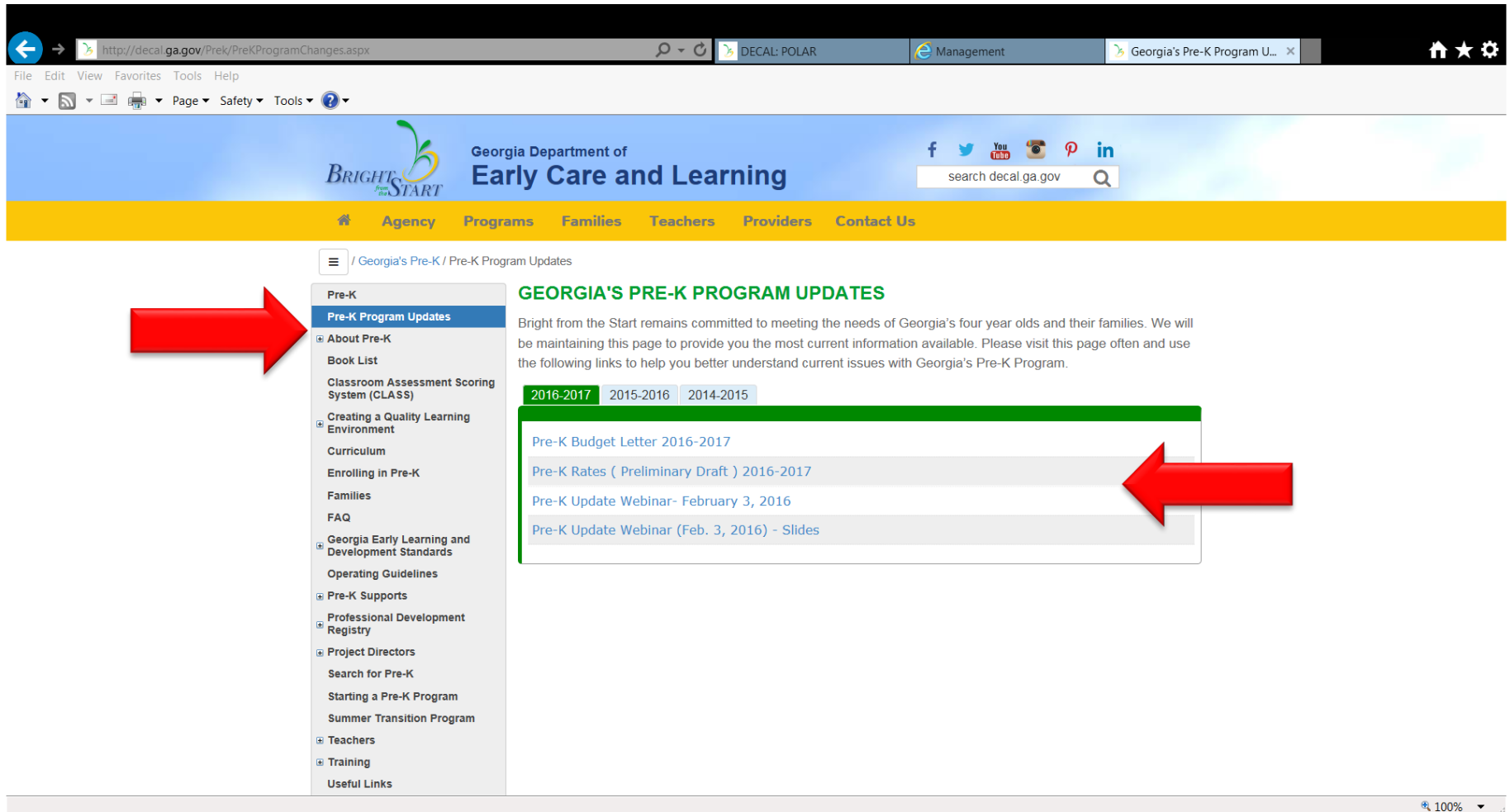
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Georgia's Pre-K & Instructional Supports



# Governor's FY2017 Proposed Budget

- This is the 2<sup>nd</sup> webinar about the proposed budget for FY2017.
- If you have not reviewed the 1<sup>st</sup> webinar, you can download it from the DECAL website.
  - [www.decals.gov](http://www.decals.gov)> Pre-K> Pre-K Updates
- You can also download the FY2017 Pre-K Draft Rate Chart from same webpage.

# Governor's FY2017 Proposed Budget



The screenshot shows the Georgia Department of Early Care and Learning website. The browser address bar displays <http://dec.al.ga.gov/PreK/PreKProgramChanges.aspx>. The website header includes the logo and navigation links: Agency, Programs, Families, Teachers, Providers, and Contact Us. A search bar is also present. The left sidebar contains a list of links, with 'Pre-K Program Updates' highlighted. The main content area is titled 'GEORGIA'S PRE-K PROGRAM UPDATES' and contains a paragraph about the department's commitment to meeting the needs of Georgia's four-year-olds. Below this, there are tabs for the years 2016-2017, 2015-2016, and 2014-2015. The 2016-2017 tab is selected, showing a list of links: 'Pre-K Budget Letter 2016-2017', 'Pre-K Rates ( Preliminary Draft ) 2016-2017', 'Pre-K Update Webinar- February 3, 2016', and 'Pre-K Update Webinar (Feb. 3, 2016) - Slides'. A red arrow points to the 'Pre-K Budget Letter 2016-2017' link.

# Governor's FY2017 Proposed Budget

- The Governor's budget includes **\$36.4 million** in additional lottery funding for Georgia's Pre-K Program.
- Proposed budget supports recommendations made by the Education Reform Commission:
  - Increase lead teacher salary
  - Increase assistant teacher salary
  - Provide additional funding for operating and benefit costs

# Governor's FY2017 Proposed Budget

- Increase **Lead Teacher** salary:
  - Increase salary base for a four year degree to **\$26,000**
  - Add a pay level for a master's degree in ECE- **\$38,400**
  - Implement a new compensation model for teachers employed by public and private programs
    - **3%** for each **2** years of **Creditable Years of Experience**
- Increase **Assistant Teacher** salary:
  - Increase salary by **11%**
- Additional **3%** increase proposed for all state employees including **Pre-K Lead and Assistant Teachers**:
  - Lead Teachers- 3% on base salary
  - Assistant Teachers- 14% total increase

# Governor's FY2017 Proposed Budget

- Additional lottery funds to increase benefits for Pre-Kindergarten lead and assistant teachers and provide program providers with the flexibility to combine benefits and non-instructional costs as needed.
  - Operating Costs (benefits, classroom materials and supplies, administrative and operating costs)
  - Salary
    - Lead Teacher (Base and Supplement)
    - Assistant Teacher

# FY2017 Draft Rate Chart

## Preliminary Draft of the 2016-2017 Georgia's Pre-K Annual Rates for 1 Class of 22 Students

Credential	Private Metro Area		Private Non-Metro Area		Public School	
<b>Two Year Degree</b>	Salary Lead	\$ 21,029.27	Salary Lead	\$ 21,029.27	Salary Lead	\$ 21,029.27
	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66
	Operating	\$ 32,875.12	Operating	\$ 26,282.82	Operating	\$ 23,163.88
	<b>Total</b>	<b>\$ 69,466.05</b>	<b>Total</b>	<b>\$ 62,873.75</b>	<b>Total</b>	<b>\$ 59,754.81</b>
Credential	Private Metro Area		Private Non-Metro Area		Public School	
<b>Four Year Degree</b>	Salary Lead	\$ 26,780.00	Salary Lead	\$ 26,780.00	Salary Lead	\$ 26,780.00
	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66
	Operating	\$ 34,241.50	Operating	\$ 27,649.20	Operating	\$ 24,530.26
	<b>Total</b>	<b>\$ 76,583.16</b>	<b>Total</b>	<b>\$ 69,990.86</b>	<b>Total</b>	<b>\$ 66,871.92</b>
Credential	Private Metro Area		Private Non-Metro Area		Public School	
<b>Certified (T4)</b>	Salary Lead	\$ 35,118.35	Salary Lead	\$ 35,118.35	Salary Lead	\$ 35,118.36
	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66
	Operating	\$ 36,222.69	Operating	\$ 29,630.39	Operating	\$ 30,196.77
	<b>Total</b>	<b>\$ 86,902.70</b>	<b>Total</b>	<b>\$ 80,310.40</b>	<b>Total</b>	<b>\$ 80,876.79</b>
Credential	Private Metro Area		Private Non-Metro Area		Public School	
<b>Certified (T5)*</b>	Salary Lead	\$ 39,552.00	Salary Lead	\$ 39,552.00	Salary Lead	\$ 39,552.00
	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66	Salary Asst.	\$ 15,561.66
	Operating	\$ 37,276.13	Operating	\$ 30,683.83	Operating	\$ 31,715.47
	<b>Total</b>	<b>\$ 92,389.79</b>	<b>Total</b>	<b>\$ 85,797.49</b>	<b>Total</b>	<b>\$ 86,829.13</b>

# Understanding the Rate Chart

- Rate chart represents a ‘per class’ reimbursement.
- The ‘per class’ estimate is based on the FY2017 proposed Pre-K budget.
- The rate chart itemizes the core costs of the program (salary and operating) by the budget cost drivers (program type and zone, lead teacher credential level).

# Understanding the Rate Chart- Program Type and Zone

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# Understanding the Rate Chart - Credentials

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# Understanding the Rate Chart- Core Costs

Credential	Private Metro Area	
 Four Year Degree	Salary Lead	\$ 26,780.00 
	Salary Asst.	\$ 15,561.66 
	Operating	\$ 34,241.50 
	<b>Total</b>	<b>\$ 76,583.16</b> 

- Base Salary for Lead Teacher is driven by credential level.
- Salary for Assistant Teacher is a “flat-rate” across all program types and zones.
- Operating includes benefits, classroom materials and supplies, administrative and operating costs.

# Understanding the Rate Chart

- The Rate Chart only estimates a 'per class' budget. It does not give an exact reimbursement amount.
- The actual class reimbursement amount may vary based on program data including:
  - Class size
  - Changes in teacher credentials
  - # of days offering service
- Reimbursement is impacted by additional factors NOT represented on the rate chart:
  - Transportation services provided for Category 1 students
  - Start up funds for newly funded classes
  - Supplemental Compensation for Lead Teachers – **NEW!**

# FY2017 Draft Pre-K Rate Chart



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# Lead Teacher Credentials and Base Salary

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# Lead Teacher Credentials

- Associates Level: \$21,029.27
  - Grandfathered, approved associate degrees
  - Lead teachers who have an insufficient credential will be paid at the assistant teacher level.
- Bachelors Level: \$26,780.00
  - Only valid, approved ECE degrees OR related degrees with ECE coursework minimum (15 semester or 25 quarter hours)
- Certified (T4): \$35,118.35
  - Only valid in an approved, current T4 certification fields
- Certified Masters (T5): \$39,552.00
  - Only valid for an approved, current T5 certification fields

# Lead Teacher Credentials

- All credentials and certifications are being reviewed.
  - There are potentially a few changes in accepted degrees and certifications.
  - Programs will be contacted if any of their teachers are impacted by any changes.
- Draft approved credentials and certifications will be posted on the DECAL website by Friday, April 22<sup>nd</sup>.
- Final approved credentials and certifications will be posted in the SY2017 Pre-K Operating Guidelines.

# New Lead Teacher Supplemental Compensation Model

- New compensation model for all Pre-K lead teachers (public and private programs) is proposed for FY2017.
- **3%** for each **2** years of ***Creditable Years of Experience*** up to **20** years.
- Supplemental compensation will be cumulative.
- All prior ***Creditable Years of Experience*** will be eligible unless compensated in 'frozen' T & E system.
  - Programs currently receiving T & E for any lead teachers will continue to receive the supplement at the 'frozen' level.
  - Any additional eligible creditable years of experience will be paid based on the new compensation model.

# Lead Teacher Supplemental Compensation

- ***Creditable Years of Experience*** is defined as:
  - All years taught in a Georgia's Pre-K Program (public or private) with an approved credential.
- AND/ OR**
- All years taught as a certified LEAD teacher in a K-12 public school.
  - To receive credit for a year, the teacher must work 6 months of the school year (60%).
- Programs will be required to verify lead teacher ***Creditable Years of Experience***.

# Salary Requirements

- Based on the proposed budget, lead teacher salary will have two components:
  - Base salary determined by credential level
  - Supplemental compensation determined by *Creditable Years of Experience*.
  
- Compensation must meet the following minimum salary requirements:
  - Lead Teacher:
    - 90% of the base salary
    - 100% of supplemental compensation
  - Assistant Teacher:
    - 100% of salary

# Governor's FY2017 Proposed Budget

## ● Grantee Next Steps:

- Develop a process or/and policy regarding verification of *Creditable Years of Experience* for your program
  - Contracts
  - PANDA roster documentation
  - Teacher history data
- Communicate with your staff about budget including salary increases

# Governor's FY2017 Proposed Budget

- DECAL Next Steps:
  - Continued development of policy and process to support new compensation model
    - Supplemental Compensation Model Chart
    - Supports for determining lead teacher compensation
  - Upgrades of PANDA system to process payments
  - Verification of *Creditable Years of Experience* process
  - Creation of additional communication of budget changes- FAQs, webinars, etc.
- Budget is **preliminary** until the state budget is finalized

# Questions?

[prek@dec.al.ga.gov](mailto:prek@dec.al.ga.gov)

# Thank you for joining the webinar.

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