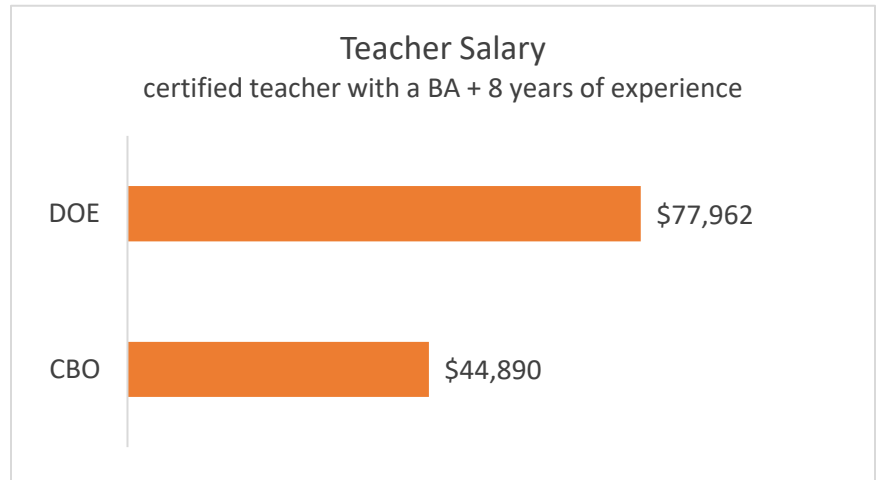




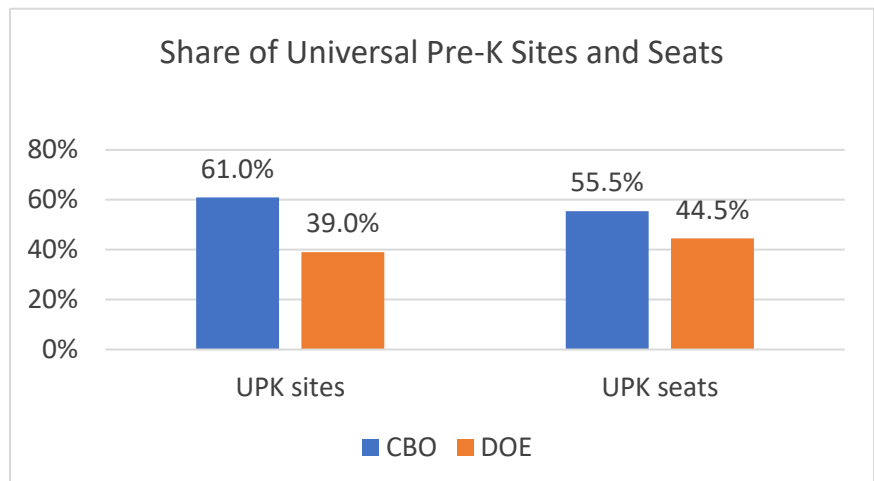
## Salary Disparities in NYC's Early Childhood Education Workforce

*Early childhood teachers at community-based organizations earn significantly less than their counterparts at DOE schools*

Pre-K teachers at CBOs earn as little as **60%** of what Pre-K teachers at DOE schools earn.



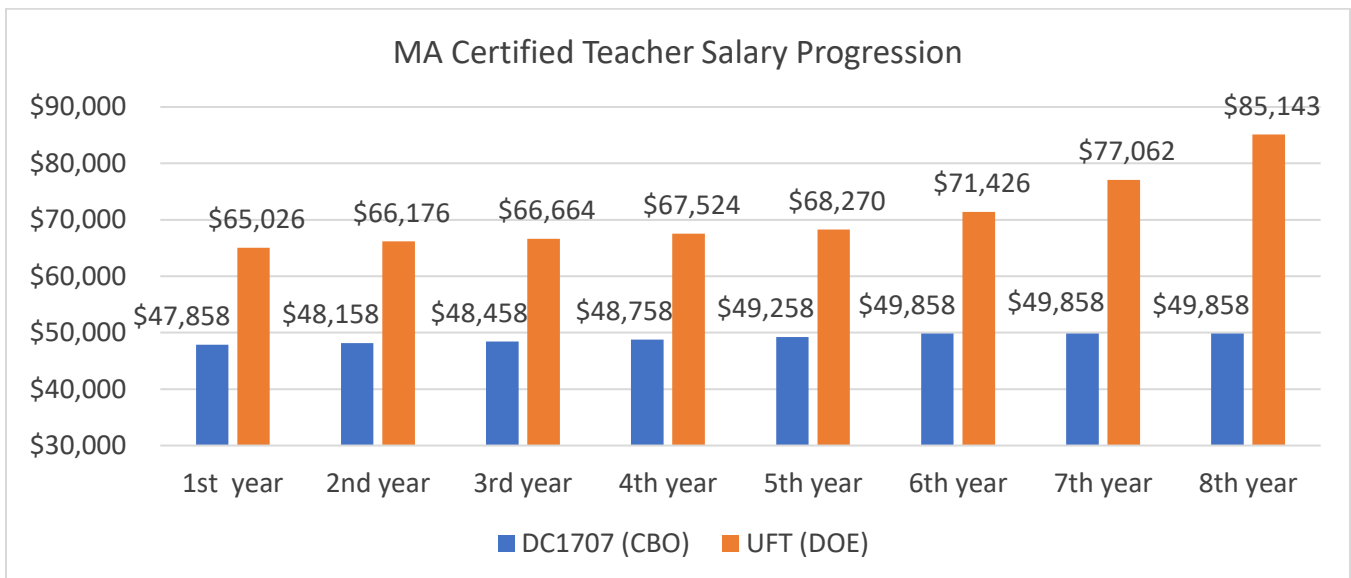
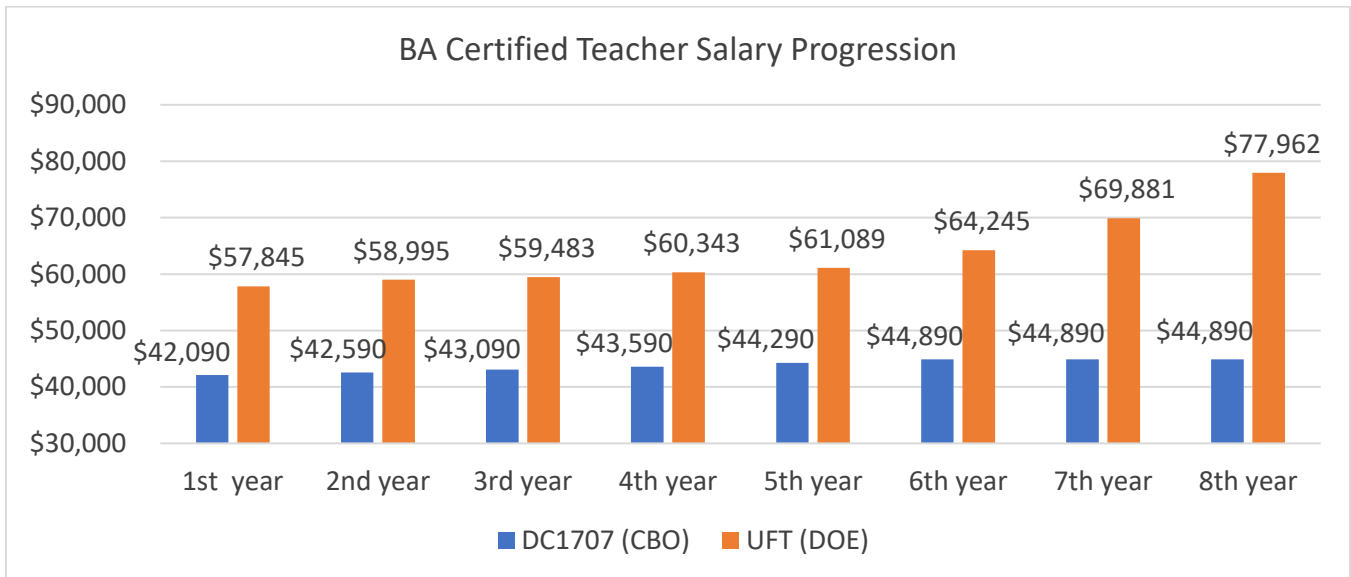
A majority of New York City's Pre-K for All sites and seats are at community-based organizations.





## Salary Disparities in NYC's Early Childhood Education Workforce

Certified teachers at CBOs *earn significantly less* than certified teachers at DOE with the same level of education... and the gap in salary widens over time.



**Notes**

UFT salaries based on schedule for February 14<sup>th</sup>, 2019.

DC1707 salaries based on schedule valid as of December 31<sup>st</sup>, 2018.

Salaries for UFT teachers in 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> year assume five years of service at NYC schools.

Salaries for DC1707 teachers in 5<sup>th</sup>, 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> year assume five years of service in a New York City funded daycare program.