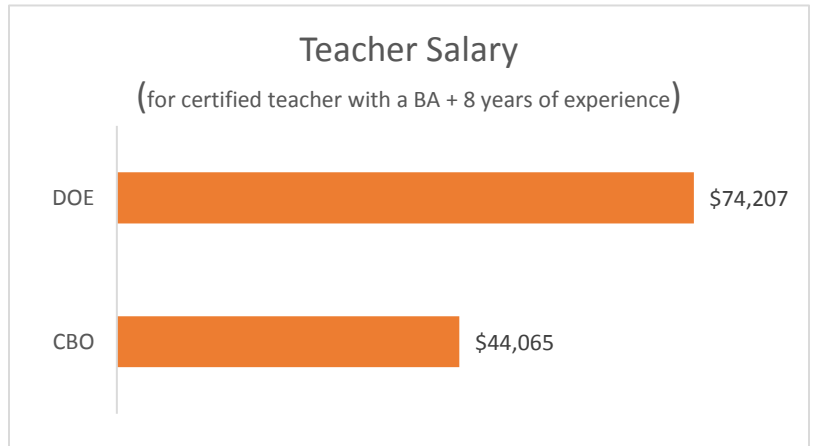




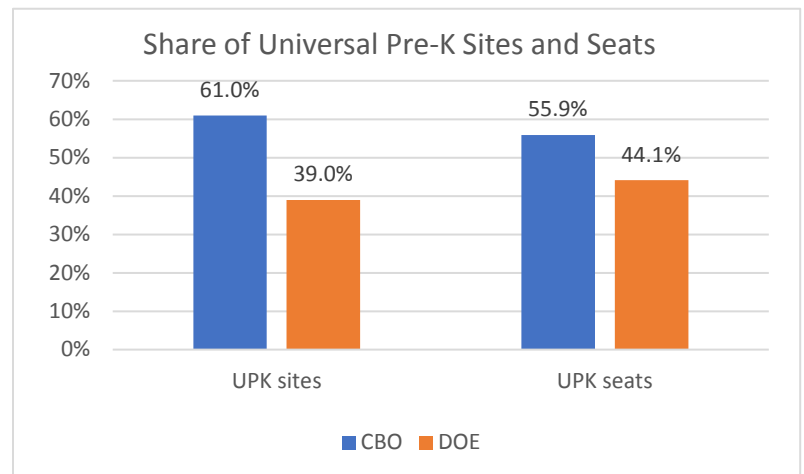
Salary Disparities in NYC's Early Childhood Education Workforce

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.



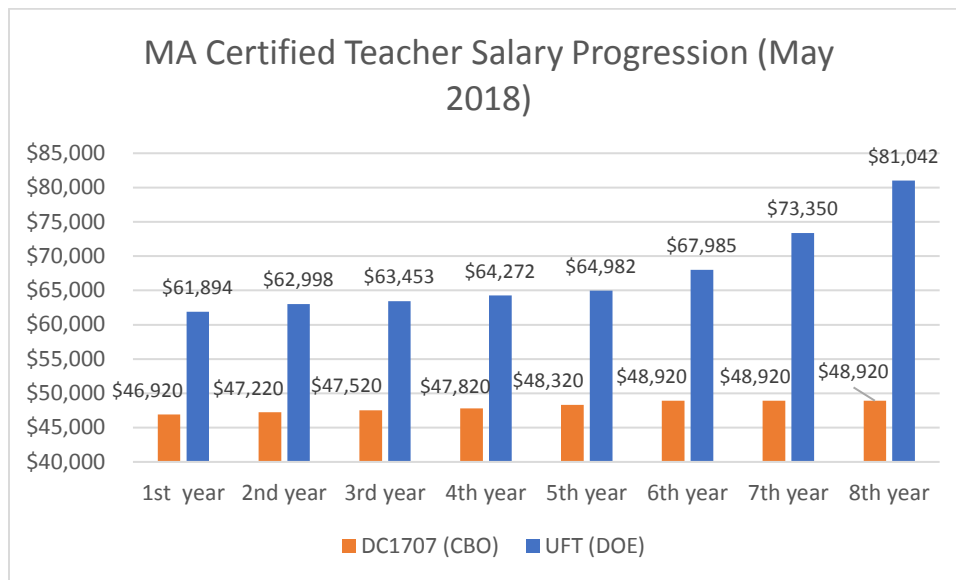
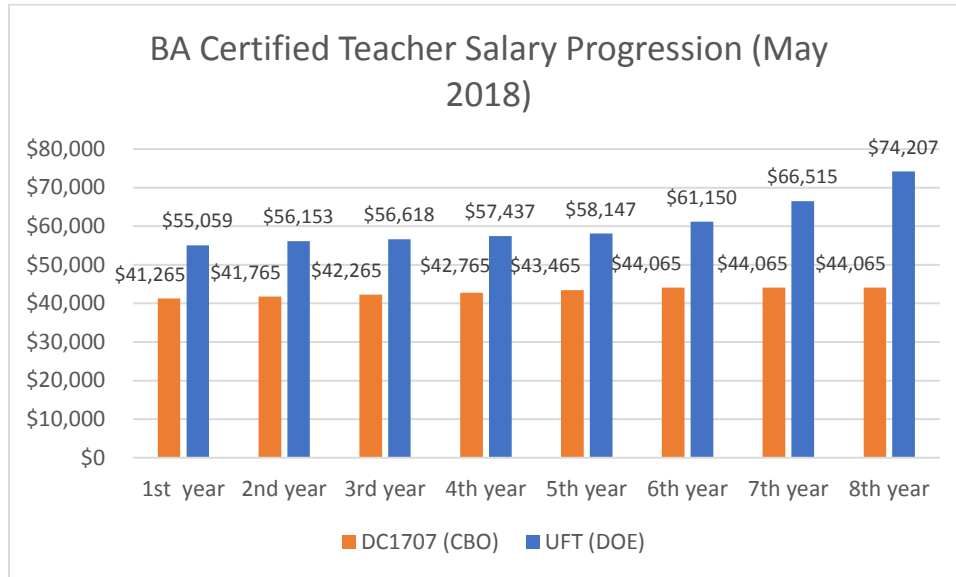
A majority of New York City's Pre-K for All sites and seats are at community-based organizations.





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.



*UFT salaries based on schedule valid as of 5/1/18; DC1707 salaries based on schedule valid as of 12/31/17.

** Salaries for UFT teachers in 6th, 7th, and 8th year assume 5 years of service at NYC schools; salaries for DC1707 teachers in 5th, 6th, 7th, and 8th year assume 5 years of service in New York City funded daycare program