

## 2020 Second Extraordinary Session

## HOUSE RESOLUTION NO. 51

BY REPRESENTATIVE HILFERTY

**EDUCATION DEPARTMENT:** Requests the state Department of Education to study the education and training requirements, compensation, and employment turnover rates of early childhood care and education teachers

# 1 A RESOLUTION

2 To urge and request the state Department of Education to study the education and training  
3 requirements, compensation, and employment turnover rates of early childhood care  
4 and education teachers and the implications of the data surrounding these issues on  
5 child outcomes in Louisiana.

6 WHEREAS, through enactment of the Louisiana Early Childhood Education Act, the  
7 Early Childhood Care and Education Network, and the School Readiness Tax Credit  
8 Program, the legislature recognizes that the benefits of quality child care are indisputable  
9 and that a strong connection exists between a child's early learning experiences and readiness  
10 to enter kindergarten and ultimate academic success; and

WHEREAS, eighty percent of brain development takes place before the age of three and ninety percent by age four; and

13            WHEREAS, children who start school behind generally stay behind, and more than  
14        fifty-five percent of Louisiana's children entered kindergarten below grade level in literacy  
15        in the 2019-2020 school year; and

16 WHEREAS, two out of three young children in Louisiana have both parents or their  
17 single parent in the workforce, necessitating that the child be cared for by someone other  
18 than a parent for the majority of the day; and

1        WHEREAS, the cost of child care in Louisiana has risen twelve percent over the past  
2 three years and currently costs almost as much as tuition at a public college or university;  
3 and

4        WHEREAS, breakdowns in the provision of child care have significant impacts on  
5 parents' ability to work and impair the business community's access to a reliable workforce;  
6 and

7        WHEREAS, studies estimate the annual loss attributable to child care breakdowns  
8 to Louisiana's pre-COVID economy at \$1.1 billion a year; and

9        WHEREAS, although the state has made sweeping reforms to early child care and  
10 education, a teacher in a Type I or Type II early learning center and an assistant teacher in  
11 a Type III early learning center is not required to have even a high school diploma to be  
12 qualified to teach under current licensing regulations; and

13       WHEREAS, national data indicate that, despite the high child care costs borne by  
14 parents, the median wage for child care workers in Louisiana in 2019 was \$9.13 an hour,  
15 which is less than half of the average kindergarten teacher's salary; and

16       WHEREAS, the turnover rate among early child care and education teachers reduces  
17 the continuity of care for children and causes logistical and business issues for providers; and

18       WHEREAS, specific data on the education, training, compensation, and employment  
19 turnover rates of early child care and education teachers in Louisiana are not easily or readily  
20 available.

21       THEREFORE, BE IT RESOLVED that the House of Representatives of the  
22 Legislature of Louisiana does hereby urge and request the state Department of Education to  
23 study the education and training requirements, compensation, and employment turnover rates  
24 of early childhood care and education teachers and the implications of the data surrounding  
25 these issues on child outcomes in Louisiana.

26       BE IT FURTHER RESOLVED that the state Department of Education shall  
27 collaborate with the State Board of Elementary and Secondary Education, the Louisiana  
28 Workforce Commission, the Board of Regents, relevant stakeholder groups, and research  
29 organizations to study these issues, including an analysis of the following data and  
30 information:

- 1           (1)     The education levels, compensation, and employment turnover rates of early  
2           child care and education teachers of children from birth through age four in  
3           Louisiana as compared to other states.  
4           (2)     A comparison of the compensation of Louisiana's early child care and  
5           education teachers with similar professions in the state.  
6           (3)     The costs of early child care and education to parents of children from birth  
7           to age four in Louisiana as compared to other states.  
8           (4)     Information on how other states or cities have endeavored to increase pay for  
9           early child care and education teachers and the effectiveness of those  
10          initiatives.  
11          (5)     Any other data or information the department deems pertinent and relevant.

12          BE IT FURTHER RESOLVED that the state Department of Education shall submit  
13          a written report of its findings, including recommendations, to the House Committee on  
14          Education, the House Committee on Appropriations, the House Committee on Commerce,  
15          and the State Board of Elementary and Secondary Education by February 1, 2021.

16          BE IT FURTHER RESOLVED that a copy of this Resolution be transmitted to the  
17          president of the State Board of Elementary and Secondary Education and the state  
18          superintendent of education.

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#### DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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Hilferty

Requests the state Dept. of Education to study the education and training requirements, compensation, and employment turnover rates of early childhood care and education teachers and the implications of data surrounding these issues on child outcomes and to submit a written report to the House committees on education, appropriations, and commerce and to the State Bd. of Elementary and Secondary Education by Feb. 1, 2021.