

Sample Benefits for ECE Professionals

Attracting and retaining qualified staff is one of the greatest challenges of early childhood programs. Paying careful attention to keeping salaries and benefits competitive is critical to staff retention. Developing a plan for a gradual increase in the number and types of benefits can help make the compensation budget more manageable. Program leaders can also improve staff morale and promote a positive workplace through no-cost benefits.

Minimal Benefits	Better Practices for Benefits
Salary increase within last 2 years	Annual salary increase
Partial Health Insurance Offered	Employer pays more than 50% Health Insurance
6 or more paid sick/personal days	9 or more paid sick/personal days
5 or more paid vacation days after 1 year of service	10 or more paid vacation days after 2 years of service
Option to contribute to a retirement plan	Employer matches 3% or more of retirement contributions
	Tuition Reimbursement allocated annually
	Partial Child Care Reimbursement
Ideas for Other Benefits	
NAEYC membership is paid for each teacher	
Staff emergency fund is created for crises	
Well trained substitute pool to relieve staff stress about time off	
Pay differential for staff who are mentoring or orienting new staff	
Opportunities to visit other programs for observation or training with expenses covered	
Ideas for No-cost Benefits	
Flexible scheduling such as: 10 month positions or 4 day work weeks	
Job shadowing opportunities within the program	
Leadership training provided within the program	
Awards for years of service	
Appreciation bulletin boards and newsletter articles	
Classroom volunteers who are trained to assist the teachers	
Discount programs for employees	