
HOUSE BILL 2061

State of Washington

55th Legislature

1997 Regular Session

By Representatives Keiser, Skinner, Cole, Scott, Constantine, Doumit, Cooper, Morris, Blalock, Gombosky, Dickerson, Kenney, Costa, Lantz, Anderson, Wolfe, Murray, Gardner, Ogden, Kessler, Butler, Mason, Cody, Regala, Conway and Tokuda

Read first time 02/19/97. Referred to Committee on Children & Family Services.

1 AN ACT Relating to child care employees; adding a new chapter to
2 Title 74 RCW; and making an appropriation.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 NEW SECTION. **Sec. 1.** (1) Experience with community colleges in
5 this state as well as national research shows that decent wages for
6 child care workers result in lower turnover, improved care for
7 children, and better overall results including less absenteeism for
8 parents. In addition, as reforms in welfare will require more parents
9 of young children to work, there will be an increased need for quality
10 child care and trained child care workers in our state. Increased
11 demand for child care workers results in the need to address low wages,
12 high turnover, and high quality.

13 (2) The legislature finds that the average child care teacher's
14 hourly wage in Washington state in 1994 was six dollars and eighty-four
15 cents. The legislature further finds that low wages for child care
16 workers cause several problems in the child care industry, including:
17 A barrier to people entering the profession, child care workers leaving
18 the profession to earn a living wage elsewhere, and making it difficult
19 for child care workers to afford education or training in child care

1 because of low wages. The legislature intends to increase wages to
2 child care workers through establishing a wage ladder that provides
3 increased wages for experience and education.

4 NEW SECTION. **Sec. 2.** The department of social and health services
5 shall establish a wage ladder for child care workers in the child care
6 centers that are licensed, nonprofit centers having no religious
7 affiliation. The following calculations determine the salaries paid to
8 child care workers in child care centers covered by this chapter.

9	Education	GED	Community College Certificate			AA	BA	MA	
10	Experience	No High School	High School	5 credits	20 Credits	45 Credits	90 Credits	180 Credits	270 Credits
11									
12	None	\$6.84	\$7.34	\$7.46	\$7.82	\$8.42	\$9.50	\$11.66	\$13.82
13	1 Year	\$7.09	\$7.59	\$7.71	\$8.07	\$8.67	\$9.75	\$11.91	\$14.07
14	2 Years	\$7.34	\$7.84	\$7.96	\$8.32	\$8.92	\$10.00	\$12.16	\$14.32
15	3 Years	\$7.59	\$8.09	\$8.21	\$8.57	\$9.17	\$10.25	\$12.41	\$14.57
16	4 Years	\$7.84	\$8.34	\$8.46	\$8.82	\$9.42	\$10.50	\$12.66	\$14.82
17	5 Years	\$8.09	\$8.59	\$8.71	\$9.07	\$9.67	\$10.75	\$12.91	\$15.07
18	6 Years	\$8.34	\$8.84	\$8.96	\$9.32	\$9.92	\$11.00	\$13.16	\$15.32
19	7 Years	\$8.59	\$9.09	\$9.21	\$9.57	\$10.17	\$11.25	\$13.41	\$15.57
20	8 Years	\$8.84	\$9.34	\$9.46	\$9.82	\$10.42	\$11.50	\$13.66	\$15.82

21 This wage ladder shall be updated every July 1st of odd-numbered years
22 by increasing the wage amounts by one additional step.

23 NEW SECTION. **Sec. 3.** Child care centers subject to this chapter
24 shall increase wages for child care employees upon the attainment of a
25 high school degree or GED certificate and for years of experience in
26 providing child care, as provided in section 2 of this act. The
27 department of social and health services shall increase wages for child
28 care workers who earn early childhood education credits as provided in
29 section 2 of this act. The department shall also reimburse child care
30 workers for fifty percent of tuition costs incurred obtaining job-
31 related education. The two-year associate of arts degree in early
32 childhood education shall be considered the final degree of this
33 reimbursement program.

34 NEW SECTION. **Sec. 4.** The department of social and health services
35 shall establish eligibility standards, child care center participation
36 requirements, and program standards by rule.

1 NEW SECTION. **Sec. 5.** The department of social and health services
2 shall operate the wage subsidy program in this chapter within the
3 appropriation provided for this purpose.

4 NEW SECTION. **Sec. 6.** Sections 1 through 5 of this act constitute
5 a new chapter in Title 74 RCW.

6 NEW SECTION. **Sec. 7.** The sum of dollars, or as much
7 thereof as may be necessary, is appropriated for the biennium ending
8 June 30, 1999, from the general fund to the department of social and
9 health services for the purposes of this act.

--- END ---