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**SENATE BILL 5412**

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**State of Washington**

**54th Legislature**

**1995 Regular Session**

**By** Senators Kohl, Prentice, Fairley and Heavey

Read first time 01/23/95. Referred to Committee on Human Services & Corrections.

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

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

4 NEW SECTION. **Sec. 1.** The legislature finds that the average child  
5 care teacher's hourly wage in Washington state in 1992 was six dollars  
6 and fifty-five cents. The legislature further finds that low wages for  
7 child care workers cause several problems in the child care industry,  
8 including: A barrier to people entering the profession, child care  
9 workers leaving the profession to earn a living wage elsewhere, and  
10 making it difficult for child care workers to afford education or  
11 training in child care because of low wages. The legislature intends  
12 to increase wages to child care workers through establishing a wage  
13 ladder that provides increased wages for experience and education.

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

Experience	Education No High School	GED High School	Community College Certificate			AA 90 Credits	BA 180 Credits	MA 270 Credits
			5 credits	20 Credits	45 Credits			
None	\$6.00	\$6.50	\$6.62	\$6.98	\$7.58	\$8.66	\$10.82	\$12.98
1 Year	\$6.25	\$6.75	\$6.87	\$7.23	\$7.83	\$8.91	\$11.07	\$13.23
2 Years	\$6.50	\$7.00	\$7.12	\$7.48	\$8.08	\$9.16	\$11.32	\$13.48
3 Years	\$6.75	\$7.25	\$7.37	\$7.73	\$8.33	\$9.41	\$11.57	\$13.73
4 Years	\$7.00	\$7.50	\$7.62	\$7.98	\$8.58	\$9.66	\$11.82	\$13.98
5 Years	\$7.25	\$7.75	\$7.87	\$8.23	\$8.83	\$9.91	\$12.07	\$14.23
6 Years	\$7.50	\$8.00	\$8.12	\$8.48	\$9.08	\$10.16	\$12.32	\$14.48
7 Years	\$7.75	\$8.25	\$8.37	\$8.73	\$9.33	\$10.41	\$12.57	\$14.73
8 Years	\$8.00	\$8.50	\$8.62	\$8.98	\$9.58	\$10.66	\$12.82	\$14.98
9 Years	\$8.25	\$8.75	\$8.87	\$9.23	\$9.83	\$10.91	\$13.07	\$15.23
10 Years	\$8.50	\$9.00	\$9.12	\$9.48	\$10.08	\$11.16	\$13.32	\$15.48

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

17 NEW SECTION. **Sec. 3.** Child care centers subject to this chapter  
18 shall increase wages for child care employees upon the attainment of a  
19 high school degree or GED certificate and for years of experience in  
20 providing child care, as provided in section 2 of this act. The  
21 department of social and health services shall increase wages for child  
22 care workers who earn early childhood education credits as provided in  
23 section 2 of this act. The department shall also reimburse child care  
24 workers for fifty percent of tuition costs incurred obtaining job-  
25 related education.

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

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

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

34 NEW SECTION. **Sec. 7.** The sum of . . . . dollars, or as much  
35 thereof as may be necessary, is appropriated for the biennium ending

1 June 30, 1997, from the general fund to the department of social and  
2 health services for the purposes of this act.

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