
SENATE BILL 5412

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

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

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

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

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

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

NEW SECTION. **Sec. 7.** The sum of dollars, or as much 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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