

Compensation for Michigan preschool teachers lag behind K-12 teachers despite comparable credentials

Michigan's state-funded PreK, Great Start Readiness Program (GSRP), serves more than one third of all 4-year-olds, and its quality greatly depends on the 4,000+ classroom teachers. Research shows that GSRP lead teachers earn far less than K-12 teachers, and only 82% of them are offered with a health insurance plan and 72% with a retirement plan. Though they are required to have a bachelor's degree, GSRP teachers can be compensated less than fast food workers.

Nationwide, 78% of child care supervisors said low wages are their main recruitment challenge.¹ Across Michigan, the child care workforce shrank by 27% from 2001 to 2022, and research shows that it has big consequences to the economy.²

The high cost of low wages³



14% OF MICHIGAN PARENTS LEFT THEIR JOB because of child care inaccessibility and instability.



\$2.88 BILLION LOST FROM THE ECONOMY each year due to insufficient child care coverage.

Support for Michigan's early care and education system

GSRP is one vital part of Michigan's early childhood care and education system. Families rely on GSRP for two main benefits:

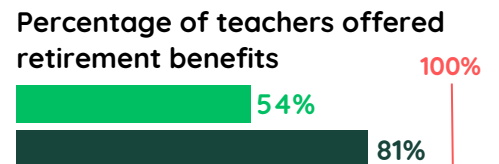
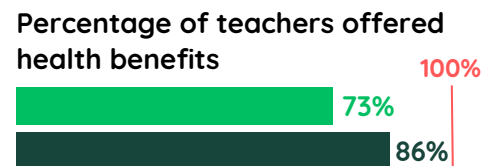
- **GSRP PREPARES CHILDREN TO SUCCEED IN KINDERGARTEN AND BEYOND.**
- **GSRP KEEPS CHILDREN SAFE AND ENGAGED WHILE CAREGIVERS WORK OR GET TRAINING.**

Teachers who educate our most vulnerable children deserve a living wage. It's only fair—and it's good business sense.



Compensation of GSRP lead full-time equivalent teacher vs. Michigan's public K-12 teachers⁴

- K-12 teachers
- GSRP lead teachers at community organizations
- GSRP lead teachers at schools



Sample includes full-time equivalent GSRP lead teachers working a full day at community organizations (n = 772) and schools (n = 1,549) in 2021-2022 across 53 intermediate school districts.



Learn more at www.cep.msu.edu/gsrp or www.t.ly/ExMzs

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¹ National Association for the Education of Young Children. (2021, July). *Progress and Peril: Child Care at a Crossroads*. naeyc.org/sites/default/files/globally-shared/downloads/PDFs/resources/blog/naeyc_july_2021_survey_progressperil_final.pdf

² Andrews, A. (2023). A Proposal for a Systemwide Wage Scale to Address Michigan's Early Childhood Education Crisis. *Early Childhood Investment Corporation*. talentfirst.net/wp-content/uploads/2023/10/Balancing-the-Scales_Statewide-Report.pdf

³ U.S. Chamber of Commerce Foundation. (2023). How Childcare Impacts Michigan's Workforce Productivity and the State Economy. MI Untapped Potential. Michamber.com/miuntappedpotential/

⁴ Michigan Department of Education (2022, February). 2020-21 BULLETIN 1014. *Michigan Public School Districts Ranked By Selected Financial Data*.