

# Compensation for Michigan preschool teachers lags 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. Further, only 82% of GSRP teachers are offered a health insurance plan and 72%, 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.<sup>1</sup> Across Michigan, the child care workforce shrank by 27% from 2001 to 2022, and research shows that it has big consequences to the economy.<sup>2</sup>

## The high cost of low wages<sup>3</sup>



**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:

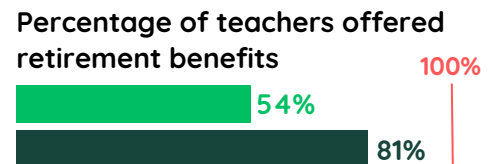
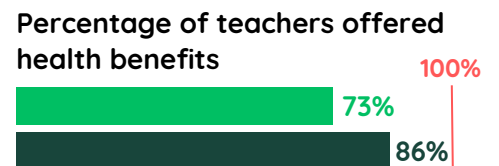
- **GSRP PREPARES CHILDREN TO SUCCEED IN KINDERGARTEN AND BEYOND.**
- **GSRP KEEPS CHILDREN SAFE AND ENGAGED WHILE CAREGIVERS WORK OR GET TRAINING.**

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 teachers<sup>4</sup>

- 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](http://www.cep.msu.edu/gsrp) or [www.t.ly/ExMzs](http://www.t.ly/ExMzs)

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<sup>1</sup> 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](https://naeyc.org/sites/default/files/globally-shared/downloads/PDFs/resources/blog/naeyc_july_2021_survey_progressperil_final.pdf)

<sup>2</sup> 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](https://talentfirst.net/wp-content/uploads/2023/10/Balancing-the-Scales_Statewide-Report.pdf)

<sup>3</sup> U.S. Chamber of Commerce Foundation. (2023). How Childcare Impacts Michigan's Workforce Productivity and the State Economy. MI Untapped Potential. [Michamber.com/miuntappedpotential/](https://michamber.com/miuntappedpotential/)

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