Missouri Needs Wage Supplements to Attract and Retain High-Quality Educators

Wage supplement programs help close the gap

<table>
<thead>
<tr>
<th>Average Pay</th>
<th>Wage Gap</th>
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</thead>
<tbody>
<tr>
<td>$28,090 Childcare workers</td>
<td>$22,340 less than Kindergarten teachers</td>
</tr>
<tr>
<td>$33,870 Preschool teachers</td>
<td>$16,560 less than Kindergarten teachers</td>
</tr>
<tr>
<td>$50,430 Kindergarten teachers</td>
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</tbody>
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Low wages make it hard to recruit and retain high-quality childcare educators. In the last four years, 1,500 workers left the childcare industry in Missouri.¹

How does a wage supplement work?

A wage supplement gives additional funding directly to childcare educators. Wage supplements allow childcare educators to go from striving to thriving without increasing the cost of early childhood education for families.

Wage supplement programs have been used across 15 states²,³

98% of educators that received a wage supplement said it helped with financial stress and 96% said it helped them feel more satisfied with their jobs.⁴

Educators that do not receive a wage supplement are over twice as likely to leave their job as educators that do.⁵

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³ Alabama, Maine, Michigan, Minnesota, Nebraska, Nevada, New Hampshire, North Carolina, Ohio, Rhode Island, South Carolina, Tennessee, Utah, Vermont and Wisconsin.