

Early Educator Wage Support Programs

SF Board of Supervisors Finance and Budget Committee

July 15, 2026



San Francisco Department of
Early Childhood





Purpose

- This agreement supports San Francisco's Early Care and Education workforce development and compensation initiatives, funded through the Babies and Families First Fund, also known as Baby Prop C.
- These initiatives help retain current early educators and attract new educators to the field.
- Wage support strengthens workforce stability and improves outcomes for young children in San Francisco.



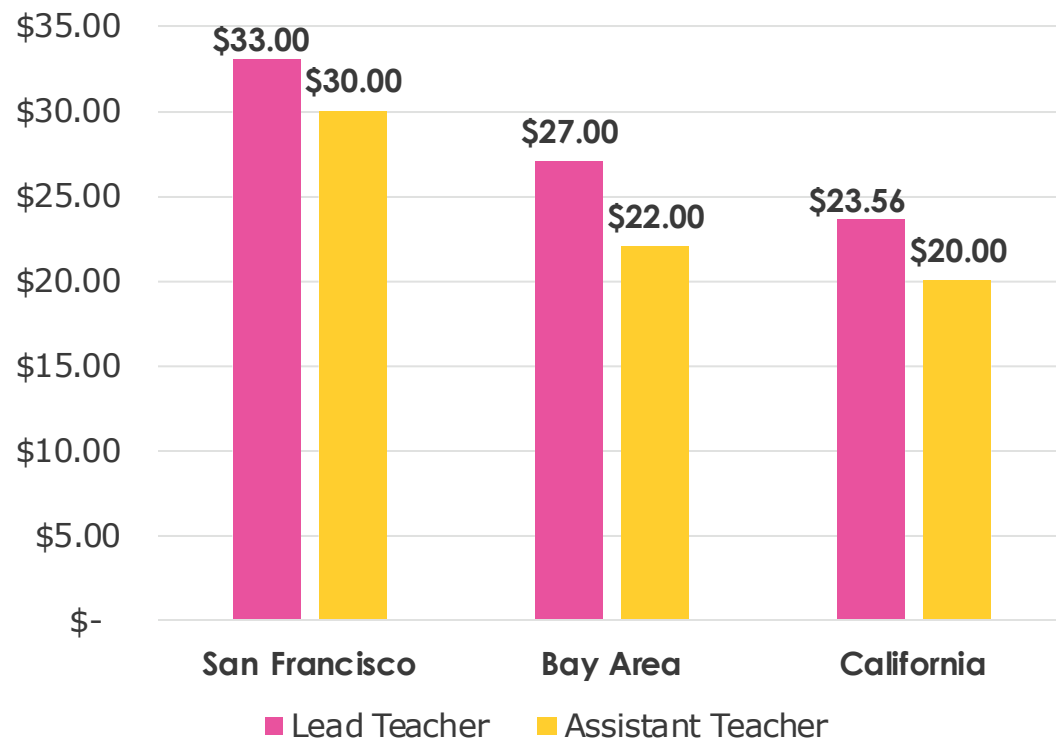


File 26-0444 (second amendment to File 23-0206)

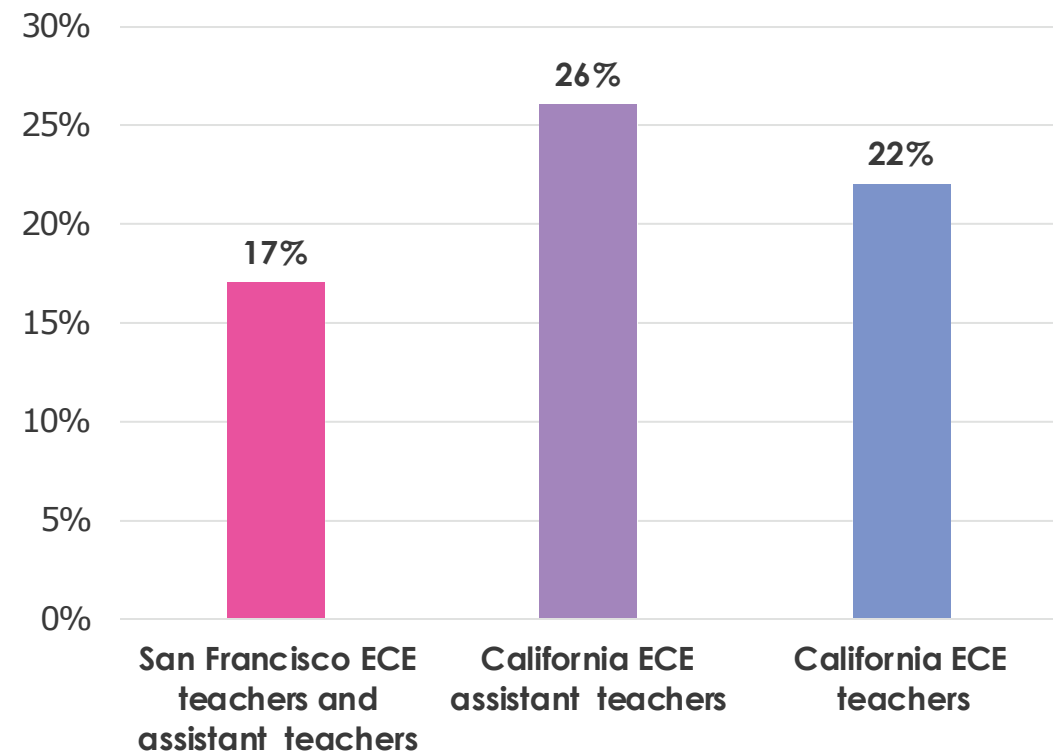
- Grant agreement between the Department of Early Childhood and the Children's Council of San Francisco.
- Grant increases by \$70,545,604, from \$164,346,004 to \$234,891,608, to fund the second year of the contract extension, including:
 - CARES 3.0: Early Educator Stipends
 - Early Educator Salary Support Grant
 - Work Conditions Supplemental Supports
- The period of the grant would remain unchanged from October 1, 2022 to June 30, 2027

San Francisco's early educator compensation and job retention outpace the state

Median Center-Based Early Educator Wages (Self-Reported), 2025
Forthcoming SEQUAL Survey Results and California Workforce Study



Turnover Rate Among Center-Based Early Educators, 2025
Forthcoming SEQUAL Survey Results and California Workforce Study



Wage Support for FY 2024-25

3,175 educators received compensation enhancements



1,445

educators working in the city's highest need centers saw their salaries increase by an average of **47%** via the Early Educator Salary Support Grant, a critical step toward closing long-standing wage gaps and stabilizing the workforce



1,730

educators received at least one stipend award, which averaged **\$6,653**. Annualized across two stipend periods, that's an average increase of **\$13,306**

BLA Recommendations – Spending Patterns

Summary of Program Spending Patterns FY2023 Actual through FY2027 Budget (\$)

Grant ¹	FY2022-23 Actual	FY2023-24 Actual	FY2024-25 Actual	FY2025-26 Projected	FY2026-27 Budget
Early Educator Salary Support Grant (Phase 1 and 2)	26,967,386	23,771,966	28,004,060	31,359,372	41,597,884
CARES 3.0 ²	17,521,840	19,225,090	20,641,825	18,901,140	24,000,000
SEEPD	---	---	3,776,100	4,816,730	5,677,870
Working Conditions ³	---	---	171,131	31,658	1,770,000

1. Program costs only; does not include pass-through costs for Workforce Registry (\$350,000 per year) or contract administration costs
2. FY24-25 to FY 25-26 decline in CARES expenditures due to movement of multiple agencies from the tier for CARES 3.0 to the tier for EESSG
3. Working conditions funding is part of Subcontractor budget