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Kidango Provides A Living Wage for All Staff

New compensation structure ensures greater equity and fair compensation for early childhood professionals

FREMONT, Calif. (Nov. 1, 2022) – Kidango is dedicated to paying a professional wage and benefits that allows all staff to provide for themselves and their families. [Kidango](http://www.kidango.org) is excited to announce that all Kidango staff now make a living wage of at least \$26.92 per hour.

Since 2016, Kidango’s minimum wage has increased from \$11 an hour to nearly \$21 an hour; yet even with this progress, the fact is, \$21 an hour is not enough to live on here in the Bay Area.

With the 2021 increase in California state funding, Kidango began to look at instituting a living wage. According to the Massachusetts Institute of Technology, a living wage in the Bay Area is nearly \$27 an hour (\$26.92 to be exact).

Thanks to support from [Tipping Point Community](#), Kidango worked with [Edgility Consulting](#) to conduct a quantitative wage gap and benchmarking analysis to understand how our compensation structure is compared to that of our peers. Kidango’s new compensation structure aims to redefine how California values early childhood education (ECE) teachers and caregivers.

“This new structure removes the inequities embedded in negotiating salaries that disproportionately negatively impact people of color, women and other marginalized communities. When you come to Kidango you can be rest assured that you are being offered a salary that is grounded in a livable wage, transparent and equitable”, said Andrea Garcia, Chief People Officer of Kidango.

In 2021, California doubled its investment in early childhood education from \$5 billion a year to over \$10 billion, establishing pre-k for all 4-year-olds and expanding child care for younger, low income children and their families. This historic investment has the potential to elevate fair and equitable compensation for the ECE field throughout the state.

“We are so grateful to the governor and Legislature for providing additional funding, which has been instrumental in helping us pay people a living wage. By instituting a living wage, we are setting a new bar, and my hope is that we will see a wave of big

salary increases for ECE teachers and caregivers across the state. This is long overdue and much deserved”, said Scott Moore, CEO of Kidango.

About Kidango

Kidango is an early learning nonprofit committed to setting every child on a path to thrive in kindergarten and in life. As the largest child care provider in the San Francisco Bay Area, we provide over 4,000 children with safe, healthy, nurturing environments and relationships, so that every child has the social, emotional, and academic skills they need to learn, grow and realize their potential. For more information, visit www.kidango.org.

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