



Early Childhood Educator Equitable Compensation Task Force

Meeting #2

April 2, 2024

Tonight's Agenda

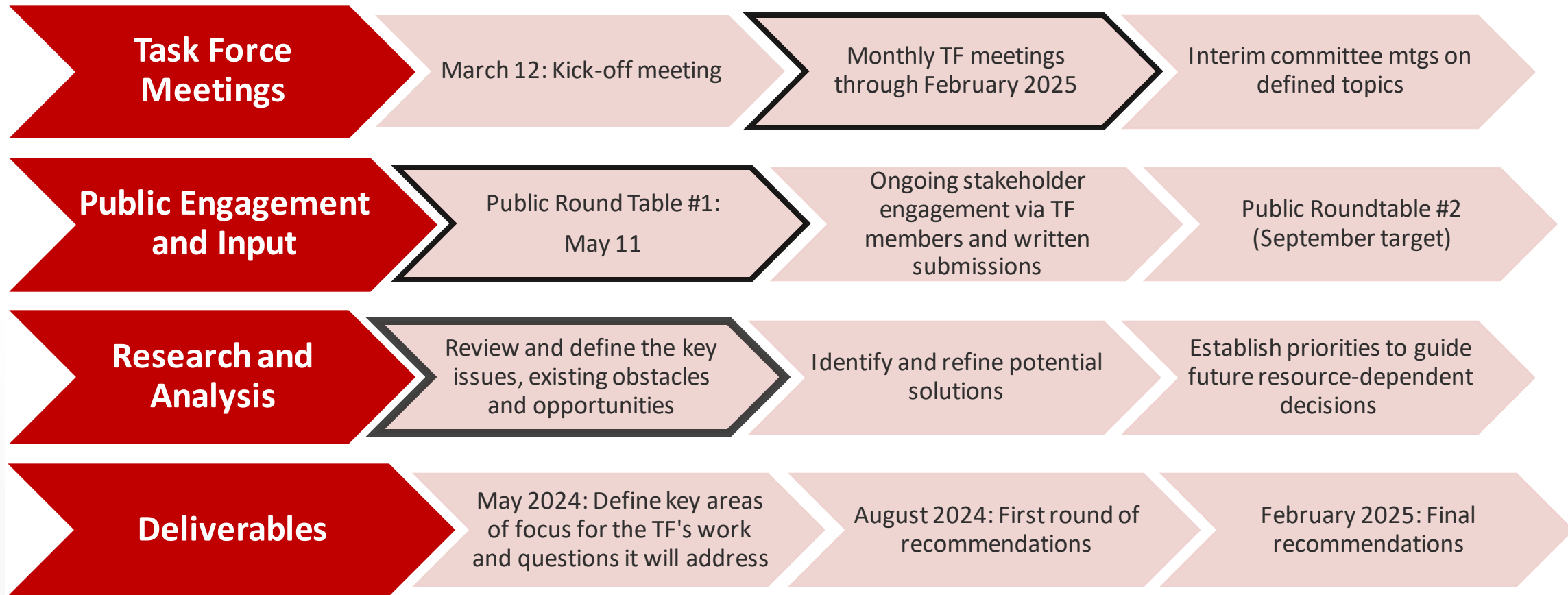
- Welcome, introduction of new members
- Stakeholder engagement updates
- Implementation study update from Urban Institute
- Summary of factors driving total cost and equitable allocation of funds
- Data overview of participating child development facilities (CDFs) and educators
- Closing and next steps

Task Force Core Charge

At the request of the DC Council, the Office of the State Superintendent of Education (OSSE) has reconvened the Task Force to help inform future implementation of the Early Childhood Educator Pay Equity Fund. To that end, the **Task Force will:**

- Reflect on implementation to date, **lessons** learned, and **opportunities for refinement or improvement** in the program's design.
- Consider questions related to the **long-term sustainability** of the Early Childhood Educator Pay Equity Fund – both for DC Government and for participating child care providers – for fiscal year 2026 (FY26) and beyond.
- Develop **recommendations** for addressing the **key identified areas for improvement**, along with the **financial sustainability** challenges.
- **Prioritize** our recommendations to guide future implementers.

Timeline for the Task Force's Work



Task Force Guiding Principles

Bring our expertise to the table – including lived experience.
Genuinely consider alternative perspectives and approaches.

Build on work to date.
Where possible, ground our analysis in data.

Serve as conduits for stakeholder groups – in both directions.

Advocate for all early educators within our diverse delivery model.

Center those furthest from opportunity and disrupt systemic
inequities.

Share the implementation hat.
Consider unintended consequences.

These principles
were adopted by
the Task Force in
October 2021 and
reaffirmed in
March 2024





Update and next steps on stakeholder engagement

Virtual public roundtable scheduled for May 11

To inform our work, the Task Force will host a **virtual public roundtable** on **May 11** from **10 a.m.-12 p.m.** Early childhood educators, administrators, advocates and other stakeholders will be invited to testify. The Task Force would like to use the roundtable to hear answers to questions such as:

- What have been the effects – positive and/or negative – of participation in the Early Childhood Educator Pay Equity Fund and Healthcare4Childcare (HC4CC), for you personally as an educator or for the child development facility you represent?
- What is most important to you regarding the future of the Early Childhood Educator Pay Equity Fund and/or HC4CC?
- What changes would you like to see in the Early Childhood Educator Pay Equity Fund and/or HC4CC?

Individuals wishing to testify [must complete this form](#) no later than 5 p.m. on May 7. Individuals may also submit written testimony at ececompensation@gmail.com. Written testimony must be submitted by 5 p.m. on May 17.

Future stakeholder engagement

- Task Force members are encouraged to share updates with their own networks on the Task Force's work and to gather feedback to inform our ongoing discussions.
- The Task Force expects to hold a **second roundtable in early fall 2024** to gather feedback on our first round of recommendations.



Update on Urban Institute Implementation Study

Work to date and upcoming survey



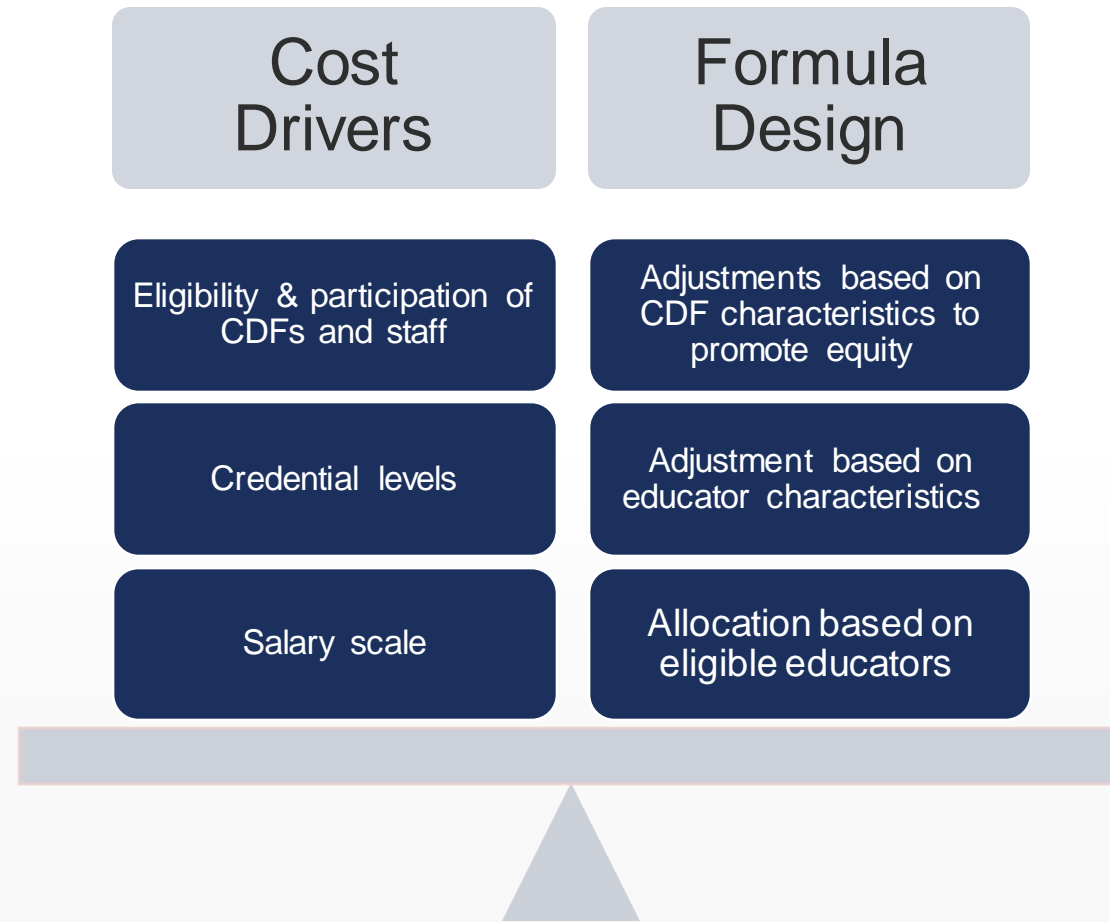
Cost drivers and equitable distribution

Understanding the factors

Meeting the Task Force's charge requires addressing four inter-related topics.



The major cost drivers must be balanced with the design of the funding formula to optimize both equity and efficiency



Many interacting factors drive the **overall costs** of the PEF* for both the District and participating facilities

Major Cost Drivers for the District

- Eligibility requirements
 - For CDFs
 - For individuals
- Participation rate for CDFs
- Salary scale
 - Minimum salary
 - Differentiation by credential/degree level
 - Link to WTU pay scale
 - Differentiation by experience
- Credential/degree attainment

Major Cost Drivers for CDFs

- Early educator profile
 - Number
 - Qualifications
 - Experience
 - Early educator wages prior to pay equity fund
- Revenue sources and drivers
 - Tuition rates
 - Enrollment
 - Participation in other programs (e.g., HS, subsidy)
- Other factors?

*This slide does not address HC4CC, which is obviously another significant cost driver. We will dive into that topic in a future meeting.

Multiple factors have implications for **equitable distribution** of funds

Equitable approach to fund distribution must reflect two principles:

- Ensuring every participating CDF receives sufficient funding to meet the minimum salaries
- Equitable differentiation of funding based on facility need

Are there other principles the Task Force believes equitable distribution must incorporate?

Which CDF characteristics correlate with funding need?

- Subsidy participation
- Tuition income
- Licensed capacity
- Location in District (e.g., Ward)
- Enrollment
- Other factors?

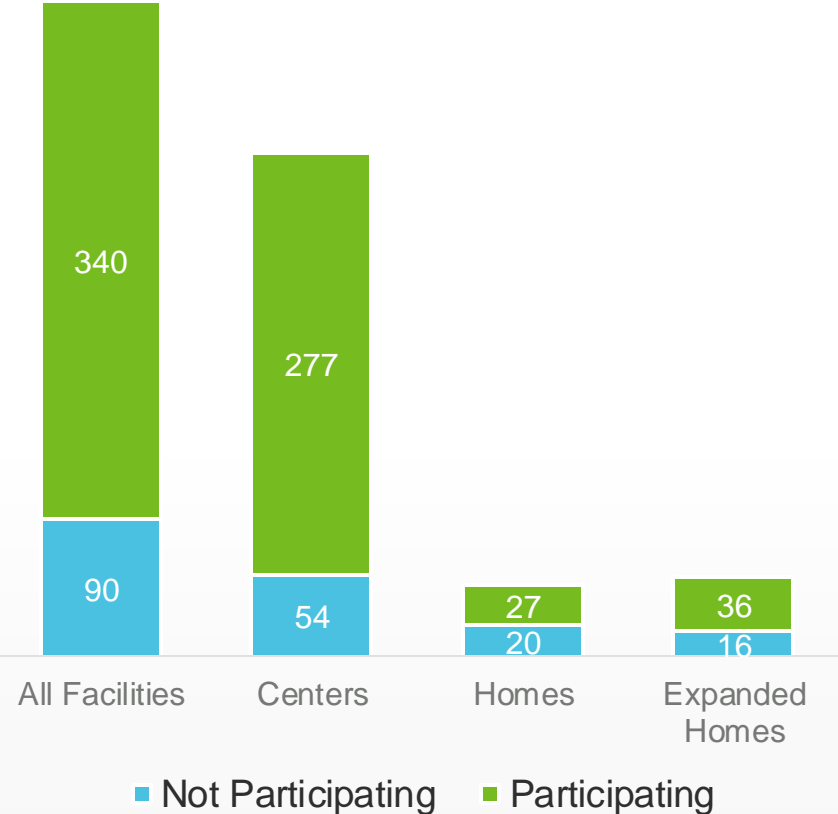


Data Review

Profile of CDFs participating in the Early Childhood Educator Pay Equity Fund and early educators they employ

Participating facilities by facility type

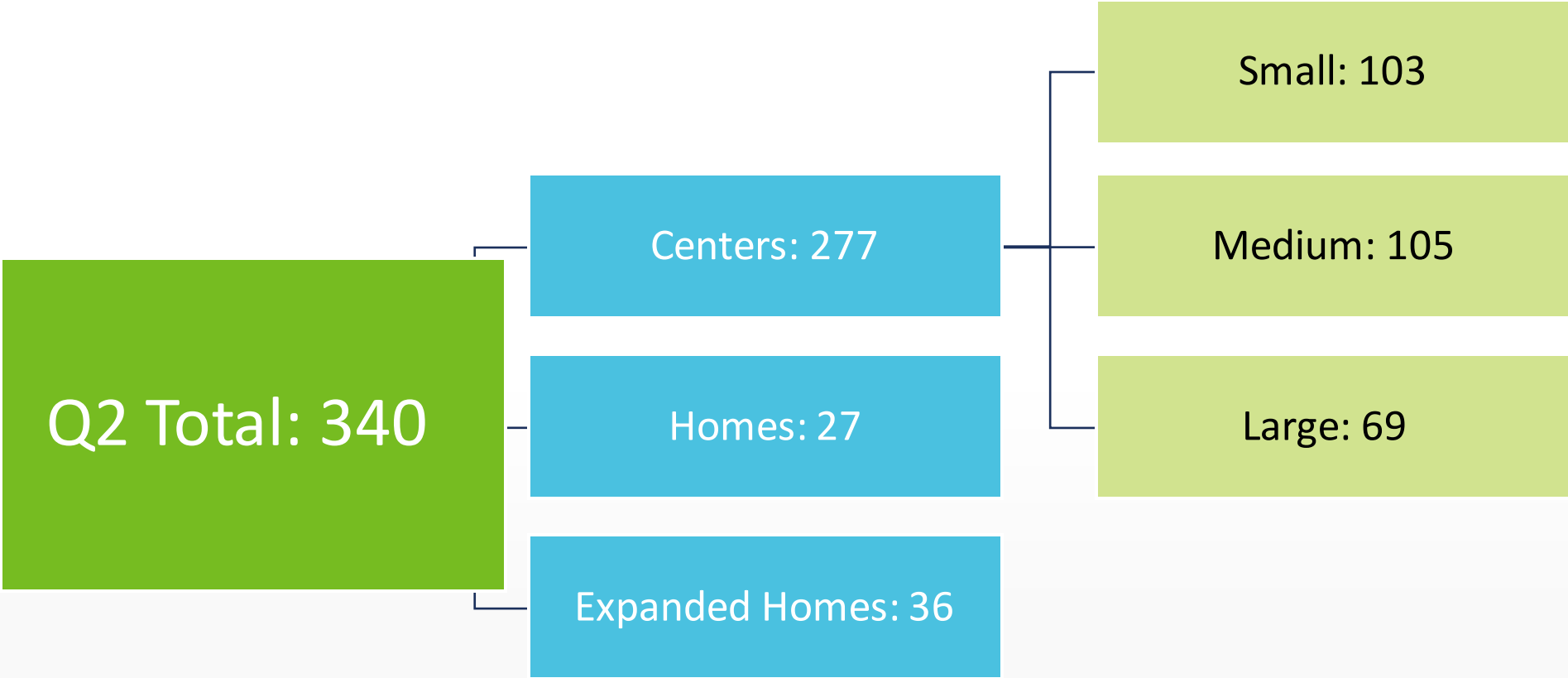
- As of quarter two (Q2), 252 providers (340 facilities) were participating in the FY24 Early Childhood Educator Pay Equity Fund.
- Approximately 80 percent of eligible facilities are participating.
 - 84 percent of centers, 57 percent of homes and 69 percent of expanded homes.



*Note: Data is as of February 2024. The number of eligible facilities changes as the number of licensed facilities change



Participating facilities in Q2

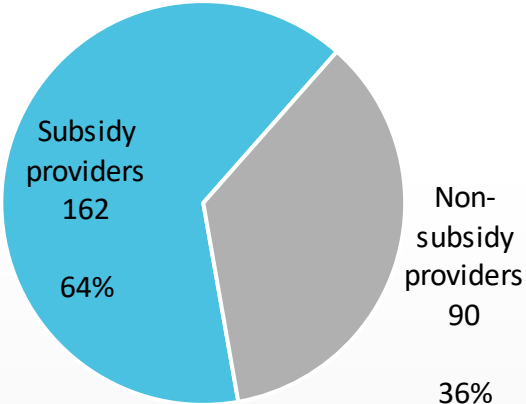


*Small centers have a maximum authorized capacity of 40 children, medium have a maximum authorized capacity of 90 children and large have an authorized capacity of 91 children or greater.

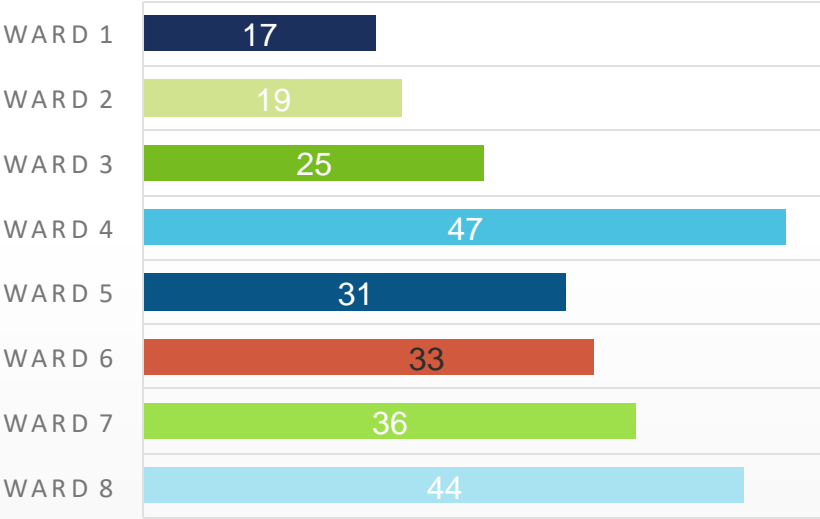


Participating providers by subsidy or non-subsidy and by ward

Participating Providers by Subsidy Participation



Participating Providers by Ward



CDF payroll funding formula awards range

- The **smallest** facility award in Q2 was \$896
- The **median** facility award in Q2 was \$39,834
- The **largest** facility award in Q2 was \$567,646

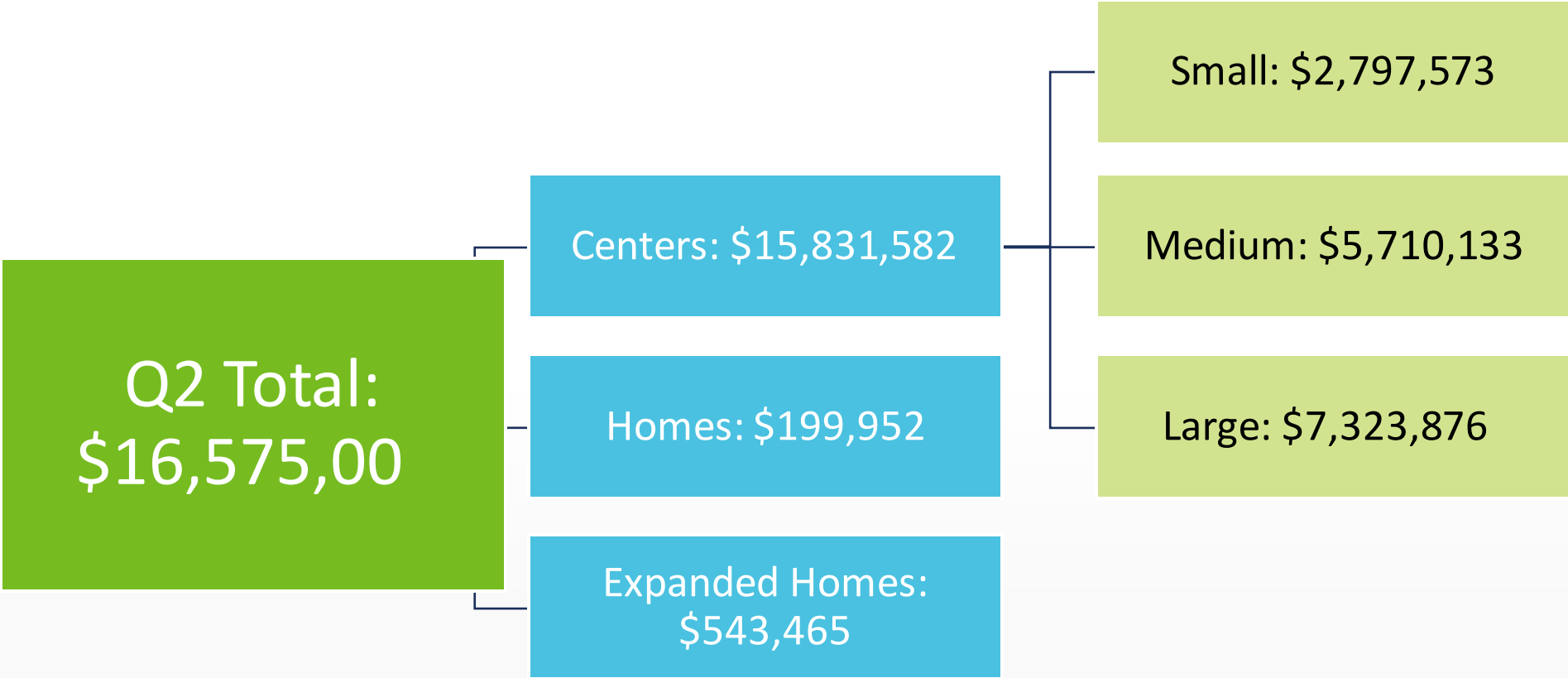
FY24 CDF payroll funding formula payments to date

Q1 Total
\$14,634,180

Q2 Total
\$16,575,000

FY24 Appropriation \$69,508,300

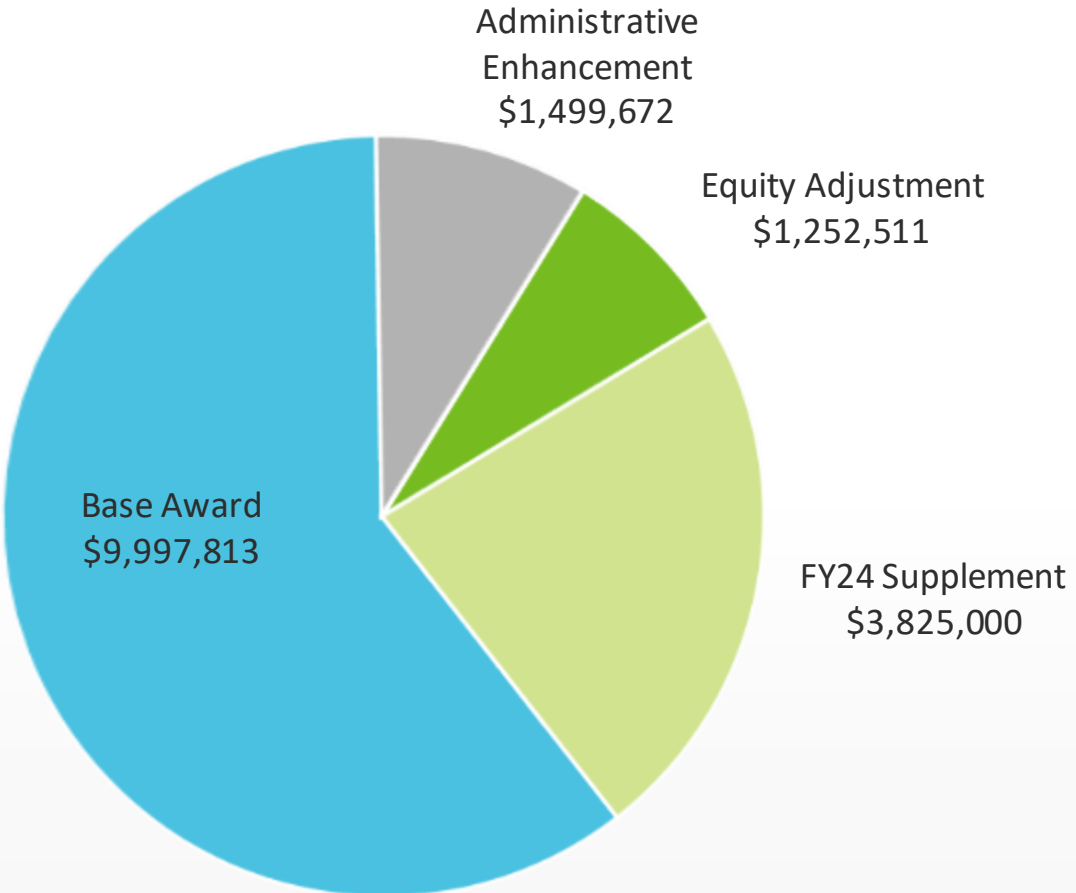
Facility funds distributed in Q2



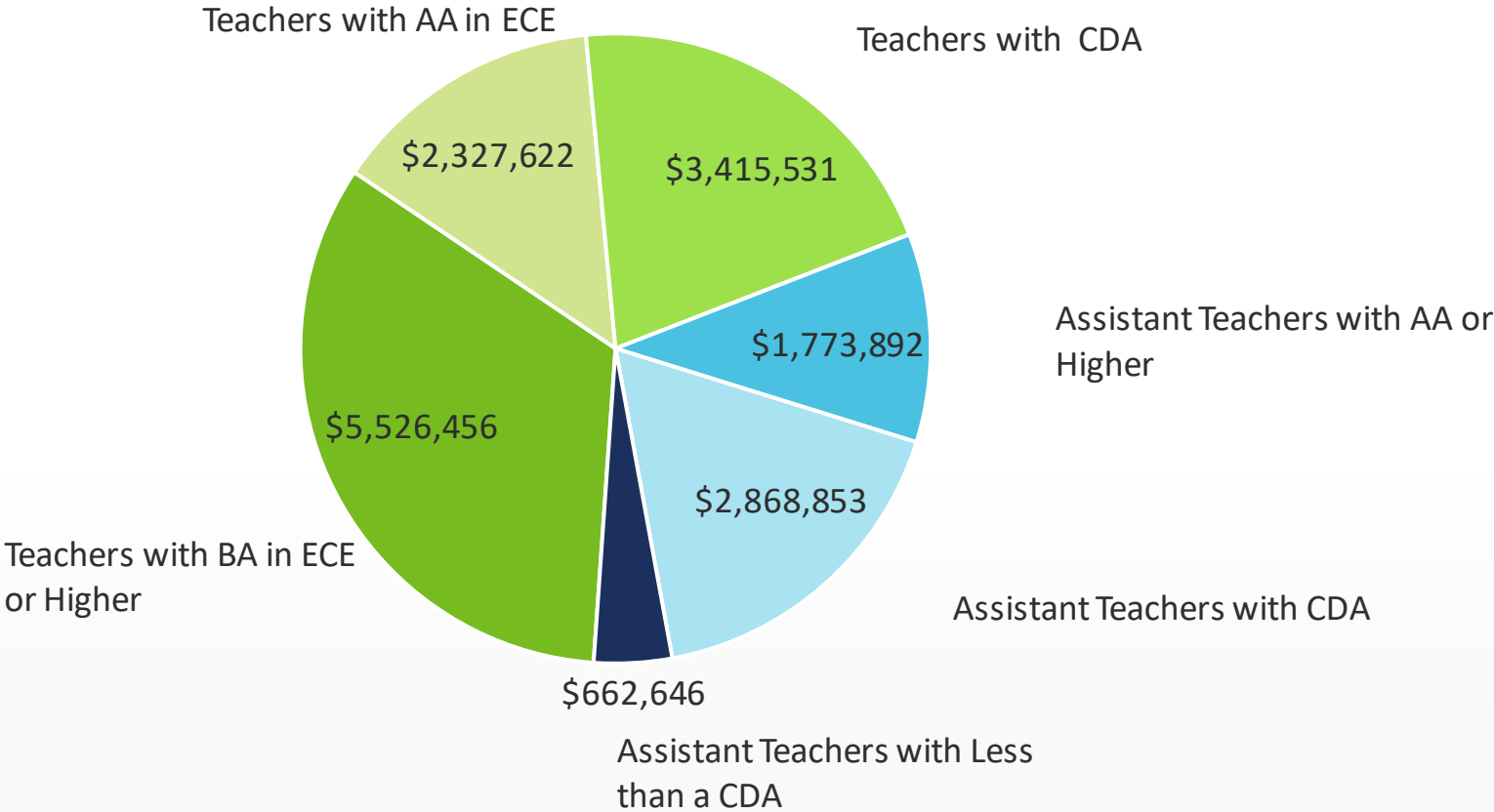
*Small centers have a maximum authorized capacity of 40 children, medium have a maximum authorized capacity of 90 children and large have an authorized capacity of 91 children or greater.



CDF payroll funding formula awards by formula components, Q2



CDF payroll funding formula awards by wage supplement (educator role and credential), Q2

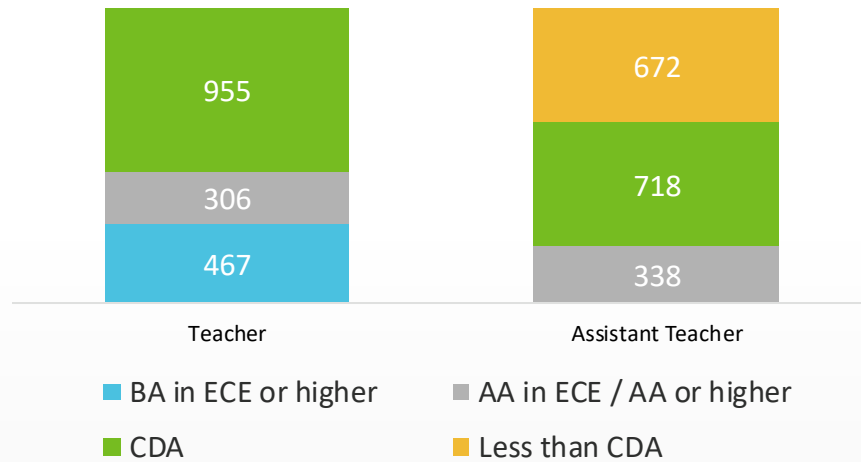


Under OSSE’s licensing regulations, “teacher” and “assistant teacher” are specific titles held by staff in child development centers. However, the legislation defines “teacher” and “assistant teacher” more broadly to include as teachers home providers and expanded home providers in child development homes and expanded homes, and assistant teacher to include associate caregivers in expanded child development homes.

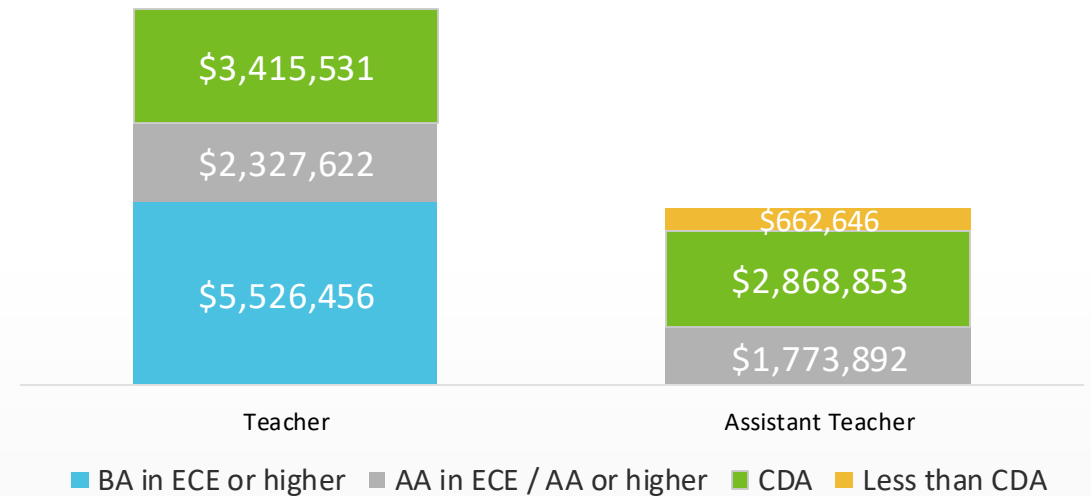


CDF payroll funding formula awards by number of staff and credential/degree

Number of teachers by role and credential

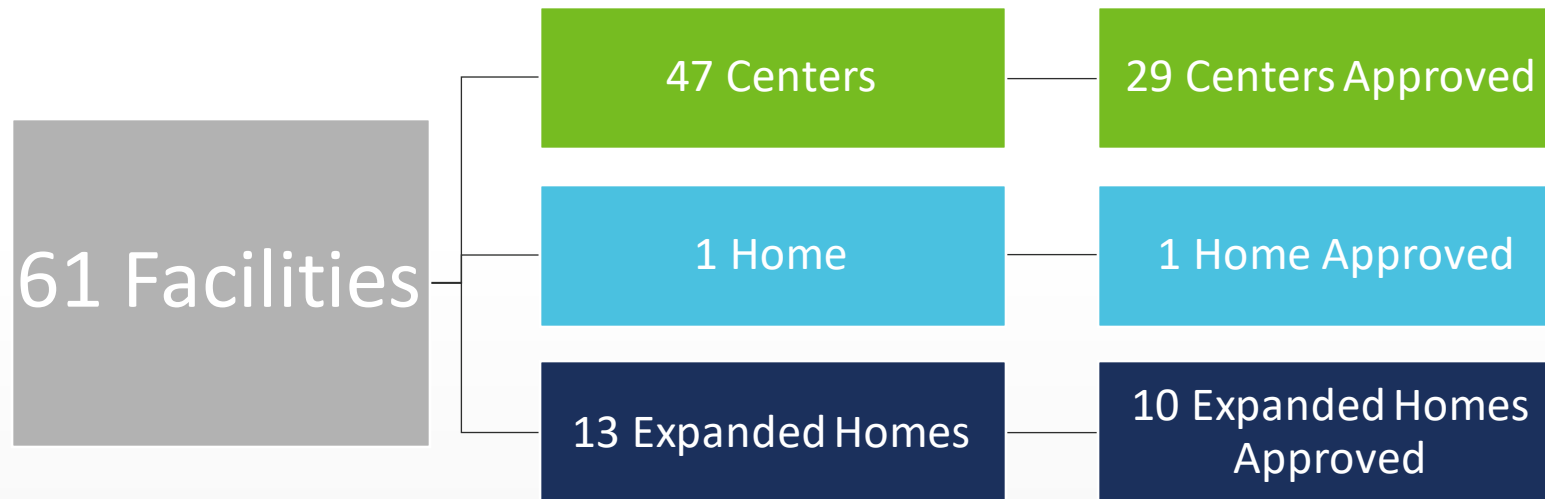


CDF payroll funding formula award distribution by teacher role and credential



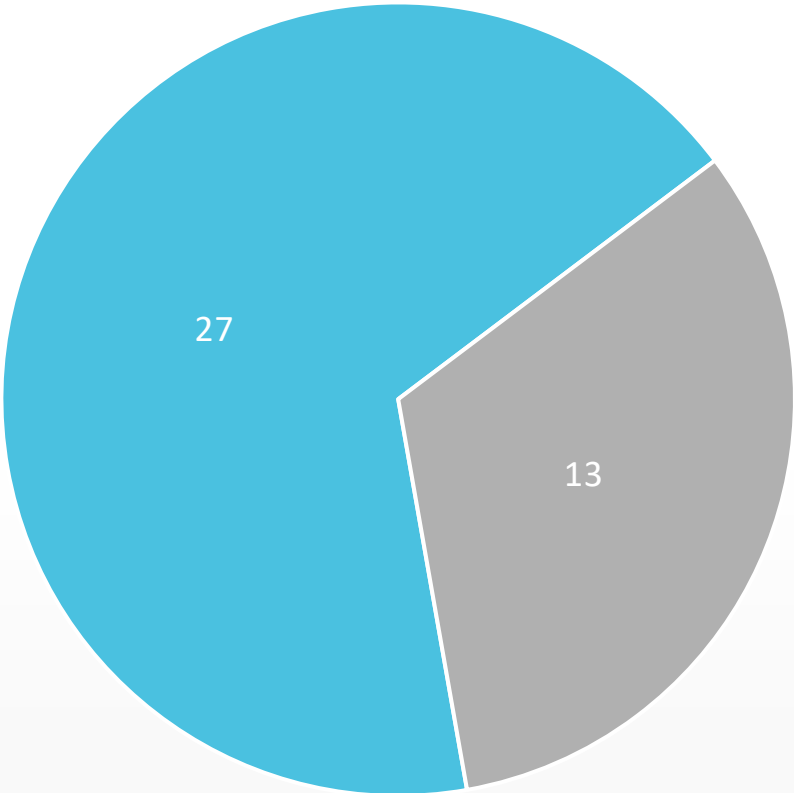
Waiver requests and approvals by facility type (CDC, CDH, CDX)

To date, 42 providers requested waivers covering a total of 61 facilities. Out of 42 requests, 29 providers were approved (covering a total of 40 facilities), 10 were denied and 3 were withdrawn.



Note: Data is current as of March 27, 2024. OSSE continues to review waivers. There are currently five waiver requests in progress, including three centers, one home and one expanded home not included in the above data. Additionally, OSSE received two requests from facilities that were ineligible and were not included in the above data.

Facilities with approved waivers by subsidy/non subsidy

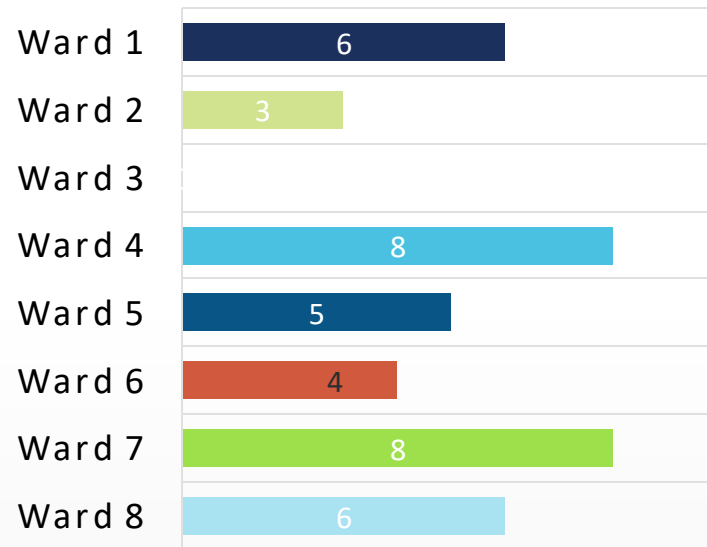


■ Facilities accepting subsidies ■ Facilities not accepting subsidies



Facilities with approved waivers by ward

Approved Waivers By Facility By Ward



Next Steps

- Scheduled Task Force meeting dates (6-8 p.m.)

2024		
May 7	Aug. 6	Nov. 5
June 4	Sept. 3	Dec. 3
July 2	Oct. 1	

2025
Jan. 6
Feb. 3

- Notice for public roundtable on May 11
- Public comments welcome at eccompensation@gmail.com
- [Meeting materials](https://osse.dc.gov/page/early-childhood-educator-equitable-compensation-task-force) will be posted on OSSE's website: osse.dc.gov/page/early-childhood-educator-equitable-compensation-task-force
- We will continue to update the [Research and Background Materials](#) folder

