



## EARLY CHILDHOOD EDUCATOR PAY EQUITY FUND

# Fiscal Year 2024 (FY24) Virtual Information Session for Early Childhood Educators

August 2023

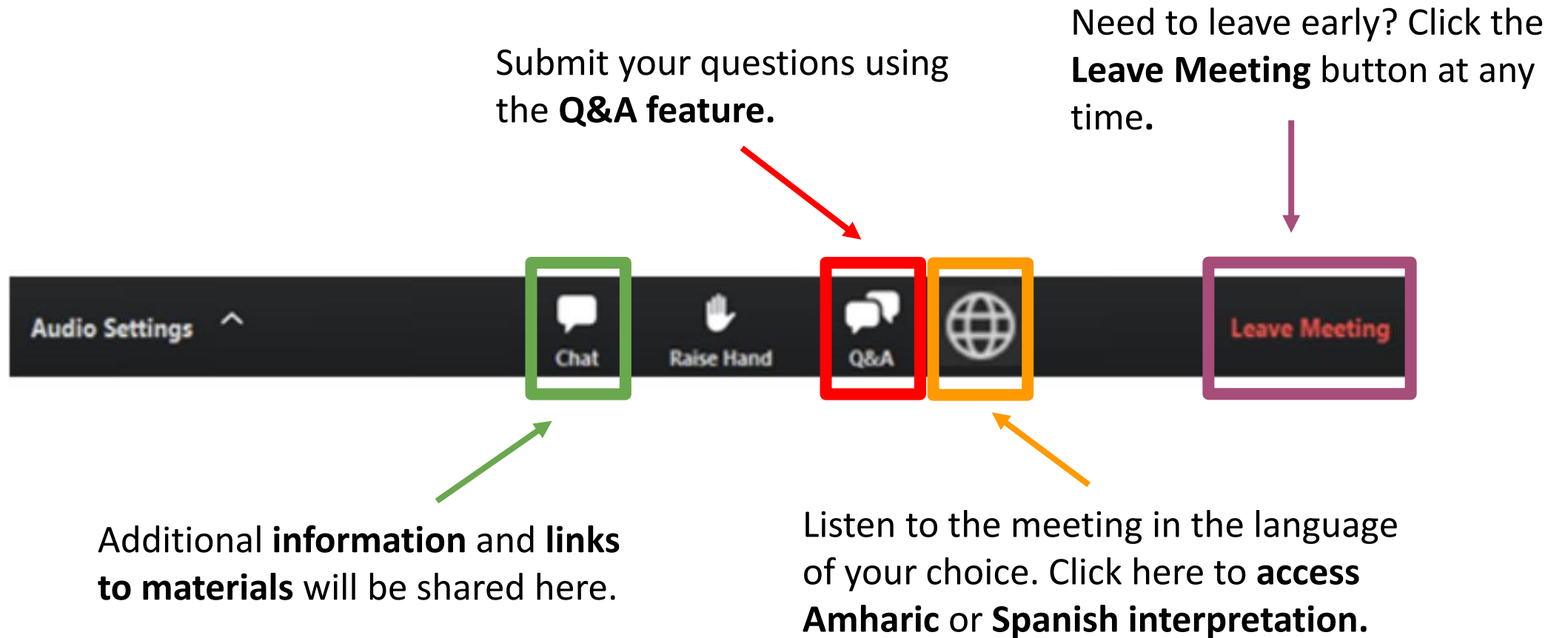


 **WE ARE  
WASHINGTON  
DC** GOVERNMENT OF THE  
DISTRICT OF COLUMBIA  
MURIEL BOWSER, MAYOR

Welcome early  
childhood  
educators!



# Zoom Engagement



# Live Questions and Answers



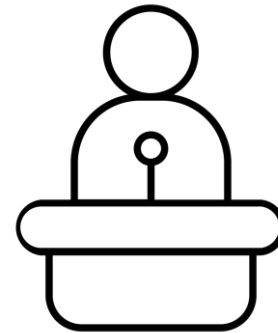
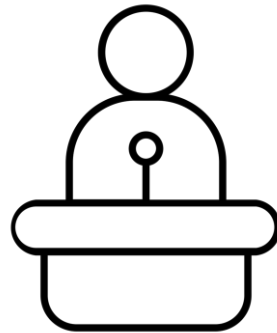
A screenshot of a Q&amp;A interface. At the top, it says "Q&amp;A" with a blue arrow icon. Below that are two tabs: "All questions (2)" in a blue button and "My questions" in a grey button. A user named "Lee" posted a question at "01:54 PM": "Will there be a follow-up session?". Below the question is a thumbs-up icon with the number "1" and a "Comment" button. At the bottom of the screenshot is a text input field with the placeholder text "Type your question here...". This input field is highlighted with a red border.

Type your question here and click **Submit**.



# Meet Today's Speakers

- **Sara Mead**, Deputy Superintendent for Early Learning, Office of the State Superintendent of Education (OSSE)
- **Tierra Washington**, Program Manager, Early Childhood Educator Pay Equity Fund



# Agenda

1. Overview of the Early Childhood Educator Pay Equity Fund
2. How Fiscal Year 2024 (FY24) of the Early Childhood Educator Pay Equity Fund Will Work
2. Q&A
3. Closing and Next Steps





# Overview of the Early Childhood Educator Pay Equity Fund

# What is the Early Childhood Educator Pay Equity Fund?

- The Early Childhood Educator Pay Equity Fund is a special fund of the District of Columbia Government used to increase compensation of child development facility staff.
- The program is administered by OSSE.





## FY22 and FY23

- In FY22 and FY23, OSSE partnered with AidKit to disburse supplemental payments directly to early childhood educators.



# By The Numbers

**FY22**

**3,217** early childhood educators received a supplemental payment

**\$38,372,000**

distributed to early childhood educators

**FY23 (Q1-Q3)**

**3,854** early childhood educators received a supplemental payment

**\$31,147,500**

distributed to early childhood educators

*\*Numbers as of Aug. 16, 2023*



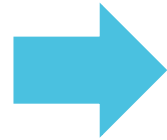
# How FY24 of the Early Childhood Educator Pay Equity Fund Will Work

# In FY22 and FY23, OSSE Distributed Pay Equity Funds to Early Educators Through Aidkit

- The last payment from AidKit will be distributed in September 2023.



# Starting in FY24, Pay Equity Funds Will Be Distributed Through Child Care Employers



# Key Changes for Early Childhood Educators in FY24

## FY22 and FY23

Educators receive funds from AidKit

All educators in eligible staff types may apply for funds

Supplemental payments via ACH or pre-paid debit card

Payment amount based on staff type

## FY24

Educators receive funds from employer

Employer must opt-in to program for employees to receive funds

Wage/salary increase included in regular paycheck from employer

Minimum salary based on staff type *and* highest credential



# Key Terms and Definitions

- **Minimum salaries:** The salary/wage a child development facility must pay to lead teachers and assistant teachers based on their staff type and credentials
- **Regular paycheck:** The mechanism through which you are paid by your employer on a regular basis
- **Staff type:** Your role in the Division of Early Learning Licensing Tool (DELLT) (e.g., Teacher, Assistant Teacher, Home Caregiver, etc.), regardless of what you are called at work
- **Highest credential:** The highest degree or credential you hold (e.g., high school diploma, Child Development Associate [CDA], bachelor's degree in early childhood education [ECE], etc.) documented in DELLT



# In Order to Receive Pay Equity Funds in FY24, Your Employer Must Opt-In

- Facilities that opt-in to participate in FY24 of the Early Childhood Educator Pay Equity Fund will receive funds from OSSE to pay staff higher salaries.
- This is different from previous years, when all early childhood educators employed in eligible staff types by OSSE-licensed facilities could apply for funds.
- Child development facilities are not required to participate in the Early Childhood Educator Pay Equity Fund, but it is highly encouraged.
- **Ask your employer if they plan to participate in FY24!**





# What Does It Mean for Me If My Employer Chooses to Participate?

- **If you are employed at a facility participating in the program**, your employer is required to pay eligible staff at least the FY24 minimum salaries.
- Participating employers will include the funds in your regular paycheck if you are employed in an eligible staff type.
- Employers are not required to pay eligible staff the FY24 minimum salaries until after they receive their first quarterly child development facility (CDF) payroll funding formula award payment.
  - The first quarterly payment will be distributed in December 2023 to providers who have completed the opt-in process by Sept. 30, 2023.
  - If your employer chooses to participate, you should see that reflected in your paycheck after your employer received their first payment.



# What if My Employer Chooses Not to Participate?

- **If you are employed at a facility that does not participate in the program,** your employer will not receive any funds from the Early Childhood Educator Pay Equity Fund and will not be required to pay staff the FY24 minimum salaries.
- Employers can choose to opt-in to the Early Childhood Educator Pay Equity Fund at any time and receive the next quarterly payment.
- **All facilities must comply with other District and/or federal laws and requirements regarding worker wages and hours that apply to all employers,** including the Fair Shot Minimum Wage Act of 2016, and for child care providers participating in the District's child care subsidy program, the Living Wage Act of 2006.



# What Staff Types Are Eligible to Receive Funds?

- Child development facilities that receive funds from OSSE must pay eligible lead teachers and assistant teachers, in the following staff types in DELLT, salaries that [meet or exceed the minimum salaries](#).

The following staff types in DELLT qualify as an **assistant teacher**:

- Assistant teacher
- Montessori assistant teacher
- Pre-K Enhancement and Expansion Program (PKEEP) assistant teacher
- Associate home caregiver

The following staff types in DELLT qualify as a **lead teacher**:

- Teacher
- Montessori teacher
- Expanded home caregiver
- Home caregiver

- If you are unsure of your staff type in DELLT, please talk with your employer.
- Facilities may, but are not required to, adjust compensation for staff in other roles.



# What are the Assistant Teacher FY24 Minimum Salaries?

<b>Assistant Teacher</b> (Assistant Teacher, Montessori Assistant Teacher, PKEEP Assistant Teacher and Associate Home Caregiver)		
<b>Credentials</b>	<b>Minimum Salaries for FY24 (annual salary)</b>	<b>Minimum Salaries for FY24 (hourly wage)</b>
Less than a CDA	\$43,865	\$21.09/hour
CDA	\$51,006	\$24.52/hour
Associate degree or higher	\$54,262	\$26.09/hour

- Employers may choose to pay some staff in these roles/credentials more, but participating employers may not pay them less.
- The FY24 minimum salaries are specific to the Early Childhood Educator Pay Equity Fund program. They are not the same as state and federal minimum wage requirements.



# What are the Lead Teacher FY24 Minimum Salaries?

<b>Lead Teacher</b> (Lead Teacher, Montessori Teacher, Expanded Home Caregiver and Home Caregiver)		
<b>Credentials</b>	<b>Minimum Salaries for FY24 (annual salary)</b>	<b>Minimum Salaries for FY24 (hourly wage)</b>
CDA <u>or</u> 48 credit hours with greater than or equal to 15 hours in ECE	\$54,262	\$26.09/hour
Associate degree in ECE <u>or</u> an associate degree with greater than or equal to 24 credit hours in ECE	\$63,838	\$30.69/hour
Bachelor's degree (or higher) in ECE <u>or</u> a bachelor's degree (or higher) with greater than or equal to 24 credit hours in ECE	\$75,103	\$36.11/hour

- Employers may choose to pay some staff in these roles/credentials more, but participating employers may not pay them less.
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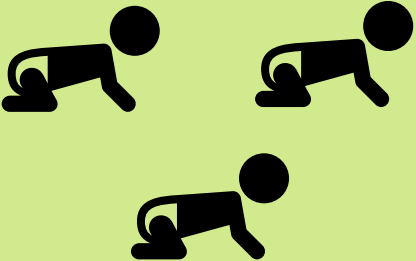


# How Much Funding Will My Employer Receive?



**Number of eligible educators, by staff type and credential**

+



**Percent of children enrolled in subsidy**

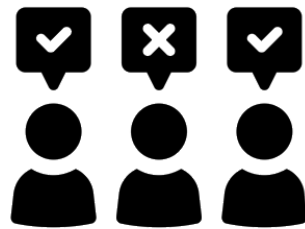


**Total Award Amount**



# Please tell us what language you attended today's session in.

Please respond to the Zoom poll on screen





# Q&A



# How Can Early Childhood Educators Prepare for FY24?

- **Talk with your employer**
  - Ask your employer if they plan to participate in FY24 of the Early Childhood Educator Pay Equity Fund.
- **Confirm your staff type**
  - An early childhood educator's staff type in DELLT is based on their responsibilities at the facility where they are employed AND their qualifications. If you're unsure of your staff type in DELLT, ask your employer.
- **Make sure your information is up to date**
  - If you've recently achieved a new credential, make sure you've provided your employer documentation of that credential so they can upload it in DELLT.



Thank you for  
attending today's  
information  
session!

For more information on FY24 Early Childhood Educator Pay Equity Fund, please visit: [osse.dc.gov/fy24ecepayequity](https://osse.dc.gov/fy24ecepayequity).

Resources:

- [Frequently Asked Questions for Early Childhood Educators](#)

Questions:

- [OSSE.ECEPayEquity@dc.gov](mailto:OSSE.ECEPayEquity@dc.gov)