



DISTRICT OF COLUMBIA

OFFICE OF THE STATE SUPERINTENDENT OF

**EDUCATION**

## **Fiscal Year 2024 Minimum Salaries and Salary Schedule for Early Childhood Educators**

### **Background**

D.C. Code [§ 4-410.02\(b\)](#) establishes minimum salaries, by role and credential, that child development facilities must pay to lead teachers and assistant teachers.<sup>1</sup> Beginning in Fiscal Year 2024 (FY24), these minimum salaries are a condition of receiving monies from the Early Childhood Educator Pay Equity Fund through the Child Development Facility Payroll funding formula (CDF payroll formula). The Office of the State Superintendent of Education (OSSE) is required to recommend updates to the minimum salaries annually in accordance with the principles outlined at D.C. Code [§ 4-410.02\(c\)\(1\)](#).

D.C. Code [§ 4-402\(b\)\(2\)](#) requires OSSE to publish a recommended early childhood educator (ECE) salary schedule for child development facilities. The ECE salary schedule differentiates salaries by early educator role and credentials; it also includes pay bands or steps based on experience or time in position. Unlike the minimum salaries, use of the salary schedule is voluntary and is not a requirement of receiving CDF payroll formula funds.

### **FY24 Minimum Salaries**

In January 2023, a collective bargaining agreement between the District of Columbia Public Schools (DCPS) and the Washington Teachers' Union (WTU), was submitted to the Council of the District of Columbia for approval. The agreement revised the DCPS teacher salary schedule effective October 9, 2022.<sup>2</sup> Since the ECE Pay Equity Fund is intended to provide pay parity between ECE's in child development facilities licensed by OSSE and DCPS teachers with comparable degrees, OSSE is updating the minimum salaries at D.C. Code [§ 4-410.02\(b\)](#) for FY24 consistent with the updated DCPS salary scale and principles established at [§ 4-410.02\(c\)\(1\)](#).

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<sup>1</sup> Under OSSE's licensing regulations, "teacher" and "assistant teacher" are specific titles held by staff in child development centers. However, the legislation defines "teacher" (referred to in the legislation as "lead teacher") and "assistant teacher" more broadly. The legislation includes as "lead teachers" home providers and expanded home providers in child development homes and expanded homes. The legislation includes as "assistant teachers" associate caregivers in expanded child development homes.

<sup>2</sup> "Compensation and Working Conditions Agreement between the District of Columbia Public Schools and the Washington Teachers' Union, Local #6 of the American Federal of Teachers Approval Resolution of 2023," [lims.dccouncil.gov/downloads/LIMS/52127/Introduction/PR25-0063-Introduction.pdf](https://lims.dccouncil.gov/downloads/LIMS/52127/Introduction/PR25-0063-Introduction.pdf).

Beginning in FY24, child development facilities that receive funds from the CDF payroll formula must pay teachers and assistant teachers a salary that meets or exceeds these minimum amounts.

**Minimum Salary Requirements for Child Development Facilities Receiving CDF Payroll Funding Formula Awards, FY24**

<b>Role</b>	<b>Credentials</b>	<b>Minimum Salaries for FY24</b>
Assistant Teacher or Associate Home Caregiver	Less than a Child Development Associate (CDA)	\$43,865
	CDA	\$51,006
	Associate’s degree or higher	\$54,262
Lead Teacher, Home Caregiver, or Expanded Home Caregiver	CDA	\$54,262
	Associate’s degree	\$63,838
	Bachelor’s degree or higher	\$75,103

Facilities that do not receive CDF payroll formula funds are not required to pay their staff the required minimum salaries, but they must comply with other District and/or federal laws and requirements regarding worker wages and hours, 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.

**FY24 Recommended Early Childhood Educator Salary Schedule**

The FY24 ECE salary schedule below is based on the DCPS salary schedule. Child development facilities are not required to adopt the below ECE salary schedule or pay individual staff at specific steps or band levels, based on experience. Child development facilities may choose to adopt the recommended salary schedule or develop their own salary schedule, which differentiates pay based on years of experience, provided that the minimum salary paid to educators in each covered role meets or exceeds the minimum for that educator’s credentials as established in the table above.

## Recommended Salary Schedule for Early Childhood Educators, FY24

	<b>Step 1 (Minimum)</b>	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16
<b>Assistant Teacher-Education Level</b>													
No CDA	<b>\$43,865</b>	\$43,999	\$44,813	\$46,300	\$47,778	\$49,265	\$51,154	\$53,026	\$54,912	\$56,784	\$58,666	\$62,433	\$66,952
CDA	<b>\$51,006</b>	\$51,161	\$52,108	\$53,838	\$55,556	\$57,285	\$59,481	\$61,658	\$63,852	\$66,028	\$68,216	\$72,596	\$77,851
Associate degree	<b>\$54,262</b>	\$54,427	\$55,434	\$57,274	\$59,102	\$60,941	\$63,278	\$65,594	\$67,927	\$70,242	\$72,570	\$77,230	\$82,820
<b>Teacher-Education Level</b>													
CDA	<b>\$54,262</b>	\$54,427	\$55,434	\$57,274	\$59,102	\$60,941	\$63,278	\$65,594	\$67,927	\$70,242	\$72,570	\$77,230	\$82,820
Associate degree	<b>\$63,838</b>	\$64,031	\$65,216	\$67,381	\$69,532	\$71,696	\$74,445	\$77,169	\$79,914	\$82,638	\$85,377	\$90,859	\$97,436
Bachelor's degree or higher	<b>\$75,103</b>	\$75,331	\$76,725	\$79,272	\$81,802	\$84,348	\$87,582	\$90,787	\$94,017	\$97,221	\$100,443	\$106,893	\$114,630