



EARLY CHILDHOOD EDUCATOR PAY EQUITY FUND

Fiscal Year 2024 (FY24) Early Childhood Educator Pay Equity Fund Information Session

February 2024

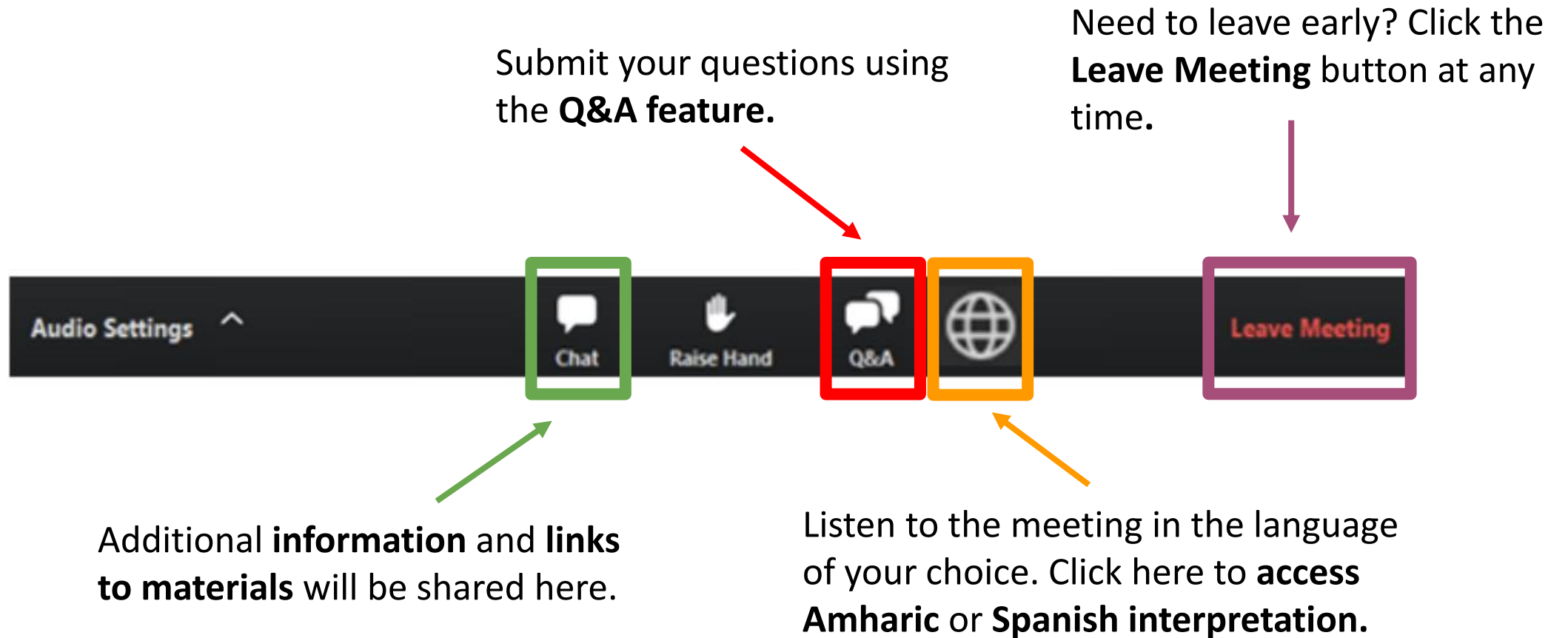


 WE ARE
WASHINGTON
DC GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

Welcome child
care providers!



Zoom Engagement



Live Questions and Answers



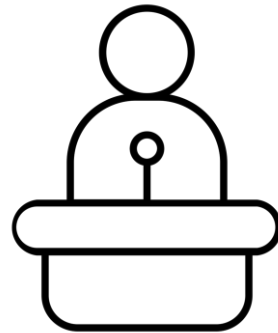
A screenshot of a Q&A interface. At the top, it says "Q&A" with a blue arrow icon. Below that are two tabs: "All questions (2)" in a blue button and "My questions" in a grey button. A user named "Lee" posted a question at "01:54 PM": "Will there be a follow-up session?". Below the question is a thumbs-up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

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



Meet Today's Speaker

- **Hannah Matthews**, Director, Policy, Planning and Research, Division of Early Learning (DEL), Office of the State Superintendent of Education (OSSE)



Agenda

1. Overview of FY24 Early Childhood Educator Pay Equity Fund
2. The child development facility (CDF) payroll funding formula
3. Quarterly award statements
4. Wage supplements and minimum salaries
5. Q&A
6. Closing and next steps





Overview of FY24 Early Childhood Educator Pay Equity Fund

FY24 Early Childhood Educator Pay Equity Fund

- In fiscal year 2024 (FY24), OSSE began distributing Early Childhood Educator Pay Equity Funds directly to child development facilities to increase compensation for early educators through a [CDF payroll funding formula](#).
 - Early childhood educators no longer receive direct payments through AidKit after September 2023.
- To receive funds from the CDF payroll funding formula, child development facilities must be licensed by OSSE and agree to pay eligible early childhood educators, by position and degree, salaries that meet or exceed the [minimum salaries](#) established by OSSE for FY24.
- Providers must opt-in to the Early Childhood Educator Pay Equity Fund and complete a provider agreement by deadlines established by OSSE to receive funds.



Deadlines

FY24 OPT-IN/APPLICATION AND AGREEMENT SUBMISSION DEADLINES				
*all deadlines 5 p.m. ET				
Quarter	Provider Opt-in/Application Deadline	Provider Agreement Deadline	DELLT Updates Deadline	Payment Distribution
Quarter One	Sept. 15, 2023	Sept. 30, 2023	Oct. 31, 2023	Dec. 2023
Quarter Two	Dec. 15, 2023	Dec. 31, 2023	Jan. 31, 2024	March 2024
Quarter Three	March 15, 2024	March 31, 2024	April 30, 2024	June 2024
Quarter Four	June 15, 2024	June 30, 2024	July 31, 2024	Sept. 2024

A child development facility only needs to apply once and complete one agreement for FY24. Once a child development facility has an FY24 Provider Agreement or Addendum executed, they will automatically receive remaining FY24 quarterly CDF payroll funding formula award payments if they continue to meet the requirements of the program.



Updating Staff Records in DELLT

- Award payments are recalculated each quarter using information provided in the Division of Early Learning Licensing Tool (DELLT) and the child care subsidy system.
- The next deadline for participating facilities to make updates to DELLT to be reflected in their quarter three award is **April 31**.
 - Note: This is the deadline to **review** and **update** staff records in DELLT. This is **not** the deadline for licensing specialists to approve staff records. After April 31, licensing specialists will review newly uploaded documentation and other updates to staff records for approval. If your licensing specialist has questions or requires additional documentation, your facility will be notified.



Updating Staff Records in DELLT

- Please review ALL staff records to ensure that all staff are entered in DELLT and are assigned the correct staff type and education qualifications.
- Staff records must include all the required supporting documentation and that documentation should be uploaded in the correct place.
- Email your assigned licensing specialist if you want to change an employee's Staff Type (e.g., changing an assistant teacher to a teacher) or update an employee's Qualifications.
- Do NOT send attachments with supporting documentation to your assigned licensing specialist or the Early Childhood Educator Pay Equity Fund team via email.
- For questions about staff records, email: OSSE.ChildCareLicensing@dc.gov.



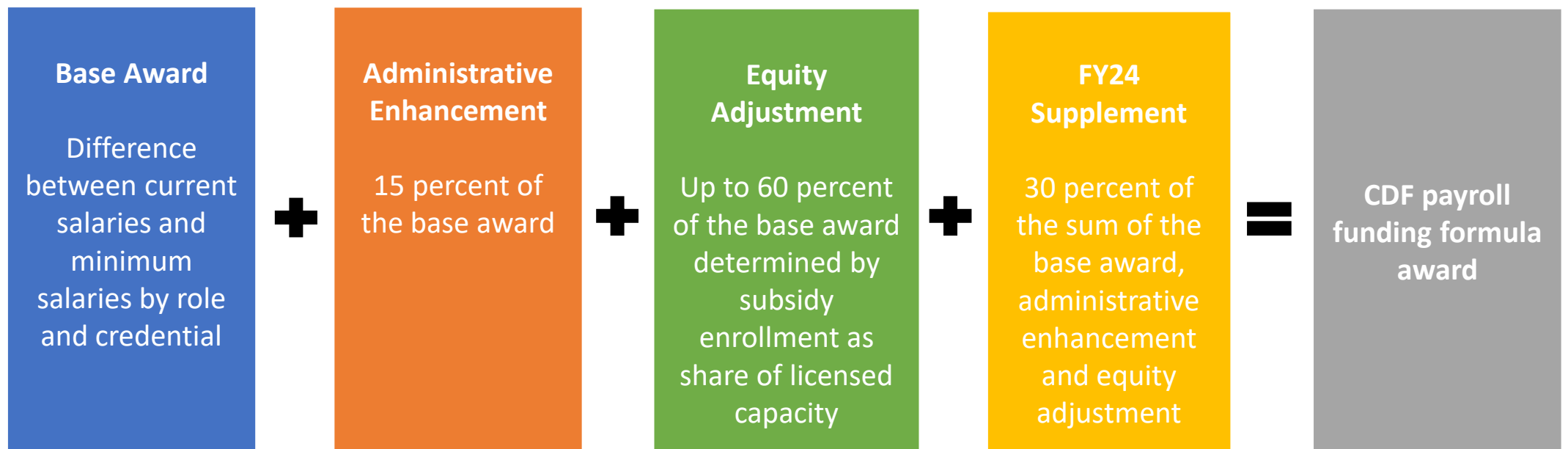


CDF Payroll Funding Formula Quarterly Awards

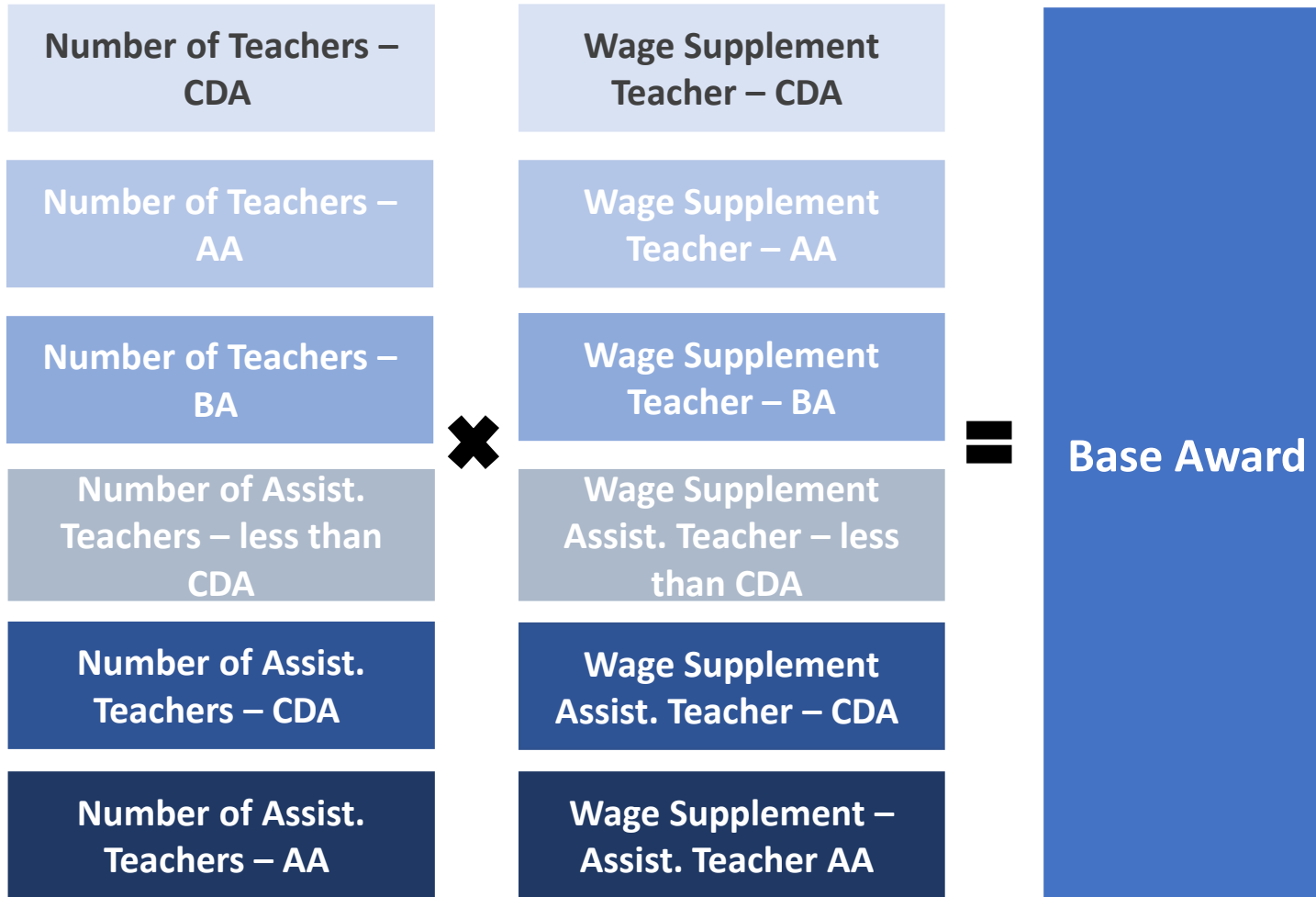


The CDF Payroll Funding Formula

- The [CDF payroll funding formula](#) is used by OSSE to calculate the amount of funds a facility receives from the Early Childhood Educator Pay Equity Fund.
- CDF payroll funding formula awards are calculated and distributed once per quarter.
- The quarterly award for each child development facility is the total CDF payroll funding formula award, divided by four.



Base award calculation



- The base award is calculated by multiplying the number of teachers in a facility, based on role and credential or degree, by the corresponding wage supplement and summing the total.
- The number of teachers and credential levels are based on staffing data reported by a facility in DELLT.

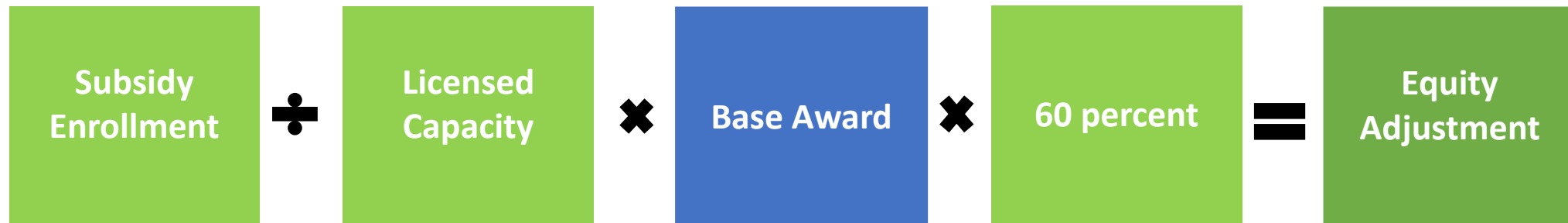
Administrative Enhancement

- The administrative enhancement is 15 percent of the base award.
- It provides funds for increases in mandatory payroll taxes and other possible increased expenses to the facility.



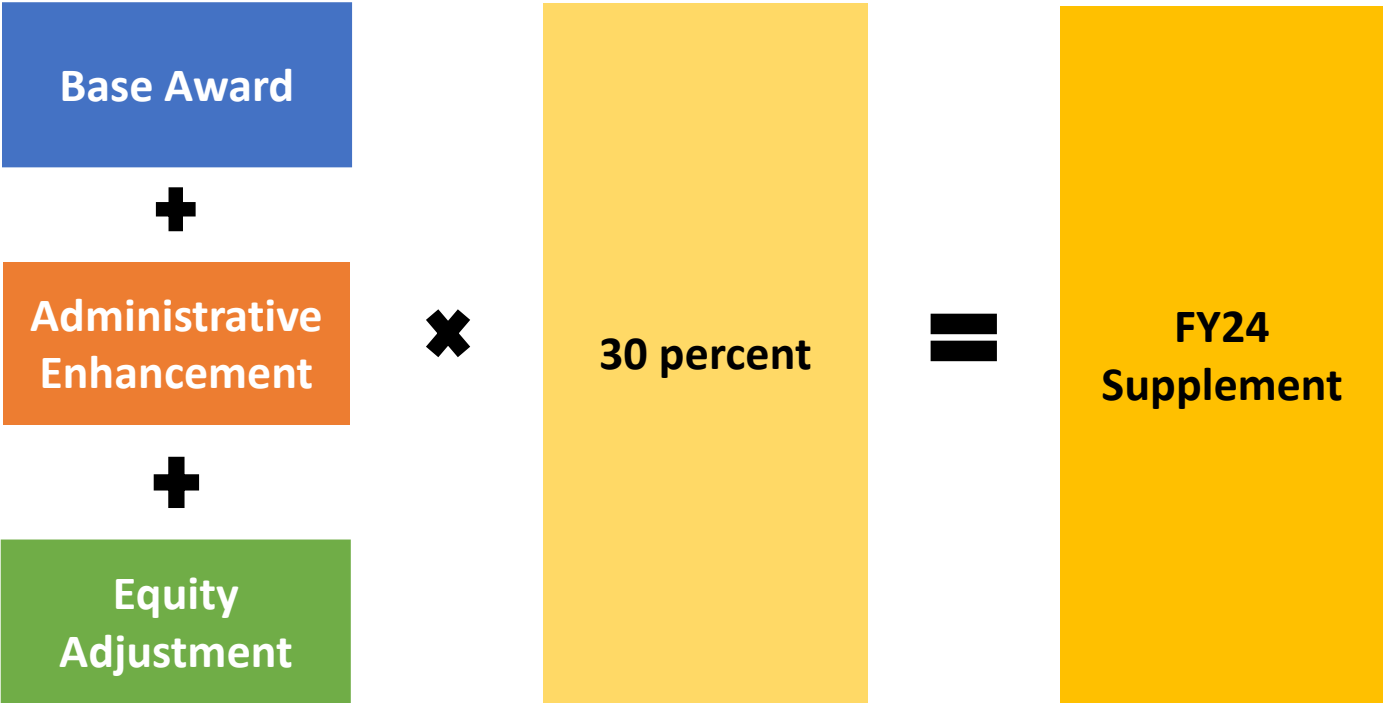
Equity Adjustment

- The equity adjustment equals up to 60 percent of the base award, based on the facility's subsidy enrollment as a share of licensed capacity.
- It directs increased funding to child development facilities that serve families and communities with fewer economic resources.
- Facilities that do not participate in the child care subsidy program will not receive equity adjustments to their base award.



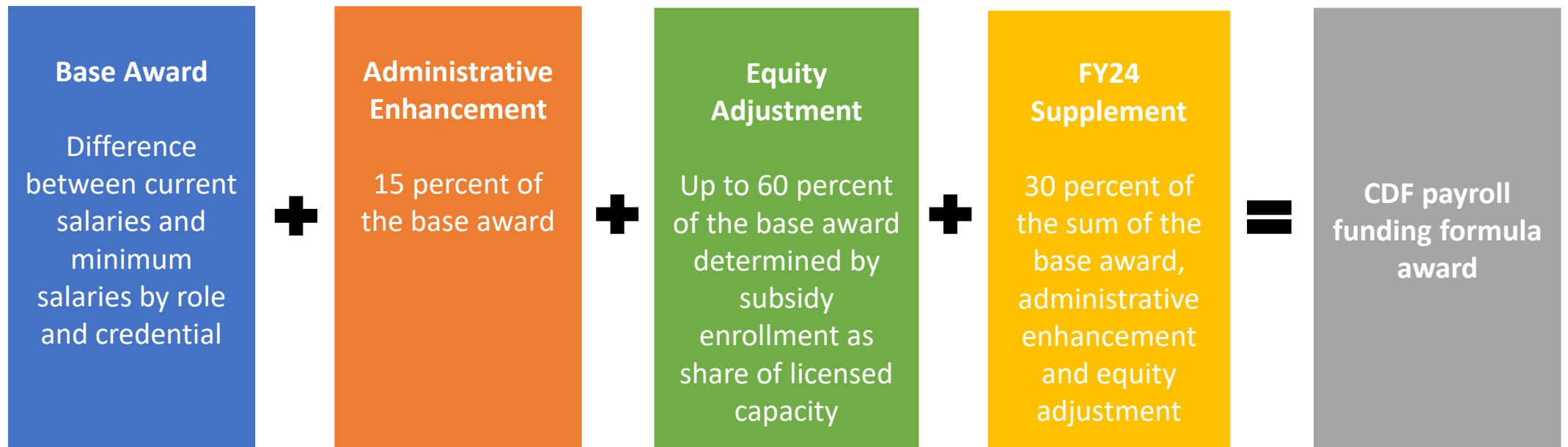
FY24 Supplement

- The FY24 supplement is 30 percent of the sum of the base award, administrative enhancement and equity adjustment to support providers with increased costs during the first year of program implementation.



The CDF Payroll Funding Formula

- The CDF payroll funding formula is used by OSSE to calculate the amount of funds a facility receives from the Early Childhood Educator Pay Equity Fund.
- Once a facility receives their quarterly award, the facility has discretion in how they use the total funding available provided they meet the minimum salary requirements for all eligible educators.
- Facilities do not have to account for how they spend individual parts of the formula.





Wage Supplements and Minimum Salaries

Educator Staff Types

- 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



Educator Credentials

- The required minimum salary and corresponding wage supplement are based on the highest credential or degree held by an educator as documented, reviewed and approved in DELLT.
- For **lead teachers**:
 - To qualify for the “BA or higher” wage supplement, have a bachelor’s degree (or higher) in early childhood education (ECE) *or* a bachelor’s degree in any field (or higher) with at least 24 credit hours in ECE.
 - To qualify for the “AA” wage supplement, have an associate degree in ECE *or* an associate degree in any field with at least 24 credit hours in ECE.
 - To qualify for the “CDA” wage supplement, have a Child Development Associate (CDA) or 48 credit hours with at least 15 hours in ECE.
- For **assistant teachers**:
 - To qualify for the “AA or higher” wage supplement, have an associate degree (or higher).
 - To qualify for the “CDA” wage supplement, have a CDA or 48 credit hours with at least 15 hours in ECE.
 - To qualify for the “less than CDA” wage supplement, have less than a CDA.



FY24 Wage Supplements

Role	Credentials	Wage Supplement for FY24 (annual)
Assistant Teacher	Less than CDA	\$2,329
	CDA <u>or</u> 48 credit hours with at least 15 hours in Early Childhood Education (ECE)	\$9,470
	Associate degree or higher	\$12,726
Lead Teacher	CDA <u>or</u> 48 credit hours with at least 15 hours in ECE	\$8,503
	Associate degree in ECE <u>or</u> an associate degree with at least 24 credit hours in ECE	\$18,079
	Bachelor's degree (or higher) in ECE <u>or</u> a bachelor's degree (or higher) with at least 24 credit hours in ECE	\$29,344

- The wage supplement is the difference between the average salary and the minimum salary requirement for a teacher based on role and credential.
- The average teacher salary is based on responses to the 2022 child care provider survey.
- The wage supplement for each role is a fixed amount.

Revised Licensing Regulations: Education Requirements

- On Dec. 20, 2023, State Superintendent Dr. Christina Grant signed a [Notice of Emergency and Proposed Rulemaking \(NEPRM\)](#) for the Licensing of Child, Development Facilities, which updated the licensing regulations set at 5A DCMR Chapter 1.
 - [Summary of Changes](#) ([Español](#) | [Amharic](#))
- The updated regulations maintain the District's commitment to high standards for early educators while providing additional pathways and flexibility in how early childhood educators can meet education requirements.
- The proposed changes took effect the day the NEPRM was signed (Dec. 20, 2023).



Revised Licensing Regulations: Education Requirements

- The licensing changes provide additional pathways and flexibilities for some early childhood educators to meet the education requirements for a staff role that they otherwise would not be qualified for.
- In most cases, the revised regulations do not change the minimum salary that an individual early childhood educator qualifies for under the Early Childhood Educator Pay Equity Fund, nor do they alter the amount of funding a provider receives through the CDF payroll funding formula for that staff member.



Revised Licensing Regulations & Pay Equity Credentials: Examples

Individual	Staff Type – Licensing Regulations	Pay Equity Credential
<p>Example 1. Maria has an AA degree and 15 credit hours in ECE.</p>	<p>Maria’s education qualifies her as a teacher.</p>	<p>Maria qualifies for the “CDA” wage supplement (and minimum salary) as a teacher because she has not completed 24 credit hours in ECE.</p>
<p>Example 2. Angela has a CDA and is enrolled in a degree program.</p>	<p>Angela’s education qualifies her as a teacher.</p>	<p>Angela qualifies for the “CDA” wage supplement (and minimum salary) because her highest educational credential is a CDA.</p>
<p>Example 3. Toya has a BA degree and 24 credit hours in ECE.</p>	<p>Toya’s education qualifies her as a teacher.</p>	<p>Toya qualifies for the “BA or higher” wage supplement (and minimum salary) because she has a BA degree and 24 credit hours in ECE.</p>
<p>Example 4. Brenda has a high school diploma and is enrolled in a CDA course.</p>	<p>Brenda’s education qualifies her as an assistant teacher.</p>	<p>Brenda qualifies for the “Less than a CDA” wage supplement (and minimum salary) because she has not completed her CDA.</p>



Staff Wages and Salaries

- After receiving the first quarterly CDF payroll funding formula payment, providers must pay all eligible teachers and assistant teachers salaries or wages that meet or exceed minimum salary requirements by role and credential, unless the facility has an approved waiver.

Staff Type	Credentials	Minimum Salaries for FY24 (annual salary)	Minimum Salaries for FY24 (hourly wage)
Assistant Teacher	Less than a CDA	\$43,865	\$21.09/hour
	CDA	\$51,006	\$24.52/hour
	Associate degree or higher	\$54,262	\$26.09/hour
Lead Teacher	CDA <u>or</u> 48 credit hours with at least 15 hours in ECE	\$54,262	\$26.09/hour
	Associate degree in ECE <u>or</u> an associate degree with at least 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 at least 24 credit hours in ECE	\$75,103	\$36.11/hour



Staffing Changes

- Newly hired lead teachers and assistant teachers should be paid salaries or wages that meet or exceed the minimum salary requirements, unless the facility has an approved waiver.
- Educators who are assigned a new staff type (e.g., from assistant teacher to teacher) or obtain a higher credential or degree (e.g., a teacher with an associate degree completes a bachelor's degree in ECE) should be paid the appropriate minimum salary following OSSE approval of the record change in DELLT.
- OSSE will not make adjustments to quarterly payment amounts based on changes in the number of eligible educators employed the facility, or their credentials or changes in subsidy enrollment, that occur after the quarterly deadline for updating DELLT.
- Providers that experience changes in staffing should update staff records prior to the deadline for the next quarter and will see updates reflected in the next quarter's payment.
- Facilities are not required to return award funds if the facility experiences a staff departure or a decrease in subsidy enrollment during the quarter.






Quarterly Award Statements



Understanding Quarterly Award Statements

- OSSE is providing quarterly award statements to help providers understand how their CDF payroll funding formula award was calculated.



DISTRICT OF COLUMBIA
OFFICE OF THE STATE SUPERINTENDENT OF
EDUCATION

Child Development Facility (CDF) Payroll Funding Formula Q1, 2024 Pay Statement
Provider Name :

Staff ID	Staff Name	Staff Type	Highest Qualification	Wage Supplement - Credential
(17 Staff records)				
	Name	Assistant Teacher	High School Diploma/GED	Less than CDA
	Name	Assistant Teacher	Montessori Certificate	AA or higher
	Name	Assistant Teacher	Montessori Certificate	AA or higher
	Name	Assistant Teacher	Montessori Certificate + AA Degree (or higher)	AA or higher
	Name	Assistant Teacher	High School Diploma/GED	Less than CDA
	Name	Assistant Teacher	High School Diploma/GED	Less than CDA



Understanding Quarterly Award Statements

- The award statement lists the **name**, **staff type**, **highest qualification** and the **wage supplement-credential** associated with an educator's highest qualification for every employee in an eligible staff role (i.e., teacher, assistant teacher).

Staff Name	Staff Type	Highest Qualification	Wage Supplement - Credential
(17 Staff records)			
Name	Assistant Teacher	High School Diploma/GED	Less than CDA
Name	Assistant Teacher	Montessori Certificate	AA or higher
Name	Assistant teacher	Montessori Certificate + AA Degree (or higher)	AA or higher

View Staff Name, Type, Highest Education Qualification, Wage Supplement-Credential



Understanding Quarterly Award Statements

- The **CDF Payroll Formula Quarterly Award** listed in each row is the amount of money the facility will receive from the CDF payroll funding formula calculation based on each educator.
 - It is **NOT** the amount of money that the facility is required to pay to the educator.
 - Facilities must pay eligible educators salaries that meet or exceed the minimum salaries required by OSSE.

	Base Award	Administrative Enhancement	Equity Adjustment	FY24 Supplement	CDF Payroll Formula Quarterly Award
	\$2329	\$349.35	\$0	200.88	\$870.47
	\$12726	\$1908.90	\$0	1097.62	\$4756.35
	\$12726	\$1908.90	\$0	1097.62	\$4756.35
	\$12726	\$1908.90	\$0	1097.62	\$4756.35
	\$2329	\$349.35	\$0	200.88	\$870.47
	\$2329	\$349.35	\$0	200.88	\$870.47
	\$2329	\$349.35	\$0	200.88	\$870.47
	\$12726	\$1908.90	\$0	1097.62	\$4756.35
	\$12726	\$1908.90	\$0	1097.62	\$4756.35
	\$12726	\$1908.90	\$0	1097.62	\$4756.35
	\$2329	\$349.35	\$0	200.88	\$870.47
to 24 credit hours in ECE	\$18079	\$2711.85	\$0	1559.31	\$6757.02
to 24 credit hours in ECE	\$18079	\$2711.85	\$0	1559.31	\$6757.02
to 24 credit hours in ECE	\$18079	\$2711.85	\$0	1559.31	\$6757.02
to 24 credit hours in ECE	\$18079	\$2711.85	\$0	1559.31	\$6757.02
dit hours in ECE	\$8503	\$1275.45	\$0	733.38	\$3177.99
dit hours in ECE	\$8503	\$1275.45	\$0	733.38	\$3177.99
	\$177323	\$26598.45	\$0	15294.12	\$66274.51

Total CDF Payroll Formula Quarterly Award



Understanding Quarterly Award Statements

- Providers do **not** have to use specific parts of the award (like the base award or administrative enhancement) for specific costs (like educator salaries or operational costs) or for specific educators.
- Monies shown in a particular row do **not** have to be spent on a particular individual.
- Providers can use award funds to pay the salaries of eligible lead and assistant teachers or for other approved expenses.



Use of Funds

- CDF payroll funding formula awards may be used to:
 - Meet minimum salary requirements for lead and assistant teachers.
 - Pay staff wages or compensation for additional early childhood educators and other child development facility employees.
 - Pay costs of health and other fringe benefits for early childhood educators and other child development facility employees.
 - Pay administrative costs associated with implementing the minimum salary requirements and/or meeting OSSE requirements related to the Early Childhood Educator Pay Equity Fund.
 - Pay direct operating expenses of the facility associated with providing care and early education services to children.
- A provider that operates multiple facilities may not use funds to cover costs associated with facilities that are not participating in the Fund.



Coming Soon: Virtual Office Hours (1/2)

- OSSE will offer virtual “office hours” starting in February to support providers participating in the Early Childhood Educator Pay Equity Fund.
- Office hours will be used to answer questions related to award calculations, award statements, minimum salaries and credentials.
- Office hours will NOT be an opportunity to discuss staff records or dispute award calculations based on staff credentials documented in DELLT.
 - Continue to direct these queries to OSSE.ECEPayEquity@dc.gov and OSSE.ChildCareLicensing@dc.gov as appropriate.



Coming Soon: Virtual Office Hours (2/2)

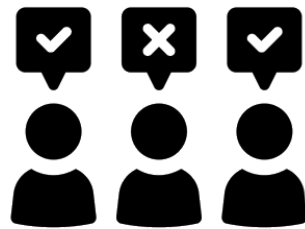
- Virtual office hours will be offered each week on the following dates and times:
 - Wednesdays from 11 a.m.-1 p.m.
 - Thursdays from 1-3 p.m.
- To meet with DEL staff during virtual office hours, you must make an appointment. Appointments are available in 30-minute timeslots.
- Only individuals currently listed as a facility point of contact in DELLT may sign up for an appointment at this time.

[Use this link to sign up for a 30-minute appointment.](#)



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

Please respond to the Zoom poll on screen





Q&A

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.

Resources:

- [Frequently Asked Questions for Child Development Facility Leaders](#)
- [Guide for Determining an Educator's Minimum Salary](#)
- [How Staffing Changes Impact Child Development Facility \(CDF\) Payroll Funding Formula Awards](#)
- [Accessing and Understanding Award Statements](#)

Questions:

- OSSE.ECEPayEquity@dc.gov