



# EARLY CHILDHOOD EDUCATOR PAY EQUITY FUND

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

*Determining an Educator’s Minimum Salary Based on Staff Type and Highest Credential*

Child development facilities that participate in the fiscal year 2024 (FY24) Early Childhood Educator Pay Equity Fund must pay eligible assistant teachers and lead teachers salaries that meet or exceed the minimum salaries established by the Office of the State Superintendent of Education (OSSE). The minimum salary requirement for an eligible early childhood educator is based upon their staff type and highest credential as documented, reviewed and approved in the Division of Early Learning Licensing Tool (DELLT).

Child development facility leaders should regularly review staff records in DELLT to ensure they are up to date. Facility leaders who require assistance updating staff records or have questions about credit hours should contact their assigned licensing specialist.

### Assistant Teacher Minimum Salaries

The following staff types qualify as an assistant teacher:

- Assistant Teacher
- Montessori Assistant Teacher
- Pre-K Enhancement and Expansion Program (PKEEP) Assistant Teacher
- Associate Home Caregiver

The minimum salary that an assistant teacher qualifies for is based on the highest credential they currently hold as documented, reviewed and approved in DELLT.

### FY24 Minimum Salaries for Assistant Teachers Based on Highest Credential

| Highest Credential                            | Minimum Salaries for FY24 (annual salary) | Minimum Salaries for FY24 (hourly wage) |
|---|---|---|
| Less than a Child Development Associate (CDA) | \$43,865                                  | \$21.09/hour                            |
| CDA   | \$51,006                                  | \$24.52/hour                            |
| Associate degree or higher                    | \$54,262                                  | \$26.09/hour                            |

### Sample Assistant Teacher Scenarios

| An employee with the staff type of assistant teacher in DELLT staff record shows they hold...                              | Minimum Salary the Employee is Eligible to Receive  |
|--|---|
| ...a high school diploma. The educator is working toward completing a CDA, but they have not completed the CDA coursework. | This individual would be eligible for the salary aligned to “Less than a CDA.”            |
| ...a bachelor’s degree in any subject area.  | This individual would be eligible for the salary aligned to “Associate degree or higher.” |

## Teacher Minimum Salaries

The following staff types qualify as a teacher:

- Lead Teacher
- Montessori Teacher
- Expanded Home Caregiver
- Home Caregiver

The minimum salary that a teacher qualifies for is based on the highest credential they currently hold as documented, reviewed and approved in DELLT.

### FY24 Minimum Salaries for Teachers Based on Highest Credential

| Highest Credential  | Minimum Salaries for FY24 (annual salary) | Minimum Salaries for FY24 (hourly wage) |
|---|---|---|
| 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                            |

### Sample Teacher Scenarios

| An employee with the staff type of teacher in DELLT staff record shows they hold...   | Minimum Salary the Employee is Eligible to Receive  |
|---|---|
| ...a high school diploma and a CDA. The teacher is currently enrolled in an associate degree program in ECE, but has not completed the program. | This individual would be eligible for the salary aligned to CDA <u>or</u> 48 credit hours with greater than or equal to 15 hours in ECE.                                |
| ...an associate degree in a field not related to ECE. The teacher has 30 credit hours in ECE.   | This individual would be eligible for the salary aligned to associate degree in ECE <u>or</u> an associate degree with greater than or equal to 24 credit hours in ECE. |
| ... a bachelor's degree in a field not related to ECE. The teacher has 12 credit hours in ECE.  | This individual would be eligible for the salary aligned to CDA <u>or</u> 48 credit hours with greater than or equal to 15 hours in ECE.                                |
| ... a master's degree in a field not related to ECE. They have no credit hours in ECE.  | This individual would be eligible for the salary aligned to CDA <u>or</u> 48 credit hours with greater than or equal to 15 hours in ECE.                                |

For questions related to minimum salary requirements, visit [osse.dc.gov/fy24ecepayequity](https://osse.dc.gov/fy24ecepayequity) or email [OSSE.ECEPayEquity@dc.gov](mailto:OSSE.ECEPayEquity@dc.gov).

For information on resources and supports that are available to help the DC early learning workforce obtain higher credentials, visit [osse.dc.gov/eceresources](https://osse.dc.gov/eceresources) or email [ECEHelpDesk@dc.gov](mailto:ECEHelpDesk@dc.gov).