



Early Childhood Educator Equitable Compensation Task Force

Reconvening Kickoff meeting

March 12, 2024



Tonight's Agenda

- Welcome and Introductions
- Early Childhood Equitable Compensation Task Force (“Task Force”) Charge and Timeline
- Task Force Guiding Principles
- Early Childhood Educator Pay Equity Fund Implementation Update
- Discussion: Topics for Task Force Consideration (DRAFT)
- 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:**

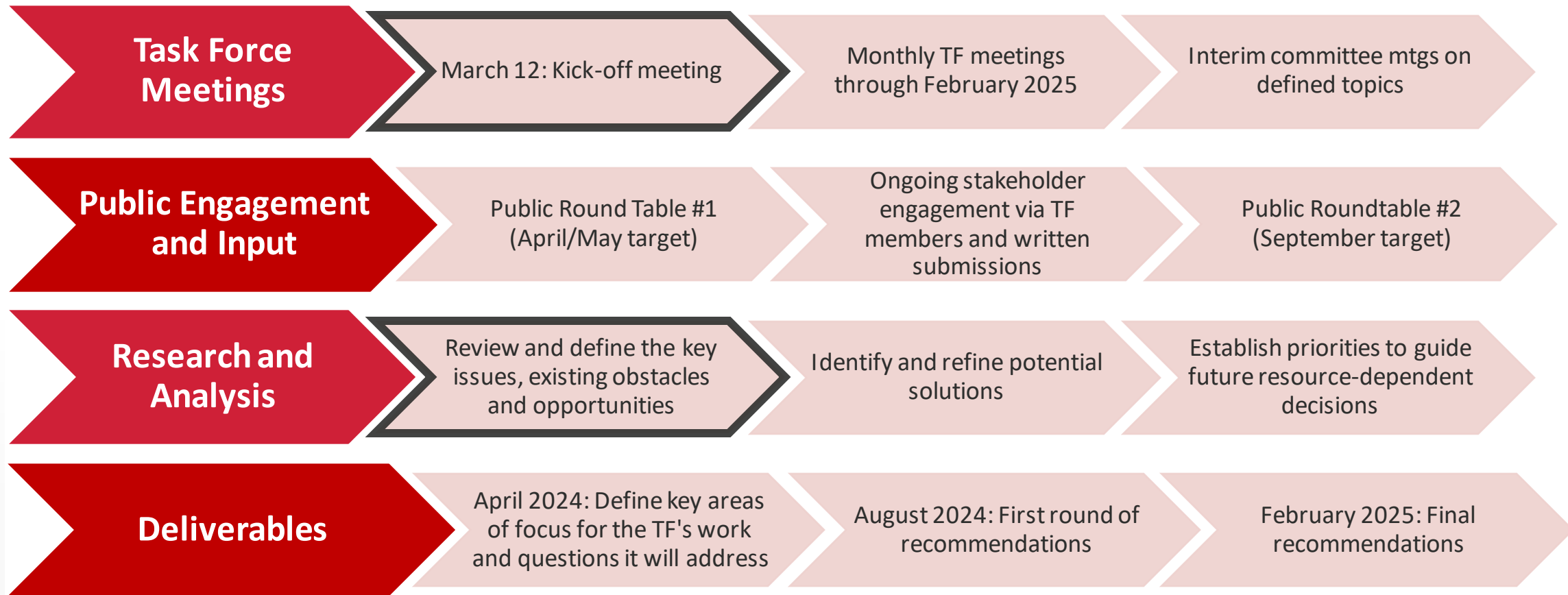
- Reflect on implementation to date, **lessons** learned, and **opportunities for refinement or improvement** in the program's design.
- Consider questions related to the **long-term sustainability** of the Early Childhood Educator Pay Equity Fund – both for DC Government and for participating child 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.

Outside the Task Force Charge

To remain focused on our charge, it may be helpful to explicitly name some things outside of our scope. To that end, the Task Force will not:

- Address specific implementation issues for individual providers or early childhood educators
- Focus its work on the FY25 budget
- Reconsider the basic pathway through which funding flows (i.e., from OSSE, to child development providers, to early childhood educators in the form of wages or salary)

Timeline for the Task Force's Work



Stakeholder Engagement

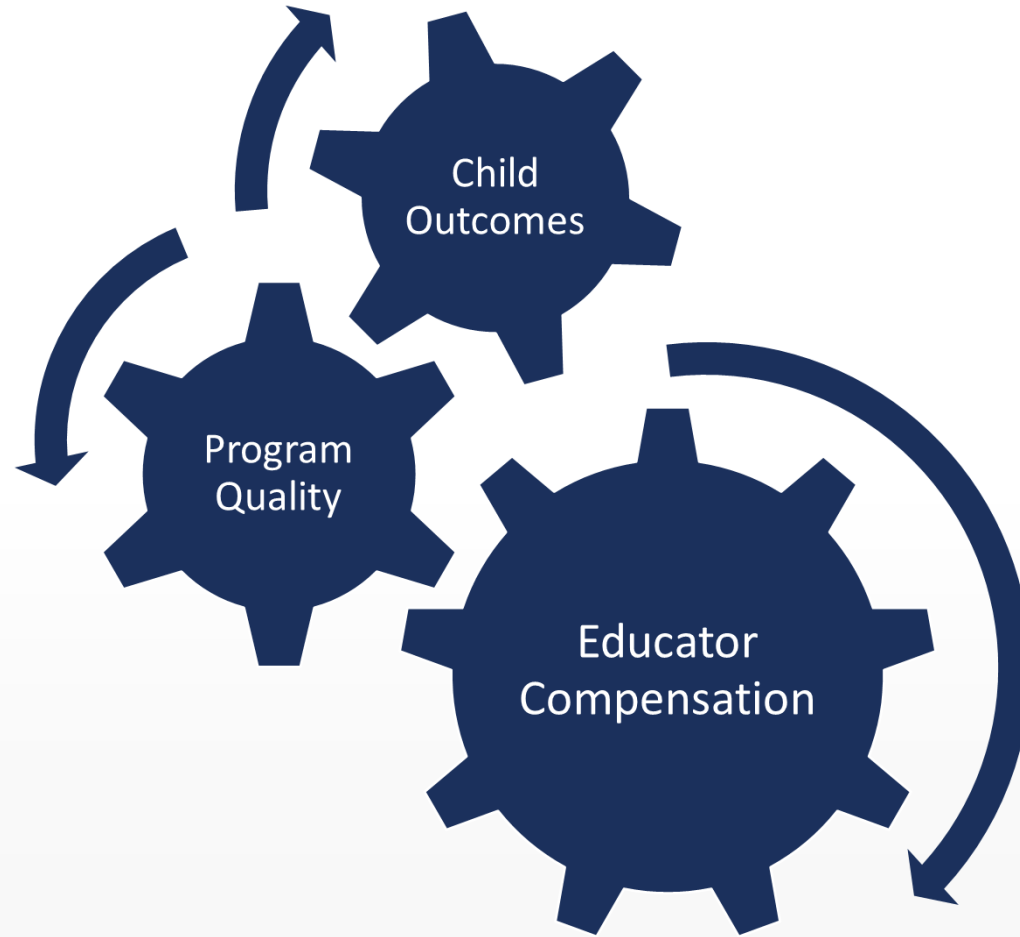
The Task Force will observe the Open Meetings Act (OMA), designed to maximize public access to meetings.

- Meeting dates will be announced in advance and posted on OSSE's website
- Members of the public will be able to watch the meeting via Zoom as attendees. Only panelists will be able to speak during the meetings.
- There will be a recording of each meeting
- Meeting materials will be posted on OSSE's website at <https://osse.dc.gov/page/early-childhood-educator-equitable-compensation-task-force>

The Task Force welcomes public comment to inform our work.

- Individuals can contact the Task Force in any language at ececompensation@gmail.com
- The Task Force expects to hold two roundtables to hear directly from stakeholders

Grounding Ourselves in the Big Picture



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**





The progress and the current status of the Early Childhood Educator Pay Equity Fund:

Looking back

Review of where the Task Force left off

In March 2022, the Task Force submitted its final report to the DC Council, recommending a **two-phase strategy**:

Phase 1

A relatively simple **short-term funding mechanism** that would deliver supplemental payments directly to eligible early educators in FY22 and 23

Phase 2

A more complex and robust **long-term funding mechanism**, to include implementation of a new salary scale via program-level funding for CDFs opting in, starting in FY24

Review of where the Task Force left off (cont.)

The Task Force final report also included:

- Additional detail about these two recommended funding mechanisms, including a **definition of educator eligibility** and a **proposed salary scale** that considered role, credential and experience.
- Anticipated **program and administrative costs** for the long-term mechanism.
- Potential **risks and unintended consequences** related to its recommendations, along with potential mitigation strategies.

Cause for celebration!!!

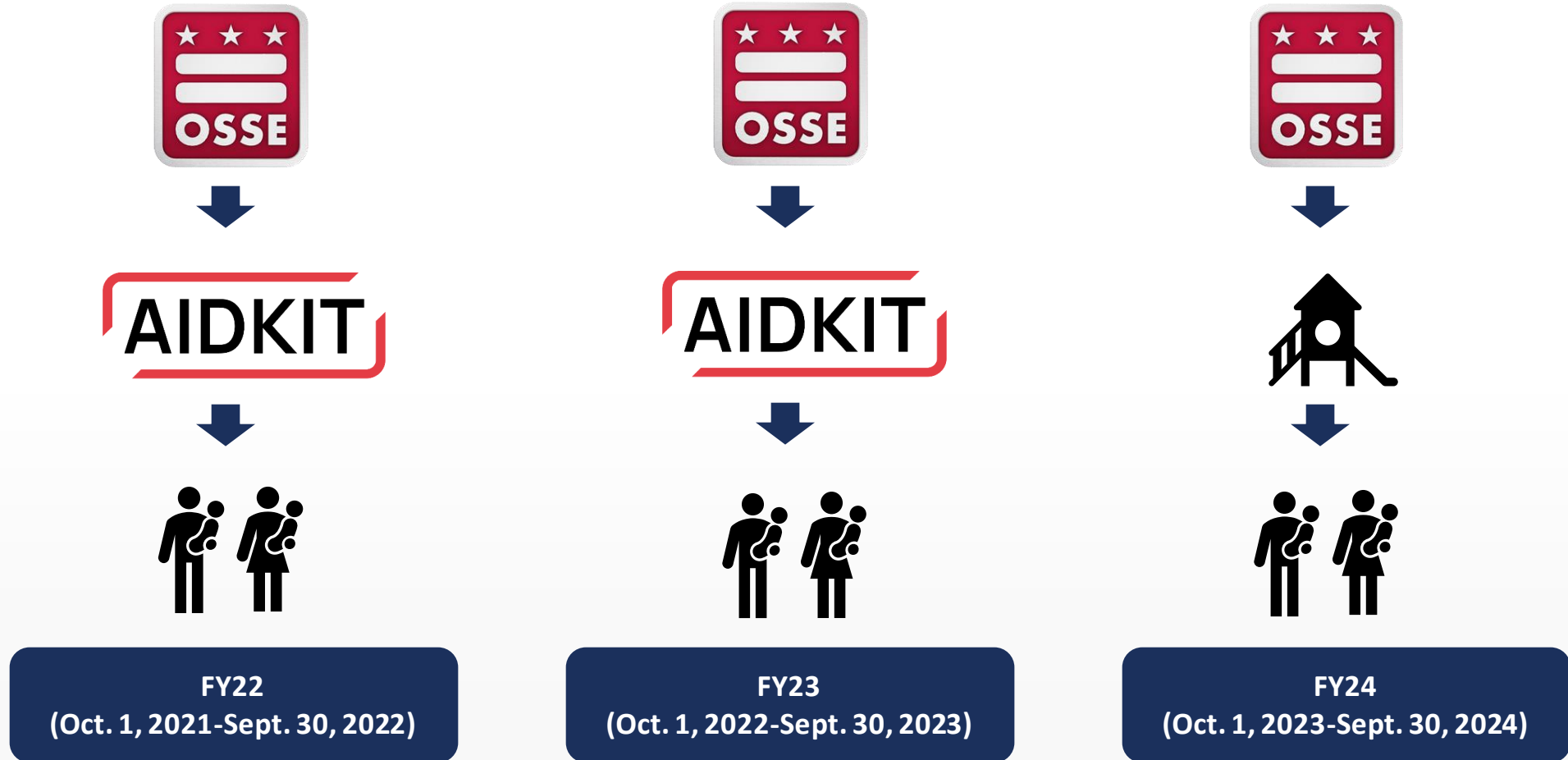


- In FY22 and FY23, OSSE distributed more than **\$80 million** to more than 4,000 early childhood educators.
- Approximately **1,500 early childhood educators and their dependents** are receiving health insurance through HealthCare4ChildCare (HC4CC).
- By March 31, OSSE will have distributed **over \$31 million** to **341** child development facilities in the first two rounds of quarterly payments to participating CDFs.

You have these teachers who are now being able to live, not paycheck to paycheck, but a livable wage. I'm going into work happier. I'm gonna do better work. If I'm not going to work a second and third job, like I've done in the past, I'm more energetic at work. My classroom is gonna prosper more, because I am prospering more. I can see how that has a positive effect on the children and [the] center in general.

—Lead teacher (Source: Urban Institute, "[Wage Supplements Strengthen the Child Care Workforce](#)")

Following Task Force recommendations, OSSE distributed funds directly to educators in FY22&23, and through child care providers starting in FY24



Early Childhood Educator Pay Equity Fund

FY22	FY23	FY24 (Quarter 1)	HC4CC
3,217 early childhood educators received a supplemental payment	4,085 early childhood educators received a supplemental payment	336 child development facilities participated*	HC4CC Enrollment <p>■ Jan-23 ■ 24-Feb</p> <p>656 1,489</p> <p>People Covered</p>
\$38,372,000 distributed to early childhood educators	\$41,908,750 distributed to early childhood educators	\$13,960,896 distributed to facilities	

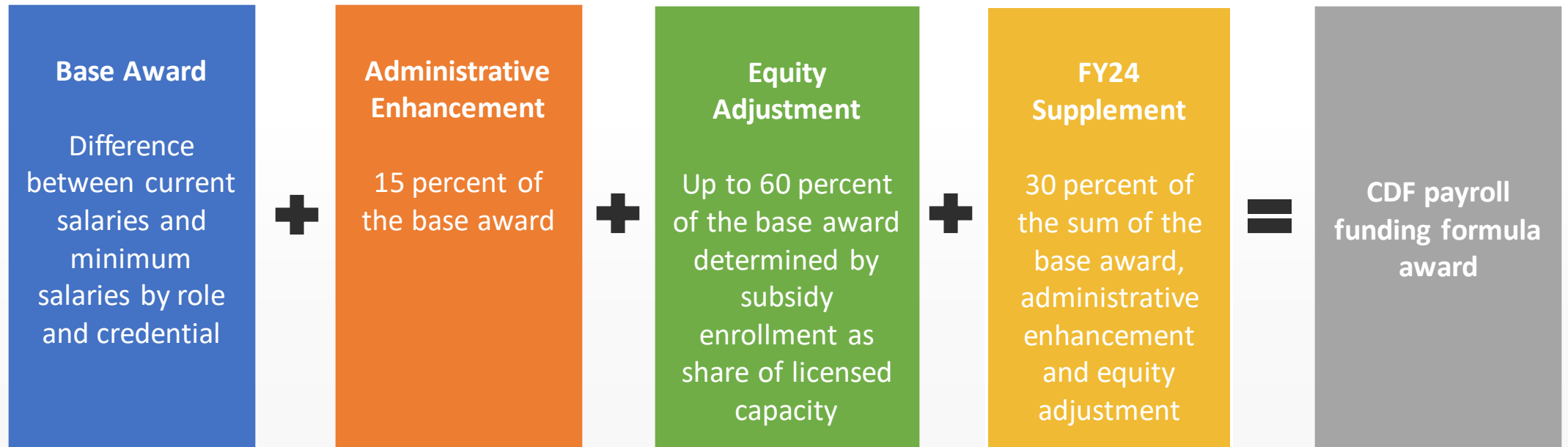
OSSE has distributed nearly **\$100 million** to boost early educator pay



*The 336 facilities that participated FY24 Quarter 1 include 277 child development centers, 28 child development homes, and 31 expanded child development homes.

Child Development Facility (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.



Projected FY24 costs based on Q1 payments

	FY24
Base Award	\$35,173,609
Administrative Enhancement	\$5,276,040
Equity Adjustment	\$4,317,162
Facility Sustainability Adjustment (FY24 Supplement)	\$13,001,175
CDF payroll funding formula Subtotal	\$57,767,985
OSSE Admin costs (5 percent)	\$3,475,417
HealthCare4ChildCare	\$18,000,000
Total Projected Cost	\$79,243,402

Projected costs as of 3/7/24



D.C. Code § 1–325.431 sets funding levels for the Early Childhood Educator Pay Equity Fund through FY25

- FY22, \$53,920,878 in local funds;
- FY23, \$72,889,092 in local funds;
- FY24, \$69,508,332 in local funds;
- FY25, \$70,502,920 in local funds;
- Beginning with FY26, and annually thereafter, an amount equal to the FY25 funding level increased each year by the Consumer Price Index for All Urban Consumers for the Washington-Arlington-Alexandria, DC-MD-VA-WV Metropolitan Statistical Area (or such successor metropolitan statistical area that includes the District) increase for the preceding calendar year.

However, these funding levels are subject to annual budget process, and can be changed (upward or downward) through budget legislation.



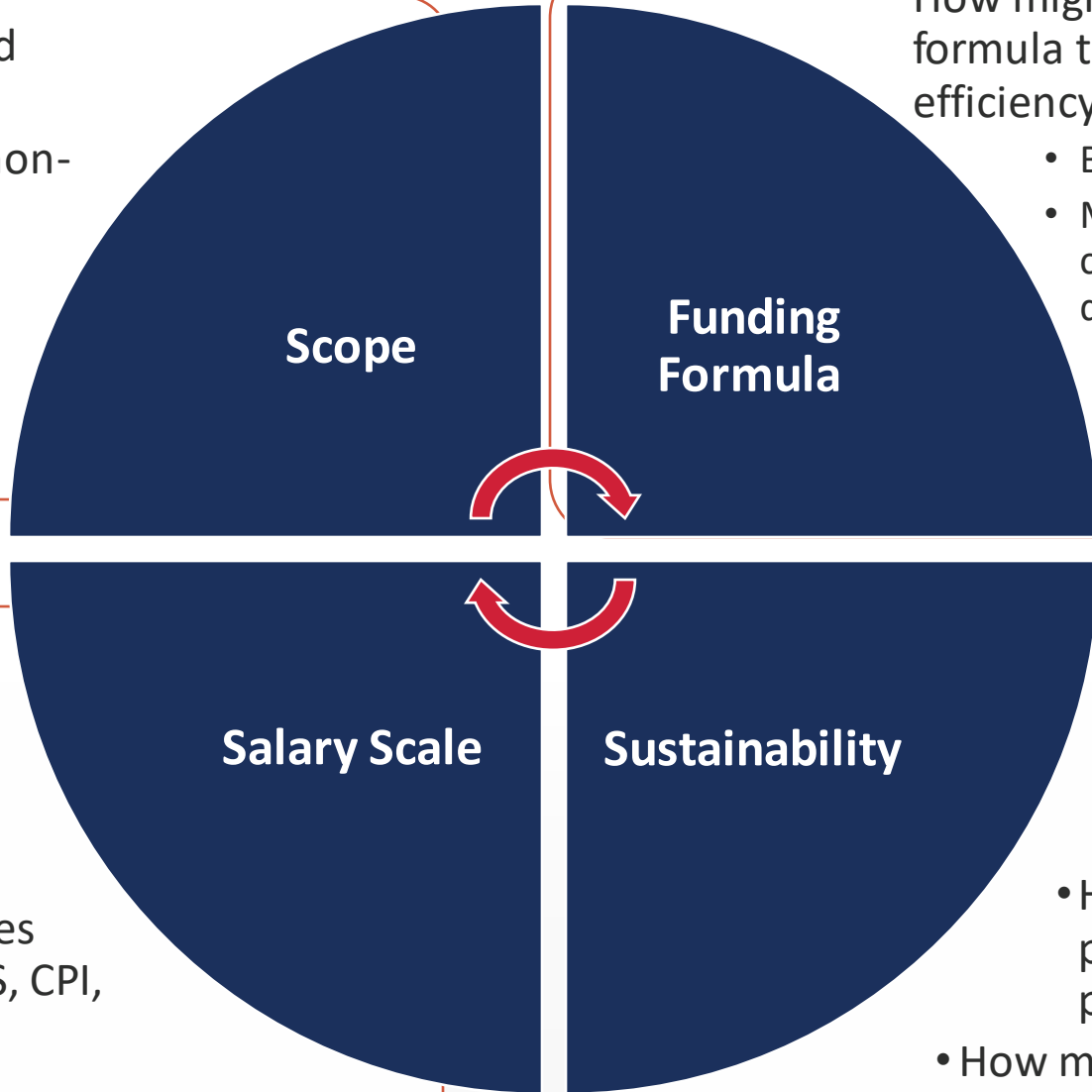
Defining the Task Force Agenda:

Looking forward

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



- Should the scope of the Fund extend to include Directors?
- What should be the role of non-wage compensation (e.g. Healthcare4ChildCare, retirement, other benefits)?



How might we revise the funding formula to maximize equity, efficiency, and sustainability, including:

- Base award amounts
- More precise equity adjustment calculation to optimize equitable distribution of funds
- Use of admin enhancement to support Director gap
- Inclusion of additional funding formula components

- Do current minimums differentiate appropriately based on role/credentials?
- How should experience be taken into account?
- How should minimum salaries change over time (e.g., DCPS, CPI, etc.)?

- What are the primary cost drivers of the PEF?
- What are the projected revenues?
- How should resources be prioritized across current and potential investments?
- How might choices affect CDF business financial sustainability?

Supporting data

To inform our work, we will compile relevant data where available and feasible. Below is an initial list:

- CDF participation in the Early Childhood Educator Pay Equity Fund (type, size, subsidy status, population served, zip code)
- Overview of teachers covered by the Fund (total, by role, by credential)
- Educator credential attainment (current and projections for the coming years)
- HC4CC enrollment (current numbers, range estimates for anticipated growth and relevant factors)
- Director salary information
- Teacher salary information for participating CDFs
- Benefits information (retirement)

Early analysis and impact data:

- Initial data on educator recruitment and retention
- External research and evaluation

Next Steps

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

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

2025
Jan. 6
Feb. 3

- Schedule our first public roundtable
- Public comments welcome at ececompensation@gmail.com
- [Meeting materials](#) will be posted on OSSE's website
- We will continue to update the [Research and Background Materials](#) folder

