



EARLY CHILDHOOD EDUCATOR PAY EQUITY FUND

Fiscal Year 2024 (FY24) Early Childhood Educator Pay Equity Fund Minimum Salary Requirement for Child Development Facilities Receiving Child Development Facility (CDF) Payroll Funding Formula Awards

In fiscal year 2024 (FY24) of the Early Childhood Educator Pay Equity Fund, the Office of the State Superintendent of Education (OSSE) will distribute funds to child development facilities through the [Child Development Facility \(CDF\) payroll funding formula](#). To receive funds from the CDF payroll funding formula, child development facilities must be licensed by OSSE and must pay teachers and assistant teachers (as defined in DC Code §4-401) salaries that meet or exceed the below minimum salaries.¹ Staff who are employed full-time, year-round should be paid in compliance with the minimum annual salaries listed below. Staff who are employed part-time or part-year should be paid hourly wages, or an equivalent salary, that meet or exceed the hourly wages listed below.

Role	Credentials	Minimum Salaries for FY24 (annual salary)	Minimum Salaries for FY24 (hourly wage)
Assistant Teacher or Associate Home Caregiver	Less than a Child Development Associate (CDA)	\$43,865/year	\$21.09/hour
	CDA	\$51,006/year	\$24.52/hour
	Associate degree or higher	\$54,262/year	\$26.09/hour
Lead Teacher, Home Caregiver or Expanded Home Caregiver	CDA	\$54,262/year	\$26.09/hour
	Associate degree	\$63,838/year	\$30.69/hour
	Bachelor’s degree or higher	\$75,103/year	\$36.11/hour

¹ Under OSSE’s licensing regulations, “teacher” and “assistant teacher” are specific titles held by staff in child development centers. However, the legislation defines “teacher” and “assistant teacher” more broadly to include as teachers home providers and expanded home providers in child development homes and expanded homes, and assistant teacher to include associate caregivers in expanded child development homes.