



**EARLY CHILDHOOD EDUCATOR  
PAY EQUITY FUND**

# Information Session

Nov. 1, 2022



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

# Welcome DC early childhood educators!



# Zoom Engagement

Submit your questions using the **Q&A** feature.

Need to leave early? Click the **Leave Meeting** button at anytime.

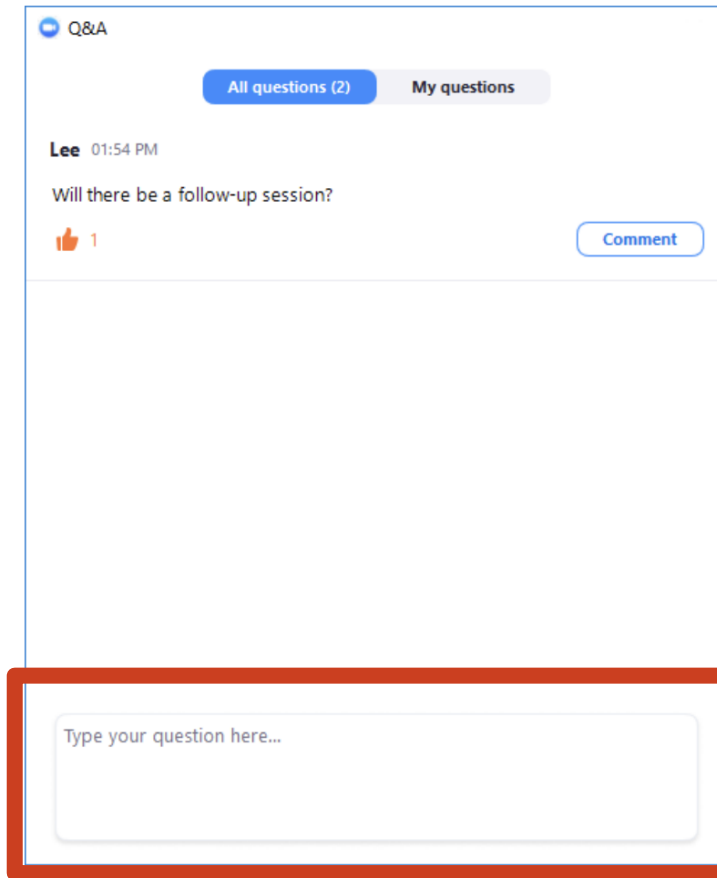
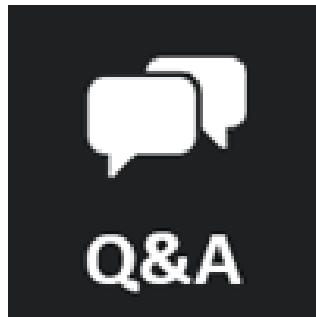


Additional **information** and **links** to **materials** will be shared here.

Listen to the meeting in the language of your choice. Click here to **access Amharic** or **Spanish interpretation**.



# Live Questions and Answers

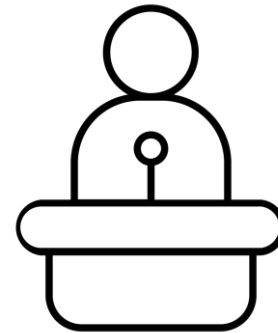
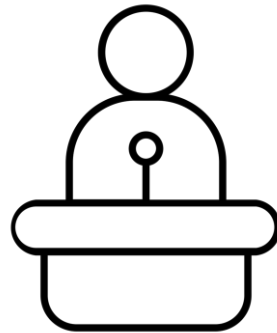


Type your question here and click **Submit**



# Meet Today's Speakers

- Sara Mead, Deputy Superintendent for Early Learning, OSSE
- Ruthie Tesfaye, Senior Program Manager, AidKit



# Meeting Objectives

- Introduce the Early Childhood Educator Pay Equity Fund and how it will work in fiscal year 2023 (FY23) and beyond
- Explain the application process for FY23, including eligibility requirements, timeline to apply, who should apply, distribution schedule and available technical assistance



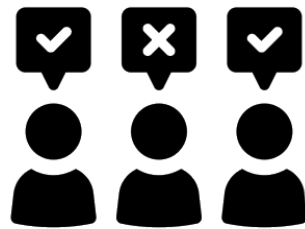
# Agenda

1. An Introduction to the Early Childhood Educator Pay Equity Fund
2. Nuts & Bolts: Applying for a Supplemental Payment
3. Closing & Next Steps



# Do you plan to submit an application for the Early Childhood Educator Pay Equity Fund?

Please respond to the Zoom poll on screen





# An Introduction to the Early Childhood Educator Pay Equity Fund

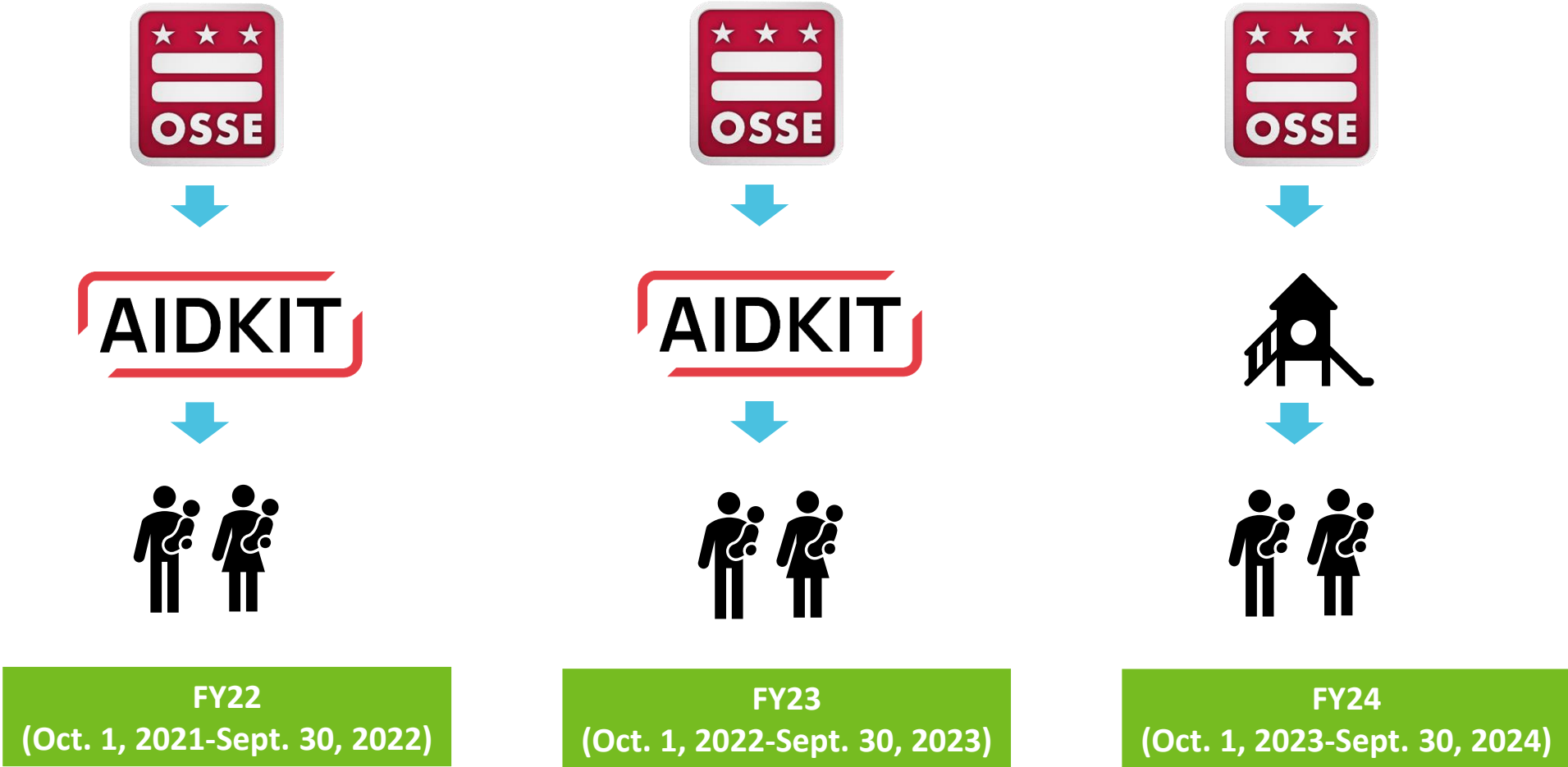


# How We Got Here

- [The Early Childhood Educator Equitable Compensation Task Force Temporary Amendment Act](#) authorized OSSE to disburse pay equity funds to support pay parity for early childhood educators in accordance with the recommendations of the [Early Childhood Educator Equitable Compensation Task Force](#).
- The task force recommended that OSSE partner with an intermediary organization to distribute supplemental payments to eligible early childhood educators in FY22 and FY23 and then shift to including funds as part of early childhood educators' regular paychecks in FY24.
- OSSE selected AidKit to administer the Early Childhood Educator Pay Equity Fund.



# Supplemental Payments are the Start of a Longterm Effort to Increase Early Childhood Educator Pay



# How the Early Childhood Educator Pay Equity Fund will work in FY23

OSSE and AidKit will continue to distribute funds directly to early educators in FY23, but through four quarterly payments.

Quarterly Payment Distribution Month	Must be Employed on or Before	ECE I Amount	ECE II Amount
December 2022	Nov. 1, 2022	\$2,500	\$3,500
March 2023	Feb. 1, 2023	\$2,500	\$3,500
June 2023	May 1, 2023	\$2,500	\$3,500
September 2023	Aug. 1, 2023	\$2,500	\$3,500

- To receive a payment, an early childhood educator must be employed on or before the dates listed above, and on the date payment is disbursed.
- ECE I includes: Assistant Teacher, Associate Caregiver, Montessori Assistant Teacher
- ECE II includes: Teacher, Home/Expanded Home Provider, Montessori Teacher
- Part-time staff receive half of the full payment amount



# Eligibility Policy

In order to be eligible to receive supplemental payments from the Early Childhood Educator Pay Equity Fund in FY23, an individual must meet the following requirements:

1. Be currently **employed in a child development facility licensed by OSSE** and **working at least 10 hours a week**.
2. Be employed in an **eligible role**.
3. Have an approved **supplemental payment application submitted** to AidKit.



# 1. Employed in a child development facility licensed by OSSE and working at least 10 hours a week

In order to be considered employed in a child development facility licensed by OSSE, an applicant must meet the following criteria:

Employed in a child development facility licensed by OSSE:

- on or before the first day of the month prior to the month in which payment is distributed (e.g., Nov. 1, 2022: Feb. 1, 2023; May 1, 2023 and Aug. 1, 2023)
- at the time they submit their application; and
- at the time funds are disbursed.

Note: Early childhood educators in facilities not licensed by OSSE are not eligible for these funds, this includes staff employed by DC Public Schools (DCPS) or a public charter school.



## 2. Employed in an eligible role

To be employed in an eligible role, an applicant's Staff Type in DELLT must be one of the following:

- Teacher
- Assistant Teacher
- Associate Caregiver
- Expanded Home Provider
- Home Provider
- Montessori Assistant Teacher
- Montessori Teacher

The following "Staff Types" are not eligible:

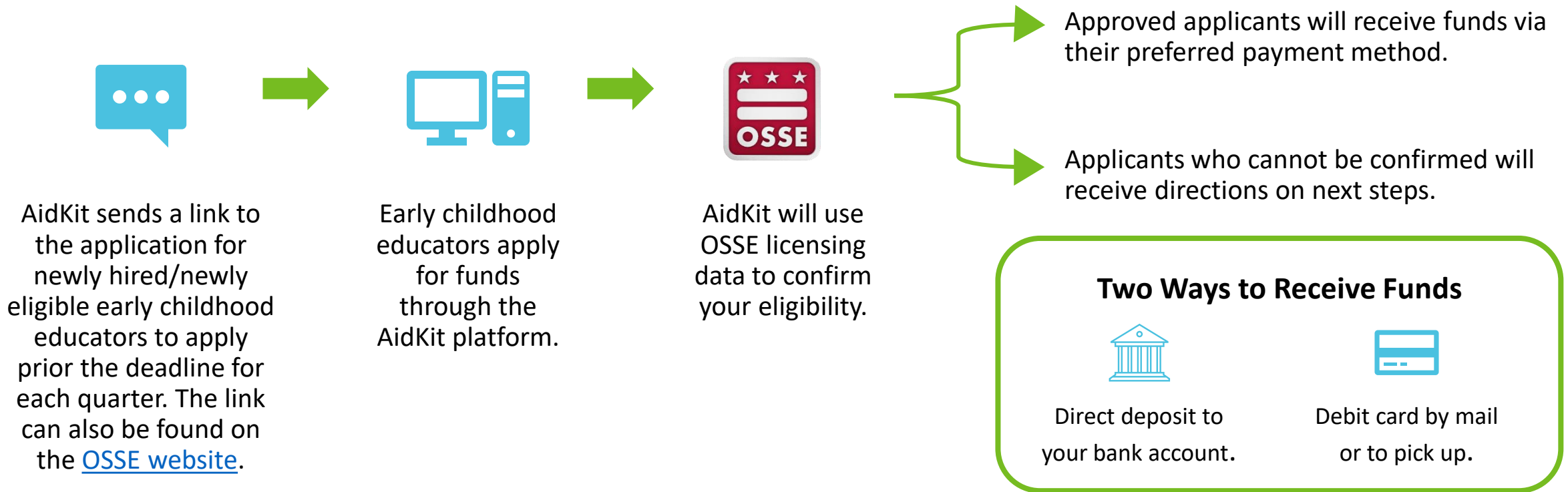
- Directors
- Lead Teachers in Pre-K Enhancement and Expansion Program (PKEEP) classrooms
- Out of School Time Program Group Leaders and Assistants
- Aides and Substitutes
- Staff in District of Columbia Public Schools (DCPS) and public charter schools

Eligibility is based on Staff Type in DELLT regardless of what you may be called at work.



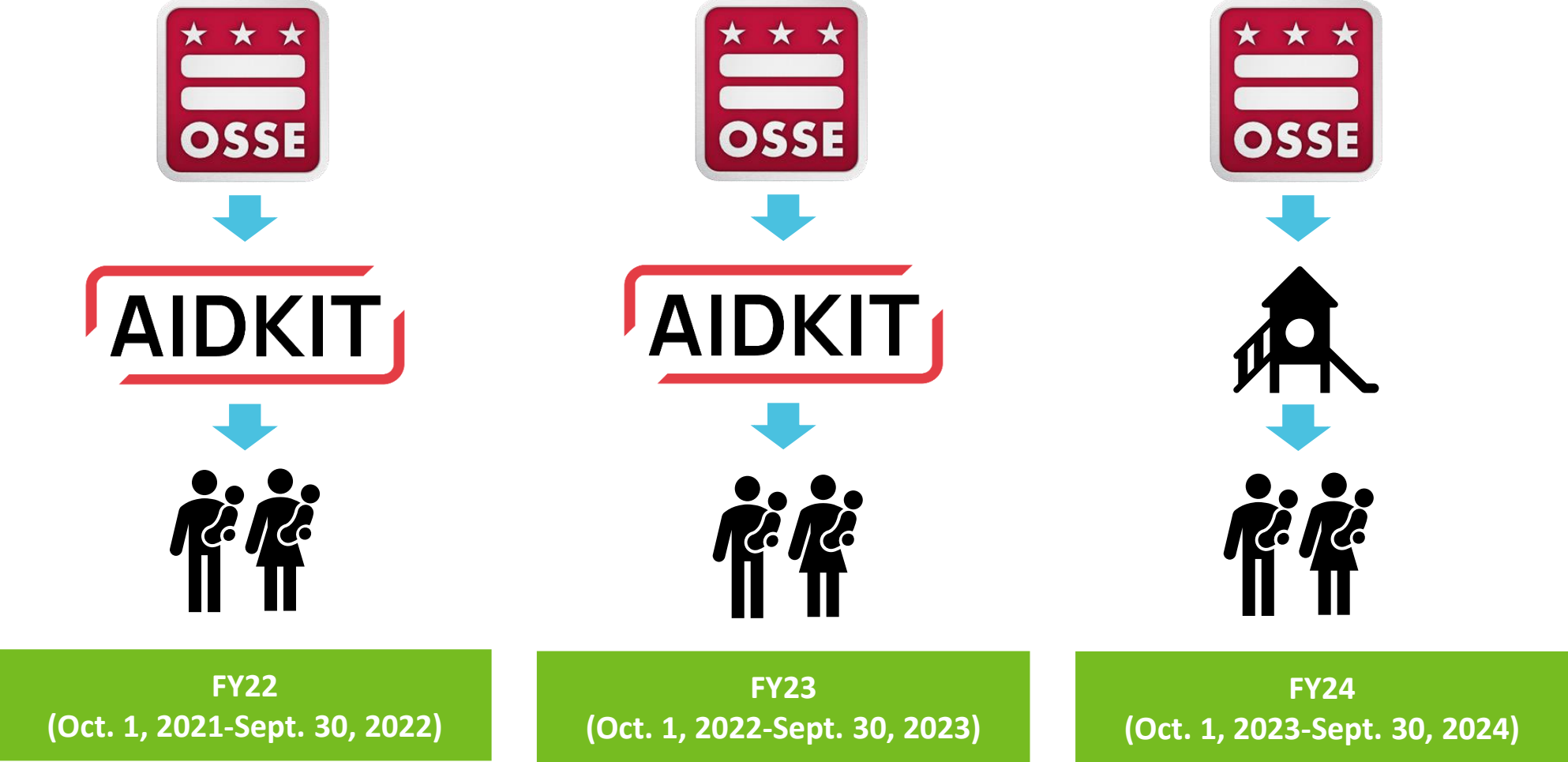
# How Supplemental Payments Will Work in FY23

*How do newly hired/newly eligible early childhood educators get supplemental payments?*





# Early childhood educators will receive increased pay through their employers starting in FY24



# Q&A

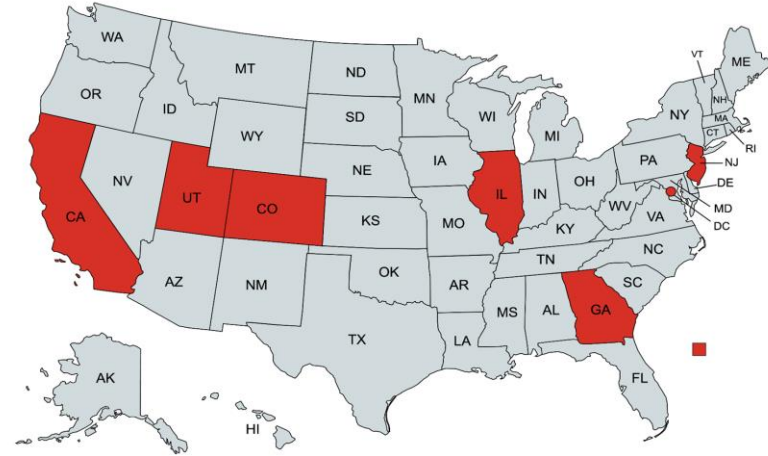


# Nuts & Bolts: Applying for a Supplemental Payment



# Programs Served by AidKit

- Left Behind Workers Fund Direct Cash Aid
- Left Behind Workers Fund Rental Aid
- Mile High United Way Direct Aid for Child Care Providers
- Utah Left Behind Workers Fund Direct Cash
- Adams County Low Income COVID Positive Aid
- Adams County Vaccine Equity Fund
- Miracle Money
- Grand Lake Business Relief Fund
- Denver Basic Income Project



- Excluded New Jerseyans Fund
- In Her Hands Guaranteed Income Project
- Refugee Cash Assistance Colorado
- Chicago Resilient Communities
- **DC Early Childhood Educators Pay Equity Fund**



# Closed-Loop Integrated System

Scalable and vertically integrated infrastructure for end-to-end tracking



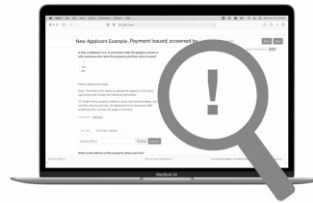
# Balancing Inclusion with Integrity

Inclusion



Ensures cash assistance reaches people who are typically excluded

Integrity



Integrated fraud protection and real-time validation

Foundation of Trust

# Application Deadlines by Quarter

Quarterly Payment Distribution Month	Must be employed on or before	Application Deadline
December 2022	Nov. 1, 2022	Nov. 15, 2022
March 2023	Feb. 1, 2023	Feb. 15, 2023
June 2023	May 1, 2023	May 15, 2023
September 2023	Aug. 1, 2023	Aug. 15, 2023

- The application portal for FY23 payments opened on Nov. 1, 2022 and will remain open through Aug. 15, 2023. Eligible early childhood educators who were hired or transitioned to an eligible Staff Type between May 16, 2022 and Nov. 1, 2022 must complete the application by Nov. 15, 2022 in order to receive a payment in quarter one.
- Early childhood educators hired after Nov. 15, 2022 are encouraged to complete the supplemental payment application as part of their onboarding when they complete other new staff paperwork.
- Once an eligible early childhood educator has been approved for any FY23 supplemental payment, they do not need to complete additional applications, but will automatically receive remaining FY23 quarterly payments as long as they remain employed in an eligible Staff Type in a child development facility licensed by OSSE.



# How to Apply

- Two methods to submit an application:
  - Invite link: AidKit will send an invite link (via text and/or email) to newly hired and newly eligible early childhood educators in the OSSE licensing database prior to the application deadline for each quarter.
    - Note: The email notification that includes the link will be sent from **outreach@ecepayequity.aidkit.org**
  - OSSE website: The application link is hosted at [www.osse.dc.gov/ecepayequity](http://www.osse.dc.gov/ecepayequity).
- The application can be completed using a computer or a mobile device.
- The application is available in English, Amharic and Spanish.





# How to Access the Application in Different Languages

OSSE GOVERNMENT OF THE DISTRICT OF COLUMBIA MURIEL BOWSER, MAYOR Program Overview

English

Español

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STEP 1 Program Overview

STEP 2 About You

STEP 3 Demographics

STEP 4 Employment

STEP 5 Verification

STEP 8 Final Review

OSSE GOVERNMENT OF THE DISTRICT OF COLUMBIA MURIEL BOWSER, MAYOR Reseña del programa

English

Español

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PASO 2

PASO 3 Demográfica

PASO 4 Empleo

PASO 5 Verificación

PASO 6

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English

Español

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# Required Documents

- Government-issued photo ID (US or foreign)
  - Note: Expired IDs are accepted
- Selfie
- Child development facility license number
- Bank payment information if you prefer to receive your payment via direct bank deposit (name on bank account/account number/routing number)
- Social Security Number (SSN)/Individual Taxpayer Identification Number (ITIN)
- A complete and signed W-9 form (a link to the form is provided in the application)



# Application Demo

The screenshot shows a web application interface for the 'Program Overview' page. At the top, there is a header with the DC Government logo and the name 'MURIEL BOWSER, MAYOR'. A navigation bar contains eight steps: STEP 1 Program Overview (active), STEP 2 About You, STEP 3 Demographics, STEP 4 Employment, STEP 5 Verification, STEP 6 Payment, STEP 7 W-9 Form, and STEP 8 Final Review. The main content area features a heading 'Early Childhood Educator Pay Equity Fund Application' with a sub-heading '1'. Below the heading is a welcome message and a detailed paragraph explaining the fund's purpose and distribution schedule. Two additional paragraphs provide information about payment amounts and restrictions on fund use.

**Program Overview**

STEP 1 Program Overview | STEP 2 About You | STEP 3 Demographics | STEP 4 Employment | STEP 5 Verification | STEP 6 Payment | STEP 7 W-9 Form | STEP 8 Final Review

## 1 Early Childhood Educator Pay Equity Fund Application

Welcome! Thank you for your interest in the [Early Childhood Educator Pay Equity Fund](#). The fund supports pay parity for early childhood educators working in the District following the recommendations of the [Early Childhood Educator Equitable Compensation Task Force](#). In fiscal year 2022 (FY22), the Office of the State Superintendent of Education (OSSE) worked with AidKit, a social impact company specializing in administering efficient and secure direct cash aid programs at scale, to administer the Early Childhood Educator Pay Equity Fund. In FY23, OSSE and AidKit will continue to distribute supplemental payments directly to early childhood educators. Funds will be distributed in four quarterly payments. Quarterly payments will be distributed in December 2022, March 2023, June 2023 and September 2023. Early childhood educators who meet the eligibility criteria at the time a quarterly payment is distributed will receive a payment for that quarter.

The payment amount an eligible early childhood educator may receive is based on the employee's "Staff Type" listed in the Division of Early Learning Licensing Tool (DELLT) and full- or part-time employment status, as reported in the supplemental payment application.

There are no restrictions on how recipients spend the money. Early childhood educators may decide how to use their payment to best meet their financial needs and goals. Please note, supplemental payments are subject to both state and federal taxes. AidKit will provide early childhood educators who receive funds documentation to submit in their 2022 and/or 2023 taxes. State and federal taxes will not be withheld from quarterly supplemental payments. Early childhood educators who receive a supplemental payment may wish to consult with an accountant or other tax expert, and/or to save a portion of funds received to cover potential future tax liabilities.

# What Happens After I Submit My Application?

- After you submit your application, you will receive a confirmation text and/or email.
- AidKit will review your application for completeness and to verify your eligibility.
  - If AidKit is able to verify your information, we will notify you that your application has been approved for payment.
  - Applicants whose information cannot be verified in the licensing database will receive additional information on what to do next through the application process.
- In general, quarterly payments will be distributed to approved applicants after the 15th day and no later than the last day of the month in which they are distributed.



# Technical Assistance

- Applicant support specialists are available to support you during any stage of the application process. There are two options to request support:
  - Email: [support@ecepayequity.aidkit.org](mailto:support@ecepayequity.aidkit.org)
  - Phone: call **(202) 831-9298** and leave a voicemail
    - Please provide your name, contact information and details about the assistance you need when requesting support. Please note, all calls go directly to voicemail and your call will be returned in the order in which it was received.
- Support specialists are equipped to provide support in multiple languages, including English, Spanish and Amharic.



# Q&A



# Closing & Next Steps



# Next Steps

1. Gather the following information so you're prepared to complete your application:
  - a. Government issued-photo ID
  - b. Headshot/selfie
  - c. Child development facility license number
  - d. Payment information (e.g., banking information if you'd like to receive your supplemental payment via direct bank deposit)
  - e. SSN or ITIN
  
2. Visit the Early Childhood Educator Pay Equity Fund webpage to find a link to the application:  
[www.osse.dc.gov/ecepayequity](http://www.osse.dc.gov/ecepayequity)
  
3. Send questions or request support:
  - a. Email: [support@ecepayequity.aidkit.org](mailto:support@ecepayequity.aidkit.org)
  - b. Phone: call (202) 831-9298 and leave a voicemail
  
4. Complete and submit your application!





Thank you for  
attending today's  
information  
session!

For more information on the Early Childhood Educator Pay Equity Fund and to locate the application, please visit:

[www.osse.dc.gov/ecepayequity](http://www.osse.dc.gov/ecepayequity).

Resources:

- [Application check list](#)
- [Eligibility and payment policy](#)
- [Frequently Asked Questions](#)

For questions about the Early Childhood Educator Pay Equity Fund, please email

[OSSE.DELCommunications@dc.gov](mailto:OSSE.DELCommunications@dc.gov).