



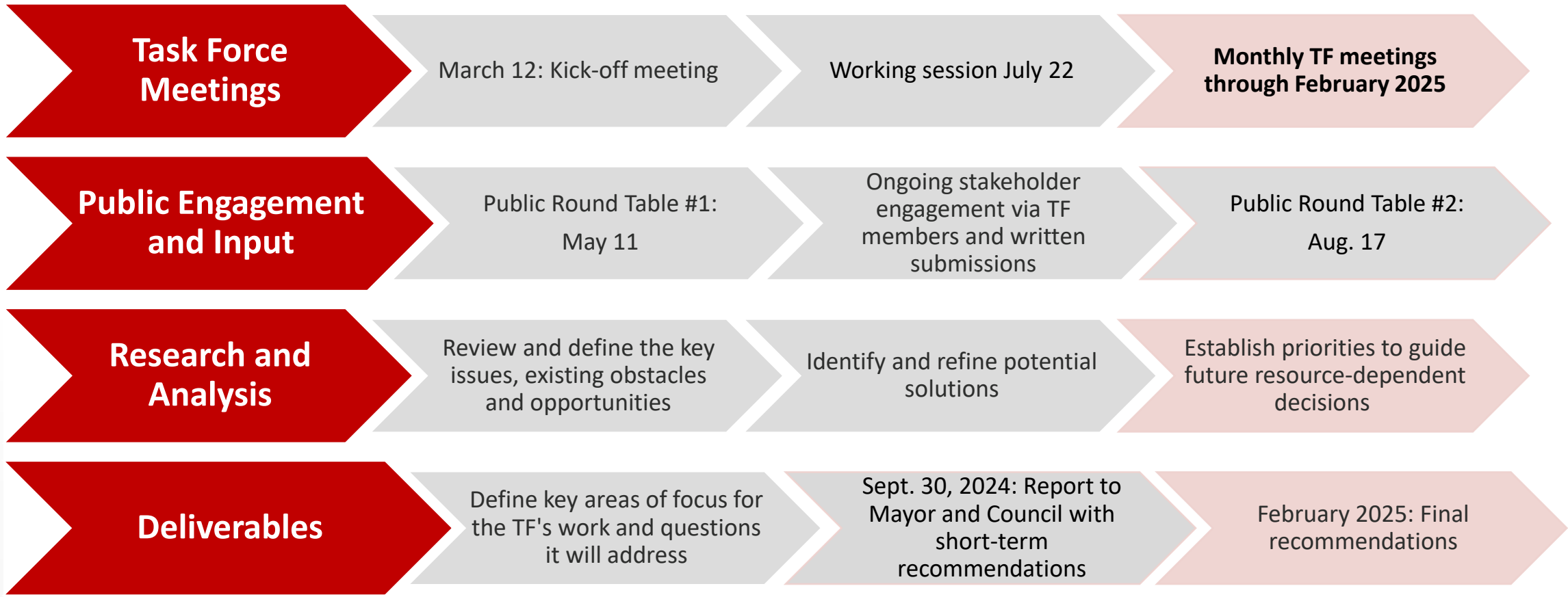
## Early Childhood Educator Pay Equity Fund Task Force

*Meeting # 7  
Oct. 1, 2024*

# Tonight's Agenda

- Review Task Force progress and timeline
- Provide update on yesterday's report submission and next steps
- Preview and discuss the Office of the State Superintendent of Education's (OSSE's) approach to communication regarding changes to the Pay Equity Fund (PEF)
- Review and prioritize outstanding issues for Task Force discussion

# We have completed a major milestone for the Task Force’s work, with another four months to complete the remainder



# 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 and  
reaffirmed in  
March 2024**



## The Task Force submitted its report to the Mayor and DC Council, fulfilling its charge laid out in the Budget Support Act (BSA)

- The report:
  - Proposes a new compensation scale that takes into account compensation and benefits of employees of DC Public Schools (DCPS) and public charter schools who teach pre-K and kindergarten
  - Makes additional recommendations regarding allocation of monies available in the fund
  - Makes recommendations for limiting fiscal pressures on the Early Childhood Educator Pay Equity Fund through fiscal year 2028 (FY28)

## Since the last Task Force meeting, additional input from TF members and OSSE data informed several key recommendations in the final report

### Tweaks to formula adjustment factors

Additional data refinements allowed for small upward adjustments in elements of the proposed funding formula.

### Future cost control mechanisms

Task Force members weighed in on the options for addressing future spending pressures.

### Importance of communication

The most common additional feedback from Task Force members was regarding the critical importance of proactive, timely and clear communication with providers and educators who will be affected by changes.

Element	Current Formula	Proposed Formula
Base Award	<ul style="list-style-type: none"> <li>Fixed base amount by role and credential based on former OSSE licensing regulations</li> <li>All teachers and assistant teachers eligible</li> </ul>	<ul style="list-style-type: none"> <li>Fixed base amount by role and credential, <b>adjusted by part-time vs. full time educator</b></li> <li>All teachers and assistant teachers <b>with at least a CDA</b> are eligible</li> <li><b>Align PEF credential requirements with current OSSE licensing regulations</b></li> </ul>
Administrative Enhancement	15% of Base Award; all providers eligible	<ul style="list-style-type: none"> <li><b>Reduce to 12%†</b> of Base Award</li> <li><b>Limit eligibility limited to providers charging tuition below 90<sup>th</sup> percentile of market rates</b></li> </ul>
Subsidy Equity Adjustment	Subsidy enrollment as percent of total licensed capacity * Base Award * 60%	<b>Increase factor to 80%†</b>
Infant/Toddler Equity Adjustment	NA	<b>Infant/toddler capacity as percent of total licensed capacity * Base Award * 15%† (limit eligibility to providers charging tuition below 90<sup>th</sup> percentile of market rates)</b>
CDH/X Equity Adjustment	NA	<b>30%† of Base Award. All CDHs and CDXs eligible.</b>
FY 24 Supplement	Additional 30% of Base + Admin Enh + Equity Adjustment	<b>Eliminate</b>
School-year only programs	NA	<b>Rightsize awards for programs that operate only during the school year (-25%)†</b>



†Each of these recommended adjustment factors reflects current modeling.

As OSSE continues to refine the model in response to changing data, some of these may require minor modifications - up or down.

# Given potential long-term fiscal pressures on the fund, it may also be necessary to include automatic cost controls

## Automatic across the board reduction in required minimum salaries

- **What this would look like:** If projected costs for the fund in a given year (based on expenditures in the preceding two quarters) would exceed available revenues, OSSE will automatically implement an across-the-board reduction in required minimum salaries at the level needed to eliminate any projected shortfall for the next four quarters. If at a future point in time projected costs based on two quarters show an anticipated surplus for the coming year, the reduction could be partially or fully restored.

## Waitlist for new providers to opt into Early Childhood Educator Pay Equity Fund

- **What this would look like:** If projected costs for the fund in a given year (based on expenditures in the preceding two quarters) would exceed available revenues, OSSE would impose a waitlist for new providers to enter the program. Under the waitlist, new providers would be able to join the program only when another provider exited (e.g., due to acquisition or closure).
- **Prioritization:** OSSE would establish prioritization criteria for new providers on the waitlist:
  - Providers acquiring facilities already participating in the fund from another provider
  - Providers serving infants and toddlers
  - Providers that accept child care subsidies
  - Providers located in geographic areas with identified shortages of quality child care



# Next steps following report submission

- **This week:** DC Council staff works to translate relevant recommendations into draft legislative language, removing outdated provisions in the code. The budget office also completes a fiscal impact statement (FIS).
- **Oct. 10:** Council Chair circulates draft emergency legislation
- **Oct. 15:** Council votes on emergency legislation at regularly scheduled meeting
- Assuming it passes the DC Council, the Mayor then has 10 days to sign, upon which (barring a veto), it becomes law.
- At some point before the 90-day emergency period expires, the DC Council will need to enact legislation on a permanent basis



## **Approach to communication about the PEF moving forward**

*OSSE engagement with providers and educators*

# OSSE uses a variety of communications channels to share and receive information from child care providers and educators

- Press releases
- OSSE Website
- DC Early Childhood Stakeholder Calls
- DEL newsletter
- Licensing newsletter (*sent to all licensed child care providers*)
- Direct email announcements
- Virtual 1:1 meetings
- Policy documents
- Step-by-step guides and resources

# What OSSE has shared with the early learning community about FY25 to date

## About the task force

- [Task force](#) would [reconvene](#) and role in informing Pay Equity Fund
- Monthly meeting schedule and links to attend
- How to share feedback during virtual public roundtables

## About the FY25 BSA

- The DC Council passed the FY25 BSA, allocating \$70 million for the Pay Equity Fund
- Task force must submit report to Mayor and DC Council with recommendations by Sept. 30, 2024

## About FY25

- OSSE will extend and modify the FY24 Provider Agreement through FY25 and provided instructions for completing extension process
- Opt-in process open to new providers for FY25
- Key deadlines for FY25 (application submissions, DELLT updates, etc.)
- FY25 funding formula and minimum salaries are not yet established; and providers may choose to opt out before the first quarterly payment

# How OSSE will support *child care providers* in the coming months to understand program updates

OSSE will support DC child care providers to understand the updated CDF payroll funding formula, minimum salaries, waiver policy and application process, and program deadlines through robust outreach and technical assistance opportunities.

## Virtual information sessions

- In-depth explanation of CDF payroll funding formula and minimum salaries
- Detail waiver process
- Explain award statement
- Direct providers to available supports (e.g., guides, virtual office hours, DC Shared Businesses Services Alliance [DC SSBA])

### FY24 Examples:

- September 2023 [recording](#) and [PPT](#)
- February 2024 [recording](#) and [PPT](#)

## Guides and FAQs

- Detailed breakdown of CDF payroll funding formula, how to determine an educator’s minimum salary, how staffing changes impact award calculations, how to access and understand quarterly award statements
- Answers to questions frequently asked by child care providers

### FY24 Examples (will updated for FY25):

- [CDF Payroll Funding Formula Guide](#)
- [FAQ for Child Development Facility Leaders](#)

## Direct emails

- Announcements sent on an as-needed basis to keep child care providers informed of program updates, available supports and pertinent deadlines

### FY24 Example:

- Reminders about deadlines to update staff records in DELLT
- Notifications award statements are available in DELLT

# How OSSE will support *child care providers* in the coming months to understand program updates (cont.)

## Virtual office hours

- Opportunity for child care providers to meet 1:1 with OSSE to ask questions

### FY24 Example:

- Appointments offered in 30-minute slots on Wednesdays and Thursdays
- Child care providers can book completely online and receive automated meeting reminders

## Reminders in standing calls and newsletters

- Reminders during existing meetings like the month DC Early Childhood Stakeholder Calls and bi-monthly DEL newsletter

### FY24 Examples:

- September 2024 [call notes](#)
- June 2024 [DEL newsletter](#)

## Leverage stakeholder groups

- Notify DC early learning stakeholders of key program updates and ask for their help spreading the word to their constituencies

### FY24 Example:

- Updates sent directly to DC Action, SPACES in Action, Director's Exchange, Multicultural Spanish Speaking Providers Association (MSSPA), DC Family Child Care Association (DCFCCA), DC Early Learning Collaborative (DCELC), DC Association for the Education of Young Children (DCAEYC), etc.

# How OSSE will support *early childhood educators* in the coming months to understand program updates

OSSE will support early childhood educators to understand the minimum salaries for FY25, what it means if their employer has a waiver and where to direct questions or complaints about their pay.

Virtual information sessions	Direct emails	FAQs	Reminders in standing calls and newsletters	Leverage stakeholder groups
<ul style="list-style-type: none"> <li>In-depth explanation of minimum salaries and credential criteria</li> <li>Detail what waivers mean for educators</li> <li>Detail how educators will receive funds</li> <li>Provide instructions for where to seek support</li> </ul>	<ul style="list-style-type: none"> <li>Announcements sent on an as-needed basis to keep early childhood educators informed of minimum salary requirements</li> <li>Provide instructions for where to seek support</li> </ul>	<ul style="list-style-type: none"> <li>Answers to questions frequently asked by early childhood educators providers</li> <li>Explanation of what it means if your employer has a waiver</li> </ul>	<ul style="list-style-type: none"> <li>Reminders during existing meetings like the month DC Early Childhood Stakeholder Calls and bi-monthly DEL newsletter</li> </ul>	<ul style="list-style-type: none"> <li>Notify DC early learning stakeholders of key program updates and ask for their help spreading the word to their constituencies</li> </ul>
<p><b>FY24 Examples:</b></p> <ul style="list-style-type: none"> <li>August 2023 <a href="#">recording</a> and <a href="#">PPT</a></li> </ul>	<p><b>FY24 Examples:</b></p> <ul style="list-style-type: none"> <li>Post-information session <a href="#">email</a></li> </ul>	<p><b>FY24 Example:</b></p> <ul style="list-style-type: none"> <li><a href="#">FAQ for Early Childhood Educators</a></li> <li><a href="#">What Early Childhood Educators Need to Know About Waivers</a></li> </ul>	<p><b>FY24 Examples:</b></p> <ul style="list-style-type: none"> <li>September 2024 <a href="#">call notes</a></li> <li>June 2024 <a href="#">DEL newsletter</a></li> </ul>	<p><b>FY24 Examples:</b></p> <ul style="list-style-type: none"> <li>Updates sent directly to DC Action, SPACEs in Action, Director’s Exchange, MSSPA, DCFCCA, DCELC, DCAEYC, etc.</li> </ul>



# Anticipated timeline for outreach

## October/November 2024

- Send emails to providers, educators and stakeholders with information on CDF payroll funding formula and minimum salaries for FY25
- Host virtual information session for providers
- Share updates during DC Early Childhood Stakeholder Calls and in newsletters
- Host virtual office hours for providers
- Publish and share resources for providers (e.g., FAQ, CDF funding formula guide, etc.)

## December 2024

- Host virtual information sessions for early childhood educators
- Publish and share resources for educators (e.g., FAQ, waiver guidance)
- Share updates during DC Early Childhood Stakeholder Calls and in newsletters
- Host virtual office hours for providers

*\*Timeline dependent on when DC Council considers legislation*



# How OSSE will continue to collect feedback on the Pay Equity Fund

- Members of DC early learning community can provide feedback to OSSE by emailing [OSSE.ECEPayEquity@dc.gov](mailto:OSSE.ECEPayEquity@dc.gov).
- Questions related to staff records or updates should be sent to [OSSE.ChildCareLicensing@dc.gov](mailto:OSSE.ChildCareLicensing@dc.gov).
- OSSE will establish an online form that members of the DC early learning community can also use to submit feedback.
- OSSE is continuing to work with the Urban Institute to garner feedback from child care facility leaders and educators on perceptions of program implementation and impact through annual surveys, interviews and focus groups.

OSSE will use feedback to inform outreach efforts and technical assistance supports for child care providers and early childhood educators.

# Outstanding Issues for Task Force Discussion (October 2024 – February 2025)

- Explore potential additional strategies/data points for better assessing and aligning provider awards with actual need to meet minimum salary requirements in the future.
  - Other provider characteristics (e.g., Pre-K Enhancement and Expansion Program [PKEEP] participation, employer sponsorship)
  - Specific needs of growing programs and child development homes
  - Options for broader rethinking of formula/mechanisms in the future
- Review understandings of "parity" and "equity" in implementation of the fund.
- Outline long-term vision and prioritization if additional funds are available in the future.
- Provide feedback/input on OSSE implementation, including communication with providers and educators.

## What is missing or needs clarification?