



PAY EQUITY FUNDS FOR DC EARLY CHILDHOOD EDUCATORS

Early childhood educators in the District's child development facilities play a crucial role in supporting young children's learning and development. The [Early Childhood Educator Equitable Compensation Task Force Temporary Amendment Act](#) authorized the Office of the State Superintendent of Education (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](#). OSSE will work with an intermediary partner to distribute one-time supplemental payments directly to eligible child care workers for fiscal year 2022 (FY22).

WHO IS ELIGIBLE TO RECEIVE PAY EQUITY FUNDS?

Child development center teachers, assistant teachers, and home and expanded home providers and associate caregivers employed in licensed facilities in the District and working with children birth to age 5 will be eligible to receive a one-time supplemental payment. The amount an individual receives through the pay equity program will depend on their position but will typically range between \$10,000 and \$14,000. Additional details on eligibility criteria, including considerations for part-time staff and dates on or by which individuals must be employed in a child development facility to qualify for funds will be shared in spring 2022.

Child development facilities that participate in the Pre-K Enhancement and Expansion Program (PKEEP) are required to pay PKEEP teachers at parity with DC Public Schools (DCPS) teachers. Therefore, PKEEP lead teachers are not eligible to participate in the pay equity program. Pre-K teachers in public and public charter schools in the District are not included in the pay equity program.

HOW DO I APPLY FOR PAY EQUITY FUNDS?

Eligible early childhood educators will need to apply to verify eligibility and provide information necessary to process payments. Because OSSE is currently working to implement the pay equity program for FY22, the application process has not yet launched. Child development facilities do not need to apply for funding but may need to provide additional information to OSSE or the intermediary selected to administer the pay equity program to enable their staff to receive funds. More information on how to access funds will be shared with the early care and learning community in the coming months. OSSE anticipates applications will be made available in late summer 2022. Updates will be shared via email and during Bi-Weekly DC Early Childhood Stakeholder Calls. Interested individuals are encouraged to [sign-up for the Division of Early Learning mailing list](#) to stay up to date on the latest announcements.

QUESTIONS?

For questions related to the pay equity program, please email OSSE.DELCommunications@dc.gov.