



EARLY CHILDHOOD EDUCATOR PAY EQUITY FUND

Fiscal Year 2024 (FY24) Waivers for Child Development Facilities

What Early Childhood Educators Need to Know

The [Early Childhood Educator Pay Equity Fund](#) is a special fund of the District of Columbia Government that supports child development facilities to increase compensation of their staff.

Child development facilities that participate in the Early Childhood Educator Pay Equity Fund receive funds from the Office of the State Superintendent of Education (OSSE) on a quarterly basis.

Participating facilities are required to pay eligible staff, based on their role and highest credential, salaries that meet or exceed the [minimum salaries](#) established by OSSE for the Early Childhood Educator Pay Equity Fund. The funds a child development facility receives each quarter are meant to help the facility reach the minimum salary requirements for eligible staff.

Why are waivers being offered?

Some child development facilities may not be able to pay all their eligible staff the required minimum salaries even with financial support from the Early Childhood Educator Pay Equity Fund. To support as many child development facilities as possible to participate in the Early Childhood Educator Pay Equity Fund and use the funding to increase their staff's pay, OSSE established a waiver for FY24. A child development facility that is approved for a waiver receives funds from the Early Childhood Educator Pay Equity Fund at the same level it would receive without a waiver and is expected to use those funds to increase pay for staff to the maximum extent possible within the facility's resources. However, the facility is not penalized or found out of compliance if it does not pay all eligible staff at least the minimum salaries specified by OSSE.

How does a child development facility get a waiver?

To be approved for a waiver of the minimum salary requirements, a child development facility must submit an application to OSSE. The application must include evidence that the business lacks sufficient resources to meet the minimum salaries for all eligible staff.

My employer was approved for a waiver. What does this mean for me?

If a child development facility is approved for a waiver, the facility is not required to pay eligible staff the minimum salaries. However, the facility **must** pay eligible teachers and assistant teachers salaries or wages that are higher than those paid on Sept. 30, 2023. Facilities with approved waivers must use all funds received from the program to:

- Increase salaries or wages for eligible teachers and assistant teachers;
- Cover taxes and mandatory benefits associated with higher salaries or wages; and/or
- Provide health or other discretionary benefits for staff.

The child development facility will also be required to provide information to OSSE about how they spent the funds they receive from the program. OSSE will monitor the provider's compliance with waiver requirements, including the requirement to pay eligible staff higher wages than those paid on Sept. 30, 2023 and use funds received from the program only for authorized purposes.

Questions?

If have questions about the waiver process or requirements, please contact OSSE.ECEPayEquity@dc.gov.