



EARLY CHILDHOOD EDUCATOR PAY EQUITY FUND

What Early Childhood Educators Need to Know About Minimum Salary Requirement Waivers

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

Providers 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 providers 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 provider receives each quarter are meant to help the provider reach the minimum salary requirements for eligible staff at all participating facilities.

Why are waivers being offered?

Some child care providers 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 providers as possible to participate in the Early Childhood Educator Pay Equity Fund and use the funding to increase their staff's pay, OSSE offers a waiver. A provider 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 provider's resources. However, the provider 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 care provider get a waiver?

To be approved for a waiver of the minimum salary requirements, a provider 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 care provider is approved for a waiver, the provider is not required to pay eligible staff the minimum salaries. Providers with approved waivers must use all funds received from the program to:

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

OSSE will monitor the provider's compliance with waiver requirements, including the requirement to pay eligible staff at least the salaries or wages in the salary scale submitted by the provider and approved by OSSE and use funds received from the program only for authorized purposes. For a list of providers participating in the Early Childhood Educator Pay Equity Fund with an approved waiver, please visit this [site](#).

Where can I find information on the salary or wage my employer is required to pay me?

Educators should ask their employer to provide the salary scale that was approved by OSSE.

Questions?

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