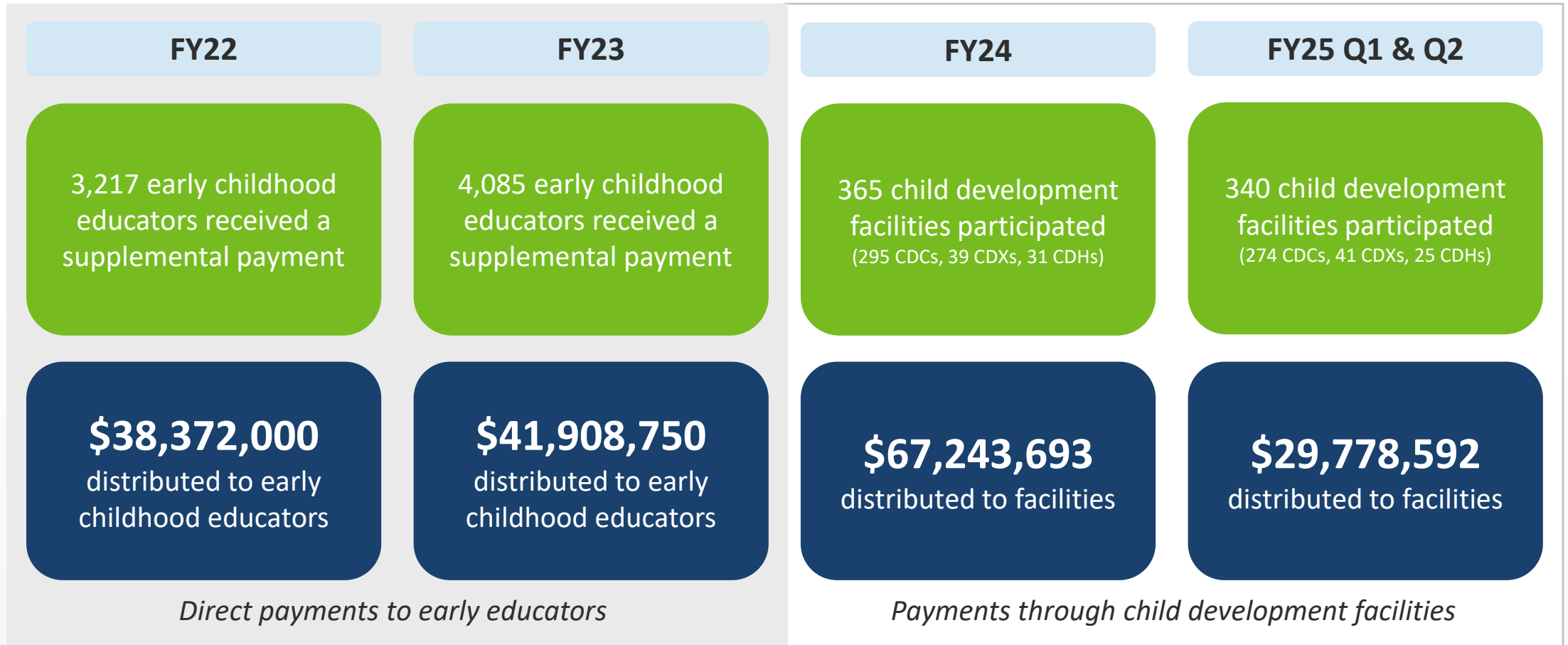




# Early Childhood Educator Pay Equity Fund

*Fiscal Year 2025 (FY25) Quarter 1 (Q1) and Quarter 2 (Q2) Data  
Summary*

# To date, the Office of the State Superintendent of Education (OSSE) has distributed more than \$177 million to boost early educator pay

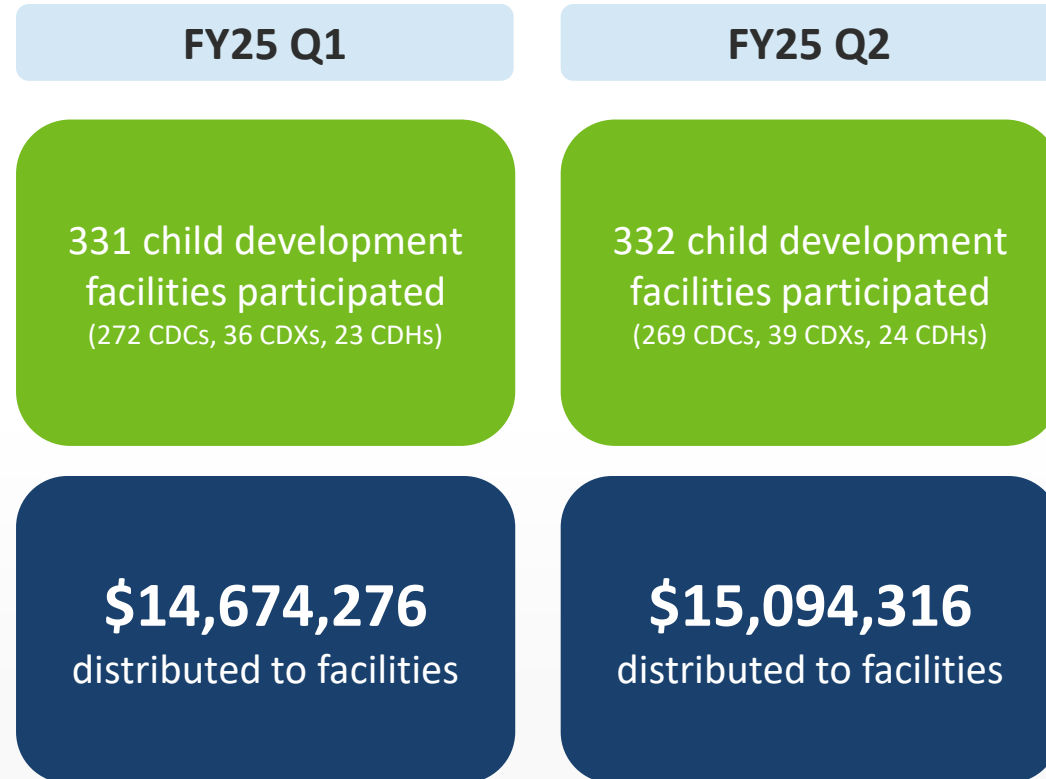


# In FY24, OSSE distributed more than \$67 million to child development facilities

FY24 Q1	FY24 Q2	FY24 Q3	FY24 Q4
319 child development facilities participated (265 CDCs, 32 CDXs, 22 CDHs)	341 child development facilities participated (278 CDCs, 36 CDXs, 27 CDHs)	343 child development facilities participated (278 CDCs, 39 CDXs, 27 CDHs)	339 child development facilities participated (274 CDCs, 37 CDXs, 28 CDHs)
<b>\$13,913,713</b> distributed to facilities	<b>\$17,223,023</b> distributed to facilities	<b>\$17,941,481</b> distributed to facilities	<b>\$18,165,477</b> distributed to facilities



# In FY25 to date, OSSE has distributed more than \$29 million to child development facilities

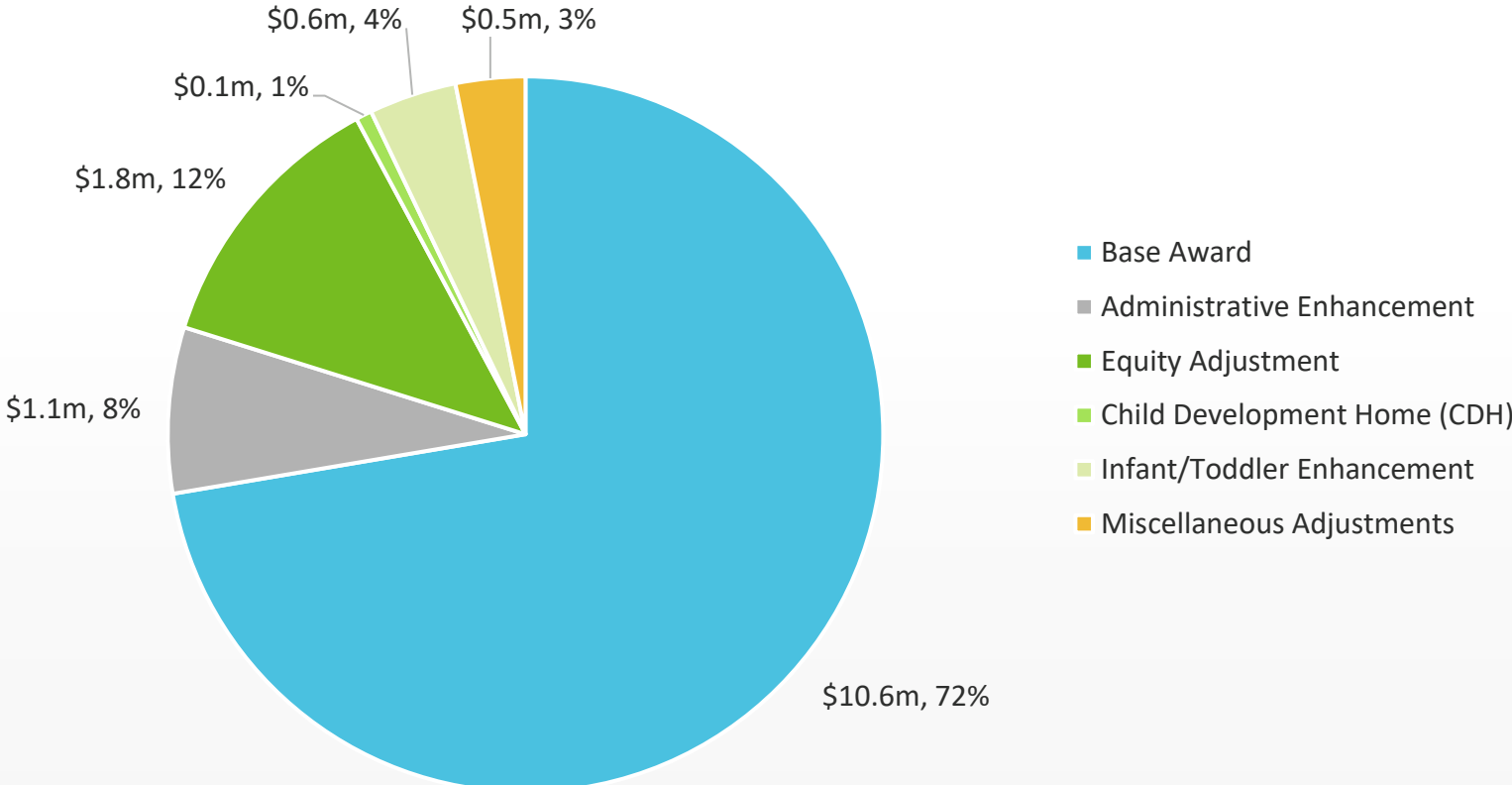




Q1 Data

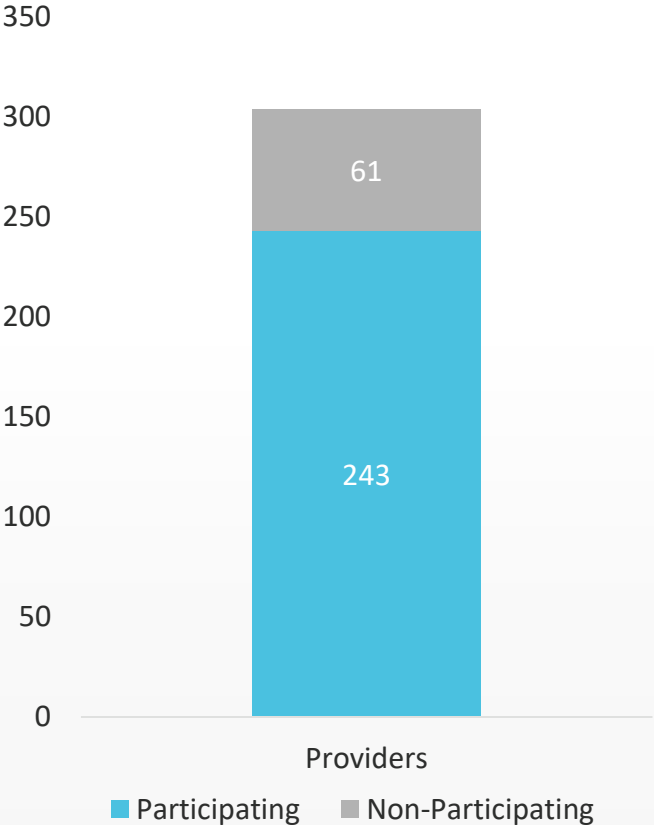
# In December 2024, OSSE distributed \$14,674,272 to child development facilities

Distribution of FY25 Q1 awards by [CDF Payroll Funding Formula](#) components

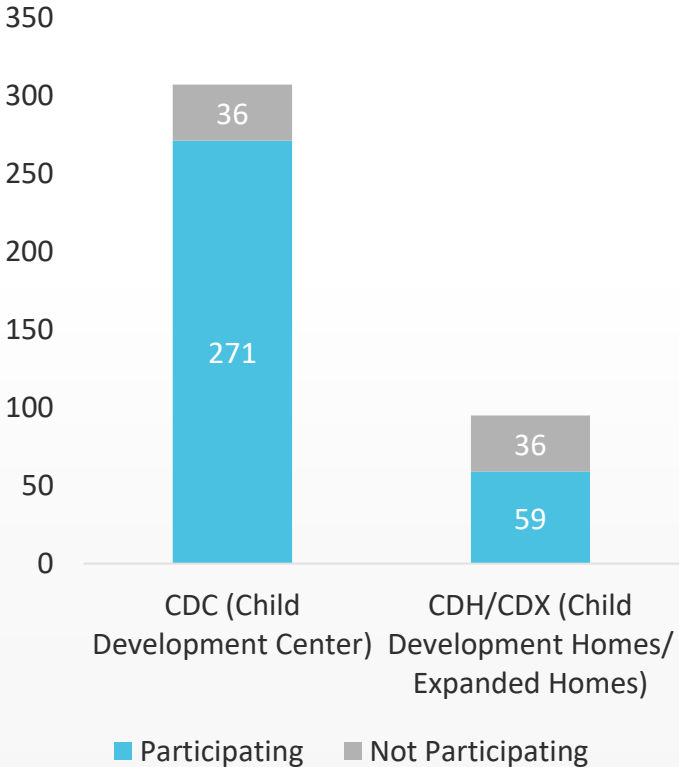


# 243 child care providers participated in FY25 Q1

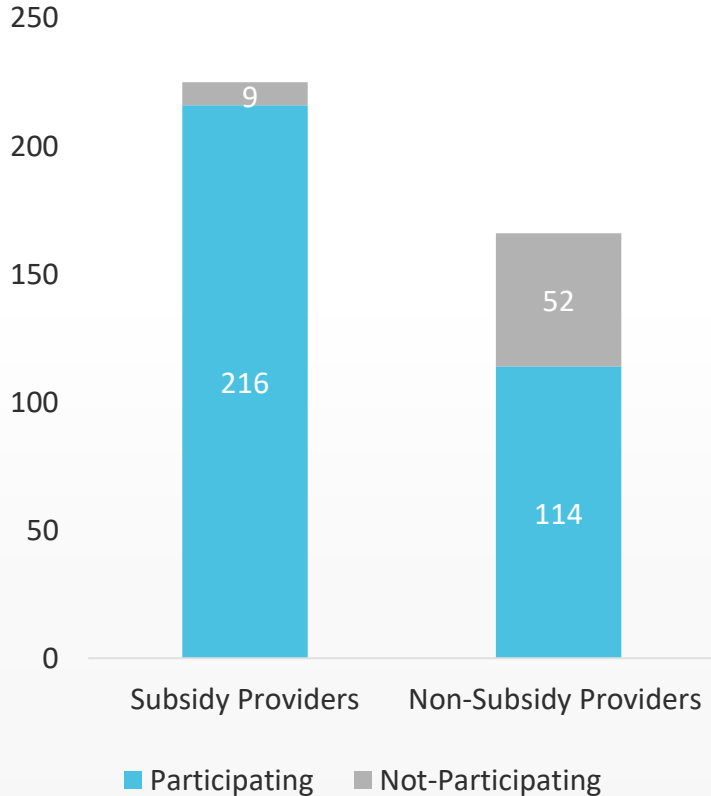
Number of participating vs. non-participating eligible providers in the Pay Equity Fund as of Jan. 30, 2024



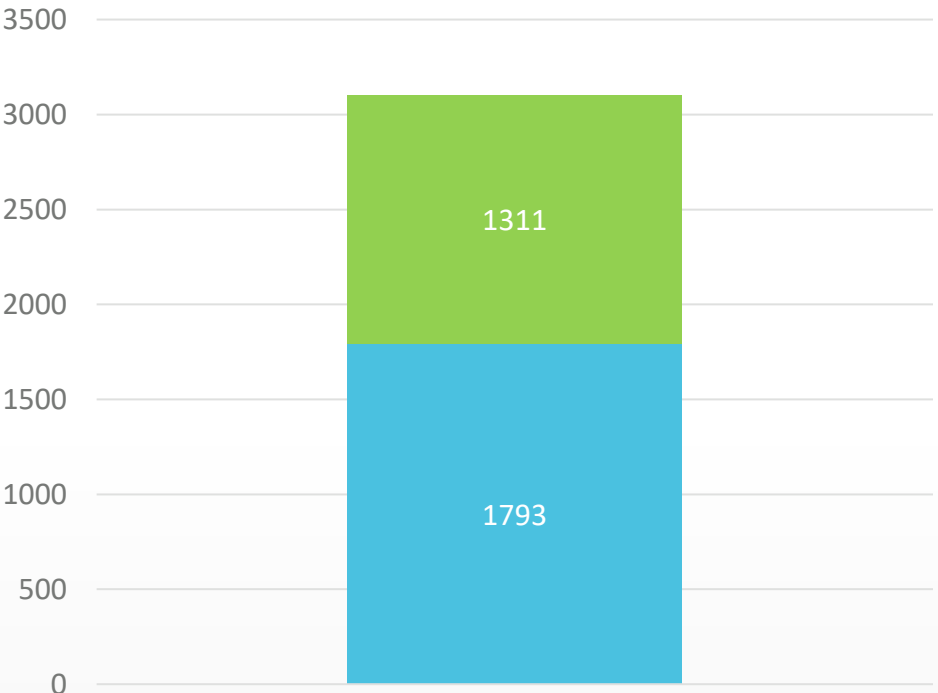
Number of participating vs. non-participating eligible facilities in the Pay Equity Fund by facility type as of Jan. 30, 2024



Number of participating vs. non-participating eligible facilities in the Pay Equity Fund by subsidy status as of Jan. 30, 2024

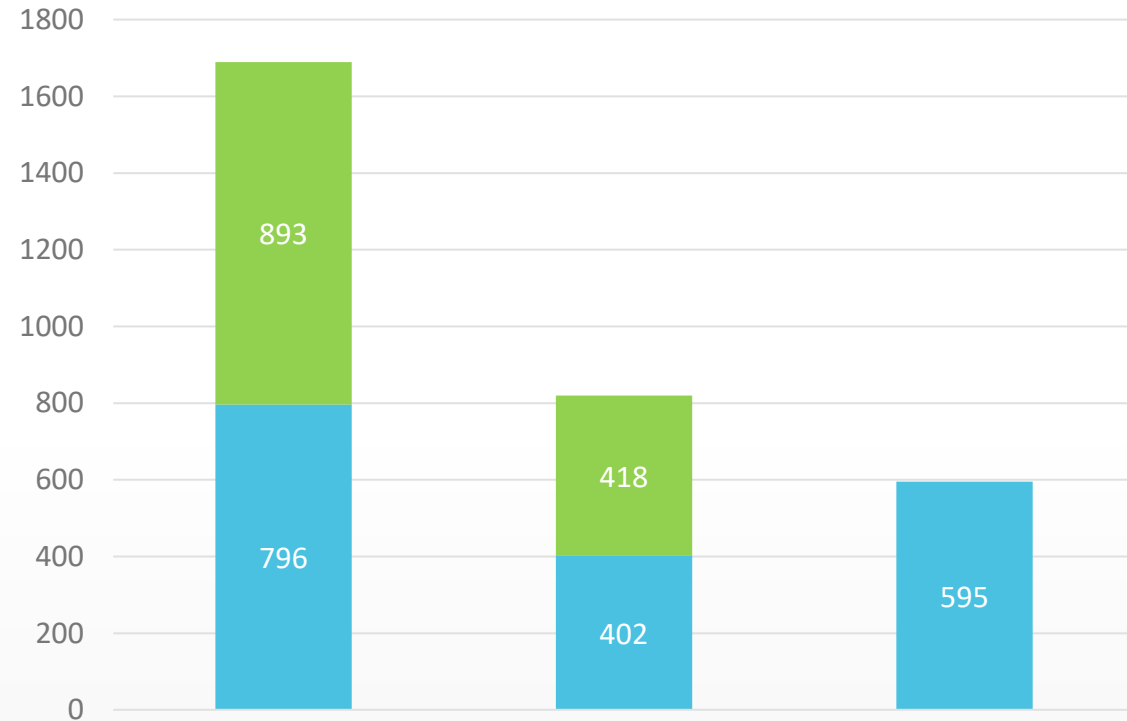


# 3,104 early educators were included in facility awards in FY25 Q1



Number of Educators

- Assistant Teacher/Associate Home Caregiver
- Lead Teacher/Home Caregiver/Expanded Home Caregiver



CDA or equivalent    AA or equivalent    BA in ECE (or higher)

- Assistant Teacher/Associate Home Caregiver
- Lead Teacher/Home Caregiver/Expanded Home Caregiver

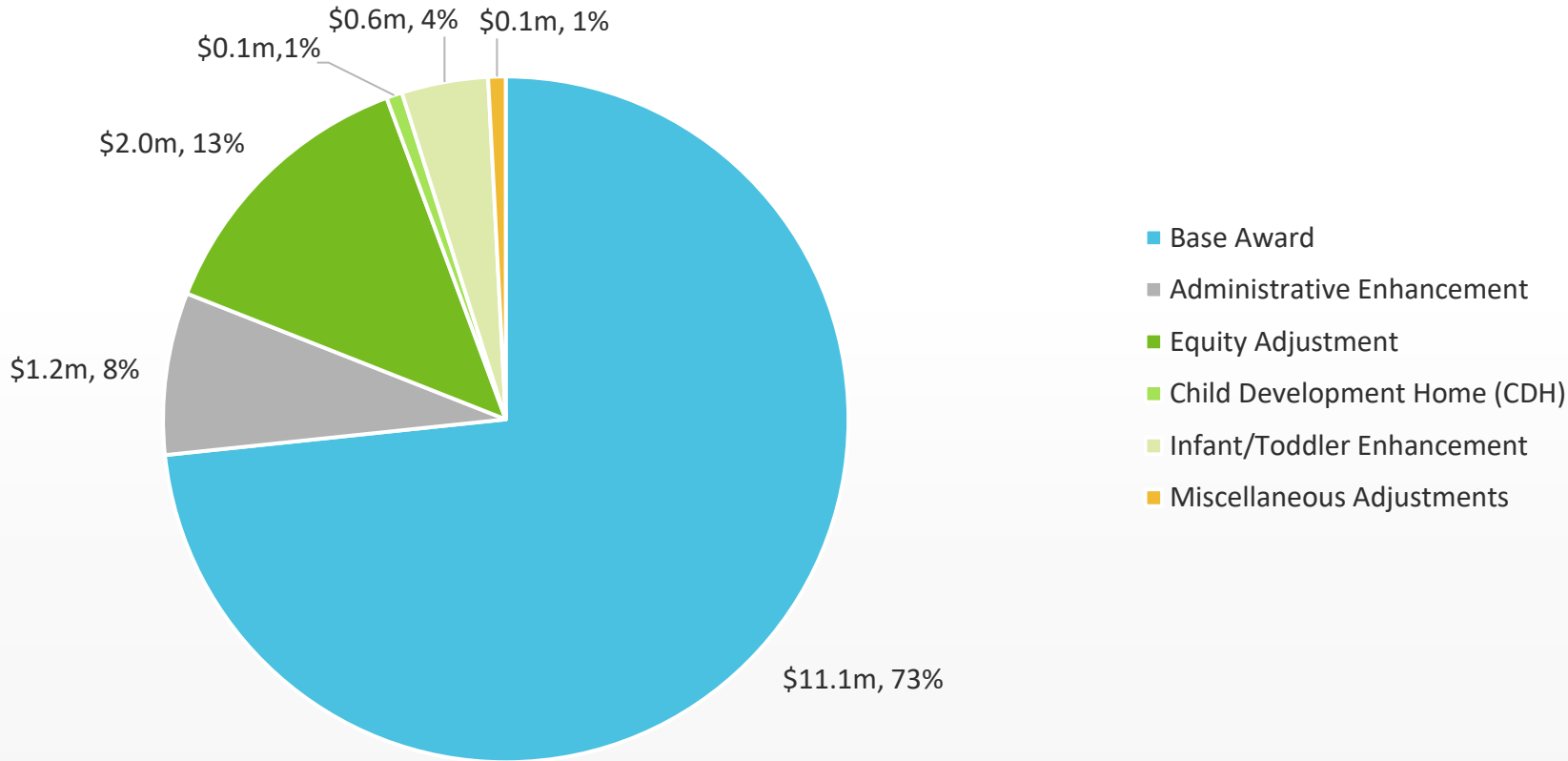




Q2 Data

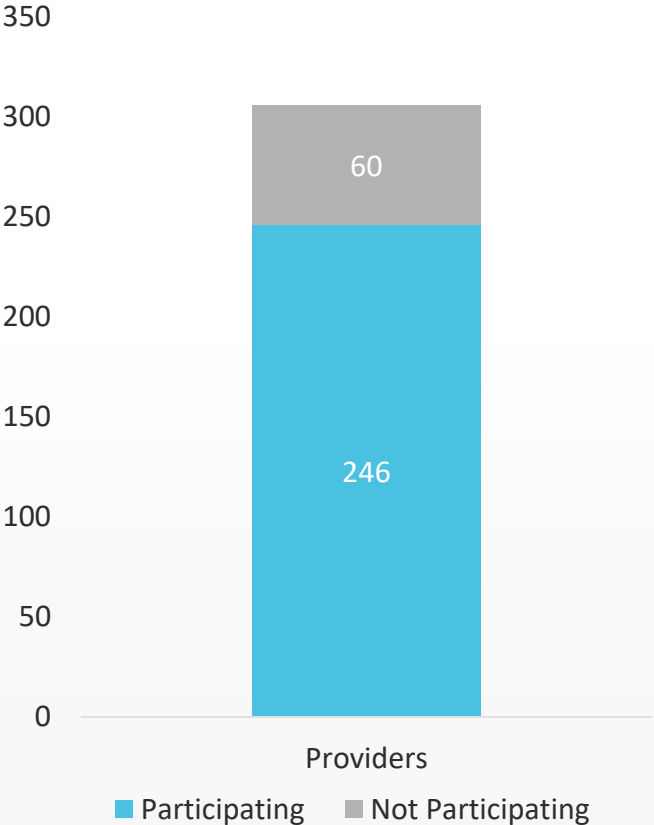
# In March 2025, OSSE distributed \$15,094,316 to child development facilities

Distribution of FY25 Q2 awards by [CDF Payroll Funding Formula](#) components

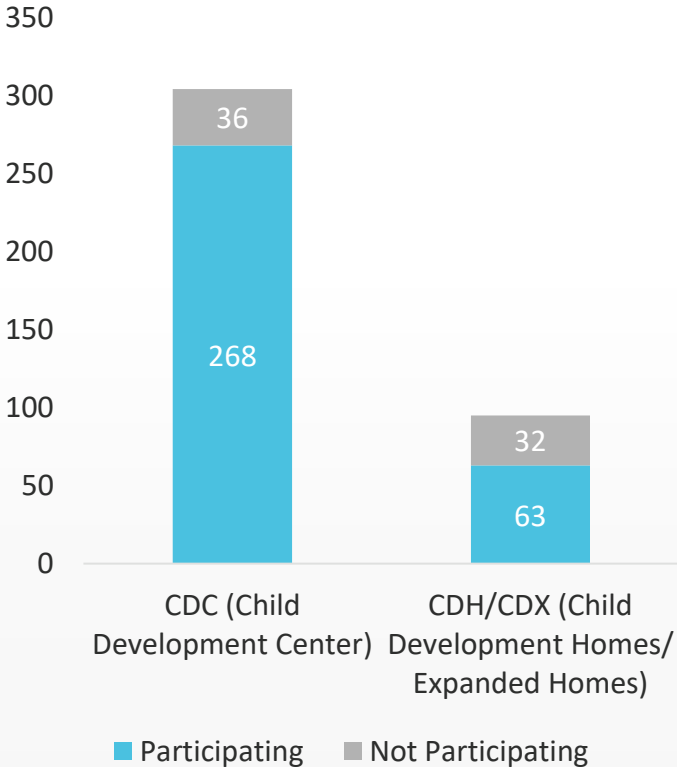


# 246 child care providers participated in FY25 Q2

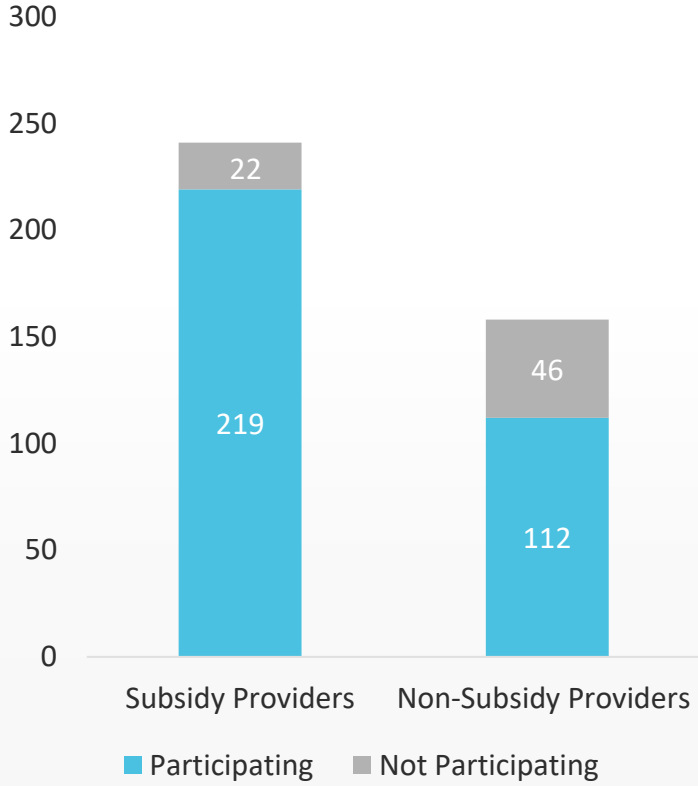
Number of participating vs. non-participating eligible providers in the Pay Equity Fund as of April 2, 2025



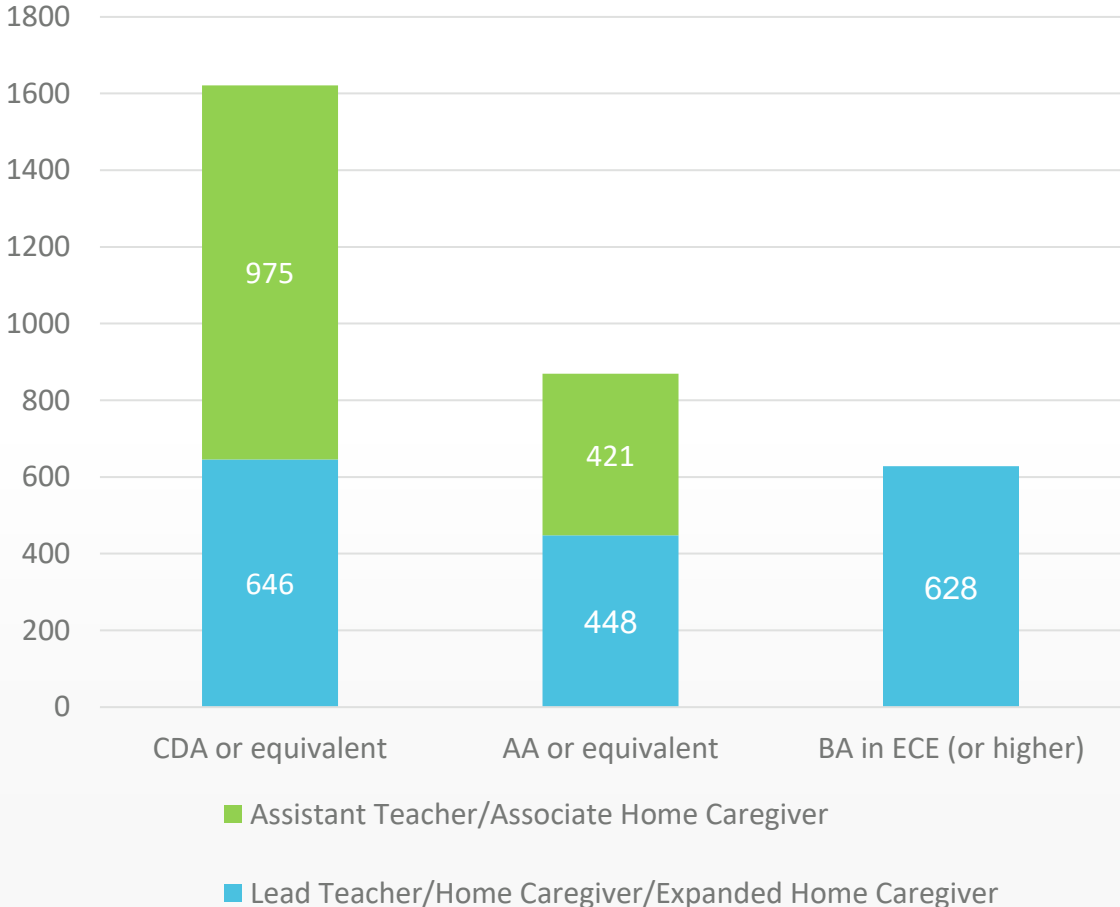
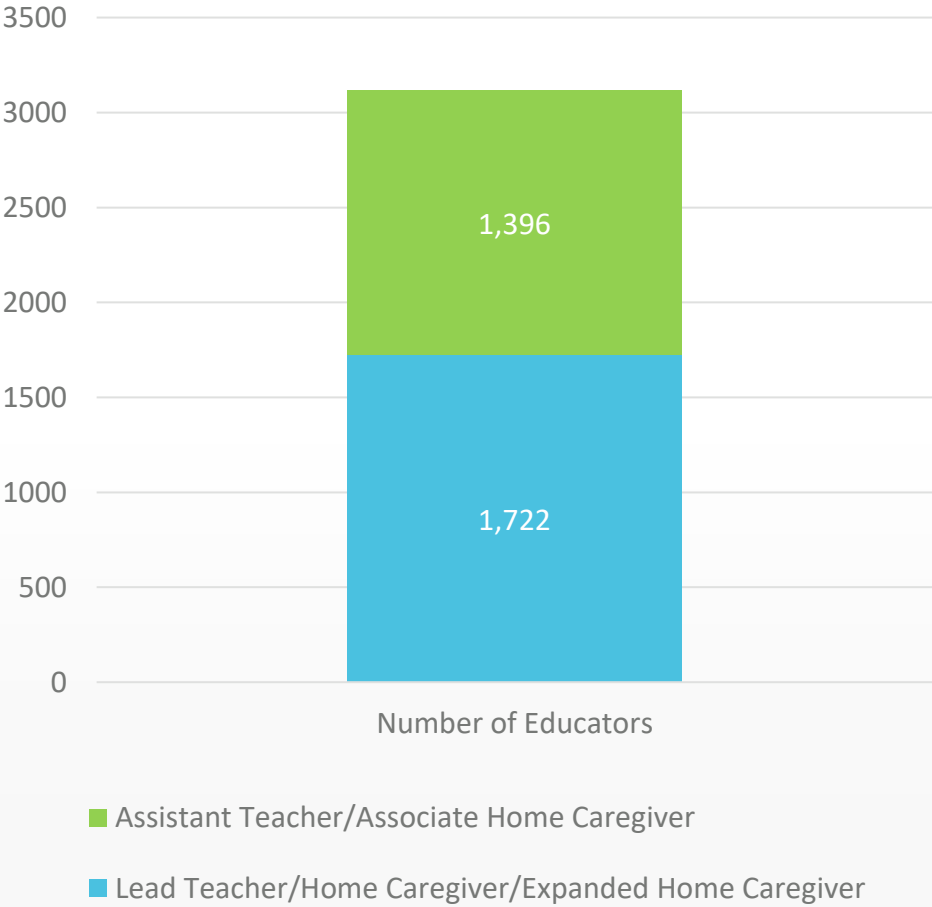
Number of participating vs. non-participating eligible facilities in the Pay Equity Fund by facility type as of April 2, 2025



Number of participating vs. non-participating eligible facilities in the Pay Equity Fund by subsidy status as of April 2, 2025



# 3,118 early educators were included in facility awards in FY25 Q2

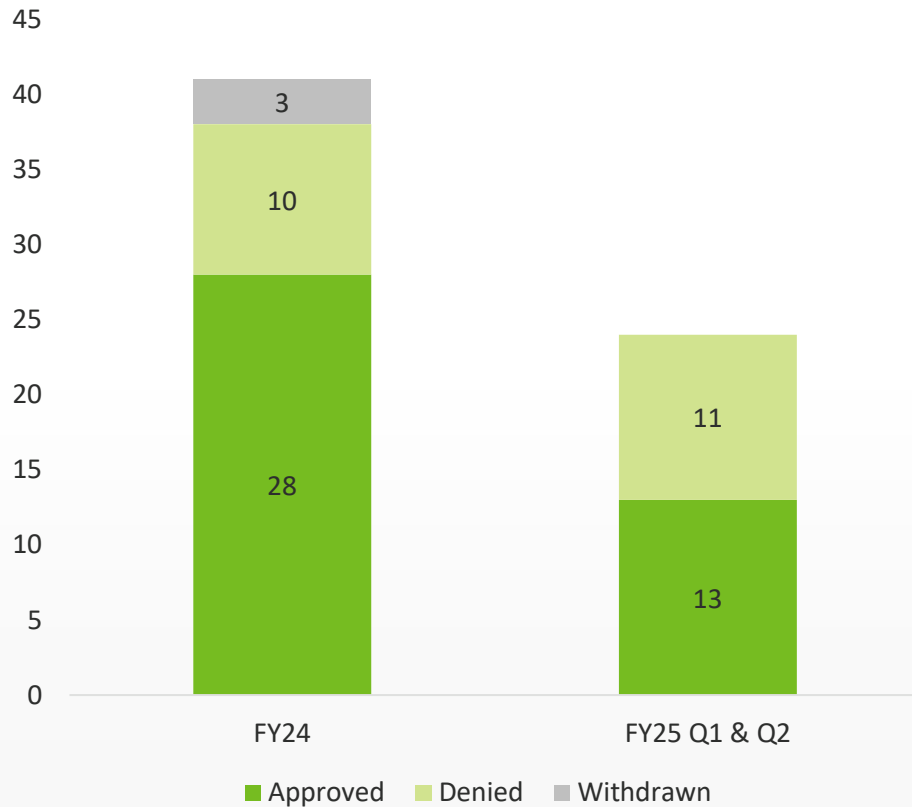




## Q1 & Q2 Waivers

# OSSE received 24 waiver applications for FY25 Q1 & Q2

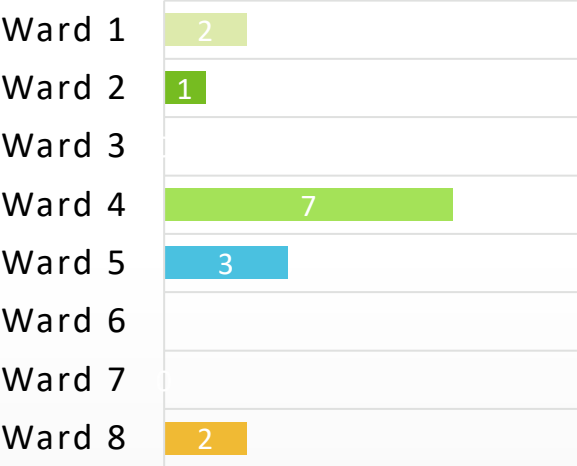
Waiver decisions in FY25 Q1 & Q2



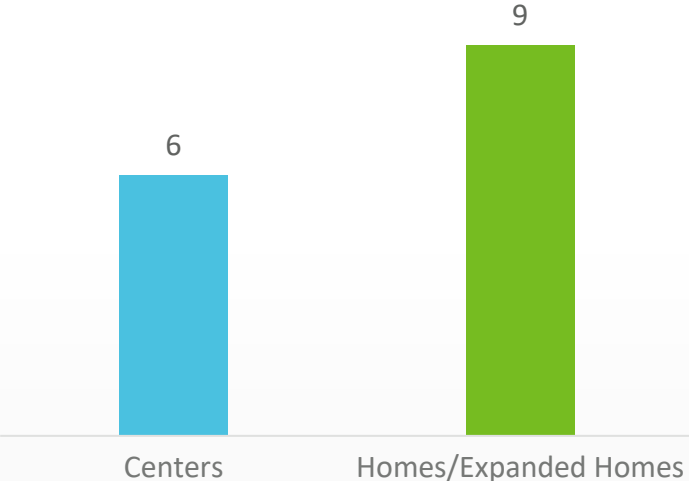
- Providers may apply to waive the minimum salary requirements.
- OSSE made changes to the [waiver criteria](#) for FY25 that narrow eligibility for providers.
- Providers with FY24 waivers who applied for a FY25 waiver had their FY24 waiver extended through March 31, 2025.
- Providers without FY24 waivers, who participated in FY24 of the Early Childhood Educator Pay Equity Fund and applied for a waiver for FY25, were required to meet the minimum salary requirements for FY25 until notification of an approved waiver.

# Distribution of approved Q1 & Q2 waivers

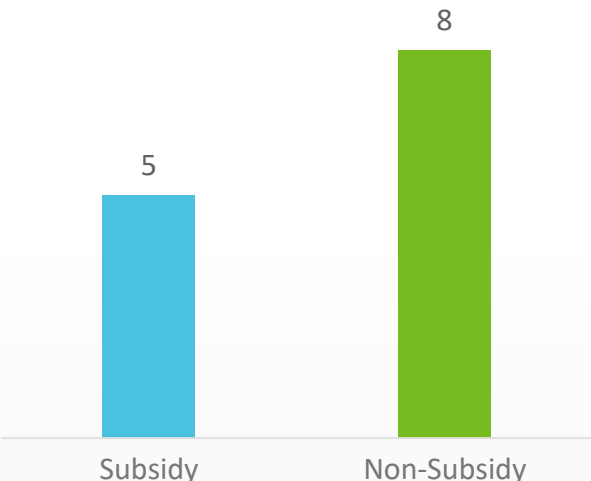
Approved Waivers By Facility Ward



Approved Waivers By Facility Type



Approved Waivers By Subsidy Participation



In Q1 & Q2, 13 providers had approved waivers covering 15 facilities.

