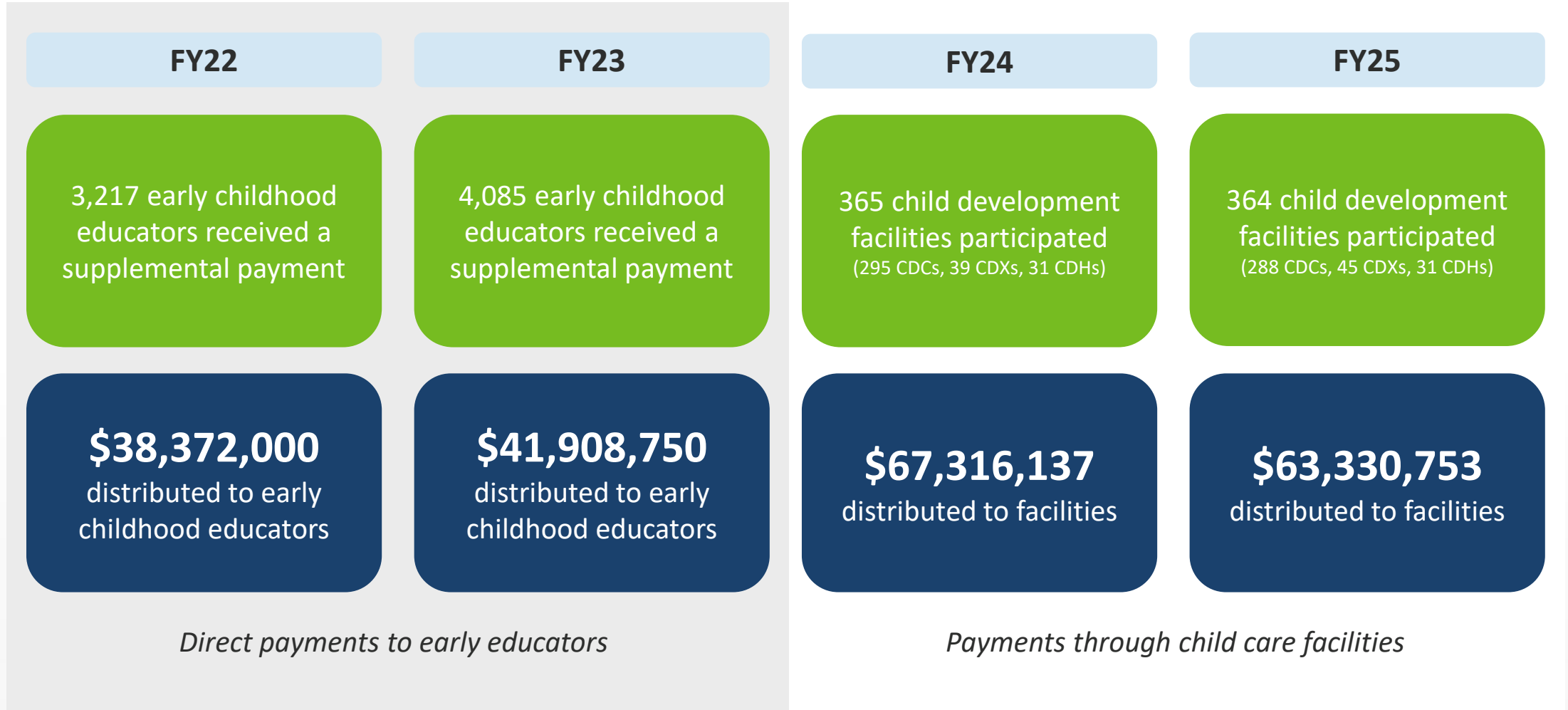




Early Childhood Educator Pay Equity Fund

Fiscal Year 2026 (FY26) Quarter 1 (Q1) Data Summary

To date, the Office of the State Superintendent of Education (OSSE) has distributed more than \$220 million to boost early educator pay



In FY26 to date, OSSE has distributed more than \$13 million to child development facilities

FY26 Q1

343 child development facilities participated
(274 CDCs, 43 CDXs, 26 CDHs)

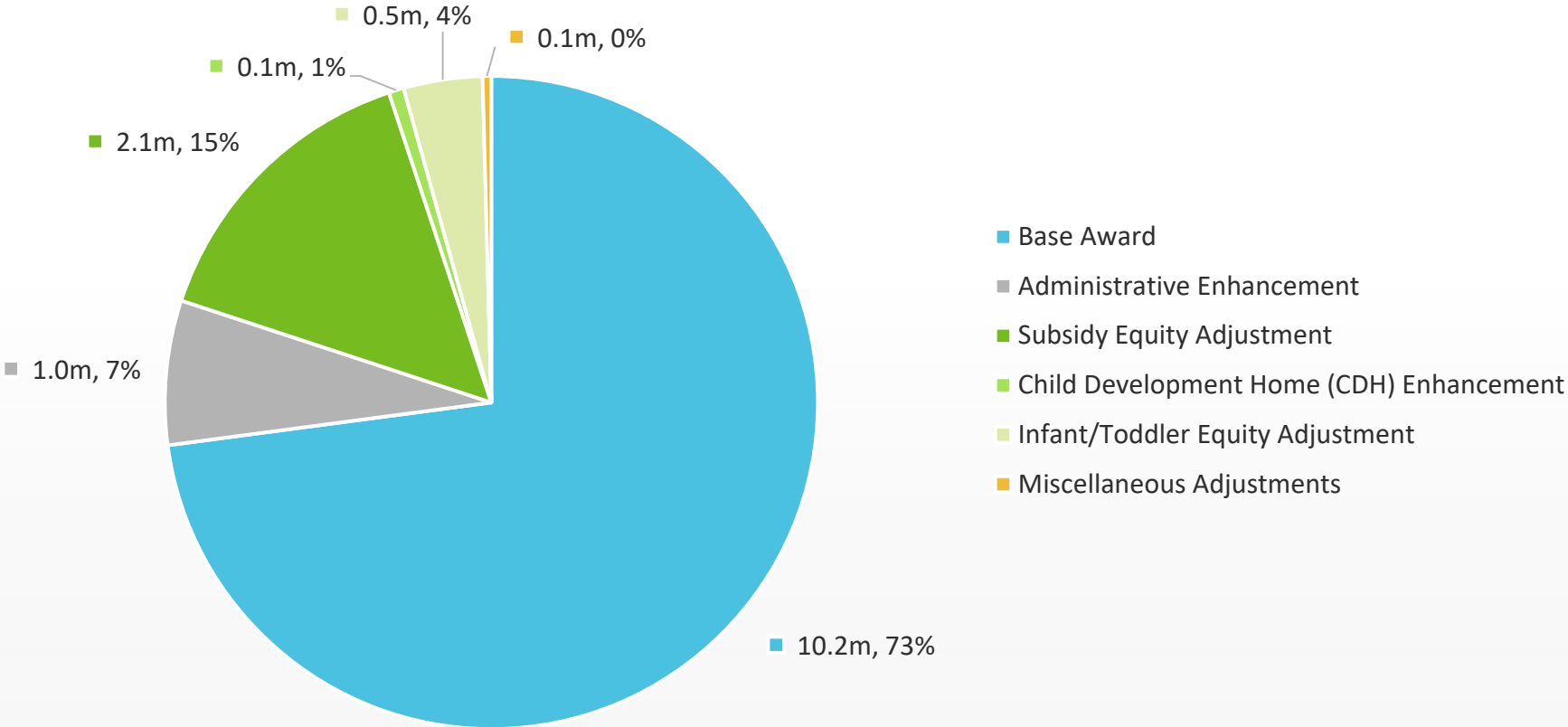
\$13,898,916
distributed to facilities



FY26 Q1 Data

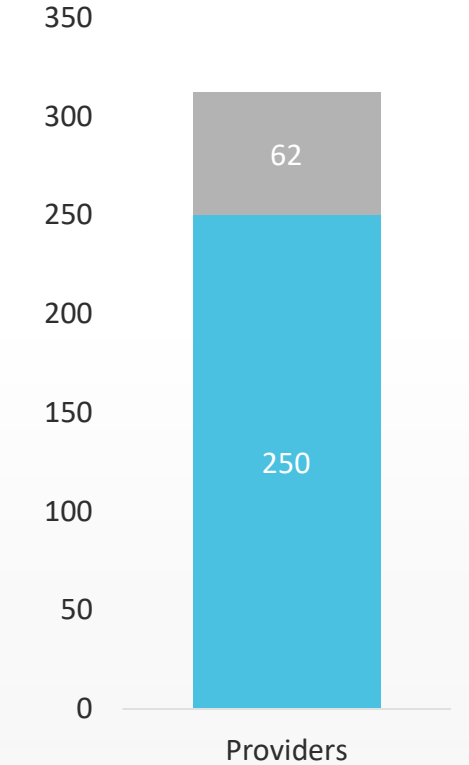
In December 2025, OSSE distributed \$13,898,916 to child development facilities

Distribution of FY26 Q1 awards by [CDF Payroll Funding Formula](#) components

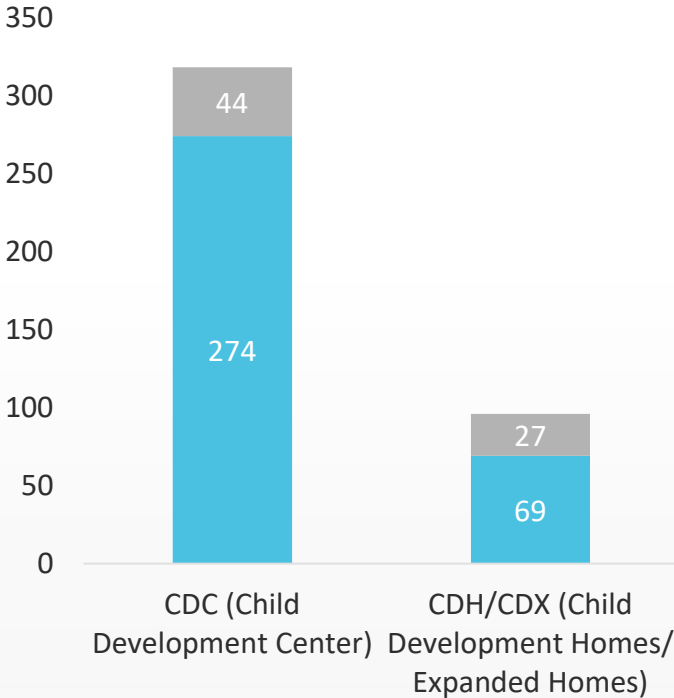


250 child care providers participated in FY26 Q1

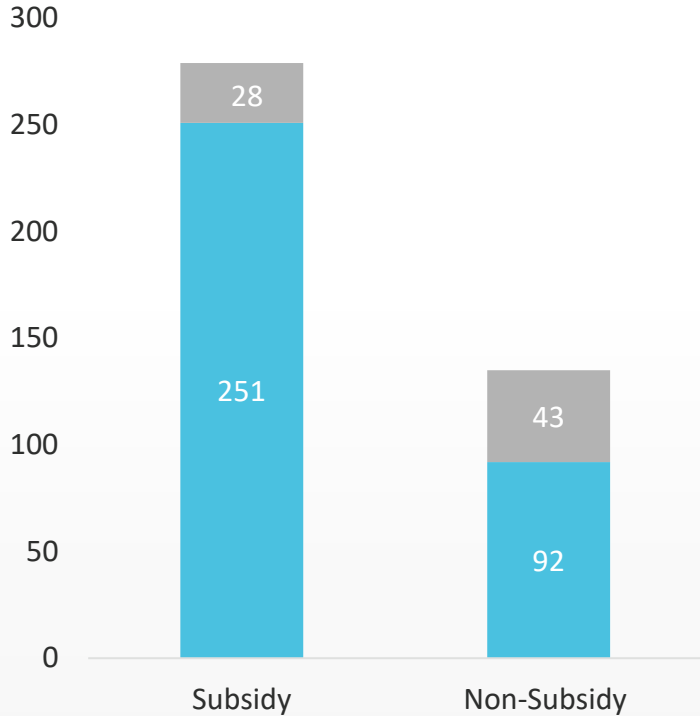
Number of participating vs. non-participating eligible providers in the Pay Equity Fund as of Jan. 13, 2026



Number of participating vs. non-participating eligible facilities in the Pay Equity Fund by facility type as of Jan. 13, 2026



Number of participating vs. non-participating eligible facilities in the Pay Equity Fund by subsidy status as of Jan. 13, 2026



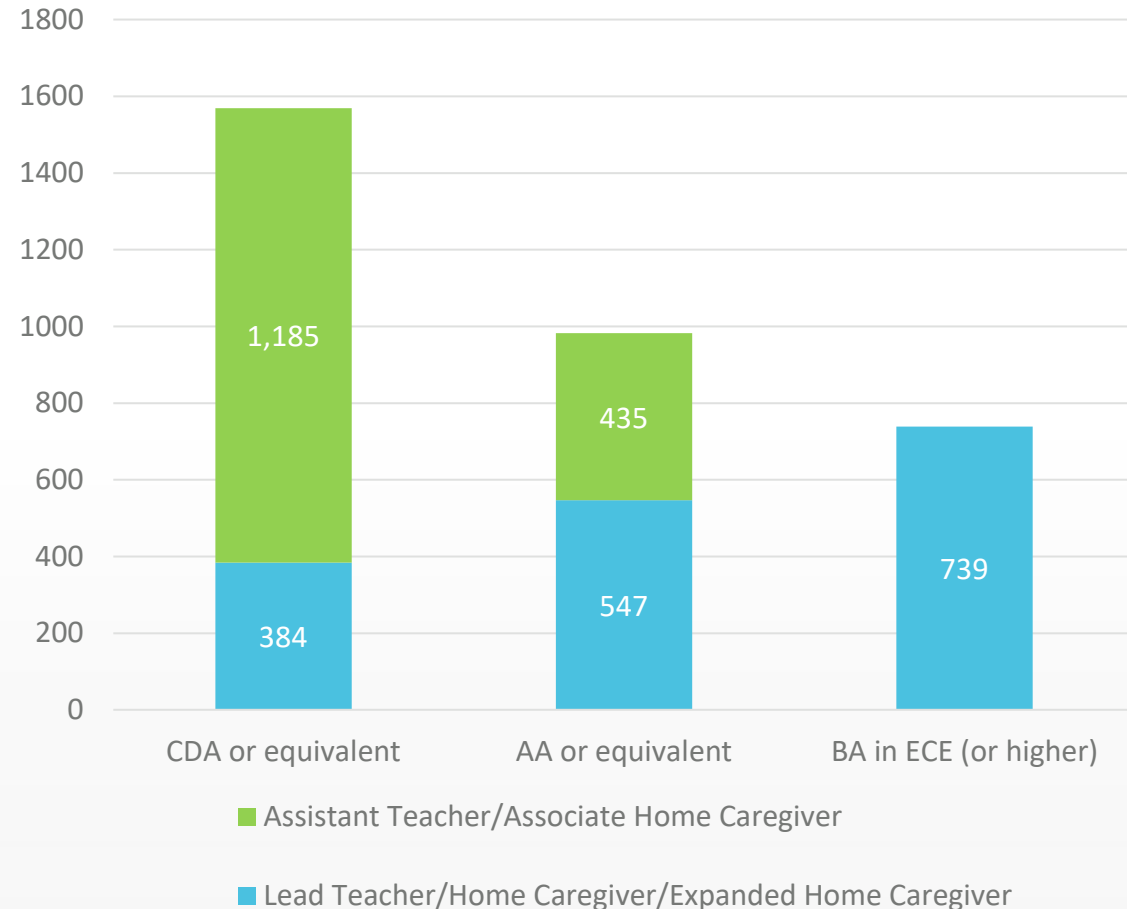
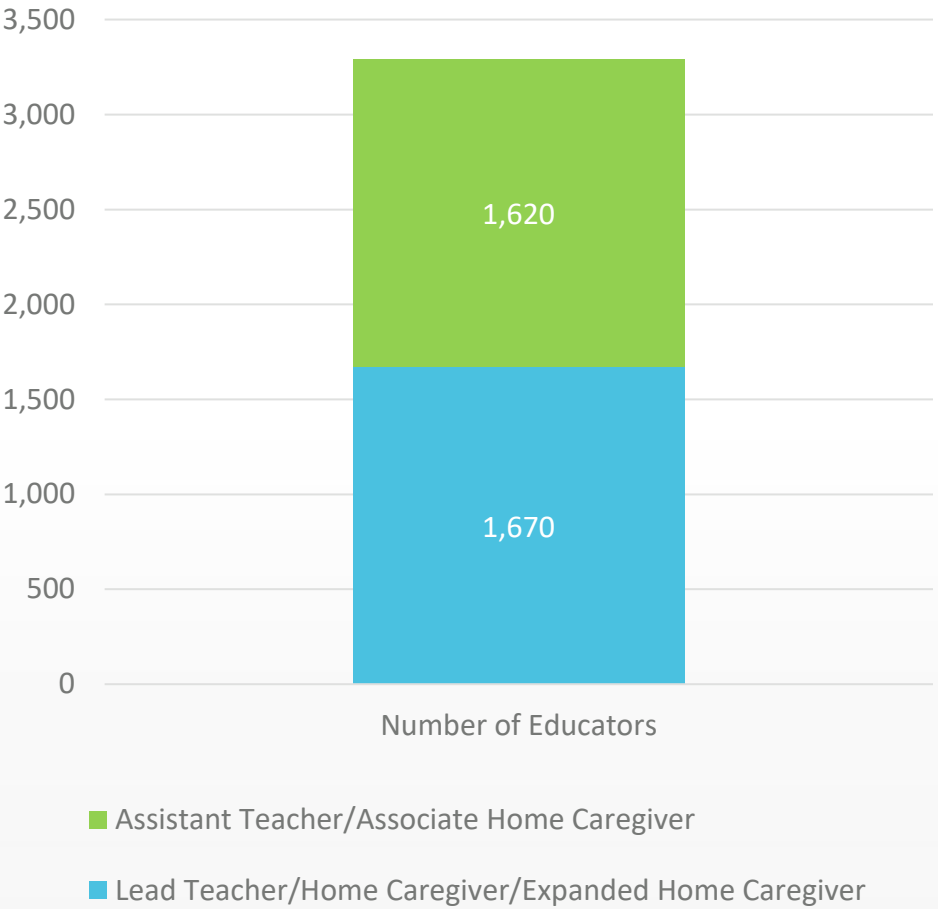
■ Participating ■ Not Participating

■ Participating ■ Not Participating

■ Participating ■ Not Participating



3,290 early educators were included in facility awards in FY26 Q1

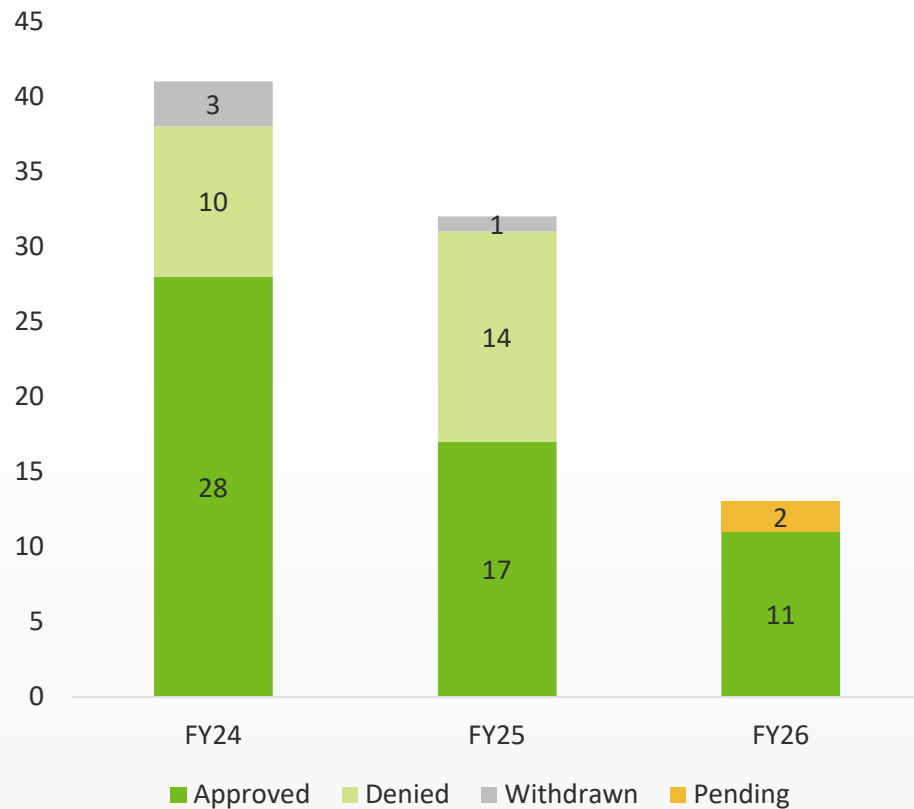




Waivers

OSSE received 13 waiver applications for FY26 Q1 & Q2

Waiver decisions, FY24 – FY26



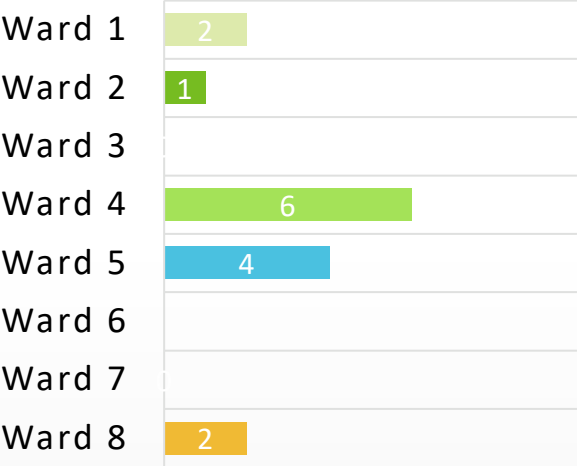
- Providers may apply to waive the minimum salary requirements based on the [waiver criteria](#).
- Providers with FY25 waivers, who applied for a waiver for FY26 by Dec. 15, 2025, were granted an extension of their previous waiver through March 31, 2026.
- Providers without FY25 waivers, who applied for a waiver for FY26 by Dec. 15, 2025, were required to meet the minimum salary requirements for FY26 until notification of an approved waiver.



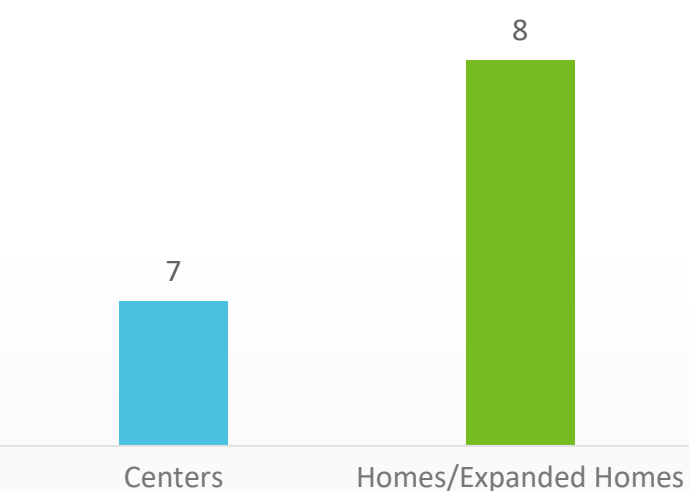
*Pending applications are due to incomplete documentation from providers. *

Distribution of approved FY26 waivers

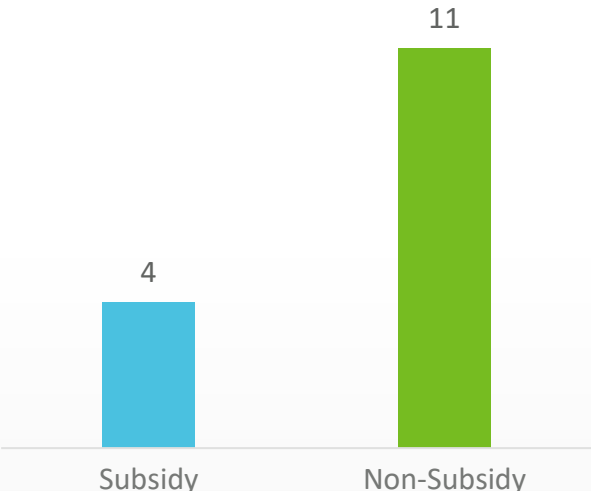
Approved Waivers By Facility Ward



Approved Waivers By Facility Type



Approved Waivers By Subsidy Participation



In Q1 and Q2, 11 providers had approved waivers covering 15 facilities.

