



# EARLY CHILDHOOD EDUCATOR PAY EQUITY FUND

## Early Childhood Educator Pay Equity Fund

### Determining an Educator's Minimum Salary Based on Staff Type and Highest Credential

Child development facilities that participate in the Early Childhood Educator Pay Equity Fund must pay eligible assistant teachers and lead teachers salaries that meet or exceed the minimum salaries established by the Office of the State Superintendent of Education (OSSE), unless they have an approved waiver. The minimum salary requirement for an eligible early childhood educator is based upon their staff type and highest credential as documented, reviewed and approved in the Division of Early Learning Licensing Tool (DELLT). Child development facility leaders should regularly review staff records in DELLT to ensure they are up to date. Facility leaders who require assistance updating staff records should contact [OSSE.ChildCareLicensing@dc.gov](mailto:OSSE.ChildCareLicensing@dc.gov).

#### Assistant Teacher Minimum Salaries

The following staff types qualify as an assistant teacher:

- Assistant Teacher
- Montessori Assistant Teacher
- Pre-K Enhancement and Expansion Program (PKEEP) Assistant Teacher
- Associate Caregiver

The minimum salary that an assistant teacher qualifies for is based on the highest credential they currently hold as documented, reviewed and approved in DELLT. Please note that there is no minimum salary requirement for the Early Childhood Educator Pay Equity Fund for assistant teachers whose highest credential is less than a Child Development Associate (CDA).

#### MINIMUM SALARIES FOR ASSISTANT TEACHER BASED ON HIGHEST CREDENTIAL (EFFECTIVE JANUARY 2026)

Staff Type	Highest Credential	Minimum Salaries (annual salary)	Minimum Salaries (hourly wage)
• Assistant Teacher	CDA or equivalent	\$48,736	\$23.43/hour
• Associate Home Caregiver	Associate degree (or higher) or 60 hours of college-level coursework in any field	\$51,576	\$24.80/hour

#### SAMPLE ASSISTANT TEACHER SCENARIOS

An employee with the staff type of assistant teacher/associate home caregiver in DELLT staff record shows they hold...	Minimum Salary the Employee is Eligible to Receive
... a high school diploma. The educator is working toward completing a CDA, but they have not completed the CDA coursework.	There is no minimum salary requirement for the Early Childhood Educator Pay Equity Fund for assistant teachers whose highest credential is less than a CDA. Employers must comply with other District and/or federal laws and requirements regarding worker wages and hours that apply to all employers, including the Fair Shot Minimum Wage Act of 2016, and for child care providers participating in the DC Child Care Subsidy Program, the Living Wage Act of 2006. Effective July 1, 2025, the District's Minimum Wage and Living Wage are both \$17.95 an hour.
... a bachelor's degree in any subject area.	This individual would be eligible for the salary aligned to "Associate degree or higher."
... a CDA credential and is currently enrolled in an associate or bachelor's degree program related to early childhood education.	This individual would be eligible for the salary aligned to "CDA or equivalent" until the degree is completed, documented, and approved in DELLT, at which point this assistant teacher may qualify for the "Associate degree or higher" salary.

## Teacher Minimum Salaries

The following staff types qualify as a teacher:

- Teacher
- Montessori Teacher
- Expanded Home Caregiver
- Home Caregiver

The minimum salary that a teacher qualifies for is based on the staff type and highest credential they currently hold as documented, reviewed and approved in DELLT.

MINIMUM SALARIES FOR TEACHERS BASED ON HIGHEST CREDENTIAL (EFFECTIVE JANUARY 2026)			
Staff Type	Highest Credential	Minimum Salaries (annual salary)	Minimum Salaries (hourly wage)
<ul style="list-style-type: none"> <li>• Teacher</li> <li>• Expanded Home Caregiver</li> </ul>	CDA or equivalent	\$48,736	\$23.43/hour
<ul style="list-style-type: none"> <li>• Home Caregiver</li> </ul>	CDA or equivalent	\$51,576	\$24.80/hour
<ul style="list-style-type: none"> <li>• Teacher</li> <li>• Home Caregiver</li> <li>• Expanded Home Caregiver</li> </ul>	Associate degree in Early Childhood Education (ECE); associate degree with greater than or equal to 12 credit hours in ECE; or 60 hours of college-level coursework with greater than or equal to 12 credit hours in ECE*	\$60,678	\$29.17/hour
	Bachelor's degree in ECE or bachelor's degree (or higher) with greater than or equal to 12 credit hours in ECE*	\$71,010	\$34.14/hour

SAMPLE TEACHER SCENARIOS	
An employee has an approved staff record in DELLT that shows...	Minimum Salary the Employee is Eligible to Receive
... their staff type is teacher or expanded home caregiver and they hold a CDA. This employee is currently enrolled in an associate degree program in ECE but has not completed the program.	This individual would be eligible for the teacher or expanded home caregiver salary aligned to "CDA or equivalent."
... their staff type is teacher and they hold an associate degree in a field not related to ECE. This staff has 30 credit hours in ECE.	This individual would be eligible for the salary aligned to "associate degree in ECE or an associate degree with greater than or equal to 12 credit hours in ECE."
... their staff type is teacher and they hold a bachelor's degree in a field not related to ECE. This individual currently has 8 credit hours in ECE.	This individual would be eligible for the teacher salary aligned to "CDA or equivalent."
... their staff type is teacher and they hold a master's degree in a field not related to ECE. They have no credit hours in ECE.	This individual would be eligible for the teacher or expanded home caregiver salary aligned to "CDA or equivalent."
... their staff type is teacher and they hold a BA in any field (not related to ECE) and a CDA.	This individual would be eligible for the teacher salary aligned to "Bachelor's degree in ECE or bachelor's degree (or higher) with greater than or equal to 12 credit hours in ECE."

For questions related to minimum salary requirements, visit [osse.dc.gov/pef](https://osse.dc.gov/pef) or email [OSSE.ECEPayEquity@dc.gov](mailto:OSSE.ECEPayEquity@dc.gov).



For information on resources and supports that are available to help the DC early learning workforce obtain higher credentials, visit [osse.dc.gov/eceresources](https://osse.dc.gov/eceresources) or email [ECEHelpDesk@dc.gov](mailto:ECEHelpDesk@dc.gov).

\* OSSE considers holding a valid CDA credential as satisfying the requirement for 12 hours of college credit in ECE. To obtain a CDA credential, a CDA candidate is required to complete 120 clock hours of coursework and successfully complete 480 hours of work experience, a professional portfolio, a passing score on the CDA exam, and a verification visit from a professional development specialist. Completing only CDA coursework does not qualify an early educator as meeting requirements for 12 hours of college credit in ECE.