



What is the Pay Equity Fund?

In 2021, DC Council raised public funds to make sure early childhood educators received compensation equal to public school teachers of similar education and experience.

How Does it Work?

The Pay Equity Fund increases compensation for early childhood educators, without increasing costs on families. Through the Pay Equity Fund, all early educators working in the Office of the State Superintendent of Education (OSSE) licensed child development facilities are eligible for pay increases.

Early Educator Pay in 2024 and Beyond

In the new fiscal year that begins October 1, teachers working at child development facilities that choose to participate in the program will begin to receive direct supplemental payments from the Pay Equity Fund. Payments will be based on teachers' individual role and education level. Participation in the Pay Equity Fund is optional.

To participate, child development facilities must meet the Office of the State Superintendent of Education's salary minimums for teachers; if facilities still do not meet the required salary minimum they can apply for a waiver from the Office of the State Superintendent of Education that will allow them to participate in the Pay Equity Fund upon approval. This would increase teacher salaries, fairly compensating them for their work, and allow them the opportunity to gain experience and education without impacting parent fees.

Compensation Example

Role	Education	Minimum Salaries
Assistant Teacher	Less than a Child Development Associate (CDA)	\$43,865
	CDA	\$51,006
	Associate degree or higher	\$54,262
Lead Teacher	CDA	\$54,262

	Associate degree	\$63,838
	Bachelor's degree or higher	\$75,103

What This Means For Parents:

Child care providers are not required to pass on the cost of the compensation increase to parents. The Pay Equity Fund is part of the District's annual budget and was established to provide more stability for early childhood education by compensating teachers fairly for their important work that helps lay the foundation for your child's life of learning. Early educators in the program will longer have to depend on public benefits to make ends meet for their families.

Read more about the Pay Equity Fund on under3dc.org/2022-pay-equity-fund/