

Early Childhood Educator Equitable Compensation Task Force

Questions and Answers: 2022 Pay Supplement for Early Educators

February 2022

Background

In 2018, the Council of the District of Columbia passed the Birth-to-Three for All DC law. This legislation included a promise to early childhood educators of salary and benefits equivalent to DC Public School teachers with similar education and experience. This past year, the DC Council raised funds to make it happen and convened the Early Educator Equitable Compensation Task Force to develop a plan to increase early educator pay. Below are the responses to the most frequently asked questions about the task force's decisions to date.

What is the 2022 early educator pay supplement?

Most early educators in the District of Columbia will have an opportunity this year to apply for a pay supplement of \$10,000–\$14,000 (before taxes). The application process has not yet opened, but payments are expected to begin by September 30, 2022.

The pay supplements are based on the [recommendations](#) of the DC Council's [Early Educator Equitable Compensation Task Force](#). The DC Council passed legislation in February 2022 that requires OSSE to make pay supplements available to eligible early educators.

This pay supplement is the first step toward creating a new, permanent early educator compensation scale to establish minimum salaries for all eligible District early educators, while the District works to establish a permanent approach.

What is the permanent early educator compensation scale?

The permanent compensation scale, which will not start this year, will be comparable to the scale used for public school teachers with similar education, role responsibilities, and experience. The DC Council's [Early Educator Equitable Compensation Task Force](#) will deliver the permanent compensation scale recommendations by April 15, 2022.

Lawmakers will then review the recommendations, approve or make any changes, and decide whether to direct OSSE to implement the new scale. If approved by Council, the compensation scale is likely to launch sometime in **2023**, barring unexpected delays.

The following questions pertain to the 2022 early educator pay supplement only. More information on the permanent compensation scale will be provided after the Task Force releases its recommendations.

Who is eligible?

Pay supplements will be available to lead teachers, assistant teachers, child development home caregivers and associate caregivers, and expanded child development home caregivers and associate caregivers who work in child development facilities licensed by

OSSE. Early educators in these roles who teach children aged zero to five (with exceptions noted below) are eligible.

These titles are licensing classifications that may not line up exactly with what your organization calls your role. All educators should talk with their employers about their official classification.

Individuals who consistently work part-time can expect further information on their eligibility for pay supplements later this spring.

Pay supplements are not dependent on immigration or residency status. However, they are dependent on your employment status.

Who is NOT eligible?

Pre-K teachers in Pre-K Enhancement and Expansion Program (PKEEP) classrooms are not eligible because - through the publicly-funded PKEEP program - they currently receive pay comparable to educators in District of Columbia Public Schools (DCPS), unlike most other early childhood educators. Also not eligible are DCPS and public charter school teachers, out-of-school-time program staff, teacher coaches, administrative staff, and others who do not primarily teach and care for children in classrooms.

Who gets \$10,000? Who gets \$14,000?

Lead teachers and child development home and expanded home caregivers will receive \$14,000 (before taxes). Assistant teachers and child development home associate caregivers and expanded child development home associate caregivers will receive \$10,000 (before taxes).

Individuals who consistently work part-time can expect further information on implications for them later this spring.

When will the money be distributed?

It is expected that funds will begin to be distributed by September 2022. OSSE and their partner will share additional information about the timing of payment distributions, including whether pay supplements will be made in a single payment or spread over multiple payments.

Will I automatically see the pay supplement in my paycheck?

No. You will have to apply through the process OSSE will set up (through a partner) to receive the pay supplement. The application will be created to verify that educators meet eligibility criteria and collect the information necessary to distribute payments. It will not be a competitive application. This means that all early childhood educators who apply and meet the eligibility criteria will receive funding.

Employers will not be responsible for distributing your pay supplement.

Will the application process be accessible to educators who speak other languages?

Yes. Applications will be available in English and Spanish, and OSSE will work with its selected partner to ensure that support is available in individual teachers' preferred languages, including—and in addition to—English and Spanish.

How will the pay supplement be distributed?

OSSE's contracted partner will distribute the pay supplements directly to teachers who apply. The partner will be responsible for reviewing applications, verifying employment, providing documentation that individuals can use to report the income when they file their taxes and distributing payments. Details on the documentation you will need to provide have not been announced. OSSE will share information about the process and required documentation in late spring or early summer.

How will the pay supplement affect my other benefits like Medicaid, DC Healthy Families, DC Health Care Alliance, and SNAP?

Everyone's circumstances are different. If you participate in these or other public benefit programs, it is important for you to understand how accepting this supplement could impact your benefits. OSSE's partner will share more information about how these payments could affect public benefits by the application release date.

Please use this benefits calculator as a preliminary step to see if your benefits could be affected: https://emar-data-tools.shinyapps.io/prd_dashboard/

How will pay supplements be taxed? Will taxes be taken out before I receive my money?

These funds will be subject to taxes, and OSSE's partner will provide any information that recipients need for tax purposes. Consult with legal or accounting professionals (such as your tax preparer) to determine your tax situation.

What happens if I am denied a supplemental payment?

OSSE will work with the selected partner to review the eligibility of child care educators who believe they were incorrectly found ineligible.

Who should I contact if I have more questions?

OSSE Communications

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