

# Five Things To Know About the Compensation Parity Initiative for Early Childhood Educators in D.C.

1

**Some funding in the D.C. government budget will be used to support early childhood educators working in licensed “child care” programs in D.C.**

The DC Council approved funding to help make sure that early childhood educators working in Office of the State Superintendent of Education (OSSE) licensed child development center-based and home-based programs (sometimes called child care and family child care programs) receive compensation that is comparable or similar to D.C. Public School educators with similar roles, education and experiences. Without dedicated and local government funding, this type of pay equity would not be possible.

2

**OSSE needs some time to figure this out. Be patient but start preparing.**

It will take some time for OSSE to put a process in place so eligible early childhood educators can start applying for this funding. You will know more about the application process by Summer 2022. You will likely start receiving payments around September 2022.

3

**Some early childhood professionals will be eligible for this funding.**

Those **who will likely be eligible** for this funding are:

- Teachers or assistant teachers working in OSSE licensed child development center-based and home-based programs; this also includes caregivers or associate caregivers.
- Assistant teachers in classrooms that are already receiving funding from the Pre-K Enhancement and Expansion Program (PKEEP). There are less than 30 “child care” centers with classrooms receiving PKEEP funding.

4

**Some early childhood professionals will not be eligible for this funding.**

Those **who likely will not be eligible** for this funding are:

- Directors, Assistant Directors, Quality Coaches, Family Engagement Specialists, Chefs or other staff who are not mentioned in the eligible category above.
- Teachers in classrooms that are already receiving funding from the Pre-K Enhancement and Expansion Program (PKEEP). There are less than 30 “child care” centers with classrooms receiving PKEEP funding.

5

**There are two stages (or phases) of getting this funding out to eligible early childhood educators. The first stage will be a bit different from the second stage.**

#### **FIRST STAGE: EXPECT MORE DETAILS BY SUMMER 2022**

- Eligible early childhood educators will receive a separate payment directly from a company OSSE selects; this is to help bring these educators’ salaries closer to D.C. Public School educators with similar roles and responsibilities.
- Program directors or owners are not responsible for providing this payment; this payment will not come from employers or administrators.
- Eligible early childhood educators will receive \$10,000–\$14,000 (before taxes), depending on their role in their classroom; teachers or caregivers will receive more than assistant teachers or associate caregivers.
- It is not clear what this means for those who work part-time.

#### **SECOND STAGE: EXPECT MORE DETAILS BY SUMMER 2023**

- It is still too early to know exactly what the second stage will look like.
- It is likely that the level of funding eligible early childhood educators receive will be based on their:
  - Role in the program – meaning teacher or assistant teacher, caregiver or associate caregiver;
  - Level of education – meaning approved types of CDA, associate’s, bachelor’s degrees or their approved equivalents (however, we don’t know the approved types or equivalents yet);
  - Experience – meaning some calculation of years (however, we don’t know the exact calculation or who will make this calculation).

# Five Ways Early Childhood Educators Can Get Ready for Compensation Parity Support

1

Get clear about who will likely be [eligible](#) and what your [current job title means based on the way your program is licensed by OSSE and funded](#).

- Are you likely to be eligible for this funding? See item #3 in the “Five Things to Know” list.
- Are you in the “teacher” or “assistant teacher” role? Is this how your program owner or director describes your role to OSSE monitors or staff?
- For those in home-based programs, are you in the “caregiver” or “associate caregiver” role? Is this how your program owner describes your role to OSSE monitors or staff?
- Is your classroom receiving funding from Pre-K Enhancement and Expansion Program (PKEEP)? Are you in the “assistant teacher” role? Is this how your program administrators describe your role to OSSE’s monitors or staff?

2

Get college and CDA records together. Update [resumes](#).

- Do you have copies of the degrees, transcripts, certificates and credentials that you earned?
- Do you know that there are scholarships for early childhood educators to earn CDAs, degrees or college credits? Now is a good time to get the credentials you need and want.
- Is your resume updated? Make sure it includes where you’ve worked, job titles and years you’ve worked.

3

Get [connected to trusted organizations and groups](#).

- Are you signed up to get emails from established D.C. early childhood organizations and [OSSE Division of Early Learning](#)?
- Are you a member of any D.C. early childhood professional organizations? Examples of these organizations include District of Columbia Association for the Education of Young Children, DC Directors Exchange, District of Columbia Head Start Association, D.C. Family Child Care Association, Multicultural Spanish Speaking Providers Association and Washington Association Of Child Care Centers.

4

Get a bank account, if you can, to make sure you can receive a [direct deposit](#).

- Your program administrators should think about using a payroll system if they don’t use one already.

5

Get an [email address and practice checking it at least three times a week, if you don’t do so already](#).

- Most communication is sent by email.

Disclaimer: This guide is a summary of [information](#) from the DC Council’s Early Educator Equitable Compensation Task Force. This guide does not capture all the details about this new compensation parity program. If you have specific questions, please contact OSSE Communications at [OSSE.DELCommunications@dc.gov](mailto:OSSE.DELCommunications@dc.gov).

Version 1. Based on information available on March 13, 2022. Updates will be made as more information becomes available.