

A PROPOSED RESOLUTION

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To declare the existence of an emergency with respect to the need to amend the Day Care Policy Act of 1979 update the minimum salaries child development facilities must pay assistant and lead teachers beginning in January 2025 to participate in the Early Childhood Pay Equity Program.

BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this act may be cited as the “Early Childhood Educator Pay Scales Emergency Amendment Act of 2024”.

Sec. 2. (a) Early childhood educators and child development facilities are essential to providing children with foundational mental, emotional, and social skills prior to formal schooling, while supplying a stable and reliable form of childcare for working families and a more robust economy. Despite their importance to families’ and children’s wellbeing, early childhood educators have historically been underpaid, affecting their ability to stay in the profession and provide families with stable and quality childcare. To meet the needs of educators and families alike, the Council adopted the Early Childhood Educator Pay Equity Fund Establishment Act of 2021, effective November 21, 2021 (D.C. Law 24-45; D.C. Official Code § 1-325.431).

(b) The Early Childhood Educator Pay Equity Fund (“pay equity fund”) was established in the Fiscal Year 2022 budget to provide supplemental payments to child development facilities to implement an Early Childhood Educator salary scale through the Early Childhood Educator

36 Pay Equity Program (“program”). Following adoption of the Fiscal Year 2025 budget, the Early
37 Childhood Educator Equitable Compensation Task Force (“task force”) was tasked with
38 recommending changes to limit fiscal pressures on the program through the financial plan and
39 beyond.

40 (c) The Fiscal Year 2025 budget necessitated reductions across DC Government. Of the
41 \$70,000,000 allocated to the pay equity fund in Fiscal Year 2025, and annually over the next
42 four years, 5% of the fund is allocated to administrative costs and \$12,000,000 is allocated to the
43 DC Health Exchange Benefit Authority. These financial parameters require changes to the
44 program formula and salary scale to keep early childhood educator salaries comparable to DC
45 Public Schools and local education agencies in Washington, DC.

46 (d) On September 30, 2024, the task force released a report that includes a proposal for a
47 lead and assistant teacher compensation scale based on the pay equity fund in the FY25 budget.
48 The proposed compensation scale establishes new minimum salaries based on credentials,
49 balancing the limits of the pay equity fund and the compensation and benefits of pre-k and
50 kindergarten teachers employed at the District of Columbia Public Schools and District public
51 charter schools.

52 (e) Therefore, there exists an immediate need to amend the Early Childhood Educator
53 Pay Equity Program to update the current compensation scale to ensure the District has minimum
54 educator salaries in place by the expiration of the current compensation scales on December 1,
55 2024. This amendment would provide child development facilities in Washington, DC with a
56 clear salary structure that strives to improve compensation for early childhood educators within
57 the limits established by the FY25 budget.

58 Sec. 3. The Council of the District of Columbia determines that the circumstances
59 enumerated in section 2 constitute emergency circumstances making it necessary that the Early

60 Childhood Educator Pay Scales Emergency Amendment Act of 2024 be adopted after a single
61 reading.

62 Sec. 4. This resolution shall take effect immediately.