

A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To amend, on a temporary basis, the Day Care Policy Act of 1979 to update the minimum salaries child development facilities must pay assistant and lead teachers beginning in January 2025 to participate in the Early Childhood Educator 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 Temporary Amendment Act of 2024”.

Sec. 2. The Day Care Policy Act of 1979, effective September 19, 1979 (D.C. Law 3-16; D.C. Official Code § 4-401 *et seq.*), is amended as follows:

(a) Section 2(1)(B) (D.C. Official Code § 4-401(1)(B)) is amended by striking the phrase “an expanded child development home” and inserting the phrase “a child development home or an expanded child development home” in its place.

(b) Section 11b (D.C. Official Code § 4-410.02) is amended as follows:

(1) The lead-in language of subsection (b) is amended by striking the date “December 1, 2024” and inserting the date “December 31, 2024”.

(2) A new subsection (b-1) is added to read as follows:

“(b-1) Beginning January 1, 2025, child development facilities that enter into a contract or agreement with the Department to receive monies from the Early Childhood Educator Pay

36 Equity Fund shall use such monies to pay, at minimum, the salaries for assistants and lead  
 37 teachers listed in tables 1 and 2:

Table 1: Assistant Teacher Minimum Salaries	
Credential Level	Minimum Salary
CDA or equivalent	\$51,006/year (\$24.52/hr)
Associate degree or higher or 60 hours of college-level coursework in any field	\$54,262/year (\$26.09/hr)

38

Table 2: Lead Teacher Minimum Salaries	
Credential Level	Minimum Salary
Child development center teacher or expanded child development home caregiver with a CDA or equivalent	\$51,006/year (24.52/hr)
Child development home caregiver with a CDA or equivalent	\$54,262 (26.09/hr)
Associate's degree in ECE; associate with greater than or equal to 12 credit hours in ECE; or 60 college credit hours with greater than or equal to 12 credit hours in ECE	\$63,838/year
Bachelor's degree or higher in ECE or Bachelor's with greater than or equal to 12 credit hours in ECE	\$75,103/year

39

40 Sec. 3. Fiscal impact statement.

41           The Council adopts the fiscal impact statement of the Budget Director as the fiscal impact  
42 statement required by section 4a of the General Legislative Procedures Act of 1975, approved  
43 October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

44           Sec. 4. Effective date.

45           (a) This act shall take effect following approval by the Mayor (or in the event of veto by  
46 the Mayor, action by the Council to override the veto), a 30-day period of congressional review  
47 as provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December  
48 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of  
49 Columbia Register.

50           (b) This act shall expire after 225 days of its having taken effect.