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An Implementation Study of DC's Early Childhood Educator Pay Equity Fund

Presentation to the 2023 Child Care and Early Education Policy Research Consortium Meeting



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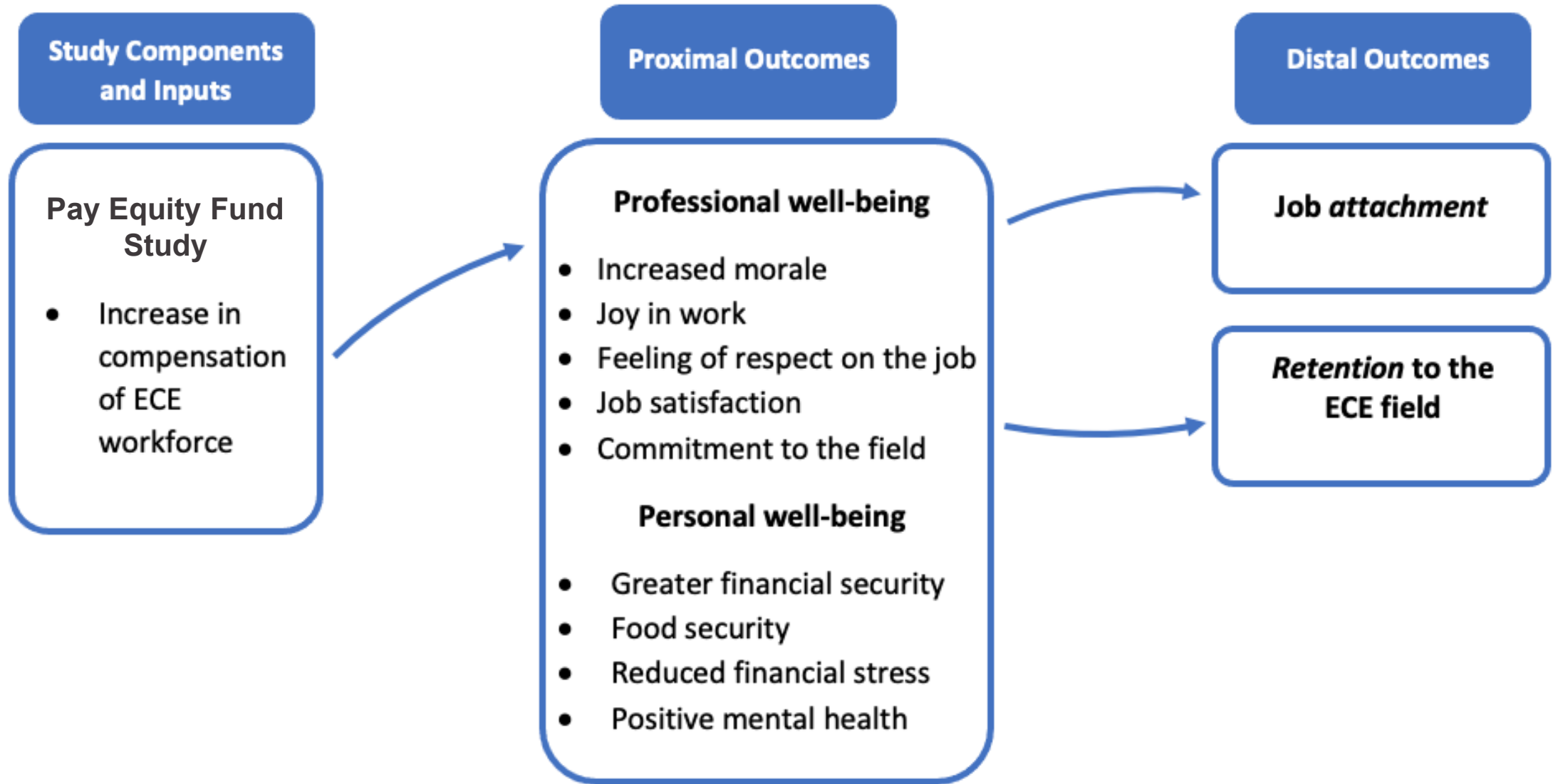
Policy Solutions for Early Educator Wellbeing

1. Increased compensation
2. Affordable healthcare

Compensation Increases in the District of Columbia

- 1. Early Childhood Educator Pay Equity Fund** provides wage supplements (in FY22 and FY23) and establishes a minimum salary schedule (in FY24) for early childhood educators:
 - \$14,000 for full-time teachers, expanded home providers, home providers, and Montessori teachers
 - \$10,000 for full-time assistant teachers, associate caregivers, and Montessori assistant teachers
 - Half those amounts for part-time teachers
- 2. HealthCare4ChildCare** offers free or lower-premium health insurance to early childhood educators through DC Health Link's Small Business Market.

Study Conceptual Framework



Study Goals

1. Document the mission, goals, and early implementation of the Early Childhood Educator Pay Equity Fund
2. Raise up the experiences of early educators eligible for and receiving Early Childhood Educator Pay Equity Fund payments
3. Disseminate findings to DC and national audiences



ECE Pay Equity Fund Study

Secondary Data Analyses

Research Questions	Data Sources	Analyses	
Who chooses to request wage supplement funding and who does not, and how do these groups vary?	❖ Analyses of linked administrative data from DELLT, Pay Equity Fund records, child care licensing, and Capital Quality	Use Stata to run descriptive analyses, subgroup comparisons, and multivariate regression models	
How do Pay Equity Funds impact early educators' compensation levels, staff retention, and wellbeing?	❖ Census data on poverty		
How do facilities with lower or higher staff retention vary in terms of staff pay and facility/program/community characteristics?	❖ CDC COVID Data Tracker		

ECE Pay Equity Fund Study

Primary Data Collection Methods

Research Questions	Data Sources	Analyses
What opportunities and challenges do wage supplements offer <u>child care program directors</u> , particularly regarding staff recruitment and retention?	❖ Annual web survey of program directors (Years 1, 2, 3)	Use Stata to run descriptive analyses and subgroup comparisons
What opportunities and challenges do wages supplements offer <u>early educators</u> ?	❖ Two early educator surveys (Years 1 and 2) ❖ Follow-up focus groups with survey respondents (Year 1) ❖ Key informant interviews	Use NVivo software code and analyze qualitative data to identify themes

ECE Pay Equity Fund Case Study

- Perspectives from:
 - 11 key informants
 - 29 child care center directors and lead home caregivers
 - 39 parents/guardians of children enrolled in licensed child care



- Historical context, vision and goals, early implementation, and future directions

The Pay Equity Fund and Wellbeing

I think that initially [early childhood educators] were kind of leery, because OSSE is always saying they're going to provide things, they're going to do things, and it doesn't materialize. But this time it worked, and so I think they were appreciative and excited about it and just looking forward to it being something that is continual. —Center director

The Pay Equity Fund and Wellbeing

Recipients were very excited...For some people, this money is life changing. Some of them have never had that amount of money at one time. You could see the sense of pride: one woman brought her husband and her daughter, and it was a family affair. It drew tears...Their heads were held high, and this was a good thing. —Key informant

HealthCare4ChildCare and Wellbeing

If you don't have another revenue source coming into the system you do not have the ability to solve that problem...we were able to use a portion of the funds to work with our health benefits exchange to provide more affordable healthcare coverage for childcare workers. —Key informant

Early Childhood Educator Survey



Informed Consent

Dear early childhood educator:

We invite you to participate in an important survey of staff working in DC-licensed child care facilities. **At the end of the survey, you will receive a \$20 Amazon gift card.**

The study is collecting information on early childhood educators' experiences with the Early Childhood Educator (ECE) Pay Equity Fund. You might also have heard of this as money for early childhood educators from OSSE (DC's Office of the State Superintendent of Education) or AidKit. The information you provide will be extremely valuable to future government planning.

- About You and Your Facility
- Job Plans, Workplace Perceptions, and Turnover Intentions
- Perceptions of the ECE Pay Equity Fund
- Health and Well-Being
- Employees Compensation and Benefits
- Demographics

Wellbeing and Turnover Survey Items

1. Job satisfaction, search, and turnover intentions
2. Perceived professionalism and professional respect
3. Financial and food insecurity
4. Depressive symptomology (CES-D-7)
5. Working conditions, including Job Content Questionnaire (JCQ) and physical demands scale
6. Pay Equity Fund payments and job/occupational retention, ability to focus on children's development, and pay commensurate with credentials
7. Open-ended responses about experiences with the Pay Equity Fund

What else should we ask?

- Center director surveys
- Early educator focus groups
- Future data collections

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Find study information and publications here:

<https://www.urban.org/policy-centers/center-labor-human-services-and-population/projects/dc-child-care-policy-research-partnership>



Appendix

Minimum Salary Requirements for Child Development Facilities Receiving Payroll Funding Formula Awards, FY24

Role	Credentials	Minimum Salaries for FY24
Assistant Teacher or Associate Home Caregiver	Less than a Child Development Associate (CDA)	\$43,865
	CDA	\$51,006
	Associate's degree or higher	\$54,262
Lead Teacher, Home Caregiver, or Expanded Home Caregiver	CDA	\$54,262
	Associate's degree	\$63,838
	Bachelor's degree or higher	\$75,103

FY24 Recommended Early Childhood Educator Salary Schedule

	Step 1 (Minimum)	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12-15	Step 16
Assistant Teacher-Education Level													
No CDA	\$43,865	\$43,999	\$44,813	\$46,300	\$47,778	\$49,265	\$51,154	\$53,026	\$54,912	\$56,784	\$58,666	\$62,433	\$66,952
CDA	\$51,006	\$51,161	\$52,108	\$53,838	\$55,556	\$57,285	\$59,481	\$61,658	\$63,852	\$66,028	\$68,216	\$72,596	\$77,851
Associate degree	\$54,262	\$54,427	\$55,434	\$57,274	\$59,102	\$60,941	\$63,278	\$65,594	\$67,927	\$70,242	\$72,570	\$77,230	\$82,820
Teacher-Education Level													
CDA	\$54,262	\$54,427	\$55,434	\$57,274	\$59,102	\$60,941	\$63,278	\$65,594	\$67,927	\$70,242	\$72,570	\$77,230	\$82,820
Associate degree	\$63,838	\$64,031	\$65,216	\$67,381	\$69,532	\$71,696	\$74,445	\$77,169	\$79,914	\$82,638	\$85,377	\$90,859	\$97,436
Bachelor's degree or higher	\$75,103	\$75,331	\$76,725	\$79,272	\$81,802	\$84,348	\$87,582	\$90,787	\$94,017	\$97,221	\$100,443	\$106,893	\$114,630