

March 18, 2022

Bold on Early Educator Compensation Learning Community
Session # 4: Mechanisms for Wage Increases (Spotlight on DC)

Overview:

We were joined by guest speaker Ruqiyah Anbar-Shaheen from DC Action for Kids and DC Under Three Coalition. She shared the story and some resources behind the latest Birth-to-Three for All DC Act of 2018 and the latest DC compensation wins:

1. [Task Force final report](#)
2. [Compensation Scale Report](#) Oct. 2021
3. [OSSE Cost modeling report](#)

Hooray moments: We formally introduced new co-facilitators: Ngozi and Anna. We celebrated Corrine Hendrickson's op-ed in CC Exchange and a new MA [report](#) on ECE, and WA responded to new market rate study that showed an increase in cost to providers - legislature responded by maintaining higher subsidy rate (85% market rate).

Take-Aways:

➤ **Two phases of compensation strategy in DC:**

- First phase: Direct to educator pay supplements \$10 - \$15K per educator based on pot of money and administrative costs. Priority to get money to educators
- Second phase: Articulated salary scale/adjusted base amount
 - Base payments based on a formula
 - Equity adjustment to account for educators and providers who serve children from low-income families (based on Third Sector

consulting equity adjustment formula developed for MA stabilization grants)

- Education requirements will go into effect in December '22 so this plan will align

➤ **Challenges:** Data gaps, benefits cliff, tension in employer-employee dynamic showed up in advocacy work and the way they could bring people together, opt-in system for providers outside subsidy have to know/apply

➤ **Themes from group discussion:**

- One major barrier highlighted was trust between providers and agencies, due to longstanding underfunding and administrative burden. Many of the questions raised were about addressing tension between subsidy system and eligible providers, as well as any parallel efforts to raise subsidy rates
- Another take-away was the importance of narrative work; Ruqiyyah spoke to the importance of messaging, framing ECE as a public good and being outspoken as a coalition that working solely through the subsidy system wasn't going to be adequate to address the equity issues. For example, when they had to dole out this year's appropriated amount but the salary scale wasn't ready to be implemented they moved on the short-term wage supplement because of the framing: "the money is the educators, how do we get it directly to them?"