

## DC Pay Equity Fund Target Pay Rates based on Job Title and Education Level

Staff Type	Credentials	Minimum Salaries for FY24 (hourly wage)
Assistant Teacher	Less than a CDA	\$21.09/hour
	CDA	\$24.52/hour
	Associate degree or higher	\$26.09/hour
Lead Teacher	CDA <u>or</u> 48 credit hours with greater than or equal to 15 hours in Early Childhood Education (ECE)	\$26.09/hour
	Associate degree in ECE <u>or</u> an associate degree with greater than or equal to 24 credit hours in ECE	\$30.69/hour
	Bachelor's degree (or higher) in ECE <u>or</u> a bachelor's degree (or higher) with greater than or equal to 24 credit hours in ECE	\$36.11/hour

## Staff Educational Requirements for Employment for 24-25 School Year

POSITION	CREDENTIAL REQUIREMENT	EFFECTIVE DATE
Center Director	Bachelor's degree in early childhood education (including early childhood development, early childhood education, elementary education, or early special education) <u>or</u> a bachelor's degree in any subject area with at least 15 semester credit hours in early childhood education.	Dec. 2, 2022
Teacher	Associate degree in early childhood education (or early childhood development, child and family studies, or a closely related field) <u>or</u> an associate degree (or higher) in any subject area with at least 24 semester credit hours in early childhood.	Dec. 2, 2023
Assistant Teacher	Child Development Associate (CDA) <u>or</u> an associate degree (or higher) in any subject area.	