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A BILL

IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

To amend, on an emergency basis due to congressional review, 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 Congressional Review Emergency Amendment Act of 2025”.

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 (D.C. Official Code § 4-401) is amended as follows:

(1) Paragraph (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.

(2) Paragraph (1D) is amended to read as follows:

“(1D) The term “CDA” means a child development associate credential recognized by the Council for Professional Recognition and accepted by the Department to demonstrate competency as a caregiver for young children or a state-awarded certificate that

36 meets or exceeds the requirements for a child development associate credential, as defined by the
37 Department.”.

38 (3) Paragraph (4B) is amended by striking the phrase “education.” and inserting
39 the phrase “education or a related field, as identified by the Department’s regulations governing
40 the qualifications of child development facility lead teachers and assistant teachers.”.

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

42 (1) Subsection (b) is amended to read as follows:

43 “(b) From October 1, 2024, through December 31, 2024, child development facilities that
44 enter or have entered into a contract or agreement with the Department to receive monies from
45 the Early Childhood Educator Pay Equity Fund shall use such monies to pay, at minimum, the
46 salaries for assistant and lead teachers listed in tables 1 and 2 of this subsection:
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Table 1: Assistant Teacher Minimum Salaries	
Credential Level	Minimum salary
Less than a CDA	\$43,865/year
CDA	\$51,006/year
Associate	\$54,262/year

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Table 2: Lead Teacher Minimum Salaries	
Credential Level	Minimum salary
CDA or 48 credit hours with greater than or equal to 15 credit hours in ECE	\$54,262/year

Associate in ECE or Associate's with greater than or equal to 24 credit hours in ECE	\$63,838/year
Bachelor's in ECE or Bachelor's with greater than or equal to 24 credit hours in ECE	\$75,103/year

49 .”.

50 (2) New subsections (b-1) and (b-2) are added to read as follows:

51 “(b-1) Beginning January 1, 2025, child development facilities that enter or have entered
52 into a contract or agreement with the Department to receive monies from the Early Childhood
53 Educator Pay Equity Fund shall use such monies to pay, at minimum, the salaries for assistant
54 and lead teachers listed in tables 1 and 2 of this subsection:

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

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Table 2: Lead Teacher Minimum Salaries	
Credential Level	Minimum Salary

Child development center teacher or expanded child development home caregiver with a CDA	\$51,006/year (\$24.52/hour)
Child development home caregiver with a CDA	\$54,262/year (\$26.09/hour)
Associate in ECE; associate with at least 12 credit hours in ECE; 60 college credit hours with at least 12 credit hours in ECE	\$63,838/year (\$30.69/hour)
Bachelor's or higher in ECE; or Bachelor's with at least 12 credit hours in ECE	\$75,103/year (\$36.11/hour)

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58 “(b-2) The Department shall issue guidance to assist child development facilities with
59 aligning the minimum salary requirements in subsections (b) and (b-1) of this section with the
60 qualifications for child development facility assistant and lead teachers it has established by
61 regulation.”.

62 (3) Subsection (c)(1) is amended by striking the phrase “Tables 1 and 2 to” and
63 inserting the phrase “tables 1 and 2 in subsection (b-1) of this section to” in its place.

64 Sec. 3. Fiscal impact statement.

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

68 Sec. 4. Effective date.

69 This act shall take effect following approval by the Mayor (or in the event of veto by the
70 Mayor, action by the Council to override the veto), and shall remain in effect for no longer than
71 90 days, as provided for emergency acts of the Council of the District of Columbia in section

- 72 412(a) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 788;
- 73 D.C. Official Code § 1-204.12(a)).