



## **Compensation Philosophy**

*It is the philosophy of Educare DC that human capital is our greatest resource. Therefore, wage transparency, equitable compensation and market competitiveness are core organizational principles that we are committed to and have embedded into our practices.*

***Steps we take to ensure equity, opportunity and transparency for all Educare DC employees:***

- 1. We ensure that all Educare DC staff are paid a fair market value salary.**
- 2. We ensure there is a predetermined entry salary range for all roles.**
  - A compensation study was completed in November 2022 by a third-party firm to assess the market competitiveness of compensation being paid by the organization and to create salary bands for all positions.
- 3. We ensure that compensation is equitable and consistent.**
  - Educare DC is proud to participate in the [Early Childhood Educator Pay Equity Fund](#), which has established [minimum salary requirements](#) for all eligible early childhood educators.
- 4. We ensure an ongoing commitment to internal growth opportunities and promotions.**
  - Educare DC has a Promotion Policy as included in our Employee Handbook, which communicates the criteria for all internal promotions. Educare DC is committed to promoting from within whenever possible.
- 5. We reassess the Educare DC Compensation Philosophy every three years.**