

## Subsidized Child Care Assistance Program – October 2020

The Subsidized Child Care Assistance program is funded through a combination of State and Federal dollars in conjunction with Smart Start dollars to assist families with the cost of child care. Families receiving financial assistance may choose the child care program that best meets their needs.

In order to qualify for financial assistance for child care, families must meet the program's income guidelines below and must have a need for child care. For most families, the need for child care is to support employment or enrollment in an education activity. The subsidy program can assist families with the cost of child care for children ages 0-12. The program requires a co-pay for most families: based on 10% of the family's gross monthly income.

200% Federal Poverty Level  
Effective 7/1/2019  
(All children ages 0-5, and All Special Needs)

Family Size	1	2	3	4	5		
Maximum Gross Monthly Income	\$2,082	\$2,818	\$3,555	\$4,292	\$5,028		
Family Size	6	7	8	9	10	11	12
Maximum Gross Monthly Income	\$5,765	\$6,502	\$7,238	\$7,975	\$8,712	\$9,448	\$10,185

133% Federal Poverty Level  
(All children ages 6-12, and No Special Needs)

Family Size	1	2	3	4	5		
Maximum Gross Monthly Income	\$1,384	\$1,874	\$2,364	\$2,854	\$3,344		
Family Size	6	7	8	9	10	11	12
Maximum Gross Monthly Income	\$3,834	\$4,324	\$4,813	\$5,303	\$5,793	\$6,283	\$6,773

To participate in the program and accept child care vouchers, child care providers must be licensed with the Division of Child Development and Early Education with a rating of 3 star or higher or be a religious sponsored program. Families may choose any child care provider that participates in the Subsidized Child Care program. For information and assistance in locating quality child care programs, families may contact Mountain Child Care Connections, the regional child care information and referral call center at (877) 752-5955.

### Buncombe County Market Rates (maximum allowable reimbursement rate) – Effective 10-1-2018

#### Buncombe County Market Rates - Child Care Centers

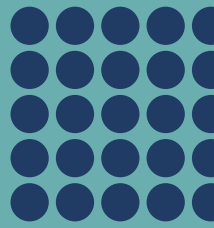
	1 Star	2 Star	3 Star	4 Star	5 Star
I/T	\$379	\$398	\$715	\$793	\$922
2 Years	\$356	\$374	\$706	\$762	\$854
3-5 Years	\$335	\$351	\$730	\$747	\$775
School Age	\$335	\$351	\$525	\$554	\$592

#### Buncombe County Market Rates - Family CC Homes

	1 Star	2 Star	3 Star	4 Star	5 Star
Infants	\$379	\$398	\$788	\$877	\$1022
1 Year	\$379	\$398	\$784	\$874	\$1023
2 Years	\$356	\$374	\$776	\$804	\$833
3 - 5 Years	\$335	\$351	\$733	\$817	\$957
School Age	\$335	\$351	\$471	\$499	\$541



# NORTH CAROLINA EARLY EDUCATION COALITION



**The North Carolina Early Education Coalition works to ensure that all children have access to high-quality early care and learning experiences.**

## About Us

Since 1990, we have highlighted the proven power of quality early childhood education by sharing information and resources with parents, professionals and policymakers. **The NC Early Education Coalition is the only statewide advocacy coalition dedicated to promoting high-quality, accessible and affordable child care in North Carolina.**



We accomplish our mission of advocacy and education by: developing policy positions, researching and producing fact sheets, providing training and resources, cultivating relationships with policymakers and the media, engaging a full-time lobbying team at the NC General Assembly, mobilizing advocates, and collaborating with state and national early childhood partners.

Our membership includes statewide organizations, regional and local child care agencies, child care providers, and individuals committed to improving the quality of child care and early childhood education in North Carolina.

## It's Time to Think Babies™ NC

The NC Early Education Coalition is also a proud partner in the national ZERO TO THREE Think Babies™ campaign and the Pritzker Children's Initiative's National Collaborative for Infants and Toddlers. We serve as the backbone organization for the Think Babies™ NC Alliance. This statewide initiative seeks to build public awareness and policymaker support for what babies and their families need to thrive: healthy beginnings, supported families and quality early care and learning experiences.

**Make their potential our priority.**



## Learn more, get involved, and take action!

Visit our website to learn more about our work, how you can become a member, and how to make your voice heard for young children, their families, and their educators.

**Together, we can make North Carolina a state where every child has access to high-quality early care and education, regardless of race, family income, or zip code.**

**LEARN MORE AND GET INVOLVED TODAY!**

[www.NCEarlyEducationCoalition.org](http://www.NCEarlyEducationCoalition.org)



# North Carolina 2020 Policy Priorities for Infants, Toddlers, and Families

Developed by the Think Babies™ NC Leadership Team



*When we support our youngest children in having the opportunity to fulfill their potential, we create the best outcomes in health, education, and economic well-being for everyone in North Carolina.*

**Brains are built, not born.** During the first years of life, babies' experiences are built into their bodies — shaping brain development and building the foundation for all future learning, behavior and health. Parents play the lead role in their child's healthy development, but all parents are stretched in the earliest months and years of their child's life. Our state and our communities all have a role to play in providing parents with support they may need at this especially critical time. Policies and programs should ensure healthy beginnings at birth, support families with young children, and make high-quality child care and learning environments more accessible and affordable to all parents who want them. When we support them in their earliest years, we prepare our babies to grow, learn and succeed—and our communities, workforce and economy become stronger and more productive.



## All Young Children Need Healthy Beginnings

Children's development during the early years of life is strongly affected by their health. Healthy adults are more likely to conceive healthy babies, and women with health insurance are more likely to get timely and adequate prenatal care. When parents have health insurance coverage, children are more likely to have insurance, keep insurance, and access needed health care services. Parents with health insurance are healthier and can better support children's development. Supporting pregnant women at work reduces infant mortality, improves mom and baby's health, and reduces doctor and hospital visits. When children have good health in utero, good birth outcomes, and access to needed health services, they are more likely to have good physical health and on-track development during childhood and throughout life.

### Think Babies™ NC 2020 Policy Priorities

- Make sure parents have access to health insurance by closing the coverage gap.
- Adopt reasonable workplace accommodations for pregnant employees.



## All Young Children Need Supported Families and Supportive Communities

A stable, secure relationship with a nurturing, caring adult is a key factor in young children's development. Parents play the lead role in their children's healthy development, but all parents are stretched in the earliest months and years of their children's lives. Communities can provide parents with support they may need at this especially critical time.

### Think Babies™ NC 2020 Policy Priorities

- Increase opportunities for home visiting and parenting education programs.
- Adopt paid family and medical leave for employees.



## All Young Children Need Access to Quality Early Care and Learning Experiences

Children's development and learning in the first few years lay the foundation for all of the years that follow. Children who attend high-quality early education programs are better prepared for success in school—academically, socially and emotionally. Children in higher quality programs have more advanced language and math skills, more advanced social skills, and more supportive relationships with their teachers. Access to high-quality child care with well educated, well compensated teachers helps prepare children to grow, learn and succeed.

### Think Babies™ NC 2020 Policy Priorities

- Increase child care subsidy funding and change waitlist policy to expand access to high-quality, affordable infant and toddler child care.
- Make sure families living in child care deserts have access to high-quality infant and toddler child care.
- Ensure infants and toddlers have well educated and well compensated teachers with the skills needed to support healthy development.



## All Young Children Need To Be Counted

An estimated 73,000 children in North Carolina under age 5 live in hard-to-count census tracts. Adequate census counts determine the amount of federal support a state receives. If these children are missed, the state stands to lose more than \$5 billion in federal investments like Child Care Subsidies, Head Start, nutrition support (SNAP) and health care (Medicaid) that primarily benefit the most vulnerable children.

### Think Babies™ NC 2020 Policy Priorities

- Make sure North Carolina's infants and toddlers benefit from their fair share of federal investments in programs that support healthy development by ensuring an accurate 2020 Census count.



### About Think Babies™ NC:

Think Babies™ NC seeks to advance policies that support the healthy development of North Carolina's babies and toddlers. It is aligned with the NC Pathways to Grade-Level Reading initiative and the NC Early Childhood Action Plan. Think Babies™ NC is led by the NC Early Education Coalition with support from the NC Early Childhood Foundation and a Leadership Team of state and local organizations focused on advancing public awareness and policy solutions for infants, toddlers, and their families.

### For more information, contact:

Michele Rivest, Policy Director, NC Early Education Coalition

Michele.Rivest@NCEarlyEducationCoalition.org

Visit the Think Babies™ NC website: <https://www.ncearlyeducationcoalition.org/think-babies-nc>

# Infant-Toddler Educator AWARD\$® Fact Sheet

# Infant-Toddler Educator AWARD\$®

## What is the Infant-Toddler Educator AWARD\$® program?

Infant-Toddler Educator AWARD\$® (AWARD\$) provides education-based salary supplements to low-paid early educators working full-time with children birth through age two in North Carolina. The program is designed to better compensate and retain well-educated teachers and family child care educators working with our youngest children. AWARD\$ is funded by the Division of Child Development and Early Education (DCDEE).

## Who is eligible to receive a salary supplement?

To be eligible for AWARD\$, applicants must:

- work at least 35 hours per week with infants, ones or twos.
- earn at or below \$19 per hour. Bonuses from the employer will be included in calculations to determine hourly rate.
- work in a licensed child care center or home with at least three stars.
- have at least an associate degree plus or including at least 24 birth to five focused semester hours (see the AWARD\$ supplement scale for more information).

## How much will I receive?

Salary supplements are tied to the recipient's level of education. The scale shows annual award amounts for full-time eligibility. Awards are issued in two six-month payments, each after the participant completes an assigned six-month commitment period in the same child care program.

## What do I have to do to participate in AWARD\$?

Infant-toddler educators must submit the AWARD\$ application, pay documentation and official transcripts. See application for details.

## How are supplements received?

Checks are issued following commitment period completion to eligible participants who have met the requirements. Commitment periods run from mid-month to mid-month and are established by Child Care Services Association (CCSA) for each individual participant using application date, start date and education documentation. Payments are based on half of the annual award amount and are contingent upon funding availability. Program staff must verify that participants have worked in their child care programs during the preceding six months before checks can be issued. Payments are mailed after CCSA has received the necessary funding from DCDEE. Once approved for an award, participants who remain in the same child care program do not need to reapply in order to receive future payments.

## How can I increase the level of the supplement I receive?

Participants in AWARD\$ may increase their supplement amounts by gaining more education. The T.E.A.C.H. Early Childhood® Scholarship Program offers scholarships to early care and education professionals who want to earn course credits toward specific early childhood credentials or degrees. Contact the T.E.A.C.H. Early Childhood® Scholarship Program at CCSA (919-967-3272) for more information. Participants are encouraged to send AWARD\$ an updated official transcript after the completion of any formal coursework so staff can determine the highest possible award.

## Do I have to pay taxes on the supplement I receive?

The salary supplement is income. Participants will receive an IRS-1099 form at the end of the year if they received \$600 or more from CCSA

during the calendar year. Recipients are responsible for reporting and paying any personal income taxes due.

## Will I receive a supplement if I move to another child care program?

Checks are issued to participants after each eligible six-month period in the same child care program. If a participant moves to another licensed child care program and works with infants, ones or twos, then the commitment period must be reset based on reapplication and the employment date at the new site. This policy is designed to encourage more stability for the children in care.

## If I work in a child care center, what is the center's responsibility?

A child care center must agree to provide verification of an applicant's employment status and income and agree not to use participation in the program to offset normal pay increases. The center is not responsible for providing the salary supplement should funding no longer be available.

## What is the Child Care WAGE\$® Program and how is it different from Infant-Toddler Educator AWARD\$®?

The Child Care WAGE\$® Program (WAGE\$) is an education-based salary supplement program designed to increase the retention, education and compensation of low-paid teachers, directors and family child care providers working with children ages birth to five. WAGE\$ is an option for all Smart Start partnerships and is available in counties that have elected to fund the program. While WAGE\$ funds eligible positions working with children ages birth to five, AWARD\$ funds full-time infant-toddler teachers and family child care educators.

## Why does the AWARD\$ scale start with Level 8?

The AWARD\$ scale is based on the WAGE\$ scale, which includes education levels below an Associate Degree in Early Childhood Education. WAGE\$ funds those levels temporarily as participants continue their educational pursuits. AWARD\$ is designed to better compensate infant-toddler educators with the highest levels of education on the scale.

## Can I participate on both AWARD\$ and WAGE\$ (or a local supplement program)?

Interested infant-toddler educators may apply to participate on AWARD\$, but individuals can only participate on one salary supplement program. If you are currently receiving WAGE\$ or a local supplement and a waiting list exists for AWARD\$, you may continue to be paid by your current program until funding is available for AWARD\$. If your current initiative provides higher payments, consider continuing with that program. If you are unsure which supplement program is most beneficial to you, contact an AWARD\$ Counselor at 919-967-3272.



## Infant-Toddler Educator AWARD\$®

Child Care Services Association  
P.O. Box 901  
Chapel Hill, NC 27514  
Phone 919-967-3272  
Fax 919-967-2945

[www.childcareservices.org](http://www.childcareservices.org)



# Infant-Toddler Educator AWARD\$®

## Salary Supplement Scale



Level	Education Required	Annual Supplement
13	Doctorate degree plus or including at least 18 birth-5 focused* semester hours	\$4,000
12 12	Doctorate degree plus or including at least 12 birth-5 focused semester hours or Master's degree plus or including at least 18 birth-5 focused semester hours	\$4,000
11 11	Master's degree plus or including at least 12 birth-5 focused semester hours or Bachelor's degree plus or including at least 18 birth-5 focused semester hours	\$4,000
10 10	Bachelor's degree plus or including at least 12 birth-5 focused semester hours or 90 semester hours toward a bachelor's degree, including at least 18 birth-5 focused semester hours	\$3,000
9 9 9	Doctorate degree plus or including at least 6 birth-5 focused semester hours or Master's degree plus or including at least 6 birth-5 focused semester hours or Bachelor's degree plus or including at least 6 birth-5 focused semester hours	\$2,500
8	Associate degree plus or including at least 24 birth-5 focused semester hours	\$2,000

The AWARD\$ scale is based on a copyrighted document, the Child Care WAGE\$® scale, which includes education levels below an Associate Degree in Early Childhood Education. AWARD\$ funding begins with level 8.

**Supplement totals shown represent annual awards for full-time eligibility.**

\*“Focus” *generally* means coursework with extensive content related to children ages birth-5 years old.

**To be eligible for at least one six-month payment during the fiscal year, applicants must:**

- work at least 35 hours per week with infants, ones or twos
- work in a facility with at least three stars
- earn at or below \$19/hour
- have one of the education levels listed above (from regionally accredited schools)
- work at least six months in the same child care program
- be employed at this same child care program when funding is available and a final confirmation has been completed

**For more information,** call 919-967-3272 or visit our website at [www.childcareservices.org](http://www.childcareservices.org).



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# Appreciating AWARD\$

When Chris Tryon, who operates a five-star family child care home in Union County, learned that Infant-Toddler Educator AWARD\$® would be available to him and other home-based professionals, he was very excited.



Chris Tryon

He said, “I was all for it! We spend so much money keeping our programs going and meeting high standards, and I have five stars. AWARD\$ would help because I could upgrade my facility, furniture, toys, get a nicer playset. I would reinvest it in my home program and my kids!”

Chris’ first check was mailed at the end of February, just before the COVID-19 pandemic hit hard in North Carolina. Now, as with other early educators in the state, Chris is struggling through this new reality. His regular parents were not considered essential workers, so they stayed home with their own children. He is now open for essential workers and says he wants to help if he can, but he has not yet had many children.

*“It’s getting tough. Not being paid for a couple of months is a hardship, and I can’t file for unemployment. I haven’t been able to access any of the small business resources, either. The AWARD\$ program helped me out big time. It has helped us get through this crisis.” — Chris Tryon*

Chris wonders what will happen in the future, if the children he has served will return. He said they become like his family. His mother always worked with children so he found it natural to do so. He started working when he was young at a child recreation center and kept going from there. When he moved to North Carolina, he started working in a child care center and then opened his own home in 2009. He said, “The best part of having my own program is that I really get to know the families I serve. I can really share with them about what is happening with their children. Children often stay with me until they go to kindergarten, and I give them stability and familiarity.”

“Being a man in this industry can be challenging,” Chris said. “People who don’t know me tend to think I may not know what I’m doing. They get a little nervous about it. Others embrace it. I tell them it is my profession and I have a lot of experience. My friends call me ‘Gary Poppins,’ and I can embrace that. I can be a positive male role model.”

Chris looks forward to sharing his skills with more families and appreciates that the AWARD\$ supplements will continue to offer some support during the crisis. “My first check was like winning the lottery,” he said. “Now, knowing that it is coming is wonderful because who knows how long this is going to last? Knowing that I have that cushion means a lot. I really want to thank the Division of Child Development and Early Education for helping out family child care providers.”

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# T.E.A.C.H.

Early Childhood<sup>®</sup> NC Scholarship Program







The T.E.A.C.H. Early Childhood® Scholarship program is offered statewide and designed to provide educational scholarship opportunities for early educators including NCPK and infant toddler educators working in licensed facilities. Additionally unique scholarship programs are available for specialists within the early care and education system. The T.E.A.C.H. Early Childhood® scholarship program offers a variety of scholarship options to study Early Childhood Education at all 58 community colleges and 16 bachelor degree granting colleges and universities across North Carolina. Typically, comprehensive core scholarships provide partial support for the following: in-state tuition, books, travel and if applicable, release time.



## General Eligibility Criteria

Employees of licensed child care programs including GS-110 licensure-exempt programs are eligible. For most models an early educator must have the sponsorship of their employing child care program and earn less than \$18.00 per hour. However, partial scholarships may be available for educators earning just over the maximum. Each scholarship has additional eligibility criteria specific to the scholarship model. For more information about additional criteria, please contact the T.E.A.C.H. Early Childhood® Scholarship Program. Current scholarship programs and enhancements are described below.

## Early Childhood Credential Scholarship Programs

### ■ North Carolina Early Childhood Administration Credential Scholarship Program

The North Carolina Early Childhood Administration Credential scholarship offers child care center administrators a chance to earn their administration credentials. Recipients can enroll in up to 12 credits hours toward the NC Early Childhood Administration Credential. Recipients receive bonus upon completion of their credential and agree to fulfill a specified commitment period.

### ■ Child Development Associate (CDA) Credential Direct Assessment Scholarship Program

The CDA Assessment scholarship provides partial financial support to candidates to assist with the cost of the direct assessment fee administered by the Council for Early Childhood Professional Recognition. Recipients receive a bonus upon attainment of their credential and agree to fulfill a specified commitment period.

### ■ Child Development Associate (CDA) Certificate Renewal Scholarship Program

The CDA Certificate Renewal scholarship provides early educators the opportunity to receive financial support toward the renewal of their CDA certificate. This support can be toward the cost of the renewal fee and/or toward completing the 3 credit hour course training required for renewal. Recipients receive a bonus upon attainment of their renewed certificate or the completion of their contract. Recipients agree to remain employed in their sponsoring program or continue to operate their home- based program for a specified commitment period.

## Early Childhood Associate Degree Scholarship Programs

### ■ Quick Start/ Final Step Early Childhood Associate Degree Scholarship Program

The associate degree option for the Quick Start/Final Step Scholarship is intended for use by early educators who are either just beginning their entry into an associate degree program or who are on track to earn their degree and need no more than 6 credits to graduate. Upon successful completion of this contract, they are awarded a bonus and are required to fulfill a specified commitment period.

### ■ Early Childhood Associate Degree Scholarship Program

The Early Childhood Associate Degree Scholarship allows early educators the opportunity to enroll in 9-15 credit hours of coursework per year as they pursue a credential, diploma or degree in early childhood education. Upon successful completion of their contract, scholarship recipients receive either a raise or bonus. Recipients agree to remain employed in their sponsoring program or continue to operate their home-based program for a specified commitment period.

### ■ Early Childhood Associate Degree Scholars Program (stipend-based)

The Associate Scholars Scholarship Program is for aspiring early educators enrolled or eligible to enroll in up to 12 credit hours per semester in an Associate Degree Early Childhood program. A specified commitment period is required based on the number of stipends received.

### ■ **Infant-Toddler and Preschool Certificate Scholarship Program**

The Infant-Toddler and Preschool Certificate scholarship programs are specially designed to support attainment of the Early Childhood Infant-Toddler and Preschool certificate attainment. The coursework needed to earn the early childhood Infant-Toddler Certificate Program has a clear emphasis on children birth through two years of age. The Preschool Certificate Program provides a series of courses for early childhood professionals working with young children three through five years of age. The scholarship program offers a package of supports for recipients to take courses toward either Early Childhood Certificate up to 19 credit hours at any of North Carolina's 58 community colleges. Recipients receive a bonus upon attainment of their credential and agree to fulfill a specified commitment.

## Early Childhood Bachelor Degree Scholarship Programs

### ■ **Quick Start/Final Step Bachelor Degree Scholarship Program**

The bachelor degree option for the Quick Start-Final Step Scholarship is intended for use by early educators who are just beginning their entry into the bachelor's degree program or only need no more than 6 credits to graduate. Upon successful completion of their contract, they are awarded a bonus and are required to fulfill a specified commitment period.

### ■ **Early Childhood Bachelor Degree Scholarship Program**

The Early Childhood Bachelor Degree Scholarship allows early educators the opportunity to enroll in 9-12 credit hours of coursework per year to work toward a Bachelor's Degree in Child Development or Birth-Kindergarten Education at a partnering university. Upon successful completion of their contract, scholarship recipients receive either a raise or bonus. Recipients agree to remain employed in their sponsoring program or continue to operate their home based program for a specified commitment period.

### ■ **Early Childhood® Bachelor Degree Practicum Only Scholarship Program**

The Practicum Only Scholarship is available to early educators in the classroom who are pursuing a Bachelor's Degree and have to complete student teaching away from their place of employment. The scholarship provides a stipend during the semester when they are fulfilling their student teaching requirement. Upon graduation, the scholarship recipient agrees to remain in the field for a specified commitment period.

### ■ **B-K Licensure Scholarship Program**

The B-K Licensure Scholarship is available to early educators in classrooms who already have a Bachelor's degree and wish to pursue their B-K licensure. They can enroll in 9-15 hours of coursework per year at a partnering university. Upon successful completion of their contract, scholarship recipients receive a bonus. Recipients agree to remain employed in their sponsoring program or continue to operate their home based program for a specified commitment period.

### ■ **North Carolina Residency Licensure Assessment Scholarship Program**

The Residency Licensure Assessment Scholarship provides a reimbursement for the percentage of the assessment fee. Educators who have met all prerequisites and successfully passed the required test may be eligible for reimbursement.

### ■ **B-K Licensure Practicum Only Scholarship Program**

The Practicum Only Scholarship is available to early educators in the classroom who are pursuing a B-K License and have to complete student teaching away from their place of employment. The scholarship provides a stipend during the semester when they are fulfilling their student teaching requirement. Upon graduation, the scholarship recipient agrees to remain in the field for a specified commitment period.





#### ■ **Preschool Add On License Scholarship Program (stipend-based)**

The Preschool Add On License Scholarship is available for teachers in NC Pre-K classrooms who already hold a license in Elementary Education, Child Development, or Special Education. The scholarship offers graduated stipends to support course enrollment based on the teacher's educational plan. Recipients of the Preschool Add On scholarship will receive a bonus when they attain the Preschool Add On license. Scholarship recipients agree to continue working a specified commitment period is required based on the number of stipends received.

## Master's Degree in Education (Emphasis in Early Childhood Leadership and Management) Scholarship Program

**T**he Master's Degree Scholarship is available to individuals who are working in a licensed facility or in an early childhood focused organization. Recipients can enroll in 9-18 credits per year leading to a Master's Degree at one of the two partnering universities.

Following the completion of each contract, individuals will receive a bonus and agree to work for a specified commitment period.

## Early Care and Education Community Specialist Scholarship Program (*stipend-based*)

**T**he Early Education Community Specialist Scholarship program is available to individuals who are working in an early childhood focused organization and pursuing an associate degree, a bachelor's degree, or completing graduate level courses in early childhood education. Recipients of the Early Care and Education Community Specialist Scholarship will receive a stipend for each course taken. Individuals agree to continue working a specified length of time in their employing organization.

## Early Childhood Working Scholars Program (*stipend-based*)

**T**he Early Childhood Working Scholars program is available to early educators in the classroom whose employer will not sponsor them on a comprehensive scholarship. Recipients of the Early Childhood Working Scholars scholarship will receive a stipend each semester for up to five semesters going toward the pursuit of an associate degree or a bachelor's degree in early childhood education. Individuals agree to continue working a specified length of time in the early childhood field for each stipend awarded.

### ADDITIONAL INCENTIVES

## Contract Renewal Bonuses

**T**he Early Educator Contract Renewal Incentive Program provides an additional bonus to eligible T.E.A.C.H. associate, bachelor, or Birth-Kindergarten Licensure scholarship recipients. The extra bonus will be issued to the recipient in recognition for successfully completing all requirements of the scholarship contract and for renewing another T.E.A.C.H. contract for the following year.

## Degree Attainment Bonus

**T**he T.E.A.C.H. Early Childhood® Degree Attainment Bonus Program rewards and recognizes T.E.A.C.H. recipients who have successfully completed at least one contract on either the associate, bachelor or B-K licensure scholarship programs and as a result earned their degree or licensure within the current fiscal year. Graduates are awarded the one time attainment bonus in exchange for agreeing to remain with their sponsoring employer for an additional year.




**For more information, contact:**

**CHILD CARE SERVICES ASSOCIATION**

**T.E.A.C.H. Early Childhood® North Carolina**

PO Box 901 Chapel Hill, NC 27514

 (919) 967-3272

 (919) 967-7683

 [www.childcareservices.org](http://www.childcareservices.org)

 [facebook.com/ChildCareServices/](https://facebook.com/ChildCareServices/)

 [twitter.com/ccsachildcare?lang=en](https://twitter.com/ccsachildcare?lang=en)

## **What is the Child Care WAGE\$<sup>®</sup> Program?**

The Child Care WAGE\$<sup>®</sup> Program provides education-based salary supplements to low-paid teachers, directors and family child care educators working with children ages birth to 5 years old. The program is designed to increase retention, education and compensation. The Child Care WAGE\$<sup>®</sup> Program is a funding collaboration between your local Smart Start partnership and the Division of Child Development and Early Education (DCDEE).

## **Who is eligible to receive a salary supplement?**

Any child care professional earning at or below the income cap selected by the funding partnership may be eligible to participate. A partnership may choose one of three income cap options: \$15, \$17 or \$19/hour. Bonuses received from the employer will be included in calculations to determine hourly rate. The supplement recipient must work with children ages birth to 5 at least 10 hours per week in a licensed child care program in a participating county and must have a level of education appearing on the Child Care WAGE\$<sup>®</sup> supplement scale (see reverse for eligible education levels). Partnerships may also elect not to fund administrative time, level two education or time worked in a site with fewer than three stars.

## **How much will I receive?**

Salary supplements are tied to the recipient's level of education, with teachers and family child care educators awarded on a different scale than directors. The awards also vary based on the tier selected by the funding partnership. Local Smart Start partnerships choose one of five different supplement models (tiers) and awards are issued accordingly. The scales show annual award amounts for full-time eligibility. Awards are issued in two six-month installments, each after the participant completes an assigned six-month commitment period in the same child care program. The amount received will reflect the schedule worked during the six-month period; supplements for part-time employees are prorated based on a 40-hour work week. Funding partnerships also may choose to apply an additional percentage cut to supplements due to budget constraints.

## **What do I have to do to participate in the Child Care WAGE\$<sup>®</sup> Program?**

Interested child care professionals must complete an application and provide verification of (1) current employment in a participating child care program, (2) current wages and (3) education earned, as verified by an official transcript or through Early Educator Certification (EEC). If an official transcript has been assessed by EEC, that assessment may be used to determine the WAGE\$ award.

## **How are supplements received?**

Checks are issued following commitment period completion to eligible participants who have met the requirements. Commitment periods run from mid-month to mid-month and are established by CCSA for each individual participant using application date, start date and education documentation. The installment is based on half of the annual award amount and reflects the schedule worked during the six-month period. All payments are contingent upon funding availability. Program staff must verify that participants have worked in their child care programs during the preceding six months before checks can be issued. Payments are mailed after CCSA has received the necessary funding from DCDEE. Once approved for an award, participants who remain in the same child care program and obtain the necessary education (if applicable) do not need to reapply in order to receive future installments.

## **How can I increase the level of the supplement I receive?**

Participants in the Child Care WAGE\$<sup>®</sup> Program may increase their supplement amounts by gaining more education. The T.E.A.C.H. Early Childhood<sup>®</sup> Program offers scholarships to child care professionals who want to earn course credits toward specific early childhood credentials or degrees. Contact the T.E.A.C.H. Early Childhood<sup>®</sup> Program at CCSA (919-967-3272) for more information. Participants are encouraged to send WAGE\$ an updated official transcript after the completion of any formal coursework so staff can determine the highest possible award. If this transcript has been sent to EEC, no further documentation is necessary. All educational levels noted with an asterisk on the scale are temporary. Participants must advance to a higher level as noted on the scale in order to remain eligible. Deadlines are shared with individual participants as applicable.

## **Do I have to pay taxes on the supplement I receive?**

The salary supplement is income. Participants will receive an IRS-1099 form at the end of the year if they received \$600 or more from CCSA during the calendar year. Recipients are responsible for reporting and paying any personal income taxes due.

## **Will I receive a supplement if I move to another child care program?**

Checks are issued to participants after each six-month period in the same child care program. If a participant moves to another licensed child care program in a participating county within the six months, then the commitment period must be reset based on reapplication and the employment date at the new site. This policy is designed to encourage more stability for the children in care.

## **If I work in a child care center, what is the center's responsibility?**

A child care center must agree to provide verification of an applicant's employment status and wages and agree not to use participation in the program to offset normal wage increases. The center is not responsible for providing the salary supplement should funding no longer be available.



# Child Care WAGES<sup>®</sup> Program

## Supplement Levels

Level	Education Required • All hours are semester hours. • Birth-5 focused semester hours are noted as "B-5 hours."	Teachers & Family Home Care Providers					Child Care Center Directors				
		Tier 1	Tier 2	Tier 3	Tier 1	Tier 2	Tier 1	Tier 2	Tier 3	Tier 1	Tier 2
				Higher Education Option		Higher Education Option					
13	Doctorate Degree plus or including at least 18 B-5 hours	\$3,000	\$4,000	\$6,250	\$4,000	\$6,250	\$2,250	\$3,000	\$4,680	\$3,000	\$4,680
12 12	Doctorate Degree plus or including at least 12 B-5 hours or Master's Degree plus or including at least 18 B-5 hours	\$3,000	\$4,000	\$6,250	\$4,000	\$6,250	\$2,250	\$3,000	\$4,680	\$3,000	\$4,680
11 11	Master's Degree plus or including at least 12 B-5 hours or Bachelor's Degree plus or including at least 18 B-5 hours	\$3,000	\$4,000	\$6,250	\$4,000	\$6,250	\$1,500	\$2,000	\$3,125	\$2,000	\$3,125
10 10	Bachelor's Degree plus or including at least 12 B-5 hours or 90 hours toward a Bachelor's Degree including at least 18 B-5 hours	\$2,250	\$3,000	\$4,500	\$3,000	\$4,500	\$1,125	\$1,500	\$2,250	\$1,500	\$2,250
9 9 9	Doctorate Degree plus or including at least 6 B-5 hours or Master's Degree plus or including at least 6 B-5 hours or Bachelor's Degree plus or including at least 6 B-5 hours	\$1,875	\$2,500	\$4,000	\$2,500	\$4,000	\$950	\$1,250	\$2,000	\$1,250	\$2,000
8 8*	Associate Degree plus or including at least 24 B-5 hours or Doctorate, Master's, or Bachelor's Degree (less than 6 B-5 hours)	\$1,500	\$2,000	\$3,500	\$2,000	\$3,500	\$750	\$1,000	\$1,750	\$1,000 \$750	\$1,750 \$1000
7* 7*	Associate Degree plus or including at least 18 B-5 hours or 57 hours of general education including at least 24 B-5 hours	\$1,325	\$1,750	\$2,875	\$1,325	\$1,750	\$675	\$900	\$1,450	\$675	\$900
6* 6*	Associate Degree plus or including at least 12 B-5 hours or 45 hours of general education including at least 18 B-5 hours	\$1,125	\$1,500	\$2,250	\$1,125	\$1,500	\$600	\$800	\$1,125	\$600	\$800
5* 5*	Associate Degree plus or including at least 6 B-5 hours or 70 hours of general education including at least 6 B-5 hours	\$950	\$1,250	\$2,025	\$950	\$1,250	\$525	\$700	\$1,025	\$525	\$700
4* 4* 4*	36 hours of general education including at least 12 B-5 hours or Associate Degree (less than 6 hours) or 70 semester hours of general education (less than 6 B-5 hours)	\$750	\$1,000	\$1,800	\$750	\$1,000	\$450	\$600	\$900	\$450	\$600
3*	24 hours of general education including at least 6 B-5 hours	\$600	\$800	\$1,200	\$600	\$800	\$375	\$500	\$600	\$375	\$500
2* 2* 2* 2*	18 hours of general education including at least 4 B-5 hours or Early Childhood Certificate or CDA Credential (Child Development Associate Credential) earned for at least 12 semester hours or 12 birth to five focused semester hours	\$450	\$600	\$600	\$450	\$600	\$300	\$400	\$400	\$300	\$400
1 1 1	6 birth to five focused semester hours or Completion of NC Early Childhood Credential coursework or Completion of NC Family Child Care Credential Coursework (for family child care only)	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

To be eligible for at least one six month payment during the fiscal year, applicants must:

- work in a county that uses Smart Start funds to support the Child Care WAGES<sup>®</sup> Program
- work in a licensed child care program (center, home or public school site)
- earn below the income caps selected by the funding partnership
- have one of the education levels listed here (from regionally accredited schools)
- work at least six months in the same child care program
- be employed at this same child care program when funding is available and a final confirmation has been completed

Supplement tier for each funding year is determined by the local Smart Start Partnership for each county. To learn the tier currently being supported in your county, or for additional information, call

**919-967-3272**

or visit us on the web at

Supplement totals shown represent annual awards for full-time eligibility.

\* Temporary levels of education. Teachers and directors awarded at one of these levels must move up to a higher level within two years to retain eligibility. Deadlines will be reestablished at each temporary level. Family child care providers have three years to achieve the education needed to move up.

The following notes apply to multiple levels throughout the scale:

- "Focus" generally means coursework with extensive content related to children ages birth to five.
- General education, such as English, Math and Science, is coursework earned toward a two or four year degree.

Child Care WAGES<sup>®</sup> Program  
**Child Care Services Association**  
 P.O. Box 901, Chapel Hill, NC 27514  
 Phone 919-967-3272  
 Fax 919-967-2945



# I am WAGE\$®

## Maria Milla

“I had to work when I was 15 years old,” said WAGE\$ participant Maria Milla. “My country, Honduras, is very difficult, very poor. I had to move to a bigger city and live with relatives to be able to study. I wanted to be a teacher, but that required day classes. I had to work during the day, so I studied something else, but my dream was always to be a teacher. When I played school as I child, I was always the teacher!” Maria’s dream came true when she moved to the United States.

Maria answered an advertisement for a child care center substitute and started learning about children, but she quickly realized how much more she needed and wanted to know. She kept working, took English (ESL) classes and then began her early childhood coursework. Maria started on the Child Care WAGE\$® Program with the NC Early Childhood Credential (four semester hours) and now has her Birth-Kindergarten Bachelor’s Degree. She has moved up the WAGE\$ scale many times, earning higher awards, and has remained at her current 5-star program since 2005. She is now only two classes away from earning her Birth to Kindergarten license.

*“WAGE\$ helps everybody. It helps children have the same teachers. Children feel safe, secure and happier. It helps parents feel more trust...It helps the teachers a lot.”*

*--Maria Milla*

Maria knows how much her education and consistency mean for the children and families she serves.

“I feel like the more education we have, the better we can do,” she said. “We learn about development and how we can help children grow and learn.”

The T.E.A.C.H. Early Childhood® Program helped her pay for classes; she says she couldn’t have done it otherwise. She’s proud of earning her degree, and she says WAGE\$ helped her attain that goal.

“It helped with the financial component of taking classes. WAGE\$ is a good motivator. I’m very thankful for all that WAGE\$ and my partnership do with this incentive. I love my job and I’m happy, but I don’t make much money and this incentive helps a lot of us stay in our jobs. WAGE\$ helps everybody. It helps children have the same teachers. Children feel safe, secure and happier. It helps parents feel more trust. They can leave their child with someone who has been there a long time rather than someone who comes and goes. It helps families because we don’t have to charge them more than they can pay. It helps the teachers a lot.”

Maria joked that despite her years of education in the United States, her English continues to improve with the help of the children in her class.

“I tell them to let me know if I say something wrong. They do! They correct me!” Laughing, Maria said, “Teaching is my passion. I want to stay in the classroom.”



Child Care  
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