

Early Education Salary Supplement - WAGE\$ Project

What is the WAGE\$ Project?

The Child Care WAGE\$® Project provides education-based salary supplements to low paid teachers, directors and family child care providers working with children between the ages of 0-5. The project is designed to provide preschool children more stable relationships with better educated teachers by rewarding teacher education and continuity of care.

What are the eligibility requirements?

Any child care professional earning at or below selected income caps may be eligible to participate. The supplement recipient must work with children between the ages of 0-5 at least 10 hours per week in a licensed child care program in a participating county and must have some formal child care credential or education beyond a high school diploma.

In order to participate in the project, interested child care professionals must complete an application and provide verification of current employment in a participating county child care program, current wages and educational credentials.

If eligibility is met, how much is received?

Salary supplements are tied to the education level of the recipient, the position the recipient holds in her/his program and the “Tier” level chosen by each participating county. (Counties choose which tier they want to support.) For example, a teacher or family child care provider is eligible for a \$450 or \$600 annual supplement for having attained the Early Childhood Certificate, and can earn \$1500 or more per year with an AAS in Early Childhood Education. Directors are funded on a different scale than teachers and home providers. Using either Tier, the amount of the supplement increases as the level of education increases. Supplements for part-time employees are prorated based on a 40 hour work week.

Forsyth County has chosen Tier 2 (chart on next page).

How are supplements received?

Each participant who meets the requirements for the Child Care WAGE\$® Project and remains eligible will receive a check from CCSA in the seventh month, after the completion of her/his six month commitment period. 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. Project staff must verify that participants have worked in their child care programs during the preceding six months before checks can be issued. Once approved for an award, participants who remain in the same child care program do not need to reapply in order to receive future installments.

Tier 2 Supplement Rates

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 WAGE\$® Project

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 below (from regionally accredited schools). All education obtained as Early Childhood Education must be focused on children ages 0-5; documentation is required.

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 totals shown represent annual awards.

<u>Level</u>	<u>Teacher/Assistant Teacher/Family Child Care Provider</u>	<u>Tier 2</u>
8	BA/BS Early Childhood Education or Child Development (Must have at least 15 semester hours of 0-5 focused coursework.)	\$4,000
8	BA/BS plus at least 24 semester hours related to ECE/CD (Must have at least 15 semester hours of 0-5 focused coursework.)	\$4,000
7	BA/BS plus at least 18 semester hours related to ECE/CD (9 of the 18 semester hours must be 0-5 focused coursework.)	\$3,000
7	90 semester hours toward BA/BS Early Childhood Education or Child Development	\$3,000
6	AAS Early Childhood Education or Child Development	\$2,000
6	AAS, AS or AA plus at least 30 semester hours in ECE/CD	\$2,000
6**	BA/BS	\$2,000
5**	45 semester hours toward an AAS Early Childhood Education	\$1,500
5**	45 semester hours of well rounded coursework plus at least 18 semester hours in ECE/CD	\$1,500
4**	Early Childhood Diploma	\$1,000
4**	AAS, AS or AA	\$1,000
4**	At least 70 semester hours of well rounded coursework	\$1,000
4**	36 semester hours toward an AAS Early Childhood Education	\$1,000
4**	36 semester hours of well rounded coursework plus at least 12 semester hours in ECE/CD	\$1,000
4**	36 semester hours of well rounded coursework plus a CDA (Child Development Associate)	\$1,000
3**	24 semester hours toward an AAS Early Childhood Education	\$800
2**	18 semester hours toward an AAS Early Childhood Education	\$600
2**	Early Childhood Certificate or its equivalent (12 semester hours in ECE/CD)	\$600
2**	CDA (Child Development Associate)	\$600
1**	6 semester hours in ECE/CD	\$300
1**	North Carolina Early Childhood Credential (testing out and equivalencies not awarded)	\$300

**Funding for all levels prior to an AAS ECE or its equivalent on the scale are temporary. Teachers and directors awarded at one of these levels must move up to the next level within two years in order 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.

Tier 2 Supplement Rates, cont.

Level	Director	Tier 2
8	MA/MS Early Childhood Education, Child Development or Child Care Administration (Must have at least 15 semester hours of 0-5 focused coursework.)	\$3,000
8	MA/MS plus at least 24 semester hours related to ECE/CD (Must have at least 15 semester hours of 0-5 focused coursework.)	\$3,000
7	BA/BS Early Childhood Education or Child Development (Must have at least 15 semester hours of 0-5 focused coursework.)	\$2,000
7	BA/BS plus at least 24 semester hours related to ECE/CD (Must have at least 15 semester hours of 0-5 focused coursework.)	\$2,000
6	BA/BS plus at least 18 semester hours related to ECE/CD (9 of the 18 semester hours must be 0-5 focused coursework.)	\$1,500
6	90 semester hours toward BA/BS Early Childhood Education or Child Development	\$1,500
5	AAS Early Childhood Education or Child Development	\$1,000
5	AAS, AS or AA plus at least 30 semester hours in ECE/CD	\$1,000
5**	BA/BS	\$1,000
4**	45 semester hours toward an AAS Early Childhood Education	\$800
4**	45 semester hours of well rounded coursework plus at least 18 semester hours in ECE/CD	\$800
3**	Early Childhood Diploma	\$600
3**	AAS, AS or AA	\$600
3**	At least 70 semester hours of well rounded coursework	\$600
3**	36 semester hours toward an AAS Early Childhood Education	\$600
3**	36 semester hours of well rounded coursework plus at least 12 semester hours in ECE/CD	\$600
3**	36 semester hours of well rounded coursework plus a CDA (Child Development Associate)	\$600
2**	24 semester hours toward an AAS Early Childhood Education	\$500
1**	18 semester hours toward an AAS Early Childhood Education	\$400
1**	Early Childhood Certificate or its equivalent (12 semester hours in ECE/CD)	\$400
1**	CDA (Child Development Associate)	\$400

**Funding for all levels prior to an AAS ECE or its equivalent on the scale are temporary. Teachers and directors awarded at one of these levels must move up to the next level within two years in order 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.

For more information about the early education salary supplement, contact the Child Care Services Association at 919.967.3272 or visit their Web site at www.childcareservices.org.

