

What is the Child Care WAGES[®] Project?

The Child Care WAGES[®] Project provides education-based salary supplements to low paid teachers, directors and family child care providers working with children ages birth to five. The project is designed to increase retention, education and compensation. The Child Care WAGES[®] Project 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: \$14, \$16 or \$18 per 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 five 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 WAGES[®] 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 providers 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 may also 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 WAGES[®] Project?

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 submitted to EEC, it may be used to determine the WAGES[®] 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. Project 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 WAGES[®] Project may increase their supplement amounts by gaining more education. The T.E.A.C.H. Early Childhood[®] North Carolina Scholarship 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[®] North Carolina Scholarship Program at CCSA (919-967-3272) for more information. Participants are encouraged to send WAGES[®] 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 project to offset normal wage increases. The center is not responsible for providing the salary supplement should funding no longer be available.

Child Care WAGES® Project

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® 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 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 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.

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

