

Child Care WAGES[®] IOWA Supplement Scale

Level	Education Required (Must meet one option)	Annual Supplement
10 10	<ul style="list-style-type: none"> •Master's or Doctorate Degree plus or including 24 EC credits •Bachelor's Degree with an Active Teaching License with an EC Endorsement 	\$3,500
9 9	<ul style="list-style-type: none"> •Master's or Doctorate Degree plus or including 18 EC credits •Bachelor's Degree plus or including 24 EC credits 	\$2,900
8 8	<ul style="list-style-type: none"> •Master's or Doctorate Degree plus or including 9 EC credits •Bachelor's Degree plus or including 15 EC credits 	\$2,300
7 7* 7* 7*	<ul style="list-style-type: none"> •Associate Degree plus or including 24 EC credits •Master's or Doctorate Degree (less than 9 EC credits) •Bachelor's Degree (less than 15 EC credits) •90 credits toward a Bachelor's Degree plus or including 24 EC credits 	\$1,800
6* 6*	<ul style="list-style-type: none"> •Associate Degree plus or including 12 EC credits •60 credits general education plus or including 18 EC Credits 	\$1,400
5* 5* 5*	<ul style="list-style-type: none"> •Early Childhood Community College Diploma •36 credits general education plus or including 12 EC credits •Associate Degree (less than 12 EC credits) 	\$1,100
4*	•24 credits general education plus or including at least 6 EC credits	\$800
3*	•12 EC college credits (could be part of a CDA Credential™, Paraeducator, Apprenticeship, Community College EC Certificate, etc.)	\$500
2	•Active Child Development Associate (CDA) Credential™ (earned with less than 12 college credits)	N/A
1	•High School Diploma and training not for college credit	N/A

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

*Temporary levels of education. Early care and education providers 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. See your individual award letter for deadline and details.

The following notes apply to multiple levels throughout the scale:

- EC credits are defined as college coursework focused on children ages birth to five.
- General education, such as English, Math and Science, is coursework earned toward a two or four year degree.

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

- work in a regulated child care program eligible to participate in Child Care WAGES[®] IOWA (contact a WAGES counselor to learn more about requirements in your county).
- earn below the set income cap (varies by county).
- have one of the education levels listed in the scale 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 a final confirmation has been completed.



Child Care WAGES[®] IOWA
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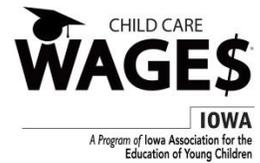
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Child Care WAGES[®] IOWA is a licensed program of
Child Care Services Association

Child Care WAGE\$[®] IOWA

Frequently Asked Questions / Fact Sheet



What is Child Care WAGE\$[®] IOWA?

Child Care WAGE\$[®] IOWA is a project that provides education-based salary supplements, or bonuses, to low-paid early care and education providers working with children ages birth to five in regulated settings in Iowa. The project is designed to increase retention, education and compensation.

Who is eligible to receive a salary supplement?

Any early care and education professional working in a licensed child care program or registered home earning at or below the income cap (varies by county) may be eligible to participate. The supplement recipient must work with children ages birth to five at least 20 hours per week. The recipient must also have a level of education that appears on the Child Care WAGE\$[®] IOWA supplement scale. Please contact a WAGE\$ counselor at Iowa AEYC for more information about specific eligibility requirements in your county or visit our website for more information.

How much will I receive?

Salary supplement amounts are tied to the recipient's level of education. Awards are issued in two six-month payments. The amount received will reflect the schedule worked during the six-month period; supplements for part-time employees are adjusted based on a 40-hour work week.

What do I have to do to participate in Child Care WAGE\$[®] IOWA?

Complete an application and provide proof of (1) current employment in a participating program, (2) current wages and (3) education earned (shown on an official transcript).

How are supplements received?

Checks are typically mailed by the end of the seventh month (following completion of a six-month commitment period) to eligible participants who have met the requirements.

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

WAGE\$ participants can increase their supplement amounts by gaining more education. The T.E.A.C.H. Early Childhood[®] Project offers scholarships to child care professionals who want to earn course credits toward specific early childhood credentials or degrees. Contact T.E.A.C.H. Early Childhood[®] IOWA (515-331-8000 or teach@iowaaeyc.org) 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.

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

Yes, because 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 Iowa AEYC during the calendar year. Recipients are responsible for reporting and paying personal income taxes due.

Will I receive a supplement if I move to another early care and education program?

Checks are sent to participants after each six-month period in the same program. If a participant moves to another eligible program within the six months, no check will be sent to the participant until they have been at the new program for six months in a row and completed a new WAGE\$ application from the new site. This will encourage more stability for the children in care and discourage participants from moving programs.