



CHILD CARE WAGES[®] IOWA



IOWA

A Program of Iowa Association for
the Education of Young Children

WHAT IS CHILD CARE WAGES[®] IOWA?

Child Care WAGES[®] IOWA (WAGE\$) is a salary supplement program offered by Iowa Association for the Education of Young Children (Iowa AEYC). WAGE\$ provides education-based salary supplements, or stipends, to early care and education providers working with children ages birth to five in regulated settings. The program is designed to increase retention, education and compensation. Supplement amounts are based on the individual's level of formal education and commitment to their program.

ELIGIBILITY REQUIREMENTS

To be eligible to receive a WAGE\$ stipend you must:

- Work in a program participating in the Iowa's Quality Rating (QRS or IQ4K) at any level, or be NAEYC/NAFCC Accredited
- Work for a program that accepts Child Care Assistance (CCA) or in a Head Start program
- Earn at or below \$20 for teachers or assistant directors OR \$25 for directors
- Have one of the education levels listed in the supplement scale. Education must come from regionally accredited schools
- Work at least six months in the same child care program

WAGES SUPPLEMENT SCALE

Level	Education Requirement (Must meet one option)	Annual Supplement (QRS 1-2)	Annual Supplement (QRS 3-5)
10	MA/MS or PhD plus or including 24 EC credits	\$5,250	\$9,200
10	BA/BS with Teaching License with an EC Endorsement		
9	BA/BS plus or including 24 EC credits	\$4,350	\$7,600
9	MA/MS or PhD plus or including 18 EC credits		
8	BA/BS plus or including 15 EC credits	\$3,450	\$6,050
8	MA/MS or PhD plus or including 9 EC credits		
7	AA/AS plus or including 24 EC credits	\$2,700	\$4,750
7*	BA/BS (less than 15 EC credits)		
7*	MA/MS or PhD (less than 9 EC credits)		
7*	90 credits toward a BA/BS plus or including 24 EC credits		
6*	AA/AS plus or including 12 EC credits	\$2,100	\$3,700
6*	60 credits general education plus or including 18 EC credits		
5*	Early Childhood Community College Diploma	\$1,650	\$2,900
5*	36 credits general education plus or including 12 EC credits		
5*	AA/AS (less than 12 EC credits)		
4*	24 credits general education plus or including at least 6 EC credits	\$1,200	\$2,100
3*	12 EC credits (could be part of CDA Credential, Apprenticeship, Community College EC Certificate, etc.)	\$750	\$1,300
2**	Active CDA (earned with less than 12 college credits)	\$525	\$900
1	HS Diploma, training not for college credit	N/A	N/A

**For temporary levels, recipients must move to a higher level within two years to remain eligible for supplements.*

***Temporary level and not guaranteed beyond June 30, 2024.*

FREQUENTLY ASKED QUESTIONS

How much will I receive?

Salary supplement amounts are tied to the individual's level of education. Awards are issued in six-month payments. The amount received will reflect time 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 WAGES® IOWA?

Complete an application and provide proof of:

- current employment in a participating program
- current wages
- education earned via an official transcript.
- create and maintain an active i-PoWeR account on <https://ccmis.dhs.state.ia.us/trainingregistry/>

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

WAGES participants can increase their supplement amount by gaining more education.

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.

The T.E.A.C.H. Early Childhood® Program

T.E.A.C.H. offers scholarships to child care professionals who want to earn college credits toward specific early childhood credentials or degrees.

515-331-8000

teach@iowaaeyc.org
www.iowaaeyc.org/teach

FREQUENTLY ASKED QUESTIONS

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. Participants 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 worked 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 consecutively and completed a new WAGES application from the new site.



SUPERVISORS: NEXT STEPS

THE APPLICATION PROCESS

As the program director, you will complete pages 4-5 of the WAGE\$ application. Page 4 is the general information on the program.

Page 5 contains the employee's employment verification as well as the program agreement – a signature is required in this section.

EMPLOYMENT CONFIRMATIONS

You will be contacted by a WAGE\$ Counselor to verify employment for WAGE\$ participants after they complete each of their six-month commitment periods.

For each individual being confirmed, you will need to provide the following information for that six-month period:

- Weekly work hours/schedule
- Amount of leave taken
- Ages of children in their care
- Current position

- Hourly rate of pay
- Additional education

If a current participant leaves your program or is terminated prior to the confirmation call, please notify us of this change as soon as possible.

UPDATING PROGRAM INFORMATION/EVALUATION

- **Complete and return a program update form –** This helps us gather the information on your program required by our funding partners. These forms will typically be sent once per year.
- **Complete evaluation of the WAGE\$ program –** You will receive an online survey annually. We appreciate your feedback on the WAGE\$ program.

HOME PROVIDERS: NEXT STEPS

REQUIRED DOCUMENTS

- **Home Provider Schedule Worksheet** – This is an important form for home providers. You will receive a blank copy every six months, prior to your confirmation phone call, to complete and return in a timely manner. This should be as detailed as possible to reflect child enrollment for an average month. Carefully list the days/times each child is in care.
- **Schedule C** – We require a copy of your most recent Schedule C (profit/loss statement) each spring after you file taxes. Send this as soon as taxes are filed – no checks can be issued after July 1st without this form on file.

- **WAGE\$ Evaluation** – You will receive an online survey annually. We appreciate your feedback on the WAGE\$ program.

EMPLOYMENT CONFIRMATIONS

You will be contacted after each six-month commitment period to verify that you have provided care.

If we are unable to confirm with you within two weeks of the end of your commitment period (the 1st day of the 7th month), you may be moved forward to the following month, delaying your check.

The dates for your six-month commitment period are listed on your award letter – always review the letter included with your check.

APPLY NOW



APPLICATION

Contact a
WAGE\$ Counselor
(515) 331-8000
wages@iowaaeyc.org

visit us
www.iowaaeyc.org/wage.cfm

CHILD CARE WAGES® IOWA
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