



A Program of Iowa Association for the Education of Young Children

PERFORMANCE AND EDUCATION YIELD SUCCESS

A partnership between Iowa AEYC
and Iowa Department of Health and Human Services-MIECHV

Administered by



Iowa Association for the
Education of Young Children

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What is PAEYS?

PAEYS stands for Performance and Education Yield Success and is a project that provides education-based salary supplements to the family support workforce employed by a MIECHV or HOPES HFI-funded site in Iowa. The project is designed to increase employee retention, education, performance, and compensation.



ELIGIBILITY

An individual must work at least 10 hours per week funded by MIECHV or HOPES HFI (.25 FTE) and maintain a caseload of at least three families. Any family support professional meeting these criteria (or supervising a family support professional meeting these criteria) in a MIECHV or HOPES HFI-funded site in Iowa may be eligible. The recipient must also have a level of education that appears on the PAEYS supplement scale. Please contact a PAEYS counselor at Iowa AEYC for more information about specific eligibility requirements or visit our website for more information:

www.iowaaeys.org/programs/teach/family-support-model/paeyys

In order to qualify, individuals must:

- Work at a MIECHV or HOPES HFI site in Iowa, for a minimum of 90 days
- Work a minimum of 10 hours per week
- Have one of the education levels listed on the scale (from regionally accredited schools)
- Remain employed and be meeting established performance benchmarks on a quarterly basis
 - 90% of required data points for the quarter must be complete and submitted on time to meet the threshold for payment
 - For supervisors, data will be assessed at the program level, not individual data

COMPENSATION & EDUCATION

Salary supplement amounts are tied to the participant's level of education. Checks are issued every three months (quarterly). The amount received will reflect time worked during the three-month period and successful completion of individual performance benchmarks. Eligible individuals will receive between \$1,200 and \$4,700 annually.

LEVEL	EDUCATION REQUIRED	ANNUAL SUPPLEMENT
4	Role-related Master's Degree** Master's Degree plus or including: <ul style="list-style-type: none"> • Minimum of 12 Early Childhood college credits • Infant and Early Childhood Mental Health Certificate • Completion of the Institute for the Advancement of Family Support Professionals Modules plus 9 EC-related credits 	\$4,700
3	Role-related Bachelor's Degree** Bachelor's Degree plus or including: <ul style="list-style-type: none"> • Minimum of 12 Early Childhood college credits • Infant and Early Childhood Mental Health Certificate • Completion of the Institute for the Advancement of Family Support Professionals Modules plus 9 EC-related credits 	\$4,500
2*	Meets Level 2 criteria and is progressing towards Level 3	\$3,100
2	<ul style="list-style-type: none"> • Unrelated bachelor's degree with less than 12 Early Childhood credits • Associate Degree including 12 Early Childhood credits 	\$2,700
1*	Meets Level 1 criteria and is progressing towards Level 2	\$1,600
1	Completion of the National Family Support Certification exam and appropriately trained in service delivery model	\$1,200

**Temporary Levels*

*** Role-related degrees may include, but are not limited to, Child/Family Services, Family Studies, Health/Human Services, Nursing and Social Work.*

PAEYS INFORMATION

Level 1 and Level 2 Participants:

Participants on Level 1 or Level 2 who are actively working towards a college degree can earn additional dollars. This can be done by submitting proof of current coursework each quarter. With proof of coursework a participant can be a Level 1* or a Level 2* on the PAEYS supplement scale.

It is the responsibility of the participant to notify PAEYS about current education.

EARNING A HIGHER SUPPLEMENT

PAEYS participants at Levels 1 & 2 can increase their supplement amounts by gaining more education. Iowa AEYC and the TEACH Early Childhood® Iowa program offer scholarships to family support professionals who want to earn college credits toward related credentials or degrees. **Contact TEACH Early Childhood® Iowa (515-331-8000 or teach@iowaaeyc.org) for more information.**

Participants are encouraged to send PAEYS an updated transcript after completion of any formal coursework so staff can determine the highest possible award.

INFORMATION FOR ELIGIBLE SUPERVISORS

In order for supervisors to receive quarterly supplement they must:

- Meet established performance benchmarks on a quarterly basis at the agency level
- Meet established performance benchmarks on a quarterly basis for personal data (if applicable)
- Complete one approved module on the Institute for the Advancement of Family Support Professionals each quarter



FAQS

What do I have to do to get started on PAEYS?

Complete an application and provide proof of college education earned.

How are supplements received?

Checks are typically sent to eligible participants on a quarterly basis, following verification of employment and successful completion of benchmarks, as confirmed by the Iowa Department of Health and Human Services.

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.

APPLY NOW



Contact a
PAEYS Counselor

(515) 331-8000

info@iowaaeypc.org