



# CHILD CARE WAGES<sup>®</sup> Iowa



Iowa

A Program of Iowa Association for  
the Education of Young Children

# WHAT IS CHILD CARE WAGE\$® Iowa?

## Child Care WAGE\$®

**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. Those working part-time will receive a prorated payment.

## 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 \$25/hour
- 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 for at least 20 hours/week with children 0-5.

# WAGES SUPPLEMENT SCALE

Level	Education Requirement (Must meet one option)	Annual Supplement (IQ4K 1-2)	Annual Supplement (IQ4K 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.*

# 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 WAGE\$

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?

WAGE\$ participants can increase their supplement amount by gaining more education.

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.

### 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](mailto:teach@iowaaeyc.org)  
[iowaaeyc.org/programs/teach](http://iowaaeyc.org/programs/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. These pages are the general information on the program along with the employee's employment verification. 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

- **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 1<sup>st</sup> 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 1<sup>st</sup> day of the 7<sup>th</sup> 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  
**[iowaaeyc.org/programs/wages/](https://iowaaeyc.org/programs/wages/)**

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