



Child Care WAGES[®] Iowa

CHILD CARE
WAGES[®]
Iowa

A Program of Iowa Association for the Education of Young Children

WAGES Scale

Effective July 1, 2025

Level	Education Requirements	Annual Supplement		
		Tier 0	Tier 1	Tier 2
10	Master's or Doctorate Degree plus or including 24 EC credits	\$5,500	\$8,000	\$11,500
	Bachelor's Degree with Teaching License with an EC Endorsement			
9	Master's or Doctorate Degree plus or including 18 EC credits	\$4,650	\$6,500	\$9,500
	Bachelor's Degree plus or including 24 EC credits			
8	Master's or Doctorate Degree plus or including 9 EC credits	\$3,700	\$5,100	\$7,500
	Bachelor's Degree plus or including 15 EC credits			
7	Associate Degree plus or including 24 EC credits	\$2,900	\$4,000	\$6,000
	Master's or Doctorate Degree (<9 EC credits)*			
	Bachelor's Degree (<15 EC credits)*			
	90 credits toward a Bachelor's Degree plus or including 24 EC credits*			
6	Associate Degree plus or including 12 EC credits*	\$2,250	\$3,100	\$4,650
	60 credits general education plus or including 18 EC Credits*			
5	Early Childhood Community College Diploma*	\$1,750	\$2,500	\$3,650
	36 credits general education plus or including 12 EC credits*			
	Associate Degree (<12 EC credits)*			
4	24 credits general education plus or including at least 6 EC credits*	\$1,300	\$1,800	\$2,650
3	12 EC college credits (could be part of a CDA [®] Credential [™] , Apprenticeship, Community College EC Certificate)*	\$800	\$1,100	\$1,650
2	Active Child Development Associate (CDA) [®] Credential [™] (<12 college credits)*	\$550	\$800	\$1,150
1	High School Diploma and training not for college credit	\$0	\$0	\$0

*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.



What is Child Care WAGES[®] Iowa?

Child Care WAGES[®] Iowa (WAGES[®]) is a salary supplement program offered by the Iowa Association for the Education of Young Children.

WAGES[®] provides education-based salary supplements, or stipends, to early care and education providers working with children ages birth to preschool 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 WAGES[®] stipend you must:

- Work in an HHS-regulated early care and education program
- Work in 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 birth to preschool-age

Supplement Tiers

Tier 2

Providers (including directors and home providers) whose programs are on IQ4K[®] levels 3-5 or nationally accredited.

Tier 1

Providers (including directors and home providers) whose programs are on IQ4K[®] levels 1-2.

Tier 0: Centers not yet on IQ4K[®]

This is a temporary tier for center-based teachers scheduled at least 20 hours per week with children ages birth-preschool. *Home-based providers and center directors not eligible for this tier.* Participants have two years on this tier for their program to earn a quality rating or they become ineligible.



Frequently Asked Questions

How much will I receive?

Salary supplement amounts are tied to the individual's level of education. Total annual awards are issued between two payments every six months. 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 rate of pay
- education earned via transcript
- an active [i-PoWeR](#) account

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 calendar year if they received a supplement. 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?

A check will not be sent to the participant until they have been at the new program for six months consecutively and completed a new WAGE\$ application from the new site.

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 transcript after the completion of any college coursework so staff can determine the highest possible award.

The TEACH Early Childhood® Program

TEACH offers scholarships to child care professionals who want to earn college credits toward early childhood credentials or degrees.

515-331-8000 · teach@iowaaeyc.org
iowaaeyc.org/programs/teach

WAGE\$ HAS BEEN INSTRUMENTAL

in not only salary supplements for myself and my staff, but also in contributing to employee retention. WAGE\$ is an important program because it helps to ease the burden for childcare centers and homes who have difficulty matching the wages they feel their employees deserve. WAGE\$ also rewards high-quality providers who seek to increase their level of education and complete IQ4K.

Julie Hanlin

Center Director and WAGE\$ Recipient

SUPERVISORS: NEXT STEPS

The Application Process

As the program director, you will complete a portion of the WAGE\$ application, including general information on your program, the employee's employment verification, and the program agreement. Your 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 and 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 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.

“ THE WAGE\$ PROGRAM IS A TREMENDOUS HELP

to my program and my ability to provide the highest quality care. The stipend allows me to purchase items such as art supplies, sand and water toys, diverse books for several ages, social emotional materials, soccer balls and basketballs for larger motor skills, games and puzzles for cognitive and small motor skills, and finally resources to continue to grow my knowledge as a provider. This stipend allows me to focus on the children, their environment, and their development while lessening the financial burden and stress of how I can continue to pay for all of the expenses. ”

Jana Michaelis

Family Child Care Provider and WAGE\$ Recipient

APPLY NOW



APPLICATION

Contact a
WAGE\$ Counselor!



(515) 331-8000



wages@iowaaeyc.org



iowaaeyc.org/programs/wages



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