

## WHY PAID RELEASE TIME?

An essential and vital element of many T.E.A.C.H. Early Childhood® scholarships is paid release time. Many T.E.A.C.H. recipients work full time and are single parents bearing full responsibility for their children. This is where paid release time comes in. It allows T.E.A.C.H. recipients the time to study, go to class, buy groceries or do whatever they would normally do if they weren't spending time getting an education.

Your teachers who work 30 hours per week or more and have been awarded T.E.A.C.H. scholarships for the AS degree, CDA and some National CDA Renewal models are entitled to paid release time of three hours per week, (T.E.A.C.H. will reimburse the center \$5.00 for each hour of release time), even if their classes are held during the day.

### **You may be creative in awarding release time:**

- Offer release time during rest time so scholarship recipients can study or use the center's computer for papers and class projects.
- Schedule release time when classroom ratios go down. Recipients can leave work early with pay and, if necessary, directors can use staff from other classrooms to substitute.
- Allow students to come in late or leave early while receiving usual pay.
- Pay students for their lunch breaks.
- Hire a substitute specifically to cover your T.E.A.C.H. recipients. This usually works best for centers that sponsor several employees.

You can also bank their time and give the recipients a whole day off before a major test, or give them half days off so it is easier to bring a substitute in, whatever is easiest for the center to maintain appropriate ratios.

**Remember**, when you sign the contract you are signing a legal document promising to give her paid release time. If you are unable to agree to this condition of the contract, please call the T.E.A.C.H. office so we may help you find creative ways to meet this stipulation.