

Child Care WAGES[®] FLORIDA Project

For more information visit:

[www.thechildrensforum.com/WAGES\\$.htm](http://www.thechildrensforum.com/WAGES$.htm)



Who is Eligible?

The basic program provides services to those child care professionals who:

- Work in a county that is participating in the Child Care WAGES[®] FLORIDA Project;
- Work in a licensed child care program (*center, home or public school site*); Children Services Council will continue to fund the WAGES[®] supplement scale based on the availability of funds or until all funding is depleted.
- Are continuously employed at the same QIS child care program for a minimum of one year.
- Work at least 20 hours per week with children ages 0-5 (*supplements will be prorated based on a 40-hour work week*);
- Have a formal child care credential and/or some education beyond a high school diploma; and
- Earn less than \$14.00 per hour as a child care professional.

**Individual county requirements may differ.*

“The program has let me grow with my students and let the parents be secure in the fact that I will be a consistent part of their children’s early education.”

How Do I Apply?

In order to participate in the project, interested child care professionals must complete an application. The applications are accepted on a first-come, first-served basis. To apply:

- Fill out an application;
- Provide verification of current employment in a participating county;
- Provide verification of current wages; and
- Provide verification of educational credentials (*see checklist on application*). You can request an application by calling the Child Care WAGES[®] FLORIDA Project or by sending the attached information request form.



Child Care WAGES[®] FLORIDA Project

2807 Remington Green Circle • Tallahassee, FL 32308-3752
(888) FLCHILD (toll free) • (850) 681-7002 • (850) 922-8699 (fax)

WAGES[®] Supplement Scale

LEVEL	TEACHER, ASSISTANT TEACHER, FAMILY CHILD CARE PROVIDER	ANNUAL SUPPLEMENT
8	<ul style="list-style-type: none"> • BA/BS ECE or CD • BA/BS in related field plus at least 24 credit hours in ECE or CD 	\$3,000
7	<ul style="list-style-type: none"> • BA/BS in related field plus at least 18 credit hours in ECE or CD • 90 credit hours toward BA/BS ECE or CD 	\$2,250
6	<ul style="list-style-type: none"> • AS/AAS ECE or CD • AS/AAS (in any field) plus at least 30 credit hours in ECE or CD • BA/BS with non-ECE or non-CD major 	\$1,500
5	<ul style="list-style-type: none"> • 45 credit hours toward an AS/AAS ECE or CD • 45 credit hours in related field plus at least 18 credit hours in ECE or CD 	\$1,125
4	<ul style="list-style-type: none"> • Early Childhood Certificate • AS/AAS with non-ECE or non-CD major • At least 70 credit hours of well-rounded "C" or above coursework (2.0 GPA) • 36 credit hours toward an AS/AAS ECE or CD • 36 credit hours in related field plus at least 12 credit hours in ECE or CD • 36 credit hours in related field plus a National CDA or Director Credential plus Florida Staff Credential[†] 	\$750
3	<ul style="list-style-type: none"> • 24 credit hours toward an AS/AAS ECE or CD 	\$600
2	<ul style="list-style-type: none"> • 12 credit hours in ECE or CD • National CDA • Director Credential plus Florida Staff Credential[†] 	\$450
1*	<ul style="list-style-type: none"> • Florida Staff Credential[†] • 6 credit hours in ECE or CD 	\$200

All education awarded as Early Childhood Education or Child Development must be focused on children ages 0-5; documentation is required.

*Funding for level 1 on the scale is temporary. Teachers awarded at level 1 must obtain level 2 within two years in order to retain eligibility. Family child care providers must reach level 2 within three years for continued funding. Please contact the Child Care WAGES[®] FLORIDA Project with any questions regarding his policy.

[†]Florida Staff Credential is formerly known as the CDA-E.

BA: Bachelor of Arts CDA: Childhood Development Associate
 BS: Bachelor of Science ECE: Early Childhood Education
 AAS: Associate of Applied Science CD: Child Development
 AS: Associate of Science

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Child Care WAGES[®] FLORIDA Project



Palm Beach County Edition

“ I feel more appreciated as a caregiver. It is very satisfying to be appreciated and to be recognized by others in the profession. ”

High Provider Turnover and Lack of Education in the Early Care and Education Profession

Research shows that teacher education and turnover rates affect children’s development, and low wages are often what causes teachers to leave the field. In addition, the lack of resources and efforts to maintain affordability for families often make it difficult for individual child care programs to reward or encourage teacher/provider education.

Information Request Form

Program Overview

This program is available only to those teachers whose family child care home, center or School District Pre-K Site is currently participating in the Quality Improvement System (QIS).

- The Children’s Forum holds the license in Florida and will administer this program for all participating counties. The program will be funded by Children’s Services Council of Palm Beach County and managed locally by the Institute of Excellence in Early Care and Education at Palm Beach Community College.
- If a child care center or family child care home should withdraw their membership from QIS, staff applications that were approved by the Children’s Forum prior to the effective QIS termination date, will receive only the first installment of the WAGES award.
- WAGES supplements are paid directly to the child care teacher/provider on a biannual basis participating in the Quality Improvement System.
- It is the goal of this program to offer WAGES supplements on an on-going basis subject to funding.
- This program is NOT funded by child care programs or employers.
- WAGES supplements are NOT to be considered bonuses or stipends to replace employee raises.
- There are NO requirements on how WAGES supplements are used by the child care teachers/providers.
- The Children’s Services Council may choose to fund all or part of the WAGES supplement scale based on the availability of funding. Children’s Services Council will continue to fund the WAGES supplement scale based on the availability of funds or until all funding is depleted.
- Participants must remain in the same child care program in order to remain eligible for the biannual WAGES supplements.

The Child Care WAGES® Project

Rewards Attained Education:

Supplemental award amounts are based on the level of education an individual has already attained.

Does Not Increase Costs to Parents:

Because funding for this project comes from external sources and goes directly to individual child care teachers/providers, families can have the benefit of better-educated child care teachers/providers without having to pay more.

Rewards Permanency:

Supplements are disbursed in six-month increments, after the recipient has spent a continuous year in the same child care setting.

Provides a Direct, Graduated Supplement that is Logical and Sufficient:

Supplements reward individual professional development efforts regardless of the work environment, and address low wages without affecting budgets, regular wages or parent fees. Amounts are sufficient to make a difference, and the scale levels and awards represent logical progress in the educational system.

Integrates with Other Education and Compensation Initiatives:

This program builds on and coordinates with the T.E.A.C.H. Early Childhood® Scholarship Program. Whereas T.E.A.C.H. rewards child care professionals seeking more education and helps them attain it, the Child Care WAGES® FLORIDA Project rewards those who have already attained education and helps keep them in their child care programs.

Maintains Marketplace Competition for Better Salaries:

Supplements vary based only on education attained, not on wages earned.



Name: _____
 Program: _____
 Address: _____
 City: _____ State: _____ Zip: _____
 Home Phone: _____ Work Phone: _____
 Fax: _____ E-mail: _____

Please send me the following information:

Quantity	Information
	Child Care WAGES® PALM BEACH COUNTY Brochure
	Child Care WAGES® PALM BEACH COUNTY Fact Sheet
	Child Care WAGES® FLORIDA Application
	Family Child Care Income Worksheet

“ It meant a brighter future for my family as well as the families of children I work with in my class. I feel more professional being a participant in the WAGES Project. ”



Mail or fax this reply card to:
 Child Care WAGES® FLORIDA Project

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