



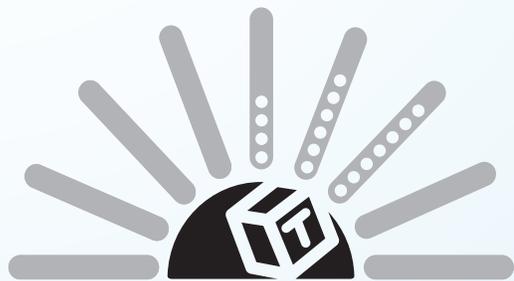
# 2019

Annual Report

 CHILD CARE  
**WAGES**<sup>®</sup>

**IOWA**

*A Program of Iowa Association for the Education of Young Children*



**T.E.A.C.H.** Early Childhood<sup>®</sup>

**IOWA**

*A Program of Iowa Association for the Education of Young Children*



# EDUCATION

**Research shows a clear link between stable, educated and fairly compensated caregivers and positive outcomes for children.**

T.E.A.C.H. scholarships are offered to support CDA credentials, associate degrees, bachelor's degrees, licensure renewals and early childhood endorsements. Most recipients are non-traditional working students who may not have been to college or who are the first in their families to go to college. T.E.A.C.H. contracts support students with 9-18 college credits per year. Scholarships to participants can value up to \$5,000 per contract.

WAGE\$ recipients must have some level of formal education, ranging from 12 college credits in early childhood education to a bachelor's degree, with a teaching license or graduate degree. Those without at least an associate degree with early childhood coursework are at temporary levels and have two years to complete additional college coursework to advance to a higher level.



**110**  
Degrees and Credentials Earned

**10** Associate Degrees

**19** Bachelor's Degrees

**81** CDA Credentials Earned

**428**  
recipients  
progressed  
towards their  
educational  
goals

**3,128**  
credits earned  
by T.E.A.C.H.  
recipients  
toward degree  
completion

**3.5**  
average  
GPA for  
T.E.A.C.H.  
recipients

**46%**  
of WAGE\$  
recipients on  
temporary levels  
increased their  
education in  
FY19

**30%**  
of those on  
temporary  
levels moved  
to a higher  
level on the  
supplement  
scale

# RETENTION

**Commitment to programs increases the continuity of caregivers to young children. Iowa's annual rate of turnover is approximately 30%.**

T.E.A.C.H. requires that recipients commit to their program for a period of time after their contract has ended, contributing to the stability of the workforce. Continuity of caregiver is a critical factor in high quality child care. T.E.A.C.H. is working to lower the state's teacher turnover rates by helping keep quality early educators in their chosen field. ECE employers know that turnover is expensive. Competent happy educators thrive, grow and provide higher quality experiences to young children.

**94%**  
T.E.A.C.H.  
recipients  
retained  
employment in  
their child care  
programs.

WAGE\$ recipients must retain employment in their program to continue receiving supplements. Employment is verified every six months, before the issuance of a supplement.

WAGE\$ invests in individuals working in quality programs, those participating in Iowa's Quality Rating System or national accreditation, that also serve families receiving Child Care Assistance. This multi-pronged approach encourages programs to take steps toward quality improvement and sets the focus on the children from low-income families who need this stability and quality care the most.

**80%**  
WAGE\$  
recipients  
retained  
employment in  
their child care  
programs.

# COMPENSATION

## T.E.A.C.H. and WAGE\$ work together to address the chronically low compensation of the early childhood workforce.

In return for increasing education, T.E.A.C.H. recipients receive monetary compensation through the scholarship. Compensation comes to participants as either a raise or bonus to recognize and reward the education earned.

**Bonuses range from \$200 to \$1000.**

**T.E.A.C.H.**  
The average increase in wages for program participants was **10%**



WAGE\$ recipients receive salary supplements every six months to help impact their overall compensation and move their families toward self-sufficiency.

**WAGE\$**  
**\$883**  
Average six-month supplement

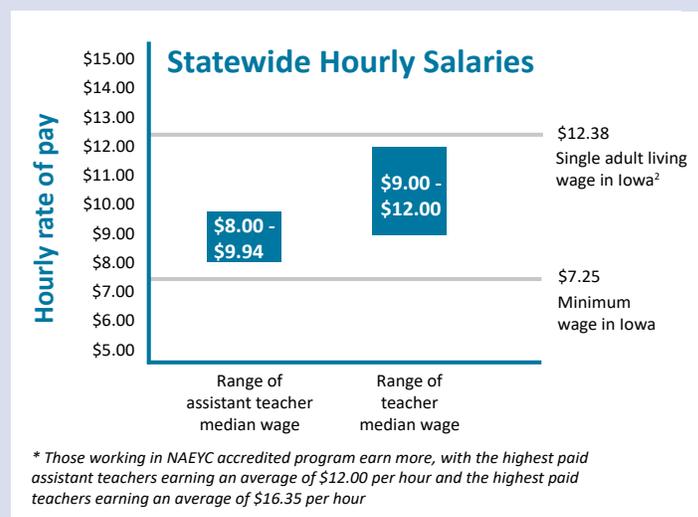
## CHILD CARE WAGE\$® IOWA SUPPLEMENT SCALE

10	•Master's or Doctorate Degree plus or including 24 EC credits	\$3,500
10	•Bachelor's Degree with an Active Teaching License with an EC Endorsement	
9	•Master's or Doctorate Degree plus or including 18 EC credits	\$2,900
9	•Bachelor's Degree plus or including 24 EC credits	
8	•Master's or Doctorate Degree plus or including 9 EC credits	\$2,300
8	•Bachelor's Degree plus or including 15 EC credits	
7	•Associate Degree plus or including 24 EC credits	\$1,800
7*	•Master's or Doctorate Degree (less than 9 EC credits)	
7*	•Bachelor's Degree (less than 15 EC credits)	
7*	•90 credits toward a Bachelor's Degree plus or including 24 EC credits	
6*	•Associate Degree plus or including 12 EC credits	\$1,400
6*	•60 credits general education plus or including 18 EC Credits	
5*	•Early Childhood Community College Diploma	\$1,100
5*	•36 credits general education plus or including 12 EC credits	
5*	•Associate Degree (less than 12 EC credits)	
4*	•24 credits general education plus or including at least 6 EC credits	\$800
3*	•12 EC college credits (could be part of a CDA Credential™, Paraeducator, Apprenticeship, Community College EC Certificate, etc.)	\$500
2	•Active Child Development Associate (CDA) Credential™ (earned with less than 12 college credits)	N/A
1	•High School Diploma and training not for college credit	N/A

\*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.

## THE LANDSCAPE OF COMPENSATION IN IOWA

Below information shows the range of median wages for assistant teachers and teachers working in programs in Iowa. This information is from the 2016 Working in Early Care and Education Iowa Study. Visit [bit.ly/iaecestudy](http://bit.ly/iaecestudy).



## VOICES FROM THE FIELD

Kim Bonjour-Eiteman and Joeleen Durbin started their 13th T.E.A.C.H. contracts this fall! This is the longest anyone has been on the scholarship in Iowa. Both have been employed at Perry Child Development Center for decades (Kim for 25 years and Joeleen for 29 years). Perry CDC is a NAEYC accredited, 5 star QRS program.

To date, Kim and Joeleen have each received around \$7,700 in WAGE\$ stipends and approximately \$31,000 has been spent toward each of their scholarships through T.E.A.C.H. Their previous director, Laurie, retired in August, and Kim has taken over as the new director. Without a BA degree within reach, she would not have been eligible for this position.

We are very proud of the accomplishments Kim and Joeleen have steadily achieved and the consistency they have provided for the children at Perry Child Development Center. Joeleen said they will stay there until they are using walkers and can't do the job anymore. Iowa AEYC can't wait to celebrate with them when they start their 14th contracts and receive their BS diplomas in the Fall of 2020!



## SUPPORT

**Working hand in hand, T.E.A.C.H. and WAGE\$ help move recipients along the educational pathway toward degree completion. By taking part in both programs simultaneously, individuals receive greater financial supports and a deeper level of counseling support.**

Counselors help recipients navigate through their educational journey so that each recipient can be successful in their educational goals.

**190  
T.E.A.C.H.  
and WAGE\$  
outreach visits  
completed**

Counselors are trained to individualize the support provided to recipients by identifying goals, addressing barriers and providing support and encouragement.



Pam Ellis  
T.E.A.C.H. Counseling Specialist



Kate Granzow  
WAGE\$ Counseling Specialist



Jocee Kelly  
WAGE\$ Counseling Specialist



Lauren Linnenbrink  
T.E.A.C.H. and WAGE\$ Coordinator



Pam Mahoney  
T.E.A.C.H. Counseling Specialist



Ashley Otte  
T.E.A.C.H. and WAGE\$ Manager



Marianne Rodrigues  
T.E.A.C.H. Counseling Specialist



Elizabeth Vitiritto  
T.E.A.C.H. Counseling Specialist

# FUNDER ACKNOWLEDGMENT

Gratitude and appreciation to our supporters working toward equitable access to higher education, better compensation and employment stability. We thank them for their support.



## 2019 ADVISORY COMMITTEE MEMBERS

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Buena Vista University

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AEA Learning Online

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Child Care Resources and Referral

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Iowa Department of Public Health

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Iowa Department of Management - Early Childhood Iowa

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Perry Child Development Center

### **Vicki Williams**

Oak Academy

### **Amanda Winslow**

Iowa Department of Education/Department of Management

### **Gloria Witzberger**

Linn County Child Development Director

## 2019 T.E.A.C.H. EARLY CHILDHOOD® IOWA FUNDING PARTNERS

Iowa Department of Human Services through the Federal  
Child Care Development Fund

Iowa Department of Management through Early Childhood  
Iowa Professional Development

Iowa River Valley Early Childhood Area

Polk County ECI

Iowa Department of Public Health through MIECHV funds

United Way of Central Iowa through Women United

## 2019 CHILD CARE WAGES® IOWA FUNDING PARTNERS

Building Families ECI

4 R Kids Early Childhood Iowa (ECI)

DHLW Early Childhood Area

Iowa Department of Human Services through the Federal  
Child Care Development Fund

Iowa Department of Management through Early Childhood  
Iowa Professional Development

Polk County ECI

Siouxland Human Investment Partnership ECI

W. K. Kellogg Foundation

JMP ECI

ECI Muscatine County

United Way of Central Iowa through Women United

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T.E.A.C.H. Early Childhood® IOWA and Child Care  
WAGE\$® IOWA are licensed programs of Child Care  
Services Association, and are administered by the Iowa  
Association for the Education of Young Children.