

**Comparison Of Selected Publicly Funded Local Initiatives For Compensation & Retention
(August 2002)**

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And
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Comparison of selected publicly funded local initiatives for compensation and retention (August 2002)

	San Francisco, CA WAGES Plus and Quality Plus (started October 2000)		Kansas City Metropolitan Area Tri-county Smart Start Kansas Early Learning Opportunities Act, Kansas City, MO	
<p>Source and amount of funds, basic description and current status</p>	<p>Funding from city general funds</p> <p>Administered by the San Francisco Department of Human Services</p>	<p>\$2.3 million for WAGES Plus and Quality Plus; \$1 million for family child care component</p> <p>WAGES Plus is a wage augmentation program. Payments are made to child care centers to bring hourly wages for staff up to certain levels. Levels based on state Child Development Permit Matrix (position and education).</p> <p>To participate in WAGES Plus, centers must serve at least 10% low income children; pay staff at the entry level less than \$9.00 per hour; and raise base wages to \$7.50 per hour. Program provides funds to cover administrative and payroll costs, and taxes. Thirty centers are participating.</p> <p>Centers can choose to participate in Quality Plus, and must complete ITERS/ECERS environmental ratings scale (with training and technical assistance). Staff at center can then earn an additional \$.10 per hour for each year at the center, up to five.</p> <p>Implementing new program for FCC providers. To participate, providers must meet income eligibility guidelines, and serve at least one child that is eligible for a subsidy, but is not receiving it. Also, providers must complete ITERS/ECERS. Individual providers receive a \$200 per month scholarship; if they have staff, they follow the WAGES salary levels. Budget allows for 110 providers to participate.</p>	<p>Funding for three counties in Kansas through the State of Kansas tobacco settlement funds; local cash and in-kind matches</p> <p>Funding for five counties in Missouri through the Federal Early Learning Opportunity Act grant; local match</p> <p>Tri-county Smart Start Kansas lead agency is the United Way of Wyandotte County, and is administered with support from the Mid-America Regional Council.</p> <p>The ELOA project for Kansas City, MO is administered by the Mid-America Regional Council.</p>	<p>Total grant award: \$656,350; total project cost: \$836,412 (funding began May 2001, ends at end of 2003)</p> <p>ELOA grant is \$1 million; local match totals \$176,471 (funding began January 2002, ends at end of 2002)</p> <p>40 centers in the eight county bi-state Kansas City metro area were awarded workforce retention grants. The average per person annual wage supplement is approximately \$2,100 per year, or \$1.01 per hour for a full-time teacher. The maximum award to a center is \$50,000.</p> <p>To participate, centers in the metro area must be licensed by their state (KS or MO); offer full-day, full-year child care services; and serve children ages birth-5. Priority is given to programs that have achieved NAEYC accreditation.</p>

	San Francisco, CA WAGES Plus and Quality Plus (started October 2000)		Kansas City Metropolitan Area Tri-county Smart Start Kansas Early Learning Opportunities Act, Kansas City, MO	
Is experience rewarded?	Yes, if center participates in Quality Plus	\$.10 per hour per year, up to five years	Yes	Programs are required to provide staff with a minimum of a \$.25 raise annually. In addition, directors have discretion in providing supplements within education ranges of the wage ladder, based on performance, tenure with the center, and general work experience.
What is the minimum education criteria for award?	No ECE units (Aides and Assistants) 6 units in ECE/CD (Teacher Assistants)	Wage Floors \$9.00 /hour – WAGES Plus \$9.25/hour + \$.10/year (2 years) – WAGES Plus and Quality Plus \$9.50/hour – WAGES Plus \$9.75/hour + \$.10/year (five years) – WAGES Plus and Quality Plus	High school diploma/GED High school/GED and complete 20 hours of Core Competency courses or 6 semester hours in ECE/CD	Minimum wage – Assistant Teacher: \$6.50/hr; \$13,520/yr Minimum wage - Assistant Teacher: \$7.50/hr; \$15,600/yr Maximum wage – Assistant Teacher: \$9.25/hr; \$19,240/yr Minimum wage – Lead Teacher: \$8.00/hr; \$16,640/yr Maximum wage – Lead Teacher \$9.75/hr; \$20,280/yr
What is the award for a CDA credential?	NA – levels determined by number of units in ECE/CD 12 units in ECE/CD (Associate Teacher)	Wage Floor \$11.15/hour – WAGES Plus \$11.40/hour + \$.10/year (five years) – WAGES Plus and Quality Plus	CDA or 12 semester hours in ECE/CD	Minimum wage – Assistant Teacher: \$8.00/hr; \$16,640/yr Maximum wage – Assistant Teacher \$9.75/hr; \$20,280/yr Minimum wage – Lead Teacher \$9.00/hr; \$18,720/yr Maximum wage – Lead Teacher \$10.75/hr; \$22,360/yr

	San Francisco, CA WAGES Plus and Quality Plus (started October 2000)		Kansas City Metropolitan Area Tri-county Smart Start Kansas Early Learning Opportunities Act, Kansas City, MO	
What is the award for a certificate?	<p>NA – levels determined by number of units in ECE/CD</p> <p>24 units in ECE/CD including core courses (Teacher)</p> <p>24 units in ECE/CD including core courses + 16 GE units (Teacher)</p> <p>24 units in ECE/CD including core courses + 16 GE units + 6 specialization units + 2 adult supervision units (Master Teacher)</p>	<p>Wage Floors</p> <p>\$11.65/hour – WAGES Plus \$12.00/hour + \$.10/year (five years) – WAGES Plus and Quality Plus</p> <p>\$12.15/hour – WAGES Plus \$12.75/hour + \$.10/year (five years) – WAGES Plus and Quality Plus</p> <p>\$13.85/hour – WAGES Plus \$14.25/hour + \$.10/year (five years) – WAGES Plus and Quality Plus</p>	<p>1 year early childhood certificate or 24 semester hours in ECE/CD</p>	<p>Minimum wage – Assistant Teacher: \$8.50/hr; \$17,680/yr Maximum wage – Assistant Teacher: \$10.25/hr; \$21,320/yr</p> <p>Minimum wage – Lead Teacher: \$9.50/hr; \$19,760/yr Maximum wage – Lead Teacher: \$11.25/hr; \$23,400/yr</p> <p>Minimum wage – Director: \$12.00/hr; \$24,960/yr Maximum wage – Director: \$13.75/hr; \$28,600/yr</p>
What is the award for an associate's degree?	<p>AA (or 60 units) with 24 ECE/CD units (including core) + 6 units administration + 2 units adult supervision (Site Supervisor)</p>	<p>Wage Floors</p> <p>\$17.05/hour – WAGES Plus \$17.25/hour – WAGES Plus and Quality Plus</p>	<p>AA in ECE/CD; or AA in related field with 24 college hrs. in ECE/CD; or BA/BS in non-ECE/CD major</p>	<p>Minimum wage – Assistant Teacher: \$9.00/hr; \$18,720/yr Maximum wage – Assistant Teacher: \$11.00/hr; \$22,880/yr</p> <p>Minimum wage – Lead Teacher: \$10.00/hr; \$20,800/yr Maximum wage – Lead Teacher: \$12.00/hr; \$24,960/yr</p> <p>Minimum wage – Director: \$13.00/hr; \$27,040/yr Maximum wage – Director: \$15.00/hr; \$21,200/yr</p>

	San Francisco, CA WAGES Plus and Quality Plus (started October 2000)		Kansas City Metropolitan Area Tri-county Smart Start Kansas Early Learning Opportunities Act, Kansas City, MO	
What is the award for a bachelor's degree?	BA with 24 ECE/CD units (including core) + 6 units administration + 2 units adult supervision (Program Director)	Not eligible for award.	BA in ECE/CD or BA/BS in related field with 30 semester hours in ECE/CD	Minimum wage – Lead Teacher: \$11.00/hr; \$22,880/yr Maximum wage – Lead Teacher: \$13.00/hr; \$27,040/yr Minimum wage – Director \$14.00/hr; \$29,120/yr Maximum wage – Director \$16.00/hr; \$33,280/yr
What is the award for a master's degree? Any additional criteria and awards?	None		MA in ECE/CD or MA in related field with 36 semester hours in ECE/CD	Minimum wage – Lead Teacher: \$12.00/hr; \$24,960/yr Maximum wage – Lead Teacher: \$14.00/hr; \$29,120/yr Minimum wage – Director \$15.00/hr; \$21,200/yr Maximum wage – Director \$17.00/hr; \$35,360/yr

	Southeast Alaska (Juneau) ROOTS Awards (Retention of Outstanding Teachers and Staff) (Began in 2001)		Suffolk County, NY Child Care EARNs Project (Educational Advancement for Rewards Now in Suffolk)	
Source and amount of funds, basic description and current status	<p>CCDF quality funds, through the Alaska Dept. of Education and Early Development</p> <p>Administered by Resource and Referral agency.</p>	<p>\$20,000 FY01 \$47,000 FY02 \$50,000 FY03 - anticipated</p> <p>Awards are based on the Alaska System for Early Education Development (SEED) professional development levels.</p> <p>To be eligible, participants must: have worked in a licensing program in SE Alaska for at least six months; work a minimum of 20 hours per week with children; and submit an annual application, including verification of current licensing renewal training hours, details of their college degree or a copy of their CDA credential.</p>	<p>Funding is county general funds</p> <p>Administered by the Child Care Council of Suffolk, Inc., a child care resource and referral agency.</p>	<p>\$500,000 budgeted in 2002 Funding not secure past 12/31/02.</p> <p>Child Care EARNs works in conjunction with the New York State Child Care Worker Recruitment and Retention program. Applicants for EARN must also apply to the state program, and awards from the county are reduced by the level of funding participants receive from the state.</p> <p>Payments are made every six months. To be eligible, a participant must: work in a licensed or registered child care program (center or home) in Suffolk County; work at least 15 hours per week; earn less than \$20.43 per hour as a teacher or family child care provider; work at least six months in the same child care program and have at least one year of experience; and be employed in this same child care program at the time of employment confirmation.</p>
Is experience rewarded?		No	No	
What is the minimum education criteria for award?	<p>20 hour Overview of the Field of Early Care and Education course (Level 1)</p> <p>60 hours of approved training toward a CDA, or 3 credits within the past two years (Level 2)</p>	<p>\$200 – one time award</p> <p>\$300 – one time award</p>	CDA or 12 college credits in ECE	\$1,500/year

	Southeast Alaska (Juneau) ROOTS Awards (Retention of Outstanding Teachers and Staff) (Began in 2001)		Suffolk County, NY Child Care EARNS Project (Educational Advancement for Rewards Now in Suffolk)	
What is the award for a CDA credential?	Current CDA, or equivalent, such as 6 college credits in child development or NAFCC accreditation, or equivalent Montessori certificate (Level 3)	\$400 – annual award based on available funding	CDA	\$1,500/year
What is the award for a certificate?	NA		NA	
What is the award for an associate’s degree?	AA in related field (Level 4)	\$400 – annual award based on available funding	AA/AAS in a related field with at least 18 college credits in ECE/CD	\$2,500/year
	AA in ECE or related field with 3 credits or 60 training hours in early childhood (Level 4)	\$500 – annual award based on available funding	AA/AAS in ECE/CD	\$2,500/year
What is the award for a bachelor’s degree?	BA in related field (Level 5)	\$400 – annual award based on available funding	BA/BS with non-ECE or CD major	\$2,500/year
	BA in ECE, or related field with 3 credits or 60 training hours in early childhood (Level 5)	\$600 – annual award based on available funding	BA/BS in another field with at least 24 college credits in ECE/CD	\$3,500/year
			BA.BS in ECE/CD	\$3,500/year
What is the award for a master’s degree? Any additional criteria and awards?	MA in related field (Level 6)	\$400 – annual award based on available funding	MA/MS in another field with at least 15 college credits in ECE/CD	\$3,500/year
	MA in ECE, or related field with 3 credits or 60 training hours in early childhood (Level 6)	\$600 – annual award based on available funding	MA/MS in another field with at least 24 college credits in ECE/CD	\$4,000/year
			MA/MS in ECE, CD or Child Care Administration	\$4,000/year