

Infant-Toddler Educator **AWARDS**\$



ANNUAL REPORT

CHILD CARE SERVICES ASSOCIATION

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2019

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North Carolina is blazing trails on behalf of the workforce. For decades, the state has supported the workforce through the Child Care WAGE\$® Program, which offers education-based salary supplements, and the T.E.A.C.H. Early Childhood® Scholarship Program, which helps early childhood professionals obtain a debt-free education. In October 2018, the state launched a new program specifically designed to address the compensation disparity for infant-toddler educators. After its first full year, Infant-Toddler Educator AWARD\$ (AWARD\$) participants have made it clear that this supplement support is critical and appreciated.

Professionals who serve our youngest, most vulnerable children – when brain development is at a peak – are key to ensuring successful growth and development. Yet, they earn the least. AWARD\$ addresses that by providing

education-based salary supplements to well-educated teachers and family child care educators working full-time with children birth through age two. The program is funded entirely by the North Carolina Division of Child Development and Early Education (DCDEE) and is administered by Child Care Services Association (CCSA).

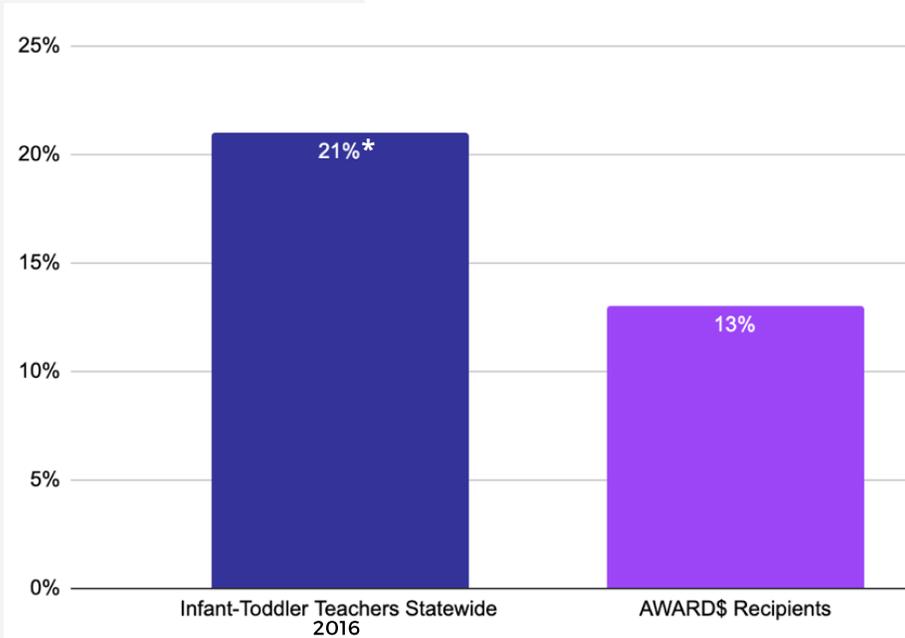
To be eligible for AWARD\$, applicants must:

- work at least 35 hours per week with infants, 1-year-olds or 2-year-olds
- earn at or below \$18 per hour
- work in a licensed child care center or home with at least three stars
- have at least an associate degree plus or including at least 24 birth to 5 focused semester hours

**STRONG
OUT OF
THE
GATE**



YEAR ONE RESULTS



“AWARD\$ helps to keep teachers in place and not jump from one center to another seeking higher pay.”
(Catawba County)

“Infant-Toddler Educator AWARD\$ is important because it allows teachers who have a passion for educating young children to stay at a job that they enjoy by making the job more financially competitive.”
(Guilford County)

“Infant-Toddler Educator AWARD\$ has helped to provide a sense of security in my employment. The supplement lightens a financial burden and makes it possible for me to continue doing what I love. I am very effective in the classroom. This supplement helps me to remain in the field that I am in.”
(Cumberland County)



13% Turnover Rate

*Child Care Services Association, 2016. Who's caring for our babies? Early care and education in North Carolina. Chapel Hill, N.C.



\$1,295

Average six-month
supplement
(approximately \$1.25
more when viewed as an
hourly increase)

“Infant-Toddler Educator AWARD\$ is important because early childhood teachers are grossly underpaid and very unappreciated.” (Craven County)

“It is important because as a teacher in the child care industry we are paid on the low end of the scale, coming in at \$7.50 an hour and making no more than \$15.00. This program has meant more income and given me more satisfaction in knowing that someone cares about us and that they are attempting to help us financially meet our needs. I also feel better about working with the children knowing that I am appreciated.” (Mecklenburg County)

“The supplement has helped me tremendously. I love my job and my children, but the hourly rate of pay at my five-star center is just not enough. I was making \$3.00 an hour MORE in retail. The supplement helps me find the motivation to stay in my position and be a part of the children’s lives. Thank you so very much.” (Wake County)



1,124

Infant-toddler teachers
paid from 591 different
child care programs



In FY19, Infant-Toddler Educator AWARD\$ had recipients in 87 counties

In fall 2019, CCSA surveyed AWARD\$ recipients.

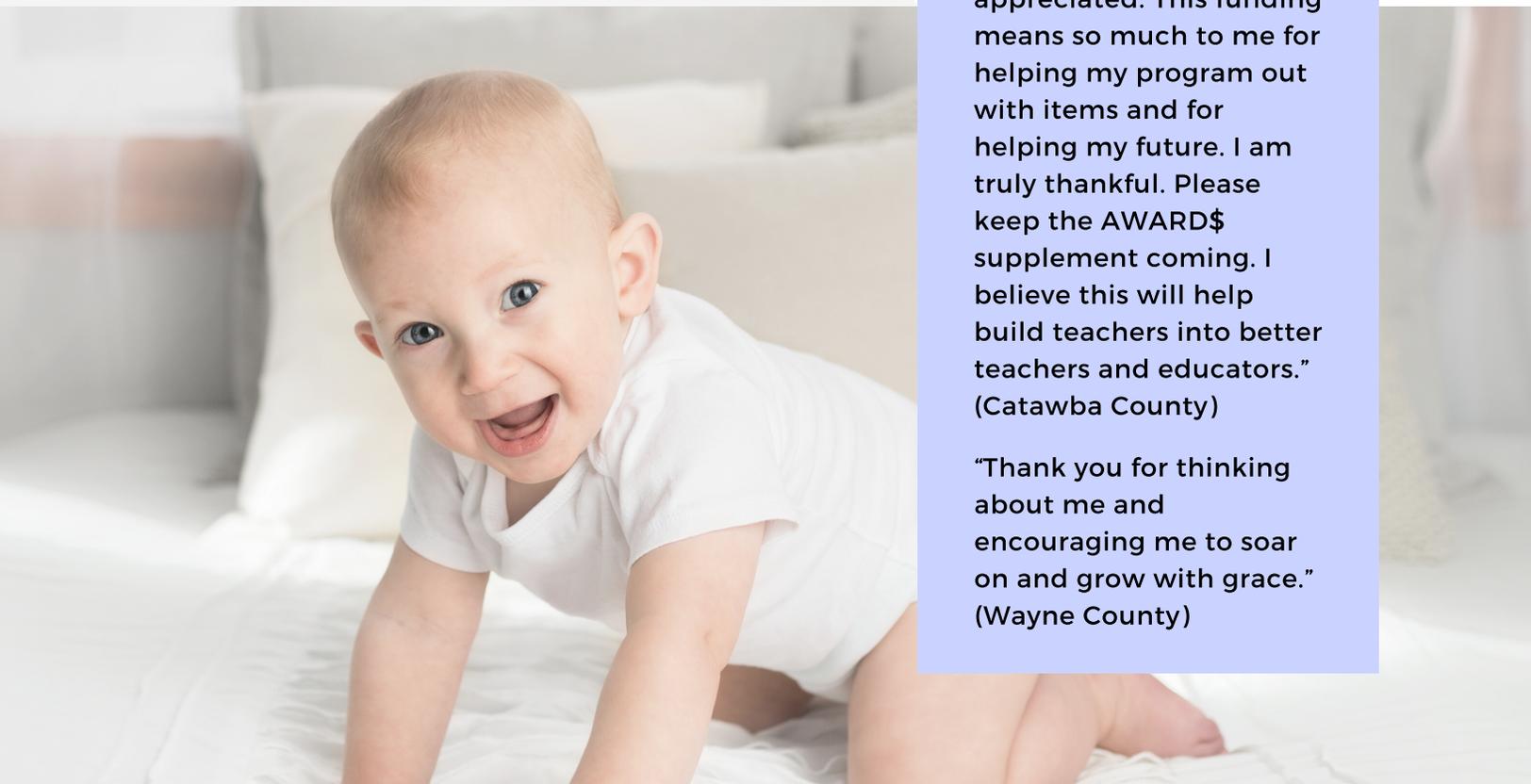


report satisfaction with AWARD\$

“It has helped out substantially. This field does not pay what it should but with this program I believe it will change the way current and possible child care workers stay in the field.”
(Burke County)

“I want to say thank you so much for the supplement. It is very helpful and so much appreciated. This funding means so much to me for helping my program out with items and for helping my future. I am truly thankful. Please keep the AWARD\$ supplement coming. I believe this will help build teachers into better teachers and educators.”
(Catawba County)

“Thank you for thinking about me and encouraging me to soar on and grow with grace.”
(Wayne County)



Level	Education Required	Annual Supplement
13	Doctorate degree plus or including at least 18 birth-5 focused* semester hours	\$4,000
12 12	Doctorate degree plus or including at least 12 birth-5 focused semester hours or Master's degree plus or including at least 18 birth-5 focused semester hours	\$4,000
11 11	Master's degree plus or including at least 12 birth-5 focused semester hours or Bachelor's degree plus or including at least 18 birth-5 focused semester hours	\$4,000
10 10	Bachelor's degree plus or including at least 12 birth-5 focused semester hours or 90 semester hours toward a bachelor's degree, including at least 18 birth-5 focused semester hours	\$3,000
9 9 9	Doctorate degree plus or including at least 6 birth-5 focused semester hours or Master's degree plus or including at least 6 birth-5 focused semester hours or Bachelor's degree plus or including at least 6 birth-5 semester hours	\$2,500
8	Associate degree plus or including at least 24 birth-5 focused semester hours	\$2,000



said AWARD\$ helps ease
financial stress

“Infant-Toddler Educator AWARD\$ is very important. It means a lot to me, especially at times when I’m struggling. Sometimes my paycheck is not enough to cover all my bills. This is why the supplements are helpful.”
(Beaufort)

“AWARD\$ has helped me feel financially secure, so that I can work with the children I adore without feeling so stressed about money.” (Cherokee)

“The program is important and helpful for the children in the classroom and the teacher's personal life as well. I am able to de-stress and focus more on my children in the classroom and at home.”
(Durham)

*"Focus" generally means coursework with extensive content related to children ages birth-5 years old.

Infant-Toddler Educator
AWARD\$

Infant-Toddler Educator AWARD\$ is funded by the North Carolina Division of Child Development and Early Education (DCDEE).



NCDHHS
Division of Child Development
and Early Education

Infant-Toddler Educator AWARD\$

Child Care Services Association

P.O. Box 901

Chapel Hill, NC 27514

Phone 919-967-3272

Fax 919-967-2945

www.childcareservices.org

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