

# Child Care WAGE\$<sup>®</sup> FLORIDA Project

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## What Were the Results?

**548** child care programs participated in WAGE\$, serving over **50,000** children.

### Increased Education

- **320** active participants submitted documentation to verify that they have completed additional coursework. Of these, **48%** have increased their education enough to move to a higher level on the supplement scale.

### Increased Compensation

- The average rate of pay for a WAGE\$ participant is **\$10.50** per hour. Florida's state minimum wage is **\$7.25** per hour.
- **1,896** participants received at least one salary supplement check for completing a six month period that ended during this report period.
- Average annual supplement increase: **\$752.00**

### Reduced Turnover

- **9%** turnover rate (compared to the national average of 30% to 40%)

## Participant Information\*

- **1,556** active participants
- **99%** female
- Positions:
  - **1,450** Teachers
  - **47** Directors/Assistant Directors
  - **59** Family Child Care Providers

\*this data reflects centers with paid participants

## WAGE\$ Funders

The Children's Trust of Miami-Dade  
ELC of Miami-Dade, Monroe  
ELC of Manatee County  
ELC of Brevard County  
ELC of Broward County  
Palm Beach Community College-  
Children's Services Council



*“Our teachers have motivation to further their education now that we participate with WAGE\$ and their continued education directly benefits our children.”*

*-Kiddie Kampus, Miami-Dade County*



The Child Care WAGE\$<sup>®</sup> FLORIDA Project is licensed by Child Care Services Association of Chapel Hill, NC. The Children's Forum is the program administrator of WAGE\$ under a contract with local Early Learning Coalitions and private contributors. Through these partnerships, WAGE\$ is enhancing professional development of early childhood educators in Florida to ultimately improve the quality of education for the children in their care.

## What is WAGE\$?

**Child Care WAGE\$® FLORIDA Project** awards low-paid teachers, directors and family child care providers with salary supplements based on education and continuity of care. By increasing teacher retention, this program gives young children more stable relationships with better-educated teachers.

The Child Care WAGE\$® FLORIDA Project recognizes individual professional development efforts. WAGE\$ addresses low wages without affecting budgets, regular wages or parent fees within the child care program.

## What are the Goals of WAGE\$?

- **Increase the knowledge base of participants** – Children are better served when caregivers have more knowledge about child development and early education.
- **Support continuing education** – It is important for caregivers to focus on continuing their own growth and development, as well as that of the children.
- **Create a partnership** – The partnership among WAGE\$, the caregivers and the centers improves the quality of care that children receive.
- **Reduce staff turnover** – WAGE\$ rewards and encourages continuity of care.
- **Provide a professional development path** – The WAGE\$ salary supplement scale encourages gradual educational advancement.
- **Increased compensation** – The Child Care WAGE\$® FLORIDA Project compensates caregivers for their education and consistency through wage supplements.

## Who is Eligible for WAGE\$?\*

Applicants who:

- Work a minimum of six months in a participating licensed or license exempt child care program in a participating county.
- Work a minimum of 10 hours per week with children ages birth to five in a child care center or home.
- Earn less than \$17.50 an hour as a teacher or as a director.
- Have a formal child care credential and/or education beyond a high school diploma.

\* Individual county requirements differ

## What are the Benefits of WAGE\$?

The WAGE\$ program:

- Rewards permanency of caregivers within programs.
- Rewards attained education.
- Maintains marketplace competition for better salaries.
- Keeps cost for quality child care affordable for parents.
- Assists with the creation of a stable, well-trained, well-compensated workforce.
- Provides a direct, graduated supplement that is logical and sufficient.
- Provides counseling and administrative support.

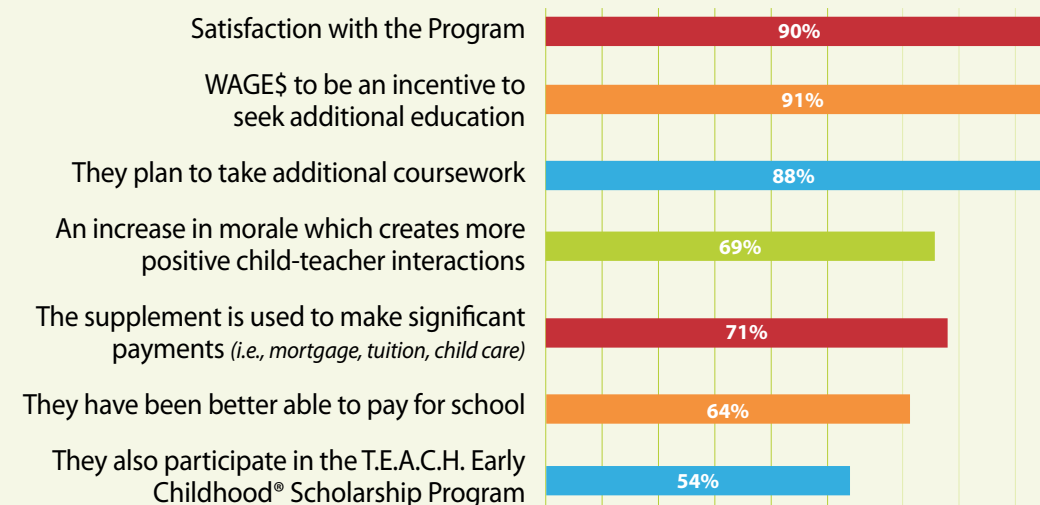
## Who Benefits from WAGE\$?

- **Children** benefit from uninterrupted care from providers who are specialists in early childhood education, who understand child development and who are sensitive to their needs.
- **Caregivers** benefit because they achieve higher levels of education and are better compensated for their work.
- **Centers and family home care programs** benefit because they have staff members who are knowledgeable about good early childhood practices and stay longer in their programs.

## Salary Supplement Scale

| Level | Teacher, Assistant Teacher, Family Child Care Home Provider  | Annual Supplement | Percentage of Participants (2008-2009) |
|-------|--|-------------------|--|
| 8     | <ul style="list-style-type: none"> <li>• BA/BS in ECE or CD</li> <li>• BA/BS in related field plus at least 24 credit hours in ECE or CD</li> </ul>  | \$3,000           | 4%                                     |
| 7     | <ul style="list-style-type: none"> <li>• BA/BS in related field plus at least 18 credit hours in ECE or CD</li> <li>• 90 credit hours toward BA/BS in ECE or CD</li> </ul>   | \$2,250           | 2%                                     |
| 6     | <ul style="list-style-type: none"> <li>• AS/AAS in ECE or CD</li> <li>• AS/AAS (in any field) plus at least 30 credit hours in ECE or CD</li> <li>• BA/BS with non-ECE or non-CD major</li> </ul>  | \$1,500           | 25%                                    |
| 5     | <ul style="list-style-type: none"> <li>• 45 credit hours toward an AS/AAS in ECE or CD</li> <li>• 45 credit hours in related field plus at least 18 credit hours in ECE or CD</li> </ul>   | \$1,125           | 4%                                     |
| 4     | <ul style="list-style-type: none"> <li>• AS/AAS with non-ECE or non-CD major</li> <li>• At least 70 credit hours of well-rounded "C" or above coursework (2.0 GPA)</li> <li>• 36 credit hours toward an AS/AAS in ECE or CD</li> <li>• 36 credit hours in related field plus at least 12 credit hours in ECE or CD</li> <li>• 36 credit hours in related field plus a National CDA or Director Credential plus Florida Staff Credential<sup>†</sup></li> </ul> | \$750             | 11%                                    |
| 3     | <ul style="list-style-type: none"> <li>• 24 credit hours toward an AS/AAS in ECE or CD</li> </ul>  | \$600             | 2%                                     |
| 2     | <ul style="list-style-type: none"> <li>• 12 credit hours in ECE or CD</li> <li>• National CDA</li> <li>• Director Credential plus Florida Staff Credential<sup>†</sup></li> </ul>  | \$450             | 22%                                    |
| 1*    | <ul style="list-style-type: none"> <li>• Florida Staff Credential<sup>†</sup></li> <li>• 6 credit hours in ECE or CD</li> </ul>  | \$200             | 30%                                    |

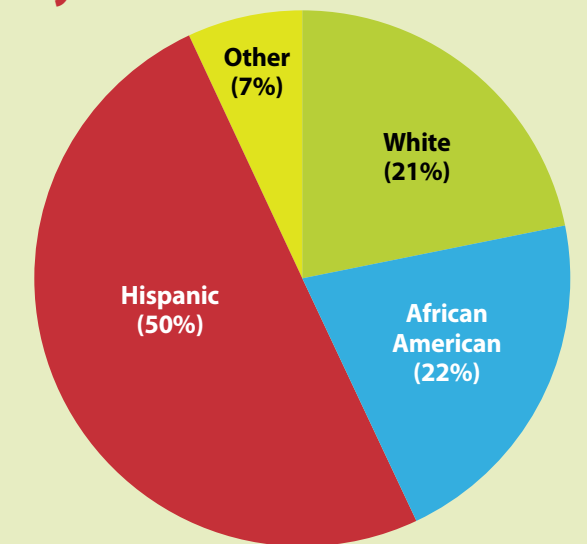
## Participants of WAGE\$ reported:



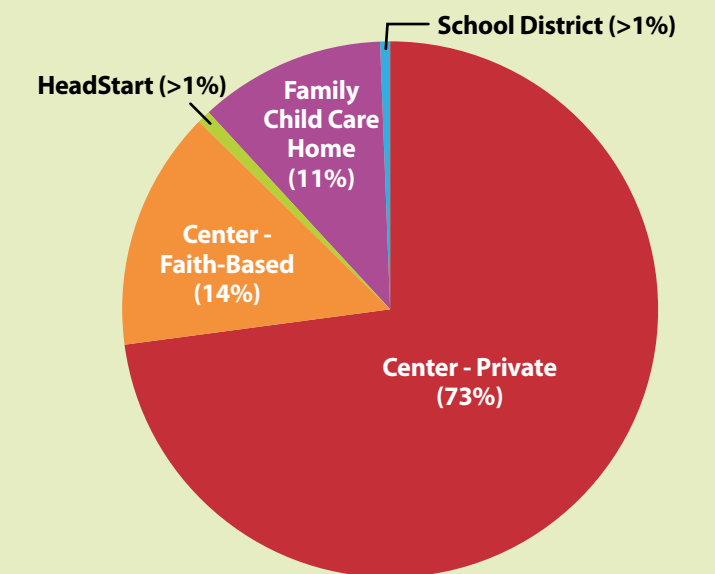
## WAGE\$ Budget

The total investment for 2008-2009 was: **\$1,826,299.**

## Ethnicity



## Center Information



## Participant Years in Child Care Program

