

## **LEVEL CERTIFICATE BONUS CHANGE PROPOSAL**

Current procedure: Anyone who obtains a level certificate and is eligible for a bonus receives one.

Proposed change: Recipients on a TEACH contract would receive a bonus through their scholarship program and as such would not be eligible for a level certificate bonus.

Rationale: Folks who are on TEACH contracts come out ahead financially. See below. We have very limited Professional Development funding that helps our early educators attain credentials and degrees. We should use these funds as efficiently and effectively as possible ensuring that many providers receive educational supports and compensation. Last year we spent \$21,358.00 (34 recipients) providing level certificate bonuses to TEACH recipients. These funds could be rolled into the TEACH budget and used to support the recipients.

### **Apprenticeship**

Level Certificate bonus upon receiving their Apprenticeship Certificate is \$750.00. This is generally a minimum of a two year process. It is possible for them to apply for a level 1, level 2 and level 3 certificate along the way, which equates to a possible total of \$1350.00

TEACH Bonuses for each completed annual contract is \$400.00 total of \$800. Employer contribution to wages under TEACH Model is \$1.5% per contract completion average of 780.00. Total of \$1580.00

### **Associates**

Level Certificate bonus for achieving an AA is \$1000.00. Is possible to get level 1, 2, 3A and 3B bonus along the way. Total of \$2350.00. The number of years that it take someone to complete an associates degree varies depending on how many classes they can take per semester. In order to get from 3A to 3B (associates an individual would have to apply for a CDD tuition grant, which would cover a maximum of \$1000.00 per semester or be eligible for financial aid.

TEACH Bonuses per completion of each annual contract \$300.00 + employer contribution \$375 bonus or 1.5% raise= minimum of \$675.00 annually. If someone came in with an apprenticeship certificate they would have 39 more credits to complete, which is approximately 3 more years/contracts at a good pace. This means they would have earned \$2025.00 more in bonuses for a possible total of \$3375.00. If they did not start in the Apprenticeship program, they could come in with no credits or many. Even if an individual only needed 3 or 4 classes, they would still receive a minimum of \$675.00 plus all of the other financial supports such as travel stipend each semester and books would be over \$1000.00.

## **PEER REVIEW TUITION GRANT CHANGE**

Current procedure: An early educator can apply for \$500.00 towards their Peer Review Portfolio submission which costs \$1200.00.

Proposed Change: All early educators who wish to go through the Peer Review Process to obtain teacher licensure, will be on a TEACH scholarship.

Rationale: The current system of having a choice to apply for a CDD tuition grant or receive a TEACH scholarship is confusing for those in the workforce. The process of peer review is daunting at best and our staff understand the process and can help recipients navigate through the system, timeline and resources available to them. In addition they are better financially supported through a TEACH scholarship.

A TEACH scholarship supports the following:

- A minimum of \$960.00 towards their portfolio submission fee
- 40 hours of release time over the course of the 12 month contract
- A \$250.00 bonus upon obtaining their license

Level Certificate Bonus for teacher licensure 4B is \$500.00.

\*\*\* It is important to note that the value of additional TEACH supports for employers through release time compensation and 1 year employment commitment from the recipient\*\*\*\*