

Rockingham County Partnership for Children, Inc.
Education Incentives Program Summary
Application 2023-24

Education Incentives provides financial assistance to Rockingham County early educators working with children birth to age five (prior to Kindergarten entry), who complete college level coursework in a program of study in early childhood education, child development, or birth-kindergarten licensure. Programs of study can include a certificate, diploma, AA degree, BA/BS degree or Birth-Kindergarten licensure. The program's goal is to equitably provide financial assistance to early educators who are eligible to receive education incentives. As guided by research, this program intentionally provides a greater individual bonus supplement to Infant and Toddler teachers, as they are typically lower paid staff with the greatest classroom need. This increase applies to infant and toddler teachers and assistants whose primary age group is 0 to 35 months. ***Directors, floaters, and substitute teachers are not eligible for this increased individual bonus supplement. Please note applicants may not receive Education Incentives for the completion of multiple certificates, diplomas, AA degrees or BA/BS degrees in the field.***

Individual Bonus

Preschool teachers (36 to 60 months) will be paid at a rate of \$50 per credit hour for courses completed with a grade of "B minus", or higher or with a "P for Pass" that are required as part of a program of study in early childhood education, child development, or Birth-Kindergarten licensure at an accredited institution of higher learning. Infant and Toddler teachers (0 to 35 months) will be paid at a rate of \$75 per credit hour for courses completed with a grade of "B minus", or higher or with a "P for Pass" that are required as part of a program of study in early childhood education, child development, or Birth-Kindergarten licensure at an accredited institution of higher learning.

- ☞ To participate in the program, individuals must provide a completed application each semester which includes documentation they meet the following requirements:
 - Work at a regulated child care facility in Rockingham County at least 10 hours/week (time sheet signed by a supervisor or a check stub and documentation of license status required)
 - Have been employed by the facility at least 6 months (Statement of Eligibility with supervisor's signature required)
 - Have declared a program of study in early childhood education, child development, or Birth-Kindergarten licensure at an accredited institution of higher learning (A copy of a current grade report or transcript indicating the approved program of study or a letter from an advisor is required)
 - Have completed courses required for the program with a grade of a "B minus, or higher, or with a "P for Pass" (Grade report or transcript with current semester date and a list of degree requirements is required)
 - Documentation of the facility license status
 - Complete a W-9 tax form
 - Complete an enrollment survey about your plans for coursework for the next semester and a satisfaction survey about the program

Retention Bonus

Education Incentives offers a retention bonus designed to reduce the turnover of early childhood educators who complete a degree in early childhood education. Only educators who have graduated in the last three years are eligible for these bonuses. Retention bonuses are paid at the following rates:

- Continued employment for one year following completion of AA degree, BA/BS degree or B-K Licensure \$1,000
 - Continued employment for two or three years following completion of AA degree, BA/BS degree or B-K Licensure \$1,250
- ☞ In order to be eligible to receive a retention bonus, the individual must meet the following requirements:
- Continue employment at the same childcare center/home where he or she was employed upon completion of the degree and work a minimum of 25 hours/week.
 - Submit a completed application each year in accordance with the deadlines below that fall closest to the anniversary date of their graduation (for example: May graduates must apply by the June 7th deadline). The following documentation should be submitted with the application to RCPC:
 - Recent timesheet signed by the supervisor or a recent check stub
 - Copy of the degree/diploma
 - Documentation of the facility license status
 - W-9 tax form

Application Deadlines and Requirements

Applications for the incentive must be submitted by the application deadline for the semester just completed. For the 2023-2024 fiscal year, the deadlines are:

Semester	Education Incentive Application Deadline
Summer 2023	August 18, 2023
Fall 2023	January 12, 2024
Spring 2024	June 7, 2024

Applications submitted after these deadlines will not be paid.

- It is the recipient's responsibility to obtain the necessary documentation (completed Statement of Eligibility, timesheet, documentation of license status, W-9 form, satisfaction survey, etc.) to support their application for the incentive and submit it to RCPC for approval prior to the application deadline.
- Education Incentives applications must contain original signatures. Faxed copies will not be accepted.
- **Incomplete applications will not be accepted and will be returned to the applicant for completion.**
- In the event that information submitted is misrepresented or incorrect, the individual will be required to refund the bonus to the Partnership for Children.
- Education Incentive bonuses are paid on a first come, first served basis as long as funds are available. **Meeting all program requirements does not guarantee receipt of the bonus.**
- **Additional funding may be available at times to give a one-time bonus increase and certain information may be asked in helping to determine the amount of funds to distribute equitably to participants.**

Contact Latasha Dalton at 342-9676 ext. 205 or email at latashad@rockinghamkids.org for more information about this program.

Rockingham County Partnership for Children



Education Incentives Award - Statement of Eligibility

As the recipient of the Education Incentives award from the Rockingham County Partnership for Children, I **(name)** _____, attest that I work _____ hours per week and have been at my employer for the length of time required by the program. My yearly income is: _____.

My employment with _____ began on _____.

Number of children **birth to 5** (prior to Kindergarten entry) served in the **following age groups** in my **primary classroom**: (Provide # of children served in your classroom). If not applicable, check N/A: _____
Infants(0-11 months): ____ **Toddlers(12-35 months):** ____ **Preschoolers(36-60 months):** ____

My **primary position** is _____. **Award Amount \$** _____.
 (ex. infant, toddler, preschool teacher, assistant, director, etc...)

Semester Applied for (circle one): Fall Spring Summer **Year:** _____

Individual Bonus - Courses Taken:

Preschool Teachers: (36-60 mos)-\$50 per Credit Hour; Infant/Toddler Teachers: (0-35 mos)-\$75 per Credit Hour

Course Name	# of Credit Hours	Grade Earned	Required for Degree? (Yes or No)

Please answer the following question:

1. Will you enroll in courses toward your degree/program next semester? Yes No
 2. What is your anticipated graduation/completion date? _____
- Graduating with AA degree Graduating with BA/BS degree B-K Licensure Add-On

Retention Bonus:

Year Applying For	Amount	Check appropriate box
Year 1	\$1,000	
Year 2	\$1,250	
Year 3	\$1,250	

 Recipient's Signature Date

 Facility Director/Supervisor's Signature Date

 Early Education Services Coordinator's Signature Date

For Office Use Only

License Status of Facility	# Hours/Week	Primary Position	# of children served	Age Group(s) Served	Degree Track
Semester End Date		Date App. Received			Award \$

P.O. Box 325, Wentworth, NC 27375 - info@rockinghamkids.org - 336.342.9676 - fax: 336.342.9962

Rockingham County
Partnership for Children



**EDUCATION INCENTIVES MEMORANDUM OF UNDERSTANDING
between Rockingham County Partnership for Children &**

----- (Participant Name)

As a participant in the Education Incentives Program, sponsored by the Rockingham County Partnership for Children, Inc. (RCPC), I understand that I am responsible for supporting the following criteria/arrangements. I further understand that my failure to comply with the following criteria/arrangements will result in my removal from the program.

↪ Education Incentives provides financial assistance to Rockingham County early educators working with children birth to age five (prior to Kindergarten entry), who complete college level coursework in a program of study in early childhood education, child development or birth-Kindergarten licensure. Programs of study can include a certificate, diploma, AA degree, BA/BS degree or Birth-Kindergarten licensure. **Please note applicants may not receive Education Incentives for the completion of multiple certificates, diplomas, AA degrees or BA/BS degrees in the field.**

↪ **Preschool teachers (36 to 60 months)** will be paid at a rate of **\$50 per credit hour** and **Infant and Toddler teachers (0 to 35 months)** will be paid at a rate of **\$75 per credit hour** for courses completed with a grade of "B minus", or higher or with a "P for Pass" that are required as part of a program of study in early childhood education, child development, or Birth-Kindergarten licensure at an accredited institution of higher learning. Participants must work at least 10 hours a week in a regulated childcare facility in Rockingham County.

↪ In order to participate in the **Individual Bonus** program, individuals must provide the following documentation:

(Please check each box for all documents required for application)

- Completed Statement of Eligibility with all signatures
- Signed Memorandum of Understanding
- Timesheet signed by supervisor or check stub (within the last month)
- Copy of facility license
- Transcript, Profile Page or a letter signed from advisor with early childhood, child development, or B-K licensure major declared
- Grade report or transcript with current semester date (Ex. Spring 2024)
- List of courses required for declared major (Ex. Course catalog or degree audit)
- Completed Federal W-9 form (signed and dated)
- Completed Satisfaction Survey
- Completed Participant Enrollment Form

↵ In order to reduce the turnover rate of early childhood educators who complete an Associate's degree, a Bachelor's degree or Birth-Kindergarten licensure in early childhood education, RCPC will provide annual retention bonuses for three years after the completion of the degree. To be eligible for this reward, an early educator must continue employment with the same facility where they were employed at the time of graduation and work a minimum of 25 hours/week. **These retention bonuses will be awarded in the amount of \$1,000 the first year following graduation and \$1,250 the second and third years.**

↵ To apply for the **Retention Bonus**, an individual must submit the following documentation to RCPC according to the deadline that falls closest to the anniversary date of their graduation (for example, May graduates must apply by the **June 7th** deadline): **(Please check each box for all documents required for application)**

- Completed Statement of Eligibility with all signatures
- Signed Memorandum of Understanding
- Time sheet signed by supervisor or check stub (within the last month)
- Copy of the facility license
- Copy of AA degree, BA/BS degree or B-K License
- Completed Federal W-9 form (signed and dated)
- Completed Satisfaction Survey

↵ Applications for the incentive must be submitted by the deadlines listed on the program summary included in the application packet. **Applications submitted after the deadline for the respective semester will not be paid.**

↵ It is the applicant's responsibility to obtain the required documentation to support their application for the incentive. **Incomplete applications will not be accepted and will be returned to the applicant for completion.**

↵ In the event that information submitted is misrepresented or incorrect, the individual will be required to refund the bonus to the Partnership for Children.

↵ **Education Incentive bonuses are paid on a first come, first served basis as long as funds are available. Meeting all requirements does not guarantee receipt of the bonus.**

Education Incentives Participant Date

Early Education Services Coordinator Date

RCPC Executive Director Date

Rockingham County Partnership for Children, Inc. Education Incentives Award Satisfaction Survey 2023-24

Please rate your response to the following questions on a scale of one (strongly disagree) to five (strongly agree). Feel free to share any comments that will help in the evaluation of the effectiveness of this program.

1. The Education Incentives program makes it easier for me to continue or complete my education in the early childhood education field and/or remain with my employer.

☺ Strongly Agree Somewhat Agree ☹ Agree Somewhat Disagree ☹ Strongly Disagree
☐ 5 ☐ 4 ☐ 3 ☐ 2 ☐ 1

Please explain: _____

2. I understand the link between the education level of teachers and the quality of teaching practices and this understanding has influenced my interest in continuing my education.

☺ Strongly Agree Somewhat Agree ☹ Agree Somewhat Disagree ☹ Strongly Disagree
☐ 5 ☐ 4 ☐ 3 ☐ 2 ☐ 1

Please explain: _____

3. Continued eligibility to participate in the Education Incentives program has contributed to my decision to remain with my current employer.

☺ Strongly Agree Somewhat Agree ☹ Agree Somewhat Disagree ☹ Strongly Disagree
☐ 5 ☐ 4 ☐ 3 ☐ 2 ☐ 1

Please explain: _____

4. I am satisfied with the Education Incentives program as a bonus for continuing my education in the early childhood field and/or remain with my employer.

☺ Strongly Agree Somewhat Agree ☹ Agree Somewhat Disagree ☹ Strongly Disagree
☐ 5 ☐ 4 ☐ 3 ☐ 2 ☐ 1

Please explain: _____

5. I feel I have a positive relationship with the Partnership for Children and I will continue to use the services available to me as well as refer others to the Partnership for services.

☺ Strongly Agree Somewhat Agree ☹ Agree Somewhat Disagree ☹ Strongly Disagree
☐ 5 ☐ 4 ☐ 3 ☐ 2 ☐ 1

Please explain: _____

Please tell us a little about yourself:

How long have you been in the early childhood education field? _____

How long have you been with your current employer? _____

What is your ultimate educational goal? _____

If you completed your degree this semester, please tell us a little about your journey to achieve a college degree and how this program may have contributed to your success.

Any additional comments or suggestions: _____

Rockingham County Partnership for Children Education Incentives Participant Enrollment Survey

In order to help us plan our budget for Education Incentives for the remainder of the year, please answer the following questions.

Participant Name: _____

Employer: _____

1. In the coming semester (circle one – fall, spring, summer), I will will not be enrolled in courses towards a degree in the early childhood field. *Please indicate the upcoming semester and your plans for enrollment.*

2. If you will be enrolled in courses next semester, please indicate at which college you will be enrolled.

- Rockingham Community College
- University of North Carolina at Greensboro
- Greensboro College
- Guilford Technical Community College
- Forsyth Technical Community College
- Haywood Community College
- Stanley Community College
- Other, please indicate _____

3. List the courses and the number of credit hours for which you will be enrolled in the coming semester.

<u>Course</u>	<u>Credit Hours</u>
1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____
6. _____	_____

4. Will you be graduating at the conclusion of the next semester? Yes No

If Yes, AA degree BA/BS degree B-K Licensure

