



# Child Care Compensation



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# Landscape of WI Workforce

## Number of providers/programs

- Licensed group: 2,414
- Licensed family: 2,500
- Certified: 2,365

## Total Number of programs accredited

- NAEYC: 108
- NAC: 22
- City of Madison: 145
- NAFCC: 10

## Child Care Workforce 2010

- Workforce estimated at 36,597
- \$31,026 (\$14.86 hr) Annual Wage for Group Director
- \$24,103 (\$11.54 hr) Annual Wage for Family Provider



## Current Status of WI SHARES Reimbursement Rate

- Regular certified care rates are 75% of licensed family; provisionally certified rates are 50% of licensed family. Current Child Care Rates are posted at:

<http://dcf.wisconsin.gov/childcare/wishares/rates.htm>

- Annual survey of all licensed (center and family) providers to collect price information

- In September 2011, served 54,473 children with a monthly issuance of \$20,931,646



## Statewide Issuance and Child Care Costs

- In 2010, \$294 million in expenditures
- Average State share of Child Care costs for June 2011: \$650.90
- Average Family Share of Child Care costs for June 2011: \$87.54

# TEACH since 1999

- Credit based credentials available in WI (child care administrators, infant toddler, preschool, inclusion, leadership)- 1795 awarded
- Number of scholarships awarded: 7,793
- Number of credentials awarded in WI :594
- Funded at \$3.1 million annually



## WAGE SUPPLEMENTS: R.E.W.A.R.D.

- The R.E.W.A.R.D.<sup>™</sup> WISCONSIN Stipend Program is a compensation and retention initiative for members of the early care and education workforce.
- Incremental yearly salary supplements are awarded to individuals based on their educational attainments and longevity in the field.
- Funded at \$800,000 per year

# WHAT A PROVIDER HAS TODO TO OBTAIN A STIPEND

## 1. Employment requirements

- **Must be employed by a regulated program or any Head Start program**
- **Must work at least 20 hours per week**
- **Must work at least 5% of their time in an early childhood classroom, either directly with children or in supervision and support of staff**
- **Must earn \$16.50 dollars an hour or less –wage cap**

## 2. Educational requirements

- **Educational requirements must be demonstrated through a Current Registry Certificate.**
- **Individuals at Registry Levels 6 and 7 will need to complete 3 credits of early childhood education coursework before another stipend agreement will be awarded**

## 3. Longevity requirements

**By having completed three current and continuous years of employment at their present place of employment**

**OR**

**By having six years of employment in regulated child care programs overall**



# PARTICIPATION IN REWARD

- 21,195 stipend payments awarded to 5,844 recipients since 2001
- In FY 2011, there were 1295 recipients (3% of workforce)
- Currently no waiting list
- Recipients average 11.2 years in the field.
- Average stipend \$583 (Range: \$200 - \$900) based on \$800,000 budget
- Annual Stipends



# Professional Development Opportunities Established

- Trainer and training approval chart

<http://www.the-registry.org/LinkClick.aspx?fileticket=EidRKbq33Qc%3d&tabid=57>

- Credit for Prior Learning

<http://www.wecanaeyc.org/uploads/media/Pathway-1.pdf>

- Articulation

# QRIS – Tiered Reimbursement

## YoungStar

- Including professional development
- Technical assistance
- Micro grants (\$250 - \$1,000)
- 4400 have applied and 1,840 programs rated

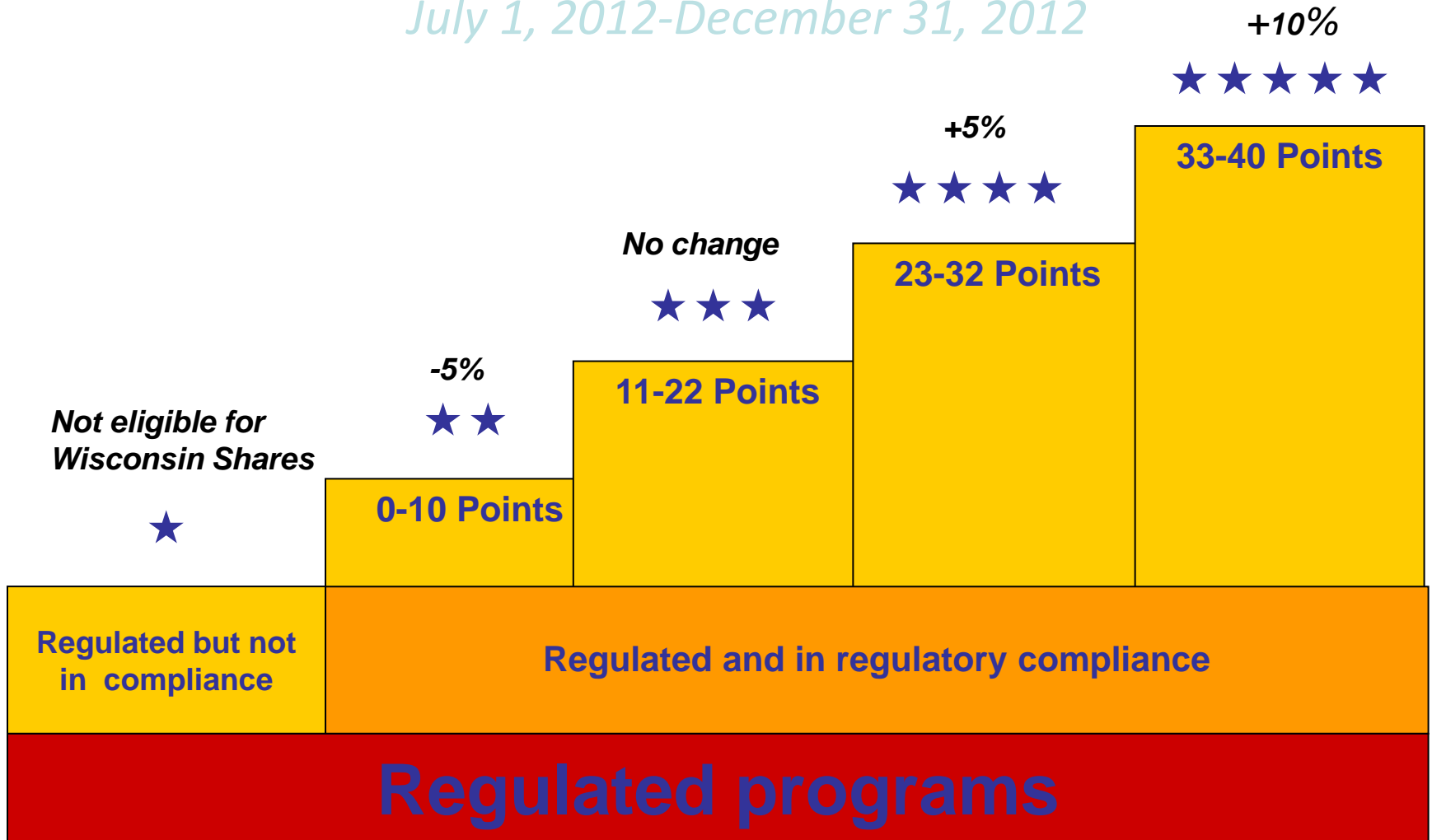


# Currently Two Tier Reimbursement

- For each county and tribe, a maximum rate was established for each age group at the 75th percentile.
- Freeze Rates: Due to budget concerns, the Maximum Rates remained at the 2006 level.
- Accredited providers receive a 10% increase in their payments IF their rates are higher than the county maximum rate.

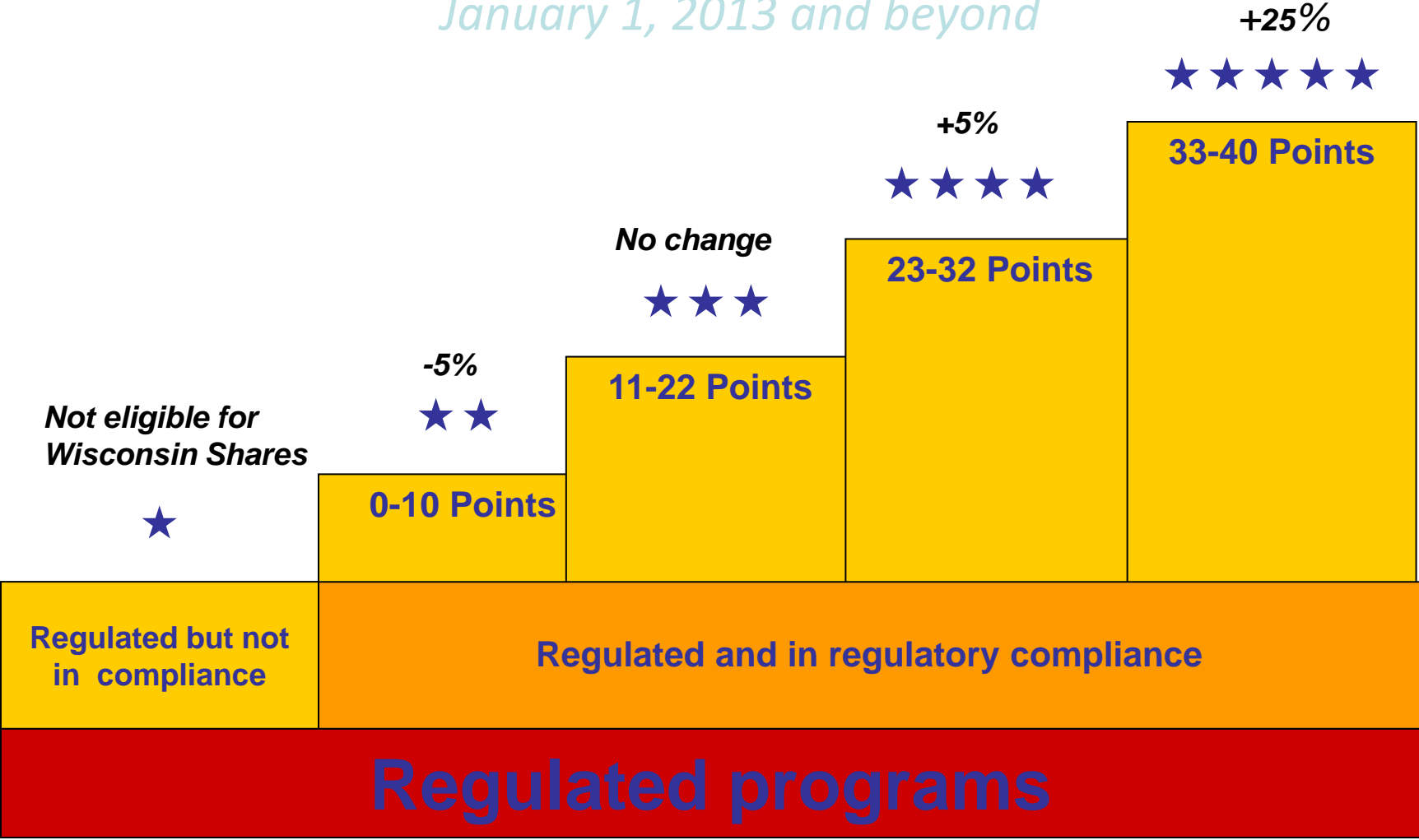
# Wisconsin Shares Reimbursement

July 1, 2012-December 31, 2012



# Future Wisconsin Shares Reimbursement

January 1, 2013 and beyond



Start early. Start smart. Start here.

# Child Care Unions in Wisconsin

- AFSCME established a family child care union in 2007
- Union was dissolved by the Governor and Legislature in 2011
- Monthly meetings with the Department of Children and Families with input on policy
- No increased compensation