



Child Care Solution Pilot Project

Child Care Providers are essential to our community/ The BooSt Together for Children Early Childhood Iowa is initiating a Child Care Solutions Pilot Program for Boone County Child Care Centers.

The Child Care Solution Pilot Program is designed to address the growing challenges of childcare staffing wages without increasing the costs of tuition or passing additional costs to families. This program is made possible through Early childhood Iowa funding and investments from local businesses and citizenry. A quarterly payment will be issued to Child Care Staff. In addition, Payment of .0765% of total quarterly bonus will be paid to cover payroll tax incurred by the Childcare Centers participating in the program. Program metrics will be measured throughout the program. Data is collected quarterly and will be held in the strictest confidence, respecting the sensitivity of information provided.

BooSt ECI will administer and assist Providers with applying for the pilot program.

Hiring Bonus

Center Directors may offer hiring bonus to classroom staff hired to work. Payment may be issued to newly hired staff after they have been employed by the center for 30 calendar days. The center must provide documentation of payment of hiring bonus to be reimbursed. The dosage of payment and employment hours will be determined upon BooSt Together for Children ECI receiving Google survey information

Bonus Details

Staffing will be tracked quarterly: July-September 2023, October-December 2023, January –March 2024, April-June 2024. Bonus payments will be issued with payroll in months October, January, April, and July. The bonus offered to staff also receiving EHS bonuses will be adjusted to equitably meet the same bonus as non-EHS Centers.

Bonus for staff in classrooms not Early Head Start classrooms: at a quarterly rate to be determined based on Survey submission.

Bonus for staff in Early Head Start Classrooms and potential to receive EHS bonus payments to be determined based on Survey submission

To Receive a quarterly Stay Bonus Child Care Centers Staff must be:

- Full-time (32-hours minimum per week)
- year-round employee (not seasonal)
- classroom teacher, classroom assistant, floater, family coordinator, assistant director, center director. Directors may request eligibility of support staff critical to the running of the center.
 - ✓ Staff hired to fill vacancies during the first month of a quarter will be eligible to receive that quarterly bonus. For example, staff hired July 15th would be eligible to receive the Q1 bonus.
 - ✓ Center staff hired after the first month of a quarter will be eligible to receive the bonus with the start of next quarter.
 - ✓ Staff will maintain eligibility if absent because of approved medical leave, including maternity leave.
 - ✓ Staff will lose eligibility if they take unpaid leave. If an individual returns to employment at the same center, they will be treated as a new hire and be eligible with the start of the next eligibility period.

Child Care Center Requirements:

1. Provide BooSt together for Children ECI quarterly with accurate staffing reports in October, January, April and June.

- a. Each quarter submit a list of eligible staff employed at the beginning and end of the bonus period.
2. Center will be issued quarterly payments. Center must distribute funds to qualifying employees as a bonus to be included on the individual's paycheck (appropriate taxes withheld).
*Payroll tax costs (7.65% of bonus totals) incurred by the Center will be reimbursed quarterly to the Center.
3. After bonus payments are issued to staff, Center must provide documentation of all bonus payments: pay statements or copies of checks issued.
4. July 1, 2023, staffing list and June 30, 2024, staffing list to document turnover in first year of pilot.
5. Provide reasons for staff leaving employment. Examples include termination, different field with higher pay, another center with benefits, etc.
6. Center shall participate in Circle of Security and Reflective Consultation to assist with staff retention And continued education. Staff completing Circle of Security curriculum will receive a \$15.00 an hour Stipend totaling \$240.00 reimbursement for the Staff person's time invested in programming. (Please see Enclosed Circle of Security & Reflective Consultation Brochure).

\$ The Retention Bonus amount is not determined at this time. The Bonus amount will depend on number of participating staff. Estimate bonus for a full time staff employee is between \$300.00 to \$500.00 quarterly for Fiscal year 2024.

BooSt Together for Children is hoping to partner with Businesses to build on the \$60,000.00 Child Care Solutions fund. This would allow funding for part-time workers.

Please contact Anita Claman BooSt Together for Children Early Childhood Iowa Area Director with any questions or concerns.

Please contact Anita Claman BooSt ECI AREA Director with any questions or concerns regarding the application Process.

Anita Claman
BooSt Together for Children Early Childhood Iowa
aclaman@boonecounty.iowa.gov
515-433-4892
515-708-0912