Teacher Pay Bonus Webinar: 2-Year Supplemental Grant Overview

Stephen Barnes, PhD

Blanco Public Policy Center Director

Associate Professor of Economics

June 7th 2022

Julian Hartwell, MSSP

Data Scientist



New 2-Year Grant Program for Teacher Pay

- The Louisiana Department of Education has previously awarded two rounds of teacher pay grants totaling \$11m and \$18m in addition to other stabilization grants.
- Despite some improvements in the overall economy, child care workforce challenges persist.
- LDOE has partnered with the Kathleen Blanco Public Policy Center at UL Lafayette to design a supplemental grant program providing additional support for teacher pay while developing evidence base to inform long term solutions to address teacher pay and retention
- Eligibility: **Type III licensed early learning centers** can secure funds to support lead and assistant teachers working 30 hours or more per week (exception: Head Start and Early Head Start centers).



Program Goals

- All eligible centers who apply will be guaranteed a minimum level of funding from a pool of approximately \$20m.
- Centers will be selected into one of two *supplemental teacher pay programs* until teacher pay grant funds are exhausted.
- Centers who are not selected for teacher pay increases will receive a \$1,000 stipend to answer follow-up quarterly surveys
- Supplemental teacher pay programs will provide two years of supplemental pay and are designed as follows:
 - Approximately half will receive a fixed \$2,080 per year
 - Approximately half will receive a 10% pay increase
 - Centers will be required to pay throughout the year with supplements given at least monthly (can be more frequently following regular payroll cycle)
 - Additional funding will be provided to centers to cover *increased* benefits costs associated with the additional pay (e.g. *increased* payroll taxes)
- We expect funding to cover approximately 3,000 teachers across the two supplemental teacher pay programs, or about half of eligible centers.



Timeline

- Online applications open Thursday June 9th
- Due June 30th at 5 pm CST
- Centers will be informed in July whether they were selected and the type of teacher pay supplement
- Funding begins August 2022
- 2nd round of funding occurs in August 2023 for selected centers to continue supplemental pay through second year of grant



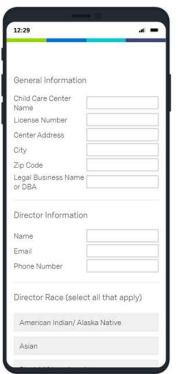
Application

- Applications will be submitted online using a computer, tablet, or mobile phone
- Application data will be private and confidential
- Responses will not impact the likelihood of a center being selected for teacher pay supplements, or the type of supplement (fixed or percentage)



Online Application

	i (
	12:29
General Information	
Child Care Center Name	General Info
License Number	Child Care Ce
Center Address	Name
City	License Numb
Zip Code	Center Address
Legal Business Name or	City
DBA	Zip Code
	Legal Busines
Director Information	or DBA
	Director Info
Name	Director into
Email	Name
Phone Number	Email
	Phone Number
Director Race (select all that apply)	
Director Race (Select all triat apply)	Director Rac
American Indian/ Alaska Native	American In
	Anima
Asian	Asian



Child Care Center Name License Number Center Address City Zip Code Legal Business Name or DBA Director Information Name Email Phone Number	General Information	
Center Address City Zip Code Legal Business Name or DBA Director Information Name Email		
City Zip Code Legal Business Name or DBA Director Information Name Email	License Number	
Zip Code Legal Business Name or DBA Director Information Name Email	Center Address	
Legal Business Name or DBA Director Information Name Email	City	
Name Email	Legal Business Name or	
Email	Director Information	
	Name	
Phone Number	Email	
	Phone Number	



Director Race (select all that apply)

American Indian/ Alaska Native
Asian
Black/ African American
Native Hawaiin or Pacific Islander
Other
Decline to state



Director Gender	
Female	
Male	
Other	
Decline to state	



Director Ethnicity	
Latino	
Not Latino	
Decline to state	



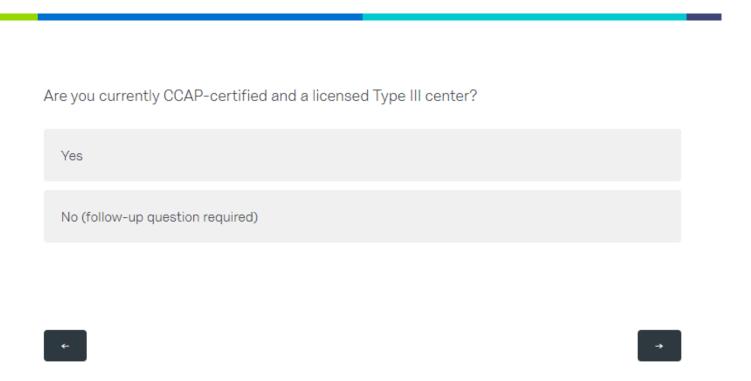
Owner Information (if different from Director)

Owner Name	
Owner Email	
Owner Phone Number	

←

 \rightarrow







Current center licensed capacity:
Type of care provided by program or center (select all that apply):
Weekday Care (e.g., 6 a.m. – 6 p.m.)
Non-traditional hours of care (e.g., before 6 a.m. or after 6 p.m. M – F, overnight care, weekend care, 24-hour care)



Months open during the year: 9 months 10 months 11 months 12 months Other



Are you currently licensed to serve children in the following age groups? (select all that apply)
Infants (6 weeks - 12 months)
Toddlers (13 - 36 months)
How many CCAP-certified children are currently authorized at your center?



Do you currently serve any children who meet the following characteristics? (select all that apply)

Children with special needs (i.e., children with IEP or IFSP)

Children who speak English as a second language

←

→



Teacher Information

Please include information below for all teachers and assistant teachers working 30 or more hours a week in a birth through four-year-old classroom:

If you have less than 30 eligible teachers, you do not need to complete every row.

For teacher vacancies, please leave teacher name and last 4 or SSN blank, but complete remaining information based on the previous teacher in that position. If the vacancy is a new position, please indicate "new" in teacher name, leave last 4 SSN blank and provide remaining information based on your expectations for the new hire.

	First and Last Name	Average Hours Worked per Week	Hourly Rate of Pay (or equivalent)	Classroom Age Served	Provided bene		s not include acation pay)	health insura	nce,	Estimated Benefits Annual cost per Teacher
	Answer 1	Answer 2	Answer 3		Retirement Contributions	Payroll Taxes	Life Insurance	Disability Insurance	N/A	Answer 6
Teacher 1				~						
Teacher 2				~						
Teacher 3				~						
Teacher 4				~						

Teacher Information

If your center has more than 30 full-time teachers (covering 0-4 year-olds), please check the box below and we will contact you separately:

Yes, we have more than 30 eligible teachers

No

+

→



Existing Funding Sources

Public Funding Sources (select all that apply):

Please select from the following list any public funding sources your center recieves
CCAP
LA 4
Nonpublic School Early Childhood Development (NSECD)
LA B-3
Local Sources (i.e. City Seats for Orleans Parish)
Other



Existing Funding Sources

Estimated Funding Percentages (total must sum to 100)

CCAP	0
LA 4	0
Nonpublic School Early Childhood Development (NSECD)	0
LA B-3	0
Local Sources (i.e. City Seats for Orleans Parish)	0
Other (including from parents)	0
Total	0

←



Confirmation

- A. I confirm that the data on the application is correct.
- B. I confirm that my center is licensed and CCAP-certified and serving children as of June 1, 2022.
- C. I understand that completion of this application will not guarantee funding due to financing constraints for the Louisiana Department of Education. If my center is not selected, I may still be eligible for a supplemental pay program for my ongoing cooperation with future surveys.
- D. If selected, I would be willing to potentially record and submit teacher consent forms from my interested and eligible staff members.
- E. I understand that my answers are completely confidential and will not be used to influence the selection process.
- F. I agree to complete follow-up surveys, even if my center is not selected for the supplemental pay grants.
- G. This grant is intended to fund teacher support expenses (such as retention bonuses, stipends, bridge to permanent salary increases, and wage supplements). Centers must retain documentation that all funds were spent on eligible expenses (stipends, bonuses, and/or wage supplements to child care staff). All documentation must be provided to the LDOE, Kathleen Blanco Public Policy Center, and/or other entities approved by LDOE upon request for audit purposes. Centers should expect an audit after funds are spent.

Confirmation

H. I agree to improve my teachers' salaries **at least monthly** throughout the year. This is not a one-time bonus payment for teachers. I understand that I am responsible for raising wages weekly, bi-weekly, or monthly, whichever works best for my center.

I. All teachers in birth through four-year-old classrooms (including lead and assistants working 30+ hours per week) still in employment at the center should receive a stipend, bonus, and/or wage supplement. Directors who are solely administrative staff and do not provide direct support or instruction are not eligible to receive the teacher supplemental pay grant (however directors are eligible for the supplemental pay grant funds if their center is not selected).

J. By applying, I agree to provide additional information to the Department & the Blanco Center as needed, including updates on any staffing changes that take place in the course of the grant.

K. I will use health and safety practices that prevent the spread of COVID-19 in the child care environment based on guidance from local and state health departments and the LDOE.

L. Records of expenses must be retained and accessible to LDOE staff and other authorized personnel. Personal use of these funds or use for construction are strictly prohibited. If determined that the funds were misused, the applicant, including the owner, and board of directors (if applicable), will be investigated and prosecuted to the fullest extent of the law.



Confirmation

M. If a center voluntarily closes prior to September 1, 2022, the reason for the closure will be audited and the grant funds may be recouped. I am also aware that If the Department determines that any amounts paid to the provider exceeded the amount to which the provider was qualified during their CCAP certification, the Department shall have the right to recover or recoup those amounts from any future payments and/or prior to release of the approved grant amount.

Provider Affirmation

The following signature affirms that I (applicant listed above) am responsible for the use of these funds and will adhere to the items noted in sections A through M.

×	
	clea

+



Application Review Process

- Application data will be held by the Blanco Center and shared only with LDOE for purposes of administering the grant.
- The Blanco Center will assign centers to one of the grant program groups using a randomized process to achieve the overall program goals of serving approximately 3,000 teachers statewide.
- Results of that assignment will be shared with LDOE in order to establish grant awards with each center and administer the program.



Questions and Next Steps

- If you have any further questions:
 - (225)-252-9543 or (225)-250-7635
 - earlychildhood@la.gov
- Timeline:
 - Applications due June 30th at 5pm
 - Award notifications July 2022
 - Year 1 funding August 2022
- Qualtrics application link will be provided by e-mail on Thursday 6/9

