

Level	Education Required <i>• All hours are semester hours.</i>	Tier 1	Tier 2	Tier 3
13	Doctorate Degree with at least 18 birth to five focused semester hours	\$3,000	\$4,000	\$6,250
12 12	Doctorate Degree with at least 12 birth to five focused semester hours or Master's Degree with at least 18 birth to five focused semester hours	\$3,000	\$4,000	\$6,250
11 11	Master's Degree with at least 12 birth to five focused semester hours or Bachelor's Degree with at least 18 birth to five focused semester hours	\$3,000	\$4,000	\$6,250
10 10	Bachelor's Degree with at least 12 birth to five focused semester hours or 90 hours toward a Bachelor's Degree with at least 18 birth to five focused semester hours	\$2,250	\$3,000	\$4,500
9	Doctorate, Master's, or Bachelor's Degree with at least 6 birth to five focused semester hours	\$1,875	\$2,500	\$4,000
8 8*	Associate Degree with at least 24 birth to five focused semester hours or Doctorate, Master's, or Bachelor's Degree (less than 6 birth to five focused semester hours)	\$1,500	\$2,000	\$3,500
7* 7*	Associate Degree with at least 18 birth to five focused semester hours or 57 hours of general education with at least 24 birth to five focused semester hours	\$1,325	\$1,750	\$2,875
6* 6*	Associate Degree with at least 12 birth to five focused semester hours or 45 hours of general education with at least 18 birth to five focused semester hours	\$1,125	\$1,500	\$2,250
5* 5*	Associate Degree with at least 6 birth to five focused semester hours or 70 hours of general education with at least 6 birth to five focused semester hours	\$950	\$1,250	\$2,025
4* 4* 4*	36 semester hours of general education with at least 12 birth to five focused semester hours or Associate Degree (less than 6 birth to five focused semester hours) or 70 semester hours of general education (less than 6 birth to five focused semester hours)	\$750	\$1,000	\$1,800
3* 3* 3*	24 hours of general education with at least 6 birth to five focused semester hours or Early Childhood, Infant-Toddler Care or Preschool Certificate or 16 birth to five focused semester hours	\$600	\$800	\$1,200
2* 2* 2*	18 semester hours of general education with at least 4 birth to five focused semester hours or 12 birth to five focused semester hours or CDA Credential (Child Development Associate Credential)	\$450	\$600	\$600
1 1 1	6 birth to five focused semester hours or Completion of NC Early Childhood Credential Coursework or Completion of NC Family Child Care Credential Coursework (for family child care only)	NA	NA	NA

To be eligible for at least one six-month payment during the fiscal year, applicants must:

- work in a county that uses Smart Start funds to support the Child Care WAGES® Program
- work in a licensed child care program (center, home or public school site) with children ages birth to 5
- earn below the income cap selected by the funding partnership
- have one of the education levels listed here (from regionally accredited schools); the CDA may be earned from the Council for Professional Recognition
- work at least six months in the same child care program
- be employed at this same child care program when funding is available and a final confirmation has been completed

Supplement tier for each funding year is determined by the local Smart Start partnership for each county. To learn the tier currently being supported in your county, or for additional information, call 919-967-3272 or visit us on the web at www.earlyyearsnc.org.

Supplement totals shown represent annual awards for full-time eligibility.

* **Temporary levels of education.** Teachers and directors awarded at one of these levels must move up to a higher level within two years to retain eligibility. Deadlines will be reestablished at each temporary level. Family child care providers have three years to achieve the education needed to move up.

Level 1 is unfunded by WAGES, but is shown because it reflects a recognized entry level credential in North Carolina.

The following notes apply to multiple levels throughout the scale:

- "Focus" generally means coursework with extensive content related to children ages birth to five.
- General education, such as English, Math and Science, is coursework earned toward a two- or four-year degree.



Child Care WAGES® Program

Early Years, P.O. Box 901,
Chapel Hill, NC 27514
Phone: (919)967-3272
Email: wagespages@earlyyearsnc.org