

Scholarship Recipient Policies and Procedures Manual

Dear Scholarship Recipient,

Welcome to the TEACH Early Childhood® Minnesota scholarship program! We are very excited that you have accepted the challenge of continuing your education while working in an early childhood education or school-age care program. To ensure that you have a successful experience in our scholarship program, we have created this manual to include a detailed description of our policies and processes.

We want you to have a clear understanding of the TEACH Scholarship and our expectations. Each section is designed to provide you with specific information about how the program works. At the end of the manual, we have included TEACH contact information. Please contact us with questions or concerns you may have. We are here to help and support you!

We wish you the best and look forward to working with you as you pursue your educational goals.

Sincerely,

TEACH Minnesota scholarship program staff

TEACH Scholarship Recipient Manual

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Introduction and Program Overview

What is the Recipient Manual?

This manual is the Recipient Policies and Procedures Manual of Child Care Aware of Minnesota’s TEACH Early Childhood® Minnesota program (hereafter referred to as TEACH). The Recipient Manual is referred to in and supplements the separate contract between Child Care Aware of Minnesota (hereafter referred to as Child Care Aware) and each individual scholarship recipient. Child Care Aware reserves the right to change, add to, eliminate or modify any of the policies and procedures in this Recipient Manual at its discretion, with or without notice. The most updated version of the manual will always be available on the TEACH website.

What is the TEACH Early Childhood® Program?

TEACH is a higher education scholarship program intended to help early childhood and school-age care educators increase their levels of education, compensation and commitment to the field.

History of the TEACH Early Childhood® Program

The Teacher Education And Compensation Helps (TEACH) Early Childhood® began as a program of The Early Years located in North Carolina, in 1990 to improve the level of education of early childhood educators working with young children, while making the educational process affordable, increasing wages, and reducing turnover.

Over the past few decades, the program has received national attention as one of the first to link teacher education and compensation. Because of the TEACH Early Childhood® Program early childhood educators have completed on average 14 credits each year, turnover rates have decreased and salaries have increased. The program has expanded to many states across the nation. For more information on the creation of TEACH in North Carolina and states that currently administer the program, visit the [TEACH National Center's website](#).

History of TEACH Early Childhood® Minnesota

TEACH Minnesota, a program of Child Care Aware of Minnesota, began in 2002. In its first year, TEACH served a select portion of Minnesota only, offering the CDA assessment fee and associate degree scholarship options. During the fall of 2003, TEACH awarded its first bachelor's degree scholarship. Currently, TEACH serves early childhood educators and sponsoring programs statewide, and it focuses solely on scholarships that cover higher education expenses. The CDA assessment fee is now covered by another program of Child Care Aware.

As the licensee agency, Child Care Aware sets the policies and procedures for operating the TEACH program in the state of Minnesota within the guidelines established by the TEACH National Center. When making decisions that may impact the TEACH program, Child Care Aware utilizes input from the TEACH Advisory Committee and other key early care and education stakeholders.

To continue operating a successful program, TEACH annually surveys scholarship recipients and sponsoring employers to better understand their experience with the program and to make necessary changes for improvement. Additionally, TEACH regularly surveys higher education staff and faculty to learn their perspectives of the program.

TEACH Minnesota's Mission Statement

The mission of TEACH is to promote and provide the support needed for early childhood educators to increase their level of education, retention, and compensation; while ensuring that it is economically and professionally feasible for individuals to stay in the field.

Administering Organization

Child Care Aware of Minnesota, a nonprofit organization, administers TEACH Minnesota. Child Care Aware is dedicated to assisting families, educators, and communities with child care information and services. For more information about Child Care Aware visit the [Child Care Aware website](#). TEACH is funded largely through federal dollars but also receives some foundation support. TEACH, the scholarship recipient, and the sponsoring employer (when applicable) each pay a portion of educational costs.

Available Scholarships

- Associate Degree Scholarship
- Bachelor's Degree Scholarship
- CDA Training for College Credit
- Student Teaching Scholarship

- o This scholarship is available to early childhood and school-age care educators who are enrolled in a bachelor’s program that includes student teaching and are able to work 10 hours per week while completing their student teaching requirements. Contact a coordinator for more information about this scholarship.
- 3 to 8 Credit Scholarship
 - o This flexible scholarship is designed to fill a variety of needs. It is for early childhood educators who are interested in beginning an associate or bachelor’s degree program but want to build their confidence by easing into a higher education setting can use this scholarship to take a few classes. It is also intended for educators who are finishing a degree or want to take a few credits to complete their required Parent Aware training.
- Apprenticeship (see apprenticeship section for more details)
 - o The apprenticeship project combines an expanded traditional TEACH scholarship with one-on-one mentoring for 2 years. Apprentices are required to meet additional standards and are strongly encouraged to complete their degree by the end of their apprenticeship. Ideal apprentice candidates are those who have worked in the early childhood field for less than 5 years, are intending to complete a degree, and are interested in working with a mentor to build their job skills.

All scholarship models are available to Minnesota early childhood and school-age care educators who work at least 20 hours per week in a legally regulated or licensed child care/school-age care program or operate a licensed family child care program and meet the eligibility requirements.

Eligibility Requirements

- Have a high school diploma or GED
- Work in a child care setting including:
 - o Licensed child care program
 - o Licensed family child care provider
 - o Public prekindergarten program
 - o School-age program exempt from licensing in Minnesota
- Be working at least 20 hours per week
- Be committed to continuing working at current place of employment for one year beyond the scholarship year
- Be accepted into a Child Development or Early Childhood Education degree program or be pursuing college credits for a national Child Development Associate Credential (CDA) at an approved, accredited college or university in Minnesota
- Have an active Develop Individual Membership
- Not currently receiving a REETAIN grant from Child Care Aware
- Have completed a FAFSA application, Dream Act application, or submit evidence of ineligibility (ex: an email from the college’s financial aid department)

Role of the TEACH Coordinator

Each scholarship recipient is assigned to a TEACH coordinator. TEACH coordinators answer questions regarding scholarship contracts and policies/procedures and provide suggestions regarding scholarship options. They also provide suggestions for college options for potential applicants or current recipients planning to change schools or degree programs. The coordinator communicates on behalf of recipients with participating colleges and universities to ensure prompt payment for approved classes. Coordinators are an important component of the program; they help make TEACH a success for everyone.

TEACH Scholarship Process

Beginning a Scholarship Year

All scholarship recipients will receive an award packet at the beginning of each scholarship year, this packet contains the following items:

- **Contract:** Lists the responsibilities of the TEACH, the recipient, and employer (if applicable) for the next 12 months, needs to be read and signed electronically.
- **Contract addendum:** Explains TEACH policies for repayment if a contract or commitment year is broken, needs to be signed by the recipient
- **Release of Information Form:** Gives permission for the recipient's college to share some information with TEACH.
- **Participant Checklist:** Summary of scholarship year schedule
- **Award Packet:** Brief summary of scholarship responsibilities and timeline.
- **Form C and Instructions (if eligible for release time):** Instructions and form for employer to claim a release time reimbursement.

First Step: Read and electronically sign: Contract, Contract Addendum, and School Release Form. (You will automatically receive signed copies.)

Most scholarships provide the following benefits each term (check your contract for details):

- Tuition covered by TEACH for 85%-90% of the cost – recipients pay 10% of tuition (employers pay 5%)
- Book reimbursements (90% of the cost)
- Travel/internet stipend (\$120/semester or \$90/quarter)
- Paid release time or sub reimbursement (directors/assistant directors are not eligible for release time)
- Bonus or raise (if minimum credits are completed by the end of the scholarship year)

Beginning a Term

Before the start of each term the following forms are required: (these forms are online and [can be found on the website.](#))

- **Pre-Authorization Form:** Recipients list the classes they want TEACH to pay for during the next semester/quarter
- **Book Reimbursement Form:** Recipients can request a reimbursement for their book costs
- **Book Receipt(s):** Must be uploaded to the Book Reimbursement Form in order to receive a reimbursement

The Pre-Authorization form is where you will list your classes and college(s) for each term. The TEACH coordinators use this information in order to set up payment with the college(s). Pre-Authorization forms need to be submitted by the specified deadlines. **If you were awarded a scholarship after the deadline listed below then send in your pre-authorization form as soon as your classes have been confirmed by your college. Otherwise, submit by the following deadlines:**

Pre-Authorization Form SEMESTER Deadlines:

Fall Semester	Spring Semester	Summer Semester
August 1 st	December 1 st	May 1 st

Pre-Authorization Form QUARTER Deadlines (Rasmussen University only):

Fall Quarter	Winter Quarter	Spring Quarter	Summer Quarter
October 1 st	January 1 st	April 1 st	July 1 st

Next Step: Check your contract to see how many credits TEACH will help pay for during the next year and plan how many credits you want TEACH to cover each term. Then complete a Pre-Authorization Form with the classes you want TEACH to pay for the next semester/quarter. **If your classes change at any point, please let a TEACH coordinator know and complete a new Pre-Authorization Form.**

Your TEACH coordinator will confirm the courses that have been approved for payment based on how many credits you have left until you reach the credit limit for your contract (see your contract for details). **If you submit your form too late, you will be responsible for paying the school first and then being reimbursed by TEACH or TEACH may not be able to pay for your classes at all that term so it's very important to submit the form by the listed deadline.**

Adding or Dropping a Class

If at any time you change a class please fill out a new pre-authorization form. You must drop or withdraw from a class before the college's drop/add deadline in order to avoid paying tuition charges.

The **Book Reimbursement Form** is used to track the amount you spent on books for each approved class every term. TEACH will only cover books for approved classes. It's not possible to charge books to TEACH, they must be purchased and receipts submitted for reimbursement of the cost of the books (no reimbursement for school supplies such as notebooks, calculators, pens/pencils, etc.). If you purchase more books throughout the semester/quarter, you can submit a new Book Reimbursement Form and a copy of book receipts for any new books. If your books are included in the price of tuition then you don't need to complete a Book Reimbursement Form.

Next Step: As soon as books are purchased, complete a Book Reimbursement Form on the TEACH website and upload a copy of the book receipt(s). **TEACH will not pay your tuition bill until all the documents have been received. Submit your Book Reimbursement Form by the deadlines below:**

Book Reimbursement SEMESTER Deadlines:

Fall Semester	Spring Semester	Summer Semester
October 1 st	February 1 st	July 1 st

Book Reimbursement QUARTER Deadlines:

Fall Quarter	Winter Quarter	Spring Quarter	Summer Quarter
November 1 st	February 1 st	May 1 st	August 1 st

Tuition Payment

The process of paying for tuition happens in the following steps:

1. TEACH coordinator receives the pre-authorization form and confirms there are enough credits to cover the classes listed.
2. TEACH coordinator emails a letter to the college(s) letting them know to bill TEACH for the full cost of tuition and fees for the listed classes. TEACH will not pay for: bookstore charges, graduation fees, or study abroad fees.
3. Recipient receives a confirmation email from a TEACH coordinator listing the classes TEACH expects to be billed for as well as reminders for missing paperwork.
4. Approximately one month after classes begin the college sends a tuition bill to TEACH
5. TEACH pays the bill and then sends a bill or check to the recipient.

Recipients who have reached their credit limit for their scholarship year and have decided to take classes beyond that limit will be responsible for tuition and book costs for those classes. Recipients may apply for additional credits to go beyond their scholarship limit.

Financial Aid

Since filling out a FAFSA is required to complete a scholarship application, if you are not Financial Aid eligible due to non-citizenship status, you must fill out the [MN State Grant application](#) instead. If you are not eligible for the MN State/Dream Act grant then reach out to the Financial Aid office of your college for assistance and submit a copy of an email from the financial aid department stating that you are not eligible for any grants.

If you receive federal or state grants (excluding loans), that money will first be applied toward the cost of tuition and TEACH will be billed for the remaining cost. This allows our dollars to support more early childhood educators who do not receive other financial aid in the form of scholarships or grants.

While loans are an option for students, we encourage recipients to attend school at a pace that allows them to complete a degree program without loans. If you have past defaulted loans or unpaid child support, that could put holds on your account for aid to be released. You should be working with your county agency or college to resolve all Financial Aid issues.

Note: If you receive an overage check or direct deposit from the college due to Pell or MN State grants, please contact us to make sure the college did not make an error in its billing.

Release Time (center teachers, assistant teachers, and aides only)

If you work for a child care program as a classroom teacher, assistant teacher, or aide (directors and assistant directors are not eligible for release time), then you are eligible for 48 hours per semester or 36 hours per quarter of paid release time which starts the first week of your classes. (Check your contract to confirm that you are eligible.) Work with your supervisor to set up a schedule for weekly release time and track it on the Form C, which can be found on the [website under ‘Resources and Forms’](#). See section on release time for further explanation. At the end of the semester or quarter submit the signed Form C to your TEACH coordinator by the following deadlines:

Release Time (Form C) SEMESTER Deadlines

Fall Semester	Spring Semester	Summer Semester
February 1 st	July 1 st	October 1 st

Release Time (Form C) QUARTER Deadlines

Fall Quarter	Winter Quarter	Spring Quarter	Summer Quarter
February 1 st	May 1 st	August 1 st	November 1 st

Paying for Your Portion

Check your contract to confirm what portion of tuition/books you owe TEACH. Once TEACH receives a tuition bill, it will be paid to the college in full and then you will receive a bill or check from TEACH once the benefits (travel/books/sub time) have been factored in. Each “active” quarter or semester (meaning at least one credit is approved by TEACH), you are responsible for paying a portion of tuition and books. TEACH uses **BILL.com** to send and receive payments, you can sign up for direct deposit (request an Epay invitation from your coordinator) and you will receive any invoices from TEACH via email from BILL. If you receive a bill, please mail a check to the TEACH office or follow the link in the emailed invoice you received to make an online payment via credit card or bank account. The Bill.com site we use to collect payments allows for partial payments and scheduling future payments. **Any bill you owe to TEACH for your portion of tuition and books must be paid before TEACH can set up payment for future classes.**

Computer/Laptop Reimbursement

Your scholarship includes the option once per degree (associate and/or bachelor's) to request a laptop or computer reimbursement for up to \$500. In order to request this reimbursement, go to the TEACH website and complete the **Book Reimbursement Form** – when the form asks for a book title enter “laptop/computer” instead and upload a copy of your receipt at the end of the form before submitting it. TEACH will not issue a reimbursement if you currently owe any amount, you must pay off any unpaid bills before you will receive the laptop reimbursement.

Completing a Term

You must email a copy of your grades to your TEACH coordinator upon completion of your courses (see failure policy). You must submit grade reports to TEACH no later than three weeks after each semester/quarter ends. Additionally, if you do not submit grade reports by the end of the scholarship year, you will not be eligible to receive the bonus and/or raise as stipulated in the TEACH contract until all grade reports and additional paperwork are received and all bills to TEACH have been paid.

Next Step: Once your classes are complete, email a copy of your official grades to a TEACH coordinator, this doesn't need to be an official transcript but does need to show the letter grade for each class. Once you have confirmed your classes for the next term, submit the pre-authorization form for your future classes (see deadlines above). Also, have your supervisor sign your Form C (if applicable) and email/fax it to the TEACH office.

Finishing Your Scholarship Year

You must successfully complete a minimum number of credits within the scholarship year to be eligible for the bonus or raise (see individual contract for details). **If you reach your credit limit before the end of your scholarship year you will need to wait until the end to apply for another scholarship; you cannot overlap a new scholarship with an existing one even if you run out of credits before the end of your scholarship year.** In order for TEACH to issue a bonus to you and/or a compensation letter to your sponsoring employer, you must submit all required grade reports and paperwork to your TEACH coordinator. You must also not owe any money to TEACH (See section on Bonus/Raise for more details)

Scholarship Renewal

If you plan to reapply for another scholarship, complete the Renewal Form (found on the TEACH website) by the following deadline:

Scholarship Renewal Deadlines:

Scholarship End Date	Renewal Deadline
August 31 st	August 1 st
December 31 st	December 1 st
May 31 st	May 1 st

Pay all bills to the TEACH Program before reapplying: new scholarships will not be awarded if you owe money to TEACH.

Here are the steps to renew your scholarship:

1. Complete the [Renewal Form \(available on the TEACH website\)](#)
2. Upload or email the required documentation, this usually includes:
 - a. Signed Participation Agreement
 - b. Paycheck stub or Schedule C
 - c. FAFSA confirmation for the next school year or why a FAFSA can't be completed
 - d. Grades for all classes taken during the scholarship year
 - e. Signed W9 Tax Form
3. Once all documents have been received, TEACH will award a new scholarship, send out an award packet/contract, and mail your bonus check (if applicable).

Completion/Graduation

If you are graduating or do not plan to reapply for another scholarship please follow the steps to complete your scholarship:

1. Complete the [Exit Form \(available on the TEACH website\)](#).
2. Upload/Email the required documentation, this usually includes:
 - a. Paycheck stub or Schedule C
 - b. Grades for all classes taken during the scholarship year

3. Once the paperwork has been received and all bills to TEACH have been paid we will mail out your bonus check (if applicable).

Please let your TEACH coordinator know if you are graduating, we like celebrating our graduates!

Next Step: Complete and submit the paperwork required to renew or close out your scholarship.

Commitment year

For each scholarship year you complete, you are committed to working at least one additional year for your current employer or under your current family child care license. A commitment year immediately follows the completion of the scholarship year. All scholarship models require a commitment period. A commitment year may be served at the same time as a new scholarship contract.

TEACH Scholarship Policies

The following are some important and key policies related to the scholarship (also refer to your contract or contact your TEACH coordinator if you are unsure what may apply to you):

Broken Contract: Failure to Complete Scholarship and Commitment Year

If you fail to complete a scholarship or commitment year:

- You may be asked to pay a portion of your scholarship back.
- You may not be eligible for future TEACH scholarships.
- Your eligibility with other programs supported by Child Care Aware (e.g. REETAIN) may be affected.

Any of the following situations may be considered a failure to complete your scholarship contract (or commitment year):

1. Failure of the Satisfactory Academic Progress policy which is a minimum of a 2.0 GPA and earning 67% of attempted credits.
2. Withdrawing or being expelled from college;
3. Failure to pay any bill owed to TEACH within three months of the date of the first invoice;
4. Choosing to leave your current work position or closing your family child care during the scholarship year or the commitment year;
5. Providing false information to the TEACH program
6. Conviction of a felony or misdemeanor that causes the termination of your job or FCC license
7. Declaring bankruptcy or insolvency while owing a debt to the TEACH program

Repayment

If you do not complete your scholarship or commitment year you may be required to repay the money TEACH paid on your behalf.

You will **not** be required to repay to TEACH tuition charges and reimbursements (such books) made on your behalf if:

- Medical reason(s) made it impossible for you to complete the terms of the scholarship/commitment year. (You will be required to submit to TEACH a letter from your physician stating that medical reasons made it impossible for you to complete the terms of the scholarship/commitment year);
- You were terminated (or had your hours cut below 20) by your sponsoring employer due to low enrollment, the closing of your sponsoring employer, or other reasons out of your control;
- There are any other unique circumstances; you may write a letter to the TEACH team describing your situation and why you are requesting that you not have to repay your scholarship. The team will consider your situation and share it with the TEACH advisory committee before making a final decision.

You **will** be required to repay to TEACH for tuition charges and reimbursements (such as books) made on your behalf by if:

- You choose to terminate your current employment at your sponsoring employer during your scholarship or commitment year or chose to close your family child care program

In the above situation, your scholarship contract will be terminated as of the last day of your employment with the sponsoring center or the last day you operated your family child care under your current family child care license. You must contact your TEACH coordinator if your employment status changes. **See the Contract Addendum (included in your award packet) for specific repayment/collection policies.**

Multiple Broken Contracts

If a recipient breaks their contract more than two times, even if they have repaid the portion they were required to repay each time and do not owe money to the TEACH program, TEACH reserves the right to deny them further scholarships.

Payment Plan

If a recipient is required to repay their scholarship, a TEACH coordinator will contact them to set up a payment plan, this will include an agreed on monthly payment amount. The coordinator will ask the recipient to sign the payment plan agreement and then the recipient will receive monthly invoices emailed to them. If the recipient misses 2 or more payments they will receive a warning and failure to keep up with monthly payments may result in the debt being sent to collections. Bill.com has an option for paying online via credit card or bank account and allows recipients to set up automatic monthly payments.

When a recipient is required to repay their scholarship, TEACH decides how much must be repaid based on the following process:

1. If a recipient has had more than one scholarship year, the TEACH team determines if they have fulfilled the commitment year for the previous scholarship(s). Generally, recipients are required to repay funds based on the current scholarship year but not going back further than 1 previous completed contract. If a recipient has completed at least half of their commitment year, their debt will be reduced by 50%.
2. The amount owed by the recipient who is a center employee:
 - a. If a center employee chooses to leave their sponsoring center before the end of their commitment year they will be required to repay the portion their sponsoring program paid for their tuition/books (see your contract for your sponsor's portion).

Appeal Process

If you are required to repay some of your scholarship but you feel that you have special circumstances that caused you to be unable to complete the terms of your TEACH contract, you can request not to be required to repay your scholarship.

The steps in the TEACH appeal process are as follows:

1. Scholarship recipient writes an appeal letter explaining their situation and requesting that they not be required to repay scholarship money. The recipient emails/mails this letter to the TEACH office.
2. The TEACH team will submit the recipient's letter to the TEACH advisory committee who will consider the request and offer their decision.
3. A TEACH coordinator will get in touch with the recipient to let them know the team and committee's decision.

Additional TEACH Policies

Failed/Withdrawn Classes

This policy affects all classes dropped after the college's final deadline to drop classes and paid for by TEACH. All withdrawn classes must be reported to the TEACH coordinator immediately upon withdrawing from the class. TEACH scholarships will cover payment for each class up to two times. If a recipient must retake the class for a third time, the

scholarship will not pay for it, they will need to use other forms of financial aid to cover it. TEACH will not charge the recipient for the cost of failed/withdrawn classes.

Academic Status with College

If a recipient has failed to maintain the college’s Satisfactory Academic Progress policy which is a minimum of a 2.0 GPA and earning 67% of attempted credits due to failed/withdrawn classes, they must inform their TEACH coordinator and update TEACH at the end of their term on their status with the college. Coordinators will check in with their recipients who have failed/withdrawn from more than one class to ensure they are still in good standing with their college, especially if their GPA has gone below 2.0. If a recipient is on warning or probation with their college, their scholarship will only cover one class per term until their satisfactory academic progress has been restored. If a recipient has been suspended from their college their scholarship is also suspended. TEACH coordinators will defer to the specific college’s policies and requirements in determining the recipient’s academic standing.

Sponsoring Employer Release Time (teachers, assistant teachers, and aides only)

As part of the TEACH scholarship agreement with child care programs, teachers, assistant teachers, and aides (directors and assistant directors are NOT eligible for release time) are eligible for paid release time (at their normal hourly wage) for each week that class is in session for up to 36 hours per quarter/48 hours per semester for terms with at least one college credit covered by TEACH.

Release time is a required component of the TEACH contract for classroom staff, please check your contract to see if you are eligible. Recipients can use paid release time to attend class, study, or handle personal needs. Recipients and their supervisors should meet before the start of each semester or quarter to ensure that the program can provide release time during work hours that are convenient (such as for a class or daytime study hours). Release time is flexible and hours can be combined across more than one week to provide a recipient with a half day or full day off if needed, a recipient and their supervisor should work together to find the best schedule. If a program is closed during the summer then release time isn’t required, however, the sponsoring employer still needs to fulfill the requirement of paying a portion of tuition/books for the class(es) the recipient took during the summer.

Release time is tracked on Form C, which TEACH sends to the sponsoring program supervisor along with the award letter. The Form C is also available on the website under Forms and Resources. The employer should claim release time on Form C (see deadlines below). All release time reimbursements are issued to the employer to help subsidize the cost for release time paid to recipients and/or for substitute(s). TEACH will reimburse sponsoring programs for up to 36 hours per quarter or 48 hours per semester for a maximum of 144 hours per year at a rate of \$20.00 per hour. Recipients should NOT sign Form C if they are not receiving release time. Release time forms must be submitted within 30 days of the end of a term in order for the sponsoring program to receive a reimbursement.

Release Time (Form C) SEMESTER Deadlines

Fall Semester	Spring Semester	Summer Semester
February 1 st	July 1 st	October 1 st

Release Time (Form C) QUARTER Deadlines

Fall Quarter	Winter Quarter	Spring Quarter	Summer Quarter
February 1 st	May 1 st	August 1 st	November 1 st

Note: Recipients are NOT eligible for release time if they have reached the maximum credit limit and TEACH is not paying for tuition costs for that semester/quarter. **Center directors and assistant directors are NOT eligible for release time.**

Family Child Care Sub Reimbursement

TEACH issues the sub time reimbursement directly to the family child care recipient; the reimbursement may be used to cover the cost of a substitute if necessary. Family child care recipients do not submit release time claims, this benefit is

always granted. TEACH automatically grants 16 hours of sub time per semester (\$350) or 12 hours of sub time per quarter (\$260). Note: Recipients are NOT eligible for a sub time reimbursement if they have reached the maximum credit limit and TEACH is not paying for tuition costs for that semester/quarter.

Requesting a Reimbursement of Tuition

In general, TEACH pays the college directly for your classes. However, if you were awarded a scholarship after the current term had already started and were required to pay the tuition you may request a reimbursement. **TEACH will not reimburse you for previously completed terms or for a balance owed to the college before the start of your scholarship year.** In order to request a reimbursement, contact a TEACH coordinator for the Tuition Reimbursement Form. The coordinator will determine if you are eligible for a tuition reimbursement. Complete the form and email it to the TEACH office along with proof of payment for your classes (e.g.; credit card statement or student account statement) and a copy of your course registration for the classes you are claiming the reimbursement for. If you would like to also request a book reimbursement, complete the Book Reimbursement form on the website. After TEACH receives all these documents, you will receive your reimbursement check. The deadlines for receiving a tuition reimbursement for your current term are as follows:

- Fall Term: December 1st
- Winter Term: March 1st
- Spring Term: May 1st
- Summer Term: August 1st

Bonus and/or Raise

Child Care Center Staff:

Upon successful completion of the scholarship year, at the end of the term of the contract, if you have completed the required amount of credits (see contract) and paid all your invoices, you will receive a bonus payment from TEACH as a recognition of your academic achievement. **Note: Your bonus will expire 60 days after the end of your scholarship year, therefore it is important to make sure your renewal or closing paperwork has been submitted as soon as possible (see previous renewal deadlines).**

Additionally, recipients working for a child care program will receive a bonus or raise within six months from the end of their scholarship year from their employer (see contract for details). The employer compensation in the form of a bonus or raise is in addition to any other annual raise or bonus your employer pays you. TEACH will notify your employer you are eligible for your bonus or raise from them when you receive your TEACH bonus at the end of your scholarship year. TEACH will not be responsible for any delay or failure by your employer to pay any compensation to you regardless of the form, purpose or nature of the compensation. TEACH will not send a reminder letter if you have not completed and submitted all the documents required to complete or renew your scholarship. (For example, if you have failed to provide grades or renewal/exit paperwork.) If you are not sure if you have completed everything, contact a TEACH coordinator.

If you choose to terminate your employment with your employer before you have successfully completed your scholarship year or before you have successfully completed the commitment year, you will forfeit all future bonus and raise payments, if any.

Family Child Care Bonus

Upon your successful completion of the scholarship year, if you have completed the required number of credits to be eligible for a bonus and have paid all invoices, you will receive compensation from TEACH **Note: Your bonus will expire 60 days after the end of your scholarship year, therefore it is important to make sure your renewal or closing paperwork has been submitted as soon as possible.** Your bonus will only be sent if you have completed and submitted all the documents required to complete or renew your scholarship. If you are not sure if you have completed everything, contact a TEACH coordinator. You will not receive your bonus if you have unpaid invoices, those must be paid first. If you choose to close your family child care program before you complete the scholarship or commitment year, you will forfeit your bonus.

Scholarship Start Date Change

Scholarship years start three times per year: January 1st, June 1st and September 1st. Recipients are assigned a start date closest to when they apply, if they apply after the start of their term and would like to use their scholarship for their current term, then their start date could be before they applied. TEACH will not pay for classes for a previous and completed term. If you are unable to take classes during the first term of your scholarship year you can request that your start date be moved. TEACH will only move a start date one time and only to the next start date forward (never the previous start date). For example, if your scholarship year starts June 1st but you are unable to take summer classes, you could request that your start date shifted to September 1st.

Scholarship Termination

There are only a few reasons why the TEACH staff would end a scholarship before the year was complete. Those reasons include:

- No activity for two terms in a row
- Lack of communication from the recipient (despite multiple attempts to connect)
- Recipient left their job before the end of the scholarship year
- Recipient left the college before the end scholarship year

In most cases, the recipient would not have to repay any of their scholarship, except possibly in the case of a recipient leaving their job (see repayment policy for more details).

Information Collection Process

If you fail to submit all information and documents required for participation by the deadlines established (e.g. grade reports, program forms, renewal/exit forms, and other requested documents), a TEACH coordinator will attempt to collect necessary information and documents by emailing and calling you. After three unsuccessful contacts, TEACH may rescind the scholarship contract. In that case, you will forfeit your bonus. You may also be ineligible for future scholarships.

The general process by which coordinators notify scholarship recipients of outstanding grade reports and other paperwork needed is as follows:

1. Email or phone call reminder
2. Second notice reminder by email or phone call
3. Final notice by email or phone call

Tax Information

Scholarship funds paid by TEACH for the cost of tuition, fees, and book reimbursements are not taxable income to you. Sub time (FCC only), travel, and bonuses are taxable income. Scholarship recipients who exceed the maximum threshold of \$600 in a calendar year will be issued a 1099-Misc. Form, and TEACH will be reporting it to the IRS. You are responsible for determining the tax consequences of all scholarship funds paid to you and for paying any taxes incurred by you on all such funds.

Requesting Additional Credits

In most cases, once a recipient has reached their maximum scholarship limit for the scholarship year, no more credits are available until the recipient is eligible to renew their scholarship. There are two options for requesting additional credits:

1. For recipients who are in their last semester or quarter before graduating and find they need additional credits in order to graduate on time can request that their scholarship cover up to 2 additional classes (up to 8 credits maximum) past their scholarship limit. This can be done via email to their TEACH coordinator.
2. For recipients who are **not** in their last semester/quarter before graduation, they may complete the Additional Credits Request form for up to 10 additional credits per scholarship year. The form can be found on the TEACH website (go to the "Resources and Forms tab") as long as they meet the following:
 - a. Can show academic success for 1-2 previous semesters with a minimum of a 3.0 GPA.

- b. Have completed (grades must be available) at least one semester on a TEACH scholarship.
- c. Have their college advisor sign the request form stating that they are academically a good candidate to take additional classes/credits.
- d. If applicable: have their employer sign the form as this will mean an extra expense for the employer. (child care center employees only)

Anti-bias Statement

The TEACH scholarship program accepts eligible applicants without regard to age, race, ethnicity, religion, gender, national origin, sexual orientation, disability or veteran status. We encourage interested eligible applicants from all backgrounds to apply.

Bilingual Support

The TEACH program has recently expanded to include bilingual support for Spanish speaking applicants and recipients. In addition to being able to take early childhood classes completely in Spanish at Minneapolis College, there are now bilingual coordinators on staff for the TEACH program. There is a dedicated email address for applicants and recipients to connect with bilingual coordinators: becaTeach@ChildCareAwareMN.org

Apprenticeship

The TEACH Apprenticeship program was developed in partnership with the TEACH National pilot and the Apprenticeship Minnesota office inside the MN Department of Labor and Industry. Apprenticeship is managed and regulated by the Department of Labor and Industry (DLI). The TEACH apprenticeship program began in 2023 with the pilot of the center-based apprenticeship model, the scholarship model was approved by TEACH National and registered and approved by DLI. Initial apprenticeship funding came from the MN state legislature.

Apprenticeship combines a traditional TEACH college scholarship with a trained mentor to support the apprentice through their college journey and implementation of early childhood best practices in their classroom. Apprentices work for two years towards an associate or bachelor's degree in early childhood and partner with their onsite mentor in completing all Knowledge and Competency Framework (KCF) criteria for either infants and toddlers or preschool (depending on which age group they work with). See below for the differences between traditional TEACH scholarships and apprenticeship. For more information, please contact an apprenticeship coordinator:

apprenticeship@childcareawaremn.org

Apprentice Eligibility Requirements

- Have a high school diploma or GED
- Have worked in the early childhood field for less than 5 years
- Work in a licensed/certified child care center or public school pre-K classroom
- Be working 30-40 hours per week for a minimum of \$15.46/hour
- Be committed to continuing working at current place of employment for two years plus one additional commitment year
- Be accepted into a Child Development or Early Childhood Education degree program (associate and non-licensure bachelor's degrees only) at an approved, accredited college or university in Minnesota
- Have an active Develop Individual Membership
- Not currently receiving a REETAIN grant from Child Care Aware
- Have completed a FAFSA application, Dream Act application, or submit evidence of ineligibility (ex: an email from the college's financial aid department)
- Be willing to work with a mentor

Differences from traditional TEACH

Apprenticeship applicants have slightly different eligibility requirements (see list above) but the main difference is working with a mentor focused on completing all KCF competencies. Additionally, while the apprentice is offered a college scholarship similar to a traditional TEACH recipient, there are the following additions:

- Unlimited credits (not limited to only 18 credits per year) but must complete at least 9 credits per year
- Apprentice receives a stipend of \$2,000 each year
- Up to 96 hours of paid release time each semester
- Employer receives a stipend of \$5,000 per apprentice, per year
- Mentor receives a stipend of \$3,500 per year plus free mentor training
- Only renewable once (2 years total)

Mentoring

Apprenticeship mentors are what makes the apprenticeship program unique. Apprentices are paired with a mentor who works at the same site and/or program but the mentor is not required to work in the same classroom as their apprentice. Mentor eligibility:

- Have a college degree (bachelor's degree in early childhood preferred) – must be a minimum of a Step 9 on Develop's Career Lattice
- Work in a classroom for a minimum of five years
- Work at the same site/same program as the apprentice
- Be willing to commit to mentoring for two years

Once accepted into the TEACH apprenticeship program, mentors will complete a free 8 week online mentor training and then receive a \$500 stipend for completing the training. Mentors receive quarterly payments (\$3,500 per year) for their mentoring hours which include weekly informal check-ins and monthly scheduled meetings. During the check-ins and meetings, mentors will record the progress of the apprentice's work through the KCF competencies through the Apprentice and Mentor Companion App. Mentors will offer support to their apprentices in other ways depending on the needs of the apprentice including problem solving, support, goal setting, modeling different teaching techniques, and offering helpful resources.

Apprenticeship completion

Apprentices will complete their apprenticeship program within 2 years but completion also requires that the apprentice has completed: a minimum of 2,000 work hours, at least 18 college credits, and completed all KCF competencies (as signed off on by their mentor). Once an apprentice has met those requirements, they will be considered 'graduated' from the apprenticeship program and will receive a certificate of completion from DLI.

Communication with TEACH Staff

Ongoing communication between TEACH Minnesota coordinators and scholarship recipients is critical. You must have updated contact information on file at all times to ensure that you receive important scholarship information, reminders, and reimbursements. Email is the most frequent way coordinators contact you, so you must ensure that the TEACH office has your most current email address on file, in addition to your phone number and mailing address. Please immediately contact your coordinator regarding any changes in employment, college enrollment, or if you have moved.

TEACH Website

Stay connected to TEACH information and resources online anytime. Please find application materials, forms, program resources, and announcements at: www.childcareawaremn.org/teach

TEACH Recipient Facebook Group

There is an active Facebook group created especially for current TEACH recipients, consider joining in order to stay up to date on TEACH reminders and information as well as connect with other recipients. If you didn't receive an invitation to join, please contact a TEACH coordinator.

Concerns or Complaints

To submit a concern or complaint about the TEACH scholarship program or its staff, please reach out to the TEACH Scholarship Manager – Erin Young: eriny@childcareawaremn.org or the Director of Financial Supports – Chelssi Klein: chelssik@childcareawaremn.org.

Mailing Address

Child Care Aware of Minnesota
TEACH Early Childhood® Minnesota
10 River Park Plaza, Suite 820
Saint Paul, MN 55107

Phone: (651) 290-9704

Website: www.childcareawaremn.org/teach

TEACH email: Teach@ChildCareAwareMN.org

Apprenticeship email: Apprenticeship@ChildCareAwareMN.org

Bilingual Support: becaTeach@ChildCareAwareMN.org