

## Appendix C: Overview of Stimulus-Funded Local Wage Initiatives

Bd #	Board Area	Total Estimated Cost	Overview
20	Alamo	\$600,000	Staff Incentives for Texas Rising Star programs (2,500 staff at <b>\$240 each</b> )
24	Cameron	\$500,000	<ul style="list-style-type: none"> <li>• Staff Bonuses with 2 sliding scales (350 staff receiving an average amount of <b>\$857 each.</b>)</li> <li>• Staff CDA incentives (200 staff at <b>\$500 each</b>)</li> <li>• Staff incentive for creating a TECPDS Workforce Registry Account (200 staff at <b>\$500 each</b>)</li> </ul>
26	Central Texas	\$436,770	<a href="#">TXAEYC RAISE</a> for Texas Rising Star 3- and 4-Star programs (211 staff at 17 programs receiving an average <i>quarterly</i> amount of <b>\$517.50</b> )
22	Coastal Bend	\$120,000	<ul style="list-style-type: none"> <li>• Staff stipend (gift cards) for staff who worked from 10/1/2020 – 9/30/2021 (est. 300 staff at 30 programs, at an average of <b>\$333 each</b>)</li> <li>• Incentives to Texas Rising Star Staff (up to 4 staff at <b>\$5,000 each</b>)</li> </ul>
17	Deep East	\$67,900	Staff Incentives for Texas Rising Star employment longevity during COVID-19 (250 staff at an average of <b>\$272 each</b> )
8	East Texas	\$660,000	<ul style="list-style-type: none"> <li>• Current Texas Rising Star programs, upon recertification, will receive funding for staff bonuses depending on type of program (<b>\$100 per staff</b> up to \$1500 per program for a total of \$350,000)</li> <li>• “CCS Provider Economic Package” to assist with planning sustainable salary increases:               <ul style="list-style-type: none"> <li>○ <b>Activity 1:</b> Programs can elect to receive .25 salary raise increase per hour for 500 employees over 3 quarters. Total estimated cost of salary raise increase – <b>\$140,000</b></li> <li>○ <b>Activity 2:</b> For programs opting out of the salary increase their employees will receive a bonus at the end of each quarter totaling <b>\$200/staff</b> over a 12-month period of time. Total estimated cost of quarterly bonus -<b>\$170,000</b></li> </ul> </li> </ul>
19	Golden Crescent	\$89,000	<ul style="list-style-type: none"> <li>• Stipend to all facility staff working directly with children who complete the Texas Rising Star assessment process (395 staff at <b>\$200 each</b>)</li> <li>• Staff incentives for CDA completion; plus a job retention bonus if they remain with the employer for 1 year. \$200 will be awarded upon completion of the CDA and an additional payment will be awarded after 1 year of service (10 staff at <b>\$200 each</b>).</li> <li>• Staff incentive for post-secondary education enrollment (Associates/Bachelor’s degree program) (10 staff at \$200 per semester for up to 4 <i>semesters</i> = <b>\$800 each</b>)</li> </ul>

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23	Lower Rio	\$1,044,000	One time staff retention incentive package (348 teachers at <b>\$3,000 each</b> )
27	Middle Rio	\$25,000	Staff Incentives after Texas Rising Star assessment depending on star level achieved and classroom score (125 staff at <b>\$200 each</b> )
4	North Central	\$120,000	<ul style="list-style-type: none"> <li>Wage Supplements to those who achieve higher education milestone (60 staff at <b>\$1,000 each</b>)</li> <li>Support 20 Apprenticeship participants (<b>\$3,000 each</b>)</li> </ul>
3	North Texas	\$215,759	Staff incentives via 3 payments (initial, 6 mo., and 12 mo.) plus incentive for newly hired staff (up to 3 per center) (average of 275 staff at an estimated <b>\$785 each</b> )
7	Northeast	\$153,000	<a href="#">TXAEYC RAISE</a> (85 staff receiving an average <i>quarterly</i> amount of <b>\$450 each</b> )
11	Permian Basin	\$465,000	Loyalty and sign on Staff Incentives for current and new staff (125 current staff and 340 new staff at <b>\$1,000 each</b> )
2	South Plains	\$200,000	Staff incentive reimbursements based on certification/licensed capacity (500 staff at <b>\$400 each</b> )
21	South Texas	\$315,000	Staff retention bonus for Texas Rising Star programs w/ specified eligibility parameters (420 staff at <b>\$750 each</b> )
5	Tarrant	\$2,000,000	Wage Supplement Pilot Project (1,500 staff receiving an average award of <b>\$1,333</b> )

**Total Estimated Amount = \$7,011,429**