

Sample Bonus Scenarios for Licensed Centers



Bonus Scenario 1 – *The importance of an updated Registry Staff Listing before applying for the Child Care Workforce Bonus*

Below is a sample staff listing from the Registry Director Portal. The Bonus is calculated based off the role entered by the individual into their Registry Membership (see the FAQ question #1 under Updating Information in the Registry).

Registry Member ID	Name	Job Title	Role
[REDACTED]	[REDACTED]	Assistant Teacher	5 - Assistant Teacher
[REDACTED]	[REDACTED]	Lead Teacher	4 - Teacher
[REDACTED]	[REDACTED]	Administrator Assistant	15 - Other Direct Service
[REDACTED]	[REDACTED]	Family Worker	8 - Family Child Care Provider
[REDACTED]	[REDACTED]	Site Director	1 - Director/Administrator (one site)
[REDACTED]	[REDACTED]	Teacher 1	4 - Teacher
[REDACTED]	[REDACTED]	Assistant Teacher	5 - Assistant Teacher
[REDACTED]	[REDACTED]	Assistant Teacher	5 - Assistant Teacher
[REDACTED]	[REDACTED]	Teacher 2	5 - Assistant Teacher
[REDACTED]	[REDACTED]	Teacher Type 04	4 - Teacher
[REDACTED]	[REDACTED]	food aide	15 - Other Direct Service

This program has 11 staff listed, but only 8 staff in current eligible roles.

- Directors – 1
- Regular Teaching Staff – 7
- Floaters/Subs – 0
- Family Workers/Home Visitors – 0

Add-On to cover support roles: 8 staff * 20% = 1.6

- The bonus will be calculated for the 8 staff plus the additional 1.6 – a total of 9.6 staff

Bonus Estimate: 9.6 staff * \$1,100 = \$10,560

In this scenario, the Family Worker has entered their job role as “8 – Family Child Care Provider”. This job role is meant only for licensed family child care providers, so it is not included as an eligible role for licensed centers. We recommend this staff person update their Current Employment record in the Gateways Registry and for job role, select “26 – Family Engagement/Support Worker”. If they make this change, the calculation will become:

Current Staff in Eligible Roles – 9

- Directors – 1
- Regular Teaching Staff – 7
- Floaters/Subs – 0
- Family Workers/Home Visitors – 1

Add-On to cover support roles: 9 * 20% = 1.8

- The bonus will be calculated for the 9 staff plus the additional 1.8 – a total of 10.8 staff

Bonus Estimate: 10.8 staff * \$1,100 = \$11,880

In this sample by updating the staff role the program is awarded an additional \$1,320 that can be applied to bonuses.

Bonus Scenario 2 – How the 20% for support staff can be applied

Registry Member ID	Name	Job Title	Role
		Teacher	4 - Teacher
		Director/Teacher	3 - Director/Teacher
		Director	1 - Director/Administrator (one site)
		substitutue	7 - Substitute/Floater
		Assistant	5 - Assistant Teacher
		Teacher	4 - Teacher
		Teacher	4 - Teacher
		Assistant Teacher	5 - Assistant Teacher
		Teacher	4 - Teacher
		assistant teacher	5 - Assistant Teacher
		Kitchen Staff	15 - Other Direct Service

Current Staff in Eligible Roles – 10

- Directors – 2
- Regular Teaching Staff – 7
- Floaters/Subs – 1
- Family Workers/Home Visitors – 0

Add-On to cover support roles: $10 * 20\% = 2$

- The bonus will be calculated for the 10 staff plus the additional 2 – a total of 12 staff

Bonus Estimate: $12 \text{ staff} * \$1,100 = \$13,200$

In this scenario, because of the number of staff in eligible roles, the program gets paid for an additional 2 staff. This additional amount can be used to pay a bonus to the staff listed with the job title of “Kitchen Staff” and the remainder could be used to pay a new staff that may be hired after the application has been submitted, or split among current staff, etc.

Bonus Scenario 3 – Different Bonus Amounts and if you Gain or Lose Staff

Registry Member ID	Name	Job Title	Role
		Assistant Director	2 - Assistant Director
		Cook	22 - Other Indirect Service
		Teacher	4 - Teacher
		Teacher	7 - Substitute/Floater
		Teacher	4 - Teacher
		Floater	7 - Substitute/Floater
		Administrator	1 - Director/Administrator (one site)
		Teacher	4 - Teacher
		Teacher	4 - Teacher
		Assistant Teacher	5 - Assistant Teacher
		Director	1 - Director/Administrator (one site)
		Assistant Teacher	5 - Assistant Teacher
		School Age Worker	12 - School-Age Child Care Teacher
		Assistant Teacher	5 - Assistant Teacher
		Assistant Teacher	5 - Assistant Teacher
		Teacher	4 - Teacher
		Floater	7 - Substitute/Floater
		Teacher	4 - Teacher

Current Staff in Eligible Roles – 17

- Directors – 3
- Regular Teaching Staff – 11
- Floaters/Subs – 3
- Family Workers/Home Visitors – 0

Add-On to cover support roles: $17 * 20\% = 3.4$

- The bonus will be calculated for the 17 staff plus the additional 3.4 – a total of 20.4 staff

Bonus Estimate: $20.4 \text{ staff} * \$1,100 = \$22,440$

Option 1 – Different Bonus Amounts

Programs can pay the bonus as appropriate at their program. In this scenario let's say that of the 11-teaching staff 5 had been employed with the program longer than the other 6. The Program could pay a higher bonus amount to the 5 and a lower bonus amount to the 6. The program has the full \$22,440 to pay bonuses and cover taxes. Below is a sample of how they could pay out bonuses:

Bonus Payment \$22, 440

- Taxes – \$2690
- 3 Directors – $\$1400 \times 3 = \$4,200$
- 5 Teaching Staff with longevity – $\$1300 \times 5 = \6500
- 6 Teaching Staff – $\$750 \times 6 = \4500
- 3 Floaters/Subs – $\$750 \times 3 = \2250
- Cook – \$500
- 2 Office Staff not listed on Registry Report – $\$600 \times 2 = \1200
- Bus Driver not listed on Registry Report – \$600

Total: \$22,440

Option 2 – If Staff Leave

Programs can pay the bonus as appropriate at their program. In this scenario let's say this program with 3 Directors and 11 teaching staff when they applied, lost one Director and two teachers from the time of application to receipt of the bonus payment. They still receive the same bonus payment and can allot the award amount as appropriate. Below is a sample of how they could pay out bonuses.

Bonus Payment \$22, 440

- Taxes – \$2240
- 2 Directors – $\$1500 \times 2 = \3000
- 5 Teaching Staff with longevity – $\$1500 \times 5 = \7500
- 4 Teaching Staff – $\$1000 \times 4 = \4000
- 3 Floaters/Subs – $\$900 \times 3 = \2700
- Cook – \$750
- 2 Office Staff not listed on Registry Report – $\$750 \times 2 = \1500
- Bus Driver not listed on Registry Report – \$750

Total: \$22,440

Option 3 – If New Staff are Hired

Programs can pay the bonus as appropriate at their program. In this scenario let's say this program with 3 Directors and 11 teaching staff when they applied, hired two more teaching staff from the time of application to receipt of the bonus payment. So now they have 13 teaching staff. They still receive the same bonus payment and can allot the award amount as appropriate. Below is a sample of how they could pay out bonuses.

Bonus Payment \$22,440

- Taxes – \$2690
- 3 Directors – $\$1100 \times 3 = \$3,300$
- 7 Teaching Staff with longevity – $\$1000 \times 7 = \7000
- 6 Teaching Staff – $\$700 \times 6 = \4200
- 2 Newly Hired Teaching Staff – $\$500 \times 2 = \1000
- 3 Floaters/Subs – $\$500 \times 3 = \2250
- Cook – \$500
- 2 Office Staff not listed on Registry Report – $\$500 \times 2 = \1000
- Bus Driver not listed on Registry Report – \$500

Total: \$22,440