



T.E.A.C.H. Early Childhood® OHIO Becoming a Sponsor FAQs

For what is a sponsor responsible? One of the most important principles of our scholarships is partnership: Partnership between the sponsor (where the scholar is employed), scholar, and T.E.A.C.H. Ohio. All three partners share in the cost, benefits, and responsibilities that are intrinsic to the scholarship. Sponsors must sign a three-way contract each year their scholars are on scholarship with T.E.A.C.H. The contract lists all of the obligations of the sponsor, as well as those of the scholar and T.E.A.C.H. Ohio. In general (specific contracts may vary, so please contact T.E.A.C.H. if you have questions) the sponsor must provide paid release time and award a raise or bonus each year. Also, sponsors are required to pay a percentage of tuition.

How does an employee or sponsor break a contract? The contract is broken when an employee quits a program while on contract, or during their commitment period (6 months or 1 year after the end of a contract). A sponsoring program can break a contract by failing to provide paid release time, or not paying a raise or bonus after an employee has successfully completed a contract. If the sponsor breaks a contract, the scholar does not have to fulfill their commitment period (i.e. the employee may quit the program without consequence from T.E.A.C.H.).

What if an employee breaks the contract? If they break the contract, you may prevent them from ever receiving another T.E.A.C.H. scholarship again in the future. This is a strong deterrent if the employee does not have their degree yet and desires to stay in the child care field. You may be able to reclaim from your employee from their last paycheck any expenses you contributed toward their contract, should they break the contract. We recommend you contact a lawyer before doing so; T.E.A.C.H. cannot give legal advice.

What if my program can not commit to paying a raise or bonus each year of the scholarship? Many sponsors may be restricted by tight budgets, low enrollment, existing employee contract requirements, or other considerations. T.E.A.C.H. tries to design scholarship models that are flexible. For example, our CDA Assessment Fee scholarship allows a sponsor to pay \$100 toward the CDA assessment fee, in lieu of paying a \$100 bonus or 1% raise to the scholar when they attain their CDA. Please contact T.E.A.C.H. if the Raise or Bonus is preventing you from joining our scholarship program and we may be able to find an alternative for you.

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Won't my employee leave if they get a CDA or AAS degree? This can be a concern of sponsors that work with us. There are many factors to consider when evaluating the risk vs. reward of helping your current employees attain better professional credentials. First of all, T.E.A.C.H. participation requires that your employee stay working at your program, while they are on contract with us. Attaining an AAS degree has taken some of our scholars up to 7 years. Additionally, after they get their AAS, our commitment period requires them to stay at your program for an additional year. So, by participating, you may have them committed to your program for up to 8 years. Wouldn't you like that kind of commitment from all of your employees? How many at your program leave after a year or less right now? Even if they leave your program after that 8th year, you still have had a highly trained and dedicated employee at your program for the entirety of their education and scholarship commitment period. You have also built up years of good will and loyalty by supporting your employee with education, compensation (yearly raises or bonuses), and release time. CDA's can be attained in shorter time period. However, T.E.A.C.H. requires a commitment period after the contract ends. So, if you sponsored them for their CDA in-service hours for college credit, they must remain at your program for an additional year. In most cases, they will be at your program for at least 2 years if they complete their in-service hours with you sponsoring them. And, a CDA is typically a stepping stone to the AAS degree. If the scholar violates the T.E.A.C.H. contract and leaves your program, you can prevent them from getting any more assistance from T.E.A.C.H. (if they want to go on for their AAS).

What if my program can not afford to give paid release time? T.E.A.C.H. will reimburse the sponsor \$8.00 per hour for the paid release time they provide. If this is not enough to cover the full wage of the employee receiving the release time, it may cover the wage of the substitute used in their classroom. As long as the reimbursement covers the wage of the scholar on release time, or the substitute teacher, the sponsor is not losing money. Please contact T.E.A.C.H. if this concept is not clear to you. We may also be able to suggest some creative ways to grant paid release time that avoid the need to grant additional time off, for example if you provide paid lunches, this can be considered paid release time if the scholar is allowed to study during lunch. Please contact us for more ideas. In some cases the substitute and scholar will both make more than \$8.00 per hour. This will be a cost the sponsoring program will have to pay. T.E.A.C.H. has found that scholars receiving paid release time are able to take 1.5 more credits per term, and raise their GPA by 0.5. Granting paid release time also builds trust and loyalty with your employee. Hopefully the benefits of providing paid release time will outweigh the costs for you. The only scholarships where paid release time is not required are for Directors, who do not spend time in the classroom. The paid release time requirement can be reduced, or waived if your program is a part-time program, with children in care less than 12 hours per day. Reductions and waivers are handled on a case-by-case basis.

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