



Are you considering becoming a Sponsor?

Here are some FAQ's...

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. Washington, DC. All three partners share in the cost, benefits, and responsibilities that are intrinsic to the scholarship. Sponsors must sign a contract each year their scholars are on scholarship with T.E.A.C.H. that lists the obligations of the sponsor, as well as those of the scholar and T.E.A.C.H. In general the sponsor must pay a 10% of the recipient's tuition/books, provide paid release time and award a raise or bonus each year a recipient completes a contract.

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 (3 months-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/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 receiving a 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 reclaim from your employee's 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. can not give legal advice.**

Won't my employee leave if they get a CDA/AA/BA degree? 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 stays at your program, while they are on contract with us. Attaining an AA/BA degree could take anywhere from 2-6 years depending on the amount of credit hours taken each semester. Additionally, after a teacher gets their AA/BA degree, our commitment period requires them to stay at your program for an additional year. Thus, by participating, you may have them committed to your program for up to 6 years. Wouldn't you like that kind of commitment from all of your employees? How many teachers at your center leave after a year or less right now? Even if they leave your center after that 6th 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, they must remain at your program for an additional 3-6 months. A CDA is typically a stepping stone to the AA & BA 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 AA with a TEACH scholarship.)

What if my center 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. Please contact T.E.A.C.H. if the Raise or Bonus is preventing you from joining our scholarship program so we can talk through some possible alternatives.

What if my program can not afford to give paid release time? T.E.A.C.H. will reimburse the sponsor for 75% of release time up to 3 hours a week @ \$8.00/hr per semester for 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 recipient on release time, or the substitute teacher, the sponsor is not losing money. Please contact T.E.A.C.H. if you have additional questions. 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 recipient is allowed to study during lunch. Please contact us for more ideas. In some cases the substitute and recipient 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 recipients 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.