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# Scholarship Payment Incentive and Network Programs

December 2024



powered by  
**CNM In<sup>g</sup>enuity, Inc.**

  
NEW MEXICO  
**Early Childhood**  
Education & Care Department  
Scholarship, Wage Supplement,  
and Bilingual Incentive Programs

# Our Programs



## Scholarship

The Scholarship program provides **100% of tuition, fees, and books** for early childhood professionals working in the field and pursuing a certificate or degree in Early Childhood Education. We also pay **80% of tuition and fees for graduate-level degrees.**



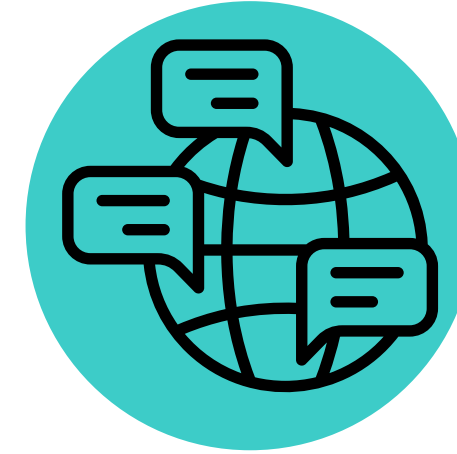
## CDA Vouchers

Qualified Early Childhood Educators who are pursuing their Child Development Associate credential can receive a **payment voucher that covers the cost of the initial CDA Assessment fee.**



## Pay Parity and Wage Supplement

The Pay Parity and Wage Supplement Programs provide **supplemental pay to qualified educators** based on their attained degrees, credentials, and work experience.



## Bilingual Incentive

Early childhood educators who are certified bilingual or multilingual can receive a **one-time payment of \$1,500.**



## Early Childhood Networks

The Early Childhood Networks support early childhood professionals with opportunities to engage in professional development and reflective practice with other colleagues from across the state. The Networks consist of **Early Childhood Mentor Network, Infant Toddler Teacher Network, Director's Network and Home-Based Providers Network.**

# Scholarship Program

1500 scholarships  
approved for Fall 2024

- **CDC / Associates / Alt License / Bachelor's**
  - › 100% of tuition, fees, and books
- **Open to Early Childhood professionals working at least 20 hours/week with children ages 0-5 in a qualifying program.**
- **Must be currently enrolled in a qualifying NM higher education institution and working toward an early childhood education certificate or degree**
- **We work with ALL public and tribal Higher Education Institutes across the state of New Mexico**



# Child Development Associate (CDA) Voucher Program



Qualified applicants can receive a payment voucher that covers the cost of the initial CDA Assessment fee (\$425)

1. Meet the CDA eligibility requirements (defined by the Council for Professional Recognition)
2. Create an account and apply for your voucher
3. You have 6 months from the time of your application to complete your test.

# Head Start and Pre-K Parity

Open to NM-funded community-based Pre-K Programs, including Tribal NM Pre-K programs as well as NM Head Start programs including Tribal Head Start programs

NOTE: Early Head Start should apply for Infant Toddler Parity Program

## Assistant Teachers

Category	Parity Rate	Education Requirements	Experience Requirements
Category 1	\$40,000	CDC or CDA (only HS; NM Pre-K does not qualify for Category 1)	3+ years' experience
Category 2	\$45,000	Associates in ECE	0 - 3 years' experience
Category 3	\$50,000	Associates in ECE	3+ years' experience

# Head Start and Pre-K Parity

Open to NM-funded community-based Pre-K Programs, including Tribal NM Pre-K programs as well as NM Head Start programs including Tribal Head Start programs

NOTE: Early Head Start should apply for Infant Toddler Parity Program

## Lead Teachers

Category	Parity Rate	Education Requirements	Experience Requirements
Category 4	\$55,000	Bachelor's Degree in ECE <small>*NM Pre-K teachers must make at least \$50,000 paid by their program</small>	0 – 3 years' experience
Category 5	\$66,000	Bachelor's Degree in ECE <b>OR</b> Other Bachelor's Degree	3+ years' experience
Category 6	\$77,000	Master's Degree or higher	5 years' experience+

# Head Start and Pre-K Parity

Open to NM-funded community-based Pre-K Programs, including Tribal NM Pre-K programs as well as NM Head Start programs including Tribal Head Start programs

NOTE: Early Head Start should apply for Infant Toddler Parity Program

- Only **one administrator** per site may qualify for Parity
- Qualifying Administrators must have **direct supervision** of the program

## ADMIN: Directors/Assistant Directors/Managers

Category	Parity Rate	Education Requirements	Experience Requirements
Category 4	\$55,000	Bachelor's Degree in ECE	0 - 3 years' experience
Category 5	\$66,000	Bachelor's Degree in ECE <b>OR</b> Other Bachelor's Degree	3+ years' experience
Category 6	\$77,000	Master's Degree or higher	5 years' experience+

# Infant Toddler Parity

Open to educators who work in an Early Head Start program or licensed childcare program and serve at least one child through the childcare assistance program.

- **Educators:** (including home-based providers) must be assigned to a classroom that works with children ages zero, one-, or two-years old.
- **Family child care owners:** must be listed on the license and must have at least one Infant or toddler at least 6-weeks – 12 months enrolled full-time in their program.
- **Directors:** must be listed on the license and must supervise sites in which there is at least one Infant classroom 6-weeks – 12 months. Only one director per site can qualify.





# Infant Toddler Parity Categories

Category	Parity Rate	Education Requirements	Experience Requirements
Category 1	\$40,000	CDC or CDA	3+ years' experience
Category 2	\$45,000	Associates in ECE	0 – 3 years' experience
Category 3	\$50,000	Associates in ECE	3+ years' experience
Category 4	\$55,000	Bachelor's Degree in ECE	0 – 3 years' experience
Category 5	\$66,000	Bachelor's Degree in ECE <b>OR</b> Other Bachelor's Degree	3+ years' experience
Category 6	\$77,000	Master's Degree or higher	5 years' experience+

# Additional Parity Pay Incentive

## **\$1,000 annual incentive**

Qualified Pay Parity applicants can receive an additional annual payment of \$1,000 when they include the following in their application:

- Special Education license
- Infant Mental Health Endorsement (IECMH)
- Montessori (AMI, MAS, MACTE, IMI) Certificate

**Over 400 people currently participating in Parity Programs**

# Wage Supplement Program



## Work in a Qualified Program

- Early Childhood educators and professionals who work at least 20 hours per week in a:
  - New Mexico licensed or registered childcare setting;
  - Tribal child care;
  - New Mexico Pre-K or Early Pre-K program in a community-based setting;
  - New Mexico Pre-K or Early Pre-K program authorized by a public school or charter including Title I or 619 Preschool Program;
  - New Mexico Head Start or Early Head Start program;
  - New Mexico Tribal Head Start or Early Head Start program;



## Education

Have at least 3 credit hours of Early Childhood Education OR a Child Development Associate Certification (CDA).

NOTE: \*you can apply AND earn your 3 credits at the same time; you must have your 3 credits within 6 months of the time you apply. Upload a copy of your class schedule to your application.



## Earn less than \$18/hour

**250 individuals** currently participating in Wage Supplement





402 people over 4 years

12 different languages

# Bilingual Incentive

- \$1500 one-time payment for certified bilingual staff working 20 hours/week in a qualified program
- Bilingual certification refers to ANY additional language in which you are certified
- We reimburse for passed certification tests
- Examples of certification documents include (not limited to):
  - passed Language Assessment (PRAXIS, La Prueba, Duolingo)
  - bilingual seal on High School diploma
  - Tribal/Pueblo/Nation certification or letter

# Early Childhood Networks

Collaborative groups of early childhood professionals networking and supporting each other from across New Mexico

Applications open December 1 - 15 for the Spring Semester

- Early Childhood Director's Network
- Early Childhood Home-Based Professionals Network
- Early Childhood Infant-Toddler Teacher Network

Monthly virtual support meetings

Refine your practice and gain new resources

Grow your skills and share your expertise

Stipends for participation

*Network with nearly 200  
Early Childhood Educators  
from across the state*

# Early Childhood Mentors



Applications open every April for individuals interested in mentoring others

# Important Information

- All **Payment Incentive programs** totaling \$600+ per year **are TAXABLE**. Payment Incentive Programs include:
  - Parity Programs
  - Wage Supplement Programs
  - Bilingual Incentive Programs
  - Early Childhood Network Stipends
- You must have a W9 on file with CNM to receive your payments. The CNM Ingenuity team will contact you on the W9 submission process.
- Currently accepting applications for:
  - Spring Scholarship (**deadline February 15**)
  - CDA Voucher
  - Wage and Parity
  - Bilingual
  - Director, Home-based Provider, Infant Toddler Networks (**deadline December 15**)



Contact ▾	🇺🇸 EN ▾
Contact Us	
Who is my Coach?	

Programs ▾	Announcements
Scholarship	
Bilingual Incentive Payment	
CDA Assessments Voucher	
Head Start Pay Parity Program	
Infant Toddler Pay Parity Program (includes Early Head Start)	
Pre-K Pay Parity	
Wage Supplemental Pay	
Early Childhood Networks	

**Scholarship and Pay Incentives:**  
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**[info@ececdscholarship.org](mailto:info@ececdscholarship.org)**  
**[ececdscholarship.org](http://ececdscholarship.org)**

# Questions?

**We are here to help!**

**Early Childhood Networks:**  
**505-224-3606**  
**[ecmn@cnm.edu](mailto:ecmn@cnm.edu)**  
**[ecnetworks.org](http://ecnetworks.org)**