



## **STARS Education & Retention Award (ERA) Pro-Rated Award Scenarios**

**This page contains scenarios to assist the Regional Keys in determining pro-rated eligibility for ERA.**

### **Multiple Sites of Same Legal Entity**

#### **Scenario 1**

Teacher A is a highly qualified teacher who works 30 hours per week at a multi-site school-age program. She works 15 hours at Site A which has a STAR 2 designation. She also works 15 hours at Site B which has a STAR 4 designation. Teacher A is eligible for an award at both sites and should appear on the ERA for each site for the actual time worked per site and at the pro-rated amount appropriate to each STAR level.

#### **Scenario 2**

Teacher B has a CDA and works 40 hours a week between two sites of the same legal entity. She spends 30 hours each week at a STAR 1 facility and 10 hours per week at a STAR 4 facility. The STAR 1 facility is not eligible to apply for an ERA and Teacher B does not work at least 15 hours per week at the STAR 4 facility to meet the Pro-Rated Award guidelines. Teacher B is not eligible to receive an ERA.

### **Multiple Age Groups Within Same Facility**

#### **Scenario 3**

Teacher D has a B.S. in Elementary Education with no ECE credits and works 40 hours per week at a multi-age center. She works 30 hours per week in the Preschool Room and 10 per week in the School-Age Room. Teacher D is not eligible for an ERA for the time spent in the Preschool Room. Although this teacher is highly qualified to work with School-Age children, she does not work at least 15 hours per week in the School-Age Room and is, therefore, not eligible for a pro-rated award.

#### **Scenario 4**

Teacher E has a B.S. in Elementary Education with 30 ECE credits and works 40 hours per week at a multi-age center. He works 25 hours per week in the School-Age Room and 15 per week in the Preschool Room. Since the combination of related degree and ECE credits makes Teacher E highly qualified for early childhood and school-age children, he is eligible for a teaching staff award for the Bachelor's level for the full time worked.

#### **Scenario 5**

Teacher F has a B.S. in Elementary Education with no ECE credits and works 40 hours per week at a multi-age center. She works 25 hours per week in the Toddler Room and 15 hours per week in the School-Age Room. Teacher F is not eligible for an ERA for time spent in the Toddler Room, but is considered highly qualified for time spent in the School-Age Room. Teacher F should appear on the ERA at the pro-rated level for 15 hours per week.

### **PA Pre-K Counts funded**

Please refer to ELS-07 #19 regarding Keystone STARS funding for STARS facilities participating in PA Pre-K Counts.