

Childcare Fund Eligibility and Determination Criteria

After an extensive and thoughtful discussion among the UWHA Executive Board and several members of the housestaff community we have created the Childcare Fund Eligibility and Determination Criteria. Disbursement will be in Fall and Spring. We would like to provide a complete description of the inclusion criteria and scoring system. Understanding the system is not necessary to apply, but in the interests of transparency we want to demonstrate exactly how the process works.

Our goal with this criteria is to provide a framework for distributing the limited childcare funds we have available to the residents/fellows in greatest need, while still providing meaningful assistance to as many residents as possible. We realize that there is simply no perfect answer to this challenging problem, but we feel that, using the input many of you provided to us, we have devised a set of criteria that is fair, and as broadly inclusive as it can be. This task was exceptionally difficult given the meager funds at our disposal. We hope that if successful, we can have UW increase the funds available in the future so that we can provide a more substantial benefit.

The basic premise of the Eligibility and Determination Criteria is simple. Those residents/fellows who seek disbursement from this fund will be asked to fill out a survey which will serve as the application form. There is a set of inclusion/exclusion criteria to determine who qualifies for disbursement from this fund. For families who qualify, we will calculate a weighted score for each based on their application. The available fund amount will be weighted by the financial needs of the applicant and the number, and age, of children.

Childcare Fund Eligibility and Determination Criteria:

Inclusion Criteria. Inclusion is based on the household income, expressed in Adjusted Gross Income (AGI).

- Must be a member of the UWHA
- For a Single-Income Household: AGI < 100% PGY-8 level salary qualifies
- For a Dual-Income Household: AGI < 160% PGY-8 level salary qualifies
- Regardless of household income, two UW resident-parent households will always be included

Exclusion Criteria.

- Residents who do not have children
- Residents who have children, but they are all >12 years old

Weighted Score Breakdown:

- **1 point for every qualifying resident**
- Residents with an **extreme financial hardship** receive additional points:
 - 0.5 pt: Single-Income Households with AGI < 80% PGY-1 level salary
 - 0.5 pt: Dual-Income Households with AGI < 160% PGY-1 level salary
 - 0.5 pt: Additional for Single-Parent Households
- **For children under 5 years old** (to reflect the added costs of childcare for young children), there are additional points added:
 - 0.66 pt for each child <1yr (not including unborn children)
 - 0.5 pt for each child 1-2yo
 - 0.33 pt for each child 3-4yo
 - 0.15pt for each child 5yo

Other Guidelines:

- Adjusted Gross Income (AGI) can be found on form 1040/1040A/1040EZ of your tax return. AGI is Household based, if significant others (SOs) are filing taxes separately then the submitted AGI must be the sum of the resident and SO's AGIs filed separately.
- Two Resident Households constitute those in which both parents are UWHA members.
- For Two Resident Households, each resident-parent would qualify for the baseline 1 pt. Two resident households should submit one application. The extreme financial hardship and weighted scores per child will each be applied only once for the household (to avoid counting each child more than once).
- Single-Parent Households are those in which the resident has no SO living in the home and/or no SO contributing to childcare outside the home
- Dual-Income Household is defined as the SO working >50% FTE. Households with SOs who are full-time students would also count as a dual-income household.
- Residents who have separated from one another and share a child (or children) together will be counted as separate households. The weighted scores from the children in such a scenario will be cut in half, with one-half of the score going to each resident.
- Disbursement timetable: Every September and March
- Once weighted scores are calculated, and prior to disbursement, the decision to include in the disbursement group or not, as well as the weighted score, will be sent to those residents who responded to the eligibility survey and given 1 week to appeal the decision or weighted score.
- Applications are done on the honor system. Please be honest. You will be asked to legally attest that the information you are providing is accurate.