

Summary Notice of Funding Availability

Reporting Form

DHHS Division/Office Issuing This Notice: Division of Child Development and Early Education (DCDEE)

Date of This Notice: September 12, 2025

Request for Applications (RFA) Issue Date: October 1, 2025

Purpose of this Notice: The purpose of this notice is to provide public notification of DCDEE's intent to release a Request for Applications.

Program Name: Salary Supplement Program for Infant & Toddler Teachers

Purpose of the RFA: This Request for Applications (RFA) aims to enhance the education, credentials, and qualifications of North Carolina's infant-toddler teachers. This will be achieved through supplemental compensation, ultimately improving the quality of infant and toddler child care across the state. The successful applicant will create an implementation plan to manage a statewide salary supplement program to full – time infant and toddler teachers employed in a licensed North Carolina early care and education program for children birth to age 3.

Description: The successful applicant shall develop an implementation plan for participant eligibility, compensation, outreach, and consultation. This initiative aims to establish a statewide salary supplement program for infant and toddler teachers to ensure diverse highly educated teachers receive a salary that is comparable to that of K-12 teachers. This supplemental compensation will encourage teachers to increase their education, credentials and enhance staff qualifications.

Funding Availability: This RFA will for a 2-year funding cycle with an optional 1-year renewal term. One award of up to \$2,000,000 per year will be made under this RFA to provide services set forth in the Scope of Services. Eligibility for the renewal is contingent upon contract compliance, project performance, and availability of funding. The initial contract period is expected to be February 1, 2026 – January 31, 2028.

DCEE will determine the actual funding amount based on the proposed execution of the project and the utilization of funds as outlined in the successful applicant's proposal, pending funding availability.

Applicant Eligibility: This RFA is open to state agencies and universities, public and private nonprofit organizations with a current 501(c)(3) standing with knowledge of North's Carolina's early childhood education mixed delivery system and expertise in developmentally appropriate practices for young children birth – 12 years of age.

How to Apply:

EMAIL an electronic PDG of your application to the NC Division of Child Development and Early Education via this email: DCDEE.Contracts.Unit.RFA@dhhs.nc.gov

The signature of an authorized official is required on the application face sheet. An electronic signature or an electron scanned copy of the signed application face sheet will be accepted. **Only electronic application submissions via email will be accepted**, i.e, do not mail, fax, or deliver copies of the application to DCDEE's physical or mailing address.

Intent to Apply:

Eligible agencies and/or organizations interested in applying for RFA are encouraged to notify DCDEE of their intent to apply via the following link, <https://www.surveymonkey.com/r/7XWVCC7> no later than **5:00 p.m., November 5, 2025**.

Agencies and/or organizations are **not** required to notify of their intent to respond to this RFA; this information is requested to assist DCDEE in planning. Responses to this notice of intent are not binding and will not impact the review and scoring of your RFA submission. Data from this survey is used for planning and research purposes only.

PRE-APPLICATION CONFERENCE: DCDEE plans on hosting a Pre-Application Conference for this RFA on **October 22, 2025 at 1:30 pm**. During this time, an overview of the RFA will be presented along with an opportunity for Q&A. Please click the link to join.

Join from the webinar link

<https://ncgov.webex.com/ncgov/j.php?MTID=m9b01b9f679c23c6a9d9e12a9af6fc4eb>

Join by the webinar number

Webinar number (access code): 2430 125 1377

Webinar password: rfa5 (7325 when dialing from a phone or video system)

Tap to join from a mobile device (attendees only)

+1-646-992-2010,,24301251377#7325# United States Toll (New York City)

+1-202-860-2110,,24301251377#7325# United States Toll (Washington D.C.)

DIRECT ALL INQUIRIES concerning this RFA in writing to: Celeste Pleasant, Contracts Specialist Email address: DCDEE.Contracts.Unit.RFA@dhhs.nc.gov

Deadline for Submission:

Applications, subject to the following conditions, must be received no later than 5:00 p.m., **November 12, 2025**.