

2012

**ROCKLAND COUNTY
CHILD CARE
SALARY & TUITION SURVEY**



CHILD CARE RESOURCES OF ROCKLAND
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Ways to Follow CCRR:



Child Care Aware® of America Member

About This Survey

Child Care Resources of Rockland, Inc. (CCRR) has prepared this report on the current status of salaries and tuitions in early childhood and school age care in Rockland County. Currently Rockland has a total of 334 licensed or registered early childhood centers, family and group family child care programs and after school programs. This survey is based on feedback from 66 (or 20%) of these programs. Where possible, these results are compared to state and national numbers, as well as to the results from the last salary survey in 2007.

Survey Goals

- Compare Rockland County labor and financial data to the results of the United States Department of Labor's statistics
- Provide this survey as a tool to assist programs in setting salary ranges and benefits
- Educate local, state and national elected officials on the funds that programs need in order to assure quality and meet the minimum regulatory requirements set forth by New York State

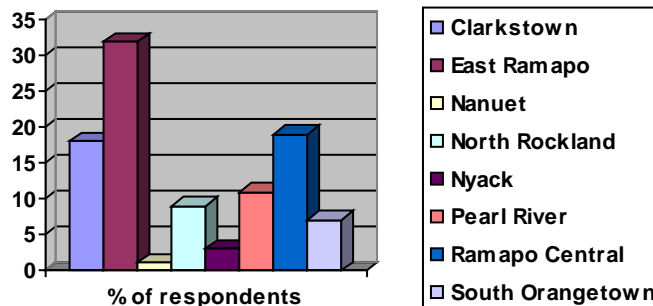
The findings were not surprising. Child care in Rockland and nationally continues to suffer from a struggling economy, low wages and poor benefits.

According to the United States Department of Labor, in 2011 the labor market continued to recover from the 2007-2009 recession. During the first three quarters of 2011, the unemployment rate was 9.6% and moved down slightly to 8.7% during the fourth quarter.

The high unemployment rate had a direct impact on the child care industry in Rockland County as it did nationally. This becomes clear when we compare staff turnover and tuition to the 2007 survey. Therefore, the comments made by directors and providers help us to better understand the data collected.

Location

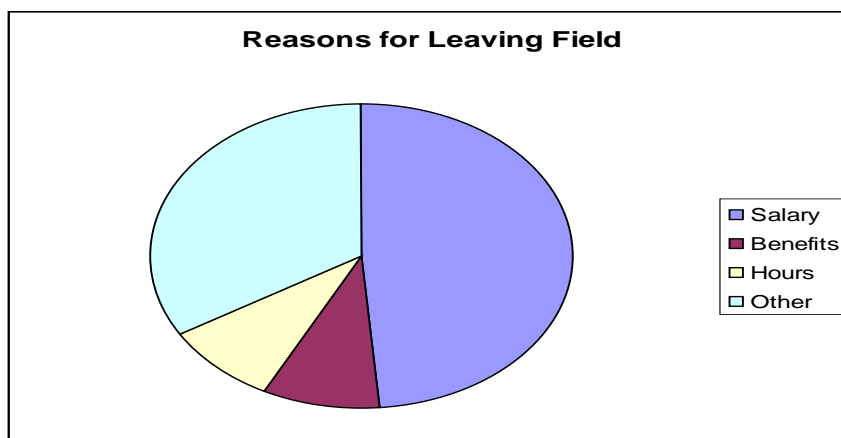
The breakdown of the child care programs that responded, by the school district they are located in, is as follows:



Staff Turnover Rate

In 2011, the unemployment rate seems to have had a direct impact on both program enrollment and staff turnover. In the data collected, less than 25% of all providers and programs surveyed said their staff turnover rate was up from 2007, while 75% said that staff turnover went down. **Many indicated they had let staff go due to under enrollment.**

What were the Most Typical Reasons for Leaving?



Although salaries were the number one reason that staff left the child care field, other comments included staff that made a career change or the facility that they were in down-sized or were laid off. Additional reasons were attributed to going back to school, relocation, looking for work closer to home due to gas prices, retirement, philosophical differences and family obligations.

Where did Staff Go After Leaving Your Program?



The majority of respondents indicated that they left the field of child care altogether. Other comments indicated that some of their staff left to stay at home with their children, relocated, went on maternity leave, got married or were looking for a job with better benefits.

SALARIES

Early Childhood Centers

Position	Salary Range	2007 Average	2012 National	2012 State
Directors		\$42,497	\$51,290	\$72,130
54.2%	\$25,001 - \$50,000			
20.7%	\$0 - \$25,000			
16.7%	\$50,001 - \$75,000		No Data	
8.4%	\$75,001 - \$100,000			
Assistant Directors				
45.2%	\$0 - \$25,000			
45.2%	\$25,001 - \$50,000		No Data	
1.5%	\$50,001 - \$75,000			
Education Coordinators				
9%	\$0 - \$25,000			
4.5%	\$25,001 - \$50,000		No Data	
1.5%	\$50,001 - \$75,000			
Teachers		\$25,025	\$30,150	\$45,890
65.1%	\$0 - \$25,000			
30%	\$25,001 - \$50,000			
4.9%	\$50,001 - \$75,000		No Data	
Assistant Teachers				
95.2%	\$0 - \$25,000			
4.8%	\$25,001 - \$50,000		No Data	

SALARIES

School Age Child Care Programs

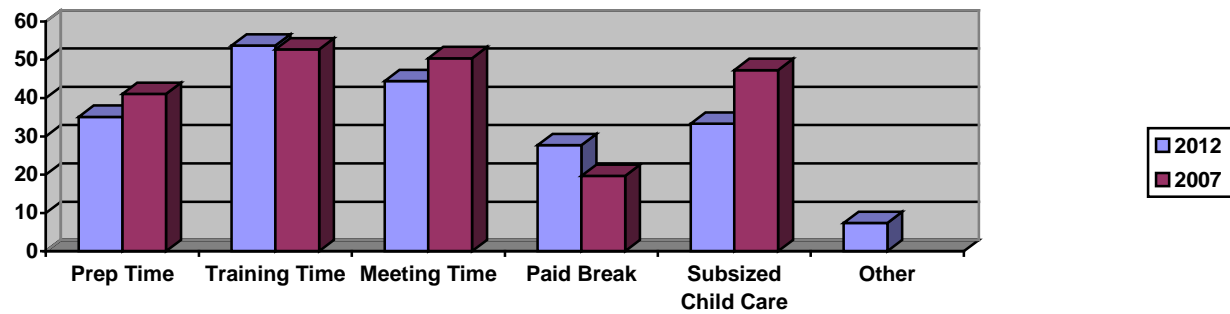
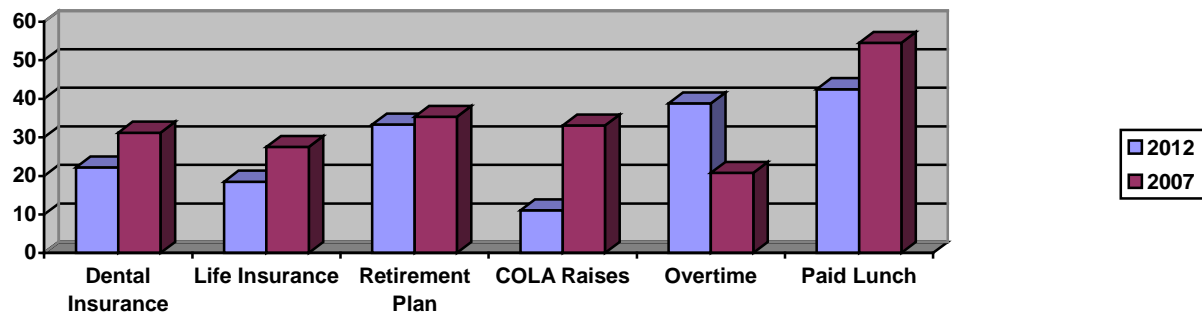
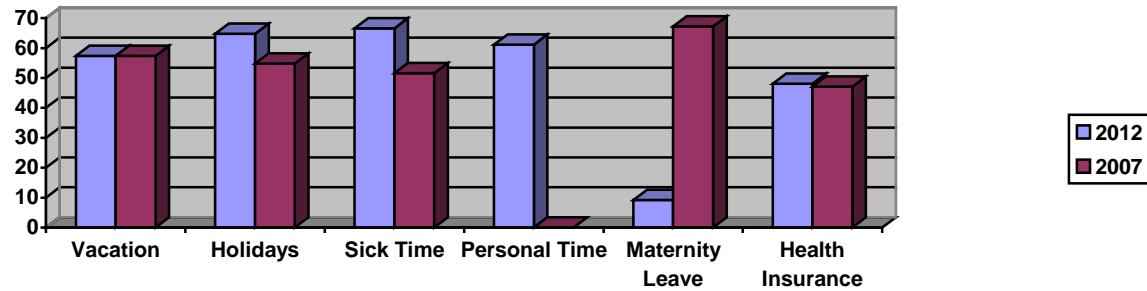
Position	Salary Range	2007 Average	2012 National	2012 State
Directors		No Data from 2007, State or National		
75%	\$25,001 - \$50,000			
25%	\$75,001 - \$100,000			
Assistant Directors				
100%	\$0 - \$25,000			
Program Directors				
100%	\$25,001 - \$50,000			
Site Directors				
67%	\$25,001 - \$50,000			
33%	\$0 - \$25,000			
Counselors				
100%	\$0 - \$25,000			
Assistant Counselors				
50%	\$0 - \$25,000			
50%	\$25,001 - \$50,000			

SALARIES

Family and Group Family Child Care Programs

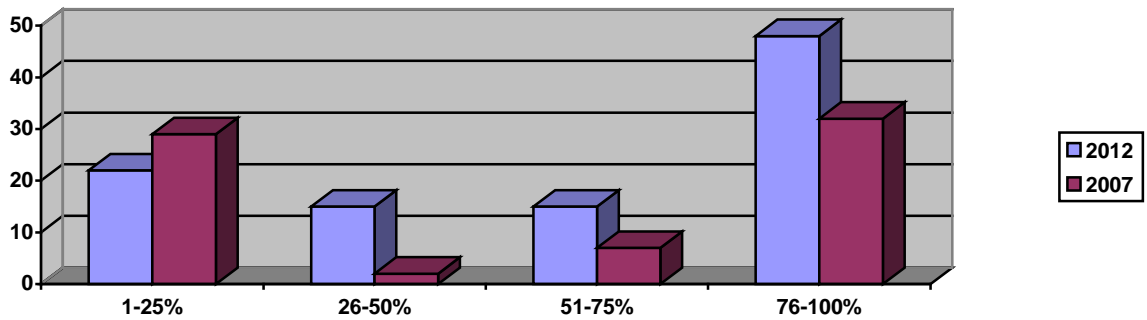
Position	Salary Range	2007 Average	2012 National	2012 State
Providers		\$26,533	\$21,320	\$25,260
56%	\$0 - \$25,000			
44%	\$25,001 - \$50,000			
Assistants			No Data	
88%	\$0 - \$25,000			
12%	\$25,001 - \$50,000			

PAID BENEFITS OFFERED TO STAFF



Other benefits offered were AFLAC, partial reimbursement for education, paid tuition for child care related courses. Some programs offered no benefits or all staff were part time and not eligible for benefits.

PERCENTAGE OF STAFF ENTITLED TO BENEFITS

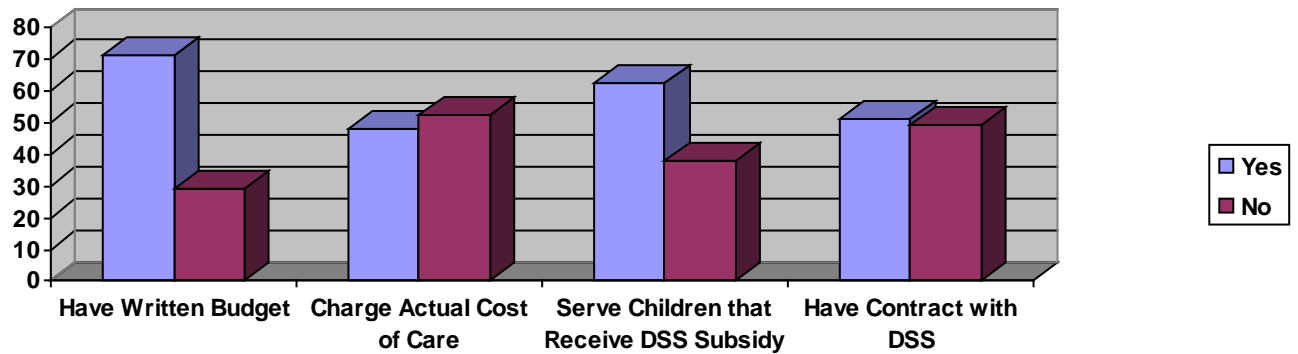


TUITION PER WEEK – ALL MODALITIES

Based on the feedback from this survey, we found the average cost of child care, the highest and lowest tuition rates and the most common rates for four age groups: infants, toddlers, pre-school and school age children. Please note that there are two groupings for school age children reflecting part day school year programs and full day summer schedules.

	2012			2007
	Average	Range	Median	Average
Infants (per week)	\$275	\$250-\$350	\$250	\$236
Toddlers (per week)	\$254	\$200-\$317	\$250	\$217
Pre-School (per week)	\$233	\$200-\$294	\$250	\$209
School Age: Full Day Summer (per week)	\$303	\$200-\$536	No median	\$300
School Age: Part Day School Year (per week)	\$350	\$250-\$350	No median	\$267

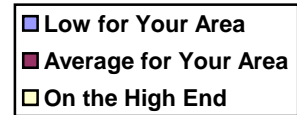
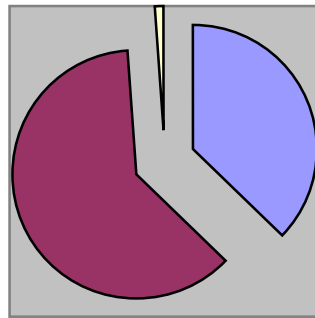
To be sure that a program is charging enough to cover the cost of child care, while keeping rates fair and affordable to families, there are other pieces of the overall picture providers need to know and understand. Below is the feedback on what many programs are doing in order to ensure your rates are keeping with current best business practices.



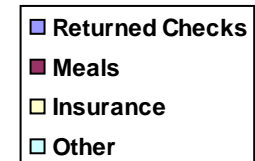
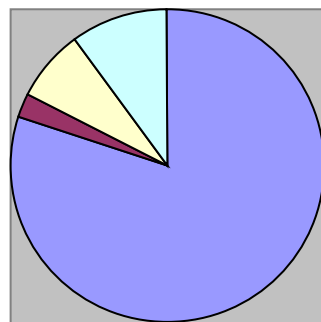
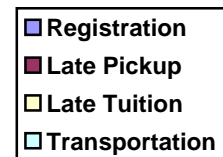
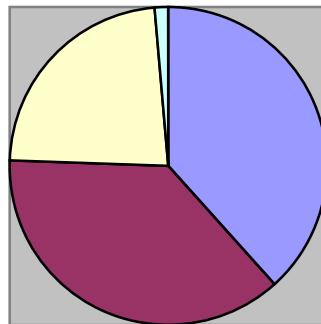
WRITTEN ITEMS USED IN CHILD CARE PROGRAMS



Do you feel your tuition is?

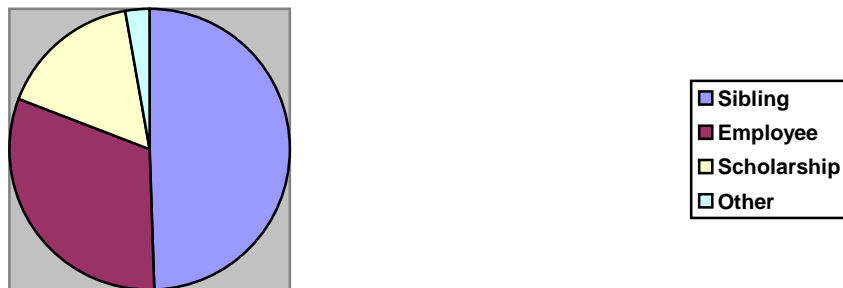


Additional Fees that Programs Charge



Other fees that programs charge for are supplies, bond, holiday fees and additional day fees.

Discounts that programs offer:



Other discounts include board member discount and teacher discount.

CONCLUSION

The annual cost of educating a college student in New York at a SUNY program is \$14,320 and \$7,630 at a community college. The average annual cost of child care in Rockland County is \$14,300 for infants, \$13,200 for toddlers and \$12,116 for pre-school children. There is no question that both college and child care educational programs are costly and have a direct impact on a family's budget. However, college students have access to grants, loans and scholarships while young parents needing child care have few, if any, funding sources other than out of pocket. One source is child care subsidy money, but in order to qualify the family must have a household income of \$44,700 for a family of four or less. It should also be noted that currently the subsidy money in Rockland County has been spent and there is a wait list of 800 eligible families. In addition, Rockland County Head Start programs are full with waiting lists and there are not enough Universal Pre-Kindergarten slots for those four-year-old children in the eight school districts.

The profession of child care as it relates to women's wage averages: The National Partnership for Women and Children has compiled data on a study regarding the wage gap between men and women throughout the nation. Currently, in New York State the gap is at \$8,658. Considering women are the dominate employees in the field of child care, this information is important to help articulate to others the much needed attention and funding needed in our profession if we want to make progress and quality improvements for the children.

Brain development: Children who enter kindergarten having had a quality early childhood education experience are more likely to function at a higher level. Most everyone has read that 90% of all brain development occurs before a child turns five. However, we continue to ignore this important fact by not funding the cost of quality early care and education along with after school child care. As stated earlier, students pursuing higher education at a college, university or trade school have access to a variety of funds but our youngest families, often just starting their careers and therefore earning the lowest wages, do not have access to such funding. Many young families struggle with covering their household expenses and are forced to sacrifice consistency and quality of care for their children through piecing together multiple situation or using illegal child care.

Early care and education's impact on business: Families using illegal child care are using providers who are not paying taxes and take away from the business of well-trained legally operating establishments. Employees who have consistent quality child care have less absenteeism and are more focused on the job knowing their child is well cared for.



The Fight Crime: Invest in Kids members stressed that Pre-K must be high-quality to garner the results we want for children.

“Any comprehensive approach to reducing crime must include high-quality early childhood education and family support systems that are shown to keep at-risk kids out of the pipeline that funnels them into lives of juvenile and adult crime.”

According to Jenn O’Connor, New York State Director of Fight Crime: Invest in Kids, “high-quality early childhood education” includes quality standards like those in QUALITYstarsNY, the state’s rating and improvement system. There was no funding for that initiative in the state budget.

She also stated that those standards would include:

- Highly skilled teachers with appropriate compensation;
- Comprehensive and age-appropriate curricula;
- Strong family involvement and effective parent coaching;
- Low child-to-staff ratios to ensure each child gets sufficient attention;
- Small, age-appropriate class sizes; and
- Screening and referral services for developmental, health or behavior problems.

“Early care and education is vital for improving the safety of our communities and helping at-risk kids get the right foundation for completing school and staying on track. Investing in quality early learning today means fewer dropouts and less crime.”

Two long-term evaluations of Pre-K programs show that participating in **high-quality Pre-K increases high school graduation rates by as much as 44 percent.** According to researchers, **10 percentage point increases in graduation rates have historically been shown to reduce murder and assault rates by approximately 20 percent.**