

2016

**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

For your information- Did you know that child care providers and directors cannot legally compare tuition rates? It is considered price fixing. On the other hand salary and tuition surveys are one of the support services a child care resource and referral agency is tasked to do.

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 child care in Rockland County. Currently Rockland has a total of 274 licensed or registered early childhood centers, family and group family child care programs and after school programs. This survey is based on feedback from 79 (or 29%) of these programs. In order for a survey study such as this to be considered valid there must be a minimum of 20% feedback. So although this study appears to be valid many of the responders opted out of completing the questions pertaining to some or all on salaries therefore making this section unreliable.

Survey Goals

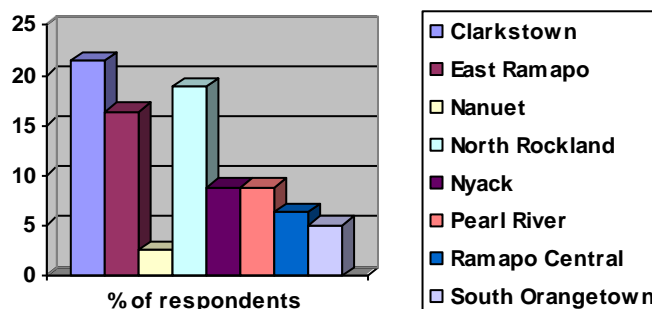
- Compare Rockland County labor and financial data to the results of the United States Department of Labor's statistics
- Compare local tuition averages to regional market rates
- Provide this survey as a tool to assist programs in setting salary ranges and benefits
- Educate local, state and national 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 County and nationally continues to suffer from low wages and poor benefits as well as an increase in “non-regulated” child care through legally exempt, informal and underground situations. It should be noted that Rockland County has 60 fewer regulated child care programs than 2012, that's an 18% decrease.

According to the United States Bureau of Labor Statistics, in 2014 the unemployment rate was at 6.7% and in January 2016 it was at 4.9%. However, based on current trends documented by the Family Connections Specialists at CCRR, more parents seeking child care are in need of covering non-traditional hours to include evenings and weekends. We also know parents are “piecing” together child care solutions with extended family in order to be able to cover the cost of child care. It should be noted that although these situations may be more cost effective, they do not provide continuity of care for young children, which reduces quality.

Location

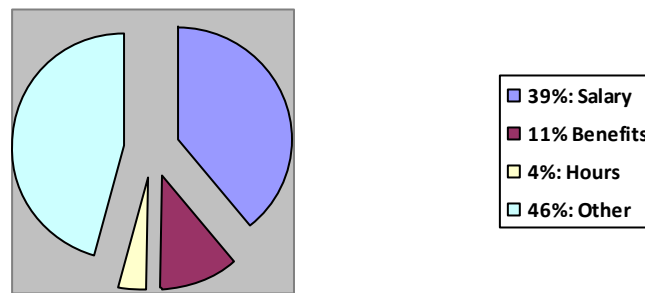
The breakdown of the child care programs that responded, by the school district they are located in, is as follows:



Staff Turnover Rate

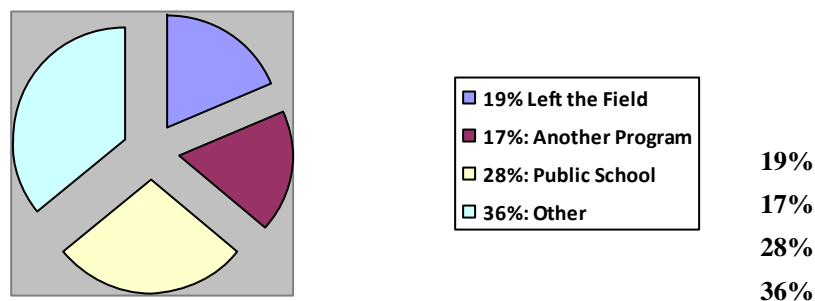
Between 2011- 2015, the unemployment rate and cost of living in Rockland County had a direct impact on both program enrollment and staff turnover. Parents are not always selecting full time child care and rely on other situations that could involve extended family, neighbors and unregulated care. In the data collected, less than 93.4% of all providers and programs surveyed said their staff turnover rate was up from 2011. The more disturbing number was the closing of almost 20% of regulated child care programs over the last 4 years.

What were the Most Typical Reasons for Leaving?



Although low salaries were the number one reason that staff left the child care field, other comments included career change or the facility down-sized. Additional reasons were attributed to going back to school, relocation, retirement, and obtaining full time positions.

Where did Staff Go After Leaving a Program?



The majority of respondents indicated that they went to the public school system where they receive livable wages and more competitive benefits.

SALARIES

Family Child Care/Group Family Child Care Providers

Position	Salary Range	2016	New York State Average	National Average
Provider		28 of 174 Responded	\$36,000	\$28,875
	\$0-35,000	5		
	\$36,000-\$60,000	2		
	\$61,000 - \$90,000	1		
	Not Reported	20 of the 28		
Assistant				
	\$0-35,000	5		
	\$36,000-\$60,000	1		
	\$61,000 - \$90,000			
	Not Reported	22 of the 28		
Other Industry Salaries	2016	New York State Department of Labor Bureau of Employment Statistics		
Pest Control	\$39,390			
Postal Carrier	\$58,050			
Fitness Trainer	\$70,720			

There are 174 family and group family providers in Rockland. We had 28 of these providers respond to the salary questions or 16%.

SALARIES

School Age Child Care Programs

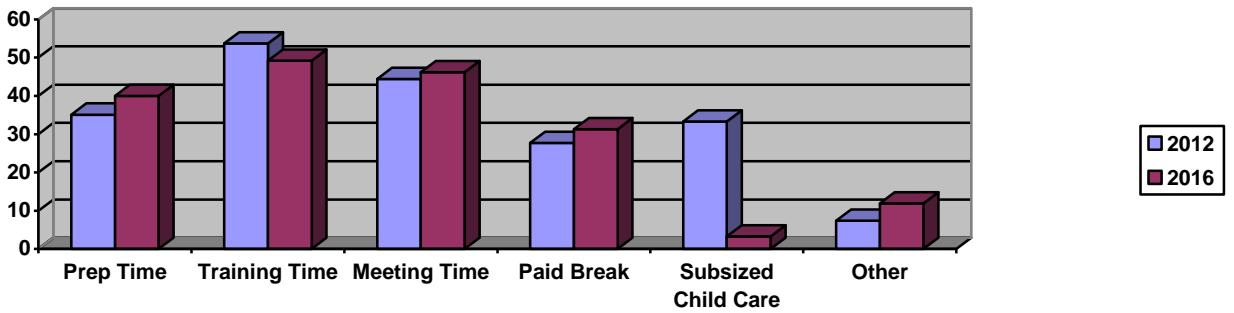
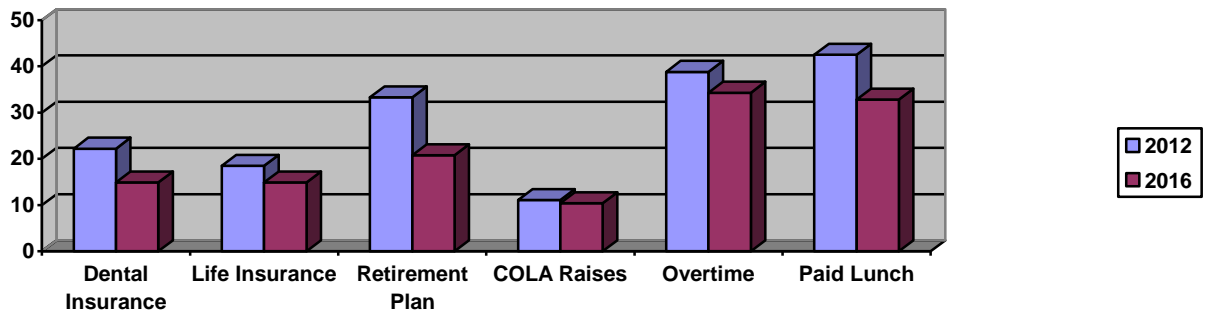
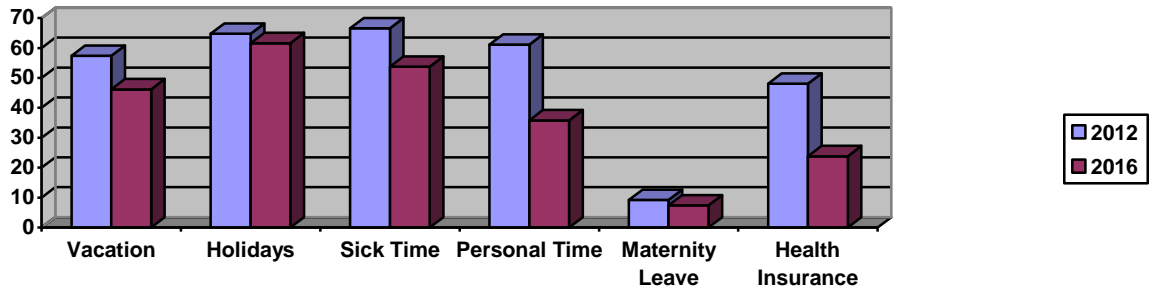
Position	Salary Range	2016	State	National
Director		Total 17 of 34	\$41,658	\$37,455
	\$0-35,000	1		
	\$36,000-\$60,000	2		
	\$61,000 - \$90,000	0		
	\$90,000+	0		
	Not Reported	14 of 17		
Assistant Directors				
	\$0-35,000	1		
	\$36,000-\$60,000	1		
	Not Reported	15 of 17		
Program Directors			\$29,350	\$27,475
	\$0-35,000	1		
	\$36,000-\$60,000	2		
	\$61,000 - \$90,000	0		
	\$90,000+	0		
	Not Reported	14 of 17		
Site Directors			\$14,820	\$9,945
	\$0-35,000	2		
	\$36,000-\$60,000	1		
	Not Reported	14 of 17		
Counselors			\$9,313	\$8,151
	\$0-35,000	3		
	\$36,000-\$60,000	0		
	Not Reported	14 of 17		

SALARIES

Early Childhood Centers

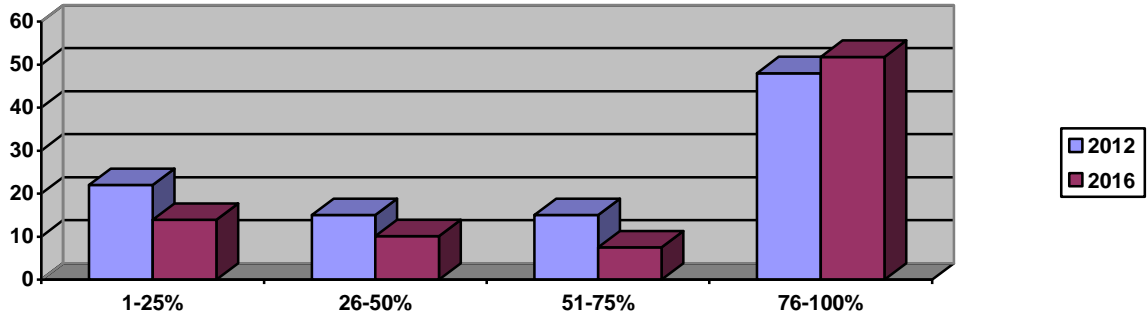
Position	Salary Range	2016	State	National
Director		23 of 66 Total	\$65,110	\$38,259
	\$0-\$35,000	3		
	\$36,000-\$60,000	7		
	\$61,000 - \$90,000	1		
	\$90,000+	0		
	Not Reported	12 of 23		
Assistant Director			No Information	
	\$0-35,000	6		
	\$36,000-\$60,000	2		
	\$61,000 - \$90,000	1		
	Not Reported	14 of 23		
Education Coordinator			No Information	
	\$0-35,000	1		
	\$36,000-\$60,000	1		
	\$61,000 - \$90,000	0		
	Not Reported	21 of 23		
Teacher			\$30,799	No Information
	\$0-35,000	8		
	\$36,000-\$60,000	3		
	\$61,000 - \$90,000	0		
	Not Reported	12 of 23		
Assistant Teacher			No Information	
	\$0-35,000	10		
	\$36,000-\$60,000	1		
	Not Reported	12 of 23		

PAID BENEFITS OFFERED TO STAFF



Please note the substantial decline of all benefits except paid meeting break and meeting time between 2012 and 2016.

PERCENTAGE OF STAFF ENTITLED TO BENEFITS

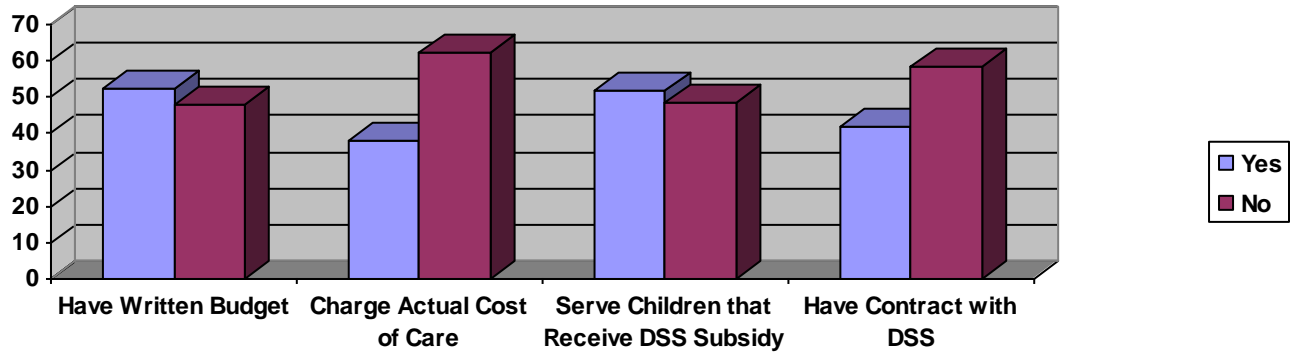


TUITION PER WEEK – ALL MODALITIES

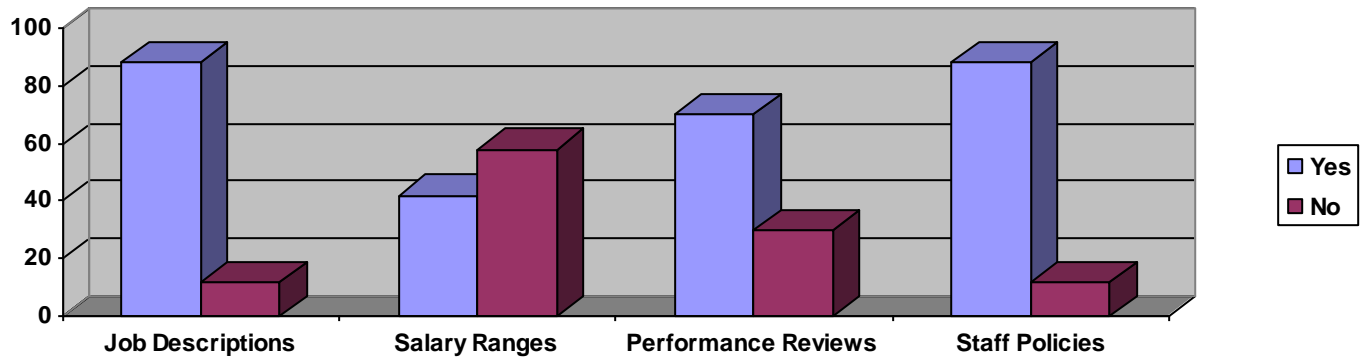
Based on the feedback from this survey, we found the average cost of child care, the highest and lowest tuition rates and the most common rates for four age groups: infants, toddlers, pre-school and school age children. Please note that there are two groupings for school age children reflecting part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

	2016			2012
	Average	Range	Median	Average
Infants (per week)	\$276	\$200-\$377	\$250	\$275
Toddlers (per week)	\$271	\$185-\$374	\$250	\$254
Pre-School (per week)	\$252	\$100-\$385	\$250	\$233
School Age: Full Day Summer (per week)	\$290	\$200-\$365	\$285	\$303
School Age: Part Day School Year (per month)	\$353	\$145-\$460	\$360	\$350

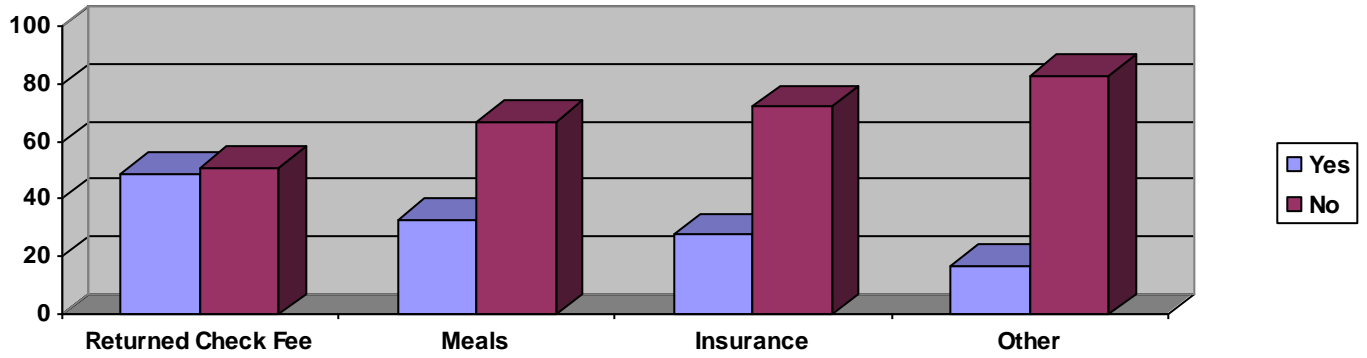
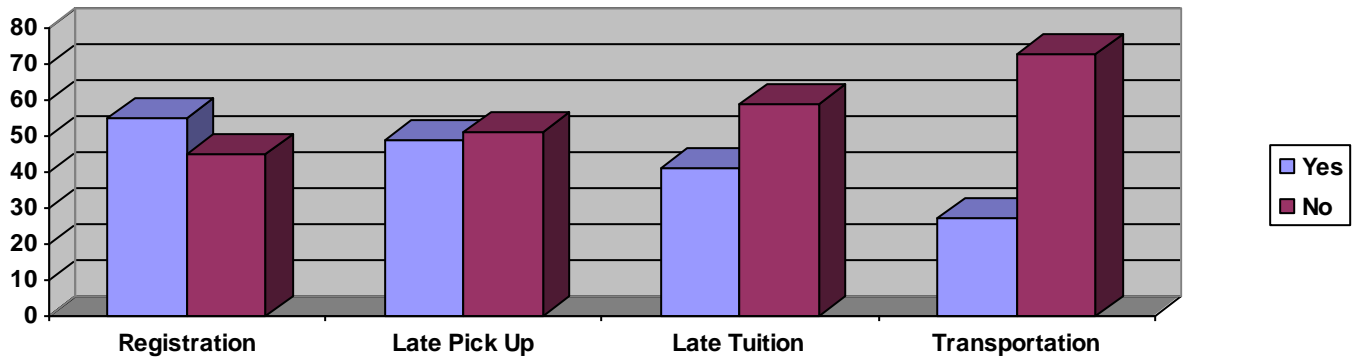
To be sure that a program is charging enough to cover the cost of child care, while keeping rates fair and affordable to families, there are other pieces of the overall picture providers need to know and understand. Below is the feedback on what many programs are doing in order to ensure their rates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



WRITTEN ITEMS USED IN CHILD CARE PROGRAMS

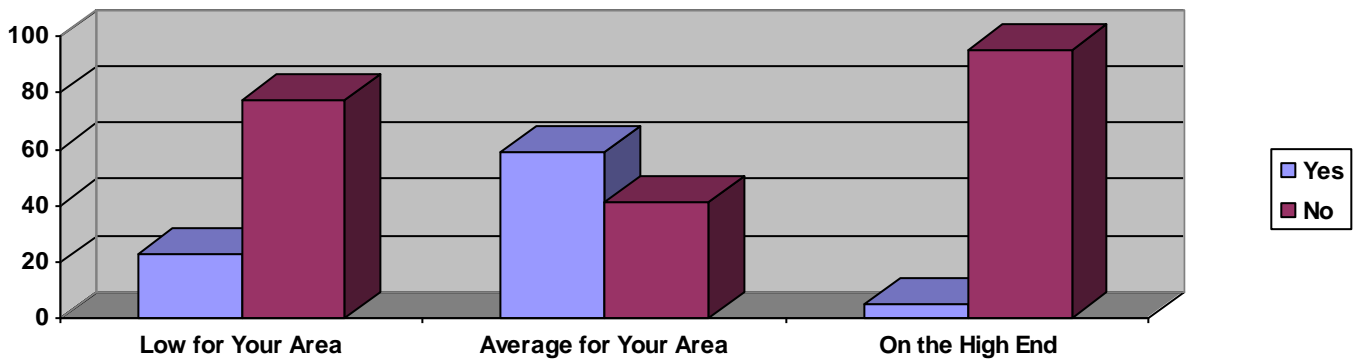


Additional Fees that Programs Charge

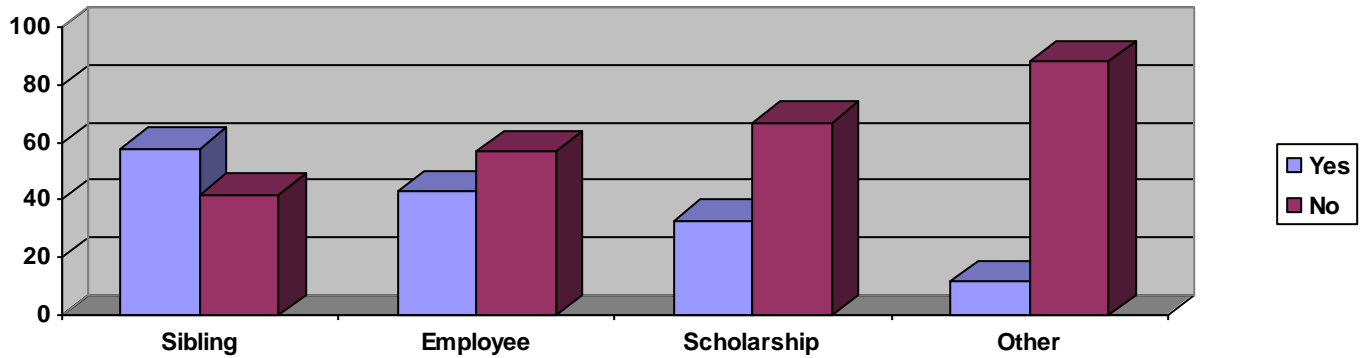


Other fees that programs charge for are supplies, holiday fees and additional day fees.

Do you feel that your tuition is?



Discounts that programs offer:



Other discounts include board member discount and teacher discount.

CONCLUSION

Family Budgets and Affording the Cost of Early Care and Education

Across regions and family types child care costs account for the greatest variability in family budgets. According to the Rockland County Government website the median household income in Rockland is \$84,571. Budget analysts conclude that most families can afford 10% of their gross income to cover all their child care expense and when they spend more other essentials have to be sacrificed. The average cost of caring for an infant in a licensed child care program in Rockland is \$14,352, or approximately 17% of the median household income. The annual cost of tuition for a family with a four year old and an infant in care is \$27,456, or 32.46% of that median household income. The Economic Policy Institute's 2015 study entitled, "High Quality Child Care is Out of Reach for Working Families", cited that in 33 states and the District of Columbia infant care costs exceed the average cost of in-state college tuition at a public 4-year institution. New York is no exception with the average tuition currently at \$4,210 to a community college and \$6,470 for a four year program. And, it needs be noted that college students have access to grants, loans and scholarship opportunities.

Brain Development: Children who enter kindergarten having had a quality early childhood education experience are more likely to function at a higher level. A study done by Hart and Risely determined that an average child accumulates experiences equating to 45 million words in the first four years compared to 13 million words for a child who goes without those literacy rich experiences. Most everyone has read that 85% 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 situations or using illegal child care.

Bipartisan Support

In a recent press release from the National Association for the Education of Young Children the following findings were noted:

Six in 10 voters recognize that a child's earliest years are crucial for learning and development. Nine in 10 voters believe that early childhood educators are an integral part of our society valued at levels similar to firefighters and nurses.

Eighty-four percent of early childhood educators identify low pay as a significant challenge. Sixty-one percent of voters believe early childhood educators are paid too little and the majority of voters support raising their wages across all settings.

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 businesses. Employees who have consistent, quality child care for their children have less absenteeism and are more focused on the job, knowing their child is well cared for.



In 2013 members of Fight Crime: Invest in Kids released a report entitled-“I’m the Guy You Pay Later”, a study that demonstrated how to reduce the number of people who are incarcerated in New York by 6,500 and lead to \$282 million in cost savings every year. The sheriffs, police chiefs and prosecutors from across the nation based this movement on significant research documenting the impact of quality early childhood programs. “I’m the Guy You Pay Later” notes that the federal cost of the preschool element of that proposal, \$75 billion over 10 years is only one-tenth of the \$75 billion that is spent every year to incarcerate adults in federal and state prisons and local jails.

Chief Andres Gonzalez from Cleveland Ohio noted, “High quality early learning programs such as pre-k and child care are proven to help kids succeed in school and become productive, law-abiding adults. Years of research show three strong outcomes:

- Kids learn better at home and school;
- Kids get along better with other kids
- Kids graduate and earn more in jobs

For those of us in law enforcement there is a forth outcome- Crime Reduction.”