

Caring for New Jersey's Children NJACCRRRA Reports:

Child Care Wage and Benefit Survey and Child Care Market Rates

NJACCRRRA's Child Care Wage and Benefit Survey was conducted throughout the state in 2000 and 2001. 721 responses represent approximately 25% of the licensed early care and education centers in NJ that serve children under the age of 6. The Child Care Market Rate Survey was also conducted statewide by NJACCRRRA in 2001

NJACCRRRA member agencies, the designated Unified Child Care Agencies, provide comprehensive services to parents and early care and education professionals in every county of New Jersey. The Unified Child Care Agencies serve as the hub of early childhood activity in our communities – linking families to services and supporting the quality, affordability and accessibility of child care and related services. The UCCA in each county provides training and technical assistance for early care and education providers – child care directors, teachers and assistants as well as family child care providers. **In 1999/2000 NJACCRRRA members offered more than 5,000 hours of training to 13,651 child care providers...2,197 hours of CDA training to 1,196 child care professionals.**

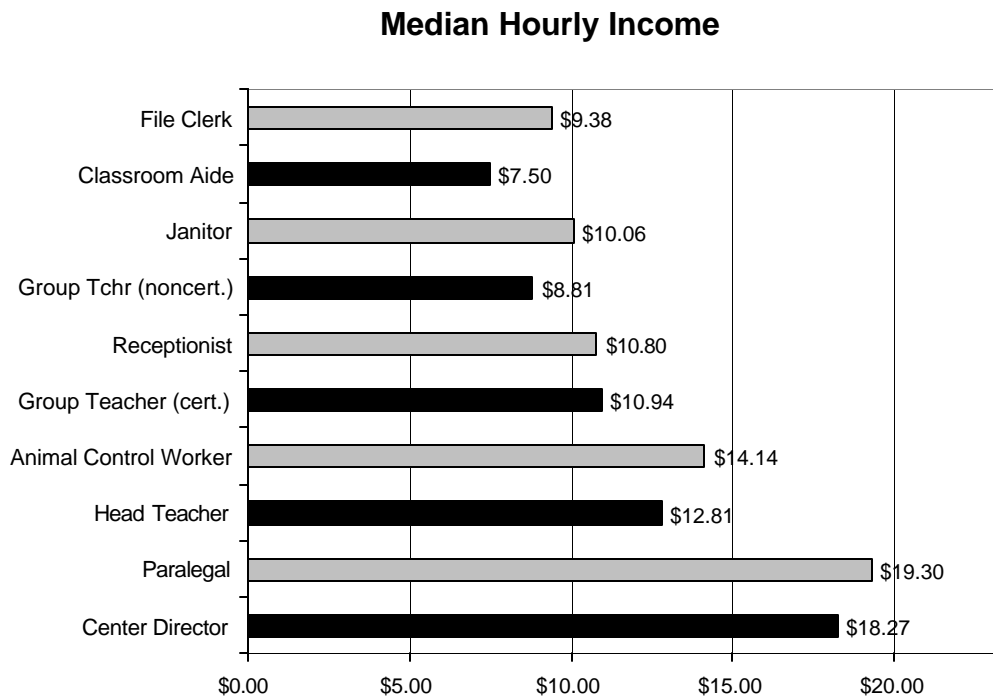
NJACCRRRA member agencies are committed to quality care for all young children. An investment in quality is an investment in the future. Our analysis of child care costs makes it clear that child care already takes too big a bite out of family incomes. NJACCRRRA believes the best path to quality is to enhance the professionalism of the early care and education workforce with more educational opportunities and adequate compensation and we advocate for public and private funding to make this possible in New Jersey.

What has the research taught us?

- *Cost, Quality, and Child Outcomes in Child Care Centers – 1995* – “quality early childhood experiences are linked to positive long term outcomes for children...and... the quality of child care is primarily related to higher staff-to-child ratios, staff education, and administrator’s prior experience. In addition, certain characteristics distinguish poor, mediocre, and good-quality centers, the most important of which are teacher wages, education and specialized training.”
- *Eager to Learn: Educating our Preschoolers* “The professional development of teachers is related to the quality of early childhood programs, and program quality predicts developmental outcomes for children. Formal early childhood education and training have been linked consistently to positive caregiver behaviors.”
- *Neurons to Neighborhoods*: a monumental review of recent research showed that we “need to recognize the significance of early childhood caregivers and educators. The early childhood years lay a foundation that influences the effectiveness of all subsequent education efforts.
- Suzanne Helburn, in *America’s Childcare Problem: The Way Out*. “The kind of care children get, and the effect of the cost of that care on their family’s standard of living are problems that deserve national attention...The low quality of care that many young children are receiving should also be of public concern. It affects the kind of adult population we will have in the future – it helps determine how psychologically secure, how socially mature, how economically productive the future citizens of this country will be. Equally important, the care they are getting affects the quality of life our children are leading right now – their feelings of happiness, security, and self worth.”
- *High/Scope Perry Preschool Study, Abecedarian Study and the Chicago longitudinal study* all followed children born into poverty over many years – and found that adults who participated in a high-quality preschool program have fewer criminal arrests, higher earnings, higher graduation rates and college entrance rates, reductions in the use of public assistance, delays in giving birth., greater property wealth, and greater commitment to marriage. **Analyses show that this effect saves the public at least \$7.00 for every \$1 spent on quality child care.**

What's happening in New Jersey?

- * 60% of the children aged 5 and under in New Jersey live in a household where all adults are employed.
- * There are currently more than 10,000 children on the waiting list for child care subsidies.
- * The state reimbursement rates fall significantly short of meeting the full cost of quality care, forcing subsidized families to choose from an array of underfunded child care with insufficient resources for quality.
- * 68% of the 8,762 child care workers in our study do not receive health insurance
- * Most New Jersey child care workers are subsidizing the system. They have salaries so low they themselves qualify for child care subsidies.
- * Group teachers with **15 years** experience in charge of a preschool classroom earn an average of \$26,312 for 12 months/40 hours or more per week. The average **starting** salary for NJ elementary school teachers is \$26,542.



Who would be willing to enter a field where...??

(combined findings for group teachers and aides for a snapshot of classroom workers)

- * The average salary is \$16,900 – below the federal poverty level for a family of four (\$17,650)
- * Almost half (47%) of the classroom workers were new to their job within the year – a sign of frequent turnover and lack of stability for young children
- * At least half of the 721 centers in our survey had unfilled positions at the time of the survey
- * Classroom practitioners with 10 years experience were making an average of \$22,900

Caring for New Jersey's Children
NJACCRRRA Reports:
Child Care Wage and Benefit Survey

State Summary

POSITION	MEDIAN STARTING SALARY	MEDIAN CURRENT SALARY	PRIOR YEAR VACANCIES	CURRENT YEAR VACANCIES
Executive Director	\$15.81	\$18.27	56	4
Assistant Director	\$12.60	\$13.00	32	13
Curriculum Coord.	\$13.09	\$12.02	12	5
Head Teacher	\$11.54	\$12.81	147	35
Group Teacher	\$9.73	\$10.94	267	96
GT (non-certified)	\$8.00	\$8.81	179	34
Assistant/aide	\$7.00	\$7.50	787	246
Floater	\$7.00	\$7.25	90	61
Substitute	\$7.00	\$7.61	Na	Na
Nurse	\$13.11	\$14.71	11	4
Nutritionist/cook	\$6.50	\$9.00	24	8

Of the 721 centers that responded:

- 307 are non-profit
 - 414 are for-profit
 - 52 are Abbott-contracted centers
 - 98 offer pension plans for full-time staff
 - 111 offer 401K plans to full-time staff
 - 333 offer medical benefits to full-time staff

(Data collected 2000-2001)

“What the best and wisest parent wants for their child, society should want for every child.” (Dewey)

The **New Jersey Association of Child Care Resource and Referral Agencies** supports the following recommendations to improve the lives and future of New Jersey's youngest children:

1. New Jersey policy makers, practitioners and funders must focus on the quality of child care – not just the quantity of care – if our children are to be able to meet the state and national educational goals and enter school ready to learn.
2. Quality early experiences must be seen as key to the quality of life of children and families today, the key to a prepared workforce in the future, and the key to the economic success of our state.
3. Low staff wages and lack of benefits make it difficult to attract qualified professionals to the field. Without additional funding for staff education and compensation, New Jersey will not be able to provide the quality of care so clearly demanded by all of the current research.
4. Parents in New Jersey are already paying an extraordinary amount for child care – a fact that is lowering their quality of life. Improving the quality of early care and education can not be funded by parent fees alone.
5. The NJACCRRA member agencies (UCCAs) have the data, the relationships, the expertise, and the commitment to work effectively with funders and policymakers to achieve these recommendations.

From Eager to Learn: “Recommendation 1: Each group of children in an early childhood education and care program should be assigned a teacher who has a bachelor’s degree with specialized education related to early childhood (e.g., developmental psychology, early childhood education, early childhood special education). Achieving this goal will require a significant public investment in the professional development of current and new teachers.”

***Caring for New Jersey's Children
NJACCRRRA Reports:***

Child Care Market Rates Per Week

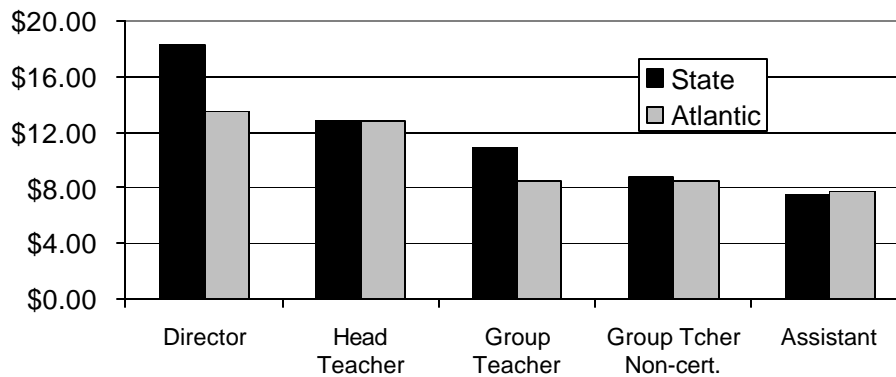
County	Infant Care		Toddler Care		Preschool Care	
	Center	Family ChildCare	Center	Family ChildCare	Center	Family ChildCare
Atlantic	\$156	n/a	\$156	n/a	\$120	n/a
Bergen	\$200	\$175	\$182	\$150	\$165	\$150
Burlington	\$150	n/a	\$150	n/a	\$160	n/a
Camden	\$160	\$125	\$143	\$110	\$125	\$100
Cape May	\$134	\$100	\$134	\$ 90	\$115	\$90
Cumberland	\$153	\$130	\$135	\$125	\$115	\$100
Essex	\$210	\$125	\$154	\$115	\$150	\$110
Gloucester	\$185	\$125	\$170	\$125	\$155	\$115
Hudson	\$150	n/a	\$150	n/a	\$135	n/a
Hunterdon	\$216	\$225	\$203	\$200	\$175	\$200
Mercer	\$224	\$135	\$188	\$125	\$164	\$125
Middlesex	\$203	\$150	\$203	\$150	\$155	\$135
Monmouth	\$200	\$150	\$175	\$125	\$150	\$115
Morris	\$230	\$200	\$213	\$200	\$165	\$175
Ocean	\$160	\$150	\$140	\$135	\$139	\$130
Passaic	\$180	\$120	\$160	\$100	\$140	\$100
Salem	\$136	\$135	\$130	\$126	\$121	\$126
Somerset	\$239	\$200	\$239	\$200	\$174	\$140
Sussex	\$177	\$165	\$157	\$151	\$140	\$150
Union	\$190	\$200	\$190	\$200	\$139	\$150
Warren	\$146	\$160	\$137	\$160	\$137	\$160

Caring for New Jersey's Children NJACCRRRA Reports:

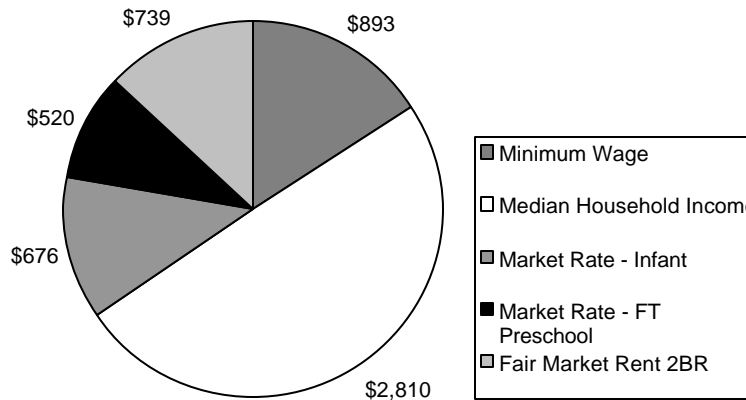
Child Care Wage and Benefit Survey and Child Care Market Rates

ATLANTIC COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



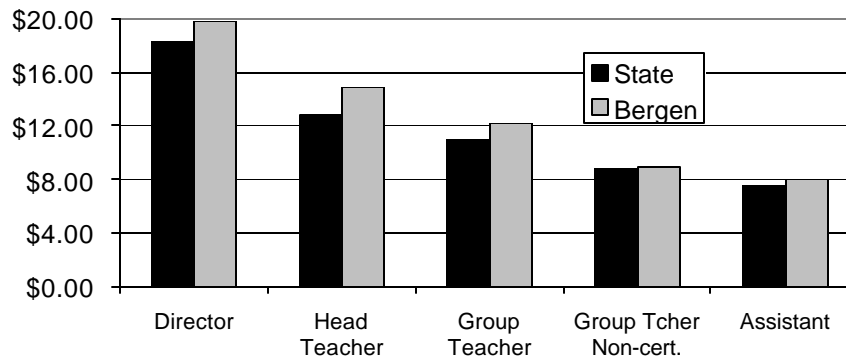
Total population: 252,552	Children 0-4: 16,483	Children 5-9: 19,133
Minimum wage: \$10,712/year		Median household income (gross): \$33,716
	Fair market rent for 2 bedroom unit: \$739/month	
Market rate for Infant Care: \$676/month		Care of 1 infant as % of minimum wage: 75%
Market rate FT Preschool Care: \$520/month		Care of 1 inf+1 Presch as % of gross med. income: 43%

Caring for New Jersey's Children NJACCRRRA Reports:

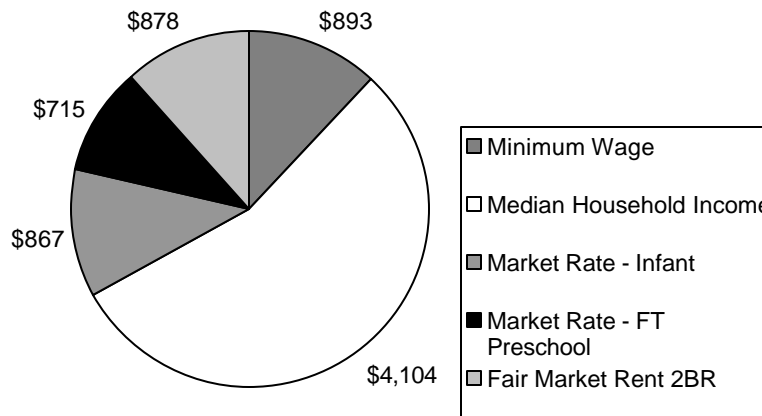
Child Care Wage and Benefit Survey and Child Care Market Rates

BERGEN COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



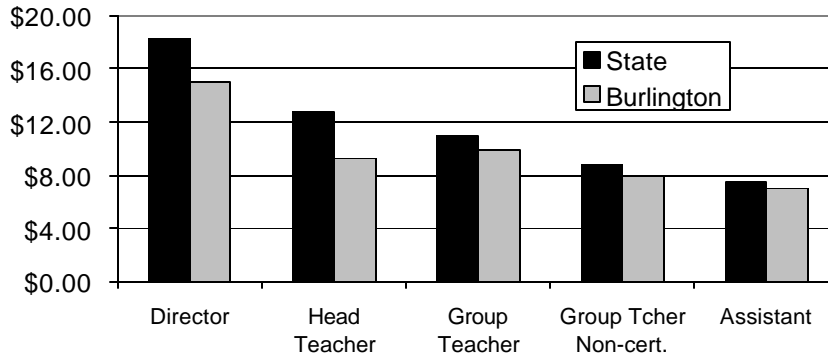
Total population: 884,118	Children 0-4: 55,383	Children 5-9: 58,772
Minimum wage: \$10,712/year	Median household income (gross): \$49,249	
Fair market rent for 2 bedroom unit: \$878/month		
Market rate for Infant Care: \$867/month	Care of 1 infant as % of minimum wage: 97%	
Market rate FT Preschool Care: \$715/month	Care of 1 inf+1 Presch as % of gross med. income: 39%	

Caring for New Jersey's Children NJACCRRRA Reports:

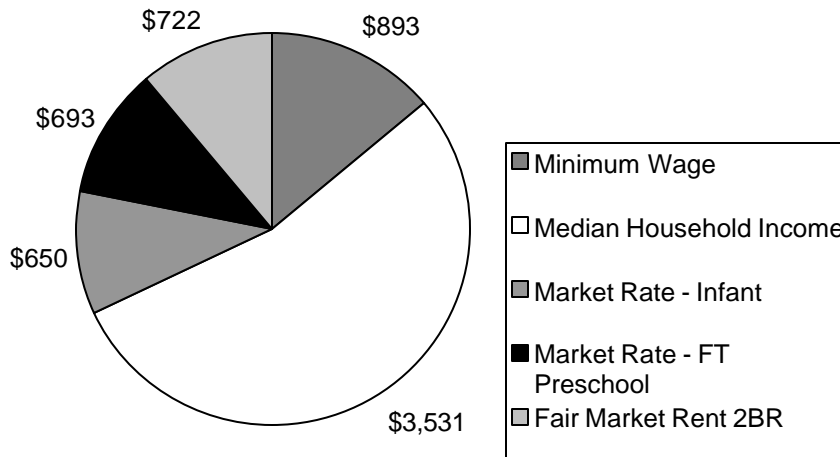
Child Care Wage and Benefit Survey and Child Care Market Rates

BURLINGTON COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



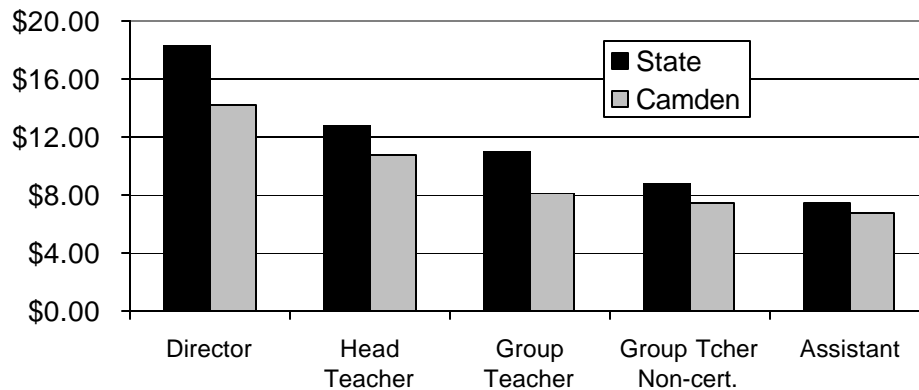
Total population: 423,394	Children 0-4: 27,172	Children 5-9: 30,391
Minimum wage: \$10,712/year		Median household income (gross): \$42,373
	Fair market rent for 2 bedroom unit: \$722/month	
Market rate for Infant Care: \$0/month		Care of 1 infant as % of minimum wage: 0%
Market rate FT Preschool Care: \$0/month		Care of 1 inf+1 Presch as % of gross med. income: 0%

Caring for New Jersey's Children NJACCRRRA Reports:

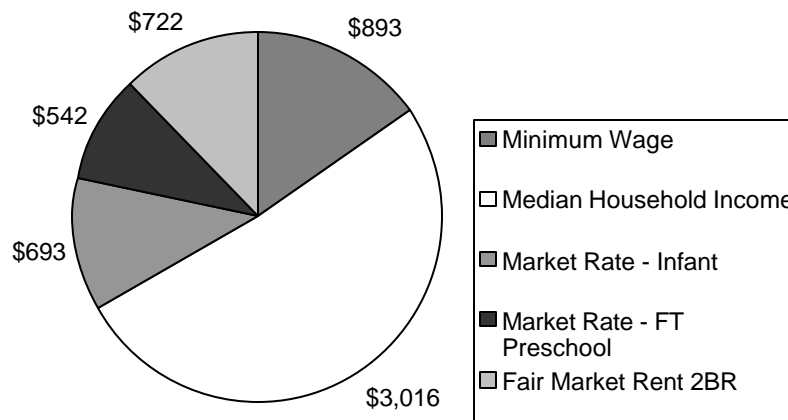
Child Care Wage and Benefit Survey and Child Care Market Rates

CAMDEN COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



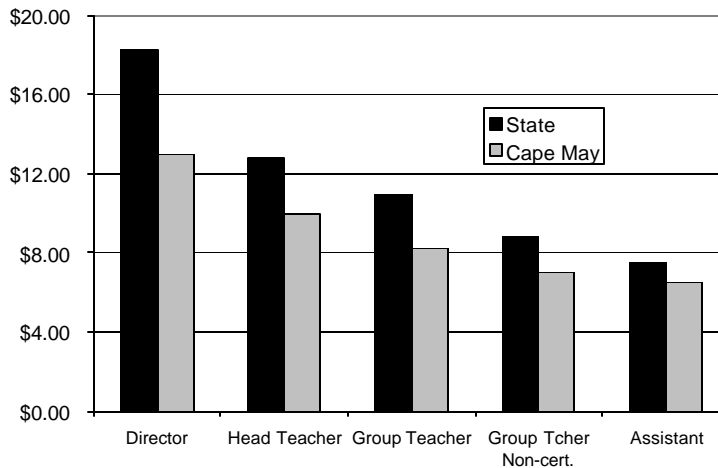
Total population: 508,932	Children 0-4: 34,411	Children 5-9: 38,642
Minimum wage: \$10,712/year	Median household income (gross): \$36,190	
Fair market rent for 2 bedroom unit: \$722/month		
Market rate for Infant Care: \$693/month	Care of 1 infant as % of minimum wage: 78%	
Market rate FT Preschool Care: \$542/month	Care of 1 inf+1 Presch as % of gross med. income: 41%	

Caring for New Jersey's Children NJACCRRRA Reports:

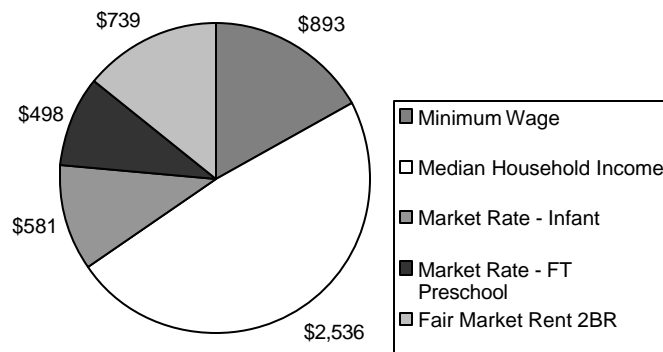
Child Care Wage and Benefit Survey and Child Care Market Rates

CAPE MAY COUNTY

Median Hourly Wage



Market Rates Compared to Incomes



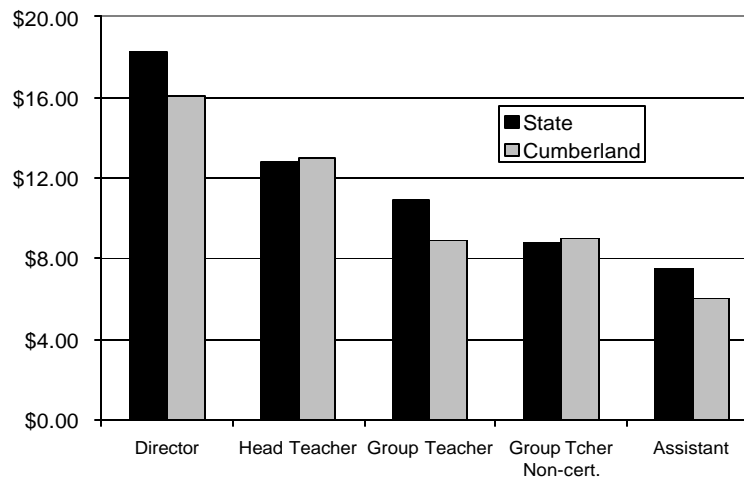
Total population: 102,326	Children 0-4: 5,244	Children 5-9: 6,541
Minimum wage: \$10,712/year		Median household income (gross): \$30,435
	Fair market rent for 2 bedroom unit: \$739/month	
Market rate for Infant Care: \$581/month		Care of 1 infant as % of minimum wage: 65%
Market rate FT Preschool Care: \$498/month		Care of 1 inf+1 Presch as % of gross med. income: 43%

Caring for New Jersey's Children NJACCRRRA Reports:

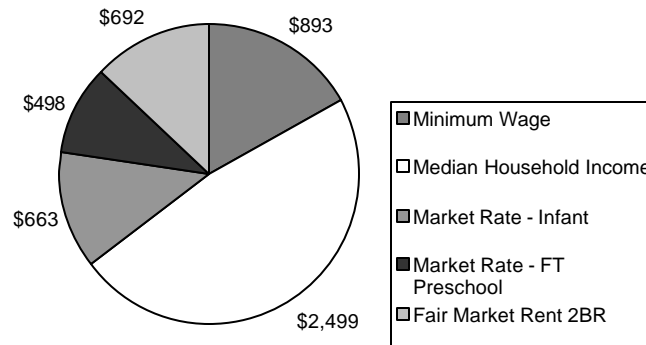
Child Care Wage and Benefit Survey and Child Care Market Rates

CUMBERLAND COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



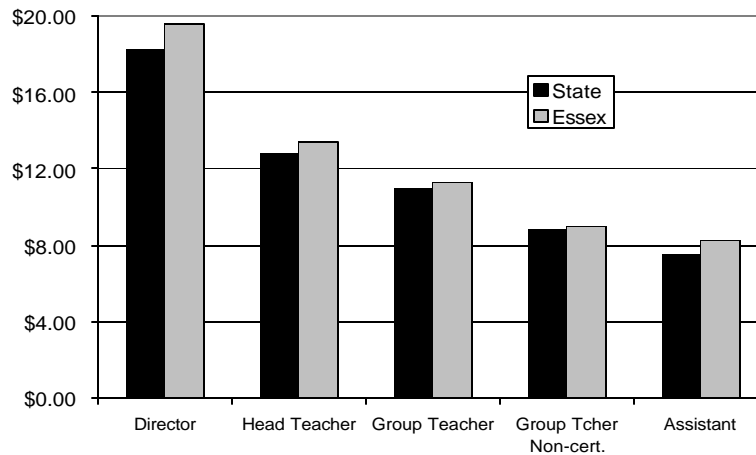
Total population: 146,438	Children 0-4: 9,161	Children 5-9: 10,781
Minimum wage: \$10,712/year	Fair market rent for 2 bedroom unit: \$692/month	Median household income (gross): \$29,985
Market rate for Infant Care: \$663/month	Care of 1 infant as % of minimum wage: 74%	
Market rate FT Preschool Care: \$498/month	Care of 1 inf+1 Presch as % of gross med. income: 46%	

Caring for New Jersey's Children NJACCRRRA Reports:

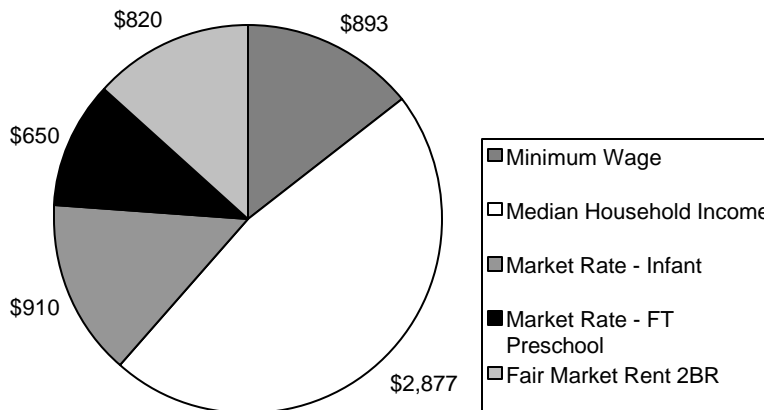
Child Care Wage and Benefit Survey and Child Care Market Rates

ESSEX COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



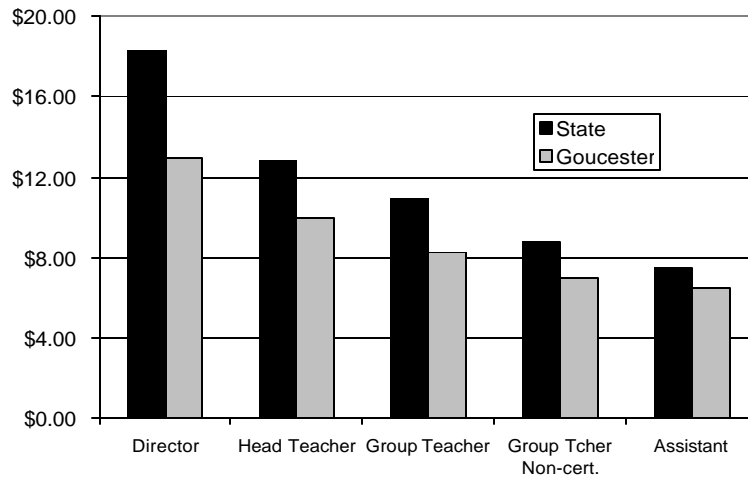
Total population: 793,633	Children 0-4: 57,961	Children 5-9: 60,021
Minimum wage: \$10,712/year	Median household income (gross): \$34,518	
Fair market rent for 2 bedroom unit: \$820/month		
Market rate for Infant Care: \$910/month	Care of 1 infant as % of minimum wage: 102%	
Market rate FT Preschool Care: \$650/month	Care of 1 inf+1 Presch as % of gross med. income: 54%	

Caring for New Jersey's Children NJACCRRRA Reports:

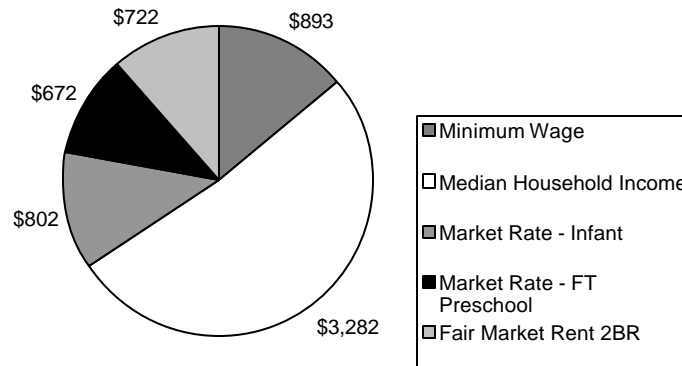
Child Care Wage and Benefit Survey and Child Care Market Rates

GLOUCESTER COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



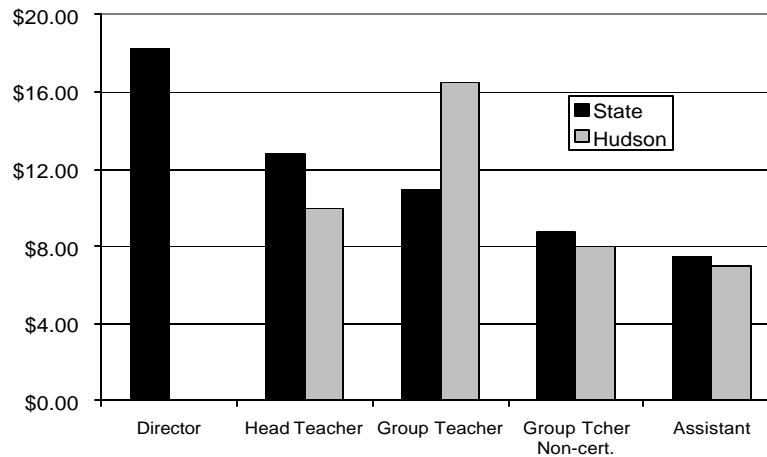
Total population: 254,673	Children 0-4: 16,689	Children 5-9: 19,010
Minimum wage: \$10,712/year		Median household income (gross): \$39,387
	Fair market rent for 2 bedroom unit: \$722/month	
Market rate for Infant Care: \$802/month		Care of 1 infant as % of minimum wage: 90%
Market rate FT Preschool Care: \$672/month		Care of 1 inf+1 Presch as % of gross med. income: 45%

Caring for New Jersey's Children NJACCRRRA Reports:

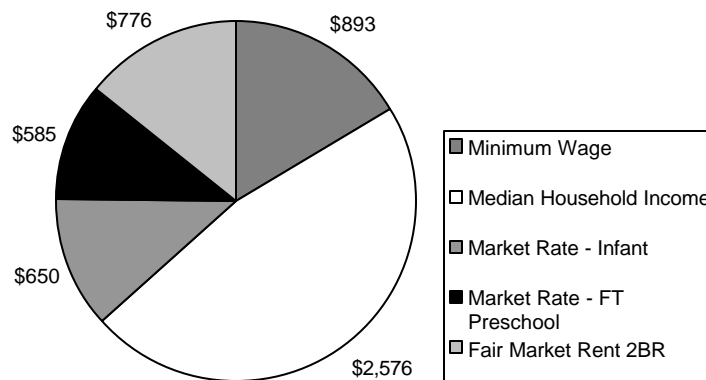
Child Care Wage and Benefit Survey and Child Care Market Rates

HUDSON COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



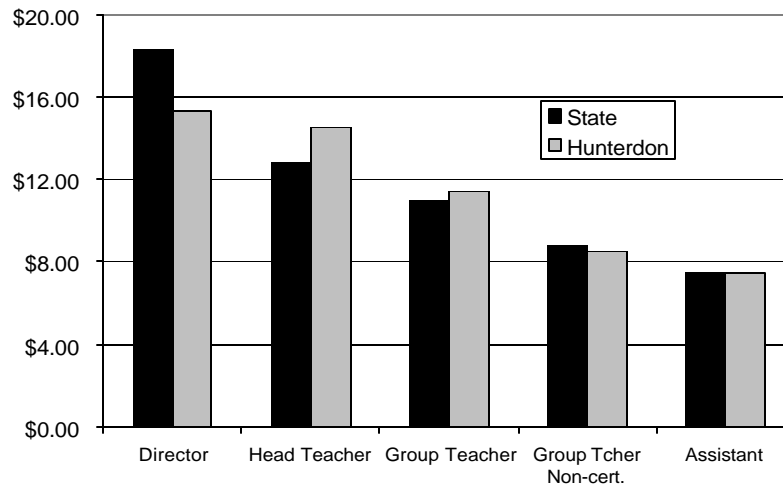
Total population: 608,975	Children 0-4: 38,756	Children 5-9: 39,034
Minimum wage: \$10,712/year		Median household income (gross): \$30,917
	Fair market rent for 2 bedroom unit: \$776/month	
Market rate for Infant Care: \$650/month		Care of 1 infant as % of minimum wage: 73%
Market rate FT Preschool Care: \$585/month		Care of 1 inf+1 Presch as % of gross med. income: 48%

Caring for New Jersey's Children NJACCRRRA Reports:

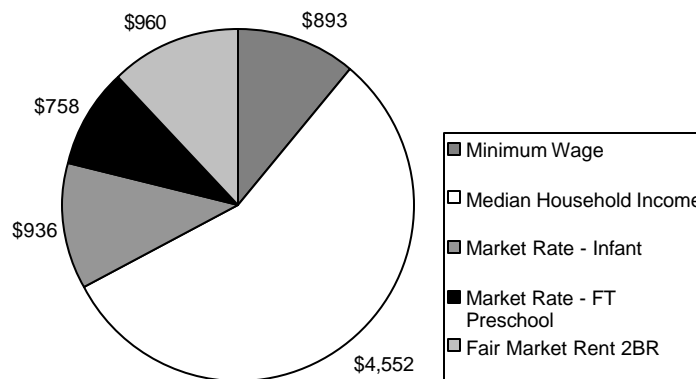
Child Care Wage and Benefit Survey and Child Care Market Rates

HUNTERDON COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



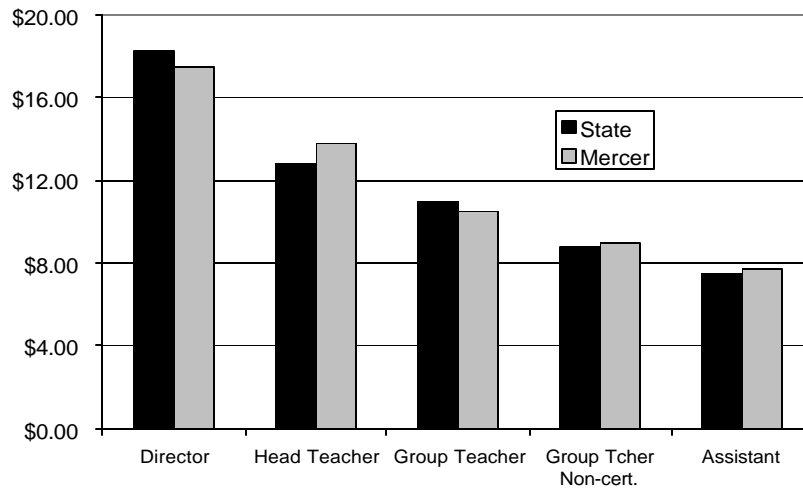
Total population: 121,489	Children 0-4: 8,082	Children 5-9: 9,233
Minimum wage: \$10,712/year		Median household income (gross): \$54,628
	Fair market rent for 2 bedroom unit: \$960/month	
Market rate for Infant Care: \$936/month		Care of 1 infant as % of minimum wage: 105%
Market rate FT Preschool Care: \$758/month		Care of 1 inf+1 Presch as % of gross med. income: 37%

Caring for New Jersey's Children NJACCRRRA Reports:

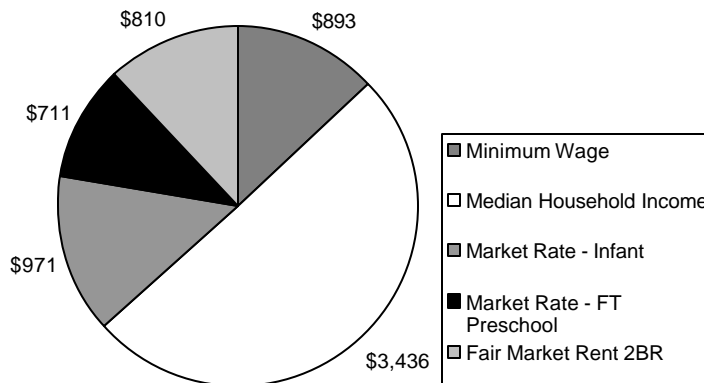
Child Care Wage and Benefit Survey and Child Care Market Rates

MERCER COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



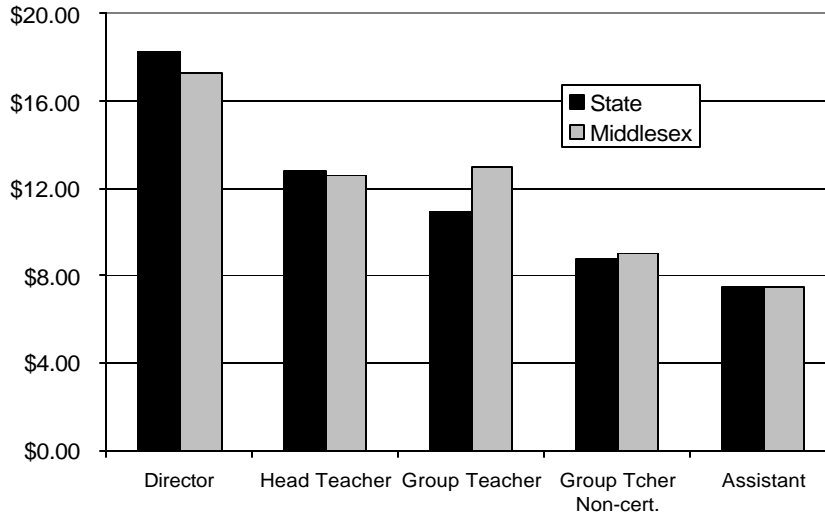
Total population: 350,761	Children 0-4: 22,189	Children 5-9: 24,527
Minimum wage: \$10,712/year	Median household income (gross): \$41,227	
Fair market rent for 2 bedroom unit: \$810/month		
Market rate for Infant Care: \$971/month	Care of 1 infant as % of minimum wage: 109%	
Market rate FT Preschool Care: \$711/month	Care of 1 inf+1 Presch as % of gross med. income: 49%	

Caring for New Jersey's Children NJACCRRRA Reports:

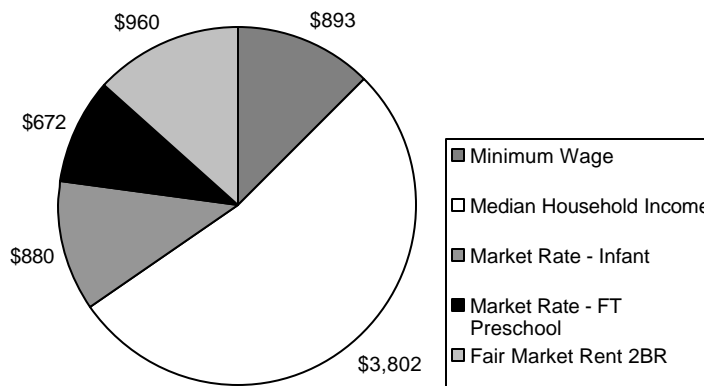
Child Care Wage and Benefit Survey and Child Care Market Rates

MIDDLESEX COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



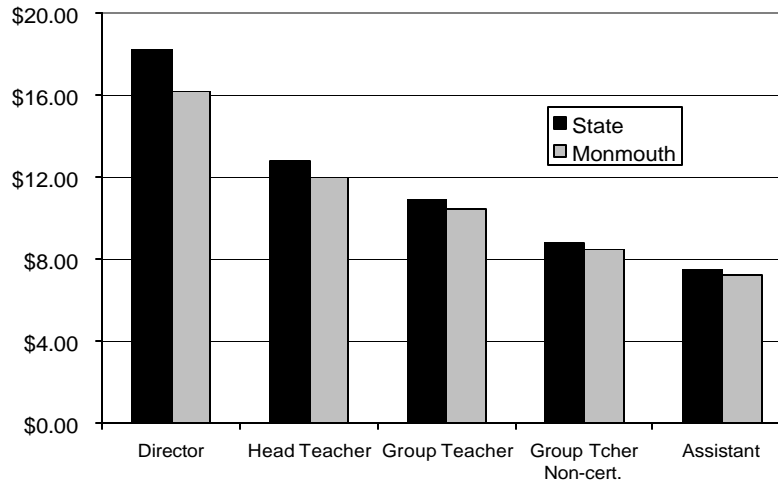
Total population: 750,162	Children 0-4: 49,390	Children 5-9: 50,933
Minimum wage: \$10,712/year		Median household income (gross): \$45,623
	Fair market rent for 2 bedroom unit: \$960/month	
Market rate for Infant Care: \$880/month		Care of 1 infant as % of minimum wage: 99%
Market rate FT Preschool Care: \$672/month		Care of 1 inf+1 Presch as % of gross med. income: 41%

Caring for New Jersey's Children NJACCRRR Reports:

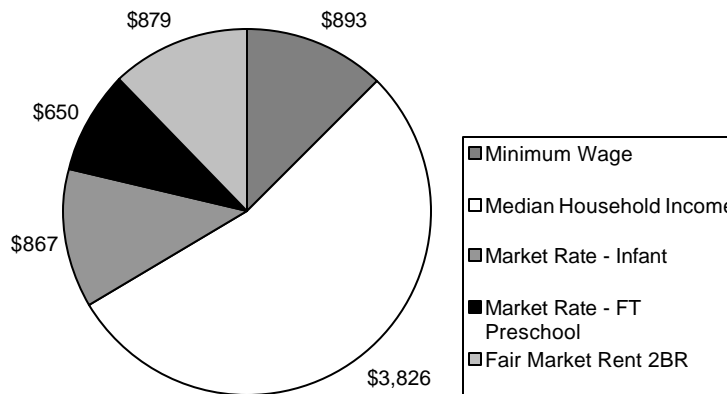
Child Care Wage and Benefit Survey and Child Care Market Rates

MONMOUTH COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



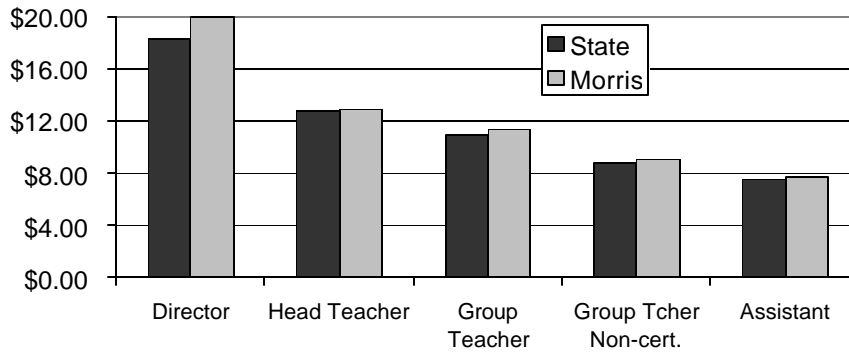
Total population: 615,301	Children 0-4: 42,231	Children 5-9: 46,966
Minimum wage: \$10,712/year		Median household income (gross): \$45,912
	Fair market rent for 2 bedroom unit: \$879/month	
Market rate for Infant Care: \$867/month		Care of 1 infant as % of minimum wage: 97%
Market rate FT Preschool Care: \$650/month		Care of 1 inf+1 Presch as % of gross med. income: 40%

Caring for New Jersey's Children NJACCRRRA Reports:

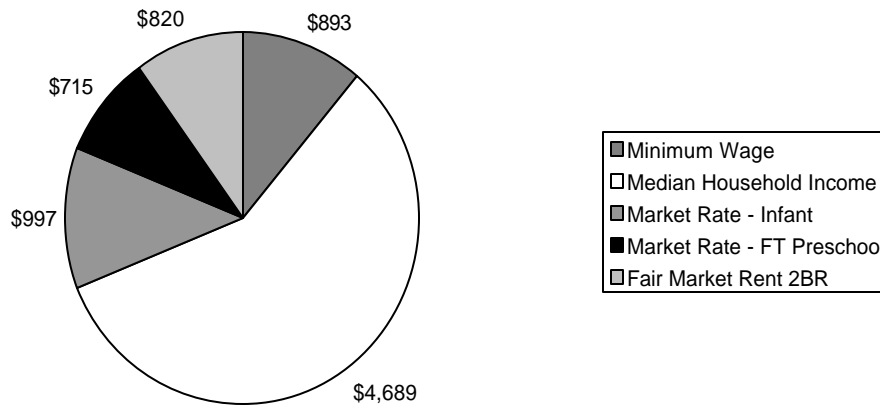
Child Care Wage and Benefit Survey and Child Care Market Rates

MORRIS COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



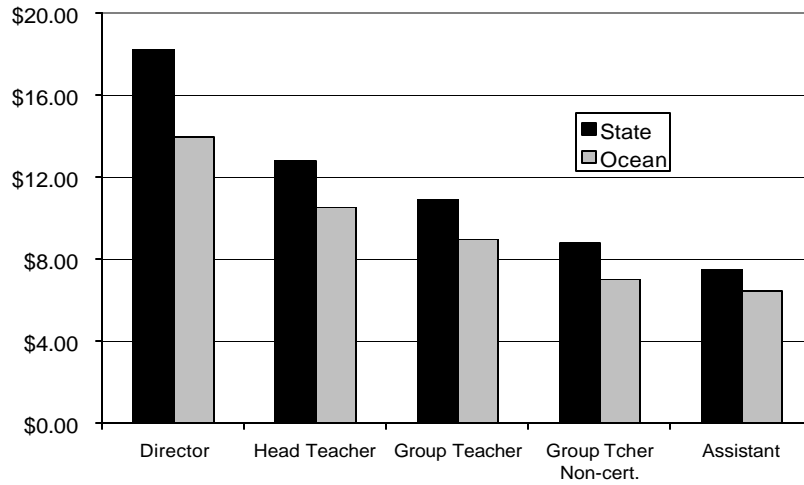
Total population: 470,212	Children 0-4: 32,906	Children 5-9: 34,234
Minimum wage: \$10,712/year	Median household income (gross): \$56,273	
Fair market rent for 2 bedroom unit: \$820/month		
Market rate for Infant Care: \$997/month	Care of 1 infant as % of minimum wage: 112%	
Market rate FT Preschool Care: \$715/month	Care of 1 inf+1 Presch as % of gross med. income: 37%	

Caring for New Jersey's Children NJACCRRRA Reports:

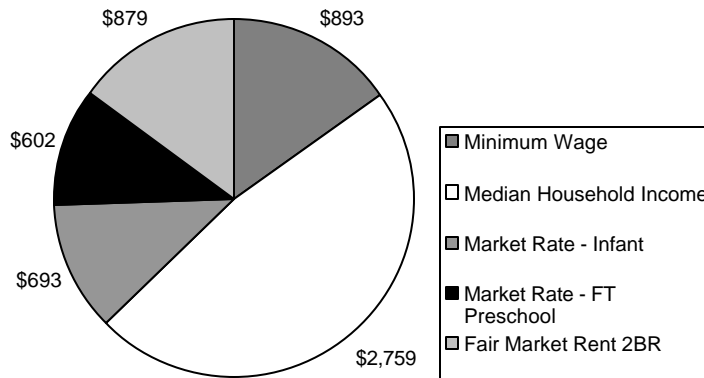
Child Care Wage and Benefit Survey and Child Care Market Rates

OCEAN COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



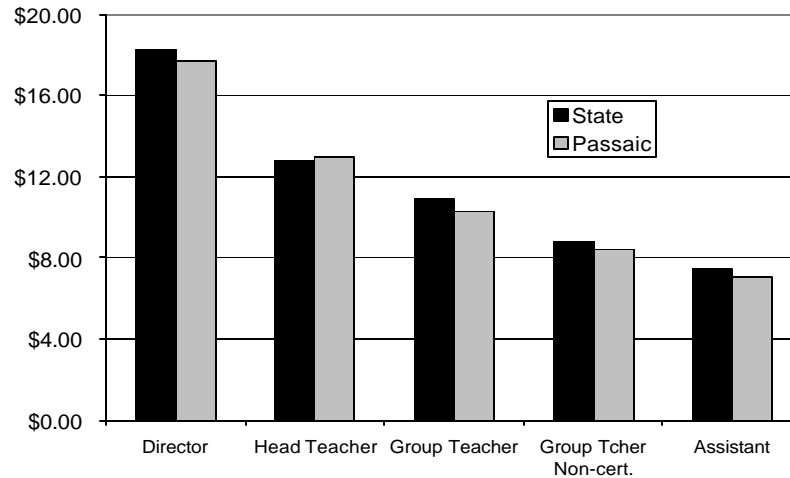
Total population: 510,916	Children 0-4: 32,181	Children 5-9: 34,396
Minimum wage: \$10,712/year		Median household income (gross): \$33,110
	Fair market rent for 2 bedroom unit: \$879/month	
Market rate for Infant Care: \$693/month		Care of 1 infant as % of minimum wage: 78%
Market rate FT Preschool Care: \$602/month		Care of 1 inf+1 Presch as % of gross med. income: 47%

Caring for New Jersey's Children NJACCRRRA Reports:

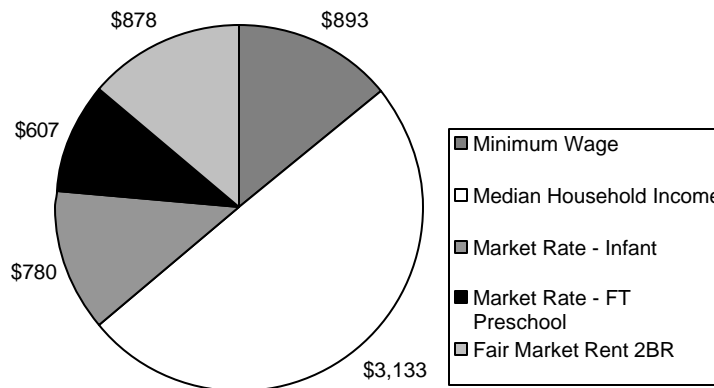
Child Care Wage and Benefit Survey and Child Care Market Rates

PASSAIC COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



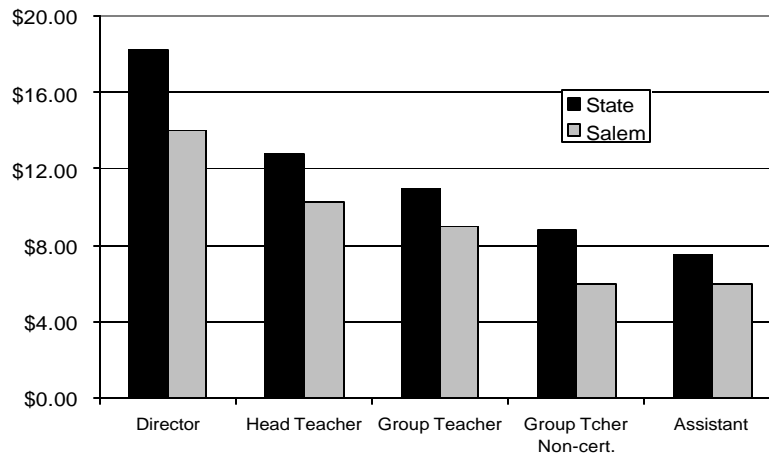
Total population: 489,049	Children 0-4: 36,129	Children 5-9: 37,178
Minimum wage: \$10,712/year	Median household income (gross): \$37,596	
Fair market rent for 2 bedroom unit: \$878/month		
Market rate for Infant Care: \$780/month	Care of 1 infant as % of minimum wage: 87%	
Market rate FT Preschool Care: \$607/month	Care of 1 inf+1 Presch as % of gross med. income: 44%	

Caring for New Jersey's Children NJACCRRRA Reports:

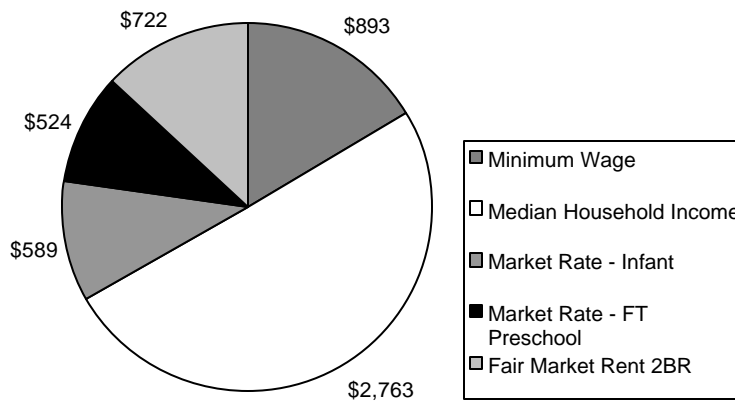
Child Care Wage and Benefit Survey and Child Care Market Rates

SALEM COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



Total population: 64,285	Children 0-4: 3,942	Children 5-9: 4,646
Minimum wage: \$10,712/year	Median household income (gross): \$33,155	
Fair market rent for 2 bedroom unit: \$722/month		
Market rate for Infant Care: \$589/month	Care of 1 infant as % of minimum wage: 66%	
Market rate FT Preschool Care: \$524/month	Care of 1 infant+1 Presch as % of gross med. Income: 40%	

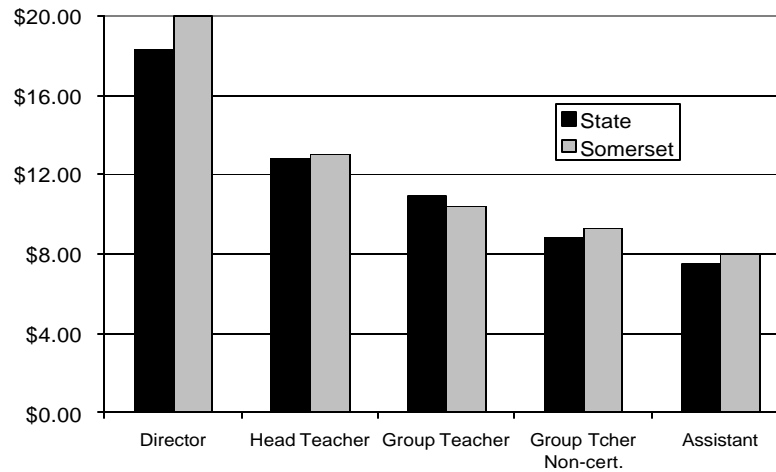
Caring for New Jersey's Children

NJACCRRRA Reports:

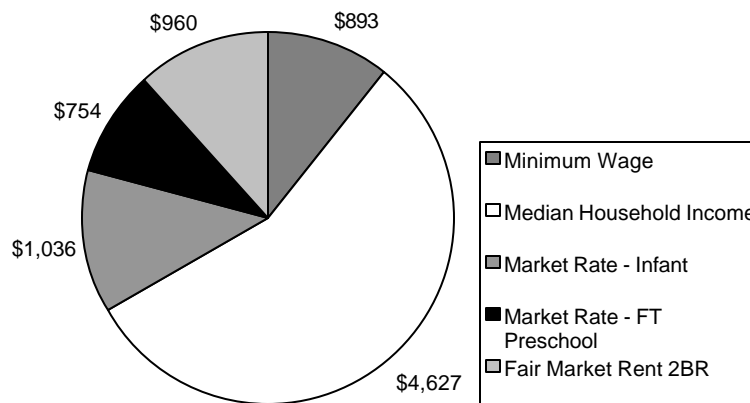
Child Care Wage and Benefit Survey and Child Care Market Rates

SOMERSET COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



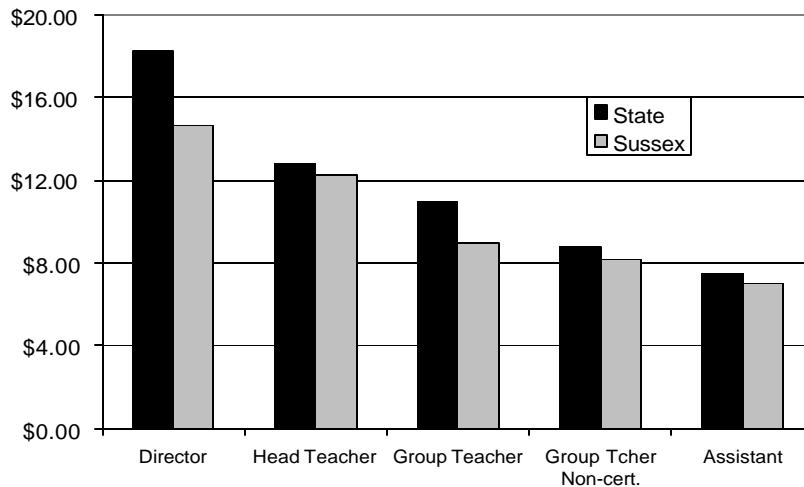
Total population: 297,490	Children 0-4: 22,207	Children 5-9: 22,783
Minimum wage: \$10,712/year		Median household income (gross): \$55,519
	Fair market rent for 2 bedroom unit: \$960/month	
Market rate for Infant Care: \$1,036/month		Care of 1 infant as % of minimum wage: 116%
Market rate FT Preschool Care: \$754/month		Care of 1 inf+1 Presch as % of gross med. income: 39%

Caring for New Jersey's Children NJACCRRRA Reports:

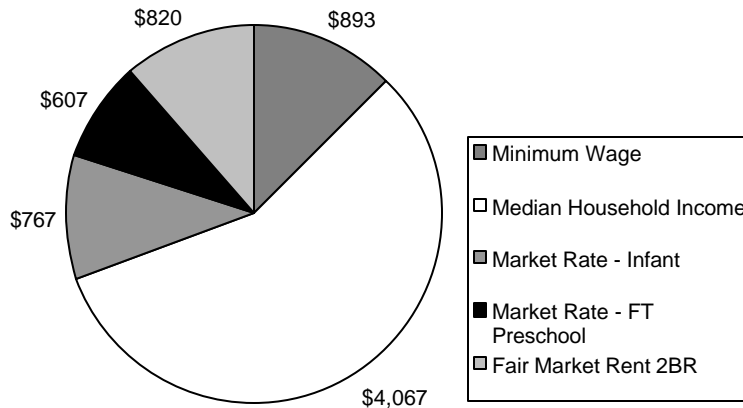
Child Care Wage and Benefit Survey and Child Care Market Rates

SUSSEX COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



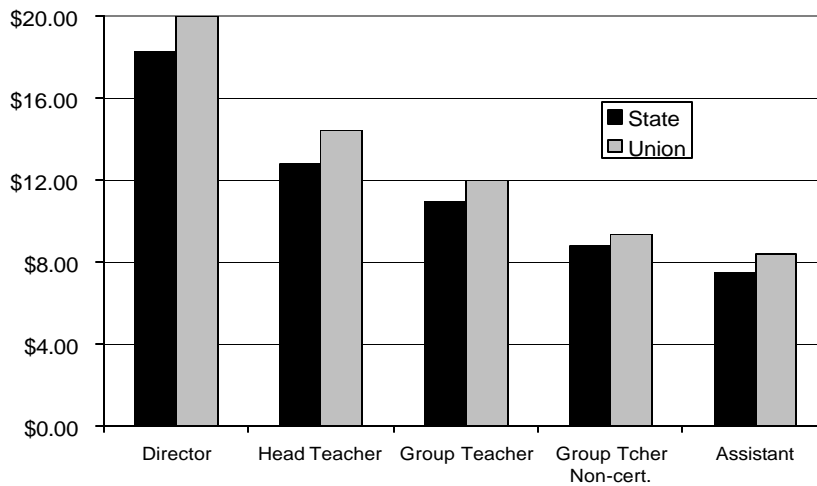
Total population: 144,166	Children 0-4: 9,815	Children 5-9: 11,779
Minimum wage: \$10,712/year	Fair market rent for 2 bedroom unit: \$820/month	Median household income (gross): \$48,823
Market rate for Infant Care: \$767/month	Care of 1 infant as % of minimum wage: 86%	
Market rate FT Preschool Care: \$607/month	Care of 1 inf+1 Presch as % of gross med. income: 34%	

Caring for New Jersey's Children NJACCRRRA Reports:

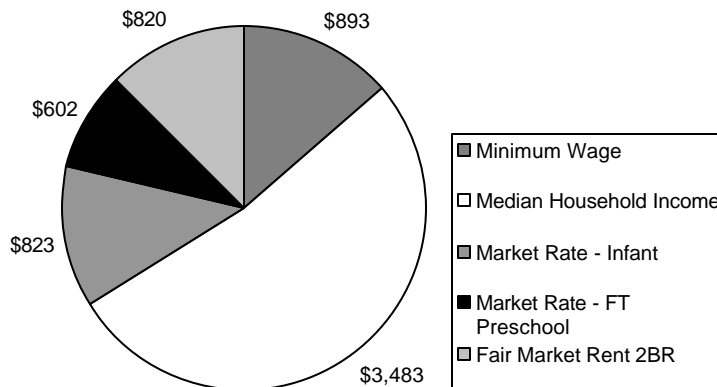
Child Care Wage and Benefit Survey and Child Care Market Rates

UNION COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



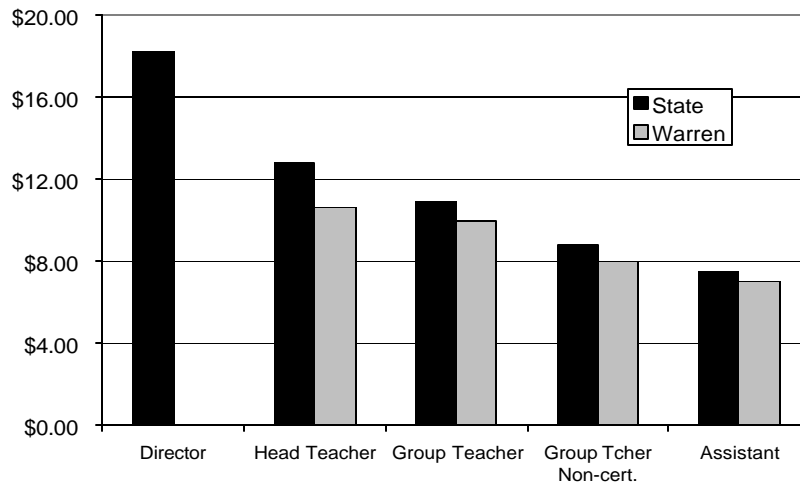
Total population: 522,541	Children 0-4: 36,441	Children 5-9: 37,777
Minimum wage: \$10,712/year	Median household income (gross): \$41,791	
Fair market rent for 2 bedroom unit: \$820/month		
Market rate for Infant Care: \$823/month	Care of 1 infant as % of minimum wage: 92%	
Market rate FT Preschool Care: \$602/month	Care of 1 inf+1 Presch as % of gross med. income: 41%	

Caring for New Jersey's Children NJACCRRRA Reports:

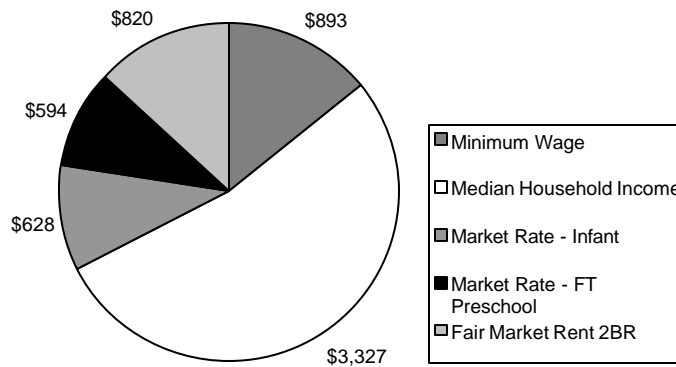
Child Care Wage and Benefit Survey and Child Care Market Rates

WARREN COUNTY

Median Hourly Wages



Market Rates Compared to Incomes



Total population: 102,437	Children 0-4: 7,032	Children 5-9: 7,752
Minimum wage: \$10,712/year		Median household income (gross): \$39,929
	Fair market rent for 2 bedroom unit: \$820/month	
Market rate for Infant Care: \$823/month		Care of 1 infant as % of minimum wage: 92%
Market rate FT Preschool Care: \$594/month		Care of 1 inf+1 Presch as % of gross med. income: 37%

