



# Day Care Council of New York

*Educated Children Are Our Future*



**2014-2015  
ANNUAL REPORT**



# Dear Friends and Colleagues

We greet you with faith and optimism for the future. Without these two ingredients, I think you will agree with us that little can be accomplished in all facets of our life. As we complete our 67th year as a membership organization and service provider, we hope that we can continue to count on you to remain vigilant and “stay the course” with us as we advocate on behalf of young children and families in our city.

One of the best ways to feel positive about the future is to gaze into the eyes of a four year old and see the look of inquiry and promise. The City’s four year olds have become a major focus as full-day Universal Pre-Kindergarten became a wonderful opportunity for thousands of families. This is something those of us in the field have wanted and appreciate now that it is a reality. However, we must not forget our toddlers and three year olds. Their educators and directors have the same credentials as their colleagues in UPK classrooms. Therefore, an educated and united early childhood system must be a universal goal. Securing a positive future for our youngest citizens and their families is at the core of the Day Care Council of New York’s mission.

Thank you for your support. We look forward to greater collaboration opportunities in the future.  
Sincerely yours,



Lorenzo Newby  
Board President



Andrea Anthony  
Executive Director

# Child Care Division

## CHILD CARE RESOURCE AND REFERRAL SERVICE (CCR&R)

The DCCNY's Child Care Resource and Referral program (CCR&R) provided more than **2,600** one-on-one child care referrals to parents and families; processed **85** Start-Up and Health & Safety grants designed to improve program quality; provided approximately **1,825** hours of intensive technical assistance (one-on-one mentoring and training) and conducted **12** Medication Administration Trainings (MAT) to prepare over **70** child care professionals to administer medications to children in their programs.

## INFANT/TODDLER PROGRAM

In collaboration with the NYC CCR&R Consortium, **21** child care centers participated in the Infant/Toddler Rating Scale (ITERS) to improve program quality. Over **100** technical assistance calls and **75** hours of intensive technical assistance were completed by the Infant/Toddler program.

## EARLY CHILDHOOD TRAINING INSTITUTE

The Council's Early Childhood Training Institute offered **3,000** training hours in both English and Spanish to approximately **500** child care professionals in training topics such as Introduction to the Family Child Care Environment Rating Scale (FCCERS), Infectious Disease Control, Red Cross CPR/First Aid, and Mandated Reporter. Our continued partnership with Smart Horizons now offers over **100** hours of NYS-approved online courses. These classes can be accessed via the Day Care Council's website.

## JAMES C. HALL, JR. FAMILY CHILD CARE NETWORK

The staff at the James C. Hall, Jr. Family Child Care Network continues to work with **150** family child care providers in the Child and Adult Care Food Program (CACFP) serving nearly **1,200** children. Approximately **450** monitor visits were made. We also held our annual day-long free provider training to celebrate National Provider Appreciation Day.

## EAT WELL PLAY HARD IN CHILD CARE SETTINGS

During its third year, the Eat Well Play Hard in Child Care Settings touched the lives of **1,682** young children, **482** parents and **297** staff in **32** child care and Head Start programs in Brooklyn and the South Bronx. EWPHCCS's holistic approach promotes healthy lifestyle changes through food tastings and physical exercises for all participants with a structured curriculum. Noteworthy this year was the introduction of Let's Move!—Michelle Obama's effort to further promote children's health by encouraging healthier physical activity and nutrition practices. In addition, a Breastfeeding Friendly certificate program was begun to recognize child care centers that support mothers who have chosen to continue to breastfeed after returning to work or school.

"I saw Ms. Uzma, the dietician, in my grocery store, and told her that I remembered what she taught us in Eat Well Play Hard two years ago about including more vegetables and fruits in our diets."  
—Maria B., parent



# Public Policy and Advocacy

**Expected challenges and persistent responses characterized the DCCNY's public policy advocacy agenda in 2014-2015.** The massive roll-out of Universal Pre-Kindergarten created some opportunities, but much confusion. We worked on behalf of DCCNY membership to clarify the new relationship of full-day UPK in unionized settings; the absence of the Cultural Institutions Retirement System pension for the new workers; UPK enrollment competition with nonprofits and public schools; and salary parity. We arranged meetings with the Mayor's Office and the Department of Education (DOE). In March, we secured the director of the DOE Early Childhood Unit to make a presentation to the membership to outline their new approach to enrollment.

**How did we continue advancing salaries for our members' employees?** We created the foundation for the "ask." We continue our ongoing research and analysis on salary and benefit compensation for membership. A number of meetings with the Mayor's Office, Office of Management and Budget, and the Office of Labor Relations produced appreciation for our work and assurances that the issue was a priority.

**We served on the Mayor's Early Childhood Task Force** to join with others on recommending changes in the system relating to work-force education and compensation, quality programming and evaluation, and facilities. We also worked to support members whose facility leases were facing renewal. With changing neighborhoods, a number of DCCNY members are now faced with a new predicament, the rising cost of space that may exceed the total cost of their service contract. We organized a press conference on this issue with the Office of the Public Advocate and participated in community rallies organized by our members. We also held a meeting with our members and the Chair of the City Council's General Welfare Committee.

**Federal advocacy meetings focused on the reauthorization of the Child Care and Development Block Grant (CCDBG),** the primary funding source for subsidized child care and technical assistance. At the state level, increased funding for families and programs were the topics of discussion with members and staff of the State Legislature, including Speaker Carl Heastie's staff and Assembly members Keith Wright,



Herman Farrell, Annette Robinson, Michael Blake, and Simcha Felder. As members of the Campaign for Children, we helped design and gather data for an EarlyLearn survey focused on the adequacy of the funding rate and the overall stability of the workforce.

The Day Care Council's Member Advisory Committee met regularly to review concerns of the membership and began to identify possible solutions through quarterly meetings with the Administration for Children's Services.

**"My CPR training, delivered by skilled professionals, gave me important, new information about how to save lives, and allowed me to network with other providers. Now I know that I am not alone."**

**—James D., child care provider**

## Labor Relations and Mediation

**The Labor Relations and Mediation Service** provided assistance to members in **800** cases in the 2014-2015 fiscal year. The vast majority of cases involved employees represented by Local 205 of the District Council 1707 union. Thirty-one mediations were also completed during this time.

The LRAS service held workshops to assist members who were responding to the EarlyLearn Requests for Proposals. Once the EarlyLearn contracts were awarded, we fielded many questions from members that did not receive funding and were forced to close sites. Another training program during the year was a thorough discussion of the “just cause” protection for union employees and how it limits employers’ ability to terminate employees. The training was available to board members and center directors.

During the year the Office of Labor Relations (OLR) requested extensive data in preparation for labor negotiations. This was a welcomed development, indicating movement towards labor negotiations and a new labor contract. We conducted a survey of our members to obtain

a comprehensive snapshot of the total number of employees by job function. We also began an analysis of existing wage rates, frozen since January 2005, to better understand the pay disparities among New York City’s child care workers. We plan to use this information in our advocacy efforts with City officials to demonstrate that stagnant wages hamper our members’ ability to competitively recruit and retain talented staff.

Pension negotiations with the cultural institutions and unions did begin to discuss potential changes to the Cultural Institutions Retirement System (CIRS) Plan. Initial proposals were exchanged in May 2015 with further discussions scheduled for the 2015-2016 fiscal year.

**“We have dedicated professionals in our membership who deserve to be fully compensated for their education and experience in the same manner as their counterparts in the DOE. Hopefully, the City’s administration agrees and this truth will bear fruit in upcoming negotiations.”** —Andrea Anthony



# Early Childhood Employment Partnership

**The Early Childhood Employment Partnership** is our response to helping those who are interested in working in the field and those who want to remain in this sector. We are now facing a dearth of qualified early childhood educators, as those with state certification continue to move into the Department of Education's Universal Pre-Kindergarten system, where they can receive higher salaries with better benefits and have a shorter work year. Unfortunately, little has been done to support the educational pursuits of assistant teachers and teacher's aides. These workers are at the lower end of the salary scale comprising the bulk of our early childhood education job seekers.

Consequently, we have maintained our relationship with the CUNY Career PATH Program at Bronx Community College, which like us, sponsors the Child Development Associate (CDA). We also continue to partner with umbrella organizations in the vocational education field such as the NYC Employment and Training Coalition at Hostos Community College by helping facilitate a large-scale conference. We provided comprehensive employment and training forums

during the year with the assistance of DC 1707 and the Consortium for Worker Education.

The DCCNY's website accepts job ads from employers and resumes from job seekers. As of June 2015, the database included **859** job seekers of which **559** have high school diplomas; **88** have bachelor's degrees; **57** have associate degrees; **51** have master's degrees, and **104** listed other education or career backgrounds.

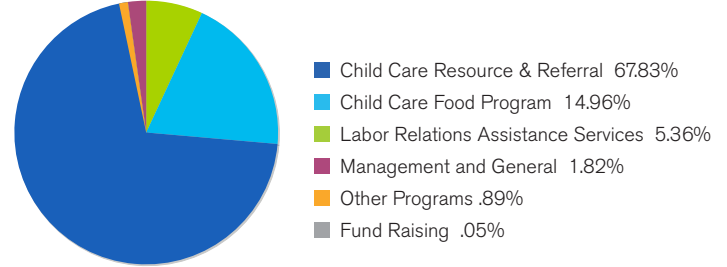
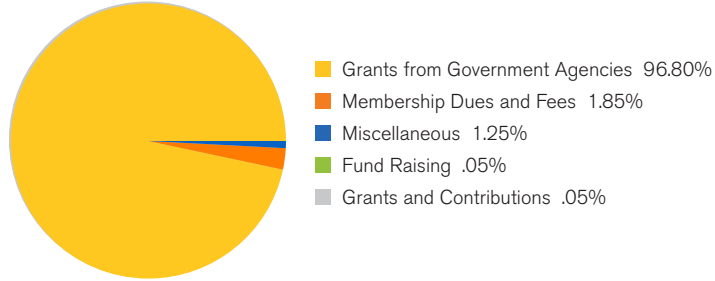


“Before I attended this forum, I had no idea where I was headed. I gained insight on my options and received specific resources that make it possible for me to proceed. I have been recommending this program to all of my friends.

—Stacey Howard, forum attendee

# Statement of Activities

YEAR ENDED JUNE 30, 2015



## SOURCE OF INCOME

	FY 2015
Grants and Contributions	\$ 3,129
Grants from Government Agencies	9,150,561
Fund Raising	6,457
Membership Dues and Fees	235,509
Miscellaneous	<u>70,383</u>
<b>TOTAL</b>	<b>\$ 9,466,057</b>

## USE OF INCOME

	FY 2015
Labor Relations Assistance Services	\$ 645,000
Child Care Food Program	1,836,163
Child Care Resource & Referral	6,722,438
Other Programs	-
Management and General	219,851
Fund Raising	<u>1,928</u>
<b>TOTAL</b>	<b>\$ 9,425,380</b>

# Board of Directors FY 2014-2015 and Day Care Council Staff

## BOARD OF DIRECTORS

### OFFICERS

Lorenzo Newby, *President*  
Takiema Bunche-Smith, *Vice President*  
Jean Jeremie, *Vice President*  
Betty C. Jones, *Vice President*  
Connie V. Miller, *Vice President*  
Alice B. Owens, *Vice President*  
Robert Gutheil, *Treasurer*  
Anona Joseph, *Secretary*

### BOARD MEMBERS

Pauline Chen  
Pamela Haas  
Vaughan Toney  
YiShuan Yang

## DAY CARE COUNCIL STAFF

### ADMINISTRATION

Andrea Anthony, *Executive Director*  
Carey Solomon, *Fiscal Consultant*  
Cheryl Badley, *Fiscal Consultant*  
Risa Bernstein, *Office Manager*  
Hyacinth Barnes, *Assistant Office Manager*

### LABOR RELATIONS ASSISTANCE

### AND MEDIATION SERVICE

Jesseka Green Gooden, Esq., *Associate Director*

### DEVELOPMENT AND MEMBER RELATIONS

Cheryl McCourtie, *Director*

### POLICY AND ADVOCACY

Lisa Caswell, *Senior Policy Analyst*

### EAT WELL PLAY HARD IN

### CHILD CARE SETTINGS

Uzma Iram, *Registered Dietitian*  
Shari Portnoy, *Registered Dietitian*

### EARLY CHILDHOOD EMPLOYMENT PARTNERSHIP

Craig Holden, *Research Consultant*

### CHILD CARE DIVISION

Jon Pinkos, *Director*  
Yadira Rodriguez, *Assistant Director*  
Clara Almanzar, *Child Care Specialist*  
Arden Corbett, *Health Care Consultant*  
Janetssy Duran, *Child Care Specialist*  
Nalene Isaac, *Special Projects Coordinator*  
Joy Jensen, *Provider Specialist*  
Crystal Luna, *Child Care Specialist*  
Ana Maria Matos, *Consortium Liaison/Quality Assurance*  
Almarie McCoy, *Provider Specialist*  
Rosie Morales, *Provider Specialist*  
Teresa Olander, *Health Care Consultant*  
Joshua Stoby, *Program Assistant*  
Genine Tanta, *Infant/Toddler Specialist*  
I-Ling Tsai, *Infant/Toddler Specialist*  
Keishla Hornsby, *Assistant Family Child Care Network Coordinator*  
Indra Moore, *Family Child Care Network Coordinator*

## **DAY CARE COUNCIL OF NEW YORK**

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[dccnyinc.org](http://dccnyinc.org)

## **AFFILIATIONS**

Campaign for Children

Child & Adult Care Food Program Sponsors Association

Child Care Aware of America

Federation of Protestant Welfare Agencies

Human Services Council

National Association for the Education of Young Children

New York City Child Care Resource & Referral Consortium

New York State Early Care and Learning Council

Nonprofit Coordinating Committee of New York

Winning Beginnings New York