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Testimony before the New York City Council
On the Mayor's Fiscal Year 2019 Executive Budget
PUBLIC TESTIMONY
May 24, 2018

My name is Lisa Caswell and I am the Senior Policy Analyst for the Day Care Council of New York. For nearly seventy years, our non-profit members have provided quality early childhood education programs for families across the five boroughs. At this time, more than 200 of these centers are contracted with the Administration for Children's Services under EarlyLearn. We support them with a range of services that include labor relations and mediation, policy and advocacy, an early childhood employment initiative, and a professional training institute. We are also the lead agency for the state funded Child Care Resource and Referral Consortium.

First we would like to say that the City Council's support on the issue of salary parity has been invaluable. And while we know that you are pressing forward on a range of critical priorities, we know where you stand as the non-profit early education system transits from the Administration for Children's Services (ACS) to the Department of Education (DOE).

Salary parity for certified group teachers has been deemed our most pressing concern by a membership survey conducted in February of 2018. It is followed by adequate funding for program operations and maintenance of utilization and capacity. Today in any one of our centers, a state certified Master's level teacher of two year olds will earn \$3080 less per year than her colleague who is teaching in a UPK classroom. They will not reach parity with each other until 2020 when the current labor contract expires. As you know, the situation worsens when certified teacher salaries in non-profit settings are compared with those available in school based settings under the UFT, where the salary disparity can be \$16,000 apart.

It is difficult enough to have teachers working side by side with the same qualifications and earning different amounts. How can we then hope to hold on to them when they can earn \$16,000 more under the DOE on day one? We have got to give them a reason to stay and we can't wait two more years to do it.

Attached you will find our most current research on the above issues. We hope it is helpful to you in the coming weeks. Thank you again for your strong support of the Day Care Council and its members over the years. We stand ready to assist you should there be further need of our expertise.