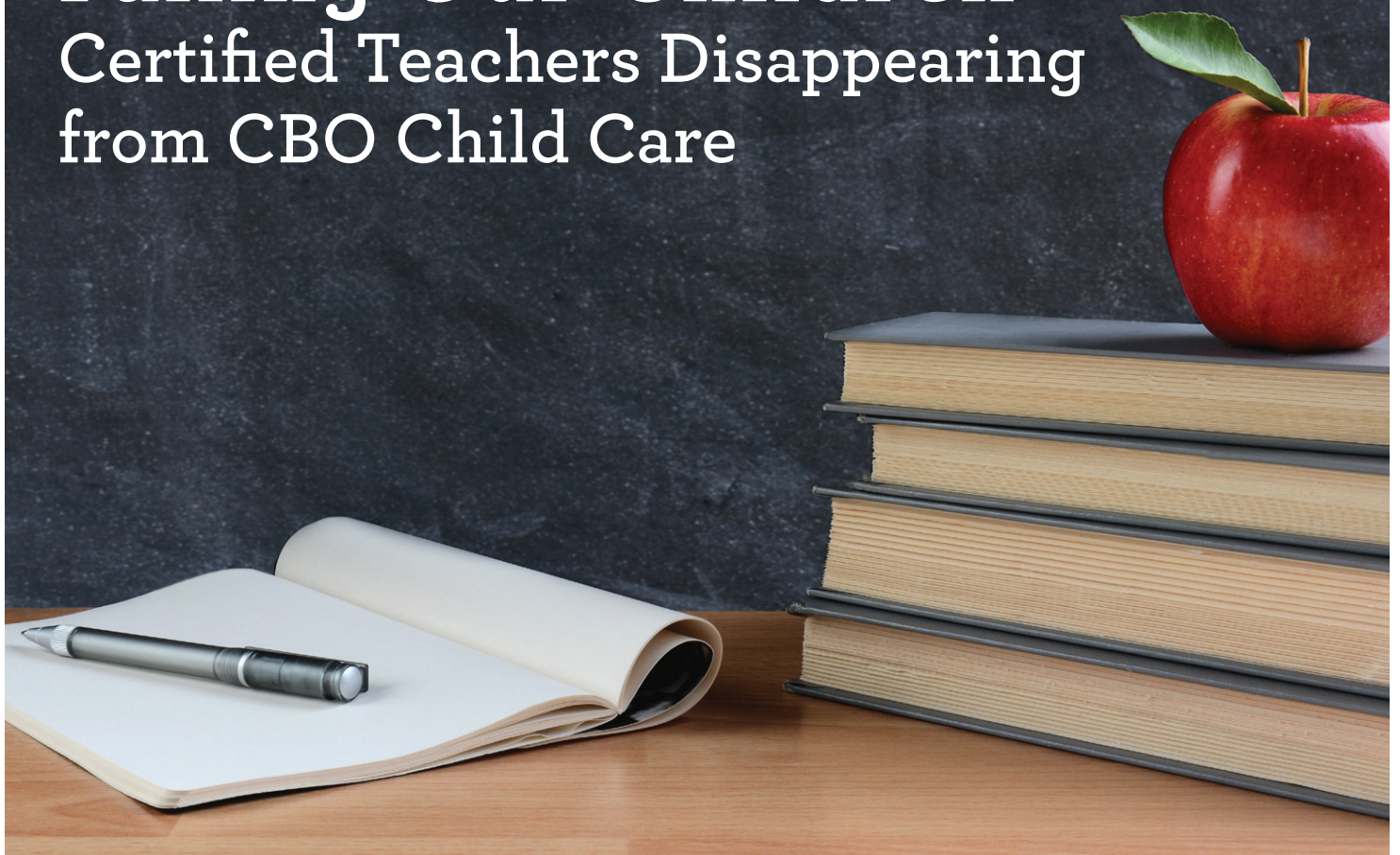




# Failing Our Children

## Certified Teachers Disappearing from CBO Child Care



### HOW SALARY DISPARITY HAS AFFECTED CBO-BASED EARLY CHILDHOOD EDUCATION

A POLICY REPORT BY THE DAY CARE COUNCIL OF NEW YORK

JANUARY 2016

## Introduction

**There are unintended consequences when public policy does not align with existing services.**

This is true for one of Mayor Bill de Blasio's campaign promises: to "find classroom space for every four year old in the city." His objective to expand Universal Pre-Kindergarten from part-day to full-day classrooms was admirable and well-received. What was overlooked? The shortage of qualified educational staff to meet the UPK student population and the lack of salary parity between teachers with the same education credentials in community based organizations as compared to those in the Department of Education. Also absent? The lack of recognition and compensation for qualified teachers who work with two and three year olds in CBOs, and directors who are an indispensable part of the system.

Over the past two years, there has been a meteoric rise in UPK seats. In 2011, there were 20,000 four year olds in approximately 900 half day public school and CBO programs. In 2014, this number rose to 53,000 full day seats, and in 2015, there was a record enrollment of 68,500 (Daily News, December 18, 2015). The increase has left a limited pool of certified teachers to work in CBOs, especially when it was announced (at the start) that B.A. provisionally certified UPK teachers would earn \$44,000 and those with master's degrees would begin at \$55,000 (Daily News, April 14, 2014).

---

## The Promise

**In recent years, Mayor Bill de Blasio made many stirring remarks on the importance of child care to the people of New York City:**

"Everyone knows my one true love is Pre-K. I care about a lot of issues, but this is the one that I really wanted to make sure we did right." **Reporters Roundtable, New York 1, December 21, 2015**

"This particular issue ... I care about deeply because it's people who work with children, and I want to see them do better but it is subject to collective bargaining...I do feel hopeful that we will make progress in just the next few weeks." **DNAinfo.com December 29, 2015**

---

## The Problem

**It is universally accepted that ages zero to three years old constitute a vital period in the successful social, emotional and educational growth of children.** According to the Urban Child Institute, early brain development is the foundation of human adaptability. These early years provide a window of opportunity for parents, caregivers, and communities: positive early experiences have a huge effect on children's chances for achievement, success, and happiness.

Unfortunately, credentialed teachers are also difficult to recruit and retain for two and three year old classrooms due to the expansion of UPK. CBOs are confronted with a lack of funding to pay existing teachers in these specific classrooms a salary comparable to that of their colleagues in the UPK classrooms.

Furthermore, an important professional that has been overlooked in the expansion of UPK in CBOs is the program director. On average, directors are paid under \$50,000 a year to supervise the educational program and manage operations. Many directors are now being paid less than the teachers they supervise in UPK classrooms. In 2014, DCCNY surveyed a representative sample of 120 of its member child care centers and found 88% of directors held a master's degree and were permanently certified.

# The Facts

During the Fall of 2015, the Day Care Council of New York conducted a comprehensive survey of its member centers with more than three quarters of centers (169 out of 213, or 79%) responding.

## Results were as follows:

- In the last two years, half (51%) of DCCNY's member agencies have lost certified teachers to the City's Department of Education.
- Most agencies lost two teachers. (Average loss = 1.8 teachers per center)
- More than half of the agencies (56%) are currently operating with certified teacher vacancies.
- On average, agencies seek to hire 5 certified teachers, but employ only 3. This means that every center is looking for 2 certified teachers right now.
- Most certified teacher vacancies remain unfilled for 6 months to a year. Some agencies have been looking for well over a year.
- The average salary for a non UPK certified teacher with an M.A. is \$44,000. The average suggested competitive salary was \$54,500 – that's \$10,500 (or 24%) more.
- The average salary for a non UPK provisionally certified teacher with a B.A. is \$35,000. The average suggested competitive salary was \$46,500 – that's \$8,500 (or 22%) more.
- The average salary for a center director is \$47,000. The average suggested competitive salary was \$72,000 – that's \$17,500 (or 44%) more.
- All UPK classrooms require certified teachers. Nonprofits provide half of all UPK seats and received higher scores than the DOE in a recent citywide evaluation. Half of DCCNY's member agencies operate 2 or more UPK classes.

The Day Care Council would like to thank all the member centers that participated in this survey.

## About the Day Care Council of New York

The Day Care Council of New York was founded in 1949 to advocate for the continuation of child care programs that had enabled mothers to enter the workforce during World War II. The Day Care Council of New York continues to advocate for its membership of 96 nonprofit agencies that operate approximately 200 child care programs in New York City. These private nonprofit organizations are under contract with the Administration for Children's Services (ACS) to provide education and care to infants, toddlers, and young children aged 2.6 to 4 years old. The Council and its members are committed to programs and services that promote the sound growth and development of children and their families necessary for a healthy society.



2082 Lexington Avenue, Suite 204  
New York, NY 10035  
212-206-7818 [dccnyinc.org](http://dccnyinc.org)

**“** [I am] fighting to end the Tale of Two Cities —not just because it’s moral and just ... but because it makes all of our lives richer. In past decades, working people built our city, and for their hard work they were rewarded—not always with great wealth, but with a fundamental assurance ... the knowledge that hard work could pull them from modest means into a growing middle class. Today, that assurance is missing ... that sense of economic justice is gone. And that is what we aim to address.” — **Mayor Bill de Blasio, State of the City Address, February 10, 2014**