The Day Care Council of New York is a diverse membership organization of child care and family service providers, consumers and advocates.

The Council’s mission is to seek support for and assist in the development of quality child and family care services.

The organization works with its members to maintain high standards of child developmental, educational and social services.

The Council is committed to programs and services which are designed to promote the sound growth and development of children and their families necessary for a healthy society.
We all appreciate hard fought accomplishments. In June 2019, such a victory was finally realized when the Day Care Council of New York and our colleagues advocated for salary parity and won. The City Council was a major factor in helping us achieve this significant accomplishment. The new salary scale for certified teachers places them at the same starting salary of teachers in the Department of Education. The Day Care Council of New York’s member agencies endorsed the victory as a major step in recognizing the work of community-based child care educators.

In our research report, the Value of Early Childhood Educators: A Pathway Forward to Salary Parity for Community-based Organizations, we gathered information on the current number of community-based certified teachers, their salaries and length of service. This data was compared with the salaries and length of service for teachers in the public school with the same education and credentials. It was not surprising that the price tag to raise the salaries of our teachers was $83 million to achieve parity in the first year. The City Council supported that figure. With a little convincing, the City’s Administration agreed it was the right thing by granting funding for salary parity and bonuses for unionized workers plus an improved health care program. With a united effort by DCCNY, District Council 1970 and District Council 37, the child care advocacy community produced the results that we are proud of and took forward to other ways that we can improve the system.

The DCCNY’s Labor Management Team was invaluable in securing the labor agreement for salary parity. These dedicated individuals listened, raised important questions and maintained their commitment to ensure salary parity would become a reality by June 2019. Their efforts were rewarded.

The Day Care Council of New York’s work in the area of Child Care Resource and Referral Services produced several noteworthy milestones including referrals helping 1,000 parents locate child care services in their communities. We also assisted child care providers in performing 2,000 hours of intensive TA through collaborative evaluations on how to improve quality services. We have many more details to share with you in our Annual Report.

Our Early Childhood Career Ladder (ECCL) program continued its collaborative partnership with District Council 1970 for all unionized workers in DCCNY member agencies. We provided the resources for tuition scholarships and school fees to apply towards a Child Development Associate credential, an Associate, BA or MA degree in early childhood education. Our goal is to improve the education credentials of current workers and encourage others to join us as we strive for quality in the early childhood education system.

As we move into 2020, our vision remains on improving the quality and quantity of early childhood services for families. We have a rich and vibrant history that has never been taken for granted. We must ensure, with your help that it never will be.
Child Care Division

CHILD CARE RESOURCE AND REFERRAL SERVICE (CCR&R)
DCCNY’s Child Care Resource and Referral program (CCR&R) provided more than 1,000 one-on-one child care referrals to parents and families, processed approximately 42 Learning Environment Quality Improvement grants and 26 Business Quality Improvement grants to child care providers. CCR&R staff assist child care providers (center-based and family child care) in improving program quality. We delivered over 2,000 hours of intensive technical assistance (one-on-one mentoring and coaching).

EARLY CHILDHOOD TRAINING INSTITUTE
The DCCNY Early Childhood Training Institute offered over 600 training hours in both English and Spanish to approximately 700 child care professionals from the five boroughs. Topics included Infectious Disease Control, Red Cross CPR/First Aid, and Mandated Reporter among others.

INFANT/TODDLER PROGRAM
The DCCNY’s Infant/Toddler Specialists are a resource for our member centers and the entire child care system. For FY 2018-19, training topics included Infant and Toddler Learning and Development, Directing Infant and Toddler Programs, Transitioning from Preschool to Infants and Toddlers, Using the Infant/Toddler Environment Rating Scale (ITERS) to Arrange Classroom Environment, and Infant and Toddler Discipline and Guidance. In addition, over 230 hours of intensive technical assistance were completed.

JAMES C. HALL, JR. FAMILY CHILD CARE NETWORK
The staff at the James C. Hall, Jr. Family Child Care Network continued to work with 150 family child care providers serving approximately 1,200 children. More than 450 monitor visits were made and various trainings were given throughout the year to ensure quality child care.
On the federal level, in February of 2019, Congress reintroduced the Child Care for Working Families Act which was similar to the original bill introduced in 2017. This bill would ensure access to high-quality, affordable care for working families and provides significant support to the workforce. We met staff from the Congressman Jerrold Nadler’s office and sent letters of support to key members of Congress. We also advocated strongly for continuing increases to the Child Care and Development Block Grant, one of the main funding sources for child care subsidies for low-income families.

On the State level, we provided key support to the statewide Empire State Campaign for Children workforce survey that focused on the market rate, and for the second year, sponsored a bus for DCCNY members for Child Care Advocacy Day in February. It was a successful series of meetings with state legislators. We joined other statewide advocates to continue our work to bring the market rate to the 75th percentile in response to the rising minimum wage and the overall cost of care.

On the City level, we provided testimony in multiple City Council public hearings on the importance of salary parity and helped organize rallies and meetings with City Council members in conjunction with the Campaign for Children. The final city budget increased funding for child care vouchers by $19.7M that benefited 2,600 children from low-income working families.

NEW YORK CITY HOUSING AUTHORITY

There was productive advocacy with DCCNY member agencies that are located in New York City Housing Authority (NYCHA) buildings spurred by our report released in June 2018 on building health code violations. We met with Deputy Mayor J. Phillip Thompson to discuss the scope of the problem and possible solutions. Representatives from NYCHA, the Department of Education, the Administration for Children’s Services (ACS), and the Department of Health and Mental Hygiene (DOHMH), agreed to coordinate their work to expedite building repairs for child care programs located in NYCHA facilities.
Deputy Mayor Thompson also visited two DCCNY member child care sites in NYCHA buildings and was the guest speaker at our DCCNY Full Council meeting. We also worked in coalition with United Neighborhood Houses, and LiveOn New York, to advocate for additional state and local funding to support nonprofit organizations that operate human service programs in NYCHA community spaces. We will continue this advocacy as long as DCCNY members operate in NYCHA.

**DCCNY’S MEMBER ADVISORY COUNCIL**

The members of the DCCNY Member Advisory Committee (MAC) played a key role in the Day Care Council's public relations campaign, "Early Education Better Care". Advisory members developed public relations materials and organized launch events at their agencies. They also met with Comptroller Scott Stringer to discuss his "NYC under 3" proposal for universal infant and toddler care and hosted meetings in their centers to help publicize the initiative among families. The MAC also met with the Department of Education’s leadership on a quarterly basis to help support a smooth transition from the Administration for Children's Services to the DOE. These meetings provided the opportunity for direct input on the transition.

NYC Comptroller Scott Stringer held a press conference on May 17 to announce his report, *NYC Under 3: A Plan to Make Child Care Affordable for NYC Families*. The report focused on determining the total cost of increasing the salaries of certified teachers in community-based early childhood programs to the same level of salaries as their equally qualified counterparts in public schools. The results of the research study were compiled and released in May 2019 in the report *The Value of Early Childhood Educators: A Pathway Forward to Salary Parity for Community-based Providers.*

This year-long research project found that it would cost $83 million to provide true salary parity for certified teachers in community-based programs and maintain the existing salary differentials between the teachers and center directors. An additional $6 million was proposed to provide bonuses for support staff, bringing the total cost to $89 million. The salary research was presented to over a dozen policy makers, advocates, and community stakeholders in spring 2019. The NYC Council adopted the DCCNY’s cost estimate of $89 million and made it a recommendation in their official Budget Response to the Mayor’s 2018-2019 Executive Budget. Our advocacy on salary parity was successful as demonstrated in the Administration’s agreement to fund the salary increases for certified teachers over a three year period.

**Child Care Research and Analysis**

The Day Care Council of New York’s research focused on determining the total cost of increasing the salaries of certified teachers in community-based early childhood programs to the same level of salaries as their equally qualified counterparts in public schools. The results of the research study were compiled and released in May 2019 in the report *The Value of Early Childhood Educators: A Pathway Forward to Salary Parity for Community-based Providers.*

This year-long research project found that it would cost $83 million to provide true salary parity for certified teachers in community-based programs and maintain the existing salary differentials between the teachers and center directors. An additional $6 million was proposed to provide bonuses for support staff, bringing the total cost to $89 million. The salary research was presented to over a dozen policy makers, advocates, and community stakeholders in spring 2019. The NYC Council adopted the DCCNY’s cost estimate of $89 million and made it a recommendation in their official Budget Response to the Mayor’s 2018-2019 Executive Budget. Our advocacy on salary parity was successful as demonstrated in the Administration’s agreement to fund the salary increases for certified teachers over a three year period.

NYC Comptroller Scott Stringer held a press conference on May 17 to announce his report, *NYC Under 3: A Plan to Make Child Care Affordable for NYC Families*. The report focused on determining the total cost of increasing the salaries of certified teachers in community-based early childhood programs to the same level of salaries as their equally qualified counterparts in public schools. The results of the research study were compiled and released in May 2019 in the report *The Value of Early Childhood Educators: A Pathway Forward to Salary Parity for Community-based Providers.*

This year-long research project found that it would cost $83 million to provide true salary parity for certified teachers in community-based programs and maintain the existing salary differentials between the teachers and center directors. An additional $6 million was proposed to provide bonuses for support staff, bringing the total cost to $89 million. The salary research was presented to over a dozen policy makers, advocates, and community stakeholders in spring 2019. The NYC Council adopted the DCCNY’s cost estimate of $89 million and made it a recommendation in their official Budget Response to the Mayor’s 2018-2019 Executive Budget. Our advocacy on salary parity was successful as demonstrated in the Administration’s agreement to fund the salary increases for certified teachers over a three year period.
DCCNY/District Council 1707 Early Childhood Career Ladder (ECCL) program continued to register new participants while supporting the progress of students from previous cohorts. In the fall of 2018, thirty-five (35) students pursued a degree in early childhood education; a majority of students attended City University of New York colleges with 34% attending City College and 29% attending Brooklyn College. In the spring of 2019, enrollment in the ECCL program increased significantly. A total of 59 students pursued a degree in early childhood education, which included a mix of new students and students from previous cohorts. We are proud to note that 50 students pursued their CDA credential in fiscal year 2019. It should be noted that three individuals graduated with their Master’s degrees due to the financial support of ECCL.

Labor Relations and Mediation Service

The Labor Relations and Mediation Service (LRAS) provided continuous labor and personnel support to DCCNY members. Through a combination of training, consultations and mediation services, we helped members manage their unionized staff while avoiding violations of labor contracts and employment laws, employee grievances and costly arbitrations.

The 2018 - 2019 fiscal year was an active year for labor relations matters, due to increased advocacy to achieve salary parity. We advised members on how to support advocacy efforts during rallies while also remaining in compliance with staffing ratios. We were also actively involved in advising members about their legal rights and obligations when a potential labor strike was looming around May 2019.

The transition of EarlyLearn from the Administration of Children’s Services (ACS) to the Department of Education (DOE) raised many questions in the second half of the year for members, ranging from staff qualifications and new screening requirements to salary parity. Through sustained efforts by DCCNY, District Council 1707 and community advocates, salary parity became a realistic possibility. The New York City Council played a strategic role in recognizing our work on developing a concrete financial cost to implement salary parity for the entire child care and Head Start systems. Labor negotiations began in May and concluded in June 2019 with District Council 1707 and New York City’s Office of Labor Relations, resulting in a salary parity agreement for certified teachers starting October 1, 2019 and a bonus for support staff.
When we think of an Unsung Hero a few words come to mind: committed, steadfast, and earnest in what they do each and every day for so many. Most of the time their good works go unnoticed. It’s only when they are absent do we realize and ask, “where’s Jose, where’s Deborah, where’s Elaine?” Our early childhood education heroes are exactly where they need to be, doing what needs to be done.

We are proud to have had the opportunity to honor nine individuals who are employed or volunteer their skills to ensure their colleagues and the families they serve are well-cared for. Our heroes enrich our lives because of their steady presence. They may not realize how important their work and time is treasured among us.

On October 13, 2018, we were fortunate to recognize them at our Unsung Heroes Award Ceremony and Luncheon.

What would we ever do without our heroes? We are gratified that DCCNY members, along with our heroes’ families and friends, had a part in letting them know that they are loved and appreciated. Thank you!

DEBORAH CLOUD-MARCUS, Director
Contract Management/Division of Child and Family Well-Being Administration for Children’s Services

NINA DEMARTINI-DAY, Managing Partner
ddm development and services

JOSE GONZALES, Executive Director
Bushwick United Housing Development Fund, Inc.

LOIS C. LEE, Director
Queens Early Childhood Center
Chinese American Planning Council

MATTHEW MARCERON, President
Kaplan Early Learning Company

CONNIE V. MILLER, Vice President
DCCNY Board of Directors

ELAINE SHORT-KIRK, Executive Director
ATLED/Lucille Rose Day Care Center

IRMA VARNER, Chair of the Board of Directors
Bushwick Improvement Society, Inc.

GARDENIA WHITE, Chair of the Board of Directors
East Harlem Block Nursery, Inc.
Statement of Activities
YEAR ENDED JUNE 30, 2019

SOURCE OF INCOME
FY 2018
Grants from Government Agencies $ 9,247,444
Membership Dues and Fees 232,941
Fund Raising 49,278
Grants and Contributions 37,029
TOTAL $ 9,565,762

USE OF INCOME FY 2018
Child Care Resource & Referral $ 6,515,456
Child Care Food Program 1,398,332
Labor Relations Assistance Service 1,374,264
Management and General 258,078
Fund Raising 32,564
TOTAL $ 9,576,694

Operating change in net assets (10,932)
Net Operating Expense (100,000)
Net Investment Income (gain) 67,979
Total change in net assets ($ 42,953)

* Information derived from unaudited financial statements

Board of Directors FY 2018-2019 and Day Care Council Staff

BOARD OF DIRECTORS
OFFICERS
Lorenzo Newby, President
Jean Jerome, Vice President
Betty C. Jones, Vice President
Connie V. Miller, Vice President
Alice B. Owens, Vice President
Robert Gutheil, Treasurer
Pauline Schelman, Secretary

BOARD MEMBERS
Takiema Bunche-Smith
Wanda C. Carter
Pauline D. Chen
Carla Franklin
Pamela Haan
Kelly Haley
Vaughn Toney

DAY CARE COUNCIL STAFF
ADMINISTRATION
Andrea Anthony, Executive Director
Candy Solomon, Fiscal Consultant
Cheryl Bradley, Fiscal Consultant
Rosa Bernstein, Office Manager
Hyacinth Barnes, Assistant Office Manager

POLICY AND ADVOCACY
Lisa Casswell, Senior Policy Analyst

EARLY CHILDHOOD EMPLOYMENT PARTNERSHIP
Mai Mokuro, Senior Research Analyst
Maggie Graham, Research Assistant
Jennifer Meyer, Research Assistant
Roger Maloney, Research Assistant
Alejandro Tinajero, Research Assistant

CHILD CARE DIVISION
Joan Finko, Director
Astin Corbett, Health Care Consultant
Bridget Rodriguez, Special Projects Coordinator
Joshua Shirley, Program Assistant
Joy Jensen, Provider Specialist
Sofia Lopez, Provider Specialist
Ingrid Mann, Provider Specialist
Alvina McCoy, Provider Specialist
Roxie Morales, Provider Specialist
Jennifer Ortiz, Provider Specialist
Yvonne Hancock, Child Care Specialist
Jessica Lauriano, Child Care Specialist

INTERNS
Paloma Feliz
Shanel Smalls
DCCNY Affiliations

Campaign for Children
Child & Adult Care Food Program Sponsors Association
Child Care Aware of America
Federation of Protestant Welfare Agencies
Human Services Council
New York City Child Care Resource & Referral Consortium
New York State Early Care and Learning Council
Nonprofit New York
Winning Beginnings New York