



Celebrating 70 Years of Service  
to the Early Childhood Community

# Day Care Council of New York 1948-2018



70th Anniversary

**2017-2018  
ANNUAL REPORT**

## Mission Statement

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.

Re-adopted by the Board September 2012

## Dear Friends and Colleagues

As we reach our 70th Anniversary of service to the New York City child care community there is much to be thankful for, but there are new challenges that we must conquer and we will face them, confident in our members' collective expertise. We want to continue the legacy established by the founding advocates of the Day Care Council of New York. Those dedicated individuals worked tirelessly to convince federal, state and city officials of the importance of providing safe and affordable early childhood education.

Early childhood education remains a centerpiece issue in New York City. The Day Care Council of New York, our fellow advocates, and most importantly, YOU, continue to remind our elected officials that quality services require well-educated staff that are paid a salary comparable to their counterparts in the City's Department of Education. Equally important is the retirement benefits of those who are employed in the system. We have remained vigilant in advocating for the stability and growth in funding for salaries and retirement benefits, because we recognize that child care workers deserve it and a quality workforce is paramount to the survival of the system.

For the past two years, we have worked closely with the City and other advocates on the transfer of child care and Head Start program contracts from the City's Administration for Children's Services to the City's Department of Education (DOE). This significant change in the direction of early childhood education was made in 2016 and has led to much speculation and trepidation among

DCCNY members, advocates and parents. It is not clear how the City's early childhood programs will fare in an agency whose primary mandate is the education of thousands of older children.

DCCNY members' experience with DOE began in 1997, with the establishment of part-day Universal Pre-kindergarten (UPK). UPK is not a mandatory requirement for all young children. However, through the efforts of Mayor Bill de Blasio, UPK was expanded to a full-day program in 2014 and now serves approximately 65,000 children. To maintain and continue this expansion, nonprofits, specifically DCCNY members, must be involved. How this will be done and with what long term impacts are foremost on our advocacy agenda, along with salary parity for directors and teachers and the security of retirement benefits.

Your input and involvement is critical and appreciated. Together, let's continue to make our expertise and concerns heard. Thank you.

In partnership,



  
Lorenzo Newby  
Board President



  
Andrea Anthony  
Executive Director



## Child Care Division

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

DCCNY's Child Care Resource and Referral program (CCR&R) provided more than 1,850 one-on-one child care referrals to parents and families, processed approximately 80 Start-up and Health & Safety grants, and 35 Quality Assessment Improvement grants to child care providers to assist in improving program quality, and delivered over 2,300 hours of intensive technical assistance (one-on-one mentoring and coaching).

### EARLY CHILDHOOD TRAINING INSTITUTE

The Council's Early Childhood Training Institute offered over 650 training hours in both English and Spanish to approximately 770 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. For FY 2018, 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 250 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 continues 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.



## Public Policy and Advocacy

In February of 2018, Congress approved an investment of \$5.8 billion in Child Care and Development Block Grant (CCDBG) funding to be spent over a two year period. The State FY'18 budget included a \$7 million restoration for child care subsidies and directed the increased federal funding (\$80 million) towards the required set-aside for infant and toddler activities and new health, safety and quality requirements. The State budget also included an additional \$15 million investment in prekindergarten to expand half-day and full-day instruction for 3,000 three- and four-year-old children.

The Day Care Council organized its membership in support of this historic investment and sent a bus from New York City that effectively doubled the level of participation in the annual child care advocacy day on February 6, 2018. We provided facilitation for the launch of the new Empire State Campaign for Child Care (ESCCC), a grassroots effort to significantly increase State child care funding.

On the City level, we met with key members of the City Council and identified several spokespersons from among our member agencies for a video campaign on salary parity. We presented testimony at the City Council General Welfare and Budget hearings, and spoke at the special hearing on the transition of early childhood education from the Administration for Children's Services (ACS) to the Department of Education (DOE).

The Day Care Council's Advisory Committee continues its commitment of monthly meetings focusing on enrollment issues, Pre-Kindergarten, NYCHA facilities and the pending transition of EarlyLearn to the DOE. At the request of the DOE, DCCNY organized seven large meetings across the City so that our members had the opportunity to provide critical input on the transition.

## DCCNY Policy Report

The DCCNY Child Care Policy Report revealed that salary parity continues to be the number one policy issue of concern for member agencies.

RANKINGS OF POLICY CONCERNS	SCORE
1. <b>Salary Parity – Teachers &amp; Directors</b>	<b>1.77</b>
2. Adequate Funding for Program Operations	1.80
3. Competition for EarlyLearn/PKA & 3K Contracts	1.94
4. Transition of EarlyLearn to DOE	2.00
5. Labor Contract Re-negotiation and renewal	2.22

(1 = most important 3 = least important)



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**The Voices of DCCNY's Membership:  
A Briefing on the Critical Issues**

PREPARED BY  
MAI MIKSIC, Senior Research Analyst  
JENNIFER MEYER, Research Assistant

## Child Care Research and Analysis

DCCNY's research included the development of surveys and data collection tools, resulting in a comprehensive policy report on the most salient policy issues affecting our membership. The policy report covered topics relating to funding, staffing and salaries, building regulations and violations, health insurance, retirement benefits, and more. Data was collected from a sample of 58 member agencies, serving over 10,000 children. We have continued our investigation on the cost of salary parity for certified teachers in nonprofit early childhood education programs. The preliminary results were shared with community partners in May 2018 and feedback was used to refine research methods and analysis. A final report on salary parity is due out in FY 2018 – 2019. A long-term research project examining the differences in preschool classroom quality across all types of Early Learn funding models began in FY 2017. We are collecting DCCNY's Child Care Resource & Referral assessment data using the environmental rating scales for 33 classrooms across 29 child care centers. We anticipate releasing a report on this work in FY 2019.

## Early Childhood Career Ladder

In FY 2018, the Early Childhood Career Ladder (ECCL) program focused on recruitment, registration, and enrollment for the academic semesters of spring 2018 and fall 2018. ECCL administrators worked with **158 union members who were interested in pursuing a college degree** to develop academic action plans. In addition, **50 students enrolled in CDA coursework**, of which two (2) were DC 1707 Local 205 union members and 48 were new students entering the field of child care for the first time.

A majority of the first cohort of participants advanced in the program, with 57% of students who enrolled in coursework successfully completing their first semester and 19% of participants who deferred enrollment to fall 2018 actually moving on to enrolling in the summer of 2018. Advancing students had an average GPA of 3.47 and an average course load of 5 credits.



## Labor Relations and Mediation Service

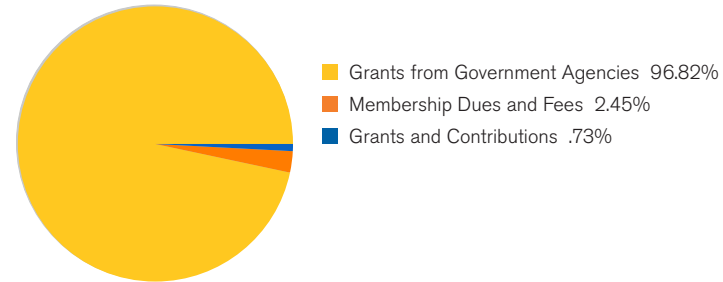
The Labor Relations and Mediation Service (LRAS) continues supporting DCCNY members with union relations matters, which includes legal advice on the interpretation of two labor contracts, managing labor grievances, conflict resolution through the mediation process, and support during labor arbitrations.

During the 2017-2018 fiscal year, DCCNY launched a Career Ladder program for Early Learn staff. The program consists of a pipeline to bring in newly trained staff, as well as tuition reimbursement programs so that current staff can increase their knowledge and obtain critical credentials in Early Childhood Education.

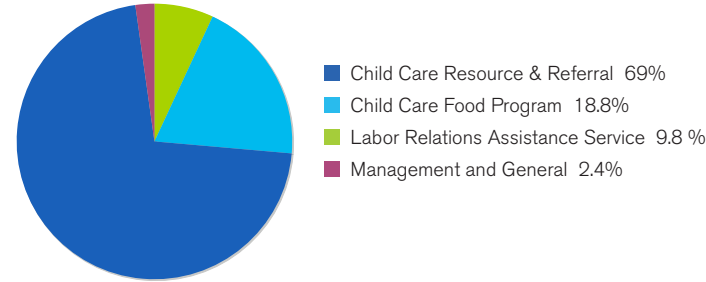
Several new employment laws went into effect in the past fiscal year. DCCNY members received training and legal support on how to comply with: 1) the New York State Paid Family Leave, 2) an increase in the New York State Minimum Wage, and 3) a New York City law prohibiting inquiries into salary history. The change in the Minimum Wage law resulted in several Early Learn positions being below the required hourly rate. We brought the problem to the attention of the Administration for Children's Services (ACS) and successfully advocated for increased funding, so DCCNY members could comply with the new minimum wage rates.

# Statement of Activities

YEAR ENDED JUNE 30, 2018



SOURCE OF INCOME	FY 2018
Grants from Government Agencies	\$ 9,648,966
Membership Dues and Fees	226,479
Grants and Contributions	<u>101,175</u>
<b>TOTAL</b>	<b>\$ 9,976,620</b>



USE OF INCOME	FY 2018
Child Care Resource & Referral	\$ 6,916,810
Child Care Food Program	1,715,792
Labor Relations Assistance Service	1,069,405
Management and General	<u>264,433</u>
<b>TOTAL</b>	<b>\$ 9,966,440</b>
Operating change in net assets	10,180
Net Investment Income (gain)	<u>87,264</u>
Total change in net assets	<b>\$ 97,444</b>

\* Information derived from un-audited financial statements

# Board of Directors FY 2017-2018 and Day Care Council Staff

## BOARD OF DIRECTORS

### OFFICERS

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 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

Wanda Carter  
 Pauline Chen  
 Pamela Haas  
 Pauline Sobelman  
 Vaughan Toney

## 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

Nilesh Patel, Esq., *Director*

### POLICY AND ADVOCACY

Lisa Caswell, *Senior Policy Analyst*

### EARLY CHILDHOOD EMPLOYMENT PARTNERSHIP

Mai Miksic, *Senior Research Analyst*

## CHILD CARE DIVISION

Jon Pinkos, *Director*  
 Yadira Rodriguez, *Assistant Director*  
 Clara Almanzar, *Infant-Toddler Provider Specialist*  
 Arden Corbett, *Health Care Consultant*  
 Margarita Feliz, *Provider Specialist Coordinator*  
 Yvonne Hancock, *Child Care Specialist*  
 Joy Jensen, *Provider Specialist*  
 Jessica Laureano, *Child Care Specialist*  
 Sophia Lopez, *Provider Specialist*  
 Almarie McCoy, *Provider Specialist*  
 Rosie Morales, *Provider Specialist*  
 Bridget Rodriguez, *Special Projects Coordinator*  
 Joshua Stoby, *Program Assistant*  
 I-Ling Tsai, *Infant/Toddler Specialist*  
 Keishla Hornsby, *Assistant Family Child Care Network Coordinator*  
 Karen McCray, *Assistant Family Child Care Network Coordinator*  
 Indra Moore, *Family Child Care Network Coordinator*

# CELEBRATING UNsung HEROES

## HONORING

### COMMUNITY PARTNER

TREY WILDER  
Senior Vice President, The Omni Agency

### PUBLIC SERVICE HONOREE

SHARON FRANCIS  
Budget Supervisor/Team Leader, Administration for Children's Services

### CHILD CARE COMMUNITY HONOREES

JOAN-ANN BOSTIC  
Board Chair, Atled (Lucille Rose Day Care Center)

MARY CHENG  
Education Director, Chinese American Planning Council

CAROLYN FLASH  
Program Coordinator, Afro American Parents

JAMES NATHANIEL  
CEO, Highbridge Advisory Council

VAUGHAN TONEY  
Board Chair, Tabernacle Day Care Center  
CEO, Friends of Crown Heights



### UNsung HEROES AWARDS CEREMONY 2017

**Special remarks by:** Ms. Chirlane McCray, First Lady of the City of New York  
Mr. David Hansell, Commissioner, Administration for Children's Services  
Ms. Kim Medina, Executive Director, District Council 1707

## 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  
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



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