

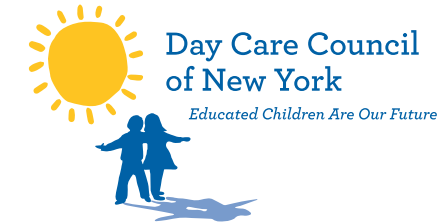


Day Care Council
of New York

Educated Children Are Our Future



2018–2019
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.



Dear Friends and Colleagues

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 1707 and District Council 37, the child care advocacy community produced the results that we are proud of and look 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 by 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 1707 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.

Join us as we work to commit to the realization that Educated Children Are and Must be Our Future.

Best Regards,




Lorenzo Newby
Board President




Andrea Anthony
Executive Director



DCCNY's PR campaign, **Early Education Better Care**, highlights the work of child care in communities. Families and children enjoy the day at Rena Day Care Center.

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.

Public Policy and Advocacy

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.

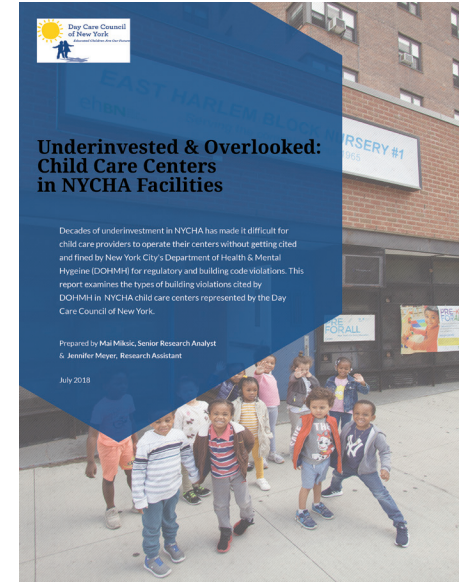
On the City level, we provided testimony in multiple City Council public hearings on the importance of salary parity and helped organize rallies and meetings with City Council members in conjunction with the Campaign for Children. The final city budget increased funding for child care vouchers by \$19.7M 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.



Senior Research Analyst Mai Miksic and Special Projects Coordinator Bridget Rodriguez facilitated a visit for Deputy Mayor J. Phillip Thompson and his senior staff to DCCNY member agency Grand Street Settlement House in July 2018.



DCCNY's report on child care centers located in NYCHA facilities led to increased advocacy for those centers.

Public Policy and Advocacy cont.

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.



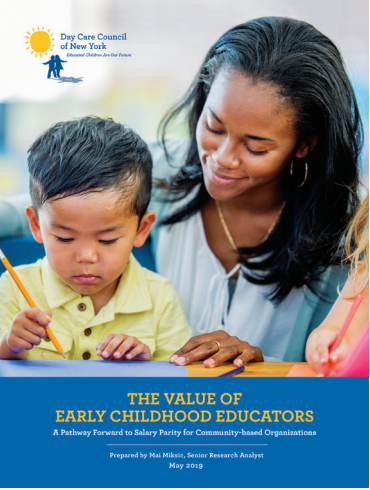
NY City Comptroller Scott Stringer held a press conference on May 17 to announce his report, *NYC Under 3: A Plan to Make Child Care Affordable for NYC Families*.

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.



2019 DCCNY Salary Parity Report

"...salary parity for early childhood teachers with the same education and certification credentials as their counterparts in the public school system is the right and just thing to do."

Early Childhood Career Ladder

The 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.



Representatives from early childhood education programs across the City meet with Career Ladder applicants twice a year.

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 com-



Staff and members celebrate the achievement of salary parity at this summer's press conference.

munity 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.



Top, L to R: Ms. Elaine Short-Kirk (l), Ms. Lois C. Lee (r), Mr. Matthew Marceron, Ms. Gardenia White (r), Ms. Nina DeMartini-Day (r). Bottom, L to R: Mr. Jose R. Gonzalez, Ms. Irma Varner (l), Mr. Connie V. Miller (seated), Ms. Debra Cloud-Marcus (l).

2018 Unsung Heroes

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!

HONORING 2018 UNSUNG HEROES

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

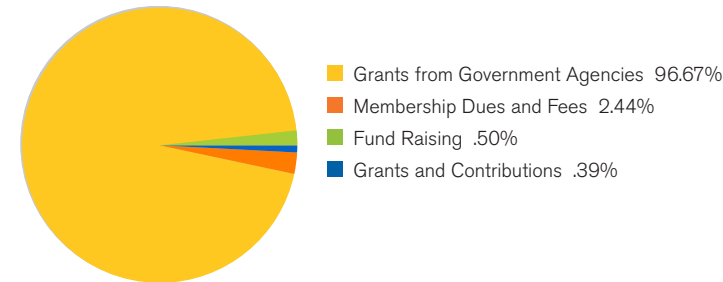
ELAINE SHORT-KIRK, Executive Director
ATLED/Lucille Rose Day Care Center

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

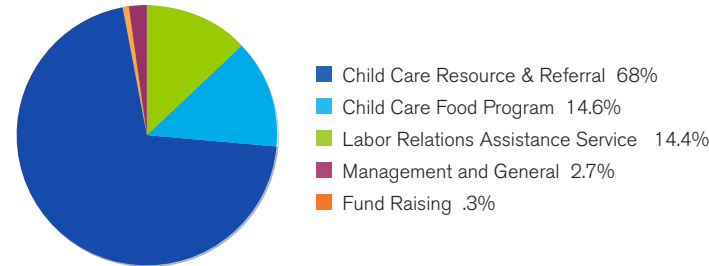
YEAR ENDED JUNE 30, 2019



SOURCE OF INCOME

	FY 2018
Grants from Government Agencies	\$ 9,247,444
Membership Dues and Fees	232,941
Fund Raising	48,278
Grants and Contributions	<u>37,099</u>
TOTAL	\$ 9,565,762

* Information derived from un-audited financial statements



USE OF INCOME

	FY 2018
Child Care Resource & Referral	\$ 6,515,456
Child Care Food Program	1,396,332
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)	<u>67,979</u>
Total change in net assets	(\$ 42,953)

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

BOARD OF DIRECTORS

OFFICERS

Lorenzo Newby, *President*
 Jean Jeremie, *Vice President*
 Betty C. Jones, *Vice President*
 Connie V. Miller, *Vice President*
 Alice B. Owens, *Vice President*
 Robert Gutheil, *Treasurer*
 Pauline Sobelman, *Secretary*

BOARD MEMBERS

Takiema Bunche-Smith
 Wanda C. Carter
 Pauline D. Chen
 Carla Franklin
 Pamela Haas
 Kelly Haley
 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*
 Kurt Jones, *Legal Intern*

POLICY AND ADVOCACY

Lisa Caswell, *Senior Policy Analyst*

EARLY CHILDHOOD EMPLOYMENT PARTNERSHIP

Mai Miksic, *Senior Research Analyst*
 Maggie Graham, *Research Assistant*
 Jennifer Meyer, *Research Assistant*
 Roger Maloney, *Research Assistant*
 Alejandro Tinajero, *Research Assistant*

CHILD CARE DIVISION

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

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

DAY CARE COUNCIL OF NEW YORK

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