

Maine Child Care Market Rate and Workforce Study

September 2002

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Funded by

Office of Child Care and Head Start
Community Services Center
Department of Human Services
State of Maine

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978-369-2001

Contents

Acknowledgments	3
Introduction.....	5
Methods	11
Survey Development.....	11
Focus Groups and Interviews.....	14
Projection Methodology.....	14
Results of Survey of Child Care Centers	15
Profile of Centers	16
Staff Profile	22
Program Revenues and Rates.....	36
Results of Survey of Family Child Care Providers	41
Profile of Family Child Care Homes	43
Profile of Providers	46
Program Revenues and Rates.....	52
Provider-Subsidized Costs of Care	59
Telephone Interviews with Family Providers	59
Focus Group of Family Providers.....	61
Meeting the Need for Child Care: Present and Future	65
Findings and Recommendations	71
Workforce Wages and Benefits	72
Recruitment and Retention.....	76
Provider Education.....	78
Child Care Supply.....	80
Accreditation.....	81
References.....	83
Appendices.....	86

Acknowledgments

The Maine child care market rate and workforce study was made possible by the contributions of numerous people and organizations.

The project was funded with Child Care Development Fund dollars, by the Maine Department of Human Services, Community Services Center, Office of Child Care and Head Start, under the direction of Carolyn Drugge.

Mills Consulting Group, Inc., a consulting firm specializing in child care and work life research and initiatives, managed the study. Mills Consulting Group developed the surveys, conducted research, and wrote the report in collaboration with Goodman Research Group, Inc., (GRG) a research firm specializing in evaluation. GRG managed and analyzed the data from the surveys.

We wish to express our appreciation to all of the Resource Development Centers across the state of Maine for their efforts in publicizing the surveys, contacting providers to encourage their participation, and taking part in research interviews. A special thanks to Child Care Connections in Portland for their help arranging the pilot testing of the survey, and to Carelink in Sanford for their help in setting up a focus group with family child care providers. Also thanks to Penquis Child Care and Community Concepts for agreeing to host the regional information meetings, if necessary.

We sincerely thank all of the child care center directors and family child care providers who completed the survey, and to all providers, center directors, and teachers that participated in telephone interviews and focus groups.

Finally, we would like to acknowledge the individuals who provided us with data, direction and support in many areas: Carolyn Drugge, Director, Office of Child Care and Head Start, Kerry Wiersma, Director of Contracted Community Services, Julie Sipser, contract manager, and Linda Elias, Executive Director, Child Care Connections.

Introduction

With an increasing number of children younger than five now spending a substantial amount of time in child care settings, there is a growing recognition of the importance of meeting the needs of children and families through comprehensive child care systems. When children receive quality care, they are supported in their development; when parents are supported in their ability to work, there are benefits for the family and for the broader society. In this way, investing in our child care system promotes our state and national goals of economic development, education, and child welfare.

An adequate supply of affordable quality child care is critical to the economies of every state. When available, it facilitates the work of parents, leading to a more reliable workforce that can increase tax rolls while reducing reliance upon welfare and other social services. The absence of suitable and reliable child care can result in absenteeism, tardiness, poor job performance, and unemployment (Campbell, et al. 2000). A National Conference of State Legislatures report refers to quality child care as a “crucial ingredient” in efforts to enact welfare reform and helping families reach self-sufficiency (Culkin, Groginsky & Christian, 1997).

High quality care and early education promote our state and national goals of having children ready for and succeeding in school. Several outcome studies have found that quality early care enhances a child’s educational level, level of socialization, and long-term earnings. Research on skill attainment reveals that high quality care is related to higher cognitive performance, higher language ability, and better pre-math and social skills (Karloly, 1998). These benefits translate into greater school success all the way through high school, including higher rates of grade promotion and graduation (NCCIC, 2002).

While in the past child care has been viewed as little more than a service that allows parents to work, today we recognize that it is more appropriately seen as an early education environment with a powerful effect on child outcomes. If the quality of a child care setting is high, children can thrive and develop optimally; if the quality is low, development can be compromised (Peisner-Feinberg, 1994). When this knowledge is translated into public policy that promotes quality child care, we all benefit.

Maine has rightfully received praise for its work on children’s issues and its correspondingly impressive indicators measuring children’s health, education and well-being. For example, Maine has below-average incidence of low birth-weight infants (Kids Count, 2002), has consistently scored near the top in National Assessment of Educational Progress test scores, and has been rated by 85% of Maine citizens as a good place to raise children (Hoff, 2002). The state’s innovative interagency Maine Children’s Cabinet has clearly made headway in its mission to “actively collaborate to create and promote coordinated policies and service delivery systems that support children, families, and communities” (Maine Children’s Cabinet, 2002).

Similarly, Maine has achieved a measure of success with progressive early education and care policies. Among its notable programs are Maine Roads to Quality (a comprehensive

career development system for the child care workforce), state child care income tax credits, and rate adjustments for care during non-traditional hours.

While Maine's child care system rates well in comparison to other states, the findings from the current analysis of Maine's child care market indicate that further improvement is necessary to meet the state's child care needs. These findings corroborate other research, such as the *2001 Maine Development Foundation Survey* in which slightly more than one in four respondents felt they did not have access to affordable, quality care, and with only two in five believing that they did. *Education Week*, which commended Maine's attention to children's issues, also noted that "Maine hasn't been as active on early-childhood issues as some other states have" (Hoff, 2002). Findings from the surveys for this report suggest specific areas that need attention. For instance, the reported average hourly wages for Maine's child care teachers are at the federal poverty guideline for a family of three and child care worker turnover is high. Waiting lists indicate a shortage of capacity, with families and children going unserved. In addition, accreditation rates in Maine, one measure of quality, are low.

While the connection between wages and quality and recruitment and retention has been firmly established (Whitebook, et al. 1989), compensation is still low, nationally and in Maine. In 1998, the Maine Department of Labor reported the average hourly wage for child care workers to be roughly on par with maids and rental clerks and below that of janitors. These findings are similar to that reported in this study for center teachers.

Family child care providers fare worse with reported hourly wages of approximately \$6.50. Research and the experience of other states supports a Portland-based referral center specialist's assessment that "Maine needs to find ways to raise child-care workers' wages before it can ensure every program has a high-quality staff" (Hoff, 1999).

In Maine, as nationally, inadequate compensation is a barrier to maintaining an adequate supply of child care (Center for Child Care Workforce, 1998). Nationally, the shortage of infant and toddler care is particularly troubling (Phillips & Adams, 2001), with a recent report assessing care for this group as "the most scarce, expensive, and disappointing from a quality perspective" (Olson, 2002). The numbers in Maine reflect this national problem; of centers serving the following age groups, 71% reported having a waiting list for infants, 56% have a waiting list for toddlers, and 59% have a waiting list for preschool children. Since access and parental choice are directly connected to the capacity of a child care system, the high percentage of waiting lists for the youngest and most vulnerable group is of significant concern.

Low wages are also correlated with provider turnover, with negative consequences not only on child care supply, but also on the quality of care children received (Hudson, 1994). A close, secure, and consistent relationship between children and their teachers has been shown as an important predictor of social, emotional and cognitive growth (Helburn, 1995). Research has demonstrated that children in programs with high staff turnover rates tend to be less proficient in language and social skills than those who had the benefit of more consistent care (Whitebrook, 1989). A survey of centers for this report showed a turnover rate of 27% for lead teachers and 31% for teachers.

Respondents indicated that better pay and/or benefits was the most common reason for staff leaving the field.

Considering quality issues in conjunction with the significant size of Maine's child care industry and its projected growth, policy must be increasingly mindful of workforce issues regarding wages and turnover. According to the survey for this report, 4,802 workers are employed in 58% of the licensed centers and 66% of the licensed family-based care programs. Based on these figures, the total number of workers employed in the licensed child care industry in Maine is larger than that employed by the heavy construction industry, the electronics industry, and the printing and publishing industry. Additionally, the Maine Department of Labor projects an increase of 1,068 new child care jobs from 1998 to 2008 (1998). The child care industry is thus not only of critical importance to the development of children, but, also, as a recent Vermont study concludes "is a critical component of economic development" (Windham Child Care Association, 2002).

Although there is no direct connection between wages and subsidy rates, the two are inextricably linked. A recent Child Care Bureau study concluded that rate policies "have an important effect on how a subsidized child care system interfaces with the wider child care system" (Karolak, Collins, & Stoney, 2001). The first step in setting subsidy rates, as noted in the Child Care Bureau paper, is a market rate study. In this report, market rates for centers and family child care providers are reported at the 50th, 75th, and 90th percentiles. It should be noted that market rates and cost can differ, and that cost is not always the primary factor that a provider uses in setting rates. In a focus group, family child care providers stated that the primary factor they used in setting rates was what they thought the market could bear. Similarly, family child care providers in this present survey reported "rates charged by other providers" as the most common factor considered when setting rates. Most often, these rates did not include costs such as rent, maintenance, utilities, or snow removal.

Program accreditation is frequently used as another indicator of quality in child care programs as well as a benchmark for improving the overall quality of child care systems. According to the National Association for the Education of Young Children (NAEYC, 2002), accreditation "provides a process through which early childhood professionals and families can evaluate programs, compare them with professional standards, strengthen the program and commit to ongoing evaluation and improvement" (NAEYC, 2002). To earn accreditation, a center or program must meet criteria that address all aspects of quality in the areas of health, safety, staff qualifications, classroom environment, learning programs, and children's activities. The National Association for Family Child Care (NAFCC) accreditation standards cover the following content areas: relationships, environment, activities, developmental learning goals, safety and health, and professional and business practices (NAFCC, 2002).

To increase the number of accredited programs, Maine Roads to Quality's Accreditation Facilitation Project provides financial and technical support to licensed providers who wish to seek national accreditation. The state also encourages accreditation through a

10% differential in reimbursement rates for accredited programs and by offering parents a double income tax credit for choosing accredited providers. The surveys of center and family providers for this report indicate that there is still work to be done. Centers reported that roughly 6% have earned national accreditation with an additional 21% of non-accredited programs working on accreditation. Family providers reported that 2% were accredited, with an additional 7% working on accreditation.

The Maine Office of Child Care and Head Start, the Maine Children’s Cabinet, and Maine’s Road to Quality have all contributed to the current successes within Maine’s child care system. Yet, findings from this study reveal that work still lies ahead in providing families with access to affordable, quality care. Along with increasing the overall number of licensed programs, giving attention to families with the greatest needs for care, and focusing on communities where quality programs are scarce should also be priorities. Ultimately, Maine’s unmet needs for care must be addressed by supporting higher wages and increased rates for contract reimbursement and for vouchers.

While the federal and state governments share the cost of child care with parents through subsidies, tax provisions, and by funding quality initiatives, child care is expensive — typically it is a family’s fourth largest expense after housing, food, and taxes (Hudson & Vlodayr, 1994). In all 50 states, as in Maine, the cost for full-time care in urban areas exceeds that of tuition at a public college (Schulman, 2000). Unfortunately, because child care is so expensive, parents often settle for less costly care that is likely to offer fewer developmental benefits, and, in fact, may be harmful to their child’s development. The negative consequences of these decisions are likely to have far-reaching impacts on society as a whole. When an adequate supply of affordable quality care is available, parents can work, employers can fill jobs, people can move off of welfare rolls, the tax base can grow, and children can thrive. When the supply is inadequate, the growth of our children, our families, and our economy is stunted.

Maine should be commended for recognizing that “raising children is a shared community responsibility” (Maine Children’s Cabinet, 2002) and for undertaking this study, which seeks to provide recommendations that will help accomplish the vision of setting children on the right path by improving access to affordable, quality care across the state. In Maine and nationwide, addressing child care challenges is not inexpensive; however, the costs of taking no action is far greater and will impact not only our children and families, but also our society at large.

The purpose of this study is to provide the Office of Child Care and Head Start with an analysis of the state’s child care market that will serve as the basis for recommendations regarding issues of market rate, workforce, accessibility, and quality.

The research profiles both licensed programs and the child care workforce within the following domains:

Qualifications, wages, benefits, and working conditions of child care providers

Current market rates for care in licensed programs

Current enrollment in existing programs and future projected need

The research design included multiple methods of data collection and analysis. Primary data were collected through statewide surveys of all licensed child care centers and all licensed family child care providers. Other data were collected from a variety of sources including examination of existing research and internet searches. Taken as a whole, the findings from this study present a snapshot of current conditions in the child care service market in Maine, and provide a starting point for policy decisions and for developing future child care and workforce initiatives.

This study was conducted as a collaborative effort by Mills Consulting Group, Inc. and Goodman Research Group, Inc.

Methods

To address the objectives identified by the Office of Child Care and Head Start, a study of Maine's child care market was conducted from March – June 2002. The following primary methods were applied in the collection of data:

Two surveys, distributed by mail to all licensed child care centers (N=712) and to all licensed family child care providers (N=2054) using the OCCHS licensing list

Telephone interviews and a focus group with child care providers

Telephone interviews with leading national child care organizations

Research on population trends and child care utilization

Research on general child care issues

Methods used to collect primary data are described in detail below.

Survey Development

Mills Consulting Group, Inc., in conjunction with Goodman Research Group, Inc., reviewed and discussed previous provider survey tools they had developed and solicited feedback from the Maine Office of Child Care and Head Start as well as Maine Association of Child Care Resource and Referral Agencies (MACCRRA) members. Two separate survey tools were developed, one tailored for center-based child care centers and another for family child care providers.

The survey instruments consisted of pre-coded multiple choice and yes/no questions. In order to increase the rate of response, the survey items were constructed to make responding as easy as possible. Questions were written on a 6th grade reading level to accommodate literacy issues in the provider population.

Categories of survey questions included aspects of program operation, such as administration, accreditation status, hours, fees, and enrollment as well as a profile of the child care providers including salary, benefits, education levels.

Pilot testing

During the pilot test period, input was sought from Carolyn Drugge and Kerry Wiersma of the Office of Child Care and Head Start as well as Resource Development Center (RDC) directors. With assistance from Linda Elias of Child Care Connections in Portland, Mills Consulting Group conducted a pilot test of the survey on March 20 in Yarmouth. Originally 26 providers had made a commitment to attend the meeting, however, because of a late day snowstorm, only four family child care providers and four center directors were in attendance. Nevertheless, the small group provided excellent feedback. Each survey question was evaluated for clarity and relevance. Revisions were subsequently made to the survey tools and the Office of Child Care and Head Start then made the final review of the instruments. (See Appendix A and B for survey instruments.)

Promotional efforts and incentives

The Office of Child Care and Head Start sent a letter to all providers prior to the survey mailing. (See Appendix C.) This letter announced the purpose and scheduling of the survey process and introduced Mills Consulting Group to the providers. The letter also stressed the importance of the survey and encouraged participation. The RDCs were asked to discuss the surveys with providers and some included articles in their newsletters.

To encourage participation by providers, incentives were developed. Providers who submitted their surveys by the deadline date were entered into a drawing. Prizes included a grand prize of a \$750 getaway weekend and four \$250 gift certificates to Lakeshore Learning Materials. Two family providers and two centers received the gift certificates to purchase educational items for their programs and one family provider was selected as the grand prizewinner.

Distribution

A total of 2,768 surveys were mailed on April 5, 2002 including 712 to licensed child care centers and 2,056 to family child care homes.

The survey was sent with a cover letter explaining the purpose of the survey, a description of incentives, and details about the regional information meetings (described below). (See Appendix D and E.) The cover letter also included a toll-free telephone number for Mills Consulting Group that providers could use if they had questions. Each program was assigned an identification number, printed on the survey, for the purpose of tracking responses. A postage paid envelope was included with each survey.

Regional information meetings

Two regional information meetings were planned to offer providers assistance if they had difficulty with questions on the survey. The meetings were planned for April 16 and 17, 2002 at Community Concepts in Lewiston and at Penquis Child Care in Bangor. Both meetings were eventually canceled as only one provider expressed interest in attending. Mills Consulting Group called this provider to assist her. In addition, sixty to seventy providers called Mills Consulting Group's toll free number with questions that were both thoughtful and sensible.

Collection and tracking of completed surveys

As the surveys were returned, tracking numbers were entered into a database. By the initial deadline for return, 1,017 surveys were returned. In late April a list of non-respondents was faxed to each RDC. The provider contact at each RDC was asked to make a phone call to every non-respondent in their catchment area to let them know they would be receiving another survey in the mail and to reiterate that participation was important. RDCs were given an incentive to make these calls; the RDC with the highest percentage of responding providers was awarded \$500 and the second and third highest each received \$250.

On April 30, a second survey was sent to all non-respondents. Surveys were collected and forwarded to Goodman Research Group, Inc. for data processing through May 20. Table 1 shows the total number of surveys mailed and the percentage returned by county. Due to the complexity of the data entry process and project deadlines, surveys returned after May 20 could not be included in the data analysis; however, an additional 10 centers and 51 family homes sent completed surveys through August 1.

Table 1 — Response Rate by County

County	# mailed	# Undeliverable	# delivered	# completed & returned	Response rate for county
Androscoggin	339	1	338	227	67%
Aroostook	107	1	106	89	84
Cumberland	590	10	580	414	71
Franklin	67	1	66	52	79
Hancock	94	-	94	71	76
Kennebec	319	7	312	238	76
Knox	61	2	59	37	63
Lincoln	76	1	75	48	64
Oxford	126	5	121	68	56
Penobscot	232	3	229	176	77
Piscataquis	24	-	24	20	83
Sagadahoc	79	-	79	59	75
Somerset	109	1	108	77	71
Waldo	83	3	80	54	68
Washington	53	-	53	42	79
York	407	26	381	201	53
Total	2,766	61	2,705	1,873	69%

Data entry and analysis

Code books for the *State of Maine Survey of Child Care Centers* and the *State of Maine Survey of Family Child Care Providers* were developed to give data entry staff specific guidelines to follow during their work. These guidelines ensured consistency when data entry staff encountered ambiguous survey responses. For example, when family child care providers were asked “On average, how many hours per week do you provide Family Child Care?” they often answered with a range (e.g., 35–45 hours per week). The

guidelines indicated that data entry staff should enter the midpoint (i.e., 40) of the range into the data file.

Once data entry was complete, the data were cleaned to resolve any data entry errors. The data were then analyzed using the SPSS statistical software package. During the market rate calculations, each data record was replicated based upon the number of slots (in each age group) served by a particular provider. This replication was done with DBMS/Copy software. The percentiles of interest were then calculated in SPSS.

Focus Groups and Interviews

A focus group and key informant interviews were used to elicit responses from those directly involved in the child care market in various regions of Maine. In this study, each RDC was asked to randomly select six family child care providers within their service area as part of the assessment of provider-subsidized costs. RDCs were provided with a worksheet and several interview questions to assist in gathering this information. (See Appendix F.) To expand the discussion, Mills Consulting Group conducted a focus group hosted by the Carelink RDC in York County, which was attended by eight family providers.

Projection Methodology

A variety of approaches are used for estimating the future need for care, assessing the unmet need for care, and identifying significant influences on child care markets in different geographic areas. The needs assessment used in this report includes a projection of the need for licensed care in 2007 and 2012, and analyses of unmet needs and factors that affect the demand for care. Each of these methods provides useful information about some aspect of the need for care.

An enrollment-based projection of the need for licensed care in 2007 and 2012 was performed by utilizing current enrollment figures, as reported in the surveys in this study, and population projections for Maine children less than age five. Assuming that the demand for licensed care and the child care market will remain relatively similar, these projections can be used as a baseline for assessing the future need for licensed care in Maine.

Because the future supply and demand for child care are impacted by a host of factors, multiple methods were used in addressing the issues of unmet needs, future needs, and socio-demographic factors that affect the need for care. Analysis includes the following data sources:

Provider survey responses concerning current enrollment and waiting list information

Population projections for Maine children less than five years old

Literature searches regarding demographic trends that influence the need for care.

Results of Survey of Child Care Centers

All 712 licensed child care centers in Maine were sent the *State of Maine Survey of Child Care Centers* (see Appendix A for a copy of the survey instrument). This section of the report presents the results from this survey.

Response Rate

Of the 712 licensed child care centers sent surveys in Maine, 415 surveys were completed and returned by a member of the child care center's staff; 39% of the respondents were program directors, 39% were center directors, and another 22% held a different position in the centers. The information within this report is based upon the responses from these 415 people. Fifteen surveys to centers were returned as undeliverable and five centers were reported closed by either a center owner or by an RDC. The overall response rate was 60%. An additional 11 centers returned the surveys after the final deadline and data from these surveys were not included in these results.

As shown below in Table 2, response rates for each of the 16 counties in Maine ranged from 34% in York County to 94% in Kennebec County. Centers from Cumberland County comprise the largest percentage of the sample (25%); this is also the county with the greatest number of responding child care centers (n= 103).

Table 2 — Response Rate per County

County	# mailed	# unde-liverable	# reported closed	# returned	County response rate	% of sample
Androscoggin	63	-	-	29	46%	7%
Aroostook	26	1	-	19	76	5
Cumberland	180	4	1	103	59	25
Franklin	15	-	-	10	67	2
Hancock	31	-	-	19	61	5
Kennebec	70	2	3	61	94	15
Knox	17	1	-	8	50	2
Lincoln	28	1	-	15	55	4
Oxford	40	2	-	22	58	5
Penobscot	62	1	-	38	62	9
Piscataquis	6	-	-	3	50	<1
Sagadahoc	23	-	-	17	74	4
Somerset	21	-	-	15	71	4
Waldo	16	1	1	10	71	2
Washington	16	-	-	13	81	3
York	98	2	-	33	34	8
Total	712	15	5	415	60%	100%

Profile of Centers

The majority of respondents (61%) described their center as a full-day center-based program. Less than one in seven respondents (15%) indicated that they work at a school-age program and less than 1% of described their center as a public school preschool. Almost one in four respondents (24%) felt that these three categories did not adequately describe their centers. These people checked “other” and indicated that they were half-day Head Start centers, nursery schools/preschools, or Montessori schools.

Accreditation

Just over one-third (34%) of the respondents reported that their center was accredited. Of these 135 centers, almost two-thirds (65%) have the Head Start Program of Quality or Excellence accreditation. Seventeen percent (17%) of the 135 accredited centers hold NAEYC accreditation. These 23 respondents comprise 6% of our entire sample.

Comments from most of the 18% of respondents who checked “other” indicate that they confused center accreditation with personal qualifications. However, a few respondents noted that their centers had a Montessori school accreditation or that they had filed papers for NAEYC accreditation.

Table 3 — Accreditation

Type of accreditation	% accredited (n=135)	% of all responding centers that are accredited (N=415)
Head Start Program of Quality or Excellence	65%	21%
NAEYC	17	6
NSACA	2	<1
Other	18	5

Of the 262 respondents who indicated that their centers are not accredited, 20% said their centers are working towards an accreditation. See Table 4 for this information.

Table 4 — Centers Conducting Accreditation Self Study

Conducting...	Non-accredited centers (n=262)
NAEYC self study	20%
NSACA self study	2

Hours of operation

Most child care centers (89%) in our sample provide care Monday through Friday for nine hours per day with hours ranging between two and seventeen hours per day. A very small percentage of centers (less than 1%) offer care seven days a week. The average number of weekend hours of operation are 8 hours (range 4–10), which is less than the *weekday* average. The remaining centers (10%) vary their hours throughout the week. For all centers, the most common opening times are 7:00 a.m. (26%), 6:30 a.m. (24%), and 7:30 a.m. (13%). The most common closing times are 5:30 p.m. (44%), 6:00 p.m. (14%), and 5:00 p.m. (12%).

Enrollment

The majority of respondents (88%) indicated that their centers serve preschoolers, while about half of them serve infants, toddlers, Kindergarteners, or school-age children. Two-

thirds (69%) currently serve children with documented special needs enrolled in their centers. Table 5 displays the percentage of child care centers that serve each age group.

Table 5 — Age Groups Served

Age group	% of responding centers serving this age group
Infant (n=360)	44%
Toddler (n=363)	55
Preschool (n=392)	88
Kindergarten (n=352)	56
School-age (n=344)	56

On average, a child care center in Maine currently has 6 infants, 10 toddlers, 23 preschoolers, 8 Kindergarteners, and 24 school-age children enrolled. However, these figures vary greatly among individual centers. Table 6 shows the average and range for the total number of children in care, as well as the number of children in full-time care, part-time care, and the number of children based on a full-time equivalent (FTE). Only those respondents who indicated that their centers serve a particular age group were included in these calculations. Note that for each age group there was at least one respondent whose center does not currently have any children enrolled in that age group.

Table 6 — Number of Children in Care

Age group	Average # of children in care (range)	Average # of children in <u>full-time</u> care (range)	Average # of children in <u>part-time</u> care (range)	Average # of <u>FTE</u> children enrolled (range)
Infant	6 (0–31)	4 (0–31)	2 (0–13)	5 (0–31)
Toddler	10 (1–49)	6 (0–46)	4 (0–20)	8 (0–46)
Preschool	23 (0–112)	12 (0–67)	13 (0–119)	17 (0–219)
Kindergarten	8 (0–100)	3 (0–29)	5 (0–48)	6 (0–31)
School-age	24 (0–200)	7 (0–80)	16 (0–200)	14 (0–150)

Respondents indicated how many full-time equivalent children they would like to have enrolled at their centers. A comparison of these numbers against current FTE enrollment suggests that respondents generally would like to have *more* children enrolled at their centers. See Table 7.

Table 7 — Desired FTE Enrollment

Age group	Average # of children desired (range)	Current average FTE (range)
Infant (n=126)	7 (1–30)	5 (0–31)
Toddler (n=154)	11 (2–60)	8 (0–46)
Preschool (n=283)	22 (1–105)	17 (0–219)
Kindergarten (n=125)	12 (1–75)	6 (0–31)
School-age (n=141)	29 (1–275)	14 (0–150)

Waiting lists

Waiting lists for infant care are more prevalent in child care centers than are waiting lists for other age groups. Almost three-quarters (71%) of centers have a waiting list for infants, while only 27% have a waiting list for Kindergarten care. See Table 8 for the percentage of respondents whose centers have a waiting list for the five age groups. The table also shows the average and range of children on the lists. Note that these figures are based upon those centers that serve the given age group and who answered that section of the question (i.e., 71% of the 157 centers serving infants indicated they have a waiting list).

Table 8 — Waiting Lists

Age group	% with waiting list	Average number of children on waiting list (range)
Infant (n=157)	71%	9 (0–79)
Toddler (n=199)	56	9 (0–50)
Preschool (n=283)	59	9 (0–90)
Kindergarten (n=198)	27	5 (0–73)
School-age (n=193)	35	6 (0–65)

Staff Profile

Respondents reported the average length of time staff members at their centers have been in the child care field. The numbers they provided suggest that people with more experience tend to hold positions with greater responsibility. For example, head or lead teachers generally have more experience than teacher assistants. By comparing the averages and medians (50th percentiles) shown in Table 9, we see that people with a great deal of experience raised these averages.

Table 9 — Staff Experience

Position	Average # of years in the child care field (range)	Median # of years in the child care field
Center director (n=349)	13 (<1–35)	12
Head or lead teachers (n=287)	9 (<1–40)	7
Teachers (n=267)	6 (<1–40)	5
Teacher assistants (n=218)	4 (<1–30)	3
Teacher aides (n=147)	4 (<1–40)	2

Staffing and turnover

As reported by respondents, the number of direct service staff in each position varies greatly from center to center. However, on average, centers in this survey employ 13 direct service staff. As would be expected, respondents reported that their centers have more teacher, teacher assistant, and teacher aide positions than director and head/lead teacher positions. See Table 10.

Table 10 — Staffing

Position	Average # of current staff (range)
Center director (n=350)	1 (1-4)
Head or lead teachers (n=281)	2 (1-7)
Teachers (n=264)	4 (1-28)
Teacher assistants (n=208)	3 (1-30)
Teacher aides (n=132)	3 (1-22)

Table 11 shows the number of respondents who reported that their centers experienced turnover in the past 12 months (i.e., 95 centers—46% of those centers that have teacher assistants—lost at least one teacher assistant in the past 12 months). For centers that experienced turnover, an average of one to two employees in any given position left their jobs in the past year. The average turnover rate for each position ranged from 16% for directors to 33% for teacher assistants. The turnover rate was calculated by totaling the number of current staff and the number of current vacancies for each position (e.g., director, teacher). This presented a total number of jobs for each position. The number of staff who left each position was then divided by the total number of jobs for each position.

Table 11 — Turnover During the Past 12 Months

Position	Average # of staff who left position in past 12 months (range)	% of centers with the position who lost at least 1 staff member	Average turnover rate for the position
Center director (n=350)	1 (1-2)	11%	16%
Head or lead teachers (n=281)	1 (1-5)	29	27
Teachers (n=264)	2 (1-9)	40	31
Teacher assistants (n=208)	2 (1-8)	46	33
Teacher aides (n=132)	2 (1-13)	30	20

Table 12 illustrates that job vacancies are more likely to be for a teacher assistant, teacher aide, or a teacher than for a lead teacher or director. Fifteen percent (15%) of the respondents (32 people) reported that their centers currently have at least one open teacher assistant position, while only 3% (nine people) reported that their center currently has a vacancy for the director position.

Table 12 — Staffing Vacancies

Position	# of centers with current staffing vacancies	% of centers with current staffing vacancies	Average # of current vacant positions (range)
Center director (n=350)	9	3%	1 (1-2)
Head or lead teachers (n=281)	17	6%	1 (1-2)
Teachers (n=264)	29	11%	2 (1-5)
Teacher assistants (n=208)	32	15%	2 (1-6)
Teacher aides (n=132)	19	14%	2 (1-6)

Respondents were asked to indicate the top three reasons that direct care staff have left their centers. The most common reasons were: staff members found a job with better pay and/or benefits outside the child care field (51%), they wanted to stay home with own children (25%), or they were going back to school (24%). See Table 13 for other reasons why staff leave their positions at child care centers.

Table 13 — Reasons for Leaving Position

Common reasons staff leave (n=323)	% who report reason as one of three most common
Found job with better pay and/or benefits <i>outside field</i>	51%
Staying home with infant or older children	25
Going back to school	24
Moved out of area	23
Burnout	22
Found job with better pay and/or benefits <i>within field</i>	22
Found jobs in the public school system	16
Found job with better hours	12
Offered better position at another center	10
Unable to find own child care	3
Other	23

Note: Percentages add to more than 100% as respondents were asked to indicate the three most common reasons.

Benefits and insurance

The most common benefit offered by Maine child care centers is financial assistance for in-service workshops, conferences, and other professional development activities. This is offered by 84% of the centers. Paid vacation is also quite common; 82% of the respondents indicated that it is offered at their centers. About three-quarters of the child care centers offer paid sick or personal time (77%), while more than two-thirds (68%) offer health insurance. Paid parental leave is offered by only 16% of the centers, making it the least common benefit. See Table 14 for other benefits that child care centers offer.

Table 14 — Available Benefits

Type of benefit (n=411)	% of centers that offer benefit to staff
Health insurance	68%
Dental insurance	43
Disability insurance	44
Retirement plan	52
Paid vacation	82
Paid sick time/personal days	77
Paid break time for staff	62
Reduced rates for children of staff	49
Financial assistance to cover courses for credit	65
Financial assistance for in-service workshops, conferences, etc.	84
Paid parental leave	16

When a benefit is offered to full-time employees, a greater percentage of centers offer it to their *entire* full-time staff rather than to just a *portion* of the full-time staff. For example, 64% of centers offer health insurance to their entire full-time staff, while only 4% offer this benefit to just a portion of their full-time staff. See Table 15 for more information.

Table 15 — Benefits to Full-Time Staff

Type of benefit (n=411)	% of centers that offer benefit to <u>all</u> full-time staff	% of centers that offer benefit to <u>some</u> full-time staff
Health insurance	64%	4%
Dental insurance	40	2
Disability insurance	43	1
Retirement plan	47	5
Paid vacation	73	8
Paid sick time / personal days	70	7
Paid staff break	58	2
Reduced rates for children of staff	45	4
Financial assistance to cover courses for credit	47	18
Financial assistance for in-service workshops, conferences, etc.	76	7
Paid parental leave	15	1
Other	21	<1

Similarly, when a benefit is offered to part-time staff, a greater percentage of centers offer these benefits to the *entire* part-time staff, rather than to a portion of it. See Table 16.

Table 16 — Benefits to Part-Time Staff

Type of benefit (n=411)	% of centers that offer benefit to <u>all</u> part-time staff	% of centers that offer benefit to <u>some</u> part-time staff
Health insurance	16%	12%
Dental insurance	13	6
Disability insurance	17	3
Retirement plan	20	7
Paid vacation	29	10
Paid sick time / personal days	31	9
Paid staff break	33	4
Reduced rates for children of staff	26	3
Financial assistance to cover courses for credit	25	14
Financial assistance for in-service workshops, conferences, etc.	46	12
Paid parental leave	4	4
Other	12	2

Fully 279 respondents (68%) indicated that their centers make health insurance available to their staff. Fewer of them detailed the way the cost of this insurance is divided between employers and employees. However, based upon those who did provide this information, it can be concluded that the majority of centers pay all or a portion of the cost. Very few of the centers (no more than 9%) require that employees pay the entire cost of health insurance. Also, a greater percentage of centers contributed toward the health benefits for full-time staff than for part-time staff. Table 17 displays this information.

Table 17 — Health Insurance Premium Payments

Position	% of centers paying...			Health insurance not available to the position
	100% of cost	a portion of cost	0% of cost; (employee pays all)	
Center director (n=222)	49%	43%	2%	6%
Full-time head or lead teachers (n=231)	43	45	3	9
Part-time head or lead teachers (n=153)	10	48	5	37
Full-time teachers (n=217)	38	46	4	12
Part-time teachers (n=153)	8	46	7	39
Full-time teacher assistants (n=169)	35	46	4	15
Part-time teacher assistants (n=137)	6	41	9	44
Full-time teacher aides (n=140)	18	49	5	28
Part-time teacher aides (n=131)	7	40	6	47

Difficulty in obtaining insurance

Respondents were asked to indicate if their centers had experienced any difficulty making health, dental, professional liability, or general liability insurance available to employees. As shown in Table 18 below, the expense of health and dental insurance is an obstacle for about two-thirds of the centers, while only 13% of the respondents indicated that cost is an obstacle in their center's acquisition of professional liability insurance. Most (98%) of the centers carry general liability insurance, and very few (5%) have found its cost to be a challenge.

Table 18 — Difficulty in Obtaining Insurance

Insurance	Too expensive	No difficulty	Employees have coverage elsewhere	Unable to find insurance company	Other
Health (n=329)	60%	21%	9%	1%	9%
Dental (n=345)	66	16	5	2	11
Professional liability (n=201)	13	74	N/A	4	9
General liability (n=238)	5	89	N/A	5	1

Working environment

Respondents indicated from a list of nine working environment features which ones that exist at their centers. Their responses show that the majority of centers offer parking (90%) and cooking facilities (89%); however, only 38% provide staff members with a staff lounge or teachers' room. Two-thirds (65%) of centers make available paid planning time for teachers and slightly more than half of the centers (54%) provide daily morning and afternoon breaks. The following table details the percentage of centers with these various working environment features.

Table 19 — Features of the Working Environment

Benefits (n=413)	% of centers with benefit available to staff
Adequate, safe parking	90%
Refrigerator space, cooking facilities	89
Professional development opportunities	83
Paid planning time	65
Daily morning and afternoon breaks	54
Adequate meeting space or conference room	52
Secure storage for personal items	51
Lunch away from children	42
Staff lounge/teacher's room	38

Education

Respondents indicated the number of staff members (directors, head or lead teachers, teachers, teacher assistants, and teacher aides) who have attained a particular education level from a list ranging from less than a high school diploma to a Master's degree in early childhood education or a related field¹. Respondents were asked to consider only each individual's *highest* educational level.

As might be expected, educational levels tend to increase with the seniority of the positions at the child care centers. Across all positions, the majority of people have at least a high school diploma (See Table 20).

Table 20 — Educational Levels

Education Level	% of total in each position				
	Directors (n=374)	Head or lead teachers (n=563)	Teachers (n=887)	Teacher assistants (n=614)	Teacher aides (n=311)
MA in early childhood education or related field	13%	5%	1%	<1%	0%
MA in another field	5	1	1	1	<1
BA in early childhood education or related field	26	25	13	6	3
BA in another field	11	8	7	7	3
AA in early childhood education or related field	12	14	9	4	2
AA in another field	4	6	5	7	3
Child Development Associate (CDA)	11	13	11	8	8
High school diploma/GED	17	28	52	64	67
Less than high school diploma	1	<1	1	3	14

Hours worked and income

As shown in Tables 21 and 22, the average hourly wages and average yearly salaries are generally higher for more senior positions within the child care centers. Those who are

¹ Related fields included human and/or child development and elementary education.

paid by the hour, on average tend to work slightly fewer hours than those who are on salary.

Table 21 — Average Hourly Wage and Hours Worked

Position	Average hourly wage	Average # hours worked per week
Center director	\$12.78	37
Head or lead teachers	9.82	36
Teachers	8.99	33
Teacher assistants	7.76	29
Teacher aides	7.55	25

When the hourly wage is calculated for those who are paid on salary, head or lead teachers and teachers make slightly more than their counterparts who are paid by the hour. However, directors, teacher assistants, and teacher aides who are on salary make slightly less than those in the same position who are paid by the hour.

Table 22 — Average Yearly Salary and Hours Worked

Position	Average yearly salary	Average # hours worked per week	Calculated hourly wage
Center director	\$27,570	45	\$11.87
Head or lead teachers	21,139	39	10.50
Teachers	15,281	32	9.25
Teacher assistants	12,008	31	7.51
Teacher aides	10,551	34	6.01

There are too few centers in our sample that have NAEYC accreditation (23 centers) to test for statistically significant differences between those centers that have the accreditation and those that do not. However, it is interesting to note that the average salaries and average hourly wages at the 23 accredited centers appear to be higher than at non-accredited centers.

Table 23 — Average Salary and Hourly Wage Based on Accreditation Status *

Position	Average Salary		Average Hourly Wage	
	With accreditation	Without accreditation	With accreditation	Without accreditation
Center director	\$36,570	\$26,811	\$15.43	\$12.85
Head or lead teachers	26,086	19,759	11.15	9.77
Teachers	30,000	13,361	8.94	9.05
Teacher assistants	20,000	11,247	8.97	7.73
Teacher aides	-	10,551	8.14	7.55

** These salary and wage figures do not include the “calculated hourly wage” figures show in Table 22. Only the actual salary or hourly wage reported by respondents is included in this table.*

Program Revenues and Rates

The annual operating budgets of the centers included in this survey vary greatly. The average figure was \$248,607, while the smallest annual operating budget reported was \$4,000 and the largest was \$3,000,000.

The table that follows shows the range and average amount of funding that centers receive from each of seven sources. Funding from Head Start, for those centers that receive it, comprised the largest percentage (73%, n= 97) of centers' operating budgets. For most centers, parent fees made up the largest percentage (63%, n= 314) of their funding. Only those centers that receive funds from a given source were included in the calculations. For example, of the 97 centers that receive funding from Head Start, these funds represent 73% of their budget.

Table 24 — Funding Sources

Source	Average % of operating budget from this funding source (range)
Head Start (n=97)	73% (1-100)
Parent fees (n=314)	63 (1-100)
Contracts (n=120)	27 (1-80)
Vouchers (n=193)	14 (0.5-75)
ASPIRE/TANF (n=170)	10 (0.5-50)
Non-governmental grants (n=49)	9 (1-75)
Fundraising (n=78)	7 (1-61)
Other (n=96)	20 (1-100)

Rate information

Survey respondents provided rates for full-time, part-time, and before- and after-school care for each age group their centers serve. The survey was designed such that providers

could fill in dollar amounts based upon their rate structures (e.g., hourly rate, part-day rate, weekly rate). Using information about the number of hours child care centers serve children per day, per week, and per month, these rates were then converted to represent hourly rates and weekly rates. State-wide 50th, 75th, and 90th percentiles are presented in the tables that follow; 75th percentiles at the county level are presented in Appendix G. Since these rates will be used in Maine's decisions about provider reimbursement, it is interesting to note that 77% of the respondents currently have children enrolled in their centers whose families receive child care subsidies or financial assistance to pay for child care.

Full-time care

More than three-quarters of the respondents (79%) reported that their centers provide full-time care (defined as 30 or more hours a week). On average, child care centers have children in their care for 9 hours a day, 42 hours a week, or 169 hours a month.²

The state-wide 50th, 75th, and 90th rate percentiles for full-time hourly and weekly rates are shown in Table 25. Only providers who indicated that they serve a given age group and provide full-time care were included in these calculations.

Table 25 — State-Wide Full-Time Care Percentiles

	Full-time hourly rates			Full-time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	\$3.16	\$4.00	\$4.44	\$135.00	\$154.00	\$163.45
Toddler	3.00	3.59	4.00	115.00	128.13	143.71
Preschool	2.96	3.33	4.00	116.00	133.00	150.00
School-age (vacation weeks & summer)	2.61	2.78	3.21	100.00	110.00	130.00

² The amount of time children are in full-time care ranged from 6–11 hours per full-day, 30–90 hours per week, and 120–220 hours per month.

Part-time care

Most (86%) of the respondents indicated that their centers provide part-time care for children (defined as fewer than 30 hours per week). Of those centers (n= 338), 90% provide a part-day scheduling option, and 94% provide a part-week scheduling option. On average, a child is in part-time care for four hours per part-day, eight hours per full-day, or 20 hours per part-week.³

The state-wide 50th, 75th, and 90th rate percentiles for part-time hourly and part-time weekly rates are shown in Table 26. Only providers who indicated that they serve a given age group and provide part-time care were included in these calculations.

Table 26 — State-Wide Part-Time Care Percentiles

	Part-time hourly rates			Part-time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	\$3.50*	\$5.25*	\$5.25*	\$140.00*	\$140.00*	\$155.00*
Toddler	4.00	5.38	7.00	112.00	136.00	170.00
Preschool	3.70	4.91	7.00	100.00	127.50	150.00

Note: Percentiles indicated with an asterisk () were computed on sparse data (fewer than 50 child care slots) and may not accurately reflect the amount providers charge.*

³ The amount of time children are in part-time care ranged from 1–10 hours per part-day, 3–15 hours per full-day, and 3–35 hours per part-week.

Before- and after-school care

Respondents whose child care centers provide before- and after-school care for Kindergarteners noted that on average, a Kindergartener spends five hours per day, 22 hours per week, or 89 hours per month at the center.⁴ For school-age children, these numbers averaged three hours per day, 16 hours per week, or 69 hours per month.⁵ The state-wide 50th, 75th, and 90th rate percentiles for before- and after-school care are shown in Table 27. Only respondents who indicated that their centers serve Kindergarteners and school-age children and who provided before- and after-school care rates were included in these calculations.

Table 27 — State-Wide Before- and After-School Care Percentiles

	Before- and after-school hourly rates			Before- and after-school weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Kindergarten	\$2.86	\$3.75	\$4.93	\$75.00	\$90.00	\$120.00
School-age	3.33	4.33	4.50	49.00	65.00	89.00

⁴ Providers reported that Kindergarteners in before- and after-school care spend anywhere from 2–9 hours per day, 1–47 hours per week or 4–184 hours per month with them.

⁵ Providers reported that school-age children in before- and after-school care spend anywhere from 1–7 hours per day, 4–42 hours per week or 16–168 hours per month with them.

Results of Survey of Family Child Care Providers

All 2,073 licensed family child care providers in Maine were sent the *State of Maine Survey of Family Child Care Providers* (see Appendix B for the survey instrument). This section of the report presents the results from this survey.

Response rate

Of the 2,073 licensed family child care providers across 16 counties who received surveys, 1,458 completed and returned the survey. Forty-six surveys were returned to Mills Consulting Group as undeliverable; therefore, the calculated response rate for family child care providers was 73%.

As shown in Table 28, response rates for each of the 16 counties in Maine ranged from 55% in Oxford County to 94% in Piscataquis County. Providers from Cumberland County comprise the largest percentage of our sample (21%); this is also the county with the greatest *number* of responding child care providers (n= 311). The response rate in Cumberland County was 75%.

Table 28 — Response Rate by County

County	# mailed	# unde- liverable	# returned	County response rate	% of sample
Androscoggin	276	1	198	72%	14%
Aroostook	81	-	70	86	5
Cumberland	410	6	311	77	21
Franklin	52	1	42	82	3
Hancock	63	-	52	83	4
Kennebec	249	5	177	73	12
Knox	44	1	29	67	2
Lincoln	48	-	33	69	2
Oxford	86	3	46	55	3
Penobscot	170	2	138	82	9
Piscataquis	18	-	17	94	1
Sagadahoc	56	-	42	75	3
Somerset	88	1	62	71	4
Waldo	67	2	44	68	3
Washington	37	-	29	78	2
York	309	24	168	59	12
Total	2,054	46	1,458	73%	100%

Most (94%) of the 1,458 respondents (n= 1,371) reported that they currently provide family child care in Maine. The information within the rest of this report is based upon these 1,371 providers. Table 29 shows the percentage of respondents from each county who indicated that they are no longer providing family child care.

Table 29 — Percent of Respondents No Longer Providing Family Child Care

County	% of respondents no longer providing family child care
Androscoggin (n=198)	4%
Aroostook (n=70)	1
Cumberland (n=310)	10
Franklin (n=42)	2
Hancock (n=52)	6
Kennebec (n=177)	4
Knox (n=29)	4
Lincoln (n=32)	3
Oxford (n=45)	7
Penobscot (n=137)	8
Piscataquis (n=17)	12
Sagadahoc (n=42)	0
Somerset (n=62)	7
Waldo (n=44)	5
Washington (n=29)	7
York (n=167)	10
Total respondents (N=1,453)	6%

Profile of Family Child Care Homes

Hours of operation

On average, family child care providers in Maine offer care for 50 weeks per year (range= 2–52) and for an average of 11 months (range= 0–12). Most family child care providers (91%) offer care Monday through Friday for an average of 11 hours each day. A small percentage (2%) offers care seven days a week; on average, these providers are open for 12 hours on Saturday and 13 hours on Sunday. The hours of operation for the

remaining 7% of providers vary throughout the week. For all providers, the most common opening times are 7:00 a.m. (33%), 6:30 a.m. (24%), and 6:00 a.m. (17%). The most common closing times are 5:30 p.m. (37%) and 5:00 p.m. (34%).

As shown in Table 30, early morning care (before 7:00 a.m.) is the most commonly offered non-traditional hour care offered by family child care providers. While more than half of them offer early morning care, fewer than one-quarter offer evening (after 6:00 p.m.), weekend, or overnight care.

Table 30 — Non-Traditional Hour Care Offered More Than Once a Month

Type of care (n=1,391)	Currently offer	Currently do not offer
Early morning (before 7 a.m.)	59%	41%
Evening (after 6 p.m.)	21%	79%
Overnight	20%	80%
Weekend	20%	80%

Table 31 shows the percentage of people who plan to offer each type of non-traditional hour care in the future and those who would offer the care if families requested it.

Table 31 — Future Plans for Non-Traditional Hour Care

Type of Care	Of those who do <u>not</u> currently offer	
	Plan to offer in future:	Would offer if requested:
Early morning (n= 571)	2.5%	30%
Evening (n=1,102)	<1%	16%
Overnight (n=1,114)	<1%	12%
Weekend (n=1,108)	<1%	11%

Enrollment

The majority of family child care providers accept infants, toddlers, preschoolers, kindergarteners, and school-age children, and 69% of them currently serve children with documented special needs. Table 32 displays information about the percentage of respondents who serve each age group.

Table 32 — Age Groups Served

Age group	% serving
Infant (n=1,262)	77%
Toddler (n=1,306)	89
Preschool (n=1,325)	95
Kindergarten (n=1,313)	89
School-age (n=1,307)	86

Respondents to the family child care survey indicated that their businesses had a licensed capacity ranging from one to twelve children, with an average of ten children. The desired number of children that they wished to care for, on average, was 8 (range= 0–30).

The following table shows the average number of children in care with providers who serve a particular age group. The range of children in care is shown in parentheses beneath the average. For example, family child care providers care for an average of one full-time infant, but the responses ranged from one to ten full-time infants.

Table 33— Number of Children in Care

Age group	Average # of children in <i>full-time</i> care (range)	Average # of children in <i>part-time</i> care (range)
Infant	1 (1–10)	1 (1–12)
Toddler	2 (1–10)	2 (1–9)
Preschool	3 (1–12)	3 (1–22)
Kindergarten	2 (1–8)	2 (1–7)
School-age	3 (1–17)	4 (1–16)
Total	6 (1–43)	5 (1–29)

In addition to the enrolled children, 41% of the family child care providers care for at least one of their own children during their business house.

Profile of Providers

Respondents have quite a range of experience in the family child care field; they reported that they have been providing family child care from as little as less than a year to as many as 43 years. The average amount of experience in the field was nine years. When asked how much longer they anticipated providing family child care, on average, respondents planned to continue providing family child care for six years; however, their responses ranged from one month to 35 years.

Burnout is the primary reason this group of family child care providers would leave the profession, as cited by 17% of the respondents. See Table 34 for other reasons family child care providers would stop providing care.

Table 34 — Reasons for Leaving the Family Child Care Profession

Reason for leaving family child care	% of providers (n=1307)
Burnout	17%
Better pay/benefits <i>within</i> child care field	14
Retirement	14
Better pay/benefits <i>outside</i> of the child care field	12
Own child is of school-age	10
Get job with better hours	5
Get job in public school system	5
Go back to school	4
New baby	1
Unable to hire assistants	<1
Other	18

Use of assistants

One in five (20%) family child care providers responding to this survey employ assistants. Of those who employ assistants, 17% have had to hire an assistant in the past year because a previous assistant quit.

When they have assistants, family child care providers generally work with one to three of them (average of one). On average, assistants have between five and seven years of experience in the child care field, and work 19–26 hours per week with the family child care providers. Their average hourly wage is about \$7.00, but it can range anywhere from \$2.00 to \$20.00 per hour.

Education

Slightly more than one-third of family child care providers (34%) have some education beyond high school. Approximately 13% have a Bachelor's degree or higher. The highest educational level for almost two-thirds of the assistants (63%) is a high school diploma, while 26% of them have pursued education beyond this level. Table 35 shows the percentage of people who have achieved each of nine different educational levels. Note that if the family child care providers used assistants, they also reported the educational levels of these assistants.

Table 35 — Educational Levels

Education level	% of family child care providers (n=1322)	% of assistants (n=467)
MA in early childhood education or related field	<1%	<1%
MA in another field	1	2
BA in early childhood education or related field	5	3
BA in another field	6	5
AA in early childhood education or related field	5	5
AA in another field	12	7
Child Development Associate (CDA)	5	4
High school diploma/GED	64	63
Less than high school diploma	2	11

Accreditation

A small number of the survey respondents (28 providers or 2%) reported they have earned their accreditation from the National Association for Family Child Care (NAFCC). An additional 88 respondents (7%) were conducting the NAFCC self-study at the time of the survey. Sixteen percent (16%) of the respondents (n= 210) noted that they have another type of accreditation, but comments from many of them indicate that they were referring to their state license or their Quality Certificate.

Benefits and insurance

Table 36 provides an overview of the benefits and insurance carried by family child care providers. Approximately three-quarters of respondents have health insurance (78%) and liability insurance (73%)⁶. Slightly more than half (56%) have dental insurance and half (50%) give themselves paid vacations. About a third (30%) take paid sick or personal time and the same percentage (30%) have a retirement plan (See Table 36). Many providers did not respond to each section of this survey question. Therefore the percentages show on Table 36 represent only the percentage of those that provided a response for that particular benefit. For example, of the 851 providers that responded to the disability insurance section, 17% have this benefit.

⁶ 3% of the respondents did not know whether or not they carried general liability insurance.

Table 36 — Benefits and Insurance

Benefit / insurance	% of providers with this benefit / insurance
Health insurance (n= 228)	78%
Liability insurance (n=1,347)	73
Dental insurance (n=1,132)	56
Paid vacation (n= 893)	50
Paid sick/personal time (n=796)	30
Retirement plan (n=926)	30
Financial assistance for workshops, conferences, etc. (n= 679)	25
Financial assistance for credit-bearing courses (n= 683)	23
Disability insurance (n= 851)	17

Benefits and insurance: A closer look

In order to learn more about the source of the benefits and insurance listed in the previous table, we asked respondents to indicate whether they had a given benefit or insurance through their family child care business, through another family member’s job, or through a government program. Their responses suggest that those who have health insurance usually obtain it through another family member’s job. This trend also holds for dental insurance, although fewer of the survey respondents have this type of insurance. One-quarter of respondents have secured financial assistance for workshops and conferences (25%) and financial assistance for credit-bearing courses (23%) through their family child care business. Half of them (50%) take paid vacation and slightly less than one-third (30%) take paid sick/personal time through their child care business. For ease of comparison, the items in Table 37 are in the same order as they are in Table 36 (with the exception of liability insurance).

Table 37 — Source of Benefits and Insurance

Insurance/benefit	% through own FCC business	% through family members' job	% through government program	% unavailable or unaffordable
Health insurance (n=1,228)	5%	67%	6%	22%
Dental insurance (n=1,132)	2	52	2	44
Paid vacation (n=893)	50	N/A	N/A	50
Paid sick/personal time (n=796)	30	N/A	N/A	70
Retirement plan (n=926)	8	21	1	70
Financial assistance for workshops, conferences, etc. (n=679)	25	N/A	N/A	75
Financial assistance for credit-bearing courses (n=683)	23	N/A	N/A	77
Disability insurance (n=851)	4	12	1	83

Difficulty in obtaining insurance

Respondents indicated if they had experienced any difficulty in obtaining health, dental, or general liability insurance. As shown in Table 38, the *cost* of health and dental insurance is clearly an obstacle for approximately half of the family child care providers. The ability to *find* an insurance company was not a significant obstacle.

Table 38 — Difficulty in Obtaining Insurance

Insurance	Too expensive	Unable to find insurance company	Other	No difficulty
Dental (n=1,057)	58%	6%	4%	32%
Health (n=1,055)	48	2	4	46
General liability (n=1,093)	19	12	7	62

Program Revenues and Rates

Family child care providers reported that they work an average of 60 hours per week (range= 5–144 hours) for an average income of \$1,650 per month. This represents an annual income of \$19,800.⁷

Survey respondents were asked to indicate how much money per month they receive from parent fees, government funding, and other sources. Table 39 displays the range and average amount providers reported receiving from each source. Only those who receive funds from a specified source were included in the calculations. When asked to describe the “other” programs from which they receive funds, very few providers wrote in descriptions. However, about 5% of them (75 people) noted that their “other” funding came from a food program. In addition, a few (3%) of the respondents (45 people) indicated that they participate in the Head Start/Home Start program.

Table 39 — Source of Revenue

	Average amount received per month	Range
Parent fees (n=965)	\$1,593	\$25 – \$6,750
Government funding (vouchers, contracts, ASPIRE/TANF) (n=423)	\$520	\$20 – \$6,480
Other (n=492)	\$906	\$40 – \$6,601

Rate information

This section of the report outlines factors that providers consider when setting their rates, additional charges to families, and state-wide rate percentiles for full-time, part-time, and before- and after-school care.

Setting rates

Family child care providers indicated the top three items they take into consideration when setting their rates. As shown in Table 40, 71% of survey respondents consider the rates charged by other providers when they set their rates, and about half of them

⁷ It was clear that several people interpreted the question about gross monthly income to mean gross annual income (e.g., \$39,000 per month is an unrealistically high monthly income for a family child care provider). To adjust for this misinterpretation, we divided such responses by 12 to estimate the respondents’ monthly income. This became more difficult as we approached figures that could represent either yearly or monthly income (e.g., \$6,833 per month, or \$6,833 per year) and we chose to leave these in the data set as monthly income. As such, we speculate that the average monthly and yearly income figures reported here might be slightly elevated.

consider the value of their own time and the cost of consumable items (47% and 46%, respectively).

While the survey did not specifically address this factor, 65 people wrote on the survey that they consider what families in their area can *afford*. It is possible that other providers also base their rates upon this factor but did not write it in. However, only 9% of the survey respondents offer discounted rates to families based upon their financial situation. More than two-thirds of the respondents (69%) offer families discounted rates for multiple children.

Table 40 — Factors Providers Consider when Setting their Rates

Factor (n= ranges from 1,398 – 1,400)	% considering this factor when setting rates
Rates charged by other providers	71%
Value of provider's time	47
Consumable items	46
Utility costs	33
Professional development activity fees	31
Repairs/maintenance	30
Other insurance (non-health)	27
Rent/mortgage	23
Pay for assistants	20
Property taxes	18
Paid vacation time	18
Health insurance	12
Retirement savings	8
What families in care can afford	5

Extra charges to families

In addition to the regular rates that providers charge for care, providers sometimes charge families extra for services or request that families bring supplies for their children (e.g., diapers). Respondents to this survey were asked to indicate, from a list of 11 items, which additional items families pay for or bring to the child care home. A large majority of respondents (84%) require families to bring or pay for diapers, while virtually none of them do so for classroom materials. See Table 41 for more information.

Table 41 — Extra Charges to Families

Service	% charging extra or requiring families to provide
Diapers (n=1,403)	84%
Late pick-up (n=1,399)	51
Formula/baby food (n=1,400)	50
Wipes (n=1,401)	49
Early drop-off (n=1,400)	18
Field trips (n=1,399)	16
Specialty classes (swim, dance, etc.) (n=1,399)	10
Meals (n=1,399)	6
Registration fee (n=1,399)	6
Snacks (n=1,400)	3
Classroom materials (n=1,399)	1

Market rates: state-wide percentiles

Survey respondents provided rates for full-time, part-time, and before- and after-school care for each age group they serve. The survey was designed such that providers could fill in dollar amounts based upon their rate structures (e.g., hourly rate, part-day rate, weekly rate). Using information about the number of hours providers serve children per day, week, and month, these rates were then converted to represent hourly and weekly rates. State-wide 50th, 75th, and 90th percentiles are presented below; 75th percentiles at the county level are presented in Appendix G.

Full-time care

Virtually all of the respondents (99.9%) provide full-time care (defined as 30 or more hours per week); only two of them noted that they do not. Slightly fewer of them (95%) provide full-time care for school-age children during the summer and school vacation weeks. On average, family child care providers report that children are in their care for 9 hours per day, 45 hours per week, or 182 hours per month.⁸

The state-wide 50th, 75th, and 90th rate percentiles for full-time hourly and weekly rates are shown in Table 42. Only providers who indicated that they serve a particular age group and provide full-time care were included in these calculations.

⁸ The amount of time children are in full-time care ranged from 6–14 hours per full-day, 30–84 hours per week, and 120–380 hours per month.

Table 42 — State-wide Full-Time Care Percentiles

	Full-time hourly rates			Full-time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	\$2.30	\$3.00	\$3.67	\$100.00	\$115.00	\$125.00
Toddler	2.10	2.71	3.33	90.00	100.00	125.00
Preschooler	2.00	2.63	3.33	90.00	100.00	112.50
School-age (vacation weeks & summer)	1.89	2.35	3.00	80.00	90.00	100.00

Part-time care

Most (91%) of the family child care providers indicated that they provide part-time care for children (defined as fewer than 30 hours per week). On average, a child is in part-time care for seven hours per part-day, eight hours per full-day, or 23 hours per part-week.⁹ The state-wide 50th, 75th, and 90th rate percentiles for part-time hourly and part-time weekly rates are shown in Table 43. Only providers who indicated that they serve a given age group and provide part-time care were included in these calculations.

Table 43 — State-wide Part-time Care Percentiles

	part-time hourly rates			Part-time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	\$3.00	\$4.00	\$5.00	\$100.00	\$125.00	\$150.00
Toddler	3.00	4.00	5.00	100.00	125.00	150.00
Preschooler	3.00	3.83	4.62	85.00	105.00	140.00

⁹ The amount of time children are in part-time care ranged from 2–10 hours per part-day, 4–21 hours per full-day, and 3–30 hours per part-week. Note that the flexible schedules of family child care providers would make it possible for a child to be in care for an overnight (e.g., 21 hours per full-day) once per week and still be within the boundaries of part-time care.

Before- and after-school care

Family child care providers also indicated the number of hours Kindergarteners and school-age children are in before- and after-school care and the rates they charge for that care. On average, a Kindergartener spends five hours per day, 24 hours per week, or 99 hours per month in before- and after-school care.¹⁰ On average, a school-age child spends three hours per day, 15 hours per week, or 55 hours per month in before- and after-school care.¹¹

The state-wide 50th, 75th, and 90th rate percentiles for before- and after-school care are shown in Table 44. Only providers who indicated that they serve Kindergarteners and school-age children and provided before- and after-school care rates were included in these calculations.

Table 44 — State-Wide Part-Time Care Percentiles

	Before- and after-school hourly rates			Before- and after-school weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Kindergarten	\$2.83	\$3.33	\$4.00	\$60.00	\$75.00	\$90.00
School-age	3.00	3.50	4.55	40.00	50.00	60.00

¹⁰ Providers reported that Kindergarteners in before- and after-school care spend anywhere from 1–13 hours per day, 5–50 hours per week or 3–160 hours per month with them.

¹¹ Providers reported that school-age children in before- and after-school care spend anywhere from 1–13 hours per day, 1–30 hours per week or 3–125 hours per month with them.

Provider-Subsidized Costs of Care

Child care providers often subsidize the cost of child care with their time and by purchasing items for the children they care for without requesting reimbursement from families. Most providers are aware of their contribution to the cost of child care, however, few are aware of the extent of their contribution.

To examine this issue, Mills Consulting Group worked with provider contacts at the Resource Development Centers to conduct telephone interviews with randomly selected family child care providers. A total of 62 home-based providers responded to a structured interview regarding ways in which they subsidize the cost of child care. Approximately 3% of all family child care homes were included in this study. In addition, Mills Consulting Group conducted a focus group with nine providers to solicit further information.

Telephone Interviews with Family Providers

Interviews, conducted in late May, are summarized by topic. See Appendix F for a list of interview questions. Illustrative comments made by respondents are included in each section in italics.

Caring for children without charging a fee

Almost half (n= 28 or 45%) of those interviewed report that, under certain circumstances, they provide child care to their regular clients without charging a fee. Providers estimated that this care would cost families, if charged, an average of \$258 per month.

We had quite a few parents who were always late picking up. We say we have a late fee but we never charge...

I have occasionally provided care overnight without charging. I find parents don't want to pay if their child is asleep.

Use of unpaid assistants

The use of providers' family members or friends as unpaid (or below minimum wage) assistants is quite common in family child care settings. Almost two-thirds (60%) of those interviewed engage in this practice or use a barter system for payment.

My son helps with child care. I do not pay him minimum wage. Cannot afford it. I pay him what I can.

I do a barter system with one of my friends. Her children come one or two days in exchange for her assistance on one day.

Unpaid maintenance and repairs

More than three-quarters (n= 49 or 79%) of respondents report that family members provide maintenance and repair service to the child care business free of charge.

Providers estimated that the monthly monetary value for these activities ranges from \$25 to \$1,200.

My husband and son are constantly working on the child care.

Friends and my father fix pipes, do repairs to toys and equipment. This question made me think about how much they do for me.

Materials and supplies

Three-quarters (79%) of the 62 providers interviewed purchase some child care materials and supplies for which they do not charge their clients. Respondents estimate that they spend an average of \$207 per month on these items; however, many do consider these expenses when filing taxes.

Parents are supposed to provide everything. They forget and I'm always picking up something out of the goodness of my heart.

All supplies are charged to the business. I claim everything on taxes. I have an accountant.

Transportation costs

Most family child care providers interviewed do not transport the children they care for, however 14 providers do offer this service but do not charge an extra fee. These providers estimated the cost of their auto expenses and their time spent driving to be between \$15 and \$200 per month.

Never thought about charging to transport (children).

Non-child caring activities

Two thirds of interviewed providers (n= 40, 65%) do not charge for the time they spend on activities to support their child care business such as shopping for supplies, cleaning or doing paperwork. Many had not considered this time as part of their business. Providers were asked to calculate the monthly dollar amount for this part of their child care business; they estimated an average of \$254 per month.

I spend three hours a week on paperwork. I do not consider it child care time and we are not paid.

I do a lot of work that I do not see as child care time but I guess it is.

I hadn't thought about it before now.

Conference attendance and professional journals

Most providers (89%) do not consider their time attending educational activities or professional development conferences when they set their rates. The cost of these

activities ranged from \$10 to \$1,200 per year. Additionally, most providers (79%) did not consider subscriptions to professional journals when setting their rates. The cost of these subscriptions ran from \$7 to \$125 per year.

Focus Group of Family Providers

The focus group was arranged by Carelink RDC in Sanford, Maine and was held in the evening of June 11, 2002. Nine providers from York County attended. Participants indicated they had been in the business of providing child care between 10 months and 40 years, caring for between 6 and 14 children, who range in age from infancy to school-age. In general, the participating family providers did not consider their extra expenses when they set their rates.

I call around to other providers to see what their rates are and I set mine accordingly. I haven't changed my rates in years.

If you raise your rates, the families leave.

We let the parents take advantage of us because we care about the kids.

I keep the rates the same for my current families and raise my rates for new families.

Only one provider in the group, who runs her business with her husband, indicated that all their business expenses were considered when they set their rates.

When we started our business, we figured in all our expenses that were above and beyond those incurred by normal family use, because we have a goal for our income and our savings.

When the providers were asked what extra expenses they incurred because they care for children in their homes, the first response was “plumbers.” They must hire plumbers regularly to fix toilets and faucets. They estimated that this was an additional expense of \$200 per year. Approximately half the group also mentioned the need to have their septic tanks pumped at least once a year at a cost of \$150.

Insurance was a topic that elicited much discussion. Experiences with liability insurance companies varied but the common concern was the high cost. One provider indicated the extra cost because of her child care activities was \$400 per year. Another indicated she used her parent registration fees to pay for the insurance and another said she did not carry this coverage. Health insurance was generally obtained through their spouses. The annual visit by the Fire Marshall was often the source of unexpected expenses for these providers. They were periodically required to make improvements (e.g. install new banisters, upgrade smoke detectors, improve a cellar door), which cost on average \$200 every three years. No provider charged these costs to the parents.

Wear and tear on their houses and properties was consistently cited as an extra expense but none of the providers considered this when setting their rates. Rugs, linoleum and cupboards were items that regularly needed replacing or upgrading as were lawns and driveways. One provider mentioned that she spent \$150 on reseeded and worked approximately 20 hours on this project each year. The wear and tear on the walls requires most providers to paint rooms in their houses about once a year. None of the providers

hired painters to do the work but estimated they spent about two days per year on this project.

Who wants to be painting after caring for kids 50–60 hours a week? But I can't afford a painter.

The topic of time spent on non-child caring activities drew much discussion. The group estimated they spent nine to twelve hours per week in activities such as shopping, cleaning, maintenance, preparation and paperwork. This time was not factored into their rates. Paperwork took two to three hours per week for one provider who cares for children from both Maine and New Hampshire. The paperwork for the food reimbursement program is especially time consuming, adding up to two to three hours per week also.

The use of unpaid assistants was commonplace. Four providers mentioned that their mother, husband, friend or child helped them out with the child caring during busy times anywhere from one hour per month to eight hours per week. None of the providers considered paying these assistants.

Providers generally asked the families to contribute supplies but often have to cover the costs themselves. Parents pay for diapers but most providers purchase wipes, sunblock, bug repellent, aspirin and other health care items, paper, cleaning supplies and extra clothing for the children.

I didn't think of this when I set my rates.

I don't think anyone thinks of this when they set their rates.

Electricity, gas, oil, storage sheds, and fencing were other items that were major expenses not included in rate setting.

Fees for late pick-up is something that most providers have in their contracts. However only three-quarters of the group had ever charged this fee and most don't charge unless the parent is consistently late.

Only two providers offer transportation for the children they care for. Neither charge for gas.

Many providers offer outings and field trips as part of their child care business. They may go bowling, skating, or to an indoor playground or a fun restaurant. They estimated their transportation costs and time added up to approximately \$50 per year. None charge the families for this extra expense.

My contract says I will charge for these trips, but I haven't charged yet.

Birthdays and Christmas were other sources of additional expense for providers. More than half the providers said they purchase birthday, Christmas or going away gifts and many host parties and bake cakes for the children.

Most providers attended professional development seminars, which average \$35 per session. There is also the cost of regular CPR and First Aid certification which each cost nearly \$50. One provider pays for her mother's certifications because she helps out occasionally. The time and the fees were not included when setting rates. Providers also purchase professional publications and magazines for the children, which were not considered either.

Meeting the Need for Child Care: Present and Future

Full-scale projections of need can be a complex undertaking, since they are based on statistical analyses of a large number of interacting socioeconomic, demographic, geographic, and population variables (Queralt & Witte, 1999; Oregon Child Care Research Partnership, 2000). Most projection methods require a wide variety of child care data that are not yet available in an accessible form, due to limitations in the current information system. Within the scope of this project, and given the data and resources available, a variety of methods were explored to address the question of Maine's need for regulated care in the future.

The most basic approach to determining whether child care needs can be met is to compare some measure of supply (e.g., total program capacity by age group) with some measure of demand (e.g., number of children likely to need care). However, until a new information system is in place, it is not feasible to make a precise determination of Maine's child care capacity at any given time. For example, the loss of child care slots is particularly difficult to monitor because programs that close may just allow their licenses to lapse, rather than reporting their change in status to the Office of Child Care and Head Start. Additionally, there are a host of factors that are not captured by the data for demand, such as families who place their children with relatives because they cannot afford the available care or do not find it of sufficient quality.

Since child care markets are affected by a multitude of factors, there is always some degree of error in projections, no matter how rigorous the methodology used. However, future enrollment in licensed programs can be roughly estimated by applying the same percentage of change in census-based population projections to the current enrollment of children in licensed care. These projections can only be considered an educated guess because there is typically a difference between projected and actual values.

Projections are determined in relation to stated assumptions. For instance, a baseline of the number of children enrolled in Maine's early childhood programs in 2007 and 2012 could be estimated on the basis of the following assumptions: 1) The percentage of Maine's population of children less than five years of age who are currently enrolled in regulated programs will be similar to the percentage of children who attend regulated programs during the next ten-year period, and 2) Conditions in the state's child care market will remain relatively stable during this time. An example of enrollment-based projections follows, along with discussions of additional factors to consider when determining future need.

Change in the less-than-five population

The first step in this process is to calculate the change in the projected population for children less than five years old. Table 45 displays the projected population figures for Maine children less than five years old, with the percentage change. While ongoing projections will be calculated using the statewide totals it should be noted, as indicated in

Table 45, that the population, and thus child care needs, will not change uniformly across the state.

Table 45 — Maine Population Projections for Children Under Age 5

	July 2002	July 2007 (% change)	July 2012 (% change)	10 year percentage change
Maine Statewide Total	70,755	71,072 (+.45)	72,721 (+2.3)	+2.8
Androscoggin County	6,100	5,952 (-2.4)	5,982 (+.5)	-1.9
Aroostook County	3,599	3,464 (-3.8)	3,462 (-.1)	-3.8
Cumberland County	15,786	16,358 (+3.6)	17,017 (+4)	+7.8
Franklin County	1,457	1,418 (-2.7)	1,434 (+1.8)	-1.6
Hancock County	2,505	2,469 (-1.4)	2,501 (+1.3)	-.2
Kennebec County	6,379	6,358 (-.3)	6,460 (+1.6)	+1.3
Knox County	2,100	2,118 (+.9)	2,170 (+2.5)	+3.3
Lincoln County	1,606	1,585 (-1.3)	1,605 (+1.3)	-.1
Oxford County	2,819	2,733 (-3)	2,741 (+.3)	-2.8
Penobscot County	7,726	7,676 (-.6)	7,805 (+1.7)	+1
Piscataquis County	775	744 (-4)	750 (+.8)	-3.2
Sagadahoc County	2,129	2,066 (-3)	2,070 (+.2)	-2.8
Somerset County	2,849	2,860 (+.4)	2,930 (+2.4)	+2.8
Waldo County	2,088	2,127 (+1.9)	2,198 (+3.3)	+5.3
Washington County	1,639	1,608 (-1.9)	1,628 (+1.2)	-.7
York County	11,198	11,536 (+3)	11,968 (+3.7)	+6.9

Note: Based on figures from: Maine State Planning Office (2001, December). County and Minor Civil Division Population Projections through 2015.

Enrollment in licensed programs

The next step in this process is to determine the current enrollment in licensed programs. According to the current survey, the full-time equivalent (FTE) enrollment for children less than five years old in 59% of licensed centers is approximately 5,124, and the FTE enrollment for children less than five in 70% of licensed family-based programs is

approximately 7,277. Table 46, using the figures above, displays the estimated current total FTE enrollment in licensed programs.

Table 46 — Children Under Age 5 Enrolled in Licensed Centers and Family Child Care Homes, 2002

2002 ME population of children < age 5	FTE enrollment in licensed child care centers	FTE enrollment in licensed family child care homes	Total FTE enrollment in licensed child care, 2002
70,755	8,855	10,396	19,251

Enrollment-based projections

Table 47 displays the projected number of children less than age five who will be enrolled in licensed centers and family child care homes for the years 2007 and 2012. Estimates were calculated using the percentages of projected statewide change in the less than age five population (.45% from 2002 to 2007, 2.3% from 2007 to 2012), as shown in Table 45.

Table 47 — Projected Need for Care in Licensed Programs, FY 2007, FY 2012

Year of projection	Projected population of ME children <age 5	Projected enrollment in licensed child care centers	Projected enrollment in licensed family child care homes	Total projected enrollment in regulated child care
FY 2007	71,072	8,895	10,443	19,338
FY 2012	72,721	9,100	10,683	19,783

Based on the estimated enrollment in licensed center-based programs, the FTE enrollment of children less than five would be projected to increase from 8,855 (in 2002) to 8,895 (in 2007) to 9,100 (in 2012), a total increase of 245 children over the 10-year period.

Based on the estimated enrollment in licensed home-based programs, the FTE enrollment of children less than five would be expected to increase from 10,396 (in 2002) to 10,443 (in 2007) to 10,683 (in 2012), a total increase of 287 children over this 10-year period.

Based on the estimated enrollment in licensed center-based and family-based programs, the total FTE enrollment for children under five in licensed programs would be projected to increase from 19,251 (in 2002) to 19,338 (in 2007) to 19,783 (in 2012), a total increase of 532 children over the 10-year period.

Differences between current supply and demand

In considering future needs for care, it is important to recognize that the existing supply of child care programs does not meet the current needs of Maine families. Examining waiting lists provides one perspective on this gap.

Waiting lists

Waiting lists provide an additional perspective on the balance between child care supply and demand. A comprehensive needs assessment can view the waiting list as “a tool used to monitor immediate/projected needs and availability of spaces as well as to plan for staffing” (U.S.Navy, 2000). However, it must be kept in mind that while waiting lists can provide one picture of unmet demand, they do so with limited accuracy due to many unknown factors. For example, families registering on multiple waiting lists may inflate the figures, while the inability to count families opting out of the system, for reasons such as quality and affordability, can deflate the numbers. Table 48 displays the average number of children on waiting lists of centers that serve each age group.

Table 48 — Children on Waiting Lists

Age group	Percentage of centers that serve the age group AND have children in the age group with waiting lists	Mean number of children on waiting lists (range)
Infant (n=157)	71%	9 (0–79)
Toddler (n=199)	56%	9 (0–50)
Preschool (n=117)	59%	9 (0–90)

Future needs for child care: beyond the numbers and unmet need

Statistics provide a quantitative estimate of the degree to which child care needs can be met; however, they cannot tell the whole story. Even if the number of children who need care is identical to the number of spaces in child care programs, it is difficult to determine whether a community’s need for child care is truly being met. The Oregon Childhood Care and Education Data Project, which has for a decade been performing what is likely the most sophisticated data collection and analyses, concluded that “child care needs are far more complex than a focus on the number of children of care age or the number of paid child care slots that are available in a community. Child care needs include a complex mix of issues that families, employers and communities face every day” (Oregon Child Care Research Partnership, 2000). National research, as well as our own

past market studies, corroborate Oregon's most recent report in determining the necessity of looking beyond sheer numbers and including the following in a needs analysis:

The need for the *availability* of a full range of care alternatives to choose among in the marketplace as families try to supplement their own resources for child care.

The need for a full range of choices for families with a child with a disability. Research indicates that families of children with a disability have fewer choices and rate the quality of their care as low.

The need for *accessibility* of care that is geographically close, convenient and accommodating to work schedules and family life. Some parents can access supplemental care on their own, but there is a need for community-based information for making child care more available and accessible.

The need for family and workplace *flexibility* to sustain patterns of care in the face of events and consequences of everyday life.

The need for *affordability* of child care services in relation to family income.

The need to achieve a favorable standard of *quality* in the care arrangements that are available (supply) and in the care arrangements that are made (demand).

The *unmet need for care* can be defined as a condition that exists when the supply of services in a geographic area is lower than the expressed need. As noted above, there is a component to the unmet need that is not captured by the data since families may opt out of the child care system because their needs or standards are not being met by the current choices. Unmet needs for care can also result from the interplay of a number of other factors such as:

An overall scarcity of child care programs

A mismatch between the hours programs are open and the times of day that parents need care

Limited openings in regulated programs

High rates of program closings or provider turnover

Lack of qualified child care workers

Availability of child care subsidies

Trends related to Maine's future need for care

An enrollment-based projection, as performed in this needs analysis, provides a baseline for determining future needs using population projections as the primary factor. It is crucial to recognize that social and demographic trends will also impact Maine's future child care market. Research on comprehensive needs projections indicates the primary factors driving child care demand as age of children, family structure and employment status, and household income (Queralt & White, 1999; Oregon Child Care Research Partnership, 2000; U.S.Navy, 2000). Accordingly, in estimating Maine's future needs for child care, these factors should be added to the equation:

Increased percentage of parents in the labor force

The percentage of Maine families with “all parents” in the labor force has risen from 59.7% in 1990 to 65.4% in 2000. It should be noted that this increase varies by county. For example, while Lincoln increased by 10.8%, Cumberland increased by only 3.4% (MaineToday.com, 2002).

Increased percentage of women and mothers in the labor force

The percentage of women in Maine’s workforce has grown from 35% in 1960 to 78% (Maine State Planning Office, 2002). The Institute for Women’s Policy Research also reports that mothers represent the fastest growing segment of the U.S. labor force (2000).

Increased percentage of children in single parent families

The percentage of children in a family that is headed by a single parent in Maine has increased from 20% in 1990 to 28% in 1999 (Kids Count, 2002).

Increased percentage of divorced residents

In the 2000 U.S. Census, Maine reported having the eighth highest percentage of divorced individuals in the U.S., and the highest percentage in New England. From 1990 to 2000, this rate increased from 9.1% to 11.5% (Huang, 2002).

Growth in population of children under five

Although Maine’s population of children under five has decreased 17% from 1990 to 2000 (Kids Count, 2002), the Maine State Planning Office has projected a slight but steady growth from 2002 through 2012, from 70,755 to 72,721. It should be noted that this increase runs counter to the projected decrease in Maine’s 5 to 17-year-old population during this same period (Maine State Planning Office, 2001a).

Growth in Kindergarten enrollment

The number of children enrolled in public Kindergarten is projected to increase marginally from 11,771 in 2002 to 11,902 in 2012. It should be noted that this slight increase runs counter to the declining enrollment projections for Grades 1–12 during this same period. (Maine State Planning Office, 2001b).

Population dynamics

Changes in the future need for child care will not occur uniformly between counties. According to the Maine State Planning Office “the average statistics for Maine are very misleading when considering county level activity.” The general trend noted has been a decline throughout central Maine and growth on the coastal counties, “with the very hottest growth occurring in the five most southerly counties (Maine State Planning Office, 2002).

Findings and Recommendations

The findings presented in this section represent both the analysis of the research conducted for this study and a set of challenges and opportunities for improving Maine's child care system. The recommended strategies, while informed by successful initiatives in other states, have been tailored to suit Maine's specific circumstances. The suggested initiatives focus on improving the quality, accessibility, and affordability of child care services in Maine. Individual recommendations should be considered in relation to other programs and services, in relation to other recommendations, and in relation to the state economic context. Findings and recommendations have been presented in the following areas:

Workforce wages and benefits

Provider education

Recruitment and retention

Child care supply

Accreditation

In planning a course of action, Maine should begin by defining a set of long-term goals that support the development of a strong child care and early education infrastructure. Short-term needs can then be flexibly addressed within the context of achieving these goals.

Maine has already had the vision to develop elements of a child care infrastructure. Maine Roads to Quality is a comprehensive career development system that addresses the child care workforce issues of education, recruitment and retention, and professional recognition. Maine has also implemented a number of small innovative initiatives, such as linking personal income tax credits to choosing quality care.

While these programs move in the right direction, ultimately, larger programs and smaller initiatives should be designed to support the goal of creating a purposeful infrastructure. At the same time, flexibility should be built into the system to accommodate shifts in short-term needs and market changes. As part of a long-term strategy, planners should also consider that creating and sustaining a quality workforce and child care system requires provider wages of a professional level.

To address the issues of affordability, access, and quality within the findings of this report, state approval should be sought for creating a strong early education and care system. Only with sustained and significant financial and policy support from the state can this goal be achieved.

Workforce Wages and Benefits

Compensation for child care is low and benefits are limited.

- The average hourly wage in a center is \$12.78 for a director, \$9.82 for a lead teacher, \$8.99 for a teacher and \$7.76 for a teacher assistant.

The average monthly income for a family provider is \$1,650. At a reported average of 60 hours per week, the average hourly wage is approximately \$6.50.

- Almost two-thirds of centers (64%) offer health insurance to all full-time staff (36% do not); 16% offer this benefit to all part-time staff (84% do not); and 40% of centers offer dental insurance to all full-time staff (60% do not).
- No more than 5% of family providers have health or dental insurance through their child care business. While nearly three-quarters (73%) have access to health insurance through their spouse or a government program, almost one-quarter (22%) find that this benefit is either unaffordable or unavailable.
- Full-time center classroom staff often lack basic benefits. Approximately one in five centers (18%) does not offer paid vacations to full-time staff; 23% do not offer paid sick time/personal days; 35% of centers do not offer financial assistance to cover courses for credit; 38% do not offer staff breaks to all full-time staff; and 84% so not offer paid parental leave. Part-time center classroom staff receive even fewer benefits than full-time staff
- Most family child care providers lack basic benefits. One-half (50%) of family providers take paid vacations and 70% do not have personal/sick days.
- Survey respondents cited low compensation and/or benefits as the most common reason for center staff leaving the field (51%). Nearly one-quarter (22%) cited pay and/or benefits as the most common reason for child care staff changing jobs *but remaining in the field*.
- Family child care providers cited burnout, better pay/benefits within child care field, and better pay/benefits outside of the child care field as the three most common reasons (aside from retirement) for leaving family child care.

Improve the compensation of child care workers in Maine.

- Encourage the Office of Child Care and Head Start to work with legislators, advocates, providers, and the general public to help child care worker wages come more into line with public school teacher wages.
- Request the Resource Development Centers (RDCs) to encourage child care providers to institute paid holidays and vacations for staff. RDCs should work with the entire child care worker population to bring about this change, as many providers make decisions based on what others are doing.
- Increase the amount of professional development program awards and bonuses.
- Consider providing wage supplements based on levels of education and experience.

Mobilize public support and increase public awareness of the benefits from supporting quality child care programs, which in turn will lead to better compensation.

Create a public relations campaign with multiple prongs, emphasizing the following:

- Quality care and education is good for young children.
 - People who care for and educate our youngest population are professionals.
 - Respect is critical for those who care and educate young children.
 - Working with young children to provide care and education is a worthy career goal.
- Build a strong and diverse constituency, including specific child care and early education advocacy groups, as well as the business community.
 - Ask RDCs to design a campaign to let parents know which state candidates support better child care in Maine. Child care providers can serve as a link for disseminating information to parents.

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- Suggest that RDCs initiate and support grassroots lobbying initiatives by parents such as letter writing and phone call campaigns to legislators whenever a vote on child care comes up, especially regarding parent voucher and wage increases for providers.
 - Publicize the state personal income tax credit for child care expenses, stressing the financial benefits of choosing a provider meeting Maine's quality requirements.

Encourage employers to become partners in the child care system- more money in the system can lead to increases in wages, capacity and quality.

Mobilize employers to:

- Set up quality care centers for employees.
- Subsidize care that parent employees choose.
- Collaborate with other employers to initiate a model center in their community.

Promote existing tax incentives for businesses that make child care more affordable and accessible to their employees.

Increase child care provider access to health insurance.

Investigate the idea of allowing child care workers access to the state health care insurance plan.

Offer subsidized state health insurance to providers who meet specified quality criteria and to those serving a specified percentage of voucher placements.

Make it known to child care workers that they may be eligible for health insurance through the state health insurance program, Maine Care, for low-income wage earners.

Set up a state child care association or go through RDCs to leverage lower health care premiums.

Consider rates and policies regarding child care subsidies.

Consider adjusting subsidy rates to recognize additional hours in care above a set minimum.

Analyze the *Maine Cost, Quality Study* in relationship to subsidy rates, to increase payments to quality centers.

Consider increasing the percentage of subsidy.

Recruitment and Retention

Maine child care programs face workforce problems due to difficulty in recruiting and retaining child care workers.

Maine centers reported a turnover rate for the previous year of 16% for directors, 27% for lead teachers, 31% for teachers, and 33% for assistants.

Survey respondents cited low compensation and/or benefits as the most common reason for center staff leaving the field (51%). Nearly one-quarter (22%) cited pay and/or benefits as the most common reason for child care staff changing jobs but remaining in the field.

Family child care providers cited burnout, better pay/benefits within child care field and better pay/benefits outside of the child care field as the three most common reasons (aside from retirement) for leaving family child care.

The Maine Department of Labor projects the addition of 1,068 new child care worker positions from the years 1998–2008.

Increase and diversify recruitment efforts.

Implement a program to connect potential providers with college placement offices.

Encourage high schools to offer early care and education classes. Students can work in local programs after school for credit and experience.

Create a public awareness campaign emphasizing the projected demand for child care workers as well as the educational and incentive programs for entering the field.

Encourage the Office of Child Care and Head Start to examine the opportunities for TANF recipients working in the child care field.

Consider establishing concrete career path training, such as a certificate program, to enable teachers to become directors.

Increase efforts to retain child care providers.

Encourage the Office of Child Care and Head Start to work with colleges regarding courses and career counseling for child care professionals.

Hire a recruitment and retention specialist to be shared among RDCs.

Support initiatives for improving the educational opportunities, wages, and benefits for child care providers.

Establish a fund that provides wage supplements to child care workers based on longevity and education.

Provider Education

Many child care providers do not have either a college education or a degree in early childhood or a related field.

More than one-quarter (28%) of center lead teachers, approximately one-half (52%) of classroom teachers, and nearly two-thirds (64%) of teacher assistants in Maine have, at most, a high school diploma or GED.

Two-thirds (64%) of family providers have at most, a high school diploma or GED.

While a small percentage of teachers hold an Associate's degree (20% of center lead teachers, 14% of teachers, 11% of assistants, and 17% of family child care providers) or a Bachelor's degree or higher (39% of center lead teachers, 22% of teachers, 14% of assistants and 12% of family child care providers), in many instances their degrees were not in a field related to child care.

Increase opportunities, access, and support for provider education and training.

Suggest that RDCs work closely with local colleges to help them understand the training needs of providers.

Work with the college system to provide more options for undergraduates to earn a Bachelor's degree in early childhood education.

Establish a statewide mentoring program. Mentors could work for RDCs.

Establish a substitute program that would enable providers to attend classes and professional development activities.

Establish classes on business skills, especially for family providers and encourage providers to enroll.

Increase financial support and incentives for more child care education.

Implement a loan forgiveness program. For example, students who enroll in two- or four-year early care and education programs would have their loans forgiven if they work in the field for a minimum of three years after completing their degrees.

Sustain current scholarship funds for early childhood education.

Link salary increases to the education of the provider. Devise a system in which the child care center and the state both pay a portion of the salary increase.

Child care programs and the state should share the cost of release time for professional development for hourly wage workers who would otherwise be docked pay.

Child Care Supply

There is a need for a greater supply of child care providers, in particular for infant and toddler care.

Approximately half of programs accept infants (44%) and toddlers (55%), compared to 88% that accept preschool-age children.

RDCs reported that parents had difficulty in finding quality care for infants and toddlers.

Demographic trends in Maine (increasing numbers of children under five, families with both parents in the labor force, and single parents) indicate that the demand for child care will continue to rise.

A significant percentage of centers report having waiting lists: 71% of centers serving infants have a waiting list for infants, 56% of centers serving toddlers have a waiting list for toddlers, and 59% of centers serving preschool-age have a waiting list for preschool-age children.

Encourage providers to offer infant/toddler care or to expand their existing capacity for care.

Provide significant financial support for offering or expanding infant and toddler care services.

Establish a significant facility loan or grant program (the Massachusetts Child Care Capital Investment Fund is an instructive example).

Require providers receiving financial support for infant and toddler services to attend the Office of Child Care and Head Start's Infant/Toddler Institute.

Accreditation

The percentage of accredited programs is low.

National studies have consistently rated accredited programs as providing higher quality care than non-accredited programs.

In Maine, staff members at accredited centers have higher hourly wages and annual salaries than those at centers that are not accredited.

Approximately 6% of centers in Maine reported holding national accreditation, with an additional 20% working on accreditation.

Few (2%) family providers in Maine reported holding national accreditation through NAFCC, with an additional 7% working on accreditation.

Increase the financial support and incentives for program accreditation.

Increase voucher rate for placements in accredited programs.

Provide incentives such as credentialing bonuses and links between credentials and levels of compensation.

Increase demand for accredited programs.

Heighten providers' awareness of the financial advantages of becoming accredited.

Heighten providers' awareness of the financial and technical support available for accreditation through the Maine Roads to Quality's Accreditation Facilitation Program.

Increase public awareness of accreditation and quality standards, and of the state income tax benefits of choosing an accredited program. If parents are informed about the quality and financial benefits of accreditation, the demand for accredited programs will likely increase.

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Appendices

Appendix A:

State of Maine Survey of Child Care Centers

Appendix B:

State of Maine Survey of Family Child Care Providers

Appendix C:

Introductory Letter from Office of Child Care and Head Start

Appendix D:

Cover Letter for Survey of Child Care Centers

Appendix E:

Cover Letter for Survey of Family Child Care Providers

Appendix F:

Interview Questions for Family Child Care Providers

Appendix G:

Rates

**Appendix A
STATE OF MAINE
SURVEY OF CHILD CARE CENTERS**

PROGRAM INFORMATION

1. In what county is your center located?

-
- | | | | |
|---------------------------------------|-----------------------------------|--------------------------------------|-------------------------------------|
| <input type="checkbox"/> Androscoggin | <input type="checkbox"/> Hancock | <input type="checkbox"/> Oxford | <input type="checkbox"/> Somerset |
| <input type="checkbox"/> Aroostook | <input type="checkbox"/> Kennebec | <input type="checkbox"/> Penobscot | <input type="checkbox"/> Waldo |
| <input type="checkbox"/> Cumberland | <input type="checkbox"/> Knox | <input type="checkbox"/> Piscataquis | <input type="checkbox"/> Washington |
| <input type="checkbox"/> Franklin | <input type="checkbox"/> Lincoln | <input type="checkbox"/> Sagadahoc | <input type="checkbox"/> York |
-

2. What is the Zip Code of your center? _____

3. Please indicate your position. (If you hold more than 1 position, check your highest position.)

- Program Director Center Director Other: _____

4. Which of the following best describes your center? (**Check only one.**)

- Full-day center-based program School-age program
 Public school preschool Other: _____

5. What is your center's accreditation status? (Check all that apply.)

- Not accredited Currently conducting NSACA self study
 Currently conducting NAEYC self study NSACA accredited
 NAEYC accredited Head Start Program of Quality or Excellence
 Other accreditation: _____

ENROLLMENT

6. For each age group, indicate whether you serve this group. If you do, indicate the actual number of children enrolled in each age group, the actual number of part-time children enrolled and your center's current full-time equivalent (FTE) enrollment*; then add up each column.

	Do you serve this age group?	For each age group you serve...		
	If yes, please fill in these columns →	Actual number of all children enrolled	Actual number of <u>part-time</u> children enrolled	Current FTE (full-time equivalent) enrollment
Infant (6 weeks to 15 months)	<input type="checkbox"/> Yes <input type="checkbox"/> No			
Toddler (16 months to 33 months)	<input type="checkbox"/> Yes <input type="checkbox"/> No			
Preschool (34 months to 5 years)	<input type="checkbox"/> Yes <input type="checkbox"/> No			
Kindergarten	<input type="checkbox"/> Yes <input type="checkbox"/> No			
School-age children	<input type="checkbox"/> Yes <input type="checkbox"/> No			
		TOTAL:	TOTAL:	TOTAL:

*An example of 1 FTE is the combination of one child who attends 3 full days with another child who attends two full days, filling one full slot.

7. Please indicate the desired number of children (full-time equivalent) you would like to have enrolled.

	Desired number of FTE children you would like to have enrolled
Infant (6 weeks to 15 months)	
Toddler (16 months to 33 months)	
Preschool (34 months to 5 years)	
Kindergarten	
School-age	

8. Please indicate if you maintain a wait list for each of the following age groups, and if yes, how many children are on that wait list. If you do not serve a particular age group, check the N/A box.

	Do you have a wait list for this age group?	Current number of children on wait list
<i>Infant (6 weeks to 15 months)</i> <input type="checkbox"/> N/A; we don't serve this age group	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ # children
Toddler (16 months to 33 months) <input type="checkbox"/> N/A; we don't serve this age group	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ # children
Preschool (34 months to 5 years) <input type="checkbox"/> N/A; we don't serve this age group	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ # children
Kindergarten <input type="checkbox"/> N/A; we don't serve this age group	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ # children
School-age <input type="checkbox"/> N/A; we don't serve this age group	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ # children

9. Does your center currently serve children with professionally documented special needs?

Yes No

10. Does your center currently serve children who receive child care subsidies or financial assistance to pay for their care? Yes No

HOURS OF OPERATION AND RATES

11. For each day of the week, indicate if your center is regularly open to provide care. If yes, indicate your center's hours of operation.

	Open?	If open, hours of operation (Circle a.m. or p.m. for each response.)
Monday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.
Tuesday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.
Wednesday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.
Thursday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.

Friday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.
Saturday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.
Sunday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.

12. Does your center provide **full-time** care? (Full-time care is 30 or more hours per week.)

Yes No (If no, skip to Question 15)

13. In the table below write the amount your center charges for **full-time** care for each age group; ignore voucher/subsidy rates, sliding scale rates, employee discounts and other discounted rates.

Use only the column that shows the way you usually charge.

	Hourly rate	Full-day rate	Weekly rate	Monthly rate
Infant care (6 weeks to 15 months)	\$ ____ . ____ per hour	\$ ____ . ____ per full day	\$ ____ . ____ per week	\$ ____ . ____ per month
Toddler care (16 months to 33 months)	\$ ____ . ____ per hour	\$ ____ . ____ per full day	\$ ____ . ____ per week	\$ ____ . ____ per month
Preschool care (34 months to 5 years)	\$ ____ . ____ per hour	\$ ____ . ____ per full day	\$ ____ . ____ per week	\$ ____ . ____ per month
School-age care (FULL-TIME FOR SUMMER & SCHOOL VACATION WEEKS ONLY)	\$ ____ . ____ per hour	\$ ____ . ____ per full day	\$ ____ . ____ per week	\$ ____ . ____ per month

14. **On average**, for the rate(s) you filled out above, how many hours does a full-time child spend in your care?

_____ hours per DAY _____ hours per WEEK _____ hours per MONTH

15. Does your center provide **part-time** care? (Part-time care is less than 30 hours per week.)

Yes No (If no, skip to Question 19.)

16. What type of scheduling options for part-time care does your center offer? (Check all that apply.)

	Does your center provide this scheduling option?	Approximate number of hours a part-time child spends in your care...
Part-day	<input type="checkbox"/> Yes <input type="checkbox"/> No	per part-day _____ hrs.
Part-week	<input type="checkbox"/> Yes <input type="checkbox"/> No	per part-week _____ hrs.

17. In the table below write the amount your center charges for part-time care for each age group; ignore voucher/subsidy rates, sliding scale rates, employee discounts and other discounted rates.

Use only the column that shows the way you usually charge.

	Hourly rate	Part-day rate	Full-day rate	Part-weekly rate
Infant care (6 weeks to 15 months)	\$ ____ . ____ per hour	\$ ____ . ____ per half-day	\$ ____ . ____ per full day	\$ ____ . ____ per week
Toddler care (16 months to 33 months)	\$ ____ . ____ per hour	\$ ____ . ____ per half-day	\$ ____ . ____ per full day	\$ ____ . ____ per week
Preschool care (34 months to 5 years)	\$ ____ . ____ per hour	\$ ____ . ____ per half-day	\$ ____ . ____ per full day	\$ ____ . ____ per week

18. On average, for the rate(s) you filled out above, how many hours does a part-time child spend in your care?

_____ hours per PART-DAY _____ hours per FULL-DAY _____ hours per PART WEEK

19. If you care for Kindergarten or school-age children before and after school, write the amount your center charges for this care; ignore subsidy rates, sliding scale rates, employee discounts and other discounted rates.

Use only the column that shows the way you usually charge.

	Hourly rate	Daily Session rate	Weekly rate	Monthly rate
Kindergarten care (before or after school)	\$ ____ . ____ per hour	\$ ____ . ____ per session	\$ ____ . ____ per week	\$ ____ . ____ per month
School-age care (before or after school)	\$ ____ . ____ per hour	\$ ____ . ____ per session	\$ ____ . ____ per week	\$ ____ . ____ per month

20. On average, for the rate(s) you filled out above, how many hours does a Kindergarten child spend in your care?

_____ hours per DAY _____ hours per WEEK _____ hours per MONTH

21. On average, for the rate(s) you filled out above, how many hours does a school-age child spend in your care?

_____ hours per DAY _____ hours per WEEK _____ hours per MONTH

22. Does your center offer discounted rates for families with more than one child in your program?

Yes No

23. Does your center offer a sliding fee scale or discounted rates based on a family's income?

- Yes No

24. In addition to the regular rates you charge, are families responsible for bringing any of the following items or paying extra for the following services? (Check all that apply.)

- | | | |
|--|---|--|
| <input type="checkbox"/> diapers | <input type="checkbox"/> wipes | <input type="checkbox"/> snacks |
| <input type="checkbox"/> meals | <input type="checkbox"/> early drop-off | <input type="checkbox"/> late pick-up |
| <input type="checkbox"/> classroom materials | <input type="checkbox"/> field trips | <input type="checkbox"/> specialty classes (swim, dance, etc.) |
| <input type="checkbox"/> registration fee | <input type="checkbox"/> Other: _____ | |

STAFF INFORMATION

25. Please enter the number of direct service staff currently employed in each of the following positions, how many vacant positions your center has for each position, and how many people have left each position in the 12 months.

Position	# current staff	# current vacant positions	# staff who have left position during past 12 months
Center Director			
Head or Lead Teachers			
Teachers			
Teacher Assistants			
Teacher Aides			

26. What are the three most common reasons direct care staff give for leaving your center?

(Check up to three.)

- Going back to school
- Burnout
- Offered better position at another center
- Staying home with infant or older children
- Unable to find child care for own children
- Moved out of area
- Found job with better hours
- Found job with better pay and/or benefits within the child care field
- Found job with better pay and/or benefits outside the child care field
- Found job in the public school system
- Other: _____

27. In the table below, indicate the average number of years your current staff has worked in the child care field.

Position	Average # of years in the child care field
Center Director	_____ years
Head or Lead Teachers	_____ years
Teachers	_____ years
Teacher Assistants	_____ years
Teacher Aides	_____ years

28. Please write the highest educational level attained by each member of your staff. At the bottom of the chart, write the total number of staff in each position. (Related fields include: human/child development, elementary education.)

Number of staff in this position whose highest level of education is a...	Center Director	# of Head or Lead Teachers	# of Teachers	# of Teacher Assistants	# of Teacher Aides
Master's degree in early childhood education or related field					
Master's degree in another field					
Bachelor's degree in early childhood education or related field					
Bachelor's degree in another field					
Associate's degree in early childhood education or related field					
Associate's degree in another field					
CDA (Child Development Associate)					
High school diploma or GED					
Less than high school diploma					
Total number of staff in this position:					

29. For all hourly employees at your center, please enter the average hourly wage for each of the following positions and the average number of hours worked per week. If a position is salaried, check the box in the last column.

Position	Average <u>hourly wage</u> for someone in this position	Average number of hours worked per week	Not applicable; this position is salaried
Center Director	\$_____ per hour	_____ hours	<input type="checkbox"/>
Head or Lead Teachers	\$_____ per hour	_____ hours	<input type="checkbox"/>
Teachers	\$_____ per hour	_____ hours	<input type="checkbox"/>
Teacher Assistants	\$_____ per hour	_____ hours	<input type="checkbox"/>
Teacher Aides	\$_____ per hour	_____ hours	<input type="checkbox"/>

30. For all salaried employees at your center, please enter the average salary for each of the following positions and the average number of hours worked per week. If a position is hourly, check the box in the last column.

Position	Average <u>salary</u> for someone in this position	Average number of hours worked per week	Not applicable; this position is hourly
Center Director	\$_____ per year	_____ hours	<input type="checkbox"/>
Head or Lead Teachers	\$_____ per year	_____ hours	<input type="checkbox"/>

Teachers	\$ _____ per year	_____ hours	<input type="checkbox"/>
Teacher Assistants	\$ _____ per year	_____ hours	<input type="checkbox"/>
Teacher Aides	\$ _____ per year	_____ hours	<input type="checkbox"/>

BENEFITS

31. Are any of the following benefits available to staff through your center?

	Available to <u>all full-time</u> staff?	Available to <u>some full-time</u> staff	Available to <u>all part-time</u> staff?	Available to <u>some part-time</u> staff	Not available to any staff
Health insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dental insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid vacation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid sick time/personal days	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid staff break	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reduced rates for children of staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial assistance to cover courses for credit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial assistance for in-service workshops, conferences, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid parental leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other: _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

32. Please indicate which employees receive health insurance and the payment arrangement.

(Check only one box per position.)

Position	Center pays 100% of cost	Center pays a portion of cost	Center pays 0% of cost, employee pays all	Not available to this position
Center Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Full-time Head or Lead Teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part-time Head or Lead Teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Full-time Teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part-time Teachers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Full-time Teacher Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part-time Teacher Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Full-time Teacher Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part-time Teacher Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33. If your center has had difficulty making health insurance available to employees, please check the main reason. (Check only one.)

- Can't find an insurance company that will offer coverage to our center
- Too expensive
- Employees have coverage elsewhere
- Other _____
- Have not experienced any difficulties

34. If your center has had difficulty making dental insurance available to employees, please check the main reason. (Check only one.)

- Can't find an insurance company that will offer coverage to our center
- Too expensive
- Employees have coverage elsewhere
- Other _____
- Have not experienced any difficulties

35. Which of the following are available to the staff at your center? (Check all that apply.)

- Staff lounge/teacher's room
- Lunch away from children
- Secure storage for personal items
- Refrigerator space, cooking facilities
- Adequate, safe parking
- Daily morning and afternoon breaks
- Adequate meeting space or conference room
- Professional development opportunities
- Paid planning time

PROGRAM ADMINISTRATION

36. What is your center's annual operating budget for the current fiscal year? \$_____, _____, _____ .00

37. What percent of your center's income comes from each of these categories? (Be sure the percentages equal 100%)

_____ % Parent fees

_____ % Vouchers
_____ % Contracts
_____ % Head Start
_____ % ASPIRE/TANF
_____ % Grants (non-governmental)
_____ % Fundraising
_____ % Other: _____
100% TOTAL

38. Does your center currently carry general liability insurance? Yes No Don't know

39. If your center has had difficulty finding general liability insurance, please check the main reason.

- Too expensive
- Hard to find insurance company that makes this coverage available to child care centers
- Other: _____
- Have not experienced any difficulty

40. Does your center currently carry professional liability insurance for staff?

- Yes No Don't know

41. If your center has had difficulty finding professional liability insurance, please check the main reason.

- Too expensive
- Hard to find insurance company that makes this coverage available to child care centers
- Other: _____
- Have not experienced any difficulty

Thank you for completing this survey.

**Appendix B
STATE OF MAINE
SURVEY OF FAMILY CHILD CARE PROVIDERS**

PROVIDER INFORMATION

1. Do you currently provide Family Child Care?

- Yes No ➔ If NO, STOP HERE AND RETURN THE SURVEY IN THE ENCLOSED ENVELOPE.

2. How many years have you been providing Family Child Care? _____ years

3. In what county is your Family Child Care home located?

- | | | | |
|---------------------------------------|-----------------------------------|--------------------------------------|-------------------------------------|
| <input type="checkbox"/> Androscoggin | <input type="checkbox"/> Hancock | <input type="checkbox"/> Oxford | <input type="checkbox"/> Somerset |
| <input type="checkbox"/> Aroostook | <input type="checkbox"/> Kennebec | <input type="checkbox"/> Penobscot | <input type="checkbox"/> Waldo |
| <input type="checkbox"/> Cumberland | <input type="checkbox"/> Knox | <input type="checkbox"/> Piscataquis | <input type="checkbox"/> Washington |
| <input type="checkbox"/> Franklin | <input type="checkbox"/> Lincoln | <input type="checkbox"/> Sagadahoc | <input type="checkbox"/> York |

4. What is your Zip Code? _____

5. In the following table, for each day of the week, indicate if your Family Child Care is regularly open to provide care (**check yes or no**) and, if so, indicate your Family Child Care's hours of operation.

	Open?	If open, hours of operation? <i>(Circle a.m. or p.m. for each response)</i>
Monday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.
Tuesday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.
Wednesday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.
Thursday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.
Friday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.
Saturday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.
Sunday	<input type="checkbox"/> Yes <input type="checkbox"/> No	_____ a.m. or p.m. to _____ a.m. or p.m.

6. Do you offer care during any of the following times more often than once a month?

(Check all that apply.)

	I do <u>not</u> offer it now	I offer it now	I plan to offer it in the future	I would offer it if requested
Early morning (before 7 a.m.)				
Evening (after 6 p.m.)				
Overnight				
Weekend				

7. How many weeks per year do you offer care? _____ weeks per year
8. How many months in 2001 did you offer care? _____ months in 2001
9. On average, how many hours per week do you provide Family Child Care? (Be sure to include time spent in preparation and clean-up, shopping for supplies, transporting children, as well as time spent caring for the children.) _____ hours per week
10. Please indicate which age groups you serve.

	Do you accept children in this age group into your care?
<i>Infant (6 weeks to 15 months)</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No
Toddler (16 months to 30 months)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Preschool (31 months to 5 years)	<input type="checkbox"/> Yes <input type="checkbox"/> No
Kindergarten	<input type="checkbox"/> Yes <input type="checkbox"/> No
School-age	<input type="checkbox"/> Yes <input type="checkbox"/> No

11. For each age group, please indicate the number of children you serve. (If you do not serve a particular age group, write N/A.)

Full-time children are those in your care 30 or more hours per week.

Part-time children are less than 30 hours.

	How many children are currently enrolled in your Family Child Care? (not including your own children)		How many of <u>your own children</u> are currently in your care?
	# of full-time children (30 or more hours per week)	# of part-time children (less than 30 hours per week)	
<i>Infant (6 weeks to 15 months)</i>			
Toddler (16 months to 30 months)			
Preschool (31 months to 5 years)			
Kindergarten			
School-age			
	TOTAL:	TOTAL:	TOTAL:

12. What is the licensed capacity of your Family Child Care? _____ children

13. What is the desired number of children (full-time equivalent) you wish to care for?

_____ children

14. Does your Family Child Care currently serve children with documented special needs?

Yes No

15. Does your Family Child Care currently serve children who receive child care subsidies or assistance to pay for child care? Yes No

16. Does your Family Child Care serve school-age children full-time during the summer months and school vacation weeks? (Full-time care is 30 or more hours per week.) Yes No

17. Do you provide full-time care? (Full-time care is 30 or more hours per week.)

Yes No (If no, skip to question 20)

18. If yes, in the table below write the amount you charge for full-time care for each age group; ignore subsidy rates, sliding scale rates, employee discounts and other discounted rates.

Use only the column that shows the way you usually charge.

	Hourly rate	Full-day rate	Weekly rate	Monthly rate
<i>Infant care</i> (6 weeks to 15 months)	\$ ____ . ____ per hour	\$ ____ . ____ per full day	\$ ____ ____ per week	\$ ____ ____ per month
<i>Toddler</i> (16 months to 30 months)	\$ ____ . ____ per hour	\$ ____ . ____ per full day	\$ ____ ____ per week	\$ ____ ____ per month
<i>Preschool care</i> (31 months to 5 years)	\$ ____ . ____ per hour	\$ ____ . ____ per full day	\$ ____ ____ per week	\$ ____ ____ per month
<i>School-age care</i> FULL-TIME FOR SUMMER & SCHOOL VACATION WEEKS ONLY	\$ ____ . ____ per hour	\$ ____ . ____ per full day	\$ ____ ____ per week	\$ ____ ____ per month

19. On average, for the rate(s) you filled out above, how many hours does a full-time child spend in your care?

_____ hours per DAY

_____ hours per WEEK

_____ hours per MONTH

20. Do you provide **part-time care**? (Part-time care is under 30 hours per week.)

Yes No (If no, skip to 23)

21. In the table below write the amount you charge for **part-time care** for each age group; ignore subsidy rates, sliding scale rates, employee discounts and other discounted rates.

Use only the column that shows the way you usually charge.

	Hourly rate	Part-day rate	Full-day rate	Part-weekly rate
<i>Infant care</i> (6 weeks to 15 months)	\$ ____ . ____ per hour	\$ ____ . ____ per part-day	\$ ____ . ____ per full day	\$ ____ . ____ per week
<i>Toddler</i> (16 months to 30 months)	\$ ____ . ____ per hour	\$ ____ . ____ per part-day	\$ ____ . ____ per full day	\$ ____ . ____ per week
<i>Preschool care</i> (31 months to 5 years)	\$ ____ . ____ per hour	\$ ____ . ____ per part-day	\$ ____ . ____ per full day	\$ ____ . ____ per week

22. On average, for the rate(s) you filled out above, how many hours does a **part-time child** spend in your care?

_____ hours per PART-DAY _____ hours per FULL-DAY _____ hours per PART WEEK

23. If you care for Kindergarten and school-age children before and after school, write in the amount you charge; ignore subsidy rates, sliding scale rates, employee discounts and other discounted rates. (If you do not serve this group, skip to Question 26.)

Use only the column that shows the way you usually charge.

	Hourly rate	Daily session rate	Weekly rate	Monthly rate
Kindergarten care (before or after school)	\$ ____ . ____ per hour	\$ ____ . ____ per session	\$ ____ . ____ per week	\$ ____ . ____ per month
School-age care (before or after school)	\$ ____ . ____ per hour	\$ ____ . ____ per session	\$ ____ . ____ per week	\$ ____ . ____ per month

24. On average, for the rate(s) you filled out above, how many hours does a Kindergarten child spend in your care?

_____ hours per DAY

_____ hours per WEEK

_____ hours per MONTH

25. On average, for the rate(s) you filled out above, how many hours does a school-age child spend in your care?

_____ hours per DAY

_____ hours per WEEK

_____ hours per MONTH

26. Do you offer discounted rates for families with more than one child in your care?

- Yes No

27. Do you offer a sliding fee scale or discounted rates based on a family's income?

- Yes No

28. Besides the regular rates you charge, are families responsible for bringing any of the following items or paying extra for the following services? (Check all that apply.)

- | | | |
|---|--|--|
| <input type="checkbox"/> diapers | <input type="checkbox"/> meals | <input type="checkbox"/> field trips |
| <input type="checkbox"/> wipes | <input type="checkbox"/> snacks | <input type="checkbox"/> registration fee |
| <input type="checkbox"/> early drop-off | <input type="checkbox"/> formula/baby food | <input type="checkbox"/> specialty classes (swim, dance, etc.) |
| <input type="checkbox"/> late pick-up | <input type="checkbox"/> classroom materials | <input type="checkbox"/> Other: _____ |

29. In setting your rates, which of the following do you consider? (Check all that apply.)

- What other family child care providers near me charge
- My rent or mortgage
- Property taxes
- Repairs and maintenance
- My utility (heat, electricity, and water) costs
- Fees I pay because I provide child care (e.g. memberships, trainings, conferences)
- My health insurance
- My insurance (other than health)
- The cost of consumable items (e.g. meals, snacks, paper supplies)
- Paying child care assistant(s)
- Saving for retirement
- Any vacation time for myself
- The value of my own time
- Other: _____

30. What is your Family Child Care's accreditation status? (Check all that apply.)

- Not accredited
- Currently conducting the NAFCC self study (National Association for Family Child Care)
- NAFCC accredited
- Other accreditation: *Please describe:* _____

PROVIDER INFORMATION

31. Do you employ assistants?

- Yes If yes, how many? _____ No (If no, skip to Question 34.)

32. Please enter the following information regarding your assistant(s).

	# of years experience in the child care field	Hourly wage	Average number of hours worked per week <i>(Include time spent in preparation and clean-up, shopping for supplies, transporting children, as well as time spent caring for the children.)</i>
Assistant 1	_____ years	\$_____	_____ hours per week
Assistant 2	_____ years	\$_____	_____ hours per week

33. Have you had to hire an assistant in the past year because a previous assistant quit?

- Yes No

34. Please check the **highest** level of education that you and your assistants have attained. (Check only one response per column. Related fields include: human/child development, elementary education.)

The highest level of education attained by...	You	Assistant 1	Assistant 2
Master's degree in early childhood education or related field	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Master's degree in another field	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bachelor's degree in early childhood education or related field	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bachelor's degree in another field	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Associate's degree in early childhood education or related field	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Associate's degree in another field	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CDA (Child Development Associate)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

High school diploma or GED	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Less than high school diploma	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

35. Do you have any of following benefits available to you? (Check only one.)

Type of benefit	Through your own Family Child Care	Through another family member's job	Through a government program	Check here if benefit not affordable or available to you
Health insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dental insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid vacation	<input type="checkbox"/>	N/A	N/A	<input type="checkbox"/>
Paid sick time/personal days	<input type="checkbox"/>	N/A	N/A	<input type="checkbox"/>
Financial assistance to cover courses for credit	<input type="checkbox"/>	N/A	N/A	<input type="checkbox"/>
Financial assistance for in-service workshops, conferences, etc.	<input type="checkbox"/>	N/A	N/A	<input type="checkbox"/>

36. If you have had difficulty getting health insurance, what was the main reason?

- Unable to find insurance company who can offer this coverage to me
- Too expensive
- Other: _____
- I have not had any difficulty

37. If you have had difficulty getting dental insurance, what was the main reason?

- Unable to find insurance company who can offer this coverage to me
- Too expensive
- Other: _____
- I have not had any difficulty

38. How much more time do you plan to continue providing Family Child Care?

_____ months **OR** _____ years

39. Why might you stop providing Family Child Care? Please indicate the top reason.

(Check only one.)

- To go back to school
 - To get a job with better pay and/or benefits within the child care field
 - To get a job with better pay and/or benefits outside the child care field
 - To get a job with better hours
 - To get a job in the public schools
 - Because of burnout
 - Because I have a new baby
 - Because my own child is now of school-age
 - Because I have been unable to hire assistants
- Other: _____

PROGRAM COSTS AND REVENUES

40. What is your gross monthly income (before taxes and expenses) from providing Family Child Care? \$_____

41. How much money do you receive from the following each month?

- Parent Fees \$_____ per month
- Government funding: vouchers, contracts, ASPIRE/TANF, Head Start/Home Start \$_____ per month
- Other: _____ \$_____ per month

42. Head Start/Home Start? Do you participate in Yes No

43. Do you currently carry general liability insurance for your Family Child Care?

- Yes No Don't know

44. If you have had difficulty getting general liability insurance, what was the main reason?

- Unable to find insurance company who can offer this coverage to me
- Too expensive
- Other: _____
- I have not had any difficulty

Thank you for completing this survey.

APPENDIX G

This Appendix presents the rates for full-time care, part-time care, and before- and after-school care for both family child care providers and child care centers. The overall state rates are listed first, followed by individual tables for each county. Note that the asterisk (*) indicates that the percentile was computed on sparse data (less than 50 child care slots) and may not accurately reflect the amount providers charge.

Child Care Center — State-Wide Rates

Table G1 — Child Care Center State-Wide Rates: Full-Time Care

	Full-time hourly rates			Full-time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	\$3.16	\$4.00	\$4.44	\$135.00	\$154.00	\$163.45
Toddler	3.00	3.59	4.00	115.00	128.13	143.71
Preschool	2.96	3.33	4.00	116.00	133.00	150.00
School-age (vacation weeks & summer)	2.61	2.78	3.21	100.00	110.00	130.00

Table G2 — Child Care Center State-Wide Rates: Part-Time Care

	Part-time hourly rates			Part-time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	\$3.50*	\$5.25*	\$5.25*	\$140.00*	\$140.00*	\$155.00*
Toddler	4.00	5.38	7.00	112.00	136.00	170.00
Preschool	3.70	4.91	7.00	100.00	127.50	150.00

Table G3 — Child Care Center State-Wide Rates: Before- and After-School Care

	Before & after-school hourly rates			Before & after-school weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Kindergarten	\$2.86	\$3.75	\$4.93	\$75.00	\$90.00	\$120.00
School-age	3.33	4.33	4.50	49.00	65.00	89.00

Child Care Center — County Rates — Full-Time Care

Table G4 — Full-Time Child Care Center Rates: Androscoggin County

	Full-time hourly 75 th percentile rate	Full-time weekly 75 th percentile rate
Infant	\$3.33*	\$149.50
Toddler	3.50	115.25
Preschool	2.96	116.00
School-age (during vacation weeks and summer)	3.33	98.00

Table G5 — Full-Time Child Care Center Rates: Aroostook County

	Full-time hourly 75 th percentile rate	Full-time weekly 75 th percentile rate
Infant	\$3.31*	\$149.00*
Toddler	3.31	149.00
Preschool	2.96	133.00
School-age (during vacation weeks and summer)	NO DATA	NO DATA

Table G6 — Full-Time Child Care Center Rates: Cumberland County

	Full-time hourly 75 th percentile rate	Full-time weekly 75 th percentile rate
Infant	\$4.24	\$167.00
Toddler	3.80	168.00
Preschool	3.88	150.00
School-age (during vacation weeks and summer)	3.00	110.00

Table G7 — Full-Time Child Care Center Rates: Franklin County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.63*	\$110.00*
Toddler	NO DATA	NO DATA
Preschool	3.54*	124.00*
School-age (during vacation weeks and summer)	NO DATA	NO DATA

Table G8 — Full-Time Child Care Center Rates: Hancock County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$3.33*	\$150.00*
Toddler	2.89*	130.00*
Preschool	3.84	134.37
School-age (during vacation weeks and summer)	2.22*	100.00*

Table G9 — Full-Time Child Care Center Rates: Kennebec County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$3.16*	\$158.00*
Toddler	3.38*	135.00
Preschool	2.78	110.00
School-age (during vacation weeks and summer)	1.10*	55.00*

Table G10 — Full-Time Child Care Center Rates: Knox County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.40*	\$103.00*
Toddler	4.00*	103.00*
Preschool	4.00	105.00*
School-age (during vacation weeks and summer)	2.56*	110.00*

Table G11 — Full-Time Child Care Center Rates: Lincoln County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$3.40*	\$135.00*
Toddler	3.40*	135.00*
Preschool	4.00	130.00
School-age (during vacation weeks and summer)	3.00	105.00

Table G12 — Full-Time Child Care Center Rates: Oxford County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.56*	\$115.00*
Toddler	2.75*	125.00*
Preschool	2.79	120.00
School-age (during vacation weeks and summer)	2.78	125.00

Table G13 — Full-Time Child Care Center Rates: Penobscot County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.89*	\$115.00*
Toddler	3.13	108.00
Preschool	2.72	102.75
School-age (during vacation weeks and summer)	2.61	105.00

Table G14 — Full-Time Child Care Center Rates: Piscataquis County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$1.78*	\$80.00*
Toddler	2.39*	80.00*
Preschool	2.11*	95.00*
School-age (during vacation weeks and summer)	3.00*	68.00*

Table G15 — Full-Time Child Care Center Rates: Sagadahoc County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$3.33*	\$140.00*
Toddler	3.11*	125.00*
Preschool	2.89	120.00
School-age (during vacation weeks and summer)	7.75	110.00

Table G16 — Full-Time Child Care Center Rates: Somerset County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	3.00*	105.00*
Toddler	3.00*	105.00*
Preschool	1.67	69.77
School-age (during vacation weeks and summer)	NO DATA	NO DATA

Table G17 — Full-Time Child Care Center Rates: Waldo County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$3.40*	\$141.00*
Toddler	3.73*	149.00*
Preschool	3.33	133.00
School-age (during vacation weeks and summer)	2.50*	100.00*

Table G18 — Full-Time Child Care Center Rates: Washington County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$4.51*	\$165.25*
Toddler	4.26*	160.25*
Preschool	3.84*	160.25
School-age (during vacation weeks and summer)	3.00*	20.00*

Table G19 — Full-Time Child Care Center Rates: York County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$3.44*	\$120.00*
Toddler	3.59*	128.13*
Preschool	3.00	120.00
School-age (during vacation weeks and summer)	2.60	130.00

Child Care Center — County Rates — Before/After School Care

Table G20 — Before- and After-School Child Care Center Rates: Androscoggin County

	Before- and after-school hourly 75 th percentile rate	Before- and after-school weekly 75 th percentile rate
Kindergarten	\$2.86*	\$68.00*
School-age	2.14	60.00

Table G21 — Before- and After-School Child Care Center Rates: Aroostook County

	Before- and after-school hourly 75 th percentile rate	Before- and after-school weekly 75 th percentile rate
Kindergarten	NO DATA	NO DATA
School-age	NO DATA	NO DATA

Table G22 — Before- and After-School Child Care Center Rates: Cumberland County

	Before- and after-school hourly 75 th percentile rate	Before- and after-school weekly 75 th percentile rate
Kindergarten	\$4.93	\$110.00
School-age	4.25	85.00

Table G23 — Before- and After-School Child Care Center Rates: Franklin County

	Before- and after-school hourly 75 th percentile rate	Before- and after-school weekly 75 th percentile rate
Kindergarten	NO DATA	NO DATA
School-age	NO DATA	NO DATA

Table G24 — Before- and After-School Child Care Center Rates: Hancock County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	\$3.00*	\$120.00*
School-age	NO DATA	NO DATA

Table G25 — Before- and After-School Child Care Center Rates: Kennebec County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	\$1.50*	\$30.00*
School-age	2.50	37.50

Table G26 — Before- and After-School Child Care Center Rates: Knox County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	\$3.35*	\$77.00*
School-age	3.23*	42.00*

Table G27 — Before- and After-School Child Care Center Rates: Lincoln County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	\$3.33*	\$37.00*
School-age	3.33	37.00

Table G28 — Before- and After-School Child Care Center Rates: Oxford County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	\$2.33*	\$70.00*
School-age	4.50	125.00

Table G29 — Before- and After-School Child Care Center Rates: Penobscot County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	\$2.14	\$75.00
School-age	3.27	68.00

Table G30 — Before- and After-School Child Care Center Rates: Piscataquis County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	\$3.00*	\$45.00*
School-age	NO DATA	NO DATA

Table G31 — Before- and After-School Child Care Center Rates: Sagadahoc County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	\$9.29*	\$95.00*
School-age	11.25*	70.00

Table G32 — Before- and After-School Child Care Center Rates: Somerset County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	NO DATA	NO DATA
School-age	NO DATA	NO DATA

Table G33 — Before- and After-School Child Care Center Rates: Waldo County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	NO DATA	NO DATA
School-age	2.50*	100.00*

Table G34 — Before- and After-School Child Care Center Rates: Washington County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	NO DATA	\$40.00*
School-age	NO DATA	20.00*

Table G35 — Before- and After-School Child Care Center Rates: York County

	Before- and after-school hourly 75th percentile rate	Before- and after-school weekly 75th percentile rate
Kindergarten	\$3.50*	NO DATA
School-age	4.50	48.00

Family Child Care — State-Wide Rates

Table G36 — Family Child Care State Rates: Full-Time Care

	Full-time hourly rates			Full-time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	\$2.30	\$3.00	\$3.67	\$100.00	\$115.00	\$125.00
Toddler	2.10	2.71	3.33	90.00	100.00	125.00
Preschool	2.00	2.63	3.33	90.00	100.00	112.50
School-age (vacation weeks & summer)	1.89	2.35	3.00	80.00	90.00	100.00

Table G37 — Family Child Care State Rates: Part-Time Care

	Part-time hourly rates			Part-time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	\$3.00	\$4.00	\$5.00	\$100.00	\$125.00	\$150.00
Toddler	3.00	4.00	5.00	100.00	125.00	150.00
Preschool	3.00	3.83	4.62	85.00	105.00	140.00

Table G38 — Family Child Care State Rates: Before and After School Care

	Before & after-school hourly rates			Before & after-school weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Kindergarten	\$2.83	\$3.33	\$4.00	\$60.00	\$75.00	\$90.00
School-age	3.00	3.50	4.55	40.00	50.00	60.00

Family Child Care — County Rates — Full-Time Care

Table G39 — Full-Time Family Child Care Rates: Androscoggin County

	Full-time hourly 75 th percentile rate	Full-time weekly 75 th percentile rate
Infant	\$2.67	\$106.25
Toddler	2.25	100.00
Preschool	2.22	90.00
School-age (during vacation weeks and summer)	2.00	85.00

Table G40 — Full-Time Family Child Care Rates: Aroostook County

	Full-time hourly 75 th percentile rate	Full-time weekly 75 th percentile rate
Infant	\$2.09*	\$85.00
Toddler	2.00	80.00
Preschool	2.00	85.00
School-age (during vacation weeks and summer)	2.25*	75.00*

Table G41 — Full-Time Family Child Care Rates: Cumberland County

	Full-time hourly 75 th percentile rate	Full-time weekly 75 th percentile rate
Infant	\$3.33	\$125.00
Toddler	3.27	125.00
Preschool	3.13	120.00
School-age (during vacation weeks and summer)	3.00	100.00

Table G42 — Full-Time Family Child Care Rates: Franklin County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.73*	\$96.25*
Toddler	2.15*	95.00*
Preschool	2.11	85.00
School-age (during vacation weeks and summer)	2.00*	83.75*

Table G43 — Full-Time Family Child Care Rates: Hancock County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$3.00*	\$120.00*
Toddler	2.50	100.00
Preschool	2.88	100.00
School-age (during vacation weeks and summer)	2.05*	90.00*

Table G44 — Full-Time Family Child Care Rates: Kennebec County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.50	\$100.00
Toddler	2.22	90.00
Preschool	2.11	85.00
School-age (during vacation weeks and summer)	1.84	80.00

Table G45 — Full-Time Family Child Care Rates: Knox County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.88*	\$113.88*
Toddler	2.56*	100.00*
Preschool	3.00	100.00
School-age (during vacation weeks and summer)	2.44*	103.75*

Table G46 — Full-Time Family Child Care Rates: Lincoln County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$4.00*	\$120.00*
Toddler	2.44*	100.00*
Preschool	2.44	100.00
School-age (during vacation weeks and summer)	2.00*	90.00*

Table G47 — Full-Time Family Child Care Rates: Oxford County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$3.00*	\$102.50*
Toddler	3.00*	100.00*
Preschool	2.50	85.00
School-age (during vacation weeks and summer)	1.64*	75.00*

Table G48 — Full-Time Family Child Care Rates: Penobscot County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.75	\$100.00
Toddler	2.58	100.00
Preschool	2.75	95.00
School-age (during vacation weeks and summer)	2.50	95.00

Table G49 — Full-Time Family Child Care Rates: Piscataquis County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.83*	\$90.00*
Toddler	2.13*	100.00*
Preschool	2.50*	100.00*
School-age (during vacation weeks and summer)	2.50*	100.00*

Table G50 — Full-Time Family Child Care Rates: Sagadahoc County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$5.00*	\$115.00*
Toddler	2.39*	100.00*
Preschool	3.00	100.00
School-age (during vacation weeks and summer)	3.00*	95.00*

Table G51 — Full-Time Family Child Care Rates: Somerset County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.02*	\$90.00*
Toddler	2.50	90.00
Preschool	2.00	85.00
School-age (during vacation weeks and summer)	1.78*	75.00

Table G52 — Full-Time Family Child Care Rates: Waldo County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.73*	\$112.50*
Toddler	2.75	110.00*
Preschool	2.75	110.00
School-age (during vacation weeks and summer)	2.50*	90.00*

Table G53 — Full-Time Family Child Care Rates: Washington County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$2.94*	\$125.00*
Toddler	2.50	100.00*
Preschool	2.33	90.00*
School-age (during vacation weeks and summer)	3.11*	168.00*

Table G54 — Full-Time Family Child Care Rates: York County

	Full-time hourly 75th percentile rate	Full-time weekly 75th percentile rate
Infant	\$3.07	\$125.00
Toddler	3.18	115.00
Preschool	3.25	100.00
School-age (during vacation weeks and summer)	2.75	100.00

Family Child Care — County Rates — Before- and After-School

Table G55 — Before- and After-School Family Child Care Rates: Androscoggin County

	Before & after-school hourly 75 th percentile rate	Before & after-school weekly 75 th percentile rate
Kindergarten	\$3.00	\$75.00
School-age	4.00	50.00

Table G56 — Before- and After-School Family Child Care Rates: Aroostook County

	Before & after-school hourly 75 th percentile rate	Before & after-school weekly 75 th percentile rate
Kindergarten	\$2.33*	\$75.00*
School-age	2.72	40.00

Table G57 — Before- and After-School Family Child Care Rates: Cumberland County

	Before & after-school hourly 75 th percentile rate	Before & after-school weekly 75 th percentile rate
Kindergarten	\$4.00	\$80.00
School-age	4.00	60.00

Table G58 — Before- and After-School Family Child Care Rates: Franklin County

	Before & after-school hourly 75 th percentile rate	Before & after-school weekly 75 th percentile rate
Kindergarten	\$3.42*	\$60.00*
School-age	3.33	50.00

Table G59 — Before- and After-School Family Child Care Rates: Hancock County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$3.50*	\$58.75*
School-age	4.00	50.00

Table G60 — Before- and After-School Family Child Care Rates: Kennebec County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$3.52*	\$75.00*
School-age	3.50	45.00

Table G61 — Before- and After-School Family Child Care Rates: Knox County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$3.13*	\$45.00*
School-age	3.08*	40.00*

Table G62 — Before- and After-School Family Child Care Rates: Lincoln County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$2.25*	\$90.00*
School-age	3.00	90.00

Table G63 — Before- and After-School Family Child Care Rates: Oxford County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$3.00*	\$60.75*
School-age	3.33	57.00

Table G64 — Before- and After-School Family Child Care Rates: Penobscot County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$3.00*	\$60.00*
School-age	3.00	50.00

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Table G65 — Before- and After-School Family Child Care Rates: Piscataquis County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$3.70*	\$85.00*
School-age	2.25*	30.00*

y

Table G66 — Before- and After-School Family Child Care Rates: Sagadahoc County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$4.00*	\$85.00*
School-age	3.46	60.00

Table G67 — Before- and After-School Family Child Care Rates: Somerset County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$3.00*	\$70.00*
School-age	3.13	35.00

Table G68 — Before- and After-School Family Child Care Rates: Waldo County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$3.00*	\$71.88*
School-age	3.25	50.00

Table G69 — Before- and After-School Family Child Care Rates: Washington County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$3.50*	\$51.25*
School-age	3.50*	37.50*

Table G70 — Before- and After-School Family Child Care Rates: York County

	Before & after-school hourly 75th percentile rate	Before & after-school weekly 75th percentile rate
Kindergarten	\$4.17	\$95.00
School-age	3.83	60.00

APPENDIX X

This Appendix presents the rates for full time care, part time care, and before/after school care for both family child care providers and child care centers. The overall

state rates are listed first, followed by individual tables for each county. Note that the asterisk (*) indicates that the percentile was computed on sparse data (less than 50 child care slots) and may not accurately reflect the amount providers charge.

Family child care providers State rates

Full Time Care

	Full time hourly rates			Full time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	2.30	3.00	3.67	100.00	115.00	125.00
Toddler	2.10	2.71	3.33	90.00	100.00	125.00
Preschooler	2.00	2.63	3.33	90.00	100.00	112.00
School Age (vacation wks & summer)	1.89	2.35	3.00	80.00	90.00	100.00

Part Time Care

	Part time hourly rates			Part time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	3.00	4.00	5.00	100.00	125.00	150.00
Toddler	3.00	4.00	5.00	100.00	125.00	150.00
Preschooler	3.00	3.83	4.62	85.00	105.00	140.00

Before/After School Care

	B/A School hourly rates			B/A School weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Kindergarten	2.83	3.33	4.00	60.00	75.00	90.00

School age	3.00	3.50	4.55	40.00	50.00	60.00
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**FAMILY CHILD CARE PROVIDERS
COUNTY RATES**

Full Time Care

Androscoggin

	Full time hourly 75th percentile rate	Full time weekly 75th percentile rate
Infant	2.67	106.25
Toddler	2.25	100.00
Preschooler	2.22	90.00
School Age (during vacation weeks and summer)	2.00	85.00

Aroostook

	Full time hourly 75th percentile rate	Full time weekly 75th percentile rate
Infant	2.09*	85.00
Toddler	2.00	80.00
Preschooler	2.00	85.00
School Age (during vacation weeks and summer)	2.25*	75.00*

Cumberland

	Full time hourly 75th percentile rate	Full time weekly 75th percentile rate
Infant	3.33	125.00
Toddler	3.27	125.00
Preschooler	3.13	120.00
School Age (during vacation weeks and summer)	3.00	100.00

Franklin

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	2.73*	96.25*
Toddler	2.15*	95.00*
Preschooler	2.11	85.00
School Age (during vacation weeks and summer)	2.00*	83.75*

Hancock

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	3.00*	120.00*
Toddler	2.50	100.00
Preschooler	2.88	100.00
School Age (during vacation weeks and summer)	2.05*	90.00*

Kennebec

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	2.50	100.00
Toddler	2.22	90.00
Preschooler	2.11	85.00
School Age (during vacation weeks and summer)	1.84	80.00

Knox

	Full time hourly 75 th	Full time weekly 75 th
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	percentile rate	percentile rate
Infant	2.88*	113.88*
Toddler	2.56*	100.00*
Preschooler	3.00	100.00
School Age (during vacation weeks and summer)	2.44*	103.75*

Lincoln

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	4.00*	120.00*
Toddler	2.44*	100.00*
Preschooler	2.44	100.00
School Age (during vacation weeks and summer)	2.00*	90.00*

Oxford

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	3.00*	102.50*
Toddler	3.00*	100.00*
Preschooler	2.50	85.00
School Age (during vacation weeks and summer)	1.64*	75.00*

Penobscot

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	2.75	100.00
Toddler	2.58	100.00

Preschooler	2.75	95.00
School Age (during vacation weeks and summer)	2.50	95.00

Piscataquis

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	2.83*	90.00*
Toddler	2.13*	100.00*
Preschooler	2.50*	100.00*
School Age (during vacation weeks and summer)	2.50*	100.00*

Sagadahoc

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	5.00*	115.00*
Toddler	2.39*	100.00*
Preschooler	3.00	100.00
School Age (during vacation weeks and summer)	3.00*	95.00*

Somerset

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	2.02*	90.00*
Toddler	2.50	90.00

Preschooler	2.00	85.00
School Age (during vacation weeks and summer)	1.78*	75.00

Waldo

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	2.73*	112.50*
Toddler	2.75	110.00*
Preschooler	2.75	110.00
School Age (during vacation weeks and summer)	2.50*	90.00*

Washington

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	2.94*	125.00*
Toddler	2.50	100.00*
Preschooler	2.33	90.00*
School Age (during vacation weeks and summer)	3.11*	168.00*

York

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	3.07	125.00
Toddler	3.18	115.00
Preschooler	3.25	100.00
School Age (during vacation weeks and summer)	2.75	100.00

Part Time Care Androscoggin

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.91	120.00
Toddler	4.40*	100.00*
Preschooler	3.63	100.00

Aroostook

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.00*	81.25*
Toddler	3.00*	85.00*
Preschooler	3.23	78.75

Cumberland

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	4.26	150.00
Toddler	4.50	150.00
Preschooler	4.25	140.00

Franklin

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.00*	100.00*
Toddler	2.50*	106.25*

Preschooler	3.25*	106.25*
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Hancock

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.75*	117.50*
Toddler	3.88*	125.00*
Preschooler	3.75*	100.00*

Kennebec

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.04*	125.00*
Toddler	3.08*	100.00*
Preschooler	3.20	100.00

Knox

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.13*	100.00*
Toddler	4.13*	200.00*
Preschooler	3.75*	110.00*

Lincoln

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.81*	102.50*

Toddler	3.15*	80.63*
Preschooler	2.70*	75.00*

Oxford

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	4.00*	125.00*
Toddler	4.00*	150.00*
Preschooler	3.94*	100.00*

Penobscot

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.46	125.00*
Toddler	3.00*	125.00*
Preschooler	3.00	100.00

Piscataquis

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.00*	200.00*
Toddler	2.25*	32.00*
Preschooler	3.40*	85.00*

Sagadahoc

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	4.44*	125.00*
Toddler	4.50*	100.00*
Preschooler	3.13*	100.00*

Somerset

	Part time hourly 75th percentile rate	Part time weekly 75th percentile rate
Infant	3.68*	85.00*
Toddler	4.00*	80.00*
Preschooler	3.50*	75.00*

Waldo

	Part time hourly 75th percentile rate	Part time weekly 75th percentile rate
Infant	3.00*	125.00*
Toddler	2.50*	81.25*
Preschooler	3.49*	125.00*

Washington

	Part time hourly 75th percentile rate	Part time weekly 75th percentile rate
Infant	3.00*	107.50*
Toddler	3.06*	110.00*
Preschooler	3.03*	100.00*

York

	Part time hourly 75th percentile rate	Part time weekly 75th percentile rate
Infant	5.00	150.00*
Toddler	5.00*	150.00*
Preschooler	4.00	125.00

Before/After School Care

Androscoggin

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.00	75.00
School Age	4.00	50.00

Aroostook

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	2.33*	75.00*
School Age	2.72	40.00

Cumberland

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	4.00	80.00
School Age	4.00	60.00

Franklin

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.42*	60.00*
School Age	3.33	50.00

Hancock

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.50*	58.75*
School Age	4.00	50.00

Kennebec

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.52*	75.00*
School Age	3.50	45.00

Knox

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.13*	45.00*
School Age	3.08*	40.00*

Lincoln

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	2.25*	90.00*
School Age	3.00	90.00

Oxford

	Before/After school hourly 75th percentile	Before/After school weekly 75th percentile
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	rate	rate
Kindergarten	3.00*	60.75*
School Age	3.33	57.00

Penobscot

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.00*	60.00*
School Age	3.00	50.00

Piscataquis

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.70*	85.00*
School Age	2.25*	30.00*

Sagadahoc

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	4.00*	85.00*
School Age	3.46	60.00

Somerset

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.00*	70.00*

School Age	3.13	35.00
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Waldo

	Before/After school hourly 75 th percentile rate	Before/After school weekly 75 th percentile rate
Kindergarten	3.00*	71.88*
School Age	3.25	50.00

Washington

	Before/After school hourly 75 th percentile rate	Before/After school weekly 75 th percentile rate
Kindergarten	3.50*	51.25*
School Age	3.50*	37.50*

York

	Before/After school hourly 75 th percentile rate	Before/After school weekly 75 th percentile rate
Kindergarten	4.17	95.00
School Age	3.83	60.00

CHILD CARE CENTERS

STATE RATES

Full Time Care

	Full time hourly rates			Full time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	3.16	4.00	4.44	133.59	135.00	154.00
Toddler	3.00	3.59	4.00	115.00	128.13	143.71
Preschooler	2.96	3.33	4.00	116.00	133.00	150.00
School Age (vacation wks & summer)	2.61	2.78	3.21	100.00	110.00	130.00

Part Time Care

	Part time hourly rates			Part time weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Infant	3.50*	5.25*	5.25*	140.00*	140.00*	155.00*
Toddler	4.00	5.38	7.00	112.00	136.00	170.00
Preschooler	3.70	4.91	7.00	100.00	127.50	150.00

Before/After School Care

	B/A School hourly rates			B/A School weekly rates		
	50 th percentile	75 th percentile	90 th percentile	50 th percentile	75 th percentile	90 th percentile
Kindergarten	2.86	3.75	4.93	75.00	90.00	120.00
School age	3.33	4.33	4.50	49.00	65.00	89.00

CHILD CARE CENTERS COUNTY RATES

Full Time Care

Androscoggin

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	3.33*	149.50
Toddler	3.50	115.25
Preschooler	2.96	116.00
School Age (during vacation weeks and summer)	3.33	98.00

Aroostook

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	3.31*	149.00*
Toddler	3.31	149.00
Preschooler	2.96	133.00
School Age (during vacation weeks and summer)	NO DATA	NO DATA

Cumberland

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	4.24	167.00
Toddler	3.80	168.00
Preschooler	3.88	150.00
School Age (during vacation weeks and summer)	3.00	110.00

Franklin

	Full time hourly 75th percentile rate	Full time weekly 75th percentile rate
Infant	2.63*	110.00*
Toddler	NO DATA	NO DATA
Preschooler	3.54*	124.00*
School Age (during vacation weeks and summer)	NO DATA	NO DATA

Hancock

	Full time hourly 75th percentile rate	Full time weekly 75th percentile rate
Infant	3.33*	150.00*
Toddler	2.89*	130.00*
Preschooler	3.84	134.37
School Age (during vacation weeks and summer)	2.22*	100.00*

Kennebec

	Full time hourly 75th percentile rate	Full time weekly 75th percentile rate
Infant	3.16*	158.00*
Toddler	3.38*	135.00
Preschooler	2.78	110.00
School Age (during vacation weeks and summer)	1.10*	55.00*

Knox

	Full time hourly 75th percentile rate	Full time weekly 75th percentile rate
Infant	2.40*	103.00*
Toddler	4.00*	103.00*

Preschooler	4.00	105.00*
School Age (during vacation weeks and summer)	2.56*	110.00*

Lincoln

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	3.40*	135.00*
Toddler	3.40*	135.00*
Preschooler	4.00	130.00
School Age (during vacation weeks and summer)	3.00	105.00

Oxford

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	2.56*	115.00*
Toddler	2.75*	125.00*
Preschooler	2.79	120.00
School Age (during vacation weeks and summer)	2.78	125.00

Penobscot

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	2.89*	115.00*
Toddler	3.13	108.00

Preschooler	2.72	102.75
School Age (during vacation weeks and summer)	2.61	105.00

Piscataquis

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	1.78*	80.00*
Toddler	2.39*	80.00*
Preschooler	2.11*	95.00*
School Age (during vacation weeks and summer)	3.00*	68.00*

Sagadahoc

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	3.33*	140.00*
Toddler	3.11*	125.00*
Preschooler	2.89	120.00
School Age (during vacation weeks and summer)	7.75	110.00

Somerset

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	3.00*	105.00*
Toddler	3.00*	105.00*
Preschooler	1.67	69.77

School Age (during vacation weeks and summer)	NO DATA	NO DATA
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Waldo

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	3.40*	141.00*
Toddler	3.73*	149.00*
Preschooler	3.33	133.00
School Age (during vacation weeks and summer)	2.50*	100.00*

Washington

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	4.51*	165.25*
Toddler	4.26*	160.25*
Preschooler	3.84*	106.25
School Age (during vacation weeks and summer)	3.00*	20.00*

York

	Full time hourly 75 th percentile rate	Full time weekly 75 th percentile rate
Infant	3.44*	120.00*
Toddler	3.59*	128.13*
Preschooler	3.00	120.00
School Age (during vacation weeks and summer)	2.60	130.00

Part Time Care

Androscoggin

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	4.44*	200.00*
Toddler	4.22*	175.00*
Preschooler	4.87	127.50

Aroostook

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.75*	75.00*
Toddler	4.14*	74.50*
Preschooler	3.69	66.50

Cumberland

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	8.13	200.00
Toddler	7.50	155.00
Preschooler	6.00	145.00

Franklin

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	5.28*	110.00*
Toddler	NO DATA	NO DATA
Preschooler	6.00*	100.00*

Hancock

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	4.57*	80.00*
Toddler	4.30*	112.50*
Preschooler	7.56	340.00

Kennebec

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	4.77*	125.00*
Toddler	5.60*	106.00*
Preschooler	3.50	96.50

Knox

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	2.88	75.00
Toddler	3.00*	75.00*
Preschooler	3.00	75.00

Lincoln

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	4.25	85.00
Toddler	4.25*	85.00*
Preschooler	3.50	78.75

Oxford

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
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Infant	4.29*	155.00*
Toddler	3.95*	150.00*
Preschooler	5.00*	87.50*

Penobscot

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	4.99*	200.00*
Toddler	3.50	150.00
Preschooler	3.76	105.00

Piscataquis

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	2.40*	60.00*
Toddler	2.70*	72.50*
Preschooler	3.00*	85.00*

Sagadahoc

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	5.26*	135.00*
Toddler	4.61*	125.00*
Preschooler	4.24	125.00

Somerset

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.00*	90.00*
Toddler	3.00*	90.00*
Preschooler	13.33*	200.00*

Waldo

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	3.82*	98.50*
Toddler	4.67*	112.00*
Preschooler	4.17	100.00

Washington

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	4.27*	123.93*
Toddler	6.00*	124.73*
Preschooler	5.58*	120.00

York

	Part time hourly 75 th percentile rate	Part time weekly 75 th percentile rate
Infant	5.25*	140.00*
Toddler	4.00*	135.00*
Preschooler	4.99	130.00

Before/After School Care

Androscoggin

	Before/After school hourly 75 th percentile rate	Before/After school weekly 75 th percentile rate
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Kindergarten	2.86*	68.00*
School Age	2.14	60.00

Aroostook

	Before/After school hourly 75 th percentile rate	Before/After school weekly 75 th percentile rate
Kindergarten	NO DATA	NO DATA
School Age	NO DATA	NO DATA

Cumberland

	Before/After school hourly 75 th percentile rate	Before/After school weekly 75 th percentile rate
Kindergarten	4.93	110.00
School Age	4.25	85.00

Franklin

	Before/After school hourly 75 th percentile rate	Before/After school weekly 75 th percentile rate
Kindergarten	NO DATA	NO DATA
School Age	NO DATA	NO DATA

Hancock

	Before/After school hourly 75 th percentile rate	Before/After school weekly 75 th percentile rate
Kindergarten	3.00*	120.00*
School Age	NO DATA	NO DATA

Kennebec

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	1.50*	30.00*
School Age	2.50	37.50

Knox

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.35*	77.00*
School Age	3.23*	42.00*

Lincoln

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.33*	37.00*
School Age	3.33	37.00

Oxford

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	2.33*	70.00*
School Age	4.50	125.00

Penobscot

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	2.14	75.00
School Age	3.27	68.00

Piscataquis

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.00*	45.00*
School Age	NO DATA	NO DATA

Sagadahoc

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	9.29*	95.00*
School Age	11.25*	70.00

Somerset

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	NO DATA	NO DATA
School Age	NO DATA	NO DATA

Waldo

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	NO DATA	NO DATA

School Age	2.50*	100.00*
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Washington

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	NO DATA	40.00*
School Age	NO DATA	20.00*

York

	Before/After school hourly 75th percentile rate	Before/After school weekly 75th percentile rate
Kindergarten	3.50*	NO DATA
School Age	4.50	48.00