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HEALTH MANAGEMENT ASSOCIATES

## *2021 Maine Child Care Market Rate Survey*

- PREPARED FOR -

MAINE DEPARTMENT OF HEALTH AND HUMAN SERVICES  
OFFICE OF CHILD AND FAMILY SERVICES

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*Research and Consulting in the Fields of Health and Human Services Policy, Health Economics  
and Finance, Program Evaluation, Data Analysis, and Health System Restructuring*

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## Introduction

The Maine Department of Health and Human Services' Office of Child and Family Service (OCFS) operates the Child Care Subsidy Program (CCSP), which helps eligible lower-income parents pay for child care so they can work, go to school, or participate in a job training program. Families with incomes up to 85 percent of the state's median income when adjusted for family size may qualify for assistance.<sup>1</sup> For a family of three, for example, that currently translates to a maximum annual income of \$64,380. Families must contribute to the cost of care on a sliding scale based on their income. For example, a family whose income is equal to the federal poverty level (currently \$21,960 for a family of three) must pay a fee equal to six percent of their income.<sup>2</sup>

Federal funding from the Child Care and Development Fund (CCDF) is a primary funding source of the CCSP. In federal fiscal year 2019, Maine received \$24.4 million in CCDF dollars.<sup>3</sup>

Federal CCDF regulations require that state child care program payment rates be based on a valid market rate survey or alternative methodology, such as a cost estimation model, conducted within the past three years.<sup>4</sup> Federal rules further specify that information gathered through the market rate survey or alternative methodology should reflect variations by geographic location, provider type, and the age of the child served. Additionally, the market rate survey must capture the extent to which providers participate in the state's child care subsidy program, barriers to participation in the program, and whether participating providers charge families the difference between the subsidies and their typical rates.<sup>5</sup>

A key tenet of the CCDF is that state child care subsidy programs should afford recipients equal access to a wide array of child care options. To support this goal, federal guidelines recommend, but do not require, that states establish subsidy payment rates at the 75<sup>th</sup> percentile of current market rates.<sup>6</sup> This benchmark ensures families relying on the program to pay for child care have access to at least three quarters of all providers. A 2019 report from the federal Department of Health and Human Services' Office of the Inspector General found that only six states had adopted subsidy reimbursement levels equal to or greater than the 75<sup>th</sup> percentile rates for infant care in both child care facilities and family

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<sup>1</sup> State of Maine Department of Health and Human Services. Child Care Subsidy Program Rules – 10-148 Code of Maine Rules, Chapter 6, Section 3 (Eligibility).

<sup>2</sup> *Ibid.* See Section 6 (Parent Fee & Costs)

<sup>3</sup> United States Department of Health & Human Services, Office of Child Care. (March 28, 2019). FY2019 CCDF Allocations (Based on Appropriations). Retrieved from <https://www.acf.hhs.gov/occ/data/fy-2019-ccdf-allocations-based-appropriations>.

<sup>4</sup> 45 CFR 98.45

<sup>5</sup> *Ibid.*

<sup>6</sup> "Child Care Development Fund Final Rule," Federal Register 81, no. 90 (September 30, 2016): 73, accessed March 2021, <https://www.govinfo.gov/content/pkg/FR-2016-09-30/pdf/2016-22986.pdf>.

child care settings during the fiscal year 2016-2018 planning period.<sup>7</sup> At that time, Maine's rates were set at the 50<sup>th</sup> percentile (median) rates, but in 2017, the state increased its rates to the 75<sup>th</sup> percentile.<sup>8</sup>

Pursuant to federal requirements, OCFS conducted its triennial market rate survey in late 2020 and early 2021. OCFS contracted Burns & Associates, a division of Health Management Associates (HMA-Burns), to assist with the survey.

This report presents the results of the survey, summarizing the calculation of the 75<sup>th</sup> percentile rates for each county or group of counties, analyses of major cost drivers, and cost per child estimates.

Additionally, to understand the higher costs associated with delivering high-quality services, this report highlights differences in rates and costs based on providers' Step ratings through Quality for ME, the state's quality rating and improvement system (QRIS). This program includes a 4-Step rating system, based on implementation of key quality standards, including:

- Adoption of a daily schedule
- Development of curriculum plans
- Observations of children's interests and skills
- Regular communication with parents, including parent-teacher conferences
- Program evaluation
- Staff training and education

Implementation of quality indicators and standards impacts provider costs. For example, at Step 3 and Step 4, providers are expected to employ staff with higher levels of training and education, which may require a wage premium and benefit level increase. Recognizing these costs and to incentivize high-quality services, the CCSP includes "quality bumps" for providers who achieve higher Step ratings: two percent at Step 2, five percent at Step 3, and ten percent at Step 4. Parental fees are also reduced for parents who choose Step 3 and Step 4 providers.

A series of appendices that provide detailed tables of the analyses performed as part of the survey accompanies this report.

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<sup>7</sup> United States Department of Health and Human Services Office of Inspector General. (August 2019). States' Payment Rates Under the Child Care and Development Fund Program Could Limit Access to Child Care Providers. Retrieved April 2021 from <https://oig.hhs.gov/oei/reports/oei-03-15-00170.pdf>.

<sup>8</sup> Maine Department of Health and Human Services. Child Care and Development Fund (CCDF) Plan for Maine FFY2019-2021. Retrieved from <https://www.maine.gov/dhhs/ocfs/ec/occhs/documents/Maine%20State%20Plan%2002-22-21.pdf>.

## Survey Design and Administration

All actively licensed providers were invited to participate in the 2021 Maine Child Care Market Rate Survey that collected information regarding providers' capacity and enrollment, rates, expenses, and policies. Of 1,572 identified providers, 972 (61.8 percent) completed all or part of the survey. Market rate information was collected by age group, attendance (part and full-time), and type (daily, weekly, and monthly). Administrative licensing data was used to analyze market rates and reported costs by county and by quality level as measured by Quality for ME.

### Survey Design

To design the survey, a variety of resources were reviewed, including:

- Child Care Subsidy Program Rules (10-148 Code of Maine Rules, Chapter 6)
- Child Care Facilities Licensing Rules (10-148 Code of Maine Rules, Chapter 32)
- Family Child Care Provider Licensing Rules (10-144 Code of Maine Rules, Chapter 33)
- CCSP's 2018 market rate survey instrument
- Market rate survey instruments administered in several other states

HMA-Burns developed separate survey instruments for child care facilities and family child care homes to account for differences in the structures of these provider types. Both instruments included the same sections (see Appendices A3 and B3 for the full survey instruments):

- *Instructions and COVID-19 Considerations.* The surveys included a brief introduction about the survey and instructions for completion. Providers were asked to report information from a time period that immediately pre-dated COVID-19 so that rates, enrollment, and reported costs reflected 'normal' operations.
- *Contact Information and Provider Profile.* Providers were asked to report contact information, COVID-related impacts, and basic details about their program, such as the length of time in operation and presence of a waiting list for services.
- *Private Pay Rates.* Providers were asked to report their full-time and part-time rates for daily, weekly, and monthly care for infants, toddlers, preschoolers, and school-aged children.
- *Participation in the Child Care Subsidy Program.* Providers were asked whether they participate in the CCSP. For those indicating they do not participate, they were asked for their reasons.
- *Capacity and Enrollment.* Providers were asked to report, by age group, total licensed capacity, desired capacity, the maximum number of children in the CCSP they are willing to serve, overall enrollment, and enrollment of children in the CCSP. This section also requested information about whether the provider tracked enrollment of children with special needs and, if so, the percentage of enrollment of children with special needs.

- *Hours, Days, and Months of Operation.* Providers were asked to report the days of the week their program was typically open, the opening and closing times by day, and the months during the year in which programs operated.
- *Quality for ME and Accreditation.* Providers were asked to report whether they participated in Quality for ME, and if so, the Step rating they had achieved. Additionally, providers were asked to report whether they had obtained an accreditation, and if so, from which accrediting agency.
- *Provider Costs.* The narrow cost analysis section requested information about staffing by position type, average wages paid to each position, benefits offered to staff, and major expenses, including costs related to quality initiatives such as the cost of curriculum-related materials and program self-assessment tools and resources.

The draft survey instruments were presented to OCFS staff and the Maine Children’s Cabinet for review and feedback before finalization and administration.

## Survey Administration

All licensed child care facilities and family child care providers were invited to participate in the survey.<sup>9</sup> OCFS provided HMA-Burns with a roster of all licensed providers as of October 1, 2020. In total, 1,617 providers were included in this listing. Ultimately, 45 indicated they were no longer providing child care services, resulting in a final count of 1,572 providers, including 742 child care facilities and 830 family child care providers.

The survey was administered via email, mail, and phone to accommodate the varying needs of providers. In total, HMA-Burns made more than 12,000 contact attempts, averaging 7.65 attempts per child care facility and 8.45 attempts per family child care provider. HMA-Burns also provided a phone number and email address providers could contact for assistance.

The electronic version of the survey email was developed in a fillable Adobe format, enabling providers to download, complete, and return it at their convenience. OCFS distributed a pre-notification to all providers with a valid email address on file on September 28, 2020, and the survey was emailed on October 5, 2020. A copy of the survey was mailed to providers without an email address on file and those for which the email was returned as undeliverable. Two reminder emails and mailed postcards containing links to the downloadable survey were distributed to providers that had not responded to the survey at the time each reminder was distributed. A final reminder email was distributed on December 28, 2020, extending the survey due date from December 24, 2020 to January 29, 2021. On January 27, 2021, an abbreviated version of the survey was distributed to gather the rate, enrollment, and capacity information needed to perform the market rate survey analysis.

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<sup>9</sup> License-exempt providers were excluded from the survey based on federal guidance that indicates market rate surveys should center on the ‘priced market,’ which includes open market rates where parents and providers do not have a relationship that “could affect the price charged,” and identifies unregulated providers (such as license-exempt providers) as outside of the priced market. See ACF’s Market Rate Survey Series, “Planning Your Market Rate Survey,” retrieved from [https://childcareta.acf.hhs.gov/sites/default/files/public/planning\\_market\\_rate\\_surveys\\_brief\\_1.pdf](https://childcareta.acf.hhs.gov/sites/default/files/public/planning_market_rate_surveys_brief_1.pdf).

The phone survey was conducted between November 23, 2020 and January 28, 2021. Due to the detail included in the full survey, an abridged version of the survey was administered by phone, covering questions related to hours constituting part and full-time care, rates, and enrollment and capacity. For each survey completed by phone, the electronic survey was populated with responses provided by phone and the full survey was emailed to providers to complete.

To incentivize participation, three random drawings were conducted among providers returning a completed survey by specified dates. There was a drawing for a \$500 Visa gift card for providers submitting a survey by October 27, a \$200 gift card for those submitting a survey by November 11, and a \$100 gift card for those submitting a survey by November 25.

In total, 61.8 percent of providers participated in the survey, including 63.9 percent of child care facilities and 60.0 percent of family child care providers. Figure 1 illustrates participation rates by provider type and county.

**Figure 1: Participation Rates by Provider Type and County**

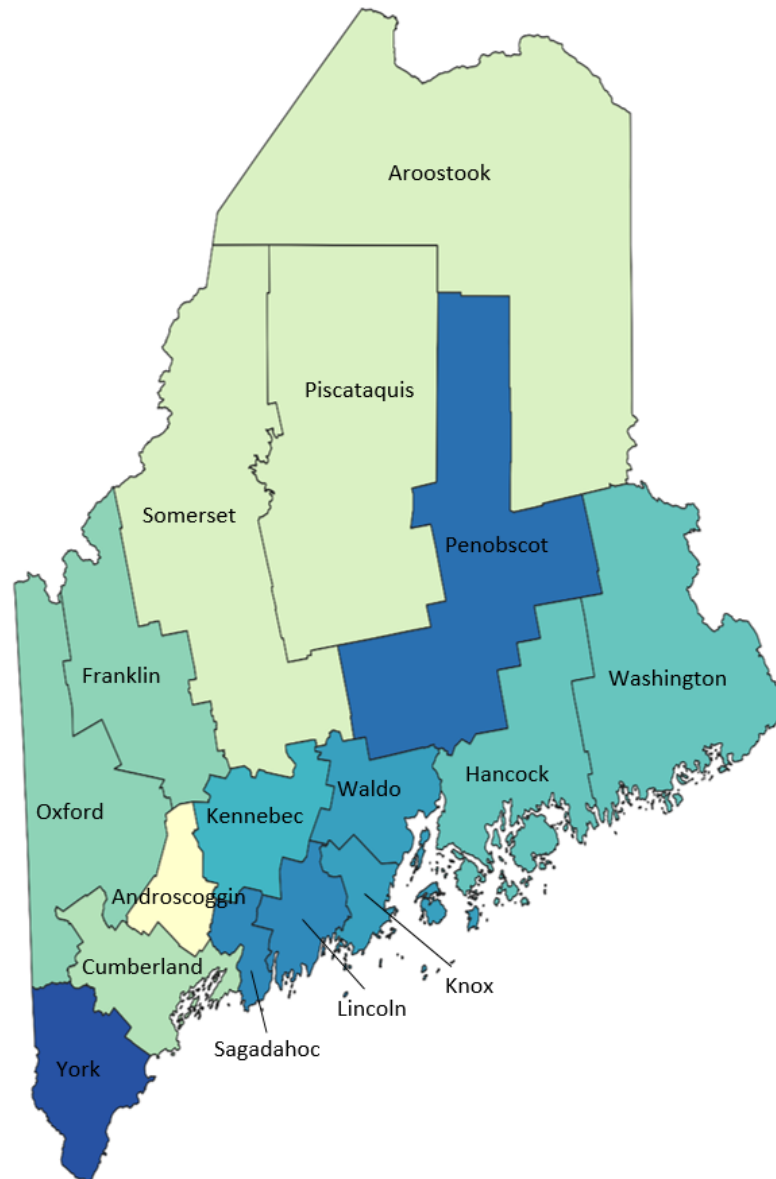
County	Child Care Facilities			Family Child Care Providers		
	Surveyed	Completed	Response Rate	Surveyed	Completed	Response Rate
<b>Statewide</b>	<b>742</b>	<b>474</b>	<b>63.9%</b>	<b>830</b>	<b>498</b>	<b>60.0%</b>
Androscoggin	69	45	65.2%	113	59	52.2%
Aroostook	26	12	46.2%	59	34	57.6%
Cumberland	190	121	63.7%	152	95	62.5%
Franklin	17	12	70.6%	24	18	75.0%
Hancock	31	24	77.4%	25	19	76.0%
Kennebec	69	43	62.3%	101	64	63.4%
Knox	25	19	76.0%	22	8	36.4%
Lincoln	19	12	63.2%	12	9	75.0%
Oxford	32	21	65.6%	24	15	62.5%
Penobscot	74	45	60.8%	78	48	61.5%
Piscataquis	8	3	37.5%	9	8	88.9%
Sagadahoc	26	18	69.2%	26	14	53.8%
Somerset	26	11	42.3%	33	18	54.5%
Waldo	23	19	82.6%	20	13	65.0%
Washington	12	8	66.7%	17	12	70.6%
York	95	61	64.2%	115	64	55.7%

## Market Rate Analysis Methodology

Before analyzing reported rate information, a variety of methodological decisions were made in consultation with OCFS. Decisions involved combining counties with relatively few providers and survey respondents, standardizing attendance frequency (part and full-time) and rate types (such as conversions of monthly rates to weekly rates), identifying outliers, and weighting responses.

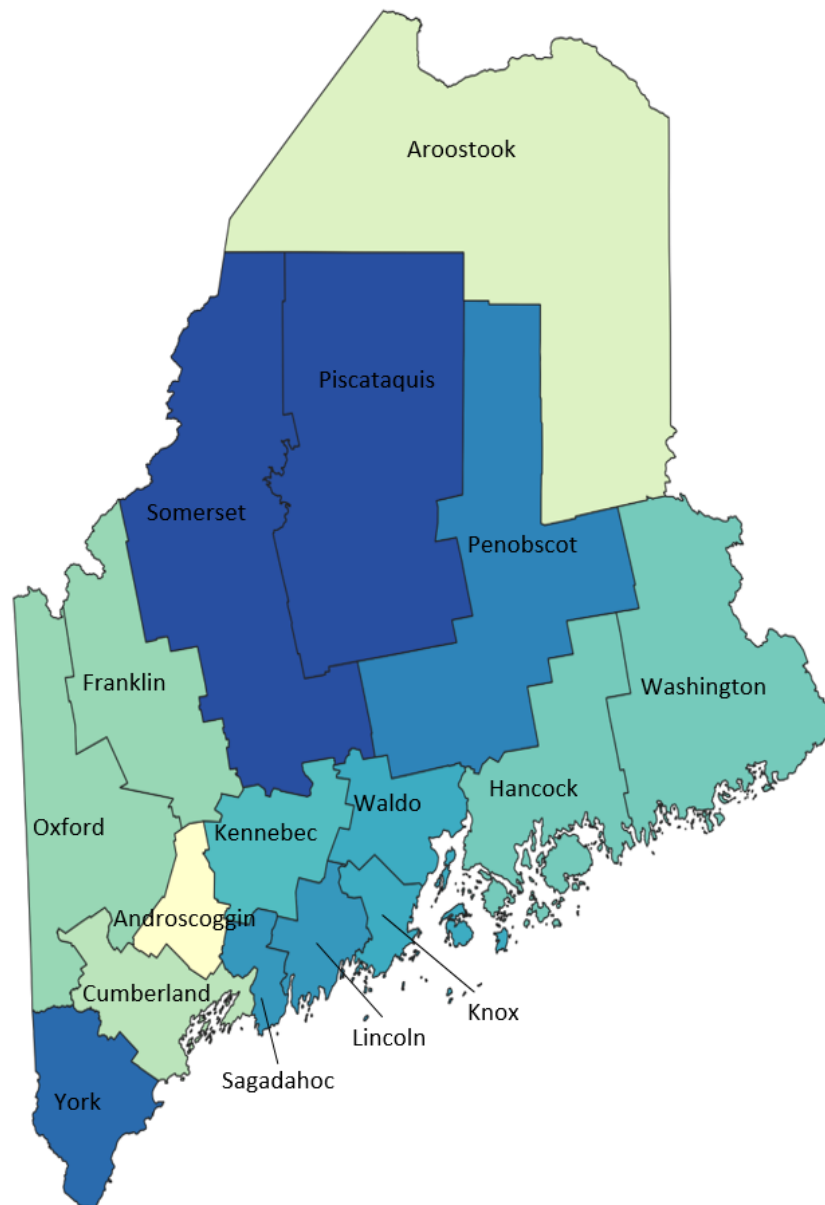
Counties with fewer than 15 responses were identified and combined with other counties. Child care facilities were combined using the same groupings currently in place for the CCSP reimbursement rates. Figure 2 below illustrates these county groupings.

**Figure 2: County Groupings Used for Rate Analysis for Child Care Facilities**



Counties were similarly grouped for family child care providers using the county groupings currently used by the CCSP for family child care provider reimbursement rates, except that Franklin and Oxford counties were also grouped as they currently are for child care facilities. Figure 3 illustrates the county groupings for family child care providers.



**Figure 3: County Groupings Used for Rate Analysis for Family Child Care Providers**

Separate analyses of full- and part-time rates were conducted based on each responding providers' standard, though provider definitions may differ from the full-time, part-time, half-time, and quarter-time rate definitions in the CCSP payment schedule. Rate type conversions were limited to converting monthly rates to weekly rates by multiplying reported monthly rates by 12 and dividing the result by 52.

Although lower and upper range rate percentiles (such as the 10<sup>th</sup> and 90<sup>th</sup> percentiles) have the effect of isolating statistical outliers within a data set, they may not exclude reporting errors, especially in regions where there are few responses. Accordingly, prior to measuring rate percentiles, outlier values at the statewide level for each provider type, age group, and attendance frequency were identified and excluded. Outliers were defined as values that fell above or below two standard deviations from the population mean (average).

According to the federal Administration for Children & Families, weighting rates by actual licensed capacity, actual enrollment, or desired/ ideal capacity are the three most common approaches.<sup>10</sup> The survey requested information about desired capacity and enrollment, but reporting of these figures was inconsistent. It was therefore decided that overall licensed capacity at the site level as of October 2020 would be used to weight rates. Although licensed capacity does not account for differences in the composition of either capacity or enrollment by age group (that is, providers are not licensed by age group so the same weighting is used for all age groups), this approach ensures that all providers that reported rates would be included in the analysis.

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<sup>10</sup> U.S. Department of Health and Human Services Administration for Children & Families. (n.d.) CCDF Payment Rates- Understanding the 75<sup>th</sup> Percentile. Retrieved from [https://childcareta.acf.hhs.gov/sites/default/files/public/508ed-75th\\_percentile\\_exercise.pdf](https://childcareta.acf.hhs.gov/sites/default/files/public/508ed-75th_percentile_exercise.pdf).

## Market Rate Analysis

CCSP weekly reimbursement rates for full-time care are based on the 75<sup>th</sup> percentile rates determined in the 2018 market rate survey. Payments for half-time, part-time, and quarter-time care are set at 75 percent, 50 percent, and 25 percent, respectively, of the full-time rates. Market rate figures presented throughout this report therefore focus on the full-time 75<sup>th</sup> percentile weekly rate. Other rate percentiles for part- and full-time daily rates and part-time weekly rates are reported in Appendix A1 for child care facilities and Appendix B1 for family child care providers.

Figures 4 and 5 present the 75<sup>th</sup> percentile rates for weekly full-time care for child care facilities and family child care providers using the county groupings described above.

**Figure 4: Child Care Facility 75<sup>th</sup> Percentile Rates for Weekly Full-Time Care**

Age Group	Infants	Toddlers	Preschoolers	School-Aged
Androscoggin	\$215.00	\$200.00	\$165.00	\$155.00
Aroostook, Piscataquis, and Somerset	\$185.00	\$154.00	\$148.00	\$140.00
Cumberland	\$250.00	\$250.00	\$263.08	\$180.00
Franklin and Oxford	\$205.00	\$175.00	\$169.00	\$125.00
Hancock and Washington	\$227.00	\$219.00	\$197.00	\$149.00
Kennebec	\$220.00	\$200.00	\$267.00	\$145.00
Knox and Waldo	\$219.00	\$219.00	\$209.00	\$220.00
Lincoln and Sagadahoc	\$210.00	\$200.00	\$200.00	\$150.00
Penobscot	\$255.00	\$230.00	\$205.00	\$200.00
York	\$270.00	\$255.00	\$240.00	\$204.00

**Figure 5: Family Child Care Provider 75<sup>th</sup> Percentile Rates for Weekly Full-Time Care**

Age Group	Infants	Toddlers	Preschoolers	School-Aged
Androscoggin	\$185.00	\$175.00	\$170.00	\$175.00
Aroostook	\$170.00	\$160.00	\$150.00	\$165.00
Cumberland	\$140.00	\$130.00	\$125.00	\$140.00
Franklin and Oxford	\$225.00	\$200.00	\$225.00	\$200.00
Hancock and Washington	\$193.75	\$172.50	\$150.00	\$150.00
Kennebec	\$157.25	\$145.00	\$145.00	\$158.00
Knox and Waldo	\$175.00	\$155.00	\$150.00	\$145.00
Lincoln and Sagadahoc	\$175.00	\$160.00	\$150.00	\$175.00
Penobscot	\$185.00	\$185.00	\$180.00	\$180.00
Piscataquis and Somerset	\$185.00	\$180.00	\$175.00	\$180.00
York	\$175.00	\$150.00	\$150.00	\$150.00

To determine the extent to which market rates vary based on providers' Quality for ME Step rating, Figure 6 and 7 compare the weighted average rate as a percentage of Step 1 provider rates. Rates for a given age group within a county or county grouping at each quality level were compared to the rates reported by Step 1 providers within that same county or county grouping. For example, if the average

rate for Step 1 providers was \$200 and the average rate for Step 2 providers was \$220, the Step 2 rate would be presented as 110 percent. Then, a statewide weighted average percentage based on licensed capacity of responding providers was calculated for each quality level. This approach accounts for geographic factors that would otherwise skew the comparison of rates across Step ratings.

**Figure 6: Average 75<sup>th</sup> Percentile Full-Time Weekly Rates for Child Care Facilities as a Percentage of Average Step 1 Rate, by Participation in Quality for ME**

Quality for ME Participation and Step Rating	Count of Providers	Infant	Toddler	Preschooler	School-Aged
Not in Quality for ME/ Unrated	54	98%	99%	98%	101%
Step 1	149	-	-	-	-
Step 2	38	97%	98%	95%	98%
Step 3	19	104%	95%	92%	103%
Step 4	36	103%	103%	99%	100%

**Figure 7: Comparison of 75<sup>th</sup> Percentile Full-Time Weekly Rates for Family Child Care Providers as a Percentage of Average Step 1 Rate, by Participation in Quality for ME**

Quality for ME Participation and Step Rating	Count of Providers	Infant	Toddler	Preschooler	School-Aged
Not in Quality for ME/ Unrated	157	99%	99%	101%	94%
Step 1	173	100%	100%	100%	100%
Step 2	24	97%	96%	98%	84%
Step 3	37	108%	111%	108%	114%
Step 4	6	89%	92%	97%	98%

As the figures demonstrate, rates do not vary much based on quality level, although there is a noticeable premium on rates charged by Step 3 family child care providers. This may be an indication that market forces do not permit providers at higher levels of quality to charge more because parents are unable or unwilling to pay these higher rates.

## Child Care Subsidy Program Participation

Broad provider participation in the CCSP is integral to ensuring enrolled families have access to child care, but participation in the program is voluntary. Administrative data provided by OCFS indicates that 371 of the 742 current child care facilities (50 percent) participate in the CCSP. Comparatively, only 257 of the 830 current family child care providers (31 percent) participate in the CCSP.

The survey included a question that asked providers to report the primary reasons for choosing not to participate in the CCSP.

Figure 8 reports the percentage of child care facilities that selected the reasons listed in the survey.

**Figure 8: Reasons Child Care Centers Do Not Participate in the CCSP**

Reason	% of Providers
Capacity full with private pay	33%
Insufficient demand for subsidized care in area	15%
Requirements too difficult to meet	12%
Reimbursement too Low	12%
Subsidy billing process too difficult	6%
Unaware of program	4%
Cost of compliance too expensive	2%
Difficulty collecting parent fees	2%

Child care facilities reported a number of other reasons for not participating in the CCSP, including:

- Sites are fully funded through Head Start, Public Pre-K, or operate a specialized program
- Difficulty in maintaining training requirements among teachers' assistants due to high turnover
- Payment from the CCSP takes longer than private pay
- Site offers other financial aid

Figure 9 reports the percentage of family child care providers that selected the reasons listed in the survey.

**Figure 9: Reasons Family Child Care Providers Do Not Participate in the CCSP**

Reason	% of Providers
Capacity full with private pay	62%
Reimbursement too low	20%
Insufficient demand for subsidized care in area	12%
Cost of compliance too expensive	5%
Subsidy billing process too difficult	5%
Requirements too difficult to meet	3%
Difficulty collecting parent fees	3%
Family eligibility criteria changes too often	3%
Unaware of program	2%

Other reasons that family child care providers reported for not accepting subsidy-based enrollment included:

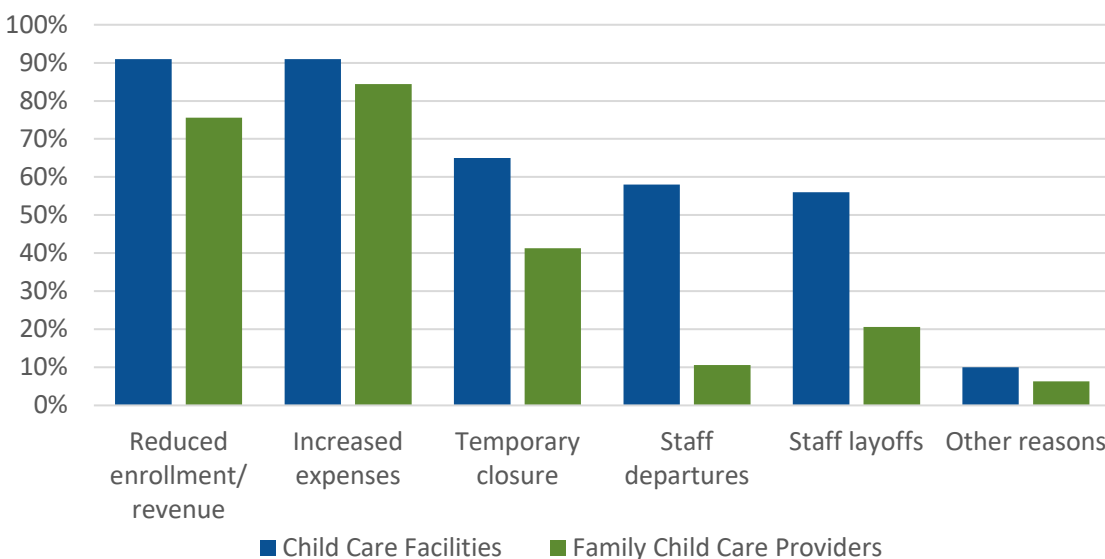
- CCSP policies do not align with provider policies; for example, some providers require collection of payment prior to service and others require parents to pay the full-time rate regardless of the child's attendance
- CCSP participation requires additional collection efforts; program eligibility may change unexpectedly and may leave bills for care rendered unpaid

Current CCSP policy prohibits providers from collecting the difference between the subsidy payment rate and their private pay rates. Providers were asked whether they would collect the difference if allowed. Among providers that answered this question, 232 of 298 child care facilities (78 percent) and 116 of 147 family child care (79 percent) indicated they would collect the difference. However, as OCFS' rates are set to the 75<sup>th</sup> percentile of the market rate, this is not an issue for the majority of providers with private pay rates less than the CCSP subsidy rates.

## COVID-Related Impacts

The market rate survey was administered during the peak of the COVID-19 pandemic in late fall and early winter of 2020-2021. Accordingly, the survey asked providers about the impacts the pandemic had on their operations and the families they serve. Figure 10 details the percentage of providers reporting each pre-defined impact.

**Figure 10: COVID-Related Impacts on Child Care Facilities**



As the figure reveals, nearly all reporting providers experienced reduced enrollment and revenue amid increased expenses. Two-out-of-three child care facilities reported temporary closures compared to two-out-of-five family child care providers. More than half of the child care facilities reported staff departures and layoffs. Among the 10 percent of child care facilities reporting other COVID-related impacts, the primary reported impacts included:

- Adjustments to fee structures
- Delays in licensing
- Inability to hire new staff
- Delays in plans to expand services to new sites
- Stress and anxiety amongst staff
- Increased unemployment claims

In comparison, the six percent of family child care providers reporting other COVID-related impacts reported the following:

- Longer working hours to complete safe intake and dismissal
- Increased difficulty in obtaining supplies
- Stress and anxiety amongst child care workers
- Delays in plans to expand services to new sites
- Inability to hire new staff

## Narrow Cost Study Results

The survey included a series of questions designed to assess providers' costs. The survey requested details about the wages paid to staff by job type (director, assistant director, teacher, teachers' assistant, and substitute for child care facilities, and teacher and teachers' assistant for family child care providers), benefit packages, and other expenses such as facility costs. Additional details about reported staff wages and benefits, and other provider expenses are reported in Appendix A2 for child care facilities and Appendix B2 for family child care providers.

### Wages

The survey requested the average wage paid to administrative staff for child care facilities and teaching staff positions for both provider types.

#### Administrative Staff

Figure 11 lists administrative staff wages reported by child care facilities.

**Figure 11: Average Wages for Key Administrative Staff Reported by Child Care Facilities, by Region\***

Region	Directors		Asst. Directors		Ed. Coordinators	
	Count of Responses	Wage	Count of Responses	Wage	Count of Responses	Wage
<b>Statewide</b>	<b>196</b>	<b>\$22.18</b>	<b>96</b>	<b>\$17.95</b>	<b>30</b>	<b>\$23.02</b>
Androscoggin	19	\$23.93	11	\$16.09	4	\$28.51
Aroostook, Piscataquis, and Somerset	6	\$19.89	6	\$14.78	2	\$52.91
Cumberland	44	\$20.79	30	\$17.71	3	\$21.21
Franklin and Oxford	19	\$25.87	8	\$21.90	**	**
Hancock and Washington	13	\$20.00	1	\$18.00	4	\$20.15
Kennebec	19	\$25.74	11	\$21.28	5	\$20.94
Knox and Waldo	19	\$22.93	3	\$17.35	1	\$32.28
Lincoln and Sagadahoc	10	\$19.93	3	\$17.55	1	\$26.00
Penobscot	21	\$20.51	11	\$16.34	9	\$26.29
York	26	\$20.75	12	\$17.98	1	\$14.00

\*Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Wage levels are weighted by the licensed capacity for each site.  
 \*\*Value not reported for region.

Figure 12 reports the average reported wages by participation and Quality for ME Step rating. Wage levels are similar for the first two steps, then increase at Step 3 for Directors and Assistant Directors. Step 4 providers were most likely to employ an education coordinator and they reported paying wages similar to those of directors.



**Figure 12: Average Wages for Key Administrative Staff Reported by Child Care Facilities, by Quality for ME Participation and Step Rating \***

Quality for ME Participation and Step Rating	Directors		Asst. Directors		Ed. Coordinators	
	Count of Responses	Wage	Count of Responses	Wage	Count of Responses	Wage
Not in Quality for ME/ Unrated	20	\$20.21	6	\$16.22	**	**
Step 1	103	\$20.97	51	\$16.58	13	\$19.66
Step 2	15	\$21.25	10	\$16.60	**	**
Step 3	19	\$28.55	10	\$25.47	1	\$14.00
Step 4	39	\$27.11	19	\$21.52	16	\$28.43

\*Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Wage levels are weighted by the licensed capacity for each site.  
 \*\*Value not reported for region.

### Teaching Staff Wages

Figure 13 details teaching staff wages reported by child care facilities for teachers, teachers' assistants, and substitutes.

**Figure 13: Average Wages for Classroom Staff Reported by Child Care Facilities, by Region \***

Region	Teachers		Teachers' Assistants		Substitutes	
	Count of Responses	Wage	Count of Responses	Wage	Count of Responses	Wage
<b>Statewide</b>	<b>219</b>	<b>\$15.41</b>	<b>131</b>	<b>\$13.39</b>	<b>48</b>	<b>\$12.96</b>
Androscoggin	22	\$14.74	15	\$12.27	5	\$12.14
Aroostook, Piscataquis, and Somerset	12	\$18.28	11	\$14.55	5	\$14.28
Cumberland	55	\$15.05	26	\$13.38	9	\$13.86
Franklin and Oxford	12	\$14.58	8	\$13.87	7	\$12.17
Hancock and Washington	14	\$14.83	11	\$12.89	8	\$12.50
Kennebec	18	\$14.70	9	\$13.22	2	\$13.09
Knox and Waldo	30	\$15.82	9	\$13.63	4	\$12.48
Lincoln and Sagadahoc	4	\$17.37	5	\$14.44	**	**
Penobscot	22	\$15.24	15	\$14.15	5	\$12.50
York	30	\$14.31	22	\$13.26	3	\$8.67

\*Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Wage levels are weighted by the licensed capacity for each site.  
 \*\*Value not reported for region.

Figure 14 reports the average classroom staff wages reported by child care facilities grouped by participation and Step rating in Quality for ME. Wage levels are similar for the first three steps, then increase markedly at Step 4 for teachers and teachers' assistants.

**Figure 14: Average Wages for Classroom Staff Reported by Child Care Facilities, by Quality for ME Participation and Step Rating\***

Quality for ME Participation and Step Rating	Teachers		Teachers' Assistants		Substitutes	
	Count of Responses	Wage	Count of Responses	Wage	Count of Responses	Wage
Not in Quality for ME/ Unrated	22	\$16.94	7	\$14.30	4	\$13.83
Step 1	108	\$14.41	70	\$13.02	17	\$12.33
Step 2	19	\$14.81	11	\$12.51	2	\$13.15
Step 3	21	\$15.21	12	\$13.92	10	\$12.51
Step 4	49	\$17.53	31	\$14.50	15	\$13.08

\*Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Wage levels are weighted by the licensed capacity for each site.

Of the 125 family child care providers participating in the narrow cost study component of the market rate survey, only 10 percent reported employing a full-time teacher or teachers' assistant. As a result, wage data for family child care providers is presented only at the statewide level in Figure 15.

**Figure 15: Average Wages for Classroom Staff Reported by Family Child Care Providers\***

Teachers		Teachers' Assistants		Substitutes	
Count of Responses	Wage	Count of Responses	Wage	Count of Responses	Wage
13	\$15.37	13	\$12.81	1	\$13.00

\*Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Wage levels are weighted by the licensed capacity for each site.

## Benefits

The survey collected information about the benefits offered to staff, including health insurance premiums and paid holidays, vacation, and sick/ personal leave. Given that few family child care providers employ staff, the figures for this group are only meaningful for a small subset of these providers.

### Health Insurance

Figure 16 reports the percentage of child care facilities offering health insurance and the average premium paid by providers. As the figure illustrates, the percentage of providers offering health insurance increases from 28 to 38 percent at Steps 1 through 3 to 82 percent at Step 4.

**Figure 16: Health Insurance Offer Rate and Average Employer-Paid Premium Reported by Child Care Facilities, by Quality for ME Participation and Step Rating\***

Quality for ME Participation and Step Rating	Count of Responses	% Offering Benefit	Average Premium Paid*
All Providers	121	41.0%	\$638
Not in Quality for ME/ Unrated	13	37.1%	\$469
Step 1	42	28.0%	\$456
Step 2	8	30.8%	\$257
Step 3	9	37.5%	\$1,100
Step 4	49	81.7%	\$496

\* Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Benefit levels are weighted by the licensed capacity for each site.

Only two family child care providers reported offering health insurance to employed staff, but neither reported the average premium paid.

### Paid Holidays, Vacation, and Sick/ Personal Leave

Figure 17 reports the percentage of child care facilities offering various types of paid leave and the average number of days provided.

**Figure 17: Paid Time Off Offer Rate and Number of Days Covered Reported by Child Care Facilities, by Quality for ME Participation and Step Rating\***

Quality for ME Participation and Step Rating	Paid Holidays			Paid Vacation			Paid Sick/ Personal Leave		
	Count of Responses	% Offering Benefit	Average Paid Days*	Count of Responses	% Offering Benefit	Average Paid Days*	Count of Responses	% Offering Benefit	Average Paid Days*
All Providers	222	75.3%	10	207	70.2%	14	185	62.7%	8
Not Part./ Unrated	22	62.9%	10	17	48.6%	10	23	65.7%	6
Step 1	101	67.3%	11	96	64.0%	17	78	52.0%	8
Step 2	22	84.6%	10	23	88.5%	13	17	65.4%	5
Step 3	22	91.7%	11	21	87.5%	8	18	75.0%	6
Step 4	55	91.7%	11	50	83.3%	12	49	81.7%	9

\* Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Reported days are weighted by the licensed capacity for each site.

As the table demonstrates, the availability of all types of paid time off increases markedly at Step 2. The number of days offered shows less variability.

Figure 18 reports the same statistics for family child care providers.

**Figure 18: Paid Time Off Offer Rate and Number of Days Covered Reported by Family Child Care Providers, by Quality for ME Participation and Step Rating \***

Quality for ME Participation and Step Rating	Paid Holidays			Paid Vacation			Paid Sick/ Personal Leave		
	Count of Responses	% Offering Benefit	Average Paid Days*	Count of Responses	% Offering Benefit	Average Paid Days*	Count of Responses	% Offering Benefit	Average Paid Days*
All Providers	35	28.0%	10	29	23.2%	9	19	15.2%	4
Not Part./ Unrated	9	25.0%	8	6	16.7%	9	4	11.1%	5
Step 1	15	24.6%	9	12	19.7%	8	9	14.8%	5
Step 2	3	25.0%	12	4	33.3%	8	2	16.7%	1
Step 3	4	33.3%	10	3	25.0%	11	2	16.7%	4
Step 4	4	100.0%	11	4	100.0%	12	2	50.0%	4

\* Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Wage levels are weighted by the licensed capacity for each site.

As the table demonstrates, there are only modest differences in the availability and amount of all types of paid time off across Step ratings, except there is a notable increase in offer rates at Step 4.

## Annual Provider Expenses

The survey requested annual expenditures across multiple expense categories. Figure 19 presents the average reported expense by child care facility size.

**Figure 19: Average Expenses Reported by Child Care Facilities, by Center Size\***

Expense Category	Small**		Medium**		Large**	
	Count of Responses	Annual Expense	Count of Responses	Annual Expense	Count of Responses	Annual Expense
Teacher and Teachers' Assistants Salaries	52	\$66,413	76	\$108,228	97	\$282,812
Admin and Support Staff Salaries	29	\$39,528	55	\$36,936	72	\$84,083
Benefits and Payroll Taxes	35	\$17,148	70	\$30,195	97	\$76,280
Facility expenses (rent, mortgage, utilities)	43	\$10,420	63	\$28,716	86	\$69,645
Program Quality Costs***	53	\$2,135	74	\$3,935	98	\$9,206
All Other Expenses****	56	\$8,051	77	\$18,776	102	\$59,812

\*Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Reported costs are weighted by the licensed capacity for each site.  
 \*\*Centers are categorized as Small (1 to 25 children), Medium (26 – 50 children), and Large (51 or more children).  
 \*\*\*Includes the cost of training, accreditation, program self-assessment tools and resources, and the cost of curriculum-related materials.  
 \*\*\*\*Includes food, background checks, and all other reported expenses

The table shows that staff wages and benefits account for the large majority of provider costs – more than 75 percent of costs regardless of provider size – with classroom staff representing the greatest portion of these costs. Facility expenses are the next largest category, generally representing about 10 percent of total costs. A review of program quality-related costs demonstrates that these expenses increase at higher levels of quality. Figure 20 shows the average annual expenses for medium and large providers based on Step rating.

**Figure 20: Average Program Quality Expense Reported by Child Care Facilities, by Center Size and Quality for ME Step Rating\***

Provider Size	Step 1		Step 2		Step 3		Step 4	
	Count of Responses	Annual Expense	Count of Responses	Annual Expense	Count of Responses	Annual Expense	Count of Responses	Annual Expense
Medium Size Providers**	30	\$3,203	7	\$4,498	12	\$5,060	14	\$6,614
Large Size Providers**	48	\$7,213	10	\$8,500	5	\$7,883	29	\$11,474

\*Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Reported costs are weighted by the licensed capacity for each site.  
 \*\*Centers are categorized as Medium (26 – 50 children) and Large (51 or more children).

Figure 21 presents the average reported expense among responding family child care providers.

**Figure 21: Average Expenses Reported by Family Child Care Providers\***

Expense Category	Count of Responses	Annual Expense
Teacher and Teachers' Assistants Salaries	35	\$19,695
Admin and Support Staff Salaries	8	\$9,152
Benefits and Payroll Taxes	20	\$4,522
Rent and mortgage	70	\$3,704
Program Quality Costs**	95	\$1,622
All Other Expenses***	98	\$13,512

\*Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Reported costs are weighted by the licensed capacity for each site.  
 \*\*Includes the cost of training, accreditation, program self-assessment tools and resources, and the cost of curriculum-related materials.  
 \*\*\*Includes food, background checks, and all other reported expenses

As the figure indicates, payroll represents the largest portion of provider expenses for the small number of providers with staff. Otherwise, the “other” category of expenses, including food and other expenses not associated with the listed categories, is the largest component of providers’ costs.

## Other Quality-Related Factors

The survey included several questions to assess the time teaching staff are engaged in quality-based activities, and the availability of paid professional development days, tuition assistance benefits, and tuition discounts provided for child care provided to paid staff.

### Time Spent by Teachers in Quality Activities

One driver of quality is the time that teaching staff spend on activities outside of the classroom to participate in training, develop curriculum, perform written child assessments, hold parent-teacher conferences, develop and share materials about resources available to parents, and plan and facilitate events that involve families, such as hosting plays or fundraisers. Figure 22 reports the average hours spent by teachers on these quality-based activities.

**Fig. 22: Average Annual Hours Teachers Spend on Various Activities Reported by Child Care Facilities\***

Quality for ME Participation and Step Rating	Paid Training	Curriculum Development	Performing Written Child Assessments	Parent-Teacher Conferences	Sharing Materials with Parents	Planning Family Events
All Providers	34.2	97.7	71.0	23.1	21.4	15.7
Not in Quality for ME/ Unrated	29.5	64.6	57.1	21.5	11.4	22.5
Step 1	32.8	93.4	47.5	26.0	18.0	14.9
Step 2	21.4	84.3	70.5	13.1	18.8	12.2
Step 3	29.7	74.2	41.8	11.9	21.7	10.9
Step 4	34.8	122.3	79.9	25.5	24.1	20.0

\*Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Reported hours are weighted by the licensed capacity for each site.

As the figure illustrates, teachers in Step 4-rated programs spend more time on all listed activities. However, there does not appear to be a relationship between the time spent on these activities and Step 1 through 3 ratings.

Figure 23 reports the average hours spent by family child care providers and their employed teachers in quality-based activities. As the figure illustrates, teachers in Step 4-rated programs receive nearly 12 hours more per year in training than Step 1 rated programs. Other results varied and some are almost certainly skewed by erroneous reporting and small sample sizes (notably at Step 2).

**Figure 23: Average Annual Hours Teachers Spend in Various Activities Reported by Family Child Care Providers\***

Quality for ME Participation and Step Rating	Paid Training	Curriculum Development	Performing Written Child Assessments	Performing Written Child Assessments	Performing Written Child Assessments	Performing Written Child Assessments
All Providers	16.5	100.9	130.0	33.5	15.9	18.4
Not in Quality for ME/ Unrated	17.5	68.3	204.0	188.7	14.6	17.3
Step 1	12.6	33.0	73.0	56.3	18.4	33.6
Step 2	234.5	948.0	342.0	34.0	94.0	60.0
Step 3	20.0	55.0	44.5	17.0	5.0	16.3
Step 4	23.3	176.0	157.0	25.0	12.0	17.0

\*Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Wage levels are weighted by the licensed capacity for each site.

## Paid Professional Development Days

Figure 24 reports the average number of paid professional development days that child care facilities offer their staff. As the figure shows, about six-in-ten providers offer paid days for staff to access professional development and training, typically covering three or four days per year. About half of the Step 1 rated providers offer paid professional development days, while nearly 90 percent of Step 4 rated providers offer this benefit.

**Figure 24: Average Paid Professional Development Days Reported by Child Care Facilities\***

Quality for ME Participation and Step Rating	Count of Responses	% Offering Benefit	Average Paid Days*
All Providers	182	61.7%	4
Not in Quality for ME/ Unrated	17	48.6%	3
Step 1	76	50.7%	4
Step 2	20	76.9%	3
Step 3	16	66.7%	3
Step 4	53	88.3%	4

\* Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Reported days are weighted by the licensed capacity for each site.

Figure 25 reports the average number of paid professional development days offered by family child care providers. As previously observed, few family child care providers employ staff so this information is not broadly applicable.

**Figure 25: Average Paid Professional Development Days Reported by Family Child Care Providers\***

Quality for ME Participation and Step Rating	Count of Responses	% Offering Benefit	Average Paid Days
All Providers	13	10.4%	4
Not in Quality for ME/ Unrated	3	8.3%	9
Step 1	5	8.2%	2
Step 2	1	8.3%	**
Step 3	1	8.3%	**
Step 4	3	75.0%	9

\* Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Reported days are weighted by the licensed capacity for each site.  
 \*\*Value not reported

## Tuition Reimbursement

Figure 26 reports the average maximum tuition reimbursement available to child care staff working at child care facilities. Statewide, about two out of five providers offer tuition reimbursement to staff, with an average maximum annual reimbursement of \$965. Among Quality for ME providers, fewer than a third of Step 1-rated providers offered tuition reimbursement with an annual average of \$671, while seven-in-ten Step 4-rated providers offer this benefit with an annual average of nearly \$1,500.

**Figure 26: Average Reported Tuition Reimbursement Levels Offered to Staff at Child Care Facilities\***

Quality for ME Participation and Step Rating	Count of Responses	% Offering Benefit	Maximum Reimbursement
All Providers	122	41.4%	\$965
Not in Quality for ME/ Unrated	13	37.1%	\$361
Step 1	41	27.3%	\$671
Step 2	12	46.2%	\$476
Step 3	14	58.3%	\$1,001
Step 4	42	70.0%	\$1,498

\* Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Tuition reimbursement levels are weighted by the licensed capacity for each site.

## Tuition Discounts for Children of Paid Staff

Figure 27 reports the average rate discount offered to staff with children in the program. Statewide, six-in-ten providers offer an average discount of 50 percent. There were not significant differences in the availability or amount of discounts based on Quality for ME Step rating. Providers that offer tuition discounts to teaching staff may experience lower turnover rates, as studies show that single teachers



are more likely to leave their positions to care for family members, which may include their own children.<sup>11</sup>

**Figure 27: Average Reported Tuition Discounts Offered to Staff at Child Care Facilities\***

Quality for ME Participation and Step Rating	Count of Responses	% Offering Benefit	Tuition Discount
All Providers	177	60.0%	50.1%
Not in Quality for ME/ Unrated	18	51.4%	57.1%
Step 1	94	62.7%	51.2%
Step 2	21	80.8%	36.2%
Step 3	14	58.3%	40.7%
Step 4	30	50.0%	51.1%

\* Averages exclude outliers, defined as values that are more than two standard deviations from the mean. Tuition discount rates are weighted by the licensed capacity for each site.

<sup>11</sup> Porter, N., Washington State University. (August 17, 2012). High Turnover Among Early Childhood Educators in the United States. Retrieved from [https://www.childresearch.net/projects/ecec/2012\\_04.html](https://www.childresearch.net/projects/ecec/2012_04.html).

## Estimated Cost of Care

The federal Office of Child Care’s Provider Cost of Quality Calculator (PCQC) was used to model the cost of meeting minimum licensing requirements. Since these estimates reflect minimum requirements, they will likely understate the cost of delivering higher quality care that may be more costly due to a number of factors, including:

- For both child care facilities and family child care programs, providers may choose to operate at lower staff-to-child ratios to allow for more tailored care.
- For child care facilities, wage and benefits among staff will increase as the training, education, and experience levels increase, especially at Step 3 and Step 4.
- For child care facilities, the cost of substitute or ‘floater’ staff will increase as teachers and teachers’ assistance spend more paid time on non-classroom activities, such as developing curriculum, lesson planning, performing written child assessments, and conducting parent-teacher conferences.
- For both child care facilities and family child care programs, the cost of materials and supplies such as the purchase of a curriculum package, may increase at higher levels of quality.

## Provider Cost of Quality Calculator for Child Care Facilities

The preprogrammed PCQC assumptions regarding personnel costs and non-personnel expenses such as facility space, food, and classroom supplies were applied to generate a statewide average cost of care per child, recognizing differences in minimum required staff-to-child ratios based on the age of the child. Within each model, it was assumed that the child care facility had four classrooms, had full enrollment in each classroom, and employed one full-time director and one full-time administrative assistant. Figure 28 details the staffing ratios, maximum group sizes per classroom, and estimated statewide cost of care to meet basic licensing requirements in Maine.

**Figure 28: Estimated Annual Cost of Full-Time Care for a Child Enrolled in a Child Care Facility**

Assumptions and Values	Infants and Toddlers	Preschoolers	School-Aged
Staffing ratios (single group)*	1:4	1:8	1:12
Staffing ratios and maximum group sizes (two groups)*	2:8	2:12	N/A
Number of classrooms	4	4	4
Total enrollment	32	48	48
Total annual cost estimate	\$600,021	\$629,601	\$537,861
Cost of care per child	\$18,750	\$13,117	\$11,205
Implied full-time weekly rate	\$360	\$252	\$216
*Based on the maximum staffing ratios described in Section 26 of 10-148 Code of Maine Rules, Chapter 32.			

Compared to the implied full-time weekly rate calculated using the PCQC, the statewide median and 75<sup>th</sup> percentile rates from the market rate survey were lower for all age groups as shown in Figure 29.

**Figure 29: Median and 75<sup>th</sup> Percentile Full-Time Weekly Rates from the Market Rate Survey Compared to PCQC Implied Rates for Child Care Facilities**

Age Group	PCQC Implied Rate	50 <sup>th</sup> Percentile Rate from the 2021 Survey	75 <sup>th</sup> Percentile Rate from the 2021 Survey
Infants	\$360	\$230	\$250
Toddlers	\$360	\$217	\$250
Preschoolers	\$252	\$165	\$200
School-Aged	\$216	\$140	\$165

Provider rates, especially for younger age groups, are often reduced so parents can afford care, while rates for older age groups may be slightly higher than actual costs to offset the cost of caring for younger children.<sup>12</sup>

### Provider Cost of Quality Calculator for Family Child Care Providers

The family child care provider cost models were modeled to reflect a home that serves a single age group with no employed staff. The standard PCQC assumptions for home-based care do not automatically account for a salary for the home provider. To allow for the home provider's earnings, an assumed salary of \$35,560 was used in the cost estimate, which is the same assumption included in the PCQC for teachers in center-based settings. Staffing ratios for each age group are based on state licensing rules and the cost models assumed full enrollment. Additional adjustments were made to certain PCQC standard assumptions that did not automatically vary as the number of children increased. For example, the base infant cost model adopted the PCQC's standard assumption of \$6,500 in annual costs for food per home, which was increased for preschoolers and school-aged children to account for the added costs of supporting more children at older age groups. Similar adjustments were made for older age groups for program supply costs.

Figure 30 details the staffing ratios assumed in each model and for each age level, as well as the estimated cost of care to meet basic licensing requirements.

**Figure 30: Estimated Annual Cost of Full-Time Care for a Child Enrolled in a Family Child Care Program**

Assumptions and Values	Infants and Toddlers	Preschoolers	School-Aged
Total enrollment*	4	8	12
Total annual cost estimate	\$49,918	\$57,118	\$64,318
Cost of care per child	\$12,480	\$7,140	\$5,360
Implied full-time weekly rate	\$240	\$137	\$103
*Based on the maximum staffing ratio for one provider for each age group (see Section 8 of 10-144 Code of Maine Rules, Chapter 33).			

<sup>12</sup> Center for American Progress. (November 15, 2018). Understanding the True Cost of Child Care for Infants and Toddlers. Retrieved from <https://www.americanprogress.org/issues/early-childhood/reports/2018/11/15/460970/understanding-true-cost-child-care-infants-toddlers/>.

Compared to the full-time weekly cost calculated by the PCQC, the statewide median and 75<sup>th</sup> percentile rates from the market rate survey were lower than the PCQC estimates for infants and toddlers, but higher for preschoolers and school-aged children, as shown in Figure 31.

**Figure 31: Median and 75<sup>th</sup> Percentile Full-Time Weekly Rates from the Market Rate Survey Compared to PCQC Implied Rates for Family Child Care Programs**

Age Group	PCQC Implied Rate	50 <sup>th</sup> Percentile Rate from the 2021 Survey	75 <sup>th</sup> Percentile Rate from the 2021 Survey
Infants	\$240	\$165	\$185
Toddlers	\$240	\$150	\$175
Preschoolers	\$137	\$150	\$170
School-Aged	\$103	\$125	\$150

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**Appendix B4 – Family Child Care Provider Market Rate Survey Instrument**

Appendix A1 – Tables Accompanying Child Care Market Rates for Child Care Facilities

Appendix A1- Table 1: Part and Full-Time Weekly Rates for Child Care Facilities (Statewide and by County Grouping)

Part-Time Weekly Rates							Full-Time Weekly Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Statewide**

Infants	140	8,510	\$165.00	\$165.00	\$165.00	\$202.00	228	13,438	\$215.00	\$230.00	\$250.00	\$250.00
Toddlers	171	10,895	\$150.00	\$150.00	\$150.00	\$204.00	267	15,820	\$200.00	\$217.00	\$250.00	\$250.00
Preschoolers	211	12,996	\$125.00	\$125.00	\$132.00	\$180.00	295	17,523	\$165.00	\$165.00	\$200.00	\$257.50
School-Aged	163	10,779	\$75.00	\$95.00	\$110.00	\$165.00	198	12,510	\$125.00	\$140.00	\$165.00	\$200.00

**Androscoggin**

Infants	11	850	\$165.00	\$165.00	\$165.00	\$165.00	28	1,742	\$215.00	\$215.00	\$215.00	\$215.00
Toddlers	12	960	\$150.00	\$150.00	\$150.00	\$150.00	29	1,852	\$200.00	\$200.00	\$200.00	\$200.00
Preschoolers	16	1,161	\$125.00	\$125.00	\$125.00	\$125.00	30	1,930	\$165.00	\$165.00	\$165.00	\$165.00
School-Aged	12	1,040	\$78.00	\$105.00	\$125.00	\$160.00	20	1,607	\$115.00	\$140.00	\$155.00	\$175.00

**Aroostook, Piscataquis, and Somerset**

Infants	8	471	\$138.75	\$138.75	\$138.75	\$138.75	17	768	\$165.00	\$185.00	\$185.00	\$185.00
Toddlers	9	546	\$112.50	\$112.50	\$112.50	\$121.50	20	922	\$150.00	\$150.00	\$154.00	\$165.00
Preschoolers	13	788	\$105.00	\$105.00	\$120.00	\$121.50	23	1,017	\$140.00	\$140.00	\$148.00	\$155.00
School-Aged	12	764	\$100.00	\$101.25	\$101.25	\$101.25	20	980	\$135.00	\$135.00	\$140.00	\$145.75

**Cumberland**

Infants	41	3,255	\$151.50	\$200.00	\$240.00	\$257.00	59	4,561	\$250.00	\$250.00	\$250.00	\$297.00
Toddlers	53	4,305	\$139.50	\$187.00	\$215.00	\$258.46	73	5,746	\$250.00	\$250.00	\$250.00	\$275.00
Preschoolers	63	4,893	\$92.31	\$165.00	\$190.00	\$200.00	81	6,136	\$215.00	\$250.00	\$263.08	\$280.00
School-Aged	50	3,865	\$78.00	\$100.00	\$120.00	\$175.00	52	3,896	\$120.00	\$150.00	\$180.00	\$200.00

**Franklin and Oxford**

Infants	11	277	\$50.00	\$92.50	\$92.50	\$110.00	11	445	\$155.00	\$170.00	\$205.00	\$205.00
Toddlers	13	497	\$42.00	\$85.00	\$110.00	\$119.00	13	487	\$150.00	\$160.00	\$175.00	\$198.00
Preschoolers	15	604	\$36.00	\$82.50	\$104.00	\$110.00	13	487	\$140.00	\$150.00	\$169.00	\$169.00
School-Aged	8	359	\$83.00	\$83.00	\$83.00	\$83.40	11	544	\$90.00	\$125.00	\$125.00	\$140.00

**Hancock and Washington**

Infants	17	748	\$160.00	\$160.00	\$188.00	\$188.00	20	844	\$218.00	\$218.00	\$227.00	\$227.00
Toddlers	20	881	\$158.00	\$158.00	\$188.00	\$188.00	23	977	\$190.00	\$218.00	\$219.00	\$219.00
Preschoolers	21	893	\$132.00	\$143.00	\$162.00	\$162.00	24	989	\$175.00	\$188.00	\$197.00	\$197.00
School-Aged	8	537	\$68.00	\$68.00	\$90.00	\$90.00	9	527	\$88.00	\$88.00	\$149.00	\$195.00



Appendix A1- Table 1: Part and Full-Time Weekly Rates for Child Care Facilities (Statewide and by County Grouping)

Part-Time Weekly Rates							Full-Time Weekly Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Kennebec**

Infants	8	490	\$55.00	\$155.00	\$172.50	\$250.00	22	1,329	\$185.00	\$220.00	\$220.00	\$250.00
Toddlers	10	552	\$90.00	\$165.00	\$172.50	\$250.00	24	1,391	\$165.00	\$195.00	\$200.00	\$250.00
Preschoolers	13	902	\$100.00	\$100.00	\$190.00	\$200.00	28	1,966	\$165.00	\$200.00	\$267.00	\$270.08
School-Aged	17	1,444	\$65.00	\$80.00	\$95.00	\$100.00	23	1,796	\$125.00	\$125.00	\$145.00	\$150.00

**Knox and Waldo**

Infants	6	365	\$145.00	\$188.00	\$219.00	\$219.00	11	514	\$202.00	\$210.00	\$219.00	\$219.00
Toddlers	8	426	\$145.00	\$157.00	\$219.00	\$219.00	13	575	\$202.00	\$210.00	\$219.00	\$219.00
Preschoolers	10	562	\$135.00	\$146.91	\$209.00	\$209.00	15	711	\$185.00	\$190.00	\$209.00	\$209.00
School-Aged	9	499	\$80.00	\$110.00	\$110.00	\$110.00	11	537	\$120.00	\$220.00	\$220.00	\$220.00

**Lincoln and Sagadahoc**

Infants	8	400	\$140.00	\$145.00	\$155.00	\$155.00	11	450	\$200.00	\$205.00	\$210.00	\$225.00
Toddlers	10	504	\$125.00	\$145.00	\$147.00	\$150.00	15	639	\$185.00	\$195.00	\$200.00	\$203.00
Preschoolers	16	730	\$120.00	\$145.00	\$150.00	\$158.00	19	840	\$180.00	\$185.00	\$200.00	\$205.00
School-Aged	18	811	\$65.00	\$95.00	\$115.85	\$150.00	16	746	\$87.00	\$130.00	\$150.00	\$182.77

**Penobscot**

Infants	12	665	\$107.50	\$172.00	\$230.00	\$230.00	24	1,370	\$215.00	\$235.00	\$255.00	\$260.00
Toddlers	14	977	\$107.00	\$150.00	\$220.00	\$220.00	27	1,517	\$180.00	\$195.00	\$230.00	\$250.00
Preschoolers	19	1,123	\$90.00	\$135.00	\$210.00	\$210.00	29	1,591	\$160.00	\$180.00	\$205.00	\$240.00
School-Aged	13	582	\$69.23	\$170.00	\$170.00	\$170.00	17	707	\$125.00	\$170.00	\$200.00	\$200.00

**York**

Infants	18	989	\$126.00	\$180.00	\$230.00	\$240.00	25	1,415	\$235.00	\$255.00	\$270.00	\$280.00
Toddlers	22	1,247	\$127.00	\$170.00	\$212.00	\$260.00	30	1,714	\$225.00	\$240.00	\$255.00	\$260.00
Preschoolers	25	1,340	\$92.31	\$138.00	\$180.00	\$200.00	33	1,856	\$205.00	\$215.00	\$240.00	\$250.00
School-Aged	16	878	\$84.00	\$109.00	\$176.92	\$205.00	19	1,170	\$140.00	\$160.00	\$204.00	\$235.00

Appendix A1- Table 2: Part and Full-Time Daily Rates for Child Care Facilities (Statewide and by County Grouping)

Part-Time Daily Rates							Full-Time Daily Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Statewide**

Infants	67	3,123	\$60.00	\$60.00	\$60.00	\$60.00	76	3,490	\$60.00	\$60.00	\$60.00	\$60.00
Toddlers	80	3,888	\$60.00	\$60.00	\$60.00	\$60.00	87	4,133	\$60.00	\$60.00	\$60.00	\$60.00
Preschoolers	90	4,595	\$31.00	\$45.00	\$55.00	\$80.00	95	4,799	\$36.00	\$48.00	\$62.50	\$80.00
School-Aged	82	5,012	\$15.00	\$15.00	\$15.00	\$35.00	77	4,411	\$30.00	\$40.00	\$50.00	\$65.00

**Androscoggin**

Infants	6	263	\$42.00	\$42.00	\$48.00	\$50.00	7	225	\$40.00	\$48.00	\$70.00	\$185.00
Toddlers	9	503	\$20.00	\$35.00	\$42.00	\$45.00	8	353	\$35.00	\$35.00	\$40.00	\$65.00
Preschoolers	9	503	\$35.00	\$37.00	\$37.00	\$40.00	8	353	\$30.00	\$35.00	\$42.00	\$60.00
School-Aged	10	562	\$32.00	\$32.00	\$35.00	\$35.00	6	291	\$28.00	\$35.00	\$35.00	\$60.00

**Aroostook, Piscataquis, and Somerset**

Infants	4	144	\$35.00	\$35.00	\$35.00	\$35.00	3	100	\$35.00	\$35.00	\$55.00	\$55.00
Toddlers	4	144	\$35.00	\$35.00	\$35.00	\$35.00	4	149	\$30.00	\$45.00	\$50.00	\$50.00
Preschoolers	6	174	\$30.00	\$35.00	\$35.00	\$35.00	4	149	\$30.00	\$40.00	\$45.00	\$45.00
School-Aged	4	144	\$20.00	\$25.00	\$35.00	\$35.00	4	149	\$25.00	\$40.00	\$45.00	\$45.00

**Cumberland**

Infants	21	1,309	\$60.00	\$60.00	\$60.00	\$60.00	28	1,641	\$60.00	\$60.00	\$60.00	\$60.00
Toddlers	25	1,530	\$60.00	\$60.00	\$60.00	\$60.00	32	1,832	\$60.00	\$60.00	\$60.00	\$60.00
Preschoolers	25	1,579	\$51.50	\$56.00	\$80.00	\$85.00	33	1,917	\$54.00	\$61.00	\$80.00	\$85.00
School-Aged	23	1,781	\$40.00	\$60.00	\$70.00	\$129.00	25	1,623	\$45.00	\$50.00	\$65.00	\$70.00

**Franklin and Oxford**

Infants	6	207	\$28.00	\$30.00	\$47.00	\$47.00	5	142	\$40.00	\$41.00	\$47.00	\$47.00
Toddlers	7	243	\$30.00	\$30.00	\$38.50	\$47.00	6	162	\$40.00	\$41.00	\$47.00	\$47.00
Preschoolers	8	255	\$28.00	\$30.00	\$34.00	\$47.00	7	174	\$35.75	\$41.00	\$47.00	\$47.00
School-Aged	5	310	\$15.00	\$17.00	\$17.00	\$17.00	4	298	\$30.00	\$37.50	\$40.00	\$40.00

**Hancock and Washington**

Infants	3	89	\$25.00	\$25.00	\$35.00	\$42.00	4	109	\$25.00	\$25.00	\$48.00	\$52.00
Toddlers	5	165	\$25.00	\$28.00	\$35.00	\$38.00	6	185	\$25.00	\$36.00	\$48.00	\$48.00
Preschoolers	6	193	\$25.00	\$29.00	\$38.00	\$54.29	6	185	\$25.00	\$34.00	\$48.00	\$48.00
School-Aged	5	165	\$25.00	\$29.00	\$35.00	\$38.00	5	165	\$25.00	\$34.00	\$34.00	\$48.00

Appendix A1- Table 2: Part and Full-Time Daily Rates for Child Care Facilities (Statewide and by County Grouping)

Part-Time Daily Rates							Full-Time Daily Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Kennebec**

Infants	6	181	\$44.00	\$48.00	\$48.69	\$50.00	6	283	\$44.00	\$60.00	\$60.00	\$60.00
Toddlers	6	181	\$35.00	\$47.66	\$48.00	\$48.00	6	283	\$36.00	\$60.00	\$60.00	\$60.00
Preschoolers	7	431	\$20.00	\$20.00	\$43.05	\$48.00	7	533	\$33.00	\$33.00	\$77.00	\$77.00
School-Aged	9	681	\$13.00	\$13.00	\$94.00	\$94.00	8	604	\$30.00	\$30.00	\$33.00	\$33.00

**Knox and Waldo**

Infants	4	189	\$35.00	\$45.00	\$47.00	\$47.00	3	168	\$35.00	\$47.00	\$185.00	\$185.00
Toddlers	5	236	\$33.00	\$45.00	\$47.00	\$50.00	3	135	\$33.00	\$33.00	\$70.00	\$70.00
Preschoolers	6	252	\$33.00	\$45.00	\$47.00	\$50.00	4	151	\$33.00	\$40.00	\$70.00	\$70.00
School-Aged	4	160	\$10.00	\$10.00	\$14.00	\$14.00	5	233	\$14.00	\$25.00	\$40.00	\$40.00

**Lincoln and Sagadahoc**

Infants	2	102	\$25.00	\$25.00	\$35.00	\$35.00	3	114	\$45.00	\$45.00	\$50.00	\$50.00
Toddlers	2	102	\$25.00	\$25.00	\$35.00	\$35.00	3	114	\$40.00	\$40.00	\$50.00	\$50.00
Preschoolers	2	102	\$30.00	\$30.00	\$35.00	\$35.00	3	114	\$40.00	\$40.00	\$50.00	\$50.00
School-Aged	3	137	\$10.00	\$35.00	\$35.00	\$35.00	3	137	\$25.00	\$50.00	\$50.00	\$50.00

**Penobscot**

Infants	7	312	\$45.00	\$50.00	\$50.00	\$65.00	5	142	\$45.00	\$47.00	\$60.00	\$60.00
Toddlers	8	427	\$50.00	\$50.00	\$55.00	\$60.00	6	305	\$40.00	\$40.00	\$47.00	\$60.00
Preschoolers	9	622	\$31.00	\$45.00	\$50.00	\$50.00	7	500	\$36.00	\$40.00	\$40.00	\$50.00
School-Aged	10	590	\$15.00	\$15.00	\$15.00	\$15.00	6	328	\$30.00	\$30.00	\$30.00	\$30.00

**York**

Infants	8	327	\$55.00	\$57.00	\$75.00	\$90.00	12	566	\$52.00	\$60.00	\$62.00	\$90.00
Toddlers	9	357	\$45.00	\$53.00	\$65.00	\$90.00	13	615	\$50.00	\$53.00	\$62.00	\$90.00
Preschoolers	12	484	\$25.75	\$48.00	\$60.00	\$90.00	16	723	\$42.50	\$50.00	\$58.00	\$90.00
School-Aged	9	482	\$21.00	\$29.00	\$37.00	\$90.00	11	583	\$34.00	\$40.00	\$54.00	\$90.00

Appendix A1- Table 3: Part and Full-Time Weekly Rates for Child Care Facilities (by Quality for ME Rating)

Part-Time Weekly Rates							Full-Time Weekly Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Statewide - Not Rated or Not Participating**

Infants	19	704	\$125.00	\$188.00	\$257.00	\$257.00	37	1,367	\$202.00	\$225.00	\$305.00	\$324.00
Toddlers	23	852	\$125.00	\$188.00	\$222.00	\$258.46	44	1,581	\$200.00	\$215.00	\$285.00	\$298.00
Preschoolers	33	1,264	\$85.00	\$149.00	\$170.81	\$193.00	54	1,967	\$185.00	\$200.00	\$259.00	\$278.04
School-Aged	19	879	\$84.00	\$107.00	\$110.00	\$116.00	25	1,009	\$125.00	\$132.00	\$195.00	\$220.00

**Statewide - Step 1**

Infants	74	4,663	\$165.00	\$165.00	\$165.00	\$185.00	125	7,491	\$215.00	\$215.00	\$215.00	\$250.00
Toddlers	87	5,760	\$150.00	\$150.00	\$150.00	\$175.00	141	8,509	\$200.00	\$200.00	\$200.00	\$250.00
Preschoolers	102	6,708	\$125.00	\$125.00	\$125.00	\$160.00	149	9,077	\$165.00	\$165.00	\$175.00	\$240.00
School-Aged	89	6,000	\$68.00	\$95.00	\$120.00	\$170.00	116	7,344	\$120.00	\$140.00	\$160.00	\$200.00

**Statewide - Step 2**

Infants	12	958	\$146.25	\$172.50	\$240.00	\$240.00	25	1,902	\$205.00	\$257.00	\$297.00	\$297.00
Toddlers	20	1,658	\$100.00	\$138.75	\$204.00	\$220.00	33	2,369	\$185.00	\$240.00	\$269.00	\$272.12
Preschoolers	25	1,910	\$90.00	\$116.25	\$180.00	\$190.00	38	2,600	\$155.00	\$215.00	\$242.00	\$265.00
School-Aged	17	1,282	\$65.00	\$83.00	\$105.00	\$121.50	19	1,341	\$132.00	\$140.00	\$150.00	\$164.00

**Statewide - Step 3**

Infants	14	660	\$100.00	\$150.00	\$170.00	\$210.00	16	974	\$250.00	\$250.00	\$250.00	\$250.00
Toddlers	16	744	\$92.50	\$140.00	\$165.00	\$210.00	19	1,173	\$250.00	\$250.00	\$250.00	\$250.00
Preschoolers	18	814	\$85.00	\$140.00	\$160.00	\$190.00	18	1,173	\$149.00	\$185.00	\$200.00	\$225.00
School-Aged	15	960	\$80.00	\$90.00	\$120.00	\$160.00	15	1,064	\$125.00	\$149.00	\$185.00	\$200.00

**Statewide - Step 4**

Infants	21	1,525	\$138.75	\$165.00	\$219.00	\$250.00	25	1,704	\$195.00	\$219.00	\$270.00	\$303.00
Toddlers	25	1,881	\$112.50	\$155.77	\$194.00	\$247.00	30	2,188	\$188.00	\$250.00	\$279.00	\$306.92
Preschoolers	33	2,300	\$105.00	\$140.00	\$168.00	\$209.00	36	2,706	\$182.77	\$218.00	\$263.08	\$288.00
School-Aged	23	1,658	\$95.00	\$101.25	\$110.00	\$180.00	23	1,752	\$124.00	\$135.00	\$182.77	\$220.00

Appendix A1- Table 4: Part and Full-Time Daily Rates for Child Care Facilities (by Quality for ME Rating)

Part-Time Daily Rates							Full-Time Daily Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Statewide - Not Rated or Not Participating**

Infants	7	199	\$25.00	\$35.00	\$47.00	\$50.00	14	503	\$45.00	\$60.00	\$62.00	\$62.00
Toddlers	9	278	\$25.00	\$32.00	\$45.00	\$47.00	15	552	\$45.00	\$52.00	\$62.00	\$62.00
Preschoolers	12	347	\$25.00	\$32.00	\$47.00	\$54.29	17	576	\$40.00	\$50.00	\$58.00	\$60.00
School-Aged	12	512	\$18.00	\$21.00	\$32.00	\$40.00	13	547	\$20.00	\$50.00	\$54.00	\$74.00

**Statewide - Step 1**

Infants	44	2,131	\$42.00	\$50.00	\$68.75	\$105.00	45	1,989	\$46.00	\$55.00	\$81.00	\$105.00
Toddlers	49	2,381	\$35.00	\$50.00	\$63.00	\$85.00	50	2,256	\$40.00	\$50.00	\$71.31	\$85.00
Preschoolers	53	2,893	\$31.00	\$40.00	\$55.00	\$85.00	53	2,748	\$36.00	\$43.00	\$57.50	\$85.00
School-Aged	50	2,974	\$15.00	\$15.00	\$15.00	\$23.00	46	2,625	\$30.00	\$37.00	\$55.00	\$70.00

**Statewide - Step 2**

Infants	8	337	\$40.00	\$50.00	\$59.23	\$60.00	8	422	\$48.00	\$60.00	\$65.00	\$65.00
Toddlers	9	412	\$35.00	\$45.00	\$54.08	\$60.00	9	497	\$35.00	\$60.00	\$60.00	\$65.00
Preschoolers	11	473	\$35.00	\$45.00	\$52.00	\$53.40	11	582	\$35.00	\$57.00	\$77.00	\$77.00
School-Aged	10	687	\$15.00	\$35.00	\$129.00	\$129.00	10	624	\$30.00	\$33.00	\$40.00	\$47.00

**Statewide - Step 3**

Infants	5	234	\$60.00	\$60.00	\$60.00	\$60.00	5	234	\$60.00	\$60.00	\$60.00	\$60.00
Toddlers	7	398	\$60.00	\$60.00	\$60.00	\$60.00	6	283	\$60.00	\$60.00	\$60.00	\$60.00
Preschoolers	7	414	\$29.00	\$50.00	\$54.74	\$55.00	6	299	\$40.00	\$41.00	\$55.00	\$55.00
School-Aged	4	238	\$20.00	\$20.00	\$29.00	\$35.00	3	189	\$34.00	\$45.00	\$45.00	\$45.00

**Statewide - Step 4**

Infants	3	222	\$48.69	\$90.00	\$90.00	\$90.00	4	342	\$72.00	\$72.00	\$100.00	\$185.00
Toddlers	6	419	\$47.66	\$82.00	\$82.00	\$87.00	7	545	\$67.00	\$70.00	\$76.00	\$87.00
Preschoolers	7	468	\$43.05	\$55.00	\$75.00	\$83.00	8	594	\$61.00	\$70.00	\$75.00	\$83.00
School-Aged	6	601	\$30.00	\$75.00	\$94.00	\$94.00	5	426	\$40.00	\$45.00	\$47.00	\$60.00

Appendix A2 – Tables Accompanying Child Care Facility Narrow Cost Study

Appendix A2- Table 1: Child Care Facility Wage Levels (Full-Time Employees by Position Title and Region)

Ct. Responding Providers	Lic. Cap. Of Responding Providers	Number in Position	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers
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**Director Wages (Full-Time)**

Statewide	196	12,653	208	\$22.56	\$21.34	\$20.35	\$23.10	\$22.18
Androscoggin	19	1,457	19	\$26.20	\$24.88	\$22.00	\$24.50	\$23.93
Aroostook, Piscataquis, and Somerset	6	232	6	\$20.52	\$20.52	\$20.00	\$19.89	\$19.89
Cumberland	44	3,101	48	\$21.05	\$19.77	\$20.00	\$22.23	\$20.79
Franklin and Oxford	19	914	19	\$25.87	\$25.87	\$22.00	\$25.87	\$25.87
Hancock and Washington	13	752	14	\$19.84	\$19.84	\$20.00	\$20.00	\$20.00
Kennebec	19	1,879	22	\$24.88	\$23.32	\$22.20	\$27.19	\$25.74
Knox and Waldo	19	1,009	19	\$23.66	\$23.66	\$25.50	\$22.93	\$22.93
Lincoln and Sagadahoc	10	493	11	\$21.52	\$20.14	\$19.23	\$22.16	\$19.93
Penobscot	21	1,251	22	\$20.84	\$20.84	\$22.40	\$20.51	\$20.51
York	26	1,565	28	\$21.12	\$20.57	\$21.63	\$21.43	\$20.75

**Assistant Director Wages (Full-Time)**

Statewide	96	7,722	107	\$18.41	\$17.52	\$16.50	\$18.55	\$17.95
Androscoggin	11	1,075	12	\$16.02	\$15.63	\$15.50	\$16.27	\$16.09
Aroostook, Piscataquis, and Somerset	6	292	7	\$15.34	\$15.34	\$14.84	\$14.78	\$14.78
Cumberland	30	2,286	36	\$17.91	\$17.22	\$17.29	\$18.36	\$17.71
Franklin and Oxford	8	379	8	\$22.97	\$22.97	\$29.75	\$21.90	\$21.90
Hancock and Washington	1	42	1	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00
Kennebec	11	1,317	12	\$23.14	\$21.23	\$23.00	\$22.88	\$21.28
Knox and Waldo	3	215	3	\$17.13	\$17.13	\$16.00	\$17.35	\$17.35
Lincoln and Sagadahoc	3	136	3	\$17.21	\$17.21	\$17.00	\$17.55	\$17.55
Penobscot	11	1,155	12	\$16.69	\$16.69	\$15.00	\$16.34	\$16.34
York	12	825	13	\$17.84	\$16.97	\$16.13	\$18.53	\$17.98

**Teacher Wages (Full-Time)**

Statewide	219	13,616	1,072	\$16.28	\$15.38	\$15.00	\$17.08	\$15.41
Androscoggin	22	1,670	113	\$15.60	\$14.26	\$13.50	\$15.32	\$14.74
Aroostook, Piscataquis, and Somerset	12	741	38	\$16.58	\$16.58	\$14.76	\$18.28	\$18.28
Cumberland	55	3,635	331	\$15.37	\$14.87	\$15.00	\$15.45	\$15.05
Franklin and Oxford	12	552	32	\$14.78	\$14.78	\$15.25	\$14.58	\$14.58
Hancock and Washington	14	764	55	\$15.93	\$15.46	\$15.00	\$15.16	\$14.83
Kennebec	18	1,676	76	\$15.13	\$14.56	\$14.51	\$15.45	\$14.70
Knox and Waldo	30	1,215	90	\$16.60	\$16.44	\$16.50	\$16.19	\$15.82
Lincoln and Sagadahoc	4	229	16	\$17.11	\$17.11	\$17.73	\$17.37	\$17.37
Penobscot	22	1,351	114	\$15.72	\$15.72	\$14.00	\$15.24	\$15.24
York	30	1,783	207	\$19.75	\$14.21	\$14.50	\$26.63	\$14.31

Appendix A2- Table 1: Child Care Facility Wage Levels (Full-Time Employees by Position Title and Region)

Ct. Responding Providers	Lic. Cap. Of Responding Providers	Number in Position	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers
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**Teacher's Assistants Wages (Full-Time)**

Statewide	131	9,020	777	\$13.98	\$13.45	\$13.00	\$14.40	\$13.39
Androscoggin	15	1,349	56	\$12.38	\$12.25	\$12.25	\$12.34	\$12.27
Aroostook, Piscataquis, and Somerset	11	590	32	\$13.78	\$13.78	\$14.00	\$14.55	\$14.55
Cumberland	26	2,178	106	\$13.42	\$13.31	\$13.25	\$13.39	\$13.38
Franklin and Oxford	8	342	25	\$14.08	\$14.08	\$15.05	\$13.87	\$13.87
Hancock and Washington	11	712	53	\$13.36	\$13.36	\$13.00	\$12.89	\$12.89
Kennebec	9	1,069	62	\$13.37	\$13.37	\$13.95	\$13.22	\$13.22
Knox and Waldo	9	522	35	\$13.89	\$13.50	\$13.50	\$14.14	\$13.63
Lincoln and Sagadahoc	5	267	22	\$14.38	\$14.38	\$14.00	\$14.44	\$14.44
Penobscot	15	734	94	\$14.15	\$14.15	\$14.50	\$14.15	\$14.15
York	22	1,257	292	\$16.20	\$13.08	\$13.00	\$20.55	\$13.26

**Education Coordinator Wages (Full-Time)**

Statewide	30	2,420	32	\$24.26	\$22.90	\$24.04	\$23.72	\$23.02
Androscoggin	4	368	4	\$29.84	\$29.84	\$30.97	\$28.51	\$28.51
Aroostook, Piscataquis, and Somerset	2	56	2	\$43.84	\$43.84	\$43.84	\$52.91	\$52.91
Cumberland	3	328	3	\$18.76	\$18.76	\$15.91	\$21.21	\$21.21
Franklin and Oxford	0							
Hancock and Washington	4	345	5	\$22.40	\$22.40	\$24.04	\$20.15	\$20.15
Kennebec	5	698	7	\$20.67	\$20.67	\$23.01	\$20.94	\$20.94
Knox and Waldo	1	80	0	\$32.28	\$32.28	\$32.28	\$32.28	\$32.28
Lincoln and Sagadahoc	1	78	1	\$26.00	\$26.00	\$26.00	\$26.00	\$26.00
Penobscot	9	347	7	\$22.54	\$22.54	\$18.50	\$26.29	\$26.29
York	1	120	3	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00

**Substitute Wages (Full-Time)**

Statewide	48	3,420	103	\$12.68	\$12.76	\$12.36	\$12.74	\$12.96
Androscoggin	5	338	5	\$12.25	\$12.15	\$12.25	\$12.19	\$12.14
Aroostook, Piscataquis, and Somerset	5	392	8	\$13.88	\$13.88	\$14.50	\$14.28	\$14.28
Cumberland	9	593	18	\$13.44	\$13.44	\$13.46	\$13.86	\$13.86
Franklin and Oxford	7	261	13	\$12.17	\$12.17	\$12.24	\$12.17	\$12.17
Hancock and Washington	8	400	27	\$12.45	\$12.45	\$12.36	\$12.50	\$12.50
Kennebec	2	632	6	\$12.88	\$12.88	\$12.50	\$13.09	\$13.09
Knox and Waldo	4	226	12	\$12.60	\$12.60	\$12.00	\$12.48	\$12.48
Lincoln and Sagadahoc	0							
Penobscot	5	349	9	\$12.60	\$12.50	\$12.50	\$12.57	\$12.50
York	3	229	5	\$11.02	\$11.02	\$12.00	\$8.67	\$8.67



Appendix A2- Table 2: Child Care Facility Wage Levels (Part-Time Employees by Position Title and Region)

Ct. Responding Providers	Lic. Cap. Of Responding Providers	Number in Position	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers
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**Director Wages (Part-Time)**

Statewide	12	457	13	\$14.99	\$14.99	\$15.00	\$15.19	\$15.19
Androscoggin	0							
Aroostook, Piscataquis, and Somerset	0							
Cumberland	3	156	4	\$15.50	\$15.50	\$15.00	\$15.87	\$15.87
Franklin and Oxford	1	12	1	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00
Hancock and Washington	0							
Kennebec	3	118	3	\$14.55	\$14.55	\$13.50	\$16.00	\$16.00
Knox and Waldo	2	30	2	\$15.50	\$15.50	\$15.50	\$15.30	\$15.30
Lincoln and Sagadahoc	0							
Penobscot	1	40	1	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
York	2	52	2	\$15.50	\$15.50	\$15.50	\$15.23	\$15.23

**Assistant Director Wages (Part-Time)**

Statewide	11	820	14	\$15.40	\$15.40	\$14.50	\$15.42	\$15.42
Androscoggin	1	130	1	\$16.00	\$16.00	\$16.00	\$15.46	\$15.46
Aroostook, Piscataquis, and Somerset	0							
Cumberland	4	197	4	\$17.43	\$17.43	\$16.85	\$16.00	\$16.00
Franklin and Oxford	1	12	1	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
Hancock and Washington	0							
Kennebec	3	216	6	\$13.38	\$13.38	\$13.00	\$13.70	\$13.70
Knox and Waldo	0							
Lincoln and Sagadahoc	0							
Penobscot	1	195	1	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00
York	1	70	1	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00

**Teacher Wages (Part-Time)**

Statewide	60	3,756	195	\$14.37	\$14.01	\$14.00	\$14.19	\$14.04
Androscoggin	4	214	5	\$17.50	\$17.50	\$14.00	\$16.75	\$16.75
Aroostook, Piscataquis, and Somerset	2	108	4	\$12.25	\$12.25	\$12.25	\$12.27	\$12.27
Cumberland	16	868	34	\$14.63	\$14.28	\$14.13	\$14.74	\$14.67
Franklin and Oxford	3	172	5	\$15.42	\$15.42	\$15.25	\$16.17	\$16.17
Hancock and Washington	4	117	4	\$14.06	\$14.06	\$13.58	\$14.09	\$14.09
Kennebec	6	632	35	\$13.47	\$13.88	\$14.00	\$12.79	\$13.61
Knox and Waldo	7	220	14	\$14.93	\$14.93	\$15.00	\$14.85	\$14.85
Lincoln and Sagadahoc	6	287	29	\$14.08	\$13.70	\$13.50	\$14.10	\$13.84
Penobscot	7	739	47	\$13.29	\$13.29	\$13.00	\$14.08	\$14.08
York	5	399	18	\$13.85	\$13.85	\$13.00	\$13.45	\$13.45

**Appendix A2- Table 2: Child Care Facility Wage Levels (Part-Time Employees by Position Title and Region)**

Ct. Responding Providers	Lic. Cap. Of Responding Providers	Number in Position	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers
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**Teacher's Assistants Wages (Part-Time)**

Statewide	92	5,698	252	\$12.98	\$12.79	\$12.50	\$12.96	\$12.85
Androscoggin	5	468	25	\$11.90	\$11.90	\$12.00	\$11.79	\$11.79
Aroostook, Piscataquis, and Somerset	5	233	10	\$12.39	\$12.39	\$12.29	\$12.29	\$12.29
Cumberland	16	1,015	41	\$13.66	\$13.05	\$13.13	\$13.55	\$13.24
Franklin and Oxford	6	409	12	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Hancock and Washington	5	410	13	\$12.95	\$12.00	\$12.00	\$12.32	\$12.00
Kennebec	14	1,127	72	\$12.70	\$12.61	\$12.50	\$12.71	\$12.60
Knox and Waldo	25	980	42	\$13.00	\$13.00	\$13.00	\$13.28	\$13.28
Lincoln and Sagadahoc	5	241	13	\$14.00	\$14.00	\$14.00	\$14.28	\$14.28
Penobscot	2	270	5	\$13.75	\$13.75	\$13.75	\$14.31	\$14.31
York	9	545	19	\$13.06	\$13.06	\$13.00	\$13.08	\$13.08

**Education Coordinator Wages (Part-Time)**

Statewide	13	820	32	\$13.56	\$13.56	\$14.00	\$12.73	\$12.73
Androscoggin	2	224	10	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Aroostook, Piscataquis, and Somerset	0							
Cumberland	0							
Franklin and Oxford	2	149	4	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00
Hancock and Washington	0							
Kennebec	2	262	4	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Knox and Waldo	2	101	9	\$12.25	\$12.25	\$12.25	\$12.37	\$12.37
Lincoln and Sagadahoc	0							
Penobscot	5	84	5	\$15.17	\$15.17	\$15.17	\$15.17	\$15.17
York	0							

**Substitute Wages (Part-Time)**

Statewide	54	3,577	100	\$13.12	\$12.95	\$12.88	\$13.07	\$12.84
Androscoggin	4	353	11	\$12.25	\$12.25	\$12.00	\$12.14	\$12.14
Aroostook, Piscataquis, and Somerset	0							
Cumberland	13	1,132	31	\$13.45	\$13.07	\$13.00	\$13.46	\$12.95
Franklin and Oxford	1	100	2	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Hancock and Washington	3	229	5	\$13.17	\$13.17	\$13.75	\$12.18	\$12.18
Kennebec	5	550	8	\$12.76	\$12.76	\$12.00	\$12.83	\$12.83
Knox and Waldo	20	724	24	\$13.05	\$13.05	\$12.00	\$13.46	\$13.46
Lincoln and Sagadahoc	3	166	9	\$14.17	\$14.17	\$13.00	\$14.17	\$14.17
Penobscot	2	61	4	\$13.50	\$13.50	\$13.50	\$12.59	\$12.59
York	3	262	6	\$13.01	\$13.01	\$13.00	\$12.66	\$12.66

Appendix A2- Table 3: Child Care Facility Wage Levels (Full-Time Employees by Quality for ME Step Rating and Position Title)

Ct. Responding Providers	Lic. Cap. Of Responding Providers	Number in Position	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers
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**Director Wages (Full-Time)**

Unrated/ Not Participating	20	786	20	\$20.21	\$19.06	\$18.75	\$20.60	\$20.21
Quality for ME - Step 1	103	6,432	109	\$21.03	\$20.06	\$20.00	\$21.26	\$20.97
Quality for ME - Step 2	15	1,232	16	\$19.77	\$20.32	\$20.00	\$19.89	\$20.74
Quality for ME - Step 3	19	1,225	21	\$25.47	\$25.47	\$22.00	\$25.81	\$28.55
Quality for ME - Step 4	39	2,978	42	\$27.45	\$25.91	\$26.00	\$27.96	\$27.11

**Assistant Director Wages (Full-Time)**

Unrated/ Not Participating	6	343	6	\$18.28	\$15.98	\$15.63	\$17.96	\$16.22
Quality for ME - Step 1	51	4,255	56	\$16.91	\$16.15	\$16.00	\$17.19	\$16.58
Quality for ME - Step 2	10	962	14	\$16.44	\$16.44	\$16.67	\$16.27	\$16.60
Quality for ME - Step 3	10	631	10	\$23.88	\$23.88	\$27.64	\$24.84	\$25.47
Quality for ME - Step 4	19	1,531	21	\$20.69	\$20.69	\$21.38	\$21.31	\$21.52

**Teacher Wages (Full-Time)**

Unrated/ Not Participating	22	889	63	\$24.05	\$16.34	\$16.00	\$41.42	\$16.94
Quality for ME - Step 1	108	7,061	571	\$14.46	\$14.18	\$14.00	\$14.22	\$14.41
Quality for ME - Step 2	19	1,222	87	\$14.97	\$14.69	\$14.51	\$14.56	\$14.81
Quality for ME - Step 3	21	1,207	94	\$15.81	\$15.00	\$15.00	\$16.30	\$15.21
Quality for ME - Step 4	49	3,237	257	\$17.70	\$17.28	\$17.60	\$17.86	\$17.53

**Teacher's Assistants Wages (Full-Time)**

Unrated/ Not Participating	7	389	25	\$24.27	\$14.18	\$15.00	\$37.73	\$14.30
Quality for ME - Step 1	70	4,776	500	\$13.06	\$12.95	\$13.00	\$12.90	\$13.02
Quality for ME - Step 2	11	942	57	\$12.70	\$12.45	\$12.00	\$12.53	\$12.51
Quality for ME - Step 3	12	523	37	\$13.85	\$13.85	\$14.00	\$13.90	\$13.92
Quality for ME - Step 4	31	2,390	158	\$14.36	\$14.36	\$14.00	\$14.46	\$14.50

**Education Coordinator Wages (Full-Time)**

Unrated/ Not Participating	0							
Quality for ME - Step 1	13	1,004	14	\$22.37	\$18.82	\$18.50	\$22.52	\$19.66
Quality for ME - Step 2	0							
Quality for ME - Step 3	1	120	3	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00
Quality for ME - Step 4	16	1,149	15	\$27.20	\$27.95	\$25.75	\$27.28	\$28.43

**Substitute Wages (Full-Time)**

Unrated/ Not Participating	4	350	8	\$12.24	\$13.67	\$12.87	\$10.98	\$13.83
Quality for ME - Step 1	17	1,039	34	\$12.60	\$12.32	\$12.50	\$12.60	\$12.33
Quality for ME - Step 2	2	252	2	\$13.00	\$13.00	\$12.00	\$13.75	\$13.15
Quality for ME - Step 3	10	508	25	\$12.49	\$12.49	\$12.24	\$12.50	\$12.51
Quality for ME - Step 4	15	1,271	34	\$12.98	\$12.98	\$12.36	\$13.24	\$13.08

Appendix A2- Table 4: Child Care Facility Wage Levels (Part-Time Employees by Quality for ME Step Rating and Position Title)

	Ct. Responding Providers	Lic. Cap. Of Responding Providers	Number in Position	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers
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**Director Wages (Part-Time)**

Unrated/ Not Participating	2	52	2	\$16.00	\$16.00	\$16.00	\$15.46	\$16.06
Quality for ME - Step 1	7	289	7	\$15.15	\$15.15	\$15.00	\$15.12	\$15.55
Quality for ME - Step 2	1	20	1	\$8.65	\$8.65	\$8.65	\$8.65	\$8.65
Quality for ME - Step 3	1	49	1	\$21.50	\$21.50	\$21.50	\$21.50	\$21.50
Quality for ME - Step 4	1	47	2	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50

**Assistant Director Wages (Part-Time)**

Unrated/ Not Participating	2	32	3	\$12.50	\$12.50	\$12.50	\$12.38	\$12.52
Quality for ME - Step 1	5	501	6	\$16.92	\$16.92	\$15.75	\$16.23	\$18.02
Quality for ME - Step 2	1	70	1	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Quality for ME - Step 3	1	119	2	\$12.75	\$12.75	\$12.75	\$12.09	\$13.85
Quality for ME - Step 4	2	98	2	\$16.60	\$16.60	\$16.60	\$16.60	\$17.01

**Teacher Wages (Part-Time)**

Unrated/ Not Participating	11	373	30	\$14.44	\$14.44	\$14.50	\$14.43	\$14.50
Quality for ME - Step 1	30	2,005	95	\$14.14	\$13.61	\$13.00	\$14.05	\$13.88
Quality for ME - Step 2	4	246	11	\$14.56	\$14.56	\$14.63	\$14.74	\$14.64
Quality for ME - Step 3	6	384	31	\$14.37	\$14.37	\$14.00	\$13.02	\$14.82
Quality for ME - Step 4	9	748	28	\$15.02	\$15.02	\$15.16	\$14.88	\$15.10

**Teacher's Assistants Wages (Part-Time)**

Unrated/ Not Participating	14	604	33	\$14.08	\$14.08	\$14.25	\$14.39	\$14.34
Quality for ME - Step 1	41	2,914	130	\$12.75	\$12.62	\$12.29	\$12.71	\$12.69
Quality for ME - Step 2	11	841	28	\$12.50	\$12.50	\$12.50	\$12.29	\$12.55
Quality for ME - Step 3	5	332	8	\$13.29	\$13.29	\$13.00	\$13.21	\$13.30
Quality for ME - Step 4	21	1,007	53	\$12.89	\$12.89	\$12.15	\$13.32	\$12.94

**Education Coordinator Wages (Part-Time)**

Unrated/ Not Participating	1	26	1	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Quality for ME - Step 1	7	488	12	\$14.26	\$14.26	\$15.17	\$12.54	\$14.40
Quality for ME - Step 2	2	87	10	\$12.25	\$12.25	\$12.25	\$12.43	\$12.26
Quality for ME - Step 3	0							
Quality for ME - Step 4	3	219	9	\$13.33	\$13.33	\$14.00	\$13.36	\$13.40

**Substitute Wages (Part-Time)**

Unrated/ Not Participating	12	419	18	\$14.81	\$14.45	\$15.00	\$15.73	\$14.56
Quality for ME - Step 1	14	1,185	26	\$12.80	\$12.46	\$12.50	\$12.64	\$12.48
Quality for ME - Step 2	5	340	10	\$12.75	\$12.75	\$12.75	\$12.51	\$12.79
Quality for ME - Step 3	1	49	1	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00
Quality for ME - Step 4	22	1,584	45	\$12.54	\$12.36	\$12.00	\$12.78	\$12.39

Appendix A2- Table 5: Benefit Levels by Quality for ME Rating

	Ct. Providers Offering	Lic. Cap. Of Providers Offering	Pct. Of Providers Offering <sup>1</sup>	Staff Benefits		Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers
				Avg. with Outliers	Avg. without Outliers			

**All Providers**

Health Insurance (average monthly employer-paid premium cost per employee)	121	8,726	41.0%	\$2,478	\$629	\$459	\$950	\$638
Paid Holidays (average days per year)	222	14,149	75.3%	27	11	10	9	10
Paid Vacation (average days per year)	207	13,448	70.2%	21	13	10	10	14
Paid Sick/ Personal Leave (average days per year)	185	11,997	62.7%	16	8	5	5	8
Paid Professional Development Days (average days per year)	182	11,613	61.7%	51	4	3	8	4
Tuition Discounts for Children of Paid Staff (average discount percentage)	177	12,112	60.0%	50.1%	50.1%	50.0%	22.0%	50.1%
Tuition Reimbursement (maximum annual reimbursement)	122	7,599	41.4%	\$1,455	\$1,084	\$1,000	\$298	\$965

**Unrated/ Not Participating**

Health Insurance (average monthly employer-paid premium cost per employee)	13	621	37.1%	\$414	\$464	\$459	\$39	\$469
Paid Holidays (average days per year)	22	902	62.9%	10	10	10	2	10
Paid Vacation (average days per year)	17	632	48.6%	11	11	10	1	10
Paid Sick/ Personal Leave (average days per year)	23	992	65.7%	6	6	5	2	6
Paid Professional Development Days (average days per year)	17	675	48.6%	3	2	2	0	3
Tuition Discounts for Children of Paid Staff (average discount percentage)	18	642	51.4%	62.9%	62.9%	50.0%	11.2%	57.1%
Tuition Reimbursement (maximum annual reimbursement)	13	548	37.1%	\$1,867	\$449	\$100	\$266	\$361

**Step 1**

Health Insurance (average monthly employer-paid premium cost per employee)	42	3,633	28.0%	\$773	\$588	\$350	\$178	\$456
Paid Holidays (average days per year)	101	6,815	67.3%	48	11	10	14	11
Paid Vacation (average days per year)	96	6,619	64.0%	22	15	10	10	17
Paid Sick/ Personal Leave (average days per year)	78	5,499	52.0%	28	9	5	7	8
Paid Professional Development Days (average days per year)	76	5,147	50.7%	112	4	3	14	4
Tuition Discounts for Children of Paid Staff (average discount percentage)	94	6,642	62.7%	50.6%	50.6%	50.0%	24.1%	51.2%
Tuition Reimbursement (maximum annual reimbursement)	41	2,952	27.3%	\$1,377	\$598	\$500	\$185	\$671

**Step 2**

Health Insurance (average monthly employer-paid premium cost per employee)	8	739	30.8%	\$288	\$288	\$293	\$41	\$257
Paid Holidays (average days per year)	22	1,533	84.6%	10	10	10	5	10
Paid Vacation (average days per year)	23	1,633	88.5%	16	12	10	8	13
Paid Sick/ Personal Leave (average days per year)	17	1,183	65.4%	7	5	5	3	5
Paid Professional Development Days (average days per year)	20	1,388	76.9%	5	3	3	2	3
Tuition Discounts for Children of Paid Staff (average discount percentage)	21	1,570	80.8%	42.7%	36.6%	50.0%	22.2%	36.2%
Tuition Reimbursement (maximum annual reimbursement)	12	859	46.2%	\$444	\$444	\$450	\$114	\$476

Appendix A2- Table 5: Benefit Levels by Quality for ME Rating

Ct. Providers Offering	Lic. Cap. Of Providers Offering	Pct. Of Providers Offering <sup>1</sup>	Staff Benefits		Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers
			Avg. with Outliers	Avg. without Outliers			

**Step 3**

Health Insurance (average monthly employer-paid premium cost per employee)	9	529	37.5%	\$1,215	\$1,215	\$885	\$84	\$1,100
Paid Holidays (average days per year)	22	1,369	91.7%	11	10	11	8	11
Paid Vacation (average days per year)	21	1,316	87.5%	10	8	10	6	8
Paid Sick/ Personal Leave (average days per year)	18	1,150	75.0%	6	6	5	4	6
Paid Professional Development Days (average days per year)	16	900	66.7%	4	4	3	1	3
Tuition Discounts for Children of Paid Staff (average discount percentage)	14	1,089	58.3%	45.4%	36.3%	50.0%	29.3%	40.7%
Tuition Reimbursement (maximum annual reimbursement)	14	559	58.3%	\$1,184	\$967	\$500	\$381	\$1,001

**Step 4**

Health Insurance (average monthly employer-paid premium cost per employee)	49	3,204	81.7%	\$4,641	\$563	\$693	\$4,416	\$496
Paid Holidays (average days per year)	55	3,530	91.7%	11	11	12	7	11
Paid Vacation (average days per year)	50	3,248	83.3%	30	11	10	21	12
Paid Sick/ Personal Leave (average days per year)	49	3,173	81.7%	8	8	7	6	9
Paid Professional Development Days (average days per year)	53	3,503	88.3%	4	4	4	3	4
Tuition Discounts for Children of Paid Staff (average discount percentage)	30	2,169	50.0%	48.5%	48.5%	39.0%	21.4%	51.1%
Tuition Reimbursement (maximum annual reimbursement)	42	2,681	70.0%	\$1,782	\$1,782	\$1,800	\$694	\$1,498

<sup>1</sup> Calculation includes all providers responding to any part of the narrow cost study section of the survey within the denominator.

Appendix A2- Table 6: Hours Spent in Quality-Based Activities by Quality for ME Rating (Teachers and Teachers' Assistants)

	Teachers (Hours per Year per Teacher)					
	Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers

**All Providers**

Paid Training	247	14,734	46.6	32.9	30.0	52.1	34.2
Curriculum Development/ Lesson Planning	238	14,338	124.3	101.0	100.0	119.6	97.7
Performing Written Child Assessments	205	12,833	104.2	62.7	50.0	107.9	71.0
Holding Parent-Teacher Conferences	192	11,847	28.5	22.4	16.0	27.9	23.1
Developing/ Sharing Materials w/ Parents	169	10,347	27.8	22.4	12.0	26.1	21.4
Planning/ Facilitating Family Events	195	12,372	24.4	17.4	15.0	22.4	15.7

**Unrated/ Not Participating**

Paid Training	25	891	30.4	28.7	30.4	30.1	29.5
Curriculum Development/ Lesson Planning	25	934	87.4	78.5	87.4	67.6	64.6
Performing Written Child Assessments	21	761	143.0	48.5	143.0	88.1	57.1
Holding Parent-Teacher Conferences	17	662	20.8	18.9	20.8	22.5	21.5
Developing/ Sharing Materials w/ Parents	15	455	13.6	11.7	13.6	14.9	11.4
Planning/ Facilitating Family Events	18	670	25.6	25.6	25.6	22.5	22.5

**Quality for ME - Step 1**

Paid Training	119	7,072	56.7	32.6	56.7	63.3	32.8
Curriculum Development/ Lesson Planning	112	6,733	132.3	97.4	132.3	130.3	93.4
Performing Written Child Assessments	84	5,483	125.8	46.7	125.8	130.7	47.5
Holding Parent-Teacher Conferences	74	4,593	33.7	25.8	33.7	30.6	26.0
Developing/ Sharing Materials w/ Parents	78	4,912	32.8	21.0	32.8	28.0	18.0
Planning/ Facilitating Family Events	83	5,469	26.6	16.1	26.6	24.7	14.9

**Quality for ME - Step 2**

Paid Training	21	1,518	30.0	23.7	30.0	30.4	21.4
Curriculum Development/ Lesson Planning	19	1,378	112.4	87.7	112.4	101.1	84.3
Performing Written Child Assessments	18	1,308	107.1	66.0	107.1	146.5	70.5
Holding Parent-Teacher Conferences	20	1,448	20.1	13.5	20.1	17.2	13.1
Developing/ Sharing Materials w/ Parents	15	1,190	22.3	18.1	22.3	21.3	18.8
Planning/ Facilitating Family Events	18	1,424	22.9	14.9	22.9	17.3	12.2

Appendix A2- Table 6: Hours Spent in Quality-Based Activities by Quality for ME Rating (Teachers and Teachers' Assistants)

Ct. Responding Providers	Lic. Cap. Of Responding Providers	Teachers (Hours per Year per Teacher)				
		Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Quality for ME - Step 3**

Paid Training	22	1,374	35.3	29.8	35.3	35.8	29.7
Curriculum Development/ Lesson Planning	22	1,414	88.7	70.0	88.7	88.0	74.2
Performing Written Child Assessments	23	1,414	54.8	38.1	54.8	64.2	41.8
Holding Parent-Teacher Conferences	23	1,414	22.6	11.9	22.6	18.9	11.9
Developing/ Sharing Materials w/ Parents	15	914	22.1	16.6	22.1	27.7	21.7
Planning/ Facilitating Family Events	21	1,316	18.1	11.6	18.1	18.3	10.9

**Quality for ME - Step 4**

Paid Training	60	3,879	43.4	33.4	43.4	51.0	34.8
Curriculum Development/ Lesson Planning	60	3,879	141.6	129.6	141.6	131.7	122.3
Performing Written Child Assessments	59	3,867	78.1	74.9	78.1	82.2	79.9
Holding Parent-Teacher Conferences	58	3,730	29.4	24.0	29.4	33.1	25.5
Developing/ Sharing Materials w/ Parents	46	2,876	27.7	26.0	27.7	26.0	24.1
Planning/ Facilitating Family Events	55	3,493	23.5	21.1	23.5	22.6	20.0



Appendix A2- Table 6: Hours Spent in Quality-Based Activities by Quality for ME Rating (Teachers and Teachers' Assistants)

Ct. Responding Providers	Teachers' Assistants (Hours per Year per Teachers' Assistant)					
	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**All Providers**

Paid Training	178	10,860	28.7	26.3	30.0	30.7	27.2
Curriculum Development/ Lesson Planning	105	6,711	81.0	68.2	50.0	72.7	66.3
Performing Written Child Assessments	82	5,193	48.7	39.2	33.5	52.2	39.1
Holding Parent-Teacher Conferences	60	4,221	19.6	14.9	10.0	19.2	14.5
Developing/ Sharing Materials w/ Parents	72	4,192	15.0	12.7	10.0	13.3	10.3
Planning/ Facilitating Family Events	107	7,037	15.0	12.8	10.0	14.1	12.6

**Unrated/ Not Participating**

Paid Training	18	694	23.9	19.3	23.9	24.7	20.3
Curriculum Development/ Lesson Planning	7	231	51.0	51.0	51.0	55.3	55.3
Performing Written Child Assessments	6	288	27.0	27.0	27.0	31.5	31.5
Holding Parent-Teacher Conferences	4	163	7.8	7.8	7.8	7.8	7.8
Developing/ Sharing Materials w/ Parents	4	155	12.8	12.8	12.8	12.1	12.1
Planning/ Facilitating Family Events	8	390	19.4	19.4	19.4	20.1	20.1

**Quality for ME - Step 1**

Paid Training	79	4,745	28.1	25.4	28.1	28.5	26.1
Curriculum Development/ Lesson Planning	43	2,770	87.5	61.2	87.5	69.1	56.5
Performing Written Child Assessments	31	1,731	31.4	21.1	31.4	30.5	19.4
Holding Parent-Teacher Conferences	19	1,131	17.2	12.6	17.2	12.4	9.4
Developing/ Sharing Materials w/ Parents	24	1,243	20.1	16.6	20.1	13.3	10.6
Planning/ Facilitating Family Events	31	2,110	15.5	12.6	15.5	13.5	11.9

**Quality for ME - Step 2**

Paid Training	15	1,115	19.9	17.7	19.9	21.6	17.3
Curriculum Development/ Lesson Planning	7	405	27.7	27.7	27.7	28.7	28.7
Performing Written Child Assessments	7	452	27.7	27.7	27.7	32.8	32.8
Holding Parent-Teacher Conferences	7	744	7.0	7.0	7.0	8.2	8.2
Developing/ Sharing Materials w/ Parents	8	596	7.9	4.7	7.9	8.1	6.1
Planning/ Facilitating Family Events	12	1,008	12.1	9.5	12.1	11.4	10.3

Appendix A2- Table 6: Hours Spent in Quality-Based Activities by Quality for ME Rating (Teachers and Teachers' Assistants)

Ct. Responding Providers	Lic. Cap. Of Responding Providers	Teachers' Assistants (Hours per Year per Teachers' Assistant)				
		Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Quality for ME - Step 3**

Paid Training	14	932	31.4	33.3	31.4	29.6	33.1
Curriculum Development/ Lesson Planning	9	484	119.7	119.7	119.7	106.1	106.1
Performing Written Child Assessments	6	351	82.5	47.0	82.5	121.5	49.6
Holding Parent-Teacher Conferences	6	360	7.7	7.7	7.7	8.5	8.5
Developing/ Sharing Materials w/ Parents	6	486	23.3	23.3	23.3	29.1	29.1
Planning/ Facilitating Family Events	12	848	9.7	9.7	9.7	8.7	8.7

**Quality for ME - Step 4**

Paid Training	52	3,374	33.2	28.9	33.2	38.3	30.5
Curriculum Development/ Lesson Planning	39	2,821	80.0	75.8	80.0	78.2	73.1
Performing Written Child Assessments	32	2,371	67.8	67.8	67.8	64.0	64.0
Holding Parent-Teacher Conferences	24	1,823	30.0	24.8	30.0	31.0	25.2
Developing/ Sharing Materials w/ Parents	30	1,712	11.4	9.3	11.4	10.6	8.9
Planning/ Facilitating Family Events	44	2,681	16.1	13.6	16.1	16.4	14.2

Appendix A2- Table 7: Operating Costs by Center Size and Quality for ME Rating

Small Centers (1-25 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Statewide**

Teacher and Teachers' Assistants Salaries	52	854	\$82,993	\$63,040	\$63,154	\$90,632	\$66,413
Admin and Support Staff Salaries	29	526	\$40,657	\$40,657	\$24,000	\$39,528	\$39,528
Benefits and Payroll Taxes	35	594	\$20,976	\$16,658	\$9,010	\$21,690	\$17,148
Rent and mortgage	43	680	\$10,943	\$10,293	\$9,000	\$11,075	\$10,420
Program Quality Costs	53	876	\$2,194	\$1,928	\$1,000	\$2,403	\$2,135
All Other Expenses	56	920	\$10,272	\$8,109	\$6,672	\$10,367	\$8,051
CACFP Reimbursement	17	244	\$7,437	\$6,883	\$7,200	\$7,193	\$6,381

**Unrated/ Not Participating**

Teacher and Teachers' Assistants Salaries	8	116	\$42,440	\$42,440	\$37,356	\$48,435	\$48,435
Admin and Support Staff Salaries	4	76	\$16,304	\$16,304	\$13,159	\$18,799	\$18,799
Benefits and Payroll Taxes	5	88	\$6,037	\$6,037	\$3,920	\$6,914	\$6,914
Rent and mortgage	7	104	\$10,902	\$10,902	\$7,200	\$11,117	\$11,117
Program Quality Costs	8	124	\$1,867	\$1,170	\$875	\$2,348	\$1,292
All Other Expenses	9	136	\$5,514	\$3,730	\$3,450	\$5,649	\$4,281
CACFP Reimbursement	3	48	\$4,570	\$4,570	\$4,786	\$4,178	\$4,178

**Quality for ME - Step 1**

Teacher and Teachers' Assistants Salaries	31	515	\$86,339	\$52,530	\$36,957	\$95,328	\$54,711
Admin and Support Staff Salaries	15	274	\$48,602	\$48,602	\$28,000	\$45,832	\$45,832
Benefits and Payroll Taxes	20	330	\$10,676	\$6,442	\$6,000	\$11,683	\$6,556
Rent and mortgage	31	496	\$9,872	\$9,268	\$8,693	\$10,042	\$9,287
Program Quality Costs	33	541	\$1,834	\$1,341	\$900	\$1,982	\$1,537
All Other Expenses	34	561	\$7,430	\$6,308	\$5,368	\$7,448	\$6,080
CACFP Reimbursement	9	124	\$5,919	\$5,919	\$7,200	\$5,389	\$5,389

**Quality for ME - Step 2**

Teacher and Teachers' Assistants Salaries	3	52	\$53,795	\$53,795	\$49,123	\$55,609	\$55,609
Admin and Support Staff Salaries	1	20	\$18,000	\$18,000	\$18,000	\$18,000	\$18,000
Benefits and Payroll Taxes	1	20	\$9,010	\$9,010	\$9,010	\$9,010	\$9,010
Rent and mortgage	3	52	\$16,150	\$16,150	\$13,851	\$14,697	\$14,697
Program Quality Costs	3	52	\$4,514	\$4,514	\$1,847	\$5,093	\$5,093
All Other Expenses	3	52	\$35,813	\$35,813	\$32,024	\$38,340	\$38,340
CACFP Reimbursement	2	32	\$13,398	\$13,398	\$13,398	\$14,121	\$14,121

Appendix A2- Table 7: Operating Costs by Center Size and Quality for ME Rating

Small Centers (1-25 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Quality for ME - Step 3**

Teacher and Teachers' Assistants Salaries	1	12	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000
Admin and Support Staff Salaries	1	12	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000
Benefits and Payroll Taxes	1	12	\$70,000	\$70,000	\$70,000	\$70,000	\$70,000
Rent and mortgage	1	12	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
Program Quality Costs	0						
All Other Expenses	1	12	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000
CACFP Reimbursement	1	12	\$11,000	\$11,000	\$11,000	\$11,000	\$11,000

**Quality for ME - Step 4**

Teacher and Teachers' Assistants Salaries	9	159	\$119,802	\$106,694	\$100,000	\$119,974	\$108,260
Admin and Support Staff Salaries	8	144	\$43,976	\$37,000	\$35,500	\$43,507	\$37,344
Benefits and Payroll Taxes	8	144	\$51,428	\$51,428	\$47,073	\$51,389	\$51,389
Rent and mortgage	1	16	\$38,250	\$38,250	\$38,250	\$38,250	\$38,250
Program Quality Costs	9	159	\$3,033	\$3,033	\$2,100	\$2,998	\$2,998
All Other Expenses	9	159	\$13,398	\$11,081	\$10,400	\$12,940	\$10,816
CACFP Reimbursement	2	28	\$10,825	\$10,825	\$10,825	\$10,799	\$10,799

Appendix A2- Table 8: Operating Costs by Center Size and Quality for ME Rating

Medium Centers (26-50 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Statewide**

Teacher and Teachers' Assistants Salaries	76	3,291	\$117,373	\$106,767	\$91,806	\$119,628	\$108,228
Admin and Support Staff Salaries	55	2,410	\$43,683	\$36,896	\$33,057	\$44,523	\$36,936
Benefits and Payroll Taxes	70	3,064	\$40,799	\$31,331	\$25,000	\$39,238	\$30,195
Rent and mortgage	63	2,691	\$34,591	\$28,300	\$25,000	\$35,924	\$28,716
Program Quality Costs	74	3,191	\$4,952	\$3,993	\$3,344	\$4,935	\$3,935
All Other Expenses	77	3,381	\$26,571	\$18,464	\$15,349	\$26,729	\$18,776
CACFP Reimbursement	24	1,001	\$13,857	\$13,857	\$13,615	\$13,994	\$13,994

**Unrated/ Not Participating**

Teacher and Teachers' Assistants Salaries	12	473	\$71,066	\$57,468	\$51,102	\$67,138	\$52,957
Admin and Support Staff Salaries	10	396	\$17,118	\$12,631	\$8,420	\$15,973	\$12,813
Benefits and Payroll Taxes	10	407	\$13,710	\$10,012	\$6,459	\$11,292	\$8,655
Rent and mortgage	7	264	\$29,116	\$21,789	\$25,000	\$27,017	\$21,553
Program Quality Costs	11	447	\$2,394	\$2,394	\$1,920	\$2,287	\$2,287
All Other Expenses	10	419	\$16,819	\$3,021	\$3,348	\$16,224	\$3,055
CACFP Reimbursement	1	28	\$18,955	\$18,955	\$18,955	\$18,955	\$18,955

**Quality for ME - Step 1**

Teacher and Teachers' Assistants Salaries	34	1,504	\$108,678	\$95,241	\$83,600	\$111,009	\$97,444
Admin and Support Staff Salaries	20	894	\$36,625	\$30,449	\$23,280	\$36,492	\$29,681
Benefits and Payroll Taxes	30	1,341	\$27,855	\$22,155	\$14,250	\$25,761	\$20,742
Rent and mortgage	29	1,270	\$26,626	\$21,742	\$20,000	\$27,815	\$22,402
Program Quality Costs	30	1,307	\$4,216	\$3,184	\$2,250	\$4,137	\$3,203
All Other Expenses	35	1,563	\$28,529	\$16,302	\$13,000	\$28,266	\$16,506
CACFP Reimbursement	9	394	\$9,114	\$9,114	\$2,982	\$9,437	\$9,437

**Quality for ME - Step 2**

Teacher and Teachers' Assistants Salaries	5	233	\$148,450	\$148,450	\$107,985	\$153,829	\$153,829
Admin and Support Staff Salaries	3	147	\$111,263	\$111,263	\$90,245	\$111,263	\$111,263
Benefits and Payroll Taxes	6	271	\$108,973	\$108,973	\$46,921	\$107,759	\$107,759
Rent and mortgage	8	337	\$79,384	\$30,067	\$30,700	\$86,473	\$28,945
Program Quality Costs	7	307	\$4,428	\$4,428	\$4,500	\$4,498	\$4,498
All Other Expenses	8	337	\$29,847	\$29,847	\$19,537	\$30,364	\$30,364
CACFP Reimbursement	2	98	\$11,303	\$11,303	\$11,303	\$11,303	\$11,303

Appendix A2- Table 8: Operating Costs by Center Size and Quality for ME Rating

Medium Centers (26-50 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Quality for ME - Step 3**

Teacher and Teachers' Assistants Salaries	12	521	\$153,325	\$164,572	\$162,986	\$154,367	\$167,319
Admin and Support Staff Salaries	8	364	\$60,267	\$60,267	\$53,412	\$57,304	\$57,304
Benefits and Payroll Taxes	10	436	\$56,366	\$37,889	\$49,218	\$52,236	\$37,360
Rent and mortgage	10	423	\$37,145	\$37,145	\$37,806	\$36,864	\$36,864
Program Quality Costs	12	521	\$6,228	\$5,356	\$4,824	\$6,072	\$5,060
All Other Expenses	10	453	\$17,010	\$17,010	\$15,658	\$16,000	\$16,000
CACFP Reimbursement	4	155	\$18,906	\$18,906	\$20,157	\$19,301	\$19,301

**Quality for ME - Step 4**

Teacher and Teachers' Assistants Salaries	13	560	\$137,717	\$137,717	\$152,000	\$140,559	\$140,559
Admin and Support Staff Salaries	14	609	\$48,782	\$42,534	\$43,874	\$51,127	\$44,226
Benefits and Payroll Taxes	14	609	\$47,550	\$47,550	\$48,635	\$47,794	\$47,794
Rent and mortgage	9	397	\$21,860	\$21,860	\$24,728	\$23,877	\$23,877
Program Quality Costs	14	609	\$7,708	\$6,623	\$6,200	\$7,837	\$6,614
All Other Expenses	14	609	\$33,601	\$28,591	\$21,884	\$35,984	\$30,494
CACFP Reimbursement	8	326	\$16,670	\$16,670	\$16,754	\$17,361	\$17,361

Appendix A2- Table 9: Operating Costs by Center Size and Quality for ME Rating

Large Centers (51 or More Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Statewide**

Teacher and Teachers' Assistants Salaries	97	9,215	\$285,970	\$266,721	\$250,397	\$326,621	\$282,812
Admin and Support Staff Salaries	72	7,264	\$96,766	\$82,869	\$70,263	\$116,387	\$84,083
Benefits and Payroll Taxes	97	9,305	\$83,523	\$69,922	\$60,000	\$108,028	\$76,280
Rent and mortgage	86	8,288	\$74,336	\$61,838	\$49,346	\$83,571	\$69,645
Program Quality Costs	98	9,377	\$12,298	\$9,015	\$9,000	\$13,314	\$9,206
All Other Expenses	102	9,701	\$67,910	\$52,469	\$44,292	\$76,778	\$59,812
CACFP Reimbursement	41	4,097	\$31,835	\$28,132	\$26,032	\$36,843	\$28,602

**Unrated/ Not Participating**

Teacher and Teachers' Assistants Salaries	6	474	\$351,090	\$351,090	\$256,647	\$363,997	\$363,997
Admin and Support Staff Salaries	4	366	\$31,235	\$31,235	\$39,871	\$32,044	\$32,044
Benefits and Payroll Taxes	5	418	\$63,880	\$63,880	\$63,229	\$78,251	\$78,251
Rent and mortgage	5	418	\$107,021	\$107,021	\$17,774	\$114,495	\$114,495
Program Quality Costs	6	474	\$22,927	\$12,513	\$10,819	\$21,987	\$15,454
All Other Expenses	6	474	\$41,192	\$41,192	\$28,407	\$49,025	\$49,025
CACFP Reimbursement	1	85	\$3,235	\$3,235	\$3,235	\$3,235	\$3,235

**Quality for ME - Step 1**

Teacher and Teachers' Assistants Salaries	47	4,524	\$260,299	\$240,758	\$238,992	\$285,313	\$253,539
Admin and Support Staff Salaries	29	3,082	\$73,252	\$58,475	\$41,500	\$98,406	\$64,100
Benefits and Payroll Taxes	49	4,660	\$51,252	\$45,051	\$42,000	\$59,902	\$50,606
Rent and mortgage	46	4,332	\$60,403	\$51,091	\$47,000	\$68,654	\$55,827
Program Quality Costs	48	4,601	\$10,700	\$7,013	\$4,240	\$11,168	\$7,213
All Other Expenses	51	4,848	\$59,292	\$45,260	\$42,500	\$64,782	\$51,770
CACFP Reimbursement	18	1,810	\$34,922	\$31,079	\$30,000	\$42,785	\$33,574

**Quality for ME - Step 2**

Teacher and Teachers' Assistants Salaries	12	1,111	\$220,088	\$185,392	\$265,271	\$267,270	\$195,177
Admin and Support Staff Salaries	8	807	\$76,717	\$76,717	\$70,820	\$76,764	\$76,764
Benefits and Payroll Taxes	9	901	\$56,608	\$56,608	\$59,500	\$61,305	\$61,305
Rent and mortgage	6	642	\$98,285	\$98,285	\$84,903	\$113,750	\$113,750
Program Quality Costs	10	976	\$12,620	\$8,073	\$10,312	\$17,592	\$8,500
All Other Expenses	12	1,111	\$38,160	\$29,517	\$29,684	\$44,727	\$37,394
CACFP Reimbursement	4	375	\$25,076	\$25,076	\$24,967	\$27,459	\$27,459

Appendix A2- Table 9: Operating Costs by Center Size and Quality for ME Rating

Large Centers (51 or More Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Quality for ME - Step 3**

Teacher and Teachers' Assistants Salaries	5	542	\$247,169	\$247,169	\$234,000	\$315,929	\$315,929
Admin and Support Staff Salaries	3	340	\$57,580	\$57,580	\$62,400	\$63,422	\$63,422
Benefits and Payroll Taxes	5	542	\$43,541	\$43,541	\$34,530	\$59,426	\$59,426
Rent and mortgage	4	472	\$117,540	\$117,540	\$131,769	\$128,528	\$128,528
Program Quality Costs	5	542	\$6,764	\$6,764	\$6,970	\$7,883	\$7,883
All Other Expenses	4	484	\$116,420	\$116,420	\$100,293	\$161,301	\$161,301
CACFP Reimbursement	2	270	\$78,927	\$78,927	\$78,927	\$92,854	\$92,854

**Quality for ME - Step 4**

Teacher and Teachers' Assistants Salaries	27	2,564	\$352,652	\$302,398	\$274,560	\$420,573	\$301,417
Admin and Support Staff Salaries	28	2,669	\$140,408	\$120,449	\$130,000	\$167,445	\$120,323
Benefits and Payroll Taxes	29	2,784	\$156,681	\$112,662	\$105,757	\$217,637	\$114,626
Rent and mortgage	25	2,424	\$80,776	\$69,582	\$65,000	\$88,149	\$75,730
Program Quality Costs	29	2,784	\$13,588	\$11,553	\$12,984	\$14,942	\$11,474
All Other Expenses	29	2,784	\$94,213	\$58,244	\$50,500	\$100,491	\$57,367
CACFP Reimbursement	16	1,557	\$25,953	\$24,189	\$24,724	\$24,319	\$22,797



Appendix A2- Table 10: Operating Costs by Center Size and Region

Small Centers (1-25 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Statewide**

Teacher and Teachers' Assistants Salaries	52	854	\$82,993	\$63,040	\$63,154	\$90,632	\$66,413
Admin and Support Staff Salaries	29	526	\$40,657	\$40,657	\$24,000	\$39,528	\$39,528
Benefits and Payroll Taxes	35	594	\$20,976	\$16,658	\$9,010	\$21,690	\$17,148
Rent and mortgage	43	680	\$10,943	\$10,293	\$9,000	\$11,075	\$10,420
Program Quality Costs	53	876	\$2,194	\$1,928	\$1,000	\$2,403	\$2,135
All Other Expenses	56	920	\$10,272	\$8,109	\$6,672	\$10,367	\$8,051
CACFP Reimbursement	17	244	\$7,437	\$6,883	\$7,200	\$7,193	\$6,381

**Androscoggin**

Teacher and Teachers' Assistants Salaries	3	44	\$52,479	\$52,479	\$36,957	\$58,210	\$58,210
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	2	24	\$3,511	\$3,511	\$3,511	\$3,511	\$3,511
Rent and mortgage	3	44	\$12,124	\$12,124	\$14,400	\$12,538	\$12,538
Program Quality Costs	3	44	\$1,020	\$1,020	\$800	\$1,235	\$1,235
All Other Expenses	3	44	\$7,197	\$7,197	\$8,420	\$6,215	\$6,215
CACFP Reimbursement	1	12	\$5,810	\$5,810	\$5,810	\$5,810	\$5,810

**Aroostook**

Teacher and Teachers' Assistants Salaries	1	12	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000
Admin and Support Staff Salaries	1	12	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000
Benefits and Payroll Taxes	1	12	\$70,000	\$70,000	\$70,000	\$70,000	\$70,000
Rent and mortgage	1	12	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
Program Quality Costs	0						
All Other Expenses	1	12	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000
CACFP Reimbursement	2	24	\$11,000	\$11,000	\$11,000	\$11,000	\$11,000

**Cumberland**

Teacher and Teachers' Assistants Salaries	10	164	\$85,930	\$85,930	\$81,850	\$92,218	\$92,218
Admin and Support Staff Salaries	4	76	\$34,240	\$34,240	\$41,700	\$38,242	\$38,242
Benefits and Payroll Taxes	5	88	\$18,212	\$18,212	\$9,729	\$22,830	\$22,830
Rent and mortgage	6	88	\$15,001	\$15,001	\$14,631	\$15,206	\$15,206
Program Quality Costs	10	164	\$1,706	\$1,173	\$750	\$1,716	\$1,338
All Other Expenses	10	164	\$10,966	\$7,246	\$9,247	\$12,040	\$7,538
CACFP Reimbursement	2	24	\$6,882	\$6,882	\$6,882	\$6,882	\$6,882

Appendix A2- Table 10: Operating Costs by Center Size and Region

Small Centers (1-25 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Franklin**

Teacher and Teachers' Assistants Salaries	1	20	\$95,051	\$95,051	\$95,051	\$95,051	\$95,051
Admin and Support Staff Salaries	1	20	\$7,633	\$7,633	\$7,633	\$7,633	\$7,633
Benefits and Payroll Taxes	1	20	\$14,600	\$14,600	\$14,600	\$14,600	\$14,600
Rent and mortgage	1	20	\$900	\$900	\$900	\$900	\$900
Program Quality Costs	1	20	\$3,628	\$3,628	\$3,628	\$3,628	\$3,628
All Other Expenses	1	20	\$7,749	\$7,749	\$7,749	\$7,749	\$7,749
CACFP Reimbursement	0						

**Hancock**

Teacher and Teachers' Assistants Salaries	0						
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	0						
Rent and mortgage	0						
Program Quality Costs	0						
All Other Expenses	0						
CACFP Reimbursement	0						

**Kennebec**

Teacher and Teachers' Assistants Salaries	4	64	\$39,400	\$39,400	\$43,420	\$43,938	\$43,938
Admin and Support Staff Salaries	3	60	\$14,772	\$14,772	\$18,000	\$14,772	\$14,772
Benefits and Payroll Taxes	3	60	\$5,746	\$5,746	\$5,000	\$5,746	\$5,746
Rent and mortgage	4	74	\$20,027	\$20,027	\$22,753	\$19,564	\$19,564
Program Quality Costs	5	94	\$4,471	\$4,471	\$3,262	\$4,838	\$4,838
All Other Expenses	5	94	\$11,634	\$11,634	\$4,660	\$10,759	\$10,759
CACFP Reimbursement	2	32	\$13,398	\$13,398	\$13,398	\$14,121	\$14,121

**Knox**

Teacher and Teachers' Assistants Salaries	0						
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	1	12	\$14,357	\$14,357	\$14,357	\$14,357	\$14,357
Rent and mortgage	1	12	\$4,701	\$4,701	\$4,701	\$4,701	\$4,701
Program Quality Costs	1	12	\$228	\$228	\$228	\$228	\$228
All Other Expenses	1	12	\$7,194	\$7,194	\$7,194	\$7,194	\$7,194
CACFP Reimbursement	1	12	\$7,351	\$7,351	\$7,351	\$7,351	\$7,351

Appendix A2- Table 10: Operating Costs by Center Size and Region

Small Centers (1-25 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Lincoln**

Teacher and Teachers' Assistants Salaries	2	32	\$1,507	\$1,507	\$1,507	\$1,133	\$1,133
Admin and Support Staff Salaries	1	20	\$18	\$18	\$18	\$18	\$18
Benefits and Payroll Taxes	1	20	\$3,200	\$3,200	\$3,200	\$3,200	\$3,200
Rent and mortgage	2	32	\$3,250	\$3,250	\$3,250	\$3,563	\$3,563
Program Quality Costs	2	32	\$3,800	\$3,800	\$3,800	\$3,000	\$3,000
All Other Expenses	2	32	\$12,430	\$12,430	\$12,430	\$10,488	\$10,488
CACFP Reimbursement	0						

**Oxford**

Teacher and Teachers' Assistants Salaries	4	68	\$18,719	\$18,719	\$15,032	\$16,412	\$16,412
Admin and Support Staff Salaries	1	20	\$2,236	\$2,236	\$2,236	\$2,236	\$2,236
Benefits and Payroll Taxes	3	56	\$5,273	\$5,273	\$3,920	\$5,091	\$5,091
Rent and mortgage	3	48	\$3,608	\$3,608	\$3,593	\$2,714	\$2,714
Program Quality Costs	3	56	\$2,825	\$2,825	\$1,765	\$3,132	\$3,132
All Other Expenses	4	68	\$6,132	\$6,132	\$2,368	\$4,697	\$4,697
CACFP Reimbursement	2	32	\$3,742	\$3,742	\$3,742	\$3,196	\$3,196

**Penobscot**

Teacher and Teachers' Assistants Salaries	9	140	\$184,818	\$70,345	\$100,600	\$223,831	\$77,703
Admin and Support Staff Salaries	6	104	\$98,417	\$112,500	\$112,500	\$96,250	\$112,500
Benefits and Payroll Taxes	3	44	\$3,280	\$3,280	\$4,000	\$3,411	\$3,411
Rent and mortgage	10	152	\$7,191	\$6,021	\$3,500	\$6,756	\$5,817
Program Quality Costs	10	152	\$1,221	\$779	\$900	\$1,380	\$801
All Other Expenses	10	152	\$4,621	\$3,745	\$3,800	\$4,906	\$3,755
CACFP Reimbursement	3	36	\$6,506	\$6,506	\$7,200	\$6,506	\$6,506

**Piscataquis**

Teacher and Teachers' Assistants Salaries	0						
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	0						
Rent and mortgage	0						
Program Quality Costs	0						
All Other Expenses	0						
CACFP Reimbursement	0						

Appendix A2- Table 10: Operating Costs by Center Size and Region

Small Centers (1-25 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Sagadahoc**

Teacher and Teachers' Assistants Salaries	1	20	\$35,804	\$35,804	\$35,804	\$35,804	\$35,804
Admin and Support Staff Salaries	1	20	\$2,138	\$2,138	\$2,138	\$2,138	\$2,138
Benefits and Payroll Taxes	1	20	\$6,374	\$6,374	\$6,374	\$6,374	\$6,374
Rent and mortgage	0						
Program Quality Costs	1	20	\$2,231	\$2,231	\$2,231	\$2,231	\$2,231
All Other Expenses	1	20	\$2,841	\$2,841	\$2,841	\$2,841	\$2,841
CACFP Reimbursement	1	20	\$2,068	\$2,068	\$2,068	\$2,068	\$2,068

**Somerset**

Teacher and Teachers' Assistants Salaries	3	48	\$80,621	\$80,621	\$13,000	\$79,887	\$79,887
Admin and Support Staff Salaries	1	16	\$92,809	\$92,809	\$92,809	\$92,809	\$92,809
Benefits and Payroll Taxes	2	28	\$47,263	\$47,263	\$47,263	\$53,837	\$53,837
Rent and mortgage	3	48	\$17,009	\$17,009	\$9,576	\$16,477	\$16,477
Program Quality Costs	2	28	\$2,084	\$2,084	\$2,084	\$2,343	\$2,343
All Other Expenses	3	48	\$12,592	\$12,592	\$3,840	\$12,745	\$12,745
CACFP Reimbursement	2	28	\$9,319	\$9,319	\$9,319	\$9,509	\$9,509

**Waldo**

Teacher and Teachers' Assistants Salaries	9	166	\$88,440	\$88,440	\$76,000	\$87,725	\$87,725
Admin and Support Staff Salaries	8	146	\$32,923	\$32,923	\$24,000	\$32,840	\$32,840
Benefits and Payroll Taxes	8	146	\$34,391	\$34,391	\$32,000	\$33,222	\$33,222
Rent and mortgage	3	62	\$14,384	\$14,384	\$13,851	\$13,604	\$13,604
Program Quality Costs	9	166	\$3,433	\$3,433	\$2,100	\$3,514	\$3,514
All Other Expenses	9	166	\$17,378	\$12,547	\$10,400	\$17,652	\$12,395
CACFP Reimbursement	1	24	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000

**Washington**

Teacher and Teachers' Assistants Salaries	1	12	\$35,000	\$35,000	\$35,000	\$35,000	\$35,000
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	1	12	\$6,000	\$6,000	\$6,000	\$6,000	\$6,000
Rent and mortgage	1	12	\$8,000	\$8,000	\$8,000	\$8,000	\$8,000
Program Quality Costs	1	12	\$800	\$800	\$800	\$800	\$800
All Other Expenses	1	12	\$6,460	\$6,460	\$6,460	\$6,460	\$6,460
CACFP Reimbursement	0						

Appendix A2- Table 10: Operating Costs by Center Size and Region

Small Centers (1-25 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**York**

Teacher and Teachers' Assistants Salaries	4	64	\$34,089	\$34,089	\$29,172	\$35,318	\$35,318
Admin and Support Staff Salaries	2	32	\$12,031	\$12,031	\$12,031	\$9,026	\$9,026
Benefits and Payroll Taxes	3	52	\$36,331	\$36,331	\$11,856	\$40,097	\$40,097
Rent and mortgage	5	76	\$13,109	\$13,109	\$11,145	\$14,470	\$14,470
Program Quality Costs	5	76	\$718	\$718	\$500	\$725	\$725
All Other Expenses	5	76	\$5,361	\$5,361	\$4,090	\$5,524	\$5,524
CACFP Reimbursement	0						

Appendix A2- Table 11: Operating Costs by Center Size and Region

Medium Centers (26-50 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Statewide**

Teacher and Teachers' Assistants Salaries	76	3,291	\$117,373	\$106,767	\$91,806	\$119,628	\$108,228
Admin and Support Staff Salaries	55	2,410	\$43,683	\$36,896	\$33,057	\$44,523	\$36,936
Benefits and Payroll Taxes	70	3,064	\$40,799	\$31,331	\$25,000	\$39,238	\$30,195
Rent and mortgage	63	2,691	\$34,591	\$28,300	\$25,000	\$35,924	\$28,716
Program Quality Costs	74	3,191	\$4,952	\$3,993	\$3,344	\$4,935	\$3,935
All Other Expenses	77	3,381	\$26,571	\$18,464	\$15,349	\$26,729	\$18,776
CACFP Reimbursement	24	1,001	\$13,857	\$13,857	\$13,615	\$13,994	\$13,994

**Androscoggin**

Teacher and Teachers' Assistants Salaries	5	236	\$91,515	\$91,515	\$54,585	\$93,937	\$93,937
Admin and Support Staff Salaries	3	147	\$48,537	\$48,537	\$45,299	\$48,537	\$48,537
Benefits and Payroll Taxes	6	268	\$45,897	\$45,897	\$44,607	\$44,335	\$44,335
Rent and mortgage	6	268	\$21,943	\$21,943	\$24,086	\$22,520	\$22,520
Program Quality Costs	5	219	\$9,182	\$9,182	\$6,500	\$9,732	\$9,732
All Other Expenses	6	268	\$57,815	\$35,977	\$50,324	\$52,751	\$37,259
CACFP Reimbursement	4	196	\$19,872	\$19,872	\$24,222	\$19,872	\$19,872

**Aroostook**

Teacher and Teachers' Assistants Salaries	1	49	\$119,135	\$119,135	\$119,135	\$119,135	\$119,135
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	1	49	\$10,841	\$10,841	\$10,841	\$10,841	\$10,841
Rent and mortgage	0						
Program Quality Costs	1	49	\$1,443	\$1,443	\$1,443	\$1,443	\$1,443
All Other Expenses	1	49	\$1,248	\$1,248	\$1,248	\$1,248	\$1,248
CACFP Reimbursement	0						

**Cumberland**

Teacher and Teachers' Assistants Salaries	14	679	\$137,168	\$137,168	\$108,993	\$137,681	\$137,681
Admin and Support Staff Salaries	10	490	\$51,400	\$34,889	\$13,250	\$51,400	\$34,889
Benefits and Payroll Taxes	15	717	\$54,021	\$21,245	\$16,899	\$51,685	\$21,367
Rent and mortgage	15	698	\$55,251	\$28,869	\$32,945	\$55,788	\$27,943
Program Quality Costs	15	717	\$5,189	\$4,036	\$2,600	\$5,264	\$4,085
All Other Expenses	16	747	\$40,534	\$24,193	\$21,884	\$40,936	\$23,725
CACFP Reimbursement	1	49	\$9,079	\$9,079	\$9,079	\$9,079	\$9,079

Appendix A2- Table 11: Operating Costs by Center Size and Region

Medium Centers (26-50 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Franklin**

Teacher and Teachers' Assistants Salaries	5	175	\$126,332	\$126,332	\$129,147	\$121,943	\$121,943
Admin and Support Staff Salaries	2	79	\$28,724	\$28,724	\$28,724	\$32,025	\$32,025
Benefits and Payroll Taxes	5	175	\$48,403	\$48,403	\$49,218	\$50,973	\$50,973
Rent and mortgage	4	126	\$45,643	\$45,643	\$47,247	\$44,889	\$44,889
Program Quality Costs	5	175	\$5,139	\$5,139	\$6,970	\$4,742	\$4,742
All Other Expenses	2	79	\$2,804	\$2,804	\$2,804	\$2,733	\$2,733
CACFP Reimbursement	3	109	\$11,274	\$11,274	\$8,727	\$10,192	\$10,192

**Hancock**

Teacher and Teachers' Assistants Salaries	5	195	\$174,032	\$174,032	\$150,272	\$187,513	\$187,513
Admin and Support Staff Salaries	4	153	\$32,375	\$32,375	\$32,300	\$28,549	\$28,549
Benefits and Payroll Taxes	5	195	\$34,219	\$34,219	\$26,982	\$33,606	\$33,606
Rent and mortgage	5	195	\$12,516	\$12,516	\$8,122	\$11,836	\$11,836
Program Quality Costs	5	195	\$5,490	\$5,490	\$3,957	\$6,350	\$6,350
All Other Expenses	5	195	\$11,687	\$11,687	\$11,818	\$10,947	\$10,947
CACFP Reimbursement	0						

**Kennebec**

Teacher and Teachers' Assistants Salaries	7	301	\$76,550	\$44,974	\$42,000	\$79,986	\$43,817
Admin and Support Staff Salaries	3	133	\$35,141	\$35,141	\$41,600	\$34,461	\$34,461
Benefits and Payroll Taxes	6	261	\$7,117	\$3,935	\$4,744	\$7,771	\$4,244
Rent and mortgage	4	182	\$10,986	\$10,986	\$12,367	\$10,400	\$10,400
Program Quality Costs	7	301	\$3,373	\$2,145	\$3,050	\$3,693	\$2,322
All Other Expenses	7	301	\$11,326	\$11,326	\$15,349	\$12,085	\$12,085
CACFP Reimbursement	1	30	\$1,195	\$1,195	\$1,195	\$1,195	\$1,195

**Knox**

Teacher and Teachers' Assistants Salaries	6	293	\$92,682	\$92,682	\$63,408	\$91,963	\$91,963
Admin and Support Staff Salaries	5	244	\$22,941	\$22,941	\$8,840	\$22,588	\$22,588
Benefits and Payroll Taxes	6	293	\$15,530	\$7,860	\$5,759	\$15,474	\$7,762
Rent and mortgage	3	145	\$38,092	\$38,092	\$32,978	\$38,163	\$38,163
Program Quality Costs	6	294	\$4,722	\$2,470	\$2,078	\$4,618	\$2,456
All Other Expenses	7	343	\$6,590	\$6,590	\$3,050	\$6,523	\$6,523
CACFP Reimbursement	0						

Appendix A2- Table 11: Operating Costs by Center Size and Region

Medium Centers (26-50 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Lincoln**

Teacher and Teachers' Assistants Salaries	2	64	\$37,414	\$37,414	\$37,414	\$40,210	\$40,210
Admin and Support Staff Salaries	1	26	\$53,000	\$53,000	\$53,000	\$53,000	\$53,000
Benefits and Payroll Taxes	1	38	\$3,979	\$3,979	\$3,979	\$3,979	\$3,979
Rent and mortgage	2	64	\$18,386	\$18,386	\$18,386	\$19,020	\$19,020
Program Quality Costs	2	61	\$8,350	\$8,350	\$8,350	\$7,221	\$7,221
All Other Expenses	2	73	\$24,630	\$24,630	\$24,630	\$25,517	\$25,517
CACFP Reimbursement	1	38	\$12,433	\$12,433	\$12,433	\$12,433	\$12,433

**Oxford**

Teacher and Teachers' Assistants Salaries	3	126	\$110,392	\$110,392	\$87,278	\$95,924	\$95,924
Admin and Support Staff Salaries	3	143	\$64,934	\$64,934	\$50,000	\$65,351	\$65,351
Benefits and Payroll Taxes	3	130	\$39,999	\$39,999	\$30,000	\$34,113	\$34,113
Rent and mortgage	2	77	\$38,296	\$38,296	\$38,296	\$38,852	\$38,852
Program Quality Costs	4	175	\$2,917	\$2,917	\$1,314	\$2,386	\$2,386
All Other Expenses	3	143	\$38,610	\$38,610	\$13,416	\$39,315	\$39,315
CACFP Reimbursement	1	32	\$8,335	\$8,335	\$8,335	\$8,335	\$8,335

**Penobscot**

Teacher and Teachers' Assistants Salaries	5	236	\$102,293	\$102,293	\$100,000	\$105,355	\$105,355
Admin and Support Staff Salaries	3	138	\$40,202	\$40,202	\$15,360	\$41,845	\$41,845
Benefits and Payroll Taxes	3	147	\$35,714	\$35,714	\$28,800	\$35,714	\$35,714
Rent and mortgage	5	236	\$26,337	\$26,337	\$22,526	\$26,757	\$26,757
Program Quality Costs	3	147	\$2,499	\$2,499	\$2,000	\$2,499	\$2,499
All Other Expenses	5	236	\$20,611	\$20,611	\$19,704	\$20,253	\$20,253
CACFP Reimbursement	2	98	\$19,264	\$19,264	\$19,264	\$19,264	\$19,264

**Piscataquis**

Teacher and Teachers' Assistants Salaries	1	40	\$38,000	\$38,000	\$38,000	\$38,000	\$38,000
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	0						
Rent and mortgage	1	40	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000
Program Quality Costs	0						
All Other Expenses	1	40	\$200	\$200	\$200	\$200	\$200
CACFP Reimbursement	0						



Appendix A2- Table 11: Operating Costs by Center Size and Region

Medium Centers (26-50 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Sagadahoc**

Teacher and Teachers' Assistants Salaries	5	245	\$100,113	\$100,113	\$55,445	\$100,113	\$100,113
Admin and Support Staff Salaries	5	245	\$32,188	\$32,188	\$6,357	\$32,188	\$32,188
Benefits and Payroll Taxes	5	245	\$24,029	\$24,029	\$6,374	\$24,029	\$24,029
Rent and mortgage	2	98	\$61,869	\$61,869	\$61,869	\$61,869	\$61,869
Program Quality Costs	4	196	\$3,151	\$3,151	\$1,467	\$3,151	\$3,151
All Other Expenses	5	245	\$11,350	\$11,350	\$2,781	\$11,350	\$11,350
CACFP Reimbursement	3	147	\$2,050	\$2,050	\$2,068	\$2,050	\$2,050

**Somerset**

Teacher and Teachers' Assistants Salaries	1	40	\$198,745	\$198,745	\$198,745	\$198,745	\$198,745
Admin and Support Staff Salaries	1	40	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000
Benefits and Payroll Taxes	1	40	\$21,500	\$21,500	\$21,500	\$21,500	\$21,500
Rent and mortgage	1	40	\$61,485	\$61,485	\$61,485	\$61,485	\$61,485
Program Quality Costs	1	40	\$5,690	\$5,690	\$5,690	\$5,690	\$5,690
All Other Expenses	1	40	\$29,795	\$29,795	\$29,795	\$29,795	\$29,795
CACFP Reimbursement	1	40	\$26,585	\$26,585	\$26,585	\$26,585	\$26,585

**Waldo**

Teacher and Teachers' Assistants Salaries	7	264	\$143,778	\$143,778	\$152,000	\$163,824	\$163,824
Admin and Support Staff Salaries	7	264	\$49,610	\$49,610	\$58,000	\$57,818	\$57,818
Benefits and Payroll Taxes	6	238	\$46,850	\$46,850	\$55,020	\$48,351	\$48,351
Rent and mortgage	2	98	\$41,454	\$41,454	\$41,454	\$41,454	\$41,454
Program Quality Costs	6	238	\$4,914	\$5,828	\$5,900	\$5,200	\$5,795
All Other Expenses	6	238	\$31,579	\$31,579	\$27,947	\$35,403	\$35,403
CACFP Reimbursement	3	123	\$14,378	\$14,378	\$13,702	\$15,790	\$15,790

**Washington**

Teacher and Teachers' Assistants Salaries	3	91	\$107,820	\$107,820	\$79,544	\$113,256	\$113,256
Admin and Support Staff Salaries	3	91	\$51,153	\$51,153	\$17,630	\$56,809	\$56,809
Benefits and Payroll Taxes	3	91	\$94,994	\$94,994	\$34,620	\$104,815	\$104,815
Rent and mortgage	3	91	\$4,775	\$4,775	\$2,266	\$5,161	\$5,161
Program Quality Costs	3	91	\$8,830	\$8,830	\$9,556	\$9,150	\$9,150
All Other Expenses	3	91	\$16,367	\$16,367	\$7,606	\$17,816	\$17,816
CACFP Reimbursement	3	91	\$18,503	\$18,503	\$16,754	\$18,772	\$18,772

Appendix A2- Table 11: Operating Costs by Center Size and Region

Medium Centers (26-50 Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**York**

Teacher and Teachers' Assistants Salaries	6	257	\$140,801	\$140,801	\$135,401	\$140,853	\$140,853
Admin and Support Staff Salaries	5	217	\$45,155	\$45,155	\$38,000	\$45,939	\$45,939
Benefits and Payroll Taxes	4	177	\$67,891	\$67,891	\$72,531	\$62,651	\$62,651
Rent and mortgage	8	333	\$35,114	\$26,220	\$25,483	\$37,380	\$27,030
Program Quality Costs	7	293	\$3,720	\$3,720	\$3,500	\$3,731	\$3,731
All Other Expenses	7	293	\$38,057	\$20,900	\$22,798	\$37,805	\$21,490
CACFP Reimbursement	1	48	\$18,314	\$18,314	\$18,314	\$18,314	\$18,314

Appendix A2- Table 12: Operating Costs by Center Size and Region

Large Centers (51 or More Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Statewide**

Teacher and Teachers' Assistants Salaries	97	9,215	\$285,970	\$266,721	\$250,397	\$326,621	\$282,812
Admin and Support Staff Salaries	72	7,264	\$96,766	\$82,869	\$70,263	\$116,387	\$84,083
Benefits and Payroll Taxes	97	9,305	\$83,523	\$69,922	\$60,000	\$108,028	\$76,280
Rent and mortgage	86	8,288	\$74,336	\$61,838	\$49,346	\$83,571	\$69,645
Program Quality Costs	98	9,377	\$12,298	\$9,015	\$9,000	\$13,314	\$9,206
All Other Expenses	102	9,701	\$67,910	\$52,469	\$44,292	\$76,778	\$59,812
CACFP Reimbursement	41	4,097	\$31,835	\$28,132	\$26,032	\$36,843	\$28,602

**Androscoggin**

Teacher and Teachers' Assistants Salaries	10	1,058	\$281,072	\$281,072	\$259,610	\$316,239	\$316,239
Admin and Support Staff Salaries	7	754	\$85,599	\$85,599	\$62,400	\$88,222	\$88,222
Benefits and Payroll Taxes	10	1,058	\$57,440	\$48,697	\$45,257	\$67,148	\$55,396
Rent and mortgage	9	988	\$99,438	\$76,806	\$64,850	\$116,656	\$86,404
Program Quality Costs	10	1,058	\$19,136	\$8,373	\$8,773	\$19,911	\$9,881
All Other Expenses	10	1,058	\$83,510	\$83,510	\$45,143	\$86,969	\$86,969
CACFP Reimbursement	6	564	\$31,860	\$31,860	\$32,227	\$30,143	\$30,143

**Aroostook**

Teacher and Teachers' Assistants Salaries	5	499	\$246,876	\$246,876	\$274,560	\$254,986	\$254,986
Admin and Support Staff Salaries	4	440	\$82,000	\$82,000	\$102,000	\$83,091	\$83,091
Benefits and Payroll Taxes	5	499	\$105,872	\$105,872	\$150,624	\$116,482	\$116,482
Rent and mortgage	5	499	\$28,684	\$28,684	\$18,000	\$28,413	\$28,413
Program Quality Costs	4	440	\$11,905	\$11,905	\$13,200	\$11,975	\$11,975
All Other Expenses	5	499	\$42,841	\$42,841	\$27,860	\$37,178	\$37,178
CACFP Reimbursement	3	336	\$18,750	\$18,750	\$18,750	\$18,750	\$18,750

**Cumberland**

Teacher and Teachers' Assistants Salaries	30	2,771	\$347,133	\$334,862	\$300,425	\$346,029	\$334,596
Admin and Support Staff Salaries	21	2,026	\$98,284	\$92,579	\$86,370	\$100,426	\$95,523
Benefits and Payroll Taxes	30	2,834	\$85,916	\$78,534	\$78,091	\$88,442	\$79,495
Rent and mortgage	28	2,585	\$84,869	\$72,167	\$51,425	\$88,750	\$78,111
Program Quality Costs	31	2,890	\$14,295	\$10,109	\$10,500	\$13,841	\$10,257
All Other Expenses	34	3,143	\$91,807	\$61,215	\$45,400	\$99,219	\$61,160
CACFP Reimbursement	5	405	\$40,812	\$40,812	\$42,853	\$40,386	\$40,386

Appendix A2- Table 12: Operating Costs by Center Size and Region

Large Centers (51 or More Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Franklin**

Teacher and Teachers' Assistants Salaries	0					
Admin and Support Staff Salaries	0					
Benefits and Payroll Taxes	0					
Rent and mortgage	0					
Program Quality Costs	0					
All Other Expenses	0					
CACFP Reimbursement	0					

**Hancock**

Teacher and Teachers' Assistants Salaries	3	389	\$397,865	\$397,865	\$347,810	\$502,645	\$502,645
Admin and Support Staff Salaries	3	389	\$18,147	\$18,147	\$12,357	\$22,255	\$22,255
Benefits and Payroll Taxes	3	389	\$87,135	\$87,135	\$62,033	\$109,616	\$109,616
Rent and mortgage	3	389	\$48,938	\$48,938	\$32,871	\$43,234	\$43,234
Program Quality Costs	3	389	\$5,311	\$5,311	\$1,639	\$3,979	\$3,979
All Other Expenses	3	389	\$67,902	\$67,902	\$73,073	\$82,983	\$82,983
CACFP Reimbursement	2	289	\$41,892	\$41,892	\$41,892	\$52,417	\$52,417

**Kennebec**

Teacher and Teachers' Assistants Salaries	14	1,689	\$337,540	\$235,869	\$218,341	\$425,079	\$235,400
Admin and Support Staff Salaries	13	1,623	\$170,769	\$128,391	\$107,810	\$237,245	\$166,100
Benefits and Payroll Taxes	14	1,689	\$153,846	\$58,817	\$41,625	\$239,031	\$62,260
Rent and mortgage	10	1,349	\$62,016	\$62,016	\$41,659	\$71,654	\$71,654
Program Quality Costs	14	1,689	\$10,094	\$7,227	\$4,176	\$12,138	\$6,726
All Other Expenses	14	1,689	\$61,653	\$46,078	\$43,558	\$81,475	\$56,942
CACFP Reimbursement	10	1,299	\$44,030	\$44,030	\$26,195	\$54,355	\$54,355

**Knox**

Teacher and Teachers' Assistants Salaries	2	190	\$278,406	\$278,406	\$278,406	\$289,109	\$289,109
Admin and Support Staff Salaries	2	190	\$120,212	\$120,212	\$120,212	\$111,357	\$111,357
Benefits and Payroll Taxes	2	190	\$93,949	\$93,949	\$93,949	\$95,813	\$95,813
Rent and mortgage	2	190	\$150,457	\$150,457	\$150,457	\$159,705	\$159,705
Program Quality Costs	2	190	\$11,138	\$11,138	\$11,138	\$10,846	\$10,846
All Other Expenses	2	190	\$66,195	\$66,195	\$66,195	\$56,996	\$56,996
CACFP Reimbursement	1	80	\$33,745	\$33,745	\$33,745	\$33,745	\$33,745

Appendix A2- Table 12: Operating Costs by Center Size and Region

Large Centers (51 or More Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Lincoln**

Teacher and Teachers' Assistants Salaries	3	186	\$282,742	\$282,742	\$140,000	\$323,659	\$323,659
Admin and Support Staff Salaries	3	186	\$70,103	\$70,103	\$41,000	\$77,841	\$77,841
Benefits and Payroll Taxes	3	186	\$41,222	\$41,222	\$48,000	\$45,516	\$45,516
Rent and mortgage	3	186	\$53,064	\$53,064	\$46,400	\$60,214	\$60,214
Program Quality Costs	3	186	\$10,839	\$10,839	\$9,000	\$12,001	\$12,001
All Other Expenses	3	186	\$45,449	\$45,449	\$53,687	\$46,343	\$46,343
CACFP Reimbursement	0						

**Oxford**

Teacher and Teachers' Assistants Salaries	5	388	\$119,850	\$119,850	\$74,259	\$130,458	\$130,458
Admin and Support Staff Salaries	5	430	\$40,737	\$40,737	\$14,265	\$45,886	\$45,886
Benefits and Payroll Taxes	6	488	\$24,102	\$24,102	\$20,941	\$24,958	\$24,958
Rent and mortgage	4	288	\$10,879	\$10,879	\$3,636	\$14,009	\$14,009
Program Quality Costs	6	488	\$5,274	\$5,274	\$4,150	\$5,289	\$5,289
All Other Expenses	5	430	\$41,868	\$41,868	\$15,142	\$46,219	\$46,219
CACFP Reimbursement	3	230	\$12,467	\$12,467	\$6,233	\$14,364	\$14,364

**Penobscot**

Teacher and Teachers' Assistants Salaries	9	646	\$221,422	\$221,422	\$225,000	\$224,842	\$224,842
Admin and Support Staff Salaries	5	343	\$121,385	\$121,385	\$147,786	\$124,024	\$124,024
Benefits and Payroll Taxes	10	718	\$70,971	\$70,971	\$48,314	\$69,617	\$69,617
Rent and mortgage	10	718	\$64,331	\$56,611	\$56,397	\$63,536	\$55,703
Program Quality Costs	10	718	\$12,004	\$9,560	\$9,788	\$12,589	\$9,905
All Other Expenses	10	718	\$60,869	\$60,869	\$59,500	\$62,004	\$62,004
CACFP Reimbursement	7	536	\$28,045	\$28,045	\$30,000	\$28,053	\$28,053

**Piscataquis**

Teacher and Teachers' Assistants Salaries	0						
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	0						
Rent and mortgage	0						
Program Quality Costs	0						
All Other Expenses	0						
CACFP Reimbursement	0						

Appendix A2- Table 12: Operating Costs by Center Size and Region

Large Centers (51 or More Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Sagadahoc**

Teacher and Teachers' Assistants Salaries	1	85	\$231,232	\$231,232	\$231,232	\$231,232	\$231,232
Admin and Support Staff Salaries	1	85	\$4,277	\$4,277	\$4,277	\$4,277	\$4,277
Benefits and Payroll Taxes	1	85	\$24,684	\$24,684	\$24,684	\$24,684	\$24,684
Rent and mortgage	1	85	\$17,774	\$17,774	\$17,774	\$17,774	\$17,774
Program Quality Costs	1	85	\$7,137	\$7,137	\$7,137	\$7,137	\$7,137
All Other Expenses	1	85	\$12,014	\$12,014	\$12,014	\$12,014	\$12,014
CACFP Reimbursement	1	85	\$3,235	\$3,235	\$3,235	\$3,235	\$3,235

**Somerset**

Teacher and Teachers' Assistants Salaries	1	65	\$127,574	\$127,574	\$127,574	\$127,574	\$127,574
Admin and Support Staff Salaries	1	65	\$44,125	\$44,125	\$44,125	\$44,125	\$44,125
Benefits and Payroll Taxes	1	65	\$11,300	\$11,300	\$11,300	\$11,300	\$11,300
Rent and mortgage	0						
Program Quality Costs	1	65	\$700	\$700	\$700	\$700	\$700
All Other Expenses	1	65	\$2,730	\$2,730	\$2,730	\$2,730	\$2,730
CACFP Reimbursement	1	65	\$5,270	\$5,270	\$5,270	\$5,270	\$5,270

**Waldo**

Teacher and Teachers' Assistants Salaries	1	75	\$23,185	\$23,185	\$23,185	\$23,185	\$23,185
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	0						
Rent and mortgage	0						
Program Quality Costs	1	75	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500
All Other Expenses	1	75	\$6,150	\$6,150	\$6,150	\$6,150	\$6,150
CACFP Reimbursement	0						

**Washington**

Teacher and Teachers' Assistants Salaries	1	65	\$14,530	\$14,530	\$14,530	\$14,530	\$14,530
Admin and Support Staff Salaries	1	65	\$33,280	\$33,280	\$33,280	\$33,280	\$33,280
Benefits and Payroll Taxes	1	65	\$38,550	\$38,550	\$38,550	\$38,550	\$38,550
Rent and mortgage	1	65	\$30,600	\$30,600	\$30,600	\$30,600	\$30,600
Program Quality Costs	1	65	\$500	\$500	\$500	\$500	\$500
All Other Expenses	1	65	\$53,425	\$53,425	\$53,425	\$53,425	\$53,425
CACFP Reimbursement	1	65	\$48,780	\$48,780	\$48,780	\$48,780	\$48,780

Appendix A2- Table 12: Operating Costs by Center Size and Region

Large Centers (51 or More Children)						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**York**

Teacher and Teachers' Assistants Salaries	12	1,109	\$247,272	\$215,047	\$194,380	\$301,199	\$236,277
Admin and Support Staff Salaries	6	668	\$59,755	\$59,755	\$72,436	\$62,707	\$62,707
Benefits and Payroll Taxes	11	1,039	\$69,526	\$69,526	\$59,500	\$81,665	\$81,665
Rent and mortgage	10	946	\$101,591	\$101,591	\$67,499	\$132,775	\$132,775
Program Quality Costs	11	1,039	\$13,597	\$9,602	\$11,200	\$19,012	\$10,932
All Other Expenses	12	1,109	\$44,011	\$44,011	\$26,066	\$57,304	\$57,304
CACFP Reimbursement	1	143	\$4,943	\$4,943	\$4,943	\$4,943	\$4,943

Appendix A3 – Other Analyses for Child Care Facilities



Appendix A3- Table 1: Child Care Facility Time in Operation (by Region)

	Years in Operation						
	Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers
Statewide	281	16,576	15.6	13.5	14.0	16.1	14.1
Androscoggin	25	1,849	16.3	13.6	16.0	16.6	14.5
Aroostook, Piscataquis, and Somerset	15	795	13.9	13.9	12.0	17.2	17.2
Cumberland	67	4,280	18.4	16.9	18.0	18.5	16.4
Franklin and Oxford	19	894	16.4	14.8	12.0	15.9	14.2
Hancock and Washington	15	760	19.1	19.1	21.0	18.7	18.7
Kennebec	28	2,116	16.4	14.2	16.0	16.2	14.8
Knox and Waldo	32	1,287	12.9	9.9	10.0	14.4	11.6
Lincoln and Sagadahoc	14	612	16.7	15.1	15.5	16.7	14.7
Penobscot	27	1,596	15.1	15.1	10.0	15.3	15.3
York	39	2,387	11.0	9.4	9.0	11.2	8.1

**Appendix A3- Table 2: Child Care Facilities - Tracking of Enrollment of Children with Special Needs and Average Enrollment of Children with Special Needs as a Percentage of Total Enrollment**

	<b>Ct. Responding Providers</b>	<b>Lic. Cap. Of Responding Providers</b>	<b>Average % Enrollment w/ Sp. Needs</b>
Tracks Enrollment of Children with Special Needs	125	7,785	9.9%
Does Not Track Enrollment of Children with Special Needs	161	9,093	

Appendix A4 –Child Care Facility Market Rate Survey Instrument

# State of Maine

Office of Child & Family Services  
2021 Child Care Market Rate Survey

*Child Care Facility/ Small Facility Survey*



## Introduction to the 2021 Child Care Market Rate Survey

Welcome to the 2021 Child Care Market Rate Survey for Child Care Facilities and Small Facilities. Every three years, the Office of Child & Family Services (OCFS) administers the Child Care Market Rate Survey to all licensed child care providers across the State. For this cycle, OCFS has partnered with Burns & Associates, Inc. (B&A), a national consulting firm, to assist with the administration of the survey. The purpose of the survey is twofold:

1. To ensure the Child Care Subsidy Program (CCSP) reimbursement rates reflect current private pay market rates
2. To measure the extent to which all children attending a child care program in the State have equal access to high-quality care

Importantly, CCSP reimbursement rates are tied to the results of the market rate survey, taking into account differences in charges based on provider type, region, and age of children served by each site. **Organizations that operate multiple sites should complete one survey per site.** In addition to market rates the survey is also designed to collect cost-based information (such as the total salaries paid to teachers and teachers assistants, facility costs, administrative support costs, and other provider costs) to determine the extent to which rates reflect the cost of delivering quality services.

Your participation in the survey is critical in ensuring CCSP reimbursement rates remain current, and we sincerely appreciate your time and commitment in completing the survey. To demonstrate our appreciation, providers completing the survey within the following timeframes will be entered in a drawing for the following:

- Providers submitting the survey by **October 27, 2020** will be entered in a drawing to receive a \$500 Visa gift card
- Providers submitting the survey by **November 3, 2020** will be entered in a drawing to receive a \$200 Visa gift card
- Providers submitting the survey by **November 17, 2020** will be entered in a drawing to receive a \$100 Visa gift card
- Providers submitting the survey by **October 20, 2020** will be entered in a drawing to receive a \$100 Visa gift card

Drawings will take place the first business day after the dates described above. The winner of each drawing will be contacted by B&A staff to determine where to send the gift card.

## COVID-19 Considerations

The COVID-19 pandemic has had a significant impact on provider operations and families seeking child care. While it is uncertain when child care operations will return to 'normal,' it is important that information gathered through the survey are not influenced by the impacts of the pandemic. Question 4 provides space for providers to communicate the ways in which COVID-19 has impacted their program, although this information will not be taken into account when determining market rates. For all other questions, the survey requests information to be reported

based on your last full fiscal year ending on or before March 31, 2020. When reporting private pay rates and information about capacity and enrollment, report the information as of the last day of your fiscal year. For example, if the site operates on the calendar fiscal year, report information covering January 1, 2019 to December 31, 2019. If the site operates on the State fiscal year, report information covering July 1, 2018 to June 30, 2019. Similarly, cost-based information should reflect only the costs incurred in your last full fiscal year which ended on or before March 31, 2020.

### **Assistance with the Survey**

Portions of the survey may be complicated. If you have a question about the survey or need any additional assistance, you may email [OCFSChildCareMRS@healthmanagement.com](mailto:OCFSChildCareMRS@healthmanagement.com) or use either of the following contacts for support:

- **Steven Abele:** (602) 466-9840
- **Derek Barber:** (602) 241-8523

### **Saving and Submitting the Survey**

As you are completing the survey, we advise that you periodically save the survey to a location that you can easily access in case you need time to gather additional information and wish to close and later return to your survey. Additionally, it is important to read each question and any accompanying instructions carefully. Providers should attempt to complete all relevant questions. If a question does not apply to the site, or accurate information cannot be reported, providers may skip the question. Partially-completed surveys are still accepted.

When you have completed your survey, please email it as an attachment to [OCFSChildCareMRS@healthmanagement.com](mailto:OCFSChildCareMRS@healthmanagement.com). We are requesting all completed surveys to be submitted by **December 24, 2020**.

## Contact Information and Provider Profile

*Report all information in this survey for a fiscal year ending no later than March 31, 2020.*

1. Name of provider	
2. State issued license or identification number	
3. Using the listing to the right, specify which, if any, of these impacts the site has experienced as a result of the COVID-19 pandemic. Select all that apply.	<p>Reduced enrollment / revenue</p> <p>Increased expenses (e.g., additional cleaning, paying higher wages to staff)</p> <p>Staff layoffs, furloughs, cuts to pay/ hours</p> <p>Staff departures</p> <p>Temporary closure</p> <p>Other reasons (<i>please describe in text box</i>):</p>
4. Contact name of individual responsible for completing survey	
5. Title of contact	
6. Phone number for contact	
7. Email address for contact	
8. Street address of site where child care services are provided	

9. City		
10. Zip code		
11. Last day of fiscal year for which information is being reported ( <u>enter "M/D/YYYY" format</u> ) <i>Note: report information for a fiscal year ending on or before 3/31/2020.</i>		
12. How many years has the site been in operation (if less than six months, report 0)		
13. As of the last day of the reported fiscal year, did the site have a waiting list for child care services?  <i>If 'No,' proceed to question 15.</i>	Yes  No	
14. If the site had a waiting list for child care services as of the last day of the fiscal year, report the number of children for each age group on the waiting list.	Infants (6 weeks to 13 months)	
	Toddlers (13 months to 37 months)	
	Preschoolers (37 months to enrolled in kindergarten)	
	School-aged (enrolled in school)	



## Private-Pay Rates

15. Report how many hours of care constitute part-time and full-time care per day, week, and/or month for the site.

*Note: use the site's definition for part-time and full-time care for private-pay families, rather than the definition for the Child Care Subsidy Program.*

Part-Time Care (max. hours <i>per day</i> ):		Full-Time Care (min. hours <i>per day</i> ):	
Part-Time Care (max. hours <i>per week</i> ):		Full-Time Care (min. hours <i>per week</i> ):	
Part-Time Care (max. hours <i>per month</i> ):		Full-Time Care (min. hours <i>per month</i> ):	

15a. If the site charges *daily* tuition, provide the daily rate for full-time and part-time care for private paying families.

Age Group	Infants (6 weeks to 13 months)	Toddlers (13 months to 37 months)	Preschoolers (37 months to enrolled in kindergarten)	School-Aged (enrolled in school)
Daily <b>part-time</b> rate				
Daily <b>full-time</b> rate				

15b. If the site charges *weekly* tuition, provide the weekly rate for full-time and part-time care for private paying families.

Age Group	Infants (6 weeks to 13 months)	Toddlers (13 months to 37 months)	Preschoolers (37 months to enrolled in kindergarten)	School-Aged (enrolled in school)
Daily <b>part-time</b> rate				
Daily <b>full-time</b> rate				

15c. If the site charges *monthly* tuition, provide the monthly rate for full-time and part-time care for private paying families.

Age Group	Infants (6 weeks to 13 months)	Toddlers (13 months to 37 months)	Preschoolers (37 months to enrolled in kindergarten)	School-Aged (enrolled in school)
Daily <b>part-time</b> rate				
Daily <b>full-time</b> rate				

**Participation in the Child Care Subsidy Program**

<p>16. Did the site accept children who received financial assistance from the Child Care Subsidy Program during the reported fiscal year?  <i>If 'Yes,' proceed to question 17.</i></p>	<p>Yes                  No</p>
<p>16a. If the site did not accept children who received financial assistance from the Child Care subsidy program, <u>select up to two reasons</u> that most closely describe why.</p>	<p>I am not aware of the Child Care Subsidy Program</p> <p>The Child Care Subsidy Program requirements are too difficult to meet</p> <p>The added cost of complying with program requirements is too expensive</p> <p>The reimbursement rates for the Child Care Subsidy Program are too low</p> <p>The process and requirements for submitting Child Care Subsidy billing is too difficult</p> <p>The site has had difficulty collecting parent fees for the Child Care Subsidy Program</p> <p>Family eligibility for the Child Care Subsidy Program changes too often</p> <p>Capacity is full with private pay</p> <p>There is insufficient demand for subsidized care in the site's service area</p> <p>Other reasons (please describe in text box):</p>

17. If allowed by DHSS policy, would the site charge parents using the Child Care Subsidy Program the difference between the subsidy rate and the site's full private pay rate?	Yes No
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**Capacity and Enrollment of Children**

18. Using the grid below, specify the licensed capacity, desired capacity, and if the site serves children with a subsidy, the maximum number of children the site will serve under the subsidy program by age group. Report information as of the last day of the reported fiscal year (or as of a representative day within the reported fiscal year).

<b>Age Group</b>	<b>Licensed Capacity (maximum number of children you are allowed to serve)</b>	<b>Desired Capacity (maximum number of children you are willing to serve, which cannot exceed licensed capacity)</b>	<b>Maximum Child Care Subsidy Program Capacity (maximum number of children with subsidy the site is willing to serve)</b>	<b>Total Enrollment (actual number of children served)</b>	<b>Actual Child Care Subsidy Program Enrollment (actual number of children with subsidy served by the site)</b>
Infants (6 weeks to 13 months)					
Toddlers (13 months to 37 months)					
Preschoolers (37 months to enrolled in kindergarten)					
School-Aged (enrolled in school)					

<p>19. Does the site track enrollment of children with special needs as defined in the Child Care Subsidy Program’s rules? <i>If ‘No,’ proceed to question 20.</i></p> <p><i>Note: A child with special needs means a child who:</i></p> <ul style="list-style-type: none"> <li>• <i>Has been determined and documented by a qualified professional to be a child with a disability as defined in section 602 of the Individuals with Disabilities Education Act, or</i></li> <li>• <i>Is eligible for early intervention services under Part C of the Individuals with Disabilities Education Act, or</i></li> <li>• <i>Is eligible for services under section 504 of the Rehabilitation Act of 1973, or</i></li> <li>• <i>Meets the definition of ‘disability’ under the Americans with Disabilities Act of 1990, or</i></li> <li>• <i>Is considered at-risk for health and/or developmental problems as a result of established biological risk factors or identified environmental risk factors such as homelessness, abuse or neglect, lead poisoning, or prenatal drug or alcohol exposure, or</i></li> <li>• <i>Is a child between 13 and 18 years of age who is physically or mentally incapable of caring for him or herself or who is under court supervision</i></li> </ul>	<p>Yes</p> <p>No</p>	
<p>19a. If the site tracks enrollment of children with special needs, report the distribution of enrollment by children with special needs and children without special needs:</p>	<p><b>Percent of enrolled children <i>with</i> special needs:</b></p>	<p><b>%</b></p>

**Hours, Days, and Months of Operation**

20. Using the grid below, identify the days of the week and times of operation for each day in which the site provides child care.

<b>Days Open (what days is the site normally open)</b>		<b>Select Start Time (what is the earliest time children can arrive at the site?)</b>	<b>Select End Time (what is the latest time children can leave the site?)</b>
Monday			
Tuesday			
Wednesdays			
Thursday			
Friday			
Saturday			
Sunday			

21. Select the months the site was open to provide child care in the reported fiscal year.

January		July	
February		August	
March		September	
April		October	
May		November	
June		December	

**Participation in Quality for ME and Accreditation Programs**

22. Did the site participate in Quality for ME as of the last day of the reported fiscal year? <i>If 'no,' skip to Question 23.</i>	Yes  No
22a. If the site participates in Quality for ME, select the rating as of the last day of the reported fiscal year.	Step 1  Step 2  Step 3  Step 4



<p>23. Did the site hold an accreditation as of the last day of the reported fiscal year?  <i>If 'no,' skip to Question 24).</i></p>	<p>Yes                  No</p>
<p>23a. If the site holds an accreditation, select the rating entity for the accreditation. If the site holds more than one accreditation, select all that apply.</p>	<p>American Montessori Society</p> <p>Association for Christian Schools International</p> <p>Association for Early Learning Leaders</p> <p>Council on Accreditation</p> <p>National Association for the Education of Young Children (NAEYC)</p> <p>National Early Childhood Program Accreditation</p> <p>Council for Professional Recognition</p> <p>National Association for Family Child Care</p> <p>Accredited by Other Organization Not Listed (describe in text box below):</p>

**Primary Site Costs – Child Care Facility/ Small Facility Providers**

*Information gathered through the survey will be used only to analyze the costs of providing early care and education services. Further, data will be combined across providers and no provider-specific results will be released.*

24. In the table below, provide the information requested for any employed staff:

Position	Full-Time Staff		Part-Time Staff	
	Number of Individuals in the Position	Average Hourly Wage or Salary	Number of Individuals in the Position	Average Hourly Wage or Salary
Director				
Assistant Director				
Teachers				
Teacher’s Assistants				
Education Coordinators				
Substitutes				

25. For teachers or teachers' assistants, estimate the number of hours spent on the following activities during the fiscal year:

Activity	Teachers	Teachers' Assistants
Paid training (exclude on-the-job training)		
Curriculum development/ lesson planning		
Performing written child assessments (e.g., overviewing child's progress, behavior, social and physical needs)		
Holding parent-teacher conferences		
Developing or sharing materials about other resources available to parents (e.g., WIC)		
Planning and facilitating/ participating in events that involve families (e.g., hosting a talent show/ play, barbeque, or fundraiser)		

26. For paid staff, use the following table to report whether the following benefits are offered, and if so, the average benefit level:

Benefit Type	Offered to Paid Staff?	Average Annual Benefit Level
Health insurance		Enter avg. monthly employer-paid premium cost per employee:
Paid holidays		Enter avg. days per year:
Paid vacation		Enter avg. days per year:
Paid sick/ personal leave		Enter avg. days per year:
Reduced child care rates for children of staff		Enter avg. discount as a percentage: <span style="float: right;">%</span>
Tuition reimbursement		Enter maximum annual reimbursement:
Paid professional development days		Enter avg. days per year:

27. In the table below, provide the information requested relating to site costs for the reported fiscal year:

Item	Input
Salaries and wages paid for:	
Teachers and teacher’s assistants	
Support staff (e.g., counselors or curriculum developers)	
Administrative staff	
Cost of employee benefits, payroll taxes, and other employee-related expenses	
Staff background checks	
Total rent, mortgage, utilities, and other occupancy expenses incurred during the reported fiscal year	
Food	
Training expense (including training registration fees/ materials, cost of outside trainers, etc.)	
Cost of NAEYC accreditation, American Montessori Society Accreditation, or similar accreditation	
Program self-assessment tools and resources	
Cost of curriculum-related materials	
All other expenses	

28. If the site received reimbursement for food through the Child and Adult Care Food Program (CACFP), report the total amount received	
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Appendix B1 – Tables Accompanying Child Care Market Rates for Family Child Care  
Providers

Appendix B1- Table 1: Part and Full-Time Weekly Rates for Family Child Care (Statewide and by County Grouping)

Part-Time Weekly Rates							Full-Time Weekly Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Statewide**

Infants	132	1,439	\$43.00	\$92.31	\$132.00	\$160.00	351	3,902	\$150.00	\$165.00	\$185.00	\$210.00
Toddlers	138	1,500	\$40.00	\$90.00	\$125.00	\$150.00	368	4,081	\$140.00	\$150.00	\$175.00	\$200.00
Preschoolers	144	1,562	\$40.00	\$90.00	\$120.00	\$145.00	397	4,382	\$125.00	\$150.00	\$170.00	\$198.00
School-Aged	121	1,338	\$50.00	\$75.00	\$100.00	\$125.00	263	2,939	\$100.00	\$125.00	\$150.00	\$175.00

**Androscoggin**

Infants	16	172	\$34.00	\$100.00	\$120.00	\$160.00	51	578	\$150.00	\$160.00	\$170.00	\$180.00
Toddlers	15	160	\$34.00	\$100.00	\$120.00	\$160.00	49	554	\$140.00	\$150.00	\$160.00	\$170.00
Preschoolers	15	160	\$28.00	\$100.00	\$120.00	\$150.00	54	600	\$125.00	\$145.00	\$150.00	\$165.00
School-Aged	19	214	\$60.00	\$80.00	\$100.00	\$120.00	38	427	\$85.00	\$125.00	\$135.00	\$165.00

**Aroostook**

Infants	12	134	\$35.00	\$85.00	\$100.00	\$130.00	25	290	\$100.00	\$125.00	\$140.00	\$150.00
Toddlers	11	122	\$75.00	\$85.00	\$100.00	\$115.00	27	314	\$100.00	\$125.00	\$130.00	\$150.00
Preschoolers	12	134	\$35.00	\$90.00	\$100.00	\$110.00	28	326	\$100.00	\$110.00	\$125.00	\$140.00
School-Aged	11	122	\$60.00	\$70.00	\$100.00	\$100.00	20	236	\$100.00	\$110.00	\$125.00	\$140.00

**Cumberland**

Infants	19	196	\$60.00	\$140.00	\$160.00	\$180.00	45	468	\$175.00	\$200.00	\$225.00	\$245.00
Toddlers	20	204	\$50.00	\$92.31	\$150.00	\$180.00	51	524	\$165.00	\$190.00	\$200.00	\$235.00
Preschoolers	21	210	\$50.00	\$92.31	\$160.00	\$180.00	64	641	\$165.00	\$185.00	\$225.00	\$250.00
School-Aged	8	90	\$100.00	\$105.00	\$110.00	\$135.00	24	248	\$105.00	\$140.00	\$175.00	\$200.00

**Franklin and Oxford**

Infants	11	116	\$50.00	\$125.00	\$150.00	\$180.00	26	286	\$140.00	\$160.00	\$193.75	\$200.00
Toddlers	11	116	\$40.00	\$110.00	\$150.00	\$155.00	26	286	\$140.00	\$150.00	\$172.50	\$175.00
Preschoolers	11	116	\$40.00	\$100.00	\$125.00	\$155.00	26	290	\$125.00	\$140.00	\$150.00	\$175.00
School-Aged	10	110	\$75.00	\$75.00	\$115.00	\$135.00	21	236	\$100.00	\$130.00	\$150.00	\$150.00

**Hancock and Washington**

Infants	11	136	\$30.00	\$85.00	\$125.00	\$128.00	19	222	\$135.00	\$150.00	\$157.25	\$170.00
Toddlers	12	143	\$30.00	\$90.00	\$112.50	\$128.00	19	219	\$135.00	\$140.00	\$145.00	\$150.00
Preschoolers	12	143	\$28.50	\$90.00	\$112.50	\$128.00	21	243	\$125.00	\$135.00	\$145.00	\$150.00
School-Aged	8	91	\$34.00	\$65.00	\$128.00	\$145.00	15	167	\$125.00	\$135.00	\$145.00	\$158.00

Appendix B1- Table 1: Part and Full-Time Weekly Rates for Family Child Care (Statewide and by County Grouping)

Part-Time Weekly Rates							Full-Time Weekly Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Kennebec**

Infants	17	194	\$30.00	\$75.00	\$125.00	\$140.00	50	577	\$145.00	\$160.00	\$175.00	\$180.00
Toddlers	17	194	\$40.00	\$84.00	\$125.00	\$145.00	54	625	\$140.00	\$150.00	\$155.00	\$175.00
Preschoolers	16	182	\$40.00	\$75.00	\$120.00	\$145.00	57	657	\$125.00	\$140.00	\$150.00	\$160.00
School-Aged	18	206	\$40.00	\$75.00	\$80.00	\$130.00	39	452	\$100.00	\$105.00	\$125.00	\$145.00

**Knox and Waldo**

Infants	7	78	\$45.00	\$112.50	\$125.00	\$140.00	17	194	\$145.00	\$155.00	\$175.00	\$190.00
Toddlers	7	78	\$45.00	\$108.75	\$115.00	\$140.00	17	194	\$140.00	\$145.00	\$160.00	\$190.00
Preschoolers	8	90	\$36.00	\$108.75	\$115.00	\$140.00	19	218	\$135.00	\$145.00	\$150.00	\$180.00
School-Aged	5	54	\$60.00	\$95.00	\$97.50	\$110.00	14	158	\$100.00	\$130.00	\$140.00	\$175.00

**Lincoln and Sagadahoc**

Infants	7	84	\$37.00	\$58.00	\$135.00	\$142.50	16	186	\$150.00	\$180.00	\$185.00	\$190.00
Toddlers	8	96	\$43.00	\$74.00	\$123.75	\$142.50	17	198	\$140.00	\$160.00	\$185.00	\$190.00
Preschoolers	8	96	\$43.00	\$74.00	\$123.75	\$142.50	18	210	\$140.00	\$150.00	\$180.00	\$190.00
School-Aged	4	48	\$59.50	\$80.00	\$105.00	\$120.00	13	150	\$85.00	\$125.00	\$145.00	\$180.00

**Penobscot**

Infants	12	132	\$45.00	\$130.00	\$135.00	\$175.00	35	404	\$160.00	\$175.00	\$185.00	\$200.00
Toddlers	13	144	\$40.00	\$67.50	\$140.00	\$150.00	36	416	\$150.00	\$170.00	\$180.00	\$190.00
Preschoolers	14	152	\$40.00	\$67.50	\$135.00	\$150.00	38	440	\$147.00	\$155.00	\$175.00	\$185.00
School-Aged	14	158	\$30.00	\$75.00	\$90.00	\$140.00	28	326	\$125.00	\$140.00	\$165.00	\$180.00

**Piscataquis and Somerset**

Infants	5	51	\$95.00	\$97.50	\$112.50	\$140.00	19	197	\$135.00	\$150.00	\$175.00	\$175.00
Toddlers	6	63	\$75.00	\$95.00	\$112.50	\$126.50	19	199	\$130.00	\$145.00	\$150.00	\$175.00
Preschoolers	6	63	\$75.00	\$90.00	\$93.75	\$123.00	19	199	\$125.00	\$135.00	\$150.00	\$150.00
School-Aged	6	63	\$65.00	\$75.00	\$86.25	\$93.75	16	169	\$115.00	\$125.00	\$140.00	\$150.00

**York**

Infants	15	146	\$40.00	\$50.00	\$120.00	\$195.00	48	500	\$170.00	\$198.00	\$210.00	\$225.00
Toddlers	18	180	\$40.00	\$50.00	\$110.00	\$150.00	53	552	\$163.75	\$180.00	\$200.00	\$210.00
Preschoolers	21	216	\$40.00	\$50.00	\$120.00	\$150.00	53	558	\$150.00	\$170.00	\$185.00	\$200.00
School-Aged	18	182	\$41.25	\$80.00	\$100.00	\$115.00	35	370	\$125.00	\$140.00	\$165.00	\$200.00



Appendix B1- Table 2: Part and Full-Time Daily Rates for Family Child Care (Statewide and by County Grouping)

Part-Time Daily Rates							Full-Time Daily Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Statewide**

Infants	117	1,261	\$30.00	\$35.00	\$45.00	\$50.00	91	978	\$30.00	\$38.00	\$45.00	\$55.00
Toddlers	125	1,350	\$30.00	\$35.00	\$40.00	\$50.00	105	1,132	\$30.00	\$35.00	\$45.00	\$52.00
Preschoolers	129	1,404	\$26.00	\$30.00	\$40.00	\$46.25	111	1,201	\$30.00	\$35.00	\$43.00	\$50.00
School-Aged	116	1,266	\$15.00	\$25.00	\$35.00	\$45.00	96	1,039	\$22.00	\$30.00	\$38.00	\$46.00

**Androscoggin**

Infants	12	132	\$30.00	\$35.00	\$40.00	\$45.00	3	36	\$35.00	\$40.00	\$45.00	\$45.00
Toddlers	13	144	\$30.00	\$34.50	\$40.00	\$45.00	3	36	\$35.00	\$40.00	\$45.00	\$45.00
Preschoolers	13	144	\$30.00	\$34.50	\$35.00	\$45.00	3	36	\$35.00	\$35.00	\$45.00	\$45.00
School-Aged	8	90	\$25.00	\$30.00	\$35.00	\$45.00	2	24	\$30.00	\$37.50	\$45.00	\$45.00

**Aroostook**

Infants	3	32	\$25.00	\$26.00	\$30.00	\$30.00	4	44	\$30.00	\$30.00	\$30.00	\$30.00
Toddlers	4	44	\$25.00	\$30.00	\$55.00	\$55.00	5	56	\$30.00	\$30.00	\$30.00	\$32.00
Preschoolers	4	44	\$25.00	\$30.00	\$55.00	\$55.00	5	56	\$30.00	\$30.00	\$30.00	\$32.00
School-Aged	4	44	\$10.00	\$15.00	\$55.00	\$55.00	5	56	\$15.00	\$30.00	\$30.00	\$32.00

**Cumberland**

Infants	26	272	\$37.00	\$46.60	\$55.00	\$60.00	29	308	\$40.00	\$45.00	\$55.00	\$65.00
Toddlers	25	259	\$35.00	\$45.00	\$45.80	\$50.00	33	354	\$38.00	\$45.00	\$55.00	\$60.00
Preschoolers	27	283	\$30.00	\$40.00	\$46.25	\$50.00	35	374	\$38.00	\$45.00	\$50.00	\$60.00
School-Aged	20	219	\$22.00	\$35.00	\$40.00	\$45.00	29	317	\$35.00	\$40.00	\$50.00	\$60.00

**Franklin and Oxford**

Infants	6	72	\$30.00	\$35.00	\$35.00	\$40.00	6	72	\$25.00	\$30.00	\$40.00	\$40.00
Toddlers	6	72	\$30.00	\$30.00	\$30.00	\$35.00	6	72	\$25.00	\$30.00	\$30.00	\$35.00
Preschoolers	7	84	\$25.00	\$26.00	\$30.00	\$35.00	6	72	\$25.00	\$25.00	\$30.00	\$35.00
School-Aged	10	120	\$12.00	\$15.00	\$20.00	\$26.00	7	84	\$16.00	\$25.00	\$30.00	\$30.00

**Hancock and Washington**

Infants	7	84	\$35.00	\$35.00	\$40.00	\$45.00	6	74	\$25.00	\$30.00	\$35.00	\$35.00
Toddlers	8	94	\$25.00	\$30.00	\$35.00	\$45.00	9	104	\$25.00	\$30.00	\$35.00	\$35.00
Preschoolers	8	94	\$25.00	\$30.00	\$35.00	\$45.00	9	104	\$25.00	\$30.00	\$35.00	\$35.00
School-Aged	7	74	\$15.00	\$30.00	\$40.00	\$45.00	6	64	\$27.50	\$35.00	\$35.00	\$35.00

Appendix B1- Table 2: Part and Full-Time Daily Rates for Family Child Care (Statewide and by County Grouping)

Part-Time Daily Rates							Full-Time Daily Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Kennebec**

Infants	13	139	\$30.00	\$35.00	\$40.00	\$45.00	7	78	\$30.00	\$30.00	\$40.00	\$55.00
Toddlers	15	163	\$30.00	\$30.00	\$35.00	\$40.00	8	90	\$28.00	\$30.00	\$36.00	\$45.00
Preschoolers	15	163	\$25.00	\$30.00	\$35.00	\$38.00	8	90	\$25.00	\$30.00	\$35.00	\$36.00
School-Aged	16	175	\$20.00	\$25.00	\$30.00	\$45.00	7	78	\$16.00	\$22.00	\$25.00	\$30.00

**Knox and Waldo**

Infants	5	60	\$22.50	\$36.00	\$40.00	\$45.00	3	30	\$24.50	\$30.00	\$47.00	\$47.00
Toddlers	5	60	\$22.50	\$36.00	\$40.00	\$45.00	3	30	\$24.50	\$30.00	\$47.00	\$47.00
Preschoolers	6	72	\$22.50	\$32.50	\$36.00	\$40.00	4	42	\$24.50	\$35.00	\$47.00	\$47.00
School-Aged	6	72	\$21.00	\$26.25	\$35.00	\$40.00	3	36	\$20.00	\$24.50	\$35.00	\$35.00

**Lincoln and Sagadahoc**

Infants	6	66	\$35.00	\$45.00	\$50.00	\$50.00	4	42	\$30.00	\$40.00	\$45.00	\$45.00
Toddlers	6	66	\$35.00	\$40.00	\$45.00	\$50.00	4	42	\$28.00	\$35.00	\$45.00	\$45.00
Preschoolers	6	66	\$30.00	\$35.00	\$45.00	\$50.00	5	52	\$28.00	\$35.00	\$35.00	\$45.00
School-Aged	5	54	\$20.00	\$35.00	\$40.00	\$50.00	5	52	\$24.00	\$25.00	\$25.00	\$35.00

**Penobscot**

Infants	15	168	\$30.00	\$35.00	\$40.00	\$45.00	11	126	\$30.00	\$35.00	\$35.00	\$40.00
Toddlers	15	168	\$30.00	\$30.00	\$35.00	\$42.00	11	126	\$30.00	\$35.00	\$35.00	\$38.00
Preschoolers	15	168	\$30.00	\$30.00	\$35.00	\$40.00	11	126	\$30.00	\$35.00	\$35.00	\$35.00
School-Aged	15	168	\$12.00	\$15.00	\$27.00	\$35.00	12	132	\$20.00	\$30.00	\$35.00	\$60.00

**Piscataquis and Somerset**

Infants	8	78	\$16.25	\$30.00	\$35.00	\$35.00	6	50	\$25.00	\$30.00	\$30.00	\$45.00
Toddlers	9	90	\$15.00	\$25.00	\$30.00	\$35.00	8	72	\$25.00	\$25.00	\$25.00	\$39.00
Preschoolers	9	90	\$15.00	\$25.00	\$30.00	\$30.00	8	72	\$25.00	\$25.00	\$25.00	\$39.00
School-Aged	10	100	\$12.00	\$15.00	\$25.00	\$30.00	9	80	\$20.00	\$25.00	\$25.00	\$30.00

**York**

Infants	16	158	\$30.00	\$40.00	\$50.00	\$56.00	12	118	\$40.00	\$45.00	\$50.00	\$52.00
Toddlers	19	190	\$30.00	\$40.00	\$50.00	\$55.00	15	150	\$40.00	\$45.00	\$50.00	\$52.00
Preschoolers	19	196	\$30.00	\$35.00	\$40.00	\$50.00	17	177	\$30.00	\$40.00	\$45.00	\$50.00
School-Aged	15	150	\$15.00	\$26.00	\$38.75	\$40.00	11	116	\$25.00	\$30.00	\$30.00	\$40.00

Appendix B1- Table 3: Part and Full-Time Weekly Rates for Family Child Care (by Quality for ME Rating)

Part-Time Weekly Rates							Full-Time Weekly Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Statewide - Not Rated or Not Participating**

Infants	50	517	\$35.00	\$58.00	\$125.00	\$140.00	133	1,426	\$140.00	\$152.50	\$180.00	\$200.00
Toddlers	49	503	\$36.00	\$60.00	\$125.00	\$140.00	143	1,534	\$130.00	\$150.00	\$170.00	\$200.00
Preschoolers	51	517	\$33.00	\$58.00	\$120.00	\$140.00	157	1,669	\$125.00	\$145.00	\$165.00	\$195.00
School-Aged	36	373	\$35.00	\$75.00	\$95.00	\$130.00	98	1,057	\$100.00	\$125.00	\$145.00	\$165.00

**Statewide - Step 1**

Infants	56	632	\$45.00	\$100.00	\$135.00	\$175.00	158	1,816	\$150.00	\$170.00	\$180.00	\$200.00
Toddlers	62	695	\$45.00	\$100.00	\$125.00	\$150.00	163	1,869	\$140.00	\$150.00	\$175.00	\$190.00
Preschoolers	66	743	\$45.00	\$100.00	\$120.00	\$150.00	173	1,973	\$130.00	\$150.00	\$165.00	\$180.00
School-Aged	63	717	\$60.00	\$75.00	\$100.00	\$120.00	125	1,431	\$100.00	\$125.00	\$150.00	\$175.00

**Statewide - Step 2**

Infants	5	60	\$40.00	\$50.00	\$100.00	\$132.00	21	231	\$175.00	\$195.00	\$210.00	\$225.00
Toddlers	6	72	\$40.00	\$45.00	\$100.00	\$115.00	21	231	\$150.00	\$175.00	\$200.00	\$205.00
Preschoolers	6	72	\$40.00	\$45.00	\$100.00	\$115.00	24	263	\$120.00	\$150.00	\$185.00	\$200.00
School-Aged	4	48	\$37.50	\$70.00	\$103.75	\$115.00	13	147	\$120.00	\$130.00	\$150.00	\$150.00

**Statewide - Step 3**

Infants	18	194	\$80.00	\$112.50	\$155.00	\$180.00	34	369	\$155.00	\$175.00	\$200.00	\$225.00
Toddlers	18	194	\$80.00	\$108.75	\$150.00	\$180.00	36	387	\$150.00	\$175.00	\$200.00	\$224.00
Preschoolers	18	194	\$80.00	\$108.75	\$145.00	\$165.00	37	405	\$145.00	\$160.00	\$200.00	\$210.00
School-Aged	15	164	\$65.00	\$95.00	\$128.00	\$145.00	23	256	\$130.00	\$147.50	\$175.00	\$200.00

**Statewide - Step 4**

Infants	3	36	\$41.00	\$97.50	\$125.00	\$125.00	5	60	\$135.00	\$140.00	\$155.00	\$185.00
Toddlers	3	36	\$41.00	\$97.50	\$115.00	\$115.00	5	60	\$130.00	\$140.00	\$145.00	\$185.00
Preschoolers	3	36	\$36.00	\$90.00	\$115.00	\$115.00	6	72	\$120.00	\$130.00	\$145.00	\$185.00
School-Aged	3	36	\$60.00	\$60.00	\$86.25	\$86.25	4	48	\$113.75	\$117.50	\$136.25	\$185.00

**Appendix B1- Table 4: Part and Full-Time Daily Rates for Family Child Care (by Quality for ME Rating)**

Part-Time Daily Rates							Full-Time Daily Rates					
Ct. Responding Providers	Lic. Cap. Of Responding Providers	25th Percentile	50th Percentile	75th Percentile	90th Percentile	Responding Providers	Lic. Capacity with Response	25th Percentile	50th Percentile	75th Percentile	90th Percentile	

**Statewide - Not Rated or Not Participating**

Infants	38	382	\$30.00	\$35.00	\$40.00	\$50.00	35	365	\$30.00	\$35.00	\$45.00	\$55.00
Toddlers	41	424	\$30.00	\$35.00	\$40.00	\$45.00	41	437	\$30.00	\$35.00	\$45.00	\$56.00
Preschoolers	41	424	\$30.00	\$35.00	\$40.00	\$45.00	43	455	\$30.00	\$35.00	\$45.00	\$55.60
School-Aged	41	432	\$15.00	\$22.50	\$33.00	\$45.00	37	392	\$20.00	\$30.00	\$40.00	\$60.00

**Statewide - Step 1**

Infants	57	655	\$30.00	\$35.00	\$40.00	\$50.00	42	464	\$30.00	\$38.00	\$40.00	\$55.00
Toddlers	62	705	\$30.00	\$34.00	\$40.00	\$45.00	46	506	\$30.00	\$35.00	\$40.00	\$50.00
Preschoolers	66	753	\$25.00	\$30.00	\$37.00	\$45.00	49	541	\$28.00	\$35.00	\$40.00	\$45.00
School-Aged	59	669	\$15.00	\$25.00	\$35.00	\$40.00	44	488	\$22.00	\$30.00	\$35.00	\$40.00

**Statewide - Step 2**

Infants	7	71	\$30.00	\$50.00	\$50.00	\$60.00	5	51	\$45.00	\$47.50	\$50.00	\$50.00
Toddlers	9	89	\$30.00	\$40.00	\$50.00	\$50.00	8	79	\$40.88	\$45.00	\$50.00	\$50.00
Preschoolers	10	101	\$30.00	\$30.00	\$50.00	\$50.00	8	79	\$35.00	\$40.00	\$50.00	\$50.00
School-Aged	9	89	\$15.00	\$15.00	\$30.00	\$36.00	8	79	\$25.00	\$30.00	\$35.00	\$40.00

**Statewide - Step 3**

Infants	14	141	\$35.00	\$42.00	\$55.00	\$60.00	8	86	\$30.00	\$42.00	\$50.00	\$55.00
Toddlers	12	120	\$30.00	\$35.00	\$48.00	\$55.00	9	98	\$30.00	\$40.00	\$50.00	\$55.00
Preschoolers	11	114	\$30.00	\$40.00	\$47.00	\$55.00	10	114	\$30.00	\$40.00	\$50.00	\$58.50
School-Aged	7	76	\$15.00	\$30.00	\$45.00	\$46.00	6	68	\$30.00	\$40.00	\$40.00	\$60.00

**Statewide - Step 4**

Infants	1	12	\$30.00	\$30.00	\$30.00	\$30.00	1	12	\$65.00	\$65.00	\$65.00	\$65.00
Toddlers	1	12	\$30.00	\$30.00	\$30.00	\$30.00	1	12	\$65.00	\$65.00	\$65.00	\$65.00
Preschoolers	1	12	\$30.00	\$30.00	\$30.00	\$30.00	1	12	\$65.00	\$65.00	\$65.00	\$65.00
School-Aged	0	0					1	12	\$65.00	\$65.00	\$65.00	\$65.00

Appendix B2 – Tables Accompanying Family Child Care Provider Narrow Cost Study

Appendix B2- Table 1: Family Child Care Wage Levels (Full-Time Employees by Position Title and Region)

Ct. Responding Providers	Lic. Cap. Of Responding Providers	Number in Position	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers
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**Teacher Wages (Full-Time)**

Statewide	13	154	15	\$17.26	\$15.37	\$15.00	\$17.29	\$15.37
Androscoggin	1	12	1	\$14.42	\$14.42	\$14.42	\$14.42	\$14.42
Aroostook	0							
Cumberland	3	36	4	\$26.67	\$26.67	\$20.00	\$26.67	\$26.67
Franklin and Oxford	1	12	1	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Hancock and Washington	0							
Kennebec	2	24	2	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Knox and Waldo	0							
Lincoln and Sagadahoc	0							
Penobscot	0							
Piscataquis and Somerset	2	24	3	\$13.50	\$13.50	\$13.50	\$13.50	\$13.50
York	4	46	4	\$15.25	\$15.25	\$15.00	\$15.26	\$15.26

**Teacher's Assistants Wages (Full-Time)**

Statewide	13	168	16	\$13.04	\$12.81	\$12.50	\$13.04	\$12.81
Androscoggin	1	12	2	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Aroostook	0							
Cumberland	3	36	3	\$14.33	\$14.33	\$15.00	\$14.33	\$14.33
Franklin and Oxford	0							
Hancock and Washington	2	24	2	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Kennebec	1	24	1	\$12.75	\$12.75	\$12.75	\$12.75	\$12.75
Knox and Waldo	2	24	3	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50
Lincoln and Sagadahoc	0							
Penobscot	2	24	2	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50
Piscataquis and Somerset	1	12	1	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
York	1	12	2	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00

**Substitute Wages (Full-Time)**

Statewide	1	12	1	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
Androscoggin	0							
Aroostook	0							
Cumberland	0							
Franklin and Oxford	1	12	1	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
Hancock and Washington	0							
Kennebec	0							
Knox and Waldo	0							
Lincoln and Sagadahoc	0							
Penobscot	0							
Piscataquis and Somerset	0							
York	0							

**Appendix B2- Table 2: Family Child Care Wage Levels (Part-Time Employees by Position Title and Region)**

<b>Ct. Responding Providers</b>	<b>Lic. Cap. Of Responding Providers</b>	<b>Number in Position</b>	<b>Avg. with Outliers</b>	<b>Avg. without Outliers</b>	<b>Median</b>	<b>Wt. Avg. with Outliers</b>	<b>Wt. Avg. without Outliers</b>
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**Teacher Wages (Part-Time)**

Statewide	4	48	4	\$14.13	\$14.13	\$14.50	\$14.13	\$14.13
Androscoggin	0							
Aroostook	0							
Cumberland	0							
Franklin and Oxford	0							
Hancock and Washington	0							
Kennebec	0							
Knox and Waldo	1	12	1	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Lincoln and Sagadahoc	0							
Penobscot	1	12	1	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Piscataquis and Somerset	0							
York	2	24	2	\$15.75	\$15.75	\$15.75	\$15.75	\$15.75

**Teacher's Assistants Wages (Part-Time)**

Statewide	14	166	21	\$15.86	\$13.23	\$13.25	\$15.89	\$13.23
Androscoggin	1	12	2	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Aroostook	1	12	2	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Cumberland	5	60	7	\$21.00	\$21.00	\$14.50	\$21.00	\$21.00
Franklin and Oxford	0							
Hancock and Washington	0							
Kennebec	1	12	2	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Knox and Waldo	0							
Lincoln and Sagadahoc	0							
Penobscot	1	12	2	\$13.50	\$13.50	\$13.50	\$13.50	\$13.50
Piscataquis and Somerset	0							
York	5	58	6	\$12.90	\$12.90	\$12.50	\$12.90	\$12.90

**Substitute Wages (Part-Time)**

Statewide	10	120	14	\$13.00	\$12.22	\$12.00	\$13.00	\$12.22
Androscoggin	0							
Aroostook	0							
Cumberland	1	12	1	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
Franklin and Oxford	1	12	2	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00
Hancock and Washington	1	12	1	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Kennebec	2	24	2	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50
Knox and Waldo	2	24	3	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00
Lincoln and Sagadahoc	0							
Penobscot	2	24	3	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Piscataquis and Somerset	0							
York	1	12	2	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00

**Appendix B2- Table 3: Family Child Care Wage Levels (Full -Time Employees by Quality for ME Step Rating)**

<b>Ct. Responding Providers</b>	<b>Lic. Cap. Of Responding Providers</b>	<b>Number in Position</b>	<b>Avg. with Outliers</b>	<b>Avg. without Outliers</b>	<b>Median</b>	<b>Wt. Avg. with Outliers</b>	<b>Wt. Avg. without Outliers</b>
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**Teacher Wages (Full-Time)**

Unrated/ Not Participating	4	46	4	\$21.11	\$21.11	\$15.00	\$21.37	\$26.75
Quality for ME - Step 1	4	48	4	\$15.50	\$15.50	\$15.00	\$15.50	\$16.06
Quality for ME - Step 2	1	12	1	\$17.00	\$17.00	\$17.00	\$17.00	\$17.00
Quality for ME - Step 3	2	24	3	\$13.00	\$13.00	\$13.00	\$13.00	\$13.08
Quality for ME - Step 4	2	24	3	\$17.50	\$17.50	\$17.50	\$17.50	\$17.86

**Teacher Wages (Full-Time)**

Unrated/ Not Participating	0					\$11.00		
Quality for ME - Step 1	8	96	10	\$12.94	\$12.94	\$12.50	\$12.94	\$13.04
Quality for ME - Step 2	0							
Quality for ME - Step 3	2	24	2	\$13.50	\$13.50	\$13.50	\$13.50	\$13.67
Quality for ME - Step 4	3	36	4	\$13.67	\$13.67	\$13.00	\$13.67	\$13.88

**Teacher Wages (Full-Time)**

Unrated/ Not Participating	0							
Quality for ME - Step 1	1	12	1	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
Quality for ME - Step 2	0							
Quality for ME - Step 3	0							
Quality for ME - Step 4	0							



**Appendix B2- Table 4: Family Child Care Wage Levels (Part-Time Employees by Quality for ME Step Rating)**

<b>Ct. Responding Providers</b>	<b>Lic. Cap. Of Responding Providers</b>	<b>Number in Position</b>	<b>Avg. with Outliers</b>	<b>Avg. without Outliers</b>	<b>Median</b>	<b>Wt. Avg. with Outliers</b>	<b>Wt. Avg. without Outliers</b>
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**Teacher Wages (Part-Time)**

Unrated/ Not Participating	1	12	1	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Quality for ME - Step 1	1	12	1	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Quality for ME - Step 2	1	12	1	\$17.50	\$17.50	\$17.50	\$17.50	\$17.50
Quality for ME - Step 3	1	12	1	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00
Quality for ME - Step 4	0							

**Teacher Wages (Part-Time)**

Unrated/ Not Participating	4	46	6	\$12.88	\$12.88	\$12.50	\$12.87	\$12.96
Quality for ME - Step 1	3	36	4	\$26.67	\$26.67	\$15.00	\$26.67	\$36.88
Quality for ME - Step 2	5	60	8	\$13.00	\$13.00	\$12.50	\$13.00	\$13.10
Quality for ME - Step 3	1	12	1	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Quality for ME - Step 4	1	12	2	\$13.50	\$13.50	\$13.50	\$13.50	\$13.50

**Teacher Wages (Part-Time)**

Unrated/ Not Participating	1	12	1	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
Quality for ME - Step 1	8	96	11	\$12.25	\$11.57	\$12.00	\$12.25	\$11.62
Quality for ME - Step 2	1	12	2	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
Quality for ME - Step 3	0							
Quality for ME - Step 4	0							

**Appendix B2- Table 5: Benefit Levels by Quality for ME Rating**

<b>Staff Benefits</b>		
<b>Ct. Providers Offering<sup>1</sup></b>	<b>Pct. Of Providers Offering<sup>2</sup></b>	<b>Wt. Avg. without Outliers</b>

**All Providers**

Health Insurance (average monthly employer-paid premium cost per employee)	2	1.6%	\$0
Paid Holidays (average days per year)	35	28.0%	10
Paid Vacation (average days per year)	29	23.2%	9
Paid Sick/ Personal Leave (average days per year)	19	15.2%	4
Paid Professional Development Days (average days per year)	13	10.4%	4
Tuition Discounts for Children of Paid Staff (average discount percentage)	0	0.0%	
Tuition Reimbursement (maximum annual reimbursement)	0	0.0%	

**Unrated/ Not Participating in Quality for ME**

Health Insurance (average monthly employer-paid premium cost per employee)	2	5.6%	\$0
Paid Holidays (average days per year)	9	25.0%	8
Paid Vacation (average days per year)	6	16.7%	9
Paid Sick/ Personal Leave (average days per year)	4	11.1%	5
Paid Professional Development Days (average days per year)	3	8.3%	9
Tuition Discounts for Children of Paid Staff (average discount percentage)	0	0.0%	
Tuition Reimbursement (maximum annual reimbursement)	0	0.0%	

**Step 1**

Health Insurance (average monthly employer-paid premium cost per employee)	0	0.0%	\$0
Paid Holidays (average days per year)	15	24.6%	9
Paid Vacation (average days per year)	12	19.7%	8
Paid Sick/ Personal Leave (average days per year)	9	14.8%	5
Paid Professional Development Days (average days per year)	5	8.2%	2
Tuition Discounts for Children of Paid Staff (average discount percentage)	0	0.0%	
Tuition Reimbursement (maximum annual reimbursement)	0	0.0%	

**Step 2**

Health Insurance (average monthly employer-paid premium cost per employee)	0	0.0%	\$0
Paid Holidays (average days per year)	3	25.0%	12
Paid Vacation (average days per year)	4	33.3%	8
Paid Sick/ Personal Leave (average days per year)	2	16.7%	1
Paid Professional Development Days (average days per year)	1	8.3%	0
Tuition Discounts for Children of Paid Staff (average discount percentage)	0	0.0%	
Tuition Reimbursement (maximum annual reimbursement)	0	0.0%	

**Appendix B2- Table 5: Benefit Levels by Quality for ME Rating**

<b>Staff Benefits</b>		
<b>Ct. Providers Offering<sup>1</sup></b>	<b>Pct. Of Providers Offering<sup>2</sup></b>	<b>Wt. Avg. without Outliers</b>

**Step 3**

Health Insurance (average monthly employer-paid premium cost per employee)	0	0.0%	\$0
Paid Holidays (average days per year)	4	33.3%	10
Paid Vacation (average days per year)	3	25.0%	11
Paid Sick/ Personal Leave (average days per year)	2	16.7%	4
Paid Professional Development Days (average days per year)	1	8.3%	0
Tuition Discounts for Children of Paid Staff (average discount percentage)	0	0.0%	
Tuition Reimbursement (maximum annual reimbursement)	0	0.0%	

**Step 4**

Health Insurance (average monthly employer-paid premium cost per employee)	0	0.0%	\$0
Paid Holidays (average days per year)	4	100.0%	11
Paid Vacation (average days per year)	4	100.0%	12
Paid Sick/ Personal Leave (average days per year)	2	50.0%	4
Paid Professional Development Days (average days per year)	3	75.0%	9
Tuition Discounts for Children of Paid Staff (average discount percentage)	0	0.0%	
Tuition Reimbursement (maximum annual reimbursement)	0	0.0%	

<sup>1</sup> Counts include providers that reported offering a benefit, even when they did not report a benefit level.

<sup>2</sup> Calculation includes all providers responding to any part of the narrow cost study section of the survey within the denominator.

Appendix B2- Table 6: Hours Spent in Quality-Based Activities by Quality for ME Rating

	Teachers (Hours per Year per Teacher)						
	Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**All Providers**

Paid Training	26	310	16.5	15.6	15.5	16.5	15.6
Curriculum Development/ Lesson Planning	24	286	179.4	100.2	57.5	180.6	100.9
Performing Written Child Assessments	19	228	166.8	120.6	48.0	166.8	120.6
Holding Parent-Teacher Conferences	13	156	70.2	33.5	25.0	70.2	33.5
Developing/ Sharing Materials w/ Parents	18	216	15.9	11.8	11.0	15.9	11.8
Planning/ Facilitating Family Events	19	226	25.8	18.2	20.0	26.0	18.4

**Unrated/ Not Participating**

Paid Training	9	106	17.6	17.6	17.6	17.5	17.5
Curriculum Development/ Lesson Planning	7	82	129.9	66.5	129.9	132.9	68.3
Performing Written Child Assessments	5	60	204.0	204.0	204.0	204.0	204.0
Holding Parent-Teacher Conferences	3	36	188.7	188.7	188.7	188.7	188.7
Developing/ Sharing Materials w/ Parents	5	60	14.6	14.6	14.6	14.6	14.6
Planning/ Facilitating Family Events	6	70	17.0	17.0	17.0	17.3	17.3

**Quality for ME - Step 1**

Paid Training	8	96	12.6	12.6	12.6	12.6	12.6
Curriculum Development/ Lesson Planning	8	96	51.4	33.0	51.4	51.4	33.0
Performing Written Child Assessments	5	60	73.0	73.0	73.0	73.0	73.0
Holding Parent-Teacher Conferences	3	36	56.3	56.3	56.3	56.3	56.3
Developing/ Sharing Materials w/ Parents	5	60	18.4	18.4	18.4	18.4	18.4
Planning/ Facilitating Family Events	5	60	33.6	33.6	33.6	33.6	33.6

**Quality for ME - Step 2**

Paid Training	3	36	12.7	12.7	12.7	12.7	12.7
Curriculum Development/ Lesson Planning	3	36	764.0	764.0	764.0	764.0	764.0
Performing Written Child Assessments	3	36	356.0	356.0	356.0	356.0	356.0
Holding Parent-Teacher Conferences	2	24	34.0	34.0	34.0	34.0	34.0
Developing/ Sharing Materials w/ Parents	3	36	25.3	25.3	25.3	25.3	25.3
Planning/ Facilitating Family Events	2	24	60.0	60.0	60.0	60.0	60.0

Appendix B2- Table 6: Hours Spent in Quality-Based Activities by Quality for ME Rating

Ct. Responding Providers	Lic. Cap. Of Responding Providers	Teachers (Hours per Year per Teacher)				
		Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Quality for ME - Step 3**

Paid Training	2	24	20.0	20.0	20.0	20.0	20.0
Curriculum Development/ Lesson Planning	3	36	55.0	55.0	55.0	55.0	55.0
Performing Written Child Assessments	2	24	44.5	44.5	44.5	44.5	44.5
Holding Parent-Teacher Conferences	2	24	17.0	17.0	17.0	17.0	17.0
Developing/ Sharing Materials w/ Parents	2	24	5.0	5.0	5.0	5.0	5.0
Planning/ Facilitating Family Events	3	36	16.3	16.3	16.3	16.3	16.3

**Quality for ME - Step 4**

Paid Training	4	48	23.3	23.3	23.3	23.3	23.3
Curriculum Development/ Lesson Planning	3	36	176.0	176.0	176.0	176.0	176.0
Performing Written Child Assessments	4	48	157.0	157.0	157.0	157.0	157.0
Holding Parent-Teacher Conferences	3	36	25.0	25.0	25.0	25.0	25.0
Developing/ Sharing Materials w/ Parents	3	36	12.0	12.0	12.0	12.0	12.0
Planning/ Facilitating Family Events	3	36	17.0	17.0	17.0	17.0	17.0

Appendix B2- Table 6: Hours Spent in Quality-Based Activities by Quality for ME Rating

Ct. Responding Providers	Lic. Cap. Of Responding Providers	Teachers' Assistants (Hours per Year per Teachers' Assistant)				
		Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**All Providers**

Paid Training	21	250	12.7	11.9	12.0	12.7	11.8
Curriculum Development/ Lesson Planning	10	118	54.8	24.8	20.0	55.6	25.2
Performing Written Child Assessments	4	48	94.5	94.5	36.0	94.5	94.5
Holding Parent-Teacher Conferences	6	72	38.5	38.5	17.5	38.5	38.5
Developing/ Sharing Materials w/ Parents	9	108	12.0	7.3	10.0	12.0	7.3
Planning/ Facilitating Family Events	11	130	16.5	12.2	6.0	16.7	12.3

**Unrated/ Not Participating**

Paid Training	5	58	14.0	14.0	14.0	13.9	13.9
Curriculum Development/ Lesson Planning	3	34	12.3	12.3	12.3	12.8	12.8
Performing Written Child Assessments	1	12	6.0	6.0	6.0	6.0	6.0
Holding Parent-Teacher Conferences	0						
Developing/ Sharing Materials w/ Parents	1	12	5.0	5.0	5.0	5.0	5.0
Planning/ Facilitating Family Events	2	22	7.5	7.5	7.5	7.7	7.7

**Quality for ME - Step 1**

Paid Training	9	108	9.4	8.1	9.4	9.4	8.1
Curriculum Development/ Lesson Planning	5	60	33.2	33.2	33.2	33.2	33.2
Performing Written Child Assessments	1	12	52.0	52.0	52.0	52.0	52.0
Holding Parent-Teacher Conferences	4	48	49.0	49.0	49.0	49.0	49.0
Developing/ Sharing Materials w/ Parents	6	72	13.5	6.2	13.5	13.5	6.2
Planning/ Facilitating Family Events	5	60	22.8	22.8	22.8	22.8	22.8

**Quality for ME - Step 2**

Paid Training	3	36	12.7	12.7	12.7	12.7	12.7
Curriculum Development/ Lesson Planning	0						
Performing Written Child Assessments	0						
Holding Parent-Teacher Conferences	0						
Developing/ Sharing Materials w/ Parents	0						
Planning/ Facilitating Family Events	0						

Appendix B2- Table 6: Hours Spent in Quality-Based Activities by Quality for ME Rating

Ct. Responding Providers	Lic. Cap. Of Responding Providers	Teachers' Assistants (Hours per Year per Teachers' Assistant)				
		Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Quality for ME - Step 3**

Paid Training	1	12	12.0	12.0	12.0	12.0	12.0
Curriculum Development/ Lesson Planning	0						
Performing Written Child Assessments	0						
Holding Parent-Teacher Conferences	0						
Developing/ Sharing Materials w/ Parents	0						
Planning/ Facilitating Family Events	1	12	2.0	2.0	2.0	2.0	2.0

**Quality for ME - Step 4**

Paid Training	3	36	20.7	20.7	20.7	20.7	20.7
Curriculum Development/ Lesson Planning	2	24	172.5	172.5	172.5	172.5	172.5
Performing Written Child Assessments	2	24	160.0	160.0	160.0	160.0	160.0
Holding Parent-Teacher Conferences	2	24	17.5	17.5	17.5	17.5	17.5
Developing/ Sharing Materials w/ Parents	2	24	11.0	11.0	11.0	11.0	11.0
Planning/ Facilitating Family Events	3	36	17.0	17.0	17.0	17.0	17.0

Appendix B2- Table 7: Operating Costs by Quality for ME Rating

Statewide						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**All Providers**

Teacher and Teachers' Assistants Salaries	35	418	\$21,149	\$19,628	\$23,094	\$21,222	\$19,695
Admin and Support Staff Salaries	8	96	\$9,152	\$9,152	\$6,268	\$9,152	\$9,152
Benefits and Payroll Taxes	20	238	\$6,063	\$4,487	\$2,770	\$6,109	\$4,522
Rent and mortgage	70	782	\$4,263	\$3,695	\$3,549	\$4,312	\$3,704
Program Quality Costs	95	1,056	\$1,972	\$1,592	\$927	\$2,031	\$1,622
All Other Expenses	98	1,093	\$15,294	\$13,125	\$11,690	\$15,718	\$13,512
CACFP Reimbursement	79	886	\$6,255	\$5,898	\$5,426	\$6,471	\$6,096

**Unrated/ Not Participating**

Teacher and Teachers' Assistants Salaries	9	106	\$16,381	\$12,179	\$8,000	\$16,577	\$12,310
Admin and Support Staff Salaries	1	12	\$22,819	\$22,819	\$22,819	\$22,819	\$22,819
Benefits and Payroll Taxes	6	70	\$2,824	\$2,824	\$1,891	\$2,890	\$2,890
Rent and mortgage	18	194	\$4,030	\$3,408	\$3,276	\$4,025	\$3,327
Program Quality Costs	26	280	\$2,078	\$1,676	\$923	\$2,217	\$1,779
All Other Expenses	27	298	\$13,734	\$11,149	\$11,089	\$14,519	\$11,758
CACFP Reimbursement	19	200	\$4,592	\$4,592	\$4,000	\$4,971	\$4,971

**Quality for ME - Step 1**

Teacher and Teachers' Assistants Salaries	15	180	\$15,654	\$15,654	\$16,000	\$15,654	\$15,654
Admin and Support Staff Salaries	7	84	\$7,200	\$4,933	\$4,536	\$7,200	\$4,933
Benefits and Payroll Taxes	5	60	\$4,407	\$4,407	\$1,400	\$4,407	\$4,407
Rent and mortgage	32	367	\$4,607	\$3,997	\$3,838	\$4,653	\$4,015
Program Quality Costs	47	532	\$1,427	\$1,226	\$780	\$1,429	\$1,216
All Other Expenses	48	542	\$14,103	\$12,082	\$9,825	\$14,333	\$12,190
CACFP Reimbursement	41	471	\$6,383	\$6,094	\$5,475	\$6,515	\$6,216

**Quality for ME - Step 2**

Teacher and Teachers' Assistants Salaries	4	48	\$34,641	\$34,641	\$36,481	\$34,641	\$34,641
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	3	36	\$16,601	\$16,601	\$12,102	\$16,601	\$16,601
Rent and mortgage	10	111	\$2,945	\$2,945	\$2,792	\$3,087	\$3,087
Program Quality Costs	9	102	\$2,108	\$1,354	\$1,050	\$2,190	\$1,396
All Other Expenses	10	111	\$12,865	\$14,128	\$13,353	\$13,251	\$14,163
CACFP Reimbursement	6	69	\$6,980	\$6,980	\$7,046	\$7,062	\$7,062



Appendix B2- Table 7: Operating Costs by Quality for ME Rating

Statewide						
Operating Expenses and CACFP Reimbursements						
Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers

**Quality for ME - Step 3**

Teacher and Teachers' Assistants Salaries	5	60	\$24,282	\$24,282	\$27,587	\$24,282	\$24,282
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	4	48	\$2,729	\$2,729	\$2,044	\$2,729	\$2,729
Rent and mortgage	8	86	\$3,740	\$3,740	\$3,278	\$3,635	\$3,635
Program Quality Costs	11	118	\$2,198	\$2,198	\$2,700	\$2,230	\$2,230
All Other Expenses	11	118	\$23,459	\$19,545	\$19,318	\$24,085	\$19,725
CACFP Reimbursement	11	122	\$7,287	\$7,287	\$6,777	\$7,418	\$7,418

**Quality for ME - Step 4**

Teacher and Teachers' Assistants Salaries	2	24	\$48,999	\$48,999	\$48,999	\$48,999	\$48,999
Admin and Support Staff Salaries	0						
Benefits and Payroll Taxes	2	24	\$10,779	\$10,779	\$10,779	\$10,779	\$10,779
Rent and mortgage	2	24	\$9,523	\$9,523	\$9,523	\$9,523	\$9,523
Program Quality Costs	2	24	\$11,561	\$11,561	\$11,561	\$11,561	\$11,561
All Other Expenses	2	24	\$32,165	\$32,165	\$32,165	\$32,165	\$32,165
CACFP Reimbursement	2	24	\$11,586	\$11,586	\$11,586	\$11,586	\$11,586

Appendix B3 – Other Analyses for Family Child Care Providers

Appendix B3- Table 1: Family Child Care Provider Time in Operation (by Region)

	Years in Operation						
	Ct. Responding Providers	Lic. Cap. Of Responding Providers	Avg. with Outliers	Avg. without Outliers	Median	Wt. Avg. with Outliers	Wt. Avg. without Outliers
Statewide	148	1,621	15.1	14.5	14.5	15.1	14.4
Androscoggin	19	202	15.1	15.1	14.0	15.8	15.8
Aroostook	4	44	9.3	9.3	7.0	9.4	9.4
Cumberland	31	329	20.7	20.7	20.0	20.1	20.1
Franklin and Oxford	12	138	13.9	13.9	11.5	13.7	13.7
Hancock and Washington	10	118	16.9	16.9	13.0	16.9	16.9
Kennebec	17	192	11.9	10.3	10.0	12.5	10.7
Knox and Waldo	3	36	14.3	14.3	15.0	14.3	14.3
Lincoln and Sagadahoc	6	64	12.0	12.0	13.0	11.7	11.7
Penobscot	16	189	12.5	12.5	9.0	12.7	12.7
Piscataquis and Somerset	10	101	12.9	9.9	7.8	13.9	10.5
York	0	0					

**Appendix B3- Table 2: Family Child Care Providers - Tracking of Enrollment of Children with Special Needs and Average Enrollment of Children with Special Needs as a Percentage of Total Enrollment**

	<b>Ct. Responding Providers</b>	<b>Lic. Cap. Of Responding Providers</b>	<b>Average % Enrollment w/ Sp. Needs</b>
Tracks Enrollment of Children with Special Needs	32	352	4.2%
Does Not Track Enrollment of Children with Special Needs	107	1,167	

Appendix B4 – Family Child Care Provider Market Rate Survey Instrument

# State of Maine

## Office of Child & Family Services

### 2021 Child Care Market Rate Survey

### *Family Child Care Providers*



## **Introduction to the 2021 Child Care Market Rate Survey**

Welcome to the 2021 Child Care Market Rate Survey for Family Child Care Providers. Every three years, the Office of Child & Family Services (OCFS) administers the Child Care Market Rate Survey to all licensed child care providers across the State. For this cycle, OCFS has partnered with Burns & Associates, Inc. (B&A), a national consulting firm, to assist with the administration of the survey. The purpose of the survey is twofold:

1. To ensure the Child Care Subsidy Program (CCSP) reimbursement rates reflect current private pay market rates
2. To measure the extent to which all children attending a child care program in the State have equal access to high-quality care

Importantly, CCSP reimbursement rates are tied to the results of the market rate survey, taking into account differences in charges based on provider type, region, and age of children served by each site. In addition to market rates the survey is also designed to collect cost-based information (such as the total salaries paid to teachers and teachers assistants, facility costs, administrative support costs, and other provider costs) to determine the extent to which rates reflect the cost of delivering quality services.

Your participation in the survey is critical in ensuring CCSP reimbursement rates remain current, and we sincerely appreciate your time and commitment in completing the survey. To demonstrate our appreciation, providers completing the survey within the following timeframes will be entered in a drawing for the following:

- Providers submitting the survey by ***October 27, 2020*** will be entered in a drawing to receive a \$500 Visa gift card
- Providers submitting the survey by ***November 11, 2020*** will be entered in a drawing to receive a \$200 Visa gift card
- Providers submitting the survey by ***November 25, 2020*** will be entered in a drawing to receive a \$100 Visa gift card
- Providers submitting the survey by ***October 20, 2020*** will be entered into all three drawings

Drawings will take place the first business day after the dates described above. The winner of each drawing will be contacted by B&A staff to determine where to send the gift card.

## **COVID-19 Considerations**

The COVID-19 pandemic has had a significant impact on provider operations and families seeking child care. While it is uncertain when child care operations will return to 'normal,' it is important that information gathered through the survey are not influenced by the impacts of the pandemic. Question 4 provides space for providers to communicate the ways in which COVID-19 has impacted their program, although this information will not be taken into account when determining market rates. For all other questions, the survey requests information to be reported

based on your last full fiscal year ending on or before March 31, 2020. When reporting private pay rates and information about capacity and enrollment, report the information as of the last day of your fiscal year. For example, if the site operates on the calendar fiscal year, report information covering January 1, 2019 to December 31, 2019. If the site operates on the State fiscal year, report information covering July 1, 2018 to June 30, 2019. Similarly, cost-based information should reflect only the costs incurred in your last full fiscal year which ended on or before March 31, 2020.

### **Assistance with the Survey**

Portions of the survey may be complicated. If you have a question about the survey or need any additional assistance, you may email [OCFSChildCareMRS@healthmanagement.com](mailto:OCFSChildCareMRS@healthmanagement.com) or use either of the following contact numbers for support:

- **Steven Abele:** (602) 466-9840
- **Derek Barber:** (602) 241-8523

### **Saving and Submitting the Survey**

As you are completing the survey, we advise that you periodically save the survey to a location that you can easily access in case you need time to gather additional information and wish to close and later return to your survey. Additionally, it is important to read each question and any accompanying instructions carefully. Providers should attempt to complete all relevant questions. If a question does not apply to the site, or accurate information cannot be reported, providers may skip the question. Partially-completed surveys are still accepted.

When you have completed your survey, please email it as an attachment to [OCFSChildCareMRS@healthmanagement.com](mailto:OCFSChildCareMRS@healthmanagement.com). We are requesting all completed surveys to be submitted by **December 24, 2020**.



## Contact Information and Provider Profile

*Report all information in this survey for a fiscal year ending no later than March 31, 2020.*

1. Name of provider	
2. State issued license or identification number	
3. Using the listing to the right, specify which, if any, of these impacts the site has experienced as a result of the COVID-19 pandemic. Select all that apply.	<p>Reduced enrollment / revenue</p> <p>Increased expenses (e.g., additional cleaning, paying higher wages to staff)</p> <p>Staff layoffs, furloughs, cuts to pay/ hours</p> <p>Staff departures</p> <p>Temporary closure</p> <p>Other reasons (<i>please describe in text box</i>):</p>
4. Contact name of individual responsible for completing survey	
5. Title of contact	
6. Phone number for contact	
7. Email address for contact	
8. Street address of site where child care services are provided	

9. City		
10. Zip code		
11. Last day of fiscal year for which information is being reported ( <u>enter "M/D/YYYY" format</u> ) <i>Note: report information for a fiscal year ending on or before 3/31/2020.</i>		
12. How many years has the site been in operation (if less than six months, report 0)		
13. As of the last day of the reported fiscal year, did the site have a waiting list for child care services?  <i>If 'No,' proceed to question 15.</i>	Yes  No	
14. If the site had a waiting list for child care services as of the last day of the fiscal year, report the number of children for each age group on the waiting list.	Infants (6 weeks to 13 months)	
	Toddlers (13 months to 37 months)	
	Preschoolers (37 months to enrolled in kindergarten)	
	School-aged (enrolled in school)	

## Private-Pay Rates

15. Report how many hours of care constitute part-time and full-time care per day, week, and/or month for the site.

*Note: use the site's definition for part-time and full-time care for private-pay families, rather than the definition for the Child Care Subsidy Program.*

Part-Time Care (max. hours <i>per day</i> ):		Full-Time Care (min. hours <i>per day</i> ):	
Part-Time Care (max. hours <i>per week</i> ):		Full-Time Care (min. hours <i>per week</i> ):	
Part-Time Care (max. hours <i>per month</i> ):		Full-Time Care (min. hours <i>per month</i> ):	

15a. If the site charges *daily* tuition, provide the daily rate for full-time and part-time care for private paying families.

Age Group	Infants (6 weeks to 13 months)	Toddlers (13 months to 37 months)	Preschoolers (37 months to enrolled in kindergarten)	School-Aged (enrolled in school)
Daily <b>part-time</b> rate				
Daily <b>full-time</b> rate				

15b. If the site charges *weekly* tuition, provide the weekly rate for full-time and part-time care for private paying families.

Age Group	Infants (6 weeks to 13 months)	Toddlers (13 months to 37 months)	Preschoolers (37 months to enrolled in kindergarten)	School-Aged (enrolled in school)
Daily <b>part-time</b> rate				
Daily <b>full-time</b> rate				

15c. If the site charges *monthly* tuition, provide the monthly rate for full-time and part-time care for private paying families.

<b>Age Group</b>	<b>Infants (6 weeks to 13 months)</b>	<b>Toddlers (13 months to 37 months)</b>	<b>Preschoolers (37 months to enrolled in kindergarten)</b>	<b>School-Aged (enrolled in school)</b>
Daily <b>part-time</b> rate				
Daily <b>full-time</b> rate				

**Participation in the Child Care Subsidy Program**

<p>16. Did the site accept children who received financial assistance from the Child Care Subsidy Program during the reported fiscal year?  <i>If 'Yes,' proceed to question 17.</i></p>	<p>Yes                  No</p>
<p>16a. If the site did not accept children who received financial assistance from the Child Care subsidy program, <u>select up to two reasons</u> that most closely describe why.</p>	<p>I am not aware of the Child Care Subsidy Program</p> <p>The Child Care Subsidy Program requirements are too difficult to meet</p> <p>The added cost of complying with program requirements is too expensive</p> <p>The reimbursement rates for the Child Care Subsidy Program are too low</p> <p>The process and requirements for submitting Child Care Subsidy billing is too difficult</p> <p>The site has had difficulty collecting parent fees for the Child Care Subsidy Program</p> <p>Family eligibility for the Child Care Subsidy Program changes too often</p> <p>Capacity is full with private pay</p> <p>There is insufficient demand for subsidized care in the site's service area</p> <p>Other reasons (please describe in text box):</p>

17. If allowed by DHSS policy, would the site charge parents using the Child Care Subsidy Program the difference between the subsidy rate and the site's full private pay rate?	Yes No
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## Capacity and Enrollment of Children

18. Using the grid below, specify the licensed capacity, desired capacity, and if the site serves children with a subsidy, the maximum number of children the site will serve under the subsidy program by age group. Report information as of the last day of the reported fiscal year (or as of a representative day within the reported fiscal year).

<b>Age Group</b>	<b>Licensed Capacity (maximum number of children you are allowed to serve)</b>	<b>Desired Capacity (maximum number of children you are willing to serve, which cannot exceed licensed capacity)</b>	<b>Maximum Child Care Subsidy Program Capacity (maximum number of children with subsidy the site is willing to serve)</b>	<b>Total Enrollment (actual number of children served)</b>	<b>Actual Child Care Subsidy Program Enrollment (actual number of children with subsidy served by the site)</b>
Infants (6 weeks to 13 months)					
Toddlers (13 months to 37 months)					
Preschoolers (37 months to enrolled in kindergarten)					
School-Aged (enrolled in school)					

<p>19. Does the site track enrollment of children with special needs as defined in the Child Care Subsidy Program’s rules? <i>If ‘No,’ proceed to question 20.</i></p> <p><i>Note: A child with special needs means a child who:</i></p> <ul style="list-style-type: none"> <li>• <i>Has been determined and documented by a qualified professional to be a child with a disability as defined in section 602 of the Individuals with Disabilities Education Act, or</i></li> <li>• <i>Is eligible for early intervention services under Part C of the Individuals with Disabilities Education Act, or</i></li> <li>• <i>Is eligible for services under section 504 of the Rehabilitation Act of 1973, or</i></li> <li>• <i>Meets the definition of ‘disability’ under the Americans with Disabilities Act of 1990, or</i></li> <li>• <i>Is considered at-risk for health and/or developmental problems as a result of established biological risk factors or identified environmental risk factors such as homelessness, abuse or neglect, lead poisoning, or prenatal drug or alcohol exposure, or</i></li> <li>• <i>Is a child between 13 and 18 years of age who is physically or mentally incapable of caring for him or herself or who is under court supervision</i></li> </ul>	<p>Yes</p> <p>No</p>	
<p>19a. If the site tracks enrollment of children with special needs, report the distribution of enrollment by children with special needs and children without special needs:</p>	<p><b>Percent of enrolled children <i>with</i> special needs:</b></p>	<p><b>%</b></p>



### Hours, Days, and Months of Operation

20. Using the grid below, identify the days of the week and times of operation for each day in which the site provides child care.

<b>Days Open (what days is the site normally open)</b>		<b>Select Start Time (what is the earliest time children can arrive at the site?)</b>	<b>Select End Time (what is the latest time children can leave the site?)</b>
Monday			
Tuesday			
Wednesdays			
Thursday			
Friday			
Saturday			
Sunday			

21. Select the months the site was open to provide child care in the reported fiscal year.

January		July	
February		August	
March		September	
April		October	
May		November	
June		December	

**Participation in Quality for ME and Accreditation Programs**

22. Did the site participate in Quality for ME as of the last day of the reported fiscal year? <i>If 'no,' skip to Question 23.</i>	Yes  No
22a. If the site participates in Quality for ME, select the rating as of the last day of the reported fiscal year.	Step 1  Step 2  Step 3  Step 4

<p>23. Did the site hold an accreditation as of the last day of the reported fiscal year? <i>If 'no,' skip to Question 24).</i></p>	<p>Yes No</p>
<p>23a. If the site holds an accreditation, select the rating entity for the accreditation. If the site holds more than one accreditation, select all that apply.</p>	<p>American Montessori Society</p> <p>Association for Christian Schools International</p> <p>Association for Early Learning Leaders</p> <p>Council on Accreditation</p> <p>National Association for the Education of Young Children (NAEYC)</p> <p>National Early Childhood Program Accreditation</p> <p>Council for Professional Recognition</p> <p>National Association for Family Child Care</p> <p>Accredited by Other Organization Not Listed (describe in text box below):</p>

## Primary Costs – Family Child Care Providers

*Information gathered through the survey will be used only to analyze the costs of providing early care and education services. Further, data will be combined across providers and no provider-specific results will be released.*

24. Does the home employ teachers or teachers' assistants other than the family child care provider? <i>If 'No,' skip to question 28.</i>	Yes  No
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25. In the table below, provide the information requested for any employed staff (do not include the family child care provider):

Position	Full-Time Staff		Part-Time Staff	
	Number of Individuals in the Position	Average Hourly Wage or Salary	Number of Individuals in the Position	Average Hourly Wage or Salary
Teachers				
Teacher's Assistants				
Substitutes				

26. For any employed teachers or teachers' assistants, estimate the number of hours spent on the following activities during the fiscal year:

Activity	Teachers	Teachers' Assistants
Paid training (exclude on-the-job training)		
Curriculum development/ lesson planning		
Performing written child assessments (e.g., overviewing child's progress, behavior, social and physical needs)		
Holding parent-teacher conferences		
Developing or sharing materials about other resources available to parents (e.g., WIC)		
Planning and facilitating/ participating in events that involve families (e.g., hosting a talent show/ play, barbeque, or fundraiser)		

27. For paid staff, use the following table to report whether the following benefits are offered, and if so, the average benefit level:

Benefit Type	Offered to Paid Staff?	Average Annual Benefit Level
Health insurance		Enter avg. monthly employer-paid premium cost per employee:
Paid holidays		Enter avg. days per year:
Paid vacation		Enter avg. days per year:
Paid sick/ personal leave		Enter avg. days per year:
Paid professional development days		Enter avg. days per year:

28. In the table below, provide the information requested relating to the home for the reported fiscal year:

Item	Input
Total rent/ depreciation and utility expenses incurred during the reported fiscal year	
<p>Space/ time ratio for the home?</p> <p><i>To calculate the space/ time ratio, multiply the percentage of the home used for child care by the proportion of weekly hours used to deliver child care or administer the child care program.</i></p> <p><i>For example, consider a home that has 1,800 square feet, of which 600 square feet are used for child care. During an average week, the provider delivers 50 hours of child care and an additional 5 hours for administering the child care business (e.g., bookkeeping, training, etc.), for a total of 55 hours out of 168 total hours available in a week.</i></p> <ul style="list-style-type: none"> <li>• <i>The percentage of the home used for child care is 30.0% (600 sq. ft/ 1,800 sq. ft.)</i></li> <li>• <i>The proportion of weekly hours used for child care is 32.7% (55 hours/ 168 hours)</i></li> </ul> <p><i>In the example, the program would report 9.8% (30.0% multiplied by 32.7%) in response to this question.</i></p>	<p><b>%</b></p>

29. In the table below, provide the information requested relating to other program costs for the reported fiscal year:

Item	Input
Salaries and wages paid (exclude salaries and wages of the family child care provider) for:	
Teachers and teacher's assistants	
Support staff (e.g., counselors or curriculum developers)	
Administrative staff	
Cost of employee benefits, payroll taxes, and other employee-related expenses (exclude salaries and wages of the family child care provider)	
Staff background checks	
Food	
Training expense (including training registration fees/ materials, cost of outside trainers, etc.)	
Cost of curriculum-related materials	
Program self-assessment tools and resources	
Cost of National Association of Family Child Care accreditation	
All other expenses	

30. If the home received reimbursement for food through the Child and Adult Care Food Program (CACFP), report the total amount received	
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