

P U B L I C H E A R I N G

before

SENATE COMMITTEE ON AIR AND WATER POLLUTION AND PUBLIC HEALTH

on

Senate Resolution No. 2007
(Day Care Centers)

Held:
July 26, 1971
Assembly Chamber
State House
Trenton, New Jersey

MEMBERS OF COMMITTEE PRESENT:

Senator James H. Wallwork (Chairman)

Senator Frank C. Italiano

also

Assemblywoman Millicent H. Fenwick

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SENATOR JAMES H. WALLWORK (Chairman): Good morning, ladies and gentlemen. The hearing before the Air and Water Pollution and Public Health Committee on Senate Resolution No. 2007, which encompasses proposals such as Senate Bill No. 2181, will please come to order.

I am Senator Wallwork from Essex County, Chairman of the Committee; on my right, from Camden County, is Senator Frank Italiano; on my left we're pleased to have Assemblywoman Millicent Fenwick from Somerset County.

I think we will have a busy day and we would like to move along as rapidly as we possibly can this morning. We have a number of witnesses and, hopefully, we will be able to spotlight some of the problems that we have here in New Jersey on day care.

I would like to call as the first witness Miss McNeil from the Health, Education and Welfare Department. Would you give us your name and the name of your organization, please.
F R A N C E S M c N E I L: My name is Frances McNeil, Department of Health, Education and Welfare, the Office of Child Development.

I am thankful for this opportunity to testify before this Committee and hope that what I might say would not seem too frank, yet it is of deep interest to me so I will try to be short but clear.

I think that the State of New Jersey, in having this hearing, is taking one of the most positive steps toward doing something about the provision of child care in the State. Right now we have a great fragmentation of agencies responsible for child care. One of the very first things that needs to be done, in my opinion, would be the decision of the single state agency to be charged, by the Legislature, with responsibility of developing comprehensive child care. And I mean by this not only group care in centers but also family home day care, care for all age children from infants through that age of school age children that need supervision after school and in

summers.

New Jersey, so far in the past, has not appropriated funds to the extent they are needed nor has it had any kind of a comprehensive knowledge of the expense of the child care need in the State.

The bill that Senator Wallwork has before us, I think, is a very excellent beginning to a bill that could provide this unified provision of care. I do have some areas of question in the bill which I would submit to you, Senator Wallwork, in writing, some suggested changes. I have a lot of concern about the creation of this Commission. It certainly is worth discussing but I think that there might be a better way to provide the necessary state responsibility.

There are some parts of the bill having to do with funding that I did not understand. New Jersey needs to revise its licensing law; it needs to bring under licensing all kinds of child care.

I can only end by saying that I hope today's testimony from all these people, many familiar faces from around the State, will make it loud and clear what the general people involved in child care in the State believe is needed.

SENATOR WALLWORK: We have a few questions, Miss McNeil.

Number one, I would like to ask what agency, in your opinion, or department should be the one for prime responsibility for day care?

MISS McNEIL: Okay. I've said it privately and I say it publicly, I believe it should be the Department of Institutions and Agencies. I think up until now they have not been given the full charge for this responsibility; they have been on the fringes; their responsibility has always extended to the children in their care; it should be extended to all child care. It is the single State agency that administers Title 4A of the Social Security

Act; it has the ability to subcontract with other public and private agencies to actually operate child care; but the Department of Institutions and Agencies, using health, education and all other related and concerned agencies, could very well develop a licensing law that would take care of the interests of all other rightfully interested persons in early childhood education.

SENATOR WALLWORK: Do we have a comprehensive licensing law now here in the State?

MISS MCNEIL: No.

SENATOR WALLWORK: What do we need?

MISS MCNEIL: The law that you have now gives the Health Department responsibility for a family home day care which they themselves say they do not really implement. The Department of Education has responsibility for licensing centers for children between the ages of two and five. That leaves out infants completely. It leaves out group care of school age children. The Department of Institutions and Agencies has under its - well, I guess you would call it area responsibility, the development of standards for care of children in its own care. But that does not extend beyond those children for whom they are paying or for whom they and the Federal Government are paying.

I might say that the Office of Child Development is right now in the process of writing the suggested national day care licensing code. This will be ready for a national workshop in October and regional workshops, for this area, in January. We are hoping that those states that do not have a comprehensive code might take it and use it in developing their state codes.

When I talk about comprehensive, I mean a code that covers children in family home day care as well as children in group care.

SENATOR WALLWORK: Do you have copies of the proposed --

MISS McNEIL: Not yet, but I would get those to you just as soon as drafts were available.

SENATOR WALLWORK: Would you do that, because I think that the Committee would like to have them and I am sure that some of the Departments here in the State would so that they could do some early planning.

MISS McNEIL: Yes. We would like to have also criticism input on these drafts and they will be circulated as soon as available.

SENATOR WALLWORK: Are there standards set up for infant day care centers, under two years of age, by the Federal Government now?

MISS McNEIL: No. The Federal Government has not written infant care standards, although in this national licensing code there will be. But generally it's left to the state to write its standards for infant care. The American Academy of Pediatrics has written standards that apply to this age, as well as many other states.

SENATOR WALLWORK: Will then federal funds be available for infant day care centers on a matching basis, do you think?

MISS McNEIL: It would be the moment that New Jersey wrote such standards. They are available in other states now.

SENATOR WALLWORK: How much would you say our State is missing out on as compared with surrounding states, on federal funds?

MISS McNEIL: I really don't know. It all depends on the local input, which is matched 75%. So that number of children who are in care for which the State does not have standards, of course that represents a large group.

SENATOR WALLWORK: Do you also have a program in day care centers for handicapped children?

MISS McNEIL: Nothing special. It's just that it's encouraged that handicapped children be provided day care, generally not in centers exclusively for such

children but integrated into the regular centers. The cost of care of a center that did have such handicapped children might run a little higher and notice of this would have to be taken in any state maximums that are set for the cost.

SENATOR WALLWORK: Is there any lid being put, for this fiscal year that we're now in, on federal matching funds, do you know?

MISS McNEIL: There is not yet, and indications are that for child care there will not be, - only indications. This is entirely up to what the Congress might decide. There is not yet.

ASSEMBLYWOMAN FENWICK: I wonder if you could tell us what the average cost per child is in day care centers, according to your knowledge.

MISS McNEIL: Well, I was just reading the results of a national study done by ABT Associates, commissioned by OEO. It has just been released a couple of months ago. What they were studying really is what is described as what any viewer would say is child care, no luxury but meeting standards of care, and centers all over the country as well as day care were studied. The average cost of care in there range between around \$1900 and \$2800.

SENATOR WALLWORK: Per year?

MISS McNEIL: Per year, per child.

SENATOR WALLWORK: That's 12 months?

MISS McNEIL: Twleve months, full day care.

ASSEMBLYWOMAN FENWICK: As I understand it, the post-welfare, the welfare and the potential welfare child is eligible to go to these day care centers which have federal funds and state matching funds, but those who don't fit into those three categories are allowed to go only if they pay the full cost, according to federal regulations. Is that correct?

MISS McNEIL: Well, not exactly. The center can admit such children and charge a sliding fee but they

would have to be able to show in their budget that they have funds from other sources, such as United Fund or contributions or foundation money, to make up the difference between what that parent was paying and the cost of care. The care that the State would buy, state and federal money, cannot be used to subsidize the care of the child whose parent is not paying the full cost.

ASSEMBLYWOMAN FENWICK: Unless they're on welfare or post-welfare or pre-welfare.

MISS McNEIL: Yes.

ASSEMBLYWOMAN FENWICK: Is there any chance that the federal government might change those regulations to allow for the setting up of day care centers to which any child could be sent and every parent would pay what they could afford to pay. If they could afford to pay nothing, they pay nothing; if they could afford -- is there any chance that the federal regulations could be changed to allow for that?

MISS McNEIL: I don't think it will under any of the legislation that comes out under the Social Security Act, those amendments. However, the Brademas bill in the House of Representatives and the Mondale bill in the Senate provide for such kind of care, that there would be care for who all needs it at a sliding fee.

ASSEMBLYWOMAN FENWICK: Right.

MISS McNEIL: That's under, in the House, the comprehensive child care legislation.

ASSEMBLYWOMAN FENWICK: Thank you.

SENATOR ITALIANO: Miss McNeil, I believe you stated that the single state agency would be more conducive to the development of a child care system in the State of New Jersey. Is that correct?

MISS McNEIL: Yes, I said that.

SENATOR ITALIANO: For the record, one of the main reasons for this hearing is to develop this idea, I think.

Why?

MISS McNEIL: It is the agency that can administer and/or operate child care under Title 4A of the Social Security Act, which is really now our only existing way of bringing federal money into day care in a community.

I think also that child care, as we're talking about it here, is not only education of the child or the health of the child but the total welfare of the child. This total welfare of children is, I believe, by - I don't know what words to use but by general public awareness to the responsibility of the Department of Institutions and Agencies.

I am very much of the opinion that the Department of Institutions and Agencies then should be the initiator of a committee, commission, anything you might want to call it, that would bring in the other state agencies and other public agencies and interested citizens in developing New Jersey's child care plan. But I think that a single state agency should be given this original charge in the legislation and funded to do the job.

SENATOR ITALIANO: In other words, in the present legislation the Child Care Commission is comprised of the Commissioner of Education, the Commissioner of Health, Institutions and Agencies and Community Affairs. You disagree with that?

MISS McNEIL: Not that all those people shouldn't be involved in planning for child care but I think it is risky to name a commission as responsible. Really then are you naming anybody as responsible?

SENATOR ITALIANO: Well, the Institutions and Agencies, as it presently exists, is controlled, as I understand it, by a Board of Governors anyway.

MISS McNEIL: There's a Board of Welfare, I guess.

ASSEMBLYWOMAN FENWICK: No, a Board of Control.

SENATOR ITALIANO: A Board of Control, yes. But it's not in fact a commission but it has the same semblance as one.

MISS McNEIL: I feel on very shaky ground on this point.

SENATOR ITALIANO: Excuse me, now. I'm not trying to question you like a cross examination, I'm just trying to learn.

MISS McNEIL: No, I know, you're trying to get at why I think the way I think, really.

ASSEMBLYWOMAN FENWICK: But your point is that we should have a single agency; it isn't that you've picked any one agency because you believe it to be more effective, it is that you feel a single agency should have the power and the responsibility.

MISS McNEIL: That certainly is my first premise.

SENATOR ITALIANO: Well, we agree with that. Now she did make the statement that she preferred Institutions and Agencies and I'm trying to develop the reasons why, as compared to something else.

MRS. FENWICK: Yes, I agree. Have you a reason for that or is it just because it's a single agency you're advocating?

MISS McNEIL: Well, number one, they are the agency to administer the provisions under the Social Security Act. Number two, I think they have the capability of providing for the total care and welfare of children. Whether or not people in the State now believe that they have been carrying this out, at the moment I disregard. I think that if they were given the charge to do it, which they have not been in the past, - if they were given the charge to do it, they have the capability of doing it.

ASSEMBLYWOMAN FENWICK: Are you familiar with our Department of Institutions and Agencies?

MISS McNEIL: Yes.

SENATOR WALLWORK: Miss McNeil, one other question, almost a final question. The 4C program, I understand we have about three or four counties participating in that. What has been the success, thus far, in New Jersey and surrounding states in this 4C program?

MISS McNEIL: In those places where ways have been found to fund the local 4C committees, quite remarkable things have been done to improve child care and to expand the availability of child care. Well, the most serious problem is where there has not been found ways within that community to have money to hire a 4C coordinator, a clerical staff, and so forth. There is a tremendous amount of paper work that is done in meetings and minutes and doing the things that a committee has to do in order to operate. It's almost impossible to do with just the volunteer kind of professionals who are already working a ten or twelve hour day. But we do have some very remarkable achievements of 4 C committees.

SENATOR WALLWORK: Is there any program at the federal level for building funds for day care centers?

MISS McNEIL: Construction?

SENATOR WALLWORK: Yes.

MISS McNEIL: No. Again, some of the pending comprehensive child care bills would provide small amounts of money for this.

SENATOR WALLWORK: Are most locations where day care centers are active now - are they adequate for the safety and wellbeing of the children?

MISS McNEIL: Except those few centers built generally by private day care, the answer would be emphatically no. The store fronts, the churches, and so forth, are make-do.

SENATOR ITALIANO: Are you saying then, the existing day care centers, except for the private ones, are inefficient?

MISS McNEIL: I don't say that across the

board but, generally speaking, our child care facilities are not adequate buildings conducive to what we're trying to do with our young children.

SENATOR WALLWORK: All right. Thank you very much, Miss McNeil.

MISS McNEIL: Thank you for the opportunity. (Applause)

SENATOR WALLWORK: Please no applause.

So that we can be correct on the record, Senate 2181 is really an introductory type of bill and I think has a lot of problem areas in it but hopefully a bill of this nature and Senate Resolution 2007 can spotlight the problems of the day care center areas here in New Jersey and help us in the Legislature and help the State Government begin to develop a program that will be comprehensive for infant day care centers, not only for the 2 to 5 year group but also the infants, say from 6 months up to 2 years, and day care centers for handicapped children, and the whole spectrum of day care centers, be it not only for welfare workers, mothers who would like to be out working, but beyond that for those mothers and those families that do not have day care available to them, say in the middle class range, that would like an adequate day care facility available for their children. And hopefully we can get a mix here so that we would have springing up in each community the necessary types of organizations to run adequate day care centers. So we can have our remarks not only on the bill but I think on recommendations in general.

I would like to call Mrs. Friedman from the Dover Child Care Center.

Would you give us your full name and your organization, please.

M R S. G E R S O N G. F R I E D M A N: I am Mrs. Gerson G. Friedman, Vice President of the Dover Child Care Center. I think it would be worth while to take a few minutes to tell you how the Dover Child Care

Center was started, because it points up the problems that I want to bring to your attention.

We were started in October, 1968; originally funded by \$6,000 which was raised specifically for the Dover Child Care Center by seven churches in Mendham, New Jersey, which is a neighboring town which we might say is a great deal more affluent than Dover. The church group in Mendham wanted to do something to relieve urban problems and they took this method. We were also given \$2,000 during our first year by the Morris County OEO.

The Grace United Methodist Church of Dover has also given us rent-free quarters during our entire existence. They did this because they felt the need to participate in community problems and took this means rather than financial contributions.

Now we're incorporated under our own Board and we are independent of the Mendham group, independent of the OEO, but we do receive generous funding from the United Funds. We receive generous contributions into the hundreds of dollars from the Lions Club, from the Jaycees, from very many other community organizations, from women's clubs, from other churches, from industries, and it sounds like a beautiful story, doesn't it?

But there is something basically wrong with the whole picture that I want to bring to your attention. All this help we have received from the very beginning and up to today is based on the fact that we're in business to help keep families off welfare or to help raise the incomes of the very marginal families where the mother has to go to work to keep the family off welfare or to raise the family income a little bit above the welfare level. And, because of our size, we can accept children only from that category; we just don't have room for any others.

I also want to point out that even if we could accept families who could pay almost their own way, I don't think that the industries and the charities, United Fund, the service clubs, would contribute to us to subsidize middleclass mothers going to work; they're not going to say, we will give you money so that every woman in the community has child care for her children if she needs it; they will do it only when it's involved with marginal income families. And where does this leave most of the children in New Jersey? It leaves them segregated on economic levels. We say, we'll put our poor children here and we'll give them the best possible service we can and the rest of the children in the State of New Jersey will fend for themselves.

I've done a little bit of research in trying to find out what the needs are in New Jersey, and the New Jersey Department of Labor and Industry predicts that in our State there will be 288,000 more women in the labor force in 1975 than there were in 1965, an increase of 30%. By comparison, the population of the State is expected to increase by about 16%.

The New Jersey Department of Labor and Industry expects the New Jersey labor force to grow at a faster rate than the nation as a whole. So we must accept the fact that New Jersey's needs are proportionately greater than in the United States as a whole. The State predicts that there will be a particularly large growth in the number of women from 18 to 44 years of age who work. By 1975 they expect 50% of women between 18 and 24 to be working and 42.2 percent of women between 25 and 44. And you know those two age groups are the groups that have the young children.

My investigations of State programs for day care have uncovered only projects for poverty level families in deprived innercity areas.

Now, to speak directly to the bill. I do not want to express an opinion as to the work of the Commission idea, I just want to speak to the importance of coordination on

the state level for child care. I don't have any opinion as to the best way to provide it but at present the responsibilities are so divided among four or five different agencies - Health, Community Affairs, Education and Institutions and Agencies - that it's possible to find someone to ask a question of in one agency and get one answer and get an entirely different and opposite answer to the same question from someone from another agency. There is no help for the community groups from the State level. We have no way of knowing, really, what's available. We don't know what the resources are or if there are any.

And, secondly, those of us who have gone through the work and agony of starting a center in one community have no way of finding out or getting any help from the experiences of others who have done it, nor can we share what we have found out with others because there is just no central place for it.

So I consider this a great opportunity to come and speak at this hearing. I think S-2181 perhaps is the right place to start but I would also like to see action on other bills regarding child care. I think it's very important to provide infant care. We have many families in Dover whose mothers want to work, who have children who are eligible for our center but who can't go to work because they have children who are still younger and there is no care for them. It's a mistake to think that every mother, just because she's a mother, is going to do the best job for her child possible. And many children would be better off in child care than with their own mother.

That's all I have to say.

SENATOR WALLWORK: Are there any questions?

ASSEMBLYWOMAN FENWICK: No. I seem to be concentrating on money but what is the average cost in your --

MRS. FRIEDMAN: Well, I would rather leave that till later. The Chairman of our Finance Committee will be here

later, Dr. Miller, who is also Chairman of the Welfare Board in Morris County, and I think he will be able to answer that.

ASSEMBLYWOMAN FENWICK: How many children have you in your Center?

MRS. FRIEDMAN: We're licensed for a total of 20 and we usually operate at capacity.

ASSEMBLYWOMAN FENWICK: Thank you.

SENATOR ITALIANO: Mrs. Friedman, I think you said, in addition to Senate Bill 2181 you would like to see some additional legislation.

MRS. FRIEDMAN: Well, I would like to see action on 593 --

SENATOR ITALIANO: Is this Senate?

MRS. FRIEDMAN: S-593, S-2235, S-2007, and S-808. And I would like to speak just a minute about S-808, an act authorizing boards of chosen freeholders and governing bodies of municipalities to make appropriations for the support of nonprofit, approved child care centers. That bill has passed the Senate and is awaiting action in the County Government Committee of the Assembly. The passage of this bill would be a great help to local organizations.

SENATOR WALLWORK: That has passed the Senate, of course. Constantly we in the Legislature are criticized by county governmental officials because we give them permission to take on additional programs but we don't give them funding. And I think in day care centers I would agree that it is a state responsibility, it is a federal responsibility, for us to step in because I can see no way that the counties would be able to fund an adequate program.

A couple of quick questions, Mr. Friedman.

Do you make use of federal food programs?

MRS. FRIEDMAN: Yes, we do.

SENATOR WALLWORK: To what extent?

MRS. FRIEDMAN: Monetarily, I can't answer that. We have other people here from Dover Child Care and perhaps someone else can answer that.

SENATOR WALLWORK: All right. One other question on the financial aspect. You mentioned that United Fund and several private organizations do fund the Dover Day Care Center Program. Do you use that then to match it, to gain additional federal monies or do you just go into your budget?

MRS. FRIEDMAN: We could if we had the State machinery to do that.

SENATOR WALLWORK: In other words, if we had the State machinery you could take that money and make every dollar into four dollars.

MRS. FRIEDMAN: Exactly.

SENATOR WALLWORK: And I think that's a very important point that this Committee wants to bring out because we're losing literally millions of dollars of federal funds to bolster our day care programs.

MRS. FRIEDMAN: Yes. Could I just say one more word about S-808. There was money available from Dover which would have been given to us except the Town Attorney advised us at the time, which was before this bill had even been introduced, that it would have been a questionable practice for the Town to support us. So this bill would remove that obstacle.

SENATOR WALLWORK: All right. Any questions?

SENATOR ITALIANO: Incidentally, S-2235 has passed both houses.

MRS. FRIEDMAN: Has passed both houses?

SENATOR WALLWORK: Yes. S-2235 that you mentioned is sponsored by Senator Italiano and it has passed both houses and I would be quite sure that the Governor would sign the bill rather soon because the Governor is 100% behind that bill.

MRS. FRIEDMAN: Oh, I'm glad to hear that.

Thank you.

SENATOR WALLWORK: Thank you.

Mrs. Linda Muchell. Would you give us your full name and the organization you represent.

M R S. L I N D A H. M U C H E L L: Mrs. Linda Muchell of Babyland Infant Nursery, Newark, New Jersey.

As the Educational Director for Babyland Infant Nursery, I can only appeal to you from an educational point of view.

Perhaps it will be asked, why does an infant nursery, meaning babes from two months to two and one-half years of age, need an educational program. I'm sure you're thinking that at this tender age they will not be counting, learning their colors or the alphabet. But you're mistaken because these forms of knowledge can be instituted in a program for this age group.

Most of you will look at a baby in its first years of life and say, "Well, nothing too important is going on now, after all, a baby is just a baby." A baby begins to learn from the moment he is born. The most important things he learns during this stage are his basic outlook on life and his basic learning skills.

Research at the University of California at Berkeley showed that an enriched early environment in white rats can not only develop superior problem-solving adult animals but can actually produce changes in the anatomy and chemical characteristics in the brains of the rats.

Research at the human level confirms the fact that stimulation or lack of stimulation in the early years has an important effect on adult behavior and intelligence.

A child from a disadvantaged or poverty area is frequently found to be from one to four years behind in his basic learning skills as compared to his more affluent counterpart.

And how does such a tragedy as this occur? It is the result of a vicious cycle, the lack of mental and physical stimulation in the early years of life.

In the home of the more affluent socio-economic of our country, says the Institute of Developmental Studies, one will find a child learning the concept of speed from his toy

racing set, the concept of color, size and shape from his collection of brightly painted stacking rings, and the concept of three-dimensional objects from his box of Lincoln Logs or Lego System Blocks; as well as being welcome to explore the worlds of weight, touch, softness, hardness, and mass from other areas of the home; and of the extreme importance the mother returns the coos and bables of her infant.

But, by contrast, the child of a lower-class family does not have the money for a toy racing set, does not have the space for Lego Block building and even more tragically the mother doesn't know the advantage to returning her infants coos and bables as a language stimulation.

Babyland Infant Nursery provides not only the working class mother with facilities to care for her infants but we lay the solid foundation for the basic learning skills. Every time you increase a child's basic learning skills, you increase his intelligence.

Now may I just leave with you this food for thought. What will happen if children are allowed to continue the tradition of entering schools unprepared and leaving them even more unprepared, or dropping out along the line? And is there a direct connection between the school's neglect of disadvantaged children and the frequency and incidence of street riots?

SENATOR WALLWORK: Mrs. Fenwick?

ASSEMBLYWOMAN FENWICK: I just want to be sure you said two months to five years. Is that correct?

MRS. MUCHELL: Two months to two and a half years.

ASSEMBLYWOMAN FENWICK: And where is Babyland in New Jersey?

MRS. MUCHELL: In Newark, New Jersey.

ASSEMBLYWOMAN FENWICK: Would you mind telling us where so we can come to see it?

MRS. MUCHELL: 111 Lincoln Street.

ASSEMBLYWOMAN FENWICK: And how are you funded now, Mrs. Muchell?

MRS. MUCHELL: Primarily through donations and funds from foundations.

ASSEMBLYWOMAN FENWICK: No federal or state money?

MRS. MUCHELL: No federal or state.

ASSEMBLYWOMAN FENWICK: So, it's private donations and foundations.

MRS. MUCHELL: Yes.

ASSEMBLYWOMAN FENWICK: And how many children have you in the nursery?

MRS. MUCHELL: We have from 45 to 50.

ASSEMBLYWOMAN FENWICK: I see. And do you know what your budget is, what your average cost per child is?

MRS. MUCHELL: No, I don't, but Mrs. Smith, Chairman of the Board of Directors, will speak and she will be able to give you that information.

ASSEMBLYWOMAN FENWICK: Do you know what theory you use there? Are you using the Piaget theory of infant stimulus or whatever?

MRS. MUCHELL: Well, I don't particularly institute any particular theory, it's just that we're trying to bring in toys and stimulation, as well as verbal stimulation for the children.

ASSEMBLYWOMAN FENWICK: Right. I understand. Thank you.

SENATOR WALLWORK: All right. Thank you very much.

I would like to call Mrs. Mary Smith who is the Board Chairwoman of Babyland.

Would you give us your full name and your affiliation, please?

M R S. M A R Y S M I T H: My name is Mary Smith. I am Chairman of Babyland Infant Nursery, which is located in Newark, New Jersey at 111 Lincoln Street.

Senator and Committee members: Today, for a variety of reasons, the need for child care facilities and services is greater throughout the world than it has ever been. It is increasingly appreciated that such facilities and services

are essential not only from the standpoint of child welfare and development in general but also from economical and social development in general.

In Newark the need is greater. As pointed out by the 1970 census report, 8.4% of the population of Essex County consists of children under 5 years of age; Newark, 10.7%; 13% of the Black population of Newark is under 5 years of age. Females heading a house, however, in the City of Newark, is 27.2%; 36% of the Black families are female headed. Approximately 12, 345 children under 5 in the female headed family. The estimate is probably low in view of the fact that the percentage of illegitimate births in Newark has increased over the past years.

In response to the community need, a group of Black women from Newark established the only infant nursery in the City of Newark. Because there are no standards or guidelines, we have to do it on our own. We appealed to State agencies, all established agencies, local funding agencies, and we were turned down because of lack of standards. Because of the need, we knew that we would have to do something, we knew that the problem was of such magnitude that you had to begin to tap the necessary needs of the community, and the needs were infant care.

I don't understand how our established agencies throughout the years could continue to not meet the needs of the innercity people. In Europe it is understood that infant day care and regular day care is a necessity.

As I pointed out, the ratio of Black women or women that head houses, mandate the need for infant day care. The number of unwed mothers, the need to continue their education, mandates infant day care. The need for mothers to be able to supplement their husbands' income mandates the need for infant day care. Yet, when we appeal to the Bureau of Child Services, Community Affairs, and other established agencies, the United Community Fund, we were turned down just on the basis that we had no standards, no guidelines. But if there are no guidelines and standards, and there is a

need, a human need, that should not stop you. And that is the reason why I say that there have to be changes in our society and the way it's structured.

Babyland is now an institution, a Black owned institution, and it must be funded and it must receive the kind of help and support that is needed in order to continue. An institution that relates to the community must be supported because this gives people dignity, a sense of ownership, but, most important of all, the people know their needs, all they need are the tools in order to be able to meet their needs and carry them out. You cannot continue to pour funds into agencies that do not address to the needs of the community. (Applause)

When we realized there were no funds because there were no standards, we appealed to the Bureau of Child Services, we appealed to established agencies, not for financial help but just for assistance and the expertise that they claim to have but we received nothing but rhetoric. Therefore, we had to begin to do the things that were necessary. We began to visit other day care centers in New York City where they begin to meet the needs of the people of the community.

There is no way that you can say, and it has been said by a society that has dual standards that speaks of nothing but hypocrisy because you say in one breath that you're fed up with the welfare roll, the way it continues to increase, yet you do nothing about it. You have mothers that would like to work that would get off of welfare but you give them not a helping hand, instead you give them a lot of rhetoric. And I am saying simply this, that we in Newark are beginning to help ourselves; we know what our needs are and we're beginning to address ourselves to them. And we're saying that we're not going to stand still in the future and allow the regular established agencies to begin or continue to receive funds in the name of the poor people and not address themselves to them. (Applause)

One head of Community Affairs said to me, when we went to speak to them on the need for infant day care, that infant day care was too expensive and wasn't worth the effort put into it. And I say to you, and I say to Commissioner Hume, that when you can say the need to stimulate infants, the need for educating infants and educating parents and training people to be able to take care of their children is not worth the effort, I say there is something wrong with out institutions and our agencies. And I say it's time that you begin to take a new look at our structural type of government. If they are going to say that human needs and human dignity are not worth effort and the amount of money that is necessary to maintain the type of infant day care centers or regular day care centers that are needed to meet the needs of the people in the innercity, then there is something wrong. And I say it's about time that we stop speaking with dual standards. I am saying it's time, if you are really in earnest about alleviating the welfare rolls, if you're really serious about helping mothers to be able to supplement their income, if you're really interested and really sincere about people helping themselves, that you give them the tools to be able to do so.

SENATOR WALLWORK: Mrs. Smith, I don't think there is any question but that we do need a good day care center, in my mind anyway, for infants. The job that you've been doing and your people and your staff in Babyland with your volunteers has been something fabulous. Could you give us some statistics? How many children do you have in Babyland as of this morning?

MRS. SMITH: As of today, we have 45 babies in Babyland.

SENATOR WALLWORK: And how many people are on your staff?

MRS. SMITH: We have 12.

SENATOR WALLWORK: And how do you pay these people and

how do you meet your expenses?

MRS. SMITH: Well, we pay through donations, donations from various church groups, suburban women groups, from fees that we charge the parents who can ill afford to pay these fees.

SENATOR WALLWORK: How much do the parents pay?

MRS. SMITH: They pay from ~~\$12.50~~ to \$18.00 for one child.

SENATOR WALLWORK: This is per week?

MRS. SMITH: Per week, yes.

SENATOR WALLWORK: Which is quite a little bit of money. How many women, do you estimate now, have children in Babyland today that are working?

MRS. SMITH: I would say 97% are working; the others are continuing their education. We have, you know, teenage mothers, we have mothers on welfare that are now going back to take training or to continue their education.

SENATOR WALLWORK: And if we didn't have a program like this, if you weren't running a program like this on private monies, what percentage or how many women would have to be on welfare because they wouldn't be able to go to work?

MRS. SMITH: Well, first of all, before I answer that question I would just like to say that right at the present time we have a waiting list of 200 mothers who would like to place their babies in Babyland. Now, this came about not through the fact that we have been advertising Babyland or making any kind of special contact, this is through a word of mouth thing that we have received this amount of applications.

Now we have tried to expand our facilities but we weren't able to. So, therefore, we had accepted an enrollment of 67 children. We later cut it back to 45. Now, the need is great. What we need to do is be able to bring Babyland up to the level where we feel it should be where we have an educational program second to none, where we have a training program to train the people in the community so that they can function as nursery aids in the nursery on the level that we

feel they should be able to function.

I think we should have an educational program where we teach the parents how to take care of their children. Then I feel that we could begin to expand to meet the needs that are there. I would say then there are at least 100 mothers that we could help.

SENATOR WALLWORK: Are you inspected by any local or state agency?

MRS. SMITH: Well, when we opened it was inspected by the State Health Department and by the Board of Health in Newark, and we got a verbal commitment to open.

SENATOR WALLWORK: How frequently do they inspect? You've been in operation how long?

MRS. SMITH: From 1969.

SENATOR WALLWORK: So you are into your second year now.

MRS. SMITH: This is correct. The Newark Health Department has visited us periodically about three times a year. We have not received any visits from the State Department, except for the first time.

SENATOR WALLWORK: What would you estimate would be the average cost per week for running an institution such as Babyland?

MRS. SMITH: Per child?

SENATOR WALLWORK: Yes.

MRS. SMITH: I would say \$32.00.

SENATOR WALLWORK: \$32.00 would take care of everything?

MRS. SMITH: That is correct.

SENATOR WALLWORK: And you're not able now to get any federal assistance through a food program or that --

MRS. SMITH: We do receive food commodities, but this is all that we receive.

SENATOR WALLWORK: Well, I think, Mrs. Smith, that certainly this Committee can stimulate State Government in writing a program, as Miss McNeil outlined, for infant day care

centers so at least you would then be in a position to get some matching federal funds. That would certainly help your financial crisis. How much money do you have in the bank now?

ASSEMBLYWOMAN FENWICK: Don't tell. (Laughter)

MRS. SMITH: All I can say is, if help isn't forthcoming soon, we are going to have to close our doors. This is what we will have to do. I mean, there is only so far women from the community can go. We've done what they said was impossible, we have opened Babyland and we have been keeping it open for the past two years. But we're all exhausted. I work on another job. We're all exhausted from trying to get funds. We've been going out speaking to women groups in suburbia, church groups, which is quite an ordeal, and we've been doing this over the past two and a half years. We have a large suburban group that supports us, which is called Operation Housewives, but even with that kind of help there is still a lot of work involved. We have a lot of mothers on the staff that were welfare mothers that are now being paid by us but there are times when we don't have funds to pay them. When they came to us they were looking for a job, not a hobby, but it seems to be more of a hobby with them now.

ASSEMBLYWOMAN FENWICK: Do you pay rent, Mrs. Smith, or are you given these quarters?

MRS. SMITH: No. We're located in a 7 room apartment in Scudder Homes and we get our facilities free.

ASSEMBLYWOMAN FENWICK: From the Newark Housing Authority?

MRS. SMITH: That is correct.

ASSEMBLYWOMAN FENWICK: I see. Thank you.

SENATOR ITALIANO: Mrs. Smith, first of all, in my judgment, the new look you talked about I think has begun today with these hearings because up to this point, as I understand it, there have been no such formal hearings such as we are conducting here now.

What I would like to know, if you can supply us with some critique on Senate Bill S-2181 or some other specific legislation that you think can be of benefit to you. We all recognize the need and the necessity for assistance, however, I think we're trying now to develop in our own minds with this hearing - I think we've past the need for legislation but we want the how of legislation. Do you have any ideas?

MRS. SMITH: No, I don't have any suggestion as to what legislation should be enacted and the ones that I have been going over or reviewing do not spell out or adapt themselves to infant day care per se. So I would say that the legislation that I have seen does not lend itself to infant day care, as I see it.

SENATOR ITALIANO: In other words, what you have seen so far does not address itself to the problem that you're concerned with.

MRS. SMITH: That is correct.

SENATOR ITALIANO: That's all.

SENATOR WALLWORK: We have a long way to go and there is no question about that. And again, this Senate Bill 2181, Mrs. Smith, is just a modest beginning, in my opinion. A lot of work has to be done and that's why I'm hoping that we will elicit some good testimony from the ladies and gentlemen here this afternoon and this morning.

We have made one amendment saying that the child day care center will no longer be construed to be children over the age of 2 and under the age of 5. So that automatically means that the younger children - that's on page 1 - would be included. And page 2, we do have a program here " where one or more infants or children are cared for on a regular weekly or daily basis." So we have to move into this area that you're talking about.

Personally, I want to commend you for the hard work you and your women have been doing over the last two years and I think the time is more than past for the State and Federal Governments to step in to help people such as you

who have been doing such a back-breaking job over the last two years. I think that it is a state responsibility here and we can get some federal funds if we have the right type of program developed. And this Committee will talk to Commissioner Hume and the people in Institutions and Agencies to move along this program. I have already spoken to them, as you know, and hopefully by the end of the summer we will have a feasible program where, come no later than September, you can begin getting some matching federal funds working in this area.

MRS. SMITH: Well, I would like to thank this Committee for having this hearing. I think it's a very meaningful thing and I think it's a step in the right direction. But I would also like to say that I think it's about time that, until there are standards, Newark, New Jersey, especially New Jersey should think about delegating some town or some city to become a demonstration pilot project for infant day care. You have that kind of a program in North Carolina and I think, until standards are set, this kind of a thing can be done and there will be funds for that kind of a program.

Again, I would like to thank you. I know that your job is not an easy one. And I would personally like to thank Senator Wallwork; I know the concern he has for infant day care. I just hope that there will be more people in the legislative body that will begin to adopt this kind of interest. Thank you.

SENATOR WALLWORK: Thank you.

Mrs. Holland from Trenton.

We have a number of speakers who wish to testify today so we will try to move as quickly as possible, but we certainly want to give everyone an opportunity to express his or her views this morning and this afternoon.

Mrs. Holland, would you give us your full name and your affiliation, please.

E L I Z A B E T H H O L L A N D: My name is Elizabeth Holland and I am Chairman of the Mercer County Comprehensive Child Care Conference which is under the administrative auspices of the Greater Mercer Comprehensive Planning Council. As a lay person, my remarks will be very general. If you have any technical questions, I would appreciate it if you would address them to Albert Waxman who is Associate Executive Director of the Planning Council.

Our Conference, a 4-C Council as defined by the U. S. Department of Health, Education and Welfare, includes representation from private and public child service institutions, agencies, professionals, as well as interested and concerned parents who are dedicated to community-wide coordinated planning and cooperative action for child care services. We are concerned with the needs and problems of children, with the provision of quality service for them on a comprehensive and coordinated basis.

We strongly concur with the statement of S-2181 that day care programs and facilities contribute to the health, welfare and education of children and their families, that preventive services are a foremost need and that comprehensive, coordinated utilization of public and private resources be mustered for this purpose. Our 4-C Council is dedicated to developing and promoting these same goals and objectives.

The intent of S-2181 to create an interdepartmental commission composed of the Departments of Health, Education, Institutions and Agencies and Community Affairs is in the right direction. May we suggest the inclusion of the Department of Labor and Industry because of its concern with services for children of working mothers and the need for training programs of paraprofessionals in child care programs. The Department's contribution, we believe, would be an asset to the interdepartmental approach proposed.

With the Department of Community Affairs having been funded for a "Statewide" 4-C Council to provide technical assistance in the development of child care in model neighbor-

hoods, it should be possible that the Commission you propose and this embryonic State 4C Council become one and the same official body.

A State 4-C Council must encourage regional 4-C Councils and these Councils require funds for planning and coordination. Financial assistance must be available to help launch regional councils in various areas of the State, to develop budding councils and to sustain and enrich ongoing local council programs on a continuing basis in order to strengthen the total State effort on behalf of children. Voluntary support and voluntary activity have created some councils such as ours, but councils need staff to make the optimum use of both public and private initiatives in the local area. We urge the appropriation of funds to bolster the voluntary initiatives that have so far brought into existence some regional 4-C Councils and to stimulate the creation of others for total State coverage. We also recommend that a mechanism be devised to coordinate and relate the regional efforts to that of the State 4-C Council.

We highly commend the yearly Certificate of Approval rather than the present three year arrangement. To accomplish such monitoring of service will require sufficient, qualified staff to establish, maintain, and enhance services to children. Adequate appropriations obviously are essential for this purpose.

We advocate the recognition of concerted planning by parents and professionals, coordinated efforts by public and private agencies and comprehensive service programs that meet the needs of the whole child in his total environment. Our concern is for all children, normal and handicapped, living at all economic levels and under all social conditions.

I wish I had sort of addressed myself to the major problem which we are experiencing right now and perhaps I can just briefly describe it.

We have been working for almost a year on a voluntary basis, parents as well as professionals, and we've become very

frustrated because we can't really go very much further on this voluntary basis. We have many child care centers that are willing to participate and cooperate but we need staff and we have drawn up a proposal for staff and a minimal budget, which is like \$22,000 a year, but I really don't feel that we've ever gotten a very clear answer as to where we can go to get this money. We have an HEW representative who advises us and works with us and, you know, the Federal Government has been suggesting how we should proceed and we've proceeded in that way. But I have the distinct feeling that there is no place where we can go to get this money to put into action the things that we would like to do. So, you know, if we don't begin soon, we're going to have a lot of frustrated parents and professional people who are just going to sort of give up.

SENATOR WALLWORK: Just going to run out of gas.

MRS. HOLLAND: Right. You can't go on, you know. Every monthly meeting that we have, you throw up your arms because you really don't know what you're supposed to be doing and where you're going to get the money to do it with.

ASSEMBLYWOMAN FENWICK: But if HEW has suggested that you set yourself up in this way, do they just tell you we have no funds? What did they tell you to do this for?

MRS. HOLLAND: They tell us that we can go to the State. Well, we had a meeting with State representatives --

SENATOR WALLWORK: Where? Which ones?

MRS. HOLLAND: Institutions and Agencies, I believe, and you know, I went with the professional people and I'm sort of just a hanger-on and I came out of that with a very unclear picture of how we should proceed after that. Evidently, if we get seed money, we then would go to the State and the State would give us, you know, 75% of our total budget and they, in turn, could apply to the Federal Government for reimbursement. But the State, I get the feeling, evidently has the idea that they don't have that original money to give us which, in turn, they would get back from the Federal Government.

ASSEMBLYWOMAN FENWICK: Did they suggest foundations or any method to you to get that seed money, or how much the seed money would be?

MRS. HOLLAND: Well, the seed money, the 25% which we would have to provide ourselves, we can possibly get from DVUF and other agencies who might, you know, throw in a thousand or two, or something like that. Now, we can get that but, as far as matching it, there evidently is no assurance that the State will match it.

SENATOR WALLWORK: There's no vehicle, in other words, - and I've run into this up in the Newark areas - there is no vehicle through the State Department of Institutions and Agencies to take that 25% private money, or wherever the money may come from, and then match it to get the \$3.00 of Federal funds. And this is the stumbling block, as I see it. Of course, that's only one aspect because that depends upon people who are on welfare, might be on welfare or were on welfare. That's one aspect of federal matching funds; and then we have the other aspect of a day care program for people who are not welfare clients or prospective welfare clients. So we have to develop a dual program here so that we can integrate both types of care centers.

MRS. HOLLAND: But, as far as coordination is concerned, that's what we're interested in. I don't see why we have to worry about who is being served, which economic level is being served. And, as I say, our representative from HEW seems to feel that all we have to do is go to the State and get the money because the Federal money is there if the State will use its money first and then be reimbursed.

SENATOR WALLWORK: I agree and I think you make a good point. We don't have the mechanism at the State level and I think that's been brought out now two or three times rather vividly, and this is something we can definitely take up.

ASSEMBLYWOMAN FENWICK: Just let's have a specific on this. You say that your budget would be \$22,000.

MRS. HOLLAND: That's right.

ASSEMBLYWOMAN FENWICK: How much money would the State have to put up, of that?

MRS. HOLLAND: Well, three-quarters of it.

ASSEMBLYWOMAN FENWICK: Three-quarters of it. In other words \$6,000, or whatever.

MRS. HOLLAND: No, more than that. If it were three-quarters of \$22,000 it would be around \$17,000 or \$18,000.

ASSEMBLYWOMAN: \$17,000 or \$18,000, yes. I see. So one quarter, only, would come back from the Federal Government.

MRS. HOLLAND: No. Three-quarters would come from the Federal Government. All of it would be reimbursed, as I understand the principle. As I say, I get very mixed up with this.

ASSEMBLYWOMAN FENWICK: Oh, so this would be a revolving fund, the State would then be reimbursed by the Federal Government.

MRS. HOLLAND: Yes, completely reimbursed, as I understand it. And the gentlemen from HEW is here this morning and he, I'm sure, could describe the situation a lot better than I. But, as a lay person, I find this really befuddling when the Federal Government comes to us and says this is all you have to do and, you know, we'll advise you, and then the money isn't there on the State level to do what the Federal Government is suggesting that we do.

SENATOR WALLWORK: Well, we're losing out in millions of federal dollars because in the Newark area the United Community Fund, I think, donated over \$200,000 last year to day care centers. Now, had that \$200,000 gone through the Institutions and Agencies Department with a vehicle to match federal monies, the day care programs in the Essex County area could have gotten not only the \$200,000 but another matching \$600,000 of federal funds on an open end basis which wouldn't have cost the State a nickel except the little administration program that they would conduct here in Trenton

and we would have open end on federal funds. So this is exactly what you're talking about. We understand the procedure but the question now is to make sure that we get the mechanism at the State level to make available this money because the Federal people want to give to the State of New Jersey this money but we have to set up the mechanism on how to do it.

MRS. HOLLAND: And you're going to lose an awful lot of good people in the process if you don't do something.

SENATOR WALLWORK: All right. That's a very good point that I think Mrs. Smith also brought out.

SENATOR ITALIANO: Did I understand you to refer to the Department of Labor and Industry as perhaps the proper agency?

MRS. HOLLAND: No. I suggested that they be included in this commission that you're suggesting.

SENATOR ITALIANO: Okay.

SENATOR WALLWORK: Thank you very much, Mrs. Holland.

We have to give equal rights to men this morning so I would like to call Mr. Frick, even though this is a little out of order. Mr. Frick, will you give us your full name and the organization that you represent.

A U G U S T U S F R I C K: My name is Augustus Frick. I am Vice President of the King Memorial Day Nursery in Newark.

I think that many of the things I wanted to say have already been mentioned but I would like to run briefly through some of the notes I have here.

King Memorial was founded in May of 1968 and is now located at the Abyssinian Baptist Church in Newark, which donates the facilities.

We provide educational day care for 36 children between the ages of 2½ and 5 years.

I feel that day care is potentially the most effective, the least expensive, and the most rewarding way to help families in the cities help themselves. It spells out for those who are able to work in this way one very nice four letter

word known as "hope".

So far, we have largely been supported by contributions from suburban churches and organizations, some from the business community and some from foundations. We have approximately 10 to 12 children of families on welfare for whom we receive payments from the Bureau of Children Services. We also receive a monthly check under the Federal Food Commodity program. Everything else is financed by contributions and by fees from the parents.

I am sorry that the Director couldn't be here today. She is under doctor's orders not to travel. So I am pinch-hitting, and not too well.

The organization is run by the members of the Church and parents of the children. As I said before, the facilities are donated by the Church. And our cost for the last year has approximated \$1250 per child per year.

As important as is the educational day care provided, I think has been the ability to change attitudes of people in the suburbs, and I can speak personally to that because I have been involved with King Memorial for all of the time that it has been in existence, and my main function is to find money to keep it going, which has been a pretty satisfying activity so far.

The suburban people, of whom you can guess I am one, are pleased when it is possible for people in the city to break the patterns of city life, poverty and welfare, and can get a good start in life for their children.

I should stress here that our staff is fully qualified. We are licensed by the State Department of Education.

We do have a proposal for matching funds under Title 4A which has been alluded to previously. It's now awaiting approval in the Department of Health, Education and Welfare. At the moment, this is our real hope of continuing.

Somebody, I guess, asked a representative of Babyland how much money they had in the bank and I will tell you that we have about \$500, and \$328 of that has to go for the

withholding for Social Security during the second quarter. It's not due until the 1st of August.

We really can't wait for the results of Senator Wallwork's bill, but we're happy to see that New Jersey is heading in the right direction.

If I talked any longer, I'd be taking time from people who are more directly involved.

ASSEMBLYWOMAN FENWICK: Have you had any pressure or requests for applications for infants or have you stayed with the 2½ to 5 years mostly for the funds available? Or what is the reasoning behind your age limit?

MR. FRICK: Well, we started out taking the 2½ to 5 year olds, or just under five years old, and since we have sort of an alumni relationship with Babyland we manage to get the graduates from Babyland.

ASSEMBLYWOMAN FENWICK: I see.

SENATOR WALLWORK: Thank you very much, Mr. Frick.

Mary Anne Rushlau from Camden Community Coordinated Child Care Council.

Would you give us your full name and organization, please?

M A R Y A N N E R U S H L A U: I will give you my name later. I would like, first, to read a statement from Mrs. Kamerling who had to stay home and take care of her children.

(Reads Statement)

My name is Manya Kamerling. I am a resident of Camden County and am currently serving as temporary chairperson of the Community Coordinated Child Care Council of Camden County (a newly formed group of representatives of public agencies, private groups, parents and individual citizens interested in establishing a coordinative mechanism to promote the growth of more and better child care services.) I support the philosophy of the proposed legislation which stresses the

value of early childhood programs for all children. I believe that day care must be viewed as a developmental service with tremendous potential for positively influencing the lives of children and their families.

With the increasing entry of women into the labor force and the recognition of the value of early childhood programs, there has been and will continue to be an accelerated need for child care services. Although there has been, in recent years, a growth of day care facilities in response to the growing demands, for the most part that growth has resulted in an uneven and unrelated child service network. Numerous programs, methods and sources of funding have developed according to individual agency judgement and in no relation to total community needs or already existing services. I, therefore, support any measures which would result in interagency coordination and which would promote the development of comprehensive day care programs.

In Camden County, approximately 1200 children are being cared for either in group centers or in known day care homes. An additional 7800 children six and under whose mothers work are cared for in a variety of makeshift settings-including using elementary school age brothers and sisters as baby sitters on a rotating basis. In a recent survey, members of the Camden County Section National Council of Jewish Women, of which I served as President at that time, visited centers, day care homes and interviewed mothers needing day care. The look at day care revealed that although children received kind loving care in several of the day care homes, for the most

part children were receiving no more than custodial care. The quality of care varied greatly in centers. Most were so beset by administrative and financial problems, that there was little time or energy for such items as staff training and program development. In some there was blatant disregard of health and safety precautions. One licensed center kept children under two on a second floor, while keeping the older ones downstairs, since existing regulations only governed children between two and five.

I, therefore, support the intent of this legislation to regulate any facility in which children of any age are cared for on a regular basis.

I believe that standards for service facilities and program elements must apply to all child care services regardless of auspices.,

I would also urge that any set of standards emphasize necessary program and safe physical facilities.

I commend the proposal that licensing will henceforth be renewed on a yearly basis. But I urge that there be sufficient monies appropriated to provide enough trained staff so that monitoring can be done on a continuing and consistent basis. There must also be consistent enforcement of regulation. The National Council of Jewish Women's survey cites the case of one day care home in which one woman cared for forty-six children without assistance. Toddlers were tied to chairs and the older children coped as best they could. This home had been approved to provide care for no more than six children. However, because of lack of adequate inspection

personnel there was no follow-up after the initial inspection.

Further, I believe that licensing should not only serve to protect children and their families from inadequate care, but must also be used as a means of helping individuals and agencies improve their programs. In the overwhelming majority of cases centers do not want to violate proper standards or regulations, but rather it is the lack of techniques, knowledge and resources that causes them to do so. Monitoring personnel should be trained not only to observe services, but to work for their improvement. There have been many children and families who have benefited through programs run on shoe string budgets by church groups, parent cooperatives and community organizations. Our goal should not be to supplant or destroy them but rather to provide resources which would enable them to use their past experience to create improved programs. Without increased resources and avenues of help from all sources--local, state, federal and private and optimum use of existing sources of funding, training and experience, the setting of quality standards would serve as no more than academic exercise.

Finally, I would hope that parents and other community members would play a major role in the establishment and administration of standards and licensing procedures.

That's the end of Mrs. Kamerling's statement.
Now I have another statement.

My name is Mary Anne Rushlau.

I am currently functioning as the entire staff of the Community Coordinated Child Care Council of Camden County. My services are donated by the Health and Welfare Council of Camden County who wish to be associated with my remarks today only to the extent that I may accidentally utter something sensible. The Health and Welfare Council is well qualified to measure the extent of my ignorance concerning day care, because a Director of their Board is Mrs. Lee of the Bureau of Children's Services. Mrs. Lee thoroughly understands day care. I thoroughly understand its absence.

(1) In Camden County there are less than 1200 slots in all day care centers and homes which have been identified, but not necessarily approved, by the State Department of Education. There are at least an additional 7800 children ages 6 and under, whose mothers are employed, who are not in any known setting. Hopefully, one function of the proposed Commission will be to locate these children and ascertain that they are being adequately cared for.

As a statistician, I would be prone to remark that for every 1 child receiving day care there are 6.5 children who, needing the care just as urgently, are not receiving it. 6.5 children. Well, if the proposed Commission can do what needs to be done, perhaps we will be less often confronted with those "half" children. Let it be the goal of the Commission that all children in this State will be whole--physically, psychologically, and educationally whole.

Returning again to my ignorance of day care, I have been receiving phone calls from far off exotic places like Perth Amboy, Red Bank and Gloucester County--people seeking my advice about establishing day care centers and day care councils, about sources of funding and about other matters.

I can only conclude that I receive these questions--though I am not qualified to answer them, because if there are any number of people in New Jersey who are knowledgeable about day care, they are hiding their light under a bushel.

- (2) This suggests another goal of the proposed Commission - to provide for the establishment of training programs for professional and para-professional day care staff, for inspectors and for consultants in early childhood education.

- The questions I most frequently received concern funding. All day care centers are struggling. To date, the State has made little effort to obtain Title IV A funds by using private funds as the base for matching, even though this approach has been strongly endorsed by the Federal Office of Child Development.
- (3) Hopefully, when this proposed Commission takes over the responsibility for the segments of the State Plan dealing with the health, education and welfare of infants and young children, then New Jersey will realize a much larger portion of Federal Child Care Funds.

The weakest segment of Bill #2181 is it's inadequate provision for a parent advisory group. It is time that parents took a major role in determining the type and extent of services to be provided to their children. No one here today knows how many children need day care--but each parent knows--please give them the opportunity to educate you.

I completely support Bill #2181 and encourage its speedy enactment. But this bill is only a skeleton in relation to the needs of children. May it soon be followed by additional legislation with a little more meat on the bone.

That's the end of my prepared statement, and I would like to respond to a statement made by Miss McNeil who recommends that the Commission not be set up but rather that the responsibility be placed in the Department of Institutions and Agencies. I don't argue with her rationale but I think the Department of Institutions and Agencies needs either a different philosophy or different personnel before they can institute the concepts of this bill. Twice, in public, I asked a question of Mr. Engelman - I asked it twice because I couldn't believe the answer the first time. The question is: When will the State of New Jersey begin to break into the welfare cycle and the poverty cycle by providing meaningful education programs for its infants and young children? The answer from Mr. Engelman was: "The Department of Welfare is not responsible for the causes of poverty, it's only responsible for dealing with its results."

Now, I think, with that philosophy in Institutions and Agencies, that is not the proper setting for child welfare legislation. (Applause)

SENATOR WALLWORK: Any questions by members of the Committee?

Thank you very much for your comprehensive statement. I think that you are underscoring the problems. And we will move along.

I am going to call Dr. Hilton.

D R. L E O H I L T O N: My name is Dr. Leo Hilton. I am a Professor of Education, William Paterson College of New Jersey; a member of the Passaic County 4-C Committee.

I heard Senator Wallwork mention about a committee functioning for one year and it still had gas; we've been functioning for three years without financial aid so I guess

we have plenty of gas.

But when we look at this problem, when we look at the Bill, the first thing I want to say is that there is no question that priority number one on this bill should be and must be the economically deprived.

Through our experience, we have seen that welfare mothers can only break out of the cycle of poverty through programs such as the New Careers Program and the WIN program which must be tied in with child care. We have seen mothers successfully break from welfare and become full citizens in every sense of the word. At the same time, we have not mentioned to any extent the group of young unwed mothers who, without such a program of infant and child care, will not be able to complete their education and, without this education, we are reinforcing the cycle of poverty and ignorance.

Now these centers that I'm talking about must have all components; they must not just be baby sitting services; they need the components of health, psychiatric care, educational programs, otherwise we are wasting our time and money.

In an area around Paterson in Passaic County, the 4C Committee ran a survey and we found at least 2,000 children not receiving this care, who needed it desperately. This is the problem facing all of us. We must have more adequate child care centers.

Beyond that we are going to look further. If we look at the teachings of Piaget and many others, we see that the child comes to the kindergarten with a personality almost completely developed, and yet we leave those years to chance.

Our Congress, right now, has bills before it and one bill, I understand, has grown from \$380 million to \$800 million. These funds, if and when the bill is passed, will go to states which have the machinery for handling them; we do not have it in New Jersey. We seem to forget that we are paying Federal taxes and we don't want any back, it looks like

to me. We need the State leadership to set up these programs. And when I look at this bill, I feel this bill is a miniscule start toward it, it's a small start. We must work more toward getting the support of these centers through the State.

I will address myself to the administration of it. The question about having a joint board, in my opinion, is only going to lead to the red tape with which we are already strangled. We must have responsible administration of the program at the State level, administration which is answerable to the people and to whom the people can go to get answers. The moment we put it in several agencies, we are going to be going from office to office again, as we have in the past.

The bill calls for licensing. Let me remind you that licensing by itself may only succeed in closing some of these centers and losing some of the services. We need more than licensing; we need quality. We need quality in these day care centers and, through the licensing program, if the State does not provide the leadership needed to bring about this quality and the training and the programs needed, I think that licensing is a farce because, otherwise, we're depriving people of their opportunity to break the cycle of poverty. We need more than licensing. We need quality. We need financial help. We need professional help. (Applause)

SENATOR WALWORK: All right, Doctor. I think you have given us a good overview and again let me just repeat, S-2181 is just a very modest beginning. We recognize that but it is a vehicle to focus attention and try to get things moving here in New Jersey in this vital area.

Mrs. Fenwick, do you have any questions?

ASSEMBLYWOMAN FENWICK: The only question I would like to ask Dr. Hilton is, what, in your experience, is required in the way of funding? How much is the cost per child, per year, starting with the infant and going to the five year old day care nursery, that would provide stimulus, perhaps not everything that one might hope for but I mean --

DR. HILTON: I think to provide all of the components necessary you need \$2700 per child per year minimum. (Applause) This is the figure, by the way, which is set under the Day Care 100 Programs.

ASSEMBLYWOMAN FENWICK: The lady from HEW, I thought, said \$1900 to \$2800. You think that the \$1900 is not providing adequate care.

DR. HILTON: It is not providing full care.

ASSEMBLYWOMAN FENWICK: What is lacking in the \$1900?

DR. HILTON: \$1900 I would say would provide semi-adequate care. But if we are going to provide care and we're looking at these programs not as a program from 9 to 3 or 8 to 5 but this is a program where we must realize that if mothers are going to go to work some of them start out at 7 in the morning and 6:30 in the morning and do not get home until 6:30 at night. Are we going to throw the children out in the street at that time? No, this is not an 8 to 4 program.

ASSEMBLYWOMAN FENWICK: I know. (Applause)

SENATOR WALLWORK: Okay, Dr. Hilton. Thank you very much. I want to move along and call the next witness.

Lilly Capodanno. Would you give us your full name, please, and your organization.

L I L L Y C A P O D A N N O: I am Lilly Capodanno, Essex County Chapter, National Organization for Women.

Child care services are first thought of in terms of welfare mothers. We support their need. Sixty-one percent of poor children come from homes headed by a woman. The Bureau of the Census definition of poverty for a family of four for 1970 is \$3,968. The Bureau of Labor Statistics puts the level for minimum needs for health and decency at \$6500. Of employed women, 82% are in occupations paying a median of \$3700. The average income is \$2100. Obviously these families cannot afford to pay for child care. There are five million children under the age of 6 with working mothers and only 600,000 in licensed day care facilities.

Our concern does not end with welfare mothers. The 1970 President's Task Force on Women's Rights and Responsibilities states, "Lack of adequate child care facilities has been found to be a major deterrent to solution or even significant progress in providing greater education opportunities for children, reducing the welfare burden, giving greater dignity and self-respect to mothers on welfare, and providing real freedom of choice in life style for women. We recommend that the Administration support legislation to authorize Federal grants for developing child care facilities for families at all income levels, with at least a modest appropriation."

The N.O.W. holds that while childbearing and childrearing are an important responsibility for women, it is ridiculous to conclude that this is the only role they should have in life, and that the first part of their lives must be spent in preparation for it and the last part in recollection of it. Women will never have full opportunities to participate in our economic, political, cultural life as long as they bear this responsibility almost entirely alone and isolated from the larger world. The development of children has been intimately influenced by the development of women. Psychologists hold that a child's attitudes and responses are formed fully between the ages of four and six. The one-to-one 24-hour relationship of mother and child is considered stifling to the child's growth as well as to the mother's. We maintain that the responsibility of providing soldiers for wars, workers for business and industry, members for the professions should not rest upon women alone. This responsibility should be shared by the larger society.

The National Organization for Women seeks (1) Comprehensive child care and development services available to all children whose families seek it. (2) High quality developmental child care programs conducive to the emotional, social, physical, and educational needs of children, subject to continual review and reassessment based on research and observation. (3) Government financial support of a coordinated network of developmental child care services as an immediate priority. (4) Child care services need to be available at flexible hours to meet the needs of the families who share the services. (5) Major responsibility for planning and operating the services must be a function of local control. (6) The goal of licensing is to facilitate excellent care for children. Therefore, priority should be quality of program rather than, as now, super priority of condition of physical facilities. (7) As interim steps, we support flexible fees, if any, to reflect the urgent needs and variable resources of families now.

Oliver Wendell Holmes observed, "Life is action and passion. For a man not to share in that action and passion is to risk the peril of being said not to have lived." Women want the option to share in that action and passion and not to risk the peril of being said not to have lived.

SENATOR WALLWORK: Thank you, Mrs. Capodanno.

I don't think we have any questions. We appreciate your comprehensive statement.

I would like to call one more witness before we recess for a luncheon break. Mrs. Harvey Samo. Would you give us your full name and your organization, please.

M R S. H A R V E Y S A M O: I am Mrs. Harvey Samo, Chairman of the Steering Committee of the Newark Beth-Council Day Care Center. I also represent the Essex County Section of the National Council of Jewish Women.

This voluntary service organization has been involved in the problems of early childhood care and education for many years. We were the first volunteer group to be written into the Head Start proposal of Newark.

Three years ago, as part of a national effort of the National Council of Jewish Women, the Essex County Section approached numerous hospitals and industries in the county with a proposal to help them create a day care center for the children of their employees. Ideally, day care should be available to everyone either near the home or the place of employment, since this eliminates costly transportation and other problems.

Two years ago the first and only fully licensed hospital-based day care center in New Jersey opened its doors at the Newark Beth Israel Medical Center with the Essex County Section of the National Council of Jewish Women as its co-sponsor. Today the Beth-Council Day Care Center is an integral part of the hospital, in fact it is one of its departments. It services a complete cross-section of all employees and is considered by the Administrator, Mr. Lester Bornstein, to be a recruitment incentive, a stabilizing factor for the work force, a most desirable fringe benefit, and a great morale booster. For the parents a quote from a recent survey tells the story. Mrs. W. says: "Having the Day Care Center here is like having a big house where I am working in one part and the child is in another part of the

house and being cared for." The child, the parent, the hospital, and the patients all benefit from this arrangement.

We hope that you, Senator Wallwork, will use your good offices to encourage the formation of similar day care centers. I should like to urge you, however, to stress the necessity for making new centers large enough to include infants as well as the usual 3 to 6 year olds. It is obvious that a mother with several preschoolers needs such comprehensive facility to prevent the agony of the piecemeal arrangements.

In this connection, we would furthermore like to urge you to see to it that standards for licensing of infant care centers are issued at once. We are far behind the times and the rest of the world in this State in this respect.

With regard to Senate Bill No. 2181 we want to urge you to make the set-up for the administration of day care programs and facilities as straightforward and responsive to the needs of the communities as possible. Let the set-up which now exists in this State with regard to Public Mental Health Services be an example of how not to structure. To whom will the Commission be responsible? What will prevent this conglomerate group from being rendered impotent? Is not the proposed "Advisory Committee" merely a pressure relief valve rather than an organizational reality? It seems to have no voice, no recourse. Its composition of staff and parents omits groups such as the one I represent, which are knowledgeable in the field and completely objective. You would do well to enlarge both the scope and the membership of the Advisory Committee. Further study along those lines seems to be indicated.

We would like to help you work toward the day when we all care enough to provide day care for all who want it. It is perfectly within the reach of this wealthy country to offer such care from infancy to six years at a place close to the home, such as at each elementary school, and, until this ideal is reached, also at or near places of employment.

Thank you for giving me this chance to testify.

ASSEMBLYWOMAN FENWICK: Could I ask you, the day care center in the hospital, is that big enough to include children from the neighborhood in addition to the children of working women?

MRS. SAMO: No. In this particular hospital - as you know, space in hospitals is always at a premium - it is just big enough, and it has been full since the time it started, to accommodate children of employees of the hospital.

ASSEMBLYWOMAN FENWICK: Suppose we could persuade the industries and other places of employment to set up day care centers, would you advise that they should be big enough always to include some of the local neighborhood children, infants, or would you advise that it be confined to people --

MRS. SAMO: Well, idealogically speaking, I would say it should include people from the neighborhood. Practically speaking and from a business point of view it probably would not work because what industry would be willing to be that magnamimous. And in a hospital, for instance, it being a part of a department of the hospital, it's part of the overhead. And unless it is part of the overhead concerning the employees, I don't think anyone would be willing to do it. But, idealogically speaking, yes.

ASSEMBLYWOMAN FENWICK: I see. Have you any idea of your cost, Mrs. Samo?

MRS. SAMO: No. I cannot tell you this inasmuch as it is completely integrated into the hospital. For instance, this has many great advantages. The food is being prepared anyhow for the patients so the pediatrics department orders the food for the children; the space is there; medical services are there, you know, and all these things are already built in so the cost is actually much lower than it would be if you had to set it up separately.

ASSEMBLYWOMAN FENWICK: That's true.

SENATOR WALLWORK: Do you get any federal funds through food programs or whatnot?

MRS. SAMO: This I do not know, whether the hospital

gets any such funds for its running of the place, but not specifically for the day care center yet. This is two years old. It's a demonstration project and next year the support that the National Council of Jewish Women has been giving to the tune of \$15,000 a year will stop. At that point the hospital will have to seek other funds and that will be the time to look around for such things.

SENATOR WALLWORK: And you're about ready to run out of gas too, then.

MRS. SAMO: No, I hope not. I hope it will have been proven that it's so advantageous for the hospital and that the cost to them will not be that bad that they will continue to do it.

SENATOR WALLWORK: Of course you have a number of people living in the community that work at the hospital, I would assume, in the various categories.

MRS. SAMO: Oh, yes.

SENATOR WALLWORK: So, indirectly, I would say, Assemblywoman Fenwick, the people in the neighborhood do get advantages from the day care center.

MRS. SAMO: Oh, absolutely. Probably three-quarters of the people who send their children there live there. But, if they don't, they might live in East Orange or Orange or somewhere else.

ASSEMBLYWOMAN FENWICK: How many children are there?

MRS. SAMO: It's licensed for 30 children, and it's really not big enough and it really should have infants and it should have kindergarten facilities because what do you do with a child after 12 noon when it comes home and there is no place to go to?

SENATOR ITALIANO: What alternative do you suggest to the Commission that's established in the legislation?

MRS. SAMO: I do not pretend to be an expert in this field but, being very familiar with any type of organization, it strikes me that a commission which is composed of four different departments, where no one really has the responsibility,

and which is a completely buck-passing kind of set up, cannot be efficient.

SENATOR ITALIANO: I agree with you there. Do you have any suggestions?

MRS. SAMO: To where to put it, into which specific department?

SENATOR ITALIANO: Yes.

MRS. SAMO: I really would not like to say. I really don't know enough about each department to commit myself.

SENATOR ITALIANO: All right. Could you be more specific when you say to enlarge the scope and membership of the advisory committee?

MRS. SAMO: Yes. I feel that just to have staff members of day care centers and parents to advise the body, which is going to be making all the decisions, may not be enough. I feel that other groups who are knowledgeable, intellectually or through practical experience, ought to be included so that you will get a many-sided picture when this advisory committee meets and advises you, and not just from people who are specifically interested in one point only who really don't have an overall view, necessarily, although they have the specific needs which is very, very important.

SENATOR ITALIANO: For example, what other people?

MRS. SAMO: Well, for instance, organizations like the Junior League and the National Council of Jewish Women, etc., who have for years been trying to study the problem are very knowledgeable and interested in promoting day care to its fullest.

SENATOR ITALIANO: Okay. That takes care of the membership. Now, what about the scope?

MRS. SAMO: The scope? Well, that the advisory committee should not just be some sort of a name which has really absolutely no power at all. Well, an advisory group by necessity is supposed to advise but some of them can have more teeth than others, and there should be some

reciprocity, I think, as far as the Commission, or whatever the body is going to be, and the advisory committee is concerned.

SENATOR WALLWORK: I think it's important too at the local level, the grass roots where the local day care center is, to have input and cooperation and coordination and a voice by the parents at the day care level. I think that's most important.

MRS. SAMO: That's very important.

SENATOR ITALIANO: Well, what I was trying to determine - the legislation says that this Committee shall advise the Commission and submit recommendations at least once a year and I thought that you perhaps could give me something more specific as to what they should do, in addition to or other than what the legislation calls for. In other words, would you like to have say veto power or something a little stronger than just advise and submit recommendations. I am trying to be specific.

MRS. SAMO: I think you ought to look into a more meaningful role for the advisory committee. And, again, I don't want to presume right here without having studied this to say which.

ASSEMBLYWOMAN FENWICK: Right. You never get anybody on an advisory committee that just advises.

SENATOR WALLWORK: All right. Thank you very much, Mrs. Samo.

I would like to take just one more witness before we break for lunch. Mr. William McQueen.

Would you give us your full name and organization, sir.

W I L L I A M M c Q U E E N: William McQueen, United Way of Morris County.

I would like to just take somewhat of a different approach and somehow summarize some of the experiences that we've had with day care centers.

The problem, of course, is that a number of day care

centers apply to United Way for funds and, of course, United Way is totally inadequate to fund these centers.

Now, just briefly, I would like to run down what we've determined through surveys and interviews and waiting lists of the presently existing day care centers in Morris County and how we determine the needs of day care.

We have approximately 37,000 working mothers in Morris County and 36,500 children under five years of age. We have a need to serve about 1600 children and this is a conservative estimate.

When we made our survey back in January there was immediate need, according to waiting lists of day care centers, to serve 500 children and at that time, in January, the 10 day care centers in Morris County were serving 200 children. So you can see what a service gap there is and the immediate need, and the conservative estimate of the total needs of day care centers.

We think that it costs about \$2500 per year to provide care for one child 12 months of the year. The total cost of day care, that's being spent on day care for those ten centers for 1970 was about \$270,000. Now, for the year 1972 it's going to be about \$300,000.

Now, we believe that if there is a mechanism on the State level to attract federal funds, then we could multiply the \$300,000 to approximately \$1,200,000. And if we would do a little arithmetic, we may find that the amount of funds being expended now for day care in Morris County, with proper channels on the State level, could attract federal funds and we would be able to meet 50% of the need we're at now with the funds that we're spending presently.

SENATOR WALLWORK: Would you say that again?

MR. McQUEEN: Yes. We're spending for 1972 about \$300,000 on day care in Morris County.

SENATOR WALLWORK: That's through the United Community Fund?

MR. McQUEEN: No, that's the total cost of day care. United Funds or United Way will allocate approximately \$65,000 for day care in 1972 but we think by multiplying the total funds presently expended for day care, this would be from all sources, of course, - we do have some local municipalities that contribute to day care centers and we have some other foundations and groups that make small contributions but, looking at the total budget of day care centers, if this could be multiplied on a three to one basis then we think that we could meet half of the need as it now stands.

ASSEMBLYWOMAN FENWICK: You mean 800 children? Half of the 1600 or half of the immediate need?

MR. McQUEEN: No. Let me clarify that. Thanks for bringing that up. It would be half of the 1500 children, not the immediate need of the 500 children.

Another problem that we've encountered is trying to bring about some type of standardization for the operation procedures and the kinds of programs that are being conducted throughout the day care centers. We find that after surveying and visiting many of the centers, although the intent is the same in all of them we find that the program content is quite different. So we've attempted to establish or create a day care council with the hope that we could encourage centers to participate and bring about some uniformity in the kind of programs that they have, to share the knowledge and experiences in problems areas, how to solve problems, and, hopefully, to apply for some federal funds even though we know that at present there is no mechanism or machinery on the State level to act as a conduit or channel for those federal funds to come in to the county.

We are presently in the formative stage of this council and we have found that it has been real discouraging to the centers to be told by one department that there are no funds available on the state level so you are wasting your time even trying to organize this kind of effort. We've

taken the position, on the Council level, that with all the proposed legislation on the federal and on the State level now that funds for day care will be forthcoming, probably in 1972. So we are in the process now of submitting an application to the Department of Institutions and Agencies hoping that day cares can get fund.

In reference to this proposed bill here today, I just have a couple of questions that aren't quite clear to me. One is the proposed allocation of \$150,000, I believe. I don't know specifically what that fund will be used for. I am not completely confident that the proposed change of license procedure or certification procedure from three years to one year - I don't know how that's going to actually benefit or enhance the day care program. And I am not quite clear on the purchase of service, and the 25%, I think, of the State funds can be used for purchase of service. So I would like to have a response to those three areas, if possible.

SENATOR WALLWORK: Well, we're taking, basically, Mr. McQueen, testimony on the bill. Briefly, just to respond to you, the \$150,000, I think would be a mechanism we would need on the State level to get the staff which then would have the expertise to help the various day care programs in the counties and communities because right now many witnesses have indicated that they have no expert to turn to on the state level and that's one of the problems. So we want to build that small group, whatever group it might be, - I would visualize five to ten people could be completely devoting their time to day care centers and providing the mechanism where we can get this federal funding with the various monies that we have. So this would be a little funding to get the program on the road.

I think that one of the former speakers testified and raised a very good question about not only the facilities but the content of what's going on and it may

very well be that a licensing bill is necessary. Maybe the Bureau of Children Services would be available to make field inspections periodically. Whether each year the inspection would be made and certified, I don't know. That is going to have to be worked out with Institutions and Agencies or the Department of Education. Right now what we're trying to do, frankly, is get some thoughts from you people out in the field who are more expert on what your problems are on a day to day basis and what we at the State level can do to help you so that we can build a good, first-class day care center program for all parents and children.

MR. McQUEEN: So, in effect, then the \$150,000 would be used for staffing the Commission that you're proposing.

SENATOR WALLWORK: Yes, because that's really a very small - I think you would agree - or modest amount.

Are there any other questions?

ASSEMBLYWOMAN FENWICK: No, I think you've answered all the questions.

MR. McQUEEN: Of course, you didn't respond to - if you can - the rationale for changing the certification from three years to one year.

SENATOR WALLWORK: Well, right now, one of the speakers did mention some of the various problems about a day care center where really one woman was supervising sixty some children.

ASSEMBLYWOMAN FENWICK: 46 instead of 6.

SENATOR WALLWORK: 46. So we do have abuses. I've been told by various people that certain children have been given bread and water, as a matter of fact, in certain day care centers for a noon meal. Now this is undoubtedly the exception and not the rule and I think anyone associated with a day care center would have the needs of the children uppermost. But I think that we have to have a realistic program. Right now we only have two people in the Department of Education, as I understand it, that really pass on certification of the day care centers. And that's inadequate. So

somewhere along the line we're going to have to build a structure for doing the job properly so that we protect the children and the parents then will have complete confidence when they place their child in a day care center that that child is going to get service. And this is what we're looking for.

MR. McQUEEN: Maybe I have been misinterpreted but what I was really getting at is, I don't really see where certification procedure each year will change anything about the kind of services that are now being provided. The child can go hungry between one year and the next year. I think within the present kind of structure that we have, every three years, then I think with a follow-up or follow through of evaluation of day care centers I think that you can accomplish the same thing. But I think in many of the centers, many of the teachers and what-have-you may find - I don't know what goes into an evaluation of a day care center each year for certification but I would think that there would be some paper work that we all shy away from and I think this would add to the burden.

SENATOR WALLWORK: I think your point is valid and it's a good one and certainly we will be taking that into consideration because I agree, a lot of inspections and no other movement is pointless.

ASSEMBLYWOMAN FENWICK: Inspection could take place with a three year license. You could have frequent inspection and a three year license.

SENATOR WALLWORK: Right. There are any number of ways that that could be handled and I think you make a good point.

Thank you very much for your appearance.

MR. McQUEEN: Let me state one other thing. Mrs. Ryder, whose name follows mine, - we kind of shared our thoughts and she said I could speak for both of us, so you don't have to call on her.

SENATOR WALLWORK: All right. Thank you very much.

I would like to recess now. We will reassemble at approximately 1:45 or 2 o'clock. We have to give our good secretary here, who works very hard, an adequate relief period, so it will be based on the call of the recording secretary.

Thank you.

(Recess for lunch)

SENATOR WALLWORK: Ladies and gentlemen, the afternoon session of the hearing on Day Care Centers by the Air and Water Pollution and Public Health Committee will come to order. I am Senator Wallwork and on my right is Senator Italiano, a member of the Committee, and on my left we're delighted to have Assemblywoman Fenwick with us this afternoon.

I would like to call Mrs. Gwendolyn Smith.

Incidentally, we are going to try to move along a little more rapidly this afternoon because we have so many witnesses so, please, if you can, keep your comments relatively short and we will try to only ask pertinent questions and then we can hear from everyone who has come a long way.

Thank you.

Mrs. Smith, would you give us your affiliation and your full name?

M R S. G W E N D O L Y N S M I T H: My name is Gwendolyn Smith and I am a mother representing Babyland Nursery and King Memorial Day Nursery. I have two children - Christie, 3 years old and she's in King Memorial; and Carol, she's presently in Babyland. Christie was once in Babyland but moved to King Memorial.

SENATOR WALLWORK: She's a graduate, huh?

MRS. SMITH: Right. Well, I guess I'm here just to tell you how I felt about the nurseries and what I've learned from them and what the reactions were upon my children.

It was about a year ago that they went into the nursery. The staff is excellent, I think, at Babyland and at King Memorial. They are very friendly and they know what they're doing and they seem like very highly qualified people. They tell you what they do during the day. They have meetings and committee organizations, you know, to tell you exactly what they do, your children's reactions and everything. At first they cried but now they tell me, "Goodbye, Mommie, see you later" and then they go. And I just like it. I'm very confident in leaving my children with

them. My three year old, oh, she talks a lot about the other students in her group, she knows their names and she tells what they've been doing. The baby talks a lot. She's two now and she talks very well. She is more sure of herself than before and they treat you like I wasn't competent enough because she's learned so much. They sing their ABC's every day and they count up to ten, both of them.

SENATOR WALLWORK: What has this enabled you to do as an individual while your children are in the nursery?

MRS. SMITH: They're teaching me. It's fantastic. They come home and I find Christie correcting me in some things that I'm doing, you know, that they teach them not to do in the nursery, as far as discipline. It's fantastic. She told me that they paint pictures.

ASSEMBLYWOMAN FENWICK: Do you work?

MRS. SMITH: Oh, yes, part time. I'm in college.

ASSEMBLYWOMAN FENWICK: What are you studying in college?

MRS. SMITH: Fine arts education. I'm going to be a teacher in fine arts.

SENATOR WALLWORK: Where are you going?

MRS. SMITH: I'll be going to New York University in September.

SENATOR WALLWORK: And if you didn't have a facility for your children --

MRS. SMITH: I couldn't go.

SENATOR WALLWORK: You'd just be home.

MRS. SMITH: I'd be home, right. So, like in February I'll be having my third one and I am very confident I will still continue my education as long as the nurseries are running because the federal funds are available now for going to college. I've been accepted so I'm going the first term in September and then have the baby and by next fall I will continue my education.

ASSEMBLYWOMAN FENWICK: Where were you this past winter?

MRS. SMITH: At Essex County College in Newark.

ASSEMBLYWOMAN FENWICK: Essex County Community College. And then have you gone into the NYU third year?

MRS. SMITH: Right.

ASSEMBLYWOMAN FENWICK: So you only have two more years to go to complete.

MRS. SMITH: To get my degree, yes.

ASSEMBLYWOMAN FENWICK: That's wonderful.

SENATOR WALLWORK: All right, thank you very much.

Mrs. Alice Dozier

M I S S A L I C E D O Z I E R: My name is Miss Alice Dozier and the only reason I am here today is because of Babyland Nursery.

I am a college senior, as of September, and through Babyland Nursery I will be able to graduate next June from Rutgers University in Newark as a sociology major.

My daughter was one of the first children of Babyland Nursery. She has been there for the whole two years. She has really enjoyed her time there. The staff, as Mrs. Smith has said, is very excellent and I really enjoy it. Without Babyland Nursery I really don't know what I would do because there aren't any individuals that I've seen that I really would want, just one person to be around my child all the time.

The staff at Babyland has really taught the children tremendously. They know just about everything. Between Sesame Street and Babyland Nursery, well, they've made it.

SENATOR WALLWORK: Which is better?

MISS DOZIER: I don't know. I really don't know. My daughter idolizes some of the women down there. She comes home and she wants to go back to see them and, you know, she has just left them. I don't know. They have really instilled in the children a desire to learn, a feeling of independence, and some of everything. And I really do believe that institutions like this should be built, not only in suburban areas but in urban areas where they are much more needed.

In Newark we have a tremendous number of young girls

having illegitimate children and they must continue their schooling and they want to work. We have welfare mothers who want to work but they don't have anybody to keep their kids. And unless we get some money from someplace to fund these agencies, well, these people will be sitting home and you will have another burden with higher welfare rolls.

I think legislation, like bill 2181, should be passed but I hope, when you write the criteria of the guidelines, that you will have representatives of Babyland on the Committee to help do it.

SENATOR WALLWORK: All right. Thank you very much.

Mrs. Nancy Minett. Please give us your full name and the name of your organization.

M R S. N A N C Y M I N E T T: I am Nancy Minett. I am a member of the Passaic County 4 C's Committee but I do not speak in any official capacity for them today. I am here as an interested citizen.

I want to thank the Senators for introducing this bill No. 2181, and for their recognition that there should, indeed, be statewide interest and coordination of effort to provide day care for our children.

One of my concerns is with the composition of the "Child Care Commission" as defined in this bill. May I urge you please to consider carefully the inclusion in the membership of that Commission, representatives from around the state of the various organizations presently providing day care. This would include, among others, city and county 4C's Committees, Head Start programs, and church organizations. There are many people and groups around the State who have been struggling for years to provide quality day care and I feel sure that their experience could be of great benefit to the Commission in their efforts to promote "the development of comprehensive care programs."

I question the restriction in the bill providing only for those children between the ages of 2 and 5 years. Although that provision is intended to be omitted in the law, the reasons for the removal of those restrictions should include concern for special programs and groups of children. Perhaps you are unaware, for instance, of the many programs which are trying to provide hot noon-time lunches to school children, and after-school care for young children, in addition to their regular day care programs.

May I suggest, gentlemen, that a Statewide Master Plan for the development of Day Care Services be developed as one of the first steps of the Commission? The coordination of ALL services, nutritional, health, education and social services is of vital importance in working for the greatest utilization of the community's resources, whether that community be the state itself, or a group of several mothers and interested citizens. The philosophy and objectives of the Child Care Commission should be carefully spelled out so that everyone in the state is well aware of the functions, responsibilities and directions of the Commission.

A method of determining the number of day care places to be developed for the children of New Jersey should be devised and a tentative time-schedule for the provision of that many places be projected.

The efforts of all the Departments represented on the Commission, as well as the knowledge and experience of Day Care personnel throughout the state should be directed toward the development of a health, social services, and educational program by which individual centers can be guided. This kind of program should be developed in such a way that there would be several stages through which a center could pass in continually improving its services.

The guideline could define an initial program for a newly organizing center which might be considered the minimum desirable or acceptable. Then there could be succeeding steps that might be taken by the center to improve any one or all of its services as the experience of the staff increased and as the finances might improve.

Community high schools, vocational schools and colleges should be encouraged to join in the development of courses which could be taken by center personnel evenings or weekends to help provide career ladders for all. These courses might include several stages of nutritional preparation, teacher preparation, health and social worker preparation. Such courses would be adapted to local needs, but there would be an overall direction for each of them, so that credits or courses from one school would be transferable to another school. Every effort should be expended to provide these courses in as many convenient places as possible. There is no reason why any high school could not be a center for the provision of such courses. There must be many people in the state with long and creative experience in child care who might be immediately available to teach such courses, once the general curriculum outlines are defined.

While direction and stimulation from professionals in these various fields is always to be welcomed, there should be ample room for the development of careers for those people who may not have college educations, or high school diplomas. There should also be ample room for those rare women, and men, who may have very little of what we call "formal education" but are so full of love and understanding that they are an invaluable asset to a child care program. Provision should be made for their educational advancement should they so desire.

A further recommendation is that the licensing of day care centers should be the responsibility of one agency in the state. Individual day care centers presently find themselves working to abide by the state-suggested regulations, only to find the local Board of Health has different requirements which may even contradict those of the state.

If there is to be a standard period of renewal of licenses, I submit that one year is not very realistic, unless you contemplate a rather large staff who will do nothing but visit centers throughout the state. Presently there is no state-wide avenue of communication to inform day care centers of changes in requirements, or to provide them with information about possible waiving of requirements. It is hoped that local Boards of Health would consent to be guided by the Commission in this matter.

I would like to insert here, that statewide day care should be concerning itself, not only with the "normal child" in the "regular" day care center, but also with care for infants, for the handicapped child, for the children in the various state institutions, and all those other children with special needs who are not being presently cared for in any program at all.

It is my fervent hope that the sum of money, \$150,000.00, mentioned in this bill is only for the implementation of the statewide structure, and is not seriously meant to be the sum available to day care centers throughout the state.

Again, I commend your efforts, gentlemen, and look forward to the development of a strong, responsive day care program in the state of New Jersey. The time is certainly ripe for the creation of an exciting and far-seeing program.

I would like to add one statement to this statement and say, everybody has been talking about structure here today, who is going to administer. Why don't we throw the whole thing out, be really creative and develop a state department of child care that would administer all of these programs. (Applause)

SENATOR WALLWORK: Okay, Mrs. Minett, thank you very much. I think you had some very good points in your testimony.

I would like to call Mr. Reginald Jeffrie.

MR. JEFFRIE: Let Mrs. Willis go first, please.

SENATOR WALLWORK: Okay. Fine. Mrs. Willis, would you give us your full name and your organization, please.

M R S. M A R Y W I L L I S: My name is Mary Willis. I am here today in the capacity of representative of the Essex County Alliance for Unity. I am also a mother. I have two children and I have been actively involved in the lives of young children and their parents for perhaps more years than I would like to admit.

We appreciate this opportunity to address you. I know at least two of you and I know the work of some of the others.

I would like to begin first by attesting to the fact that so many wonderful things have been said here today. I am always concerned, and I think justly so, when we seem unable to deal with what is a vital core of the situation when you talk about children, and it must be their families and their environment. I think if we can keep our minds - and forgive me if I say, locked into that principle, that a lot of our rhetoric to everybody then begins to have little or no meaning.

One of the most salient points raised, for me, today was when someone talked about regulations and standards - and remember, if you're talking about regulations and standards, surely the goal is for excellence in child care centers, in the development of young children. And I think that perhaps those two principles, remembering the people who bring the children that you want to legislate for, and remember the environment out of which these children come, then perhaps

we can get on about the business of the day.

The Essex County Alliance for Unity represents a countywide body of individuals and agencies concerned with children, their growth needs, and the maximum role of parents and community in this developmental process. Among the groups here today are day care councils from Newark, East Orange, Irvington, Orange and Montclair; Headstart and Title 1 participants, proprietary child care representatives and perhaps, most importantly, a body of the voting citizenry who are here to insure that this Legislature hears their voice and is relevantly responsive.

Historically, the Alliance has played an informational, resource, and supportive role to the communities of Essex County, and our common trust has been to wage the most effective battle to insure that parents and the poor have the self-determining role in the child care programs.

If you were to look around today at the new faces here, and to those of you who have trudged through Newark and throughout Essex County and perhaps met some of us, you would realize that a phenomenal wealth of experience rests in our group, and our experience has developed for all to share an important rule of thumb. A viable child care program is a community-invested child care program. (Applause) A viable day care program is simply community day care. (Applause) Thus it does not take any wild leap of imagination to say that there can be no relevant, intelligent day care legislation unless it flows from the community of people whose needs you seek to legislate. (Applause)

In spite of all the kindness shown at this hearing today, we have to say to you that Bill No. 2181 has not come this route and, therefore, is grossly inadequate and irrelevant to our needs. (Applause)

Bill 2181 seeks to establish a child care commission and perhaps - we are probably wrong, many times we are wrong, but we put it to you for your consideration - a few powerful people with vested political and bureaucratic interests to

regulate the lives of very young children involved in child care programs, and makes no real provisions for parents to make self-determinations. (Applause)

That is the size of my part of the statement that represents a concensus of a group of very widely divergent people but who are all concerned about the legislative process as it relates to young children, their families, the poor, the disadvantaged, whatever name you choose to call us. But we want you to know that our role here today is a constructive one. We have come to offer you help. We have come to make you understand that if we are going to survive together, we need to work together; (Applause) that we have learned through our experience that help after the fact is really not help.

And to Mrs. Fenwick, I do hope you would ask how much the cost would be. We have discovered, and this is based on real experience, that if you are not talking about a paper lion group and you're talking about comprehensive community day care that deals with the lives of children and their parents day by day by day toward goals of dignity and self-esteem and the maximum participation in the economic system, then you have to begin to talk about \$50 to \$55 per week per child. (Applause)

The thing that was not said here today, and I guess we're all assuming that everybody realizes this, is that most of your child care programs do not have an effective delivery of health systems. Now you cannot have education without good health, and good health is very expensive. So if you are talking about comprehensive day care, you have got to find a way to either piggyback our neighborhood health centers or put that into your program. There is no point in making a child reasonably well through screening and sending it to a sick home.

Thank you. (Applause).

SENATOR WALLWORK: Mrs. Willis, I certainly appreciate listening to a lady who can stand up and speak for her people.

I want to set the record straight, because I think I

made the observation - you may not have been here because it was when we first opened the hearing today - Senate 2181, which I'm the sponsor of, is just a modest beginning. We need help from you and from all the people testifying here today to mold a good day care center program on a total program for children. There is no question about that. It is not the intention of the Committee, or anyone in the Legislature, not to listen to people from the grassroots to gain some experience. I include in this that we need to improve education, we need a nutritional program, mental and physical health programs, and often family stability for the children and parents involved. I think there is a total program here. So, I, for one, appreciate your remarks and think that they are germane to a day care center program.

We will take Mr. Jeffries next and then we have a young lady from Somerset County who will be next.

Mr. Jeffries, would you give us your full name and the name of your organization.

R E G I N A L D K. J E F F R I E S: Thank you, Senator. My name is Reginald K. Jeffries. I am here representing the East Orange Day Care and Child Development Council, Inc.

Of course, much has been said about Senate Bill 2181 and, being a member of the Essex County Alliance for Unity in Day Care, we believe that, first, we must scrap the type of structure commission that is in the bill and must also go further and scrap even the advisory committee, and must certainly make note to you that we must begin to rewrite the whole bill in its entirety. We must begin to use basically the community based centers. It seems to us that there is no provision for the indigenous input for these community boards. Then we question the rules. Rules made by whom? But there seems to be no provision for municipalities to delegate to centers within their own grips.

We wonder also about furnishing information to the Commission that's in the bill if there is no use of state

funds.

We also question that the age and income groups are not adequately represented. And, of course, besides the advisory commission, what duties are entailed in the administration of the \$150,000.

We want to go further in stating that we feel that the community people in this bill - that is why they're here, to insure that they're not shut out in determining any rules and regulations. We feel that these people are closest to the situation, much closer perhaps than certainly the Commissioners of Education, Health, Department of Community Affairs, Institutions and Agencies, or even the designees. We feel that they are not even able to get close to the situation. And we feel, in the last several years, the spotlight has been turned upon the indigenous Black or disadvantaged folks in the local communities who have banded together to do their own day care in their own communities and are doing it well, even better than certain professionals. The professional, from our belief, has never felt that these types of people would be able to set up an adequate day care program for their own children.

These regulations are geared for someone else's children, not the Commissioners' or the professionals'. And we believe also that not very many professionals would be caught dead with their children in these day care centers that the communities have gotten together themselves. If the regulations are geared for the poor and Black children, then we believe that the parents should have first level decision-making, that is at the highest level, in determining what destiny there is in store for their children. (Applause)

We believe that the local communities should be allowed to determine and give what is best for themselves. Therefore, again, we feel you should knock out the advisory committee, no yearly report, and, if needed, there is adequate representation on the first level. We would support guidelines but believe local implementation of guidelines

cannot and should not be regulated.

And I would like to say here that the Essex County Alliance does have other people here to follow who may answer some of the questions that you may have. And may we have a chance to allow them to come after me.

SENATOR WALLWORK: Well, I have some other people that I must call, Mr. Jeffries, so we will get to them as quickly as we can. All right?

Thank you for your testimony.

I am trying to skip around somewhat in order to hear people from all over the State who have come here and have views from various areas of the State. So I would like to call on Mrs. Patricia Kellogg from Somerset County.

M R S. P A T R I C I A K E L L O G G: I am Patricia Kellogg, Teacher-Director of the Somerset County Day Care Center in Somerville, New Jersey, and I have restricted my remarks specifically to this Bill.

In the enacting statements, I would like to comment on the "comprehensive licensing, regulation or support for promoting the fullest use of public and private resources to expand child care centers." The State Department of Education which has had this function has been very understaffed with two members in the field responsible for 750 centers. The job has been well-done considering the logistics of the situation. I would suggest that adequate money be appropriated to employ a staff large enough to implement the program.

18A-1. We have long needed this particular section. A child should have the same protection under the law, no matter what his religion, age, economic situation, group status or number, or classification. This section of the old law has been a very discriminatory one.

18a:70-3.(Child Care Commission) The implementation of this part of the bill is not spelled out in enough detail.

SENATOR WALLWORK: Excuse me. Then you're for the amending out.

MRS. KELLOGG: Right.

The implementation of this part of the bill, speaking of the Child Care Commission, is not spelled out in enough detail. Questions: Who will appoint the administrator for the commission? What standards and what qualifications would he be selected under? This position would be a most important one and must not be allowed to be politically motivated or controlled.

18A:70-4 (Certifications) A period of one year certification is more appropriate because of the fluidity of personnel and situations. However, this regulation would require a large staff to enforce.

18A:70-6 A plea that the information and reports - and there's a mention made of reports back to the State -- A plea that the information and reports will not be busy work for centers, many of whom are understaffed in the clerical departments. Please, not too much bureaucracy.

18A:70-10 Many of the non-profit day care centers, of which I am one, would be cheered by any aid from the state. For many of us, our only aid has been the food subsidy which we use and need but the state does have some responsibility other than to the child's stomach. Both the Children's Bureau and Welfare endorse day care. However, the only way they support us financially is when they use our services. The problem of raising money for a non-profit center is a difficult one and the 25% of the annual operating cost would give us much needed support. I would like more but I would be happy with the 25%.

Section 11: I do not feel that the bill is specific enough as to how the members of the advisory committee are to be selected other than geographic. One would hope that the Commission will have specific guidelines so that the advisory committee is representative of all groups.

To fully implement this program will take larger appropriations than New Jersey has been willing to support in the past. There has been Federal money for day care providing the state would contribute in kind, but New Jersey has been reluctant to participate. Plans have been suggested to use private sources such as United Funds to match Federal funds, but New Jersey, again, has never considered this. The appropriation on the bill will be a start in having a better program for young children but only to implement the program.

There are two other areas that I would like to suggest for further consideration.

1. Standards for fire and health regulations for centers vary from municipality to municipality. I realize that in New Jersey these are local options but codes covering the safety and health of children, no matter where they reside, should be the same.

2. There is a great need for advisers and consultants for new centers, particularly in the day care field. The code now covers the physical facilities and staff qualifications but advice on financing, handling of paper work, personnel policies and many other details of the management of a full day program are left to chance. A consultant assigned to a center for the first year would help to establish the center so that it would be strong enough to survive. The proliferation of day care centers at this time by well-meaning people with little idea of the financial and administrative problems involved is a sad situation.

And I would like to second Mrs. Minett's statement on a state master plan because I think the whole thing now is in such fragmentation.

Thank you very much.

ASSEMBLYWOMAN FENWICK: Could you tell us what is your cost per year, per child?

MRS. KELLOGG: It's \$25.00

ASSEMBLYWOMAN FENWICK: That's per week?

MRS. KELLOGG: Yes.

ASSEMBLYWOMAN FENWICK: What are your hours?
How long are you open?

MRS. KELLOGG: 7:30 in the morning until 5:30 at
night.

ASSEMBLYWOMAN FENWICK: 7:30 A. M. every week day?

MRS. KELLOGG: Every week day.

ASSEMBLYWOMAN FENWICK: And \$25 per week meets your
cost?

MRS. KELLOGG: Well it meets the cost to this extent,
you have to depend on volunteers and I don't have any special
services unless it's voluntary, a volunteer doctor, a volunteer
psychologist which it isn't possible for my center to have.

ASSEMBLYWOMAN FENWICK: Right.

SENATOR WALLWORK: Thank you very much.

I would like to call Miss Jean Stark of the Department
of Community Affairs.

J E A N S T A R K: I would like to talk with you about
three aspects of the bill pertaining to the formation of the
Commission and I am talking from our experience in Day Car
100 Programs.

I think very much the Legislative Commission should be
concerned with all children but I think we ought to write in
somewhere in the legislation that the economically deprived
cannot be overlooked in the formation of the Commission. I
think we need to make sure that parents are involved in all
levels of decisionmaking. Then, also, I think that we have
to provide for not only a state commission but also a regional
or county commission.

You asked about cost, Mrs. Fenwick, and our cost is
\$2700 per child per year and that includes complete child
development services, health, social services, education
and I think transportation of the child.

Now, of course, with day care we're open 12 months
a year, a 12 hour day, plus if we're going to involve parents
we're going to be open during the evening. So a great
deal of our day care cost goes into salaries for personnel

who are working during the day and also staff to work with parents during the evening. And I think, in working with parents, we want to make sure that we're working with parents and child as a unit and this means that we need to have staff working with parents in not just an educational capacity but also in a policy-involvement capacity, and that parents should be involved all the way through a day care program in all levels of policy and decisionmaking.

ASSEMBLYWOMAN FENWICK: I'm having difficulty understanding as well as hearing. That parents should be involved in what?

MISS STARK: That the parents should be involved in the decisionmaking process and in boards and on the commission at both the state and, if we have a regional level or county level commission, there too.

One thing that I think the Commission needs to concern itself with is that we need day care not just for children of working parents. There are children in New Jersey who need day care desperately, whose parents are not working and may never be working. And I believe you have people from Institutions and Agencies who will be speaking today and I think they could speak to this question in perhaps more detail than I. But we have many children who need day care whose parents cannot work,

ASSEMBLYWOMAN FENWICK: And cannot take care of their children? Is that the point you're making?

MISS STARK: And cannot take care of their children.

ASSEMBLYWOMAN FENWICK: They're ill and so on?

MISS STARK: Right. And I think that we need to concern ourselves - the Commission needs to concern itself with these children as well as the children of working parents.

I think that in staffing day care the Commission needs to concern itself with staff members who serve as role models for children and, therefore, the staff needs to be representative of a wide ethnic and economic background. And I make a plea that we need men in day care centers as well as women as

staff members. (Applause)

If we are going to have representation of a wide economic and ethnic background in our staff then we will have to provide paraprofessionals with a career development ladder that leads to professional status. This is included in the cost per child of the Day Care 100 Center. But very definitely paraprofessionals must have a professional career ladder that leads them to the positions of teacher, center director, top educator in the center.

The most difficult problem which we've encountered in Day Care 100 which I think the Commission will have to concern itself with is the whole location of sites which are licenseable by the State Department of Education. We have found, we've been working very closely with the Department of Education, that the cost of remodeling a church basement or a warehouse runs around \$45,000 to \$60,000, and then you do not have the ideal child care center.

We urge the Commission to look at the licensing standards from the point of view of making changes but not lowering the standards. Children need quality fine care. So, we think there are changes that are necessary but not from the point of view of lowering standards.

ASSEMBLYWOMAN FENWICK: From what point of view?

MISS STARK: From the point of view that some of the standards are - well, for example, one that the pre-school child cannot be on the second floor of a building. We feel that if that building is safe, if it is fireproof, if it has proper exits --

ASSEMBLYWOMAN FENWICK: I see what you mean, practical.

MISS STARK: Practical, right. But as far as the space per child or the food program or the health program, that these standards should not be lowered.

I believe that covers it.

SENATOR WALLWORK: All right. The Day Care 100 Program that the Department of Community Affairs operates, is that basically all money coming from the Federal Government and the

Department then organizes the program?

MISS STARK: 25% of the money comes from the State of New Jersey and the remaining funds come through Title 4A, Federal Government.

SENATOR WALLWORK: How much are we spending on the Day Care 100 Programs, Federal and State?

MISS STARK: This year's budget is around \$4 million, Federal and State.

SENATOR WALLWORK: And what would your rating be - how many day care centers now do we have in operation?

MISS STARK: We have 17 in operation and we anticipate opening 5 more.

SENATOR WALLWORK: And how many children do we service through these?

MISS STARK: With a few exceptions, which are 85 or 90 children, we fund a 60 child center.

SENATOR WALLWORK: And what is the degree of success in this program, would you say?

MISS STARK: Judging from the children who have gone from Day Care 100 into the public schools, the degree of success is very high. Several of our centers are following their children through the first and second grades, through kindergarten and first grade and the children are doing very well.

SENATOR WALLWORK: Could you develop in the Department of Community Affairs instant guidelines to have a demonstration program under the Day Care 100 Program?

MISS STARK: Yes, we could do that. We would reach out to other agencies to help us but, yes, we could do this.

SENATOR WALLWORK: At the request of the Committee here, because I think the Committee would be quite interested in that, could you speak to the members of the Department of Community Affairs, the Commissioner, and see if within a two or four week period we couldn't get one of these demonstration programs and maybe do some activities through the Day Care 100?

MISS STARK: Yes, we could do this.

SENATOR WALLWORK: All right, fine. I would like to receive a letter and a note on that particular aspect and see if we couldn't move that along to help places like Babyland and so forth.

MISS STARK: All right, fine.

ASSEMBLYWOMAN FENWICK: How many children are enrolled in Day Care 100 in the State?

MISS STARK: It's about 60 times 17 centers. I think we're up to about 400 children.

ASSEMBLYWOMAN FENWICK: 60 times 17 centers?

SENATOR WALLWORK: That would be a little over 1,000.

MISS STARK: A little over a thousand, then.

ASSEMBLYWOMAN FENWICK: Then that \$4 million, that's a cost of about \$4,000 per child. Is that right?

MISS STARK: No. When I'm giving the figure \$2,700 per child per year, Mrs. Fenwick, I'm talking about the operating cost and not the start-up cost. That does not include the remodeling of the facility; that does not include the purchase of equipment; that does not include the initial training of the staff. That figure is based upon all that having taken place and now we open our doors and we actually serve the children. That figure does not include the overhead cost either.

ASSEMBLYWOMAN FENWICK: The \$2700 would be \$2,700,000.

MISS STARK: Right.

ASSEMBLYWOMAN FENWICK: And the difference between those two is for the remodeling costs, the tooling, and all that, is that right?

MISS STARK: Right. The starter costs, the departmental costs.

ASSEMBLYWOMAN FENWICK: I see.

MISS STARK: Now, we have no hidden cost in that \$2,700 figure. Part of our demonstration is to find out how much quality day care does cost. We don't get any food supplement programs. We're paying rent for facilities.

ASSEMBLYWOMAN FENWICK: You don't get any federal food --

MISS STARK: No. We're not eligible because one of the purposes is to find out how much does a program like this cost, you know, what does it really cost.

SENATOR WALLWORK: So it's about \$50 a week.

MISS STARK: About \$50 a week.

SENATOR WALLWORK: Do you have good coordination, would you say, between the other state departments on day care?

MISS STARK: Yes. I'm on a committee at the Department of Institutions and Agencies concerned with services to families and we work very closely with the Department of Education regarding the licensing of Day Care 100 facilities. I believe that we need more coordination across the State for day care.

SENATOR WALLWORK: Probably, because it's a State program, Day Care 100 gets a lot of extra attention.

MISS STARK: I think so. I should add that we receive literally thousands of telephone calls every year requesting funding, from existing day care centers and from people who feel the need for day care and want to open a day care center, literally thousands.

ASSEMBLYWOMAN FENWICK: Are you trying, Miss Stark, to see how economically a quality day care program can be run or are you more or less putting quality and just seeing where it takes you? I mean, what is the philosophy here?

MISS STARK: The philosophy is to see how we can have the finest day care possible for the least amount of money.

ASSEMBLYWOMAN FENWICK: So they are both considerations.

MISS STARK: They're both considerations, but when we talk about day care and a 12 month year, and when we talk about a 12 or 15 hour day, and we talk about paying staff living wages --

ASSEMBLYWOMAN FENWICK: And parents being taken care

of as well as children.

MISS STARK: And parents being involved, we're talking about very comprehensive kinds of services.

ASSEMBLYWOMAN FENWICK: Suppose you did not care for the parent and merely focused on the children, what do you think your costs would be?

MISS STARK: Our cost would be less but I don't feel we would be offering quality child care. I think it's absolutely imperative that parents be involved with the children in the operation of child care services. (Applause)

ASSEMBLYWOMAN FENWICK: You don't know what those figures would be?

MISS STARK: We have a social services staff member in each day care center concerned primarily with parents and that salary runs \$8,000 or \$9,000 a year.

ASSEMBLYWOMAN FENWICK: You've never run a child day care center except having evening things for the parents. Is that right?

MISS STARK: That's right.

ASSEMBLYWOMAN FENWICK: So you don't know what you would save if you didn't have that staff. Is that right?

MISS STARK: You mean for cost? or for services?

ASSEMBLYWOMAN FENWICK: Yes, cost.

MISS STARK: For cost, no. We are doing a cost analysis of the Day Care 100 Program this year and we will be able to make those figures available to you.

ASSEMBLYWOMAN FENWICK: Because we've heard testimony this morning from several people who certainly seem to be doing wonderful day care center work without involving the parents. Have you ever studied their results with the children to see whether perhaps they aren't doing a pretty good job too?

MISS STARK: I'm sure they're doing a very good job. It's just my own personal belief that the finest job is done when the parents are involved. (Applause)

ASSEMBLYWOMAN FENWICK: But you haven't studied their

work and compared the results of the children's performance and that sort of thing.

MISS STARK: No, we have not.

ASSEMBLYWOMAN FENWICK: You've done no study on that.

MISS STARK: No, we have not.

SENATOR ITALIANO: This program, as I understand it now, you're engaged in is primarily to determine what it would cost to have a child day care center program. Is that correct?

MISS STARK: That's one of the aspects, yes.

SENATOR ITALIANO: What are the other aspects?

MISS STARK: We're interested in the whole para-professional career ladder to find out how successful it is, the relationship of that career ladder to the achievement of children.

SENATOR ITALIANO: Then, all aspects combined, make this an experimental program.

MISS STARK: Yes, it is a demonstration program.

SENATOR ITALIANO: For what? What do you ultimately intend to achieve?

MISS STARK: We hope to achieve, among other things, the cost of each one of these services and how we think it relates to the development of that child.

SENATOR ITALIANO: Then where do we go from there?

MISS STARK: Then we come back and ask you all for money.

SENATOR ITALIANO: The State? Is that right?

MISS STARK: Yes.

SENATOR ITALIANO: There has been testimony here that the State, because of its hodgepodge of authorities, which includes your Department, hasn't benefitted from the federal programs. Is that correct?

MISS STARK: I think we could have benefitted a great deal more from the federal programs.

SENATOR ITALIANO: Because we don't have the mechanism, so I'm told, we don't have the method of participating with the federal program.

MISS STARK: Right. The Department of Community Affairs is participating under contract with the Department of Institutions and Agencies. We are under contract to I&A.

SENATOR ITALIANO: Then would your Department -- incidentally, the opinions you're expressing here today, are they the opinions of your Department or yours personally?

MISS STARK: These are my opinions.

SENATOR ITALIANO: Yours personally, not the Department's.

MISS STARK: That's right.

SENATOR ITALIANO: Then would you agree that there should be one agency to handle the child care centers?

MISS STARK: I think it would be very beneficial to have one agency concerned with child care.

SENATOR ITALIANO: What agency would you suggest?

MISS STARK: I would rather not make a suggestion.

SENATOR ITALIANO: Well, we need your expert opinion. You are part of State Government and we're asking you for help.

MISS STARK: I would prefer that you discuss that with other people in the Department of Community Affairs. (Applause)

SENATOR WALLWORK: Miss Stark, we appreciate your being here and the testimony you have given. We could probably talk another half hour but unfortunately we want to move along and hear as many people as possible today.

Thank you for your testimony.

MISS STARK: Thank you very much.

SENATOR WALLWORK: And you will follow through on that demonstration program for the infant care.

Mrs. Alphin.

M R S. I D A A L P H I N: My name is Ida Alphin and I am from the Bureau of Children Services.

I am glad of this opportunity to participate in an active discussion on day care, and it has really been very active up to this point. It is heartwarming and encouraging to have New Jersey lawmakers actively involved in this area

of concern. And I might add, as most of you no doubt will agree, that this is a long overdue focus.

I wish to commend Senator Wallwork and his colleagues for the interest shown and stimulated in behalf of children. This statement, that I am about to read, does not represent the official position of the Bureau of Children's Services, for whom I work, or the Department of Institutions and Agencies, but represents my views after a number of years of employment in the area of day care.

This sharing of information, insight, and experience is certain to advance day care which to my mind and the minds of a continuously growing group is one of the best investments any community can make. What happens to our children today determines what our society will be like tomorrow. Without quality day care, many children are neglected. This neglect unquestionably weakens the total fiber of our country today and is a growing threat to its future. Through the united understanding efforts of leaders in many walks of life, quality day care can be made available to every child who needs it. Please note that I specified "every child who needs it" because day care is a supplementary service for those families who need it, regardless of economic and social levels.

Since 1964, the Bureau of Children's Services has included day care as one of its child welfare services. That is, we believe that there are values in day care services for families when the mother is not employed. Back of this is the philosophy that day care is an important and significant resource for keeping children in their own homes with their own parents. This is the philosophy back of child welfare. In other words, we operate under a strong conviction that day care is a preventive measure and can be used to strengthen family life.

In 1968, the Bureau of Children's Services assumed the responsibility of the WIN Program which does limit day care to those situations where the mother is out of the home, perhaps in training or in employment. However, the two types

of day care available under BCS both operate for the well-being of the child and his family. If a child no longer is eligible for day care under the WIN Program and is living under questionable circumstances where continued day care is deemed wise, then necessary steps are taken for uninterrupted day care services.

The Bureau of Children's Services provides day care through the use of centers, day camps, family day care homes, in-home care, as well as special contracts for after-school programs with specific agencies. This variety of possible provisions for day care makes it possible to meet the needs for this service from infancy into the early teen years.

As we all fully realize, New Jersey has many day care needs. They have been brought to our attention today from various parts of New Jersey.

I am not going to go into detail but I was also asked not only to tell what we were doing in the Bureau of Children's Services but to point out some of the inadequacies. By this time, after six hours, we have pointed out most of the inadequacies in the New Jersey day care fiber. But, for emphasis, I will read what I have prepared.

A quick look at our inadequacies shows the following, and the list is not by any means exhausted:

We certainly need more day care centers. This is the critical need. We are using family day care homes in many instances because we do not have sufficient day care centers into which children should go. The homes cannot give the child the total developmental program that he would get in a good well-organized and quality-staffed center. Today there is strong opinion that only through public funds will adequate day care services become a reality.

Secondly, the centers authorized to operate need more constant, critical supervision. We have spoken to this point on several instances today that there is in the Bill 2181 provision for changing the licensing from a period of three years to one year. Now, I think this has some advantages. I

have been concerned, over a period of years, with this regulation because I have known day care centers that realize that in a few days or weeks they would be coming up for licensing again. What do they do? They begin to polish up, buy new equipment, paint up, etc. They do that and then perhaps come in and get a certified or approved statement and nothing else is done again until three years later when they're coming back. And many changes can take place. And it's very important that something should be done to keep all day care programs and day care centers, whether it's a half day or whole day, on their toes every day in giving the children the quality program twelve months a year, not just occasionally when they expect to be re-evaluated.

There is a dire need to provide regulations for the care of children under two years of age. I do not need to go into that further. That has been mentioned. But the Bureau of Children's Services has been aware of this need for a number of years, in fact as long as I have been with the Bureau, which is approximately eight years, this has been one of the areas that we have been concerned about.

You might be interested in knowing that at this moment we have completed suggested standards for the care of infants and they are now being reviewed.

Number four: The State laws should be extended to assure adequate care and protection, again I say, to all children. And I am particularly referring to the provision here that eliminates from supervision and licensing certain areas in our society. For example, any aid society properly organized, an accredited church or fraternal society organized for aid and relief of its members does not have to be accredited. Why would you give any person the right to take a chance with a child's life and his future.

SENATOR WALLWORK: That's being cut out of the bill.

MRS. ALPHIN: Is that being deleted?

SENATOR WALLWORK: They will all be subject to inspection.

MRS. ALPHIN: Well, very good. I wasn't sure that that was a part of it. I know this morning someone raised a question about this problem.

We contend that every auspice agency providing for children should meet the specifications for quality child care. Provision for licensing and supervision of all child caring programs is the only way to be assured of this fact.

Fortunately, the Bureau of Children's Services, with the support given by the Legislature, has been able to operate day care centers that meet not only State standards but the Federal Interagency requirements as well. We have set up several day care centers in the State and we have plans for setting up more. And they are meeting the State standards because the State standards are minimal and the Federal Interagency requirements are higher, so that they meet both. Sometimes there is confusion in the centers, the directors of the various centers when we go and say their programs have to meet not only state standards but Federal Interagency requirements, and there is a need to have one standard so that there will not be this confusion. But, for the Bureau of Children's Services, since we do use Federal funds, we do have to see that any program that is receiving money from the Federal Government must meet the Federal Interagency requirements.

However, there are many facilities in New Jersey, not as fortunate as those operated by the Bureau of Children's Services, and they barely exist, they are hardly able to make it because the cost of care is more than they can put on the parents. So there is a continued loss of quality through the hiring of poorly prepared staff, or insufficient staff, and failure to replace materials and keep equipment in repair, as well as the serving of meals lacking in nutrition. I have visited centers and my heart has gone out as I see the kind of lunches that many of the children have been served. For these facilities, financial

aid should be available. And I heartily endorse the recommendation in 2181 that 25%, if not more, should be made available of these costs for operating a good center.

There is a sixth recommendation that I should make and that is that staff trained in early childhood education is very difficult to secure. And colleges should make such courses available. Some of them are hesitant about doing this for a number of reasons but with some pressure our colleges should be encouraged and urged, and whatever funding is necessary, so that they can make these courses available not only for paraprofessionals but for people who come to the programs trained maybe in high school or some other phase of education and they want to major and do work in early childhood education.

And a thing that we haven't talked about to any great extent today that I would recommend, and I am not going into detail telling you how this should be done, - whatever expertise is available in the Bureau of Children's Services you certainly must feel free to consult with them as you prepare this bill and we will be available, I only want to bring out some highlights -- but one of the things we need in early childhood education is more research on all aspects of day care as a basis for providing wider understanding and support. We are saying a lot of things but we really just need to be able to document it through research.

Thank you.

SENATOR WALLWORK: Thank you very much, Mrs. Alphin, for your remarks.

Mr. Pinckney. Is Mr. Pinckney here? You're a pinch hitter, right? Would you give us your full name and the name of your organization, please.

M R S. A L B E R T A B A I L E Y: My name is Mrs. Alberta Bailey. I will try to make this short and sweet. I am the Chairman of the Board of the New Preschool Council.

We have two major concerns - one, the composition of the Commission and its ability to direct action at the local

level; two, the dire need for coordination at the local level.

The New Preschool Council conducts its Head Start program within the City of Newark for 1800 four year olds with an annual budget of over \$200 million dollars.

SENATOR WALLWORK: You mean \$200,000?

MRS. BAILEY: This says \$200 million.

SENATOR WALLWORK: \$200 million?

ASSEMBLYWOMAN FENWICK: How many children?

MRS. BAILEY: 1800 children.

SENATOR WALLWORK: Well, what's a decimal point or two.

MRS. BAILEY: We're now interested in day care as well. Our Board of Directors is composed of over 50% parents of children of our community. We are concerned, even disturbed, that your suggested commission has no community representation on it, either from the community at large or from the operators of the affected agencies. But if it had representatives included in this bill, it would have more directly confronted the second item I mentioned first, that is the dire need for coordination at the local level.

Day care centers, Day Care 100 Programs, and Head Start Programs have now had, with the various programs allocated, different amounts of money for space rental. For example: We have been conducting a program in a church operated building, we have now been informed through the Minister that unless we have increased the amount of rent, we pay from \$100 a month to \$350 a month, we shall have to vacate the premises and that they will search out a day care program that can afford the additional rent.

I might also add that the State has just raised its fee for the licensing of Head Start Centers from \$15.00 per center to \$75.00 per center, and we're operating 60 centers. I see that this bill has a \$15.00 price tag on it.

How does the program affect the program conducted now under the Department of Education? It would appear that

coordination is needed here in Trenton also. It would appear then that coordination, at least on the county level, and in the case of Newark probably at the city level, is needed to reduce conflict and duplication, rather than another level of red tape at the top.

Thank you. (Applause)

SENATOR WALLWORK: Thank you, those were some sweet remarks.

Is Marilyn Bernstein here, League of Women Voters?

M A R I L Y N B E R N S T E I N: I am Marilyn Bernstein, League of Women Voters and Board of Dover Day Care Center.

I have no prepared statement but I think this is a wonderful opportunity for all these people to come here and speak and I would like to congratulate you.

I would like to say that the points brought up have been very well covered and I don't like to take any time. I would like people who have had more experience to continue.

SENATOR WALLWORK: All right. Are you on any Committee of the League of Women Voters on day care centers?

MRS. BERNSTEIN: I'm on the Education Committee of the League and we back day care and child care in total.

SENATOR WALLWORK: All right, fine. We appreciate your being here.

MRS. BERNSTEIN: I would like to say one thing to the Black parents here because I've spoken to some of them and I know the frustrations they feel but I don't think they should feel so alone because as a White parent I have felt very frustrated myself about having representation and a voice in the education of my children too.

SENATOR WALLWORK: Thank you.

Mrs. Jean Beer. Would you give your full name and the name of the organization you represent.

M R S. J E A N B E E R: I am Jean Beer and I am President of the Monmouth Day Care Center in Red Bank, New Jersey, but I am speaking as a private citizen and not as President of the Center.

I did have a prepared statement but most of the things I wanted to cover have already been covered. But I do have a few things to say, particularly since the last speaker. I would like to underscore some of the things she said about coordination on the local level. Monmouth Day Care Center is a nonprofit center. We were fortunate in getting broad community backing so that we had enough funds that we could open a center that met federal requirements. We are currently working with BCS, BCS WIN, we are approved by the Department of Education and we are working with the Labor Department with trainees in the center.

I hope that whatever standards or policies are set for day care, statewide, the implementation and enforcement of this will be on a local level where the local day care center can have immediate and quick contact to solve their problems, rather than having to wait long periods of time to get answers.

In Monmouth County we have nonprofit centers, we have OEO centers, some WIN centers are being set up. In Long Branch there is an OEO Head Start Center. A group of parents who want to work cannot get their children in the center and they are trying to establish a nonprofit day care center. The WIN day care center, I hope, will be open soon. However, this is a duplication of effort in the same town.

In many instances a combination of these programs is impossible because a small center has been set up and is unable to meet federal guidelines. In many cases, as in Asbury Park, we have centers that have been set up on a shoestring. They have difficulty in gaining the money for equipment and capital spent.

Cost for care, as now set up with the Bureau of Children's Services, is based on past experience. If you are relying on sort of semi-volunteer help and volunteer help and people who are practically giving their time, you have a very hard time in justifying a raise in fee because you have

no experience at a higher fee. I would hope that the State would take this into consideration and make a genuine effort to help these centers. We have been very fortunate in our relationship with BCS, the Welfare Boards, - and may I say this to people who say there is no way to implement Title 4A funds: I admit we are in a unique situation. We have a very wonderful County Welfare Board. They are willing to be the vehicle for us. We are in the process of applying for Title 4A funds through them. I know that they would be happy to match United Funds for us also.

The cost per care - another thing that is currently being done with cost for care is that some of the membership contributions are being deducted before figuring out your cost per care per child, such as memberships. And when you are trying to support families who cannot finance the whole cost through scholarships, this becomes sort of redundant because your cost for care per child is your cost for care per child and has nothing to do with what you may be bringing in in contributions. Your community contributions are badly needed for capital funds. Nobody has said that there is capital building money, renovating money anywhere.

SENATOR WALLWORK: No, there isn't.

MRS. BEER: And if you have a nonprofit agency wherever possible let's combine these operating costs through the WIN program or BCS so that whatever community funds are raised can be used to obtain proper facilities in so far as we're able, at least.

ASSEMBLYWOMEN FENWICK: The Federal Government, I think, gave a \$70,000 renovation grant to our county facility.

MRS. BEER: We have heard of no --

ASSEMBLYWOMAN FENWICK: Well, there is a way because they gave a \$70,000 grant for the renovation of the building.

MRS. BEER: Through proposals through BCS I think there is some renovation money available.

ASSEMBLYWOMAN FENWICK: This was Federal.

MRS. BEER: Federal? Well, we'll look into it.

I am concerned about this 25% State funds also. Does this mean - for instance, in Asbury Park one of the nonprofit centers, almost all their children or a good portion are BCS WIN children. Does this mean that the 25% State money that goes to support those programs, that if they had every child in their program paid for by BCS or WIN matching funds, that this would represent the 25%? I don't understand what this 25% represents or who is going to figure out what it consists of.

SENATOR WALLWORK: Well, it can consist of a lot, even in a Model Cities program, and I think Asbury Park is in a Model Cities program, at least on the State level, they could take some of their Model Cities money and that could then be used to match Federal funds.

We do need a single agency - and I've just made a note - we need to know really all of the Federal programs and what is available in housing or rehabilitation, what's available from the School Lunch Program and the Surplus Foods Program, and all these other things. This is what we need. That's why we need the coordination at the State level.

I don't know specifically here what you're referring to in Asbury but perhaps we could find the point. I think you raised a good point about your local county welfare board acting as the channel for applying for Title 4A funds.

MRS. BEER: Yes.

SENATOR WALLWORK: That being the case, Mrs. Alphin, I would like you to take that back to the Department of Institutions and Agencies and I would like to get a letter from Mr. Riti or Mr. Engelman as to why we can't have local counties then do this. I am sure there are organizations in the local counties that would like to work with the county welfare boards and get these matching funds. Would you do that?

MRS. ALPHIN: Yes.

MRS. BEER: One last thing on cost. You asked Mrs. Stark about cost. We have used, I think, everything that

we've been able to lay our hands on. We use the Federal Lunch program. As I said, we use the Department of Labor trainees. It, last year, cost us approximately \$32.00 per week per child without transportation. Now, one thing you must remember, when you're talking about transportation in Newark you're talking about small area transportation; when you get into Monmouth and Ocean Counties, in order to have an economically feasible center of at least 60 children, you're going to have to transport some of those children quite a distance and your transportation costs are going to be entirely different than they would be in a very highly congested area.

SENATOR WALLWORK: Right. Do they do anything for the handicapped in Monmouth County?

MRS. BEER: There is a Monmouth County Day Care Center that, I understand, the County Freeholders have given the land and the Retarded Children's Association, I believe, is going to run the day care center and build the building. But that is a different special unit just for retarded children.

By the way, we are getting help from the Psychiatric Center for some of our children and, again, our Welfare Board is providing our social services. So our costs are not inclusive of many things that we should be providing.

SENATOR WALLWORK: All right, thank you very much, Mrs. Beer.

Mr. Sam Appel from Camden.

MR. APPEL: Could Mrs. Campbell be heard first?

SENATOR WALLWORK: Okay.

D O R I S C A M P B E L L: I am Doris Campbell and I am Treasurer of the South Camden Children's Center in Camden, New Jersey.

Our group is slightly different from every one that's been mentioned today, so I will have to give you a little background. That's why Mr. Appel gave me his turn, I think.

A group of neighbors came to the church to which

I belong, four years ago, and said they would like to start a day care center there because they felt that many mothers needed a place to put their children. And somehow they had gotten in touch with Mrs. Elaine Lee. However, we were unable to find any public funds at all and we started with fallen tears and that gave us no status so we had to go out and get some money to pay some workers who were still volunteers. Our salaries ran from \$10 to \$25 a week so they were really volunteers. And we grew to an organization with 65 children, in age from 6 months to 6 years. We have a kindergarten, as well. And when we had initially applied for funds, they said our funds are only for going organizations, we can't afford to have any risk money, there have been so many failures in day care centers. And we did get some risk money from Campbell Soup to buy us some equipment and we used, finally, every inch of the church by taking seats from the church and putting the children's things in there and the church is reassembled every Sunday.

When we got to the stage of 65 children, then we were told that the only money available was for experimental centers and we had proved that we could go ahead and just try to go ahead with the money that we were able to get from churches, individuals and some business people around town.

Now we're not quite running out of gas but we're really running shame-faced because our salaries are still, at this moment, \$65 to \$130 a week. Our director is donated by the local church so that we have no expense there. And actually our expenses, without all these things, with no extras or social services or family help or medical services, just our basic costs without any equipment is \$25 a week. Our equipment we run on special funds, you know, special equipment raising funds.

The bill sounds very hopeful to us but we want to see in that the qualifications now, where we can qualify.

We feel that we've had two of these pushdowns and we want to know how we can get in on part of this \$150,000 so that we can pay our teachers. I really feel embarrassed to say this is what we're asking people to work for in this day, \$65.00 a week which is ridiculous. And we have raised our seed money and everything but we couldn't get a thing more to go with it.

SENATOR WALLWORK: All right. Thank you very much, Mrs. Campbell.

Mr. Appel.

S A M A P P E L: My name is Sam Appel and I am a Presbyterian Clergyman. I am on the Board of the South Camden Children's Center, Chairman of the Finance Committee.

Mrs. Campbell has given you a little of the background of some of our problems. I really think it's a disgrace when we have to go, as the Director and I did, some months ago, to Washington to find out that the State of New Jersey does not take full advantage of Title 4A funds, and then to hear from people outside our State what they consider some of the problems to be.

I would like to talk just a minute about the structure. I'm happy with the bill, that it's been introduced. I do feel, however, that a commission made up of the parties that you talk about from the different departments is going to be a commission set out in left field and will not have the responsibility or the power or the wherewithal to bring a lot of hodgepodge of services, now, together in one coordinated whole.

I would like to make this suggestion for what it's worth, and I'm only a layman so I can make it. I would like to see the responsibility for early childhood education in the Department of Education. The structure is there, the county structure, with the superintendents who are part of Commissioner Marburger's staff, is already there; then, in order to keep it from being a professional kind of bureaucracy, - and public school education has, I think,

the major responsibility for some of the problems that we're in, so I don't want it to be a continuation of their type of educational operation, although I think they recognize the need for radical change and realtering - in order to make it less professional in that sense. Then we need, I think, council, something like the Title 1 legislation now is which is now, for once, being given some teeth by the Federal Government, where you would have councils made up of staff of day care centers, parents of day care centers, at least 50% or more, and then, finally, some representatives from organizations which show an interest in the whole child care field. Then you could take your 4C's, your county setup, and have it work with someone in the county superintendent's office.

It seems to me that the structure is already there. And then the emphasis becomes not day care services, which sounds like a luxury whether we can afford it or not afford it, but early childhood education, and that's what it really is.

We heard testimony today about infant stimulation and the great degrees of growth that can be measured in infants. Now it seems to me that it's a responsibility, it's meat and potatoes, it's not something that's a luxury any longer, and the Department of Education, I think, could learn from early childhood operations how to conduct public school education. (Applause)

Let me illustrate one of the problems in Camden. Until Title 1 now we're entering the preschool field, and that's one of the main emphases in Title 1 right now. And before we have another hodgepodge, on top of other hodgepodes, for God's sake let's coordinate this. They have no more business getting into Title 1, now this is my opinion, they're having a hard enough time with K through 12 and they recognize the fact that the day care centers are presenting a problem to them. The kids are coming into the public schools so turned on, so stimulated, and it takes them about two years to kill it. (Applause) In other words, if they are going to get into it, and I think they have to, they have to learn from us. And

it's parents of small children that will teach educators.
(Applause) And as one who served on advisory committees in Camden, until they come out of my ears, nobody has time for advisory committees, nobody listens to us, we work our heads off and they ignore us. You need a kind of Title 1 parent-council formulation that has teeth in it and they then on the county level, these 4C programs, made up of 50% or more parents, with staff people and with representatives of organizations that have proven an interest in early childhood, would plan, develop, monitor and evaluate early childhood educational opportunities.

Thank you. (Applause)

SENATOR WALLWORK: Thank you.

ASSEMBLYWOMAN FENWICK: I couldn't write quickly enough. Just give me that last thing, would plan - what did you say?

MR. APPEL: Well, I am taking this straight from the Title 1 act and I am dropping the term "operate". They will plan, develop, monitor - that would be on-sight visits and more than once a year - and would evaluate early childhood operations. And I think the emphasis ought to be on early childhood education, not day care services. (Applause)

ASSEMBLYWOMAN FENWICK: Thank you.

SENATOR WALLWORK: All right. Thank you, Mr. Appel. I think it's education and health facilities and some other things too, but I think your remarks were very good.

Mary Agnee. I am trying to skip around, ladies and gentlemen, and draw from the many counties represented here on an equal basis. So, please bear with me.

Your name and organization?

M R S. M A R Y A G N E E: My name is Mrs. Mary Agnee. I am Coordinator for the Irvington Day Care Council but I am here today as a representative of the Essex County Alliance Unity.

Today we came, five of us, each of us taking a section of the program that has been gathered together. I

noticed that "coordination" has been the word of the day and I have to agree it is definitely of value to all of us.

In Essex County, the various day care councils, Head Start programs, and other day care centers have gotten together under this name Essex County Alliance, and we did have a meeting and we felt it was a little unfair to come down here and yell "you're not writing up the ~~type~~ of legislation we want," unless we can come up with some constructive ideas of what to do about it, how to get more input from the communities into legislation since it is affecting us. And one of the recommendations that the Alliance came up with was the role of a task force, and this task force would be comprised of 50% of community-based agencies. These would be day care centers, day care councils, people who have a viable working knowledge of the needs of child care. 25% of it would definitely be the parents who are involved in day care, who have their children participating in the program, and another 25% of interested community members, members who perhaps no longer need the services of day care themselves but recognize the need for it and are willing to cooperate.

Among the other difficulties we seem to have is getting information from agency to agency, and we have discussed and will proceed in the very near future with a news letter through Essex County. We would like to see this expanded on a statewide program so that all agencies and legislators and people interested in day care can have a continuous, running development of what is going on in this type of program since it has become so vital to our nation.

Basically, that's all we really wanted to do but we felt that the duties of this task force, in order that they not be just another group that gets together once a month, would be that they would have the power to conduct studies on the needs of day care and on what is really needed for regulation in the State. And the second thing that

they would really have to have some power over is to review and have the power to rewrite the first draft of all legislation that deals with child care and child care centers. (Applause)

SENATOR WALLWORK: Thank you very much.

Marion Phillips. Please give your name and your organization.

M A R I O N P H I L L I P S: My name is Marion Phillips. I am Center Director of Orange Day Care Center and I am a representative today of the Essex County Alliance for Unity.

My concern today with this bill, 2181, is that - you know, when I started reading it, it sounded very beautiful, but as I read on, it got sickening because there is no allowance in there for community input. And in order to have effective, quality day care anywhere in this State or this country, it is necessary to have community input. (Applause)

We come here today to ask you to table this bill and take into consideration our idea of forming a task force which would have great say over what goes into legislation which affects our day to day life. (Applause)

Day care is a beautiful thing in that it provides comprehensive starts in life for children but day care is not any good at all if it doesn't provide for family life and community life because a child does not live in a day care center with other children, a child has a family and also a larger world to go out into. Therefore, it is most necessary that parents be involved in writing legislation. We can't say that these rules and regulations are going to cover all day care because all communities are not the same, are not made up the same. Therefore, you can't have a commission made up of people who have never lived in a low income ghetto neighborhood. (Applause) You have to have a commission that is made up of a majority of community people, with the people from Institutions and Agencies.

Community Affairs and Education being the advisors because they are the ones with the expertise but they don't know what we need (Applause)

SENATOR WALLWORK: Okay. Thank you very much, Mrs. Phillips, I think we got the message.

Mrs. Donna Batch from Dover Child Care Center.

D O N N A B A T C H: Good afternoon. My name is Donna Batch and I am Teacher-Director at the Dover Child Care Center.

In view of the hour and everything has been so well said, there really is nothing new that I wish to bring up, but I just thought you might be hearing the position of a teacher who is with the children day in and day out and the problems that arise that we are asking help for.

Again, coordination is the word of the day and this is what we need. It's amazing - our center is 2½ years old, and it's amazing the problems that come up day in and day out and there is no informative center where you can go to have the problems solved. Eventually, you might solve them yourself, but there has to be a better way, whether it's state and then filtering down into the local community - I'm sure that would be most effective but just from a very personal narrow experience there has to be some informative center to better answer the needs of the individual directors.

The other thing that I have been very, very conscious of ever since the inception of our program is the total isolation of an individual little day care center somewhere either in a large city or in a small city.

Every program is just completely limited to the qualifications and the quality of the director. Personally, I would be very happy to have someone from the Department of Education come in and see what kind of a program I've developed, how we're handling the children and what we're offering them, the requirements for staff, either that they have been through high school or have been parents. I have staff members that just got through high school on the high school equivalency

testing who are dying to take further courses but don't feel they can get involved with a college program. They would love some training. As it is now, the in-service training is limited to what I have to offer them, and there has to be so much more that they can participate in, myself included.

I find many of the children do have problems and if we could solve them now when they are three years old, rather than when they're in the public school situation, it would be so much more effective, yet there is little you can do from the standpoint of services provided, psychologically, and social workers, and so forth. We can't participate in the public school programs in these things and it's hard to get volunteers so, again, you're limited to your own potentials, and there has to be outside help coming in in all these services, nutrition, menu planning, and so forth. In other words, it's a very isolated situation.

And from a personal standpoint, we need broadening. This has been emphasized more in that we are finally getting somewhere on a county level, which has only brought home to me the need for this.

Mr. McQueen spoke about the day care council, and the directors in the County have been getting together to pool ideas, and so forth, and when you see how effective this can be, it just emphasizes more the need for this type of thing.

I think anything else would be just reiterating what other people have said. I would just like to say, good luck to you and let's help the children.

SENATOR WALLWORK: Good luck to you, Mrs. Batch. Thank you very much.

Mr. Galli. Please give your full name and your organization.

G E N E G A L L I: My name is Gene Galli. I guess I'm just a babe out of water here because I happen to own a private day care center, not funded by anyone but ourselves, and I would like to address myself to the bill and several

points that the bill provides, and what I feel it lacks to provide.

First of all, I believe that a good way to solve a lot of our problems is to encourage more private day care centers and use this section in which we can purchase child care, the purchase of care section in your bill, so that these children could be sent to these schools.

For instance, we happen to be located in a very, very good area. We are on the borderline between three townships, Hopewell, Lawrence and Ewing, and only two miles out of Trenton, so we draw a good cross section. And it's ironic that we have some parents coming to us who have tried to get their children into a funded program - either by Delaware Valley or one of these funded programs - and couldn't afford it. They are working mothers. And not all people who are at the poverty level are on welfare. There are many - in fact, we have 15 working mothers who have been deserted by their husbands who really have to sacrifice and work and send their children to our school. They could not afford to get their child into one of these funded programs because what was asked of them was too high and our fees were lower. And when I see fees of \$2700 per child and \$2800 and \$1900, I kind of shudder because we are going to have to sell this to the taxpayers and the taxpayers right now are in revolt. There is a general rebellion against a lot of things and they will say, "well, we never had this, we don't need it." But we do need it.

One of the reasons why we went into this day care and kindergarten center was that my wife was forced to go back to work, just so that we could really make it, and having to go back to work we had to find a place for our child and we were faced with the same problem, because my wife was going back into teaching and at that time I had come down from a job that was paying a high salary to work for the State because I felt that I would have a little more time to spend with my children, which I didn't get.

After being with the State for seven years, I'm putting in more time now than I ever did. But we were told that it would cost us \$104 a month to put our child in a center which was partially funded by, I think, DVUF.

ASSEMBLYWOMAN FENWICK: A month or a week?

MR. GALLI: A month. A hundred and some dollars a month. So we decided that we would like to go into this. And, as I stated, I think one of the big advantages could be obtained by encouraging centers, such as Singer. I believe Singer is going for them. And I look at some of their fees and their fees are pretty good. I don't think they run more than a hundred and some dollars a month per child. And what you would do by encouraging this type of center is to bring these children in contact with children from the affluent communities plus children from broken homes and children from poverty homes; you would mix them all up in a classroom. And we do have this in our classrooms. We have Black children, Chinese, Japanese - believe it or not - because we draw from Princeton, from the intellectual communities, so to speak, and we also draw, as I said, from the Trenton community.

Our fees are nowhere near the \$2700. Our fee is only \$1020, if you base it on 12 months. Of course, we close during the month of August, and we've arranged this and we find no difficulty because the working mothers take their vacation at our convenience, so to speak. They all seem to arrange their vacations for that month and then they may have only one week. And we only charge what would be \$1020 per student and we open at 7 in the morning and close at 5:30 at night. So we are not just a nursery or baby-sitting service. We discourage this.

And as far as program goes, we have teacher aides who are seniors at college, plus two other fully accredited and licensed teachers, kindergarten teachers. We have a staff that takes care of no more than 14 children. We don't have any more than 14 children in one group. We also have a

kindergarten which is limited to 19 so that we will never go above 20. Of course, we have a large cry for more, to increase our school, because a lot of working mothers need kindergartens.

Also, as far as the licensing of a school goes, I don't think that the three year licensing period is bad. What I would like to see and what really is lacking is probably a staff of 30 or 40 or 50 inspectors with the Department of Education where these schools could be kept on their toes, where there could be an inspection of a school on a monthly basis. Instead of one inspector having 1,000 schools to inspect in a year and maybe getting to see them once a year, maybe if they had 75 to inspect they could do it on a monthly basis. They probably could inspect 75 schools in one month by doubling up and maybe taking two or three schools because it wouldn't take that long. And the curriculum could be checked along with the physical plant.

As to the physical plant, of course you have to conform to local statute and local regulation.

Now I just want to refer back to my notes.

As far as any advisory commission is concerned, I believe that the advisory commission should include all segments of the population, that is, all segments of the population involved. It should include not only the Commissioners of the various departments or their appointed designees, so to speak, but also probably someone from the county level, someone also, again, from the private schools, which is lacking in any regulations that have been promulgated to date.

I can't speak, of course, as Mrs. Smith did, about infant care since we don't have infants, but I imagine there is a growing need as far as infants are concerned, but I can't speak for that. But the one thing that I want to emphasize is that when you're talking about the big cost, and I am by no means a cheapskate, you are going to frighten a lot of

people and you're going to get a lot of other flak. Of course, here today we seem to represent just one segment. We have to look further into the purchase of care and try to encourage other private groups, private schools, in starting, maybe some companies such as Singer, maybe American Cyanamid, some of the large industrial companies that are trying to diversify, trying to put some money into a field. They're not interested in making a large return. Seven, eight, nine, even ten percent on their money is good for them. And I think this type of school in the community would be much, much better.

I know some people laugh when you say 10 percent but I was just thinking, if I could have \$2,000 per student in my school, I could retire in three years.

SENATOR WALLWORK: All right. Thank you very much.

ASSEMBLYWOMAN FENWICK: How many children do you have in your school?

MR. GALLI: We have an overall total of 75 children. We're approved for 60. There's never more than 58 in the school at one time because some of them are half-day students. That's why we don't just have the 60 and cut it off. So we have in number 75.

ASSEMBLYWOMAN FENWICK: How old are they?

MR. GALLI: They range in age from 10 through kindergarten. We have a license for 60 and we have a certified or approved school, if you will, kindergarten.

ASSEMBLYWOMAN FENWICK: They range in what? age 10?

MR. GALLI: They range in age from 2 years old through kindergarten which would put them beyond their 6th birthday when they leave. And we are getting a tremendous number of inquiries as to why we don't expand and put in first and second grades, etc., but we are not going to do this.

ASSEMBLYWOMAN FENWICK: How many do you have on your staff?

MR. GALLI: Staff? I'm trying to think because the staff changes with each year because the seniors leave the

school but we have about six people on duty at all times which includes one person who helps with the kitchen chores and helps with the cooking, etc. But we have two fully certified teachers and three seniors from State Teachers as teacher aides. And, as I say, we have a full program. The schedule is published and goes home to the parents so that they know what their children are getting.

ASSEMBLYWOMAN FENWICK: Thank you.

SENATOR WALLWORK: Thank you very much.

SENATOR ITALIANO: Could we have as our next witness, please, Clara Ryder? (No response)

How about Janet Cloninger. Would you please state your name and the organization that you represent.

J A N E T C L O N I N G E R: My name is Janet Cloninger and I am the Director of Madison Day Care Center. This is a small center that was started in September of 1968.

I think everything has been covered pretty much today but I just would like to mention two of the frustrations that a teacher-director faces.

When you're isolated in your center you feel that there is no place to go for help. The State Department of Education is so busy and when you have problems I feel that there should be one agency that you could go to for the many problems that come up.

And the other area, of course, is funds. Our center is funded by private donations, church donations and United Way in Morris County. We are able to keep our costs very low, about \$1500 per child. But this is because we get our rent free and we have a large staff of volunteers who help us, about three each day, so we are able to operate at a much lower cost.

I would just like to say also that I can see a great need for infant care. I receive calls very often from parents that would like to enroll their children between the ages of six months and three years and I have to turn them away and I have to tell them that I know of no place where they can go.

I would like to thank the Committee for listening to the views of the parents and hope that there will be an agency formed that will help us give a better quality education to these children.

ASSEMBLYWOMAN FENWICK: How many children are there in the center?

MRS. CLONINGER: Sixteen.

ASSEMBLYWOMAN FENWICK: And how many on the staff?

MRS. CLONINGER: Three.

ASSEMBLYWOMAN FENWICK: Thank you.

SENATOR ITALIANO: Hugh Miller? (No response)

Mr. Powers. Would you state your full name, please, and the organization you are affiliated with?

J A M E S P O W E R S: My name is Jim Powers and I am the Educational Coordinator for Ocean Community Economic Action Now, Inc., the anti-poverty program for Ocean County.

We presently have two full year day care programs. They operate 12 months a year. One of them is a Day Care 100 project and the other one is funded through the Office of Child Development as a Head Start Program but it operates as a day care program.

There are a couple points that I would like to bring up in regard to your bill. First of all, I think it's a good beginning with the understanding that if a committee is established, as you have recommended in your bill, the parents should have participation in that. I think the logical vehicle committee for that would be the advisory committee where they would elect a certain number of representatives to be on the Commission.

However, I believe that the Commission should be a policymaking organization rather than an operative one. If at some future date the State decides to go into day care extensively to meet the needs that we have, the operating responsibility for the various programs in the State should come from one single organization with full

administrative powers to solicit grants, review grant applications, process the grant applications and approve them and send out the check without going through the Department of Treasury.

It has been our experience, in dealing with the State, while everyone has excellent intentions and is very desirous of seeing things move along, it's incredibly slow and the process must be signed by every Tom, Dick, Harry, Pete, George and Ethel, and, unfortunately, when you're faced with operating a program, these kinds of responsibilities don't allow you to have this delay. Why it should take several months for a check to come through is incredible. Even with the Regional Office of HEW, I can get better service than that for all the federal bureaucracy entailed. And I feel that if this is to become a reality, then the vehicle for this reality must have sufficient authorization to do the job and do it right.

Also I would like to mention something about costs. You know, we've all been talking about cost but I think no one has brought up the point, and if they did I didn't hear it, about the salaries. The salaries of personnel in most of your day care programs are the bulk of the budget, and it is my strong feeling that anyone who works in a day care program, especially one that's run by an anti-poverty agency where the job is basically to fight poverty and break the cycle that everyone talks about. It is our first and foremost responsibility to pay those people a decent living wage, no matter what their position may be. And I do not feel that it is fair to ask a person to work in a full time program on a full day basis for less than \$5200 a year as a basic minimum with today's cost of living.

And to do that, if you paid a teacher, for example, \$7500 which is the going rate for a starting teacher, and you paid an aide \$5200, then you have about \$12,000 for approximately 15 children, not counting the volunteer you

hope walks in the door so that you meet State licensing requirements of five children to every adult. So, to my way of thinking, there is no way of really reducing the cost without hurting in some way the total program because most of us have started off on a shoe string and most of our people started off earning very, very little considering the tremendous amount they have given to the program, their time, their extra effort, whatever has been necessary they have given unstintingly, and I am afraid we haven't been as generous with them as they have been with us.

Also you brought up the topic, several times today, of whether or not our programs participate in agricultural commodities programs or what-have-you. I am glad you did that because I don't understand some things about this that perhaps you might like to take into consideration.

It seems, for example, that our Head Start programs funded prior to November 1, 1969, were not participating in the National School Lunch Program or the Department of Education Special Food Services Program, or what-have-you, could not participate in it. Now what they fail to realize is that most of us operating Head Start programs have received the same amount of money since 1967, without any substantial increase. All of our costs have gone up. The money that was once allocated for food is still allocated for food but we have to cut back on everything else to do it, either that or we cut back on other services and hope that somewhere we can raise the money locally to pay for the food.

Also, some programs - we receive certain commodities, we're down at the bottom of the list and we get the bulk stuff, which we're grateful for, believe me. It saves us some money. But other programs are not even entitled to participate in this.

You mentioned about the Day Care 100 being so expensive, the big item in that is food, they have the money included in there for food. However, because of this, we cannot participate in the School Lunch Program, you see. So

I guess they're trying to eliminate duplication. However, it seems foolish to me to take with one hand and give with the other. And there are all kinds of conflicting regulations there.

I think that's all I have to say. Thank you.

ASSEMBLYWOMAN FENWICK: Could I ask a couple of questions? We've heard suggestions this afternoon -- I thought an excellent one I think from the lady from Essex -- about flexible standards that would vary according to the needs and requirements of a particular community and the parents in that particular community. What would you think of that?

MR. POWERS: I think it would be a good idea because, for example, Ocean County is basically a very rural county and one of our major needs is buildings and transportation. Now some of the building requirements, for example, are very difficult for us to get around. We basically have to go in and practically buy our entire school and relocate them in classrooms, or what-have-you, in order to meet some of these needs.

ASSEMBLYWOMAN FENWICK: Flexible standards you think would be a good arrangement.

MR. POWERS: I think it would be an excellent arrangement.

ASSEMBLYWOMAN FENWICK: Then I would like to ask one other thing. What about the suggestion that was made by the lady from Monmouth County that in her county this channel for funds, and presumably it might be also for single information, is the county welfare board. What would you think of using the county welfare board -- all right, we'll forget that one.

Thank you very much.

SENATOR WALLWORK: Mrs. Gibson from the State Department of Education.

M R S. D O R O T H Y T. G I B S O N: I am Dorothy Gibson from the State Department of Education.

There has been much activity in recent years to establish new education programs for young children based on the general proposition that intervention of formal schooling at earlier ages is needed. We recognize that children are capable of learning at a much earlier age than formal training begins.

The Division to which I am responsible does have licensing support for federal and private centers, although the Bill says not. As of June 30, 1971, there were 730 licensed centers, private and publicly supported, of which 248 are Day Care Centers, involving a total of 29,000 children. These centers are not approved unless they meet all State Standards. Regulations do exist and are enforced, sometime with the help of court action, because unfortunately many people are more interested in the money end than the educational end and the welfare of children. So that the urge to expand many opportunities for Day Care Centers finds welcome recognition with us as we too feel this way. But our experience proves to us the need for closer regulations and closer supervision in order to protect children and maintain good centers. On site visitations are necessary. No center is opened without an on-site visit nor is any center approved without an on-site visit.

September 1971 will mark the introduction of Day Care inspection and spot checks through the help of the County Superintendent's Offices.

Each of the 21 County Offices will be responsible for the safeguard of children's interests and welfare in any Day Care Center licensed by the State.

This ought to help the State Department itself to disseminate program information and the latest in techniques to improve the learning environment for the children. Up to this point, there have been so many complaints and charges of irresponsibility in dealing with children, reports of centers operating without licenses, that the bulk of time of the Trenton Office has been spent on investigating these charges.

I just might add, I did want a vacation day on Thursday but I cannot take it because I have got to report from Ventnor City that a lady is operating a center illegally so there goes my vacation. But I am interested in the welfare of children enough to give that up. That's a little thing to do.

Again, unfortunately, the charges were true, which is another reason for our concern about a vast expansion of Day Care Centers without staff.

There are commercial centers such as the Discovery Centers, the Singer, to which Mr. Galli referred, and there is another one, Play Care Centers, which share excellent money-making possibilities. These expansions are not lost upon other people who have seen the publicity and have watched the proliferation of places for parents to place young children.

I feel sure that your interests as Legislators are similar to those we hold in the Trenton Office, that is, the interest and welfare for the good of children.

With the passage of Bill #2371 on July 9, 1971 of an increased fee to Certificate of Approval from \$15.00 to \$75.00 may help to prevent a shoestring operation. The Governor signed that bill around 1 o'clock on July 9. We are concerned with the statement about a Commission which seems to be more concerned with forms, information and reports in connection with purchase of care - exact reference:

"contracts for purchase of care shall be made by the commission only with child care centers meeting the standards, rules and regulations established under this Act." B.C.S. and Welfare Agencies have handled this without problems. They only put their children in approved centers.

The Department of Education would prefer a Day Care program feed naturally into a sequential grade pattern of a local district. This then would make it difficult for us to select from many Day Care operations which one would receive funds and which one should be selected to coordinate programs with public school districts.

The sum of \$150,000, if just to implement act to run for this fiscal year, would be adequate.

We have consistently sought amicable relationships, exchange of information and cooperative dealings with all departments involved in early childhood. We have not been disappointed. Every State agency has been most cooperative. We are not interested in complete agreement. We are interested in total awareness of what the different agencies are trying to accomplish and what successes they experience and how we can help alleviate failures.

We would prefer that this Child Care Commission be strictly advisory and that the responsibility remains with the State Department of Education. As in other areas, what is everybody's business soon becomes nobody's business.

Surely, early childhood education is at last receiving the recognition of importance that it so richly deserves. Head Start had the reputation of

little success because the kindergarten repeated what had happened in Head Start.

The school curriculum is undergoing major changes. Rather than have early childhood a complete picture, will you please consider early childhood as foundation education for a strictly individualized educational career and permit us to exercise authority and to offer what we hope is expected - up-to-date program suggestions so that every child has a fine start, and I emphasize "every child", regardless of socio-economic status.

I agree with your intent to bring under State control the centers that will house children under two years and children less than five in number, and particularly the infants.

You might be interested to know that last week a group of us attended a conference on early childhood and we were so inspired by Dr. Horowitz out of the University of Kansas that we started a committee to set up standards for infants, and Dr. Picara, a pediatrician in Newark who is intensely interested in it has called the office. So something will be done.

Thank you very much.

SENATOR WALLWORK: Thank you, Mrs. Gibson.

Regina Harrell. Would you give us your full name and your organization, please.

R E G I N A H A R R E L L: I am Regina Harrell, Somerset County Child Development, Day Care 100.

I have a few things to say, plus a statement to read that was written by some of our parents. I'll do that first.

We feel that as community people we see the issues of day care on the State level basically the same issues facing the nation; that the bills in Congress must place parents on the policymaking level; that all new legislation must ~~replace~~ existing legislation and it must also benefit more children; that existing head start sponsors must be

protected; and any municipality must be eligible for prime sponsorship. And, also, there should be consumer representation on the State level of the 4-C program.

Therefore, we are petitioning the State to take the following position:

1. As I said before, existing day care sponsors must be protected.

2. There should be no forced work provisions for mothers to receive day care.

3. That the United Parents and Alumni for Child Development, Inc. be recognized as the voice for parents statewide and included in any policymaking boards or councils.

4. That all practices, regulations and requirements for day care centers be uniform and placed under a central agency.

5. That additional Title 4-A funds be utilized to open more day care centers.

Now I have one thing else to say that is kind of emotional and also it centers on my own feeling. I spent a great deal of time in Trenton this year, as a matter of fact so much time that I hate to come into this building. I was here in February. At that time I was also six months pregnant. I've seen people get thrown out of this building. I've seen people getting beaten out of the Department of Community Affairs building just because they come petitioning the State Legislature and to talk to the Governor about the money that was due them, not money that they wanted for next year to open their day care centers but money that was due them for the centers that are already run.

I've seen people in Somerset County so discouraged and so frustrated with the lack of funds, and the children so upset that they don't know whether the school is going to be open the next day or not, and with staff people working for weeks on end without any pay.

I say to you that this is a gross injustice. I feel

that any type of bill that is passed must include parents, staff persons, on the policymaking level. And I also will guarantee you that Somerset County will not stand for any type of bill that does not include parents on the state level as far as formulation of the bill and on voting it.

Therefore, I am in complete support on this formation of a task force which will have the choice to rewrite the first draft on all legislation concerning child care.

(Applause)

SENATOR WALLWORK: Thank you very much, Mrs. Harrell. Mary Coleman.

M A R Y C O L E M A N: My name is Mary Coleman. I am a mother from Babyland Nursery. My reason for being here today is that if Babyland wasn't open, I wouldn't be as far up the road as I am now.

I am two years in college and Babyland made it possible for me.

I would like to say also that they have a doctor come in from Short Hills to give babies shots, they have two nurses, part time, to come in and help with examining the babies.

We also have women from the suburban areas who come in and volunteer. We also have women from out of the community and volunteer.

Like I said, again, if it wasn't for Babyland it would be impossible for me to go to school and work and help support my family. I beg of you to please give us the funds to keep Babyland running. I think it should be expanded because the need is great.

And I will say again, please speak to the Commissioner, beg or whatever you would like to do, but get them to help with Babyland.

And in conclusion I would like to read:

The New Jersey State Federation of Colored Women's Clubs would like to be on record that we are in support, 100%, of the day care centers. Signed: Mrs. Bernice Saunders, Northwest District.

Thank you.

SENATOR WALLWORK: Thank you very much.

ASSEMBLYWOMAN FENWICK: You work in addition to going to college?

MRS. COLEMAN: I work in the morning and I go to college in the afternoon, and I have six children and Babyland has two of them. (Applause)

ASSEMBLYWOMAN FENWICK: Good for you.

SENATOR WALLWORK: Thank you for being with us today.
Carrie Thomas.

C A R R I E T H O M A S: I am Carrie Thomas from Elizabethport Day Care Center. I am Director of the Elizabethport Day Care Center, and I will give you a little background on the day care center. The Day Care 100 program has funded for 60 children, as you already know. We are now operating with just 30 children because we have the problem of finding space.

Okay. Let me tell you something about me. I am a mother of 11 children, 8 boys and 3 girls. For many years I had to depend on welfare because I couldn't find any place or anybody to keep my children. My education wouldn't allow me to make \$12,000 a year to be able to pay a center to keep my children. I worked very hard with many people in the community to get Day Care 100 to come to Elizabeth. It is there. It's a half a program. The half is beautiful.

SENATOR WALLWORK: It's a half a program because of facilities?

MRS. THOMAS: It's a half a program because of the money; it's a half program because it only serves children from 2 to 5. And we have mothers with children in that Center that will be going to kindergarten pretty soon. I myself have two children 6 and 8 that have to come home and get lunch by themselves because now I'm working. If Day Care 100 can't go beyond 5 years old, or any day care center, it remains a half program.

One of the things we're talking about here today is having mothers involved and having the community involved. Well, let me remind you, the people that the day care center is serving are the poor and struggling, trying to make it, watching their husbands walk off because they can't make enough money to support them, because welfare will give enough money at one time to support the family, although they went through hell and aggravation to get that from welfare. Now the mothers have become the backbone of their community and they need day care centers. Okay.

We are being shortchanged because we don't have the full voice in making the decision by ourselves. Some of us, most of us, being black have not been recognized or respected as human beings and that we have the intelligence to live our own lives and everything that's gone into government to help make a decision on how we live. Before anyone can sit anywhere and pass out any program that will be successful in this country, you're going to have to respect the people that it's supposed to serve. (Applause)

There is no way possible that anybody can sit anywhere and make up a program for a community. If you've never been hungry, if you never lived with rats and roaches, if you never packed your five or six children or more in three or four rooms, if you have never had to stand at the welfare office all day long just to get a check to eat, you can't know how we live. So, therefore, it's impossible for you to sit and make the whole decision on how programs can serve us best.

Now anybody coming up from anywhere to talk about any kind of community program is going to have to start to recognize and respect the people that they're supposed to serve.

When you talk about money - now one gentleman mentioned earlier the salary that the people are paid to teach or work in these day care programs. Well, let me tell you one thing, it didn't take me off welfare and I have the title of director which don't mean anything to me,

it's what it does for my children and the people that I love in my community - that's what the job means to me. Okay? But it didn't take me off welfare, it didn't take many mothers off welfare. They still have to face the fact of food stamps, they still have to face the fact of medicare costs, and yet you're open from 7 to 5 and you're working hard. Yes, the program has a lot of good things in it too but not big enough. It offers an education program for the staff and the education program for our children is what we make it; it's not what the State makes it because most people are concerned about the dollar, where their funds that they give to the community go and how the money is spent. We are aware that it is up to us to make our program work. And I think most of us intend to make our programs work.

These programs have been overdue for many years, probably before I was born. And you are talking about people who have lived for a long, long time, mothers and fathers and grandparents and way before that, never had the opportunity to get an education, and not because they were stupid but because they just didn't have that opportunity. The State and the Federal Government have decided to do something, please try to think of doing a whole program and quit figuring out how much it's going to cost. This country has made money off the poor ever since it has been a country and by now it owes us something.

All the problems of the poor in this country, housing, food or what-have-you, are caused because the people who make money didn't think about the people in that community or that town and took care of their poor. And we all know that.

I support this task force because representing ourselves we again will be respected and recognized as somebody able and qualified to make a decision for ourselves. And we don't need all the long lines of degrees. My experience has been that most people with degrees haven't done one single thing for my people, they haven't done one single thing for

the poor because, if they had, we wouldn't be in the position that we're in now. (Applause)

If public schools paid more attention to children when they came in there at five and six years old, we wouldn't have the problems with teenagers. And let's face facts. If Head Start, when it first got started hadn't been something just to satisfy the community, to keep them out of the State House or Washington, or wherever, in the past couple of years that program would have done a better job, which I never was in favor of for six months or whatever, it never did a full job.

Now I think what you see up in that audience - well, they've gone now - was mostly Black people, and I have to speak for them because I was born Black, I live Black, I know more about Black and how they live than I think anybody else in the world. The Black women are struggling and trying to make it. And if these programs don't get any better, and this day care program I think everybody has finally noticed it's going to be the same for a few years, early childhood education. And everybody wants to get in on it, and they want to make the dollar. We need the program to survive, to be able to have help in teaching our children. Any mother with five or six children, there is no way in the world that she can live under the conditions she has to live under when she's worried all day long what she's going to put with neck bones to fill up their bellies, or what kind of cake is she going to buy and what she can put with that to fill up their bellies because she can't afford anything else, or wish the landlord would go away and quit begging her for rent that she can't pay.

Day Care 100 isn't just one program, it's a program about the entire life of poor people, and it probably would be the same if we all worked together to make it work out for our community by involving our communities.

Some of the other things I want to say. Miss Stark was here early and talked about the amount of money that came out

of the Department of Community Affairs, Day Care 100, to remodel a building. To me it is very stupid, it is very silly to spend all this money to remodel somebody else's building and when he gets ready he can tell you to move and his building is worth another forty or fifty thousand dollars. But the State refused to buy a building. They said, we will not buy, we will rent and remodel. Our building that we have now will hold more than 60 children. It's going to cost us anywhere from \$43,000 to \$45,000 to remodel it. If somehow the community is not able to buy that building in the next two years, this man is going to tell us to move and then we're going to have to find another building which just isn't in Elizabeth.

I am sure most of you heard the story of Elizabeth, New Jersey. It's just about one of the worst little towns on the map, for helping its community with houses, schools or whatever. You name it, it's terrible. Okay. Here we should consider every way and means and every bill we pass for day care centers that the buildings be bought, bought in a way that it's there for that community as long as that town exists, and not be bothered with making everybody else fat with State money. (Applause) And then, at the end of two or three years, we are out of the building.

SENATOR WALLWORK: Are you renting a building now in Elizabeth?

MRS. THOMAS: Right now we are renting from the YMCA. We have a building at 211 Barn Street. I think the man asked something like \$38,000 or \$39,000 for the building, that was his asking price.

SENATOR WALLWORK: In other words, you could buy it.

MRS. THOMAS: \$45,000 would buy that building and give you a start on remodeling. And I have found that in most communities, when you're really struggling to do something for yourself and helping the community, you find a little bit of help, if nothing but a can of paint or a brush or something. And we could own the building and then when it's finished it would be there forever for the community, not only used

just for day care centers but after the day care center was over, we could have a tutoring program going on in that building, and this is needed, this is needed as bad as a dead man in a coffin. And somebody ought to start thinking about these things and stop making everything so complicated. I think many times, when I look at educated people, if I have to get that educated to get that mixed up I don't think I need it. (Applause) that I have to come up with all kinds of research and study to know what poor people need. We need money and you cannot run these programs without money. If we don't have money, we're going to have fights and we're going to have everything that you know has come out of Newark and Plainfield and every other city throughout this country.

Now, I could talk on this all day long but it's not going to do any good until you people who make these rules and regulations start to consider us and start to think of us as human beings. And you will have to do it, otherwise this country is going to the dogs and we're all going with it. (Applause)

ASSEMBLYWOMAN FENWICK: Thank you for what you have said. I agree with you.

Could you tell us - you said you had 30 children now on account of being limited in space.

MRS. THOMAS: Right.

ASSEMBLYWOMAN FENWICK: Did I understand you to say that you are only operating now from two p.m. to 5 p.m.?

MRS. THOMAS: Well, we opened in the Y, as I said, and we start picking our children up at 7 o'clock in the morning and we go until 5 in the afternoon and start taking our children home.

ASSEMBLYWOMAN FENWICK: Oh, 7 till 5.

MRS. THOMAS: Yes. The children are age 2 to 5. Our problem, like most community problems, is finding a place and you know they are not going to buy it.

ASSEMBLYWOMAN FENWICK: What would you think about

infant care?

MRS. THOMAS: Infant care is greatly needed because we have so many teenagers who want to go back to school and so many young mothers who want to go out and work because they don't get enough money to survive on. We definitely need infant care.

ASSEMBLYWOMAN FENWICK: What do you think about flexible standards?

MRS. THOMAS: What do you mean?

ASSEMBLYWOMAN FENWICK: Well, I mean where one town or place might have one kind of standards and another place another standard because they have different conditions, and so on.

MRS. THOMAS: It's impossible to say that Trenton could survive on the same thing as Elizabeth.

ASSEMBLYWOMAN FENWICK: I see. You do believe then in different standards for different towns.

SENATOR WALLWORK: Within certain guidelines.

MRS. THOMAS: Within certain guidelines, yes. I have to speak like I understand. In my town of Elizabeth where our people are we might need more than the people in the community of Trenton. They might be able to get a lot of volunteer help where we are not because most of the people, where we live, are not able to volunteer. They don't have the mind and the spirit to volunteer when they don't have a dime in their pocket.

ASSEMBLYWOMAN FENWICK: Are most of your 30 children - are their mothers working?

MRS. THOMAS: Yes, their mothers are working, their mothers are going to school, some are in college. And this program - somebody said earlier about operating - about so much parent involvement, so I might also mention, if you don't involve the parents you're going to leave something out of that family when the child comes from the center and goes back home. You've got to help the families, you've got to help the mothers. You've got to go beyond just two to

five year old children, the mother, you've got to think of the other sisters and brothers.

ASSEMBLYWOMAN FENWICK: Thank you.

SENATOR WALLWORK: Okay. Thank you very much for your testimony. (Applause)

Do we have anyone else here that we haven't heard from who would like to be heard? (No response)

No one wanting to be heard right now, we will declare the hearing adjourned.

Thank you very much for your kind attention, and thanks to our able assistant.

(Hearing concluded)



NEW JERSEY STATE COMMITTEE

New York-New Jersey Regional Council

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Newark, New Jersey 07102
(201) 622-0700

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~~XXXXXXXXXXXX~~

~~Gore E. Duncan, Regional Representative~~

July 22, 1971

Hon. James H. Wallwork
94 Canoe Brook Road
Short Hills, New Jersey 07078

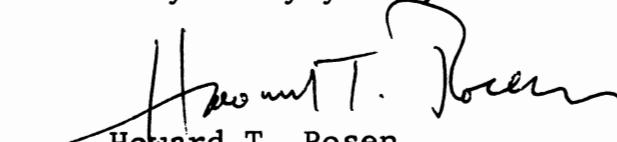
Re: S 2181

My dear Senator:

On behalf of our organization, which represents the twenty-three family service agencies in the State of New Jersey, I would like to express strong support for the objectives of S 2181, providing for a Child Care Commission and facilitating the ability of the State of New Jersey to qualify for federal assistance for child care centers.

Although we will not have a representative present at your forthcoming public hearing on Monday, July 26th, we request that this letter be filed with the proceedings of the hearing.

Very truly yours,


Howard T. Rosen
President

JUN 27 1985



