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PUBLIC HEARING

before

ASSEMBLY TASK FORCE ON CHILD CARE

"Identifying problems and issues relating to child care
which can be addressed by the Legislature
and the Executive Branch"

December 4, 1990
Labor Education Center
Rutgers, The State University
New Brunswick, New Jersey

MEMBERS OF TASK FORCE PRESENT:

Assemblywoman Marlene Lynch Ford, Chairman
Assemblyman Anthony J. "Skip" Cimino
Assemblyman Joseph M. Kyrillos, Jr.
Assemblyman Robert Menendez
Assemblywoman Ann A. Mullen

ALSO PRESENT:

Norma Svedosh
Office of Legislative Services
Aide, Assembly Task Force on Child Care

* * * * *

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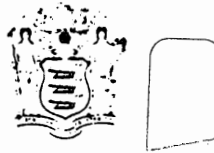
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NOTICE OF PUBLIC HEARING

The General Assembly Task Force on Child Care will hold a public hearing on Tuesday, December 4, 1990 at 7:00 P.M. in the Auditorium at Rutgers University, Labor Education Center, Ryders Lane, New Brunswick, N.J.

The hearing will focus on identifying problems and issues relating to child care which can be addressed by the Legislature and the Executive Branch.

The public may address comments and questions to Norma Svedosh, Task Force Aide and persons wishing to testify should contact Pamela Chisolm, secretary, at (609) 292-1646. Those persons presenting written testimony should provide 10 copies to the task force on the day of the hearing.

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ASSEMBLYWOMAN MARLENE LYNCH FORD (Chairman): I think we'll get started now, if I could have your attention. First of all, I'd like to welcome everyone here this evening. This is the first meeting of the Special Assembly Task Force on Child Care. My name is Assemblywoman Marlene Lynch Ford. I live in and represent northern Ocean County, and I'm in this capacity, at the appointment of the Speaker, Joseph Doria.

I'm amazed that the response to this meeting has been quite overwhelming. Tonight we have a long list of citizens and people who are involved in the field of child care who want to testify and express their concerns, and share some of their expertise and wisdom with the Committee. I think that the public's interest in this topic underscores the need to develop a coordinated statewide and directed policy on child care in New Jersey.

There are many people here tonight both within and outside of government who are working hard to improve the network of child care services, yet I think that there is still a lot more that the Legislature can do in this area and can contribute.

On that, we need your help. Tell us. If you think that government isn't doing enough, tell us where you think we can do more. If you think that government is doing too much, tell us where we should stay out. That's what we want to hear.

I think that there are two things that have been evident to me from the little I know about the whole child care problem: One is that I think we need to coordinate better the availability of services and the delivery of those services to the public -- the clients who need them -- and to the citizens out there who need these types of services. But secondly, I think that before we propose any new governmental programs, we should be mindful of the very tough fiscal affairs that the State finds itself in, and that we should make sure that the public is aware and informed about the existing programs in the State of New Jersey and the existing resources.

So, I hope that some of you who will testify tonight will help us by addressing, in particular, those two concerns that I have.

I'm pleased that the Speaker has recognized the need to focus public attention upon the issue of child care in New Jersey through the establishment of this Task Force, and I'm also particularly pleased that he has appointed on a bipartisan basis, some of the best and the brightest of my colleagues in the Legislature to help me on this. If anybody disagrees with the qualities of my fellow legislators, you can save that for your five minutes during the testimony. (laughter)

Let me introduce to you some of the people who are on the Committee with me. To my left in the bright pink -- is that more of a chartreuse, Ann? -- Assemblywoman Ann Mullen, who is from Gloucester Township in Camden County. She represents the 5th Legislative District, right?

ASSEMBLYWOMAN MULLEN: Fourth.

ASSEMBLYWOMAN FORD: Fourth Legislative District.

And to my left is Assemblyman Skip Cimino from Mercer County, Hamilton Township. To my right is Norma Svedosh, from the Office of Legislative Services. We expect, shortly, Assemblyman Joe Kyrillos from the 13th Legislative District in Monmouth County. On the far end is the aide from the Assembly Republican staff, Cathy Vuocolo, and on my far left is the aide from the Democratic staff, Manny Diaz.

This evening there is a tremendous amount of people who wish to testify. First of all, if anyone who has not indicated beforehand that they wish to testify, I ask that you-- Perhaps we'll put Manny to work. Inform Mr. Diaz, on the very end. Manny, just wave your hand, so they know who-- Come up and give your name to Manny, and we'll make sure you get on the agenda this evening.

What I would like to do is try to get this going as late as 9:30, I think, and then provide some time for comments

by the Committee, but in order to do that I'm going to have to ask that the witnesses, the people who testify here today, if you have written testimony, give us your testimony. Try to summarize it if you can for us, and try to squeeze your comments -- I know it's difficult -- into about five minutes so that we can allow everyone who has indicated their interest in testifying to have the opportunity to testify today.

I would like to start off with somebody who has been very active on behalf of the State on the issue of child care, and that is the Deputy Commissioner of the Department of Community Affairs (sic), Bill Waldman. Mr. Waldman?

DEPUTY COMM. WILLIAM WALDMAN: Good evening. Assemblywoman Ford and members of the Assembly Task Force on Child Care: I'm Bill Waldman, Deputy Commissioner of the Department of Human Services. On behalf of our Commissioner, Alan Gibbs, I want to express my appreciation to you for holding this hearing on what I believe is a very vital issue to the State of New Jersey.

Let me introduce Aletha Wright, who is the Director of our Office of Child Care Development, who may help me answer any questions that you have, as well.

It's clear, with the events in the last number of months, that child care takes on exceeding importance for what I think are three critical reasons:

One, the business community has begun to recognize the importance of child care to our competitive position in the global economy. We know in the Department the impact that child care has on the economic and social self-sufficiency of families and children in our State, and we know of the very special developmental needs that it serves to our children.

I was hoping tonight to give a little overview of what's being done in the State and try to frame some of the issues for you and some of the challenges for the future. I wanted to specifically focus on some of the need for child care

services, some of the issues related to service development and delivery, some of our current efforts in child care, some of the gaps in the system, and we have a new Federal law that provide some opportunities for benefits to the State of New Jersey.

To give you an overview of the services provided through the Department of Human Services: With respect to the overall universe of need, we know in New Jersey that there are 980,000 children under 14 years of age who live in families with working parents, whether they are single or two parent families. We believe that there will be slightly over 1 million children in this category by the mid-1990s, and the trend for continuing single parent and two parent worker families is growing.

We have in New Jersey 2078 licensed child care centers, serving about 124,000 children from birth through five years of age.

We have over 3100 voluntary registered family day-care homes, that serve about 11,000 children from birth through 13 years. We have estimated that many more children are being cared for in such unregistered arrangements; perhaps as many as 30,000 homes of providers.

In New Jersey, child care centers caring for children below the age of six, have been licensed in our State since 1946. But family day-care -- the care of children in the provider's home -- we have had voluntary registration in this State only for the past two years.

There are about 800 school-age center based programs that we have identified throughout the State that serve children to 13 years of age. These operate before, and in some cases, during and after regular school hours, and at other times when public schools are closed. School-age child care programs are sponsored by public schools, parent groups, religious institutions, independent child care programs, and municipalities.

In response to our welfare reform program and REACH, we found that many parents and families benefit from special arrangements that they make, self-arranged care, in specially reviewed homes.

In our Division of Youth and Family Services, we play a major role in that we contract for one of the basic forms of delivery in this State. That's through our Social Service Block Grant Program, where we have about 225 centers under contract with the State that provide full-day day-care for children. I believe we serve about 14,000 children, and through these centers, infant, preschool, and school-age child care is provided.

With respect to Head Start, which is a very popular program which I am sure you are familiar with, we have-- At this point in time it's a direct Federal/local arrangement. There are 29 contracts in New Jersey that involve 204 individual centers. Those, collectively, have the capacity to serve right now about 9300 children. Many of them operate on half-day or part-day sessions.

A new opportunity, under the provisions of the Quality Education Act of 1990, we have 30 designated special need school districts. Head Start Programs operate in about 24 of those districts, and they involve about 132 programs that serve almost 6000 children. Five of our major cities have at least 10 Head Start Programs in each: Camden, East Orange, Jersey City, Newark, and Trenton.

There are many issues related to service development, and I'm going to just summarize in view of your time constraints. One is the issue of facilities. We know, to get programs going and to keep them well, they need to be in sound physical facilities. We have extensive requirements that provide for safety and adequate space for children: The issues are of getting the physical space, getting it licensed, getting

it certified, and getting the existing operators to maintain it. Also to maintain the roof, the boiler, and other items is a challenge.

The construction or acquisition of new child care facilities will expand our capacity. However, we need to consider the need for funding for such capital expansion and maintenance, and that's a great challenge.

Another issue in development -- and I'm sure you'll hear from many distinguished providers and leaders of this community who are in the audience tonight -- is the issue of child care salaries; the salaries that are paid for workers who currently provide child care services. We know from national studies and local studies that the salaries are not competitive; that there is a great problem in maintaining as well as attracting staff to work for it, for those centers, and often poor morale and turnover results. That does have an impact on care.

Another issue, and an important initiative that we in the Department started a number of years ago: There is the issue of where does a parent go when they need to identify child care? Not every parent wants the same form of child care. We thought in the Department it would be a real good idea to give parents the options, the different type of care that met their needs and their values, be it school-based care, be it center care, or be it family day-care. We started something called Child Care Resource and Referral, so that, for example, if you were new to New Jersey in a particular area, there is a number you could call that could give you the range of options, both the folks who are registered to provide family day-care, the licensed centers in your area, the school-age programs, the infant programs, and others. We haven't been able, over time, to fully fund that network. I think through additional Federal funds that we are going to be getting and shifts in others, we think in the next year we should have an

opportunity to get those operational in all 21 counties. To date, we've only had regional centers, and a few of the counties have been operated.

There are a number of issues in maintenance and expansion. I've mentioned the Social Service Block Grant Programs. That has been our core of centers, and in some cases have served the State's most vulnerable children. I would say to you that given today's economy and our own inability in our Department to keep these centers abreast with cost of living adjustments, from time to time many of them struggle from day-to-day with economic survival issues. They struggle with the same issues that we struggle with in State government: their health insurance premiums, their liability premiums, their fuel costs, their food costs for children, and others. That's an issue.

With respect to interagency collaboration and coordination, I think with all the issues and challenges, New Jersey has been recognized as somewhat of a leader in pulling those kinds of efforts together. I think we've worked closely with the Department of Education, the Department of Community Affairs, many of the child care groups and advisory communities, but we need to do a lot more.

Let me just mention some of the main instruments and entities in the State that have been in a leadership position, some of whom you will hear from tonight who are represented in the audience.

The New Jersey Child Care Advisory Council was formed in 1984 to advise and make recommendations on child care to the Department, the Division of Youth and Family Services, and the Division on Women in the Department of Community Affairs. They publish something that was on the table outside that I would highly recommend as a document for you to review in your deliberations that really encapsulates -- and I think it is the

best document available in the area as a snapshot of child care in New Jersey -- what the needs are, and some plans and recommendations.

We have struggled with that for several years. We haven't had the resources, clearly, to fully implement all the financial recommendations. We do recognize it as a blueprint for development and we look forward to working closely with the Council as we move forward with child care.

We're pleased in the Department that we've brought together all of our variety of efforts on child care in the Office of Child Care Development under Aletha Wright's leadership. We have a whole variety of initiatives and efforts, some of which I have mentioned that do need to be pulled together in a coherent policy perspective.

One of the areas that we find has truly taken off and one that we hope to move to the forefront on, is that many more employers than ever have gotten in the business of providing child care themselves. We've worked closely with the Division of Youth and Family Services and the Division on Women to bring together additional attention and options for corporations.

Many of the corporations like to have programs that are consistent with their own corporate culture. Some corporations -- and J&J in this area is an example -- prefer to own and operate, so to speak, their own center or build their own programs. Others, like IBM for example, have a resource and referral type system that will bring to their employees options and opportunities.

To give you an example of the growth in this area: In 1982 we had seven employers, mostly hospitals and colleges, in this State that operated on-site or near-site child care. Today in the State of New Jersey we have 120 employer child care programs, and we're real pleased.

A very recent initiative -- and I'm pleased to advise you this evening that we were one of 12 sites in the entire

country that got awarded a Head Start collaborative grant that, as I understand, will be operated through the Governor's Office at this point, to expand and strengthen Head Start opportunities in the State.

To highlight just a few of our initiatives: The Urban Pre-Kindergarten Pilot Program worked very closely with the Department of Education for the last couple of years and in some ways tried to bring Head Start to the schools and develop early education programs in the schools. We have several urban areas under contract and we're serving 470 low-income children.

Our family day-care registration is just beginning to pay off. We have developed a system whereby we contracted with local agencies around the State and charged them with registering family day-care providers. We have, I believe, 3000 registrations now in place. We hope we have built the capacity to expand that.

We've also-- And I know you are familiar in the Legislature with our efforts at welfare reform. We've truly found that child care has been an essential part of that. It's one of the key services. You may recall that one of the key provisions is the opportunity to continue child care, even after the individual no longer requires public assistance, for a year of continuing development.

We've also recognized the need -- and some recent incidents have kind of dramatized this -- for more than just the routine 9:00 to 5:00 child care, or 7:00 to 6:00 child care, so to speak; what we call wrap-around services. More people work evenings, two jobs. The casino industry, for example, often has off-hour needs for child care. We have to work very hard on that.

We had a very special initiative that I think had a big payoff. We called that the Mini Child Care Center Initiative, where at 26 sites, we provided very modest grants to small centers -- only up to \$7500 -- to kind of expand their

enrollments and to help them strengthen themselves. At the end of Fiscal Year '90, we developed almost 500 new slots in that area.

We have some significant gaps and some remaining needs in the system, clearly. I think what I have described to you shows that in some ways we've just begun to scratch the surface of the potential need. We know, clearly, that there is not a sufficient supply in this State for infant and toddler care, as parents need to go back to work sooner. We know with respect to school-age child care there is also a great deal more that's required. We have been able to engage school districts and others cooperatively, and have a number of programs, as I have mentioned.

I've talked a little bit about wrap-around parents. One thing that we've found very important is for adolescent parents to have the opportunity to continue school and receive child care at the same time. We have several limited programs and initiatives in that area, but that's certainly needed.

I mentioned earlier the issue of the special developmental needs of some children. We're charged in the Division of Youth and Family Services with serving children who are abused and neglected. Through our Division of Developmental Disabilities, we often serve children who are developmentally disabled, and we need special arrangements for those as well, both for their developmental needs, and often for the respite of their parents.

With respect to the new Federal opportunities, some of those are very significant, indeed. Three major areas of funds: There is with this most recent Federal legislation, the sum available for New Jersey in the amount of \$13.4 million, which is for Child Care Development Block Grant. That's New Jersey's share of that. We have some interesting options with that.

We have available to us the sum of \$8.4 million which comes with the jobs program, the Federal Welfare Reform

Program, to expand child care. The one thing that I would like to caution about that, and I don't have an answer for this tonight, is that does, in fact, require a 50/50 State match. I can't tell you tonight that we have identified where that match would come from, because we haven't. But that would be available if we ever were to match it. I'm also pleased to tell you that the Federal legislation included \$11 million for Head Start expansion.

There is also, very interestingly, an expanded earned income tax credit that's available as well, that I think may have some major implications. My sense is, that may be underutilized unless we get the word out.

We have some real challenges ahead. I think one of the key ones is, we've struggled very hard in New Jersey and some of the providers in this office and the staff of the Department to maintain a current base, or core, of child care. In these economic times, it's extremely difficult for us to struggle to maintain that base for that infrastructure of services that we have out there, functioning today. In that infrastructure I will include the Head Start, the SSBG centers, the family day-care, the School-Age Programs.

We also have a challenge, as you eloquently pointed out at the beginning, of managing all these new initiatives; managing them well, and pulling them together into a cohesive whole. We also need to take the lead with corporations and try to bring to them the state-of-the-art, or what's possible for them, what options are available for them. Many of the progressive corporations in the State have recognized that it's in their business interest -- in their competitive interest -- for them to attract and maintain the employees they need, to operate child care.

One of the issues that I feel strongly about is, should resources permit at some future time, that if we were to expand in major ways, after we were able to maintain our

infrastructure, to look at vouchers. One attractive part of vouchers and we've had some experience at, is that it does promote parent's choice. Very frankly, we've struggled and not done as good a job as I would have liked to, to maintain our existing funded centers.

If I had to say to you what I would like to do in the future and go forward: First, is to maintain what we have, and then look toward expansion in the way of vouchers. The idea of parent choice in the competitive marketplace has some real meaning.

We also need to support and encourage the work of the Child Care Advisory Council. I think they have been extremely helpful for this Department in many, many areas, and quite frankly, in helping us chart the future. But what I would say to you is, all the challenges that I have outlined tonight are going to be difficult, indeed, to meet, with what appears to be a declining national economy and the current State budget dilemma.

I've tried to go very quickly in order to keep within your time constraints. I'd be delighted to answer any questions.

I want to thank you, again, and the members of the Committee, on behalf of our Commissioner and the Department for taking the time and effort to bring people together on such an important issue. Thank you.

ASSEMBLYWOMAN FORD: Thank you very much, Mr. Waldman.

Assemblyman Joe Kyrillos from the 13th District in Monmouth County has joined us.

Any questions, members of the Committee? Assemblyman Cimino.

ASSEMBLYMAN CIMINO: Commissioner, nice to see you this evening. You mentioned the special needs districts, and you mentioned five major cities within the group of 30 special needs districts as outlined by the New Jersey Supreme Court in

Abbott v. Burke. Can you tell me, has the Department had any discussion with the Department of Education relative to the other 25 special needs districts in the State, and with the amount of money that is envisioned under the Quality Education Act to go to early childhood development?

DEPUTY COMMISSIONER WALDMAN: We've initiated several discussions with the Department of Education. There are a lot of implications in QEA for child care and other critical services, as well. We haven't gotten an amount specified, but we have reached out to them and indicated our willingness to work with them in school districts to promote child care.

There are some options. It's not only child care. There are options to do things like our School-Based Youth Services Program as well, to provide services in schools. We just want to be sure that the school districts know what their choices -- their options -- are.

One of the things I didn't mention that the Department does is, we do all the licensing of child care centers, and we -- for example for corporations and for school districts -- do things like courtesy inspections. We will go out to a school district and talk about if a particular facility they had in mind was adequate and what they would have to do to bring it up to standards. We look to work very closely with Education, but we don't have the exact numbers yet.

A L T H E A R W R I G H T: Assemblyman Cimino, what we have done -- and bear with my voice -- is that, in fact, some 24 of the 30 districts do, in fact, have Head Start Programs as part of the historic Day Collaboration Proposal. Last week, the Office of Policy Planning and Program Evaluation did attend a meeting with the Quality Education Act's 30 districts. In fact, Assistant Commissioner Larry Leverett, had us there to talk about early intervention in child care and what we, as well as school-based youth services, could do to promote child care in these districts. After the districts return, in fact,

their plans for what they intend to do and how they wish to proceed, we intend to provide technical assistance through many of the agencies which are here this evening, and who do supply those kinds of resources to districts directly.

ASSEMBLYMAN CIMINO: Thank you very much.

ASSEMBLYWOMAN MULLEN: Commissioner, if I may? Did I understand you to say that there are 800 latchkey programs, across the State?

DEPUTY COMMISSIONER WALDMAN: Yes, that we are able to identify.

ASSEMBLYWOMAN FORD: Thank you very much, Commissioner.

David Harris, Chairman of the New Jersey Child Care Advisory Council.

D A V I D J. H A R R I S, JR.: Assemblywoman Ford and distinguished members of the Committee: I've asked Dr. Edna Ranck, who is the Coordinator of the Child Care Advisory Council, to join me at the table, and to make the comments and material available to the members of the Committee. Obviously, we appreciate this opportunity.

In terms of my specific written testimony, it is contained in the documents that are being passed out now by Norma Svedosh, whom we also commend for her very hard work in terms of organizing this, and the people who are working with her. We want to also thank her very much for the detailed hard work that she did to pull this together.

As Assemblywoman Ford said, I'm the Chair of the New Jersey Child Care Advisory Council. On behalf of the 42 members, liaisons, and designees on the Council, I want to express our deepest appreciation for this public hearing. To our knowledge, this is the first legislative public hearing on child care since 1984, and the first statewide hearing on the subject since the Council's regional hearings early in 1986. Since that time, child care in New Jersey has come of age. We look forward to the results of this hearing.

Now since the Deputy Commissioner, Bill Waldman, a distinguished public servant, has given you some information about the Council, I will not be redundant tonight. I will move quickly toward our recommendations for action, and urge the members of the Committee not to be concerned about whether they are child development specialists, or Piagetians, or behaviorists. We don't have to get into that struggle, because we know intuitively what children need in order to arrive whole in this society, so I want us to use our good judgment.

Over the weekend, we had an opportunity -- a very sad one -- to do some home visits of our parents, one of whom was in a welfare hotel on Route 130, with three preschool children and one first grader, in one room. Now, we do not have to be child development experts to know that those children will not arrive whole in terms of their maturity if we allow that to happen. My head teacher turned to me with tears in her eyes and said, "Anyone who knows about this situation and does nothing is really condemned, and should be." She was not passing the blame out to others, but she raised the question about public policy.

Good child care also means housing. It means schools. We cannot, in a sense, cut the family up like we're dealing with a chicken, and sell off the parts and let the parts sit somewhere and waste. We know that this family is in serious trouble. There is something about public policy, whether it's Federal, State, or local, that allows us to pay up to \$1500 or more per month to keep these people in that situation. We do the best that we can during the day, and the public school that the first grader goes to certainly does their best. Will we be in a situation in New Jersey where we'll need a Quality Education Act for children six years and under?

Let's look at the comprehensive needs of children and families in this great State, and address them in that manner,

rather than some bifurcated process. We know what the families need, and if we have a fiscal crunch, let us at least have the courage to stand up and say what the needs are, and at the same time say that we don't have the wherewithal to address those needs. That's where we find ourselves.

You will find other people who will be speaking here, distinguished members of our Committee and others, who are serving children well, many at risk populations. I'll just simply refer to one, and not to embarrass them but there are representatives here from the CARRI Program -- Children At Risk, Resource Intervention -- an extraordinary program for teenaged mothers. A comprehensive approach; it costs money. But they are out there following up, providing the support services, advocating for child care and providing child care and putting together grandmothers' groups -- and I am sure they will testify on those issues. But those programs are beacons of light in our society.

Right now in New Jersey, fewer than 25% of the over 2000 child care centers are actually serving children from infancy to two-and-a-half years. The greatest demand in our society is for child care for children under 30 months of age, but the greatest resources -- and I'm excluding the extraordinary family day-care system -- but the center based situations are not addressing those situations because they need additional funding to bring the centers into the Institutional-II use group.

I would also urge you to require that with any of the new money coming in, there be a public planning process available for the citizens and other interested groups, so that we can make sure that this money will not be duplicative and not be wasted on additional administrative costs.

Please, take the additional steps to require the kind of coordination that we need. We are sitting here on the campus of the great State University, which has a serious need

for child care services as entry level for students, for single parents, so that they can come to college. So, we could say those advantages are available; college is available; but how could you do it? How could you attend this meeting, even, without a quality child care arrangement? So, it's a barrier, and we need to look at it comprehensively.

Obviously, you know the general thrust of my concern, and I would refer you to my written testimony and again, thanks to Dr. Edna Ranck for helping me substantially with it, and I'm sure she would wish that I had stayed more closely to it. (laughter)

I'm also the founder of a child care center in 1970, of which I'm still the Executive Director, in this great city of New Brunswick, so I'm not coming here as a theoretician. I know what the situation is in terms of care of children on a daily basis for twelve hours a day.

Again, our deepest, deepest appreciation for what you're doing tonight, especially giving up the time to hear people like me talk on and on sometimes. I'm sure that there will be other benefits of this effort. Thank you very much, Assemblywoman.

ASSEMBLYWOMAN FORD: Thank you. Thank you, Doctor.

I see that Senator Cardinale is here. Would you like to--

SENATOR GERALD CARDINALE: Thank you Madam Chairman and members of the Committee. I would truly be remiss if I didn't begin by complimenting this Committee and the Speaker for having assembled this group to address an issue which, obviously, is of very, very great importance to so many people. Whether they are Republicans or Democrats, whether they are working or want to work, or whether they are from the suburban or urban areas, it affects everybody.

We have a real problem in New Jersey that all of us recognize, and that is that we don't have a lot of money to

address some of the social problems and some of the needs that people have. But I'm here particularly today, to promote an issue which the Senate has dealt with. It is an issue that helps provide more available and more affordable child care, and that is called family day-care.

I'm sure you're all familiar with it. Bill No. S-1595 passed the Senate just a few days ago. It is now in Assembly Committee. I think it is in Assemblywoman Mullen's Committee. I stopped in to see you the other day, but we couldn't find you on the floor. You were somewhere taking a little bit of a break. I sent Assemblyman Marsella around looking for you, but he couldn't find you either, so I left.

ASSEMBLYWOMAN MULLEN: I was in the Speaker's office. I'm sorry I missed you.

SENATOR CARDINALE: I intended to call you. Then I heard that you were on this Committee and I thought that this personal appearance and-- It's also been suggested that I speak to Assemblywoman Ford about this bill, and here I am to speak to you in public.

ASSEMBLYWOMAN FORD: You go to great lengths, Senator, to get your bills through. (laughter)

SENATOR CARDINALE: But here is a bill that will provide a continuation of a great deal of day-care which is now threatened. You may not be aware of the fact that in Phillipsburg, some 42 homes have been identified as providers of family day-care and have been ordered to close by local officials; not for any reason of health or safety or because they are not effective, but because it has become a political issue in that community, which is going to take some 200 or so parents and some 200 or so children and put them in a position where they have to find alternate facilities.

That's a very serious and immediate problem, but the seriousness and immediacy of the problem there is only dramatic because it has become apparent to us and because they have

spoken to us. There are parents all over the place who have not got the ability to get child care at odd hours, for instance. Most commercial child care centers are not going to be open on weekends or to accommodate an individual need. Family day-care can do that.

Most commercial child care centers offer a lot of facilities that cost a good deal more money than family day-care costs. Family day-care has been-- It's been reported to me that it can be available for as much as one-third the cost of commercial day-care centers.

Now, I have nothing against commercial day-care centers. As a matter of fact, you are all probably familiar with the fact that I did sponsor a bill that became law at the beginning of this year which helps the establishment of commercial day-care centers. But that's in the past. It's done, and it will help to make day-care more available in the future.

What we really must do, I believe, is act quickly to allow family day-care to continue and to expand. What that bill does is really improve the entire situation. I would hope that this Committee would recommend early passage of that bill, and I would hope that Assemblywoman Mullen would schedule that bill for an early hearing.

If you have any questions-- I would like to just read a little bit from a letter which I received from an educational psychologist. This is not my area of expertise, but it is hers, and I think that it expresses-- This is a letter a copy of which she sent to me. She sent it to Senator Lynch. It was back in April. Forget the preamble:

"We know for a fact that more women are entering the work force in this decade. Who will watch their children? This question is especially relevant for infant care. As an educational psychologist, I'm very concerned about infant

care. My position is that children under the age of two are best served in homelike environments. Family provider care allows for such an environment.

"Infants are held and attended to more often in family day-care homes than in child care centers. It also keeps the infant or young child in their own neighborhood and in familiar surroundings.

"I strongly urge your support."

She goes on to talk about S-1595. Now, there may be some controversy as to whether commercial day-care facilities are a better alternative or family day-care is a better alternative. What I would say to this Committee is that both are needed. Both have their place, and we should promote both.

If you have any questions about this specific bill or anything that I have said, or any other aspect of this issue. I have about 400 letters. I'm not going to read them all. I left them with my aide in the back. I'm sure you'll appreciate my not reading them all.

ASSEMBLYWOMAN MULLEN: Madam Chairman, if I may?

ASSEMBLYWOMAN FORD: Assemblywoman Mullen?

ASSEMBLYWOMAN MULLEN: Senator, in regard to your bill, S-1595, establishing family day-care homes as permitted uses: residential districts, condominiums, cooperatives, and so forth, I'm very interested in that. In fact, I'll tell you what we have done in my own community. We've just passed an ordinance that would allow that with one exception. They may go in any residential area, as long as they are certified through the county program. (applause)

SENATOR CARDINALE: You will see that the bill contains that provision. It's the registration program--

ASSEMBLYWOMAN MULLEN: That's great.

SENATOR CARDINALE: --and the bill contains, in order to take advantage of that provision, of zoning exemption, they

must be registered. That was an amendment which Senator Lynch insisted upon, and since he's the Senate President, I accepted it. (laughter)

ASSEMBLYWOMAN MULLEN: Of course. I don't blame you. You know, as a local mayor, I can tell you why I'm so interested in that. I would find that-- I feel, not only for the protection of the children -- which, of course, is primary -- but I think offering our residents the fact that we would only permit this exception to certified day-care givers, it would ease the possible resistance.

I know that I had gotten a call just the other day from one of our residents who lives in a fairly upper-class neighborhood, who came home from work and found 10 children climbing all over his cedar deck, I think the complaint was. I doubt very much if the neighbor who was offering that day-care was a certified care giver, because I think if they had been, they would have been very wary of things like that.

The public out there-- I know there is going to be resistance. Residential neighbors are going to complain, and they are going to look for all ways to stop this, so I think that any legislation that we adopt should have your provision in it.

SENATOR CARDINALE: There are other safeguards, Assemblywoman. Let me explain a few of them to you. I would be happy, you know, to do that again for members of your Committee when you schedule it.

ASSEMBLYWOMAN MULLEN: Okay.

SENATOR CARDINALE: But just so that you can be more familiar-- The question of condominiums arose.

ASSEMBLYWOMAN MULLEN: Yes. Yes, I have heard that.

SENATOR CARDINALE: It was something that we hadn't thought a great deal about. The question was addressed in this fashion. Suppose you have a building with 600 apartments in it, one building -- there are many of those in some of our

suburban areas -- and 200 people should decide to do day-care? Well, that is a different cat than we are thinking about when we are thinking about a one-family house. We addressed that.

There are provisions in the bill that if such conditions became apparent, there would be a release valve; that by proving that this was a nuisance and so forth-- But at the same time, we would not allow a condominium association to just say, "You can never have any day-care in any of our facilities." This bill was really born from the fact that a gal named Lisa Hatch, I think, who was in Plainsboro, was prevented from continuing a child care operation by a neighbor, who, for whatever personal reasons, complained and riled up the others and ultimately-- Now, that was not the kind of situation-- It was not a high rise. This was a townhouse condominium development that could have very well been individual private homes. It was just an accidental nature.

In senior citizens centers, it was brought to my attention, you know, the ambience why people go into a senior citizen center. They specifically prohibit children. Well, that bill now as it has passed the Senate, provides that it is optional for the senior citizen center. The zoning would be one thing that they would not have to overcome, but that they would have the option of saying, "Yes we will," or "No, we will not," have child care in an individual senior citizen facility.

I think that we have addressed many of those problems, and if there are others that you see, we'll be very happy to entertain any other suggestions. But I think that we should act, because there is an immediate threat. I think just the publicity surrounding family day-care and making it legitimate will encourage more providers. It will encourage the fact that people by knowing that it doesn't have to be underground will register, one, and will also then become more known so that people can avail themselves of the service. I think it's a healthy thing to bring it out and to have it open and aboveboard.

That's why I'm here and I hope that-- I know that you will give it your consideration. I just wanted to bring it to your attention.

ASSEMBLYWOMAN FORD: Thank you, Senator.

SENATOR CARDINALE: Thank you very much.

ASSEMBLYWOMAN FORD: Diane Atkins?

UNIDENTIFIED PERSON: She's here.

ASSEMBLYWOMAN FORD: Is she here?

UNIDENTIFIED PERSON: Yes.

ASSEMBLYWOMAN FORD: While you are getting her, I'm going to move on.

Carol Besler, New Jersey Association for the Education of Young Children? Is she at the cookies, also? For the late arrivees, there's coffee and cookies in the back.

Cecile Dickey, President of the New Jersey Head Start Association. Oh. Come forward. I thought, are you--

C A R O L A N N B E S L E R: Carol Besler.

My name is Carolann Besler, and I'm the newly elected President of the New Jersey Association for the Education of Young Children. I also own and operate a nursery school, a private elementary school, and one of the four pilot programs that is a cooperative effort with the State of New Jersey for their employees.

I hear the needs and concerns of my colleagues, which I represent here this evening, but I am also actively involved in the working, the day-to-day reality of child care.

The New Jersey Association for the Education of Young Children has approximately 2000 members statewide and is a growing network of more than 70,000 members nationwide. Our commitment to good programs for children and professional development for teachers of young children has allowed us to impact on many important issues facing families of young children today.

NJAEYC is a leader in a national system of accreditation for preschools, as well as developmentally appropriate practices for children. Our interest and concern is with all children ages zero to eight years old, which includes infants, toddlers, preschoolers, and primary grade children, and the arena they are being served in today, whether it be center based, family day-care, the public schools or school-age child care. Our chief concern for the nation as well as New Jersey is for quality, affordable, and available child care.

Current research confirms that children begin to develop not only physically but intellectually, emotionally, and socially from the moment they are born. Often, in the U.S. today the most risky care is given to infants because quality care for our youngest population is also the most costly. Money is needed to help our youngest. The crisis in child care that is so often heard about is with this particular age-group of children.

Private child care facilities have contributed almost single-handedly to the needs of working families, especially single parent families, by giving quality care to children for small financial returns. The private child care facilities that are already in place offer care during hours that accommodate working parents who may have to be at work as early as 7:00 a.m. and may not be able to pick up their children until 7:00 p.m. Most of these child care facilities cater to older toddlers and preschoolers, still leaving the biggest gap in care at the infant level. We need Federal money from the Child Care Act to create more affordable, quality care centers for infants. Services to toddlers and preschoolers, we feel, should remain intact.

Regarding the Quality Education Act in New Jersey, NJAEYC would like to see full funding for urban schools and urban children. We want to be assured that the added funds

improve the educational quality of the children's school experience. There are many factors to quality, and some that we would like to see improved are teacher qualifications, group size, and incorporation of developmentally appropriate practices. We are hopeful that the impact of less funding to average income homes will not result in a tax burden that weakens the educational opportunity for middle-income children.

NJAEYC opposes a system that bases everything on standardized test scores. This system proliferates abuses such as teaching to the test and administrative manipulation of statistics. We believe standardized testing is destructive to children at any level, but at the early childhood level is developmentally inappropriate, and does not show an accurate rating of children's progress. Because children's learning takes place during interactions between adults, materials, peers, and their environment, we would like to see assessment by a variety of measures such observations of children, teacher and administrator opinions, and self-study methods like the NJAEYC accreditation process.

NJAEYC opposes the newly created certification system that eliminates the early childhood special certification. (applause) Other states are creating new early childhood certification while New Jersey, so much the leader in other areas, has chosen to take a step backwards. Research supports our belief that young children need teachers with special preparation: Preparation that includes courses in child development, child safety, and activities that are age appropriate. More children are spending longer hours in child care each year because their parents need to work longer hours to survive economically. It makes sense that these youngsters should be sharing this time with the best trained, most qualified staff that we can get.

NJAEYC has and will continue to work for Federal legislation that brings money into the State to support

children. We would like to have a voice in how the State distributes that money. We are an Association that is not connected with any corporation, government agency, or union. Our chief concern is with children in New Jersey and only children. Where existing public or private facilities exist, they should be assessed and included in the planning for the use of the funds.

New, more expensive facilities or organizations should not be created wastefully. Many of the available facilities already in place are affordable, servicing families of young children and doing it in a way that promotes good quality programs. Before any funds are allocated, gaps in service like the one in the infant care area need to be identified so that the areas of greatest need get the most attention in New Jersey.

I am hopeful for the families of young children in New Jersey that this communication will continue, and that we can continue to advocate for those who cannot speak for themselves our promise for a bright tomorrow, New Jersey's children.

Thank you very much.

ASSEMBLYWOMAN FORD: Thank you very much. Any questions or comments? Assemblyman Cimino?

ASSEMBLYMAN CIMINO: Ms. Besler, it's nice to see you this evening.

MS. BESLER: Thank you.

ASSEMBLYMAN CIMINO: I just wanted to relate-- In your testimony, where you called for the reinstitution of the early childhood special certification: Assemblyman Naples and I have a bill in the Education Committee for that purpose. We have been asked to try to work out some amendatory language with one of the educational associations -- specifically, the New Jersey Education Association. Assemblyman Naples is attempting to do that, but we have-- I would say that Assemblyman Pascrell, who is also our colleague, is co-sponsor of that legislation, and I think you'll be seeing some activity and movement on that in the not too distant future.

MS. BESLER: We certainly hope so. Thank you very much.

ASSEMBLYWOMAN FORD: Thank you.

I thought we'd skip around a little bit and try to hear from somebody representing the private sector: employers, or with a viewpoint on that. I see we have Sandra Goettinger, who is Chairperson of the Task Force on Employer Supported Child Care. Perhaps you can fill us in on what's going on in the private sector, or at least what you recommend in that sector.

S A N D R A G O E T T I N G E R: Good evening. I chose to take an overview tonight, because I knew there would be a lot of people here with a lot of facts, lists, and details.

My main emphasis tonight is that as Chairperson of the New Jersey Task Force on Employer Supported Child Care, and former chairperson of a child care committee in the Princeton area, and former chairperson of a coalition for school-aged child care in Mercer County, that we take this comprehensive viewpoint which has been stressed by other people.

I think we need to recognize that what seems to be a plethora of needs and conflicts can be understood and addressed as a dynamic and democratic system, if we only take everything into account and work intelligently with the resources we have to put it all together.

We work this way with business, trying to encourage them to play their part. We have been very active as a Task Force, and I have some fact sheets on the Task Force which I will give to all of you.

We have been very active since 1980 in child care, as a strictly volunteer organization. We spun off the Child Care Advisory Council, and then decided to become more of a permanent institution than a task force usually is, and focus on employer supported child care. Since then, we have been giving breakfasts, have given two major State conferences, and

doing all kinds of other activities which encourage employers to become informed about all the options for supporting child care. And there are many. We've been talking a lot about centers and family day-care homes, but there are other options, too, for employers to contribute to families who need to find child care.

At this juncture, we think that we have covered the State fairly well in terms of informing employers -- although there are always gaps -- and are looking to find new ways to become even more effective in encouraging employers to continue to do their part.

Tonight, however, I wanted to emphasize the fact that we are also stressing that each group needs to do their part. Government, business, agencies, and individuals, all need to play their part, which we also feel alleviates the scariness of the financial situation.

Some of the factors, for instance -- some of which have been mentioned tonight already -- which I think we need to look at in order to come up with a comprehensive plan for the State of New Jersey are such things as: All children should have access to quality affordable child care. That's pretty comprehensive.

Children grow. An infant needing care today, in two years will need day-care, and in six years will need school-age child care; the same child. We need to look at the continuity, the continuum.

Parents should have a choice. That's been mentioned tonight. Children are being served by different kinds of programs. That's been mentioned. We need to factor in all of those things.

School buildings and academic approaches may be effectively altered to serve child care needs, but not always. Sometimes that's almost impossible to do. We need to support

it where it can be done, and we need to find alternatives or support other alternatives that already exist when it can't be done.

Child care providers are small businesses, and they need support to remain viable and competitive. The present providers of child care should be respected and protected, because they have been the pioneers in this whole effort, both in terms of serving children and advocating for more child care. Oftentimes, people get bright new ideas and kind of run over all the people who have been doing it all along. I think we need to respect the fact that they are there and have been doing a fantastic job, at great personal sacrifice in most cases.

Although many communities are addressing part of the child care needs very well, some children are not being served. We need to support programs that fill in the gaps. That was also mentioned, but not specifically. Sometimes, groups will go into a community without really evaluating the situation of the community. We are trying to stress that this be done more and more, so that we can see which group of children is being served and which is not being served, and instead of putting in a duplicate program, put in a program which will fill the gap.

It was also mentioned -- I think by David Harris -- that child care is often intimately related to other family workplace issues as well as societal issues. We need to recognize that, also in terms of our investment in child care because children who have gone through child care tend to succeed better in education. If they succeed better in education, they tend to be better employees, they tend to be less prone to crime, and it has very extensive ramifications for society. We need to look at child care in that light.

We also need to factor in the fact that there are many experts, some of whom you are hearing tonight, who have studied

these issues and proposed solutions. Some of these are: The New Jersey Association for the Education of Young Children, whom you just heard from; the Partnership for Children; the New Jersey School-Age Child Care Coalition; various State offices; and our very own Task Force.

All of these people have studied this issue for a long time, and I think you were probably handed the Child Care Advisory Council Report tonight. That's a wonderful report. It's comprehensive, and it hasn't been used to any great extent yet. The work is already done, to a large degree, and we feel that we need to use it.

In summation, I would say that all it takes now is to give up the ideals of short-term thinking which have been somewhat characteristic both in business and in government, and to give our kids the best gift of all, which I think is role models of what great leaders can be, by choosing to invest in a physically, mentally, and spiritually healthy future for the children.

Thank you.

ASSEMBLYWOMAN FORD: Thank you.

Diane Atkins, is she back?

MR. HARRIS: She's reflecting on her testimony.
(laughter)

ASSEMBLYWOMAN FORD: Dottie Dunfee, Director of Women and Family Issues, League of Women Voters, Cherry Hill.

D O T T I E D U N F E E: Good evening. I want to thank you for this opportunity to come before you tonight to talk about this very important issue, and commend you on the idea of this public hearing.

The League of Women Voters of New Jersey believes the State should increase its commitment to expand the availability of quality child care services, not only to ensure the health and welfare of our children, but also to provide women with equal access to employment opportunities.

We recognize that demographics have changed dramatically in the past 20 years, and that this results in a greater percentage of employed mothers than ever before in our history. Society benefits directly from the economic contributions of these employed working mothers, but support for the needs of children has not kept pace with these changes and with what these working women need. From every measurable parameter, the need for quality, affordable child care is an urgent pressing concern not only for parents, but for society as a whole.

These are a few excerpts from the League's 1987 consensus position. The League singled out child care as a priority concern by voting at its 1985 convention to initiate a study of its adequacy, availability, and affordability in New Jersey. Sixty-two local Leagues participated in this study, and their responses and findings were collected to serve as the basis for the formal position that the League arrived at, and that has directed the League's advocacy since that time.

I think one of our most important advocacy responses to the issue has been to send a representative to the New Jersey Child Care Advisory Council. I want to reiterate, even though it's been said many times before -- because I think it's very important -- that the League thinks this is the seminal work on child care in New Jersey. The League also believes that enough attention has not been paid to it, and we encourage the Legislature to look at it very carefully.

We also recommend that you seek input from the Council for related decisions that you want to make. Specifically, we encourage the use of the Council as a resource, regarding the allocation of the Federal child care moneys which will be coming into the State in September of next year.

I'm not going to read the League's entire position to you tonight, but I want to summarize the thrust of the position, which really is, that we feel the State should be

playing a greater role in child care than it presently is. This doesn't mean that we think the State has sole responsibility. We recognize that it's a far, far wider thing than that, but we think that the State is the best positioned to provide the framework within which the other components can work.

Specifically, we list in our position three ways that we think the State can help:

- 1) By acting as a role model through the provision of increased child care for its employees;
- 2) by ensuring that all relevant aspects of State planning contain a viable child care component;
- 3) by creating legislation and incentives that are aimed at expanding child care opportunities.

I think the first two of these are relatively straightforward, so I'll skip over the details of those except to say that I think the Legislature should be ever mindful of the way in which child care impacts on other issues and other bits of legislation that we might not think are directly related, such as equal opportunity, equitable distribution in divorce cases, and even in the prevention and resolution of domestic violence.

The last recommendation, the creation of legislation and incentives, is the most far-reaching and the most relevant to this hearing. We commend past efforts to provide assistance to employers who are seeking to expand their child care, and we think that this is a role that should be definitely expanded.

We've talked about the State's fiscal problems on several occasions before. I think that ties right in with the bill that the League of Women Voters is pressing for right now in terms of child care. We heard about that from Senator Cardinale. We think that family day-care is a crucial part of any viable child care system, and I think this bill is especially relevant today because it will do a great deal of

good and will not cost a great deal of money. This is something -- a way in which we can make a difference right now, and we don't have to worry about fiscal considerations.

In closing, I'd like once again to commend the Assembly for holding this hearing. We recognize that the people most directly affected by child care policy, fathers, mothers, and especially their children, are for the most part unable to lobby for themselves. That's why we think it's incumbent upon concerned citizens and the legislators who represent them to recognize the extreme needs that exist and to do something to try to correct them. I look forward to seeing what will come out of this hearing.

Thank you very much.

ASSEMBLYWOMAN FORD: Thank you.

Now, for the third-- (laughter) Diane Atkins?

D I A N E K E E L A T K I N S: Good evening. I am Diane Keel Atkins, a member of the New Jersey Child Care Advisory Council. I'm also Director of Hoffmann-La Roche's Corporate Child Care Services, and former President elect of the Concerned Women of Roche.

I'd like to thank Speaker Joseph Doria, Assemblywoman Marlene Lynch Ford, and all the members of the Task Force on Child Care for giving me the opportunity to speak to you this evening.

I guess I'm going to look at this from a combination of a business perspective and a social perspective, because we are very concerned about child care as one of the 9% multinational employers in the State. One of the areas that we are very concerned about is the percentage of employers who are involved in child care, which at the present time is 108: 43 hospitals, three private colleges -- someone else may have given you these figures before, just in case-- Eighteen State colleges, 33 private businesses, seven government agencies, two public schools, and two private schools.

Our greatest challenge right now in New Jersey in terms of business, is the labor shortage. Our greatest challenge is trying to hire and retain workers to stay in the State, given the real estate costs, some economic deterioration, which we are trying to build back up, as well as people who are moving into the State with children, as well as people who we are hiring from different counties to come into Essex -- people from Essex, Passaic, Bergen, northern, and central regions of New Jersey, plus we have people coming in from New York and Pennsylvania relocating.

We're talking about people anywhere from the ages of 19 to 45. We're talking about people with children, and we're talking about not the typical family. We're talking about single parent families moving into New Jersey: dual career, blended, you name it; they're moving in. And the bottom line is, there has to be a stability. If we have a product that needs to go to market within a certain time period, and we've hired someone -- and that someone could be a highly skilled worker or an entry level worker, either one -- we need that person to start on the job on time. We need for them to start at a certain deadline. That doesn't happen when you talk about limitations of child care in "X" number of counties.

New Jersey Child Care Advisory Council has been addressing that issue for years. Through their educational seminars, breakfast seminars, and conferences they have sponsored, Hoffmann-La Roche has been involved in the whole issue of educating not only the public, but also educating the worker. Even our managers now, we're educating about child care, in terms of we have the on-site child care center, an international resource and referral system-- We have a parent child consultation and an employee assistance program. We even have a recently developed technical education program for individuals we hire who speak a second language, or in fact, need to be retrained because of a new piece of machinery that has come in.

The Council on one hand represents the legislative, social, and educational body that seeks to pull together businesses and educate them, and Roche is an example of how that happens. But still, there is a great need for new partnerships to be developed between the public and private sector.

What I'm saying in essence is, what does all this mean? It means that if we're talking about looking at long-term investments, and if we're talking about keeping people in New Jersey and bringing people into New Jersey and moving people so that they can start on jobs-- And we're also talking about potential families, because the semiskilled worker or the entry level worker needs to be able to have affordable child care. Therefore, even with our system, our R&R system, if the care is not there or the availability isn't there, then it still presents a problem of that person wanting to start on time at a job, or even getting the job itself, in some cases. It's not unusual for a potential candidate to call first to see if there is a slot available in the child care center, because that's important to them in even considering the job.

So, we're dealing with a reality, and we're dealing with what are some of the things that need to be done? The Council has been doing some great things on many fronts. I also think we need to do more coalition building of corporations, small and large. I see that on a county level as well as a regional level. I see corporations coming together and pooling their dollars and developing county-based child care funds. These county-based child care funds will be used to generate new child care slots in that particular county.

So, how does one do that? Well, one has a New Jersey Child Care Advisory Council as the tool to educate corporations to utilize that mechanism. It not only supports multinationals, it supports your middle-size companies, because

the majority in New Jersey, I must say, are the mid-sized companies; they're not your multinationals. So, it's important that when you pool these dollars together, that the middle-size company is taken into consideration.

So, if you want to hire and retain the existing work force, then we've got to be sure that our future taxpayers -- our future workers -- have a place, and are here in New Jersey.

Thank you very much.

ASSEMBLYWOMAN FORD: Thank you.

Cecile Dickey, President of the New Jersey Head Start Association. Good evening.

C E C I L E D I C K E Y: Good evening. I plan to be brief. Assistant Commissioner Waldman kind of stole my thunder. (laughter) I'll talk to him about that later.

Madam Chairman, honorable Committee members, my name is Cecile Dickey, and I serve as President of the New Jersey Head Start Association. I also operate a Head Start Program in the City of Paterson, and I am also a former Head Start parent. Two of my children had an opportunity to go through Head Start, and I began with the program 25 years ago. We are currently having our 25th anniversary celebration.

I am pleased to report that Head Start programs in New Jersey are providing comprehensive child development services to more than 10,000 children and their families. The goal of the program is to enhance social competency of children from low-income families. Social competency pertains to the child's everyday effectiveness in dealing with both present environment and later, responsibilities in school and in life.

The Head Start performance standards ensure comprehensive care, health education, parent involvement, and social services. In 1990, Head Start in New Jersey served approximately 18% of the eligible low-income families.

A substantial body of research attests to the effectiveness of Head Start. Children enrolled in Head Start

programs experience immediate gains on cognitive, social, and emotional test scores, as well as improved health status. Head Start children are more likely to be promoted to the next grade and less likely to be assigned to special education classes. The nation's business leaders view it as a key to resolving shortages of skilled labor. Clearly, Head Start is the nation's pride.

The New Jersey Head Start Association, which represents parents, directors, staff, and friends of Head Start, supports the expansion of Head Start programs for unserved eligible children. However, we have some real concerns about the maintenance of program quality. The program must provide good early childhood services.

Staffing is a key ingredient. The inability to pay competitive salaries is making it increasingly difficult to both recruit and retain qualified staff. In 1989 the average beginning salary of Head Start teachers with a B.A. degree ranged between \$13,000 and \$17,000 a year, well below public school teachers' salaries. Inadequate salaries are not just limited to teachers but affect coordinators, administrators, and aides as well.

In regard to class size, research strongly suggests that smaller group sizes and higher teacher/child ratio have positive benefits for the children. In order to reduce costs, many Head Start programs have been forced to increase class sizes. The teacher/child ratio is an important determinant of program quality, because it facilitates individualized care.

Limited funding has forced many programs to cut back on needed staff. Many programs lack full-time social services coordinators, as well as full-time health coordinators. My Head Start Program in Paterson has been without a full-time health coordinator for over a year. Our budgeted salary for the position is far below comparability. Most Head Start

programs offer no pension plans, and due to increases in health care insurance, many have had to reduce benefits offered to staff.

Limited funding has caused many programs to decrease or eliminate services such as transportation and other valuable services.

Facilities: Head Start programs continue to experience difficulties in identifying affordable, appropriate facilities. Many Head Start programs operate in facilities that were not designed originally for use by children. Such accommodations are often inappropriate and inadequate.

The changing needs of Head Start families present Head Start programs with the need to modify existing program schedules. An increasing number of Head Start parents are entering the work force, thereby requiring full-day, full-year programming. The growing number of dysfunctional families enrolled in the program has also impacted on program planning. A large number of Head Start families are headed by single parents who have no choice but to work outside the home to achieve economic self-sufficiency.

The Federal Family Support Act of 1988 and New Jersey's REACH Program makes the case for quality full-day child care more compelling. The Head Start Program has proven itself to be a sound strategy for ensuring that low-income children enter school healthy and ready to learn. Even though the Federal government has the primary responsibility to ensure Head Start expansion and program improvement, partnership with State government and the private sector can enhance the delivery of services for our children.

We call upon the State Legislature to assist Head Start programs in maintaining quality child development services for our neediest children.

I'd like to thank the Committee, and I will answer any questions.

ASSEMBLYWOMAN FORD: Thank you. I have good news for you.

MS. DICKEY: Okay.

ASSEMBLYWOMAN FORD: The Vice Chairman of the Appropriations Committee just showed up, Assemblyman Bob Menendez. (laughter)

MS. DICKEY: Oh, wonderful. Shall I send him a bill?

ASSEMBLYWOMAN FORD: You can ask for money. I mean, you know, it may not do you any good.

ASSEMBLYMAN KYRILLOS: We just spent half of the State's budget in your absence, Bob.

ASSEMBLYWOMAN FORD: Thank you. Any questions, or any comments? (no response)

Kay Gellert, Chairwoman, DYFS Policy Development Board?

K A Y G E L L E R T: It's been difficult to hear people in the back from here, so I wonder, can everybody hear?

ASSEMBLYWOMAN FORD: These microphones are for recording and not for projection.

MS. GELLERT: Oh, okay. Fine.

ASSEMBLYWOMAN FORD: I should have told you.

MS. GELLERT: All right. Then we'll try to project a little, and not holler too loudly.

ASSEMBLYWOMAN FORD: You'll have to read the book when it comes out.

MS. GELLERT: I want to call your attention to some material which I put in front of you. It includes two yellow booklets and a copy of my comments.

I am a member of the Child Care Advisory Council, in addition to being Chair of the Policy Development Board. I have been for over 20 years, a director of a local child care center, recently retired to become a full-time advocate.

I come before you today as Chairperson of the DYFS Child Care Policy Development Board. We advise the Division of Youth and Family Services on contracted family and center-based

child care funded by SSBG and State appropriations. PDB was created by the Department of Human Services and the DYFS Director in 1977. We are 25 elected representatives of the three geographical areas of the State and a number of child care organizations. All of us either provide or advocate for government subsidized nonprofit child care.

The centers and family day-care homes I represent care for 17,000 children of working parents. I have to interpolate here that the figure that Bill Waldman gave you was 14,500. We really have to settle on that, but it's 2500 children, give or take. These are children of working parents who receive subsidies under SSBG. They and their families are part of the only State program which subsidizes child care costs for working parents who earn up to 80% of the State median income. Most of us have been in partnership with the State of New Jersey since 1973, when the Federal share came from Title IV-A. Later it became Title XX, and now it is SSBG.

In January of this year, we sent each State legislator the two publications which I have distributed to you: a "Model Child Care Center" with a budget reflecting what it really should cost to provide a decent level of care, and "Five Position Papers," outlining some serious problems we have been facing for a number of years. They are wordy, but I hope in your spare time you will take a look at them.

Two of our problems we feel, can be solved with your help. The working families of New Jersey and we who serve them have been shortchanged by the SSBG child care program since 1983. That was the last time that eligibility was based on 80% of current State median income. It has not been updated in seven years, so that in reality, SSBG subsidies today end for families at incomes of 60% rather than 80% of State median income.

Because of the freeze on eligibility, it seems no longer worthwhile for our communities' semiskilled workers to

strive to get ahead and stay off welfare. These are hospital workers, secretaries, blue- and white-collar workers. They no longer can get any help meeting the astronomical costs of child care once they receive even the smallest promotion. In fact, very often our parents refuse promotions so they will not lose their eligibility for subsidized child care. That's just sinful; I mean, sinful.

What we are talking about at the top end of the eligibility scale is a single parent grossing \$381 who pays \$30 a week for child care. If she gets even a \$1 raise, she loses her subsidy and her child care bill can go up past \$100 a week.

We are living in difficult times and the poorest of the poor need to be served. But REACH does that, Head Start does that, Urban Pre-K does that, Good Start is going to do that, and there are other programs for that. The SSBG contract centers are the only resource, low- and middle-income families have to give them that well deserved hand up, instead of a hand out.

It's not only the parents and children, but also we providers who have been shortchanged by the SSBG child care subsidy program. The daily unit rate paid by DYFS to SSBG contract centers is \$10.49. I will parenthetically state that that is \$10.49, part of a total package of moneys, but we're talking about a 10-hour day that most of us are open, and some of us, much more. There are added to that 10.49, some payments from parents, some match money, some fund-raising, but it's a long way from what is needed. To provide decent salaries as you can see in the child care model that I've given you, we need a \$6.25 daily increase in the rate. It is no longer tolerable to ask centers to subsidize the State and Federal government at this level: \$6.25 per child, per day. Most of us have 60 kids in the child care center. I don't have my calculator, but it's a lot -- a lot of money.

In order to serve the children of our State in spite of that low unit rate, we are forced to pay terrible salaries.

You heard Cecile Dickey and the Head Start salaries. Believe me, the SSBG salaries are equally bad. Our staffs work endless uncompensated hours. We cannot afford to cover health insurance or other civilized benefits for our employees.

While we care for the most needy of our citizens, we cannot abandon those who have just gotten one foot on the rung of the ladder out of poverty. Very often this means our child care workers, as well as the families of our students. I know that in my center, all of the parents who are working for us on staff are eligible for subsidized child care. It is the nonprofit child care community which protects families from slipping back into that abyss of poverty. Your Task Force can help us by immediately calling for: 1) income eligibility for SSBG subsidized child care to be based on 80% of current median income, adjusted annually; and 2) that there be an increase in the daily unit rate, to help centers meet the full cost of care.

I want to add a personal plea on behalf of the children who have never had the power to come here late in the evening and talk. I have spent 45 years working for the best possible care and education for our youngest citizens. All of them, I believe, are entitled to a happy start in life, regardless of their families' incomes. Quality child care gives children that happy start, but it costs a great deal more than all but our wealthiest families in the State of New Jersey can afford. It's not only 60%, it's not only 80% median, but how many people can take from their net pay \$100 a week to pay for child care? You really have to have a lot of money to do that. Subsidies on a sliding scale for New Jersey's working families are desperately needed, far, far more than we now have.

On behalf of PDB, I want to conclude with our sincere thanks to the General Assembly for creating this Task Force on Child Care. You have recognized that child care is in crisis, and you'll hear tonight from more than me that it is true. We

look to you as a powerful ally in our struggle to rescue the children of New Jersey and the people who love them and care for them.

I'll be glad to answer any questions you might have.

ASSEMBLYWOMAN FORD: Thank you.

ASSEMBLYMAN MENENDEZ: Madam Chairman?

ASSEMBLYWOMAN FORD: Assemblyman Menendez.

ASSEMBLYMAN MENENDEZ: Thank you, Madam Chairlady. First of all, let me apologize to the other members of the Committee and the public for arriving here late. A visit to the doctor, and the New Jersey Turnpike at 16E is a hazardous experience, but I am very interested in the subject. What I would like to know -- and I'm sorry I missed Assistant Commissioner Waldman -- is, do you have a figure for what income eligibility based on 80% of current median income would mean as it relates to the dollars necessary to accomplish that?

MS. GELLERT: What we have here in this document is an example of what 80% of the median income for 1987, which is the last figures we have-- The current eligibility for a family of two -- which is the classic SSBG family, a single parent and one child-- I think, certainly in my experience, a vast majority of our people are in that position. The current maximum is \$19,827. The 1987 family of two, 80% median income is \$26,028. So, we're talking about an increase to go up to '87 -- which is already three years old -- of eligibility of some \$6000.

ASSEMBLYMAN MENENDEZ: Through the Chair. I appreciate that answer. My question though, was, how many dollars would we have to budget in the State Budget to reach the goal that you suggest?

Let me say that often we sit on committees, and we listen to subject matter that we are not necessarily particularly familiar with or have any great deal of familiarity. Everything that you said as a witness-- And it's

refreshing that sometimes we can cue in on a witness and say, "Everything that this witness says, I can associate with."

I sit on a day-care board that gets SSBG funds, and I hear from my day-care director all the time about this exact instance that Ms. Gellert has testified to, and all of the things about the staff and the payment and the opportunities that are missed. They are all very true. They are all very true, but it is a question of dollars, and what I am trying to ascertain: Do you have any idea of the--

MS. GELLERT: Okay. I'm hearing your question, Assemblyman Menendez.

ASSEMBLYMAN MENENDEZ: Maybe the Department knows?

MS. GELLERT: --but, I think that my proposal does not call for-- The eligibility change does not change the amount of dollars needed. If you were to serve all the children in the State of New Jersey who were eligible at the 60% median, you wouldn't have enough money to do it. We're not proposing here to increase the number of eligible children. We are only proposing that eligibility be expanded to true 80% of median. It does not mean one other child. There are other issues of expansion, but this is not an expansion issue.

ASSEMBLYWOMAN FORD: You're expanding the scope of the number of people who can apply.

MS. GELLERT: We're making people eligible for child care who now are falling out of eligibility because the minimum wage has gone up. All wages have gone up in seven years.

ASSEMBLYMAN MENENDEZ: Madam Chairlady. I understand what you say, and I can appreciate that. However, it almost seems like a cruel hoax to create the opportunity but not create the possibility, and what I'm trying--

Maybe I did come late. Maybe at a future date I'd like to hear from the Department what it would cost to accomplish that? I sincerely agree with you. I just want to see what the dollar figure that is attached to that -- to see

if that is a goal that can be arrived at at some point in time, and maybe progressively, depending on the numbers--

I know we always talk about cuts, but I think there are some issues that have to be looked at and prioritized, and certainly this one is one of them.

Thank you, Madam Chairman.

ASSEMBLYWOMAN FORD: Thank you, Ms. Gellert.

Selma Goore, New Jersey School-Age Child Care Coalition Chairwoman.

S E L M A G O O R E: My name is Selma Goore and I am here to present the child care concerns of the New Jersey School-Age Child Care Coalition, a statewide body of school-age child care providers and advocates. I'm also a member of the Child Care Advisory Council. We commend the members of this Assembly Task Force for the time and effort you are investing in finding out about the problems that confront the child care community in New Jersey.

At this point I can make my message rather brief and to the point, because you've heard a lot of the issues already; but, a little bit of background.

School-age child care people are concerned about children from the ages of 5 to 13 who go home to empty houses and apartments after school, and at other times when school is not in session because their parents are at work. We are concerned because these latchkey children are at risk to become involved in accidents, experience extreme fears, child abuse, and the dangers of the streets when they are out there unsupervised. At the very least, many do not have the opportunity to participate in the normal experiences of growing up, that encourage their development into socially responsible citizens.

The child care needs of school-age children are really quite the same as for preschool children, but we have one addition. They need quality programs in safe places, whether

they are schools or family homes, "Ys," churches and synagogues, or other centers, with professionally trained staff who can provide a safe, nurturing, and enriching environment where children can read and play, and develop literacy skills in a non-threatening environment and have successful experiences that build self-esteem.

We need to be able to pay staff a reasonable salary so that we can attract professionals who will stay with us and give the children the stability they need.

Our programs need to be affordable; not just for the affluent, but for the single parent, and for the dual parent family where both parents need to work just to keep afloat. The economy of this State needs these people out in the work force paying taxes and not on welfare.

When I started my program out in West Windsor-Plainsboro Regional School District about eight years ago, all the parents in the program could pay for the program. Now, we have about 300 children in our program, and as of last year, we had at least 25 families that we were trying to help, in addition to the SSBG funds. This is West Windsor-Plainsboro. You do not expect that in our district, but it is there. There is more and more unemployment, more and more single parent families coming into the district, and we are faced with this. We have other whole cities where children are not being able to get into programs because the funding is not there.

We have made a start in developing school-age child care programs through the efforts of the Office for Child Care Development in the Department of Human Services, the school-age child care administrator of the Federal Dependent Care Grant, the State and county coalitions, and many agencies and dedicated individuals throughout the State. But we are just at the beginning, and there are many areas in this State where parents cannot pay for these services. It is in the interest

of the State to help provide child care services for these parents who are out there working, trying to make decent lives for themselves, to become productive citizens. Funding for direct services to enable us to provide school-age child care for more children is urgently needed.

But school-age child care needs one thing that the rest of child care in New Jersey already has, and that is State regulation. At present, there are not even minimum standards for school-age child care programs in this State. Anyone can start up a program anywhere and do anything, or nothing.

The New Jersey School-Age Child Care Coalition, with the support of the New Jersey Child Care Advisory Council, asks this Committee to give your attention to the urgent need for the regulation of school-age child care to ensure the safety and welfare of our State's children.

There has been some consideration as to the cost -- the potential cost -- of regulation of school-age child care. Through the Office of Child Care Development, people met to discuss this and did a lot of research finding out what might be involved in this, and came up with the round figure of \$225,000 to start off. That's not an enormous amount of money to put out for the protection of school-age children who are in child care, and we ask you to address this urgent need.

Thank you.

ASSEMBLYWOMAN FORD: Thank you. Any questions? (no response)

Anne Wilson Rutgers University, New Jersey Network on Adolescent Pregnancy. I thought maybe we would hear again from somebody who is looking at this from a different perspective.

A N N M. W I L S O N, Ph.D.: Thank you Madam Chairman. Members of the Task Force, good evening. I'm Ann Wilson. I'm the Director of the New Jersey Network on Adolescent Pregnancy. I'm also the Chair of the Research Committee of the

New Jersey Child Care Advisory Council. I'd like to talk with you about two children who need child care services: teen parents and their infants.

The lack of available, affordable, and accessible infant child care has long been recognized as a problem for those mothers returning to work. This problem is especially acute for the adolescent parent. Their situation is often compounded by the lack of emotional maturity needed to cope with the stresses of parenthood, lack of financial resources, and lack, perhaps, of a dependable family or support system. So often this means that most of the 7000 young women who give birth disappear from school, do not graduate, and are more at risk of welfare dependency.

The Child Care Advisory Council has documented that less than 1% of SSBG eligible parents have access to infant child care in New Jersey. This equates to something like 605 slots in centers.

As Commissioner Waldman and Diane Keel Atkins have indicated earlier, in the current economic climate, New Jersey cannot afford to lose any potentially skilled employees. Continuing education to graduation improves an adolescent's marketability and chances for a productive work life. Also, in the goal of the federally mandated Family Support Act for Jobs -- to reduce welfare dependency -- it lessens the chances that they will end up receiving public assistance. Again, the key is: available, affordable, and accessible.

The provisions of infant child care not only contributes to the adolescent's ability to complete school, but also to her participation in job training programs, employment, and the development of parenting skills. Indirectly -- and there are a number of studies to support this -- it also contributes to reducing subsequent pregnancies for teen parents. Thus, enhancing the opportunities of young parents through provision of infant child care services would have

long-term beneficial impact on the individual, financial, and societal costs of too-early childbearing.

As David Harris has indicated earlier, from both an intervention and a prevention perspective, the provision of infant child care services is an important step in supporting healthy growth and development in these youngest families and in promoting economic self-sufficiency. Of equal importance is the fact that infant child care has a significant, positive effect on the healthy growth, intellectual development, and socialization of infants. And of course, I recall for you the testimony of Cecile Dickey before. We had the 20-year Head Start documentation of that.

Depending on their school status, the age of the infant, special needs, and family support, adolescent parents have diverse needs for infant child care programs.

For instance, a full range of infant child care programs are needed, and this includes: center-based, school-based Head Start, family day-care, and therapeutic child care for children with special needs. You'll hear from the CARRI Program later. We already have fine models for school-based care. For instance, the Elizabeth, Newark, Burlington, and Plainfield School systems provide school-based child care. However, there are about 7000 births to teens aged 10 to 18 every year, and only about 60 school-based slots. I'm not too good at math, but 7000 don't go into 60, the last I heard.

Secondly -- and this has been cited before by other witnesses -- appropriately trained providers, in this case specifically around adolescent issues, are needed. Development attitudes behavior is crucial for child care providers, as well as access to social work services and clinical consultation. We now have the documentation of the three-year experience of the school-based youth services programs, the four years of the Teen PROGRESS -- Teen Parent Welfare Reform Project -- to document this.

Transportation is an issue. Remember, we're talking perhaps of 13-year-old students who do not have a license. We're also talking, half of this State is rural, or very suburban. One suggestion around that is that some of the regulation, such as easing the present school transport rules which prohibit infants on school buses, need to be looked at. Again, we want to help develop healthy, educated, and productive young people. And infant child care can assist in that.

Affordable infant child care needs to be created through lower sliding scale fees or full subsidy. Again, the issue in terms of working; earning power is low, even if they do have jobs.

This has been a long evening for you, so let me cut through some of this. Human Services, of course, has the primary responsibility for the provision of child care to adolescent parents because of their broader service mandate. However -- and I recall in a previous witness' testimony -- we also believe that school-based infant child care needs to be a stated policy goal of the Department of Education, since most students are still in school and need the services where they spend most of their day. I would suggest that this could be part of the provisions of the Quality Education Act, particularly as it relates to the "Urban 30."

In conclusion, I think we've heard and you will continue to hear that the New Jersey child care system is strained beyond its capacity to respond. Demand for infant child care, particularly, far exceeds supply, thus producing long waiting lists. I think we have an opportunity, even though there are fiscal and economic issues here, to really target some things. I would suggest your looking at adolescent consumers through specific efforts on their behalf and through overall changes in the child care system. Targeted efforts will equalize access to child care for them, and at the same

time, general improvements in the child care system would benefit all consumers.

We suggest three actions in terms of teen parents needing your help:

* The creation of a number of infant child care slots by either increasing DYFS contracted child care, or expansion of the State Department of Education -- the Carl Perkins Act -- or increasing funding level of the Department of Economic Assistance through the New Jobs, and Federal Welfare Reform, or exploring the Department of Labor-JTPA discretionary funds for infant child care. New York and Connecticut, our bordering states, have done that very well over a number of years.

* The whole issue of transportation, which I talked about.

* And lastly, in concurrence with a number of other witnesses, the upgrading of salaries of child care providers in all types of child care programs. There is the recent national report on child care staffing study and of course, the report of the Child Care Advisory Council, itself.

Thank you very much, and I commend all of your efforts in the creation of the Task Force.

ASSEMBLYWOMAN FORD: Thank you. Any questions of this witness?

ASSEMBLYWOMAN MULLEN: Just one question, Madam Chairman.

ASSEMBLYWOMAN FORD: Assemblywoman Mullen.

ASSEMBLYWOMAN MULLEN: Doctor, I was very disappointed recently because our town outgrew our small library which is right on the property of our high school. Fortunately we were able to build a nice new library for our residents. We thought we had an ideal solution for the closed, smaller library to be used as a day-care center so that our high school students could finish their education. I was really excited about it.

The School Board eventually nixed the idea because the insurance for infant care--

DR. WILSON: Yes, it's prohibitive.

ASSEMBLYWOMAN MULLEN: --is so costly that-- You know, they might have entertained toddlers-- But let's face it: Our juniors and seniors are having infants while they are in school. It broke my heart that we couldn't continue to look into that, but I don't know what the solution is?

DR. WILSON: I think for both the Commissioner and his staff, and of course, the Child Care Advisory Council, this is, again, one of a number of problems; getting insurance for child care centers. You know, added onto the prohibitive cost of infant care which can average around \$125 a week itself -- and what teen parent has that? -- then you've got the insurance costs. Again, I think this is part of both statewide efforts from the Department and the Advisory Council tying in with some national efforts, too. I mean, we need to create some sort of groundswell, as it were.

If I may also suggest, your local school system-- Elizabeth School District has the oldest school-based, which goes back something like 25 years, and perhaps they might be in touch with them in terms of how they did it.

ASSEMBLYWOMAN MULLEN: Thank you.

ASSEMBLYWOMAN FORD: Thank you very much, Doctor.

Dr. Maxine Fischel, President, New Jersey Statewide Coalition for Child Care in Teaneck.

Dr. Fischel? Thank you.

MAXINE FISCHEL, Ph.D.: I've asked my husband to accompany me. I've recently had eye surgery and I think I am going to be able to read this, but if I run into trouble, he's a wonderful help.

ASSEMBLYWOMAN FORD: Sort of like having a Seeing Eye dog with you? (laughter)

DR. FISCHEL: That's right. I hope I never need that, but--

I just want to say a little bit about myself. I've been a classroom teacher, a public school principal, and many

years ago in Englewood, New Jersey, we started the first pre-kindergarten in any of the New Jersey public schools. I've been director of college-based teacher training programs, educational consultant, and although largely retired now, I still do, occasionally, supervise some student teachers in their field placements from Montclair State College. I consider myself a full-time advocate.

I am representing the New Jersey Statewide Coalition for Child Care. I'm also a member of the Child Care Advisory Council and the Advisory Board for the Urban Pre-Kindergarten Program.

I really want to compliment you for organizing this Task Force and for being here. I think as the evening has unfolded, we've been getting to what I thought would really happen; we've opened a Pandora's Box. I hope, in recalling this session, you will think also of our thanks to you for doing this -- some kind words.

Let me give you the overall picture, as we see it, plainly and bluntly. The child care system in New Jersey is really not a comprehensive system. It's inadequately funded and inadequately staffed. Even the term "child care," seems to reflect a fundamental lack of understanding of the needs of young children, a downgrading of the functions that we really are performing. It emphasizes the custodial function of care, when we really need to focus attention on young children's developmental and educational needs. Dr. Sharon Lynn Kagan of the National Association for the Education of Young Children has suggested that we use the term "early care and education." Perhaps, if we use better terms, we'll find it easier to do some better thinking.

If I had to point to a single reason for our failures, I'd have to say we've been pushing for expansion. And we see the need for it. You've heard the testimony, and I cannot gainsay that we do not have that need. We've been trying to cover more and more children, and we've been neglecting quality.

When we find a formula that works, we immediately do two things simultaneously: We use the research to justify expanding the program, and we dilute the prototype -- and you heard Cecile Dickey talk about that dilution. So it won't be so hard to replicate, we make it cheaper and poorer, and less concerned for quality. We say, "The children are thriving on hardy oatmeal," and we proceed to give them a thinner and thinner gruel.

The research has been done. We know how to ensure quality. But as some commentators say about our army in the dessert, we may not have the resolve to sustain it.

For this reason, I'd like to speak of some of the primary factors in the struggle for quality. I'll be speaking first of teacher certification and preparation. I do want to say that I was very pleased to hear Assemblyman Cimino say what he did. As I go through this, I think you will see why I am very cautious about the influence of the NJEA in your deliberations.

ASSEMBLYWOMAN FORD: Dr. Fischel, just-- Not that I want to deprive you of your time, but--

DR. FISCHEL: I'll get along.

ASSEMBLYWOMAN FORD: --you have a long statement and I have many, many more witnesses. Probably, in all honesty, I won't be reaching everyone tonight.

DR. FISCHEL: Well, you know that we--

ASSEMBLYWOMAN FORD: If you could summarize it for the Committee -- we have your written testimony -- we would appreciate it.

DR. FISCHEL: Very good, very good. I will do that.

I want to just speak about NJEA's role in this because 17 organizations and countless numbers of individuals came out in opposition to that certification that the former Commissioner wished to impose. The only two groups that were in favor of that general certificate were the administrators and the NJEA.

I hope that you will be meeting with people in the child care community who have spearheaded this struggle and who actually helped formulate the language of the bill, and have very, very positive input possible on it.

I will say that although we have a new Commissioner who certainly is predisposed to the special needs of young children, meeting with him, one has the sense that he will support both a general certificate and the special one. We really see that as an absolute negating of a special one, because it will still permit children to be taught by teachers who are not prepared.

I'd also like to talk about licensing regulations, which I think bear very much on quality. This refers to the "Manual of Requirements for Child-Care Centers." DYFS has done very well on buildings and facilities, and we find it incomprehensible, therefore, in developing standards for our centers that it has failed so completely on the developmental and educational side.

We've been hearing about the need for infant toddler centers, and this is one of the areas where they are most wanting. The standards as promulgated and as exist now in the centers, allow for four infants to one care giver, up to the age of 18 months. We have petitioned the-- In its deliberation policies, we have really worked with DYFS to try to address this, and I have included some documents there which point to what would really be the right kind of ratios for young children, for infants. It is not enough for us to simply have them come into classrooms and have many of them taken care of by one adult. It is not good if 20 are permitted in a group. These are things which go against what we know about infants.

I think that, although this is not directly in the Assembly's jurisdiction, that DYFS needs some directives here when it modifies its standards to really address through its regulations what are the needs of these infant toddlers.

The last thing I want to speak of is what I think may be just a modest proposal; and that is, financial. We all know that we are in a bad financial situation, and we know that we cannot do anything, really, to improve our system without more moneys.

I'm convinced that the early care and education of young children must have its own tax base. In Canada, the Province of Ontario requires that a small proportion of property taxes -- and this does not mean an increase of taxes, it was 1% a while back -- goes into a pool to help support child care. The taxes are not increased by that amount. The system merely makes sure that the funds are set aside for that purpose.

The funds have a direct and positive impact on the quality of child care in Ontario. Some of it goes into salary grants -- and you have been hearing about inadequate salaries -- to bridge the gap between what centers can afford to pay their staffs and what the province has established as an equitable pay level. Those salary levels that the province has established are on parity with public schools.

One of the things that happened to us in New Jersey was that the public schools raised the minimum standard for the minimum salary for beginning teachers. That just stripped our Head Start centers, particularly, of those certified and college educated people.

I'm really asking, why can't we do as well as our neighbors in the north? Let's have a source of tax revenue that is dedicated to child care and development; that can't be cut or diverted or halted because a new official faces problems that seem more pressing. Let's launch a system that looks to the future, and takes care of that future right now.

ASSEMBLYWOMAN FORD: Thank you, Doctor. You know, you did an excellent job summarizing your report. I was quickly reading through it, and there was one line that I just thought

I would share with everyone here. You say, "That by the time today's toddlers and preschoolers become adults, today's fiscal crisis will long be forgotten." Believe me, for those of us in the Assembly, we're not so sure about that. People certainly aren't acting like that out there.

DR. FISCHER: Well, we know what those children can turn into when they don't have adequate support, when their families--

ASSEMBLYWOMAN FORD: As Jesse Jackson said, "You either put it on the front end of life or on the back end of life."

DR. FISCHER: That's right. Thank you.

ASSEMBLYWOMAN FORD: Any questions for the Doctor? (negative responses) Thank you, Doctor. Lisa Forrester?

L I S A T. F O R R E S T E R: My name is Lisa Forrester, and I am the Executive Director of the Harmony Schools, a child care organization serving 700 families in central New Jersey. Because of my 10 years experience as a center sponsor and my active participation in the New Jersey Association for the Education of Young Children, the New Jersey Child Care Association, and the Task Force for Employer-Supported Child Care, I was selected in 1989 to serve on the Women's Business Advisory Council in the Department of Commerce and Economic Development as the liaison on child care issues. I continue to serve on that Council, sharing with them information on how the existing child care industry may be affected by employer and government supported growth.

The child care industry -- and by that I mean center-based care -- family day-care, and information and referral agencies, will improve and prosper if financial support from national and State legislation embraces the existing care systems, creating new programs for the areas of true need, rather than duplicating what already exists.

For example, a large corporation near Union, New Jersey recently began a state-of-the-art child care center for their employees. Many of these employees were using local child care facilities and were content with the high quality of these programs. Lured by a beautiful new facility more convenient to the workplace at a similar tuition, families have departed from the community-based child care that has served them well.

Centers that are not subsidized cannot complete costly renovations, nor offer salaries that will allow them to fairly compete with corporations and government. These employees did not have a need for child care that was not being met, but most surely indicated to their employer that an on- or near-site child care center would be their preference. Any employer who has the means, and wishes to secure and retain the best of employees would be likely to undertake such a project.

The question which must be asked is whether this is the most efficient use of available resources? Should government be using public moneys to encourage the creation of new services through grants, low interest loans, or corporate tax benefits which serve to compete with existing small businesses and perhaps put them out of business? With government and corporate dollars at a premium, the more appropriate course would be to identify gaps in existing services and to see to it that with whatever moneys are available, these unmet needs are addressed.

My years of experience, education, and interaction with parents, employers, and fellow providers lead me to the conclusion that gaps in our system where assistance is needed are as follows:

Infant and toddler care for all lower and middle socioeconomic groups: A recent survey of 450 licensed child care centers in New Jersey revealed that only 30% of these centers offered infant toddler care. Twenty percent of those

centers commented that they rely on the tuition generated from their preschool enrollment to subsidize program costs for babies, so they don't have to pass costs on to parents. Should additional preschool programs be started to compete with these centers causing lower preschool enrollment, centers will be forced to charge the full cost of care, which is more than parents can afford to pay. It is likely that centers will close; the end result being less child care, not more.

Quality programs for preschoolers in the inner cities: Single parents are forced to resort to unregistered day-care providers, compromising their child's safety and stimulation. The Urban Pre-K Program would respond to this need.

Nontraditional care, evening and weekend hours: With assistance, existing family day-care homes and centers could respond to the need for sporadic intermittent care. Given the data we have available as to the success rate of 24-hour care facilities, it is clearly not cost efficient to begin a new program based on ever changing schedules and needs. Support for expansion of existing services makes sense.

Before and after school programs: Transportation is among the stumbling blocks that creates a barrier between the children who need these programs and the programs who could provide these services.

Designation of funds toward expansion and improvement of area facilities, provided legislation is supportive with tax benefits to the employer regardless of how the child care entity happens to be incorporated is an important first step in enhanced delivery of services. Existing legislation does not encourage contributions by businesses to child care centers and family day-care networks unless they are incorporated as nonprofits. Flexibility ensures parent choice in how and where the care is selected. If you only receive the employee benefit by using the company's on-site center, and you really prefer

home care, then you will be placing your child in a setting for reasons other than your choice. Broad legislation would also enable the small businessperson in New Jersey to survive, as they are a key factor in our State's economic picture.

Thank you.

ASSEMBLYWOMAN FORD: Thank you. Questions, comments?
(no response)

Elaine Herzog, Coordinator of the CARRI Program, UMDNJ.
E L A I N E H E R Z O G, Ed.D: I'm Elaine Herzog from the CARRI Program -- Children At Risk, Resources, and Intervention -- or as we more fondly call it, "Children are Really, Really Important," from the University of Medicine and Dentistry of New Jersey, Community Mental Health Center.

I want to first thank David Harris for his kind endorsement of our program. We have worked with many of the same families over the years and have grown to respect each other's programs.

I'm really going to address the specialized needs -- the needs for specialized day-care services. There is a growing critical need for such specialized day-care services for impaired and at-risk infants and young children.

A number of conditions have led to the dramatic increase of this need. One has been the great increase in substantiated incidents of child abuse and neglect, which have doubled in the last 10 years. These families need specialized centers where the children can be safe and the parents can receive parent training and counseling. Such centers reduce the real and emotional costs of foster care.

Another condition is, of course, prenatal drug abuse -- which we read about all the time -- especially cocaine and crack. This has resulted in the growing numbers of infants with serious temperamental and developmental difficulties. These infants need very specialized services within day-care programs.

There has been, of course, the increased level of poor, single-parent families, which has been addressed by many other people, and I won't go into that.

The CARRI Program, as part of the Early Prevention Program of the Medical School, has developed, in cooperation with the Division of Youth and Family Services, a federally funded Family Center at the Florida Grove Day-Care Center in Perth Amboy. At this demonstration project, families who are involved with the Division of Youth and Family Services come with their babies for respite care, parenting education, counseling, and developmental evaluations and interventions. The focus of this work has been on supporting and enhancing the parent-child relationship so that foster placement will not be necessary and that these families can learn to provide more growth enhancing environments for their children.

The funding for this center runs out in February 1992, because it is a demonstration project, at which point alternative sources will need to be identified if this work is to be continued, and as we feel, to be duplicated throughout the State.

In addition to the need for these kind of statewide supportive services for high-risk families, I would like to address the actual impact on existing services of some of the recent budget cuts, which have just come down to us at our mental health center so you can appreciate what we're losing. At the very moment that we are talking about what we want to build, you need to appreciate what we're losing just in these next few months.

While the CARRI Program is safe because it's grant funded, all other services to preschool children in Middlesex County provided by our mental health center are being seriously reduced. In this past week, the budget cuts to UMDNJ-CMHC in Piscataway -- and this is duplicated in Newark and Camden, and I assume in other mental health centers throughout the

State-- I doubt very much it is just affecting the UMDNJ group. It has resulted in the termination of all diagnostic nurseries that we run. These nurseries that we have been running for the last 10 years have assisted school districts, DYFS, and individual families in identifying the needs and finding appropriate placements for those children.

The specialized Diagnostic Nursery Program has been the only program like it in the State, and has provided diagnostic services to a number of counties. This will now-- We are just doing our last diagnostic nursery, because there are no more funds to support it.

The budget cuts have also resulted in the termination of all consultation work with area preschools. This consultation service has over the last 12 years been used by area preschools -- 23 last year -- and by Head Start on a monthly basis. The service has included consultation to school staff and parents around problems with individual students. Last year, 65 children were observed and the school staff and parents were counseled on how to deal with the behavioral and emotional problems. In the majority of these cases the children were able to be retained in their nursery school, eliminating the need for more costly interventions.

Also at risk, although it has not been eliminated yet, has been really the cornerstone of our program, the Therapeutic Nursery. It will cease to exist in six months if alternative fundings are not found. This program serves emotionally disturbed preschoolers in a nursery school setting. These children typically do not function in regular day-care centers -- that's how we get them, mostly from other day-care centers -- and they cannot be dealt with in the local school districts. It is only through this intervention that it is possible for them to return to regular school systems and to regular day-care centers.

Again, there are no other programs of this nature in Middlesex or surrounding counties, although there are some in other parts of the State.

It is difficult to make these programs-- We can make these programs self-sufficient, if we serve only people who can pay. We have always struggled at the Mental Health Center to serve a mix of people, and that's what we would like to be able to do. It's difficult to make it self-sufficient if we want to also deal with disadvantaged families.

ASSEMBLYWOMAN FORD: Excuse me. How much do you charge someone, for example, who doesn't qualify for a subsidy for this service?

DR. HERZOG: The school districts pay for some of the children, and I believe it's-- God, I hate to quote a figure here, but if you want those figures, I will get them for you. It's a number of hundreds of dollars a month for a-- It's half of the-- Because it's a half-day program, it's half of the regular school district's funding for a special needs child.

Some children are funded through Medicaid, but there are those kids who fall in the middle who do not qualify for Medicaid, are not picked up by the districts, and don't have other kinds of insurance.

ASSEMBLYWOMAN FORD: You have the school-aged children then?

DR. HERZOG: These are preschool children.

ASSEMBLYWOMAN FORD: Preschool.

DR. HERZOG: These are preschool. It's a preschool program: Therapeutic Nursery.

In summary, I'd like to say that child care and specialized services to infants and preschool children -- especially high-risk, emotionally disturbed, and developmentally delayed children -- are necessary if we want to prevent the need for more extensive and costly services in later years, as these children grow older and are more and more disabled.

As far as children are concerned, our society has been consistently very shortsighted. If we as a society do not commit our resources to quality early child care and intervention programs, we are certain to face in little more than another decade, enormous monetary and social costs as our underserved children act out on us the fury that builds with years of neglect.

ASSEMBLYWOMAN FORD: Thank you. Any questions from the Committee? (no response)

Thank you.

Wilbert Mitchell?

UNIDENTIFIED MEMBER OF AUDIENCE: He's gone.

ASSEMBLYWOMAN FORD: He's gone. Okay, fine.

Judy Palombi, Director of Camden County Division for Children.

J U D I T H A. P A L O M B I: Thank you. I will be brief.

I have an overview. My name is Judy Palombi, Director of the Camden County Division for Children, and also a recent member of the Child Care Advisory Council.

Let me just tell you very briefly about our agency, because it highlights some of the statements made by Commissioner Waldman. We are funded by the Camden County Freeholders and the State of New Jersey as family day-care registering agents. We also coordinate the School-Age Child Care Coalition. We are also funded by DYFS, to give free resources and referral to any parent in the community, regardless of income. We also are funded by the State as the lead child care agency in REACH, so I would like to address my issues in a very broad range.

If I may start with a rather strange question, by asking how many people watched the Giants and the 49ers last night? Probably, you watched an incredible game. My thoughts in watching it -- and I did watch it, so no sexism. I didn't ask how many men watched the game, by the way. It was an

exciting game, but I couldn't help but think -- knowing I was coming here this evening -- of thinking between the salaries of the football players -- between \$100,000 and millions of dollars a year -- and quite frankly, at work we had a football pool on that game. What was wagered in this country, between that game and the Super Bowl would fund every child care program in this country.

Although it's kind of humorous to some degree, I think why I come before you today -- as a member of the Child Care Advisory Council and as Director of Division for Children -- is to share a couple of thoughts with you.

Let me give you some statistics, if I may: This is according to the "National Child Care Staffing Study." I will tell you that David Harris has copies of it for \$25. You know, we are underfunded, but I'm sure that we will provide to the Committee-- Ninety-seven percent of child care teachers and staffs are female. At least one-third of those are women. (sic) "New Woman" magazine just announced that of the 10 worst occupations for women to enter into, child care is one of them.

The average wage on the national level is \$5.35 per hour, \$9363 yearly. The poverty level, by national standards, for a family of three, is \$9431. Fifty-seven percent of the child care staff and teachers in the country earn less than the national average. Our teachers who are teaching the poor, the middle class, and the rich, are at poverty level themselves.

May I also add, and I heartily support -- having worked for a congressman and for government, and I am a government agency -- increases for government officials. It's a difficult job. It's more hours than those people anticipate.

I think though, it's difficult for some people to see \$35,000 increases for their Federal officials -- I'm not going to pick on the State legislators -- and have no COLAs for staff. That is a cut and that has been the case in the State of New Jersey for particularly the subsidized child care programs for the past two years.

One more statistic: Child care providers in this country earned less in 1988 than they did in 1977.

I'd like to address a couple of issues, again, very briefly. That is, may I offer some suggestions? Not what to prioritize, but perhaps how to let us help you prioritize.

First of all, the New Jersey Child Care Advisory Council issued a study -- a comprehensive study of child care goals. It was a comprehensive plan in 1988. I commend you, Chairperson of the Committee, the Assembly Speaker Doria, for having the hearings, and I encourage further hearings, but I think that we don't need to reinvent the wheel. I suggest that we look at that study, and a lot of the priorities and issues that you are going to hear tonight and in the future are the same priorities that we have had in the past.

Number two, the New Jersey Child Care Advisory Council, as stated earlier, was created by legislation. Our function and purpose is to advise the legislators, the Commissioner of Human Service, and DCA. I suggest to you that we need to do something that -- I hope and I wish I had a dollar figure -- I think, that will not cost but will serve a great purpose. One is to look at the role of the New Jersey Child Care Advisory Council in advising and helping you establish priorities. As legislators in tight times, it's very difficult to make a priority and to say that this is important because of our constituency. I'm a former elected official on the local level. I do understand that. Let us help you to make those priorities: look at the plan and get the input.

Earlier testimony suggested, and we support, that we broaden the scope of the Task Force, either through or with the New Jersey Child Care Advisory Council, and bring in the private sector -- bring in the corporate sector. I also suggest that we look at all departments, interdepartmental. I think of Department of Labor, and I think of training. We have talked about the Department of Education and certification.

What about training? I think of Dana Berry, in the Union City Day-Care Center, and I work closely with Dana in Camden County. I look at a senior citizen professional -- paraprofessional training program -- that is a natural with intergenerational and children that is cost-effective.

I ask that you include the Department of Insurance -- we all are hearing of health care insurance and the Department of Health.

There isn't one department in this State that should not be a part of a comprehensive child care delivery plan. We can sit and we can plug holes -- and we need to. I'm not here to plea for individual programs, although I support everything that is said here tonight, but I think that we need to take what we have and expand it.

Let me give an example: Under then Acting Commissioner Bill Waldman, the Office of Child Care Development was put under the Commissioner versus in one individual division in the Department of Human Services. For an agency such as myself -- or all agencies -- let's call it one stop shopping. It's very difficult to be the lead child care agency in REACH and go to DEA, to be funded and supported with no complaints by DYFS, in terms of registering family day-care providers, and then go over here for employer supported child care. No one knows what we're doing, and I think the first role, may I suggest, is to find out what every department in State government is doing in programs that they have for child care. That's effective, and it's smart.

Whether it falls under the Governor's Office of Management and Policy, I don't know. They are your decisions; we can only suggest. I will state that the Office of Child Care Development under the Department of Human Services should be a model of how to facilitate, coordinate, and have that clearinghouse effect.

I will also add, probably much to their chagrin and discomfort, that that's been dismantled somewhat by government. We sit here and we say we care about child care, and we watch it being dismantled. I understand the urgency and the concerns of the taxpayer. I'm a taxpayer. For some reason people seem to forget that child care providers and government employees pay the same taxes as everyone else, so I have legitimate concerns as a single parent. But I think that we've got to stand up and be counted.

I joked about the 49ers and million dollar salaries, and I'm not joking about the salaries that we pay for people to take care of our children. They are less than garage attendants. Our cars are more important. I would be glad to supply the figures that we have; that we pay more to a probation officer to watch prisoners who perhaps when they were children, had they had quality, affordable child care-- And we're not just talking about the poor, although that is a priority in Camden County certainly, with the City of Camden. We're talking about everyone.

I ask that this Task Force consider as our goal that every family in the State of New Jersey be afforded the opportunity to have quality, safe, and accessible child care.

I will not suggest to you how to deliver it other than to emphasize that the planning mechanism is in place. Utilize it, look at it, and analyze it within State government.

Last but not least, I will say that as a government person, I do believe government is not the only answer. We must work, particularly with the private sector -- the business community -- in terms of showing them the benefit, dollar for dollar, as to why quality affordable child care benefits: by having an employee -- a parent, a mother, or a father -- on-site, who feels comfortable that their child is in a safe environment.

In Camden County on all of our literature-- Let me close by-- We say, "Judge a nation by the smiles, by the laughter of her children." Hungry children don't laugh very often. Abused children don't laugh very often. Children who are home alone after school, including my own, which are now grown, who assume the responsibility of a parent for watching their younger brothers and sisters because we don't know where to go for child care, don't laugh very often.

Last week we received a phone call from a family day-care provider because we're the registering agency. She no longer wanted to take care of a child who is a participant in a program -- a funded program -- with which we're involved, because the baby, at 17 months old was brought into her and she was drunk, twice. The parent's response was, "The baby wouldn't stop crying." There were also allegations of abuse. Now, it was handled by DYFS.

My point is, is that because this was a regulated, although voluntary, family day-care -- another issue that at another time we will give written testimony -- we had the ability to know that that child needed help. We had the ability to deal with the parent because they were in a funded program. Don't deny any of us that ability as child care providers, to be able to reach out and be able to help a parent and a child.

Thank you.

ASSEMBLYWOMAN FORD: Thank you.

Margie Brickley? This is somebody I missed.

MR. HARRIS: Here is a copy of the study. (hands Chairman document)

ASSEMBLYWOMAN FORD: Oh, thank you.

ASSEMBLYMAN KYRILLOS: A free copy? (laughter)

ASSEMBLYWOMAN FORD: I don't know. The way things are in government today, you hate to accept anything.

Barbara Fedoroff, Cochair, Legislative Committee, Family Day Care Organization of New Jersey, Verona, New Jersey.
B A R B A R A L. F E D O R O F F: I'm Barbara Fedoroff, the Director of Programs for Parents. I'm here this evening representing the Family Day Care Organization of New Jersey. I would like to thank you for the opportunity to be here.

The membership of the Family Day Care Organization includes the family day-care sponsoring organizations who register family day-care homes through contracts with DYFS, as well as networks and child advocates.

The performance of the family day-care registration program is worth restating. Over 3000 family day-care homes serving approximately 11,000 children have been registered by our members. Registered family day-care is making a significant contribution to the child care system, and we thank all who supported the legislation which made this child care option possible.

Unfortunately, as Senator Cardinale mentioned, this vital resource faces a crisis. The legislation enabling family day-care to operate, states that it must be subject to no more stringent zoning regulation than any other in-home business. However, most communities already have zoning regulations for in-home business too restrictive to accommodate family day-care. As a result, towns are shutting down family day-care homes or requiring them to seek variances, a costly process often forcing them out of business because the providers cannot afford the attorney fees.

Assembly Bill No. 3585 will preempt local zoning, enabling family day-care to operate in residential zones without local interference. Senator Cardinale's zoning bill received extraordinary grass roots support from parents, family day-care providers, and numerous organizations including the Child Care Advisory Council, the Junior League, the National Council of Jewish Women, the League of Women Voters, the Bergen

County Family Day Care Coalition, the Essex County Child Care Coalition, AARP of New Jersey, and many others. We ask that you all support zoning bill A-3585, posting it as quickly as possible.

I think an additional fact that is significant at a time when we're so concerned about finances is, this is a bill that will do much to ensure and increase the supply of day-care, and it carries absolutely no appropriation with it.

The Family Day Care Organization wants to recommend that the systems already in place for family day-care and for the child care resource and referral program continue being used. Both systems have completed their learning curve and function effectively and to the benefit of consumers. Operated through local sponsoring organizations under contract with DYFS, they are the heart of a system that gives parents direct access to child care options with constantly replenished resources.

We also support the continuation of the Child Care Advisory Council mandated by legislation. This Council has proven itself to be a valuable central source of child care information and networking and a body that monitors the distribution of moneys earmarked for child care.

We encourage the continued use of these systems and this Council, preserving any money that might be considered to reinvent them, for vital direct child care services to New Jersey's families.

The Family Day Care Organization is especially concerned that new moneys be applied to the expansion of the family day-care program, to prevention of provider attrition, and to enhancement of the child care resource and referral system. We specifically request that the \$150,000 currently earmarked for family day-care expansion remain on top of the \$400,000 in previous budgets.

Our members also have concerns about the growing number of parents seeking child care subsidies who are just beyond qualifying. The SSBG guidelines, as you have heard, have not been adjusted since 1983. Adjusting these guidelines up to the current level will prevent people who prefer work to welfare, from being shut out of child care.

Finally, we recommend that the \$3 million projected for vouchers include family day-care as an option across the State, and that this voucher program be implemented by the resource and referral agencies already contracted with DYFS as family day-care sponsors and child care resource and referral services. By so doing, your customers -- New Jersey families seeking child care -- will have the benefit of one stop shopping, simplifying their access to child care counseling, referral, subsidy, and care.

In conclusion, we wish you all the gift of vigilance and continued commitment to New Jersey's children as you cast this budget.

Thank you.

ASSEMBLYWOMAN FORD: Thank you.

Carolyn Ferolito?

C A R O L Y N F E R O L I T O: Good evening Assemblywoman Ford, and members of the Task Force. My name is Carolyn Ferolito, and I'm the Chairman of the State Public Affairs Committee of the New Jersey Junior League. We represent over 4000 women in advocacy efforts on behalf of women, children, and families in the State. I am also the Vice Chairman of the New Jersey Child Care Advisory Council.

The child care crisis in New Jersey was recently highlighted, as you all know, by the Chante Fernandez case, in which a young single mother felt compelled to lock her child in her automobile while she worked, due to the unavailability of child care.

Tonight you have heard a lot of information, and I would really like to focus on, and ask your support for several pieces of legislation already existing, and also especially in light of the fiscal crisis in the State, these pieces of legislation do not involve any appropriations.

As you have heard tonight, Senator Cardinale, of course-- I would like to reiterate and urge you to get this bill through, A-3585, and his bill S-1595. Enactment of this legislation would really help change the archaic zoning laws that are presently being enforced this very day to close down existing family day-care homes, leaving parents scrambling for alternatives.

Another bill that was touched on earlier, as far as what David Harris had spoken about with Rutgers, A-1166, of which Speaker Doria is a co-sponsor, would direct county colleges to establish and operate child care centers. This service would be available on a sliding fee scale to students enrolled in degree granting or job training programs. Creating child care facilities at county colleges would enable parents to obtain the education to make them productive, self-supporting members of their community rather than being on public assistance.

What Assemblywoman Mullen had spoken of earlier, the example that she used for the insurance crisis: Assembly Joint Resolution No. 32, sponsored by Assemblyman Bryant, would direct the Commissioner of the Department of Human Services, along with the Department of Insurance to study insurance costs to licensed child care centers. Insurance coverage is an essential element to the creation and maintenance of licensed child care facilities, and we would urge you to take a look at this joint resolution and see what you can do about getting this moving, also.

Again, to reiterate, Assembly Bill No. 2247, which establishes an Office of Child Care -- and you've heard about

the fragmentation recently of this office. We would like to see this office get the due focus that it deserves, and also an office establishing the employer supported child care, which is A-2506, and the companion bill is S-1983.

Also I would like to challenge you, in the area of employer supported child care to possibly think of some kind of incentive that you could develop for employers to initiate and address child care for their employees. Right now, the only legislation really out there, that we can dig our teeth into, is tax credits for employers. Of course, this is a great loss of revenue to the State, and this legislation has not been moving.

In closing, I would just like to say, as Mr. Waldman had touched on, that the Federal child care funds that are forthcoming due to the passage of the Omnibus Budget Reconciliation Package-- We see these funds as a means to enhance child care delivery systems and hope that this money will not in any way diminish the focus of State funds toward quality and affordable child care efforts.

We commend you in your efforts in this area, and we look forward to the results of this hearing.

Thank you.

ASSEMBLYWOMAN FORD: Thank you.

Beulah Handler, the Dr. David Goldberg Child Care Center, Westwood, New Jersey.

B E U L A H H A N D L E R: I'm not exactly sure why I am here. I am ashamed that I have spent most of my life in the private sector, although I have sat on the Board of the David Goldberg Center for 24 years.

I knew him. He was a little feisty doctor, who said to me one day, "We have to have a child care center," and it didn't exist. There was really no hope for us, but he was feisty enough to make it happen. And it did; and it stands there; and it has grown; and it has some 79 children in it today.

I didn't bring anything written. I brought our newsletter, and you all have one, and you might like to read it. By the way, it was printed as a donation, and the typesetting was done as a donation, and the artwork was done as a donation, but, more importantly than that are hundreds of names of the people who support this small day-care center -- child care center -- with dollars: two dollars, five dollars, and ten dollars. They are an army of people standing behind you. They don't have to be educated. They know the need in their community and they are there, willing to back anything you ask for on the State level. So you have an army in our community as well as across the State of New Jersey.

You sit on the most important Committee in the Legislature. You hold the future of this State in your hands. These children are tomorrow's citizens, and if we don't make them strong and whole by the examples we set, they will not know how to behave. They will not know how to act. They will not be productive citizens. They will look for doles. They will look for handouts. They will look for welfare. They will end up less than what we want from our citizenry. So, of all the committees that there are, you sit on the most powerful Committee for the future.

I am aware of the future, because this small day-care center started 24 years ago, and I know I have not aged 24 years. Time goes so fast. By the time you get through the next two years, the money will be there. Demand it. Get it. You can. It is more important than garbage. It is more important than jails. It is more important than anything that goes on in this State. You have the power. You have the citizenry behind you. They are our children and yours. Go, get the money and make every child strong and a citizen we can be proud of.

That's all that I'm here to say. (applause)

ASSEMBLYWOMAN FORD: Thank you. You said it very, very well.

Is Richard Smith here? I asked Mr. Smith to testify because he put his designation down as private citizen. Mr. Smith will be our last person to testify since the hour is getting late. I apologize to the people who were weren't able to reach on the list, but I think that the balance of people here represent child care agencies and so forth, and I think that maybe you will agree with me or disagree with me, as the case might be, that we have heard a very broad spectrum of people this evening.

Mr. Smith?

R I C H A R D G. S M I T H, JR.: Thank you for allowing me to speak tonight. I have something probably a little different than what has preceded.

I'm not speaking here tonight as a child care expert, but rather as a citizen who has experienced the frustration of unsuccessfully trying to establish a child care facility in my community. Before I make some general comments regarding the need in New Jersey for statutory child care legislation, I think it might be appropriate for me to relay some problems my wife and I have experienced.

My wife and I and four children reside in Upper Freehold Township in Monmouth County, approximately five minutes from Exit 7A on the New Jersey Turnpike and 1 minute from Exit 8 on Interstate 195. We reside in a rural agriculturally zoned district on six acres of land. There is a 200-acre horse farm located in front, and a conservation and wetlands area in the rear. The homes on either side of us are also on six acres and the nearest home will never be more than approximately 350 feet from the edge of our home and 450 feet from the play area in our backyard.

A planned child care facility in the basement of our 3700 square-foot home was approved and encouraged for 30 children by the State Licensing Division. In addition to having an excellent location for a child care center, my wife,

who would have administered the facility, has her bachelor's degree in nursing from Rutgers, and is a registered nurse in the State of New Jersey.

With all these positives -- and I haven't mentioned them all -- the leadership of my community went to the wall to make sure that a child care facility on our property never saw the light of day. I might mention that next door to us, the Township encourages and promotes an excavation and construction business that parks up to six pieces of unhoused heavy equipment, and not one permit, let alone a variance, is required by the governing body.

I am convinced that the governing body was, in fact, prepared to go to the State Supreme Court if necessary, to keep out our child care center, and in fact, they did use taxpayer's money to appeal a favorable Superior Court decision to Appellate Court. To make a long story short, we spent \$10,000, and we didn't even get out of court. We pulled in our horns because the legal costs of fighting the township was making the child care facility a bad business decision.

A child care center produces fixed income revenue inflow -- mothers can only afford so much -- and a would-be child care provider cannot afford to drag a municipality through court hearing after court hearing and still have enough funds to invest in a facility.

We decided to drop the legal route and try the legislative route. I decided to become a self-appointed lobbyist for Senator Cardinale's Bill, S-1117. By the time I had entered the picture, the bill had already passed the Senate, and in March of 1989 I spoke before the Assembly Committee where it easily passed with no dissenters.

I threw everything I had into this bill, and if I had a dollar for every call I made to the Speaker's office, to Senator Cardinale's office, and the other players in Trenton,

I'd be a wealthy man. The bill was finally posted and passed by the Assembly with no dissenters and was signed into law by Governor Kean.

Was and is S-1117 a good bill? Yes. And the reasons I feel this way are stated in Exhibit A, that you have before you.

Does S-1117, under the Constitution of the State of New Jersey allow my wife and me to construct a child care center on our rural-agriculturally zoned property within the building codes and safety codes of Upper Freehold Township and the State of New Jersey? The answer is, absolutely. Yes.

Will my Township permit us to now have a child care center under S-1117? Absolutely not. See Exhibit B-1 and B-2.

I subsequently wrote Senator Cardinale requesting an amendment to S-1117 and he responded. See Exhibit C-1 and C-2.

There are many -- not all -- municipalities that inhibit the reasonable expansion or construction of child care facilities by unreasonably applying the zoning laws or other nonsafety related codes that come under home rule.

Many municipalities -- not all -- will tell you that they are pro child care and then work diligently behind the scenes to thwart child care whenever there is the slightest bit of dissension within the community. Again, I am talking about reasonable situations where property values are not harmed.

For example, I am not talking about cramming a child care center in a subdivision where the homes are on a half acre or even an acre of ground.

My point is that we don't even have adequate statutory law on the books in New Jersey to adequately promote child care facilities, without protracted legal battles, in physical locations that 99% of us would agree are well suited to constructing a child care facility.

Push the marginal situations aside. I am talking about locations that don't hurt anyone and provide a great

environment for our children. Under present law in the State of New Jersey a municipality has an assortment of tools at its disposal under zoning law to push any would be child care provider into the court system, and thus render the facility a bad business decision.

Let me also make one thing clear: I am not talking about fire and safety codes which, in my opinion, can never be too strict. We are talking about three things: zoning, zoning, and zoning.

If the State continues to allow municipalities to dictate child care availability, we will continue to have provider shortages. The Legislature must draft comprehensive child care statutory legislation that adequately addresses zoning and home rule issues relative to child care.

There must be a child care civil rights bill. Working mothers should have a right within our free enterprise system to be provided child care facilities within a reasonable distance of their home or workplace. And under a free enterprise system, an entrepreneur should have a right to construct a child care facility in a reasonable location, assuming he is within the fire and safety codes of the State and municipality, without being unreasonably harassed by local zoning laws.

In closing, let me say that we have a sad state of affairs when children's voices and the traffic of working mothers are used as excuses by municipalities as to why child care centers should not be constructed. But it will be even a sadder state of affairs if the Assembly and the rest of Trenton allows this to continue.

Thank you. Any questions?

ASSEMBLYWOMAN FORD: Any questions for Mr. Smith?

ASSEMBLYWOMAN MULLEN: Just one very quick one: Can you tell me a little bit about the Senate Bill No. 1117, and how it differed from the one that is now?

MR. SMITH: Well, it's the one that Senator Cardinale mentioned. It allows day-care -- child care -- centers that are registered within the State to be--

SEVERAL VOICES IN AUDIENCE: (not discernible to transcriber)

MR. SMITH: Yeah, this is 1117. It was passed and signed by Governor Kean on the last day.

ASSEMBLYWOMAN MULLEN: What was that?

MR. SMITH: It allows day-care centers that are registered in the State to be a permissible use in all nonresidential areas of a municipality.

ASSEMBLYWOMAN MULLEN: Nonresidential.

MR. SMITH: But interpretations-- Nonresidential districts of a municipality-- Legally and constitutionally that means a commercial district, a rural agricultural district, an historic district, any district that doesn't have the word "residential" in it. But if wording of legislation is not drafted in a very precise manner, the municipality will use every possible edge that they can grab ahold of in the legislation to force a child care provider into court, if there is any dissension within the community.

In this particular case -- in my case -- the word "nonresidential" was interpreted that if you had any homes in that district at all, then you can consider it residential. And that wasn't the intent of the bill.

ASSEMBLYWOMAN MULLEN: I understand. Thank you.

ASSEMBLYWOMAN FORD: Thank you.

Again, I want to apologize to the people who I did not reach on my list. We had an overwhelming response.

UNIDENTIFIED SPEAKER FROM AUDIENCE: May we submit our testimony?

ASSEMBLYWOMAN FORD: Yes. If you have written testimony, please submit it. All the members of the Committee will read it.

Again, I apologize for not having the ability to hear everybody this evening, but I think that we got a very good overall, overview of the system.

We will be scheduling other hearings. I anticipate scheduling a hearing next month in the northern part of the State. It's not that I intend to drag people out every month, but-- Those of you who feel that you want to testify before the Committee and weren't reached this evening, I'd ask that you leave your name with Norma, (indicating Committee aide) and we will make sure that you have a priority and will be notified of our next meeting as to the testimony.

I certainly appreciate your efforts in coming out tonight. You know, I've been holding public hearings on a number of issues for several years. I have attended them and testified at them. Nine times out of ten -- and I think my colleagues will agree with me -- sometimes you hold a public hearing and you have five people who testify and you're in and out. We had an abundance of talented riches here this evening, of people who made the effort and stayed most of the night to stay to appear before the Committee and to share your expertise with us. We don't want to lose that, but I can only push these workers so far.

I wanted to leave some time for comment by my Committee members. So, at this point in time I will close the public portion and make it available for any comments or suggestions from the Committee members.

Anything?

ASSEMBLYWOMAN MULLEN: Madam Chairman, I just thought that maybe it would make it go down a little easier if the folks in the audience knew there were still 15 people left on the list to testify. So, you didn't miss it by one or two; there are 15 more.

ASSEMBLYWOMAN FORD: Assemblyman Menendez?

ASSEMBLYMAN MENENDEZ: Madam Chairlady, I want to thank you for introducing me as the Vice Chairman of the Appropriations Committee, because every speaker looked at me when they talked about money. (laughter) And they did not look at me longingly, so--

ASSEMBLYWOMAN FORD: I guess to be fair I should say that I also serve on the Appropriations Committee.

ASSEMBLYMAN MENENDEZ: I was just going to say that, Madam Chairlady. (laughter) The Chairlady has learned that the best defense is a good offense, and I just want to make sure that everybody knows that she also sits on the Committee, and is a very important member.

But I think that it's important to say that money is part of the factor here. While I wholeheartedly support many of the efforts that you spoke about, I had the unfortunate -- unfortunate because of the subject matter -- opportunity to be sitting with the Commissioner, and the subject matter was: What do we save? Not what do we go forward on, but what do we save? I think that their budget cuts -- what they are projecting -- are going to be very, very drastic.

So, it is important that as we also talk about those issues that we want to see progress on, that we are very vocal about the issues that: one, wherever we are already, make sure that we don't go backwards, and secondly, to be vocal with many others and proselytize others to this point of view.

You know, many of our colleagues, when we raise this issue or when I have a committee hearing about some of these very issues, and some of them do cost money. Even having a county college-- Directing them to establish and operate a child care center will not be totally self-sufficient. It will cost something, and whatever we direct in their budget, if we're telling them do it, but we're still only giving you this money, then the bottom line is that something is being affected

in that process. There are very few bills that ultimately don't cost money -- maybe zoning is one -- that ultimately don't have a ripple effect.

I think that many of our colleagues get up and like to enjoy both sides of the issues. They like to say, "You know, New Jersey's taxpayers have had enough, and, we just can't tolerate anymore," and, "You shouldn't be spending if you don't know where it's coming from." And then they like to say, "But I'm all for child care."

I think that we have to go beyond that, and I take this opportunity wherever I am, no matter what the issue is, to call this to your attention. You're obviously a very vibrant, intelligent, well educated, and certainly great exponents of this particular issue. We need you not only to be exponents of the issue, but to be part of the process that weeds out between those who say that they are for child care, but will not put the dollars where it is necessary and will not back that up.

You know it is very easy to stand up and demagogue on both sides of the issue. It is much more difficult to support the legislation that will produce the dollars to do some of the things that we are saying today.

Believe me, I sit on a day-care board. I have done it for over four years. I know what it's like. It's a great feeling to be there in the morning when everybody arrives, hectic when everybody -- at different times, when they are leaving. The benefits are tremendous, I think, not only to the children, obviously, and their parents, but to the community. We are gauging what happens in our educational system as a result of these children and, in fact, seeing that they do much better than those who do not. So, there is a whole panoply of good things, Madam Chairlady, but I think that we have to get up there and be advocates for this, and be advocates for the money that has to go for it as well.

ASSEMBLYWOMAN FORD: Assemblyman Cimino?

ASSEMBLYMAN CIMINO: I'd like to echo what my fine colleague, Robert Menendez, has said, and additionally add to that that I was particularly pleased this evening, as a member of the Assembly Education Committee and the Joint Committee on the Public Schools, to hear the advocacy of those funds that are, in fact, in the Quality Education Act. As I'm sure many of the people in this room know, the Quality Education Act is coming under intense scrutiny, and should, because it is a complicated piece of legislation. Indeed, I will tell you that in my 15 years in government, and having dealt with the auto insurance problem in this State as well, this is probably the most complicated, comprehensive piece of legislation that I have ever seen, and there will be -- and there should be -- fine tuning.

But the thing that encouraged me this evening seemed to be the overall tenor and strain that came through, that in point of fact, in looking at early childhood development, that in fact we-- And that was one of the major concerns of this Act; that we are on the right road. So, I appreciate that, and after two days of things that are less than encouraging, I will tell you that I was encouraged by that.

I would also ask too, that you pay particularly close attention to another piece of legislation that was not talked about here this evening in the context of early childhood development, but it is a major piece of legislation that sits within both houses of the Legislature right now, and it's called the Three Rs Bond Issue.

It is a bond issue that is for \$600 million, and a good portion of that is designed to do two things: To upgrade existing school settings in situations where some of the buildings -- not only in our urban settings, but in some of our middle-class suburban settings as well exceed 80 years and 90 years of age, and to upgrade those facilities.

Secondarily, in a lot of those situations, to provide the kind of opportunity that we need to restructure. To do the kind of early childhood development that we are talking about within the school infrastructure that we currently have in this State.

I want to thank everyone for coming out this evening. Not only did you sustain some of my own thoughts, but indeed, I learned a good deal, as well.

Thank you very much.

ASSEMBLYWOMAN FORD: Assemblyman Kyrillos?

ASSEMBLYMAN KYRILLOS: Thank you, Madam Chairwoman. I share your feelings about the testimony we received today. It was really some very excellent and sometimes spirited testimony. I probably haven't gotten quite this kind of education since I was privileged enough to be the guest speaker at the NJAUC meeting a year or so ago. In preparation for that talk, I spent some time at a child care facility and nursery school a couple of days beforehand. I realized firsthand why we really do need an early childhood education certificate, and so I share the thoughts of my colleague Assemblyman Cimino with him on the Assembly Education Committee -- where I also sit -- to move that bill forward.

We had a lot of endorsement for Senator Cardinale's family day-care bill. I'm proud to be an Assembly co-sponsor of that bill, so I'm pleased that Assemblywoman Mullen was here tonight. It is very appropriate that she hear your remarks, and I hope we get a speedy hearing on that bill.

Madam Chair, thank you very much, and I look forward to next month's hearing.

ASSEMBLYWOMAN MULLEN: Madam Chairman, if I might just add a few things?

ASSEMBLYWOMAN FORD: Assemblywoman Mullen.

ASSEMBLYWOMAN MULLEN: I too, would like to echo my deepest thanks to you for your caring nature. I've always said

there seems to be some type of a mind-set, that when you work in a field that gives service to others -- whether they be children or elderly or whoever -- you should be expected to accept less. I don't know why that is, but it seems to be, and it's something that we should work to correct.

I just thought I'd share something with you. In my own community, where I happen to be Mayor, as my colleague here is Mayor in his community, (indicating Assemblyman Menendez) we've done some things that I would like to see shared throughout the State.

We run two preschool programs right in our township building. It's a turnaround program. It really costs very, very little. It does not cost-- The only people who are participating in it are those who are bringing their children. It is a very, very low ticket item, basically. It pays for itself.

We also have a series of summer camps. When our schools were just starting out in the latchkey program, we sponsored a summer latchkey to make up that time during the summer months, because we knew our parents had to continue to work. They couldn't stop for the summertime. You know, it's something that we feel very strongly about in my community.

We have a menu plan for our employees. I am an employer, and we have several single mothers as heads of household. We also have folks who have duplicate coverage because their husband might have hospitalization where he works. And why pay that kind of money to duplicate that service, when we can tell that employee, "You may take that in child care vouchers," or, "You may use it for other purposes"? You would be surprised at the employees in my township that take that for child care vouchers. We're proud to offer that to them.

It's something that I would like to see shared with other employers. I'm an employer in my township, and I think

other employers might find that a benefit. It might even save them a little bit of money.

So, you know, there are things that I think that we can do. Of course, they are only little tiny things, but at least it's our little stab. We even have a Host Home Program for children at risk. We have asked for volunteers throughout the community who would come in and take training, and if that child is in danger of, God forbid, suicide or running away or whatever, we have someplace to let that child go for a cooling-off period while he and his family get counseling, and it's worked out beautifully.

So, I know there are things that we can do; things that could be just a little bit of a bite out of this gigantic problem, and I just wanted to share that with you.

Thank you, Madam Chairman

ASSEMBLYWOMAN FORD: Thank you, Assemblywoman.

We're finishing a little after 10:00. I thank all of you for coming this evening and sharing with us your input and your expertise, and we'll continue this discussion, hopefully, next month.

Thank you.

(HEARING CONCLUDED)

APPENDIX

STATE OF NEW JERSEY

GENERAL ASSEMBLY TASK FORCE ON CHILD CARE

PUBLIC HEARING ON CHILD CARE

DECEMBER 4, 1990

TESTIMONY

WILLIAM WALDMAN, DEPUTY COMMISSIONER

DEPARTMENT OF HUMAN SERVICES

GOOD EVENING, ASSEMBLYWOMAN FORD AND MEMBERS OF THE ASSEMBLY TASK FORCE ON CHILD CARE. I AM WILLIAM WALDMAN, DEPUTY COMMISSIONER OF THE DEPARTMENT OF HUMAN SERVICES. ON BEHALF OF COMMISSIONER ALAN J. GIBBS, THANK YOU FOR HOLDING THIS HEARING ON ONE OF THE TOP PRIORITY ISSUES IN NEW JERSEY AND THE NATION. WE BELIEVE THAT THE INFORMATION SHARED WITH THE TASK FORCE ON CHILD CARE DURING THE HEARING WILL GENERATE ENORMOUS BENEFITS FOR ALL CHILDREN AND FAMILIES IN NEW JERSEY.

I WISH TO ADDRESS FOUR MAJOR ASPECTS OF CHILD CARE IN NEW JERSEY THAT ARE OF PARTICULAR IMPORTANCE TO THE DEPARTMENT OF HUMAN SERVICES:

1. THE NEED FOR CHILD CARE SERVICES AND ISSUES RELATED TO SERVICE DEVELOPMENT AND DELIVERY
2. CURRENT EFFORTS IN CHILD CARE AND EARLY EDUCATION

1X

3. GAPS IN THE CHILD CARE DELIVERY SYSTEM
4. IMPACT OF NEW FEDERAL CHILD CARE LEGISLATION ON NEW JERSEY

2x

THE NEED FOR CHILD CARE SERVICES AND
ISSUES RELATED TO SERVICE DEVELOPMENT
AND DELIVERY

OVERVIEW OF DHS CHILD CARE SERVICES

1. APPROXIMATELY 980,000 CHILDREN UNDER 14 YEARS LIVE IN FAMILIES WITH WORKING PARENTS, WHETHER SINGLE OR TWO-PARENT FAMILIES. SLIGHTLY OVER 1 MILLION CHILDREN IN THIS CATEGORY ARE PROJECTED FOR 1995.
2. THERE ARE 2,078 LICENSED CHILD CARE CENTERS SERVING APPROXIMATELY 123,737 CHILDREN FROM BIRTH THROUGH FIVE YEARS.
3. THERE ARE 3,108 VOLUNTARY REGISTERED FAMILY DAY CARE HOMES SERVING APPROXIMATELY 11,000 CHILDREN FROM BIRTH THROUGH 13 YEARS. THE DEPARTMENT HAS ESTIMATED THAT MANY MORE ARE BEING CARED FOR IN AS MANY AS 30,000 HOMES OF PROVIDERS.

IN NEW JERSEY, CHILD CARE CENTERS CARING FOR CHILDREN BELOW THE AGE OF SIX YEARS HAVE BEEN LICENSED SINCE 1946. FAMILY DAY CARE, THE CARE OF CHILDREN IN A PROVIDER'S HOME, HAS HAD VOLUNTARY REGISTRATION FOR THE PAST TWO YEARS.

4. APPROXIMATELY 800 SCHOOL-AGE CHILD CARE (SACC) CENTER-BASED PROGRAMS HAVE BEEN IDENTIFIED FOR CHILDREN FROM 5 THROUGH

3x

13 YEARS OF AGE. SACC PROGRAMS OPERATE DURING, BEFORE AND AFTER-SCHOOL HOURS, AND AT OTHER TIMES WHEN THE PUBLIC SCHOOLS ARE CLOSED. SACC PROGRAMS ARE SPONSORED BY PUBLIC SCHOOLS, PARENT GROUPS, RELIGIOUS INSTITUTIONS, INDEPENDENT CHILD CARE PROGRAMS, AND MUNICIPALITIES.

5. IN RESPONSE TO PARENTAL NEEDS FOR CHILD CARE IN NEW JERSEY'S WELFARE REFORM PROGRAM, PROVISIONS HAVE BEEN MADE FOR SELF-ARRANGED CARE IN SPECIALLY-APPROVED HOMES.
6. DYFS CONTRACTS WITH 225 COMMUNITY-BASED NON-PROFIT AGENCIES TO PROVIDE SOCIAL SERVICES BLOCK GRANT (SSBG) FUNDED CHILD CARE SERVICES FOR 14,500 CHILDREN. THESE AGENCIES PROVIDE INFANT, PRESCHOOL, AND SCHOOL AGED CHILD CARE SERVICES TO HELP MEET THE CHILD CARE NEEDS OF WORKING FAMILIES WITH INCOMES FALLING AT OR BELOW STATE ELIGIBILITY GUIDELINES.
7. HEAD START, A FEDERALLY-ADMINISTERED PRESCHOOL PROGRAM FOR THREE- AND FOUR-YEAR-OLDS LIVING IN POVERTY-LEVEL FAMILIES, CURRENTLY FUNDS 29 CONTRACTS FOR 204 CHILD CARE CENTERS WITH A CAPABILITY TO SERVE 9,306 CHILDREN. OVER HALF OF THE CHILDREN SERVED ATTEND HALF-DAY PROGRAMS OPERATING ON DOUBLE SESSIONS; 25 PERCENT ATTEND FULL-DAY PROGRAMS FOR FIVE DAYS PER WEEK, AND THE REST ARE IN PROGRAMS ARRANGED IN OTHER TIME AND SPACE CONFIGURATIONS.

4x

8. UNDER PROVISIONS OF THE QUALITY EDUCATION ACT OF 1990, 30 SPECIAL NEEDS SCHOOL DISTRICTS HAVE BEEN IDENTIFIED. HEAD START PROGRAMS OPERATE IN 24 OF THE DISTRICTS: 132 PROGRAMS SERVE 5,809 CHILDREN. FIVE MAJOR CITIES HAVE AT LEAST TEN HEAD START PROGRAMS IN EACH: CAMDEN (14), EAST ORANGE (10), JERSEY CITY (16), NEWARK (49), AND TRENTON (11).

ISSUES RELATED TO SERVICE DEVELOPMENT

IN MANY CASES, THE ISSUES RELATED TO FUTURE SERVICE DEVELOPMENT ARE BARRIERS THAT MUST AND CAN BE ADDRESSED AND ELIMINATED:

1. FACILITIES. LICENSED CHILD CARE CENTERS AND REGISTERED FAMILY DAY CARE HOMES MUST MEET MINIMUM STANDARDS FOR HEALTH AND SAFETY AND BE DESIGNED TO PROMOTE EMOTIONAL, PHYSICAL AND COGNITIVE DEVELOPMENT. ONE OF THE GREATEST CHILD CARE NEEDS IN NEW JERSEY IS FOR RENOVATING, REMODELING, AND UPGRADING THE PHYSICAL PLANTS FOR CHILD CARE PROGRAMS. THE ABOVE CHANGES WILL IMPROVE THE CONDITIONS OF BUILDINGS AND NEIGHBORHOODS AND INCREASE THE EFFECTIVENESS OF TEACHING CHILDREN. IN ADDITION, BETTER BUILDINGS USUALLY MEAN EXPANDED CAPACITY AND REDUCTIONS IN WAITING LISTS WHERE THEY EXIST.

THE CONSTRUCTION AND/OR ACQUISITION OF NEW CHILD CARE FACILITIES WOULD ALSO EXPAND CAPACITY. HOWEVER, FUNDING FOR

SUCH CAPITAL EXPANSION IS A MAJOR CHALLENGE EVEN WITH NEW FEDERAL CHILD CARE MONIES.

2. SALARIES FOR CHILD CARE WORKERS. A RECENT REPORT, THE NATIONAL CHILD CARE STAFFING STUDY, PUBLISHED BY THE CHILD CARE EMPLOYEE PROJECT, AND RESEARCH BY THE NATIONAL ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN (NAEYC) DRAMATICALLY DESCRIBE THE POTENTIAL NEGATIVE EFFECTS OF INADEQUATE COMPENSATION FOR PROFESSIONALS, PARA-PROFESSIONALS AND SUPPORT WORKERS IN CHILD CARE AND EARLY EDUCATION PROGRAMS. LOW WAGES AND FEW, IF ANY BENEFITS RESULT IN HIGH STAFF TURNOVER AND POOR MORALE, A SITUATION THAT IS HARMFUL TO MANY CHILDREN, A DISADVANTAGE TO ALL CHILDREN AND MAY LEAVE PARENTS UNCOMFORTABLE ABOUT ENROLLING THEIR CHILDREN IN CHILD CARE.

3. RESOURCE AND REFERRAL SERVICES. ALTHOUGH NEW JERSEY INITIATED ITS CHILD CARE RESOURCE AND REFERRAL SYSTEM (CCR&R) ALMOST FIVE YEARS AGO, THE SYSTEM IS NOT FULLY OPERATIONAL STATEWIDE. ONLY IN THE NEXT YEAR WILL FUNDING FROM VARIOUS SOURCES, INCLUDING THE FAMILY SUPPORT ACT, ENABLE THE STATE TO ESTABLISH A LOCAL CCR&R AGENCY IN ALL 21 COUNTIES.

CCR&R AGENCIES CAN PROVIDE A BROAD RANGE OF SERVICES TO PARENTS, CHILD CARE PROFESSIONALS, PUBLIC SCHOOLS, EMPLOYERS, PUBLIC OFFICIALS, AND THE MEDIA; AGENCIES MUST

61

HAVE ADEQUATE NUMBERS OF TRAINED STAFF MEMBERS TO IMPLEMENT THEIR SERVICES FULLY. NATIONALLY, A MARKED INCREASE IN CHILD CARE SERVICE AND PROGRAM DEVELOPMENT OCCURS IN AREAS WHERE ADEQUATELY SUPPORTED CCR&R AGENCIES OPERATE AT AN OPTIMUM LEVEL.

4. SOCIAL SERVICES BLOCK GRANT (SSBG). SSBG FUNDS ARE FEDERAL, STATE AND LOCAL FUNDS THAT SUPPORT CENTER-BASED PROGRAMS AND SOME CHILDREN IN FAMILY DAY CARE HOMES FOR FAMILIES WHO ARE INCOME-ELIGIBLE. PARENTS PAY A CO-PAYMENT BASED ON A SLIDING FEE SCALE SET BY THE DEPARTMENT. AT THE PRESENT TIME, THE DEPARTMENT IS REVIEWING THE FEE SCALE AND WILL DETERMINE IF AND BY HOW MUCH THE SCALE SHOULD BE REVISED.

SSBG CHILD CARE PROGRAMS PRESENTLY SERVE LESS THAN FIVE PERCENT OF ALL CHILDREN AGES BIRTH TO 13 YEARS FROM INCOME ELIGIBLE FAMILIES. THE LOW SALARY, LACK OF BENEFITS AND INSURANCE COSTS ARE ESPECIALLY ACUTE PROBLEMS IN SSBG CENTERS, MAKING IT DIFFICULT TO ATTRACT AND RETAIN STAFF TO SERVE MORE CHILDREN WHO NEED CARE.

5. INTERAGENCY COLLABORATION AND COORDINATION. WITH ALL OF NEW JERSEY'S CHILD CARE NEEDS AND PROBLEMS, THE STATE IS RECOGNIZED NATIONALLY AS A MODEL OF CHILD CARE LEADERSHIP. OUR MECHANISMS FOR ENCOURAGING AND EXPECTING COOPERATION WITHIN STATE GOVERNMENT, AMONG LEVELS OF GOVERNMENT, AND THROUGHOUT THE CHILD CARE, PUBLIC

EDUCATION, AND HUMAN SERVICES COMMUNITIES ARE OPERATING AND READY FOR EXPANSION. THE ACTION TAKEN BY THE LEGISLATURE AND THE EXECUTIVE BRANCH WILL BE IN THE CONTEXT OF AN EXISTING INFRASTRUCTURE AND AN EMERGING COALITION OF PROFESSIONALS, POLICY MAKERS, PARENTS AND CHILDREN. SOME OF THE ESTABLISHED COORDINATING GROUPS AND PROGRAMS ARE:

- * THE NEW JERSEY CHILD CARE ADVISORY COUNCIL WAS MANDATED IN 1984 TO ADVISE AND MAKE RECOMMENDATIONS ON CHILD CARE TO THE DEPARTMENT, THE DIVISION OF YOUTH AND FAMILY SERVICES (DYFS), AND THE DIVISION ON WOMEN (DOW) IN THE DEPARTMENT OF COMMUNITY AFFAIRS.
- * THE OFFICE OF CHILD CARE DEVELOPMENT (OCCD) LOCATED IN THE DEPARTMENT OF HUMAN SERVICES PROVIDES CHILD CARE POLICY LEADERSHIP TO STATE GOVERNMENT.
- * EMPLOYER-SUPPORTED CHILD CARE EFFORTS REPRESENT THE COOPERATION OF THE OCCD, DYFS, DOW, THE TASK FORCE ON EMPLOYER-SUPPORTED CHILD CARE, THE GOVERNOR'S OFFICE AND SENATOR BILL BRADLEY AND LED TO TWO STATEWIDE CONFERENCES IN 1988 AND 1989. TECHNICAL ASSISTANCE IS PROVIDED ON REQUEST TO EMPLOYERS THROUGHOUT THE STATE.

IN 1982, SEVEN EMPLOYERS, MOSTLY HOSPITALS AND COLLEGES, SPONSORED ON- OR NEAR-SITE CENTERS FOR

Px

YOUNG CHILDREN. TODAY, THERE ARE 120 SUCH PROGRAMS AND OTHER EMPLOYERS WHO FUND CCR&R SERVICES FOR THEIR EMPLOYEES AND WHO PROVIDE FUNDING TO CCR&R AGENCIES TO DEVELOP CHILD CARE SERVICES IN THE AREAS IN WHICH EMPLOYEES RESIDE.

* THE MOST RECENT COOPERATIVE INITIATIVE THAT IS ABOUT TO BEGIN IS THE HEAD START COLLABORATIVE FUNDED BY THE U.S. DEPARTMENT OF HUMAN SERVICES FOR A THREE-YEAR PERIOD AND DESIGNED TO ESTABLISH CONNECTIONS AMONG A BROAD RANGE OF CHILD CARE, EARLY EDUCATION AND CHILD ADVOCACY ORGANIZATIONS. NEW JERSEY IS PROUD TO HAVE RECEIVED ONE OF THE 12 GRANTS AWARDED BY DHHS.

9x

CHILD CARE AND EARLY EDUCATION EFFORTS

NEW JERSEY HAS GREAT NEEDS FOR EXPANDED CHILD CARE AND EARLY EDUCATION PROGRAMS AND SERVICES, BUT THE STATE DOES NOT START FROM SCRATCH. NUMEROUS PROGRAMS AND SYSTEMS ARE ALREADY IN PLACE AND CAN BE IMPROVED AND ENLARGED. FOR EXAMPLE, 23 LICENSED CHILD CARE/EARLY EDUCATION PROGRAMS ARE NOW ACCREDITED BY THE NATIONAL ASSOCIATION FOR THE EDUCATION FOR YOUNG CHILDREN AND OVER 100 ARE ENGAGED IN THE INITIAL SELF-STUDY PHASE OF THE ACCREDITATION PROCESS.

- THE URBAN PRE-KINDERGARTEN PILOT PROGRAM IS A FOUR-YEAR COLLABORATIVE EFFORT OF THE DEPARTMENTS OF EDUCATION AND HUMAN SERVICES THAT PROVIDES A COMPREHENSIVE CORE OF SERVICES IN PROGRAMS IN EAST ORANGE, JERSEY CITY AND NEWARK THAT SERVE A TOTAL OF 470 LOW-INCOME, THREE- AND FOUR-YEAR-OLD CHILDREN. PROGRAM SPONSORSHIP IS HIGHLY INNOVATIVE AND COLLABORATIVE IN NATURE. RESULTS TO DATE INDICATE THAT THIS IS ONE OF THE MOST PRODUCTIVE WAYS IN WHICH TO INTERVENE APPROPRIATELY IN THE LIVES OF YOUNG CHILDREN AND THEIR FAMILIES.

- FAMILY DAY CARE REGISTRATION. THE VOLUNTARY REGISTRATION OF FAMILY DAY CARE HOMES IN NEW JERSEY BEGAN IN 1988 AFTER REGULATIONS WERE ADOPTED BY DYFS IN RESPONSE TO THE LAW PASSED IN 1987. THE PROGRAM IS

10x

ADMINISTERED BY DYFS THROUGH CONTRACTS WITH 15 LOCAL FAMILY DAY CARE SPONSORING ORGANIZATIONS, WHICH REGISTER AND MONITOR HOMES IN THEIR CATCHMENT AREA. OVER 3,000 HOMES HAVE BEEN REGISTERED, BUT MOST SPONSORING ORGANIZATIONS USE ALL ALLOCATED FUNDS LONG BEFORE THE END OF THE YEAR. WAITING LISTS OF PERSPECTIVE PROVIDERS INTERESTED IN BECOMING REGISTERED CONTINUE TO GROW LONGER.

A PROFESSIONALLY-DESIGNED PUBLIC AWARENESS CAMPAIGN SUPERVISED BY DYFS WITH THE ASSISTANCE OF OCCD, THE CHILD CARE ADVISORY COUNCIL AND THE FAMILY DAY CARE ORGANIZATION OF NEW JERSEY, DISTRIBUTES BROCHURES, POSTERS, AND PUBLIC SERVICE ANNOUNCEMENTS. THE CAMPAIGN TARGETS BOTH POTENTIAL PROVIDERS AND PARENTS SEEKING REGISTERED HOMES.

FEDERAL SUPPORT ACT (FSA) & JOBS CHILD CARE ARRANGEMENTS ARE FUNDAMENTAL TO THE IMPLEMENTATION OF WELFARE REFORM IN NEW JERSEY. FSA REQUIRES A COLLABORATION AMONG CHILD CARE AGENCIES SO THAT CHILD CARE IS PROVIDED FOR CHILDREN OF WELFARE CLIENTS WHO ARE IN TRAINING OR SCHOOL, AND FOR THE TRANSITION PERIOD OF ONE YEAR FOLLOWING INITIAL EMPLOYMENT. ONE OF THE NEEDS IDENTIFIED DURING THE DEVELOPMENT OF CHILD CARE FOR WELFARE REFORM HAS BEEN FOR DAILY "WRAP-AROUND" CARE FOR CHILDREN IN PART TIME PROGRAMS SUCH

// x

AS HEAD START. "WRAP-AROUND" CARE REFERS TO SERVICES FOR TIMES AND DAYS IN WHICH A CHILD'S REGULAR PROGRAM IS NOT IN OPERATION.

THE MINI-CHILD CARE CENTER INITIATIVE WAS RECENTLY IMPLEMENTED IN 26 SITES, PROVIDING SMALL GRANTS OF UP TO \$7,500 TO EXPAND SMALL CENTERS WITH ENROLLMENTS FROM 6 TO 35 CHILDREN OR TO ENABLE A FAMILY DAY CARE PROVIDER TO CONVERT TO SMALL-CENTER STATUS. WHEN FULLY IMPLEMENTED, THE GRANTS ARE EXPECTED TO RESULT IN ADDITIONAL LICENSED PROGRAMS AND AN INCREASED NUMBER OF SLOTS.

12x

GAPS IN THE CHILD CARE DELIVERY SYSTEM

THE MOST SERIOUS GAPS IN CHILD CARE DELIVERY IN NEW JERSEY ARE LISTED BELOW. SUPPORT AND INCENTIVES FOR OVERCOMING THE GAPS MUST COME FROM ALL BRANCHES AND LEVELS OF GOVERNMENT AND FROM ALL SEGMENTS OF THE PRIVATE SECTOR.

- * INFANT AND TODDLER CARE IS A MAJOR NEED BECAUSE OF THE INCREASED NUMBER OF MOTHERS RETURNING TO WORK BEFORE THEIR CHILD'S FIRST OR SECOND BIRTHDAY, AND BECAUSE THE CARE OF VERY YOUNG CHILDREN IS LABOR-INTENSIVE AND EXPENSIVE. INCENTIVES TO SUPPORT EXPANSION OF EXISTING PROGRAMS AND TO TRAIN CAREGIVERS ARE NEEDED.
- * SCHOOL-AGE CHILD CARE IS ALSO A CRITICAL NEED BECAUSE THE LARGEST NUMBER OF WORKING MOTHERS HAVE CHILDREN IN THE 5-13 YEAR AGE GROUP. NEW JERSEY DOES NOT HAVE ANY REGULATIONS FOR THE START-UP AND OPERATION OF SACC PROGRAMS. IMPLEMENTING SACC REGULATIONS IS UNDER EXAMINATION BY THE DEPARTMENT. INCENTIVES FOR SCHOOLS, COMMUNITY ORGANIZATIONS, AND EXISTING PROGRAMS ARE NEEDED.
- * "WRAP-AROUND" SERVICES FOR TIMES AND DAYS IN WHICH A CHILD'S REGULAR PROGRAM IS NOT IN OPERATION NEED TO BE IDENTIFIED AND ESTABLISHED, EITHER IN EXISTING PROGRAMS OR BY STARTING UP NEW SERVICES.

13x

ADOLESCENT PARENTS WITH INFANTS AND TODDLERS NEED SERVICES THAT WILL ENABLE THE PARENTS TO REMAIN IN SCHOOL, THAT WILL PROVIDE PARENTING SKILLS, AND THAT WILL MAKE APPROPRIATE CHILD CARE AVAILABLE FOR THE CHILDREN.

PROGRAMS FOR CHILDREN WITH HANDICAPPING CONDITIONS AND OTHER SPECIAL NEEDS ARE FEW AND FAR BETWEEN. EFFORTS TO ESTABLISH WORKING RELATIONSHIPS BETWEEN AND AMONG CHILD CARE AND SPECIAL NEEDS SERVICES NEED ENCOURAGEMENT.

IN THE AREA OF EMPLOYER-SUPPORTED CHILD CARE ADDITIONAL EFFORTS ARE NEEDED TO INFORM EMPLOYERS ABOUT THE RANGE OF OPTIONS AVAILABLE TO THEM, TO OFFER AND PROVIDE TECHNICAL ASSISTANCE FOR SELECTING AND IMPLEMENTING CHILD CARE SERVICES, AND TO OFFER APPROPRIATE AND COST-EFFECTIVE TAX INCENTIVES TO BUSINESSES. FOR INSTANCE, ONE POPULAR FORM OF EMPLOYEE SUPPORT IS A DEPENDENT CARE ASSISTANCE PLAN WHICH ADDRESSES BOTH CHILD AND ELDER CARE.

14x

IMPACT OF FEDERAL CHILD CARE LEGISLATION ON NEW JERSEY

NEW FUNDING FOR EARLY EDUCATION AND CHILD CARE PROGRAMS
INCLUDE:

\$13.4 M	-	CHILD CARE DEVELOPMENT BLOCK GRANT
\$ 8.4 M	-	JOBS BLOCK GRANT (WELFARE REFORM) WITH A 50 % STATE MATCH REQUIRED
\$ 11 M	-	HEAD START EXPANSION

NO ESTIMATE HAS BEEN PROVIDED FOR THE EARNED INCOME TAX CREDIT
WHICH IS PART OF THE RECENTLY-PASSED CHILD CARE LEGISLATION.

WHILE THE STATE CAN BEST HELP BY PROVIDING MATCHING FUNDS WHERE
NEEDED, THE STATE ALSO NEEDS TO ADMINISTER ITS FEDERAL FUNDS AND
TO PROVIDE INCENTIVES AND SUPPORT FOR WORKING COLLABORATIVELY
WITH THE RANGE OF COALITIONS, ORGANIZATIONS, PROGRAMS, AS WELL AS
OTHER STATE DEPARTMENTS.

WE RECOGNIZE THAT THE AVAILABILITY OF CHILD CARE IS A NECESSARY
ELEMENT FOR WORKING FAMILIES AND THEREFORE FOR NEW JERSEY'S
PARTICIPATION IN THE GLOBAL ECONOMY. OUR DEPARTMENT WOULD LIKE
TO SUBMIT THE FOLLOWING RECOMMENDATIONS, SEVERAL OF WHICH
PARALLEL THOSE OF THE CHILD CARE ADVISORY COUNCIL, AS THE BASIS
FOR A BLUEPRINT FOR CHILD CARE IN NEW JERSEY. THESE ARE:

-- WE MUST MAINTAIN THE INFRASTRUCTURE, INCLUDING
ACKNOWLEDGING AND SUPPORTING PROGRAMS CURRENTLY

15X

PROVIDED THROUGH SSBG, REGISTERED FAMILY DAY CARE HOMES, HEAD START, SCHOOL-AGE CHILD CARE PROGRAMS, ETC. WE HAVE AN OBLIGATION TO CONTINUE TO SUPPORT THOSE PROGRAMS THAT HAVE SERVED NEW JERSEY'S CHILDREN AND FAMILIES IN THE PAST--SOME FOR MORE THAN TWENTY YEARS.

- AT THE SAME TIME, WE MUST EFFECTIVELY MANAGE NEW RESOURCES, INCLUDING THE FEDERAL MONIES MENTIONED EARLIER. THIS WILL ENSURE THAT MORE FAMILIES IN THE STATE CAN RECEIVE CHILD CARE SERVICES, AND THAT A COMPREHENSIVE ARRAY OF SERVICES IS DEVELOPED FOR INFANTS THROUGH SCHOOL AGE.
- WE MUST CONTINUE TO STIMULATE THE DEVELOPMENT OF EMPLOYER SUPPORTED CHILD CARE OPTIONS, RECOGNIZING THAT IT MAKES GOOD BUSINESS SENSE.
- WE MUST DEVELOP A MECHANISM TO PUBLICIZE THE AVAILABILITY OF CURRENT SERVICES, ESPECIALLY THE EARNED INCOME TAX CREDIT, TO THE GENERAL PUBLIC.
- WE MUST EXPLORE NEW OPTIONS FOR CHILD CARE SERVICES, INCLUDING THE EXPANSION OF VOUCHER PROGRAMS.
- WE MUST CONTINUE TO SUPPORT THE WORK OF THE CHILD CARE ADVISORY COUNCIL TO ENABLE IT TO CONDUCT AND

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COORDINATE RESEARCH PROJECTS THAT INITIATE STUDIES
ALREADY UNDERWAY AT THE NATIONAL LEVEL.

THESE CHALLENGES WILL INDEED BE DIFFICULT TO MEET IN WHAT
APPEARS TO BE A DECLINING NATIONAL ECONOMY AND A CURRENT
PROFOUND STATE BUDGET DILEMMA.

17x

CLOSING REMARKS

I WOULD AGAIN LIKE TO TAKE THIS OPPORTUNITY TO THANK THE ASSEMBLY TASK FORCE FOR SPONSORING THIS HEARING. THE DEPARTMENT OF HUMAN SERVICES LOOKS FORWARD TO WORKING WITH THE GOVERNOR'S OFFICE, THE LEGISLATURE, OTHER DEPARTMENTS, THE CORPORATE SECTOR, AND THE CHILD CARE COMMUNITY ON BEHALF OF NEW JERSEY'S CHILDREN AND THEIR FAMILIES.

18x

STATE OF NEW JERSEY

GENERAL ASSEMBLY
TASK FORCE ON CHILD CARE

PUBLIC HEARING

DECEMBER 4, 1990

TESTIMONY

DAVID J. HARRIS, JR., CHAIRPERSON

NEW JERSEY CHILD CARE ADVISORY COUNCIL

GOOD EVENING, ASSEMBLYWOMAN FORD AND MEMBERS OF THE TASK FORCE. I AM DAVID J. HARRIS, JR., CHAIRPERSON OF THE NEW JERSEY CHILD CARE ADVISORY COUNCIL. ON BEHALF OF THE 42 MEMBERS, LIAISONS AND DESIGNEES ON THE COUNCIL, I WANT TO EXPRESS OUR DEEPEST APPRECIATION FOR THIS PUBLIC HEARING. TO OUR KNOWLEDGE, THIS IS THE FIRST LEGISLATIVE PUBLIC HEARING ON CHILD CARE SINCE 1984 AND THE FIRST STATEWIDE HEARING ON THE SUBJECT SINCE THE COUNCIL'S REGIONAL HEARINGS EARLY IN 1986. SINCE THAT TIME, CHILD CARE IN NEW JERSEY HAS COME OF AGE. WE LOOK FORWARD TO THE RESULTS OF THIS HEARING.

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DESCRIPTION OF COUNCIL

THE NEW JERSEY CHILD CARE ADVISORY COUNCIL WAS ESTABLISHED BY LEGISLATION IN 1984 TO ADVISE AND MAKE RECOMMENDATIONS ON CHILD CARE ISSUES, POLICIES AND PROGRAMS FOR THE STATE. ITS MEMBERSHIP IS COMPOSED OF PERSONS APPOINTED BY CHILD CARE AND CHILD ADVOCACY ORGANIZATIONS AND BY THE DIRECTORS OF THE DIVISION OF YOUTH AND FAMILY SERVICES (DYFS) AND THE DIVISION ON WOMEN (DOW). NON-VOTING LIAISONS AND REPRESENTATIVES FROM THE DEPARTMENTS OF HUMAN SERVICES, EDUCATION, HEALTH AND LABOR ATTEND THE COUNCIL'S REGULAR MONTHLY MEETINGS.

RECENT COUNCIL ACTIVITIES

IN 1988, THE COUNCIL PUBLISHED A COMPREHENSIVE CHILD CARE PLAN TO TAKE NEW JERSEY INTO THE 21ST CENTURY. THE COUNCIL HAS SUPPORTED STATE AND FEDERAL LEGISLATION AND ADMINISTRATIVE INITIATIVES THAT

- * EXPANDS CHILD CARE PROGRAMS AND SERVICES FOR ALL CHILDREN IN OUR STATE;
- * TARGETS THE NEEDS OF LOW-INCOME FAMILIES FOR AFFORDABLE, QUALITY CHILD CARE;
- * ADDRESSES THE NEED FOR COOPERATION AMONG AGENCIES SERVING SPECIAL NEEDS CHILDREN;

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- * STRENGTHENS THE STATEWIDE INFRASTRUCTURE AT THE COUNTY AND MUNICIPAL LEVELS AND AMONG EMPLOYERS; AND
- * IMPROVES THE WORKING CONDITIONS OF MEMBERS OF THE CHILD CARE PROFESSION SUCH AS EARLY CHILDHOOD TEACHER CERTIFICATION, TRAINING OPPORTUNITIES, AND NETWORKING EXPERIENCES.

RECOMMENDATIONS FOR ACTION

THE NEW JERSEY CHILD CARE ADVISORY COUNCIL RECOMMENDS THE FOLLOWING ACTIONS TO BE TAKEN BY THE GOVERNMENT OF THE STATE OF NEW JERSEY:

1. DEVELOP A COMPREHENSIVE STATE CHILD CARE AND EARLY EDUCATION POLICY THAT WILL ADDRESS THE PROGRAM AND SERVICE NEEDS OF ALL CHILDREN IN NEW JERSEY.
2. EMPHASIZE AND PROVIDE SUPPORT FOR COOPERATIVE EFFORTS AMONG GOVERNMENT AGENCIES, LEVELS OF GOVERNMENT, AND MEMBERS OF THE CHILD CARE COMMUNITY IN THE IMPLEMENTATION OF THE RECENTLY ENACTED FEDERAL "CHILD CARE AND DEVELOPMENT BLOCK GRANT ACT OF 1990."

3. PROVIDE RESOURCES TO ESTABLISH A CHILD CARE RESOURCE AND REFERRAL AGENCY IN THE REMAINING NEW JERSEY COUNTIES

PRESENTLY WITHOUT A LOCAL AGENCY AND CURRENTLY SERVED BY ANOTHER COUNTY.

4. PROVIDE SUPPORT FOR A REVIEW OF THE FULL COST OF CARE OF CHILD CARE PROGRAMS AND SERVICES IN NEW JERSEY SIMILAR

TO THE RECENT NATIONAL STUDY INITIATED BY THE NATIONAL ASSOCIATION FOR THE EDUCATION OF YOUNG CHILDREN (NAEYC).

5. ADDRESS SPECIFICALLY THE PROFESSIONAL ISSUES OF STAFF COMPENSATION, EARLY CHILDHOOD TEACHER CERTIFICATION, TRAINING OPPORTUNITIES, AND SCHOOL-AGE CHILD CARE REGULATIONS.

CURRENT LEGISLATION

THE CHILD CARE ADVISORY COUNCIL SUPPORTS THE ENACTMENT OF THE FOLLOWING BILLS CURRENTLY IN THE NEW JERSEY LEGISLATURE:

1. A.2307 (BUSH): THE CHILD CARE FACILITIES INCENTIVE ASSISTANCE FUND ACT (LOANS) & S.2097 (LIPMAN).

TESTIMONY OF DAVID J. HARRIS, JR.
NEW JERSEY CHILD CARE ADVISORY COUNCIL
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2. A.2308 (BUSH): THE CHILD CARE FACILITIES GRANT PROGRAM & S.33 (RUSSO).
3. A.2477 (RANDALL): ESTABLISHES AN OFFICE ON CHILD CARE
4. A.2506 (RANDALL): ESTABLISHES AN OFFICE OF EMPLOYER-SUPPORTED CHILD CARE ***IF MERGED WITH A.2477 SO THAT THE OESCC BECOMES A PART OF THE OFFICE ON CHILD CARE.
5. A.3082 (BUSH): SUPPLEMENTAL APPROPRIATION TO THE CHILD CARE ADVISORY COUNCIL
6. A.3585 (KYRILLOS): ESTABLISHED FAMILY DAY CARE HOMES AS PERMITTED USE IN RESIDENTIAL DISTRICTS, CONDOMINIUMS, COOPERATIVES AND HORIZONTAL PROPERTY REGIMES. S.1595 (CARDINALE) PASSED IN THE SENATE ON NOVEMBER 19, 1990 (33-1).
7. AJR.32 (BRYANT): STUDY OF INSURANCE COSTS IN CHILD CARE CENTERS.

CLOSING REMARKS

IN CLOSING, I AGAIN OFFER THE ASSEMBLY THANKS FROM THE MEMBERS OF THE CHILD CARE ADVISORY COUNCIL FOR THIS HEARING. THE COUNCIL OFFERS ITS ASSISTANCE IN WORKING WITH THE LEGISLATURE, THE DEPARTMENTS OF HUMAN SERVICES AND

TESTIMONY OF DAVID J. HARRIS, JR.
NEW JERSEY CHILD CARE ADVISORY COUNCIL
DECEMBER 4, 1990
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COMMUNITY AFFAIRS, AND THE ENTIRE CHILD CARE COMMUNITY
TO ADDRESS AND TO MEET THE NEEDS OF OUR CHILDREN AND THEIR
FAMILIES.

ATTACHMENTS -

**CHILD CARE: TODAY'S CHALLENGE FOR TOMORROW
CHILD CARE IN NEW JERSEY 1989: A REPORT TO THE
LEGISLATURE
1990 NJ CHILD CARE BILLS - LIST OF CHILD CARE LEGISLATION
FACT SHEET
PUBLICATIONS ORDER FORM**

**FOR ADDITIONAL INFORMATION ABOUT THE ADVISORY COUNCIL,
PLEASE CONTACT:**

**DAVID J. HARRIS, JR. CHAIRPERSON
(201) 249-4299**

OR

**DR. EDNA RANCK, COORDINATOR
(609) 984-5321**

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TESTIMONY OF THE N.J. TASK FORCE ON EMPLOYER SUPPORTED CHILD CARE

As chairperson of the N.J. Task Force on Employer Supported Child Care, I submit a plea to the members of the legislative and executive branches that they approach the child care issue from a comprehensive viewpoint, recognizing that what may seem to be a plethora of needs and conflicts can be understood and addressed as a dynamic and democratic system. For such a system to function efficiently and effectively, it will be necessary to consider many factors before coming up with a good comprehensive plan.

- * All children who need it should have access to quality, affordable child care.
- * Children grow; an infant needing care today will need a day care program in 2 years and school-age child care in 6 years.
- * Parents should have a choice of different types of child care.
- * Children are being served by different programs: family day care homes, for-profit and not-for-profit centers and relatives.
- * School buildings and academic approaches may be effectively altered to serve child care needs, but this is not always possible.
- * Child care providers are small businesses and need support to remain viable and competitive.
- * The present providers of child care should be respected and protected as they have been the pioneers in this effort, both in terms of serving children and advocating for more child care.
- * Although many communities are addressing part of the child care needs very well, some children are not being served. We need to support programs that fill in the gaps.
- * Child care is often intimately related to other family/workplace issues as well as societal issues.
- * There are many experts who have studied these issues and proposed solutions. Some of these are: The Child Care Advisory Council, The Partnership for Children, The N.J. Association for the Education of Young Children, The N.J. School-Age Child Care Coalition, various State offices and the N.J. Task Force on Employer Supported Child Care.
- * Business, Government, Agencies and Individuals could each do their part to address the need.

The State already has a very good plan based on all the above considerations and more which are important to include. All that it takes now is to give up the ideals of short-term self-interest and to give our kids the best gift of all--role models of what great leaders can be--by choosing to invest in a physically, mentally and spiritually healthy future for them.

STATE OF NEW JERSEY
DEPARTMENT OF COMMUNITY AFFAIRS
DIVISION ON WOMEN
TASK FORCE ON EMPLOYER SUPPORTED CHILD CARE

F A C T S H E E T

MISSION: To increase the number of employers providing affordable, quality child care options in the state of New Jersey through a working partnership of the public, private, voluntary and business communities.

ORGANIZATION : Affiliated with the Division on Women of the Department of Community Affairs, the New Jersey Task Force on Employer Supported Child Care represents a comprehensive network of individuals and public and private organizations committed to working together to fulfill its mission.

PROGRAMS : CEO Breakfast Forums, Technical Assistance to Employers/ Employees, Public Relations Outreach, Legislation Monitoring, Information Resources, Conferences

HISTORY/ACCOMPLISHMENTS: Created in 1980 by the Division on Women, The Task Force on Child Care was a response to a need for an organization of concerned individuals and representatives of groups with a specific interest in child care. Among its early accomplishments is the work on Public Law 1983, C.492. which provided for the creation of the New Jersey Child Care Advisory Council.

As the Task Force found a useful role in providing much needed information and technical assistance to employers and employee groups on employer-supported care, its mission was revised to reflect the new direction. In addition to working with corporate sponsors in presenting ten informative breakfast forums for CEOs, members of the Task Force with specific expertise have travelled the state with staff from DYFS and the Division on Women, offering technical assistance to employers interested in exploring specific child care options. In June 1988, the Task Force, with the sponsorship of Senator Bradley and Governor Kean presented a successful statewide conference EMPLOYERS AND CHILD CARE : NEW JERSEY'S NEW PARTNERSHIP. In October 1990, a follow-up conference under the same sponsorship once more attracted over 500 participants.

CONTACT : Sandra Goettinger, Chairperson
609 921-1473

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THE LEAGUE
OF WOMEN VOTERS
OF NEW JERSEY



TESTIMONY BEFORE THE GENERAL ASSEMBLY
PUBLIC HEARING ON CHILD CARE

December 4, 1990

Dottie Dunfee, Women & Family Issues Director
League of Women Voters of New Jersey

"The League of Women Voters of New Jersey believes the state should increase its commitment to expand the availability of quality child care services, not only to ensure the health and welfare of our children, but also to provide women with equal access to employment opportunities.....

"We recognize that demographics have changed dramatically in the past twenty years, resulting in a greater percentage of employed mothers than ever before in our history. While society benefits directly from the economic contribution of working mothers, support for the needs of children has not kept pace with demographic changes. From every measurable parameter, the need for quality, affordable child care is an urgent pressing concern, not only for parents, but for society as a whole."

These excerpts from our 1987 consensus position (the entire text of this position is attached) explain why we are here tonight. The League singled out child care as a priority concern by voting at its 1983 convention to initiate a study of its adequacy, availability and affordability in New Jersey. Sixty-two local Leagues from throughout the state actively participated in this study and their responses and findings were collected to serve as the basis for the formal position which has directed the League's child care advocacy since 1987.

One of our responses to the need for advocacy on the issue has been to send a representative to the New Jersey Child Care Advisory Council. Among this Council's many accomplishments is the publication of Child Care: Today's Challenge for Tomorrow, a comprehensive plan for the growth and development of child care in New Jersey, which is presently in the process of being revised and updated. The League considers this to be the seminal work on child care in our state and we commend it to the Legislature as an invaluable tool in their effort to improve the situation. We also recommend that the Legislature seek input from the Council when making decisions regarding child care initiatives; specifically, we encourage the use of the Council as a resource regarding the allocation of the federal child care dollars which will enter New Jersey next September.

The thrust of the League's position is that the state should play a greater role in dealing with the need to expand child care opportunities to meet the changing patterns of our society. This does not mean that the state should bear sole responsibility for correcting existing inadequacies - parents, employers, federal and local government, society as a whole, all have a role in providing accessible, affordable quality care. But we believe the state is best positioned to provide the framework within which other concerned

- continued -

components can work. Our position specifies three ways in which the state can work to correct inadequacies in child care: by acting as a role model through the provision of increased child care for its employees; by ensuring that all relevant aspects of state planning contain a viable child care component; and by creating legislation and incentives aimed at expanding child care opportunities.

We commend the State of New Jersey for the child care it already provides for its employees and encourage the Legislature to review The New Jersey State Employee and Child Care, a survey conducted for the Division on Women, Department of Community Affairs, which was completed a year ago. This survey suggests that child care assistance for state employees may actually be cost effective for the state as a result of fewer "missed, early quit, or late" work days due to child care problems.

The experience with REACH has taught us all the value of ensuring that relevant aspects of state planning contain a viable child care component. The Legislature needs to be ever mindful of the impact of child care needs on many of the decisions it makes, from welfare reform to equal opportunity, equitable distribution, and prevention of domestic violence.

The League's last recommendation, the creation of legislation and incentives aimed at expanding child care opportunities, is the most far-reaching and the most relevant to this hearing. We commend the Legislature's past and current efforts to provide assistance to private employers seeking to provide child care for their employees and encourage the expansion of this role.

The League recognizes that any consideration of new legislation and incentives must be predicated upon the state's fiscal resources. We have determined that, at least for the short-term, our advocacy must prioritize those measures which will do a great deal of good without placing further stress on the state budget. To this end we are directing our present efforts toward strengthening family day care options and networking.

We believe that passage of the legislation sponsored by Senator Cardinale and Assemblypersons Ogden and Kyrillos (S.1595/A.3585), which would establish family day care homes as permitted use in residential districts of a municipality, is essential to any state system of child care. Family day care is a crucial option for parents of infants and school-aged children (the hardest type of care to find), for parents who live in less-populated areas, for parents who work long or unusual hours, or for parents who prefer to place their children in smaller, less formal settings. Reports from around the state indicate that many municipalities have specific zoning ordinances which have the effect of impeding, or sometimes even outlawing, the existence of family day care homes in certain districts. Legislation which supercedes such ordinances would have a great impact on child care options for parents and no impact on the state's budget.

In closing, the League would like to commend the Legislature for the concern of New Jersey's families and children evidenced by this hearing. We recognize that those most directly affected by child care policy - fathers, mothers, and especially their children - are for the most part unable to lobby for themselves. That is why we feel it is incumbent upon concerned citizens, and the legislators who represent them, to recognize the extreme needs that currently exist and support efforts to meet those needs.

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CHILD CARE POSITION

The League of Women Voters of New Jersey believes the state should increase its commitment to expand the availability of quality child care services, not only to ensure the health and welfare of our children, but also to provide women with equal access to employment opportunities. The major goal of this commitment should be to increase the supply of available units without jeopardizing the quality of care. The League of Women Voters of New Jersey does not believe that the state should bear sole responsibility for correcting existing inadequacies regarding the care of our children. We believe that parents, employers, federal and local government--indeed, society as a whole--all have a role in providing accessible, affordable quality care.

Explanation

The League of Women Voters of New Jersey recognizes that demographics have changed dramatically in the past fifteen years, resulting in a greater percentage of employed mothers than ever before in our history. While society benefits directly from the economic contribution of working mothers, support for the needs of children has not kept pace with demographic changes. From every measurable parameter, the need for quality, affordable child care is an urgent pressing concern, not only for parents, but for society as a whole.

We believe the state of New Jersey should work to correct inadequacies in child care by acting as a role model through the provision of increased child care for its employees, by ensuring that all relevant aspects of state planning contain a viable child care component, and by creating legislation and incentives aimed at expanding child care opportunities. The state should increase the amount of funding directed to child care. It should also create and expand incentives for involvement on the part of the private sector. In directing such funding and incentives, consideration should be given to where the need is greatest, but, since the ultimate goal is overall expansion, resources should not be taken from one area to service another. An important corollary to the child care commitment should be education designed to familiarize parents, employers, potential providers and the general public with the needs and benefits of child care.

The League of Women Voters of New Jersey supports the following measures as appropriate means by which the state can stimulate the expansion of quality child care.

1. Support efforts to improve providers' salaries and qualifications.
2. Stimulate the development and expansion of employer-sponsored child care options. This may include the use of tax incentives; the subsidizing of centers; education and training programs, guidelines and start-up assistance; mandating space in commercial development; support of voucher systems; and support of flex-time, parental leave, job sharing and cafeteria benefits measures.
3. Stimulate the development and expansion of before- and after-school care. This may include assistance in obtaining insurance; subsidies; start-up monies and training; education regarding the availability of pilot programs and other successful operations; assistance in transporting and feeding children.

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Continued

4. Strengthen family day care options and networking. The League of Women Voters of New Jersey supports the voluntary registration of family day care homes. Incentives for registration may include comprehensive guidelines for providers; subsidized training programs; assistance in obtaining insurance; and soliciting support from local agencies and employers.

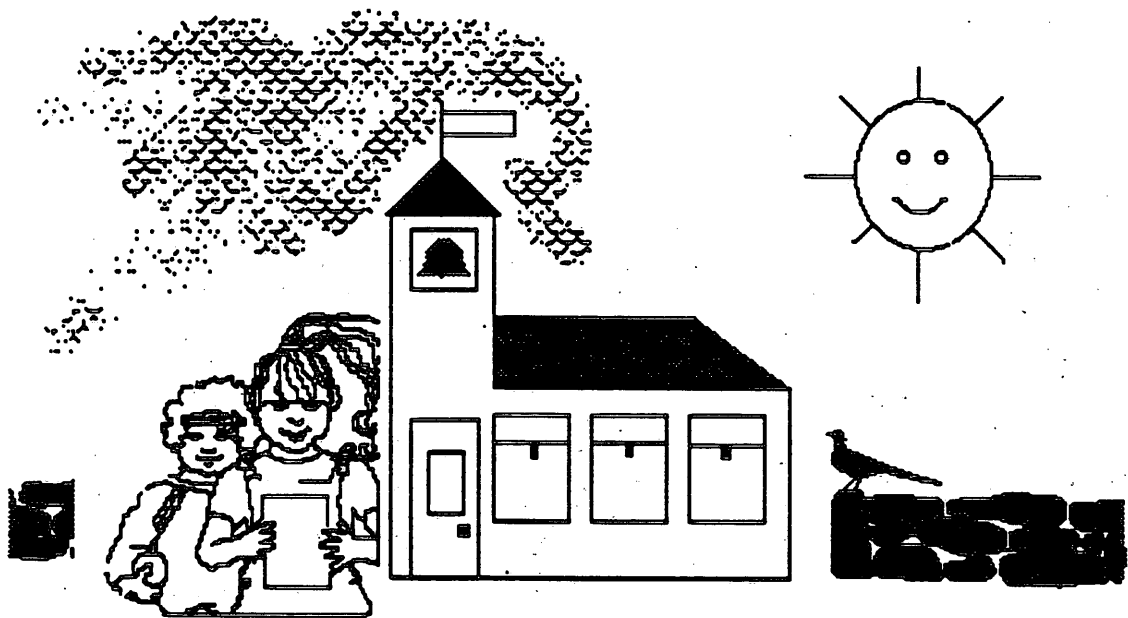
5. Stimulate the development and expansion of child care to fulfill particular needs: low- and moderate-income families; infants; rural families; sick children; children of teenage mothers.

The League of Women Voters of New Jersey believes that all state efforts toward the development and expansion of child care programs and options should be predicated on ensuring the safety, health and well-being of our children. At the same time, they should preserve local and parental autonomy. State efforts should be stream-lined and should be primarily directed toward providing funding and incentives which will expand the care itself rather than toward setting up administrative procedures to do so.

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Child Care

Policy Development Board



CHILD CARE CENTER MODEL

Prepared By:

Jane Garland
Kay Geller
Lois McCue
Bruce R. Thompson

August 1, 1989

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INTRODUCTION

The Policy Development Board (PDB) is an advisory body to New Jersey's Division of Youth and Family Services. Its members include duly elected representatives of all three geographical regions of the State and a number of child care organizations. Its particular focus is in the area of Social Service Block Grant (SSBG) funded child care. All of the members of PDB are either providers of or advocates for government-subsidized child care services.

What it actually costs to provide child care in New Jersey and what the Social Service Block Grant subsidy provides is of concern to the Policy Development Board. To address this concern, the PDB decided that a Child Care Model would prove useful. A small committee of Board members undertook to design the Model by researching marketplace costs in the three geographical regions of the State. The entire Board reviewed and approved the Model presented herewith.

The Model does NOT provide the kind of extraordinary services that Headstart or other special needs programs would include. It does NOT provide services for infants or toddlers, nor does it provide comprehensive fringe benefits (pension, dental plan, life insurance, etc.) for staff. The Model does provide:

- # developmentally appropriate curriculum;
- # certified staff;
- # part-time social worker and social services;
- # part-time nurse; and
- # comprehensive parent/staff training.

Our Model Child Care Center budget assumes the following:

- # 72 3-5 year old children are enrolled (18 per class);
- # rental fee is shown at non-profit space rates;
- # space is based on 35 sq. feet per child;
- # cost of food service is fully subsidized by CCFP; and
- # salaries are based on 40-hour week and 12-month year.

The PDB members decided to call this center a Model Center, avoiding the frequently-used term "Quality Center" in the belief that there is surely more than one valid definition of "quality" child care. We believe our Model Center contains most of the elements necessary to provide good and comprehensive developmental care to this particular age group.

It is the hope of our Board that the facts and figures cited here will be of help to all the members of our New Jersey community who care about the welfare of young children whose parents must work.

The Policy Development Board

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1. EXPENDITURES FOR PERSONNEL

<u>Title:</u>	Salary/Mo.	% Time Employed	Annual Cost
Administrative/Clerical Staff			
Director	\$3,000	100%	\$ 36,000
Secretary	1,250	100%	15,000
Bookkeeper	417	25%	5,000
Classroom Staff			
Group Teacher - BA Certified	\$12/hr.	100%	25,000
Group Teacher	\$12/hr.	100%	25,000
Group Teacher	\$12/hr.	100%	25,000
Group Teacher	\$12/hr.	100%	25,000
Assistant Teacher	\$7/hr.	100%	14,560
Assistant Teacher	\$7/hr.	100%	14,560
Assistant Teacher	\$7/hr.	100%	14,560
Assistant Teacher	\$7/hr.	100%	14,560
Aide	\$6/hr.	100%	12,480
Aide	\$6/hr.	100%	12,480
Aide	\$6/hr.	100%	12,480
Aide	\$6/hr.	100%	12,480
Social Service Staff			
Social Worker		50%	13,000
Domestic/Maintenance Staff			
Janitor		50%	8,000
Health Staff			
Nurse		25%	6,000
Cook (Catered Food)	
TOTAL STAFF			\$291,160

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2. FRINGE BENEFITS

	Annual Cost
Federal Withholding	\$.....
State Withholding
FICA - 7.51%	21,866
Workmen's Compensation - 2%	5,823
Bonding Insurance
Health Insurance - 100% of Single, Average \$160/Mo. P.A.C.E. Blue Cross - 15 Full-Time	26,880
Other Fringe Benefits
TOTAL FRINGE BENEFITS	\$ 54,569
TOTAL PERSONNEL COSTS	\$345,729

3. PROFESSIONAL FEES, CONTRACT SERVICES, AND CONSULTANTS

Maintenance Contract	\$.....
Catered Food - \$2 x 72 x 260 Days	37,440
Transportation, Portal to Portal Contract	No Transportation
Health Services, Contracted or Consultant
Training Services, Contracted or Consultant	1,500
Legal Services	2,000
Accounting Services	4,000
Other
TOTAL PROFESSIONAL FEES AND CONTRACTS	\$ 44,940

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4. SUPPLIES

	Annual Cost
Teaching and Child Care	\$ 6,000
Food Supplies, Kitchen Supplies (Catered)
Office Supplies	3,000
Housekeeping Supplies	2,000
Building, Grounds, and Maintenance Supplies Exterminator, ice, grass	2,500
Health Supplies	500
Vehicle Supplies
Other Consumable Supplies
TOTAL SUPPLIES	\$ 14,000

5. OCCUPANCY

Rent - \$12.00 Sq. Ft. x 2,500 Sq. Ft.	\$ 30,000
Real Estate Taxes
Maintenance and Repairs	3,000
Amortization of Leasehold Improvements
Utilities	6,000
Building Insurance (All Insurance)	10,000
Interest on Mortgage (If Building Owned)
Depreciation (Building Only)
Other Building Occupancy Costs
TOTAL OCCUPANCY COSTS	\$ 49,000

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6. FURNITURE, EQUIPMENT, AND VEHICLES

	Annual Cost
Purchases of furniture, equipment, and vehicles; or rental or installment payments
Office Furniture and Equipment - Yearly (New)	\$ 4,000
Building Equipment
Teaching and Child Care
Kitchen
Vehicle
Other
Depreciation on furniture, equipment, and vehicles
Maintenance and Repairs	
Office furniture and equipment
Building Equipment
Teaching and Child Care
Kitchen
Other
TOTAL FURNITURE, EQUIPMENT, AND VEHICLES	\$ 4,000

7. CONFERENCES AND WORKSHOPS, SPECIAL
EVENTS AND SERVICES

Expenses (Food, Transportation, Baby- sitting, etc.) for Board Meetings, Advisory Groups, Community Relations, Fund Raising	\$ 750
Expenses for Conferences and Workshops for Staff	750
Fees or Transportation for Family Services outside Center	500
Expenses (Food, Transportation, Baby- sitting, etc.) for Parent Social Activities, Parent Conferences,	500

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Special Events, Services, Field Trips
for Children

1,000

Other

.....

TOTAL SPECIAL EVENTS \$ 3,500

8. OTHER EXPENSES

Annual
Cost

Advertising, Printing, and Duplicating
(Outside)

\$ 1,500

Telephone and Telegraph

1,200

Postage and Mailing

700

Professional Memberships

400

Bank Charges, Loan Payments, Interest

.....

Licenses and Permits; Transportation
Insurance

50

Uncollectable Accounts (Bad Debts),
Contingency Fund, Payments Into,
Loss from Fire, Theft, or Vandalism

.....

Indirect Administrative Expense of
Parent Organization, Franchise, or
Corporate Expense Where Applicable

.....

Other

.....

TOTAL OTHER EXPENSES \$ 3,850

GRAND TOTAL ALL EXPENSES \$465,019

ACTUAL SHOULD BE EXPENSES \$465,019

DIVIDED BY 72 Children

DIVIDED BY 260 Days

EQUALS	\$ 24.84	DAILY	Cost Per Child
	124.20	WEEKLY	Cost Per Child
	6,458.00	YEARLY	Cost Per Child

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CONCLUSION

This Child Care Model, designed by the PDB, provides a concrete dollars and cents perspective on the cost of child care in the State of New Jersey. The Policy Development Board designed this model so it could then make comparisons between the Model and the 1989 average income received by Social Service Block Grant Centers.

CURRENT AVERAGE 1989 SSBG CENTER INCOME PER CHILD PER YEAR:

Federal and State Subsidy (@\$10.49/day).....	\$2,727
*Parent Fee Payments (@\$13./week).....	676
Match (Non-profit community support).....	909
Child Care Food Program (@\$2./day).....	520

TOTAL ANNUAL INCOME FOR 1 SSBG CHILD:	\$4,832
---------------------------------------	---------

By comparison, the Model found the ACTUAL SHOULD BE expense to be \$6,458 per child. Expanding on this information, the following figures express the current per child deficits in SSBG centers as compared to the Policy Development Board's Model:

P.D.B. Model	SSBG Income	Deficit
-----	-----	-----
Daily \$ 24.84	\$ 18.59	\$ 6.25
Weekly 124.20	92.95	31.25
Yearly 6,458.00	4,832.00	1,626.00

This information suggests that, compared to the PDB's Model, an SSBG program serving 72 children would be operating on a large deficit.

Daily Deficit (\$6.25 x 72)-----	\$ 450.00
Weekly Deficit (\$31.25 x 72)-----	2,250.00
Yearly Deficit (\$1,626 x 72)-----	117,072.00

It will take the good will and ingenuity of all of us who believe New Jersey children deserve good quality care while their parents are at work to bridge the gap between what such care takes and what we as a state are giving today. This study was prepared in the hope that it can serve as a first step in bridging that gap.

Policy Development Board

*(Fees from parents are on a State-mandated sliding scale, ranging between \$2. and \$30. per week, depending on family size and income. This Model's use of the \$13. figure is based on informal data and current average fee collection experience of some members of the Policy Development Board. No actual figure is available.)

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MEMBERS OF THE NEW JERSEY DIVISION OF YOUTH AND FAMILY
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Marjorie Brickley

Family Day Care Organization of New Jersey -
Mary Lou Hahn
Phyllis Rogers (Alternate)

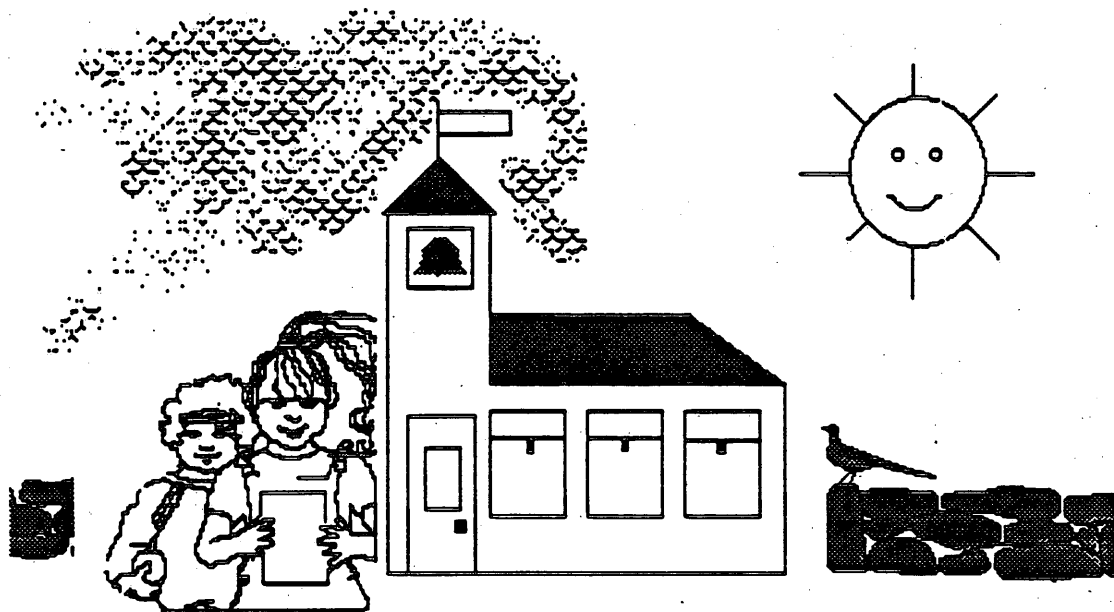
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(vacant)

N.J. Head Start Directors Association -
Sarah Hansford
Lorraine Johnson

N.J. Statewide Coalition for Child Care -
Kay Gellert (PDB Co-Chairperson)

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Child Care Policy Development Board



Position Papers

1. Computation of Fee Scales
2. DYFS Unit Rate Vs. Actual Cost of Care
3. Income Eligibility
4. Staff Salaries
5. Waiver of 87% Level of Service

Prepared By:

Kay Gellert
Sally Mason
Sylvia Pfeffer
Bruce Thompson
Betty Witherspoon

January, 1990

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INTRODUCTION

The Policy Development Board (PDB) is an advisory body to New Jersey's Division of Youth and Family Services (DYFS). Its members include duly elected representatives of all three geographical regions of the State and a number of child care organizations. Its particular focus is in the area of Social Service Block Grant (SSBG) subsidized child care. All members of PDB are either providers of or advocates for government-subsidized child care services.

In November 1988, PDB conducted a survey and thereafter held numerous regional meetings to determine issues of greatest concern to New Jersey's more than 200 SSBG centers. Based on the top five issues which emerged from this process, a committee of PDB prepared and the Board as a whole developed and unanimously approved the "Five Position Papers" attached. The issues and PDB's positions are briefly summarized below.

1. Computation of Fee Scales: The SSBG child care center sliding fee scale needs revision. PDB suggests fees could be computed on the basis of a percentage of income.

2. DYFS Unit Rate Vs. Actual Cost of Care: The current daily Unit Rate being paid by DYFS to SSBG-subsidized centers is \$10.49. To provide decent salaries and appropriate child/teacher ratios, PDB calls for a \$6.25 increase in the daily Unit Rate in line with PDB's "Child Care Center Model" (August 1, 1989) which indicated that the subsidized portion of a center's cost should be \$16.74.

3. Income Eligibility: Current eligibility guidelines are not current. PDB calls for annual update of eligibility based on 80% of State Median Income, and recommends separation of SSBG-subsidized child care from other state human services in determining income eligibility.

4. Staff Salaries: SSBG centers cannot attract or retain staff because of salary offerings. High turnover of staff has an adverse effect on children. PDB calls for salaries and benefits for child care staff equal to public schools.

5. Waiver of 87% Level of Service: In order to receive full funding, SSBG centers are required to maintain an 87% Level of Service (LOS). PDB calls for some specific modifications of this requirement and development of written procedures to obtain LOS Waivers.

It is our hope that each of these issues will be addressed with full consideration to our positions. The future of high quality SSBG-subsidized child care depends on it.

THE CHILD CARE POLICY DEVELOPMENT BOARD

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CHILD CARE POLICY DEVELOPMENT BOARD

POSITION PAPER

Computation of Fee Scales

The PDB believes that the sliding fee scale currently in use for SSBG-subsidized child care centers is in need of revision in order to be more fair and equitable to parents as well as, where possible, to generate more income to the centers to assist them in covering their growing operating deficits.

We understand that various means of determining child care fees are currently being considered by the New Jersey Department of Human Services. We believe that a good method for computing fees is on the basis of a percentage of income. The attached schedule indicates what the fees would be, based on percentages from one to fifteen.

We have read that between ten and fifteen percent is generally considered an affordable percentage of family income to allow for child care. Family size could be taken into consideration by varying the percentage, i.e., twelve percent for a family of two, eleven percent for a family of three, etc.

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INCOME		FEE CALCULATION BY PERCENTAGE OF INCOME												
Annual	Weekly	15%	14%	13%	12%	11%	10%	9%	8%	7%	6%	5%	4%	
1,500	28.85	4	4	4	3	3	3	3	2	2	2	1	1	
2,000	38.46	6	5	5	5	4	4	3	3	3	2	2	2	
3,000	57.69	9	8	8	7	6	6	5	5	4	3	3	2	
4,000	76.92	12	11	10	9	8	8	7	6	5	5	4	3	
5,000	96.15	14	13	13	12	11	10	9	8	7	6	5	4	
6,000	115.38	17	16	15	14	13	12	10	9	8	7	6	5	
7,000	134.62	20	19	18	16	15	13	12	11	9	8	7	5	
8,000	153.85	23	22	20	18	17	15	14	12	11	9	8	6	
9,000	173.08	25	24	23	21	19	17	16	14	12	10	9	7	
10,000	192.31	29	27	25	23	21	19	17	15	13	12	10	8	
11,000	211.54	32	30	28	25	23	21	19	17	15	13	11	8	
12,000	230.77	35	32	30	28	25	23	21	18	16	14	12	9	
13,000	250.00	38	35	33	30	28	25	23	20	18	15	13	10	
14,000	269.23	40	38	35	32	30	27	24	22	19	16	13	11	
15,000	288.46	43	40	38	35	32	29	26	23	20	17	14	12	
16,000	307.69	46	43	40	37	34	31	28	25	22	18	15	12	
17,000	326.92	49	46	43	39	36	33	29	26	23	20	16	13	
18,000	346.15	52	48	45	42	38	35	31	28	24	21	17	14	
19,000	365.38	55	51	48	44	40	37	33	29	26	22	18	15	
19,827	381.29	57	53	50	46	42	38	34	31	27	23	19	15	
20,000	384.62	58	54	50	46	42	38	35	31	27	23	19	15	
21,000	403.85	61	57	53	48	44	40	36	32	28	24	20	16	
22,000	423.08	63	59	55	51	47	42	38	34	30	25	21	17	
23,000	442.31	66	62	58	53	49	44	40	35	31	27	22	18	
24,000	461.54	69	65	60	55	51	46	42	37	32	28	23	18	
24,493	471.02	71	66	61	57	52	47	42	38	33	28	24	19	
25,000	480.77	72	67	63	58	53	48	43	38	34	29	24	19	
26,000	500.00	75	70	65	60	55	50	45	40	35	30	25	20	
27,000	519.23	78	73	68	62	57	52	47	42	36	31	26	21	
28,000	538.46	81	75	70	65	59	54	48	43	38	32	27	22	
29,000	557.69	84	78	73	67	61	56	50	45	39	33	28	22	
29,158	560.73	84	79	73	67	62	56	50	45	39	34	28	22	
30,000	576.92	87	81	75	69	63	58	52	46	40	35	29	23	
31,000	596.15	89	83	78	72	66	60	54	48	42	36	30	24	
32,000	615.38	92	86	80	74	68	62	55	49	43	37	31	25	
33,000	634.62	95	89	83	76	70	63	57	51	44	38	32	25	
33,823	650.44	98	91	85	78	72	65	59	52	46	39	33	26	

Possible
Relation to
Family
Size

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INCOME		FEE CALCULATION BY PERCENTAGE OF INCOME											
							7	6	5	4	3	2	1
34,000	653.85	98	92	85	78	72	65	59	52	46	39	33	26
35,000	673.08	101	94	88	81	74	67	61	54	47	40	34	27
36,000	692.31	104	97	90	83	76	69	62	55	48	42	35	28
37,000	711.54	107	100	93	85	78	71	64	57	50	43	36	28
38,000	730.77	110	102	95	88	80	73	66	58	51	44	37	29
38,840	746.92	112	105	97	90	82	75	67	60	52	45	37	30
39,000	750.00	113	105	98	90	83	75	68	60	53	45	38	30
40,000	769.23	115	108	100	92	85	77	69	62	54	46	38	31
40,238	773.81	116	108	101	93	85	77	70	62	54	46	39	31
41,000	\$788.46	18	110	103	95	87	79	71	63	55	47	39	32
41,112	\$790.62	19	111	103	95	87	79	71	63	55	47	40	32
41,987	\$807.44	21	113	105	97	89	81	73	65	57	48	40	32
42,000	\$807.69	21	113	105	97	89	81	73	65	57	48	40	32
42,862	\$824.27	24	115	107	99	91	82	74	66	58	49	41	33
43,000	\$826.92	24	116	108	99	91	83	74	66	58	50	41	33
43,737	\$841.10	26	118	109	101	93	84	76	67	59	50	42	34

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CHILD CARE POLICY DEVELOPMENT BOARD

POSITION PAPER

DYFS Unit Rate Vs. Actual Cost of Care

The PDB "Model Child Care Center" published August 1989 indicates that the daily subsidized portion of the Center Cost of Care should be \$16.74 to provide decent salaries and minimal benefits for staff as well as a decent child/teacher ratio and minimal quality programming for preschool-age (3-5 year-old) children. The actual current daily Unit Rate being paid by DYFS to SSBG-funded centers is only \$10.49 for preschool programs. To rectify this disparity, the Child Care Policy Development Board calls for an immediate \$6.25 increase from the Division of Youth and Family Services in the daily Unit Rate for purchase of child care services, from \$10.49 to \$16.74 daily. PDB further calls for increases accordingly for purchase of services for other child care categories such as Infant and Headstart-like programs.

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CHILD CARE POLICY DEVELOPMENT BOARD

POSITION PAPER

Income Eligibility

The PDB believes that the eligibility guidelines now regulating the State's subsidized SSBG child care services should be updated immediately and thereafter adjusted annually. Because we realize such a policy would affect other human services having SSBG funding, PDB suggests that the State separate SSBG-subsidized child care from all the other human services. Such a move is logical: SSBG-funded child care reaches a unique human services population which participates in its own subsidy (via the sliding fee scale).

PDB calls for an annual income-eligibility adjustment so SSBG child care centers can fairly assist those we are dedicated to serve. The original mission of SSBG-subsidized child care was to serve families which earned up to 80% of current State median income. However, current eligibility guidelines are NOT based on 80% of 1989's median income but that of 1983.

In short, current eligibility guidelines are not current. The burden of this inequity falls upon and denies child care to those people from whom SSBG subsidy was originally intended. In NOT adjusting income eligibility annually, the State continuously shrinks the portion of the community that SSBG centers should in fact rightfully serve. By not keeping pace with the cost of living, the present income eligibility guidelines have altered New Jersey's original mission and objective with regard to SSBG child care services.

The hard-working parents being denied, subsidized services in 1989, because they exceed 80% of 1983's median income, need our help. This population, which receives no other help from the State (not food stamps, income assistance, nor other assistance) cannot and should not be abandoned by us.

In the interests of these deserving citizens and the original mission of SSBG child care centers, the PDB believes that the State must impose a policy which systematically revises income eligibility for child care services on an annual basis. Although this policy will raise the number of eligible clients SSBG centers might serve, it will NOT offer more child care services to New Jersey citizens nor strain the State's fiscal resources in any way. By updating income eligibility annually, the State will preserve the original mission of SSBG-subsidized child care while simultaneously providing a just and equitable system to those rightfully entitled to this subsidy.

80% of the New Jersey Median Family Income by Family Size

Table 1: Figures for 1984

CURRENT MAXIMUM SSE
ELIGIBILITY (BASED
FIGURES FOR 1983)

Family Size	Maximum Allowable Gross Income:	
	Per Month	Per Year
1	\$1,355	\$16,264
2	\$1,772	\$21,268
3	\$2,189	\$26,273
4	\$2,606	\$31,277
5	\$3,023	\$36,281
6	\$3,440	\$41,285

\$15,162
19,827
24,493
29,158
33,823
38,489

Table 2: Figures for 1985

Family Size	Maximum Allowable Gross Income:	
	Per Month	Per Year
1	\$1,414	\$16,973
2	\$1,850	\$22,195
3	\$2,285	\$27,418
4	\$2,720	\$32,640
5	\$3,155	\$37,862
6	\$3,590	\$43,085

Table 3: Figures for 1986

Family Size	Maximum Allowable Gross Income:	
	Per Month	Per Year
1	\$1,546	\$18,550
2	\$2,021	\$24,258
3	\$2,497	\$29,965
4	\$2,973	\$35,673
5	\$3,448	\$41,380
6	\$3,924	\$47,088

Table 4: Figures for 1987

Family Size	Maximum Allowable Gross Income:	
	Per Month	Per Year
1	\$1,659	\$19,904
2	\$2,169	\$26,028
3	\$2,679	\$32,153
4	\$3,190	\$38,277
5	\$3,700	\$44,401
6	\$4,210	\$50,525

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CHILD CARE POLICY DEVELOPMENT BOARD

POSITION PAPER

Staff Salaries

Salaries and benefits for child care staff members should be equivalent to the public schools, so teachers and other child care employees with equal credentials, experience and responsibilities are paid equal salaries.

Presently, Social Services Block Grant-funded day care programs that close only 15 days a year pay between \$10,000. and \$14,000. to a 4 year certified Early Childhood teacher for 12 months work with no health benefits -- while public schools that close for all holidays and recesses pay similarly-credentialed teachers over \$20,000. starting salary for 10 months work with all health benefits.

Social Service Block Grant centers are unable to attract and retain staff because of salary offerings. Those already in day care don't want to leave, but they cannot afford to stay. Two-thirds of child care workers in this country have no health insurance and in New Jersey it is no different.

Parents are referred to agencies that help them get off welfare and they then end up making more money than the child care workers. For example, it was recently reported that the average starting wage of those employed through REACH was \$6.18 hourly going up to \$6.90 for those working at least 3 month; most child care workers start at \$4.00 per hour.

Working for sub-standard wages, child care workers are subsidizing an entire industry, donating a portion of their day rather than earning based on their education and experience. While child care centers are filled and have waiting lists, the number of qualified people willing to accept child care positions at poverty-level wages is shrinking. We not only serve the working poor in child care, our teachers and assistants are the working poor.

Child Care is the second most underpaid occupation in the U.S., and it is among the top 10 job categories in the country with the highest turnover, according to a study by the Bureau of Labor Statistics -- along with occupations such as dishwashing and pumping gas. In fact, child care wages are below that of parking attendants and zoo keepers, even though child care workers are responsible for the well-being and education of children. We are losing our staff to higher paying jobs at McDonalds.

CHILD CARE POLICY DEVELOPMENT BOARD

POSITION PAPER

Waiver of 87% Level of Services

Community-based child care centers have expressed their concern to the PDB about the requirement that they maintain an 87% Level of Service (LOS) in order to receive funding. After due consideration, the PDB concurs: there is a need for specific modifications and exemptions to this policy. In addition, there is a need for guidelines and a clearly-defined process for the granting of waivers. The DYFS Policy Contract Manual states that exemptions will be granted, but it does not contain specific conditions or procedures to be followed for such exemptions.

The PDB recommends the following:

Process for Obtaining of Waivers

1. Clearly-defined guidelines for eligibility for waivers should be included in the Contract Policy Manual.
2. Time frames should be established for the submission and approval of waivers.
3. Standardized forms should be developed for waiver applications.
4. The Manual should make clear that full payment will be made to centers when LOS is reduced by waivers or exemptions.

Some Suggested Modifications and Exemptions

1. The LOS of college-based centers should be modified during the months when enrollment drops because the college does not have classes in session.
2. Infant/Toddler programs often have low LOS due to the incidence of illness typical of this age group which mandate the children's absence. LOS of 80% is recommended.
3. A child's successful adjustment to the center often requires a brief phase-in time, which affects LOS. A level of 70% is recommended for this time period.
4. Children classified as PRS and those in the REACH program generally have a high level of absence due to stressful family situations and difficulties beyond their control. These children should be exempt from computation in the requirements for LOS.
5. Many centers experience high rates of absence when they are open on federal holidays or when parents withdraw their children for vacations. An adjustment of the LOS should be made for federal holidays and vacations.

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Kay Gellert (PDB Co-Chairperson)

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New Jersey Network on Adolescent Pregnancy
Center for Community Education • School of Social Work
73 Easton Avenue • New Brunswick • New Jersey 08903
908/932-8636 • FAX: 908/932-7508

TESTIMONY PRESENTED TO THE DHS RE: CHILD CARE

December 4, 1990

Good evening. I'm Dr. Ann M. Wilson, director of the New Jersey Network on Adolescent Pregnancy, and chair of the Research Committee of the New Jersey Child Care Advisory Council. The Network is a program of Rutgers School of Social Work/Center for Community Education. On behalf of the almost 3,000 affiliates of the Network, representing more than 400 organizations and agencies in New Jersey, I would like to talk with you about teen parenting, the need for infant child care, and recommendations.

INTRODUCTION

The lack of available, affordable and accessible infant child care has long been recognized as a problem for those mothers returning to work. This problem is especially acute for the adolescent parent. Their situation is often compounded by the lack of emotional maturity needed to cope with the stresses of parenthood, financial resources, or a dependable family or support system. So often this means that most of the 7,000 young women who give birth "disappear" from school, do not graduate, and are more at risk of welfare dependency.

The Child Care Council has documented that less than one percent of SSBG eligible parents have access to infant child in New Jersey. In the current economic climate, New Jersey cannot afford to lose

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any potentially skilled employees. Continuing education to graduation improves an adolescents marketability and chances for a productive work life. Also, in the federal goal of the Family Support Act to reduce welfare dependency, it lessens the chances that they will end up receiving public assistance. But the key is available, affordable and accessible infant child care.

DISCUSSION

The provision of infant child care not only contributes to the adolescents ability to complete school, but also to their participation in job training programs, employment, and the development of parenting skills. Indirectly it also contributes to reducing subsequent pregnancies for teen parents. Thus, enhancing the opportunities of young parents through provision of infant child care services would have long-term beneficial impact on the individual, financial and societal costs of too-early childbearing.

From both an intervention and prevention perspective, the provision of infant child care services is an important step in supporting healthy growth and development in these youngest families and in promoting economic self-sufficiency. Of equal importance is the fact that infant child care has a significant, positive effect on the healthy growth, development and socialization of infants.

Depending on their school status, the age of the infant, special needs, and family support, adolescent parents have diverse needs for infant child care programs:

- A full range of Infant Child Care Programs are needed. This includes center-based, school-based, Head Start, family day

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New Jersey State Library

care and therapeutic child care for children with special needs. We already have fine models of all these types of programs: for instance, the Elizabeth, Newark, Burlington and Plainfield School systems provide school-based child care. However, there are 7,000 births to teens ~~1949~~¹⁹⁷⁹ and only 60 school-based infant child care slots available in the state.

- Appropriately trained providers are needed. Adolescent parents present special issues. Education on adolescent development, attitudes, and behavior is crucial for child care providers, as well as access to social work services and clinical consultation. The experience of both the DHS-funded School-Based Youth Services Programs, and the DHS and federally-funded Teen PROGRESS Teen Parent Project have proven the need for this type of approach, as well as the need for case management.
- Transportation to the child care site is one of the greatest needs of the adolescent consumer. It is clearly the component in making infant child care accessible. New Jersey needs to develop a system--such as easing the present school transport regulations which prohibit infants on school buses--which would transport the parent and infant to the facility together.
- Affordable infant child care needs to be created through lower sliding scale fees for full subsidy. Infant child care is the most expensive form of child care: teen parents need subsidies more than even the general population, since their earning power is low, even when they have jobs.

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SUMMARY

New Jersey has established its responsibility to provide assistance to low-income families in accessing child care services. It further supports the provision of child care services for welfare recipients engaged in the employment and training programs (such as REACH, and Teen PROGRESS) of the Division of Economic Assistance. The state has further maintained its commitment to supporting the expansion of child care programs by encouraging employers to provide child care services, by supporting the creation of information and referral services, and by developing new foundation and federally-funded child care projects such as the Rockefeller project, the Mini Child Care Project, and 'Good Start.' The Department of Human Services has the primary responsibility for the provision of child care to adolescent parents because of its broader service mandate. However, we also believe that school-based infant child care needs to be a stated policy goal of the Department of Education, since most students are still in school and need the services where they spend most of their day. This could be part of the provisions of the 'Quality Education Act 1990,' especially as it relates to the 'Urban 30' school districts.

RECOMMENDATIONS

The child care system in New Jersey is being strained beyond its capacity to respond. Demand for infant child care far exceeds supply, thus producing long waiting lists. We believe that the state has a unique opportunity, in the context of current state and federal policy development and funding efforts, to improve and

expand infant child care services to teen parents. We advocate that the special needs of adolescent consumers be addressed, both through specific efforts on their behalf, and through overall changes in the child care system. Targeted efforts will equalize access to child care for teen parents. At the same time, general improvements in the day care system would benefit all consumers.

In addition to suggestions already made, we recommend:

- 1) Immediate creation of 1,000 infant child care slots, by increasing DYFS-contracted child care; expansion of the state Department of Education-Division of Vocational Education (Carl Perkins Act) programs for child care assistance; or increasing the funding level of DEA programs, particularly FSA/welfare reform programs in the child care arena; or exploring Department of Labor-JTPA discretionary funds for infant child care for teen parents, as has been done in other states.
- 2) Provision of transportation to infant child care sites, with the costs included in the rate paid for contracted child care.
- 3) Up-grading of the salaries of child care providers in all types of child care programs (center, family or school-based) and addressing the inequities in wage scales, in line with the recommendations of the national report of the child care staffing study.

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WHAT YOUNG CHILDREN NEED FROM THE LEGISLATURE

Maxine Fischel, Ph.D.

My name is Maxine Fischel. I have a master's degree in early childhood from the Bank Street College of Education and a Ph.D. degree in educational administration from Fordham. I've been a classroom teacher, a public school principal, a director of college-based teacher-training programs, an adjunct professor of education, an educational consultant. Although largely retired now, I still occasionally consult for child-care centers, and also supervise some student-teachers in their field placements for Montclair State College. I appear here representing the New Jersey Statewide Coalition for Child Care.

I'd like to start off by complimenting the Assembly and the members of this group on organizing this Task Force, and for calling this hearing. Please hold on to that compliment--you may have opened Pandora's box here, and in recalling this session, you may want to remember a few kind words!

Let me give you the overall picture plainly and bluntly: The child care system in New Jersey is really not a system at all. It's inadequately financed and inadequately staffed. Even the term "child care" seems to reflect a fundamental lack of understanding of the needs of young children, a downgrading of the functions we should be performing. It emphasizes the custodial function of care, when we really need to focus attention on young children's developmental and educational needs. Dr. Sharon Lynn Kagan has well suggested that we use the term "early care and education." Perhaps if we use better terms, we'll find it easier to do better thinking.

If I had to point to a single reason for our failures, I'd have to say we've been pushing for expansion-- trying to cover more and more children-- and neglecting quality. When we find a formula that works, we immediately do two things

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simultaneously: we use the research to justify expanding the program, and we dilute the prototype so it won't be so hard to replicate: we make it cheaper, poorer, and less concerned for quality. We say "See! The children are thriving on oatmeal!" and we proceed to give them a thinner and thinner gruel.

The research has been done. We know how to insure quality. But as some commentators say about our army in the desert, we don't have the resolve to sustain it.

For this reason, I'd like to speak of some of the primary factors in the struggle for quality. I'll be speaking first of teacher certification and preparation; next, of licensing requirements for child care centers; and last, of a idea I'd like to propose for funding early care and education.

Teacher Certification and Preparation

Lest you wonder why I'm discussing teacher certification here, rather than before the Education Committee, let me say that, first, the issue does concern children, and second, it impacts on children everywhere, since standards set for public schools invariably affect children in day care centers and nursery schools.

Last year, the State Board of Education, heeding its then Commissioner of Education, Saul Cooperman, instituted a sweeping new teaching certificate for elementary school teachers, covering nursery through eighth grade. That means a sixth- or an eighth-grade teacher can be reassigned to teach any of the early-childhood levels: nursery, kindergarten, or first through third grades.

The Board took this action by a narrow 7 to 5 margin in the face of an outpouring of opposition by seventeen different organizations in the state, whose representatives spoke of the harm it would do to children. Only two groups supported the new certification: the Association of School Administrators, who liked its "administrative flexibility," and the New Jersey Education Association, who felt it would preserve jobs.

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Neither group troubled to consider the impact upon children. Further, the School Administrators found themselves opposed both by the New Jersey School Boards Association and the Principals Association-- both of whom might also have been concerned about "administrative flexibility." As for the NJEA, it has found itself on the opposite side of the fence from its parent body, since nationally, the NEA has published a leaflet, "Early Childhood Education and the Public Schools," which calls for the special training and certification of early childhood teachers and administrators. It is also on the opposite side of the fence from many of its own members, since a constituent organization, the Association of Kindergarten Educators, is one of the seventeen groups opposing the new certificate.

More important than a count of those for and against, however, is the fact that the Board and the Department of Education were ignoring a tidal wave of national opinion that is recognizing the uniqueness of the very young, the need for adequately trained teachers to give them a head start in life, and the success of quality early-childhood education programs that depend on such teachers.

The Board itself is a member of the National Association of State Boards of Education. In 1988 NASBE published a widely acclaimed report, "Right from the Start," which pointed out that "many state certification requirements are not appropriate to early childhood teaching. . . especially when elementary teachers who have no experience or training with pre-K and kindergarten children are allowed to teach this age group." The report went on to urge that "early childhood teachers should have college-level specialized preparation in early-childhood education/child development."

The argument for an early-childhood teaching certificate covering nursery through third grade essentially rests on the fact that young children at these ages think quite differently from older children, and need a mode of teaching that is suited

to this difference. In what specialists call "pre-operational thinking," youngsters up to about the eighth year gain knowledge through their interaction with concrete objects. They construct knowledge internally as they strive to make sense of their experiences.

As a result, they need teachers skilled in observation techniques, who understand that the best learning comes from child-initiated activities, with which the trained teacher interacts. Their school experiences need to feature play as a mode of learning: it's been well said that "Play is the work of the child." And such children are very vulnerable to their treatment by adults, so they need caring, nurturing teachers who understand them. We tamper with their futures if we ignore these facts.

I'm pleased to say that we now have a new Commissioner of Education who seems more aware of the needs of early childhood, and who has declared himself, in conversations with me and others, to be in favor of a special certificate for those who teach young children. He seems to agree with the research demonstrating that adequate teacher preparation is linked to quality education, and he seems to understand that, because of his predecessor's assault on the colleges, we have all but dismantled teacher preparation for early childhood in New Jersey. This fact alone has a very hurtful effect on the child care centers in this state. It has become extremely difficult to find qualified teachers. The colleges have not been allowed to offer the necessary courses.

The trouble is, as a newcomer to the state and to his job, the Commissioner seems to be seeking consensus before undoing his Board's action. We fear-- and he has admitted the possibility-- that he may allow dual certification: introducing a new early childhood certificate, but permitting the N-8 certificate to stand. That might mollify the NJEA, but it won't help the children, because unqualified teachers could still be

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assigned to teach young children. Thus we still need legislation directing the State Board of Education to introduce an appropriate early childhood teaching certificate, and to abolish any parallel or competing certificate.

All this is known to your Assembly Education Committee, and there are those among you who have sponsored A3005 and heard testimony on it just a year ago. We'd like to ask those Members-- and especially you, Mr. Doria-- to push for release of this bill to the Assembly, and to press for its passage. That will certainly send a message to the Commissioner.

Licensing Regulations

Next, I'd like to talk about the licensing standards for child care. Let me acknowledge first that, because of the regulations established by DYFS-- the Division of Youth and Family Services-- in its "Manual of Requirements for Child Care Centers," health and life safety have been improved. For this we are thankful.

Yet, because DYFS has done so well on buildings and facilities, we find it incomprehensible that it has failed so completely on the developmental and educational side. Here, on every score, their licensing standards must be faulted. They are poor on teacher and staff qualifications; on the number of trained teachers any given center must have; on the ratios of trained teachers to children; and on group sizes.

Yes, we know: we're always being told that licensing must be minimal; that it's up to the parents to see that those to whom they entrust their children do better. That's evasion. There's a kind of Gresham's law that operates here: bad standards drive out good practice.

There's a kind of "business as usual" approach that holds us back from doing justice to the needs of young children. We lack a sense of urgency, of deep commitment, of dedication. Recently DYFS was given money to help with its monitoring. Were the funds used to send out more or better qualified people

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to check on what is going on? Why, no--they were spent on the Division's computer system.

What is needed in this area is a law directing DYFS to improve-- to greatly improve-- its standards. Research has shown conclusively that quality programs depend on the level of staff preparation, not experience, and licensing must insist on more preparation for teachers in child care, more qualified staff, smaller groups of children, and better child-to-teacher ratios.

Some owners of for-profit centers may object that higher standards mean higher costs. Let's look at the whole picture. Children who receive a good start in life are less likely to dislike school, less likely to drop out of school, less likely to become burdens to society, or to become delinquent; less likely to end up in prison. The costs of crime and incarceration are immeasurably greater than the costs of quality care and education for the young.

In order to wind up my comments rather soon, instead of giving you details on licensing, I've attached to the copies of my testimony information on New Jersey's "Manual of Requirements for Child Care Centers" as well as professional standards recommended by NAEYC, the National Association for the Education of Young Children, and CITE, the Coalition of Infant-Toddler Educators. They present quite a contrast to the New Jersey regulations!

A Modest Proposal

Finally-- and this will be very brief--let us look at finances. You've heard me say, at the outset, that New Jersey's child care system is inadequately financed. And yet even dedicated child advocates know that the state is in deep financial trouble. How can I ask for money at such a time?

Let me say, first, that by the time today's toddlers and preschoolers become adults, today's fiscal crisis will be long forgotten. But those adults will be determining the quality

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and nature of our society. Neglect them now, and forever pay the price.

Next, let me remind you that the Congress is making large sums available for child care. A lot depends on spending those sums wisely. Above all, let's be sure that those sums are used to supplement existing funds-- as the law requires-- and not to supplant them.

And now, let me unveil my modest proposal for funding child care adequately. I am convinced that the early care and education of children must have its own tax base. In Canada, the Province of Ontario requires that a small portion of property taxes-- it was 1 percent a while back-- goes into a pool to support child care. The taxes aren't increased by that amount-- the system merely makes sure that the funds are set aside for that purpose. And the funds have a direct and positive impact on the quality of child care in Ontario. Some of them go into salary grants to bridge the gap between what centers can afford to pay their staffs, and what the Province has established as an equitable pay level.

Why can't we do as well as our neighbors to the north? Let's have a source of tax revenues that is dedicated to child care and development-- that can't be cut, or diverted, or halted because a new official faces problems that seem more pressing. Let's launch a system that looks to the future, and takes care of that future right now!

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University of Medicine & Dentistry of New Jersey
Community Mental Health Center at Piscataway

671 Hoes Lane, P.O. Box 1392
Piscataway, New Jersey 08855-1392

TESTIMONY BEFORE
THE GENERAL ASSEMBLY TASK FORCE ON CHILD CARE
PUBLIC HEARING - DECEMBER 4, 1990

Elaine Herzog, Ed.D.
Coordinator of the CARRI Program

SPECIALIZED CHILD CARE SERVICES

In addition to the general population's need for quality child care services there is a growing critical need for specialized child care and intervention services for impaired and at-risk infants and young children. The following conditions have led to dramatic increases in the number of young children and parents needing special care facilities:

1. Substantiated incidents of child abuse and neglect have doubled in the past ten years. These families need specialized centers where the children can be safe and the parents can receive parent training and counseling. Such centers can reduce the real and emotional costs of foster placement.
2. Prenatal drug abuse - especially Cocaine and crack - has resulted in growing numbers of infants with serious temperamental and developmental difficulties. These infants need specialized developmental services so that the language and behavior problems associated with prenatal drug abuse can be reduced.
3. Many poverty level single parent families have minimal family and outside supports and therefore need specialized family centers where both the parents and children form the kind of human connections that can make the difference between a functioning and a non-functioning family.

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The CARRI Program as part of the Early Prevention Program of the University of Medicine and Dentistry of New Jersey, Community Mental Health Center has developed, in cooperation with the Division of Youth and Family Services, a federally funded Family Center at the Florida Grove Day Care Center in Perth Amboy. At this center families who are involved with DYFS come with their young children for respite care, parenting education, counseling, and developmental evaluations and interventions. The focus of this work is on supporting and enhancing the parent-child relationship so that foster placement will not be necessary and so that these families can learn to provide more growth enhancing environments for their children. The funding for this center runs out in February 1992 at which point alternative sources will need to be identified if this important and successful work is to be continued.

In addition to identifying the kinds of programs for children we would like to see expanded and created in the future, we must also now address the immediate problem of what services we are losing because of recent shortfalls in state funding. Recent budget cuts have already seriously reduced specialized services to preschool children in Middlesex County. The reductions in the state budget have affected mental health services throughout the UMDNJ system and, I assume, throughout other state funded mental health agencies as well. Here I will address the effects felt by our preschool services as it is those services with which I am most familiar. This past week cuts to the budget of UMDNJ's CMHC in Piscataway have resulted in the termination of the Diagnostic Nursery Program for preschoolers who have been identified as having emotional, behavioral and/or developmental difficulties. This service has, for the past ten years, assisted school districts, DYFS, and individual families in identifying the needs and finding appropriate placements for these children. This specialized Diagnostic Nursery Program has been the only one like it in the state and has served families from a number of counties.

Also, recent budget cuts have resulted in the termination of all consultation work with area preschools. This consultation service over the past twelve years has been used by area preschools (23 last year) and monthly by HEAD START. The service has included

1. Consultation to school staff and parents around problems with individual students. Last year 65 children were observed and the school staff and parents were counseled on how to deal with the behavioral and emotional problems exhibited. In the majority of these cases the children were able to be retained in their nursery programs eliminating the need for more costly services.
2. Another service has been Presentations to preschool staff on general classroom management, and on developmental and emotional issues of early childhood. Presentations to parents also focus on these same issues of early childhood.

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In addition to the termination of the Diagnostic Nursery and the consultation service, the Therapeutic Nursery, the cornerstone of our preschool services since the early seventies, is in serious danger of being eliminated. This program serves emotionally disturbed preschoolers in a nursery setting. These children typically cannot function in regular preschools and in many cases are not appropriate for the services provided by local school districts. It is only this intervention that makes it possible, in most cases, for these children to function in the future in a regular school district. There are no other programs of this nature in Middlesex or surrounding counties. Unless other monies are found or a plan is formulated to make it financially self-sufficient (a difficult task when you try to maintain a few places for economically disadvantaged families) the Therapeutic Nursery will no longer exist after June 1991.

Child care and specialized services to preschool children - especially high-risk, emotionally disturbed and developmentally delayed children - are necessary if we want to prevent the need for more extensive and costly services in later years - as these children grow older and more and more disabled. As far as children are concerned our society has been consistently too short sighted. If we as a society do not commit our resources to quality early child care and intervention programs we are certain to face in another decade enormous monetary and social costs as our underserved children act out on us the fury that builds with years of neglect.

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Junior League of Bergen County
Junior League of Central Delaware Valley
Junior League of Elizabeth-Plainfield
Junior League of Monmouth County
Junior League of Montclair-Newark
Junior League of Morristown
Junior League of Oranges & Short Hills
Junior League of Summit

TESTIMONY SUBMITTED TO THE GENERAL ASSEMBLY
TASK FORCE ON CHILD CARE

December 4, 1990

My name is Carolyn Ferolito and I am Chairman of the State Public Affairs Committee of the New Jersey Junior Leagues. We represent over 4,000 women in advocacy efforts on behalf of women, children, and families in the state. I am also Vice Chairman of the N.J. Child Care Advisory Council.

The child care crisis in New Jersey was recently highlighted by the Chante Fernandez case, in which a young single mother felt compelled to lock her child in her automobile while she worked due to the unavailability of quality child care. Tonight I would like to focus on and ask your support of several pieces of legislation that would help alleviate this crisis.

S 1595 Cardinale, and A 3585 Kyrillos, Ogden would make registered family day care homes a permitted use in all residential zones. In so doing, the need for registered family day care homes to obtain costly and arduous use variances would be eliminated, thereby facilitating the establishment of this type of child care. Enactment of this legislation would also change archaic zoning laws that are presently being enforced to close down existing family day care homes leaving parents scrambling for alternatives.

A 1166 Kalik, Doria, would direct county colleges to establish and operate child care centers. This service would be available on a sliding fee scale to students enrolled in degree granting or job training programs. Creating child care facilities at county colleges would enable parents to obtain the education to make them productive, self-supporting members of their community rather than on public assistance.

AJR 32 Bryant, would direct the Commissioner of the Department of Human Services to study insurance costs to licensed child care centers. Insurance coverage is an essential element to the creation

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and maintenance of licensed child care facilities.

Other legislation we encourage you to support is:

A 2247 Farragher, establishing an Office of Child Care.
A 2506 Randall and S 1983 Orechio, establishing an Office
of Employer Supported Child Care.

A 2308 Bush, S 33 Russo, which would establish a Child Care
Facilities Grant Program.

A 2307 Bush, S 2097 Lipman which would establish a Child
Care Facilities Incentive Assistance Fund.

In closing, I would like to say that you will be hearing more
about federal child care funds that are forthcoming due to passage
of the Omnibus Budget Reconciliation Package. We see these funds
as a means to enhance the child care delivery system and hope that
this money will not in any way diminish the focus of state funds
toward quality, affordable child care efforts.

We commend you in your efforts in this area.

For more information contact:

Carolyn Ferolito
(201) 276-0207

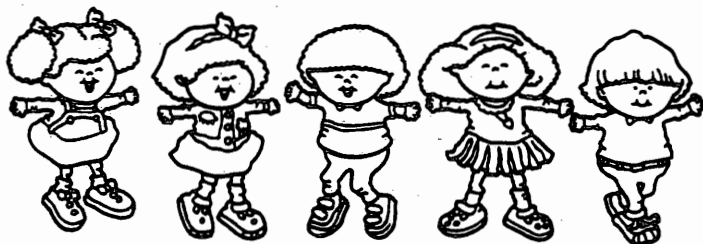
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Newsletter

410 Center Avenue, Westwood, New Jersey 07675 (201) 664-4013

The Dr. David Goldberg Child Care Center, founded in 1965, is a tax-exempt not-for-profit social service agency incorporated under the laws of the State of New Jersey and federally exempt under IRS Code 150(c)(3).



Tomorrow's Heirs

We are all innately worth and important beings, only too many of us are lacking in self confidence and do not realize our worth. At the Goldberg Center, teachers help children to accept and feel good about themselves as unique human beings. Their confidence is strengthened and they are encouraged to think creatively and act independently.

The more varied the children are and the greater their range of personality traits and cultural backgrounds, the richer the classroom becomes and the more children can benefit from living and learning together.

The profile of our student body changes somewhat from month to month, but the overall picture is fairly consistent. As of January 1st 1990, this was our student profile:

79 CHILDREN FROM 72 FAMILIES

AVERAGE FAMILY SIZE 4 - 3.28

AVERAGE FAMILY INCOME - 20,670

WHERE DO THE CHILDREN LIVE?

All families live or work in the Pascack Valley

WESTWOOD - 30

HILLSDALE - 5

RIVERVALE - 4

EMERSON - 5

CLOSTER - 4

MAHWAH - 4

TOWNSHIP OF WASHINGTON - 4

PARK RIDGE - 8

WOODCLIFF LAKE - 4

1 Each from DUMONT, FORT LEE, HALEDON, MAYWOOD, NORTHVALE, NORWOOD, NEW MILFORD, OLD TAPPAN, ORADELL, PARAMUS & WALDWICK.

ETHNICITY: 56 White (3 Hispanic, 7 Portuguese), 2 Oriental, 21 Black.

WE HAVE THREE SETS OF TWINS!

AGE & SEX: 63 Preschoolers between 2½ and 5 years old; 16 Kindergarten Children between 5 and 6 years old. 47 boys and 32 girls.

FAMILY STATUS: 48 Children are in single parent families; 25 are in 2 parent families; 4 are being raised by grandparents; 2 are with Aunt and Uncle; 3 are being raised by Father.

A Whiz Of A Wiz Of A Show

Two magnificent performances of the WIZARD OF OZ by the incredibly talented YATES MUSICAL THEATRE during the Easter break put the Center Scholarship Fund "Somewhere Over the Rainbow" with a profit of over \$4,000. This was our seventh Annual Holiday Fun Show and one of the most successful. As always, the **Yates Family** delighted children and adults of all ages with their non-intimidating rendition of this classic and timeless tale. The show is a rare and different experience for many local children who are mostly entertained through television, video and movies. The Yates performances offer real life characters with whom the children can personally interact via audience participation. The actors put the children at ease before the show begins by explaining that characters, like the Wicked Witch, are only pretending to be angry and are really friends with the other actors.



Lots of hard work and donations went into this event. Our loyal Trustee and Friend, JEAN MILLER, of Upper Saddle River, took the bull by the horns once again and served as Chairperson of the Show Committee. Ms. Miller involves many local businesses in purchasing tickets to the show for large groups of children who otherwise couldn't afford to attend. We owe a big bunch of thanks to the STAFF AT WESTWOOD HIGH SCHOOL and THE BOARD OF EDUCATION which allows us to use the auditorium without charge, and to RED AND TAN LINES which donated bus service. Other cheerful givers of their-time included Center Trustees **Carol Riccardio** of Woodcliff Lake, **Miriam Johnson** of River Vale, **Florine Ponton** of Westwood, and **Georgette Puntasecca** of River Vale (who was on her Vacation!). Parents **Donna Messineo** and **Christine Engstrom** of Mahwah, and **Bev Sutton** and **Robin Robinson** of Westwood were on hand, as well as our good clown-friends, **Jozy T. Clown** and **Q.T. Pie**, whose antics kept the children entertained before and after the shows. Of course everyone would be lost without the WESTWOOD HIGH SCHOOL HONOR SOCIETY USHERS, **Gina Alfisi**,

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Flavia Kupferberg, Danielle Penetla, Myong Sun Kong and Lelya Schippert who escorted patrons to their seats. Most of all, we'd like to thank **Bill & Peggy Yates** and their company for providing us with, as their reviews put it "an imaginative, refreshing theatre experience characterized by a profound respect for the intelligence of children." **ISN'T THAT WONDERFUL?!!**

Solid Foundations

Aside from the community and government support we receive at the Goldberg Center, we also receive a real boost from area Foundations. **MUTUAL OF NEW YORK FOUNDATION** not only contributed \$5,000 this year to our Scholarship Fund, but also, with the help of **MUTUAL OF NEW YORK (MONY)**, is providing wonderful career advancement opportunities for our parents. The program, called **BEST**, (Building Economic Stability Through Training) offers low income, working parents free classes which are taught by **MONY** volunteers. Classes in Word Processing, Typing and Lotus 1-2-3 are held at the Glenpointe Hotel in Teaneck. For these people, who graduate with a new and marketable skill, the future holds additional earning power. Thank you all the people at **MONY** who care and work to maintain an important relationship with their community.

THE VAN PELT FOUNDATION of Westwood has been a good friend to the children of the Goldberg Center over the years. Concerned about high staff turnover caused by very low teacher salaries, the Foundation has been instrumental in guiding the Center toward a greater degree of self sufficiency and financial stability. With their generous donation of \$5,000 this year, we were able to offer Scholarships to more children and also make several overdue, major building repairs. Foundation members **Meredith Van Pelt** and **Robert Dubois** visited the center in July and really enjoyed seeing the Educational Program in action. Our heartfelt thanks goes out to these wonderful people who join us in our effort to enrich the lives of all our children.

For the Love of Children

Almost everybody has had to get up in the morning and go to work for a paycheck. But who are these people who work for nothing but the satisfaction that comes from helping others? Who are these exceptional people who do a quiet good every day of the year? We can tell you who they are. They are the faithful, loving and hardworking Volunteers here at the Goldberg Center. It is these individuals from every age group and every walk of life who bring a wide variety of skills, humor and expertise to all our activities. This year has been a gratifying one in light of the great number of people who have been willing to help out and give of themselves.

We would like to thank the following volunteers from the bottom of our hearts. There is magic in the air when they work with and for the love of children. **Charlie Graham** of River Vale is our own Mr. Rogers. He comes to school twice a week in his spiffy sneakers (sometimes carrying a Ninja Turtles Lunchbox) ready to play with and help the children understand their world. They call him "Charlie". He's one of them when he's here. Then there's Mr. **Bunce** of Montvale who fixes the squeaky wheels on the bikes, mends broken chairs and fixes the stuff **Mr. Hal Gellert** of Washington Township (veteran fix-it-man) doesn't get to. These men make it possible for us to continue using things that still have use in them in this throw-away world. Children learn in a vast number of ways and music is one of the greatest. Our thanks go out to former Center Director, **Kay Gellert** of Washington Township, who brings her special

musical talent each week to the children. Every song or game contributes to the children's social and language skills. **Marge Wilson** of Westwood has been bringing the Christmas Story to our children for many years with her carefully kept Nativity Scene. We all call her the "Coupon Lady" but her real name is **Mildred Hayes** from Westwood, and she brings all kinds of good food coupons for us to use for shopping for the children's meals. She always has a smile and a pleasant word for us. Then there's **Ruth Dyer** of Haworth with a bag of tricks she uses for speech therapy with the children. It is her warm and gentle way that cases the children to think of her as their "grandma."

The **WESTWOOD ROTARIANS** played waiters and waitresses at the children's Annual Picnic in the Park. Rotarian and **IRON HORSE** proprietor, **Lee Tremble** donated the finger-lickin' good chicken that was served up by fellow Rotarians **Veronica Jean Miller**, Rotarian President **Charlie Schill** and **Francesca Moskowitz**. Extra special thanks to Goldberg Board Members **Francesca** and **Jean** and **COMMUNITY LIFE** Editor **Virginia Hunt** for bringing the Goldberg Center to the attention of all these wonderful people.

Hail to our chief bulk mailing expert, **Jeanne Burns** of Westwood who labored to get our voluminous newsletter mailing out on time. Jeanne, you're so **EFFICIENT!** And last, but not least, is our super story teller, **Sandy Alperin** of Washington Township, who in her sweet, melodious voice reads a special story to the children every Thursday.

There are so many of you out there who bring us toys, books, food and clothes. We can't mention you all, but please know that it is your devotion and the things, time and help you give that really keeps us going. Thank you, every one.

Be On The Look-Out!

A committee, chaired by **Lee Tremble**, an owner of the **IRON HORSE RESTAURANT** in Westwood, and **Roger Demarest**, owner of the **I CAN'T BELIEVE IT'S YOGURT** store also in Westwood, has gotten together for the purpose of involving local merchants and business owners in a campaign to generate funds which will be used to provide local children with quality care in a safe, affordable place while their parents work. It is called the **GIFT - Giving Is For Tots - Shopping Spree**. Local merchants were asked to donate a gift certificate or an item of merchandise from their establishment. Raffle tickets, listing the donated prizes, will then be sold. The drawing will be held on December 20th at the Center. Any merchants who have not been contacted regarding this event may contact the Center for information about how to participate. Residents of the Pascack Valley should be on the look-out for raffle salespeople in front of area shopping areas. Stop and buy a ticket or two. Your money will be going directly into our operating fund, and out again in the form of books, blocks, hot meals...and love.



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Parent Power

The PARENT ASSOCIATION worked harder than ever to raise money for the children's Scholarship Fund this year. It was with 90% perspiration and 10% genius that Parent Association PRESIDENT **Donna McGrath** led the dedicated parents to raise and donate over \$10,000 to the Center! **Ms. McGrath** and the other parents ran numerous fundraisers such as Candy Drives, the Marathon, Wrapping Paper Sales and Troll Book Fairs. This is no easy chore for parents who work a full day and see their children only at night. **Ed Wagner**, former parent of a Goldberg student, Westwood Police Sergeant and resident Santa Claus, ran in the New York Marathon in November for the benefit of the Center's Scholarship Fund. People throughout the community sponsored Ed's run with as little as 10¢ per mile to as much as \$100 per mile. The Parent Association, under the leadership of **Donna McGrath**, **Patricia Laliberte** and **Beverly Sutton**, along with Sergeant Wagner raised almost \$4,000 (Ed raised over \$2,500 himself!). This was Sergeant Wagner's eighth marathon and despite an unusually fast field, he finished among the top third and only a little over an hour after the winner. But "SERGEANT WAGON", as the children call him, was the big winner with all the youngsters at the Goldberg Center.

Sharing - In Joy or Sorrow

Did you know that we have a lovely memorial/gift card which we can send to your friends or family members to *CONVEY CONDOLENCES, *CELEBRATE GRADUATIONS, *Say "HAPPY BIRTHDAY", *CONGRATULATE SOMEONE ON A JOB PROMOTION/GOOD LUCK IN YOUR RETIREMENT, *Say "THANK YOU" - or anything else you'd like to say.

Your donation will benefit the Scholarship Fund of the Goldberg Center. You can either sent your check to us with instructions or call the Center and we'll get it out in the mail the same day!

Take A Chance!

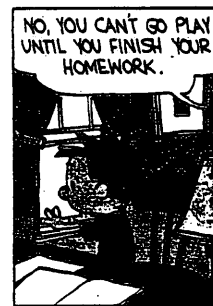
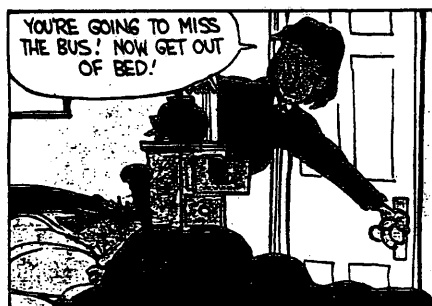
The 1990 Regional Restaurant Raffle was fun, friendly and profitable. With the help of Parents, Trustees and Friends, close to \$5,000 was collected for the Center Scholarship Fund. Local Restaurants were more than generous in donating dinners or lunches for two at their establishments. Once again, two shifts of volunteers set up camp in front of the local shopping centers and sold their hearts out for the Goldberg Children. VOLUNTEER VENTURES, a singles group that volunteers its time while meeting new people, sent us a great bunch of enthusiastic salespeople, as did our PARENT ASSOCIATION and BOARD OF TRUSTEES. Everyone worked together to make the day a glowing success. Thank you Volunteer Venturers, **Donna Barardo**, **Mary Baumann**, **Janet Felipe & Warren Ruppel** (and to **Douglas** and **Joanne Dipaola** who donated Goldberg Tee-Shirts to the singles group), Parents **Candice Bennett**, **Barry Davidoff**, **Catherine Dillener**, **Judy Ferreri**, **Donna McGrath**, **Donna Messineo**, **Maureen Montany**, **Cindy Spell**, **Beverly Sutton** and **Gail White** and Trustees and Friends, **June Dano**, **Kay Gellert** and **Carol Riccardo**.

PROCEEDS FOR THE BENEFIT OF THE DR. DAVID GOLDBERG CHILD CARE CENTER

PRIZES: Luncheons or Dinners for Two at:

1. Binghamton's Ferry	\$50.00
2. Cesare Restaurant	\$50.00
3. Chez Madeleine	\$50.00
4. Iron Horse	\$50.00
5. Red Coach Diner	\$35.00
6. Davey's Locker	\$30.00
7. Holiday Gourmet	\$30.00
8. Brandywine Inn	\$25.00
9. Marcy's Restaurant	\$25.00
10. Bader's East Side Deli	\$20.00
11. Hunan Gourmet	\$20.00
12. P.J. Finnigans	\$20.00
13. Old Hook Inn	\$20.00
14. Our Daily Bread	\$20.00

Special thanks to our RESTAURANTEURS upon whom our success depends! And thank you to the Board Members who contacted them.

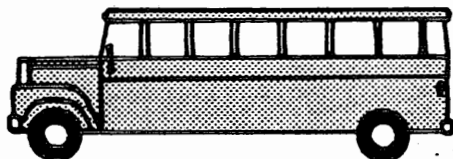


Keepers Of The Vision

President, **Carol Riccardo** of Woodcliff Lake heads up our Board of Trustees once again this year. This dedicated group of people attends monthly meetings, works on committees and concerns itself with keeping alive the vision of **Dr. David Goldberg**. Our special thanks goes to Vice Presidents **Marjorie Chanania** of Hillsdale and **Maureen Pointon** of Rivervale and **Frances Yates** of Westwood, Recording Secretary. **Richard Dodge** of Ramsey is our Treasurer this year. There is really no way to thank him for all the time he spent updating the Accounting System of the Center. He was at the Center so often during his lunch hours and after his regular job hours that some parents thought he was a full time employee of the Center! We are attempting to computerize our system in order to most effectively utilize the limited amount of manpower, (womanpower actually) that is allowable financially. Thank you so much for your time and patience, Rich (and your brains!).

Through their affiliations with the GREATER PASCACK VALLEY CHAMBER OF COMMERCE and the WESTWOOD ROTARY CLUB, long time Board Members, **Francesca Moskowitz** of Rivervale and **Veronica Jean Miller** of Upper Saddle River have been instrumental in raising the consciousness of the businesses and residents of the community. Mrs. Moskowitz has, this year alone, initiated three major fundraising activities involving community merchants. Thank you, beautiful, exuberant Ladies!

Thank you, Trustee, **Helen Gross** of Westwood, who not only works in the office filing, consolidating and making sense out of mis-managed rolodexes, but also works with the children once a week. We think we know which she enjoys more. Here's to you, **Dorothy** and **Seymour Malkin** of Washington Township, for all the fresh and wonderful ideas you give us throughout the year. Thank you to **Beulah Handler** of Hillsdale who spoke so eloquently to the Council members of the Borough of Hillsdale, trying to make them see that their \$500 yearly contribution was still needed by the Center and shouldn't be cut from the budget. We appreciate you, **Harold Gottlieb** of Washington Township, to whom we have so often looked for advice and words of wisdom concerning children as well as fundraising ideas and Center policies. (Thanks to you too, Mrs. Gottlieb, for the goodies and coffee you always had for us during those long committee meetings.) Thanks to Trustee **Dr. Linda Tromberg**, Optometrist, and the WESTWOOD JUNIOR WOMAN'S CLUB for seeing our children eye to eye each year during the routine eye exams you provide at no charge to parents or the school. We can't forget **Dr. David Lipkin** of Washington Township for examining all the children's teeth every single year. He even gave us a special Dentist Chair which we keep here for the occasion. Thanks for taking the time, Doctor. Speaking of Doctors...**Doctor William Burke** of Westwood is always there for us as our year 'round consulting Pediatrician. Our children are all the better for these dedicated professionals. To all you Trustees who are the inspiration and moving force of this organization, **Celestine Alston**, **June Dano**, **Charles Graham**, **Helen Gross**, **Miriam Johnson**, **Rita La Mell**, **Alice Malaney**, **Florine Ponton**, **Paula Weirer**, **Mary Thurber** and **Donna McGrath**, thank you Trustees, for you live up to the name "Trustee" with unselfish giving of yourself, your time and your hearts.



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Old Friends And New

We're sorry to say goodbye to one of the Goldberg Center's most faithful and dedicated friends. **Mrs. Marjorie Chanania**, Board Vice President and Volunteer for many years, moved with her Husband Mayne to Maryland this past summer. As Chairperson of the Board's Personnel Committee, Mrs. Chanania saw the Center through many years of staff turnover and policy change. She has a wisdom as deep as the ocean and a heart as big as the moon. She will always have a special place in the hearts of all the people who knew her here at the Center.

We are not really saying goodbye to Founder, Board Member and Family Worker **Florine Ponton**. Although she has retired from working as a staff member of the Center, she is still very much involved on the Board of Trustees and has assured us of frequent visits to the Center. We will miss so many things about working with her. She knows everyone in the Community and she knows where everything is at the Center. She has a special way with children and people in general and is like a mother to parents and teachers. Your name is synonymous with the Goldberg Center, Mrs. P. You have been the link between different members in different parts of the community and have succeeded in bringing them together in a way that only you could. You'll always be one of the biggest parts of what the Goldberg Center is. I'm sure Dr. Goldberg would have said so.

We have a new Kindergarten Teacher! **Deborah Ann Skurnik** of Teaneck began this year with a class of fourteen children. Ms. Skurnik earned her Certification from the State University of New York at New Paltz and was employed at the Teaneck Country Day Care School before coming to Goldberg. Ms. Skurnik is an enthusiastic person with much to offer our State approved Kindergarten Program.

Leta Gordon of Hillsdale is our new Family Worker. Mrs. Gordon was carefully chosen by the Personnel Committee from a large field of applicants. She received her MSW from Boston University and has extensive experience with families and children. She is also active in the community and will be a great asset to the Center. Although she has only been here a short while, everyone on the staff feels very comfortable with this down to earth lady.

While we are talking about friends we cannot forget our most golden. The teachers and caregivers of the Goldberg Center are the guides and shapers of our children. They are all dedicated to their jobs as teachers of young children, but in the special sense of being a teacher at the Goldberg Center. We have an exceptional family here of which every staff person and child is a member. Thank you teachers, storytellers, community builders, models, counselors, mothers, creators, authorities, artists and inspirers of vision.

Thank you to the cooks who feed 80 children and the teachers and run up and down the stairs at least 100 times a day with food and dishes. Thank you to the Administrative Assistant who types her fingers to the bone for fundraising.

Tacit Testimonial Nets \$7,000

When **Kay Gellert** retired from the Goldberg Center after 22 years, she vetoed the Trustee Board's plan for a Testimonial Dinner to honor her and raise some \$\$ for the Center's Scholarship Fund. Said Kay: "They already gave me a fine testimonial, naming the new Kindergarten Room after me. What more could I want?"

"As for the Scholarship Fund, I HATE to 'spend money to make money.' Dinners cost a lot: the rubbery chicken, decorations, a plaque, what to wear, maybe babysitting...it might cost the donor \$100., of which the 'cause' is lucky to see \$10. or \$20.!"

Adding she'd "rather just raise the money and forego the meal and speeches," Kay proposed a TACIT TESTIMONIAL instead. With printing donated by RAY'S REPRODUCTIONS and PHOTO PRINT OFFSET of Westwood, she wrote to 400 relatives, friends and Center supports explaining her objections to a traditional testimonial, saying "If you'd like to send a modest special donation to the Scholarship Fund this year as a friendly nod in my direction, it would be nice."

It was incredibly nice! The Scholarship Fund is nearly \$7,000. richer, and the many notes accompanying these special donations were enthusiastic, not only about Kay's dedication to children, but also the TACIT TESTIMONIAL idea. Says Kay: "I am overwhelmed by the response, and want to thank all the following who sent in special donations. I shall treasure this 'guest list' and your notes for many years to come: (Special Patron) Mercedes Benz of Montvale; (Patron) Louis & Mollie Rambler; (Sponsors) Dr. & Mrs. Stewart Alexander; Robert & Barbara Berkley; Mitchell & Gert Fein; Fred & Dorothy Forthmann; Dr. Emanuel Goldberg; Dr. Ted Goldberg; Paul & Gayle Gross; Beulah Handler; David & Carol Lipkin; Reuben & Rose Mattus Foundation; Ruth Mitchell; Congresswoman Marge Roukema; Teledyne Isotopes; Marti & Stuart Tell; Rabbi Andre and Judy Ungar; Westwood Chamber of Commerce; (Donors) Henry & Yola Adler; Dr. Laura Aitken; Lucille Ashley; Lilli Ayres; Assemblyman Bryon & Freeholder Linda Baer; Dr. Eugene and Ree Barrack; Dr. Jules & Dr. Nina Barron; Dana Berry & Tom Tucker; Jake & Emily Bland; Hans & Hesi Bodlaender; Ruth Botvinick & Susan Bornstein; Leo & Sylvia Breidenbach; Merna Breslauer; Beatrice Brown; Linda Browne; Irene & George Cain; Audrey & George Cella; Marge & Mayne Chanania; H. Clark; Vito & Lucille Clemente; Mrs. E. Hilton Clinch; Molly Cohen; Dr. Sheryl Cohn; Dr. Anthony & Kathleen Coletta; Dr. Norman & Dorothy Corwin; Ruth Cowell; Sarah Cynamon; Mr. & Mrs. Robert Damiano; Shirley Davis; Kenneth Dickson; Catherine Dillener; Richard Dodge; Thelma Duck; Stephanie & Robert Duran; Michael Ely; Paula Ely & Arlene Melchionne; Doris & Warren Feirer; Senator Mathew Feldman; Bernard & Roswitha Finnegan; Dr. Maxine & Daniel Fischel; Donna & Kevin Flannery; Eugene & Mac Francis; Harry Lee & Ann Frankel; Meri & Rick Freedman; Fran & Bob Fruhmman; George & Nancy Gallagher; Henry & Patricia Geier; Al & Nancy Gellert; Mr. & Mrs. Eugene Gilmartin; Miss Ettie Goldberg; Susanne & Walter Goldsmith; Ruth Goodman; St. Martha's Guild of Grace Episcopal Church; Helen & Lawrence Gross; Richard & Barbara Grossman; Chris & Jim Gwynne; Betty Hamilton; Dr. June Handler; Mildred Hayes; Joan & Tony Heins; Dr. Wylie & Chris Hembree; Rose Hertzberg; Sophie Heymann; Rita B. Higgins; Stan & Alex Hill; Wini & Ralph Ilowite; George & Bee Jepson; Gunvor Jorgensen; Peter &

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Government Subsidies Decline As Costs Grow

A recent study by the NJ Policy Development Board of DYFS shows that State and Federal subsidies for child care are far too low to guarantee decent quality care for New Jersey's children! For each child the State subsidizes, the programs get \$6.25 a day per child LESS than they SHOULD BE GETTING to pay decent salaries and meet other expenses.

For the Goldberg Center, which has a State contract to subsidize 49 children, the difference between what this study says we SHOULD BE GETTING for their care and what we actually get amounts to an annual shortfall of \$79,931.25 (\$6.25 x 49 children x 261 days a year)! No wonder it is so hard for us to pay our teachers what they deserve and more than earn; no wonder we must ask our community for ever-larger donations of financial support.

Quality child care is a community necessity if we are to keep the nurses, beauticians, middle managers, and other service people we need in the Pascack Valley. These workers are most often young parents who can only afford to live and work here if decent and affordable child care is available to them. These parents simply cannot afford up to \$150. a week for child care

(the GOING RATE in the Valley today)!

It is in the basic self-interest of all of us in the Pascack Valley, young and old, well-to-do and "barely-getting-by," to urge local, state and federal legislators to increase appropriations for subsidized child care for our young working families. This is surely a "hand-up, not a hand-out" for these productive members of our community. We need them - and they need us, not only to write to our legislators, but also to give financial support to the Center Scholarship Fund, AND tell our neighbors and friends what a blessing the Goldberg Center is to us all.

The Dr. David Goldberg Child Care Center has begun its 24th year of service to the children of working parents in the Pascack Valley. This vital community service, that provides a "hand-up" rather than a "hand-out", is a source of pride for all the citizens in the Pascack Valley. Thank you to all of you who provide the Center with the financial support necessary to continue our work which is to keep children in good hands and to keep working parents working.

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Mr. & Mrs. T.H. Kneeshaw
Ms. Carol Kobbe
Joseph & Edith Koller
Mr. & Mrs. Sol Kopolwitz
H. Kramer
Margaret Kramer
Mr. & Mrs. Herbert Krieger
Mrs. E.M. Krueger
Ann Kubik
Mr. & Mrs. Keith Kuchar
Audrey & Steven Kurtz
Mr. & Mrs. Robert LaFrentz
Robert & Anneliese Landerer
James & Elaine LaRose
Kenneth & Loretta Lazona
Mr. & Mrs. Harry Lee
Mrs. Doris Lehmann
Jean Lenz
Mr. & Mrs. Robert Lester
Gary & Harriett Leventhal
Andrea & Ken Levine
Sherri & Richard Levine
Dr. & Mrs. Lester Levine
Mrs. Bernard Levy
Mrs. P. Levy
Mr. & Mrs. Donald Lewis
Martin & Eva Leyser
Dr. Walter Lichtenberg
Mr. & Mrs. Lichstein
Mr. & Mrs. David Lieberman
Mr. Sam Lieberman
Ruth & Richard Linde
Mr. & Mrs. Kurt Lieb
Rosemary & Thomas Loonie
Mr. & Mrs. L. Lombardi
Joel & Anita Loret
Carol & Frank Loscalzo
Irene Loyka
Edward Lucas
Andrew Lucchesi
Bonnie & Sheldon Lustigman
Mr. & Mrs. William Lutz
Ruth B. Lutwyler
John W. Lynch
Ruth Lyons
R. McCormick
W. McDonald

Mrs. & Mrs. C. McGreevy
Ann McVicar
Mrs. Eleanor Macker
Theodore Mackoul
Robert W. Maksoud
Mr. & Mrs. Max Maier
Michael J. Malin
Seymour & Dorothy Malkin
Mr. & Mrs. John Marin
James F. Martin
Brian & Denise Mason
Mr. & Mrs. Vincent Maxwell
Ruth & Peter Mayer
Mr. & Mrs. Mazzarella
Margaret & Robert McGavin
McLouis Restaurant
Eileen McGrory
Mr. George Mehm
A.H. Meyer
Rita Koors Meyers
Dr. Stanley Meyers
Mr. & Mrs. Gerald Meyerson
Mrs. Jean Miller
Barbara & Bill Mitchell
George & Jwan Millington
T. Mochizuk
William & Dorothy Moeser
Hazel V. Moore
Mamie Montagnino
Brian Moran
Maria M. Moriarty
Mr. & Mrs. Sylvan Moskowitz
Howard Mueller
Mr. & Mrs. James Mullin
John J. Mullich
A.J. Murphy Jr.
Nancy Musson
Dr. Ralph Myrow
Stanley Nants Jr.
Mr. & Mrs. Napolitano
M.C. Narin
Mr. & Mrs. Daniel Newman
Arlene B. Noss
Mrs. Ruth Ostlund
Mrs. June O'Brien
Arthur S. Olsen
Mr. & Mrs. R. Otten
Doretha O'Sullivan
Miguel & Ileana Padron
Mr. Eugene Papay
Mr. & Mrs. Patrone
Dennis & Judy Paul
Mrs. Grace Peach
Mrs. Georgie Pender
Mr. & Mrs. Martin Perez
Mr. & Mrs. Jack Perrine
Eleanore Petersen
William & Donna Pfeifer
Murray Phillips
Robert & Josephine Planz
Pearl & John Poellot
Mrs. Florine Ponton
Kerry Reardon
Mrs. Robert Rekow
Dr. & Mrs. Edward Remnick
L.A. Rhoads
William & Marilyn Richardot
Irene & Robert Rimer
Mr. & Mrs. Ben Roberson
Mr. & Mrs. Bruce Rollier
Benjamin Romney
Mr. & Mrs. Rosenblatt
Dr. & Mrs. William Rosenzweig
Dr. & Mrs. Stanley Rossen
Mr. & Mrs. John Rotar
Louise & Bernard Rothman
Miss Edna Mae Ruckner
Mr. & Mrs. Rusch

Donald F. Russell
Mr. & Mrs. Stanley Sabin
Mr. & Mrs. Irwin Sabin
Dr. & Mrs. Harold Saks
Mr. & Mrs. Sam Salant
James & Janet Salisbury
Mrs. N. Salnick
Mrs. Felicita Salto
J.S. Samkoff
Eileen Sarubbi
A. Saslowsky
John & Mary Savarese
Francis & Mary Scahill
Mr. & Mrs. Joerg Schippert
Mr. & Mrs. Schleifer
Arleen & Jules Schlesinger
Ruth & Joseph Schmidt
Anne E. Schnupp
Freida R. Schomaker
Mr. & Mrs. Jules Schrager
Lillian E. Schroth
Mrs. E.H. Schuette
Dolores Schumann
Jack G. Schumann
Harry & Francis Schwartz
Gary Schwinder
Richard H. Scott
Mrs. Evelyn Sehn
Mrs. Anna Seibert
Alice Selinger
Edward & Ann Serven
L. Sesholtz
Mrs. P.F. Sherman
Mr. & Mrs. Lois Shuman
Mrs. Robert Stockbower
Mr. & Mrs. Melvin Sluter
Mr. & Mrs. Reginald Smith
Mrs. Dorothy Smith
Elizabeth Snyder
Clara Sodano
Mr. & Mrs. Ernest Sommer
Mr. & Mrs. Stalter
Barbara & Allen Stanbury
D.A. Stratton
Mr. & Mrs. Robert Spearing
Beth Staples
John G. Stasse
Jeanne Stegeman
Mrs. Adele Steiner
Robert & Francis Stewart
Mr. & Mrs. Emile Stonkey
Miss Mildred Storms
L.H. Strauss
Mr. & Mrs. Mark Stuart

Joseph Sugarman
Dorethea Sullivan
Mr. Robert Sundin
Mrs. H.W. Sunkenberg
Dolores Sweeney
Soubanh Sysounthone
Mr. & Mrs. David Tandy
Mr. & Mrs. Norman Tandy
Sherman & Christine Taylor
C.F. Taylor Jr.
Mr. C.W. Thompson
C.G. Tierney
Djalil & Shaigan Touba
John Tomasini
Helen E. Thomas
Mr. & Mrs. Bob Tresenfeld
Harriette & Seymour Turk
Haig Turnamin
Ruth B. Turner
Misses Helen & Wilma Uder
H. Vandeburg
Mr. & Mrs. Leon Van Gelder
Mrs. Helen Van Horn
Marie Valkenburg
Mercy Varghese
Lucia Velez
Florence & John Walker
Mr. & Mrs. Harold Walsky
Dr. & Mrs. Robert Walsky
Edna Walters
Bernard Wechsler
Mr. & Mrs. Wellins
Loretta S. Weinberg
William & Mary Werner
Jane & Larry Wertheim
Mr. Bernie Whittemore
Mr. & Mrs. Jack Wielar
Mr. & Mrs. Herman Wierer
Carrie L. Williams
Marge Wilson
Mrs. William Wohl
George & Pamela Worden
Sally Yesko
Mrs. Mary Ann Yockers
Beatrice Zimmerman
Paul J. Zink
Mrs. Jesse Zuckerbrod
Mr. & Mrs. Zuckerman

FINANCIAL STATEMENT - DR. DAVID GOLDBERG CHILD CARE CENTER

Unaudited

Income

1. Scholarship Funds Contributed:	
a. Organizations, Businesses, Towns, Individuals.....	45,403
b. Holiday Fun Show.....	4,300
c. Regional Restaurant Raffle XI.....	4,850
d. Gellert Tacit Testimonial.....	7,000
e. Geltman Scholarship Fund Interest.....	7,457
	69,010
2. Fees:	
a. From Parents on a Sliding Scale.....	118,017
b. From Parents for Kindergarten Fees.....	10,277
c. From Agencies (OFC*, DYFS*, REACH*.....)	17,933
	146,227
3. Social Service Block Grant:	178,228
4. Child Care Food Program: (US Dept. Agriculture Reimbursmt)...	27,779
5. Building Renovation Funds:	
a. Community Development Program.....	20,368
b. Van Pelt Foundation.....	2,500
	22,868
6. Interest Income:	6,368
Total Income -----	\$450,480

Expenditures:

1. Salaries and Fringe: (24 Teachers/caregivers, 2 Cooks, 3 Administrators - parttime employees, subs and consults)...	316,092
2. Building Maintenance and Repair (utilities, mortgage, cleaning svcs, garbage collection, supplies).....	34,700
3. Administration (bookkeeping and payroll services, audit, office mach. maintenance, office supplies, print, postage)...	14,273
4. Education (program supplies, trips, tuition reimbursement, staff training, parent educ., subscriptions, memberships)...	10,160
5. Child Care Food Program: (breakfast, hot lunch, snack daily)	26,367
6. Insurance (building, grounds, accident, etc).....	9,931
7. Organizational Activities (gifts, entertainmt, fundraising costs)	6,865
8. Building and Grounds renovation Costs:	22,868
Total Expenditures -----	\$441,256
Excess Income Over Expenditures -----	9,224

*(OFC-Office for Children/DYFS-Division of Youth and Family Svcs/REACH-Realizing Economic Achievemt)

Cost of Operation (for care and education of 64 Preschoolers and 14 Before and after Kindergarteners including 12 in an approved K Program - 10 hours daily, 5 days weekly, 51 weeks yearly)

AN APPEAL TO OUR FRIENDS, OLD AND NEW:

The Center will need over \$6,000 a month to operate the 1990-91 program-and 78 children are already enrolled. All of these children's families need Scholarship Assistance: a total of \$72,000 is what we must raise in the community to help these working families help themselves.

YOU can help. Please cut out and mail this form to us at 410 Center Avenue, Westwood, with your contribution. If you are already a contributor, we would especially appreciate your using this form for your gift for the 90-91 school year.

And to all contributors, old and new, our heartfelt THANKS. We'd never make it without you!

Please use this contribution to support the work of the Dr. David Goldberg Child Care Center for the school year 1990-91.

Patron Sponsor Contributor
☐ \$250. or more ☐ \$100. or more ☐ \$_____

Name _____

Organization (if org. contr.) _____

Address _____

Zip _____ Phone: _____

(Please make check payable to "Dr. David Goldberg C.C.C." All contributions are tax-deductible).

75X

RICHARD G. SMITH, JR.
RD 3, BOX 34, HLUCHY ROAD
ROBBINSVILLE, NEW JERSEY 08691

PRIVATE CITIZEN

I am not speaking here tonight as a child care expert but rather as a citizen who has experienced the frustration of unsuccessfully trying to establish a child care facility in my community. Before I make some general comments regarding the need in New Jersey for statutory child care legislation I think it might be appropriate to relay some of the problems my wife and I have experienced.

My wife and I and four children reside in Upper Freehold Township Monmouth County approximately five minutes from Exit 7A on the New Jersey Turnpike and 1 minute from Exit 8 on interstate 195. We reside in a Rural-Agricultural zoned District on six acres of land. There is a two hundred acre horse farm located to the front and a conservation and wet lands area to the rear. The homes on either side of us are also on six acres and the nearest home will never be more than approximately 350 feet from the edge of our home and 450 feet from the play area in our back yard. A planned child care facility in the basement of our 3700 square foot home was approved and encouraged for 30 children by the State Licensing Division. In addition to having an excellent location for a child care center my wife, who would have administered the facility, has her bachelor's degree in Nursing from Rutgers and is a registered nurse in the State of New Jersey.

With all these positives (and I haven't mentioned them all) the leadership of my community went to the wall to make sure that a child care facility on our property never saw the light of day. I might mention that next door to us the Township encourages and promotes an excavation and construction business that parks up to six pieces of unhoused heavy equipment and not one permit, let alone

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a variance, is required by the governing body. I am convinced that the governing body was in fact prepared to go to the State Supreme Court if necessary to keep out our child care center and in fact they did use tax payers' money to appeal a favorable Superior Court decision to Appellate Court. To make a long story short we spent \$10,000 and we didn't even get out of court. We pulled in our horns because the legal costs of fighting the Township was making the child care facility a bad business decision. A child care center produces fixed revenue inflow (mothers can only afford so much) and a would-be child care provider can not afford to drag a municipality through court hearing after court hearing and still have enough funds to invest in a facility.

We decided to drop the legal route and try the legislative route. I decided to become a self-appointed lobbyist for Senator Cardinale's Bill S-1117. By the time I had entered the picture the Bill had already passed the Senate and in March of 1989 I spoke before the Assembly Committee where it easily passed with no dissenters. I threw everything I had into this Bill and if I had a dollar for every call I made to the Speaker's office, to Senator Cardinale's office, and the other players in Trenton, I would be a wealthy man. The Bill was finally posted and passed by the Assembly with no dissenters and was signed into law by Governor Kean.

Was and is S-1117 a good bill. Yes! And the reasons I feel this way are stated in Exhibit A.

Does S-1117 under the Constitution of the State of New Jersey allow my wife and I to construct a child care center on our Rural-Agricultural zoned property within the building codes and safety codes of Upper Freehold Township and the State

77x

of New Jersey. The answer is absolutely YES! Will my Township permit us to now have a child care center under S-1117. Absolutely not! See exhibit B-1 and B-2.

I subsequently wrote Senator Cardinale requesting an amendment to S-1117 and he responded. See exhibits C-1 and C-2.

There are many (not all) municipalities that inhibit the reasonable expansion or construction of child care facilities by unreasonably applying the zoning laws or other nonsafety related codes that come under home rule. Many municipalities (not all) will tell you that they are pro child care and then work diligently behind the scenes to thwart child care whenever there is the slightest bit of dissension within the community. Again, I am talking about reasonable situations where property values are not harmed. For example, I am not talking about cramming a child care center in a subdivision where the homes are on a half acre or even an acre of ground. My point is that we don't even have adequate statutory law on the books in New Jersey to adequately promote child care facilities (without protracted legal battles) in physical locations that 99% of us would agree are well suited to constructing a child care facility. Push the marginal situations aside, I am talking about locations that don't hurt anyone and provide a great environment for our children. Under present law in the State of New Jersey a municipality has an assortment of tools at its disposal under zoning law to push any would-be child care provider into the court system and thus render the facility a bad business decision. Let me also make one thing clear - I am not talking about fire and safety codes which in my opinion can never be too strict. We are talking about three things - zoning, zoning, and zoning.

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RECOMMENDATION

If the State continues to allow municipalities to dictate child care availability we will continue to have provider shortages. The legislature must draft comprehensive child care statutory legislation that adequately addresses zoning and home rule issues relative to child care. There must be a child care civil rights bill. Working mothers should have a right within our free enterprise system to be provided child care facilities within a reasonable distance of their home or workplace. And under our free enterprise system an entrepreneur should have a right to construct a child care facility in a reasonable location (assuming he is within the fire and safety codes of the state and municipality) without being unreasonably harassed by local zoning laws. In closing, let me say that we have a sad state of affairs when children's voices and the traffic of working mothers is used as excuses by municipalities as to why child care centers should not be constructed. But it will be an even sadder state of affairs if the Assembly and the rest of Trenton allows this to continue.

Thank You

79x

Testimony before Assembly Committee March 1981

EXHIBIT A

page 1

I request from the committee permission to give a five minute presentation in favor of Senate bill 1117. Thank you

I strongly urge the committee to release 1117 to the floor as soon as possible with a favorable recommendation. 1117 will go a long way to helping solve the day care problem in the State of New Jersey by making it possible for the State's open lands and nonresidential areas to be used for day care development. There is still a substantial amount of rural agricultural land in prime locations in New Jersey and what better use can one think of for this land than to open it up to ~~care~~^{day} care use for the benefit of our working mothers. This will allow day care centers to develop in a way that will offer a higher quality environment for our children and not impinge on the property rights of citizens in high density residential areas.

While this may seem like simple common sense that would be naturally supported by townships with rural spaces available, let me present a prime example as to why the passage of 1117 is absolutely essential.

Each of you have received a package of documents which represents the efforts of my wife and I, since last summer, to establish a day care center in a rural and agriculturally zoned part of New Jersey. My wife is sorry that she could not be present but she is taking care of our three children two of which are 1 and 3 years old and not in school. The map on the top shows we are located in an R-A or rural-agricultural zone. In short we were denied a variance for a day care center by the Zoning Board of Adjustments Upper Freehold Township in Monmouth County. We were denied a Day Care use variance for a location that we and many others including the newly appointed Mayor of the Township feel is ^aprime location for a day care center. We are now being forced to incur substantial legal fees in connection with our only legal recourse, appeal to Superior Court. Gentlemen, my wife, who would serve as director of the center, is a licensed registered nurse and graduate of Rutgers University, we are located on six acres of land and so are my neighbors, we

80X

EXHIBIT A

page 2

are in a secluded area were the closest house will never be less than 300ft away, a horse farm is located in front of us, a wildlife preserve is located in back of us, the State Department of Human Resources has reviewed our citing and is encouraging us (see package) and I have built a substantial home of high quality, part of which can be used to offer an important and drastically needed human service (see pictures). But despite all these positives and despite the need which has been talked about many times by the President of the United States, our attempt to establish the center was futile. Of course it goes without saying that my wife would be offering this service as a business to generate a profit but than everyone would profit in some manner from the high quality service she would be offering.

Please refer to the bottom of page four of the township letter you have in your possession. ---READ---

~~If the committee wishes to review the transcript of the Board of Adjustments meeting or the appeal documents, I have them with me and would be happy to make them available. THANK YOU.~~

81X

EXHIBIT B1

RICHARD G. SMITH, JR.
RD 3, BOX 34, HLUCHY ROAD
ROBBINSVILLE, NEW JERSEY 08691

Mr. Art Rutter
Building Inspector
Upper Freehold Twp

7-16-90

Dear Mr. Rutter,

This letter requests your written confirmation that Senate Bill 1117, signed into law January 1990 by Governor Kean, makes a child care center a permissible use on my Hluichy Road property.

Sincerely,

R.G. Smith Jr.


82X

Upper Freehold Township

MONMOUTH COUNTY
P.O. BOX 89, CREAM RIDGE, NEW JERSEY 08514
609-758-7738

August 9, 1990

Mr. Richard Smith
RD #3
Hluchy Road
Robbinsville, NJ 08691

Dear Mr. Smith;

With respect to your recent letter to me regarding my opinion as to a Child Care Center in your residence as a permitted use under Senate Bill # 1117. This bill allows Child Care Centers in all non-residential districts of a municipality. Therefore, you are asking for my interpretation of a non-residential district or in the R-A Rural Agricultural District in which your lot is located is non-residential.

The R-A Rural Agricultural Zone is defined in the Upper Freehold Township Land Development Ordinance as follows:

"The purpose of the R-A district is to recognize the predominant pattern of Agricultural and scattered single family residential uses."

The first permitted principal use is :

- (1) " Detached Dwellings" This clearly indicates the zone as being a residential zone. As further evidence to this fact is the very sub-division that created your lot was heard before the Planning Board. Therefore, your zone was recognized as a residential zone. More recently, the Reese Farm across the road from your residence was subdivided into residential lots in the same manner.

It is my opinion that your property is indeed located in a residential zone and cannot be used as a Child Care Center as defined in Senate Bill # 1117.

You have the right to appeal this or any other decision regarding this matter as your right of due process.

83X

Very truly yours,

Arthur L. Ritter
Arthur L. Ritter
Upper Freehold Township
Construction Official

EXHIBIT B-2

pg. 2

Upper Freehold Township

MONMOUTH COUNTY

P.O. BOX 89, CREAM RIDGE, NEW JERSEY 08514

609-758-7738

August 9, 1990

cc: Granville D. Magee Esq.
Mayor Rue
R. Freiburger Committeeman
R. Abrams Committeeman
Arlene Etgen Clerk
R. Gafgen Zoning Officer
Zoning Board Secretary

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New Jersey State Library

EXHIBIT C-1
RICHARD G. SMITH, JR.
Consultant

INTEREST RATE HEDGING & TRADING INSTRUMENTS
FUTURES & INTERBANK

To: Senator Cardinale

August 21, 1990

Attn: Russell

From: Richard Smith

Re: 1117

Dear Russell,

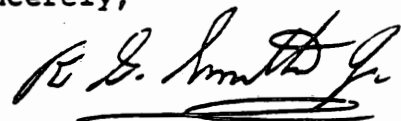
Attached is the letter I received from my township government regarding my application for a child care center.

I agree with you that the courts would probably rule in my favor but it is guaranteed that my municipality would appeal any decision all the way to the State Supreme Court. The economics of this, taking into consideration the margin of profit on a child care facility, would be prohibitive. In light of this situation I respectfully request that the Senator consider an amendment to 1117 that would list the Districts that would apply under this bill. Because of the number of non-residential Districts that do exist, a favorable court ruling on my case would not necessarily put this issue to bed.

The general attitude about child care centers is that 'they are terrific as long as they are not next door to me'. Therefore, the interpretation of non-residential will continually be skewed in order to keep child care centers out of any area of any District.

Please let me know the Senator's decision at your earliest convenience.


Sincerely,



Richard G. Smith, Jr.

Five Pages

85x





NEW JERSEY SENATE

DR. GERALD CARDINALE

SENATOR, 39TH DISTRICT (BERGEN)

350 MADISON AVENUE

CRESSKILL, N. J. 07626

TEL 201-567-2324

September 27, 1990

Mr. Richard G. Smith, Jr.
R.D. 3 Hluchy Road
P. O. Box 34
Trenton, N. J. 08691-9801

Dear Richard:

Thank you for your recent inquiry. It was with great difficulty that we have managed to get the present bill passed with the "non-residential" wording. This was amended language.

As originally introduced, the bill was a blanket exception for child care from all zoning, but I could not get a majority of Senate votes in that form and had to accept the present wording in order for the bill to pass.

I sympathize with the practical problem as you present it, but cannot justify giving you the false hope that my agreement will result in a legislative solution to your problem.

Often legislators make the gesture of intending a bill to solve a constituent's problem. I am certain that in the current legislature, such an introduction would be no more than an empty gesture which might make you feel good for a short time, but would never pass and therefore only heighten your problem.

Please continue to keep in touch. Your needs are important to me and I will make every effort to assist you to the best of my ability.

Sincerely,

A handwritten signature in cursive script, appearing to read "Gerald Cardinale".

Gerald Cardinale

gc

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Testimony December 4, 1990

My name is Gail Rosewater and I am the Director of the Bergen County Department of Human Services Office for Children.

I am here tonight to testify to the needs surrounding child care in the communities I serve.

The cost of child care in Bergen County ranges from \$60 to \$200 per week. There are eight Social Service Block Grant centers that offer sliding scales and the Office for Children has an additional 75 subsidized slots available. Our waiting list has over 250 names on it with a waiting period of over a year and a half. Parents call me daily, desperate for assistance in meeting the high cost of child care. The SSBG centers all have waiting lists. Parents are frustrated, distressed and angry.

The income eligibility guidelines for receiving child care subsidy are not realistic in relation to the cost of living in Bergen County. In order to be eligible for subsidy a single parent must make under \$19,827. That comes to an average of \$380 per week. After paying an average rent of \$166 per week, making car payments and insurance, to total \$75 per week, that leaves only \$139 per week to buy food, clothes, pay for medical bills and child care. Most parents come up with a deficit, and go into debt. Parents who make just over the \$19,827 and have no assistance in meeting the high cost of child care, often turn in desperation to an older child or leave children to care for themselves so that they can work.

New Jersey needs to reexamine both the number of subsidized childcare slots available to low income families and the income guidelines used to determine eligibility. The cost of child care as revealed in the New Jersey Department of Human Services Division of Youth and Family Services Child Care Fee Survey Results should be taken into consideration when the amount SSBG centers will be paid for the cost of care is determined.

I applaud the past initiatives of the Legislature in appropriating funds for Mini Child Care Center Grants and School-age Child Care Mini Grants. I applaud the funding of The Statewide Resource and Referral Network and Family Day Care Registration. However these funds are still not enough to address the needs. Agencies such as the Office for Children are backlogged in assisting parents looking for child care. One day last week one of our referral specialists assisted 40 parents in looking for child care. The parents were desperate, yet could not be given the individual time each needed

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Haddonfield Child Care

November 30, 1990

General Assembly Task Force on Child Care
State House Annex
CN 068
Trenton, NJ 08625-0068

Attention: Ms. Norma Svedosh

Dear Ms. Svedosh:

Haddonfield Child Care is a New Jersey Non-Profit Corporation, operating 6 programs covering three public schools and one private school in the Borough of Haddonfield. In operation since 1985, we are currently serving over two hundred children from approximately one hundred and ninety families.

Our services to these families include before and after school child care for children in grades Pre-K to Sixth in their own elementary schools. Additionally, we provide a dual session kindergarten wraparound program for the three public schools.

Our organization is very active in the county, state and national school age child care coalitions because we feel it is vital to keep current on issues concerning the field. We also try to offer assistance to new programs whenever we have the opportunity.

Since school age child care is a relatively new field, especially here in New Jersey, we feel that there are still a number of problems or unresolved issues facing providers today. The most important of these facing Haddonfield Child Care (and most other programs throughout the state) are as follows:

1. FUNDING

Haddonfield Child Care is fortunate to operate in a community where most parents have the resources to afford quality care. However, we find a number of parents (often single mothers) coming to us for assistance in meeting their tuition payments each year. We are able to accomplish this assistance through the fundraising of a very hardworking Board of Trustees in a very supportive community. This becomes increasingly difficult as everyone feels the financial strain for supporting underfunded social service agencies.



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Central/Middle Schools • Lincoln Avenue & Chestnut Street

P.O. Box 107 • Haddonfield, NJ 08033-0191 • 609-429-1603

A New Jersey Non-Profit Corporation

We also find it increasingly difficult to keep our fees reasonable as expenses increase each year. We have already reached a point where our services are inaccessible to some families, or a hardship on others. Since in most cases the two parent working family is not a luxury but a necessity, we worry that children will be going home alone as an alternative to the expense of a service such as ours.

2. STAFFING

The hiring and retention of quality, trained staff is an ongoing difficulty for our program. First, there is no college level coursework currently offered to train staff specifically to work in school age child care. This forces us to hire staff trained for early childhood or elementary education (both very different from after school care) or with minimal training, and do the appropriate inservicing ourselves. The shortage of staff available, and the rapid growth of our programs has made this extremely difficult. The children suffer when staff is inadequately or inappropriately trained.

Second, the hiring and retention of staff is severely hindered by the low wages and lack of benefits we are forced to offer to keep fees sensible. Underpaid, unmotivated staff are not enthusiastic, energetic, or nurturing as they care for our children, and high turnover rates are emotionally stressful to young children as well. Minor differences in wages often create situations where staff float from program to program when they hear of better pay, and where programs feed upon the staff of neighboring programs as they seek experienced personnel.

3. BACKGROUND CHECKS

Another staffing issue is that of obtaining accurate, relevant information on the backgrounds and criminal histories of potential child care staff. Because our program, as well as many others, is not a function of the public school system, we are legally unable to obtain criminal history background reviews on our staff candidates. We must rely on personal references, and often vague employment references. We are naturally quite concerned that these sources will not turn up

90x

vital information on the people we will hire to work with such a vulnerable population.

4. MAINSTREAMING OF HANDICAPPED CHILDREN

Our program has recently begun to receive requests from the parents of handicapped children who attend the public schools to include these children in our before and after school and extended day programs. We want very much to serve all of the community's children; therefore, whenever mainstreaming special children is not an undue burden on the program involved, we do so.

However, our programs, because they are entirely tuition funded, cannot afford the cost of the very low staff:child ratios required by some special needs children. An additional staffing concern regards training. Most of our staff, though experienced with children, are not certified teachers, and certainly not trained as teachers of the handicapped. This has created a unique challenge, as we will need to either hire specially trained staff, or do substantial training ourselves.

Haddonfield Child Care feels that these issues are well within the capabilities of State and Federal government agencies to correct, and we also feel that they must be priority items, in order to insure that our children remain safe and well supervised. We make the following suggestions as to actions which need to be taken toward that end:

1. State and Federal funding support for increasing the wages and benefits offered to child care workers.

This can be accomplished either through assistance to families in meeting child care costs, which will enable programs to increase tuitions, or through grants or subsidies for operating costs made directly to programs.

2. System for Criminal History Background Reviews.

A vehicle for the NJ State Police, enabling them to Criminal History Background Reviews to be conducted on potential staff for all school age child care programs, regardless of whether they are under the auspices of a local board of education.

3. Training for school age child care careers.

Funding must be allocated for additional local or

91X

regional trainings of direct care staff and administrators.

Curriculum can be developed through the state or county college systems to provide career training for those who wish to enter this growing field.

4. Training and support for mainstreaming special needs children into school age programs.

Again, the first step is funding for local or regional trainings, both for administrators and direct care staff, as well as ongoing resource and support personnel to assist programs in dealing with individual situations.

Additionally, funding subsidies will be needed to permit programs to hire the staff necessary to bring these children into school age programs without creating an undue burden of cost on the programs, and ultimately, the parents paying tuition.

Finally, financial support for programs which must make physical or structural changes to program sites or equipment, or purchase special equipment, in order to accommodate the special needs of individual children.

At a time when drug and alcohol problems, teen pregnancy, and illiteracy are epidemic in our state, the risk of children being left home alone after school is not acceptable. We must realize that quality, affordable school age child care programs can assist in our fight against these social plagues on our youth, and assure that they are available to every child in New Jersey, regardless of where they live or what their family financial situation may be. We must focus on prevention, as well as cures.

As advocates for children, we must insure the safety and happiness of New Jersey's most precious resource. We urge Governor Florio and our legislators to make child care, and most especially school age child care, a priority in the coming state budget.

Yours truly,


Denise T. Sellers
Executive Director

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PAUL ROBESON PLACE, PRINCETON, NJ 08540 609-497-2100

The Princeton YWCA After School Care Program provides day care for 300 children in Princeton, Lawrenceville and Washington Townships at nine different locations.

This program is designed to enrich, nurture and provide academic assistance in a safe environment to children of grades K through 8.

Forty percent of our students come from low income, single and/or student parents, foster families and families in crisis, and are recipients of financial aid. Despite the SSBG slots, United Way funds and Princeton YWCA's own Pearl Bates scholarships (raised by volunteers), the need for additional funds to assist children who are left unsupervised is urgent.

In order to be able to continue to address this urgent demand for child care services, we need financial support in the following areas:

- More scholarships for children who need supervision and direction but cannot afford to pay for the services,
- Additional assistance to maintain and upgrade high quality teaching staff,
- Additional assistance to maintain, improve and expand the program facilities to meet the growing need, and
- Additional funds to expose children to educational material who have no opportunity at home, thus giving them the chance to compete in their classrooms.

For further information, please call Eleanor Pennington, President, Board of Directors, or Rose Nevruz, After School Program Director, at 609-497-2113.

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University of Medicine & Dentistry of New Jersey
Community Mental Health Center at Piscataway

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Piscataway, New Jersey 08855-1392

TESTIMONY BEFORE

THE GENERAL ASSEMBLY TASK FORCE ON CHILD CARE

PUBLIC HEARING - DECEMBER 4, 1990

Ann Pretty, M.Ed.
Student Parent Counselor
School Based Youth Services Program
New Brunswick High School

CHILD CARE FOR TEEN PARENTS

Teenagers who are parents require increased support from their families as well as a variety of community resources if they are to successfully cope with the demands of premature parenthood. According to both national and local statistics, most adolescent mothers do not return to high school after giving birth. Those who are somehow motivated to continue school are constantly at risk for dropping out, as they attempt to juggle the increased demands of being a student and a teen parent. The availability of quality child care is one of the major factors which can influence a high school student\parents' school success. Child care must not only be available, but also in place, if new student mothers are to return to school as soon as they receive medical clearance to do so. This usually occurs around six weeks after delivery. However, since infant child care is the most difficult to find and the most expensive, new student mothers are often compelled to delay returning to school. In such instances, a few extra weeks at home quickly become a few months. Motivation to return to school lags and another young family moves toward prolonged economic dependence and unfulfilled potential.

The lack of affordable, accessible, quality child care is a city-wide problem in New Brunswick as it is nationally. It is also the reason most frequently cited for teenage parents dropping out of school, and for mothers remaining on public assistance. Affordable, quality child care is essential if we want to begin to reduce the level of public dependency in our urban areas.

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Although the lack of day care resources is a national crisis, student/parents of the working poor and unemployed are most keenly affected. This low-income population is disproportionately comprised of minorities and families headed by single females. In addition, eligibility guidelines for public assistance excludes student parents under 17 whose parents are employed. When one considers the fact that current child care costs average around \$84 per week in this area and transportation costs must often be added to this amount, one can begin to appreciate that merely returning to school can become overwhelming for the new student/parent and her family.

The School Based Youth Services Program at New Brunswick High School, a satellite of the University of Medicine and Dentistry of New Jersey - Community Mental Health Center has targeted young single parents as one of it's primary populations to be serviced. This program utilizes a comprehensive, multi-system service delivery approach. It integrates existing school services, creates new services; and links together a network of community services for it's students. Since reducing the number of high school dropouts is a major goal of the School Based Youth Services Program, creating more affordable, accessible and reliable child care alternatives has been a major objective. School based day care programs in Minneapolis, Arizona, New Jersey, and other areas of the country have been effective in reducing the drop out rate for teen parents. While highly cost effective in the long run, the initial cost of setting up such centers throughout areas of New Jersey will seem high. Yet each mother who finishes school and becomes employable, saves this state and this nation at least twice as much money over her lifetime as one year's operating expenses for a center which can serve 20 young children at a time. The long term economic advantages of insuring the availability of quality child care are clear. What is not clear is whether the state and indeed, the nation is ready to consider the long term needs of it's children and families by providing this comprehensive service for children.

Those of us who work closely with student/parents and their families also recognize the emotional and social advantages of high quality child care and parent centers for this population. Many teen parents are too immature to adequately meet the needs of their infants. Their expectations for their babies are often inappropriate because they just don't know enough about child development. Others have never experienced adequate parenting. Due to their own stage of adolescence, their capacity to provide the kind of consistent nurturance that all children deserve is limited. School Based child care centers geared to the needs of student/parents, can provide invaluable education and modeling around child rearing. They can provide a safe haven for mother and child to feel protected and valued. They can provide the environment out of which can grow a mother's conviction that she can go on with her life and become a productive member of society. The needs of adolescent fathers can also be addressed in a manner which focuses on enhancing their parenting skills. Such programs

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are, without question, costly, but they have the potential to be immensely cost effective in the long run.

Parenting is a complex, exacting vocation. It is also one of the roles most students will assume at some point in their lives. Yet, most school systems offer students little or no formal training or education for parenthood. The results of a recent national survey by Ann Landers indicated that most parents responding, have not experienced parenting as a self-fulfilling venture. Both national and local statistics also indicate a spiraling increase in the reported incidence of child abuse and family dysfunction. Do we dare risk that another generation of children who have experienced less than adequate parenting because of their own parents' immaturity, will become productive future parents "by chance"?



Archway PROGRAMS

For people with special needs

197 Jackson Road • Atco, New Jersey 08004-2726
(609) 767-5757

TO: The General Assembly Task Force on Child Care

FROM: Sydelle Mason, Ed.D.
Executive Director
Early Childhood Education Division

DATE: December 4, 1990

Thank you for the opportunity of addressing you tonight.

I'm Dr. Sydelle Mason, Executive Director of Archway Programs Early Childhood Division, where we currently serve over 1,200 children and families in day care centers, family day care homes, before and after school child care, summer camp, early intervention programs and full day special needs infant-toddler program in southern New Jersey. I am also a member of the New Jersey Child Care Advisory Council.

In my capacity as council member, I would like to call your attention especially to the Executive Summary as well as pp. 11, 12 and 25 in our 1989 Report to the Legislature, where child care problems, issues and recommendations are indicated. Rather than reinventing the wheel, I'm sure you would want to build on the work of the Council and the expertise that already exists in the community and the Office of Child Care Development.

In my capacity as child care advocate and community child care provider, I would like to highlight a few crucial issues that are of particular concern to me. To begin with, at a meeting with Pat Schroeder in Washington which I attended with many of my child care colleagues, I think she said it all when she said "People in power don't understand the people in peril. We need to make the people in power feel in peril." Now maybe the media attention given to the plight of this mother and young child has been a blessing in disguise because it has made all of us feel in peril. The plight of young children and families is not new information to many of us -- we deal with this every day, but for much of the public, and the government, this may be new frightening information. Now we all have more than a glimpse at the child care crisis in New Jersey.

This crisis is highlighted by a menu of problem areas:

- 1). More and more children require before and after school child care.



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Children of working families don't magically stop needing care when they enter kindergarten or first grade. More parents go to work before 8:00 a.m. and work later than 3:00 p.m. We need to invest more money in these programs and we must develop regulations, minimum basic standards, to cover these programs. At present, we are one of a few states that has no regulation in this area.

- 2). There is a tremendous lack of infant toddler care. This is more costly to deliver than programs for older children, but absolutely necessary for working mothers who need to return to work.
- 3). There must be a push towards mandatory family day care registration. Anything less is unconsonable if we care about children and families.
- 4). While we're busy looking for more child care, we can't turn our backs on the existing child care infrastructure. Capital funds must be expended to rehabilitate existing child care facilities.
- 5). We need to invest in sick child care programs. Parents can't use traditional child care if their children are sick. They need these resources in order to work.
- 6). But, in my mind, the most important point of all is that while the entire human service community has had difficulty in supporting services to its clients, the child care community is on its knees. New Jersey, as the rest of the country, is in the midst of a child care crisis. We need more affordable, available quality care, but
 - Qualified people are not entering the direct care field.
 - Experienced staff are leaving the field.
 - Training is more costly and less effective because of staff turnover (40% to 60% at last count).

The child care profession must upgrade salaries, benefits, and working conditions in order to survive. Without individuals to work, programs will close or deteriorate.

We believe, therefore, that cuts, if they are to come, must come primarily from the service bureaucracies rather than from the community where service is being provided. Public dollars must be used wisely to strengthen our communities, not decimate them.

Linked to this is the whole issue of Reaching the Full Cost of Quality

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in Early Childhood Programs. We have truly reached rock bottom in New Jersey when for example, the Board of Social Services in Camden County and Teen Progress, who for a year paid the published rates of our Little Folk Center in East Camden. Now they have decided that they should only pay the REACH Child Care Rate. REACH won't pay the cost of transportation and they won't pay a Center registration fee if the parent is in training for four months. We were struggling before -- now we are experiencing an even greater short fall and things are getting worse.

- 7). The Full Cost of Quality means recognizing that quality has a price that must be paid. But, the cost of not providing quality is higher. When quality is lacking, children suffer. Families suffer. Our society suffers. Early childhood programs are an investment in our nation's future. And, like all sound investments, an investment in quality reaps dividends many times the original investment. Every sector of our society -- government, business and industry, voluntary organizations, foundations, religious organizations --- has a responsibility to invest in our nation's children by providing them the best in early care and education. And, the time to start is now.

The one encouraging note on the horizon, however, is the new money that is becoming available through the Federal Legislation. We are sure that our state legislature will ensure that whatever plan New Jersey submits, the intent and spirit of the law will be carried out to maximize the monies to be used for direct services.

Others speaking after me will surely identify many of the same problems and issues, as well as a host of others but if I had the opportunity, I would give the task force a series of assignments as a result of this hearing, rather than writing a report which no one will read or act upon after the photo opportunity has passed.

- 1). I would have the committee set measurable goals which could be evaluated annually such as a percentage salary increase for staff working in subsidized child care programs, and a percentage increase in adequately funded slots for infants and toddlers, etc.
- 2). I would have you go out and work a full 8 hour day on your feet with no break, lunch with the children in a day care center in Camden or Newark or Passaic; work a 10 hour day in a family day care home, a 6 hour broken up day in a before and after school child care program, or a 7 hour day in a program for drug addicted infants.
- 3). I would have you really read and act upon the Child Care Plan reported

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to you by the Child Care Advisory Council.

If you were to complete all these assignments and report back to us at a public hearing, then I would consider you successful at carrying out your mission.

100x



December 4, 1990

PRESENTATION TO GENERAL ASSEMBLY TASK FORCE ON CHILD CARE

Critical Issues for New Jersey's Child Care Delivery System

I am Kathy Ross, Executive Director of Children's Services of Morris County, a child care resource and referral organization that has provided a variety of services to parents, children, the child care community, and employers since 1972.

"Never before in the history of the United States has the issue of child care been so inextricably linked with the state of the nation's economy. Not only does the availability of affordable, high-quality child care affect the well-being of the majority of American families, it affects the bottom line of every business in the nation and, as 45% of the labor force is female, inevitably it affects our ability to compete successfully in a global economy." (Child Care: The Bottom Line, 1988)

New Jersey businesses are facing a growing labor shortage. This reality makes it even more important that every available individual have the opportunity to participate in the workforce. If we accept that challenge, then we need to insure that every high school graduate has the skills to meet workplace expectations; that every parent, whether single or married, have access to quality, affordable child care; and that every child receive the quality early childhood experience, early childhood education, that will enable them to enter the elementary school system eager to expand their knowledge and skills.

A commitment to the above stated challenge forces us as a State to accept the responsibility to ensure that the next generation receives developmentally appropriate care in safe, stimulating, environments with trained, caring adults while parents are at work.

Education does not begin when a child walks into a kindergarten classroom! It begins at birth. The majority of

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WE CARE ABOUT CHILD CARE

young children in New Jersey today are cared for by non-relatives for a significant number of hours each week--with some in child care for 50 hours per week since the age of six weeks!

How many are cared for in programs where there are not enough adults to respond to their individual needs? How many are cared for by so many different staff throughout one year that the children call staff "Teacher" because the names change so frequently? How many are cared for in programs lacking in stimulating experiences, environments, and with staff ill-equipped to understand a child's developmental abilities and needs? How many children survive, with their self-concept intact, with a continued interest in learning, with an understanding that the world is a safe place filled with caring adults supportive of their needs?

What I want to share with you tonight focuses on what we call the "trilemma": The challenge to improve the quality of care, expand it's availability, yet keep it affordable for parents!

Quality Issues:

The National Day Care Staffing Study, reported in 1989, identified five major factors that affect quality in child care:

1. "The education of child care teaching staff and the arrangement of their work environment are essential determinants of the quality of services children receive. Teaching staff provided more sensitive and appropriate caregiving if they completed more years of formal education, and received early childhood training at the college level."

One year ago, the State Department of Education eliminated the early childhood education certification, making it possible for anyone with an elementary education certificate to teach at the preschool and kindergarten level. While this decision met the administrative need to be able to move teachers anywhere within the elementary system, it failed to recognize the dramatic difference in learning styles and cognitive capabilities in children eight years old and younger.

There is a national movement toward "developmentally appropriate practice" not only in programs serving children under the age of five, but within elementary and middle school systems. Our current method of teacher-centered, single-dimentional, rote memorization, paper/pencil

instruction does not encourage the critical thinking, problem solving techniques needed in today's workplace and more importantly in the future economy!

ACTION REQUIRED: REINSTATE THE EARLY CHILDHOOD CERTIFICATION REQUIREMENT FOR PRESCHOOL AND KINDERGARTEN TEACHERS.

2. "The most important predictor of the quality of care children receive, among the adult work environment variables, is staff wages." Better quality centers had higher wages, lower turnover among teaching staff, and better educated and trained staff.

3. "Despite having higher levels of formal education than the average American worker, child care teaching staff earn abysmally low wages."

Early childhood teachers are the second lowest-paid professionals in the USA, with clergy paid even less--however they receive housing, cars, insurance etc as well. "In the last decade, child care staff wages, when adjusted for inflation, have decreased more than 20%."

In Morris County, the average head teacher in a center, with a four-year degree in early childhood education and 2 years of experience earns \$14,331 per year and will probably not receive any benefits other than vacation and holidays! Who can afford to live on these wages? Who can afford to use their talents in a profession that cannot supply a living wage?

4. "Staff turnover has nearly tripled in the last decade, jumping from 15% in 1977 to 41% in 1988." Not surprisingly, the major contributing factor was low wages.

5. "Children attending lower-quality centers and centers with more staff turnover were less competent in language and social development."

These are tough questions that present major challenges if we are truly committed to meeting the basic needs of our young children. New Jersey must insure that every parent have access to quality child care that meets their needs and those of their children. We must see quality child care is an educational investment!

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Affordability Issues:

ACTION: INCREASE FUNDING FOR EXISTING SSBG SERVICES TO REFLECT A FAIR COST OF CHILD CARE.

For both center-based and family day care, three issues must be addressed:

**** Elimination of a statewide single reimbursement rate for child care. Factors that affect cost vary significantly from south to north.**

**** Establish a realistic reimbursement rate based upon a "fair cost of child care".**

**** Adjust eligibility levels to reflect today's state median income, not that of 1982. According to today's eligibility charts, a family of 4 earning approximately 29,000 is eligible for subsidized care. If that eligibility were determined based upon actual 1988 state median income, a family earning \$41,844 would be eligible. When child care costs an average of \$100-125 per week, as it does in the north, there is no safety net for these families.**

Availability Issues:

ACTION: EXPAND CHILD CARE SUPPLY BASED UPON IDENTIFIED COMMUNITY NEEDS

Child care resource & referral organizations like CSMC have a wealth of knowledge regarding local supply and demand, market rates, salaries, the cost of quality, and training needs for the child care delivery system. Based upon identified community needs, the R&R's in New Jersey recognize that the Legislature has the power to remove barriers to the expansion of available child care resources.

For one, zoning regulation has the power to support rather than impede the creation of child care services.

ACTION: THE ASSEMBLY MUST MOVE QUICKLY TO PASS A.3585, THE FAMILY DAY CARE ZONING RELIEF BILL.

This bill has already passed in the Senate, with the sponsorship of Senator Cardinale. It's passage by the Assembly and signing by the Governor will enable family day care providers to legally exist in their communities.

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ACTION: CREATE INCENTIVES FOR PUBLIC/PRIVATE PARTNERSHIPS TO EXPAND AVAILABLE CHILD CARE RESOURCES

These incentives would most likely involve tax incentives for businesses as well as matching grants with state funds for projects to expand child care services. R&R's have close relationships with employers who are willing to invest in the expansion of resources. However, the representative of the general public interest is currently lacking in the funding of initiatives and acts as a disincentive as employers have their first obligation to meeting the needs of their workforce.

ACTION: PROMOTE THE USE OF A FUNCTIONAL COST ANALYSIS, AS ADMINISTRATIVE POLICY, IN THE ASSIGNMENT OF LEVELS OF SERVICE FOR ALL CONTRACT RECIPIENTS

The non-profit community provides a variety of critical community-based services through the grant process. It is crucial that state agencies and the legislature understand that state funding must reflect an appropriate level of service based on the actual cost of the contract. For our businesses to survive, we must follow realistic and sound fiscal practices. In essence, each program must fund all costs associated with that program!

In late October of this year, Congress passed a version of the ACT for Better Child Care, called the Child Care and Development Block Grant. Funds may be used to pay for direct services to low-income families, improvements in quality, and child care resource and referral.

New Jersey is to receive \$14 million in FY 1991. This new funding source creates an important opportunity to address many of the issues raised by myself and my colleagues tonight.

As New Jersey plans for the use of these new funds, it is critical that dollars NOT be absorbed by state government as a means to reduce it's deficits and that allocations reflect local, not regional or statewide issues. Services are best provided at the local level and reported to state departments that have established reasonable monitoring/reporting requirements.

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A planning process needs to be established immediately that will invite creative strategies for use of these funds. New agencies or organizations should not have to be created.

There currently exists a Child Care Advisory Council, appointed by the Governor, that has developed comprehensive child care plans and is knowledgeable about the issues. Additional input must also be sought to insure that the needs of all types of communities--rural, suburban, and urban--are adequately addressed.

Child Care Resource and Referral organizations (R&R's) currently provide many of the recommended services: voucher administration to allow income eligible parents to choose their preferred child care program; consumer education; staff development or training for family day care providers and child care center staff; community collaborations involving businesses, volunteer organizations, educational institutions, child care providers, and parents to positively affect quality, availability, and affordability of child care services.

This new legislation provides a unique and timely opportunity to:

- ** Improve the quality of available child care services through staff salary supports, payment of a fair cost of child care based on "real" expenses, new training opportunities, funding for resource and referral.

- ** Affect the availability of child care services by designating funds for public/private partnerships or incentives for employer participation.

- ** Increase accessibility by new funds for families at or below 75% of the state median income, via vouchers, to apply towards the cost of parent selected child care.

Let us wisely commit these valuable resources to directly support the child care needs of New Jersey's young children.

I thank you for your interest in seeking out the voice of the community and have enjoyed the opportunity to share my thoughts with you.

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New Jersey Child Care Association

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Testimony To: General Assembly Task Force on Child Care

From: Suzanne Jungdahl, Co-President
New Jersey Child Care Association

I am representing the New Jersey Child Care Association of which I am Co-President along with Lee Forrester. Our group represents over 125 child care centers and owners in New Jersey

We feel that an already complex network of child care systems exists in New Jersey. Each of these systems, center based care, family day care, information and referral, and family oriented employee benefits, etc. are essential to providing working parents with comprehensive child care choices. Each of these systems needs to be supported and maintained. I strongly urge you to examine these options and look for avenues of improvement and expansion within existing systems, and investigate the actual supply and demand before creating new delivery systems.

We feel that the child care "crisis" is a limited one in New Jersey. It has been reported that a shortage of quality, ~~along with~~ ^{affordable} infant and toddler care exists. Also, there is a shortage of care in many of New Jersey's urban areas. This especially affects the families at or near the poverty level, as well as the working poor. Many areas are also experiencing a shortage of before and after school programs. All of the shortages appear to be in pockets and causing hardship for specific groups, not the general pre-school population. There does not appear to be a crisis for childcare services for three and four year olds in most locations. We have seen child care services for three and four year olds become competitive over the last several years.

All of us who are interested in addressing the child care problems want to see whatever resources available devoted to areas with the greatest need. We are all facing a time of fiscal austerity and cannot afford to misuse the already scarce resources, or to upset the delicate balance of our current child care delivery system.

We are all part of this system where we work to provide quality, affordable child care, and we must all be part of the solution.

Thank you.

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NEW JERSEY STATE PUBLIC AFFAIRS COMMITTEE

Statement of

The New Jersey State Public Affairs Committee Appointee of the National Council of Jewish Women to the New Jersey Child Care Advisory Council

To the

General Assembly Task Force on Child Care December 4, 1990

Good evening. My name is Elaine Koss. You may be wondering why I, a member of the National Council of Jewish Women, and someone obviously long past having a need for child care services, came to speak to you tonight.

It is both because of NCJW's long history of involvement in child care and my long history of needing quality child care during my professional life that motivates my appearance.

In 1971 NCJW published the first definitive study on child care called Windows on Day Care: In the introduction it is stated that "hopefully the findings in this study will help spur day care action at the national, state and local levels" as there is a dire need for these services. Today, eighteen years later, the need has changed from dire to critical as so dramatically portrayed recently by the Fernandez case, and by the need of the thousands of parents here in New Jersey whose every day situations do not make the newspaper, but whose concern for the safekeeping of their children is not being met.

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NEW JERSEY STATE PUBLIC AFFAIRS COMMITTEE

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The need for day care continues to increase daily as mothers with young children enter the labor force in unprecedented numbers and work longer hours and longer weeks. It is Family Day Care -- non-parental child care provided in the home of the caregiver -- that is thought of as the most convenient, affordable and popular child care option available to those parents.

One of NCJW's current activities in the child care field is entitled the National Family Day Care Project, which is being conducted in conjunction with the Bush Center in Child Development at Yale University. In this study it is stated that: "As the demand for day care grows and more children spend more time in non-familial settings, it becomes imperative that we systematically develop a supply of high quality, affordable child care services. Investment in the training and support of family day care providers would seem to be the most cost-effective solution to the problem".

In line with these conclusions I would strongly urge the Assembly to:

1. Expediently bring to the floor, and favorably vote on, Assembly bill No. A3585, the companion bill to Senator Cardinale's Child Care Bill No. S1595 to permit the establishment of registered child care homes for up to five children in residential areas, and which should serve to remove many of the zoning obstacles which now limit the expansion of family day care.

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NEW JERSEY STATE PUBLIC AFFAIRS COMMITTEE

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2. To provide for the establishment of Resource and Referral Agencies in all 21 counties in New Jersey, and to conduct an extensive campaign to publicize these agencies so that child care consumers will avail themselves of this free service to learn of accessible registered family day care providers.
3. To develop strategies for recruiting and assuring the supply of high quality, well-trained family day care providers.

On behalf of the 10,000 NCJW members and their families in New Jersey I would like to express my appreciation for this opportunity to address you on child care and to applaud your efforts in vigorously promoting quality, accessible, affordable child care for all children in our state.

Established in 1893 the National Council of Jewish Women is the oldest Jewish Women's organization in America. NCJW's 100,000 members and their families in 200 sections nationwide, are active in the organization's priority areas of children and youth, women, the aging, constitutional rights, Jewish life and Israel. NCJW is the largest affiliate in the 1,000,000 worldwide organization -- the International Council of Jewish Women.

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Community Coordinated Child Care

Passaic County Child Care Coordinating Agency

262 Main Street, Paterson, New Jersey 07505 • Phone: (201) 684-1904

State of New Jersey

General Assembly

Task Force on Child Care

Public Hearing

December 4, 1990

Testimony

Mary Ann Mirko, Executive Director

Passaic County Child Care Coordinating Agency, Inc

The Northern Regional Resource Center for Child Care

Good evening, Assemblywoman Ford and members of the Task Force. I am Mary Ann Mirko, Executive Director of Passaic County Child Care Coordinating Agency, The Northern Regional Resource Center for Child Care. On behalf of the child care community in the Northern six counties, I want to express our deepest appreciation for this public hearing. We are looking forward to the results of this hearing.

DESCRIPTION OF THE AGENCY

The Northern Regional Resource Center is part of the State of New Jersey Resource and Referral System, which was established in 1986 to provide comprehensive child care development and information services to parents, child care providers, employers and the general public. The Resource Center is located in the offices of Passaic County Child Care Coordinating Agency (4C's). We are a multi-service child care agency. Last year we had over 27000 calls from parents seeking child care or information about their child care options. I speak tonight not only as the Director of an agency and as a member of the State Child Care Advisory Council but also as a working parent of five children.

4C's Mission

Our Mission at 4C's is to assist providers in providing quality child care that is both available and affordable for parents.

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RECENT 4C'S ACTIVITIES

Mini Child Care Center Consortium - last year 4C's created a new licensed capacity of an average 26 child care slots per grantee, which extrapolates into a total of 676 available slots accessible to families across the state. Already it has been documented that 447 slots are being utilized. It is also documented that 676 new slots were created by the 26 grantees each receiving \$7,500. This represents a cost of \$407 per newly created slot over the life of the grant. Although this project was cost effective and refunded the dollars have been frozen and we could not continue even though we have a total of seven approved grantees and close to 60 possible grantees in the pipeline.

Family Child Care Registering agent - 4C's registered in Passaic (216 Homes), in Hudson (190 Homes) and in Sussex (26 homes).

REACH or JOBS - 4C's counsels all welfare recipients enrolled in the REACH or JOBS program on child care options in two counties Hudson and Passaic.

Child Care Plus - 4C's is developing the enhanced care for Group 3. This is a child care research demonstration.

School Age Child Care - 4C's has developed coalitions and new programs for school age children throughout the six northern counties.

Special Needs Child Care - 4C's is developing coalitions to assist centers and home child care providers to mainstream special needs children.

None of the above programs are funded at a level where they can really make a difference.

4C's recently surveyed the parents that we had serviced in the past month. The following are the results.

- 54% No vacancies - no care available
- 34% Cost of care was prohibitive
- 10% Put names on a waiting list
- 2% Did not answer

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RECOMMENDATIONS FOR ACTION

The Northern Regional Resource Center recommends the following actions to be taken by the Government of the State of New Jersey.

1. Make child care for children our #1 priority in the state.
2. Provide the increase in funding to enable Resource and Referral agencies to develop new child care resources in the manner in which they were intended.
3. Develop the resources to provide all children in New Jersey with a safe, nurturing environment while their parents are working or in need of child care.
4. Develop a voucher system where low income parents can choose the type of regulated care they want for their children and receive subsidies no matter where they live if they qualify.
5. Provide support for a review of the full cost of care of child care programs and services in New Jersey.
6. The following issues need to be addressed: the professional issues of staff compensation, early childhood teacher certification, training opportunities, and school age child care regulations.

CLOSING REMARKS

In closing, I again offer the assemble thanks from the Northern child care community for this hearing. Passaic County Child Care Coordinating Agency offers its assistance in working with the legislature, the departments of human services and community affairs and the entire child care community to address and to meet the needs of our children and their families.

113X



Community Coordinated Child Care

Passaic County Child Care Coordinating Agency

262 Main Street, Paterson, New Jersey 07505 • Phone: (201) 684-1904

NORTHERN REGIONAL RESOURCE CENTER FOR CHILD CARE

COUNTY	TOTAL CHILDREN UNDER 13 YRS MOTHERS ARE IN THE WORKFORCE	TOTAL NUMBER OF SLOTS FOR CHILD CARE
BERGEN	102197	13465
HUDSON	71457	5836
MORRIS	NO DATA	8000
PASSAIC	64200	8619
SUSSEX	20333	1554
WARREN	7667	1675

THE TWO AREAS THAT HAVE THE MOST CRITICAL SHORTAGE ARE
INFANT/TODDLER CARE AND SCHOOL AGE CHILD CARE.

WHO IS MINDING THE CHILDREN? WE HAVE FOUND IN MANY CASES IT IS
THE CHILDREN THEMSELVES OR OLDER BROTHERS AND SISTERS,
WHOSE AGES ARE BELOW 13 YEARS.

WE WILL NOT BE ABLE TO BUILD ALL THE JAILS WE NEED IN THE
FUTURE. OUR SLOGAN SHOULD BE CHILD CARE NOT JAIL CARE.

IT IS FAR CHEAPER TO INVEST EARLY IN QUALITY CHILD CARE THEN LATER
IN PRISONS.

114x

Wilbert Mitchell, Executive Director

**Respond, Inc.
532 State Street
Camden, New Jersey 08102
(609) 365-4400**

To:

**General Assembly Task Force
On Child Care**

December 4, 1990

115x

New Jersey State Library

Good evening.

My name is Wilbert Mitchell. I am Executive Director of Respond, Inc., a human service agency in Camden County and a major child care provider in South Jersey. Our agency provides care for over 500 children ranging in age from birth to school age. I am the past Chair of the New Jersey Child Care Advisory Council, a member of the Child Care Policy Development Board and the Child Care representative on the State Human Service Advisory Council.

I am pleased to see the Task Force on Child Care take an active interest in New Jersey children by sponsoring this public hearing.

Unfortunately it may be the negative publicity child care has been exposed to recently.

But, however I am here this evening to share what I consider concerns or problems relating to the care of young children.

I first must bring to your attention the existence of a child care plan for the children of New Jersey which was published in 1988 presented to Governor Kean and distributed to members of the Senate and Assembly. Each year thereafter the plan has been updated and presented to our legislators.

The plan was developed with the assistance of DYFS, Division on Women and DHS personnel as well as members of the only State mandated child care body, The New Jersey Child Care Advisory Council.

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In our plan we address such issues as Availability, Affordability,
and Accessibility

Quality of Care

Child Care Regulation

Subsidizing the Child Care System

Child Care: The Profession

Parental Role and Responsibilities

Meeting Families' Unique Needs

We made recommendations for implementation of the issues along
with a fiscal agenda.

The Council through its legislative Action Committee has actively
supported legislation addressing our issues and concerns. At
current we are tracking many child care bills which address:

Tax credits for employees

Funding for child care facilities through loans and grants

The establishment of an Office on Child Care

An appropriation to DYFS for child care subsidies and child
care center salary increases

Zoning restrictions on Family Day Care Homes

Funding for school age child care programs

This is only a small sampling of the Bills addressing our concerns.

In closing I urge this task force to support the work of the
Council, and to address the issues this body of child care
professionals have developed.

*Attached you will find a list of what my agency considers emergent
problems in child care.

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Emergency Problems

1. Exorbitant Insurance Costs
2. Under Market Reimbursement Rates
3. Low Salaries
4. Inadequate Funding for Facility Infrastructure
5. High Turnover of Staff
6. Expansion of Subsidized Child Care Slots
7. Inadequate or No Benefits
8. Difficulty in Meeting Increased Minimum Wage
9. Need for Additional Subsidized Infant Slots
10. No Regulation for School Age Child Care
11. Need for Capital Funding

12/4/90

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