

NJ  
10  
C536  
19906  
v.3

PUBLIC HEARING

before

GENERAL ASSEMBLY TASK FORCE ON CHILD CARE

"To focus on the needs of parents and other consumers  
of day-care services that can be addressed by the  
Legislature and the Executive Branch"

March 25, 1991  
First Steps for Kids  
Day-Care Center  
Totowa, New Jersey

MEMBERS OF TASK FORCE PRESENT:

Assemblywoman Marlene Lynch Ford, Chairman  
Assemblyman Joseph A. Mecca

ALSO PRESENT:

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

\*\*\*\*\*

Hearing Recorded and Transcribed by  
Office of Legislative Services  
Public Information Office  
Hearing Unit  
State House Annex  
CN 068  
Trenton, New Jersey 08625

New Jersey State Library



LEGISLATIVE SERVICES  
COMMISSION

SENATOR  
JOHN A. LYNCH  
*Chairman*



New Jersey State Legislature  
OFFICE OF LEGISLATIVE SERVICES

STATE HOUSE ANNEX, CN-068  
TRENTON, NEW JERSEY 08625-0068

ALBERT PORRONI  
*Executive Director*  
(609) 292-4625

GLENN E. MOORE, III  
*Director of Central Staff*  
(609) 984-4811

ELEANOR H. SEEL  
*Section Chief*  
(609) 292-1646

SENATE

ROBERT E. LITTELL

LEANNA BROWN  
LEONARD T. CONNORS, JR.  
MATTHEW FELDMAN  
HENRY P. McNAMARA  
CARMEN A. ORECHIO  
LAURENCE S. WEISS

GENERAL ASSEMBLY

BYRON M. BAER  
WAYNE R. BRYANT, ESQ.  
JOSEPH V. DORIA, JR.  
JOHN PAUL DOYLE  
CLARE M. FARRAGHER  
NICHOLAS R. FELICE  
CHUCK HARDWICK  
WALTER J. KAVANAUGH

## NOTICE OF PUBLIC HEARING

The General Assembly Task Force on Child Care will hold a public hearing on Monday, March 25, 1991 beginning at 7:30 P.M. at the First Steps for Kids Day Care Center, 785 Totowa Road, Totowa, N.J. 07512

The hearing will focus on the needs of parents and other consumers of day care services that 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.*

Issued 3/13/91



# TABLE OF CONTENTS

	<u>Page</u>
David J. Harris, Jr. Chairman New Jersey Child Care Advisory Council New Jersey Department of Human Services	2
Miriam Cortes Early Childhood Latino Professionals Camden County, New Jersey	4
Alice Jane Loewrigkeit Director WYSOWL Nursery School Early Childhood Education, and Wyckoff Family YMCA	11
Catherine Miller Merchant Single Mother	12
Mary Mooney Mother	17
Mary Ann Mirko Executive Director North Jersey Community Coordinated Child Care Agency, Inc.	23
Karen N. Nemeth Single Mother and Former Child Care Provider	32
Geralyn Hunter Single Mother, Day-Care Teacher, and Employee of Passaic County 4C's	43
Belinda Gaddy Single Parent	46
Anna Arlington Executive Director First Steps for Kids	58
<b>APPENDIX:</b>	
Letter plus attachment addressed to Honorable Marlene Lynch Ford from David J. Harris, Jr.	1x
Various materials submitted by Mary Ann Mirko	5x

\*\*\*\*\*



ASSEMBLYWOMAN MARLENE LYNCH FORD (Chairman): I think we are going to get started. This is the third hearing of the Assembly Task Force on Child Care. We were organized by resolution of the Speaker of the General Assembly, who requested that I Chair this Committee and go around the State, as best we could, and try to get testimony from people about what the needs are in the State of New Jersey with regard to child care.

The first hearing we had was in December, and we heard from a lot of people who are involved with State agencies dealing with child care. Our second hearing was in February. Is that right, Norma?

MS. SVEDOSH (Committee Aide): Yes.

ASSEMBLYWOMAN FORD: At the February hearing we heard from several providers of child care. It occurred to me, and the reason I was particularly looking forward to the hearing this evening-- I haven't heard too much from people who are the consumers of child care services, or who are involved at that level from the perspective of parents. I know there are a couple of people this evening who are actually looking at this from the consumer end of the child care services spectrum, and I am looking forward to their testimony this evening.

With me is the hometown Assemblyman, Assemblyman Joe Mecca, who represents Totowa, and lives in Totowa, and who is joining us on the Committee tonight to help us in listening to what you have to say and will help us in formulating our recommendations to our colleagues in the Legislature.

Joe, is there anything you would like to say by way of introduction?

ASSEMBLYMAN MECCA: No. Why don't we just get started?

ASSEMBLYWOMAN FORD: Okay. I would like to start off with Mr. Harris, if you don't mind. He is the Chairman of the New Jersey Child Care Advisory Council, a governmental agency from the private sector which is advising us, and a frequent visitor at our hearings. Mr. Harris?

ASSEMBLYMAN MECCA: You may sit down, if you wish, Mr. Harris.

D A V I D J. H A R R I S, JR.: Thank you. First, let me express my appreciation, Assemblywoman Ford, for your hard work, and the members of the Committee, for having these hearings around the State. It has been a major effort, and the Child Care Advisory Council would like to express its deep appreciation for your work. We would like to spread a letter on the record which essentially announces the New Jersey Child Care Advisory Council's major event, which will be the New Jersey Child Care Unity Day, on Friday, April 12. We have selected the distinguished Select Committee on Child Care of the Assembly to be honored on that day, when 600 parents, providers, and advocates of child care will gather in New Brunswick for the major event for the State of New Jersey for the Week of the Young Child.

So we would like to express to you, Madam Chairwoman, our sincere appreciation. We look to have you there for the annual legislative breakfast and reception, and to stay to hear the remarks of Governor Florio on his visions for children in New Jersey. The Honorary Chairperson is Lucinda Florio, who has a very strong record on literacy issues and support for families in the State.

It will be our great honor to receive you in New Brunswick. We appreciate everything you have done so far, and I am sure you will go forward in terms of making a better system in New Jersey. Right now, we have a very strong series of patches, pieces of child care here and there. Your work will help us to make a very strong quilt out of these patches.

We want to be very clear that the parents, who are the recipients of these services, are a very important link in this process. We commend you again for making sure that there is a special night to hear from parents. We will continue to be mindful. We had a short note from our parents about the long

time they had to wait on our waiting list -- the long waiting list, the lack of care, the paucity of slots for children under 30 months of age, the problems of the toilet training issues, and some children being arbitrarily dismissed from day-care centers because they cannot control their waste. These were some of the issues that were brought up by our parents in preparation for my testimony tonight.

We are serving too few children under the age of three years. In some cases, parents are not given the proper access to the centers, even though it is a law in New Jersey. It is part of the regulations that the parents can be anywhere their children are, without regard to who is caring for them. We want to encourage them through this process and through the process of the licensing procedures in the State, that parents are always welcome in the centers, wherever their children are being cared for. It is a requirement under New Jersey statutes that parents must have access.

We also would like to say that we would get more services for young children if we had additional facilities -- money available to provide the institutional to-use group. Those services are greatly needed. Parents are sitting and waiting for services, or they have their children in situations they are uncomfortable with, because they cannot find either center-based situations or registered family day-care homes that meet the standards they desire. So they are taking chances. They also need support for their children who are of school age; the before-school care in the morning, the care in the afternoon, and the summer camp program, so they don't have to wait for the 3:00 call on the job and be very unproductive until they hear from their children.

I will reserve the balance of my remarks in favor of hearing from the parents tonight, Madam Chairwoman. Again, please accept my deep appreciation on behalf of the New Jersey

Child Care Advisory Council for this very excellent job you have done, along with your members.

Thank you very much.

ASSEMBLYMAN MECCA: Thank you.

ASSEMBLYWOMAN FORD: Thank you. By the way, as you come in, there is a sign-in sheet right by where Mr. Harris is standing. If anyone has not signed in who wishes to testify, please let us know by signing in on that sheet now.

Is Miriam Cortes here? (affirmative response from audience) Okay. I decided that since you came from Camden, we better take you first.

ASSEMBLYMAN MECCA: There are a few seats up front here, if anyone wishes to come up.

M I R I A M C O R T E S: Good evening, Assemblywoman Ford and members of the Task Force. My name is Miriam Cortes, and I am here on behalf of a group of Latino early childhood professionals in New Jersey. I want to express our deepest appreciation for this public hearing. We are aware that this is the last of a series of three hearings to hear the voices of concerned parents, professionals, and organizations on the subject of child care throughout the State.

The following testimony is presented to emphasize the need for all children to receive the best possible care, preparation, and cultivation as early as possible.

According to the New Jersey Child Care Advisory Council, 45,000 children between the ages of three and five live in families which have incomes below the poverty level. We are here today to highlight the fact that the Latino child represents a disproportionate percentage of the children and families below the poverty level.

In the State of New Jersey, the number of available child care slots has not kept pace with the demand, mostly because the child care business sector and the government have not kept pace with our increasing needs. More disconcerting is

the fact that the child care needs of the Latino child are often unaddressed.

We are advocating for the increase of bilingual/multicultural child development child care options that will serve to foster the development of positive self-images, positive social attitudes and behavior, and ultimately positive attitudes toward our institutions. This increase of bilingual/multicultural child development programs will be instrumental in beginning to address other Latino community problems, such as the high rate of high school dropouts, drug abuse, health care, and other societal problems in which the Latino population represents the highest percentages.

In addition, we would like to see bilingual/multicultural education move in a two-way direction. It is our hope that English-speaking providers get turned on to bilingual/multicultural education and start developing programs that permit the mutual exchange and growth of diverse cultures. The programs we are seeking are a step towards unlocking the child's self-respect and, at the same time, laying the base for entering unfamiliar ground.

Presently, child care services rendered to meet the needs of the Latino community are very limited. There are 2200 licensed child care centers in the State of New Jersey; 220 of those licensed programs received funding from Social Service Block Grants -- SSBG. There are 11 SSBG programs that provide bilingual/multicultural programming to meet the particular needs of the Latino child. A brief analysis conducted by some colleagues indicated that only 672 Latino children are enrolled in those 11 programs, and that there is a waiting list of 1246 Latino families for these slots. Based on all the information gathered, it is estimated that at least 3000 families applied for services via telephone calls or personal visits to the

programs without filling out an application, due to the length of the waiting list.

In the past, the dominant society has put aside the particular needs of Latino children in an attempt to mainstream them. Obviously that has not been effective. It has been demonstrated by research that poor performance is to be expected when instructional methods and materials used in the classroom have not been experienced by the children in other settings. However, the same poor performers succeed when materials and methods are consistent with their experiences.

It follows that government policymakers and educators have the responsibility of acquiring knowledge about minority experiences and using this knowledge to improve the educational possibilities for minorities, and to demonstrate respect for minority human rights. This responsibility is a challenge that needs to be met by all individuals and professionals involved in the education of the young child.

The Latino child has the same basic abilities which all young children have -- an active body and inquiring mind -- plus his/her own variety of enthusiasm, energy, and excitement. However, instead of going into a learning situation which capitalizes on what he/she brings to it, the child is often met by a learning climate which maximizes the child's weaknesses and minimizes his strengths. People in general -- regardless of ethnic origin or age -- rarely develop effective learning traits when their strengths are ignored and their weaknesses highlighted. Yet, this is precisely the pressure brought to bear on the Latino child whose ability in English is low or nonexistent. It takes more understanding than most Latino children possess.

The dual demand of learning a new language -- in this case English -- a different set of cultural values, and other subject matter in addition to their own, is an unreasonable one. Unless many of these children are given learning

opportunities which are reasonable and in keeping with their age-appropriate capabilities, they come to feel that the problem lies with them, not with the programs. The beginning of the school failure syndrome starts when we impact on these children negatively, affecting their self-esteem. The ironic and tragic part is that most of these children are ready to partake in the learning process, but are discouraged from doing so because of this dual demand of language and cultural values as a prerequisite to learning.

Early childhood programs have come a long way since the issue of providing or not providing child care. This has been proven by the increasing number of parents seeking some kind of child care for their children. The issue now appears to be what components will create the quality care programs suitable for parents and children and how we can provide them, as well as what to expect from them.

Although the child care issue is of interest to many groups, we are focusing on the particular issues for the Latino community. Our parents have different expectations and needs for child care services. Our mothers, who traditionally have been the main caregivers of young children, now are forced to join the labor force due to their socioeconomic situation. According to the U.S. Department of Labor's Women's Bureau, it is expected that Latino women will account for about 13% of the increase in the total labor force by the year 2000. We need to ensure that there are adequate child care providers for Latino families, who place their trust in institutions that will respect and contribute to the well-being of their children and families.

Our children and families have a great need for responsive programs considering that:

- 1) The need for child care services is increasing throughout New Jersey and it seems to prove inadequate for our Latino community.

2) At the present time there are only 11 full-day bilingual programs that are addressing the particular developmental needs of the Latino child.

3) The immeasurable value of stimulation and proper care for children during the formative years.

4) Children of poor, nonworking mothers too often do not obtain the best stimulation and care.

5) Children are best adapted to learn and become proficient in English and Spanish languages and cultures.

6) Bilingualism and biculturalism have the potential to produce a better informed and better adjusted citizen.

7) The lack of opportunities for the Latino community will have negative repercussions that will affect society in general and will be a burden for the State of New Jersey.

For the well-being of our State, cultural diversity must be valued and understood. Cultural differences become apparent when individuals are faced with demands to perform which are inconsistent with their cultural experiences. We should respect cultural diversity, not demand conformity. Therefore, we ask that this Task Force, in order to meet the needs of the Latino child, recommend:

1) The development of focus groups that will provide parents the opportunity to define quality.

2) That any State or Federal money allocation ensure the expansion capacity of those 11 SSBG programs already in existence, as well as generate new capacity for bilingual/multicultural programs.

3) The promulgation of regulations to ensure that any opportunity for staff training with State funding is developed and implemented in such a way as to include the cultural, sociological, and linguistic aspects of the Latino child and his/her family. Training should be provided in English and Spanish.

4) The development of a mechanism at the Governor's Office level to target the issues of the Latino child and have the power to impact on changes.

5) An increase in funding needed to expand the network of Spanish-speaking family child care providers who seek voluntary registration.

6) The promotion of the linkage of bilingual/multicultural programs with the public school system in order to address the consistency and continuity of care necessary in providing a comprehensive educational program and a culturally-sensitive transition that will begin to ensure a better education for our children.

Thank you, Assemblywoman Ford and members of the Task Force, for this opportunity to address you this evening, for your attention to my testimony, and for your future actions on behalf of New Jersey's Latino children and their families.

ASSEMBLYMAN MECCA: Thank you.

ASSEMBLYWOMAN FORD: Thank you, and thank you for coming such a long distance. I think you are the first person to address the particular issue of the need for bilingual services. We appreciate your making the effort to come and take part.

ASSEMBLYMAN MECCA: Do you see much progress in this area right now? Have you seen it grow and become better, or is it stagnant?

MS. CORTES: I think we need to become more conscious. I see that in the professional field -- more toward multiculturalism than bilingualism.

ASSEMBLYMAN MECCA: How about programs where there is early childhood development, say, in the schools? Around here we have William Paterson and other schools. Are they encouraging those students -- those college students -- who will then go into kindergarten and pre-K -- into day care -- to

take two languages, to learn Spanish, so they will be able to deal with the Latino community?

MS. CORTES: It is hard to tell. I don't think many of the programs have developed the opportunity for a student to create that in this State. We did do some research on some colleges and community colleges which would provide that opportunity, and there were not that many.

ASSEMBLYMAN MECCA: So there is a need there, too?

MS. CORTES: There is a need there, too, yes.

ASSEMBLYMAN MECCA: Okay. That was a very good talk you gave. Perhaps we could share this with some of the college presidents around the State who are preparing young men and women to enter this field and to teach students who will increasingly need the bilingual facility.

MS. CORTES: Definitely, that is the way to go.

ASSEMBLYMAN MECCA: Thank you.

ASSEMBLYWOMAN FORD: Do you want to say something else?

ASSEMBLYMAN MECCA: Just, is there anyone standing out there who wants to come inside? We have a few places. Okay.

ASSEMBLYWOMAN FORD: I am going to defer to Assemblyman Mecca. As I said, this is his home district, and I know he has quite a few people here, who may or may not be testifying. So, why don't you--

ASSEMBLYMAN MECCA: Okay. First of all, welcome, all who have come out to First Steps for Kids. We are the host today as the Assembly Committee, but our real host is Anna Arlington, who is the Director of First Steps for Kids, with Joanna Damiano. Anna's background has been as a professional in child care and in day care, and in kindergarten programs and preschool programs. I believe this is one of five schools, or six schools that she has been involved in. She had other schools here called the Pumpkin Patch, the Little Pumpkin Patch. She ran an on-site corporate day-care facility in Woodbridge for the Prudential Corporation, and was involved in

other local and area day-care facilities. I don't know how many years experience she has, but I would venture to say about -- since you were 17 years old, right? (affirmative response from audience)

Joanna Damiano joined her in the business back, I think, in 1985, and has been operating this facility with her for the last -- two-and-a-half years? (affirmative response from audience) It is a very successful program here.

In addition, both have been -- but mostly Anna -- involved with a program called "Cops for Kids." It is a preschool and after-school program for children known as "latchkey" children, those who have parents who work all day and need the program before and after school. I understand it is quite successful and works in conjunction with the Police Department here in Totowa. If it were not for Anna's perseverance, it would have been something that the town fathers may have ignored. There is a definite need for it, even in suburban communities -- especially in suburban communities. It was through Anna's efforts, and the efforts of others involved on a committee, that made it a reality.

Also here with us this evening-- I don't know all of the faces, but Roger Wood is here from Magic Years. Roger has been operating that facility as long as I can remember, probably about 13 years now? (affirmative response from audience) Thirteen years, with his wife. I hear only good things about the preschool there.

In addition, I should tell you that Anna Arlington and I go way back. We were friends in kindergarten, which is 30 years ago. With us tonight we have a very special treat, our kindergarten teacher, whom I have not seen in 30 years, who has come to talk about day care. Her name is Alice Jane Loewrigkeit. Where is she?

A L I C E J A N E L O E W R I G K E I T: Right here.

ASSEMBLYMAN MECCA: There. I had not heard from Ms. Loewrigkeit in 29 years, except I received a phone call from her last year. I was very surprised to hear from her, and very pleased to hear from her. Now I am glad to see her here tonight. She is President of the Bergen/Passaic Chapter of the NJEYC?

MS. LOEWIRIGKEIT: The NJAEYC -- New Jersey Association for the Education of Young Children.

ASSEMBLYMAN MECCA: And Director of Child Care Services at the Wyckoff Family YMCA.

Also here tonight -- speaking of Wyckoff -- is a friend of mine, someone I have known for about five years, Catherine Miller Merchant, who uses a facility in Wyckoff. I hope she will share some of the experiences she has had, especially relative to costs for day care in the Bergen County area. She is a single mother with extraordinary costs for a child who is going to be, I guess, a year and five months, on the 26th. Is that correct?

CATHERINE MILLER MERCHANT: Yes.

ASSEMBLYMAN MECCA: Okay. Her name is Tavia. I thought we would have just a little break here to introduce a few people. My staff is here, and I thank them for taking care of the chairs, tables, cookies and coffee, and setting up this whole operation, and also the staff from Trenton.

Why don't we continue? Please allow it to be an open forum for those who really want to express their feelings about day care. Assemblywoman Marlene Lynch Ford is very interested in what you have to say, especially from your perspective as consumers and those dealing directly with consumers. If there is anyone here from an agency standpoint, or a State standpoint, of course you are welcome to speak and to add what you can. But the third part of this series was designed to hear directly from those who have day-to-day interaction with the day-care community.

Thank you.

ASSEMBLYWOMAN FORD: We want to hear from Catherine next.

ASSEMBLYMAN MECCA: Oh, good.

ASSEMBLYWOMAN FORD: Are you all set?

ASSEMBLYMAN MECCA: Yes, okay.

MS. MERCHANT: I am not really prepared in any way. I have nothing written. I didn't know what to expect.

ASSEMBLYMAN MECCA: Why don't you tell us about your experience with day care?

MS. MERCHANT: I can tell you the story--

ASSEMBLYWOMAN FORD: Catherine, as Joe said, part of what we are doing here is trying to get testimony from people about their own experiences with day care. We have been hearing from a number of day-care providers and people who administer day-care programs and day-care activists. My concern was that we were not really hearing from the people who are writing out the checks or, you know, dropping the kids off at the day-care centers. That is really what we want to hear.

So, you can help us out a great deal if you will just fill us in on some of your experiences, and maybe just, from your perspective as a parent who uses day care, what you see as some of the problems.

MS. MERCHANT: Okay. I became a single parent when my daughter was about eight weeks old. I had no job. I was not expecting to be a single parent, so I had given notice at my job when I got pregnant. I said, "I am not coming back. I am going to be a stay-at-home mom." So I had no job to go to. I had been out of work for almost a year and I had to quickly find a job, and find a day-care center for my daughter, all at the same time.

I really didn't know where to look. I started with the Yellow Pages, and they referred me to some centers in Bergen County. I explained to them where I lived, and they said, "Oh, try this day-care center," which was, like, 40

minutes away. "Try this day-care center." I said, "No, that is not the area I live in." They were not helpful at all to me.

I started calling the Y's, and I think I called your place in Wyckoff. There were no openings at all. My daughter was only eight weeks old, and a lot of places said they wouldn't take children until they were toilet trained. They would not take her until she was at least two-and-a-half years old. They only took part-time children, and I had to get a full-time job.

I found a wonderful place, I must admit, in Wyckoff -- the Childhood Learning Center -- but it cost me \$830 a month, which is more than my rent. If I was not getting child support from my ex-husband, I would not be able to afford that. Even so, it was still a large outlay on my part.

I went around to quite a number of day-care centers, all the way from Montclair up through Wanaque, so I really covered the area. As it is now, I travel about an hour between my house-- To bring her to school and back to my job is an hour, round trip. But from some of the centers I saw-- I would not feel comfortable leaving her some other place that maybe was only \$300 or \$400, but maybe had two teachers in a room with 20 children, or didn't have equipment, or didn't have cribs.

I went to one place in Montclair. I happen to work in Montclair, so I said, "Great. This place sounds terrific here in Montclair." The hours were 8:30 to 5:30, which meant that if I were in a meeting at 5:00, I would have to leave the meeting to go get my daughter. That would not enhance my career. If you were five minutes late, they said you had to pay \$15 extra. If you were 10 minutes late, it would be \$25 extra. The price of the day-care center was \$760 a month, and they were still saying, "You will have to pay extra if you are five minutes or 10 minutes late." They didn't understand the parents. They didn't understand what we were going through.

I can tell you some complaints and some other things I saw. Besides the price of what I am paying per month, I have a problem with days off. There I was, I got a new job, I had no days off. I didn't even get a sick day for six months, or I would lose pay. All of a sudden, you know, there was Christmas week, there was Easter, there was Good Friday -- all these days off. What do I do with my daughter?

ASSEMBLYMAN MECCA: You mean the center has the days off?

ASSEMBLYWOMAN FORD: The center closes.

MS. MERCHANT: Yes, the center closes the whole week of Christmas, the last week in August. I think they are off 12 holidays in-between -- Martin Luther King Day, Good Friday-- You name it, they're off. What do I do? I don't even have that much vacation time, you know, so I think they should always have a skeleton staff on hand of some sort for those working parents who do not have those days off to spend with their children.

I had to drag her into work a few times, which was a disaster between the computers and the wires and everything else. I mean, it's been a zoo.

ASSEMBLYWOMAN FORD: We have heard from some corporations which do not provide primary day care, but provide almost like a backup secondary day-care situation for just that type of thing where there is a fall-through.

MS. MERCHANT: That would be ideal. If she is sick, that's enough. I have to stay home when she is sick. But to put vacation on top of that is just, you know, absurd.

What else can I say? Where she is now I think is wonderful. I am thrilled with it. I don't know if it is worth \$830 a month, but how can I put a price tag on it? My daughter is healthy; she is happy; she enjoys it there. She wants to go to school. You know, what can I do?

ASSEMBLYMAN MECCA: What do you see in the future for her? She is 17 months now?

MS. MERCHANT: She is 17 months. She is very, very bright, so she is moving up the grades quickly. The school she is in goes up to kindergarten, so it is a natural progression into kindergarten. Then I don't know what I am going to do, because I am going to have to worry about the latchkey or after school. But, I like it where she is. They are very good. They are wonderful. They have a full-time nurse on staff, which most day-care centers do not have. If they don't have a full-time nurse, you don't know who is administering medicine to them. It is very important that you check a place out to see that it has a full-time registered nurse. That was the only one I found out of all the places I went through that had a full-time nurse.

They teach them there. I know you were talking about bilingual. At this school, they have French teachers come in to teach them French. They teach them dance, violin. They have wonderful activities. They are very clean. They provide all the equipment. One other place I went wanted me to buy my my crib, my own playpen, my own high chair, my own stroller. I mean, right there the initial outlay on top of the costs of the program was exorbitant. I didn't even have a job yet, and I needed another paycheck. It was kind of frantic there for a while on my part to find a place.

ASSEMBLYWOMAN FORD: Some of the people who have testified in the past talked about the salaries of day-care workers and the fact that sometimes the people who work have teaching certificates and degrees and so forth, but they come into the jobs at \$4000 to \$6000 less a year than an entry level teacher, you know, around here.

MS. MERCHANT: Yes, and it is a big responsibility. At the place where she is now, I think the people should make double whatever they make, because they really love the

children -- you can see it -- and the kids love them back. I went to one place and they were all teenagers, all young kids. I said, "What has been their experience?" And they said, "Oh, well, they took an adult school course in child care, so they have their certificate." "But what is their experience with babies and children?" They had none. So I left there quickly, because you want someone who will try to take your place as a mom, to be there and interact as a mom with your child. You are not going to get that from a teenager who took a summer course on child care.

ASSEMBLYMAN MECCA: Are you satisfied with the amount of students per teacher?

MS. MERCHANT: Where I am, yes. I think the State says it has to be four to one, or five to one, and mine was one or two below that. That, of course, is probably why I am paying more, too. But there were some where there were maybe two teachers in a room full of children. They had no control. There is no way they could change every child's diaper in time, or give them each a bottle. There was just no way.

ASSEMBLYMAN MECCA: Thank you, Catherine.

ASSEMBLYWOMAN FORD: Thank you.

We heard from Joe Mecca's friends, so now you are going to hear from my friend, Mary Mooney, who when she heard I was chairing this hearing commented, "Why did they pick the single one with no kids?" We are very good friends, going back to law school. Mary Mooney is a public defender -- an Essex County public defender -- the mother of two children, and she insisted on coming here to testify before this Committee. Thank you, Mary, for making the effort.

MARY MOONEY: Thank you for having me. I speak only as an individual and as a mother, as Marlene said, of two children.

I have two specific concerns I want to share with the Committee. I think the first one is one that is very personal

to parents, and I just want to put it as plainly as I can. When I had my first child, there was an overwhelming feeling of panic about what I was going to do with my child. I think this woman reflected the concern you have that you will be leaving your child. It was a choice I was comfortable with, but I also had a great deal of--

ASSEMBLYMAN MECCA: Mary, could you speak up a little?

MS. MOONEY: Sorry.

ASSEMBLYMAN MECCA: They want to hear you.

MS. MOONEY: Sure, okay. I said, when you first have a child one of the overriding concerns you have is what is going to happen to your child in your absence. I think until you have been in this situation, what people fail to appreciate is the panic you have. I signed my child up for day care before he was born, as most of us have probably done. At that time -- five years ago -- I was permitted to make a deposit -- a nonrefundable two-week deposit -- to hold his space, and it was held for six months.

I had another baby last year and I anticipated the same type of an arrangement. But things have changed in four years. That didn't happen. I paid my two weeks deposit, and they told me they would put me on a waiting list. This was the center I had been dealing with for five years, one I was very pleased with. Four months into my maternity leave, a month before I was supposed to go back to work, they called and said, "Well, we have your space for you." I said, "Well, I am not ready." They said, "Well, we have it now. If you don't take it, you are going to lose it."

So it was \$206 a week for my infant, and I wasn't working. My choice was a very difficult one. Did I take the one last month I was going to have with my little baby and give it up, or did I just pay \$800 and change and stay home? I told them to give the space away, and I would take my chances. That is what happened the last month of my maternity leave. I was

absolutely overwhelmed with fear that on September 4 I would not have a place for my baby. So I started setting up with my mother-in-law and my mother to come up every other day if they had to, and I think it really invaded my time with my child. I don't know if other people have had that experience, but for me I wanted to have a quiet, comfortable, loving, peaceful time with my baby, and I did not have it the last month.

Fortunately for me, it did work out, and I did get him into a center. And I am thrilled with mine. I am also in a center that I searched for. Between my two children I pay \$332 a week for day care.

ASSEMBLYMAN MECCA: A week?

MS. MOONEY: A week. That is \$17,000 a year. I did sit down this afternoon to think about the financial aspect of it. My husband and I are both attorneys, and our after-tax income-- We pay 23% of our salary for day care. That is a lot of money, I think. I was reading in the "New Jersey Reporter" as you were asking, Assemblyman, regarding the financial aspect of it, and I think-- That is a secondary concern, but it is something you have to consider, whether you are a single parent or working parents.

I think I have to offer some support for some of the ideas of tax relief. When Governor Florio was Candidate Florio, he mentioned about the importance of developing tax incentives for employers to help provide affordable, quality day care. I also understand, if I am not mistaken, Assemblywoman, that there are approximately 30 child care bills now in the Assembly and Senate?

ASSEMBLYWOMAN FORD: There are a lot of them.

MS. MOONEY: But I don't see anything happening. That causes concern for me as a working parent.

I also think there is another aspect being a State employee. My actions are probably watched more carefully than those people who are in the public sector. Consequently, I

have to be very careful with my time. What I do-- I am not permitted to run out and go away from the office, because you people pay me. People are very concerned about where we are during our working hours. At any rate, I understand the State is considering the menu option of benefits, if you are aware of that. I am very supportive of that. For those who are unaware of it, you are able to choose how you want to use your benefit money. If your benefits are worth, for example, \$7000 from the State, you are able to earmark a portion of it for medical care, a portion of it for day care. It has not yet been established for State employees, but some private corporations-- Particularly I know Bell Labs and AT&T use that. That is something I would support. I think it is something that would be valuable. We certainly understand that on-site day care, or anything that aids in day care, certainly aids in the quality of the work the employer receives from his employees.

Those were the two things I wanted to share with you. I think the financial aspect is serious, but the overriding concern is knowing you will have a place for your child when and if you feel it is appropriate to leave the baby.

ASSEMBLYWOMAN FORD: When the Eagleton Institute did a poll recently, which was reported in The Star-Ledger, there was an overwhelming number of New Jerseyans who felt that child care was a big problem. I think it was close to 80%. They felt there was something the State should do about it. Part of what we are doing here is to try to prioritize where those 30 bills that are pending, plus whatever else might come up in this Committee, should go. I think one of the conflicts-- I wouldn't say it was a conflict. Everybody wants the best thing. But one of the issues is, do we put more resources into the lower levels of income for child care, or do we direct more

toward the middle class?

You know, I think the impact on you, what you are indicating, 23% of your income going to child care, without any type of tax relief on that-- I think that has to be one of our priorities: to look at how everyone across the spectrum is impacted by the costs of this, to make sure that people have affordable and safe day care.

MS. MOONEY: I just have a question. Maybe you can answer it for me: I think we are here in an environment where people are very supportive of day care, but do you find in hearings you have, other than with day-care providers or day-care users, that there is some great resistance to it also?

ASSEMBLYWOMAN FORD: Well, frankly, our hearings--

MS. MOONEY: Where there is State support of it, I mean, obviously.

ASSEMBLYWOMAN FORD: There is a segment out there that opposes all State spending on everything, so, you know-- That is a reality. We are obviously under a great mandate to try to cut programs as much as possible, and not create new programs. What we are hoping to do is to look at ways in which we can reallocate the existing resources so they more effectively meet, one, what the demands of the public are, and two, what the needs of the public are.

MS. MOONEY: The reason I asked that question is because my child's day-care center is in a public school -- a former public school -- that is now rented by my organization. I use the Summit Child Care Center, by the way, which is a very large nonprofit, private organization in the Summit/Millburn area of New Jersey. Recently someone was walking his dog on school property, and he is not supposed to because the kids are there. I happened to stop and say to the gentlemen, "You know, would you mind not having your dog on school property?" He first said to me, "This isn't a school. They are holding

children hostages here." I was holding my baby and walking with my son. I said, "Okay, never mind."

I don't think we necessarily have the support of everyone in what we are doing, and I just wondered what your reaction to that was.

ASSEMBLYMAN MECCA: Just to touch on that, I don't think it would hurt if those who are involved with day care, those who are consumers and those who run the operations -- the schools, the programs -- would let their legislators know more about it. I would say of the thousands of letters we get in a year, we do not hear that much about child care, although we know the need is out there. I know it specifically because of my involvement in the past, as do some other younger legislators who have families and have to rely on day care.

To answer your question, I think there may be an element of detachment from the issue in legislative bodies like the Senate and the Assembly. There are plenty of grandfathers in the Senate; there are a few in the Assembly. You know, they have nostalgic memories about child care, and that was when mom stayed at home with the kids and took care of them. Staying with that in their minds, they may not really understand the need for it. You don't have to have kids to understand the problem, or understand the issues, but it sure helps.

You can impress upon your legislators -- most of you have the same ones from around here -- the need. That is again-- People say, "Stop telling me to write letters," but letters are effective. They are a way of communicating with your legislators, letting them know that these are very, very important issues. If you are going to give Exxon credit for drilling oil here or there, why not give us some tax credits, too, for putting our children in child care?

MS. MOONEY: I thank you very much for your time.

ASSEMBLYMAN MECCA: Thank you.

ASSEMBLYWOMAN FORD: Thank you. Mary Ann Mirko. Is Mary Ann here? (affirmative response from audience) Yes, she is. Mary Ann is the Executive Director of the North Jersey Community Coordinated Child Care Agency, Inc., Paterson, New Jersey.

MARY ANN MIRKO: Good evening, Assemblywoman Ford and members of the Task Force. I am Mary Ann Mirko, Executive Director of the North Jersey Community Coordinated Child Care. We are also known as 4C's. I would like to thank you for the opportunity to speak out on the needs of parents.

In order to illustrate our concern for parents needing child care, I would like to describe a day in the life of one of the parents who has requested help from our agency in order to find child care:

Denise is a single parent and the mother of two children, ages 18 months and three years. She is a secretary at an agency in the city where she lives making \$9 per hour. Her day begins at 5:30 in the morning. She rises, feeds and dresses her children and herself, and then catches a bus to go across town to her sister's home by 6:30 a.m. The nearby subsidized child care center, a five-minute walk from her home, has no infant slots and a waiting list of 100 parents. Another center, private, less than five minutes from her home, has infant slots and openings, but would charge her \$215 per week for the two children. She has applied for subsidy through the 4C's agency and has put her name on waiting lists in each of the subsidized child care centers in the city in which she lives.

She has been on those lists for over a year and no help has been available. Denise's sister provides the care for what Denise can afford. Her sister is not a registered home because she either does not want to be or could not meet the regulations, and those are minimum regulations set down by the State. Registration for family day care is voluntary in the State of New Jersey.

After Denise drops her children off at her sister's home, she takes a second bus to work and arrives there by 8:00 a.m. Denise repeats this travel process at the end of the day and arrives home at 7:00 in the evening. She makes dinner and spends a little time with her children before putting them to bed. All this because she wants to work, and does not want to go on welfare. But how long can she keep up this schedule? What will happen when her oldest child is ready for kindergarten or first grade and her sister is across town? What will she do then?

She is asking us for help so she can continue to work and provide a loving home for her family. Denise is only one story among thousands. Listen to two letters -- I would like to do just a few excerpts from these letters -- that were sent to us by parents who needed help from our agency:

The first one is from Dawn. She says she is a working mother of two preschool daughters. "My husband has been permanently disabled in an auto accident. This year alone he has been in and out of the hospital seven times. You see, it is absolutely necessary for me to work full-time.

"Up until this year my husband had been caring for our children during the day. Every time he has gone into the hospital I have had to put the girls into the child care center at Wayne General Hospital, where I am employed. We have since -- my husband and I -- reached the point where even when my husband is home he cannot adequately care for my children. Therefore, I have come to the conclusion that I must enroll them full-time in the Wayne General Hospital. I have checked into child care, however, elsewhere, but two problems exist:

"One, the lack of home child care providers in my area, and two, I start work at 7:00 a.m., and would need to drop the girls off at 6:30. Most centers do not keep these early hours." So she is asking us for help.

The second letter -- and it is sometimes very emotional for me to read this one -- is from a teenage mom named Rosa. She wrote this letter in December when she was told that she would be put on a waiting list for subsidy. She writes: "I am a 16-year-old mother who has been confronted recently with obstacles and difficulties due to my limited income and no friends or family to help me with my child care expenses. And the 4C's agency does not have sufficient funding to help me. I have not been able to attend school. I am eager and willing to return to school. By the way, both of my parents are disabled. At this moment, my mother is in the hospital, and my father is visually and physically impaired. I have been responsible for the care of both my father and my daughter.

"As a teenage mother, I never thought my education would be hindered because I could not pay for a baby-sitter, nor can 4C's help me. Will you please help the 4C's agency with child care funds so they will be able to help us teen mothers?"

These are just a few of the incidents we hear every day. We see dozens of Denises and Rosas and Dawns. We try to help them all. But one of the problems we have found is that they need comprehensive approaches to the child care trilemma; that is, quality child care that is not only affordable, but also available to all families.

In Denise's case -- the first case I read -- if we had used a voucher or had been able to put her on our subsidy, we would have been able to pay for that care in a private center. Probably that would have been sufficient for her to continue. But all cases do not have easy solutions, and every one is different.

What we suggest is a comprehensive approach at 4C's, and we would like you to consider it. We need to look at families -- total family units -- and see that parents need

more than just child care for a preschooler, but also child care for infants and school-age children, and not as I did, a mother of five children. I had to go from one type of child care to another. I had an infant, I had two preschoolers, and I had two school-age children. It took me two-and-a-half hours each day to take my children to the centers and the family child care homes, and then to pick them up in the evening. I ran a 14-hour day in order to make a home for my children as a single parent.

The comprehensive approach we talk about is, look at funding for vouchers for parents to be used in nonsubsidized child care slots. In other words, centers other than Social Service Block Grant centers. This is vital. Parents need to be able to choose the type of care they want, not what we tell them. They can, with vouchers, use them in private centers, church centers, any center that is licensed, and also registered family child care homes. There are many centers and homes that are not filled, and a voucher system would make those slots available to all families.

Increase the funding to the subsidized child care centers, which are located mainly in the inner city. If these are not funded, with added funding put into them -- increased funding put into them -- they will continue to decay in quality, because quality teachers need decent, competitive wages. Our child care centers, in many cases, pay aides just the minimum wage, which is less than what we pay to have our garbage picked up, or for other services. In order to keep teachers -- quality teachers -- in our child care centers, we need to look at the way their salaries are funded.

Increase the funding to the family day-care registration process. The State has, at the present time, 2300, I think it is, family child care homes, and has boasted that we did this with \$300,000 across the State. That is not true. Hundreds of thousands of dollars went into family

day-care registration, because dollars for the REACH program were used to enhance and add to the resource development of family child care homes. But it is not enough. We have 200 homes here in Passaic County, and we cannot keep bringing on new homes without additional funding. Those homes have five children for a fee in them, and most of them are filled, especially in the inner cities. So we need to look at funding those homes -- funding the agencies that register those homes.

These family child care homes are trained providers that provide flexible hours when centers are not available. The homes are located, normally, or usually, in communities. There is a bill pending now. It is the substitute family child care bill. It combined bills A-3790 and A-3585 for family child care. It would allow family child care to exist in all communities across the State, and not in communities just where they have in-home occupations, which is now the reality.

We have run into problems where family child care has been zoned out of certain communities. Working parents need options. Family child care is just one of those options. You need to increase funding to resource and referral agencies; agencies like the one we run here, the Northern Regional Resource Center for Child Care. We assist parents with parental choice through counseling and referral services to parents. We train and offer technical assistance for parents and providers. We administer a voucher program, which is why the 16-year-old we talked about and her letter here had a happy ending in the end. She has gone back to school. We have found the money to provide the subsidy for this young lady who could not attend school. She is now in school and in a family child care home.

We also provide data and reports to assist in the planful development of additional needed resources. People sometimes don't even know we exist, because there is no money for advertising. We use our budget solely to help parents and

to provide the technical assistance we need to. So, part of our problem is getting our name out there so people will know that we can help them.

We can help cities and towns and anyone who is interested in setting up a child care center. We have -- and I have provided you with this tonight -- information on where child care and what type of child care exists in the northern region, by zip code. We can give out that information so that corporations that wish to provide child care in their corporations do not provide child care when there is a center 100 yards down the road, which is what is happening in many communities. We have double resources being put into a community where they could have provided care for 200 children. They are now competing with each other because a child care center is in a corporation that is across the street from another child care center -- a private one. So the child care centers are hurt by that.

We need to develop plans for allocating the new Federal child care funds and for further developing child care resources needed by parents and families. Child care resource and referral agencies can provide the key to making parental choice a reality, which it is not at this time. Parental choices do not exist.

In thinking about some of the things-- This is not in my written testimony, but as the parent of five children still experiencing some of those problems, it has not changed in 10 years. My children, at the time I started working, were three months, a year-and-a-half, two-and-a-half, seven, and eight years of age. My husband left the family, deserted the family, so we not only didn't have child care and didn't have a job, but people 13 years ago would not hire a woman with five children, so we also had discrimination problems. Today, people are better off to a certain extent, but the child care problem still exists the same way it was 13 years ago.

We need to start looking at how to change it; how to make our approach comprehensive so that children are not bused every day to social service agencies for training and therapy, which is what is happening now. We have to think about bringing those services to children, looking at how the family functions and how we can provide those services to them as a unit, and not as a one-child family, because that does not exist.

I would like to thank you for the opportunity to share some of our concerns at 4C's and to offer some of the solutions you may or may not be able to use. We need to look at comprehensive quality child care for all families. I thank you.

ASSEMBLYWOMAN FORD: Thank you.

ASSEMBLYMAN MECCA: Thank you.

MS. MIRKO: Are there any questions?

ASSEMBLYWOMAN FORD: I just want to tell you that the legislation you referred to, which would prevent the zoning out of family day-care services, which they attempted to do last year, I believe, by amending the Municipal Land Use Law-- There are still problems with it. But the legislation you referred to passed the Senate back in November--

MS. MIRKO: Right.

ASSEMBLYWOMAN FORD: --and was released from the Assembly Committee last week. So it is moving along.

ASSEMBLYMAN MECCA: Who is that, Cardinale?

ASSEMBLYWOMAN FORD: Cardinale, Pelly--

MS. MIRKO: It is the Cardinale bill, yes. We would hope that it moves along quickly. I understand that after the Easter recess, you will be considering it.

ASSEMBLYMAN MECCA: Will you please try to answer a few questions?

MS. MIRKO: Sure.

ASSEMBLYMAN MECCA: The 4C's has a subsidy program for all schools. If you have the parent and the need, then you

will go to the school and ask that school for an open slot?  
How does it work?

MS. MIRKO: No, we have a countywide subsidy program. One hundred and fifty thousand dollars has been allocated to our agency through Social Service Block Grant moneys. What we do-- We have two programs: One is for all parents. It is countywide. The second one is for only teen mothers. That is also countywide. They come to us; they apply for subsidy. They can use that voucher anyplace in the county and they choose the center, as long as it is licensed -- any home that is registered. If they have a friend or relative that they would like to have take on the care, we will register that home and make it a part of our agency, so we can provide the funding.

The problem is, \$150,000 is a drop in the bucket. What we have found in that particular program is, it does not take a year of subsidy. Most of our parents are on the subsidy for four to five years. By the time they reach that point, their children are in school and the amount is less so they are able to provide care without the use of subsidy funds. But they continually drop, because it is done by percentages.

ASSEMBLYMAN MECCA: You heard testimony about \$332 for two children per week.

MS. MIRKO: Yes.

ASSEMBLYMAN MECCA: How significant is your subsidy today, and is it covering the needs of enough people?

MS. MIRKO: No. It covers those people who can pay -- whatever they are able to pay. It only goes up to, for preschoolers, \$50. That is all we can subsidize.

ASSEMBLYMAN MECCA: Fifty per week?

MS. MIRKO: Fifty per week, and \$75 for infants. That is our cap on the money. So what it does is, it gives them help, but it certainly does not pay the costs of care. The prices you heard today-- I mean, they range, in Passaic County, a little bit lower than in Bergen County. Bergen

County is very high. Passaic County ranges from about \$50 per week up to a little over \$100 for an infant, but not as high as what some of the people here stated today.

ASSEMBLYMAN MECCA: I see. Mary Ann, you mentioned that it doesn't seem to be getting better; that the same problems you witnessed 10 years ago are still here. Aren't the demands a lot greater today, and aren't we--

MS. MIRKO: Yes, they are; yes, they are, and that part is worse. Although we have managed to provide, for instance, as I said to you, 200 family child care homes in Passaic County alone, and another 200 in Hudson County, and Bergen County has--

ASSEMBLYMAN MECCA: How many could you use in Passaic County?

MS. MIRKO: We probably could use three times that amount. Five children in a home, and only two infants-- If the infants are over 15 months of age, you can have three infants in a home, but that is all. Fifty percent of the mothers returning from work have babies under one year, so the need for infant care is astronomical. That is where we experience it. It is at either end. The infants because we have a lot of young mothers returning to work, and on the other end we have school-age child care, which is almost nonexistent across the State.

We need to look at regulations for school-age child care; there are none in this State. Anyone can open up a school-age child care program and do just about anything they want, because there are no regulations for school-age children. That, in itself, is something the State needs to consider. Some of the Federal funding that is coming down could be targeted to setting up regulations for school-age child care, but I caution you. You need to be careful because we can also regulate ourselves out of business.

I think that churches and Y's and boys' clubs need to be able to participate in this, so we cannot make it so stringent that they cannot continue. Those, and the PALs-- Those are the community groups that have supplied the child care, in my own case, for summer camp and for my boys, because 12- and 13-year-old boys still need care. They cannot be left alone. There is no care available. Even in the places where there is care, it is up to the fifth or sixth grade. I live in Wayne, and we are lucky that we have an after-school program there, but it only goes up to the fifth grade. In one way, we're lucky, but on the other hand, what do you do with a 12-year-old boy you don't want to leave home alone?

ASSEMBLYMAN MECCA: Thank you.

ASSEMBLYWOMAN FORD: Thank you, Mary Ann.

MS. MIRKO: You're welcome.

ASSEMBLYWOMAN FORD: Nancy Peen? Is Nancy here? (no response) Karen Nemeth?

K A R E N N. N E M E T H: Assemblywoman Ford and distinguished Task Force members: I would like to thank you for giving me the opportunity to speak tonight, because I wanted to have a chance to tell you about me.

I have worked, probably, about as hard as anyone to try to solve these problems from every aspect, and I wanted to share some of my experiences with you because I have encountered, as I have gone on, more and more problems. As I have increased my efforts to try to solve some of these problems, I have been frustrated with increasing intensity. That is what I want to share with you tonight.

First of all, I am also a single mother with two little girls. They are now five and nine, but I was single when the little one had her first birthday. During that time, I have had at least 12 paid caregivers in their lives and they have gone through changes over and over again, with me trying to patch things together: Which one was in school when? Which

one was going to go to which care when? Finally, it got to be so difficult that I found an alternative. I decided to become a family home child care provider myself, and then I could care for my own kids and help other people. This was going to be a great situation. I was really going to be able to solve some of the problems I was encountering.

Since I have my master's degree in child development, I decided to care for infants because I knew I could do a really good job. So, how many people could I solve problems for? Two -- two babies. Okay. That was wonderful. I also had, occasionally, a before-school and after-school child whose mother worked in the city. In our town -- in Wayne -- we do have before-school and after-school care, but this mother was taking the bus back and forth to the city. She couldn't keep 7:30 to 5:30 hours. That little girl was dropped off at my house at 6:00 in the morning, and didn't get picked up until 7:00 at night. She had to wait to have her dinner until her mom got home, picked her up at 7:00, and then drove her home and started to cook.

So anyway, I had those child care clients. I was feeling like I was doing a good job. I became associated as a registered child care provider with the 4C's. I got a tremendous amount of support, assistance, and training from them. I also got free advertising through the referral system, which was wonderful, because then I didn't have to use my hard-earned money to advertise. My name was on the computer, and bit by bit I started getting calls, and more calls, and more calls, and more calls. In the last six months of the year that I was doing child care, I was getting two or three calls from desperate parents crying on the phone to me, begging me, "Couldn't you please take one more? Couldn't you take my child just for a week until I can find something else?" And, of course, I couldn't. I had two infants during the day. My first responsibility was to them.

According to my recollections--

ASSEMBLYWOMAN FORD: The regulations prohibited you from taking more than the two infants, right?

MS. NEMETH: Right. As far as I can remember, until the end of the year that I was doing child care, I must have turned away at least 100 families in Wayne who could not find any child care for their infants. I had a grandmother call me once whose son had two children, a six-month-old and an 18-month-old baby. The son's wife had run off and left them. The son had a breakdown. The kids were sent from California out to live with the grandmother. She was a couple of years away from retirement. She had to find infant care for those two babies or lose her job, and thereby lose the retirement benefits she had been working all her life to earn. I couldn't help her. Okay?

I heard stories like that two and three times every week. At that time in Wayne, there was only one other family child care provider who was registered who would accept infants. How many could we help? Then parents were saying to me, "But if you don't take my child, I will have to put him in the center, and the center is terrible." Then it became my responsibility that their kid was in a terrible center. Okay?

One of the child care clients that I had in my home paid me more than half what she took home every week, just so she could have her child in the best possible care. I was charging almost \$200 a week for full-time infant care, and getting it because these parents were willing to do anything.

ASSEMBLYMAN MECCA: Could you have gotten help to assist you in the home, too, so you could take more children?

MS. NEMETH: Sure I could have gotten help, but who was going to pay for it? Do you know what happened in one case? I had this wonderful foster mother who had taken on the care of a three-year-old autistic boy, severely disabled, nonverbal, very hard to control. I had training working with autistic children. I said to her, "You know, I will try this

as an after-school program," because one of my infants went home, and then this little boy would come. But I couldn't care for him without an assistant. So here is this woman who had taken on the challenge of caring for this disabled child as a single foster mother, and I had to turn her away. There was no one else in Wayne who could even come close to meeting her needs. She ended up having to have a family member from another part of the country move into her home. That was the only way she could arrange care for her child.

If there had been money available I could have had an assistant and I could have cared for that child, and done a good job of it. Okay? So I worked in family child care. I had my association with 4C's, and I became more and more frustrated. Then when the opportunity arose for me to actually take a job with 4C's, I jumped at it. This was going to be my chance to really help people. If you look in your blue folders there, you will see me. The pink pamphlet about "More Alike Than Different," is the project I was hired to work on about the end of November.

So now what am I going to do? I have been in charge, for the past few months, of helping all of the families with children with special needs who need child care in the northern six counties of New Jersey. This is a pretty lot of help to be able to provide. The interesting thing that has come up in my position now that I am really going to be helping people, is that I have collected statistics from the Special Child Health Services office of the State and from child care providers in some of the counties that 4C's deals with, and according to my estimates we currently have child care slots available for special needs children that would be able to handle almost -- not quite, but almost -- 11% of the special needs children needing child care in our State. That is not a very good record.

It doesn't matter how sympathetic I am to the problems of these families. The child care slots simply aren't out there. So now I am hearing stories from people like the single mother who called me. She had a three-year-old boy. She was trying to stay off welfare. She had a full-time job. She had her child in a preschool handicapped program. Her town would only bus that kid to a child care center in the town. In her town, she had to use a SSBG setting; otherwise, she wouldn't get a subsidy. Social Service Block Grant centers are registered family homes, and they have to be used if you are getting subsidy money to help to pay for the child care. She couldn't afford the full price of care at all, but she couldn't find us.

ASSEMBLYWOMAN FORD: She couldn't use a private provider because she had to go to the subsidized program.

MS. NEMETH: Right. And she couldn't find a subsidy program, a subsidy eligible program that would take a three-year-old disabled kid. So she called me up and she said, "Karen, if you can't do something, I am going back on welfare." Now I am responsible for this woman going on welfare. Okay?

I have a single father who just called me about two weeks ago; a single father with two kids. One is severely multihandicapped, and is bused out of the county to a school. The other kid is six, and he is in school all day. This father is on welfare but he wants to work. But how in the world is he going to find child care for a 10-year-old disabled child who is in one county, and a regular school-age child in his hometown, when he can't possibly keep up with the medical bills and the child care bills, which are much greater for a disabled child than for regular children? Before-school care, after-school care, and transportation. He couldn't even imagine how he was going to do it. He called me up and said, "I know you can't help me," and do you know what? He was right.

So, I feel that there is a lot of commitment in New Jersey. There are a lot of people who have strong feelings about wanting to help in these areas. But there isn't enough money to allow us to do our jobs.

ASSEMBLYMAN MECCA: Can we go back again? Is Mary Ann still here?

MS. MIRKO: (speaking from audience) Yes, I am.

ASSEMBLYMAN MECCA: One hundred and fifty thousand dollars is your subsidy budget from the county each year. Is that what you said?

MS. MIRKO: Actually, part of it is from the county; about \$30,000 is from the State for the Teen Mother Program.

ASSEMBLYMAN MECCA: Just for the Teen Mother Program. How about for the other program you mentioned?

MS. MIRKO: One hundred and twenty thousand is from the county.

ASSEMBLYMAN MECCA: All right. So it is just \$30,000 for the Teen Mother Program and \$120,000 for the other. But altogether you can subsidize \$150,000 worth?

MS. MIRKO: Yes.

ASSEMBLYMAN MECCA: How many does that serve of those you are talking about, Karen? Are you talking about 100 or 200 people?

MS. NEMETH: Roughly, but when the money is used up, it doesn't matter how needy they are. They can call us up and--

The issue is that there is a limited amount of money, first of all.

ASSEMBLYMAN MECCA: Yes.

MS. NEMETH: And then the amount of the subsidy is limited as well. So, for example, in Wayne, if I lost my job today, you know, which I might, due to budget cutbacks-- If I were unemployed as a single mother, first of all I would have to go into Paterson to find a center that would be eligible for subsidy. Okay? Second of all, there may not be money in the

pot to pay me no matter how poor I was. It wouldn't matter how hard I worked. There would be no money for my child care, and then I would not be able to get a job. So, there are limits, and there are limits to how much the subsidies are available to pay. When I was charging almost \$200 a week, I would have been happy to accept a child who was getting a subsidy, but I could not have paid my mortgage on \$75 or \$50 a week coming in from those sources, and I couldn't take more children to make it up either.

ASSEMBLYMAN MECCA: You are involved in six counties?

MS. NEMETH: Yes.

ASSEMBLYMAN MECCA: How does Passaic County compare with others? I don't mean to become too parochial about this, but I am curious about Passaic County itself because that is the one that serves us here. Are we high? Are we low? Is Essex County a lot more? Do they have more than \$150,000 to give out?

MS. NEMETH: Those numbers I am not sure about. Mary Ann could probably answer that.

MS. MIRKO: (speaking from audience; no microphone) There are only three subsidy programs in the entire State. We have one of them here in Passaic County because we are lucky. The Freeholders and the people on the Human Services Advisory Council-- It was RFP'd, and we were able to get that money. The only--

ASSEMBLYMAN MECCA: What do those initials stand for?

MS. MIRKO: The Human Services--

ASSEMBLYMAN MECCA: No, no, RFP.

MS. MIRKO: Oh, Request for Proposal.

ASSEMBLYMAN MECCA: Okay.

MS. MIRKO: Sorry about that. I sometimes talk in alphabet soup. One is in Hudson County and it is much smaller. And then there is a regional one in the southern part of the State that is \$100,000. We have the largest one. It is

only one county. We're lucky. In that instance, we are better off, but it doesn't even begin to meet the need.

MS. NEMETH: But we have the system. This is what gets to me. We have the system. We have the ability to help these people, but we just don't have the money there to do it with. It's terrible. To have these people call up and say, "I know you have subsidies. Can you help me?"-- We have to say, "Yes, we have subsidies, but we don't have money in them. We cannot help you."

MS. MIRKO: We have 136 families on the waiting list right now.

ASSEMBLYMAN MECCA: Now, I know you work for the county, right?

MS. MIRKO: No.

MS. NEMETH: No.

MS. MIRKO: No, we are private, nonprofit.

ASSEMBLYMAN MECCA: You're private, nonprofit, okay. I am not asking you to be critical of the county, believe me. But if the county budget has increased \$10 million over the last five years, each year, so in the aggregate it is almost \$100 million over those five years, who would your advocate be to that Finance Committee of the Freeholder Board? Who could go to bat for you and say, "We have a great program here. It has been successful."

MS. MIRKO: We have no advocate.

ASSEMBLYMAN MECCA: You don't have an advocate?

MS. MIRKO: No.

ASSEMBLYMAN MECCA: You have no one to go to bat for you?

MS. MIRKO: None of the Freeholders have come forward. I know most of them have-- (remainder of sentence lost to transcriber; witness speaking without microphone)

ASSEMBLYWOMAN FORD: Joe, because this is being recorded, when Mary Ann responds it is not going to be in the record.

ASSEMBLYMAN MECCA: Okay, they are not picking up what you are saying.

ASSEMBLYWOMAN FORD: So, if you could please respond at one of these mikes, it would be helpful.

ASSEMBLYMAN MECCA: I'm sorry, I forgot that.

MS. MIRKO: Do you mean that my voice doesn't carry?

ASSEMBLYMAN MECCA: Oh, we hear you, but--

MS. MIRKO: I don't know if I answered your question or not.

ASSEMBLYMAN MECCA: The answer was that you have no advocate there, no one--

MS. MIRKO: No, and the county only gives the 4C's agency \$45,000 total. It is a match for our other grants. When I talk about the Human Services Advisory Council, it's Social Service Block Grant dollars. That comes from the State. But this county, with its Human Services Advisory Council, saw fit to put that into vouchers. But that is the only money that is available to people who live outside the cities of Paterson and Passaic, where our subsidized child care centers are. Head Start, which is located in Paterson, Passaic, and also in Wanaque is only half-days, at most six hours of child care. So Head Start is not a viable option. Besides, most working parents couldn't even meet the eligibility because it is so low. You have to be a nonworking parent really to meet the eligibility guidelines for Head Start. Sometimes people do not realize that. A two-and-a-half hour program for a working parent is useless. A six-hour program is useless. They need 10 hours a day, because they work eight and it takes travel time back and forth. Nine to ten hours a day is what they need.

ASSEMBLYMAN MECCA: Do you feel you have the programs, you have the staffing, you have what it takes, except money, to make this program work?

MS. MIRKO: The voucher system, yes.

ASSEMBLYMAN MECCA: Do you see the voucher system as the most successful, or the most likely to work type of system to get money to these parents who really need it?

MS. MIRKO: Yes, because it gives parents a choice. That is what we are interested in. As a parent myself, I want to be able to choose whether or not I want a home-based type child care for my infant, which many parents will want, or I want a center-based operation for my preschooler. I should be able to choose as a parent and have that right, but the way the system is set up now, there is no choice. If you live in West Milford or Wayne or Totowa, there are no subsidies. There just aren't any, except for the \$150,000 we have, and that, as I said, is a drop in the bucket as to what is needed.

It helps really the very needy in most cases, but sometimes not even that. Most times not even that. Geralyn, another staff member of mine here, who is the parent of a special needs child, who probably is going to testify, runs a subsidy program and writes out the checks. There is never enough money. There just isn't.

MS. NEMETH: I do have a piece of testimony that I brought with me that I would like to read to you from another source, if that is okay.

ASSEMBLYMAN MECCA: Sure.

MS. NEMETH: It is from the Association for Retarded Citizens of Bergen and Passaic Counties. This is from Rhoda Chapman, M.S.W., who is the Coordinator of Social Services there. She writes to the Honorable Marlene Lynch Ford: "Dear Ms. Ford: I respectfully submit for your attention our testimony on the special needs of developmentally disabled children in New Jersey. The Bergen/Passaic Association for Retarded Citizens has served these children without dues or fees since 1947, when a group of parents came together and formed our Association. Now there are 21 individual associations in New Jersey, more than 1500 in the United

States, a powerful force for advancing the cause and serving the needs of children and families.

"Today many children who are mentally retarded receive services from birth. Experiential and scientific observation has shown us that the earlier the intervention, the more successful we are in helping the children to reach their full potential, often a potential far beyond that dreamed of a generation ago.

"But though American children are guaranteed by law the right to a free public education regardless of the severity of their handicap, the appropriate program and support system is often lacking. Day care in general lacks the prescriptive services needed for the handicapping conditions, such as occupational therapy, physical therapy, speech and hearing therapy, a certified special education teacher on staff, etc., etc. Yet many parents, particularly single parents, are often forced into putting their children into substandard settings so they may work to earn their family's livelihood.

"At best we are only able to connect a child into a patchwork of daily services; for example, a morning program with Head Start, an afternoon program at a CP center, a baby-sitter at home until mother returns from work. In the event of an illness, a missing transportation piece, a funding cutback-- Any one of these patches can tear away at a moment's notice, putting the family in crisis.

"We must increase child care slots for special needs kids. Early intervention, preschool and after-school funding are desperately needed for this population, and we must have it in place soon, before we face an unprecedented situation in the coming decade. We are beginning to see a whole new population of developmentally delayed babies whose care will impact enormously on our society. Experts estimate conservatively that there are five to six million obsessive, addicted users of cocaine and crack nationwide, and that cocaine addiction among

pregnant women will cost us \$100 billion in this decade. The need for treatment and early intervention with their infants is clear, and evidence is mounting that prenatal exposure to drugs can mean congenital defects, cognitive and neurological deficits, and a host of other impairments.

"Add to these crack babies the babies born to mothers with AIDS, fetal alcohol syndrome babies, and those born to the adolescent immature mothers. Dr. Harold Nickens, of the American Society of Addiction Medicines, says, and we quote: 'We may have to define an entirely new organic brain syndrome based on the physical and chemical damage done to fetal brains by substance abusing mothers.' Existing categorical programs do not adequately address the needs of developmentally delayed children. Add the growing numbers of high-risk babies that are entering the system, and you will see that we must quickly prioritize our child care resources to energetically support and enhance special child services. Sincerely, Rhoda Chapman, M.S.W., Coordinator Social Services"

ASSEMBLYMAN MECCA: Thank you very much.

MS. NEMETH: Thank you.

ASSEMBLYWOMAN FORD: Do you have an extra copy of what you just read?

MS. NEMETH: Yes. She mailed this in, but I will give you the copy I have.

ASSEMBLYWOMAN FORD: Geralyn Hunter?

G E R A L Y N H U N T E R: Good evening, ladies and gentlemen. I thank you very much for the pleasure of speaking. I ask you to view my life from three perspectives. No, I am not a Sybil, but I am going to have to call on all the personalities I have to deal with my life. I ask you to look at my life in terms of a parent, in terms of a day-care teacher, and in terms of now working with the Passaic County 4C's.

As a parent, six years ago I was left with the pleasure of having a pair of twins, one of whom was handicapped. I don't have to tell you how hard it was to find a day-care provider. I was called upon by a friend. I never knew of the Passaic County 4C's before, but she introduced me to it. She offered to do day care, and because I had known her from before from high school, I was more than relaxed with the idea of her doing the care for me. Yet and still, her cost of care was \$70 per child. Now, I explained to you that this was six years ago. Who was I to ask her to compromise her cost of care, especially if she gave services I needed and wanted? The old adage still stands true: "You get what you pay for."

She introduced me to the 4C's subsidy program, and I had the opportunity to meet Mary Ann Mirko, who is now my director. I explained to her my situation and my need for subsidy. She helped me. It was a great help, because at that time I had to go back to work. You see, I didn't have the luxury of having a stay-at-home parent. I never had that. My parents always had to work, and I followed suit.

I started working in a day-care center because you see my love for children has always been in my heart, but my heart was not big enough to put bread on the table while staying home. I worked in the day-care center, but I had to move on because their costs, or what they were paying me was just not enough to provide for my family. You see, at this point I had two, but I had one before them. That made three.

I left the day-care center because at that point in time I was offered a job with the Passaic County Child Care, and I still wanted to do something to make a difference in other people's lives, where they had problems that I was going through. I started to work on a team that administered the Child Care Subsidy Program. I now have the bittersweet task of awarding grants to those parents who are eligible -- and we have many who are income eligible -- but I also have the

bittersweet task of trying to explain a situation which I do not understand myself; that the funding is not available at this time.

I asked them, as they asked me, what can we do? I asked them to write letters, which they have done. They want to know who our State reps are, and how we go about trying to advocate for this subsidy that is needed? That is why I am here: to speak for those many Denises who have written those letters. You see, I am a Denise as well.

ASSEMBLYWOMAN FORD: Thank you.

ASSEMBLYMAN MECCA: Very good.

ASSEMBLYWOMAN FORD: For your edification, the State, in the budget we are working on now-- In my other capacity I serve on the Appropriations Committee, and we are putting together the budget for Fiscal Year 1992, which is the budget which runs from July 1, 1991 to June 30, 1992. In that budget we are anticipating \$13.3 million in new Federal money for child care, which is coming from what some people referred to earlier as "new money for child care in New Jersey." At a time when the Federal government has cut back in so many areas, it is kind of a surprise that we are getting some money in this particular area. On the other hand, we also appreciate the fact that the need is very great. The \$13.3 million, with the need that is out there-- We have this little window of opportunity to do something with it. We are just hoping that we allocate the money in an appropriate way.

The Governor's budget did not prioritize how that money was to be spent, so it is up to our Committee to make some recommendations on that. Hopefully, we will be able to address some of the things you are concerned about.

MS. HUNTER: Thank you.

ASSEMBLYMAN MECCA: Thank you.

ASSEMBLYWOMAN FORD: Belinda Gaddy? Do I have that right?

B E L I N D A G A D D Y: Yes. Hello, I am Belinda Gaddy. I am a single parent of three small children. If it were not for 4C's, I don't know where we would be. See, right now I am a REACH participant, and as of April I am not a REACH participant anymore because I have been working for over a year. That means that REACH can't help me; 4C's can't help me. I am wondering, who will help me?

I have come a long way. I work a full-time job, and I wonder what is going to happen when REACH can't help and 4C's can't help. What is going to happen to me? Am I going to have to go back on welfare? Why did I go to school and get certified to do bookkeeping? Why am I working now, if I am not going to be working after April, because I won't have anywhere to take my children if I have no help from an agency?

ASSEMBLYWOMAN FORD: You are currently in the REACH program and you will graduate from the REACH program in April. At that point in time, because they only provide child care for one year until you are working--

MS. GADDY: Right.

ASSEMBLYWOMAN FORD: After that, you are basically on your own. Is that the idea?

MS. GADDY: Right.

ASSEMBLYMAN MECCA: Do you feel penalized for having succeeded?

MS. GADDY: I don't know if I did succeed. That is the question I want an answer to: Why did I even bother if I am not going to be able to work next year, or in a couple of months? What is the sense of it?

ASSEMBLYMAN MECCA: It's April when you are finished with REACH?

MS. GADDY: Right.

ASSEMBLYMAN MECCA: That's next month.

MS. GADDY: Right..

ASSEMBLYMAN MECCA: What will you do?

MS. GADDY: I am applying for a subsidy, but there is a waiting list. I guess I am going to be back on welfare. I don't know.

ASSEMBLYMAN MECCA: You'll leave your job and go home?

MS. GADDY: I don't want to. I like my job; I enjoy working; I enjoy my type of work. I am just wondering what is going to happen, because I can't take my children to work with me.

ASSEMBLYMAN MECCA: How old are the children?

MS. GADDY: Five, four, and three. I have been lucky with child care as far as, you know, when I was attending school. So far child care has been all right for me. I can't really complain. The children didn't have a lot of care providers. They haven't gone through a lot of schools. They have been in a stable place, so I don't have any complaints about the way that was. I am wondering about after you complete everything -- the courses, you finish your work, a whole year, you get your medical benefits, you know, you are moving up. And then what?

ASSEMBLYMAN MECCA: Mary Ann, do you have any comment on that?

MS. MIRKO: What's happening with REACH clients is, they get 52 weeks of subsidized child care. But at the end of that 52 weeks, they have to pick up the full costs of the care. It's like going from paying \$25 a week to paying \$125. In her case, with three children, it is three times that amount.

ASSEMBLYMAN MECCA: That isn't considered, whether you have one child or three children? That does not come into the--

MS. MIRKO: In the centers in the inner city, for instance in Paterson, they do consider that the first child is at the full rate, the second child is sometimes at half rate, and the third child is also half. Sometimes centers will -- if we can twist their arms -- also take the third child free of charge, because they want to help.

But this particular situation is happening more and more, where the client gets to the 52nd week and the program was only set up for one year of child care. We know it is not enough from our own subsidy programs. It takes four to five years to stabilize a family and to have the amount of income coming in where they can pay for at least school-age child care. They may never be able to pay the costs that some of the people talked about tonight. But they would be able to pay school-age child care, which takes five years by the time their youngest is in school and they only have to pay for part-time care.

It is happening more and more. What happens is exactly what she is telling you; they end up back on welfare. So we have built a system that cost millions of dollars in this State, and what it is is a merry-go-round. It is a Band-Aid solution to the problem. That is why I talk about comprehensive planning. We need to find something for transitional child care. What happens when they transition off of this 52 weeks? Can we provide some kind of a funding mechanism to help them so they can continue to be a success? And, she is a success story. She has a job. She has managed to provide a loving home for her three children. And to have it all messed up within a month is ridiculous.

Why do we put so much money into it? She is asking a legitimate question. The State has put millions of dollars into the program. It is a good system because there are success stories out there. It is just: Why let them be a success for a year, and then close everything down? It doesn't seem fair. There has to be a way for the additional funding to come down to maybe help with the transitional care. Everybody said initially, when it started, "We don't have to worry about that, Mary Ann. It is two years down the road." Well, REACH has been in existence now for three years, and we do have to worry about it.

Geralyn and I and some of my other staff see every day the number of welfare recipients who are coming back on the welfare rolls from the REACH program. It is a merry-go-round. I don't know if you have any solutions, or if you know how the funding can be set up so that parents like Belinda can find the child care they need.

ASSEMBLYMAN MECCA: I don't mean to get into personal details, but in an instance like Belinda's, what will the Welfare Board, what will the county subsidize someone like her in dollars per month? Say, in May she has to go back on, how much will they subsidize her? How much will they give her?

MS. MIRKO: Do you mean how much will her welfare check be?

ASSEMBLYMAN MECCA: Yes.

MS. MIRKO: I forget what it is for a family of four.

MS. GADDY: It's \$488.

MS. MIRKO: It's \$488 per month.

ASSEMBLYMAN MECCA: And that money, if it were allocated to child care instead of to just an outright check-- You could make it easily.

MS. GADDY: I could make it.

ASSEMBLYMAN MECCA: Not easily, I don't mean that.

MS. GADDY: Well, the way I am making it--

ASSEMBLYMAN MECCA: The way you are making it now. But you need to quit your job in order to get that check?

MS. GADDY: Well, I can't make it if I quit my job and get that check, no.

ASSEMBLYMAN MECCA: No, no, no.

MS. GADDY: That's why I'm working.

MS. MIRKO: No, but I see where you're going: to let her continue to work and give her the check for child care.

MS. GADDY: Right, that would help.

MS. MIRKO: A voucher program, which makes a lot of sense.

ASSEMBLYMAN MECCA: Or give it to you, and you will give it to her?

MS. GADDY: I wouldn't need the Medicaid or anything, just help with child care. That is all I need until they can go to school, and then maybe I could find someone for after school for them.

ASSEMBLYWOMAN FORD: One of the things, first of all, is, there are about 6100 participants in REACH who are receiving child care services, or non-AFDC recipients of child care services presently. One of the things we are looking at in this year's budget is-- Approximately 22% of the REACH child care expenditures are going for administrative activities, such as recruiting and training child care providers. Perhaps there already are in the existing network sufficient child care providers, and we just have to look at a way to direct that toward that.

MS. MIRKO: That's not true. What I just told you before is, those family child care homes -- and we are the people who are receiving that 22% administrative cost for REACH-- We developed all those child care homes and filled them all. We need more.

ASSEMBLYMAN MECCA: To be successful.

MS. MIRKO: These homes that the welfare recipients are using now in REACH are filled to capacity, especially in the inner cities. We have REACH clients who are in Wayne and Totowa. People think it is only in the inner city. It isn't. And we do not have the money to provide all the family child care registrations we have. We get \$25 per home -- to register a home. That is paid by the provider. Other than that-- We have \$23,000 in Passaic County to run a family child care program, which is utterly ridiculous. It doesn't even pay one salary to run that program.

So, no, we do not have enough money for family child care. What we need to do is develop more resources, not less.

The only way you can do that, because it is labor-intensive-- You have to inspect the homes, you have to provide training for every one of these providers. You not only have to provide the training, but then you have to go out and monitor the homes. Plus, in the REACH program, they have what is called a "self-arranged child care arrangement," which is that you decide your mother or your neighbor will take care of your child, and our agency must go out and inspect every one of those homes. Then they are never monitored again. All I do is sign on the dotted line, and say that the day I went out that home met the safety requirements, and that's it. I am totally against that.

If you do anything with REACH, you ought to figure out a way to monitor those self-arranged care arrangements, which means adding to all of this, not cutting it.

ASSEMBLYMAN MECCA: But what if you hear anything through one of your subsidized clients about that home? You will investigate it?

MS. MIRKO: If Belinda came in and she was using a self-arranged child care arrangement and she made a complaint, you're darned right I would be out there. One of our people would check on it, yes. But that does not happen, because parents are desperate. They are not going to tell on their provider, because that is their means of being able to go to work or training. So we do not get it from parents many times, although some do call in. We do close homes down. I mean, we are not known for rejecting a lot of homes, but we do because we believe that technical assistance and training can bring providers to provide quality child care.

But we are about quality child care, not just any old child care. And we do close homes.

ASSEMBLYMAN MECCA: Thank you, Mary Ann. Belinda, thank you.

MS. GADDY: Thank you.

ASSEMBLYWOMAN FORD: That is the conclusion of the list of people who indicated to me that they wanted to testify. Is there anyone else?

ASSEMBLYMAN MECCA: We have some more.

MS. LOEWIGKEIT: I wish Joe hadn't already said I was his kindergarten teacher 30 years ago, because you all look like you're good at math. (laughter)

It has been 30 years that I have been in the early childhood industry profession. My participation as a teacher was here in Totowa years ago. I moved to Wyckoff, where I raised my children, and I was out of organized child care for five years while they were little. I went back to teaching part-time. Right now, I am responsible for 240 families and their children in child care in the Y in Wyckoff, Franklin Lakes, and Mahwah.

I would like to share a little story with you about what Mary Ann said about people squealing on their child care providers. I don't usually speak before a microphone; on the floor is better. (laughter) My sister-in-law had my nephew in a child care center in a church in the area. When she went to pick Nicholas up, she observed something with a little boy named Jonathan. He had not used the bathroom appropriately, and the teacher hit him. My sister-in-law was very upset, so she went back after work and she waited in the parking lot until the little boy came out of the school with his mom.

She approached this lady and she said, "You know, I just wanted you to know what happened in school today -- what I saw this lady do to your son when I picked up my Nicholas." The woman said to her, "Don't start trouble. Do you know how hard it was for me to get my child into this center? Just leave well enough alone."

That is a sad commentary on the pressure that is put on families that are looking for the care which they think is in a center, is in a church, is in good people. Maybe she

would have hit her child if he hadn't used the bathroom appropriately at home, and maybe she was satisfied with that, because for the majority of the time the child was being well cared for.

But the point is, our licensing problems-- A caregiver in a child care center needs to be 18 years of age, free from tuberculosis, and never been convicted of a felony. Okay? We have a nurse in our child care center. We pay her \$10 an hour. We pay our teachers, who have bachelor's degrees and master's degrees, \$8 an hour, and we pay these 18-year-old people free from tuberculosis and never convicted of a felony \$6 an hour. So they are really making out better than people like me with 30 years of experience, who is making \$12 an hour, and I am responsible for 240 children. But it is a labor of love, you know. Okay?

Fortunately, I am not in the position where most other people in early childhood are; where I need that money to pay the bills. I really love what I do, and it is a luxury which my husband allows me to indulge myself in. However, as you understand from the REACH participant, REACH participants are not encouraged to enter early childhood as a career, because they cannot support their families if they get through the early childhood training as a REACH participant, because we pay them so badly.

Until we come to the point where we pay people for the job of caring for America's future as consistently and well as we pay football players-- I mean, really! It is just the kind of a situation we have caught ourselves in. At our center, we charge \$175 for an infant a week. That is a lot of money. That's \$3.88 an hour, though, when you divide that \$175 by the 45 hours of care we contract to give to that family. For a child who is three-and-a-half to five, it is \$2.77 an hour for 45 hours of care in a week.

While I sympathize with your problem of, you know, a week off in the summer and a week off at Christmas, we can't get enough workers in our child care centers who want to work for these crummy wages. It is just a catch-22 here. Not only that, but we have now placed ourselves-- When I was teaching kindergarten in Memorial School, across the street from your house, Joe, we were not allowed to give children pencils. We were not allowed to give them a lot of instruction. We were allowed to give them a nurturing environment. A kindergarten program was a kindergarten program. Now people expect nursery school programs and day-care centers to be a learning environment that builds a brighter baby. But we need nurturing people. We need people who are going to come into a situation and provide the care and love that your child would get if you had the luxury of staying home.

At \$6 an hour for an 18-year-old who is free of tuberculosis and never convicted of a felony, do you think that child has a lot of experience in nurturing and caring for little children, America's future? I don't think so.

I am very fortunate. I have had a lot of people who are mothers in my program and, frankly, I am a better teacher than when you had me 30 years ago, because my children have taught me a lot. In 30 years, you learn a few things. But there is a lot of resistance in the community. There is a lot of-- I have schools registered in three different communities in Bergen County. I won't mention what community, but in one of our communities, one of the inspectors came out and asked me, "How are those rug-rats doing?" He was talking about little children. You know, your children, my children, America's future, and this is the kind of attitude that administrators and government officials have.

Now, 30 years ago we also had a certification. I went through William Paterson College. I was an early childhood major. Okay? I had about 60 hours in my career in four years

of college in early childhood programs -- courses. That has been eliminated. The certification of Early Childhood Specialist is no longer in existence in New Jersey. I consider that going backwards. So if you could see your way clear to support Assembly Bill No. 3005, which would reinstitute certification for early childhood, we would then perhaps have more of these kinds of specialization, and we would have people who were trained and were more than 18 years of age, free from tuberculosis, and never convicted of a felony, taking care of America's future.

I have calls every day, "What am I going to do with my child?" And as Karen said, suddenly it is my problem. I go home at night with my heart aching for the people I can't help. But next Monday -- April Fool's Day, and it's no joke -- we are opening a new child care center in Franklin Lakes. Now, we have a lot of trouble. I mean, Franklin Lakes; oh, wow, Franklin Lakes, isn't that great? Well, guess what? We can't find a nurse who will work for \$10. Not only that, but I need two nurses who want to work for \$10. We get very limited funding from United Way in Bergen County, because it is such an affluent community. At our center in Wyckoff, we have five spaces for children under two-and-a-half because of licensing regulations. I think we need a safe environment for children. We need to have rules and regulations telling us we need sprinkler systems. But these things cost thousands and thousands of dollars. I have a beautiful facility in Mahwah where we could care for infants, but it is going to cost about \$75,000 to get it up to grade, and the YMCA cannot afford to do that. And we can't afford to ask the people who are using the services to pay more than \$175 for their babies, because they cannot afford to do that.

The people who need the help the most can often afford the tuition the least. This whole concept of an affluent community-- That doesn't mean that the people in Franklin

Lakes are using those services. It means that the people who are driving from North Haledon or from Ringwood, and Franklin Lakes happens to be on their way to their destination-- It could be their destination. They could have a job at a health care center in Oakland or in an industrial park in Oakland or Franklin Lakes, and we would be a good choice. But, you know, we are expensive. The overhead is just unbelievable.

And yet, with all of that, I think it is a national disgrace that we are not taking better care of our children, and we are not paying the people who take care of those children more than we are paying all these other people who, you know, run around in tight pants on Sundays. So, you know, I mean--

ASSEMBLYMAN MECCA: Who?

ASSEMBLYWOMAN FORD: The football players, Joe.

ASSEMBLYMAN MECCA: What about public facilities? If we are going to talk about paying more and still providing affordable day care, then we are either going to look at public subsidies or look at public facilities. Is your organization open to public facilities? Should the public school system include children from six months on?

MS. LOEWIGKEIT: Well, if the public schools are going to be required to meet the same licensing specifications -- okay?

ASSEMBLYMAN MECCA: Right.

MS. LOEWIGKEIT: They have to have a sprinkler system. Then I do not have any trouble with that whole idea. But if they are going to take the science teacher from the high school and put her down in the early ages, I mean, it would be just like asking a foot doctor to do eye surgery. We need to make sure that the children are being taken care of by people who are trained to take care of them appropriately -- affordable, appropriate, you know, that whole kind of thing.

I am the President of the Bergen/Passaic Chapter of Early Childhood. That is the National Association for the Education of Young Children. We are an affiliate. New Jersey really was one of the leaders. Now we have lost our certification. It just doesn't make sense.

ASSEMBLYWOMAN FORD: Well, the bill to restore the certification for early childhood education was reported out of the Assembly Committee on February 21. It is in the second reading in the Assembly, which means it is in a position to be voted on in the Assembly.

MS. LOEWIGKEIT: Okay, that's good. When it is a law and when it is required, then the colleges can justify offering the courses. But the colleges can't justify offering the courses and make it optional. The colleges are all being cut back, too. It is just like a vicious cycle.

ASSEMBLYWOMAN FORD: One of the other things we probably should look at-- You know, in better times economically, I am afraid there were a lot of programs that sounded good and ended up being a waste. The one that now has come to the fore is the one that dealt with trying to encourage people to go into teaching -- the teachers' loan programs that The Star-Ledger, I think, had an editorial on. Now they can't be placed in teaching so they can pay back the loan programs, and it was your tax money and my tax money that went to subsidize that. It was a good idea. Perhaps we should consider allowing those individuals to have an outlet for that within the child care industry as a way of making up for getting that.

MS. LOEWIGKEIT: But even at \$8 an hour as a full-time job, you can't make car payments and pay your rent, as a teacher.

ASSEMBLYMAN MECCA: You spoke about the nurturing person and the nurturing atmosphere in early child day-care centers. Would this bill have-- I don't expect you to know

the whole bill, but are we creating a type of certification that will prevent those experienced mothers and grandmothers from working in day-care centers?

MS. LOEWIGKEIT: I don't believe so.

ASSEMBLYWOMAN FORD: No, because--

MS. LOEWIGKEIT: There is a whole level of people who are needed in day-care centers. Very often the teacher -- the head teacher person -- ends up planning the curriculum and administering the program, whereas the grandmotherly type people, you know, the nurturers, are supervised by that head teacher.

Thank you very much.

ANNA ARLINGTON: I just want to make two comment.

ASSEMBLYMAN MECCA: Why don't you come up to the mike so we can pick you up? Alice Jane, if you want to stay there, you may.

MS. ARLINGTON: I just want to make two comments, the first one in regard to Alice Jane's comments.

When you have a fully integrated program like this one here -- we take children from six weeks and up -- you use a wide spectrum of people, not just teachers. We need everybody. We need the grandmotherly type and we need teachers, too. Alice Jane talked about the head teacher. The head teacher is responsible for the curriculum. While there are no regulations, I would say that each class, like the three-year-old class or the four-year-old class, has to have a certified teacher. It adds credibility to your program, and it is also beneficial to the children involved in the program. That is what we are talking about. We are talking about keeping out-- The bill, in itself, I think would essentially prevent elementary school teachers, or seventh grade teachers, from being in charge of three-year-olds, when they literally have had no training in this field. I mean, they may be wonderful science teachers, but they certainly can't get on the floor and relate, in that sense.

The other comment I wanted to make was with regard to the 4C's. Joanna and I have been dealing with 4C's for five years now. To us it is a crime that there isn't more money for them. These people are totally dedicated. We are participants in the voucher system. They are very conscientious about us getting our money. We have good parents, working parents. They want to work. One hundred and fifty thousand dollars a year is a crime. It really is. I mean, this program goes all out. They are involved in after-school child care, before-school child care, preschool, infants, and I think it is a crime there is not-- Even just to double that-- I don't see why we couldn't find the money somewhere to double it, and help, instead of 200 women, 400 women.

Like I said, they are responsible. They want to work. It's criminal. That is all I wanted to say.

ASSEMBLYMAN MECCA: Thank you.

ASSEMBLYWOMAN FORD: If there is no one else who wishes to testify-- (no response) Seeing none, that concludes the last hearing of the Assembly Task Force on Child Care. Now we will be getting on to the work of developing our recommendations.

You have all been very helpful to the Committee. Even though there are a couple of members of the Committee who are missing this evening-- My Committee members come from all over the State of New Jersey, and they have many other responsibilities. But they will be reviewing the transcript of this public hearing and helping us to put forth a proposal on what direction the Legislature should be going.

I really appreciate, especially the people who have children in the system, coming here this evening and giving us their points of view and their emphasis. Thank you.

ASSEMBLYMAN MECCA: I would like to thank the hostesses and all those who came out this evening. It is great to see such a large group here, too. When I see people come

out or I get a letter in the mail or a phone call, I usually think that represents 1000 people out there. If I get an angry call, that means that 1000 people are mad at me about something. If I get a nice call, it means-- I think you represent the thousands of people here in this county, in this area, who are really concerned about child care and the child care community. As representatives of those people tonight, I appreciate your coming out.

Our staff has prepared some cookies and coffee. It would be nice if you could stay for a little bit -- but don't make a mess. (laughter) Enjoy talking to each other now.

Thank you again.

(HEARING CONCLUDED)

**APPENDIX**





State of New Jersey  
**CHILD CARE ADVISORY COUNCIL**  
222 SOUTH WARREN STREET  
CN 700  
TRENTON, NEW JERSEY 08625  
(609) 984-5321

JIM FLORIO  
Governor

ALAN J. GIBBS  
Commissioner  
Department of Human Services

MELVIN R. PRIMAS, JR.  
Commissioner  
Department of Community Affairs

NICHOLAS R. SCALERA  
Acting Director  
Division of Youth & Family Services

ROBERTA FRANCIS  
Director  
Division on Women

March 21, 1991

OFFICERS  
DAVID J. HARRIS, JR.  
Chairperson

CAROLYN PEROLITO  
Vice-Chairperson

JUDITH LESLIE  
Treasurer

STAFF  
EDNA RANCK  
Coordinator

Hon. Marlene Lynch Ford  
Chairperson  
General Assembly Task Force on Child Care  
200 Main Street, Suite 2  
Toms River, NJ 08753

Dear Marlene:

It is my pleasure to advise you that the General Assembly Task Force on Child Care will be honored by the N.J. Child Care Advisory Council on "Child Care Unity Day" which will be held on Friday, April 12, 1991, at the Hyatt Regency Hotel in New Brunswick. On this day six hundred (600) parents, providers and advocates will gather to celebrate the **Week of the Young Child**:

1. The Honorary Chairperson for New Jersey Child Care Unity Day is **Lucinda Florio**.

2. The event is the premier occasion for the **Week of the Young Child**.

3. At 8:30 A.M., the **Annual Legislative Breakfast and Reception**. The Child Care Advisory Council will present its 1990 **Annual Report** to the Legislature on the status of child care in New Jersey.

4. At 9:30 A.M., Governor Jim Florio will share his vision for the children and families of New Jersey. He will also sign the proclamation for the **Week of the Young Child** in New Jersey.

5. At 10:30 A.M., a panel will discuss important federal child care legislation that will provide New Jersey with \$30 million in child care funds.

.../...

IX

*New Jersey Is An Equal Opportunity Employer*

Hon. Marlene Lynch Ford  
March 21, 1991  
Page 2

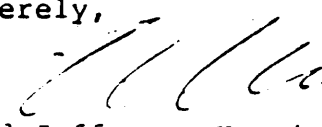
6. At noon Ralph S. Larsen, the distinguished Chairman of the Board and Chief Executive Officer of Johnson & Johnson will speak about corporate support for children and their families. **Johnson & Johnson** is a corporate leader in work and family issues and sponsors a state of the art on-site child care center at its Worldwide Headquarters in New Brunswick.

7. The **wrap-up session** begins at 4:00 P.M. followed by a social hour and cash bar in the prefunction area of the Hyatt Hotel.

8. Child care services will be provided at the conference site.

We are very excited about this opportunity to provide you with the recognition that you deserve for your efforts on behalf of children. Your commitment in this very special area is well documented. Please clear your calendar so that you can spend time with us on this important day. I will introduce you at the Legislative Breakfast Reception and at the Luncheon. Please call if you need additional information.

Sincerely,

  
David Jefferson Harris, Jr.  
Chairperson  
(908) 249-4299 (Office)

Enclosure

c: Stephanie R. Busch  
Anthony J. "Skip" Cimino  
Delores G. Cooper  
Joseph M. Kyrillos, Jr.  
Ana A. Mullen  
Robert Menendez

063  
D-4  
MAR91

2X

# NEW JERSEY CHILD CARE UNITY DAY

Schedule of Events  
David J. Harris, Jr. Presiding

8:30 - 9:00 — Annual Legislative Breakfast Reception  
(by invitation)

8:30 - 9:30 — Unity Day Registration

9:30 - 9:45 — Welcome and Introductions

9:45 - 10:15 — Governor Jim Florio

10:15 - 11:00 — Panel - Federal Legislation '91: Implications for  
New Jersey Carolyn Ferolito, CCAC  
Vice Chairperson, moderator

11:00 — Break

11:15 - 12:15 — Speak-Out: An opportunity to make comments and  
ask questions about child care in New Jersey

12:30 — Luncheon

2:15 - 3:45 — Focus Groups on Critical Topics-

1. Implications of US & NJ Legislation
2. Teacher & Staff Certification
3. Program Accreditation
4. School-age Child Care
5. Family Child Care: Zoning & Other Issues
6. Head Start Collaboration & Other  
US DHHS/Region II Relationships
7. Vouchers & Other Methods of Payment
8. Role of the Public Schools in Early  
Education and Child Care
9. Private Child Care Sector Considerations
10. Full Cost of Care Issues
11. Employer-supported Child Care
12. "Potpourri"

4:00 — Wrap-up and Networking Reception - Cash Bar

Cost: \$25.00 <sup>On-site</sup> ~~On-site~~ registration will be available on a first-come, first-served basis.

**Resource Table:** If you have materials to distribute, please bring copies on Unity Day. To register for space for materials, please call the Council office (609) 984-5321.

**Child Care:** On-site child care will be available from 8:30 am - 4:30 pm at the hotel. Cost per child is \$3.00 per hour. Advance registration is required. No on-site registration. To register, fill out *Registration Form* below. For information, call GNBCC, (908) 249-4299.

**Handicapped Access:** The Hyatt Regency is accessible to wheelchairs.

**Travel Directions:** From New Jersey Turnpike Exit 9 (New Brunswick), take Route 18 North to Route 27 South (Princeton). The Hyatt Regency is on Route 27/Albany Street across from the Johnson & Johnson Corporate Headquarters.

**For information, contact:** Edna Ranck, CCAC Coordinator, (609) 984-5321.

**Make Checks payable to "Child Care Unity Day."** Send checks and registration to Child Care Unity Day, c/o New Brunswick Tomorrow, 390 George Street, New Brunswick, NJ 08901.

## REGISTRATION FORM

(Make additional copies as needed. Use one form per person).

Cost per person: \$25.00

Make Check payable to "Child Care Unity Day"

Please print or type registration information:

NAME: \_\_\_\_\_ TITLE \_\_\_\_\_

HOME ADDRESS \_\_\_\_\_ TEL. ( ) \_\_\_\_\_  
Street City State Zip (Daytime Telephone)

ORGANIZATION \_\_\_\_\_  
Name Street City/State/Zip

CHILDCARE: No. & Age of children \_\_\_\_\_ Hours Needed \_\_\_\_\_ am - \_\_\_\_\_ pm

Mail registration and check to: Child Care Unity Day  
c/o New Brunswick Tomorrow  
390 George Street  
New Brunswick, NJ 08901.

3X

**About Child Care Unity Day:** The premier New Jersey celebration of the Week of the Young Child. Governor Jim Florio will read the WOYC proclamation and address the conference. Child care advocates will come together in one place to learn more about the new federal child care legislation, and have an opportunity to speak out and meet in small groups to discuss critical child care issues. The distinguished child and family advocate, Lucinda Florio, is the Honorary Chairperson of Child Care Unity Day.

**About the Annual Legislative Breakfast Reception:** The presentation of the mandated Child Care Advisory Council's annual report to the legislature. Special recognition will be given to the General Assembly Task Force on Child Care, Hon. Marlene Lynch Ford, chairperson, for conducting hearings throughout New Jersey on critical child care and family issues.

**About the Child Care Advisory Council:** The group mandated to advise and make recommendations on child care in New Jersey. The Council provides organizations, government agencies and advocates the opportunity to address and enhance the affordability, availability and quality of child care throughout the state.

**NEW JERSEY CHILD CARE ADVISORY COUNCIL**  
Department of Human Services  
222 S. Warren Street, CN 700  
Trenton, NJ 08625



## **New Jersey Child Care Advisory Council**

### **NEW JERSEY CHILD CARE UNITY DAY**

**Friday, April 12, 1991**  
**Hyatt Regency Hotel**  
**New Brunswick, NJ**  
**8:30 a.m. - 5:00 p.m.**



# **4ICIS North Jersey Community Coordinated Child Care Agency, Inc.**

22 Mill Street, Suite 2200, Paterson, New Jersey 07501 • Phone: (201) 684-1904 • FAX (201) 684-0468

**March 25, 1991**

## **BREAKDOWN OF PARENT RESPONSES TO SURVEY**

<b>FOLLOW UP CALLS</b>	<b>114</b>	
<b>PARENT SATISFIED WITH SERVICE</b>	<b>102</b>	<b>0.89</b>
<b>PARENT DISSATISFIED WITH SERVICE</b>	<b>10</b>	<b>0.09</b>
<b>PLACEMENT MADE</b>	<b>27</b>	<b>0.24</b>
<b>NO PLACEMENT MADE</b>	<b>87</b>	<b>0.76</b>
<b>REASON FOR NO PLACEMENT</b>		
<b>NO CARE AVAILABLE</b>	<b>19</b>	<b>0.22</b>
<b>TOO EXPENSIVE</b>	<b>36</b>	<b>0.41</b>
<b>OTHER CARETAKER FOUND</b>	<b>21</b>	<b>0.24</b>
<b>NO TRANSPORTATION</b>	<b>11</b>	<b>0.13</b>



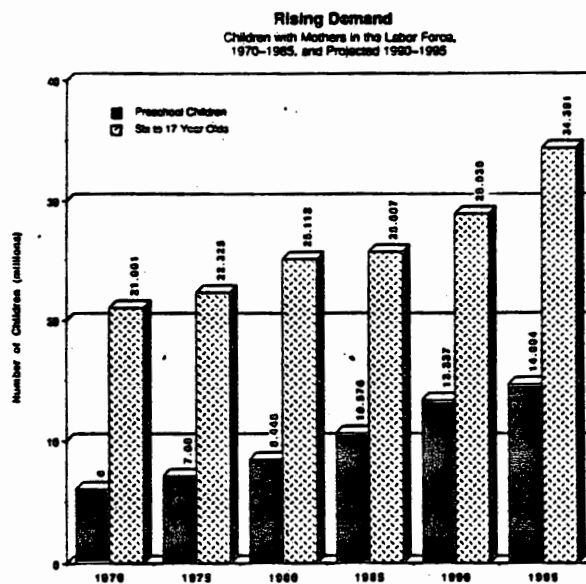
# 26 Million Children, Newborn To 13 Years Old, Need Child Care Each Day.

**The Average Cost of Child Care Is  
\$3,000 Per Year, Per Child.  
For A Low Income, Single Mother  
The Median Income Is \$6,595.**

**1/2 Million Pre-schoolers Are Alone  
For All Or Part Of Their Days.**

America's children are in crisis as these statistics prove. It is a crisis that has been in the making for well over the last decade. As we approach the 21st century we must find answers to the child care problem or accept the consequences. To continue as we are now, spending the majority of our time in discussion and study rather than creating and supporting resources, means today's children will be ill-equipped to handle the demands as tomorrow's adults.

Each day 26 million American children need child care. A select group will have parents who can afford to purchase individual care. Some will have quality care provided to them as a result of where their parents live or work. Others, through the efforts of their parents and agencies such as the Child Care Connection, will find themselves in nurturing environments under the care of dedicated and loving family day care providers or center staff members. The majority, however, will not be so lucky. They will be placed in substandard care with overworked and underpaid caregivers. Or worse yet, they will be left alone because no care is available.



*Mothers in the Workplace, 1987*

In 1970, 3 out of 10 pre-school children had mothers in the workforce. Today that number is 5 out of 10 and it is expected by the year 2000 that 7 out of 10 mothers of pre-schoolers will be working. This is much more than a trend. It is the future. Families can no longer survive on just one income regardless of that income level. Both parents need to work in order to provide a home, food, clothes and an education for their children. It is a fallacy that women are returning to work for ego-satisfaction or to afford bigger cars or houses. Women return to work, often reluctantly, because they have no choices. Most of these women are returning to blue-collar jobs and are earning 70% of what men earn. Many, like their mothers before them, would like to make homemaking their full-time job, but our world and economy have changed drastically since the 1950's and 60's.

Single parenting has also changed the face of the family in the 1980's and has increased the demand for child care. Today, one in four white and one in two black children are being reared in single parent homes. Most of these children are in the custody of their mothers and only 30% of the eight million women are receiving child support. One in every two children living in poverty is part of a single parent household. Affordable child care in a two parent, middle income home is difficult. For low income or poverty level single parents, it is nearly impossible.

Together with the lack of available child care is also a lack of quality care. Parents want, at the very least, minimum national standards for child care. In a survey conducted by NBC News and The Wall Street Journal, 69% of those parents surveyed backed such minimum standards. Parents, teachers and child development experts want legislation to establish some very basic standards. These standards include keeping the ratio of children to caregiver at low levels so that children can receive individual attention and an opportunity to develop cognitive, social and language skills. To achieve a level of quality, it is also critical that caregivers have a solid base of training to insure low turnover rates. This can best be accomplished by paying caregivers decent salaries. Fifty-eight percent of caregivers in day care centers are earning poverty wages. Ninety percent of those providing family day care are earning below the federal minimum wage.

National standards for child care must be set by the federal government, yet up until now our government has been a missing partner in the fight for better child care. It has been seventeen years since Congress passed a national child care program and that \$2.1 billion-a-year plan was vetoed by Richard Nixon. The Head Start program was reduced by twenty percent in 1982. Although funding increased over the interim years, 1988 expenditures, adjusted for inflation, are less than half the allocation for the program year of 1977.

*"We can either fund Head Start, child care and day care on the front side of life or welfare and jail care on the back side of life."*

JESSE JACKSON

## Statistics on the Child Care Crisis in New Jersey\*

In the 1990's the crisis in child care continues to multiply. The following figures show that more than one million children will be without care in the decade ahead.

---

Children needing care by next year in New Jersey:	1,376,000 children
------------------------------------------------------	--------------------

### Current slot availability:

- Licensed day care centers care for:	104,187 children
- Registered family day care providers care for:	7,240 children
- Nonregistered family day care providers care for:	150,000 children**
- Afterschool providers care for:	13,025 children

<i>Total children cared for:</i>	<i>274,452 children</i>
----------------------------------	-------------------------

<b>Total children without care and at risk:</b>	<b>1,101,548 children</b>
-----------------------------------------------------	---------------------------

---

\* - Source: *Child Care: Today's Challenge for Tomorrow*,  
presented by the New Jersey Child Care Advisory Council  
to Governor Kean, January, 1988.

\*\* - Due to the existence of unregulated care in the area of  
family day care, this figure is our best estimate. It  
most likely figures too many children rather than too few.

## How To Succeed In Expanding Resources

Involvement by the press is critical to the success of an effective recruitment campaign. The Child Care Connection will network to create a partnership with the media. This partnership can go far towards solving the child care crisis across our counties. The media is a key player in highlighting the extent of the child care needs of today's families. The current, extreme shortage of child care resources means that large numbers of children are left unsupervised, unprotected and vulnerable.

STATE OF NEW JERSEY - CHILD CARE RESOURCE & REFERRAL REPORT  
Providers by Type by County

=====

Level:	Regional Resource & Referral	Period: 3/25/91
Organization:	PASSAIC COUNTY CHILD CARE AGENCY	
Report Date:	Monday, March 25, 1991	Page 4

=====

TYPES OF PROVIDERS	Totals	
A Child Care Center	459	26.9%
B B/A Kindergarten	76	4.4%
C Family Day Care Home	686	40.2%
D School Age Child Care Program	192	11.2%
E Residential Camp	19	1.1%
F Day Camp	79	4.6%
G Special Ed/Disabled Program	14	0.8%
H Nursery School/Preschool	275	16.1%
I Head Start	47	2.7%
J In-home Care	213	12.5%
K Sick Child Care	2	0.1%
L Drop-in Care	11	0.6%
M Other	0	0.0%

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.

## STATE OF NEW JERSEY - CHILD CARE RESOURCE &amp; REFERRAL REPORT

## Providers by Type by Zip Code

=====  
 Level: Regional Resource & Referral  
 Organization: PASSAIC COUNTY CHILD CARE AGENCY  
 Report Date: Monday, March 25, 1991  
 =====

Period: 3/25/91

Page

## TYPES OF PROVIDERS

Zip Code	A	B	C	D	E	F	G	H	I	J	K	L	M
	0	0	0	0	0	0	0	0	0	2	0	0	0
07002	5	0	14	4	0	1	1	8	1	1	0	0	0
07005	2	0	0	0	0	0	0	0	0	0	0	0	0
07010	2	0	1	0	0	0	0	1	0	3	0	0	0
07011	6	1	6	1	0	0	1	3	0	1	0	0	0
07012	1	1	2	0	0	0	1	2	0	0	0	0	0
07013	3	1	7	0	0	0	0	2	0	0	0	0	0
07014	1	0	0	0	0	0	0	0	0	0	0	0	0
07015	0	0	0	1	1	1	0	0	0	0	0	0	0
07020	1	0	1	0	0	0	0	2	1	0	0	0	0
07022	1	0	4	0	0	0	0	1	0	1	0	0	0
07024	5	4	2	2	0	3	0	6	0	1	0	0	0
07026	2	1	15	3	0	0	1	1	0	5	0	0	0
07029	3	0	1	1	0	0	0	0	0	0	0	1	0
07030	6	1	5	3	0	2	0	1	1	1	0	0	0
07032	5	1	6	2	0	1	0	3	0	6	0	0	0
07034	1	0	0	0	0	0	0	0	0	0	0	0	0
07035	3	0	0	0	0	0	0	0	0	0	0	0	0
07042	0	0	0	0	0	0	0	0	0	1	0	0	0
07045	2	0	0	0	0	0	0	0	0	0	0	0	0
07046	3	0	0	0	0	0	0	0	0	0	0	0	0
07047	4	1	14	1	0	0	0	2	1	2	0	1	0
07050	0	0	0	0	0	0	0	1	0	0	0	0	0
07054	8	0	0	0	0	0	0	0	0	0	0	0	0
07055	7	0	51	3	0	3	0	4	2	6	1	0	0
07057	0	0	0	0	0	0	0	0	0	1	0	0	0
07070	3	1	4	2	0	1	1	4	0	4	0	0	0
07071	4	1	5	1	0	0	0	4	0	5	0	0	0
07072	1	0	0	0	0	0	0	0	0	0	0	0	0
07073	1	0	2	0	0	0	0	2	0	1	0	0	0
07075	1	0	4	0	0	0	0	1	0	2	0	0	0
07082	4	0	0	0	0	0	0	0	0	0	0	0	0
07087	19	2	22	4	0	0	1	7	1	2	0	3	0
07093	4	0	6	4	0	1	0	3	0	1	0	1	0
07094	2	0	0	0	0	0	0	2	0	0	0	0	0
07109	1	0	0	0	0	1	2	2	0	0	0	0	0
07302	6	1	11	7	0	0	1	0	3	2	0	0	0
07303	0	0	0	0	0	0	0	0	1	0	0	0	0
07304	10	1	27	7	0	2	0	4	3	4	0	0	0
07305	7	4	65	5	0	1	0	5	6	3	0	1	0
07306	3	1	26	4	0	0	0	2	3	0	0	0	0

11X

## STATE OF NEW JERSEY - CHILD CARE RESOURCE &amp; REFERRAL REPORT

## Providers by Type by Zip Code

Level: Regional Resource &amp; Referral

Period: 3/25/91

Organization: PASSAIC COUNTY CHILD CARE AGENCY

Report Date: Monday, March 25, 1991

Page

## TYPES OF PROVIDERS

Zip Code	A	B	C	D	E	F	G	H	I	J	K	L	M
07307	1	1	8	3	0	1	0	0	2	2	0	0	0
07401	1	0	0	0	0	0	0	1	0	0	0	0	0
07403	1	1	3	1	1	0	0	2	2	0	0	0	0
07405	5	0	0	0	0	0	0	1	0	0	0	0	0
07407	1	1	8	1	0	1	0	1	0	2	0	0	0
07410	5	1	11	3	0	2	0	9	0	7	0	0	0
07416	1	0	2	2	0	0	0	1	1	0	0	0	0
07417	3	1	1	0	0	0	0	2	0	2	0	0	0
07419	1	0	0	0	0	0	0	3	0	0	0	0	0
07420	0	0	0	0	1	0	0	0	0	0	0	0	0
07421	0	0	0	0	0	0	0	0	0	1	0	0	0
07423	0	0	0	0	0	0	0	1	0	0	0	0	0
07424	6	1	3	1	0	1	0	7	0	0	0	0	0
07430	4	1	0	2	0	2	0	3	0	1	0	0	0
07432	1	1	1	0	0	0	0	1	0	3	0	0	0
07435	0	0	0	0	0	0	0	1	0	0	0	0	0
07436	1	1	1	3	0	1	0	3	0	1	0	0	0
07438	3	0	0	2	0	0	0	2	0	0	0	0	0
07439	0	0	0	0	0	0	0	1	0	0	0	0	0
07442	3	0	4	0	0	0	0	1	0	0	0	0	0
07444	5	0	0	0	0	0	0	0	0	0	0	0	0
07446	0	0	1	1	0	0	0	1	0	1	0	0	0
07450	10	4	2	5	0	3	0	12	0	5	0	0	0
07451	1	0	0	0	0	0	0	0	0	0	0	0	0
07452	1	0	2	2	0	0	0	2	0	1	0	0	0
07456	1	0	4	0	0	0	0	4	0	0	0	0	0
07458	0	0	0	2	0	0	0	0	0	2	0	0	0
07460	1	0	2	1	0	0	0	0	0	0	0	0	0
07461	2	0	1	1	0	0	0	4	0	1	0	0	0
07462	3	1	1	5	0	2	0	2	0	0	0	2	0
07463	0	0	3	2	0	0	0	1	0	0	0	0	0
07465	1	0	1	0	0	1	0	0	1	0	0	0	0
07470	9	2	8	2	0	2	1	9	1	1	0	0	0
07480	3	1	5	5	2	4	1	6	1	1	0	0	0
07481	2	1	3	2	0	1	0	5	0	1	0	0	0
07501	6	1	25	4	0	4	0	2	4	4	0	0	0
07502	0	0	5	0	0	0	0	0	0	0	0	0	0
07503	0	1	10	0	0	0	0	0	0	0	0	0	0
07504	2	0	8	1	0	1	0	0	0	1	0	0	0
07505	4	1	0	3	1	2	0	1	0	0	1	0	0
07506	2	0	6	0	0	0	0	1	0	0	0	0	0
07508	2	0	5	0	0	1	0	2	0	2	0	0	0

## STATE OF NEW JERSEY - CHILD CARE RESOURCE &amp; REFERRAL REPORT

## Providers by Type by Zip Code

Level: Regional Resource &amp; Referral

Period: 3/25/

Organization: PASSAIC COUNTY CHILD CARE AGENCY

Report Date: Monday, March 25, 1991

Page

## TYPES OF PROVIDERS

Zip Code	A	B	C	D	E	F	G	H	I	J	K	L	M
07509	0	0	2	0	0	0	0	0	0	0	0	0	0
07510	0	0	1	0	0	0	0	0	0	0	0	0	0
07511	1	0	0	0	0	0	0	0	0	0	0	0	0
07512	3	0	1	0	0	0	0	2	0	0	0	0	0
07513	1	0	16	1	0	1	0	1	0	0	0	0	0
07514	3	0	12	2	0	1	0	1	0	2	0	0	0
07522	3	0	23	4	0	1	0	1	2	3	0	0	0
07524	1	1	16	1	0	0	0	2	0	1	0	0	0
07538	0	0	0	1	0	1	0	0	0	0	0	0	0
07544	0	0	1	0	0	0	0	0	0	0	0	0	0
07554	0	0	1	0	0	0	0	0	0	0	0	0	0
07601	4	1	16	4	0	1	0	1	1	18	0	0	0
07603	2	0	3	1	0	0	0	0	0	2	0	0	0
07604	2	2	1	1	0	1	0	4	0	1	0	0	0
07605	6	1	0	3	0	1	0	3	0	3	0	0	0
07606	0	0	0	0	0	0	0	0	0	1	0	0	0
07607	1	0	5	2	0	0	0	1	0	2	0	0	0
07608	1	0	0	0	0	0	0	0	0	0	0	0	0
07621	5	1	10	3	0	1	0	2	0	6	0	0	0
07624	4	1	0	2	0	2	0	3	0	1	0	0	0
07626	2	0	1	0	0	0	0	1	0	2	0	0	0
07627	1	0	0	2	0	0	0	0	0	0	0	0	0
07628	5	0	4	1	0	0	0	1	0	0	0	0	0
07630	1	1	1	1	0	0	0	1	0	0	0	0	0
07631	9	2	15	4	0	1	0	4	2	8	0	0	0
07632	1	0	0	0	0	0	0	0	0	0	0	0	0
07640	0	0	2	2	0	0	0	0	0	0	0	0	0
07641	1	0	0	1	0	0	0	0	0	1	0	0	0
07642	0	0	1	0	0	0	0	1	0	0	0	0	0
07643	1	1	3	0	0	0	0	1	0	2	0	0	0
07644	6	1	13	2	0	1	0	5	2	9	0	0	0
07645	0	0	2	1	0	0	0	1	0	1	0	0	0
07646	1	0	2	1	0	0	0	1	0	1	0	0	0
07647	1	0	2	1	0	0	0	1	0	1	0	0	0
07648	2	2	2	0	0	1	0	1	0	0	0	0	0
07649	0	0	0	1	0	0	0	1	0	0	0	0	0
07650	3	1	1	1	0	1	0	0	0	0	0	0	0
07652	7	5	7	2	0	3	1	9	0	2	0	0	0
07656	1	1	0	1	0	0	0	3	0	1	0	0	0
07657	4	0	1	2	0	0	0	1	0	1	0	0	0
07660	1	0	3	0	0	0	0	0	0	0	0	0	0
07661	3	0	2	3	0	0	0	2	0	2	0	0	0

STATE OF NEW JERSEY - CHILD CARE RESOURCE & REFERRAL REPORT  
Providers by Type by Zip Code

Level: Regional Resource & Referral Period: 3/25/  
Organization: PASSAIC COUNTY CHILD CARE AGENCY  
Report Date: Monday, March 25, 1991 Page

TYPES OF PROVIDERS

Zip Code	A	B	C	D	E	F	G	H	I	J	K	L	M
07662	0	0	6	1	0	0	0	1	0	5	0	0	0
07666	12	1	18	8	0	2	0	5	1	12	0	0	0
07670	2	1	0	1	0	1	1	2	0	1	0	0	0
07675	7	3	5	2	0	2	1	6	0	5	0	0	0
07801	8	0	0	1	0	0	0	1	1	0	0	0	0
07821	1	0	2	0	0	1	0	2	0	0	0	1	0
07823	1	0	0	1	0	0	0	1	0	0	0	0	0
07825	1	0	1	0	1	1	0	1	0	0	0	0	0
07826	3	0	0	1	0	0	0	3	0	0	0	1	0
07827	0	0	1	0	1	0	0	0	0	0	0	0	0
07831	0	0	1	0	0	0	0	0	0	0	0	0	0
07834	5	1	0	1	0	0	0	2	0	0	0	0	0
07836	5	0	0	1	0	0	0	3	0	0	0	0	0
07838	0	0	1	0	0	0	0	0	0	0	0	0	0
07839	0	0	0	1	0	0	0	0	0	0	0	0	0
07840	6	1	10	1	2	2	0	5	0	0	0	0	0
07843	2	0	5	2	0	0	0	1	0	0	0	0	0
07846	0	0	0	0	1	0	0	0	0	0	0	0	0
07848	0	0	0	0	1	0	0	0	0	0	0	0	0
07849	3	0	0	0	0	0	0	0	0	0	0	0	0
07850	2	0	0	0	0	1	0	1	0	0	0	0	0
07853	3	0	0	0	0	1	0	0	0	0	0	0	0
07855	0	0	0	0	1	0	0	0	0	0	0	0	0
07857	3	0	0	1	0	0	0	1	0	1	0	0	0
07860	4	2	6	4	2	3	0	2	0	0	0	0	0
07863	0	0	0	0	0	0	0	0	0	1	0	0	0
07865	1	0	2	0	2	0	0	1	0	0	0	0	0
07866	6	0	0	1	0	0	0	1	0	2	0	0	0
07869	7	0	0	0	0	0	0	0	0	0	0	0	0
07871	2	0	3	3	0	0	0	1	0	0	0	0	0
07874	2	1	3	0	0	2	0	2	1	1	0	0	0
07875	0	0	0	0	1	0	0	0	0	0	0	0	0
07876	7	1	0	0	0	0	0	0	0	0	0	0	0
07877	0	0	0	0	1	0	0	0	0	0	0	0	0
07878	1	0	0	0	0	0	0	0	0	0	0	0	0
07880	1	1	2	1	0	0	0	1	0	0	0	0	0
07882	2	0	5	0	0	0	0	2	1	1	0	0	0
07885	2	0	0	0	0	0	0	0	0	0	0	0	0
07926	0	0	0	0	0	0	0	1	0	0	0	0	0
07928	4	0	0	0	0	0	0	2	0	0	0	0	0
07930	3	0	0	0	0	0	0	0	0	0	0	0	0
07932	2	0	0	0	0	0	0	1	0	0	0	0	0

STATE OF NEW JERSEY - CHILD CARE RESOURCE & REFERRAL REPORT  
Providers by Type by Zip Code

Level: Regional Resource & Referral Period: 3/25/  
Organization: PASSAIC COUNTY CHILD CARE AGENCY  
Report Date: Monday, March 25, 1991 Page

TYPES OF PROVIDERS

Zip Code	A	B	C	D	E	F	G	H	I	J	K	L	M
07934	0	0	0	0	0	0	0	0	0	1	0	0	0
07936	2	0	0	0	0	0	0	2	0	0	0	0	0
07940	6	0	0	0	0	0	0	0	0	0	0	0	0
07945	2	0	0	0	0	0	0	0	0	0	0	0	0
07950	3	0	0	0	0	0	0	0	0	0	0	0	0
07960	10	0	0	0	0	0	0	0	0	0	0	0	0
07961	2	0	0	0	0	0	0	0	0	0	0	0	0
07970	1	0	0	0	0	0	0	0	0	0	0	0	0
07980	2	0	0	0	0	0	0	0	0	0	0	0	0
07981	1	0	0	0	0	0	0	0	0	0	0	0	0
08802	0	0	1	0	0	0	0	0	0	0	0	0	0
08865	5	0	8	0	0	0	0	3	1	6	0	0	0
08886	0	0	1	0	0	0	0	1	0	1	0	0	0
20000	0	0	0	0	0	0	0	0	0	1	0	0	0
74462	1	0	0	1	0	0	0	0	0	0	0	0	0

-End Of Report-

15X



78287  
215