



North Dakota Child Care

Center Staff Salary & Working Conditions

August, 2006

This data was collected and compiled by Child Care Resource & Referral. CCR&R's goals include to:

1. Impact positive outcomes for children
 - a. Advance implementation of high quality early childhood program standards
 - b. Build knowledge and skills of people who work with children
 - c. Work with parents to help them make good child care choices.
2. Collect and disseminate reliable data to paint the picture of child care in North Dakota.
3. Build partnerships to support and strengthen early childhood services.

ACKNOWLEDGMENTS:

Linda Lembke, director of the CCR&R in southeast North Dakota, coordinated and published this report.

Trisha Folden, Child Development/Family Science student intern from North Dakota State University, solicited, gathered and compiled data for this report.

The survey instrument was adapted from the Center for the Child Care Workforce's *Child Care Staff Salary and Working Conditions Survey*.

The views presented in this survey are those of CCR&R only, and do not reflect the opinions of any funders.



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Introduction

This survey was conducted during the summer of 2006 to gather statewide information on the salary levels, education, benefits and turnover of the child care workforce. Responses were received from 56 (43%) of the 131 licensed child care centers in North Dakota.

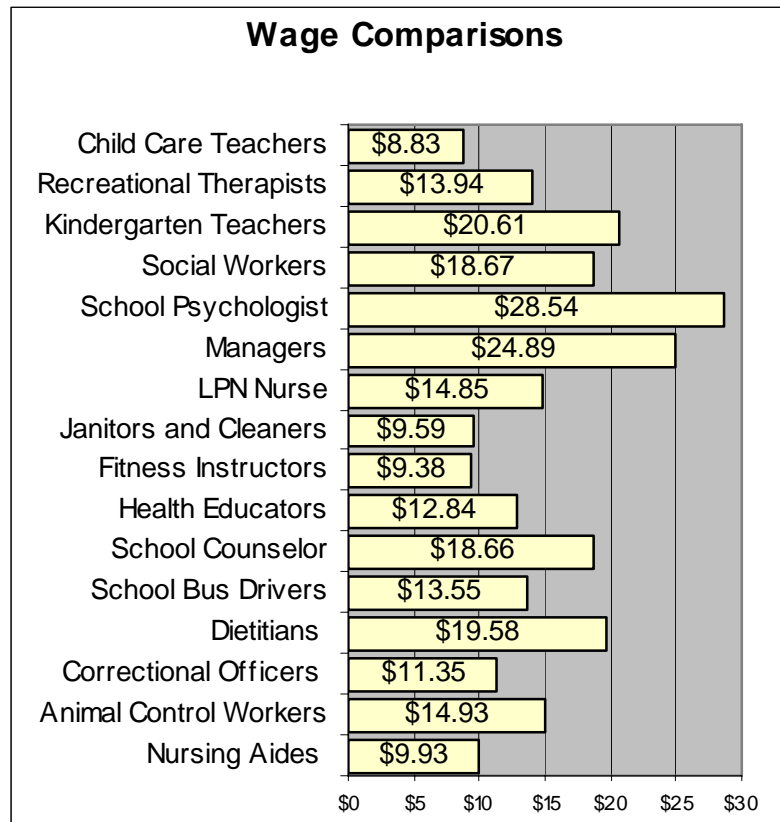
In North Dakota, 72% of children under age 6 live with families where both parents are working, compared to a national average of 59%. Quality early education during the first years of life is the most cost-effective and efficient way to prepare children to succeed. Young children need consistent care from experienced, well-trained teachers to help build a solid foundation for future learning. It is essential that parents have quality child care options available. Mounting evidence suggests that the quality of child care is tied to the wages, education and retention of teachers. Caregivers who are sensitive, consistent, well-trained and well-compensated are the key ingredient for a quality child care center. As child care efforts focus on increasing the availability of child care for parents, it is essential to also invest in the stability of the child care workforce.

Survey Highlights

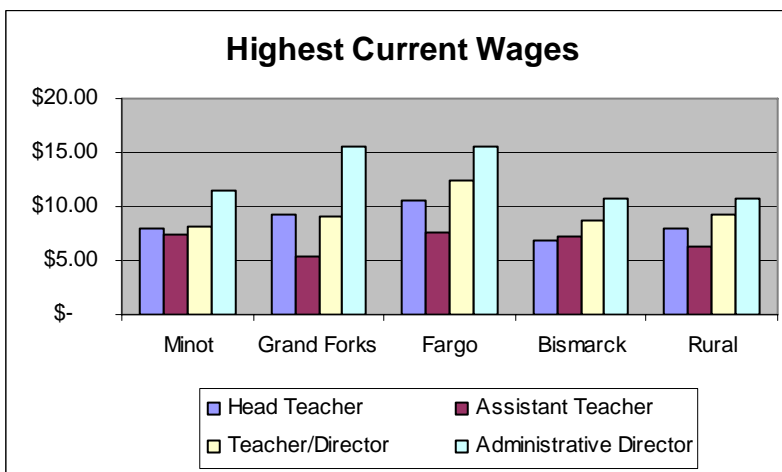
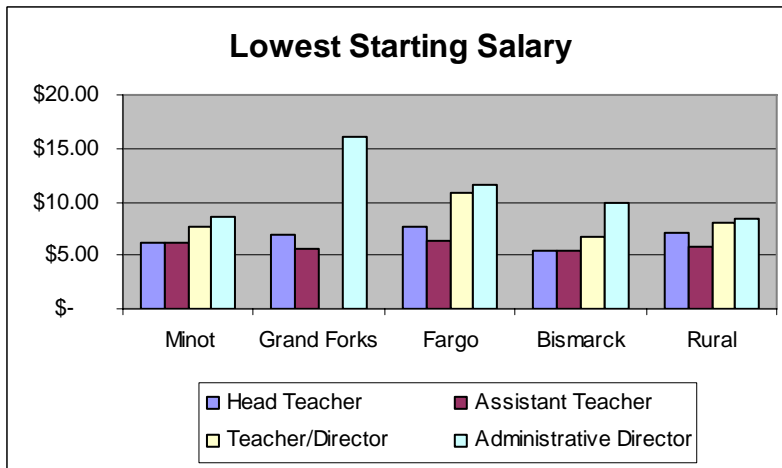
Wages

Growing awareness of the importance of a child’s earliest years and the impact on a child’s future learning has not translated into higher occupational status, increased compensation or better working conditions for the child care workforce.

- The average starting wage for a Head Teacher in North Dakota is \$8.83 per hour, a 22% increase from \$7.20 in 2002.
- The wage comparison table shows that child care teachers remain one of the lowest paid job sectors in North Dakota.

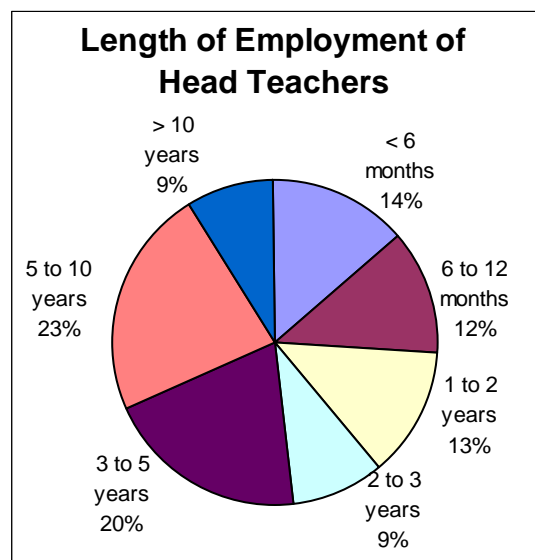


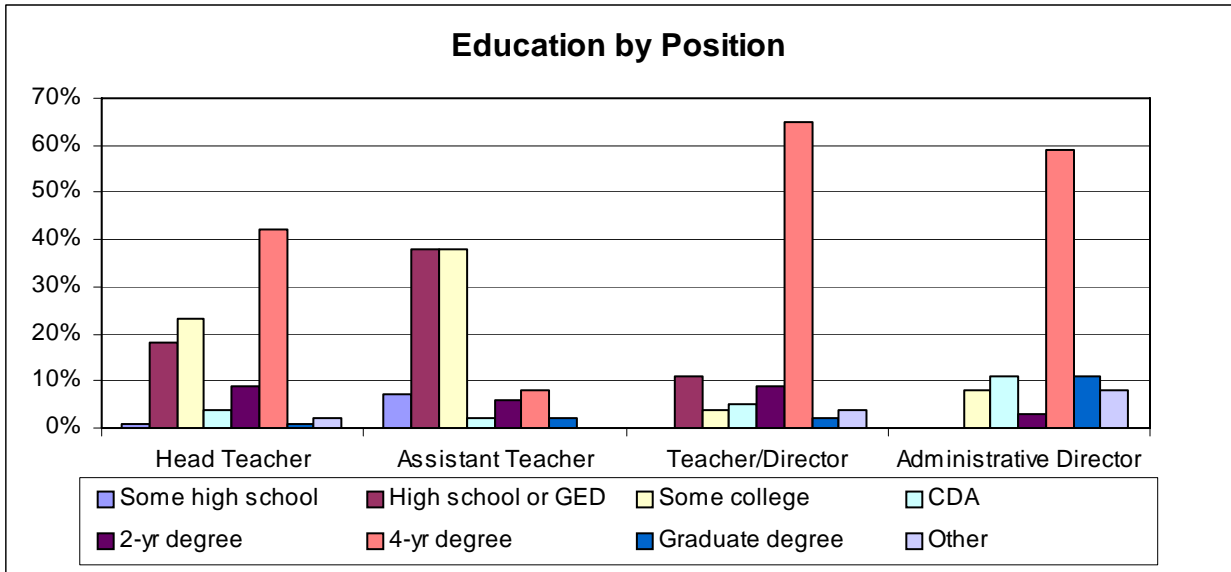
Source: "Wages for North Dakota Jobs" 2006



Education and Experience

- 70% of responding child care center directors, those who provide leadership for the program, have a four-year or graduate degree, yet they earn half of what managers in other industries earn.
- 42% of head teachers, defined as those in charge of a group of children, have a college degree.
- 39% of head teachers have been in their job less than two years.
- The percentage of head teachers employed for more than five years has risen to 32% as compared to only 14% in 2002.

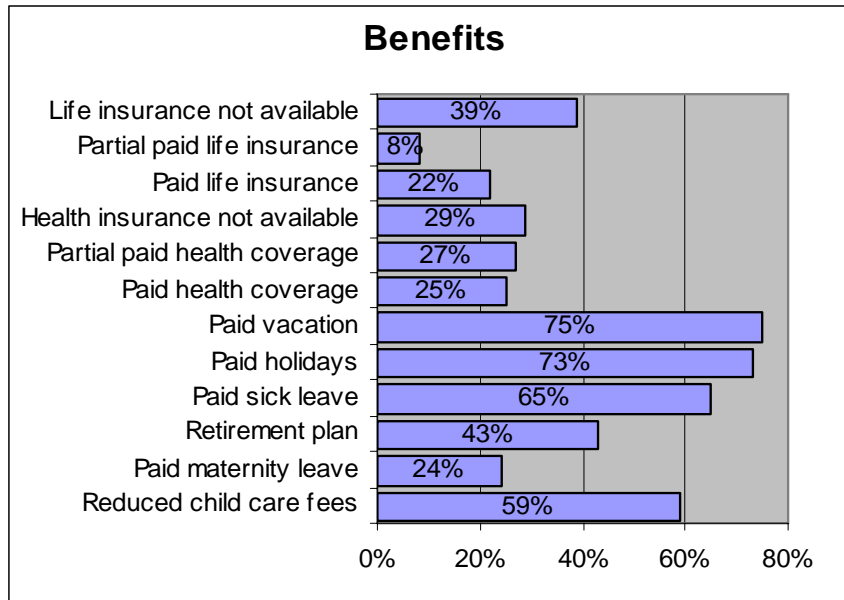




Benefits

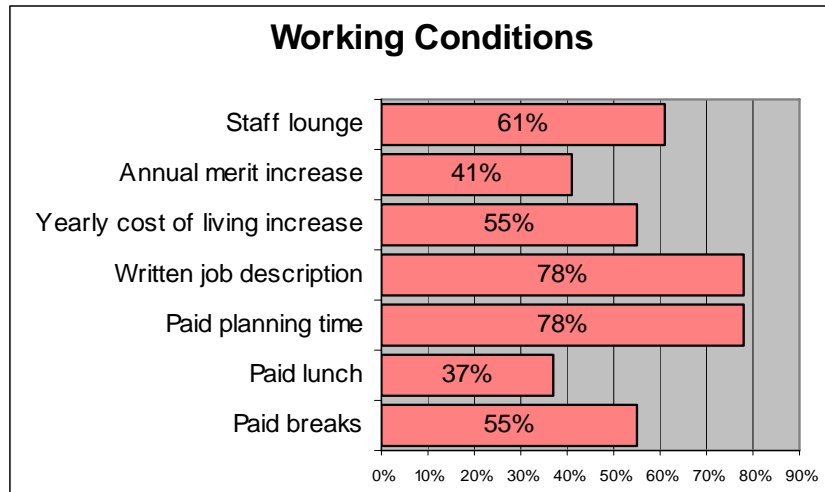
The child care workforce lags behind the larger workforce when it comes to receiving paid or partially paid benefits.

- Though exposed to illness through their work, only 65% of employees receive paid sick leave.
- 25% have health insurance paid by their employer
- 29% do not have access to health insurance at their workplace
- Reduced child care fees can be a substantial benefit for young families, and is available to 59% of child care center employees.



Working Conditions

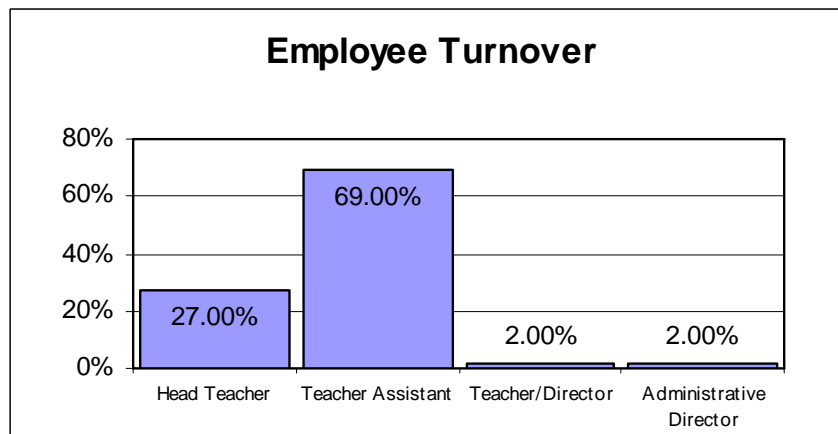
Child care centers must abide by state law and maintain adult to child ratios at all times. Unlike elementary schools, there are rarely extra employees to cover for lunch time, breaks or planning time. Children are often in child care centers for nine hours or more per day.



Employee Turnover

Staff turnover is generally high in low-wage industries, but it is of serious concern in child care settings because one element of quality care is consistent, stable teachers. When a teacher leaves a program, the children in her care feel that loss personally, as well as the interruption to their routine, and their learning and development may suffer a setback.

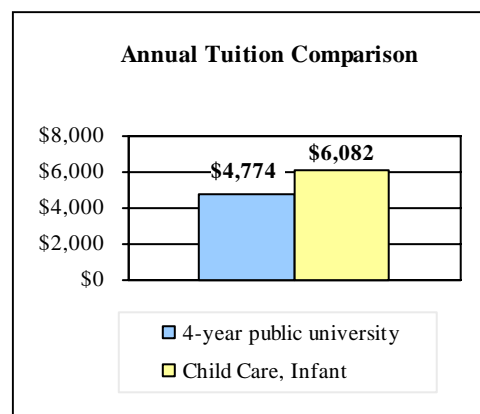
- Turnover of teacher assistants and aides is alarmingly high at 69%.
- 27% of Head Teachers left their position in the last year
- Total staff turnover in child care centers is unacceptably high at 31%.



Child Care Costs

- The child care programs that participated in this survey report that 82% of their funds come from parent fees, 7% of their income is for low-income families receiving child care assistance to offset their child care costs, 3% are corporate subsidies, and the remaining 8% is donations and fundraising income.
- The cost of child care in rural North Dakota has increased by 22%. Grand Forks rates have increased 21% and in Minot rates have increased 17%. The cost of child care for infants in Fargo has risen 15.3% in the past four years. At 41%, Bismarck rates have increased the most over the past four years.
- The cost of child care for one year is 22% higher than tuition at a North Dakota public university. Child care financial aid is available only for very low-income families.

2006 Annual Child Care Center Rates for One Child				
County	Infants	Toddlers	Preschool	School-Age
Cass	\$6,688.00	\$6,641.50	\$5,914.00	\$5,089.50
Grand Forks	\$6,703.50	\$6,628.50	\$5,805.00	\$5,041.50
Burleigh	\$6,489.00	\$6,520.50	\$6,787.50	\$5,187.00
Ward	\$5,489.50	\$5,471.50	\$4,917.00	\$4,796.50
Rural	\$5,148.50	\$5,043.00	\$4,671.00	\$4,392.00



Strong training and education programs are necessary to educate the incumbent workforce and attract new workers to the early childhood industry.

Improvements in salaries and working conditions are necessary to reduce workforce turnover and increase the quality of care for North Dakota's youngest citizens.





Child care is a part of the infrastructure of a community, like transportation and housing - without child care, parents can't work.

SURVEY RESULTS

In North Dakota, 72% of children under age 6 live with families where both parents are working, compared to a national average of 59%. It is essential that parents have quality child care options available. Caregivers who are sensitive, consistent, well-trained and well-compensated are the key ingredient for a quality child care center. As child care efforts focus on increasing the availability of child care for parents, it is essential to also invest in the stability of the child care workforce.

This survey was conducted to gather statewide information on the quality and stability of the child care workforce, and to compile wage and salary information for the child care industry. Surveys were mailed to the 131 licensed child care centers in North Dakota, with a 43% response rate.

The survey results are categorized by the four primary cities, and then centers outside of these cities are grouped into the Rural category. In the following segments, responses are also categorized by type of staff position within a child care center. In this survey:

Teachers		Refers to persons in charge of groups of children, often with staff supervisory responsibilities
Assistant Teachers		Refers to persons working under the supervision of a teacher.
Teacher/Directors		Refers to persons with both teaching and administrative duties.
Administrative Directors		Refers to persons with primarily administrative duties.

Section A reports the total number of surveys sent and the total surveys returned by geographical area. For more clarification, the responses are identified by non-profit and for-profit programs.

A-1 : Response Rate

Location	Number of surveys sent	Number of surveys returned	% Return Rate	Number of For-Profit	Number of Non-Profit
Fargo	36	15	42%	5	10
Grand Forks	11	5	45%	1	4
Bismarck	25	11	44%	4	7
Minot	12	3	25%	0	3
Rural	47	22	47%	4	18
Total	131	56	43%	14	42

Tables B-1 through B-4 show the education level of the four positions within a child care center. North Dakota requirements for a child care center director include formal training hours plus experience. Other child care center staff are required to attend up to 13 hours of training annually.

B-1 : Education Level (292 Head Teacher Positions indicated)

Head Teacher	Fargo	Grand Forks	Bismarck	Minot	Rural	State
< High School Diploma	0%	2%	0%	3%	1%	1%
GED or High School	6%	10%	17%	39%	25%	18%
Some ECE units	8%	10%	28%	19%	5%	12%
Some college in unrelated field	3%	15%	8%	16%	14%	11%
Child Development Associate	8%	0%	8%	3%	1%	4%
AA in unrelated field	3%	0%	3%	3%	1%	2%
AA in related field	6%	2%	3%	3%	16%	7%
BA/BS in ECE or related field	52%	59%	33%	13%	24%	38%
BA/BS in unrelated field	11%	3%	0%	0%	5%	5%
Master in ECE	3%	0%	0%	0%	0%	1%
Other	0%	0%	0%	0%	7%	2%

B-2 : Education Level (470 Teacher Assistant Positions Indicated)

Teacher Assistant/Aide	Fargo	Grand Forks	Bismarck	Minot	Rural	State
<High School Diploma	0%	1%	10%	0%	26%	7%
GED or High School	32%	29%	47%	59%	44%	38%
Some ECE units	40%	37%	9%	6%	8%	26%
Some college in unrelated field	6%	14%	25%	26%	4%	12%
Child Development Associate	1%	0%	1%	3%	10%	2%
AA in unrelated field	1%	19%	1%	0%	3%	5%
AA in related field	1%	0%	0%	0%	3%	1%
BA/BS in ECE or related field	13%	0%	6%	0%	1%	6%
BA/BS in unrelated field	4%	0%	0%	6%	1%	2%
Master in ECE	1%	0%	0%	0%	0%	0.2%
Other	0%	0%	0%	0%	0%	0%

B-3 : Education Level (50 Teacher/Director Positions indicated)

Teacher/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	State
GED or High School	0%	0%	0%	50%	21%	11%
Some ECE units	7%	0%	0%	0%	0%	2%
Some college in unrelated field	0%	0%	0%	25%	0%	2%
Child Development Associate	0%	0%	0%	0%	16%	5%
AA in unrelated field	0%	0%	0%	25%	5%	4%
AA in related field	0%	0%	7%	0%	11%	5%
BA/BS in ECE or related field	73%	50%	67%	0%	21%	47%
BA/BS in unrelated field	20%	0%	20%	0%	21%	18%
Master in ECE	0%	50%	0%	0%	0%	2%
Other	0%	0%	7%	0%	5%	4%

B-4 : Education Level (37 Administrative Director Positions indicated)

Administrative Director	Fargo	Grand Forks	Bismarck	Minot	Rural	State
GED or High School	0%	0%	0%	0%	0%	0%
Some ECE units	18%	0%	0%	0%	0%	5%
Child Development Associate	9%	17%	0%	0%	17%	11%
AA in unrelated field	0%	0%	0%	0%	0%	0%
AA in related field	0%	0%	0%	0%	8%	3%
BA/BS in ECE or related field	45%	50%	80%	67%	50%	54%
BA/BS in unrelated field	9%	0%	0%	0%	8%	5%
Master's in ECE	9%	33%	20%	0%	0%	11%
Other	9%	0%	0%	33%	8%	8%

Section C indicates entry level wages for the four defined positions in a child care center,

categorized into the four major cities, rural areas, and the state average. The average annual starting wage for a full-time, full-year Head Teacher in North Dakota is between \$16,100 and \$18,500.

C-1 : Average Starting Wages (51 responses)

Position		Fargo	Grand Forks	Bismarck	Minot	Rural	State
Head Teacher	Low	\$8.66	\$7.15	\$7.79	\$6.54	\$7.35	\$7.76
	High	\$9.49	\$10.65	\$9.01	\$7.30	\$8.10	\$8.89
Teacher Assistant	Low	\$7.02	\$5.73	\$6.45	\$5.87	\$6.06	\$6.37
	High	\$7.69	\$6.63	\$7.85	\$6.59	\$6.48	\$7.09
Teacher/Director	Low	\$11.79	N/A	\$10.91	\$6.31	\$9.44	\$10.09
	High	\$12.71	N/A	\$12.59	\$7.15	\$9.92	\$11.04
Administrative Director	Low	\$11.53	\$13.43	\$15.88	\$10.75	\$12.00	\$12.31
	High	\$12.31	\$15.93	\$18.30	\$14.40	\$12.59	\$13.65

The average highest average current wage for a full-time, full-year Head Teacher in North Dakota is \$21,000.

C-2 : Highest Current Wages (52 responses)

Position	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Head Teacher	\$11.77	\$11.24	\$9.42	\$7.95	\$9.36	\$10.14
Teacher Assistant	\$8.60	\$7.19	\$7.81	\$7.98	\$7.10	\$7.63
Teacher/Director	\$14.13	N/A	\$11.86	\$7.15	\$11.11	\$11.85
Administrative Director	\$15.84	\$15.77	\$11.00	\$14.40	\$13.61	\$14.30

Section D indicates the level of benefits that are available to the child care workforce. The current availability of benefits for child care workers needs improvement, particularly given teachers' daily exposure to illness, and, in turn, the children's exposure to teachers who are ill. Financial constraints limit the benefits that most child care centers can offer.

D-1 : Benefits: Head Teachers (51 responses)

Head Teacher	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Reduced child care fees	47%	50%	73%	100%	56%	59%
Unpaid, job-protected maternity/paternity leave	60%	50%	73%	100%	56%	63%
Paid maternity/paternity	27%	25%	18%	0%	28%	24%
Retirement or pension plan	47%	75%	36%	67%	33%	43%
Paid assistance for workshops	87%	100%	82%	100%	78%	84%
Financial assistance with continuing education	27%	25%	27%	33%	11%	22%
Paid sick days	80%	75%	64%	100%	44%	65%
Paid holidays	87%	75%	73%	100%	56%	73%
Paid vacation	80%	100%	64%	100%	67%	75%
Paid personal days	53%	75%	36%	67%	39%	47%
Health Coverage:						
Fully paid for employee and dep.	7%	50%	0%	0%	11%	10%
Fully paid for employee, partial dep.	0%	0%	0%	0%	0%	0%
Fully paid for employee only	27%	0%	27%	0%	6%	16%
Partial paid for employee and dep.	13%	0%	9%	67%	6%	12%
Partial paid for employee only	27%	0%	9%	0%	17%	16%
Available but unpaid	7%	0%	9%	0%	11%	8%
Unavailable	27%	25%	27%	33%	33%	29%
Dental Coverage:						
Fully paid for employee and dep.	7%	0%	0%	67%	0%	6%
Fully paid for employee, partial dep.	0%	0%	0%	0%	0%	0%
Fully paid for employee only	20%	0%	9%	0%	6%	10%
Partial paid for employee and dep.	13%	0%	0%	0%	0%	4%
	20%	0%	0%	0%	6%	8%

Head Teacher	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Partial paid for employee only						
Available but unpaid	20%	25%	9%	33%	22%	20%
Unavailable	27%	25%	45%	0%	44%	35%
Life Insurance						
Fully paid for employee and dep.	7%	0%	0%	33%	0%	4%
Fully paid for employee, partial dep.	0%	0%	0%	0%	0%	0%
Fully paid for employee only	20%	25%	18%	0%	17%	18%
Partial paid for employee and dep.	7%	0%	0%	0%	0%	2%
Partial paid for employee only	13%	0%	0%	0%	6%	6%
Available but unpaid	13%	0%	9%	33%	6%	10%
Unavailable	47%	25%	36%	0%	0%	39%

D-2 : Benefits: Teacher Assistant/Aide (44 responses)

Teacher Assistant/Aide	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Reduced child care fees	40%	33%	75%	100%	50%	55%
Unpaid, job-protected maternity/paternity leave	60%	0%	75%	100%	56%	61%
Paid maternity/paternity	13%	0%	13%	0%	33%	20%
Retirement or pension plan	40%	67%	50%	50%	28%	41%
Paid assistance for workshops	73%	100%	100%	100%	72%	86%
Financial assistance with continuing education	20%	0%	38%	50%	11%	20%
Paid sick days	73%	0%	50%	100%	39%	55%
Paid holidays	67%	33%	50%	100%	50%	59%
Paid vacation	60%	33%	50%	100%	61%	61%
Paid personal days	47%	0%	38%	100%	39%	43%
Health Coverage:						
Fully paid for employee and dep.	0%	0%	0%	0%	11%	5%
Fully paid for employee, partial dep.	0%	0%	0%	0%	0%	0%
	23%	0%	13%	0%	6%	11%

Teacher Assistant/Aide	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Fully paid for employee only						
Partial paid for employee and dep.	15%	0%	13%	50%	6%	11%
Partial paid for employee only	31%	0%	13%	0%	6%	14%
Available but unpaid	8%	0%	13%	0%	0%	5%
Unavailable	31%	0%	50%	50%	28%	32%
Dental Coverage:						
Fully paid for employee and dep.	8%	0%	0%	50%	0%	5%
Fully paid for employee, partial dep.	0%	0%	0%	0%	0%	0%
Fully paid for employee only	15%	0%	0%	0%	0%	5%
Partial paid for employee and dep.	15%	0%	0%	0%	0%	5%
Partial paid for employee only	23%	0%	13%	0%	6%	11%
Available but unpaid	23%	0%	13%	50%	22%	20%
Unavailable	23%	0%	75%	0%	28%	32%
Life Insurance:						
Fully paid for employee and dep.	8%	0%	0%	50%	0%	5%
Fully paid for employee, partial dep.	0%	0%	0%	0%	0%	0%
Fully paid for employee only	23%	0%	13%	0%	11%	14%
Partial paid for employee and dep.	8%	0%	0%	0%	0%	2%
Partial paid for employee only	8%	0%	13%	0%	6%	7%
Available but unpaid	15%	0%	13%	50%	11%	14%
Unavailable	46%	0%	63%	0%	22%	34%

D-3 : Benefits: Teacher/Director (38 responses)

Teacher/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Reduced child care fees	40%	N/A	67%	100%	47%	53%
Unpaid, job-protected maternity/paternity leave	50%	N/A	67%	100%	35%	50%
Paid maternity/paternity	10%	N/A	33%	0%	35%	26%
Retirement or pension plan	40%	N/A	44%	50%	28%	37%

Teacher/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Paid assistance for workshops	70%	N/A	100%	100%	65%	76%
Financial assistance with continuing education	20%	N/A	22%	50%	0%	13%
Paid sick days	70%	N/A	78%	100%	35%	58%
Paid holidays	70%	N/A	89%	100%	47%	66%
Paid vacation	50%	N/A	89%	100%	59%	66%
Paid personal days	20%	N/A	44%	50%	29%	32%
Health Coverage:						
Fully paid for employee and dep.	0%	N/A	11%	0%	0%	3%
Fully paid for employee, partial dep.	0%	N/A	0%	50%	0%	3%
Fully paid for employee only	20%	N/A	22%	0%	12%	16%
Partial paid for employee and dep.	10%	N/A	11%	0%	6%	8%
Partial paid for employee only	10%	N/A	0%	0%	24%	13%
Available but unpaid	10%	N/A	0%	0%	12%	8%
Unavailable	40%	N/A	33%	50%	24%	32%
Dental Coverage:						
Fully paid for employee and dep.	0%	N/A	11%	50%	0%	5%
Fully paid for employee, partial dep.	0%	N/A	0%	0%	0%	0%
Fully paid for employee only	20%	N/A	0%	0%	6%	8%
Partial paid for employee and dep.	10%	N/A	0%	0%	0%	3%
Partial paid for employee only	10%	N/A	0%	0%	6%	5%
Available but unpaid	10%	N/A	11%	50%	12%	13%
Unavailable	40%	N/A	56%	0%	41%	42%
Life Insurance:						
Fully paid for employee and dep.	0%	N/A	11%	0%	0%	3%
Fully paid for employee, partial dep.	0%	N/A	0%	0%	0%	0%
Fully paid for employee only	20%	N/A	22%	0%	6%	13%
Partial paid for employee and dep.	10%	N/A	0%	0%	0%	3%

Teacher/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Partial paid for employee only	10%	N/A	0%	0%	6%	5%
Available but unpaid	10%	N/A	11%	50%	12%	13%
Unavailable	50%	N/A	44%	0%	35%	39%

D-4 : Benefits: Administrative Director (36 responses)

Administrative	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Reduced child care fees	44%	50%	43%	100%	31%	44%
Unpaid, job-protected maternity/paternity leave	44%	25%	57%	100%	54%	53%
Paid maternity/paternity	33%	25%	14%	33%	46%	33%
Retirement or pension plan	56%	50%	43%	67%	62%	56%
Paid assistance for workshops	89%	75%	71%	100%	77%	81%
Financial assistance with continuing education	44%	25%	14%	33%	15%	25%
Paid sick days	78%	75%	57%	100%	69%	72%
Paid holidays	78%	100%	57%	100%	69%	75%
Paid vacation	89%	75%	57%	100%	77%	78%
Paid personal days	67%	75%	29%	67%	62%	58%
Health Coverage:						
Fully paid for employee and dep.	11%	50%	14%	0%	15%	17%
Fully paid for employee, partial dep.	0%	0%	0%	33%	0%	3%
Fully paid for employee only	22%	0%	0%	0%	31%	17%
Partial paid for employee and dep.	22%	0%	14%	33%	0%	11%
Partial paid for employee only	44%	0%	14%	0%	8%	17%
Available but unpaid	0%	0%	0%	0%	15%	6%
Unavailable	11%	0%	14%	33%	15%	14%
Dental coverage:						
Fully paid for employee and dep.	11%	0%	0%	67%	0%	8%
Fully paid for employee, partial dep.	0%	0%	0%	0%	0%	0%

Administrative	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Fully paid for employee only	11%	0%	0%	0%	8%	6%
Partial paid for employee and dep.	22%	0%	0%	0%	0%	6%
Partial paid for employee only	33%	0%	0%	0%	8%	11%
Available but unpaid	22%	25%	14%	33%	38%	28%
Unavailable	11%	0%	29%	0%	23%	17%
Life Insurance:						
Fully paid for employee and dep.	22%	0%	0%	33%	0%	8%
Fully paid for employee, partial dep.	0%	0%	0%	0%	0%	0%
Fully paid for employee only	22%	25%	0%	0%	23%	17%
Partial paid for employee and dep.	11%	0%	0%	0%	0%	3%
Partial paid for employee only	22%	0%	0%	0%	8%	8%
Available but unpaid	11%	0%	14%	33%	15%	14%
Unavailable	22%	0%	29%	0%	23%	19%

Section E depicts working conditions for the childcare workforce.

E-1 : Working Conditions: Head Teacher (51 responses)

Head Teacher	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
Paid break	47%	60%	55%	50%	61%	55%
Paid lunch	27%	60%	27%	50%	44%	37%
Paid prep/planning time	80%	80%	82%	100%	67%	78%
Paid for staff mtg. after hours	93%	80%	91%	100%	78%	88%
Paid for parent mtg. after hours	53%	60%	73%	100%	44%	59%
Paid for on-site in-service training	73%	80%	73%	100%	72%	76%
Paid for off-site training/workshop	67%	40%	73%	100%	56%	65%
Paid membership to a professional organization	20%	0%	9%	50%	28%	20%
Written job description	87%	80%	64%	100%	72%	78%
Written contract	33%	100%	18%	50%	61%	47%

Head Teacher	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
Written salary schedule	20%	20%	27%	100%	33%	29%
Formal grievance procedure	60%	40%	55%	100%	67%	63%
Yearly cost of living increase	60%	60%	55%	50%	44%	55%
Merit increase	33%	60%	36%	100%	33%	41%
Compensation for overtime	67%	80%	45%	100%	61%	65%
Staff room	73%	80%	55%	50%	44%	61%

E-2 : Working Conditions: Teacher Assistant/Aide (44 responses)

Teacher Assistant/Aide	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
Paid break	46%	33%	56%	0%	72%	57%
Paid lunch	23%	33%	33%	50%	56%	41%
Paid prep/planning time	62%	0%	78%	100%	44%	57%
Paid for staff mtg. after hours	92%	100%	100%	100%	83%	93%
Paid for parent mtg. after hours	46%	67%	78%	100%	50%	59%
Paid for on-site in-service training	85%	67%	89%	100%	78%	84%
Paid for off-site training/workshop	69%	33%	78%	100%	72%	73%
Paid membership to a professional organization	15%	0%	0%	56%	28%	18%
Written job description	92%	100%	89%	100%	78%	89%
Written contract	38%	100%	11%	50%	67%	50%
Written salary schedule	23%	0%	22%	50%	33%	27%
Formal grievance procedure	69%	33%	67%	100%	72%	70%
Yearly cost of living increase	62%	67%	56%	100%	44%	57%
Merit increase	38%	33%	44%	100%	33%	41%
Compensation for overtime	69%	100%	56%	100%	72%	73%
Staff room	77%	67%	56%	50%	44%	59%

E-3 : Working Conditions: Teacher/Director (38 responses)

Teacher/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
Paid break	60%	N/A	56%	50%	41%	50%
Paid lunch	20%	N/A	33%	50%	47%	39%
Paid prep/planning time	50%	N/A	78%	100%	41%	55%
Paid for staff mtg. after hours	60%	N/A	89%	100%	53%	68%
Paid for parent mtg. after hours	50%	N/A	87%	100%	24%	53%
Paid for on-site in-service training	50%	N/A	78%	100%	53%	63%
Paid for off-site training/workshop	30%	N/A	89%	100%	47%	58%
Paid membership to a professional organization	30%	N/A	11%	50%	24%	24%
Written job description	90%	N/A	78%	100%	65%	79%
Written contract	40%	N/A	22%	50%	41%	39%
Written salary schedule	20%	N/A	33%	100%	24%	29%
Formal grievance procedure	40%	N/A	56%	100%	53%	55%
Yearly cost of living increase	50%	N/A	56%	50%	41%	50%
Merit increase	20%	N/A	33%	100%	29%	34%
Compensation for overtime	40%	N/A	33%	100%	41%	45%
Staff room	50%	N/A	56%	50%	35%	47%

E-4 : Working Conditions: Administrative Director (36 responses)

Administrative/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
Paid break	22%	25%	43%	33%	54%	39%
Paid lunch	11%	25%	29%	33%	31%	25%
Paid prep/planning time	22%	25%	57%	100%	46%	44%
Paid for staff mtg. after hours	44%	25%	43%	100%	62%	53%
Paid for parent mtg. after hours	22%	75%	43%	100%	46%	47%
Paid for on-site in-service training	33%	25%	57%	100%	54%	50%
Paid for off-site training/workshop	33%	0%	57%	100%	54%	47%
Paid membership to a professional organization	33%	25%	14%	67%	38%	33%
	67%	50%	71%	100%	62%	67%

Administrative/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
Written job description						
Written contract	22%	50%	0%	33%	54%	33%
Written salary schedule	22%	0%	14%	67%	46%	31%
Formal grievance procedure	67%	0%	57%	100%	69%	61%
Yearly cost of living increase	67%	25%	43%	67%	38%	47%
Merit increase	22%	0%	29%	67%	23%	25%
Compensation for overtime	33%	25%	14%	100%	46%	39%
Staff room	56%	0%	57%	67%	46%	47%

Section F shows that child care centers struggle to retain their staff since better compensation in other industries is common..

F-1 : Length of Employment: Head Teacher (285 responses)

Head Teacher	Fargo	Grand Forks	Bismarck	Minot	Rural	State
< 6 months	7%	13%	16%	39%	10%	14%
> 6 months but < 1 yr	8%	17%	14%	3%	12%	12%
> 1 yr but < 2 yrs	23%	8%	12%	10%	11%	13%
> 2 yrs but < 3 yrs	13%	13%	8%	13%	2%	9%
> 3 yrs but < 5 yrs	21%	7%	20%	10%	33%	20%
> 5 yrs but < 10 yrs	18%	25%	24%	19%	27%	23%
> 10 yrs	10%	17%	6%	6%	6%	9%

F-2 : Length of Employment: Teacher Assistant/Aide (434 responses)

Teacher Assistant/Aide	Fargo	Grand Forks	Bismarck	Minot	Rural	State
< 6 months	11%	8%	29%	21%	23%	17%
> 6 months but < 1 yr	28%	45%	21%	35%	20%	29%
> 1 yr but < 2 yrs	31%	29%	17%	9%	19%	24%
> 2 yrs but < 3 yrs	13%	0%	9%	3%	6%	8%
> 3 yrs but < 5 yrs	7%	15%	14%	18%	23%	14%
> 5 yrs but < 10 yrs	8%	2%	10%	12%	6%	7%
> 10 yrs	3%	0%	0%	3%	3%	2%

F-3 : Length of Employment: Teacher/Director (54 responses)

Teacher/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	State
< 6 months	0%	0%	0%	0%	0%	0%
> 6 months but < 1 yr	6%	0%	0%	25%	21%	11%
> 1 yr but < 2 yrs	6%	0%	36%	0%	11%	13%
> 2 yrs but < 3 yrs	0%	0%	0%	0%	5%	2%
> 3 yrs but < 5 yrs	11%	0%	18%	0%	21%	15%
> 5 yrs but < 10 yrs	33%	0%	0%	50%	21%	22%
> 10 yrs	44%	100%	45%	25%	21%	37%

F-4 : Length of Employment: Administrative Director (54 responses)

Administrative Director	Fargo	Grand Forks	Bismarck	Minot	Rural	State
< 6 months	0%	0%	0%	0%	0%	0%
> 6 months but < 1 yr	22%	0%	0%	0%	25%	11%
>1 yr but < 2 yrs	11%	0%	25%	0%	17%	13%
> 2 yrs but < 3 yrs	0%	20%	0%	33%	0%	2%
> 3 yrs but < 5 yrs	22%	0%	0%	0%	25%	15%
> 5 yrs but < 10 yrs	11%	20%	0%	33%	0%	22%
> 10 yrs	33%	60%	75%	33%	33%	37%

Section G

Staff turnover is generally high in low-wage industries, but it is of serious concern in child care programs because of the potential impact on children who are at critical points in their development. Child care center staff turnover remains unacceptably high at 31% in North Dakota. Difficulty in finding qualified staff is a barrier to increasing capacity and availability of child care.

G-1 : Turnover by Position/How many left in last 12 months

Position	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Head Teacher	19%	13%	17%	73%	16%	27%
Teacher Assistant/Aide	76%	88%	80%	21%	80%	69%
Teacher/Director	0%	0%	2%	4%	4%	2%
Administrative Director	5%	0%	2%	2%	0%	2%

G-2: Total Staff Turnover

Location	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Total Staff	75	32	59	48	50	264
Total Staff who left in past 12 months	24%	20%	37%	64%	13%	31%

Section H

Centers do not appear to be lowering their standards when they replace staff. Centers indicated more than half the replacement staff to be at least the same or more qualified than the staff who left.

H-1 : Length to fill vacancies (23 responses)

Head Teacher	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
< a week	14%	40%	25%	50%	20%	26%
1 to 2 weeks	29%	40%	25%	0%	20%	26%
3 to 4 weeks	29%	0%	50%	50%	40%	30%
> a month	29%	20%	0%	0%	20%	17%

H-2 : Length to fill vacancies (50 responses)

Teacher Assistant/Aide	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
< a week	8%	25%	31%	100%	13%	20%
1 to 2 weeks	69%	50%	38%	0%	25%	42%
3 to 4 weeks	15%	25%	31%	0%	19%	22%
> a month	8%	0%	0%	0%	44%	16%

H-3 : Length to fill vacancies (5 responses)

Teacher/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
< a week	N/A	N/A	0%	0%	33%	20%
1 to 2 weeks			100%	0%	0%	20%
3 to 4 weeks			0%	0%	33%	20%
> a month			0%	100%	33%	40%

H-4 : Length to fill vacancies (3 responses)

Administrative Director	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
< a week	100%	N/A	0%	100%	N/A	67%
1 to 2 weeks	0%		0%	0%		0%
3 to 4 weeks	0%		0%	0%		0%
> a month	0%		100%	0%		33%

Section I

I-1 : Qualification of replacement (27 responses)

Head Teacher	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Much less qualified	0%	0%	25%	0%	N/A	4%
Somewhat less qualified	0%	0%	0%	50%		11%
About the same	45%	83%	75%	50%		52%
Somewhat more qualified	45%	17%	0%	0%		26%
Much more qualified	9%	0%	0%	0%		7%

I-2 : Qualification of replacement (49 responses)

Teacher Assistant/Aide	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Much less qualified	8%	20%	0%	0%	7%	6%
Somewhat less qualified	17%	20%	31%	0%	40%	29%
About the same	58%	40%	69%	100%	20%	49%
Somewhat more qualified	17%	20%	0%	0%	20%	12%
Much more qualified	0%	0%	0%	0%	13%	4%

I-3 : Qualification of replacement (5 responses)

Teacher/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Much less qualified	0%	N/A	0%	0%	0%	0%
Somewhat less qualified	0%		0%	0%	0%	0%
About the same	100%		100%	100%	100%	100%
Somewhat more qualified	0%		0%	0%	0%	0%
Much more qualified	0%		0%	0%	0%	0%

I-4 : Qualification of replacement (5 responses)

Administrative Director	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Much less qualified	0%	N/A	0%	0%	0%	0%
Somewhat less qualified	0%		100%	100%	0%	40%
About the same	0%		0%	0%	0%	0%
Somewhat more qualified	50%		0%	0%	0%	20%
Much more qualified	50%		0%	0%	100%	40%

Section J shows parent fees provide the majority of income for child care programs. Programs with supplemental support are able to pay higher wages, thus attracting and retaining more qualified employees. Most programs must operate efficiently on tight budgets in order to continue services.

J-1 : Programs receiving funds from these sources

Program	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Parent Fees	84%	85%	81%	85%	75%	82%
Private donations or gifts	2%	2%	2%	0%	5%	2%
Public subsidies	7%	10%	7%	4%	6%	7%
Corporate subsidies	2%	2%	2%	10%	0%	3%
Fund-raising	0%	0%	7%	0%	5%	2%
Other	5%	1%	2%	0%	0%	2%

J-2 : Programs receiving Donations

Type	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Space	11%	20%	6%	50%	3%	8%
Toys/Materials	33%	20%	29%	0%	33%	31%
Supplies(paints, papers, etc)	17%	0%	29%	0%	30%	24%
Volunteer Help	28%	40%	24%	0%	29%	26%
Support Services (janitorial, laundry)	11%	20%	12%	50%	7%	11%

Section K. Licensing indicates that child care centers have met minimal health and safety standards. Accreditation is a voluntary program, administered by the National Association for the Education of Young Children (NAEYC), that assesses if a program meets a set of quality guidelines. Centers that achieve accreditation have been found to provide higher quality care than non-accredited centers. These centers tend to employ staff with more training and formal education, have lower turnover rates, and provide more developmentally appropriate activities and higher quality caregiving for children.

K-1 : Accreditation

Type	Fargo	Grand Forks	Bismarck	Minot	Rural	State
Are Currently Accredited By NAEYC	13%	0%	0%	33%	0%	5%
Other Type of Accreditation	13%	0%	9%	0%	0%	5%
Not Accredited	60%	75%	82%	33%	86%	75%
Pursuing NAEYC Accreditation	13%	25%	9%	33%	14%	14%
Pursuing Other Accreditation	0%	0%	0%	0%	0%	0%

L-1 : Average Percent of Budget Toward Salaries

Type	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
% per year to all staff	73%	76%	75%	70%	78%	76%
% per year to teaching staff	63%	66%	60%	60%	60%	62%

M-1 : Percent of Total Staff By Gender

Head Teacher	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
Male	0%	0%	10%	0%	2%	3%
Female	100%	100%	90%	100%	98%	97%

M-2 : Percent of Total Staff By Gender

Teacher Assistant/Aide	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
Male	3%	2%	14%	6%	6%	6%
Female	97%	98%	86%	94%	94%	94%

M-3 : Percent of Total Staff By Gender

Teacher/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
Male	0%	0%	0%	0%	5%	2%
Female	100%	100%	100%	100%	95%	98%

M-4 : Percent of Total Staff By Gender

Administrative Director	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
Male	0%	0%	25%	0%	5%	5%
Female	100%	100%	75%	100%	95%	95%

N-1 : Number Of Staff By Racial Descent (282 responses)

Head Teacher	Fargo	Grand Forks	Bismarck	Minot	Rural	State
African American	1%	2%	0%	0%	0%	1%
Caucasian	99%	89%	98%	88%	93%	94%
Asian/Pacific Islander	0%	0%	0%	0%	0%	0%
American Indian & Alaskan Indian	0%	4%	2%	12%	0%	2%
Hispanic/Latino	0%	0%	0%	0%	0%	0%
Mixed Racial Descent or Other	0%	5%	0%	0%	7%	2.8%

N-2 : Number Of Staff By Racial Descent (367 responses)

Teacher Assistant/Aide	Fargo	Grand Forks	Bismarck	Minot	Rural	State
African American	0.6%	0%	0%	0%	0%	0%
Caucasian	98.3%	100%	95%	86%	98%	97%
Asian/Pacific Islander	0%	0%	0%	0%	0%	0%
American Indian & Alaskan Indian	0%	0%	4%	0%	2%	1%
Hispanic/Latino	0.6%	0%	0%	14%	0%	1%
Mixed Racial Descent or Other	0.6%	0%	1%	0%	0%	1%

N-3 : Number Of Staff By Racial Descent (46 responses)

Teacher/Director	Fargo	Grand Forks	Bismarck	Minot	Rural	State
African American	0%	0%	0%	0%	0%	0%
Caucasian	100%	100%	100%	100%	100%	100%
Asian/Pacific Islander	0%	0%	0%	0%	0%	0%
American Indian & Alaskan Indian	0%	0%	0%	0%	0%	0%
Hispanic/Latino	0%	0%	0%	0%	0%	0%
Mixed Racial Descent or Other	0%	0%	0%	0%	0%	0%

N-4 : Number Of Staff By Racial Descent (35 responses)

Administrative Director	Fargo	Grand Forks	Bismarck	Minot	Rural	Total
African American	0%	0%	0%	0%	0%	0%
Caucasian	91%	80%	100%	100%	85%	89%
Asian/Pacific Islander	0%	0%	0%	0%	0%	0%
American Indian & Alaskan Indian	0%	0%	0%	0%	8%	3%
Hispanic/Latino	9%	0%	0%	0%	0%	3%
Mixed Racial Descent or Other	0%	20%	0%	0%	8%	6%

Section O

The survey posed the question, “If increased government or corporate funds were available for your center, how would you use the added funds? Indicate your top three choices by writing 1, 2 or 3. Center administrators overwhelmingly agreed that increasing staff salaries would be their first priority, followed by improving the environment for children, and increasing program supplies and equipment. However the power to raise salaries must be balanced with a family’s ability to pay more for child care, leaving little room for improvement.

O-1 : If Given More Funds, Top 3 Choices On Using Funds

Program		Fargo	Grand Forks	Bismarck	Minot	Rural	State
Increase Number of Staff	1	1	0	0	0	3	4
	2	4	0	3	0	3	11
	3	1	0	1	1	3	6
Improve Staff Training	1	0	0	1	0	0	1
	2	0	0	0	0	2	3
	3	3	1	1	0	1	6
Improve Physical Facilities and Environment	1	1	0	1	1	2	5
	2	3	0	2	1	2	9
	3	3	1	3	0	7	14
Increase Program Supplies and/or Equipment	1	0	0	2	0	2	4
	2	2	0	1	1	3	7
	3	2	1	3	2	7	15
Reduce Parent Fees	1	1	0	0	0	0	1
	2	1	0	1	0	1	3
	3	2	2	0	0	0	4
Increase Staff Salaries	1	11	5	7	2	13	38
	2	3	5	0	1	4	8
	3	0	0	2	0	2	4
Offer or Improve Staff Health/Other Fringe Benefits	1	1	0	0	0	2	3
	2	2	0	4	0	6	14
	3	4	0	1	0	1	6
Other	1	0	0	0	0	0	0
	2	0	0	0	0	1	1
	3	0	0	0	0	0	0

Section P

Current child care costs are perceived as high by many families, yet the fees do not adequately cover

the expenses of a quality program. Fees for one year of child care for one child range from \$4,671.00 to \$6,703.00 as compared to tuition fees for one year of college at the University of North Dakota at \$4,774.00.

P-1: Annual Cost of Child Care in a Child Care Center

County	Infants	Toddlers	Preschool	School-Age
Cass	\$6,688.00	\$ 6,641.50	\$ 5,914.00	\$ 5,089.50
Grand Forks	\$6,703.50	\$ 6,628.50	\$ 5,805.00	\$ 5,041.50
Burleigh	\$6,489.00	\$ 6,520.50	\$ 6,787.50	\$ 5,187.00
Ward	\$5,489.50	\$ 5,471.50	\$ 4,917.00	\$ 4,796.50
Rural	\$5,148.50	\$ 5,043.00	\$ 4,671.00	\$ 4,392.00

Source: North Dakota Child Care Resource and Referral Agencies, April, 2006