



# 2024 MISSISSIPPI CHILD CARE MARKET RATE SURVEY

*Final Report*

# MISSISSIPPI 2024 CHILD CARE MARKET RATE SURVEY

## Final Report

**Prepared for the Mississippi Department of Human Services  
by**

**The Systems Change Lab  
Social Science Research Center  
Mississippi State University**

**and**

**The School of Population Health  
University of Mississippi Medical Center  
June 2024**



# TABLE OF CONTENTS

<b>EXECUTIVE SUMMARY.....</b>	<b>4</b>
<b>INTRODUCTION.....</b>	<b>7</b>
<b>PUBLIC MEETINGS.....</b>	<b>8</b>
<b>PREVIOUS RATES BASED ON MRS.....</b>	<b>9</b>
<b>METHODS: CENTER-BASED PROVIDER SURVEY.....</b>	<b>10</b>
Center-based Survey Instrument.....	10
Center-based Data Collection.....	11
Center-based Sample Weighting.....	12
Center-based Data Analysis.....	13
<b>RESULTS: CENTER-BASED PROVIDER SURVEY.....</b>	<b>14</b>
Center-based Sample.....	14
Center-based Rates.....	14
Center-based Fees and Wait Lists.....	16
Center-based CCPP Participation.....	17
Center-based CACFP Participation.....	19
Additional Information from Center-based Providers.....	19
<b>METHODOLOGY: HOME-BASED PROVIDER SURVEY.....</b>	<b>21</b>
Home-based Survey Instrument.....	21
Home-based Data Collection.....	21
Home-based Data Analysis.....	22
<b>RESULTS: HOME-BASED PROVIDER SURVEY.....</b>	<b>23</b>
Home-based Sample.....	23
Home-based Rates.....	23
Home-based Fees and Wait Lists.....	25
Home-based CCPP Participation.....	26
Home-based CACFP Participation.....	27
Additional Information from Home-based Providers.....	28
<b>APPENDIX A: 2024 MONTHLY CENTER-BASED MARKET RATES.....</b>	<b>29</b>
<b>APPENDIX B: CENTER-BASED SURVEY INSTRUMENT.....</b>	<b>30</b>



# EXECUTIVE SUMMARY

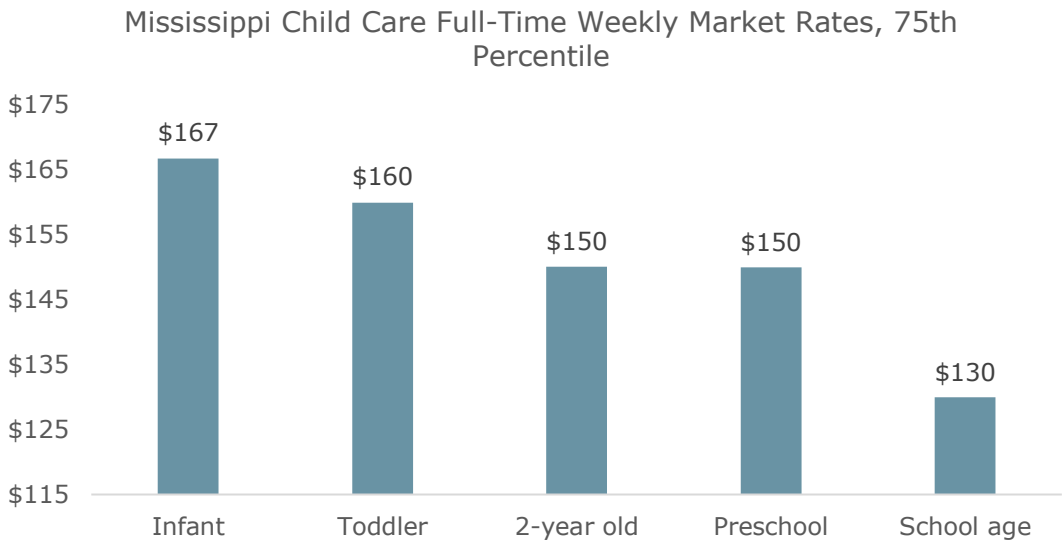


To comply with Child Care and Development Block Grant (CCDBG) guidelines, the Federal Office of Child Care requires the state of Mississippi to periodically study and capture current market rates for child care in the state. The findings are used to determine levels of financial assistance provided through the Mississippi Child Care Payment Program, housed at the Mississippi Department of Human Services (MDHS). To study 2024 market rates for child care in Mississippi, MDHS contracted with the Systems Change Lab (SCL) at the Social Science Research Center (SSRC) at Mississippi State University. In addition to a study of current tuition rates, a study of the cost of providing child care in Mississippi is required. This information also informs subsidy rates and is provided in a separate Narrow Cost Analysis report.

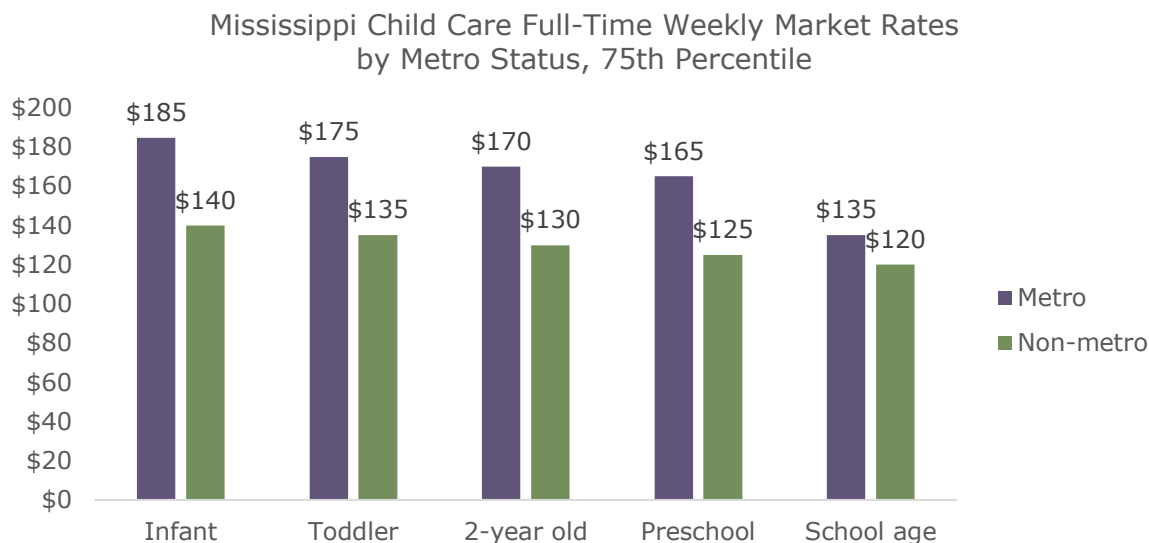
To determine current market rates, the SCL designed and implemented a Market Rate Survey (MRS) that was administered to directors/owners of center-based child care facilities licensed with the Mississippi State Department of Health (N=1,285), with a cooperation rate of 51.4%, as well as 102 home-based child care providers. The results of the Market Rate Study are summarized below.

Regarding center-based child care:

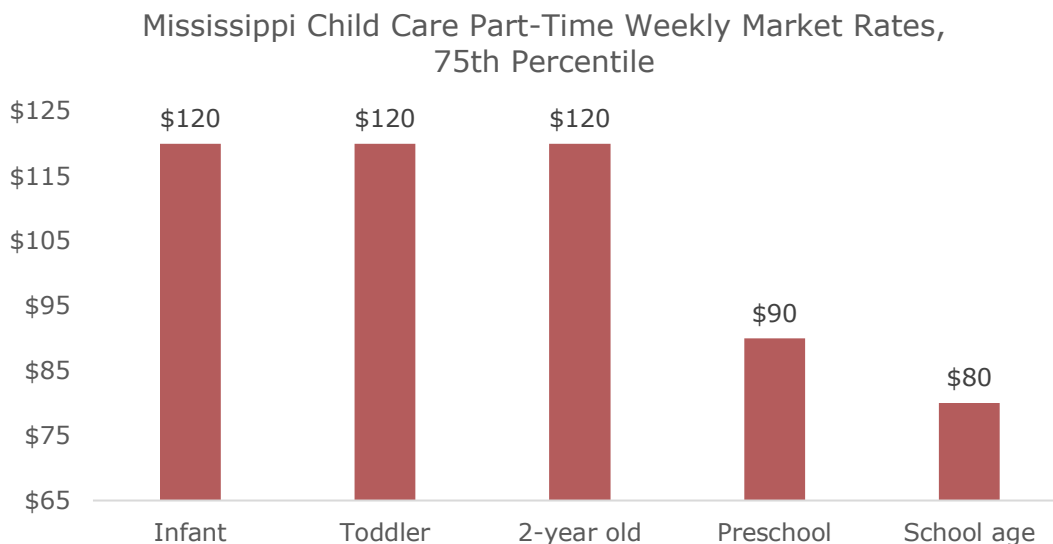
- Average weekly, full-time tuition rates at the 75th percentile for center-based child care in Mississippi ranged from \$167 for infant care to \$130 for school-age care. When enrolled in full-time care, the rate for two-year-old and preschool children was \$150 per week. The rate for toddlers was \$160 per week.



- Center-based full-time weekly rates varied depending on the location of providers, with providers located in metropolitan counties charging more than those located in nonmetropolitan counties. Rates at the 75th percentile in metropolitan counties ranged from \$185 for infant care to \$135 for the care of school-age children. Rates at the 75th percentile in nonmetropolitan counties ranged from \$140 for infant care to \$120 for the care of school-age children.



- The 2024 market rates at the 75th percentile represent an increase from the previous 2021 market rates. The previous rates for full-time weekly care at a licensed center in a metropolitan area ranged from \$152 to \$130 and in a nonmetropolitan area from \$125 to \$110.
- Average weekly part-time rates at the 75th percentile for center-based child care in Mississippi ranged from \$120 for infant care to \$80 for the care of school-age children.



- Forty-four percent of center-based providers reported serving children with special needs, and of these, 30% reported charging a different rate for this category of care. Among these, rates varied decreasingly by age. Average weekly full-time rates ranged from \$157 for the care of infants and two-year-old children to \$141 for the care of school-age children.
- In addition to weekly rates, over half of providers (73%) reported charging a one-time registration fee. Wait lists were also commonly reported (70%).
- Center-based providers were asked if there was any other information they would like to share. This open-ended question yielded 82 responses and produced several themes. An overwhelming 71 of the 82 providers reported a need for additional financial support. Nine providers noted a need for clear, timely, and equitable communication and policies; two mentioned they were thankful for Child Care Payment Program (CCPP) supports and being able to discuss their experiences.

Regarding home-based child care:

- Average weekly, full-time rates at the 75th percentile for the sample of home-based providers (n=102) ranged from \$119 for infant care to \$92 for school-age care.
- In addition to weekly rates, 41% of home-based providers reported charging a one-time registration fee. Forty percent reported having a wait list.
- When asked if there was any other information they would like to share, home-based providers (n=11) also expressed a need for additional financial support (n=5) as their primary concern. Additionally, they expressed an appreciation for their participation in the Nurturing Homes Initiative and a desire to receive some of the benefits that larger programs enjoy, such as serving additional children who receive subsidies.





# INTRODUCTION



Given the necessity of child care for families, the federal government, in partnership with states, provides assistance for child care to qualifying families through the Child Care and Development Block Grant (CCDBG). To comply with CCDBG guidelines, the Federal Office of Child Care requires the state of Mississippi, as a CCDBG partner, to periodically study and capture current market rates for child care in the state. These findings, along with estimates of the actual cost of providing child care, are used to determine state and federal levels of financial assistance through the Mississippi Child Care Payment Program, housed at the Mississippi Department of Human Services (MDHS).

To study 2024 market rates for child care in Mississippi, MDHS contracted with the Systems Change Lab (SCL) at the Social Science Research Center (SSRC) at Mississippi State University. The SCL was charged with conducting a study that would capture rates across the state based on geographic location, provider type, and ages of children served. The SCL was also asked to determine if there were gaps between the existing subsidy rate and current market rates and what limitations or barriers may exist for providers' participation in the Mississippi Child Care Payment Program.

To do so, the SCL designed and administered the 1) Mississippi Center-based Child Care Market Rate Survey to licensed, center-based child care providers in Mississippi and the 2) Mississippi Home-based Child Care Market Rate Survey to home-based providers, some of whom were licensed, some registered with a state program, and some unregistered. Additionally, the SCL partnered with Prenatal to Five Fiscal Strategies to conduct a study of child care costs in Mississippi. The findings of this study have been used to create a Mississippi Child Care Costs Calculator and to estimate the costs of providing care. These findings are presented in a separate Narrow Cost Analysis report and will also inform child care subsidy rates.



The results of the 2024 Mississippi Child Care Market Rate Survey are detailed in this report, which is divided into four main sections: 1) Survey methodology for licensed, center-based child care providers, 2) Results for licensed, center-based child care providers, 3) Survey methodology for home-based providers, and 4) Results for home-based providers.



# PUBLIC MEETINGS



Prior to implementation of the Market Rate Surveys (MRS), three virtual public meetings were held for interested stakeholders from November 8-16, 2023. Invitations were sent to all licensed child care providers in the state, as well as home-based providers participating in the Nurturing Homes Initiative (approximately 85 providers). A total of 114 providers, representing 136 facilities, attended one of the three sessions. Of the 93 attendees who specified whether they accepted subsidies, 86 reported that they accepted child care subsidies, and seven reported that they did not. At each meeting, representatives from the SCL presented information on the 1) goals and purposes of the MRS, 2) benefits of the MRS to child care providers, 3) survey implementation plan, 4) survey analysis plan, 5) survey results reporting plan, and 6) topics covered in the survey. After this presentation, SCL and MDHS representatives fielded questions from providers. The primary themes that emerged from the question and answer session are discussed below.

Several providers had questions and concerns about how their responses to the Market Rate Survey would impact subsidy rates. Providers asked, “Doesn’t my participation [in the survey] hurt since I accept subsidies?” and “Won’t my answers lower the rate and also not be meaningful since I’m just giving the subsidy rates back to MDHS?” Providers were reminded that their cooperation was essential for the survey to be meaningful and representative of their and families’ needs and experiences. They were also encouraged to participate in the MRS, so MDHS could get the full picture of what both providers who do and who do not accept subsidies are charging.

One provider expressed concerns about how a change in subsidy rates would impact them. Another wondered what they would do if subsidy rates went up, but private pay parents could not afford the increased rate. Another added that they are not allowed to charge private tuition rates below the subsidy rate. After the meetings, clarification on subsidy rate policies was shared with providers via emailed recruitment materials explaining that tuition rates must be the same for families with subsidy vouchers and families paying privately. However, providers are allowed to set tuition rates over or under the subsidy rate. If they charge over the subsidy rate, they can charge or waive the difference for families with subsidies. If they charge less than the subsidy rate, they are still allowed to receive the full subsidy rate.

Another theme that emerged from the public meetings was a concern over urban versus rural designations, with one provider stating, “There’s very little difference in the cost of providing care in [urban versus rural] counties, and it’s been the pattern and practice to provide higher rates of reimbursement to those providers in what’s considered urban counties versus rural counties.” MDHS explained that they are required to report on higher-cost areas and lower-cost areas, and that in the past they used metro versus non-metro

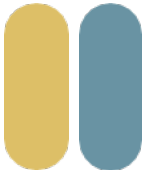




designations developed by the National Center for Health & Statistics but that they were open to other ways of determining this.

Finally, MDHS explained that this year they would be examining the cost of providing child care with an additional set of questions on the Market Rate Survey, which would allow them to consider the gap between what providers are charging and what actual costs are. Eleven providers spoke in favor of the new cost questions being added to the MRS, emphasizing the need for subsidy rates to be based on the actual cost of operating child care programs rather than on current tuition rates, which are often set at the current subsidy rate and/or based on what parents in their area can afford to pay. One provider elaborated, “Glad this group is studying child care costs as well as prices! It’s always a tradeoff between the amount that can be paid versus the number [of children] that can be served, but it’s good that we are at least collecting the data to better understand what it costs providers to offer care.”

## PREVIOUS RATES BASED ON MRS



The Mississippi Department of Human Services bases current subsidy rates on market rates obtained in the 2021 Market Rate Survey (MRS). Table 1 shows the current rate used for licensed providers in metropolitan and nonmetropolitan areas. Table 2 shows the rate for registered providers (unlicensed providers who participate in the Child Care Payment Program or Child and Adult Care Food Program). These rates became effective in July 2023 when the enhanced emergency rate enacted in response to COVID-19 expired.

Table 1. Current Child Care Payment Program Rates for Licensed Providers		
	Standard Market Rate	
Full-time	Metro	Non-metro
Infant	\$152	\$125
Toddler	\$145	\$120
Preschool	\$135	\$120
School Age	\$130	\$110
Special Needs (All Ages)	\$145	\$145
Part-time		
Infant	\$90	\$80
Toddler	\$90	\$75
Preschool	\$75	\$75
School Age	\$80	\$74
Special Needs (All Ages)	\$87	\$87



Table 2. Current Child Care Payment Program Rates for Registered Providers

	Standard Market Rate	
	Metro	Non-metro
Full-time		
Infant	\$115	\$94
Toddler	\$120	\$98
Preschool	\$120	\$106
School Age	\$95	\$79
Special Needs (All Ages)	\$125	\$125
Part-time		
Infant	\$68	\$60
Toddler	\$75	\$61
Preschool	\$60	\$60
School Age	\$58	\$53
Special Needs (All Ages)	\$63	\$63

## METHODS: CENTER-BASED PROVIDER SURVEY

### Center-based Survey Instrument

The survey was administered to directors/owners of licensed, center-based child care facilities in Mississippi. The 2024 Mississippi Center-based Child Care Market Rate Survey (MRS) instrument (Appendix B) used for center-based child care is an adaptation of the 2021 survey instrument developed with the Mississippi Department of Human Services (MDHS). Minor changes were made to the 2021 MRS questions, including the removal of questions related to the impact of COVID-19 and the addition of questions about the cost of providing care. The final 2024 center-based MRS instrument gathered information on the following topics covered in this report:

- Child care rates and fees
  - Full- and part-time rates by age and special needs
  - Registration, enrollment, transportation, and other fees charged
- Child Care Payment Program
  - Participation in program
  - Barriers to accepting children with tuition subsidies

## Center-based Data Collection

A sampling frame with contact information for 1,452 child care providers was obtained from the Mississippi State Department of Health Bureau of Licensure and Regulations and provided to the SCL by MDHS. In the process of administering the survey, 167 child care providers were excluded due to closure; disconnected phone numbers; or being a duplicate, group or home-based facility, or Head Start/no fee provider. The final sampling frame included 1,285 qualified licensed (or license-exempt) center-based providers. The methodology described below was approved by Mississippi State University's Institutional Review Board for the Protection of Human Subjects in Research prior to data collection, and each member of the research team was trained in human subjects research.

An email was sent to licensed providers by MDHS to inform providers that the Market Rate Survey was being conducted and to encourage participation in the survey. The survey was administered between February and April 2024 by the SSRC's Wolfgang Freese Survey Research Laboratory (SRL) using Computer Assisted Telephone Interviewing (CATI). An initial call was made by SRL staff to schedule an appointment for the interview, and a follow-up call was made to conduct the interview. For providers who did not answer when called, the SRL left a message that additional attempts would be made to contact them. In response to many providers being unable to keep their scheduled appointments, a second email was sent by MSDH to encourage provider participation.

In advance of their appointments, providers were sent a list of documents they might need to answer survey questions, such as enrollment records, tuition rates, and operational expenses. Providers were also informed that they would receive a \$25 incentive in the form of a gift card from Amazon or Walmart upon completion of the survey and that they would be entered into a drawing for \$500 in gift cards.

In response to a continued low cooperation rate, a second method for collecting center-based MRS surveys was established and implemented in early April. Due to the busy schedules of providers, the SCL recognized a need to provide a phone line so providers could call at their convenience to complete the survey. This "hotline" was operated by SCL staff. Flyers were emailed to providers to inform them about the hotline number. When providers called the hotline to request an appointment to complete the survey, calendar invitations, reminder emails, and reminder texts were sent.

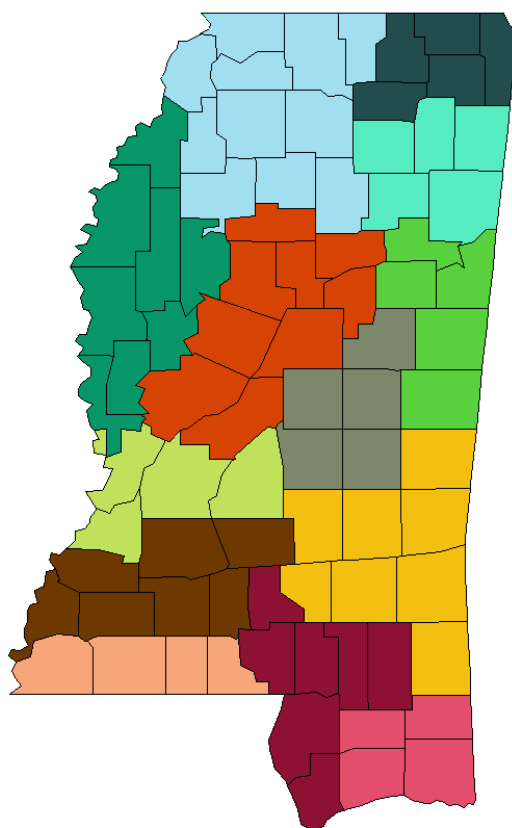
Additionally, a third method for collecting center-based MRS surveys was established. The center-based MRS instrument was loaded into Qualtrics in the form of an online survey, and the survey link was mailed to all remaining center-based providers mid-April. Throughout the January-April recruitment period, SCL and MDHS partners assisted in the promotion of the MRS through listservs and social media.

## Center-based Sample Weighting

Weights were constructed to ensure the sample was representative of the sampling frame. As such, weights were utilized to adjust how much a given child care provider counted relative to others. For example, if small facilities were less likely to participate in the survey (e.g., because they had less free time), the responses of the small facilities that did participate would carry more weight to compensate for those that did not. These adjustments aimed to align the sample responses more closely with what would be expected with a 100% response rate.

Specifically, weights were constructed using reported capacity (five levels: 1-40 children; 41-64 children; 65-100 children; 101+ children, or unknown), whether a facility was listed as a CCPP-participating provider (2 levels: yes; no), and 13 county groupings based on previously established Early Childhood Academy service areas (see Figure below). Due to empty cells in the cross-tabulation of these variables, inverse propensity weighting could not be used. Therefore, raking, a common weighting technique, was used to balance the sample on these variables. The weights produced were within a target range (1.25-4.57).

Figure 1. Thirteen County Groupings used in Weighting Process



## Center-based Data Analysis

Prior to calculating the market rates, the data were cleaned to remove any outlier values that appeared unusually high or low. Rates of zero were removed from the analysis, as well as any rate below the nominal fee cutoff of \$600 per calendar year. A small number of rates that were provided in inappropriate or unusable formats were also removed from the analysis.

Weekly market rates were calculated by age group for the state of Mississippi based on procedures outlined by the National Center on Subsidy Innovation and Accountability.<sup>1</sup> Rates were calculated using five age groups that were determined by MDHS: infants (ages 0-11 months), toddlers (12-23 months), two-year-olds (24-35 months), preschoolers (3-4 years old), and school-age children (5 or more years old). Providers were able to specify their tuition rates in their preferred time units: hourly, daily, weekly, monthly, or yearly. Most providers (80%) provided full-time rates in a weekly format. This analysis reports market prices in a weekly format. (Monthly prices are shown in Appendix A). Therefore, prices given in other units were converted to weekly prices as follows:

- Hourly prices were multiplied by 40 for full-time care
- Daily prices were multiplied by 5
- Monthly prices were divided by 4.33
- Yearly prices were divided by 52.1429

The market rates were adjusted using the sampling weights described above and were also weighted by the number of slots in each age group. The number of children currently being served in each age group was used as a proxy for the number of slots. Although some market rate analyses weight rates by programs' total licensed capacity, there can be a disparity between the capacity and the actual number of children being served. It should be noted that the results of this market rate analysis were similar regardless of whether the sampling weights were applied or whether the rates were weighted by the number of slots.

<sup>1</sup> For additional information: <https://childcareta.acf.hhs.gov/resource/market-rate-survey-series>



# RESULTS: CENTER-BASED PROVIDER SURVEY



## Center-based Sample

The final sample of licensed, center-based facilities included a total of 660 completed interviews, yielding a cooperation rate of 51.4%. Table 3 shows the final sample disposition for each provider used in the calculation of the response rate. This response rate was sufficient to provide stable estimates of the licensed, center-based child care market rate by age-group for the entire state of Mississippi and by metro and non-metro designations. Forty-six percent of providers were from metropolitan areas, and 54% were from nonmetropolitan areas.

Table 3. Final Center-based Market Rate Survey Call Dispositions

	n	%
Completed: Telephone	593	46.1%
Completed: Web	67	5.2%
Refused	152	11.8%
Multiple contacts attempted (e.g., no answer, voicemail, busy signal)	226	17.6%
Scheduled interview but unable to contact again	220	17.1%
Director unavailable during study period	27	2.1%
Total	1285	100.0%

## Center-based Rates

Table 4 shows the mean, or average; median; and 75th percentile market rates for center-based child care in Mississippi by age. Prices are indicated for both full-time and part-time care. Full-time care is defined as child care provided for six or more hours of a 24-hour day. The median price indicates the tuition rate at which 50% of child care providers fall at or below, and the 75th percentile indicates the tuition rate at which 75% of child care providers fall at or below.

The weekly full-time market rates at the 75th percentile range from \$167 for infant care to \$130 for school-age care. The weekly part-time market rates at the 75th percentile range from \$120 for infant and toddler care to \$80 for school-age care. Rates for full- and part-time care increased across all age categories in comparison to the previous market rate survey, with the exception of part-time care for school-age children, which remained at \$80.



Table 4. Mississippi Center-based Child Care Weekly Market Rates

		Mean	Median	75th percentile
Infant	Full-time	\$148	\$144	\$167
	Part-time	\$104	\$90	\$120
Toddler	Full-time	\$141	\$135	\$160
	Part-time	\$99	\$87	\$120
2-year-old	Full-time	\$138	\$130	\$150
	Part-time	\$96	\$83	\$120
Preschool	Full-time	\$132	\$127	\$150
	Part-time	\$80	\$73	\$90
School age	Full-time	\$110	\$110	\$130
	Part-time	\$77	\$70	\$80

Table 5 shows the full-time rates for children with special needs among providers who indicated charging different tuition rates for children with special needs. Forty-four percent of providers reported serving children with special needs, and of these, 30% reported charging a different rate for this category of care. The number of providers who gave a separate valid rate for children with special needs ranged from 96 to 105, depending on age group. Rates for children with special needs were higher across all age groups than in the previous Market Rate Survey.

Table 5. Mississippi Center-based Child Care Full-time Weekly Market Rates for Children with Special Needs

	Mean	Median	75th percentile
Infant	\$156	\$145	\$175
Toddler	\$157	\$150	\$175
2-year-old	\$157	\$145	\$165
Preschool	\$154	\$145	\$165
School age	\$141	\$145	\$160

Table 6 shows center-based child care rates disaggregated by metropolitan status. Providers were classified according to their county of business using the 2013 National Center for Health Statistics Urban-Rural Classification Scheme, which categorizes each county into one of six categories.<sup>2</sup> This includes four metropolitan categories (large central, large fringe, medium, and small) and two nonmetropolitan categories (micropolitan and non-core). These were combined to compare metropolitan and nonmetropolitan areas. Based on this scheme, 46% of providers were located in metropolitan counties, and 54% were located in nonmetropolitan counties. The rates were higher in metropolitan areas compared to nonmetropolitan areas. Weekly center-based rates have increased since 2021 for both metro and non-metro areas, but the increases have not been as great in non-metro areas.

Table 6. Mississippi Center-based Child Care Weekly Market Rates by Metropolitan Status

		Metro			Non-metro		
		Mean	Median	75th percentile	Mean	Median	75th percentile
Infant	Full-time	\$168	\$160	\$185	\$129	\$125	\$140
	Part-time	\$112	\$95	\$125	\$99	\$86	\$117
Toddler	Full-time	\$160	\$155	\$175	\$124	\$120	\$135
	Part-time	\$112	\$95	\$134	\$90	\$75	\$100
2-year-old	Full-time	\$155	\$150	\$170	\$122	\$120	\$130
	Part-time	\$99	\$90	\$120	\$94	\$80	\$120
Preschool	Full-time	\$146	\$145	\$165	\$118	\$120	\$125
	Part-time	\$81	\$75	\$90	\$78	\$69	\$90
School age	Full-time	\$115	\$115	\$135	\$105	\$110	\$120
	Part-time	\$83	\$75	\$90	\$71	\$65	\$75

<sup>2</sup> For additional information: [https://www.cdc.gov/nchs/data\\_access/urban\\_rural.htm](https://www.cdc.gov/nchs/data_access/urban_rural.htm)

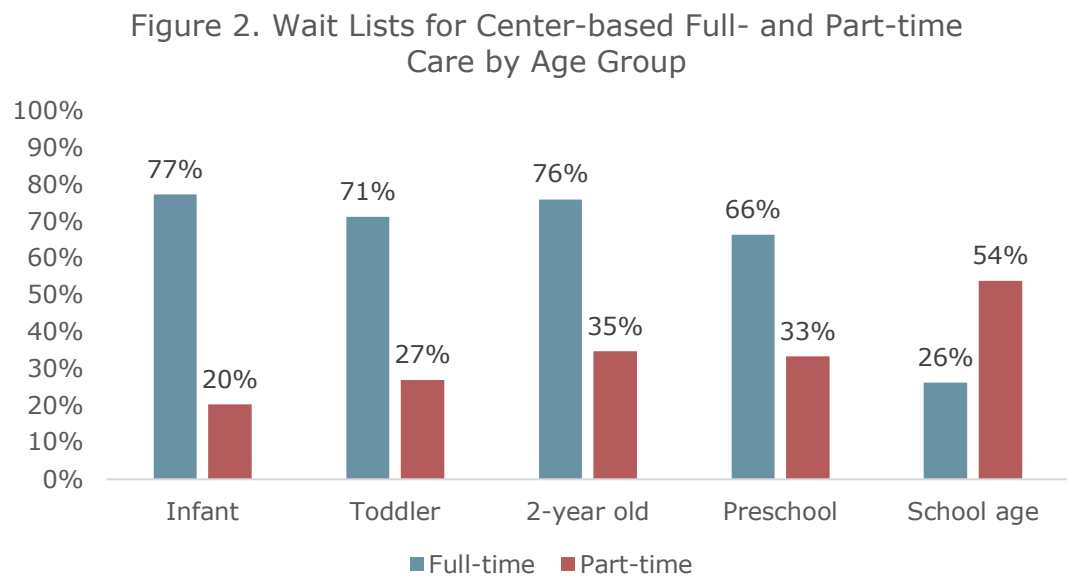
## Center-based Fees and Wait Lists

Table 7 shows any additional fees that providers reported charging in addition to their regular rates. The majority of center-based providers reported charging tuition when the facility is closed for holidays or if the child is absent due to illness or family vacation. Seventy-three percent of providers reported that they charge a one-time registration fee. Event or trip fees (42.6%) and activity fees (31%) were also fairly common. Other additional fees were assessed less frequently.

Table 7. Percentage of Center-based Providers Charging Additional Fees

	n	%
Fees or tuition charged during absence		
Facility closed for holiday	478	73.0%
Child absent due to illness	519	79.5%
Family vacation	514	78.4%
Additional fees		
One time registration fee	482	73.1%
Yearly or semester enrollment fee	268	40.7%
Event/trip fee	280	42.6%
Transportation fee	51	7.8%
Food/meal fee	15	2.3%
Additional or activity fee	204	31.0%

Figure 2 shows the percentage of center-based providers who reported having a wait list for either full- or part-time care at the time of the survey. Overall, 70% of providers reported having a wait list of some type. Of those who reported having a wait list, 98% of providers said they had a wait list for full-time care, and 31% said they had a wait list for part-time care. As shown in Figure 2, full-time wait lists were more common across some age groups, especially for children not yet school aged. The opposite was true for part-time care, where wait lists were most commonly indicated for school-age children.



## Center-based CCPP Participation

As shown in Figure 3, the majority of center-based providers (80.4%) reported that they were currently accepting children receiving subsidies through the Child Care Payment Program. Of those who indicated accepting subsidies, very few (7.6%) indicated that they limit the number of slots for children who receive subsidies.

Figure 3. Do you accept children receiving subsidies through the Child Care Payment Program?

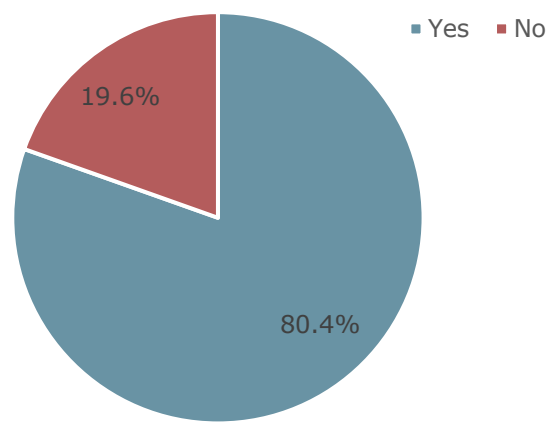


Table 8 shows center-based providers' reported barriers to accepting children receiving subsidies through the Child Care Payment Program (CCPP). Of those providers who indicated they did not accept subsidies, the most commonly indicated barrier was a lack of knowledge about the program (42.9%), followed by a lack of demand (41.1%) and limited capacity (31.3%). Slightly more than one-quarter (26.1%) cited the paperwork as being too difficult.

Some providers (24.5%) indicated "other" barriers not listed as response options. The most common of these "other" responses was that someone else made the decision that the provider would not participate in the Child Care Payment Program, such as the church or school district with which they were associated, the owner, or the board of directors. Another common response was that state assistance is not received in a timely manner. Addressing these stated barriers through further education, subsidy rate adjustments, and streamlining enrollment and compliance processes could improve participation.

Table 8. Reported Barriers to Accepting Children on Child Care Payment Program Among Center-based Providers

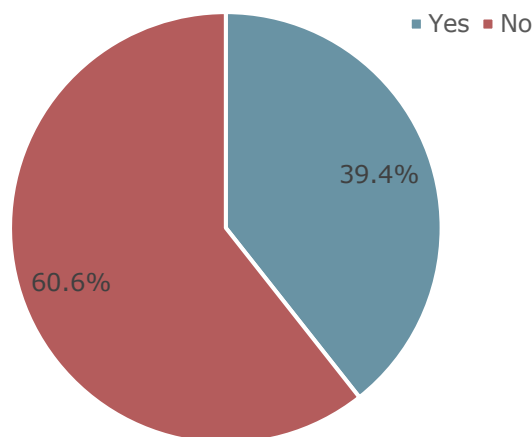
	n	%
Don't know enough about program	42	42.9%
Not enough demand	39	41.1%
Limited capacity	31	31.3%
Paperwork is too difficult	23	26.1%
Don't have the time	20	20.4%
Don't have the resources	18	18.4%
Issues receiving co-pays from parents	16	18.2%
Reimbursement rates too low	13	16.3%
Other	22	24.5%



## Center-based CACFP Participation

Center-based providers were asked whether they participated in the Child and Adult Care Food Program (CACFP). As shown in Figure 4, almost 40% of providers said they participated in the program.

Figure 4. Do you participate in the Child and Adult Care Food Program?



## Additional Information from Center-based Providers

The qualitative data from the final, open-ended question of the interviews allowed the research team to examine themes around center-based child care directors' answers to the following question: "Is there any other information you would like to share with us at this time?" These themes appear below.

**Financial Support.** Seventy-one of the 82 providers who provided additional feedback reported needing additional funding to maintain their programs. Of these, 23 providers specifically mentioned needing additional funding to hire additional staff and/or to provide additional compensation for their staff. Four specifically mentioned wanting to provide benefits for their staff.

Six providers mentioned issues with families being able to afford tuition rates, subsidy co-pays, enrollment fees, supply fees, or "basic needs for their children." Two of these providers stated that it should be easier for parents to access child care subsidies. Six providers stated that they need additional funding to provide adequate supports for children with special needs, with four stating they specifically need funds to hire additional staff to adequately support their students with special needs.

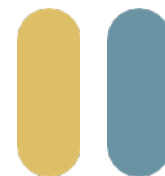
Three providers commented on the rising costs associated with running their child care programs, with one stating, “Inflation has really taken a toll on my center” and another, “Expenses have increased but not the income.” Three providers commented that because they live in rural areas, they receive a lower rate of benefits from the state. However, they actually need additional funds to supplement operational expenses that are not covered by the tuition rates they must set in rural areas where parents tend to have lower incomes. Two providers mentioned that they would like to receive subsidy payments more frequently, one specifically stating that this could help them pay their staff more often.

Two providers specified that they need additional funding to provide transportation for their children, one stating that they would like to provide daily pick-up and drop-off services to increase attendance and the other stating that they would like to be able to take their children on field trips. Two providers stated that they specifically need additional funding for playground equipment and safety. One provider stated that they need additional funding for supplies, and one stated that they will be closing in a few months due to space issues.

**Clear, timely, and equitable communication and policies.** Nine providers expressed needs related to state agency interactions. Providers noted that CCPP participation is not always beneficial for their centers, noting difficulties in terminating CCPP participation and understanding holiday requirements. Two providers also stated that all child care providers should receive the same benefits, regardless of CCPP participation. Another stated that they have emailed the state a few times with questions about a specific policy and have not gotten a response. However, two providers expressed thankfulness for the support provided through the CCPP and the chance to discuss their experiences.



# METHODOLOGY: HOME-BASED PROVIDER SURVEY



## Home-based Survey Instrument

The 2024 home-based provider survey instrument was based on the 2024 center-based survey instrument with minor changes made to reflect the differences in center- and home-based care.

## Home-based Data Collection

Due to a low cooperation rate among home-based child care providers in the 2021 Market Rate Survey, enhanced efforts were undertaken in 2024 to increase home-based provider participation. The SCL partnered with the Nurturing Homes Initiative (NHI), which provides coaching supports and other resources to approximately 85 unlicensed home-based providers who provide full-time care for young children (birth to age five) throughout the state. NHI employs six child care coaches who routinely meet in person with home-based providers, with whom they were able to conduct in-person and telephone interviews.



Additionally, there were 70 licensed and registered home-based providers in the provider list from the Mississippi State Department of Health that were not among the providers working with NHI. These providers were called by staff at the SCL to complete Market Rate Survey interviews. All home-based providers were informed that they would receive a \$25 incentive in the form of a gift card from Amazon or Walmart upon completion of the survey and that they would be entered into a drawing for \$500 in gift cards.

NHI coaches were trained by SCL staff on survey administration, including a practice session. NHI coaches provided feedback on the appropriateness of the survey wording for home-based providers, and SCL staff modified the survey instrument accordingly. To aid data collection, NHI coaches were issued tablets and unique Qualtrics survey links for each home-based provider they interviewed. NHI coaches administered the surveys in-person or via telephone. A shared calendar was created for interview appointments, so SCL and NHI could track the progress of the data collection.



## Home-based Data Analysis

Prior to calculating the market rates, the data were cleaned to remove outliers. Rates of zero were removed from the analysis, as well as any rate below the nominal fee cutoff of \$600 per calendar year. A small number of rates that were reported in incorrect formats were also removed.

Weekly market rates were calculated by age group for the state of Mississippi based on procedures outlined by the National Center on Subsidy Innovation and Accountability.<sup>3</sup> Rates were calculated using five age groups that were determined by MDHS: infants, toddlers, two-year-olds, preschoolers, and school-age children. Providers were able to specify tuition rates in their preferred time units: hourly, daily, weekly, monthly, or yearly. Most providers (84%) provided full-time rates in a weekly format. Therefore, prices given in other units were converted to weekly prices as follows:

- Hourly prices were multiplied by 40 for full-time care
- Daily prices were multiplied by 5
- Monthly prices were divided by 4.33
- Yearly prices were divided by 52.1429



<sup>3</sup> For additional information: <https://childcareta.acf.hhs.gov/resource/market-rate-survey-series>

# RESULTS: HOME-BASED PROVIDER SURVEY



## Home-based Sample

The results for home-based child care providers should be interpreted with caution because the total number of home-based child care providers in Mississippi is unknown. Consequently, it is unclear whether the information reported by the home-based child care providers in the sample ( $n=102$ ) is representative of the larger population of home-based child care providers within the state. Therefore, these responses are not included in the main analyses and are presented separately. The home-based child care provider results are also not weighted to compensate for potential non-response bias because a complete list of all home-based providers within the state is not available for purposes of constructing sampling weights.

Seventy licensed and registered home-based child care providers were included in the sample of providers obtained from the Mississippi State Department of Health (MSDH), though six were closed, and 87 home-based child care providers were included in the group contacted by the Nurturing Homes Initiative (NHI) staff. Therefore, a total of 151 home-based providers were contacted. Eighty-four providers completed survey interviews administered by NHI staff, and 18 of the home-based providers in the MSDH sampling frame completed survey interviews with SCL staff.

## Home-based Rates

Given that the representativeness of the home-based child care sample ( $n=102$ ) is not known, home-based rates should be interpreted with caution. Table 9 shows the mean, or average; median; and 75th percentile market rates for home-based child care providers in Mississippi by age. Prices are indicated for both full-time and part-time care. Full-time care is defined as child care provided for six or more hours of a 24-hour day. The median price indicates the tuition rate at which 50% of child care providers fall at or below, and the 75th percentile indicates the tuition rate at which 75% of child care providers fall at or below.





Table 9. Mississippi Home-based Child Care Weekly Market Rates

		Mean	Median	75th percentile
Infant	Full-time	\$119	\$120	\$140
	Part-time	\$123	\$125	\$150
Toddler	Full-time	\$116	\$120	\$131
	Part-time	\$121	\$125	\$150
2-year-old	Full-time	\$114	\$120	\$126
	Part-time	\$120	\$123	\$150
Preschool	Full-time	\$110	\$110	\$125
	Part-time	\$115	\$100	\$150
School age	Full-time	\$92	\$90	\$115
	Part-time	\$107	\$100	\$150

Table 10 shows the full-time rates for children with special needs among home-based providers who indicated that they charged a different tuition rate for children with special needs. The number of home-based providers who gave a separate valid rate for children with special needs ranged from 65 to 73, depending on age group.

Table 10. Mississippi Home-based Child Care Full-time Weekly Market Rates for Children with Special Needs

	Mean	Median	75th percentile
Infant	\$139	\$125	\$160
Toddler	\$136	\$125	\$150
2-year-old	\$134	\$125	\$150
Preschool	\$130	\$125	\$150
School age	\$125	\$120	\$150

Table 11 shows rates disaggregated by metropolitan status. As with center-based child care, home-based providers were classified according to their county of business using the 2013 National Center for Health Statistics Urban-Rural Classification Scheme for counties, which categorizes each county into one of six categories. This includes four metropolitan categories (large central metro, large fringe metro, medium metro, and small metro) and two nonmetropolitan categories (micropolitan and non-core). These were combined to compare metropolitan and nonmetropolitan areas. Based on this scheme, 55% of providers were located in metropolitan counties, and 45% were located in nonmetropolitan counties. Mean, median, and 75th percentile prices were generally higher in metropolitan areas compared to nonmetropolitan areas.

Table 11. Mississippi Home-based Child Care Weekly Market Rates by Metropolitan Status

		Metro			Non-metro		
		Mean	Median	75th percentile	Mean	Median	75th percentile
Infant	Full-time	\$128	\$125	\$150	\$108	\$100	\$128
	Part-time	\$124	\$125	\$150	\$122	\$100	\$150
Toddler	Full-time	\$127	\$125	\$145	\$102	\$100	\$125
	Part-time	\$123	\$125	\$150	\$119	\$100	\$150
2-year-old	Full-time	\$124	\$125	\$143	\$100	\$100	\$124
	Part-time	\$121	\$125	\$150	\$118	\$100	\$150
Preschool	Full-time	\$119	\$120	\$135	\$99	\$95	\$120
	Part-time	\$117	\$125	\$150	\$112	\$100	\$125
School-age	Full-time	\$98	\$100	\$120	\$84	\$75	\$95
	Part-time	\$110	\$100	\$150	\$105	\$100	\$125

## Home-based Fees and Wait Lists

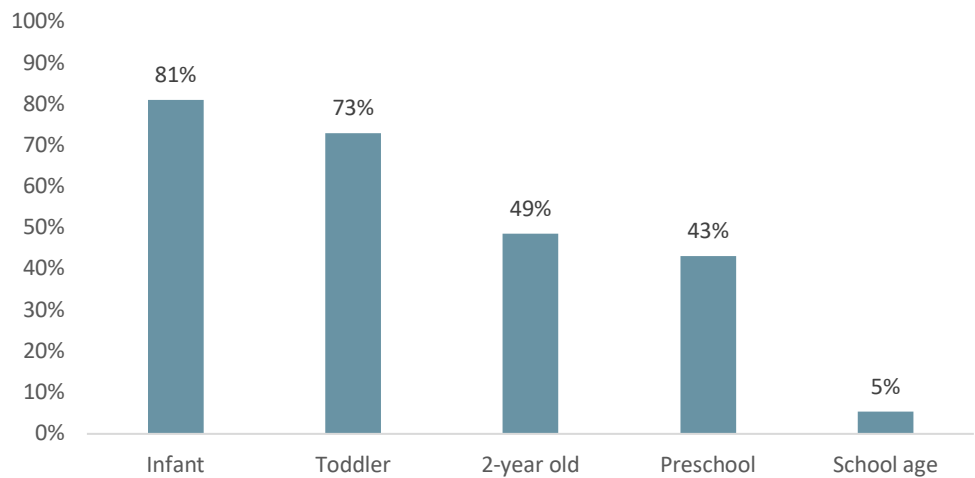
Table 12 shows any additional fees that home-based providers reported charging in addition to their regular rates. The majority of home-based providers reported charging tuition when children are absent for facility holidays, illness, or family vacation; 41.2% of providers reported that they charge a one-time registration fee, and 19.6% of providers reported that they charge event/trip fees. Other additional fees were less common.

Table 12. Percentage of Home-based Providers Charging Additional Fees

	n	%
Fees or tuition charged during absence		
Facility closed for holiday	65	65.0%
Child absent due to illness	59	60.2%
Family vacation	67	66.3%
Additional fees		
One time registration fee	42	41.2%
Yearly or semester enrollment fee	3	2.9%
Event/trip fee	20	19.6%
Transportation fee	4	3.9%
Food/meal fee	1	1.0%
Additional or activity fee	6	5.9%

Overall, 39% of home-based providers reported having a wait list of some type. Of those who reported having a wait list, 93% of providers said they had a wait list for full-time care, and 8% said they had a wait list for part-time care. As shown in Figure 5, full-time wait lists were more common in the youngest age groups.

Figure 5. Wait Lists for Home-based Full-time Care by Age Group



## Home-based CCPP Participation

Figure 6 shows that the majority of home-based providers (63.7%) reported that they were not currently accepting children receiving subsidies through the Child Care Payment Program. Of those who indicated accepting subsidies, almost a quarter (24.3%) indicated that they limit the number of slots for children who receive subsidies.

Figure 6. Do you accept children receiving subsidies through the Child Care Payment Program?

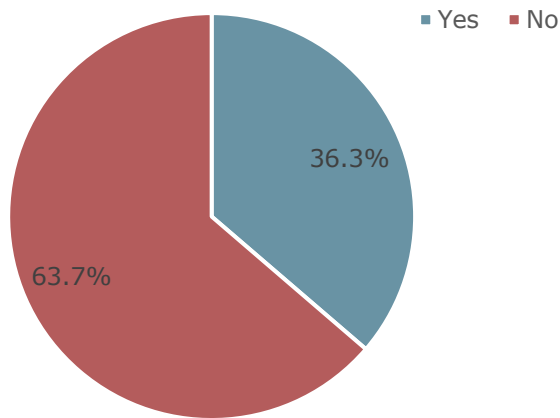


Table 13 shows home-based providers' reported barriers to accepting children receiving subsidies through the Child Care Payment Program. Of those providers who indicated they did not accept subsidies, the most commonly cited barrier was a lack of knowledge about the program (27.7%), followed by reimbursement rates being too low (23.1%) and issues receiving co-payments from parents (15.4%).

Some providers (15.4%) indicated "other" barriers not listed as response options. Four of these respondents stated that their non-participation was related to them being unlicensed, with three believing the program was only available to licensed providers and one expressing that it was only beneficial for licensed programs. Two providers noted the bureaucratic requirements of the program, one indicating that the CCPP has too many stipulations, and one stating that the wait time for CCPP reimbursement is too long. Two providers were actively in the application process. Addressing these stated barriers through clear communications and policies could improve participation.

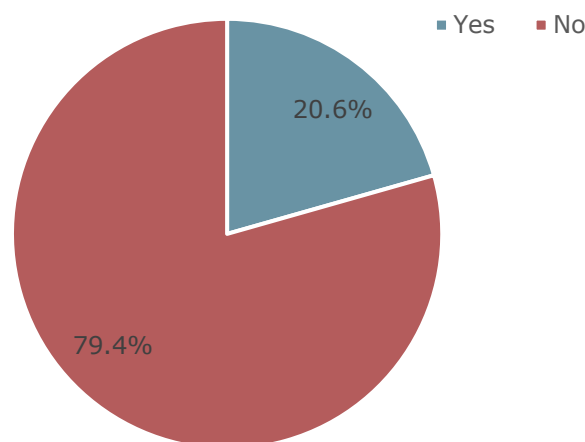
Table 13. Reported Barriers to Accepting Children on the Child Care Payment Program Among Home-based Providers

	n	%
Don't know enough about program	18	27.7%
Reimbursement rates too low	15	23.1%
Issues receiving co-pays from parents	10	15.4%
Paperwork is too difficult	7	10.8%
Don't have the time	7	10.8%
Not enough demand	6	9.2%
Limited capacity	6	9.2%
Don't have the resources	5	7.7%
Other	10	15.4%

## Home-based CACFP Participation

Home-based providers were asked whether they participated in the Child and Adult Care Food Program (CACFP). As shown in Figure 7, 20.6% of providers said they participated in the program, and 79.4% said they did not.

Figure 7. Do you participate in the Child and Adult Care Food Program?



## Additional Information from Home-based Providers

The qualitative data from the final, open-ended question of the interviews allowed the research team to examine themes around home-based child care directors' answers to the following question: "Is there any other information you would like to share with us at this time?"

Eleven home-based providers responded to this question. Five of the 11 echoed the center-based providers in expressing a need for more financial support. Two providers mentioned that they need tuition or subsidy rates to be higher, two mentioned wanting more information about participating in the subsidy program or applying for grants, and one stated, "You don't make enough money in a small home." Two home-based providers expressed a desire to receive the same benefits as larger centers. One stated, "We have a great program, and we should be allowed a few more students on the voucher program." Four home-based providers talked about how much they enjoy participating in the Nurturing Homes Initiative (NHI). One specifically mentioned how much they appreciate the educational materials they receive through NHI.



# APPENDIX A: 2024 MONTHLY CENTER-BASED MARKET RATES



Table 14. Monthly Center-based Child Care Market Rates

		Mean	Median	75th percentile
Infant	Full-time	\$640	\$625	\$722
	Part-time	\$451	\$390	\$520
Toddler	Full-time	\$611	\$585	\$693
	Part-time	\$429	\$375	\$520
2-year old	Full-time	\$596	\$563	\$650
	Part-time	\$416	\$360	\$520
Preschool	Full-time	\$571	\$550	\$650
	Part-time	\$345	\$315	\$390
School age	Full-time	\$477	\$476	\$563
	Part-time	\$333	\$303	\$346



# APPENDIX B: CENTER-BASED SURVEY INSTRUMENT



## 2024 Center-based Survey Instrument

Thank you so much for participating in the Market Rate Survey! We are assisting the MS Dept. of Human Services by collecting information on child care tuition and the costs of providing child care services. The Department of Human Services is required to collect this information for federal funders.

The survey will take about 30 minutes to complete, and you will receive a \$25 gift card. You will also be entered into a drawing for \$500 in gift cards.

We will collect some identifying information from you so we can mark you off our list and also send you the gift card. However, your individual responses will be kept confidential and will only be available to our research staff. We will remove your identifying information from your answers before sharing with the MS Dept. of Human Services.

Responses from all MS child care centers will be combined together for a report that will be made public on the MS Dept. of Human Services website this summer.

Q01 What is your full name?

---

Q02 What is your job title?

---

Q03 How many children is your center licensed to care for at one time? (What is the licensed

capacity of your center?)

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

-----

Q04 What is the total number of children currently enrolled in your center?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

-----

Q05 How many children does your center currently have enrolled in the following age groups:

	NA (1)	DK (2)	RF (3)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24-35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Special Needs (All ages) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q06 Does your center offer full-time childcare, at least 6 hours per day, to any age group?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)
- ☐ Refused (4)

*Display This Question:*

*If Does your center offer full-time childcare, at least 6 hours per day, to any age group? = Yes*

Q06\_A For the following age groups, what is your rate for full-time care?

	Is this rate... Monthly (1)	Weekly (2)	Daily (3)	Hourly (4)	Annually (5)	NA (6)	DK (7)	RF (8)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24- 35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q07 Which of the following do you consider when setting your rates? Please respond Yes or No.

	Yes (1)	No (2)	DK (3)	RF (4)
Subsidy reimbursement rates (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Operating budget (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enrollment numbers (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Competing childcare center tuition prices (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parents' income (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some other consideration (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Display This Question:*

*If Which of the following do you consider when setting your rates? Please respond Yes or No. = Some other consideration [ Yes ]*

Q07\_T What other considerations do you take into account when setting your rates?

---



---



---



---



---

Q08 Does your center offer part-time care, less than 6 hours per day?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)
- ☐ Refused (4)

Display This Question:  
If Does your center offer part-time care, less than 6 hours per day? = Yes

Q08\_R For the following age groups, what is your rate for part-time care?

	Is this rate..... Monthly (1)	Weekly (2)	Daily (3)	Hourly (4)	Annually (5)	NA (6)	DK (7)	RF (8)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24- 35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q09 Does your center charge a different full-time rate for children with special needs?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)
- ☐ Refused (4)

Display This Question:  
If Does your center charge a different full-time rate for children with special needs? = Yes

Q09\_R For the following age groups, what is your full-time rate for children with special needs?

	Is this rate.... Monthly (1)	Weekly (2)	Daily (3)	Hourly (4)	Annually (5)	NA (6)	DK (7)	RF (8)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24- 35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q10 Do you provide any of the following alternative-hour care ...

	Yes (1)	No (2)	DK (3)	RF (4)
Extended care (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overnight care (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Weekend care (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some other type of alternative-hours care (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Display This Question:*

*If Do you provide any of the following alternative-hour care ... = Some other type of alternative-hours care [ Yes ]*

Q10\_T What other type of alternative-hours care do you provide?

\_\_\_\_\_

*Display This Question:*

*If Do you provide any of the following alternative-hour care ... = Extended care [ Yes ]*

Q11 Does your center charge a different rate for extended care?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)
- ☐ Refused (4)

*Display This Question:*

*If Does your center charge a different rate for extended care? = Yes*

Q11\_R For the following age groups, what is your rate for extended care?

	Is this rate.... Monthly (1)	Weekly (2)	Daily (3)	Hourly (4)	Annually (5)	NA (6)	DK (7)	RF (8)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24- 35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Display This Question:*

*If Do you provide any of the following alternative-hour care ... = Overnight care [ Yes ]*

Q12 Does your center charge a different rate for overnight care?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)
- ☐ Refused (4)

*Display This Question:*

*If Does your center charge a different rate for overnight care? = Yes*

Q12\_R For the following age groups, what is your rate for overnight care?

	Is this rate.... Monthly (1)	Weekly (2)	Daily (3)	Hourly (4)	Annually (5)	NA (6)	DK (7)	RF (8)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24- 35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Display This Question:*

*If Do you provide any of the following alternative-hour care ... = Weekend care [ Yes ]*

Q13 Does your center charge a different rate for weekend care?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)
- ☐ Refused (4)

*Display This Question:*

*If Does your center charge a different rate for weekend care? = Yes*

Q13\_R For the following age groups, what is your rate for weekend care?

	Is this rate.... Monthly (1)	Weekly (2)	Daily (3)	Hourly (4)	Annually (5)	NA (6)	DK (7)	RF (8)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24- 35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If Do you provide any of the following alternative-hour care ... = Some other type of alternative-hours care [ Yes ]

Q14 Does your center charge a different rate for the other type of alternative-hours care that you mentioned?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)
- ☐ Refused (4)

Display This Question:

If Does your center charge a different rate for the other type of alternative-hours care that you me... = Yes

Q14\_R For the following age groups, what is your rate for the other type of alternative-hours care that you mentioned?

	Is this rate.... Monthly (1)	Weekly (2)	Daily (3)	Hourly (4)	Annually (5)	NA (6)	DK (7)	RF (8)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24-35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:  
*If Does your center offer full-time childcare, at least 6 hours per day, to any age group? = Yes*

Thank you for providing your current tuition rates. We recognize that various factors may influence what you are able to charge. Now, we would like to understand more about your preferred rates. The next set of rates should reflect what you would ideally like to charge for full-time care, considering your costs, the quality of care you provide, and market demands.

Display This Question:  
*If Does your center offer full-time childcare, at least 6 hours per day, to any age group? = Yes*

Q15 For the following age groups, what rate would you prefer to charge for full-time care?

	Is this rate.... Monthly (1)	Weekly (2)	Daily (3)	Hourly (4)	Annually (5)	NA (6)	DK (7)	RF (8)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24- 35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Display This Question:*

*If Does your center offer full-time childcare, at least 6 hours per day, to any age group? = Yes*

Q15\_S For the following age groups, what rate would you prefer to charge for full-time care of children with special needs?



	Is this rate.... Monthly (1)	Weekly (2)	Daily (3)	Hourly (4)	Annually (5)	NA (6)	DK (7)	RF (8)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24- 35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----



Now we would like to ask you about fees that you may currently charge.

Q16 Do you currently charge any of the following fees in addition to your regular rates ...

	Yes (1)	No (2)	DK (3)	RF (4)
One time registration fee (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Yearly or semester enrollment fee (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Event or field trip fee (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transportation fee (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Food/meal fee (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Additional activity or supply fee (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Late pick-up fee (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some other type of fee (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If Do you currently charge any of the following fees in addition to your regular rates ... = Some other type of fee [ Yes ]

Q16\_T What other type of fee do you charge in addition to your regular rates?



Q17 Do you charge tuition when children are absent for any of the following reasons ...

	Yes (1)	No (2)	DK (3)	RF (4)
Your facility is closed for a holiday or vacation (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The child does not attend due to illness (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The child's family is on vacation (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Are there any other reasons that you would charge tuition when a child is absent? (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If Do you charge tuition when children are absent for any of the following reasons ... = Are there any other reasons that you would charge tuition when a child is absent? [ Yes ]

Q17\_T What is that other reason?

---



---



---



---



---

Q18 Do you currently have a waitlist?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)
- ☐ Refused (4)

Display This Question:

*If Does your center offer full-time childcare, at least 6 hours per day, to any age group? = Yes*

*And Do you currently have a waitlist? = Yes*

Q19 Do you have a waitlist for full-time care?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)
- ☐ Refused (4)

Display This Question:

*If Do you have a waitlist for full-time care? = Yes*

Q19\_W Is there a waitlist for full-time care for the following age groups ...

	Yes (1)	No (2)	DK (3)	RF (4)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24-35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*Display This Question:*

*If Is there a waitlist for full-time care for the following age groups ... = Infant (0-11 months) [ Yes ]*

Q19\_W1 How many infants are on your waitlist for full-time care?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

---

*Display This Question:*

*If Is there a waitlist for full-time care for the following age groups ... = Toddler (12-23 months) [ Yes ]*

Q19\_W2 How many toddlers are on your waitlist for full-time care?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

---

*Display This Question:*

*If Is there a waitlist for full-time care for the following age groups ... = 2-year old (24-35 months) [ Yes ]*

Q19\_W3 How many 2-year olds are on your waitlist for full-time care?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

---

*Display This Question:*

*If Is there a waitlist for full-time care for the following age groups ... = Preschool (36-59 months) [ Yes ]*

Q19\_W4 How many preschoolers are on your waitlist for full-time care?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

---

*Display This Question:*

*If Is there a waitlist for full-time care for the following age groups ... = School Age (60+ months) [ Yes ]*

Q19\_W5 How many school age children are on your waitlist for fulltime care?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

---

*Display This Question:*

*If Does your center offer part-time care, less than 6 hours per day? = Yes*

*And Do you currently have a waitlist? = Yes*

Q20 Do you have a waitlist for part-time care?

☐ Yes (1)

☐ No (2)

☐ Don't know (3)

☐ Refused (4)

---

*Display This Question:*

*If Do you have a waitlist for part-time care? = Yes*

Q20\_W Is there a waitlist for part-time care for the following age groups ...

	Yes (1)	No (2)	DK (3)	RF (4)
Infant (0-11 months) (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Toddler (12-23 months) (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2-year old (24-35 months) (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preschool (36-59 months) (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School Age (60+ months) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----



Display This Question:

*If Is there a waitlist for part-time care for the following age groups ... = Infant (0-11 months) [ Yes ]*

Q20\_W1 How many infants are on your waitlist for part-time care?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

---

Display This Question:

*If Is there a waitlist for part-time care for the following age groups ... = Toddler (12-23 months) [ Yes ]*

Q20\_W2 How many toddlers are on your waitlist for part-time care?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

---

Display This Question:

*If Is there a waitlist for part-time care for the following age groups ... = 2-year old (24-35 months) [ Yes ]*

Q20\_W3 How many 2-year olds are on your waitlist for part-time care?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

---

Display This Question:

*If Is there a waitlist for part-time care for the following age groups ... = Preschool (36-59 months) [ Yes ]*

Q20\_W4 How many preschoolers are on your waitlist for part-time care?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

---

*Display This Question:*

*If Is there a waitlist for part-time care for the following age groups ... = School Age (60+ months) [ Yes ]*

Q20\_W5 How many school age children are on your waitlist for part-time care?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

---

Q21 Do you accept children receiving subsidies through the Child Care Payment Program?

☐ Yes (1)

☐ No (2)

☐ Don't know (3)

☐ Refused (4)

---

*Display This Question:*

*If Do you accept children receiving subsidies through the Child Care Payment Program? = Yes*

Q21a How many children in your facility are receiving a subsidy through the Child Care Payment Program?

☐ Please enter number below (1)

\_\_\_\_\_

☐ Don't know (2)

☐ Refuse (3)

Display This Question:

*If Do you accept children receiving subsidies through the Child Care Payment Program? = Yes*

Q21b If the subsidy payments plus the parent co-pay are not enough to cover your standard rate, do you charge parents the difference?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Our rate charged for care is not greater than the Child Care Payment Program payment plus the parent co-pay (3)
- ☐ Don't know (4)
- ☐ Refused (5)

Display This Question:

*If If the subsidy payments plus the parent co-pay are not enough to cover your standard rate, do you... = Yes*

Q21c On average, how much more do you usually charge, when the subsidy and parent co-pay don't cover your standard rate?

	Is this rate.... Monthly (1)	Weekly (2)	Daily (3)	Annually (4)	DK (5)	RF (6)
Please enter number below (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

*If Do you accept children receiving subsidies through the Child Care Payment Program? = Yes*

Q21d Do you limit the number of slots for children receiving subsidies?

- ☐ Yes (1)
- ☐ No (2)
- ☐ Don't know (3)
- ☐ Refused (4)

Display This Question:

*If Do you accept children receiving subsidies through the Child Care Payment Program? = Yes*

Q21\_B I am going to read you a list of potential barriers to accepting children receiving subsidies. Please tell me if any of these barriers prevent you from accepting more children receiving subsidies?

	Yes (1)	No (2)	DK (3)	RF (4)
Don't know enough about the program (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't have the time (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't have the resources (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reimbursement rates too low (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Issues receiving co-pays from parents (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not enough demand (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paperwork is too difficult (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Limited capacity (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some other reason (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

*If I am going to read you a list of potential barriers to accepting children receiving subsidies. Pl... = Some other reason [ Yes ]*

Q21\_T What is the other reason?

\_\_\_\_\_

Display This Question:

*If Do you have a waitlist for part-time care? = No*

Q22\_B What are the barriers that prevent you from accepting children receiving subsidies?

	Yes (1)	No (2)	DK (3)	RF (4)
Don't know enough about the program (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't have the time (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Don't have the resources (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reimbursement rates too low (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Issues receiving co-pays from parents (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not enough demand (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paperwork is too difficult (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Limited capacity (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some other reason (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

If What are the barriers that prevent you from accepting children receiving subsidies? = Some other reason [ Yes ]

Q22\_T What is the other reason?



Q23 Do you participate in the CACFP (Child and Adult Care Food Program)?

- ☐ Yes (1)
  - ☐ No (2)
  - ☐ Don't know (3)
  - ☐ Refused (4)
- 



The next section has questions about what it costs you to provide childcare. Your responses will be combined with other survey participants before they are shared with MDHS. MDHS WILL NOT know how you responded as an individual, and your answers WILL NOT be used to penalize you in any way. Your answers WILL help MDHS identify the needs of childcare providers.

---

Q24 Which of the following is closest to the average hourly wage/salary before taxes for a teacher who is a Director Designee paid at this site?

- ☐ Less than \$7.25/hour (\$15,080 annually) (1)
  - ☐ \$7.25/hour to \$9.99/hour (\$15,080 to \$20,788 annually) (2)
  - ☐ \$10 to \$10.99/hour (\$20,789 - \$22,868 annually) (3)
  - ☐ \$11 to \$11.99/hour (\$22,869 - \$24,948 annually) (4)
  - ☐ \$12 to \$12.99/hour (\$24,949 - \$27,028 annually) (5)
  - ☐ \$13 to \$14.99/hour (\$27,029 - \$31,188 annually) (6)
  - ☐ \$15 to \$17.99/hour (\$31,189 - \$37,428 annually) (7)
  - ☐ \$18 to \$21.99/hour (\$37,429 - \$45,748 annually) (8)
  - ☐ \$22 to \$25.99/hour (\$45,748 - \$54,068 annually) (9)
  - ☐ \$26 to \$29.99/hour (\$54,069 - \$62,388 annually) (10)
  - ☐ \$30/hour or more (\$62,389 or more annually) (11)
  - ☐ Not applicable (14)
  - ☐ Don't know (12)
  - ☐ Refused (13)
- 

Q25 Which of the following is closest to the average hourly wage/salary before taxes for a Lead



Teacher/Caregiver paid at this site?

- ☐ Less than \$7.25/hour (\$15,080 annually) (1)
- ☐ \$7.25/hour to \$9.99/hour (\$15,080 to \$20,788 annually) (2)
- ☐ \$10 to \$10.99/hour (\$20,789 - \$22,868 annually) (3)
- ☐ \$11 to \$11.99/hour (\$22,869 - \$24,948 annually) (4)
- ☐ \$12 to \$12.99/hour (\$24,949 - \$27,028 annually) (5)
- ☐ \$13 to \$14.99/hour (\$27,029 - \$31,188 annually) (6)
- ☐ \$15 to \$17.99/hour (\$31,189 - \$37,428 annually) (7)
- ☐ \$18 to \$21.99/hour (\$37,429 - \$45,748 annually) (8)
- ☐ \$22 to \$25.99/hour (\$45,748 - \$54,068 annually) (9)
- ☐ \$26 to \$29.99/hour (\$54,069 - \$62,388 annually) (10)
- ☐ \$30/hour or more (\$62,389 or more annually) (11)
- ☐ Not applicable (14)
- ☐ Don't know (12)
- ☐ Refused (13)

---

Q26 Which of the following is closest to the average hourly wage/salary before taxes for a

Teacher/Caregiver paid at this site?

- ☐ Less than \$7.25/hour (\$15,080 annually) (1)
- ☐ \$7.25/hour to \$9.99/hour (\$15,080 to \$20,788 annually) (2)
- ☐ \$10 to \$10.99/hour (\$20,789 - \$22,868 annually) (3)
- ☐ \$11 to \$11.99/hour (\$22,869 - \$24,948 annually) (4)
- ☐ \$12 to \$12.99/hour (\$24,949 - \$27,028 annually) (5)
- ☐ \$13 to \$14.99/hour (\$27,029 - \$31,188 annually) (6)
- ☐ \$15 to \$17.99/hour (\$31,189 - \$37,428 annually) (7)
- ☐ \$18 to \$21.99/hour (\$37,429 - \$45,748 annually) (8)
- ☐ \$22 to \$25.99/hour (\$45,748 - \$54,068 annually) (9)
- ☐ \$26 to \$29.99/hour (\$54,069 - \$62,388 annually) (10)
- ☐ \$30/hour or more (\$62,389 or more annually) (11)
- ☐ Not applicable (14)
- ☐ Don't know (12)
- ☐ Refused (13)

---

Q27 Which of the following is closest to the average hourly wage/salary before taxes for an Assistant

Teacher paid at this site?

- ☐ Less than \$7.25/hour (\$15,080 annually) (1)
- ☐ \$7.25/hour to \$9.99/hour (\$15,080 to \$20,788 annually) (2)
- ☐ \$10 to \$10.99/hour (\$20,789 - \$22,868 annually) (3)
- ☐ \$11 to \$11.99/hour (\$22,869 - \$24,948 annually) (4)
- ☐ \$12 to \$12.99/hour (\$24,949 - \$27,028 annually) (5)
- ☐ \$13 to \$14.99/hour (\$27,029 - \$31,188 annually) (6)
- ☐ \$15 to \$17.99/hour (\$31,189 - \$37,428 annually) (7)
- ☐ \$18 to \$21.99/hour (\$37,429 - \$45,748 annually) (8)
- ☐ \$22 to \$25.99/hour (\$45,748 - \$54,068 annually) (9)
- ☐ \$26 to \$29.99/hour (\$54,069 - \$62,388 annually) (10)
- ☐ \$30/hour or more (\$62,389 or more annually) (11)
- ☐ Not applicable (14)
- ☐ Don't know (12)
- ☐ Refused (13)

---

Q28 Which of the following is closest to the average hourly wage/salary before taxes for a Classroom

Aide paid at this site?

- ☐ Less than \$7.25/hour (\$15,080 annually) (1)
- ☐ \$7.25/hour to \$9.99/hour (\$15,080 to \$20,788 annually) (2)
- ☐ \$10 to \$10.99/hour (\$20,789 - \$22,868 annually) (3)
- ☐ \$11 to \$11.99/hour (\$22,869 - \$24,948 annually) (4)
- ☐ \$12 to \$12.99/hour (\$24,949 - \$27,028 annually) (5)
- ☐ \$13 to \$14.99/hour (\$27,029 - \$31,188 annually) (6)
- ☐ \$15 to \$17.99/hour (\$31,189 - \$37,428 annually) (7)
- ☐ \$18 to \$21.99/hour (\$37,429 - \$45,748 annually) (8)
- ☐ \$22 to \$25.99/hour (\$45,748 - \$54,068 annually) (9)
- ☐ \$26 to \$29.99/hour (\$54,069 - \$62,388 annually) (10)
- ☐ \$30/hour or more (\$62,389 or more annually) (11)
- ☐ Not applicable (14)
- ☐ Don't know (12)
- ☐ Refused (13)

---

Q29 Which of the following is closest to the average hourly wage/salary before taxes for a Floating

Substitute Teacher paid at this site?

- ☐ Less than \$7.25/hour (\$15,080 annually) (1)
  - ☐ \$7.25/hour to \$9.99/hour (\$15,080 to \$20,788 annually) (2)
  - ☐ \$10 to \$10.99/hour (\$20,789 - \$22,868 annually) (3)
  - ☐ \$11 to \$11.99/hour (\$22,869 - \$24,948 annually) (4)
  - ☐ \$12 to \$12.99/hour (\$24,949 - \$27,028 annually) (5)
  - ☐ \$13 to \$14.99/hour (\$27,029 - \$31,188 annually) (6)
  - ☐ \$15 to \$17.99/hour (\$31,189 - \$37,428 annually) (7)
  - ☐ \$18 to \$21.99/hour (\$37,429 - \$45,748 annually) (8)
  - ☐ \$22 to \$25.99/hour (\$45,748 - \$54,068 annually) (9)
  - ☐ \$26 to \$29.99/hour (\$54,069 - \$62,388 annually) (10)
  - ☐ \$30/hour or more (\$62,389 or more annually) (11)
  - ☐ Not applicable (14)
  - ☐ Don't know (12)
  - ☐ Refused (13)
- 

Q30 Does this facility receive any additional, unpaid staff support? For example: "in-kind" administrative support, janitorial support from property owner, or other services from a partner organization or volunteer.

- ☐ Yes (1)
  - ☐ No (2)
  - ☐ Don't know (3)
  - ☐ Refused (4)
- 

Q31 What amount do you estimate to receive from in-kind donations from parents and others? For

example, the total value of cleaning and paper supplies, arts and crafts supplies, etc

	Is this amount.... Daily (1)	Weekly (2)	Monthly (3)	Annually (4)	No Units (5)	DK (6)	RF (7)
Please enter number below (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q32 Approximately how many hours do you, yourself work per week? Please include hours outside of a typical workday, such as shopping for supplies, bookkeeping, etc.

☐ Please enter number below (1)

☐ Don't know (2)

☐ Refuse (3)

Q33 In a given month, are your earnings enough to pay yourself a salary or cover personal expenses, not including the expenses of running your program? Would you say ...

☐ Always (1)

☐ Sometimes (2)

☐ Never (3)

☐ Don't know (4)

☐ Refused (5)

Q34 Please indicate if the earnings from your program cover any of these benefits for yourself. Do

not include benefits that you may receive through your spouse's employer.

	Yes (1)	No (2)	DK (3)	RF (4)
Health insurance (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision insurance (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term care insurance (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid sick days (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid vacation (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid federal/state holidays (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid professional development days (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee Assistance Program (EAP) services (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stipend for training or coursework (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Free and reduced childcare (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some other type of benefit (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----

Display This Question:

*If Please indicate if the earnings from your program cover any of these benefits for yourself. Do no... = Some other type of benefit [ Yes ]*

Q34\_T What is the other benefit?

---

Q35 Please indicate which of these positions are budgeted in your program. You might use different





job titles, but please do your best to match your job titles with those listed.

	Yes (1)	No (2)	DK (3)	RF (4)
Executive Director (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Program Director (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assistant Director (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Education Coordinator/Curriculum Coordinator (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Eligibility Coordinator- (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nurse/Health Consultant (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instructional Coach (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parent Outreach Coordinator (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family Engagement Specialist (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Office manager (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Administrative Assistant (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Kitchen Staff (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bus/van driver (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial Manager/Bookkeeper (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Janitor/Maintenance Worker (15)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some other "non- teaching" position (16)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Display This Question:

*If Please indicate which of these positions are budgeted in your program. You might use different jo... = Some other "non-teaching" position [ Yes ]*

Q35\_T What is that other "non-teaching" position?

---

---



Q36 Please indicate if these benefits are offered to employees at your program.

	Yes (1)	No (2)	DK (3)	RF (4)
Health insurance (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision insurance (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term care insurance (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid sick days (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid vacation (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid federal/state holidays (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid professional development days (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee Assistance Program (EAP) services (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stipend for training or coursework (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Free and reduced childcare (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some other type of benefit (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

-----

*Display This Question:*

*If Please indicate if these benefits are offered to employees at your program. = Some other type of benefit [ Yes ]*

Q36\_T What is that other benefit?

---

*Display This Question:*

*If Please indicate if these benefits are offered to employees at your program. = Paid sick days [ Yes ]*

Q37 How many paid sick days can a full-time employee earn per year?

- ☐ 1 to 5 (1)
- ☐ 6 to 10 (2)
- ☐ 11 to 15 (3)
- ☐ 16 to 20 (4)
- ☐ More than 20 (5)
- ☐ Don't have any full-time employees (6)
- ☐ Don't know (7)
- ☐ Refused (8)

*Display This Question:*

*If Please indicate if these benefits are offered to employees at your program. = Paid vacation [ Yes ]*

Q38 How many paid vacation days can a full-time employee earn per year

- ☐ 1 to 5 (1)
  - ☐ 6 to 10 (2)
  - ☐ 11 to 15 (3)
  - ☐ 16 to 20 (4)
  - ☐ More than 20 (5)
  - ☐ Don't have any full-time employees (6)
  - ☐ Don't know (7)
  - ☐ Refused (8)
-

Display This Question:

If Please indicate if these benefits are offered to employees at your program. [ No] (Count) > 0

Q39 Which benefits do you consider to be a high priority for you and your employees?

	Yes (1)	No (2)	DK (3)	RF (4)
Health insurance (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision insurance (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term care insurance (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid sick days (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid vacation (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid federal/state holidays (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid professional development days (10)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee Assistance Program (EAP) services (11)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stipend for training or coursework (12)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Free and reduced childcare (13)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Some other type of benefit (14)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

---

*Display This Question:*

*If Which benefits do you consider to be a high priority for you and your employees? = Some other type of benefit [ Yes ]*

Q39\_T What is that other benefit?

---

---

*Display This Question:*

*If Please indicate if these benefits are offered to employees at your program. [ No] (Count) > 0*

Q40 Is there anything else you would like to share about your program's employee compensation and benefits.

☐ Please enter response below (1)

---

☐ No (2)

☐ Refuse (3)

Q41 Please provide an approximate cost for each expense, either per month or per year.

	Is this expense... Monthly (1)	Yearly (2)	DK (3)	RF (4)
Total rent, lease, or mortgage payment for facility (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Total Utilities (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare related supplies and materials (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare related equipment (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare related food (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare related business loans or credit card debt (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care related transportation (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits for yourself and your employees (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other business expenses (9)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q42 Please indicate which expenses you incur over and above your other expenses when serving



children with special needs.

	Yes (1)	No (2)	DK (3)	RF (4)
Time (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Materials (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supplies (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reimbursement (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipment (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Food (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transportation (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Additional staffing (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q43 On average, how much would you estimate is the total added expense in caring for a special needs child?

	Is this amount.... Daily (1)	Weekly (2)	Monthly (3)	Annually (4)	DK (5)	RF (6)
Please enter amount below (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q44 In which county is your center located?

▼ Adams (1) ... Refuse (84)

Q45 Is there any other information that you would like to share with us at this time?

---

---

This completes the survey. Thank you for your assistance. In appreciation of your time and effort, we are offering a \$25 electronic gift card from either Walmart OR Amazon. Please select which card you prefer. You will receive an email once the gift card has been sent to the email address you provided. This could take up to four weeks.

---

GIFT For Gift Card

☐

Full Name (1) \_\_\_\_\_

☐

Email Address (2) \_\_\_\_\_

☐

Please choose Walmart OR Amazon (3)

---

☐

Mailing Address (4) \_\_\_\_\_

☐

⊗Decline Gift Card (5)

---