



SALINE COUNTY CHILDCARE INITIATIVE

**Early
Childcare
Initiative
Fund**



Salina Area United Way

Unite For Our Children

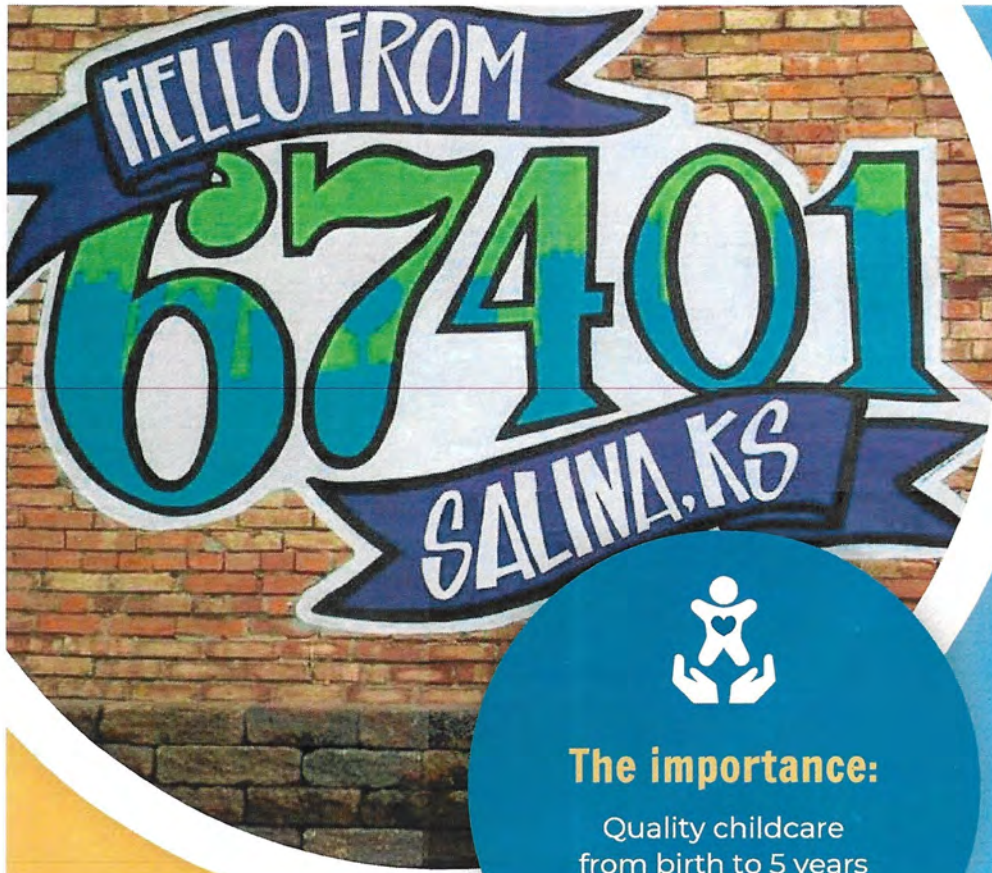


Salina Area United Way

STRENGTHEN  **OUR COMMUNITY**

Grow from yesterday. Give for today. Guarantee tomorrow.





The importance:

Quality childcare from birth to 5 years old is **CRUCIAL** in success later in life.

ECONOMIC IMPACT

- Employee turnover costs 20% of worker's total compensation - both income and benefits - to replace them
- 50% of parents who have not yet returned to work cite childcare as a reason
- 16% of employers have seen employees leave for childcare reasons
- Quality childcare from birth to 5 years old is **CRUCIAL** in success later in life

LOOKING TO SOLUTIONS

From 2001-2012, Kansas had the TEACH & WAGE program. Through these programs, tobacco dollars were used to subsidize wages for childcare workers. In 2012, those dollars were redirected elsewhere. Once that happened, the state saw a drastic drop in the number of childcare workers.

Salina Child Care Association is the only center in Saline County that pays the living wage of \$15 per hour (\$15/hour for Teachers' Assistants and \$18/hour for Lead Teachers). Prior to bumping their wages up, they were short staffed with rooms closed; however, once they increased the starting wage, they filled all of their staff vacancies and opened all rooms.

The childcare coalition in Salina looked at the TEACH & WAGE program and came up with a plan to create an endowment. When it was decided that the coalition needed a singular organization to lead this initiative, Salina Area United Way stepped in and created the Early Childcare Initiative Fund.



LOOKING TO THE COMMUNITY

At the beginning of 2024, the Salina Area United Way partnered up with K-State Research and Extension to complete a Child Care Needs Assessment for Saline County.



**K-State Research
and Extension**

-213 Responses: 25 Adults Seeking Care, 84 Adults Who Have Care, 70 General Public, 59 Early Childhood Professionals.

-95.5% of Adults Seeking Care stating that lack of availability and access to childcare is negatively impacting the community.

-The General Public agrees that families in the community don't have access to an adequate supply of childcare services; access to quality childcare is an economic development issue; and County government has a role to play in access to quality, affordable childcare.

"If funding from the city or other local organizations does not increase for childcare, Salina will not be able to sustain the population growth."

-Needs Assessment comment made by General Public respondent

THOUGHTS FROM OUR COMMUNITY

"I feel that just having this conversation is important and I feel like there is forward momentum to make change. We currently need not just non-profits on board but city and county officials as well."

"The amount of families forced to be single income households due to lack of child care is astounding. The amount of people living in poverty while raising children is astounding. We need quality childcare and more of it."

"Quality childcare is so hard to find, and it is too expensive. The pay is horrible. The requirements [and] hours you need to be a teacher versus what you get paid is [ridiculous]! You can't even support your family on the pay you make in Childcare, even with a degree. It's hard to find staff, or substitute[s] that want to work because of the pay!"

THOUGHTS FROM OUR COMMUNITY

"It is not just an accessibility issue...we have facilities with openings. Paying staff a decent wage and finding qualified staff are missing pieces."

"The availability of open infant and toddler slots is grossly lacking. Childcare workers are grossly underpaid for their services. Incentives are needed to increase interest [for] new childcare providers."

"All teachers and assistant teachers need to make a livable wage."

"Larger understanding of the impact accessibility to quality childcare for working parents has on our community. Gaining of large local employers supporting the cause."

THE EARLY CHILDCARE INITIATIVE

Sponsor a Teacher!

Our Teachers and Teachers' Assistants need your help. On average, our Teachers currently earn about **\$6,000/year below living wages**; our Teachers' Assistants earn about **\$4,000/year below living wages**. We have a large number of Teachers and Teachers' Assistants that need the help.

Now is the time to Unite for our Children and "Sponsor A Teacher". Your sponsorship will help to ensure that all of our childcare Teachers and Teachers' Assistants earn a living wage. This will help get our centers fully staffed, opening more childcare slots.

- To supplement the existing staff at the nonprofit centers in Saline County is **\$530,000**.
- These funds will help to supplement the wages of Teachers' Assistants to \$15/hour and Lead Teachers to \$18/hour for **one year**.
- To sustain our plan, we are currently building an **endowment**.

	2024	2025	2026	2027	2028	2029
Endowment	\$2,000,000	\$2,000,000	\$2,000,000	\$2,000,000	\$2,000,000	————
*Avg. Spendable from Endowment	\$0	\$20,000	\$65,000	\$136,000	\$228,000	\$327,000

**numbers based off of a 4.5% annual payout, with a 5% annual rate of return*

CURRENT CENTER FUNDING NEEDS

Importance of Funding:

Funding needed includes raising Lead Teacher pay to \$18/hr. and Assistant Teacher to \$15/hr. for one year.



**GRAND
TOTAL:**

\$530,000

**Amount figured in January 2024, prior to Early Childcare Initiative Fund grant opening, using existing staff numbers at that time.*



2024-2025

Early Childcare Initiative Grant Cycle

SEVEN NON-PROFIT CENTERS APPLIED FOR FUNDING

- St. Mary's Love N Learn
- Salina Child Care Association
- Martin Luther King, Jr. Child Development Center
- YMCA Early Education Center
- YMCA McAdams Early Learning Center
- Angel Child Care at Church of the Cross
- Magnolia Kids
- Total Funding Requested: \$581,371.06; able to meet almost half of the needs
 - This number includes the positions being created/recently created thru the KCCTF grant funding
- Reimbursement style; monthly reporting required

2024-2025 Early Childcare Initiative Grant Reporting

CURRENT OPEN CHILDCARE SLOTS FOR ALL SEVEN CENTERS COMBINED:

- Infants: 0
- Toddler: 4
- Pre-K: 29*
- School-Age: 0

*One Pre-K room is closed; One just opened
within the last month

CURRENT CHILDCARE WAITLIST FOR ALL SEVEN CENTERS COMBINED:

- Infants: 66*
- Toddler: 81**
- Pre-K: 93
- School-Age: 3

*26 of these are waiting for the infant room to
open; **27 of these are waiting for the toddler
room to open

FUNDING RECEIVED:

\$50,000

EARL BANE

- received \$50,000 from the Earl Bane Foundation
- hire a new staff person as the Early Childcare Director at Salina Area United Way

\$45,000

CHILD CARE AWARE

- received \$45,000 from Child Care Aware of Kansas
- create a new center at First Covenant Church with 39 slots

\$400,000

ARPA FUNDING

- received \$400,000 in ARPA funding by Saline County
- awarded so that Salina Area United Way can continue to make forward movement on the childcare shortage in Saline County



FUNDING RECEIVED:

**\$1.87
million**

KANSAS CHILDREN'S CABINET CHILD CARE CAPACITY ACCELERATOR GRANT PROGRAM

- Salina Area United Way was awarded \$1,872,000 from the Kansas Children's Cabinet Child Care Capacity Accelerator Grant program
- will help create 187 new childcare slots in the Salina area
- the centers benefitting from this grant are:
 - Salina Family YMCA McAdams Center
 - Love N' Learn
 - St. John's Missionary Baptist Church
- Accelerator Grant is made possible by the Kansas Office of Recovery - SPARK health and education initiatives funding for childcare capital improvements and Kansas Department for Children and Families (DCF) - Child Care Development Fund (CCDF) Discretionary Supplemental funds and administered by the Kansas Children's Cabinet and Trust Fund (KCCTF) to support communities in creating sustainable, high-quality childcare

FUNDING RECEIVED:

\$316,000

KANSAS CHILDREN'S CABINET CHILD CARE CAPACITY ACCELERATOR EXTENSION GRANT PROGRAM

- will go towards five local childcare centers in the community to help with operational costs to keep each center running at capacity. Three current existing centers will benefit from the funding: Love 'N' Learn, Salina Family YMCA, and Martin Luther King Jr. Child Development Center. Two new centers that are preparing to officially open will also receive funding: Salina Family YMCA McAdams Center and First Covenant Church's Magnolia Kids Childcare Center
- Accelerator Grant is made possible by the Kansas Office of Recovery - SPARK health and education initiatives funding for childcare capital improvements and Kansas Department for Children and Families (DCF) - Child Care Development Fund (CCDF) Discretionary Supplemental funds and administered by the Kansas Children's Cabinet and Trust Fund (KCCTF) to support communities in creating sustainable, high-quality childcare

Thank you to Great Plains Manufacturing for being our official **Diamond Donor** for the for the Early Childcare Initiative!

OFFICIAL DIAMOND DONOR

for the Early Childcare Initiative
Fund at Salina Area United Way



FUNDING RECEIVED:

\$200,000

EARL BANE FOUNDATION

- from the Earl Bane Foundation to sponsor 33 local childcare teachers to ensure that they earn a living wage, helping to keep centers fully staffed

FUNDING RECEIVED FROM BUSINESSES:



\$15,000

**SALINA FAMILY
HEALTHCARE CENTER**

- Will support 2.5 childcare teachers to ensure that they earn a living wage

\$4,000

SUPERIOR PLUMBING

- Will support 1 teacher to ensure that they earn a living wage

\$2,000

NEX-TECH

- Will help support 1 teacher to ensure that they earn a living wage

\$6,000

EQUITY BANK

- Will support 1 teacher to ensure that they earn a living wage

\$6,000

BERGKAMP INC.

- Will support 1 teacher to ensure that they earn a living wage

FUNDING RECEIVED FROM BUSINESSES:

\$75,000

SALINA REGIONAL HEALTH FOUNDATION

- will help sponsor 15 local childcare teachers to ensure that they earn a living wage, helping to keep our centers fully staffed, which will in return open more childcare slots



2024 Operating Budget

- Actual budget for a local non-profit childcare center
- Increasing tuition rate will not create the needed funds to raise wages; it may help meet the current financial needs, but not enough to raise wages.

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Accrual Basis

	<u>Jan - Dec 24</u>
Ordinary Income/Expense	
Income	
CACFP	34,800.00
Childcare Income	397,920.00
Contributions Income	6,000.00
Fundraising Income	14,450.00
Grants	56,400.00
Interest and Dividends	300.00
Total Income	<u>509,870.00</u>
Expense	
Advertising	500.00
Alarm monitoring	100.00
Bank Service Charges	130.00
Building Maintenance	3,000.00
Food Expense	60,500.00
Fundraising Expense	1,500.00
Hiring Expense	1,000.00
Insurance	14,500.00
Licenses and Permits	350.00
Miscellaneous	500.00
Payroll Expenses	501,745.00
Postage and Delivery	100.00
Professional Fees	800.00
Supplies	7,320.00
Telephone and Internet	2,000.00
Training	650.00
Utilities	16,000.00
Total Expense	<u>610,695.00</u>
Net Ordinary Income	<u>-100,825.00</u>
Net Income	<u>-100,825.00</u>

**THANK
YOU!**

