

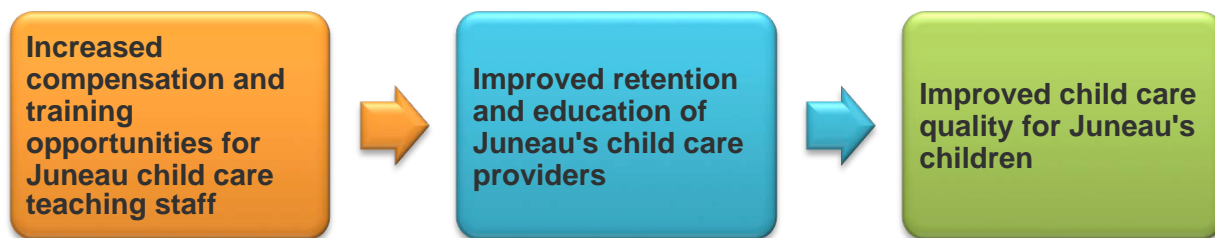
Juneau Child Care Initiative Hiring, Educating, and Retaining Teaching Staff (HEARTS)

Objective: To improve the quality and availability of child care in Juneau through the HEARTS initiative.

Recommendations

The following recommendations were developed through a two year strategic planning process, involving AEYC, Partnerships for Families and Children, JEDC, Juneau Child Care Association, and Juneau Child Care Task Force members.

1. **Educational Incentives:** Institute a training compensation program to encourage Juneau's child care providers to earn credentials in early education and increase their earnings.
2. **CBJ Child Care Fee Waivers:** Institute CBJ cost waivers for Fire Marshall Inspections, Conditional Use Permits for group home care, Sales Tax Exemption for licensed programs, and property tax exemptions for licensed programs.
3. **Child Care Professional Reimbursements:** Institute reimbursement of annual costs to enable child care professionals to meet state licensing requirements; including First Aid, CPR, Background Checks, and mandatory early childhood training costs.



Recommendation 1. Educational Incentives

Compensation and retention initiatives are designed to reward early childhood professionals who complete training, attain credentials and degrees, and who exhibit commitment to the field of early childhood and/or their current workplace, and have been successfully implemented across the US. The Association for the Education of Young Children (AEYC) is equipped to administer a professional wage incentive structure for Juneau early childhood educators, tied to formal instruction in early childhood education and ongoing specialized training.

Annual monetary awards will be given to providers who attain the following levels of education:

- **Tier I:** Child Development Associate or 12 credits in early childhood education (ECE)
- **Tier II:** AA/AAS in ECE, or other AA degree with a CDA or 12 ECE credits
- **Tier III:** BA or MA in ECE, or other BA/MA degree, with a CDA or 12 ECE credits,

Funding would be provided to AEYC twice per year to distribute to licensed child care providers. Approximately 18% of Juneau's current child care providers would qualify for monetary awards. Currently only one in five Juneau child care providers has basic early childhood training. One goal of this program is to increase this ratio to 40%.

Educational Incentives: Annual Implementation Costs

Award Level	Award Per Individual	Est. Number of Eligible Individuals	Annual Cost to the CBJ
Tier I	\$0.41	15	\$12,700
Tier II	\$1.35	6	\$16,900
Tier III	\$2.71	5	\$28,200
Administration Costs	5%		\$2,890
Total Annual Cost to CBJ		26	\$60,690

Recommendation 2. CBJ Child Care Fee Waivers

Institute CBJ fee waivers for Juneau licensed child care programs. Relief from CBJ fees would encourage more programs to become licensed.

CBJ Fee Waivers: Annual Implementation Costs

Service	Per Individual	Est. Number of Individuals/Facilities	Annual Cost to the CBJ
City Zoning Permit	\$450	2	\$900
Fire Marshal	\$50	37	\$1,850
Sales Tax Exemption	NA	37	\$16,000
Property Tax Exemption (pro-rated for # FT children)	NA	32	\$32,000
Total Annual Cost to CBJ			\$50,750

Recommendation 3. Child Care Professional Reimbursements

The reimbursements would be issued by AEYC. Licensed providers or center directors would contact AEYC and request a reimbursement.

Child Care Professional Reimbursements: Annual Implementation Costs

Service	Per Individual	Est. Number of Individuals/Facilities	Per	Per Year Cost to the CBJ
CPR Training	\$40	141	1 yr	\$5,640
First Aid Training	\$40	141	3 yrs	\$1,880
Fingerprinting	\$30	141	6 yrs	\$705
Annual 20 hour in-service	\$100	141	1 yr	\$14,100
Cost to obtain a CDA	\$925	10	5 yrs	\$9,250
Total Annual Cost to CBJ				\$31,575

Implementing the Juneau HEARTS Initiative

The City and Borough of Juneau has recognized that there is a critical child care shortage in our community, and that a lack of quality child care makes Juneau a less than attractive place for young families.

By funding the HEART initiative, Juneau can provide incentives to increase licensed child care capacity and ensure that the quality of that care is at a level that would result in positive outcomes for the children in our community; as well as providing cost relief for some of the fees associated with staff turnover. Similar initiatives have been successful in other communities and states across the nation.

Total Annual Costs to Implement the HEART Initiative = \$143,021 (\$60 per year per child)