

Dorris, Amanda K. (PW)

2854

14-519-24

**From:** sandy HAMILTON [sandypa0915@msn.com]  
**Sent:** Saturday, July 17, 2010 9:10 AM  
**To:** Dorris, Amanda K. (PW)  
**Subject:** Regulation No. 14-519-Proposed Child Care Regulation Changes - Feedback

RECEIVED  
IRRC

2010 JUL 20 P 3:35

Reference: Regulation No. 14-519

To Whom This May Concern:

As an owner of a small center, I support these changes because sometimes it is difficult to find someone with an Early Childhood Education Degree and the extra required training hours would help with educational training in the field. I am involved with Keystone Stars and these proposed changes are already a requirement that we participate in so it would not make much of a difference in what we are currently doing.

But, I do want to address an issue that makes operating a center as a participant of Keystone Stars difficult and almost impossible and have considered if it is worth being involved from a business point of view. I understand that the requirements of Keystone Stars and the proposed changes of DPW are what is best for the children and I think they benefit from the program but as a small center (I am licensed for 30, but not always up to capacity) it is really difficult to make financial ends meet. I am the Director and find that I must work with the children to fill in for ratio requirement on a daily basis 8-10 hours a day and find it difficult to keep up with the Director responsibilities of all the paperwork and so forth. I do the Director work on the weekends and evenings when the center is closed. Since I have started with Keystone Stars I feel overworked and stressed to be able to keep up, although I think the program offers growth and benefits the children. Not to mention, my family complains that I do not have time for them anymore and they are resenting my business (that I happen to love doing).

Another issue that I find difficult is most of my employees have degrees and do not feel they are compensated enough for all the work and training that is required of them. They would like to be paid for the hours they work at home on lesson plans (4-6 hours per week). I found that the average ECE teacher is paid \$8.00 to \$9.00 per hour and I pay on the higher end of that range. It is difficult to maintain qualified staff and then ask them to do extra training and more detailed work on lesson plans in order to individualize and coordinate with assessments. I hear comments such as: "We can work at Walmart without a degree for this pay rate and do less work." As the owner I do not make much more than this an hour also and work about 50-60 hours a week to keep up with everything. I would like to hire more staff, but can't afford to.

My question is: How can we keep qualified staff and increase the job requirements and work responsibilities without being able to financially compensate them for this? I am working on a Star 2 and have told my staff they will be receiving a bonus so that has helped but on a day to day basis they really feel they should be paid more and we haven't gotten to the level of observations and assessments yet for Star 3 when more work will be required, so if you have feedback on this I would appreciate it because I support the proposed changes and want to make this work without losing valuable employees.

Thank You,

Sandy Hamilton