Worthy Wage Activities List – Version 2 Year-by-Year

Beginning in the first year of the Worthy Wage Campaign (1992), local groups around the country were asked to share what was happening in their communities during a focal point of the Campaign, Worthy Wage Day. National campaign coordinators compiled their responses into “state activity lists” and shared these back out with everyone. This was one of many ways early educators were teaching and learning from each other. Selections of local activities shared were detailed in an annual “Action Packet” provided to local campaigns for future planning.

Version 2 of the Worthy Wage Activity List is arranged by year, from 1992 to 1999 (with the exception of 1997 which is not documented in our archives). For each year, you can see how many and which states reported on their activities.

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cscce.berkeley.edu/projects/echoes
ALASKA
Salary/Turnover Data:
1992 data will be available in June.

ARIZONA
Salary/Turnover Data:
1989/National Child Care Staffing Study
• Average hourly wage for teaching staff $4.45
• Annual turnover rate 64%. 50% of teaching staff hold second jobs.

CALIFORNIA
Northern California
Salary/Turnover Data:
1992 Alameda County Survey (CCEP/Bananas/So.Alameda 4C's)
--Northern Alameda
• Avg. hourly starting wage for teachers $8.41, assistants $6.36.
• Annual turnover for teachers, 36% for assistants, 59%.
--Southern Alameda
• Avg. hourly starting wage for teachers, $7.30, for assistants, $5.56.
• Annual turnover for teachers, 34%, for assistants 69%.
--San Mateo County, 1991
(CCEP/San Mateo 4C's)
• Average hourly starting wage for teachers $7.35, for assistants $5.80.
• Avg. hourly highest wage for teachers $9.18, for assistants $6.99.

Contact Person:
Ms. Lare (President, Anchorage Association for the Education of Young Children)

Activities Planned for April 9th:
Anchorage: Establishing a contact person in each center to insure that teachers and parents are registered to vote; buttons for parents "I'm Able to Come to Work Today Because I Have Quality Child Care", and for teachers "Families Went to Work Today Because I Provide Quality Child Care." March 31 meeting for local ECE groups, and AEYC members to discuss Worthy Wage five-year plan.

Activities Planned for April 9th:
"Worthy Work, Quality Programs, Professional Wages" contingent with banner in Week of Young Child April 6th parade; developing plans for 1993 Campaign.

Contact Person:
Rosemary Hooper (teacher)

Contact Person:
Marcy Whitebook (advocate)
Kate Ashbey (teacher)

Contact Person:
Tamara Bailey

Contact Person:
Kim Thomas-Dozier (Resource & Referral)

Contact Person:
Carole J. Kelly (ECE Instructor)

Contact Person:

Activities Planned for April 9th:
San Francisco Bay Area: Teachers and Providers leafletting BART Stations in the morning and again in the evening. Saturday, April 11, picnic at Lakeside Park and walk around Lake Merritt. Party April 9th, 5:30-7:30 at PGE Pacific Energy Center, San Francisco. Chabot College in Hayward will have an information table in the Student Cafeteria; Director's Forum 7:00-9:00 p.m. in room 530 to explore strategies.

Peninsula: Resolution pending; East Palo Alto Empowerment Workshops; Worthy Wage table April 4th at Tanforan Children's Fair.

Napa: At Napa College parents will carry "dolls" to class that say, "I wouldn't be here without child care at the NYC child care center". Children's walk around campus April 9th; leaflets with facts available.

Sacramento: "A Call To Action" on March 27, 6:30-8:00 p.m., Colonial Heights Library. Sponsored by the Child Care Coalition, Child Action and Directors Forum.

Santa Cruz: Children's Parade and picnic 10:30 a.m., walk from Cabrillo Children's Center to upper campus. Dinner 6:30 p.m. "In Honor of Child Care Workers", call for more information.
CALIFORNIA (North. CA), cont.

- Annual turnover for teachers 52%, for assistants, 70%.
- Figures include parks and recreation and school district ECE positions.

--Sacramento County, 1991 (CCEP/Child Action)
- Avg. starting hourly wage for teachers, $6.35, for assistants, $5.03.
- Avg. highest hourly wage for teachers, $7.99, for assistants, $6.07.
- Annual turnover for teachers 55%, for assistants 56%.

--San Francisco: No data since '88.

Southern California

Salary/Turnover Data:
No data collected for several years.

Contact Person:
Jeanne Kerwin (Teacher)
(310) 498-6025 (h)
(310) 926-5566 ext. 6345 (w)

Jo Navarro (Early Childhood Federation, AFL-CIO 1475, AFT)
(818) 563-2418 (h)
(714) 592-1513 (w)

Bakersfield:
Karen Wiltrout
(805) 398-7149 (h)
(805) 327-1631 (w)

Activities Planned for April 9th:
Los Angeles area: Public awareness through the media; teacher/provider meetings. Schools inviting employees and city council members to lunch. Meetings for Directors at Foothill AEYC April 9th; Greater Long Beach April 29th. Long Beach area Colleges agreed to no longer post jobs under $6.00/hour. April 1 Long Beach City Child Care Consortium Provider Recognition Breakfast April 9, AFT Early Childhood members to wear worthy wage T-shirts, make dolls and attend empowerment meeting at the Burbank office in the evening. Resolution presented to Annual California Federation of Teachers Convention April 3-5 at the Los Angeles Airport Hyatt. Bakersfield area: Lunch for City Council, Board of Supervisors and Mayoral candidates to discuss staffing crisis. Cerritos College students planning evening campus demonstration.

COLORADO

Salary/Turnover Data:
1989/Colorado Association for the Education of Young Children/Child Care Employee Project
- Average starting hourly wage for teachers $4.76, for assistants $3.89
- Average highest hourly wage for teachers $5.91, for assistants $4.37
- Annual teacher 40%, assist. 45%

Contact Person:
Denver: Niki Mitchell (advocate)
(303) 795-0714

Boulder: Laurene Ellmers (provider advocate)
(303) 442-7140 (w)
(303) 494-3410 (h)

Activities Planned for April 9th:
Denver: Rally "Celebrating Child Care Professionals Who Deserve Better Wages" 11am-1pm, 16th St. Mall Downtown: Children's entertainment (Eric West) and Speakers including Donna Good, AA to Mayor.

Boulder: Reception recognition event (location ____________) materials distributed also at Parade and Activity Faire on April 5th; parents encouraged to write letters to editor.
CONNECTICUT
Salary/turnover data
No recent data

Contact Person:
Kim Friedman (Co-director of the Child Care Division, Connecticut Association for Human Services)
(203) 522-7762

Activities Planned for April 9th:
Kick off day for the 1993 Worthy Wage Campaign which includes Connecticut Association for Human Services, Child Day Care Council, Hartford Association for the Education of Young Children, and Hartford Area Child Care Collaboration.

HAWAII
Salary/Turnover Data:
1989/Gov.'s Off. Child.& Youth
• Average hourly starting wage for teachers $6.25, for assistants $4.67
• Average hourly highest wage for teachers $ 7.96, for assistants $5.46
• Annual turnover for teachers 48%, for assistants 62%

Contact Person:
Christina Cox (advocate)
(808) 942-4708
Mardene Masuda (President, Hawaii Association for the Education of Young Children)
(808) 935-3521
Mary Goya (Comm. Coll. Instructor)
(808) 961-6828

Activities Planned for April 9th:
"Building Blocks" delivered to State Capitol in children's wagons on April 8th. Blocks will be given to Chairs of the Senate Ways and Means and House Finance Committees and then moved downstairs on April 9th where they will be built into a tower by teachers and providers in the rotunda. All 450 wooden blocks contain printed message from different teachers describing their situation, eg. 'I am an early childhood professional with 15 years experience and a college degree and I make $7 an hour). Bumper stickers saying "Quality Child Care-Pay Now, Pay Later" will be distributed throughout the state.

IDAHO
Salary/Turnover Data:
1990/Treasure Valley AEYC
• 65% teachers earn $4.00-6.00/hr
• 78% assist.teach.earn $3.35-5/hr
• Annual turnover: teachers 43%, assistants 52%
• No family day care data available

Contact Person:
Sharon Bixby or Mary Lou Kinney (Resource and Referral Agency)
(208) 343-5437
Will provide contacts for other areas of state

Activities Planned for April 9th:
Provider Appreciation Day throughout ADA County on April 10th; centers and homes will be planning events to honor caregivers and teachers; Reception on April 4th from 6-8 pm at the Bishops House for child care community; public awareness through tv coverage throughout the week.

ILLINOIS
Salary/Turnover Data:
1989/Illinois AEYC & Child Care Employee Project
• Average hourly starting wage for teachers $4.79, for assistants $3.80
• Average hourly highest wage for teachers $6.00, for assistants $4.41
• Annual turnover for teachers is 39%, for assistants 40%

Contact Person:
Judi Minter (family day care provider)
(312) 772-2498
BJ Cisznek (Chicago Association for the Education of Young Children)
(312) 427-5399
Jean James (Childcare Resource Svs.)
(217) 333-8195

Activities Planned for April 9th:
Centers and homes are asking parents to "take their child to work" by tracing their bodies and putting up cut outs at work to stimulate discussion about child care; house parties and staff meetings focusing on education about the Campaign; planning 1993 events. Public Education Table at the celebration for the Week of the Young Child in Lincoln Square in Urbana, IL. Child Care Resource Services (local R&R) will pass out statistics and information at the table on Sunday April 12, 1992.
INDIANA
Salary/Turnover Data:
No recent data; estimates of turnover at the national average or higher; salaries are better in fast food restaurants.

Contact Person:
Phyllis Oakes (Early Childhood Education Instructor)

Activities Planned for April 9th:
General education about the issues; developing 1993 campaign.

KENTUCKY
Salary/Turnover Data:
1988/Community Coordinated Child Care
- Louisville & Jefferson Counties, 83% of workers earned under $5.

Contact Person:
Ann Byers (advocate)

Activities Planned for April 9th:
Concentrating on outreach and education to teachers and providers this year; next year planning visible community event.

LOUISIANA
Salary/Turnover data:
No recent data

Contact Person:
Central Region: Nancy Alexander (Executive Director, Child Care Services)
New Orleans: Judy Watts (Agenda for Children)
Baton Rouge: Judy Montgomery (Director, Child Care Information Services)

Activities Planned for April 9th:
No specific activities; however, agencies are working to educate people about the issue.

MARYLAND
Salary/Turnover Data:
1992 Maryland Committee for Children
- Average hourly wage for senior teacher $6.36, for aides $5
- 88% of teaching staff no health insurance, 91% no retirement
- Family day care net hourly wage $7.33
- No turnover data available

Contact Person:
Ann Feldman (Maryland Committee for Children)

Activities Planned for April 9th:
10:00 a.m. Worthy Wage press conference at A Child's Place, College of Notre Dame (time to be set), 4701 N. Charles St., Baltimore; to release 1992 salary and benefit survey findings for Maryland.
**Massachusetts**

**Salary/Turnover Data:**

- **1989/National Child Care Staffing Study**
  - Average hourly wage for teaching staff $7.28
  - Annual turnover rate 29%

**Contact Person:**

Boston area:
- Patty Hnatyuk (Director of Day Care Training, Wheelock College)
- [Contact Information]

New Bedford area:
- Bob French (Director)
- [Contact Information]

Will provide contacts for other areas of State

**Activities Planned for April 9th:**

Throughout the state, centers and providers are asking parents to wear hand prints of children's hands pinned to their clothes with message about plight of teachers/providers.

Boston Area: Worthy Wage Breakfast for AEYC members and legislators (at Omni Parker House) to honor and support teachers/providers; Worthy Wage Poster Display and Contest at State House; Lobbying at State House during the day; each legislator to receive plaster cast of children's hands with facts about staffing crisis. Gerald Terrozi, President of Wheelock College, has declared April 9th Worthy Wage Day; Alumni Panel to discuss Expectation and Realities of Early Childhood Field for Students 3-5 pm at Alumni Room.

New Bedford: Worthy Wage Day Training and Celebration 6:30 -9:00 p.m. at New Bedford YWCA for Head Start, family day care, nursery school and center providers; will include awards ceremony for outstanding providers.

**Michigan**

**Salary/Turnover Data:**

- **Detroit 1989/National Child Care Staffing Study**
  - Average hourly wage for teaching staff $4.88
  - Annual turnover rate 27%

**Contact Person:**

- Ron Smith (teacher)
- [Contact Information]

- Wendy Shepherd-Bates (advocate)
- [Contact Information]

**Activities Planned for April 9th:**

Child Care Provider Recognition Reception in evening at Troy Marriott will include speeches, entertainment and awards for outstanding teachers and providers.

**Minnesota**

**Salary/Turnover Data:**

- **1990/Department of Human Services Statewide Survey**
  - Lowest Average Hourly Wage for Teachers $6.03, Assistant Teachers 4.94, and Aides $4.33
  - Highest Average Hourly Wage for Teachers $7.40, Assistant Teachers 9.55, and Aides 4.75
  - Annual Turnover for Teachers 31%, Assistant Teachers 45%, and Aides 53%

**Contact Person:**

- Metro Area:
  - Sue Dicker (advocate)
  - [Contact Information]

- Beth Menninger (advocate)
- [Contact Information]

- Duluth Area: Debbie Isabel (family daycare provider)
- [Contact Information]

- Rochester Area: Shawna Kischel, Kris Lenz-Litzen, Tutti Sherlock (Resource & Referral)
- [Contact Information]

**Activities Planned for April 9th:**

Throughout the state providers and teachers will be urged to call policy makers and another provider/teacher to discuss wage issue. **Metro Area:** A Worthy Wage Rally at 10 am at the Capitol Rotunda where Governor will be presented with a check for $471 million dollars, estimated amount of subsidy provided to Minnesota by child care teachers and providers annually; followed by a doll brigate; Every legislator to receive $5.40 of play money with a stuffed doll and be asked to take care of it for that amount; Evening forum on raising rates at the Sabanthanic Community Center, 310 E. 38th Street, Minneapolis. **Duluth Area:** On April 6th, press conference at 4:00 p.m., (Duluth City Hall) where 500 plates made by children will be given to Mayor; each plate represents 10 children in child care. April 9th 9:15-11:30 a.m. Employers' Child Care Seminar where employer survey in need for child care released. **Rochester Area:** Imprints of children's hands will be placed on skyway at Main Street downtown with children present; message "Whose Hands Are These Children
MISSOURI

Salary/Turnover Data:
1990/Child Care Employee Project
- Average hourly starting wage for teachers $4.53, for assistants $3.86
- Average hourly highest wage for teachers $5.96, for assistants $4.56.
- Annual turnover for teachers 36%, for assistants 52%.

Contact Person:
Terry Bloomberg
Laurie Geismar-Ryan

Activities Planned for April 9th:
St. Louis Area: 500 parents will be given PEANUT PACKS to take to work--paper bags containing a cup of peanuts with the slogan "My child's teacher is tired of working for peanuts" and information about the full cost of quality care; PACKS will also be given to legislators on April 2; State legislators on break will be invited to centers for lunch during the week; Youth Services Agency membership meeting in morning where wages will be discussed.

MONTANA

Salary/Turnover Data:
1990/ Montana State University & Montana Association for the Education of Young Children
- Average starting hourly salary for teachers $4.73, for assistants $4.08
- Average highest hourly salary for teachers $5.41, for assistants $4.41
- Annual turnover for teachers 54%, for assistants 33%

Contact Person:
Billie Warford (Early Childhood Educator)

Activities Planned for April 9th:
Information sharing with teachers and providers and parents about Worthy Wage resolution, the Worthy Wage Campaign and other legislation impacting children.

NEW HAMPSHIRE

Salary/Turnover Data:
No recent data, estimated average hourly between $5.00-6.00/hour

Contact Person:
Karen Sagewich (Director)

Activities Planned for April 9th:
Worthy Wage parade mid day in downtown Portsmouth.

NEW JERSEY

Salary/Turnover Data:
1990/Child Care Employee Project
- Essex Country: Average hourly starting wage for teachers $6.86, for assistants $5.12
- Average hourly highest wage teachers $8.70, assistants $6.48
- Average annual turnover for teachers 24%, for assistants 38%
- No family day care or statewide

Contact Person:
Debra Stith (Family Day Care Provider)

Activities Planned For Early April:
April 2 Board of Freeholders Meeting will sign resolution designating the Week of the Young Child and Worthy Wage Day; New Jersey Family Day Care Conference April 4th; April 9th Public Awareness press activities including circulating Bill of Rights for Child Care Teachers and press conference; Committee established to work on next year's campaign.
NEW MEXICO

Salary/Turnover Data:

No recent surveys; however even
teachers working for many years in
centers accredited by the National
Association for the Education of
Young Children earn under $5 an hour.

Contact Person:

Albuquerque:
Rhodes Lockwood (director)
Martha Vigil (teacher)

Will provide contacts in Santa Fe.

Las Cruces:
Nancy Baptiste (advocate)

NEW YORK

Salary/Turnover Data:

1991 Westchester County Data only
• Average starting hourly wage for
teachers $7.78, for assistants
$5.27
• Average highest hourly wage for
teachers $9.75, for assistants
$6.40
• Annual turnover rate for teachers
28%, for assistants 41 %
• Salaries are significantly higher
in New York City publically
funded centers; turnover is lower
and was reduced by 1990 salary
enhancement legislation

Contact Person:

Statewide: Joy Schaefer (New York
State Child Care Coordinating
Council)

New York City:
Rhonda Carlos-Smith (Child
Care Inc.)

Nagac County:
Raglan George (District Council
1707, AFSCME)

Activities Planned for April 9th:

State resolution will declare April 9th Worthy Wage Day.
Albany area: Milk and cookies will be brought to legislators;
designated center will bring children to march in the Capitol; centers
and homes having meeting with parents. Rochester area: Public
affairs campaign includes distribution of information at Midtown
Mall April 2-3, Marketplace Mall April 6-10. Nassau County: Worthy
Wage information included in Week of the Young Child events
including storytelling sessions for children. New York City: Public
education efforts woven into budget hearings and already planned
public events.

NORTH CAROLINA

Salary/Turnover Data:

1989/Day Care Services, Frank
Porter Graham, Child Care
Resources
• Median wage for center teachers
$4.50
• Annual turnover rate 38% for
teachers
• No family day care information

Contact Person:

Rosemarie Yardell (advocate)

Will provide contacts for rest of the state.

Activities Planned for April 9th:

Triangle Area: Rally for Quality Child Care in Raleigh, 5-7 pm at
Meredith College Campus; Some centers and family day care homes
will be closing for all or part of the day.

Charlotte: Worthy Wage Awareness Day for Care Teachers, 5-7 pm
at Freedom Park, speakers will include teachers, parents,
representatives of business community; Centers are making tags for
parents to wear to work that say "Behind every working parent is an
underpaid child care worker."
**OHIO**

Salary/Turnover Data:

1991 Association for the Education of Young Children/CCEP
- Average hourly starting wage for teachers $4.54, for assistants $4.16
- Average hourly highest wage for teachers $6.11, for assistants $5.01
- Annual turnover for teachers 35%, for assistants 51%
- Statewide data available June 1992: Barbara Kurtz

**OREGON**

Salary/Turnover Data:

1991/OAEYC and Child Care Employee Project
- Average hourly starting wage for teachers $5.48, for assistants $4.91
- Average hourly highest wage for teachers $6.76, for assistants $5.21
- Annual turnover for teachers 52%, for assistants 81%

**PENNSYLVANIA**

Salary/Turnover Data:

Philadelphia 1990 survey:
- Average teacher wage $7.40/hour
- Average assistant teacher wage $5.69/hour
- No turnover data

Activities Planned for April 9th:

Youngstown area: PSA on local t.v.; information distribution at April 5th Children’s Fun Festival at Youngstown Jewish Community Center

Columbus area: Columbus Dispatch feature article on women who have left the child care field and those who remain; centers purchasing buttons for parents to wear to work that say “I support Worthy Wages for child care teachers.”

Contact Person:
- Youngstown area: Marcia Fader (director)
- Columbus area: Mary Ellen Powers (director)
- Portland: DeLynn Robertson (teacher/advocate)
- Albany: Liz Pierce-Smith
- Woodburn: Juanita Santana (Migrant and Indian Coalition)
- Marni Sweet (teacher/director)

Activities Planned for April 9th:

Portland: Parade and rally downtown during the day; some centers closing, others taking field trips with children to rally; public education and individual center activities in other areas.

Philadelphia: Worthy Wage Rally at Love Statue 1-2 pm with City Council member Happy Fernandez and legislator Alison Schwartz as featured speakers; Followed by Town Meeting at Friends Child Care where parents, providers and other concerned will explore solutions; 70+ centers and family day care homes expected to participate attend with children; several centers closing for the day.
RHODE ISLAND

Salary Data:

1989 RI-AEYC & RI Workforce Council
- Average starting hourly wage for teachers $6.69, for assistants $4.88
- Average highest hourly wage for teachers $8.03, for assistants $5.77
- Annual turnover rate for teachers 25%, for assistants 37%
- Family day care providers hourly earnings (after expenses) $1.75.

Contact Person:
Dr. Bill Strader
(Early Childhood Professor)
Laura Ziesler (teacher advocate)
Shannah Kurland (family day care provider advocate)

Activities Planned for April 9th:

Parents will be asked to wear "hand and foot prints of children" to draw attention to Worthy Wage Day; "stuffed dolls" with worthy wage messages being placed around the Capitol; Conference on health insurance benefits options for providers serving subsidized children on April 23 (State House, Room 313, 7pm).

SOUTH DAKOTA

Salary/Turnover Data:

No recent data; planning survey for the coming year

TENNESSEE

Salary/Turnover Data:

1992 Vanderbilt University programs only
- Average hourly wage for lead teachers $8.16
- Average hourly wage for assistants $5.29
- (much higher than other centers)

Contact Person:
Jackie Dunkle

Activities Planned for April 9th:

Nashville area: Teddy Bart Roundtable (2 hour tv talk show) and WRLN Coffee Break will feature Worthy Wage Issue; local Association for the Education of Young Children has distributed purple ribbon; centers and homes being asked to distribute one foot of ribbon to parents for each child in care to wear to work to raise awareness about child care; Vanderbilt University center teachers decorating the main streets in town with stuffed dolls carrying messages about teachers and providers; centers also preparing life size cut out of children for parents to take to work and place around downtown; local press articles and letters to editors.

TEXAS

Salary/Turnover Data:

1989/Child Care Employee Project Houston area only
- Average starting hourly wage for teachers $5.28, assistants $4.01
- Average highest hourly wage for teachers $7.28, assistants $4.82
- Annual turnover rate 28% for teachers, 45% for assistants
- Statewide data to be collected in 1992-1993.

Contact Person:
Austin: Elizabeth Sears (Association for the Education of Young Children)
Rebecca Barrera (Texas Corporate Child Development Fund)

Activities Planned for April 9th:

Child Care Employee Day is April 9th throughout the state, a day to recognize the contributions of providers and teachers, communities planning their local events.

Austin: City Council Presentation at 1:30 City Hall to show how child care providers fare compared to other city workers.Best of Texas Conference (April 5-7) to include rally press conference, awards for innovative efforts to improve child care and a conference. Legislative Forum, Sunday April 5th, 3:30-5:00 at Marriott Hotel, Austin. Awards Banquet for teachers and others on April 8th at Marriott.

(TX activities continued next page)
UTAH

Salary/Turnover Data:
1989/Utah Association for the Education of Young Children
• Average hourly starting salary for teachers $5.50, for assistants $4.26
• Average hourly highest wage for teachers $7.00, for assistants $4.75
• Annual turnover for teachers and assistant 50%

Contact Person:
Kimberly Taylor (teacher)

WASHINGTON D.C./NORTHERN VIRGINIA

Salary/Turnover Data:
1989/Northern Virginia Assoc for Ed of Young Ch and CCEP
• Average starting hourly wage for teachers $6.75, for assistants $5.05
• Average highest hourly wage for teachers $9.82, for assistants $6.13
• Annual turnover for teachers 37%, for assistants 55%

Contact Person:
Betty Cassidy (family day care provider)
Dianne Trister-Dodge (trainer)

Activities Planned for April 9th:
"Child Care Matters to Everyone" day, teachers will do parades with children, stuffed dolls at centers with facts about teachers, teachers and parents wearing stickers.

Activities Planned for April 9th:
Worthy Wage Day Rally at Senate Park, 12:00-2:00pm; invited guests include Barbara Bush, Honorable Christopher Dodd, Honorable George Miller, Honorable Pat Schroeder; children’s activities and entertainment.
WASHINGTON

Salary/Turnover Data:

Seattle: 1989/National Child Care Staffing Study
- Average hourly wage for teaching staff $5.21
- Average annual turnover for teaching staff 42%

Bellingham 1990: Average hourly starting wage for teachers $5.19, for assistants $4.48
- Average annual turnover for teachers 36%, for assistant teachers 48%

WISCONSIN

Salary/Turnover Data:

1988 Statewide Data/Univ. of Wisconsin is:
- Average hourly wage for teacher $4.92
- Annual turnover rate 35%
- Average annual income after expenses for family day care providers $5,300 year

1992 Dane County:
- Updated statewide data available in 1993

Contact Person:
Mary Babula (advocate)
or Peggy Haack (provider)
(608) 257-0909
Will provide contacts in other regions of the state.

Activities Planned for April 9th:

Madison area: Centers and homes closing for Professional In-service Day which includes rally at Capitol at noon and forum for parents in the evening at the Masonic Temple.

Appleton: Centers closing for Professional In-service day which includes rally at noon at Lawrence University Campus followed by parent forum in the evening.

Milwaukee, Kenosha and Sheboygan: Conducting parent meetings and taking action workshops for teachers and providers throughout April culminating in rally at mid-West Association for the Education of Young Children Conference on May 8th in Milwaukee.

Sheboygan community will also have forum for Business on April 6th focused on how to improve child care.

Governor to proclaim April 9th Worthy Wage Day; State Legislative resolution has also been introduced; federal Child Care and Development Block Grant funds being used to upgrade salaries in National Association for the Education of Young Children Accredited Centers.

Activities Planned for April 9th:

Public awareness events through the media; individual centers planning celebrations and projects including a mural for parents to list what teachers do that is important to them.

WYOMING

Salary/Turnover Data:

- Average hourly wage $5.80 for teachers, $5.13 for family day care providers
- No turnover data available

Contact Person:
Wilma Reever (advocate)
(307) 472-5535

Activities Planned for April 9th:

Public awareness events through the media; individual centers planning celebrations and projects including a mural for parents to list what teachers do that is important to them.
### Alaska

**Salary Data**

1992, CCEP

Average starting hourly wage
- Teachers - $9.64
- Assistants - $7.51

Average highest hourly wage
- Teachers - $10.65
- Assistants - $8.31

Annual turnover
- Teachers - 52%
- Assistants - 66%

Percentage receiving fully paid health benefits
- Teachers - 21%
- Assistants - 19%

**Contact**

Ms. Lare (President, Anchorage Association for the Education of Young Children)

Kerry Reardon (Teacher Trainer)

### Arizona

**Salary Data:**

1992, Phoenix: National Child Care Staffing Study, CCEP

Average lowest hourly wage
- Teachers - $5.25
- Assistants - $4.53

Average highest hourly wage
- Teachers - $7.21
- Assistants - $4.88

Annual turnover 1990-91
- All teaching staff - 38%

Four year turnover 1988-92
- All teaching staff - 73%

**Contact Person:**

Rosemary Hooper (Teacher)

### Worthy Wage Activities 1993

**Alaska**

**Worthy Wage Activities**

*Anchorage:* April 22nd: Association for the Education of Young Children Board members and other community leaders are taking a Worthy Wage doll to lunch. Teachers and parents will also participate in the nationwide fashion action by wearing buttons and other Worthy Wage apparel.

**Arizona**

**Worthy Wage Activities**

*Phoenix:* April 22nd: Rally at the state capitol. Meet at 12:30 p.m. at Wesley Bolin Plaza just east of 17th Avenue between Adams and Jefferson. Parents and teachers are wearing the hand print of a child.
Arizona - continued

Salary Data
Percentage receiving fully paid health coverage
• All teaching staff - 11%

Arkansas

Salary Data
No data collected.

California

Northern California
Salary Data
1992, Alameda County: CCEP
Average starting hourly wage
• Teachers - $7.89
• Assistants - $5.94
Average highest hourly wage
• Teachers - $10.48
• Assistants - $7.30
Annual turnover
• Teachers - 35%
• Assistants - 64%
Percentage receiving fully paid health coverage
• Teachers - 38%
• Assistants - 29%

Worthy Wage Activities

Contact Person
See previous page

Contact Person
Shelly Cross

Handing out buttons and literature to parents.

Worthy Wage Activities

Contact Person
Kate Ashbey (CCEP)

Oakland: April 21st: Bus leaves MacArthur BART at 8:00 a.m. for rally in Sacramento.

Bay Area: April 22nd: Delegation of teachers and providers meeting with Governor appointed Child Development Programs Advisory Committee in Sacramento to discuss health benefits issues.

Contact Person
Marcy Whitebook (CCEP)
• California - continued

Northern California

Salary Data
San Francisco
No data since 1988.

1989, Marin County: Project Care for Children and CCEP
Average lowest hourly wage
• Teachers - $8.30
• Assistants - $5.65
Average highest hourly wage
• Teachers - $10.71
• Assistants - $7.18
Annual turnover
• Teachers - 29%
• Assistants - 42%

Average starting hourly wage
• Teachers - $6.35
• Assistants - $5.03
Average highest hourly wage
• Teachers - $7.00
• Assistants - $6.07
Annual turnover
• Teachers - 55%
• Assistants - 56%

Contact Person

Jennie Carpenter (Advocate)
Jade Travers (SFAEYC)
Tracy Johnson (Education Coordinator)
Ginger Swigart (advocate)

Worthy Wage Activities

San Francisco: April 22nd: "Celebration of Teachers and Providers" Gathering at Stern Grove (Sloat and 19th Avenue) from 5-7 p.m. Sponsored by San Francisco Association for the Education of Young Children.

April 22nd: "Finding time for Working Families." Questions, discussions, and Worthy Wage celebration at ILGWU Hall, 660 Howard Street, San Francisco, 8:30-11:00 a.m. Co-sponsored by the Labor Project for Working families and the AFL-CIO Community Services Program.

Marin: April 22nd: Worthy Wage banner on 101 South before Golden Gate Bridge for early morning commuter traffic.

Sacramento: April 21st: Parade and rally at the Capitol. Parade begins at the Crest Theater on J Street at 10:30 a.m. Rally on Capitol steps from 11:00 a.m. to noon. Legislative awards and Worthy Wage teacher testimony. Invoice will be presented to the governor for the amount of subsidy child care teachers provide to the State through their low wages. Sponsored by the Public Policy Committee of the California Association for the Education of Young Children.

April 22nd: Child care teachers will meet with members of the Child Development Programs Advisory Committee to testify about the effects of low wages and inadequate health coverage in child care.
California - continued

Northern California

Salary Data

1992, Santa Cruz: CCEP and the Santa Cruz Department of Education

Average starting wage
- Teachers - $7.40
- Assistants - $5.77

Average highest wage
- Teachers - $9.64
- Assistants - $7.13

Annual turnover
- Teachers - 29%
- Assistants - 47%

Percentage receiving fully paid health coverage
- Teachers - 71%
- Assistants - 50%

Contact Person
Amy Borden (Teacher)
Mary Whittney (Teacher)

Worthy Wage Activities

Santa Cruz: April 22nd: Parade from Farmers Market to San Lorenzo Park. 3:00 p.m. The parade is planned as a celebratory event with decorated tricycles and wagons, balloons and banners, as well as food and music in the park. Parents are being asked to pick up their children at 2:30 and join the parade.

Southern California

Salary Data

San Luis Obispo
No recent data

1989, Pasadena: University of La Verne

Average hourly wage
- Teachers - $7.96

Contact Person
Anne Reeder-Wolf (Teacher)
Anne Broussard (City Child Care Coordinator)

Worthy Wage Activities

San Luis Obispo: April 22nd: Rally on County government steps at 5:30 p.m. After the rally, the group will walk to the Farmers Market where they will have a Worthy Wage information table.

Pasadena: April 22nd: Parade and rally to City Hall. Meet at Singer Park (near Pacific Oaks College) at 12:30 p.m. Parade will arrive at City Hall by 2 p.m. Pacific Oaks Child Care Center will close for the day.
**California - continued**

**Southern California**

**Salary Data**
- Assistants - $5.75
- Annual turnover
- Teachers - 35%
- Assistants - 51%

1991, *Kern County*:
- Community Connection for Child Care
  - Average hourly wage
  - Teachers - $6.10
  - Assistants - $5.58
- Annual turnover
  - Teachers - 30%
  - Assistants - 37%

1991, *Los Angeles*: University of La Verne
- Average hourly wage
  - Teachers - $9.46
  - Assistants - $6.74
- Annual turnover
  - Teachers - 27%
  - Assistants - 32%

**Contact Person**
- Karen Wiltroot (Teacher)
- Wendy Wayne (Community Connection for Child Care)
- Sally Sanger (President, Southern California Association for the Education of Young Children)

**Worthy Wage Activities**
- *Bakersfield*: April 22nd: Family Day Care Providers inviting City Council members for lunch.
- *Ridgecrest*: April 22nd: Teachers giving balloons to parents that say "Why am I here? Quality Child Care"
- *Los Angeles*: April 17-23 - Week of the Young Child activities include Worthy wage information and materials.
**Colorado**

**Salary Data**
1989, Colorado AEYC and CCEP

- **Average starting hourly wage**
  - Teachers - $4.76
  - Assistants - $3.89

- **Average highest hourly wage**
  - Teachers - $5.91
  - Assistants - $4.37

- **Annual turnover**
  - Teachers - 40%
  - Assistants - 45%

**Contact Person**
- Shirley Mansoor (Early Childhood Professionals for Better Wages)
- Laurene Ellmers (Provider/Advocate)

**Worthy Wage Activities**
- **Denver:** April 22nd: Rally at 12 noon at Skyline Park on the 16th Street Mall (by the D & F Tower at the Tabor Center). Mayor Wellington Webb, Bea Romer, ECE Professionals, Parents and Advocates will all attend.

- **Boulder:** April 22nd: Rally at the Pearl Street Mall in front of the Courthouse at 6:30 p.m. Parents, teachers, and legislators expected. Reception afterward at the YWCA Parent Center at 7:30.

**Connecticut**

**Salary Data**
No recent data.

**Contact Person**
- Elda Chesebrough (U.S. Coast Guard Child Development Center)

**Worthy Wage Activities**
- **Stamford:** April 22nd: "Candlelight March for Worthy Wages" from the Sheraton Hotel to Jelly Bean Junction Chld Care Center (1/2 mile). Meet at 5:45 p.m. at the Stamford Sheraton (in the lounge in front of the night club). There will be a wine and cheese reception at Jelly Bean Junction at 7 p.m.

**Hawaii**

**Salary Data**
1989, Governor's Office for Children And Youth

- **Average starting hourly wage**
  - Teachers - $6.25
  - Assistants - $4.67

**Contact Person**
- Dolores Rostrata (Teacher)

**Worthy Wage Activities**
- **Honolulu:** April 21st: Teachers will present a symbolic, non-negotiable check for $146,347,120 to the Legislature. This check represents the amount child care workers subsidize early education by accepting less than a worthy wage.
Hawaii - continued

Salary Data
Average highest hourly wage
- Teachers - $7.96
- Assistants - $5.46
Annual turnover
- Teachers - 48%
- Assistants - 62%

Idaho

Salary Data
1990, Treasure Valley AEYC
65% of Teachers earn $4 - 6.00 hourly wage
78% of assistant teachers earn $3.35 - 5 hourly wage
Annual turnover
- Teachers - 43%
- Assistants - 52%

Illinois

Salary Data
1989, Illinois AEYC and CCEP
Average starting hourly wage
- Teachers - $4.79
- Assistants - $3.80
Average highest hourly wage
- Teachers - $6.00
- Assistants - $4.41

Contact Person
Chuck Larsen (Director)
Contact Person
Marlene Yardley (Child Care Contacts)
Contact Person
Joanne Bertsche Chicago AEYC

Worthy Wage Activities
See previous page
Worthy Wage Activities
Twin Falls: April 25th: Teachers will present a "Demonstration Child Care Setting" at the Magic Valley Mall from 12 noon to 5 p.m. Worthy Wage buttons will be given to parents.
Worthy Wage Activities
Chicago: April 22nd: Rally at Daley Plaza, (50 W. Washington), 9:30 - 11:00 a.m. Parents, children, teachers, and day care providers are all encouraged to attend.
Illinois - continued

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<tr>
<th>Salary Data</th>
<th>Contact Person</th>
<th>Worthy Wage Activities</th>
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</thead>
<tbody>
<tr>
<td>Annual turnover</td>
<td>Becky Wright (Day Care Action Council of Illinois)</td>
<td>See previous page</td>
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<tr>
<td>Teachers - 39%</td>
<td></td>
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<tr>
<td>Assistants - 40%</td>
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Iowa

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<tr>
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<th>Worthy Wage Activities</th>
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</thead>
<tbody>
<tr>
<td>No data collected.</td>
<td>Myrna Loehrlein (Iowa AEYC)</td>
<td>Statewide: April 17 - 23: Iowa Association for the Education of Young Children is urging teachers to emphasize professional issues and the Full Cost of Quality Campaign during the Week of the Young Child.</td>
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Kentucky

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<tr>
<th>Salary Data</th>
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<th>Worthy Wage Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1988, Louisville and Jefferson Counties: Community Coordinated Child Care</td>
<td>Ann Byers Browning (Advocate)</td>
<td>Louisville: April 22nd: Day Care Parade and picnic in Central Park, 10:00 a.m. - 12:00 p.m. Field trip for centers; entertainment for children and information for parents and teachers. April 17 - 23: Week of the Young Child: Worthy Wage display table at the Mall.</td>
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<tr>
<td>85% of child care teachers earned less than $5.00 per hour.</td>
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Louisiana

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<tr>
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<tbody>
<tr>
<td>No data collected.</td>
<td>Nancy Alexander (Resource &amp; Referral)</td>
<td>Shreveport: April 22nd: Five day care centers will be wearing buttons, and there will be local news coverage. New Orleans: April 22nd: Information outreach campaign to involve parents; centers will ask parents to wear a ribbon or hand print on Worthy Wage Day.</td>
</tr>
</tbody>
</table>
Louisiana - continued

Salary Data
See previous page

Maryland

Salary Data
1992, Maryland Committee for Children
Average highest hourly wage
- Teachers - $6.36
- Assistants - $5.00
Average net hourly wage
- Family day care - $7.33
Percentage receiving no health benefits
- All teaching staff - 88%

Contact Person
Jenny Watts (Agenda for Children)

Worthy Wage Activities
See previous page

Worthy Wage Activities
Baltimore: Community outreach: radio public service announcements to announce Worthy Wage Day. Sent letter to centers to distribute to families urging them to do something for caregivers.

Introduced a resolution in the Senate to recognize child care workers.

Asked the Governor for a proclamation to officially declare April 22nd Worthy Wage Day.

Massachusetts

Salary Data
Average lowest hourly wage
- Teachers - $8.32
- Assistants - $6.10
Average highest hourly wage
- Teachers $11.05
- Assistants $7.23

Contact Person
Lori Rogovin (Maryland Committee for Children)

Contact Person
Patty Hnatiuk (Teacher Educator)

Worthy Wage Activities
Boston: April 22nd: A breakfast for teachers and directors will be held at the Parker House Hotel at 8:00 a.m. Sponsored by Boston AEYC.

April 22nd: Wheelock College will host a press conference at 11:00 a.m. to mark the formal release of the National Child Care Staffing Study Revisited. The conference will be co-sponsored by BAEYC and Wheelock College.

Centers in the Boston area will receive posters with spaces to fill in information about the conditions in their center, including comparable salary figures.
**Massachussets - continued**

**Salary Data**
Four year turnover 1988-1992
- All teaching staff - 64%
Percentage offering fully paid health coverage
- All teaching staff - 36%

**Worthy Wage Activities**

New Bedford: April 22nd: Worthy Wage Day Celebration at the New Bedford YWCA, 66 Spring Street, from 6:30 - 9:00 p.m. Free buffet dinner with featured speaker Beth Miller, Ph.D. Sponsored by Southeastern Mass Association for the Education of Young Children (AEYC).

Northampton: April 22nd: Closing centers early (4 p.m.) for a speak-out at the Unitarian Church, 220 Main Street.

**Michigan**

**Salary Data**
Average lowest hourly wage
- Teachers - $6.45
- Assistants - $4.52
Average highest hourly wage
- Teachers - $8.70
- Assistants - $5.96
Percentage receiving fully paid health benefits
- All teaching staff - 14%
Annual turnover 1990-1991
- All teaching staff - 33%
Four year turnover 1988-1992
- All teaching staff - 69%

**Worthy Wage Events**

Detroit: April 22nd: Parents and teachers wearing Worthy Wage buttons or purple ribbons in support of the Campaign.

Trying to get on CBS News morning phone-in talk show.

Reception for "Early Childhood Professional Recognition" called "Heavenly Chocolate Adventure." Speaker - Ginny McCaig - advocate. 7:30-10:00 p.m., Troy Marriott Hotel.

April 19th: Detroit Tigers stadium will pass out purple ribbons and display advocacy messages on the scoreboard.
Minnesota

Salary Data
1990, Department of Human Services
Average lowest hourly wage
- Teachers - $6.03
- Assistants - 4.94
Average highest hourly wage
- Teachers - $7.40
- Assistants - $5.55
Annual turnover
- Teachers - 31%
- Assistants - 45%

Contact Person
Margaret Boyer (Minnesota Child Care Workers Alliance)
Constance Bell (Minnesota AEYC)

Worthy Wage Events
Minneapolis: April 22nd: Rally at the Capitol Rotunda, 10:00 a.m.
Celebration at St. Paul Technical College at 7:00 p.m.
April 22nd: Parents wearing stickers that say "I am working today thanks to my child care provider".

Montana

Salary Data
1990, Montana State University and Montana AEYC
Average starting hourly wage
- Teachers - $4.73
- Assistants - $4.08
Average highest hourly wage
- Teachers - $5.41
- Assistants - $4.41
Annual turnover
- Teachers - 54%
- Assistants - 33%

Contact Person
Sandy Bailey (Montana State University Early Childhood Project)

Worthy Wage Activities
Statewide: Resource and Referral Agencies around the state are coordinating activities in local communities. Call for contacts.
New York

Salary Data
1992, New York State
Department of Social Services
Average starting hourly wage
- Teachers - $7.25
- Assistants - $5.20
Annual turnover (in centers with turnover)
- Teachers - 41%
- Assistants - 53%
Percentage of centers with no turnover
- Teachers - 48%
- Assistants - 41%

Note: New York State enacted salary enhancement legislation in 1990, which increased salaries in publicly funded programs and reduced turnover significantly.

New Hampshire

Salary Data
1992, New Hampshire Wages
Employment Security Office
- Child Care Workers earn $6.11 per hour.

Contact Person
Virginia Casper (Bank Street College)

Rhonda Carlos-Smith (Child Care, Inc.)

Dave Jansson (Child Care Council of Suffolk)

Jan Barbieri (Director)

Worthy Wage Activities

New York City: April 14th: Dr. Daniel Stern will be speaking to students and alumni at Bank Street College. Worthy Wage information will be available at the door.

April 22nd: There will be a table in the lobby at Bank Street College. Parents are encouraged to wear buttons to work.

Suffolk County: Letters for parents to sign asking county commissioners to set up a committee made up of community members to look at child care issues. Urging teachers to write to legislators about status (i.e. education, experience, pay).

Saturday, April 17th: "Provider recognition day", 8:30 - 2:30 p.m., Suffolk Community College at Selden. Keynote and workshops.

Nassau County: April 26th: Nassau AEYC is sponsoring a dinner for 300 people at the Marriott Hotel, Uniondale, entitled "Recognition of the Child Care Community".

Worthy Wage Events

Portsmouth: April 22nd: a TV segment will appear on local channel and one state channel. Parents wearing buttons, taking posters to work, "planting seeds." Planning to close next year for a training conference on the coast.
New Jersey

Salary Data
1991, Morris County, Children's Services of Morris County
Average starting hourly wage
- Teachers - $7.70
- Assistants - $5.34
Average highest hourly wage
- Teachers - $9.92
- Assistants - $6.61
Percentage receiving fully paid health coverage
- Teachers - 34%
- Assistants - 29%

Contact Person
Lori Harrje (Family day care)
Debra Stith (Family day care)

Worthy Wage Activities
Statewide: Professional Development planning for next year. Sent letters asking governor for a photo opportunity on April 22nd. New Jersey Child Care Advocacy Council now has a professional development committee.

Nevada

Salary Data
No data collected

Contact Person
Lynson Moore Bobo (Child Care Resource Council)

Worthy Wage Activities
Reno: Just joined this year. Planning to pass a resolution declaring Worthy Wage Day with the City of Reno and the County of Washoe.

North Carolina

Salary Data
1989, Day Care Services, Frank Porter Graham, and Child Care Resources
Median hourly wage
- Teachers - $4.50
Annual turnover
- Teachers - 38%

Contact Person
Rosemarie Vardell (Advocate)

Worthy Wage Activities
Durham: April 22nd: Rally in Durham. Governor expected to attend.

April 22nd: Hornets basketball player will donate one hour working in a day care center and contribute the difference between his hourly wage and the hourly wage of a child care teacher to the local Worthy Wage Coalition.
North Dakota

Salary Data
No data collected

Contact Person
Judy Milavetz
(Advocate)

Worthy Wage Activities

Oregon

Salary Data
1991, Oregon AEYC and CCEP

Average starting hourly wage
• Teachers - $5.48
• Assistants - $4.91

Average highest hourly wage
• Teachers - $6.76
• Assistants - $5.21

Annual turnover
• Teachers - 52%
• Assistants - 81%

Contact Person
Dylynn Robertson (Teacher)
Merrily Haas (Oregon AEYC)

Worthy Wage Activities

Statewide: State newsletter articles will focus on employers and the importance of quality child care, beginning to plan for next year.

Ohio

Salary Data
1991, Ohio AEYC and CCEP

Average starting hourly wage
• Teachers - $4.54
• Assistants - $4.16

Contact Person
Barbara Kurtz
Ohio AEYC

Worthy Wage Activities

Portland: April 22nd: Meet at Pioneer Square at 11:30 a.m. to march to Portland State Park for a noon rally. Between 1:15 - 3:15 workshop discussions on a variety of topics of interest to parents and child care providers will be held.

Columbus: April 22nd: Rally at the State House, 3 p.m. Buffet dinner at Center of Science and Industry, sponsored by Ohio AEYC.
Ohio - continued

Salary Data
Average highest hourly wage
• Teachers - $6.11
• Assistants - $5.01

Contact Person
See previous page

Worthy Wage Activities
Dayton: Series of discussions with the public and the child care community. April 22nd: Trying to get air time on a local radio station, and will show a video on a local cable channel.

Youngstown: April 22nd: A State Representative is speaking on the "Crisis in the Child Care Profession". This free talk will take place at the Youngstown University Killcawley Center.

Pennsylvania

Salary Data
1992, Pennsylvania AEYC and CCEP
Average starting hourly wage
• Teachers - $6.40
• Assistants - $5.04
Average highest hourly wage
• Teachers - $7.66
• Assistants - $5.86
Annual turnover
• Teachers - 31%
• Assistants - 34%
Percentage receiving fully paid health coverage
• Teachers - 28%
• Assistants - 27%

Contact Person
Jackie Metzler (Director)
Marni Sweet (Director)

Worthy Wage Activities
Philadelphia: April 22nd: Rally in support of the Worthy Wage Campaign 1-3 p.m. Meet at 16th and John F. Kennedy Boulevard (at the LOVE statue). Supporters are urged to volunteer at a day care center on the 22nd so that staff can attend the rally. Supporters are also invited to call and/or write their legislators in support of a Loan Forgiveness Bill for early childhood professionals.
Rhode Island

Salary Data
1989, Rhode Island AEYC and R1 Workforce 2000 Council
Average starting hourly wage
• Teachers - $6.69
• Assistants - $4.88
Average highest hourly wage
• Teachers - $8.03
• Assistants - $5.77
Annual turnover
• Teachers - 25%
• Assistants - 37%
Average net hourly income
• Family day care - $1.75

South Dakota

Salary Data
No data collected.

Tennessee

Salary Data
1992, Vanderbilt University programs only
Average hourly wage
• Teachers - $8.16
• Assistants - $5.29

Worthy Wage Activities

Rhode Island:
Providence: April 18th: Kick off for Week of the Young Child with Worthy Wage Dolls at the Capitol; Children's hand print mural at capitol building.

April 17-23: Week of the Young Child: Worthy Wage Dolls displayed at Warwick malls and the Capitol.

Encouraging parents to wear hand prints to work - looking for corporate sponsors (everyone in company will wear hand prints). Call Joanne Howard for information on which companies are participating.

Worthy Wage Activities

Pierre:
Library display in the Rawlins City Library.

Worthy Wage Activities

Nashville:
April 22nd: Rally at 10:00 a.m. at the Legislative Plaza. Local legislator and a representative from Target Stores will give speeches; parents, centers and family day care providers invited to bring children. Information will be provided to all legislators.
**Tennessee - continued**

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**Worthy Wage Activities**

Working with Dayton/Hudson Foundation in their Family to Family Project to educate parents and the public about the link between worthy wages and quality care. Contracted for 10 billboards that say "Quality care and worthy wages go hand in hand". Metro Transit Authority also donated space on busses and bus stops for posters.

Several local advocates appeared on morning talk show "Talk of the Town".

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**Texas**

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<tbody>
<tr>
<td>1989, <em>Houston</em>: CCEP</td>
<td>Brooks Lewis (teacher)</td>
</tr>
<tr>
<td>Average starting hourly wage</td>
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</tr>
</tbody>
</table>
  - Teachers - $5.28  
  - Assistants - $4.01 | Gail Spear (Austin AEYC) |
| Average highest hourly wage |  
  - Teachers - $7.28  
  - Assistants - $4.82 |  
| Annual turnover |  
  - Teachers - 28%  
  - Assistants - 45% |  
| Statewide data to be collected in 1993 |  

**Worthy Wage Activities**

*Austin:* April 13th: "Family Matters," a child care forum for City Council candidates at the Austin City Convention Center, 7-9 p.m. Candidates will have the opportunity to respond to questions about child care. The forum is sponsored by over 25 local organizations.

April 22nd: "Child Care Employee Day". Flowers for teachers, and parents provide lunch and supervise children. Some centers pay bonuses from parent donations. On the same day advocates will be presenting a check to City Council members for the amount a child care teacher earns in a day.

*Statewide:* April 19th: Tour for elected officials. Each official will tour 2 local centers of differing quality to observe the differences.
Virginia

Salary Data 1989, Northern Virginia: CCEP and Northern Virginia AEYC
Average starting hourly wage
• Teachers - $6.75
• Assistants - $5.05
Average highest hourly wage
• Teachers - $7.00
• Assistants - $4.75
Annual turnover
• Teachers - 37%
• Assistants - 55%

Washington

Average lowest hourly wage
• Teachers - $6.62
• Assistants - $4.91
Average highest hourly wage
• Teachers - $8.71
• Assistants - $5.59

Worthy Wage Activities
April 22nd: Family Day Care providers from Northern Virginia are traveling to Washington D.C. for the rally in Senate Park.

Contact Person
Betty Cassidy (Family Day Care Provider/Advocate)
Larry MacMillan (Northwest AEYC)

Worthy Wage Activities
Seattle: April 22nd: Seattle Worthy Wage Coalition is sponsoring a rally at 10:00 a.m. at the Westlake Mall in downtown. Mayor Norm Rice will be a featured speaker. Following the rally will be a Child Care Summit at the Plymouth Congregational Church, 6th and University, at 11:00 a.m. Summit activities will focus on the release of a report by the City of Seattle Child Care Staffing Task Force.

Bellingham: April 22nd: Parade, parents "taking their kids to work" as life size cut-outs, bearing messages about the importance of quality care.
Washington - continued

Salary Data
Four year turnover 1988-1992
• All teaching staff - 80%
Annual turnover 1990-1991
• All teaching staff - 37%
Percentage receiving fully paid health benefits
• All teaching staff - 28%
1990, Bellingham: Northwest AEYC
Average starting wage
• Teachers - $5.19
• Assistants - $4.48
Annual turnover
• Teachers - 36%
• Assistants - 48%

Washington, DC

Salary Data
No data collected.

Wisconsin

Salary Data
1988, University of Wisconsin
Average hourly wage
• Teachers - $4.92

Contact Person
Marilyn Corcoran (Olympia AEYC)

Worthy Wage Activities
Olympia: April 22nd: March and rally at 10:00 a.m. Rally will be in Sylvester Park; the march will be to the Governor's office.

Spokane: April 22nd: Rally in Gondola Meadows at Riverfront Park at 12:00 noon. Events include a children's choir, speakers (including the Mayor, a local television producer, and the Washington Early Childhood Education President), balloon release, and other forms of entertainment. Fifteen centers are closing, and others are taking field trips to the rally.

Washington, DC: April 22nd: Rally in Senate Park at 12 noon. Legislators, parents, NAEYC Governing Board, teachers, providers and children invited. Speakers for the adults and entertainment for the children will be included, along with a picnic lunch on the lawn.

Madison: April 22 - Rally at the Capitol building steps at 12 noon. Inservice event for teachers and providers planned for afterwards. Buses from several other areas planning to attend.

Contact Person
Betty Cassidy (Family Day Care Provider/Advocate)

Contact Person
Peggy Haack (Family Day Care Provider/Advocate)

Worthy Wage Activities
Washington, DC: April 22nd: Rally in Senate Park at 12 noon. Legislators, parents, NAEYC Governing Board, teachers, providers and children invited. Speakers for the adults and entertainment for the children will be included, along with a picnic lunch on the lawn.

Madison: April 22 - Rally at the Capitol building steps at 12 noon. Inservice event for teachers and providers planned for afterwards. Buses from several other areas planning to attend.
Wisconsin - continued

Salary Data
Annual turnover
- Teachers - 35%
Average net annual income
- Family day care - $5,300

Wyoming

Salary Data
1991, NAEYC, Wyoming Commission for Women, Wyoming Dependent Care Resource and Referral Project
Average hourly wage
- Teachers $5.80
- Family day care $5.13
No turnover data available

Canada

Salary Data
1991, Day Care Advocacy Association and the Canadian Child Day Care Federation (figures in Canadian dollars)
Average hourly wage
- Teachers - $9.71
- Assistants - $8.29
Annual turnover
- All teaching staff - 26%

Worthy Wage Activities
Milwaukee/Appleton: April 18 - teachers and providers are sponsoring a family event. April 22nd: HEART family day care support group is sponsoring a "bring your child to work" day with body tracings of children that parents take with them to work.

Wyoming

Salary Data
Nancy Tonnerwest (Wyoming P.A.R.E.N.T.)
Wilma Reever (Advocate)

Worthy Wage Activities
Statewide: Governor approved "Child Care Provider Recognition Day".

Casper: April 22nd: Casper College will have a provider recognition day. Parents will share positive comments about their experience in child care in a special book.

Laramie: April 22nd: Setting up a TV for the Week of the Young Child showing Worthy Wage Video.

Canada

Salary Data
Yves Rochon (Campagnes CSN)

Worthy Wage Activities
Montreal: April 14 press conference. On April 22 160 centers in Montreal will close to recognize Worthy Wage Day.

Winnipeg: The Manitoba Child Care Association will host a conference about Worthy Wages.
Alaska

Salary Data
1992, NCECW (formerly CCEP)
Average starting hourly wage
- Teachers - $9.64
- Assistants - $7.51
Average highest hourly wage
- Teachers - $10.65
- Assistants - $8.31
Annual turnover
- Teachers - 52%
- Assistants - 66%
Percentage receiving fully paid health benefits:
- Teachers - 21%
- Assistants - 19%

Contact Person
Ms. Lare (President, Anchorage Association for the Education of Young Children AEYC)

Worthy Wage Activities
Statewide: Massive ongoing campaign to register child care workers to vote. All AEYC affiliate newsletters have ongoing articles on Worthy Wage Campaign and 4 state AEYC conferences have included compensation workshops.

Anchorage: April 21: Anchorage AEYC is issuing news releases, and local media are carrying public service announcements. People are wearing Worthy Wage buttons.

Juneau: April 21: Rally on capitol steps at 12:00 noon.

Arizona

Salary Data:
1992, Phoenix: National Child Care Staffing Study, NCECW
Average starting hourly wage
- Teachers - $5.25
- Assistants - $4.53
Average highest hourly wage
- Teachers - $7.21
- Assistants - $4.88

Contact Person
K. Van Ness (Early Childhood Consultant)

Worthy Wage Activities
Phoenix: Working on passage of "Success by Six" legislation, which includes four bills aimed at improving quality in child care centers and family day care homes. Information packets going to every legislator.
Arizona, continued

Salary Data:
- Annual turnover 1990-91
  - All teaching staff - 38%
- Four year turnover 1988-92
  - All teaching staff - 73%
- Percentage receiving fully paid health coverage
  - All teaching staff - 11%

California

Northern California

Salary Data

Humboldt County
No data available

San Francisco
1994 data available by mid-April. Contact Marie Stroughter at S.F. Children's Council

1992, Alameda County, NCECW
Average starting hourly wage
- Teachers - $7.89
- Assistants - $5.94

Contact Person
Nancy Maxwell

Worthy Wage Activities
Phoenix: April 7: Cookies and milk for legislators on the lawn outside capitol, during nap time from 1:00-3:00 p.m. Governor's office is sending out invitations along with a policy statement to all legislators.

Northern California

Worthy Wage Activities
Eureka: April 21: Rally from 11:00 a.m. -1:00 p.m. at the Humbolt County Courthouse (825 5th St.) County supervisors, teachers, providers and parents will be attending to raise awareness and educate the public about compensation. Sponsored by Humbolt AEYC.

San Francisco: April 21: Rally at Justin Herman Plaza 12:00 noon. Teachers, providers, parents and advocates are speaking out about Worthy Wages. Each county is presenting invoices to government officials for the amount of subsidy child care teachers provide to the community. Sponsored by the Bay Area Worthy Wage Coalition.

Bay Area: April 21: All Bay Area advocates will participate in the San Francisco rally.

Contact Person
Cindy Davis (Teacher)

Contact Person
Tamara Bailey (Advocate)

Contact Person
Jim Morin (Director)
Northern California, continued

Salary Data:

- **Average highest hourly wage**
  - Teachers - $10.48
  - Assistants - $7.30
- **Annual turnover**
  - Teachers - 35%
  - Assistants - 64%
- **Percentage receiving fully paid health coverage**
  - Teachers 38%
  - Assistants 29%

**Marin County**

1994 data available soon.
Contact Suki Graves, Marin Child Care Council

1993, **Santa Cruz**: NCECW and the Santa Cruz Department of Education

- **Average starting hourly wage**
  - Teachers - $7.40
  - Assistants - $5.77
- **Average highest hourly wage**
  - Teachers - $9.64
  - Assistants - $7.13

**Contact Person:**

- **Marin County**
  - Julie Sinai (County Planning Council)

- **Santa Cruz**
  - Mary Ashley (Coordinator)
  - Barbara Riverwommon (Coordinator)

**Worthy Wage Activities**

**Marin County**: April 21: Marin Child Care Planning Council is sponsoring a press conference for Week of the Young Child to highlight a center and a family child care home that are closing for Worthy Wage Day.

**Santa Cruz**: April 21: Parade beginning at 3:00 p.m. with a rally at San Lorenzo Park from 4:00 -5:30 p.m. to build community support for quality child care and raise public awareness of the issues involved. At least 30 child care centers as well as city officials and a state representative will attend. Sponsored by the Santa Cruz Worthy Wage Coalition.
Northern California, continued

Salary Data:
Percentage receiving fully paid health coverage
- Teachers - 71%
- Assistants - 50%

Average starting hourly wage
- Teachers - $6.35
- Assistants - $5.03
Average highest hourly wage
- Teachers - $7.00
- Assistants - $6.07
Annual turnover
- Teachers 55%
- Assistants 56%

Southern California

Salary Data
Pasadena:
No data since 1989

1991, Kern County:
Community Connection for Child Care
Average hourly wage
- Teachers - $6.10
- Assistants - $5.58
Annual turnover
- Teachers - 30%
- Assistants - 37%

Contact Person:
Ginger Swigart (advocate)
Anne Broussard (City Child Care Coordinator)
Tammy Burns (R&R)
Karen Wiltrout (Director)

Worthy Wage Activities
Sacramento: April 13: Parade and rally at the Capitol. Parade begins at the Crest Theatre on J Street at 10:30 a.m. Rally on Capitol steps from 11:00 a.m. to noon. Legislative awards and Worthy Wage teacher testimony. Invoice will be presented to the governor for the amount of subsidy child care teachers provide to the State through their low wages. Sponsored by the Public Policy Committee of the California Association for the Education of Young Children (CAEYC).

Pasadena: April 21: Parade to and rally at City Hall. Meet at Singer Park (near Pacific Oaks College) at 12:30 p.m. Parade will arrive at City Hall by 2 p.m. Pacific Oaks Child Care Center will close for the day.

Bakersfield: March 24: Over 3000 balloons saying “Quality Child Care, #1 Priority” are being carried by parents to work to raise awareness about the link between compensation and quality care. Sponsored by the Kern County Worthy Wage Campaign.
Southern California, continued

Salary Data:
1991, Los Angeles:
University of La Verne
Average hourly wage
• Teachers - $9.46
• Assistants - $6.74
Annual turnover
• Teachers - 27%
• Assistants - 32%

Contact Person:
Sally Sanger (Southern California AEYC)

Worthy Wage Activities
Los Angeles: March 24: Over 6000 balloons saying "Quality Child Care, #1 Priority" are being carried by parents from the Los Angeles area to work. Sponsored by local Southern California AEYC affiliates to raise awareness about the link between compensation and quality care.

Colorado

Salary Data
No data since 1989

Contact Person
Gloria Martinez-Savage (teacher)
Shirley Mansoor (Early Childhood Professionals for Better Wages)
Chez Warner (teacher)

Worthy Wage Activities
Denver: April 18: Worthy Wage dolls will be displayed downtown.

Denver: April 21: Teacher recognition wine and cheese party from 6:00-7:30 p.m. at the governor's mansion hosted by Colorado First Lady Bea Romer. Early Childhood Education professionals will be recognized for their contributions. Over 200 guests expected. Sponsored by Early Childhood Professionals for Better Wages and the State of Colorado.

Boulder: April 21: Rally at the Pearl Street Mall in front of the Courthouse at 6:30 p.m. Parents, teachers, and legislators expected. Reception afterward at the YWCA Parent Center at 7:30 p.m.

Hawaii

Salary Data
No data since 1989

Contact Person
Chuck Larsen (Director)

Worthy Wage Activities
Statewide: Ongoing work on legislative initiatives. Asking state to earmark funds generated from the new convention center for salary enhancement.
Idaho

Salary Data
1990, Treasure Valley AEYC
65% of teachers earn $4.00 - 6.00/hr
78% of assistant teachers earn $3.35-5/hr
Annual turnover:
• Teachers - 43%
• Assistants - 52%

Contact Person
Marlene Yardley
(Child Care Contacts)

Contact Person
Tahna Cooper (Teacher)

Worthy Wage Activities
Statewide: State Resource and Referral agency mailed out brochure on professional development and its relationship to low wages, along with Worthy Wage Day ribbons, to all family child care and center programs.

Twin Falls: April 17: "Demonstration Quality Child Care Setting" at Magic Valley Mall. Child Development students will plan activities for young children and host an information table for parents. Sponsored by Snake River AEYC.

Illinois

Salary Data
No data since 1989

Contact Person
Becky Wright (Day Care Action Council of Illinois)

Contact Person
Judi Minter (Family Day Care Provider)

Contact Person
Jan Deissler (Conference Chair)

Worthy Wage Activities
Oak Park: April 21: Worthy Wage Celebration of Teachers from 9:30 a.m. to 1:00 p.m. at Ascension Church, 815 S. East Ave. Teachers and directors will meet together to celebrate their contribution to the care and education of young children while highlighting the compensation crisis. Sponsored by the Illinois Worthy Wage Campaign.

Peoria: April 21: Rally at 12:00 noon at the Midwest AEYC Conference. There will also be Worthy Wage Advocacy workshops.
### Indiana

#### Salary Data
No data available

#### Contact Person
- Kathleen Lienness (Campaign Coordinator)
- Becky Caruthers (Rally Coordinator)
- Nicola Akey (Teacher)
- Betsy Krise (teacher)

#### Worthy Wage Activities
**Statewide:** Brochure on Worthy Wages going out with Month of the Young Child information. Purple ribbons will be worn. Sponsored by Indiana AEYC and provider groups.

**Fort Wayne:** April 16: Rally at 10:00 a.m. in Freiman Square to define compensation and quality issues. Representatives from local and state government, teachers and parents are expected. Mayor is issuing a proclamation for Worthy Wage Day.

**Bloomington:** April 21: Recognition Dinner at 6:30 p.m. at the Indiana University Foundation. Forum and discussion to inform teachers, directors, parents and legislators of national and local Worthy Wage Campaign issues. Teachers will be paid $10/hour for that day. Sponsored by South Central AEYC and Bloomington Worthy Wage Members.

### Kansas

#### Salary Data
For 1991 Salary figures, contact Jolene Stubblefield at Manhattan Day Care Inc.

#### Contact Person
- Andi Schleicher (Child Care Association of Wichita)

#### Worthy Wage Activities
**Statewide:** April 21: Parents will be wearing stickers saying "I'm here because of child care."
Kentucky

Salary Data
1993, Louisville: Community Coordinated Child Care
93% of teaching staff earn $7.00/hour or less

Contact Person
Cindy Andrews (Purchase Area R&R)
Albert Fox (Audobon Area 4C's)

Worthy Wage Activities
Statewide: Kentucky Association of Resource and Referral Agencies will distribute play money through the R&R's. Bills have a $10 coupon for May and September conferences and will publicize Worthy Wage Campaign.

Maryland

Salary Data
1992, Maryland Committee for Children
Average highest hourly wage
- Teachers - $6.36
- Assistants - $5.00
Percentage receiving no health benefits
- All teaching staff - 88%
Average net hourly wage
- Family day care - $7.33

Contact Person
Lori Rogovin (Maryland Committee for Children)
Donna Krause (Compensation Sub-committee)

Worthy Wage Activities
Statewide: Legislation introduced asking for Senate task force on provider compensation issues. Resolution in the Senate to recognize child care workers.

Baltimore: May 21: Annual Mayor's Child Care Conference will have three workshops on Worthy Wages sponsored by the Compensation Sub-committee of the Maryland Committee for Children.

April 21: Inviting Senator Ida Mae Garrott to a child care center for lunch to talk about child care issues.
Massachusetts

Salary Data
Average lowest hourly wage
- Teachers - $8.32
- Assistants - $6.10
Average highest hourly wage
- Teachers - $11.05
- Assistants - $7.23
Four year turnover from 1988-1992
- All teaching staff - 64%
Percentage offering fully paid health coverage
- All teaching staff - 36%

Contact Person
Sheila McMahon

Worthy Wage Activities
Statewide: Salary enhancement legislation in progress.

Boston: April 21: Day long advocacy training and speak out. A breakfast for teachers and directors will be held at the Parker House Hotel at 8:00 a.m. Sponsored by Boston AEYC. Advocacy training from 9-10:30 a.m. at the McCormick building. Afterward, speak out and lobbying for wage enhancement legislation at the State House. Invoice will be presented for the amount of subsidy child care teachers provide to the state through their low wages. Sponsored by the Boston Worthy Wage Coalition.

New Bedford: April 21: Staff from centers are taking buses to Boston for Third Annual Worthy Wage Day Event.

Northampton: April 21: Worthy Wage stickers will be on take-out coffee cups in the city. Staff from centers are taking buses to Boston for Third Annual Worthy Wage Day Event.

Michigan

Salary Data
Average lowest hourly wage
- Teachers - $6.45
- Assistants - $4.52

Contact Person
Wendy Shepherd-Bates
(Coordinator, Michigan Worthy Wage Coalition)

Worthy Wage Activities
Statewide: April 20 & 21: Worthy Wage Job Shadow Day - Elected officials, business and community leaders and media personalities will be spending the day in child care centers and family day care homes to see how children benefit from quality care and to more fully understand the work of child care. Sponsored by the Michigan Worthy Wage Coalition.
Michigan, continued

Salary Data:
Average highest hourly wage
• Teachers - $8.70
• Assistants - $5.95

Percentage receiving fully paid health coverage
• All teaching staff - 14%
Annual turnover 1990-1991
• All teaching staff - 33%
Four year turnover 1988-1992
• All teaching staff - 69%

Contact Person:
Mark Sullivan (Director, Michigan 4C Association)
Tish Chase (Metro Detroit AEYC)

Worthy Wage Activities
"Worthy Wage Tool Kits" will be distributed to members and interested parties to educate them on how to participate in the Worthy Wage movement year round. Sponsored by the Michigan Worthy Wage Coalition.

Throughout the month of April: "Take Your Parent to Care Day". Parents are invited to attend child care for a day to learn about quality care and more fully understand the nature of child care work. Sponsored by the Michigan Worthy Wage Coalition.

Lansing: April 21: Members of the Michigan Worthy Wage Coalition will meet with legislators at the state capitol to share information pertaining to compensation issues in Michigan.

Metro Detroit Area: April 21: 5th Annual Early Childhood Professional Recognition Reception at the Holiday Inn in Livonia, 7:30 p.m. - 10:00 p.m. Early childhood professionals, teacher educators and parents will meet to socialize, celebrate and network.

Minnesota

Salary Data
1990, Department of Human Services
Average lowest hourly wage
• Teachers - $6.03
• Assistants - $4.94

Contact Person
Margaret Boyer (Minnesota Child Care Workers Alliance)

Worthy Wage Activities
Statewide: April 21: Hands Across Minnesota: Worthy Wages for Worthy Work. At 7:00 p.m. child care professionals will join hands in support of the National Worthy Wage Campaign.
Minnesota, continued

Salary Data:
Average highest hourly wage
- Teachers - $7.40
- Assistants - $5.55

Annual turnover
- Teachers - 31%
- Assistants - 45%

Contact Person:
Nancy Johnson (Director of Center Management Services)
Debbie Isabel (Family Child Care Provider)

Worthy Wage Activities

Minneapolis/St. Paul: April 21: Rally at the Capitol Rotunda, 10:00 a.m., to present an invoice to the governor for child care professionals' subsidy in Minnesota. Advocates are lobbying legislators to support the Staff Recruitment and Retention Bill. Celebration at Cabooze Bar at 7:00 p.m.

Rochester: April 21: Children's concert and rally at the Galleria.

Duluth: April 21: Reception in the afternoon at the Buena Vista.

Mankato: April 23: Worthy Wage Conference.

Missouri

Salary Data:
1993, St. Louis: Child Day Care Association of St. Louis Hourly salary for teacher with four year college degree (39% of staff) $7.69

Annual turnover
60% of centers reported 40% turnover or higher

Contact Person:
Paula Neth (Child Day Care Association)
Steve Zewolak (St. Louis AEYC)

Worthy Wage Activities
St. Louis: April 16: Hop, Skip and Jump at Forest Park from 10:00 p.m. - 12:00 noon. 43 child care agencies are participating in a walk to raise funds for their programs. Week of the Young Child Activities will emphasize the full cost of quality care. Sponsored by Child Day Care Association. It will be followed by a Family Fun Fiesta at the park from 12:00 noon to 5:00 p.m. where Worthy Wage information will be available to the community. Sponsored by St. Louis AEYC.
Montana

Salary Data
1990, Montana State University and Montana AEYC

Average starting hourly wage
- Teachers - $4.73
- Assistants - $4.08

Average highest hourly wage
- Teachers - $5.41
- Assistants - $4.41

Annual turnover
- Teachers - 54%
- Assistants - 33%

Contact Person
Sandy Bailey (Montana State University Early Childhood Project)
Randy Haight (Family Child Care Provider)

Worthy Wage Activities

Statewide: Resource and Referral Agencies and Montana AEYC affiliates around the state are coordinating activities in local communities. Call for more information.

New Hampshire

Salary Data

- Child Care workers earn $6.11 per hour.

Contact Person
Johanna Booth-Miner (Director)
Wendy Derhak (Director)

Worthy Wage Activities

Durham: April 21: Three centers will close for a professional day to increase public awareness of the Worthy Wage Campaign. Sponsored by Center Connection. The governor will receive an invoice for the amount of subsidy teachers' low wages provide to the state.

Statewide: Worthy Wage video will be shown at approximately 20 centers during the Week of the Young Child. Senate resolution is being proposed.

Nevada

Salary Data
No data collected

Contact Person
Sherry Waugh (702) 784-6762

Worthy Wage Activities

Statewide: The governor will sign a proclamation for Worthy Wage Day.
New Jersey

Salary Data
1991, Morris County: Children's Services of Morris County
Average starting hourly wage
• Teachers - $7.70
• Assistants - $5.34
Average highest hourly wage
• Teachers - $9.92
• Assistants - $6.61
Percentage receiving fully paid health coverage
• Teachers - 34%
• Assistants - 29%

Contact Person
Margie Brickley (Educator)
Gail Rosewater (County Children's office)

Worthy Wage Activities
Princeton: May 6: Information table and video viewing at the Infant Toddler Educators Conference to let people know about the campaign. The Worthy Wage Subcommittee is involved in ongoing education on compensation issues to the corporate community and state Child Care Council.

Bergen County: April 21: Public Hearing from 5:00 p.m. - 9:00 p.m. at County office. County officials will meet with the public to talk about children's and educator's needs in order to set priorities for the county.

New Mexico

Salary Data
No data collected

Contact Person
Jo Gerlach
Lydia Garcia
Suzanne Farley (Student)

Worthy Wage Activities
Santa Fe: April 21: Participatory Community Letter to Hillary Clinton 10:00 a.m. at the State Capitol Building. The governor and Mrs. King along with child care workers in the community will meet to send a letter to Hillary Clinton to raise awareness about the Worthy Wage Campaign.

Santa Fe: April 21: Information booth at local natural food store 11:30 a.m. - 7:30 p.m. Students from Santa Fe Community College will distribute information to get the word out to providers, parents and other community members.
New Mexico, continued

Salary Data:

<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Worthy Wage Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sara Teegarden (Student)</td>
<td>Santa Fe: April 16 and April 21: A small group of activists will staff information booths at Santa Fe Community College to inform people of the Worthy Wage Campaign.</td>
</tr>
<tr>
<td>Kay Henderson (Instructor)</td>
<td></td>
</tr>
</tbody>
</table>

New York

Salary Data

1992, New York State Department of Social Services
Average starting hourly wage
- Teachers - $7.25
- Assistants - $5.20

Annual turnover (in centers with turnover)
- Teachers - 41%
- Assistants - 53%

Percentage of centers with no turnover
- Teachers - 48%
- Assistants - 41%

Note: New York State enacted salary enhancement legislation in 1990, which increased salaries in publicly funded programs and reduced turnover significantly.

<table>
<thead>
<tr>
<th>Contact Person</th>
<th>Worthy Wage Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donna Hercules (New York State 4C's)</td>
<td>Statewide: State Resource and Referral Agency mailed out information packet to all county affiliates including information on the Worthy Wage Campaign and stickers for parents. The stickers say, &quot;I work because child care works. Worthy Wages for Child Care.&quot;</td>
</tr>
<tr>
<td>Connie Galin (Child Care Council of Suffolk)</td>
<td></td>
</tr>
<tr>
<td>Denise Mosone (Director)</td>
<td>Suffolk County: April 21: Rally from 3:30 - 5:30 p.m. at the Dennison Building in Hauppauge. County legislators, child care agencies, parents directors and family child care providers will participate to raise awareness and educate the public. Sponsored by the Child Care Council of Suffolk.</td>
</tr>
<tr>
<td>Bill Covington (Buffalo Area Worthy Wage Coalition)</td>
<td>Suffolk County: April 19: Provider recognition dinner at the Marriott Hotel in Hauppauge from 6:00- 10:00 p.m. to celebrate, socialize and talk about the rally. Sponsored by the Child Care Council of Suffolk.</td>
</tr>
<tr>
<td>Bulgarian (Stu)</td>
<td>Buffalo: Ongoing Worthy Wage activities.</td>
</tr>
</tbody>
</table>

Contact Person:
- Sara Teegarden (Student)
- Kay Henderson (Instructor)
- Donna Hercules (New York State 4C's)
- Connie Galin (Child Care Council of Suffolk)
- Denise Mosone (Director)
- Bill Covington (Buffalo Area Worthy Wage Coalition)
North Carolina

Salary Data
No data since 1989

Contact Person
Rosemarie Vardell
(Advocate)

Lucy Williams (Teacher)

Worthy Wage Activities
Chapel Hill: April 21: Workshops, Rally and Careers Fair at Binkly Church from 9:00 a.m. - 5:30 p.m. Empowerment and advocacy workshops with a speak out for Worthy Wages. Co-sponsored by North Carolina Worthy Wage Campaign, Day Care Services Association, North Carolina Day Care Association, North Carolina AEYC.

North Dakota

Salary Data
No data collected

Contact Person
Judy Milavetz
(Advocate)

Worthy Wage Activities
Statewide: Packet sent to child care facilities including: parent letter asking them to contact congress; quality and compensation brochures; and $10 Worthy Wage bills. The campaign is intended to enlist parents' support in maintaining a quality child care system through attention to the compensation issue. Sponsored by North Dakota AEYC.

Invoice for teacher and provider subsidy is being sent to governor, state legislators and members of congress.
Ohio

Salary Data
1991, Ohio AEYC and NCECW
Average starting hourly wage:
• Teachers - $4.54
• Assistants - $4.16
Average highest hourly wage:
• Teachers - $6.11
• Assistants - $5.01

Contact Person
Gina Donofrio (Head Start)

Worthy Wage Activities
Columbus: April 20: Rally at the State House, 12:00 - 1:30 p.m. with parents, children, teachers, former governor and mayor. There will be a bubble display for the children. Sponsored by Ohio AEYC.

Oregon

Salary Data
1991, Oregon AEYC and NCECW
Average hourly starting wage:
• Teachers - $5.48
• Assistants - $4.91
Average hourly highest wage:
• Teachers - $6.76
• Assistants - $5.21
Annual turnover:
• Teachers - 52%
• Assistants - 81%

Contact Person
Susan Giese (Teacher)
Mir Emampook

Worthy Wage Activities
Portland: April 16: Walk, Run, Stroll at Grant Park to bring the message of the Worthy Wage Campaign to a broader group. Sponsored by Portland Metro Worthy Wage Campaign, Oregon Employees Union and Portland Teachers' Association.

Portland: April 21: News conference at Senator Hatfield's office in the World Trade Center (corner of SW Salmon and Front Ave.) 12:30 p.m. to educate the public and policy makers on the link between child care workers subsidizing the full cost of care and parents inability to pay. An invoice will be presented. Followed by a discussion for parents, child care teachers and supporters on the next steps of the Worthy Wage Campaign. Sponsored by the Portland Metro Worthy Wage Campaign.
Pennsylvania

Salary Data
1992, Pennsylvania AEYC and NCECW
Average starting hourly wage
• Teachers - $6.40
• Assistants - $5.04
Average highest hourly wage
• Teachers - $7.66
• Assistants - $5.86
Annual turnover
• Teachers - 31%
• Assistants - 34%
Percentage receiving fully paid health coverage
• Teachers - 28%
• Assistants - 27%

Contact Person
Jackie Metzler (Director)
Marni Sweet (Director)

Worthy Wage Activities
Philadelphia: April 16: Membership drive at Delaware Valley AEYC conference. Ongoing work publicizing recently enacted early childhood teacher loan forgiveness program.

Rhode Island

Salary Data
No data since 1989

Contact Person
Joanne Howard (Teacher)
Ellen Stewart (Teacher)

Worthy Wage Activities
Providence: April 21: Information booth at Warwick Mall with Worthy Wage video and Worthy Wage dolls to raise awareness and educate the public as part of Week of the Young Child activities. Sponsored by Rhode Island AEYC.
South Dakota

Salary Data
No data collected.

Contact Person
Liz Rogers (United Way)

Lynn Tisdale (Trainer-Advocate)

Worthy Wage Activities

Statewide: Press release and letters to the editor for Week of the Young Child.

Rapid City: Public Awareness Campaign

Sioux City: April 11-15: Letter writing campaign for parents and providers to legislators asking for legislation that would support higher salaries for providers.

Tennessee

Salary Data
1992, Vanderbilt University programs only
Average hourly wage
- Teachers - $8.16
- Assistants - $5.29

Contact Person
JacLynn Dunkle (Director)

Worthy Wage Activities

Nashville: April 21: Parade and Rally at Legislative Plaza from 10:00 -11:00 a.m. Meet at Church Street Center to march to Plaza to draw national attention to the link between wages and quality. Adult participants receive a free T-shirt. Parents and providers will be wearing ribbons and stickers to work to show support for Worthy Wages. Sponsored by the Nashville AEYC.

Texas

Salary Data
No data since 1989

Contact Person
Pat Jolley (Austin AEYC)

Worthy Wage Activities

Austin: April 21: An invoice will be presented to the City Council for the amount of subsidy child care teachers provide by working for low wages. There will be an ad in the Austin Statesman thanking child care workers for their dedication and hard work despite low wages. The Worthy Wage campaign is conducting a membership drive. Centers will be distributing information to parents. Sponsored by the Austin AEYC.
Virginia

Salary Data
No data since 1989

Contact Person
Betsy Closter

Worthy Wage Activities
Fairfax: April 21: Celebration and picnic from 10:00 a.m. - 1:00 p.m. at the John C. Woods Community Center and Van Dyke Park. Sponsored by Northern Virginia AEYC and Infant and Toddler Family Day Care.

Washington

Salary Data
Average lowest hourly wage
- Teachers - $6.62
- Assistants - $4.91
Average highest hourly wage
- Teachers - $8.71
- Assistants - $5.59
Four year turnover 1988-1992
- All teaching staff - 80%
Annual turnover 1990-1991
- All teaching staff - 37%
Percentage receiving fully paid health benefits
- All teaching staff - 28%

Contact Person
Ann Pelo (Seattle Worthy Wage Task Force)

Bonnie Robbins (Teacher)

Worthy Wage Activities
Seattle: April 21: Worthy Wage Action Day, 9:00 a.m. to 5:00 p.m. As many as 50 centers will close to voice concern over the staffing crisis and to work together to find solutions. Speakers will be Norm Rice, Mayor of Seattle and Karen Nussbaum, Director of the Women’s Bureau at the U.S. Department of Labor. The Seattle Community Standards Project will be introduced. Sponsored by the Seattle Worthy Wage Task Force.
Salaries and Data

**Washington, continued**

**Salary Data**

<table>
<thead>
<tr>
<th>Location</th>
<th>Contact Person</th>
<th>Worthy Wage Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Spokane: Washington</strong></td>
<td>Mavis Hogan (Spokane Area Child Care Coalition)</td>
<td><strong>Spokane: April 21: Rally in Gondola Meadows at Riverfront Park at 12:00 noon. Events include speakers, games, information booths and public forum with local and state representatives. Providers, teachers, parents, children, city council members and state legislators will create awareness of need for affordable quality child care.</strong></td>
</tr>
<tr>
<td><strong>Bellingham:</strong> Northwest AEYC</td>
<td>Larry MacMillan (Northwest AEYC)</td>
<td><strong>Bellingham:</strong> Ongoing work on legislative initiatives.</td>
</tr>
<tr>
<td>1990, <strong>Bellingham:</strong> Northwest AEYC</td>
<td>Nancy Gerber (Provider)</td>
<td><strong>Worthy Wage Activities</strong></td>
</tr>
<tr>
<td>Average starting hourly wage</td>
<td></td>
<td><strong>Worthy Wage Activities</strong></td>
</tr>
<tr>
<td>Teachers - $5.19</td>
<td></td>
<td><strong>Washington, D.C.: April 21: Working with Senator Dodd's (D-Ct) office. Call for details.</strong></td>
</tr>
<tr>
<td>Assistants - $4.48</td>
<td></td>
<td><strong>Arlie, VA:</strong> April 29-May 1: &quot;Compensation Initiatives Conference&quot;. National experts will gather to discuss strategies for funding an early childhood system that breaks the link between what parents pay and what providers earn. Sponsored by the National Center for the Early Childhood Work Force.</td>
</tr>
<tr>
<td>Annual turnover</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Wisconsin

Salary Data
1994 Salary data will be available in late April. Contact Peggy Haack, Wisconsin Early Childhood Association.

Worthy Wage Activities

Madison: April 21: March and rally at the Capitol building steps at 11:30 p.m. Advocacy Training from 9:30 to 11:30 p.m. Legislative hearing at 1:30 p.m. Early childhood professionals from around the state will be participating to bring Worthy Wage issues to the attention of state policy makers, to inform legislators about the subsidy of the workforce, to professionalize our roles as advocates. The new statewide salary survey will be released. Sponsored by Wisconsin Early Childhood Association.

Statewide: Information has been distributed to promote Worthy Wage Day involvement in communities throughout Wisconsin. Many programs and communities will fill out full cost of quality invoices.

Brown County: Making banners for Worthy Wage Rally. Teachers, parents and children going to Madison for Rally.

Sheboygan Falls: April 20: Early Childhood Dinner. Early childhood educators, parents, public school teachers and administrators will meet together to support the field on Worthy Wage Day Eve.

Sheboygan: April 21: Teachers, parents and children going to Madison for Rally. Slogan: "Uncle Sam, your children are calling".

Contact Person
Peggy Haack (Family Day Care Provider/Advocate)

Karen Natoli (Worthy Wage Task Force)

Cheryl Toth

Carol Gross (Sheboygan AEYC)

Wendy Schmitz
Wisconsin, continued

Salary Data

Contact Person
Beth Caramanidis (Director)

Annette Pleshek (Director)

Wyoming

Salary Data
1991, NAEC, Wyoming Commission for Women, Wyoming Dependent Care Resource and Referral Project
Average hourly wage
- Teachers - $5.80
- Family day care - $5.13
No turnover data available

Contact Person
Nancy Tonnerwest (Wyoming P.A.R.E.N.T.)

Jan Tafoya (Care Connection)

Worthy Wage Activities

Plymouth: April 11: Legislative meeting. Sheboygan Worthy Wage Group members are meeting with legislators from district to extend their understanding of the need for government subsidy for parents and programs.

Kohler: March 23: Meeting with members of the Chamber of Commerce at 7:30 p.m. Sheboygan AEYC members and parents are meeting with the business community to start a conversation on worthy wages and quality child care.

Winnebago: April 21: Early Childhood Professional Recognition Dinner sponsored by the Fox Valley AEYC to show appreciation to early childhood staff.

Worthy Wage Activities

Statewide: Worthy Wage Day featured in provider newsletter “Early Care and Education Matters” to build awareness and emphasize professional development. Governor may approve "Child Care Provider Recognition Day".
Canada

Salary Data
1991, Day Care Advocacy Association and the Canadian Child Day Care Federation (figures in Canadian Dollars)

Average hourly wage
- Teachers - $9.71
- Family day care - $8.29

Annual turnover
- All teaching staff - 26%

Contact Person
Debra Mayer (Manitoba Child Care Association)

Yves Rochon (Campagnes CSN)

Worthy Wage Activities

Manitoba: Centers will be filling out invoices for the subsidy they provide based on a comparability scale. Invoices will be sent to the Premier and district legislators. Sponsored by the Manitoba Child Care Association.

Montreal: March 30: Unionized child care workers begin rotating strikes until Provincial government agrees to resume negotiations on pay hikes in Quebec.

Montreal: April 21: 173 child care centers will close for the day if no settlement is reached. Some centers may remain closed. If a settlement has been reached, there will be a celebration and rally in solidarity with child care workers in Canada and the US.
<table>
<thead>
<tr>
<th>State/Current Salary Data</th>
<th>Contact Person</th>
<th>Worthy Wage Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Alaska</strong></td>
<td>Rhonda Salerno (CC R &amp; R)</td>
<td><strong>Statewide:</strong> 4/27/95 Rally on Worthy Wage Day at the Capitol building. The Lt. Governor, legislators and early childhood staff will speak.</td>
</tr>
<tr>
<td>1994 NCECW and the Alaska Child Care Resource and Referral Alliance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average starting hourly wage:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Teachers - $8.79</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Assistants - $7.20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average highest hourly wage:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Teachers - $10.85</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Assistants - $8.43</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual Turnover</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Teachers - 59%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Assistants - 41%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>% receiving fully paid health benefits:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Teachers - 22%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Assistants - 13%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>California - Northern</strong></td>
<td>Kate Ashbey (Advocate)</td>
<td><strong>Bay Area:</strong> 4/24-4/28/95 Job Shadowing. Confirmed Assembly woman Jackie Speier, Arlie Hochsfield (author of Second Shift), Art Pulaski, President of San Mateo Labor Council.</td>
</tr>
<tr>
<td><strong>San Francisco</strong></td>
<td>Tamara Bailey (Advocate)</td>
<td></td>
</tr>
<tr>
<td>1994 NCECW and Children’s Council of San Francisco</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average starting hourly wage</td>
<td>Jennifer Kagiwada</td>
<td></td>
</tr>
<tr>
<td>* Teachers - $8.85</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Assistants - $6.81</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average highest hourly wage</td>
<td>Jim Stockinger (Teacher)</td>
<td></td>
</tr>
<tr>
<td>* Teachers - $11.70</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Assistants - $7.93</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual Turnover</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Teachers - 26%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>* Assistants - 18%</td>
<td></td>
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</tr>
</tbody>
</table>

Job Shadowers can be confirmed by calling the contact listed for participating locations.
National Center for the Early Childhood Work Force/Worthy Wage Campaign

% receiving fully paid health benefits
• Teachers - 63%
• Assistants - 54%

**Alameda County**
1995 Data available by early June
Rory Darrah, Child Care Coordinator

**San Mateo County:**
1994 NCECW and Child Care
Coordinating Council of San Mateo, Inc.
Average starting salary
• Teachers - $9.01
• Assistants - $6.91
Average highest hourly wage
• Teachers - $11.81
• Assistants - $8.41
Annual Turnover
• Teachers - 13%
• Assistants - 20%
% receiving fully paid health benefits
• Teachers - 60%
• Assistants - 41%

**Santa Clara County:**
1995 NCECW and Santa Clara Coordinating Council
Average starting hourly wage
• Teachers - $10.13
• Assistants - $7.18
Average highest hourly wage
• Teachers - $12.83
• Assistants - $8.28

Livermore: 4/24-4/28 Child Care Job Shadow Week
4/22/95 Kick Off Activities: Walk/run fundraiser, carnival, barbeque, entertainment, speakers, march.
4/27/95 Professional development day
Mayor proclaimed April Month of the Young Child and urged citizens to honor the committed and dedicated child care professionals.

San Mateo County: 4/27/95: Job Shadowing. Twenty centers have invited shadowers.


Job Shadowers can be confirmed by calling the contact listed for participating locations.
<table>
<thead>
<tr>
<th>Location</th>
<th>Contact Details</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oakley</td>
<td>Jeanette Alley, Family Child Care Provider</td>
<td>Oakley: 4/27/95 Job Shadowing. Confirmed include a pediatrician and school principal.</td>
</tr>
<tr>
<td>Santa Cruz</td>
<td>Cap Pack (Teacher)</td>
<td>Santa Cruz: 4/27/95 Parade and Rally. Parade at 3:00pm down Pacific Ave. to San Lorenzo Park. Rally at the park 3:30pm - 5:00pm. Expect teachers, home providers, parents and children.</td>
</tr>
<tr>
<td>Nevada City</td>
<td>Karen Wallack-Eisen, Family Child Care Provider</td>
<td>Nevada City: 4/24-28/95 Job Shadowing at a family child care home.</td>
</tr>
<tr>
<td>Santa Barbara County</td>
<td>Vivian Cruz (R&amp;R)</td>
<td>Santa Barbara County: 4/27/95 Job Shadowing.</td>
</tr>
</tbody>
</table>
## California - Southern

### Pasadena:
1993 Kern County:
Community Connection for Child Care

<table>
<thead>
<tr>
<th>Average hourly wage</th>
<th>Teachers</th>
<th>Assistants</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$6.01</td>
<td>$5.17</td>
</tr>
</tbody>
</table>

42% of all teachers have been at their jobs for less than two years.

- **Walter Draude**  
  - **Pat Murphey Chambers**

### Colorado
Data available from Cost & Quality Study:
Mary Culkin  

<table>
<thead>
<tr>
<th>Gloria Martínez-Savage (Teacher)</th>
<th>Erika Winter (Teacher, Commerce Child Development)</th>
<th>Kim Owen (Family Child Care)</th>
</tr>
</thead>
</table>

### Burbank:
2:30pm - 3:30pm Luncheon seminar.

### Van Nuys:
5:30pm - 7:00pm Reception for the early childhood organized by the Pasadena Worthy Wage Coalition, the Foot Hills AEYC the Fradogo Hills AEYC and the Valley AEYC.

### Denver: 4/27/95
- **Rally** at Skyline Park. Mayor Webb will present awards to Early Childhood Professionals. Teachers, providers, advocates, parents and children will attend.
- **Job Shadowing.** The sports director of a local radio station, 2 players from the Denver Broncos and 2 players from the Denver Nuggets will job shadow. Other community members have also been invited. They will be invited to a reception in Boulder to talk about their experiences.

### Boulder: 4/27/95
- **Job Shadow.** Confirmed - Rep. Peggy Lamb, Boulder District Attorney, local attorney, school superintendent's wife
- 4/27/95 Reception - people who have shadowed will talk about their experience to providers and advocates.

Job Shadowers can be confirmed by calling the contact listed for participating locations.
<table>
<thead>
<tr>
<th>Location</th>
<th>Contact Person</th>
<th>Contact Information</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Idaho</td>
<td>Barbara Brooks (Director)</td>
<td></td>
<td>Boise: 4/27/95: Parents will wear badges to work which read &quot;Partners in Quality Child Care&quot;</td>
</tr>
<tr>
<td>Illinois</td>
<td>Judy Minter (Metro AEYC)</td>
<td>(family child care provider)</td>
<td>Statewide: 4/27/95: Job Shadowing coordinated by AEYC affiliates. Chicago Mayor Daley has been invited.</td>
</tr>
<tr>
<td></td>
<td>Alice Glordano (III. AEYC)</td>
<td></td>
<td>Illinois Dept. of Children and Family Services 1992</td>
</tr>
</tbody>
</table>
|               |                                   |                     | Average starting hourly wage *
|               | Teachers - $6.10                   |                     | Assistants - $4.90                                                           |
|               | Average highest hourly wage       |                     | Teachers - $7.30                                                             |
|               | Assistants - $5.50                 |                     | Assistants - $5.50                                                          |
|               | Two-Year Turnover                 |                     | Teachers - 41%                                                              |
|               | Assistants - 51%                  |                     | Assistants - 51%                                                            |
| Indiana       | Nicola Akey (Teacher) VP of the Worthy Wage Campaign |                     | Bloomington: 4/27/95: Job shadowing by CEO's and legislators. Shadows will do a group presentation about their experience in the evening. |
|               | Rachel West (Teacher) President of the Worthy Wage Campaign |                     |                                                                 |
| Kansas        | Andi Schleicher Child Care Association of Wichita |                     | Wichita: 4/27/95: Local AEYC is coordinating parents wearing a cutout of their child to work. The message is "I'm working because of quality child care." |

Job Shadowers can be confirmed by calling the contact listed for participating locations.
<table>
<thead>
<tr>
<th>State</th>
<th>Year</th>
<th>Project</th>
<th>Average lowest hourly wage</th>
<th>Job Shadowing Details</th>
</tr>
</thead>
</table>
4/27/95: Lobbying and rally in support of the “Fair Rates for Fair Wages” campaign. This is legislation introduced in MA legislature which increases rates and the capacity to increase wages. The Worthy Wage Campaign is part of the larger coalition working on this. The Rally will be at the Boston State House, Doric Hall. Boston area: 4/1-30/95: Job Shadowing.  
Wellesley: 4/27/95: Parent Breakfast at Wellesley Community Children’s Center. Parents will be writing to the governor about worthy wages and wearing worthy wages badges to work. The President of Wellesley College will be at the center on 4/25/95.  
Statewide: 4/27/95: Child Care Job Shadow Day. The Michigan Worthy Wage Campaign has issued a Mayor’s Challenge to get participation in job shadowing by mayors. Statewide: 4/1-30/95: Take Your Parent to Care Day - Parents will attend child care for a day to learn about quality care and more |
| Michigan   | 1988-92 | National Child Care Staffing Study NCECW     |                             | |
### National Center for the Early Childhood Work Force/Worthy Wage Campaign

<table>
<thead>
<tr>
<th>Average highest hourly wage</th>
<th>Mark Sullivan (Director)</th>
<th>fully understand the nature of child care work.</th>
</tr>
</thead>
<tbody>
<tr>
<td>*Teachers - $8.70</td>
<td>Michigan 4C Association</td>
<td>Statewide: Work-A-Thon. Campaign members seek pledges for the</td>
</tr>
<tr>
<td>*Assistants - $5.95</td>
<td></td>
<td>hours they work in child care on a given day during April.</td>
</tr>
<tr>
<td>% receiving fully paid health coverage</td>
<td></td>
<td>Lansing: 4/26/95: Kids at the Capitol Day. Children, families and</td>
</tr>
<tr>
<td>*All teaching staff - 14%</td>
<td></td>
<td>teachers come to play on the Capitol lawn and legislators join them</td>
</tr>
<tr>
<td>Annual turnover 1990-91</td>
<td></td>
<td>for a juice and cookie break.</td>
</tr>
<tr>
<td>*All teaching staff - 33%</td>
<td></td>
<td>Detroit: 4/25/95: 7:30pm-10:00pm. Early Childhood Professional</td>
</tr>
<tr>
<td>*All teaching staff - 69%</td>
<td></td>
<td>Minnesota</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1993 Minnesota Department of Human Services</th>
<th>Nancy Johnson (Director of Center Management Services, Greater Minneapolis Day Care Assn.)</th>
<th>1993 Minnesota Department of Human Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average starting hourly wage</td>
<td></td>
<td>Average starting hourly wage</td>
</tr>
<tr>
<td>*Teachers - $6.50</td>
<td></td>
<td>*Teachers - $7.80</td>
</tr>
<tr>
<td>*Assistants - $5.42</td>
<td></td>
<td>*Assistants - $6.60</td>
</tr>
<tr>
<td>Average highest hourly wage</td>
<td></td>
<td>Average highest hourly wage</td>
</tr>
<tr>
<td>*Teachers - $7.81</td>
<td></td>
<td>*Teachers - $7.81</td>
</tr>
<tr>
<td>*Assistants - $6.06</td>
<td></td>
<td>*Assistants - $6.06</td>
</tr>
<tr>
<td>Annual Turnover</td>
<td></td>
<td>Annual Turnover</td>
</tr>
<tr>
<td>*Teachers - 22%</td>
<td></td>
<td>*Teachers - 22%</td>
</tr>
<tr>
<td>Assistants - 32%</td>
<td></td>
<td>Assistants - 32%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>1994 Hennepin County, Greater Minneapolis Day Care Association</th>
<th>Margaret Boyer (Alliance of Early Childhood Professionals)</th>
<th>1994 Hennepin County, Greater Minneapolis Day Care Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average starting hourly wage</td>
<td></td>
<td>Average starting hourly wage</td>
</tr>
<tr>
<td>*Teachers - $7.80</td>
<td></td>
<td>*Teachers - $9.66</td>
</tr>
<tr>
<td>*Assistant - $6.60</td>
<td></td>
<td>*Assistant - $6.60</td>
</tr>
<tr>
<td>Average current hourly wage</td>
<td></td>
<td>Average current hourly wage</td>
</tr>
<tr>
<td>*Teachers - $9.66</td>
<td></td>
<td>*Teachers - $9.66</td>
</tr>
<tr>
<td>*Assistants - $7.65</td>
<td></td>
<td>*Assistants - $7.65</td>
</tr>
<tr>
<td>Annual Turnover</td>
<td></td>
<td>Annual Turnover</td>
</tr>
<tr>
<td>*Teachers - 36%</td>
<td></td>
<td>*Teachers - 36%</td>
</tr>
<tr>
<td>*Assistants - 31%</td>
<td></td>
<td>*Assistants - 31%</td>
</tr>
</tbody>
</table>

Job Shadowers can be confirmed by calling the contact listed for participating locations.
% receiving fully paid health benefits
* Teachers - 32%
* Assistant - 23%

### Duluth
- Debbie Isabel
  - (Family Child Care Provider)
- Carla Ahmann
  - (Rochester Resource and Referral Agency)

### Rochester
- Paula Neth (Child Day Care Assoc.)
- Donna Willis
- Johanna Booth-Miner (Director)
- Michelle Gold (Teacher)
- Wendy Derhak (Director)

### Missouri
**St. Louis:**
- 1993 Child Day Care Association of St. Louis
- Hourly salary for teachers with four year college degree (39% of staff) - $7.69
- Annual turnover - 60% of centers reported 40% turnover or higher
- St. Louis
- Donna Willis

### New Hampshire
**Seacoast Counties:** Strafford, Rockingham, York
- 1994 University of New Hampshire Child Care Resource Referral Center Connections (Full-day only)
- Average starting hourly wage
  * Teachers - $6.10
  * Assistants - $5.29
- Average highest hourly wage
  * Teachers - $9.49
- Strafford, Rockingham, York
- Michelle Gold (Teacher)
- Wendy Derhak (Director)

### National Center for the Early Childhood Work Force/Worthy Wage Campaign

**Duluth:**
- 4/27/95: The Duluth Area Association for the Education of Young Children is sponsoring a work stoppage and Worthy Wage Rally to observe Worthy Wage Day in their community. Participating programs and providers will be ending their workday at 3:00 pm on Thursday. A rally will be held at 4:00 pm at the YWCA.

**Rochester:**
- 4/27/95: Rochester area early childhood community is sponsoring an area-wide job shadowing day. Ten people from the city council, county commission, Kiwanis, technical college system, public health department, city newspaper (editor) and IBM will be job shadowing.

**St. Louis:**
- 4/23/95: Family Fun Village 11:00 am - 5:00 pm. Includes Walk for Quality (1:30) and a Species Parade (3:00). Earth Day Activities are in conjunction with the '95 project "Creating a Sustainable St. Louis"

**Rochester:**
- 3/25/95 and -4/22/95: Two radio shows scheduled on "Seacoast Parent"
  - Part I - the work and training of child care professionals
  - Part II - focus on wages

**Statewide:**
- 4/20/95: Full day conference on Quality Compensation Affordability; Patty Hnatiuk from Wheelock College to speak.

**Rockingham and Strafford Counties:**

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Job Shadowers can be confirmed by calling the contact listed for participating locations.
<table>
<thead>
<tr>
<th>Location</th>
<th>Contact</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Jersey</td>
<td></td>
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<tr>
<td>Union County: 1994</td>
<td></td>
<td></td>
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<tr>
<td>4C's of Union County</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average hourly wage range</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*Teachers w/BA - $7.88-$8.61</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*Teachers w/CDA or AA - $6.90-$7.55</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trenton and Bridgewater: 1994</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The Child Care Connection, Inc.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average hourly wage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*Head Teachers - $9.20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*Teachers - $6.50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*Assistants - $6.50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1994 Family Day Care Organization of New Jersey</td>
<td></td>
<td>* 60% of providers earned below $10,000 annually</td>
</tr>
<tr>
<td></td>
<td></td>
<td>* 77% of providers have 5 or fewer years of experience</td>
</tr>
<tr>
<td></td>
<td></td>
<td>33% of providers say they might stop providing care because of the low earnings</td>
</tr>
<tr>
<td>New York</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1992, New York State Department of Social Services</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average starting hourly wage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*Teachers - $7.25</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*Assistants - $5.20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual turnover (in centers with turnover)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*Teachers - 41%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>*Assistants - 53%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rochester: 4/27/95</td>
<td></td>
<td>Job Shadowing at 3 sites in each of New Jersey's 21 counties. The Commissioner of the NJ Department of Labor has issued invitations to community and business leaders to Job Shadow. Banners will be placed at all participating sites.</td>
</tr>
<tr>
<td></td>
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</tbody>
</table>

Job Shadowers can be confirmed by calling the contact listed for participating locations.
### National Center for the Early Childhood Work Force/Worthy Wage Campaign

<table>
<thead>
<tr>
<th>Location</th>
<th>Contact Information</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>% of centers with no turnover</td>
</tr>
<tr>
<td>*Teachers - 48%</td>
<td>Michelle Norton</td>
</tr>
<tr>
<td>*Assistants - 41%</td>
<td></td>
</tr>
<tr>
<td>Note: New York State enacted salary enhancement legislation in 1990, which increased salaries in publicly funded programs and reduced turnover significantly.</td>
<td></td>
</tr>
</tbody>
</table>

| North Dakota            | Judy Milovitz (Advocate)                                                                                                                           |
|                        | North Dakota AEYC                                                                         |
| 1991                    | Job Shadowing and Full Cost of Quality Invoice.                                                                                                     |
| Average starting hourly wage |                                                                                                                                                    |
| *Teachers - $6.35       |                                                                                                                                                    |
| *Assistants - $4.10     |                                                                                                                                                    |
| Average highest hourly wage |                                                                                                                                                    |
| *Teachers - $7.44       |                                                                                                                                                    |
| *Assistants - $4.90     |                                                                                                                                                    |
| Tenure                  |                                                                                                                                                    |
| *Teachers - 88% in program less than 3 years |                                                                                                                                                    |
| *Assistants - 52% in program less than 1 year |                                                                                                                                                    |

| North Carolina          | Lucy Williams (Teacher)                                                                                                                          |
|                        | North Carolina Day Care Services Association                                                                                                     |
| 1993                    | Greensboro: Statewide training and Walk for Wages. Seminar presentations focusing on using what we know (research findings) to plan effective strategies and solutions for improving wages and quality care. Marcy Whitebook, Senior Policy Advisor and founding director of the National Center for the Early Childhood Work Force will be a featured presenter. Parents, children, teachers and providers will join together in a Walk for Wages in downtown Greensboro. |
| Median hourly earnings  |                                                                                                                                                    |
| *Teachers - $5.25       |                                                                                                                                                    |
| *Family Child Care Providers - $3.97 |                                                                                                                                                    |
| (not including expenses) |                                                                                                                                                    |
| Annual turnover         |                                                                                                                                                    |
| *Teachers - 44%         |                                                                                                                                                    |
| *Family Child Care Providers - 13% |                                                                                                                                                    |
| % receiving fully paid health benefits |                                                                                                                                                    |
| *Teachers - 17%         |                                                                                                                                                    |

Job Shadowers can be confirmed by calling the contact listed for participating locations.
**Ohio**

1991. Ohio AEYC and NCECW

<table>
<thead>
<tr>
<th></th>
<th>Cleveland</th>
<th>Columbus</th>
<th>Cincinnati</th>
<th>Dayton</th>
<th>Dayton</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers</td>
<td>$4.54</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistants</td>
<td>$4.16</td>
<td></td>
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</tr>
<tr>
<td>Average hourly starting wage</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Teachers</td>
<td>$6.11</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistants</td>
<td>$5.01</td>
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</tr>
</tbody>
</table>

Average hourly starting wage

Cindy Maxwell
(Starting Point R & R)

Cleveland

Susan Stai-Zureick (YMCA)

Cincinnati

**Oregon**

1994 NCECW and Oregon AEYC

<table>
<thead>
<tr>
<th></th>
<th>Portland</th>
<th>Salem</th>
<th>Eugene</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teachers</td>
<td>$6.61</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistants</td>
<td>$5.49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average hourly starting wage</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers</td>
<td>$7.89</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistants</td>
<td>$5.49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average highest hourly wage</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers</td>
<td>$7.89</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistants</td>
<td>$5.49</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual Turnover</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers - 28%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistants - 39%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>% receiving fully paid health benefits</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers - 32%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assistants - 24%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Susan Giese

DyLynn Robertson

Portland: 4/27/95: "Break The Link" seminar 4:00-6:00 pm. and social 6:00 - 8:00pm. at Friendly House Community Center. Worthy Wage Chorus will visit centers in the morning. Several area child care centers will close.

Job Shadowers can be confirmed by calling the contact listed for participating locations.
<table>
<thead>
<tr>
<th>Location</th>
<th>Details</th>
<th>Contacts</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Pennsylvania</strong></td>
<td>1992, Pennsylvania AEYC and NCECW</td>
<td>Marni Sweet (Director)</td>
</tr>
<tr>
<td></td>
<td>Average starting hourly wage</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Teachers - $6.40</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Assistants - $5.04</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Average highest hourly wage</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Teachers - $7.66</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Assistants - $5.86</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Annual turnover</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Teachers - 31%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Assistants - 34%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>% receiving fully paid health coverage</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Teachers - 28%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Assistants - 27%</td>
<td></td>
</tr>
</tbody>
</table>

| **Pittsburgh** | Average highest hourly wage | Winnie Feise (PAEYC) |
| | Teachers - $7.66 | | 
| | Assistants - $5.86 | | 
| | Annual turnover | | 
| | Teachers - 31% | | 
| | Assistants - 34% | | 
| | % receiving fully paid health coverage | | 
| | Teachers - 28% | | 
| | Assistants - 27% | | 

**Philadelphia:** 4/27/95: **Job Shadowing** in 40 centers in the city and 5 surrounding counties. Shadowers include Michelle Rich (governor's wife). Rally on 5/4/95, Child Care Awareness Day, will acknowledge the job shadowers.

**Pittsburgh:** 4/24-28/95: Worthy Wage posters in child care centers and businesses. Media invited to **job shadow**.

Job Shadowers can be confirmed by calling the contact listed for participating locations.
<table>
<thead>
<tr>
<th>Location</th>
<th>Contact Person</th>
<th>Campaign Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rhode Island</td>
<td>Lisa Skuce (RIAEYC)</td>
<td>1994, Rhode Island School-Age Child Care Project</td>
</tr>
<tr>
<td></td>
<td></td>
<td>(School-age child care only)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Average hourly wage</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Teachers - $6.33</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Assistants - $5.40</td>
</tr>
<tr>
<td></td>
<td></td>
<td>20% of all programs pay full cost of health insurance for teachers and assistants.</td>
</tr>
<tr>
<td>South Dakota</td>
<td>Julie Balster (AEYC President)</td>
<td>Statewide: 4/24-28/95: Table tent for tables in restaurants around the state.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Has messages about Week of the Young Child, the Full Cost of Quality Child Care and</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Worthy Wage information with salary data from Department of Labor.</td>
</tr>
<tr>
<td>Tennessee</td>
<td>JacLynn Dunkle (Director)</td>
<td>Nashville: 4/22 Kickoff for Week of the Young Child in the Tennessee State University</td>
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<tr>
<td></td>
<td></td>
<td>Children's Festival including Kids Kites and Arts.</td>
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<td>4/23: Ministers include information on child care issues in their sermons.</td>
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<td></td>
<td></td>
<td>4/24: Ms. Sunquist will participate in activities at the School Age Program at Warner</td>
</tr>
<tr>
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<td></td>
<td>School. 4/24: Caregiver/Teacher Night out at Vanderbuilt University Stadium Club.</td>
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<td></td>
<td></td>
<td>Nashville President of NAACP will speak. Parents will be asked to send tax deductible</td>
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<tr>
<td></td>
<td></td>
<td>contributions to Nashville AEYC in honor of their caregiver/teacher. Everyone who</td>
</tr>
<tr>
<td></td>
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<td>gets money donated for them will be mentioned that night.</td>
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<tr>
<td></td>
<td></td>
<td>4/26/95: Tours of nationally accredited child care homes by legislators, center</td>
</tr>
<tr>
<td></td>
<td></td>
<td>directors, school board members. Luncheon sponsored by Family to Family project.</td>
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<td></td>
<td>4/27/95: 7:00 am Legislator's Breakfast in cafeteria of legislative building.</td>
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<tr>
<td></td>
<td></td>
<td>Will buy them their breakfast, give out badges, and info about NAEYC/WWC.</td>
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<td></td>
<td></td>
<td>4/27/95: 10:00 am Rally at the capitol. Mayor will be there and dedicate day and</td>
</tr>
<tr>
<td></td>
<td></td>
<td>week.</td>
</tr>
</tbody>
</table>

Job Shadowers can be confirmed by calling the contact listed for participating locations.
## National Center for the Early Childhood Work Force/Worthy Wage Campaign

### Washington

**Seattle**

1989-1992, National Child Care Staffing Study, NCECW

Average lowest hourly wage
- Teachers - $6.62
- Assistants - $4.91

Average highest hourly wage
- Teachers - $8.71
- Assistants - $5.59

Four-year turnover 1988-92
- All teaching staff 80%

Annual turnover 1990-91
- All teaching staff - 37%

% receiving fully paid health benefits
- All teaching staff - 28%

**Spokane:**

1991

Child Care Teaching Staff (Teachers and Assistants)
- $4.90-average hourly wage

### Wisconsin

1994 Wisconsin Early Childhood Association (WECA)

*Teachers - $6.55
*Assistants - $5.25

Average highest hourly wage
- Teachers - $8.06
- Assistants - $5.85

Annual Turnover
- Teachers - 25%

### Job Shadowers

**Ann Pelo (Teacher)**

(206) 283-3100 (w)
(206) 324-8014 (h)

**Bonnie Robbins (Teacher)**

**Lauren Tozzi**

**Shannon Selland**

**Mavis Hogan**

**Peggy Haack**

(Family Child Care Provider)

(608) 257-0909 (w)
(608) 244-8428 (h)

**Mary Beth Adams (Teacher)**

(608) 263-1725

**Spokane:**


**Madison:**

4/27/95: Advocacy Training (9:30am-11:30am) March and Rally at noon at the Wisconsin State Capitol.

**Madison, Sheboygan, Appleton, Racine-Kenosha**

4/24-4/28/95.

Job ShadoMng.

Job Shadowers can be confirmed by calling the contact listed for participating locations.
<table>
<thead>
<tr>
<th>Family Child Care Providers</th>
<th>Mary Babula (Director)</th>
<th>Job Shadowing.</th>
</tr>
</thead>
<tbody>
<tr>
<td>% receiving fully paid health benefits</td>
<td></td>
<td>4/26/95: Celebration and awards dinner at Richards in Sheboygan Falls at 6:30pm. Attending rally in Madison on 4/27/95.</td>
</tr>
<tr>
<td>Teachers - 15%</td>
<td></td>
<td>Manitoba: 4/6-4/8/95: Child care conference participants will write messages about quality issues on a scroll. They will ask for a commitment from the parties running for office to discuss/respond to messages. 4/25/95 is the election. 4/24-28/95: Manitoba Mayor has proclaimed Week of the Early Childhood Educator.</td>
</tr>
<tr>
<td>Assistants - 10%</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual Net Earnings (after expenses)</td>
<td>Wendy Schmitz</td>
<td></td>
</tr>
<tr>
<td>Licensed providers - $7,471</td>
<td>Sheboygan</td>
<td></td>
</tr>
<tr>
<td>Regulated providers - $4,620</td>
<td>Carol Gross (Sheboygan AEYC)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Sheboygan</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Canada</td>
<td>Debra Mayer</td>
<td></td>
</tr>
<tr>
<td>1991, Day Care Advocacy Association and the Canadian Child Day Care Federation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(figures in Canadian Dollars)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average hourly wage</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers - $9.71</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family day care - $8.29</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual turnover</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All teaching staff - 26%</td>
<td></td>
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</tr>
</tbody>
</table>

Job Shadowers can be confirmed by calling the contact listed for participating locations.
THE NATIONAL CHILD CARE STAFFING STUDY, 1988
HIGHLIGHTS OF MAJOR FINDINGS*

The National Child Care Staffing Study explored how teaching staff and their working conditions affect the caliber of center-based child care available in the United States. Teaching staff includes all staff who provide direct care to children. Following are highlights of the major findings of the National Child Care Staffing Study:

The education of child care teaching staff and the arrangement of their work environment are essential determinants of the quality of services children receive.

- Teaching staff provided more sensitive and appropriate caregiving if they completed more years of formal education, received early childhood training at the college level, earned higher wages and better benefits, and worked in centers devoting a higher percentage of the operating budget to teaching personnel.

The most important predictor of the quality of care children receive, among the adult work environment variables, is staff wages.

- The quality of services provided by most centers was rated as barely adequate. Better quality centers had:
  - higher wages
  - better adult work environments
  - lower teaching staff turnover
  - better educated and trained staff
  - more teachers caring for fewer children
- Better quality centers were more likely to be operated on a nonprofit basis, to be accredited by the National Association for the Education of Young Children, to be located in states with higher quality standards and to meet adult-child ratios, group size and staff training provisions contained in the 1980 Federal Interagency Day Care Requirements.

Despite having higher levels of formal education than the average American worker, child care teaching staff earn abysmally low wages.

- In 1988, this predominately female work force earned an average hourly wage of $5.35.
- In the last decade, child care staff wages, when adjusted for inflation have decreased more than 20%.
- Child care teaching staff earn less than half as much as comparably educated women and less than one-third as much as comparably educated men in the civilian labor force.

Staff turnover has nearly tripled in the last decade, jumping from 15% in 1977 to 41% in 1988.

- The most important determinant of staff turnover among the adult work environment variables was staff wages.
- Teaching staff earning the lowest wages are twice as likely to leave their jobs as those earning the highest wages.

Children attending lower-quality centers and centers with more staff turnover were less competent in language and social development.

- Low and high-income children were more likely than middle income children to attend centers providing higher quality care.

Compared with a decade ago, child care centers in the United States receive fewer governmental funds, are more likely to be operated on a for-profit basis, and care for a larger number of infants.

HIGHLIGHTS
WORTHY WAGE DAY
APRIL 27, 1995

JOB SHADOWING
Hundreds of child care and family child care homes have invited community members, elected officials, business executives, sports figures and entertainers to work alongside them for a day and receive a "mock check" for their work.

PUBLIC DEMONSTRATIONS AND LOBBYING
Rallies, marches, parades and speak outs will be attended by teachers, providers, parents and children to push for a solution to the child care staffing crisis. Some states have specific legislative proposals which address compensation.

PUBLIC AWARENESS AND EDUCATION
Worthy Way Campaign members and parents around the country will wear messages, (buttons, badges and shirts), display information (banners, placards, table tents, billboards, dolls) and provide training.

WORK STOPPAGE
Some Child Care Centers and Family Child Care Homes will close on Worthy Way Day to show the impact of the absence of quality child care.
## WORTHY WAGE DAY ACTIVITIES 1996

<table>
<thead>
<tr>
<th>State</th>
<th>Activity</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alaska</td>
<td><strong>Juno-Job shadowing</strong> at several centers in area and parents will wear buttons to work that say &quot;I'm at work because I have quality child care&quot;. Planning voter registration and education activities.</td>
<td>Rhonda Salerno Early Childhood Information Services</td>
</tr>
<tr>
<td>California San Francisco Bay Area</td>
<td>Worthy Wage Training of Trainers and Compensation Forums are on-going projects. Step One Child Care Center will close for the day. Half of the staff will substitute at other area centers so teachers can attend an inservice on Worthy Wages at Step One.</td>
<td>Kate Ashbey (Advocate) Tamara Bailey (Advocate) Jennifer Kagiwada Jim Stockinger (Teacher)</td>
</tr>
<tr>
<td>California-Santa Clara County</td>
<td><strong>Palo Alto- Awareness week</strong> about Worthy Wage issues and the Campaign at area center. Teacher support group meets regularly to discuss issues and formulate solutions.</td>
<td>Jenny Greco</td>
</tr>
<tr>
<td>California-Humboldt County</td>
<td><strong>Job Shadowing</strong> activity information sent out to 78 area centers and family care providers. Planning job shadow activities and voter registration and education.</td>
<td>Star Fishel</td>
</tr>
<tr>
<td>Oakley</td>
<td><strong>Rally</strong> at the courthouse.</td>
<td>Jeanette Alley</td>
</tr>
<tr>
<td>Redding</td>
<td><strong>Job shadow</strong> at local family child care homes and centers, ten community leaders will participate, including the editor and publisher of local newspapers! Worthy Wage radio spots, and round table discussions during Week of the Young Child events. Nevada County celebration on May 1st, a catered event sponsored by local businesses with 100-150 participants to celebrate Worthy Wage Day.</td>
<td>Donna Montelongo</td>
</tr>
<tr>
<td>California-Nevada City</td>
<td></td>
<td>Karen Wallack-Eisen</td>
</tr>
<tr>
<td>State</td>
<td>Activity</td>
<td>Contact</td>
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</tr>
<tr>
<td>California-Los Angeles County/Pasadena</td>
<td>Pasadena-8:00 am-Breakfast and awards presentation in Pasadena. Local awards given to members of the Pasadena chapter of Worthy Wage Coalition. 150-200 attendees. 10:00 am-March and Rally at Pasadena City Hall 12-3:00-Luncheon and workshops with speakers, including an organizer of unions and presentations of WW videos. L.A.Times newspaper interview to be printed about Worthy Wages. May 8th-Presentation to large local chapter of Kiwanis group by Bobbie Edwards about Worthy Wages.</td>
<td>Bobbie Edwards</td>
</tr>
<tr>
<td>Colorado</td>
<td>Denver-Job shadowing at area centers. May 2 rally downtown Denver during week of the young child. Mayor will speak.</td>
<td>Billie Jo Eaton (Teacher)</td>
</tr>
<tr>
<td></td>
<td>Boulder-Commerce Children's Center will offer $11.00 an hour to its teachers on Worthy Wage Day. Parents are paying the difference. Appreciation dinner that night for center teachers.</td>
<td>Judy Padilla (Director)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Wendy Chapman (Family Child Care Provider)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Erika Winter (Teacher)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Commerce Child Development</td>
</tr>
<tr>
<td>Florida</td>
<td>Gainesville-Group of teachers and family care providers planning voter education and registration activities and some job shadowing at their centers.</td>
<td>Francie Hunt (Teacher)</td>
</tr>
<tr>
<td>Illinois</td>
<td>Champaign/Urbana-Parents go to work with hand prints of children with a Worthy Wage logo. Setting up booths at several Week of the Young Child events in the area and participating in forums about worthy wages. Planning public awareness campaign on local buses and billboards.</td>
<td>Kim Swinson (Teacher)</td>
</tr>
<tr>
<td>State</td>
<td>Activity</td>
<td>Contact</td>
</tr>
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<td>---------</td>
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<td>----------------------------------------------</td>
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<tr>
<td>Indiana</td>
<td>Bloomington-On April 25th the Mayor will have a news conference to announce formation of a <em>commission to perform a salary study</em> of area child care teachers. Bloomington Development Center's <em>parents will pay teachers $10.00 an hour</em> on Worthy Wage day. Parents will wear buttons to work that say &quot;I can work today because my child has quality care&quot;.</td>
<td>Melissa Mullin/Marty Cook (Teachers)</td>
</tr>
<tr>
<td>Kansas</td>
<td>Wichita-Set up a table at Week of the Young Child event in local mall to hand-out information on Worthy Wages. In mall they are <em>turning a store into a center classroom</em> to show parents a quality program.</td>
<td>Andi Schleicher</td>
</tr>
<tr>
<td>Maryland</td>
<td>Baltimore-<em>Job shadow</em> days at ten centers. Outreach letter sent to get support from all centers. <em>Child care appreciation picnic</em> for teachers. Postcards to be sent with personal stories to Task Force created to study compensation issues in Maryland.</td>
<td>Sheila Johnson</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>Boston-<em>Noon rally</em> at Boston State House and children's events outside. Advocating for passage of &quot;Fair Rates + Fair Wages = Quality Child Care Day&quot; <em>legislation</em>. Sending May baskets to legislators. Planning display panels project.</td>
<td>Jeanne Hare (Director)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pat Mucci</td>
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<td></td>
<td></td>
<td>Margery Heyl</td>
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<tr>
<td></td>
<td>Northampton-Parents will wear Worthy Wage Day <em>stickers to work</em>. Breakfast <em>celebrations</em> for teachers and individual center activities. Teachers will make signs about worthy wages. Will sell Worthy Wage T-shirts and hand-out brochures at Week of the Young Child events. Planning <em>voter education and registration</em> events.</td>
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<tr>
<td>State</td>
<td>Activity</td>
<td>Contact</td>
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<tr>
<td>Massachusetts</td>
<td>Wellesley-Community Children's Center will hold a <em>teacher appreciation day</em> hosted by the parent committee. Parents will wear children's handprint badges which support Worthy Wage Day to work, and hand-outs will be given to all parents. <em>Letters and articles</em> will be written to local newspapers and a banner celebrating Worthy Wage day will be hung outside the center. Postcards will be sent by teachers and parents to legislators about the need for worthy wages. Planning <em>shadowing events</em>.</td>
<td>Darlene Howland Kris Trafidlo</td>
</tr>
<tr>
<td>Michigan</td>
<td><em>Job shadowing events</em> and newspaper editorial.</td>
<td>Wendy Shepherd</td>
</tr>
<tr>
<td>Minnesota</td>
<td>Minneapolis/St. Paul-Various <em>center and family care providers are closing</em> for the day in support of Worthy Wages. At 10am there is a <em>rally</em> at the Capitol Rotunda in St. Paul, featuring speakers and Heart of the Beast Puppets. <em>Job shadowing</em> at several centers. Senator Paul Wellstone may job shadow. Ongoing <em>voter registration and education</em>. Child care workers will testify at Rep. Jean Waegenius organized hearings on low wage workers</td>
<td>Margaret Boyer (Alliance of Early Childhood Professionals) Kristin Pickering (Provider) Chris Pommerke Nancy Johnson</td>
</tr>
<tr>
<td>New York</td>
<td>Rochester-10-15 centers participating in <em>job shadowing</em>, over 200 people have been invited for a two week period. Mayor Chuck Canfield invited to job shadow. Early Childhood Professional <em>recognition dinner</em> on the Friday after WW day. Theme is &quot;Under the Big Top&quot;; clowns, tents, games, food, all donated by 5 local Kiwanis groups! Panel of <em>speakers</em> at dinner representing all types of early childhood providers, job shadowers to speak about their experiences. Door prizes also donated!</td>
<td>Carla Ahmann</td>
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<tr>
<td>State</td>
<td>Activity</td>
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<tr>
<td>Minnesota</td>
<td><strong>Duluth/Superior, Wisconsin</strong>-Six or more centers and homes will close at noon for the Worthy Wage Day walk downtown through Duluth main streets. 1:00-2:00- <em>Walk downtown</em>, 2:00-Press conference to discuss Worthy Wages and other compensation issues. Senator Paul Wellstone will attend the preceding Duluth AEYC meeting on April 27th.</td>
<td>Dorothy Wolden</td>
</tr>
</tbody>
</table>
| New Hampshire                     | **Durham**-On April 3rd an all day teacher training conference occurred at the Holiday Inn in Portsmouth. All of Durham Children's Center staff attended because the parents volunteered to work in the center that day. Planning *job shadowing and display panel activities.*  

**Nashua**-will conduct *mock closures* and hold a *press conference* about Worthy Wages. Mayor may attend. | Celissa Hart                                   |
| New Jersey                        | **Statewide**-Raised $8000 in January for Worthy Wage Campaign. In-Kind donation of *ten billboards throughout state* will feature specific centers to celebrate WWday. Billboards will state, "Child Care Providers Deserve a Worthy Wage." *Job shadowing* events include community leaders, mayors, county commissioners, Congressman Rob Andrews (in Camden) and QB for the NY Giants, Dave Brown and possibly the QB for NY Jets, Neil O'Donnell. Commissioner of the Department of Labor, Peter Kalderona, will visit several centers. Parents and children will make Worthy Wage awareness posters and mock checks will be given to all job shadow participants. | Len Tallaricle  
NJ Department of Labor |
| New York-Binghamton               | **Binghamton**-Packets sent to 32 centers about Worthy Wage day. Planning *job shadowing* activities and presentations of mock checks in centers. | Michelle Norton (R & R)                      |
| Tioga Counties                    |                                                                                                                                                                                                      |                                              |
## WORTHY WAGE DAY ACTIVITIES 1996

<table>
<thead>
<tr>
<th>State</th>
<th>Activity</th>
<th>Contact</th>
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<tbody>
<tr>
<td>North Dakota</td>
<td><strong>Statewide</strong>- <strong>Job shadowing</strong> activities at centers. Letters to all parents about Worthy Wages. Full cost of care information to legislators.</td>
<td>Judy Milovitz (Advocate)</td>
</tr>
<tr>
<td>North Carolina</td>
<td><strong>Charlotte</strong>- 12:30 to 1:30 Rally in Freedom Park. Centers closing in Greensboro, Chapel Hill and Durham, so that teachers can attend the rally. A report on the Smart Start Early Childhood Initiative will highlight counties which addressed compensation with the funds. Other events include an <strong>empowerment training</strong> by Margie Carter from Seattle. Durham- Planning <strong>job shadowing</strong> at centers that don't close for the day.</td>
<td>Lucy Williams (Teacher) Kim McNeilly (Teacher) Kate Parker (Teacher)</td>
</tr>
<tr>
<td>Oklahoma</td>
<td><strong>Oklahoma City</strong>- Mock child care center at the state capitol using dolls with statistics about child care teachers and wages. Also, a large sample of a child care teacher’s daily check will be displayed and literature will be handed out. Sent out Worthy Wage informational mailings to 5000 child care centers.</td>
<td>Nancy Von Bargen or Mitci Piersall Office of Child Care</td>
</tr>
<tr>
<td>Oregon</td>
<td>Planning <strong>voter registration and voter education.</strong></td>
<td>Karen Gorton (R &amp; R )</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td><strong>Philadelphia.</strong> Closing of centers, parent education, life size displays of child care work. Theme “You can’t provide child care on a shoe string and you can’t live on a shoe string.”</td>
<td>Sharon Easterling Linda Erhlich (Director)</td>
</tr>
<tr>
<td>State</td>
<td>Activity</td>
<td>Contact</td>
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</table>
| Rhode Island  | **Kingston**-Sending *letters to all state legislators* and Rep. Chasey about Worthy Wage. Expect to send over 100 letters! Also, informing all local newspapers about Worthy Wage Day.  
**Providence** -Continuing to lobby for *funding of health care benefits* for family child care providers. Sending May baskets to legislators reminding them to support the health care legislation. | Lisa Skuce                                   |
| Tennessee     | **Nashville**-Rally in the morning at the Legislative Plaza for a *lobbying session* about Worthy Wage. One week before, hosting an *appreciation dinner* for all child care workers in the area. Planning *job shadowing and voter registration and education*. | Jane Hussain (Vanderbilt University Child Care Center) |
| Wisconsin     | **Madison**-From 9:00-11:45 there will be an *advocacy training*, including *voter registration/education* and ways to achieve effective legislation. At 12:00 there will be *a march and rally* at the capitol building, with keynote speeches on advocacy issues for Worthy Wage. *Mayor Toglin will speak*. And from 2:00 on there will be afternoon sessions on compensation, unions, and advocacy. During the Week of the Young Child there will be *job shadowing events*, and Congressman Klug is expected to participate. | Peggy Haack (Provider)                        |
| Virginia      | **Blacksburg**-Ongoing activities include; *job shadowing* at six to eight centers in New River Valley. Mayors, legislators, delegates and local business people have been invited to participate. Worthy Work Show at the Natural History Museum, includes information about *worthy work occupations and statistics about area wages*. Created a child care teacher survival kit. | Christi Snyder (Teacher)                      |
| Washington, DC| **Funeral Motorcade** to mourn the death of child care in the District. 11:00 am - noon from Capitol Hill to the Board of Control. | Bobbie Block                                 |
# WORTHY WAGE DAY, MAY 1, 1998

<table>
<thead>
<tr>
<th>STATE CONTACT</th>
<th>WORTHY WAGE DAY ACTIVITIES</th>
<th>AVERAGE SALARY*</th>
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<tbody>
<tr>
<td><strong>San Francisco</strong></td>
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<tr>
<td>Kate Ashbey</td>
<td>Gathering stories from teachers and providers and inviting Willie Brown to a &quot;storytime&quot; to discuss and illustrate the impact of wages on quality.</td>
<td>preschool teacher: $9.98 child care worker: $7.47</td>
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<tr>
<td>Pat Johnson</td>
<td></td>
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<tr>
<td>Chandra Elstein</td>
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<td><strong>Northern Alameda County</strong></td>
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<tr>
<td>Jim Stockinger</td>
<td>City task force has allocated money for commitment incentives; rewards to people that have stayed in the field. On May 1st, these rewards will be given to teachers at a ceremony/awards presentation. Parents wearing green ribbons to work on May 1st.</td>
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<tr>
<td>Alvena Womack</td>
<td></td>
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<tr>
<td>Johnnie Fort</td>
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<tr>
<td><strong>Southern Alameda County</strong></td>
<td>Rally at Chabot Community College, working on a singular demand they want to put before the County Board of Supervisors (ex: doing a commission on child care compensation).</td>
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<tr>
<td>Adrienne Hodsdon</td>
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<tr>
<td>Kathy Bollich</td>
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<td><strong>Contra Costa County</strong></td>
<td>Congresswoman Dion Aroner is meeting with them to discuss the California CARES legislation.</td>
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<tr>
<td>Lilian Ayroso</td>
<td></td>
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<tr>
<td>Nelda Mouton</td>
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<td><strong>San Mateo County</strong></td>
<td>Teacher's from GeoKids will be organizing Job Shadows for community leaders followed by a lunch and workshop on &quot;Promising Practices for Improving Compensation&quot;. Teachers will be leafleting and marching in the local May Day Parade on May 2.</td>
<td></td>
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<tr>
<td>Marna Caballero</td>
<td></td>
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<tr>
<td>Claire Boss</td>
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<td><strong>Pasadena</strong></td>
<td>Job shadowing, inviting Assemblyman Jack Scott and Senator Adam Schiff, community college president, city council members mayor. Rally at City Hall presenting shadowers with their checks.</td>
<td></td>
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<tr>
<td>Anne Chaney</td>
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<tr>
<td>San Diego</td>
<td>Reception on Worthy Wage evening, giving awards to teachers that have been nominated by parents. Raised money for awards through businesses. Slogan contest for Day in the Park, winners honored at the Worthy Wage Day reception.</td>
<td></td>
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<tr>
<td>Kim Owen</td>
<td></td>
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<tr>
<td>Sue Rogers</td>
<td></td>
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<tr>
<td>Redding</td>
<td>Rally at courthouse.</td>
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<tr>
<td>Donna Montelongo</td>
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</tbody>
</table>
| Denver        | Reception at Governor's mansion, mayor scheduled to speak. | preschool teacher: N/A  
child care worker: N/A |
| Ophelia Mejia |                            |                 |
| Florida       | Job shadowing, asking businesses to participate. Possible Tampa Bay Devil Ray to job shadow. | preschool teacher: $7.23  
child care worker: $6.78 |
| Marcia Seibert|                            |                 |
| Francie Hunt  |                            |                 |
| Atlanta       | Rally at State Capitol.    | preschool teacher: N/A  
child care worker: $6.17 |
| Joy Kale      |                            |                 |

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<td><strong>INDIANA</strong></td>
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</table>
| Bloomington   | Taking flag banners to child care centers and homes and getting children's handprints in paints. Will fly banners throughout Bloomington to show how many children in care. TV station displaying children's art at public library. On WWDay, staff paid $10.00 asking parents to make up the difference then send bill on to government. Also job shadows. | preschool teacher: $7.29  
child care worker: $6.42 |
| Kathy Broughton |                             |                 |
| **MASSACHUSETTS** |                             |                 |
| Boston        | Inviting many legislators to be job shadows on Friday, May 1. Inviting Senator John Kerry, Ted Kennedy; Mayor Menino is also participating. | preschool teacher: N/A  
child care worker: $8.27 |
| Doris Raphael |                             |                 |
| Patty Bradley |                             |                 |
| **NEW BEDFORD** |                             |                 |
| Paula Sherman | Collaborating to make a tape to be aired on local access TV. Speakers, legislators and early childhood professionals will gather on April 30 for speak-out. Included will be children's art work and entertainment for children. Working with Coalition for Social Justice. |                 |
| **MINNESOTA** | Letters being sent to ask centers to make change based on Model Work Standards. Responses will be highlighted during news conference, along with centers that have good working conditions. Suggested wage increase of $1.00 per hour. Parents sent letters asking them to increase fees by $5/week and/or work with administration to improve wages/benefits. | preschool teacher: $9.67  
child care worker: $7.88 |
| Alvonnda Phoenix |                             |                 |

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<td><strong>NEW JERSEY</strong></td>
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<tr>
<td>Alexis Holbrook</td>
<td>Providers Appreciation Day on Friday, May 8th; using week from May 1 to May 8 to highlight work, wages, etc. of New Jersey providers.</td>
<td>preschool teacher: $9.76 child care worker: $8.94</td>
</tr>
<tr>
<td>Denise Tepfenhart</td>
<td>Getting packets to chapter representatives with press releases, buttons, job shadowing information.</td>
<td></td>
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<tr>
<td><strong>N. CAROLINA</strong></td>
<td></td>
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<tr>
<td>Greensboro</td>
<td>Job Shadow, followed by town meeting to discuss issues. Tying together &quot;living wage&quot; and &quot;worthy wage&quot; efforts. Child Care Appreciation reception Friday, April 24th. Worthy Wage stickers and Working Together postcards being distributed to all participating centers and homes.</td>
<td>preschool teacher: $7.56 child care worker: $6.41</td>
</tr>
<tr>
<td>Christina Jeidy</td>
<td></td>
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<tr>
<td>Amanda Bennett</td>
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<tr>
<td><strong>WAYNESVILLE</strong></td>
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<tr>
<td>Betty Rathbone</td>
<td>Job shadowing at Haywood Community College. Worthy Wage stickers and Working Together postcards being distributed to parents in the five-county area.</td>
<td>preschool teacher: $7.84 child care worker: $5.99</td>
</tr>
<tr>
<td><strong>N. DAKOTA</strong></td>
<td></td>
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<tr>
<td>Judy Milavitz</td>
<td>Putting together action centers for staff and parents. Letter writing to legislators.</td>
<td>preschool teacher: $7.84 child care worker: $5.99</td>
</tr>
<tr>
<td><strong>OHIO</strong></td>
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<tr>
<td>Betsy Loeb</td>
<td>Going to every family child care home for a show of appreciation, giving pin, bringing media. Working with center directors to promote accreditation and pledges to Model Work Standards.</td>
<td>preschool teacher: $8.52 child care worker: $6.77</td>
</tr>
<tr>
<td><strong>OREGON</strong></td>
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<tr>
<td>Seth Goradietsky</td>
<td>Making a public building display from canvas cloths about quality and compensation; centers contributing, unveiling on Worthy Wage Day.</td>
<td>preschool teacher: $7.31 child care worker: N/A</td>
</tr>
</tbody>
</table>

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## WORTHY WAGE DAY, MAY 1, 1998

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<th>State Contact</th>
<th>Worthy Wage Day Activities</th>
<th>Average Salary*</th>
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<tbody>
<tr>
<td><strong>Pennsylvania</strong></td>
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</tbody>
</table>
| Philadelphia  | Worthy Wage Rally with a "Can't Work for Peanuts" theme.  
Handing out peanuts downtown with a Worthy Wage message.  
Lobbying City Council about family child care regulations. | preschool teacher: N/A  
child care worker: $6.67 |
| Pamela Haines |                             |                 |
| Denise Dowell |                             |                 |
| **Rhode Island** |                             |                 |
| Providence    | Speak out at state house - Focus on family child care provider contract with DHSS. Lobbying state legislators with May basket messages. | preschool teacher: $9.71  
child care worker: $6.87 |
| Shannah Kurland |                             |                 |
| **Tennessee**  |                             |                 |
| Nashville     | April 21, Teachers Night Out: honoring teacher, funds raised by parents.  
April 22, Directors Day: honoring directors.  
May 1st, 7th Annual March and Rally; Bill Purcell (former speaker of the house) is speaking. | preschool teacher: $6.86  
child care worker: $5.57 |
| Jane Hussain: |                             |                 |
| **Texas**      | Cash and prizes give-away at the 1st Annual Child Care Professionals Wee-Rard Event. | preschool teacher: N/A  
child care worker: $6.01 |
| Fort Worth/Dallas area |                             |                 |
| Jeanie Marberry |                             |                 |
| **Vermont**    | NEAEYC Conference is April 30 - May 2; will be doing presentations during the conference followed by a reception honoring 2 early childhood teachers from Chittendon County; each receiving a $100.00 professional development check, membership to child care providers associations. | preschool teacher: $9.73  
child care worker: $7.00 |
| Mindy Deibler |                             |                 |

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<td><strong>WASHINGTON</strong></td>
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</table>
| Seattle       | Kickoff union campaign with SEIU with a rally/march.  
               | Speakers: Karen Nussbaum (AFL-CIO), Debbie Schneider (District 925), Ingrid McDonald (SEIU) and Marcy Whitebook (CCW). Planning children/adults activities; having a workers' rights board hearing to talk about workplace issues; workshops on Model Work Standards and unionizing campaign.  
               | March through downtown to church.  | preschool teacher: $9.00  
               |                                            | child care worker: $7.19 |
| Lauren Tozzi  |                            |                 |
| Barb Wiley    |                            |                 |
|               |                            |                 |
| Olympia       | Governor signed a proclamation from the Child Care Action Council. They are doing job shadows and a rally. |                 |
| Charlotte Dedman |                          |                 |
| Madison       | Lobbying legislators in morning; In-service about worker issues (Model Work Standards, living wage, advocacy), attended by state representatives including Tammy Baldwin (running for Congress), March to Capitol followed by rally; Mayor and County Executives making proclamations; speak-out by providers, music and remarks from guests. | preschool teacher: $8.39  
               |                                            | child care worker: $6.87 |
| Jackie Hilmer |                            |                 |

*Salary data are from the Bureau of Labor Statistics, 1996 State Occupational Employment and Wage Data. BLS defines a “preschool teacher” as a person who instructs children in activities designed to promote physical, social and intellectual growth and a “child care worker” as a person who performs such duties as dressing, feeding, bathing and overseeing play. For additional statewide, regional or local salary data contact the Center for the Child Care Workforce.

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### Worthy Wage Activities 1999

<table>
<thead>
<tr>
<th>State</th>
<th>City</th>
<th>General Info</th>
<th>Group Mbshp</th>
<th>Contact Person(s)</th>
<th>CCW Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>CA</td>
<td>Santa Cruz</td>
<td>Letter writing campaign beginning in April in support of CARES bill.</td>
<td>Not yet C</td>
<td>Charles Pack</td>
<td>CCW sent group membership info and other info to share. Also sent old Action Packet with sample letters for campaign.</td>
</tr>
<tr>
<td></td>
<td>San Mateo</td>
<td>Holding a Conference on compensation on May 1.</td>
<td>62 CA TOTAL</td>
<td>Kate Ashbey</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Richmond</td>
<td>Activities will take on a legislative aspect but still in planning stages</td>
<td>62 CA TOTAL</td>
<td>Jim Stockinger</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Berkeley</td>
<td>Probably a Celebration party. In Oct will be org. a compensation Conference</td>
<td>62 CA TOTAL</td>
<td>Adrienne Hodsdon</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Hayward</td>
<td>Activities may have a legislative aspect to them but still in early planning stages</td>
<td>62 CA TOTAL</td>
<td>Kate Ashbey</td>
<td></td>
</tr>
<tr>
<td></td>
<td>SF</td>
<td>Local family cc and Coleman Advocates for Youth have hooked up and will be organizing activities together</td>
<td></td>
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<td></td>
<td>Redding</td>
<td>CCAEYC is planning its 8th Annual Worthy Wage Day event at the Redding Courthouse. There will be a May Day picnic where everyone will be given a sunflower sprout to plant for a child. Paper sunflowers with children's pictures in the center will be posted around Redding.</td>
<td></td>
<td>Donna Montelongo</td>
<td></td>
</tr>
<tr>
<td>CO</td>
<td>Denver</td>
<td>Left message - to follow up</td>
<td>15</td>
<td>Ophelia Mejia</td>
<td></td>
</tr>
<tr>
<td>CT</td>
<td></td>
<td>Left VM - to follow up</td>
<td></td>
<td>Thelma Schenkman</td>
<td></td>
</tr>
<tr>
<td>DE</td>
<td>Wilmington</td>
<td>Individual wanting to start a WWC</td>
<td></td>
<td>Margaret Janowski</td>
<td>CCW had a conference call (PH/ND) and sent info/flyers</td>
</tr>
<tr>
<td>State</td>
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<td>General Info</td>
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<tr>
<td>FL</td>
<td>St. Petersburg</td>
<td>Caregivers Celebration to take place on Friday, April 30 at St. Paul's United Methodist Church. This will be a catered dinner and 250 people are expected. Cost is $2 per person.</td>
<td>Marcia Seibert</td>
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<td>Planning Job Shadows in at least 4 centers. Money left over from $2500 grant they received last year will be used to host a &quot;call to action&quot; breakfast 3 wks after the event with the participants.</td>
<td>Patty Young</td>
<td></td>
<td>Membership info sent with WW Spring packet</td>
</tr>
<tr>
<td>IA</td>
<td>Atlanta</td>
<td>On Saturday, May 1 there will be a forum of child care leaders and government officials to discuss child care compensation and training issues. The time and location are to be decided.</td>
<td>Joy Kale</td>
<td></td>
<td>CCW sent LEAP info and 20 key chains</td>
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<td></td>
<td></td>
<td>Holding a roundtable discussion on Jan 23 to discuss unionization and worthy wages campaign. Has support from SEIU</td>
<td>Paulette Bechtel</td>
<td></td>
<td>This is a new group! 1/23 meeting went really well. 25 people interested in WW campaign. CCW to put them in touch with others who have held rallies and to give a contact for a grant they are applying for.</td>
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<td></td>
<td></td>
<td>New group who wants to do &quot;job shadowing&quot; but doesn't know how to go about it. Very eager but lacks direction. Small group that wants to grow. Will have some small events the week up to WWD.</td>
<td>Tracey Sopp</td>
<td></td>
<td>This is a new group! Purchased a group membership this year. VERY EAGER and feeling at a loss how to go about organizing and getting others involved. CCW put them in touch with the new group in Chicago for an energy boost and for some ideas. CCW should stay in contact so they don't disappear. Sent some CCW info/ww resources to share with others</td>
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<tr>
<td></td>
<td>Champaign</td>
<td>To follow up</td>
<td></td>
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<tr>
<td>IN</td>
<td>Bloomington</td>
<td>To follow up</td>
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Worthy Wage Activities 1999
<table>
<thead>
<tr>
<th>State</th>
<th>City</th>
<th>General Info</th>
<th>Group MBshp</th>
<th>Contact Person(s)</th>
<th>CCW Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>MA</td>
<td>New Bedford</td>
<td>Nothing planned for WWD but Feb 6th is the 5th Annual Advocacy Conference. Lori Thames will be a speaker. Issues will include a statewide LEAP network, legislative strategizing. Believes one of the LEAP classes may start to plan something soon.</td>
<td></td>
<td>Paula Sherman</td>
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<td></td>
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<td>1</td>
<td></td>
<td>Lori Thames</td>
<td></td>
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<td></td>
<td>Cape Cod</td>
<td>CC Advocacy training will take place 2/7. Will probably plan events then. Will definitely do stuff, but not sure what.</td>
<td></td>
<td>Lauren Eulinen</td>
<td></td>
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<tr>
<td>MD/DC</td>
<td></td>
<td>Starting a brand new Campaign. Meeting being held 2/15 to introduce people to the campaign and sign up members</td>
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<tr>
<td></td>
<td></td>
<td>Not yet</td>
<td></td>
<td>Valerie Rajotte</td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Debbie Libo</td>
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<tr>
<td></td>
<td></td>
<td>This is a new group!! CCW had a conference call with all 3 to introduce them to each other - they will be working together. CCW sent a packet of info to hand out at their meeting</td>
<td></td>
<td>Beth Williams</td>
<td></td>
</tr>
<tr>
<td>MI</td>
<td>Ann Arbor</td>
<td>&quot;Job Shadowing&quot; will take place for the first time in Jackson. Washtenaw County does this every year.</td>
<td></td>
<td>Jean Lee</td>
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<td></td>
<td></td>
<td>Jennie McAlpine</td>
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<tr>
<td></td>
<td></td>
<td>This is a new group!! CCW has been in contact with Jill, an intern at the CCN R&amp;R. She is the one spearheading the &quot;job shadow&quot;. We have sent some info for the packets going to the participants. CCW is in frequent contact with this group.</td>
<td></td>
<td>Jill French</td>
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<tr>
<td>MN</td>
<td></td>
<td>WW rally will take place on Feb 18 to coincide with state legislative sessions. Will take place at capitol with speakers, music and visiting legislators. No decision has been made for May 1</td>
<td></td>
<td>Margaret Boyer</td>
<td></td>
</tr>
<tr>
<td>NC</td>
<td>Greensboro</td>
<td>&quot;Job Shadowing&quot; will take place on the Friday (30th). Hope to join with United Child Development Appreciation Day for May 1 activities.</td>
<td></td>
<td>Amanda Bennett</td>
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<td>3</td>
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## Worthy Wage Activities 1999

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<tr>
<td>ND</td>
<td>Left vm - to follow up.</td>
<td>Judy Milavitz</td>
<td></td>
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<tr>
<td>NE</td>
<td>Omaha</td>
<td>Individual called who is very anxious to get started on some kind of wwd activities - no plans as of yet.</td>
<td>Colleen Cipolla</td>
<td></td>
<td>This is a new person hoping to start a new group! CCW has been in contact and sent resources to help her get started. Any contacts we get for the area will be sent to her.</td>
</tr>
<tr>
<td>NJ</td>
<td>Same as last year. Info packets to be given to Chapter reps with flyers and buttons. Goal is to build awareness.</td>
<td>Denise Tepfenhart</td>
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<tr>
<td>NY</td>
<td>Rockland</td>
<td>Child Care Resources of Rockland will be holding &quot;Job Shadowing&quot; in April &amp; May. Will have an EarlyChildhood Consortium Dinner in April</td>
<td>14 Andrea Hyman</td>
<td></td>
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<td></td>
<td>Vestal</td>
<td>A new group who are in the planning stages. Have no clue for wwd as yet.</td>
<td>15 Lisa Fajardo</td>
<td></td>
<td>This is a new group!! CCW sent some resources for getting started. They are interested in talking to other campaigns for advice and feedback.</td>
</tr>
<tr>
<td>OH</td>
<td>Left vm - to follow up.</td>
<td>Betsy Loeb</td>
<td></td>
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<td>OR</td>
<td>Left vm - to follow up.</td>
<td>Seth Goradietsky</td>
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<td></td>
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<td>PA</td>
<td>Delaware Valley</td>
<td>Premiere of video “Ready or Not, Here We Come! Voices of CC Workers” on 2/4 in Philadelphia</td>
<td>Holding 2 workshops at DVAEYC on NCCSS3 and MWS</td>
<td>Kristen Johnson</td>
<td>Support</td>
</tr>
<tr>
<td>RI</td>
<td>Providence</td>
<td>Playing phone tag - to follow up</td>
<td></td>
<td>Shannah Kurland</td>
<td></td>
</tr>
<tr>
<td>TN</td>
<td>Nashville</td>
<td>Playing phone tag - to follow up</td>
<td></td>
<td>Francie Hunt</td>
<td></td>
</tr>
<tr>
<td>TX</td>
<td>FTW/Dallas</td>
<td>Left vm - to follow up</td>
<td></td>
<td>Pat Jolle</td>
<td></td>
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<tr>
<td>VA</td>
<td>Richmond</td>
<td>Interest shown by a small group of providers in VA Local county created new position “Quality CC Coordinator” to promote cc issues. See WW as a part of this.</td>
<td></td>
<td>Emily Moser</td>
<td></td>
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<tr>
<td>VT</td>
<td></td>
<td>Chittenden County WW Coalition. Their 3rd year. Have advocacy table at VAEYC Conference.</td>
<td></td>
<td>Mindy Deibl</td>
<td></td>
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<tr>
<td>WA</td>
<td>Seattle</td>
<td>Postcard campaign on Feb 23. Likely to close centers on 4/30. Likely lobbying of the King County Council as it is about to pass a quality child care initiative. Govr also signed over $2m in budget to go to childcare. 5/1 Parade for Providers, parents, and kids followed by a picnic.</td>
<td>234</td>
<td>Lauren Tozzi</td>
<td></td>
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<td></td>
<td>Olympia</td>
<td>Left message - to follow up</td>
<td></td>
<td>Charlotte Dedman</td>
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