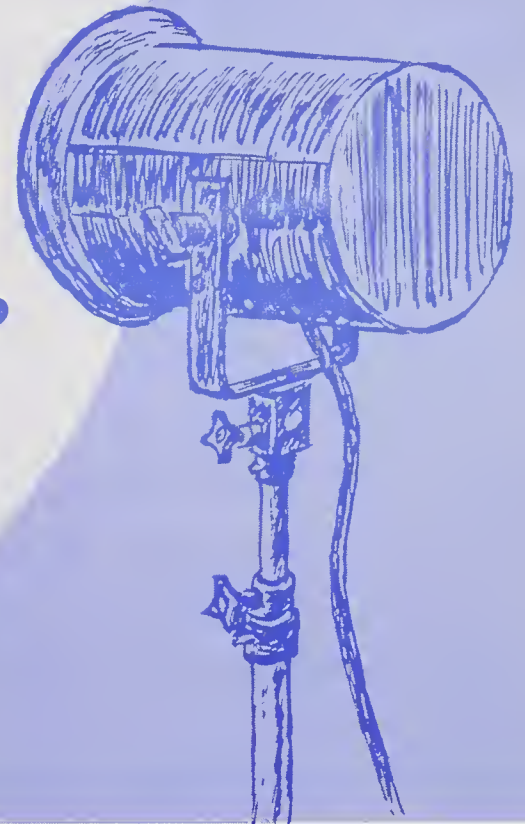


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Spotlight on Child Care:



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A Guide for State Employees

The Governor's Office on Women's Issues

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Governor

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Advisor on Women's Issues

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Child care is a vital economic issue for a majority of the Commonwealth's employees. By the year 2000, two-thirds of new workers in Massachusetts will be women and a majority of them will have children under the age of six. It is an issue which affects not only women but the entire community: local, state, and federal governments; the private sector, and employers.

In 1985, Governor Dukakis announced the Governor's Day Care Partnership to strengthen and expand the day care system in the Commonwealth. The Partnership, acknowledged as one of the most comprehensive in the country, expanded the availability of affordable quality day care by 9,500 day care positions through June 1988. From FY'85 to FY '89, state spending on child care jumped from \$67.1 million to \$162 million.

As part of the continuing effort to update information on child care, the Governor's Office on Women's Issues is pleased to offer this brochure.

CHILD CARE: WHAT THE STATE CAN OFFER YOU

This brochure is designed to familiarize state employees with state-supported child care services, with particular emphasis on day care centers. Currently, the Commonwealth provides assistance to parents through a resource and referral network and by offering financial subsidies to those who are eligible. Some state facilities provide on-site care centers. Implementation of a plan to provide tax exemptions for child care, known as the dependent care assistance plan, is currently being studied.

I. CHILD CARE RESOURCE AND REFERRAL AGENCIES

The Commonwealth of Massachusetts currently funds a dozen Child Care Resource and Referral (R & R) agencies which provide information on child care and help parents find and choose a child care arrangement. Resource and Referral agencies will assist you by providing specific referrals to a variety of child care centers or family day care homes. Fee arrangements at R& R agencies vary, and include flat rates, sliding fee scales, suggested donations, or service at no charge if the parent is unable to pay.

Referral counselors discuss with parents such factors as cost, type of setting desired, and available subsidies such as voucher and contracted day care. Assistance is offered primarily by telephone but a parent may arrange an appointment with a counselor. Referral counselors then use the agency's data base to find suggested arrangements for your child.

In addition, some R & R agencies provide you with resource information on issues related to child care. Some agencies organize play groups, offer workshops on child care, offer parent support groups, provide listings to community service organizations, and/or provide listings of other family service agencies. In addition, all R & R agencies offer training and support to child care providers in an effort to improve the quality of child care.

EXISTING RESOURCE AND REFERRAL PROGRAMS

CENTER

AREA SERVED

RESOURCES FOR CHILDCARE
Pittsfield, MA (413) 499-7983

Berkshire County

CHILD CARE FOCUS
Northampton, MA (413) 586-4940

Hampshire County

PRESCHOOL ENRICHMENT TEAM
Holyoke, MA (413) 536-3900

Springfield, Westfield,
Central Pioneer Valley

CHILD CARE RESOURCES
Fitchburg, MA (617) 757-1503

Wachusett, North Central

CHILD CARE CONNECTION
Worcester, MA (508) 757-1503

Greater Worcester
Blackstone Valley

CHILD CARE CIRCUIT
Lawrence, MA (508) 686-4288

Lawrence, North Essex

CHILD CARE RESOURCE CENTER
Cambridge, MA (617) 547-1063

Cambridge, Somerville
West Suburban, Belmont, Watertown

CHILD CARE SEARCH
Waltham, MA (617) 891-4557

Waltham, Concord- Assabet, Mystic Valley

COMMUNITY CARE FOR KIDS
Quincy, MA (617) 479-8181

South Shore, Coastline, Plymouth

CHILD CARE RESOURCE EXCHANGE
PACE, Inc.
New Bedford, MA (508) 999-9930

New Bedford, Cape Cod, the Islands

CHILD CARE RESOURCE CONNECTION
Taunton, MA (617) 823- 9118

Fall River

HOME/HEALTH AND CHILD CARE
SERVICES
Brockton, MA (617) 588-6070

Brockton , South Norfolk,
Attleboro

AGENCIES PROVIDING ONLY
VOUCHER INFORMATION

FRANKLIN COMMUNITY ACTION CORP.
Greenfield, MA (413) 773-7519

NEW ENGLAND FARMWORKERS COUNCIL, INC.
Springfield, MA (413) 781-2145

II. FINANCIAL ASSISTANCE FOR CHILD CARE

The Commonwealth currently offers limited financial assistance, primarily to low-income families, to offset the costs of child care. A dependent care assistance plan, which would benefit families from a variety of economic backgrounds, is being reviewed.

Families which meet specific income guidelines and need child care may qualify for child care subsidies from the Massachusetts Department of Social Services (DSS). The need for child care is recognized in many instances, most often when a parent is registered with the Department of Public Welfare's Employment and Training (ET) Choices Program.

If you are not receiving AFDC or participating in an ET program, you may still be eligible for day care benefits. The Department of Social Services can provide you with brochures concerning voucher and contracted day care information, the two forms of direct financial assistance. For more information, please contact:

Department of Social Services
Day Care Unit
Attn: Director of State-wide Day Care
Main Office: (617) 727- 0900, ext. 287

The Commonwealth of Massachusetts is currently investigating the feasibility of implementing a Dependent Care Assistance Plan (DCAP) for state employees. A DCAP program would allow state employees to set aside up to \$5,000 of pre-tax dollars for dependent care. At present, state employees pay taxes on money used for child care. Establishment of a DCAP plan would result in tax savings for child care uses.

III. STATE FACILITY CHILD CARE CENTERS

At some state facilities, on-site child care centers exist which provide care of children in a group setting. The costs of child care vary widely: centers charge from \$50 - \$200 per week for full-time day care. Drop off hours range from opening between 6:45 and 8:00 a.m. with pick up time between 3:30 and 6:30 p.m. All state centers are licensed by the state Office For Children.

State regulations require specific adult/child ratios which vary among children's age groups:

Infants (0-15 months) - 1 adult for 3 children.
Toddlers (15-33 months) - 1 adult for 4 children.
Pre-Schoolers (2 Yrs. 9 months - 4 Yrs. 9 months) - 1 adult for 10 children.
Older Children (4 Yrs. 9 months - 7 years) - 1 adult for 15 children.

State child care centers often have lengthy waiting lists. The centers operating in state office buildings give preference to the children of state employees. Most of the centers operating in college or university facilities give preference to children of students, faculty, or staff, although some child care directors have expressed a desire to provide increased access for community members.

STATE FACILITY CHILD CARE CENTERS

<u>BUILDING</u>	<u>NAMES</u>	<u>DIRECTOR</u>	<u>NUMBER OF CHILDREN</u>
Berkshire Community College	Norman Rockwell Center Pitts- field	Kathy Pezze (413)499 4660	Total:29 Toddlers: 9 Pre-school:20
Bridgewater State College	B.S.C Child- care Center	Kathy Stockman (508)697 1244	Total:30 Pre-school:30
Bristol Community College	John Boyd Center Fall River	Sister Kathleen Harrington (508)672- 0183	Total:45 Pre-school:45
Cape Cod Community College	Seven Seas Child Care Center Barnstable	Ginger Thauer (508)775- 7555	Total:20 Pre-school:20
Cushing Hospital	Framingham South Side	Dot Lanigan (508)872- 4301	Total: 30 Toddlers:15 Pre-school:15
Fernald Street School	Waverly Oaks Child Devel. Center Waltham	JoAnn McLaughlin (617)894- 3600	Total:36 Infants: 7 Toddlers: 9 Pre-school:20
Framingham State College	Framingham	Joanne Treistman (508)626- 4741	Total:16 Pre-school:16
Greenfield Community College	Greenfield	Nina Cook (413)774- 3413	Total:57 Pre-school:19 Kindergarden:19 Pre-school and Kindergarden:19

Hogan Berry Regional Center	Hathorne Day Care Hathorne	Julie Friedland (508)774- 5000Ex538	Total:40 Infants:7 Toddlers:9 Pre-school:24
Holyoke Community College	The Kid's Place, Holyoke	Carole Morrell (413)538- 7742	Total:60 Pre-school and Kindergarden:60
Massasoit Community College	Brockton	Margie McDonald (508)588- 9100 x321	Total:24 Pre-school:24
Mass. Hospital School	Cole Harrington Center Canton	Gail Brown (617) 727- 9655 x440	Total:40 Toddlers:9. 3 and over:31
Middlesex Community College	Bright Horizons MCC	Eleanor King (617)275- 9270	Total:29 Toddlers: 9 Pre-school:20
McCormack Building	Common- wealth Children's Center Boston	Julie Kristeller (617)727- 4802	Total:49 Infants: 7 Toddlers: 9 3 and over: 37
Mount Wachusett Community College	Gardner	Carole Pellecchia (508)630- 1545	Total:58 Infants: 3 Toddlers:15
North Adams State College	Magic Seasons Child Care	Dick Leja (413)664- 4511	Total:36 Pre-school:20 After School:16
Northern Essex Community College	Bright Horizons NECC Lawrence	Nancy Fernandez (508)374- 6133	Total:36 Infants: 7 Toddlers: 9 Pre-school:20

Quinsigamond Community College	Worcester	Charlene Mara (508)853- 2300Ex.220	Total:39 Pre-school: 39
Roxbury Community College	Roxbury	Myra McAdoo (617)541 5315	Total:45 Toddlers: 9 Pre-school:36
Salem State College	Salem	Beverly Gerson (508)741- 6000Ex.7291	Total:17 Pre-school:17
Shattuck Hospital	Jamaica Plain	Mary Casey (617)522- 6658	Total:32 Toddlers: 9 Pre-school:28
Springfield Technical Community College	Armory Sq. Day Care	Catherine Derrenger (413)781- 7822	Total:40 Pre-school:27 Kindergarden:13
Southeast. Mass. University	North Dartmouth	Laurie Hauptman (508)999- 8000	Total:30 Pre-school:30
Transport. Building	Boston	Laurier Morrele (617)973- 8200	Total: 48 Toddlers:18 Pre-school:30
Univ.of Mass.	Amherst	Alicia Smith (413)545- 1566	Total:83 Toddlers:18 Pre-school:65
Univ. of Mass.	UMB Child Develop. Program Harbor Campus Boston	Priscilla Paquette (617)929- 7290	Total:50 Toddlers:24 Pre-school:26

Univ. of Mass. Med. Center	Francis L. Hiatt Child Care Center Worcester	Pat Williams (508)856- 3700	Total:33 Infants: 7 Toddlers: 9 Pre-school:17
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Worcester State College	Worcester	Sally Linger (508)793- 8000	Total:44 Pre-school:44
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IV. CHOOSING GOOD CHILD CARE

Before choosing a child care center, a parent (parents) should check to be sure that the center is licensed by the Office for Children (OFC) and that the facility is a safe, clean area for children. You should also interview the child care provider and spend time at the facility observing the interaction of staff with children. It is important to inquire about such things as the curriculum, exercise and art programs, and eating arrangements at the center. There are a variety of factors that should be considered before choosing a child care setting. The 1987 publication "How To Select Child Care", by the Child Care Resource Center in Cambridge, offers useful information necessary for the selection process. Your local resource and referral agency should be able to provide you with a copy of this brochure.

Besides child care centers, parents should be aware that other types of care exist in the community including:

extended day programs-	provide care for children before and after school
nursery schools, preschools-	provide care for children ages 2 years nine months through 4 years
family day care-	provide care for a group of children in the provider's home. Providers caring for over 6 children should be licensed by O.F.C.
at-home care-	provide care for a child in the child's home
public school/early childhood programs-	provide care for children at public schools and universities.

Information on child care is also available from your local Resource and Referral agency. Be sure also to check with unions, personnel officers, and co-workers for additional information.

Governor's Office on Women's Issues
State House, Room 109A Boston, MA 02133 (617) 727-7853

Researched and Written by Elizabeth S. Westfall

August 1989