Cuyamaca Child Development Center

Center Aide

Proposal

A commitment to continuity of care, where children move together from one classroom to another, often staying with the same teacher and support staff is what sets Cuyamaca Child Development Center apart from other centers.

This is important to young children as they have created relationships with the staff which nurtures love, support, trust, safety and comfort. In addition to the relationship they build with staff, they also create relationships with other children strengthening their social emotional skills.

The addition of a 3rd Center aide will allow for the continuity of care to be strengthened in all three classrooms. There will a contracted staff member to open the classroom and greet the children and the 2nd contracted staff will close the center. This will allow contracted staff to communicate with parents at the beginning and the end of the day.

The staff handbook does not allow hourly (NANCE) employees to share information regarding the concerns of the children with parents. A parent can share concerns with the employee and the employee, in turn will share the information with the teacher for follow-up. Having a center aide in each classroom will foster continued communication and relationships with consistent staff.

In addition to limited communication with parents, NANCE employees are limited to working 25hrs per week with a maximum of 175 days per academic year. This means that the classroom without a Center Aide will need to rely on multiple NANCE employees to maintain classroom ratios throughout the academic year. The Cuyamaca Child Development Center is open year-round, including the Summer months. To maintain of State Funding the center is required to be open and offering services to children for a total of 237 days per year.

Currently the youngest classroom of children, 18mos to 36mos, is functioning with a lead teacher and 4 NANCE employees to cover the workday and week. Because of the limits in hours and days NANCE employees are able to work AND their availability, it does make it difficult to increase enrollment. Most of the NANCE staff are currently students whose class schedule changes, which changes the dynamics of the ratio as schedules will need to be adjusted, again affecting the continuity of care for the children.

With a full time contracted staff, this would insure continuity of care from the beginning of the day to the end of the day. The children will be able to rely on two consistent adults who provide their care on a daily basis.

Please consider the addition of a 3rd Center aide. These children are the youngest students attending Cuyamaca College, for many children, they are spending more time in the center than they do at their homes. They deserve to have the best care possible with adults who nurture, love, support, safety and comfort.

I have attached information about the salary and total projected cost of a NANCE employees who work to fulfill full-time hours for a total of 237 days, the amount of days we are to be open to maintain our state funding.

NANCE Employee pay:

 Hourly Rate Daily Rate 237 days

Level 1 $16.00/hr $128.00 $30,336.00

Level 2 $17.56/hr $140.48 $33,293.76

Level 3 19.64/hr $157.12 $37,237.44

Average $17.73 141.56 $33622.40

Center Aide – Salary Range 22

 Hourly Monthly Annual

Level A $18.91 $3,278.00 $39,336

Level B $20.00 $3,467.00 $41,604

Level C $21.15 $3,666.00 $43,992

Level D $22.37 $3,877.00 $46,524

Level E $23.65 $4,100.00 $49,200

Once again, there is a difference in the cost, but please consider that these young students deserve to be nurtured, loved and supported giving them a positive start to their education and development of their confidence and self esteem.