
2022 CNMI CCDF CHILD CARE ASSISTANCE MARKET RATE SURVEY RESULTS

Response Rate, Quality Rating and Improvement System and CNMI Child Care Assistance Program (n=15). Of the 16 surveys sent, 15 surveys were completed for an overall response rate of 94.0%. The table below shows the response rates by provider type.

RESPONSE RATE

Region	# Of Providers	# Who completed the MRS	% Of completed surveys
Saipan	15	14	93%
Tinian	1	1	100%
Rota	0	0	0%
Grand Total	16	15	95%

The total number of licensed facilities in the CNMI is 23. Only 16 licensed child care centers were asked to complete the Market Rate Survey.

LANGUAGES

Language spoken	Frequency	Percent
English	15	100%
Chamorro	3	20%
Carolinian	1	7%
Filipino	9	60%
Chinese	1	7%
Korean	1	7%

None of the programs provide business materials such as contracts or policies in a language other than English.

PROGRAM AND HOURS SCHEDULES

Which weekly schedule do you accept?	Frequency	Percent
Both full-time and part-time	11	73%
Full-time only (30 hours or more per week)	4	27%
Part-time only (less than 30 hours per week)	0	0%
Total	15	100%

How does your program operate?	Frequency	Percent
All year round	13	87%
School year only	2	13%
Summer only	0	0%
Other	0	0%
Total	15	100%

Other schedule options provided are: drop-in/walk-in care (33%), before school (80%), temporary or emergency (53%), evenings (7%), weekends (7%), and summer camp (13%).

NUMBER OF CHILDREN ENROLLED

A total of 854 children were enrolled with survey respondents in the Summer of 2022. The table below shows the distribution of enrolled children by age group.

Age Group				Total
Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Preschool-age (3 to 5* years)	After-school (5** to 12 years)	
59	136	286	373	854

*Not in kindergarten **In kindergarten

NUMBER OF FULL-TIME VACANCIES

A total of 142 full-time vacancies enrolled with survey respondents in the Summer of 2022. The table below shows the distribution of full-time vacancies by age group.

Age Group				Total
Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Preschool-age (3 to 5* years)	After-school (5** to 12 years)	
14	25	34	69	142

*Not in kindergarten **In kindergarten

CENTER FULL-TIME CHILD CARE RATES (30 HOURS PER WEEK OR MORE)

Summary Statistics Monthly Full-Time	Infant	Toddler	Preschool Age	After-School Age
Providers, (n)	12	13	15	14
Mean	\$504.17	\$495.38	\$428.33	\$370.00
Minimum	\$500.00	\$390.00	\$240.00	\$50.00
Maximum	\$550.00	\$550.00	\$500.00	\$500.00

PERCENTILES FOR CENTER FULL-TIME MONTHLY RATES

The current allowable maximum for Center full-time monthly rates is equal to or above the 75th percentile for infant, toddler, and after-school age groups.

The current allowable maximum for Center full-time monthly rates is below the 75th percentile for preschool age group.

Monthly Full-Time	Infants (n=12)	Toddlers (n=13)	Preschool Age (n=15)	After-school Age (n=14)
Current Allowable Maximum	\$500	\$500	\$400	\$400
75 th Percentile	\$500	\$500	\$500	\$400

Monthly Rate for Infant and Toddler (6 weeks to 35 months): Full Time

Provider	Slots per provider	Cumulative total Slots	% of slots	Monthly Rate for Infant and Toddler (Full Time)
		1017		
REQ	68	1017	100%	550.00
FSDC	188	949	93%	500.00
PLD I	146	761	75%	500.00
GANA	110	615	60%	500.00
LHD	97	505		500.00
GHIS I	96	408		500.00
HACC	56	312		500.00
SSG	59	256		500.00
PLD II	46	197		500.00
SSNH	37	151		500.00
GHIS II	36	114		500.00
LHK	26	78		500.00
SDA	52	52		390.00
SJS	41			Not offered
ISLA	28			Not offered

Monthly Rate for Preschool (36 months thru 5.9 years old): Full Time

Provider	Slots per provider	Cumulative total Slots	% of slots	Monthly Rate for Preschool (Full Time)
		1086		
GANA	110	1086	100%	500.00
LHD	97	976	90%	500.00
GHIS I	96	879	81%	500.00
GHIS II	36	783	72%	500.00
LHK	26	747		500.00
REQ	68	721		450.00
ISLA	28	653		450.00
FSDC	188	625		400.00
PLD I	146	437		400.00
HACC	56	291		400.00
SSG	59	235		400.00
PLD II	46	176		400.00
SSNH	37	130		400.00
SDA	52	93		385.00
SJS	41	41		240.00

Monthly Rate for School Age Care (6 Years Old to 12.9 years old): Regular School Days

Provider	Slots per provider	Cumulative total Slots 1045	% of slots	Monthly Rate for Preschool (Full Time)
GANA	110	1045	100%	500.00
LHD	97	935	89%	450.00
LHK	26	838	80%	450.00
ISLA	28	812	78%	450.00
FSDC	188	784	75%	400.00
PLD I	146	596		400.00
REQ	68	450		400.00
HACC	56	382		400.00
SSG	59	326		400.00
PLD II	46	267		400.00
SSNH	37	221		400.00
GHIS I	96	184		240.00
GHIS II	36	88		240.00
SDA	52	52		50.00
SJS	41			Not offered

COSTS AND ADDITIONAL FEES

When your facility slots are completely filled up, does the fee you charge families cover what it costs you to meet health, safety, quality of care, and staffing requirements? (i.e., Even when your facility is at full enrollment capacity, is/are your fee(s) sufficient to cover all of your expenses?)

Response	Frequency	Percent
Yes	4	27%
No	8	53%
I don't know	3	20%
Total	15	100%

What was the total revenue (e.g., private pay, subsidies, other child care services; excludes grant funds) received for child care services in the years 2020 and 2021? What were the total child care personnel costs (wages plus benefits) incurred in the year 2020 and 2021?

	2020			2021		
	Revenue	Personnel costs	Percent of revenue	Revenue	Personnel costs	Percent of revenue
Providers, (n)	11	11	11	12	12	12
Mean	\$226,400	\$122,923	64%	\$246,097	\$143,876	65%
Minimum	\$25,870	\$5,932	10%	\$10,900	\$3,221	9%
Maximum	\$334,800	\$217,297	165%	\$455,640	\$297,044	130%

2021 CNMI Prevailing Wages for Childcare-Related Positions		
SOC Code	Title	Mean Hourly Wage
39-9011	Childcare Workers	\$7.48
25-9042	Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	\$10.04
25-2011	Preschool Teachers, Except Special Education	\$19.45
25-2012	Kindergarten Teachers, Except Special Education	\$19.45
25-2021	Elementary School Teachers, Except Special Education	\$19.85
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$19.61
11-9031	Education and Childcare Administrators, Preschool and Daycare	\$25.87

Do you have additional fees are regularly charged, that are not included in the fees you have indicated in the previous sections?

Response	Frequency	Percent
Registration	14	35%
Transportation	0	0%
Fee to reserve slot	0	0%
Deposits	0	0%
Field Trips	1	2.5%
Activities	1	2.5%
Materials and supplies	5	12.5%
Meals and snacks	6	15%
Late pick up	9	22.5%
Late payment fee	4	10%
Other	0	0%
We do not charge any additional fees	0	0%
Total	40	100%

Multiple response analysis. The percentage and total are based on the number of responses.

PROGRAM DETAILS

Do you participate in the Public School System’s Food and Nutrition Services (PSS-FNS)?

- 100% (15/15) of the programs answered Yes to this question.

Do you receive Head Start, Pre-Kindergarten, or other Federal, State, or Local grant funds for any of the children enrolled at this location?

- 53% (8/15) of the programs answered Yes to this question.

Are you caring for children who are on a financial assistance program for child care (such as the CCDF program)?

- 87% (13/15) of the programs answered Yes to this question.

Would you consider caring for children who are on a financial assistance program for child care (such as the CCDF program)?

- 100% (15/15) of the programs answered Yes to this question.

To what degree are the following issues barriers to accepting children receiving subsidies?

Payment reimbursement fees are too low	Frequency	Percentage	Comment(s): We don't know the fees
Not a barrier	6	43%	
Somewhat of a barrier	7	50%	A reasonable increase in fees should be done
Extreme barrier	1	7%	Operational costs going higher at a rapid rate such as utilities, gas, the increase of the federal minimum wage; pay and benefits not satisfying enough for potential new hires; in order to fulfill QRIS standards, our center must increase rates beginning August 2022
Total	14	100%	
Cannot follow the same private-pay policies, such as billing of absent days	Frequency	Percentage	Comment(s):
Not a barrier	6	40%	
Somewhat of a barrier	3	20%	
Extreme barrier	6	40%	
Total	15	100%	
Added administrative duties to receive payment	Frequency	Percentage	Comment(s):
Not a barrier	7	47%	
Somewhat of a barrier	1	6%	
Extreme barrier	7	47%	Too much admin works compared to private paying families
Total	15	100%	
Have full enrollment without families	Frequency	Percentage	Comment(s):
Not a barrier	8	53%	
Somewhat of a barrier	1	7%	
Extreme barrier	6	40%	
Total	15	100%	
Takes too long to receive payments	Frequency	Percentage	Comment(s):
Not a barrier	5	33%	
Somewhat of a barrier	6	40%	As long as within 60 days is acceptable to us
Extreme barrier	4	27%	
Total	15	100%	
Other barrier:	Frequency	Percentage	Comment(s): Possibly more requirement for licensing
Not a barrier	0	0%	
Somewhat of a barrier	0	0%	
Extreme barrier	0	0%	
Total	0	0%	

Do you provide discounts or lower fees to families with more than one child enrolled in your program? (n=15)

- 47% (7/15) of the programs answered Yes to this question.
- Discount amount ranges from 5% to 20% for additional children within the same family or household.

Do you offer scholarships to parents to help cover the cost of care? (n=15)

- Only one program (7%) offers scholarship of up to 20% on tuition.
- Need-based qualification and annual renewal required.

Does your program have a 501c-3 Not-for-Profit status? (n=15)

- 53% (8/15) of programs answered Yes to this question.

Do you charge for the following program practices? (n=15)

- I require parents to pay prior to providing care, 87% (13)
- I charge when a child is absent due to the child’s illness, 73% (11)
- I charge when a child is absent due to the child’s vacation, 67% (10)
- I charge when I am open on a holiday and the child is absent, 67% (10)
- I charge when a child is absent due to other reasons in the child’s family, 53% (8)
- I charge when my program is closed because I am sick, 0% (0)
- I charge when my program is closed because I am on vacation, 0% (0)
- I charge when my program is closed for holidays, 20% (3)

Do you or any of your staff have special needs training and/or experience in the following areas? (n=14)

- ADHD/ADD, 36% (5)
- Asthma, 43% (6)
- Autism, 50% (7)
- Developmental delay, 57% (8)
- Emotional/behavioral needs, 93% (13)
- Hearing/sign language, 14% (2)
- HIV/Hep B, 14% (2)
- Monitors, 21% (3)
- Physical needs, 43% (6)
- Special health needs, 36% (5)
- Seizures, 21% (3)
- Visual needs, 14% (2)
- Food allergies, 100% (14)

Are you currently serving children with special needs?

- 100% of the programs are serving children with special needs.

Are there additional costs associated with serving children with special needs?

	Frequency	Percent
Yes (If yes, how much? \$500-1,287)	5	33%
No	10	67%
I don't know	0	0%
Total	15	100%

Do you participate in Reach Higher CNMI, our state’s Quality Rating & Improvement System (QRIS)?

- Of the 15 facilities, 80% (12/15) are participating in the CNMI’s Quality and Improvement System (QRIS) (Reach Higher CNMI). Of the 12 facilities participating from QRIS, 1 (8.3%) increased the rate or changed

their quality rating when they became quality rated. The program increased the rate by 10% to 14%. The table below shows the quality rating of those facilities participating in QRIS.

Quality Rating	Frequency	Percent
0	3	25%
1	6	50%
2	3	25%
3	0	0%
4	0	0%
5	0	0%
Total	12	100%

Based on the MRS, the following data were generated along with the percentile:

Age	Full Time Hours	Percentile	Amount
Infants and Toddlers 6 weeks to 35 months	207 Maximum hours	100 th	\$550.00
Preschool 36 months through 5.11 YO	207 maximum hours	100 th	\$500.00
School Age Afterschool 6 Years Old through 12	207 maximum hours	100 th	\$500.00

- CCDF will also pay for a one-time registration of new families enrolled in CCDF Programs in the amount of \$200.00

2022 CCDF Narrow Cost Analysis Summary

The Narrow Cost Analysis that the CNMI conducted looked at the expenditures of each program related to personnel and non-personnel. The computation was based on the submission by the providers as required on a monthly basis. Upon review of the monthly documents submitted, CCDF also asked for additional data and information related to their expenditures. Several calls were made to clarify data as submitted.

For the personnel cost, actual salaries and benefits were computed and broken down to categories of Infant/Toddler, Pre-School and After-School at 100% and pro rate basis on the categories of Floaters, Directors, Administrative staff, Maintenance staff, etc. For example, to come up with the cost of the Infant/Toddler care, compute the total salaries of Infant/Toddler care providers and then add the percentage of indirect personnel cost divide by the numbers of Infant/Toddler enrolled and add the computation of non-personnel cost on a per child basis. Same procedure goes with the Pre-School and After-School. The computation for Tinian and Rota has

an additional 30% due to the result of the Needs Assessment conducted under the Pre-School Development Grant B-5 on the higher cost of living in these islands. The Needs Assessment included focus groups and surveys to gather data. CCDF along with its PDG consultants conducted ocular visits in stores around Tinian and Rota and noted the prices for prime commodities was in fact at least 30% higher than Saipan. Some of these commodities include, baby formulas, rice, eggs, a case of chicken, etc.

Example of Computation:

DATA

Description	Total Number	Total Direct Personnel Charges	Total Non-Direct Personnel Charges	Total Amount Direct/Non-Direct Personnel Charges	Cost per Child (Personnel)	Cost per Child (Operations Expense)	Overall Cost of Care per Child (Round Off)
Infant/Toddler Teachers	43	\$57,373	\$26,160 (26%)	\$83,533	\$407	\$254	\$700
Pre-School Teachers	34	\$42,778	\$32,197 (32%)	\$74,975	\$299	\$254	\$600
After-School Teachers	35	\$51,551	\$42,258 (42%)	\$93,809	\$286	\$254	\$550
Non-Direct Personnel	56		\$100,615				
Infant/Toddler Enrolled	205						
Pre-School Enrolled	251						
After-School Enrolled	328						
Grand Total Enrolled Children	784						
Operations Expense				\$198,765			

Computation for Infant/Toddler - SAIPAN

Total Personnel Charges plus pro rate (%) of Non-Direct Personnel Charges and add the non-personnel cost (Operations Expense) per child.

Infant/Toddler Teachers’ Personnel Charges - \$57,373
 Non-Direct Personnel Charges - \$26,160 (26% of \$100,615)

Total Number of Infant/Toddler Enrolled $205/784 = 26\%$ (Percentage of Non-Direct Personnel)
 Total Infant/Toddler Teachers plus Non-Direct Personnel Charges = $\$57,373 + 26,160 = \$83,533$
 Total Amount Direct & Non-Direct for Infant/Toddlers - $\$83,533/\text{Number of Infant/Toddler Enrolled } 205 = \407
 Total Operations Expense - $\$198,765/\text{Total Enrolled Children} - 784 = \254
 Total Cost per Child (Infant/Toddler) $\$407 + 254 = \700.00 (Rounded off)

Based on the completed NCA, the following will be the maximum reimbursement rates to be used effective Oct. 1, 2022 to September 30, 2024:

For Saipan Only:

Age	Full Time Hours	Amount
Infants and Toddlers 6 weeks to 35 months	207 Maximum hours	\$700.00
Preschool 36 months through 5.11 YO	207 maximum hours	\$600.00
School Age Afterschool 6 Years Old through 12	207 maximum hours	\$550.00

- CCDF will also pay for a one-time registration of new families enrolled in CCDF Programs in the amount of \$200.00

For Tinian and Rota Only:

Age	Full Time Hours	Amount
Infants and Toddlers 6 weeks to 35 months	207 Maximum hours	\$910.00
Preschool 36 months through 5.11 YO	207 maximum hours	\$780.00
School Age Afterschool 6 Years Old through 12	207 maximum hours	\$715.00

- CCDF will also pay for a one-time registration of new families enrolled in CCDF Programs in the amount of \$260.00