

University of Hawai‘i

Child Care Needs Assessment

UH Hilo Report

May 2013

Prepared for:
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&
U.H. President’s Commission on the Status of Women

UNIVERSITY *of* HAWAI‘I®
SYSTEM



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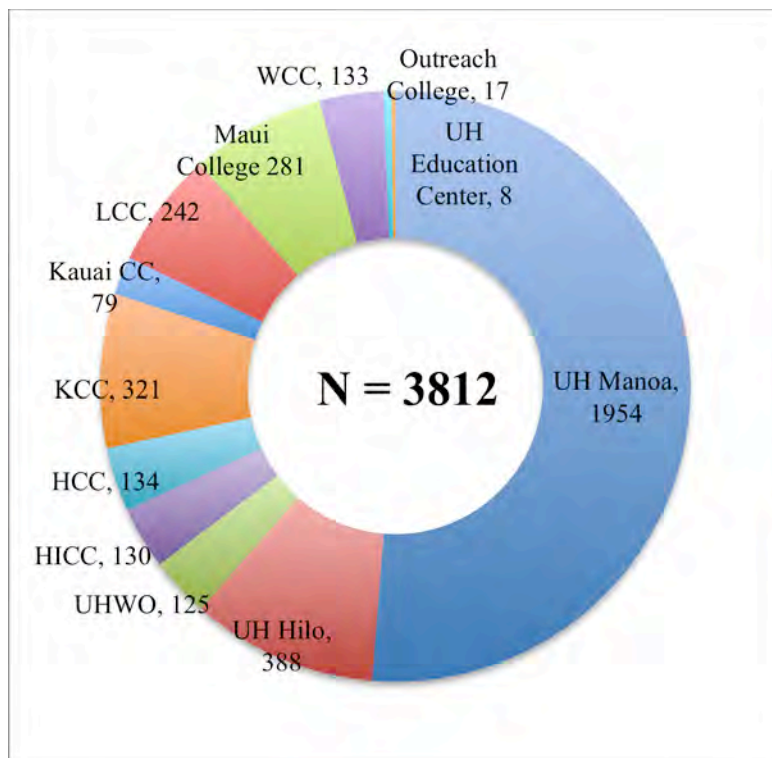
University of Hawai'i System Child Care Needs Assessment Executive Summary



INTRODUCTION

Every day, in multiple ways, the University of Hawai'i reaps the benefit of our late Congresswoman Patsy T. Mink's "Title IX of the Education Amendments of 1972," best known for its impact on athletics, but primarily intended to provide access to post-secondary education. Legal change is only the first step, social and institutional change takes more time. The accelerated growth of women in education, both as students and employees, requires further changes to the social institution of our "universities." Child care is a key issue for both "non-traditional" student parents and for employees (both men and women) in their quest for educational access, professional access and a balance between work and family.

In late Spring 2009 (April 16 - May 15) an online survey of the child care needs of students, faculty and staff of the 10 campuses of the University of Hawai'i System was conducted by the University of Hawai'i President's Commission on Status of Women (CSW) and the UH Mānoa (UHM) Women's Center.



Funded by the Office of the President of the University of Hawai'i System, the survey assessed the child care needs of students, faculty and staff on all ten campuses of the UH System.

The survey netted 3,812 complete responses from across the UH System, resulting in a 6% overall response rate from the 51,090 students and 8,819 employees in Spring 2009.

The survey coincided with the last three weeks of classes and finals week, which may have been an impediment to a more robust response.

This Executive Summary provides an overview of findings and recommendations appropriate for all campuses of the University of Hawai'i System and is accompanied by a series of campus-specific reports.

Some Changes Create New Context: 2009-2013

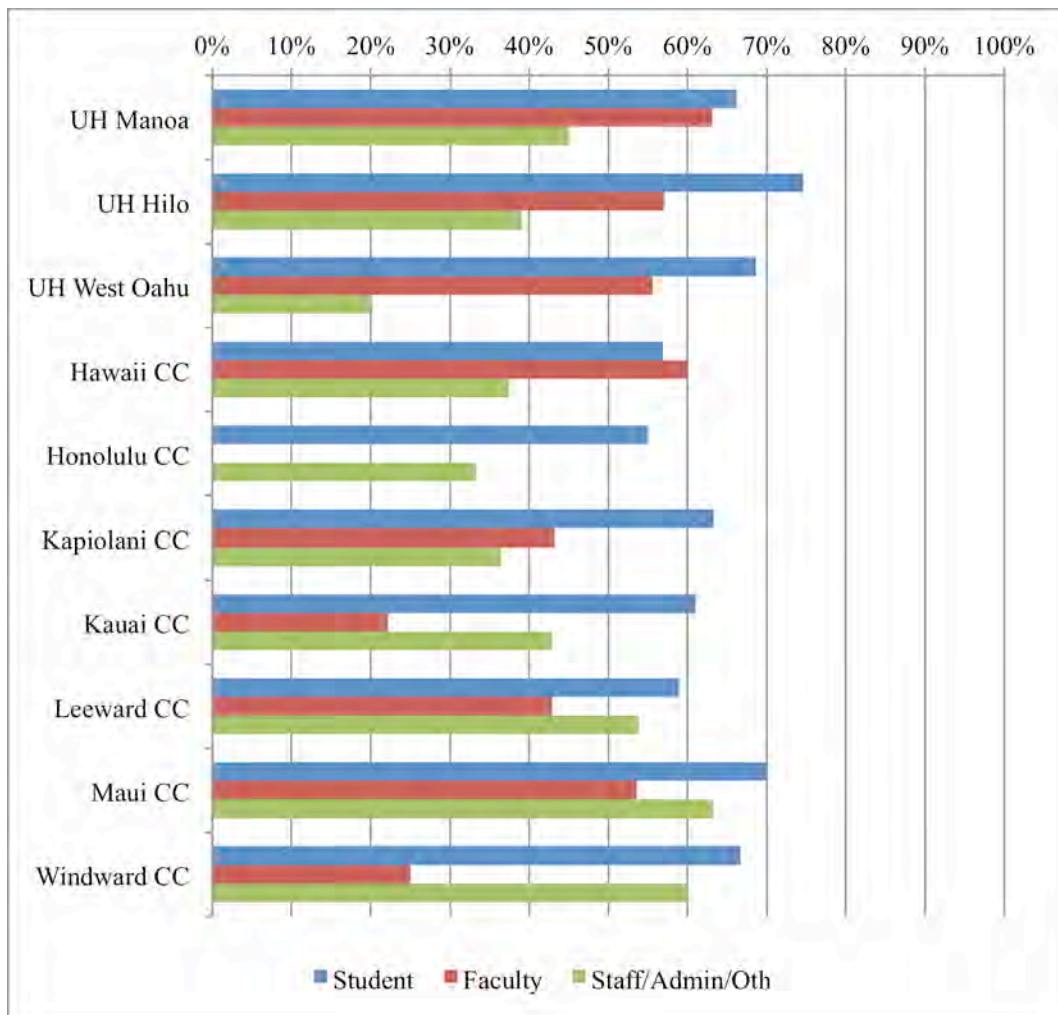
- Although complete findings have been delayed, the need for affordable care has not diminished. Recommendations for increasing child care inventory remain compelling.
- Campuses experiencing increased faculty hiring may find an accelerated push for child care. It is recommended that an updated OHR employee data set be analyzed with an eye towards identifying trends in faculty and staff in childbearing/childrearing age groups (25-50 years old).
- A recessionary economy means increased competition for limited resources. But economic recovery, employee retirement and hiring, and increased enrollment of adult students all increase the need for child care services.
- The long-anticipated West O‘ahu campus has opened, expanding both educational opportunities and student services. While UHWO offers an academic program in Early Childhood Education, it does not currently have an on-campus child care facility.
- Temporary closure of on-campus child care at Kaua‘i Community College in 2013.
- Childcare opportunities were increased in Fall 2012 at UHMānoa through a creative partnership with nearby DOE schools.
- Changed context regarding childcare cost and access.
 - Changes in State Child Care Subsidy Program: As of Jan. 2010, the State child care subsidy payment scale was dramatically revised resulting in substantially reduced subsidies for 2-parent households with earnings.
 - While students and education activities remain eligible for these subsidies, 2-parent households are eligible only for those concurrent hours when both parents are unavailable to provide care.
 - E.g. a 2-parent household with 1 full-time employed parent, and 1 full-time enrolled student parent would only be eligible for the 12 hours of classroom time overlapping between the two parents.
 - Loss of Junior Kindergarten at DOE campuses (Fall 2014) will increase pressure on private sector child care inventory for 4-5 year olds. The dwindling child care availability for this age group creates a demand greater than the resources to fulfill the need. The success of efforts to fund and implement "universal preschool for 4 year olds" will be watched carefully and will require time to implement if and when successful.

IMPORTANT FINDINGS & RECOMMENDATIONS

Child Care centers are available at the following campuses: Mānoa, Hawai‘i CC, Honolulu CC, Kapi‘olani CC, Kaua‘i CC, Leeward CC, and Maui College. Hilo, West O‘ahu and Windward CC do not have on-campus child care.

- Affordable, on-campus child care enhances the inclusive learning and working environment of the University campuses by:
 - Expanding educational access for a diverse student body;
 - Increasing student retention and graduation for student parents;
 - Increasing the diversity of the campus community; and
 - Promoting faculty and staff recruitment and retention.

- Twenty percent (20%) of all female faculty and 30.8% of all female staff throughout the UH System participated in the survey. Such high response rates by female faculty and staff of childbearing age indicate very strong interest and need for campus-based child care. While faculty are vocal in their frustrations over limited on-campus child care, other employees (APT, Civil Service, Executive) also have need and took time to respond to the survey.
- Nearly half (49%) of the survey participants said that they anticipate needing childcare within the next four years to maintain enrollment or employment at UH.
- Current on-campus child centers are well regarded, but nearly everyone desires an expansion of hours. Some students and most staff indicate the limited hours of operation as a barrier to access and use.
- “Affordability” is in the eye of the beholder, but students, staff and faculty report a desire for some form of financial assistance to pay for child care.
- For both women and men, the desire to balance work and family demands has become increasingly important. Most administrators are aware that the availability of on-campus services of all types offers more than convenience – it can contribute significantly to creating a family-friendly campus climate, facilitating recruitment of faculty and staff, increasing employee satisfaction and productivity, and reducing absenteeism and employee turnover. Furthermore, employed student parents have a "balancing act" that includes family, work and class, making convenient, on or near campus child care essential.
- When asked, “Has a lack of child care services affected your work performance or academic success on campus?” Overwhelmingly, students, faculty and staff responded, “YES.”



- UH Executive Policy E10.401 governs campus-based child care programs and guidelines prioritize “Service to Students” requiring “At least 75% of childcare space should be allocated to students; any remaining space will be made available to faculty and staff.” *It is this 75/25 ratio that faculty and staff seeking on-campus care find frustrating.*
- This priority for student access reflects both the source of funding for child care centers, as well as an intention to provide educational opportunities in early childhood education.
- These guidelines also establish that “each center should strive to meet standards of excellence established by the National Academy of Early Childhood Programs. . . and should seek accreditation. . . within two years of opening.” *It is exactly this level of educational excellence that make UH campus-based centers so desirable.*
- In addition to addressing the child care needs of parents, campus-based child care directly benefits the University as a laboratory for teaching and research in the fields of psychology, communication, health, education, and human development. Campus-based child care centers provide: (1) teacher training with diverse populations; (2) access to high-quality early childhood education, particularly for children in low-income households (most likely students); and (3) UH researchers access to a diverse population. Additionally, campus-based centers participation in action-research projects and student mentoring, contributes new knowledge to the field of teaching and early childhood education.
- Almost 25% (3.9 million) of the 17 million undergraduate students in the U.S. are parents of dependent children, and half of those (1.9 million) are single parents.¹ In recent years, women have become the majority of students in postsecondary settings and they, therefore, also make up a larger proportion of student parents. A study conducted by the State University of New York concluded that graduation rates are higher for student parents when campus-based child care is provided. Students with access to such support are more likely to remain enrolled, graduate in fewer years, and earn higher grades.²

GENERAL RECOMMENDATIONS APPLICABLE TO ALL UH CAMPUSES:

- Expand child care availability on and near UH Campuses; target campuses without on-campus child care for near-term assessment. Ensure that future development at all UH Campuses include child care spaces as essential for the university community.
- Construct a working group at each campus empowered to creatively address the shortage of on-campus and near-campus child care. This working group must include appropriate stakeholders, both users and those able to commit campus resources.
- Develop a comprehensive implementation plan to provide additional child care opportunities. This plan must differentiate the appropriate staffing and facilities requirements to meet the various care needed, including: Infant, 2 year olds, 3-4 year olds, and 5 year olds not eligible for kindergarten.
- Address the significant need for infant care by expanding on-campus child care services and creatively partnering with private sector providers who meet standards of "quality" care comparable to current accredited on-campus child care facilities.
- Significant unmet need remains in infant and various types of “gap” care (e.g. drop-in care, "break care" for faculty and staff during UH academic breaks, as well as public DOE school breaks). We recommend that each campus form a multi-departmental, family advocacy

¹ *Improving Child Care Access to Promote Post-Secondary Success Among Low-Income Parents.* March 2011. Institute for Women’s Policy Research (IWPR). Washington, D.C.

² Augusta S. Kappner, *Across the Education Continuum: Child Care on the College Campus.* Cedar Fall, IA: National Coalition for Campus Children's Centers, 2002. p.1.

- team including child care visionaries and stakeholders to identify facility spaces and funding options to expand child care services to address these needs and implement a solution.
- Clearly, the availability of campus-based child care must be flexible enough to accommodate the needs of the academic community. An important factor to consider is affordability of child care among users. Some families can afford to pay full rates, while for others child care costs become a barrier. It is clear that current levels and sources of subsidy may not be sufficient, and this needs to be addressed.
 - Create resources for disbursing information to students, faculty and staff regarding the availability of child care services and options.
 - Identify an office/person/website on each campus that can explain Child Care Connection Subsidies to students for both on-campus or community-based care. Single parent students with very low income are still eligible for reasonable subsidies, but may not know about the program.
 - Enhance the visibility and knowledge of community-based child care opportunities, including services provided by PATCH (People Attentive to Children), Hawai'i's state-wide child care resource and referral agency.
 - Recently, PATCH introduced an "Enhanced Referral Service" only sharing information of those providers with current child care space availability (for a fee).
 - "Maternity" seminars for planning and expectant faculty and staff could provide information on short-term disability pay, infant-care leave policies and child care options.
 - Creative funding strategies offer opportunities for expansion, but increasing general-funded staffing of childcare centers reduces the (already high) cost of providing on-campus child care and indicates a level of commitment to provide child care.
 - Develop, disseminate and encourage policies that facilitate a "family friendly" climate campus-wide. This would include:
 - 1) Encouraging all faculty to accommodate student parents' challenges with mandatory class attendance policies;
 - 2) Encouraging academic units to conduct departmental business during business hours that accommodate parents' need to pick-up children before child care closes (e.g. not at 4:30 pm);
 - 3) Encouraging use of an expanded tenure-clock for new parents.
 - Develop options for childcare that meets the needs of students and faculty with early morning (before 8:00 am) and late afternoon/evening classes (4:30 – 8pm). Expanding hours would also increase "staff" access since they typically cannot pick-up children by 4:30 pm.
 - Pursue creative partnerships for funding; including subsidized child care options offered through the State Department of Human Services, Head Start and others. Continue to apply for federally funded CCAMPIS grants, which subsidize campus-based child care for Pell-eligible students. Consider partnerships with local area providers who meet expected standards of "quality" care and learning comparable to UHMCC. Consider partnerships with employee unions to expand options for faculty and staff.
 - Encourage each campus to attempt to determine the number and percentage of student parents to begin understanding the scope of need.
 - Edit the UH Summary of Employee Benefits regarding child care centers to clearly indicate that students typically have first priority for available openings; and that faculty and staff may be placed on a waitlist.

- Engage with national conversations regarding resources for campus-based child care such as the “Student Parent Success Initiative” of the Institute for Women’s Policy Research, AAUW, and the National Coalition for Campus Children’s Centers among others.
 - The 2012 report, “Tools for Student Parent Success: Varieties of Campus Child Care,” by the Institute for Women’s Policy Research (IWPR) shares a wide variety of child care services at a variety of universities. It is a good start for any “working group” discussing creative options for expanding child care inventory and access.

As many female graduate students and faculty can attest, the biological and tenure clocks run concurrently. And as younger employees, men and women, press for a more equitable and less stressful “work/life balance,” the University is positioned to respond as a community leader and provide the support needed.

The University of Hawai‘i joins other employers, and other Universities³ in this quest to provide affordable, quality, convenient child care for students and employees. Others have examined and implemented a variety of options, including: parent co-ops, general referral services, subsidized referrals for “sick” and “break” care, partnerships with approved off-campus providers,

Finding a range of options appropriate for each UH campus requires campus-based working groups of invested stakeholders, with the authority to commit resources and implement new ideas.

The UH President’s Commission on the Status of Women look forward to working with their UH campuses to implement expanded access to quality, affordable child care for students, faculty and staff.

I love the quality of care at Alani (KCC) however it is highly inconvenient when there is no care on breaks and during 'duty week' when faculty must be at work but classes have not started. That is the worst week of my semester.

Drop in care for students would REALLY support them -- many cannot afford the full time child care and they try to patch together care that falls through and they drop out. A drop [in] center would be helpful for them (though not needed for myself personally.) Thank you for asking! (Female Faculty, KCC)

More detailed and comprehensive data was compiled than could be shared in these reports. Follow up inquiries can be addressed to Teresa Bill at the UHMānoa Women’s Center (gotkids@hawaii.edu or 956-8059).

MAHALO to the many who assisted with the completion of this project and report. Graduate Assistants Azeema Faizunnisa and Patricia Fifita were key along with Michael Hodges of UH System ITS. Stephanie Kim (Chair), Deb Ishii and Wendy Sora (Vice-Chairs) of the UH President’s Commission on

the Status of Women (CSW), persistently inquired regarding progress; the UH Mānoa Women’s Center supported the time given to complete the survey and report; Directors of all campus child care centers patiently responded to inquiries; and UH President M.R.C. Greenwood financially supported this project.

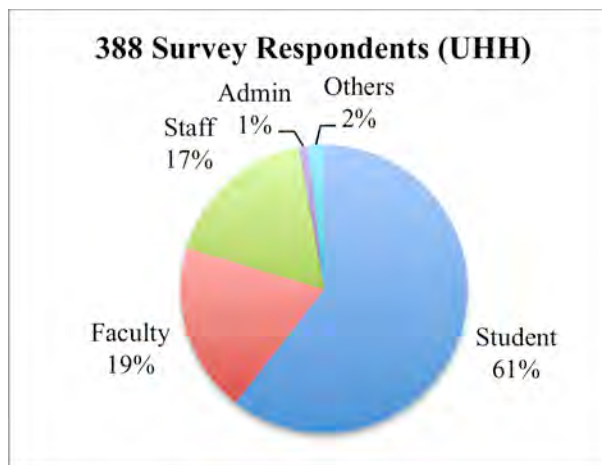
³ Fifty seven percent (57%) of public four-year institutions offer on-campus child care, and 49% of community colleges also offer on-campus child care.

University of Hawai`i – Hilo Child Care Survey 2009



This report is specific to the UH Hilo campus which currently does not have any on-campus childcare.

With no on-campus childcare currently available at UH Hilo, interest and engagement with this survey was very high. Nine percent of all students participated and 24.4% of all employees - clearly indicating an interest in the topic and a need for the UH Hilo campus community.¹ Currently, students and faculty may utilize on-campus child care at nearby Hawai'i CC.



The 388 responses from the Hilo campus represented 10% of the total number (3,812) of respondents to the UH Systemwide survey.

Sixty one percent of the participants were students (235) indicating a response rate of 9% of all students enrolled in Spring 2009.

Twenty four percent of all employees responded to the survey. Nineteen percent of UHH responses were faculty members (74) and seventeen percent were staff (68). Another eleven respondents make up the total (388).

Affordable, on-campus child care enhances the inclusive learning and working environment of the University campuses by:

- Expanding educational access for a diverse student body
- Increasing student retention and graduation rates for student parents
- Increasing the diversity of the campus community
- Promoting faculty and staff recruitment and retention.

IMPORTANT FINDINGS:

Child care need is consistently high among students, faculty and staff. Survey results indicate both students and employees have limited access to affordable, convenient, high quality (accredited) child care. Both students and employees desire on-campus child care as a convenient way to address this need and expansion of available inventory can "expand the pie" of limited resources for which students and employees compete.

Strong responses from women of childbearing age at all campuses, indicate this is an issue that impacts women's lives tremendously.

¹ The survey coincided with the last three weeks of classes and finals week, which may have been an impediment to an even more robust response.

For both women and men, the desire to balance work and family demands has become increasingly important. Most administrators are aware that the availability of on-campus services of all types offers more than convenience – it can contribute significantly to creating a family-friendly campus climate, facilitating recruitment of faculty and staff, increasing employee satisfaction and productivity, and reducing absenteeism and employee turnover. Furthermore, employed student parents have a "balancing act" that includes family, work and class, making convenient, on or near campus child care essential.

Campus Specific Recommendations for UH Hilo:

These campus-specific recommendations are offered in conjunction with the general recommendations for all campuses detailed in the UH System Child Care Needs Assessment Executive Summary.

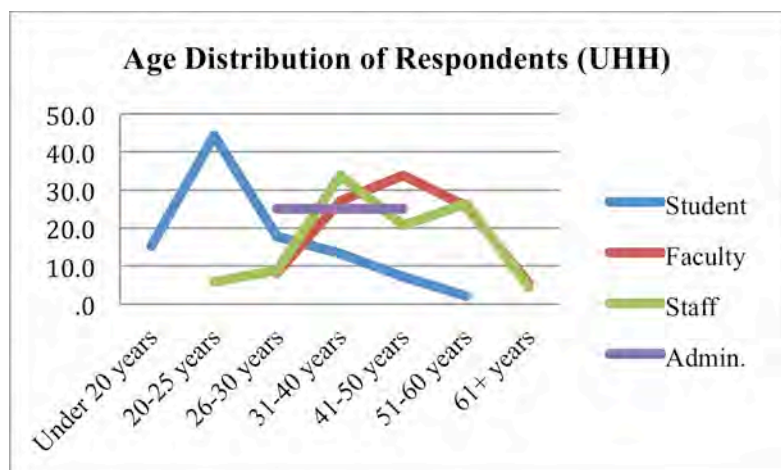
- Expand child care availability on and near the UH Hilo Campus.
- UH Hilo’s reputation for a high proportion of “non-traditional” student means child care is even more important as a student retention and graduation strategy.
- Create a working group empowered to creatively address the shortage of on-campus and near-campus childcare. This working group must include appropriate stakeholders, both users and those able to commit campus resources.
- Develop a comprehensive implementation plan to provide additional child care opportunities. This plan must differentiate the required staffing and facilities for the various care needed including: Infant, 2 year olds, 3-4 year olds, and 5 year olds not eligible for kindergarten.
- Utilize existing facilities that could be retrofitted or re-purposed for child care.
- Revisit any partnership with Hawai‘i CC to evaluate whether the current partnership is effective and/or should be modified to address current needs of both parties.
- Ensure that rural communities’ sensitivity to both market saturation and gaps in service are considered.
- Ensure that future development of UH Hilo campus includes child care spaces as essential for the university community

STRONG RESPONSE FROM WOMEN OF CHILDBEARING AGE INDICATES NEED:

Not surprising, women overwhelmingly responded to the survey, comprising 78% of all respondents, although men participated as well. Two hundred two (202) female students constituted 86.3% of all student responses while 32 of their male counterparts also participated.

Female faculty respondents (49) constituted 66% of the total faculty respondents, but 24 male faculty also responded. Female staff (68) also responded strongly and made up 76% of staff/admin/other responses.

Nearly 38% of UHH female faculty (including lecturers) of childbearing years (age 20-49) responded to survey. Clearly female faculty have an interest in this topic.

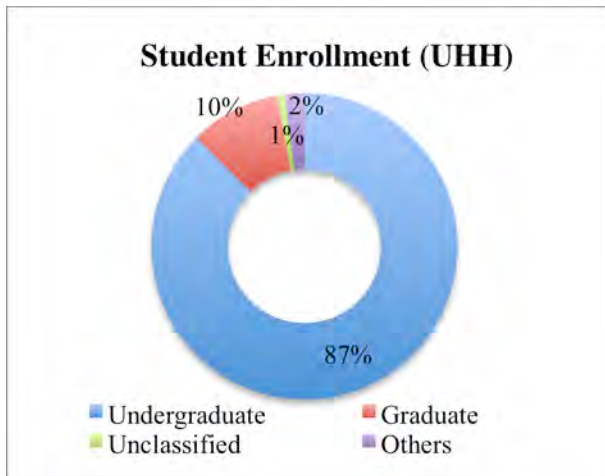


An even more detailed look at UH Hilo OHR data indicates that 80% of female faculty between the age of 26-30 years, 42.8% of those from 31-40 years, and 32.7% of those age 41-50 participated in this survey.

Using the same OHR data it is clear that female staff responded even more strongly with 66.6% of those from 26-30 years, 64.7% of those age 31-40, and 24% of those age 41-50 participated in the survey.

The 30% of female faculty respondents at UH Hilo who were no longer of childbearing age, most likely responded with a clear understanding of the needs and challenges facing younger female faculty with children or planning families.

STUDENT STATUS: FULL-TIME ENROLLED UNDERGRADUATES

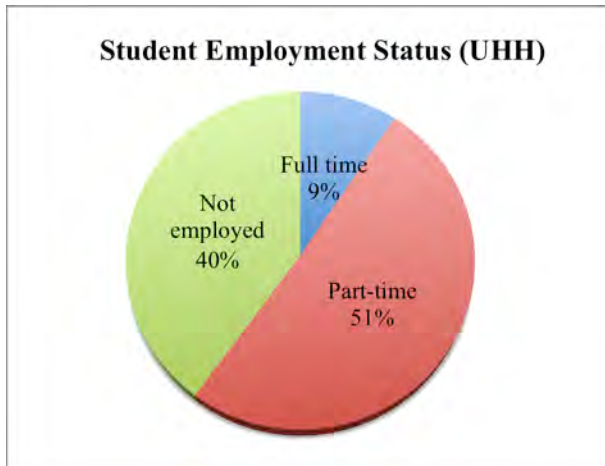


The 235 student respondents were overwhelmingly fulltime enrolled (83%) and undergraduates (87%). Graduate students made up 9% percent of respondents.

It is expected that over 90% of employees are fulltime. There is wider variation among students. Only 9% reported working full-time jobs, half were employed part-time, and 40% were not employed at all.

EMPLOYMENT STATUS IMPACTS CHILD CARE SUBSIDIES:

The employment status is a factor impacting student academic experience and overall success juggling the multiple commitments of family, school and work.



While limited employment options may impact student employment in Hilo, students who are not employed at all will have more difficulty utilizing state subsidies for child care.

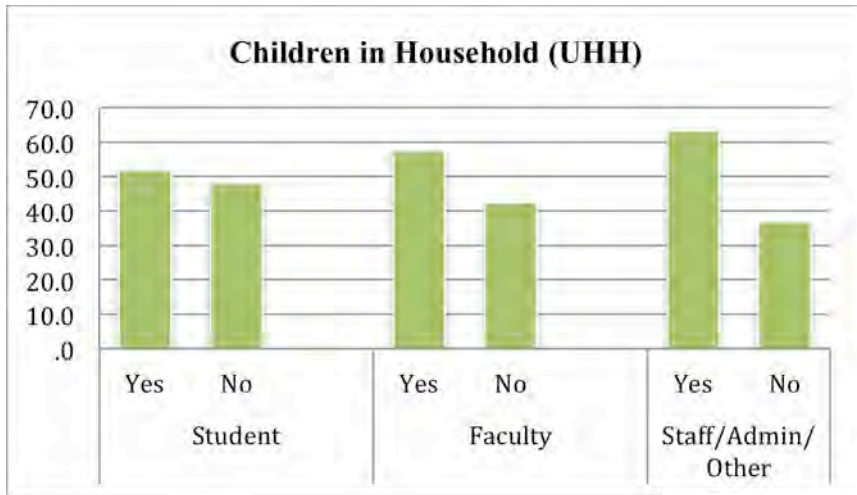
While subsidy programs can assist with childcare payments for classroom hours, a 12-15 hour class schedule results a substantially reduced subsidy from Child Care Connection. The gap between the cost

of full-time care and a subsidy for a student only attending classes (vs. also employed on or off-campus) can be hundreds of dollars.

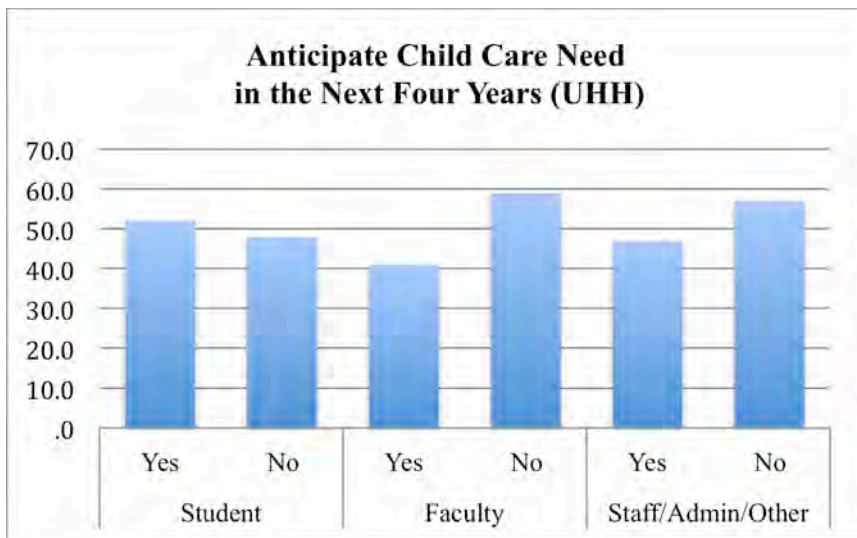
An additional complication is that while part-time employment can increase childcare subsidies, juggling part-time employment with full time college enrollment requires flexibility and resources.

CHILD CARE NEEDS: CURRENT AND ANTICIPATED

Child care need is consistently high among students, faculty and staff.



Over half (211 = 55%) of the 388 respondents currently live in households with children.



Nearly half (190 = 49%) of all UHH survey respondents reported that **they anticipate child care needs to maintain enrollment or employment at UH within the next four years.**

And 41.1% of UH Hilo faculty respondents either currently need child care or anticipate a need within 4 years to maintain employment.

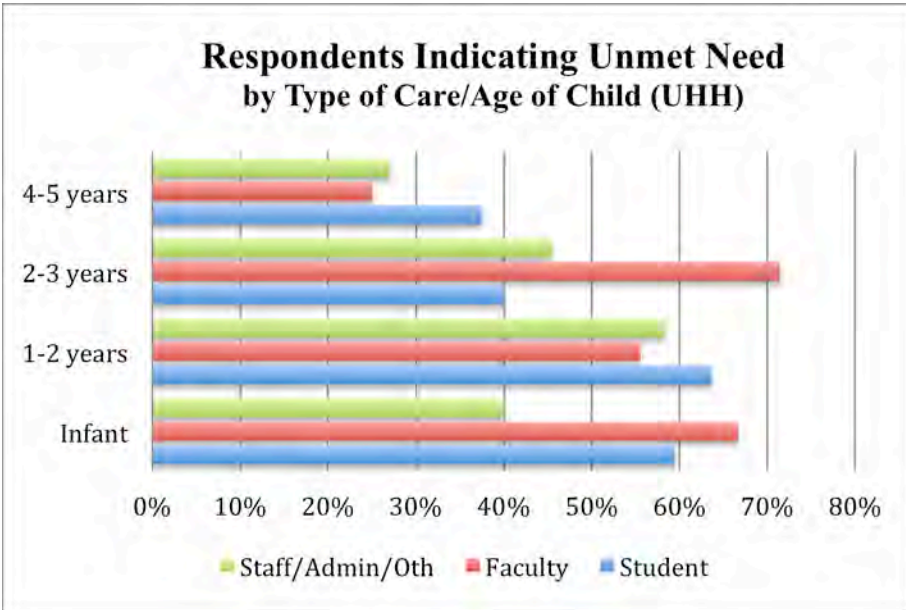
CHILD CARE DEMAND OUTWEIGHS THE RESOURCES AVAILABLE

Survey results indicate a strong need to address the inadequate child care resources and options available to the university community. With students, faculty and staff returning to work or college after having a baby, the survey respondents indicate a high demand/need for child care for children under 3 yrs.

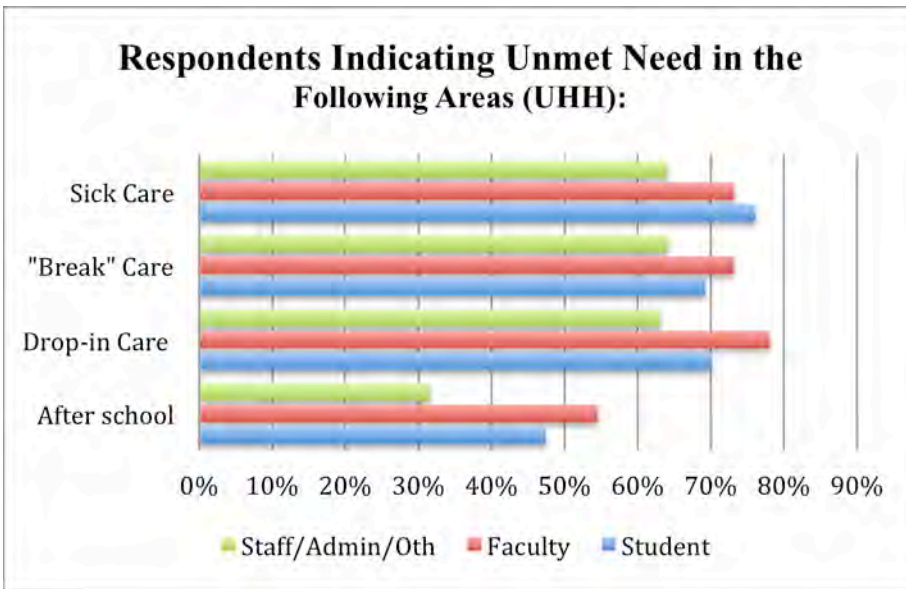
Improving childcare options to address these needs responds directly and positively towards a number of concerns of the institution: 1) Student retention, 2) Student graduation, 3) Student diversity, 4) Employee productivity, and 4) Employee recruitment and retention.

Respondents were asked, “Are your current childcare needs being met in the following areas?”

Infant Care (01-1 year)	Yes	No	n/a
Young toddler care (1-2 years)	Yes	No	n/a
Toddler care (2-3 years)	Yes	No	n/a
Preschool care (4-5 years)	Yes	No	n/a
After school care (6-12 years)	Yes	No	n/a
Emergency (drop-in) care	Yes	No	
Holiday/vacation (“Break”) care	Yes	No	
Sick Care	Yes	No	



In addition to typical on-campus child care, all students, faculty and staff reported need more options to address the whole range of child care including: Sick Care, Break Care (for DOE K-12 breaks), Drop-In (unexpected loss of care, e.g. family member unavailable) as well as After School care.



After School Care is generally addressed with DOE-campus based programs but is not consistent for private school students or those over age 12. Consistent use and need for Sick Care and Drop-In Care are difficult to predict which makes staffing a challenge; while "Break Care" during DOE school breaks is predictable and consistently results in increased visibility of children on campus

when parents have no options.

EVERYONE DESIRES CAMPUS-BASED CARE.

Respondents were also asked, “How Desirable” was *campus-based care* (for Infant/Toddler, etc). There is a high level of demand for campus-based child care, including infant, toddler, preschool, after-school, “break” and sick child care. Given the convenience of on-campus setting, about 80 % of the respondents consider campus-based infant care as “desirable or very desirable”.

Table 1: Desirability of Child Care by Age of Child - UHH

Affiliation	How desirable is campus based infant care								Total	Total %
	Very desirable		Desirable		Neutral		Do not care			
	N	%	N	%	N	%	N	%		
Infant Care (0-1 year)										
Student	70	57.4%	26	21.3%	23	18.9%	3	2.5%	122	100.0%
Faculty	25	80.6%	3	9.7%	3	9.7%		.0%	31	100.0%
Staff/Admin/Oth	17	50.0%	5	14.7%	9	26.5%	3	8.8%	34	100.0%
Subtotal	112	59.9%	34	18.2%	35	18.7%	6	3.2%	187	100.0%
Young Toddler Care (1-2 years)										
Student	74	60.2%	22	17.9%	21	17.1%	6	4.9%	123	100.0%
Faculty	25	83.3%	3	10.0%	2	6.7%		.0%	30	100.0%
Staff/Admin/Oth	16	47.1%	9	26.5%	5	14.7%	4	11.8%	34	100.0%
Subtotal	115	61.5%	34	18.2%	28	15.0%	10	5.3%	187	100.0%
Toddler Care (2-3 years)										
Student	74	60.2%	26	21.1%	16	13.0%	7	5.7%	123	100.0%
Faculty	26	86.7%	3	10.0%		.0%	1	3.3%	30	100.0%
Staff/Admin/Oth	18	52.9%	7	20.6%	5	14.7%	4	11.8%	34	100.0%
Subtotal	118	63.1%	36	19.3%	21	11.2%	12	6.4%	187	100.0%
Pre School Care (4-5 years)										
Student	61	50.0%	23	18.9%	28	23.0%	10	8.2%	122	100.0%
Faculty	24	80.0%	3	10.0%	2	6.7%	1	3.3%	30	100.0%
Staff/Admin/Oth	17	50.0%	7	20.6%	7	20.6%	3	8.8%	34	100.0%
Subtotal	102	54.8%	33	17.7%	37	19.9%	14	7.5%	186	100.0%

Table 2: Desirability of Child Care by Type of Care Needed - UHH

Type of child care	Desirability	Student		Faculty		Staff/Admin/Other	
		N	%	N	%	N	%
Emergency (drop-in) care	Very desirable	67	54.9	22	73.3	16	50.0
	Desirable	32	26.2	5	16.7	13	40.0
	Neutral	14	11.5	3	10.0	3	6.7
	Do not care	9	7.4	-	-	1	3.3
	Subtotal	122	100.0	30	100.0	33	100.0
Holiday/vacation (gap) care	Very desirable	59	48.4	17	56.7	16	53.3
	Desirable	25	20.5	6	20.0	8	26.7
	Neutral	22	18.0	5	16.7	3	10.0
	Do not care	16	13.1	2	6.7	3	10.0
	Subtotal	122	100.0	30	100.0	30	100.0
Sick child care	Very desirable	64	52.5	16	53.3	1	33.3
	Desirable	29	23.8	4	13.3	1	33.3
	Neutral	18	14.8	7	23.3	1	33.3
	Do not care	11	9.0	3	10.0	-	-
	Subtotal	122	100.0	30	100.0	3	100.0

AFFORDABILITY OF CAMPUS BASED CARE:

Questions regarding cost and willingness to pay, were prefaced with a statement indicating Honolulu prices for a type of care, followed with the question: *“How much would you be willing to pay for high-quality, licensed care on campus?”*

High quality, accredited child care is not inexpensive. The amount families are willing to pay for child care is strongly tied to their income. Nearly half (45%) of student respondents indicated they were willing or able to pay only \$500 or less per month for “high-quality, licensed infant care on campus.” While students desire and benefit tremendously from on-campus child care, paying for on-campus child care requires subsidies and cost-sharing.

Table 3: Amount Willing to Pay for Child Care - HCC

Campus-based care:	Amount willing to pay:	Student		Faculty		Staff/Admin/Other	
		N	%	N	%	N	%
Infant Care	\$ 1,500+	-	-	-	-	-	-
	\$ 1,200-1,499	2	4.5	1	12.5	-	-
	\$ 1,000-1,199	2	4.5	1	12.5	1	20.0
	\$ 750-999	10	22.7	4	50.0	1	20.0
	\$ 500-749	11	25.0	2	25.0	3	60.0
	Less than \$ 500	19	43.2	-	-	-	-
	Subtotal		44	100.0	8	100.0	5
Young Toddler care	\$ 1,500+	-	-	-	-	-	-
	\$ 1,200-1,499	2	4.7	1	14.3	-	-
	\$ 1,000-1,199	4	9.3	-	-	1	20.0
	\$ 750-999	8	18.6	3	42.9	1	20.0
	\$ 500-749	14	32.6	3	42.9	3	60.0
	Less than \$ 500	15	34.9	-	-	-	-
	Subtotal		46	100.0	7	100.0	-
Toddler care	\$ 1,200+	-	-	1	14.3	-	-
	\$ 1,000-1,199	4	9.5	1	14.3	-	-
	\$ 750-999	3	7.1	2	28.6	1	20.0
	\$ 500-749	12	28.6	2	28.6	4	80.0
	\$ 300-499	11	26.2	1	14.3	-	-
	Less than \$ 300	12	28.6	-	-	-	-
	Subtotal		42	100.0	7	100.0	5
Pre school care	\$ 1,200+	2	4.9	1	12.5	-	-
	\$ 1,000-1,199	1	2.4	1	12.5	-	-
	\$ 750-999	6	14.6	2	25.0	2	40.0
	\$ 500-749	14	34.1	4	50.0	3	60.0
	\$ 300-499	9	22.0	-	-	-	-
	Less than \$ 300	9	22.0	-	-	-	-
	Subtotal		41	100.0	19	100.0	5

COST-SHARING & CAMPUS-BASED FINANCIAL ASSISTANCE

Students (85%) particularly indicated a desire for campus based financial assistance. Around two-thirds of faculty and staff also indicate that such assistance would be highly desirable.

Options at other colleges and universities may include additional funding through financial aid specifically for child care. Currently UH students must request an increase in their "cost of attendance" which is then most often met with access to increased loans, not any kind of grant.

The survey does not indicate whether respondents are aware of state subsidies for child care based on income. Students and lower waged staff may be eligible, while faculty and others likely exceed income limits which are 200% of Federal Poverty Level for family size (e.g. \$4283 for Family of 4).

Subsidies are graduated, such that at 150% of FPL, the family co-payment is 50% of maximum reimbursement; and for family of 4, monthly earnings cannot exceed \$3,212.

While students may use the state subsidy program, it is designed to meet the needs of part or full-time employees. An outreach campaign could increase student use of subsidies but 12-15 hours of class generates only a small subsidy. Student parents with 12 credits would need another 12 hours of on-campus employment to maximize child care subsidies through Child Care Connection. And 2-parent households are at an even greater disadvantage. (See Sample payment schedule in Appendix).

INCREASING CARE OPTIONS AND HOURS OF OPERATION

With long commutes and evening class hours, more students and staff would prefer earlier opening and later closing hours. Faculty have more flexibility and control over their work schedule.

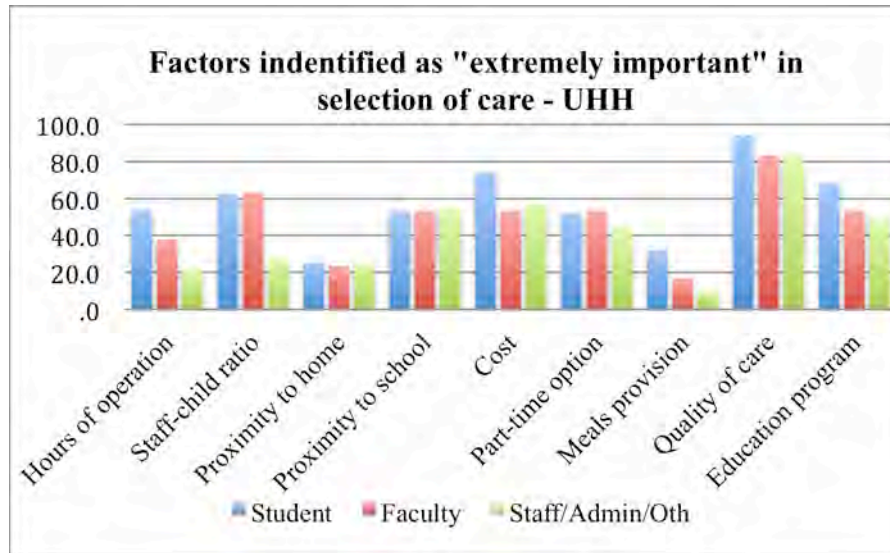
Long commutes to pick up children at another facility also means students, faculty and staff must leave campus earlier, which reduces campus engagement and presence. A total lack of evening care for working adults enrolled in evening programs effectively limits programs to students with family caregivers available.

*[I] really could have used child-care during the years when my daughter was younger. It is especially a concern however for the UHH campus as so many of our students are parents.
UH Hilo, Part-time Female Faculty,*

Table 4: Preferred pick up time by UH affiliation - UHH

Preferred time to OPEN	Preferred Time to Pick Child from the Campus Childcare Center										Total
	5:00 PM	%	5:30 PM	%	6:00 PM	%	6:30 PM	%	7:00 PM	%	
Student:											
6:00 AM	3	7.0%	3	12.0%	4	21.1	2	20.0%	7	28.0%	19
6:30 AM	2	4.7%	1	4.0%	1	5.3	3	30.0%	0		7
7:00 AM	17	39.5%	13	52.0%	11	57.9	3	30.0%	10	40.0%	54
7:30 AM	13	30.2%	8	32.0%	1	5.3	1	10.0%	4	16.0%	27
8:00 AM	8	18.6%	0		2	10.5	1	10.0%	4	16.0%	15
Total	43	100%	25	100%	19	100%	10	100%	25	100%	122
Faculty:											
6:00 AM	1	10.0%	0		2	25.0			2	100%	5
7:00 AM	5	50.0%	2	20.0%	6	75.0			0		13
7:30 AM	1	10.0%	6	60.0%	0				0		7
8:00 AM	3	30.0%	2	20.0%	0				0		5
Total	10	100%	10	100%	8	100%			2	100%	30
Staff/Admin/Others:											
6:00 AM	1	6.2%	1	8.3%	1	20.0%	0				3
6:30 AM	0		1	8.3%	0		1	100%			2
7:00 AM	9	56.2%	8	66.7%	2	40.0%	0				19
7:30 AM	5	31.2%	2	16.7%	2	40.0%	0				9
8:00 AM	1	6.2%	0		0		0				1
Total	16	100%	12	100%	5	100%	1	100%			34

MOST IMPORTANT FACTORS FOR SELECTING CHILD



After “quality of care” which all parents prioritize, cost and hours of operation round out the top three factors for selecting child care.

There was significant variation within the groups. Reflecting income constraints, cost and hours of operation were more vital issues for students and staff, than for faculty.

IMPORTANCE OF CAMPUS-BASED CHILD CARE

Table 5: Top Four Factors Considered in Selection of Child Care for UHH

Factors	Student		Faculty		Staff/Admin/Other	
	Count	Column %	Count	Column %	Count	Column %
Quality of care	97	80.2%	29	96.7%	28	84.8%
Cost	78	64.5%	17	56.7%	19	57.6%
Hours of operation	50	41.3%	8	26.7%	14	42.4%
Strength of educational program	34	28.1%	9	30.0%	8	24.2%

On campus child care addresses a number of educational goals for the institutions hosting them. All on-campus child care centers provide educational opportunities for a range of students and researchers including but not limited to, practicum sites for early childhood education programs, on-site research labs for psychology, education programs, health programs.

Many current campus centers originated as a hands-on practicum site for early childhood education programs. The number of hours students have available as practicum students, the teacher/college student ratio and the adult/child ratios can limit the operating hours of child care centers primarily operating as teaching or practicum sites.

Some on-campus child care centers are intended to provide child care specifically for students' educational support, retention and graduation; Some on-campus centers are more likely to provide child care as a recruitment and retention tool for employees. All UH campus-based centers are governed by the UH Executive Policy E10.401 which address issues of prioritizing student/employee use; meeting State of Hawaii licensing requirements and striving for NAEYC accreditation.

Certainly the campus community values the multiple roles that on-campus child care centers play. Survey respondents were asked, "How important is the availability of on-campus childcare with respect to the following areas:"

- To you, personally;
- To provide practicum and research experiences for UH Education / Early Childhood Ed. Students;
- To help with the recruitment and retention of UH faculty and staff;
- To enable completion of degree requirements for Undergraduate and Graduate Students.

Responses are predictably self-interested, with faculty finding "recruitment of faculty" as extremely important, while students consider the role of child care as a support service "for degree completion" to be extremely important.

Childcare for faculty and students expresses the university's understanding of the stresses experienced by parents of young children as they seek to advance academically & professionally. On campus childcare benefits society while being supportive of families. I believe it could boost enrollment and retention at UH Hilo. (Female Faculty, UH Hilo)

Both of our children are finally in school but prior to that would have been great to have a quality childcare provider on campus. I think it is a really important thing to provide to faculty and staff and especially to students. Many of our students are nontraditional and the pressure of parenting certainly contributes to the loss of these students. (Male Faculty, UH Hilo)

Table 6: Importance ranking of factors regarding campus-based child care

Affiliation	Extremely Important		Important		Undecided		Not so important		Not important at all		Total
	N	%	N	%	N	%	N	%	N	%	N
Importance for you Personally:											
Student	80	34.5%	88	37.9%	17	7.3%	23	9.9%	24	10.3%	232
Faculty	24	32.9%	29	39.7%	2	2.7%	6	8.2%	12	16.4%	73
Staff/Admin/Other	14	17.9%	35	44.9%	6	7.7%	10	12.8%	13	16.7%	78
Subtotal	118	30.8%	152	39.7%	25	6.5%	39	10.2%	49	12.8%	383
To Provide Practicum Experience to Faculty and Students:											
Student	82	35.5%	99	42.9%	33	14.3%	11	4.8%	6	2.6%	231
Faculty	19	25.7%	31	41.9%	12	16.2%	4	5.4%	8	10.8%	74
Staff/Admin/Other	24	30.8%	38	48.7%	8	10.3%	6	7.7%	2	2.6%	78
Subtotal	125	32.6%	168	43.9%	53	13.8%	21	5.5%	16	4.2%	383
For Recruiting and Retaining Staff and Faculty:											
Student	92	39.7%	95	40.9%	34	14.7%	7	3.0%	4	1.7%	232
Faculty	44	59.5%	22	29.7%	4	5.4%	4	5.4%	0	0.0%	74
Staff/Admin/Other	31	39.7%	33	42.3%	7	9.0%	5	6.4%	2	2.6%	78
Subtotal	167	43.5%	150	39.1%	45	11.7%	16	4.2%	6	1.6%	384
To Enable Degree Requirements:											
Student	137	59.1%	74	31.9%	12	5.2%	3	1.3%	6	2.6%	232
Faculty	40	54.1%	22	29.7%	6	8.1%	5	6.8%	1	1.4%	74
Staff/Admin/Other	33	42.9%	36	46.8%	5	6.5%	2	2.6%	1	1.3%	77
Subtotal	210	54.8%	132	34.5%	23	6.0%	10	2.6%	8	2.1%	383

NEGATIVE IMPACT OF LACK OF CHILD CARE

Respondents were asked, “Has a lack of child care services affected your work performance or academic success on campus?” Students, faculty and staff with children in their household overwhelmingly responded, YES.

Nearly Two-thirds (63%) of UH Hilo participants with children in their households reported that their lives were negatively impacted by a lack of child care services, with 76% of students indicating such an impact.

The childcare situation in Hilo is terrible. There are no options for kids under two. I just had a student drop out of school entirely this semester because she had to care for her year-old son. Students bring kids to class frequently because there are no other options for them. We really need drop-off childcare at the Hilo campus for both students and faculty. (Female Faculty, UH Hilo)

This issue has not affected me personally but I do see it affect our students and our campus. Childcare is essential to helping recruit and retain top candidates and to helping our students succeed. (Female Faculty, UH Hilo)

CONCLUSION:

Most campuses would like to consider themselves "family friendly," however, a lack of affordable, consistent and convenient child care for students or employees with children is a barrier to creating a family-friendly campus community that is supportive for all students and employees.

Developing child care facilities on the Hilo campus will benefit both parents and UH Hilo. For both women and men, the desire to balance work and family demands has become increasingly important. As many female graduate students and faculty can attest, the biological and tenure clocks run concurrently. Most administrators are aware that the availability of on-campus services of all types offers more than convenience – it can contribute significantly to a family-friendly campus climate, facilitating recruitment of faculty and staff, increasing employee satisfaction and productivity, and reducing absenteeism and employee turnover. Furthermore, employed student parents have a "balancing act" that includes family, work and class, making convenient, on or near-campus child care essential.

Developing on-campus or near-campus partnerships could offer conveniently located, high quality, educational child care contributing to UH Hilo's success in recruiting and retaining faculty as well as retaining and graduating students with children. UH Hilo is positioned to respond as a community leader.

The University of Hawai'i joins other employers, and other Universities² in this quest to provide affordable, quality, convenient child care for students and employees. Others have examined and implemented a variety of options, including: parent co-ops, general referral services, subsidized referrals for "sick" and "break" care, partnerships with approved off-campus providers.

Implementing options appropriate for UH Hilo requires commitment and work with invested stakeholders, including those with the authority to commit resources and implement new ideas.

*While I do not have children I would urge the UH administration to state its commitment to trying to provide some program on every campus in the system for all UH employees and students. Childcare assistance should not be limited to any one group of the UH community.
(Female Faculty, UH Hilo)*

More detailed and comprehensive data was compiled than could be shared in these reports. Follow up inquiries can be addressed to Teresa Bill at the UH Mānoa Women's Center, gotkids@hawaii.edu or 956-8059.

² Fifty seven percent (57%) of public four-year institutions offer on-campus child care, and 49% of community colleges also offer on-campus child care.



How many children and families are there? ¹	Hawaii	United States
Total residents	1,347,518	306,738,433
Children age birth to 4 years	87,446	20,204,382
Children age birth to 4 years living in poverty	12,104	4,650,721
Children age 5 to 11	112,850	28,406,579
Total families with children	124,453	34,577,279
Single parent families	34,515	11,019,804
Families in poverty	15,866	6,247,791
How many children under age 6 potentially need child care? ¹	Hawaii	United States
Children in two-parent families, both parents in labor force	40,063	8,880,195
Children in single-parent families, parent in the labor force	25,748	6,179,945
Total children under age 6 potentially needing child care	65,811	15,060,140
How many working mothers are there? ¹	Hawaii	United States
With infants under one year	12,513	2,654,396
With any children under age 6	43,390	10,255,358
With children under age 6 only	23,711	5,670,755
With both children under age 6 AND children age 6 to 17	19,679	4,584,603
With children under 18		
Married working mothers	67,719	16,622,231
Single working mothers	20,366	6,954,018
How many centers/family child care homes are available? ²	Hawaii	United States
Number of centers	566	117,000
Percent of centers that are nationally accredited	16%	10%
Number of family child care (FCC) homes	521	209,000
Percent of FCC homes that are nationally accredited	0%	1%
Number of other child care programs	0	4,200
Total spaces/slots	32,447	11.7 million
Percent of spaces in centers	91%	83%
Percent of spaces in FCC	9%	16%
Percent of spaces in other programs	0%	1%
What kind of child care is requested? ²	Hawaii	United States
Percent of requests for referrals received by CCR&Rs		
For infant/toddler care	71%	51%
For preschool-age care	18%	29%
For school-age care	11%	21%
For full-time care	94%	89%
For part-time care	6%	11%
For before/after school care	0%	10%
For nontraditional hours care	1%	15%
Families receiving referrals from CCR&Rs (annual)	12,303	1.1 million

¹ Unless otherwise noted, statistics in these sections are from the American Community Survey, U.S. Census Bureau, 2008-2010 three-year estimates (<http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>).

² Data are provided by the State CCR&R Network and are derived from CCR&R data, or are provided by state licensing offices. National totals are rounded estimates. National number of families receiving referrals is based on 41 states reporting this figure. Percentages of slots by facility type may not total to 100 percent due to varying state definitions of provider types. Number of centers and/or FCC homes includes previous year's figures for Louisiana and West Virginia. NR: Not reported.

How expensive is child care? ³	Hawaii	United States
Average annual fees for full-time care in a <u>center</u>		
Infant	\$12,876	\$4,591 – \$20,178
4-year-old child	\$7,752	\$3,911 – \$15,437
School-age child (before/after-school care)	\$6,909	\$1,954 – \$10,962
Average annual fees for full-time care in a <u>family child care home</u>		
Infant	\$7,404	\$4,020 – \$12,329
4-year-old child	\$7,380	\$3,840 – \$9,620
School-age child (before/after-school care)	\$7,284	\$1,788 – \$9,506
Compare with:		
Average annual tuition and fees for public four-year college (in-state) ⁴	\$8,352	\$8,244
Affordability (cost of full-time child care as percent of median family income):		
Infant in center, percent of income for MARRIED COUPLES	15%	7% - 16%
Infant in center, percent of income for SINGLE MOTHERS	44%	26% - 80%

Who gets help with paying for child care? ⁵	Hawaii	United States
Child Care and Development Fund		
Families (monthly average)	6,900	998,600
Children (monthly average)	11,200	1,694,200
Participating providers (annually)	8,792	572,193

What are the numbers, income and support of the child care workforce?	Hawaii	United States
Child care workers (in centers) ⁶	2,840	631,240
Average annual income of child care workers ⁶	\$21,600	\$21,320
Total paid early childhood workforce ⁷	Not Available	2.2 million
Training sessions CCR&Rs held for providers ³	658	Not Available
Average attendance per session	8	8 to 190
Providers trained by CCR&Rs ⁸	1,055	580,000
On-site technical assistance visits by CCR&Rs to child care programs ⁸	106	285,000
Child care programs receiving technical assistance	88	95,000

CCR&R Contacts

PATCH
Benefit, Employment, and Support Services Division

www.patchhawaii.org
www.hawaii.gov/dhs/self-sufficiency/childcare/services

Child Care Aware® of America (formerly NACCRRRA)

www.naccrra.org
www.childcareaware.org

³ Data are provided by the State CCR&R Network and are derived from CCR&R data, or are provided by state licensing offices. National totals are estimates. Some states reported cost of care based on their state's most recent market rate survey. Rates from prior to 2011 are converted to 2011 dollars.

⁴ Average price of 2011-2012 in-state tuition and fees for public four-year colleges by state, from the College Board Annual Survey of Colleges, *Trends in College Pricing 2011* (http://trends.collegeboard.org/downloads/College_Pricing_2011.pdf).

⁵ These statistics are provided by the Office of Child Care from the Child Care Development Fund preliminary data, and are derived from monthly averages. Total number of child care providers includes paid relatives and other non-regulated caregivers. U.S. Totals include all 50 states, the District of Columbia and all territories. (http://www.acf.hhs.gov/programs/ccb/data/ccdf_data/10acf800_preliminary/list.htm)

⁶ Bureau of Labor Statistics, U.S. Department of Labor, Occupational Employment Survey, May 2011 estimates. Does not include child care administrators/managers, preschool teachers, special education teachers, or self-employed workers such as family child care business owners. (http://www.bls.gov/oes/current/oes_nat.htm)

⁷ Weiss E. & Brandon, R. N. (2010). *The Economic Value of the U.S. Early Childhood Sector*. Partnership for America's Economic Success.

⁸ National estimates of training and technical assistance are derived from Child Care Aware® of America's 2010 survey of CCR&R training.
NR: Not reported.

UNIVERSITY OF HAWAII

EXECUTIVE POLICY – POLICIES GOVERNING CHILD CARE PROGRAMS AND
THE USE OF SUCH FACILITIES
JULY 2011

E10.401
Page 1 of 3

I. Introduction

This Executive Policy embodies former Board of Regents Policy relating to the policy to govern the child care programs and the use of such facilities. With the Board of Regents delegation of authority to the President relating to policy to govern the child care programs and the use of such facilities, the intent of this Executive Policy is twofold. First, this Executive Policy maintains the policy-based administrative infrastructure created by Board policy relating to the policy to the child care programs and the use of such facilities. Second, this policy serves to transition the administration of the administrative infrastructure from Board policy to Executive Policy promulgated by the President.

II. Purpose

The purpose of this executive policy is to provide the policy to govern the child care programs and the use of such.

III. Responsibilities

The President is delegated the authority to promulgate practices and procedures governing child care programs and the use of such facilities.

UNIVERSITY OF HAWAII

Section 10-4 Child Care Programs. The President is authorized to promulgate practices and procedures governing child care programs and use of such facilities.

- a. Child care programs may be established at the various campuses of the University of Hawai'i provided a need for such facilities is demonstrated.
- b. University facilities may be used for child care programs provided they do not displace teaching and research activities.
- c. Guidelines for operating such programs shall be developed by the administration and submitted to the Board for approval.
(Jan. 16, 1975; Mar. 20, 1986) See approved guidelines at the end of this chapter.

UNIVERSITY OF HAWAI'I GUIDELINES FOR CAMPUS CHILDCARE SERVICES Approved by the Board of Regents on 4/24/87

I. Licensing and Standards

Each University of Hawai'i Childcare Center (UHCC) shall be licensed by the appropriate State authority and shall comply with the Rules and Regulations governing Group Day Care Centers as administered by the State Department of Social Services and Housing as well as any other applicable local State and federal laws, rules, and regulations. Additionally, each center should strive to meet standards of excellence established by the National Association for the Education of Young Children's credentialing arm, the National Academy of Early Childhood Programs. Each childcare center should seek accreditation by the National Academy of Early Childhood Programs within two years of opening.

II. The Advisory Committee

Each UHCC shall have an advisory committee to review research and training proposals, to advise the administering body of the childcare center, and to help evaluate the program. The advisory committee shall include: a representative of the student government, a member of the faculty government, and a member of the local early childhood education professional community. A designee of the campus administration shall serve as chairperson of the board and shall have responsibility for communication between the campus administration and the administration of the childcare center. This designee shall also serve as the interface between University training and research projects and the center administration.

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III. Service to Students

All UHCCs are established primarily to meet the needs of UH-enrolled students for childcare. At least 75% of childcare space should be allocated to students; any remaining space will be made available to faculty and staff first, and then to the general public.

IV. Programs

Programs shall be in accord with the high standards for programs outlined by the National Association for the Education of Young Children's credentialing arm, the National Academy of Early Childhood Programs. Additionally, specific requirements are outlined in the following description of curriculum.

V. Curriculum

Play is such a significant mode of learning that it is considered the real work of children. It is the most important way children have for clarifying and integrating all their experiences and it should form the base of a curriculum.

Young children learn through direct experiences, which should be the primary teaching mode. They learn little of value when facts are separated from their real life. Learning experiences for young children will be multi-faceted and develop more than one skill or concept.

The working premise for each UHCC is that the better young children know, appreciate, and understand their physical and social environment and themselves, the better they will be able to respect and care for themselves, the world, and others. Therefore the base of the curriculum should revolve around some very broad learning goals that are relevant to your children. Under these goals specific teaching objectives will fall.

Each center must have a detailed curriculum which shall include the following elements:

- A. Physical Development Curriculum
- B. Creative Arts Curriculum
- C. Language and Literacy Curriculum
- D. The Inquiry Curriculum



UNIVERSITY
of HAWAI'I®
SYSTEM

Summary of
Employee Benefits
for
Faculty and Staff
of the
University of Hawai'i

September 2012

DISCLAIMER

IMPORTANT DISCLAIMER: *This booklet has been prepared for your convenience and contains a general and brief summary of some of the benefits for which you may be eligible. As a general reference guide, this booklet does not contain all details concerning eligibility and/or benefit conditions. Benefits vary by type of employment, appointment and collective bargaining agreement, and are subject to change. For further information, please contact your campus, school or program human resources representative or refer to the applicable rules, laws, collective bargaining agreements, policies and procedures, or benefit plan documents.*

*Please note this booklet is **not** a legal document, binding agreement or contract. It does not supersede laws, rules, collective bargaining agreements, policies and procedures, or benefit plan documents pertaining to the various subject matters covered. Nothing in this document is intended to be a promise of employment or an unconditional right to receive all of the benefits described. This booklet supersedes, replaces and cancels all prior versions of the Summary of Employee Benefits for Faculty and Staff of the University of Hawai'i.*

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Tuition Waivers

Faculty and staff may be eligible for tuition waivers for credit courses, in accordance with Board of Regents Policy, Chapter 6, Section 6-13. Employees must be employed on a half-time basis or more to be eligible for tuition waivers at any campus for a maximum of six credits per semester. A spouse, civil union partner, or domestic partner of a bargaining unit 07, 08, 78, 87 and 88 member may also be eligible for tuition waivers. The value of the tuition waiver may be taxable to the employee. Those seeking tuition waivers shall register after the normal student registration period. Employees must secure the authorization of their respective supervisors for any adjustments to work schedules. See your respective human resources representative for your campus, school, or program's procedures. Additional information is available at www.hawaii.edu/ohr/docs/forms/waiver.htm.

Child Care Centers

Child Care centers are available at the following campuses: Mānoa, Honolulu Community College, Kapi'olani Community College, Leeward Community College, Hawai'i Community College, Kaua'i Community College and Maui College. The centers provide quality day-care for children of faculty, staff and students of the University. Eligibility and cost varies by program.

UH Faculty and Staff Identification Card

All faculty and staff are eligible to apply for identification cards. The identification card entitles employees to library services, discounts on selected items at the University Bookstores, movie tickets at the Mānoa Campus Center, Warrior football season tickets, tickets for show/special events at the various campus theaters. The card may also be used as debit card at UH dining services locations.

University of Hawai'i Federal Credit Union

Faculty, staff, and students of the University, their spouses and household members, are eligible to become members of the University of Hawai'i Federal Credit Union. Members may enjoy free traveler's checks and special interest rates on savings, loans, draft (checking) and charge accounts. For further assistance, call the UH Federal Credit Union at 983-5500, option 0, toll-free at 800-927-3397 or visit www.uhfcu.com.



2440 Campus Road • Honolulu, Hawai'i 96822

Phone: (808) 956-8988 • FAX: (808) 956-3952

- OHR Home Page**
- Employment**
- Policies & Procedures**
- HR Documents**
- New & General**
- Class/Comp Plans**
- Collective Bargaining**
- Drug Free Workplace**
- Employee Benefits**
- HR Forms**
- Salary Schedules**
- APT Broadband Proj**
- Training**
- TDA (403b)**
- HR Info Systems**
- OHR Contact Info**
- OHR Vision Statement**
- Search OHR**

Links marked with this symbol require Adobe Acrobat Reader which can be downloaded for free by clicking on the "Get Acrobat Reader" button.

University Employee Benefits

- [Booklet - Summary of Employee Benefits for University Employees](#)
- [Summary Sheet - Employee Benefits for University Employees hired before July 1, 2012](#) 12-16-11
- [Summary Sheet - Employee Benefits for University Employees hired after June 30, 2012](#) 12-16-11
- [Employee Benefit Contact List](#) 09-14-07

Transportation Benefit Program

- [Forms, Information and Web Site](#) 01-18-09

Employees Assistance Program

- [Informational Flyer](#)
- [WorkLife Hawai'i Website](#)
- [Current Employee Newsletter](#)
- [Current Supervisor Newsletter](#)
- [Past Employee Newsletters](#)
- [Past Supervisor Newsletters](#)
- [Manage Stress Right Now](#)

Employees' Retirement System

- [Employees' Retirement System Web Site and Publications](#)
- [MEMO: New Employer Rates](#) 03-01-13
- [MEMO: Act 163 – Changes to Retirement Benefits for Employees Hired after 6/30/12](#) 10-31-11
- [MEMO: Act 163 – New Eligibility Requirements for New Hires](#) 10-04-11
- [MEMO: Act 179 – Employment of ERS Retirants](#) 07-07-11
- [Lecturer Hour Conversion Matrix](#) 07-21-03
- [MEMO: Servicemen's Act](#) 11-29-08
- [MEMO: Unenrolled members of the ERS](#) 06-19-07
- [MEMO: Retirement Group and Class Code Tables](#) 02-16-12
- [MEMO: Request for Membership Information](#) 05-18-07
- [MEMO: Personnel Action Forms](#) 11-29-08
- [MEMO: Breakdown for Retroactive Pay](#) 11-29-08
- [Retirement Counseling Session Schedule](#) 04-20-12

keywords

UH Child Care Needs Assessment Survey

The University of Hawai‘i President’s Office and the UH Commission on the Status of Women are conducting this online “needs assessment” survey to determine the current and future needs of students, faculty and staff for childcare.

Please identify your primary campus:

- Manoa
- Hilo
- West Oahu
- Hawaii CC
- Honolulu CC
- Kapiolani CC
- Kauai CC
- Leeward CC
- Maui CC
- Windward CC
- Outreach College
- Univ. of Hawai‘i Education Center

Please indicate if you are:

- Student Go to Q #3
- Faculty
- Staff
- Administrator
- Other

Students: What is your current enrollment status?

- Full-time
- Part-time

Students: Are you:

- Undergraduate
- Graduate Student
- Unclassified (Non-degree Seeking)
- Other

What is your current employment status?

- Full-time
- Part-time
- Not employed

Your gender:

- male
- female
- transgender

Your age:

- under 20
- 20-25
- 26-30
- 31-40
- 41-50
- 51-60
- 60+

Does your household include children?

- Yes
- No (Go to Anticipate Q #21)

Please indicate if your household includes children in any of these age categories. (check all that apply).

- Newborn – 12 months
- 12 - 24 months
- 2 – 4 yrs
- 4 – 5 yrs
- 6 – 12 yrs
- 12 - 18 yrs

Question HEADER: Are your current childcare needs being met in the following areas?

Infant Care (01-1 year)	Yes	No	n/a
Young toddler care (1-2 years)	Yes	No	n/a
Toddler care (2-3 years)	Yes	No	n/a
Preschool care (4-5 years)	Yes	No	n/a
After school care (6-12 years)	Yes	No	n/a
Emergency (drop-in) care	Yes	No	
Holiday/vacation (“Break”) care	Yes	No	
Sick child care		Yes	No

Do you have children with special needs living with you?

- Yes
- No

Do you currently utilize the services of a children’s center on your campus?

- Yes (go to campus Q 20)
- No (Go to Q 21)

If yes, please indicate campus:

- Manoa
- Hilo
- West Oahu
- Hawaii CC
- Honolulu CC
- Kapiolani CC

Kauai CC
Leeward CC
Maui CC
Windward CC

Do you anticipate needing childcare to maintain enrollment or employment at UH within the next 4 years?

YES

NO (go to Importance Q 58)

Question HEADER: Which of the following do you anticipate needing in the next 4 years to maintain enrollment or employment at UH?

Infant care (0-1 years)	Yes	No
Young toddler care (1-2 years)	Yes	No
Toddler care (2-3 years)	Yes	No
Preschool care (4-5 years)	Yes	No
After school care (6-12 years)	Yes	No
Emergency (drop-in) care	Yes	No
Holiday/vacation (“Break”) care	Yes	No
Sick child care	Yes	No

How desirable is campus-based Infant child care (0 - 1 years)

Very Desirable (go to Q31)

Desireable

Neutral

Don't Care (go to Q 32)

How much would you be willing to pay for high-quality, licensed Infant care on campus?

1,500+ per month

1,200 - 1499

1,000 - 999

500- 749

less than \$500 per month

How desirable is campus-based Young Toddler care (0 - 1 years)

Very Desirable (go to Q33)

Desireable

Neutral

Don't Care (go to Q 34)

Childcare centers in the Honolulu area charge between \$1200-\$1600 a month for Young Toddler care. How much would you be willing to pay for high-quality, licensed Young Toddler care on campus?

- \$1,500+ per month
- \$1,200 -1,499
- \$ 1,000 - 1,199
- \$ 750 – 999
- \$ 500 – 749
- Less than \$500 per month

How Desirable is Toddler Care (2-3 years)

- Very Desirable (go to Q)
- Desireable
- Neutral
- Don't Care (go to Q)

Infant care (0-1 years)		5		4	3	2	1
Young toddler care (1-2 years)	5		4	3	2	1	
Toddler care (2-3 years)	5		4	3	2	1	
Preschool care (4-5 years)	5		4	3	2	1	
After school care (6-12 years)		5		4	3	2	1
Emergency (drop-in) care	5		4	3	2	1	
Holiday/vacation (“Break”) care	5		4	3	2	1	
Sick child care		5		4	3	2	1
Financial assistance for care		5		4	3	2	1

Question HEADER: Childcare centers in the Honolulu area charge about \$300-400 per week for infant and young toddler care. How much would you be willing to pay for high-quality, licensed infant/toddler care on campus?

- () \$1,500+ per month
- () \$ 1200 -1499
- () \$ 1000 - 1199
- () \$ 750 – 999
- () \$ 500 – 749
- () Less than \$500 per month

Question HEADER: Childcare centers in the Honolulu area charge about \$1,000 per month for toddler care and preschool. How much would you be willing to pay for high-quality, licensed toddler care or preschool on campus?

- () \$ 1,200 + per month
- () \$ 1000 - 1199
- () \$ 750 – 999
- () \$ 500 – 749
- () \$ 300 - 499

Less than \$300 per month

Question HEADER: Childcare centers operate with a range of hours: What schedule would accommodate your work/school hours?

OPEN at: 6:00 am 6:30 am 7:00am 7:30am 8:00 am

PICK Up by: 5:00 pm 5:30pm 6:00 pm 6:30pm 7:00 pm

Question HEADER: Please indicate the importance to your family of the following factors in selecting childcare provider: Extremely Important/ Important / Undecided / Not so Important / Not Important At All

Hours of operation		5	4		3		2	1
Staff to child ratio	5	4		3		2	1	
Close to home		5	4		3		2	1
Close to school	5	4		3		2	1	
Cost		5	4		3		2	1
Options for Part-time Care		5	4		3		2	1
Meals provided	5	4		3		2	1	
Quality of care		5	4		3		2	1
Strength of educational program	5	4		3		2	1	

Question HEADER: Please rank your top three factors for selecting a childcare provider;

Rank 1, Most Important

Rank 2, 2nd Important

Rank 3, 3rd Important

Comments about factors influencing your selection of a childcare provider.

Question HEADER: How important is the availability of on-campus childcare with respect to the following areas: (**5 = extremely important; 1 = not important at all**) : Extremely Important/ Important / Undecided / Not so Important / Not Important At All

To you, personally. 5 4 3 2 1

To provide practicum and research experiences for UH Education / Early Childhood Ed. students: 5 4 3 2 1

To help with the recruitment and retention of UH faculty and staff. 54321

To enable completion of degree requirements for Undergraduate and Graduate Students:
5 4 3 2 1

Has a lack of child care services affected your work performance or academic success on campus? Yes No

Would you consider changing or transferring campuses if it offered a better child care support system? Yes No

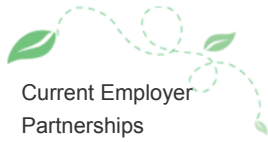
Your comments are welcome:

UHM PEER Institutions						
Campus Child Care Centers	Eligibility (Stu/Sta/Fac)	Capacity	Infant Care	Ages	Hours	Schedule
Oregon State Univ - Corvallis (4) - Peer						
Beaver Beginnings	Stu/Fac	144	Yes	Infant-Preschool	7:00am-6:00pm	
Growing Oaks	All	52	Yes	6wks-PreK	7:00am-6:00pm	
Bates Hall Child Development Center	All	20	No	3yr-preK	8:30am-3:45pm	
Our Little Village	Students	varies	Yes	6mo-10yr	12:00pm-10:00pm	
Colorado State Univ - Fort Collins (1) - Peer						
Early Childhood Center	All		Yes	6wks-6yrs/PreK)	7:30am-5:30pm	Year round
Mississippi State Univ - Starkville (1) - Peer						
Child Development and Family Studies Center	All		Yes	6wks-5yrs	7:30am-5:30pm	Year round
Univ. Arizona - Tucson (1) - Peer						
Sick Child/Emergency/Back-Up Care (Choice Options, Inc.)	All	In-home care	Yes	Birth-12yrs	up to 8hrs	Year round
Univ. Illinois - Chicago (2) - Peer						
UIC Children's Center I (East side of campus)	All		No	2yrs9mos-5yrs	8:30am-5:15pm	Year round
UIC Children's Center II (West side of campus)	All		No	2yrs9mos-5yrs	8:15am-5:15pm	Year round
Univ. Kentucky - Lexington (1) - Peer						
Woodland Early Learning Center	All	150	Yes	6wks-5yrs	6:30am-6:30pm	Year round
Univ. New Mexico - Albuquerque - Peer						
Children's Campus	All		Yes	6wks-5yrs	7:30am-5:30pm	Year round
Child Care Access Means Parents in School - Drop-in Care	Students				7:30am-9:15pm	Academic Year
Univ. South Florida (2) - Tampa - Peer						
USF Family Center	All	135	Yes	Infant-Toddler	7:00am-6:00pm	Year round
USF Preschool for Creative Learning	All		No	2 yrs-5yrs	7:30am-6:00pm	
Univ. Utah - Salt Lake City (9) - Peer						
ASUU Student Child Care Program	Students	135	No	12mos-5yrs	7:15am-9:15pm M-TR; FR until 6pm	Year round
BioKids	All	30	Yes	6wks-5yrs	8:00am-6:00pm	Year round
Bright Horizons Child Development Center	All	78	Yes	6wks-5yrs	7:00am-6:00pm	Year round
Early Childhood Education Center	Students	74	No	2yrs-8yrs	7:00am-6:00pm	Year round
Univeristy Kids	All	131	Yes	6wks-6yrs	7:00am-6:00pm	Year round
Child and Family Development Center	Students	18-24/class	No	2yrs-6yrs	8:30am-11:30am	Year round
Fine Arts Preschool & Creative Dance	All	45	NO	2 yrs-5yrs	9:00am-12:00pm	M/W/F; Seasonal
University Head Start	Students	17/class	No	3yrs-4yrs	7:00am-5:30pm	Academic year
Club U	All	varies	No	5yrs-15yrs	varies	Summer only
"PEER" defined for OVCAA @ http://manoa.hawaii.edu/ovcaa/mir/?page=res						

UHM BENCHMARK Institutions:						
Campus Child Care Centers	Eligibility (Stu/Sta/Fcft)	Capacity	Infant	Ages	Hours	Schedule
UC Davis (4) Benchmark						
Early Childhood Lab School	All	82	Yes	6mo-5yrs	7:30am-6:00pm	
Hutchinson Child Development Center	All	112	Yes	Birth-preK	7:30am-6:00pm	
LaRue Park Child Development Center	All		Yes	3mo-5yrs	7:30am-6:00pm	
Russell Park Child Development Center	All		Yes	3mo-5yrs	7:30am-6:00pm	
UC Irvine (6) Benchmark						
Infant Toddler Care	All	62	Yes	3mo-36mo	7:30am-6:00pm	
Verano Preschool	All	25	No	2.5yr-K	9:00am-1:00pm	
Children's Center	All	50	No	2.5yr-K	7:30am-6:00pm	
Early Childhood Education Center	All	92	No	2yr-Kinder	7:30am-6:00pm	year round
Extended Day Center	All	45	No	5yr-12yrs	7:30am-6:00pm	
University Montessori School	All	200	Yes	3mo-1st grade	7:00am-6:00pm	
University of Washington (4) Benchmark						
Children's Center at West Campus	Fac/Sta		Yes	6wks-5yrs	7:30am-6:00pm	Year Round
Radfort Court	Students		Yes	6wks-5yrs	7:30am-6:00pm	Year Round
Laurel Village	Students		Yes	6wks-5yrs	7:30am-6:00pm	Year Round
The Cottage School at Harbor View	Fac/Sta		Yes	4wks-5yrs	7:30am-6:00pm	Year Round
"Benchmark" defined for OVCAA @ http://manoa.hawaii.edu/ovcaa/mir/?page=res						

Campus Child Care Centers	Eligibility	Capacity	Infant Care	Ages	Hours	Schedule	Rates: (Infant)	Toddler	Preschool	Hourly Rate	Additional F
OTHER Institutions:											
UC Los Angeles (UCLA) (3)	All		Yes	2mo-Kinder	7:30am-5:30pm	Year Round	1550	1495	1225		\$50 Application
Early Care and Education		25	Yes	2mo-Preschool	7:30am-5:30pm	year round	1550	1495	1225		
University Parents Nursery School	All	80	No	2yr-5yr	7:30am-5:30pm	year round	-	789	789		
UV Kindergarten			No		7:30am-5:30pm	year round	1550	1495	1225		
UC San Diego (1)	All		Yes		7:30am-6pm						
Early Childhood Education Center	All		Yes	3mo-6yr	7:30am-6pm	Year Round	\$1310 (3-12mo); \$1260 (6-12mo)	1100	1000		Rates higher for
UC San Francisco (4)	All	335	Yes	6wks-5yr	6:30am-6:00pm	Year Round	1810	\$1365 (3-5yr);	\$1365 (3-5yr);	\$1530 (2yr)	
Marilyn Reed Lucia Child Care Study Center	All	72	Yes	6wks-5yr	6:30am-6:00pm	Year Round	1810	\$1365 (3-5yr)	\$1365 (3-5yr);	\$1530 (2yr)	
Kirkham Child Care Center	All	72	No	2yr-5yr	6:30am-6:00pm	Year Round	-	\$1365 (3-5yr)	\$1365 (3-5yr);	\$1530 (2yr)	
University Child Care Center Laurel Heights	All	111	Yes	3mo-5yr	6:30am-6:00pm	Year Round	1810	\$1365 (3-5yr)	\$1365 (3-5yr);	\$1530 (2yr)	
University Child Care Center Mission Bay	All	80	Yes	3mo-5yr	6:30am-6:00pm	Year Round	1810	\$1365 (3-5yr)	\$1365 (3-5yr);	\$1530 (2yr)	
UC Santa Barbara (4)	All		Yes	3mo-14yr	7:30am-5:30pm	Year Round					
Orfalea Family Children's Center	All	208	Yes	3mo-3yr	7:30am-5:30pm	year round	\$665 (Stu); \$1135 (Fac)	\$595 (Stu); \$645 (Stu);	\$840 (Fac/Sta)		
UCSB After School Program	All	90	No	Kinder-8th grade	7:30am-5:30pm	DOE calendar					
UCSB Summer Recreation Program	All	varies	No		7:30am-5:30pm	Summer only					
Summer Day Camp	All	varies	No	5yr-14yr	7:30am-5:30pm	Summer only					
Isla Vista Children's Center	All	65	Yes	2-6yr	6:45pm-5:45pm						
University of Nevada-Las Vegas											
CSUN Preschool	All	400	Yes	6wks-5yr	7:00am-6:00pm	academic year	\$780 (Stu); \$860 (Fac)	\$680 (Stu); \$760 (Stu);	\$5 extra hours		
University of Wisconsin-Madison (10)											
Bernie's Place	All	36	No	20mo-6yr	7:00-5:45pm	year round					
The Hourly Center (Chicken Soup)	All	-	Yes	6wks-12yr			\$10/hr	\$9/hr	\$9/hr		
Mildly Ill Child Care Center (Chicken Soup)	All	-	Yes	6wks-12yr			\$60 half day; \$100 full	\$60 half day; \$100 full	\$50 half day; \$85 full day		
Game Day Care (Chicken Soup)	All		Yes	6wks-12yr	10:00am-6:00pm	seasonal					
Eagle's Wing	All		No	18mo-12yr	7:00am-5:15pm	year round					
Little Chicks Learning Academy	All		Yes								
University Houses Preschool	Fac/Sta	30-40 families	No	2.6yr-Kinder		academic year		1344	1344		Fees vary
Linden Drive Preschool Lab	All		No	24mo-6yr	7:30am-5:30pm	academic year/summer program		242.75	226		
Mineral Point Road Preschool Lab	All		Yes	6wks-6yr	7:30am-5:30pm	academic year	360.25	242.75	226		
Waisman Early Learning Program	All	100	Yes	12mo-6yr	7:30am-5:30pm	year round	1500	1250	1215		
University of Mass-Boston											
Early Learning Center/Childcare	All	61	No	15mo-6yr	7:30am-5:30pm	year round	-	Sliding fee scale	Sliding fee scale		
City University of New York (CUNY) 19 Campus Sites											
City College-Development Center	Sudents	2400 All Uni	No	2+	7:45am-5:30pm	year round		\$55/wk; \$10/3hrs (evening);	\$45/wk (summer)		
School of Law	All		Yes	under2-above	9:00am-5:00pm	academic year	\$20/day; \$400/mo	\$15/day; \$300/mo			
Graduate Center-Child Development & Learning	Students	limited	No	2.5yr-6yr	9:00am-5:30pm	academic year					
University of Texas - Austin (2)											
San Jacinto Child Development Center	All		Yes	6wks-5yr	7:15am-6:00pm		Sliding fee scale (max \$780)	Sliding fee scale (max \$780)	Sliding fee scale (max \$780)	\$45 enrollment	
Comal Child Development Center	All		Yes	6wks-5yr	7:15am-6:00pm		Sliding fee scale (max \$780)	Sliding fee scale (max \$780)	Sliding fee scale (max \$780)	\$45 enrollment	


[» Backup Care Login](#)
[» Request Information](#)

[» Pay Tuition Online](#)


Current Employer Partnerships

- » Aflac
- » CACI
- » Cal State San Marcos
- » City of Monterey
- » City of Mountain View
- » City of Palo Alto
- » Clif Bar & Company
- » Daimler Trucks North America
- » EA
- » Genentech
- » General Services Administration
- » HUD
- » Horizon BCBSNJ
- » Oracle
- » Palo Alto Medical Foundation
- » Pixar
- » Salesforce.com
- » CCLC at School Street
- » **Stanford University**
 - » Registration & Costs
 - » **Priority Access**
- » UCAR
- » Venetian
- » Yahoo!
- » Capitol City
- » Danaher Corporation
- » North Belt
- » White Oak Wonders Child Care Center

Stanford Family Priority Access

Are you interested in placing your child in a high quality childcare program? Have you had difficulty finding space for your child and are on a waiting list? As an employee you will have **priority access** to other CCLC centers spaces that are open to the community, these are located in Atherton, Burlingame, Stanford, Los Altos, Palo Alto, Redwood Shores and Sunnyvale. Stanford employees have the ability to enroll in the program before community families.

CCLC operates accredited NAEYC (National Association for the Education of Young Children) programs throughout the Peninsula, South Bay and East Bay. Our centers offer low teacher-to-child ratios and high-quality environments to meet your child's needs.

Please visit the links on the left to learn more about what Stanford and CCLC will offer employees. After reading the following information, if you have any questions e-mail us at stanford@cclc.com or contact Cindy O'Mara at (888) 552-2288.

Find a Center

CCLC provides high-quality early childhood education and child care programs to families across the country. To locate a child development center, start by selecting a state below.

Select a state:

This provides only an ESTIMATE of DHS Childcare Assistance ~ (2011 FPL)

Find your Family Size (columns F-J); Income level is Gross Monthly income (Before Taxes)

To automatically calculate your estimated payments, TYPE IN THE **ORANGE BOX** (below).

ENTER THE MAX REIMBURSEMENT RATE* (bottom of page) OR YOUR MONTHLY TUITION (whichever \$ amount is smaller)

MAX or Tuition: \$ 710.00

% of Federal Poverty Level (FPL)	Family Co-Pay %	Family Co-Pay	Estimated DHS/Childcare Assistance	Family size 2 Eligible Income Range	Family size 3 Eligible Income Range	Family size 4 Eligible Income Range	Family size 5 Eligible Income Range	Family size 6 Eligible Income Range
0-50%	0%	0	710	0-705	0-887	0-1070	0-1253	0-1436
50-70%	10%	\$71	639	\$706-\$986	888-1242	1071-1498	1254-1754	1437-2010
70-100%	20%	\$142	568	987-1409	1243-1775	1499-2141	1755-2507	2011-2873
100-110%	30%	\$213	497	1410-1550	1776-1952	2142-2355	2508-2757	2874-3160
110-125%	40%	\$284	426	1551-1761	1953-2219	2356-2676	2758-3134	3161-3591
125%-150%	50%	\$355	355	1762-2114	2220-2663	2677-3212	3135-3761	3592-4310
150%-160%	60%	\$426	284	2115-2255	2264-2840	3213-3426	3762-4011	4311-4597
160% 175%	70%	\$497	213	2256-2466	2841-3108	3427-3747	4012-4388	4598-5028
175% -200%	80%	\$568	142	2467-2819	3109-3551	3748-4283	4389-5015	5029-5747
200% - limit	90%	\$639	71	2820-3524	3552-4439	4284-4439	5016-6269	5748-7184

*****Please note that this chart is just an estimate. Many factors determine eligibility*****

Estimated DHS assistance is based on 96 hours/ month of work activity.

For two-parent households DHS counts only overlapping hours of work activity of both parents (e.g. both working 9-4, M-F).

If tuition **exceeds** the maximum reimburseable rate, enter the maximum reimburseable rate (from below) in the orange box NOT the tuition amount.... Then remember to add the difference to estimate your total payment.

***MAX REIMBURSEMENT RATES:**

Center-Based (CB) Infant Toddler	\$1,395
Accredited NAEYC/NECPA CB	\$710
Licensed CB or Group Child Care Home	\$675
Licensed Family Child Care (FCC) Infant Toddler	\$650
Licensed FCC Home	\$600
License-Exempt Infant Toddler	\$400
Licensed-Exempt ...	\$350
Licensed Before / After School	\$155
Licensed-Exempt Before/ After School	\$60

Column A is Corresponding Fed Poverty Level (FPL %)

**HEADCOUNT ENROLLMENT OF CREDIT STUDENTS, BY CAMPUS
UNIVERSITY OF HAWAI'I
SPRING 2003 TO 2013**

SPRING SEMESTER	TOTAL		UH MĀNOA		UH HILO		UH WEST O'AHU		UH COMMUNITY COLLEGES															
	No.	%Chg	No.	%Chg	No.	%Chg	No.	%Chg	SUBTOTAL		Hawai'i		Honolulu		Kapi'olani		Kaua'i		Leeward		Maui		Windward	
									No.	%Chg	No.	%Chg	No.	%Chg	No.	%Chg	No.	%Chg	No.	%Chg	No.	%Chg	No.	%Chg
2003	45,524	2.4	17,810	4.5	2,881	2.8	792	3.9	24,041	0.9	2,071	2.0	4,237	-3.0	6,641	-3.5	1,120	-0.9	5,496	4.3	2,858	7.7	1,618	7.5
2004	47,104	3.5	18,839	5.8	3,052	5.9	806	1.8	24,407	1.5	2,182	5.4	3,998	-5.6	6,945	4.6	1,090	-2.7	5,691	3.5	2,847	-0.4	1,654	2.2
2005	47,751	1.4	19,389	2.9	3,156	3.4	778	-3.5	24,428	0.1	2,356	8.0	4,053	1.4	6,954	0.1	1,070	-1.8	5,513	-3.1	2,860	0.5	1,622	-1.9
2006	46,398	-2.8	19,218	-0.9	3,267	3.5	784	0.8	23,129	-5.3	2,127	-9.7	3,818	-5.8	6,705	-3.6	981	-8.3	5,269	-4.4	2,624	-8.3	1,605	-1.0
2007	46,401	<0.1	19,090	-0.7	3,258	-0.3	797	1.7	23,256	0.5	2,181	2.5	3,774	-1.2	6,933	3.4	957	-2.4	5,272	0.1	2,577	-1.8	1,562	-2.7
2008	48,093	3.6	18,875	-1.1	3,447	5.8	947	18.8	24,824	6.7	2,486	14.0	3,772	-0.1	7,358	6.1	973	1.7	5,746	9.0	2,798	8.6	1,691	8.3
2009	51,090	6.2	18,972	0.5	3,673	6.6	1,134	19.7	27,311	10.0	2,835	14.0	4,015	6.4	7,879	7.1	1,110	14.1	6,258	8.9	3,372	20.5	1,842	8.9
2010	55,594	8.8	19,429	2.4	3,848	4.8	1,257	10.8	31,060	13.7	3,204	13.0	4,468	11.3	8,656	9.9	1,340	20.7	7,003	11.9	4,091	21.3	2,298	24.8
2011	56,449	1.5	19,361	-0.3	3,941	2.4	1,372	9.1	31,775	2.3	3,497	9.1	4,292	-3.9	8,736	0.9	1,327	-1.0	7,177	2.5	4,313	5.4	2,433	5.9
2012	56,490	0.1	19,315	-0.2	4,011	1.8	1,575	14.8	31,589	-0.6	3,545	1.4	4,253	-0.9	8,355	-4.4	1,319	-0.6	7,249	1.0	4,307	-0.1	2,561	5.3
2013	55,344	-2.0	19,243	-0.4	3,907	-2.6	1,909	21.2	30,285	-4.1	3,208	-9.5	4,091	-3.8	7,945	-4.9	1,362	3.3	7,217	-0.4	3,968	-7.9	2,494	-2.6

Note: Counts include special students for all years.

Resources/Suggested Reading

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