
HMA

HEALTH MANAGEMENT ASSOCIATES

2024 Arizona Child Care Market Rate Survey

– PREPARED FOR –

ARIZONA DEPARTMENT OF ECONOMIC SECURITY
DIVISION OF CHILD CARE

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Research and Consulting in the Fields of Health and Human Services Policy, Health Economics and Finance, Program Evaluation, Data Analysis, and Health System Restructuring

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Summary

The Arizona Department of Economic Security’s (DES) Division of Child Care (DCC) provides child care subsidies to eligible families through its child care assistance program. Arizona’s child care assistance program is primarily funded by the federal Child Care and Development Fund (CCDF), which requires states to set payment rates based on a market rate survey of child care providers or an approved alternative methodology, such as a cost estimation model. DES contracted with the Burns & Associates division of Health Management Associates (HMA-Burns) to conduct the 2024 Arizona Child Care Market Rate Survey (MRS).

The 2024 MRS was designed to:

- Capture the rates providers charge to families who pay for care out-of-pocket by age level and attendance frequency (including full-time, part-time, and before/ after school rate variations).
- Identify common payment and billing practices.
- Measure participation in the child care assistance program and identify barriers providers face in participating.
- Measure the extent to which providers deliver care during non-traditional hours, such as nights and weekends.
- Measure key program cost drivers, such as the payroll costs for teaching staff, to inform revisions to the 2020-2021 cost estimation models developed by HMA-Burns on behalf of DES and Arizona First Things First.

The CCDF requires the MRS or approved alternative methodology to ensure the MRS or alternate methodology reflects variations by provider type, geographic location, and age of child served. Figure 1 reports the median full-time rates reported by providers in the 2024 MRS by provider type and district.

Figure 1: 2024 Median Full-Time Daily Rates by Provider Type, District, and Child’s Age

	State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Child Care Centers							
Infants (Under 1)	\$61.40	\$64.02	\$61.90	\$45.50	\$42.50	\$50.00	\$54.00
Toddlers (1-2 years)	\$51.50	\$54.00	\$47.35	\$44.95	\$37.50	\$49.20	\$45.20
Preschoolers (3-5 years)	\$44.92	\$47.29	\$41.33	\$38.00	\$35.00	\$40.00	\$34.77
School Aged	\$40.00	\$43.00	\$38.00	\$36.00	\$36.00	\$40.00	\$36.00
Public Schools							
Infants (Under 1)	\$38.50	\$45.00	\$44.50	\$35.00	\$30.00	\$49.50	\$30.00
Toddlers (1-2 years)	\$40.00	\$42.15	\$46.00	\$38.57	\$28.50	\$41.50	\$30.00

	State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Preschoolers (3-5 years)	\$36.57	\$36.57	\$34.00	\$30.00	\$36.00	\$30.48	\$25.00
School Aged	\$45.00	\$46.00	\$37.80	\$45.00	\$33.60	\$39.00	\$34.69
Small Group Homes							
Infants (Under 1)	\$42.00	\$40.00	\$45.00	\$35.00	\$40.00	\$50.00	\$42.50
Toddlers (1-2 years)	\$40.00	\$40.00	\$40.00	\$32.00	\$39.00	\$45.00	\$40.00
Preschoolers (3-5 years)	\$40.00	\$40.00	\$40.00	\$32.00	\$38.00	\$40.00	\$38.33
School Aged	\$40.00	\$35.00	\$45.00	\$40.00	\$35.00	\$36.50	\$40.00
Certified Family Homes							
Infants (Under 1)	\$35.00	\$42.50	\$37.50	\$28.00	\$26.50	\$55.00	\$35.00
Toddlers (1-2 years)	\$35.00	\$38.75	\$35.00	\$28.00	\$30.00	\$47.50	\$35.00
Preschoolers (3-5 years)	\$33.33	\$33.33	\$31.67	\$29.00	\$26.83	\$40.00	\$32.50
School Aged	\$30.00	\$35.00	\$30.00	\$28.00	\$25.00	\$40.00	\$30.00

Current child care assistance payment rates are based on the 75th percentile rates of the 2022 MRS for infants and the 75th percentile rates of the 2018 MRS for all other age groups. Given the time that has elapsed since the 2018 and 2022 MRS, the current child care assistance payment rates generally fall below rates reported in the 2024 MRS. For example, the payment rates for child care centers would rank in the 57th percentile for infants, 34th percentile for toddlers, 39th percentile for preschoolers, and 29th percentile for school-aged children.

In addition to measuring and reporting current market rates charged by providers to private paying families, CCDF regulations require states to estimate the costs providers incur in adhering to state health and safety regulations as well as the costs of higher-quality care based on a quality rating and improvement system (QRIS) or other quality indicator system. HMA-Burns previously contracted with Arizona First Things First (FTF) which administers Arizona's QRIS (Quality First) and DES in 2020-2021 to establish cost estimation models. The 2024 MRS was used, in part, to capture current information about key cost drivers to inform revisions to the cost estimation models. Figure 2 reports the estimated cost of complying with the health and safety requirements of licensing and certification rules, while Figure 3 reports the estimated cost of implementing higher quality standards through the Quality First rating structure.

Figure 2: Health and Safety Cost Model Estimates by Provider Type and Child's Age

Age Level	Per Child per Month Cost Estimates		
	Child Care Centers	Public Schools	Small Group Homes
Infants (Under 1)	\$1,723	\$2,276	\$1,277
1-Year Olds	\$1,512	\$1,980	\$1,277
2-Year Olds	\$1,263	\$1,756	\$1,277
3-Year Olds	\$899	\$1,203	\$1,277
4-Year Olds	\$822	\$1,085	\$1,277
5-Year Olds/ School Aged	\$696	\$893	\$1,277

Figure 3: Quality First Cost Model Estimates by Provider Type, Quality First Rating, and Child's Age

Provider Type	Per Child per Month Cost Estimates			
	2-Stars	3-Stars	4-Stars	5-Stars
Child Care Centers				
Infants (Under 1)	\$2,138	\$2,304	\$2,533	\$2,808
Toddlers (1-2 years)	\$1,441	\$1,545	\$1,686	\$1,855
Preschoolers (3-5 years)	\$1,121	\$1,199	\$1,301	\$1,422
School Aged	\$1,043	\$1,113	\$1,205	\$1,314
Public Schools				
Infants (Under 1)	\$2,687	\$2,910	\$3,431	\$3,834
Toddlers (1-2 years)	\$1,779	\$1,918	\$2,239	\$2,487
Preschoolers (3-5 years)	\$1,365	\$1,468	\$1,699	\$1,879
School Aged	\$1,262	\$1,355	\$1,564	\$1,725
Small Group Homes				
Infants (Under 1)	\$1,647	\$1,784	\$1,791	\$1,917
Toddlers (1-2 years)	\$1,647	\$1,784	\$1,791	\$1,917
Preschoolers (3-5 years)	\$1,361	\$1,471	\$1,477	\$1,578
School Aged	\$1,361	\$1,471	\$1,477	\$1,578

As these figures show:

- Cost estimates at all levels of quality decrease as the age of the child increases, primarily due to lower teacher-to-child ratios at younger age levels.
- Public school cost estimates are higher than cost estimates for child care centers and small group homes due to higher assumed wage and benefit costs for teaching staff.

- Health and safety cost estimates for small group homes do not differ by age level served as the models assume the same group sizes across age groups, while estimates for higher levels of quality differentiate between infant and toddler care and preschooler and school aged care due to smaller assumed group sizes for younger children.

Other notable findings from the 2024 MRS include:

- 79 percent of centers and 83 percent of small group homes responding to the 2024 MRS reported participation in the child care assistance program.
- Statewide market rates for child care centers (serving the majority of regulated slots in the state) increased by an average of 18.1 percent for infants, 11.5 percent for toddlers, 12.3 percent for preschoolers, and 17.6 percent for school-aged children since the 2022 MRS.
- Care provided during non-traditional times (such as nights and weekends) is generally unavailable through center-based providers, and although home-based providers are much more likely to offer care during non-traditional times, they represent less than 2 percent of the overall regulated market in Arizona.
- Among child care centers that do not participate in the child care assistance program, nearly half reported an insufficient demand for subsidy-based slots or that enrollment is already full with private pay.
- Most center-based providers require private pay families to pay for child care before services are delivered and most providers require families to pay for scheduled attendance when a child is absent from their program.
- Most teaching staff do not have access to or participate in a health insurance plan through their employer, while nearly a third of home-based providers reported that they do not have health insurance of any kind.

Introduction

Reliable access to affordable and high quality child care is linked to improved cognitive, behavioral, and socio-emotional development among children while facilitating parental employment and educational attainment that leads to improved family income.¹ However, formal child care can cost hundreds of dollars per week, making it unaffordable to many families without access to financial assistance. The federal Child Care and Development Fund (CCDF) provides funding to states, tribes, and territories to support eligible families in paying for child care through child care subsidies. The CCDF delineates several purposes, including:²

- Maximizing parental choice of a broad range of child care programs, including center and home-based care.
- Improving the quality and supply of child care services that meet each state's health and safety regulations while promoting healthy child development and economic stability of families.
- Coordinating planning and delivery of services across federal, state, tribal, and local jurisdictions.
- Supporting continuity of child care services for families and enabling parents and caregivers to participate in education, training, and employment opportunities.

The Arizona Department of Economic Security's (DES) Division of Child Care (DCC) administers child care subsidies through the child care assistance program. States have flexibility in establishing eligibility criteria for child care assistance. In Arizona, families must meet one or more of the following eligibility criteria:³

- Household income below 165% of the federal poverty level
- Be a teen parent enrolled in school, a GED program, English for speakers of other languages (ESOL) program, or remedial education program
- Reside in a homeless or domestic violence shelter
- Have an inability to care for children due to physical/ mental/ or emotional conditions, or due to court-ordered community service or participation in a drug treatment program
- Receive Cash Assistance and be employed or enrolled in the Grant Diversion program
- Be referred through the TANF Jobs Program, Department of Child Safety (DCS), or a tribal child welfare program
- Require transitional child care as a former Cash Assistance participant who needs child care assistance for employment.

CCDF regulations require states to set subsidy payment rates based on either a recent market rate survey that measures current child care prices or a pre-approved alternative methodology, such as a cost estimation model. States must conduct a narrow cost analysis to estimate the cost of providing child care that meets health and safety requirements as well as higher-quality care. As part of these efforts, states must demonstrate:

- How a choice of a full range of providers is made available.
- Barriers providers experience in participating in the state's child care subsidy program.
- How payment rates enable providers to support health, safety, quality, and staffing requirements.
- How the state accounted for the cost of higher quality child care, generally based on the state's quality rating and improvement system (QRIS) requirements and standards.
- The factors the state utilizes to differentiate payment rates (e.g., on the basis of quality).

DES contracted with the Burns & Associates division of Health Management Associates (HMA-Burns) to conduct the 2024 Arizona Child Care Market Rate Survey (MRS). Established in 1985, HMA is a leading independent research and consulting firm providing technical and analytical services related to publicly funded healthcare and human services in the United States. Since its inception, HMA has focused on providing meaningful help grounded in real-world experience to policymakers, providers, health plans, foundations, community-based organizations, and communities that serve populations that depend on publicly funded services. HMA acquired Burns & Associates, Inc., a Phoenix-based consultancy focused on supporting state health and human services agencies, in September 2020. HMA-Burns also assisted DES in completing the 2018 and 2022 Arizona Child Care Market Rate Surveys.

Regulated Child Care in Arizona

Arizona licenses or certifies three types of child care providers:

- **Child care facilities** regularly provide care to five or more children and are licensed by the Arizona Department of Health Services (ADHS).⁴ Child care facilities include public schools (referred to as 'public schools' throughout this report) and other settings (referred to as 'child care centers' throughout this report).
- **Child care small group homes** (referred to as small group homes throughout this report) are home-based providers certified by ADHS to care for up to 10 children at a time.⁵
- **Certified family homes** are home-based providers certified by DES to care for up to four children at a time.⁶

HMA-Burns compiled licensing and certification rosters from ADHS and DES to identify all regulated providers and their approved capacities as of April 2024, which served as the basis for the contact population used in the 2024 MRS. Figure 4 reports the results.

Figure 4: Licensed and Certified Providers in Arizona as of April 2024

Provider Type	Number of Providers ⁷	Percent of Total Providers	Approved Capacity	Percent of Approved Capacity
Child care Centers	1,620	58.3%	181,528	65.9%
Public Schools	673	24.2%	90,361	32.8%
Small Group Homes	292	10.5%	2,839	1.0%
Certified Family Homes	194	7.0%	758	0.3%
Total Providers	2,779		275,486	

As the table shows, child care facilities (child care centers and public schools) account for nearly 99 percent of all regulated slots in the state. Child care centers represent nearly two-thirds of all regulated slots in Arizona.

Arizona's licensing and certification rules for regulated providers broadly address the qualifications for administrators and teaching staff, facility standards, teacher-to-child ratios, and other requirements to ensure the health and safety of children receiving care. Providers may adopt higher quality standards than required by licensing or certification requirements. For example, providers may participate in a national accreditation program or the state's quality rating and improvement system (QRIS).

Arizona's QRIS is known as Quality First and is administered through Arizona First Things First (FTF). Providers participating in Quality First are assessed and a quality rating is calculated based on an independent observation of the quality of the learning environment and the quality of the teacher/caregiver interactions. Quality First includes a five-star rating system, where providers with 3 or more stars are considered higher quality:

- 1-Star: Rising Star
- 2-Stars: Progressing Star
- 3-Stars: Quality
- 4-Stars: Quality Plus
- 5-Stars: Highest Quality.

As described later in this report, nearly half of all licensed or certified providers in Arizona participate in Quality First with at least a 2-Star rating. Among those providers with a public rating, 90.7 percent have achieved a rating of 3-Stars or higher. In addition, among providers participating in the 2024 MRS:

- 27.7 percent of child care centers and 9.4 percent of public school programs are nationally accredited.
- 18.7 percent of small group homes and 35.0 percent of certified family homes are nationally accredited.

- 42.3 percent of small group homes and 29.5 percent of certified family homes reported having obtained a Child Development Associate (CDA).
- 13.2 percent of small group homes and 14.7 percent of certified family homes reported holding both a national accreditation and a CDA.

Methodology

The 2024 child care market rate survey was designed to comply with federal requirements, facilitate broad participation among regulated providers in Arizona, and produce meaningful results to support Arizona’s child care policy decision making.

Survey Design

The development of the 2024 MRS instruments included input from multiple stakeholders. An initial meeting with leadership from DCC and Arizona First Things First was held on December 18, 2023 to discuss priorities for the 2024 MRS and to evaluate the 2022 MRS instrument for potential changes. Based on that discussion and a review of recent survey tools in six other states, HMA-Burns developed draft surveys. Due to differences in program requirements and operations, separate instruments were developed for center-based providers and home-based providers.

HMA-Burns presented the draft survey instruments to a select group of center-based providers on February 29, 2024 and to a small group of home-based providers on March 7, 2024. Following the meetings, participants were sent an electronic copy of the draft survey instruments and were encouraged to send any additional written feedback. HMA-Burns used this input to revise the draft surveys. DCC leadership collaborated with multiple Arizona-based child care advocacy groups to further refine the survey. The final survey instruments included the following major components (see Attachments A and B for the English versions of the center and home-based survey instruments, respectively):

- **Contact Information and Provider Background.** The survey requested the provider’s name and licensing or certification number as well as the provider’s organizational structure (for-profit or non-profit), the site’s affiliation with faith-based organizations or tribal entities, and whether the site administers a Head Start or Early Head Start program.
- **Quality Indicators:** Providers were asked if they participate in Quality First and if they hold a national accreditation.
- **Private Pay Rates and Payment and Discount Policies.** Providers were asked to report their full-time and part-time rates for each age group served, as well as before and after school rates, if offered. The survey also requested information about the site’s payment policies, including the timing of billing, discounts offered to families (such as discounts for enrolling siblings and discounts for first responders), and whether the site charges for days when a child is absent.

- **DES Child Care Assistance Program Participation.** Providers were asked to report whether they participate in the child care assistance program, the proportion of the site's current enrollment using child care assistance, and any noted barriers to participation for providers reporting they do not accept subsidies.
- **Classroom Composition.** Center-based providers were asked to report the number of classrooms operated at each site, the age group served in each classroom, and the number of teachers and children in the classroom at peak times on an average day.
- **Operating Schedule.** The survey requested the months of the year the site operates, the days of the week services are delivered, and hours of operation.
- **Provision of Specialized Care:** Providers were asked to report whether they offer drop-in care, or if they offer services during non-traditional times, such as weekends, after hours, or overnight. Providers were also asked to report the proportion of their current enrollment who have special needs⁸ and whether they provide additional supports to children with special needs.
- **Provider Staffing and Key Service Costs.** The survey included a series of questions to inform revisions to a 2020-2021 cost modeling effort led by HMA-Burns in collaboration with Arizona First Things First and DES. The survey requested information about key cost drivers, including average wages paid to teaching staff, benefits provided to staff, and facility-related costs.

The final surveys were translated to Spanish and programmed into an online survey collection tool.

Survey Administration and Response Rates

DCC sent a notification to all regulated providers with a valid email address on April 8, 2024, advising them that the MRS would be distributed by HMA-Burns the next day. To encourage participation in the online survey:

- Three drawings for cash cards of \$600, \$300, and \$100 were conducted for providers completing the survey by May 7th, 2024.
- HMA-Burns distributed weekly reminders to non-responsive providers.
- Child care partner organizations requested providers within their networks to complete the survey. HMA-Burns performed additional outreach to center-based providers that operate multiple sites to offer an alternative Excel-based survey that mirrored the online survey but allowed multiple sites to be reported within the same document.

On May 6, 2024, HMA-Burns began calling providers that had not yet completed the survey. The phone-based survey was more limited than the full online survey, focusing only on rates, select provider payment policies, and accreditation status. Phone surveyors asked providers that participated in the limited phone survey to complete the remaining survey through the online link. The survey collection concluded on May 28, 2024.

Federal guidance recommends states reach an overall survey response rate of at least 65 percent to ensure results are based on a statistically valid sample size.⁹ As Figure 5 demonstrates, the overall participation rate in the 2024 MRS was 67.6 percent.

Figure 5: Survey Response Rates

Provider Type	Number of Providers	Participating Providers	Participation Rate
Child Care Centers	1,620	1,171	72.3%
Public Schools	673	339	50.4%
Small Group Homes	292	219	75.0%
Certified Family Homes	194	150	77.3%
Total Providers	2,779	1,879	67.6%

Market Rate Determination Methodology

Survey responses were compiled in a single database for analysis. Duplicate surveys and surveys with limited responses to questions (such as providers reporting only their license number and organizational structure) were removed and are excluded from the response rates reported in Figure 5 above.

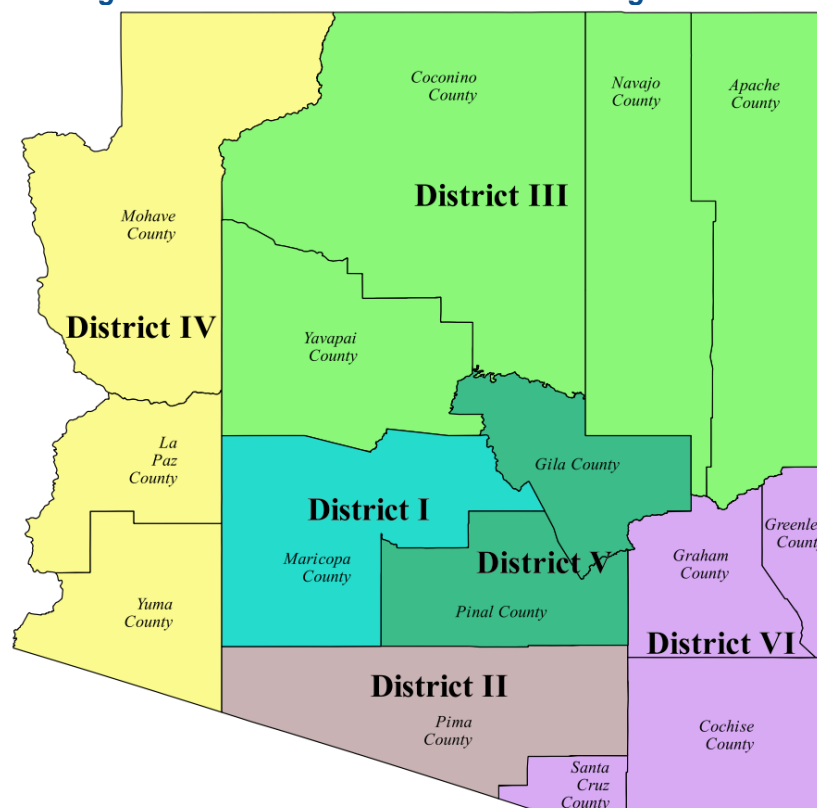
Nearly three quarters of all center-based private pay rates are based on a weekly or monthly billing unit (including 44 percent billed weekly and 30 percent billed monthly) based on the results of the 2024 MRS. However, the DES child care assistance program pays providers based on a daily rate. HMA-Burns therefore converted reported hourly, weekly, monthly, or annual rates to daily rates by making the following adjustments:

- Full-time hourly rates were multiplied by nine and part-time hourly rates were multiplied by 4.5.
- Weekly rates were divided by five.
- Monthly rates were divided by 21 (the average number of business days in a month).
- Annual rates were divided by the number of months in the year the site is open to estimate the effective monthly rate and then divided by 21.

Providers were asked to report rates separately for infants, 1-year olds, 2-year olds, 3-year olds, 4-year olds, 5-year olds not yet enrolled in kindergarten or a higher grade, and school-aged children (enrolled in kindergarten or a higher grade level). To align reported rates with DES' child care assistance payment structure, rates for 1 and 2-year olds were averaged to estimate rates for toddlers, and reported rates for 3, 4, and 5-year olds who are not yet enrolled in kindergarten or a higher grade were averaged to estimate rates for preschoolers. After making these adjustments, HMA-Burns calculated market rates at the 25th, 50th, 60th, and 75th percentiles based on the following factors:

- **Provider type.** Rates were measured separately for child care centers, public school programs, small group homes, and certified family homes.
- **Age grouping.** Rates are reported by the age groupings reflected in the child care assistance reimbursement structure: infants (under 1 year), toddlers (1-2 years), preschoolers (3-5 years), and school-aged children who are enrolled in kindergarten or a higher grade.
- **Attendance frequency.** Providers reported rates for part and full-time attendance, as applicable to their programs. Rates were also measured for before and after school care programs for all provider types.
- **Level of quality.** Rate variations by Quality First rating and accreditation status were measured to evaluate differences.
- **District.** Although current child care assistance payment rates do not vary by region, DES organizes the state into six county-based districts for planning purposes (see Figure 6). Consistent with past market rate surveys, these districts were used to evaluate geographic differences in market rates across Arizona.

Figure 6: Child Care Assistance Planning Districts



HMA-Burns and DCC considered weighting reported rates based on providers' reported service levels or approved capacity, which would effectively calculate market rates on a per-slot basis. However, weighting based on reported service levels would exclude the approximately one-third of providers that did not report this information. Weighting rates by approved capacity could skew the calculated rates because capacity does not necessarily translate to available slots.

That is, a provider could choose to enroll fewer children than they are permitted. More significantly, providers are not generally licensed or certified for individual age groups so the number of slots available for a given age group (or even whether a provider serves a given age group) is unknown. Thus, consistent with the approach taken in the 2018 and 2022 market rate surveys, rates were calculated without weighting, meaning that the market rates are calculated on a per-provider basis.

Characteristics and Availability of Child Care in Arizona

Since the 2022 MRS, the number of regulated providers has increased by 3.4 percent and approved capacity has increased by 5.9 percent, as shown in Figure 7. Small group homes experienced the most growth, increasing more than 23 percent. Conversely, the number of certified family homes declined by 11.8 percent, from 210 to 194 providers.

**Figure 7: Change in Provider Counts and Approved Capacity
Between the 2022 and 2024 MRS Cycles**

Provider Type	Provider Counts				Approved Capacity			
	2022	2024	Change	Pct. Change	2022	2024	Change	Pct. Change
Child Care Centers	1,570	1,620	50	3.2%	172,161	181,528	9,367	5.4%
Public Schools	670	673	3	0.4%	84,858	90,361	5,503	6.5%
Small Group Homes	237	292	55	23.2%	2,291	2,839	548	23.9%
Cert. Family Homes	210	194	(16)	(7.6%)	859	758	(101)	(11.8%)
Totals	2,687	2,779	92	3.4%	260,169	275,486	15,317	5.9%

The center-based survey requested that providers report the number of classrooms at each site and the age groups served in each classroom. Of the 787 child care centers and 205 public school programs that reported classroom details:

- 49.3 percent of child care centers and 93.2 percent of public schools did not report slots for infant care.
- 57.1 percent of child care centers and 54.6 percent of public school programs did not report slots for school aged children.

Figure 8 reports the distribution of reported classrooms by age group served.

Figure 8: Proportion of Reported Classrooms by Age Level Served Among Child Care Centers and Public School Programs (Statewide and by District)

	State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Child Care Centers							
Infants	11.0%	11.5%	10.1%	8.6%	10.3%	10.0%	10.7%
Infants+Toddlers	1.0%	1.1%	0.8%	1.4%	0.5%	0.8%	1.2%
Toddlers	31.3%	33.4%	26.0%	24.0%	29.0%	26.9%	29.8%
Toddlers+Preschoolers	4.1%	3.6%	4.2%	8.1%	4.7%	5.4%	4.8%
Preschoolers	39.6%	38.4%	40.5%	47.1%	41.6%	43.1%	42.9%
School Aged	10.8%	10.1%	17.2%	7.7%	8.9%	9.2%	6.0%
Multiple Age Groups	2.2%	1.9%	1.2%	3.2%	5.1%	4.6%	4.8%
Public Schools							
Infants	2.6%	0.6%	4.7%	2.5%	8.3%	4.7%	18.2%
Infants+Toddlers	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Toddlers	4.1%	1.1%	10.3%	2.5%	8.3%	7.0%	18.2%
Toddlers+Preschoolers	2.3%	1.1%	1.9%	7.4%	0.0%	0.0%	9.1%
Preschoolers	64.1%	62.9%	62.6%	64.2%	83.3%	79.1%	50.0%
School Aged	24.1%	30.6%	17.8%	23.5%	0.0%	7.0%	0.0%
Multiple Age Groups	2.9%	3.7%	2.8%	0.0%	0.0%	2.3%	4.5%

As the table shows, about 12 percent of classrooms operated by child care centers serve infants compared to only 2.6 percent of classrooms operated by public school programs. Public schools devote 64.1 percent of their classrooms to preschoolers compared to 39.6 percent of child care center classrooms.

Providers were asked to report the months in which they delivered child care and the hours of operation for each day of the week. Nearly all home-based providers deliver care year-round, while 75 percent of child care centers and only 17 percent of public school programs operate year-round. Among center-based providers reporting that they do not operate year-round programs, June and July were the most common months for closure.

According to the federal Administration for Children and Families, nearly two-in-five young children require child care during non-traditional hours, while “working families who earn lower incomes, who are Black or Hispanic, or who have lower education levels were the most likely to need non-traditional hour care.”¹⁰ However, only six percent of child care centers and one percent of public school programs offer weekend care. Home-based providers are far more likely to offer weekend care, with 29 percent of small group homes and 42 percent of certified family homes offering care on Saturdays. Care on Sundays is more limited, offered by only 17 percent of small group homes and 22 percent of certified family homes.

Figures 9 and 10 report the proportion of center-based and home-based providers, respectively, reporting that they offer late night, overnight, extended day (care provided to an individual child for more than 12 hours per day), and drop-in services.

Figure 9: Count and Percentage of Center-Based Providers Offering Care During Non-Traditional Times

Type of Care	Child Care Centers				Public Schools			
	Count Responding	Count Offering	Percent Offering	Percent w/ Different Rate	Count Responding	Count Offering	Percent Offering	Percent w/ Different Rate
Late Night Care	788	14	1.8%	0.0%	221	0	0.0%	-
Overnight Care	807	3	0.4%	0.0%	241	0	0.0%	-
Extended Care	807	41	5.1%	43.9%	241	0	0.0%	-
Drop-in Services	848	250	29.5%	66.3%	253	58	22.9%	72.4%

Figure 10: Count and Percentage of Home-Based Providers Offering Care During Non-Traditional Times

Type of Care	Small Group Homes				Certified Family Homes			
	Count Responding	Count Offering	Percent Offering	Percent w/ Different Rate	Count Responding	Count Offering	Percent Offering	Percent w/ Different Rate
Late Night Care	185	48	25.9%	8.3%	121	40	33.1%	7.9%
Overnight Care	185	29	15.7%	10.3%	120	16	13.3%	12.5%
Extended Care	186	43	23.1%	60.5%	119	25	21.0%	36.0%
Drop-in Services	187	72	38.5%	34.7%	121	51	42.1%	12.0%

As these tables show, late and overnight care is generally unavailable in center-based environments. However, more than a quarter of small group homes and about a third of certified family homes offer late night care, and generally do not charge higher rates when compared to their standard rates. Extended care is offered by only five percent of child care centers while more than a fifth of all home-based providers offer extended care. Drop-in services are more likely to be available in home-based environments than in center-based environments.

Overall, home-based providers are an important resource for families in need of care during non-traditional times, but home-based providers comprise less than two percent of overall approved capacity. As a result, families generally do not have access to regulated care during non-traditional hours.

To support high-quality care, the child care assistance program pays enhanced quality rates that are 50 percent higher than the standard reimbursement rates to center-based and home-based providers that have obtained a national accreditation or received a 3-Star or higher rating through Quality First. For certified family homes that have obtained a CDA, the program pays an enhanced quality rate that is 35 percent higher than the standard rate..

Figure 11 reports the distribution of licensed and certified providers by Quality First participation and rating as of April 2024.¹¹

Figure 11: Distribution of Providers by Quality First Participation and Rating¹²

Quality First Rating	Child Care Centers		Public Schools		Small Group Homes		Certified Family Homes	
	Count	Pct. of Total	Count	Pct. of Total	Count	Pct. of Total	Count	Pct. of Total
Not Participating/ Unrated	829	51.2%	336	49.9%	136	46.6%	123	63.4%
2 Stars	104	6.4%	16	2.4%	4	1.4%	2	1.0%
3 Stars	256	15.8%	108	16.0%	48	16.4%	23	11.9%
4 Stars	263	16.2%	129	19.2%	60	20.5%	29	14.9%
5 Stars	168	10.4%	84	12.5%	44	15.1%	17	8.8%

As the table indicates:

- Nearly half of all licensed and certified providers (48.8 percent) participate in Quality First with at least a 2-Star rating while the remaining providers either do not participate in Quality First or participate but do not have a public rating.
- Certified family homes are relatively less likely to participate in Quality First or to have obtained a 3-Star or higher rating than other provider types.
- More than 90 percent of all participating providers with a public Quality First rating have a rating of at least 3 Stars.

Additionally, 27.7 percent of child care centers and 9.4 percent of public school programs participating in the 2024 MRS reported holding a national accreditation. Amongst home-based providers, 18.7 percent of small group homes and 35.0 percent of certified family homes reported holding an accreditation from the National Association for Family Child Care, and 42.3 percent of small group homes and 29.5 percent of certified family homes reported having obtained a Child Development Associate (CDA).

Analysis of Current Market Rates

CCDF regulations require that subsidy payment rates be sufficient to ensure families utilizing child care subsidies have access to child care equal to families that pay for child care out-of-pocket, also referred to as “private pay.” To support this goal, federal guidelines recommend –

but do not require – that subsidy payment rates be set to the 75th percentile of providers' rates for non-subsidized families. However, states have discretion in setting their subsidy payment rates and budget constraints may require states to balance the need to set payment rates that providers will accept with the demand for service. Arizona's current child care assistance payment rates are set at the 75th percentile of the 2022 MRS for infant care and the 75th percentile of the 2018 MRS for all other age groups.¹³

This section reports the 2024 market rates at the 25th, 50th, 60th, and 75th percentiles for each provider type, district, age group served, and attendance frequency (including full-time, part-time, and before/ after school care).

Market Rates for Child Care Centers

Figure 12 reports the full and part-time market rates reported by child care centers statewide and by district.

Figure 12: Child Care Center Daily Market Rates

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Infants (Under 1)								
Full-Time	Respondents	532	384	75	26	21	16	10
	25th percentile	\$50.00	\$55.00	\$47.00	\$42.00	\$36.00	\$41.35	\$48.80
	50th percentile	\$61.40	\$64.02	\$61.90	\$45.50	\$42.50	\$50.00	\$54.00
	60th percentile	\$65.00	\$66.80	\$64.00	\$47.00	\$43.00	\$50.00	\$58.08
	75th percentile	\$70.20	\$72.00	\$67.50	\$52.11	\$50.00	\$59.00	\$62.55
Part-Time	Respondents	275	196	42	14	7	10	6
	25th percentile	\$40.00	\$43.75	\$38.14	\$35.79	\$36.00	\$32.35	\$43.00
	50th percentile	\$49.40	\$52.00	\$43.80	\$40.00	\$42.00	\$40.25	\$47.70
	60th percentile	\$52.40	\$55.00	\$45.34	\$44.03	\$42.60	\$43.00	\$49.40
	75th percentile	\$59.00	\$59.83	\$49.75	\$46.32	\$43.00	\$48.25	\$61.10
Toddlers (1-2 years)								
Full-Time	Respondents	795	541	116	51	42	30	15
	25th percentile	\$42.00	\$46.15	\$40.72	\$36.75	\$34.00	\$40.45	\$35.75
	50th percentile	\$51.50	\$54.00	\$47.35	\$44.95	\$37.50	\$49.20	\$45.20
	60th percentile	\$55.00	\$58.33	\$53.71	\$47.50	\$38.60	\$50.00	\$48.40
	75th percentile	\$61.90	\$63.69	\$59.64	\$52.94	\$41.50	\$55.00	\$50.45
Part-Time	Respondents	508	336	82	36	22	22	10
	25th percentile	\$32.00	\$35.93	\$30.50	\$27.13	\$26.00	\$25.50	\$30.88
	50th percentile	\$40.90	\$44.70	\$37.00	\$35.86	\$30.24	\$33.40	\$37.38

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
	60th percentile	\$44.50	\$47.50	\$40.00	\$39.00	\$32.68	\$34.44	\$40.08
	75th percentile	\$50.00	\$52.41	\$43.88	\$43.37	\$34.75	\$40.50	\$42.90
Preschoolers (3-5 years)								
Full-Time	Respondents	970	629	152	75	49	39	26
	25th percentile	\$36.00	\$40.00	\$36.32	\$31.00	\$32.00	\$33.38	\$24.55
	50th percentile	\$44.92	\$47.29	\$41.33	\$38.00	\$35.00	\$40.00	\$34.77
	60th percentile	\$47.61	\$50.00	\$44.04	\$40.48	\$38.00	\$42.36	\$36.00
	75th percentile	\$53.00	\$56.80	\$49.02	\$47.15	\$40.00	\$50.33	\$44.37
Part-Time	Respondents	632	398	115	48	27	26	18
	25th percentile	\$26.00	\$29.56	\$26.49	\$19.05	\$21.50	\$21.42	\$17.76
	50th percentile	\$35.00	\$37.00	\$33.00	\$30.00	\$29.00	\$27.30	\$29.50
	60th percentile	\$37.17	\$40.00	\$35.00	\$31.19	\$30.29	\$30.71	\$30.53
	75th percentile	\$42.86	\$45.92	\$38.00	\$40.00	\$32.00	\$36.50	\$35.71
School Aged								
Full-Time	Respondents	655	417	119	33	43	30	13
	25th percentile	\$35.00	\$35.20	\$34.00	\$30.00	\$30.00	\$35.00	\$32.38
	50th percentile	\$40.00	\$43.00	\$38.00	\$36.00	\$36.00	\$40.00	\$36.00
	60th percentile	\$45.00	\$45.12	\$38.00	\$39.00	\$38.00	\$40.00	\$37.52
	75th percentile	\$50.00	\$50.00	\$45.12	\$45.00	\$41.50	\$49.25	\$45.00
Part-Time	Respondents	344	212	73	18	16	18	7
	25th percentile	\$24.80	\$25.00	\$24.00	\$24.75	\$23.50	\$18.25	\$24.29
	50th percentile	\$30.00	\$30.76	\$30.95	\$29.50	\$26.00	\$29.80	\$30.00
	60th percentile	\$33.39	\$35.00	\$32.20	\$30.00	\$27.00	\$31.00	\$31.08
	75th percentile	\$39.00	\$40.48	\$38.00	\$34.75	\$30.50	\$35.30	\$33.40

As the figure shows:

- Rates are generally highest in Districts I and II and lowest in District IV.
- Statewide rates are largely a function of rates reported by District I and II (the districts with the most providers), while rates in Districts III through VI have relatively less influence on Statewide averages.
- Median part-time rates at the statewide level average between 75 percent and 81 percent of the corresponding full-time rates.

Figure 13 compares the 2024 market rates for child care centers for each age group and district to the corresponding child care center rates from the 2022 MRS. On average, rates increased between 11.5 percent for toddlers and 18.1 percent for infants since the 2022 MRS. Rate

increases were most significant in District V, with average increases ranging from 19.8 percent for infants to 33.3 percent for school-aged children.

Figure 13: Percentage Change in Child Care Center Full-Time Median Rates Between the 2022 and 2024 Market Rate Surveys

	State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Infants	18.1%	18.5%	23.8%	1.1%	13.3%	19.8%	25.6%
Toddlers	11.5%	10.9%	16.2%	12.4%	10.3%	31.2%	29.3%
Preschoolers	12.3%	12.6%	13.2%	8.6%	12.9%	23.5%	12.4%
School Aged	17.6%	22.9%	11.4%	9.1%	20.0%	33.3%	8.7%

Figure 14 compares the current standard child care assistance reimbursement levels for child care centers to the 50th and 75th percentile rates of the 2024 MRS.

Figure 14: 50th and 75th Percentile Statewide Market Rates for Child Care Centers Compared to Current Standard Reimbursement Rates

	Current Payment Rate	Current Payment Rate as Percentile of 2024 MRS	50 th Percentile Market Rates	Percent Difference	75 th Percentile Market Rates	Percent Difference
Infants (under 1 year)	\$64.15	57 th	\$61.40	4.5%	\$70.20	(8.6%)
Toddlers (1-2 years)	\$46.15	34 th	\$51.50	(10.4%)	\$61.90	(25.4%)
Preschoolers (3-5 years)	\$40.80	39 th	\$44.92	(9.2%)	\$53.00	(23.0%)
School Aged	\$35.00	29 th	\$40.00	(12.5%)	\$50.00	(30.0%)

As the figure shows, the current child care assistance payment rate for infants exceeds the 2024 MRS median rate by 4.5 percent, but all other current child care assistance rates are below the median and 75th percentiles of the 2024 MRS. Current child care assistance payment rates ranged from the 34th percentile of the 2024 market rates for school-aged children to the 57th percentile for infants.

Figure 15 presents the before school, after school, and combined before and after school rates reported by child care centers. Child care centers reported delivering a median of two hours in before school care, three hours in after school care, and four hours in rates that combine before and after school care. Despite the reported differences in before school and after school care hours, statewide rates are generally similar for before school and after school care at the 50th and 75th percentiles while the rates for combined before and after school care are somewhat higher.

Figure 15: Child Care Center Daily Market Rates for Before and After School Care for School-Aged Children

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Before School	Respondents	224	157	45	2	7	8	5
	25th percentile	\$10.00	\$10.00	\$10.00	\$16.85	\$17.00	\$14.25	\$5.00
	50th percentile	\$22.00	\$22.00	\$24.00	\$17.90	\$18.00	\$19.50	\$6.40
	60th percentile	\$23.00	\$22.80	\$25.76	\$18.32	\$23.40	\$20.80	\$12.48
	75th percentile	\$27.00	\$25.00	\$35.00	\$18.95	\$39.75	\$26.75	\$21.60
After School	Respondents	307	201	70	8	14	10	4
	25th percentile	\$15.00	\$15.00	\$18.00	\$18.75	\$11.00	\$16.25	\$14.09
	50th percentile	\$22.20	\$22.60	\$23.20	\$20.00	\$17.00	\$19.20	\$20.90
	60th percentile	\$24.72	\$25.00	\$25.00	\$20.00	\$17.80	\$21.60	\$23.12
	75th percentile	\$27.30	\$27.20	\$31.50	\$20.00	\$24.75	\$30.66	\$25.95
Before and After School	Respondents	490	325	85	23	26	23	8
	25th percentile	\$20.40	\$21.00	\$22.00	\$15.30	\$19.25	\$15.50	\$21.58
	50th percentile	\$26.00	\$26.00	\$28.20	\$20.00	\$30.00	\$25.80	\$26.00
	60th percentile	\$28.00	\$28.00	\$33.49	\$21.00	\$40.00	\$26.40	\$28.24
	75th percentile	\$33.45	\$31.40	\$38.00	\$22.47	\$54.38	\$33.90	\$29.40

Market Rates for Public School Programs

Figure 16 reports the full and part-time market rates reported by public school programs statewide and by district.

Figure 16: Public School Programs Daily Market Rates

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Infants (Under 1)								
Full-Time	Respondents	18	2	6	3	2	2	3
	25th percentile	\$30.00	\$37.50	\$38.25	\$24.25	\$30.00	\$44.75	\$29.00
	50th percentile	\$38.50	\$45.00	\$44.50	\$35.00	\$30.00	\$49.50	\$30.00
	60th percentile	\$40.00	\$48.00	\$50.00	\$39.20	\$30.00	\$51.40	\$32.00
	75th percentile	\$53.34	\$52.50	\$53.34	\$45.50	\$30.00	\$54.25	\$35.00
Part-Time	Respondents	7	0	3	1	0	1	2
	25th percentile	\$23.00	\$0.00	\$17.80	\$25.00	-	\$38.40	\$25.25
	50th percentile	\$25.00	\$0.00	\$21.00	\$25.00	-	\$38.40	\$25.50
	60th percentile	\$25.60	\$0.00	\$22.40	\$25.00	-	\$38.40	\$25.60

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
	75th percentile	\$27.00	\$0.00	\$24.50	\$25.00	-	\$38.40	\$25.75
Toddlers (1-2 years)								
Full-Time	Respondents	35	6	15	7	2	2	3
	25th percentile	\$31.25	\$32.50	\$43.95	\$36.79	\$27.75	\$35.75	\$28.25
	50th percentile	\$40.00	\$42.15	\$46.00	\$38.57	\$28.50	\$41.50	\$30.00
	60th percentile	\$46.00	\$44.30	\$46.00	\$38.57	\$28.80	\$43.80	\$30.50
	75th percentile	\$46.00	\$48.40	\$46.00	\$38.57	\$29.25	\$47.25	\$31.25
Part-Time	Respondents	17	3	6	5	0	1	2
	25th percentile	\$19.29	\$29.97	\$21.25	\$19.29	-	\$34.80	\$22.38
	50th percentile	\$25.00	\$30.70	\$24.10	\$19.29	-	\$34.80	\$23.25
	60th percentile	\$25.71	\$30.96	\$26.19	\$19.29	-	\$34.80	\$23.60
	75th percentile	\$30.70	\$31.35	\$41.05	\$19.29	-	\$34.80	\$24.13
Preschoolers (3-5 years)								
Full-Time	Respondents	255	148	64	15	6	15	7
	25th percentile	\$30.48	\$32.67	\$32.00	\$28.57	\$27.25	\$29.98	\$24.40
	50th percentile	\$36.57	\$36.57	\$34.00	\$30.00	\$36.00	\$30.48	\$25.00
	60th percentile	\$38.10	\$38.10	\$37.28	\$35.40	\$38.00	\$30.48	\$28.00
	75th percentile	\$42.00	\$42.00	\$42.23	\$50.00	\$51.69	\$37.50	\$36.31
Part-Time	Respondents	144	73	48	10	3	5	5
	25th percentile	\$17.86	\$16.19	\$22.00	\$11.37	\$18.50	\$23.04	\$17.00
	50th percentile	\$22.23	\$20.57	\$22.80	\$14.29	\$24.00	\$25.00	\$19.05
	60th percentile	\$23.04	\$24.82	\$23.04	\$14.29	\$24.20	\$25.00	\$21.43
	75th percentile	\$25.25	\$35.71	\$23.04	\$22.32	\$24.50	\$25.00	\$25.00
School Aged								
Full-Time	Respondents	95	68	9	10	1	5	2
	25th percentile	\$37.80	\$35.95	\$37.80	\$45.00	\$33.60	\$39.00	\$30.85
	50th percentile	\$45.00	\$46.00	\$37.80	\$45.00	\$33.60	\$39.00	\$34.69
	60th percentile	\$46.00	\$46.00	\$38.76	\$45.00	\$33.60	\$39.00	\$36.23
	75th percentile	\$46.00	\$55.00	\$42.00	\$45.00	\$33.60	\$39.00	\$38.54
Part-Time	Respondents	32	9	8	10	0	3	2
	25th percentile	\$17.93	\$9.81	\$42.00	\$25.00	-	\$20.00	\$21.49
	50th percentile	\$25.00	\$9.81	\$42.00	\$25.00	-	\$20.00	\$27.98
	60th percentile	\$25.00	\$9.81	\$42.00	\$25.00	-	\$20.00	\$30.57
	75th percentile	\$40.24	\$23.80	\$42.00	\$25.00	-	\$20.00	\$34.46

As the figure shows:

- Few public school programs reported rates for infants and toddlers as most emphasize services for preschoolers and school-aged children.
- Median public school rates for full-time preschoolers are highest in Districts I and II, while rates for full-time school-aged children are highest in Districts I and III.
- Median part-time rates at the statewide level averaged between 56 and 65 percent of the corresponding full-time rates.

As Figure 17 indicates, changes in public school market rates between 2022 and 2024 MRS cycles varied. Rate decreases are more likely attributable to small sampling sizes at district levels for certain age groups (namely, infants and toddlers) rather than rates actually decreasing. For example, rate decreases for infants in District I are based on data reported by only two providers.

Figure 17: Percentage Change in Public School Program Full-Time Median Rates Between the 2022 and 2024 Market Rate Surveys

	State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Infants	(21.9%)	(8.7%)	(12.4%)	(30.0%)	0.0%	(18.2%)	-
Toddlers	(11.2%)	(12.6%)	6.5%	(17.9%)	2.7%	(24.9%)	0.0%
Preschoolers	4.5%	8.8%	(4.5%)	(2.2%)	20.0%	(18.5%)	(24.2%)
School Aged	50.0%	104.4%	(5.5%)	(16.7%)	12.0%	129.4%	246.9%

Figure 18 compares the current child care assistance payment rates for public schools to the reported 50th and 75th percentile rates. Current payment rates for infants and toddlers exceed the reported 75th percentile rates of the 2024 MRS and current payment rates for preschoolers exceed the 50th percentile rates. Current child care assistance rates for school-aged children ranked at the 18th percentile of the 2024 market rates, falling between 22 and 24 percent lower than the 50th and 75th percentile of the 2024 MRS, respectively.

Figure 18: 50th and 75th Percentile Statewide Market Rates for Public Schools Compared to Current Standard Reimbursement Rates

	Current Payment Rate	Current Payment Rate as Percentile of 2024 MRS	50 th Percentile Market Rates	Percent Difference	75 th Percentile Market Rates	Percent Difference
Infants (under 1 year)	\$64.15	*	\$38.50	66.6%	\$53.34	20.3%
Toddlers (1-2 years)	\$46.15	82 nd	\$40.00	15.4%	\$46.00	0.3%

	Current Payment Rate	Current Payment Rate as Percentile of 2024 MRS	50 th Percentile Market Rates	Percent Difference	75 th Percentile Market Rates	Percent Difference
Preschoolers (3-5 years)	\$40.80	72 nd	\$36.57	11.6%	\$42.00	(2.9%)
School Aged	\$35.00	18 th	\$45.00	(22.2%)	\$46.00	(23.9%)

*Current payment rate higher than all reported rates in the 2024 MRS.

Before and after school rates reported by public school programs are presented in Figure 19. As the figure indicates, before school rates are generally lower than after school rates at least partly because programs reported a median of two hours of before school care compared to three hours for after school care (and five hours of care for combined before and after school care).

Figure 19: Public School Daily Market Rates for Before and After School Care for School-Aged Children

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Before School	Respondents	109	88	17	0	0	4	0
	25th percentile	\$4.95	\$3.00	\$17.28	-	-	\$4.95	\$0.00
	50th percentile	\$6.62	\$6.62	\$17.28	-	-	\$4.95	\$0.00
	60th percentile	\$7.80	\$7.80	\$17.28	-	-	\$4.95	\$0.00
	75th percentile	\$12.10	\$12.10	\$17.28	-	-	\$8.03	\$0.00
After School	Respondents	118	95	18	0	0	4	1
	25th percentile	\$10.00	\$8.33	\$14.98	-	-	\$11.29	\$10.00
	50th percentile	\$12.62	\$12.62	\$14.98	-	-	\$11.29	\$10.00
	60th percentile	\$14.98	\$15.40	\$14.98	-	-	\$11.29	\$10.00
	75th percentile	\$16.92	\$17.54	\$14.98	-	-	\$12.21	\$10.00
Before and After School	Respondents	140	102	28	3	1	5	1
	25th percentile	\$13.81	\$13.10	\$21.20	\$7.00	\$8.00	\$14.14	\$28.57
	50th percentile	\$18.40	\$16.00	\$25.60	\$10.00	\$8.00	\$14.14	\$28.57
	60th percentile	\$21.20	\$18.40	\$34.29	\$12.80	\$8.00	\$22.20	\$28.57
	75th percentile	\$22.38	\$22.38	\$34.29	\$17.00	\$8.00	\$34.29	\$28.57

Market Rates for Small Group Homes

Figure 20 reports the full and part-time market rates reported by small group homes statewide and by district.

Figure 20: Small Group Homes Daily Market Rates

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Infants (Under 1)								
Full-Time	Respondents	183	52	79	2	29	7	14
	25th percentile	\$40.00	\$37.75	\$40.00	\$32.50	\$40.00	\$45.50	\$36.25
	50th percentile	\$42.00	\$40.00	\$45.00	\$35.00	\$40.00	\$50.00	\$42.50
	60th percentile	\$45.00	\$44.60	\$50.00	\$36.00	\$41.60	\$50.00	\$45.00
	75th percentile	\$50.00	\$50.00	\$60.00	\$37.50	\$45.00	\$50.00	\$49.20
Part-Time	Respondents	111	33	44	2	17	4	11
	25th percentile	\$30.00	\$25.00	\$30.00	\$23.75	\$30.00	\$35.75	\$26.00
	50th percentile	\$35.00	\$35.00	\$35.00	\$27.50	\$35.00	\$36.63	\$30.30
	60th percentile	\$36.00	\$38.40	\$39.80	\$29.00	\$35.00	\$37.00	\$35.00
	75th percentile	\$40.00	\$45.00	\$46.25	\$31.25	\$36.00	\$37.94	\$37.50
Toddlers (1-2 years)								
Full-Time	Respondents	208	63	85	3	34	9	14
	25th percentile	\$35.00	\$35.50	\$35.50	\$31.00	\$35.13	\$41.25	\$35.00
	50th percentile	\$40.00	\$40.00	\$40.00	\$32.00	\$39.00	\$45.00	\$40.00
	60th percentile	\$44.84	\$44.20	\$50.00	\$33.60	\$40.00	\$45.80	\$44.00
	75th percentile	\$50.00	\$50.00	\$55.00	\$36.00	\$41.50	\$50.00	\$45.00
Part-Time	Respondents	123	37	46	2	21	6	11
	25th percentile	\$27.00	\$25.00	\$30.00	\$21.75	\$30.00	\$26.25	\$23.50
	50th percentile	\$32.50	\$35.00	\$33.75	\$23.50	\$32.00	\$33.13	\$27.30
	60th percentile	\$35.00	\$36.00	\$35.00	\$24.20	\$35.00	\$36.25	\$30.00
	75th percentile	\$40.00	\$44.00	\$40.00	\$25.25	\$35.00	\$37.56	\$32.50
Preschoolers (3-5 years)								
Full-Time	Respondents	217	69	85	3	35	11	14
	25th percentile	\$35.00	\$34.00	\$35.00	\$31.00	\$35.00	\$33.48	\$35.00
	50th percentile	\$40.00	\$40.00	\$40.00	\$32.00	\$38.00	\$40.00	\$38.33
	60th percentile	\$40.00	\$40.00	\$49.40	\$33.60	\$40.00	\$41.25	\$41.33
	75th percentile	\$50.00	\$47.62	\$55.00	\$36.00	\$41.00	\$45.00	\$45.00
Part-Time	Respondents	128	40	46	2	22	7	11
	25th percentile	\$25.00	\$23.92	\$28.50	\$21.75	\$27.00	\$22.00	\$22.36
	50th percentile	\$30.00	\$33.50	\$31.75	\$23.50	\$30.00	\$30.67	\$25.00
	60th percentile	\$35.00	\$35.00	\$35.00	\$24.20	\$33.00	\$33.27	\$30.00
	75th percentile	\$36.35	\$40.42	\$40.00	\$25.25	\$35.00	\$35.50	\$32.00

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
School Aged								
Full-Time	Respondents	150	38	69	1	24	8	10
	25th percentile	\$30.50	\$30.00	\$35.00	\$40.00	\$30.00	\$28.50	\$35.00
	50th percentile	\$40.00	\$35.00	\$45.00	\$40.00	\$35.00	\$36.50	\$40.00
	60th percentile	\$40.00	\$36.20	\$50.00	\$40.00	\$36.60	\$38.65	\$40.20
	75th percentile	\$47.00	\$40.00	\$55.00	\$40.00	\$40.00	\$42.19	\$42.38
Part-Time	Respondents	88	24	38	0	12	6	8
	25th percentile	\$25.00	\$20.00	\$29.63	-	\$29.50	\$20.50	\$23.81
	50th percentile	\$30.00	\$28.00	\$30.00	-	\$30.00	\$26.00	\$27.50
	60th percentile	\$30.00	\$30.00	\$35.00	-	\$30.00	\$27.00	\$30.00
	75th percentile	\$35.00	\$33.50	\$40.00	-	\$35.00	\$33.00	\$31.25

As the table shows:

- Small group homes reported statewide full-time median rates that were generally undifferentiated by age group.
- Median rates for infants and toddlers were highest in District V, while median rates for preschoolers were the highest in Districts I, II and V (where rates were the same).
- Statewide median part-time rates averaged between 75 and 83 percent of the corresponding full-time rates.

Figure 21 reports the change in median small group home rates between the 2022 and 2024 MRS cycles, with statewide average rate increases ranging from 14.3 percent for toddlers and preschoolers to 20.0 percent for infants.

Figure 21: Percentage Change in Small Group Home Full-Time Median Rates Between the 2022 and 2024 Market Rate Surveys

	State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Infants	20.0%	11.1%	28.6%	0.0%	14.3%	19.0%	23.2%
Toddlers	14.3%	14.3%	14.3%	6.7%	11.4%	20.8%	14.3%
Preschoolers	14.3%	16.7%	14.3%	6.7%	8.6%	15.9%	9.5%
School Aged	17.6%	16.7%	28.6%	33.3%	0.0%	21.7%	23.1%

Figure 22 compares the current child care assistance payment rates for small group homes to the 50th and 75th percentile rates reported in the 2024 MRS. Current payment rates ranked between the 25th percentile of the 2024 MRS for school aged rates to the 49th percentile of the 2024 market rates for infants. Current child care assistance payment rates are between 4.8

percent lower than the median infant rates and 25.0 percent lower than the median school-aged rates.

Figure 22: 50th and 75th Percentile Statewide Market Rates for Small Group Homes Compared to Current Standard Reimbursement Rates

	Current Payment Rate	Current Payment Rate as Percentile of 2024 MRS	50 th Percentile Market Rates	Percent Difference	75 th Percentile Market Rates	Percent Difference
Infants (under 1 year)	\$40.00	49 th	\$42.00	(4.8%)	\$50.00	(20.0%)
Toddlers (1-2 years)	\$36.00	32 nd	\$40.00	(10.0%)	\$50.00	(28.0%)
Preschoolers (3-5 years)	\$35.00	32 nd	\$40.00	(12.5%)	\$50.00	(30.0%)
School Aged	\$30.00	25 th	\$40.00	(25.0%)	\$47.00	(36.2%)

Figure 23 reports the before and after school rates reported by small group homes. As this figure shows, before school rates are generally higher than after school rates, while combined before and after school rates are similar to the before school rates at the statewide level at each rate percentile. Small group homes reported providing a median of two hours of before school care, four hours of after school care, and four hours of combined before and after school care.

Figure 23: Small Group Homes Daily Market Rates for Before and After School Care for School-Aged Children

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Before School	Respondents	29	5	17	0	5	0	2
	25th percentile	\$29.00	\$25.00	\$30.00	-	\$30.00	-	\$35.00
	50th percentile	\$35.00	\$29.00	\$40.00	-	\$30.00	-	\$35.00
	60th percentile	\$37.40	\$29.40	\$46.00	-	\$32.00	-	\$35.00
	75th percentile	\$48.00	\$30.00	\$55.00	-	\$35.00	-	\$35.00
After School	Respondents	46	9	24	0	6	1	6
	25th percentile	\$25.00	\$25.00	\$30.00	-	\$30.00	\$45.00	\$16.25
	50th percentile	\$30.00	\$25.00	\$35.00	-	\$30.00	\$45.00	\$20.00
	60th percentile	\$35.00	\$28.20	\$40.00	-	\$30.00	\$45.00	\$20.00
	75th percentile	\$44.25	\$30.00	\$51.25	-	\$33.75	\$45.00	\$31.25
Before and	Respondents	96	22	46	1	18	5	4
	25th percentile	\$28.75	\$25.25	\$30.00	\$30.00	\$30.50	\$19.00	\$19.05
	50th percentile	\$35.00	\$30.00	\$35.00	\$30.00	\$35.00	\$35.00	\$30.00

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
After School	60th percentile	\$35.00	\$31.80	\$40.00	\$30.00	\$35.40	\$35.00	\$33.00
	75th percentile	\$45.00	\$40.00	\$50.00	\$30.00	\$39.38	\$35.00	\$35.00

Market Rates for Certified Family Homes

Figure 24 reports the full and part-time market rates reported by certified family homes statewide and by district.

Figure 24: Certified Family Homes Daily Market Rates

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Infants (Under 1)								
Full-Time	Respondents	113	14	40	3	12	13	31
	25th percentile	\$30.00	\$40.00	\$30.00	\$26.50	\$23.75	\$35.00	\$32.50
	50th percentile	\$35.00	\$42.50	\$37.50	\$28.00	\$26.50	\$55.00	\$35.00
	60th percentile	\$40.00	\$45.00	\$40.00	\$29.40	\$29.20	\$60.00	\$37.00
	75th percentile	\$40.00	\$47.25	\$40.00	\$31.50	\$35.75	\$60.00	\$40.00
Part-Time	Respondents	59	8	21	1	8	3	18
	25th percentile	\$20.00	\$32.50	\$25.00	\$15.00	\$23.75	\$13.00	\$18.50
	50th percentile	\$25.00	\$40.00	\$30.00	\$15.00	\$25.50	\$20.00	\$20.00
	60th percentile	\$30.00	\$41.00	\$30.00	\$15.00	\$26.80	\$25.00	\$25.00
	75th percentile	\$32.00	\$45.00	\$35.00	\$15.00	\$31.00	\$32.50	\$25.00
Toddlers (1-2 years)								
Full-Time	Respondents	140	18	51	3	15	14	39
	25th percentile	\$30.00	\$31.38	\$30.00	\$26.50	\$25.00	\$36.37	\$30.00
	50th percentile	\$35.00	\$38.75	\$35.00	\$28.00	\$30.00	\$47.50	\$35.00
	60th percentile	\$35.00	\$41.00	\$35.00	\$29.40	\$32.00	\$47.50	\$35.00
	75th percentile	\$40.00	\$45.00	\$40.00	\$31.50	\$35.00	\$50.00	\$36.00
Part-Time	Respondents	75	11	23	1	10	4	26
	25th percentile	\$20.00	\$27.50	\$25.00	\$15.00	\$20.00	\$16.25	\$17.63
	50th percentile	\$25.00	\$35.00	\$27.50	\$15.00	\$23.50	\$30.00	\$22.52
	60th percentile	\$28.50	\$40.00	\$30.00	\$15.00	\$25.00	\$36.00	\$25.00
	75th percentile	\$30.00	\$40.00	\$30.00	\$15.00	\$25.00	\$41.25	\$28.75
Preschoolers (3-5 years)								
Full-Time	Respondents	141	18	52	4	14	14	39
	25th percentile	\$26.67	\$26.25	\$27.83	\$27.25	\$25.00	\$36.25	\$26.00

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
	50th percentile	\$33.33	\$33.33	\$31.67	\$29.00	\$26.83	\$40.00	\$32.50
	60th percentile	\$35.00	\$35.33	\$35.00	\$29.60	\$29.40	\$41.33	\$35.00
	75th percentile	\$40.00	\$40.00	\$35.00	\$31.25	\$35.00	\$45.00	\$35.00
Part-Time	Respondents	75	11	23	1	10	4	26
	25th percentile	\$20.00	\$26.25	\$23.33	\$15.00	\$20.00	\$15.77	\$17.51
	50th percentile	\$25.00	\$30.00	\$27.00	\$15.00	\$23.50	\$27.52	\$20.00
	60th percentile	\$27.20	\$30.00	\$30.00	\$15.00	\$25.00	\$32.01	\$25.00
	75th percentile	\$30.00	\$31.67	\$30.00	\$15.00	\$25.00	\$35.75	\$28.75
School Aged								
Full-Time	Respondents	111	10	43	3	11	11	33
	25th percentile	\$25.00	\$26.25	\$29.00	\$26.50	\$25.00	\$33.50	\$25.00
	50th percentile	\$30.00	\$35.00	\$30.00	\$28.00	\$25.00	\$40.00	\$30.00
	60th percentile	\$35.00	\$35.00	\$32.27	\$28.40	\$25.00	\$40.00	\$35.00
	75th percentile	\$35.00	\$38.75	\$35.00	\$29.00	\$30.50	\$40.00	\$35.00
Part-Time	Respondents	56	5	20	1	8	2	20
	25th percentile	\$19.50	\$25.00	\$20.00	\$15.00	\$20.00	\$23.00	\$15.75
	50th percentile	\$25.00	\$25.00	\$26.00	\$15.00	\$21.00	\$26.00	\$20.00
	60th percentile	\$25.00	\$27.00	\$28.80	\$15.00	\$23.60	\$27.20	\$20.00
	75th percentile	\$30.00	\$30.00	\$30.00	\$15.00	\$30.00	\$29.00	\$25.00

As the figure shows:

- Rates reported by certified family homes were the lowest rates of all provider types.
- There is more variability in median rates across age groups compared to small group homes; for example, median daily school-aged rates are \$30.00 per day compared to a median of \$35.00 per day for infants and toddlers.
- Full-time median rates were consistently the highest in District V and lowest in Districts III and IV.
- Certified family homes reported part-time rates that averaged between 73 and 80 percent of the corresponding full-time rates at the statewide level.

Figure 25 reports the change in median certified family home rates between the 2022 and 2024 MRS cycles. Statewide median rates increased by an average of 11.1 percent for preschoolers, increased by an average of 16.7 percent for infants and toddlers, and were unchanged for school-aged children. Across districts, rate increases were most significant in District V for all age groups, while rates for infants, preschoolers, and school-aged children were somewhat lower in District IV compared to the median reported rates in the 2022 MRS.

Figure 25: Percentage Change in Certified Family Home Full-Time Median Rates Between the 2022 and 2024 Market Rate Surveys

	State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Infants	16.7%	25.0%	25.0%	12.0%	(11.7%)	57.1%	0.0%
Toddlers	16.7%	29.2%	16.7%	12.0%	3.4%	35.7%	16.7%
Preschoolers	11.1%	11.1%	5.6%	16.0%	(7.5%)	23.1%	8.3%
School Aged	0.0%	40.0%	0.0%	12.0%	(2.0%)	23.1%	0.0%

Figure 26 compares the current child care assistance payment rates for certified family homes to the 50th and 75th percentile rates reported in the 2024 MRS.

Figure 26: 50th and 75th Percentile Statewide Market Rates for Certified Family Homes Compared to Current Standard Reimbursement Rates

	Current Payment Rate	Current Payment Rate as Percentile of 2024 MRS	50 th Percentile Market Rates	Percent Difference	75 th Percentile Market Rates	Percent Difference
Infants (under 1 year)	\$40.00	79 th	\$35.00	14.3%	\$40.00	0.0%
Toddlers (1-2 years)	\$29.50	22 nd	\$35.00	(15.7%)	\$40.00	(26.3%)
Preschoolers (3-5 years)	\$25.00	21 st	\$33.33	(25.0%)	\$40.00	(37.5%)
School Aged	\$25.00	29 th	\$30.00	(16.7%)	\$35.00	(28.6%)

As the figure shows, the current child care assistance reimbursement rate for infants is equal to the 75th percentile rate of the 2024 MRS. Current payment rates for all other age groups are relatively lower than median rates reported in the 2024 MRS, ranging from 15.7 percent lower for toddlers to 25.0 percent lower for preschoolers.

Certified family homes reported statewide median before and after school rates that ranged from \$30.00 per day for before school care to \$25.00 per day for the combined before and after school rate. Certified family homes reported delivering a median of two hours of before school care, four hours of after school care, and six hours for combined before and after school care.

Figure 27: Certified Family Homes Daily Market Rates for Before and After School Care for School-Aged Children

		State-wide	Dist. I	Dist. II	Dist. III	Dist. IV	Dist. V	Dist. VI
Before School	Respondents	24	3	8	0	3	7	3
	25th percentile	\$17.25	\$22.50	\$12.00	-	\$15.00	\$28.00	\$13.33
	50th percentile	\$30.00	\$25.00	\$30.00	-	\$20.00	\$40.00	\$25.00
	60th percentile	\$30.00	\$26.00	\$30.67	-	\$25.00	\$40.00	\$26.00
	75th percentile	\$38.50	\$27.50	\$33.75	-	\$32.50	\$40.00	\$27.50
After School	Respondents	34	4	14	0	4	7	5
	25th percentile	\$18.50	\$23.75	\$21.25	-	\$1.70	\$28.00	\$20.00
	50th percentile	\$26.50	\$27.50	\$30.00	-	\$6.02	\$40.00	\$25.00
	60th percentile	\$30.00	\$29.00	\$30.00	-	\$8.41	\$40.00	\$25.00
	75th percentile	\$35.00	\$31.25	\$33.75	-	\$12.50	\$40.00	\$25.00
Before and After School	Respondents	66	7	24	0	4	9	22
	25th percentile	\$20.00	\$25.00	\$23.75	-	\$20.00	\$15.00	\$18.50
	50th percentile	\$25.00	\$30.00	\$30.00	-	\$22.50	\$18.00	\$25.00
	60th percentile	\$30.00	\$30.00	\$30.00	-	\$24.00	\$34.00	\$25.00
	75th percentile	\$32.50	\$32.50	\$35.00	-	\$25.00	\$40.00	\$29.00

Market Rates for Higher Quality Providers

Providers delivering higher-quality services can incur additional costs to hire and retain administrative and teaching staff with higher levels of experience and qualifications, to maintain lower teacher-to-child ratios, to invest in curriculum-based learning, and to support enhanced learning environments that facilitate improved academic, social, and emotional development of children. Figure 28 reports the median full-time child care center rates by age group and Quality First rating (excluding providers that are not publicly rated). To control for differences in rates based on geography, the figure focuses on rates within District I.

Figure 28: Full-Time Daily Market Rates by Quality First Rating and Age Group for Child Care Centers in District I

Star-Rating	Count	25 th Percentile	50 th Percentile	60 th Percentile	75 th Percentile
Infants					
2 Stars	51	\$58.10	\$67.00	\$69.29	\$75.40
3 Stars	91	\$52.07	\$63.60	\$66.00	\$70.00
4 Stars	85	\$55.00	\$63.00	\$65.38	\$72.00
5 Stars	46	\$57.00	\$66.31	\$69.40	\$75.83

Star-Rating	Count	25 th Percentile	50 th Percentile	60 th Percentile	75 th Percentile
Toddlers					
2 Stars	57	\$52.00	\$59.70	\$63.50	\$67.50
3 Stars	117	\$46.00	\$52.00	\$57.04	\$62.30
4 Stars	118	\$46.15	\$54.65	\$59.50	\$63.25
5 Stars	63	\$47.25	\$55.50	\$58.20	\$64.64
Preschoolers					
2 Stars	61	\$48.00	\$52.13	\$56.00	\$60.00
3 Stars	127	\$41.00	\$45.00	\$47.24	\$52.63
4 Stars	131	\$40.00	\$47.46	\$50.00	\$55.87
5 Stars	72	\$40.00	\$47.14	\$49.28	\$55.74
School Aged					
2 Stars	39	\$38.30	\$46.00	\$48.00	\$50.00
3 Stars	89	\$35.00	\$40.00	\$41.84	\$46.00
4 Stars	93	\$35.40	\$40.00	\$43.20	\$50.00
5 Stars	50	\$38.15	\$45.00	\$48.17	\$52.50

As the figure shows, market rates are generally the highest among 2 and 5-Star rated providers, while rates tend to progressively increase between 3-Stars and 5-Stars. For-profit child care centers participating in the 2024 MRS reported median market rates that were between 12 and 20 percent higher than non-profit providers for infants, toddlers, and preschoolers. Nearly two-thirds of child care centers (64.8 percent) reported operating as for-profit while only 35.2 percent operate as non-profit. Among 2-Star child care centers participating in the survey, 85.0 percent are for-profit, compared to 53.0 percent of the 5-Star rated providers that are for-profit. Additionally, 39 percent of 2-Star child care centers hold an accreditation, compared to 26 percent at 3-Stars and 24 percent at 4-Stars, further contributing to higher average rates at 2-Stars.

DES' child care assistance payment structure incorporates rate enhancements for higher quality providers. Specifically, DES pays a 50 percent rate premium to providers participating in Quality First with at least a 3-Star rating or holding a national accreditation. Certified family homes that do not participate in Quality First or hold a national accreditation are eligible for a 35 percent rate premium when they acquire a Child Development Associate (CDA) certificate. Figure 29 compares the current child care assistance enhanced quality rates to the 50th and 75th percentile of the current market rates of providers meeting the criteria for the enhanced quality rate.

Figure 29: 50th and 75th Percentile Statewide Market Rates for Higher Quality Providers Compared to Current Child Care Assistance Enhanced Quality Rates

Age Group	Responding Providers	Enhanced Quality Rate	50 th Percentile Market Rates	Percent Difference	75 th Percentile Market Rates	Percent Difference
Child Care Centers (3-Stars or Higher/ Accredited)						
Infants (under 1 year)	370	\$96.23	\$62.00	55.2%	\$72.00	33.7%
Toddlers (1-2 years)	532	\$69.23	\$51.79	33.7%	\$62.35	11.0%
Preschoolers (3-5 years)	704	\$61.20	\$44.00	40.4%	\$52.03	17.7%
School Aged	434	\$52.50	\$40.00	31.3%	\$50.00	5.0%
Small Group Homes (3-Stars or Higher/ Accredited)						
Infants (under 1 year)	115	\$60.00	\$45.00	33.3%	\$54.50	10.1%
Toddlers (1-2 years)	131	\$54.00	\$40.00	35.0%	\$50.00	8.0%
Preschoolers (3-5 years)	136	\$52.50	\$40.00	31.3%	\$50.00	5.0%
School Aged	98	\$45.00	\$40.00	12.5%	\$50.00	(10.0%)
Certified Family Homes (3-Stars or Higher/ Accredited)						
Infants (under 1 year)	63	\$60.00	\$35.00	71.4%	\$41.50	44.6%
Toddlers (1-2 years)	80	\$44.25	\$35.00	26.4%	\$40.00	10.6%
Preschoolers (3-5 years)	80	\$37.50	\$35.00	7.1%	\$40.00	(6.3%)
School Aged	58	\$37.50	\$31.00	21.0%	\$35.00	7.1%
Certified Family Homes with a CDA						
Infants (under 1 year)	27	\$54.00	\$40.00	35.0%	\$46.50	16.1%
Toddlers (1-2 years)	35	\$39.83	\$37.50	6.2%	\$44.00	(9.5%)
Preschoolers (3-5 years)	35	\$33.75	\$35.00	(3.6%)	\$40.00	(15.6%)
School Aged	29	\$33.75	\$35.00	(3.6%)	\$40.00	(15.6%)

As the figure illustrates, the current child care assistance enhanced quality rates for providers with a 3-Star or higher Quality First rating or holding a national accreditation exceed the reported median market rates for all age levels, and exceed most of the 75th percentile market rates. For example, the current enhanced quality rates for child care centers are 5.0 percent higher than the 75th percentile rates for school-aged children and 33.7 percent higher than the 75th percentile rates for infants. The current enhanced quality rates for infants and toddlers served by certified family homes with a CDA are between 3.6 percent lower than the median rates for preschoolers and school aged children and 35 percent higher than the median rates for infants.

As described later in the Cost Estimation Modeling section of this report, the current child care assistance enhanced quality rates are generally lower than the estimated cost of delivering

higher-quality child care. Thus, although the current child care assistance enhanced quality rates generally exceed even the 75th percentile of the 2024 MRS, it is likely that providers are unable to charge higher rates to private-paying families.

Rate Considerations for Children with Special Needs

Federal CCDF regulations require states to prioritize enrollment of children with special needs within child care subsidy programs.¹⁴ An estimated 13-15 percent of children under 6 years old have special needs, and low-income families are estimated to be 50 percent more likely to have children with special needs because they have “greater exposure to environmental conditions that may lead to disabilities.”¹⁵ Child care centers and public school programs participating in the 2024 MRS reported median enrollment rates for children with special needs of 5 and 10 percent of total enrollment, respectively, while small group homes and certified family homes reported median enrollment rates of 10 and 23 percent, respectively.

Figure 30 reports the major categories of additional costs providers reported incurring when providing care to children with special needs.

Figure 30: Reported Cost Drivers of Services Delivered to Children with Special Needs

Provider Type	Number Responding	Increased Staffing	Adaptive Aides/ Tech.	Specialized Staff	Specialized supplies	Other
Child Care Centers	425	75%	52%	40%	37%	12%
Public Schools	138	78%	43%	36%	33%	30%
Small Group Homes	72	69%	72%	44%	47%	21%
Certified Family Homes	21	29%	67%	33%	48%	29%

As the table illustrates, between 69 and 78 percent of licensed child care providers (including centers and small group homes) reported increased staffing levels to support children with special needs, while fewer than a third of certified family homes reported incurring additional staffing costs. More than half of child care centers and nearly three quarters of small group homes reported incurring additional costs in the acquisition of adaptive aides or technology. Providers reported providing other forms of support when serving children with special needs that included:

- Allocating space for private therapeutic sessions.
- Coordinating outside consultation from specialized staff, such as behavioral specialists, occupational and speech therapists, and similar professionals.
- Providing specialized training to teaching staff.
- Providing transportation to children with special needs.

Recognizing the additional supports that providers may incur to serve children with special needs, the child care assistance payment schedule currently provides a rate enhancement for providers serving children with special needs equal to the enhanced quality rate for infants (\$96.23 per day).¹⁶ In comparison to the reported statewide median market rates reported by child care centers, this rate enhancement is 57 percent greater than the median rate for infants, 87 percent greater than the median rate for toddlers, 114 percent greater than the median rate for preschoolers, and 141 percent greater than the median rate for school-aged children.

As described later in the Cost Estimation Modeling section, providers' single largest expense is the wage and benefit costs of their classroom staff, so it is reasonable to pay higher rates to providers serving children with special needs to assist with the increased staffing (and other costs) reported by providers in supporting children with special needs. However, since differences in maximum allowable staffing ratios also explain much of the difference in the market rates and child care assistance payment rates across age groups, using an infant-based rate for all age groups may overstate the costs for other age groups. For example, there is no data to suggest that providers serving preschoolers with special needs staff their classrooms at the small group sizes mandated for infants. It may therefore be more appropriate to set separate rates for children with special needs for each age group, by for example, using the enhanced quality rates for each age group rather than tying the special needs rate enhancement to the infant enhanced quality rate for all age groups.

Child Care Assistance Program Participation

A large majority – 79 percent – of licensed and certified child care providers responding to the 2024 MRS reported participating in the child care assistance program, though actual participation based on program records is about 61 percent (representing a 7 percentage point increase over the 55 percent participation rate as of December 2021 when the contact rosters for the 2022 MRS were compiled). This suggests that providers participating in the child care assistance program were much more likely to participate in the MRS, as shown in Figure 31. Certified family homes are required to participate and are therefore excluded from the table.

Figure 31: Count and Proportion of Providers Reporting Participation in the Child Care Assistance Program in the MRS Compared to Participation Rates in MRS Contact Rosters by Provider Type

Provider Type	Actual Participation Based on 2024 MRS Contact Rosters *			Reported Participation Based on 2024 MRS Responses**		
	Ct. Participating	Total Providers	Pct. Participating	Ct. Participating	Total Providers	Pct. Participating
Child Care Centers	1,003	1,620	62%	694	892	78%
Public Schools	375	673	56%	188	230	82%
Small Group Homes	208	292	71%	158	190	83%
Total Participation	1,586	2,585	61%	1,040	1,312	79%

*As of April 2024.

**Counts include only those providers responding to this question in the 2024 MRS.

Providers were asked to report the proportion of slots in their current enrollment that are funded by the child care assistance program. Small group homes reported a median of 63.5 percent of current enrollment supported by the child care assistance program while certified family homes reported 73.0 percent. In comparison, child care centers and public school programs reported much lower proportions, with median child care assistance program enrollment rates of 44.0 percent and 10.0 percent, respectively.

Providers that reported not participating in the child care assistance program were asked to report the reasons or barriers to participation. Across all provider types, only about 13.8 percent listed low child care assistance payment rates as a significant barrier to participation. This is an important indicator of the success of Arizona's efforts to fund payment rates at levels that reflect recent current market rates. More than a third (35.6 percent) reported insufficient demand for subsidy-based slots or full enrollment through private pay slots as among their reasons for non-participation. Nearly a third (30.7 percent) cited administrative burdens associated with participation in the child care assistance program as a barrier. Figure 32 details the reasons providers reported for not participating in the child care assistance program by provider type.

Figure 32: Reported Barriers to Participation in the DES Child Care Assistance Program

Barrier to Participation	Child Care Centers		Public Schools		Small Group Homes	
	Ct.	Pct.	Ct.	Pct.	Ct.	Pct.
Insufficient demand for the subsidy/ enrollment full with private pay	72	48.0%	4	10.3%	4	13.3%
Administrative burden (e.g., too much paperwork)	56	37.3%	7	17.9%	6	20.0%
Not familiar with the DES child care subsidy program	30	20.0%	7	17.9%	10	33.3%
The process and requirements for submitting billing is too difficult	28	18.7%	8	20.5%	2	6.7%
The subsidy program rules are too difficult to meet	22	14.7%	3	7.7%	7	23.3%
Reimbursement rates are too low	18	12.0%	6	15.4%	7	23.3%
Difficult to collect copayments/ other fees from participating families	21	14.0%	4	10.3%	4	13.3%
Subsidy does not reimburse sufficiently for holidays/ absences	8	5.3%	2	5.1%	5	16.7%
Payment for services rendered is too slow	2	1.3%	4	10.3%	5	16.7%
Other Barriers	47	31.3%	19	48.7%	6	20.0%

As the table shows, the top barriers reported by each provider type varied:

- **Child care centers** reported insufficient demand for subsidy-based slots and/or enrollment being full with private pay slots as the top barrier (reported by 48.0 percent of providers) and administrative burdens as the second leading barrier (reported by 37.3 percent of providers).
- **Public school programs** reported that the process and requirements for submitting billing through the child care assistance program was a top barrier to their participation (reported by 20.5 percent of providers), and administrative burdens or lack of familiarity with the child care assistance program as the next leading barriers (both reported by 17.9 percent of providers).
- **Small group homes** reported a lack of familiarity with the child care assistance program as the leading barrier to participation (reported by 33.3 percent of providers) and low reimbursement rates or subsidy program rules being too difficult to meet as the next leading barriers (both reported by 23.3 percent of providers).

Additionally, a large proportion of providers reported other barriers to participating in the child care assistance program, including:

- Their program does not charge tuition (such as a Head Start program)

- Added cost of liability insurance is too high
- Difficulty working with subsidy-based families (including lack of attendance or disruptive behaviors)
- Additional training requirements
- Insufficient staffing to complete required paperwork
- Program design is incompatible with needs of subsidy-based children (e.g., program does not operate year-round while families receiving child care assistance generally require year-round care)
- Programs provide their own scholarships to lower-income families
- State standards and operating requirements differ from program's standards and operating requirements.

Provider Payment Policies, Discounts, and Other Fees Charged

Federal regulations governing market rate surveys include provisions for assessing practices that may improve access to a range of providers by providing stability of funding and encouraging more child care providers to serve children receiving subsidies.¹⁷ The survey requested information about common provider payment policies, the circumstances in which discounts may be available, and other fees charged to private pay and subsidy-based families. This section summarizes findings about these payment practices to better inform DES' child care assistance program policies.

Payment Policies

Providers may establish private pay rates based on an hourly, daily, weekly, monthly, or annual basis. Figure 33 reports the number of providers that reported each rate type (where an individual provider may report more than one) for full and part-time care.

Figure 33: Distribution of Rate Types for Full/ Part-Time Care Charged to Private Pay Families

Rate Type	Child Care Centers		Public Schools		Small Group Homes		Certified Family Homes	
	Ct.	Pct.	Ct.	Pct.	Ct.	Pct.	Ct.	Pct.
Hourly	24	2.1%	8	2.2%	1	0.4%	2	1.3%
Daily	226	19.4%	90	24.4%	154	69.1%	134	87.6%
Weekly	574	49.2%	98	26.6%	59	26.5%	11	7.2%
Monthly	293	25.1%	166	45.0%	8	3.6%	6	3.9%
Annual	50	4.3%	7	1.9%	1	0.4%	0	0.0%
Total	1,167		369		223		153	

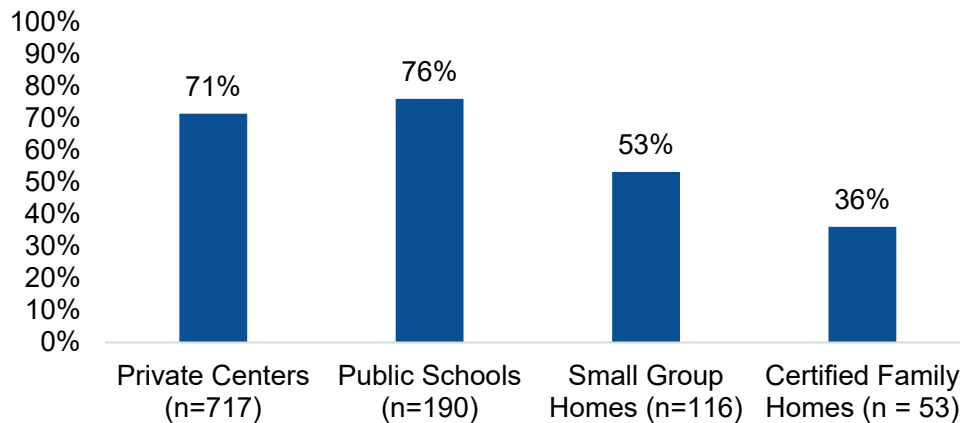
As the figure shows:

- Providers generally do not charge hourly or annual rates.
- Nearly half of all child care centers (49.2 percent) charge a weekly rate, and a quarter (25.1 percent) charge a monthly rate.
- Nearly half of public schools (45.0 percent) charge a monthly rate to child care pay families, while most other families are charged a daily or weekly rate.
- Most home-based providers charge a daily rate, including 69.1 percent of small group homes and 87.6 percent of certified family homes.

Arizona's child care assistance program currently pays providers after care has been delivered. However, the 2024 reauthorization of the CCDF requires states to pay providers prospectively to reflect common payment practices for non-subsidized families.¹⁸ The survey requested providers report whether they charge families prospectively or after care has been delivered. As

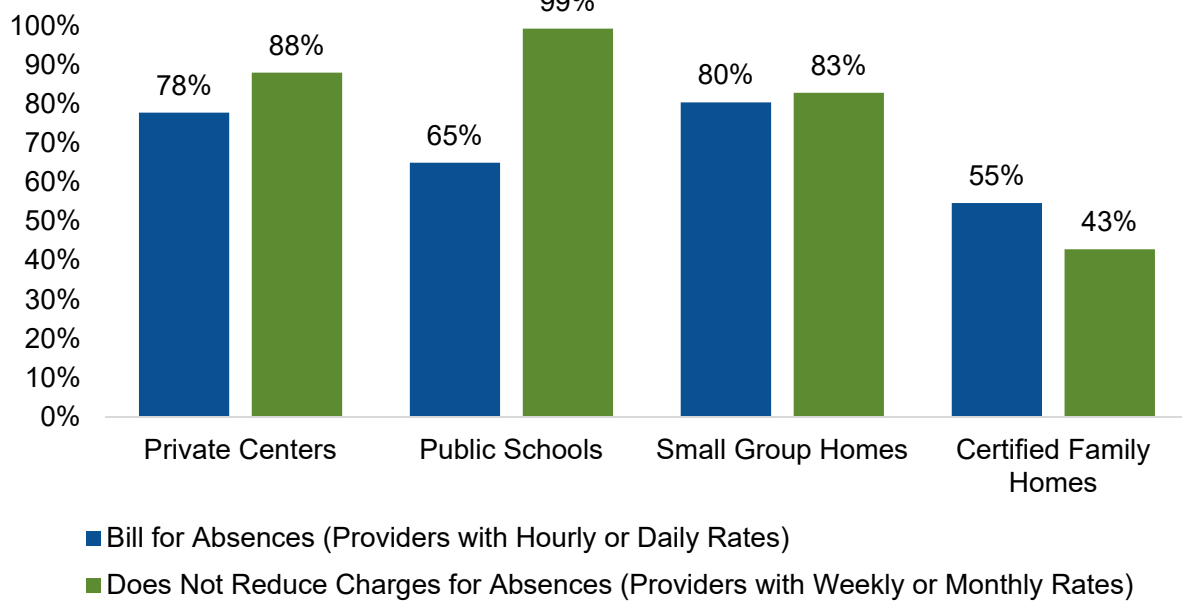
Figure 34 shows, center-based providers are much more likely to collect payment before services are delivered, though this payment practice is also typical for more than half of small group homes and more than a third of certified family homes.

Figure 34: Proportion of Providers Collecting Payment from Private Pay Families Before Services are Delivered



Providers must plan their staffing levels based on enrollment to ensure compliance with licensing and certification requirements for teacher-to-child ratios. When a child is absent, staffing levels do not vary and therefore providers still incur these costs. As a result, providers generally charge families based on their scheduled attendance rather than actual attendance. Recognizing these operational needs, the 2024 reauthorization of the CCDF requires child care subsidy programs to pay providers based on enrollment rather than attendance to “better reflect the fixed costs of child care.”¹⁹ Figure 35 reports the proportion of providers with hourly or daily rates that still require families to pay for days their child is absent and the proportion of providers with weekly or monthly rates that do not reduce charges when a child is absent.

Figure 35: Proportion of Providers Requiring Payment Regardless of Attendance



As the figure shows, a majority of center-based and home-based providers bill for absences whether their payment structure is hourly, daily, weekly, or monthly. Certified family homes were the least likely to bill for absences, though more than half with hourly or daily rates reported billing for absences. Among providers with hourly and daily rates that do not always charge for absences, the median number of allowed absences was 2.0 days per month, with a range of 1.7 days per month for certified family homes to 2.0 days per month for child care centers.

Home-based providers were also asked to report if they charge for days in which the home operator could not deliver child care (such as when the home provider takes a vacation). Only 36 percent of small group homes and 16 percent of certified family homes reported billing for days in which their programs were closed.

Finally, nearly 7-in-10 providers (69.1 percent) reported collecting the difference between the subsidy payment rate and their child care pay rate when the child care pay rate is higher, ranging from 53.8 percent for public schools to 75.4 percent of small group homes.

Discounts

Providers offer several forms of discounts to families paying for child care, as summarized in Figure 36.

Figure 36: Count and Percentage of Providers Offering Discounts by Discount Type

Type of Discount	Child Care Centers		Public Schools		Small Group Homes		Certified Family Homes	
	Ct.	Pct.	Ct.	Pct.	Ct.	Pct.	Ct.	Pct.
Additional child	555	75.0%	149	59.4%	88	81.5%	61	66.3%
Military/ service members	308	41.6%	32	12.7%	11	10.2%	7	7.6%
First responders	229	30.9%	13	5.2%	13	12.0%	4	4.3%
Low-income families	181	24.5%	44	17.5%	18	16.7%	24	26.1%
Corporate discount	159	21.5%	15	6.0%	2	1.9%	2	2.2%
Prepayment	117	15.8%	5	2.0%	10	9.3%	6	6.5%
Cash payment	15	2.0%	0	0.0%	9	8.3%	11	12.0%
Other discounts	267	36.1%	131	52.2%	16	14.8%	22	23.9%

As the figure shows, the additional child discount (sometimes referred to as a 'sibling' rate) is the most common discount offered by all providers. Discounts for military families and first responders were offered by 41.6 percent of child care centers, but far less common among public school programs and home-based providers. Providers also reported a number of additional discounts they offer, including:

- Auto-pay discounts
- Discounts for children with special needs
- Discounts for employees of public school districts (especially teachers) and employees of other local government agencies
- Early pick-up discounts
- Discounts to church members among providers operated by a faith-based organization
- Single parent discounts
- Independent toileting discounts
- Discounts for asylum and refugee families.

Other Fees Charged

In addition to their standard rates for care, many providers assess other fees, such as application and registration fees. The survey requested providers report the nature of other fees they charge. The survey also asked providers to distinguish between fees charged to private pay and subsidy-based families to determine if the assessment or amount of other fees differed

across populations. Figures 37 and 38 report the proportion of center and home-based providers, respectively, charging an application fee and/ or registration fee, as well as the weighted average fee amount, and whether the assessment of application or registration fees vary between private pay and subsidy-based families.

Figure 37: Count and Percentage of Center-Based Providers Assessing Application and Registration Fees

Fee Type	Child Care Centers				Public Schools			
	Count	Count w/ Fee	Pct. w/ Fee	Wt. Avg. Fee	Count	Count w/ Fee	Pct. w/ Fee	Wt. Avg. Fee
Application Fees								
Private Pay Families	732	173	23.6%	\$99.74	214	18	8.4%	\$55.61
Subsidy-Based Families	687	158	23.0%	\$97.72	214	8	3.7%	\$56.48
Registration Fees								
Private Pay Families	733	575	78.4%	\$102.75	214	169	79.0%	\$56.67
Subsidy-Based Families	691	473	68.5%	\$102.26	205	145	70.7%	\$46.56

Figure 38: Count and Percentage of Home-Based Providers Assessing Application and Registration Fees

Fee Type	Small Group Homes				Certified Family Homes			
	Count	Count w/ Fee	Pct. w/ Fee	Wt. Avg. Fee	Count	Count w/ Fee	Pct. w/ Fee	Wt. Avg. Fee
Application Fees								
Private Pay Families	157	35	22.3%	\$108.88	119	11	9.2%	\$164.40
Subsidy-Based Families	152	33	21.7%	\$101.75	119	15	12.6%	\$147.50
Registration Fees								
Private Pay Families	154	46	29.9%	\$77.16	116	14	12.1%	\$54.56
Subsidy-Based Families	154	45	29.2%	\$80.16	113	16	14.2%	\$50.56

As the tables show, application fees are assessed by somewhat less than a quarter of all child care centers and small group homes but are assessed less routinely among public school programs and certified family homes. Conversely, registration fees are much more common

among centers, assessed by nearly 80 percent of child care centers and public school programs compared to about a third of small group homes and only 14 percent of certified family homes. More than two-thirds (69 percent) of child care centers and 78 percent of public schools reported assessing registration fees annually, while only 32 percent of small group homes and 10 percent of certified family homes assess registration fees annually. Application and registration fees were only somewhat less likely to be assessed to subsidy-based families compared to private pay families. When such fees are assessed to subsidy-based families, the fee amount is usually in line with the private pay fee.

The survey also requested providers report other mandatory program fees charged to private pay or subsidy-based families. Public school programs were unlikely to assess any other mandatory fees, while child care centers and homes generally do assess other mandatory fees. Figure 39 reports the top five most common additional fees reported by child care centers and home-based providers.

Figure 39: Five Most Common Mandatory Fees Assessed by Providers

Fee Type	Child Care Centers				Home-Based Providers			
	Count	Count w/ Fee	Pct. w/ Fee	Wt. Avg. Fee	Count	Count w/ Fee	Pct. w/ Fee	Wt. Avg. Fee
Summer Camp/Activity Fees								
Private Pay Families	293	113	38.6%	\$31.72	-	-	-	-
Subsidy-Based Families	262	113	43.1%	\$31.65	-	-	-	-
Diaper Fee								
Private Pay Families	293	59	20.1%	\$14.01	44	10	22.7%	\$239.33
Subsidy-Based Families	262	59	22.5%	\$14.35	44	10	22.7%	\$48.97
Late Pickup Fee								
Private Pay Families	293	73	24.9%	\$37.07	44	23	52.3%	\$102.60
Subsidy-Based Families	262	73	27.9%	\$36.92	44	23	52.3%	\$148.59
Field Trip Fee								
Private Pay Families	293	66	22.5%	\$87.29	44	5	11.4%	\$79.00
Subsidy-Based Families	262	40	15.3%	\$90.23	44	5	11.4%	\$78.53
Late Payment Fee								
Private Pay Families	293	48	16.4%	\$38.62	44	22	50.0%	\$67.13
Subsidy-Based Families	262	48	18.3%	\$40.52	44	22	50.0%	\$17.14

As the table shows, other mandatory fees are generally charged to both private pay and subsidy-based families regardless of provider type, though field trip fees are less likely to be charged to subsidy-based families when attending a child care center. Fee levels are generally aligned within child care centers, meaning that when fees are charged, they are generally not discounted for subsidy-based families. Other fees charged by homes varied more widely for private pay and subsidy-based families, but this is likely attributed to smaller sample sizes and different reported frequencies at which fees are charged (e.g., some providers may charge weekly diapering fees and others may charge monthly or annual fees while the average reported in the table includes all fee frequencies).

Smaller numbers of providers reported fees for supplies and materials, charges for absences, transportation fees, deposits, meal fees, and linen fees.

Cost Estimation Modeling

Nationwide, the child care market “is driven by private pay families, with only 6.4% of children in early childhood education programs receiving public or private subsidies.”²⁰ Due to the already-high cost of child care that meets minimum licensing standards, families that pay directly may need to “consider price above many other variables,” including quality.²¹ Child care providers must set prices that families can afford, limiting providers’ ability to invest in quality-related features that increase costs.

CCDF regulations require states to estimate the costs to providers to comply with state regulations for health and safety as well as the costs of higher-quality care based on a quality rating and improvement system or other quality indicator system.²² These estimates “help state and local leaders compare the actual cost of administering a program with the market cost, or the amount people can afford to pay.”²³ Cost modeling offers an opportunity to evaluate costs without constraints based on families’ ability to pay. For example, a cost model can incorporate the cost of employing full-time classroom staff with access to a comprehensive benefits package that providers’ current revenues do not allow them to offer.

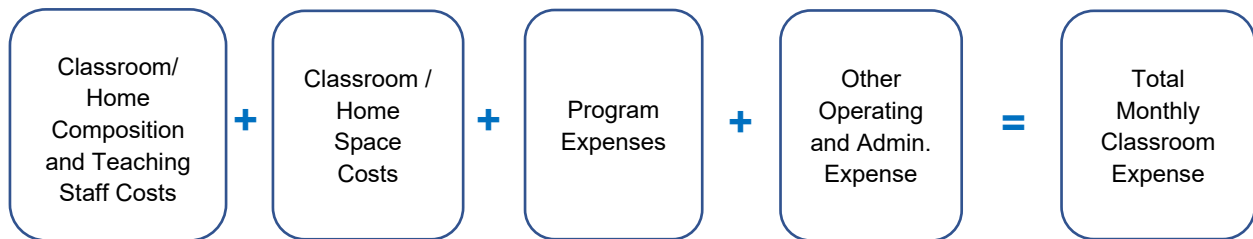
Guidance issued by the federal Administration for Children & Families describes two types of alternative methodologies that may be considered in developing cost estimates:²⁴

1. Development of a cost estimation model that reflects the costs providers would incur under various scenarios
2. Facilitation of a cost study that collects data directly from providers to measure the cost of delivering services

In 2020, FTF and DES contracted with HMA-Burns to conduct a cost of quality study that incorporated both approaches. The study included a provider cost survey that requested information about classroom enrollment and staffing, teaching and administrative staff payroll costs, and other program expenses. Recognizing that providers’ costs are a function of their rates – which, in turn, are constrained by what parents can afford to pay – the study also relied on independent data sources including:

- Licensing and certification rules and regulations
- Quality First requirements for each star rating
- Input from providers through an advisory group and focus groups
- Interviews with key industry leaders
- Published data to inform key cost drivers, such as wage and benefit data published by the U.S. Bureau of Labor Statistics
- The federal provider cost of quality calculator (PCQC) and its underlying assumptions.

Relying on these inputs, HMA-Burns established a cost modeling structure that quantified assumptions within four primary cost categories, as illustrated in Figure 40.

Figure 40: Cost Components of Child Care Cost Models

The 2020-21 cost models were designed to estimate costs by provider type (including models for child care centers, public school programs, and small group homes), a child's age, attendance frequency (full- and part-time), and level of quality. The costs for certified family homes are assumed to be similar to small group homes, and therefore, separate cost models for certified family homes were not developed. For each combination of these characteristics (for example, full-time infant care in a child care center with 4-Star rating), the models detail assumptions regarding reasonable market-based costs for individual cost drivers for a typical provider. Since the models detail individual cost assumptions, DES and FTF can adjust these assumptions to determine the bottom-line impact of specific changes (such as lower or higher assumptions regarding wages, class sizes, etc.).

Separate cost models were developed to estimate the costs of complying with minimum health and safety requirements and the higher costs of implementing Quality First standards. The health and safety cost models generally reflect minimum licensing requirements related to teacher-to-child ratios, classroom space, staff training, and other standards. The Quality First cost models reflect more highly qualified staff with relatively higher wages; additional time for teaching staff to participate in quality-based activities (such as additional training, curriculum development and lesson planning, and parent-teacher conferences); additional funding for discretionary benefits; lower teacher-to-child ratios; and additional costs for training, curriculum packages, and child assessment systems.

HMA-Burns, DES, and FTF considered the development of separate models for various regions of the state. In particular, since wage and benefit costs for classroom staff represent providers' single largest expense, HMA-Burns analyzed wage data at a regional level. Although wages do vary by region, statewide rather than regional cost models were ultimately established using average statewide wages based on a few considerations. After adjusting for inflation, the cost model wage and benefit assumptions exceeded costs reported by providers in all regions and were thus presumed to support the recruitment and retention of quality staff across the state. Further, the establishment of regionally differentiated wage assumptions would have generally produced lower cost estimates in rural areas that may not adequately reflect workforce challenges in these regions.

As described below, data from the 2024 MRS and current independent cost data was used to update 2020-21 cost model assumptions. The detailed cost models are included as Attachment C.

Classroom/ Home Composition and Teaching Staff Costs

The updated cost models include higher teaching staff wage assumptions reflecting substantial wage growth in recent years and incorporate other changes to more accurately reflect provider operations. To estimate the cost of teaching staff, the cost models establish assumptions regarding the number of children served in a classroom or home, staffing levels, and the wages and benefits for teaching staff.

Classroom/ Home Composition

The cost models include assumptions related to the number of children and teaching staff in a typical classroom. The health and safety models for center-based services incorporate the maximum group sizes allowed by licensing rules for individual age levels.²⁵

- Infants: two staff per 11 children (or one staff per five children)
- 1-year olds: two staff per 13 children (or one staff per 6 children)
- 2-year olds: one staff per 8 children
- 3-year olds: one staff per 13 children
- 4-year olds: one staff per 15 children
- 5-years olds and older: one staff per 20 children.

The Quality First cost models for child care centers and public schools generally assume fewer children per classroom based on reporting in the 2020-21 provider survey to better reflect actual operations. Figure 41 presents the number of children per classroom assumed in both the health and safety and Quality First Cost models.

Figure 41: Assumed Class Size by Cost Model Type and Age Group

Model Type/ Age Group	Assumed Class Size	
	Health and Safety Models	Quality First Models
Infants	11	8
1-Year Olds	13	13
2-Year Olds	8	
3-Year Olds	13	18
4-Year Olds	15	
5-Year Olds	20	
School Aged	20	20

Although Arizona's rules on staffing ratios are clear, operating a program is more complicated. For example, rules require one teacher for every 20 school-aged children, but these children may arrive and depart at different times. Center-based providers participating in the 2024 MRS

reported they are open for 11 hours per day on average. Staffing that classroom would therefore require at least 1.38 full-time equivalent staff per day to ensure there is at least one teaching staff person in the classroom for the entire day. Assuming that the provider in this example employs only the number of staff to ensure one teacher in the classroom at all times (that is, 1.38 employees), and if 10 of the children in this classroom attend from 7:00 AM to 4:00 PM and the other 10 attend from 9:00 AM to 6:00 PM, the effective average staffing ratio would be one staff per 16.36 children (based on a one-to-ten ratio from 7:00 to 9:00 AM, one-to-twenty from 9:00 AM to 4:00 PM, and one-to-ten from 4:00 to 6:00 PM).

Additionally, this simple example assumes that a provider could find an employee willing to work only three hours per day to cover the difference between the 11 hours that the classroom is operating and an eight hour per day full-time staff. It is likely that providers will have to offer more hours to attract staff. Actual operations are significantly more complicated than this simple example as most providers operate multiple classrooms, must plan for staff absences and turnover, provide breaks to teaching staff during the day, and may have unfilled slots.

The cost model staffing assumptions aim to reflect these operational realities, reflecting staffing levels reported through the provider survey administered as part of the 2020-21 cost of quality study. Figure 42 reports the staffing composition and annual hours of care assumed in the center-based cost models for full-time care.

Figure 42: Staffing Assumptions in Center-Based Cost Models for Full-Time Care

	Health and Safety Cost Models		Quality First Cost Models (all age levels)			
	Infants & 1-Year Olds	All Other Age Levels	2-Stars	3-Stars	4-Stars	5-Stars
Number of Lead Teachers per Classroom	1.0	1.0	1.0	1.0	2.0	2.0
Total Annual Hours for Lead Teachers	1,950	1,950	1,950	1,950	3,900	3,900
Number of Other Teaching Staff per Classroom	2.0	1.0	2.0	2.0	1.0	1.0
Total Annual Hours for Other Teaching Staff	3,550	800	2,800	2,800	1,400	1,400
Total Annual Teaching Staff Hours	5,500	2,750	4,750	4,750	5,300	5,300
Daily Teaching Staff Hours (based on 250 days per year)	22.0	11.0	19.0	19.0	21.2	21.2

As the table illustrates:

- Daily staffing hours for infants and one-year olds in the health and safety models are higher than for other age groups because the staffing ratios are predicated on having two teachers in the classroom at all times.

- The Quality First models at all levels of quality assume three staff will be assigned to the classroom, but that the composition of staff will shift at higher levels of quality to more qualified lead teachers.
- Total teaching staff hours are higher in the 4-Star and 5-Star models to allow more time for these staff to focus on quality-related tasks, such as attending enhanced training, curriculum development, facilitating parent conferences, and similar quality-based activities.
- The models generally assume that lead teachers are employed full-time while other teaching staff are employed part-time to provide supplemental staffing in the early or later parts of the day to ensure teacher to child ratios are met.

Figure 43 reports the calculated teacher-to-child ratios for all center-based cost models based on the daily staff hour assumptions reported in the previous table and the number of assumed children in the classroom.

Figure 43: Calculated Teacher-to-Child Ratios in Center-Based Cost Models

	Daily Teaching Staff Hours	Avg. Number of Teachers per Operating Hour*	Children per Classroom	Effective Teacher-to-Child Ratio
Center-Based Health and Safety Models				
Infants	22.0	2.0	11	2:11
1-Year Olds	22.0	2.0	13	2:13
2-Year Olds	11.0	1.0	8	1:8
3-Year Olds	11.0	1.0	13	1:13
4-Year Olds	11.0	1.0	15	1:15
5-Year Olds	11.0	1.0	20	1:20
School Aged	11.0	1.0	20	1:20
Center-Based Quality First Models (2 and 3-Stars)				
Infants	19.0	1.7	8	1.7:8
Toddlers	19.0	1.7	13	1.7:13
Preschoolers	19.0	1.7	18	1.7:18
School Aged	19.0	1.7	20	1.7:20
Center-Based Quality First Models (4 and 5-Stars)				
Infants	21.2	1.9	8	1.9:8
Toddlers	21.2	1.9	13	1.9:13
Preschoolers	21.2	1.9	18	1.9:18
School Aged	21.2	1.9	20	1.9:20

Daily Teaching Staff Hours	Avg. Number of Teachers per Operating Hour*	Children per Classroom	Effective Teacher-to-Child Ratio
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*The cost models assume classrooms operate for an average of 11 hours per day (which is equal to the median reported by child care centers in the 2024 MRS).

Licensing standards for small group homes allow providers to care for five children when one teacher is present and ten children when two teachers are present.²⁶ The health and safety models for small group homes at all age levels assume ten children are cared for by two teachers, including the teacher-provider. Since the classroom composition assumptions are the same across age groups, there is a single health and safety cost model for small group homes. The Quality First cost model for preschoolers and school-aged children also assumes 10 children cared for by the teacher-provider and another staff. The small group home Quality First cost model for infants and toddlers assumes eight children to account for the extra attention these children require, resulting in a higher per-child cost estimate for these age groups.

Teaching Staff Wage Assumptions

The cost models include assumptions about the wages paid to the classroom staff discussed in the preceding section. The models rely on Arizona-specific wage data published by the U.S. Department of Labor’s Bureau of Labor Statistics (BLS), which administers a survey of employers across the country and annually produces estimates for occupations across the economy. Figure 44 below reports the BLS occupational classifications used in the cost models for each classroom staff position as well as the BLS’ description for each occupation.

Figure 44: BLS Occupational Classifications Selected for Each Classroom Position

Rate Model Position	BLS Occupational Code and Description
Lead Teacher (center-based)	<i>Preschool Teacher (25-2011)</i> . Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth.
Teacher-Provider (home-based)	<i>Preschool Teacher (25-2011) (50 percent weight)</i> . <i>Education and Child Care Administrators (11-9031) (50 percent weight)</i> . Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care.
Other Teaching Staff (all models)	<i>Child Care Workers (39-9011)</i> . Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play.

The most recent available BLS wage data was published in April 2024 reflecting wage estimates through May 2023. To reflect wage growth since that time, BLS wage estimates were inflated by 6.2 percent, reflecting inflation from May 2023 to January 2025 (the mid-point of state fiscal year

2025) based on Arizona-specific data regarding historic growth in net earnings published by the U.S. Department of Commerce's Bureau of Economic Analysis.²⁷

The cost models use the median wage levels for each selected occupation noted in Figure 44 (that is, the wage at which half of workers in that occupation earn less and half earn more) with a few exceptions:

- **Teacher-provider in the home-based cost models.** As shown in Figure 44, the wage assumption for this position reflects an average salary based on two BLS occupations to acknowledge both the teaching and administrative responsibilities of these small business owners. This methodology differs from the 2020-21 cost models that based their salary on only the education and child care administrator occupation, which did not account for the significant time they spend on providing care.
- **Higher public school teaching staff wages.** Wage information reported through the 2020-21 cost of quality study and the 2024 MRS and BLS wage data demonstrate that lead teachers working in public school programs typically earn higher wages than lead teachers in other programs. The most recent nationwide BLS data shows that preschool teachers in public school settings earn a median of \$25.09 per hour, which is 40.6 percent greater than the national median wage of \$17.85 per hour across all settings. Accordingly, the lead teacher wage assumption in the public school cost models apply a 40 percent wage premium for lead teachers.

Similarly, the most recent nationwide BLS data shows that childcare workers in public school settings earn a median of \$16.69 per hour, which is 8.2 percent greater than the national median wage of \$15.42 per hour across all settings. An 8 percent wage premium was added for 'other teaching staff' in the public school cost models as a result.

This approach represents a change from the 2020-21 cost models. Those models tied the lead teacher wage assumption to the BLS occupational classification for a kindergarten teacher (25-2012), which typically requires a bachelor's degree. However, a review of workforce registry information for staff employed by public school programs as lead teachers found that less than 15 percent of these staff held a bachelor's degree. As a result, the kindergarten teacher occupation no longer seems to be the most appropriate benchmark. The revised approach better recognizes both the typical backgrounds of these lead teachers and the higher wages generally paid by public schools.

- **Premium wages for higher-quality providers.** The cost models maintain a 10 percent wage premium over the base wage for 3 and 4-Star providers and a 20 percent wage premium over the base wage for 5-Star providers. These premiums intend to support the recruitment and retention of qualified staff to deliver higher-quality care.

Figure 45 compares the wage levels reported by providers through the 2024 MRS, the wage assumptions in the 2020-21 cost models, and the wage assumptions in the updated cost models.

Figure 45: Comparison of Wage Levels Reported in the 2024 MRS to Cost Model Assumptions at Various Levels of Quality by Provider and Teaching Staff Type

	Health and Safety/ Less Than 3 Stars	3-4 Stars	5-Stars
Child Care Centers – Lead Teachers			
2024 MRS Weighted Average Wage*	\$19.23	\$18.60	\$19.60
2020-21 Cost Model Assumption	\$15.59	\$17.15	\$18.71
Updated Cost Model Assumption	\$18.98	\$20.88	\$22.78
Child Care Centers – Other Teaching Staff			
2024 MRS Weighted Average Wage*	\$17.04	\$16.24	\$16.01
2020-21 Cost Model Assumption	\$13.69	\$15.06	\$16.43
Updated Cost Model Assumption	\$18.97	\$20.87	\$22.76
Public Schools – Lead Teachers			
2024 MRS Weighted Average Wage*	\$25.52	\$21.61	\$23.36
2020-21 Cost Model Assumption	\$31.00	\$34.10	\$37.20
Updated Cost Model Assumption	\$26.57	\$29.23	\$31.89
Public Schools – Other Teaching Staff			
2024 MRS Weighted Average Wage*	\$19.44	\$16.23	\$17.79
2020-21 Cost Model Assumption	\$13.69	\$15.06	\$16.43
Updated Cost Model Assumption	\$20.49	\$22.54	\$24.59
Small Group Homes – Teacher-Provider**			
2020-21 Cost Model Assumption	\$46,166	\$50,783	\$55,400
Revised Cost Model Assumption	\$46,653	\$51,318	\$55,983
Small Group Homes – Other Teaching Staff			
2024 MRS Weighted Average Wage*	\$16.79	\$15.78	\$17.61
2020-21 Cost Model Assumption	\$13.69	\$15.06	\$16.43
Updated Cost Model Assumption	\$18.97	\$20.87	\$22.76

* Wages are weighted based on approved capacity for each site reporting wage data in the 2024 MRS.

** The 2024 MRS did not request home-based providers disclose their effective salaries because they do not necessarily pay themselves as employees with a static hourly wage, and instead requested the wage levels paid to other teaching staff that support the home.

As the figure shows, the updated cost model wage assumptions generally exceed the wages currently paid by providers, with the exception of the wage assumption for lead teachers in a child care center in the health and safety and under 3-Star Quality First models, which is generally in line with provider-reported averages based on the 2024 MRS.

Teaching Staff Benefit Assumptions

The cost models include a comprehensive benefits package for teaching staff covering mandatory payroll taxes such as Social Security, Medicare, state and federal unemployment insurance, and workers' compensation, as well as fringe benefits such as health insurance and paid vacation.

Health insurance is generally the costliest fringe benefit. However, based on 2024 MRS results, only 62.2 percent of all centers (including 54.2 percent of child care centers and 94.6 percent of public schools) and 3.2 percent of home-based providers reported offering health insurance. When health insurance was offered, take-up rates were 31.0 percent for centers and 21.0 percent for homes, meaning most child care workers in Arizona do not receive health insurance from their employer. As described above, this is likely due, at least in part, to providers' inability to charge rates high enough to cover the cost of health insurance for their teaching staff.

The 2024 MRS also requested home-based providers to report whether the teacher-provider has access to health insurance, and if so, the type of coverage. Figure 46 reports the results.

**Figure 46: Home-Based Providers' Health Insurance Coverage
Based on 2024 MRS Reporting**

Insurance Coverage	Ct.	Pct.
No health insurance coverage	89	30.8%
Medicaid (AHCCCS)	61	21.1%
Covered by spouse's/ partner's health insurance	50	17.3%
Other private insurance	32	11.1%
Other insurance	20	6.9%
Medicare	18	6.2%
Coverage through the open exchange	14	4.8%
Veteran's Administration (TRICARE)	3	1.0%
Covered by other family plans, such as a parent/ guardian plan	2	0.7%

As the figure illustrates, nearly one-in-three home-based teacher-providers do not have health insurance. More than a quarter (28.4 percent) reported they have public health insurance through Medicaid, Medicare, or the Department of Veterans Affairs' TRICARE program.

Both the health and safety and Quality First cost models assume all teaching staff have access to health insurance and that 65.4 percent will elect to enroll based on the most recent Arizona-specific data from the U.S. Department of Health and Human Services' Medical Expenditure Panel Survey (MEPS). Based on Arizona-specific MEPS data regarding the typical mix of plan types (that is, employee-only, employee plus-one, and family plans) and the typical employer share of costs for each plan type, the cost models assume an average employer cost of \$727 per employee per month. After accounting for non-participating employees, the models assume a monthly cost of \$475 per employee.

The health and safety models for child care centers and small group homes include five days of paid annual leave, the minimum number of sick days required for employers with at least 15 employees in Arizona.²⁸ The Quality First models assume child care centers and small group homes offer staff 25 days of paid leave annually, including 10 holidays and 15 combined vacation and sick days. Both the health and safety and Quality First cost models for public school programs include 34 paid days off to reflect more generous benefit packages offered through the public school system. In comparison, the 2024 MRS found that only three-quarters of child care centers offer paid holidays and paid vacation days, while about 86 percent reported offering paid sick time. Home-based providers were much less likely to offer paid leave while public schools were more likely. When paid leave was offered:

- Child care centers offered a median of 8 holidays per year and an additional 10 days of combined vacation and sick leave, averaging 18 days per year for all paid leave.
- Public schools offered a median of 14 holidays per year and an additional 10 days of combined vacation and sick leave, averaging 24 days per year for all paid leave.
- Home-based providers reported offering a median of 8 holidays per year and an additional 7 days of combined vacation and sick leave per year, averaging 15 days per year for all paid leave.

Providers participating in the 2024 MRS were asked to report other benefits available to teaching staff, including:

- **Employee discounts for child care** are common among centers, with 77.1 percent of child care centers and 70.9 percent of public school programs offering the benefit. When offered, the weighted average discount was 59.7 percent among child care centers and 36.4 percent among public school programs.
- **Paid professional development days** in which staff are paid while attending training and other professional development events are another common benefit. Two-thirds of child care centers, three-quarters of public school programs, and one-third of home-based providers reported offering paid professional development days. When offered, all provider types reported that they provide, on average, slightly fewer than four paid professional development days annually.
- **Reimbursement for professional development**, such as tuition reimbursement to attend a college class or trade school, is less common. Fewer than two-in-five child care centers (37.4 percent) and only 15.8 percent of public school programs offer this benefit, with reported annual maximum reimbursement averaging \$2,339 and \$1,250, respectively. Only 11.9 percent of all homes offer reimbursement for professional development, offering an average of \$1,422 per year.
- **Contributions to a retirement account**, such as a state retirement plan for public school employees or a 401(k) or 403(b) plan is most common among public school programs with 83.7 percent of providers reporting offering a retirement contribution averaging \$3,935 per year for eligible staff. About half of child care centers reported contributing to a retirement account with an average annual contribution of \$956 per

employee. Fewer than one percent of all homes reported making contributions to a retirement account for paid staff.

To account for the cost of optional benefits such as those listed above, the Quality First small group home and child care center-based cost models include \$100 per employee per month. As most school district employees are part of the Arizona State Retirement System (ASRS), both the health and safety and Quality First cost models for public schools include an employer cost of 12.7 percent of total wages based on the ASRS contribution rates for state fiscal year 2025.²⁹ The public school cost models additionally include \$50 per employee per month for other discretionary benefits.

Classroom/ Home Space Costs

The updated cost models increase the assumed cost of the physical space (centers' classrooms and home-based providers' homes), increase the number of square feet per toddler for center-based providers, and increase the percentage of time that home-based providers are involved in the provision of care or administrative activities.

The cost models for center-based providers incorporate assumptions about the amount and cost of classroom space. Arizona licensing regulations require a minimum of 35 square feet of indoor classroom space per infant and 1-year old, and 25 square feet of indoor space per child for all other age groups.³⁰ The provider survey administered as part of the cost of quality study found that providers have somewhat more space than required, but that the square footage did not substantially vary by Quality First rating. Accordingly, the center-based cost models assume:

- **Infants.** 35 square feet of space per child in the health and safety cost models and 40 square feet in the Quality First models.
- **Toddlers.** 35 square feet of space for 1-year olds and 25 square feet of space for 2-year olds in the health and safety cost models, and 35 square feet of space per child in the Quality First models, which is increased from 30 square feet of space in the 2020-21 models.
- **Preschoolers and school-aged children.** 25 square feet of space per child in the health and safety cost model and 30 square feet in the Quality First models.

In the 2024 MRS, child care centers reported a weighted average facility cost of \$24.95 per square foot while public school programs reported an average facility cost of \$15.87 per square foot. In comparison, the PCQC assumes an average of \$33.00 per square foot for center-based providers in Arizona, which includes the cost of rent, lease, or mortgage; utilities; building insurance; and repairs and maintenance.³¹ The cost models for centers incorporate the PCQC cost assumption. Costs associated with other indoor space such as administrative offices as well as outdoor space are assumed to be part of the administrative costs described later.

Home-based providers use their homes for both business and personal activities. The cost models for home-based providers only incorporate the home-related costs attributable to the child care business based on a 'space-time ratio' comprised of two key components.

The 'space' element of the space-time ratio is the portion of the home's indoor space routinely used for child care.³² Arizona licensing rules for small group homes require a minimum of 30 square feet of indoor space per child, not including other space that may be used to support the child care program (such as a kitchen space, bathrooms, laundry rooms, and hallways).³³ As with the center-based cost models, the health and safety cost models for home-based providers reflect the minimum requirement while the Quality First models assume modestly more space, 35 square feet per child for each age group. The cost of other space that may be used as part of the child care program (such as the kitchen, bathrooms, hallways, outdoor areas, etc.) is incorporated in the administrative and operating component of the cost models.

The 'time' component of the space-time ratio is the amount of time the teacher-provider devotes to providing child care and performing administrative duties such as bookkeeping, billing, meal planning, curriculum development, shopping for supplies, and similar activities.³⁴ Small group homes participating in the 2024 MRS reported working an average of 64.7 hours per week, considering both care provision and administrative activities. The updated home-based cost models therefore assume teacher-providers work 65 hours per week, or 38.7 percent of the 168 total hours in a week. This assumption represents a significant increase over the 50 hours assumed in the 2020-21 cost models, but is consistent with national estimates.³⁵ Small group homes reported a weighted average cost of \$10.53 per square foot in the 2024 MRS. Based on these results, all home-based cost models reflect an assumed \$11.00 per square foot.

Figure 47 presents an example of space-related cost assumptions in the Quality First cost models for infants and toddlers.

Figure 47: Monthly Small Group Home Space Cost Calculation per Infants and Toddlers (Quality First Cost Model)

Factor	Value
Number of infants/ toddlers served	8
x Square feet per child	35
Total square feet of indoor space	280
x Cost per square foot	\$11.00
x Percentage of time home is used for child care	38.7%
Annual home space cost for child care	\$1,191.96
Cost per infant/ toddler served	\$99.33

Program Expenses

The updated cost models include higher cost assumptions for various program expenses, such as food, supplies, and curriculum.

The provider survey conducted as part of the 2020-21 cost of quality study included a detailed accounting of all provider costs, including costs for food, disposable supplies, educational supplies, and similar details. These results, coupled with other benchmark data, informed the

assumptions found in the program expenses component of the cost models. These cost assumptions have been updated based on other benchmarks as described below:

- **Food.** Licensing regulations require at least one snack to be served when children are present for between two and four hours per day, and one meal and two snacks when children attend between four and eight hours. The food expense assumptions in the cost models are based on the 2023-24 Child and Adult Care Food Program (CACFP) reimbursement rates for lunch and supper (\$4.25 per meal) and snacks (\$1.17 per snack).³⁶ In total, the cost models for full-time children include \$6.60 per day for one meal and two snacks (compared to \$5.50 per day in the 2020-21 cost models) while the models for part-time children include \$1.20 per day for one snack (compared to \$1.00 per day in the 2020-21 cost models). One-third of centers and more than 80 percent of home-based providers that submitted information in the 2024 MRS reported participating in the CACFP.
- **Disposable supplies.** The full-time cost models incorporate the PCQC assumption of \$215 per child per year for disposable supplies such as diapers, paper towels, medical supplies, and classroom cleaning supplies (compared to \$120 per child per year assumed in the 2020-21 cost models). The part-time cost models incorporate 50 percent of this assumption, or \$107.50 per child per year.
- **Educational supplies.** The full-time cost models incorporate the PCQC assumption of \$119 per child per year for educational supplies such as arts and crafts supplies and similar educational supplies (compared to \$75 per child per year assumed in the 2020-21 cost models). The part-time cost models incorporate 50 percent of this assumption, or \$59.50 per child per year.
- **Educational equipment.** The full-time cost models assume \$244 per child per year for educational equipment such as furniture, computers, and tablets based on data reported in the cost of quality provider survey (compared to \$200 per child per year assumed in the 2020-21 cost models). The increase is tied to the assumed increase of \$44 per child per year for educational supplies as described in the preceding bullet. The part-time cost models incorporate 50 percent of this assumption, or \$122 per child per year.
- **Curriculum package.** The full-time cost models for providers with a Quality First rating of 3-Stars or higher incorporate the PCQC assumption of \$37 per child per year for a curriculum package (compared to \$12 per child per year assumed in the 2020-21 cost models). The part-time cost models incorporate 50 percent of this assumption, or \$18.50 per child per year.
- **Child assessment system.** The full-time cost models for providers with a Quality First rating of 3-Stars or higher incorporate the PCQC assumption of \$27 per child per year for a child assessment system (compared to \$12 per child per year assumed in the 2020-21 cost models). The part-time cost models incorporate 50 percent of this assumption, or \$13.50 per child per year.
- **Professional development and training.** The health and safety cost models assume average training costs of \$15 per hour based on current cost estimates from child care training providers.³⁷ The center-based health and safety cost models assume training

costs totaling \$270 per teacher per year, reflecting the minimum 18-hour annual training requirement for center-based teaching staff based on licensing rules.³⁸ The small group home health and safety cost models include funding for up to 12 hours of annual training as required by licensing rules, or \$180 per teacher per year.³⁹ The Quality First cost models for both center-based and home-based providers assume additional training hours at higher star ratings, resulting in \$300 per teacher per year at 2-Stars, \$450 per teacher per year at 3-Stars, and \$650 per teacher per year at 4 and 5-Stars. These assumptions are unchanged from the 2020-2021 cost models. The part-time cost models incorporate 50 percent of all corresponding full-time assumptions.

Other Operating and Administrative Expenses

The updated cost models maintain the existing operating and administrative overhead rates, but because other assumed costs have increased, the assumed amount of operating and administrative funding increases as well.

In addition to classroom-related costs, providers incur expenses necessary to operate their business such as payroll costs for administrative and support staff; non-classroom space used to support the site, including office spaces for administrative staff, kitchen space, shared bathrooms, hallways, etc.; office supplies and equipment; licensing and accreditation fees; and taxes. Other operating and administrative costs are incorporated in the cost models as a percentage of total costs. Although the operating and administrative *rates* in the cost models do not vary by star rating, *funding* increases as the star rating increases because it is applied to a higher cost base than lower levels of quality. Based on analysis of provider surveys completed as part of the 2020-21 cost models, the operating and administrative rate is 20 percent in the center-based cost models and 8 percent in the home-based models. The updated cost models retain these overhead rates.

Cost Modeling Results

The cost models include a base estimate for providers to comply with licensing regulations for health and safety and additional estimates for each Quality First rating. Figure 48 quantifies each component of the full-time infant cost model estimates for child care centers.

Figure 48: Full-Time Child Care Center Cost Model Estimates for Infants by Cost Component and Level of Quality

Cost Component	Health & Safety	2-Stars	3-Stars	4-Stars	5-Stars
Monthly teaching staff cost	\$1,091	\$1,406	\$1,528	\$1,705	\$1,925
<i>Cost as a percentage of total estimate</i>	63.3%	65.8%	66.3%	67.3%	68.6%
Monthly classroom space costs	\$96	\$110	\$110	\$110	\$110
<i>Cost as a percentage of total estimate</i>	5.6%	5.1%	4.8%	4.3%	3.9%
Monthly program expense	\$192	\$195	\$205	\$211	\$211
<i>Cost as a percentage of total estimate</i>	11.1%	9.1%	8.9%	8.3%	7.5%
Administration	\$345	\$428	\$461	\$507	\$562
<i>Cost as a percentage of total estimate</i>	20.0%	20.0%	20.0%	20.0%	20.0%
Total monthly cost per child	\$1,723	\$2,138	\$2,304	\$2,533	\$2,808

As the figure shows:

- Teaching staff costs represent between 63.3 percent and 68.6 percent of the total estimates depending on level of quality. Total teaching staff costs increase at each higher level of quality to account for differences in wage level assumptions, staffing levels, and assumed instructional hours.
- The facility expense within the health and safety cost model is somewhat lower than the Quality First models because the model accounts for only the minimum number of square feet per child while the Quality First models include somewhat more space based on provider reporting.
- Program expenses increase at each progressive level of quality to account for more training hours for teaching staff and the cost of implementing a formal curriculum package and child assessment system.
- Administrative expenses represent 20 percent of the total rate in each model, but increase at each higher level of quality due to a higher cost base upon which the administrative rate is applied.

Other cost models for each provider type and age group served vary similarly and for the same reasons. Figure 49 reports the full-time cost estimates for all health and safety models. The figure also includes comparisons to the current child care assistance payment rates and the 50th and 75th percentile rates of the 2024 MRS for providers that have less than a 3-Star Quality First rating and/ or are unaccredited. Child care assistance and MRS rates have been converted from daily rates (as they are reported in the preceding sections that overview market rates) to monthly rates by multiplying the daily rate by 250 (the assumed number of operating days per year) and dividing by 12.

Figure 49: Full-Time Monthly Health and Safety Cost Estimates

Provider Type	Infants	1-Year Olds	2-Year Olds	3-Year Olds	4-Year Olds	5-Year Olds	School Aged
Child Care Centers							
Cost Models	\$1,723	\$1,512	\$1,263	\$899	\$822	\$696	\$696
Current Subsidy Level	\$1,336	\$961		\$850			\$729
2024 MRS (50 th Percentile)	\$1,191	\$1,042		\$875			\$833
2024 MRS (75 th Percentile)	\$1,396	\$1,242		\$1,078			\$1,021
Public School							
Cost Models	\$2,276	\$1,980	\$1,756	\$1,203	\$1,085	\$893	\$893
Current Subsidy Level	\$1,336	\$961		\$850			\$729
2024 MRS (50 th Percentile)	\$927	\$818		\$762			\$958
2024 MRS (75 th Percentile)	\$1,234	\$1,017		\$875			\$958
Small Group Home Model							
Cost Models	\$1,277 (all age levels)						
Current Subsidy Level	\$833	\$750		\$729			\$625
2024 MRS (50 th Percentile)	\$833	\$833		\$750			\$729
2024 MRS (75 th Percentile)	\$1,042	\$1,010		\$938			\$833

As the figure shows, the health and safety cost estimates for infants and toddlers in child care centers and public schools exceeds the current child care assistance subsidy levels as well as the 50th and 75th percentile rates reported through the 2024 MRS. Conversely, the cost estimates for all other age groups tend to be either aligned with or less than the rate benchmarks presented in the table. This suggests that providers subsidize infant and toddler care with revenues from all other age groups in an effort to reduce rate differences across age groups and to avoid making infant and toddler care unaffordable for families.

The health and safety cost estimates for small group homes exceed all rate benchmarks. As described previously, a guiding principle of all cost models is to support a wage that fairly compensates teaching staff and supports access to a comprehensive benefit package. Small group home operators do not necessarily pay themselves an hourly wage or salary; rather, their salary is dependent on their earnings after all operating costs are covered. For example, a small group home that maintains a teacher to child ratio of 1 to 5 and charges a daily median rate of \$40 per child (consistent with medians reported in the 2024 MRS) will earn gross revenues

totaling \$50,000 (\$40 per day multiplied by 5 children, then multiplied by 250 days per year). Based on a 65 hour workweek, these teacher-providers would be earning only \$14.79 per hour – barely more than Arizona’s minimum wage – before accounting for mandatory payroll taxes and business expenses such as home space costs, program expenses (such as food and disposable supplies) and other administrative expenses. The cost models instead assume that home-based providers should earn an income consistent with their teaching and administrative responsibilities.

Figures 50 (child care centers), 51 (public schools), and 52 (small group homes) report the total estimated costs for each full-time Quality First cost model. The tables include comparisons to the corresponding 2020-21 cost model results, current Quality First scholarship levels, current monthly child care assistance payment rates, and the monthly 50th and 75th percentile rates from the 2024 MRS by star rating. The current child care assistance payment rates are based on the following:

- Base payment rates are based on the 75th percentile of the 2022 MRS for infants, and the 75th percentile of the 2018 MRS for all other age levels for providers that are not accredited, do not participate in Quality First, or participate in Quality First but have less than a 3-Star rating.
- Enhanced quality rates for providers that are accredited or participate in Quality First with at least a 3-Star rating include a 50 percent premium over the base payment rates.⁴⁰

The figures also report the 50th and 75th percentile rates from the 2024 MRS (regardless of star-rating) in the 2-Star column and a 50 percent premium over these rates at 3-Stars and above to model what subsidy payment rates would look like using a similar pricing strategy as is employed within the current child care assistance payment rates (see the ‘Modeled Subsidy Payment Level’ rows in each table).

Figure 50: Comparison of Quality First Cost Model Results for Child Care Centers to Rate Benchmarks

Monthly Estimate Type	2-Stars	3-Stars	4-Stars	5-Stars
Infant Model	\$2,138	\$2,304	\$2,533	\$2,808
2020-21 Cost Model	\$1,688	\$1,813	\$2,056	\$2,277
Current Quality First Scholarship Level	\$1,692		\$2,050	
Current Subsidy Level	\$1,336		\$2,005	
2024 MRS by Level of Quality (50 th Percentile)	\$1,343	\$1,302	\$1,250	\$1,336
2024 MRS by Level of Quality (75 th Percentile)	\$1,540	\$1,461	\$1,427	\$1,572
Modeled Subsidy Payment Level (50 th Percentile)	\$1,279		\$1,919	
Modeled Subsidy Payment Level (75 th Percentile)	\$1,463		\$2,194	
Toddler Model	\$1,441	\$1,545	\$1,686	\$1,855
2020-21 Cost Model	\$1,062	\$1,135	\$1,273	\$1,400
Current Quality First Scholarship Level	\$1,058		\$1,250	
Current Subsidy Level	\$961		\$1,442	
2024 MRS by Level of Quality (50 th Percentile)	\$1,182	\$1,052	\$1,079	\$1,071
2024 MRS by Level of Quality (75 th Percentile)	\$1,358	\$1,298	\$1,265	\$1,265
Modeled Subsidy Payment Level (50 th Percentile)	\$1,073		1,609	
Modeled Subsidy Payment Level (75 th Percentile)	\$1,290		\$1,934	
Preschooler Model	\$1,121	\$1,199	\$1,301	\$1,422
2020-21 Cost Model	\$884	\$941	\$1,049	\$1,147
Current Quality First Scholarship Level	\$883		\$1,050	
Current Subsidy Level	\$850		\$1,275	
2024 MRS by Level of Quality (50 th Percentile)	\$1,015	\$938	\$933	\$938
2024 MRS by Level of Quality (75 th Percentile)	\$1,190	\$1,104	\$1,103	\$1,106
Modeled Subsidy Payment Level (50 th Percentile)	\$936		\$1,404	
Modeled Subsidy Payment Level (75 th Percentile)	\$1,104		\$1,656	
School-Aged Model	\$1,043	\$1,113	\$1,205	\$1,314
2020-21 Cost Model	\$822	\$874	\$971	\$1,059
Current Quality First Scholarship Level	-	-	-	-
Current Subsidy Level	\$729		\$1,094	
2024 MRS by Level of Quality (50 th Percentile)	\$833	\$813	\$813	\$938
2024 MRS by Level of Quality (75 th Percentile)	\$1,021	\$955	\$1,033	\$1,094
Modeled Subsidy Payment Level (50 th Percentile)	\$833		\$1,250	
Modeled Subsidy Payment Level (75 th Percentile)	\$1,042		\$1,563	

Figure 51: Comparison of Quality First Cost Model Results for Public School Programs to Rate Benchmarks

Monthly Estimate Type	2-Stars	3-Stars	4-Stars	5-Stars
Infant Model	\$2,687	\$2,910	\$3,431	\$3,834
2020-21 Cost Model	\$2,422	\$2,620	\$3,527	\$3,954
Current Quality First Scholarship Level	\$1,692		\$2,050	
Current Subsidy Level	\$1,336		\$2,005	
2024 MRS by Level of Quality (50 th Percentile)	\$1,167	\$792	\$833	\$677
2024 MRS by Level of Quality (75 th Percentile)	\$1,167	\$1,042	\$909	\$750
Modeled Subsidy Payment Level (50 th Percentile)	\$802		\$1,203	
Modeled Subsidy Payment Level (75 th Percentile)	\$1,111		\$1,667	
Toddler Model	\$1,779	\$1,918	\$2,239	\$2,487
2020-21 Cost Model	\$1,482	\$1,596	\$2,114	\$2,358
Current Quality First Scholarship Level	\$1,058		\$1,250	
Current Subsidy Level	\$961		\$1,442	
2024 MRS by Level of Quality (50 th Percentile)	\$1,031	\$844	\$941	\$804
2024 MRS by Level of Quality (75 th Percentile)	\$1,068	\$958	\$958	\$842
Modeled Subsidy Payment Level (50 th Percentile)	\$833		\$1,250	
Modeled Subsidy Payment Level (75 th Percentile)	\$958		\$1,438	
Preschooler Model	\$1,365	\$1,468	\$1,699	\$1,879
2020-21 Cost Model	\$1,211	\$1,300	\$1,703	\$1,893
Current Quality First Scholarship Level	\$883		\$1,050	
Current Subsidy Level	\$850		\$1,275	
2024 MRS by Level of Quality (50 th Percentile)	\$748	\$762	\$762	\$702
2024 MRS by Level of Quality (75 th Percentile)	\$801	\$833	\$894	\$873
Modeled Subsidy Payment Level (50 th Percentile)	\$762		\$1,143	
Modeled Subsidy Payment Level (75 th Percentile)	\$875		\$1,313	
School-Aged Model	\$1,262	\$1,355	\$1,564	\$1,725
2020-21 Cost Model	\$1,116	\$1,197	\$1,559	\$1,730
Current Quality First Scholarship Level	-	-	-	-
Current Subsidy Level	\$729		\$1,094	
2024 MRS by Level of Quality (50 th Percentile)	\$583	\$948	\$792	\$1,010
2024 MRS by Level of Quality (75 th Percentile)	\$760	\$958	\$813	\$1,189
Modeled Subsidy Payment Level (50 th Percentile)	\$938		\$1,406	
Modeled Subsidy Payment Level (75 th Percentile)	\$958		\$1,438	

Figure 52: Comparison of Quality First Cost Model Results for Small Group Homes to Rate Benchmarks

Monthly Estimate Type	2-Stars	3-Stars	4-Stars	5-Stars
Infant Model	\$1,647	\$1,784	\$1,791	\$1,917
2020-21 Cost Model	\$1,302	\$1,405	\$1,410	\$1,507
Current Quality First Scholarship Level	\$1,692		\$2,050	
Current Subsidy Level	\$833		\$1,250	
2024 MRS by Level of Quality (50 th Percentile)	\$729	\$938	\$835	\$938
2024 MRS by Level of Quality (75 th Percentile)	\$990	\$1,083	\$1,146	\$1,083
Modeled Subsidy Payment Level (50 th Percentile)	\$875		\$1,313	
Modeled Subsidy Payment Level (75 th Percentile)	\$1,042		\$1,563	
Toddler Model	\$1,647	\$1,784	\$1,791	\$1,917
2020-21 Cost Model	\$1,302	\$1,405	\$1,410	\$1,507
Current Quality First Scholarship Level	\$1,058		\$1,250	
Current Subsidy Level	\$750		\$1,125	
2024 MRS by Level of Quality (50 th Percentile)	\$712	\$938	\$833	\$859
2024 MRS by Level of Quality (75 th Percentile)	\$859	\$1,125	\$1,042	\$1,042
Modeled Subsidy Payment Level (50 th Percentile)	\$833		\$1,250	
Modeled Subsidy Payment Level (75 th Percentile)	\$1,042		\$1,563	
Preschooler Model	\$1,361	\$1,471	\$1,477	\$1,578
2020-21 Cost Model	\$1,076	\$1,159	\$1,162	\$1,240
Current Quality First Scholarship Level	\$883		\$1,050	
Current Subsidy Level	\$729		\$1,094	
2024 MRS by Level of Quality (50 th Percentile)	\$670	\$917	\$833	\$833
2024 MRS by Level of Quality (75 th Percentile)	\$859	\$1,042	\$1,042	\$1,042
Modeled Subsidy Payment Level (50 th Percentile)	\$833		\$1,250	
Modeled Subsidy Payment Level (75 th Percentile)	\$1,042		\$1,563	
School-Aged Model	\$1,361	\$1,471	\$1,477	\$1,578
2020-21 Cost Model	\$1,076	\$1,159	\$1,162	\$1,240
Current Quality First Scholarship Level	-	-	-	-
Current Subsidy Level	\$625		\$938	
2024 MRS by Level of Quality (50 th Percentile)	\$552	\$839	\$833	\$833
2024 MRS by Level of Quality (75 th Percentile)	\$641	\$1,036	\$1,120	\$1,042
Modeled Subsidy Payment Level (50 th Percentile)	\$833		\$1,250	
Modeled Subsidy Payment Level (75 th Percentile)	\$979		\$1,469	

As these tables show:

- **Child Care Centers.** Cost model estimates for infants exceed all current rate benchmarks, and are between 23.3 percent higher than the 2020-21 cost models (at 5-Stars) and 27.1 percent higher at 3-Stars. Cost model estimates also exceed current Quality First scholarship levels at each age and quality level. The modeled subsidy payment levels for toddlers and preschoolers at the 75th percentile of the overall 2024 MRS exceed cost model estimates beginning at 3-Stars for toddlers, preschoolers, and school-aged children.
- **Public School Programs.** Cost model estimates for public school programs exceed nearly every rate benchmark with a few exceptions. The 2020-21 cost models are somewhat higher at 4 and 5-Stars for infants and preschoolers and slightly higher at 5-Stars for school aged children. As described previously, this is attributed to a change in the assumed lead teacher qualification requirement, where the 2020-21 cost models assumed the lead teacher would be paid in line with a kindergarten teacher and the updated cost models align the lead teacher with a preschool teacher's wages.
- **Small Group Homes.** Cost model estimates exceed all current rate benchmarks with the exception of the current Quality First scholarship levels for infants and the modeled payment level at the 75th percentile rates at 3 and 4-Stars within the preschooler model. The current Quality First scholarship amounts paid to all center and home-based providers are based on the 2020-21 cost models for center-based care, which is relatively higher than cost estimates for home based care.

As described previously, provider staffing and actual costs incurred do not mirror many of the assumptions within the cost models, which account for the large differences in cost modeling estimates and rate benchmarks. This is generally due to limitations in what providers are able to charge families for care, which prevents a fuller investment in competitive wages, benefits, staffing, and other quality investments.

Endnotes

- ¹ 89 Federal Register 15366. (Effective April 30, 2024). Retrieved from <https://www.federalregister.gov/documents/2024/03/01/2024-04139/improving-child-care-access-affordability-and-stability-in-the-child-care-and-development-fund-ccdf>.
- ² 45 CFR Part 98.1.
- ³ Arizona Department of Economic Security. (n.d.). How to Apply for Child Care Assistance. Retrieved from <https://des.az.gov/services/child-and-family/child-care/how-apply-for-child-care-assistance>.
- ⁴ Arizona Revised Statutes § 36-881.
- ⁵ Arizona Revised Statutes § 36-897.
- ⁶ Arizona Revised Statutes § 41-1967.01.
- ⁷ The total contact population was 2,782 providers, including three providers that reported no longer providing services during the survey administration process, resulting in a final contact population of 2,779.
- ⁸ A child with special needs is defined as a child with a disability that requires increased supervision, modified equipment, modified activities, and/or a modified facility to perform age-appropriate activities within a Child Care setting. Children with special needs generally have an Individualized Education Plan (IEP), Individualized Family Service Plan (IFSP), Individualized Support Plan (ISP), 504 Accommodation Plan/ Packet, Behavioral Health Service Plan or Mental Health Treatment Plan, documented diagnosis from a medical professional, Supplemental Security Income (SSI) from the Social Security Administration, involvement in the child welfare system through the Department of Child Safety, designation as homeless, or other documentation supporting the child's special needs, developmental disability, or other disability status.
- ⁹ United States Department of Health and Human Services Administration for Children & Families. (March 2018). Planning Your Market Rate Survey. Retrieved from https://childcareta.acf.hhs.gov/sites/default/files/planning_market_rate_surveys_brief_1.pdf.
- ¹⁰ U.S. Department of Health and Human Services Administration for Children and Families. (August 2023). Research Highlight – Understanding Families' Access to Nontraditional-hour Child Care and Early Education. Retrieved from <https://www.acf.hhs.gov/sites/default/files/documents/opre/Nontraditional-hour%20Care%20highlight%20508.pdf>.
- ¹¹ Following initial assessment, all Quality First participating providers are re-assessed every two years to establish a public star rating (see <https://www.firstthingsfirst.org/wp-content/uploads/2021/04/QF-Participant-Guide-SFY24.pdf>).
- ¹² The table includes providers that joined Quality First through temporary federal pandemic relief funding. Beginning July 1, 2024, these providers will transition into one of three statuses: 1. FTF regionally funded Quality First openings as they become available; 2. Continue participating through external funding (such as the Preschool Development Grant or High-Quality Early Learning program); or 3. Placed on a waitlist until an opening is available (see <https://www.qualityfirstaz.com/changes-in-participation/>).
- ¹³ Arizona Department of Economic Security. (Effective April 1, 2023). Maximum Reimbursement Rates for Child Care. Retrieved from <https://des.az.gov/sites/default/files/dl/CCA-1227A.pdf?time=1717262893363>.
- ¹⁴ 45 CFR 98.46.
- ¹⁵ Henly, J. and Adams, G. The Urban Institute (October 2018). Retrieved from https://www.urban.org/sites/default/files/publication/99146/insights_on_access_to_quality_child_care_for_children_with_disabilities_and_special_needs_1.pdf.
- ¹⁶ Arizona Department of Economic Security. (Effective April 1, 2023). Maximum Reimbursement Rates for Child Care. Retrieved from <https://des.az.gov/sites/default/files/dl/CCA-1227A.pdf?time=1717262893363>.
- ¹⁷ 45 CFR 98.45.
- ¹⁸ 89 Federal Register 15366. (Effective April 30, 2024). Retrieved from <https://www.federalregister.gov/documents/2024/03/01/2024-04139/improving-child-care-access-affordability-and-stability-in-the-child-care-and-development-fund-ccdf>.
- ¹⁹ *Ibid.*
- ²⁰ Bipartisan Policy Center. (August 31, 2020). Demystifying Child Care Affordability. Retrieved from <https://bipartisanpolicy.org/blog/demystifying-child-care-affordability/>.

²¹ Centers for American Progress. (June 2021). The True Cost of High-Quality Child Care Across the United States. Retrieved from <https://www.americanprogress.org/article/true-cost-high-quality-child-care-across-united-states/>.

²² 45 CFR 98.45.

²³ Children's Funding Project. (January 2024). Introduction and Overview of Cost Modeling. Retrieved from <https://childrensfundingproject.org/wp-content/uploads/Cost-Modeling-101-Lesson-1-FINAL.pdf>.

²⁴ U.S. Department of Health & Human Services, Administration for Children & Families. (February 26, 2018). Guidance on Alternative Methodologies and Cost Analyses for Purposes of Establishing Subsidy Payment Rates. Retrieved from <https://www.acf.hhs.gov/occ/policy-guidance/ccdf-acf-pi-2018-01>.

²⁵ Arizona Administrative Code, R9-5-404.

²⁶ Arizona Revised Statutes § 36-897.02.

²⁷ United States Bureau of Economic Analysis. (April 2024). Economic Profile for Arizona (2010-2020 Compound Annual Growth Rate for net earnings in Arizona). Retrieved from <https://apps.bea.gov/regional/bearfacts/action.cfm>.

²⁸ Arizona Revised Statutes § 23-372.

²⁹ Arizona State Retirement System. (n.d.). Contribution Rates. Retrieved from <https://www.azasrs.gov/content/contribution-rates>.

³⁰ Arizona Administrative Code, R9-5-602.

³¹ Includes the combined Provider Cost of Quality Calculator cost per square foot assumptions for rent/ mortgage, utilities, building insurance, and repair and maintenance as of June 2024.

³² Child Development Council. (n.d.). Family Child Care Business Toolkit. Retrieved from <https://www.childdevelopmentcouncil.org/toolkit/financials/>.

³³ Arizona Administrative Code, R9-3-501.

³⁴ Child Development Council. (n.d.). Family Child Care Business Toolkit. Retrieved from <https://www.childdevelopmentcouncil.org/toolkit/financials/>.

³⁵ Administration for Children & Families. (October 2019). Addressing the Decreasing Number of Family Child Care Providers in the United States. Retrieved from https://childcareta.acf.hhs.gov/sites/default/files/addressing_decreasing_fcc_providers_revised_final.pdf.

³⁶ Child and Adult Care Food Program (CACFP) Payment Chart for the July 1, 2023 – June 30, 2024 plan year. Retrieved from <https://www.govinfo.gov/content/pkg/FR-2023-07-07/pdf/2023-14317.pdf>.

³⁷ See training cost estimates (as of June 2024) at:

Brightwheel. (Last updated March 8, 2023). The Importance of Childcare Staff Training for Educators. Retrieved from <https://mybrightwheel.com/blog/the-importance-of-childcare-staff-training-for-educators>.

ChildCare Education Institute. (n.d.). Online Professional Development Courses for Teachers. Retrieved from <https://www.cceionline.com/professional-development-courses-teacher/>.

³⁸ Arizona Administrative Code, R9-5-403(B)(1).

³⁹ Arizona Administrative Code, R9-3-302(C).

⁴⁰ The child care assistance program also pays a 35 percent premium over the standard rates to certified family homes with a CDA, but because separate cost models for certified family homes were not developed, this enhanced quality rate does not factor into the cost modeling analysis.

Attachment A: Center-Based Survey Instrument

Welcome to the 2024 Arizona Child Care Market Rate Survey

As the designated Lead Agency for the Child Care and Development Fund (CCDF), the Arizona Department of Economic Security (DES) Division of Child Care (DCC) works to improve the availability and quality of child care for Arizona's children and families. It also works to enhance the delivery of services to families eligible and in need of child care, especially subsidized care.

Every three years, DES administers the Child Care Market Rate Survey (MRS) to all licensed or certified child care providers across the State. Specifically, CCDF Lead Agencies are required to analyze the estimated cost to provide care and consider both the base costs of operating a child care home or center and the costs of higher quality at each level of care.

DES has partnered with Burns & Associates, a division of Health Management Associates (HMA-Burns), to assist with the administration of the survey.

The purpose of the survey is:

- To ensure DES child care assistance reimbursement rates reflect current private pay market rates
- To ensure DES child care assistance reimbursement policies align with common provider business practices
- To measure staff wages, benefits, and other provider costs which will better inform child care subsidy reimbursement rates and policies

Survey Deadlines:

- Submit the survey by **April 23rd, 2024** to be entered in a drawing to receive a \$600 cash card
- Submit the survey by **April 30th, 2024** to be entered in a drawing to receive a \$300 cash card
- Submit the survey by **May 7th, 2024** to be entered in a drawing to receive a \$100 cash card
- **All surveys must be submitted by May 7th, 2024**

Survey Instructions:

- Select preferred language, English or Spanish, at the top of the screen.
- Save your progress by selecting the "Next" button at the bottom of each screen.
- Return to a prior question by selecting the "Previous" button at the bottom of each screen.

- Organizations that operate multiple sites should complete a survey for each site.
- The following information will be required to complete the survey:
 - Site information - provider name, ID, type, zip code, accreditation, participation in DES child care subsidy, Quality First, etc.
 - Rates charged to private pay families and DES child care subsidy families by age group, including full-time, part-time or differential rates
 - Payment practices such as whether families are charged before care is provided and how many absences (if any) are allowed
 - Mandatory fees charged to private pay families and DES child care subsidy families
 - Months, days, and hours of operation
 - Number of children and teaching staff by classroom served at peak time on an average day
 - Percentage of site's enrollment receiving DES child care subsidy
 - Percentage of site's enrollment who are children with special needs
 - Payroll information for Teachers, Teacher's Assistants, and Substitutes (total hours and wages paid in the most recent month)
 - Number of Teachers and Teacher's Assistants employed and that left in the most recent fiscal year
 - Benefits currently offered to Teachers and Teacher's Assistants
 - Total occupancy costs in the most recent fiscal year including rent, mortgage, utilities, property taxes, and insurance
 - Total square footage of indoor space
 - Child Care Management Systems (CCMS) used and for what purpose (billing, attendance, etc.)

Contact Derek Barber at (517) 993-9229 or by email at dbarber@healthmanagement.com if you have questions or need assistance.

Please note: Information gathered through the survey will be used only to analyze the costs of providing early care and education services. Further, data will be combined across providers and no provider-specific results will be released.

Arizona 2024 Child Care Market Rate Survey - Licensed Centers

Provider/ agency name

State-issued facility or license identification number

Zip code where site is located

Contact first and last name

Contact phone number

Contact email address

Type of child care center

- Private Center
 - District School
 - Charter School
-

Is the organization a for-profit or nonprofit?

- For-profit
 - Nonprofit
-

Is the site owned or operated by a faith-based organization?

- Yes
 - No
-

Is the site regulated by a tribal entity or located on tribal lands?

- Yes
 - No
-

Does the site operate a Head Start program?

- Yes
 - No
-

Is the site part of the Early Head Start Child Care Partnership Program?

Yes

No

Does the site participate in the Child and Adult Care Food Program (CACFP)?

Yes

No

Select all age groups served by the site.

Infants

1-year olds

2-year olds

3-year olds

4-year olds

5-year olds not yet enrolled in kindergarten

School-aged (enrolled in kindergarten or a higher grade level)

Does the program have different rates for full-time and part-time care?

Yes

No

How does the site define part-time care?

Example 1: A provider defines its part-time **weekly** rate as 20 or fewer hours **per week**. The

provider should enter "20 hours per week" as their response.

Example 2: A provider defines its part-time **daily** rates as 5 or fewer hours **per day**. The provider should enter "5 hours per day" as their response.

Note: if the site has more than one definition for part-time care, describe the arrangement that is used by most families.

Part-time rate definition for children who are **not yet enrolled** in kindergarten

Part-time rate definition for children **who are enrolled** in kindergarten or a higher grade level _____

Select each type of rate that is charged to families who pay directly for care for children who are enrolled in kindergarten or a higher grade level.

Full time (during school breaks)

Part Time (during school breaks)

Before school only

After school only

Before and after school

Report the following information for all applicable rates.

Note: if the site has more than one rate type per age group, report the rate that is used by most families.

	For each rate that the site offers, select the basis for the rate charge					What is the part-time rate?	What is the full-time rate?
	Hourly	Daily	Weekly	Monthly	Annual	\$	\$
Infants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
1-year olds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
2-year olds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
3-year olds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
4-year olds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
5-year olds not yet enrolled in kindergarten	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
School-aged (during school breaks)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

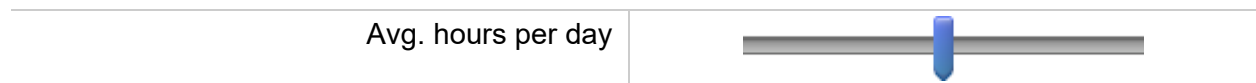
Report the following information for all applicable rates.

Note: if the site has more than one rate type, report the rate that is used by most families.

	For each rate that the site offers, select the basis for the rate charge					What is the rate?
	Hourly	Daily	Weekly	Monthly	Annual	
School-aged: before school only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
School-aged: after school only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
School-aged: before and after school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

On average, how many hours of care **per day** do children receive with the before school rate?

0 1 2 4 5 6 7 8 10 11 12



On average, how many hours of care **per day** do children receive with the after school rate?

0 1 2 4 5 6 7 8 10 11 12



On average, how many hours of care **per day** do children receive with the before and after school rate?

0 1 2 4 5 6 7 8 10 11 12



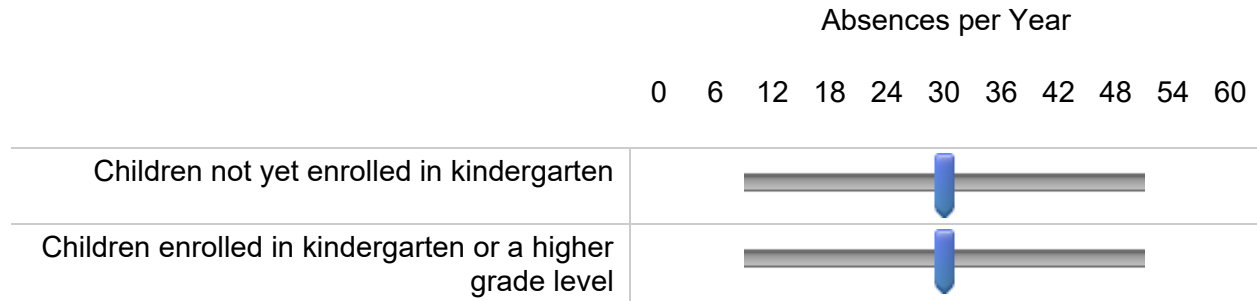
Are families always required to pay for care when a child is absent?

For example, if a child is scheduled to attend each day of a week but is absent for a day during the week, are they still charged for the day that is missed?

	Yes	No
Children not yet enrolled in kindergarten	<input type="radio"/>	<input type="radio"/>
Children enrolled in kindergarten or a higher grade level	<input type="radio"/>	<input type="radio"/>

If the site does not always require a family to pay for a child's occasional absences, how many absences per year are allowed?

Note: drag the slider to the desired value.



Does the site prorate (reduce) the family's bill when the child is absent?

	Yes	No
Children not yet enrolled in kindergarten	<input type="radio"/>	<input type="radio"/>
Children enrolled in kindergarten or a higher grade level	<input type="radio"/>	<input type="radio"/>

Does the site require families to provide payment before services are delivered?

For example, if the site charges weekly rates, are private pay families required to pay before the week begins?

Yes

No

Does the site offer discounts for any of the following (select all that apply)?

- Additional child discount (e.g., sibling rate, same family rate, etc.)
 - Prepayment discount
 - Cash payment
 - Discounts or financial aid to low-income families
 - Corporate discount
 - Discounts for military/ service members
 - Discounts for first responders (such as police, firefighters, and paramedics)
 - Other discounts (please specify)
-

How many classrooms are used at the site to provide child care?

Note: drag the slider to the desired value.

0 5 10 15 20 25 30

Number of classrooms	
----------------------	--

Report the requested information for each classroom identified in the previous question.

Note: If the site employs teaching staff that float between multiple classrooms during peak times on an average day, count them for each classroom served.

	Select the age levels of children served in each classroom							Number of teacher's assistants and teachers in the classroom at peak times on an average day		
	Infants	1-year olds	2-year olds	3-year olds	4-year olds	5-year olds not in school	School Aged	Total children in the classroom at peak times on an average day	Number of Teacher Assistants	Number of Teachers
Classroom 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Classroom 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Classroom 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Classroom 4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Classroom 5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Classroom 6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Classroom 7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Classroom 8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Classroom 9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Classroom 10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Classroom 11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
Classroom 12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			

Classroom 13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 15	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 16	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 17	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 18	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 19	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 20	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 21	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 22	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 23	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 24	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 25	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 26	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 27	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 28	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 29	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				
Classroom 30	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

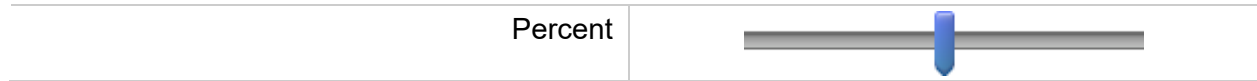
Does the site accept the DES child care subsidy?

Yes

No

What percentage of the site's current enrollment receives a DES child care subsidy?
%

0 10 20 30 40 50 60 70 80 90 100



When the site's rates exceed the subsidy reimbursement, does the site charge the family the difference (in addition to the required copayment)?

- Yes
- No
- Not applicable (the site's rates are not greater than subsidy rates)

Does the site charge an application fee?

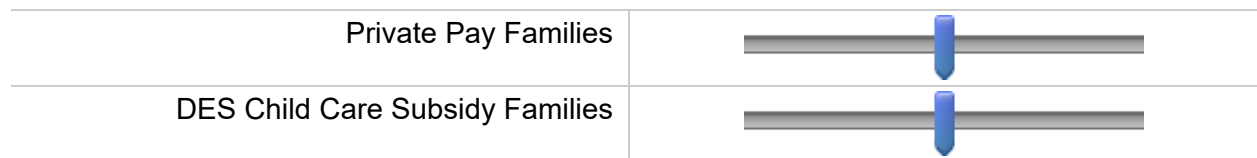
Note: you will be asked about *registration* fees in a subsequent question.

	Yes	No
Private Pay Families	<input type="radio"/>	<input type="radio"/>
DES Child Care Subsidy Families	<input type="radio"/>	<input type="radio"/>

Report the average application fee per child.

\$ Amount per application fee

0 50 100 150 200 250 299 349 399 449 499



Does the site charge a registration fee?

	Yes	No
Private Pay Families	<input type="radio"/>	<input type="radio"/>
DES Child Care Subsidy Families	<input type="radio"/>	<input type="radio"/>

Are registration fees assessed one-time (e.g., only at the time of registration) or annually?

One-Time

Annually

Report the average registration fee per child per year.

\$ Amount per registration fee

0 50 100 150 200 250 299 349 399 449 499

Private Pay Families	
DES Child Care Subsidy Families	

In the following table, describe any other **mandatory** fees charged by the site, and report whether these fees are charged to private pay families, and separately for DES child care subsidy families.

Note: other fees may include diaper fees, field trip fees, meal and snack fees, and similar types of fees. If the site has more than three other mandatory fees, report the three that are most commonly charged. Do not report fees that are not considered mandatory, such as fees for extracurricular activities like dance or karate.

	Private Pay Families		DES Child Care Subsidy Families	
	Yes	No	Yes	No
Describe other mandatory fee #1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Describe other mandatory fee #2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Describe other mandatory fee #3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Report the average fee per child per year for other mandatory fee #1:

\$ Amount per other mandatory fee per year

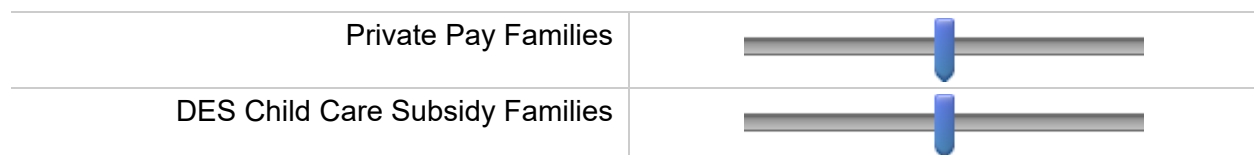
0 100 200 300 400 500 600 700 800 900 1000



Report the average fee per child per year for other mandatory fee #2:

\$ Amount per other mandatory fee per year

0 100 200 300 400 500 600 700 800 900 1000



Report the average fee per child per year for other mandatory fee #3:

\$ Amount per other mandatory fee per year

0 100 200 300 400 500 600 700 800 900 1000



If the site does not participate in the DES child care subsidy, please select the top three reason(s) that best explain why:

- I am not familiar with the DES child care subsidy program
 - Difficult to collect copayments/ other fees from participating families
 - Reimbursement rates are too low
 - Subsidy does not reimburse sufficiently for holidays/ absences
 - The subsidy program rules are too difficult to meet
 - The process and requirements for submitting billing is too difficult
 - Payment for services rendered is too slow
 - Insufficient demand for the subsidy/ enrollment full with private pay
 - Administrative burden (e.g., too much paperwork)
 - Other (please specify)
-

Does the site participate in Quality First?

Yes

No

Is the site nationally accredited?

Yes

No

If the site is accredited, from what organization has accreditation been received (check all that apply)?

American Montessori Society

Association for Christian Schools International (formerly National Association of Child Care Professionals)

National Accreditation Commission/ Association for Early Learning Leaders

Cognia

Council on Accreditation (formerly National AfterSchool Association)

National Association for the Education of Young Children

National Early Childhood Program Accreditation

Other (please specify)

Using the grid below, identify the days of the week and times of operation for each day in which the site provides child care.

Note: If the site does not operate on a specific day, leave the start and end time selections blank.

	Start Time (what is the earliest time children can arrive at the site?)	End Time (what is the latest time children can leave the site?)
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		
Saturday		
Sunday		

Is the site open in all months of the year?

Yes

No

Select the months in the year in which the site operates the child care program:

- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

Does the site offer late night care (6:30 pm to midnight)?

- Yes
- No

Is the rate for late night care different from the rate for regular care?

Yes

No

Please describe how the rate for late night care differs from the rate for regular care:

Does the site offer overnight care (includes the hours between midnight and 6:00 am)?

Yes

No

Is the rate for overnight care different from the rate for regular care?

Yes

No

Please describe how the rate for overnight care differs from the rate for regular rate:

Does the site offer weekend care (care on Saturdays and/or Sundays)?

Yes

No

Is the rate for weekend care different from the rate for regular care?

Yes

No

Please describe how the rate for weekend care differs from the rate for regular care:

Does the site offer extended care (care to an individual child lasting more than 12 hours in a day)?

Yes

No

Is the rate for extended care different from the rate for regular care?

Yes

No

Please describe how the rate for extended care differs from the rate for regular care:

Does the site offer a "Drop-in" service?

For example, for children who require care without a routine or regular/ consistent schedule?

Yes

No

Is the rate for a "Drop-in" service different from the rate for regular care?

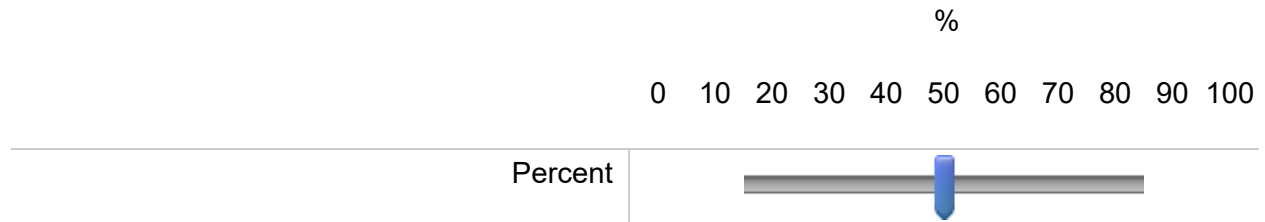
Yes

No

Please describe how the rate for a "Drop-in" service differs from the rate for regular care:

What percentage of your enrollment is for children with special needs as defined below?

Note: A child with special needs is defined as a child with a disability that requires increased supervision, modified equipment, modified activities, and/or a modified facility to perform age-appropriate activities within a Child Care setting. Children with special needs generally have an Individualized Education Plan (IEP), Individualized Family Service Plan (IFSP), Individualized Support Plan (ISP), 504 Accommodation Plan/ Packet, Behavioral Health Service Plan or Mental Health Treatment Plan, documented diagnosis from a medical professional, Supplemental Security Income (SSI) from the Social Security Administration, involvement in the child welfare system through the Department of Child Safety, designation as homeless, or other documentation supporting the child's special needs, developmental disability, or other disability status.



Is the rate charged for children with special needs different from the rate for children who do not have special needs?

- Yes
- No
- Not applicable

Please describe how the rate for children with special needs differs from the rate for children who do not have special needs:

Report the types of support the site delivers to children with special needs that may increase the cost of service delivery compared to services delivered to children who do not have special needs. Select all that apply.




- Increased staffing levels
 - Need for specialized staff, such as behavior specialists or American Sign Language (ASL) trained staff
 - Acquisition of adaptive aides or technology, including adaptive toys, communication equipment/ software, etc.
 - Purchase of specialized supplies used only by children with special needs (e.g., feeding tubes, specialized diapers or garments, etc.)
 - Other (please specify)
-
- Not Applicable

In the table below, provide the requested payroll information from the site's most recent **month**.

	Total Hours Paid (include all compensated hours, including paid time off and overtime)	Total Wages Paid (include all regular pay, overtime pay, shift differentials, paid time off; do not report reimbursements such as mileage or benefit premiums/ mandatory payroll taxes)
Teachers		
Teacher's Assistants		
Substitutes		




Report the following information about **teachers** employed by the site in the most recent **fiscal year**.

0 10 20 30 40 50 60 70 80 90 100

Number of teachers employed on the first day of the year	 <p>A horizontal bar chart with a scale from 0 to 100. A blue vertical marker is positioned at the 50 mark. The bar extends from 0 to 85.</p>
Number of teachers employed on the last day of the year	 <p>A horizontal bar chart with a scale from 0 to 100. A blue vertical marker is positioned at the 50 mark. The bar extends from 0 to 85.</p>
During the year, how many teachers left employment at the site (for any reason)?	 <p>A horizontal bar chart with a scale from 0 to 100. A blue vertical marker is positioned at the 50 mark. The bar extends from 0 to 85.</p>

Report the following information about **teacher's assistants** employed by the site in the most recent **fiscal year**.

0 10 20 30 40 50 60 70 80 90 100

Number of teacher's assistants employed on the first day of the year	 <p>A horizontal bar chart with a scale from 0 to 100. A blue vertical marker is positioned at the 50 mark. The bar extends from 0 to 85.</p>
Number of teacher's assistants employed on the last day of the year	 <p>A horizontal bar chart with a scale from 0 to 100. A blue vertical marker is positioned at the 50 mark. The bar extends from 0 to 85.</p>
During the year, how many teacher's assistants left employment at the site (for any reason)?	 <p>A horizontal bar chart with a scale from 0 to 100. A blue vertical marker is positioned at the 50 mark. The bar extends from 0 to 85.</p>

Select all benefits available to teaching staff currently employed by the site.

- Health insurance
- Paid holidays
- Paid vacation/ personal leave
- Paid sick leave
- Reduced child care rates for children of staff
- Reimbursement to pursue a college degree, certification, or other professional training
- Paid professional development days
- Contribution to a retirement benefit (such as a 401k, 403b, or other retirement plan)

Report the average employer paid health insurance premium cost per employee **in the most recent month**.

Report the percentage of employees who were enrolled in the employer-paid health insurance plan **in the most recent month**:

Report the average number of paid holidays **per year** per employee:

Report the average number of paid vacation/ personal leave days **per year** per employee:

Report the average number of paid sick days **per year** per employee:

Report the average child care rate discount per employee.

Note: If the discount varies by age of child served, or tenure of staff, report the average across all discount types.

Report the **maximum annual reimbursement** per employee for pursuing a college degree, certification, or other professional training:

Report the average number of paid professional development days **per year** per employee:

Report the average contribution to a retirement benefit **per year** per employee:

Does the site plan to discontinue offering any of the reported benefits in the next 12 months (for example, due to lost revenue)? If so please explain.

Report the following information about the site's occupancy costs and square feet of indoor space.

Report the site's total rent, mortgage, utilities, property taxes, insurance, and other occupancy expenses incurred during the site's **most recent fiscal year**

Total square feet of indoor space at the site:

Does the site use an electronic Child Care Management System (CCMS) for managing child records, billing, or for any other purpose?

Yes

No

Select all CCMS used by the site.

- Alaris
 - Alliance Core (ELV)
 - Brightwheel
 - E-Sign by Construct
 - Ezcare
 - Lilypad
 - OnCare
 - Procare
 - Smartcare
 - Playground
 - FAMLY
 - HiMama
 - Kangarootime
 - Other (please describe):
-

How is Alaris used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Alliance Core (ELV) used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Brightwheel used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is E-Sign by Construct used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Ezcare used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Lilypad used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is OnCare used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Procure used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Smartcare used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Playground used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is FAMLY used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is HiMama used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Kangarootime used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is _____ used by the site? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

Attachment B: Home-Based Survey Instrument

Welcome to the 2024 Arizona Child Care Market Rate Survey

As the designated Lead Agency for the Child Care and Development Fund (CCDF), the Arizona Department of Economic Security (DES) Division of Child Care (DCC) works to improve the availability and quality of child care for Arizona's children and families. It also works to enhance the delivery of services to families eligible and in need of child care, especially subsidized care.

Every three years, DES administers the Child Care Market Rate Survey (MRS) to all licensed or certified child care providers across the State. Specifically, CCDF Lead Agencies are required to analyze the estimated cost to provide care and consider both the base costs of operating a child care home or center and the costs of higher quality at each level of care.

DES has partnered with Burns & Associates, a division of Health Management Associates (HMA-Burns), to assist with the administration of the survey.

The purpose of the survey is:

- To ensure DES child care assistance reimbursement rates reflect current private pay market rates
- To ensure DES child care assistance reimbursement policies align with common provider business practices
- To measure staff wages, benefits, and other provider costs which will better inform child care subsidy reimbursement rates and policies

Survey Deadlines:

- Submit the survey by **April 23rd, 2024** to be entered in a drawing to receive a \$600 cash card
- Submit the survey by **April 30th, 2024** to be entered in a drawing to receive a \$300 cash card
- Submit the survey by **May 7th, 2024** to be entered in a drawing to receive a \$100 cash card
- **All surveys must be submitted by May 7th, 2024**

Survey Instructions:

- Select preferred language, English or Spanish, at the top of the screen.
- Save your progress by selecting the "Next" button at the bottom of each screen.
- Return to a prior question by selecting the "Previous" button at the bottom of each screen.

- Organizations that operate multiple sites should complete a survey for each site.
- The following information will be required to complete the survey:
 - Site information - provider name, ID, type, zip code, accreditation, participation in DES child care subsidy, Quality First, etc.
 - Rates charged to private pay families and DES child care subsidy families by age group, including full-time, part-time or differential rates
 - Payment practices such as whether families are charged before care is provided and how many absences (if any) are allowed
 - Mandatory fees charged to private pay families and DES child care subsidy families
 - Months, days, and hours of operation
 - Number of children and teaching staff by classroom served at peak time on an average day
 - Percentage of site's enrollment receiving DES child care subsidy
 - Percentage of site's enrollment who are children with special needs
 - Payroll information for Teachers, Teacher's Assistants, and Substitutes (total hours and wages paid in the most recent month)
 - Number of Teachers and Teacher's Assistants employed and that left in the most recent fiscal year
 - Benefits currently offered to Teachers and Teacher's Assistants
 - Total occupancy costs in the most recent fiscal year including rent, mortgage, utilities, property taxes, and insurance
 - Total square footage of indoor space
 - Child Care Management Systems (CCMS) used and for what purpose (billing, attendance, etc.)

Contact Derek Barber at (517) 993-9229 or by email at dbarber@healthmanagement.com if you have questions or need assistance.

Please note: Information gathered through the survey will be used only to analyze the costs of providing early care and education services. Further, data will be combined across providers and no provider-specific results will be released.

Arizona 2024 Child Care Market Rate Survey - Home-Based Providers

Business Name (if you do not have a business name, report your name)

State-issued license or certification number

Zip code where the home is located

Contact first and last name

Contact phone number

Contact email address

Type of home

- Certified Family Home (certified by the Department of Economic Security to provide care for up to four children)
 - Child Care Group Home (licensed by the Department of Health Services to provide care for up to ten children)
-

Is the home regulated by a Tribal entity or located on tribal lands?

- Yes
 - No
-

Does the home participate in the Child and Adult Care Food Program (CACFP)?

- Yes
- No

Select all age groups served by the home.

- Infants
- 1-year olds
- 2-year olds
- 3-year olds
- 4-year olds
- 5-year olds not yet enrolled in kindergarten
- School-aged (enrolled in kindergarten or a higher grade level)

Does the home have different rates for full-time and part-time care?

- Yes
- No

How does the home define part-time care?

Example 1: A provider defines its part-time **weekly** rate as 20 or fewer hours **per week**. The provider should enter "20 hours per week" as their response.

Example 2: A provider defines its part-time **daily** rates as 5 or fewer hours **per day**. The provider should enter "5 hours per day" as their response.

Note: if the home has more than one definition for part-time care, describe the arrangement that is used by most families.

- Part-time rate definition for children who are **not yet enrolled** in kindergarten

- Part-time rate definition for children **who are enrolled** in kindergarten or a higher grade level

Select each type of rate that is charged to families who pay directly for care for children who are enrolled in kindergarten or a higher grade level.

Full time (during school breaks)

Part Time (during school breaks)

Before school only

After school only

Before and after school

Report the following information for all applicable rates.

Note: if the home has more than one rate type per age group, report the rate that is used by most families.

	For each rate that the home offers, select the basis for the rate charge					What is the part-time rate?	What is the full-time rate?
	Hourly	Daily	Weekly	Monthly	Annual	\$	\$
Infants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
1-year olds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
2-year olds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
3-year olds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
4-year olds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
5-year olds not yet enrolled in kindergarten	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
School-aged (during school breaks)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		

Report the following information for all applicable rates.

Note: if the home has more than one rate type, report the rate that is used by most families.

	For each rate that the home offers, select the basis for the rate charge					What is the rate?
	Hourly	Daily	Weekly	Monthly	Annual	
School-aged: before school only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
School-aged: after school only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
School-aged: before and after school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

On average, how many hours of care **per day** do children receive with the before school rate?

0 1 2 4 5 6 7 8 10 11 12



On average, how many hours of care **per day** do children receive with the after school rate?

0 1 2 4 5 6 7 8 10 11 12



On average, how many hours of care **per day** do children receive with the before and after school rate?

0 1 2 4 5 6 7 8 10 11 12



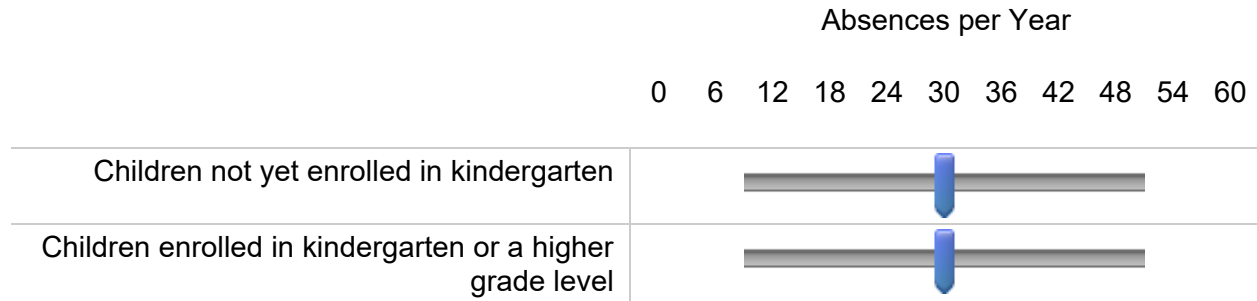
Are families always required to pay for care when a child is absent?

For example, if a child is scheduled to attend each day of a week but is absent for a day during the week, are they still charged for the day that is missed?

	Yes	No
Children not yet enrolled in kindergarten	<input type="radio"/>	<input type="radio"/>
Children enrolled in kindergarten or a higher grade level	<input type="radio"/>	<input type="radio"/>

If the home does not always require a family to pay for a child's occasional absences, how many absences per year are allowed?

Note: drag the slider to the desired value.



Does the home prorate (reduce) the family's bill when the child is absent?

	Yes	No
Children not yet enrolled in kindergarten	<input type="radio"/>	<input type="radio"/>
Children enrolled in kindergarten or a higher grade level	<input type="radio"/>	<input type="radio"/>

Does the home charge private pay families for days in which the program is closed (for example, on days when the home provider/ operator is sick or on vacation?)

- Yes
- No

Does the home require families to provide payment before services are delivered?

For example, if the home charges weekly rates, are private pay families required to pay before the week begins?

- Yes
- No

Does the home offer discounts for any of the following (select all that apply)?

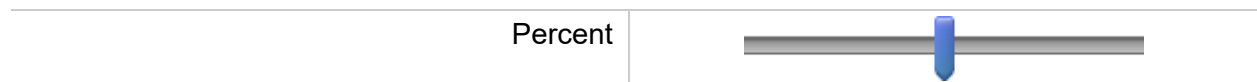
- Additional child discount (e.g., sibling rate, same family rate, etc.)
 - Prepayment discount
 - Cash payment
 - Discounts or financial aid to low-income families
 - Corporate discount
 - Discounts for military/ service members
 - Discounts for first responders (such as police, firefighters, and paramedics)
 - Other discounts (please specify)
-

Does the home accept the DES child care subsidy?

- Yes
- No

What percentage of the home's current enrollment receives a DES child care subsidy?
%

0 10 20 30 40 50 60 70 80 90 100



When the home's rates exceed the subsidy reimbursement, does the home charge the family the difference (in addition to the required copayment)?

- Yes
- No
- Not applicable (the home's rates are not greater than subsidy rates)

Does the home charge an application fee?

Note: you will be asked about *registration* fees in a subsequent question.

	Yes	No
Private Pay Families	<input type="radio"/>	<input type="radio"/>
DES Child Care Subsidy Families	<input type="radio"/>	<input type="radio"/>

Report the average application fee per child.

\$ Amount per application fee

0 50 100 150 200 250 299 349 399 449 499



Does the home charge a registration fee?

	Yes	No
Private Pay Families	<input type="radio"/>	<input type="radio"/>
DES Child Care Subsidy Families	<input type="radio"/>	<input type="radio"/>

Are registration fees assessed one-time (e.g., only at the time of registration) or annually?

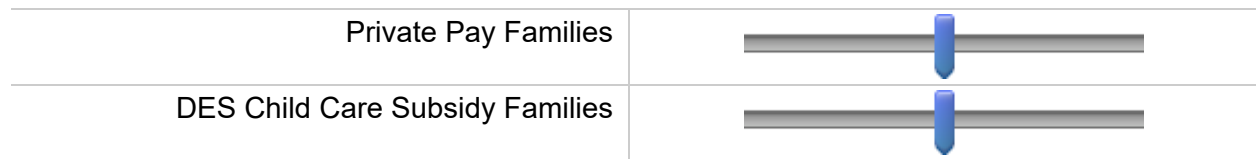
One-Time

Annually

Report the average registration fee per child per year.

\$ Amount per registration fee

0 50 100 150 200 250 299 349 399 449 499



In the following table, describe any other **mandatory** fees charged by the home, and report whether these fees are charged to private pay families, and separately for DES child care subsidy families.

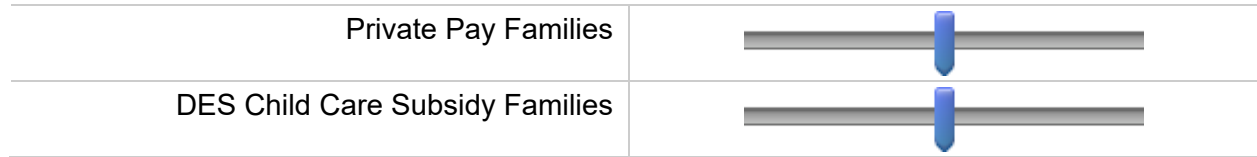
Note: other fees may include diaper fees, field trip fees, meal and snack fees, and similar types of fees. If the site has more than three other mandatory fees, report the three that are most commonly charged. Do not report fees that are not considered mandatory, such as fees for extracurricular activities like dance or karate.

	Private Pay Families		DES Child Care Subsidy Families	
	Yes	No	Yes	No
Describe other mandatory fee #1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Describe other mandatory fee #2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Describe other mandatory fee #3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Report the average fee per child per year for other mandatory fee #1:

\$ Amount per other mandatory fee per year

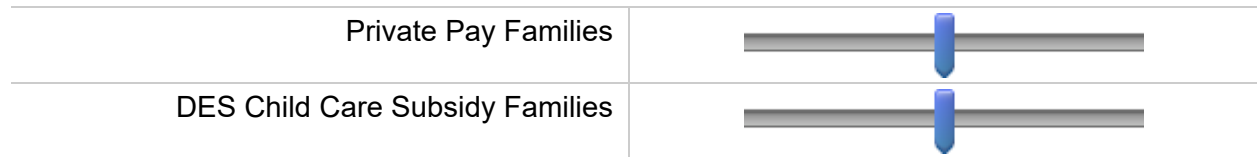
0 100 200 300 400 500 600 700 800 900 1000



Report the average fee per child per year for other mandatory fee #2:

\$ Amount per other mandatory fee per year

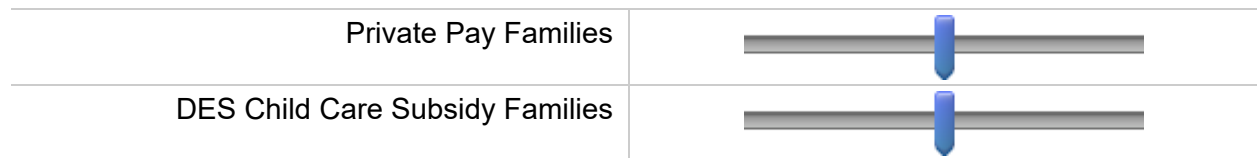
0 100 200 300 400 500 600 700 800 900 1000



Report the average fee per child per year for other mandatory fee #3:

\$ Amount per other mandatory fee per year

0 100 200 300 400 500 600 700 800 900 1000



If the home does not participate in the DES child care subsidy, please select the top three reason(s) that best explain why:

- I am not familiar with the DES child care subsidy program
 - Difficult to collect copayments/ other fees from participating families
 - Reimbursement rates are too low
 - Subsidy does not reimburse sufficiently for holidays/ absences
 - The subsidy program rules are too difficult to meet
 - The process and requirements for submitting billing is too difficult
 - Payment for services rendered is too slow
 - Insufficient demand for the subsidy/ enrollment full with private pay
 - Administrative burden (e.g., too much paperwork)
 - Other (please specify)
-

Does the home participate in Quality First?

- Yes
- No

Is the home accredited by the National Association for Family Child Care?

Yes

No

Is the home accredited by another organization?

Yes (If selected, report the name of the accrediting organization):

No

Does the home provider/ owner hold a Child Development Associate (CDA) credential?

Yes

No

Using the grid below, identify the days of the week and times of operation for each day in which the home provides child care.

Note: If the home does not operate on a specific day, leave the start and end time selections blank.

	Start Time (what is the earliest time children can arrive at the site?)	End Time (what is the latest time children can leave the site?)
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		
Saturday		
Sunday		

Is the home open in all months of the year?

Yes

No

Select the months in the year in which the home operates the child care program:

January

February

March

April

May

June

July

August

September

October

November

December

Does the site offer late night care (6:30 pm to midnight)?

Yes

No

Is the rate for late night care different from the rate for regular care?

Yes

No

Please describe how the rate for late night care differs from the rate for regular care:

Does the site offer overnight care (includes the hours between midnight and 6:00 am)?

Yes

No

Is the rate for overnight care different from the rate for regular care?

Yes

No

Please describe how the rate for overnight care differs from the rate for regular rate:

Does the home offer weekend care (care on Saturdays and/or Sundays)?

Yes

No

Is the rate for weekend care different from the rate for regular care?

Yes

No

Please describe how the rate for weekend care differs from the rate for regular care:

Does the home offer extended care (care to an individual child lasting more than 12 hours in a day)?

Yes

No

Is the rate for extended care different from the rate for regular care?

Yes

No

Please describe how the rate for extended care differs from the rate for regular care:

Does the home offer a "Drop-in" service?

For example, for children who require care without a routine or regular/ consistent schedule?

Yes

No

Is the rate for a "Drop-in" service different from the rate for regular care?

Yes

No

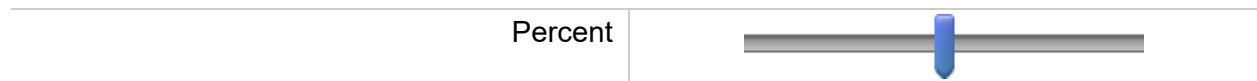
Please describe how the rate for a "Drop-in" service differs from the rate for regular care:

What percentage of your enrollment is for children with special needs as defined below?

Note: A child with special needs is defined as a child with a disability that requires increased supervision, modified equipment, modified activities, and/or a modified facility to perform age-appropriate activities within a Child Care setting. Children with special needs generally have an Individualized Education Plan (IEP), Individualized Family Service Plan (IFSP), Individualized Support Plan (ISP), 504 Accommodation Plan/ Packet, Behavioral Health Service Plan or Mental Health Treatment Plan, documented diagnosis from a medical professional, Supplemental Security Income (SSI) from the Social Security Administration, involvement in the child welfare system through the Department of Child Safety, designation as homeless, or other documentation supporting the child's special needs, developmental disability, or other disability status.

%

0 10 20 30 40 50 60 70 80 90 100



Is the rate charged for children with special needs different from the rate for children who do not have special needs?

- Yes
- No
- Not applicable

Please describe how the rate for children with special needs differs from the rate for children who do not have special needs:

Report the types of support the home delivers to children with special needs that may increase the cost of service delivery compared to services delivered to children who do not have special needs. Select all that apply.

- Increased staffing levels
- Need for specialized staff, such as behavior specialists or American Sign Language (ASL) trained staff
- Acquisition of adaptive aides or technology, including adaptive toys, communication equipment/ software, etc.
- Purchase of specialized supplies used only by children with special needs (e.g., feeding tubes, specialized diapers or garments, etc.)
- Other (please specify)

- Not Applicable

Does the home currently employ staff, or did the home employ staff in the most recent fiscal year?

Note: This does not include the home provider/ owner.

Yes

No

In the table below, provide the requested payroll information from the home's most recent month.

Note: Do not report the salary or wage information of the teacher/ provider that runs the program.

	Total Hours Paid (include all compensated hours, including paid time off and overtime)	Total Wages Paid (include all regular pay, overtime pay, shift differentials, paid time off; do not report reimbursements such as mileage or benefit premiums/ mandatory payroll taxes)
Teacher's Assistants		
Substitutes/ Other Staff		




Report the following information about **teacher's assistants** employed by the home in the **most recent fiscal year**.

0 1 2 3 4 5 6 7 8 9 10

Number of teacher's assistants employed on the first day of the year	
Number of teacher's assistants employed on the last day of the year	
During the year, how many teacher's assistants left employment at the home (for any reason)?	

Report the following information about **substitute's/ other staff** employed by the home in the **most recent fiscal year**.

0 1 2 3 4 5 6 7 8 9 10

Number of substitute's/ other staff employed on the first day of the year	
Number of substitute's/ other staff employed on the last day of the year	
During the year, how many substitute's/ other staff left employment at the home (for any reason)?	

Select all benefits available to teaching staff currently employed by the home.

- Health insurance
- Paid holidays
- Paid vacation/ personal leave
- Paid sick leave
- Reduced child care rates for children of staff
- Reimbursement to pursue a college degree, certification, or other professional training
- Paid professional development days
- Contribution to a retirement benefit (such as a 401k, 403b, or other retirement plan)

Report the average employer paid health insurance premium cost per employee **in the most recent month**.

Report the percentage of employees who were enrolled in the employer-paid health insurance plan **in the most recent month**:

Report the average number of paid holidays **per year** per employee:

Report the average number of paid vacation/ personal leave days **per year** per employee:

Report the average number of paid sick days **per year** per employee:

Report the average child care rate discount per employee.

Note: If the discount varies by age of child served, or tenure of staff, report the average across all discount types.

Report the **maximum annual reimbursement** per employee for pursuing a college degree, certification, or other professional training:

Report the average number of paid professional development days **per year** per employee:

Report the average contribution to a retirement benefit **per year** per employee:

Does the home plan to discontinue offering any of the reported benefits in the next 12 months (for example, due to lost revenue)? If so please explain.


For the home provider/ owner, select the type of health insurance coverage that best describes their coverage status in the most recent fiscal year.

- Coverage through the open exchange
- Medicaid (AHCCCS)
- Medicare
- Veteran's Administration (TRICARE)
- Covered by spouse's/ partner's health insurance
- Covered by other family plans, such as a parent/ guardian plan
- Association plan
- Other private insurance
- Other insurance not listed above (describe)

- No health insurance coverage

For the home provider/ owner, report the total out-of-pocket premium for health insurance coverage (if applicable) paid in the last month of the most recent fiscal year:

0 100 200 300 400 500 600 700 800 900 1000

\$ Amount	
-----------	--

Report the following information about the home's occupancy costs, square feet of indoor space, and hours per week operating the child care program.

Note: this question relates to the home's 'space-time' ratio and will be calculated with the reported values.

Report the home's total total rent, mortgage, utilities, property taxes, insurance, and other occupancy expenses incurred during the **most recent fiscal year**

Total square feet of indoor space at the home:

Of this, how many square feet of the home are utilized **for child care**?

How many hours per week are devoted to operating your child care program, including time spent providing child care and administering the child care program (such as recordkeeping, bookkeeping, shopping, etc.)?

Does the home use an electronic Child Care Management System (CCMS) for managing child records, billing, or for any other purpose?

Yes

No

Select all CCMS used by the home.

- Alaris
 - Alliance Core (ELV)
 - Brightwheel
 - E-Sign by Construct
 - Ezcare
 - Lilypad
 - OnCare
 - Procare
 - Smartcare
 - Playground
 - FAMLY
 - HiMama
 - Kangarootime
 - Other (please describe):
-

How is Alaris used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Alliance Core (ELV) used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Brightwheel used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is E-Sign by Construct used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Ezcare used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Lilypad used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is OnCare used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Procure used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Smartcare used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Playground used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is FAMLY used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is HiMama used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is Kangarootime used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

How is _____ used by the home? Select all that apply.

- Billing
- Enrollment
- Attendance
- Child and Family Information
- Health Information
- Parent Communication
- Staff Communication

Attachment C: Cost Models

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

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Cost Models
Arizona 2024 Child Care market Rate Survey
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Summary of Monthly Cost of Care by Provider Type and Age of Child Based on Health & Safety Requirements

Provider Type	Unit	Type	Infants	1-Year Olds	2-Year Olds	3-Year Olds	4-Year Olds	5-Year Olds	School Aged
Child Care Centers	Month	Full-Time	\$1,723	\$1,512	\$1,263	\$899	\$822	\$696	\$696
		Part-Time	\$807	\$701	\$576	\$395	\$356	\$293	\$293
Public School Programs	Month	Full-Time	\$2,276	\$1,980	\$1,756	\$1,203	\$1,085	\$893	\$893
		Part-Time	\$1,083	\$935	\$823	\$547	\$488	\$392	\$392

Provider Type	Unit	Type	All Ages
Small Group Homes	Month	Full-Time	\$1,277
		Part-Time	\$617

Cost Models
Arizona 2024 Child Care market Rate Survey
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Summary of Monthly Cost of Care by Provider Type and Age of Child Based on Quality First Rating

Provider Type/ Age Group	Unit	Type	2 Stars	3 Stars	4 Stars	5 Stars
<i>Child Care Centers</i>						
Infants	Month	Full-Time	\$2,138	\$2,304	\$2,533	\$2,808
		Part-Time	\$1,014	\$1,097	\$1,212	\$1,349
Toddlers	Month	Full-Time	\$1,441	\$1,545	\$1,686	\$1,855
		Part-Time	\$666	\$718	\$789	\$873
Preschoolers	Month	Full-Time	\$1,121	\$1,199	\$1,301	\$1,422
		Part-Time	\$506	\$545	\$596	\$657
School-Aged	Month	Full-Time	\$1,043	\$1,113	\$1,205	\$1,314
		Part-Time	\$467	\$502	\$548	\$603

<i>Public School Programs</i>						
Infants	Month	Full-Time	\$2,687	\$2,910	\$3,431	\$3,834
		Part-Time	\$1,289	\$1,400	\$1,661	\$1,863
Toddlers	Month	Full-Time	\$1,779	\$1,918	\$2,239	\$2,487
		Part-Time	\$835	\$904	\$1,065	\$1,189
Preschoolers	Month	Full-Time	\$1,365	\$1,468	\$1,699	\$1,879
		Part-Time	\$628	\$679	\$795	\$885
School-Aged	Month	Full-Time	\$1,262	\$1,355	\$1,564	\$1,725
		Part-Time	\$576	\$623	\$727	\$808

Cost Models
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Summary of Monthly Cost of Care by Provider Type and Age of Child Based on Quality First Rating

Provider Type/ Age Group	Unit	Type	2 Stars	3 Stars	4 Stars	5 Stars
<i>Small Group Homes</i>						
Infants and Toddlers	Month	Full-Time	\$1,647	\$1,784	\$1,791	\$1,917
		Part-Time	\$856	\$928	\$932	\$999
All Other Age Groups	Month	Full-Time	\$1,361	\$1,471	\$1,477	\$1,578
		Part-Time	\$697	\$755	\$757	\$811

Cost Models
Arizona 2024 Child Care market Rate Survey
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Child Care Centers, Health and Safety (Full-Time)

		Infants	1-Year Olds	2-Year Olds	3-Year Olds	4-Year Olds	5-Year Olds	School Aged	
Unit of Service		Month	Month	Month	Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	11.0	13.0	8.0	13.0	15.0	20.0	20.0	
	<i>Lead Teachers</i>								
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
	- Annual Work Hours per Lead Teacher	1,950	1,950	1,950	1,950	1,950	1,950	1,950	
	Number of Annual Work Lead Teacher Hours	1,950	1,950	1,950	1,950	1,950	1,950	1,950	
	Average Number of Monthly Work Hours per Lead Teacher	162.5	162.5	162.5	162.5	162.5	162.5	162.5	
	<i>Other Teaching Staff</i>								
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	1.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	1,775	1,775	800	800	800	800	800	
Number of Annual Hours for Other Teaching Staff	3,550	3,550	800	800	800	800	800		
Average Number of Monthly Work Hours for Other Teaching Staff	295.8	295.8	66.7	66.7	66.7	66.7	66.7		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>								
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	195.0	195.0	195.0	195.0	195.0	195.0	195.0	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	16.3	16.3	16.3	16.3	16.3	16.3	16.3	
	<i>Other Substitute/ Floater Teaching Staff</i>								
- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	355.0	355.0	80.0	80.0	80.0	80.0	80.0		
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	29.6	29.6	6.7	6.7	6.7	6.7	6.7		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>								
	- Lead Teacher Hourly Wage	\$18.98	\$18.98	\$18.98	\$18.98	\$18.98	\$18.98	\$18.98	
	- Employee Benefit Rate (as a percent of wages)	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	
	Hourly Lead Teacher Cost (wages + benefits)	\$23.80	\$23.80	\$23.80	\$23.80	\$23.80	\$23.80	\$23.80	
	Monthly Cost of Lead Teachers' Classroom Hours	\$3,867.50	\$3,867.50	\$3,867.50	\$3,867.50	\$3,867.50	\$3,867.50	\$3,867.50	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$387.94	\$387.94	\$387.94	\$387.94	\$387.94	\$387.94	\$387.94	
	<i>Other Teaching Staff</i>								
	- Other Teaching Staff Hourly Wage	\$18.97	\$18.97	\$18.97	\$18.97	\$18.97	\$18.97	\$18.97	
	- Employee Benefit Rate (as a percent of wages)	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$23.79	\$23.79	\$23.79	\$23.79	\$23.79	\$23.79	\$23.79	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$7,037.88	\$7,037.88	\$1,586.00	\$1,586.00	\$1,586.00	\$1,586.00	\$1,586.00	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$704.18	\$704.18	\$159.39	\$159.39	\$159.39	\$159.39	\$159.39	
Total Monthly Cost of Classroom Staffing	\$10,905.38	\$10,905.38	\$5,453.50	\$5,453.50	\$5,453.50	\$5,453.50	\$5,453.50		
Total Monthly Cost of 'Outside' Staffing Hours	\$1,092.12	\$1,092.12	\$547.33	\$547.33	\$547.33	\$547.33	\$547.33		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Child Care Centers, Health and Safety (Full-Time)

		Infants	1-Year Olds	2-Year Olds	3-Year Olds	4-Year Olds	5-Year Olds	School Aged
Unit of Service		Month	Month	Month	Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	35	35	25	25	25	25	25
	Square Feet per Classroom	385	455	200	325	375	500	500
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$1,058.75	\$1,251.25	\$550.00	\$893.75	\$1,031.25	\$1,375.00	\$1,375.00
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Classroom	\$1,512.50	\$1,787.50	\$1,100.00	\$1,787.50	\$2,062.50	\$2,750.00	\$2,750.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Classroom	\$197.08	\$232.92	\$143.33	\$232.92	\$268.75	\$358.33	\$358.33
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Classroom	\$109.08	\$128.92	\$79.33	\$128.92	\$148.75	\$198.33	\$198.33
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Classroom	\$223.67	\$264.33	\$162.67	\$264.33	\$305.00	\$406.67	\$406.67
	- Curriculum Package Cost per Child per Year							
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Child Assessment System Cost per Child per Year							
Monthly Child Assessment System Cost per Classroom	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$270.00	\$270.00	\$270.00	\$270.00	\$270.00	\$270.00	\$270.00	
Monthly Professional Development and Training Cost per Classroom	\$67.50	\$67.50	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	
Monthly Program Expense Cost	\$2,109.83	\$2,481.17	\$1,530.33	\$2,458.67	\$2,830.00	\$3,758.33	\$3,758.33	
Other Oper./ Admin.	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$15,166.08	\$15,729.92	\$8,081.16	\$9,353.25	\$9,862.08	\$11,134.16	\$11,134.16
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$3,791.52	\$3,932.48	\$2,020.29	\$2,338.31	\$2,465.52	\$2,783.54	\$2,783.54
Total Cost per Classroom per Month		\$18,957.60	\$19,662.40	\$10,101.45	\$11,691.56	\$12,327.60	\$13,917.70	\$13,917.70
Total Cost per Child per Month		\$1,723.42	\$1,512.49	\$1,262.68	\$899.35	\$821.84	\$695.89	\$695.89
Total Cost per Child per Year		\$20,681.04	\$18,149.88	\$15,152.16	\$10,792.20	\$9,862.08	\$8,350.68	\$8,350.68

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Child Care Centers, Health and Safety (Part-Time)

		Infants	1-Year Olds	2-Year Olds	3-Year Olds	4-Year Olds	5-Year Olds	School Aged	
Unit of Service		Month	Month	Month	Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	11.0	13.0	8.0	13.0	15.0	20.0	20.0	
	<i>Lead Teachers</i>								
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
	- Annual Work Hours per Lead Teacher	975	975	975	975	975	975	975	
	Number of Annual Work Lead Teacher Hours	975	975	975	975	975	975	975	
	Average Number of Monthly Work Hours per Lead Teacher	81.3	81.3	81.3	81.3	81.3	81.3	81.3	
	<i>Other Teaching Staff</i>								
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	1.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	888	888	400	400	400	400	400	
Number of Annual Hours for Other Teaching Staff	1,775	1,775	400	400	400	400	400		
Average Number of Monthly Work Hours for Other Teaching Staff	147.9	147.9	33.3	33.3	33.3	33.3	33.3		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>								
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	97.5	97.5	97.5	97.5	97.5	97.5	97.5	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	8.1	8.1	8.1	8.1	8.1	8.1	8.1	
	<i>Other Substitute/ Floater Teaching Staff</i>								
- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	177.5	177.5	40.0	40.0	40.0	40.0	40.0		
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	14.8	14.8	3.3	3.3	3.3	3.3	3.3		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>								
	- Lead Teacher Hourly Wage	\$18.98	\$18.98	\$18.98	\$18.98	\$18.98	\$18.98	\$18.98	
	- Employee Benefit Rate (as a percent of wages)	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	
	Hourly Lead Teacher Cost (wages + benefits)	\$23.80	\$23.80	\$23.80	\$23.80	\$23.80	\$23.80	\$23.80	
	Monthly Cost of Lead Teachers' Classroom Hours	\$1,933.75	\$1,933.75	\$1,933.75	\$1,933.75	\$1,933.75	\$1,933.75	\$1,933.75	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$192.78	\$192.78	\$192.78	\$192.78	\$192.78	\$192.78	\$192.78	
	<i>Other Teaching Staff</i>								
	- Other Teaching Staff Hourly Wage	\$18.97	\$18.97	\$18.97	\$18.97	\$18.97	\$18.97	\$18.97	
	- Employee Benefit Rate (as a percent of wages)	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	25.4%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$23.79	\$23.79	\$23.79	\$23.79	\$23.79	\$23.79	\$23.79	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$3,518.94	\$3,518.94	\$793.00	\$793.00	\$793.00	\$793.00	\$793.00	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$352.09	\$352.09	\$78.51	\$78.51	\$78.51	\$78.51	\$78.51	
Total Monthly Cost of Classroom Staffing	\$5,452.69	\$5,452.69	\$2,726.75	\$2,726.75	\$2,726.75	\$2,726.75	\$2,726.75		
Total Monthly Cost of 'Outside' Staffing Hours	\$544.87	\$544.87	\$271.29	\$271.29	\$271.29	\$271.29	\$271.29		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Child Care Centers, Health and Safety (Part-Time)

		Infants	1-Year Olds	2-Year Olds	3-Year Olds	4-Year Olds	5-Year Olds	School Aged
Unit of Service		Month	Month	Month	Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	35	35	25	25	25	25	25
	Square Feet per Classroom	385	455	200	325	375	500	500
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$529.38	\$625.63	\$275.00	\$446.88	\$515.63	\$687.50	\$687.50
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Classroom	\$275.00	\$325.00	\$200.00	\$325.00	\$375.00	\$500.00	\$500.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Classroom	\$98.54	\$116.46	\$71.67	\$116.46	\$134.38	\$179.17	\$179.17
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Classroom	\$54.54	\$64.46	\$39.67	\$64.46	\$74.38	\$99.17	\$99.17
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Classroom	\$111.83	\$132.17	\$81.33	\$132.17	\$152.50	\$203.33	\$203.33
	- Curriculum Package Cost per Child per Year							
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Child Assessment System Cost per Child per Year							
Monthly Child Assessment System Cost per Classroom	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$135.00	\$135.00	\$135.00	\$135.00	\$135.00	\$135.00	\$135.00	
Monthly Professional Development and Training Cost per Classroom	\$33.75	\$33.75	\$22.50	\$22.50	\$22.50	\$22.50	\$22.50	
Monthly Program Expense Cost	\$573.66	\$671.84	\$415.17	\$660.59	\$758.76	\$1,004.17	\$1,004.17	
Other Oper./ Admin.	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$7,100.60	\$7,295.03	\$3,688.21	\$4,105.51	\$4,272.43	\$4,689.71	\$4,689.71
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$1,775.15	\$1,823.76	\$922.05	\$1,026.38	\$1,068.11	\$1,172.43	\$1,172.43
Total Cost per Classroom per Month		\$8,875.75	\$9,118.79	\$4,610.26	\$5,131.89	\$5,340.54	\$5,862.14	\$5,862.14
Total Cost per Child per Month		\$806.89	\$701.45	\$576.28	\$394.76	\$356.04	\$293.11	\$293.11
Total Cost per Child per Year		\$9,682.68	\$8,417.40	\$6,915.36	\$4,737.12	\$4,272.48	\$3,517.32	\$3,517.32

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Child Care Centers, Infants (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	8.0	8.0	8.0	8.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Work Hours per Lead Teacher	1,950	1,950	1,950	1,950	
	Number of Annual Work Lead Teacher Hours	1,950	1,950	3,900	3,900	
	Average Number of Monthly Work Hours per Lead Teacher	162.5	162.5	325.0	325.0	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	1,400	1,400	1,400	1,400	
	Number of Annual Hours for Other Teaching Staff	2,800	2,800	1,400	1,400	
Average Number of Monthly Work Hours for Other Teaching Staff	233.3	233.3	116.7	116.7		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	195.0	195.0	390.0	585.0	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	16.3	16.3	32.5	48.8	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	280.0	280.0	140.0	210.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	23.3	23.3	11.7	17.5		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$18.98	\$20.88	\$20.88	\$22.78	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Hourly Lead Teacher Cost (wages + benefits)	\$25.83	\$28.08	\$28.08	\$30.32	
	Monthly Cost of Lead Teachers' Classroom Hours	\$4,197.38	\$4,563.00	\$9,126.00	\$9,854.00	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$421.03	\$457.70	\$912.60	\$1,479.62	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.29	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$6,024.67	\$6,549.67	\$3,274.83	\$3,533.83	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$601.61	\$654.03	\$328.42	\$530.08	
	Total Monthly Cost of Classroom Staffing	\$10,222.05	\$11,112.67	\$12,400.83	\$13,387.83	
Total Monthly Cost of 'Outside' Staffing Hours	\$1,022.64	\$1,111.73	\$1,241.02	\$2,009.70		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Child Care Centers, Infants (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	40	40	40	40
	Square Feet per Classroom	320	320	320	320
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$880.00	\$880.00	\$880.00	\$880.00
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Classroom	\$1,100.00	\$1,100.00	\$1,100.00	\$1,100.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Classroom	\$143.33	\$143.33	\$143.33	\$143.33
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Classroom	\$79.33	\$79.33	\$79.33	\$79.33
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Classroom	\$162.67	\$162.67	\$162.67	\$162.67
	- Curriculum Package Cost per Child per Year	\$37.00	\$37.00	\$37.00	\$37.00
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$24.67	\$24.67	\$24.67
	- Child Assessment System Cost per Child per Year	\$27.00	\$27.00	\$27.00	\$27.00
	Monthly Child Assessment System Cost per Classroom	\$0.00	\$18.00	\$18.00	\$18.00
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$300.00	\$450.00	\$650.00	\$650.00	
Monthly Professional Development and Training Cost per Classroom	\$75.00	\$112.50	\$162.50	\$162.50	
Monthly Program Expense Cost	\$1,560.33	\$1,640.50	\$1,690.50	\$1,690.50	
Other Oper./ Admin.	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$13,685.02	\$14,744.90	\$16,212.35	\$17,968.03
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$3,421.26	\$3,686.23	\$4,053.09	\$4,492.01
Total Cost per Classroom per Month		\$17,106.28	\$18,431.13	\$20,265.44	\$22,460.04
Total Cost per Child per Month		\$2,138.29	\$2,303.89	\$2,533.18	\$2,807.51
Total Cost per Child per Year		\$25,659.48	\$27,646.68	\$30,398.16	\$33,690.12

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Child Care Centers, Infants (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	8.0	8.0	8.0	8.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Work Hours per Lead Teacher	975	975	975	975	
	Number of Annual Work Lead Teacher Hours	975	975	1,950	1,950	
	Average Number of Monthly Work Hours per Lead Teacher	81.3	81.3	162.5	162.5	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	700	700	700	700	
	Number of Annual Hours for Other Teaching Staff	1,400	1,400	700	700	
Average Number of Monthly Work Hours for Other Teaching Staff	116.7	116.7	58.3	58.3		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	97.5	97.5	195.0	292.5	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	8.1	8.1	16.3	24.4	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	140.0	140.0	70.0	105.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	11.7	11.7	5.8	8.8		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$18.98	\$20.88	\$20.88	\$22.78	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Hourly Lead Teacher Cost (wages + benefits)	\$25.83	\$28.08	\$28.08	\$30.32	
	Monthly Cost of Lead Teachers' Classroom Hours	\$2,098.69	\$2,281.50	\$4,563.00	\$4,927.00	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$209.22	\$227.45	\$457.70	\$739.81	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.29	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$3,012.33	\$3,274.83	\$1,637.42	\$1,766.92	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$302.09	\$328.42	\$162.81	\$266.55	
	Total Monthly Cost of Classroom Staffing	\$5,111.02	\$5,556.33	\$6,200.42	\$6,693.92	
Total Monthly Cost of 'Outside' Staffing Hours	\$511.31	\$555.87	\$620.51	\$1,006.36		

Cost Models
Arizona 2024 Child Care market Rate Survey
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Child Care Centers, Infants (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	40	40	40	40
	Square Feet per Classroom	320	320	320	320
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$440.00	\$440.00	\$440.00	\$440.00
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Classroom	\$200.00	\$200.00	\$200.00	\$200.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Classroom	\$71.67	\$71.67	\$71.67	\$71.67
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Classroom	\$39.67	\$39.67	\$39.67	\$39.67
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Classroom	\$81.33	\$81.33	\$81.33	\$81.33
	- Curriculum Package Cost per Child per Year	\$18.50	\$18.50	\$18.50	\$18.50
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$12.33	\$12.33	\$12.33
	- Child Assessment System Cost per Child per Year	\$13.50	\$13.50	\$13.50	\$13.50
	Monthly Child Assessment System Cost per Classroom	\$0.00	\$9.00	\$9.00	\$9.00
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$150.00	\$225.00	\$325.00	\$325.00	
Monthly Professional Development and Training Cost per Classroom	\$37.50	\$56.25	\$81.25	\$81.25	
Monthly Program Expense Cost	\$430.17	\$470.25	\$495.25	\$495.25	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$6,492.50	\$7,022.45	\$7,756.18	\$8,635.53
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$1,623.13	\$1,755.61	\$1,939.05	\$2,158.88
Total Cost per Classroom per Month		\$8,115.63	\$8,778.06	\$9,695.23	\$10,794.41
Total Cost per Child per Month		\$1,014.45	\$1,097.26	\$1,211.90	\$1,349.30
Total Cost per Child per Year		\$12,173.40	\$13,167.12	\$14,542.80	\$16,191.60

Cost Models
Arizona 2024 Child Care market Rate Survey
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Child Care Centers, Toddlers (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	13.0	13.0	13.0	13.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Work Hours per Lead Teacher	1,950	1,950	1,950	1,950	
	Number of Annual Work Lead Teacher Hours	1,950	1,950	3,900	3,900	
	Average Number of Monthly Work Hours per Lead Teacher	162.5	162.5	325.0	325.0	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	1,400	1,400	1,400	1,400	
	Number of Annual Hours for Other Teaching Staff	2,800	2,800	1,400	1,400	
Average Number of Monthly Work Hours for Other Teaching Staff	233.3	233.3	116.7	116.7		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	195.0	195.0	390.0	585.0	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	16.3	16.3	32.5	48.8	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	280.0	280.0	140.0	210.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	23.3	23.3	11.7	17.5		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$18.98	\$20.88	\$20.88	\$22.78	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Hourly Lead Teacher Cost (wages + benefits)	\$25.83	\$28.08	\$28.08	\$30.32	
	Monthly Cost of Lead Teachers' Classroom Hours	\$4,197.38	\$4,563.00	\$9,126.00	\$9,854.00	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$421.03	\$457.70	\$912.60	\$1,479.62	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.29	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$6,024.67	\$6,549.67	\$3,274.83	\$3,533.83	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$601.61	\$654.03	\$328.42	\$530.08	
	Total Monthly Cost of Classroom Staffing	\$10,222.05	\$11,112.67	\$12,400.83	\$13,387.83	
Total Monthly Cost of 'Outside' Staffing Hours	\$1,022.64	\$1,111.73	\$1,241.02	\$2,009.70		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Child Care Centers, Toddlers (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	35	35	35	35
	Square Feet per Classroom	455	455	455	455
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$1,251.25	\$1,251.25	\$1,251.25	\$1,251.25
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Classroom	\$1,787.50	\$1,787.50	\$1,787.50	\$1,787.50
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Classroom	\$232.92	\$232.92	\$232.92	\$232.92
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Classroom	\$128.92	\$128.92	\$128.92	\$128.92
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Classroom	\$264.33	\$264.33	\$264.33	\$264.33
	- Curriculum Package Cost per Child per Year	\$37.00	\$37.00	\$37.00	\$37.00
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$40.08	\$40.08	\$40.08
	- Child Assessment System Cost per Child per Year	\$27.00	\$27.00	\$27.00	\$27.00
	Monthly Child Assessment System Cost per Classroom	\$0.00	\$29.25	\$29.25	\$29.25
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$300.00	\$450.00	\$650.00	\$650.00	
Monthly Professional Development and Training Cost per Classroom	\$75.00	\$112.50	\$162.50	\$162.50	
Monthly Program Expense Cost	\$2,488.67	\$2,595.50	\$2,645.50	\$2,645.50	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$14,984.61	\$16,071.15	\$17,538.60	\$19,294.28
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$3,746.15	\$4,017.79	\$4,384.65	\$4,823.57
Total Cost per Classroom per Month		\$18,730.76	\$20,088.94	\$21,923.25	\$24,117.85
Total Cost per Child per Month		\$1,440.83	\$1,545.30	\$1,686.40	\$1,855.22
Total Cost per Child per Year		\$17,289.96	\$18,543.60	\$20,236.80	\$22,262.64

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Child Care Centers, Toddlers (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	13.0	13.0	13.0	13.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Work Hours per Lead Teacher	975	975	975	975	
	Number of Annual Work Lead Teacher Hours	975	975	1,950	1,950	
	Average Number of Monthly Work Hours per Lead Teacher	81.3	81.3	162.5	162.5	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	700	700	700	700	
	Number of Annual Hours for Other Teaching Staff	1,400	1,400	700	700	
Average Number of Monthly Work Hours for Other Teaching Staff	116.7	116.7	58.3	58.3		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	97.5	97.5	195.0	292.5	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	8.1	8.1	16.3	24.4	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	140.0	140.0	70.0	105.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	11.7	11.7	5.8	8.8		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$18.98	\$20.88	\$20.88	\$22.78	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Hourly Lead Teacher Cost (wages + benefits)	\$25.83	\$28.08	\$28.08	\$30.32	
	Monthly Cost of Lead Teachers' Classroom Hours	\$2,098.69	\$2,281.50	\$4,563.00	\$4,927.00	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$209.22	\$227.45	\$457.70	\$739.81	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.29	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$3,012.33	\$3,274.83	\$1,637.42	\$1,766.92	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$302.09	\$328.42	\$162.81	\$266.55	
	Total Monthly Cost of Classroom Staffing	\$5,111.02	\$5,556.33	\$6,200.42	\$6,693.92	
Total Monthly Cost of 'Outside' Staffing Hours	\$511.31	\$555.87	\$620.51	\$1,006.36		

Cost Models
Arizona 2024 Child Care market Rate Survey
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Child Care Centers, Toddlers (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	35	35	35	35
	Square Feet per Classroom	455	455	455	455
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$625.63	\$625.63	\$625.63	\$625.63
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Classroom	\$325.00	\$325.00	\$325.00	\$325.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Classroom	\$116.46	\$116.46	\$116.46	\$116.46
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Classroom	\$64.46	\$64.46	\$64.46	\$64.46
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Classroom	\$132.17	\$132.17	\$132.17	\$132.17
	- Curriculum Package Cost per Child per Year	\$0.00	\$18.50	\$18.50	\$18.50
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$20.04	\$20.04	\$20.04
	- Child Assessment System Cost per Child per Year	\$0.00	\$13.50	\$13.50	\$13.50
	Monthly Child Assessment System Cost per Classroom	\$0.00	\$14.63	\$14.63	\$14.63
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$150.00	\$225.00	\$325.00	\$325.00	
Monthly Professional Development and Training Cost per Classroom	\$37.50	\$56.25	\$81.25	\$81.25	
Monthly Program Expense Cost	\$675.59	\$729.01	\$754.01	\$754.01	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$6,923.55	\$7,466.84	\$8,200.57	\$9,079.92
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$1,730.89	\$1,866.71	\$2,050.14	\$2,269.98
Total Cost per Classroom per Month		\$8,654.44	\$9,333.55	\$10,250.71	\$11,349.90
Total Cost per Child per Month		\$665.73	\$717.97	\$788.52	\$873.07
Total Cost per Child per Year		\$7,988.76	\$8,615.64	\$9,462.24	\$10,476.84

Cost Models
Arizona 2024 Child Care market Rate Survey
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Child Care Centers, Preschoolers (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	18.0	18.0	18.0	18.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Work Hours per Lead Teacher	1,950	1,950	1,950	1,950	
	Number of Annual Work Lead Teacher Hours	1,950	1,950	3,900	3,900	
	Average Number of Monthly Work Hours per Lead Teacher	162.5	162.5	325.0	325.0	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	1,400	1,400	1,400	1,400	
	Number of Annual Hours for Other Teaching Staff	2,800	2,800	1,400	1,400	
Average Number of Monthly Work Hours for Other Teaching Staff	233.3	233.3	116.7	116.7		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	195.0	195.0	390.0	585.0	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	16.3	16.3	32.5	48.8	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	280.0	280.0	140.0	210.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	23.3	23.3	11.7	17.5		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$18.98	\$20.88	\$20.88	\$22.78	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Hourly Lead Teacher Cost (wages + benefits)	\$25.83	\$28.08	\$28.08	\$30.32	
	Monthly Cost of Lead Teachers' Classroom Hours	\$4,197.38	\$4,563.00	\$9,126.00	\$9,854.00	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$421.03	\$457.70	\$912.60	\$1,479.62	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.29	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$6,024.67	\$6,549.67	\$3,274.83	\$3,533.83	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$601.61	\$654.03	\$328.42	\$530.08	
	Total Monthly Cost of Classroom Staffing	\$10,222.05	\$11,112.67	\$12,400.83	\$13,387.83	
Total Monthly Cost of 'Outside' Staffing Hours	\$1,022.64	\$1,111.73	\$1,241.02	\$2,009.70		

Cost Models
Arizona 2024 Child Care market Rate Survey
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Child Care Centers, Preschoolers (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	30	30	30	30
	Square Feet per Classroom	540	540	540	540
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$1,485.00	\$1,485.00	\$1,485.00	\$1,485.00
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Classroom	\$2,475.00	\$2,475.00	\$2,475.00	\$2,475.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Classroom	\$322.50	\$322.50	\$322.50	\$322.50
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Classroom	\$178.50	\$178.50	\$178.50	\$178.50
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Classroom	\$366.00	\$366.00	\$366.00	\$366.00
	- Curriculum Package Cost per Child per Year	\$0.00	\$37.00	\$37.00	\$37.00
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$55.50	\$55.50	\$55.50
	- Child Assessment System Cost per Child per Year	\$0.00	\$27.00	\$27.00	\$27.00
	Monthly Child Assessment System Cost per Classroom	\$0.00	\$40.50	\$40.50	\$40.50
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$300.00	\$450.00	\$650.00	\$650.00	
Monthly Professional Development and Training Cost per Classroom	\$75.00	\$112.50	\$162.50	\$162.50	
Monthly Program Expense Cost	\$3,417.00	\$3,550.50	\$3,600.50	\$3,600.50	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$16,146.69	\$17,259.90	\$18,727.35	\$20,483.03
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$4,036.67	\$4,314.98	\$4,681.84	\$5,120.76
Total Cost per Classroom per Month		\$20,183.36	\$21,574.88	\$23,409.19	\$25,603.79
Total Cost per Child per Month		\$1,121.30	\$1,198.60	\$1,300.51	\$1,422.43
Total Cost per Child per Year		\$13,455.60	\$14,383.20	\$15,606.12	\$17,069.16

Cost Models
Arizona 2024 Child Care market Rate Survey
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Child Care Centers, Preschoolers (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	18.0	18.0	18.0	18.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Work Hours per Lead Teacher	975	975	975	975	
	Number of Annual Work Lead Teacher Hours	975	975	1,950	1,950	
	Average Number of Monthly Work Hours per Lead Teacher	81.3	81.3	162.5	162.5	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	700	700	700	700	
	Number of Annual Hours for Other Teaching Staff	1,400	1,400	700	700	
Average Number of Monthly Work Hours for Other Teaching Staff	116.7	116.7	58.3	58.3		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	97.5	97.5	195.0	292.5	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	8.1	8.1	16.3	24.4	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	140.0	140.0	70.0	105.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	11.7	11.7	5.8	8.8		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$18.98	\$20.88	\$20.88	\$22.78	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Hourly Lead Teacher Cost (wages + benefits)	\$25.83	\$28.08	\$28.08	\$30.32	
	Monthly Cost of Lead Teachers' Classroom Hours	\$2,098.69	\$2,281.50	\$4,563.00	\$4,927.00	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$209.22	\$227.45	\$457.70	\$739.81	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.29	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$3,012.33	\$3,274.83	\$1,637.42	\$1,766.92	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$302.09	\$328.42	\$162.81	\$266.55	
	Total Monthly Cost of Classroom Staffing	\$5,111.02	\$5,556.33	\$6,200.42	\$6,693.92	
Total Monthly Cost of 'Outside' Staffing Hours	\$511.31	\$555.87	\$620.51	\$1,006.36		

Cost Models
Arizona 2024 Child Care market Rate Survey
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Child Care Centers, Preschoolers (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	30	30	30	30
	Square Feet per Classroom	540	540	540	540
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$742.50	\$742.50	\$742.50	\$742.50
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Classroom	\$450.00	\$450.00	\$450.00	\$450.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Classroom	\$161.25	\$161.25	\$161.25	\$161.25
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Classroom	\$89.25	\$89.25	\$89.25	\$89.25
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Classroom	\$183.00	\$183.00	\$183.00	\$183.00
	- Curriculum Package Cost per Child per Year	\$0.00	\$18.50	\$18.50	\$18.50
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$27.75	\$27.75	\$27.75
	- Child Assessment System Cost per Child per Year	\$0.00	\$13.50	\$13.50	\$13.50
	Monthly Child Assessment System Cost per Classroom	\$0.00	\$20.25	\$20.25	\$20.25
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$150.00	\$225.00	\$325.00	\$325.00	
Monthly Professional Development and Training Cost per Classroom	\$37.50	\$56.25	\$81.25	\$81.25	
Monthly Program Expense Cost	\$921.00	\$987.75	\$1,012.75	\$1,012.75	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$7,285.83	\$7,842.45	\$8,576.18	\$9,455.53
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$1,821.46	\$1,960.61	\$2,144.05	\$2,363.88
Total Cost per Classroom per Month		\$9,107.29	\$9,803.06	\$10,720.23	\$11,819.41
Total Cost per Child per Month		\$505.96	\$544.61	\$595.57	\$656.63
Total Cost per Child per Year		\$6,071.52	\$6,535.32	\$7,146.84	\$7,879.56

Cost Models
Arizona 2024 Child Care market Rate Survey
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Child Care Centers, School Aged (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	20.0	20.0	20.0	20.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Work Hours per Lead Teacher	1,950	1,950	1,950	1,950	
	Number of Annual Work Lead Teacher Hours	1,950	1,950	3,900	3,900	
	Average Number of Monthly Work Hours per Lead Teacher	162.5	162.5	325.0	325.0	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	1,400	1,400	1,400	1,400	
	Number of Annual Hours for Other Teaching Staff	2,800	2,800	1,400	1,400	
Average Number of Monthly Work Hours for Other Teaching Staff	233.3	233.3	116.7	116.7		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	195.0	195.0	390.0	585.0	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	16.3	16.3	32.5	48.8	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	280.0	280.0	140.0	210.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	23.3	23.3	11.7	17.5		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$18.98	\$20.88	\$20.88	\$22.78	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Hourly Lead Teacher Cost (wages + benefits)	\$25.83	\$28.08	\$28.08	\$30.32	
	Monthly Cost of Lead Teachers' Classroom Hours	\$4,197.38	\$4,563.00	\$9,126.00	\$9,854.00	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$421.03	\$457.70	\$912.60	\$1,479.62	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.29	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$6,024.67	\$6,549.67	\$3,274.83	\$3,533.83	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$601.61	\$654.03	\$328.42	\$530.08	
	Total Monthly Cost of Classroom Staffing	\$10,222.05	\$11,112.67	\$12,400.83	\$13,387.83	
Total Monthly Cost of 'Outside' Staffing Hours	\$1,022.64	\$1,111.73	\$1,241.02	\$2,009.70		

Cost Models
Arizona 2024 Child Care market Rate Survey
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Child Care Centers, School Aged (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	30	30	30	30
	Square Feet per Classroom	600	600	600	600
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$1,650.00	\$1,650.00	\$1,650.00	\$1,650.00
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Classroom	\$2,750.00	\$2,750.00	\$2,750.00	\$2,750.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Classroom	\$358.33	\$358.33	\$358.33	\$358.33
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Classroom	\$198.33	\$198.33	\$198.33	\$198.33
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Classroom	\$406.67	\$406.67	\$406.67	\$406.67
	- Curriculum Package Cost per Child per Year	\$37.00	\$37.00	\$37.00	\$37.00
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$61.67	\$61.67	\$61.67
	- Child Assessment System Cost per Child per Year	\$27.00	\$27.00	\$27.00	\$27.00
	Monthly Child Assessment System Cost per Classroom	\$0.00	\$45.00	\$45.00	\$45.00
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$300.00	\$450.00	\$650.00	\$650.00	
Monthly Professional Development and Training Cost per Classroom	\$75.00	\$112.50	\$162.50	\$162.50	
Monthly Program Expense Cost	\$3,788.33	\$3,932.50	\$3,982.50	\$3,982.50	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$16,683.02	\$17,806.90	\$19,274.35	\$21,030.03
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$4,170.76	\$4,451.73	\$4,818.59	\$5,257.51
Total Cost per Classroom per Month		\$20,853.78	\$22,258.63	\$24,092.94	\$26,287.54
Total Cost per Child per Month		\$1,042.69	\$1,112.93	\$1,204.65	\$1,314.38
Total Cost per Child per Year		\$12,512.28	\$13,355.16	\$14,455.80	\$15,772.56

Cost Models
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Child Care Centers, School Aged (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Composition	Number of Children per Classroom	20.0	20.0	20.0	20.0
	<i>Lead Teachers</i>				
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0
	- Annual Work Hours per Lead Teacher	975	975	975	975
	Number of Annual Work Lead Teacher Hours	975	975	1,950	1,950
	Average Number of Monthly Work Hours per Lead Teacher	81.3	81.3	162.5	162.5
	<i>Other Teaching Staff</i>				
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0
	- Annual Work Hours for Other Teaching Staff	700	700	700	700
	Number of Annual Hours for Other Teaching Staff	1,400	1,400	700	700
Average Number of Monthly Work Hours for Other Teaching Staff	116.7	116.7	58.3	58.3	
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>				
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	97.5	97.5	195.0	292.5
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	8.1	8.1	16.3	24.4
	<i>Other Substitute/ Floater Teaching Staff</i>				
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	140.0	140.0	70.0	105.0
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	11.7	11.7	5.8	8.8	
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>				
	- Lead Teacher Hourly Wage	\$18.98	\$20.88	\$20.88	\$22.78
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%
	Hourly Lead Teacher Cost (wages + benefits)	\$25.83	\$28.08	\$28.08	\$30.32
	Monthly Cost of Lead Teachers' Classroom Hours	\$2,098.69	\$2,281.50	\$4,563.00	\$4,927.00
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$209.22	\$227.45	\$457.70	\$739.81
	<i>Other Teaching Staff</i>				
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.29
	Monthly Cost of Other Teaching Staff Classroom Hours	\$3,012.33	\$3,274.83	\$1,637.42	\$1,766.92
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$302.09	\$328.42	\$162.81	\$266.55
	Total Monthly Cost of Classroom Staffing	\$5,111.02	\$5,556.33	\$6,200.42	\$6,693.92
Total Monthly Cost of 'Outside' Staffing Hours	\$511.31	\$555.87	\$620.51	\$1,006.36	

Cost Models
Arizona 2024 Child Care market Rate Survey
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Child Care Centers, School Aged (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	30	30	30	30
	Square Feet per Classroom	600	600	600	600
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$825.00	\$825.00	\$825.00	\$825.00
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Classroom	\$500.00	\$500.00	\$500.00	\$500.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Classroom	\$179.17	\$179.17	\$179.17	\$179.17
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Classroom	\$99.17	\$99.17	\$99.17	\$99.17
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Classroom	\$203.33	\$203.33	\$203.33	\$203.33
	- Curriculum Package Cost per Child per Year	\$0.00	\$18.50	\$18.50	\$18.50
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$30.83	\$30.83	\$30.83
	- Child Assessment System Cost per Child per Year	\$0.00	\$13.50	\$13.50	\$13.50
	Monthly Child Assessment System Cost per Classroom	\$0.00	\$22.50	\$22.50	\$22.50
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$150.00	\$225.00	\$325.00	\$325.00	
Monthly Professional Development and Training Cost per Classroom	\$37.50	\$56.25	\$81.25	\$81.25	
Monthly Program Expense Cost	\$1,019.17	\$1,091.25	\$1,116.25	\$1,116.25	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$7,466.50	\$8,028.45	\$8,762.18	\$9,641.53
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$1,866.63	\$2,007.11	\$2,190.55	\$2,410.38
Total Cost per Classroom per Month		\$9,333.13	\$10,035.56	\$10,952.73	\$12,051.91
Total Cost per Child per Month		\$466.66	\$501.78	\$547.64	\$602.60
Total Cost per Child per Year		\$5,599.92	\$6,021.36	\$6,571.68	\$7,231.20

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Health and Safety (Full-Time)

		Infants	1-Year Olds	2-Year Olds	3-Year Olds	4-Year Olds	5-Year Olds	School Aged	
Unit of Service		Month	Month	Month	Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	11.0	13.0	8.0	13.0	15.0	20.0	20.0	
	<i>Lead Teachers</i>								
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
	- Annual Work Hours per Lead Teacher	1,950	1,950	1,950	1,950	1,950	1,950	1,950	
	Number of Annual Work Lead Teacher Hours	1,950	1,950	1,950	1,950	1,950	1,950	1,950	
	Average Number of Monthly Work Hours per Lead Teacher	162.5	162.5	162.5	162.5	162.5	162.5	162.5	
	<i>Other Teaching Staff</i>								
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	1.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	1,775	1,775	800	800	800	800	800	
Number of Annual Hours for Other Teaching Staff	3,550	3,550	800	800	800	800	800		
Average Number of Monthly Work Hours for Other Teaching Staff	295.8	295.8	66.7	66.7	66.7	66.7	66.7		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>								
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	195.0	195.0	195.0	195.0	195.0	195.0	195.0	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	16.3	16.3	16.3	16.3	16.3	16.3	16.3	
	<i>Other Substitute/ Floater Teaching Staff</i>								
- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	355.0	355.0	80.0	80.0	80.0	80.0	80.0		
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	29.6	29.6	6.7	6.7	6.7	6.7	6.7		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>								
	- Lead Teacher Hourly Wage	\$26.57	\$26.57	\$26.57	\$26.57	\$26.57	\$26.57	\$26.57	
	- Employee Benefit Rate (as a percent of wages)	45.6%	45.6%	45.6%	45.6%	45.6%	45.6%	45.6%	
	Hourly Lead Teacher Cost (wages + benefits)	\$38.69	\$38.69	\$38.69	\$38.69	\$38.69	\$38.69	\$38.69	
	Monthly Cost of Lead Teachers' Classroom Hours	\$6,287.13	\$6,287.13	\$6,287.13	\$6,287.13	\$6,287.13	\$6,287.13	\$6,287.13	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$630.65	\$630.65	\$630.65	\$630.65	\$630.65	\$630.65	\$630.65	
	<i>Other Teaching Staff</i>								
	- Other Teaching Staff Hourly Wage	\$20.49	\$20.49	\$20.49	\$20.49	\$20.49	\$20.49	\$20.49	
	- Employee Benefit Rate (as a percent of wages)	49.1%	49.1%	49.1%	49.1%	49.1%	49.1%	49.1%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$30.55	\$30.55	\$30.55	\$30.55	\$30.55	\$30.55	\$30.55	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$9,037.71	\$9,037.71	\$2,036.67	\$2,036.67	\$2,036.67	\$2,036.67	\$2,036.67	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$904.28	\$904.28	\$204.69	\$204.69	\$204.69	\$204.69	\$204.69	
Total Monthly Cost of Classroom Staffing	\$15,324.84	\$15,324.84	\$8,323.80	\$8,323.80	\$8,323.80	\$8,323.80	\$8,323.80		
Total Monthly Cost of 'Outside' Staffing Hours	\$1,534.93	\$1,534.93	\$835.34	\$835.34	\$835.34	\$835.34	\$835.34		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Health and Safety (Full-Time)

		Infants	1-Year Olds	2-Year Olds	3-Year Olds	4-Year Olds	5-Year Olds	School Aged
Unit of Service		Month	Month	Month	Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	35	35	25	25	25	25	25
	Square Feet per Classroom	385	455	200	325	375	500	500
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$1,058.75	\$1,251.25	\$550.00	\$893.75	\$1,031.25	\$1,375.00	\$1,375.00
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Classroom	\$1,512.50	\$1,787.50	\$1,100.00	\$1,787.50	\$2,062.50	\$2,750.00	\$2,750.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Classroom	\$197.08	\$232.92	\$143.33	\$232.92	\$268.75	\$358.33	\$358.33
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Classroom	\$109.08	\$128.92	\$79.33	\$128.92	\$148.75	\$198.33	\$198.33
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Classroom	\$223.67	\$264.33	\$162.67	\$264.33	\$305.00	\$406.67	\$406.67
	- Curriculum Package Cost per Child per Year							
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
- Child Assessment System Cost per Child per Year								
Monthly Child Assessment System Cost per Classroom	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$270.00	\$270.00	\$270.00	\$270.00	\$270.00	\$270.00	\$270.00	
Monthly Professional Development and Training Cost per Classroom	\$67.50	\$67.50	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	
Monthly Program Expense Cost	\$2,109.83	\$2,481.17	\$1,530.33	\$2,458.67	\$2,830.00	\$3,758.33	\$3,758.33	
Other Oper./ Admin.	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$20,028.35	\$20,592.19	\$11,239.47	\$12,511.56	\$13,020.39	\$14,292.47	\$14,292.47
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$5,007.09	\$5,148.05	\$2,809.87	\$3,127.89	\$3,255.10	\$3,573.12	\$3,573.12
Total Cost per Classroom per Month		\$25,035.44	\$25,740.24	\$14,049.34	\$15,639.45	\$16,275.49	\$17,865.59	\$17,865.59
Total Cost per Child per Month		\$2,275.95	\$1,980.02	\$1,756.17	\$1,203.03	\$1,085.03	\$893.28	\$893.28
Total Cost per Child per Year		\$27,311.40	\$23,760.24	\$21,074.04	\$14,436.36	\$13,020.36	\$10,719.36	\$10,719.36

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Health and Safety (Part-Time)

		Infants	1-Year Olds	2-Year Olds	3-Year Olds	4-Year Olds	5-Year Olds	School Aged	
Unit of Service		Month	Month	Month	Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	11.0	13.0	8.0	13.0	15.0	20.0	20.0	
	<i>Lead Teachers</i>								
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	1.0	1.0	1.0	1.0	1.0	
	- Annual Work Hours per Lead Teacher	975	975	975	975	975	975	975	
	Number of Annual Work Lead Teacher Hours	975	975	975	975	975	975	975	
	Average Number of Monthly Work Hours per Lead Teacher	81.3	81.3	81.3	81.3	81.3	81.3	81.3	
	<i>Other Teaching Staff</i>								
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	1.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	888	888	400	400	400	400	400	
	Number of Annual Hours for Other Teaching Staff	1,775	1,775	400	400	400	400	400	
Average Number of Monthly Work Hours for Other Teaching Staff	147.9	147.9	33.3	33.3	33.3	33.3	33.3		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>								
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	97.5	97.5	97.5	97.5	97.5	97.5	97.5	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	8.1	8.1	8.1	8.1	8.1	8.1	8.1	
	<i>Other Substitute/ Floater Teaching Staff</i>								
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	177.5	177.5	40.0	40.0	40.0	40.0	40.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	14.8	14.8	3.3	3.3	3.3	3.3	3.3		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>								
	- Lead Teacher Hourly Wage	\$26.57	\$26.57	\$26.57	\$26.57	\$26.57	\$26.57	\$26.57	
	- Employee Benefit Rate (as a percent of wages)	45.6%	45.6%	45.6%	45.6%	45.6%	45.6%	45.6%	
	Hourly Lead Teacher Cost (wages + benefits)	\$38.69	\$38.69	\$38.69	\$38.69	\$38.69	\$38.69	\$38.69	
	Monthly Cost of Lead Teachers' Classroom Hours	\$3,143.56	\$3,143.56	\$3,143.56	\$3,143.56	\$3,143.56	\$3,143.56	\$3,143.56	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$313.39	\$313.39	\$313.39	\$313.39	\$313.39	\$313.39	\$313.39	
	<i>Other Teaching Staff</i>								
	- Other Teaching Staff Hourly Wage	\$20.49	\$20.49	\$20.49	\$20.49	\$20.49	\$20.49	\$20.49	
	- Employee Benefit Rate (as a percent of wages)	49.1%	49.1%	49.1%	49.1%	49.1%	49.1%	49.1%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$30.55	\$30.55	\$30.55	\$30.55	\$30.55	\$30.55	\$30.55	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$4,518.85	\$4,518.85	\$1,018.33	\$1,018.33	\$1,018.33	\$1,018.33	\$1,018.33	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$452.14	\$452.14	\$100.82	\$100.82	\$100.82	\$100.82	\$100.82	
	Total Monthly Cost of Classroom Staffing	\$7,662.41	\$7,662.41	\$4,161.89	\$4,161.89	\$4,161.89	\$4,161.89	\$4,161.89	
Total Monthly Cost of 'Outside' Staffing Hours	\$765.53	\$765.53	\$414.21	\$414.21	\$414.21	\$414.21	\$414.21		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Public Schools, Health and Safety (Part-Time)

		Infants	1-Year Olds	2-Year Olds	3-Year Olds	4-Year Olds	5-Year Olds	School Aged
Unit of Service		Month	Month	Month	Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	35	35	25	25	25	25	25
	Square Feet per Classroom	385	455	200	325	375	500	500
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$529.38	\$625.63	\$275.00	\$446.88	\$515.63	\$687.50	\$687.50
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Classroom	\$275.00	\$325.00	\$200.00	\$325.00	\$375.00	\$500.00	\$500.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Classroom	\$98.54	\$116.46	\$71.67	\$116.46	\$134.38	\$179.17	\$179.17
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Classroom	\$54.54	\$64.46	\$39.67	\$64.46	\$74.38	\$99.17	\$99.17
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Classroom	\$111.83	\$132.17	\$81.33	\$132.17	\$152.50	\$203.33	\$203.33
	- Curriculum Package Cost per Child per Year							
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Child Assessment System Cost per Child per Year							
Monthly Child Assessment System Cost per Classroom	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$135.00	\$135.00	\$135.00	\$135.00	\$135.00	\$135.00	\$135.00	
Monthly Professional Development and Training Cost per Classroom	\$33.75	\$33.75	\$22.50	\$22.50	\$22.50	\$22.50	\$22.50	
Monthly Program Expense Cost	\$573.66	\$671.84	\$415.17	\$660.59	\$758.76	\$1,004.17	\$1,004.17	
Other Oper./ Admin.	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$9,530.98	\$9,725.41	\$5,266.27	\$5,683.57	\$5,850.49	\$6,267.77	\$6,267.77
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$2,382.75	\$2,431.35	\$1,316.57	\$1,420.89	\$1,462.62	\$1,566.94	\$1,566.94
Total Cost per Classroom per Month		\$11,913.73	\$12,156.76	\$6,582.84	\$7,104.46	\$7,313.11	\$7,834.71	\$7,834.71
Total Cost per Child per Month		\$1,083.07	\$935.14	\$822.86	\$546.50	\$487.54	\$391.74	\$391.74
Total Cost per Child per Year		\$12,996.84	\$11,221.68	\$9,874.32	\$6,558.00	\$5,850.48	\$4,700.88	\$4,700.88

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Infants (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	8.0	8.0	8.0	8.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Paid Hours per Lead Teacher	1,950.0	1,950.0	1,950.0	1,950.0	
	Number of Annual Paid Lead Teacher Hours	1,950	1,950	3,900	3,900	
	Average Number of Monthly Work Hours per Lead Teacher	162.5	162.5	325.0	325.0	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Paid Hours for Other Teaching Staff	1,400.0	1,400.0	1,400.0	1,400.0	
	Number of Annual Hours for Other Teaching Staff	2,800.0	2,800.0	1,400.0	1,400.0	
Average Number of Monthly Work Hours for Other Teaching Staff	233.3	233.3	116.7	116.7		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	195.0	195.0	390.0	585.0	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	16.3	16.3	32.5	48.8	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	280.0	280.0	140.0	210.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	23.3	23.3	11.7	17.5		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$26.57	\$29.23	\$29.23	\$31.89	
	- Employee Benefit Rate (as a percent of wages)	45.6%	44.6%	44.6%	43.7%	
	Hourly Lead Teacher Cost (wages + benefits)	\$38.69	\$42.27	\$42.27	\$45.83	
	Monthly Cost of Lead Teachers' Classroom Hours	\$6,287.13	\$6,868.88	\$13,737.75	\$14,894.75	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$630.65	\$689.00	\$1,373.78	\$2,236.50	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$20.49	\$22.54	\$22.54	\$24.59	
	- Employee Benefit Rate (as a percent of wages)	49.1%	47.7%	47.7%	46.6%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$30.55	\$33.29	\$33.29	\$36.05	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$7,128.33	\$7,767.67	\$3,883.83	\$4,205.83	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$711.82	\$775.66	\$389.49	\$630.88	
	Total Monthly Cost of Classroom Staffing	\$13,415.46	\$14,636.55	\$17,621.58	\$19,100.58	
Total Monthly Cost of 'Outside' Staffing Hours	\$1,342.47	\$1,464.66	\$1,763.27	\$2,867.38		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Infants (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	40	40	40	40
	Square Feet per Classroom	320	320	320	320
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$880.00	\$880.00	\$880.00	\$880.00
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Classroom	\$1,100.00	\$1,100.00	\$1,100.00	\$1,100.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Classroom	\$143.33	\$143.33	\$143.33	\$143.33
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Classroom	\$79.33	\$79.33	\$79.33	\$79.33
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Classroom	\$162.67	\$162.67	\$162.67	\$162.67
	- Curriculum Package Cost per Child per Year		\$37.00	\$37.00	\$37.00
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$24.67	\$24.67	\$24.67
	- Child Assessment System Cost per Child per Year		\$27.00	\$27.00	\$27.00
Monthly Child Assessment System Cost per Classroom	\$0.00	\$18.00	\$18.00	\$18.00	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$300.00	\$450.00	\$650.00	\$650.00	
Monthly Professional Development and Training Cost per Classroom	\$75.00	\$112.50	\$162.50	\$162.50	
Monthly Program Expense Cost	\$1,560.33	\$1,640.50	\$1,690.50	\$1,690.50	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$17,198.26	\$18,621.71	\$21,955.35	\$24,538.46
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$4,299.57	\$4,655.43	\$5,488.84	\$6,134.62
Total Cost per Classroom per Month		\$21,497.83	\$23,277.14	\$27,444.19	\$30,673.08
Total Cost per Child per Month		\$2,687.23	\$2,909.64	\$3,430.52	\$3,834.14
Total Cost per Child per Year		\$32,246.76	\$34,915.68	\$41,166.24	\$46,009.68

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Infants (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	8.0	8.0	8.0	8.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Paid Hours per Lead Teacher	975.0	975.0	975.0	975.0	
	Number of Annual Paid Lead Teacher Hours	975	975	1,950	1,950	
	Average Number of Monthly Work Hours per Lead Teacher	81.3	81.3	162.5	162.5	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Paid Hours for Other Teaching Staff	700.0	700.0	700.0	700.0	
	Number of Annual Hours for Other Teaching Staff	1,400.0	1,400.0	700.0	700.0	
Average Number of Monthly Work Hours for Other Teaching Staff	116.7	116.7	58.3	58.3		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	97.5	97.5	195.0	292.5	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	8.1	8.1	16.3	24.4	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	140.0	140.0	70.0	105.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	11.7	11.7	5.8	8.8		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$26.57	\$29.23	\$29.23	\$31.89	
	- Employee Benefit Rate (as a percent of wages)	45.6%	44.6%	44.6%	43.7%	
	Hourly Lead Teacher Cost (wages + benefits)	\$38.69	\$42.27	\$42.27	\$45.83	
	Monthly Cost of Lead Teachers' Classroom Hours	\$3,143.56	\$3,434.44	\$6,868.88	\$7,447.38	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$313.39	\$342.39	\$689.00	\$1,118.25	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$20.49	\$22.54	\$22.54	\$24.59	
	- Employee Benefit Rate (as a percent of wages)	49.1%	47.7%	47.7%	46.6%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$30.55	\$33.29	\$33.29	\$36.05	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$3,564.17	\$3,883.83	\$1,941.92	\$2,102.92	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$357.44	\$389.49	\$193.08	\$317.24	
Total Monthly Cost of Classroom Staffing	\$6,707.73	\$7,318.27	\$8,810.80	\$9,550.30		
Total Monthly Cost of 'Outside' Staffing Hours	\$670.83	\$731.88	\$882.08	\$1,435.49		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Infants (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	40	40	40	40
	Square Feet per Classroom	320	320	320	320
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$440.00	\$440.00	\$440.00	\$440.00
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Classroom	\$200.00	\$200.00	\$200.00	\$200.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Classroom	\$71.67	\$71.67	\$71.67	\$71.67
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Classroom	\$39.67	\$39.67	\$39.67	\$39.67
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Classroom	\$81.33	\$81.33	\$81.33	\$81.33
	- Curriculum Package Cost per Child per Year	\$18.50	\$18.50	\$18.50	\$18.50
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$12.33	\$12.33	\$12.33
- Child Assessment System Cost per Child per Year	\$13.50	\$13.50	\$13.50	\$13.50	
Monthly Child Assessment System Cost per Classroom	\$0.00	\$9.00	\$9.00	\$9.00	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$150.00	\$225.00	\$325.00	\$325.00	
Monthly Professional Development and Training Cost per Classroom	\$37.50	\$56.25	\$81.25	\$81.25	
Monthly Program Expense Cost	\$430.17	\$470.25	\$495.25	\$495.25	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$8,248.73	\$8,960.40	\$10,628.13	\$11,921.04
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$2,062.18	\$2,240.10	\$2,657.03	\$2,980.26
Total Cost per Classroom per Month		\$10,310.91	\$11,200.50	\$13,285.16	\$14,901.30
Total Cost per Child per Month		\$1,288.86	\$1,400.06	\$1,660.65	\$1,862.66
Total Cost per Child per Year		\$15,466.32	\$16,800.72	\$19,927.80	\$22,351.92

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Toddlers (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	13.0	13.0	13.0	13.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Paid Hours per Lead Teacher	1,950.0	1,950.0	1,950.0	1,950.0	
	Number of Annual Paid Lead Teacher Hours	1,950	1,950	3,900	3,900	
	Average Number of Monthly Work Hours per Lead Teacher	162.5	162.5	325.0	325.0	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Paid Hours for Other Teaching Staff	1,400.0	1,400.0	1,400.0	1,400.0	
	Number of Annual Hours for Other Teaching Staff	2,800.0	2,800.0	1,400.0	1,400.0	
Average Number of Monthly Work Hours for Other Teaching Staff	233.3	233.3	116.7	116.7		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	195.0	195.0	390.0	585.0	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	16.3	16.3	32.5	48.8	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	280.0	280.0	140.0	210.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	23.3	23.3	11.7	17.5		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$26.57	\$29.23	\$29.23	\$31.89	
	- Employee Benefit Rate (as a percent of wages)	45.6%	44.6%	44.6%	43.7%	
	Hourly Lead Teacher Cost (wages + benefits)	\$38.69	\$42.27	\$42.27	\$45.83	
	Monthly Cost of Lead Teachers' Classroom Hours	\$6,287.13	\$6,868.88	\$13,737.75	\$14,894.75	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$630.65	\$689.00	\$1,373.78	\$2,236.50	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$20.49	\$22.54	\$22.54	\$24.59	
	- Employee Benefit Rate (as a percent of wages)	49.1%	47.7%	47.7%	46.6%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$30.55	\$33.29	\$33.29	\$36.05	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$7,128.33	\$7,767.67	\$3,883.83	\$4,205.83	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$711.82	\$775.66	\$389.49	\$630.88	
	Total Monthly Cost of Classroom Staffing	\$13,415.46	\$14,636.55	\$17,621.58	\$19,100.58	
Total Monthly Cost of 'Outside' Staffing Hours	\$1,342.47	\$1,464.66	\$1,763.27	\$2,867.38		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Toddlers (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	35	35	35	35
	Square Feet per Classroom	455	455	455	455
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$1,251.25	\$1,251.25	\$1,251.25	\$1,251.25
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Classroom	\$1,787.50	\$1,787.50	\$1,787.50	\$1,787.50
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Classroom	\$232.92	\$232.92	\$232.92	\$232.92
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Classroom	\$128.92	\$128.92	\$128.92	\$128.92
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Classroom	\$264.33	\$264.33	\$264.33	\$264.33
	- Curriculum Package Cost per Child per Year	\$37.00	\$37.00	\$37.00	\$37.00
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$40.08	\$40.08	\$40.08
	- Child Assessment System Cost per Child per Year	\$27.00	\$27.00	\$27.00	\$27.00
Monthly Child Assessment System Cost per Classroom	\$0.00	\$29.25	\$29.25	\$29.25	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$300.00	\$450.00	\$650.00	\$650.00	
Monthly Professional Development and Training Cost per Classroom	\$75.00	\$112.50	\$162.50	\$162.50	
Monthly Program Expense Cost	\$2,488.67	\$2,595.50	\$2,645.50	\$2,645.50	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$18,497.85	\$19,947.96	\$23,281.60	\$25,864.71
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$4,624.46	\$4,986.99	\$5,820.40	\$6,466.18
Total Cost per Classroom per Month		\$23,122.31	\$24,934.95	\$29,102.00	\$32,330.89
Total Cost per Child per Month		\$1,778.64	\$1,918.07	\$2,238.62	\$2,486.99
Total Cost per Child per Year		\$21,343.68	\$23,016.84	\$26,863.44	\$29,843.88

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Toddlers (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	13.0	13.0	13.0	13.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Paid Hours per Lead Teacher	975.0	975.0	975.0	975.0	
	Number of Annual Paid Lead Teacher Hours	975	975	1,950	1,950	
	Average Number of Monthly Work Hours per Lead Teacher	81.3	81.3	162.5	162.5	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Paid Hours for Other Teaching Staff	700.0	700.0	700.0	700.0	
	Number of Annual Hours for Other Teaching Staff	1,400.0	1,400.0	700.0	700.0	
Average Number of Monthly Work Hours for Other Teaching Staff	116.7	116.7	58.3	58.3		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	97.5	97.5	195.0	292.5	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	8.1	8.1	16.3	24.4	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	140.0	140.0	70.0	105.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	11.7	11.7	5.8	8.8		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$26.57	\$29.23	\$29.23	\$31.89	
	- Employee Benefit Rate (as a percent of wages)	45.6%	44.6%	44.6%	43.7%	
	Hourly Lead Teacher Cost (wages + benefits)	\$38.69	\$42.27	\$42.27	\$45.83	
	Monthly Cost of Lead Teachers' Classroom Hours	\$3,143.56	\$3,434.44	\$6,868.88	\$7,447.38	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$313.39	\$342.39	\$689.00	\$1,118.25	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$20.49	\$22.54	\$22.54	\$24.59	
	- Employee Benefit Rate (as a percent of wages)	49.1%	47.7%	47.7%	46.6%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$30.55	\$33.29	\$33.29	\$36.05	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$3,564.17	\$3,883.83	\$1,941.92	\$2,102.92	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$357.44	\$389.49	\$193.08	\$317.24	
Total Monthly Cost of Classroom Staffing	\$6,707.73	\$7,318.27	\$8,810.80	\$9,550.30		
Total Monthly Cost of 'Outside' Staffing Hours	\$670.83	\$731.88	\$882.08	\$1,435.49		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Toddlers (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	35	35	35	35
	Square Feet per Classroom	455	455	455	455
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$625.63	\$625.63	\$625.63	\$625.63
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Classroom	\$325.00	\$325.00	\$325.00	\$325.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Classroom	\$116.46	\$116.46	\$116.46	\$116.46
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Classroom	\$64.46	\$64.46	\$64.46	\$64.46
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Classroom	\$132.17	\$132.17	\$132.17	\$132.17
	- Curriculum Package Cost per Child per Year	\$18.50	\$18.50	\$18.50	\$18.50
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$20.04	\$20.04	\$20.04
	- Child Assessment System Cost per Child per Year	\$13.50	\$13.50	\$13.50	\$13.50
Monthly Child Assessment System Cost per Classroom	\$0.00	\$14.63	\$14.63	\$14.63	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$150.00	\$225.00	\$325.00	\$325.00	
Monthly Professional Development and Training Cost per Classroom	\$37.50	\$56.25	\$81.25	\$81.25	
Monthly Program Expense Cost	\$675.59	\$729.01	\$754.01	\$754.01	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$8,679.78	\$9,404.79	\$11,072.52	\$12,365.43
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$2,169.95	\$2,351.20	\$2,768.13	\$3,091.36
Total Cost per Classroom per Month		\$10,849.73	\$11,755.99	\$13,840.65	\$15,456.79
Total Cost per Child per Month		\$834.59	\$904.31	\$1,064.67	\$1,188.98
Total Cost per Child per Year		\$10,015.08	\$10,851.72	\$12,776.04	\$14,267.76

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Preschoolers (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	18.0	18.0	18.0	18.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Paid Hours per Lead Teacher	1,950.0	1,950.0	1,950.0	1,950.0	
	Number of Annual Paid Lead Teacher Hours	1,950	1,950	3,900	3,900	
	Average Number of Monthly Work Hours per Lead Teacher	162.5	162.5	325.0	325.0	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Paid Hours for Other Teaching Staff	1,400.0	1,400.0	1,400.0	1,400.0	
	Number of Annual Hours for Other Teaching Staff	2,800.0	2,800.0	1,400.0	1,400.0	
Average Number of Monthly Work Hours for Other Teaching Staff	233.3	233.3	116.7	116.7		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	195.0	195.0	390.0	585.0	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	16.3	16.3	32.5	48.8	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	280.0	280.0	140.0	210.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	23.3	23.3	11.7	17.5		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$26.57	\$29.23	\$29.23	\$31.89	
	- Employee Benefit Rate (as a percent of wages)	45.6%	44.6%	44.6%	43.7%	
	Hourly Lead Teacher Cost (wages + benefits)	\$38.69	\$42.27	\$42.27	\$45.83	
	Monthly Cost of Lead Teachers' Classroom Hours	\$6,287.13	\$6,868.88	\$13,737.75	\$14,894.75	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$630.65	\$689.00	\$1,373.78	\$2,236.50	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$20.49	\$22.54	\$22.54	\$24.59	
	- Employee Benefit Rate (as a percent of wages)	49.1%	47.7%	47.7%	46.6%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$30.55	\$33.29	\$33.29	\$36.05	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$7,128.33	\$7,767.67	\$3,883.83	\$4,205.83	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$711.82	\$775.66	\$389.49	\$630.88	
	Total Monthly Cost of Classroom Staffing	\$13,415.46	\$14,636.55	\$17,621.58	\$19,100.58	
Total Monthly Cost of 'Outside' Staffing Hours	\$1,342.47	\$1,464.66	\$1,763.27	\$2,867.38		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Preschoolers (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	30	30	30	30
	Square Feet per Classroom	540	540	540	540
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$1,485.00	\$1,485.00	\$1,485.00	\$1,485.00
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Classroom	\$2,475.00	\$2,475.00	\$2,475.00	\$2,475.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Classroom	\$322.50	\$322.50	\$322.50	\$322.50
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Classroom	\$178.50	\$178.50	\$178.50	\$178.50
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Classroom	\$366.00	\$366.00	\$366.00	\$366.00
	- Curriculum Package Cost per Child per Year	\$37.00	\$37.00	\$37.00	\$37.00
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$55.50	\$55.50	\$55.50
	- Child Assessment System Cost per Child per Year	\$27.00	\$27.00	\$27.00	\$27.00
Monthly Child Assessment System Cost per Classroom	\$0.00	\$40.50	\$40.50	\$40.50	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$300.00	\$450.00	\$650.00	\$650.00	
Monthly Professional Development and Training Cost per Classroom	\$75.00	\$112.50	\$162.50	\$162.50	
Monthly Program Expense Cost	\$3,417.00	\$3,550.50	\$3,600.50	\$3,600.50	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$19,659.93	\$21,136.71	\$24,470.35	\$27,053.46
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$4,914.98	\$5,284.18	\$6,117.59	\$6,763.37
Total Cost per Classroom per Month		\$24,574.91	\$26,420.89	\$30,587.94	\$33,816.83
Total Cost per Child per Month		\$1,365.27	\$1,467.83	\$1,699.33	\$1,878.71
Total Cost per Child per Year		\$16,383.24	\$17,613.96	\$20,391.96	\$22,544.52

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Preschoolers (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	18.0	18.0	18.0	18.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Paid Hours per Lead Teacher	975.0	975.0	975.0	975.0	
	Number of Annual Paid Lead Teacher Hours	975	975	1,950	1,950	
	Average Number of Monthly Work Hours per Lead Teacher	81.3	81.3	162.5	162.5	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Paid Hours for Other Teaching Staff	700.0	700.0	700.0	700.0	
	Number of Annual Hours for Other Teaching Staff	1,400.0	1,400.0	700.0	700.0	
Average Number of Monthly Work Hours for Other Teaching Staff	116.7	116.7	58.3	58.3		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	97.5	97.5	195.0	292.5	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	8.1	8.1	16.3	24.4	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	140.0	140.0	70.0	105.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	11.7	11.7	5.8	8.8		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$26.57	\$29.23	\$29.23	\$31.89	
	- Employee Benefit Rate (as a percent of wages)	45.6%	44.6%	44.6%	43.7%	
	Hourly Lead Teacher Cost (wages + benefits)	\$38.69	\$42.27	\$42.27	\$45.83	
	Monthly Cost of Lead Teachers' Classroom Hours	\$3,143.56	\$3,434.44	\$6,868.88	\$7,447.38	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$313.39	\$342.39	\$689.00	\$1,118.25	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$20.49	\$22.54	\$22.54	\$24.59	
	- Employee Benefit Rate (as a percent of wages)	49.1%	47.7%	47.7%	46.6%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$30.55	\$33.29	\$33.29	\$36.05	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$3,564.17	\$3,883.83	\$1,941.92	\$2,102.92	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$357.44	\$389.49	\$193.08	\$317.24	
Total Monthly Cost of Classroom Staffing	\$6,707.73	\$7,318.27	\$8,810.80	\$9,550.30		
Total Monthly Cost of 'Outside' Staffing Hours	\$670.83	\$731.88	\$882.08	\$1,435.49		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, Preschoolers (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	30	30	30	30
	Square Feet per Classroom	540	540	540	540
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$742.50	\$742.50	\$742.50	\$742.50
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Classroom	\$450.00	\$450.00	\$450.00	\$450.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Classroom	\$161.25	\$161.25	\$161.25	\$161.25
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Classroom	\$89.25	\$89.25	\$89.25	\$89.25
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Classroom	\$183.00	\$183.00	\$183.00	\$183.00
	- Curriculum Package Cost per Child per Year	\$18.50	\$18.50	\$18.50	\$18.50
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$27.75	\$27.75	\$27.75
	- Child Assessment System Cost per Child per Year	\$13.50	\$13.50	\$13.50	\$13.50
Monthly Child Assessment System Cost per Classroom	\$0.00	\$20.25	\$20.25	\$20.25	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$150.00	\$225.00	\$325.00	\$325.00	
Monthly Professional Development and Training Cost per Classroom	\$37.50	\$56.25	\$81.25	\$81.25	
Monthly Program Expense Cost	\$921.00	\$987.75	\$1,012.75	\$1,012.75	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$9,042.06	\$9,780.40	\$11,448.13	\$12,741.04
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$2,260.52	\$2,445.10	\$2,862.03	\$3,185.26
Total Cost per Classroom per Month		\$11,302.58	\$12,225.50	\$14,310.16	\$15,926.30
Total Cost per Child per Month		\$627.92	\$679.19	\$795.01	\$884.79
Total Cost per Child per Year		\$7,535.04	\$8,150.28	\$9,540.12	\$10,617.48

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, School Aged (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	20.0	20.0	20.0	20.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Paid Hours per Lead Teacher	1,950.0	1,950.0	1,950.0	1,950.0	
	Number of Annual Paid Lead Teacher Hours	1,950	1,950	3,900	3,900	
	Average Number of Monthly Work Hours per Lead Teacher	162.5	162.5	325.0	325.0	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Paid Hours for Other Teaching Staff	1,400.0	1,400.0	1,400.0	1,400.0	
	Number of Annual Hours for Other Teaching Staff	2,800.0	2,800.0	1,400.0	1,400.0	
Average Number of Monthly Work Hours for Other Teaching Staff	233.3	233.3	116.7	116.7		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	195.0	195.0	390.0	585.0	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	16.3	16.3	32.5	48.8	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	280.0	280.0	140.0	210.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	23.3	23.3	11.7	17.5		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$26.57	\$29.23	\$29.23	\$31.89	
	- Employee Benefit Rate (as a percent of wages)	45.6%	44.6%	44.6%	43.7%	
	Hourly Lead Teacher Cost (wages + benefits)	\$38.69	\$42.27	\$42.27	\$45.83	
	Monthly Cost of Lead Teachers' Classroom Hours	\$6,287.13	\$6,868.88	\$13,737.75	\$14,894.75	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$630.65	\$689.00	\$1,373.78	\$2,236.50	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$20.49	\$22.54	\$22.54	\$24.59	
	- Employee Benefit Rate (as a percent of wages)	49.1%	47.7%	47.7%	46.6%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$30.55	\$33.29	\$33.29	\$36.05	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$7,128.33	\$7,767.67	\$3,883.83	\$4,205.83	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$711.82	\$775.66	\$389.49	\$630.88	
	Total Monthly Cost of Classroom Staffing	\$13,415.46	\$14,636.55	\$17,621.58	\$19,100.58	
Total Monthly Cost of 'Outside' Staffing Hours	\$1,342.47	\$1,464.66	\$1,763.27	\$2,867.38		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, School Aged (Full-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	30	30	30	30
	Square Feet per Classroom	600	600	600	600
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$1,650.00	\$1,650.00	\$1,650.00	\$1,650.00
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Classroom	\$2,750.00	\$2,750.00	\$2,750.00	\$2,750.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Classroom	\$358.33	\$358.33	\$358.33	\$358.33
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Classroom	\$198.33	\$198.33	\$198.33	\$198.33
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Classroom	\$406.67	\$406.67	\$406.67	\$406.67
	- Curriculum Package Cost per Child per Year	\$37.00	\$37.00	\$37.00	\$37.00
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$61.67	\$61.67	\$61.67
	- Child Assessment System Cost per Child per Year	\$27.00	\$27.00	\$27.00	\$27.00
Monthly Child Assessment System Cost per Classroom	\$0.00	\$45.00	\$45.00	\$45.00	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$300.00	\$450.00	\$650.00	\$650.00	
Monthly Professional Development and Training Cost per Classroom	\$75.00	\$112.50	\$162.50	\$162.50	
Monthly Program Expense Cost	\$3,788.33	\$3,932.50	\$3,982.50	\$3,982.50	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$20,196.26	\$21,683.71	\$25,017.35	\$27,600.46
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$5,049.07	\$5,420.93	\$6,254.34	\$6,900.12
Total Cost per Classroom per Month		\$25,245.33	\$27,104.64	\$31,271.69	\$34,500.58
Total Cost per Child per Month		\$1,262.27	\$1,355.23	\$1,563.58	\$1,725.03
Total Cost per Child per Year		\$15,147.24	\$16,262.76	\$18,762.96	\$20,700.36

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, School Aged (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Classroom Composition	Number of Children per Classroom	20.0	20.0	20.0	20.0	
	<i>Lead Teachers</i>					
	- Number of Lead Teachers Assigned to Classroom	1.0	1.0	2.0	2.0	
	- Annual Paid Hours per Lead Teacher	975.0	975.0	975.0	975.0	
	Number of Annual Paid Lead Teacher Hours	975	975	1,950	1,950	
	Average Number of Monthly Work Hours per Lead Teacher	81.3	81.3	162.5	162.5	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Classroom	2.0	2.0	1.0	1.0	
	- Annual Paid Hours for Other Teaching Staff	700.0	700.0	700.0	700.0	
	Number of Annual Hours for Other Teaching Staff	1,400.0	1,400.0	700.0	700.0	
Average Number of Monthly Work Hours for Other Teaching Staff	116.7	116.7	58.3	58.3		
Substitute/ Floater Hours	<i>Substitute/ Floater Lead Teacher</i>					
	- Annual Hours Spent Outside the Classroom per Substitute/ Floater Lead Teacher	97.5	97.5	195.0	292.5	
	Average Number of Monthly Substitute/ Floater Lead Teacher Hours Outside the Classroom	8.1	8.1	16.3	24.4	
	<i>Other Substitute/ Floater Teaching Staff</i>					
	- Annual Hours Spent Outside the Classroom for Other Substitute/ Floater Teaching Staff	140.0	140.0	70.0	105.0	
Average Number of Monthly Hours Outside the Classroom for Other Sub./ Flo. Teaching Staff	11.7	11.7	5.8	8.8		
Lead Teacher and Other Teaching Staff Cost	<i>Lead Teachers</i>					
	- Lead Teacher Hourly Wage	\$26.57	\$29.23	\$29.23	\$31.89	
	- Employee Benefit Rate (as a percent of wages)	45.6%	44.6%	44.6%	43.7%	
	Hourly Lead Teacher Cost (wages + benefits)	\$38.69	\$42.27	\$42.27	\$45.83	
	Monthly Cost of Lead Teachers' Classroom Hours	\$3,143.56	\$3,434.44	\$6,868.88	\$7,447.38	
	Monthly Cost of Substitute/ Floater Lead Teacher's Hours	\$313.39	\$342.39	\$689.00	\$1,118.25	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$20.49	\$22.54	\$22.54	\$24.59	
	- Employee Benefit Rate (as a percent of wages)	49.1%	47.7%	47.7%	46.6%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$30.55	\$33.29	\$33.29	\$36.05	
	Monthly Cost of Other Teaching Staff Classroom Hours	\$3,564.17	\$3,883.83	\$1,941.92	\$2,102.92	
	Monthly Cost of Other Substitute/ Floater Teaching Staff Hours	\$357.44	\$389.49	\$193.08	\$317.24	
Total Monthly Cost of Classroom Staffing	\$6,707.73	\$7,318.27	\$8,810.80	\$9,550.30		
Total Monthly Cost of 'Outside' Staffing Hours	\$670.83	\$731.88	\$882.08	\$1,435.49		

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Public Schools, School Aged (Part-Time)

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Classroom Space Costs	- Square Feet of Classroom Space per Child	30	30	30	30
	Square Feet per Classroom	600	600	600	600
	- Annual Cost per Square Foot	\$33.00	\$33.00	\$33.00	\$33.00
	Monthly Classroom Space Cost	\$825.00	\$825.00	\$825.00	\$825.00
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Classroom	\$500.00	\$500.00	\$500.00	\$500.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Classroom	\$179.17	\$179.17	\$179.17	\$179.17
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Classroom	\$99.17	\$99.17	\$99.17	\$99.17
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Classroom	\$203.33	\$203.33	\$203.33	\$203.33
	- Curriculum Package Cost per Child per Year	\$18.50	\$18.50	\$18.50	\$18.50
	Monthly Curriculum Package Cost per Classroom	\$0.00	\$30.83	\$30.83	\$30.83
	- Child Assessment System Cost per Child per Year	\$13.50	\$13.50	\$13.50	\$13.50
Monthly Child Assessment System Cost per Classroom	\$0.00	\$22.50	\$22.50	\$22.50	
- Professional Development and Training per Teacher/ Other Teaching Staff per Year	\$150.00	\$225.00	\$325.00	\$325.00	
Monthly Professional Development and Training Cost per Classroom	\$37.50	\$56.25	\$81.25	\$81.25	
Monthly Program Expense Cost	\$1,019.17	\$1,091.25	\$1,116.25	\$1,116.25	
Other Oper./ Admin. Expenses	Monthly Cost per Classroom Hour Before Other Operating and Administration	\$9,222.73	\$9,966.40	\$11,634.13	\$12,927.04
	- Other Operating and Administration Percent	20.0%	20.0%	20.0%	20.0%
	Monthly Operating and Administration Cost per Classroom	\$2,305.68	\$2,491.60	\$2,908.53	\$3,231.76
Total Cost per Classroom per Month		\$11,528.41	\$12,458.00	\$14,542.66	\$16,158.80
Total Cost per Child per Month		\$576.42	\$622.90	\$727.13	\$807.94
Total Cost per Child per Year		\$6,917.04	\$7,474.80	\$8,725.56	\$9,695.28

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Small Group Homes, Health and Safety (Full and Part-Time)

		Full-Time	Part-Time
Unit of Service		Month	Month
Home Compisition	Number of Children per Home	10.0	10.0
	<i>Teacher/ Provider</i>		
	- Number of Lead Teachers Assigned to Home	1.0	1.0
	<i>Other Teaching Staff</i>		
	- Number of Other Teaching Staff Assigned to Home	2.0	1.0
	- Annual Work Hours for Other Teaching Staff	1,250	1,250
	Number of Annual Hours for Other Teaching Staff	2,500	1,250
Average Number of Monthly Work Hours for Other Teaching Staff	208.3	104.2	
Teacher/Provider and Other Teaching Staff Cost	<i>Teacher/ Provider</i>		
	- Teacher/ Provider Annual Salary	\$46,652.58	\$23,326.29
	- Employee Benefit Rate (as a percent of wages)	23.1%	35.7%
	Annual Lead Teacher Cost (wages + benefits)	\$57,429.33	\$31,653.78
	Monthly Cost of Lead Teachers' Home Hours	\$4,785.78	\$2,637.82
	<i>Other Teaching Staff</i>		
	- Other Teaching Staff Hourly Wage	\$18.97	\$18.97
	- Employee Benefit Rate (as a percent of wages)	25.4%	25.4%
	Other Teaching Staff Hourly Cost (wages + benefits)	\$23.79	\$23.79
	Monthly Cost of Other Teaching Staff Hours	\$4,956.25	\$2,478.13
Total Monthly Cost of Home Staffing	\$9,742.03	\$5,115.95	

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Small Group Homes, Health and Safety (Full and Part-Time)

		Full-Time	Part-Time
Unit of Service		Month	Month
Home Space Costs	- Square Footage Used for Child Care	300	300
	- Annual Cost per Square Foot	\$11.00	\$11.00
	- Percentage of Time Square Footage is Used for Child Care	38.7%	38.7%
	Annual Home Space Cost	\$1,277.10	\$638.55
	Monthly Home Space Cost	\$106.43	\$53.21
Program Expenses	- Food Cost per Child per Day	\$6.60	\$1.20
	Monthly Food Cost per Home	\$1,375.00	\$250.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$107.50
	Monthly Disposable Supply Cost per Home	\$179.17	\$89.58
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$59.50
	Monthly Educational Supply Cost per Home	\$99.17	\$49.58
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$122.00
	Monthly Educational Equipment Cost per Home	\$203.33	\$101.67
	- Curriculum Package Cost per Child per Year		
	Monthly Curriculum Package Cost per Home	\$0.00	\$0.00
	- Child Assessment System Cost per Child per Year		
	Monthly Child Assessment System Cost per Home	\$0.00	\$0.00
	- Professional Development and Training per Year per Prov./ Oth. Teach. Staff	\$180.00	\$90.00
Monthly Professional Development and Training Cost per Home	\$45.00	\$15.00	
Monthly Program Expense Cost	\$1,901.67	\$505.83	
Other Oper./ Admin. Expenses	Monthly Cost per Home Hour Before Other Operating and Administration	\$11,750.13	\$5,674.99
	- Other Operating and Administration Percent	8.0%	8.0%
	Monthly Other Operating and Administration Cost per Home	\$1,021.75	\$493.48
Total Cost per Home per Month		\$12,771.88	\$6,168.47
Total Cost per Child per Month		\$1,277.19	\$616.85
Total Cost per Child per Year		\$15,326.28	\$7,402.20

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Small Group Homes, (Full-Time), Infants and Toddlers

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Home Compisition	Number of Children per Home	8.0	8.0	8.0	8.0
	<i>Teacher/ Provider</i>				
	- Number of Lead Teachers Assigned to Home	1.0	1.0	1.0	1.0
	<i>Other Teaching Staff</i>				
	- Number of Other Teaching Staff Assigned to Home	2.0	2.0	2.0	2.0
	- Annual Work Hours for Other Teaching Staff	1,250	1,250	1,250	1,250
	Number of Annual Hours for Other Teaching Staff	2,500	2,500	2,500	2,500
Average Number of Monthly Work Hours for Other Teaching Staff	208.3	208.3	208.3	208.3	
Teacher/Provider and Other Teaching Staff Cost	<i>Teacher/ Provider</i>				
	- Teacher/ Provider Annual Salary	\$46,652.58	\$51,317.84	\$51,317.84	\$55,983.10
	- Employee Benefit Rate (as a percent of wages)	30.8%	29.6%	29.6%	28.7%
	Annual Lead Teacher Cost (wages + benefits)	\$61,021.57	\$66,507.92	\$66,507.92	\$72,050.24
	Monthly Cost of Lead Teachers' Home Hours	\$5,085.13	\$5,542.33	\$5,542.33	\$6,004.19
	<i>Other Teaching Staff</i>				
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.30
	Monthly Cost of Other Teaching Staff Hours	\$5,379.17	\$5,847.92	\$5,847.92	\$6,312.50
Total Monthly Cost of Home Staffing	\$10,464.30	\$11,390.25	\$11,390.25	\$12,316.69	

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Small Group Homes, (Full-Time), Infants and Toddlers

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Home Space Costs	- Square Footage Used for Child Care	280	280	280	280
	- Annual Cost per Square Foot	\$11.00	\$11.00	\$11.00	\$11.00
	- Percentage of Time Square Footage is Used for Child Care	38.7%	38.7%	38.7%	38.7%
	Annual Home Space Cost	\$1,191.96	\$1,191.96	\$1,191.96	\$1,191.96
	Monthly Home Space Cost	\$99.33	\$99.33	\$99.33	\$99.33
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Home	\$1,100.00	\$1,100.00	\$1,100.00	\$1,100.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Home	\$143.33	\$143.33	\$143.33	\$143.33
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Home	\$79.33	\$79.33	\$79.33	\$79.33
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Home	\$162.67	\$162.67	\$162.67	\$162.67
	- Curriculum Package Cost per Child per Year		\$37.00	\$37.00	\$37.00
	Monthly Curriculum Package Cost per Home	\$0.00	\$24.67	\$24.67	\$24.67
	- Child Assessment System Cost per Child per Year		\$27.00	\$27.00	\$27.00
	Monthly Child Assessment System Cost per Home	\$0.00	\$18.00	\$18.00	\$18.00
- Professional Development and Training per Year per Prov./ Oth. Teach. Staff	\$300.00	\$450.00	\$650.00	\$650.00	
Monthly Professional Development and Training Cost per Home	\$75.00	\$112.50	\$162.50	\$162.50	
Monthly Program Expense Cost	\$1,560.33	\$1,640.50	\$1,690.50	\$1,690.50	
Other Oper./ Admin. Expenses	Monthly Cost per Home Hour Before Other Operating and Administration	\$12,123.96	\$13,130.08	\$13,180.08	\$14,106.52
	- Other Operating and Administration Percent	8.0%	8.0%	8.0%	8.0%
	Monthly Other Operating and Administration Cost per Home	\$1,054.26	\$1,141.75	\$1,146.09	\$1,226.65
Total Cost per Home per Month		\$13,178.22	\$14,271.83	\$14,326.17	\$15,333.17
Total Cost per Child per Month		\$1,647.28	\$1,783.98	\$1,790.77	\$1,916.65
Total Cost per Child per Year		\$19,767.36	\$21,407.76	\$21,489.24	\$22,999.80

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Small Group Homes, (Part-Time), Infants and Toddlers

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Home Compisition	Number of Children per Home	8.0	8.0	8.0	8.0
	<i>Teacher/ Provider</i>				
	- Number of Lead Teachers Assigned to Home	1.0	1.0	1.0	1.0
	<i>Other Teaching Staff</i>				
	- Number of Other Teaching Staff Assigned to Home	1.0	1.0	1.0	1.0
	- Annual Work Hours for Other Teaching Staff	1,250	1,250	1,250	1,250
	Number of Annual Hours for Other Teaching Staff	1,250	1,250	1,250	1,250
Average Number of Monthly Work Hours for Other Teaching Staff	104.2	104.2	104.2	104.2	
Teacher/Provider and Other Teaching Staff Cost	<i>Teacher/ Provider</i>				
	- Teacher/ Provider Annual Salary	\$26,913.38	\$29,604.71	\$29,604.71	\$32,296.05
	- Employee Benefit Rate (as a percent of wages)	40.1%	38.1%	38.1%	36.4%
	Annual Lead Teacher Cost (wages + benefits)	\$37,705.64	\$40,884.11	\$40,884.11	\$44,051.81
	Monthly Cost of Lead Teachers' Home Hours	\$3,142.14	\$3,407.01	\$3,407.01	\$3,670.98
	<i>Other Teaching Staff</i>				
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.30
	Monthly Cost of Other Teaching Staff Hours	\$2,689.58	\$2,923.96	\$2,923.96	\$3,156.25
Total Monthly Cost of Home Staffing	\$5,831.72	\$6,330.97	\$6,330.97	\$6,827.23	

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security
Small Group Homes, (Part-Time), Infants and Toddlers

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Home Space Costs	- Square Footage Used for Child Care	280	280	280	280
	- Annual Cost per Square Foot	\$11.00	\$11.00	\$11.00	\$11.00
	- Percentage of Time Square Footage is Used for Child Care	38.7%	38.7%	38.7%	38.7%
	Annual Home Space Cost	\$595.98	\$595.98	\$595.98	\$595.98
	Monthly Home Space Cost	\$49.67	\$49.67	\$49.67	\$49.67
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Home	\$200.00	\$200.00	\$200.00	\$200.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Home	\$71.67	\$71.67	\$71.67	\$71.67
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Home	\$39.67	\$39.67	\$39.67	\$39.67
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Home	\$81.33	\$81.33	\$81.33	\$81.33
	- Curriculum Package Cost per Child per Year		\$18.50	\$18.50	\$18.50
	Monthly Curriculum Package Cost per Home	\$0.00	\$12.33	\$12.33	\$12.33
	- Child Assessment System Cost per Child per Year		\$13.50	\$27.00	\$27.00
Monthly Child Assessment System Cost per Home	\$0.00	\$9.00	\$18.00	\$18.00	
- Professional Development and Training per Year per Prov./ Oth. Teach. Staff	\$150.00	\$225.00	\$325.00	\$325.00	
Monthly Professional Development and Training Cost per Home	\$25.00	\$37.50	\$54.17	\$54.17	
Monthly Program Expense Cost	\$417.67	\$451.50	\$477.17	\$477.17	
Other Oper./ Admin. Expenses	Monthly Cost per Home Hour Before Other Operating and Administration	\$6,299.06	\$6,832.14	\$6,857.81	\$7,354.07
	- Other Operating and Administration Percent	8.0%	8.0%	8.0%	8.0%
	Monthly Other Operating and Administration Cost per Home	\$547.74	\$594.10	\$596.33	\$639.48
	Total Cost per Home per Month	\$6,846.80	\$7,426.24	\$7,454.14	\$7,993.55
	Total Cost per Child per Month	\$855.85	\$928.28	\$931.77	\$999.19
	Total Cost per Child per Year	\$10,270.20	\$11,139.36	\$11,181.24	\$11,990.28

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Small Group Homes, (Full-Time), All Other Ages

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Home Compisition	Number of Children per Home	10.0	10.0	10.0	10.0
	<i>Teacher/ Provider</i>				
	- Number of Lead Teachers Assigned to Home	1.0	1.0	1.0	1.0
	<i>Other Teaching Staff</i>				
	- Number of Other Teaching Staff Assigned to Home	2.0	2.0	2.0	2.0
	- Annual Work Hours for Other Teaching Staff	1,250	1,250	1,250	1,250
	Number of Annual Hours for Other Teaching Staff	2,500	2,500	2,500	2,500
Average Number of Monthly Work Hours for Other Teaching Staff	208.3	208.3	208.3	208.3	
Teacher/Provider and Other Teaching Staff Cost	<i>Teacher/ Provider</i>				
	- Teacher/ Provider Annual Salary	\$46,652.58	\$51,317.84	\$51,317.84	\$55,983.10
	- Employee Benefit Rate (as a percent of wages)	30.8%	29.6%	29.6%	28.7%
	Annual Lead Teacher Cost (wages + benefits)	\$61,021.57	\$66,507.92	\$66,507.92	\$72,050.24
	Monthly Cost of Lead Teachers' Home Hours	\$5,085.13	\$5,542.33	\$5,542.33	\$6,004.19
	<i>Other Teaching Staff</i>				
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.30
	Monthly Cost of Other Teaching Staff Hours	\$5,379.17	\$5,847.92	\$5,847.92	\$6,312.50
Total Monthly Cost of Home Staffing	\$10,464.30	\$11,390.25	\$11,390.25	\$12,316.69	

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Small Group Homes, (Full-Time), All Other Ages

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Home Space Costs	- Square Footage Used for Child Care	350	350	350	350
	- Annual Cost per Square Foot	\$11.00	\$11.00	\$11.00	\$11.00
	- Percentage of Time Square Footage is Used for Child Care	38.7%	38.7%	38.7%	38.7%
	Annual Home Space Cost	\$1,489.95	\$1,489.95	\$1,489.95	\$1,489.95
	Monthly Home Space Cost	\$124.16	\$124.16	\$124.16	\$124.16
Program Expenses	- Food Cost per Child per Day	\$6.60	\$6.60	\$6.60	\$6.60
	Monthly Food Cost per Home	\$1,375.00	\$1,375.00	\$1,375.00	\$1,375.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$215.00	\$215.00	\$215.00	\$215.00
	Monthly Disposable Supply Cost per Home	\$179.17	\$179.17	\$179.17	\$179.17
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$119.00	\$119.00	\$119.00	\$119.00
	Monthly Educational Supply Cost per Home	\$99.17	\$99.17	\$99.17	\$99.17
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$244.00	\$244.00	\$244.00	\$244.00
	Monthly Educational Equipment Cost per Home	\$203.33	\$203.33	\$203.33	\$203.33
	- Curriculum Package Cost per Child per Year		\$37.00	\$37.00	\$37.00
	Monthly Curriculum Package Cost per Home	\$0.00	\$30.83	\$30.83	\$30.83
	- Child Assessment System Cost per Child per Year		\$27.00	\$27.00	\$27.00
Monthly Child Assessment System Cost per Home	\$0.00	\$22.50	\$22.50	\$22.50	
- Professional Development and Training per Year per Prov./ Oth. Teach. Staff	\$300.00	\$450.00	\$650.00	\$650.00	
Monthly Professional Development and Training Cost per Home	\$75.00	\$112.50	\$162.50	\$162.50	
Monthly Program Expense Cost	\$1,931.67	\$2,022.50	\$2,072.50	\$2,072.50	
Other Oper./ Admin. Expenses	Monthly Cost per Home Hour Before Other Operating and Administration	\$12,520.13	\$13,536.91	\$13,586.91	\$14,513.35
	- Other Operating and Administration Percent	8.0%	8.0%	8.0%	8.0%
	Monthly Other Operating and Administration Cost per Home	\$1,088.71	\$1,177.12	\$1,181.47	\$1,262.03
Total Cost per Home per Month		\$13,608.84	\$14,714.03	\$14,768.38	\$15,775.38
Total Cost per Child per Month		\$1,360.88	\$1,471.40	\$1,476.84	\$1,577.54
Total Cost per Child per Year		\$16,330.56	\$17,656.80	\$17,722.08	\$18,930.48

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Small Group Homes, (Part-Time), All Other Ages

		2 Stars	3 Stars	4 Stars	5 Stars	
Unit of Service		Month	Month	Month	Month	
Home Compisition	Number of Children per Home	10.0	10.0	10.0	10.0	
	<i>Teacher/ Provider</i>					
	- Number of Lead Teachers Assigned to Home	1.0	1.0	1.0	1.0	
	<i>Other Teaching Staff</i>					
	- Number of Other Teaching Staff Assigned to Home	1.0	1.0	1.0	1.0	
	- Annual Work Hours for Other Teaching Staff	1,250	1,250	1,250	1,250	
	Number of Annual Hours for Other Teaching Staff	1,250	1,250	1,250	1,250	
Average Number of Monthly Work Hours for Other Teaching Staff	104.2	104.2	104.2	104.2		
Teacher/Provider and Other Teaching Staff Cost	<i>Teacher/ Provider</i>					
	- Teacher/ Provider Annual Salary	\$26,913.38	\$29,604.71	\$29,604.71	\$32,296.05	
	- Employee Benefit Rate (as a percent of wages)	40.1%	38.1%	38.1%	36.4%	
	Annual Lead Teacher Cost (wages + benefits)	\$37,705.64	\$40,884.11	\$40,884.11	\$44,051.81	
	Monthly Cost of Lead Teachers' Home Hours	\$3,142.14	\$3,407.01	\$3,407.01	\$3,670.98	
	<i>Other Teaching Staff</i>					
	- Other Teaching Staff Hourly Wage	\$18.97	\$20.87	\$20.87	\$22.76	
	- Employee Benefit Rate (as a percent of wages)	36.1%	34.5%	34.5%	33.1%	
	Other Teaching Staff Hourly Cost (wages + benefits)	\$25.82	\$28.07	\$28.07	\$30.30	
	Monthly Cost of Other Teaching Staff Hours	\$2,689.58	\$2,923.96	\$2,923.96	\$3,156.25	
Total Monthly Cost of Home Staffing	\$5,831.72	\$6,330.97	\$6,330.97	\$6,827.23		

Cost Models
Arizona 2024 Child Care market Rate Survey
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Small Group Homes, (Part-Time), All Other Ages

		2 Stars	3 Stars	4 Stars	5 Stars
Unit of Service		Month	Month	Month	Month
Home Space Costs	- Square Footage Used for Child Care	350	350	350	350
	- Annual Cost per Square Foot	\$11.00	\$11.00	\$11.00	\$11.00
	- Percentage of Time Square Footage is Used for Child Care	38.7%	38.7%	38.7%	38.7%
	Annual Home Space Cost	\$744.98	\$744.98	\$744.98	\$744.98
	Monthly Home Space Cost	\$62.08	\$62.08	\$62.08	\$62.08
Program Expenses	- Food Cost per Child per Day	\$1.20	\$1.20	\$1.20	\$1.20
	Monthly Food Cost per Home	\$250.00	\$250.00	\$250.00	\$250.00
	- Disposable Supply (diapers, sanitary wipes, etc.) Cost per Child Per Year	\$107.50	\$107.50	\$107.50	\$107.50
	Monthly Disposable Supply Cost per Home	\$89.58	\$89.58	\$89.58	\$89.58
	- Educational Supply (worksheets, arts and crafts, etc.) Cost per Child per Year	\$59.50	\$59.50	\$59.50	\$59.50
	Monthly Educational Supply Cost per Home	\$49.58	\$49.58	\$49.58	\$49.58
	- Educational Equipment (furniture, tablets, etc.) Cost per Child per Year	\$122.00	\$122.00	\$122.00	\$122.00
	Monthly Educational Equipment Cost per Home	\$101.67	\$101.67	\$101.67	\$101.67
	- Curriculum Package Cost per Child per Year		\$18.50	\$18.50	\$18.50
	Monthly Curriculum Package Cost per Home	\$0.00	\$15.42	\$15.42	\$15.42
	- Child Assessment System Cost per Child per Year		\$13.50	\$13.50	\$13.50
Monthly Child Assessment System Cost per Home	\$0.00	\$11.25	\$11.25	\$11.25	
- Professional Development and Training per Year per Prov./ Oth. Teach. Staff	\$150.00	\$225.00	\$325.00	\$325.00	
Monthly Professional Development and Training Cost per Home	\$25.00	\$37.50	\$54.17	\$54.17	
Monthly Program Expense Cost	\$515.83	\$555.00	\$571.67	\$571.67	
Other Oper./ Admin. Expenses	Monthly Cost per Home Hour Before Other Operating and Administration	\$6,409.63	\$6,948.05	\$6,964.72	\$7,460.98
	- Other Operating and Administration Percent	8.0%	8.0%	8.0%	8.0%
	Monthly Other Operating and Administration Cost per Home	\$557.36	\$604.18	\$605.63	\$648.78
Total Cost per Home per Month		\$6,966.99	\$7,552.23	\$7,570.35	\$8,109.76
Total Cost per Child per Month		\$696.70	\$755.22	\$757.04	\$810.98
Total Cost per Child per Year		\$8,360.40	\$9,062.64	\$9,084.48	\$9,731.76

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Appendix A: Wage Assumptions
Bureau of Labor Statistics Information for Job Classifications Used in Rate Models

BLS Code and Title	Description	Typical Education Requirement	Typical Work Experience	Typical On-The-job Training Needed To Attain Competency	Wages - (BLS May 2023 Estimates w. Inflation Adjustments) ^{1,2}				
					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
<i>Lead Teachers - Private Centers</i>									
Preschool Teachers, Except Special Education (25-2011)	Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth	Associate's	None	None	\$15.94	\$16.32	\$18.98	\$20.18	\$24.86
<i>Lead Teachers - Public Schools</i> ³									
Preschool Teachers, Except Special Education (25-2011)	Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth	Associate's	None	None	\$22.32	\$22.85	\$26.57	\$28.25	\$34.80
<i>Lead Teachers - Small Group Homes</i> ⁴									
Preschool Teachers, Except Special Education (25-2011)	Instruct preschool-aged students, following curricula or lesson plans, in activities designed to promote social, physical, and intellectual growth	Associate's	None	None	\$33,155	\$33,946	\$39,478	\$41,974	\$51,709
Education and Childcare Administrators, Preschool and Daycare (11-9031) ³	Plan, direct, or coordinate academic or nonacademic activities of preschools or childcare centers and programs, including before- and after-school care.	Bachelor's	Under 5 years	None	\$41,363	\$43,353	\$53,827	\$66,435	\$91,551
Final blended wage (50% weighting to each of the above occupations)					\$37,259	\$38,649	\$46,653	\$54,205	\$71,630
<i>Other Teaching Staff - Private Centers and Small Group Homes</i>									
Childcare Workers (39-9011)	Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play.	High school	None	Short-term on-the-job training	\$15.70	\$16.53	\$18.97	\$23.78	\$23.78

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Appendix A: Wage Assumptions
Bureau of Labor Statistics Information for Job Classifications Used in Rate Models

BLS Code and Title	Description	Typical Education Requirement	Typical Work Experience	Typical On-The-job Training Needed To Attain Competency	Wages - (BLS May 2023 Estimates w. Inflation Adjustments) ^{1,2}				
					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile
<i>Other Teaching Staff - Public Schools</i> ⁵									
Childcare Workers (39-9011)	Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play.	High school	None	Short-term on-the-job training	\$16.96	\$17.85	\$20.49	\$25.68	\$25.68

¹Wages have been inflated from May 2023 (representing the end of the BLS wage collection period for May 2023 estimates) to January 2025 by 10.6 percent based on 6.2 percent annual growth (the 10-year compound annual growth rate for net earnings in Arizona between 2013 - 2023 as reported by the Bureau of Economic Analysis at <https://apps.bea.gov/regional/bearfacts/action.cfm>).

²Cost models assume a 10% premium for providers with a 3 or 4-Star quality rating, and a 20% premium for wages of providers with 5-Star quality rating.

³Although the BLS does not publish state-specific wage information by industry, it does publish national wage information for occupational classifications by industry. The May 2023 median wage estimate for preschool teachers in a public school setting is \$25.09 per hour, compared to a national median of \$17.85 per hour across all settings. The percent difference of 40.6 percent (rounded to 40.0 percent) has been applied as a wage premium in the public school models as a result.

⁴The primary teacher-provider in home-based models is priced using a weighted average between occupational classifications for preschool teachers (25-2011) and education and childcare administrators (11-9031) assuming a 50/50 blending of each wage level annualized. This approach recognizes the dual role the teacher-provider has in delivering child care and administering their business.

⁵The May 2023 median wage estimate for childcare workers in a public school setting is \$16.69 per hour, compared to a national median of \$15.42 per hour across all settings. The percent difference of 8.2 percent (rounded to 8.0 percent) has been applied as a wage premium in the public school models as a result.

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Appendix B-I: Benefits Assumptions to Establish Benefit Rates (Child Care Centers and Home-Based Programs)

% of Employees with Access		% of Employees Who Receive ('Participation')		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)		
BLS Data ¹	Rate Model	BLS Data ¹	Rate Model	BLS Data ¹	Rate Model	BLS Data ¹	Health & Safety Model	Quality First Models

Mandatory Benefits

FICA ²								7.65%
Federal UI ³								0.60%
State UI ⁴								2.00%
Workers' Comp. ⁵								0.86%

Paid Time Off⁶

Holidays	81%	100%		100%	8.0	10.0	6.5	0.0	10.0
Vacation Leave				100%				0.0	
Sick Leave	77%	100%	56%	100%	13.0	15.0	5.6	5.0	15.0
Total					21.0	25.0	12.1	5.0	25.0

Health Insurance^{7,8}

					<i>Employer contribution/ month</i>		<i>Employer contribution/ month</i>		
Employee Only				40.5%	\$524.00	\$500.00			
Employee + One				11.2%		\$850.00			
Family				13.6%	\$1,296.00	\$1,300.00			
Total	76%	100%	75%	65.4%					\$475.20

Other Benefits⁹

Misc. Benefits		100%		100%		\$100.00		\$0.00	\$100.00
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Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Appendix B-I: Benefits Assumptions to Establish Benefit Rates (Child Care Centers and Home-Based Programs)

Notes

¹BLS' 2023 National Compensation Survey (<https://www.bls.gov/ebs/publications/employee-benefits-in-the-united-states-march-2023.htm>); data reported is for private industry employers in the West region.

²Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

³Applies to first \$7,000 in wages

⁴Based on new employer rate for 2024; applies to first \$8,000 in wages (<https://des.az.gov/sites/default/files/dl/UIT-0603A%20%28FY24%29.pdf?time=1715030725619>)

⁵Based on Arizona Rates effective January 1, 2024 for Classification Code 8869 (Child Care Center - All Employees Including Clerical, Salespersons & Drivers) effective January 1, 2024. Retrieved from the National Council on Compensation Insurance (NCCI) Class Look-Up tool.

⁶BLS data for holidays, vacation, and sick leave reflect the mean number of days for employees; vacation and sick leave are based on data for 1 to 99 workers after 1 year of employment

⁷BLS data for health insurance premiums reflect the average flat monthly employer premium for employees with contribution requirement

⁸In addition to BLS data, U.S. DHHS' Medical Expenditure Panel Survey data for Arizona was reviewed. In 2022 (the most recent survey data available as of June 2024), the average premium across all employers for an employee-only plan was \$601.17 with an employer share of \$471.475 (Tables II.C.1 and II.C.2), \$1,215.92 with an employer share of \$825.33 for an employee-plus-one plan (Tables II.E.1 and II.E.2), and \$1,785.58 with an employer share of \$1,185.42 for a family plan (Tables II.D.1 and II.D.2).

⁹BLS provides information for a variety of other benefits that cannot be combined

Cost Models
Arizona 2024 Child Care market Rate Survey
prepared for Arizona Department of Economic Security

Appendix B-II: Benefits Assumptions to Establish Benefit Rates (Public School Programs)

% of Employees with Access		% of Employees Who Receive ('Participation')		Benefit Level for Participating Employees		Effective Benefit Level (Accounts for Participation)	
BLS Data ¹	Rate Model	BLS Data ¹	Rate Model	BLS Data ¹	Rate Model	BLS Data ¹	Rate Model

Mandatory Benefits

FICA ²							7.65%
Federal UI ³							0.60%
State UI ⁴							2.00%
Workers' Comp. ⁵							0.86%

Paid Time Off⁶

Holidays	81%	100%		100%	8.0	10.0	6.5	10.0
Vacation Leave			56%	100%	13.0	15.0	5.6	24.0
Sick Leave	77%	100%		100%				
Total					21.0	25.0	12.1	34.0

Health Insurance^{7,8}

				<i>Employer contribution/ month</i>		<i>Employer contribution/ month</i>	
Employee Only			40.5%	\$524.00	\$500.00		
Employee + One			11.2%		\$850.00		
Family			13.6%	\$1,296.00	\$1,300.00		
Total	76%	100%	75%				\$475.20

Other Benefits^{9, 10}

Misc. Benefits		100%		100%		\$50.00	\$50.00
ASRS (school-programs) ⁹							12.27%

Cost Models
Arizona 2024 Child Care market Rate Survey
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Appendix B-II: Benefits Assumptions to Establish Benefit Rates (Public School Programs)

Notes

¹BLS' 2023 National Compensation Survey (<https://www.bls.gov/ebs/publications/employee-benefits-in-the-united-states-march-2023.htm>); data reported is for private industry employers in the West region.

²Combined Social Security tax rate of 6.2% and Medicare tax rate of 1.45%

³Applies to first \$7,000 in wages

⁴Based on new employer rate for 2024; applies to first \$8,000 in wages (<https://des.az.gov/sites/default/files/dl/UIT-0603A%20%28FY24%29.pdf?time=1715030725619>)

⁵Based on Arizona Rates effective January 1, 2024 for Classification Code 8869 (Child Care Center - All Employees Including Clerical, Salespersons & Drivers) effective January 1, 2024. Retrieved from the National Council on Compensation Insurance (NCCI) Class Look-Up tool.

⁶BLS data for holidays, vacation, and sick leave reflect the mean number of days for employees; vacation and sick leave are based on data for 1 to 99 workers after 1 year of employment

⁷BLS data for health insurance premiums reflect the average flat monthly employer premium for employees with contribution requirements

⁸In addition to BLS data, U.S. DHHS' Medical Expenditure Panel Survey data for Arizona was reviewed. In 2022 (the most recent survey data available as of June 2024), the average premium across all employers for an employee-only plan was \$601.17 with an employer share of \$471.475 (Tables II.C.1 and II.C.2), \$1,215.92 with an employer share of \$825.33 for an employee-plus-one plan (Tables II.E.1 and II.E.2), and \$1,785.58 with an employer share of \$1,185.42 for a family plan (Tables II.D.1 and II.D.2).

⁹BLS provides information for a variety of other benefits that cannot be combined

¹⁰The employer-paid ASRS contribution rates for Fiscal Year 2024-2025 is 12.27% (see <https://www.azasrs.gov/content/contribution-rates>).