



2024 CNMI Child Care Market Rate Survey Results

Final Report

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Survey Development and Methodology

The 2024 CNMI Market Rate Survey (MRS) aimed to provide a comprehensive understanding of child care provision in the community. This report outlines the meticulous process of data collection undertaken by the CNMI MRS Team to ensure accuracy and relevance. The 2024 CNMI MRS was developed by the CNMI MRS Team —led by the CNMI Child Care Development Fund (CCDF) leadership and in collaboration with child care providers, directors, consultants, and key stakeholders. An independent third-party vendor who administered the MRS and conducted the market rate data and cost analysis, provided feedback for the surveys throughout the development. Two distinct surveys were developed, one for center-based and one for home-based providers. Surveys were administered online and extensive support was provided by CNMI MRS Project team members to home-based and other providers who had not participated in the MRS before.

Data Collection and Timeline:

1. Artifact Gathering and Database Building (November 2023 - December 2023): During this phase, artifacts were gathered, and a cross-database was constructed from available information on both center-based and home-based child care providers.
2. Initial Survey (December 2023): An initial survey was conducted to collect data and contact information from child care providers, laying the groundwork for subsequent phases.
3. Pretesting Phase (January-February 2024): A pretesting phase occurred to refine survey methodology and instruments, ensuring their effectiveness and accuracy.
4. Main Survey Fielding (Mid-February through Mid-April 2024): The main survey was conducted from mid-February to mid-April 2024, allowing for comprehensive data collection on child care prices, services offered, provider characteristics, and market dynamics.

Adherence to Structured Timeline:

- The CNMI MRS Team adhered to a structured timeline, including pretesting and a defined survey period, to ensure a rigorous and standardized approach to data collection.
- This adherence facilitated the reliability and validity of the findings obtained.

Communication and Support:

- The survey was communicated to providers through email survey invitations and reminders, non-response prompting telephone calls, survey follow-up clarification calls, and support from CNMI MRS project staff.
- Extensive support was provided to home-based and other providers who had not previously participated in the MRS, ensuring their inclusion in the survey process.
- The survey instruments for the CNMI Market Rate Survey (MRS) were exclusively in English. However, to accommodate participants who were more comfortable communicating in Tagalog, the CNMI MRS Project team conducted the survey over the phone in both English and Tagalog whenever deemed appropriate. This bilingual approach ensured accessibility and inclusivity,



allowing respondents to provide feedback and information in their preferred language, thereby enhancing the survey's reach and representation within the community.

The 2024 CNMI Market Rate Survey achieved its goal of providing a comprehensive understanding of child care provision in the community. Through meticulous data collection and adherence to a structured timeline, the survey yielded reliable and valid findings that will inform future initiatives in the child care sector.

Response Rates

For the 2024 CNMI MRS, 64 unique provider locations were invited to participate in the survey:

- Center-based Providers – 20
- Home-based Providers (licensed) - 4
- Home-based Providers (license-except) - 40

The CNMI MRS project staff facilitated the communication with providers. This included meeting with providers to introduce the survey, calling non-responding providers to encourage their participation in the survey, and providing technical assistance for completing their surveys. These efforts to ensure the highest possible response rate resulted in all 64 providers responding to the survey and a response rate of 100%.

Results

This report provides the findings from the 2024 MRS as well as the Cost Analysis. Results are presented based on provider type: center-based providers, licensed home-based providers, and license-exempt home-based providers. The results presented here summarize and highlight the main findings of the MRS, while more detailed results for each survey question may be found in the Appendix tables.

Center-based Provider Results

All twenty of the center-based providers invited to complete the 2024 CNMI MRS provided responses.



Response Rates

Region	# of Providers	# Who Completed MRS	Response Rate
Saipan	18	18	100.0%
Tinian	2	2	100.0%
Rota	0	0	0.0%
Total	20	20	100.0%

English is spoken by all center-based providers and nearly half also speak Filipino. However none provide business materials such as contracts or policies in a language other than English.

Languages spoken

Response	N	%
English	20	100.0
Chamorro	1	5.0
Carolinian	0	0.0
Filipino	9	45.0
Chinese	0	0.0
Korean	0	0.0
Other: Russian	1	5.0

† Respondents could provide multiple responses

Program Schedules and Hours of Operation

Most center-based providers accept both full-time and part-time schedules (75%) and most operate all year round (70%). The alternative schedule option most likely to be offered by these providers is before school (60%), followed by summer camp (45%).

Weekly schedules accepted

Response	N	%
Both full-time and part-time	15	75.0
Full-time only (30 hours or more per week)	2	10.0
Part-time only (less than 30 hours per week)	3	15.0
Total	20	100.0

How program operates

Response	N	%
All year round	14	70.0
School year only	5	25.0
Summer only	0	0.0
Other: After-school program	1	5.0
Total	20	100.0

Alternate schedule options accepted

Response	N	%
Drop-in/walk-in care	2	10.0
Before school	12	60.0



Temporary or emergency	2	10.0
Evenings	1	5.0
Weekends	2	10.0
Summer Camp	9	45.0
Other: After-school	3	15.0
None of the above	3	15.0

Information on hours of operation and days providers are closed can be found in Appendix tables A3 – A9.

Enrollment

A total of 1,219 children were reported to have been enrolled in centers at the time of the MRS, with the majority (79%) being full-time. Enrollment by age group is given in the table below. Providers also reported 288 full-time or after-school vacancies, with more vacancies for older age groups (see table below).

Number of children enrolled

	Age Group				Total
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	After-school (6 to 12 years)	
Full-time	92	152	334	381	959
Part-time	0	6	23	231	260
Total	92	158	357	612	1,219

† When a range was given, the average was used

Number of full-time vacancies

Age Group			
Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	After-school (6 to 12 years)
23	34	72	159

Most center based providers (70%) reported typically having a wait list, with wait lists being more common for younger age groups: 55% for infants, toddlers, and pre-school and 35% for school age (see Appendix table A12).

How Care is Paid for

When it comes to how care is paid for among currently enrolled children, nearly all center-based providers have either both private pay and subsidized pay through CCDF Child Care Program (80%) or only subsidized pay through CCDF Child Care Program (15%). No centers charge private-pay rates higher than the rates paid by CCDF Child Care Program.

Many (65%) center-based providers reported that when slots are completely filled up, the fee charged to families does not cover the cost to meet health, safety, quality of care, and staffing requirements (see details provided in Appendix tables A15 – A16).



Rates

Providers were asked to provide the amounts they charge for each age category for each time period (i.e., monthly, weekly, daily, hourly). The average, minimum, and maximum monthly full-time rates given by providers are presented in the table below. Additional details and other time periods are provided in Appendix tables A17 – A26.

Center Monthly Child Care Rates

Monthly Rate	Full-Time (30 Hours Per Week or More)			After-School (6 or more hours per day)
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	
Providers (N)	13	16	17	14
Mean	\$686.54	\$645.63	\$557.94	\$534.29
Minimum	\$525.00	\$390.00	\$260.00	\$340.00
Maximum	\$700.00	\$700.00	\$700.00	\$600.00

The current allowable maximum full-time monthly rates for center-based providers, along with the weighted full-time monthly rate 75th percentiles for each age group are given in the table below, broken out by region.

According to the 2024 CNMI MRS, the current allowable maximum for center-based full-time monthly rates is the same as the 75th percentile for all age groups in Saipan. The only full-time monthly rate provided in Tinian was for the pre-school-age group and current allowable maximum full-time monthly rate is above this rate.

Center Monthly Child Care Rates

Monthly Full-time	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	After-School Age
Saipan				
Current Allowable Maximum	\$700.00	\$700.00	\$600.00	\$550.00
Providers (N)	13	16	16	12
75 th Percentile	\$700.00	\$700.00	\$600.00	\$550.00
Tinian				
Current Allowable Maximum	\$910.00	\$910.00	\$780.00	\$715.00
Providers (N)	0	0	1	0
75 th Percentile			\$260.00	

Full-time care during school – 6 or more hours per day

Operational Costs

The total revenue (i.e., private pay, subsidies, other child care services; excludes grant funds) received for child care services in the years 2020 and 2021 along with the total child care personnel costs (wages plus benefits) incurred in the year 2020 and 2021 are provided in the table below.

Also given are the 2023 prevailing wages for child care-related positions.

Child Care Centers (Data from Saipan Only)



	2022			2023		
	Revenue	Personnel Costs	Percent of Revenue	Revenue	Personnel Costs	Percent of Revenue
Providers, (n)	13	13	13	13	13	13
Mean	\$270,812	\$193,563	83%	\$368,671	\$220,067	67%
Minimum	\$48,195	\$69,149	34%	\$64,260	\$64,302	27%
Maximum	\$550,000	\$415,000	143%	\$718,664	\$420,000	100%

2024 CNMI Prevailing Wages for Child Care-Related Positions

SOC Code	Title	Mean Hourly Wage
11-9031	Education and Child Care Administrators, Pre-school and Daycare	\$31.03
11-9032	Education Administrators, Kindergarten through Secondary	\$31.03
11-9039	Education Administrators, All Other	\$31.03
25-2011	Pre-school Teachers, Except Special Education	\$16.25
25-2012	Kindergarten Teachers, Except Special Education	\$16.25
25-2021	Elementary School Teachers, Except Special Education	\$11.96
25-2022	Middle School Teachers, Except Special and Career-Technical Education	\$11.83
25-2059	Special Education Teachers, All Other	\$16.25
25-9042	Teaching Assistants, Pre-school, Elementary, Middle, and Secondary School, Except Special Education	\$10.46
25-9043	Teaching Assistants, Special Education	\$10.66
39-9011	Child Care Workers	\$7.79

A quarter of center-based providers reported having raised their prices in the past year due to higher operating costs. Among providers who have raised rates, the most common reasons given included quality improvement (100%), Covid-19 (60%), salaries or minimum wage (60%), and utilities (60%). No center-based providers reported having lowered prices in the past year. More details on changes in providers' rates can be found in Appendix tables A31 – A32.

Has provider raised or lowered prices in the past year

Response	Raised prices in the past year due to higher operating costs	Lowered prices in the past year
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	N	%	N	%
Yes	5	25.0	0	0.0
No	15	57.0	20	100.0
Total	20	100.0	20	100.0

Fees

Providers were asked if they regularly charge fees in addition to their child care rates and the most common fee charge was a one-time registration fee (60%). Other more common fees charged include a late pick up fee (35%) and a late payment fee (30%).

Registration fees ranged from \$45 to \$220, averaging \$123.75. Additional details about fees providers charge can be found in Appendix tables A27 – A30.

Fees charged in addition to child care rates

Response	N	%
Registration	12	60.0
Enrollment	5	25.0
Activities	0	0.0
Materials and supplies	4	20.0
Transportation	0	0.0
Fee to reserve slot	0	0.0
Deposits	0	0.0
Field Trips	0	0.0
Meals and snacks	4	20.0
Late pick up	7	35.0
Late payment fee	6	30.0
Other		
General Liability insurance	1	5.0
Rental for bed	1	5.0
We do not charge any additional fees	3	15.0
Total Providers	20	

† Respondents could provide multiple responses

Special Program Participation and Barriers

Nearly all center-based providers participate in the CNMI Public School System's Food and Nutrition Services (90%) and most are caring for children who are on a financial assistance program (85%). The three providers not caring for children on such a program would consider doing so (see Appendix tables A34 – A35).

Questions about special program participation	N	%
Provider participates in the CNMI Public School System's Food and Nutrition Services (PSS-FNS)	18	90.0
Provider is caring for children who are on a financial assistance program for child care (such as the CCDF program)	17	85.0
Provider currently does not accept children who are on a financial	3	100.0



assistance program, but would consider doing so		
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When asked if particular issues related to fees, policies, administration, and payment were barriers to accepting children receiving subsidies, the most common response given to each issue was that it was not a barrier. Taking too long to receive payments appeared to be the largest barrier, with 15% reporting it to be an extreme barrier, followed by the added administrative duties to receive payments (10% said it was an extreme barrier).

More details about these issues including provider comments can be found in Appendix table A36.

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

Issue	Not a barrier		Somewhat of a barrier		Extreme barrier		Total	
	N	%	N	%	N	%	N	%
Payment reimbursement fees are too low	11	55.0	9	45.0	0	0.0	20	100.0
Cannot follow the same private-pay policies, such as billing of absent days	14	70.0	6	30.0	0	0.0	20	100.0
Added administrative duties to receive payment	11	55.0	7	35.0	2	10.0	20	100.0
Takes too long to receive payments	11	55.0	6	30.0	3	15.0	20	100.0
Other barriers	12	60.0	6	30.0	2	10.0	20	100.0

Discounts and Scholarships

Seven center-based providers (35%) provide discounts or lower fees to families with more than one child enrolled, with discounts ranging from 5% to 20% and averaging around 12%. Five center-based providers (25%) offer scholarships to parents to help cover the cost of care, with scholarships ranging from 25% to 60%. More details about these discounts and scholarships are found in Appendix tables A37 – A39.

Does provider offer discount or scholarships?

	N	%
Provides discounts or lower fees to families with more than one child enrolled	7	35.0
Offers scholarships to parents to help cover cost of care	5	25.0

Provider Operations



Eight center-based providers (40%) reported closing 2 to 5 days for local, federal, or religious holidays. Another eight center-based providers (40%) reported closing for 6 to 10 days out of the year. Two center-based providers (10%) reported closing for 11 to 15 days, while one center-based provider (5%) closed for more than 15 days out of the year. Lastly, one center-based provider (5%) reported being closed for federal and local holidays.

Many center-based providers charge for practices such requiring parents to pay prior to providing care (60%); when a child is absent due to illness (70%), vacation (70%), holidays for which the provider is open (65%) or other reasons related to the child’s family (70%); and for holidays for which the provider is closed (70%).

Does provider charge for the following program practices:

Yes	N	%
Requires parents to pay prior to providing care	12	60.0
Charge when a child is absent due to the child’s illness	14	70.0
Charge when a child is absent due to the child’s vacation	14	70.0
Charge when provider is open on a holiday and the child is absent	13	65.0
Charge when a child is absent due to other reasons in the child’s family	14	70.0
Charge when the provider is closed for the holidays	14	70.0

Special Needs Children

Seventeen center-based providers (85%) reported they have served children with special needs in the last 12 months. The total number of children with special needs reported to have been in provider care in the last 12 months was 109, with the majority (76%) being in full-time care.

When asked about special needs training and experience, center-based providers were most likely to have training or experience with food allergies (65%), autism (40%), and emotional or behavioral needs (40%). They were least likely to have training or experience with HIV/hepatitis B (0%), hearing or sign language (15%), seizures (15%), and visual needs (15%).

Does any provider staff have special needs training and/or experience in the following areas:

Yes	N	%
ADHD/ADD	7	35.0
Asthma	5	25.0
Autism	8	40.0



Developmental delay	7	35.0
Emotional/behavioral needs	8	40.0
Hearing/sign language	3	15.0
HIV/Hepatitis B	0	0.0
Physical needs	4	20.0
Special health needs	6	30.0
Seizures	3	15.0
Visual needs	3	15.0
Food allergies	13	65.0
Other	3	15.0
Total	20	

Among the children with special needs in center-based provider care, the most common diagnosis was autism (77%), followed by speech or language Impairment (53%), developmental delay (29%), and a specific learning disability (29%).

Twelve of the seventeen center-based providers who served children with special needs (85%) reported that there are additional costs associated with serving children with special needs. The table below shows the number of providers reporting having additional expenses related to training, staff, materials or equipment, or renovations along with ranges and averages for these expenses.

Summary of additional expenses in last 12 months for servicing children with special needs:

Yes	Expense Range	Expense Average	N	%
Training	\$120 - \$5,000	\$1,905.71	7	41.2
Additional staff	\$4,000 - \$132,433	\$38,275.20	10	58.8
Materials/Equipment	\$100 - \$10,000	\$4,387.50	8	47.1
Renovation to accommodate ADA compliance	\$3,000 - \$8,500	\$5,100.00	5	29.4

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

Response	N	%
Yes	12	70.6
No	5	29.4
Total	17	100.0

*Additional expenses in last 12 months for serving children with special needs:
Training*

Training expenses	N	%
None	10	58.8
\$120	1	5.9
\$220	1	5.9
\$1,000	3	17.6
\$5,000	2	11.8



Total	17	100.0
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*Additional expenses in last 12 months for serving children with special needs:
Additional staff*

Additional staff expenses	N	%
None	7	41.2
\$4,000	1	5.9
\$5,000	1	5.9
\$15,600	1	5.9
\$18,919	1	5.9
\$20,000	3	17.6
\$46,800	1	5.9
\$100,000	1	5.9
\$132,433	1	5.9
Total	17	100.0

*Additional expenses in last 12 months for serving children with special needs:
Materials/Equipment*

Materials/Equipment expenses	N	%
None	9	52.9
\$100	1	5.9
\$500	1	5.9
\$1,000	1	5.9
\$3,500	1	5.9
\$5,000	2	11.8
\$10,000	2	11.8
Total	17	100.0

*Additional expenses in last 12 months for serving children with special needs:
Renovation to accommodate ADA compliance*

Renovation for ADA compliance expenses	N	%
None	12	70.6
\$3,000	2	11.8
\$5,000	1	5.9
\$6,000	1	5.9
\$8,500	1	5.9
Total	17	100.0

Quality Rating and Improvement System (QRIS): Reach Higher CNMI

Sixteen of the center-based providers (80%) are participating in the CNMI's Quality and Improvement System (QRIS), known as Reach Higher CNMI, and have a star rating. One additional center has a star rating pending. Providers' star ratings are given in the table below.



Provider's star quality/number of stars

Response	N	%
1 Star	7	41.2
2 Stars	6	35.3
3 Stars	1	5.9
4 Stars	0	0.0
TBD	3	17.6
Total	17	100.0

Additional information about providers' participation in the Reach Higher CNMI QRIS can be found in Appendix tables A51 – A53. Additional information about center-based providers' accreditations, staff experience, trainings, and curriculum can be found in Appendix tables A54 – A69.

Licensed Home-based Provider Results

All four of the licensed home-based providers invited to complete the 2024 CNMI MRS provided responses.

Response Rates

Region	# of Providers	# Who Completed MRS	Response Rate
Saipan	2	2	100.0%
Tinian	2	2	100.0%
Rota	0	0	0.0%
Total	4	4	100.0%

English is spoken by all licensed home-based providers and half also speak Filipino. One provider also provides business materials such as contracts or policies in Filipino.

Languages spoken

Response	N	%
English	4	100.0
Chamorro	0	0.0



Carolinian	0	0.0
Filipino	2	50.0
Chinese	0	0.0
Korean	0	0.0

† Respondents could provide multiple responses

Program Schedules and Hours of Operation

Half of licensed home-based providers accept both full-time and part-time schedules and half only accept full-time schedules. All four licensed home-based providers operate all year round. The alternative schedule option most likely to be offered by these providers is drop-in/walk-in care (75%), followed by before school (50%) and temporary or emergency care (50%).

Weekly schedules accepted

Response	N	%
Both full-time and part-time	2	50.0
Full-time only (30 hours or more per week)	2	50.0
Part-time only (less than 30 hours per week)	0	0.0
Total	4	100.0

How program operates

Response	N	%
All year round	4	100.0
School year only	0	0.0
Summer only	0	0.0
Total	4	100.0

Alternate schedule options accepted

Response	N	%
Drop-in/walk-in care	3	75.0
Before school	2	50.0
Temporary or emergency	2	50.0
Evenings	0	0.0
Weekends	1	25.0
Summer Camp	1	25.0
None of the above	0	0.0

Information on hours of operation and days providers are closed can be found in Appendix tables B3 – B9.

Enrollment

A total of 28 children were reported to have been enrolled in licensed home-based provider care at the time of the MRS, with more being full-time (68%) than part-time (32%). Enrollment by age group is given in the table below.

Number of children enrolled

	Age Group				Total
	Infants (6)	Toddlers (19 to	Pre-school-age	After-school (6	



	weeks to 18 months)	35 months)	(3 to 5 years)	to 12 years)	
Full-time	2	0	3	14	19
Part-time	0	0	0	9	9
Total	2	0	3	23	28

Two licensed home-based providers reported not typically having a wait list. Another reported typically having a wait list for school aged children and the fourth was unsure (see Appendix table B12).

Two of the four licensed home-based providers reported they take care of their own children as well as the children of others.

How Care is Paid for

Only one licensed home-based provider has children in care that are either not paying or paying at discounted rates because they are friends or family. This provider has five such children in their care.

Children in care either not paying or paying at a discounted rate because they are friends or family

	N	%
Number and percentage of licensed home-based providers with children either not paying or paying a discounted rate	1	25.0
Number and percentage of children in licensed home-based provider care either not paying or paying a discounted rate	5	17.9

All four licensed home-based providers have children who receive subsidized care through CCDF. Only one provider reported charging families an additional amount if their total CCDF subsidy plus parent co-pay is less than their established rate.

Additionally, only one licensed home-based provider reported that when slots are completely filled up, the fee charged to families does not cover the cost to meet health, safety, quality of care, and staffing requirements; however, the remaining three providers reported they did not know (see details provided in Appendix tables B14 – B17).

Rates

Providers were asked to provide the amounts they charge for each age category for each time period (i.e., monthly, weekly, daily, hourly). The average, minimum, and maximum monthly full-time rates given by providers are presented in the table below. Additional details and other time periods are provided in Appendix tables B18 – B31.

Licensed Home-based Provider Monthly Child Care Rates

Monthly Rate	Full-Time (30 Hours Per Week or More)			After-School (6 or more hours per day)
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	
Providers (N)	2	1	1	2
Mean	\$975.00	\$1,100.00	\$1,000.00	\$500
Minimum	\$750.00	\$1,100.00	\$1,000.00	\$450



Maximum	\$1,200.00	\$1,100.00	\$1,000.00	\$550
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The current allowable maximum full-time monthly rates for licensed home-based providers, along with the weighted full-time monthly rate 75th percentiles for each age group are given in the table below, broken out by region.

According to the 2024 CNMI MRS, the current allowable maximum for licensed home-based full-time monthly rates is below the 75th percentile for all age groups for which rates are available for both Saipan and Tinian, except for after-school age on Saipan.

Licensed Home-based Provider Monthly Child Care Rates

Monthly Full-time	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	After-School Age
Saipan				
Current Allowable Maximum	\$700.00	\$700.00	\$600.00	\$550.00
Providers (N)	1	0	0	2
75 th Percentile	\$750.00			\$529.06
Tinian				
Current Allowable Maximum	\$910.00	\$910.00	\$780.00	\$715.00
Providers (N)	1	1	1	0
75 th Percentile	\$1,200.00	\$1,100.00	\$1,000.00	

Full-time care during school – 6 or more hours per day

None of the four licensed home-based providers reported having raised their prices in the past year due to higher operating costs or having lowered their prices.

Fees

Providers were asked if they regularly charge fees in addition to their child care rates and only one licensed home-based provider reported charging any additional fees, a meal and snack fee.

Fees charged in addition to child care rates

Response	N	%
Registration	0	0.0
Enrollment	0	0.0
Activities	0	0.0
Materials and supplies	0	0.0
Transportation	0	0.0
Fee to reserve slot	0	0.0
Deposits	0	0.0
Field Trips	0	0.0
Meals and snacks	1	25.0
Late pick up	0	0.0
Late payment fee	0	0.0



Other	0	0.0
We do not charge any additional fees	3	75.0
Total Providers	4	

† Respondents could provide multiple responses

Special Program Participation and Barriers

Only one licensed home-based provider participates in the federal child care food program (25%) but all are caring for children who receive subsidized care through the CCDF program (see Appendix tables B37 – B39).

Questions about special program participation	N	%
Provider participates in the federal child care food program	1	25.0
Provider is caring for children who receive subsidized care through the CCDF program	4	100.0

Provider Operations

All four licensed home-based providers reported offering regular transportation as defined by using their own personal vehicle to transport children (excluding field trips).

When asked if they charge for specific program practices, most licensed home-based providers did not report doing so. Only one provider reported charging for one of these practices: requiring parents to pay prior to providing care (see table below).

Does provider charge for the following program practices:

Yes	N	%
Requires parents to pay prior to providing care	1	25.0
Charge when a child is absent due to the child's illness	0	0.0
Charge when a child is absent due to the child's vacation	0	0.0
Charge when provider is open on a holiday and the child is absent	0	0.0
Charge when a child is absent due to other reasons in the child's family	0	0.0
Charge when program is closed because owner is sick	0	0.0
Charge when program is closed because owner is on vacation	0	0.0
Charge when the provider is closed for the holidays	0	0.0

Additional information about licensed home-based providers' education, curriculum, and provision of meals and snacks can be found in Appendix tables B42 – B53.



License-exempt Home-based Provider Results

All 40 of the license-exempt home-based providers invited to complete the 2024 CNMI MRS provided responses.

Response Rates

Region	# of Providers	# Who Completed MRS	Response Rate
Saipan	21	21	100.0%
Tinian	5	5	100.0%
Rota	14	14	100.0%
Total	40	40	100.0%

English is spoken by most license-exempt home-based providers (90%). Sixty percent speak Chamorro and about a third speak Filipino. One provider also provides business materials such as contracts or policies in both Chamorro and Filipino.

Languages spoken

Response	N	%
English	36	90.0
Chamorro	24	60.0
Carolinian	1	2.5
Filipino	13	32.5
Chinese	1	2.5
Korean	0	0.0
Other: Palauan	1	2.5

† Respondents could provide multiple responses

Program Schedules and Hours of Operation



Most license-exempt home-based providers accept both full-time and part-time schedules (73%) and another 20% only accept full-time schedules. All 40 license-exempt home-based providers operate all year round. The alternative schedule option most likely to be offered by these providers is drop-in/walk-in care (58%), followed by before school (38%) and temporary or emergency care (23%).

Weekly schedules accepted

Response	N	%
Both full-time and part-time	29	72.5
Full-time only (30 hours or more per week)	8	20.0
Part-time only (less than 30 hours per week)	3	7.5
Total	40	100.0

How program operates

Response	N	%
All year round	40	100.0
School year only	0	0.0
Summer only	0	0.0
Total	40	100.0

Alternate schedule options accepted

Response	N	%
Drop-in/walk-in care	23	57.5
Before school	15	37.5
Temporary or emergency	9	22.5
Evenings	3	7.5
Weekends	7	17.5
Summer Camp	1	2.5
Other:		
After-school	4	10.0
School breaks/school holidays	2	5.0
Summer	2	5.0
None of the above	7	17.5

Information on hours of operation and days providers are closed can be found in Appendix tables B3 – B9.

Enrollment

A total of 163 children were reported to have been enrolled in license-exempt home-based provider care at the time of the MRS, with more being full-time (67%) than part-time (33%). Enrollment by age group is given in the table below.

Number of children enrolled

	Age Group				Total
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	After-school (6 to 12 years)	
Full-time	14	18	25	52	109



Part-time	0	1	3	50	54
Total	14	19	28	102	163

The majority of license-exempt home-based providers (83%) reported not typically having a wait list, with wait lists being slightly more common for younger age groups: 10% for infants and toddlers, and 8% for pre-school and school age (see Appendix table B12).

Fourteen license-exempt home-based providers reported they take care of their own children as well as the children of others.

How Care is Paid for

Thirteen (33%) license-exempt home-based providers have children in care that are either not paying or paying at discounted rates because they are friends or family. There are a total of 35 children (22%) in license-exempt home-based provider care either not paying or paying a discounted rate.

Children in care either not paying or paying at a discounted rate because they are friends or family

	N	%
Number and percentage of license-exempt home-based providers with children either not paying or paying a discounted rate	13	32.5
Number and percentage of children in license-exempt home-based provider care either not paying or paying a discounted rate	35	21.5

The majority of license-exempt home-based providers (93%) have children who receive subsidized care through CCDF. Only one provider (3%) reported charging families an additional amount if their total CCDF subsidy plus parent co-pay is less than their established rate.

A fourth of license-exempt home-based providers reported that when slots are completely filled up, the fee charged to families does not cover the cost to meet health, safety, quality of care, and staffing requirements; however 35% of license-exempt home-based providers reported they did not know (see details provider in Appendix tables B14 – B17).

Rates

Providers were asked to provide the amounts they charge for each age category for each time period (i.e., monthly, weekly, daily, hourly). The average, minimum, and maximum monthly full-time rates given by providers are presented in the table below. Additional details and other time periods are provided in Appendix tables B18 – B31.

License-exempt Home-based Provider Monthly Child Care Rates

Monthly Rate	Full-Time (30 Hours Per Week or More)			After-School (6 or more hours per day)
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	
Providers (N)	17	25	23	16
Mean	\$827.35	\$778.20	\$685.22	\$618.44



Minimum	\$700.00	\$450.00	\$550.00	\$375.00
Maximum	\$930.00	\$910.00	\$900.00	\$750.00

The current allowable maximum full-time monthly rates for license-exempt home-based providers, along with the weighted full-time monthly rate 75th percentiles for each age group are given in the table below, broken out by region.

According to the 2024 CNMI MRS, for Saipan, the current allowable maximum for license-exempt home-based full-time monthly rate is the same as the 75th percentile for toddlers, nearly the same as the 75th percentile for infants, but below the 75th percentile for pre-school-age and after-school age. For Tinian, the current allowable maximum full-time monthly rate is nearly the same as the 75th percentile for infants and after-school age, and above the 75th percentile for toddlers and pre-school-age. For Rota, the current allowable maximum is the same as the 75th percentile for all age groups.

License-exempt Home-based Provider Monthly Child Care Rates

Monthly Full-time	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	After-School Age
Current Allowable Maximum	\$700.00	\$700.00	\$600.00	\$550.00
Saipan				
Providers (N)	7	12	12	11
75 th Percentile	\$701.63	\$700.00	\$639.13	\$603.26
Current Allowable Maximum	\$910.00	\$910.00	\$780.00	\$715.00
Tinian				
Providers (N)	2	3	2	2
75 th Percentile	\$914.04	\$829.68	\$767.46	\$714.04
Rota				
Providers (N)	8	10	9	3
75 th Percentile	\$910.00	\$910.00	\$780.00	\$715.00

Full-time care during school – 6 or more hours per day

Only two of the 40 license-exempt home-based providers reported having raised their prices in the past year due to higher operating costs. None reported having lowered their prices. More details can be found in Appendix tables B35 – B36.

Fees

Providers were asked if they regularly charge fees in addition to their child care rates and the majority of license-exempt home-based providers (73%) reported not charging any additional fees. Among those who do, the most common fee charged was a late pick up fee (20%), followed by a meal and snacks fee (15%).

Only two license-exempt home-based providers (5%) reported charging a one-time registration fee (which was \$25 in both cases). More detailed information about fees can be found in Appendix tables B32 – B34.

Fees charged in addition to child care rates



Response	N	%
Registration	2	5.0
Enrollment	0	0.0
Activities	0	0.0
Materials and supplies	3	7.5
Transportation	3	7.5
Fee to reserve slot	1	2.5
Deposits	0	0.0
Field Trips	2	5.0
Meals and snacks	6	15.0
Late pick up	8	20.0
Late payment fee	1	2.5
Other	0	0.0
We do not charge any additional fees	29	72.5
Total Providers	40	

† Respondents could provide multiple responses

Special Program Participation and Barriers

Only 3 license-exempt home-based providers participate in the federal child care food program (8%); however, most (93%) are caring for children who receive subsidized care through the CCDF program (see Appendix tables B37 – B39).

Questions about special program participation	N	%
Provider participates in the federal child care food program	3	7.5
Provider is caring for children who receive subsidized care through the CCDF program	37	92.5

Provider Operations

Over half of license-exempt home-based providers (58%) reported offering regular transportation as defined by using their own personal vehicle to transport children (excluding field trips).

When asked if they charge for specific program practices, most license-exempt home-based providers (83%) did not report doing so. Among those who did, the most common practices providers reported charging for were when a child was absent due to the child’s vacation (15%), a holiday the provider was open but the child was absent (15%), and other reasons related to the child’s family (15%).

Does provider charge for the following program practices:

Yes	N	%
Requires parents to pay prior to providing care	3	7.5
Charge when a child is absent due to the child’s illness	5	12.5
Charge when a child is absent due to the child’s vacation	6	15.0
Charge when provider is open on a holiday and the child is absent	6	15.0
Charge when a child is absent due to other reasons in the child’s family	6	15.0
Charge when program is closed because owner is sick	3	7.5
Charge when program is closed because owner is on vacation	3	7.5
Charge when the provider is closed for the holidays	3	7.5



Additional information about license-exempt home-based providers' education, curriculum, and provision of meals and snacks can be found in Appendix tables B42 – B53.

Cost Analysis

Each provider was contacted and asked to provide costs for providing child care services. The analysis is broken down into child care centers and home-based providers since each of these groups reported costs in a different manner leading to different calculations of the total cost of providing care. The total number of providers on each island is listed under the Average Monthly Operating Costs per Child. Costs were calculated using data from providers only if they were providing care for a particular age group. Not all providers had all age groups enrolled.

Child Care Centers

For this round of data collection, child care centers provided personnel costs but were not asked about the distribution of full-time teachers in each age category. Consequently, it was necessary to estimate the costs in each age category based upon the ratio of child care costs from the 2022 CNMI CCDF Child Care Assistance Market Rate Survey Results (See tables). Also, child care centers did not provide information on non-personnel costs. Following the suggestion in *Guidance on Estimating and Reporting the Costs of Child Care* from the US Dept. of Health and Human Services (<https://childcareta.acf.hhs.gov/resource/guidance-estimating-and-reporting-costs-child-care>), personnel costs represent 70%-80% of a child care center's total operation costs. For this report, 70% was chosen since that would result in estimating higher total operating costs. Additionally, looking at the percent of the total personnel costs of the total revenue, the 70% mark would indicate the profitability of the child care provider, i.e., any child care provider with more than 70% personnel costs would most likely be operating at a loss during this reporting period. Only 13 child care centers on Saipan submitted valid data for the cost analysis. The two centers on Tinian did not provide any valid data for personnel costs. Rota had no child care centers for this report. In addition to calculating the percent of the estimated mean cost of care of the rate, the percentage of the estimated cost of care at one standard deviation above the mean was also calculated since nearly 70% of a normal distribution would fall between +/- one standard deviation from the mean to provide an alternate perspective on how the costs and market rates compare.



Center Monthly Child Care Costs

Child Care Centers (Saipan)	Average Monthly Operating Costs per Child	Infants Cost per Child	Toddlers Cost per Child	Pre-School Cost per Child	School-Age Cost per Child
Estimated Cost Ratio	-	1.25	1.25	1.05	1.00
Mean Cost Per Child	\$436	\$508	\$498	\$419	\$403
Number of Providers	13	10	12	13	12
Standard Deviation	\$161	\$198	\$187	\$151	\$149
Median	\$440	\$516	\$491	\$421	\$413
Minimum	\$187	\$218	\$218	\$183	\$174
Maximum	\$751	\$836	\$836	\$702	\$668
What percent of the estimated cost of care is the rate?	161%	138%	140%	143%	136%
Percent of the estimated cost of care at 1 standard deviation above the mean	117%	99%	102%	105%	100%

Sample Computation for the Infant Cost of Care – Saipan Child Care Centers

Total Personnel Costs = \$288,184

Total Operating Costs = Total Personnel Costs / 0.7 = \$411,691

Monthly Operating Costs = Total Operating Costs / 12 = \$34,308

The number of children in each age group = number of full-time children + 0.5 * number of part-time children.

Total number of infants = 4 full-time + 0 part-time infants = 4 infants

Total number of toddlers = 13 full-time + 0.5 * 1 part-time toddler = 13.5 toddlers

Total number of pre-school children = 21 full-time + 0 part-time infants = 21 pre-school children

Total number of school-age children = 10 full-time + 0 part-time children = 10 school-age children

Total number of children = 48.5 children

Mean Monthly Operating Costs per Child = Monthly Operating Costs / Total number of children in all age groups = \$707

School-age costs per child = Monthly Operating Costs / (1.25 * number of infants + 1.25 * number of toddlers + 1.05 * number of pre-school children + 1.00 * number of school-age children) = \$636

Infant Costs per Child = 1.25 * School-age costs per child = \$795

Market Rate = \$700

Percent of the estimated cost of care of the rate = Market Rate / Infant Cost of Care per child = 88%



Therefore, in this example the cost of care exceeds the market rate and the center revenue does not cover its costs.

Home-based Child Care Providers

These providers were asked to report both personnel costs and administrative costs. In the case of new providers, they were asked to estimate their monthly personnel costs and monthly administrative costs. In some cases, a provider responded to both the annual costs and the monthly costs. For the purposes of the cost analysis, the higher estimate was used to calculate the total monthly costs. As was the case with the child care centers, the total costs were not broken down by age category. So, the same cost ratios from the child care center calculations were applied to the home-based cost calculations. The percents were calculated using the 75th percentile rates from this Market Rate Survey. For additional insight into how the market rates and costs of care compare, the percent of the estimated cost of care at one standard deviation above the mean was also calculated since 68% of a normal distribution is within one standard deviation from the mean. The market rates for Rota and Saipan are above the average cost of care, but below the average cost of care plus one standard deviation. However, the market rates for Tinian are much higher than the average cost of care, even at one standard deviation above the average.

Home-based Monthly Child Care Costs (Saipan)

Saipan	Average Monthly Operating Costs per Child	Infants Cost per Child	Toddlers Cost per Child	Pre-School Cost per Child	School-Age Cost per Child
Estimated Cost Ratio	-	1.25	1.25	1.05	1.00
Average Cost Per Child	\$620	\$626	\$795	\$491	\$566
Number of Providers	8	2	3	4	7
Standard Deviation	\$245	\$153	\$113	\$170	\$247
Median	\$533	\$626	\$849	\$446	\$499
Minimum	\$333	\$473	\$637	\$318	\$303
Maximum	\$1,091	\$779	\$899	\$755	\$1,091
What percent of the estimated cost of care is the rate?	121%	120%	88%	130%	106%
Percent of the estimated cost of care at 1 standard deviation above the mean	87%	96%	77%	97%	74%



Home-based Monthly Child Care Costs (Tinian)

Tinian	Average Monthly Operating Costs per Child	Infants Cost per Child	Toddlers Cost per Child	Pre-School Cost per Child	School-Age Cost per Child
Estimated Cost Ratio	-	1.25	1.25	1.05	1.00
Average Cost Per Child	\$582	\$783	\$627	\$526	\$501
Number of Providers	2	2	2	2	2
Standard Deviation	\$99	\$133	\$106	\$89	\$85
Median	\$582	\$783	\$627	\$526	\$501
Minimum	\$483	\$651	\$520	\$437	\$416
Maximum	\$680	\$916	\$733	\$616	\$586
What percent of the estimated cost of care is the rate?	206%	153%	176%	190%	142%
Percent of the estimated cost of care at 1 standard deviation above the mean	176%	131%	150%	162%	122%

Home-based Monthly Child Care Costs (Rota)

Rota	Average Monthly Operating Costs per Child	Infants Cost per Child	Toddlers Cost per Child	Pre-School Cost per Child	School-Age Cost per Child
Estimated Cost Ratio	-	1.25	1.25	1.05	1.00
Average Cost Per Child	\$638	\$778	\$713	\$653	\$631
Number of Providers	6	2	4	5	4
Standard Deviation	\$281	\$241	\$364	\$262	\$259
Median	\$599	\$778	\$622	\$685	\$585
Minimum	\$318	\$536	\$345	\$290	\$343
Maximum	\$1,150	\$1,019	\$1,264	\$1,062	\$1,011
What percent of the estimated cost of care is the rate?	143%	117%	128%	119%	113%
Percent of the estimated cost of care at 1 standard deviation above the mean	99%	89%	84%	85%	96%



Appendix A: CNMI MRS Center-based Provider Tables Languages

Table A1: Languages spoken

Response	N	%
English	20	100.0
Chamorro	1	5.0
Carolinian	0	0.0
Filipino	9	45.0
Chinese	0	0.0
Korean	0	0.0
Other: Russian	1	5.0

† Respondents could provide multiple responses

Table A2: Provides business materials such as contracts or policies in a language other than English

Response	N	%
Yes	0	0.0
No	20	100.0
Total	20	100.0

Program Schedules and Hours of Operation

Table A3: Weekly schedules accepted

Response	N	%
Both full-time and part-time	15	75.0
Full-time only (30 hours or more per week)	2	10.0
Part-time only (less than 30 hours per week)	3	15.0
Total	20	100.0

Table A4: How program operates

Response	N	%
All year round	14	70.0
School year only	5	25.0
Summer only	0	0.0
Other: After-school program	1	5.0
Total	20	100.0



Table A5: Alternate schedule options accepted

Response	N	%
Drop-in/walk-in care	2	10.0
Before school	12	60.0
Temporary or emergency	2	10.0
Evenings	1	5.0
Weekends	2	10.0
Summer Camp	9	45.0
Other: After-school	3	15.0
None of the above	3	15.0

Table A6: Hours of Operation: Center Opening Times Weekly

Time Open Monday – Friday	Monday		Tuesday		Wednesday		Thursday		Friday	
	N	%	N	%	N	%	N	%	N	%
7:00 AM	6	30.0	6	30.0	6	30.0	6	30.0	6	30.0
7:15 AM	5	25.0	5	25.0	5	25.0	5	25.0	5	25.0
7:30 AM	4	20.0	4	20.0	4	20.0	4	20.0	4	20.0
8:00 AM	2	10.0	2	10.0	2	10.0	2	10.0	2	10.0
11:30 AM	1	5.0	0	0.00	0	0.00	0	0.00	0	0.00
2:00 PM	1	5.0	2	10.0	2	10.0	2	10.0	2	10.0
3:30 PM	1	5.0	1	5.0	1	5.0	1	5.0	1	5.0

Table A7: Hours of Operation: Center Closing Times Weekly

Time Close Monday – Friday	Monday		Tuesday		Wednesday		Thursday		Friday	
	N	%	N	%	N	%	N	%	N	%
3:30 PM	1	5.0	1	5.0	1	5.0	1	5.0	1	5.0
4:00 PM	0	0.0	0	0.0	0	0.0	0	0.0	1	5.0
4:30 PM	2	10.0	1	5.0	1	5.0	1	5.0	1	5.0
5:00 PM	3	15.0	3	15.0	3	15.0	3	15.0	3	15.0
5:15 PM	3	15.0	3	15.0	3	15.0	3	15.0	2	10.0
5:30 PM	4	20.0	4	20.0	4	20.0	4	20.0	4	20.0
6:00 PM	6	30.0	7	35.0	7	35.0	7	35.0	7	35.0
6:30 PM	1	5.0	1	5.0	1	5.0	1	5.0	1	5.0

Note: No Centers provided weekend operating hours

Table A8: Number of days out of the year closed for local or religious holidays

Response	N	%
2 to 5 days	8	40.0
6 to 10 days	8	40.0
11 to 15 days	3	15.0
More than 15 days	1	5.0
Total	20	100.0



Table A9: Number of days out of the year closed for personal vacation, summer, or any other reason

Response	N	%
None	9	45.0
1 to 3 days	3	15.0
4 to 5 days	1	5.0
6 to 8 days	1	5.0
11 to 15 days	1	5.0
31 to 45 days	1	5.0
Over 60 days	2	10.0
N/A	2	10.0
Total	20	100.0

Enrollment

Table A10: Number of children enrolled

	Age Group				Total
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	After-school (6 to 12 years)	
Full-time	92	152	334	381	959
Part-time	0	6	23	231	260
Total	92	158	357	612	1,219

† When a range was given, the average was used

Table A11: Number of full-time vacancies

Age Group			
Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	After-school (6 to 12 years)
23	34	72	159

Table A12: Age groups providers typically have wait lists for

Response	N	%
Infants	11	55.0
Toddlers	11	55.0
Pre-school	11	55.0
School Age	7	35.0
No wait list	6	30.0
Total	20	

† Respondents could provide multiple responses



How Care is Paid

Table A13: How care for currently enrolled children is paid for

Response	N	%
Only private pay	1	5.0
Both private pay and subsidized pay with CCDF Child Care Program	16	80.0
Only through subsidy from CCDF Child Care Program	3	15.0
Total	20	100.0

Table A14: Are the rates charged to private-pay families higher than the rates paid by CCDF Child Care Program?

Response	N	%
Yes	0	0.0
No	17	100.0
Total	17	100.0

Table A15: When slots are completely filled up, does the fee charged to families cover the costs to meet health, safety, quality of care, and staffing requirements?

Response	N	%
Yes	5	25.0
No	13	65.0
Don't know	2	10.0
Total	20	100.0

Table A16: Open-ended responses to why providers answered “No,” indicating the fee charged to families does not cover the costs to meet health, safety, quality of care, and staffing requirements

Response	N	%
Infant program requires more staff than the ratio. Infant program used only 50% than DPW capacity. Children with disability need a one on one ratio.	1	7.7
1. Infant program requires more staff & space than the ratio. 2. Program with children that have disabilities, need extra staff.	1	7.7
Expenses for Building Improvements and Health and Safety	1	7.7
It is not sufficient for a higher quality of care. 1. Higher quality in childcare is linked to competitive salaries of the teachers and their benefits. Daycare employer needs to offer competitive salaries and benefits to retain highly qualified staff. 2. High shipping rates and procurement of quality materials are expensive. 3. High cost of playground structure, equipment with the required safe zone, materials, and maintenance. 4. Budget allocation for students with special needs	1	7.7
Other income sources are needed to cover all expenses.	1	7.7
Our fee cover only teachers wages, we have to look for additional funds for other expenses as rent, cuc, other expenses	1	7.7
Quality care or a higher star rating equates to more funding. 1. Cost of high-quality	1	7.7



toys and materials plus high shipping cost. 2. Retention of highly qualified teachers needs competitive salaries and benefits. 3. Additional staff, specialized training, and materials for children with special needs. 4. Playground structure, equipment, fall zone, materials, and toys are pricey. 5. Off-island trainings to teachers and administrators like NAEYC, ERS, PAS, and the like.		
The base fee presented in this survey is only sufficient to finance QRIS STAR 1 requirements on health and safety and minimum staffing level to comply with the CCLP adult to child ratio. The base fees does not cover for replacement cost of equipment and materials, repairs and maintenance, benefits for employees, such as vacation leave, health insurance, and 401K. To reach STAR 2 to 5, rate should be increased through tiered reimbursement method in the amount sufficient to cover for cost for each STAR Level from 2 to 5. In addition, at STAR 2, we are recommending health insurance for employees. At STAR 3, we are recommending paid vacation leave and 401K. We need to provide additional wage incentives starting at STAR 2, e.g. 5% at STAR 3, 10%, and so on. The additional wage and benefits will stabilize staffing. In addition, providing these benefits is a great motivator for Centers and staff to reach for higher quality services as opposed to threat of closure or other penalties.	2	15.4
The cost for staff salary, overtime, rent, utilities, supplies are high. Added is the required ratio to comply with health and safety, like for infant, 4 children 1 staff, the income we received for services is not enough. Even 1 staff for 4 infant is the ratio, we provide floater or additional staff to help. Same with toddler, preschool and age school children. Health and Safety is our priority. Thank you.	1	7.7
There aren't sufficient funds to hire additional staff needed to meet the quality care of all students. Additionally, we need more staff to provide care for students with special needs.	1	7.7
We depend on the educational tax credit benefits that we receive from individuals and businesses each year. We factor this into our budget.	1	7.7
We don't charge for any fees.	1	7.7
Total	13	100.0

Rates

Table A17: Center Monthly Child Care Rates

Monthly Rate	Full-Time (30 Hours Per Week or More)			Part-Time (Less Than 30 Hours Per Week)		
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)
Providers (N)	13	16	17	10	13	15
Mean	\$686.54	\$645.63	\$557.94	\$454.60	\$416.62	\$365.80
Minimum	\$525.00	\$390.00	\$260.00	\$375.00	\$150.00	\$150.00
Maximum	\$700.00	\$700.00	\$700.00	\$500.00	\$500.00	\$500.00

Table A18: Hours covered by monthly rates

Full-time hours covered			Part-time hours covered		
Hours covered by	N	%	Hours covered by	N	%



monthly rates			monthly rates		
30 or more	1	5.9	15	1	6.7
30 - 40	1	5.9	20	1	6.7
35	1	5.9	20-25	2	13.3
40	2	11.8	25	4	26.7
40 or more	2	11.8	28	2	13.3
40-45	1	5.9	30 or less	2	13.3
45	2	11.8	Less than 30 hours	1	6.7
40 -50	1	5.9	Inaccurate response	2	13.3
50	5	29.4	Total	15	100.0
Up to 60	1	5.9			
Total	17	100.0			

Table A19: Center Weekly Child Care Rates

Weekly Rate	Full-Time (30 Hours Per Week or More)			Part-Time (Less Than 30 Hours Per Week)		
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)
Providers (N)	6	7	7	5	6	6
Mean	\$176.67	\$170.71	\$143.57	\$119.80	\$114.83	\$93.00
Minimum	\$175.00	\$135.00	\$135.00	\$112.00	\$90.00	\$84.00
Maximum	\$180.00	\$180.00	\$150.00	\$125.00	\$125.00	\$100.00

Table A20: Hours covered by weekly rates

Full-time hours covered			Part-time hours covered		
Hours covered by weekly rates	N	%	Hours covered by weekly rates	N	%
30-45	1	14.3	20	1	16.7
40	1	14.3	20-25	2	33.3
40 or more	2	28.6	28	2	33.3
40-45	1	14.3	30 or less	1	16.7
45	2	28.6	Total	6	100.0
Total	7	100.0			



Table A21: Center Daily Child Care Rates

Daily Rate	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)
Providers (N)	9	11	11
Mean	\$39.11	\$37.18	\$34.64
Minimum	\$35.00	\$27.00	\$27.00
Maximum	\$60.00	\$60.00	\$60.00

Table A22: Center Hourly Child Care Rates

Hourly Rate	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)
Providers (N)	6	7	7
Mean	\$5.17	\$5.00	\$4.43
Minimum	\$4.00	\$4.00	\$3.00
Maximum	\$6.00	\$6.00	\$6.00

Table A23: Center School Age Monthly Child Care Rates

Monthly Rate	Part-time care - before and/or after school			
	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day
Providers (N)	10	12	12	14
Mean	\$335.50	\$442.08	\$490.42	\$534.29
Minimum	\$300.00	\$300.00	\$300.00	\$340.00
Maximum	\$450.00	\$550.00	\$550.00	\$600.00

Table A24: Center School Age Weekly Child Care Rates

Weekly Rate	Part-time care - before and/or after school			
	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day
Providers (N)	7	7	7	8
Mean	\$86.43	\$125.00	\$134.29	\$132.50
Minimum	\$75.00	\$100.00	\$125.00	\$100.00
Maximum	\$125.00	\$138.00	\$140.00	\$150.00

Table A25: Center School Age Daily Child Care Rates

Daily Rate	Part-time care - before and/or after school			
	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day
Providers (N)	12	12	13	13
Mean	\$28.83	\$25.92	\$27.62	\$30.62
Minimum	\$10.00	\$15.00	\$15.00	\$15.00
Maximum	\$118.00	\$40.00	\$40.00	\$60.00



Table A26: Center School Age Hourly Child Care Rates

Hourly Rate	Part-time care - before and/or after school			
	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day
Providers (N)	4	2	2	3
Mean	\$8.50	\$7.00	\$7.00	\$5.00
Minimum	\$8.00	\$7.00	\$7.00	\$3.00
Maximum	\$9.00	\$7.00	\$7.00	\$6.00

Fees

Table A27: Fees charged in addition to child care rates

Response	N	%
Registration	12	60.0
Enrollment	5	25.0
Activities	0	0.0
Materials and supplies	4	20.0
Transportation	0	0.0
Fee to reserve slot	0	0.0
Deposits	0	0.0
Field Trips	0	0.0
Meals and snacks	4	20.0
Late pick up	7	35.0
Late payment fee	6	30.0
Other		
General Liability insurance	1	5.0
Rental for bed	1	5.0
We do not charge any additional fees	3	15.0
Total Providers	20	

† Respondents could provide multiple responses

Table A28: One-time Registration Fee Amount

Response	N	%
\$45	1	8.3
\$50	1	8.3
\$70	1	8.3
\$75	2	16.7
\$100	2	16.7
\$150	1	8.3
\$200	3	25.0
\$220	1	8.3
Total	12	100.0

Table A29: Enrollment Fee Amount



Response	How charged	N	%
\$25	Every Academic Year	1	20.0
\$75	Every Year (unspecified)	2	40.0
\$100	Every Calendar Year	1	20.0
\$730	Every Year (unspecified)	1	20.0
Total		5	100.0

Table A30: Activity or Supply Fee Amount

Fee	How charged	N	%
\$32	Daily for event	1	25.0
\$250	Every Academic Year	1	25.0
\$450	Every Academic Year	2	50.0
Total		4	100.0

Operational Costs

Table A31: Has provider raised or lowered prices in the past year

Response	Raised prices in the past year due to higher operating costs		Lowered prices in the past year	
	N	%	N	%
Yes	5	25.0	0	0.0
No	15	57.0	20	100.0
Total	20	100.0	20	100.0

Table A32: Reasons rates were raised

Response	N	%
COVID-19	3	60.0
Salary/Minimum wage	3	60.0
Health Insurance	2	40.0
Building costs/rent	2	40.0
Program supplies	2	40.0
Utilities	3	60.0
Food	0	0.0
Training	2	40.0
Fewer children in care	0	0.0
More children in care	1	20.0
New staff	2	40.0
Quality improvement	5	100.0
Other: CCDF increased the subsidy amounts	1	20.0
Total	5	

† Respondents could provide multiple responses



Special Program Participation and Barriers

Table A33: Does provider participate in the CNMI Public School System's Food and Nutrition Services (PSS-FNS)?

Response	N	%
Yes	18	90.0
No	2	10.0
Don't know	0	0.0
Total	20	100.0

Table A34: Is provider caring for children who are on a financial assistance program for child care (such as the CCDF program)?

Response	N	%
Yes	17	85.0
No	2	10.0
Don't know	1	5.0
Total	20	100.0

Table A35: Would provider consider caring for children who are on a financial assistance program for child care?

Response	N	%
Yes	3	100.0
No	0	0.0
Don't know	0	0.0
Total	3	100.0

Table A36: To what degree are the following issues barriers to accepting children receiving subsidies?

Payment reimbursement fees are too low	N	%	Comment
Not a barrier	11	55.0	Fees are fine now. But if the quality of childcare be heightened, the fees now will be somewhat of a barrier.
Somewhat of a barrier	9	45.0	When a center is CCDF license, it is required to continue improving its STAR level; yet tiered reimbursement is not sufficient to cover for the expense to reach the quality level. Ratio of 4 is to 1 for infant fee of \$700 is low if it becomes 5 we need to put 2 caregivers. so we find the reimbursement a challenge. Complying with the ratio, personnel cost is high, example for infant 4 is to 1 staff, if it become 5 or 6, we have to add staff. Fees for Preschoolers should be a higher rate since this age group particularly includes highly energetic children and children with challenging behaviors, requiring staff with high fortitudes of patience for this group. Employee retention for this age group is very low in our Center due to this. If the rates were higher, we can



			offer higher rates for staff in this age group to entice them in staying in our program.
Extreme barrier	0	0.0	
Total	20	100.0	
Cannot follow the same private-pay policies, such as billing of absent days	N	%	Comment
Not a barrier	14	70.0	We have explained our absenteeism policy to parents.
Somewhat of a barrier	6	30.0	Parents of private children will always ask for consideration in not billing absent days.
Extreme barrier	0	0.0	
Total	20	100.0	
Added administrative duties to receive payment	N	%	Comment
Not a barrier	11	55.0	
Somewhat of a barrier	7	35.0	We compensate our staff working extra hours, paying them overtime.
Extreme barrier	2	10.0	CCDF should start computerizing some of its form particularly the invoicing. Presently, monthly invoice is hand written. If you have 250 children, you have to write by hand 250 children.
Total	20	100.0	
Takes too long to receive payments	N	%	Comment
Not a barrier	11	55.0	Not a barrier because CCDF is not delayed, but if that happens it will be an extreme barrier
Somewhat of a barrier	6	30.0	Because of high personnel cost, we need fund to pay our employees on time. 70% of revenue is our personnel costs, so if we receive the payment late, we do find it hard to pay our staff.
Extreme barrier	3	15.0	Right now, CCDF is paying on time. But if there will be an event leading to a long delay, operation would be compromised.
Total	20	100.0	
Other barriers	N	%	Comment
Not a barrier	12	60.0	
Somewhat of a barrier	6	30.0	When parents are terminated, it affects our income, but personnel cost are the same. Infant program demands more floaters. Children with disability need a one on one ratio. Communication between grants manager, site and CCDF; Information not disseminated in a timely manner, most of the time, after the fact. Cannot complete required number of days per month.
Extreme barrier	2	10.0	Delays in starting program; delays in disseminating info or forms; so structured on their schedule without regards to the provider. Higher rates for children with special needs and disabilities in order to afford more staff who can provide 1:1 care for these children as well as to afford more training on inclusive practices to better understand and strategize the best practices to care for them.



Total	20	100.0	
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Discounts and Scholarships

Table A37: Does provider offer discounts or scholarships

Response	Provides discounts or lower fees to families with more than one child enrolled		Offers scholarships to parents to help cover cost of care	
	N	%	N	%
Yes	7	35.0	5	25.0
No	13	65.0	15	75.0
Total	20	100.0	20	100.0

Table A38: Discounts provided to families with more than one child enrolled

Response	N	%
5%	1	14.3
10%	3	42.9
15%	1	14.3
15%-20%	1	14.3
10% 2nd Child, 15% 3rd Child, 20% 4th or more	1	14.3
Total	7	100.0

Table A39: Scholarship/percentage (%) providers offer

Response	N	%
25%	2	40.0
35%	1	20.0
Up to 50%	1	20.0
60%	1	20.0
Total	5	100.0



Provider Operations

Table A40: Provider has a 501(c)(3) not-for-profit status

Response	N	%
Yes	11	55.0
No	9	45.0
Total	20	100.0

Table A41: Does provider charge for the following program practices:

Yes	N	%
Requires parents to pay prior to providing care	12	60.0
Charge when a child is absent due to the child's illness	14	70.0
Charge when a child is absent due to the child's vacation	14	70.0
Charge when provider is open on a holiday and the child is absent	13	65.0
Charge when a child is absent due to other reasons in the child's family	14	70.0
Charge when the provider is closed for the holidays	14	70.0

Special Needs Children

Table A42: Does any provider staff have special needs training and/or experience in the following areas:

Yes	N	%
ADHD/ADD	7	35.0
Asthma	5	25.0
Autism	8	40.0
Developmental delay	7	35.0
Emotional/behavioral needs	8	40.0
Hearing/sign language	3	15.0
HIV/Hepatitis B	0	0.0
Physical needs	4	20.0
Special health needs	6	30.0
Seizures	3	15.0
Visual needs	3	15.0
Food allergies	13	65.0
Other:		
Pediatric CPR with First Aid	1	0.5
In service training only	1	0.5
trained special education teachers and aides	1	0.5
Total	20	

Table A43: Has provider served children with special needs in the last 12 months?

Response	N	%
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Yes	17	85.0
No	2	10.0
Don't know	1	5.0
Total	20	100.0

Table A44: Number of children with special needs served in last 12 months

	Age Group				Total
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	After-school (6 to 12 years)	
Full-time	2	19	35	27	83
Part-time	0	1	4	21	26
Total	2	20	39	48	109

Table A45: Which of the following diagnoses do children with special needs have:

Yes	N	%
Autism	13	76.5
Deafness	0	0.0
Deaf-Blindness	0	0.0
Emotional Disturbance	1	5.9
Hearing Impairment	1	5.9
Intellectual Disability	4	23.5
Multiple Disabilities	3	17.6
Other Health Impairment	2	11.8
Orthopedic Impairment	1	5.9
Specific Learning Disability	5	29.4
Speech or Language Impairment	9	52.9
Other: Developmental Delay	5	29.4
Other: ADHD	1	5.9
Total	17	

Table A46: Are there additional costs associated with serving children with special needs?

Response	N	%
Yes	12	70.6
No	5	29.4
Total	17	100.0



Table A47: Additional expenses in last 12 months for serving children with special needs: Training

Training expenses	N	%
None	10	58.8
\$120	1	5.9
\$220	1	5.9
\$1,000	3	17.6
\$5,000	2	11.8
Total	17	100.0

Table A48: Additional expenses in last 12 months for serving children with special needs: Additional staff

Additional staff expenses	N	%
None	7	41.2
\$4,000	1	5.9
\$5,000	1	5.9
\$15,600	1	5.9
\$18,919	1	5.9
\$20,000	3	17.6
\$46,800	1	5.9
\$100,000	1	5.9
\$132,433	1	5.9
Total	17	100.0

Table A49: Additional expenses in last 12 months for serving children with special needs: Materials/Equipment

Materials/Equipment expenses	N	%
None	9	52.9
\$100	1	5.9
\$500	1	5.9
\$1,000	1	5.9
\$3,500	1	5.9
\$5,000	2	11.8
\$10,000	2	11.8
Total	17	100.0



Table A50: Additional expenses in last 12 months for serving children with special needs: Renovation to accommodate ADA compliance

Renovation for ADA compliance expenses	N	%
None	12	70.6
\$3,000	2	11.8
\$5,000	1	5.9
\$6,000	1	5.9
\$8,500	1	5.9
Total	17	100.0

Quality Rating and Improvement System (QRIS): Reach Higher CNMI

Table A51: Does provider participate in the Reach Higher CNMI, the CNMI's Quality Rating and Improvement System (QRIS)?

Response	N	%
Yes – have star rating	16	80.0
Yes – star rating pending	1	5.0
No	1	5.0
Don't know	2	10.0
Total	20	100.0

Table A52: Provider's star quality/number of stars

Response	N	%
1 Star	7	41.2
2 Stars	6	35.3
3 Stars	1	5.9
4 Stars	0	0.0
TBD	3	17.6
Total	17	100.0

Table A53: Reason provider does not participate in the Reach Higher CNMI, the CNMI's Quality Rating and Improvement System (QRIS)

Response	N	%
I don't know enough about Reach Higher, CNMI	1	50.0
N/A: We are working towards achieving QRIS	1	50.0

Table A54: Does provider have any of the following national accreditations or certifications?

Response	N	%
National Association for the Education of Young Children	0	0.0



(NAEYC)		
National Association for Family Child Care (NAFCC)	0	0.0
National Association of Child Care (NACC)	0	0.0
Montessori Accreditation	0	0.0
Don't know	0	0.0
Other: AAA, NCPA	1	0.5
No accreditations or certifications	17	85.0
No response	2	10.0
Total	20	

Facility Director

Table A55: Estimated annual fee to maintain accreditation

Response	N	%
None	9	45.0
\$250	1	5.0
\$500	1	5.0
\$1,250	1	5.0
\$5,500	2	10.0
\$40,000	1	5.0
N/A	5	25.0
Total	20	100.0

Table A56: Years of experience the director has working in child care or early childhood education

Response	N	%
None	1	5.0
1 to 3	4	20.0
4 to 6	4	20.0
7 to 9	2	10.0
10 to 12	2	10.0
13 to 15	2	10.0
16 to 20	2	10.0
More than 20	2	10.0
N/A	1	5.0
Total	20	100.0

Table A57: Does director provide direct care on a regular basis (as opposed to filling in)?

Response	N	%
Yes	7	35.0
No	13	65.0
Total	20	100.0



Staffing

Table A58: Number of direct care staff working at center

Response	N	%
1 to 3	1	5.0
4 to 6	4	20.0
7 to 9	4	20.0
10 to 14	4	20.0
15 to 19	4	20.0
20 to 25	1	5.0
More than 25	2	10.0
Total	20	100.0

Table A59: Percentage of direct care staff who are full-time

Response	N	%
None	3	15.0
66.7%	1	5.0
75.0%	1	5.0
88.9%	2	10.0
93.3%	1	5.0
100.0%	12	60.0
Total	20	100.0

Table A60: Percentage of direct care staff with less than 3 years of experience working in early childhood

Response	N	%
None	2	10.0
1 to 24%	0	0.0
25 to 30%	1	5.0
31 to 40%	3	15.0
41 to 50%	2	10.0
51 to 60%	4	20.0
61 to 70%	3	15.0
71 to 80%	2	10.0
81 to 90%	1	5.0
91 to 100%	2	10.0
Total	20	100.0

Table A61: Percentage of direct care staff with more than 8 years of experience working in early childhood

Response	N	%
None	4	20.0
1 to 10%	2	10.0
11 to 20%	3	15.0



21 to 30%	1	5.0
31 to 40%	7	35.0
41 to 60%	0	0.0
61 to 70%	2	10.0
71 to 99%	0	0.0
100%	1	5.0
Total	20	100.0

Table A62: Summary of direct care staff at centers

Number of direct care staff:			
working at centers	who are full-time	with less than 3 years experience in early childhood	with more than 8 years experience in early childhood
247	211	140	61

Table A63: Highest degree held among direct care staff

Response	N	%
High School diploma	0	0.0
Associates degree	0	0.0
Bachelors/Undergraduate degree	16	80.0
Masters/Graduate degree	4	20.0
PhD/EdD	0	0.0
Total	20	100.0

Training and Planning

Table A64: In the past 12 months center had to pay for/incurred training expenses not covered/subsidized by CCDF

Response	N	%
Yes	16	80.0
No	4	20.0
Total	20	100.0



Table A65: Estimated total cost of training

Response	N	%
Under \$1,000	2	10.0
\$1,000 to \$2,000	2	10.0
\$2,001 to \$3,000	2	10.0
\$3,001 to \$4,000	1	5.0
\$4,001 to \$5,000	0	0.0
\$5,001 to \$6,000	2	10.0
\$6,001 to \$7,000	0	0.0
\$7,001 to \$8,000	2	10.0
\$8,001 to \$9,000	1	5.0
\$15,256.74	2	10.0
\$30,000	1	5.0
\$50,000	1	5.0
Total	16	100.0

Table A66: Provider uses a curriculum or prepared set of activities

Response	N	%
Yes	16	80.0
No	4	20.0
Total	20	100.0

Table A67: Curriculum used by provider

Curriculum	Where curriculum was obtained	N	%
Frog Street	Frog Street Press, LLC	5	31.3
Creative Curriculum	CCDF/Online/self	4	25.0
Montessori	Association Montessori International/obtained through training	2	12.5
Abeka	USA	1	6.3
ELG	Evergreen Learning Center	1	6.3
ETG	CCDF	1	6.3
Creation Kids	North American Division of SDA	1	6.3
Daily Lesson plans	Procure Application	1	6.3
Training Drills	Online	1	6.3
Use a set of activities based on the teaching staff's expertise	Locally trained/certified teachers	1	6.3
Total	Frog Street Press, LLC	16	

† Respondents could provide multiple responses



Table A68: Provider uses informal assessments to measure children's developmental progress

Response	N	%
Yes	14	70.0
No	6	30.0
Total	20	100.0

Table A69: Number of paid hours on average each week each direct care staff given for planning children's activities

Response	N	%
None	2	10.0
1-5 hours/week	14	70.0
6-10 hours/week	4	20.0
Total	20	100.0



Appendix B: CNMI MRS Home-based Provider Tables Languages

Table B1: Languages spoken

Languages spoken	Licensed		License-Exempt	
	N	%	N	%
English	4	100.0	36	90.0
Chamorro	0	0.0	24	60.0
Carolinian	0	0.0	1	2.5
Filipino	2	50.0	13	32.5
Chinese	0	0.0	1	2.5
Korean	0	0.0	0	0.0
Other: Palauan	0	0.0	1	2.5
Total	4		40	

Table B2: Provides business materials such as contracts or policies in a language other than English

Response	Licensed			License-Exempt		
	Languages	N	%	Languages	N	%
Yes	Filipino	1	25.0	Filipino, Chamorro	1	2.5
No		3	75.0		39	97.5
Total		4	100.0		40	100.0

Program Schedules and Hours of Operation

Table B3: Weekly schedules accepted

Weekly schedules accepted	Licensed		License-Exempt	
	N	%	N	%
Both full-time and part-time	2	50.0	29	72.5
Full-time only (30 hours or more per week)	2	50.0	8	20.0
Part-time only (less than 30 hours per week)	0	0.0	3	7.5
Total	4	100.0	40	100.0

Table B4: How program operates

Program operation	Licensed		License-Exempt	
	N	%	N	%
All year round	4	100.0	40	100.0
School year only	0	0.0	0	0.0
Summer only	0	0.0	0	0.0
Total	4	100.0	40	100.0



Table B5: Alternate schedule options accepted

Response	Licensed		License-Exempt	
	N	%	N	%
Drop-in/walk-in care	3	75.0	23	57.5
Before school	2	50.0	15	37.5
Temporary or emergency	2	50.0	9	22.5
Evenings	0	0.0	3	7.5
Weekends	1	25.0	7	17.5
Summer Camp	1	25.0	1	2.5
Other:				
After-school	0	0.0	4	10.0
School breaks/school holidays	0	0.0	2	5.0
Summer	0	0.0	2	5.0
None of the above	0	0.0	7	17.5
Total	4		40	

† Respondents could provide multiple responses

Table B6: Hours of Operation: Licensed Home-Based Provider Opening and Closing Times Weekly

Time Open Monday - Friday			Time Close Monday - Friday		
Opening	N	%	Closing	N	%
7:30 AM	1	25.0	4:30 PM	1	25.0
8:00 AM	2	50.0	5:00 PM	2	50.0
10:00 AM	1	25.0	7:00 PM	1	25.0

Table B7: Hours of Operation: License-Exempt Home-Based Provider Opening and Closing Times Weekly

Time Open	Time Open Monday		Time Open Tuesday - Friday		Time Close	Time Close Monday		Time Close Tuesday - Friday	
	N	%	N	%		N	%	N	%
6:30 AM	3	7.5	3	7.5	4:00 PM	1	2.5	1	2.5
7:00 AM	14	35.0	14	35.0	4:30 PM	4	10.0	5	12.5
7:15 AM	1	2.5	1	2.5	5:00 PM	23	57.5	23	57.5
7:30 AM	11	27.5	12	30.0	5:30 PM	9	22.5	9	22.5
8:00 AM	7	17.5	7	17.5	6:00 PM	1	2.5	1	2.5
9:00 AM	1	2.5	1	2.5	6:30 PM	1	2.5	1	2.5
2:00 PM	1	2.5	1	2.5	N/A	1	2.5	0	0.0
3:00 PM	1	2.5	1	2.5					
N/A	1	2.5	0	0.0					

Note: One License-Exempt Home-Based Provider provided weekend operating hours: Saturday 7:00AM to 5:00PM

Table B8: Number of days out of the year closed for local or religious holidays



Days closed for local or religious holidays	Licensed		License-Exempt	
	N	%	N	%
None	0	0.0	4	10.0
2 to 5 days	0	0.0	3	7.5
6 to 10 days	1	25.0	7	17.5
11 to 15 days	1	25.0	21	52.5
More than 15 days	1	5.0	4	10.0
No response provided	1	25.0	1	2.5
Total	4	100.0	40	100.0

Table B9: Number of days out of the year closed for personal vacation, summer, or any other reason

Days closed for local for personal vacation, summer, or any other reason	Licensed		License-Exempt	
	N	%	N	%
None	0	0.0	7	18.4
1 to 3 days	0	0.0	2	5.3
4 to 5 days	0	0.0	3	7.9
6 to 8 days	1	25.0	4	10.5
9 to 11 days	0	0.0	5	13.2
12 to 15 days	1	25.0	6	15.8
16 to 30 days	2	50.0	8	21.1
N/A	0	0.0	3	7.9
Total	4	100.0	38	100.0

Enrollment

Table B10: Number of children enrolled in Licensed Home-Based Providers

	Age Group				Total
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	After-school (6 to 12 years)	
Full-time	2	0	3	14	19
Part-time	0	0	0	9	9
Total	2	0	3	23	28



Table B11: Number of children enrolled in License-Exempt Home-Based Providers

	Age Group				Total
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	After-school (6 to 12 years)	
Full-time	14	18	25	52	109
Part-time	0	1	3	50	54
Total	14	19	28	102	163

Table B12: Age groups providers typically have wait lists for

Response	Licensed		License-Exempt	
	N	%	N	%
Infants	0	0.0	4	10.0
Toddlers	0	0.0	4	10.0
Pre-school	0	0.0	3	7.5
School Age	1	25.0	3	7.5
Don't know	1	25.0	1	2.5
No wait list	2	50.0	33	82.5
Total	4		40	

† Respondents could provide multiple responses

How Care is Paid

Table B13: Children in care either not paying or paying at a discounted rate because they are friends or family

Response	Licensed		License-Exempt	
	N	%	N	%
Number and percentage of Home Providers with children either not paying or paying a discounted rate	1	25.0	13	32.5
Number and percentage of children in Home Provider care either not paying or paying a discounted rate	5	17.9	35	21.5

Table B14: Do Home Providers charge families an additional amount if their total CCDF subsidy plus parent co-pay is less than their established rate?

Response	Licensed		License-Exempt	
	N	%	N	%
Yes	1	25.0	1	2.5
No	3	75.0	33	82.5
Don't know	0	0.0	3	7.5
Total	4	100.0	37	100.0



Table B15: When slots are completely filled up, does the fee charged to families cover the costs to meet health, safety, quality of care, and staffing requirements?

Response	Licensed		License-Exempt	
	N	%	N	%
Yes	0	0.0	10	25.0
No	1	25.0	16	40.0
Don't know	3	75.0	14	35.0
Total	4	100.0	40	100.0

Table B16: Open-ended responses to why providers answered “No,” indicating the fee charged to families does not cover the costs to meet health, safety, quality of care, and staffing requirements - Licensed Home-Based Providers

Response	N	%
Due to high inflation rates.	1	100.0
Total	1	100.0



Table B17: Open-ended responses to why providers answered “No,” indicating the fee charged to families does not cover the costs to meet health, safety, quality of care, and staffing requirements - License-Exempt Home-Based Providers

Response	N	%
Because I don't charge extra and accept the rate DCCA CCDF pays me, I would have to cover all other expenses out of pocket like business license fees, annual health examination, police clearances that the DICE office require for renewal.	1	6.3
Because I have never had a chance to fill the numbers of slots, hoping that I could meet those chance, that way i could probably answer yes, next time!	1	6.3
Due to increase of cost. The monthly charge does not meet it.	1	6.3
High expenses for health and safety supplies, food and other child care items especially on Rota	1	6.3
I also provide transportation for the kids, pick up and drop offs. I also buy groceries and prepare kids meals. The cost of gas and groceries are increasing and it can be challenging to sustain a reasonable revenue for my business.	1	6.3
I say no, because it is my only family income. And to add, yes I do use it to meet my health and safety requirements. And on top of that, I provide meals for my child care kids as well as daily snacks. And I also make sure I have cleaning supplies as well as daily necessities for my child care program.	1	6.3
Our cost of living is super high. I spent more five hundred or more on snacks, cleaning and health supplies	1	6.3
Rota is not as fortunate as neighboring islands. The cost of living here is twice or triple compared to Saipan such as gas, food, non-food items, etc.	1	6.3
Sometimes the revenue is not enough. I use some of my revenue to pay for meals and gas to drop off the kids.	1	6.3
The cost of Diapers, cleaning supplies, detergent and other supplies for the daycare went up	1	6.3
The cost of utilities, water, food/snacks, gas to pick them up from school, and other expenses.	1	6.3
The current cost of utilities, water, groceries, gas, etc. has drastically increased in the past year.	1	6.3
The expenses for the kids, food, and educational material is too high on island of Rota	1	6.3
Well it does not meet what I'd anticipated to pay for and cover for coz sometime it changes rates changes drastically for this expenses and it's hard to charge more the parents with the low economy and furlough they are getting. Despite the bad economy, I care for the safety of the children too. Where will the parents go even if they can't afford to pay for childcare services. I try as much to balance what I also need to pay and what parents can afford this days during this bad economy	1	6.3
Provider doesn't charge because they are only caring for their own grandchildren	2	12.5
Total	16	100.0

Rates



Table B18: Licensed Home-Based Providers Monthly Child Care Rates

Monthly Rate	Full-Time (30 Hours Per Week or More)			Part-Time (Less Than 30 Hours Per Week)		
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)
Providers (N)	2	1	1	1	1	2
Mean	\$975.00	\$1,100.00	\$1,000.00	\$1,000.00	\$900.00	\$625.00
Minimum	\$750.00	\$1,100.00	\$1,000.00	\$1,000.00	\$900.00	\$450.00
Maximum	\$1,200.00	\$1,100.00	\$1,000.00	\$1,000.00	\$900.00	\$800.00

Table B19: Licensed Home-Based Providers Hours covered by monthly rates

Full-time hours covered			Part-time hours covered		
Hours covered by monthly rates	N	%	Hours covered by monthly rates	N	%
30	1	50.0	20	2	100.0
35	1	50.0	Total	2	100.0
Total	3	100.0			

Table B20: License-Exempt Home-Based Providers Monthly Child Care Rates

Monthly Rate	Full-Time (30 Hours Per Week or More)			Part-Time (Less Than 30 Hours Per Week)		
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)
Providers (N)	17	25	23	8	8	12
Mean	\$827.35	\$778.20	\$685.22	\$425.00	\$401.00	\$395.17
Minimum	\$700.00	\$450.00	\$550.00	\$275.00	\$275.00	\$195.00
Maximum	\$930.00	\$910.00	\$900.00	\$600.00	\$600.00	\$715.00



Table B21: License-Exempt Home-Based Providers Hours covered by monthly rates

Full-time hours covered			Part-time hours covered		
Hours covered by monthly rates	N	%	Hours covered by monthly rates	N	%
21.2	1	3.6	15	1	9.1
30	2	7.1	20	3	27.3
30 or more	1	3.6	23	1	9.1
30-50	1	3.6	25	1	9.1
40	13	46.4	27	1	9.1
45	1	3.6	28	1	9.1
47-48	2	7.1	Less than 30	1	9.1
50	4	14.3	30	2	18.2
60	1	3.6	Total	11	100.0
More than 60	2	7.1			
Total	28	100.0			

Table B22: Licensed Home-Based Providers Weekly Child Care Rates

Weekly Rate	Full-Time (30 Hours Per Week or More)			Part-Time (Less Than 30 Hours Per Week)		
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)
Providers (N)	1	1	1	1	1	1
Mean	\$300.00	\$275.00	\$250.00	\$250.00	\$225.00	\$200.00
Minimum	\$300.00	\$275.00	\$250.00	\$250.00	\$225.00	\$200.00
Maximum	\$300.00	\$275.00	\$250.00	\$250.00	\$225.00	\$200.00

Table B23: Licensed Home-Based Providers Hours covered by monthly rates

Full-time hours covered			Part-time hours covered		
Hours covered by monthly rates	N	%	Hours covered by monthly rates	N	%
30	1	100.0	25	1	100.0
Total	1	100.0	Total	1	100.0

Table B24: License-Exempt Home-Based Providers Weekly Child Care Rates

Weekly Rate	Full-Time (30 Hours Per Week or More)			Part-Time (Less Than 30 Hours Per Week)		
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)
Providers (N)	8	8	6	5	5	6
Mean	\$191.25	\$177.50	\$161.67	\$118.80	\$116.40	\$120.00
Minimum	\$150.00	\$125.00	\$100.00	\$75.00	\$63.00	\$50.00



Maximum	\$228.00	\$225.00	\$225.00	\$175.00	\$175.00	\$178.00
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Table B25: License-Exempt Hours covered by monthly rates

Full-time hours covered			Part-time hours covered		
Hours covered by monthly rates	N	%	Hours covered by monthly rates	N	%
30	1	14.3	15	1	16.7
40	3	42.9	20	2	33.3
45	1	14.3	28	1	16.7
50	2	28.6	30	2	33.3
Total	7	100.0	Total	6	100.0

Table B26: Daily Child Care Rates

Daily Rate	Licensed			License-Exempt		
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)
Providers (N)	1	1	1	11	11	9
Mean	\$60.00	\$55.00	\$50.00	\$36.73	\$34.91	\$32.44
Minimum	\$60.00	\$55.00	\$50.00	\$25.00	\$25.00	\$20.00
Maximum	\$60.00	\$55.00	\$50.00	\$50.00	\$50.00	\$50.00

Table B27: Hourly Child Care Rates

Hourly Rate	Licensed			License-Exempt		
	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)	Infants (6 weeks to 18 months)	Toddlers (19 to 35 months)	Pre-school-age (3 to 5 years)
Providers (N)	0	0	0	7	7	5
Mean	N/A	N/A	N/A	\$7.57	\$7.43	\$7.40
Minimum	N/A	N/A	N/A	\$4.00	\$4.00	\$4.00
Maximum	N/A	N/A	N/A	\$15.00	\$15.00	\$10.00

Table B28: School Age Monthly Child Care Rates

Monthly Rate	Part-time care - before and/or after school							
	Licensed				License-Exempt			
	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day
Providers (N)	0	0	0	2	9	17	12	16
Mean	N/A	N/A	N/A	\$500	\$449.11	\$566.59	\$562.33	\$618.44
Min	N/A	N/A	N/A	\$450	\$300.00	\$325.00	\$350.00	\$375.00
Max	N/A	N/A	N/A	\$550	\$715.00	\$715.00	\$780.00	\$750.00



Table B29: School Age Weekly Child Care Rates

Part-time care - before and/or after school								
Weekly Rate	Licensed				License-Exempt			
	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day
Providers (N)	0	0	0	0	0	4	0	0
Mean	N/A	N/A	N/A	N/A	N/A	\$147.50	N/A	N/A
Min	N/A	N/A	N/A	N/A	N/A	\$118.00	N/A	N/A
Max	N/A	N/A	N/A	N/A	N/A	\$180.00	N/A	N/A

Table B30: School Age Daily Child Care Rates

Part-time care - before and/or after school								
Daily Rate	Licensed				License-Exempt			
	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day
Providers (N)	1	0	0	0	6	8	6	5
Mean	\$25	N/A	N/A	N/A	\$28.67	\$30.00	\$36.17	\$38.40
Min	\$25	N/A	N/A	N/A	\$15.00	\$20.00	\$20.00	\$20.00
Max	\$25	N/A	N/A	N/A	\$47.00	\$47.00	\$50.00	\$50.00

Table B31: School Age Hourly Child Care Rates

Part-time care - before and/or after school								
Hourly Rate	Licensed				License-Exempt			
	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day	1-2 hours per day	3 hours per day	4 hours per day	6 or more hours per day
Providers (N)	0	0	0	0	3	6	2	2
Mean	N/A	N/A	N/A	N/A	\$7.67	\$8.50	\$5.50	\$5.50
Min	N/A	N/A	N/A	N/A	\$4.00	\$4.00	\$4.00	\$4.00
Max	N/A	N/A	N/A	N/A	\$12.00	\$11.00	\$7.00	\$7.00

Fees



Table B32: Fees charged in addition to child care rates

Response	Licensed		License-Exempt	
	N	%	N	%
Registration	0	0.0	2	5.0
Enrollment	0	0.0	0	0.0
Activities	0	0.0	0	0.0
Materials and supplies	0	0.0	3	7.5
Transportation	0	0.0	3	7.5
Fee to reserve slot	0	0.0	1	2.5
Deposits	0	0.0	0	0.0
Field Trips	0	0.0	2	5.0
Meals and snacks	1	25.0	6	15.0
Late pick up	0	0.0	8	20.0
Late payment fee	0	0.0	1	2.5
Other	0	0.0	0	0.0
We do not charge any additional fees	3	75.0	29	72.5
Total Providers	4		40	

† Respondents could provide multiple responses

Table B33: One-time Registration Fee Amount

Response	Licensed		License-Exempt	
	N	%	N	%
\$25	0	0.0	2	100.0
Total	0	0.0	2	100.0

Table B34: Activity or Supply Fee Amount

Fee	Licensed		License-Exempt		
	N	%	How charged	N	%
\$100	0	0.0	Monthly	1	33.3
\$500	0	0.0	Monthly	1	33.3
Depends	0	0.0	Monthly	1	33.3
Total	0	100.0		3	100.0

Operational Costs

Table B35: Has provider raised or lowered prices in the past year

Response	Raised prices in the past year due to higher operating costs				Lowered prices in the past year			
	Licensed		License-Exempt		Licensed		License-Exempt	
	N	%	N	%	N	%	N	%
Yes	0	0.0	2	5.0	0	0.0	0	0.0
No	4	100.0	38	95.0	4	100.0	40	100.0
Total	4	100.0	40	100.0	4	100.0	40	100.0

Table B36: Reasons rates were raised



Response	Licensed		License-Exempt	
	N	%	N	%
COVID-19	0	0.0	1	50.0
Salary/Minimum wage	0	0.0	1	50.0
Health Insurance	0	0.0	1	50.0
Building costs/rent	0	0.0	1	50.0
Program supplies	0	0.0	1	50.0
Utilities	0	0.0	0	0.0
Food	0	0.0	0	0.0
Training	0	0.0	1	50.0
Fewer children in care	0	0.0	0	0.0
More children in care	0	0.0	0	0.0
New staff	0	0.0	0	0.0
Quality improvement	0	0.0	2	100.0
Other: Increased prices of supplies	0	0.0	1	50.0
Total	0		2	

† Respondents could provide multiple responses

Special Program Participation and Barriers

Table B37: Does provider participate in the federal child care food program?

Response	Licensed		License-Exempt	
	N	%	N	%
Yes	1	25.0	3	7.5
No	2	50.0	33	82.5
Don't know	1	25.0	4	10.0
Total	4	100.0	40	100.0

Table B38: Is provider caring for children who receive subsidized care through CCDF?

Response	Licensed		License-Exempt	
	N	%	N	%
Yes	4	100.0	37	92.5
No	0	0.0	3	7.5
Total	4	100.0	40	100.0



Table B39: Reasons Home Providers do not accept CCDF children

Response	Licensed		License-Exempt	
	N	%	N	%
In the process of setting up	0	0.0	1	33.3
Program is new/too small	0	0.0	1	33.3
Other: I am limited to only home-care services due to the size of my house	0	0.0	1	33.3
Total	0		3	

Provider Operations

Table B40: Provider offers regular transportation as defined by using their own personal vehicle to transport children (excluding field trips)

Response	Licensed		License-Exempt	
	N	%	N	%
Yes	4	100.0	23	57.5
No	0	0.0	16	40.0
Don't know	0	0.0	1	2.5
Total	4	100.0	40	100.0

Table B41: Does provider charge for the following program practices:

Yes	Licensed		License-Exempt	
	N	%	N	%
Requires parents to pay prior to providing care	1	25.0	3	7.5
Charge when a child is absent due to the child's illness	0	0.0	5	12.5
Charge when a child is absent due to the child's vacation	0	0.0	6	15.0
Charge when provider is open on a holiday and the child is absent	0	0.0	6	15.0
Charge when a child is absent due to other reasons in the child's family	0	0.0	6	15.0
Charge when program is closed because owner is sick	0	0.0	3	7.5
Charge when program is closed because owner is on vacation	0	0.0	3	7.5
Charge when the provider is closed for the holidays	0	0.0	3	7.5

Home Provider Owner



Table B42: Years of experience owner has working in child care or early childhood education

Response	Licensed		License-Exempt	
	N	%	N	%
None/Less than a year	0	0.0	7	17.5
1 year	0	0.0	11	27.5
2 to 3	3	75.0	13	32.5
4 to 6	0	0.0	3	7.5
7 to 9	0	0.0	2	5
10 to 12	0	0.0	0	0
13 to 15	1	25.0	1	2.5
16 to 20	0	0.0	1	2.5
More than 20	0	0.0	2	5
Total	4	100.0	40	100.0

Table B43: Highest degree held by owner

Response	Licensed		License-Exempt	
	N	%	N	%
Elementary	0	0.0	1	2.5
8th Grade	0	0.0	1	2.5
2nd Year High School	0	0.0	1	2.5
High School diploma	3	75.0	29	72.5
Associates degree	0	0.0	3	7.5
Bachelors/Undergraduate degree	1	25.0	4	10
Masters/Graduate degree	0	0.0	0	0
PhD/EdD	0	0.0	0	0
Other: ECE Certificate	0	0.0	1	2.5
Total	4	100.0	44	100.0

Table B44: Does owner take care of their own children as well as the children of others?

Response	Licensed		License-Exempt	
	N	%	N	%
Yes	2	50.0	14	35.0
No	2	50.0	25	62.5
Total	4	100.0	39	100.0

Training and Planning

Table B45: Provider uses a curriculum or prepared set of activities

Response	Licensed		License-Exempt	
	N	%	N	%
Yes	3	75.0	19	47.5



No	1	25.0	21	52.5
Total	4	100.0	40	100.0

Table B46: Curriculum used by Licensed Home-Based Providers

Curriculum	Where curriculum was obtained	N	%
Creative Curriculum	Achieve CNMI	1	33.3
Positive Action Curriculum	Achieve CNMI	1	33.3
Creativity and outdoor activities	At the facilities	1	33.3
Total		3	

† Respondents could provide multiple responses

Table B47: Curriculum used by License-Exempt Home-Based Providers

Curriculum	Where curriculum was obtained	N	%
Creative Curriculum	Achieve CNMI, CCDF, grant	12	66.7
Positive Action Curriculum	Achieve CNMI	1	5.6
Different activities found online	Online sites; Dice Pacific	3	16.7
Different educational activities	CCDF; Lakeshorelearning.com	2	11.1
Total		18	

† Respondents could provide multiple responses

Table B48: How Home Provider obtained the curriculum

Response	Licensed		License-Exempt	
	N	%	N	%
I purchased it on my own	0	0.0	0	0.0
Free. Provided by government agency (i.e. CCDF, PSS, etc.)	1	33.3	3	16.7
Other				
Grant (e.g., CARES, ARPA, other Federal grant; CCDF; QA FFN)	2	66.7	12	66.7
Online	0	0.0	2	11.1
Training from Dice Pacific	0	0.0	1	5.6
Total	3	100.0	18	100.0



Table B49: Number of paid hours on average each week providers spend planning children's activities

Response	Licensed		License-Exempt	
	N	%	N	%
None	0	0.00	3	7.7
1-5 hours/week	1	25.0	32	82.1
6-10 hours/week	3	75.0	3	7.7
More than 10 hours/week	0	0.00	1	2.6
Total	4	100.0	39	100.0

Meals and Snacks Provided by Home Providers

Table B50: Does Home Provider offer meals and snacks to children

Response	Licensed		License-Exempt	
	N	%	N	%
Yes	4	100.0	39	100.0
No	0	0.00	0	0.00
Total	4	100.0	39	100.0

Table B51: Number of Snacks Provided per Day

Response	Licensed		License-Exempt	
	N	%	N	%
1 snack	0	0.00	1	2.6
1 snack half day/after school; 2 snacks full day	0	0.00	2	5.1
2 snacks	4	100.0	28	71.8
2 to 3 snacks	0	0.0	2	5.1
3 snacks	0	0.0	3	7.7
3 to 4 snacks	0	0.0	2	5.1
8 snacks	0	0.0	1	2.6
Total	4	100.0	39	100.0

Table B52: Number of Meals Provided per Day

Response	Licensed		License-Exempt	
	N	%	N	%
None (meals provided by parents)	0	0.0	1	2.6
1 meal	0	0.0	3	7.7
1 or 2 meals	0	0.0	2	5.1
2 meals	2	50.0	22	56.4
2 to 3 meals	1	25.0	3	7.7
3 meals	1	25.0	5	12.8
3 for toddlers; 1 (lunch) for pre-schoolers	0	0.0	1	2.6
6 meals	0	0.0	1	2.6
Unknown	0	0.0	1	2.6
Total	4	100.0	39	100.0



Table B53: Average amount spent on meals and snacks per month

Response	Licensed		License-Exempt	
	N	%	N	%
\$0	0	0.0	0	0.0
\$1 to \$100	0	0.0	9	23.1
\$101 to \$500	3	75.0	23	59.0
\$501 to \$1,000	1	25.0	6	15.4
Other: Not tracking	0	0.0	1	2.6
Total	4	100.0	39	100.0



Appendix C: 2024 CNMI Child Care Center Market Rate Survey Instrument

1. Which island are you located on?
 - Saipan
 - Tinian
 - Rota

2. What language/s do you speak (select all that apply)?
 - English
 - Chamorro
 - Carolinian
 - Filipino
 - Chinese
 - Korean
 - Other: _____

3. Does your program/center provide business materials such as contracts or policies in a language other than English?
 - Yes.
 - No.

4. If you answered “yes” in the previous question, in what language do you provide translated business materials such as contracts or policies?
 - English
 - Chamorro
 - Carolinian
 - Filipino
 - Chinese
 - Korean
 - Other: _____

5. Which weekly schedule do you accept for students?
 - Both full-time and part-time
 - Full-time only (30 hours or more per week)
 - Part-time only (less than 30 hours per week)

6. How does your program/center operate?
 - All year round
 - School year only



- Summer only
- Other (Please specify): _____

7. Which of the following alternative schedule options do you accept? (Select all that apply)

- Drop-in/walk-in care
- Before school
- Temporary or emergency
- Evenings
- Weekends
- Summer Camp
- None of the above
- Other (Please specify: _____)

8. What are your operation hours (Monday-Friday)?

Weekday	Open	Close
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		

9. What are your operation hours on the weekends, if any? If your center does not have weekend hours, enter "N/A."

Weekend	Open	Close
Saturday		
Sunday		

10. How many children are enrolled full-time in your program/center?

Age Group	Number of Children Enrolled Full-Time (30 Hours and more per week)



Infants (Birth to 18 months)	
Toddlers (19 to 36 months)	
Pre-school Age (3 to 5 years old)	
After school (6 years old and above)	
Total	

11. How many children are enrolled part-time in your program/center?

Age Group	Number of Children Enrolled Part-Time (Less than 30 Hours per week)
Infants (Birth to 18 months)	
Toddlers (19 to 36 months)	
Pre-school Age (3 to 5 years old)	
After school (6 years old and above)	
Total	

12. How many full-time vacancies are available in your program/center?

Age Group	Number of Full-Time Vacancies or Open Slots Available
Infants (Birth to 18 months)	
Toddlers (19 to 36 months)	



Pre-school Age (3 to 5 years old)	
After school (6 years old and above)	
Total	

13. Of the children currently enrolled in your program/center, how is their care paid for?

- Only private pay* (Proceed to question 14)
- Both private pay and subsidized pay with CCDF Child Care Program* * (Proceed to question 14)
- Only through subsidy from CCDF Child Care Program

14. Are the rates you charge private-pay families higher than the rates paid by CCDF Child Care Program?

- Yes
- No

15. Do you charge CCDF families the difference between CCDF subsidy rate and your private-pay rate?

- Yes
- No
- I don't know

16. How many days out of the year does your center close for local or religious holidays?

17. Outside of weekends and holidays, approximately how many days out of the year does your center close for personal vacation, summer, or any other reason?

Questions 18 and 19 are about how your program charges families (i.e. hourly, daily, weekly, monthly, etc.)

18. Questions about the child care services rate for children who are not yet in school:

How do you charge?	SCHEDULE*	Infants (Birth to	Toddlers (19 to	Preschoolers (3 to 5 Years Old)	How many hours do these rates cover?



		18 months)	36 months)		
__MONTHLY	FULL-TIME Monthly Rate	\$	\$	\$	#__hrs/week
	PART-TIME Monthly Rate	\$	\$	\$	#__hrs/week
__WEEKLY	FULL-TIME Weekly Rate	\$	\$	\$	#__hrs/week
	PART-TIME Weekly Rate	\$	\$	\$	#__hrs/week
__DAILY	FULL DAY (6 or more hrs/day)	\$	\$	\$	
__HOURLY		\$	\$	\$	

*Notes:

- Full-time: 30 hours or more per week
- Part-time: Less than 30 hours per week

19. Questions about the child care services rate for school-age children (kindergarten and above):

How do you charge?	<u>PART-TIME CARE</u> – Before and/or after school			<u>FULL-TIME CARE</u> –During school breaks
	1-2 hrs/day	3 hrs/day	4 hrs/day	6 or more hrs/day
__MONTHLY	\$	\$	\$	\$
__WEEKLY	\$	\$	\$	\$
__DAILY	\$	\$	\$	\$
__HOURLY	\$	\$	\$	\$



20. When your facility slots are completely filled up, does the fee you charge families cover what it costs to meet health, safety, quality of care, and staffing requirements? (i.e., Even when your facility is at full enrollment capacity, is/are your fee(s) sufficient to cover all of your expenses?)
- Yes
 - No (Please elaborate: _____)
 - I don't know

21. What was the total revenue (e.g., registration fees, private pay, subsidies, donations, EITC, other childcare services; excludes grant funds) received for childcare services for the years 2022 and 2023? What are the total childcare personnel costs (wages plus benefits) incurred in the years 2022 and 2023? Please refer to your annual income statement/profit-loss report.

	2022	2023
Revenue	\$	\$
Personnel Costs	\$	\$

Additional Fees (Questions 22 to 28)

22. Do you charge any of the following fees in addition to your childcare rates. (Select all that apply.)
- Registration
 - Transportation
 - Fee to reserve slot
 - Deposits
 - Field Trips
 - Activities
 - Materials and supplies
 - Meals and snacks
 - Late pick-up fee
 - Late payment fee
 - Other
 - We do not charge any additional fees



23. Do you charge a one-time registration fee in addition to the regular rate?

- Yes → If “yes,” how much? \$_____
- No.

24. If you answered “yes” in question number 24, how often do you charge an enrollment fee in addition to the regular rate?

- Every Semester
- Every Academic Year
- Every Calendar Year
- Other: _____

25. Do you charge an additional activity or supply fee in addition to the regular rate?

- Yes → If “yes,” how much? \$_____
- No.

26. If you answered “yes” in question number 26, how often do you charge an additional activity or supply fee in addition to the regular rate?

- Monthly
- Every Trimester (i.e. every 3 months)
- Every Semester
- Every Academic Year
- Every Calendar Year
- Other: _____

27. Have you raised your prices in the past year due to higher operating costs?

- No
- Yes → If “yes,” why did your rates go up? (Check all that apply)
 - COVID-19
 - Salary/Minimum wage
 - Health insurance
 - Building costs/rent
 - Program supplies
 - Utilities
 - Food
 - Training
 - Fewer children in care
 - More children in care
 - New staff



- Quality improvement
- Other: _____

28. Have you lowered your prices in the past year?

- No
- Yes → If “yes,” why did your rates go **down**? (Check all that apply)
 - COVID-19
 - More children in care
 - Fewer children in care
 - Decreased costs
 - To be more competitive
 - Other: _____

29. Do you typically have a waitlist for any age groups? If so, which ones?

- Infants (Birth to 18 months)
- Toddlers (19 to 36 months)
- Pre-school (3 to 5 years old)
- School Age (5 years and older)
- No waitlist
- I don't know

30. Do you participate in the CNMI Public School System's Food and Nutrition Services (PSS-FNS)?

- Yes
- No
- I don't know

31. Are you caring for children who are on a financial assistance program for childcare (such as the CCDF program)

- Yes
- No
- I don't know

32. If you currently do not accept children who are on a financial assistance program (i.e. CCDF Child Care Program), would you consider doing so?

- Yes
- No



I don't know

33. Read the following statements and rate the degree of barrier for you to accept children receiving subsidies.

To what degree are the following issues barriers to accepting children receiving subsidies:	Not a barrier	Somewhat of a barrier	Extreme barrier
1. Payment reimbursement fees are too low.			
Comments:			
2. Cannot follow the same private-pay policies, such as billing of absent days.			
Comments:			
3. Added administrative duties to receive payment.			
Comments:			
4. Takes too long to receive payments.			
Comments:			
5. Other barriers (Please elaborate.)			
Comments:			

34. Do you provide discounts or lower fees to families with more than one child enrolled in your program?

- Yes → How much discount/percentage (%) do you offer? _____
- No

35. Do you offer scholarships to parents to help cover the cost of care?

- Yes → How much scholarship/percentage (%) do you offer? _____



- No

36. Does your program have a 501(c)(3) not-for-profit status?

- Yes
- No

37. Do you charge for the following program practices?

Do you charge for the following program practices:	Yes	No
1. "I require parents to pay prior to providing care."		
2. "I charge when a child is absent due to the child's illness."		
3. "I charge when a child is absent due to the child's vacation."		
4. "I charge when I am open on a holiday and the child is absent."		
5. "I charge when a child is absent due to other reasons in the child's family."		
6. "I charge when my program is closed for the holidays."		

38. Do you or any of your staff have special needs training and/or experience in the following areas?

(Select all that apply)

- ADHD/ADD
- Asthma
- Autism
- Developmental delay
- Emotional/behavioral needs
- Hearing/sign language
- HIV/Hepatitis B
- Physical needs
- Special health needs
- Seizures
- Visual needs
- Food allergies
- Others (Please specify: _____)



39. Are you currently serving children with special needs in the last 12 months?

Yes → Proceed to Question #40

No

I don't know

40. If you served children with special needs in the last 12 months, how many children with special needs did you serve?

Age Group	Number of Children Enrolled Full-Time (30 Hours or more per week)	Number of Children Enrolled Part-Time (Less than 30 Hours per week)
Infants (Birth to 18 months)		
Toddlers (19 to 36 months)		
Pre-school Age (3 to 5 years old)		
After school (6 years old and above)		
Total		

41. Which of the following diagnoses do your children with special needs have? Refer to the child's IEP or Individualized Family Service Plan (IFSP). (Select all that apply.)

- Autism Spectrum Disorder
- Deafness
- Deaf-Blindness
- Emotional Disturbance
- Hearing Impairment
- Intellectual Disability
- Multiple Disabilities
- Other Health Impairment
- Orthopedic Impairment
- Specific Learning Disability



- Speech or Language Impairment
- Other (Please specify: _____)

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

Yes.

No.

I don't know.

43. If you served children with special needs in the last 12 months, please describe those additional expenses in the last 12 months. (Select all that apply)

- Training (Additional cost: \$_____)
- Additional staff (Additional cost: \$_____)
- Materials/Equipment (Additional cost: \$_____)
- Renovation to accommodate ADA compliance (Additional cost: \$_____)
- Others (Please specify: _____; Additional cost: \$_____)

44. Do you participate in the Reach Higher CNMI, the CNMI's Quality Rating and Improvement System (QRIS)?

Yes. —> If "yes," what is your center's star quality/number of stars? ____

No.

I don't know.

45. If you answered "no" on the previous question, is there a reason your program/center does not participate in the Reach Higher, CNMI -the CNMI's Quality Rating and Improvement System (QRIS)?

Too much paperwork / administrative burden

Enhanced reimbursement rates do not cover high costs to participate

I don't know enough about Reach Higher, CNMI

Staff would not support/participate

Other (Please specify): ____

46. In addition to the CNMI CCLP State operating license, does your center have any of the following national accreditation or certification?

National Association for the Education of Young Children (NAEYC)

National Association for Family Child Care (NAFCC)

National Association of Child Care (NACC)

Montessori Accreditation

Other: ____

No accreditations

I don't know.



*****The following questions will focus on the Child Care Cost of Quality factors.*****

Director

47. What is your estimated annual fee to maintain your accreditation? _____
48. How many years of experience do you (the director) have working in child care or early childhood education? _____
49. Do you provide direct care on a regular basis (as opposed to filling in)?
- Yes
 - No

Staffing

50. How many direct care staff work at your center?
51. How many of these staff are full-time?
52. How many of your staff have less than 3 years of experience working in early childhood?
53. How many of your staff have 8 or more years of experience in early childhood?
54. Among your direct care staff, what is the highest degree held?
- Elementary
 - High School diploma
 - Associates degree
 - Bachelors/Undergraduate degree
 - Masters/Graduate degree
 - PhD/EdD
 - None of the above

Training

55. In the past 12 months, did your center have to pay for/incur any training expenses (e.g. conference or workshop fees, onsite training fees, online training fees, travel costs, etc.) not covered/subsidized by CCDF?
- Yes → If “yes,” how much was the estimated total cost? _____
 - No

Curriculum



56. Do you use a curriculum or prepared set of activities?

- Yes →If “yes,” what curriculum? _____ and where did you obtain it? _____
- No

57. If you answered “no” on the previous question, does your center use informal assessments to measure children’s developmental progress?

- Yes
- No

Planning

58. How many paid hours on average each week is each direct care staff given for planning children’s activities?

- None
- 1-5 hours/week
- 6-10 hours/week
- More than 10 hours/week



Appendix D: 2024 CNMI Child Care Home-based Market Rate Survey Instrument

1. Which island do you provide services to?

- Saipan
- Tinian
- Rota

2. What language/s do you speak (select all that apply)?

- English
- Chamorro
- Carolinian
- Filipino
- Chinese
- Korean
- Other: _____

3. Do you provide business materials such as contracts or policies in a language other than English?

- Yes.
- No.

4. If you answered “yes” in the previous question, in what language do you provide translated business materials such as contracts or policies?

- English
- Chamorro
- Carolinian
- Filipino
- Chinese
- Korea
- Other: _____

5. Which weekly schedule do you accept?

- Both full-time and part-time children
- Full-time children only (30 hours or more per week)
- Part-time children only (less than 30 hours per week)

6. How does your home-based program operate? (Select all that apply)



- All year round
- School year only
- Summer only
- Other (Please specify:_____)

7. Which of the following alternative schedule options do you accept? (Select all that apply)

- Drop-in/walk-in care
- Before school
- Temporary or emergency
- Evenings
- Weekends
- Summer Camp
- None of the above

8. What are your operation hours (Monday-Friday)?

Weekday	Open	Close
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		

9. What are your operation hours on the weekends, if any? If your center does not have weekend hours, enter "N/A."

Weekend	Open	Close
Saturday		
Sunday		

10. How many days out of the year do you close for local or religious holidays?

11. Outside of weekends and holidays, approximately how many days out of the year do you close for personal vacation, summer, or any other reason?



12. Altogether, how many children including your own are you currently caring for at your home in a full-time capacity (more than 30 hours per week)?

Age Group	Number of Full-Time Children (30 Hours and more per week)
Infants (Birth to 18 months)	
Toddlers (19 to 36 months)	
Pre-school Age (3 to 5 years old)	
After school (6 years old and above)	
Total	

13. Altogether, how many children including your own are you currently caring for at your home in a part-time capacity (less than 30 hours per week)?

Age Group	Number of Part-Time Children (Less than 30 Hours per week)
Infants (Birth to 18 months)	
Toddlers (19 to 36 months)	
Pre-school Age (3 to 5 years old)	
After school (6 years old and above)	
Total	



14. How many of these children are either not paying or paying at discounted rates because they are friends or family?

- Number of Children not paying discounted rates: _____
- Number of Children paying a discounted rate: _____

Question numbers 15 to 17 will ask about the children not receiving friend or family discounted rates.

15. How many of these children receive subsidized care through CCDF? _____

- None
- 1 or more

16. If you answered “None” in question #15, what are the reasons you do not accept CCDF children? (Select all that apply).

- Not currently caring for CCDF children but do accept
- In the process of setting up
- Families have not requested or needed
- Paperwork/reporting requirements
- Reimbursement rates too low
- Not receiving or receiving late parent co-pays
- Not receiving or receiving late CCDF payments
- Facility is full/fills too quickly
- Facility is new/too small
- Need more information/training
- Not a CNMI QRIS aka “Rise Higher, CNMI” Provider
- Other: _____

17. If you answered “1 or more” in question #15, do you charge families an additional amount if their total CCDF subsidy plus parent co-pay is less than your established rate?

- Yes
- No
- I don't know



Rates

18. Questions about the child care services rate for children who are not yet in school:

How do you charge?	SCHEDULE*	Infants (Birth to 18 months)	Toddlers (19 to 36 months)	Preschoolers (3 to 5 yearsold)	How many hours do these rates cover?
__MONTHLY	FULL-TIME Monthly Rate	\$	\$	\$	#__hrs/week
	PART-TIME Monthly Rate	\$	\$	\$	#__hrs/week
__WEEKLY	FULL-TIME Weekly Rate	\$	\$	\$	#__hrs/week
	PART-TIME Weekly Rate	\$	\$	\$	#__hrs/week
__DAILY	FULL DAY (6 or more hrs/day)	\$	\$	\$	
__HOURLY		\$	\$	\$	

*Notes:

- Full-time: 30 hours or more per week
- Part-time: Less than 30 hours per week



19. Questions about the child care services rate for school-age children (kindergarten and above):

How do you charge?	<u>PART-TIME CARE</u> – Before and/or after school			<u>FULL-TIME CARE</u> –During school breaks
	1-2 hrs/day	3 hrs/day	4 hrs/day	6 or more hrs/day
__MONTHLY	\$	\$	\$	\$
__WEEKLY	\$	\$	\$	\$
__DAILY	\$	\$	\$	\$
__HOURLY	\$	\$	\$	\$

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

- Yes
- No
- I don't know

Additional Fees (Questions 21 to 27)

21. Do you have additional fees that are regularly charged that are now included in the fees you have indicated in the previous sections? (Select all that apply.)

- Transportation
- Fee to reserve slot
- Deposits
- Field Trips
- Meals and snacks
- Late pick-up fee
- Late payment fee
- Other
- We do not charge any additional fees

22. Do you charge a one-time registration fee in addition to the regular rate?

- Yes → If “yes,” how much? \$_____



- No.

23. Do you charge an enrollment fee in addition to the regular rate?

- Yes → If “yes,” how much? \$_____
- No.

24. If you answered “yes” in question number 23, how often do you charge an enrollment fee in addition to the regular rate?

- Every Semester
- Every Academic Year
- Every Calendar Year
- Other: _____

25. Do you charge an additional activity or supply fee in addition to the regular rate?

- Yes → If “yes,” how much? \$_____
- No.

26. If you answered “yes” in question number 25, how often do you charge an additional activity or supply fee in addition to the regular rate?

- Monthly
- Every Trimester (i.e. every 3 months)
- Every Semester
- Every Academic Year
- Every Calendar Year
- Other: _____

27. Have you raised your prices in the past year due to higher operating costs?

- No
- Yes → If “yes,” why did your rates go up? (Check all that apply)
 - COVID-19
 - Salary/Minimum wage
 - Health insurance
 - Building costs/rent
 - Program supplies
 - Utilities
 - Food
 - Training
 - Fewer children in care
 - More children in care
 - New staff



- Quality improvement
- Other: _____

28. Have you lowered your prices in the past year?

- No
- Yes → If “yes,” why did your rates go **down**? (Check all that apply)
 1. COVID-19
 2. More children in care
 3. Fewer children in care
 4. Decreased costs
 5. To be more competitive
 6. Other: _____

29. Do you offer regular transportation as defined by using your own personal vehicle to transport children (excludes field trips)?

- Yes
- No
- I don’t know

30. Do you typically have a waitlist for any age groups? If so, which ones? (Select all that apply)

- Infants (0-18 months)
- Toddlers (19-36 months)
- Pre-school (3 to 5 years old)
- School Age (6 years old and above)
- No waitlist
- I don’t know

31. Is your childcare home a for-profit or non-profit (501(c)(3)) childcare home?

- For-profit
- Non-profit (501(c)(3))
- I don’t know

32. Do you charge for the following program practices?

Do you charge for the following program practices:	Yes	No
1. “I require parents to pay prior to providing care.”		
2. “I charge when a child is absent due to the child’s illness.”		



3. "I charge when a child is absent due to the child's vacation."		
4. "I charge when I am open on a holiday and the child is absent."		
5. "I charge when a child is absent due to other reasons in the child's family."		
6. "I charge when my program is closed because I am sick."		
7. "I charge when my program is closed because I am on vacation."		
8. "I charge when my program is closed for the holidays."		

33. Does your childcare home participate in the federal childcare food program?

- Yes
- No
- I don't know

34. Is your home certified under the CNMI QRIS aka "Rise Higher, CNMI"?

- Yes, number of stars:
- No
- I don't know

35. If you answered "no" in the previous question, is there a reason your program does not participate in the CNMI QRIS aka "Rise Higher, CNMI"?

- Too much paperwork / administrative burden
- Enhanced reimbursement rates do not cover high costs to participate
- I don't know enough about the CNMI QRIS aka "Rise Higher, CNMI"
- Other: _____

*****The following questions will focus on the Childcare Cost of Quality factors.*****

Owner

36. How many years of experience do you (the owner) have working in childcare or early childhood education? _____

37. What is your highest degree of education completed?



- Elementary
- High School diploma
- Associates degree
- Bachelors/Undergraduate degree
- Masters/Graduate degree
- PhD/EdD
- Others (Please specify: _____)

38. Do you take care of your own children as well as the children of others?

- Yes
- No

Curriculum

39. Do you use a curriculum or prepared set of activities?

- Yes → If “yes,” what curriculum? _____ and where did you obtain it? _____
- No

40. If you answered “yes” in question 49, how did you obtain the curriculum?

- I purchased it on my own. (Estimated amount: _____)
- Free. Provided by government agency (i.e. CCDF, PSS, etc.)
- Others. (Please specify: _____)

Planning

41. How much time on average do you spend each week planning children’s activities?

- 0 or None
- 1-5 hours/week
- 6-10 hours/week
- More than 10 hours/week

Nutrition

42. Do you offer meals and snacks to your children?

- Yes → How many snacks per day? _____ How many meals per day? _____
- No

43. How much do you spend on meals and snacks on average per month?

- \$0
- \$1-100
- \$101-500



- \$501-\$1,000
- Others (Please specify: _____)

