

SSFAB

STUDENT | SERVICE | FEE | ADVISORY | BOARD

Budget Request Form FY 2010

To be Completed by Department for Each Individual Request

Department: Children's Center

SSFAB Use Only	
YES	NO

Program, Service, or Operation Requested

To create Service Excellence Award for outstanding Becky Gates Children's Center staff members.

General Description:

The quality of childcare is mainly dictated by the experience and education level of the BGCC staff. The teachers and staff support the efforts of the university students to achieve their educational and career goals by diligently working to ensure a safe, educational, and stimulating environment for the children of Aggies. We want to retain our quality staff members and recognize their talents, dedication, and pursuit of excellence in education. Maintaining consistency in staff and retaining teachers with degrees, all impact the quality of service that the university student parents receive from the BGCC. We are asking for \$10,000 to create Service Excellence Awards for the talented and educated staff who are sorely under compensated for their level of dedication and education. The one time awards will not exceed \$2,500. We anticipate awards being in the range of \$1,000-\$1,500. The award will not be included in the staff member's base salary.

Request Type: Full Increase One Time Partial/Matching

General Questions:

How does this request impact students and what motivated this request (needs, strategic planning, etc.)?

Typically, any salary increase would impact the childcare tuition rate of the university student parent. We are asking for assistance to minimize the financial burden of the student parent, while also recognizing the value of our qualified staff. The starting salary for a Lead Teacher position at the BGCC is \$21,000/yr. This minimum is set regardless of the level of education or experience, thus an applicant with a Bachelors degree and two years of experience can only expect to earn \$21,000 at a minimum. We currently have 4 Lead Teachers with degrees. The remaining teachers have Associates or Child Development Associate certificates. In comparison to the Bryan Independent School District and the College Station Independent School District, a teacher applicant with a degree in education and zero years of experience can expect to earn between \$35-36,000/yr. Our teachers with Bachelors degrees wanted to work with young children and understood that they would not be similarly compensated by working at the BGCC, however it was a calling and desire that led them to choose a career path that does not nearly compensate them for their years of education. We want to recognize these individuals and demonstrate that we believe that their talents, efforts AND education deserves to not only be highlighted but also rewarded monetarily. The chart below should shed some light on the salary ranges of our teachers with Bachelor degrees.

Experience prior to Center	Experience @ Center	Current Annual Salary
11 years	2 years	23,093
9 years	1 year	21,630
2 years	6 months	21,000
1½ years	2 years	22,660

Have other sources of funding (fundraising, sponsorship, membership dues, etc) been considered? Please explain:

Parent Advisory Council holds fundraisers each year (yard sale, cook book sale), to assist in covering the conference costs of our teaching staff.

Generally, what assessment tools will you use to evaluate this program/service?

Use the annual parent evaluation survey to gauge the feedback regarding our staff and quality of care.
Track the education level, years of experience and salary amounts of Lead Teachers.

Funding Description:

	Dollar Amount
Total Estimated Cost	10,000
Service Excellence Awards	
<i>Less Estimated Partial/Matching Funds (if applicable)</i>	
TOTAL SSFAB INCREASE REQUEST	10,000

SSFAB Comments/Notes:

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