Community-based organization (CBOs) programs provide services for most young children enrolled in the city-funded early childhood education system — particularly those with high economic need. Currently, there are 81,611 children under age 5 enrolled in early education services at Department of Education (DOE) schools and CBO centers. Of these children, 62% (50,906) are taught in community-based centers.

The city pays CBO educators, who are mostly women of color, significantly less than their peers at the Department of Education (DOE). This pay inequity, in addition to other risks factors, now compromise program stability and quality.

We urge Mayor de Blasio and the Department of Education to end pay disparity and to build a stable birth-to-5 early education system that invests in high-quality programs. An investment in CBO teachers and essential program components is an investment in children, families, and communities.

Read on to learn more about the important role CBOs play in educating and caring for New York’s youngest children in each borough and the wage gap and other risk factors that threaten stability and quality of the system overall.

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Community-based organizations are the backbone of Mayor de Blasio’s effort to expand early childhood education programs and are largely responsible for the success of his Pre-K and 3-K expansions. Earlier this year, the Department of Education (DOE) released new requests for proposals that are the first step in creating an integrated, birth-to-five early education system.

After analyzing the RFP with our partners, we joined 70 other organizations urging the DOE to withdraw the RFP. For the reasons outlined below, we believe the current proposals would harm teachers, service providers, children and families, and communities.

In addition to failing to pay early educators equitably, the RFPs would negatively impact program quality and pose significant risks to the stability of programs. We urge the DOE to address these programmatic and fiscal risks in the RFPs and invest the resources needed to ensure that early education services — and thus children — are set up to succeed.

The current RFPs risk program quality and system stability because they:

1. Allow the DOE to pay providers less than what is needed to cover all costs by penalizing providers if enrollment dips. Yet, DOE will handle all enrollment centrally, taking recruitment power out of the hands of the service providers.

2. Reduce the quality of services for families whose children rely on extended day and summer programming by creating a new distinction between “core” and “non-core” hours.

3. Do not provide funding for indirect costs such as program management and oversight, administrative operations, facilities, and organizational insurance policies are critical to keep programs running.

4. Keep program reimbursement flat for five to eight years setting providers up for major budget gaps.

5. Perpetuate salary disparity by failing to close the wage gap between early education teachers at CBOs and their peers at DOE schools.
Bronx Community-Based Organizations Are Essential to Educating Young Children

Early childhood educators at community-based organizations (CBOs) teach and care for most children in the Bronx — particularly those with high economic need. This is why the Department of Education (DOE) must end pay disparity between early educators and fully fund CBO contracts to build a stable birth-to-five system.

Did You Know:
The city pays Pre-K teachers at CBOs up to 60% less than their peers in DOE Pre-K classrooms.

Over 70% of CBO Pre-K teachers are people of color, while just 40% of DOE Pre-K teachers are people of color.*

CBOs educate the majority of Bronx children under age 5
The City is creating a birth-to-five early education system, which relies on CBOs to offer the lion’s share of seats in the Bronx and throughout NYC.

- There are 105,951 children under 5 in the Bronx, making up 20% of all NYC’s young children.
- Bronx has more than 20,000 young children enrolled in the city-funded early childhood education system. CBOs educate and care for more than half of these children.
- The Bronx has the largest share of children enrolled (19%) in contracted care. The NYC average is about 16.5%.

Source on teacher demographics: National Center for Children and Families at Teachers College, Columbia University
All other data: Administration for Children’s Services Child Care Data (February 2018) and Department of Education Demographic Snapshots (SY 2017/2018)
As Bronx children grow, most families shift their reliance from family-based services to CBO centers. Many CBO-based programs serve areas of the city where children who experience poverty are more likely to live. 60% of Bronx children (13,341) in the city-funded early childhood education system live in the highest poverty districts.

Number of children enrolled in CBO Centers

<table>
<thead>
<tr>
<th>Enrollment in CBO Centers</th>
<th>Child Poverty Rate (children under 18)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 - 26</td>
<td>10.9% - 20.5%</td>
</tr>
<tr>
<td>27 - 49</td>
<td>20.6% - 36.5%</td>
</tr>
<tr>
<td>50 - 84</td>
<td>36.6% - 58.6%</td>
</tr>
<tr>
<td>85 - 184</td>
<td>Parks and Uninhabited</td>
</tr>
</tbody>
</table>

Check out our online database Keeping Track Online at [www.data.cccnewyork.org](http://www.data.cccnewyork.org) where you’ll find many of these data points and more.
Brooklyn Community-Based Organizations Are Essential to Educating Young Children

Early childhood educators at community-based organizations (CBOs) teach and care for most young children in Brooklyn — particularly those with high economic need. This is why the Department of Education (DOE) must end pay disparity between early educators and fully fund CBO contracts to build a stable birth-to-five system.

Did You Know:
The city pays Pre-K teachers at CBOs up to 60% less than their peers in DOE Pre-K classrooms.

Over 70% of CBO Pre-K teachers are people of color, while just 40% of DOE Pre-K teachers are people of color.*

CBOs educate the majority of Brooklyn children under age 5

The City is creating a birth-to-five early education system, which relies on CBOs to offer the lion’s share of seats in Brooklyn and throughout NYC.

- There are 193,410 children under 5 in Brooklyn, making up more than a third (35%) of all NYC’s young children.
- Brooklyn has 30,093 children under 5 enrolled in contracted care. CBOs educate more than half (57.9%) of them.
- Brooklyn’s share of children enrolled in contracted care (15%) is just below the city-wide average (16.5%).

Source on teacher demographics: National Center for Children and Families at Teachers College, Columbia University
All other data: Administration for Children’s Services Child Care Data (February 2018) and Department of Education Demographic Snapshots (SY 2017/2018)
As Brooklyn children grow, most families shift their reliance from family-based services to CBO centers.

Many CBO-based programs serve areas of the city where children who experience poverty are more likely to live.

6,067 (20%) of Brooklyn young children in city-funded early childhood education systems live in the borough’s highest poverty districts: Borough Park (CD 312), Williamsburg (CD 301), and Bushwick (CD 304).

Check out our online database
Keeping Track Online at www.data.cccnewyork.org where you’ll find many of these data points and more.
Manhattan Community-Based Organizations Are Essential to Educating Young Children

Early childhood educators at community-based organizations (CBOs) teach and care for most young children in Manhattan — particularly those with high economic need. This is why the Department of Education (DOE) must end pay disparity between early educators and fully fund CBO contracts to build a stable birth-to-five system.

Did You Know:
The city pays Pre-K teachers at CBOs up to 60% less than their peers in DOE Pre-K classrooms.

Over 70% of CBO Pre-K teachers are people of color, while just 40% of DOE Pre-K teachers are people of color.*

CBOs educate the majority of Manhattan children under age 5

The City is creating a birth-to-five early education system, which relies on CBOs to offer the lion’s share of seats in Manhattan and throughout NYC.

- There are 80,023 children under 5 in Manhattan 14.5% of all NYC’s young children
- Manhattan has 12,395 children under 5 enrolled in city-funded early childhood education system. CBOs educate more than half (52%) of them.
- Manhattan’s share of young children enrolled in contracted care is 15.5%. The NYC average is about 16.5%.

Source on teacher demographics: National Center for Children and Families at Teachers College, Columbia University
All other data: Administration for Children’s Services Child Care Data (February 2018) and Department of Education Demographic Snapshots (SY 2017/2018)
As Manhattan children grow, most families shift their reliance from family-based services to CBO centers. Many CBO-based programs serve areas of the city where children who experience poverty are more likely to live.

4,603 (40%) of all Manhattan children in city-funded early childhood education systems are in the borough’s highest poverty districts: Lower East Side (CD 103), East Harlem (CD 111), and West Harlem (CD 109).

Check out our online database Keeping Track Online at www.data.cccnewyork.org where you’ll find many of these data points and more.
Early childhood educators at community-based organizations (CBOs) teach and care for most young children in Queens — particularly those with high economic need. This is why the Department of Education (DOE) must end pay disparity between early educators and fully fund CBO contracts to build a stable birth-to-five system.

**Did You Know:**
The city pays Pre-K teachers at CBOs up to 60% less than their peers in DOE Pre-K classrooms.

Over 70% of CBO Pre-K teachers are people of color, while just 40% of DOE Pre-K teachers are people of color.*

CBOs educate the majority of Queens children under age 5
The City is creating a birth-to-five early education system, which relies on CBOs to offer the lion’s share of seats in Queens and throughout NYC.

- There are 145,810 children under 5 in Queens making up 26.4% of all NYC’s young children.
- Queens has 24,117 children under 5 enrolled in city-funded early childhood education system. CBOs educate and care for more than half (56%) of them.
- Queens’ share of young children enrolled in contracted care is 16.5%, matching the citywide average.

Source on teacher demographics: National Center for Children and Families at Teachers College, Columbia University
All other data: Administration for Children’s Services Child Care Data (February 2018) and Department of Education Demographic Snapshots (SY 2017/2018)
As Queens children grow, most families shift their reliance from family-based services to CBO centers. Many CBO-based programs serve areas of the city where children who experience poverty are more likely to live.

1,333 (5%) of all Queens children in city-funded early childhood education systems are in the borough’s highest poverty district: The Rockaways (CD 414).

Check out our online database Keeping Track Online at [www.data.cccnewyork.org](http://www.data.cccnewyork.org) where you'll find many of these data points and more.
Staten Island Community-Based Organizations Are Essential to Educating Young Children

Early childhood educators at community-based organizations (CBOs) teach and care for most young children in Staten Island — particularly those with high economic need. This is why the Department of Education (DOE) must end pay disparity between early educators and fully fund CBO contracts to build a stable birth-to-five system.

Did You Know:
The city pays Pre-K teachers at CBOs up to 60% less than their peers in DOE Pre-K classrooms.

Over 70% of CBO Pre-K teachers are people of color, while just 40% of DOE Pre-K teachers are people of color.*

CBOs educate the majority of Staten Island children under age 5
The City is creating a birth-to-five early education system, which relies on CBOs to offer the lion’s share of seats in Staten Island and throughout NYC.

- There are 27,382 children under 5 in Staten Island making up 5% of all NYC’s young children.
- Staten Island has 4,276 children under 5 enrolled in city-funded early childhood education system. CBOs educate and care for more than half (52%) of them.
- Staten Island’s share of young children enrolled in contracted care is 15.6%. The citywide average is 16.5%.

Source on teacher demographics: National Center for Children and Families at Teachers College, Columbia University
All other data: Administration for Children’s Services Child Care Data (February 2018) and Department of Education Demographic Snapshots (SY 2017/2018)
As Staten Island children grow, most families shift their reliance from family-based services to CBO centers. Many CBO-based programs serve areas of the city where children who experience poverty are more likely to live.

1,846 (45%) of all Staten Island children in city-funded early childhood education systems are in the borough’s highest poverty district: St. George (CD 501).

Check out our online database Keeping Track Online at [www.data.cccnewyork.org](http://www.data.cccnewyork.org) where you’ll find many of these data points and more.