

NCSU Childcare Transition Plan and Enhancement Update

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Faculty Senate
March 19, 2019

Background and Options Explored

Background

- NC State Child Care Center Opened in 2008 located on Dorothea Dix Property
- The Center is managed by Bright Horizons. Contract with Bright Horizons was renewed for a 5 year term December 2014 – December 2019
- Lease with City of Raleigh was renewed July 2017 through July 2018. NC State requested and was granted two extensions of the lease through July 2019
- The Child Care Center, operating in partnership with Bright Horizons will close June 30, 2019

Options Explored 2017 - 2018

- Notified Faculty Well Being Committee of need to find alternative location for facility and to begin exploring solutions and address challenges
- Negotiated with the City of Raleigh to try to keep the facility open, to include securing lease extensions on the property
- Worked with Real Estate, Finance, and Budget Offices to:
 - Identify possible on-site/nearby locations
 - Funding options and models to build or retro-fit a facility
 - Assessed feasibility of converting part of Research IV (Centennial)
- Conducted a review of peer institutions and UNC System institution's Child Care programs (ex: UNC-Chapel Hill, App State, Cornell, Brown)

Options Explored 2017 - 2018

- Negotiations with Bright Horizons and other child care providers in the Triangle (Discussions included facility locations, building development projects, partnerships and/or discounts)
- Established a child care advisory work group (October 2018) includes a variety campus stakeholders:
 - VC Finance & Administration
 - AVC HR
 - AVC Real Estate
 - AVC Budget
 - Director of Benefits
 - Wellness and Recognition Program Manager
 - Representatives from (Faculty Senate, Staff Senate, Faculty Well-Being Committee, Council on the Status of Women)
 - College of Veterinary Medicine Representative

Communication to Impacted Families

- Bright Horizons Staff notified of center transition February 13, 2019 at 6:30 PM Staff Meeting
- Following conclusion of Staff Meeting, NC State sent out initial communication to impacted families February 13, 2019
- Parent Information Meeting initially scheduled for February 19th was rescheduled to accommodate alternative schedules and provide tours of Harrison Park Center
 - Four parent information meetings held, two on 2/21/19 and two on 2/27/19.
- On 2/27/19 additional communication sent to impacted families with updates regarding the child care transition plan and enhancements to the child care program at NC State

Bright Horizon (BH) Transition Plan for Impacted Families

- All families at current center (NC State and Community Members) have **guaranteed spots** at Harrison Park location
- May also choose another BH Triangle-area location to transfer to (dependent on availability)
- Families have until 3/31/19 to notify BH of their location choice
- Current NC State Tuition Rates continue through December 31, 2019 (negotiations underway with BH to extend rates to December 31, 2020), subject to annual renewal thereafter
- BH staff will transition with children to Triangle-area centers to ensure continuity of teacher care

Additional Child Care Enhancements

Extend Bright Horizons Contract

Negotiating with Bright Horizons to extend NC State's contract to December 31, 2020 (subject to annual renewal thereafter) to:

- Continue NC State Child Care Tuition Rate for impacted families
- Increase capacity at Triangle Bright Horizon locations to **a total of 100 spaces**
 - Good News! Eligible NC State families can receive the NC State child care tuition rate at these facilities, subject to space availability and budget.

The Goddard School (Ridge Road Location)

NC State has also established a new provider partnership with The Goddard School, located at 1215 Ridge Road, Raleigh, NC 27605. This partnership will began March 1, 2019.

Benefits of this New Provider Partnership:

- ✓ This provider is located in very close proximity (less than 2 miles) to the NC State campus.
- ✓ This is a new four-star facility that provides quality child care for children ages infant to 6 years old.
- ✓ Priority consideration will also be given for eligible NC State families for current and future child care openings that become available at this center's location.
- ✓ This will increase opportunities for greater access to child care in the downtown Raleigh area for our eligible NC State families.

NC State has agreed to pay the deposit of ½ first month tuition and initial \$150 registration fee for each of the reserved spaces.

The Goddard School (Ridge Road Location)

- To increase access and capacity to quality child care for eligible NC State families, **the university has reserved and prepaid 17 child care spaces at this center.** See chart below for details.

Infant	2 Spaces	Available Spring 2020
12-23 Months	2 Spaces	Available Spring 2020
2-35 Months	3 Spaces	Available Now
3+ Years	10 Spaces	Available Now

- Families impacted by the transition will be given first priority** to indicate if they would like to reserve one or more of these space(s) for their child(ren), subject to space availability, on a first-come basis until 3/31/2019

The Goddard School Application Process

- To receive first priority consideration, interested families are required to complete and submit the center's application for enrollment no later than March 31, 2019.
- A wait list will be established and slots will be filled on a first-come basis.
- For current available spaces only: due to the child care transition, impacted families who reserved a space at the center must have their child(ren) begin attending the school by no later than September 3, 2019.
- Note: Bright Horizons has kindly agreed to waive the 30-day notice requirement for impacted families considering moving their child(ren) to another child care provider.
- After March 31, 2019, any remaining and future child care openings at the center will be advertised to other eligible NC State families.

RightTime KiDS Drop-In Child Care

- NC State has obtained a discount at RightTime KiDS Drop-in childcare locations in the Triangle area.
- This new option will provide a flexible family-friendly solution to address the short-term, urgent, after-hours and/or last-minute child care needs of our NC State families.

Nearest location to the NC State Campus (approx. 1.1 miles):

1028 Oberlin Rd, #242, Raleigh, NC 27605

Age Ranges Served:

18 months to 12 years

Discount Available For:

NC State faculty, staff, postdocs and students

NC State Discounted Non-Member Rate:

\$8/hour (standard non-NC State rate is \$12/hour)

Next Steps

Impacted Families

- Hold individual meetings with impacted families to discuss their concerns and child care needs due to the transition
- Conduct parent meetings and family tours at the BH Harrison Park location
- Work with the supervisors of impacted families to give the employee time off to tour and find a new child care location without having to use their own personal leave
- Hold frequent meetings with the BH management and Goddard School management to coordinate the placement of these families to ensure a smooth transition
- Continue working with impacted families to ensure each family and child is placed at a 1) a BH facility of their choice, 2) The Goddard School (Ridge Road Location), 3) another provider of their choice

Continue to Enhance NC State's Child Care Program

- Finalize contract negotiations with Bright Horizons to extend contract, the NC State child care tuition rate, and to increase capacity and access for eligible NC State families (approx. 100 total spaces)
- Announce enhancements with Bright Horizons and Goddard School to campus (April 2019)
- Develop plan to assess feasibility of on-site child care locations and additional third party child care provider partnerships
- Childcare Advisory group will explore faculty and staff need for child care and elder care programs
 - Continue to partner with Triangle area child care providers to provide space at existing centers and discounted rates to NC State staff and faculty
 - Explore lower-cost centers and potential discounted rates
 - Explore options including drop in child care, back-up child care, elder care, babysitter/nanny search services

Questions?
