child care centers in gsa space
2008 child care annual profile
The General Services Administration’s (GSA) Child Care Program supports our national commitment to providing quality child care as a key building amenity and an essential component of a quality work environment. The Child Care Operations Division, within the Public Buildings Service, oversees the program ensuring that working families using child care centers located in GSA managed space receive high quality care for their children.

We work in partnership with federal agencies and boards of directors to select high quality child care providers. We strive to take advantage of the best available child care resources within each local community. Overall program guidance and standards are prioritized in formal licensing agreements.

Title 40 of the United States Code, section 590 gives federal agencies the authority to establish child care centers for federal families. The centers are designed to serve federal families on a priority basis and community participation is welcome. The code also allows federal agencies to use appropriated dollars to improve the affordability of child care for lower income federal employees.
programs
of the 110 centers operating nationally at the time of the survey:
95% provide infant care
11% provide kindergarten (state-approved) programs
39% provide drop-in/emergency care
14% provide before/after school programs

accreditation
by the National Association for the Education of Young Children
85% of eligible centers are accredited

operating hours
84% of the centers are open 11 or more hours per day
open hours range from 10 to 12 hours per day

enrollment figures
7,993 children enrolled nationally
7,093 full time
900 part time
4,717 from federal families
3,276 from non-federal families

enrollment age groups

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-12 months</td>
<td>1,044</td>
</tr>
<tr>
<td>13-24 months</td>
<td>1,417</td>
</tr>
<tr>
<td>25-36 months</td>
<td>1,730</td>
</tr>
<tr>
<td>37-48 months</td>
<td>1,882</td>
</tr>
<tr>
<td>49-60 months</td>
<td>1,505</td>
</tr>
<tr>
<td>over 60 months</td>
<td>415</td>
</tr>
</tbody>
</table>
We oversee a network of private, market-based child care providers. This network consists of both for-profit and not-for-profit companies and includes nationally recognized providers as well as small independent organizations.

**Our providers**

44% are not-for-profit organizations
56% are for-profit organizations

- **9%** national not-for-profit
- **16%** independent not-for-profit
- **19%** board run
- **28%** national for-profit
- **28%** independent for-profit
staffing
1,893 full-time and 350 part-time staff are employed in our centers
81% of Directors have 10 or more years of experience in early childhood education
average tenure for Directors in a center is 5.5 years
average turn over rate for full time teaching staff is 26%
average turn over rate for center staff is 31%

salaries
Director: $27,040 - $81,890 average $46,860
Teacher: $18,720 - $56,014 average $30,510

benefits
100% offer paid leave
70% have retirement plans
96% offer health insurance – 76 centers provide 50% or more of the coverage
85% offer sick leave
The cost of care in our GSA child care centers is determined locally. Tuition rates vary according to geographical locations, services offered, number of operating hours, size of center and other criteria. Federal agencies do not directly subsidize operating costs, instead parent fees are assessed.

**Tuition assistance**
1,761 families received some form of assistance

$2,556,216 was collected from a variety of sources, including state funds

$89,903 was from Combined Federal Campaign contributions

243 families received assistance from their agency

147 active duty Army families received assistance through the GSA/Army partnership

35 centers participated in the USDA food program

**Tuition average per week**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Federal</th>
<th>Non-Federal</th>
<th>Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infants</td>
<td>$232</td>
<td>$246</td>
<td>$122-413</td>
</tr>
<tr>
<td>Toddlers</td>
<td>$220</td>
<td>$232</td>
<td>$122-396</td>
</tr>
<tr>
<td>Two year olds</td>
<td>$200</td>
<td>$211</td>
<td>$110-345</td>
</tr>
<tr>
<td>Pre-school</td>
<td>$177</td>
<td>$187</td>
<td>$95-345</td>
</tr>
<tr>
<td>Kindergarten</td>
<td>$182</td>
<td>$190</td>
<td>$78-266</td>
</tr>
</tbody>
</table>
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*Centers’ survey data collected October 2007.