

RATE ELEMENT DEFINITIONS AND SELECTION POINTS FOR CENTER-BASED PROGRAMS

Base document: Previously shared at the December 2024 RQAP meeting.

New to current version: Modifications to definitions and selection points in red and summarized in the last column, if needed.

Table 1. Ratios and Group Size			
BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	Meets Licensing Standards, Title 22 Infants (0 up to 24 months) Ratio:1:4 adult-child, Preschool (2 years up to TK/Kindergarten enrollment), Ratio: 1:12 adult-child, 1:15 teacher-child School Age (TK/Kindergarten and above), 1:14 adult-child	Meets Licensing Standards, Title 22 and Title 5 Infants (0 - up to 18 months) 1:3 adult-child, 1:18 teacher-child Toddlers (18 months – up to 36 months) 1:4 adult-child, 1:16 teacher-child Preschool (36 months up to TK/Kindergarten) 1:8 adult-child, 1:24 teacher-child School Age (TK/Kindergarten up to 14 yr) 1:14 adult-child, 1:28 teacher-child	No change
Selection Points:	Infant: Max Group Size: 12 Preschool: Max Group Size: 24 School Age: Max Group Size: 28	Infant: Max Group Size: 9 Toddlers: Max Group Size: 16 Preschool: Max Group Size: 24 School Age: Max Group Size: 28	Added selection points

Table 2. Staffing Pattern

BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	<p>Teaching and Non-Teaching staffing pattern is driven by Title 22 ratio and group size and number and age of children. The following are the model assumptions:</p> <p>Teaching staff: Each classroom has lead teacher, with additional staff counted as assistant teachers to meet ratio requirements.</p> <p>Additional 40% coverage included per classroom to allow for coverage throughout the day for breaks an opening/closing to always maintain ratios. Based on the assumption that program is open more than 40 hours per week.</p> <p>Non-teaching staff: ECE Program Director (0.5 FTE for up to 50 children, 1 FTE if 51-150 children, 1.5 FTE if 151-250 children, 2 FTE if over 250 children) ECE Supervisor/ Assistant Director (1 FTE per 94 children) Financial manager (0.25 FTE for 31-60 children, 1 FTE per 60 children) Admin Assistant (0.5 FTE if <60 children and 1 FTE per 60 children)</p>	<p>Teaching and Non-Teaching staffing pattern is driven by Title 5 ratio and group size and number and age of children. The following are the model assumptions:</p> <p>Teaching staff: Each classroom has lead teacher, with additional staff counted as assistant teachers to meet ratio requirements.</p> <p>Additional 40% coverage included per classroom ton allow for coverage throughout the day for breaks an opening/closing to always maintain ratios. Based on the assumption that program is open more than 40 hours per week.</p> <p>Non-teaching staff: ECE Program Director (0.5 FTE for up to 50 children, 1 FTE if 51-150 children, 1.5 FTE if 151–250 children, 2 FTE if over 250 children) ECE Supervisor/ Assistant Director (1 FTE per 60 children) Financial manager (0.25 FTE for 31-60 children, 1 FTE per 60 children) Admin Assistant (0.5 FTE if <60 children and 1 FTE per 60 children) Enrollment/Eligibility Specialist (1 FTE per 100 children)</p>	<p>Clarified “additional 40%” coverage</p>
Selection Points:	N/A	N/A	Added selection points

Table 3. Salary/Wage/Income

BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	<p>Depends on selection point.</p> <p>Model can be run using various combinations of the following sources:</p> <p>Bureau of Labor Statistics (BLS), 2023</p> <p>MIT Living Wage Calculator for CA, 2023, with family composition adjustment.</p> <p>* Hybrid “BLS-Plus” approach that adjusts BLS upward by a percentage that varies by geographic region, using the MIT Living Wage Calculator to inform the adjustments.</p> <p>A regional difference factor may be considered that varies by geographic region.</p>	<p>Depends on selection point.</p> <p>Salary scale adjusted some percentage higher than Title 22 salaries</p> <p>Model can be run using various combinations of the following sources:</p> <p>Bureau of Labor Statistics (BLS), 2023</p> <p>MIT Living Wage Calculator for CA, 2023, with family composition adjustment.</p> <p>* Hybrid “BLS-Plus” approach that adjusts BLS upward by a percentage that varies by geographic region, using the MIT Living Wage Calculator to inform the adjustments.</p> <p>A regional difference factor may be considered that varies by geographic region.</p> <p>Title 5 operational days are defined as 250 days per year.</p>	No change
Selection Points:	<p>Regionally-adjusted salary scales using the “Hybrid BLS-Plus” approach and 2024 salary data</p> <p>Counties are grouped into five regions by cost of living and BLS-Plus percentages are as follows:</p> <p>Region 1: 146%</p> <p>Region 2: 163%</p> <p>Region 3: 174%</p> <p>Region 4: 178%</p> <p>Region 5: 188%</p>	<p>Regionally-adjusted salary scales using the “Hybrid BLS-Plus” approach and 2024 salary data</p> <p>Counties are grouped into five regions by cost of living and BLS-Plus percentages are as follows:</p> <p>Region 1: 146%</p> <p>Region 2: 163%</p> <p>Region 3: 174%</p> <p>Region 4: 178%</p> <p>Region 5: 188%</p> <p>Hourly wage value for each position is 10% higher than Title 22 wage.</p>	Added selection points

Table 4. Mandatory Expenses Related to Staffing

BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	FICA-Social Security at 6.2%, Medicare at 1.45%, unemployment insurance at 3% and workers' compensation at 6%.	FICA-Social Security at 6.2%, Medicare at 1.45%, unemployment insurance at 3% and workers' compensation at 6%.	No change

Table 5. Discretionary Benefits — PTO

BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	Paid time off for each teaching staff	Paid time off for each teaching staff	Clarified “teaching” staff
Selection Points:	20 days for each staff	20 days for each staff CSPP Part-Day gets 10 days PTO	Added selection points

Table 6. Discretionary Benefits — Health, Employer Share

BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	Dollar amount per staff position	Dollar amount per staff position	No change
Selection Points:	\$6,099	\$6,099	Added selection points

Table 7. Training			
BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	At least 21 hours annually per staff, based on requirements	TBD, Title 22+ additional At least 32 hours annually, per staff, based on requirements	For Title 22 Centers, clarified “at least 21 hours,” “based on requirements” For Title 5 Centers, struck out “TBD, Title 22+ additional” and clarified “at least 32 hours”
Selection Points:	An additional 10 hours annually, per staff for suspension/expulsion training. (for a total of 31 hours)	An additional 10 hours annually, per staff for suspension/expulsion training. (for a total of 42 hours) For CLASS Observers in CSPP and position utilizing ERS in CCDF programs, an additional 42.5 hours/year for a total of 84.5 hours.	Added selection points

Table 8. Planning Time			
BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	Hours per week	Hours per week	No change
Selection Points:	5 hours/week, per lead teacher	10 hours/week (1.5 hours/day per teacher and 0.5 hours/day per assistant)	Added selection points

Table 9. Family Engagement			
BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	Number of hours per child per year to support required and expected family engagement activities, including but not limited to conferences/conference equivalents	Number of hours per child per year to support required and expected family engagement activities, including but not limited to conferences/ conference equivalents	No change
Selection Points:	2 conferences per child, per year, 2 hours per conference (4 hours total per child)	3 conferences per child, per year, 2 hours per conference (6 hours total per child)	Added selection points

Table 10. Child Education and Development			
BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	A flat amount per child annually plus a flat amount per classroom, in addition to what is included in non-personnel	A flat amount per child annually plus a flat amount per classroom, in addition to what is included in non-personnel	No change
Selection Points:	\$100 per child annually plus \$1,500 per classroom	\$200 per child annually plus \$3,000 per classroom	Added selection points

Table 11. Child Health			
BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	A flat amount per child annually in addition to what is included in non-personnel	A flat amount per child annually in addition to what is included in non-personnel	No change
Selection Points:	\$50 per child annually in addition to what is included in non-personnel	\$100 per child annually in addition to what is included in non-personnel	Added selection points

Table 12. Inclusion Supports for BASE Rate Elements

BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	Equipment and Special Materials: fixed amount per child/year Hours: fixed number of hours/week/child Number of children to whom this applies is a selection point	Equipment and Special Materials: fixed amount per child/year Hours: fixed number of hours/week/child Number of children to whom this applies is a selection point	No change
Selection Points:	Equipment and Special Materials: \$250 per child/year Inclusion Aides: 5 hours per week/child Apply to 1 child	Equipment and Special Materials: \$400 per child/year Inclusion Aides: 10 hours per week/child Apply to greater of 3 children or 5% group size	Added selection points

Table 13. Dual Language/Multilingual Learner Supports

BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	Dollar amount per child per year. Apply per child/year materials cost to 60% of group size Dollar amount per teaching staff per year to support general MLL service capacity	Dollar amount per child per year. Apply per child/year materials cost to 60% of group size Dollar amount per teaching staff per year to support general MLL service capacity	Clarified “apply per child/year materials cost to 60% of group size”
Selection Points:	Per child amount: \$150/child/year. Dollar amount per teaching staff per year to build capacity (costed out as the equivalent of 200 hours of substitute coverage per teaching staff)	Per child amount: \$300/child/year. Dollar amount per teaching staff per year to build capacity (costed out as the equivalent of 218 hours of substitute coverage per teaching staff, of which 8 hours is to comply with AB 393)	Added selection points

Table 14. Non-Personnel: Administration/Office			
BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	A flat amount per child \$369 annual per child	A flat amount per child \$369 annual per child	Clarified "\$369 annual per child"
Selection Points:	N/A	N/A	Added selection points

Table 15. Non-Personnel: Occupancy			
BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	A flat amount per child \$3,104 annual per child	A flat amount per child \$3,104 annual per child	Clarified "\$3,104 annual per child"
Selection Points:	N/A	N/A	Added selection points

Table 16. Non-Personnel: Education Program			
BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	A flat amount per child \$3,082 annual per child	A flat amount per child \$3,082 annual per child	Clarified "\$3,082 annual per child"
Selection Points:	N/A	N/A	Added selection points

Table 17. Operating Reserve

BASE Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	A percent of total expense	A percent of total expense	No change
Selection Points:	5% of total expense	5% of total expense	Added selection points

Table 18. Extended Hours of Care

ENHANCED Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	Alternative rate calculated as cost per child per hour of care during extended hours (6pm-7am), with a wage increase for staff working those hours. Cost per child per hour of care on weekend during standard daytime hours will be the same as for weekdays. Hourly per child cost of care will be regionally adjusted	Alternative rate calculated as cost per child per hour of care during extended hours (6pm-7am), with a wage increase for staff working those hours. Cost per child per hour of care on weekend during standard daytime hours will be the same as for weekdays. Hourly per child cost of care will be regionally adjusted	No change
Selection Points:	Wage differential is 10%	Wage differential is 10%	Added selection points

Table 19. Inclusion Supports for Enhanced Rates Elements

ENHANCED Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	<ul style="list-style-type: none">Equipment and Special Materials: fixed amount per child/yearHours: fixed number of hours per week/childNumber of children to whom this applies is determined by the base inclusion selection point (apply to the count of children above those covered by the base)	<ul style="list-style-type: none">Equipment and Special Materials: fixed amount per child/yearHours: fixed number of hours per week/childNumber of children to whom this applies is determined by the base inclusion selection point (apply to the count of children above those covered by the base)	Clarified “determined by the base inclusion selection point (apply to the count of children above those covered by the base”
Selection Points:	Equipment and Special Materials: \$250 per child/year Inclusion Aides: 5 hours per week/child	Equipment and Special Materials: \$400 per child/year Inclusion Aides: 10 hours per week/child	Added selection points

Table 20: Child Transportation

ENHANCED Rate Elements	Title 22 Center	Title 5 Center	Summary of Changes Made Since Last RQAP Meeting
Element Definition (Cost Model Functioning):	A flat amount per child annually separate from the vehicle expenses already included in non-personnel.	A flat amount per child annually separate from the vehicle expenses already included in non-personnel.	No change
Selection Points:	Monthly per child cost of transportation based on: <ul style="list-style-type: none">Staff time for substitute coverage of classroom calculated at regionalized wage levelsAssumption of 5 mile trip length, 2 trips/day, 4 children/trip	Monthly per child cost of transportation based on: <ul style="list-style-type: none">Staff time for substitute coverage of classroom calculated at regionalized wage levelsAssumption of 5 mile trip length, 2 trips/day, 4 children/trip	Added selection points