



Dear Families,

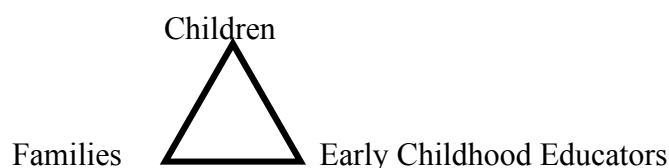
7/1/22

Annually the Board of Directors and Executive Director coordinate and review both current and upcoming costs for the new school year to inform tuition rates. Our process always centers around doing what is best for children, families and early childhood educators at PFCC.

While PFCC has historically raised tuition rates by 3-5% each school year, we recognize the pressures families are still under amid the ongoing pandemic, including historic inflation. As such, the Board and Executive Director prioritized an effort to limit pricing pressures on families while also affording our other critical obligations.

We are excited to share that for the 3rd straight year (since the pandemic) we are able to keep rates FLAT and not raise tuition thanks to state and federal funding we received during the pandemic. This is not the norm as other similarly structured organizations will be faced with price increases this year; we do, however, expect tuition at Pine Forest to increase for the 2023-2024 school year.

Our Core Pillars remain the same



Children

We are committed to providing high quality early childhood education to children at our school that is engaging, dynamic, innovative and enriching. We ensure that early childhood educators continue to enhance their skills by paying for a minimum of 18 hours of professional development which can include college coursework.

We work to ensure that our learning materials and curriculum meet the needs of children and collaborate with other Chittenden County early childhood programs to strengthen our practice. We use Teachstone as a guidepost for classroom observations and teaching practice, and utilize the Ages & Stages Questionnaire (ASQ) and Teaching Strategies Gold (TSG) for documentation and assessment.

Families

We strive to work in partnership with families as we provide the best opportunities for their children. We know, as most of us are also parents, that the first 5 years lay the foundation for future learning and success. Families are the experts on their children and we want to support you in making the right decisions for your child.

We believe that families should have access to learning opportunities, events to connect with one another, and be able participants in the classroom.

Early Childhood Educators (ECE)

Every full time employee at PFCC makes a minimum of \$16.66/hr. which matches the City of Burlington's livable wage ordinance. Each employee has access to vision, dental, short and long term disability, employer funded HRA, Dependent Care Account, and a well rounded Wellness Plan. PFCC contributes 2% of their salary toward retirement (even if they don't). From their first day, every employee, at a minimum, has 4 paid weeks of vacation and 16 paid holidays.

We know we can and will do more in the coming years to ensure our ECEs are well compensated and have adequate benefits.

Child Care Financial Assistance Program (CCFAP)

There are some changes on the horizon, which is great news for families in Vermont. Vermont has recently revised the **Child Care Financial Assistance Program (CCFAP)** which changed the eligibility requirements and family payment structure. It is our hope that more families in our community will be able to access financial support. If you need help with the [application process](#) such as completing forms, scanning documents, and faxing the application, please let Christina know.

As a non-profit organization we are continually setting goals and focusing on our growth and sustainability. This year when adjusting our budget the Board had 4 main objectives:

- 1) Keep tuition rates the same for the 2022/23 school year
- 2) Pay our teachers a livable wage with benefits
- 3) Fund a cost of living increase for all teachers and our cleaning staff
- 4) Ensure our budget funding maintains learning opportunities for children, families and teachers

2022/23 Tuition Rates

For the 2022/23 school year we will continue with the streamlined tuition model we implemented last year, as it more accurately reflects level costs between classrooms. We also found that this structure allows families to make choices around how their tuition best supports our school and our mission. As you will note below, **tuition rates and plans for the upcoming school year remain the same.**

Our tiered tuition plan allows PFCC to work towards achieving our short and long term goals that enable us to provide exceptional quality of care and education. Continuity of enrollment combined with the generosity of our community has afforded the organization the opportunity to commit to:

- A livable wage for all full time hires
- Offer desired benefits like dental and vision
- Fund much needed support structure for our team in the form of an Employee Assistance Program
- Offer an HRA (Health Reimbursement Arrangement) to cover out of pocket medical expenses
- A SIMPLE IRA retirement fund with an annual employee match program.

All of this is made possible through generous additional support from families via the tiered tuition model and the ability to have a predictable budget.

Realizing that all families have differing abilities to pay, PFCC will continue to offer a 4-tier pricing program. With this approach families can take an active role in supporting the true cost of child care.

- Tuition Plan A will be our base rate. While this does not reflect the true operating cost for running our program all year, it will be the minimum rate required for all families.
- The remaining three Tuition Plans will be voluntary and at each family's discretion. By paying a rate higher than the base, PFCC can work toward achieving our short and long term goals that enable us to provide exceptional quality of care and education.
- Families who receive CCFAP or other scholarships will work with PFCC's Administrative team to ensure their financial support is in place.

Summary of Impact

Tuition Plan A	This plan is our base rate, though it does not reflect the true operating cost for running our program all year.
Tuition Plan B	This plan more accurately accounts for true costs, including facility maintenance and dynamic curriculum.
Tuition Plan C	This plan allows us to provide a livable wage and offer increased benefits for all staff. These measures enable us to recruit and retain a strong, consistent and talented teaching community.
Round Up Plan	This plan allows a family to customize a rate above the base rate of Plan A by paying a preferred amount or by rounding up to the nearest amount comfortable. In doing so, this plan can incrementally or substantially contribute to us realizing our goals.

If at least 30% of our families are able to contribute more than the base tuition rate for the 2022/23 school year, PFCC will be able to bring all of our teachers salaries up to a livable wage, and increase funding for our HRA, add a Dependent Care Account (DCA) and Life Insurance. In addition, this increase in income helps us to continue to develop a well compensated, supported and trained teaching community that is critical to the well being of our school.

Summary of Rates (Billed Monthly)

Infants & Toddlers (Star Babies, Pandas, Dragonflies, Coyotes)			
Tuition Plan	5 Days	3 Days	2 Days
A	\$1,430	\$1,070	\$820
B	\$1,530	\$1,140	\$880
C	\$1,630	\$1,220	\$940
Round Up	Your own plan above A	Your own plan above A	Your own plan above A

Preschool			
Tuition Plan	5 Days	3 Days	2 Days
A	\$1,365 <i>\$ 958.78</i>	\$1,020 <i>\$613.78</i>	\$760 <i>\$353.78</i>
B	\$1,460 <i>\$1,053.78</i>	\$1,090 <i>\$683.78</i>	\$810 <i>\$403.78</i>
C	\$1,560 <i>\$1,153.78</i>	\$1,170 <i>\$763.78</i>	\$860 <i>\$453.78</i>
Round Up	Your own plan above A	Your own plan above A	Your own plan above A

***Bold** reflects the base tuition rate billed to families from June 1, 2023 through the end of August 2023.

***Italics* reflects the tuition rate due from families from September 1, 2022 through May 31, 2023 after the Act 166 discount.

Universal PreK Funding:

PFCC partners with the area's public school districts through the Pre-Kindergarten Early Learning Partnership through Act 166. The purpose of this program is to ensure high quality, accessible and affordable preschool education. Children must be 3 years of age before September 1, 2022. Parents are responsible for applying for the funding and completing all paperwork for enrollment. For the 2022/23 school year, the tuition discount is \$3656.00. PFCC applies the discount to tuition for September 1, 2022 through May 31, 2023. This equates to \$406.22 per month.

Selecting Your Tuition Plan

We ask that families make a commitment to a tuition plan by **Friday, August 20th**. Please indicate your Tuition Plan choice using this [Google survey](#). We will then send you your first tuition invoice for the 2022/23 school year. If at any point during the school year a family needs or wants to alter their tuition plan, please email Christina to let her know of the necessary changes.

Sincerely,

Lauren Wentz
Chair for the Board of Directors, Pine Forest, Inc.

Joe Giallanella
Stacey Francese
Katie Jennings

Ben Boshier
Stephanie Phillips

Will Flender
Drake Turner

Christina Goodwin
Executive Director