Commonwealth of Massachusetts
Department of Early Education and Care

Board of Early Education & Care – December Meeting

December 18, 2024

MASSACHUSETTS
Department of
Early Education and Care

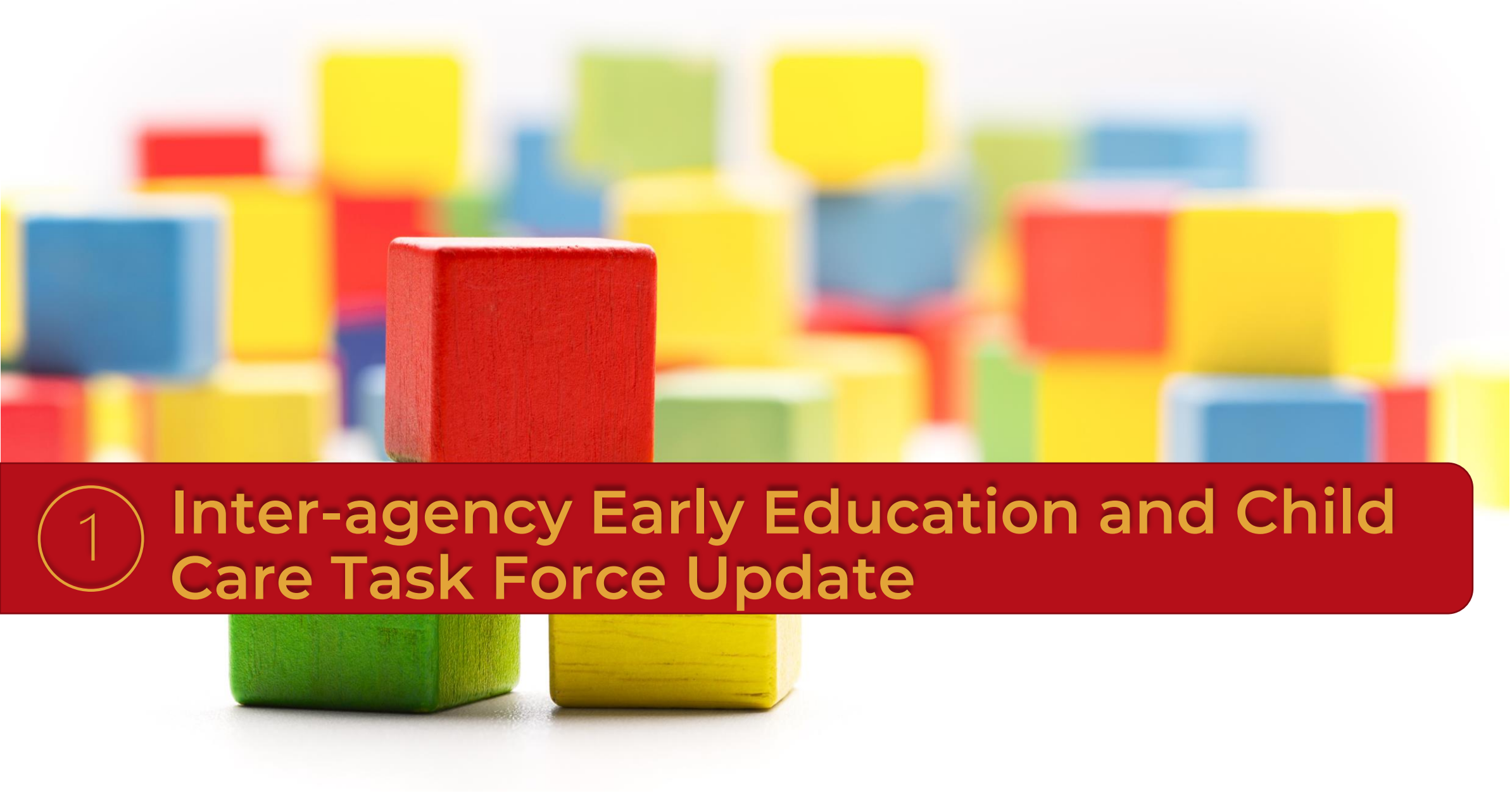
Agenda

Routine Business

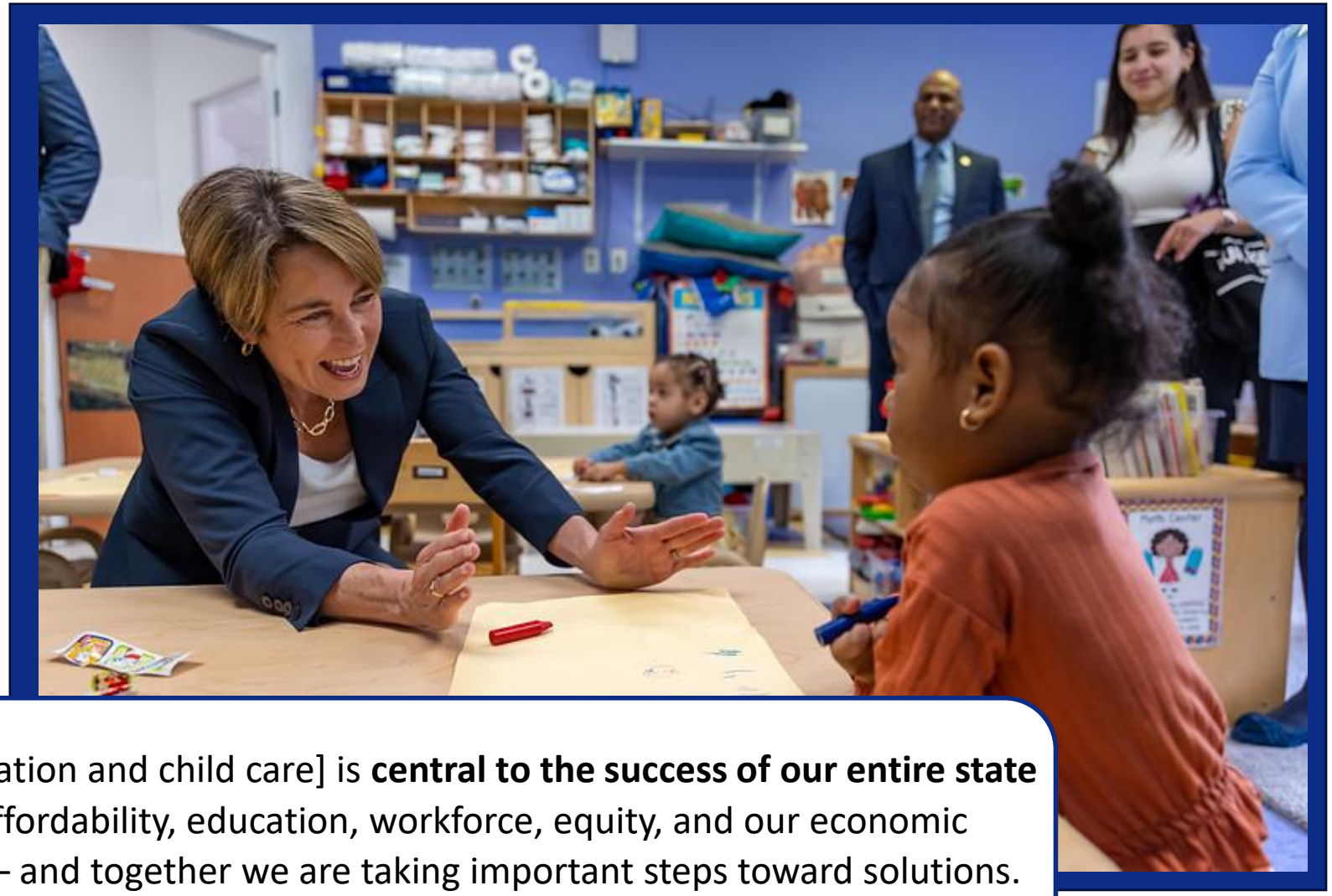
- Approval of Minutes from November 13, 2024 Meeting – **VOTE**

Items for Discussion and Action

- Inter-agency Early Education and Child Care Task Force Update
- Child Care Financial Assistance FY25 Reimbursement Rate Increase – Overview & Options for Consideration



1 Inter-agency Early Education and Child Care Task Force Update



[Early education and child care] is **central to the success of our entire state** – for affordability, education, workforce, equity, and our economic potential – and together we are taking important steps toward solutions.

Governor Maura Healey
March 2024

Task Force Co-Chairs



Secretary Tutwiler

Secretary of Education
Executive Office of Education (EOE)



Secretary Hao

Secretary of the Executive Office of Economic Development
Executive Office of Economic Development (EOED)



Secretary Jones

Secretary of Labor and Workforce Development
Executive Office of Labor and Workforce Development (EOLWD)

About the Inter-Agency Task Force



The Task Force was established by Executive Order 625 earlier this year to ensure that Massachusetts leads the nation in early education and child care access, affordability, equity, and quality. The Task Force has a 3-year timeline.



The Task Force is comprised of the Secretary of Education, the Secretary of Labor and Workforce Development, and the Secretary of Economic Development, who shall serve as co-chairs. Additional members of the Task Force are the Secretaries of Administration and Finance, Energy and Environmental Affairs, Health and Human Services, Housing and Livable Communities, Public Safety and Security, Technology Services and Security, Transportation, and Veterans Services, or their designees.



In developing its recommendations, the Task Force will engage with industry and business leaders, organized labor, health services stakeholders, housing and planning experts, working parents and caregivers, and child care providers and experts.

Values that guide the Task Force







Innovative	Child-Centered	Equitable	Results-Oriented
Are we welcoming out-of-the-box ideas to capitalize on fresh perspectives from all executive offices and stakeholders?	Do the solutions advance academic and social-emotional development for our learners?	Do the solutions address or exacerbate inequities?	Are the solutions practical and able to be piloted and implemented as early as next fiscal year?

Priorities of the Inter-Agency Task Force

1. Surveying practices of other states & nations
2. Assessing how better coordination among state agencies could support families in accessing early education and child care
3. Identifying resources for building capacity and increasing affordability in the early education and child care system
4. Identifying strategies to recruit, train, upskill, and retain members of the early education and child care workforce
5. Reviewing existing assets to identify potential locations to establish center-based early education and child care

Task Force Milestones and Deliverables: Year One



January

Executive Order Announcement

February

Task Force Co-Chairs Meeting & planning session

March

Task Force Kick Off and launch

April

Five working groups start

May - July

- Catalogue current activities, best practices
- Host listening sessions

Aug - Sept

- Host listening sessions
- Review findings
- Begin drafting Task Force Report

Sept - Oct

- Identification of go-forward strategies
- Summary of potential considerations

November

- Review draft go-forward considerations
- Refine go-forward strategies

December

Finalize Year 1 Report to the Governor

Engagement Sessions

Who Participated:

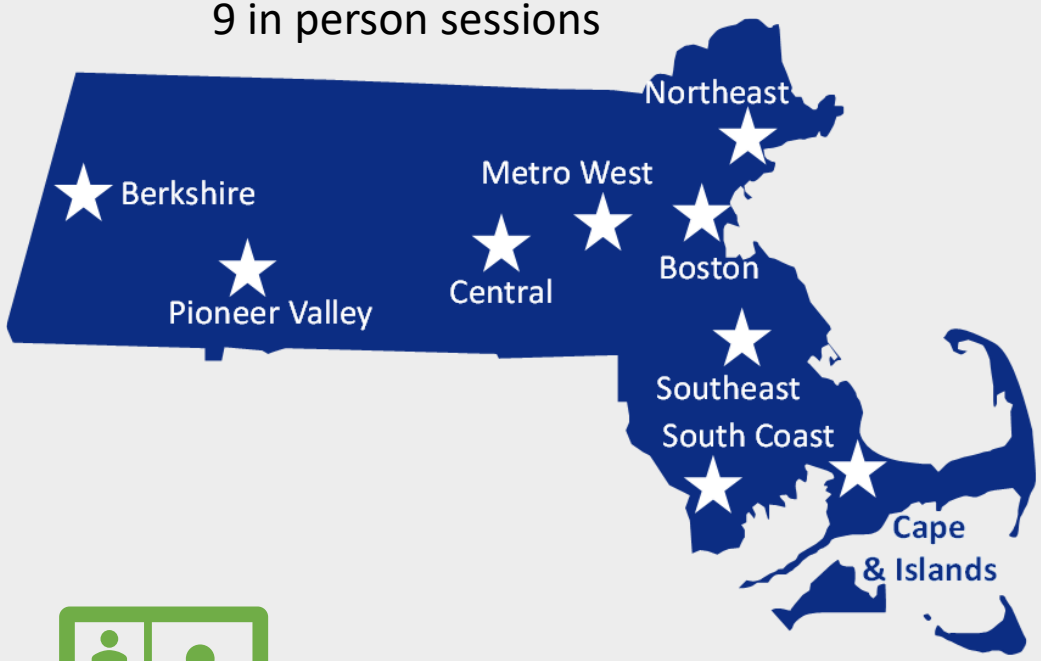
750+ people participated

Over 350 submitted comments



14 Listening Sessions:

9 in person sessions



5 virtual sessions

What the Task Force Heard from the Community

Some key themes:

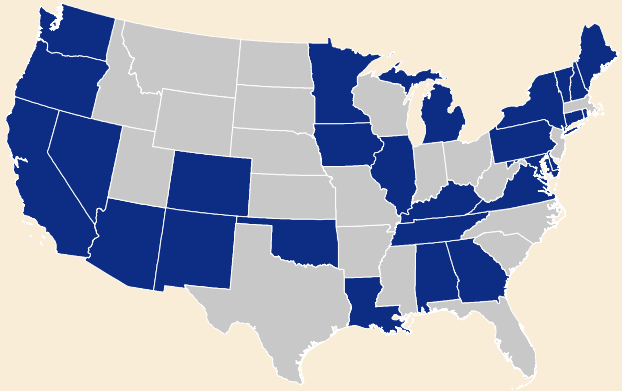
- There is a strong sense of commitment across government, philanthropy, business, and the early education and child care sector to expand and deepen system-wide solutions.
- Affordability is a pressing issue for families across the state.
- Accessible early education and child care is a challenge.
- Providers are struggling with high operating costs, which impact their ability to run sustainable businesses and attract talent.
- There is an important opportunity to build the public's appreciation and respect for the critical role early educators play in the healthy development of young learners.
- Expansion of universal access to preschool needs to continue through the mixed-delivery model, in order to create true equity in opportunity, maximize family choice, and maintain financial stability for programs serving infants and preschoolers.
- The Administration should continue to reduce administrative burdens, modernize systems, and improve communication for families, programs, and educators.
- Mental and behavioral health support is critical for children, parents and caregivers, and programs.





Key Learnings from Surveying Other States & Countries

U.S. states referenced



26 U.S States

Countries referenced



17 Countries

Massachusetts:

- National leader: C3, rates, CCFA, CPPI, Task Force
- Historic increases from FY22 to FY25: $819M to $1.52B
- And there's more progress to achieve

Whole of Government Approach:

Leveraging the Cabinet for Early Education & Child Care





Secretary Lauren Jones

Secretary of Labor and Workforce Development

Executive Office of Labor and Workforce Development (EOLWD)



Undersecretary Sarah Stanton

EOED Secretary Hao's Designee

Undersecretary of Economic Strategies

Executive Office of Economic Development (EOED)

Task Force Next Steps



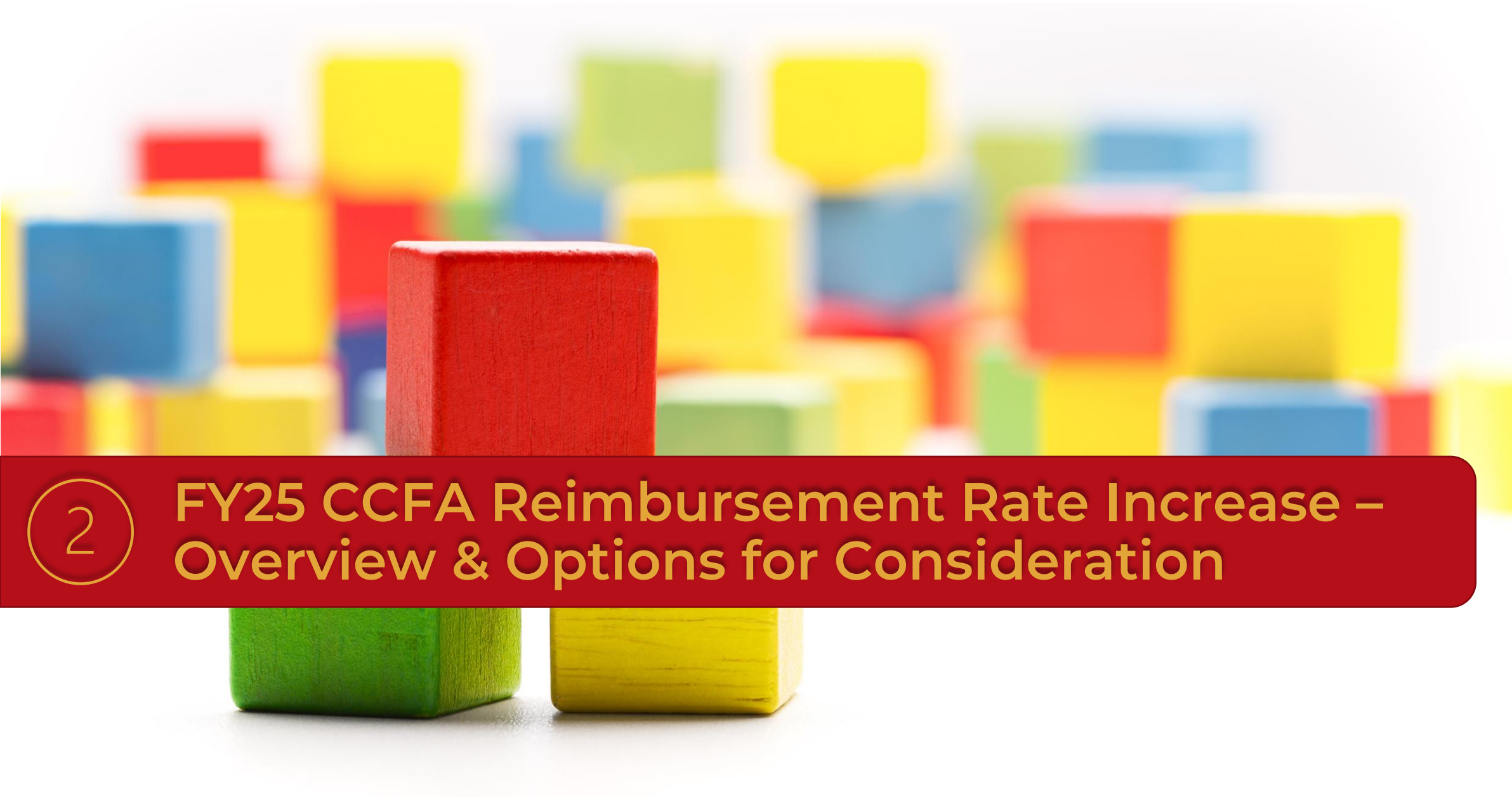
YEAR 1

- Finalize and deliver Year 1 Report to Governor Healey and Lt. Governor Driscoll.
- Release Year 1 Report publicly.

YEAR 2 & BEYOND

- Continuing the improvements and work underway across priorities at EEC and via the annual budget process
- Implementation of immediately actionable inter-agency recommendations
- Refinement of longer-term inter-agency strategies
- Identification of additional new strategies
- Reconstituting Task Force committees to drive accountability and progress across initiatives.





2 FY25 CCFA Reimbursement Rate Increase – Overview & Options for Consideration

Child Care Financial Assistance Rates

EEC reimburses early education and out-of-school time programs that serve families receiving EEC child care financial assistance with a daily per child reimbursement rate.

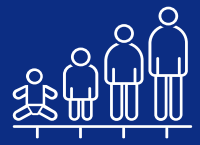
These rates subsidize costs and provide purchasing power for families receiving child care financial assistance.

EEC's daily reimbursement rate for child care financial assistance is based on multiple factors including:

- **Program Type**



- **Child's Age**



- **Location of Care**



- **Type of Care**



Funding Appropriated for Increases to CCFA Rates, FY20-FY25

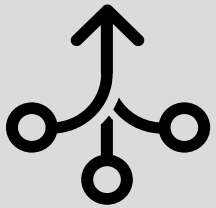
Fiscal Year	Appropriation/Line Item Language	Budget
2025	Center-Based and Family Child Care Rate Increase for EEC	$20,000,000
	Center-Based Rate Increase (FY24 Closeout)	$2,500,000
2024	Center-Based and Family Child Care Rate Increase	$65,000,000
2023	Center-Based Child Care Rate Increase	$60,000,000
2022	Center-Based Child Care Rate Increase	$20,000,000
2021	Center-Based Child Care Rate Increase	$20,000,000
2020	Center-Based Child Care Rate Increase	$20,000,000

FY24 CCFA Rate Increases and Changes

In FY24, for the first time, the EEC Board approved transformative changes to CCFA rates, informed by the cost of care, including:



5.5% across-the-board increase.



Consolidation of rates across regions with similar costs.



Targeted adjustments to rates by region and age group that made significant progress on long-standing inequities in rate amounts, using both market rate survey and cost of care findings.

After the rate increase in FY24, all rates were at least 72% of the 2022 estimated cost of care.

FY25 Update: Use of Federally Approved Cost-Informed Methodology in Massachusetts

- EEC received federal approval in January 2024 from the Office of Child Care (OCC) to develop and execute a cost-based alternative methodology to inform adjustments to child care financial assistance rates.
  - EEC contracted with the American Institutes for Research (AIR) in May 2024 to update, refine, and expand cost models.
  - As part of alternative methodology proposal and CCDF plan, EEC committed to implementing CCFA rate adjustments that are informed by an updated estimate of the cost of care by Spring 2025, pending available resources.
  - EEC is on track to meet this timeline.
  - A final report summarizing findings from the 2024 cost study and how the cost of care methodology informed CCFA rate adjustments this year will be complete by Spring 2025.

Recap from November Board Meeting: What Is a Cost Model?

- Estimates the per-child cost to operate a child care program, by different program types, regions, ages of children served, and other program characteristics.
  - This is not the same as what programs *charge* for care (tuition).
  - This is not the same as a *budget* (a spending plan that does not typically include volunteered/donated resources).
- Represents the most typical classroom and staffing configurations of early education and care programs.
  - Will not represent the unique configurations of *every* program.
- Findings from cost models can be used to inform state-level funding and policy decisions.

Recap from November Board Meeting: FY25 Cost Study Phases

Phase 1
May 2024–December 2024

- Revisit 2022 cost model assumptions and inputs.
- Engage with stakeholders, including educators.
- Update 2022 cost model prices for every input.
- Estimate per-child costs by region, program type, and age.

Phase 2
October 2024–June 2025

- Make additional refinements to model assumptions and structure.
- Increase focus on school-aged care estimates.
- Explore cost inputs for informal care settings.
- Explore how comprehensive services can be represented in the models.
- Make additional updates to the cost of aspirational care model.
- Continue to engage with key stakeholders and early education and care programs.

Recap from November Board Meeting: AIR Methodology for Cost Model Updates

- The AIR research team updated the three cost models developed in 2022:
  - Two center-based models: current cost of care and aspirational cost of care
  - One FCC model: hybrid of current costs and aspirational compensation
- The ingredients approach (Levin et al., 2018) was used to estimate the value of the resources used to provide early education and care across Massachusetts.
- All 2022 model prices were adjusted to 2024 dollars.
- When possible, multiple data sources were triangulated to arrive at the best price estimate.

Recap from November Board Meeting: Notable Cost Increases From 2022 to 2024

- The cost of care per child for center-based programs increased between ***14%*** and ***26%*** between 2022 and 2024, depending on the region and age group served.
- The cost of care per child for family child care (FCC) programs increased between ***12%*** and ***19%*** between 2022 and 2024, depending on the region and age group served.
- The percent change in per child costs from 2022 to 2024 did not vary significantly across regions.

Current Daily Center-based CCFA Rates by Region and Age Group

Region	Infant	Toddler	Pre-School	School Age (Full Day)
Region 1 – Western	$97.18	$75.48	$57.23	$48.96
Region 2 – Central	$97.18	$75.48	$57.23	$48.96
Region 3 – Northeast	$102.07	$84.70	$57.99	$50.62
Region 4 – Metro	$119.52	$108.46	$80.13	$52.03
Region 5 – Southeast	$97.18	$75.48	$57.23	$48.96
Region 6 – Metro Boston	$119.52	$108.46	$80.13	$52.03

Rates below 70% of the 2024 Cost of Care

Rates between 70% and 80% of the 2024 Cost of Care

Current Daily FCC Rates By Region and Age Group

Region	Under 2 Years of Age	2 Years of Age and Over
Region 1 – Western	$58.45	$48.90
Region 2 – Central	$58.45	$48.90
Region 3 – Northeast	$58.45	$46.50
Region 4 – Metro	$87.66	$54.33
Region 5 – Southeast	$58.45	$48.90
Region 6 – Metro Boston	$87.66	$54.33

*Pursuant to G.L. c. 15D, § 17(g) and the CBA between Local 509 SEIU and EEC, the rate structure for family child care providers is subject to negotiation.

Rates below 70% of the 2024 Cost of Care

Rates between 70% and 80% of the 2024 Cost of Care

FY25 Rate Increase Options

FY25 Budget: Rate Increase/Reserve Language

1596-2434 Rate Increase for Early Education and Care language from the Acts of 2024, Chapter 140, Section 2F

For a reimbursement rate increase for subsidized early education and care for salaries, benefits and stipends for professional development of early educators; provided, that rate increases funded from this reserve shall support, as well as increase access to care for families; provided further, that funds appropriated in this item shall be used to increase the reimbursement rate by an appropriate percentage for all such providers; provided further, that funds shall be expended for increasing the daily add-on rate for comprehensive early education services for children with active cases at the department of children and families; provided further, that the commissioner of early education and care may transfer funds between this item and items 3000-3060 and 3000-4060, as necessary, for this purpose, under an allocation plan that shall detail, by object class, the distribution of the funds to be transferred and which shall be submitted to the house and senate committees on ways and means not less than 30 days before any such transfer; provided further, that $45,000,000 shall be expended to annualize rate increases implemented in fiscal year 2024; and provided further, **that $20,000,000 shall be expended for additional rate increases for subsidized early education center-based and family child care providers in fiscal year 2025**..... $65,000,000

FY24 Close Out Supplemental Budget: Rate Increase/Reserve Language

3000-1142 Rate Reserve language from FY24 Close Out Supplemental Budget from the Acts of 2024, Chapter 193, B.H5077

> **For a reimbursement rate increase for center-based subsidized early education and care** for salaries, benefits and stipends for professional development of early educators; provided, that funds appropriated in this item shall be used to increase the reimbursement rate by an appropriate percentage for all such providers; provided further, that funds shall be expended for increasing the daily add-on rate for comprehensive early education services for children with active cases at the department of children and families; provided further, that the commissioner of early education and care may transfer funds between items 3000-3060 and 3000-4060 of section 2 of chapter 140 of the acts of 2024 , as necessary, for this purpose, under an allocation plan that shall detail, by object class, the distribution of the funds to be transferred and which shall be submitted to the house and senate committees on ways and means not less than 30 days before any such transfer… **$2,500,000**

Guiding Principles for FY25 Rate Proposal



Use a **cost-based** methodology to inform adjustments to child care financial assistance rates.

- Continue to **prioritize** child care financial assistance **rates** that are **furthest from** the **cost of care**.



Acknowledge **increased costs** for all programs.

- Use portion of funds for cost-of-living-adjustments (COLA)



Distribute resources proportionally to where CCFA children are receiving care by program type and region.



Recognize **differences between** the compensation assumptions in the **center-based** (based on current salaries) **and FCC cost model** (based on more aspirational salaries).

Proposed Allocation of FY25 Rate Reserve

- We have explored two options for a targeted rate increase which consider both the cost of care findings and distribution of children by setting type (center-based and family child care), and compliance with line-item language.

	Option 1	Option 2
Estimated Cost	$22.2M	$22.2M
Cost of Living Adjustment (COLA)	• Center-based: 1.5% • Family child care: 1.0%	• Center-based: 2.0% • Family child care: 1.5%
Distribution of Funding (excluding add-on)	• Center-based: $12.7M (68%) • Family child care: $5.9M (32%) *An additional $2.5M was included in the FY24 close out supplemental budget for center-based programs.	• Center-based: $12.9M (69%) • Family child care: $5.7M (31%) *An additional $2.5M was included in the FY24 close out supplemental budget for center-based programs.
Cost of Care (CoC)	• Targeted adjustments for rates farthest from the cost of care • Targeted adjustment so preschool and family child care over age 2 rates are more equitable across regions	
Add-On Rate for Comprehensive Services	• Retroactive increase of $0.50 per day to add-on rate for rate period July-Sept 2024	

*Pursuant to G.L. c. 15D, § 17(g) and the CBA between Local 509 SEIU and EEC, the rate structure for family child care providers is subject to negotiation.

Option 1: Center-Based Rates by Percent of Cost of Care

Impact of Option 1: 1.5% COLA and Targeted Cost of Care (CoC) Adjustments

- All center-based rates would be at least 75% of the current cost of care.
- Targeted rate increases are in the regions farthest from the cost of care.
- Targeted increase to Northeast preschool rate to recognize the cost of care relative to other regions.

	Infant	Toddler	Pre-School	School Age (Full Day)
Region 1 – Western	**$105.00** 78% Cost of Care (CoC) (currently 73% CoC)	**$82.50** 79% CoC (currently 72% CoC)	**$58.09** 102% CoC (currently 100% CoC)	**$49.69** 113% CoC (currently 111% CoC)
Region 2 – Central	**$105.00** 77% CoC (currently 71% CoC)	**$82.50** 77% CoC (currently 71% CoC)	**$58.09** 100% CoC (currently 99% CoC)	**$49.69** 110% CoC (currently 109% CoC)
Region 3 – Northeast	**$110.25** 75% CoC (currently 69% CoC)	**$85.97** 75% CoC (currently 74% CoC)	**$59.09** 97% CoC (currently 95% CoC)	**$51.38** 109% CoC (currently 108% CoC)
Region 4 – Metro	**$121.31** 79% CoC (currently 78% CoC)	**$110.09** 92% CoC (currently 90% CoC)	**$81.33** 127% CoC (currently 125% CoC)	**$52.81** 108% CoC (currently 106% CoC)
Region 5 – Southeast	**$105.00** 75% CoC (currently 69% CoC)	**$82.50** 75% CoC (currently 69% CoC)	**$58.09** 98% CoC (currently 97% CoC)	**$49.69** 110% CoC (currently 109% CoC)
Region 6 – Metro Boston	**$121.31** 78% CoC (currently 77% CoC)	**$110.09** 90% CoC (currently 89% CoC)	**$81.33** 125% CoC (currently 123% CoC)	**$52.81** 108% CoC (currently 106% CoC)

Rates impacted by targeted cost of care adjustments

Option 1: Family Child Care Rates by Percent of Cost of Care

Impact of Option 1: 1% COLA and Targeted Cost of Care (CoC) Adjustments

- All family child care rates would be at least 67% of the cost of care.
- Targeted rate increases are in the regions farthest from the cost of care.
- Targeted increase to Northeast FCC over age 2 rate to recognize the cost of care relative to other regions.

	Under 2 Years of Age	2 Years of Age and Over
Region 1 – Western	**$59.03** 88% of Cost of Care (CoC) (currently 87% CoC)	**$49.39** 74% CoC (currently 73% CoC)
Region 2 – Central	**$59.03** 87% CoC (currently 86% CoC)	**$49.39** 73% CoC (currently 72% CoC)
Region 3 – Northeast	**$59.03** 80% CoC (currently 79% CoC)	**$49.15** 67% CoC (currently 63% CoC)
Region 4 – Metro	**$88.54** 111% CoC (currently 110% CoC)	**$56.16** 70% CoC (currently 68% CoC)
Region 5 – Southeast	**$59.03** 86% CoC (currently 85% CoC)	**$49.39** 72% CoC (currently 71% CoC)
Region 6 – Metro Boston	**$88.54** 105% CoC (currently 104% CoC)	**$56.16** 67% CoC (currently 64% CoC)

Rates impacted by targeted cost of care adjustments

*Pursuant to G.L. c. 15D, § 17(g) and the CBA between Local 509 SEIU and EEC, the rate structure for family child care providers is subject to negotiation.

Option 2: Center-based Rates by Percent of Cost of Care

Impact of Option 2: 2.0% COLA and Targeted Cost of Care (CoC) Adjustments

- All center-based rates would be at least 73% of the cost of care.
- Targeted rate increases are in the regions farthest from the cost of care.
- Targeted increase to Northeast preschool rate to recognize the cost of care relative to other regions.

	Infant	Toddler	Pre-School	School Age (Full Day)
Region 1 - Western	**$102.20** 76% Cost of Care (CoC) (currently 73% CoC)	**$80.30** 76% CoC (currently 72% COC)	**$58.37** 102% CoC (currently 100% CoC)	**$49.94** 114% CoC (currently 111% CoC)
Region 2 - Central	**$102.20** 75% CoC (currently 71% CoC)	**$80.30** 75% CoC (currently 71% CoC)	**$58.37** 101% CoC (currently 99% CoC)	**$49.94** 111% CoC (currently 109% CoC)
Region 3 – Northeast	**$107.31** 73% CoC (currently 69% CoC)	**$86.39** 76% CoC (currently 74% CoC)	**$59.37** 97% CoC (currently 95% CoC)	**$51.63** 110% CoC (currently 108% CoC)
Region 4 – Metro	**$121.91** 79% CoC (currently 78% CoC)	**$110.63** 92% CoC (currently 90% CoC)	**$81.73** 128% CoC (currently 125% CoC)	**$53.07** 108% CoC (currently 106% CoC)
Region 5 – Southeast	**$102.20** 73% CoC (currently 69% CoC)	**$80.30** 73% CoC (currently 69% CoC)	**$58.37** 99% CoC (currently 97% CoC)	**$49.94** 111% CoC (currently 109% CoC)
Region 6 – Metro Boston	**$121.91** 78% CoC (currently 77% CoC)	**$110.63** 91% CoC (currently 89% CoC)	**$81.73** 126% CoC (currently 123% CoC)	**$53.07** 108% CoC (currently 106% CoC)

Rates impacted by targeted cost of care adjustments

Option 2: Family Child Care Rates by Percent Cost of Care

Impact of Option 2: 1.5% COLA and Targeted Cost of Care (CoC) Adjustments

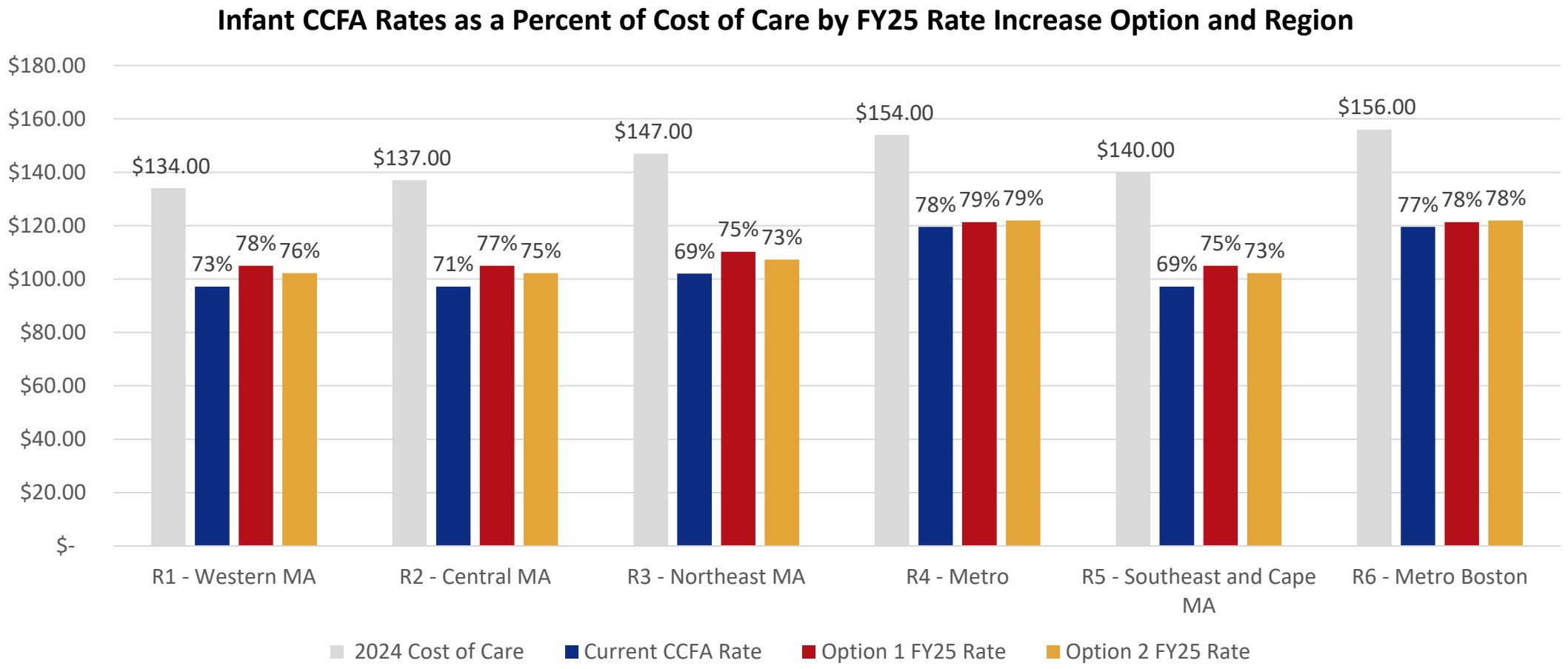
- All FCC rates would be at least 66% of the cost of care.
- Targeted rate increases are in the regions farthest from the cost of care.
- Targeted increase to Northeast FCC over 2 rate in recognition of the cost of care in this region relative to others.

	Under 2 Years of Age	2 Years of Age and Over
Region 1 – Western	**$59.33** 88% of Cost of Care (CoC) (currently 87% CoC)	**$49.63** 74% CoC (currently 73% CoC)
Region 2 – Central	**$59.33** 87% CoC (currently 86% CoC)	**$49.63** 73% CoC (currently 72% CoC)
Region 3 – Northeast	**$59.33** 81% CoC (currently 80% CoC)	**$48.90** 66% CoC (currently 63% CoC)
Region 4 – Metro	**$88.97** 111% CoC (currently 110% CoC)	**$55.32** 69% CoC (currently 68% CoC)
Region 5 – Southeast	**$59.33** 86% CoC (currently 85% CoC)	**$49.63** 72% CoC (currently 71% CoC)
Region 6 – Metro Boston	**$88.97** 105% CoC (currently 104% CoC)	**$55.32** 66% CoC (currently 64% CoC)

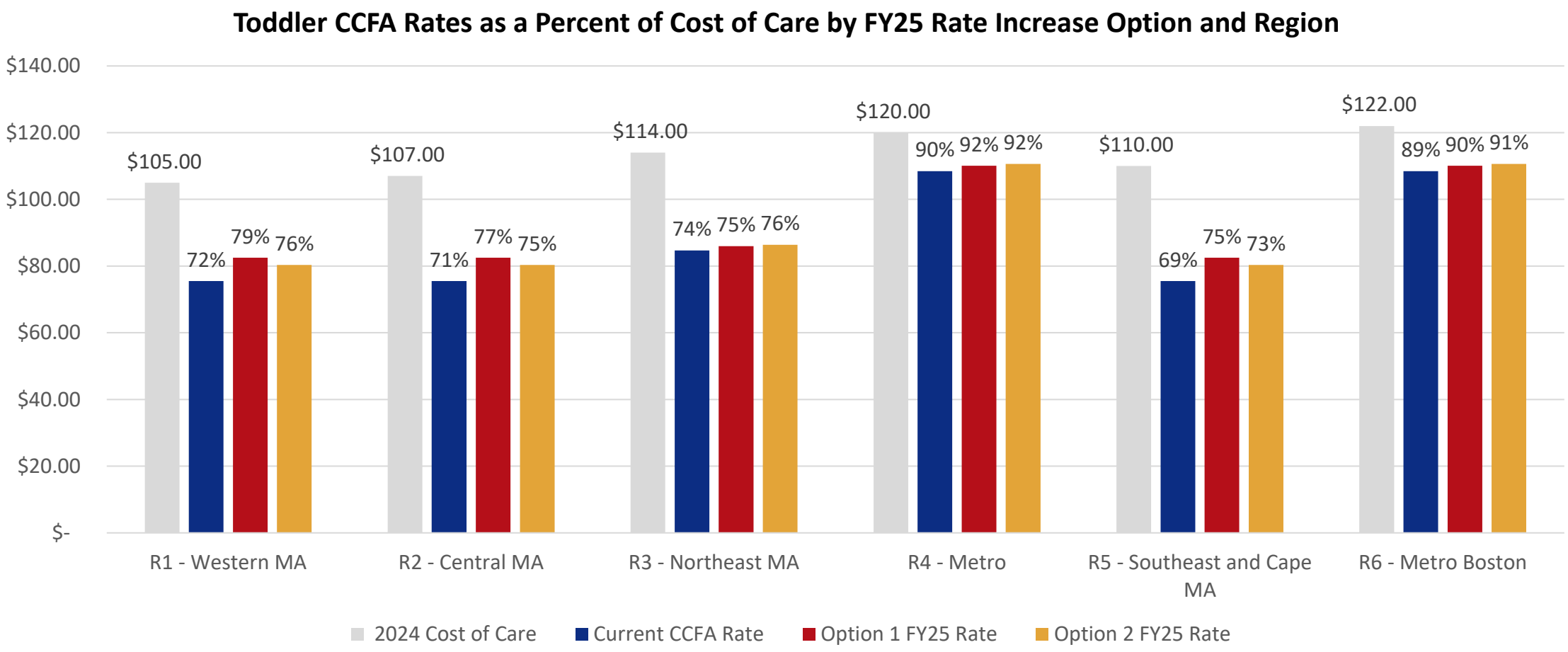
Rates impacted by targeted cost of care adjustments

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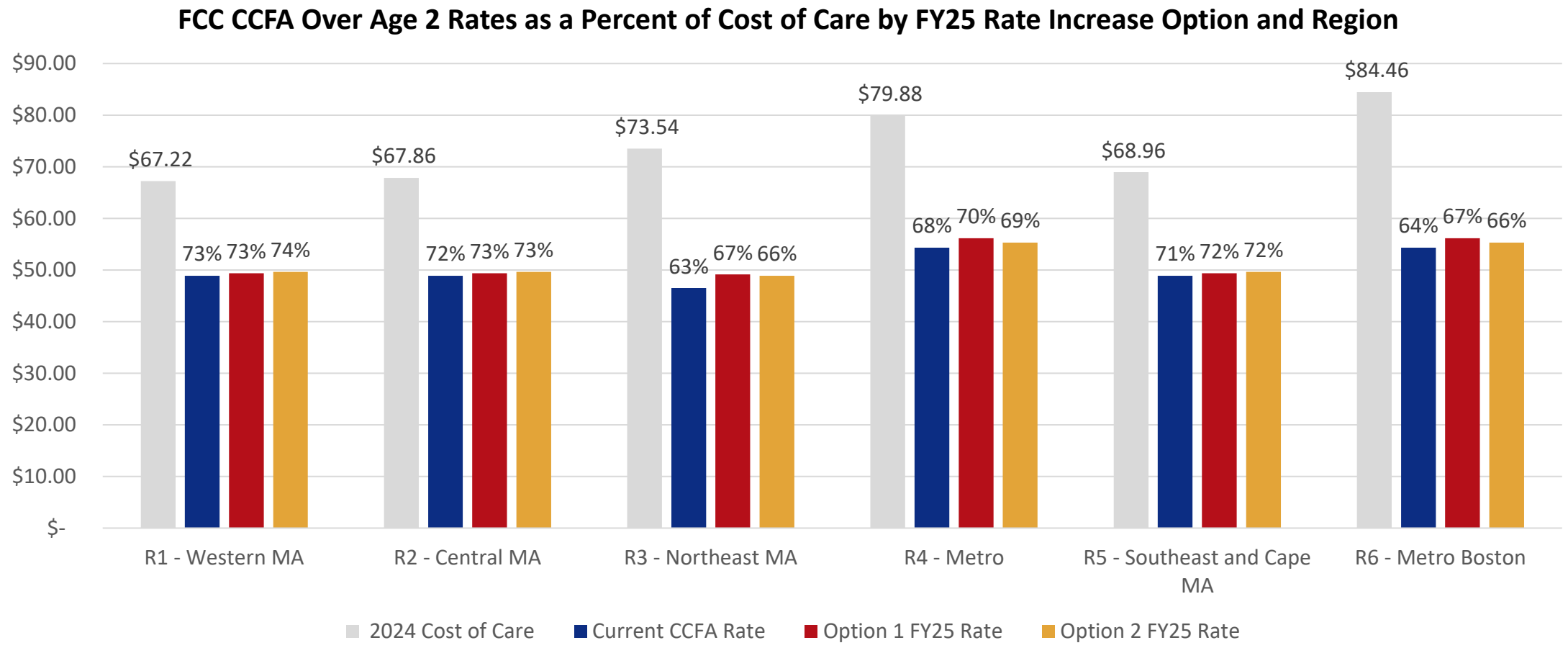
Both FY25 rate proposals direct resources towards center-based infant rates across regions, and Option 1 further increases these rates in four regions that are the farthest from the cost of care.



Both FY25 rate proposals direct resources towards center-based toddler rates across regions, and Option 1 further increases these rates in three regions that are the farthest from the cost of care.



Both FY25 rate proposals direct resources towards Family Child Care over age 2 rates across regions, and Option 1 further increases these rates in the three regions that are the farthest from the cost of care.



*Pursuant to G.L. c. 15D, § 17(g) and the CBA between Local 509 SEIU and EEC, the rate structure for family child care providers is subject to negotiation.

Summary of Options: Discussion

	Option 1	Option 2
Estimated Cost	$22.2 M	$22.2M
Cost of Living Adjustment (COLA)	• Center-based: 1.5% • Family child care: 1.0%	• Center-based: 2.0% • Family child care: 1.5%
Distribution of Funding (excluding add-ons)	• Center-based: $12.7M (68%) • Family child care: $5.9M (32%) *An additional $2.5M was included in the FY24 close out supplemental budget for center-based programs.	• Center-based: $12.9M (69%) • Family child care: $5.7M (31%) *An additional $2.5M was included in the FY24 close out supplemental budget for center-based programs.

Rate Adjustments	• All CCFA rates will be at least 67% of the cost of care
	  • Lowest % of cost of care increases from 63% to 67%
	• CCFA rates increase between 1% and 9%, depending on region and age served
		• All CCFA rates will be at least 66% of the cost of care
		  • Lowest % of cost of care increases from 63% to 66%
		• CCFA rates increase between 1.5% and 6%, depending on region and age served

Add-On Rate for Comprehensive Services	• Retroactive increase of $0.50 per day to add-on rate period for July-Sept 2024	

*Pursuant to G.L. c. 15D, § 17(g) and the CBA between Local 509 SEIU and EEC, the rate structure for family child care providers is subject to negotiation.

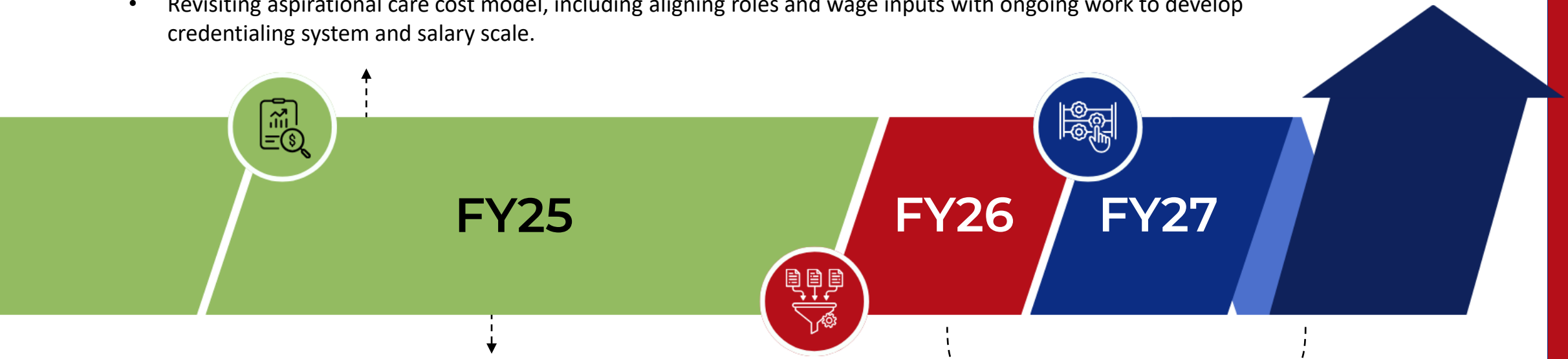
Next Steps & Looking Forward

Continue to refine EEC cost models through the remainder of FY25.

1

Priorities include (and are not limited to):

- Examining cost of additional services to children and families including behavioral and mental health supports and comprehensive services
- Further refining school-age care inputs and assumptions.
- Revisiting aspirational care cost model, including aligning roles and wage inputs with ongoing work to develop credentialing system and salary scale.



2 **Further leverage cost models and other research to inform strategic investments and decisions to support program and workforce stability, quality, and sustainability**

3 **Update cost models regularly.**

Appendix

CCFA Rates as a Percent of Cost of Care: 2.5% Across-the-Board COLA Only

	CENTER-BASED				FAMILY CHILD CARE	
	Infant	Toddler	Pre-School	School Age (Full Day)	Under 2 Years of Age	2 Years of Age and Over
Region 1 - Western	$99.61 74% Cost of Care (CoC)	$77.37 74% CoC	$58.66 103% CoC	$50.18 114% CoC	$59.91 89% CoC	$50.12 75% CoC
Region 2 - Central	$99.61 73% CoC	$77.37 72% CoC	$58.66 101% CoC	$50.18 112% CoC	$59.91 88% CoC	$50.12 74% CoC
Region 3 - Northeast	$104.62 71% CoC	$86.82 76% CoC	$59.44 97% CoC	$51.89 110% CoC	$59.91 81% CoC	$47.66 65% CoC
Region 4 - Metro	$122.51 80% CoC	$111.17 93% CoC	$82.13 128% CoC	$53.33 109% CoC	$89.85 112% CoC	$55.69 70% CoC
Region 5 – Southeast	$99.61 71% CoC	$77.37 70% CoC	$58.66 99% CoC	$50.18 112% CoC	$59.91 87% CoC	$50.12 73% CoC
Region 6 – Metro Boston	$122.51 79% CoC	$111.17 91% CoC	$82.13 126% CoC	$53.33 109% CoC	$89.85 106% CoC	$55.69 66% CoC

Rates below 70% of the Cost of Care

Rates between 70% and 80% of the Cost of Care

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Option 1: Center-based Rates - Percent Increase Year Over Year (FY24-FY25)

Center-based Infant

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$97.18	$105.00	8.0%
Region 2 – Central	$97.18	$105.00	8.0%
Region 3 – Northeast	$102.07	$110.25	8.0%
Region 4 – Metro	$119.52	$121.31	1.5%
Region 5 – Southeast	$97.18	$105.00	8.0%
Region 6 – Metro Boston	$119.52	$121.31	1.5%

Center-based Toddler

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$75.48	$82.50	9.3%
Region 2 – Central	$75.48	$82.50	9.3%
Region 3 – Northeast	$84.70	$85.97	1.5%
Region 4 – Metro	$108.46	$110.09	1.5%
Region 5 – Southeast	$75.48	$82.50	9.3%
Region 6 – Metro Boston	$108.46	$110.09	1.5%

Center-based Preschool

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$57.23	$58.09	1.5%
Region 2 – Central	$57.23	$58.09	1.5%
Region 3 – Northeast	$57.99	$59.09	1.9%
Region 4 – Metro	$80.13	$81.33	1.5%
Region 5 – Southeast	$57.23	$58.09	1.5%
Region 6 – Metro Boston	$80.13	$81.33	1.5%

Center-based School-Age

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$48.96	$49.69	1.5%
Region 2 – Central	$48.96	$49.69	1.5%
Region 3 – Northeast	$50.62	$51.38	1.5%
Region 4 – Metro	$52.03	$52.81	1.5%
Region 5 – Southeast	$48.96	$49.69	1.5%
Region 6 – Metro Boston	$52.03	$52.81	1.5%

Option 1: Family Child Care Rates - Percent Increase Year Over Year (FY24-FY25)

Under Age 2

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$58.45	$59.03	1.0%
Region 2 – Central	$58.45	$59.03	1.0%
Region 3 – Northeast	$58.45	$59.03	1.0%
Region 4 – Metro	$87.66	$88.54	1.0%
Region 5 – Southeast	$58.45	$59.03	1.0%
Region 6 – Metro Boston	$87.66	$88.54	1.0%

Over Age 2

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$48.90	$49.39	1.0%
Region 2 – Central	$48.90	$49.39	1.0%
Region 3 – Northeast	$46.50	$49.15	5.7%
Region 4 – Metro	$54.33	$56.16	3.4%
Region 5 – Southeast	$48.90	$49.39	1.0%
Region 6 – Metro Boston	$54.33	$56.16	3.4%

*Pursuant to G.L. c. 15D, § 17(g) and the CBA between Local 509 SEIU and EEC, the rate structure for family child care providers is subject to negotiation.

Option 2: Center-based Rates - Percent Increase Year Over Year (FY24-FY25)

Center-based Infant

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$97.18	$102.20	5.2%
Region 2 – Central	$97.18	$102.20	5.2%
Region 3 – Northeast	$102.07	$107.31	5.1%
Region 4 – Metro	$119.52	$121.91	2.0%
Region 5 – Southeast	$97.18	$102.20	5.2%
Region 6 – Metro Boston	$119.52	$121.91	2.0%

Center-based Toddler

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$75.48	$80.30	6.4%
Region 2 – Central	$75.48	$80.30	6.4%
Region 3 – Northeast	$84.70	$86.39	2.0%
Region 4 – Metro	$108.46	$110.63	2.0%
Region 5 – Southeast	$75.48	$80.30	6.4%
Region 6 – Metro Boston	$108.46	$110.63	2.0%

Center-based Preschool

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$57.23	$58.37	2.0%
Region 2 – Central	$57.23	$58.37	2.0%
Region 3 – Northeast	$57.99	$59.37	2.4%
Region 4 – Metro	$80.13	$81.73	2.0%
Region 5 – Southeast	$57.23	$58.37	2.0%
Region 6 – Metro Boston	$80.13	$81.73	2.0%

Center-based School-Age

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$48.96	$49.94	2.0%
Region 2 – Central	$48.96	$49.94	2.0%
Region 3 – Northeast	$50.62	$51.63	2.0%
Region 4 – Metro	$52.03	$53.07	2.0%
Region 5 – Southeast	$48.96	$49.94	2.0%
Region 6 – Metro Boston	$52.03	$53.07	2.0%

Option 2: Family Child Care Rates - Percent Increase Year Over Year (FY24-FY25)

Under Age 2

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$58.45	$59.33	1.5%
Region 2 – Central	$58.45	$59.33	1.5%
Region 3 – Northeast	$58.45	$59.33	1.5%
Region 4 – Metro	$87.66	$88.97	1.5%
Region 5 – Southeast	$58.45	$59.33	1.5%
Region 6 – Metro Boston	$87.66	$88.97	1.5%

Over Age 2

Region	FY24 Rate	FY25 Proposed Rate	YOY Change FY24-FY25
Region 1 – Western	$48.90	$49.63	1.5%
Region 2 – Central	$48.90	$49.63	1.5%
Region 3 – Northeast	$46.50	$48.90	5.2%
Region 4 – Metro	$54.33	$55.32	1.8%
Region 5 – Southeast	$48.90	$49.63	1.5%
Region 6 – Metro Boston	$54.33	$55.32	1.8%

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Center-based Rates Percent Increase Year Over Year by Rate Increase Option (FY24-FY25)

Center-based Infant

Region	Option 1 YOY Change FY24-FY25	Option 2 YOY Change FY24-FY25
Region 1 – Western	8.0%	5.2%
Region 2 – Central	8.0%	5.2%
Region 3 – Northeast	8.0%	5.1%
Region 4 – Metro	1.5%	2.0%
Region 5 – Southeast	8.0%	5.2%
Region 6 – Metro Boston	1.5%	2.0%

Center-based Toddler

Region	Option 1 YOY Change FY24-FY25	Option 2 YOY Change FY24-FY25
Region 1 – Western	9.3%	6.4%
Region 2 – Central	9.3%	6.4%
Region 3 – Northeast	1.5%	2.0%
Region 4 – Metro	1.5%	2.0%
Region 5 – Southeast	9.3%	6.4%
Region 6 – Metro Boston	1.5%	2.0%

Center-based Preschool

Region	Option 1 YOY Change FY24-FY25	Option 2 YOY Change FY24-FY25
Region 1 – Western	1.5%	2.0%
Region 2 – Central	1.5%	2.0%
Region 3 – Northeast	1.9%	2.4%
Region 4 – Metro	1.5%	2.0%
Region 5 – Southeast	1.5%	2.0%
Region 6 – Metro Boston	1.5%	2.0%

Center-based School-Age

Region	Option 1 YOY Change FY24-FY25	Option 2 YOY Change FY24-FY25
Region 1 – Western	1.5%	2.0%
Region 2 – Central	1.5%	2.0%
Region 3 – Northeast	1.5%	2.0%
Region 4 – Metro	1.5%	2.0%
Region 5 – Southeast	1.5%	2.0%
Region 6 – Metro Boston	1.5%	2.0%

Family Child Care Rates - Percent Increase Year Over Year by Rate Increase Option (FY24-FY25)

FCC Under Age 2

Region	Option 1 YOY Change FY24-FY25	Option 2 YOY Change FY24-FY25
Region 1 – Western	1.0%	1.5%
Region 2 – Central	1.0%	1.5%
Region 3 – Northeast	1.0%	1.5%
Region 4 – Metro	1.0%	1.5%
Region 5 – Southeast	1.0%	1.5%
Region 6 – Metro Boston	1.0%	1.5%

FCC Over Age 2

Region	Option 1 YOY Change FY24-FY25	Option 2 YOY Change FY24-FY25
Region 1 – Western	1.0%	1.5%
Region 2 – Central	1.0%	1.5%
Region 3 – Northeast	5.7%	5.2%
Region 4 – Metro	3.4%	1.8%
Region 5 – Southeast	1.0%	1.5%
Region 6 – Metro Boston	3.4%	1.8%

*Pursuant to G.L. c. 15D, § 17(g) and the CBA between Local 509 SEIU and EEC, the rate structure for family child care providers is subject to negotiation.

Percent of CCFA Children Served by Region and Program Type

Region	% of Statewide CCFA Children Served
Western	16%
Central	12%
Northeast	25%
Metro	13%
Southeast	19%
Metro Boston	15%

Source: CCFA, Oct 2024

Program Type	% of Statewide CCFA Children Served
Center-based	71%
Family Child Care	29%

Source: CCFA, Oct 2024