

2003-2004 COMMUNITY NEEDS ASSESSMENT ADAMS COUNTY

I. INTRODUCTION

Rural Opportunities, Inc. Migrant Head Start /Child and Family Development Program of Adams County is located within the Field of Dreams Farm Worker Family Service Center. Our goal is to be a “one-stop” site providing services to all eligible farm worker families based on their strengths and needs. We are able to accomplish this through an abundance of quality programs. Our on-site services include Job Training and Employment, Nutritional Services, Referral Services, Pesticide Safety Training through AMERICORP volunteers, Career Testing and Assessment, Child Care, Home Ownership Orientation, Rental Assistance, Emergency Lodging, Food Pantries and Clothing Services.

II. OVERVIEW OF SERVICE AREA

Rich in history and promise for the future, beautiful Adams County is located near the heart of Southeast Pennsylvania’s “Fertile Crescent” growth area and is bordered on the south by the state of Maryland. The countryside surrounding Gettysburg abounds with visual beauty and encompasses some of the East Coast’s most productive agricultural areas. Of special importance is the famous “Adams County Fruit Belt,” where orchards extend for miles along the eastern slopes of the South Mountain Range. These orchards provide scenic splendor, but even more important, Adams County’s orchards are a way of life for so many of the area’s families.

According to the 2000 U.S. Census, Adams County has a population of 91,292, of which 8,752 live within the corporation limits of Gettysburg. The majority of the native-born population is of German, English or Irish background. The most recent U.S. Census data for Adams County cites the following ethnic breakdown: 87,088 Whites, 1,105 Blacks, 448 Asians and 3,323 Hispanics. The census reports 5,405 children under the age of five in the county. (May exceed 100% if individuals reported more than one race)

Adams County is a 526 square mile rural area. Agriculture is the leading industry with over 1,300 farms/orchards. It contributes in excess of \$130 million annually to the economy. The average annual temperature is 53 degrees and the average maximum temperature is 75 degrees. Adams County’s breathtaking rolling countryside produces some of the nation’s finest fruits, vegetables and dairy products. Adams County is Pennsylvania’s leading fruit-producing county. Known as the largest producer of apples in the Commonwealth, Adams County carries the nickname of Apple Capital USA. 20,000 of its acres are dedicated to production of all kinds of fruit, making Adams County a leader in preserving Pennsylvania’s agricultural lands.

According to the Adams County Chamber of Commerce the largest employers in Adams County are:

1. Knouse Foods Cooperative
2. Lincoln Intermediate Unit #12
3. Gettysburg College
4. Gettysburg Hospital
5. The Brethren Home Continuing Care Community

In addition, the Pella Corporation opened a manufacturing plant in the Gettysburg area in the fall of 2002. They expect to employ up to 500 when at full production by the year 2005.

Information recently received from the Department of Labor and Industry, Center for Workforce Information and Analysis, indicates that Adams County's unemployment rate is 4.7%, compared to 5.8% in the state of PA. This rate is expected to drop even more with anticipated industrial expansion in the County.

The Department of Labor and Industry statistics indicate that the industries providing the highest employment in Adams County are as follows:

1. Service
2. Retail
3. Local Government
4. Food Products
5. Paper/Printing

The Department of Labor and Industry also indicated that the average yearly income for a person employed in Adams County is \$25,300, and also stated that 7.5% of families in Adams County live below the poverty level.

Special problems and concerns:

1. Rental homes are in fairly short supply.
2. Additional low-cost housing units need to be constructed.
3. More bi-lingual and multi-cultural services are required to serve the increasing Hispanic population.
4. Development of the Commerce Center business park will deplete an already small pool of quality employees.
5. The loss of rural land to urban sprawl.

According to the Adams County Literacy Council, located in the heart of Gettysburg, the Latino population is using the literacy services being offered in the area. In the past year they have served a total of 99 adults in the following classes they offer: ESL, ESL Civics, Family Literacy, Literacy Council, GED day and evening classes. These numbers have been steadily increasing over the last few years.

III. COMMUNITY NEEDS ASSESSMENT

In 2000, the value of Pennsylvania's stone fruit production was approximately \$25 million. Adams County accounted for \$10 million of the total. Adams County ranks first in the State for both apple and peach production. According to the Pennsylvania Department of Agriculture Statistics, Pennsylvania's national rankings are as follows: fifth for total production of apples, peaches, and pears and sixth in production of tart cherries.

A. Crops/Length of Time/Dates:

Crops	Harvest Period	Outlook
Apples	August 15 to November 15 or a little later	Good
Apricots	July 5 to July 19	A lot
Cherries	June 15 to July 5	Good
Nectarines	July 15 to End of August	Good
Peaches	July 15 to End of August	Good
Plums	July 5 to July 19	Good

The extensive snow and rainfall over the last 6 months has contributed to the changes in the outlook for the crops from previous years. The growers expect a longer apple production season with a bumper crop. Information also states that the crops are healthy, without threat of virus.

Growers/Employers

Growers/Employers	Housing
Adams County Nursery, Inc.	Labor camp housing provided
Bear Mountain Orchards	No housing provided
Bonnie Brae	Labor camp housing provided
Boyers	Housing provided-for families
Breezewood	Housing for single males only
Bream Orchard	Housing provided-families encouraged
Garretson Orchards	Housing for males only
Hale	Housing for males-families welcome
Kime's Orchard/Cider Mill	No housing provided
Knouse Foods Cooperative	Packing House
Lerew	Provide some single-family residences, and have a "building block" for males
Oylers	Housing for males-families welcome
El Vista	Men only Labor camp housing provided
Peter's	Provide housing-encourage families, Camps for males only
Rice	Provide 4 labor camps
Rice Fruit Company	Packing House
Weiser	Housing provided

Please see the attached map for locations of the major camps in relation to the Field of Dreams Center.

Families in the Area (Season):

Farm worker families begin moving into the area as early as the end of May trying to secure employment and housing for the harvesting season. The height of the season occurs in August, September and October, when the apple crop is ready to be picked. Families begin leaving Adams County around the first or second week of November. However, due to a strong increase in security at the border, many Migrant families are having a difficult time returning to the United States. The families that are currently here are remaining in the area rather than traveling to Mexico to avoid problems with security at the border. ROI's Training and Employment has seen the Migrant workers arriving earlier this year. Their main needs appear to be food and housing.

B. Migrant/Seasonal Head Start Eligible Children and Families

According to the Lincoln Intermediate Unit #12 Migrant and ESL Programs statistics from August 31, 2002 through May 31, 2003, the following numbers of children were served by their program:

Age	Number of Children
0-18 Months	68 Children
18-36 Months	314 Children
39 Months- 5 Years	938 Children

*It should be noted that these numbers cover a 20 county area, which includes Adams County. Adams County continues to retain the largest percentage of total enrollment for Migrant and ESL Programs. The children served through the LIU Migrant and ESL Programs may have been counted in these figures by receiving any one of the following services: referral services, Even Start or summer school services. This program provides childcare for 3-5 years only.

Records from Rural Opportunities, Inc. Migrant Head Start/Child and Family Development for the 2002-2003 season indicate that our program served the following numbers of children:

Age	Number of Children	Number on Waiting List
0-3 Years	47	0
3-5 Years	24	0
TOTAL	71	0

Additional information obtained from the HSFIS forms indicates the following for the 2002-2003 season: out of thirty- two families enrolled in our program, ten families were single parent. The majority of served families were composed of three or four family members. More than 80% of the families served live within a five- mile radius, mostly in the Biglerville, Gardners and Aspers areas. The majority of family members were composed of the Hispanic race, specifically Mexican/Chicano. The average income for an enrolled family was \$11,846.12. The majority of our parents worked an average of 10 hours a day between the hours of 6:30am and 5:30pm. Typically at the height of the apple season one parent will work longer while the other picks up the children from the Center.

Please see the attached chart for detailed Grower information on the estimated numbers of seasonal/migrant farm worker children from birth to 5.

Rural Opportunities, Inc. Job Training and Employment estimates the farm worker population served in Adams County is approximately:

Race	Percentage
Hispanic	95%
Black	5%
Other	1%

C. Existing Child Care Programs for Migrant/Seasonal Children

Please see the attached appendices for a review of the childcare programs surveyed in Adams County.

D. Migrant/Seasonal Children with Disabilities

For the 2002-2003 calendar year, the Adams County Head Start Program served 235 children in their ten centers across the county. Of that number an estimated 22 were migrant /seasonal children. Of the migrant /seasonal children served four were identified as having disabilities.

According to the 2002-2003 season records for Rural Opportunities, Inc. Migrant Head Start we served one child with a Developmental Delay. There were many children identified with suspected delays that were referred to the LIU for testing near the end of the season based on their LAP scores.

The children with disabilities from Rural Opportunities, Inc. and Adams County Head Start received relevant services and resources from Lincoln Intermediate Unit #12 including Even Start.

E. Family Needs Data

1. Needs of Migrant /Seasonal Children and Families

The average family income of the farm worker population served by Rural Opportunities, Inc. Farm worker Family Service Center is between \$10,000 and \$12,000 per year. Farm workers they have interviewed expressed a desire for the following: full-time, year round employment with health insurance for their family, a permanent place to live, stability for their children and learning English.

The parents of Rural Opportunities, Inc. Migrant Head Start Program responded to a survey based on the overall needs for their families. It indicates the following needs we should be addressing for our families overall well being:

1. Emergency Services *and* Before and After School Care
2. Obtain Driver's License *and* Physical and Dental Hygiene
3. GED/ HS Diploma
4. ESL *and* Reading to their children
5. Immigration and Community Services
6. Money Management

The Rural Opportunities, Inc. Migrant Head Start's 2002-2003 Family Contact Log indicates that the following services were requested/provided to the families:

1. Translation (Doctor Office, Hospital, Pharmacy, Blue Chip, LIU)
2. English as a Second Language/GED classes
3. Dental Care
4. Computer/CNA/College classes
5. Transportation /Driver's License
6. Clothing/Food/Furniture

2. Needs as Defined by Migrant/Seasonal Families and Community Institutions Serving Young Migrant/Seasonal Children

Dr. Hoch, a local pediatrician serving migrant children listed Baby Bottle Tooth Decay and elevated lead levels as specific health problems of migrant children.

Biglerville Family Practice notes that 25% of their clients are migrant farm worker families. They have typical health problems such as colds, flu and sinusitis. Most of their visits are for regular physicals.

F. Community Resources

Resource	Contact
The Gettysburg Hospital	Holly Cookerly
Lincoln Intermediate Unit 12	Kate McCaffrey
Registered Dietitian	Rayna Cooper
Dental Screenings	Penney Reilly
United Cerebral Palsy of South Central PA	Katie Fry
Adams County Association of the Blind	Ron Reuse
Adams County Head Start	Cynthia Locke
York-Adams Mental Health/Mental Retardation Early Intervention	Michelle Hain/Sherry Miller
Dental Assistant/Orthodontic Treatment Coordinator	Penney Reilly
HACC Advisor	Pat Schindel
ROI, Home Ownership Program	Mike Johnson
Job Training and Employment –Rural Opportunities, Inc.	Lorena Martinez, Jessie Smith
Penn State Cooperative Extension Agent	Lori Roth
Department of Labor and Industry Center for Workforce Information and Analysis	Loretta Hoyler
School Districts:	
Arendtsville	April Ritter
Bendersville	Tammy Stuller
Bermudian Springs	Joan Lockhart
Biglerville	Gayle Donharl
Fairfield	Wendy Glacken
Gettysburg	Mark Golonowski

See the Adams County Quick Chart for additional resources.

G. Other Information as Needed

Health care for the entire family remains an issue. Staff feelings are that the families are unaware of the importance of preventive health care. Dental care remains a strong concern for the families and health care providers offering more than just the basic check-up services often ignore it. One reason for this may be the lack of a dental clinic with a convenient location and hours that are compatible with the family's lifestyle. Many of our families' lack of health insurance also prohibits our clients from seeking the care that they may need. This year, Wellspan has provided mobile services through their Health Connect bus that periodically visits Biglerville. Families can receive basic health check ups and services. Many agencies have provided funds that enabled us to provide necessary treatment to 5 children that were identified as needing follow-up by screenings at our center, including one that needed extensive dental work. We will continue to work with two area dentists; Dr. Enriquez and Dr. Adams to provide care as needed.

We have completed two years of extended seasons at the Field of Dreams Center. Parents have been extremely satisfied knowing that their children were receiving quality, educational childcare throughout the season. Staff noticed that many families stayed in the area to work through the entire extended season. This allowed the teachers to assess the children's skills and enhance their curriculum to better meet the children's developmental needs due to being in our care for longer periods of time. We were also able to identify the children's developmental outcomes. Extending the length of the program also enabled the center to retain knowledgeable staff. Parents would continue to benefit if the months that the center was open were changed to accommodate the growing seasons. Based on the Parent Sign in sheets over the last two years, our families would use our services most efficiently if we were open for the months of Mid-March through Mid-November. This was indicated by the amount of time the children were present in the Center and their overall attendance for the months of December 2001 and February and March of 2002 and 2003. Many of our parents have also indicated these recommended months of operation would be very beneficial to their ability to make the most amount of money. By changing the operating months, more families will have the opportunity to be served.

Transportation continues to be a problem as many families have only one vehicle and in some cases no vehicle. As indicated on the Parent Survey, the families continue to be interested in transportation to and from the Center. Adams County Transit Authority will provide free transportation to anyone with a PA Access card to any Social Service Agency that accepts the Access Card. Low-income families without an Access Card will be served through a grant from H.S.D.F. Clients must complete applications at the Transit Authority prior to any services. Arrangements must also be made by 12:00 Noon to secure transportation for the following day. The Transit has set schedules for when they visit the rural areas and appointments must be made to suit the Transit schedule. There is also a Yellow Cab Company that operates 24 hours a day throughout Adams County. The cost is \$1.40 initial fee and \$1.20 per mile. A round trip from Aspers to Biglerville will cost a family \$14.80. Neither of these systems meets the needs of our families.

The children have been developmentally affected by the amount of precipitation we have had over the last 6 months due to the poor drainage system at the Field of Dreams Center. There are multiple areas throughout the Infant/Toddler and Main playground that collect water from neighboring lands and do not drain properly. The water accumulates in these areas, causing large areas of standing water. This becomes a safety hazard to the children and therefore they are continually required to stay on the covered porch on cloudy or even on sunny, nice days. These areas of standing water are also a haven for bugs and mosquitoes. The Playgrounds need to be re-grated and a proper drainage system needs to be installed. This will ensure that the children have adequate time to develop all of their senses and developmental needs. Many of the families do not have a large area for the children to play at home; it would be great if they could use what we have more effectively.

H. Data Analysis (Significant Trends and Changes)

1. In the past, Keystone Health contracted with Rural Opportunities, Inc. Migrant Head Start to provide on site physicals, lead tests, TB tests, and anemia screenings for the children. Unfortunately, Keystone Health has elected not to renew this contract. This adversely affects our families, causing the parents to lose time and income from work in order to attend to the health needs of the children at a physician's office. The language barrier and lack of transportation account for the high number of missed appointments. We were able to provide Lead Screening to those children who were eligible this year through the diligent work of ROI's Jessica Fix through the volunteers of the Department of Health's Lead Coalition out of the Polyclinic Hospital in Harrisburg, Pennsylvania.

2. Translation/ESL remains one of the most requested services from the families we serve. A few businesses have hired bilingual staff in the past year but still many service agencies in the do not have a bilingual staff person to assist our families. We offered ESL classes at our facility this year through the Adams County Literacy Council and based the times on the recommendations of the parents. Unfortunately we began the classes when we were closing down for the winter months. The severe cold and constant snowfall had a great affect on attendance for the classes.

3. Rural Opportunities, Inc. Housing and Home Ownership Division is project to start construction on a 7 building apartment complex for unaccompanied migrant farm workers one mile from the center in the fall of 2003. At this point the housing is for unaccompanied workers only. However, this will free up housing that is currently being provided at local camps. We feel that more families will come to the area to take advantage of the newly available housing.

4. The increased security at the border has had a detrimentally negative affect on the migrant families. They are unable to enter this country to begin a better life working in agriculture. They are being forced to find alternative ways to enter the country, which has proven very dangerous, even deadly. If things do not improve immediately there is expected to be less farm workers to care for the crops in the area now and in the coming years. This is significant to this area based on the expected increase in production amounts of the crops in Adams County.

IV. Program Decision Making: Detailed Program Design for Serving Population

Analyzing the Community Needs Assessment and comparing it with the other information that was collected, we need to establish and implement the following systems: length and months of season, healthcare needs, creating strong ties with community, communication and literacy skills and maintaining a strong, knowledgeable and competent staff.

1. The center needs to maintain the longer season and be open the summer months of June, July and August. We have found that we are able to fulfill the needs of the families so that they are able to work for most of the year without worrying about their children being in a secure environment. Attendance has been consistent and we are assured that families are satisfied with the services that we currently provide. The center would be able to further help families by becoming available during the busy summer months of June, July and August through mid-November when the majority of the migrant families are in the area. The center should close during the months of December, January, February and part of March when many families remain out of the area or are not working due to the slow-down of agricultural production for this time of year.

2. The President's *Good Start, Grow Start* plan for education is having an affect on the staff we are being required to employ. The push is for majority of the staff to have an AA or BS in ECE. We are experiencing problems in locating this type of qualified staff because of the low unemployment rate, lack more than one institution of higher learning that offers Associates or Bachelors degrees in ECE and the lack of funding to offer competitive salaries. The new implementation of funding assistance to staff to obtain an Associate and/or Baccalaureate in Early Childhood Education has provided staff with an incentive to continue on with their education. The proposed Mentor program will be a great asset to our staff. We have three staff members who signed up for classes at the local community college. Furthermore a Seasonal Employee Handbook detailing benefits for only seasonal employees would be extremely beneficial.

3. Establish consistent volunteers to aid in providing health care, including everyday dental work, vision check-ups, physicals, and immunizations. This goal can be accomplished by searching for reliable volunteers within the healthcare community. Local health clinics should be approached about having Doctors/Nurses initiate a visit to the Center to educate the parents about preventive health care. Health care that is done on-site ensures that the screenings are completed within the mandated timelines and enables the parents an on-site translator to review any questions or concerns immediately. Volunteers are also needed on a daily basis for the benefit of the children. The staff is able to conduct assessments and provide more intricate lessons with the assistance of volunteers. This can be accomplished by contacting local service Clubs such as Lions, American Vets, and Legion.

4. Provide a local bus system to fulfill the needs of clients. Transportation is an ongoing need that can be fulfilled by contracting a bus company to provide a mean of transportation. We would be able to bring families to the Center that normally would not have the means to discover our facility. Finally, it will incorporate suburban communities into our center, providing them with the benefits of our entire program.

5. Based on the Parent Survey, Family Night attendance results and staff recommendations, our families would greatly benefit from the continuation of our Family Nights implemented in the spring of 2003. They are interested in learning the English language and learning various ideas relating to reading to their children. This can be done through special evenings that focus on Literacy. Identical books in Spanish and English would be offered along with many ideas of how to extend the stories. This would be in conjunction with ESL classes that are offered at a time of year that the families could attend most consistently.

V. Summary – Assessment Exercise Results and Summarized Plans for Addressing

Adams County is inundated with orchards and packinghouses providing resources to support the agriculture economy. Migrant farm workers are a valuable economic resource to this area and the agriculture industry. Rural Opportunities Inc. is dedicated to creating and providing opportunities for farm workers, so that they will be able to overcome the barriers that prevent them from achieving their dreams. We propose to do this by maintaining the increased length of service season and hours of operation, training parents on literacy and family wellness, developing an effective means of recruiting qualified staff, extensive on-going staff training on implementing assessments and analyzing outcomes and maintaining staff from season to season. We will create and improve community partnership agreements with local organizations and establish a volunteer base of community members. We will offer more opportunities for families to network together and learn literacy and parenting skills. Finally, we will establish a means of assisting our parents with transportation that will aid in increasing our enrollment. We will advocate for our program through involvement in local agencies and recruitment efforts.

VI. Maps, Charts, Appendices as Required

1. Map of Adams County
2. Chart of Grower Estimated Number of Migrant/Seasonal Children Birth to 5 Years
3. Adams County Child Care Survey
4. Adams County Wage Comparison Survey
5. Adams County Quick Chart

Growers Estimated Number of Migrant/Seasonal Children Birth to 5 Years

Grower	Phone Contact	Estimated No. of Seasonal Workers	Estimated No. of Seasonal Children Birth to 5	Estimated No. of Migrant Workers	Estimated No. of Migrant Children
Adams County Nursery	717-677-8105	15	0	35	10
Beechwood	717-677-6536	5	0	10	0
Bonnie Brae	717-528-4617	20	1	30	10
Boyers	717-677-8558	17	2	20	5
Breezewood	717-677-7206	25	0	25	0
Peter's	717-677-8684	1	0	8	0
Hollabaugh Bros. * No diff. Seasonal/ Migrant	717-677-9494	10 yr round	0	25	5-7 maybe
Lerew	717-528-4173	25	5	35	8
El Vista	717-642-5148	40	0	30	0
Peter's	717-528-4380	60	5	150	25
Rice	717-677-8131	60	0	70	10-15
Weiser	717-528-4763	3	0	15	0

Adams County Child Care Survey

Organization	Address	Phone#	Waiting List	Hours Served	Ages Served	Cost Per Week
A.C. Head Start	Gettysburg	717-337-1337	14	8:30AM-3:00PM	3-5 Yrs.	\$38.92 per day
Babes in Arms	Gettysburg	717-337-2619	None	6AM – 6 PM	6 Mo. –12 Yr.	Varies-\$3/hr school age-\$110/wk infants
Bretzman Group Day Care	Aspers	717-677-6535	4	6:30 AM –5:15 PM	1 Mo. – 12 Yrs.	\$115.00
Gettysburg Growing Place	Gettysburg	717-337-1255	35	6:30 AM – 6 PM	6 Wks. And up	\$108.00-\$131.00
Christ Lutheran Nursery School	Gettysburg	334-5212	None	9:00AM-11:30AM	3-5 yrs 3 days and 2 days/week	
Gettysburg YWCA Day Care	Gettysburg	717-334-9171	12	7:00 AM –6 PM	2 Mo. – 14 Yrs.	\$105.00-\$120.00
Gettysburg YWCA/Seminary	Gettysburg	717-334-9171	15	8 AM – 5 PM	13 Mo. – 5 Yrs.	\$105.00-\$120.00
Learning Tree Child Care	Gettysburg	717-334-6204 Fax: 334-5081	10 infant	6 AM – 5:30 PM	2 Mo. – 5 Yrs.	\$100.00-\$125.00
Lisa's Little Stars	Biglerville	717-677-4040	None	24 Hours	1 Mo. – 13 Yrs.	\$85.00-\$115.00
Little Life Enrichment Center	New Oxford	624-1296 Fax: 624-1917	None	6AM-5: 30 PM	13 Mo-5 yrs and up	\$100.00. - \$115.00
Migrant Ed.	Gettysburg	717-334-0006	6	8:00AM-4:00PM	3-5Yrs.	None
Simpson, Shirley	Arendtsville	717-677-7334	None	6 AM – 6 PM	1 Yrs and up	\$70/00
St. James Childcare Center	Gettysburg	717-334-7171	50	6:30 AM –5:30 PM	1 Mo. – 12 Yrs.	\$100.00-\$120.00
Uriah United Methodist Church Day Care	Gardners	717-486-7543	None	6 Am – 6 PM	13 Mo. – 10 Yrs.	\$85.00-\$105.00
Wee Care Learning Center	Gettysburg	717-334-5347	5	6:30 AM – 6 PM	1 Mo. – 12 Yrs.	\$105.00-\$120.00

Adams County Wage Comparison Survey

Organization	Position	Wages	Hours	Other
A.C. Head Start	Group Supervisor Asst. Group Supervisor	\$13.28/Hr \$11.95/Hr.	Full-Time	50% of Staff with Degrees Health Care Plan
Babes in Arms	Group Supervisor Asst. Group Supervisor	\$8.00/Hr. \$6.50/Hr.	Full-Time & Part-Time	5% of Staff with Degrees Offer little personal benefits and holds monthly in- services
Bretzman Group Day Care	Group Supervisor Asst. Group Supervisor	\$8.50-9.50/Hr. \$6.00-8.00/Hr.	Full-Time & Part-Time	*****
Gettysburg Growing Place	Group Supervisor Asst. Group Supervisor	\$8.25/Hr. \$6.50/Hr.	Full-Time & Part-Time	50% of Staff with Degrees Health Care/Dental Insur.
Gettysburg YWCA Day Care/Seminary	Group Supervisor Asst. Group Supervisor	\$8.00/Hr. \$6.50/Hr.	Full-Time & Part-Time	Health Care Plan
Learning Tree Child Care: Karen Walter	Group Supervisor Asst. Group Supervisor	\$7.50-9.25/Hr. \$5.75-6.25+/Hr.	Full-Time & Part -Time	10% of Staff with Degrees
Lisa's Little Stars	Group Supervisor	Group Home-No Aides	Full-Time & Part -Time	*****
Little Life Enrichment Center	Group Supervisor Asst. Group Supervisor	\$10.00/Hr \$6.00-7.00/Hr	Full-Time & Part -Time	3 in college, 4 out of 11 have related degrees
Migrant Ed.	Group Supervisor Asst. Group Supervisor	\$15.00/Hr. \$6.80-8.75/Hr.	Full-Time	40% of Staff with Degrees Health Care/Dental Plan
Simpson, Shirley	Group Supervisor	Group Home-No Aides	Full-Time & Part -Time	*****
St, James Childcare Center	Group Supervisor Asst. Group Supervisor	\$9.25 +/Hr. \$7.25 +/Hr.	Full-Time & Part -Time	20% of Staff with Degrees Have ch w/disabilities
Uriah United Methodist Church Day Care	Group Supervisor Asst. Group Supervisor	\$7.50/Hr. \$6.00/Hr.	Full-Time & Part -Time	*****
Wee Care Learning Center	Group Supervisor Asst. Group Supervisor	\$7.50/Hr. \$6.00/Hr	Full-Time & Part -Time	Health Care Plan