



Marc E. Jaffe, Chief Executive Officer
Carol Sargent, School Readiness Director
Childcare Learning Centers, Inc.
Before the Committee on March 3, 2015

Senator Beth Bye, Representative Toni Walker, and members of the Committee,

Thank you for the opportunity to testify today. My name is Marc E. Jaffe. I am the Chief Executive Officer of the Childcare Learning Centers (“CLC”), the third largest state funded Pre-K nonprofit in the State of Connecticut. We are located in Stamford operating out of 7 locations and serving predominantly Stamford and to a lesser extent Darien and Greenwich. I am a resident of Old Greenwich.

There were numerous programs cut to the Office of Early Childhood (OEC) programs. An issue that was not addressed were wages for our Early Childhood teachers. I am here to speak in support of increasing salaries for our staff. We have approximately 220 employees, 165 of whom are teaching staff. 164 of the 165 are female. 87% are minority.

Although I personally have a long standing love of public school education (I am a product of the public schools) and a long standing respect for educators, (both my mother and sister were teachers), my perspective on this issue is not so much as a veteran educator but as a business person. I come to Early Childhood Education relatively recently from a career in the private sector running publishing, media and technology companies. I have sat on boards of both public and private companies, for profit and nonprofits.

What is glaringly apparent is that our teachers are literally “the working poor”. How they do their job and maintain their equanimity is frankly beyond me. Our program runs 10 hours a day, 51 weeks a year. This allows the parents of our children to work, thus supporting the economy not only of Stamford but of the entire Fairfield county environs.

Many important and meaningful organizations come before you. I am perfectly aware you have great challenges deciding on budget requests. It requires Solomonic wisdom but I would make the following three simple arguments which I believe are incontrovertible:

- 1) The work our teachers do: they educate our children ages 0-5, not only take care of them but **educate them**. The achievement gap can be measured as early as 18 months. By the time they are 5 years old, 85-90% of their brain is developed. So you are entrusting our children, our most precious asset, our future at the most formative stage in their human development with people who are grossly underpaid. Prison guards get paid more to watch criminals than our teachers to teach our children. I have to bring in experts in resiliency training because our teachers are stressed with the challenges of making ends meet. When we give out a \$50 holiday bonus in the form of a gift card to a local food market, one of our teachers turned to me and said, “thank you, I can now prepare a proper Christmas dinner for my family”.
- 2) But, as a businessman, a less sentimental argument, the Return on Investment (ROI) in Early Childhood Education is 800 to 1700%. Nothing is comparable. We end up with more productive citizens who will

find better jobs, get paid more and pay more taxes, will be in better health, be less likely to commit crimes or become addicts, less likely to become homeless, all of which cost society less.

- 3) Lastly, as I previously indicated, 164 of our 165 teaching staff are women. 87% of whom are minority. I dare say, frankly, this issue would not be before you if that was not the case. So, to the men on this committee, remember who gave birth to you and gave you life. And, to the women on this committee, it is time to step up and take care of your sisters.

So I urge you to consider an increase in wages for ECE teaching staff. Thank you.