



CCM Health Child Care

Montevideo, MN

Established

January 13th, 2020

Background & Basic Info

CCM Health, Montevideo Schools, Public Health, and the City of Montevideo gather regularly to discuss various community issues. Like many other communities, they noted the lack of child care as one of the biggest issues their community faces.

In an effort to boost recruitment and retention, in November 2018, CCM Health began the planning process of opening a child care facility that is exclusive to CCM Health staff. When they learned infant spots were the biggest need, they decided to pursue licensing as a child care center. By doing this, they also hoped to free up other child care spots in the community.

CCM Health employees are made aware of the child care benefit during recruitment and also at new employee orientation. Although the child care is still in its early stages, CCM Health has already noticed this employee benefit has increased retention and recruitment efforts.

Building

The child care center is located in an existing conference room on the CCM Health campus. The indoor space is approximately 1,035 square feet and the outdoor space available to them covers approximately 2,000 square feet. CCM Health is currently seeking grants to help build an ADA-compliant playground outside.



1020 N 13th Street
Montevideo, MN



320-269-8877



tammy.dandurand@ccmhealthmn.com



ccmhealthmn.com



Primary Contact:
Tammy Dandurand,
Child Care Center Coordinator



Upper Minnesota Valley
**REGIONAL
DEVELOPMENT
COMMISSION**

Helping Communities Prosper



**SOUTHWEST INITIATIVE
FOUNDATION**

Schedule

The child care is open Monday through Friday 6:00 a.m. to 6 p.m. with the exception of major holidays.

Food

The child care serves breakfast, lunch, and snacks.



Enrollment & Fees

Enrollment

There are currently 14 children enrolled. Drop-ins are allowed as space is available. The child care center is licensed through the Department of Human Services.

Age Range	Number of Children License Allows	Number of Children Enrolled
Infant 6 weeks – 16 months	8	6
Toddler 16 months – 36 months	7	4
Preschool 3 – 5 years	7	4
Total	22	14

Fees

Age	4-5 days a week	1-3 days a week	Drop-in
Infants 6 weeks-15 months	\$165/week	\$40/day	\$45/day
Toddlers 16-36 months	\$140/week	\$34/day	\$40/day
Preschool 3 – 5 years	\$145/week	\$31/day	\$34/day

Staff

Staff are employed by CCM Health and are benefit-eligible if they work a minimum of 24 hours per week. Some of the benefits include health, dental, vision, and life insurance, paid time off, and PERA matching retirement funds.

Currently Employed	Position	Hourly Pay		
		Base Pay	Median Pay	Maximum Pay
1	Coordinator/Teacher	\$21.06	\$24.78	\$28.50
2	Teacher	\$15.21	\$17.89	\$20.57
2	Teacher Assistant	\$12.76	5 year - \$14.68	\$18.33
2	Aide	\$10.45	5 year – \$11.84	\$14.58

Financing

Start Up Costs

Start up costs were paid for by CCM Health since they own and operate the child care. The child care center received a \$5,000 grant from the Montevideo Area Community Foundation and a \$6,000 grant from the Southwest Initiative Foundation.

Current Operating Budget

CCM Health is treating the child care center as an employee benefit as well as a recruiting tool, meaning they have made an investment in recruiting and retaining employees and are not looking to make the center a profitable business. Below is a rough estimated budget for the first year of operation.

Annual Operating Revenue	Amount
Child Care Fees	\$95,000
Grants	\$11,000
Total	\$106,000
Annual Operating Expenses	Amount
Operational Expenses	\$25,000
Payroll	\$180,000
Total	\$205,000
Loss	\$99,000



Challenges and Successes

Challenges

The biggest challenge for the CCM Health child care center has been the lengthy and tedious work that goes in to preparing the program (curriculum, space, handbooks, policies, etc.) to meet the Department of Human Services (DHS) requirements. They have had to make minor changes to the former meeting room and attached kitchen to meet DHS standards. Examples include: handwashing sink install, purchase and install of commercial dishwasher, washing machine and dryer, replacement of ceiling tiles in kitchen area, and a few other minor changes.

Another challenge has been the high cost of outdoor play equipment and surfacing. CCM Health's goal is to provide an ADA-compliant playground that can be utilized by the community during non-business hours. The cost of ADA-compliant, poured-in-place surfacing is extremely high, they are seeking grant opportunities to offset costs.

Successes

Their greatest success to date has been being able to meet the needs of our employees by offering high-quality, reliable, and affordable child care on-site in a nurturing and engaging environment by fellow CCM Health team members. They've already witnessed this new employee benefit drive retention along with recruitment efforts. CCM Health is excited to be able to offer this benefit to their team. Although the child care center will be exclusive to CCM Health employees, it is their hope that this addition will positively impact the community-wide shortage by freeing up other child care spots in the community.