

**Mission**

PC Tots provides high quality childcare and education for Summit County's workforce.

**Project Name**

Multi-Generational Approach to Equitable High-Quality Care and Education

**Community Need**

The issue of childcare disproportionately affects women and the need is great; more than 6% of Summit County's population are children 4 and under; yet there are 12 children for every one childcare slot; PC Tots alone currently has a waitlist of 186 children. Children coming from lower socioeconomic homes are nearly 50% below their higher socioeconomic peers in kindergarten readiness skills – emotional, social, and academic. This readiness gap follows children through high school and affects their ability to attend post-secondary education and ultimately earn a decent salary. Additionally, childcare workers are disproportionately represented by Biracial, Immigrant, and/or People of Color (BIPOC) and are historically underpaid: BIPOC comprise 22% of the American workforce, yet account for 40% of childcare workers. This is true at PC Tots as well, with over half of our workers identifying as BIPOC. Despite childcare being some of the most important, physically, and emotionally demanding work, childcare workers exist in a system that undervalues their role: more than 1 in 6 female childcare workers live below the poverty line. Improved wages, health care, paid time off, and advancement opportunities are the first steps in reworking the culture for the childcare workforce.

**Project Overview**

This project will serve 100 students, 41% of whom are BIPOC, and more than 70 families, 80% of which receive a PC Tots scholarship. The WGF grant of \$60,000 will be partially used for tuition assistance so that lower income children can continue to receive quality care, their mothers can remain in the workforce, and our community continue to thrive. PC Tots additionally intends to apply a combination approach of higher wages, comprehensive benefits, and professional development for their team of 27 early childhood education staff members, 26 of whom are women and 70% of those women are BIPOC. Evaluating students as indicated by Utah Core Standards to ensure kindergarten readiness is another way that we make sure our teachers are meeting their professional and our organization's goals. PC Tots will foster a work culture that promotes DEI (diversity, equity, and inclusion) and maintain our status as a leader among childcare providers in Utah, advocating for change across the industry.

**Impact**

This grant will positively impact PC Tots' teachers, students, and parents. By enhancing teacher salaries and benefits, our intended outcome with this project is to: (1) reduce staff turnover which (a) reduces our hiring and onboarding costs and (b) provide continuity of care for the children in our program; (2) provide greater financial stability and independence to our teachers and their families who live and/or work in our community. By providing our families with tuition assistance, our intended outcomes are to make the cost of childcare more affordable so that our youngest citizens can receive quality childcare and help working women stay in and flourish in their jobs.

## Budget

**Park City Tots, Inc**  
Budget Overview: FY23 - FY23 P&L  
July 2022 - June 2023

	TOTAL
Revenue	
4100 Grants & Donations	1,240,500.00
4500 Fee income	882,400.00
<b>Total Revenue</b>	<b>\$2,122,900.00</b>
GROSS PROFIT	<b>\$2,122,900.00</b>
Expenditures	
6000 Personnel	
6040 Payroll Processing Fees	3,876.00
6050 Payroll Salaries	1,474,420.00
6100 Payroll Taxes	105,120.00
6120 Background & Fingerprint Fees	780.00
6200 Employee Benefits	223,560.00
6300 Continuing Education	15,600.00
<b>Total 6000 Personnel</b>	<b>1,823,356.00</b>
7000 Programs and Direct Expenses	5,363.00
8000 Administrative Costs	93,746.00
9000 Facilities	218,729.00
<b>Total Expenditures</b>	<b>\$2,141,194.00</b>
NET OPERATING REVENUE	<b>\$ -18,294.00</b>
Other Revenue	<b>\$244,302.00</b>
Other Expenditures	<b>\$226,008.00</b>
NET OTHER REVENUE	<b>\$18,294.00</b>
NET REVENUE	<b>\$0.00</b>

**PC Tots Project Budget for Teacher Salary**

<b>Current Aggregate Annual Teacher Salary</b>	<b>Projected Aggregate Annual Salary with \$1 Increase</b>	<b>Total Increase from Current to Projected Annual Salary</b>
954,720	\$1,000,480	\$45,760