

Bid # 710-19-1043

Early Education & Care Connections, Inc.
 Official Pricing Bid Sheet
 July 1, 2019 - June 30, 2019

Compensation			
	Salary	Fringe	Justification
Tiffani Fletcher - Program Director & Financial Officer	\$65,000.00	\$15,322.50	\$4,972.50 Taxes; \$1,950 Retirement Contribution Match; \$8,400 Medical, Dental, Vision & Life Insurance
Wendy Dillon - Assistant Director & Operations Officer	\$55,000.00	\$16,054.50	\$4,207.50 Taxes; \$1,650 Retirement Contribution Match; \$10,197 Medical, Dental, Vision & Life Insurance
Dianna Stratton - Southwest Servies Coordinator, Trainer	\$36,000.00	\$10,516.00	\$2,754 Taxes; \$1,080 Retirement Contribution Match; \$6,682 Medical, Dental, Vislon & Life Insurance
Debborah Roark - Behavior Specialist, Trainer	\$30,000.00	\$2,295.00	Taxes**
To Be Hired - Family Engagement Specialist	\$28,000.00	\$2,142.00	Taxes*
To Be Hired -R&R Specialist Central Region	\$26,000.00	\$1,989.00	Taxes*
To Be Hired -R&R Specialist Southwest Region	\$26,000.00	\$1,989.00	Taxes*
To Be Hired -Infant/Toddler Specialist, Trainer	\$28,000.00	\$2,142.00	Taxes*
To Be Hired - Social Media Specialist	\$26,000.00	\$1,989.00	Taxes*
Compensation & Fringe	\$320,000.00	\$54,439.00	
Total Compensation & Fringe	\$374,439.00		
Expenses			
Rent - Office #1	\$48,450.00		Pulaski County
Rent - Office #3	\$15,300.00		Southwest Region - To Be Determined
Maintenance - Office #2	\$1,500.00		Hempstead County
Insurance - Liability	\$2,295.00		
Insurance - Worker's Compensation	\$1,200.00		
Dues, Subscriptions, License & Fees	\$3,000.00		Chamber of Commerce Memberships, Child Care Aware of America Memberships, NAEYC, Zero to Three & Other Early Childhood Organization Memberships
Bank Fee & Interest Expense	\$500.00		
Accounting/Legal Expense	\$1,500.00		Annual Audit Expense
Conference Expense	\$3,000.00		Annual Early Childhood Conference
Marketing/Advertising/Promotional Items	\$7,000.00		Promotional Items for Conferences & Door Prizes/Advertising and Printed Marketing Supplies
Computer & Internet Expense	\$8,000.00		
Printing/Production Expense	\$14,500.00		Copier Lease (3) & Maintenance & Supplies
Postage/Delivery Expense	\$2,500.00		
Professional Development	\$12,000.00		Registration for Train-the-Trainer Events & New Hire Training
Gas/Mileage - Auto Expense	\$3,000.00		
Meals Expense	\$2,000.00		
Travel/Lodging Expense	\$6,000.00		Train-the-Trainer & Child Care Aware of America Events
Telephone Expense	\$12,000.00		Office Lines & Fax; Cellular Service
Infant/Toddler Lending Library Materral & Supplies	\$10,000.00		
Office/Resource Room Supplies	\$6,816.00		
Training Supplies	\$5,000.00		Replace Consumables in all Training Spaces
Total Expenses	\$165,561.00		
TOTAL COMPENSATION & EXPENSES	\$540,000.00		
			**Staff Declined
			*New Hire - Medical benefits are available during open enrollment in December. Other benefits are offered after one(1) year of service.

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Salary Justification

Tiffani Fletcher is the Director and Finance Officer of Early Education and Care Connections, Inc. and the current Director of Child Care Aware of Central and Southwest Arkansas. She has a Bachelor's in Business Management and is twelve (12) hours away from a Master's of Science in Accounting. Ms. Fletcher has over fifteen (15) years of management experience and ten (10) years of experience in accounting and human resources. Ms. Fletcher has worked for the Child Care Aware of Central and Southwest Arkansas program for the previous five (5) years.

Wendy Dillon is the current Assistant Director of Child Care Aware of Central and Southwest Arkansas and is the Operations Officer of Early Education and Care Connections, Inc. Ms. Dillon has been employed by the Child Care Aware of Central and Southwest Arkansas program for the previous six (6) years. Prior, Ms. Dillon owned and operated a successful service based company.

Dianna Stratton is currently a Resource and Referral Assistant for the Southwest Region. She relocated to Hope in 2017 to open our satellite office. Ms. Stratton has been employed by the Child Care Aware of Central and Southwest Arkansas program for the previous three (3) years. Ms. Stratton's role with Early Education and Care Connections, Inc. will be Southwest Region Service Coordinator. We will be hiring a full-time Resource & Referral Assistant for the Southwest Region. This will allow for Ms. Stratton to conduct more on-site Technical Visits and offer more training opportunities. Ms. Stratton will work with the newly hired Southwest Region Resource & Referral Assistant to meet the needs of the child care providers in that area.

Deborah Roark is employed as a Behavior/Trauma Specialist and Trainer. Ms. Roark has been employed by Child Care Aware of Central and Southwest Arkansas for twelve (12) years. She is also employed by the Arkansas State Police in the Crimes Against Children Division and is a registered trainer for the University of Arkansas. Ms. Roark will provide technical assistance to families and child care providers region-wide.

Early Education and Care Connections, Inc. proposes to hire a full-time Resource and Referral Assistant and Infant/Toddler Specialist & Trainer for the Central Arkansas area. The Resource and Referral Assistant position will be responsible for providing services to all families and providers who visit the North Little Rock office. The Infant/Toddler Specialist & Trainer will be work with Ms. Dillon and Ms. Roark to coordinate training opportunities for parents and providers. EECC will also hire a Social Media Specialist. This position will be responsible for all social media outreach, including maintaining the

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Child Care Aware of Central and Southwest Arkansas website. Finally, we will hire a Family Engagement Specialist who will fulfill our community outreach obligations.