

# Report on Partnering with Maine Employers to Increase Access to Child Care from the Children's Cabinet Early Childhood Advisory Council

January 15, 2024

## Purpose of this Report:

With the passage of LD 103 as a Resolve, the Joint Standing Committee on Innovation, Development, Economic Advancement and Business directed the members of the Children's Cabinet Early Childhood Advisory Council (CCECAC) to study incentives for employers to break down barriers to child care. This report provides data that speaks to the range of barriers that are present in Maine's Early Childhood Care and Education system, provides examples of efforts in Maine and in other states to provide incentives and support employers to expand child care for their employees, and offers recommendations for the IDEA committee to consider.

## Background on the Children's Cabinet Early Childhood Advisory Council (CCECAC)

The CCECAC was established by the Maine legislature in the spring of 2019 to advise the newly reinstated Children's Cabinet. The CCECAC is focused on the implementation of early childhood policy and programming to support the effective delivery of public and private services and education to young children from birth to 3rd grade in the state. In addition, the CCECAC serves as the State Advisory Council on Early Childhood Education and Care and in that role, the Council is responsible for ensuring statewide coordination and collaboration among the wide range of early childhood programs and services in the State, including child care, Head Start, Individuals with Disabilities Education Act services and programs, and public pre-k.

The council consists of representatives from the Maine legislature, philanthropy, post-secondary education, health care, business, family and center-based child care programs, Head Start and parent groups as well as four non-voting representatives from Departments of Education and Health and Human Services. A list of current CCECAC members can be found in Appendix A.

The recommendations in this report are from the advisory members of the CCECAC. They do not reflect recommendations or policy commitments of the Governor's Office of Policy Innovation and the Future, the Maine Department of Health and Human Services or the Department of Education. Policy proposals will be reviewed and commented on by state agencies and the Executive Branch as they arise.

## Maine's Early Childhood Care and Education System in Maine

Over the last several years, the state and the legislature have made significant investments to stabilize and expand Maine's early care and education infrastructure. With federal American Rescue Plan Act (ARPA) funds, the Office of Child and Family Services (OCFS) at the Department of Health and Human Services (DHHS) released more than \$85 million in grants to stabilize the child care industry during and

in the wake of the COVID-19 pandemic between October 2021 through September 2023. In addition, the Maine Jobs and Recovery Program included \$25 million to expand Maine's mixed delivery system. (A mixed delivery system provides early childhood education through multiple entities and partners such as center-based and family-based child care programs, Head Start and public schools.) With the support from the legislature and the Governor, the state is now investing \$30 million annually to support Maine's child care workforce, often known as the workforce behind the workforce.

To answer the questions laid out by the IDEA Committee in LD 103 and illustrate some of the barriers within the ECE system for Maine families, the Children's Cabinet Early Childhood Advisory Council examined: 1) an analysis of census data and Maine's child care licensing and public pre-k data from the Bipartisan Policy Center (BPC) regarding the child care gap in Maine, 2) data from Maine's 2020 Child Care Market Rate survey on the cost of child care and 3) data from the Maine Department of Labor on the child care workforce. The IDEA committee did not specifically ask for data about Maine's child care workforce, however, recruiting and retaining a qualified staff has been raised by those working in the child care industry as one of their largest and ongoing challenges.

### **Child Care Gap in Maine:**

According to analysis by the Bipartisan Policy Center<sup>1</sup>, Maine has a child care gap, meaning the state does not have enough licensed child care slots to provide care and education for young children with all parents in the labor force. The most recent BPC report showed Maine's child care gap declining by 34% since 2020 from 4,920 children to approximately 3,250 children needing child care across the state. The BPC data has helped the state to identify areas of the state where there is a greater need for child care slots. It is important to note that the BPC is based upon the number of licensed slots in child care and not all child care programs are operating at their full-licensed capacity. Programs may be operating at a lower capacity because of staffing shortages and challenges with retaining staff. In addition, parents may not be counted as in the labor force, because they are no longer looking for work because of their inability to secure child care for their young children.

### **Child Care Cost in Maine:**

The cost of child care in Maine can be a burden for families with young children. The Office of Child and Family Services is currently in the process of updating its official Child Care Market Rate Survey which was last released in 2021. While the data from the Market Rate Survey is three years old, it is still a helpful resource to illustrate the high cost of child care for certain families in Maine. In 2020, the statewide median tuition for full-time enrollment at a child care center in Maine ranged from \$165 per week for preschool children to \$230 per week for infants. This is equivalent to \$8,580 –\$11,960 for year-round care. This cost can be a significant expense for many young families. Comparing the incomes of Maine families to the cost of child care highlights the challenge facing many households. In 2020, a couple earning the median income for all married-couple Maine households with children under age 18 (\$87,925) would pay 14% of their income for one infant to enroll full-time at a facility charging the statewide median price (\$11,960). It is important to note that the median tuition prices in Cumberland, Kennebec, and Penobscot counties are higher than median tuitions in other parts of the state and that tuition prices have likely increased significantly since the last survey.

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<sup>1</sup> Bipartisan Policy Center. (January 2023) Child Care Gap Assessment: Maine. Retrieved from: <https://www.maine.gov/dhhs/sites/maine.gov.dhhs/files/inline-files/Maine-Child-Care-Gaps-January2023.pdf>

### **Child Care Quality Workforce in Maine:**

The challenges of recruiting and retaining qualified early childhood educators rose as concerns from child care directors and educators in the 2019 Preschool Development Grant (PDG) needs assessment and in a series of focus groups held by OCFS in 2021 with representatives from child care programs. Participants pointed to low pay as the main reason for staffing challenges. The pandemic exacerbated this challenge for child care programs as some staff chose to leave the profession. According to data from the Maine Department of Labor, the number of early childhood educators in child care programs has bounced back to pre-pandemic levels with significant gains in employment happening in 2021 and 2022. While there were significant gains in employment in child care, retention rates remained lower in 2022 compared to pre-pandemic rates. Between 2019 and 2022, the child care services workforce became younger (a greater share of jobs were held by workers under the age of 25) as a competitive labor market provided opportunities for experienced workers to change careers, contributing to lower rates of worker retention over this time. This increase in staff turnover leads to an increase in entry level workers who need greater training and who often do not have the qualifications of the more experienced educators. This is a concern for policymakers, parents, child care programs and advocates.

### **Current State Initiatives to Improve Access to Early Childhood Care and Education**

To address the challenges faced by Maine's Early Childhood Care and Education System, the Mills Administration and the legislature have made significant investments to stabilize and expand Maine's early care and education infrastructure, to support the early childhood education workforce, and to expand eligibility for key programs. With federal ARPA funds, the state released almost \$90 million in direct grants to stabilize the child care industry during and in the wake of the COVID-19 pandemic. These grants ran through the fall of 2023. In addition, federal funding has been used to expand Maine's mixed delivery system and the state is now investing increased state general funds to support the early care and education workforce and to expand assistance to help parents access early care and education programming.

### **Investing in Maine's Early Childhood Care and Education Infrastructure:**

The Governor invested \$25 million from her Maine Jobs and Recovery Program (MJRP) to expand the state's early care and education infrastructure. The funding includes \$15 million for expanding child care for young children and \$10 million for expanding public pre-k for 4 year olds. Maine is committed to building a strong mixed delivery early care and education system. The MJRP funding includes supporting and expanding quality child care programming for children birth through age 5 and grant funding to move the state towards the goal of universal public pre-k for all 4 year olds.

- **Child Care Infrastructure Grants:** As of January 2, 2024, the Office of Child and Family Services had awarded 150 grants totaling more than \$9 million to support the start-up or expansion of child care facilities, both center-based and family child care programs. These 150 awards are estimated to create 3,364 child care slots in 16 counties, with more than 2,500 of those slots already available. OCFS in partnership with Coastal Enterprise Inc will continue to receive and review applications for the Child Care Infrastructure Grant program in 2024. The program will be able to fund a total of \$15 million in grants before the end of the year.

- **Pre-K Expansion Grants:** As of the fall of 2023, the Department of Education had awarded grants to 30 School Administrative Units (SAUs) to expand public pre-k to 4 year olds. These grants provided start up funds to support schools to start new public pre-k programs, expand existing programs, including partnerships with community partners, and/or move from part-time programming to full-week, full-time programming. To date, the grants have led to more than 950 seats created or converted from part-time to full day, full week.

### **Investing in Maine’s Child Care Workforce Through Monthly Stipends**

In 2021, the Office of Child and Family Services (OCFS) dedicated a portion of the Child Care Stabilization Grants through ARPA to address concerns about recruiting and retaining staff. The stabilization grants which were available to all child care programs included \$200 per month stipends for all staff working directly with children. The Governor’s budget initiative passed in spring 2022 provided the state funding for these stipends to continue following the expiration of the federally funded child care stabilization grants in October 2022. The biennial budget doubled the investment in the Early Childhood Educator Workforce Salary Supplement Program to an annual investment of \$30 million per year. The new stipends, which went into effect in December 2023, are provided through a three-tiered system, with the goal of encouraging continued education and greater retention to raise the overall quality of early care and education programs. Individuals with more years of experience and greater levels of education will receive higher stipends. The new monthly stipends are \$275 for the first tier, \$415 for the second tier, and \$625 for the third tier.

The decision to move to a system of tiered salary supplements was informed by feedback from the child care listening sessions in the fall of 2021. A majority of participants from all of the listening sessions advocated for a tiered approach based upon education and experience. There was a clear preference for monthly payments and wage supplements over tax credits as the preferred strategy to attract and retain a qualified workforce.

The doubling of Maine’s investment in stipends for the early care and education workforce in child care programs is just taking effect and the success of these stipends for recruiting and retaining a qualified child care workforce will be better understood over the next several years. With funding from the Preschool Development Grant, OCFS will be able to conduct an official evaluation of the program.

### **Expansion of eligibility for Child Care Assistance and Head Start**

- **Expansion of Eligibility of Child Care Affordability Program (previously called the Child Care Subsidy Program):** The biennial budget included general fund funding for an increase in eligibility for the Child Care Affordability Program (CCAP). Eligibility for the program will increase from 85% of the state median income (\$70,624 per year for a family of 3) to 125% of the state median income (\$103,000 per year for a family of 3). This eligibility change will take effect sometime in the spring of 2024, following the official rulemaking process.
- **Expansion of Eligibility for Head Start:** The biennial budget also included general fund funding for an expansion of eligibility for Head Start from 100% of the federal poverty level to 185% of the federal poverty level. This expansion will support more families with low income to access quality early care and education for their young children.

- **Establish a new Child Care Assistance Program for Child Care Staff:** The biennial budget also included general fund funding to establish a new child care assistance program, specifically for parents of young children who work in licensed child care programs. The Office of Child and Family Services is in the process of developing the guidelines for this new program. This new program will take effect sometime in the spring of 2024, following the official rulemaking process.

### **Support for the ECE System through Maine’s Preschool Development Grant (Birth through Five)**

In 2023, the Governor [announced](#) a \$24 million, three-year Federal Preschool Development Grant award to strengthen community supports and educational opportunities for young children. These will include expanded outreach and programming to families with young children, pilot projects to make Pre-K more accessible, professional development for early childhood educators, and financial support for child care providers to improve their program offerings. The grant will also support the development of an Early Childhood Integrated Data System to help make data-driven decisions about programs and policies to benefit Maine children.

The CCECAC members wanted to highlight two key initiatives. The first initiative seeks to expand public pre-k in partnership with child care programs and the second initiative will provide an estimate of the true cost of providing quality child care and public pre-k for Maine’s young children.

- **Expanding Public Pre-K through Pilot Partnership Program:** During the 2024-25 and 2025-26 school years, the Preschool Development grant will fund new public pre-k slots for 4 year olds through a pilot project utilizing partnerships with community based child care programs. This pilot project will be informed by recommendations from a Pre-K Advisory Group, representative of Maine’s mixed delivery system, that is currently meeting to discuss the structure, governance and financing of Maine’s public pre-K system. The pilot will explore the provision of high-quality public pre-K in community-based provider sites such as child-care centers and family child care and will examine alternate funding streams. The Maine DOE and the CCECAC both agree that as the state expands public pre-k, the state should encourage greater partnerships with child care programs. These partnerships are important to support the existing child care infrastructure in our communities, ensure more full-day, full week programming for working parents and help schools to overcome barriers to expanding public pre-k, such as the lack of classroom space and transportation.
- **Calculating the True Cost of Child Care Through Cost Modeling Project:** The state Preschool Development Grant team and the ECE Business Collaboratory are working with the Center for Early Learning Funding Equity (CELFE) to develop a cost model for Maine’s birth through five mixed delivery, quality early care and education system. The state has used PDG funds to contract with CELFE to study and develop a model to understand the true cost of providing quality child care in Maine and use this research to provide recommendations on improving the child care funding system to address key challenges for the industry and families. A cost model is a tool for states and system administrators to use to inform their overall financing strategy, including: 1) understanding child care financial assistance reimbursement rates; 2) identifying and quantifying specific ‘cost-drivers’ in a child care program and, 3) understanding the difference between the typical costs providers incur and the prices they charge (prices are studied separately in a Market Rate Survey). Maine’s cost estimation analysis for its ECE system will be the first project in the country to include both its child care system and its public pre-k

system. This effort will also identify pay scales needed to align compensation for early childhood educators working in child care with teachers and education technicians with similar levels of education and experience.

## Initiatives in Maine and Other States to Encourage Employers to Help Their Employees Access Child Care

As directed by the IDEA Committee, the CCECAC examined policies and programs from other states to incentivize employers to break down barriers to child care for their employees. Policies and programs from other states fell into four clear buckets: tax incentives, cost sharing, grant programs and partnerships.

- **Tax incentives.** Sixteen states provide tax credits to incentivize employers to cover costs related to dependent care assistance or building new child care facilities. Examples of the types of tax credits in other states include:
  - The state of Oregon provides a tax credit to employers to cover up to 50% of expenses paid for dependent care assistance to employees. The tax credit is capped at \$2,500 per employee.
  - The state of Virginia provides a tax credit to employers to cover 25% of expenditures to build a new child care facility. The tax credit is capped at \$25,000.

*In the Maine legislature, the Taxation Committee has carried over two bills to provide tax incentives to employers to cover the costs of child care for employees. LD 1222 proposes to establish a refundable tax credit (up to \$3,000 per year) to cover 50% of expenditure or in-kind resources that an employer provides for child care for the children of its employees. LD 1891 proposes to provide a tax credit of \$1,000 per child up to a maximum of \$10,000 total to support an employer to build, furnish, license, staff, operate or subsidize a licensed child care facility or to contract with a licensed child care facility.*

Research from the National Women’s Law Center cautions that their research found that tax credits are often underutilized, and a number of states have repealed existing child care tax credits for employers<sup>2</sup>.

- **Cost sharing.** At least four states offer cost-sharing programs. In a cost-sharing programs, the state agrees to share with employers the cost of employee child care.
  - In Michigan, the [Tri-Share Program](#) splits the cost for child care equally between the employer, employee and the state. The program is available for parents who are not eligible for other child care assistance and whose incomes are below 325% of the federal poverty level (\$80,750 per year for a family of 3). Regional facilitator hubs oversee the administration of the program and act as intermediaries between the employers, employees and child care programs.
  - In North Dakota, the Working Parents Child Care Relief Pilot Program targets employees with infants and toddlers. The state matches an employee’s payment of either \$150 or

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<sup>2</sup> National Women’s Law Center. March 2018. Fact Sheet: Employer Child Care Tax Credits Are Ineffective at All Levels. <https://nwlc.org/wp-content/uploads/2018/03/Employer-Child-Care-Tax-Credit.pdf>

\$300 per month. Employers must submit monthly verification in order for their employees to receive the state match funding, which is provided directly to the employee.

*This spring, Maine will expand eligibility for the Child Care Affordability Program to help more Maine parents to pay for the cost of child care. This new policy would have to be considered and factored into any cost-sharing proposals in Maine.*

- **Grant programs.** A handful of states provide direct grants to employers to develop on-site child care or in concert with a local child care provider. Some of these grants are similar to the Maine Jobs and Recovery Plan Child Care Infrastructure Grants.
  - Five states, including Colorado, Idaho, Iowa, New Mexico and Texas provide grant funding for employers to build on-site child care facilities, expand nearby facilities, or purchase slots with local providers.
  - Wisconsin provides two different grants to support the expansion of child care. Their [Partner Up! grants](#) support partnerships between businesses who purchase child care slots at local child care providers for their employees. Their Dream Up grants support child care expansion through a collaborative community approach.

*Through the Child Care Infrastructure Program, Maine has provided grants to child care programs across the state. Jackson Lab, which partnered with the Down East Family YMCA, received a \$250,000 Child Care Infrastructure Grant to support the building and opening of a new child care facility in Bar Harbor for the Lab's employees and community members. The Island of Imagination Early Learning Center will accommodate 50 children, increasing the number of licensed child care slots in Bar Harbor by 30 percent.*

It is important to note that these grant programs must include funding to ensure the state and employers have the capacity to administer these programs. The programs must have clear goals with clear guidelines and expectations for all applicants. Staff must be available to respond to inquiries and questions.

- **Partnerships.** A handful of states and local officials have established public/private partnerships in which state, county, or local governments are principal contributors.
  - Colorado hosted a design lab program that supported employers in developing child care programs for their employees, providing help with financial planning, drafting of business plans and access to grants to support start-up costs.
  - The city of South San Francisco partnered with the San Francisco airport to start an on-site child care programs for employees.

*The Maine Early Learning Investment Group, a group of Maine business leaders, partnered with Educare Central Maine to establish the Elevate Maine program to increase quality early care and education programming in Kennebec and Somerset Counties. The investments from MELIG support staff from Educare Maine to provide coaching, mentoring and other opportunities for professional development to family child care providers in the region. In addition, the program supports families with low income to access quality child care programming, connect to needed resources and participate in leadership and mentoring programming. This effort is now being*

*replicated in four additional communities in the state through the First4ME program, funded through the Federal Child Care Development Block Grant.*

- **Maine’s Technical Assistance for Employers to Help Employees Access Child Care.** The Maine DHHS Office of Child and Family Services, in collaboration with The Best Places for Working Parents and Maine’s ECE Business Collaboratory Team, has created the Maine’s [Child Care Toolkit for Employers](#), a guide of practical tools and caregiving options for employers to consider as a way to support their parenting employees.

The toolkit is informed by efforts in Maine led by staff at DHHS and Coastal Enterprise, Inc to help employers with strategies to support their employees to access and afford child care for their young children. The options, ranging from no-cost resources to setting up an on-site childcare option for employees, provide a variety of ways to implement family-friendly programs, no matter an employer’s budget.

- **Other efforts by Maine businesses to help their employees access child care:**
  - TimberHP in Madison contributes up to \$5000 in pre-tax funds (the max under federal law) towards a Federal Savings Account for all employees who are paying for dependent care. All FSA contributions are free of payroll and income taxes. Employees pay for child care expenses out of pocket and are reimbursed through the Dependent Care FSA after submitting receipts.
  - In Skowhegan, New Balance, Hight Ford Auto Dealer, and other local employers have invested \$2.5 million for the construction of a new early learning center on the site of the soon-to-be built new elementary school. This Educare-influenced birth to grade 5 school is the first in Maine to include infants and toddlers in new school construction and is the result of a strong partnership between local businesses, the Kennebec Valley Community Action Program and the local school district. The early learning center will provide child care and public pre-k to 160 children.

## Policy and Program Recommendations

The CCECAC members worked together to develop a series of policy ideas for the IDEA Committee to consider. The entire CCECAC agrees that any new efforts should build off and augment existing efforts in Maine to expand the ECE infrastructure and support the ECE workforce. CCECAC members agree that a continued and deepened investment in funding at the state and federal level is needed to support the entire system. Members also agree that funding for programs and efforts to expand programming should focus on and provide opportunities and incentives to improve the quality of programming being provided within Maine’s early care and education system.

### State Policy Recommendations:

- **Examine Tax Credit Options:** Tax credits should be examined as an option for creating incentives for employers to provide child care for their employees and/or cover child care costs.
- **Explore a model like Michigan’s Tri-Share model where employers, employees and the state share in the cost of child care.** In Michigan, the state chose to develop their tri-share program for families just over the eligibility for formal child care assistance. A tri-share program In Maine would need to be incorporated with the expansion of eligibility for the Child Care Subsidy

Program to 125% of the state median income. It is possible that the employer could help parents with the cost of their parent fee, which is based upon a family's income.

- **Deepen the state investment in Maine's early care and education system.** Over the last several years, the Governor and the legislature have made significant investments in Maine's early care and education. The council appreciates the great work that is happening across the state. However, gaps and barriers to accessible, affordable, quality child care remain for many families. In addition, the loss of the child care stabilization grants has created a strain on some existing child care programs, which struggle to meet all of their operating costs and also do not want to raise rates for parents. Greater investment over the long term is needed to shore up the system and to move towards greater alignment of compensation for early childhood educators with public school teachers and education technicians with similar levels of education and experience.
- **Designate staff at DHHS and DOE who, when necessary, can serve as liaisons to connect child care providers and school administrators/staff to information about child care and public pre-k standards.** Members of the CCECAC acknowledged the strong and on-going efforts by staff at DHHS and DOE to collaborate on the implementation of key early childhood care and education initiatives and projects. However, some professionals in the early childhood education field may find it challenging to understand and navigate the differences in the rules, regulations and standards for child care, which is overseen by OCFS, and public pre-k, which is overseen by DOE.
- **Encourage and investigate ways for municipal officials to make local zoning requirements and processes less burdensome for new child care programs.** Some members expressed interest in aligning zoning requirements for child care programs across the state. While members acknowledged that this may not be possible, there was strong agreement that some municipalities could benefit from technical assistance in developing and implementing local zoning requirements. Current processes can differ from town to town with some requirements exceeding those of the State Fire Marshal and in some towns, applicants face a lack of clarity or inconsistencies in implementation of requirements. Some towns are also slow to respond to requests. The state is currently working on updating its sample zoning letter for municipalities.

#### **Federal Policy Recommendations:**

- **Deepen the federal investment in the nation's early care and education system.** The ARPA funds provided to the state were critical for stabilizing the child care industry. MJRP funds are supporting the state to expand the child care infrastructure. However these increased funds for child care from the federal government were one-time funds. The federal government needs to deepen its investment in on-going funds for programs within Maine's mixed delivery early care and education system to improve access to affordable, quality programming for all families. This should include increased investments in the Child Care Development Block Grant and Head Start as well as new funding to support public preschool programming.
- **Enhance Federal Savings Accounts:** Federal Savings Accounts are an effective tool for employers to help employees pay for dependent care, whether for a child or an ailing parent. Employers can contribute up to \$5000 in an FSA for an employee. This money is provided as a benefit to the employee tax free. Members agreed that the current cap of \$5000 should be

increased to better reflect the annual cost of child care for a family with young children. This would require action at the federal level.

### **Recommendations to Increase Engagement of Employers:**

- **Provide greater technical assistance and support to employers.** Many employers are interested in taking steps to help their employees and families in their communities to access child care, but employers often struggle to determine which options make most sense for their business or organization. The Child Care Toolkit for Employers produced by the ECE Collaborative provides a range of options for employers to consider. However, CCECAC members believe that many need greater assistance with examining these options to determine the needs of their employees, the resources within their own communities and which options are financially feasible for their businesses or organizations. Members were very supportive of encouraging community conversations between employers, providers, parents and policymakers (either from local or state government) to develop options for expanding access to child care. Employers might need and/or benefit from some guidance from the state in getting these conversations started and in understanding the kinds of role(s) they might play to support their employees and their communities. Community partners, such as Educare, Head Start partners and First4ME coalition members, can also play a role in convening and facilitating community conversations
- **Support employers to share information about programs like Help Me Grow, Child Care Affordability Program, Child Care Choices and others with their employees.** Members recommended that employees have lists of local child care facilities on hand. Employees with children up to age 8 can be referred to Help Me Grow to learn about child developmental milestones and receive referrals to services for their children.
- **Ensure employers understand the importance of listening to the needs and desires of their employees as they work to build greater access to child care and family friendly policies.** Employers should consider a variety of options to meet their employees' needs, including finding opportunities for evening or weekend child care if they operate during these hours.
- **Urge employers to invest in child care infrastructure in their communities.** Employers can help local child care programs pay for basic on-going costs to keep them afloat and able to provide quality care and education for young children in their communities. CCECAC members identified a number of options for employers to consider to support local child care programs, including finding or paying for classroom space or helping with on-going costs like electricity, rent or health care for their employees. These investments would help to expand and/or sustain local child care infrastructure.

## Conclusion

The Children's Cabinet Early Childhood Advisory Council appreciates the opportunity to share recommendations for encouraging employers to help their employees to access child care. The CCECAC members are extremely pleased with the significant investments in the ECE system over the last several years. However, they remain concerned about the overall well-being of the child care industry and see greater partnerships between employers, child care programs and the state and local governments as an opportunity to strengthen the system.

## **Appendix A**

### **Members of the Children’s Cabinet Early Childhood Advisory Council:**

#### **A. Two Members of the Maine Senate**

- Senator Matthea Daughtry, Cumberland County, District 24
- Senator Marianne Moore, Washington County, District 6

#### **B. Two Members of the House of Representatives**

- Representative Rebecca Millett, Cape Elizabeth, District 30
- Representative Amanda Collamore, Pittsfield, District 68

#### **C. The Governor or her designee:**

- Ana Hicks, Policy Director, Governor’s Office of Policy Innovation and the Future

#### **D. One person representing parents of young children:**

- Janelle Surace, Educare’s Parent Ambassador Program

#### **E. Two persons with experience in public funding and philanthropy:**

- Jennifer Beck, Senior Program Associate, John T. Gorman Foundation and Chair of the Early Childhood Funders Group
- Colleen Quint, President and CEO, Alford Scholarship Foundation

#### **F. One person representing child abuse and neglect prevention:**

- Dana-Michelle LaPlante, Care Manager, The Aroostook Medical Center

#### **G. One person representing postsecondary education:**

- Donna Karno, Associate Professor of Early Childhood Education, University of Maine, Farmington

#### **H. Three persons representing statewide, membership or constituent organizations that advance the well-being of young children and their families:**

- Annie Colaluca, Director of the Enrichment Preschool Program at the Bath Area Family YMCA on behalf of Maine AEYC
- Sue Powers, Head Start Director at Aroostook County Action Program, Presque Isle on behalf of the Head Start Association
- Rita Furlow, Maine Children’s Alliance

- I. **Two persons representing family child care providers:**
  - Chrissie Davis, Bouncing Bubbles Child Care, Skowhegan
  - Sasha Shunk, Shunk Child Care, Portland
- J. **One person representing a business roundtable on early childhood investment:**
  - Jeremy Fischer, Leadership Team member, Maine Early Learning Investment Group
- K. **One person with expertise in children's health or public health:**
  - Dr. Christopher Motyl, DO, Pediatrician, Maine Chapter American Academy of Pediatrics
- L. **Two ex officio nonvoting members who are employees of the Department of Education and direct or work in programming that affects young children:**
  - Stacie McCoy, Head Start State Collaboration Director, Early Learning Team
  - Nicole Madore, Early Childhood Specialist, Early Learning Team
- M. **Two ex officio nonvoting members who are employees of the Department of Health and Human Services and direct or work in programming that affects young children:**
  - Tara Williams, Associate Director of Early Childhood Education, Office of Child and Family Services
  - Amy Belisle, Chief Child Health Officer, Commissioner's Office