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Drafter: RO
File Name:
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New Title?: No
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Date: May 10, 2021

PROPOSED amendment for Speaker Fecteau, sponsor to
LD 1652

*An Act To Build a Child Care System by Recruiting and Retaining Maine's Early Childhood
Educators Workforce*

Amend the bill as follows (changes highlighted):

Sec. 1. 22 MRSA §3740-A is enacted to read:

§3740-A. Early childhood educators workforce support program

The commissioner, the Commissioner of Education and the Commissioner of Labor jointly shall develop and implement an early childhood educators workforce support program, referred to in this section as "the program," to recruit and retain early childhood educators working with children up to 5 years of age. Components of the program must include the following:

1. Career and technical education. Increasing opportunities for course work in early childhood education by:

A. Expanding the number of career and technical education centers at which early childhood education programs are available; and

B. Supporting early childhood education courses through funding for training and the purchase of updated textbooks, equipment and other course materials;

2. Comprehensive scholarships. Providing comprehensive scholarships that allow individuals, such as those providing family child care, directors of child care centers and early childhood educators, to attain early childhood education credentials and take courses at accredited institutions leading to associate, bachelor's or master's degrees. The scholarships must be structured with the goal of allowing an individual who agrees to work for at least one year following graduation with an approved employer to graduate without student debt;

3. Apprenticeships. Expanding the number of apprenticeships available in early childhood child care. The apprenticeships must be registered with the Department of Labor and offered in partnership with a professional development network that promotes and supports professionalism in the early childhood child care and education field and that is operated by an institution for higher education as defined in section 2053, subsection 4-B and that must meet any additional criteria established by rules adopted pursuant to this section;

4. Salary supplements. Beginning January 1, 2024, ~~E~~ establishing a system of salary supplements for providers of child care and early childhood educators working with children up to 5 years of age. The system of salary supplements must:

A. Be on a graded scale that awards salary supplements to an individual based on the course credits or credentials earned and the level of education and experience of the individual;

B. Award salary supplements to an individual whose employer is a program or school that is ranked by the office based on the quality of the program or school; and

C. Award salary supplements to an individual who has registered on a statewide registry that uses a registry member's work, education and training histories, along with any professional credentials, to assign a level on a scale appropriate to that career;

5. Articulation agreements. Collaborating with local adult education providers of school administrative units, apprenticeship sponsors, career and technical education programs, the Maine Community College System and the University of Maine System to create articulation agreements between these entities for the transfer of credits for course work related to early childhood education and to facilitate enrollment in courses that lead to the issuance of a postsecondary degree by a degree-granting institution; and

6. Support for immigrants and those new to the workforce. Collaborating with local adult education providers of school administrative units, apprenticeship sponsors, career and technical education programs, the Maine Community College System and the University of Maine System to support individuals, including immigrants and other populations lacking experience in the State's workforce, who require foundational skills development to enter and succeed in early childhood education courses, including but not limited to English as a second language, literacy, numeracy and employability skills.

The commissioner shall collect early childhood educators workforce and child care data, including, but not limited to, workforce demographics, salaries and benefits, enrollment and staffing demographics in child care facilities and facilities operated by family child care providers licensed or certified pursuant to section 8301-A and cost-of-care and affordability assessments, with race, ethnicity and geographic information within all datasets. The commissioner, the Commissioner of Education and the Commissioner of Labor jointly shall biennially submit a report for presentation to the Legislature including a review of the adequacy of the pathways to early childhood education careers and an evaluation of how the collection of early childhood educators workforce and child care data and coordinated, dedicated funding are supporting the ongoing development of an early child care and education system.

The commissioner, the Commissioner of Education and the Commissioner of Labor jointly shall adopt routine technical rules pursuant to Title 5, chapter 375, subchapter 2-A to implement the provisions of this section.

Sec. 2. Future funding. Beginning in fiscal year 2023-2024 and annually thereafter, \$4,500,000 in general funds shall be appropriated for education-based and experience-based salary supplements for early childhood educators working with young children from birth to 5 years of age.

Sec. 2-3. Appropriations and allocations. The following appropriations and allocations are made.

**EDUCATION, DEPARTMENT OF
General Purpose Aid for Local Schools 0308**

Initiative: Provides ongoing funds to support the expansion of early childhood education programs currently offered by 20 career and technical education centers in the State to 27 career and technical education centers and to update textbooks, equipment and other curriculum materials.

GENERAL FUND	2021-22	2022-23
All Other	\$100,000	\$100,000
GENERAL FUND TOTAL	\$100,000	\$100,000

EDUCATION, DEPARTMENT OF DEPARTMENT TOTALS	2021-22	2022-23
GENERAL FUND	\$100,000	\$100,000
DEPARTMENT TOTAL - ALL FUNDS	\$100,000	\$100,000

**HEALTH AND HUMAN SERVICES, DEPARTMENT OF
Child Care Services 0563**

Initiative: Provides ongoing funding for education-based and experience-based salary supplements for early childhood educators working with young children from birth to 5 years of age.

GENERAL FUND	2021-22	2022-23
All Other	\$4,500,000	\$4,500,000
GENERAL FUND TOTAL	\$4,500,000	\$4,500,000

Child Care Services 0563

Initiative: Provides ongoing allocations for comprehensive scholarships to early childhood educators working with children from birth to 5 years of age.

FEDERAL BLOCK GRANT FUND	2021-22	2022-23
All Other	\$200,000	\$200,000
FEDERAL BLOCK GRANT FUND TOTAL	<u>\$200,000</u>	<u>\$200,000</u>

HEALTH AND HUMAN SERVICES, DEPARTMENT OF DEPARTMENT TOTALS	2021-22	2022-23
GENERAL FUND	\$4,500,000	\$4,500,000
FEDERAL BLOCK GRANT FUND	\$200,000	\$200,000
DEPARTMENT TOTAL - ALL FUNDS	<u>\$4,700,000</u>	<u>\$4,700,000</u>
	\$200,000	\$200,000

**LABOR, DEPARTMENT OF
Employment Services Activity 0852**

Initiative: Provides ongoing funds to expand the apprenticeship program for those working in the field of early childhood child care and education offered by the Maine Roads to Quality Professional Development Network in partnership with the State's higher education system and for the staffing and indirect costs to support the program.

GENERAL FUND	2021-22	2022-23
All Other	\$200,000	\$200,000
GENERAL FUND TOTAL	<u>\$200,000</u>	<u>\$200,000</u>

LABOR, DEPARTMENT OF DEPARTMENT TOTALS	2021-22	2022-23
GENERAL FUND	\$200,000	\$200,000
DEPARTMENT TOTAL - ALL FUNDS	<u>\$200,000</u>	<u>\$200,000</u>

SECTION TOTALS	2021-22	2022-23
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GENERAL FUND	\$4,800,000	\$4,800,000
	\$200,000	\$200,000
FEDERAL BLOCK GRANT FUND	\$200,000	\$200,000
SECTION TOTAL - ALL FUNDS	\$5,000,000	\$5,000,000
	\$400,000	\$400,000

Summary

This amendment moves the start date for salary supplements for providers of child care and early childhood educators working with children up to 5 years of age to January 1, 2024 and shifts the funding associated with that initiative to also begin in fiscal year 2023-24. A section is added providing for the future funding of the salary supplements, with ongoing appropriations of \$4,500,000 from the general fund. It also removes the appropriation of \$100,000 for funds to support the expansion of early childhood education programs at career and technical centers in the State.