

**SENATE . . . . . No. 301**

**The Commonwealth of Massachusetts**

PRESENTED BY:

***Jason M. Lewis***

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

An Act providing affordable and accessible high quality early education and care to promote child development and well-being and support the economy in the Commonwealth.

PETITION OF:

NAME:	DISTRICT/ADDRESS:	
<i>Jason M. Lewis</i>	<i>Fifth Middlesex</i>	
<i>Susan L. Moran</i>	<i>Plymouth and Barnstable</i>	
<i>Robyn K. Kennedy</i>	<i>First Worcester</i>	<i>1/19/2023</i>
<i>Liz Miranda</i>	<i>Second Suffolk</i>	<i>1/19/2023</i>
<i>Rebecca L. Rausch</i>	<i>Norfolk, Worcester and Middlesex</i>	<i>1/23/2023</i>
<i>Paul W. Mark</i>	<i>Berkshire, Hampden, Franklin and Hampshire</i>	<i>1/23/2023</i>
<i>Jack Patrick Lewis</i>	<i>7th Middlesex</i>	<i>1/24/2023</i>
<i>John J. Cronin</i>	<i>Worcester and Middlesex</i>	<i>1/24/2023</i>
<i>Joanne M. Comerford</i>	<i>Hampshire, Franklin and Worcester</i>	<i>1/26/2023</i>
<i>Sal N. DiDomenico</i>	<i>Middlesex and Suffolk</i>	<i>1/26/2023</i>
<i>Patricia A. Duffy</i>	<i>5th Hampden</i>	<i>1/26/2023</i>
<i>Michael D. Brady</i>	<i>Second Plymouth and Norfolk</i>	<i>1/30/2023</i>
<i>Patricia D. Jehlen</i>	<i>Second Middlesex</i>	<i>1/30/2023</i>
<i>Susannah M. Whipps</i>	<i>2nd Franklin</i>	<i>1/30/2023</i>
<i>Marc R. Pacheco</i>	<i>Third Bristol and Plymouth</i>	<i>1/30/2023</i>
<i>Jacob R. Oliveira</i>	<i>Hampden, Hampshire and Worcester</i>	<i>1/30/2023</i>

<i>Carmine Lawrence Gentile</i>	<i>13th Middlesex</i>	<i>1/30/2023</i>
<i>Vanna Howard</i>	<i>17th Middlesex</i>	<i>1/31/2023</i>
<i>Michael J. Barrett</i>	<i>Third Middlesex</i>	<i>2/1/2023</i>
<i>Patrick M. O'Connor</i>	<i>First Plymouth and Norfolk</i>	<i>2/2/2023</i>
<i>Michael O. Moore</i>	<i>Second Worcester</i>	<i>2/2/2023</i>
<i>Thomas M. Stanley</i>	<i>9th Middlesex</i>	<i>2/2/2023</i>
<i>Mike Connolly</i>	<i>26th Middlesex</i>	<i>2/2/2023</i>
<i>Lydia Edwards</i>	<i>Third Suffolk</i>	<i>2/6/2023</i>
<i>Manny Cruz</i>	<i>7th Essex</i>	<i>2/7/2023</i>
<i>Mark C. Montigny</i>	<i>Second Bristol and Plymouth</i>	<i>2/8/2023</i>
<i>Sean Garballey</i>	<i>23rd Middlesex</i>	<i>2/10/2023</i>
<i>Julian Cyr</i>	<i>Cape and Islands</i>	<i>2/10/2023</i>
<i>James B. Eldridge</i>	<i>Middlesex and Worcester</i>	<i>2/10/2023</i>
<i>Adam Gomez</i>	<i>Hampden</i>	<i>2/21/2023</i>
<i>Walter F. Timilty</i>	<i>Norfolk, Plymouth and Bristol</i>	<i>2/22/2023</i>
<i>Mathew J. Muratore</i>	<i>1st Plymouth</i>	<i>2/22/2023</i>
<i>Cindy F. Friedman</i>	<i>Fourth Middlesex</i>	<i>3/6/2023</i>
<i>Michael P. Kushmerek</i>	<i>3rd Worcester</i>	<i>3/6/2023</i>
<i>Michelle L. Ciccolo</i>	<i>15th Middlesex</i>	<i>3/8/2023</i>

**SENATE . . . . . No. 301**

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By Mr. Lewis, a petition (accompanied by bill, Senate, No. 301) of Jason M. Lewis, Susan L. Moran, Robyn K. Kennedy, Liz Miranda and other members of the General Court for legislation to provide affordable and accessible high quality early education and care to promote child development and well-being and support the economy in the Commonwealth. Education.

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[SIMILAR MATTER FILED IN PREVIOUS SESSION  
SEE SENATE, NO. 362 OF 2021-2022.]

**The Commonwealth of Massachusetts**

—————  
**In the One Hundred and Ninety-Third General Court  
(2023-2024)**  
—————

An Act providing affordable and accessible high quality early education and care to promote child development and well-being and support the economy in the Commonwealth.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 SECTION 1. The seventh paragraph of section 22N of chapter 7 of the General Laws, as  
2 appearing in the 2018 Official Edition, is hereby amended by adding the following sentence:-

3 Notwithstanding any provision to the contrary, early education and care providers  
4 contracting with the department of early education and care or their agents shall be exempt from  
5 the price limitations set forth by the bureau.

6 SECTION 2. Section 1A of Chapter 15D, as appearing in the 2018 Official Edition, is  
7 hereby amended by inserting the following definitions:

8 “Caregiver”, a person living with, supervising and caring for a child whose parents are  
9 not living in the home with them or a person with legal guardianship of a child regardless of  
10 whether the child’s parents are living in the home with them.

11 “High needs”, needs that may result in an individual or family needing more services,  
12 including but not limited to any physical, mental, emotional, intellectual, cognitive, behavioral,  
13 or health related disability or condition, exposure to domestic violence, trauma history, limited  
14 English proficiency, limited literacy, homelessness or housing instability, income at or below the  
15 federal poverty line, or involvement with the department of children and families.

16 “Child care financial assistance”, financial assistance given to eligible parents or  
17 caregivers for child care provided by an early education and care provider pursuant to a contract  
18 or voucher agreement with the department.

19 “Early education and care provider”, or “provider”, any childcare center, family child  
20 care home, large family child care home, or out-of-school time program licensed or exempt by  
21 the department of early education and care located within the commonwealth of Massachusetts  
22 that provides early education and care programs and services.

23 “Operational Grant”, an amount of funding from the department to early education and  
24 care providers currently enrolling children receiving child care financial assistance or certifying  
25 their willingness to enroll a child receiving child care financial assistance should a family choose  
26 the provider and there is an available opening.

27 SECTION 3. Section 2 of chapter 15D of the General Laws, as appearing in the 2018  
28 Official Edition, is hereby amended by striking out subsection (e) and inserting in place thereof  
29 the following subsection:-

30 (e) establish and develop a schedule for revising: (i) a rate structure for voucher and  
31 contracted payments to early education and care providers who accept children receiving child  
32 care financial assistance based on the payments meeting the full cost of providing high-quality  
33 early education and care to such children, in conformity with federal and state law, regulations  
34 and quality and safety standards, when combined with operational grant funding, fees paid by  
35 parents or caregivers, and any direct funding paid by a source other than the department to  
36 providers; provided, that the rate structure shall include higher rates for the provision of care  
37 during nonstandard hours, as defined by the department, sufficient to encourage providers to  
38 offer care during nonstandard hours; provided further, that the method for reimbursement for  
39 voucher and contracted payments to early education and care providers on behalf of children  
40 receiving child care financial assistance shall be based on quarterly enrollment rather than daily  
41 attendance of participants; (ii) a sliding fee scale for families receiving child care financial  
42 assistance which is updated at least every 5 years to reflect affordability standards for  
43 participating families, provided that recipients of child care financial assistance whose income is  
44 not more than 100 per cent of the federal poverty level shall not be charged fees for care and that  
45 amounts charged to families whose income is more than 100 per cent of the federal poverty level  
46 shall not exceed 7 per cent of the family's total income and shall be determined by applying the  
47 sliding fee scale to the remainder of the family's income after deducting 100 per cent of the  
48 federal poverty level.

49 A public hearing under chapter 30A and the approval of the board shall be required  
50 before the establishment or revision of the rate structure and sliding fee scale.

51 SECTION 4. Said section 2 of said chapter 15D, as so appearing, is hereby further  
52 amended by inserting after subsection (u) the following subsection:-

53 (v) annually collect from early education and care providers licensed by the department,  
54 data on: (i) the number of employees, (ii) the pay rates and employer-paid benefits (iii) the  
55 tuition charged for full- and part-time early education and care services by age group, (iv)  
56 numbers of children enrolled by age group, family income range, race, ethnicity, country-of-  
57 origin, and preferred language.

58 SECTION 5. Section 5 of said chapter 15D, as appearing in the 2018 Official Edition, is  
59 hereby amended by inserting after the words “a common and shared body of knowledge” the  
60 following words:- including cultural competency and awareness of implicit bias,

61 SECTION 6. Said chapter 15D, as so appearing, is hereby further amended by inserting,  
62 after section 13, the following section:-

63 Section 13A. Early education and care financial assistance program

64 (a) The department shall use, for the purpose of providing child care financial assistance  
65 under this section, funding, from any source that is appropriated or otherwise provided to it for  
66 the purpose of subsidizing or reducing the costs to families of fees for early education and care  
67 for their children, including increasing per child rates set by the department.

68 (b) The early education and care financial assistance program shall provide sufficient  
69 child care financial assistance to enable all families to afford and access high-quality early  
70 education and care for infants, toddlers, preschool-age, and school-age children, as defined in  
71 section 1A of this chapter, provided that a school-age child’s financial assistance shall continue  
72 until at least the end of the school year in which the child reaches the maximum age.

73 (c) Child care financial assistance may be used for early education and care provided by  
74 public, private, non-profit, and for-profit entities licensed or approved by the department,  
75 including but not limited to: preschools, childcare centers, nursery schools, before and after  
76 school programs, out-of-school time programs, Head Start and Early Head Start programs,  
77 informal childcare providers and independent and system-affiliated family child care homes.

78 (d) The department shall provide financial assistance to families receiving services from  
79 the department of children and families as provided in section 2 of chapter 18B of the General  
80 Laws.

81 (e) The department shall provide child care financial assistance to families currently  
82 involved with, or transitioning from, transitional aid to families with dependent children;  
83 provided, however, that child care financial assistance shall be available to: (i) recipients of  
84 transitional aid to families with dependent children; (ii) former recipients who are working or are  
85 engaged in an approved service need activity for up to 2 years after termination of their benefits;  
86 (iii) parents who are under 18 years of age who are currently enrolled in an education or job  
87 training program and who would qualify for benefits under chapter 118 of the General Laws if  
88 not for the consideration of the grandparents' income; and (iv) recipients of the supplemental  
89 nutrition assistance program who are participating in education and training services approved by  
90 the department of transitional assistance.

91 (f) The department shall provide financial assistance to families eligible in accordance  
92 with any income limits in effect under subsections (g) and (h) of this section.

93 (g) The department shall subsidize the cost of early education and care services to all  
94 families in need of these services with incomes at or below 85 per cent of the Massachusetts state

95 median income. Provided, should appropriations be insufficient to subsidize the cost of early  
96 education and care services to all families in need of these services with incomes at or below 85  
97 per cent of the Massachusetts state median income, first priority shall be provided to those  
98 children whose family's household income is at or below 50 per cent of the Massachusetts state  
99 median income or a child with a documented disability whose family's household income is at or  
100 below 85 per cent of the Massachusetts state median income and to all children in families who  
101 are experiencing homelessness or who are headed by a parent under the age of 20; and provided  
102 further, that second priority shall be given to children whose family's household income is above  
103 50 per cent, but not exceeding 85 per cent of the Massachusetts state median income; provided,  
104 however, that a family with income below the federal poverty level shall not have its priority  
105 status on a waitlist negatively impacted by a family with income above the federal poverty level.

106 (h) The department shall allocate funding to increase the numbers of families receiving  
107 financial assistance based on income eligibility in stages: (i) to those eligible for financial  
108 assistance as stipulated in subsection (g); (ii) to provide child care financial assistance to all  
109 families in need of these services, whose income is above 85 per cent, but not exceeding 100 per  
110 cent, of the Massachusetts state median income; (iii) to provide child care financial assistance to  
111 all families in need of these services, whose income is above 100 per cent, but not exceeding 110  
112 per cent, of the Massachusetts state median income; (iv) to provide child care financial assistance  
113 to all families in need of these services, whose income is above 110 per cent, but not exceeding  
114 125 per cent, of the Massachusetts state median income; (v) to provide child care financial  
115 assistance to all families in need of these services whose income is above 125 per cent, but not  
116 exceeding 200 per cent of the Massachusetts state median income.



117 (i) Family income, for the purposes of eligibility for early education and care financial  
118 assistance shall include income of parents living with the child receiving subsidized care but  
119 shall not include: any form of income of foster parents, caregivers, or other adult family  
120 members; income of or for siblings who are not receiving subsidized care; or earned income of  
121 any minor child.

122 (j) The department shall subsidize early education and care by: (i) providing vouchers for  
123 payment to providers, enabling families to access early education and care providers of their  
124 choice and (ii) offering families the alternative of an open space with a provider that is  
125 subsidized under the provider's contract with the department.

126 (k) The department shall require early education and care providers, as a condition for  
127 receiving payments from the department for financial assistance provided to families under this  
128 section, to enter into and comply with contractual agreements with the department, developed by  
129 the department and requiring the provider to comply with all applicable requirements of this  
130 chapter and any other federal or state requirements necessary to receive funding for financial  
131 assistance provided to families under this section.

132 (l) The department and its agents shall not reduce, terminate, or deny continued financial  
133 assistance to families until and unless the family is determined to be ineligible and is given the  
134 opportunity for an administrative appeal hearing. In situations in which the department or its  
135 agents deny a family's application for financial assistance, the department shall provide the  
136 family an opportunity for an administrative appeal hearing and shall process such appeals within  
137 60 days from the date requested.

138 (m) The department and its agents shall not reduce, terminate, or deny continued child  
139 care financial assistance to families based on their household income until and unless the  
140 household income exceeds at least 85 per cent of the Massachusetts state median income or the  
141 income threshold for currently eligible families as prioritized in subsection (g) or (h), whichever  
142 is higher.

143 (n) To the extent not otherwise prohibited by federal or state law, the department shall  
144 not terminate or deny child care financial assistance on the grounds of fee arrears until and less:  
145 (1) the family's fees and financial assistance have been adjusted, prospectively and retroactively,  
146 to take into account any reduction in income, and the arrears reduced accordingly; and (2) the  
147 family has been offered an affordable payment plan, taking into account their income and  
148 expenses, and only if the family refused to enter into the plan. Disputes about the existence or  
149 amount of fee arrears and the affordability of payment plans shall be subject to administrative  
150 appeal. The department shall accord providers the option of receiving department payment of  
151 arrears and repaying the department as the family makes payments under a payment plan.

152 (o) The department shall review the early education and care financial assistance program  
153 at least annually to identify access barriers to families and opportunities to improve families'  
154 experience with the financial assistance process, including but not limited to department  
155 paperwork and verification requirements. The department shall take action to remove any access  
156 barriers, including but not limited to: (i) making technological improvements, (ii) streamlining  
157 the application and renewal processes, (iii) improving outreach to potentially eligible families  
158 regarding the availability of financial assistance and the process for applying, (iv) ensuring  
159 access for families whose primary language is not English, (v) establishing procedures to screen  
160 families for the need for disability accommodations and provide these accommodations, (vi)

161 ensuring that the department, through its agents and employees, promptly responds to  
162 communication by parents and caregivers, and (vii) ensuring that families with children with  
163 high needs are informed of openings with providers that focus on serving such families and  
164 children.

165 (p) The department shall adopt any additional regulations necessary to implement the  
166 provisions of this section, after providing the opportunity for public comment, to be accepted  
167 through both testimony at public hearings and written comments, and after consideration of these  
168 comments.

169 SECTION 7. Subsection (a) of section 17 of said chapter 15D is hereby amended by  
170 striking out the definitions of “Family child care provider” and “Family child care services” and  
171 inserting in place thereof the following definitions:-

172 “Family child care provider”, a person who provides family child care services on behalf  
173 of children receiving child care financial assistance and receives payment from the  
174 commonwealth for such services.

175 “Family child care services”, child care services provided for less than 24 hours per day  
176 in the residence of the provider on behalf of children receiving child care financial assistance for  
177 which payment is made from the commonwealth.

178 SECTION 8. Subsection (b) or Section 17 of said chapter 15D is hereby further amended  
179 by striking out the words “under a rate structure for voucher and contracted payments” .

180 SECTION 9. Section 17 of said chapter 15D is hereby further amended by striking out  
181 subsection (h) and inserting in place thereof the following section:-

182 (h) In addition to the mandatory subjects under subsection (g), the department and an  
183 employee organization certified by the department of labor relations as the bargaining  
184 representative of family child care providers shall bargain about the rate structure for voucher  
185 and contracted payments for family child care services on behalf of children receiving child care  
186 financial assistance.

187 SECTION 10. Said chapter 15D is hereby further amended by adding the following  
188 sections:-

189 Section 19. Notwithstanding the provisions of any general or special law or regulation to  
190 the contrary, the department shall establish and distribute operational grants.

191 (a) Operational grants shall be used for educator compensation and credentialing as well  
192 as program quality and sustainability. Said operational grant uses shall include but not be limited  
193 to: (i) compensating early education and care provider staff through increased salaries, benefits,  
194 bonuses, professional development, or access to continuing education opportunities; (ii)  
195 increasing affordability of early education and care to families by reducing the tuition and fees  
196 paid by families or offering scholarships to families; (iii) enabling early education and care  
197 providers to provide high-quality early education and care and to comply fully with all applicable  
198 health, safety, educational, quality-assurance, and other requirements of this chapter as well as  
199 any requirements imposed by the department consistent with this chapter; (iv) improving  
200 facilities and physical spaces used by the provider; (v) enabling providers to address emergency  
201 situations, during which the cost of care significantly increases due to additional federal, state, or  
202 department requirements, or the loss of fees due to absence or unenrollment jeopardizes early  
203 education and care providers' ability to retain their facilities and staff; or (vi) enabling early

204 education and care providers to maintain or increase capacity to provide voluntary supplemental  
205 services to enrolled children and their families, such as social work services, health and  
206 disability-related services, and support to parents and caregivers.

207 (b) The department shall establish a formula for distributing operational grants to  
208 providers which shall consider at a minimum the following: (i) the provider's licensed capacity  
209 and enrollment, including the ages of the children enrolled and for whom the provider has  
210 capacity; (ii) the location of the provider, availability of care in the area, and additional costs  
211 associated with the provider's location; (iii) the demographics of the families served by the  
212 provider including how many children receiving financial assistance attend, the income level of  
213 families, and other pertinent demographic data that may influence the needs of the families and  
214 children served; (iv) the number of children with high needs enrolled including those with  
215 disabilities, limited English proficiency, and other factors as determined by the department; (v)  
216 the cost of quality care methodology established by the department and until such time as the  
217 methodology is established, any available information regarding the cost of quality early  
218 education and care including available credentialing frameworks and applicable salary  
219 guidelines; (vi) any other factors impacting costs to the provider of providing quality care in  
220 areas of need including, but not limited to, serving infants and toddlers, providing non-standard  
221 hours of care, and providing care to children and families with high needs for whom there are  
222 shortages of early education and care slots; and (vii) promoting racial equity . The department  
223 shall annually review and update this formula based on relevant data.

224 (c) The department shall require early education and care providers, as a condition for  
225 receiving funding under this section, to: (i) enter into and comply with contractual agreements  
226 with the department, which shall be developed by the department; (ii) continue or agree to enroll

227 children with child care financial assistance through the department, provided the family chooses  
228 the provider and the provider has an available opening; (iii) comply with any recommended  
229 salaries, compensation, and benefits put forth by the department pursuant to section 18 of this  
230 act, or if the funding the provider receives is insufficient, increase salaries, compensation, and  
231 benefits to the extent possible; and (iv) provide data that the department requires, as needed to  
232 carry out the department's assessment and reporting requirements under this chapter.

233 (d) The department shall develop enforceable compliance standards that demonstrate that  
234 early education and care provider openings are accessible to children receiving child care  
235 financial assistance with a goal of increasing financial assistance utilization and methods for  
236 ensuring that providers receiving operational grant funding meet the standards before renewing  
237 their funding.

238 (e) Absent any changes in circumstances and assuming compliance with all requirements  
239 in subsections (c) and (d) and otherwise determined as necessary by the department, operational  
240 grants will be renewed to each provider annually.

241 (f) A public hearing under chapter 30A and the approval of the board shall be required  
242 before the establishment or revision of the operational grant formula and enforceable compliance  
243 standards.

244 Section 20. The board shall establish the early education and care educator scholarship  
245 program for early education and care sector educators in the commonwealth pursuant to clause  
246 (10) of section 5 of this chapter.

247 (a) The commissioner, in consultation with the commissioner of higher education, shall  
248 make recommendations to the board establishing appropriate guidelines, standards and

249 application criteria for the administration of the program, including mechanisms to ensure the  
250 scholarship provides meaningful improvements in the delivery of high-quality early education  
251 and care across the commonwealth.

252 (b) The scholarship program shall be administered by the department through a  
253 memorandum of understanding with the department of higher education.

254 (c) The scholarship may be used to cover the cost of tuition, fees and related expenses,  
255 including supports unique to the diverse learning needs of the field such as personal childcare  
256 expenses in order to attend classes and class meetings, and other supports deemed appropriate by  
257 the board for degree granting programs for early educators who are pursuing associate or  
258 bachelor level degrees to meet the teacher and program quality standards of the department.

259 (d) The amount of each scholarship shall, at a minimum, be sufficient to cover the full  
260 cost of tuition and associated fees for one semester of classes at a Massachusetts community  
261 college.

262 (e) Eligible recipients shall be current or prospective early education and care educators  
263 and providers employed by early education and care providers in the commonwealth who  
264 commit to teaching for early education and care providers for a term of service after graduation  
265 to be determined by the board and shall reflect the diversity of the commonwealth's early  
266 education and care workforce.

267 (f) Preference shall be given to applicants identified as providers who have displayed a  
268 proven commitment to early childhood education as demonstrated by longevity in the field.

269 (g) The program shall be administered by the department in a manner that ensures  
270 recipients receive adequate support in selecting programs and courses which lead to credentials  
271 and further their career in early education and care.

272 (h) The board shall establish the early education and care educator loan forgiveness  
273 program for early education and care sector educators in the commonwealth pursuant to clause  
274 (10) of section 5 of this chapter with preference given to applicants identified as providers who  
275 have displayed a proven commitment to early childhood education and who work in  
276 communities predominantly serving children and families with high needs or areas with a  
277 shortage of early education and care slots.

278 Section 21. The department of early education and care, the executive office of labor and  
279 workforce development and the commonwealth corporation in conjunction with the regional  
280 workforce boards shall develop strategies and prioritize programming and funding opportunities  
281 towards filling job positions in the early education and care field using existing resources  
282 pursuant to clause (12) of section 5 of this chapter.

283 Section 22. Annually, by February 15, the department shall report to the legislature on:

284 (a) The cost and use of all child care financial assistance provided by the department. The  
285 report shall include: (i) the number of licensed or exempt early education and care providers ; (ii)  
286 the total cost of the child care financial assistance provided by the department or its agents ; (ii)  
287 the utilization of available contracted slots and vouchers by region and type of care provider; (iii)  
288 the total number of all children receiving child care financial assistance by region, age, type of  
289 care, race and ethnicity, disability status of the child, primary language of the household, and  
290 income range of the household; (iv) the monthly average number of children on the department's



291 financial assistance wait list by region, age, type of care, race and ethnicity, disability status of  
292 the child, primary language of the household, adults in the household, and income range of the  
293 household; and (v) the average monthly number and percentage of utilized contracted slots by  
294 region.

295 (b) The cost and use of all allocations of funding to early education and care providers  
296 under this chapter, including identifying the providers funded, the amount the provider received,  
297 and information on the number of providers funded by region, ages served, type of provider, and  
298 percentage of enrolled children receiving financial assistance.

299 (c) Application information including: (i) the number of applications for child care  
300 financial assistance; (ii) the numbers of applications for child care financial assistance denied,  
301 broken out by the reason for denial; (iii) the numbers of requests for review made by families of  
302 the denial of their applications for or ending of their child care financial assistance, broken out  
303 by the reason for denial of the application for or end of the financial assistance and, of those, the  
304 numbers of requests for review that: (A) resulted in a decision that reversed the application  
305 denial or financial assistance ending, (B) resulted in a decision that upheld the denial or ending  
306 of the family's financial assistance, or (C) were undecided as of the end of the 12-month  
307 reporting period; and (iv) the number of requests for an administrative hearing made by families  
308 of the denial of their applications for or ending of their child care financial assistance, broken out  
309 by the reason for denial of the application for or ending of the financial assistance and, of those,  
310 the numbers (A) that resulted in a hearing decision that reversed the application denial or  
311 financial assistance ending, (B) that resulted in a hearing decision that upheld the application  
312 denial or financial assistance ending, (C) in which a hearing was not held as of the end of the 12-

313 month reporting period, or (D) in which a hearing was held but the decision was not issued as of  
314 the end of the 12-month reporting period.

315 (d) Information about providers including: (i) the number of employees by race and  
316 ethnicity; (ii) the salary bands and employer-paid benefits provided to employees, broken out by  
317 job position, and within that, broken out by part-time and full-time employee designation, race  
318 and ethnicity, and job location within the commonwealth; and (iii) the levels of pay rates and  
319 employer-paid benefits compared to levels reported in the previous three reporting years .

320 SECTION 11. Not later than December 31, 2023, the executive office of labor and  
321 workforce development, in consultation with the executive office of housing and economic  
322 development and the department of early education and care, shall develop recommendations to  
323 the legislature requiring employers of a certain size to provide a childcare benefit. Consideration  
324 should be given to benefits such as: pre-tax childcare spending accounts funded in part by the  
325 employer, reduced tuition at a specific child care provider, a stipend to be used for childcare at a  
326 location of the employee's choice, or the availability of onsite childcare, or other such strategies.

327 SECTION 12. Not later than December 31, 2023, the department of early education and  
328 care shall file a report with the clerks of the house and the senate, who shall forward the report to  
329 the chairs of the house and senate committees on ways and means, and the joint committee on  
330 education, on a plan to expand local partnerships including strategies and resources necessary to  
331 address community-based program expansion plans currently in development under the  
332 Commonwealth Preschool Partnership Initiative grant. The report shall identify means by which  
333 existing programming may be continued using existing resources available to providers in the  
334 mixed delivery system. The report shall also identify strategies for expanding the number of slots

335 available in communities currently receiving Commonwealth Preschool Partnership Grants and  
336 best practices to expand local partnerships to more communities including through mixed  
337 delivery programs administered by the local school system, municipal scholarship programs  
338 directly to families based on successful models already being implemented in certain  
339 municipalities, and other approaches to expand access to public high-quality care.

340 SECTION 13. Not later than December 31, 2023, the department of early education and  
341 care in consultation with the Children’s Investment Fund and the Community Economic  
342 Development Assistance Corporation shall file a report with the joint committee on education  
343 detailing proposed improvements to the Early Education and Out of School Time Capital fund  
344 including, but not limited to, eligibility criteria, sizes of grants, ways to streamline the  
345 application process, any other parameters to increase the impact of this fund, and any data  
346 available on unmet need for early education and care facilities improvements.

347 SECTION 14. The department of early education and care, the executive office of labor  
348 and workforce development and the commonwealth corporation shall jointly conduct a study and  
349 report on enhancing the early education workforce pipeline to ensure that the early educator  
350 workforce meets the needs of the commonwealth. Said report shall include but not be limited to,  
351 providing the following recommendations: (i) recruitment of new early educators; (ii) the  
352 development of apprenticeship programs and non-traditional recruitment opportunities; (iii)  
353 opportunities for collaboration between providers and vocational schools with curriculums that  
354 include early education and care; and (iv) the retention of early educators. Said report shall take  
355 into consideration existing resources and may make recommendations regarding additional  
356 resources which would be required to fully implement the report. The department of early  
357 education and care, the executive office of labor and workforce development and the

358 commonwealth corporation shall file its report with the clerks of the house of representatives and  
359 the senate, the joint committee on education, the joint committee on labor and workforce  
360 development, and the house and senate committees on ways and means no later than January 1,  
361 2024.

362 SECTION 15. Not later than January 15, 2024, the department of early education and  
363 care shall file a report with the clerks of the house and the senate, who shall forward the report to  
364 the chairs of the house and senate committees on ways and means and the joint committee on  
365 education, on design and implementation plans for the early education and care educator  
366 scholarship program and loan forgiveness program pursuant to section 10 of this act.

367 SECTION 16. Not later than March 31, 2024, the department of early education and care  
368 shall assess the extent of current supply and the unmet needs of families eligible for child care  
369 financial assistance, taking into account relevant differences among locations within the  
370 commonwealth including: (i) subsidized transportation of children to and from early education  
371 and care providers; (ii) early education and care services for time periods outside standard hours;  
372 (iii) substitute care on days on which the family's regular early education and care provider is  
373 unavailable; and (iv) any other factors that prevent families from accessing state early education  
374 and child care financial assistance and to assess the cost of addressing these unmet needs.

375 The department of early education and care shall file a report with the clerks of the house  
376 and the senate, who shall forward the report to the chairs of the house and senate committees on  
377 ways and means, and the joint committee on education.

378 SECTION 17. Not later than March 31, 2024, the department of early education and care  
379 shall establish a methodology that the department will use for assessing and updating the full

380 costs of high-quality early education and care throughout the commonwealth. This methodology  
381 will be used to determine child care financial assistance reimbursement rates and operational  
382 grant amounts which are adequate to help meet the cost of providing high-quality early education  
383 and care. The methodology shall take into account all aspects of providers' operations and  
384 responsibilities and costs that vary with location, type of provider, age ranges of the children  
385 served, and service to children with high needs.

386         The methodology shall include at least the following components: (i) pay and benefits to  
387 all staff, taking into account staff-to-child ratios needed depending on age ranges and service to  
388 children with high needs, curriculum planning time , as well as necessary non-educational staff  
389 activities, such as communications with families and department staff; (ii) professional  
390 development and instructional coaching for staff involved in the direct education and care of  
391 children; (iii) occupancy, including rent, utilities, maintenance, and improvements to physical  
392 environment; (iv) furnishings, appliances, equipment, office supplies and administration,  
393 including internet, telephone, insurance, permits, and taxes or fees; (v) educational supplies and  
394 curricula, observational tools, and toys; (vi) nutritious meals and snacks; (vii) transportation  
395 services for children to, from, and between early education and care providers, schools, and  
396 home; and (viii) costs of additional services to children and families with high needs including  
397 staff and staff training needed for accommodating children with disabilities or other high needs,  
398 interpreter services, mental health supports and other wraparound services for children , mental  
399 health supports for staff, trauma-informed care practice , and staff time required to provide  
400 comprehensive family engagement and services to ensure effective early education and promote  
401 multi-generational success.

402 Said methodology shall annually be increased at the rate of inflation and the methodology  
403 shall be reassessed and accordingly adjusted no less than once every 5 years.

404 SECTION 18. Not later than March 31, 2024, the department of early education and care  
405 shall develop and file a report on an early education and care career ladder pursuant to section 5  
406 subsection 11 of chapter 15D.

407 (a) The career ladder shall include (i) minimum recommended salaries and  
408 compensation for each level of the career ladder which are commensurate with the salaries of  
409 public school teachers with equivalent credentials and training when required for a position, (ii)  
410 minimum recommended benefits for provider staff, including but not limited to health insurance,  
411 retirement benefits, paid vacation, and other leave time, and (iii) recommendations for linking  
412 professional development and educational credentials to increased compensation and leadership  
413 opportunities in the field of early education and care.

414 (b) The department shall file the report with the clerks of the house and the senate, who  
415 shall forward the report to the chairs of the house and senate committees on ways and means, and  
416 the joint committee on education.

417 (c) The department shall review the salaries, compensation and benefits structure and  
418 guidelines annually and update them, as needed, based on increased cost of living and other  
419 factors deemed relevant by the department to determine appropriate compensation for the field.

420 (d) The salaries, compensation and benefits guidelines developed under this section shall  
421 not preclude provider staff from exercising any rights they may have to collective bargaining  
422 about salaries, compensation and benefits.

423 SECTION 19. Not later than October 1, 2024, the department of early education and care  
424 shall file a report with the clerks of the house and the senate, who shall forward the report to the  
425 chairs of the house and senate committees on ways and means and the joint committee on  
426 education a plan to pilot, scale, and evaluate on a regular basis shared services and quality  
427 licensed hubs for early education and care providers including family child care providers.

428 SECTION 20. Within 180 days following passage of this act, the department of early  
429 education and care shall file a report with the clerks of the house and the senate, who shall  
430 forward the report to the chairs of the house and senate committees on ways and means, and the  
431 joint committee on education, on the steps required to implement this Act and a preliminary  
432 assessment of the funding and administrative resources that would aid the department in  
433 implementing this act, such as technological resources, technical expertise, and staffing of the  
434 department.

435 SECTION 21. The reports required pursuant to this act shall be made publicly available  
436 on the department of early education and care's website in accordance with section 19 of chapter  
437 66 of the General Laws.

438 SECTION 22. The department shall fully implement this act within 5 years from the date  
439 of passage.