

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 2643 Session of 2024

INTRODUCED BY SHUSTERMAN, SCHLOSSBERG, CURRY, HANBIDGE, PARKER, KHAN, GREEN AND SANCHEZ, OCTOBER 22, 2024

REFERRED TO COMMITTEE ON HUMAN SERVICES, OCTOBER 22, 2024

AN ACT

1 Amending the act of June 13, 1967 (P.L.31, No.21), entitled "An  
2 act to consolidate, editorially revise, and codify the public  
3 welfare laws of the Commonwealth," in general powers and  
4 duties of the Department of Public Welfare, providing for  
5 infant and toddler care professionals salary supplement; and  
6 promulgating regulations.

7 The General Assembly of the Commonwealth of Pennsylvania  
8 hereby enacts as follows:

9 Section 1. The act of June 13, 1967 (P.L.31, No.21), known  
10 as the Human Services Code, is amended by adding a section to  
11 read:

12 Section 217. Infant and Toddler Care Professionals Salary  
13 Supplement.--(a) The department shall establish, implement and  
14 administer a pilot salary supplement program to provide salary  
15 supplements to child-care center employes assigned to work  
16 directly with children under four years of age, to which the  
17 following shall apply:

18 (1) The purpose of the program shall be to create parity in  
19 pay across assigned age groups to prevent losing employes who  
20 work with infants and toddlers due to changes in pre-

1 kindergarten employment salaries.

2 (2) The department shall establish standards for providing  
3 salary supplements under the program, which may:

4 (i) include determining parity on a county level; and

5 (ii) be scaled by education and certification.

6 (3) The department shall issue salary supplements under the  
7 program no later than September 30, 2025, for the 2025-2026  
8 school year and no later than September 30 for each subsequent  
9 school year.

10 (b) A child-care center that receives money under the  
11 program shall only use the money to supplement wages and  
12 salaries. Money received under the program may not supplant the  
13 child-care center's money in a manner designed to intentionally  
14 lower wages or payroll costs.

15 (c) To verify a child-care center's eligibility to  
16 participate in the program, the department shall:

17 (1) Review the personnel records of each child-care center  
18 to confirm current salaries for each pilot year.

19 (2) Monitor salary supplements, employe retention rates and  
20 advancement of employe education or certification. The  
21 department shall provide the information gathered under this  
22 paragraph, along with recommendations on how the program may be  
23 continued beyond the program's expiration under subsection (g),  
24 to the General Assembly within one year of expiration of the  
25 pilot program.

26 (3) Ensure that a child-care center has not violated  
27 subsection (b).

28 (d) The department may only review personnel records of a  
29 child-care center to the extent necessary to fulfill the duties  
30 of this section, unless otherwise specified under this section.

1 (e) Prior to the first pilot year, and for each subsequent  
2 year, the department shall provide the General Assembly with an  
3 appropriation estimate necessary to cover the cost of all  
4 reported salary supplements.

5 (f) No later than August 31, 2025, and each August 31  
6 thereafter, an amount equal to or less than the estimate  
7 provided to the General Assembly under subsection (e) shall be  
8 appropriated on a continuing basis to the department for the  
9 payment of salary supplements under the program.

10 (g) The program shall expire upon the expiration of the  
11 third school year for which the department provides salary  
12 supplements under this section.

13 (h) The department shall adopt rules and promulgate  
14 regulations necessary to implement this section.

15 (i) The following words and phrases when used in this  
16 section shall have the meanings given to them in this subsection  
17 unless the context clearly indicates otherwise:

18 "Child-care center" means the same as defined under section  
19 1001.

20 "Program" means the pilot salary supplement program  
21 established under subsection (a).

22 Section 2. This act shall take effect in 60 days.