



129th MAINE LEGISLATURE

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Legislative Document

No. 1584

H.P. 1146

House of Representatives, April 16, 2019

**An Act To Attract, Build and Retain an Early Childhood Education
Workforce through Increased Training, Education and Career
Pathways**

Reference to the Committee on Education and Cultural Affairs suggested and ordered printed.

A handwritten signature in cursive script that reads "R B. Hunt".

ROBERT B. HUNT
Clerk

Presented by Representative FECTEAU of Biddeford.
Cosponsored by Senator POULIOT of Kennebec and
Representatives: ALLEY of Beals, DAUGHTRY of Brunswick, GATTINE of Westbrook,
Speaker GIDEON of Freeport, HIGGINS of Dover-Foxcroft, McCREA of Fort Fairfield,
Senators: HERBIG of Waldo, VITELLI of Sagadahoc.

1 **Be it enacted by the People of the State of Maine as follows:**

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

3 **§3740-A. Early childhood educators workforce support program**

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

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

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

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

15 C. Creating articulation agreements with the Maine Community College System for
16 the transfer of credits for course work related to early childhood education and
17 enrollment in courses in furtherance of the issuance of a postsecondary degree;

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

25 **3. Apprenticeships.** Expanding the number of apprenticeships available in early
26 childhood child care. The apprenticeships must be registered with the Department of
27 Labor and offered in partnership with a professional development network that promotes
28 and supports professionalism in the early childhood child care and education field and
29 that is operated by a state institution of higher education and must meet any additional
30 criteria established by rule adopted pursuant to this section; and

31 **4. Salary supplements.** Establishing a system of salary supplements for providers
32 of child care and early childhood educators working with children up to 5 years of age.
33 The system of salary supplements must:

34 A. Be on a graded scale that awards salary supplements to an individual based on the
35 level of education and experience of the individual;

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

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

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

7 **Sec. 2. Appropriations and allocations.** The following appropriations and
8 allocations are made.

9 **EDUCATION, DEPARTMENT OF**

10 **General Purpose Aid for Local Schools 0308**

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

15

16	GENERAL FUND	2019-20	2020-21
17	All Other	\$250,000	\$250,000
18			
19	GENERAL FUND TOTAL	<u>\$250,000</u>	<u>\$250,000</u>

20

21	EDUCATION, DEPARTMENT OF		
22	DEPARTMENT TOTALS	2019-20	2020-21
23			
24	GENERAL FUND	\$250,000	\$250,000
25			
26	DEPARTMENT TOTAL - ALL FUNDS	<u>\$250,000</u>	<u>\$250,000</u>

27 **HEALTH AND HUMAN SERVICES, DEPARTMENT OF**

28 **Child Care Services 0563**

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

32

33	GENERAL FUND	2019-20	2020-21
34	All Other	\$2,500,000	\$2,500,000
35			
36	GENERAL FUND TOTAL	<u>\$2,500,000</u>	<u>\$2,500,000</u>

37 **Child Care Services 0563**

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

3			
4	FEDERAL BLOCK GRANT FUND	2019-20	2020-21
5	All Other	\$400,000	\$400,000
6			
7	FEDERAL BLOCK GRANT FUND TOTAL	<u>\$400,000</u>	<u>\$400,000</u>

8			
9	HEALTH AND HUMAN SERVICES,		
10	DEPARTMENT OF		
11	DEPARTMENT TOTALS	2019-20	2020-21
12			
13	GENERAL FUND	\$2,500,000	\$2,500,000
14	FEDERAL BLOCK GRANT FUND	\$400,000	\$400,000
15			
16	DEPARTMENT TOTAL - ALL FUNDS	<u>\$2,900,000</u>	<u>\$2,900,000</u>

17 **LABOR, DEPARTMENT OF**

18 **Employment Services Activity 0852**

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

23			
24	GENERAL FUND	2019-20	2020-21
25	All Other	\$300,000	\$300,000
26			
27	GENERAL FUND TOTAL	<u>\$300,000</u>	<u>\$300,000</u>

28			
29	LABOR, DEPARTMENT OF		
30	DEPARTMENT TOTALS	2019-20	2020-21
31			
32	GENERAL FUND	\$300,000	\$300,000
33			
34	DEPARTMENT TOTAL - ALL FUNDS	<u>\$300,000</u>	<u>\$300,000</u>

35			
36	SECTION TOTALS	2019-20	2020-21
37			
38	GENERAL FUND	\$3,050,000	\$3,050,000

1	FEDERAL BLOCK GRANT FUND	\$400,000	\$400,000
2			
3	SECTION TOTAL - ALL FUNDS	<u>\$3,450,000</u>	<u>\$3,450,000</u>

4 **SUMMARY**

5 This bill requires the Commissioner of Health and Human Services, the
6 Commissioner of Education and the Commissioner of Labor jointly to develop and
7 implement an early childhood educators workforce support program to recruit and retain
8 early childhood educators working with children up to 5 years of age. Components of the
9 program include:

10 1. Expansion of educational programs at career and technical education centers and
11 financial support of those programs;

12 2. Comprehensive scholarships for persons taking classes toward the attainment of
13 an early childhood education credential or an associate or bachelor's degree that allow the
14 persons to graduate without student debt as long as the persons agree to work for a year
15 with an approved employer;

16 3. An increased number of apprenticeships; and

17 4. Salary supplements awarded to individuals who provide child care or who are
18 early childhood educators. The amount of the supplement is based on the level of
19 education and experience of the individual and other factors.

20 This bill also provides funding to carry out the program.