

Bill Section	MGL Chapter	MGL Section	2024 Senate Bill Section Summary	State Fiscal Impact?	Effective Date	vs. S.2997 - 2022 Senate Bill
1	15A	19F (new)	Directs the Board of Higher Education, in consultation with the Board of Early Education and Care (EEC) to establish an early education and care educator scholarship program for EEC educators, subject to appropriation. Scholarship funds may be used to cover the costs of tuition, fees, or course-related expenses, including personal child care costs. Eligible recipients shall be current or prospective early education and care educators, currently employed or seeking employment in the state, and who commit to working in the field for a term of service to be determined by the board. Preference for scholarships shall be given to applicants that have displayed a proven commitment to the field, or are from an economically disadvantaged community. The program will be administered by the Department of Higher Education, in collaboration with the Department of Early Education and Care.	Subject to Appropriation		Updated S.2997 - Section 4 2024 bill removes language that specified that each scholarship amount shall, at a minimum, be sufficient to cover the full cost of a credential or certificate. 2024 bill adds language that provides preferences to applicants that are members of a socially or economically disadvantaged community.
1	15A	19G (new)	Directs the Board of Higher Education, in coordination with the Board of EEC and subject to appropriation, to establish an early education and care educator loan forgiveness program for early educators. Preference for loan forgiveness shall be given to educators who have displayed a proven commitment to early childhood education and, 1) who work in communities predominantly serving high-needs children and 2) who work in regions with a shortage of early education and care slots.	Subject to Appropriation		Updated S.2997 - Section 4 2024 bill includes minor language updates, specifying that preference for loan forgiveness shall be given to educators with a proven commitment to early childhood education and who work in communities predominantly serving high-needs children or in regions with a shortage of early education and care slots.
2	15D	1A	Adds the definition of "high-needs" to the EEC statute. Defined as those individuals whose family income is not more than 85% of the state median income, as well as individuals and families that may require more services.	No		Same S.2997 - Section 7
3	15D	1A	Amends the definition of "large family child care home" in the EEC statute. Removes language that limits the number of children under the age of 16 in a large family child care home to 10.	No		New
4	15D	2	Amends the language directing EEC to establish and develop a schedule for revising 1) the rate structure for voucher and contracted payments to early education and care providers, and 2) a sliding fee scale for families receiving child care financial assistance (CCFA). The sliding fee scale shall be updated within 1 year of the department expanding income eligibility for CCFA, or not less than every 5 years. Recipients of CCFA whose family income is less than 100% of the Federal Poverty Level (FPL) shall not be charged fees for care; and recipients of CCFA shall be charged fees for care that exceed 7% of the family's total income.	No		Updated S.2997 - Section 10 2024 bill adds language directing EEC to update the sliding fee scale for families receiving CCFA within 1 year of the department expanding income eligibility for CCFA, or every 5 years, whichever comes first. 2024 bill adds language stating that the sliding fee scale shall be applied to the amount of a family's income that is above 100% of the federal poverty level, and that recipients of CCFA shall not be charged fees for care that exceed 7 percent of the family's total income.
5	15D	2	Directs EEC, in collaboration with the Data Advisory Commission established in Section 7, to annually collect data on: - the number of early education and care providers; - the number of employees at early education and care providers, by job position and status; - the pay rates and benefits for employees at early education and care providers, by job position and status; - the tuition charged by early education and care providers for full and part-time care; - the number of children enrolled by early education and care provider, delineated by demographic characteristics; - the number of children receiving CCFA, delineated by demographic characteristics; - the total cost of CCFA providers by the department; - the average monthly number of utilized and unutilized contracted slots and vouchers; and - the average monthly number of children on the department's waitlist for CCFA, delineated by demographic characteristics.	No		Updated S.2997 - Section 11 2024 bill updates the specific data points that the department is required to collect annually, in consultation with the Data Advisory Commission.
6	15D	3A	Amends the name of an organization on the state advisory council on early education and care to "Combined Jewish Philanthropies of Greater Boston, Inc."	No		New

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7	15D	12B (new)	Establishes a Data Advisory Commission to promote the improved use of state, provider, and program-level data related to the cost and quality of early education and care services. The Data Advisory Commission is directed to assist the department in identifying, analysing, and making recommendations on high-impact, cost-effective data strategies for assessing the needs of families and children. The Commission will consist of 16 members, and is directed to submit an annual report on recommendations and findings to the Legislature.	No		Updated S.2997 - Section 13 2024 bill updates the language regarding the specific data points that the commission is required develop and data collection and reporting system to track. (This language is moved to Section 5 in the 2024 bill).
8	15D	13A (new)	<p>Directs EEC to maintain, subject to appropriation, a CCFA program to enable eligible families to afford and access high-quality early education and care for infants, toddlers, pre-school age children, and school-age children . CCFA shall be provided to eligible families in the form of vouchers or contracted slots with the department, and reimbursement to providers for CCFA children shall be based on enrollment (instead of daily attendance). CCFA may be used for early education and care provided by public, private, non-profit, and for-profit entities; and as a condition for receiving CCFA payments a provider must enter into and comply with a contract with the department, as well as all applicable state and federal requirements necessary to receive CCFA funding.</p> <p>EEC is directed to provide CCFA to families involved with the Department of Children and Families or families currently involved with, or transitioning from, the Department of Transitional Assistance. This includes recipients of Transitional Aid to Families with Dependent Children (TAFDC) and recipients of the Supplemental Nutrition Assistance Program (SNAP) who are participating in an approved education or training service activity.</p> <p>EEC is directed to provide CCFA to families whose income is not more than 85% of the state median income (SMI); with priority given to families whose income is not more than 50% SMI, families in which a parent or gaurdian is working in field of early education and care, families with children who have a documented disability, families experiencing homelessless, families headed by a young parents, and families experiencing domestic violence. If additional state or federal funds are available, the department is directed to expand access to child care services based on the following prioritization of income eligibility:</p> <ul style="list-style-type: none"> - families whose income is not more than 85% SMI - families whose income is more than 85% SMI, but less than 100% SMI - families whose income is more than 100% SMI, but less than 110% SMI - families whose income is more than 110% SMI, but less than 125% SMI <p>For school-age children receiving CCFA, the assistance shall continue until the end of the school year. And for the purposes of CCFA eligibility, "family income" shall not include any form of income from foster parents, other adult family members, the income of siblings, or the income of a minor child. To the extent allowable under federal law, CCFA shall not be counted as income for the purpose of disqualifying anyone from other government benefits for which they would otherwise be eligible.</p> <p>The department shall not reduce or terminate CCFA for any family on the basis of income, unless the income exceeds the current eligibility threshold; and a family shall be given an opportunity for an administrative review and appeals process if they are determined ineligible for CCFA.</p> <p>The department shall review the CCFA program annually to identify access barriers to families and opportunities to improve families' experiences with the CCFA process. The department shall take action to remove any barriers to access, including technological improvements, application process improvements, and improving access for families with limited English proficiency.</p>	Subject to Appropriation	January 15, 2025	Updated S.2997 - Section 14 2024 bill makes technical and placement adjustments to the language, and updates the terminology to reflect "child care financial assistance."
9	15D	17	Amends the definitions for "family child care provider" and "family child care services." Family child care provider is defined as a person who provides family child care services on behalf of children receiving CCFA and receives payment through vouchers or contracted slots. Family child care services is defined as services provided for less than 24 hours a day in the residence of the provider on behalf of children receiving CCFA.	No		New
10	15D	17	Replaces the words "low-income and other at-risk children" with "children receiving financial assistance" within the subsection pertaining to the bargaining rights of family child care providers.	No		New

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11	15D	19 (new)	<p>Adds a new section to the EEC statute, codifying an operational grant program for child care providers.</p> <p>Operational grant uses shall include:</p> <ul style="list-style-type: none"> - salaries, benefits, bonuses, professional development or access to continuing education opportunities for EEC provider staff - increasing the affordability of EEC care to families, including by reducing the tuition and fees paid by families or offering scholarships to families - improving facilities and physical spaces - the purchase of evidence-based early literacy materials - enabling providers to maintain or increase capacity to provide voluntary supplemental services to enrolled children and their families including social work services, health and disability-related services and support services to parents and caregivers <p>The grant formula shall give preference to providers that serve: high numbers of children receiving CCFA, high numbers of high needs children, and unique populations or that otherwise advance the interest of the program.</p> <p>The grant formula shall consider:</p> <ul style="list-style-type: none"> - licensed capacity and enrollment including the ages of children (using quarterly averages) - costs associated with employee compensation, including salaries and benefits - the number of enrolled children receiving CCFA - demographics and income of families served, including number of high needs children - cost of provider operations (rent, utilities, facility improvements & maintenance) - cost of quality care methodology developed by EEC - increasing the financial stability of providers in need - the business structure of providers - geographic equity - other cost factors like serving infants & toddlers or providing non-standard hours <p>Eligibility:</p> <ul style="list-style-type: none"> - providers must be contracted with EEC - providers must continue to or demonstrate a willingness to enroll children receiving CCFA - providers must comply with the career ladder established in section 20, to the extent possible - providers must provide the department with data that they need for reporting - providers who are not non-profit corporations and operate more than 10 center-based programs shall not receive more than 1% of the annual appropriation to the program, unless granted a waiver by the commissioner <p>EEC shall annually review & update the grant formula to ensure equity & effectiveness, and shall establish enforceable compliance standards to ensure the open slots are accessible to children receiving CCFA and that providers are making meaningful progress towards complying with the career ladder standards established in section 20</p>	Subject to Appropriation	January 15, 2025	<p>Updated S.2997 - Section 17</p> <p>S.2997 directed EEC to submit a report concerning the implementation of the operational grant program and provided some guidelines for distribution formula factors and eligibility requirements.</p> <p>This bill goes further and directs the department to establish and distribute the program.</p> <p>The 2024 sections concerning eligibility are more strict around providers needing to be willing to accept children receiving CCFA and the 2024 bill also directs EEC to establish enforceable compliance standards towards this goal and concerning compliance with career ladder goals.</p>
11	15D	20 (new)	<p>Adds a new section to the EEC statute, establishing an early education and care career ladder.</p> <p>The career ladder shall include:</p> <ul style="list-style-type: none"> - minimum recommended salaries and compensation for each level of the ladder that are commensurate with the salaries of public school teachers with equivalent education, credentials and training required for a position - minimum recommended benefits for staff including but not limited to, health insurance, retirement, paid vacation etc. - recommendations for linking professional development and credentials to increased compensation and leadership opportunities <p>EEC shall review the compensation structure and benefits guidelines annually and updated as needed.</p>	No		<p>Same S.2997 - Section 15</p>
12	NA	NA	<p>Directs EEC to submit a report, by October 31, 2024, on a proposed methodology to calculate and assess the cost of providing high-quality early education and care which shall take into consideration the full cost of delivery including costs that vary based on:</p> <ul style="list-style-type: none"> - geographic region - provider type and size - age ranges of children served - group size and ratios - demographics of populations served - costs of additional services to high needs families <p>Administration, staff pay & benefits, professional development, operations and maintenance, educational supplies and curricula, food & transportation services shall all be considered factors that affect the cost of service delivery.</p> <p>Report should include recommendations to annually assess and update the methodology to ensure federal compliance and recommendations regarding the use of the methodology to inform the development of CCFA reimbursement rates and the development of the C3 grant formula</p>	No		<p>Updated S.2997 - Section 23</p> <p>Language mostly the same, 2024 bill only adds that the report shall include recommendations on how to use the cost methodology for the operational grant program as well as for CCFA.</p>

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13	NA	NA	<p>Subject to appropriation, establishes a matching grant pilot program for Massachusetts employers to support high quality and affordable early education and care.</p> <ul style="list-style-type: none"> - applicants would commit to investing at least 50% of the expected cost to establish a new program or expand seats at an existing provider for employee child care - applicants must certify that they will pay employees pursuant to salary and compensation guidelines established by the department - applicants must ensure that providers funded through the program enroll or commit to enrolling children receiving CCFA - participating providers must be non-profits, funded by non-profits, or family-based providers <p>The department shall prioritize applicants that:</p> <ul style="list-style-type: none"> - support higher numbers of children from low-income families - present a plan for maintaining affordable tuition prices for families - are located in an area with a shortage of early education and care slots - support historically underserved populations, infants, toddlers, families with nontraditional work hours and high needs children <p>EEC shall file a report on the pilot program by December 1, 2024 and biannually thereafter for the duration of the pilot program</p>	Subject to Appropriation		New
14	NA	NA	Directs EEC, the Executive Office of Labor and Workforce Development (EOLWD), Commonwealth Corporation, and the EEC Workforce Council to conduct a study and report on enhancing the early education and care workforce pipeline. The report shall include recommendations on recruiting new early education and care providers, developing apprenticeship programs, opportunities for collaboration between early education and care providers and vocational schools, and exploring the growth of family child care providers into center-based providers; it is due by June 30, 2025.	No		New
15	NA	NA	Directs EOLWD, EEC, and EOED to file a report, not later than June 30, 2025, with the Legislature to study and make recommendations on employer-supported early education and care benefits.	No		New/Updated S.2997 - Section 18: established a special commission to study and make recommendations on employer-supported child care benefits.
16	NA	NA	EEC shall file a report, by June 30, 2025, with the Legislature that assess the current supply of slots for, and the unmet needs of, families in need of EEC services whose family income is less than 125% of SMI, taking into account differences among geographic regions.	No		Updated S.2997 - Section 22 2024 bill specifies that this report shall examine the needs of families whose income is not more than 125% of SMI, S.2997 did not make this specification.
17	NA	NA	EEC shall file a report, by June 30, 2025, with the Legislature detailing a plan to pilot, scale and regularly evaluate shared services and quality licensed hubs for EEC programs, including family-based EEC providers.	No		Same S.2997 - Section 25
18	NA	NA	DHE and EEC shall file a report, by March 31, 2025, with the Legislature on the design and implementation of the early education and care educator scholarship and loan forgiveness programs.	No		Same S.2997 - Section 21
19	NA	NA	EEC shall file a report, by October 31, 2024, with the Legislature on the operational grant program which will include the department's proposed distribution formula, eligibility criteria, allowable uses and enforceable compliance standards for ensuring that program openings are accessible to children receiving CCFA.	No		New
20	NA	NA	EEC shall submit a report, by December 31, 2025, with the Legislature on a plan to expand local partnerships including strategies and resources necessary to address community-based program expansion plans currently in development through the Commonwealth Preschool Partnership Initiative (CPPI) program.	No		Same S.2997 - Section 19
21	NA	NA	Directs EEC, in consultation with the Children's Investment Fund and the Community Economic Development Assistance Corporation, to submit a report detailing proposed improvements to the Early Education and Out of School Time Capital Fund by December 31, 2025.	No		Same S.2997 - Section 20
22	NA	NA	Directs EEC to establish the early education and care career ladder no later than October 31, 2024.	No		Updated S.2997 - Section 24: In addition to setting a deadline for the establishment of the career ladder, S.2997 directed EEC to file a report restating the career ladder features outlined in sections previously.
23	NA	NA	Reports required reports related to sections 12 to 21 shall be made publicly available on EEC's website.	No		Same S.2997 - Section 28
24	NA	NA	Sections 8 (CCFA) and 11 (C3 & career ladder) shall take effect on January 15, 2025.	No	January 15, 2025	Same S.2997 - Section 30 & Section 31