

March 2, 2022

**Testimony Concerning Support for:  
HB 1100: Child Care Providers and Employees – Bonuses**

**Submitted to the House Committee on Ways and Means**

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**We urge your support for legislation that will benefit working families, and the struggling child care providers that serve them.**

Prince George’s Child Resource Center envisions vibrant, healthy communities where individuals and families care, support, and advocate for each other and invest in creating opportunities for children to develop strong, successful life paths. The Resource Center has been working tirelessly since 1990 to support both child care providers in their efforts to strive for quality in their child care programs, and parents as they seek child care where their children can thrive.

Over the years, and with even greater intensity in the last two years, we have seen the evidence mount: access to child care is crucial, the child care workforce is crucial, and the quality of child care matters. We also know that quality does not just happen. Quality takes effort, commitment, and investment. We support and thank the community of providers who demonstrate this commitment. We thank them for the important work they do every day.

**Bonuses to recruit and maintain a qualified workforce is an excellent strategy to address compensation.** Maryland’s celebrated high standards have forced a business model for child care that requires public investment such as this. According to Prince George’s County’s Child Care Demographics 2022, published by Maryland Family Network, many child care providers in Prince George’s County are not making a living wage:

**Annual Wage Rate Information**

Public School Teacher Salary (Prince George’s County) <sup>1</sup>	\$66,481
Public School Teacher Salary Average (MD) <sup>1</sup>	\$63,849
Nonpublic School Teacher Average (Maryland)	\$60,500
Family Child Care Provider (Maryland)	\$41,177
Child Care Center Director (Maryland)	\$40,539
Center Senior Staff/Teacher (Maryland)	\$25,537
Center Aide (Maryland)	\$17,889

Yet families cannot afford to pay more. The chart below, also from Maryland Family Network's Child Care Demographics 2022, represents sample expenses for a family of four, with an infant and a three year old, making the median Prince George's County income of \$89,994.

Expense	Cost	% of Income
Child Care	\$24,574	27.46%
Infant <sup>1</sup>	\$12,587	
Preschooler <sup>2</sup>	\$11,987	
Food <sup>3</sup>	\$11,396	12.73%
Housing <sup>4</sup>	\$26,436	29.54%
Taxes <sup>5</sup>	\$17,614	19.68%
Total	\$80,020	89.41%

The answer must be public investment so that the child care workforce has reason to work in this rewarding field, and so that families are not asked to pay any more.

Thank you for your leadership for our community. Together we can help child care programs have a strong, qualified workforce. This can happen when we make sure that all the pieces and parts of policy ideas come together. Again, I urge your support for HB 1100.

