

Chapter 594

(House Bill 1100)

AN ACT concerning

Child Care Providers and Employees – Bonuses

FOR the purpose of establishing funding for, the award of, and the distribution of bonuses for child care providers and employees; and generally relating to bonuses for child care providers and employees.

SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
That:

(a) (1) For fiscal year ~~2024~~ 2023, the Governor shall include in the annual budget bill an appropriation of \$16,000,000 to the State Department of Education to carry out this section.

(2) The Department may use any other funds, including federal funding, in addition to the funds provided under paragraph (1) of this subsection to award a bonus under this section.

(b) (1) ~~The~~ Subject to paragraph (2) of this subsection, the Department shall use \$10,000,000 of the funds received under subsection (a)(1) of this section to award a \$1,000 retention bonus to each individual who:

(i) ~~each individual who, during fiscal year 2024, is employed by a child care provider on June 30, 2023~~ 2022;

(ii) is employed by the provider for at least 20 hours per week; and

(iii) 1. on June 30, 2023 ~~2022~~, holds a credential through the Maryland Child Care Credential Program established under § 9.5–904 of the Education Article; ~~and or~~

~~(ii) 2. each individual who earns a credential through the Maryland Child Care Credential Program during fiscal year 2024 2023, if the individual does not qualify for a new hire bonus under subsection (c) of this section.~~

(2) The Department shall distribute an award under paragraph (1) of this subsection to an individual after receiving proof that the individual is employed for at least 20 hours a week as a child care provider, or by a child care provider, that participates in the Child Care Scholarship Program in the State.

(c) (1) The Department shall use \$4,000,000 of the funds received under subsection (a)(1) of this section to award ~~a \$500 new hire bonus to~~

~~(1)~~ each individual who, up to \$1,000 as a new hire bonus in accordance with this subsection.

(2) A bonus of \$500 shall be awarded to each individual who:

(i) during fiscal year ~~2024~~ 2023, begins employment in the State as a child care provider, or with a child care provider, ~~and~~ that participates in the Child Care Scholarship Program in the State;

(ii) is employed with the provider for at least 20 hours per week;

(iii) remains employed as a child care provider for 3 months; and

(iv) commits to remaining employed ~~as a provider or by a provider with that provider~~ for at least 6 months; ~~and.~~

~~(ii)-(3)~~ Each individual who receives an award under ~~item (i) of this paragraph~~ who paragraph (2) of this subsection is eligible for an additional \$500 bonus if the individual:

(i) earns a credential through the Maryland Child Care Credential Program during fiscal year ~~2024~~ 2023; and

(ii) continues to be employed as or by a child care provider for at least 20 hours a week.

~~(2)~~ (4) The Department shall distribute ~~an award under paragraph (1) of the first award of \$500 under this subsection~~ to an individual after receiving proof that the individual ~~was employed for at least 6 months during fiscal year 2024.~~

(i) has been employed at least 20 hours a week for 3 months as a child care provider, or by a child care provider, that participates in the Child Care Scholarship Program in the State; and

(ii) intends to remain employed as a child care provider, or by a child care provider, for at least 6 months.

(5) (i) Except as provided in subparagraph (ii) of this paragraph, the Department shall distribute the second award of \$500 under this subsection to an individual who received an award under paragraph (4) of this subsection after receiving proof that the individual:

1. earned a credential through the Maryland Child Care Credential Program; and

2. remained employed as a child care provider, or with a child care provider, that participates in the Child Care Scholarship Program for at least 20 hours a week for at least 6 months.

(ii) On receiving proof that an individual who received an award under paragraph (4) of this subsection had earned a credential through the Maryland Child Care Credential Program before the individual began employment, the Department shall distribute the second award of \$500 under this subsection at the same time the award was distributed under paragraph (4) of this subsection.

(d) (1) The Department shall use \$2,000,000 of the funds received under subsection (a)(1) of this section to award a \$500 hiring assistance bonus to ~~each individual hired during fiscal year 2024 by~~ a child care provider that participates in the Child Care Scholarship Program for each employee the child care provider hires in fiscal year ~~2024~~ 2023 to work at least 30 hours a week for at least 3 months.

(2) A child care provider may use funds received under paragraph (1) of this subsection for advertising a position, licensure or certification costs, background check fees, or paying the first month of salary to a new employee.

(e) The Department shall establish a process for awarding bonuses under this section.

(f) (1) The Department shall award funds under this section on a first-come, first-served basis.

(2) The Department may continue to award bonuses under this section on or after July 1, ~~2024~~ 2023, with funding allocated under subsection (a)(2) of this section.

SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July 1, 2022. It shall remain effective for a period of ~~2 years~~ 1 year and 6 months and, at the end of December 31, ~~2024~~ 2023, this Act, with no further action required by the General Assembly, shall be abrogated and of no further force and effect.

Enacted under Article II, § 17(c) of the Maryland Constitution, May 29, 2022.