



**Critchlow Adkins Children's Centers
Testimonial in Support HB859
Access to Health Care Insurance for Child Care Professionals**

I am writing on behalf of Critchlow Adkins Children's Centers to express our strong support for HB 859: *Access to Health Care Insurance for Child Care Professionals – Outreach and Qualifying Nonprofit Satellite Organizations*. As a nonprofit child care provider committed to delivering high-quality early childhood education, we know firsthand how critical it is to offer competitive benefits to attract and retain dedicated professionals in this essential field.

At Critchlow Adkins, we prioritize the well-being of our teachers and staff by covering 88% of their medical insurance premiums, providing paid sick leave, contributing to a flexible spending account to assist with deductibles, and offering a cash-in-lieu-of-benefits option. However, these benefits come at a steep cost, representing 10% of our operating budget. Each year, we must raise \$700,000 beyond tuition revenue to sustain our high-quality programs and provide the level of support our workforce deserves.

HB 859 presents a meaningful opportunity to alleviate the financial burden on nonprofit child care providers while ensuring that early childhood educators have access to affordable health care. By expanding access to health insurance resources, this bill will help stabilize our industry, improve staff retention, and ultimately enhance the quality of care for Maryland's children and families.

We urge you to support HB 859 and help secure the future of Maryland's child care workforce. Thank you for your leadership and commitment to strengthening early childhood education in our state. Please feel free to reach out if you would like to discuss this issue further.

Sincerely,

Cristy Morrell
Executive Director

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