

By: Representatives Scoggin, Anthony,
Summers

To: Workforce Development

HOUSE BILL NO. 907

1 AN ACT TO CREATE THE CHILDCARE TEACHERS WAGE INCENTIVE
 2 PROGRAM; TO PROVIDE THAT THE PROGRAM SHALL BE USED BY THE OFFICE
 3 OF WORKFORCE DEVELOPMENT TO PROVIDE A WAGE INCENTIVE TO ELIGIBLE
 4 TEACHERS IN AN EFFORT TO STABILIZE THE MISSISSIPPI CHILDCARE
 5 WORKER SHORTAGE BY INCREASING THE SUPPLY OF AFFORDABLE CHILDCARE
 6 SEATS WHILE ALSO RECOGNIZING EDUCATORS FOR THEIR ONGOING EFFORTS
 7 TO IMPROVE MISSISSIPPI'S EARLY EDUCATION AND CARE SYSTEM; TO
 8 DEFINE WHAT AN ELIGIBLE TEACHER MEANS; TO PROVIDE FOR A PERIODIC
 9 VERIFICATION OF TEACHERS IN THE PROGRAM; TO REQUIRE THE OFFICE OF
 10 WORKFORCE DEVELOPMENT TO SUBMIT A DETAILED ANNUAL REPORT ON THE
 11 PROGRAM TO THE GOVERNOR, THE LIEUTENANT GOVERNOR, THE SPEAKER OF
 12 THE HOUSE OF REPRESENTATIVES, THE CHAIR OF THE HOUSE WORKFORCE
 13 DEVELOPMENT COMMITTEE AND THE CHAIR OF THE SENATE ECONOMIC AND
 14 WORKFORCE DEVELOPMENT COMMITTEE; AND FOR RELATED PURPOSES.

15 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MISSISSIPPI:

16 **SECTION 1.** (1) There is established the Childcare Teachers
 17 Wage Incentive Program ("the program"). The program shall be used
 18 by the Office of Workforce Development, with the Mississippi
 19 Department of Employment Security acting as the fiscal agent, for
 20 the purpose of providing a wage incentive to eligible teachers in
 21 an effort to stabilize the Mississippi childcare worker shortage
 22 by increasing the supply of affordable childcare seats while also
 23 recognizing educators for their ongoing efforts to improve
 24 Mississippi's early education and care system. The program shall



25 be funded from monies appropriated by the Legislature for that
26 purpose.

27 (2) For the purposes of this act, an "eligible teacher"
28 means a teacher who:

29 (a) Works for a center or home-based program that is in
30 good standing with the Mississippi Department of Health's
31 Childcare Licensure and participates in the Mississippi Department
32 of Human Services Quality Support System,

33 (b) Works in a setting directly with young children
34 between the ages of 0 and 3 for at least thirty (30) hours a week,

35 (c) Is a permanent employee of the center that he or
36 she works for, and

37 (d) Has been employed at the center for at least six
38 (6) months and will remain employed at that center where he or she
39 applied for the incentive for at least the next three (3) months.
40 Teachers who make more than Twenty Dollars (\$20.00) an hour,
41 teachers employed at head start facilities and teachers employed
42 by public school districts shall not be eligible for the
43 incentive.

44 (3) (a) The Office of Workforce Development shall prescribe
45 the terms and conditions of incentives awarded under the program.
46 Incentives shall be awarded to the first two thousand (2,000)
47 eligible teachers who apply for the funds. Eligible teachers who
48 receive the incentives shall not be required to use the money for



49 work related expenses. The incentives shall be distributed in
50 multiple payments throughout the year.

51 (b) To maintain eligibility and continue receiving
52 payments, teachers shall be periodically verified using the
53 Mississippi Department of Human Service's LIFT-ED system to ensure
54 that the teaches who received the incentives are working at least
55 thirty (30) hours a week, working directly with children aged 0 to
56 3, and still working at the center where they initially registered
57 for participation in the program. Teachers shall be required to
58 confirm this information before each periodic payment is
59 distributed.

60 (4) The Office of Workforce Development may use a maximum of
61 five percent (5%) of funds appropriated for the program for the
62 administration of the program.

63 (5) The Office of Workforce Development shall submit an
64 annual report on the program to the Governor, the Lieutenant
65 Governor, the Speaker of the House of Representatives, the Chair
66 of the House Workforce Development Committee and the Chair of the
67 Senate Economic and Workforce Development Committee. The report
68 shall contain a detailed explanation of the following information:

69 (a) The number of childcare teachers who will be served
70 by the program and the average wage rate for local childcare
71 teachers;

72 (b) Annual data on retention of childcare teachers who
73 participate in the program compared to those who do not;



74 (c) Teacher satisfaction data; and
75 (d) Documentation that at a minimum, will ensure
76 Periodic Employment Verification and Payment Schedule.

77 **SECTION 2.** This act shall take effect and be in force from
78 and after July 1, 2024.

