

By: Representatives Scoggin, Anthony,  
Summers

To: Workforce Development

COMMITTEE SUBSTITUTE  
FOR  
HOUSE BILL NO. 907

1 AN ACT TO CREATE THE MISSISSIPPI CHILDCARE TEACHERS SHORTAGE  
2 STUDY COMMITTEE; TO PROVIDE THAT THE COMMITTEE IS TO STUDY THE  
3 MISSISSIPPI CHILDCARE WORKER SHORTAGE AND HOW TO INCREASE THE  
4 SUPPLY OF AFFORDABLE CHILDCARE SEATS WHILE ALSO RECOGNIZING  
5 EDUCATORS FOR THEIR ONGOING EFFORTS TO IMPROVE MISSISSIPPI'S EARLY  
6 EDUCATION AND CARE SYSTEM; TO PROVIDE THE MEMBERS OF THE  
7 COMMITTEE; TO PROVIDE WHAT THE STUDY COMMITTEE SHALL REVIEW; TO  
8 REQUIRE THE STUDY COMMITTEE TO REPORT TO CERTAIN OFFICIALS BY  
9 DECEMBER 1, 2024; AND FOR RELATED PURPOSES.

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

11 **SECTION 1.** (1) There is created the Mississippi Childcare  
12 Teachers Shortage Study Committee. The purpose of the committee  
13 is to study the Mississippi childcare worker shortage and how to  
14 increase the supply of affordable childcare seats while also  
15 recognizing educators for their ongoing efforts to improve  
16 Mississippi's early education and care system.

17 (2) The Mississippi Childcare Teachers Shortage Study  
18 Committee shall be comprised of the following members:

19 (a) One (1) member of the Mississippi Senate, to be  
20 appointed by the Lieutenant Governor;



21 (b) One (1) member of the Mississippi House, to be  
22 appointed by the Speaker of the House of Representatives;

23 (c) The Executive Director of the Mississippi  
24 Department of Human Services, or a designee, as an ex officio  
25 member;

26 (d) The Executive Director of the Mississippi  
27 Department of Employment Services, or a designee, as an ex officio  
28 member;

29 (e) One (1) representative of the childcare provider  
30 community, to be appointed by the Executive Director of the  
31 Mississippi Office of Workforce Development;

32 (f) One (1) representative of the economic development  
33 community, to be appointed by the Executive Director of the  
34 Mississippi Office of Workforce Development; and

35 (g) One (1) representative of business and industry, to  
36 be appointed by the Executive Director of the Mississippi Office  
37 of Workforce Development.

38 (3) Appointments shall be made within thirty (30) days after  
39 the sine die adjournment of the 2024 Regular Session. At the  
40 first meeting, the study committee shall elect a chair and a vice  
41 chair. The study committee shall meet and organize fifteen (15)  
42 days after all appointments have been made. The vice chair shall  
43 also serve as secretary and shall be responsible for keeping all  
44 records of the study committee. A majority of the members of the  
45 study committee shall constitute a quorum. In the selection of



46 its officers and the adoption of rules, resolutions and reports,  
47 an affirmative vote of a majority of the study committee shall be  
48 required. All members shall be notified in writing of all  
49 meetings, such notices to be mailed at least fifteen (15) days  
50 before the date on which a meeting is to be held. Members of the  
51 study committee shall not be compensated or reimbursed for travel  
52 expenses.

53 (4) The study committee shall study and make a report on the  
54 following:

55 (a) Whether a wage incentive program for childcare  
56 teachers would yield positive results in Mississippi;

57 (b) The wage incentive programs offered to childcare  
58 teachers in other states;

59 (c) How to address the childcare teacher shortage in  
60 Mississippi;

61 (d) How other states have addressed their childcare  
62 teacher shortages; and

63 (e) Other childcare related issues that the committee  
64 deems necessary to review and study.

65 (5) The study committee shall submit its report to the  
66 Governor, Lieutenant Governor, Speaker of the House of  
67 Representatives, Chairmen of the House and Senate Appropriations  
68 Committees, the Chairman of the House Workforce Development  
69 Committee and the Chairman of the Senate Economic and Workforce



70 Development Committee by December 1, 2024. After such report is  
71 submitted, the study committee shall be dissolved.

72 **SECTION 2.** This act shall take effect and be in force from  
73 and after its passage.

