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# Romaine Robert Quinn

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STATE SENATOR • 25<sup>TH</sup> SENATE DISTRICT

**From:** Senator Romaine Robert Quinn  
**To:** Senate Committee on Mental Health, Substance Abuse Prevention, Children and Families  
**Re:** Testimony on Senate Bill 425  
**Relating to:** allowing certified care operators to provide care to up to six children  
**Date:** October 18, 2023

Thank you Chairman James and members of the Senate Committee on Mental Health, Substance Abuse Prevention, Children and Families for holding this public hearing on Senate Bill 425. As we all know, families across Wisconsin are having a difficult time finding available care for their children. Senate Bill 425 looks to help address this issue, by allowing certified child care providers to care for up to six children.

Certified child care providers are not licensed, but they are credentialed, and can receive funding through Wisconsin Shares. Currently, certified providers are allowed to care for three children if none of them are related to the provider. However, if three children are related to the provider, they can care for up to six children. Additionally, caregivers who are unlicensed and uncertified can care for up to six children whether they are related or not. This bill will open up more child care slots by allowing those who are certified to care for as many children as those who aren't certified.

Under this legislation, the number of infants under the age of two will be the driving factor in the number of children in care, not family relation. The ratios for children under the age of two remain in place, where they can care for a maximum of four infants.

Every form of child care is necessary in figuring out how to alleviate the shortages in our state, but we should not be limiting those who went through the training and got certified to fewer children than those who remain uncertified and unlicensed. Having these additional child care spots available with certified individuals will be a benefit to our kids and families.

Thank you for your consideration today.



# JOY GOEBEN

STATE REPRESENTATIVE • 5<sup>th</sup> ASSEMBLY DISTRICT

October 18, 2023,

Thank you Chairman James and members of the Senate Committee on Mental Health, Substance Abuse Prevention, Children and Families for allowing me to testify in favor of Senate bills 422, 423, 424, 425, and 426.

There are many concerns with sustainability in the childcare industry. Our childcare providers have low wages, long hours, and a very challenging work environment. I am a former childcare provider. I spent 10-years running a family childcare center.

I know the importance of early childhood education. An abundance of brain development takes place at this early age and we must ensure our young children are receiving the highest quality care possible. We need our children to have opportunities to learn through play, investigation, observation, listening, exploring, experimenting and asking questions.

We want our youngest to develop an interest in the world around them, to be motivated and engaged in learning so they are prepared for the time when they start school and continue on in life.

But it is also clear that we have a broken child care model. We have already put a great amount of money into child care and centers are still closing. We need to identify the root causes and work for sustainable changes that guarantee long term differences. We must have the courage to change a system that isn't working.

I have visited child care centers in my district, talked to front line child care providers, listened to experts in multiple Childcare Resource and Referral Centers, and met with facilities offering 4K programming.

The legislation I am introducing today is a direct result from those conversations.

I realize that my bill package is not going to solve all the problems in childcare and I never presented them in that way. But I do feel that we need to take steps to offer more flexibility to our providers, and to expand access to quality child care, and supporting administrators, owners/operators as the ultimate decision makers. That is the purpose for the sum of these bills. I hope that as members of this committee you are able to take the time and consider each bill on its own merit. As we go forward lets continue to seek creative and fiscally responsible solutions to this very important issue.



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**SB 422 Creates** a new category of child care center, The Large Family child care center. When I ran my day care center, the idea of the large family childcare center was already being discussed. I was actually surprised that these had not already been implemented. Family child care centers are run out of a home. A family child care center offers care for up to 8 children with one adult provider. The large family childcare center allows up to 12 children with 2 adult providers.

We added an amendment to clarify the number of children that can receive care in a large family child care center. A second amendment modifies administrative rules so that there are not any zoning issues for the Large Family Child Care center.

**There are Wonderful reasons to support the large family child care options:**

These centers are more affordable to run because there is not the additional overhead of a separate facility/building, they are run out of the home. Family child care centers are able to participate in the Adult and Child food program reducing costs for providing meals to children in care. There is continuity of care as the children are not shifting from room to room with different providers. These centers can be located in neighborhoods, close to the children they serve. Encouraging family childcare centers and this new large family child care center model would be very helpful in rural areas where having a group center may not be as sustainable.

**SB 423 Increases the child care center ratios.**

This bill increases the maximum group size and minimum number of child care workers for certain child age categories in a group child care setting. The effects of 4K programming has had a significant effect on the economic feasibility of child care. Providers who have spoken with me have expressed concerns that the schools are not held to the same ratios and are not under the same regulations as child care centers that offer 4k programming. That is why this bill seeks to create equality by allowing group centers to adjust their ratio of child care workers to children to match the average ratio of teachers to 4k pupils in the school districts where the group center is located.

I understand that there is great concern over the quality of care with the suggested changes. But I want to point out that other states have similar ratios or greater ratio of children to providers. These changes will add flexibility to child care centers.

But again we need to remember that the ultimate power and decision making remains with the child care center owner or administrator. Child care centers are not required to adopt these ratio changes. Owners or administrators may flex staffing ratios dependent



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upon behavioral concerns of the child, health needs of a child or children, and the skill and expertise of their staff.

**SB 424** changes the ages of an assistant childcare teacher. This bill maintains DCF's current requirement for training of assistant child care teachers. I want to point out that there is an amendment to this bill. AA1 which clarifies that a Child Care Teacher must be on the premises when a 16-year old Assistant Child Care Teacher is providing sole supervision of school age children and children in group child care centers.

### **Advantages of allowing 16 through 18-year olds to work as assistant childcare teachers and to count in the ratio numbers as providers:**

We allow childcare apprentices in the state of Wisconsin, but because the cost/benefit ratio is so low centers are very unlikely to have apprentices placed in their centers. This bill counts Assistant Teachers in the center ratios, creating an economic asset to the center. This allows the students, who are working as Assistant Child Care Teachers to apply classroom knowledge, build practical experience and interest in the field, and learn from established and experienced child care mentors. Counting 16-year olds in the child care provider to child ratio provides economic advantage to the center and relief to over-worked full time staff.

Remember, in relation to 16-year old Assistant Child Care Teachers, that the ultimate power and decision making remains with the child care center owner or administrator. Childcare centers are not required to adopt the age relaxed rules. Owners or administrators may flex staffing ratios dependent upon behavioral concerns of the child, health needs of a child or children, and the skill and expertise of their staff.

**SB 425** creates a change in the ratios of certified providers. The state of Wisconsin licenses child care centers and family childcare centers. Our counties are responsible for certifying providers who offer care out of their home. The requirements for certification are very similar to those of licensed providers.

Currently, certified providers are able to care for up to six children. Three of those children must be related to them and three may be unrelated. But if a provider does not have children that are related, then they may only care for three children, which is the same as an unregulated provider. This bill is a simple change that says they may care for 6 children whether they are related or not.



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## **Wonderful reasons to support the certified child care ratio changes:**

Similar to Large Family, these centers are more affordable to operate because there is not additional overhead of a separate facility or building, as they can be run out of the home. Certified care centers are able to participate in the Adult and Child food program reducing costs for providing meals to children in care. There is continuity of care as the children are not shifting from room to room with different providers. These centers can be located in neighborhoods, close to the children they serve.

I would also like to speak in support of AB 388 which will create a revolving no interest loan fund that will help to take remove some of the barriers to starting a licensed facility or make renovations in an existing facility. This fund can be used by those providing in-home care or by licensed child care facilities.

## **SB 426: Child Care Reimbursement Account**

Wisconsin workers are among the most highly taxed individuals in the country. Coupled with the additional financial burden of child care, this proposal provides meaningful relief. Families can take advantage of pre-state tax benefits, which lowers their state tax liability and increases the affordability of child care. There are a few key components to the bill which I will describe in further detail.

The child care reimbursement account:

- Operates similar to a healthcare flex spending account; withdrawals equal contributed amounts.
- There is a \$10,000 maximum in pre-state tax contributions and when you take money out to pay for child care expenses, the withdrawals are not taxed.
- There are no contributor exclusions. Interested parties may contribute on a state pre-tax basis, including and not limited to parents, guardians, grandparents, family members, and employers.
- This plan works in conjunction with the existing Wisconsin state child and dependent care credits. Expenses paid from the account cannot be used to calculate child or dependent care tax credits.



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There was an amendment added.

- Allows an individual to use both the federal and state programs up to a \$10K max.
- Clarifies that the \$10K max is an aggregate of all contributions.
- Clarifies that you can only have one account per household.
- Allows funds to be rolled over.
- Allows any funds left over after there are no more qualifying children to revert to the account owner.

Under this legislation and beginning in 2024, parents or legal guardians may create a dependent child care account. While some parents have access to a dependent child care account to help offset the costs of child care through their employer, many hard working parents and parents who do not qualify for subsidies do not. This tax deferred program is not linked to an employer, so if you find yourself unemployed or you change jobs, the account follows you - you do not lose the account.

To be clear, each individual contributor cannot deduct \$10K in pre-state tax – although this might be nice, this is not how the program works. An employer may consider a partial contribution, or perhaps the whole \$10K to the account as a benefit of employment.

Thank you for taking the time to consider these proposed opportunities which support our working families, day care providers, owners, operators, and administrators. Again, I understand that these bills are only small steps to improve our broken child care system. But we must put one foot forward and begin the journey to find lasting solutions to an issue that has been decades in the making.



**TO:** Chair James, Vice-Chair Cabral-Guevara, and Honorable Members of the Senate  
Committee on Mental Health, Substance Abuse Prevention, Children and  
Families

**FROM:** Ragen Shapiro, Legislative Advisor

**DATE:** October 18, 2023

**SUBJECT:** Senate Bills 421, 422, 423, 424, 425 and 426

Thank you for the opportunity to provide testimony on Senate Bills 421, 422, 423, 424, 425 and 426. The Department of Children and Families (DCF) is testifying for information only.

**We share the common goal in building and supporting a successful economy where children, families, and workers can thrive.** When parents have to reduce work hours or leave their jobs entirely due to increasing tuition resulting in lack of affordable child care or workers leave the child care industry because of low wages and lack of benefits, there are widespread impacts for children's well-being, family economic security and local and state economies. This is why child care investments, much like infrastructure investments, help build broader economic growth overall; child care helps parents participate in the economy. Solving child care is not only essential for family economic security, but for the child care workforce and businesses and communities that are supported by the labor force participation of parents.

**The child care business model has been on life support for decades.** Child care providers cannot pay their staff competitive wages, because parents can only pay so much in tuition. Instead, providers are keeping down costs by depressing wages. Those low wages mean child care

workers are leaving the field, and more families cannot find care for their children. Simply put, the usual rules of supply and demand don't work here, and the child care market is broken.

**We know more now about what children need in order to thrive in a child care setting.** The first five years are critical for a child's healthy development, the importance of strong relationships and the strong bonds children develop with the caregivers in their lives which leads to the need for the right sized staff-to-child ratios and all the training and certification needed to make a safe environment. The problem of high tuition prices, low wages, and decreasing program supply has [grown in severity](#) for several decades, but was pushed to crisis levels by the COVID-19 pandemic, which laid bare the vulnerabilities and limitations of the United States' child care system. It takes people with skill and experience to do this work, and if we don't have the wages to compensate them, they will find work elsewhere. We cannot rely on parent tuition alone to sustain competitive wages for the child care workforce. Parents simply cannot afford to pay any more in tuition.

**Wisconsin providers and families need us to make a continued investment in child care as we simultaneously work with them and with businesses and other stakeholders to pursue other opportunities for longer term growth.** The Child Care Counts and Partner Up programs were created and built from the input, identified needs and recommendations of parents, caregivers, businesses, child care workers, and child care providers across Wisconsin. This critical investment of funds continues to help stabilize Wisconsin's early care and education system and the economy by countering the alarming loss of available child care at the onset of the pandemic, allowing child care providers to stay open to offer child care for Wisconsin families, and keeping parents and caregivers in the workforce.



DCF conducted a statewide child care needs assessment which led to DCF focusing on **4 pillars**:

- **Access** – There are shortages for infant and toddler care, care during non-traditional hours and care for children with disabilities. The inability to access child care means that parents cannot participate fully in the labor market
- **Affordability** – The average annual cost of infant care in Wisconsin significantly exceeds the average in-state tuition for a 4-year public college and average annual rent.
- **Quality** – DCF uses the YoungStar rating program to help ensure quality care. High Quality is defined as a YoungStar rating of 3-5 stars.
- **Workforce** – DCF strives to reduce turnover, provide a more livable wage to attract people to work in the child care industry.

For the purpose of analyzing the bills before the committee today, **DCF focused on its statutory and regulatory role in order to ensure the health and safety of children in care across Wisconsin**. While our analysis focuses on the health and safety implications, DCF does not believe that these bills will address the workforce and affordability challenges we've been hearing about in every corner of the state.

**SB-421/AB-388 Creating a child care center renovations program** – While DCF could be more supportive of this bill if the renovation funding were provided either as grants or forgivable loans, rather than as loans, this proposal is insufficient to address the challenges facing the child care industry. Investing in child care facilities can improve access, health, safety, and quality, but repaying loans would increase the financial stress providers are already under and

divert resources that could otherwise be invested in staff recruitment/retention or other priorities.

**SB-422/AB-389 Large Family Child Care Centers** – This bill would allow a child care provider to care for a maximum of twelve children (rather than eight) in a home setting. Recognizing that increasing access to family child care is a high priority in rural areas, for sibling/school-age care, and for families with distinct preferences/needs, DCF is open to exploring modifying the current regulation category of licensed family care. However, DCF is concerned that obstacles in DSPS statutes and administrative rules and local regulations have not been fully resolved or vetted and the bill may not have the intended impact. It is worth noting that licensed family child care has been in decline over the past 15+ years, with a 50% decrease in the statewide capacity of licensed family programs between 2005 and 2019. By creating a separate regulation category for large family child care, DCF would be required to promulgate administrative rules and the new provider category and new set of administrative rules will require training for pre-licensors, licensors, and child care providers.

**SB-424/AB-390 Assistant Child Care Teachers** – This bill modifies the DCF rules to lower the minimum age at which a person may become an assistant child care teacher or school-age group leader from 17 to 16. The proposal also removes DCF rule restrictions that a supervising assistant child care teacher may provide sole supervision to a group of children in full-day centers only during opening and closing hours and during the center's designated naptime and only for up to two hours and that a supervising school-age group leader or assistant child care teacher may provide sole supervision to a group of school-age children only for up to 45 minutes. Emerging conversations among stakeholders and experts have not yet yielded consensus on this

issue that's critical for health, safety, and quality. There is profound concern about the health, safety, and quality impacts of allowing 16 year olds to provide unsupervised care to any children, and especially to infants and toddlers. This bill would put Wisconsin out of line with national recommendations, accreditation agencies, and our neighboring states. None of those entities have both lowered the minimum age of assistant child care teachers to 16 and allowed them unlimited sole supervision of children. **The national standards for qualification for assistant teachers, teachers aides and volunteers are that these roles should be fulfilled by someone who is at least 18 years of age, have a high school diploma or GED, and participate in on-the-job training, including a structured orientation to the developmental needs of young children.**

**SB-423/AB-391 Provider-to-child Ratios** – This bill changes DCF administrative code around licensing to loosen ratio requirements and increase the maximum number of children per age who can be in a group child care center. The bill also allows group child care centers to adjust their ratios to match the average ratios in the school district where the center is located. *The proposed changes may present some health, safety, and quality concerns.* There are significant development differences between children who are 12 months versus 18 months. Most notably, children are not often walking, or walking confidently, by 12 months old. However, by 18 months, most child are proficient at walking, which is crucial when planning for emergencies and evacuating children. Adjusting provider-to-child ratios requires extensive consultation with experts and the field, which has not yet occurred. Most providers have been forced to reduce capacity these days due to the staffing crisis, so ratio solutions may not have the desired impact. There are significant concerns that loosening ratios would increase burnout and therefore exacerbate the current child care staffing crisis.

**SB-425/AB-392 Child Care Operators** -- This bill expands the capacity of certified child care operators to allow them to care for up to six children, regardless of whether the children are related to the operator. Currently, a child care provider caring for 4, 5, or 6 children must be regulated as a licensed family provider. Under this bill, a child care provider caring for 4, 5, or 6 children must be regulated but can choose to become either a certified family provider or a licensed family provider. The bill creates a bit of additional flexibility to the existing regulatory structure by allowing more family child care providers to choose between certification and licensure, however it would complicate the regulatory landscape by creating two distinct regulatory frameworks for family child care providers serving between 3 and 6 children.

**Solving the child care shortage will require more than an increase in access by passing legislation designed to increase child care slots.** In a [October 2022 NAEYC Study](#), over 60% of providers reported that they will need increase tuition. 32% of surveyed providers said they are considering leaving their jobs or closing their program. Once ARPA funds run out, a Century Foundation Report shows Wisconsin risks losing up to 2,100 child care programs, impacting more than 87,000 children. Turnover from parents leaving the workforce could cost Wisconsin more than \$232 million in parental wages, a substantial but entirely preventable loss. (The Century Foundation Report from June 21, 2023 <https://tcf.org/content/report/child-care-cliff/>)

**A state investment is needed for child care providers to pay their staff competitive wages.** As of February 2023, \$308,614,765 has been paid out through the Child Care Counts Stabilization Payment Program. Through this program, 4,248 child care providers have received support, over 22,000 child care professionals remained employed or were hired, and over 113,000 children were

able to continue child care. Even with the funding that childcare counts provided, the child care business model remains broken.

**Child Care Counts is needed to sustain the child care industry while we simultaneously work with providers, businesses and other stakeholders to pursue other opportunities for growth.**

Nationally, Wisconsin's Child Care Counts program has been heralded as a model for other states. DCF has been exploring innovative solutions, including looking at models in other states. DCF's long-term strategies for supporting child care in Wisconsin include making statewide investments in child care that touch on all 4 pillars – accessibility, affordability, quality and workforce support.

We would be glad to answer any questions from the committee. Thank you.



Wisconsin Early  
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Oct. 18, 2023

Chairman James, and members of the Senate Committee on Mental Health, Substance Abuse Prevention, Children and Families, my name is Ruth Schmidt, Executive Director of Wisconsin Early Childhood Association. WECA is the state affiliate of National Association for the Education of Young Children and serves and advocates for early care and education in Wisconsin. While I would have welcomed presenting this testimony in person, this week, we are hosting our Annual Conference, which brings together hundreds of early childhood educators for a three-day professional development experience.

We appreciate the opportunity to provide our feedback on the proposed package of legislation. Before I do, I want to note I am testifying on behalf of early childhood educators and programs enrolled in WECA services from across the state who care for Wisconsin's young children and families. Approximately two-thirds of all regulated child care programs in the state are enrolled in at least one of WECA's programs. Most of these early educators and program leaders are unable to attend today's hearing – not because they do not care about this bill package, but because they are dedicated to their work educating and caring for young children. They are working to keep their doors open so families can work, and our economy can continue to grow.

I also want to note that as WECA reviewed the bills in front of you today, one guiding question continues to be the cornerstone for our analysis: *is this what is best for young children?* Because while there are a lot of headlines about the child care industry these days, we can't lose sight of our why. Our why is ensuring every child in this state has access to safe, high-quality child care.

When this package initially was circulated in the Assembly, we noticed the co-sponsorship memo included a common blurb that acknowledged the depth of this issue and how it is impacting Wisconsin families. While WECA is concerned with this bill package, we are encouraged by the acknowledgement that change is needed. Many of you on this Senate committee have been actively engaged in discussing our state's child care challenges with directors, owners, and the families they serve. Thank you for continuing to listen and learn from those most deeply connected to the early childhood sector.

Early childhood education is foundational for our youngest children during their most critical developmental period. It's also a vital support for working parents and caregivers. Lastly, these care programs are businesses and economic drivers in Wisconsin communities. Despite being essential and critical, decades of limited public investments have created a failed child care market, which was further damaged by the effects of the pandemic. This is why state general purpose revenue to support child care – in conjunction with the parent fees – is so necessary. It also is why this was one of the most common issues Joint Finance Committee members heard about during their public hearings and why you received more than 100,000 letters from your constituents who asked you to continue Child Care Counts with state investment. Arguably, this is also why we just saw Governor Tony Evers direct \$170 million in emergency, unallocated federal pandemic relief dollars to continue the Child Care Counts Program. As the governor noted in his announcement, however, it is a "stopgap measure" and not a "permanent solution to the looming child care crisis facing our state."

With all of that being said, this legislative package misses the mark. WECA is opposed to the following bills, and I will now walk through our concerns:

**Assistant Child Care Teachers (SB 424):** WECA fully supports building the career pipeline for child care teachers. However, this legislation is problematic in that not only does it lower the age for child care teachers to 16 but it also removes all the current supervision guardrails for these young assistants. Those regulations, such as limiting the amount of time an assistant teacher can supervise a group of children in full-day centers, are there to ensure the safety of children. It is important to note we reached out to our national affiliate, and they also would oppose allowing 16 year olds unsupervised with children of any age, for safety reasons related to both the children in care and the employed youth, in addition to quality concerns.

There are other ways to encourage individuals to stay in this field – most notably ensuring they can make a living wage and are regarded as professionals, not just “babysitters.” Other states have taken different approaches to focus on growing the workforce. Some, like Louisiana and Nebraska, established refunded tax credit for child care teachers. In another state, Kentucky, child care teachers were granted categorical eligibility for their own child care costs, thereby incentivizing teachers to work in this field and receive free child care. We can support and sustain the child care workforce without jeopardizing the safety of Wisconsin’s children.

**Modifying Teacher: Child Ratios in Group Child Care Centers (SB 423):** Regulations focused on teacher-to-child ratios are in place primarily to ensure children’s safety. However, it is proven that higher ratios will also [add to the child care staffing crisis and burnout](#) at the same time that programs are closing because they already are experiencing a staff exodus.

Maintaining appropriate staff:child ratios are important for several reasons including, to decrease the number of situations that threaten the children’s safety, help ensure children receive adequate care and supervision, set the environment for high-quality interactions between caregivers and children that can promote children’s well-being.

Wisconsin’s current group-child ratios align with national best practices and are similar to several neighboring states, including Indiana, Michigan, and Illinois. It also is important to note the regulated child care industry at large did not seek these changes because they know this will not solve its challenges and will only drive more early educators from the field. And, above all, back to the cornerstone consideration – this is not what is best for our kids.

**Certified Child Care (SB 425):** Wisconsin’s certified child care was created to provide way for parents, relatives and other caregivers who watch their own children (up to 3) to also be eligible to receive payment under the Wisconsin Shares program if they also care for up to 3 non-related children. When a certified child care provider exceeds that limit, they must be licensed as a licensed family child care provider. The step from certified to licensing is established to ensure the appropriate safety guidelines can be maintained.



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In addition, WECA would suggest modifying SB 421 and SB 422 to better align with early childhood industry needs and standards:

**Child Care Loan Fund (SB 421):** The state budget only included \$15 million in state general purpose revenue for child care that remains in the Legislature's supplemental account and is currently proposed in this package as a revolving loan program for licensed child care programs. WECA believes this legislation would be more impactful offered as a grant program and coupled with a proven model similar to the work the Provider Assistance for Licensing pilot program. PAL has been successfully increasing the supply of child care in the Northern and Western regions of the state, where high rates of child care deserts persist. Since February, it has helped 52 new child care entrepreneurs on their path to licensure while also providing business coaching and toolkits to support the longevity of these new child care programs and creating more than 341 child care slots.

**Large Family Child Care (SB 422):** WECA is not opposed to creating a new classification for large family child care. However, we want to ensure that there is adequate safety of the children in this setting from a building code capacity. We are concerned that this is not addressed in the creation of this additional category.

[Research from the National Association for the Education of Young Children](#) shows that deregulation does not increase child care supply and instead will only weaken the current system. Moreover, these bills carry consequences leading to the loss of liability insurance, non-compliance with Wisconsin Building Code, and create environments in which educators do not want to work.

We appreciate the opportunity to testify today but also want to be clear about what the state already has experienced after the reduction in child care stabilization payments earlier this year – without the ongoing support to recruit and retain educators, rates already have increased for parents, and providers are considering closing or leaving the field. The Governor's action earlier this week continues those reduced stabilization payments for the next year and a half, but we also know this is a short-term emergency measure that does not address the broken child care system for the long term.

Without state investment of general purpose revenue to support and sustain child care programs, we will continue to struggle with child care challenges, now and long into the future – this bill package would do strikingly little to address access, affordability, and support early childhood and families. In fact, WECA has been calling for this type of investment for many years, long before the pandemic, because we know investing in child care industry stabilization will have lasting, positive effects on the development of young children, allow child care programs to keep serving working families, and support the state's economic health.

In its simplest possible terms: It is what is best for our kids, and that should remain our unwavering guiding principle.





**Sources:**

National Association for the Education of Young Children (NAEYC), 2022: [https://www.naeyc.org/sites/default/files/wysiwyg/user-73607/2022\\_policy\\_deregulationresourcepolicymakers\\_final.pdf](https://www.naeyc.org/sites/default/files/wysiwyg/user-73607/2022_policy_deregulationresourcepolicymakers_final.pdf)

Child Trends, 2017: <https://www.childtrends.org/blog/higher-child-staff-ratios-threaten-quality-child-care>

Ratio Chart Comparison of Group Child Care: Illinois, Iowa, Michigan, Minnesota, and Wisconsin

**Group Child Care Centers**

Ratios in **yellow** indicate higher than Wisconsin, ratios in **green** indicate lower than Wisconsin

|   | Illinois |            | Iowa  |            | Michigan |            | Minnesota |            | Wisconsin |            |
|---|----------|------------|-------|------------|----------|------------|-----------|------------|-----------|------------|
|   | Ratio    | Group size | Ratio | Group size | Ratio    | Group size | Ratio     | Group size | Ratio     | Group size |
| 0-6 weeks                                     |          |            | 1:4   |            | 1:4      | 12         |           |            | 1:4       | 8          |
| 6 weeks- 12 months                            | 1:4      | 12         | 1:4   |            | 1:4      | 12         | 1:4       | 8          | 1:4       | 8          |
| 12 months (1 year)-14 months (1.16 years)     | 1:4      | 12         | 1:4   |            | 1:4      | 12         | 1:4       | 8          | 1:4       | 8          |
| 14 (1.16 years)- 16 months (1.3 years)        | 1:5      | 15         | 1:4   |            | 1:4      | 12         | 1:4       | 8          | 1:4       | 8          |
| 16 months (1.3 years) – 24 months (2 years)   | 1:5      | 15         | 1:4   |            | 1:4      | 12         | 1:7       | 14         | 1:4       | 8          |
| 24 months (2 years)- 30 months (2.5 years)    | 1:8      | 16         | 1:7   |            | 1:4      | 12         | 1:7       | 14         | 1:6       | 12         |
| 30 months (2.5 years)- 33 months (2.75 years) | 1:8      | 16         | 1:7   |            | 1:8      | 16         | 1:7       | 14         | 1:8       | 16         |
| 33 months (2.75 years)-35 months (2.91 years) | 1:8      | 16         | 1:7   |            | 1:8      | 16         | 1:10      | 20         | 1:8       | 16         |
| 3 years                                       | 1:10     | 17         | 1:10  | 20*        | 1:10     | 30         | 1:10      | 20         | 1:10      | 20         |
| 4 years                                       | 1:10     | 17         | 1:12  | 20*        | 1:12     | 36         | 1:10      | 20         | 1:13      | 26         |
| 5 years                                       | 1:17     | 17         | 1:15  | 20*        | 1:12     | 36         | 1:10      | 20         | 1:18      | 36         |
| Kindergarten to 10 years                      | 1:20     | 30         | 1:15  |            | 1:18     | 36         | 1:15      | 30         | 1:18      | 36         |
| 10 years to 12 years                          | 1:20     | 30         | 1:20  |            | 1:18     | 36         | 1:15      | 30         | 1:18      | 36         |

NOTES:

Minnesota [Ratio and Group Size.pdf \(mn.gov\)](#)

Illinois [Rules 407 Licensing Standards for Day Care Centers \(illinois.gov\)](#)

Iowa [Comm. 204, Care Centers and Preschools Licensing Standards and Procedures \(iowa.gov\)](#) , \*best practice group size [Preschool Ratio and Class Size Maximum by Program Standards - December 2020 \(educateiowa.gov\)](#)

Michigan [Section R. 400.8182 - Ratio and group size requirements, Mich. Admin. Code R. 400.8182 | Casetext Search + Citator](#)

Wisconsin [Your Guide to Regulated Child Care, DCF-P-2436 \(wisconsin.gov\)](#)



## WFCCA Position Statement

**Regarding Assembly/Senate Bills  
AB 388/SB 421, AB 389/SB 422, AB 390/SB 424,  
AB 391/SB 423, AB 392/SB 425**

Wisconsin Family Child Care Association provides support, education, communication, and resources to family child care providers, families, and community members, while promoting professionalism and advocating within the early childhood field to provide quality care for children. The goal of Wisconsin Family Child Care Association is to help maintain the high quality of care that promotes the physical, intellectual, emotional, and social development of children.

Currently, there are five bills in legislative action in the Assembly and Senate for which Wisconsin Family Child Care Association feels compelled to oppose.

Bills AB390 / SB424 and AB392 / SB425 would allow practices which do not meet the standards of high-quality care as defined in Accreditation Standards for Child Care through professional organizations of NAEYC and NAFCC and in our own Wisconsin YoungStar high quality standards as described in the Child Care Environmental Rating Scales used to assess programs for high quality practices. The two bills would deny children access to high

quality practices to meet the physical, intellectual, emotional, and social development of children.

Bills AB392 / SB425, AB388 / SB421, AB389 / SB422 have merit, but currently distract from the child care crisis and do not solve the problems (low wages, unaffordable child care, unavailable child care) encountered in the Child Care industry. These problems were present before and exacerbated by the Pandemic. Child Care is a necessary part of the infrastructure of our state and is invaluable in building our future leaders, workers, teachers, parents and entrepreneurs. WFCCA will support only legislation that encompasses all aspects of the trilemma of child care: Affordability, Availability, High Quality.

WFCCA encourages early childhood professionals, families, employers, and stakeholders to contact their legislators to seriously reconsider and revise these bills in the best interest of children, families, the early education field and the economy.

Respectfully,  
The Wisconsin Family Child Care Association

October 17, 2023

To: Senate Committee on Mental Health Substance Abuse Prevention, Children and Families  
Testimony on AB 388/SB421, AB389/SB422, AB390/SB424, AB391/SB423, AB392/SB425

Thank you, Chairman James and members of the Senate Committee on Mental Health Substance Abuse Prevention, Children and Families, for your public service and willingness to hear testimony and read letters of support and opposition to child care bills. I believe the fundamental goal of trying respond to the child care crisis in Wisconsin is not solved by this package of bills and in fact will put young children in harm. I'd like to register my comments on the following bills.

**AB 388/SB421 – Child Care Renovations Loan Program - Support.**

Establishing funds for a child care center renovations revolving loan fund is a good idea. Other states have used this type of fund to support updates to older facilities or start up new programs. Getting a loan is often risky for small business owners who are cautious about taking on debt, especially for an industry that has a low profit margin or often runs in the red.

**Suggested Changes to AB 338/SB421:**

*Section (e) Allow up to 3 years to achieve 70% consistent enrollment data before repayment. After 3 years of consistent enrollment data showing 70% of capacity achieved, the loan will be forgiven.*

What this does is create incentive to reach enrollment capacity and maintain it- not just open and close after 1 year just to access a 0% loan with no real liability to show long-term change to the child care system. By creating an expectation of running a successfully enrolled program for a minimum of 3 years which is what it takes to become grounded in your business plan, you then provide the incentive of a forgivable loan. You could even open up the loan program so local communities can match the funds to provide new or expanded capacity.

**AB389/SB422 – Creating Large Family Child Care Center Program. Support with changes.**

Many states have similar licenses, especially in states with large rural geographies where there often is only one child care provider in a community. It is necessary to have 2-3 people employed and on site to support this type of program at all times, especially with the number of infants and toddlers described in Section 4 48.67 (c).

**Suggested Changes to AB 389/SB422:**

*Section 4 48.67 (c) (a) may not supervise more than 6 children under the age of 2 at one time.*

In an effort to adequately meet the needs of infants and young toddlers who are not toilet trained, often lack language skills, and are not skillful at walking independently, if there are only 2 full-time child care workers caring for up to 12 children it would be nearly impossible to support 8 infants and young toddlers with the quality care needed in this critical period, while supervising additional older children.

**AB 390/SB424 – Modifying rules relating to assistant child care teachers from 17-18 years to 16 years**

**Opposed**

The effect of this rule change would basically allow 2 teenage children (both who could still be in high school) to supervise large groups of children alone— even if under the employment by someone somewhere onsite. This not only creates huge liability issues for a child care business, but places teenage children in a position of responsibility they are not ready to handle for long periods of time alone. This is a recipe for child abuse and neglect. This is not a babysitting service- but a profession that is licensed and

regulated. Young children are growing and developing rapidly during this critical period, teenage children are not prepared to meet the educational and developmental needs of this age group, and will not solve the need to child care workforce issues.

**AB 391/SB423 – Increasing ratio of adult to child group size in child care centers. *Opposed.***

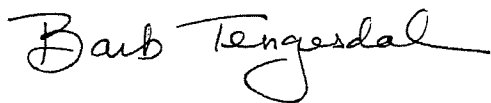
At a period in time when young children have seen dramatic developmental lags because of a pandemic taking place during critical periods of growth, now is not the time to expand the group sizes/ratios of adults to children. They need more adults around them to deal with challenging behaviors, teach social skills, support delays in development, teach pre-reading skills not fewer less trained caregivers. To match the 4K school district expectation for group size is also not a good indicator for matching child care group size ratios, as school district staff are often more skilled and trained than child care and have a support system of the School District to engage with early intervention skills. I believe the committee must maintain the DCF Table 251.055 in administrative code as currently developed.

**AB 392/SB425 – Compensation for children in certified child care programs related to provider *Opposed.***

This bill might look harmless from a wide-angle lens, it will set up loopholes in the subsidy system for abuse of taxpayer monies. It would encourage certified providers to tap into “child care” funds for raising their own children, rather than what the fund was meant to support -working families and expand child care slots for low-income parents needing care during work/school/ non-traditional hours. This bill does not expand a system of long-term support for the industry but could see broad scale fraud of the Wisconsin Shares subsidy system by paying families to “care” for their own children. Certified providers are not regulated for quality care and thus taxpayer monies are serving families with little or no supervision over the health, safety and education of our youngest children.

Thank you again for providing me with the opportunity to share thoughts on AB 388/SB421, AB389/SB42, AB390/SB424, AB391/SB423 and AB392/SB425. I appreciate the Committee’s consideration of child care bills, but this group of bills does not keep children healthy and safe, nor support families accessing quality care. These bills will create greater problems for the child care workforce, putting more stress on caregivers and teachers.

This set of bills will NOT incentivize people to go into the child care workforce.



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[Director@firstfivefoxvalley.org](mailto:Director@firstfivefoxvalley.org)  
920-422-5437

# W.E.C.A.N.

## Wisconsin Early Childhood Action Needed

On behalf of WECAN and our over 1200 member across the State (we have added about 200 members in the last month) and others who have signed onto this petition, we definitively reject all for childcare and ask you to vote NO AB387/SB426, AB388/SB421, AB389/SB422, AB390/SB424, AB391/SB423, and AB392/SB425 especially as you are members of the Mental Health Committee along with Children and Families (they are together for a very good reason, they are interconnected and cannot be separated)

Here is a Harvard video that shows exactly how important the two are on a person's life trajectory AND the lack of investment to provide that buffer costs TAXPAYERS more Money.

<https://www.youtube.com/watch?v=lipVaPKnjRk>

An article about the effects of toxic stress: <https://developingchild.harvard.edu/science/key-concepts/toxic-stress/>

Furthermore, just last week, Claudia Goldin won the Nobel Prize for economics with her research in women in the economy and emphasizes that investing in child care is an economic win. Here is an article: <https://www.longmontleader.com/local-news/beyond-local-claudia-goldins-nobel-prize-win-is-a-victory-for-women-in-economics-and-the-field-as-a-whole-7680043>

Minnesota just announced that \$316 million of their \$750 million investments in their budget will go to increase the wages of the child care professionals:

<https://www.cbsnews.com/minnesota/news/minnesota-launches-316m-program-to-increase-pay-for-child-care-providers-early-educators/> We share a huge border with Minnesota and already have

members telling us that they are losing employees to Minnesota child care programs due to the higher wages and paid FMLA. We need to be competitive. So, Sen. Marklein and Rep.

Zimmerman were absolutely incorrect when they made their comments during the WEDC budget portion of the JFC hearings after Minnesota's historic investments into child care were announced (along with several other family friendly investments) that people would be moving here in record numbers to escape the taxes. We were correct when we said the opposite would happen.

For the bills:

None of the proposals are based on actual research or data. The proposed items will actually decrease the childcare workforce, decrease quality, and price-out parents from having access to childcare. The proposed policy changes are in complete opposition to best practices and unequivocal research in early childhood education and development.

WECAN is currently tracking the increases in tuition costs by county and the closings of programs. For example, in Howard Marklein's district, a survey done by the Green County Workforce Development and the Green County Child Care Network (90% return rate) the average increase in tuition cost to parents will be 26% after CCC ends in spring from 2022. There is some reprieve with the Governor's announcement of continuing the 50% funding through June 2025, but the rest is absolutely necessary to continue increasing wages above \$13 an hour to re-open closed classrooms and get more family child care to remain in operation and encourage others to get into regulation. Which by the way, full time at 52 weeks is \$27,040 which, child care providers are the ones that Sen. LeMahieu was asking who made such a small amount on the Senate floor as he attempted to justify replacing the entire workforce bill with his own, that was then voted through. Family child care on average makes around \$6 an hour. Child Care Counts increased that, but we have yet to find out by how much from any department of revenue or other study. When we find out we will let you know. We found that very interesting that while he was acting to take away that increase of around \$2 he was also disparaging us for earning "so little" So, I guess thanks for the \$32? And the expanded child care tax credit won't be worth anything to us either, as we don't make enough to take advantage of it as we don't owe enough. Yes, even child care professionals PAY for child care.

These bills do nothing to address the out of pocket costs to parents, the child care savings account will cost the state unnecessary tax dollars and relies on parents who put money into the account, but then due to moving, losing their child care, or even their child will then forfeit any remaining dollars to offset the cost. The average middle class family will save \$530 (\$440 under the bill you just passed yesterday). They also will have to have the money to both put into the account AND pay their child care until they then can get reimbursed. This isn't feasible for most families. Also, I am unsure why Rep. Goeben claimed/ that only "state employees" can currently take advantage of these types of child care savings accounts. Because WE have been signing off on these forms for years from a wide variety of businesses. However, very few families utilize this employer sponsored benefit for the reasons above.

It would be absurd for us to support a bill that overturns the Governor's budget GRANT into a loan. Furthermore, again, yesterday when Senator LeMahieu talked about the success of the northwestern GRANT project in getting unregulated into regulated he was touting how successful GRANTS are, not loans.

These bills will decrease quality as more children has been proven to decrease quality. Full stop. 16 year olds left alone to supervise our babies is not the answer, and is certainly not an "apprenticeship." By definition an apprentice is someone who is learning a skilled trade from a skilled employer. That skilled employer isn't just "on premise." We support Minnesota's recently passed apprenticeship bill that was part of their STATE \$750 million dollar investment: We would be ok with 16 and 17 year olds also being able to partake so long as they do NOT count towards

ratio. [https://www.revisor.mn.gov/bills/text.php?number=HF2573&session=ls93&version=latest&session\\_number=0&session\\_year=2023](https://www.revisor.mn.gov/bills/text.php?number=HF2573&session=ls93&version=latest&session_number=0&session_year=2023)

These bills will decrease accessibility because teachers in group centers and family child care providers will continue to leave the field and not come back because if you already have too high

of a workload for too little pay, in order to recruit and retain employees you don't ADD to the workload and offer the same amount of money. That is what the increase in ratio is doing. Furthermore, a WECAN member met with a Senator recently and he told her increasing the number of children by 20% increases your profit by 20%. That's an interesting understanding of how the child care business works. The increase in the number of children increases our business liability cost (we pay x dollars per child per age), increases the food costs, increases the cleaning costs, increases the consumables costs, gloves, toys, wear and tear on the toys and books and interior, costs of outdoor toys, more wear and tear on the grass, etc. So no, it only increases the profit by a fraction of that ALONG with increases the workload and mental stress of the teacher because the children's behaviors and interactions with each other are increased exponentially AND the teachers relationship with each child decreases as their ability to spend quality time with that child decreases due to more demands on their attention to meet the basic health and safety needs and providing a rich stimulating environment for the children to interact with as they play with materials and each other. Multiple studies have shown that more children equals more stress and more behavioral problems in turn. Therefore, the teacher quits OR the child gets expelled. Children under 5 in Wisconsin are expelled at 5 x the rate of our k-12 public schools and those same children are then 8 times more likely to end up in prison. Passing these bills puts more children on this path. <https://wisconsinwatch.org/2023/08/wisconsin-preschoolers-expelled-k-12-students/> Hardly seems like something that you can vote FOR as members of a committee on Mental Health and Children and Families. As children are expelled it affects their parents mental health as they blame themselves and their child, instead of the lack of investment in the system to support their child's growth and development. They also quit their jobs and their employers now have the cost and time burden of hiring and training their replacement.

Wisconsin Family Child Care Association rejected the large family child care because the bill was so poorly written and now adds an absurd limit on the number of providers that can be present. Do you have other bills that tell other businesses how many workers they can have at a time. We asked the amendment author what she meant by that as a family child care provider's household members over 18 are frequently authorized as subs. So when they are present are we in violation? Do B-3 and school and insurance supplied Therapists, aides, and others hired by the program to meet the needs of children with special needs count in this maximum. We are still waiting for a response, perhaps your committee could get the clarification. They also rejected the "purported" expansion of 3 to 6 children, but they already have a max of 6 children, 3 under 7 and 3 over unrelated to them (own children do count, just as licensed). Furthermore, certified is meant as entry level OR to honor family, friend, and neighbor care. So that those who are caring for and educating our youngest have the basic knowledge needed to meet the children's needs and have the support they need with contracts and ensuring they are treated respectfully by those families they enroll. They also can access the food program and accept subsidy if they choose to participate in Youngstar. However, their beginning training on child development, annual requirement for continuing education along with the rules regarding fences and other safety measured needed for larger groups of children simply aren't there. They matter, they exist because children have been injured or died. So expanding them to 6 no matter the age is absurd without also expanding the necessary requirements that are needed to ensure the physical and mental health and safety of the children. They also only need to have the certifier come once every 2 years. Licensing is at least once a year, and many times at least twice a year. Ms. Alston testified in the Assembly that they also have the food program and Youngstar coming in. But that



is only IF they participate in either and the percentage that do is very low, and for Youngstar requires not just accepting a 2 star automatic rating, which is even lower participation rate. So this is a false assurance. We reject for their same reasons, they won't increase availability, accessibility or quality and we cannot accept any legislative proposals as legitimate unless they do so. Because we do, contrary to Senator Knodl's statement last week, care about children and families, or we would take Senator Stafsholt's advice and just "raise your rates." Even though 7% total household income is what is considered affordable and even our children on subsidy rarely meet that threshold.

Furthermore, we are being dropped by business liability insurance at an increasing rate. We only know of one that serves the entire state if you have more than 6 children, there are others, but they seem to be only for nonprofits, churches, or affiliated with other specific scenarios. This is happening nationally as well. West Bend has been sending out letters about a month before renewal stating that your policy is ending and being re-written and when we receive the new policy it covers less AND costs significantly more. These new bills will only increase the costs of business liability as the number of claims due to injuries increases, if we can even keep it. No insurance and no business. So regulations exist for reasons.

Assembly Committee members received countless emails and phone calls from their constituents telling them to vote no and reject these bills. Yet, they still voted yes on party lines. You are receiving countless emails and phone calls telling you to vote no. Will you listen as you write in press releases, on your websites, and in your constituent communications? We are watching on Wiseye and we are paying attention to what you are saying and what you are doing and we will remember your statements and your votes come next election.

We have attached the current petition, with over 600 signers-including parents, business owners, community members, and other organizations.

As a reminder if Child Care Counts is replenished at the full \$340 million asked the payments go back up to May levels (before the 50% decrease) within 2 months. These proposed bills will take months or even over year to even begin to take effect. We only need \$170 million now from state funds, is that really too much to ask of a public/private investment that benefits every single person in the state and is overwhelmingly popular? To chisel away at the \$4-6 Billion that we lose every year due to the lack of child care?

Kind Regards,  
WECAN

and co-founders Corrine Hendrickson and Brooke Skidmore  
and those who signed the attached petition

Please sign on to unequivocally state the child care counts IS necessary to continue the stabilization of the child care sector. These funds demonstrated an increase in quality, affordability, and accessibility. The August 30th proposed bills from the policymakers are a non-starter for us. By signing you are in agreement with WECAN and our rejection of today's proposed policy changes.

Organization (Highlighted are larger organizations or non child care businesses. Left blank are parents and community members, child care programs with multiple entries are owners, teachers, and parents City

| Timestamp          | Name                      | Organization                                | City             |
|--------------------|---------------------------|---|------------------|
| 8/31/2023 11:41:42 | Krista Zinda              | Bright Beginnings Preschool                 | Plover           |
| 8/31/2023 11:41:58 | Kevin Zinda               | Bright Beginnings Preschool                 | Plover           |
| 8/31/2023 11:42:11 | Ellie Bloch               | Bright Beginnings Preschool                 | Plover           |
| 8/31/2023 11:42:53 | Tanner Zinda              | Bright Beginnings Preschool                 | Plover           |
| 8/30/2023 21:24:58 | Nicole Hile               | Busy Beaver's Daycare                       | Cumberland       |
| 9/4/2023 10:07:47  | Dawn Stolzman             | Busy Bees Daycare                           | Rhineland        |
| 8/31/2023 6:56:29  | Crystal Davis             | Captain Of the Coolkids Family ChildCare    | Milwaukee        |
| 9/8/2023 18:34:43  | Sara Phelan               | Child Life Ministries                       | McFarland        |
| 8/30/2023 22:08:56 | Thomas Becker             | Christina's Family Daycare                  | Monroe           |
| 9/5/2023 17:13:38  | Thomas n Christina becker | Christina's Family daycare                  | Monroe           |
| 8/30/2023 22:09:25 | Christina Becker          | Christina's Family Daycare                  | Monroe           |
| 8/31/2023 6:37:29  | Cindy Campbell            | Cindy campbell's daycare                    | Superior         |
| 9/5/2023 18:01:41  | Cameron Campbell          | Cindy Campbell's daycare                    | Superior         |
| 8/30/2023 21:40:32 | Renaë Henning             | Community Care Preschool & Child Care, Inc. | Beaver Dam       |
| 9/6/2023 7:45:23   | Adrea Hilbert             | Community Works                             | Fond Du Lac      |
| 9/6/2023 7:05:07   | Abby Funseth              | Corrine's Little Explorers -parent          | New Glarus       |
| 9/14/2023 6:55:24  | Corrine Hendrickson       | Corrine's Little Explorers                  | New Glarus       |
| 9/7/2023 15:41:43  | Joahna Shelton            | Creative Kids Learning Center               | Spooner          |
| 8/31/2023 9:59:06  | Karen Bretzel             | Dancing Star Daycare                        | wautoma          |
| 8/31/2023 6:42:20  | Deb Walz                  | Debbie's Little Chuggers Daycare            | Prairie du Chien |
| 8/31/2023 5:58:00  | Diane Reynolds            | Diane's Daycare                             | Shell Lake       |
| 8/31/2023 5:58:39  | Diane Reynolds            | Diane's Daycare                             | Shell Lake       |
| 9/2/2023 20:42:59  | Nancy Youngberg           | EARLY LEARNING CENTER                       | NEENAH           |
| 9/1/2023 9:39:25   | Victoria Ergen            | Ebenezer Child Care Centers                 | West Allis       |

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Organization (Highlighted are larger organizations or non child care businesses. Left blank are parents and community members, child care programs with multiple entries are owners, teachers, and parents

| Timestamp          | Name                   | Organization                            | City                |
|--------------------|------------------------|---|---------------------|
| 9/1/2023 9:33:15   | Beverly J Anderson     | Ebenezer Child Care Centers, Inc.       | West Allis          |
| 8/31/2023 6:16:42  | Melissa Rolblecki      | First Lutheran Preschool                | Onalaska            |
| 8/31/2023 10:46:23 | Anita A Ebenhoe        | First United Methodist Church/Preschool | Green Bay, WI 54301 |
| 9/4/2023 11:44:01  | Randy Veeseer          | Forever Young Childcare Center          | GreenBay            |
| 9/4/2023 11:51:54  | Floyd Wooley           | Forever Young Childcare Center          | GreenBay            |
| 9/4/2023 11:45:29  | Mary Johnson           | Forever Young Childcare Center          | GreenBay            |
| 9/4/2023 11:46:31  | Heather Woodky         | Forever Young Childcare Center          | GreenBay            |
| 9/4/2023 11:47:23  | Ethan Wooley           | Forever Young Childcare Center          | GreenBay            |
| 9/4/2023 11:41:30  | Cindy Veeseer          | Forever Young Childcare Center LLC      | GreenBay            |
| 9/4/2023 11:46:06  | Robert Johnson         | Forever Young Childcare Center LLC      | GreenBay            |
| 9/2/2023 7:25:04   | Tricia Peterson        | Future All Stars Academy LLC            | Juneau              |
| 9/4/2023 11:51:15  | Christina Liderman     | FYCC                                    | GreenBay            |
| 9/11/2023 14:32:08 | Kristin Holman-Steffel | Giggles & Wiggles Daycare Center        | Lancaster WI        |
| 8/31/2023 13:48:13 | pnw0126@gmail.com      | Glendale Heights Childcare              | Milwaukee           |
| 8/31/2023 14:01:44 | Angela Gerner          | Glendale Heights Childcare Center       | Glendale            |
| 8/31/2023 6:43:05  | Amanda Christianson    | Great Outdoors Learning Center, LLC     | Holmen              |
| 9/10/2023 16:28:15 | Jillynn niemeier       | Green County child care network.        | Monroe              |
| 8/31/2023 7:53:33  | Analeah West           | Hands of opportunity                    | Racine              |
| 9/5/2023 16:55:43  | Gabrielle Myhre        | Happy Hearts Learning Academy           | Waukesha            |
| 9/5/2023 16:56:16  | Angela Bednarek        | Happy Hearts Learning Academy           | Brookfield          |
| 9/5/2023 16:54:45  | KRISTIANE M GILBERT    | Happy hearts learning academy           | Waukesha            |
| 8/31/2023 4:15:30  | Cynthia Hacek          | Head Start Waukesha                     | Waukesha            |
| 9/5/2023 7:35:58   | Sheila Schabel         | Heaven's Steps Child Care               | La Crosse           |
| 9/6/2023 7:45:45   | Ryan Hilbert           | HILBERTS HVAC                           | Fond Du Lac         |

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| Timestamp          | Name               | Organization              | City              |
|--------------------|--------------------|---------------------------|-------------------|
| 8/30/2023 21:21:42 | Sheri Betz         | LFHH                      | Holmen            |
| 9/6/2023 9:39:55   | Taylor Backhaus    | Lily Pad Child Care       | Fond Du Lac       |
| 9/6/2023 7:27:40   | David Fernandez    | Lily Pad                  | Fond du Lac       |
| 9/6/2023 7:28:13   | Laura Fernandez    | Lily Pad                  | Fond du Lac       |
| 9/5/2023 19:24:28  | Rachael Persons    | Lily pad                  | Fond Du Lac       |
| 9/5/2023 20:18:39  | Valerie Pitchford  | Lily Pad Childcare Center | Fond du Lac       |
| 9/5/2023 18:45:24  | Jenna Piotrkowski  | Lily Pad Learning Center  | Fond du Lac       |
| 9/5/2023 19:41:18  | Kelly peachy       | Lily pad learning center  | Fond du lac       |
| 9/5/2023 19:46:14  | Katie Jurgensmier  | Lily Pad Learning Center  | Fond du Lac       |
| 9/5/2023 19:47:12  | Lori Jurgensmier   | Lily Pad Learning Center  | Fond du Lac       |
| 9/5/2023 19:47:35  | Andrew Jurgensmier | Lily Pad Learning Center  | Fond du Lac       |
| 9/5/2023 19:47:56  | Brooke Jurgensmier | Lily Pad Learning Center  | Fond du Lac       |
| 9/5/2023 19:48:32  | Sydney Jurgensmier | Lily Pad Learning Center  | Fond du Lac       |
| 9/5/2023 20:01:38  | Lindsey Jones      | Lily Pad Learning Center  | Fond du lac       |
| 9/5/2023 20:12:25  | Timothy P Lloyd    | Lily Pad Learning Center  | Fond du Lac       |
| 9/5/2023 20:13:21  | Timothy P Lloyd    | Lily Pad Learning Center  | Fond du Lac       |
| 9/5/2023 21:02:33  | Garett Innes       | Lily Pad Learning Center  | Fond du lac       |
| 8/30/2023 21:19:52 | Angela Schmitz     | Lily Pad Learning Center  | Fond du Lac       |
| 9/2/2023 15:13:27  | Angel Fraley       | Lily Pad Learning Center  | Fond du Lac       |
| 9/3/2023 7:32:05   | Patricia Schmitz   | Lily Pad Learning Center  | Fond du lac       |
| 9/5/2023 18:40:59  | Justice Putnam     | Lily Pad Learning Center  | Fond du Lac       |
| 9/5/2023 18:42:27  | Patricia Schmitz   | Lily Pad Learning Center  | Fond du lac       |
| 9/5/2023 19:07:14  | Sara Ross          | Lily pad learning center  | North fond du lac |
| 9/5/2023 19:12:44  | Barb Dehnel        | Lily Pad Learning Center  | Fond du Lac       |

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| Timestamp          | Name                              | Organization  | City            |
|--------------------|-----------------------------------|---|-----------------|
| 8/31/2023 20:29:08 | Monica Vorlicek                   | Monica's Monsters                                       | Spring Valley   |
| 8/31/2023 5:48:37  | Rebecca Tschanz                   | Monroe Preschool Inc                                    | Monroe          |
| 9/11/2023 8:56:54  | Francesca Hong                    | Morris Ramen  | Madison         |
| 8/31/2023 8:44:08  | Gena Kraemer                      |   | West Allis      |
| 9/4/2023 12:02:50  | Chris Krueger                     |   | Markesan        |
| 8/31/2023 14:05:09 | Jaymie Marty                      |   | New Glarus      |
| 8/31/2023 7:29:55  | Conni Bigler                      | NAMI Green County/Shepherd of the Hills Lutheran Church | New Glarus WI   |
| 9/5/2023 17:45:23  | Cecilia Larson                    | Nature's Garden   | Stoughton, Wi   |
| 9/5/2023 17:31:32  | Sophia Beyler                     | Nature's Garden Preschool                               | Stoughton       |
| 9/5/2023 19:23:00  | Yes                               | Natures Garden Preschool                                | Stoughton, WI   |
| 9/5/2023 20:52:40  | savannah james                    | natures garden preschool                                | stoughton wi    |
| 9/5/2023 18:14:51  | Braelyn birdsill                  | Natures garden preschool daycare                        | Stoughton       |
| 8/31/2023 10:16:57 | Takiyah Hannah                    | New Creation,s preschool plus                           | Milwaukee       |
| 8/31/2023 21:58:06 | Debra Jansen                      | Noah's Ark Christian Learning Center                    | Sussex          |
| 9/6/2023 9:52:13   | Ruby Clark                        | Noah's Ark Preschool and Childcare                      | Monroe          |
| 9/6/2023 9:55:29   | Bailey Wartenweiler               | Noah's Ark Preschool and Childcare                      | Monroe, Wi      |
| 8/31/2023 5:44:52  | Holly Tassone                     | Notre Dame School of Milwaukee                          | Milwaukee       |
| 9/4/2023 7:30:55   | Ben Koelsch                       | Nova Video  | Richland Center |
| 8/31/2023 8:47:03  | Jason Campbell                    |   | New Glarus      |
| 8/31/2023 13:10:31 | Terri Lynn Alexander              | Pine Bough Child Care Llc                               | Madison         |
| 8/31/2023 11:17:15 | Rilla Williams<br>Michelle Beegle | Pristine Child Care Center, LLC                         | Milwaukee       |
| 8/31/2023 6:52:44  | Knurowski                         | Racine county Opportunity Center                        | Racine          |
| 8/31/2023 8:04:51  | Ashley                            | Racine county opportunity center                        | Racine          |
| 8/31/2023 8:05:08  | Ashley                            | Racine county opportunity center                        | Racine          |

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Organization (Highlighted are larger organizations or non child care businesses.  
 Left blank are parents and community members, child care programs with multiple entries are owners, teachers, and parents

| Timestamp          | Name               | Organization                                  | City                 |
|--------------------|--------------------|---|----------------------|
| 8/31/2023 7:57:14  | Mykenzie Ritschard | The Growing Tree                              | New Glarus           |
| 8/31/2023 10:37:53 | Marissa Ellison    | The Growing Tree                              | New Glarus           |
| 8/31/2023 15:05:47 | Jennie Vetterli    | The Growing Tree                              | New Glarus           |
| 9/1/2023 18:38:56  | Allison Baker      | The Growing Tree                              | New Glarus           |
| 9/6/2023 8:00:51   | Brandon Legler     | The Growing Tree                              | New Glarus           |
| 9/1/2023 3:27:43   | Kate Rindy         | The Growing Tree                              | New Glarus, WI 53574 |
| 9/2/2023 17:48:54  | Emily Hefko        | The Tree House FCC                            | Pardeeville          |
| 8/30/2023 22:00:30 | Marlene Tiesling   | Tiesling's Daycare                            | Appleton             |
| 8/30/2023 21:30:09 | Mary Tinkey        | Tiny Tots Daycare                             | Mosinee              |
| 9/6/2023 11:49:28  | Keri bushweiler    | Tiny town childcare                           | Brandon              |
| 9/6/2023 8:18:18   | Jodi Schwartz      | Tiny Town Daycare & Preschool                 | Brodhead             |
| 9/6/2023 8:19:04   | Kim Bargman        | Tiny Town Daycare & Preschool                 | Brodhead             |
| 8/31/2023 11:01:35 | Valerie Johnson    | Tiny Treasures Family Daycare                 | Albany               |
| 9/5/2023 22:57:54  | Eva Marie Bebeau   | Tot Lot Daycare                               | STEVENS POINT        |
| 9/4/2023 18:12:54  | Shelby Barnes      | Tree Top                                      | Ashland              |
| 8/31/2023 1:48:09  | Theresa Fredericks | Tree Top Child Development Center & Preschool | Ashland              |
| 9/5/2023 6:29:00   | Tricia Nellen      | Tricia's Harmony House FCC                    | Monona               |
| 8/31/2023 6:33:57  | Lula golden        | two world one heart child c                   | Beloit               |
| 8/31/2023 6:35:39  | Kathy Hoover       | Two Worlds one heart ccc                      | Beloit               |
| 8/31/2023 6:37:02  | Jeanine Williams   | Two Worlds one heart ccc                      | Beloit               |
| 8/31/2023 6:38:36  | Ieshia Cornell     | Two WORLDS ONE HEART CCC                      | Beloit               |
| 8/31/2023 6:39:44  | Myah Matthews      | Two Worlds one heart ccc                      | Beloit               |
| 8/31/2023 6:40:49  | Faith Sims         | Two Worlds one heart ccc                      | Beloit               |
| 8/31/2023 7:08:28  | Molly Gary         | United Way of Door County                     | Sturgeon Bay         |

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| Timestamp          | Name              | City           |
|--------------------|-------------------|----------------|
| 8/30/2023 21:43:12 | Kevin Seston      | Appleton       |
| 8/30/2023 21:57:51 | Steven R Martin   | Plover         |
| 8/30/2023 22:07:18 | Tiffany Sultze    | Kaukauna       |
| 8/30/2023 22:25:19 | Sue Nelson        | Monroe         |
| 8/30/2023 22:31:44 | Leanne O'Bryan    | Eau Claire     |
| 8/30/2023 22:32:54 | Meghan Alfors     | New Berlin, WI |
| 8/30/2023 22:50:51 | Kim Amundson      | LaCrosse       |
| 8/31/2023 0:34:46  | Victoria Cyman    | Appleton       |
| 8/31/2023 3:09:42  | Fabienne sheehan  | Monroe         |
| 8/31/2023 4:43:51  | Kendra Norris     | Fond du Lac    |
| 8/31/2023 4:57:29  | Amy C Head        | New Glarus     |
| 8/31/2023 5:17:11  | Colleen Asbel     | Greenville     |
| 8/31/2023 5:21:01  | Lori VerVoort     | Appleton       |
| 8/31/2023 5:21:20  | Donna Wichman     | Darboy         |
| 8/31/2023 5:21:35  | Alex Justiniano   | Monroe         |
| 8/31/2023 5:21:43  | Andrea Johnson    | Kaukauna       |
| 8/31/2023 5:21:58  | Terry Ver Voort   | Appleton       |
| 8/31/2023 5:22:18  | Carly Johnson     | Kaukauna       |
| 8/31/2023 5:22:35  | Nathan VerVoort   | Appleton       |
| 8/31/2023 5:22:48  | Jason Hildebrandt | APPLETON       |
| 8/31/2023 5:32:40  | Debra Raddant     | Shiocton       |
| 8/31/2023 5:40:33  | Amy Mitchell      | Appleton       |
| 8/31/2023 5:54:05  | Melissa Arndt     | Menasha        |
| 8/31/2023 6:01:02  | Jennalee Johnson  | Whitewater     |

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| Timestamp         | Name            | Organization | City           |
|-------------------|-----------------|--------------|----------------|
| 8/31/2023 7:55:43 | Dawn karl       |              | Auburndale     |
| 8/31/2023 7:57:50 | Kacie Akey      |              | Plover         |
| 8/31/2023 7:59:21 | Stephanie Meir  |              | New Glarus     |
| 8/31/2023 7:59:49 | Joe Morgan      |              | Plover         |
| 8/31/2023 8:02:02 | Isabella Morgan |              | Plover         |
| 8/31/2023 8:08:09 | Jennifer Seston |              | Appleton       |
| 8/31/2023 8:12:59 | Anne Bigler     |              | New Glarus, WI |
| 8/31/2023 8:13:17 | Jane            |              | Fond du lac    |
| 8/31/2023 8:13:30 | Eric            |              | Fond du lac    |
| 8/31/2023 8:14:03 | James Crosbie   |              | Milwaukee      |
| 8/31/2023 8:14:53 | Corissa Eodgers |              | Plover         |
| 8/31/2023 8:15:14 | Nate Schwartz   |              | Plover         |
| 8/31/2023 8:17:46 | Sarah           |              | Plover         |
| 8/31/2023 8:18:49 | Haley           |              | Kenosha        |
| 8/31/2023 8:19:15 | Brandon Legler  |              | New Glarus     |
| 8/31/2023 8:19:51 | Tala Wampole    |              | Stevens Point  |
| 8/31/2023 8:23:12 | Jamie Fanshaw   |              | Oshkosh        |
| 8/31/2023 8:24:59 | Jodi Simmons    |              | Oshkosh        |
| 8/31/2023 8:25:47 | Tracy Harrison  |              | New Glarus     |
| 8/31/2023 8:25:49 | Joe Akey        |              | Plover         |
| 8/31/2023 8:26:23 | Eric Fanshaw    |              | Oshkosh        |
| 8/31/2023 8:26:55 | Mary plerce     |              | Park falls     |
| 8/31/2023 8:27:36 | Annie O'Connor  |              | New Glarus     |
| 8/31/2023 8:27:55 | Joan Simmons    |              | Green Lake     |



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| Timestamp          | Name               | City              |
|--------------------|--------------------|-------------------|
| 8/31/2023 11:17:58 | Alecia Rucker      | Milwaukee         |
| 8/31/2023 11:18:31 | Danielle Morgan    | Wausau            |
| 8/31/2023 11:19:08 | Marisol Roman      | Milwaukee         |
| 8/31/2023 11:19:27 | M Judy Mays        | PTA Support Group |
| 8/31/2023 11:25:45 | Kevin Lee          | Merrill           |
| 8/31/2023 11:42:24 | Amy Boller         | Wausau            |
| 8/31/2023 11:45:09 | John Bigler        | New glarus        |
| 8/31/2023 12:25:01 | Bobbi Weckwerth    | Wausau            |
| 8/31/2023 12:45:41 | Allicen Leist      | Green Bay         |
| 8/31/2023 12:47:03 | Amanda Simons      | plover, wi        |
| 8/31/2023 12:53:29 | Kanda Metzger      | Fond du Lac       |
| 8/31/2023 13:29:12 | Anna Cary          | Monroe            |
| 8/31/2023 13:29:37 | Kyle Reed          | Monroe            |
| 8/31/2023 15:37:24 | Cindy Gillett      | Bruce             |
| 8/31/2023 15:48:10 | Melissa Svendsen   | New Glarus        |
| 8/31/2023 17:27:35 | Christina Becker   | Monroe WI         |
| 8/31/2023 17:28:05 | Thomas Becker      | Monroe WI         |
| 8/31/2023 17:50:38 | Wanda Legler       | New Glarus        |
| 8/31/2023 17:51:41 | Allan Legler       | New Glarus        |
| 8/31/2023 17:52:26 | Brooke Skidmore    | New Glarus        |
| 8/31/2023 18:03:28 | Jacklynn Schroeder | Shawano           |
| 8/31/2023 19:12:38 | Samantha Hernandez | Belleville, WI    |
| 8/31/2023 19:39:15 | Joshua Hulburt     | New Glarus        |
| 8/31/2023 19:50:49 | Kristine Marty     | Blanchardville    |

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| Timestamp         | Name                   | Organization | City           |
|-------------------|------------------------|--------------|----------------|
| 9/1/2023 14:29:56 | Allison Laverty Montag |              | Green Lake     |
| 9/1/2023 16:44:00 | Lani Harrison          |              | Monticello, WI |
| 9/1/2023 18:54:15 | Jessica Agustin        |              | Appleton       |
| 9/1/2023 20:46:10 | Rebecca Wilson         |              | Spring Green   |
| 9/1/2023 21:10:58 | Emily Peters           |              | Appleton       |
| 9/1/2023 21:19:29 | Jean Stube             |              | McFarland      |
| 9/1/2023 23:12:41 | Denise Quarders        |              | Prairie Farm   |
| 9/2/2023 10:40:51 | Michelle Smith         |              | Argyle         |
| 9/2/2023 11:48:48 | David Davis            |              | Edgerton       |
| 9/2/2023 12:00:49 | Michael Mitchell       |              | Appleton       |
| 9/2/2023 12:01:01 | Peggy Bennett          |              | Appleton       |
| 9/2/2023 12:01:11 | Dennis Bennett         |              | Appleton       |
| 9/2/2023 12:01:22 | Trisha Gavin           |              | Appleton       |
| 9/2/2023 12:01:31 | Scott Gavin            |              | Appleton       |
| 9/2/2023 14:20:08 | Randall Pollock        |              | Brandon        |
| 9/2/2023 14:20:54 | Karen Pollock          |              | Brandon        |
| 9/2/2023 15:42:48 | Kevin Tiedemann        |              | River Falls    |
| 9/2/2023 17:04:28 | Elizabeth Tiedemann    |              | Hammond        |
| 9/2/2023 18:04:14 | Sarah Ross             |              | Appleton       |
| 9/2/2023 18:34:21 | Charles smith          |              | Hudson         |
| 9/2/2023 18:35:59 | Kevin Young            |              | Black Creek    |
| 9/2/2023 18:46:50 | David Wilson           |              | Fond du Lac    |
| 9/2/2023 20:20:47 | Samantha               |              | Black creek    |
| 9/2/2023 21:02:21 | Jenny Countney         |              | Appleton       |

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| Timestamp         | Name                 | City        |
|-------------------|----------------------|-------------|
| 9/4/2023 18:42:03 | Allie Jennings       | River Falls |
| 9/4/2023 18:43:23 | Stephanie Jennings   | Hager City  |
| 9/4/2023 18:44:52 | Kari Jennings        | Hager City  |
| 9/4/2023 19:18:05 | Josie Florer         | River Falls |
| 9/4/2023 19:18:51 | Hannah Plummer       | River Falls |
| 9/4/2023 19:25:54 | Curi Lawson          | Ashland     |
| 9/4/2023 19:26:09 | Zachary Lawson       | Ashland     |
| 9/4/2023 19:27:07 | Amy Schmidt          | Ashland     |
| 9/4/2023 19:28:04 | Brett Hulmer         | Ashland Wi  |
| 9/4/2023 19:36:09 | Kayla Wiese          | Eau Claire  |
| 9/4/2023 19:48:35 | Chloe VanWatermeulen | Ellsworth   |
| 9/4/2023 19:48:37 | Taylor Caven         | Ashland     |
| 9/4/2023 19:49:01 | Trinity              | Ellsworth   |
| 9/4/2023 19:50:27 | Matthew Matzek-Maher | Ellsworth   |
| 9/4/2023 20:37:19 | Marilyn McDole       | Oregon      |
| 9/4/2023 20:39:31 | Rachel Wyman Dawson  | Ashland     |
| 9/4/2023 20:41:42 | Sarah Airozo         | Madison     |
| 9/4/2023 21:10:59 | Shelby               | River Falls |
| 9/4/2023 21:12:07 | Laura Eggen          | River Falls |
| 9/4/2023 21:15:27 | Evelyn Nelson        | River Falls |
| 9/4/2023 21:30:07 | Kelsey               | River falls |
| 9/4/2023 21:43:12 | Jenna Ingersoll      | Ashland     |
| 9/4/2023 22:32:47 | Kelila               | Bay City    |
| 9/4/2023 23:13:03 | Mary Thomson         | New Glarus  |

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| Timestamp         | Name                | City        |
|-------------------|---------------------|-------------|
| 9/5/2023 18:45:02 | roger burns         | milwaukee   |
| 9/5/2023 18:45:02 | David               | Fond du lac |
| 9/5/2023 18:45:15 | ROSEMARY JENKINS    | milwaukee   |
| 9/5/2023 18:45:36 | Azael               | Fond du Lac |
| 9/5/2023 18:45:55 | David Pratt         | Ashland     |
| 9/5/2023 18:49:55 | Sweetie Moua        | Fond du lac |
| 9/5/2023 19:14:17 | Kayla Simon         | Fond du lac |
| 9/5/2023 19:15:57 | Vanessa Michalicka  | New glarus  |
| 9/5/2023 19:29:28 | Mackenzie Olszewski | Fond du Lac |
| 9/5/2023 19:34:26 | Stephanie Hartwig   | Waupun      |
| 9/5/2023 19:36:35 | Jacklyn Bruss       | Fond du Lac |
| 9/5/2023 19:37:15 | Chad Bruss          | Fond du Lac |
| 9/5/2023 19:37:37 | David wilson        | Fond du lac |
| 9/5/2023 19:44:15 | Timothy simon       | Fond du lac |
| 9/5/2023 20:02:26 | Anna                | Monroe      |
| 9/5/2023 20:02:36 | Patrick             | Monroe      |
| 9/5/2023 20:04:28 | Courtney Hernandez  | Bloomer     |
| 9/5/2023 20:20:46 | Missy Tobin         | Fond du Lac |
| 9/5/2023 20:21:02 | Denise Tobin        | Fond du Lac |
| 9/5/2023 20:21:18 | John Tobin          | Fond du Lac |
| 9/5/2023 20:28:58 | Katie Skuban        | Kewaskum    |
| 9/5/2023 20:33:46 | Dana Moore          | Monroe      |
| 9/5/2023 20:34:04 | Dillion Moore       | Monroe      |
| 9/5/2023 20:34:21 | Nick Maier          | MONROE      |

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| Timestamp         | Name               | City           |
|-------------------|--------------------|----------------|
| 9/6/2023 7:46:43  | Mark Duerwaechter  | Sherwood       |
| 9/6/2023 7:47:03  | Amber Duerwaechter | Appleton       |
| 9/6/2023 7:47:19  | Betty Vogel        | Kiel           |
| 9/6/2023 7:54:18  | Chyna Benzine      | Monona, WI     |
| 9/6/2023 8:24:17  | Tara Lowrey        | New Glarus     |
| 9/6/2023 8:27:15  | Brent Niemeier     | Monroe         |
| 9/6/2023 8:33:44  | Mary Benzine       | Marshall       |
| 9/6/2023 8:37:59  | Kittie Denton      | Milwaukee      |
| 9/6/2023 11:02:02 | Brynna Hornsby     | Bloomer        |
| 9/6/2023 11:04:30 | Sarah Bischel      | Bloomer, WI    |
| 9/6/2023 12:11:43 | Amber Rauzman      | Madison        |
| 9/6/2023 12:12:09 | Joanna Schommer    | Fond du Lac    |
| 9/6/2023 12:16:00 | Karen Ballwanz     | Fond du Lac    |
| 9/6/2023 12:37:49 | Kaitlin Lloyd      | Fond du lac    |
| 9/6/2023 13:46:52 | Jenna Stephenson   | Washburn       |
| 9/6/2023 14:57:32 | Margo              | Chippewa Falls |
| 9/6/2023 17:01:53 | Dee Heitz          | Stoughton wi   |
| 9/6/2023 17:09:22 | Emily McGee        | Monroe         |
| 9/6/2023 17:47:54 | Laura Skattum      | Monroe         |
| 9/6/2023 21:18:00 | Jennifer Michels   | Fond du Lac    |
| 9/6/2023 21:18:25 | Seth Michels       | Fond du Lac    |
| 9/7/2023 5:41:35  | Catherine mueller  | Bloomer        |
| 9/7/2023 6:03:48  | Brianna Cacchione  | New Glarus     |
| 9/7/2023 6:36:06  | Julie Teasdale     | Monroe         |

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|--------------------|--------------------|--------------|----------------|
| 9/8/2023 19:59:01  | Amairis Godfrey    |              | Fond du lac    |
| 9/8/2023 19:59:23  | Roy Harris         |              | Green Bay      |
| 9/8/2023 19:59:42  | Olivia Pettigrew   |              | Fond du Lac    |
| 9/8/2023 20:00:05  | Havannah Pettigrew |              | Fond du Lac    |
| 9/8/2023 20:02:57  | Kenneth Beck       |              | Fond du Lac    |
| 9/9/2023 20:00:06  | Peggy Haack        |              | Madison        |
| 9/10/2023 10:29:48 | Tiffany Goettler   |              | Oconomowoc     |
| 9/10/2023 10:31:41 | Meghan Alfors      |              | New Berlin     |
| 9/10/2023 10:43:51 | Kristen            |              | New Berlin     |
| 9/10/2023 11:05:47 | Linda Ginnel       |              | Muskego        |
| 9/10/2023 11:46:42 | Mara Amrhein       |              | Waukesha       |
| 9/10/2023 15:14:00 | Michelle Endvick   |              | Chippewa Falls |
| 9/10/2023 19:35:14 | Pamela Hamm        |              | Brookfield     |
| 9/10/2023 19:55:02 | Miranda Barnstable |              | New Berlin     |
| 9/10/2023 20:50:23 | Lyndsey Jones      |              | New Berlin     |
| 9/10/2023 20:56:30 | Colleen Nowak      |              | De Pere        |
| 9/11/2023 6:00:11  | Kristi B           |              | Waukesha       |
| 9/12/2023 7:38:48  | Danielle Radtke    |              | Brookfield     |
| 9/12/2023 9:38:16  | Ashley French      |              | New Berlin     |
| 9/12/2023 15:55:57 | Jenna Mao          |              | Madison        |
| 9/12/2023 18:23:18 | Emely Ontiveros    |              | Milwaukee      |
| 9/13/2023 15:07:51 | Brad Roehrig       |              | Fond du Lac    |
| 9/13/2023 15:15:51 | Ashley O'Connor    |              | Fond du Lac    |
| 9/13/2023 22:11:02 | Mary Liz binder    |              | Oak creek      |



Senate Committee on Mental Health and Children and Families

The Green County Child Care Network unilaterally opposes all of the bills that are being discussed today. AB387/SB426, AB388/SB421, AB389/SB422, AB390/SB424, AB391/SB423, and AB392/SB425 We ask you to vote no. They will decrease quality, decrease accessibility as more teachers and family child care professionals will leave the field due to the extra stress on their minds and bodies, and decrease affordability as wages will have to continue to rise exponentially to recruit anyone willing to do this work. The Child Care Savings Account will save up to \$530 if a parent can afford to set aside almost an extra thousand dollars a month while simultaneously paying the child care program until they can begin to be reimbursed.

Furthermore, according to the legislative fiscal report, the program relies on overpayments and parent fees to operate. So it is predatory and will financially hurt parents. We cannot support that, nor should you. The bill reducing the age to 16 year olds working in classrooms without the needed support will leave the field in droves and be less likely to enter the profession as a career with this sort of experience. We heard during the Assembly hearing that the barrier being addressed was an inability to afford to have these high school students as apprentices because they couldn't count in ratio. However, that isn't the solution they were looking for NOR is at an apprenticeship. Apprenticeships require the mentorship of an expert in the field. Not being left alone in a room with multiple children OR as the assistant teacher needed to care for and educate 12 1-2 year olds (as the new ratios are also being proposed). Minnesota actually had the same conversation with their child care programs and came up with an actual apprenticeship. We ask that you amend your 16 year old bill to reflect an actual mentorship with funding attached, we would be ok with 16 and 17 year olds also being able to partake so long as they do NOT count toward

ratio.. [https://www.revisor.mn.gov/bills/text.php?number=HF2573&session=ls93&version=latest&session\\_number=0&session\\_year=2023](https://www.revisor.mn.gov/bills/text.php?number=HF2573&session=ls93&version=latest&session_number=0&session_year=2023) Also, look around they aren't baby-sitting anymore, they can do other work for far better pay and are choosing to do so. These bills are also looking to 'warehouse' young children and stuff as many in as few places as possible. That is the opposite of what we have been asking for. We have asked for the continuation of Child Care Counts as it has actually increased the number of regulated programs in our county for the first time since the 1990s, when we had over 90 regulated programs. We were down to upper-20s in 2021, we are now at 30 and have one more almost finished with certification and another with an appointment to be officially checked off next month. GCCCN and Green County Workforce Development surveyed all regulated child care programs in Green County and received a 90% response rate. See attached for those results and vote no today to this bill. We unilaterally and unequivocally support continuing Child Care Counts. Yes, Governor Evers has allocated half of the requested \$340 million. However, that isn't enough, the rest of the funding will ensure that wages can be raised even more than the \$13.00 an hour we are up to (from 10.66), but still the bottom 2% of all wage earners. Which decreased from 4% pre-covid even with an over 2\$ an hour increase. Oh, and by the way, when Senator LeMahieu made his comment yesterday during the Senate

floor session about how the lower tax rate will benefit lower earners at 27,000 or less, but was confused people made that amount. Well, guess what, it is the child care professionals who make that amount in a year.  $13 \times 40 \times 52 = \$27,040$ . These bills will decrease the mental health of the children, as multiple studies have shown that more children equals more stress and more behavioral problems in turn. Then when these children have a harder time interacting with the children and their environment the mental health of that teacher suffers and they are less able to care for and educate the children. Therefore, the teacher quits OR the child gets expelled. Children under 5 in Wisconsin are expelled at 5 x the rate of our k-12 public schools and those same children are then 8 times more likely to end up in prison. Passing these bills puts more children on this path. <https://wisconsinwatch.org/2023/08/wisconsin-preschoolers-expelled-k-12-students/> Hardly seems like something that you can vote FOR as members of a committee on Mental health. Also, Senator Ballweg worked hard to include a mental health funding stream in the department of children and families to support the educators and their work with young children. These bills will negate that funding completely and cost our state more money in the long run. We also take issue with the separation of ratio "weights" between group and family child care. Our state has always considered group and family child care as equally important programs and changing the ratios for group centers and de-linking to the family child care is insulting to our family child care providers as it insinuates family child care are less qualified and have less ability than group child care. The amendment for the large family child care is very curious as we are not sure why they felt the need to limit to two care providers and get rid of the 8 under 2 and 4 more children provision. You see, if 1:6 is allowed for 1-2.5 year olds in group centers why wouldn't it be allowed in family child care? If the bill authors thought that wasn't, how is it any more appropriate at a group center. Because there isn't extra "help" anywhere in case it is needed. Those other classrooms can't be taken out of ratio. That director is usually in a classroom for ratio reasons, or not there, or otherwise unavailable. So think carefully about that it can't be unacceptable in family child care, but acceptable in group child care. It is unacceptable in either. The certified family child care designation has always been to honor family friend and neighbor care. They get checked once every 2 years, and have far lower education and continuing education guidelines on purpose. It is meant for those who only want a few children, those who want more than 4 get licensed. Furthermore, they already can have 6 children unrelated to them. 3 under 7 and 3 over. They can sleep if the children are sleeping. Licensed cannot. 5 hour of continuing education as opposed to 15. Which means every other year they only need to renew cpr and watch the mandated reporter to meet that threshold. Certification is beneficial to being unregulated because you are treated more like a business and a professional by the parents, can qualify for the food program, and also accept Wi Shares subsidy. Lastly, DCF was never talked to about these bills and we cannot support bills that were created without the input of the corresponding department and actual professionals in the field, who were also not part of this process. Nor should you as the legislative body. We ask that you vote no to all the bills. We ask that you spend 3 hours working in a child care program and then reconvene to create bills that are actually responsive to the needs of the child care industry. We also have meetings on the 2nd Wednesday of the month every month and welcome you to attend to discuss child care with our members. Furthermore, on October 25 at the Green County Justice Center beginning at 6:30 we are co-hosting a roundtable with the Green County Workforce Development Center. We welcome you to attend as well.

Jillynn Niemeier Green County Child Care Network President



## Green County Workforce Development and Green County Child Care Network Report on the status of child care in Green County

-Green County is considered a child care desert-there is 1 slot for every 3 children needing care. When the Green County Child Care Network was formed in 1992, there were over 90 regulated child care programs. Today there are 31 regulated providers in Green County. 2 new programs have opened this year

- Quality for all children and availability for children on Wisconsin Subsidy increased in Green County as 22 of 30 providers are now participating in Youngstar (required for accepting subsidy) and there are an additional 1 4 star center, and several 3 star centers.

-1 Family child care center closed permanently in June of 2023 and cited the loss of Child Care Counts as the major reason.

-Infants and toddlers are 17% average household annual income per child. (based on US census statistics). Affordable is 7% total for all children. In 2022 it was 13.7%.

-Green County's July 2023 unemployment rate is at 2.6% and the demographic is an aging population. According to [childcaregap.org](http://childcaregap.org) The economic impact due to the lack of care is about \$22 million dollars. The economic burden of America's child care gaps on households, businesses, and revenues. The annual impact indicates the immediate one-year impact of these gaps on the economy. This is calculated utilizing the following:

1. **-Household Impacts:** income losses parents incur from having to reduce their work hours or leave the labor force entirely, as well as future lost earnings from delayed opportunities for promotions, reduced work experience, and reentering the workforce at a lower station.
2. **-Business Impacts:** direct productivity losses such as hours of foregone worker productivity and continual pay and benefits paid to employees when they are not working, as well as future lost earnings from turnover costs and the delayed ability to capitalize on growth opportunities.
3. **-Tax Revenue Impacts:** the proportion of lost household and business income that would

have contributed to government revenues, as well as future lost tax revenues from future lost household and business earnings

### Survey Results:

30 owners/administrators were surveyed by the Green County Workforce Development in cooperation with the Green County Child Care Network between August 15 and August 30, 2023 as 1 regulated program was excluded from the survey since they are a Head Start program which cannot charge tuition.

27/30 responded (90% return rate)

#### How much do you annually raise rates: (2 are brand new so na)

17 programs do not annually raise rates, 1 annually increases-1%, 2 annually increase 3%, 1 annually increase \$10 a week, 1 \$5 a month, 1 does between 1-2 dollars and one does 5% every other year.

#### When was the last time you increased your rates: (2 are brand new so na)

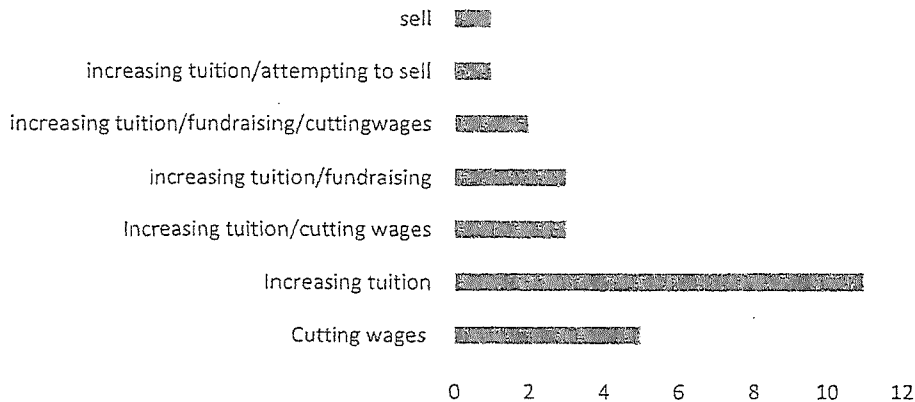
7 programs have not increased rates since 2019, 3 in 2020, 4 in 2021, 1 in 2022, 9 in 2023

#### What percent was Child Care Counts of your revenue?

2 didn't participate since brand new

1-10% -2, 11-20%-8, 21-30%-9, 31-40%-3, 41-50%-2, I didn't participate-1

With the loss of Child Care Counts in February  
the child care center will...



**Full Time County average rates for all regulated programs**

| Age                                | Group Center 2022 | Family Child Care 2022 | Average for both | Current August 2023 amount                       | September- Dec rates 2023                        | Jan-May 2024                                     | % increase after CCC ends |
|------------------------------------|-------------------|------------------------|------------------|--|--|--|---------------------------|
| 0-12 months                        | 223.75            | 158.18                 | 184.41           | 212.63   | 222.05   | 232.38   | 26%                       |
| 12-24 months                       | 223.75            | 158.18                 | 184.41           | 210.86   | 221.55   | 231.88   | 26%                       |
| 24-36 months                       | 199.25            | 147.73                 | 168.38           | 198.32   | 207.40   | 217.86   | 29%                       |
| 36-54 months                       | 188.75            | 147.73                 | 164.14           | 194.41   | 203.48   | 212.92   | 23%                       |
| 48-54 months in ½ day 4k           | 179.25            | 147.73                 | 160.24           | 178.61   | 186.25   | 195.85   | 18%                       |
| School age wrap around             | Not surveyed      | Not surveyed           | Na               | Range: \$4 an hour-\$180 before and after school | Range: \$4 an hour-\$180 before and after school | Range: \$4 an hour-\$185 before and after school |                           |
| School age when school is on break | 162               | 149                    | 154.20           | \$180.28   | 187.81   | 196.08   | 21%                       |

% increase of tuition was 5-6% in 2022 for those who raised rates. Remember inflation was 8%.

**Daily County average rates for all regulated programs**

| Age                           | Current August Amount        | September 2023               | Jan-May 2024                    |
|-------------------------------|------------------------------|------------------------------|---------------------------------|
| 0-12 months                   | 59.86 (8 allow)              | 62.12                        | 64.31                           |
| 12-24 months                  | \$64.88 (9 allow)            | 66.87                        | 68.78                           |
| 24-36 months                  | 59.93 (11 allow)             | 61.70                        | 63.71                           |
| 36-54 months                  | 52.16 (11 allow)             | 57.35                        | 59.54                           |
| 48-54 months in ½ day 4k      | na                           | na                           | na                              |
| School age wrap around (5-12) | range from \$7.50-\$46 a day | range from \$7.50-\$46 a day | Range from \$7.50 to \$48 a day |

|                               |                    |         |       |
|-------------------------------|--------------------|---------|-------|
| School age on non school days | \$35.91 (11 allow) | \$38.37 | 41.23 |
|-------------------------------|--------------------|---------|-------|

Only 2 programs offer hourly drop in rates.

1 program offers the following: 3 year old preschool, 3 hours 2 days: Members: \$21.93; Non- \$26.56; preschool 3 hours

Family Child Care Providers and Group Center Owners/Administrators to asked to share what they used their Child Care Counts (CCC) funding on. Identified by zip code.

(53566) I was able to keep my rates lower due to child care counts. Erase my rates last year by fifth. An hour to cover the food program. As when I did, my rate increase was not sure. As when I did, my increase was not sure if you were gonna Have the ones here. So did not raise my rates this year to cover the food program two tired.

(53566) So many things for the children! Including but not limited to...updating our playground to also be more inclusive for ALL students and abilities, new indoor equipment that was replaced and worn from, MANY, MANY years of use. Supplies to navigate covid Including gloves, masks, cleaners to assist in keeping children and staff healthy and following guidelines.

(53574) I was able to pay for the increased costs of running my daycare. These costs included my liability insurance, utilities, food, and supplies.

(53566) We were able to give staff a \$300/month bonus. We were able to pay off the mortgage on the building the program is housed in and give staff a \$1.00/hr raise from eliminating that monthly cost. We were able to re-carpet the entire building (carpet was over 20 years old). We were able to re-do the entire parking lot of the center (parking lot had massive pot holes and drained to our back play area). We were able to buy a new stove/oven. We were able to buy a new water heater. We are able to put new windows and entrance doors in the center, which will significantly help with energy costs.

(53502) We replaced all of the storm windows in the building, installed new A/C unit, installed a new furnace, and purchased new supplies and equipment for all classrooms.

(53574) we were able to invest in amazing things for our program: more outside space for our kids, a new fence, finished our flooring, new indoor play structure, newer/developmentally appropriate toys, new washer and dryer, and a camera system.

(53574) When CCC was available, I was able to be more flexible with families when absent. I did not raise my rates with the decrease of funding. But I am no longer able to be as flexible with absences. Families are still charged to hold their childcare spot.

(53566) We were able to give monthly bonus to our staff to help keep them not only at our center, but also to remain working in the childcare field.

(53574) I kept my rates steady and used the extra revenue to offset increased inflation costs, I gave quarantine rates, didn't charge when I was closed due to covid, I hired substitutes so I could go to appointments and get paperwork done during the week and not have to close and actually had Saturdays "off" My own hourly wage after expenses went up as well.

(53520) Improve and enhance classrooms, provide staff with paid trainings and bonuses, buy extras.

(53566) Child care counts allowed us to keep tuition low for our parents and the bonus allowed my husband to stop working and start being involved 100% in the day care

(53566) The Child Care Counts grant allowed us to give our staff monthly bonuses without having to break our pocket book. We were also able to replace many necessary items needed to enhance our classrooms. The CCC grant has helped us to be able to add more diverse items into our classrooms as well.

(53520) I am letting things settle and will re evaluate

(53570) I was able to buy toys, furniture (pack & plays, high chairs etc.), art supplies, cleaning supplies, pay bills, and put money into my savings for my retirement. This money helped me out so much, I don't know what I'm going to do without it. I've been thinking very strongly about quitting. I honestly do think it's important to continue with the Child Care Counts program. You can ask any parent "What's the most important thing in your life?" Every single time they will say "My children." Yet most providers barely earn enough to make ends meet. We are taking care of some of the most important things in the world! I think our government should be doing more to help us out. It's really way overdue! Those Child Care Counts payments were a great start. And increasing our food program money amount helped a lot too. (I may drop out of that now. Too much computer work for a small amount of money). I've been doing in-home child care for about 35 years now. If I had to do it all over again....I wouldn't. And if a young person asks me my opinion on if they should start their own daycare? I tell them "DON'T DO IT!" You'll put in 11-12 hour days (plus more time after hours), working your tail off and barely make ends meet. And if you want to retire by 65? "HA!"

I think if the Child Care Counts program and food program reimbursement increases don't continue, our state and country is going to be in big trouble. Childcare is going to be very hard to find. Especially good childcare. Some children will end up going to unsafe, unregulated homes. I don't even want to think about what that could mean.

Ya know, when somebody asks me what I do for a living, and I say In-home daycare...almost everyone reply's with the same comment...."I don't know how you do it! I could never do that. " I do pray that the Child Care Counts and Food program payment increases continue. If the do end, I will probably close my doors in 2024.

Thank you for your time and I do hope this is taken seriously. Because Child Care does Count!  
(53566) First few rounds (not monthly), I was able to replace my fence, which no longer met code and get rid of broken outdoor play equipment and replace it. I also replaced the carpet in the children's bathroom with a nice vinyl flooring that is easier to clean.

Monthly amounts: bought a first-rate curriculum to use, bought new learning materials, paid my business insurance, etc. For the staff "bonus" funds I was able to save enough \$\$ to travel home to Ohio this summer and see my family for the first time in 4 years.

(53566) kept my rates reasonable for families

(53520) Provide quality care and not raise rates for families

(53566) It helped pay child care bills, curriculum, supplies, food replace toys, and utilities.

(53570) Increased wages to retain teachers. Avoided rate increases while the cost of everything went up. Building maintenance that was put off was able to be completed.

(53566) Paid teacher's higher wages (3-4 dollars more per hour). We got Health and Dental packages. Sign-on bonuses.

(53574) With the funding, we were able to increase the teachers wages, and have not been charging the teachers' children tuition.

(53574) We were able to invest in better storage for toys, more stimulating games and toys, and more supplies in general. we were also able to invest in a shuttle bus!

(53566) We were able to give staff a \$300/month bonus. We were able to pay off the mortgage on the building the program is housed in and give staff a \$1.00/hr raise from eliminating that monthly cost. We were able to re-carpet the entire building (carpet was over 20 years old). We were able to re-do the entire parking lot of the center (parking lot had massive pot holes and drained to our back play area). We were able to buy a new stove/oven. We were able to buy a new water heater. We are able to put new windows and entrance doors in the center, which will significantly help with energy costs.

(53502) With a Childcare accounts funding, I was able to continue to give quality care to the children in my program without increasing my rates to the families. I also use the money to increase my pay. I was also able to supplement my program with high-quality materials and improve the environment.

Written testimony for October 18<sup>th</sup>, 2023 public hearing

Candy Hall

Executive Director

Child Care Resource and Referral, Kimberly

Thank you for the opportunity to provide written feedback regarding the proposed child care bills. While I support these bills overall, I would like to share some of my concerns about the proposed changes. I am aware that these bills are met with mixed feelings and strong emotions, however, I feel as if the child care field has reached a point at which measures must be taken. The extended child care counts funding has bought us some time, but the conversations and ideas must keep coming in order for us to move forward. I believe that with any of these proposed bills, they must come with increased training and support for child care providers. I also firmly believe that any changes to the proposed bills would be a choice for businesses, not a requirement and should be approached accordingly. No 2 businesses are alike regardless of the similarities between them, and one thing will not work for everyone.

- **SB 422/AB 389 creates a new regulation category of large family child care Support**
- **SB 423/AB 391 increases staff-to-child ratios and maximum group sizes in group centers Support**

I have heard from many providers that staff would quit if the ratios were increased. They are exhausted and burnt out at the end of the day. However, I see benefits in those opening and closing hours for programs to allow classrooms to combine and use some increased ratios to be able to get teachers out sooner as well as a benefit to the programs on the days that several staff call in sick or have the day off. This could prevent having to call parents to pick up or close classrooms. Again, each program would have the choice of using the extended ratios or not based on what is best for their program and what is best can change throughout the year based on the needs of the children.

- **SB 424/AB 390 lowers the minimum age for assistant child care teachers and school age group leaders and changes rules for when and how long they can provide sole supervision to children Support**

My support for the reduction of age of child care worker comes with only support for those 16 years old being directly supervised by an adult staff member. Again, we are continuing to hear that teachers are burnt out. By allowing fresh faces at the end of the day under direct supervision we could benefit by allowing other staff to go home earlier. This would also benefit those family businesses by allowing their children to work with them. This is a great age to get them excited about a career in early childhood education. We allow 11-year-olds to watch children unsupervised in homes during all hours, it seems that many high schools offer child care classes,

and it would make sense that we would be able to train and support these individuals with supervision.

- **SB 425/AB 392 modifies the number of children a certified family child care provider can serve Support**

There are many misconceptions regarding certified family care. This change essentially only changes whether the children are related to the provider and quite honestly a child is a child regardless of the relationship. This also would reduce the complexity of certification. Some counties in Wisconsin do their own certification of child care programs so I cannot speak for them, however, I can speak for the providers in our SDA and those providers are supported and monitored by our office. They have unlimited access to support when questions or concerns arise.

- **SB 426/AB 387 creates a child care reimbursement account program Support**

Child Care is expensive. We know this and it will only get more expensive as everything else becomes more expensive. Those who do not have access to a reimbursement account would benefit from this change.

- **SB 421/AB 388 creates a loan fund for child care program renovations Support**





**Milwaukee Child Care Alliance Statement to the Senate Committee on  
Mental Health, Substance Abuse Prevention, Children and Families  
10/18/23 Public Hearing**

The Milwaukee Child Care Alliance is a network of leaders in early care and education, including small and large providers and other stakeholders, who are committed to strengthening the lives of children and families through advocating to improve the quality of early care and education in the Greater Milwaukee Area.

The leaders of MCCA would very much like to be at the Capitol in person today to testify on the legislation. But because we are working directly in early care and education, we are not able to testify.

The bills being considered today fail to address the loudly communicated challenges and needs expressed by providers in this profession, both large and small businesses. These needs include the inevitable rising costs of quality care and the increased costs directly incurred to attract and retain quality early care and education teachers and out of school time educators. Not addressing these two key areas still results in an inability to meet the needs of the community and all in the workforce. Without continuation of the Child Care Counts program, or a similar funding program, centers will continue to close in Wisconsin and families will lose access to child care, thereby harming our economy.

Even though the bills will not address our needs, MCCA nevertheless supports two of the bills being considered. For one of the bills, MCCA is requesting a change, along with the Wisconsin Child Care Administrators Association (WCCAA).

Following are MCCA's positions on the bills being considered today.

**SB 422/AB 389**, relating to the regulation of large family child care centers. **MCCA Position: Neutral, with some serious concerns.** We have concerns with the lack of clarity regarding the maximum number of adults working in the centers.

**SB 423/AB 391**, relating to modifying administrative rules regarding the number of child care workers and children in group child care centers. **MCCA Position: Strongly Oppose.** MCCA believes that increasing the adult-to-child ratio and maximum group size, or any combination thereof, directly negates all efforts to increase quality in all early care and education and out of school time programs. Furthermore, it decreases recruitment and retention efforts for teachers within this profession, which is already a significant challenge.

**SB 424/AB 390**, relating to modifying administrative rules relating to assistant child care teachers. **MCCA Position: Oppose.** MCCA agrees with the Wisconsin Child Care Administrators Association (WCCAA) that most 16-year-olds are not prepared to work as assistant child care teachers. Along with WCCAA, we are open to the discussion of ways to allow certain, well-qualified 16-year-olds to work in centers.

**SB 425/AB 392**, relating to allowing certified child care operators to provide care to up to six children. **MCCA: No Position**, as this is not a significant portion of businesses within this profession.

**SB 426/AB 387**, relating to creating a child care reimbursement program, providing an income tax subtraction for certain contributions to a child care reimbursement account, and granting rule-making authority. **MCCA Position: Support.** MCCA supports initiatives to assist families with the cost of high quality, affordable and accessible early care and education and out of school time.

**SB 421/AB 388**, relating to creating a child care center renovations loan program. **MCCA Position: Support with change requested by the Wisconsin Child Care Administrators Association (remove 60% in-home requirement).** MCCA is concerned about the repayment clause if the reason for the openings is a result of the high cost of care for parents and/or the provider is unable to recruit and retain quality educators needed to fill the openings.

Thank you for considering the views of the Milwaukee Child Care Alliance.



## **WCCAA Statement on Child Care Legislation:**

### **Senate Commmttee on Mental Health, Substance Abuse Prevention, Children and Families**

#### **10/18/2023 Public Hearing**

The Wisconsin Child Care Administrators Association (WCCAA) represents owners and administrators of child care centers across Wisconsin. WCCAA stands ready to work with all legislators and state officials who want to address the state's current child care crisis.

WCCAA would like to thank the legislators who have authored the bills being considered today. WCCAA fully supports one bill, supports another bill while requesting a change, opposes one bill, is neutral on one bill, and has no position on two bills because they do not relate to our businesses.

Unfortunately, the bills do not provide the funding that our centers desperately need. Without continuation of the Child Care Counts program, or a similar funding program, centers will continue to close in Wisconsin and families will lose access to child care, thereby harming our economy.

Following are WCCAA's positions on the bills being considered today.

**SB 422/AB 389**, relating to the regulation of large family child care centers. **WCCAA: No Position**, as this bill does not relate to our businesses.

**SB 423/AB 391**, relating to modifying administrative rules regarding the number of child care workers and children in group child care centers. **WCCAA Position: Neutral**. We don't believe this bill will help our centers, but it could in some cases help families on wait lists to receive slots at centers.

**SB 424/AB 390**, relating to modifying administrative rules relating to assistant child care teachers. **WCCAA Position: Oppose**. WCCAA does not believe that most 16-year-olds are prepared to work as assistant child care teachers. We are open to the discussion of ways to allow certain, well-qualified 16-year-olds to work in centers.

**SB 425/AB 392**, relating to allowing certified child care operators to provide care to up to six children. **WCCAA: No Position**, as this bill does not relate to our businesses.

**SB 426/AB 387**, relating to creating a child care reimbursement program, providing an income tax subtraction for certain contributions to a child care reimbursement account, and granting rule-making authority. **WCCAA Position: Support.** WCCAA supports any initiative that will make it easier for families to afford child care.

**SB 421/AB 388**, relating to creating a child care center renovations loan program. **WCCAA Position: Support with Requested Change.** WCCAA asks that the language requiring that 60% of the loans go to in-home providers be removed from the bill. In-home providers do not have 60% of the child care market. We do not believe it makes sense to include this language. Otherwise, WCCAA supports any proposal that would provide new resources to child care centers.

Thank you for considering the views of the state's child care center owners and administrators.

October 18, 2023

Hello Wisconsin legislation.

My name is Victoria Wendt. I am a licensed in-home daycare provider. Currently, I have seven students enrolled. I have two children under two, and five children over the age of two. Two out of the seven children are my own. Putting me right at regulation. Please consider my peers proposal to expand the regulated childcare spots for in-home daycares. I started off as a certified daycare provider. I was extremely limited with the number of children I could provide care for. Because I have two of my own children, I was only able to accept three additional children. Meaning, I had to turn down many families seeking my help.

Then I became licensed. And now I can accept eight children total. Depending on the ages of course . However, it's still not enough. I have a waitlist that is 50 people long. For a licensed in-home daycare that's quite substantial. Being able to higher help and take more children will substantially help my community. Additionally, The extra income and experience managing staff will help me reach my ultimate goal. Which is opening up a licensed daycare center. Please help me in many others provide Quality childcare for the children of Wisconsin.

victoria wendt [victoriarosewendt@gmail.com](mailto:victoriarosewendt@gmail.com)

Lesa Alston

Wednesday, October 18, 2023

Dear Leaders,

Thank you for taking time to really listen to help the families and the many child care providers who are also in support of these child care bills. One of the things that unites each of us in this room and beyond, is the concern for the quality-of-care children in this state.

I am Lesa Alston. I have been employed for nearly 13 years at Child Care Resource & Referral Fox Valley as an Early Childhood Consultant, Child Care Certification Worker for 6 of our 8 counties and provide Pre-licensing Technical Consultation for both family and group start up in all 8 of our counties in our service deliver area. The mission of Child Care Resource & Referral is to Improve the Quality and Accessibility of Early Childhood Education and Care. Our office provides free referrals to regulated programs to families looking for child care, we offer training and resources to child care providers as well as families and individuals who contact us when they are considering becoming certified or licensed.

These bills have been developed with the objectives of:

1. Increasing the number of regulated child care slots available to families. These slots will be supported by all of the quality initiatives and benefits the state has made available to our regulated child care providers.
2. Permit child care providers to increase their income base should they decide to do so, without having to raise their rates. This also reduces the need for the state to continue the level of money provided from Child Care Counts and helps supplement additional extended funding recently announced, which has been a helpful and valuable piece of the solution but also not the sole answer to our child care dilemmas.
3. Help keep child care provider's doors open by adding to staffing pool of available workers and offering financial tools to benefit their businesses

To give you a little backstory as to how and why these bills were developed, I share with you a recent experience with a family looking for child care in our area.

A husband and wife, both working full time, without family members who could care for their 2 young children, early this year, contacted our office for a list of regulated child care providers. We provided them a list of over 50 results in their search parameters in the Appleton area. This family contacted us again shortly after saying they couldn't find child care for both of their children in the same location and wanted to do another referral. There were a couple of new providers, one newly licensed family provider and one newly certified provider. The family contacted both new providers to find they were both already at capacity and wouldn't expect an opening until the fall of the following school year.

We lost contact with this family until several months later when the husband called back with a complaint about their unregulated child care provider they had ultimately found. Over the course of our conversation, it was discovered, he and his wife had separated and while nothing was final, she had instructed the provider to only give him limited information on an as needed basis. The husband's complaint is he wasn't getting all the same information from the provider. This is a common complaint we hear in our office but since it doesn't violate any child care regulations, it's not something which is enforceable although it could offer an opportunity for technical assistance. Further into our conversation it was shared the provider often had 10 or so children in care. When shared with the

father, what the licensing rule is, he indicated he was made aware of this **from the provider** when they enrolled their children. They simply needed child care and it was more important they have child care than that child care be regulated because they simply needed child care to keep their jobs.

Additional information was provided to the father and we encouraged him to contact the licensing office to report the care as potentially illegal child care, since the information shared did violate a child care rule. This was done and a licensing specialist did conduct an unannounced visit to the home to find the provider out of her unregulated numbers, quite significantly. The provider reportedly dropped back in numbers and contacted me to start the pre-licensing process.

I had asked for her transcripts or training certificates, anything to verify she met the training qualifications. To my surprise, the provider is a DPI licensed kindergarten teacher who was no longer teaching in the local school district. She did need to complete the Fundamentals of Family Child business class and the CPR w/AED training and did so very quickly.

She provided her policies for my review, and we scheduled to do her home visit within a month of the time she started the pre-licensing process. At our visit, it was very clear this provider could easily meet the licensing requirements and with a few simple things to be done in her child care home environment. When we sat down to complete the Initial Licensing Checklist, she said she regularly had more than 8 young children in care at a time and how limited the licensing rule is for child care providers, which was one of her reasons for not becoming licensed previously. Regularly in her classroom would have 20+ 4/5 yr olds with the occasional para. She had had half that number in her home child care program. Her husband is retired and was also in the home full-time and would also engage with the children on a regular basis such as during mealtimes together and meal preparation, reading to the children or when they'd go for walks to the neighborhood park. They had a good system going other than being illegal per the licensing rule. When asked why, she said and I am paraphrasing, have you ever been on the other end of a phone when a parent is crying and simply needs care so she can work and I said, yes, we hear it regularly. She said, I did it because families needed me, and I knew we could handle it and help them.

This is just one of many examples from providers who are quite capable of providing quality care to more than 8 children at one time.

Everywhere in our state there are families who are using unregulated child care providers. DCF has shared, they have no way of knowing who all these providers are and they historically take the stance *they don't recruit child care providers*.

We have had conversations around the quality of child care and how every child in this state deserves a quality early childhood program. We throw around our high ideals of quality and how what these bills are proposing is outside of accreditation guidelines and couldn't possibly provide quality care. But I ask you to consider the following:

1. If we're using accreditation guidelines to determine quality, how many providers do we actually have across the state that are accredited? Does that mean they are the only group and family providers, providing quality care? How ludicrous to believe so...it's absolutely not the case. Then why do we want to limit families opportunities for slots which could also receive quality child care and supports, regardless if the provider **CHOOSES** to become accredited.

2. We heard it is difficult for providers to get insurance. Yes, this is an insurance industry issue and something they need to hear about on a large scale. However, there are insurance companies who regularly write insurance for family child care providers for their business liability and operations. Remember, while we do always recommend providers obtain insurance, there are limited times it is actually a requirement from the licensing office.
3. How can we positively affect the quality of Wisconsin child care for ALL or even most of Wisconsin's children when we aren't serving or reaching ALL or even most of Wisconsin's children? By raising the number of children who can be cared for in home child care environments, we are opening the doors to many more providers who will now be interested in becoming regulated.
4. How can we start conversations with providers who are providing unregulated child care to provide the services to help improve quality and potentially the road to licensing or even accreditation when we continue to make it so hard for them to be successful with our rules, from another time? We're able to do this by bringing them into regulation through certification. If they can have more children as a certified provider than an unregulated provider, we will have more people pursuing certification and even licensing, which is the goal in creating more quality-supported, regulated slots for families.

As I previously testified, the certification and licensing requirements of home child care providers are very similar. In the interest of time, I will summarize and say, as an experienced and seasoned child care certification worker and pre-licensing technical consultant, I've witnessed personally how closely mirrored we continue to make these 2 forms of regulation. The monitoring is also very similar. I conduct an announced first visit and after that at least yearly, all other visits are unannounced other than a relocation visit prior to a provider's move. The training required from either provider who has had no previous training consists of a CPR training, The Introduction to the Child Care Profession and Fundamentals of Family Child Care. The Fundamentals of Infant and Toddler Care is required for licensed home child care providers only when they choose to be eligible to enroll children under the age of 2, and group child care workers who will be eligible to work with those age groups.

It is unreasonable to assert a certified provider doesn't provide quality child care, especially when their training and monitoring is so closely mirrored along with many of the expectations of a licensed home provider.

Some providers use certification simply to provide care to related children who qualify for subsidy and some to provide care to neighbor children. Regardless of why or how providers use certification, they can provide care to their related children plus up to 3 more children under the age of 7. THIS IS EXACTLY THE SAME AS a completely unregulated, unmonitored, unsupported child care provider yet a legally regulated, trained and monitored certified provider is required to jump through nearly identical hoops as licensed family child care provider, inclusive of a 19- page list of rules designed to provide basic health and safety guidelines but again, be limited to only 3 under age 7.

All certified providers should be allowed to have up to 6 children in care under the age of 7, counting their related children if applicable. They share the same benefits, including tax advantages, participation in the USDA Food Program, benefitting from any additional services provided from agencies and organizations such as WECA, their CCR&R's, Family Resource Centers, receive free referrals as well as qualify to participate in additional quality improved through YoungStar, and receive technical



consultation and accept Wisconsin Shares from families who receive economic assistance, although they qualify for lesser subsidy, yet another issue we need to correct.

By granting certified providers 6 children under the age of 7, we are effectively doubling the number of available child slots **without** any additional state investment of funds.

To make this happen, we simply need to edit the current statute to read Under Wisconsin law, no person may provide care and supervision for more than three (3) children under the age of 7 for less than 24 hours a day unless that person obtains county certification or a license to operate a child care center from the Department. It is a simple and easy edit and will make a huge positive change for our state's families and providers.

By granting licensed home child care providers the ability to have up to 12 children in care when they have an additional qualified provider, we will increase the number of those licensed slots as well.

These bills, will open doors to bringing providers into regulated child care. Once regulated we can start the work through our other state initiatives to support and continually work to improve the quality of care they provide.

Please keep in mind, as with ALL bills, regardless of topic, it's easy to point out weaknesses when it doesn't fully address everyone's agenda. These bills are presented to be a positive step in helping families find and provider's offer child care. These, like the licensing and certification rules, are a basic guideline or health and safety requirements. We are not saying a certified provider must have 6 children in care, just like we're not saying a licensed family child care provider has to have 8. Many providers will continue to limit their children based on their group, the size of their home, the possible additional needs of children in care and the provider's comfort in working with the children, staffing or accessing any financial tools which can be made available.

It was also shared during the Assembly hearing this bill would increase the workload of counties. Let me ask, is it not the work and even responsibility of the county to meet the needs of its citizens? The simple answer to reducing the workload to the counties is to contract with their local Child Care Resource & Referral Agency. Every county in the state is served by a regional office. In our office, I am subcontracted provide certification services, along side of the pre-licensing services. It is seamless, they get the same information from a trained and experienced early childhood consultant who isn't also working as an economic support specialist dealing with many other responsibilities. It speaks directly to the goal to improve the quality and accessibility of early childhood education and care, and other agencies can do the same thing! For those CCR&Rs who do not currently have certification workers, this is something which can be easily remedied as well.

In conclusion, I and Child Care Resource & Referral, Fox Valley, along with other agencies, providers and families, encourage you to support all of these child care bills. Specifically so we can immediately, efficiently and effectively double the number of children in certified care **without** cost to the state and for those providers who choose to pursue a large family license, to have the ability to do so, legally. To help group child care centers be able to have additional financial tools and an additional pool of qualified individuals to support their team, reducing the stress on staff, keeping their classrooms and their very doors open to serve the needs in all of our communities throughout the state. Again, I thank you for

taking time to really listen to help families and the many child care providers who are also in support of these child care bills.

Good Afternoon,

My name is Deanne Patten and I own Firehouse Friends Childcare in Stanley. Our center is licensed for 104 children, and we currently have 105 enrolled with full and part time children from 6 weeks to 5 years. We also have 30 before and after school children enrolled from 5-12 years. We provide 33 jobs to the community with 5 being part time (29 hours or less), 16 full time (30 hours or more), 5 high school staff (16 - 18-year-olds that come after school), and 2 college students that help part time with subbing. As you can see we employ many people in our business, and WE ARE essential for the workforce. I know you all are familiar with childcare counts. I want to touch base on what childcare counts has done for our program. I must say one of the largest barriers in the childcare field is finding and retaining good, quality staff to care for these children. The next barrier that comes with finding good, quality staff is being able to pay them a livable wage. Our facility is forever grateful for childcare counts and what it offered to our program as our staff have gone from making \$9/hour to \$14.25-\$16/hour starting wage depending on college education and required childcare courses. Without childcare counts this would not have happened. Childcare Counts has kept our business afloat. Fast forward to April of 2023 when we were notified that childcare counts funding would be cut in half come May of 2023. This was about a 2 week notice to try and figure things out financially. We chose for our program to not adjust rates until we knew if our state would make a state investment in childcare, the little humans that are, our future! I was there as much as I could. I sent letters to legislators, I came down to the capitol, I told my story, I shared my story, I was at the JFC committee meeting, and I followed it all to the best of my ability and continued to send emails to legislators. I was hopeful that our voice would be heard, and our state would realize that we NEED a childcare investment! Childcare centers only source of income is tuition from our families. Yes there is a food program - do we qualify for that? No. Yes there is Wisconsin Shares - we have a small percentage on that, and families pay the difference of what shares do not cover to make up our rates. Fast forward to when our legislatures voted to not put childcare counts in the state budget. When I woke up the next day and saw this announcement my stomach was in the back of my throat as I knew we had to keep moving forward and wondered how we were going to do that? With the help of my husband and my WESSN coach we sat down, punched the numbers, and figured out in order to maintain staff wages we would need to raise our rates \$65/week/child. We also adjusted our day of providing care to a 9-hour day instead of a 10-hour day. We offer care for over 9 hours a day for an additional charge. This went into effect at the end of August for our program as our funding was cut in half in May and would be gone in January of 2024. This rate increase was so unbelievably hard on me as a person. I can confidently say one of the HARDEST things I have ever had to do. Do not get me wrong, COVID gave us many challenges; however, watching parents pick up our rate increase letter of \$65/week/child, read the new rates, and watch the

financial strain on their face was awful. The financial stress this has put on our families is so terrible to watch. I am not saying provide FREE childcare. I am not saying to NOT hold families accountable. I am saying we NEED a childcare investment. We NEED another source of income to keep up with today's economy besides charging it out to our families. To be completely honest with you. Our rate increase of 32.5% did not make up childcare costs completely in addition to not keeping up with inflation for food and supply costs. A box of gloves that used to cost me \$4.71/box is now \$18.70/box. Children behaviors in the classroom is another barrier. We need more resources to help with these children from materials to trained staff to lower ratios. I am aware of the announcement from Governor Evers this week and yes this will relieve some of the burden temporarily; however, it is not consistent in every budget. We NEED a childcare investment!

I wanted to bring a little synopsis regarding some of the bills coming forward today.

Modifying administrative rules regarding the number of childcare workers and children in group childcare centers.

I want to be real and look at both sides. I do see where you are thinking more children in a classroom would bring in more money to help the childcare center afford higher staff wages; however, what I want to say is more children in a classroom is a huge safety concern! First, the challenge of not having enough square footage currently would require remodeling of current childcare programs to even meet the requirement of higher ratios, it would not be developmentally appropriate to have more children in a classroom, and the mental health for staff would significantly increase. Out of our 33 employees nearly all of them have said they would quit or leave the childcare field as there are enough children in the classroom right now and adding more would create more behavioral, longer diaper changes, longer time to prep for meals and snacks, longer time to get outside gear on, longer time to apply sunscreen, and so on. Increasing the ratio will be unsafe and not developmentally appropriate for children.

Modifying administrative rules relating to assistant childcare teachers.

Again, looking at both sides. I see where you are thinking that if you allow 16-17-year-olds to provide sole supervision this will help with paying a lower wage and allowing more to apply for a job. I have a couple of things to say on this. Ok so let's say this happens, these students are in school and would only be available after school or in the summer still not helping with the staffing shortage during the day. Also, most of these students have after-school activities and sports limiting their availability. We have 5 17-year-olds that currently work at our facility and 2-3 come each day after school. They are a big help as an assistant teacher in classrooms with a trained lead staff and cleaning as we are grateful for them; however, providing sole supervision

to that many children for such a short time in a classroom would be difficult as for they were not with much of the day and would not be fair to the paying parent as they are wanting to know how their child's day was. Are there mature 16-17-year-olds, yes; however, not all are and would cause safety concerns in the long term.

#### Creating a childcare center renovations program

If childcare centers are currently struggling financially how will taking out a revolving loan help that? Yes, renovations for improvements; however, if the childcare center can't afford the current bills how is adding another loan payment beneficial? Yes, for new programs it would be helpful but those of us already existing do not help with any core issues.

Thank you for listening to me today! Don't forget! Childcare centers are the workforce behind the workforce, and we NEED a childcare investment!

Deanne Patten

Firehouse Friends Childcare Center

Stanley, WI 54768

[firehousefriendschildcare@gmail.com](mailto:firehousefriendschildcare@gmail.com)

Thank you for the opportunity to testify today in opposition of Assembly Bills 387 through 392. My name is Theresa Fredericks and I'm speaking to you on behalf of myself and my business, Tree Top Child Development Center & Preschool in Ashland, a rural community on the shores of Lake Superior. And we live in a child care desert. I hear from the many phone calls I receive that no one in our community has openings. I myself have long lists of children on my waitlist, there's just nowhere for them to go yet there are classrooms in our community that sit open waiting to be staffed. A little background on myself, I am licensed for 33 children and am a second-generation owner of Tree Top. My mom founded it 50 years ago as a family provider when I was 5 months old and increased her capacity as the needs in the community grew. It was not my plan to work there, I initially got a bachelor's degree and am licensed to teach grades 6-12 biology, chemistry, and natural sciences. After completing my student teaching in January of 1997 Tree Top was going through its latest expansion. I agreed to help my mom out as I waited for the next school year to begin. During this time my husband and I had our first child. I knew I wanted my son to have the same rich experiences I had while attending Tree Top. While helping her out through this expansion, it did not take long to realize that I could be with my son and provide an important service to the community at the same time. I stayed on and agreed to take over when she retired. She actually passed away from cancer in 2009 and I took over as director and purchased Tree Top in 2010. I finished my master's degree in early childhood education in 2012 thinking it could help advocate for professionalism in the field.

High-quality early care and education is proven to dramatically improve a child's opportunities for a better future while offering parents greater job stability and overall economic security.

Decades of research, data, and experience make it clear, that the solution to growing the supply of quality child care is not through deregulation that lowers health, safety, staffing, and qualification requirements. The solution, rather, is through significant investments—in the education and compensation of the early childhood workforce, facilities, and family supports.

Lower ratios and smaller group sizes are necessary to keep children safe – but they also keep educators in their programs by limiting staff burnout, turnover, and staffing shortages. Efforts to loosen regulations, driven by a goal of increasing supply and program revenue, will actually have the opposite effect by driving educator burnout and turnover even higher. That's not even to mention the stress and mental health toll that would put on children and staff.

We keep hearing about needing accessible QUALITY child care and it seems that everyone agrees on that, and I hear it from my Republican representatives as well. I have extended invitations to several Republican legislators still no one has come in. Raising ratios and increasing the amount of children in a classroom is dangerous and irresponsible. It is known that 90% of brain development happens by the time children reach Kindergarten. 80% of that growth happening by the time the child is 3 years old. During these first few precious years of life it is imperative that children are given a proper environment to grow where they are able to thrive and learn in a low-stress environment.

Let me leave you with an idea of what a quality day in the life is through the lens of one of my toddler teachers, Betsy.

I currently work in a toddler room with a low teacher to child ratio. Never more than eight children are in our class with two adult teachers. I would like to share with you what that looks like.

On a full day with eight children and two adult teachers, the teachers are able to spend one on one time

with the children throughout the day, supporting their need for secure connection. The group can follow the needs of the class easily, singing songs and reading books on a day where the majority of children need more rest, and running and being as loud as we like outside on days with more energy, or taking half the kids outside while the other half stays inside if we're a good mix of needs for the day. The teachers are easily able to see which children are meeting developmental goals, log observations for each child's strengths and struggles, and work together on building more complex skills that encourage progression in the various domains of early childhood learning.

The teachers are experiencing little to no stress. The children are experiencing little to no stress.

However, there are moments throughout any day where many things can happen at once. A child needs to use the bathroom with the assistance of a teacher as they work on toilet training, another child stumbles and falls as they learn to navigate with their body and is in need of consolation for their skinned knee, two others are fighting over a toy and need an adult to show them how to solve the problem so no one gets so mad that they resort to biting or hitting, and yet another has gotten sick and thrown up. Those moments where everything happens at once are challenging! The two adults in the room do everything they can to ensure each struggling child is cared for with a calm, quick, kindness to get back to a low stress environment as swiftly as possible. We get through, and with our low ratios, we feel confident in being able to help each child, even in these very real moments of challenge.

What happens when we add four more children to the room to meet what is possible with our current ratio laws. Twelve toddlers, still two adults. Now there are 5 children fighting over toys, 2 tripped and got hurt, one still needs to use the bathroom, one still threw up, and another two are crying for attention. How do the two adults care for all these children at once? Often by resorting to just managing. There's no longer time for one on one learning and bonding. There's no longer much time to see who is meeting their milestones effectively. There's not enough time to see where the problems are evolving only to stop them as they keep coming. The children and the adults are in states of high stress more frequently which results in higher amounts of misbehavior with lower levels of children's needs being met in an attentive and nurturing environment. It's no surprise that the rate of staff turnover is so incredibly high in many places.

Now we are talking about increasing the ratio? More children, still two adults. The result is children being managed, not cared for. Childcare centers will be reduced to running like a dog pound. Children being fed, watered and monitored, but not nurtured. High stress environments with needs barely met, if met at all. This is no way to care for children.

*The impacts of stress and trauma on the young child's brain can impact them greatly for the rest of their lives. This not only impacts the individual child, but the whole of our future community. The research has already been done. We know what children need. Attentive, nurturing, high quality care. We know better. They deserve better.*

The extra \$170 million needed to stabilize and grow is pocket change compared to a \$7 billion surplus. We invest in children when they turn 5 and go to school. Why? Why are we not investing in them when it matters most—the first 5 years. Investment into children is the answer and CCC was affordable, and it worked. Vote NO on AB387 through AB392 and give us the time and money to prove the return on investment!

Thank you for your time,

## Schmidt, Melissa

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**From:** morgsat1@everyactioncustom.com on behalf of Mark Smith <morgsat1@everyactioncustom.com>  
**Sent:** Tuesday, October 17, 2023 3:39 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of child care bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high quality child care across the state, and ultimately address racial and gender inequities.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Mr. Mark Smith  
8265 Schroeder Rd Oconto Falls, WI 54154-9425 morgsat1@gmail.com



## Schmidt, Melissa

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**From:** alethlean@everyactioncustom.com on behalf of Abby Lethlean  
<alethlean@everyactioncustom.com>  
**Sent:** Tuesday, October 17, 2023 3:59 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of child care bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high quality child care across the state, and ultimately address racial and gender inequities.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Ms. Abby Lethlean  
11200 W Cleveland Ave West Allis, WI 53227-3069 alethlean@ebenezerchildcare.com

## Schmidt, Melissa

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**From:** tj@everyactioncustom.com on behalf of TJ Semanchin <tj@everyactioncustom.com>  
**Sent:** Tuesday, October 17, 2023 4:05 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

I own Wonderstate Coffee based in Viroqua with cafes in Madison and Bayfield. I respectfully ask you to not advance the set of child care bills moving through this committee on October 18.

I have staff that are required to work less, potentially needing to quit their job, because of disruptions to their child care and rising costs. I know of at least one child care center in Cashton that has closed due to rising costs and the threat of losing Child Care Counts funding leaving them unable to pay their staff high enough wages. I strongly support a full funding of Child Care Counts as the only viable solution right now.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high quality child care across the state, and ultimately address racial and gender inequities.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
TJ Semanchin  
428 Garfield Ave Viroqua, WI 54665-1917 tj@wonderstate.com

## Schmidt, Melissa

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**From:** rleighpeller@everyactioncustom.com on behalf of Rachel Peller  
<rleighpeller@everyactioncustom.com>  
**Sent:** Tuesday, October 17, 2023 4:45 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small local businesses in Wisconsin and especially IOWA COUNTY, we need meaningful investments in child care. I respectfully ask you to NOT advance the set of child care bills moving through this committee on October 18. Parents want SAFETY for their children, and these bills put kids at risk. One baby in Iowa County died last year from unlicensed, unregulated care. Obviously this is uncommon, but it would not have happened in a licensed facility following DATA-DRIVEN best-practices.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high quality child care across the state, and ultimately address racial and gender inequities.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Rachel Peller  
3819 Evans Quarry Rd Dodgeville, WI 53533-9059 rleighpeller@gmail.com

## Schmidt, Melissa

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**From:** yimma1020@everyactioncustom.com on behalf of Yimma Dávila Castro <yimma1020@everyactioncustom.com>  
**Sent:** Tuesday, October 17, 2023 5:07 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of child care bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high quality child care across the state, and ultimately address racial and gender inequities.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Yimma Dávila Castro  
5262 S 9th St Milwaukee, WI 53221-3629  
yimma1020@gmail.com

## Schmidt, Melissa

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**From:** lbiederman@everyactioncustom.com on behalf of Laura Biederman  
<lbiederman@everyactioncustom.com>  
**Sent:** Tuesday, October 17, 2023 5:12 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of child care bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high quality child care across the state, and ultimately address racial and gender inequities.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

Please do not advance these bills. These bills will lower the quality of education we can provide in the earliest years of life. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Mrs. Laura Biederman  
521 Sunset Dr Elkhorn, WI 53121-2234  
lbiederman@ebenezerchildcare.com

## Schmidt, Melissa

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**From:** pearljam\_65@everyactioncustom.com on behalf of Justin Biederman <pearljam\_65@everyactioncustom.com>  
**Sent:** Tuesday, October 17, 2023 5:12 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of child care bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high quality child care across the state, and ultimately address racial and gender inequities.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Mr. Justin Biederman  
521 Sunset Dr Elkhorn, WI 53121-2234  
pearljam\_65@yahoo.com

## Schmidt, Melissa

---

**From:** hovdemd@everyactioncustom.com on behalf of Michael Hovde  
<hovdemd@everyactioncustom.com>  
**Sent:** Tuesday, October 17, 2023 5:52 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of child care bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high quality child care across the state, and ultimately address racial and gender inequities.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Mr. Michael Hovde  
720 W Franklin St Appleton, WI 54914-3874 hovdemd@gmail.com



## Green County Workforce Development and Green County Child Care Network Report on the status of child care in Green County

-Green County is considered a child care desert-there is 1 slot for every 3 children needing care. When the Green County Child Care Network was formed in 1992, there were over 90 regulated child care programs. Today there are 31 regulated providers in Green County. 2 new programs have opened this year

- Quality for all children and availability for children on Wisconsin Subsidy increased in Green County as 22 of 30 providers are now participating in Youngstar (required for accepting subsidy) and there are an additional 1 4 star center, and several 3 star centers.

-1 Family child care center closed permanently in June of 2023 and cited the loss of Child Care Counts as the major reason.

-Infants and toddlers are 17% average household annual income per child. (based on US census statistics). Affordable is 7% total for all children. In 2022 it was 13.7%.

-Green County's July 2023 unemployment rate is at 2.6% and the demographic is an aging population. According to [childcaregap.org](http://childcaregap.org) The economic impact due to the lack of care is about \$22 million dollars. The economic burden of America's child care gaps on households, businesses, and revenues. The annual impact indicates the immediate one-year impact of these gaps on the economy. This is calculated utilizing the following:

1. **-Household Impacts:** income losses parents incur from having to reduce their work hours or leave the labor force entirely, as well as future lost earnings from delayed opportunities for promotions, reduced work experience, and reentering the workforce at a lower station.
2. **-Business Impacts:** direct productivity losses such as hours of foregone worker productivity and continual pay and benefits paid to employees when they are not working, as well as future lost earnings from turnover costs and the delayed ability to capitalize on growth opportunities.
3. **-Tax Revenue Impacts:** the proportion of lost household and business income that would

have contributed to government revenues, as well as future lost tax revenues from future lost household and business earnings



### Survey Results:

30 owners/administrators were surveyed by the Green County Workforce Development in cooperation with the Green County Child Care Network between August 15 and August 30, 2023 as 1 regulated program was excluded from the survey since they are a Head Start program which cannot charge tuition.

27/30 responded (90% return rate)

#### How much do you annually raise rates: (2 are brand new so na)

17 programs do not annually raise rates, 1 annually increases 1%, 2 annually increase 3%, 1 annually increase \$10 a week, 1 \$5 a month, 1 does between 1-2 dollars and one does 5% every other year.

#### When was the last time you increased your rates: (2 are brand new so na)

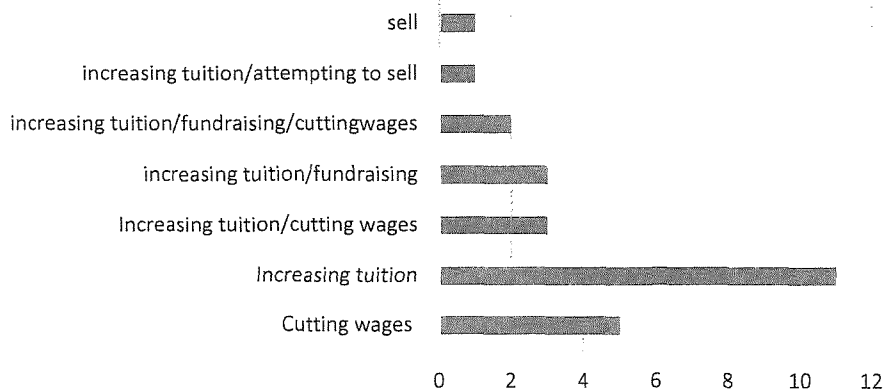
7 programs have not increased rates since 2019, 3 in 2020, 4 in 2021, 1 in 2022, 9 in 2023

#### What percent was Child Care Counts of your revenue?

2 didn't participate since brand new

1-10% -2, 11-20%-8, 21-30%-9, 31-40%-3, 41-50%-2, I didn't participate-1

### With the loss of Child Care Counts in February the child care center will...



**Full Time County average rates for all regulated programs**

| Age                                | Group Center 2022 | Family Child Care 2022 | Average for both | Current August 2023 amount                       | September- Dec rates 2023                        | Jan-May 2024                                     | % increase after CCC ends |
|------------------------------------|-------------------|------------------------|------------------|--|--|--|---------------------------|
| 0-12 months                        | 223.75            | 158.18                 | 184.41           | 212.63   | 222.05   | 232.38   | 26%                       |
| 12-24 months                       | 223.75            | 158.18                 | 184.41           | 210.86   | 221.55   | 231.88   | 26%                       |
| 24-36 months                       | 199.25            | 147.73                 | 168.38           | 198.32   | 207.40   | 217.86   | 29%                       |
| 36-54 months                       | 188.75            | 147.73                 | 164.14           | 194.41   | 203.48   | 212.92   | 23%                       |
| 48-54 months in ½ day 4k           | 179.25            | 147.73                 | 160.24           | 178.61   | 186.25   | 195.85   | 18%                       |
| School age wrap around             | Not surveyed      | Not surveyed           | Na               | Range: \$4 an hour-\$180 before and after school | Range: \$4 an hour-\$180 before and after school | Range: \$4 an hour-\$185 before and after school |                           |
| School age when school is on break | 162               | 149                    | 154.20           | \$180.28   | 187.81   | 196.08   | 21%                       |

% increase of tuition was 5-6% in 2022 for those who raised rates. Remember inflation was 8%.

**Daily County average rates for all regulated programs**

| Age                           | Current August Amount        | September 2023               | Jan-May 2024                    |
|-------------------------------|------------------------------|------------------------------|---------------------------------|
| 0-12 months                   | 59.86 (8 allow)              | 62.12                        | 64.31                           |
| 12-24 months                  | \$64.88 (9 allow)            | 66.87                        | 68.78                           |
| 24-36 months                  | 59.93 (11 allow)             | 61.70                        | 63.71                           |
| 36-54 months                  | 52.16 (11 allow)             | 57.35                        | 59.54                           |
| 48-54 months in ½ day 4k      | na                           | na                           | na                              |
| School age wrap around (5-12) | range from \$7.50-\$46 a day | range from \$7.50-\$46 a day | Range from \$7.50 to \$48 a day |

|                               |                    |         |       |
|-------------------------------|--------------------|---------|-------|
| School age on non school days | \$35.91 (11 allow) | \$38.37 | 41.23 |
|-------------------------------|--------------------|---------|-------|

**Only 2 programs offer hourly drop in rates.**

**1 program offers the following: 3 year old preschool, 3 hours 2 days: Members: \$21.93; Non- \$26.56; preschool 3 hours**

**Family Child Care Providers and Group Center Owners/Administrators to asked to share what they used their Child Care Counts (CCC) funding on. Identified by zip code.**

(53566) I was able to keep my rates lower due to child care counts. Erase my rates last year by fifth. An hour to cover the food program. As when I did, my rate increase was not sure. As when I did, my increase was not sure if you were gonna Have the ones here. So did not raise my rates this year to cover the food program two tired.

(53566) So many things for the children! Including but not limited to...updating our playground to also be more inclusive for ALL students and abilities, new indoor equipment that was replaced and worn from, MANY, MANY years of use. Supplies to navigate covid Including gloves, masks, cleaners to assist in keeping children and staff healthy and following guidelines.

(53574) I was able to pay for the increased costs of running my daycare. These costs included my liability insurance, utilities, food, and supplies.

(53566) We were able to give staff a \$300/month bonus. We were able to pay off the mortgage on the building the program is housed in and give staff a \$1.00/hr raise from eliminating that monthly cost. We were able to re-carpet the entire building (carpet was over 20 years old). We were able to re-do the entire parking lot of the center (parking lot had massive pot holes and drained to our back play area). We were able to buy a new stove/oven. We were able to buy a new water heater. We are able to put new windows and entrance doors in the center, which will significantly help with energy costs.

(53502) We replaced all of the storm windows in the building, installed new A/C unit, installed a new furnace, and purchased new supplies and equipment for all classrooms.

(53574) we were able to invest in amazing things for our program: more outside space for our kids, a new fence, finished our flooring, new indoor play structure, newer/developmentally appropriate toys, new washer and dryer, and a camera system.

(53574) When CCC was available, I was able to be more flexible with families when absent. I did not raise my rates with the decrease of funding. But I am no longer able to be as flexible with absences. Families are still charged to hold their childcare spot.

(53566) We were able to give monthly bonus to our staff to help keep them not only at our center, but also to remain working in the childcare field.

(53574) I kept my rates steady and used the extra revenue to offset increased inflation costs, I gave quarantine rates, didn't charge when I was closed due to covid, I hired substitutes so I could go to appointments and get paperwork done during the week and not have to close and actually had Saturdays "off" My own hourly wage after expenses went up as well.

(53520) Improve and enhance classrooms, provide staff with paid trainings and bonuses, buy extras.

(53566) Child care counts allowed us to keep tuition low for our parents and the bonus allowed my husband to stop working and start being involved 100% in the day care

(53566) The Child Care Counts grant allowed us to give our staff monthly bonuses without having to break our pocket book. We were also able to replace many necessary items needed to enhance our classrooms. The CCC grant has helped us to be able to add more diverse items into our classrooms as well.

(53520) I am letting things settle and will re evaluate

(53570) I was able to buy toys, furniture (pack & plays, high chairs etc.), art supplies, cleaning supplies, pay bills, and put money into my savings for my retirement. This money helped me out so much, I don't know what I'm going to do without it. I've been thinking very strongly about quitting. I honestly do think it's important to continue with the Child Care Counts program. You can ask any parent "What's the most important thing in your life?" Every single time they will say "My children." Yet most providers barely earn enough to make ends meet. We are taking care of some of the most important things in the world! I think our government should be doing more to help us out. It's really way overdue! Those Child Care Counts payments were a great start. And increasing our food program money amount helped a lot too. (I may drop out of that now. Too much computer work for a small amount of money). I've been doing in-home child care for about 35 years now. If I had to do it all over again....I wouldn't. And if a young person asks me my opinion on if they should start their own daycare? I tell them "DON'T DO IT!" You'll put in 11-12 hour days (plus more time after hours), working your tail off and barely make ends meet. And if you want to retire by 65? "HA!"

I think if the Child Care Counts program and food program reimbursement increases don't continue, our state and country is going to be in big trouble. Childcare is going to be very hard to find. Especially good childcare. Some children will end up going to unsafe, unregulated homes. I don't even want to think about what that could mean.

Ya know, when somebody asks me what I do for a living, and I say In-home daycare...almost everyone reply's with the same comment...."I don't know how you do it! I could never do that. " I do pray that the Child Care Counts and Food program payment increases continue. If the do end, I will probably close my doors in 2024.

Thank you for your time and I do hope this is taken seriously. Because Child Care does Count!  
(53566) First few rounds (not monthly), I was able to replace my fence, which no longer met code and get rid of broken outdoor play equipment and replace it. I also replaced the carpet in the children's bathroom with a nice vinyl flooring that is easier to clean.

Monthly amounts: bought a first-rate curriculum to use, bought new learning materials, paid my business insurance, etc. For the staff "bonus" funds I was able to save enough \$\$ to travel home to Ohio this summer and see my family for the first time in 4 years.

(53566) kept my rates reasonable for families

(53520) Provide quality care and not raise rates for families

(53566) It helped pay child care bills, curriculum, supplies, food replace toys, and utilities.

(53570) Increased wages to retain teachers. Avoided rate increases while the cost of everything went up. Building maintenance that was put off was able to be completed.

(53566) Paid teacher's higher wages (3-4 dollars more per hour). We got Health and Dental packages. Sign-on bonuses.

(53574) With the funding, we were able to increase the teachers wages, and have not been charging the teachers' children tuition.

(53574) We were able to invest in better storage for toys, more stimulating games and toys, and more supplies in general. we were also able to invest in a shuttle bus!

(53566) We were able to give staff a \$300/month bonus. We were able to pay off the mortgage on the building the program is housed in and give staff a \$1.00/hr raise from eliminating that monthly cost. We were able to re-carpet the entire building (carpet was over 20 years old). We were able to re-do the entire parking lot of the center (parking lot had massive pot holes and drained to our back play area). We were able to buy a new stove/oven. We were able to buy a new water heater. We are able to put new windows and entrance doors in the center, which will significantly help with energy costs.

(53502) With a Childcare accounts funding, I was able to continue to give quality care to the children in my program without increasing my rates to the families. I also use the money to increase my pay. I was also able to supplement my program with high-quality materials and improve the environment.

## Schmidt, Melissa

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**From:** couillcd@everyactioncustom.com on behalf of Claire Lindstrom  
<couillcd@everyactioncustom.com>  
**Sent:** Tuesday, October 17, 2023 8:53 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of child care bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high quality child care across the state, and ultimately address racial and gender inequities.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

As a parent, it is scary to think about an infant being with 5 other infants with only 1 teacher! How can that be safe for those babies?? Additionally, it is a safety issue to consider reducing the age of people working with our most precious cargo...our children.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Claire Lindstrom  
258 W Lexington Blvd Eau Claire, WI 54701-6320 couillcd@gmail.com

## Schmidt, Melissa

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**From:** eisold.amanda@everyactioncustom.com on behalf of Amanda Nelson  
<eisold.amanda@everyactioncustom.com>  
**Sent:** Tuesday, October 17, 2023 9:03 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of child care bills moving through this committee on October 18.

Regarding cost, as a parent of 3 small children, my husband and I with great income are exploring options of thrift stores for everything, food pantries and getting hand me downs for anything we can.

Regarding age of caregivers, picture this, your child or grandchildren being taken care of by one provider along side 5 other infants. They're all breastfed babies which means they should be pace fed at daycare to ensure moms milk us being utilized properly. Pace feeding takes time and doesn't over feed babies. How is this possible? Also, how can we let 16 and 17 year olds lead a classroom; they haven't even graduated yet. When you were 16 were you ready to teach kids? This is absolutely ridiculous.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Amanda Nelson  
1702 Willow Creek Pkwy Chippewa Falls, WI 54729-1095 eisold.amanda@gmail.com

## Schmidt, Melissa

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**From:** yaharariverlearningcenter@everyactioncustom.com on behalf of Macy Buhler  
<yaharariverlearningcenter@everyactioncustom.com>  
**Sent:** Wednesday, October 18, 2023 9:23 AM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of childcare bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high-quality child care across the state, and ultimately address racial and gender inequities.

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Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Ms. Macy Buhler  
4165 Timothy Ct Deforest, WI 53532-2301 yaharariverlearningcenter@gmail.com



## Schmidt, Melissa

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**From:** Tammy Dannhoff <kidsareusfamilychildcare@new.rr.com>  
**Sent:** Wednesday, October 18, 2023 9:57 AM  
**To:** Schmidt, Melissa  
**Subject:** Hearing today

You'll be voting in child care changes today, as a long self employed state licensed family child owner I am writing in opposition of these changes, they would put children in harm, not providing adequate safe care for them. WI care teachers to the best of my knowledge were NOT contacted in preparing this bills. I am a member of many organizations that also oppose these bills, please keep WI children safe and look at alternatives and PLEASE invite early childhood professionals like myself to the table for the conversations

With Children in Mind,  
Tammy Dannhoff  
"Helping Children **PLAY**, Learn and Grow since 1989"  
[kidsareusfamilychildcare.com](http://kidsareusfamilychildcare.com)

**Recipient - 2018 Governor's Trailblazer Award for Women in Business**  
**Recipient - 2019 Terri Lynne Lokoff National Child Care Teacher Award**  
**Recipient - 2020 Exchange Leader**  
**Recipient - 2021 Certified Nature Explore Classroom**  
**Recipient- 2022 WFCCA Provider of the Year**

**"It is impossible to live without failing at something, unless you live so cautiously that you might as well not have lived at all, in which case you have failed by default."**  
~J.K. Rowling

## Schmidt, Melissa

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**From:** chrisk@everyactioncustom.com on behalf of Chris Kuechenmeister  
<chrisk@everyactioncustom.com>  
**Sent:** Wednesday, October 18, 2023 10:22 AM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of childcare bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high-quality child care across the state, and ultimately address racial and gender inequities.

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Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Chris Kuechenmeister  
3233 S Howell Ave Milwaukee, WI 53207-2741 chrisk@ebenezerchildcare.com

## Schmidt, Melissa

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**From:** fleminra02@everyactioncustom.com on behalf of Rachel Steuer <fleminra02@everyactioncustom.com>  
**Sent:** Wednesday, October 18, 2023 10:30 AM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of childcare bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high-quality child care across the state, and ultimately address racial and gender inequities.

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Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Rachel Steuer  
715 E Grant Ave Eau Claire, WI 54701-6490 fleminra02@gmail.com

## Schmidt, Melissa

---

**From:** bradley.lindstrom@everyactioncustom.com on behalf of Brad Lindstrom  
<bradley.lindstrom@everyactioncustom.com>  
**Sent:** Wednesday, October 18, 2023 10:31 AM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of childcare bills moving through this committee on October 18.

These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

As a parent, it is very concerning that our elected officials are willing to sacrifice quality and put our children at risk, rather than making the needed financial investment in childcare, when we have a \$4 billion dollar budget surplus. If you seriously believe that a 6 to 1 ratio of infants to teachers is a logical, smart choice, I encourage you to go spend 4-8 hours of your day alone with 6 infants in a room. I think that may open your eyes to the absurdity of this legislation.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Brad Lindstrom  
258 W Lexington Blvd Eau Claire, WI 54701-6320 bradley.lindstrom@gmail.com

## Schmidt, Melissa

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**From:** info@everyactioncustom.com on behalf of Corey Hart <info@everyactioncustom.com>  
**Sent:** Wednesday, October 18, 2023 11:26 AM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of childcare bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high-quality child care across the state, and ultimately address racial and gender inequities.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Corey Hart  
2255 County Road Z Blue Mounds, WI 53517-9625 info@harthouseguutars.com

## Schmidt, Melissa

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**From:** hellanla@everyactioncustom.com on behalf of Lois Helland  
<hellanla@everyactioncustom.com>  
**Sent:** Wednesday, October 18, 2023 12:27 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of childcare bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high-quality child care across the state, and ultimately address racial and gender inequities.

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Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Ms. Lois Helland  
400 Foxmoor Ln Eau Claire, WI 54701-7476 hellanla@uwec.edu

## Schmidt, Melissa

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**From:** jackiechristner@everyactioncustom.com on behalf of Jackie Christner  
<jackiechristner@everyactioncustom.com>  
**Sent:** Wednesday, October 18, 2023 12:28 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of childcare bills moving through this committee on October 18.

As an employer, meaningful investments in child care will reduce hiring and turnover costs when employees leave the workforce because they cannot afford child care. It will also allow us to compete with large corporations that have no trouble providing child care as a benefit. A meaningful investment in child care will lift the burden off small employers, level the playing field, increase access to affordable, high-quality child care across the state, and ultimately address racial and gender inequities.

Many of us are also parents and caregivers, so we know all too well the struggles our employees face in accessing child care. These bills do not address the child care crisis and will continue to exacerbate short term and long term workforce shortages, increase child care costs, increase hiring and turnover costs when parents leave the workforce, and cut child care access for parents and children across Wisconsin.

Please do not advance these bills. They do not address the root cause of the issue. We need meaningful investments like a full replenishment of Child Care Counts.

Thank you.

Sincerely,  
Jackie Christner  
3125 Alf Ave Eau Claire, WI 54701-7685  
jackiechristner@yahoo.com

## Schmidt, Melissa

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**From:** amckillip3gs@everyactioncustom.com on behalf of Ann McKillip  
<amckillip3gs@everyactioncustom.com>  
**Sent:** Wednesday, October 18, 2023 1:44 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of childcare bills moving through this committee on October 18.

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Thank you.

Sincerely,  
Ann McKillip  
3811 S 124th St New Berlin, WI 53228-1007 amckillip3gs@gmail.com



## Schmidt, Melissa

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**From:** tlaron5325@everyactioncustom.com on behalf of Teresa Larson <tlaron5325@everyactioncustom.com>  
**Sent:** Wednesday, October 18, 2023 2:53 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

Dear Legislative Council Melissa Schmidt,

As a constituent that supports small businesses in Wisconsin, we need meaningful investments in child care. I respectfully ask you to not advance the set of childcare bills moving through this committee on October 18.

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Thank you.

Sincerely,  
Mrs. Teresa Larson  
2245 McKinley Rd Eau Claire, WI 54703-4053 tlaron5325@charter.net

## Schmidt, Melissa

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**From:** wolfgram.susanm@everyactioncustom.com on behalf of Susan Wolfgram  
<wolfgram.susanm@everyactioncustom.com>  
**Sent:** Wednesday, October 18, 2023 2:59 PM  
**To:** Schmidt, Melissa  
**Subject:** Please do not advance child care bills moving through this committee on 10/18

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Thank you.

Sincerely,  
Dr. Susan Wolfgram  
550 Graham Ave Eau Claire, WI 54701-5201 wolfgram.susanm@gmail.com