

# All In For Kansas Kids



## Early Childhood Recommendations Panel

**MEETING** SEPTEMBER 16, 2022



# WELCOME

**Thank you** for serving Kansas children, their families, and our state's early childhood care and education professionals!

This is a remote meeting.

- Today's meeting materials are posted on the [Panel Meetings webpage](#) on the Children's Cabinet site.
- Panel members will clearly identify themselves when they begin speaking.
- Panel members can use the "raise hand" feature to show they are ready to share.



# TODAY'S AGENDA – PART 1

- Welcome
- Approval of September agenda
- Approval of August meeting minutes
- Kansans' Open Forum
- Child Care System Cost Model



# TODAY'S AGENDA – PART 2

- Budgeting Tool
- Workforce Appreciation Bonus Update
- Career Pathway
- Bright Spots
- Upcoming Meetings
- Adjourn



# ACTION ITEMS

*Panel members - please clearly identify yourself when you begin speaking to make and second a motion.*

- Approval of September agenda
- Approval of August minutes



# KANSANS' OPEN FORUM

*Kansans are encouraged to email Hannah McGahey ([hmcgahey@ksde.org](mailto:hmcgahey@ksde.org)) by 5:00 p.m. on 9/15 to share written comments or to sign up to share verbal comments with the Panel during this portion of the meeting.*



# Child Care System Cost Model Update

Center for Public Partnerships  
& Research (KU CPPR)

**September 16, 2022**

# Cost modelling: What, how, why?

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## What/How

- Excel cost-estimation tools with Kansas data
- Inputs: Hypothetical programs, cost variables, goals for system
- Outputs: Revenue vs. costs, true cost of care, system costs

## Why?

- **Goal 6: Workforce, compensation**
- Better understand (and talk about) gap between revenue and income
- Stress test possible solutions
- Estimate system-level costs and inform policy



# Key Cost Drivers & Model Inputs

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- Wages (est. 70% of operating costs)
- Benefits
- Licensing regulations (group size/ratios)
- Non-personnel: Rent/lease/mortgage, utilities, supplies and equipment, transportation, food, administration
- Revenue mix (subsidy vs. private tuition, food assistance/CACFP, grants, enrollment efficiency)

# Other variables

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## Expenses/reach

- % Child population
- Licensed/desired capacity
- Center profile
- Family child care profile
- Staff health insurance
- Annual sick days
- Annual paid leave

## Revenue

- % children receive subsidy
- % enrollment efficiency
- % of revenue is bad debt
- CACFP (food program)
- Grants
- Incentives
- Other?

# Update/Next steps

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- Updated with more recent Kansas data (population, capacity)
- Researching different wage scales, compensation scenarios
- Imagine possible futures (what if the system could XYZ?)
- Stress test scenarios to estimate the overall costs
- **What should we consider/explore as we develop and test compensation scenarios?**

**Thank you!**



# Child Care Workforce Appreciation Bonus

# Significance of Childcare Bonus Program

- Childcare is a critical component of Kansas' economy.
- Staffing, retention and recruitment of childcare staff are constant issues facing this industry.
- Goal(s) of the Childcare Bonus Program:
  - Reduce the gap in wage disparities that we know exist within this sector.
  - Acknowledge and support an industry that was hit particularly hard as a result of the pandemic.
  - Increase retention of new and long-term staff to increase the stability of the workforce in Kansas childcare facilities
  - Provide a boost to Kansas' economy through a potential increase to the childcare workforce' discretionary funds

# Child Care Bonus Program Background

- The Child Care Workforce Appreciation Bonus program is an opportunity to recognize child care workers and their commitment to the field of early childhood.
- Eligible child care workers can apply for a one-time appreciation payment and may receive up to \$2,500. The program launched on July 18, 2022. Applications will be accepted through December 10, 2022 @ 5:00 p.m.
- The Child Care Workforce Appreciation Bonuses are funded through Kansas Department for Children and Families (DCF), authorized under the American Rescue Plan Act of 2021. A total of \$53M has been allocated for the program.
- The bonus program is administered by the Kansas Department of Health and Environment (KDHE) Child Care Licensing Program.
- Technical assistance and support is provided by Child Care Aware of Kansas (CCA-KS) grant navigators.

# Eligibility Requirements

## To qualify for the payment, individuals must:

- Be **currently** employed and **regularly working** (at least weekly, any number of hours) in a **paid position** at a Kansas licensed child care facility or license-exempt Head Start program;
  - Those with at least 6 months continuous employment in child care working up to 20 hours per week are eligible for **\$1,250**; those working 20 or more hours are eligible for **\$2,500**.
  - Those with less than 6 months employment in child care working up to 20 hours per week are eligible for **\$1,000**; those working 20 or more hours are eligible for **\$2,000**.
  - Substitutes must be paid and regularly working; approved substitutes with on-call status versus regularly working are not eligible for payment.
  - DCF Relative Providers are also eligible for a payment of \$750.
- Be able to show **proof of employment** with a recent paycheck/paystub or canceled check (within 1 month of application) OR **proof of ownership** through a current KDHE-issued license with the applicant's name on it as the licensee; and
- Be able to submit a **completed, signed W-9** to receive payment. Payments are considered taxable income.



# Application Schedule/Phases

- Applications for School Age & Drop-In programs began September 11 and will close October 15.

NOTE: Eligible individuals can apply any time after their application period up until the program ends.

# Estimated Number of Eligible Workers

<b>Program/License Type</b> <i>in order of processing</i>	<b>Count Active</b> <b>&gt;= 6 Months</b> <i>see column 1 for</i> <i>application date</i>	<b>Count Active</b> <b>&lt; 6 Months</b> <i>11/5 app date</i>	<b>Total by</b> <b>Program Type</b>
Child Care Center (7/18)	8,530	3,400	11,930
Head Start Center (7/18)	879 <sup>^</sup>	163	1,042
Preschool (8/15)	464	60	524
School Age Program (9/11)	2,125	680	2,805
Drop-In Program (9/11)	555	213	768
Group Day Care Home (10/9)	1,866	343	2,209
Licensed Day Care Home (10/9)	2,008	167	2,175
DCF Relative & workers with < 6 months service time (11/5)	393	NA	393
<b>Grand Total</b>	<b>16,820</b>	<b>5,026</b>	<b>21,846</b>

<sup>^</sup>Includes 299 unlicensed Head Start affiliates; per DCF, unknown breakdown by service time

# Promotion & Outreach

- Media attention and news releases – GLK announcement; social media posts
- Website dedicated to the program launched by CCA-KS; FAQs posted
- Pre-launch webinars held in July (CCA-KS, KDHE, DCF); recording posted
- Statewide email notification sent to all facilities (~4,500) requesting assistance with notifying staff at the program/facility level
- Individual email or mail notification sent to potentially eligible workers one week before application period opens (more than 12,000 have been sent to date)
  - Eligibility notification is a courtesy and solely based on employment information submitted to KDHE by child care facilities.
  - Not all individuals notified will be eligible; some individuals that didn't receive notice might be eligible.
  - Contact information on record with KDHE is utilized for notifications.
  - Individuals with returned emails (not a valid email address) receive notice by mail.
- Ongoing advertising/marketing and notification as agencies and partners interact with the child care workforce and facility owners/operators

# Application Process

- Applicants can apply online or by fax or mail – email is not accepted due to sensitive information contained in the application and attachments (e.g., W-9 Taxpayer ID).
- KDHE funds 10 online application processors and one paper application processor.
- Applicants are verified, and complete applications are routed to KDHE Fiscal for processing and payment. This includes setting up the recipient in the SMART system and approving them to accept payment from the State of KS.
- Payment options included Direct Deposit for those who applied through July 29. KDHE Fiscal discontinued the option August 1 due to the high number of incomplete forms and banking errors.

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### Kansas Child Care Workforce Appreciation Bonus - Facility Employee

Please complete the application fields below. You cannot save the application and return at a later time to complete it, so be sure to have all your information and required documentation ready to upload. If you need assistance with the application, please call 855-750-3343.

**Child Care Facility**

**Facility/License Type**  
(only select one - if you currently work at more than one type, choose the one where you have worked the longest/most hours)  
\* must provide value

Licensed Day Care Home (LDCH)  
 Group Day Care Home (GDCH)  
 Child Care Center (CCC) including licensed Head Start  
 Head Start - unlicensed  
 Preschool (PS)  
 School Age Program (SAP)  
 Drop-In Program for School Age (DIP)

reset

**Child Care Facility Name**

\* must provide values

**License #**  
(enter 7 digits including any zeros; enter 0000000 if unlicensed Head Start)

**Your Details**

<b>First Name</b>	<b>Middle Name</b>	<b>Last Name</b>
<small>* must provide values</small>		
<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>

<b>Phone Number</b>	<b>Email Address</b>
<small>* must provide values</small>	
<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>

<b>Residential Mailing Address</b>	<b>Unit/Apt. #</b>
<small>* must provide values</small>	
<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>

# Common Questions & Answers (CCA-KS FAQs)

**Are there any requirements for how the payment may be spent?** No. The one-time payment is intended as an acknowledgement of your hard work and dedication as a child care professional. You may spend the bonus payment as you see fit.

**Is this taxable income?** Yes. The bonus payments are taxable income, and you will receive a form 1099 from the State of Kansas. We recommend talking to tax professional about how this affects you individually, as we do not give tax advice.

**Will this payment go to me or to my supervisor?** Payment will go to the individual who is eligible for the Child Care Workforce Appreciation Bonus. Each individual worker must apply in order to receive the payment. Supervisors and facility owners/administrators are not authorized to apply on behalf of individual workers.

**Does licensing compliance history impact eligibility?** No, licensing compliance history does not impact eligibility for the Child Care Workforce Appreciation Bonus and child care licensing surveyors are not involved in the approval process. Please refer to the eligibility requirements.

**More information and the full FAQ document is available online at <http://www.ks.childcareaware.org/>.**

# Challenges & Ongoing Solutioning

- Applicants need assistance with the online application, filling out the W-9, and/or providing other required information (incomplete applications and documents such as the W-9).
  - CCA-KS grant navigators are available to assist applicants every step of the way. Navigators also work with the KDHE processing team to follow up on incomplete applications.
- Applicants are not verified as eligible in the KDHE child care licensing system of record (CLARIS) because employers/facilities have not submitted or updated information
  - Ongoing communication and contact with facilities has been in place since before launch to emphasize the importance of keeping child care workers/affiliates updated in the KDHE system.
    - Facilities can do this online via the Provider Portal or by mail. This is required by regulation.
    - Technical assistance (HelpDesk support) is available at KDHE.
  - Eligible workers that cannot be verified are notified and referred to their employer so information can be submitted, and the applicant can be verified so the application can continue processing.
- Workers applying and no longer working at time of verification (working at the time of application but not working at the time of verification/prior to payment being made)
  - Eligibility requirements clearly state individuals must be currently and regularly working.

## CCA-KS Grant Navigators

- **Phone**  
785.823.3343
- **Email**  
[grants@ks.childcareaware.org](mailto:grants@ks.childcareaware.org)
- **Chat**  
[www.ks.childcareaware.org](http://www.ks.childcareaware.org)



# Bonus Program Data (as of September 6, 2022)

- KDHE has **received 7,772 applications** as of September 6, 2022.
- KDHE has notified 90 applicants (0.01%) they are *potentially* ineligible for payment.
- The KDHE processing team has **completed and routed 4,729 applications** to fiscal for payment representing **\$11,316,250**.
- KDHE Fiscal has **dispersed/paid \$951,250.00** to applicants.
- CCA-KS has provided **technical assistance to:**
  - Child Care Aware of Kansas provided 2 prelaunch Child Care Workforce Appreciation Bonus webinars that were open to all eligible applicants. 804 participants attended the webinar presented on July 7, 2022, and 416 participants attend the webinar presented on July 9, 2022.
  - The CCWAB launched on July 18, 2022, and since that date, the Grant Specialists have responded to 1,655 chat requests.
  - During the last 30 days, Grant Specialists responded to 944 emails received on the Child Care Aware of Kansas grant email address specific to CCWAB.
  - The Grant Specialists and Navigators began providing individual TA for CCWAB incomplete applications beginning July 20, 2022 including 4,633 emails and 512 phone calls.



# Thank You & Questions





## Child Care Budget Tool

# Getting Ideas off the Ground

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Grant Applications



Expected start up expenses and future operating expenses



Licensed Home vs. Licensed Center



Value to communities

# Moving Communities Forward


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- Start up expenses and operating costs
- What type of facility
- Beyond the walls of a building

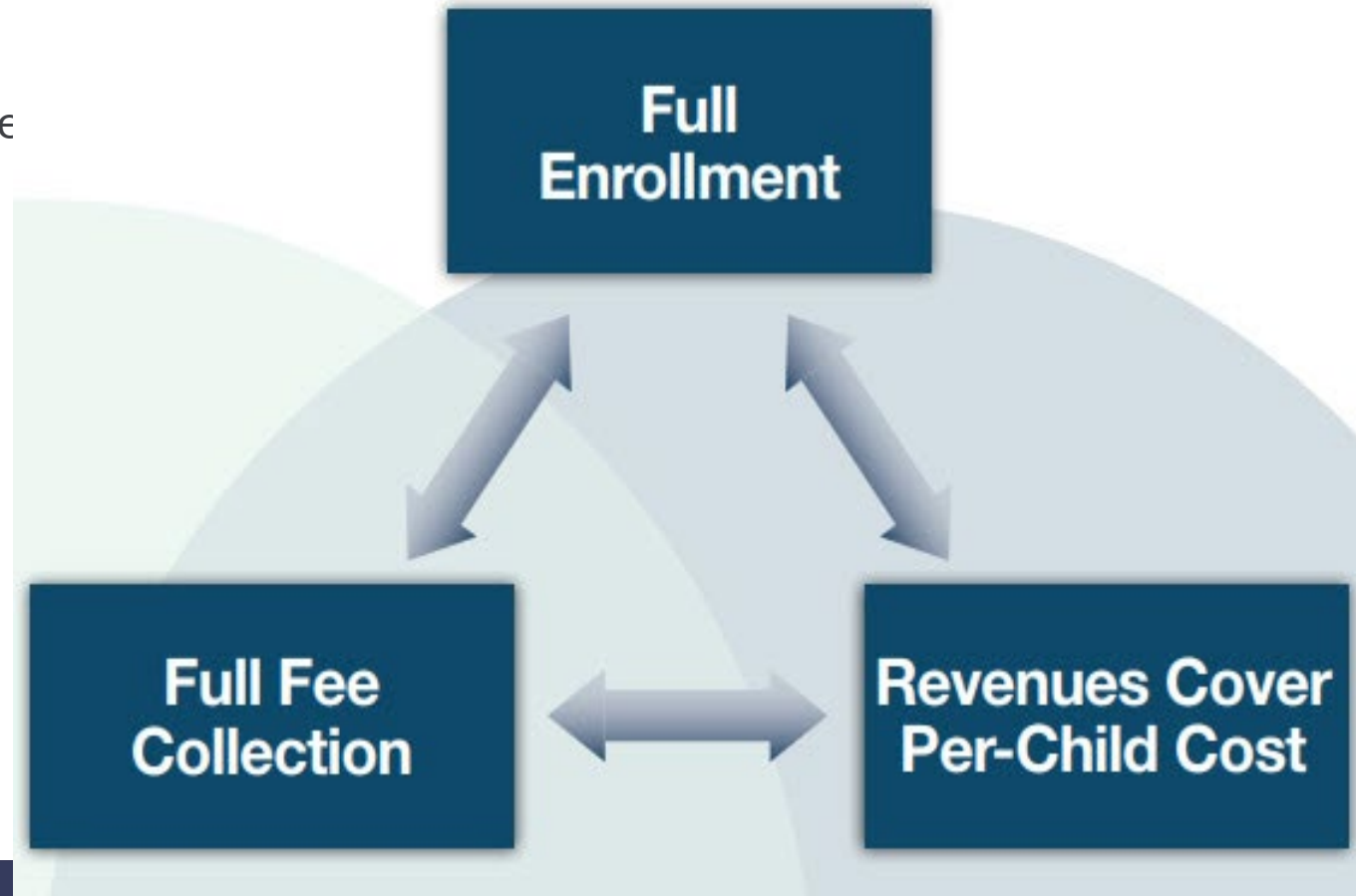


# Start Up Expenses

- Estimates
- Editable
- Flexibility and Ownership

 <b>Child Care Program Start Up Expenses</b>				*All expenses are estimated based on average products new purchase pricing at the time of update				
Updated 05/10/2022								
	Number of items	Cost per Item	Total Cost		Number of items	Cost per Item	Total Cost	
<b>Building Expense</b>					<b>Facility Equipment &amp; Furniture</b>			
Building Purchase	1	\$ 180,000	\$ 180,000		Fire Extinguishers	2	\$ 25	\$ 50
Building Insurance- annual expense	1	\$ 2,500	\$ 2,500		First Aid Supplies	1	\$ 100	\$ 100
Fence- *estimated based on size	1	\$ 1,200	\$ 1,200		Diapering			
<b>Total</b>			<b>\$ 183,700</b>		-Changing Table	1	\$ 150	\$ 150
<b>Appliances</b>					-Changing Pads	3	\$ 10	\$ 30
-Dishwasher	1	\$ 800	\$ 800		-Diaper Disposal Bin	1	\$ 30	\$ 30
-Refrigerator	1	\$ 2,000	\$ 2,000		Indoor Furniture			
-Washer/Dryer	1	\$ 1,500	\$ 1,500		-Crib/Pack N Play	3	\$ 100	\$ 300
-Range	1	\$ 800	\$ 800		-Nap Mats	10	\$ 20	\$ 200
<b>Total</b>			<b>\$ 5,100</b>		-Sheets for cribs/mats	10	\$ 5	\$ 50
<b>Office Expense</b>					-Table and Chairs	1	\$ 250	\$ 250
Computer	1	\$ 1,000	\$ 1,000		-Book shelves	1	\$ 100	\$ 100
Printer	1	\$ 500	\$ 500		-Toy storage/bins	1	\$ 500	\$ 500
Stationary (paper, stapler, paper clips)	1	\$ 50	\$ 50		High Chairs/Booster Seats	1	\$ 100	\$ 100
Desk	1	\$ 250	\$ 250		Kitchen Equipment/Supplies			
<b>Total</b>			<b>\$ 1,800</b>		-Small Appliances -microwave, toaster, air fryer, etc	1	\$ 400	\$ 400
<b>Housekeeping/Cleaning</b>					-Pots and Pans	1	\$ 100	\$ 100
Mop	1	\$ 20	\$ 20		-Serving Ware	1	\$ 75	\$ 75
Vacuum	1	\$ 200	\$ 200		-Utensils	1	\$ 30	\$ 30
Cleaner	1	\$ 50	\$ 50		Safety Gate/Safety Gaurds	1	\$ 150	\$ 150
Paper Products	1	\$ 50	\$ 50		Paper Towel Dispenser	1	\$ 40	\$ 40
<b>Total</b>			<b>\$ 320</b>		Outdoor Equipment			
					-Climbers	1	\$ 1,000	\$ 1,000
					-Playhouse	1	\$ 400	\$ 400
					-Mulch/Ground Cover	1	\$ 500	\$ 500
					Storage Cubbv	1	\$ 500	\$ 500

- Enrollment revenue
- Balancing Revenues and Expense
- Long Term Self Sustainability



# Budget Calculation

- Editable
- Estimated Subsidy
- Estimated Food Program

Ratios		Projected Enrollment	Weekly Rate	Weekly	Annual	Projected Food Program Reimbursement		
1:03	Infants	3	\$ 165.00	\$ 495.00	\$ 24,750.00			
1:05	Toddlers	2	\$ 165.00	\$ 330.00	\$ 16,500.00	Infants	3	\$ 3,607.50
1:09	Early Preschoolers	3	\$ 165.00	\$ 495.00	\$ 24,750.00	Toddlers	2	\$ 2,405.00
1:10	Pre-K	2	\$ 55.00	\$ 110.00	\$ 5,500.00	Early Preschoolers	3	\$ 3,607.50
1:12	School Age	3	\$ 55.00	\$ 165.00	\$ 8,250.00	Pre-K	2	\$ 390.00
	Child Care Subsidy slots*	2	\$ 165.00	\$ 49.50	\$ 2,475.00	School Age**	3	\$ 585.00
	Other	0	\$ -	\$ -	\$ -	Child Care Subsidy slots	2	\$ 2,405.00
				Annual	\$ 82,225.00	Other	0	\$ -
				Weekly	\$ 1,644.50	Annual		\$ 13,000.00
	Vacation Weeks (If Unpaid)	2		Monthly		Monthly		\$ 1,083.33

\*Do not count Child Care Subsidy Slots in weekly fee age slots      \*\*School age is only calculated at one snack per day

Salary Expense					
Salaries Based on Full Enrollment			Salaries Based on Projected Enrollment		
# Teachers	Salary	Hourly Wage	# Teachers	Salary	
1	\$ 32,000.00	\$ 16.00	1	\$ 32,000.00	
1	\$ 28,000.00	\$ 14.00	1	\$ 28,000.00	
2	\$ 4,000.00	\$ 8.00	2	\$ 8,000.00	
				Annual Salaries*	\$ 68,000.00
				Monthly Salaries	\$ 5,666.67
			8%	Payroll Tax Expense	\$ 5,440.00
			10%	Employee Benefits	\$ 6,800.00

Annual Cash In		
% of Income	Cash In	
61%	Projected Enrollment Fees	\$ 82,225.00
10%	Child Care Subsidy*	\$ 14,025.00

Start Up Expense Est.    **Group\_family Calculation (2)**    Group\_family Budget    Center Calculation    Center Budget

# Budget Template



## Kansas Group/Family Child Care Program Budget Template

Modeled from the Child Care Aware of America Child Care Provider Budget Worksheet

Business Name:		Monthly Budget	Current Year _ / _ /20__	%	Next Year _ / _ /20__
<b>REVENUE AND SUPPORT</b>					% increase
Revenue	Child Care Fees:				5%
	Parents Pay	\$6,852.08	\$82,225.00	59.8%	\$86,336.25
	Subsidy Pay	\$1,168.75	\$14,025.00	10.2%	\$14,726.25
	Food Subsidy Program	\$607.29	\$7,287.50	5.3%	\$7,651.88
	Early Head Start	\$0.00	\$0.00	0.0%	\$0.00
	Registration Fees	\$0.00	\$0.00	0.0%	\$0.00
	Activity Fees	\$0.00	\$0.00	0.0%	\$0.00
Support	Foundation and Corporate Grants	\$0.00	\$0.00	0.0%	\$0.00
	United Way	\$0.00	\$2,000.00	1.5%	\$2,100.00
	Contributions and Donations	\$0.00	\$2,000.00	1.5%	\$2,100.00
Other	Events and Fundraising	\$0.00	\$30,000.00	21.8%	\$31,500.00
	Interest	\$0.00	\$0.00	0.0%	\$0.00
	All Other	\$0.00	\$0.00	0.0%	\$0.00
	<b>TOTAL INCOME</b>	<b>\$8,628.13</b>	<b>\$137,537.50</b>	<b>100.0%</b>	<b>\$144,414.38</b>
<b>EXPENSES</b>					
See Calc	Payroll	\$5,666.67	\$68,000.00	55.9%	\$71,400.00
	Payroll Taxes	\$453.33	\$5,440.00	4.5%	\$5,712.00
	Employee Benefits	\$0.00	\$6,800.00	5.6%	\$7,140.00
	<b>Subtotal Personnel</b>	<b>\$6,120.00</b>	<b>\$80,240.00</b>	<b>66.0%</b>	<b>\$84,252.00</b>
	Food	\$800.00	\$9,600.00	7.9%	\$10,080.00
	Transportation	\$250.00	\$3,000.00	2.5%	\$3,150.00

- Editable
- Annual Income vs. Expenses
- Review business needs
- Determine future budget needs





# Questions?

We welcome your suggestions!

Contact us



Toll Free: 1-855-750-3343

Website: [ks.childcareaware.org](http://ks.childcareaware.org)

Email: [info@ks.childcareaware.org](mailto:info@ks.childcareaware.org)

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# All In For Kansas Kids



Career Pathway Update

Hannah McGahey



# What's Changed?

- Removed levels 8 and 9
- Alternative levels end at 5
- Added pre-professional level
- Removed CofM from Phase 1 Career Pathway
  - Future planning efforts
- Added alignment to existing credentials



# Related Systems Work

- Core Competencies
- Career Opportunities/Career Guide
  - Development of artifacts and resources for release

Career Pathway



# Next Steps

- Strategy sessions with partners
- Professional learning inventory
- Ongoing PDIT collaboration
  
- Thank you!
  - [hmcgahey@ksde.org](mailto:hmcgahey@ksde.org)

Career Pathway



# CHILD CARE LICENSING FEEDBACK REQUESTED

- Kansas Department of Health and Environment (KDHE) Child Care Licensing is proposing amendments to K.A.R. 28-4-114, Applicant; licensee
- Written comments encouraged and accepted until October 28, 2022 at 5 pm
- <https://www.kdhe.ks.gov/280/Child-Care-Licensing>
- Webinars scheduled for licensed home providers
  - Thursday, September 8, 6:00 pm – 7:00 pm
  - Saturday, September 10, 9:00 am – 10:00 am



# FAMILY VOICE

- Title V Community Readiness Assessment Survey
- Parents of young children, do you have what you need to succeed? Share your experience and be entered to win 1 of 250 \$100 gift cards. Your feedback will help build a stronger support system for Kansas families.
- Survey Link: [bit.ly/3CyvCH7](https://bit.ly/3CyvCH7)





# UPCOMING MEETINGS AND BRIGHT SPOTS

**\*\*Bright Spots – Panel members are invited to share\*\***

Upcoming Meetings (all via Zoom):

- Children's Cabinet and Trust Fund meeting – Friday, October 7, 9:00 a.m. - 12:00 p.m.
- Early Childhood Group meeting – Friday, October 7, 1:30-3:00 p.m.
- Early Childhood Recommendations Panel, Friday, October 21, 9:00-11:30 a.m.





# Adjourn

