



MARYLAND STATE CHILD CARE ASSOCIATION  
**Meeting Minutes for Thursday, December 13, 2022**  
 Virtua and In person I Board Meeting.

**Meeting Call to Order at 11:30 a.m.**

Board Members		Chapter Representatives and Special Guest	
President --Marina Maier	X	Baltimore City—Jenn Dorsey	X
Executive Director-- Chris Peusch	X	Baltimore County—Lisa Dickenson	X
1 <sup>st</sup> Vice Pres.-- Vacant		Carroll County—Amanda Beacham	X
2 <sup>nd</sup> Vice Pres.-- Jennifer Dorsey	X	Carroll County—Angela Behegan	
Secretary-- Syretha Storey		Frederick County--Caroline Walker	
Treasurer-- Deb Kamplain	X	Harford County—Katie Young	
Immediate Past President—Vacant		Harford County—Karen Eisenhuth	
Business Rep—Barry Benesch	X	Harford County—Mary Jack	
Member-at-Large—Cathy Neville		Howard County—Randi Albertsen	X
Member-at-Large—Kate Gentry	X	PG County—Barbra Dubik	X
Member-at-Large—Audrey Pabs-Garnon		PG County—Deborah Williams	X
Member at-Large —Imani Angela Rose	X	MoCo County—Astrid Crookshank	X
Member-at-Large-- Bonnie Hendershot	X	Washington County—Kim Ritchey Headley	X
Member-at-Large-- Lavonne Taylor		Washington County—April Singleton	
President Emeritus—Charles Wainwright	X	Celebree Schools—Kristen Miller	
Anne Arundel County—Ruthie Claytor		Matthew Kraeuter, Frost Legal Team, Guest	

**Executive Director Performance Review**

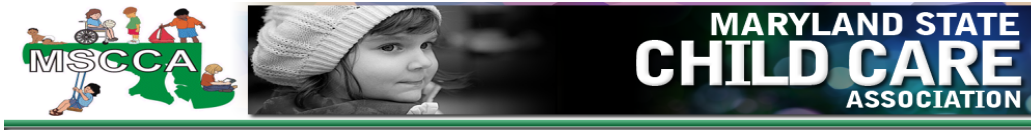
Chris Peusch was asked to leave to allow the Board to discuss the results of her Performance Review.

The President shared that there has been no pay increase for the Executive Director since before Covid. Discussion about what was given before Covid and what can the board afford this year to recognize hard work and retain Chris in the position.

**Treasurer’s Report** Review P&L is negative because we have not collected dues yet, and have paid expenses for both MNay and October Conferences. Bar graph was shared and reviewed with the trend line showing an overall increase in income from 2011 to 2022. 2018 was the biggest May conference and largest membership. With Covid membership decreased by 50% and membership stayed down in 2021 due to Covid restrictions in the Centers.

Recovery from Covid by the end of this year with the second largest conference and increasing membership.

Reviewed history of raises for Executive Director (ED) since 2014 6% raise no raise '15 and '16.  
 2017 - 18% increase when the position went full time.  
 2018 15% raise,  
 2019 3%



2020, -5%

21 and 22 no raise.

Discussion that minimum increase for the ED position has not been maintained.

### **Executive Director Performance Review Continued**

Evaluation - only half returned. Overall: 70% excellent, 30% very good.

MOTION 1 was made to give ED no less than a 6% increase in 2023. which comes to about \$4-500 per month.

Discussion of the maximum we can afford in order to make sure to retain Chris in the position and ways to adjust expenditures of the 2 Conferences if membership income falls short. 2023 Membership invoices are being sent out now.

Discussion of creating a bonus structure for ED based on income from conference & membership

MOTION 1 was amended to give the Executive Director a 15% increase Jan 1, 2023. MOTION 1 PASSED

MOTION 2 The new finance committee will create a bonus structure for the Executive Director in place by the end of Feb.

Discussion about reimbursing Executive Director's personal expenses, travel allowance. The finance committee should find a way to pay for Executive Director expenses.

MOTION 2 Addition - The finance committee should also review the way that personal expenses are covered to make sure the Executive Director is properly reimbursed.

Discussion: There is a line item for travel and meeting expenses, we just need to make sure that the expenses are submitted. MOTION 2 PASSED with Addition (One Opposed)

MOTION 3 - End the Executive Personnel Review part of the meeting move on to rest of the meeting, All Approved MOTION 3 PASSED,

Chris P. invited back to the meeting and informed of the upcoming Pay increase. Brief pause in meeting, Lisa D collecting members willing to serve on Finance/Budget committees, please email Lisa if interested.

Back in session -Announce to Chris a 15%, Plus the finance committee will review a bonus structure in addition to raise. Round of applause for Chris.

President shared that this is the last meeting of the current board, with a new board as of January.

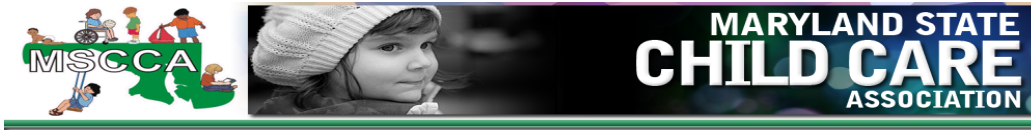
Appreciation gifts (leadership appreciation certificate read by Lisa) for outgoing board members were distributed: Imani, Kate G, Lavonne T, Cathy N. Audrey P,

### **Minutes:**

Sept to November minutes still need approval.

Concerns were raised that some of the discussions were not captured in September and October minutes.

MOTION 4 - Table minutes from Sept, October and November 2022 until the secretary old and new can review recordings and update the minutes to better reflect the discussions. MOTON 4 PASSED



## **Treasurer's Report - completed earlier**

### **By Laws and Nominating**

Committee met last night with Matt Kreuter from Fros Legal team and reviewed the Bylaws, cleared up some questions. committee will be moving some items out of the ByLaws and into a Policies and Procedures manual in the new year. Chris sent out the revised draft. and we are tasked to get that back by the 16th for approval by the Board and then the revised ByLaws will be sent out to the General Membership for Approval.

Nominations and Elections are done, the new board received letters of welcome, meeting schedule and new member orientation date.

### **Legislative Task Force, Public Policy & Program Oversight and Regulations**

MSDE - still waiting on formal announcement of who hired to replace Hicks.

NEW HB 1100, employee bonuses, Chris P emails MSDE Justin Dayhoff to inquire about how many applied and when funds will be distributed. No final count, but thousands applied. Award letters going out soon, but not to expect payments before mid January. .

HB 995 - moving forward with CLASP and equity review of CCS. Prioritizing needs for providers and parents. Awaiting report from CLASP. CCS paying 2 weeks ahead now, they are working on the pilot of presumptive eligibility program. - MSCCA advocacy worked to pass this bill

HB 993- Child Care Capital Support Revolving Loans - app closed Nov 17, 2022. will reopen again in spring. Awaiting data and eligibility and awards.

Sen Washington reached out to connect MSCCA to the Sherman Foundation to collaborate on potential workforce legislation/advocacy. We are waiting on an outline from them, meeting this thursday. teacher of year presentation (preschool teacher this year), along with other presentations. Apprenticeship info will also be presented.

HB 597 - delegate Kelly Legislative efforts to amend HB 597 to add director qualifications to the bill to make hiring easier. if passed, July 1 effective.

Del Solomon and partners, Latina CCA, Family Child Care, Montgomery Moving forward, MFN. Support Alternative Certification programs for community based and family child care. Right now they can not participate in Universal PreK. They want to add in Bachelors degree and provisional and then be able to qualify. MFN looking to put in legislation for steps toward universal PreK. Our goal is to keep the tax credits and scholarships , and get money for Infants and Toddlers.

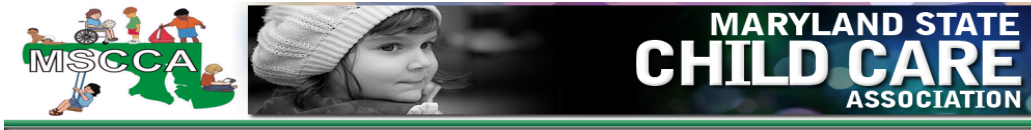
Maryland Rebuilds - awaiting grant announcement. Deadline extended twice, now MSDE updated to all applicants, now they are just beginning to review applicants with notifications by end of Jan.

Local Management Board - to partner in Calvert CO. provide memberships to MSCCA as a way to support the Child Care centers. Will distribute 2022 applications, so if those go through that will be at last year's rates.

Prince George's - Greenbelt zip Codes- They can only fund grants to assist families with CCS that don't meet other qualifications - looking for additional money for Child Care, like WPA from MoCo.

State ECAC - Next mtg Feb 1, 10-3

Local ECACS -



Imani - Baltimore City management board gave the Local ECAC an award , preparing for a retreat in Jan. Funding is big concern for city ECAC, Grants funded much of what they do so now they need another source of funds. Our school system is not so excited to get 3's as well as PreK. If counties are having meetings for Blueprint, please attend so we can represent. The school systems will make it work for them, which may not work for Child Care.

We have not seen any changes in the Blueprint regarding apprenticeship and experience for students. The schools want their PreK and teaching classes, but are no longer giving the 90 hr certificate.

Randi - Howard Co - November mtg conflicted with NAEYC - has been meeting with Amy Raymond, about the blueprint and what Howard county is doing and how HCPS can support local providers.

HCPS is moving half day PK to Full day, which does not increase slots, so they do not have capacity. Focusing on providers to move up in EXCELS. Need to get the County govt on board.

OCC advisory committee in Feb - in agenda.

EXCELS bonuses continue on levels they are supposed to be doing it.

ECRAC - Final recommendations being reviewed by ECRAC and will be submitted to MSDE for 2022 review, awaiting final recommendations to share.

ECE Workforce - Final recommendations are supposed to be sent to MSDE leadership for review. - Chris did send out draft recommendations to membership, adding feedback from stakeholders, still editing, then we can use that to put into legislation. Pending.

Oversight and regulation - Listening Session - Chris will share, slides are interesting, important to keep these slides on file. MSDE will share potential regulation changes with OCC Advisory Council for feedback before they are sent to the Board of Ed, not expected until Apr 2023

Family Engagement coalition - Meets Dec 19 , Chris requested if anyone can attend this at 1 pm, if available. Chris can only do the first half.

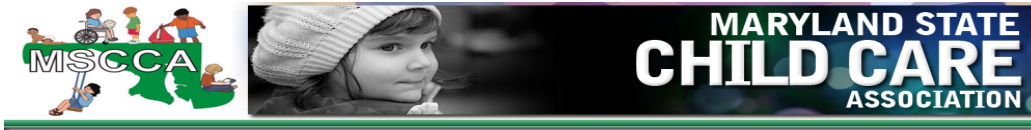
PDC - CBTS registration work is being completed, RFP's plugged in to the sessions, For registration platform - meeting tomorrow with CVENT. Keynotes confirmed - MSDE panel, Vincent Nunes, Seldon Eakins, Gerry Brooks. Planning for conference approval submission to MSDE and registration platform launch by end of Dec 2022. Marina - offered to share centerpieces from her center for Sat Captains dinner.

Membership outreach - UP 10%

National Child Care Association - National calls once a month on Wednesdays with NCCA and Jacob Stewart Director of State Govt Relations at Early Care and Education Consortium - Federal updates, no budget for the CCBDG, they are talking about more Child Care compensation.

### **Chapter Reports**

Baltimore Co - Amanda met to discuss how Carroll co membership has dwindled, talked about combining meeting times with Baltimore and Carroll - would two counties still get independent votes at board meeting. IF formed into one chapter, they would get one vote. They just want to combine efforts, they want to meet jointly, if they have two applications, they would have two votes. Combining efforts for meetings is fine, as long as they are still separate chapters.



Orientation and welcome luncheon for new Board members - Jan 19 -

Jenn has requested chapters submit chapter applications and schedules to post online.

Balt City Chapter has been taken over by Joanne Jamison and Annie Raines.

Balt County chapter - Schiavonne Matthews from MSDE CCS there at the meeting, wants to partner with us, and can attend other chapter meetings. Getting new leadership together for Balt County.

Chamber of Commerce - Jenn looked into hers and joined her Chamber - \$250 for a year. Chris suggest we look into reimbursing this expense. Jenn spoke with Adam from Celebree, he asked how he is getting paid, talked about doing a county membership video, getting something out there. Chris to talk to Ritchie about paying for Balt County membership video on 22nd

Prince Georges county chapter - last month meeting with Steven Green, to see what is expected from Children in K, He's willing to work with providers form PG

Bonnie H - will schools take 3 yr olds too? Yes for those at risk 300% of fed poverty level or IEP, any at risk.

### **New Business**

Incoming President - would like to start January with a full board we currently still have 2 vacancies

President can recommend and the board then approves any proposals.

MOTION 5: Propose Kim Ritchey move up from Member at Large and move to Treasurer. Kim agreed. Vote taken. MOTION 5 PASSED Kim should sign a new responsibility form for the treasurer position.

MOTION 6: Propose Cindy Webb move from Alternate Member at Large to Secretary, Cindy W agreed. Since votes cast, vote not completed, more discussion regarding all the possible candidates.

Discussion that experience on the board first would be helpful for the Secretary position. ByLaws read to check qualifications for Exec Board positions, and prior experience on Board is not a requirement for Secretary

MOTION 7: Propose Astrid to take Kim's Member at Large spot. NO VOTE

Astrid declined Member at Large, already having a position on the board representing MoCo Chapter.

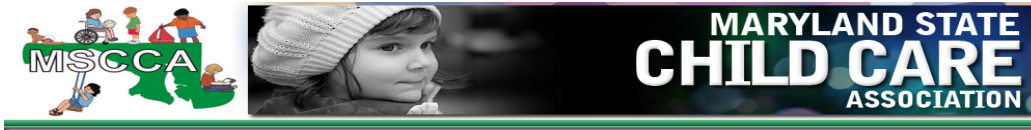
Discussion that the Alternate Members At Large positions were created to help in these situations.

Recommendation made to look at those who were nominated for Member at Large and who accepted that position to move them up. Discussion whether an Alternate could be moved up, without any ByLaw guidance yet for the new position.

MOTION 6 TABLED regarding Secretary position

Discussion: Imani ran for Member at Large and was the next highest vote receiver and expressed she is willing to stay on board. Recommendation made that Astrid move to Secretary due to experience on the board.

Continued discussion of whether to move a newly elected Alternate to an executive board position, or someone with experience on the board. Who should be moved into the open Member at Large position, a newly elected Alternate or the next highest vote receiver for Member at Large. Note, the new Alternate positions are intended to fill any vacancies, but current ByLaws do not yet include this position.



MOTION 6 WITHDRAWN to move Cindy W to Secretary.

MOTION 8: Propose Astrid assume Secretary role temporarily. One Abstain. MOTION 8 PASSED

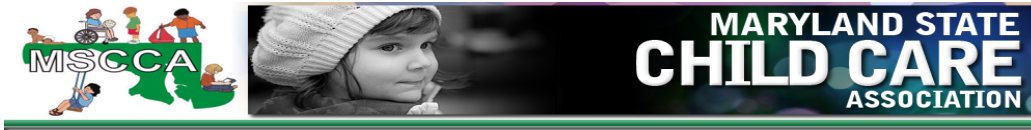
MOTION 9: Move Imani to the alternate MaL - pending confirmation of her having next highest votes for MaL..

MOTION 9 PASSED

Meeting adjourned 2 pm

**FOLLOW UP NOTES TO MINUTES:**

There was confusion in the conversation regarding filling the vacant Member at Large position, who ran for which position and what the ByLaws cover at this time. It was confirmed that Imani ran for Member at Large, and was the next highest vote receiver for that position in the general election. After reviewing the ByLaws the incoming and outgoing Presidents recommended that Imani Rose of Joshua's Place (Baltimore City) be approved as the final Member at Large position to serve for the 2023-25 term. This MOTION was sent by email Jan 5, 2023 for Board Approval.



## **Nominations and Elections**

Discussion led by Barry Benesch

The nomination committee presented the proposed ballot. It needs to be distributed Friday, September 16, 2022

Discussion about alternate members-at-large. These elected persons will step into the role if the member-at-large position is vacated. The alternate member-at-large would not have a vote before officially assuming the role of member-at-large.

Discussion about how vacant positions are filled.

Discussion about the ballot and exclusion of nominated persons. Barry explained that the committee decided to exclude nominees that did not submit the required documents.

The motion to extend the deadline for nominees to submit required documents and be included on the ballot did not pass. Nominated member Gentry requested that her name be removed from the ballot.

The motion to accept the slate (with the removal of Gentry) was passed. The slate will be emailed out to the membership for voting.

The motion to include two alternate member-at large passed.

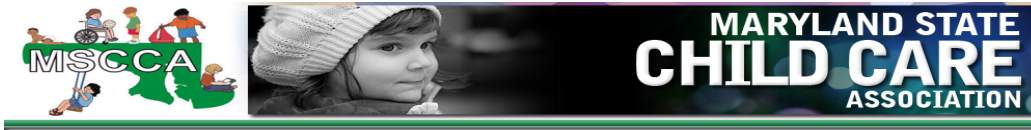
## **Financials**

Discussion led by Charles Wainwright.

Motion to accept financial report passed.

## **Legislative Task Force**

- Steven Hicks Resigned
- Bills
  - [House Bill 1100](#)– distributing specified bonuses for childcare providers and employees.
  - [Child Care Capital Support Fund](#): provide no-interest loans for capital expenses to child care providers who are licensed and participate in MSDE's Child Care Scholarship Program.
  - Additional ARPA Money is still available
  - Health Human Services Provided 30 million to be used for compensation



- [Maryland Rebuilds Grant](#): grant opportunity designed to support the state's child care system utilizing federal funds to stabilize, strengthen, and sustain the child care system and mitigate the impact of the COVID-19 pandemic. MSCCA will apply.
- [Therapeutic Child Care Program Grant](#): provide funding for non-profit, health/medical-based child care in coordination with early education services to children with medical/special needs requiring specialized care.
- **State ECAC Meeting**: Held August 25th. Baltimore City ECAC presented (Imani Angela Rose). Gave a review of their work. They will do more collaborative work.
- **AAC ECAC**: Held an Early Public Summit. The meeting was well attended. Discussed early childhood population challenges and opportunity gaps. Small Group Discussions: Healthy Beginnings, Healthy Development and Child Care.
- **OCC Advisory Council Committee (Virtual) Meeting** November 17<sup>th</sup>. Send agenda items to Chris Peusch. A board meeting reported on struggles with scholarship payments and requested that this be discussed at the OCC Advisory Council Committee meeting. Chris asked that the board member email her concrete examples to share. [CLASP: Center for Law and Social Policy](#) is working with MSDE on this issue so that MSDE complies with [HB995](#). MSCCA can also run another survey to get new data.
- **EXCELS and Accreditation**: Randi Albertsen asked about accreditation orientation. A program reported to her that MSDE's messaging was that if a program is having staffing issues that they delay accreditation. This is as funding issues for programs. This should be added to the OCC Advisory Council Agenda. Chris suggested that we collect data.

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