

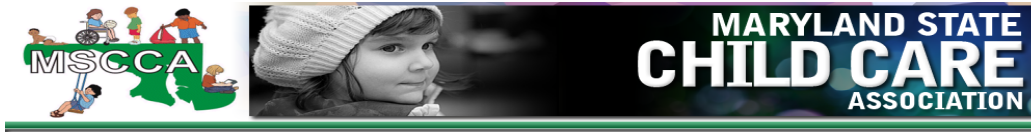
MARYLAND STATE CHILD CARE ASSOCIATION  
**Meeting Minutes for Thursday, November 17, 2022**  
 Virtual Board Meeting.

**Meeting Call to Order at 1:05**

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		Carroll County—Angela Behegan	
Secretary– Syretha Storey		Frederick County—Caroline Walker	
Treasurer– Deb Kamplain		Harford County— Janelle Schmidt	X
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	
Member-at-Large—Kate Gentry		PG County—Barbra Dubik	
Member-at-Large—Audrey Pabs-Garnon	X	PG County—Deborah Williams	X
Member at-Large—Imani Angela Rose		MoCo County—Astrid Crookshank	
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	X		

**New Business**

- Chris Peusch discussed concerns about the overlap between board roles and ED rules. Specifically, oversight of committees, disregard for her directions, and day-to-day operations.
- Barry Benesch spoke about the functioning of committees and the need for a more explicit definition of oversight. What is the overlap between the committee chair and ED/oversight?
- Jenn Dorsey (2023 President) spoke about her conversations with board members during her transitions. She expressed that some internal issues stem from operating within the confines of COVID-19. She expressed concerns about the sustainability of the organization. Jenn expressed concern about the inconsistency of Robert’s Rules of Order. Jenn also expressed concerns about the likelihood of a single-point failure due to Chris Pausch’s steep institutional knowledge.
- Chuck Wainwright reminded everyone that there is an ED job description. The board needs to do better about taking accountability for reading and acting as needed when financial documents are shared.
- Lisa Dickenson discussed concerns about the lack of an attrition plan for the ED position.
- Chris Peusch expressed concerns about the shifting nature of these conversations as they do not align with her experience as the ED of the board. She’s asking for more direct communication. She feels slighted by the current approach to board communication.
- Ruthie Claytor has expressed concerns about the amount of work assigned/assumed. It is not sustainable. We must look at shifting some of the responsibilities.



- Chris Peusch suggested that more well-defined job descriptions are needed for board members. She needs more autonomy to be successful. She is concerned that the bylaws must still be prepared for the new board to review. Chris also expressed her concern about the undercurrent of board conversations.
- Ruthie Claytor summarized the discussion by saying there needs to be a chain of command that clarifies the roles of Committee Chairs and ED.
- Motion to keep Chris as ED under the current job description passed.
- The 2023 board may want to review/revise the ED job description.

#### **Minutes:**

- Minutes were approved with noted changes.

#### **Treasurer Report**

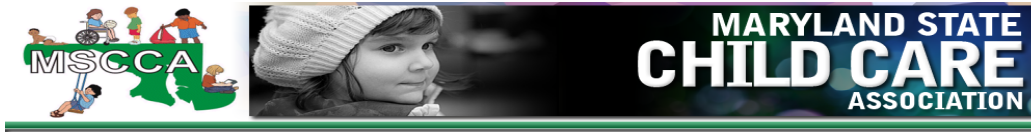
There was a security breach. Chuck will send out the report after the new bank accounts are established.

#### **Bylaws**

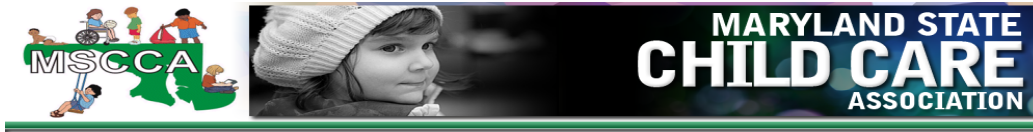
We need to clean up the bylaws before the new year.

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

- HB 1100 Employee Bonuses are open through November 30th. Providers expressed concerns about MSDE's interpretation of HB 1100. MSDE stated that programs must enroll at least one scholarship child to be eligible. MSCCA contacted the governor's office, legislators, and the bill's sponsor. Randi and Howard County Chapter, Lisa and Baltimore County Chapter, and Syretha shared our message on Director's FB page to write emails to a list of people to express concern and frustration. MSDE backtracked and changed the interpretation to any program participating in EXCELS at level 1, or higher staff will be eligible, which broadened the eligibility. Funding is first come, first serve and will go quickly. Please be sure all apply for the different pots of money to support child care!
- Superintendent Choudhury sent a letter to child care industry apologizing for the child care scholarship system breakdown and making important, necessary changes to benefit children, families, and child care community
- HB 995 is moving forward with CLASP and equity review of Child Care Scholarship application and prioritizing needs for providers and parents- awaiting CLASP report based on their research in MD.
- IECMH Framework shared with MSCCA Board for feedback. Grants were available and shared over the summer. More grants will be available in 2023. It will be continuously funded at \$6 million a year.
- HB 725 Therapeutic Child Care Grant Program Establishment – MSDE moving forward and shared opportunities with stakeholders
- HB 993 Child Care Capital Support Revolving Loan- application extended to Nov. 18 and FAQ and roundtables with MSCCA to introduce- distributed through Dept. of Commerce completed in partnership.
- Critical workforce issues continue- MSCCA new survey- Chris and Syretha worked on and distributed at Symposium. Share results from the Symposium survey and distribute them to our membership.
- Public Policy-MSCCA efforts for 2023:
  - Legislative efforts to amend HB 597 regulations for staff qualifications to include directors



- Alternative pathways to certification for child care
- Seat on state board of education for child care/early childhood
- Support advancement and steps toward universal child care in MD.
- AIB hearing and panel testimony-Chris assembled an expert panel, and we all testified on the draft recommendations of the Blueprint's Accountability Implementation Board- submitting written testimony – Chris' testimony was distributed.
- Maryland Rebuilds Grant opportunity- MSCCA review of our Priorities Agenda to find alignment with opportunities for MD. Rebuilds Grants. MSCC partnered with both Family Child Care Alliance and Johns Hopkins IDEALS on the submission of three grants. Randi A and Syretha S were instrumental experts representing MSCCA along with Chris P in assisting in grant writing and collaboration. Both grants have been submitted, and MSDE states that grant awards will be announced in early December or before. One grant was on workforce development, one was on building quality child care, and one was on new accreditation support under a shared service model in partnership with the Family Child Care Alliance (boosting family children). MSCCA was also asked for numerous letters of support and provided to partners.
- The local Management Board in Calvert County asked for a partnership with MSCCA to support paying for memberships for 2023. Motion to allow them to pay 2022 rates passed.
- Prince Georges County Greenbelt local city government reached out to MSCCA about the city of Greenbelt's child care providers funding of 500k for enrollment of children to child care- I am scheduling a meeting with interim Assistant City Manager Debi Sandlin for this month to see how MSCCA can assist.
- Western Maryland leaders reached out to partner with MSCCA in 2023 and Frostburg College.
- University of Maryland College Park reached out to MSCCA for feedback on the curriculum and Rebuilds Grant.
- State ECAC: A meeting was held on October 28, 2022, from 10 am to 3:00 pm. Chris P participated as a council member- reports from the MD Rebuilds Grants team, Judy Centers, and Maryland Public Television initiatives – the afternoon was breakout sessions on priorities to review and determine recommendations. I was on the workgroup's three new priorities, where we discussed equity for child care, workforce barriers, and more.
- OCC Advisory Council: Next meeting is November 17, 2022, at 10:00 am virtual only. Agenda, May minutes, and Branch reports shared with Board.
- Maryland EXCELS and Accreditation: New EXCELS bonuses based on Blueprint funding and codified in law.
- Early Childhood Research and Advisory Committee: Final recommendations are being reviewed by ECRAC and will be submitted to MSDE for 2022 review. Chris will share the previous draft and will share updates when available.
- ECE Workforce Workgroup and ECE Collaborator: Final recommendations include a substitute registry, a service commitment for CCCPDF to increase to at least 20 hours per week in child care, and many ideas from higher education, equity lens, and alignment of competencies and experience for credit. The draft has yet to be approved, so unable to share it yet.
- Blueprint and Pre-K Expansion Grant: Accountability Implementation Board – see draft recommendations and see testimony
- MSCCA will meet with Compass and Delegate Solomon and partners to move forward with ideas shared in public policy.



- OCC Advisory Council subcommittee submitted recommendations to change regulations to include Family Child Care in nonpublic nursery schools as step-in equity for pre-k.- regulations not shared with OCC Council, and MSCCA took lead in testimony at the state board meeting for HB 597 on staff qualifications and family child care proposed reg issues. Regs have yet to make it to AELR. However, we flagged Senator Elfreth on this issue. Still awaiting feedback about regulation changes.
- **Professional Development Committee**- MSCCA Hybrid Leadership Symposium, “Stay in Sync: Stronger Together”-Thursday, October 27, 2022, at the Double Tree Hilton Columbia a success! Over 200 attended, and great feedback from attendees. Thanks to all PDC and the Board for your help and support. We will have more info on revenue by end of the year. PDC is working on Conference by the Sea 2023 – see our Save the Date! RFPs distributed, and the goal is to launch registration by end of 2022.

### **Membership**

- MSCCA membership is up 9% from 2021.
- Motion to increase advocacy fees to \$150 (50 capacity+) and \$100 (-50 capacity) passed.

### **Nex Meeting**

Discussed date/time, annual charity drive, and holiday celebration.

### **Chapter Reports**