

Approved May 5, 1991
Date

MINUTES OF THE HOUSE COMMITTEE ON FEDERAL AND STATE AFFAIRS

The meeting was called to order by Representative Kathleen Sebelius at
Chairperson

1:30 ~~xxx~~/p.m. on Friday, March 8, 1991 in room 526-S of the Capitol.

All members were present except:

Representative Douville - Excused

Committee staff present:

Lynne Holt - Kansas Legislative Research Department
Mary Galligan - Kansas Legislative Research Department
Mary Torrence - Office of the Revisor
Connie Craig - Secretary to the Committee

Conferees appearing before the committee:

Nancy Lindberg, Assitant to the Attorney General, Kansas
Kathleen Brady-Mowrey, Attorney General's Day Care Committee
Julene Miller, Deputy Attorney General
Chris Ross, Acting Director, Child Care Licensing & Registration, KDHE
Shirley Norris, KAEYC
Dr. Charles Dodson

Chair Sebelius announced that the meeting would start with Representative Jeff Freeman's request for bill introduction.

Representative Freeman asked the Committee to introduce a bill relating to the Secretary of Wildlife and Parks concerning issues of hatchery bonds and stamps. He also asked the Committee to introduce legislation similar to a bill Representative Roy sponsored two years ago, and passed the House, but died in a Senate Committee concerning highway construction and the issuance of incentives for completing jobs on time.

Representative Ramirez moved that Representative Freeman's two requests for legislation be introduced. Representative Long made a second to the motion, which passed on a voice vote.

Representative Edlund moved to introduce legislation concerning recall. Representative Rock made a second to the motion, which passed on a voice vote.

Representative Edlund moved to take hypnotic exhibition out of the criminal statute. Representative Krehbiel made a second to motion, which passed on a voice vote.

Chair Sebelius explained that Representative Wagnon would like legislation that is similar to, and already exists in 38 states, a model act dealing with deaths of children when there is suspected abuse in a child's death, and an automatic state investigation to occur to determine cause of death to the child.

Representative Baker moved that Representative Wagnon's request for legislation be introduced concerning investigation of a child's death where there is suspected abuse. Representative Rock made a second to the motion, which passed on a voice vote.

HB 2330, HB 2331 and HB 2332

Nancy Lindberg asked the Committee to support all three pieces of legislation on behalf of Attorney General Bob Stephan and his Day Care Committee. She presented testimony giving background and reasons for support of these three bills by saying that a state owned day care center helps reduce employee turnover, reduces employee absenteeism, improves the state's position in many other aspects, Attachment #1. She finished by saying that they would like to see the State, once a need has been shown, to go and find a facility, if it is not a state owned building, bid out for some firm to come in and run the center and the State would underwrite the costs of the rental and utilities. The money that the state employees would be paying would be to provide for the actual cost of the on-going child care center staff and materials.

CONTINUATION SHEET

MINUTES OF THE HOUSE COMMITTEE ON FEDERAL AND STATE AFFAIRS,
room 526-S, Statehouse, at 1:30 ~~xx~~/p.m. on Friday, March 8, 1991.

Committee Discussion on HB 2330:

1. In paragraph "d" of HB 2330 it says that child care centers pursuant to this section shall be financially self sufficient and talks about a sliding scale which is paid for by clients.
2. One Committee member pointed out that lines 26 and 27 of HB 2330 does not address the intent that the child care center be in a state owned building, the language about being in a private owned building should be stricken, so that the message is clear. If the state purchases a building for the child care center then the fiscal note is not zero.

Attachment #2 and #3 is written testimony from Cheryl Smith, founder of KIDS, Inc., in support of the three bills.

Kathleen Brady-Mowrey gave testimony in support of HB 2330, 2331 and 2332 that points to evidence of the need for the favorable passage of these three bills, Attachment #4. She included in her testimony is an outline of the five existing child care facilities serving state employees in Kansas.

Attachment #5 is written testimony from Joan Reiber asking the Committee to pass favorably HB 2330, 2331 and 2332, who could not be present before the Committee.

Julene Miller with the Attorney General's office explained to the Committee that there is a provision for the Secretary of Administration to adopt rules and regulations, so that there might be some instances where details in this area might be filled in by the Secretary of Administration in regards to opening up a facility. She then read from her written testimony, Attachment #6, urging the Committee to support the three bills.

Chris Ross presented testimony to the Committee in support of HB 2330, 2331 and 2332, and explained the three bills in detail. His testimony, Attachment #7, pointed out that Kansas Department of Health and Environment supports the passage of the three bills with recommendations for changes to HB 2330 and HB 2332 to improve and strengthen the bills.

Shirley Norris came before the Committee as a proponent having served on the Attorney General's Day Care Committee and as a representative of the Kansas Association for the Education of Young Children. She asked the Committee to support the three bills, Attachment #8.

Dr. Charles Dodson asked the Committee to support the three bills, but reminded the Committee that other similar legislation had been passed but has yet to be implemented. With that in mind, he added that phrases such as found in line 20 of HB 2332, "if the state agency determines it to be feasible..." leave cause for concern. His written testimony, Attachment #9, includes comparisons of other state legislation in regards to parental leave and child care assistance.

Committee Discussion:

1. One Committee suggested that a review of existing available state-owned buildings be mandated.

GUEST LIST

FEDERAL & STATE AFFAIRS COMMITTEE

DATE 3/8/91

(PLEASE PRINT)

NAME

ADDRESS

WHO YOU REPRESENT

NAME	ADDRESS	WHO YOU REPRESENT
James Lath	Ind Fed Medical Cent	AGis Office
Julene Madu	Topeka	A.G. office
Jeff Fry	Topeka	Fry
Stanley Lindberg	Topeka	AG office
Kathleen Brady-Horn	Lawrence	KUP
Chris Ross	KPHE	KPHE
Shirley A Norris	KAP 131 Greenwood	KAEVC
Charles Hodson	TOPEKA	KAPE



STATE OF KANSAS

OFFICE OF THE ATTORNEY GENERAL

2ND FLOOR, KANSAS JUDICIAL CENTER, TOPEKA 66612-1597

ROBERT T. STEPHAN
ATTORNEY GENERAL

MAIN PHONE: (913) 296-2215
CONSUMER PROTECTION: 296-3751
TELECOPIER: 296-6296

Testimony of
Nancy Lindberg
Assistant to the Attorney General
Before the House Federal and State Affairs Committee
RE: House Bills 2330, 2331, and 2332
March 7, 1991

On behalf of Attorney General Bob Stephan and his Day Care Committee I ask for your support of House Bills 2330, 2331, and 2332.

Almost three years ago Attorney General Stephan asked me to check into the possibility of having a child care center available for children of his office employees. Individuals on his staff had expressed to him many times how nice it would be to have quality child care at a convenient location to our office. Checking into this, I found that it would not be financially smart for the Attorney General's office to provide such a center.

So, Attorney General Stephan then asked me to check with other state attorneys general to see if they had statutory authority for state day care centers. In August, 1988, we heard from 38 states and found that 20 states had some form of child care provided for state employees. Many states found that a state owned day care center helps reduce employee turnover, reduces employee absenteeism, improves the state's

HOUSE FEDERAL AND STATE AFFAIRS

March 8, 1991

Attachment #1 - Page 1

ability to attract employees, improves employee attitude about his/her employer, positively affects work behaviors and improves the states image.

In the meantime, Governor Hayden appointed a Commission on Children and Families. I have attached a section of their report that I would like to highlight to you.

Having this information, Attorney General Stephan decided in January, 1989, to ask 13 legislators to join him in proposing bipartisan legislation that would have created one of the first state-sponsored day care centers for state employees. Those legislators were:

Rep. Bob Miller	Rep. Bill Reardon
Rep. Barbara Allen	Rep. Ken Groteweil
Rep. Ginger Barr	Rep. Katha Hurt
Rep. Nancy Brown	Rep. Kathleen Sebelius
Rep. Jim Lowther	Rep. Joan Wagnon
Rep. Jo Ann Pottorff	Rep. Donna Whiteman
Rep. Keith Roe	

The bill that resulted was House Bill 2451. It was referred to Pensions, Investments, and Benefits Committee. After a hearing and some discussion, the committee referred the bill to interim study but it did not get assigned to any of the interim committees.

Frustrated that the bill did not get into interim study, in August, 1989, Attorney General Stephan decided to appoint a committee of day care professionals to make recommendations. Today several of the committee members are present and I have a list of the members attached to my testimony.

The committee met monthly and finalized a package of several legislative initiatives. We reworked House Bill 2451

and along with the new issues, we were ready for the 1990 legislative session. This time the issue was in House Appropriations and a ridiculously high fiscal note had been estimated. It is my understanding that the interpretation of the bill had been that it would be a free fringe benefit for state employees. It was not voted out of committee.

The Day Care Committee continued to meet and rework the bills and that brings us to our 1991 legislative recommendations--House Bills 2330, 2331, and 2332.

House Bill 2330 opens the door to providing child care centers for children of state employees. It provides that the Secretary of Administration can establish child care centers to accommodate state employees. The provisions include:

- If center is in a state building, the rental fee and utility costs shall be waived.
- Operators are selected on the basis of competitive bids.
- Centers would have to be licensed by Health and Environment.
- Centers would have to meet accreditation requirements of the National Academy of Early Childhood Programs.
- Except for start-up costs the centers are to be financially self-sufficient.
- The state may provide for a sliding fee schedule based on employee's income or discounts for multiple dependents.

The initial cost to the state in setting up a center would be in assisting in the renovation of a facility and the operational start-up costs estimated at less than \$200,000. This would pay for such things as kitchen equipment and supplies, classroom furnishings, outdoor playground equipment, and personnel costs in setting up the center. A breakdown of

the costs to set up KanWork is attached to my testimony. It costs them \$168,304.35.

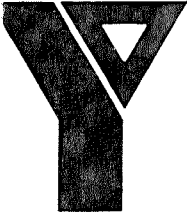
House Bill 2331 proposes that state buildings used for child care centers be made available at no cost. This bill would apply to centers on state university campuses. An example in this area: At K-State, the center is charged \$24,000 a year for rent; at KU, the charge is \$1.

House Bill 2332 proposes that when the state constructs, acquires, or receives as a gift any office building for state employees, or when additions, alterations, or repairs are made to existing state-owned office buildings which can accommodate state employees, the state should consider the incorporation of a child care facility.

Governor Finney has voiced her support for child care for state employees. I have attached two news clips for your review.

The economic impact that child care has on Kansas' current and future labor force depends on the attention we give it. State government cannot ignore its responsibilities in fostering policies and practices that improve the quality of work and family life of its employees. Child care is the kind of preventive program that is a good investment for Kansas' taxpayers.

We ask your support of these three bills. Thank you.



Downtown Branch
421 Van Buren
Topeka, KS 66603
913-354-8591

YMCA Mission:
To put Christian
principles
into practice
through programs
that build healthy
body, mind and
spirit for all.

Cost Summary
Renovation and equipping

Building & renovation Costs:	
Architect & Engineering fees	\$12,843.53
Outdoor play structure and play-ground preparation	2,817.01
Building renovation contract	95,714.75
Site preparation & permit	2,156.30
Less sales tax refund	<u>(3,749.16)</u>
Total Building & Renovation Costs	<u>\$109,782.43</u>

Equipment Costs:	
Toys, classroom aides, linens & initial supplies	\$13,240.73
Office equipment and initial supplies	2,161.01
Janitorial & kitchen equip. & init. supp.	1,617.32
Storage units, tables & chairs, cots, curtains and blinds	14,354.06
Major appliances (2-tv's, 2-vcr's washer/dryer, microwave)	3,235.00
Room partitions	1,185.00
Van	18,304.35
Fire alarm, intercom & phone	559.56
Less sales tax refund	(421.03)
Additional storage, chairs & toys	2,745.92
Bathroom dividers	640.00
Fence for additional playground space	900.00
Total equipment Costs	<u>\$58,521.92</u>
Total Spent	<u>\$168,304.35</u>

Where they stand on issues:

Here's how Republican Gov. Mike Hayden and his Democratic challenger, Joan Finney, stand on issues of concern to women:

■ DAY CARE

HAYDEN wants to study proposals to create day-care centers in public schools and for state employees.

FINNEY would establish a pilot day-care program for state employees covering children up to age 3. If the program is successful in Topeka, Finney would broaden the program to other parts of the state and to corporations.

■ GENDER BALANCE

FINNEY opposes a law guaranteeing better representation of women on state boards and commissions.

"I don't think there's any need for that," she said. "All they have to do is elect a woman governor."

"As women move more and more into the political arena, you're not going to have to legislate anything like this. It's just going to happen. And it is happening. Women are moving farther and farther up the political ladder."

HAYDEN also opposes the proposal but said he is committed to improving female representation.

■ SOCIAL SERVICE PROGRAMS

HAYDEN defended his proposals from last year to eliminate one state welfare program and reduce the Aid to Families with Dependent Children program to keep the state budget under control.

FINNEY said she would not cut welfare programs, which often benefit women and children, to bail out the budget. She maintained that if her tax plan is implemented, the state would have an additional \$200 million a year for education and social service programs.

The Star

9-17-90

Day care

What role should the state take in overseeing day care and perhaps providing day care and in providing it, how to finance that?

Hayden: We have in Kansas taken the aggressive position. One, we began two years ago to give major employers in the private sector tax credits for providing day care for their employees, the children of their employees. Two, we began the KanWork program, and one critical element of the KanWork program is to provide day care for women ... so that they can attend education and training opportunities ... In addition to that, I have discussed with the secretary of administration how we might begin pilot projects among state employees and the families of state employees so that the state itself might set the right example by providing day-care opportunities for its own employees in areas where it would be economically feasible.

Finney: When the budget got tight, the first area that Mr. Hayden cut was the children's appropriation. Now I come from a single-parent family, I have been a working mother, I am now a working grandmother, and I realized the problems that young parents have in seeing that they have proper day care. There are state programs that have pilot programs for children and they are in effect today and are operating today. Maybe Mr. Hayden doesn't realize that, but I have viewed these programs, and I believe that they should be expanded, and particularly for infants and toddlers.

ATTORNEY GENERAL BOB STEPHAN'S DAY CARE COMMITTEE

March 7, 1991

Tess Banion
Field Representative
Kansas Association of Public Employees
400 W. 8th, Suite 306
Topeka, KS 66612
913-235-0262

Nancy Bolsen
Director
KSU Child Development Center
L 9 Jardine Terrace
Manhattan, KS 66502
913-539-1806

Terry Chesnut
Director
Wichita State University Child Development Center
WSU Box 8
Wichita, KS 67208
316-689-3109

Irene Davis
Coordinator of Child Care Services
SRS - West Hall
300 S.W. Oakley
Topeka, KS 66606
913-296-6774

Bruno Finocchario
Director of Catholic Social Services
Community Service Center
2048 N. 5th
Kansas City, KS 66101
913-371-3148

Diane Kendall
Day Care Director
YMCA
421 Van Buren
Topeka, KS 66603
913-354-8591

Chuck McGovern
Kids Plus
1949 N. Andover Road
Andover, Kansas 67002
316-733-0473

Kathleen Brady-Mowrey
Unclassified Professional Staff Association
Chairman of Day Care Committee
University of Kansas
IPPBR, Room 218, Summerfield Hall
Lawrence, KS 66045
913-864-5169

HOUSE FEDERAL AND STATE AFFAIRS

March 8, 1991

Attachment #1 - Page 7

(over)

Shirley Norris
(formerly of Child Care Licensing & Registration)
131 S.W. Greenwood Avenue
Topeka, Kansas 66606
913-232-3206

Robert H. Poresky
Associate Professor
Department of Human Development and Family Studies
College of Human Ecology
Justice Hall, Room 312
Kansas State University
Manhattan, Kansas 66506
913-532-5510

Joan Reiber
President of Kansas Association for the Education of Young Children
Director, Hilltop Child Development Center
Box N, Kansas Union
Lawrence, KS 66045
913-864-4940

Cindy Riling
Vice President of Classified Senate
Member of Day Care Committee
School of Law
University of Kansas
Lawrence, KS 66045
913-864-5169

Chris Ross
Child Care Licensing and Registration
10th floor, Landon State Office Building
Topeka, KS 66612
913-296-1272

Cheryl Smith
President
Corporate Kids, Inc.
234 N. Chestnut
Olathe, KS 66061
913-764-0416

Nancy Lindberg
Assistant to the Attorney General
Chair of the Attorney General's Day Care Committee
2nd Floor, Judicial Center
Topeka, KS 66612
913-296-2215

KANSAS DEPARTMENT OF SOCIAL AND REHABILITATION SERVICES
Workforce Development Division

M E M O R A N D U M

TO: Nancy Lindberg
Attorney Generals Office
Judicial Center, 2nd Floor

DATE: March 7, 1991

FROM: Irene Davis *LD*

SUBJECT: Child Care Center

The following information is related to projected cost for equipment for a child care center. The two examples cited below were based on a capacity of 65 to 70 children.

Example #1 (new center located in existing building)

<u>Type of Unit</u>	<u>Projected Cost</u>
Infant	\$ 5,000
Toddler	7,000
Pre-School	12,000
School Age	5,000
Administration & other equip.	7,000
Kitchen Supplies (existing- no cost)	-
Total	\$36,000

Example #2 (new center-some equipment used from previous center)

<u>Type of Unit</u>	<u>Projected Cost</u>
Administration	\$ 3,601
Kitchen & Pantry	11,205
Pre-School (1 unit)	4,152
Toddlers (3 unit expansion)	10,751
Infant	6,259
Playground	15,200
Window Blinds	1,565
Security System	1,350
Housekeeping	19,666
Total	\$73,749

Page 2

Example #3 (equipment supplier estimated cost)

<u>Type of Unit</u>	<u>Projected Cost</u>
Infant Unit	\$ 5,000
Toddler Unit	7,000
Pre-School Unit	12,000 (if two \$5,000 each)
School Age Unit	29,000
Other	<u>7,000</u>
Total	\$60,000

If you need additional information, please contact me at 296-3273.

ID:bam



Governor's Commission on
Children and Families
Report — 1988

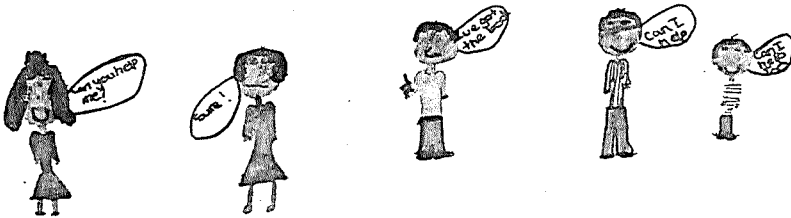
Co-Chairs and Committee Members

CO-CHAIRS

Patti Hayden, Topeka, First Lady of Kansas

Wint Winter, Sr., Ottawa, former State Senator, President, Peoples National Bank and Trust of Ottawa

What I like most about being a kid is...



My Family helping me.

EX-OFFICIO MEMBERS

Winston Barton, Secretary, Department of Social and Rehabilitation Services

Stanley Grant, Secretary, Department of Health and Environment

Dennis Taylor, Secretary, Department of Human Resources

Lee Droegemueller, Commissioner of Education

MEMBERS

Marjorie P. Allen, Shawnee Mission, President, Powell Foundation

Grant Cushinberry, Topeka, Philanthropist

Nancy Winter Floyd, Sedan, Advertising, Promotions and Sales, Kaiser Realty

Judy Frick, Wichita, Career Volunteer, Child Advocate

Beverly Gaines, Augusta, Administrator and Health Officer, Bi-County Health Department

Carl F. Gump, Paola, Vice-President, Miami County National Bank

David Haley, Kansas City, Principal, Kinetic Connection

Elaine Hassler, Abilene, State Representative

Walter Hiersteiner, Shawnee Mission, Executive Vice President, Tension Envelope Company

Sharon Hixson, Colby, Coordinator, Northwest Kansas Educational Service Center

Nancy Meacham, Wichita, Attorney

Rosemary Menninger, Topeka, Teacher, USD 501 Alternative Education Program

Dr. Lisa Donnini Miller, Wellington, Agricultural Economist

Dr. Maurice Penner, Wichita, Program Director and Assistant Professor, Health Administration Program, Wichita State University

Kathy Ramsour, Dodge City, Teacher, USD 443

Dr. Ninia Smith, Oberlin, Chairman, Department of Special Education, Fort Hays State University

John Wine, Jr., Topeka, Assistant Secretary of State

Child Care

As the Commission conducted community hearings across the State, the number one concern voiced by Kansans was a plea for affordable, quality child care. Child care in the 80s is a topic that concerns virtually every working parent, regardless of economic or social status.

Many Kansas families are unable to afford quality child care and must leave their children at home alone or in unsafe conditions to pursue employment. Low-income families need access to child care to break the cycle of poverty and public assistance. Yet many families find themselves trapped in a welfare system which exhorts parents to work but does not pay adequately for the child care that would let them work.

Quality infant care in Kansas costs an average of \$3,640 a year for one child — *more than half the median wage for a single working mother with a child under the age of six.*¹ If this typical mother has more than one child, holding down a job would mean spending her entire wages on child care — with nothing left for food, shelter and clothing.

For Kansas families who can afford child

care there looms the additional problem of availability. Like the rest of the nation, Kansas is caught in a child care shortage that is staggering. Infant care is so scarce that many parents reserve child care slots before their babies are even born.

Quality toddler and preschool slots are in such high demand that waiting lists of up to a year are not uncommon. Latch-key programs that would provide care for school-aged children before or after school or during school vacations also are in short supply.

The proliferation of unregulated child care is another concern facing parents of Kansas children. The Kansas Department of Health and Environment estimates that roughly 50 percent of family child care homes are unregulated.²

Unregulated care has claimed many victims across the country. Eighteen-month-old Jessica McClure, the toddler who survived a much-publicized fall down a well in Texas, was being care for by an aunt in an unregulated family child care home when the accident occurred.³ Not all children are as fortunate.

Parents need child care to enable them to work, pay the bills and be more productive on the job . . . For many two-parent families today, the second income is all that stands between them and poverty.⁴

Improving Child Care in Kansas

The number one concern expressed to Commission members by Kansas citizens was the shortage of affordable, quality child care. This finding is based on the responses the Commission received from testimony and correspondence. The Commission proposes a four-pronged approach to this problem:

OBJECTIVES	PROPOSALS
Increase the supply and affordability of child care by encouraging private business to become more involved in child care. State initiatives in this area would promote employee child care assistance.	Offer tax incentives to encourage private employers to provide employee child care assistance.
Improve the access to quality child care for parents receiving state child care subsidies.	Raise the rate of SRS child care reimbursement and increase the number of SRS child care slots.
Acknowledge that all children have an inherent right to permanency, safety and stability in their lives and seek to address the plight of the thousands of children in state custody.	Initiate a review of state policies in the areas of foster care, family preservation and adoption.
Demonstrate the feasibility of public or private employer involvement in child care by establishing and testing programs for state employees.	Encourage the State to adopt a flexible benefits package for state employees which would include child care as a benefit. <u>In addition, the State may wish to offer on-site child care to employees.</u> ★

What I Like About Being a Kid Is...
I Don't Have Many Worries.



The disappearance of the "typical" American family means the concurrent disappearance of the "typical" American worker ...

Flex-time, part-time, parental leave and similar creative efforts would go a long way toward ensuring that family responsibilities do not interfere with productivity on the job.²²

PROPOSAL

Encourage the State to adopt a flexible benefits package for state employees which would include child care as a benefit. In addition, the State may wish to offer on-site child care to employees.

Under the leadership of Governor Hayden, Kansas has become a forerunner in many areas of child care and family assistance. Initiatives such as KanWork and family-oriented work policies for state employees have positioned the State as a model employer. It is hoped the continuation of these efforts by the State will trigger the adoption of similar family employee assistance policies by the Kansas business community.

As part of its family-oriented posture toward state employees, Kansas recently lifted the limit on annual family-related sick leave for state employees. Current work policies allow employees to respond to parental and family needs in a variety of ways. Job-sharing and flexible work scheduling are options for state employees, as well as an income-reduction plan that will let employees exempt child care expenses from taxation.

Flexible Benefits Plan

The State of Kansas already has taken the first step toward a *flexible benefits plan*. In 1988 Governor Hayden signed legislation establishing a *flexible spending account* for dependent care, to take effect July 1, 1989. The flexible spending account (FSA) is often included in a flexible benefits plan and paves the way for adoption of a new benefits plan by Kansas state government.

The Commission applauds the Governor's flexible spending account initiative and encourages the State to pursue a flexible benefits plan. The implementation of a broad benefits package featuring child care as a key component would greatly enhance state support of employee child care. By moving in this direction, the State would send a signal to private industry and provide child care relief for its employees.

How it would work:

A flexible benefits plan would enhance employee child care assistance by offering employees a menu of benefits from which to choose, including child care assistance. The plan would let employees tailor their benefits packages to fit individual needs.

For example, many flexible benefits plans offer employees the option of cashing in earned vacation time for child care subsidies, or electing to pay higher medical deductibles in exchange for child care assistance.

Flexible benefits plans are subject to certain federal restraints, but otherwise allow for a great deal of employer creativity. The Commission feels it is important that any flexible benefits plan adopted by the State not inadvertently discriminate against low-income or single-parent employees. It is hoped that the State's flexible benefits plan will feature child care as a benefit choice *in addition to and not in lieu of* basic health, dental and pension benefits for all employees.

Employee education will be an important feature of any flexible benefits plan, to ensure that employees utilize the plan to its full advantage.

What the Governor signed:

The recently approved FSA will let state employees set aside a portion of their income as pre-tax dollars to pay for child care or other *dependent care* expenses. The State saves money under this option because it will not pay social security or unemployment taxes on the money set aside by employees. Employees will save because they do not pay taxes on the withheld earnings. Employees will pay for child care up front and later be reimbursed from their flexible spending accounts when they provide proof of child care (dependent care) payments.

*On-site child care:

Another form of employee child care assistance that is gaining favor among state governments is on-site child care, offered in a child care center at or near the work site. Twenty-six states are providing, planning or piloting on-site child care centers. Massachusetts, New York and California — with

33, 31 and 10 child care centers, respectively — offer the most extensive on-site child care systems.

One form of on-site child care already implemented by Kansas is a component of the Governor's KanWork program. KanWork establishes a system of state-run child care centers for low-income mothers. State employees who work near the KanWork centers will be able to use fifty percent of the child care slots. The Commission endorses the KanWork program and encourages the State to consider similar employee child care centers for all state employees.

The National Bureau of Labor Statistics reports that American employers lose an average of eight working days per parent-employee per year, due to child care difficulties. Recent research, such as a 1987 *Fortune Magazine* survey, identifies difficulty in finding child care as one of the most reliable predictors of employee absenteeism.²³ In the *Fortune* survey, 77 percent of women and 73 percent of men reported taking time away from work to attend to child care concerns.²⁴

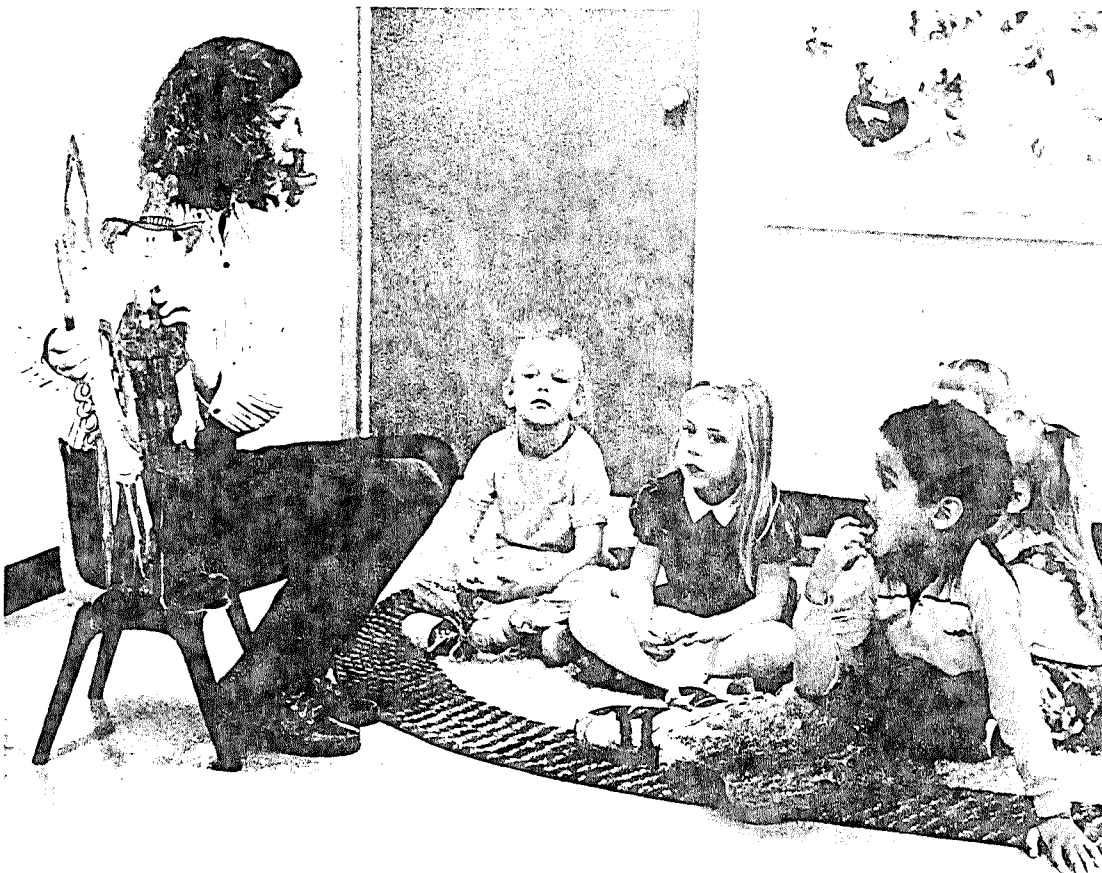
Employers offering on-site child care centers report a host of benefits:

- Increased productivity;
- Decreased absenteeism;
- Lower employee turnover rates;
- Higher morale;
- Lower employee stress; and
- Lower recruiting costs.²⁵

The State may wish to consider contracting out the development and administration of on-site child care to a private vendor. If the administration and staffing of on-site child care centers were contracted out, the State would incur few ongoing costs beyond the expense of providing space for the center.

A feasibility study to determine market demand — e.g. for infant care, toddler, preschool or latchkey slots — would assist the State in identifying the categories of child care of greatest concern to state employees. The State may wish to subsidize parent fees to allow employees to pay on a sliding scale based on income.

Also, the State may choose to provide referrals to child care providers where this information is not readily available. Any action that eases the difficulty of finding child care will add to employee morale and productivity.





Attachment #2 - Page 1

March 8, 1991

HOUSE FEDERAL AND STATE AFFAIRS

Cheryl Smith
Corporate Kids
234 North Chestnut
Olathe, Kansas 66061

*“An employee’s concern
over child care is
reflected in productivity
and training costs.”*



Developers of in-house
company day care centers.

234 North Chestnut
Olathe, Kansas 66061
(913) 764-0416

Parents
who worry
less-

work more.

Child care will be a necessity to compete for the services of working parents.”

More and more companies are finding that one of the greatest concerns of working parents is the care of their children during working hours.

Responding to this need, the number of firms sponsoring child care programs increased by 400% from 1978 to 1982. And these companies all cite actual dollar savings in such areas as employee turnover, training, productivity and absenteeism.

Besides a dramatic improvement in morale and employee commitment to the company, some managers cite other intangible factors that make child care provision a true plus for any company.

Increased public visibility and improved corporate image often are the result when the community learns of plans for a child care center. And some managers have found that the new image enhances sales — others like to do business with a “company that cares.”

The objective of Corporate Kids is to establish for a company a setting in which children will find warmth, comfort and gentleness; an abundance of opportunities for movement, exploration and self-discovery according to individual needs, interest and abilities, and an overall atmosphere of helpfulness.

Further, we aim to create a setting in which adults are involved and in which they can find ort for their involvement.

In addition to a preliminary study to determine the feasibility of establishing a center in your company, we offer the following:

- What the benefits will be to your company.
- Where to locate your center. (Based on an interior and exterior study of your space.)
- Cost estimates for construction.
- Overseeing remodeling and construction.
- Furnishing with equipment and supplies.
- Working with company personnel department on hiring staff.
- Preparing job descriptions that meet state requirements.
- Training staff.
- Applying for license to operate. (We guarantee your center will meet all state requirements.)
- Furnishing support material on a subscription basis, including monthly lesson plans and in-service training for staff.

“A child care center is an investment in the future.”



Cheryl Smith, founder of Corporate Kids Inc., has developed her background in corporate-sponsored day care centers by combining her small business background and employee-child-care-problems. By renovating an old church just a couple of blocks from her design/small construction business, she was able to provide quality day care for her own daughter as well as the children of her employees. Smith has also provided consultation in the development of other day care centers in the Kansas City area.

Yes, I'm interested in finding out how our company, and our employees, can benefit from a child care center.

HOUSE FEDERAL AND STATE BANKS

March 6, 1991

Attachment #2 - Page 2

Name _____ Title _____

Company _____

Address _____

City _____ State _____ Zip _____

Phone _____



Developers of in-house company child care centers.

234 North Chestnut
Olathe, Kansas 66061
(913) 764-0416

STATEMENT BY
CHERYL L. SMITH
CORPORATE KIDS INC.

TO
HOUSE FEDERAL AND STATE AFFAIRS COMMITTEE
TOPEKA, KANSAS

HOUSE FEDERAL AND STATE AFFAIRS
March 8, 1991
Attachment #3 - Page 1

My name is Cheryl Smith. I am president of Corporate Kids Inc. a consulting business that is a full service developmental, implementation and management operation functioning in the field of corporate-sponsored child care, located in Olathe Kansas. I want to thank Representative Sebelius and member of the Committee for allowing me to visit with you today about the three child care bills you are considering.

I am here to answer your questions about the realities of these three bills. I set up a child care center for the Federal Government at 601 E. 12th St. in Kansas City Missouri in 1988 and manage that center today. I am presently setting up a center for the State of Missouri that will open June 1 of this year. Both centers are done under similar legislation and are excellent examples of how they work, and how successful this program can be.

What these bills are asking you to allow the state to provide space within state buildings that can be used for child care, rent free. It also is asking for the state to provide the start up equipment and materials. The operational budget for the center will be acquired from the "parent user fees".

Let me tell you about the Federal Center we operate. That center was one that President Regan mandated in 1988. The General Services administration had two conference rooms on the first floor and determined that a center could be put in this space. The space allowed for 8 infants, 8 toddlers and 57 pre-schoolers.

GSA spent \$138,000 to remodel what had been the conference rooms and another \$28,000 for equipment and toys. We opened on Sept. 16, 1988 and filled up with infants within the first month. The center was full by the first of the year and a waiting list was established. We have been full for the past three years, and today have a waiting list with children that are not due to be born until Sept. of 1991!

Corporate Kids Inc. is provided the space, utilities, and cleaning service free of cost. We collect all parent user fees and the operating budget is developed solely from these fees.

By having the space subsidy Corporate Kids Inc. is able to pay higher wages and have a benefit program that allows us to hire quality providers.

GSA has made a commitment to getting child care centers within the government. They believe that child care is one of the "front-burner" issues of the decade. They see providing child care space, much like they provide an employee cafeteria and parking spaces. This is a service for employees....a service that allows parents to worry less, and work more!

HOUSE FEDERAL AND STATE AFFAIRS

March 8, 1991

Attachment #3 - Page 2

Two years ago I spoke with you and ask that you pass a piece of legislation that would give a refundable tax deduction to private business if they set up child care centers for their employees. You passed that legislation and I was the consultant that set up the first center for a private employer who took advantage of that tax credit. I thank you for the vision that you had in allowing this kind of legislation and today ask that you do for the employees of our state what you encouraged other employers to do two years ago.

I won't take any more time, but I have given you some information in your packets and will be glad to answer any questions you have. Corporate Kids Inc. has worked for federal legislation, state legislation and local codes and reviews that encourage quality child care. We look forward to working with you to encourage other legislators to vote yes on these three bills.

STATEMENT TO THE 1991 STATE LEGISLATURE
FROM:
ATTORNEY GENERAL'S DAY CARE COMMITTEE

During the 1990 Legislative session, the Attorney General's Day Care Committee introduced several bills that would provide assistance to working families and child care providers of the State of Kansas. These bills are again being submitted for consideration to legislators of the 1991 Legislative session.

SUPPORT FOR HOUSE BILLS 2300, 2331, and 2332

There are only five child care centers serving an estimated 40,000 preschool children of state employees. These centers are located at state universities where close to half of the total state workforce is located. A priority of these centers is to provide child care services to students, faculty and state employees within the campus communities. With very little financial support from the state, these centers struggle to meet the increasing demands for child care while operating within tightening budgetary constraints.

Child care providers serving state employees are finding it more and more difficult to carry the burden of child care costs. They are caught in a "trilemma" that involves: 1) providing quality care, 2) maintaining affordable prices, and 3) offering competitive compensation packages to their employees.

Quality child care is essential, and every child care operator seeks to provide good teacher-child ratios, appropriate and challenging curriculums, and positive interactions between teachers and children. A stimulating environment for children can be found where qualified teachers are involved. Yet in most of the centers serving state employees, it is very difficult to recruit professionally trained teachers when the turnover rate among teachers is very high. One center reported a turnover rate as high as 75 percent for a given semester period. The inability to offer adequate compensation packages results in professionally trained, qualified teachers being lured away from the child care profession by more attractive, competitive salaries and benefits offered by school districts and other professions.

Although, costs of quality care continue to rise and recruitment and retention of skilled teachers become increasingly competitive, providers still refuse to shift the burden of costs to parents by raising user fees. Loyalty to the field and a desire to provide a much needed service to the state, keep providers struggling with the operational difficulties of running child care centers. Those who have managed to continue their services have been at it a long time; but reality is taking hold and loyalty is not likely to sustain them much longer. Thus, the state is at risk of losing a very important resource to state employees.

The state legislature can support state employees with their child care needs and assist existing and potential child care facilities by passing the proposed bills from the Attorney General's Day Care Committee. For example, by allowing state-owned buildings used for child care centers to be made available without the additional expenses of rent, maintenance and utilities, will free child care centers of these expenses and allow centers to enhance their child care programs. This measure will greatly benefit the Kansas State University facility which is the only campus center still required to pay rent for use of their building. Funds previously budgeted for rent could then be used to upgrade equipment and supplies, expand services to meet specific needs (e.g., infant care, before and after care, etc), and offer competitive salaries and benefits to attract and retain qualified teachers.

Finally, Passage of all the bills will send a message to state employees that their child care needs are being addressed; and to child care providers, that not only are their services a crucial part of state operations, but the state supports their efforts and dedication to the children of the state they strive to serve.

HOUSE FEDERAL AND STATE AFFAIRS
March 8, 1991
Attachment #4 - Page 1

STATE OF KANSAS
CHILD CARE FACILITIES SERVING
STATE EMPLOYEES

	FREE RENT/ MAINTENANCE/ UTILITIES	STAFF SALARIES	DEPARTMENT OVERSIGHT	CHILDREN SERVED	OTHER FUNDING
1. The University of Kansas (Hilltop Child Development Center)	yes	center's budget	none	Priority given employees and students of the university (also serve local community [REDACTED] -160 capacity	student government funds used for scholarships to parents
2. Kansas State University (KSU Child Development Center)	no	center's budget	Housing	Children have to be affiliated with faculty, staff, or students at Univ.--200 capacity	student government funds used for scholarships to parents
3. Wichita State University (Wichita State Univ. Child Development Center)	yes	center's budget	none	Public facility, yet 99% of children served have parents affiliated with the university --100 capacity	student government funds 1/10th of center's budget
4. Emporia State University (Butcher Child Development Center)	yes	center's budget	Teachers College	Children have to be affiliated with faculty, staff or students at Univ.--37 capacity	1) student government funds 2) Teacher's College provides one student 3) Contribution from Univ. of \$4,000 per year
5. Fort Hays University (Tiger Preschool)	yes	center's budget	Curriculum & Instruction	Children have to be affiliated with faculty, staff or students at Univ.--24 capacity	student government funding for one student

NOTE: Pittsburgh State has no center for its employees. Also, there are no other state agencies that provide child care for employees.

STATE OF ILLINOIS

	FREE RENT/ MAINTENANCE/ UTILITIES	STAFF SALARIES	DEPARTMENT OVERSIGHT	CHILDREN SERVED	OTHER FUNDING
1. Southern Illinois University	free rent but pay fee for maintenance	university payroll system		120 capacity	

STATE OF WYOMING

1. University of Wyoming	yes	center's budget	Home Economics	25-capacity (Mainly a training ground for teachers--serve mainly students	student government funding to subsidize tuition
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STATE OF COLORADO

1. University of Colorado	yes	university payroll system	Housing	118 capacity	1)Housing funds \$40,000 2)student government funding 3) child care fund through financial aid office
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STATE OF MINNESOTA

1. University of Minnesota	yes	university payroll system		Children have to be affiliated with faculty,staff or students at Univ.--69 capacity	NONE
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TESTIMONY

March 7, 1991

I am Joan Reiber, Director of Hilltop Child Development Center which is located on the University of Kansas campus. I have been the director since 1975. Hilltop started in 1972. I have a Master's degree in Human Development and Family Life and have an educational background in early childhood education and elementary education. Hilltop is state licensed and nationally accredited by the National Academy of Early Childhood Programs, a division of NAEYC. There are nine programs at the center and we serve 157 children, ages 1 through 10 years of age. I am past president of the Kansas Association for the Education of Young Children, a member of the Douglas County Child Development Association, the National Coalition for Campus Child Care, and Attorney General Robert Stephan's Day Care Committee. I am here today representing the Day Care Committee.

I would like to ask for your support of HB 2330, which will provide the implementation of a pilot program establishing child care centers for State officers' and employees' children and dependents. I also wish to address HB 2331 and HB 2332.

By providing child care programs and policies that assist employees in their parenting responsibilities, employers, that is the State of Kansas, will reap the benefits in many ways. A state employee's access to reliable child care arrangements can reduce tardiness, absenteeism, and job turnover that result from disruptions in child care. Quality care also strengthens families by enhancing parenting skills.

Good quality child care for state employees can foster the physical, intellectual, social and emotional development of children, and can foster the morale of employees for they know that their children are well cared for while they work.

Parents enjoy and trust on-site or employer sponsored child care for their children, for it is generally convenient and close to where they work, and is operated with the needs of a specific group of parents in mind.

For instance, since Hilltop is on campus, our yearly schedule coincides with the University schedule. We offer 5-6 weeks of optional care between semesters and during spring break. Those parents who need care during these times sign up for it and pay for it. Other parents are able to stay home with their children and do not pay for care. The daily hours of operation also meet the needs of KU affiliated families. Because of the close proximity of the child care program, parents may eat lunch with their children and throughout the day meet other parents who have the same needs, interests or schedules. Parents also serve on the Hilltop Board.

Child care for state employees will enhance recruitment and will strengthen retention. Staff turnover among parents is often caused by parents leaving their job because of child care problems. I understand that many state employees are women with young children.

Another equally important reason to support HB 2330 is because a model program for state employees will be an incentive for businesses across the state. For instance, if Topeka, the State Capitol, demonstrates that a child care program for employees can be successful and beneficial to everyone concerned, then businesses across the state may take advantage of some tax breaks when they provide child care for their employees. State Government can become the leader and model for employer-sponsored child care. (HB 2032, either 1989 or 1990)

For all these reasons, I urge you to support HB 2330.

Please support Bill #HB 2331, which in essence supports quality care, for without the costs of rent and utilities, more money is available for quality care and education of children, and for better salaries for dedicated early childhood teachers.

In a good quality child care center, salaries should, of course, comprise the major expenses of the program. Eighty to eighty-five percent of the budget should be for salaries. Teachers and the staff have traditionally subsidized the child care field by expecting and accepting low wages in order to keep costs down. Parents have traditionally never paid the true cost of quality care and education of their children. If we paid teachers, especially the degreed and certified ones, a salary comparable to public school teachers, only families in the high income bracket could afford to send their children.

Many parents with low incomes cannot afford to pay the present cost of child care. Yet, a major source of program income comes from parent fees. We know from studies that low salaries and few benefits cause high teacher turnover and a recruitment problem. Because of high turnover, the lack of adult continuity can be emotionally unsettling for young children. One major way to insure that more money is spent on salaries and ample and appropriate materials, and equipment, and that fees for parents do not skyrocket, is to secure rent-free facilities in state-owned buildings. This savings would mean that more dollars would be spent on salaries and benefits as well as other essentials that can help foster quality care and education of children. Traditionally, across the country, at many colleges and universities, the in-kind assistance of rent and utilities is available for child care programs. Universities and colleges also subsidize child care in other ways, such as by subsidizing the sliding fee schedule or all or some of the administrative salaries. This bill only focuses on free space and utilities. It is the least the State can do.

Young children and their families are worth it. By supporting this bill, you will be doing more to insure a stable environment for children. Certainly dedicated early childhood professionals deserve your support, too.

Please support HA 2332.

When the state constructs, acquires or receives as a gift any office building for state employees, or when additions or alterations are made to existing buildings, the incorporation of a child care center should be considered.

The demand for child care today is rapidly growing. The issue is not only finding child care, but affordable, reliable, quality care. If in a given location, a review of employee needs shows that child care services for a specific number of children is advisable, then adequate space could be designated within the building for a child care program. Of course, the designated space should comply with local and state building codes for child care facilities.

Quality, on-site child care or child care near the work site will have positive effects on employees' work. Many employees consider the accessibility of good care before changing jobs.

It is more cost effective to construct a child care center during the building or remodeling stage than after the fact. For instance, a specific number of lavatories are required for a specific number of children. Thirty-five square feet of space is required for each child. There are other licensing regulations and building codes to consider.

In Lawrence, Hilltop is housed in the former Methodist Student Center on the campus. After many initial changes in 1972-73, it became suitable for three child care classrooms. Today, after 19 years, and more bathrooms, more outside exits, and the removal of some walls, it now is a fine site for nine programs, serving toddlers, preschools, kindergartner and school age children. But, renovating was a gradual process and ideally, even now, more bathrooms would enhance the program!

All three bills compliment each other. If in the near future a state building was being remodeled or a large addition was being added on, and if there was a demonstrated need for child care, plans could be made to include space, rent free, for a child care program, and this program could become a model program for the State of Kansas.

The field of child care needs your support. Quality Child Care is essential in the nineties. Please support young children and their families, the employees of the State of Kansas. The State of Kansas is, I understand, the biggest employer in Kansas. State governments must do as much as it can to attract and hold the best and most efficient workers available. Day care can be a very attractive benefit for state employees.

HOUSE FEDERAL AND STATE AFFAIRS

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ACADEMY

Update

Early childhood professionals collaborating for quality

Volume 4 Number 1 Fall 1989

Academy Update

Early childhood professionals
collaborating for quality

Academy Update is published by the National Academy of Early Childhood Programs, a division of the National Association for the Education of Young Children. The Academy administers the only professionally sponsored, national, voluntary accreditation system for preschools, child care centers, and school-age child care programs. The Academy's purpose is to improve and recognize the quality of care and education provided for young children in early childhood programs. *Academy Update* supports this goal by providing early childhood professionals, including directors, validators, and commissioners, involved in accreditation with current information and feedback on the system.

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The Academy welcomes your comments. Address them to

National Academy of
Early Childhood Programs
1834 Connecticut Avenue, N.W.
Washington, DC 20009
202-232-8777 800-424-2460

naeyc

ABC—A Historic Victory for Children!

Comprehensive federal child care legislation that addresses quality and affordability is almost a reality! This major achievement on behalf of children and families is due largely to the efforts of thousands of NAEYC members. Congratulations to you, and thanks for your dedication and hard work.

What Does High Quality Child Care *Really* Cost?

The U.S. General Accounting Office (GAO) recently released a report of their survey on the costs and services at high quality child care centers. The survey was commissioned by Senator Edward Kennedy to inform his proposed Smart Start legislation. Since the standards identified in the Kennedy bill are similar to NAEYC's accreditation Criteria, GAO surveyed 265 NAEYC accredited programs from which they received a 78% return rate. Completing the survey was very time consuming and involved many follow-up phone calls with GAO staff. The Academy staff wishes to thank the directors who generously gave their already limited time to complete the survey. The study provided invaluable information to help inform upcoming debates about the real cost of high quality child care.

In a preliminary report released in July 1989, GAO reported that the average annual cost per child in accredited programs for fiscal year 1988 was \$4,070. However, after adjusting for in-kind contributions, GAO estimates the average cost per child as \$4,660 per year. The cost varied by region of the country with

the lowest in the west and the highest in the northeast.

The survey also examined teacher salaries. On an average, in fiscal year 1988 the annual salary for teachers at NAEYC accredited centers was about \$13,700 compared with \$27,400 for public school elementary teachers. Early childhood salaries were approximately half those paid to public elementary school teachers in each of the nation's four regions. The average salary for early childhood teachers with at least a bachelor's degree was about \$14,530 whereas the estimated salary for public school teachers with 6.4 years of experience (the average for early childhood teachers in the survey) was about \$21,500.

The "average" cost of child care in this country has widely been reported as \$3,000 per child. The findings of this study clearly support the beliefs of most early childhood professionals that *high quality costs more*. When we consider that the cost of \$4,660 per child is actually subsidized by teacher salaries that are only half

"Cost of care" cont. on p. 2

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"Cost of care" cont. from p. 1

those paid to public school teachers, we realize that if teachers were more fairly compensated the full cost of high quality care would be considerably higher.

With burgeoning interest in early childhood programs and new funding becoming available for child care, the data supplied by this study become even more important. In the future, when policy makers, employers, or investors inquire about supporting child care, informed responses about the real costs of high quality care can be provided. NAEYC's Advisory Group on Quality, Compensation, and Affordability identified the need to educate our profession and the general public about the economics of child care as a major priority. During the next year, you will hear more about the "Full Cost of Quality" as NAEYC launches an educational campaign around this vital issue.

When Senator Kennedy called for a study of the costs of quality early childhood programs, the General Accounting Office did not need to begin by defining quality or by trying to measure the quality of a national sample of programs. Instead, they turned to the National Academy of Early Childhood Programs. It is gratifying that NAEYC's accreditation system has achieved that level of national recognition in so short a time. It is also gratifying that directors of accredited programs were willing to share vital information so that we can all become more well-informed and better advocates for children.

Requests for copies of the GAO report, should be sent to U.S. GAO, P.O. Box 6015, Gaithersburg, MD 20877. The first five copies are free. Additional copies are \$2 each.

Staff Recruitment Ideas

The staffing shortage requires creative thinking of directors who must continually recruit staff members. If you know an innovative way of recruiting new staff that you can share, send it to the Academy. We will pass along your ideas in an upcoming issue of the *Academy Update*.

Accreditation: A Shaggy Dog Story

by Ellen Khokha

The Growing Place Child Development Center
Santa Monica, California

What excitement and nervousness charged through the staff on the day our validators arrived. We had all worked so hard to make the school shine. Parents had spent the previous weekend scrubbing and painting and each teacher had gone back through her plan books to find an especially enjoyable experience to do with the children, one that she knew from practice would "work." We also knew that it would not be an accurate picture of the program if everything was "perfect." In fact, we pride ourselves in giving the children opportunities to "mess up," because that is when the greatest learning occurs. We were not prepared, however, for the unexpected visitor in the 3-year-old room.

The teacher had requested that the children bring in something black and white. Jason had decided to bring his very large black and white dog. This would have been fine if Grandma, who brought Jason and the dog to school, had stayed to take the dog home. Unfortunately, she thought that it would be nice to have the dog visit all morning since Jason was so fond of it.

I first learned of this canine creature when Jason's teacher—with a stricken look—came into the office where I was working with the validators and handed me the dog. She commented that she didn't think it was safe for eager hands to be pawing an unfamiliar animal.

Having no luck in reaching anyone from the family, I tied the dog up to the VCR, which is on a movable cart, while smiling bravely at the validators. This would have worked except for the fact that we had to use my office for a sensitive family conference about tuition. The minute the family sat down, the dog sensed that this father needed comfort and promptly



snuggled up to the man while dragging the VCR cart behind. I tried to keep the dog at bay, but he insisted on being next to the father, and because the dog was so large, he ended up sitting on my foot. Imagine all of this going on while the validators were doing their observations!

When one of the teachers came into the office for her break, I immediately said, "Lois, you're here for the dog, aren't you?" After a puzzled moment, Lois got the hint and took the dog to the lower yard where he was well behaved until he was picked up.

The point to this story is that despite our best efforts to be "clean, perfect, and professional," we still came across as the real, problem-solving, and flexible program that we are. We're very proud to be accredited and urge any other program to consider the process. It is well worth the effort. Who knows, we might even invite a certain shaggy friend back.



STATE OF KANSAS

OFFICE OF THE ATTORNEY GENERAL

2ND FLOOR, KANSAS JUDICIAL CENTER, TOPEKA 66612-1597

ROBERT T. STEPHAN
ATTORNEY GENERAL

MAIN PHONE: (913) 296-2215
CONSUMER PROTECTION: 296-3751
TELECOPIER: 296-6296

Testimony of Julene L. Miller
Deputy Attorney General
Before the House Federal and State Affairs Committee
House Bill No. 2330
March 7, 1991

Madame Chairman and Members of the Committee:

I am a full-time state employee and mother of two small children: My daughter, April, is three years old; my son, Jake, is three months old. I would like to share with you today some of my experiences with private day care centers in the Lawrence area.

I first enrolled April in a day care center when she was 8 weeks old. At that time we only needed part-time care, every afternoon from 1:00 to 5:30. The facility we used was one of the few, if not the only, which met our needs in terms of having an opening at the time we needed it and for the hours we needed. We were satisfied with this center, but seven months after we enrolled April, and less than one year from the day it opened, the center closed down. Despite charging fairly high tuition, the owner was unable to turn the amount of profit he desired. Along with the parents of

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March 8, 1991

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43 other children enrolled at that center, we were given one week's notice to find alternate care. Given the usual waiting lists of Lawrence centers, the number of parents seeking care and our particular needs, this was a near impossible situation. We were forced to choose another form of day care. Fortunately, one of the college students who looked after April at the center was willing to care for her in our home until we could again enroll her in a day care center.

Currently I have both of my children enrolled full-time at the Children's Learning Center in Lawrence. I am very pleased with the quality of care given at this center, but the cost has caused me again to consider another form of care. I pay over \$700.00 per month for the two children, and it is my understanding that this rate is very competitive in that area for that type of facility.

I believe this illustrates a common problem for working parents -- many people either cannot find or cannot afford quality day care; the demand appears to exceed the supply. I respectfully urge you to consider House Bill No. 2330 favorably in an attempt to provide state employees with a practical day care alternative.

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State of Kansas

Joan Finney, Governor

Department of Health and Environment
Division of Health

Stanley C. Grant, Ph.D.,
Acting Secretary

Landon State Office Bldg., Topeka, KS 66612-1290

FAX (913) 296-6231

Testimony Presented to the
House Federal and State Affairs Committee

on

HB 2330, HB 2331, HB 2332

Background:

HB 2330, HB 2331 and HB 2332 are companion bills related to establishing and promoting child care for state officers' and state employees' children and dependents. These bills are sponsored by the Committee on Appropriations and come out of the recommendations from the Attorney General's Day Care Committee.

HB 2330 is a reintroduction of 1990 HB 2451 and provides for establishing child care centers for state officers' and employees' children. It directs the Secretary of Administration to implement a pilot program establishing child care centers, identify building space, and if the space is in a state-owned building waive the rental fee and utilities. It requires the Secretary of Administration to develop RFP's to select the operators of the center. It also requires the center to comply with all state and local licensure requirements; to meet accreditation requirements of the national academy of early childhood programs; to comply with SRS purchase of service standards; maintain adequate liability insurance coverage; assume financial and legal responsibility and be financially self sufficient except as otherwise provided by statute. The operator and employees of the center will not be considered state employees.

This bill also requires operating costs to be offset by fees that can be set on a sliding scale basis. It further authorizes the Secretary of Administration to adopt rules and regulations.

HB 2331 is a reintroduction of 1990 HB 3011 and requires that state buildings used for child care centers be made available at no cost.

HB 2332 is a reintroduction of 1990 HB 3010 and requires state agencies to consider the incorporation of child care centers when proposing a capital improvement project for the construction of a building, or major repairs or improvements. If the state agency determines it to be feasible to incorporate a child care center into a building project then budget estimates need to be submitted for consideration by the Governor and the Legislature.

Description of Issues:

Finding child care that is affordable, accessible, reliable and that provides quality care for children is a major concern for working parents. It is also a concern for employers as there is less absenteeism, less employee turnover and more productivity if employees have stable and reliable child care arrangements. Employer sponsored child care is one option available to address the concerns of parents and employers alike. These bills address the need for promoting and establishing, where feasible, quality privately operated child care programs for State of Kansas employees' children and dependents.

In many instances, it is desirable to have child care at the employment site. However, some employment sites will not meet child care licensing requirements and may not be environmentally appropriate for children. For example, some employment sites are in business districts in traffic areas with no appropriate outside play areas, and have poor parking accommodations. It is not recommended that any of these proposals mandate child care centers at employment sites on state property.

Problems/Benefits for KDHE

KDHE officers and employees who need child care services could benefit greatly by a quality child care program sponsored by the state and operated privately.

In terms of the impact programmatically, the passage of these bills will likely increase the number of regulated child care centers. The degree of program impact will be directly related to the number of new child care centers developed as the result of these proposals.

Department's Position

KDHE supports the passage of these bills with the following recommendations:

1. Delete language in lines 30 and 31 of HB 2330 which requires that child care centers shall "meet the accreditation requirements of the national academy of early childhood programs." While accreditation is an indication of quality care, accreditation is by definition a voluntary peer review process that is more appropriately required through a contract that can easily be renegotiated. Accreditation is offered by more than one professional organization and standards differ. Naming one specific organization's accreditation program in a statute appears to infer one organization's standards are better than another. Further national accreditation standards are revised periodically and may conflict with or not support regulatory requirements putting a center in a difficult situation.

2. Add language to lines 20 and 21 of HB 2332 to define what factors are to be considered when determining feasibility and to mandate the review of construction and renovation plans by KDHE in the feasibility study. This language will strengthen the bill.

Testimony

Presented by:

Chris Ross, Acting Director
Child Care Licensing and Registration
Kansas Department of Health and Environment
March 7, 1991

Testimony on HB 2330, 2331, and 2332
presented to the
House Federal and State Affairs Committee

by
Shirley A. Norris
Representing the Kansas Association for the Education of Young Children

131 Greenwood
Topeka, Kansas 66606
Ph. 913-232-3206

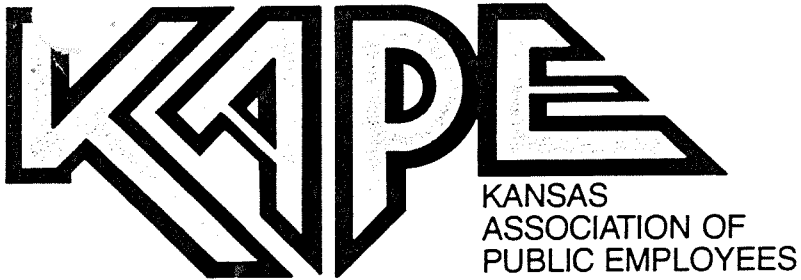
My name is Shirley Norris. I am wearing two hats today - one as a member of the Attorney General's Day Care Committee, and one as a representative of the Kansas Association for the Education of Young Children.

Until November, 1990, when I retired, I was director of the Child Care Licensing and Registration Section of the Kansas Department of Health and Environment. In that capacity I served on a committee four years ago which surveyed the child care needs of state employees. The results of the survey indicated 1) a need for sick child day care, a problem later addressed by the legislature when they directed the Personnel Department to allow employees to use their own sick leave to care for ill dependents; and 2) an interest in the development of child care services for preschool children, particularly for parents who worked for state institutions such as KNI. However, the survey was completed at the end of Governor Carlin's administration, so that no action was taken on the recommendation to develop a pilot child care facility.

Two years later, again as director of the licensing program, I was asked to serve on the Day Care Committee established by Attorney General Robert Stephan, and in that capacity I have assisted in gathering the background information necessary in drafting the proposed legislation before you. Based on my experience as an employee of the state, and as a participant of the survey committee, I strongly support these three proposed bills, and urge their passage.

The Kansas Association for Education of Young Children also recognizes the need for additional child care services and endorses this proposed legislation.

Thank you.



Presentation to
House Committee on Federal & State Affairs
by
Charles Dodson
Kansas Association of Public Employees

In 1987 Industry Week Magazine did a survey on child care issues. To the question, "Do problems with daycare erode a worker's productivity?", 68.8% of male respondents and 86.4% of female respondents answered yes.

The so-called traditional American family - where dad works and mom stays home taking care of the kids - is quickly retreating to afternoon reruns of Ozzie and Harriet.

According to Workplace Economics, Inc., of Washington, D.C., sixteen states offer some daycare assistance to their employees. None did just a few short years ago.

The kind of assistance varies depending upon the specific agency or location of the state facility. In Arizona, Maryland, Massachusetts, New Jersey, Tennessee, Texas, and Vermont, assistance takes the form of state on-site daycare referrals.

Financial assistance is provided in Alaska, Illinois, and Maine, either through a direct payment to low-income families or through pre-tax income deductions.

In Vermont, \$400,000 in FY89 and FY90, was devoted to a labor-management committee to be spent on the development of on-site centers and increased referral capabilities.

Maine provides \$500 annually to low income employees with an adjusted gross annual income of less than \$25,000 to pay for child care. A copy of the Parental Leave and Child Care Assistance tables from this report are attached for your information.

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While we strongly support these proposals before you today, we would remind you that in 1988 you passed the Dependent Care Assistance Program, HB2850, now TCA 75-6520. That program has yet to be implemented.

In 1985 you began the three year Comprehensive Personnel Reclassification program --- still not completed. In 1989 you added a provision to the Department of Administration appropriations that this would be completed by June 30, 1991. It will not be completed.

In 1988, you approved direct deposit of state employee compensation -- still not done.

Consequently, phrases such as found in line 20 of HB2332, "if the state agency determines it to be feasible . . ." leave us cause for concern.

We applaud the incentive to begin this process and urge you to approve HB2330, 2331, and 2332.

Table 3. PARENTAL LEAVE & CHILD CARE ASSISTANCE

State	UNPAID PARENTAL LEAVE		CIRCUMSTANCES FOR PAID PARENTAL LEAVE	ADOPTION LEAVE	CHILD CARE assistance available
	mother	father			
Alabama	yes	yes	Both may use sick leave if medically necessary.	no policy	no
Alaska	yes	no	_____	no policy	yes(1)
Arizona	12 wks(2)	yes	Mother may use sick leave; father may use annual leave.	yes(3)	yes(4)
Arkansas	6 mos	no	Maternity leave treated the same as paid leave for sickness/disability. Employee may use sick leave or annual leave.	no policy	no
California	1 year	1 year	Both may use sick leave if medically necessary.	6 mos(5)	yes(6)
Colorado	no	no	_____	no policy	no
Connecticut	24 wks(7)	24 wks(7)	Mother may use sick leave for period of disability and accrued annual leave. Father may use 3 days of sick leave.	24 wks(7)	yes
Delaware	yes	yes	Mother may use sick leave when doctor certifies she is unable to work. Father may request use of sick leave when required. Both may request annual leave.	yes(8)	yes(9)
Florida	6 mos	6 mos	Employee may use annual leave. Sick leave used when treated as disability.	yes	yes
Georgia	yes	yes	Mother may use sick leave. Father may use annual leave.	yes(3)	no

Table 3. PARENTAL LEAVE & CHILD CARE ASSISTANCE -- continued

State	UNPAID PARENTAL LEAVE		CIRCUMSTANCES FOR PAID PARENTAL LEAVE	ADOPTION LEAVE	CHILD CARE assistance available
	mother	father			
Hawaii	1 year	1 year	Mother may use whatever accumulated leave is available as well as disability insurance. Father may use annual leave.	yes(8)	no
Idaho	yes	no	Mother may use sick leave.	no policy	no
Illinois	1 year	1 year	Mother may use sick leave.	no policy	yes(1)
Indiana	1 year	yes(10)	Mother may use sick leave for period of disability.	yes(11)	no
Iowa	1 year	1 year	Mother may use sick leave for period of disability.	yes(12)	no
Kansas	1 year	1 year	Both may use sick leave.	1 year	no
Kentucky	1 year	1 year	Both may use accrued leave subject to documentation of need and agency approval.	6 wks	no
Louisiana	no	no	_____	no policy	no
Maine	1 year	1 year	_____	1 year	yes(13)
Maryland	12 wks	12 wks	Both could use accrued paid leave, but no specific policy	12 wks(14)	yes(15)

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Table 3. PARENTAL LEAVE & CHILD CARE ASSISTANCE -- continued

State	UNPAID PARENTAL LEAVE		CIRCUMSTANCES FOR PAID PARENTAL LEAVE	ADOPTION LEAVE	CHILD CARE assistance available
	mother	father			
Massachusetts	16 wks(16)	8 wks	Mother may use available sick leave or annual leave up to 8 wks. Father may use up to 10 days sick leave to care for mother and child.	8 wks(12)	yes(6)
Michigan	26 wks	26 wks	_____	yes	no
Minnesota	1 year	1 year	_____	no policy	no
Mississippi	yes(17)	no	_____ (17)	no policy	no
Missouri	yes	no	Both may use sick leave if medically necessary.	yes(18)	no
Montana	6 wks	yes	Both may use whatever accumulated paid leave is available.	yes(11)	no
Nebraska	yes	yes	Both may use sick leave if medically necessary.	no policy	no
Nevada	no	no	Mother may use sick leave.	no policy	no
New Hampshire	6 mos	no	Mother may use sick leave subject to disability.	no policy	no
New Jersey	yes	yes	Mother may use sick leave.	no policy	yes(6)
New Mexico	6 mos	6 mos	Both may use whatever accumulated paid leave is available.	yes	no

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Table 3. PARENTAL LEAVE & CHILD CARE ASSISTANCE — continued

State	UNPAID PARENTAL LEAVE		CIRCUMSTANCES FOR PAID PARENTAL LEAVE	ADOPTION LEAVE	CHILD CARE assistance available
	mother	father			
New York	7 mos	7 mos	Mother may use sick leave. Both may use other leave offsetting the amount of unpaid leave used.	yes	yes
North Carolina	yes	yes	Both may use sick leave or annual leave.	yes	no
North Dakota	no	no	Mother paid subject to disability plan.	no policy	no
Ohio	6 mos	6 mos	Both may use sick leave.	yes	no
Oklahoma	no	no		no policy	no
Oregon	12 wks	12 wks	Both may use whatever accumulated paid leave is available.	no policy	no
Pennsylvania	6 mos (5)	6 mos (5)	Both may use whatever accumulated paid leave is available.	yes	yes(19)
Rhode Island	1 year	1 year	Mother may use sick leave for pregnancy-related illness.	yes	no
South Carolina	no	no	Mother paid subject to disability plan.	no policy	no
South Dakota	varies	varies	Mother may use up to 4 to 6 weeks of sick leave. Father may use sick leave only for day of birth. Both may use annual leave.	yes	no
Tennessee	4 mos	no	Mother may use 6 wks sick leave plus available annual leave and compensatory time up to 4 months total leave.	yes(20)	yes(21)

Table 3. PARENTAL LEAVE & CHILD CARE ASSISTANCE — continued

State	UNPAID PARENTAL LEAVE		CIRCUMSTANCES FOR PAID PARENTAL LEAVE	ADOPTION LEAVE	CHILD CARE assistance available
	mother	father			
Texas	yes	no	Mother may use sick leave, annual leave or compensatory time.	yes(18)	yes(22)
Utah	no	no	Mother may use whatever accumulated leave is available.	no policy	no
Vermont	4 mos	4 mos	Both may use whatever accumulated paid leave is available subject to approval. Paid leave plus unpaid leave may not exceed 4 months, but extensions may be granted.	yes(23)	yes(24)
Virginia	varies	no	Mother may use annual leave and sick leave subject to disability.	yes(25)	no
Washington	6 mos	6 mos	Mother may use sick leave subject to disability.	yes	no
West Virginia	yes	yes	Both may use sick leave.	no policy	no
Wisconsin	6 mos(5)	6 mos		6 mos(12)	no
Wyoming	yes(10)	yes(10)	Generally both use sick leave before using leave without pay for parental leave	yes	no

NOTES FOR TABLE 3
PARENTAL LEAVE & CHILD CARE ASSISTANCE

1. Alaska, Illinois: Pre-tax dollars deducted from pay for day care provider.
2. Arizona: 12 weeks includes paid and unpaid leave.
3. Arizona, Georgia: Accrued annual leave.
4. Arizona: Day care center available to early registrants on state premises at discount rate.
5. California, Pennsylvania, Wisconsin: Additional 6 months may be granted.
6. California, Massachusetts, New Jersey: Day care centers available at some agencies.
7. Connecticut: Employees entitled to 24 weeks unpaid family leave within a 2 year period (which includes leave for the illness of a family member) plus 3 days of paid sick leave.
8. Delaware, Hawaii: Accrued annual leave or leave without pay.
9. Delaware: The state provides access to a private referral agency to assist parents in locating day care facilities. The state also provides seminars on child care.
10. Indiana, Wyoming: Each agency has the flexibility to determine how much leave without pay may be used for parental leave.
11. Indiana, Montana: May use annual leave, leave without pay or compensatory time at the agency's discretion.
12. Iowa, Massachusetts, Wisconsin: May use leave without pay.
13. Maine: \$500 available annually to employees with an adjusted gross family income of up to \$25,000.
14. Maryland: May also use up to 30 days of sick leave.
15. Maryland: Day care center available at the Department of the Environment as a pilot project.

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16. Massachusetts: Includes 8 weeks of maternity leave and 8 weeks of paid sick leave counted toward maternity leave.
17. Mississippi: All types of leave available to pregnant women on same terms as leave is granted to other employees.
18. Missouri, Texas: Annual leave, compensatory time or leave without pay. Sick leave if child is sick.
19. Pennsylvania: Limited.
20. Tennessee: Annual leave or leave without pay shall be granted for 30 working days. Additional leave may be granted up to one year.
21. Tennessee: A pilot project for 70 children is underway in Nashville. Fees based on family income.
22. Texas: State law provides incentive to the State Purchasing and General Services Commission to allocate leasable state office building space for privately run child care. Retirement System has a cafeteria benefit plan which includes child care assistance as an option.
23. Vermont: Either unpaid leave or, with approval, use of accrued paid leave.
24. Vermont: \$200,000 in FY89 and \$200,000 in FY90 devoted to a labor-management committee to be spent on the development of on-site centers, increased referral capabilities, etc.
25. Virginia: Annual leave.