



# Washington State Department of Early Learning

## Family Child Care Bargaining Updates Spring/Summer 2015



The Office of Financial Management (OFM) with a team from the Department from Early Learning (DEL) and the Department of Social and Health Services (DSHS) reached additional agreements with SEIU Local 925 in recent negotiations for the 2015-2017 bargaining period. After July 1, 2016 the following will be effective:

### Happening now:

- Needs-based grants** - increase from \$250,000 per year to \$500,000 (SEIU only) per year for one-time grants for licensed family home providers enrolled in Early Achievers.
- Training partnership** - The bargaining teams also agreed to establish a joint Committee on Family Child Care Provider Training and Quality Improvement. The purpose of this committee will be to identify needs and make recommendations to improve the quality of care offered by licensed and FFN providers.
- Training fund** - A SEIU 925 Child Care Training and Quality Improvement Fund is established for the purpose of implementing the Committee's recommendations. Some previous training funds of the Collective Bargaining Agreement for fiscal year 2017 will be available for approved training and quality improvement activities. These funds include scholarship funds for required training and GED or ECE certificates, funds for FFN training incentives, and STEM training. Additional funds of \$478,000 are added for child care basics training, community outreach for ECE certificates, distribution of ECE certificate scholarships, provision of state-approved training and staffing and administration cost.
- Substitute pool** - DEL and SEIU will also be implementing a union-administered substitute pool which is funded by the Early Start Act. Both centers and family homes will benefit.

### Happening in the future:

- Subsidy rate increases** - In addition to a 2% rate increase already agreed upon, selected rates for licensed providers will be increased based on the June 2015 market rate survey so that all providers will receive payment equal to or greater than the 75th percentile of the market rate once they rate a Level 3 or higher on Early Achievers.
- Tiered reimbursement rates** - increase for Level 3 from 4% above the base rate to 10%; Level 4 rates from 10% to 15%; and Level 5 rates from 15% to 20%.
- Annual quality improvement awards** - will be increased for Level 2 from \$750 to \$1000; Level 3 from \$2000 to \$2250; Level 4 from \$2,250 to \$2,500. Level 5 remains at \$2,750.

**DEL will request funding from the Legislature to apply the base rate and tiered reimbursement increases above to licensed child care centers starting July 1, 2016 as well. The substitute pool will serve both family home and center providers.**

If you are interested in scholarships, go here: <http://wa.childcareaware.org/providers/scholarships/seiu-scholarship/2014-seiu-scholarship-information>