

Support the Child Care Industry Now and After the COVID-19 Crisis

Introduction

The NC Early Education Coalition calls on Governor Cooper and the NC General Assembly to enact a \$125 million Child Care Emergency Economic Support Package to assure the availability of emergency child care for essential workers and prevent the collapse of North Carolina's early education system.

Policymakers have declared that child care is an essential service that is critical for thousands of children and families during the COVID-19 pandemic. North Carolina leaders will need to move quickly to not only meet the emergency child care needs of essential workers but also to stabilize the child care system and guarantee it survives intact to equitably serve North Carolina's young children and their parents when they return to work in the future.

State funding is urgently needed now in addition to any federal relief the state receives. Although the state can expect to receive roughly \$115 million in child care funding from the federal CARES Act, this funding has specific requirements for distribution and will not be sufficient to support and sustain the child care industry. Child care programs across North Carolina are facing their own economic crisis as they struggle to balance staying in business for essential workers with the risks to their own health and the children and families they serve. The COVID-19 crisis underscores the importance of the child care industry to the health and economic well-being of North Carolina's children and families and it will continue to be essential for the state's long-term health and well-being and economic recovery once the crisis passes.

Why Is Emergency Funding Needed Now for Child Care Programs?

State and local policymakers have deemed child care as essential to support the continued employment of front-line responders, health care practitioners, and law enforcement during the COVID-19 crisis. Yet, child care programs don't have adequate financial resources to remain open as essential child care sites.

Right now, as businesses and schools are being told to close their doors to limit the spread of this deadly virus, workers deemed "essential" are still relying on child care to be able to show up to work and keep our state running. As of April 1st, 60% of all child care programs and 90% of all family child care homes have volunteered to open or remain open despite the risk to their own health and that of their staff and the children and families they serve. How long these programs will be able to stay open remains uncertain. As an industry, the child care sector was already operating on shoestring margins: parents were never able to pay the full cost of care, and child care subsidies that support the employment of low-income working families provide only a portion of the total child care costs. Child care programs are only able to pay early childhood teachers an average of \$10.50 per hour, and many are unable to provide health insurance, sick leave or paid family leave benefits.

"I feel like I'm at war right now, like I'm on the battlefield. Every day you're hoping you don't have a teacher who gets it, praying that you don't get it, that none of the children have it, and that the parents understand all the new guidelines. I want to stand up and help my state and essential workers, but on the other hand, what is the incentive for me to continue to risk my life and my staff's life everyday?"
– Cassandra Brooks, Owner of Little Believers Academy

Although the state has provided some funding for the months of April and May to stabilize these child care programs, many are operating at less than 60% capacity as many parents choose to stay home with their children, and the state funding will not be adequate to sustain their emergency operations. Further, no funding was extended to emergency child care sites to purchase or access basic health and safety supplies - hand sanitizer, cleaning supplies, masks, gloves and protective gear - to meet the new required health and safety guidelines and ensure the protection of staff and the children and families in their care.

Child care programs that have already closed will face extreme economic challenges in restarting or rebuilding their businesses.

Extended closures over the next several weeks or months will put a substantial percentage of child care programs out of business permanently, exacerbating the widespread child care deserts that exist today. As of April 1, 2020, more than one third of all child care centers have closed. Data from a survey by the National Association for the Education of Young Children (NAEYC) indicated that one third of North Carolina child care centers and family child care homes will not survive closing for more than two weeks, and another third do not know if they would be able to reopen after a closure without financial support.

"We have been open and serving our community for 23 years. We have so many parents out of work. I am afraid we will not survive and have to shut our doors forever. I do not want to lose my staff, most of them have been with us for 10-15 years."— Denise Marshall, Owner, Little Ivy League Child Care Center

If these small child care businesses are to reopen their doors and be around to care for our state's children when parents return to work, the child care sector needs immediate and substantial assistance from the state and federal government. Without it, the child care industry will collapse and the pathway towards the state's economic recovery, as well as progress on our shared goals for healthy development and learning for our youngest children, will be impeded.

What is Needed Now?

Funding should be made available to the NC Department of Health and Human Services/Division of Child Development and Early Education to provide emergency child care assistance for essential child care sites, and additional funding should be made available to child care programs that have closed to prevent permanent closure and accelerate their reopening when it is safe for all parents to return to work.

1) Emergency Fund for Child Care Programs Opened as Essential Child Care Sites

Establish an emergency special fund to support child care programs that have elected to remain open during the COVID-19 crisis to ensure that all child care programs have the financial, programmatic, and health care support necessary to serve as essential child care sites. Funding must be made available to cover the typical operating costs for the months of February through at least June 2020, or until it becomes safe for the state to reopen and lift the stay-at-home order. The NC Division of Child Development and Early Education has already developed special COVID-19 funding assistance for child care programs serving essential workers for April and May, including:

- Funding for the NC Pre-K program, both in public or private sites, whether the program is opened or closed.
- Funding to cover the cost of child care subsidies whether the child care programs remains open or closed.
- Bonus pay supplements for teachers and staff working in child care programs.
- Coverage of parent co-pay fees for all essential workers.
- Allowing the Child Care WAGE\$ and Infant Toddler Educator AWARD\$ programs to continue to support early educators who may no longer be working a child care program.

Additional emergency funding should be made available to cover the costs for:

- Increasing child care teacher and staff bonus pay up to \$600 per week which is the amount available through federal Unemployment Insurance.
- Covering payroll and benefit costs for employing full-time or part-time early childhood teachers and other staff.
- Assisting child care programs in recovering the lost income from private parent fees.
- Centralized access and funding for emergency sanitation supplies, equipment, and deep cleaning services to meet the required health and sanitation standards.
- Expanding services to provide second-shift care or 24-hour care.
- Payroll costs for staff who may be out on leave because they have health concerns or have been diagnosed with the Coronavirus or who are caring for family members with health issues or diagnosed with the virus.

2) Emergency Grants for Child Care Programs that have closed during the Stay-at-Home Order or reopen within 30 days after the Order is lifted:

Create a state-level Emergency Grant Program for all licensed child care programs that have been closed for more than two weeks during the COVID-19 crisis to stabilize and sustain their businesses during the crisis and support them in accelerating the reopening of their program once the crisis passes. Grant funds may be used to cover the full operating costs for the all child care programs, including:

- Full contract costs to operate the NC Pre-K program, child care subsidies, and parent fees based on February enrollment.
- Cost to provide payroll for early childhood teachers and other staff, similar to how NC K-12 teachers continue to be paid while public schools are closed or the federal Payroll Protection Program that covers payroll costs.
- Ongoing fixed costs, including facility rent or mortgage payment, utilities, facility maintenance, etc.
- Ongoing costs of health insurance and other benefits for early childhood teachers and staff.
- Ongoing cost of paid sick and family leave, and the other lost business costs.
- Bonus salary supplements and other incentives to child care teachers that return to their previous place of employment to provide continuity of care for children and families.
- Amount to cover new base child care subsidy rates that equal at least the state-wide average for all counties and then an additional 25% for all programs to ensure low-income families have access to child care programs at the same rate as parents paying full-cost.

For more information, please contact:

Michele Rivest, Policy Director, NC Early Education Coalition

Email: Michele.Rivest@NCEarlyEducationCoalition.org

Cell: 919-218-0224



Support for this proposal

\$125 million Child Care Emergency Economic Support Package is supported by the following 867 individuals, child care providers, and organizations from across the state.

Janet Abreu
Kayla Absher
Heather Adams
Hannah Adegboye, Success Corner
Home Daycare
Kim Adkins, Early Start Academy
Advance Carolina
Diana Aldridge

Susan Allen
Brandy Allen
Daphne Alsiyao
Suzanna Amos
Pam Anderson
Lori Anderson
Jennifer Anderson
Candy Andruzzi

Anson County Partnership for Children
Lance Ashdown
Asheville City Schools
Gregory Austin
Kathey Avery
Nazlee Ayube, Magnolia Child Care
Center
Lynne Bailey

Bridget Bailey
Sherry Baird, Nana's Place
Ennis Baker
Amanda Ball
Latesha Ballard
Crystal Ballard, First Baptist Day Care
Patty Banton
G Barber
Michele Bare
Fain Barker
Donald Barker
Vickie Barnhardt
Ashley Barnhardt
Marsha Basloe
Tammy Batts, Kids Educational Center
Sandy Bay, Bay's Child Development
Meghan Bean
Tammy Beaulieu
Jawanna Bell
Nicole Belton
Brandise Belton
Donna Bender
James Bengel
Maurica Bennett, Kids & Company
Amber Best
Rose Bevington
Lisa Blankenship
Tyneita Blount, Early Stages Child Care
Stephanie Bohling
Polly Bolding, Asheville City Schools
Preschool
Stephen Boletchek
Mary Bolin
Ray Boling
Eve Botelho
Lyn Boulter, Partners in Learning CDC
Jennifer Bracken, Little Red School
House
Stacy Bradburn
Stephanie Breza
Ivy Brezina
Patti Broadnax
Selena Brooks
Daisy Brooks, Daisy's Good Beginnings
Cassandra Brooks, Little Believer's
Academy
George Browder
Naomi Brown
Nancy Brown
Marvin Brown, Kiddie Academy of
Holly Springs
Marie Brown, Toddletown Kidz Inc.
Joanne Brown
Erica Brown
Amy Brown
Deadra Brown-Cherry
Suzanne Buckley
Sandra Burch
Colin Burch
Jerry Burchett, Kid city children center
Susan Burgess
Felicia Burnett
Kelly Burnoski, Partners in Learning
Anndrea Burns
Jessica Burroughs
Lisa Butterworth
Tom Byers
Shelli Bynum
Shaquana Bynum

Darise Caldwell
Angela Caldwell, Fulfilling Dreams Child
Care Home
April Calhoun
Courtney Caligiuri
Lathanya Campbell
Kadie Campbell, South Rowan
Academy Daycare
Jean Campbell
Doris Campbell, Doris Campbell
Daycare Home
C. Campbell
Megan Canady
Richard Caro
Vaness Carr
Esther Cartwright
Billie Castevens, Embracing Differences
Child Care
Catalpa Partners, LLC
Robert Cates
Olga Celis
Tracy Chamberlain
Michelle Chapin
Linda Chappel
Chatham County Partnership for
Children
Chris Chato
Child Care Resource Center
Child Care Resources, Inc.
Child Care Services Association
Children's Council of Watauga
Kristen Christman
Jane Church
Melanie Clark, Concord Children's
Academy
Laura Clark
Kaila clippard
Shannon Clontz
Linda Cobb, The Increase Learning
Center, Inc.
Samone Cole, Steps & Stages
Children's Center
Melissa Collins, Opening Doors
Preschool, II
Laura Collins
Brannigan Conley
Maggie Connolly
Heide Coppotelli
Andrea Coston, God's Lil Gifts Christian
Center
Nancy Coutts
Tembila Covington
April Crocker
Angela Cross, Angela's Early Learning
Christian Academy
Yuki Damerville
Alyssa Dancy
Deryle Daniels
Terry David
Tonya Davis, Creative Village Child
Care
Liz Davis
Katherine Davis, The Growing Place
Childcare Center
Frenchy Davis
Ann Davis
Angela Davis, Kid Appeal Learning
Center
Angela Dayvault

Susan Deans, Helping Hand
Developmental Center
Marisa DeFrate
Mary Degroff
Kassandra DeJesus
Kimberly Deloatch
Suzanne Dewhirst
Diarra Diouf
Christina DiSalvo
Lori Dishmon
Wanda Dixon
Tiffany Donaldson
Dwan Dorman
Down East Partnership for Children
Gwendolyn Draughn, L & A's Lil Angels
Bridget Dunford
Antoinette Dunlap, Achievers and
Believers FDCH
Duplin County Partnership for Children
Donna Dupree
Louisa Dyer
Debbie Eaker, Westview Baptist
Daycare
Melinda Eakins, Kid- N- Play Daycare
Chrystal Early
Shanay Eason, Tiny Imprints Childcare
Lawrence East
Robin Eberhart
Felicia Ebron, Fee's Daycare
Tiffany Eddinger
Rebecca Eddings
Susan Edelstein
Jenny Edwards
Valerie Ehrlich
Michael Eisenberg
Susan Elixson
Laura Elliott
JC Elrod, The Learning Tree
Emily Englehart
Joy Englert
Deanna Ephraim
Mary Erwin
Nichole Esbensen
Yasmin Farahi
Chanda Farley
Carla Faulk, Faulk Kidland Childcare
Center
Tracy Feldman
Heather Ferguson, Grace Covenant
Presbyterian Church
Valentina Ferrara
Jen Ferrell
Eileen Ferrell
Adrienne Ferriss
Heather Fidler
Deborah Finney
Joe Fleming
Terra flint
Adriana Flores
Tom Forsythe
Elizabeth Forsythe
Rene Fox
Yvonne Frazier, L And Y Daycare
Rodney Frazier, Just Like Family
Angelia Frazier
Diane Frederick
Charmayne Fredericks
Latoya Free
LaShawn Freeman

Selene Friend
Colette Froneberger
Peggy Fry
Nadine Frye, Tender Hearts Child Care
Candice Fuentes
Helen Gabriel
Sandra Gaines, Dillard Academy Early Learning Center
Erica Gallman
Nyasia Galloway
Ashley Garduno
Dona Gartrell
Tiffany Gary, Humpty Dumpty Childcare company inc
Doris Gatling, Hertford Northampton Daycare Association
William George
Rebecca Gibson
Aisha Giles, Giles Daycare
Tanya Gill
Jennifer Gillis
Laura Glover
Hugh Glover, KidsRKids Learning Academy
Caroline Goins
Caroline Goins
Barry Goldfarb
Amie Goodman
Rosaline Gordon, Steps To Hope Academy LLC
LaPrisha Gordon, Chesterbrook Academy
Ajay Goyal
Sheri Grace
Heather Grant, Creative Kids Preschool
Bernardine Grauer
Willie Green
Shirleen Green
Serenity Green
Lisa Green
Janie Green
Amy Green
Janice Greiner
Amanda Grieshaber
Chas Griffin
Kristin Grooms, Harrisburg Presbyterian Church Child Development Center
Nathaniel Grubbs
Kenneth Gruber
Guilford County Partnership for Children
Cassandra Gullick, Gullick's Learning Room
Kaitlyn Guyer
Cathy Hailey
Cheryl Haislar
Kaaren Haldeman
Robin Hall
Jonathan Halperen
Missy Hamrick, Mama Lissa's Tiny Tot University
Beverly Hargett, Kay's In-Home Day Care
Donald Harland
Carolyn Harraway-Smith
Kathleen Harrell
Donnisa Harricharan
Shirley Harris, Rainbow Wonders Child Care Home

Renee Harris
Marsha Harris
Cara Harrison
Kristi Harvell, Newton Methodist Preschool
Jack Harwell, Catawba ridge cdc
Lillibeth Haskell
Kathy Hasty, Shepherd's Way Day School
Debbie Hatcher
Tom Hatley
Jane Hatley
Robin Havican
Kristina Heiks
Kelsey Heiney
Stephanie Hellert
Mary Herbenick
Samantha Hess, Eliada Homes
Sandra Hickman, Children's Creative Minds and Hands Learning Center
Carl Hiemstra
Alyssa Hill
Sandra Hillerstrom
Vanessa Hodges, The Learning Center
Tina Hoffman
Denise Hogue, Kids Korner CDC
Kim Holden
Diann Holland
Charlotte Holliday
Bernadette Holmes
Mark Honeycutt
Meagan Hopes
Deborah Howell
Brenda Hughes
Sharal Huit
Nicole Hulstein
Peggy Hunter, mrs.peg's care
Kathleen Hunter, The Good Shepherd's Child Care
Cynthia Hunter, Lov-N-Care Childcare Home
Angela Hunter
Elisabeth Hurd
Kaitlyn Hurst
Emma Hutchens
Shannon Hutchinson
Sandra Hutchinson
Farzana I.
Pamela Ingram
Sandy Irving
Joyce R. Isenhour, Little Friends Child Development Center
Erin Isgett
Marsha J.
Tiffany Jackson
Sarah Jackson
Katara Jackson
Katrina Jackson, Brighter Beginnings CDC
Shonda James, Creative Care by Shonda
Sharon James
Celia Jarrett
Shelton Jenkins
Ginger Jenkins, Sherrills Ford Learning Academy
Bambi Jenkins, Cline learning center
Patricia Jessup, Pat's Little Angels Home Care

Susan Johns
Elizabeth Johns
Tarry Johnson, Hug A Bear Childcare Center
Sandy Johnson, Friendly Avenue Christian Preschool
Melissa Johnson
Javeda Johnson, St Stephens Daycare Center
Erin Johnson
Mary Jones, Little Lambs Childcare#1
Lori Jones
Janan Jones
Dawn Jones
Clifford Jones
Stephen Juhlin
Eileen Juric
Wendy Kadens
Lynne Kane
Claudia Kaplan
Karen Kaser-Odor
Marisa Katz
Alan katzer
Harpreet Kaur, Wonder Kids Home Day Care
Teresa Kearney, Teresa's Tree Of Knowledge
Kris Keenan
Sarah Kelly
Ervin Kelman
Deborah Kenny, The British International School of Charlotte
Patricia Kingsbury
Ellen Kinzie
Richard Klett
Michael Koch
Stephanie Koger
Nancy Koone
Sonya Kotila
Jeff Kulp
Maureen Kurz
Diane Labovitz
Gina Lake
Kristen lampert
Rita Large
Mary Lawrence
Betty Lawrence
Penny Lawson
Sharon Leach, Kimberley Park Extended Day Program
Brandyln Lemen
Amanda Levesque
Michael Lewandowski
Lisa Lewis, Possessing the Keys Day Care
James Lewis
Frank Lewis
Daminque Lewis
Brandi Lewis, Kountry Kids Preschool
Sarah Lindsey
Samantha Lineberry
David Liu
stacy lohr
Tamikka Lowery, Precious Luv One's Child Care Home
Mozella Lowery, Loving Care Child Development Home
Kelly Lowman-Kirk
William Lucas, First Chronicles Community CDC

Michelle Macon, Cornerstone Church
Development Centers
A. MacStay
Anthony Madejczyk
Karen Mallam
Diane Mance
Catherine Marie
Caroline Marino, Emmanuel Lutheran
School
Alma Marler
Maria Marshall, Southeast Raleigh
daycare
Denise Marshall, Little Ivy League
Arturo Marshall, Happy Times CLC
Melissa Mart, Primrose School Chapel
Hill at Briar Chapel
Brian Mart
Ashley Martin
Dana Martin
Michele Martin
Martin-Pitt Partnership for Children
Sarah Martinez
Starla Mason
Cynthia Mastro
Kristie Mather
Carla Matthews, Sweet Dreams Day
Care
Leslie Mattison
Jenifer Mauro, At. John's child
development center
Kimberly McAllister, Pamper, Hugs &
Luv's Learning Center Inc.
Marva McCain
Tonya McCall
Eileen McCorry
Gwendolyn McCoy, Kids & Company
Daycare Center
Tracey McCrain
Dawn McCrary
Richard McCrary
Janet McDade
Linda McDougald, RAVENS
Wonderland
Kim McGuire
Marshall McKeithen
Peggy McLeod
Valerie Jarvis McMillan
Deborah McMillan-Evans, Little Angels
Childcare & Developmental Cente
Teresa Meadows, Wingate Baptist
Church Daycare
Laura Medford
BethAnn Mellinger
Perry Melton, Building Blocks
Crystal Melton
Yavander Melvin, Vonda's bundles of
Joy
Dawn Meskil
Beth Messersmith
Jamey Messersmith
Esther Meter
Sarah Meyer, Children First
Nicole Miller, Nicole Miller Family
Childcare
D Miller
Katie Miller
Jennifer Misenheimer
April Mitchell, Children's Castle
Childcare

Angela Mitchell, PreKology
Josh Mizelle
Nicole Mohny-Marshall
Susan Monbarren, Goddard School
Shemicka Monroe, Head Start
Christina Montague, Rising Stars
JrVersity
Kimberly Montez
Felicia Moore
Frank Moore
Michaela Moore
Susan Morance
Amber Morgan, Bright Beginnings
Michele Morgan
Ronnetta Morris, A Mother's Touch
Alicia Morris
Joni Morris
Carmen Morrison, Marizetta Kerry
Child Development Center
Heather Morton
Karen Muehlenkamp, Karens daycare
Rita Mullis
Beverly Murphy
Mike Murray, 16 cents ministry inc
Susan Muth
Lynn Myers
Melanie Myles, Busy Bees Academy
Lynne Nakell
Paul Naylor
*NC Child
NC Head Start Association
NC Institute for Child Development
Professionals
NC Association for the Education of
Young Children
Neighbors For Better Neighborhoods*
Elaine Nell
Jenna-Marie Nelson
Gabrielle Newsam
Joan Nicholson
David Nikkel
Jenny Noble, Learning care Group
Deborah Norton
Suzanne Null
Amanda Oakes, Mother Goose ELC
Pamela Oates, Love, Laugh And
Learning Home Childcare Center
Cynthia Osborne
Corrina Page
Donna Pardiello
Justine Park
April Parker
Yolandra Parks
MaryKatherine Parr
*Partnership for Children of
Cumberland County
Partnership for Children of Johnston
County
Partnership for Children of Wayne
County*
Nicola Passarello
Christie Paxton, Mountain Projects,
Inc. Head Start
Sonja Payne
Iaronnda pearson, The Lil'Razcals
Nicole Pearson
Brian Peltier
Elretha Perkins, Perkins Professional
Day Care Inc

Lamine Perkins
Chris Peterson
Sebrina Phillips, Grace Academy-
Rockwell
Angela Phillips, Phillips Learning Center
Angela Philpot, Angel Care Academy
Brooke Philpott
Dana Pinnix, Piedmont Global
Preschool
CaSandra Pittman
Patricia Porter
Yolandra Powell, Abundant Love
Christian Daycare
Debbie Powell, Home Touch Child Care
Cheryl Powell, Cheryl's Country Kids
Childcare
Frankie Denise Powell
Lauren Powell
Stefanie Powell
Brittany Pratt
Susan Preble
Alecia Prevetie
Douglas Price
Mary Prieto
Stacey Rabon, Kiddie University
Irene Radke
Olivia Rahimtoola
Richard Rairigh
Sheree Ramseur
Deanna Randle, King's Kids EELC
Cassandra Rankin
Connie Raper
Quyona Rawley
Lea Ray
Synetta Raye, Faith Child Care
Ready for School, Ready for Life
Susan Redding
Tiffany Reece, Trinity child care
Rebecca Reid
Sue Resnik
Debi Reynolds
Sherry Richardson, Head Start
Shana Richardson, Whole Child Care
Center
D Roberson
Lana Robertson, Lana's Daycare
Tiffany Robinson, New Beginnings
Child Enrichment Center
Lydia Robinson, Excel Learning Center
Barbara Robinson, Babs Lil' Angels
Gayle Robinson
Tonya Rockhold, Tonya's Tots
Lucelia Rodriguez, Spanish for Fun
Academy
Stephanie Rogers
Jana Rono
Jasmine Ross, Futue Scholars childcare
Elizabeth Ross
Adriana Rotundo
Elizabeth Rudd-Myers
BJ Rudell
Carey Rudell
Donald Rumph
Sue Russell
Molly Russell
Kathryn Sabbeth
Sarah Safley
Amanda Safrif
Chad safrif

Pam Safrit
Muharrar Saladin
Annette Samuels, Phenomenal Kids
Childcare
Donna Sand, COS Kids
Lynquay Sanford, Open Arms Daycare
Kate Sanford, Carolina Friends School
Kezia Scales
Kathryn Scarborough
Cathy Schaeffer, Fairy Tale Cottage
Emilie Scharf
Sabine Schoenbach
Jonathan Schroer, New School
Montessori Center
Leigh Schuller, Asheville Jewish
Community Center
Mary Scott
Debra Sears
Self-Help Credit Union
L Sen
Shoshana Serxner-Merchant
Melissa Shaul
Kimberly Shaw, A Safe Place CEC Inc
Victoria Shea
Patricia Sheley
Courtney Shelton
Phyllis Shepard, Little Angels
Stephanie Shepherd
Carol Sherwood
Janaki Shetty, Bright Start child care
Cindy Shoaf
Bobbie Short
Latoya Sides, Sunshine House
Millisa Sierawski
Michael Sileno
Rhoda Silver
Nancy Simpson, Faith Wesleyan
Children's Academy
Geretia Simpson
Danielle Sims
Chris Skinner
Smart Start Forsyth County
Smart Start of Forsyth County
Smart Start Rowan
Tabatha Smith, Little Buck Swamp
Academy
Laura Smith, St. John's Child
Development Center
Beth Smith
Darlene Smith
Jenn Smith
Sara Smith
Andrea Snyder
Adam Sotak
Southwest Child Development Center
Martha Spencer
Kristy Spruill, Mt Moriah Child
Development Center, Inc
Aleshya Spruill
Cheryl Stallings
Aviva Starr
Theresa Stephens, Church Childcare
Center
Wendy Stevens
Derose Stewart, The Rose Garden
Catherine Stewart
Joanne Stewart
Ann Stomkin
Ann Stone

Mary Stone
Pamela Strader
Nancy Stratford
Dekevia Strickland
Judith Strickland
Sheryll Strode
Richard Strowd
Suzanne Studdard, Cambridge
Academy
Phyllis Swank
Goyia Swanson, Kaleidoscope Dreams
Ryan Sykes
Susan Tackett
Michelle Tant, A New Day Child Care
Sharon Tate, Lil' Treasures Daycare
Johanna Tatlow
Barbara Taylor, Apple Tree Academies
Tammie Taylor
Shannon Teel
Wanda Teets, Wee-Wonders Christian
Daycare
Erika Testoni
Ginger Thomas
Connie Thomas, Providence
Preparatory School
Melonie Thompson
Alice Thorp
Thrive Asheville
Janet Tice
Jennifer Tippett, Children's Ark
Creative Learning Center, Inc.
Sam Todd
Jill Townsend
Dollie Trant
Maria Travers
Jeanie Travis, New Beginnings Child
Enrichment Center
Laura Travis-Ehart
Ashlyn Troutman
Rochelle Tucker
Douglas Turner, Ms. Jenny's Rocking
Horse Ranch, LLC
Maria Turner
Minnie Turner
Birgul Tuzlali
Monica Tyson
Tim Vancelette
Marlene Vargas, Birds Nest Montessori
Erin Vasquez
Tina Velgus
Pat Vescio
Amy Vestal
Angela Vieth
Asata Virgo
Rose Volponi, Durham Community
Preschool
Ruchir Vora
Portia Wade
Bill Wagoner
Donna Wagoner
Jammie Wale
Michael Walker
Valerie Wallace
Michael Wallace
Lynne Walter
Amy Walters
Tzu-Wen Wang
Cynthia Watkins

Gaybriel Watkins
Brittish Watlington
Ravyn Watts
Selina watts
janette waugh, The Old School
Teresa Webb, East asheville academy
Ladeanna Webb, Ladeanna's Childcare
Michael Wechter
Sarah Weed
Krissy Weeks
Stephen Weissman
Dee Dee Wells
Cristi West, Aha Moments
Marilyn West
Joanna Westbrook, Young One's Day
Care
Rita Westfall, Rita Westfall's daycare
Teressia Weston, Kings & Queens
Lillian Whack, New Beginnings
Cynthia A Wheeler
Lillian Whichard, Lillian's Daycare
Betty Whisnant
Gina White-Byrd, WhiteRabbit
Preschool
Marcia Whitney, Verner Center for
Early Learning
Nicole Wiersma
Debbie Wiggins, Childcare Network
John Wiles
Tamara Williams, Tender love & Care
Susan Williams, Learning & Fun
Jessuita Williams
Katherine Williams
Kebbler Williams
Mel Williams
Queenia Williams
Volunda Williams
Robyn Willis, The Paw-Paw Patch, LLC
Latisha Willoughby
Susan Wilson, Inter-mountain Children
Services Head Start
Rotonda Wilson, Young Children's
Learning Center
Dawn Wilson
Rochelle Wingate
Douglas Wingeier
Celeste Winterberger
Robert Witt
Edward Wolfsohn
Lashonda Woodruff, Children's
Creative Center LLC
Dare Woodruff
Teresa Woodruff
Becki Woolf
Mara Wooten
Daniela Worden
Katie Wouk
Stephanie Wray
Karen Wright, New Beginnings Daycare
Roberta Yates
Mary Yopp, Park Avenue School
Samantha Young
Glenn Yutzy
Laura Ziegler
Megan Ziegler
Josh Zukerman
Iris Zwicker, Mommy's Day Care
Amelia Abrams
Olga Aguilar

Ashley Allen
Leslie Anderson
Wendy Andrews, The Little School Of Hillsborough
Judy Arrington
Julie Ashby
Angela Barr, Little rascals daycare
Turkessa Baten
Linnea Bergvall
Francine Beyer, Kiddie kampus
Teresa Boykin
Carolyn Breedlove, First Baptist Welcome Learning Center
Sherri Bright
Charlene Brooks
Holly Burdick
Jo Burt
Andra Carroll
Connie Casey, Connie's Day Care
Taru Chandler
Karen Clark
Tiffany Cole
Maria Colmont
Philip Colwell
Samantha Coogan, Primrose School of South Charlotte
Maggie Cook, First Baptist Church Child Development Center
Jessica Craig, Tiny Tots Learning Center
Bonita Diggs, Countryside Kids Club
Jacqueline Dwork
Fletcher Edens
Pamela Edwards, Kindercare
Mona Edwards
Elizabeth Anne Eitelman
Courtney Fincher, Odyssey School
Minnie Foster, His Glory Child Development Center, Inc
Nayirah Fuller
Mona Gammons
Yvette George
Adrienne Gilbert
Teresa Goodman, Primrose School at Afton Village
Sundra Hanna, Sunny Kids Academ

Lateisha Harris
Denise Harrison
Lyn Havard
Stephanie Haynes
J. Jonathan
Crystal Jones, A'Dora's Childcare
Shameka Jordan, Kiddie Junction
Caroline Kassouf
Orhan Kayalar
Jessie Kelley, Jessie's Little Blessings
Stephanie Kelley
Kathy Kelley
Pecola Knight, Ms. Pecola's Family Day Care Home
Kimberly Knight
Michell Kocan
Debra Kretschmer, Wilson's Mills Baptist Childcare
Mandee LaCroix, CFA Academy Daycare
Denise Laney
Michael Lawless
Kendra Lebel
Jermonica Lindsey, Shining Stars Child Development Center, Inc.
Renee Little
Janique Little
Mason Loudermilk
Donna Luper
Helen Lytch
Zach Martin
Mariama Mbye
Yaa McConnell
Juanita McKinnon, Jesus Loves the Little Children Childcare
Anna Mercer-McLean, Commnity School for People under 6
Kathy Miller
Brenda Milloway
Irma Mizzelle, KinderCare Education
Leslie Moore-Martinez
Veronica Morris, Lil Jumping Jack's
Nicole Morris
Dalphia Murphy, Little People Day Care Center
Shelby Ostendorf

Cindy Owen, New Testament Child Development Center
Devena Pelzer
Erin Pennington, Primrose School of Chapel Hill East
DeDe Peterson
Felicia Pfout
Janice Price, First United Methodist Child Development Center
Tieria Pulley
Heather Pullum
Samreen Raza
Diana Restrepo
Michelle Robertson
Connie Rodgers
Tom Rogers
Sheilah Rowell
Kristi Royster
Diane Ryndak
MaLeesha Scott
Debbie Sellers, My Babies Star Academy CDC & Preschool
Bonnie Sells, Ollie's Small World
Sarah Sharpe
Pamela Shirley
Susan Singleton
Patricia Sloan
Whitney Smith
Patricia Spruill, Step By Step Academy
Marissa Stalling, College Bound Academy
Julia Stanley
Alison Stinnett
Spencer Swain
Tezerue Tesma
Rebecca Thornton
Christina Tiritilli
Whitney Tucker
Jennifer Van Lue
Sarah Vial
Judy Walker
Lisa Wall
CiCi Weston, The Christine Avery Learning Center
Sherry Wilson, Wilmas Day Care ,Inc
Erica Wrenn
Emily Young