



Tennessee Senate

PUBLIC CHAPTER NO. 934

SENATE BILL NO. 2063

By Oliver, Yarbrow, Campbell, Lamar

Substituted for: House Bill No. 2232

By Freeman, Whitson, Hardaway, Camper, Powell

AN ACT to amend Tennessee Code Annotated, Title 49 and Title 71, relative to public benefits for child care workers.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1.

(a) The Tennessee advisory commission on intergovernmental relations (TACIR) is directed to conduct a study on the following:

(1) The current landscape of child care workers in this state, including, but not limited to:

(A) Demographic and racial makeup of the child care workforce;

(B) Salary and wage compensation;

(C) Tenure of employment at a child care agency;

(D) Amount of child care workers on public assistance or working second employment; and

(E) Whether the child care workers have children enrolled in a child care agency;

(2) The establishment, feasibility, and impact of implementing a program that covers the cost of child care for a child care worker who:

(A) Works at least twenty (20) hours per week at a licensed child care agency, regardless of the employee's role at the agency;

(B) Has worked continuously at a child care agency for at least ninety (90) days;

(C) Is eligible to have their children attend the child care agency at no cost, or has children that attend a licensed, certified, or registered provider that accepts and is approved to receive child care assistance payments; and

(D) Is a resident of this state; and

(3) For the purpose of excluding a child care worker's income or household income level from being considered when determining eligibility as a protected population and addressing the workforce shortage by incentivizing child care workers to remain employed in the early education industry:

(A) The feasibility and impact of expanding financial supports for early educators, such as through the use of the child care WAGE\$ program, bonuses, and other public benefit eligibility options;

(B) The establishment and feasibility of a target compensation scale for employees of child care agencies, as defined in § 71-3-501; and

(C) The benefits cliff and whether public benefits program eligibility thresholds are in alignment with state program income eligibility requirements. For purposes of this subdivision (a)(3), "benefits cliff" means the loss of public benefits by employees of child care agencies whose incomes exceed public benefits eligibility thresholds following wage increases.

(b) All appropriate departments and agencies of this state shall provide assistance to TACIR in connection with the analysis required in subsection (a).

(c) TACIR shall submit a report disclosing the findings of the study and recommendations to the speaker of the senate, the speaker of the house of representatives, and the legislative librarian no later than January 31, 2025.

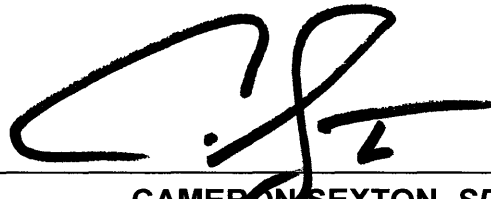
SECTION 2. This act takes effect upon becoming a law, the public welfare requiring it.

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PASSED: April 22, 2024



RANDY McNALLY
SPEAKER OF THE SENATE



CAMERON SEXTON, SPEAKER
HOUSE OF REPRESENTATIVES

APPROVED this 6th day of May 2024



BILL LEE, GOVERNOR