

110TH CONGRESS
1ST SESSION

H. R. 2392

To improve the lives of working families by providing family and medical need assistance, child care assistance, in-school and afterschool assistance, family care assistance, and encouraging the establishment of family-friendly workplaces.

IN THE HOUSE OF REPRESENTATIVES

MAY 17, 2007

Ms. WOOLSEY (for herself, Mr. GEORGE MILLER of California, Ms. DELAURO, Mr. ELLISON, Mrs. CAPPS, Ms. CARSON, Mr. CONYERS, Mr. FARR, Mr. HINCHEY, Mr. HINOJOSA, Ms. JACKSON-LEE of Texas, Ms. LEE, Mrs. LOWEY, Mrs. MALONEY of New York, Ms. MATSUI, Mr. McDERMOTT, Mr. MCGOVERN, Mr. McNULTY, Ms. MOORE of Wisconsin, Mr. OLVER, Mr. PAYNE, Ms. SCHAKOWSKY, Ms. SOLIS, Ms. WATSON, Ms. KILPATRICK, Mr. JOHNSON of Georgia, Mr. DELAHUNT, Mr. COHEN, Ms. CORRINE BROWN of Florida, Mr. TOWNS, Ms. CLARKE, Mr. CUMMINGS, Mr. DAVIS of Illinois, Mr. JACKSON of Illinois, Mr. JEFFERSON, Mr. KILDEE, Mr. KUCINICH, Mr. LANTOS, Mr. LEWIS of Georgia, Mrs. MCCARTHY of New York, Mr. MEEKS of New York, Mr. RUSH, Ms. LINDA T. SÁNCHEZ of California, Mr. WAXMAN, Mr. WEXLER, Mr. STARK, Mr. CLAY, Mrs. DAVIS of California, Mr. FRANK of Massachusetts, Mr. GRIJALVA, Mr. HONDA, Mr. RAHALL, Mr. ROTHMAN, Ms. NORTON, Ms. BORDALLO, and Ms. WATERS) introduced the following bill; which was referred to the Committee on Education and Labor, and in addition to the Committees on House Administration, Oversight and Government Reform, Financial Services, and Armed Services, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To improve the lives of working families by providing family and medical need assistance, child care assistance, in-school and afterschool assistance, family care assistance,

and encouraging the establishment of family-friendly workplaces.

1 *Be it enacted by the Senate and House of Representa-*
 2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE; TABLE OF CONTENTS.**

4 (a) **SHORT TITLE.**—This Act may be cited as the
 5 “Family and Workplace Balancing Act of 2007” or “Bal-
 6 ancing Act of 2007”.

7 (b) **TABLE OF CONTENTS.**—The table of contents of
 8 this Act is as follows:

Sec. 1. Short title; table of contents.
 Sec. 2. Findings.

**TITLE I—PAID LEAVE FOR NEW PARENTS AND FAMILY AND
 MEDICAL LEAVE ENHANCEMENT ACT OF 2003**

Subtitle A—Paid Leave for New Parents

Sec. 101. Short title.
 Sec. 102. Purpose.
 Sec. 103. Definitions.
 Sec. 104. Grants.
 Sec. 105. Notification.
 Sec. 106. Report.
 Sec. 107. Authorization of appropriations.
 Sec. 108. Technical and conforming amendments.

Subtitle B—Family and Medical Leave Enhancement Act of 2003

Sec. 111. Short title.
 Sec. 112. Additional leave for parental involvement.
 Sec. 113. Additional leave for routine family medical care needs.
 Sec. 114. Expansion of employers covered by Family and Medical Leave Act of
 1993.
 Sec. 115. Expanded eligibility for leave.
 Sec. 116. Conforming amendments.

TITLE II—CHILD CARE EXPANSION AND IMPROVEMENT

Subtitle A—Care for Young Children

Sec. 201. Expanding child care for young children.
 Sec. 202. Early childhood home visitation.

Subtitle B—Improving Child Care Quality Through Teacher Incentives

- Sec. 221. Purpose.
- Sec. 222. Definitions.
- Sec. 223. Funds for child care provider development and retention grants, scholarships, and health benefits coverage.
- Sec. 224. Allotments to States.
- Sec. 225. Application and plan.
- Sec. 226. Child care provider development and retention grant program.
- Sec. 227. Child care provider scholarship program.
- Sec. 228. Child care provider health benefits coverage.
- Sec. 229. Annual report.
- Sec. 230. Evaluation of health benefits programs by Secretary.
- Sec. 231. Authorization of appropriations.

Subtitle C—Child Care Construction and Renovation Incentive Grants

- Sec. 241. Short title.
- Sec. 242. Use of community development block grants to establish child care facilities.
- Sec. 243. Insurance for mortgages on new and rehabilitated child care facilities.
- Sec. 244. Insurance for mortgages for acquisition or refinancing debt of existing child care facilities.
- Sec. 245. Study of availability of secondary markets for mortgages on child care facilities.
- Sec. 246. Technical and financial assistance grants.

Subtitle D—Business Child Care Incentive Grant Program

- Sec. 251. Business child care incentive grant program.

TITLE III—PRE-SCHOOL, IN-SCHOOL, AND AFTERSCHOOL
ASSISTANCE

Subtitle A—Universal Prekindergarten Act

- Sec. 301. Short title.
- Sec. 302. Findings and purpose.
- Sec. 303. Prekindergarten grant program authorization.
- Sec. 304. State requirements.
- Sec. 305. Local requirements.
- Sec. 306. Professional development set-aside.
- Sec. 307. Reporting.
- Sec. 308. Federal funds supplementary.
- Sec. 309. Definitions.
- Sec. 310. Authorization of appropriations.

Subtitle B—Universal Free School Breakfast Program

- Sec. 311. Universal free school breakfast program.

Subtitle C—Nutritional Improvement for Children Served Under Child
Nutrition Programs

- Sec. 321. Nutritional improvement for children served under child nutrition programs.

Subtitle D—Child and Adult Care Food Program

- Sec. 331. Reimbursements for afterschool dinners.

Sec. 332. Eligibility of private child care centers.

Subtitle E—Afterschool Education Enhancement Act

Sec. 341. Short title.

Sec. 342. Amendments regarding 21st century community learning centers.

TITLE IV—IMPROVING THE WORKPLACE FOR FAMILIES

Subtitle A—Part-Time and Temporary Workers Benefits

Sec. 401. Treatment of employees working at less than full-time under participation, vesting, and accrual rules governing pension plans.

Sec. 402. Treatment of employees working at less than full-time under group health plans.

Sec. 403. Expansion of definition of employee to include certain individuals whose services are leased or contracted for.

Sec. 404. Effective dates.

Subtitle B—United States Business Telework Act

Sec. 411. Short title.

Sec. 412. Telework pilot program.

Sec. 413. Report to Congress.

Sec. 414. Definition.

Sec. 415. Termination.

Sec. 416. Authorization of appropriations.

1 **SEC. 2. FINDINGS.**

2 Congress finds the following:

3 (1) Currently in $\frac{2}{3}$ of married families with
 4 children in the United States, both parents work
 5 full-time. Seventy-one percent of mothers with chil-
 6 dren under age 18 work full-time, and another 29
 7 percent work part-time.

8 (2) The National Study of the Changing Work-
 9 force found that 70 percent of employed parents in-
 10 dicated that they don't have enough time with their
 11 children.

12 (3)(A) A survey conducted by the Boys and
 13 Girls Clubs of America found that more than half of

1 the respondents indicated that they had little or no
2 time to spend in physical activities with their chil-
3 dren.

4 (B) Parents in 3,500,000 households, rep-
5 resenting 7,000,000 children, spend an hour or less
6 a week doing physical activities with their children.

7 (C) The primary obstacle cited by the parents
8 to engaging in physical activities with their children
9 was their work schedules.

10 (4) Nearly $\frac{2}{3}$ of employees who need to take
11 family or medical leave do not take such leave be-
12 cause they cannot afford to forgo the pay.

13 (5) Nearly every industrialized nation other
14 than the United States, and most developing na-
15 tions, provides parents with paid leave for infant
16 care.

17 (6) In the United States, more than half of all
18 mothers of children under the age of one now work.
19 Yet parents of infants and toddlers face acute prob-
20 lems finding child care, and child care that is avail-
21 able is often of mediocre quality.

22 (7) The cost of child care averages \$4,000 to
23 \$6,000 per year in the United States, and families
24 with younger children or with more than one child
25 face even greater costs. For example, the average

1 annual cost of child care for a 4-year-old in an
2 urban area center is more than the average annual
3 cost of public college tuition in all but one State.

4 (8) The average annual child care teacher sal-
5 ary is \$15,430, a wage so low that many programs
6 find it extremely challenging to recruit fully qualified
7 teachers and to retain them. High turnover rates
8 make it more difficult to provide quality and con-
9 tinuity of care.

10 (9) Only 12 percent of eligible children receive
11 child care assistance through the Child Care Devel-
12 opment Block Grant, and only about 3 out of 5 eligi-
13 ble preschoolers are able to participate in the Head
14 Start program.

15 (10) Among needy students, school nutrition
16 programs often provide the primary opportunity for
17 consumption of nutritionally valuable foods.

18 (11) Breakfast is a critical meal for children
19 and provides the nutrition necessary to optimize
20 their learning capacities.

21 (12) According to the Bureau of the Census,
22 nearly 7,000,000 children in the United States are
23 left alone after school each week without adult su-
24 pervision or structured activities of any kind.

1 (13) Violent juvenile crime peaks between the
2 hours of 3:00 p.m. and 7:00 p.m. and teens are
3 more likely to be victims of serious violent crime in
4 the hour after school lets out than any other time
5 of the day.

6 (14) The Nation's communities can benefit
7 from teleworking, which give workers more time to
8 spend at home with their families.

9 (15) Companies with telework programs have
10 found that telework can boost employee productivity
11 5 percent to 20 percent, thereby saving businesses
12 valuable resources and time.

13 (16) More United States families are working
14 more hours than ever. In 2000, the average Amer-
15 ican worker worked 36 hours more, almost a full
16 week, than in 1990. A recent AFL-CIO poll found
17 that nearly three-quarters of working adults indi-
18 cated that they have little or no control over their
19 work schedules.

20 (17) The AFL-CIO's "Ask a Working Woman"
21 survey for 2002 reported that 63 percent of working
22 women work more than 40 hours a week, 30 percent
23 of working women work 20 to 39 hours a week, and
24 7 percent of working women work less than 20
25 hours a week.

1 **TITLE I—PAID LEAVE FOR NEW**
2 **PARENTS AND FAMILY AND**
3 **MEDICAL LEAVE ENHANCE-**
4 **MENT ACT OF 2005**

5 **Subtitle A—Paid Leave for New**
6 **Parents**

7 **SEC. 101. SHORT TITLE.**

8 This subtitle may be cited as the “Family Income to
9 Respond to Significant Transitions Act”.

10 **SEC. 102. PURPOSE.**

11 The purpose of this subtitle is to establish a program
12 that supports the efforts of States and political subdivi-
13 sions of States to provide partial or full wage replacement,
14 often referred to as FIRST insurance, to new parents so
15 that the new parents are able to spend time with a new
16 infant or newly adopted child, and to other employees.

17 **SEC. 103. DEFINITIONS.**

18 In this subtitle:

19 (1) EMPLOYER; SON OR DAUGHTER; STATE.—

20 The terms “employer”, “son or daughter”, and
21 “State” have the meanings given the terms in sec-
22 tion 101 of the Family and Medical Leave Act of
23 1993 (29 U.S.C. 2611).

1 (2) SECRETARY.—The term “Secretary” means
2 the Secretary of Labor, acting after consultation
3 with the Secretary of Health and Human Services.

4 **SEC. 104. GRANTS.**

5 (a) GRANTS.—

6 (1) IN GENERAL.—The Secretary of Labor shall
7 make grants to eligible entities to pay for the Fed-
8 eral share of the cost of carrying out projects that
9 assist families by providing, through various mecha-
10 nisms, wage replacement for eligible individuals who
11 are responding to—

12 (A) caregiving needs resulting from the
13 birth or adoption of a son or daughter; or

14 (B) other family caregiving needs.

15 (2) PERIODS.—The Secretary shall make the
16 grants for periods of 5 years.

17 (b) ELIGIBLE ENTITIES.—An entity eligible to re-
18 ceive a grant under this section shall be a State or political
19 subdivision of a State.

20 (c) USE OF FUNDS.—

21 (1) IN GENERAL.—An entity that receives a
22 grant under this section may use the funds made
23 available through the grant to provide partial or full
24 wage replacement as described in subsection (a) to
25 an eligible individual—

1 (A) directly;

2 (B) through an insurance program, such
3 as a State temporary disability insurance pro-
4 gram or a State unemployment compensation
5 benefit program;

6 (C) through a private disability or other
7 insurance plan, or another mechanism provided
8 by a private employer; or

9 (D) through another mechanism.

10 (2) PERIOD.—In carrying out a project under
11 this section, the entity shall provide partial or full
12 wage replacement to an eligible individual for not
13 less than 6 weeks during a period of leave, or an ab-
14 sence from employment, described in subsection
15 (d)(2), during any 12-month period. Wage replace-
16 ment available to an eligible individual under this
17 subsection shall be in addition to any compensation
18 from annual or sick leave that the individual may
19 elect to use during a period of leave, or an absence
20 from employment, described in subsection (d)(2),
21 during any 12-month period.

22 (3) ADMINISTRATIVE COSTS.—No entity may
23 use more than 10 percent of the total funds made
24 available through the grant during the 5-year period

1 of the grant to pay for the administrative costs re-
2 lating to a project described in subsection (a).

3 (d) ELIGIBLE INDIVIDUALS.—To be eligible to re-
4 ceive wage replacement under subsection (a), an individual
5 shall—

6 (1) meet such eligibility criteria as the eligible
7 entity providing the wage replacement may specify
8 in an application described in subsection (e); and

9 (2) be—

10 (A) an individual who is taking leave,
11 under the Family and Medical Leave Act of
12 1993 (29 U.S.C. 2601 et seq.), under other
13 Federal, State, or local law, or under a private
14 plan, for a reason described in subparagraph
15 (A) or (B) of section 102(a)(1) of the Family
16 and Medical Leave Act of 1993 (29 U.S.C.
17 2612(a)(1));

18 (B) at the option of the eligible entity, an
19 individual who—

20 (i) is taking leave, under that Act,
21 under other Federal, State, or local law, or
22 under a private plan, for a reason de-
23 scribed in subparagraph (C) or (D) of sec-
24 tion 102(a)(1), or under paragraph (4) of
25 section 102(a) of the Family and Medical

1 Leave Act of 1993 (29 U.S.C. 2612(a)(1));
2 2612(a)(4); or

3 (ii) leaves employment, and has an ab-
4 sence from employment, because the indi-
5 vidual has elected to care for a son or
6 daughter under the age of one year; or

7 (C) at the option of the eligible entity, an
8 individual who has an absence from employ-
9 ment and has other characteristics specified by
10 the eligible entity in an application described in
11 subsection (e).

12 (e) APPLICATION.—To be eligible to receive a grant
13 under this section, an entity shall submit an application
14 to the Secretary, at such time, in such manner, and con-
15 taining such information as the Secretary may require, in-
16 cluding, at a minimum—

17 (1) a description of the wage replacement pro-
18 gram;

19 (2)(A) information on the number and type of
20 families to be covered by the project, and the extent
21 of such coverage in the area served under the grant;
22 and

23 (B) information on any criteria or characteris-
24 tics that the entity will use to determine whether an
25 individual is eligible for wage replacement under

1 subsection (a), as described in paragraphs (1) and
2 (2)(C) of subsection (d);

3 (3) if the project will expand on State and pri-
4 vate systems of wage replacement for eligible indi-
5 viduals, information on the manner in which the
6 project will expand on the systems; and

7 (4) information demonstrating the manner in
8 which the wage replacement assistance provided
9 through the project will assist families in which an
10 individual takes leave or is absent from employment
11 as described in subsection (d)(2).

12 (f) SELECTION CRITERIA.—In selecting entities to re-
13 ceive grants for projects under this section, the Secretary
14 shall—

15 (1) take into consideration—

16 (A) the scope of the proposed projects;

17 (B) the cost-effectiveness, feasibility, and
18 financial soundness of the proposed projects;

19 (C) the extent to which the proposed
20 projects would expand access to wage replace-
21 ment in response to family caregiving needs,
22 particularly for low-wage employees, in the area
23 served by the grant; and

1 (D) the benefits that would be offered to
2 families and children through the proposed
3 projects; and

4 (2) to the extent feasible, select entities pro-
5 posing projects that utilize diverse mechanisms, in-
6 cluding expansion of State unemployment compensa-
7 tion benefit programs, and establishment or expan-
8 sion of State temporary disability insurance pro-
9 grams, to provide the wage replacement.

10 (g) FEDERAL SHARE.—

11 (1) IN GENERAL.—The Federal share of the
12 cost described in subsection (a) shall be—

13 (A) 50 percent for the first year of the
14 grant period;

15 (B) 40 percent for the second year of that
16 period;

17 (C) 30 percent for the third year of that
18 period; and

19 (D) 20 percent for each subsequent year.

20 (2) NON-FEDERAL SHARE.—The non-Federal
21 share of the cost may be in cash or in kind, fairly
22 evaluated, including plant, equipment, and services
23 and may be provided from State, local, or private
24 sources, or from Federal sources other than this
25 subtitle.

1 (h) SUPPLEMENT NOT SUPPLANT.—Funds appro-
2 priated pursuant to the authority of this subtitle shall be
3 used to supplement and not supplant other Federal, State,
4 and local public funds and private funds expended to pro-
5 vide wage replacement.

6 (i) EFFECT ON EXISTING RIGHTS.—Nothing in this
7 subtitle shall be construed to supersede, preempt, or other-
8 wise infringe on the provisions of any collective bargaining
9 agreement or any employment benefit program or plan
10 that provides greater rights to employees than the rights
11 established under this subtitle.

12 **SEC. 105. NOTIFICATION.**

13 An eligible entity that provides partial or full wage
14 replacement to an eligible individual under this subtitle
15 shall notify (in a form and manner prescribed by the Sec-
16 retary)—

17 (1) the employer of the individual of the
18 amount of the wage replacement provided; and

19 (2) the individual and the employer of the indi-
20 vidual that the employer shall count an appropriate
21 period of leave, calculated under section 102(g) of
22 the Family and Medical Leave Act of 1993 (29
23 U.S.C. 2612(g)), as added by section 108, against
24 the total amount of leave (if any) to which the em-

1 ployee is entitled under section 102(a)(1) of that Act
2 (29 U.S.C. 2612(a)(1)).

3 **SEC. 106. REPORT.**

4 Not later than 3 years after the beginning of the
5 grant period for the first grant made under section 104,
6 and annually thereafter, the Secretary shall submit to
7 Congress a report that contains a description and evalua-
8 tion of the program under this subtitle for the preceding
9 year.

10 **SEC. 107. AUTHORIZATION OF APPROPRIATIONS.**

11 There are authorized to be appropriated to carry out
12 this subtitle \$400,000,000 for fiscal year 2008 and such
13 sums as may be necessary for each of fiscal years 2009
14 through 2013.

15 **SEC. 108. TECHNICAL AND CONFORMING AMENDMENTS.**

16 Section 102 of the Family and Medical Leave Act of
17 1993 (29 U.S.C. 2612) is amended by adding at the end
18 the following:

19 “(g) RELATIONSHIP TO FIRST INSURANCE.—

20 “(1) FULL WAGE REPLACEMENT.—If an eligible
21 entity provides full wage replacement to an employee
22 for a period under title I of the Family and Work-
23 place Balancing Act of 2005, the employee’s em-
24 ployer shall count an amount of leave, equal to that
25 period, against the total amount of leave (if any) to

1 which the employee is entitled under subsection
2 (a)(1).

3 “(2) PARTIAL WAGE REPLACEMENT.—If an eli-
4 gible entity provides partial wage replacement to an
5 employee for a period under title I of the Family
6 and Workplace Balancing Act of 2005, the employ-
7 ee’s employer shall—

8 “(A) total the amount of partial wage re-
9 placement provided for that period;

10 “(B) convert the total into a corresponding
11 amount of full wage replacement provided for a
12 proportionately reduced period; and

13 “(C) count an amount of leave, equal to
14 the period described in subparagraph (B),
15 against the total amount of leave (if any) to
16 which the employee is entitled under subsection
17 (a)(1).”.

18 **Subtitle B—Family and Medical**
19 **Leave Enhancement Act of 2005**

20 **SEC. 111. SHORT TITLE.**

21 This subtitle may be cited as the “Family and Med-
22 ical Leave Enhancement Act of 2007”.

1 **SEC. 112. ADDITIONAL LEAVE FOR PARENTAL INVOLVE-**
2 **MENT.**

3 (a) FAMILY AND MEDICAL LEAVE ACT.—Section
4 102(a) of the Family and Medical Leave Act of 1993 (29
5 U.S.C. 2612(a)) is amended by adding at the end the fol-
6 lowing new paragraph:

7 “(3) ENTITLEMENT TO ADDITIONAL LEAVE FOR
8 PARENTAL INVOLVEMENT.—

9 “(A) IN GENERAL.—In addition to leave
10 available under paragraphs (1) and (4), an eli-
11 gible employee shall be entitled to a total of 4
12 hours of leave during any 30-day period, and a
13 total of 24 hours of leave during any 12-month
14 period to participate in or attend an activity
15 that—

16 “(i) is sponsored by a school or com-
17 munity organization; and

18 “(ii) relates to a program of the
19 school or organization that is attended by
20 a son or daughter or a grandchild of the
21 employee.

22 “(B) DEFINITIONS.—As used in this para-
23 graph:

24 “(i) SCHOOL.—The term ‘school’
25 means an elementary school or secondary
26 school (as such terms are defined in the

1 Elementary and Secondary Education Act
2 of 1965 (20 U.S.C. 6301 et seq.)), a Head
3 Start program assisted under the Head
4 Start Act (42 U.S.C. 9831 et seq.), and a
5 child care facility licensed under State law.

6 “(ii) COMMUNITY ORGANIZATION.—
7 The term ‘community organization’ means
8 a private nonprofit organization that is
9 representative of a community or a signifi-
10 cant segment of a community and provides
11 activities for individuals described in sub-
12 paragraph (A) or (B) of section 101(12),
13 such as a scouting or sports organiza-
14 tion.”.

15 (b) CIVIL SERVANTS.—Section 6382(a) of title 5,
16 United States Code, is amended by adding at the end the
17 following new paragraph:

18 “(3)(A) In addition to leave available under para-
19 graph (1) and (4), an employee shall be entitled to a total
20 of 4 hours of leave during any 30-day period, and a total
21 of 24 hours of leave during any 12-month period to par-
22 ticipate in or attend an activity that—

23 “(i) is sponsored by a school or community or-
24 ganization; and

1 “(ii) relates to a program of the school or orga-
2 nization that is attended by a son or daughter or a
3 grandchild of the employee.

4 “(B) For the purpose of this paragraph:

5 “(i) The term ‘school’ means an elementary
6 school or secondary school (as such terms are de-
7 fined in the Elementary and Secondary Education
8 Act of 1965 (20 U.S.C. 6301 et seq.)), a Head Start
9 program assisted under the Head Start Act (42
10 U.S.C. 9831 et seq.), and a child care facility li-
11 censed under State law.

12 “(ii) The term ‘community organization’ means
13 a private nonprofit organization that is representa-
14 tive of a community or a significant segment of a
15 community and provides activities for individuals de-
16 scribed in subparagraph (A) or (B) of section
17 6381(6), such as a scouting or sports organization.”.

18 **SEC. 113. ADDITIONAL LEAVE FOR ROUTINE FAMILY MED-**

19 **ICAL CARE NEEDS.**

20 (a) FAMILY AND MEDICAL LEAVE ACT.—Section
21 102(a) of the Family and Medical Leave Act of 1993 (29
22 U.S.C. 2612(a)) is further amended by adding after para-
23 graph (3) (as added by section 112(a)) the following new
24 paragraph:

1 “(4) ENTITLEMENT TO LEAVE FOR ROUTINE
2 FAMILY MEDICAL CARE NEEDS.—Subject to section
3 103(f), in addition to leave available under para-
4 graphs (1) and (3), an eligible employee shall be en-
5 titled to a total of 4 hours of leave during any 30-
6 day period, and a total of 24 hours of leave during
7 any 12-month period for the following purposes:

8 “(A) In order to meet routine family med-
9 ical care needs, including transportation of a
10 son or daughter or a grandchild for medical and
11 dental appointments for checkups and vaccina-
12 tions.

13 “(B) In order to meet the routine family
14 medical care needs of elderly individuals who
15 are related to the eligible employee, including
16 visits to nursing homes and group homes.”.

17 (b) CIVIL SERVANTS.—Section 6382(a) of title 5,
18 United States Code, is further amended by adding after
19 paragraph (3) (as added by section 112(b)) the following
20 new paragraph:

21 “(4) Subject to section 6383(f), in addition to
22 leave available under paragraphs (1) and (3), an eli-
23 gible employee shall be entitled to a total of 4 hours
24 of leave during any 30-day period, and a total of 24

1 hours of leave during any 12-month period for the
2 following purposes:

3 “(A) In order to meet routine family med-
4 ical care needs, including transportation of a
5 son or daughter or a grandchild for medical and
6 dental appointments for checkups and vaccina-
7 tions.

8 “(B) In order to meet the routine family
9 medical care needs of elderly individuals who
10 are related to the eligible employee, including
11 visits to nursing homes and group homes.”.

12 **SEC. 114. EXPANSION OF EMPLOYERS COVERED BY FAMILY**
13 **AND MEDICAL LEAVE ACT.**

14 Section 101 of the Family and Medical Leave Act of
15 1993 is amended—

16 (1) in paragraph (2)(B)(ii), by striking “50”
17 both places it appears and inserting “15”; and

18 (2) in paragraph (4)(A)(i), by striking “50”
19 and inserting “15”.

20 **SEC. 115. EXPANDED ELIGIBILITY FOR LEAVE.**

21 Section 101(2)(A)(ii) of the Family and Medical
22 Leave Act of 1993 (29 U.S.C. 2611(2)(A)(ii)) is amended
23 by striking “1,250 hours” and inserting “1,050 hours”.

24 **SEC. 116. CONFORMING AMENDMENTS.**

25 (a) FAMILY AND MEDICAL LEAVE ACT.—

1 (1) DEFINITION OF GRANDCHILD.—Section 101
2 of the Family and Medical Leave Act of 1993 (29
3 U.S.C. 2611) is amended by adding at the end the
4 following new paragraph:

5 “(14) GRANDCHILD.—The term ‘grandchild’
6 means a son or daughter of an employee’s son or
7 daughter.”.

8 (2) TECHNICAL AMENDMENT.—Section
9 102(a)(1) of such Act (29 U.S.C. (a)(1)) is amended
10 in the paragraph heading by inserting “FOR CHILD-
11 BIRTH, ADOPTION, OR SERIOUS HEALTH CONDI-
12 TION” before the period.

13 (3) SUBSTITUTION OF PAID LEAVE.—Section
14 102(d)(2)(A) of such Act (29 U.S.C. 2612(d)(2)(A))
15 is amended by inserting after “subsection (a)(1)”
16 the following: “or under paragraphs (3) or (4) of
17 subsection (a)”.

18 (4) NOTICE.—Section 102(e)(1) of such Act
19 (29 U.S.C. 2612(e)(1)) is amended—

20 (A) in paragraph (1), by adding at the end
21 the following new sentence: “In any case in
22 which an employee requests leave under para-
23 graph (3)(A) of subsection (a), the employee
24 shall provide the employer with not less than 7
25 days’ notice, before the date the leave is to

1 begin, of the employee’s intention to take leave
2 under such paragraph.”; and

3 (B) in paragraph (2), and inserting “or
4 under paragraph (4) of subsection (a)” after
5 “subsection (a)(1)”.

6 (5) CERTIFICATION.—Section 103 of such Act
7 (29 U.S.C. 2613) is amended by adding at the end
8 the following new subsections:

9 “(f) CERTIFICATION FOR ROUTINE FAMILY MEDICAL
10 CARE NEEDS.—An employer may require that a request
11 for leave under section 102(a)(4) be supported by a certifi-
12 cation issued at such time and in such manner as the Sec-
13 retary may by regulation prescribe.”.

14 (6) SPOUSES EMPLOYED BY SAME EM-
15 PLOYER.—Section 102(f) of the Family and Medical
16 Leave Act of 1993 (29 U.S.C. 2612(f)) is amend-
17 ed—

18 (A) by redesignating paragraphs (1) and
19 (2) as subparagraphs (A) and (B), respectively
20 and moving such subparagraphs (as so redesign-
21 nated) to ems to the right;

22 (B) by striking “may be limited to” and all
23 that follows through “taken—” and inserting
24 “may be limited to—

1 “(1) 12 weeks during any 12-month period, if
2 such leave is taken—”;

3 (C) by striking the period at the end and
4 inserting “; and

5 “(2) 4 hours during any 30-day period, if such
6 leave is taken under paragraph (3)(A) or 4 of sub-
7 section (a).”.

8 (b) TITLE 5, UNITED STATES CODE.—

9 (1) DEFINITION OF GRANDCHILD.—Section
10 6381 of title 5, United States Code, is amended—

11 (A) in paragraph (5)(B), by striking “and”
12 at the end;

13 (B) in paragraph (6)(B), by striking the
14 period at the end and inserting “; and”; and

15 (C) by adding at the end the following new
16 paragraph:

17 “(7) the term ‘grandchild’ means a son or
18 daughter of an employee’s son or daughter.”.

19 (2) SUBSTITUTION OF PAID LEAVE.—Section
20 6382(d) of such title is amended by inserting before
21 “, except” the following: “, or for leave provided
22 under paragraphs (3) or (4) of subsection (a) any of
23 the employee’s accrued or accumulated annual leave
24 under subchapter I for any part of the 24-hour pe-
25 riod of such leave under such paragraphs”.

1 (3) NOTICE.—Section 6382(e) of such title is
2 amended—

3 (A) in paragraph (1), by adding at the end
4 the following new sentence: “In any case in
5 which an employee requests leave under para-
6 graph (3)(A) of subsection (a), the employee
7 shall provide the employing agency with not less
8 than 7 days’ notice, before the date the leave is
9 to begin, of the employee’s intention to take
10 leave under such paragraph.”; and

11 (B) in paragraph (2), and inserting “or
12 under paragraph (4) of subsection (a)” after
13 “subsection (a)(1)”.

14 (4) CERTIFICATION.—Section 6383 of such title
15 is amended by adding at the end the following new
16 subsection:

17 “(f) An employing agency may require that a request
18 for leave under subparagraph (E) or (F) of section
19 6382(a)(1) be supported by a certification issued at such
20 time and in such manner as the Office of Personnel Man-
21 agement may by regulation prescribe.”.

1 **TITLE II—CHILD CARE**
2 **EXPANSION AND IMPROVEMENT**
3 **Subtitle A—Care for Young**
4 **Children**

5 **SEC. 201. EXPANDING CHILD CARE FOR YOUNG CHILDREN.**

6 (a) GOALS.—Section 658A(b) of the Child Care and
7 Development Block Grant Act of 1990 (42 U.S.C. 9801
8 note) is amended—

9 (1) in paragraph (4), by striking “and”;

10 (2) in paragraph (5), by striking the period and
11 inserting “; and”; and

12 (3) by adding at the end the following:

13 “(6) to assist States in improving child care
14 services for young children.”.

15 (b) AUTHORIZATION OF APPROPRIATIONS.—Section
16 658B of the Child Care and Development Block Grant Act
17 of 1990 (42 U.S.C. 9858) is amended—

18 (1) by striking “There” and inserting “(a) In
19 General.—There”; and

20 (2) by adding at the end the following:

21 “(b) CHILD CARE ACTIVITIES FOR YOUNG CHIL-
22 DREN.—In addition to amounts appropriated under sub-
23 section (a), there is authorized to be appropriated to carry
24 out child care activities for young children under this sub-

1 chapter \$500,000,000 for each of the fiscal years 2008,
2 2009, and 2010.”.

3 (c) CHILD CARE ACTIVITIES FOR YOUNG CHIL-
4 DREN.—The Child Care and Development Block Grant
5 Act of 1990 (42 U.S.C. 9801 et seq.) is amended by in-
6 serting after section 658G the following:

7 **“SEC. 658H. CHILD CARE ACTIVITIES FOR YOUNG CHIL-
8 DREN.**

9 “Child care activities for young children for which
10 funds under this subchapter may be used include activities
11 that are designed to accomplish the following:

12 “(1) Increase the availability of child care serv-
13 ices for young children with disabilities.

14 “(2) Provide support services for networks of
15 family child care providers.

16 “(3) Provide or support programs that provide
17 training, services, materials, equipment, or other
18 support to caregivers, eligible child care providers,
19 and family child care providers that provide child
20 care to young children. Such support may include
21 the purchase of equipment such as cribs and high
22 chairs.

23 “(4) Provide funds to increase compensation of-
24 fered and provide bonuses to caregivers, eligible
25 child care providers, and family child care providers

1 who provide child care to children under the age of
2 3 years, especially those caregivers and providers
3 who have formal education in early childhood devel-
4 opment.

5 “(5) Provide and support networks between
6 health care providers and caregivers, eligible child
7 care providers, and family child care providers that
8 provide child care to young children.

9 “(6) Provide child care services for young chil-
10 dren who are enrolled in Head Start programs under
11 the Head Start Act (42 U.S.C. 9831 et seq.).”

12 (d) DEFINITIONS.—Section 658P of the Child Care
13 and Development Block Grant Act of 1990 (42 U.S.C.
14 9858n) is amended by adding at the end the following:

15 “(15) YOUNG CHILDREN.—The term ‘young
16 children’ means eligible children who are less than 3
17 years of age.”

18 **SEC. 202. EARLY CHILDHOOD HOME VISITATION.**

19 (a) GRANTS FOR EARLY CHILDHOOD HOME VISITA-
20 TION.—

21 (1) AUTHORIZATION.—The Secretary, in col-
22 laboration with the Secretary of Education, shall
23 make grants to States, Indian tribes, and tribal or-
24 ganizations to enable States, Indian tribes, and trib-
25 al organizations to establish or expand quality pro-

1 grams of early childhood home visitation as specified
2 under subsection (f). Each grant shall consist of the
3 allotment determined under paragraph (2).

4 (2) DETERMINATION OF RESERVATIONS;
5 AMOUNT OF ALLOTMENTS; AUTHORIZATION OF AP-
6 PROPRIATIONS.—

7 (A) RESERVATIONS FROM APPROPRIA-
8 TIONS.—From the total amount made available
9 to carry out this subsection for a fiscal year,
10 the Secretary shall reserve—

11 (i) not more than 2 percent of the
12 funds appropriated for any fiscal year for
13 payments to Indian tribes or tribal organi-
14 zations with an approved application under
15 this subsection;

16 (ii) not more than $\frac{1}{2}$ of 1 percent of
17 the funds appropriated for any fiscal year
18 for payments to territories and possessions
19 with an approved application under this
20 subsection; and

21 (iii) 2 percent for training and tech-
22 nical assistance for States.

23 (B) STATE ALLOTMENTS FOR EARLY
24 CHILDHOOD HOME VISITATION.—

1 (i) IN GENERAL.—In accordance with
2 clause (ii), the Secretary shall allot among
3 each of eligible the States the total amount
4 made available to carry out this subsection
5 for any fiscal year and not reserved under
6 subparagraph (A), to carry out early child-
7 hood home visitation in accordance with
8 this subsection.

9 (ii) DETERMINATION OF STATE AL-
10 LOTMENTS.—The Secretary shall allot the
11 amount made available under clause (i) for
12 a fiscal year among the eligible States in
13 proportion to the number of children, aged
14 from birth to 5 years, who reside within
15 the State, compared to the number of such
16 individuals who reside in all such States
17 for that fiscal year.

18 (C) PAYMENTS TO TRIBES AND TERRI-
19 TORIES.—

20 (i) Out of the funds reserved under
21 subparagraph (A)(i), the Secretary shall
22 provide funds to each Indian tribe or tribal
23 organization with an approved application
24 under this subsection in accordance with

1 the respective needs described in that ap-
2 plication.

3 (ii) Out of the funds reserved under
4 subparagraph (A)(ii), the Secretary shall
5 provide funds to each territory or posses-
6 sion with an approved application under
7 this subsection in accordance with the re-
8 spective needs described in that applica-
9 tion.

10 (D) APPLICATIONS OF INDIAN TRIBES,
11 TRIBAL ORGANIZATIONS, TERRITORIES, OR POS-
12 SESSIONS.—

13 (i) Subject to clause (ii) the Secretary
14 shall approve an application of an Indian
15 tribe, tribal organization, territory, or pos-
16 session based on the quality of the applica-
17 tion.

18 (ii) The Secretary may exempt an ap-
19 plication submitted by an Indian tribe,
20 tribal organization, territory, or possession
21 from any requirement of this subsection
22 that the secretary determines would be in-
23 appropriate to apply taking into account
24 the resources, needs, and other cir-
25 cumstances of the Indian tribe, tribal orga-

1 nization territory, or possession with the
2 exception of the provision of quality early
3 childhood home visitation as outlined in
4 paragraph (6)(A), reporting requirements
5 detailed in subparagraphs (A) and (C) of
6 paragraph (8), and participation in the
7 independent evaluation outlined in sub-
8 section (e).

9 (E) AUTHORIZATION OF APPROPRIA-
10 TIONS.—There is authorized to be appropriated
11 to carry out this subsection \$400,000,000 for
12 the period of fiscal years 2007 through 2009.

13 (3) GRANT APPLICATIONS.—A State, Indian
14 tribe, tribal organization, territory, or possession
15 that desires to receive a grant under this subsection
16 shall submit an application to the Secretary at such
17 time, in such manner, and containing such informa-
18 tion as the Secretary may require. The application
19 shall contain the following information:

20 (A) An assurance that the Governor of the
21 State has designated a lead State agency, such
22 as the State educational agency or the State
23 health and human services agency, to carry out
24 the activities under this subsection.

1 (B) An assurance that the State will re-
2 serve 3 percent of such grant for evaluation and
3 will participate in the independent evaluation
4 under subsection (e).

5 (C) An assurance that the State will re-
6 serve 10 percent of the grant funds for training
7 and technical assistance of staff of programs of
8 early childhood home visitation.

9 (D) An assurance that the State will au-
10 thorize child care resource and referral agencies
11 to refer parents seeking home visitation serv-
12 ices.

13 (E) The results of a statewide needs as-
14 sessment that describes—

15 (i) the quality and capacity of existing
16 programs of early childhood home visita-
17 tion in the State;

18 (ii) the number and types of eligible
19 families who are receiving services under
20 such programs; and

21 (iii) the gaps in early childhood home
22 visitation in the State.

23 (F) A State plan containing the following:

24 (i) A description of the State's strat-
25 egy to establish or expand quality pro-

1 grams of early childhood home visitation to
2 serve all eligible families in the State.

3 (ii) A description of the quality pro-
4 grams of early childhood home visitation
5 that will be supported by a grant under
6 this subsection.

7 (iii) A description of how the proposed
8 program of early childhood home visitation
9 will promote positive parenting skills and
10 children's early learning and development.

11 (iv) A description of how the proposed
12 program of early childhood home visitation
13 will incorporate the authorized activities
14 described in paragraph (6).

15 (v) How the lead State agency will
16 build on and promote coordination among
17 existing programs of early childhood home
18 visitation in an effort to promote an array
19 of home visitation that ensures more eligi-
20 ble families are being served and are get-
21 ting the most appropriate services to meet
22 their needs.

23 (vi) How the lead State agency will
24 promote channels of communication be-
25 tween staff of programs of early childhood

1 home visitation and staff of other early
2 childhood education programs, such as
3 Head Start programs carried out under
4 the Head Start Act (42 U.S.C. 9831 et
5 seq.) and Early Head Start programs car-
6 ried out under section 645A of such Act,
7 the Americans with Disabilities Act (42
8 U.S.C. 12101 et seq.), preschool programs,
9 and child care programs, to facilitate the
10 coordination of services for eligible fami-
11 lies.

12 (vii) How the lead State agency will
13 provide training and technical assistance to
14 staff of programs of early childhood home
15 visitation involved in activities under this
16 subsection to more effectively meet the
17 needs of the eligible families served, with
18 sensitivity to cultural variations in par-
19 enting norms and attitudes toward formal
20 support services.

21 (viii) How the lead State agency will
22 evaluate the activities supported under this
23 subsection in order to assess outcomes re-
24 lated to the enhancement of—

25 (I) parental practices;

- 1 (II) child health and development
2 indicators;
- 3 (III) child maltreatment indica-
4 tors;
- 5 (IV) school readiness indicators;
- 6 and
- 7 (V) links to community services.
- 8 (VI) Such other information as
9 the Secretary may require.

10 (4) APPROVAL OF APPLICATIONS.—

11 (A) IN GENERAL.—The Secretary shall ap-
12 prove an application under this subsection
13 based on the recommendations of a peer review
14 panel, as described in subparagraph (B). The
15 panel shall select applicants based on the qual-
16 ity of the application, with consideration given
17 to including some applicants, to the extent
18 practicable, with the ability to incorporate com-
19 parison or control groups in their service deliv-
20 ery model, recognizing that not all quality pro-
21 grams will be able to do so but that having
22 some such programs would contribute to eval-
23 uation.

24 (B) PEER REVIEW PANEL.—The peer re-
25 view panel shall include not less than—

1 (i) 3 individuals who are experts in
2 the field of home visitation;

3 (ii) 2 individuals who are experts in
4 early childhood development;

5 (iii) 1 individual with experience im-
6 plementing a statewide program of early
7 childhood home visitation;

8 (iv) 1 individual who is a board cer-
9 tified pediatrician or a developmental pedi-
10 atrician; and

11 (v) 1 individual with experience in ad-
12 ministering public or private (including
13 community-based) child maltreatment pre-
14 vention programs.

15 (5) DURATION OF GRANTS.—Grants made
16 under this subsection shall be for a period of no
17 more than 3 years.

18 (6) STATE USES OF FUNDS.—Each State that
19 receives a grant under this subsection shall—

20 (A) provide to as many eligible families in
21 the State as practicable, voluntary early child-
22 hood home visitation, on not less frequently
23 than a monthly basis with greater frequency of
24 services for those eligible families identified
25 with additional needs, through the implementa-

1 tion of quality programs of early childhood
2 home visitation that—

3 (i) adopt a clear, consistent model
4 that is grounded in empirically-based
5 knowledge related to home visiting and
6 linked to program-determined outcomes;

7 (ii) employ well-trained and competent
8 staff, as demonstrated by education or
9 training, and the provision of ongoing and
10 specific training on the model being deliv-
11 ered;

12 (iii) maintain high quality supervision
13 to establish home visitor competencies;

14 (iv) show strong organizational capac-
15 ity to implement the program;

16 (v) establish appropriate linkages and
17 referral networks to other community re-
18 sources and supports;

19 (vi) monitor fidelity of program imple-
20 mentation to assure that services are deliv-
21 ered according to the specified model; and

22 (vii) provide parents with—

23 (I) knowledge of age appropriate
24 child development in cognitive, lan-

- 1 guage, social-emotional, and motor do-
2 mains;
- 3 (II) knowledge of realistic expecta-
4 tions of age-appropriate child behav-
5 iors;
- 6 (III) knowledge of health and
7 wellness issues for children and par-
8 ents;
- 9 (IV) modeling, consulting, and
10 coaching on parenting practices;
- 11 (V) skills to interact with their
12 child to enhance age-appropriate de-
13 velopment;
- 14 (VI) skills to recognize and seek
15 help for issues related to health, devel-
16 opmental delays, and social, emo-
17 tional, and behavioral skills; and
- 18 (VII) activities designed to help
19 parents become full partners in the
20 education of their children;
- 21 (viii) ascertain what health and devel-
22 opmental services the family receives and
23 work with these providers to eliminate
24 gaps in service by offering annual health,
25 vision, hearing, and developmental screen-

1 ing for children from birth to entry into
2 kindergarten, when not otherwise provided;

3 (ix) provide referrals for eligible fami-
4 lies, as needed, to additional resources
5 available in the community, such as center-
6 based early education programs, child care
7 services, health or mental health services,
8 family literacy programs, employment
9 agencies, social services, and child care re-
10 source and referral agencies; and

11 (x) offer group meetings (at program
12 discretion), on not less frequently than a
13 monthly basis, for eligible families that—

14 (I) further enhance the informa-
15 tion, activities, and skill-building ad-
16 dressed during home visitation; and

17 (II) offer opportunities for par-
18 ents to meet with and support each
19 other;

20 (B) reserve 10 percent of the grant funds
21 to provide training and technical assistance, di-
22 rectly or through contract, to early childhood
23 home visitation and early childhood care and
24 education staff relating to—

- 1 (i) effective methods of implementing
2 parent education, conducting home vis-
3 iting, and promoting quality early child-
4 hood development;
- 5 (ii) the relationship of health and
6 well-being of pregnant women to prenatal
7 and early childhood development;
- 8 (iii) early childhood development with
9 respect to children from birth until entry
10 into kindergarten;
- 11 (iv) methods to help parents promote
12 emergent literacy in their children from
13 birth until entry into kindergarten;
- 14 (v) health, vision, hearing, and devel-
15 opmental screenings;
- 16 (vi) strategies for helping eligible fam-
17 ilies with special needs or those eligible
18 families coping with crisis;
- 19 (vii) recruiting, supervising, and re-
20 taining qualified staff;
- 21 (viii) increasing services for under-
22 served populations;
- 23 (ix) methods to help parents effec-
24 tively respond to their children's needs and
25 behaviors;

1 (x) implementation of ongoing pro-
2 gram quality improvement and evaluation
3 of activities and outcomes; and

4 (xi) relevant issues related to child
5 welfare and protective services, with infor-
6 mation provided being consistent with
7 State child welfare agency training.

8 (C) ensure coordination of programs of
9 early childhood home visitation, early childhood
10 education and care, and early intervention,
11 through an existing or created State-level early
12 childhood coordinating body that includes—

13 (i) representatives from relevant State
14 agencies, including the State agency with
15 responsibility for carrying out the plan
16 under Section 106 of the Child Abuse Pre-
17 vention and Treatment Act;

18 (ii) representatives from State Head
19 Start Associations;

20 (iii) the State official with responsi-
21 bility for carrying out activities under part
22 C of the Individuals with Disabilities Edu-
23 cation Act (20 U.S.C. 1431 et seq.);

24 (iv) the State official with responsi-
25 bility for carrying out activities under sec-

1 tion 619 of the Individuals with Disabil-
2 ities Education Act (20 U.S.C. 1419);

3 (v) representatives from child care re-
4 source and referral State offices;

5 (vi) representatives from quality pro-
6 grams of early childhood home visitation;

7 and

8 (vii) a board certified pediatrician or a
9 developmental pediatrician; and

10 (D) not expend more than 5 percent of the
11 amount of grant funds received under this sub-
12 section for the administration of the grant, in-
13 cluding planning, administration, and annual
14 reporting.

15 (7) MAINTENANCE OF EFFORT.—A State is en-
16 titled to receive its full allotment of funds under this
17 subsection for any fiscal year if the Secretary finds
18 that the aggregate expenditures within the State for
19 quality programs of early childhood home visitation
20 for the fiscal year preceding the fiscal year for which
21 the determination is made was not less than 100
22 percent of such aggregate expenditures for the sec-
23 ond fiscal year preceding the fiscal year for which
24 the determination is made.

1 (8) REPORTING REQUIREMENTS.—Each State
2 that receives a grant under this subsection shall sub-
3 mit an annual report to the Secretary regarding the
4 State’s progress in addressing the purposes of this
5 Act. Such report shall include, at a minimum, a de-
6 scription of—

7 (A) actual service delivery provided under
8 the grant including—

9 (i) program characteristics including
10 descriptive information on the service
11 model used and actual program perform-
12 ance;

13 (ii) provider characteristics including
14 staff qualifications, work experience, and
15 demographic characteristics;

16 (iii) recipient characteristics including
17 number, demographic characteristics, and
18 family retention; and

19 (iv) an estimate of annual program
20 implementation costs;

21 (B) recipient outcomes that are consistent
22 with program goals including, where appro-
23 priate given the program being evaluated—

24 (i) parental practices;

1 (ii) child health and development indi-
2 cators;

3 (iii) child maltreatment indicators

4 (iv) school readiness indicators; and

5 (v) links to community services;

6 (C) the research-based instruction, mate-
7 rials, and activities being used in the activities
8 funded under the grant;

9 (D) the effectiveness of the training and
10 ongoing professional development provided—

11 (i) to staff supported under the grant;

12 and

13 (ii) to the broader early childhood
14 community; and

15 (E) beginning at the end of the second
16 year of the grant, the results of evaluations de-
17 scribed in paragraph (3)(F)(vii).

18 (b) STRENGTHENING EARLY HEAD START HOME
19 VISITATION.—Section 645A of the Head Start Act (42
20 U.S.C. 9840a) is amended—

21 (1) in subsection (b)—

22 (A) in paragraph (4), by striking “provide
23 services to parents to support their role as par-
24 ents” and inserting “provide additional services
25 to parents to support their role as parents (in-

1 including training in parenting skills, basic child
2 development, and sensitivity to cultural vari-
3 ations in parenting norms and attitudes toward
4 formal supports)”;

5 (B) in paragraph (5)—

6 (i) by inserting “(including home-
7 based services)” after “with services”; and

8 (ii) by inserting “, and family support
9 services” after “health services”;

10 (C) by redesignating paragraphs (7), (8),
11 and (9) as paragraphs (9), (10), and (11), re-
12 spectively; and

13 (D) by inserting after paragraph (6) the
14 following:

15 “(7) develop and implement a systematic proce-
16 dure for transitioning children and parents from an
17 Early Head Start program into a Head Start pro-
18 gram or another local early childhood education pro-
19 gram;

20 “(8) establish channels of communication be-
21 tween staff of Early Head Start programs and staff
22 of Head Start programs or other local early child-
23 hood education programs, to facilitate the coordina-
24 tion of programs;”;

1 (2) in subsection (g)(2)(B), by striking clause
2 (iv) and inserting the following:

3 “(iv) providing professional develop-
4 ment and personnel enhancement activi-
5 ties, including the provision of funds to re-
6 cipients of grants under subsection (a), re-
7 lating to effective methods of implementing
8 parent education, conducting home vis-
9 iting, and promoting quality early child-
10 hood development.”; and

11 (3) by adding at the end the following:

12 “(h) Staff Qualifications and Development—

13 “(1) HOME VISITOR STAFF.—

14 “(A) STANDARDS.—In order to further en-
15 hance the quality of home visiting services pro-
16 vided to families of children participating in
17 home-based, center-based, or combination pro-
18 gram options under this subchapter, the Sec-
19 retary shall establish standards for training,
20 qualifications, and the conduct of home visits
21 for home visitor staff in Early Head Start pro-
22 grams.

23 “(B) CONTENTS.—The standards for
24 training, qualifications, and the conduct of
25 home visits shall include content related to—

1 “(i) structured child-focused home vis-
2 iting that promotes parents’ ability to sup-
3 port the child’s cognitive, social, emotional,
4 and physical development;

5 “(ii) effective strengths-based parent
6 education, including methods to encourage
7 parents as their child’s first teachers;

8 “(iii) early childhood development
9 with respect to children from birth through
10 age 3;

11 “(iv) methods to help parents promote
12 emergent literacy in their children from
13 birth through age 3;

14 “(v) ascertaining what health and de-
15 velopmental services the family receives
16 and working with these providers to elimi-
17 nate gaps in service by offering annual
18 health, vision, hearing, and developmental
19 screening for children from birth to entry
20 into kindergarten, when needed;

21 “(vi) strategies for helping families
22 coping with crisis; and

23 “(vii) the relationship of health and
24 well-being of pregnant women to prenatal
25 and early child development.”.

1 (c) TARGETED GRANTS FOR EARLY CHILDHOOD
2 HOME VISITATION FOR FAMILIES WITH ENGLISH LAN-
3 GUAGE LEARNERS.—

4 (1) IN GENERAL.—The Secretary, in collabora-
5 tion with the Secretary of Education, shall make
6 grants, on a competitive basis, to eligible applicants
7 to enable such applicants to support and expand
8 local efforts to deliver services under quality pro-
9 grams of early childhood home visitation to eligible
10 families with English language learners.

11 (2) ELIGIBLE APPLICANT.—In this subsection,
12 the term “eligible applicant” means—

13 (A) 1 or more local educational agencies
14 (as defined in section 9101 of the Elementary
15 and Secondary Education Act of 1965 (20
16 U.S.C. 7801)); and

17 (B) 1 or more public or private commu-
18 nity-based organizations or agencies that serve
19 eligible families and are capable of establishing
20 and implementing programs of early childhood
21 home visitation.

22 (3) APPLICATIONS.—An eligible applicant that
23 desires to receive a grant under this subsection shall
24 submit an application to the Secretary at such time,
25 in such manner, and containing such information as

1 the Secretary may require. The application shall in-
2 clude a description of—

3 (A) the results of a community wide needs
4 assessment that describes—

5 (i) community demographics dem-
6 onstrating the need for outreach and serv-
7 ices to eligible families with English lan-
8 guage learners;

9 (ii) the quality and capacity of exist-
10 ing programs of early childhood home visi-
11 tation for eligible families with English
12 language learners in the community;

13 (iii) the gaps in programs of early
14 childhood home visitation for eligible fami-
15 lies with English language learners in the
16 community; and

17 (iv) the type of program of early
18 childhood home visitation necessary to ad-
19 dress the gaps identified;

20 (B) the program of early childhood home
21 visitation that will be supported by the grant
22 under this subsection;

23 (C) how the proposed program of early
24 childhood home visitation will promote positive

1 parenting skills and children’s early learning
2 and development;

3 (D) how the proposed program of early
4 childhood home visitation will incorporate the
5 authorized activities described in paragraph (6);

6 (E) how services provided through a grant
7 under this subsection will use materials that are
8 geared toward eligible families with English lan-
9 guage learners;

10 (F) how the activities under this subsection
11 will build on and promote coordination among
12 existing programs of early childhood home visi-
13 tation, if such programs exist in the commu-
14 nity, in an effort to promote an array of home
15 visitation that ensures more eligible families
16 with English language learners are being served
17 and are getting the most appropriate services to
18 meet their needs;

19 (G) how the program will ensure that—

20 (i) eligible families with English lan-
21 guage learners are linked to schools; and

22 (ii) the activities under this subsection
23 will support the preparation of children for
24 school;

1 (H) how channels of communication will be
2 established between staff of programs of early
3 childhood home visitation and staff of other
4 early childhood education programs, such as
5 Head Start programs carried out under the
6 Head Start Act (42 U.S.C. 9831 et seq.) and
7 Early Head Start programs carried out under
8 section 645A of such Act, preschool programs,
9 and child care programs, to facilitate the co-
10 ordination of services for eligible families with
11 English language learners;

12 (I) how eligible families with English lan-
13 guage learners will be recruited and retained to
14 receive services under this subsection;

15 (J) how training and technical assistance
16 will help the staff of programs of early child-
17 hood home visitation involved in activities under
18 this subsection to more effectively serve eligible
19 families with English language learners;

20 (K) how the eligible applicant will evaluate
21 the activities supported under this subsection in
22 order to demonstrate outcomes related to the—

23 (i) increase in number of eligible fami-
24 lies with English language learners served

1 by programs of early childhood home visi-
2 tation;

3 (ii) enhancement of participating par-
4 ents' knowledge of early learning and de-
5 velopment;

6 (iii) enhancement of positive parenting
7 practices related to early learning and de-
8 velopment; and

9 (iv) enhancement of children's cog-
10 nitive, language, social-emotional, and
11 physical development; and

12 (L) such other information as the Sec-
13 retary may require.

14 (4) APPROVAL OF APPLICATIONS.—

15 (A) IN GENERAL.—The Secretary shall se-
16 lect applicants for funding under this sub-
17 section based on the quality of the applications
18 and the recommendations of a peer review
19 panel, as described in subparagraph (B).

20 (B) PEER REVIEW PANEL.—The peer re-
21 view panel shall include not less than—

22 (i) 2 individuals who are experts in
23 the field of home visitation;

24 (ii) 2 individuals who are experts in
25 early childhood development;

1 (iii) 2 individuals who are experts in
2 serving eligible families with English lan-
3 guage learners;

4 (iv) 1 individual who is a board cer-
5 tified pediatrician or a developmental pedi-
6 atrician; and

7 (v) 1 individual with experience in ad-
8 ministering public or private (including
9 community-based) child maltreatment pre-
10 vention programs.

11 (5) DURATION OF GRANTS.—Grants made
12 under this subsection shall be for a period of no
13 more than 3 years.

14 (6) AUTHORIZED ACTIVITIES.—Each eligible
15 applicant that receives a grant under this subsection
16 shall carry out the following activities:

17 (A) Providing to as many eligible families
18 with English language learners as practicable,
19 voluntary early childhood home visitation, on
20 not less frequently than a monthly basis,
21 through the implementation of quality programs
22 of early childhood home visitation that are re-
23 search-based that provide parents with—

- 1 (i) knowledge of age appropriate child
2 development in cognitive, language, social-
3 emotional, and motor domains;
- 4 (ii) knowledge of realistic expectations
5 of age-appropriate child behaviors;
- 6 (iii) knowledge of health and wellness
7 issues for children and parents;
- 8 (iv) modeling, consulting, and coach-
9 ing on parenting practices;
- 10 (v) skills to interact with their child to
11 enhance age-appropriate development;
- 12 (vi) skills to recognize and seek help
13 for issues related to health, developmental
14 delays, and social, emotional, and behav-
15 ioral skills; and
- 16 (vii) activities designed to help par-
17 ents become full partners in the education
18 of their children.
- 19 (B) Ascertaining what health and develop-
20 mental services the family receives and working
21 with these providers to eliminate gaps in service
22 by offering annual health, vision, hearing, and
23 developmental screening for children from birth
24 to entry into kindergarten, when needed.

1 (C) Providing referrals for participating el-
2 igible families with English language learners,
3 as needed, to additional resources available in
4 the community, such as center-based early edu-
5 cation programs, child care services, health or
6 mental health services, family literacy pro-
7 grams, employment agencies, social services,
8 and child care resource and referral agencies.

9 (D) Offering group meetings (at program
10 discretion), on not less frequently than a
11 monthly basis, for eligible families with English
12 language learners that—

13 (i) further enhance the information,
14 activities, and skill-building addressed dur-
15 ing home visitation;

16 (ii) offer opportunities for parents to
17 meet with and support each other; and

18 (iii) address challenges facing eligible
19 families with English language learners.

20 (E) Providing training and technical as-
21 sistance to early childhood home visitation and
22 early childhood care and education staff relat-
23 ing to—

24 (i) effective service to eligible families
25 with English language learners, including

1 skills to address challenges facing English
2 language learners;

3 (ii) effective methods of implementing
4 parent education, conducting home vis-
5 iting, and promoting quality early child-
6 hood development, with sensitivity to cul-
7 tural variations in parenting norms and at-
8 titudes toward formal support services;

9 (iii) the relationship of health and
10 well-being of pregnant women to prenatal
11 and early child development;

12 (iv) early childhood development with
13 respect to children from birth until entry
14 into kindergarten;

15 (v) methods to help parents promote
16 emergent literacy in their children from
17 birth until entry into kindergarten;

18 (vi) implementing strategies for help-
19 ing eligible families with English language
20 learners coping with a crisis;

21 (vii) recruiting, supervising, and re-
22 taining qualified staff;

23 (viii) increasing services for under-
24 served eligible families with English lan-
25 guage learners;

1 (ix) methods to help parents effec-
2 tively respond to their children's needs and
3 behaviors; and

4 (x) implementation of ongoing pro-
5 gram quality improvement and evaluation
6 of activities and outcomes.

7 (F) Coordinating existing programs of
8 early childhood home visitation in order to ef-
9 fectively and efficiently meet the needs of more
10 eligible families with English language learners.

11 (7) REPORTING REQUIREMENTS.—Each appli-
12 cant that receives a grant under this subsection to
13 carry out a program shall submit an annual report
14 to the Secretary regarding the progress of such pro-
15 gram in addressing the purposes of this Act. Such
16 report shall include, at a minimum, a description
17 of—

18 (A) actual service delivery provided under
19 the grant including—

20 (i) program characteristics including
21 descriptive information on the service
22 model used and actual program perform-
23 ance;

1 (ii) provider characteristics including
2 staff qualifications, work experience, and
3 demographic characteristics;

4 (iii) recipient characteristics including
5 number, demographic characteristics, and
6 family retention; and

7 (iv) an estimate of annual program
8 implementation costs;

9 (B) recipient outcomes that are consistent
10 with program goals including, where appro-
11 priate given the program being evaluated—

12 (i) parental practices;

13 (ii) child health and development indi-
14 cators;

15 (iii) child maltreatment indicators;

16 (iv) school readiness indicators; and

17 (v) links to community services;

18 (C) the research-based instruction, mate-
19 rials, and activities being used in the activities
20 funded under the grant; and

21 (D) the effectiveness of the training and
22 ongoing professional development provided—

23 (i) to staff supported under the grant;

24 and

1 (ii) to the broader early childhood
2 community.

3 (8) SUPPLEMENT NOT SUPPLANT.—Grant
4 funds provided under this subsection shall be used to
5 supplement, and not supplant, Federal and non-Fed-
6 eral funds available for carrying out the activities
7 described in this subsection.

8 (9) AUTHORIZATION OF APPROPRIATIONS.—
9 There is authorized to be appropriated to carry out
10 this subsection \$50,000,000 for the period of fiscal
11 years 2007 through 2009.

12 (d) TARGETED GRANTS FOR EARLY CHILDHOOD
13 HOME VISITATION FOR MILITARY FAMILIES.—

14 (1) IN GENERAL.—The Secretary of Defense, in
15 collaboration with the Secretary of Education, shall
16 make grants, on a competitive basis, to eligible ap-
17 plicants to enable such applicants to support and ex-
18 pand efforts to deliver services under quality pro-
19 grams of early childhood home visitation to eligible
20 families with a family member in the Armed Forces.

21 (2) ELIGIBLE APPLICANT.—In this subsection,
22 the term “eligible applicant” means any of the fol-
23 lowing:

24 (A) A local educational agency that re-
25 ceives payments under title VIII of the Elemen-

1 tary and Secondary Education Act of 1965 (20
2 U.S.C. 7701 et seq.).

3 (B) A school of the defense dependents'
4 education system under the Defense Depend-
5 ents' Education Act of 1978 (20 U.S.C. 921 et
6 seq.).

7 (C) A school established under section
8 2164 of title 10, United States Code.

9 (D) A community-based organization serv-
10 ing families with a family member in the Armed
11 Forces.

12 (3) APPLICATIONS.—An eligible applicant that
13 desires to receive a grant under this subsection shall
14 submit an application to the Secretary of Defense at
15 such time, in such manner, and containing such in-
16 formation as the Secretary of Defense may require.
17 The application shall include a description of—

18 (A) the results of a community wide needs
19 assessment that describes—

20 (i) community demographics dem-
21 onstrating the need for outreach and serv-
22 ices to eligible families with a family mem-
23 ber in the Armed Forces;

24 (ii) the quality and capacity of exist-
25 ing programs of early childhood home visi-

1 tation for eligible families with a family
2 member in the Armed Forces;

3 (iii) the gaps in programs of early
4 childhood home visitation for eligible fami-
5 lies with a family member in the Armed
6 Forces; and

7 (iv) the type of program of early
8 childhood home visitation necessary to ad-
9 dress the gaps identified;

10 (B) the program of early childhood home
11 visitation that will be supported by the grant
12 under this subsection;

13 (C) how the proposed program of early
14 childhood home visitation will promote positive
15 parenting skills and children's early learning
16 and development;

17 (D) how the proposed program of early
18 childhood home visitation will incorporate the
19 authorized activities described in paragraph (6);

20 (E) how services provided through a grant
21 under this subsection will use materials that are
22 geared toward eligible families with a family
23 member in the Armed Forces;

24 (F) how the activities under this subsection
25 will build on and promote coordination with ex-

1 isting programs of early childhood home visita-
2 tion, if such programs exist in the community,
3 in an effort to promote an array of home visita-
4 tion that ensures more eligible families with a
5 family member in the Armed Forces are being
6 served and are getting the most appropriate
7 services to meet their needs;

8 (G) how the program will ensure that—

9 (i) eligible families with a family
10 member in the Armed Forces are linked to
11 schools; and

12 (ii) the activities under this subsection
13 will support the preparation of children for
14 school;

15 (H) how channels of communication will be
16 established between staff of programs of early
17 childhood home visitation and staff of other
18 early childhood education programs, such as
19 Head Start programs carried out under the
20 Head Start Act (42 U.S.C. 9831 et seq.) and
21 Early Head Start programs carried out under
22 section 645A of such Act, preschool programs,
23 family support programs, and child care pro-
24 grams, to facilitate the coordination of services

1 for eligible families with a family member in the
2 Armed Forces;

3 (I) how eligible families with a family
4 member in the Armed Forces will be recruited
5 and retained to receive services under this sub-
6 section;

7 (J) how training and technical assistance
8 will help staff of programs of early childhood
9 home visitation involved in activities under this
10 subsection to more effectively serve eligible fam-
11 ilies with a family member in the Armed
12 Forces;

13 (K) how the eligible applicant will evaluate
14 the activities supported under this subsection in
15 order to demonstrate outcomes related to the—

16 (i) increase in number of eligible fami-
17 lies with a family member in the Armed
18 Forces served by programs of early child-
19 hood home visitation;

20 (ii) enhancement of participating par-
21 ents' knowledge of early learning and de-
22 velopment;

23 (iii) enhancement of positive parenting
24 practices related to early learning and de-
25 velopment; and

1 (iv) enhancement of children’s cog-
2 nitive, language, social-emotional, and
3 physical development; and

4 (L) such other information as the Sec-
5 retary of Defense may require.

6 (4) APPROVAL OF LOCAL APPLICATIONS.—

7 (A) IN GENERAL.—The Secretary of De-
8 fense shall select applicants for funding under
9 this subsection based on the quality of the ap-
10 plications and the recommendations of a peer
11 review panel, as described in subparagraph (B).

12 (B) PEER REVIEW PANEL.—The peer re-
13 view panel shall include not less than—

14 (i) 2 individuals who are experts in
15 the field of home visitation;

16 (ii) 2 individuals who are experts in
17 early childhood development;

18 (iii) 2 individuals who are experts in
19 family support for military families;

20 (iv) 1 individual who is a board cer-
21 tified pediatrician or developmental pedia-
22 trician; and

23 (v) 1 individual with experience in ad-
24 ministering public or private (including

1 community-based) child maltreatment pre-
2 vention programs.

3 (5) DURATION OF GRANTS.—Grants made
4 under this subsection shall be for a period of no
5 more than 3 years.

6 (6) AUTHORIZED ACTIVITIES.—Each eligible
7 applicant that receives a grant under this subsection
8 shall carry out the following activities:

9 (A) Providing to as many eligible families
10 with a family member in the Armed Forces as
11 practicable, voluntary early childhood home visi-
12 tation, on not less frequently than a monthly
13 basis, through the implementation of quality
14 programs of early childhood home visitation
15 that are research-based and that provide par-
16 ents with—

17 (i) knowledge of age appropriate child
18 development in cognitive, language, social-
19 emotional, and motor domains;

20 (ii) knowledge of realistic expectations
21 of age-appropriate child behaviors;

22 (iii) knowledge of health and wellness
23 issues for children and parents;

24 (iv) modeling, consulting, and coach-
25 ing on parenting practices;

1 (v) skills to interact with their child to
2 enhance age-appropriate development;

3 (vi) skills to recognize and seek help
4 for issues related to health, developmental
5 delays, and social, emotional, and behav-
6 ioral skills; and

7 (vii) activities designed to help par-
8 ents become full partners in the education
9 of their children.

10 (B) Ascertaining what health and develop-
11 mental services the family receives and working
12 with these providers to eliminate gaps in service
13 by offering annual health, vision, hearing, and
14 developmental screening for children from birth
15 to entry into kindergarten, when needed.

16 (C) Providing referrals for participating el-
17 igible families with a family member in the
18 Armed Forces, as needed, to additional re-
19 sources available in the community, such as
20 center-based early education programs, child
21 care services, health or mental health services,
22 family literacy programs, employment agencies,
23 social services, and child care resource and re-
24 ferral agencies.

1 (D) Offering group meetings (at program
2 discretion), on not less frequently than a
3 monthly basis, for eligible families with a family
4 member in the Armed Forces that—

5 (i) further enhance the information,
6 activities, and skill-building addressed dur-
7 ing home visitation;

8 (ii) offer opportunities for parents to
9 meet with and support each other; and

10 (iii) address challenges facing eligible
11 families with a family member in the
12 Armed Forces.

13 (E) Providing training and technical as-
14 sistance to early childhood home visitation and
15 early childhood care and education staff relat-
16 ing to—

17 (i) effective service to eligible families
18 with a family member in the Armed
19 Forces;

20 (ii) effective methods of implementing
21 parent education, conducting home vis-
22 iting, and promoting quality early child-
23 hood development, with sensitivity to cul-
24 tural variations in parenting norms and at-
25 titudes toward formal support services;

1 (iii) the relationship of health and
2 well-being of pregnant women to prenatal
3 and early child development;

4 (iv) early childhood development with
5 respect to children from birth until entry
6 into kindergarten;

7 (v) methods to help parents promote
8 emergent literacy in their children from
9 birth until entry into kindergarten;

10 (vi) implementing strategies for help-
11 ing eligible families with a family member
12 in the Armed Forces coping with crisis;

13 (vii) recruiting, supervising, and re-
14 taining qualified staff;

15 (viii) increasing services for under-
16 served eligible families with a family mem-
17 ber in the Armed Forces;

18 (ix) methods to help parents effec-
19 tively respond to their children's needs and
20 behaviors; and

21 (x) implementation of ongoing pro-
22 gram quality improvement and evaluation
23 of activities and outcomes.

24 (F) Coordinating existing programs of
25 early childhood home visitation in order to ef-

1 fectively and efficiently meet the needs of more
2 eligible families with a family member in the
3 Armed Forces.

4 (7) REPORTING REQUIREMENTS.—Each appli-
5 cant that receives a grant under this subsection to
6 carry out a program shall submit an annual report
7 to the Secretary regarding the progress of such pro-
8 gram in addressing the purposes of this Act. Such
9 report shall include, at a minimum, a description
10 of—

11 (A) actual service delivery provided under
12 the grant including—

13 (i) program characteristics including
14 descriptive information on the service
15 model used and actual program perform-
16 ance;

17 (ii) provider characteristics including
18 staff qualifications, work experience, and
19 demographic characteristics;

20 (iii) recipient characteristics including
21 number, demographic characteristics, and
22 family retention; and

23 (iv) an estimate of annual program
24 implementation costs;

1 (B) recipient outcomes that are consistent
2 with program goals including, where appro-
3 priate given the program being evaluated—

4 (i) parental practices;

5 (ii) child health and development indi-
6 cators;

7 (iii) child maltreatment indicators;

8 (iv) school readiness indicators; and

9 (v) links to community services;

10 (C) the research-based instruction, mate-
11 rials, and activities being used in the activities
12 funded under the grant; and

13 (D) the effectiveness of the training and
14 ongoing professional development provided—

15 (i) to staff supported under the grant;

16 and

17 (ii) to the broader early childhood
18 community.

19 (8) SUPPLEMENT NOT SUPPLANT.—Grant
20 funds provided under this subsection shall be used to
21 supplement, and not supplant, Federal and non-Fed-
22 eral funds available for carrying out the activities
23 described in this subsection.

24 (9) AUTHORIZATION OF APPROPRIATIONS.—

25 There is authorized to be appropriated to carry out

1 this subsection \$50,000,000 for the period of fiscal
2 years 2007 through 2009.

3 (e) EVALUATION.—

4 (1) IN GENERAL.—From funds reserved under
5 subsection (a)(2)(A)(i), the Secretary shall conduct
6 an independent evaluation of the effectiveness of this
7 section.

8 (2) REPORTS.—

9 (A) INTERIM REPORT.—Not later than 2
10 years after the date of enactment of this Act,
11 the Secretary shall submit an interim report on
12 the evaluation conducted pursuant to subsection
13 (a) to the Committee on Health, Education,
14 Labor, and Pensions of the Senate and the
15 Committee on Education and Labor of the
16 House of Representatives.

17 (B) FINAL REPORT.—Not later than 3
18 years after the date of enactment of this Act,
19 the Secretary shall submit a final report on the
20 evaluation conducted pursuant to paragraph (1)
21 to the committees described in subparagraph
22 (A).

23 (3) CONTENTS.—The reports submitted under
24 paragraph (2) shall include information on the fol-
25 lowing:

1 (A) How the grant funds have expanded
2 access to early childhood home visitation includ-
3 ing—

4 (i) demonstrating that programs fund-
5 ed reflect the quality indicators outlined in
6 subsection (a)(6)(A); and

7 (ii) documenting the service delivery
8 indicators, as outlined in subsection
9 (a)(8)(A), across all recipients receiving
10 grants with attention to the number of
11 families served and the level of service re-
12 ceived.

13 (B) How the States affect outcomes con-
14 sistent with program goals including, where ap-
15 propriate given the program being evaluated,
16 parenting practices, child health and develop-
17 ment, child maltreatment, school readiness, and
18 links to community services.

19 (C) The effectiveness of early childhood
20 home visitation on different populations, includ-
21 ing the extent to which variability exists in pro-
22 gram ability to improve outcomes across pro-
23 grams and populations, such as families with
24 English language learners and families with a
25 family member in the Armed Forces.

1 (D) Descriptions of the technical assist-
2 ance and training actually provided and the na-
3 ture of the populations receiving this assistance.

4 (E) The effectiveness of the training and
5 technical assistance activities funded under this
6 section, including the effects of training and
7 technical assistance activities on program per-
8 formance and agency-level collaboration.

9 (F) Recommendations on strengthening or
10 modifying this section.

11 (f) DEFINITIONS.—In this section:

12 (1) ELIGIBLE FAMILY.—The term “eligible
13 family” means—

14 (A) a woman who is pregnant; or

15 (B) a parent or primary caregiver of a
16 child who is from birth until entry into kinder-
17 garten.

18 (2) HOME VISITATION.—The term “home visi-
19 tation” means services provided in the permanent or
20 temporary residence, or in other familiar sur-
21 roundings, of the individual receiving such services.

22 (3) INDIAN TRIBE.—The term “Indian tribe”
23 has the meaning given such term in section 4(e) of
24 the Indian Self-Determination and Education Assist-
25 ance Act (25 U.S.C. 450b).

1 (4) SECRETARY.—Except as provided in sub-
2 section (c), the term “Secretary” means the Sec-
3 retary of Health and Human Services.

4 (5) STATE.—The term “State” means each of
5 the 50 States, the District of Columbia, and the
6 Commonwealth of Puerto Rico.

7 (6) TERRITORIES AND POSSESSIONS.—The
8 term “territories and possessions” shall include
9 American Samoa, the Commonwealth of the North-
10 ern Mariana Islands, Guam, and the United States
11 Virgin Islands.

12 (7) TRIBAL ORGANIZATION.—The term “tribal
13 organization” has the meaning given the term in
14 section 4(l) of the Indian Self-Determination and
15 Education Assistance Act (25 U.S.C. 450b).

16 **Subtitle B—Improving Child Care**
17 **Quality Through Teacher Incen-**
18 **tives**

19 **SEC. 221. PURPOSE.**

20 The purposes of this subtitle are—

21 (1) to establish the Child Care Provider Devel-
22 opment and Retention Grant Program, the Child
23 Care Provider Scholarship Program, and a program
24 of child care provider health benefits coverage; and

1 (2) to help children receive the high quality
2 child care and early education the children need for
3 positive cognitive and social development, by reward-
4 ing and promoting the retention of committed, quali-
5 fied child care providers and by providing financial
6 assistance to improve the educational qualifications
7 of child care providers.

8 **SEC. 222. DEFINITIONS.**

9 In this subtitle:

10 (1) CHILD CARE PROVIDER.—The term “child
11 care provider” means an individual who provides a
12 service directly to a child on a person-to-person basis
13 for compensation for—

14 (A) a center-based child care provider that
15 is licensed or regulated under State or local law
16 and that satisfies the State and local require-
17 ments applicable to the child care services pro-
18 vided;

19 (B) a licensed or regulated family child
20 care provider that satisfies the State and local
21 requirements applicable to the child care serv-
22 ices provided; or

23 (C) an out-of-school time program that is
24 licensed or regulated under State or local law
25 and that satisfies the State and local require-

1 ments applicable to the child care services pro-
2 vided.

3 (2) FAMILY CHILD CARE PROVIDER.—The term
4 “family child care provider” has the meaning given
5 such term in section 658P of the Child Care and
6 Development Block Grant Act of 1990 (42 U.S.C.
7 9858n).

8 (3) INDIAN TRIBE.—The term “Indian tribe”
9 has the meaning given such term in section 4 of the
10 Indian Self-Determination and Education Assistance
11 Act (25 U.S.C. 450b).

12 (4) LEAD AGENCY.—The term “lead agency”
13 means the agency designated under section 658D of
14 the Child Care and Development Block Grant Act of
15 1990 (42 U.S.C. 9858b).

16 (5) SECRETARY.—The term “Secretary” means
17 the Secretary of Health and Human Services.

18 (6) STATE.—The term “State” means any of
19 the several States, the District of Columbia, the
20 Commonwealth of Puerto Rico, the Virgin Islands of
21 the United States, Guam, American Samoa, or the
22 Commonwealth of the Northern Mariana Islands.

23 (7) TRIBAL ORGANIZATION.—The term “tribal
24 organization” has the meaning given the term in

1 section 4 of the Indian Self-Determination and Edu-
2 cation Assistance Act (25 U.S.C. 450b).

3 **SEC. 223. FUNDS FOR CHILD CARE PROVIDER DEVELOP-**
4 **MENT AND RETENTION GRANTS, SCHOLAR-**
5 **SHIPS, AND HEALTH BENEFITS COVERAGE.**

6 (a) IN GENERAL.—From amounts appropriated to
7 carry out this subtitle, the Secretary may allot and dis-
8 tribute funds to eligible States, and make payments to In-
9 dian tribes and tribal organizations, to pay for the Federal
10 share of the cost of carrying out activities under sections
11 226, 227, and 228 for eligible child care providers.

12 (b) ALLOTMENTS.—The funds shall be allotted and
13 distributed, and the payments shall be made, by the Sec-
14 retary in accordance with section 224, and expended by
15 the States (directly, or at the option of the States, through
16 units of general purpose local government), and by Indian
17 tribes and tribal organizations, in accordance with this
18 subtitle.

19 **SEC. 224. ALLOTMENTS TO STATES.**

20 (a) AMOUNTS RESERVED.—

21 (1) TERRITORIES AND POSSESSIONS.—The Sec-
22 retary shall reserve not more than $\frac{1}{2}$ of 1 percent
23 of the funds appropriated under section 231(a), and
24 not more than $\frac{1}{2}$ of 1 percent of the funds appro-
25 priated under section 232(b), for any fiscal year for

1 payments to the Virgin Islands of the United States,
2 Guam, American Samoa, and the Commonwealth of
3 the Northern Mariana Islands, to be allotted in ac-
4 cordance with their respective needs.

5 (2) INDIAN TRIBES AND TRIBAL ORGANIZA-
6 TIONS.—The Secretary shall reserve not more than
7 3 percent of the funds appropriated under section
8 231(a), and not more than 3 percent of the funds
9 appropriated under section 231(b), for any fiscal
10 year for payments to Indian tribes and tribal organi-
11 zations with applications approved under subsection
12 (c).

13 (b) ALLOTMENTS TO REMAINING STATES.—

14 (1) GENERAL AUTHORITY.—From the funds
15 appropriated under section 231(a) for any fiscal year
16 and remaining after the reservations made under
17 subsection (a), and from the funds appropriated
18 under section 231(b) for any fiscal year and remain-
19 ing after the reservations made under subsection (a),
20 the Secretary shall allot to each State an amount
21 equal to the sum of—

22 (A) an amount that bears the same ratio
23 to 50 percent of the appropriate remainder as
24 the product of the young child factor of the
25 State and the allotment percentage of the State

1 bears to the sum of the corresponding products
2 for all States; and

3 (B) an amount that bears the same ratio
4 to 50 percent of such remainder as the product
5 of the school lunch factor of the State and the
6 allotment percentage of the State bears to the
7 sum of the corresponding products for all
8 States.

9 (2) YOUNG CHILD FACTOR.—In this subsection,
10 the term “young child factor” means the ratio of the
11 number of children under 5 years of age in the State
12 to the number of such children in all the States, as
13 determined according to the most recent annual esti-
14 mates of population in the States, as provided by the
15 Bureau of the Census.

16 (3) SCHOOL LUNCH FACTOR.—In this sub-
17 section, the term “school lunch factor” means the
18 ratio of the number of children who are receiving
19 free or reduced price lunches under the school lunch
20 program established under the Richard B. Russell
21 National School Lunch Act (42 U.S.C. 1751 et seq.)
22 in the State to the number of such children in all
23 the States, as determined annually by the Depart-
24 ment of Agriculture.

25 (4) ALLOTMENT PERCENTAGE.—

1 (A) IN GENERAL.—Except as provided in
2 subparagraph (B), for purposes of this sub-
3 section, the allotment percentage for a State
4 shall be determined by dividing the per capita
5 income of all individuals in the United States,
6 by the per capita income of all individuals in
7 the State.

8 (B) LIMITATIONS.—For purposes of this
9 subsection, if an allotment percentage deter-
10 mined under subparagraph (A)—

11 (i) is more than 1.2 percent, the allot-
12 ment percentage of that State shall be con-
13 sidered to be 1.2 percent; and

14 (ii) is less than 0.8 percent, the allot-
15 ment percentage of the State shall be con-
16 sidered to be 0.8 percent.

17 (C) PER CAPITA INCOME.—For purposes
18 of subparagraph (A), per capita income shall
19 be—

20 (i) determined at 2-year intervals;

21 (ii) applied for the 2-year period be-
22 ginning on October 1 of the first fiscal
23 year beginning after the date such deter-
24 mination is made; and

1 (iii) equal to the average of the an-
2 nual per capita incomes for the most re-
3 cent period of 3 consecutive years for
4 which satisfactory data are available from
5 the Department of Commerce at the time
6 such determination is made.

7 (c) PAYMENTS TO INDIAN TRIBES AND TRIBAL OR-
8 GANIZATIONS.—

9 (1) RESERVATION OF FUNDS.—From amounts
10 reserved under subsection (a)(2), the Secretary may
11 make grants to or enter into contracts with Indian
12 tribes and tribal organizations that submit applica-
13 tions under this subsection, to plan and carry out
14 programs and activities—

15 (A) to encourage child care providers to
16 improve their qualifications;

17 (B) to retain qualified child care providers
18 in the child care field; and

19 (C) to provide health benefits coverage for
20 child care providers.

21 (2) APPLICATIONS AND REQUIREMENTS.—To
22 be eligible to receive a grant or contract under this
23 subsection, an Indian tribe or tribal organization
24 shall submit an application to the Secretary at such
25 time, in such manner, and containing such informa-

1 tion as the Secretary may require. The application
2 shall provide that the applicant—

3 (A) will coordinate the programs and ac-
4 tivities involved, to the maximum extent prac-
5 ticable, with the lead agency in each State in
6 which the applicant will carry out such pro-
7 grams and activities; and

8 (B) will make such reports on, and conduct
9 such audits of the funds made available through
10 the grant or contract for, programs and activi-
11 ties under this subtitle as the Secretary may re-
12 quire.

13 (d) DATA AND INFORMATION.—The Secretary shall
14 obtain from each appropriate Federal agency, the most re-
15 cent data and information necessary to determine the al-
16 lotments provided for in subsection (b).

17 (e) REALLOTMENTS.—

18 (1) IN GENERAL.—Any portion of an allotment
19 under subsection (b) to a State for a fiscal year that
20 the Secretary determines will not be distributed to
21 the State for such fiscal year shall be reallocated by
22 the Secretary to other States in proportion to the
23 original corresponding allotments made under such
24 subsection to such States for such fiscal year.

25 (2) LIMITATIONS.—

1 (A) REDUCTION.—The amount of any re-
2 allotment to which a State is entitled under this
3 subsection shall be reduced to the extent that
4 such amount exceeds the amount that the Sec-
5 retary estimates will be distributed to the State
6 to carry out corresponding activities under this
7 subtitle.

8 (B) REALLOTMENTS.—The amount of
9 such reduction shall be reallocated to States for
10 which no reduction in a corresponding allot-
11 ment, or in a corresponding reallocation, is re-
12 quired by this subsection, in proportion to the
13 original corresponding allotments made under
14 subsection (b) to such States for such fiscal
15 year.

16 (3) AMOUNTS REALLOCATED.—For purposes of
17 this subtitle (other than this subsection and sub-
18 section (b)), any amount reallocated to a State under
19 this subsection shall be considered to be part of the
20 corresponding allotment made under subsection (b)
21 to the State.

22 (4) INDIAN TRIBES OR TRIBAL ORGANIZA-
23 TIONS.—Any portion of a grant or contract made to
24 an Indian tribe or tribal organization under sub-
25 section (c) that the Secretary determines is not

1 being used in a manner consistent with the provi-
2 sions of this subtitle in the period for which the
3 grant or contract is made available, shall be used by
4 the Secretary to make payments to other tribes or
5 organizations that have submitted applications under
6 subsection (c) in accordance with their respective
7 needs.

8 (f) COST-SHARING.—

9 (1) CHILD CARE PROVIDER DEVELOPMENT AND
10 RETENTION GRANTS AND SCHOLARSHIPS.—

11 (A) FEDERAL SHARE.—The Federal share
12 of the cost of carrying out activities under sec-
13 tions 226 and 227, with funds allotted under
14 this section and distributed by the Secretary to
15 a State, shall be—

16 (i) not more than 90 percent of the
17 cost of each grant made under such sec-
18 tions, in the first fiscal year for which the
19 State receives such funds;

20 (ii) not more than 85 percent of the
21 cost of each grant made under such sec-
22 tions, in the second fiscal year for which
23 the State receives such funds;

24 (iii) not more than 80 percent of the
25 cost of each grant made under such sec-

1 tions, in the third fiscal year for which the
2 State receives such funds; and

3 (iv) not more than 75 percent of the
4 cost of each grant made under such sec-
5 tions, in any subsequent fiscal year for
6 which the State receives such funds.

7 (B) NON-FEDERAL SHARE.—

8 (i) IN GENERAL.—The State may pro-
9 vide the non-Federal share of the cost in
10 cash or in the form of an in-kind contribu-
11 tion, fairly evaluated by the Secretary.

12 (ii) IN-KIND CONTRIBUTION.—In this
13 subparagraph, the term “in-kind contribu-
14 tion” means payment of the costs of par-
15 ticipation of eligible child care providers in
16 health insurance programs or retirement
17 programs.

18 (2) CHILD CARE PROVIDER HEALTH BENEFITS
19 COVERAGE.—

20 (A) FEDERAL SHARE.—The Federal share
21 of the cost of carrying out activities under sec-
22 tion 228, with funds allotted under this section
23 and distributed by the Secretary to a State,
24 shall be not more than 50 percent of such cost.

1 (B) NON-FEDERAL SHARE.—The State
2 may provide the non-Federal share of the cost
3 in cash or in kind, fairly evaluated by the Sec-
4 retary, including plant, equipment, or services.
5 The State shall provide the non-Federal share
6 directly or through donations from public or
7 private entities. Amounts provided by the Fed-
8 eral Government, or services assisted or sub-
9 sidized to any significant extent by the Federal
10 Government, may not be included in deter-
11 mining the amount of such share.

12 (g) AVAILABILITY OF ALLOTTED FUNDS DISTRIB-
13 UTED TO STATES.—Of the funds allotted under this sec-
14 tion for activities described in sections 226 and 227 and
15 distributed by the Secretary to a State for a fiscal year—

16 (1) not less than 67.5 percent shall be available
17 to the State for grants under section 226;

18 (2) not less than 22.5 percent shall be available
19 to the State for grants under section 227; and

20 (3) not more than 10 percent shall be available
21 to pay administrative costs incurred by the State to
22 carry out activities described in sections 226 and
23 227.

24 (h) DEFINITION.—For the purposes of subsections
25 (a) through (e), the term “State” includes only the 50

1 States, the District of Columbia, and the Commonwealth
2 of Puerto Rico.

3 **SEC. 225. APPLICATION AND PLAN.**

4 (a) APPLICATION.—To be eligible to receive a dis-
5 tribution of funds allotted under section 224, a State shall
6 submit to the Secretary an application at such time, in
7 such manner, and containing such information as the Sec-
8 retary may require by rule and shall include in such appli-
9 cation—

10 (1) a State plan that satisfies the requirements
11 of subsection (b); and

12 (2) assurances of compliance satisfactory to the
13 Secretary with respect to the requirements of section
14 228.

15 (b) REQUIREMENTS OF PLAN.—

16 (1) LEAD AGENCY.—The State plan shall iden-
17 tify the lead agency to make grants under this sub-
18 title for the State.

19 (2) RECRUITMENT AND RETENTION OF CHILD
20 CARE PROVIDERS.—The State plan shall describe
21 how the lead agency will encourage both the recruit-
22 ment of qualified child care providers who are new
23 to the child care field and the retention of qualified
24 child care providers who have a demonstrated com-
25 mitment to the child care field.

1 (3) NOTIFICATION OF AVAILABILITY OF GRANTS
2 AND BENEFITS.—The State plan shall describe how
3 the lead agency will identify all eligible child care
4 providers in the State and notify the providers of the
5 availability of grants and benefits under this sub-
6 title.

7 (4) DISTRIBUTION OF GRANTS.—The State
8 plan shall describe how the lead agency will make
9 grants under sections 226 and 227 to eligible child
10 care providers in selected geographical areas in the
11 State in compliance with the following requirements:

12 (A) SELECTION OF GEOGRAPHICAL
13 AREAS.—For the purpose of making such
14 grants for a fiscal year, the State shall—

15 (i) select a variety of geographical
16 areas, determined by the State, that, col-
17 lectively—

18 (I) include urban areas, suburban
19 areas, and rural areas; and

20 (II) are areas whose residents
21 have diverse income levels; and

22 (ii) give special consideration to geo-
23 graphical areas selected under this sub-
24 paragraph for the preceding fiscal year.

1 (B) SELECTION OF CHILD CARE PRO-
2 VIDERS TO RECEIVE GRANTS.—In making
3 grants under section 226, the State may make
4 grants only to eligible child care providers in
5 geographical areas selected under subparagraph
6 (A), but may give special consideration in such
7 areas to eligible child care providers—

8 (i) who have attained a higher rel-
9 evant educational credential;

10 (ii) who provide a specific kind of
11 child care services;

12 (iii) who provide child care services to
13 populations who meet specific economic
14 characteristics; or

15 (iv) who meet such other criteria as
16 the State may establish.

17 (C) LIMITATION.—The State shall describe
18 how the State will ensure that grants made
19 under section 226 to child care providers will
20 not be used to offset reductions in the com-
21 pensation of such providers.

22 (D) REPORTING REQUIREMENT.—With re-
23 spect to each particular geographical area se-
24 lected under subparagraph (A), the State shall
25 provide an assurance that the State will, for

1 each fiscal year for which such State receives a
2 grant under section 226—

3 (i) include in the report required by
4 section 229, detailed information regard-
5 ing—

6 (I) the continuity of employment
7 of the grant recipients as child care
8 providers with the same employer;

9 (II) with respect to each em-
10 ployer that employed such a grant re-
11 cipient, whether such employer was
12 accredited by a recognized national or
13 State accrediting body during the pe-
14 riod of employment; and

15 (III) to the extent practicable
16 and available to the State, the rate
17 and frequency of employment turnover
18 of qualified child care providers
19 throughout such area,
20 during the 2-year period ending on the
21 deadline for submission of applications for
22 grants under section 226 for that fiscal
23 year; and

24 (ii) provide a follow-up report, not
25 later than 90 days after the end of the suc-

1 ceeding fiscal year that includes informa-
2 tion regarding—

3 (I) the continuity of employment
4 of the grant recipients as child care
5 providers with the same employer;

6 (II) with respect to each em-
7 ployer that employed such a grant re-
8 cipient, whether such employer was
9 accredited by a recognized national or
10 State accrediting body during the pe-
11 riod of employment; and

12 (III) to the extent practicable
13 and available to the State, detailed in-
14 formation regarding the rate and fre-
15 quency of employment turnover of
16 qualified child care providers through-
17 out such area,

18 during the 1-year period beginning on the
19 date on which the grant to the State was
20 made under section 226.

21 (5) CHILD CARE PROVIDER DEVELOPMENT AND
22 RETENTION GRANT PROGRAM.—The State plan shall
23 describe how the lead agency will determine the
24 amounts of grants to be made under section 226 in
25 accordance with the following requirements:

1 (A) SUFFICIENT AMOUNTS.—The State
2 shall demonstrate that the amounts of indi-
3 vidual grants to be made under section 226 will
4 be sufficient—

5 (i) to encourage child care providers
6 to improve their qualifications; and

7 (ii) to retain qualified child care pro-
8 viders in the child care field.

9 (B) AMOUNTS TO CREDENTIALLED PRO-
10 VIDERS.—Such grants made to eligible child
11 care providers who have a child development as-
12 sociate credential (or equivalent) and who are
13 employed full-time to provide child care services
14 shall be in an amount that is not less than
15 \$1,000 per year.

16 (C) AMOUNTS TO PROVIDERS WITH HIGH-
17 ER LEVELS OF EDUCATION.—The State shall
18 make such grants in amounts greater than
19 \$1,000 per year to eligible child care providers
20 who have higher levels of education than the
21 education required for a credential such as a
22 child development associate credential (or equiv-
23 alent), according to the following requirements:

24 (i) PROVIDERS WITH BACCALAUREATE
25 DEGREES IN RELEVANT FIELDS.—An eligi-

1 ble child care provider who has a bacca-
2 laureate degree in the area of child devel-
3 opment or early child education shall re-
4 ceive a grant under section 226 in an
5 amount that is not less than twice the
6 amount of the grant that is made under
7 section 226 to an eligible child care pro-
8 vider who has an associate of the arts de-
9 gree in the area of child development or
10 early child education.

11 (ii) PROVIDERS WITH ASSOCIATE DE-
12 GREES.—An eligible child care provider
13 who has an associate of the arts degree in
14 the area of child development or early child
15 education shall receive a grant under sec-
16 tion 226 in an amount that is not less
17 than 150 percent of the amount of the
18 grant that is made under section 226 to an
19 eligible child care provider who has a child
20 development associate credential (or equiv-
21 alent) and is employed full-time to provide
22 child care services.

23 (iii) OTHER PROVIDERS WITH BACCA-
24 LAUREATE DEGREES.—

1 (I) IN GENERAL.—Except as pro-
2 vided in subclause (II), an eligible
3 child care provider who has a bacca-
4 laureate degree in a field other than
5 child development or early child edu-
6 cation shall receive a grant under sec-
7 tion 226 in an amount equal to the
8 amount of the grant that is made
9 under section 226 to an eligible child
10 care provider who has an associate of
11 the arts degree in the area of child de-
12 velopment or early child education.

13 (II) EXCEPTION.—If an eligible
14 child care provider who has such a
15 baccalaureate degree obtains addi-
16 tional educational training in the area
17 of child development or early child
18 education, as specified by the State,
19 such provider shall receive a grant
20 under section 226 in an amount equal
21 to the amount of the grant that is
22 made under section 226 to an eligible
23 child care provider who has a bacca-
24 laureate degree specified in clause (i).

1 (D) AMOUNTS TO FULL-TIME PRO-
2 VIDERS.—The State shall make a grant under
3 section 226 to an eligible child care provider
4 who works full-time in a greater amount than
5 the amount of the grant that is made under
6 section 226 to an eligible child care provider
7 who works part-time, based on the State defini-
8 tions of full-time and part-time work.

9 (E) AMOUNTS TO EXPERIENCED PRO-
10 VIDERS.—The State shall make grants under
11 section 226 in progressively larger amounts to
12 eligible child care providers to reflect the num-
13 ber of years worked as child care providers.

14 (6) DISTRIBUTION OF CHILD CARE PROVIDER
15 SCHOLARSHIPS.—The State plan shall describe how
16 the lead agency will make grants for scholarships in
17 compliance with section 227 and shall specify the
18 types of educational and training programs for
19 which the scholarship grants made under such sec-
20 tion may be used, including only programs that—

21 (A) are administered by institutions of
22 higher education that are eligible to participate
23 in student financial assistance programs under
24 title IV of the Higher Education Act of 1965
25 (20 U.S.C. 1070 et seq.); and

1 (B) lead to a State or nationally recog-
2 nized credential in the area of child develop-
3 ment or early child education, an associate of
4 the arts degree in the area of child development
5 or early child education, or a baccalaureate de-
6 gree in the area of child development or early
7 child education.

8 (7) EMPLOYER CONTRIBUTION.—The State
9 plan shall describe how the lead agency will encour-
10 age employers of child care providers to contribute
11 to the attainment of education goals by eligible child
12 care providers who receive grants under section 227.

13 (8) SUPPLEMENTATION.—The State plan shall
14 provide assurances that amounts received by the
15 State to carry out sections 226, 227, and 228 will
16 be used only to supplement, and not to supplant,
17 Federal, State, and local funds otherwise available to
18 support existing services and activities (as of the
19 date the amounts are used) that—

20 (A) encourage child care providers to im-
21 prove their qualifications and that promote the
22 retention of qualified child care providers in the
23 child care field; or

24 (B) provide health benefits coverage for
25 child care providers.

1 **SEC. 226. CHILD CARE PROVIDER DEVELOPMENT AND RE-**
2 **TENTION GRANT PROGRAM.**

3 (a) **IN GENERAL.**—A State that receives funds allot-
4 ted under section 224 and made available to carry out this
5 section shall expend such funds to pay for the Federal
6 share of the cost of making grants to eligible child care
7 providers in accordance with this section, to improve the
8 qualifications and promote the retention of qualified child
9 care providers.

10 (b) **ELIGIBILITY TO RECEIVE GRANTS.**—To be eligi-
11 ble to receive a grant under this section, a child care pro-
12 vider shall—

13 (1) have a child development associate creden-
14 tial (or equivalent), an associate of the arts degree
15 in the area of child development or early child edu-
16 cation, a baccalaureate degree in the area of child
17 development or early child education, or a bacca-
18 laureate degree in an unrelated field; and

19 (2) be employed as a child care provider for not
20 less than 1 calendar year, or (if the provider is em-
21 ployed on the date of the eligibility determination in
22 a child care program that operates for less than a
23 full calendar year) the program equivalent of 1 cal-
24 endar year, ending on the date of the application for
25 such grant, except that not more than 3 months of
26 education related to child development or to early

1 child education obtained during the corresponding
2 calendar year may be treated as employment that
3 satisfies the requirements of this paragraph.

4 (c) PRESERVATION OF ELIGIBILITY.—A State shall
5 not take into consideration whether a child care provider
6 is receiving, may receive, or may be eligible to receive any
7 funds or benefits under any other provision of this subtitle
8 for purposes of selecting eligible child care providers to
9 receive grants under this section.

10 **SEC. 227. CHILD CARE PROVIDER SCHOLARSHIP PROGRAM.**

11 (a) IN GENERAL.—A State that receives funds allot-
12 ted under section 224 and made available to carry out this
13 section shall expend such funds to pay for the Federal
14 share of the cost of making scholarship grants to eligible
15 child care providers in accordance with this section, to im-
16 prove their educational qualifications to provide child care
17 services.

18 (b) ELIGIBILITY REQUIREMENT FOR SCHOLARSHIP
19 GRANTS.—To be eligible to receive a scholarship grant
20 under this section, a child care provider shall be employed
21 as a child care provider for not less than 1 calendar year,
22 or (if the provider is employed on the date of the eligibility
23 determination in a child care program that operates for
24 less than a full calendar year) the program equivalent of

1 1 calendar year, ending on the date of the application for
2 such grant.

3 (c) SELECTION OF GRANTEES.—For purposes of se-
4 lecting eligible child care providers to receive scholarship
5 grants under this section and determining the amounts of
6 such grants, a State shall not—

7 (1) take into consideration whether a child care
8 provider is receiving, may receive, or may be eligible
9 to receive any funds or benefits under any other pro-
10 vision of this subtitle, or under any other Federal or
11 State law that provides funds for educational pur-
12 poses; or

13 (2) consider as resources of such provider any
14 funds such provider is receiving, may receive, or may
15 be eligible to receive under any other provision of
16 this subtitle, under any other Federal or State law
17 that provides funds for educational purposes, or
18 from a private entity.

19 (d) COST-SHARING REQUIRED.—The amount of a
20 scholarship grant made under this section to an eligible
21 child care provider shall be less than the cost of the edu-
22 cational or training program for which such grant is made.

23 (e) ANNUAL MAXIMUM SCHOLARSHIP GRANT
24 AMOUNT.—The maximum aggregate dollar amount of a

1 scholarship grant made by a State to an eligible child care
2 provider under this section in a fiscal year shall be \$1,500.

3 **SEC. 228. CHILD CARE PROVIDER HEALTH BENEFITS COV-**
4 **ERAGE.**

5 (a) **SHORT TITLE.**—This section may be cited as the
6 “Healthy Early Education Workforce Grant Program
7 Act”.

8 (b) **DEFINITION.**—In this section, the terms “depend-
9 ent”, “domestic partner”, and “spouse”, used with respect
10 to a State, have the meanings given the terms by the
11 State.

12 (c) **GENERAL AUTHORITY.**—A State that receives
13 funds allotted under section 224 and made available to
14 carry out this section shall expend such funds to pay for
15 the Federal share of the cost of providing access to afford-
16 able health benefits coverage for—

17 (1) eligible child care providers; and

18 (2) at the discretion of the State involved, the
19 spouses, domestic partners, and dependents of such
20 providers.

21 (d) **PERMISSIBLE ACTIVITIES.**—In carrying out sub-
22 section (c), the State may expend such funds for any of
23 the following:

24 (1) To reimburse an employer of an eligible
25 child care provider, or the provider, for the employ-

1 er's or provider's share (or a portion of the share)
2 of the premiums or other costs for coverage under
3 group or individual health plans.

4 (2) To offset the cost of enrolling eligible child
5 care providers in public health benefits plans, such
6 as the medicaid program under title XIX of the So-
7 cial Security Act (42 U.S.C. 1396 et seq.), the State
8 children's health insurance program under title XXI
9 of such Act (42 U.S.C. 1397aa et seq.), or public
10 employee health benefit plans.

11 (3) To otherwise subsidize the cost of health
12 benefits coverage for eligible child care providers.

13 (e) ELIGIBILITY CRITERIA FOR HEALTH BENEFITS
14 COVERAGE.—The State may establish criteria to limit the
15 child care providers who may receive benefits through the
16 allotment.

17 (f) SELECTION OF GRANTEES.—For purposes of se-
18 lecting eligible child care providers to receive benefits
19 under this section for a fiscal year, a State shall give—

20 (1) highest priority to—

21 (A) providers that meet any applicable cri-
22 teria established in accordance with subsection
23 (e) and received such assistance during the pre-
24 vious fiscal year; and

1 (B) at the State’s discretion, the spouses,
2 domestic partners, and dependents of such pro-
3 viders; and

4 (2) second highest priority to—

5 (A) providers that meet any applicable cri-
6 teria established in accordance with subsection
7 (e) and are accredited by the National Associa-
8 tion for the Education of Young Children or the
9 National Association for Family Child Care;
10 and

11 (B) at the State’s discretion, the spouses,
12 domestic partners, and dependents of such pro-
13 viders.

14 **SEC. 229. ANNUAL REPORT.**

15 A State that receives funds appropriated to carry out
16 this subtitle for a fiscal year shall submit to the Secretary,
17 not later than 90 days after the end of such fiscal year,
18 a report—

19 (1) specifying the uses for which the State ex-
20 pended such funds, and the aggregate amount of
21 funds (including State funds) expended for each of
22 such uses; and

23 (2) containing available data relating to grants
24 made and benefits provided with such funds, includ-
25 ing—

1 (A) the number of eligible child care pro-
2 viders who received such grants and benefits;

3 (B) the amounts of such grants and bene-
4 fits;

5 (C) any other information that describes or
6 evaluates the effectiveness of this subtitle;

7 (D) the particular geographical areas se-
8 lected under section 225 for the purpose of
9 making such grants;

10 (E) with respect to grants made under sec-
11 tion 226—

12 (i) the number of years grant recipi-
13 ents have been employed as child care pro-
14 viders;

15 (ii) the level of training and education
16 of grant recipients;

17 (iii) to the extent practicable and
18 available to the State, detailed information
19 regarding the salaries and other compensa-
20 tion received by grant recipients to provide
21 child care services before, during, and after
22 receiving such grants;

23 (iv) the number of children who re-
24 ceived child care services provided by grant
25 recipients;

1 (v) information on family demo-
2 graphics of such children;

3 (vi) the types of settings described in
4 subparagraphs (A), (B), and (C) of section
5 222(1) in which grant recipients are em-
6 ployed; and

7 (vii) the ages of the children who re-
8 ceived child care services provided by grant
9 recipients;

10 (F) with respect to grants made under sec-
11 tion 227—

12 (i) the number of years grant recipi-
13 ents have been employed as child care pro-
14 viders;

15 (ii) the level of training and education
16 of grant recipients;

17 (iii) to the extent practicable and
18 available to the State, detailed information
19 regarding the salaries and other compensa-
20 tion received by grant recipients to provide
21 child care services before, during, and after
22 receiving such grants;

23 (iv) the types of settings described in
24 subparagraphs (A), (B), and (C) of section

1 222(1) in which grant recipients are em-
2 ployed;

3 (v) the ages of the children who re-
4 ceived child care services provided by grant
5 recipients;

6 (vi) the number of course credits or
7 credentials obtained by grant recipients;
8 and

9 (vii) the amount of time taken for
10 completion of the educational and training
11 programs for which such grants were
12 made; and

13 (G) such other information as the Sec-
14 retary may require by rule.

15 **SEC. 230. EVALUATION OF HEALTH BENEFITS PROGRAMS**

16 **BY SECRETARY.**

17 (a) **EVALUATION.**—The Secretary shall conduct an
18 evaluation of several State programs carried out with
19 grants made under section 228, representing various ap-
20 proaches to raising the rate of child care providers with
21 health benefits coverage.

22 (b) **ASSESSMENT OF IMPACTS.**—In evaluating State
23 programs under subsection (a), the Secretary may con-
24 sider any information appropriate to measure the success

1 of the programs, and shall assess the impact of the pro-
2 grams on the following:

3 (1) The rate of child care providers with health
4 benefits coverage.

5 (2) The take-up rate by eligible child care pro-
6 viders.

7 (3) The turnover rate in the child care field.

8 (4) The average wages paid to a child care pro-
9 vider.

10 (c) REPORT.—Not later than 3 years after the date
11 of enactment of this subtitle, the Secretary shall prepare
12 and submit a report to Congress containing the results
13 of the evaluation conducted under subsection (a), together
14 with recommendations for strengthening programs carried
15 out with grants made under section 228.

16 **SEC. 231. AUTHORIZATION OF APPROPRIATIONS.**

17 (a) CHILD CARE PROVIDER DEVELOPMENT, RETEN-
18 TION, AND SCHOLARSHIPS.—There are authorized to be
19 appropriated to carry out the activities described in sec-
20 tions 226 and 227 \$500,000,000 for fiscal year 2008 and
21 such sums as may be necessary for each of fiscal years
22 2008 through 2012.

23 (b) CHILD CARE PROVIDER HEALTH BENEFITS COV-
24 ERAGE.—There is authorized to be appropriated to carry
25 out the activities described in section 228 \$200,000,000

1 for fiscal year 2007 and such sums as may be necessary
2 for each of fiscal years 2008 through 2012.

3 **Subtitle C—Child Care Construc-**
4 **tion and Renovation Incentive**
5 **Grants**

6 **SEC. 241. SHORT TITLE.**

7 This subtitle may be cited as the “Child Care Con-
8 struction and Renovation Incentive Grants Act”

9 **SEC. 242. USE OF COMMUNITY DEVELOPMENT BLOCK**
10 **GRANTS TO ESTABLISH CHILD CARE FACILI-**
11 **TIES.**

12 Section 105(a) of the Housing and Community De-
13 velopment Act of 1974 (42 U.S.C. 5305(a)) is amended—

14 (1) in paragraph (24), by striking “and” at the
15 end;

16 (2) in paragraph (25), by striking the period at
17 the end and inserting “; and”; and

18 (3) by adding at the end the following:

19 “(26) the construction and renovation of child
20 care facilities.”.

21 **SEC. 243. INSURANCE FOR MORTGAGES ON NEW AND RE-**
22 **HABILITATED CHILD CARE FACILITIES.**

23 Title II of the National Housing Act (12 U.S.C. 1707
24 et seq.) is amended by adding at the end the following:

1 **“SEC. 257. MORTGAGE INSURANCE FOR CHILD CARE FA-**
2 **CILITIES.**

3 “(a) DEFINITIONS.—In this section:

4 “(1) CHILD CARE FACILITY.—The term ‘child
5 care facility’—

6 “(A) means a public or private facility
7 that—

8 “(i) has as its purpose the care and
9 development of—

10 “(I) children who are less than
11 16 years of age; or

12 “(II) school-age children and
13 youth during non-school hours; and

14 “(ii) is operated in accordance with all
15 applicable State and local laws and regula-
16 tions; and

17 “(B) does not include any facility for
18 school-age children that is primarily for use
19 during normal school hours.

20 “(2) EQUIPMENT.—The term ‘equipment’ in-
21 cludes—

22 “(A) machinery, utilities, and built-in
23 equipment, and any necessary enclosure or
24 structure to house them; and

25 “(B) any other items necessary for the
26 functioning of a particular facility as a child

1 care facility, including necessary furniture,
2 books, and curricular and program materials.

3 “(3) FIRST MORTGAGE.—The term ‘first mort-
4 gage’—

5 “(A) means such classes of first liens as
6 are commonly given to secure advances (includ-
7 ing advances during construction) on, or the
8 unpaid purchase price of, real estate under the
9 laws of the State in which the real estate is lo-
10 cated, together with the credit instrument or in-
11 struments (if any) secured thereby; and

12 “(B) includes any mortgage in the form of
13 1 or more trust mortgages or mortgage inden-
14 tures or deeds of trust, securing notes, bonds,
15 or other credit instruments, that, by the same
16 instrument or by a separate instrument, creates
17 a security interest in initial equipment, whether
18 or not attached to the realty.

19 “(4) MORTGAGE.—The term ‘mortgage’ means
20 a first mortgage on real estate in fee simple, or on
21 the interest of either the lessor or lessee thereof
22 under a lease having a period of not less than 7
23 years to run beyond the maturity date of the mort-
24 gage.

1 “(5) MORTGAGOR.—The term ‘mortgagor’ has
2 the meaning given the term in section 207(a).

3 “(b) INSURANCE OF MORTGAGES.—In order to facili-
4 tate the establishment and rehabilitation of child care fa-
5 cilities, the Secretary may—

6 “(1) insure a mortgage that is secured by a
7 property or project that is—

8 “(A) a new child care facility, including a
9 new addition to an existing child care facility
10 (regardless of whether the existing facility is
11 being rehabilitated); or

12 “(B) a substantially rehabilitated child
13 care facility, including equipment to be used in
14 the operation of the facility; and

15 “(2) make a commitment to insure any mort-
16 gage described in paragraph (1) before the date of
17 execution or disbursement of the mortgage.

18 “(c) TERMS AND CONDITIONS.—

19 “(1) ELIGIBLE CHILD CARE FACILITIES.—Each
20 mortgage insured under this section shall be secured
21 by a child care facility for which a certification of
22 compliance has been issued by the Secretary under
23 section 258(c) that is licensed or regulated by the
24 State in which it is located (or if there is no State
25 law providing for such licensing and regulation by

1 the State, by the municipality or other political sub-
2 division in which the facility is located) during the
3 12-month period preceding the date on which the
4 commitment to insure the mortgage is issued under
5 this section.

6 “(2) APPROVED MORTGAGOR.—

7 “(A) IN GENERAL.—Each mortgage in-
8 sured under this section shall be executed by a
9 mortgagor approved by the Secretary.

10 “(B) REGULATION.—The Secretary may—

11 “(i) require an approved mortgagor
12 who executes a mortgage under subpara-
13 graph (A) to be regulated with respect to
14 charges and methods of financing and, if
15 the mortgagor is a corporate entity, with
16 respect to capital structure and rate of re-
17 turn; and

18 “(ii) as an aid to the regulation of any
19 mortgagor under clause (i), make such
20 contracts with and acquire for not more
21 than \$100 such stock or interest in such
22 mortgagor as the Secretary considers to be
23 necessary.

1 “(C) STOCK OR INTEREST.—Any stock or
2 interest purchased under subparagraph (B)(ii)
3 shall be—

4 “(i) paid for out of the General Insur-
5 ance Fund; and

6 “(ii) redeemed by the mortgagor at
7 par upon the termination of all obligations
8 of the Secretary under the insurance.

9 “(3) PRINCIPAL OBLIGATION.—Each mortgage
10 insured under this section shall involve a principal
11 obligation in an amount not to exceed 90 percent of
12 the estimated value of the property or project, or 95
13 percent of the estimated value of the property or
14 project in the case of a mortgagor that is a private
15 nonprofit corporation or association (as defined pur-
16 suant to section 221(d)(3)), including—

17 “(A) equipment to be used in the operation
18 of the facility when the proposed improvements
19 are completed and the equipment is installed; or

20 “(B) a solar energy system (as defined in
21 subparagraph (3) of the last paragraph of sec-
22 tion 2(a)) or residential energy conservation
23 measures (as defined in subparagraphs (A)
24 through (G) and (I) of section 210(11) of the
25 National Energy Conservation Policy Act), in

1 cases in which the Secretary determines that
2 such measures are in addition to those required
3 under the minimum property standards and will
4 be cost-effective over the life of the measure.

5 “(4) AMORTIZATION AND INTEREST.—Each
6 mortgage insured under this section shall—

7 “(A) provide for complete amortization by
8 periodic payments under such terms as the Sec-
9 retary shall prescribe;

10 “(B) have a maturity date satisfactory to
11 the Secretary, but in no event longer than 25
12 years; and

13 “(C) bear interest at such rate as may be
14 agreed upon by the mortgagor and the mort-
15 gagee, and the Secretary shall not issue any
16 regulations or establish any terms or conditions
17 that interfere with the ability of the mortgagor
18 and mortgagee to determine the interest rate.

19 “(5) RELEASE.—The Secretary may consent to
20 the release of a part or parts of the mortgaged prop-
21 erty or project from the lien of any mortgage in-
22 sured under this section upon such terms and condi-
23 tions as the Secretary may prescribe.

24 “(6) MORTGAGE INSURANCE TERMS.—Sub-
25 sections (d), (e), (g), (h), (i), (j), (k), (l), and (n) of

1 section 207 apply to any mortgage insured under
2 this section, except that all references in such sub-
3 sections to section 207 shall be construed, for pur-
4 poses of mortgage insurance under this section, to
5 refer to this section.

6 “(d) MORTGAGE INSURANCE FOR FIRE SAFETY
7 EQUIPMENT LOANS.—

8 “(1) AUTHORITY.—The Secretary may, upon
9 such terms and conditions as the Secretary may pre-
10 scribe, make commitments to insure and insure
11 loans made by financial institutions or other ap-
12 proved mortgagees to child care facilities to provide
13 for the purchase and installation of fire safety equip-
14 ment necessary for compliance with the 1967 edition
15 of the Life Safety Code of the National Fire Protec-
16 tion Association (or any subsequent edition specified
17 by the Secretary of Health and Human Services).

18 “(2) LOAN REQUIREMENTS.—To be eligible for
19 insurance under this subsection a loan shall—

20 “(A) not exceed the estimate by the Sec-
21 retary of the reasonable cost of the equipment
22 fully installed;

23 “(B) bear interest at such rate as may be
24 agreed upon by the mortgagor and the mort-
25 gagee;

1 “(C) have a maturity date satisfactory to
2 the Secretary;

3 “(D) be made by a financial institution or
4 other mortgagee approved by the Secretary as
5 eligible for insurance under section 2 or a mort-
6 gagee approved under section 203(b)(1);

7 “(E) comply with other such terms, condi-
8 tions, and restrictions as the Secretary may
9 prescribe; and

10 “(F) be made with respect to a child care
11 facility for which a certification of compliance
12 has been issued by the Secretary under section
13 258(c) during the 12-month period preceding
14 the date on which the commitment to insure is
15 issued under this subsection.

16 “(3) INSURANCE REQUIREMENTS.—

17 “(A) SECTION 2.—Subsections (c), (d),
18 and (h) of section 2 shall apply to any loan in-
19 sured under this subsection, except that all ref-
20 erences in such subsections to ‘this section’ or
21 ‘this title’ shall be construed, for purposes of
22 this subsection, to refer to this subsection.

23 “(B) SECTION 220.—Paragraphs (5), (6),
24 (7), (9), and (10) of section 220(h) shall apply
25 to any loan insured under this subsection, ex-

1 cept that all references in such paragraphs to
2 home improvement loans shall be construed, for
3 purposes of this subsection, to refer to loans
4 under this subsection.

5 “(e) SCHEDULES AND DEADLINES.—The Secretary
6 shall establish schedules and deadlines for the processing
7 and approval (or provision of notice of disapproval) of ap-
8 plications for mortgage insurance under this section.

9 “(f) LIMITATION ON INSURANCE AUTHORITY.—

10 “(1) TERMINATION.—No mortgage may be in-
11 sured under this section or section 223(h) after Sep-
12 tember 30, 2009, except pursuant to a commitment
13 to insure issued on or before such date.

14 “(2) AGGREGATE PRINCIPAL AMOUNT LIMITA-
15 TION.—

16 “(A) IN GENERAL.—The aggregate prin-
17 cipal amount of mortgages for which the Sec-
18 retary enters into commitments to insure under
19 this section or section 223(h) on or before the
20 date described in paragraph (1) may not exceed
21 \$2,000,000,000.

22 “(B) REPORT.—If, on the date described
23 in paragraph (1), the aggregate insurance au-
24 thority provided under this paragraph has not
25 been fully used, the Secretary of the Treasury

1 shall submit to Congress a report evaluating the
2 need for continued mortgage insurance under
3 this section.

4 “(g) NONDISCRIMINATION REQUIREMENT.—

5 “(1) IN GENERAL.—A child care facility receiv-
6 ing assistance under this title may not discriminate
7 on the basis of race, color, or national origin (to the
8 extent provided in title VI of the Civil Rights Act of
9 1964 (42 U.S.C. 2000d et seq.)), religion (subject to
10 subparagraph (B)), national origin, sex (to the ex-
11 tent provided in title IX of the Education Amend-
12 ments of 1972 (20 U.S.C. 1681 et seq.)), or dis-
13 ability (to the extent provided in section 504 of the
14 Rehabilitation Act of 1973 (29 U.S.C. 794)), under
15 any program or activity receiving Federal financial
16 assistance under this title.

17 “(2) FACILITIES OF RELIGIOUS ORGANIZA-
18 TIONS.—The prohibition with respect to religion
19 under paragraph (1) shall not apply to a child care
20 facility that is controlled by, or that is closely identi-
21 fied with, the tenets of a particular religious organi-
22 zation, if the application of this paragraph would not
23 be consistent with the religious tenets of such orga-
24 nization.

1 “(h) LIABILITY INSURANCE.—A child care provider
2 operating a child care facility assisted under this section
3 or section 223(h) shall obtain and maintain liability insur-
4 ance in such amounts and subject to such requirements
5 as the Secretary considers to be appropriate.

6 “(i) SMALL PURPOSE LOANS.—

7 “(1) IN GENERAL.—To the extent that amounts
8 are made available pursuant to subsection (l), the
9 Secretary shall make loans, directly or indirectly, to
10 providers of child care facilities for reconstruction or
11 renovation of such facilities, in accordance with this
12 subsection.

13 “(2) REQUIREMENTS.—A loan under this sub-
14 section—

15 “(A) may be made only for a child care fa-
16 cility that is financially and operationally viable,
17 as determined under standards established by
18 the Secretary;

19 “(B) may not have a term to maturity ex-
20 ceeding 7 years;

21 “(C) shall bear interest at a rate estab-
22 lished by the Secretary; and

23 “(D) shall be subject to such other terms
24 and conditions as the Secretary may establish
25 by regulation.

1 “(3) AGGREGATE LOAN AMOUNT.—The aggre-
2 gate amount of loans under this subsection to a sin-
3 gle provider may not exceed \$30,000.

4 “(j) NOTIFICATION.—The Secretary shall take such
5 actions as may be necessary to publicize the availability
6 of the programs for mortgage insurance under this section
7 and section 223(h), and the loan program under sub-
8 section (i) of this section, in a manner that ensures that
9 information concerning such programs will be available to
10 child care providers throughout the United States.

11 “(k) REGULATIONS.—The Secretary shall—

12 “(1) issue any regulations necessary to carry
13 out this section; and

14 “(2) in carrying out paragraph (1), consult with
15 the Secretary of Health and Human Services with
16 respect to any aspects of the regulations regarding
17 child care facilities.

18 “(l) AUTHORIZATION OF APPROPRIATIONS.—There is
19 authorized to be appropriated to carry out this section
20 \$30,000,000 for fiscal year 2008, to remain available until
21 expended, of which not more than 10 percent may be used
22 for loans under subsection (i).”.

1 **SEC. 244. INSURANCE FOR MORTGAGES FOR ACQUISITION**
2 **OR REFINANCING DEBT OF EXISTING CHILD**
3 **CARE FACILITIES.**

4 (a) IN GENERAL.—Section 223 of the National
5 Housing Act (12 U.S.C. 1715n) is amended by adding at
6 the end the following:

7 “(h) MORTGAGE INSURANCE FOR PURCHASE OR RE-
8 FINANCING OF EXISTING CHILD CARE FACILITIES.—

9 “(1) DEFINITIONS.—In this subsection, the
10 terms that are defined in section 257(a) have the
11 same meanings as in that section.

12 “(2) AUTHORITY.—Notwithstanding any other
13 provision of this Act, the Secretary may insure
14 under any section of this title a mortgage executed
15 in connection with—

16 “(A) the purchase or refinancing of an ex-
17 isting child care facility;

18 “(B) the purchase of a structure to serve
19 as a child care facility; or

20 “(C) the refinancing of existing debt of an
21 existing child care facility.

22 “(3) PURCHASE OF EXISTING FACILITIES AND
23 STRUCTURES.—In the case of the purchase under
24 this subsection of an existing child care facility or
25 purchase of an existing structure to serve as such a
26 facility, the Secretary shall prescribe any terms and

1 conditions that the Secretary considers necessary to
2 ensure that—

3 “(A) the facility or structure purchased
4 continues to be used as a child care facility; and

5 “(B) the facility receives a certification of
6 compliance under section 258(c).

7 “(4) REFINANCING OF EXISTING FACILITIES.—

8 In the case of refinancing of an existing child care
9 facility, the Secretary shall prescribe any terms and
10 conditions that the Secretary considers necessary to
11 ensure that—

12 “(A) the refinancing is used to lower the
13 monthly debt service costs (taking into account
14 any fees or charges connected with such refi-
15 nancing) of the existing facility;

16 “(B) the proceeds of any refinancing will
17 be employed only to retire the existing indebted-
18 ness and pay the necessary cost of refinancing
19 on the existing facility;

20 “(C) the existing facility is economically
21 viable; and

22 “(D) the facility receives a certification of
23 compliance under section 258(c).

24 “(5) LIMITATION ON INSURANCE AUTHORITY.—

25 The authority of the Secretary to enter into commit-

1 ments to insure mortgages under this subsection is
2 subject to section 257(f).”.

3 **SEC. 245. STUDY OF AVAILABILITY OF SECONDARY MAR-**
4 **KETS FOR MORTGAGES ON CHILD CARE FA-**
5 **CILITIES.**

6 (a) STUDY.—The Secretary of the Treasury shall
7 conduct a study of the secondary mortgage markets to de-
8 termine—

9 (1) whether such a market exists for purchase
10 of mortgages eligible for insurance under sections
11 223(h) and 257 of the National Housing Act (as
12 added by this subtitle);

13 (2) whether such a market would affect the
14 availability of credit available for development of
15 child care facilities or would lower development costs
16 of such facilities; and

17 (3) the extent to which such a market or other
18 activities to provide credit enhancement for loans for
19 child care facilities is needed to meet the demand for
20 such facilities.

21 (b) REPORT.—Not later than 2 years after the date
22 of enactment of this Act, the Secretary of the Treasury
23 shall submit to Congress a report regarding the results
24 of the study conducted under this section.

1 **SEC. 246. TECHNICAL AND FINANCIAL ASSISTANCE**
2 **GRANTS.**

3 (a) DEFINITIONS.—In this section:

4 (1) CHILD CARE FACILITY.—The term “child
5 care facility” has the meaning given that term in
6 section 257(a) of the National Housing Act, as
7 added by section 243 of this Act.

8 (2) ELIGIBLE INTERMEDIARY.—The term “eli-
9 gible intermediary” means a intermediary organiza-
10 tion that—

11 (A) is described in section 501(c)(3) of the
12 Internal Revenue Code of 1986;

13 (B) is exempt from taxation under section
14 501(a) of such Code; and

15 (C) has demonstrated experience in—

16 (i) financing the construction and ren-
17 ovation of physical facilities;

18 (ii) providing technical and financial
19 assistance to child care providers or other
20 similar entities;

21 (iii) working with businesses (whether
22 small or large); and

23 (iv) securing private sources for cap-
24 ital financing; and

25 (3) ELIGIBLE RECIPIENT.—The term “eligible
26 recipient” means any—

1 (A) existing or start-up center-based or
2 home-based child care provider; and

3 (B) organization in the process of estab-
4 lishing a center-based or home-based child care
5 program or otherwise seeking to provide child
6 care services.

7 (4) EQUIPMENT.—The term “equipment” has
8 the meaning given that term in section 257(a) of the
9 National Housing Act, as added by section 243 of
10 this Act.

11 (b) GRANT AUTHORITY.—The Secretary of Housing
12 and Urban Development, in consultation with the Sec-
13 retary of Health and Human Services, may award grants
14 on a competitive basis in accordance with this section to
15 eligible intermediaries for use in accordance with sub-
16 sections (e) and (f).

17 (c) APPLICATIONS.—To be eligible to receive a grant
18 under this section an eligible intermediary shall submit to
19 the Secretary an application, in such form and containing
20 such information as the Secretary may require.

21 (d) PRIORITY.—In awarding grants under this sec-
22 tion the Secretary shall give a priority to applicants under
23 subsection (c) that serve low-income or rural areas.

24 (e) USE OF FUNDS.—

1 (1) REVOLVING LOAN FUND.—Each eligible
2 intermediary that receives a grant under this section
3 shall deposit the grant amount into a child care re-
4 volving loan fund established by the eligible inter-
5 mediary.

6 (2) ELIGIBLE ASSISTANCE.—Subject to sub-
7 section (f), from amounts deposited into the revolv-
8 ing loan fund under paragraph (1), each eligible
9 intermediary shall provide to eligible recipients—

10 (A) financial assistance (in the form of
11 loans, grants, investments, guarantees, interest
12 subsidies, and other appropriate forms of assist-
13 ance) for the construction of new child care fa-
14 cilities, child care facility planning, and acquisi-
15 tion or improvement of child care facilities or
16 equipment; and

17 (B) technical assistance in obtaining public
18 or private financing for such construction, plan-
19 ning, acquisition, and improvement, including
20 developing and implementing financing re-
21 sources, options, and plans for such eligible re-
22 cipients.

23 (3) LOAN REPAYMENTS AND INVESTMENT PRO-
24 CEEDS.—Any amount received by an eligible inter-
25 mediary from an eligible recipient in the form of

1 loan principal repayment or investment proceeds
2 shall be deposited into the child care revolving fund
3 of the eligible intermediary for redistribution to
4 other eligible recipients in accordance with this sec-
5 tion.

6 (f) ALLOCATION OF FUNDS.—Of the amounts dis-
7 tributed from the revolving loan fund of an eligible inter-
8 mediary under subsection (e)(2) in each fiscal year—

9 (1) not less than 50 percent shall be used for
10 financial assistance pursuant to subparagraph (A) of
11 subsection (e)(2), except that the amount made
12 available to any eligible recipient under this para-
13 graph may not exceed 40 percent of the total costs
14 incurred by that eligible recipient in connection with
15 the construction, planning, acquisition, or improve-
16 ment assisted; and

17 (2) the amount remaining after distribution
18 under paragraph (1), shall be used to provide tech-
19 nical assistance pursuant to subparagraph (B) of
20 subsection (e)(2).

21 (g) DAVIS BACON ACT.—The Act of March 3, 1931
22 (popularly known as the Davis-Bacon Act) shall apply to
23 actions taken under this section.

1 (h) AUTHORIZATION OF APPROPRIATIONS.—There is
2 authorized to be appropriated to carry out this section
3 \$10,000,000 for each of fiscal years 2008 through 2012.

4 **Subtitle D—Business Child Care**
5 **Incentive Grant Program**

6 **SEC. 251. BUSINESS CHILD CARE INCENTIVE GRANT PRO-**
7 **GRAM.**

8 (a) ESTABLISHMENT.—The Secretary of Health and
9 Human Services (referred to in this section as the “Sec-
10 retary”) shall establish a program to award grants to
11 States, on a competitive basis, to assist States in providing
12 funds to encourage the establishment and operation of em-
13 ployer operated child care programs.

14 (b) APPLICATION.—To be eligible to receive a grant
15 under this section, a State shall prepare and submit to
16 the Secretary an application at such time, in such manner,
17 and containing such information as the Secretary may re-
18 quire, including an assurance that the funds required
19 under subsection (e) will be provided.

20 (c) AMOUNT OF GRANT.—The Secretary shall deter-
21 mine the amount of a grant to a State under this section
22 based on the population of children less than 5 years of
23 age in the State as compared to the population of all
24 States receiving grants under this section.

25 (d) USE OF FUNDS.—

1 (1) IN GENERAL.—A State shall use amounts
2 provided under a grant awarded under this section
3 to provide assistance to businesses located in the
4 State to enable the businesses to establish and oper-
5 ate child care programs. Such assistance may in-
6 clude—

7 (A) technical assistance in the establish-
8 ment of a child care program;

9 (B) assistance for the startup costs related
10 to a child care program;

11 (C) assistance for the training of child care
12 providers;

13 (D) scholarships for low-income wage earn-
14 ers;

15 (E) the provision of services to care for
16 sick children or to provide care to school aged
17 children;

18 (F) the entering into of contracts with
19 local resource and referral or local health de-
20 partments;

21 (G) assistance for care for children with
22 disabilities; or

23 (H) assistance for any other activity deter-
24 mined appropriate by the State.

1 (2) APPLICATION.—To be eligible to receive as-
2 sistance from a State under this section, a business
3 shall prepare and submit to the State an application
4 at such time, in such manner, and containing such
5 information as the State may require.

6 (3) PREFERENCE.—

7 (A) IN GENERAL.—In providing assistance
8 under this section, a State shall give priority to
9 applicants that desire to form a consortium to
10 provide child care in a geographic area within
11 the State where such care is not generally avail-
12 able or accessible.

13 (B) CONSORTIUM.—For purposes of sub-
14 paragraph (A), a consortium shall be made up
15 of 2 or more entities that may include busi-
16 nesses, nonprofit agencies or organizations,
17 local governments, or other appropriate entities.

18 (4) LIMITATION.—With respect to grant funds
19 received under this section, a State may not provide
20 in excess of \$100,000 in assistance from such funds
21 to any single applicant.

22 (e) MATCHING REQUIREMENT.—To be eligible to re-
23 ceive a grant under this section a State shall provide as-
24 surances to the Secretary that, with respect to the costs
25 to be incurred by an entity receiving assistance in carrying

1 out activities under this section, the entity will make avail-
2 able (directly or through donations from public or private
3 entities) non-Federal contributions to such costs in an
4 amount equal to—

5 (1) for the first fiscal year in which the entity
6 receives such assistance, not less than 50 percent of
7 such costs (\$1 for each \$1 of assistance provided to
8 the entity under the grant);

9 (2) for the second fiscal year in which the enti-
10 ty receives such assistance, not less than $66\frac{2}{3}$ per-
11 cent of such costs (\$2 for each \$1 of assistance pro-
12 vided to the entity under the grant); and

13 (3) for the third fiscal year in which the entity
14 receives such assistance, not less than 75 percent of
15 such costs (\$3 for each \$1 of assistance provided to
16 the entity under the grant).

17 (f) REQUIREMENTS OF PROVIDERS.—To be eligible
18 to receive assistance under a grant awarded under this
19 section a child care provider shall comply with all applica-
20 ble State and local licensing and regulatory requirements
21 and all applicable health and safety standards in effect
22 in the State.

23 (g) ADMINISTRATION.—

24 (1) STATE RESPONSIBILITY.—A State shall
25 have responsibility for administering a grant award-

1 ed for the State under this section and for moni-
2 toring entities that receive assistance under such
3 grant.

4 (2) AUDITS.—A State shall require each entity
5 receiving assistance under the grant awarded under
6 this section to conduct an annual audit with respect
7 to the activities of the entity. Such audits shall be
8 submitted to the State.

9 (3) MISUSE OF FUNDS.—

10 (A) REPAYMENT.—If the State determines,
11 through an audit or otherwise, that an entity
12 receiving assistance under a grant awarded
13 under this section has misused the assistance,
14 the State shall notify the Secretary of the mis-
15 use. The Secretary, upon such a notification,
16 may seek from such an entity the repayment of
17 an amount equal to the amount of any such
18 misused assistance plus interest.

19 (B) APPEALS PROCESS.—The Secretary
20 shall by regulation provide for an appeals proc-
21 ess with respect to repayments under this para-
22 graph.

23 (h) REPORTING REQUIREMENTS.—

24 (1) 2-YEAR STUDY.—

1 (A) IN GENERAL.—Not later than 2 years
2 after the date on which the Secretary first
3 awards grants under this section, the Secretary
4 shall conduct a study to determine—

5 (i) the capacity of entities to meet the
6 child care needs of communities within
7 States;

8 (ii) the kinds of partnerships that are
9 being formed with respect to child care at
10 the local level to carry out programs fund-
11 ed under this section; and

12 (iii) who is using the programs funded
13 under this section and the income levels of
14 such individuals.

15 (B) REPORT.—Not later than 28 months
16 after the date on which the Secretary first
17 awards grants under this section, the Secretary
18 shall prepare and submit to the appropriate
19 committees of Congress a report on the results
20 of the study conducted in accordance with sub-
21 paragraph (A).

22 (2) 4-YEAR STUDY.—

23 (A) IN GENERAL.—Not later than 4 years
24 after the date on which the Secretary first
25 awards grants under this section, the Secretary

1 shall conduct a study to determine the number
2 of child care facilities funded through entities
3 that received assistance through a grant award-
4 ed under this section that remain in operation
5 and the extent to which such facilities are meet-
6 ing the child care needs of the individuals
7 served by such facilities.

8 (B) REPORT.—Not later than 52 months
9 after the date on which the Secretary first
10 awards grants under this section, the Secretary
11 shall prepare and submit to the appropriate
12 committees of Congress a report on the results
13 of the study conducted in accordance with sub-
14 paragraph (A).

15 (i) DEFINITION.—In this section, the term “busi-
16 ness” means an employer who employed an average of at
17 least 2 employees on business days during the preceding
18 calendar year.

19 (j) AUTHORIZATION OF APPROPRIATIONS.—

20 (1) IN GENERAL.—There is authorized to be
21 appropriated to carry out this section, \$60,000,000
22 for the period of fiscal years 2008 through 2010.

23 (2) EVALUATIONS AND ADMINISTRATION.—

24 With respect to the total amount appropriated for
25 such period in accordance with this subsection, not

1 more than \$5,000,000 of that amount may be used
2 for expenditures related to conducting evaluations
3 required under, and the administration of, this sec-
4 tion.

5 (k) TERMINATION OF PROGRAM.—The program es-
6 tablished under subsection (a) shall terminate on Sep-
7 tember 30, 2011.

8 **TITLE III—PRE-SCHOOL, IN-**
9 **SCHOOL, AND AFTERSCHOOL**
10 **ASSISTANCE**

11 **Subtitle A—Universal**
12 **Prekindergarten Act**

13 **SEC. 301. SHORT TITLE.**

14 This subtitle may be cited as the “Universal Pre-
15 kindergarten Act”.

16 **SEC. 302. FINDINGS AND PURPOSE.**

17 (a) FINDINGS.—The Congress finds the following:

18 (1) High-quality prekindergarten programs help
19 children to succeed academically. Children who at-
20 tended a high-quality prekindergarten program have
21 higher academic achievement, lower rates of grade
22 retention, are less likely to be placed in special edu-
23 cation, and graduate from high school at higher
24 rates than those who did not.

1 (2) Early childhood education can reduce juve-
2 nile delinquency rates. A 15-year study following
3 989 low-income children who attended high-quality,
4 comprehensive prekindergarten found that they were
5 33 percent less likely to be arrested, and 42 percent
6 less likely to be arrested for a violent crime, than
7 children in the control group.

8 (3) There is currently a drastic shortage of af-
9 fordable, quality early education programs that are
10 accessible for working families.

11 (4) Full-day, full-calendar-year universal pre-
12 kindergarten programs would ensure all children 3,
13 4, and 5 years old have access to school readiness
14 programs and quality child care.

15 (5) Research shows that investing in quality
16 prekindergarten programs will provide savings in the
17 form of reduced need for remedial education, de-
18 creased crime rates, lower school dropout rates, and
19 decreased welfare dependence.

20 (b) PURPOSE.—The purpose of this subtitle is to en-
21 sure that all children 3, 4, and 5 years old have access
22 to a high-quality full-day, full-calendar-year prekind-
23 ergarten program by providing grants to States to assist in
24 developing a universal prekindergarten program that is
25 voluntary and free-of-charge.

1 **SEC. 303. PREKINDERGARTEN GRANT PROGRAM AUTHOR-**
2 **IZATION.**

3 The Secretary of Health and Human Services, in con-
4 sultation with the Secretary of Education, shall provide
5 grants to an agency designated by each State (hereafter
6 in this subtitle referred to as the “designated State agen-
7 cy”) for the development of high-quality full-day, full-cal-
8 endar-year universal prekindergarten programs for all
9 children 3, 4, and 5 years old in the State.

10 **SEC. 304. STATE REQUIREMENTS.**

11 (a) STATE MATCHING FUNDS.—Federal funds made
12 available to a designated State agency under this subtitle
13 shall be matched at least 20 percent by State funds.

14 (b) STATE APPLICATION.—To be eligible to receive
15 funds under this subtitle, a designated State agency shall
16 submit an application at such time, in such manner, and
17 containing such information as the Secretary of Health
18 and Human Services may require. The application shall
19 include the following:

20 (1) How the designated State agency, in over-
21 seeing the State’s universal prekindergarten pro-
22 gram, will coordinate with other State agencies re-
23 sponsible for early childhood education and health
24 programs.

1 (2) A State plan to establish and implement a
2 statewide universal prekindergarten program, in ac-
3 cordance with subsection (c).

4 (c) STATE PLAN.—The State plan required under
5 subsection (b)(2) shall include each of the following:

6 (1) A description of the universal prekinde-
7 rgarten program that will be established and how it
8 will support children’s cognitive, social, emotional,
9 and physical development.

10 (2) A statement of the goals for universal pre-
11 kindergarten programs and how program outcomes
12 will be measured.

13 (3) A description of—

14 (A) how funding will be distributed to eli-
15 gible prekindergarten program providers based
16 on the need for early childhood education in
17 each geographical area served by such pro-
18 viders; and

19 (B) how the designated State agency will
20 involve representatives of early childhood pro-
21 gram providers (including child care providers,
22 Head Start programs, and State and local
23 agencies) that sponsor programs addressing
24 children 3, 4, and 5 years old.

1 (4) A description of how the designated State
2 agency will coordinate with existing State-funded
3 prekindergarten programs, federally funded pro-
4 grams (such as Head Start programs), public school
5 programs, and child care providers.

6 (5) A description of how an eligible prekinde-
7 rgarten program provider may apply to the des-
8 ignated State agency for funding under this Act.

9 (6) A plan to address the shortages of qualified
10 early childhood education teachers, including how to
11 increase such teachers' compensation to be com-
12 parable to that of public school teachers.

13 (7) How the designated State agency will pro-
14 vide ongoing professional development opportunities
15 to help increase the number of teachers in early
16 childhood programs who meet the State's education
17 or credential requirements for prekindergarten
18 teachers.

19 (8) A plan to address how the universal pre-
20 kindergarten program will meet the needs of chil-
21 dren with disabilities, limited English proficiency,
22 and other special needs.

23 (9) A plan to provide transportation to children
24 to and from the universal prekindergarten program.

1 (10) A description of how the State will provide
2 the 20 percent match of Federal funds.

3 (d) ADMINISTRATION.—A designated State agency
4 may not use more than 5 percent of a grant under this
5 subtitle for costs associated with State administration of
6 the program under this subtitle.

7 **SEC. 305. LOCAL REQUIREMENTS.**

8 (a) IN GENERAL.—An eligible prekindergarten pro-
9 gram provider receiving funding under this subtitle
10 shall—

11 (1) maintain a maximum class size of 20 chil-
12 dren;

13 (2) maintain a ratio of not more than 10 chil-
14 dren for each member of the teaching staff;

15 (3)(A) ensure that all prekindergarten teachers
16 meet the requirements for teachers at a State-fund-
17 ed prekindergarten program under an applicable
18 State law; and

19 (B) document that the State is demonstrating
20 significant progress in assisting prekindergarten
21 teachers on working toward a bachelor of arts de-
22 gree with training in early childhood development or
23 early childhood education;

1 (4)(A) be accredited by a national organization
2 with demonstrated experience in accrediting pre-
3 kindergarten programs; or

4 (B) provide assurances that it shall obtain such
5 accreditation not later than 3 years after first re-
6 ceiving funding under this subtitle; and

7 (5) meet applicable State and local child care li-
8 censing health and safety standards.

9 (b) LOCAL APPLICATION.—Eligible prekindergarten
10 program providers desiring to receive funding under this
11 subtitle shall submit an application to the designated
12 State agency overseeing funds under this subtitle con-
13 taining the following:

14 (1) A description of the prekindergarten pro-
15 gram.

16 (2) A statement of the demonstrated need for
17 a program, or an enhanced or expanded program, in
18 the area served by the eligible prekindergarten pro-
19 gram provider.

20 (3) A description of the age-appropriate and de-
21 velopmentally appropriate educational curriculum to
22 be provided that will help children be ready for
23 school and assist them in the transition to kinder-
24 garten.

1 (4) A description of how the eligible prekindergarten
2 program provider will collaborate with exist-
3 ing community-based child care providers and Head
4 Start programs.

5 (5) A description of how students and families
6 will be assisted in obtaining supportive services
7 available in their communities.

8 (6) A plan to promote parental involvement in
9 the prekindergarten program.

10 (7) A description of how teachers will receive
11 ongoing professional development in early childhood
12 development and education.

13 (8) An assurance that prekindergarten pro-
14 grams receiving funds under this subtitle provide the
15 data required in section 7(c).

16 **SEC. 306. PROFESSIONAL DEVELOPMENT SET-ASIDE.**

17 (a) **IN GENERAL.**—A designated State agency may
18 set aside up to 5 percent of a grant under this subtitle
19 for ongoing professional development activities for teach-
20 ers and staff at prekindergarten programs that wish to
21 participate in the universal prekindergarten grant pro-
22 gram under this subtitle. A designated State agency using
23 the set-aside for professional development must include in
24 its application the following:

1 (1) A description of how the designated State
2 agency will ensure that eligible prekindergarten pro-
3 gram providers in a range of settings (including
4 child care providers, Head Start programs, and
5 schools) will participate in the professional develop-
6 ment programs.

7 (2) An assurance that, in developing its applica-
8 tion and in carrying out its program, the profes-
9 sional development provider has consulted, and will
10 consult, with relevant agencies, early childhood orga-
11 nizations, early childhood education experts, and
12 early childhood program providers.

13 (3) A description of how the designated State
14 agency will ensure that the professional development
15 is ongoing and accessible to educators in all geo-
16 graphic areas of the State, including by the use of
17 advanced educational technologies.

18 (4) A description of how the designated State
19 agency will ensure that such set-aside funds will be
20 used to pay the cost of additional education and
21 training.

22 (5) A description of how the designated State
23 agency will work with other agencies and institutions
24 of higher education to provide scholarships and
25 other financial assistance to prekindergarten staff.

1 (6) A description of how the State educational
2 agency will provide a financial incentive, such as a
3 financial stipend or a bonus, to educators who par-
4 ticipate in and complete such professional develop-
5 ment.

6 (7) A description of how the professional devel-
7 opment activities will be carried out, including the
8 following:

9 (A) How programs and educators will be
10 selected to participate.

11 (B) How professional development pro-
12 viders will be selected, based on demonstrated
13 experience in providing research-based profes-
14 sional development to early childhood educators.

15 (C) The types of research-based profes-
16 sional development activities that will be carried
17 out in all domains of children's physical, cog-
18 nitive, social, and emotional development and
19 on early childhood pedagogy.

20 (D) How the program will train early
21 childhood educators to meet the diverse edu-
22 cational needs of children in the community, es-
23 pecially children who have limited English pro-
24 ficiency, disabilities, and other special needs.

1 (E) How the program will coordinate with
2 and build upon, but not supplant or duplicate,
3 early childhood education professional develop-
4 ment activities that exist in the community.

5 (b) USES OF FUNDS.—Funds set aside under this
6 section may be used for ongoing professional develop-
7 ment—

8 (1) to provide prekindergarten teachers and
9 staff with the knowledge and skills for the applica-
10 tion of recent research on child cognitive, social,
11 emotional, and physical development, including lan-
12 guage and literacy development, and on early child-
13 hood pedagogy;

14 (2) to provide the cost of education needed to
15 obtain a credential or degree with specific training
16 in early childhood development or education;

17 (3) to work with children who have limited
18 English proficiency, disabilities, and other special
19 needs; and

20 (4) to select and use developmentally appro-
21 priate screening and diagnostic assessments to im-
22 prove teaching and learning and make appropriate
23 referrals for services to support prekindergarten
24 children’s development and learning.

1 **SEC. 307. REPORTING.**

2 (a) **REPORT BY SECRETARY.**—For each year in which
3 funding is provided under this subtitle, the Secretary of
4 Health and Human Services shall submit an annual report
5 to the Congress on the implementation and effectiveness
6 of the universal prekindergarten program under this sub-
7 title.

8 (b) **REPORT BY DESIGNATED STATE AGENCY.**—Each
9 designated State agency that provides grants to eligible
10 prekindergarten program providers under this subtitle
11 shall submit to the Secretary an annual report on the im-
12 plementation and effectiveness of the programs in the
13 State supported under this subtitle. Such report shall con-
14 tain such additional information as the Secretary may rea-
15 sonably require.

16 (c) **REPORT BY GRANT RECIPIENT.**—Each eligible
17 prekindergarten program provider that receives a grant
18 under this subtitle shall submit to the designated State
19 agency an annual report that includes, with respect to the
20 program supported by such grant, the following:

21 (1) A description of the type of program and a
22 statement of the number and ages of children served
23 by the program, as well as the number and ages of
24 children with a disability or a native language other
25 than English.

1 (2) A description of the qualifications of the
2 program staff and the type of ongoing professional
3 development provided to such staff.

4 (3) A statement of all sources of Federal, State,
5 local, and private funds received by the program.

6 (4) A description of the curricula, materials,
7 and activities used by the program to support early
8 childhood development and learning.

9 (5) Such other information as the designated
10 State agency may reasonably require.

11 **SEC. 308. FEDERAL FUNDS SUPPLEMENTARY.**

12 Funds made available under this subtitle may not be
13 used to supplant other Federal, State, local, or private
14 funds that would, in the absence of such Federal funds,
15 be made available for the program assisted under this sub-
16 title.

17 **SEC. 309. DEFINITIONS.**

18 In this subtitle:

19 (1) The term “eligible prekindergarten program
20 provider” means a prekindergarten program pro-
21 vider that is—

22 (A) a school;

23 (B) supported, sponsored, supervised, or
24 carried out by a local educational agency;

25 (C) a Head Start program; or

1 (D) a child care provider.

2 (2) The term “prekindergarten program”
3 means a program serving children 3, 4, and 5 years
4 old that supports children’s cognitive, social, emo-
5 tional, and physical development and helps prepare
6 those children for the transition to kindergarten.

7 (3) The term “local educational agency” has
8 the meaning given that term in the Elementary and
9 Secondary Education Act of 1965 (20 U.S.C. 6301
10 et seq.).

11 (4) The term “prekindergarten teacher” means
12 an individual who has received, or is working to-
13 ward, a bachelor of arts degree in early childhood
14 education.

15 **SEC. 310. AUTHORIZATION OF APPROPRIATIONS.**

16 There are authorized to be appropriated to carry out
17 this subtitle—

18 (1) \$10,000,000,000 for fiscal year 2008;

19 (2) \$20,000,000,000 for fiscal year 2009;

20 (3) \$30,000,000,000 for fiscal year 2010;

21 (4) \$40,000,000,000 for fiscal year 2011; and

22 (5) \$50,000,000,000 for fiscal year 2012.

1 **Subtitle B—Universal Free School**
2 **Breakfast Program**

3 **SEC. 311. UNIVERSAL FREE SCHOOL BREAKFAST PRO-**
4 **GRAM.**

5 (a) FREE BREAKFAST AND UNIVERSAL ELIGI-
6 BILITY.—Section 4 of the Child Nutrition Act of 1966 (42
7 U.S.C. 1773) is amended to read as follows:

8 **“SEC. 4. SCHOOL BREAKFAST PROGRAM AUTHORIZATION.**

9 “(a) AUTHORIZATION OF APPROPRIATIONS.—There
10 are authorized to be appropriated such sums as are nec-
11 essary to enable the Secretary to carry out a program to
12 assist States and the Department of Defense to initiate,
13 maintain, or expand nonprofit breakfast programs to pro-
14 vide free breakfasts to school children without regard to
15 family income in all schools which make application for
16 participation and agree to carry out a nonprofit free
17 breakfast program in accordance with this Act. Appropria-
18 tions and expenditures for this Act shall be considered
19 Health and Human Services functions for budget purposes
20 rather than functions of Agriculture.

21 “(b) APPORTIONMENT TO STATES.—

22 “(1)(A) IN GENERAL.—The Secretary shall
23 make breakfast payments to each State educational
24 agency each fiscal year, at such times as the Sec-
25 retary may determine, from the sums appropriated

1 for such purpose, in an amount equal to the product
2 obtained by multiplying—

3 “(i) the number of breakfasts served free
4 during such fiscal year to children in schools in
5 such States which participate in the school
6 breakfast program under agreements with such
7 State educational agency; by

8 “(ii) the national breakfast payment as
9 prescribed in paragraph (2) of this subsection.

10 “(B) AGREEMENTS.—The agreements described
11 in subparagraph (A)(i) shall be permanent agree-
12 ments that may be amended as necessary. Nothing
13 in the preceding sentence shall be construed to limit
14 the ability of the State educational agency to sus-
15 pend or terminate any such agreement in accordance
16 with regulations prescribed by the Secretary.

17 “(2) NATIONAL BREAKFAST PAYMENT.—The
18 national payment for each breakfast shall be \$1.40
19 (as adjusted each July 1 pursuant to section
20 11(a)(3)(B) of the Richard B. Russell National
21 School Lunch Act (42 U.S.C. 1759a(a)(3)(B)).

22 “(3) LIMITATION.—No breakfast payment may
23 be made under this subsection for any breakfast
24 served by a school unless such breakfast consists of
25 a combination of foods which meet the minimum nu-

1 tritional requirements prescribed by the Secretary
2 under subsection (e) of this section.

3 “(4) NUTRITION QUALITY ADJUSTMENT.—The
4 Secretary shall increase by 6 cents the annually ad-
5 justed payment for each breakfast served under this
6 Act and section 17 of the Richard B. Russell Na-
7 tional School Lunch Act. These funds shall be used
8 to assist States, to the extent feasible, in improving
9 the nutritional quality of the breakfasts.

10 “(5) AGRICULTURAL COMMODITIES.—Notwith-
11 standing any other provision of law, whenever stocks
12 of agricultural commodities are acquired by the Sec-
13 retary or the Commodity Credit Corporation and are
14 not likely to be sold by the Secretary or the Com-
15 modity Credit Corporation or otherwise used in pro-
16 grams of commodity sale or distribution, the Sec-
17 retary shall make such commodities available to
18 school food authorities and eligible institutions serv-
19 ing breakfasts under this Act in a quantity equal in
20 value to not less than 3 cents for each breakfast
21 served under this Act.

22 “(6) EFFECT ON EXPENDITURES.—Expendi-
23 tures of funds from State and local sources for the
24 maintenance of the breakfast program shall not be

1 diminished as a result of funds or commodities re-
2 ceived under paragraph (4) or (5).

3 “(c) STATE DISBURSEMENT TO SCHOOLS.—Funds
4 paid to any State during any fiscal year for the purpose
5 of this section shall be disbursed by the State educational
6 agency, in accordance with such agreements approved by
7 the Secretary as may be entered into by such State agency
8 and the schools in the State, to those schools in the State
9 which the State educational agency, determines are eligi-
10 ble to participate in the school breakfast program.

11 “(d) PARTICIPATION BY SCHOOLS.—

12 “(1) REQUIREMENTS FOR PARTICIPATION.—To
13 be eligible to participate in the school breakfast pro-
14 gram under this section, a school food authority
15 shall—

16 “(A) agree to serve all breakfasts at no
17 charge to all students who wish to participate
18 without regard to family income in all partici-
19 pating schools; and

20 “(B) meet all other requirements that the
21 Secretary may reasonably establish.

22 “(2) START-UP ASSISTANCE.—The Secretary is
23 authorized to provide additional assistance to schools
24 not participating in the school breakfast program
25 prior to the enactment of the Family and Workplace

1 Balancing Act of 2007 in order to assist such
2 schools to begin participation in the school breakfast
3 program under this section.

4 “(3) STATE EDUCATIONAL AGENCY ASSIST-
5 ANCE.—Each State educational agency shall assist
6 schools not participating in the school breakfast pro-
7 gram prior to the enactment of the Family and
8 Workplace Balancing Act of 2007 to enter into
9 agreements with such agencies in order to partici-
10 pate in the school breakfast program under this sec-
11 tion.

12 “(e) NUTRITIONAL AND OTHER PROGRAM REQUIRE-
13 MENTS.—

14 “(1) MINIMUM NUTRITIONAL REQUIRE-
15 MENTS.—Breakfasts served by schools participating
16 in the school breakfast program under this section
17 shall consist of a combination of foods and shall
18 meet minimum nutritional requirements prescribed
19 by the Secretary on the basis of tested nutritional
20 research, except that the minimum nutritional re-
21 quirements shall be measured by not less than the
22 weekly average of the nutrient content of school
23 breakfasts.

24 “(2) TECHNICAL ASSISTANCE AND TRAINING.—
25 The Secretary shall provide through State edu-

1 cational agencies technical assistance and training,
2 including technical assistance and training in the
3 preparation of foods high in complex carbohydrates
4 and lower-fat versions of foods commonly used in the
5 school breakfast program established under this sec-
6 tion, to schools participating in the school breakfast
7 program to assist the schools in complying with the
8 nutritional requirements prescribed by the Secretary
9 pursuant to paragraph (1) and in providing appro-
10 priate meals to children with medically certified spe-
11 cial dietary needs.

12 “(3) OPTION VERSUS SERVE.—At the option of
13 a local school food authority, a student in a school
14 under the authority that participates in the school
15 breakfast program under this Act may be allowed to
16 refuse not more than one item of a breakfast that
17 the student does not intend to consume. A refusal of
18 an offered food item shall not affect the amount of
19 payments made under this Act to a school for the
20 breakfast.”.

21 (b) TECHNICAL AMENDMENTS.—

22 (1) CHILD NUTRITION ACT OF 1966.—Section
23 20 of the Child Nutrition Act of 1966 (42 U.S.C.
24 1789) is amended by striking subsection (b) and re-

1 designating subsections (c) through (e) as sub-
2 sections (b) through (d), respectively.

3 (2) RICHARD B. RUSSELL NATIONAL SCHOOL
4 LUNCH ACT.—The Richard B. Russell National
5 School Lunch Act is amended—

6 (A) in section 11(a)(1)—

7 (i) in subparagraph (C), by striking
8 “or breakfasts” each place it appears;

9 (ii) in subparagraph (C)(i)(I), by
10 striking “or in the case of a school” and
11 all that follows through “4 successive
12 school years”;

13 (iii) in subparagraph (D)(iii), by strik-
14 ing “or for free and reduced price lunches
15 and breakfasts”;

16 (iv) in subparagraph (D)(iv), by strik-
17 ing “or school breakfast”;

18 (v) in subparagraph (E)(i)(I), by
19 striking “or in the case of a school” and
20 all that follows through “4 successive
21 school years”; and

22 (vi) in subparagraph (E)(i)(II)—

23 (I) by striking “or breakfasts”
24 both places it appears; and

1 (II) by striking “or school break-
2 fast”;

3 (B) in section 11(a)(3)(A), by striking
4 clause (iii);

5 (C) in section 13(a)(1)(C), by striking “or
6 breakfasts”;

7 (D) in section 17—

8 (i) in subsection (e), by striking para-
9 graph (2), and redesignating paragraphs
10 (3) through (6) as paragraphs (2) through
11 (5), respectively; and

12 (ii) in subsection (f)(3)(E)(ii)(I), by
13 striking “meals” and inserting “lunches”;
14 and

15 (E) in section 18, by striking subsection
16 (e) and redesignating subsections (f) through
17 (k) as subsections (e) through (j), respectively.

1 **Subtitle C—Nutritional Improve-**
2 **ment for Children Served Under**
3 **Child Nutrition Programs**

4 **SEC. 321. NUTRITIONAL IMPROVEMENT FOR CHILDREN**
5 **SERVED UNDER CHILD NUTRITION PRO-**
6 **GRAMS.**

7 (a) IN GENERAL.—Section 18 of the Richard B. Rus-
8 sell National School Lunch Act (42 U.S.C. 1769) is
9 amended by adding at the end the following:

10 “(k) HEALTHY SCHOOL NUTRITION ENVIRONMENT
11 INCENTIVE GRANTS.—

12 “(1) IN GENERAL.—The Secretary shall estab-
13 lish a program under which the Secretary shall make
14 competitive grants to selected local educational agen-
15 cies—

16 “(A) to create healthy school nutrition en-
17 vironments; and

18 “(B) to assess the impact of the environ-
19 ments on the health and well-being of children
20 enrolled in the schools.

21 “(2) SELECTION OF SCHOOLS.—In selecting
22 local educational agencies to receive incentive grants
23 under this subsection, the Secretary shall—

24 “(A) ensure that not less than 75 percent
25 of the schools under the jurisdiction of the

1 agencies selected to participate in the program
2 established under this subsection are schools in
3 which not less than 50 percent of the students
4 enrolled in each school are eligible for free or
5 reduced price meals under this Act;

6 “(B) ensure that, of the agencies selected
7 to participate in the program, there is appro-
8 priate representation of rural, urban, and sub-
9 urban schools, as determined by the Secretary;

10 “(C) ensure that, of the agencies selected
11 to participate in the program, there is appro-
12 priate representation of elementary, middle, and
13 secondary schools, as determined by the Sec-
14 retary;

15 “(D) ensure that agencies selected to re-
16 ceive a grant under this subsection meet the re-
17 quirements of paragraph (3);

18 “(E) give priority to agencies that develop
19 comprehensive plans that include the involve-
20 ment of a broad range of community stake-
21 holders in achieving healthy school nutrition en-
22 vironments;

23 “(F) give priority to agencies that develop
24 comprehensive plans that include a strategy for
25 maintaining healthy school nutrition environ-

1 ments in the years following the fiscal years for
2 which the agencies receive grants under this
3 subsection;

4 “(G) select only agencies that submit grant
5 applications by May 1, 2008; and

6 “(H) make grant awards effective not later
7 than July 15, 2008.

8 “(3) REQUIREMENTS.—

9 “(A) INPUT.—Prior to the solicitation of
10 proposals for grants under this subsection, the
11 Secretary shall solicit input from appropriate
12 nutrition, health, and education organizations
13 (such as the American School Food Service As-
14 sociation, the American Dietetic Association,
15 and the National School Boards Association)
16 regarding the appropriate criteria for a healthy
17 school environment.

18 “(B) CRITERIA FOR HEALTHY SCHOOL EN-
19 VIRONMENTS.—The Secretary shall, taking into
20 account input received under subparagraph (A),
21 establish criteria for defining a healthy school
22 environment, including criteria that—

23 “(i) provide program meals that meet
24 nutritional standards for breakfasts and
25 lunches established by the Secretary;

1 “(ii) ensure that all food served (in-
2 cluding food served in participating schools
3 and service institutions in competition with
4 the programs authorized under this Act
5 and the Child Nutrition Act of 1966 (42
6 U.S.C. 1771 et seq.)) on school grounds
7 during regular school hours is consistent
8 with the nutritional standards for break-
9 fasts and lunches established by the Sec-
10 retary;

11 “(iii) promote the consumption of
12 fruits and vegetables;

13 “(iv) provide nutrition education to
14 students and staff; and

15 “(v) meet other criteria established by
16 the Secretary.

17 “(C) PLANS.—To be eligible to receive a
18 grant under this subsection, a local educational
19 agency shall submit to the Secretary a healthy
20 school nutrition environment plan that describes
21 the actions the schools under the jurisdiction of
22 such agency will take to meet the criteria estab-
23 lished under subparagraph (B).

1 “(4) GRANTS.—For each of fiscal years 2008
2 through 2011, the Secretary shall make a grant to
3 each agency selected under paragraph (2).

4 “(5) EVALUATIONS.—

5 “(A) IN GENERAL.—The Secretary, acting
6 through the Administrator of the Food and Nu-
7 trition Service, shall conduct an evaluation of a
8 representative sample of schools that receive
9 grants under this subsection.

10 “(B) CONTENT.—The evaluation shall
11 measure, at a minimum, the effects of a healthy
12 school nutrition environment on—

13 “(i) overweight children and obesity;

14 “(ii) dietary intake;

15 “(iii) nutrition education and behav-
16 ior;

17 “(iv) the adequacy of time to eat;

18 “(v) physical activities;

19 “(vi) parental and student attitudes
20 and participation; and

21 “(vii) related funding issues, including
22 the cost of maintaining a healthy school
23 nutrition environment.

24 “(C) REPORTS.—The Secretary shall sub-
25 mit to the Committee on Education and the

1 Workforce of the House of Representatives and
2 the Committee on Agriculture, Nutrition, and
3 Forestry of the Senate—

4 “(i) not later than December 31,
5 2008, an interim report on the activities of
6 schools evaluated under this subsection;
7 and

8 “(ii) not later than December 31,
9 2010, a final report on the activities of
10 schools evaluated under this subsection.

11 “(6) FUNDING.—

12 “(A) IN GENERAL.—Out of any funds in
13 the Treasury not otherwise appropriated, the
14 Secretary of the Treasury shall transfer to the
15 Secretary of Agriculture to carry out this sub-
16 section—

17 “(i) on October 1, 2007, \$10,000,000;
18 and

19 “(ii) on October 1, 2008, and each
20 October 1 thereafter through October 1,
21 2011, \$35,000,000.

22 “(B) RECEIPT AND ACCEPTANCE.—The
23 Secretary shall be entitled to receive, shall ac-
24 cept, and shall use to carry out this section the

1 funds transferred under subparagraph (A),
2 without further appropriation.

3 “(C) AVAILABILITY OF FUNDS.—Funds
4 transferred under subparagraph (A) shall re-
5 main available until expended.

6 “(D) EVALUATIONS.—Of the funds made
7 available under this paragraph, the Secretary
8 shall use not more than \$5,000,000 to conduct
9 evaluations under paragraph (5).”.

10 (b) COMPETITIVE FOODS IN SCHOOLS.—

11 (1) IN GENERAL.—Section 10 of the Child Nu-
12 trition Act of 1966 (42 U.S.C. 1779) is amended—

13 (A) in subsection (a), by striking “, includ-
14 ing” and all that follows through “Lunch Act”;
15 and

16 (B) by striking subsection (b) and insert-
17 ing the following:

18 “(b) COMPETITIVE FOODS IN SCHOOLS.—

19 “(1) IN GENERAL.—The regulations under sub-
20 section (a) may include provisions that regulate the
21 service of food in participating schools and service
22 institutions in competition with the programs au-
23 thorized under this Act and the Richard B. Russell
24 National School Lunch Act (42 U.S.C. 1751 et seq.)

1 (referred to in this subsection as ‘competitive
2 foods’).

3 “(2) REGULATIONS.—The regulations promul-
4 gated under paragraph (1)—

5 “(A) shall apply to all school grounds dur-
6 ing the duration of the school day;

7 “(B) shall not supersede or otherwise af-
8 fect State and local regulations on competitive
9 foods that, as determined by the Secretary, con-
10 form to the nutritional goals of the regulations
11 promulgated by the Secretary;

12 “(C) shall require that the proceeds from
13 the sale of competitive foods in schools be used
14 for the benefit of the schools or of organizations
15 of students approved by the schools, if those
16 sales are allowed by the regulations;

17 “(D) shall take into account the differing
18 needs of—

19 “(i) elementary schools;

20 “(ii) middle schools and junior high
21 schools; and

22 “(iii) high schools; and

23 “(E) shall implement the recommendations
24 of the Institute of Medicine made under para-
25 graph (3).

1 “(3) INSTITUTE OF MEDICINE RECOMMENDA-
2 TIONS.—

3 “(A) IN GENERAL.—The Secretary of Ag-
4 riculture shall offer to enter into an agreement
5 with the Institute of Medicine of the National
6 Academy of Sciences under which the Institute
7 of Medicine, based on sound nutritional science,
8 shall make recommendations to the Secretary
9 regarding the regulation of competitive foods
10 (as defined in section 10(b)(1) of the Child Nu-
11 trition Act of 1966).

12 “(B) REGULATIONS.—Not later than 1
13 year after the date of receipt of final rec-
14 ommendations from the Institute of Medicine,
15 the Secretary shall promulgate regulations to
16 carry out section 10(b) of the Child Nutrition
17 Act of 1966 in accordance with the rec-
18 ommendations of the Institute of Medicine.

19 “(C) REPORT.—Not later than 1 year
20 after the date of receipt of final recommenda-
21 tions from the Institute of Medicine, the Sec-
22 retary shall submit to the Committee on Edu-
23 cation and the Workforce of the House of Rep-
24 resentatives and the Committee on Agriculture,
25 Nutrition, and Forestry of the Senate a report

1 that describes the actions of the Secretary
2 under subparagraph (B).”.

3 **Subtitle D—Child and Adult Care**
4 **Food Program**

5 **SEC. 331. REIMBURSEMENTS FOR AFTERSCHOOL DINNERS.**

6 Section 17(r) of the Richard B. Russell National
7 School Lunch Act (42 U.S.C. 1766(r)) is amended by
8 striking paragraph (5).

9 **Subtitle E—Afterschool Education**
10 **Enhancement Act**

11 **SEC. 341. SHORT TITLE.**

12 This subtitle may be cited as the “Afterschool Edu-
13 cation Enhancement Act”.

14 **SEC. 342. AMENDMENTS REGARDING 21ST CENTURY COM-**
15 **MUNITY LEARNING CENTERS.**

16 Part B of title IV of the Elementary and Secondary
17 Education Act of 1965 (20 U.S.C. 7171 et seq.) is amend-
18 ed—

19 (1) in subsection (a) of section 4203—

20 (A) by striking paragraph (3); and

21 (B) by redesignating paragraphs (4)
22 through (14) as paragraphs (3) through (13),
23 respectively; and

24 (2) in section 4204—

25 (A) in paragraph (2) of subsection (b)—

1 (i) by striking subparagraph (F); and
 2 (ii) by redesignating subparagraphs
 3 (G) through (N) as subparagraphs (F)
 4 through (M), respectively; and
 5 (B) by amending paragraph (1) of sub-
 6 section (i) to read as follows:

7 “(1) IN GENERAL.—In awarding grants under
 8 this part, a State educational agency shall give pri-
 9 ority to applications submitted jointly by eligible en-
 10 tities consisting of not less than—

11 “(A) 1 local educational agency receiving
 12 funds under part A of title I; and

13 “(B) 1 community-based organization or
 14 other public or private entity.”.

15 **TITLE IV—IMPROVING THE**
 16 **WORKPLACE FOR FAMILIES**
 17 **Subtitle A—Part-Time and**
 18 **Temporary Workers Benefits**

19 **SEC. 401. TREATMENT OF EMPLOYEES WORKING AT LESS**
 20 **THAN FULL-TIME UNDER PARTICIPATION,**
 21 **VESTING, AND ACCRUAL RULES GOVERNING**
 22 **PENSION PLANS.**

23 (a) PARTICIPATION RULES.—

24 (1) IN GENERAL.—Section 202(a)(3) of the
 25 Employee Retirement Income Security Act of 1974

1 (29 U.S.C. 1052(a)(3)) is amended by adding at the
2 end the following new subparagraph:

3 “(E)(i) For purposes of this paragraph, in the case
4 of any employee who, as of the beginning of the 12-month
5 period referred to in subparagraph (A)—

6 “(I) has customarily completed 500 or more
7 hours of service per year but less than 1,000 hours
8 of service per year, or

9 “(II) is employed in a type of position in which
10 employment customarily constitutes 500 or more
11 hours of service per year but less than 1,000 hours
12 of service per year,

13 completion of 500 hours of service within such period shall
14 be treated as completion of 1,000 hours of service.

15 “(ii) For purposes of this subparagraph, the extent
16 to which employment in any type of position customarily
17 constitutes less than 1,000 hours of service per year shall
18 be determined with respect to each pension plan in accord-
19 ance with such regulations as the Secretary may prescribe
20 providing for consideration of facts and circumstances pe-
21 culiar to the work-force constituting the participants in
22 such plan.”.

23 (2) CONFORMING AMENDMENT.—Section
24 204(b)(1)(E) of such Act (29 U.S.C. 1054(b)(1)(E))
25 is amended by striking “section 202(a)(3)(A)” and

1 inserting “subparagraphs (A) and (E) of section
2 202(a)(3)”.

3 (b) VESTING RULES.—

4 (1) IN GENERAL.—Section 203(b)(2) of such
5 Act (29 U.S.C. 1053(b)(2)) is amended by adding at
6 the end the following new subparagraph:

7 “(E)(i) For purposes of this paragraph, in the case
8 of any employee who, as of the beginning of the period
9 designated by the plan pursuant to subparagraph (A)—

10 “(I) has customarily completed 500 or more
11 hours of service per year but less than 1,000 hours
12 of service per year, or

13 “(II) is employed in a type of position in which
14 employment customarily constitutes 500 or more
15 hours of service per year but less than 1,000 hours
16 of service per year,

17 completion of 500 hours of service within such period shall
18 be treated as completion of 1,000 hours of service.

19 “(ii) For purposes of this subparagraph, the extent
20 to which employment in any type of position customarily
21 constitutes less than 1,000 hours of service per year shall
22 be determined with respect to each pension plan in accord-
23 ance with such regulations as the Secretary may prescribe
24 providing for consideration of facts and circumstances pe-

1 culiar to the work-force constituting the participants in
2 such plan.”.

3 (2) 1-YEAR BREAKS IN SERVICE.—Section
4 203(b)(3) of such Act (29 U.S.C. 1053(b)(3)) is
5 amended by adding at the end the following new
6 subparagraph:

7 “(F)(i) For purposes of this paragraph, in the case
8 of any employee who, as of the beginning of the period
9 designated by the plan pursuant to subparagraph (A)—

10 “(I) has customarily completed 500 or more
11 hours of service per year but less than 1,000 hours
12 of service per year, or

13 “(II) is employed in a type of position in which
14 employment customarily constitutes 500 or more
15 hours of service per year but less than 1,000 hours
16 of service per year,

17 completion of 250 hours of service within such period shall
18 be treated as completion of 500 hours of service.

19 “(ii) For purposes of this subparagraph, the extent
20 to which employment in any type of position customarily
21 constitutes less than 1,000 hours of service per year shall
22 be determined with respect to each pension plan in accord-
23 ance with such regulations as the Secretary may prescribe
24 providing for consideration of facts and circumstances pe-

1 culiar to the work-force constituting the participants in
2 such plan.”.

3 (c) ACCRUAL RULES.—Section 204(b)(4)(C) of such
4 Act (29 U.S.C. 1054(b)(4)(C)) is amended—

5 (1) by inserting “(i)” after “(C)”; and

6 (2) by adding at the end the following new
7 clauses:

8 “(ii) For purposes of this subparagraph, in the case
9 of any employee who, as of the beginning of the period
10 designated by the plan pursuant to clause (i)—

11 “(I) has customarily completed 500 or more
12 hours of service per year but less than 1,000 hours
13 of service per year, or

14 “(II) is employed in a type of position in which
15 employment customarily constitutes 500 or more
16 hours of service per year but less than 1,000 hours
17 of service per year,

18 completion of 500 hours of service within such period shall
19 be treated as completion of 1,000 hours of service.

20 “(iii) For purposes of clause (ii), the extent to which
21 employment in any type of position customarily constitutes
22 less than 1,000 hours of service per year shall be deter-
23 mined with respect to each pension plan in accordance
24 with such regulations as the Secretary may prescribe pro-
25 viding for consideration of facts and circumstances pecu-

1 liar to the work-force constituting the participants in such
2 plan.”.

3 **SEC. 402. TREATMENT OF EMPLOYEES WORKING AT LESS**
4 **THAN FULL-TIME UNDER GROUP HEALTH**
5 **PLANS.**

6 (a) IN GENERAL.—Part 2 of subtitle B of title I of
7 the Employee Retirement Income Security Act of 1974 is
8 amended—

9 (1) by redesignating section 211 (29 U.S.C.
10 1061) as section 212; and

11 (2) by inserting after section 210 (29 U.S.C.
12 1060) the following new section:

13 **“SEC. 211. TREATMENT OF PART-TIME WORKERS UNDER**
14 **GROUP HEALTH PLANS.**

15 “(a) IN GENERAL.—A reduction in the employer-pro-
16 vided premium under a group health plan with respect to
17 any employee for any period of coverage solely because the
18 employee’s customary employment is less than full-time
19 may be provided under such plan only if the employee is
20 described in subsection (b) and only to the extent per-
21 mitted under subsection (c).

22 “(b) REDUCTIONS APPLICABLE TO EMPLOYEES
23 WORKING LESS THAN FULL-TIME.—

24 “(1) IN GENERAL.—An employee is described in
25 this subsection if such employee, as of the beginning

1 of the period of coverage referred to in subsection
2 (a)—

3 “(A) has customarily completed less than
4 30 hours of service per week, or

5 “(B) is employed in a type of position in
6 which employment customarily constitutes less
7 than 30 hours of service per week.

8 “(2) REGULATIONS.—For purposes of para-
9 graph (1), whether employment in any type of posi-
10 tion customarily constitutes less than 30 hours of
11 service per week shall be determined with respect to
12 each group health plan in accordance with such reg-
13 ulations as the Secretary may prescribe providing
14 for consideration of facts and circumstances peculiar
15 to the work-force constituting the participants in
16 such plan.

17 “(c) AMOUNT OF PERMISSIBLE REDUCTION.—The
18 employer-provided premium under a group health plan
19 with respect to any employee for any period of coverage,
20 after the reduction permitted under subsection (a), shall
21 not be less than a ratable portion of the employer-provided
22 premium which would be provided under such plan for
23 such period of coverage with respect to an employee who
24 completes 30 hours of service per week.

25 “(d) DEFINITIONS.—For purposes of this section—

1 “(1) GROUP HEALTH PLAN.—The term ‘group
2 health plan’ has the meaning provided such term in
3 section 607(1).

4 “(2) EMPLOYER-PROVIDED PREMIUM.—

5 “(A) IN GENERAL.—The term ‘employer-
6 provided premium’ under a plan for any period
7 of coverage means the portion of the applicable
8 premium under the plan for such period of cov-
9 erage which is attributable under the plan to
10 employer contributions.

11 “(B) APPLICABLE PREMIUM.—For pur-
12 poses of subparagraph (A), in determining the
13 applicable premium of a group health plan,
14 principles similar to the principles applicable
15 under section 604 shall apply.”.

16 (b) CONFORMING AMENDMENTS.—

17 (1) Section 201(1) of such Act (29 U.S.C.
18 1051(1)) is amended by inserting “, except with re-
19 spect to section 211” before the semicolon.

20 (2) The table of contents in section 1 of such
21 Act is amended by striking the item relating to sec-
22 tion 211 and inserting the following new items:

“211. Treatment of part-time workers under group health plans.

“212. Effective date.”.

1 **SEC. 403. EXPANSION OF DEFINITION OF EMPLOYEE TO IN-**
2 **CLUDE CERTAIN INDIVIDUALS WHOSE SERV-**
3 **ICES ARE LEASED OR CONTRACTED FOR.**

4 Paragraph (6) of section 3 of the Employee Retirement
5 Income Security Act of 1974 (29 U.S.C. 1002(6))
6 is amended—

7 (1) by inserting “(A)” after “(6)”; and

8 (2) by adding at the end the following new sub-
9 paragraph:

10 “(B) Such term includes, with respect to any em-
11 ployer, any person who is not an employee (within the
12 meaning of subparagraph (A)) of such employer and who
13 provides services to such employer, if—

14 “(i) such person has (pursuant to an agreement
15 with such employer or any other person) performed
16 such services for such employer (or for such em-
17 ployer and related persons (within the meaning of
18 section 144(a)(3) of the Internal Revenue Code of
19 1986)) for a period of at least 1 year (6 months in
20 the case of core health benefits) at the rate of at
21 least 500 hours of service per year, and

22 “(ii) such services are of a type historically per-
23 formed, in the business field of the employer, by em-
24 ployees (within the meaning of subparagraph (A)).”.

1 **SEC. 404. EFFECTIVE DATES.**

2 (a) IN GENERAL.—Except as provided in subsection
3 (b), the amendments made by this subtitle shall apply with
4 respect to plan years beginning on or after January 1,
5 2007.

6 (b) SPECIAL RULE FOR COLLECTIVELY BARGAINED
7 PLANS.—In the case of a plan maintained pursuant to 1
8 or more collective bargaining agreements between em-
9 ployee representatives and 1 or more employers ratified
10 on or before the date of the enactment of this Act, sub-
11 section (a) shall be applied to benefits pursuant to, and
12 individuals covered by, any such agreement by substituting
13 for “January 1, 2007” the date of the commencement of
14 the first plan year beginning on or after the earlier of—

15 (1) the later of—

16 (A) January 1, 2007, or

17 (B) the date on which the last of such col-
18 lective bargaining agreements terminates (de-
19 termined without regard to any extension there-
20 of after the date of the enactment of this Act),

21 or

22 (2) January 1, 2009.

23 (c) PLAN AMENDMENTS.—If any amendment made
24 by this subtitle requires an amendment to any plan, such
25 plan amendment shall not be required to be made before

1 the first plan year beginning on or after January 1, 2007,
2 if—

3 (1) during the period after such amendment
4 made by this Act takes effect and before such first
5 plan year, the plan is operated in accordance with
6 the requirements of such amendment made by this
7 subtitle, and

8 (2) such plan amendment applies retroactively
9 to the period after such amendment made by this
10 subtitle takes effect and such first plan year.

11 A plan shall not be treated as failing to provide definitely
12 determinable benefits or contributions, or to be operated
13 in accordance with the provisions of the plan, merely be-
14 cause it operates in accordance with this subsection.

15 **Subtitle B—United States Business** 16 **Telework Act**

17 **SEC. 411. SHORT TITLE.**

18 This subtitle may be cited as the “United States
19 Business Telework Act”.

20 **SEC. 412. TELEWORK PILOT PROGRAM.**

21 (a) PROGRAM.—In accordance with this subtitle, the
22 Secretary of Labor shall conduct, in not more than 5
23 States, a pilot program to raise awareness about telework
24 among employers and to encourage such employers to
25 offer telework options to employees.

1 (b) PERMISSIBLE ACTIVITIES.—In carrying out the
2 pilot program, the Secretary is encouraged to—

3 (1) produce educational materials and conduct
4 presentations designed to raise awareness of the
5 benefits and the ease of telework;

6 (2) conduct outreach to businesses that are con-
7 sidering offering telework options;

8 (3) acquire telework technologies and equip-
9 ment to be used for demonstration purposes; and

10 (4) ensure that expectant and new mothers who
11 are employed by businesses that participate in the
12 pilot program are given the option to telework dur-
13 ing the 1-year period after the date of birth.

14 **SEC. 413. REPORT TO CONGRESS.**

15 Not later than 2 years after the first date on which
16 funds are appropriated to carry out this subtitle, the Sec-
17 retary shall transmit to the Congress a report containing
18 the results of an evaluation of the pilot program and any
19 recommendations as to whether the pilot program, with
20 or without modification, should be expanded.

21 **SEC. 414. DEFINITION.**

22 In this subtitle, the term “telework” means the per-
23 formance of any portion of work functions by an employee
24 outside the normal place of business under circumstances
25 which reduce or eliminate the need to commute.

1 **SEC. 415. TERMINATION.**

2 The pilot program shall terminate 2 years after the
3 first date on which funds are appropriated to carry out
4 this subtitle.

5 **SEC. 416. AUTHORIZATION OF APPROPRIATIONS.**

6 There is authorized to be appropriated \$5,000,000 to
7 carry out this subtitle.

○