



WASHINGTON STATE FAMILY  
CHILD CARE ASSOCIATION

www.wsfcca.com  
chrisplace@comcast.net

# THE PROVIDER Newsletter

Fall Edition

November 2015

## Inside this issue

WSFCCA Conference Highlights 2 & 3

Public Policy: Base Rate increases 4 & 5

## Message from the President

Hope everyone had a great summer and you are looking forward to the holidays. Halloween is over and we are coming into the holiday season of Thanksgiving, Christmas and the New Year. It's amazing when I was a child that it seemed we had to wait forever before Christmas came. As I am getting older it's like where did the time go.



## STAY CONNECTED

You can join the new WSFCCA chat group by emailing Chris Price [chrisplace@comcast.net](mailto:chrisplace@comcast.net) and request an invite to our chat group. WSFCCA has also put up a new Facebook page. You can find our Facebook page at <https://www.facebook.com/WashingtonFamilyChild-CareAssociation2013>. The WSFCCA chat group and Facebook page are easy ways to stay connected with providers across the state and get up-to-date DEL and legislative information that affects us all.

We had a great conference on October 10th. Everyone seemed to have a great time and came away with different ideas on how to enhance their childcare programs. Bev Bos and Michael Leeman put on an amazing presentation. The conference committee of Joan Aarts and Tekla Frederick did an amazing job. As the President of WSFCCA I want to thank them and all the other workers for all they did to help put on a great conference.

WSFCCA's next meeting is January 30th hosting chapter is Snohomish County. The meeting location will be posted on the [wsfcca.com](http://wsfcca.com) web site closer to meeting date.

The meeting on April 16th is hosted by my chapter South Snohomish we are planning on asking the new director of the Department of Early Learning Ross Hunter to attend the meeting. This would be a great time to meet the new director and to ask any questions you might have.

Please remember all WSFCCA quarterly meetings are open to all member of the Association. We look forward to see you at the next meeting in January 2016.

Happy Holidays,  
Christine Price  
President of WSFCCA



## SAVE THE DATE!

WSFCCA State Meeting on January 30, 2015, South Snohomish Chapter Family Child Care Cost is \$10.00 for lunch – Meeting will begin at 9:00 am till 3:00 pm.

Everyone is invited.

## WSFCCA 2015 Conference Highlights with Bev Bos and Michael Leeman

On Saturday, October 4th WSFCCA opened their doors in Renton and welcomed well over 400 attendees to their 2015 Early Learning Conference featuring Bev Bos and co-presenter, Michael Leeman. It is well known that Bev Bos is “one of the most respected teachers in the childcare industry” and demonstrated throughout the day exactly why she owns that title.

Bev’s philosophy is simple and is characterized by these developmental education principles: “children learn through play, interaction, problem solving, exploration and discovery. Cooperation is more conducive to learning than competition. Children learn best when they can make choices and set their own goals. Each child is unique. Education is an on-going process, which is enhanced when the child, teacher and family work together.”

WSFCCA would like to thank Joan Aarts and Tekla Frederick for heading up our Conference Committee and working non-stop for months to help make this WSFCCA’s largest conferences to date! A big thank you also to the rest of our awesome Conference Committee, Katie Reading, Pam Carino, Chris Price, Wendy Avery, Rita Frickelton, Maggie Pippinger, and Kristine Dootson for an outstanding job and working so hard throughout the day to pull it all together and help everything run smoothly.

Below is a glimpse of our day with Bev Bos and Michael Leeman.



## Here are some more photos of Bev Bos Conference



Awesome Conference Committee Left to Right: Pam Carino, Katie Reading, Wendy Avery, Kristine Dootson, Tekla Frederick, Chris Price, Rita Frickelton, Joan Aarts and Maggie Pippinger

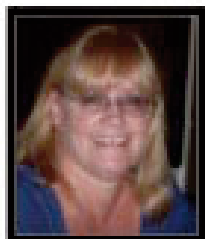


## WSFCCA Executive Board



**Christine Price,**  
**President**  
425-774-9439

Email: [chrisplace@comcast.net](mailto:chrisplace@comcast.net)



**Pam Carino,**  
**Vice President**  
425-228-4634

Email: [p.carino@comcast.net](mailto:p.carino@comcast.net)



**Wendy Avery,**  
**Treasurer**  
206-898-0999

Email: [wkavery@comcast.net](mailto:wkavery@comcast.net)

## **Public Policy:** by Marie Keller, Child Care Provider SEIU Local 925 Family Child Care Chapter President

### **Highlights of SEIU 925 Steering Council Meeting, September 12, 2015**

- **Review of the last 10 years:** President Karen Hart reviewed union gains since it began in 2004. Our first contract was worth \$50,000 in subsidy increases alone. It took the union, 12,000 members strong, to get these raises. We are now on our 4th contract. We have won 36% increase in subsidy rates since the union was formed. Region 5 has actually doubled their rates.
- **Substitute Pool:** We have fought for the past four years to get a substitute pool. It is coming by the spring of 2016. Providers can now get substitutes that are MERIT approved so that they can take time off the go to doctor or dentist appointments, or take a vacation day. This may help in hiring an assistant. The provider will get a biography on the substitute and be able to “try them out” for hiring. Substitutes can come for an hour, a day, or a week. You just need to post on line, “I need a sub.” The message will go out to all substitutes. Right now the provider pays, but there is a union campaign going on right now where a provider pays the base rate of \$10 per hour and eventually the state will pay \$5 more an hour to get the sub’s rate up to the \$15 hourly.
- **Unions help children’s move up the economic ladder.** When wages are raised, the economic level of the family is raised. Parents can provide more resources for their children when they can afford them.
- **Freedom Foundation:** We are facing a fierce attack by the Freedom Foundation to destroy our union. They don’t want us to win. Millionaires and billionaires fund this foundation. We took on corporate power and fully funded education from birth to graduation and demanded that corporations pay their fair share. The Freedom Foundation wants to take away things we have accomplished. Their Opt-Out campaign has been geared to busting our union. Don’t be fooled by their tactics of “freedom” or “choice”. We all need to support our union and keep it strong and pay our fair share for all the things it has gained for us.
- **Grants are available to those who enter the Early Achievers program.** There will be \$750 available for reaching Level 2 and \$2,250 for reaching Level 3. Grants of \$1,000 are available to buy supplies. There have been improvements in achieving Level 3 or 4 in Early Achievers. The union has advocated that Early Achievers should not have such a high bar that it too hard to achieve.
- **Growing the union:** An idea for growing the union, could be having regional meetings in providers homes, engaging and getting non-member providers to join and get involved, and changing up the meeting places for meetings. There could be specialty meetings for special interest groups such as private-pay-only providers, or political groups etc.
- **Phone trees** will be organized, so union members can get together in their own areas with other union members. We need to get connected.
- **Members Only Benefits** flyer will go in the mail on or around September 16th.. Every union member in good standing will get a member card to use for discounts at local participating businesses. If you need more information about member’s only benefits, call the Member Resource Center at 1-877-734-8673 with your questions. Register for your Members Only benefits at [www.SEIU925plus.org](http://www.SEIU925plus.org). If you try to sign up for discounts and are not a member, the union will be notified in 5 minutes and you will be taken off the qualified list.
- **Liability insurance for your childcare** is coming. If you get shut down and found innocent, you will get money back for your loss of income. This is exclusively for members only.
- **Dental insurance services** discounts will be launched next week. Members will be notified by mail.
- **FunShine Express** is now connected with the union for member’s only discounts. This can help you get points in Early Achievers too. There will be a Parent Newsletter, and all supplies at a good discount.

- **Lawmakers into our childcares:** Marie Keller reported on a new program, which has been launched. It involved getting lawmakers into our childcares so they can see first hand what challenges we face. Senator Patty Murray was one of the lawmakers who visited a childcare home. She was shocked at how little providers earn per hour, which is less than minimum wage.
- **Other insurance is coming too, like life insurance.**
- **Ross Hunter is the new Director of DEL. Bette Hyde is gone.** Ross came to Steering Council to meet us and voice his support for our work with children. Ross is data driven and wants to see all the paperwork go on-line (and get rid of stacks and stacks of files he sees in licensors offices). Ross is retired from Microsoft. He was a legislator for 14 years, and served as the chair for the House Appropriation Committee. He cares about education and his wife is a Montessori teacher. He recognizes the importance of early learning. His goal is to put more money into early learning. Ross says we need to invest in rate increases. He voted for the 12-month authorization eligibility because it is good for kids. He believes we should move early learning out of the hands of DSHS and the welfare system. Kids need stability and long-term providers. Ross feels that licensors are pickier about things that aren't important to children. He would like to see more positive relationships between providers and licensors. Ross feels that we need a more modern way to communicate. Reducing the number of forms and going on-line would help alleviate the huge backlog. Ross has the skills of knowing how to build software and make the system more efficient.
- **Pilot areas for ECEAP:** There are three pilot areas for ECEAP. They are Spokane, Puget Sound and Yakima. ECEAP already uses Early Achievers but there is a gigantic waiting list. The state needs to know who is interested in having ECEAP slots in their daycares. The ECEAP Readiness Project is going on right now at ESD-114. In the Vancouver area, the state is looking for 4-5 providers willing to take ECEAP kids.
- **New WACS coming out:** Twenty percent of WACS have been dropped due to repetition or coming out with something a lot better, and less pages.
- **WAC Alignment Committee was formed to align WACS with different groups:** centers, ECEAP, home providers, and Early Achievers. There are basic WACS for each category, but some designed for each particular group.
- **Elections for new leadership are coming up later this year.** If you are already in a leadership position and want to stay in that position, let us know. Anyone can nominate herself /himself for a position or you can nominate another person. If you would like to serve on the Bargaining Team, let leadership know. Nominations will be taken at Leadership Assembly on October 24th. Voting takes place either in November or December.
- **Assignment for all members:** Tell at least two other providers about the great things you just learned.

## WHAT SEIU 925 HAS ACCOMPLISHED TOGETHER:

- Legislators know who Family Child Care Providers are.
- There has been 22% in Across-the-Board subsidy rate increases since 2006, and defending the state subsidy programs through the recession.
- An historic base rate increase effective July 1, 2016, bringing subsidy rates up to a median increase of 36% since unionization.
- Health Insurance Benefits.
- The cap on the number of Absent Days that can be claimed has been removed.
- Ten paid Holidays and three paid Professional Development Days per year.
- Non-standard Hours Bonus: we won it back and increased it to \$75 per month
- Enhanced Toddler Rate established, extending the infant rate to 18 months.
- Recourse for underpayments and accusation of overbilling resulting in overpayments.
- Field Trip Fees increased from \$20 to \$30 per month.
- Member Discount Program. • Improvements to the Special Needs Authorization process.

## **Scholarship Workshop at Seattle Central**

by Anne Garrett

Dear Family Child Care Providers/ WSFCCA,

We are thrilled to announce that Washington State's first Bachelor of Applied Science (BAS) in Early Childhood Education (ECE) has officially been approved by the State Board and the Northwest Commission on Colleges and Universities! This will be the first program designed specifically to build off of an Associate's degree in Early Childhood Education or a related field. We look forward to helping teachers earn their Bachelor's degrees beginning this January!

We now have a website with comprehensive information on the program, such as:

We are now accepting applications for Winter 2016! Interest has been strong, but we are limited to 30 spaces. While our application deadline is November 20th, the earlier you apply, the more likely you are to be accepted. Download the application here or use the attachment.

Act fast to apply for funding if you haven't already. Deadlines are fast approaching, and those who apply earlier have a better chance of being funded. Find details on admissions and financial aid here.

Are you an Early Achievers site? Those who work directly with children at your site are invited to attend a Scholarship Workshop with Child Care Aware at Seattle Central on 11/17, with a session from 5-6:30pm and a session from 6:30-8:00pm. Learn more about the scholarships here, Email RSVP: [Anne.Garrett@seattlecolleges.edu](mailto:Anne.Garrett@seattlecolleges.edu) and contact me with any questions.

Finally, I am here to support candidates during the application process. Please reach out at any time with questions or to set up an appointment.

Thank you,

Anne Garrett  
Manager – Early Childhood Education, BAS Degree  
Health & Human Services Division  
North Seattle College  
9600 College Way North  
Seattle, WA 98103-3599  
Phone: (206) 934-4587

## Tummy Time to play By Dina Roth Port

No matter where experts stand on the crawling issue, one point they all agree on is the importance of tummy time.

In fact, in 2000, many SIDS advocacy organizations added "Tummy to Play" to their "Back to Sleep" slogan due to the growing number of babies with flattened heads and infants who weren't achieving motor milestones as quickly. But it seems that many parents are forgetting the tummy part of that equation. "Moms are so panicked about SIDS that they don't want to risk putting their babies on their stomachs even during the day when they're awake," says Benbow. "When they do, the babies cry because they aren't used to it -- so parents are reluctant to force the issue."

In other words, many babies might not be crawling simply because they don't have the opportunity to do so. With the popularity of activity centers, swings, and jumpers and the hours spent in car seats and strollers, the likelihood that they'll learn to crawl is even slimmer. Sometimes all it takes is giving them supervised tummy time each day so they have a chance to practice. "Put them on the floor and give them time to chase a ball or reach for a favorite toy," says Dr. Brown. "They'll learn how to use their muscles, unless they were predisposed to having a developmental delay to begin with."

Lastly, keep in mind that there's no need to push children to achieve any particular milestone faster -- especially walking. "You can't force children to crawl, but you don't have to speed up the process in their learning to walk either," says Sklamberg, who adds that babies can benefit from any time spent crawling, even a few weeks. "Though there's little scientific proof that crawling is important, there are plenty of experts who believe it is -- so what's the harm in doing tummy time and letting nature take its course?" "Crawling Matters."

Crawling has enormous developmental benefits for young children. Both arms and both legs move in opposition to one another, which not only develops physical coordination, but also accelerates the growth of critical connections between the right and left sides of the brain.

Some children skip the crawling stage in favor of bottom shuffling, or they shoot straight up to walking. If that happens, encourage the child to crawl with push-along toys, such as toy cars and trucks.

---

---

I found something of interest in "A Moving Child Is a Learning Child" by Gill Connell and Cheryl McCarthy, on memory for young children. It reminded me that we can ask a child to follow instructions but what they remember is something entirely different

Age Minus 2 (or thereabouts)

Preschoolers typically can hear and follow two fewer instructions than their age. Two year old Caitlin could probably remember and follow one simple instruction – and sometimes would still get it wrong. My age four, she might be able to remember two verbal instructions at once

(age 4-2=2 instructions), at age five, three instructions (age

5-2=3 instructions), and so forth.

## WSFCCA Chapters

### Benton-Franklin

Lorri Hope 509-627-1692

### Columbia River

Tekla Frederick 360-448-7310

### Cowlitz

Barb Sterling 360-577-5830

### East King

Rita Frickelton 425-823-4194

### Non Chapter

Wendy Avery 206-898-0999

### North Snohomish

Mickey McDonald 360-658-7188

### Skagit

Joanne Olsen

### Snohomish

Amber Seibert 360-659-2226

### South Snohomish

Christine Price 425-774-9439

### Southwest King

Suzanne Ybarra 253-941-1118

## Important Numbers and Resources

### Licensing / Provider Line

[www.del.wa.gov](http://www.del.wa.gov)

1-866-4325 or  
360-725-4665

### DEL

Ross Hunter, Director,	360-725-4584
Heather Moss, Deputy Director	360-725-4932
Mark Varadian, Communications Manager	360-725-4392
Mary Kay Quinlan, Statewide Licensing Administrator	360-725-4941

### DEL Service Managers

Cammy Rocco, SW Regional Administrator	253-983-6413
Heather West, NW Regional Administrator	425-590-3102
Travis Hansen, North Central Regional Administrator	509-834-6840
Robert Kerwin, Eastern Regional Administrator	509-789-3833

### DEL Licensing Supervisors

Eastern/Spokane	Karen Christensen	509-789-3822
Central/Tri Cities	Debbie Groff	509-544-5707
Wenatchee	Judy Bunkelman	509-665-5291
Yakima	Lorinda Hernandez	509-834-6841
Bellevue	Joel Roalkvam	425-590-3105
Everett	Barbara Myers	425-339-1790
Renton	Brittney Cyr	425-917-7905
	Pat Long	425-917-7921
Bellingham	Brenda Martinez	360-714-4162
Tacoma	Leah Capili	253-983-6419
	Mike Monks	253-983-6410
Olympia	Elizabeth Egge	360-407-1991
Vancouver	Darcy Taylor	360-993-7938

### DEL Quality Practice & Professional Growth

Juliet Morrison, Assistant Director	360-725-4689
Teresa Robbins, MERIT Program Specialist	360-725-4407
Elizabeth Ramos, Professional Development Coordinator	360-725-2837
Amy Russell, QRIS Project Manager	360-725-4936
Greg Williamson, Partnership & Collaboration Division	360-725-4940

### Governor Jay Inslee

360-902-4111

### Legislative Hotline

1-800-562-6000

**Legislative Information Center** 360-786-7573

### Bill Room

360-786-7573

### SEIU Member Support

1-877-734-8673

**Small Business Medical/Dental** 206-372-7811

### Report Child/Adult Abuse

1-866-ENDHARM toll-free: (866-363-4276)

### Subsidy Provider Line

1-800-394-4571

### Working Connections

1-866-218-3244

### Child Care Aware

1-800-446-1114



**WSFCCA  
THE PROVIDER  
3408 214th St SW  
Brier WA 98036**



**WASHINGTON STATE FAMILY  
CHILD CARE ASSOCIATION**

# **THE PROVIDER**

**Newsletter**