



February 5<sup>th</sup>, 2025

To whom it may concern,

I am writing to support Senate Bill No. 2306 strongly. As the Founder and Executive Director of a Licensed Child Care Center that employs 30-35 people and cares for 120 children, I believe it is crucial to maintain quality staff and continue to pay them the wages they deserve.

The cost-of-living increase has had a significant adverse effect on our center. My employees need to be paid more, but I try desperately to avoid increasing my tuition. I know the families that attend my childcare center are feeling the pinch, too. The childcare workforce recruitment and retention program incentive payment will be essential for us to continue operating at this level.

Finding and keeping good staff is hard, but I saw a massive reduction in turnover while they received their retention stipend every 90 days. It would be invaluable to our program and my staff.

I encourage you to support Senate Bill No. 2306 to ensure ND families can continue benefiting from quality, affordable childcare.

Thank you in advance for your time and consideration,

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