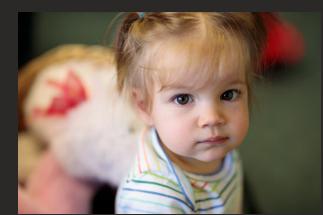


WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



Early care and education is essential to our state's families and the economy. As we begin to plan for our new future, we must work toward a child care system that is stronger, more equitable, and sustainable. If we don't invest in moving forward, we risk falling even further behind and further entrenching the fragile and inequitable model that has failed kids, families, and Vermont for decades.

Skilled early childhood educators play a crucial role in supporting children's emotional and social development and providing the strong start that every child deserves. Affordable access to high-quality child care also allows parents to look for work and start a job or attend school, leading to more equitable labor force participation and a more solid path to economic security for families.

We are hopeful that after witnessing the impacts of life without child care, Vermonters can come together to strengthen our child care system so that it supports and values children, early educators, and working families for what they are—the heart of our society and the backbone of our economy.

We have much work to do together in the coming years to build the strongest possible early care and education system and achieve the vision laid out by Vermont's Blue Ribbon Commission on Financing High Quality, Affordable Child Care. In 2020, Vermont must focus on the following immediate priorities using CARES Act funding. Line-item funding estimates for each of these priorities are available here; we estimate an overall need of approximately \$33 million.

SUPPORT CHILDREN AND FAMILIES.

Although much is still unknown about COVID-19 and its impacts, we do know the economic and psychological effects of the pandemic directly impact children—and have exponentially greater impacts on children whose families were already struggling. Even before the pandemic, child care was unaffordable for many families, often costing more than tuition at a state college. Through expanded child care financial assistance and other permanent solutions, we can ensure families have access to safe, developmentally focused options for the foreseeable future by:

- Increasing Child Care Financial Assistance Program (CCFAP) reimbursement rates to reflect the increased cost of providing care during this pandemic.
- Expanding CCFAP work search qualifications beyond 12 weeks to provide families adequate time to find work as the economy slowly reopens.
- Basing CCFAP payment on enrollment, not attendance, so that low-income children don't lose child care slots if they are unable to immediately access child care.



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



ADEQUATELY COMPENSATE CHILD CARE PROGRAMS TO ADHERE TO NEW COVID-19 HEALTH AND SAFETY GUIDELINES.

Child care programs must provide a safe environment for children and staff to minimize the spread of COVID-19. For this to happen, the state should:

- Provide generous, flexible grants to all programs that reopen, when they reopen, to support increased costs such as supplies, deep cleaning, structural changes to facilities, staffing, and lost income due to limited attendance.
- Allow for a lengthy transition period as staffing, enrollment, and class size issues are resolved in this new regulatory environment..
- Provide an additional round of funding for programs that are unable to open until later in the summer. Funds allocated must be sufficient to cover operations of both child care and summer and afterschool programs.

Child care programs should also have access to critical health and safety supplies through the state's procurement system as long as these supplies are necessary to maintain COVID-19-specific health and safety guidelines.

The voices of early childhood educators and child care programs must be directly represented in conversations about guidance and supports for the field. The state Administration should partner with the Vermont Association for the Education of Young Children to accomplish this.

SUPPORT EARLY CHILDHOOD EDUCATORS.

Child care professionals are the backbone of our essential early care and education infrastructure—we have to do a better job of acknowledging and enriching their child-development skills and paying them what they are worth, especially since they will continue to be at high risk for exposure to COVID-19. If we truly value early childhood education as the backbone of other industries, then those who are providing the service every day need to be paid in alignment with their value, skills, and competencies. CARES Act funds should be allocated to supplemental pay for early childhood educators through the remainder of 2020. Professional preparation and training—including scholarships—should also be funded through CARES Act funds so our early childhood education workforce is equipped to navigate these uncharted waters.



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



DEVELOP NECESSARY INFRASTRUCTURE.

The IT system that currently supports Vermont's early care and education system and the administration of CCFAP is significantly outdated and a major barrier to the efficient and effective administration of new programs and resources during the state's COVID-19 response. In recent weeks, the IT system has made it much more difficult for the state to perform necessary functions to respond to the crisis, such as identifying child care programs willing to serve the children of essential personnel and processing and distributing stabilization payments to programs. The state's child care IT system will be critically important in the coming months as guidance, capacity, demand, and funding for child care will be rapidly changing. With a one-time investment of CARES Act funds, the state can purchase and implement a new IT system to effectively administer Vermont's ECE system through the COVID-19 recovery period and beyond.

WE, THE UNDERSIGNED, urge policymakers to immediately implement these supports to ensure that Vermont's critical child care system is positioned to effectively support our recovery in the short-term and enable us to emerge from this crisis stronger and more resilient in the long-term.

American Academy of Pediatrics
DEDICATED TO THE HEALTH OF ALL CHILDREN

Vermont Chapter



HUNGER
FREE
VERMONT

LET'S GROW KIDS
LITTLE KIDS • BIG IMPACT

vtaeyc

Vermont Association for the
Education of Young Children

vermont
MAIN STREET
alliance

Vermont
Head Start
Association

 VERMONT
WORKS
FOR WOMEN

Voices
for Vermont's Children

VERMONT
PARENT
CHILD
CENTER
NETWORK

VERMONT
EARLY CHILDHOOD
ADVOCACY ALLIANCE

VBSR

Vermont Businesses
for Social Responsibility

WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



VERMONT BUSINESS LEADERS

Rob Carter, President, **Addison County Chamber of Commerce**

Marilyn McConnell, President & CEO, **AIDC (American International Distribution Corporation)**

Lindsay Deslauriers, President & Co-Owner, **Bolton Valley Resort**

Peter Guarco, Owner, **Ebro LLC**

Lawrence Miller, Consultant, **Five Vine Consulting**

Dimitri Garder, CEO, **Global-Z International**

Megan McLaughlin, Principal Consultant, **GRIT Strategies**

Kurt Haigis, Founder, **HaigisHof**

Bill Harvey, Designer & Co-Owner, **Harvey\Severance**

John Mandeville, Executive Director, **Lamoille Economic Development Corporation**

Joy Townley, Manager, **Low Cost Exhaust Chadwick Mercury**, CEO & President, **Mercure TV**

Doug Nedde, Owner, **Nedde Real Estate**

Mark Crow, Executive, President, **Tenth Crow Creative**

Rick Davis, President, **The Davis Company**

Michele Asch, Vice President and Organizational Development, **Twincraft Skincare**

Adeline Druart, President, **Vermont Creamery**

Katherine Sims, **Willard Street Traditions, LLC**

VERMONT CHILD CARE PROGRAMS

A.S. We Grow Childcare

ABC Early Education Daycare & Preschool

Adventure Kids Child Care

Amelia Ruby Guillen Registered Family Child Care Home

AME's Children's Center

Annette's Preschool

April's Teaching Tree

Ascension Childcare, Inc

Babble-On

Bennington Early Childhood Center

Bonita Wright Registered Family Child Care Home

Brattleboro Centre for Children

Briana Terwilliger Registered Family Child Care Home

Britany's Daycare

Bunny Steps Daycare & Pre-School Center

Butterfly Kisses Child Care Center

Capstone Community Action

Capstone Head Start

Carmen's Daycare

Carolyn's Red Balloon Enrichment Center

Christina's Childcare

Cole's House Family Childcare

Community Collaborative for Guildford

Cottage Kids Child Care

Creative Kids Adventures, Inc.

Creative Learning Child Care & Preschool

Dandelion Wishes

Davis Studio Preschool

Dawna's Daycare

Dewey Daycare

Early Care and Learning Partnership, Inc.

EJ's Kids Klub, Inc.

Erica Ward, Registered Family Child Care Home

Evergreen Preschool



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



Farmhouse Children's Center
Forever Friends Playschool
Four Seasons of Early Learning
Freedom Rains Children's Center
Gan Yeladim Preschool
Georgia's Next Generation
GIC Youth
Gunner's Playground
Haleshaven Child Care
Happy Feet Daycare
Happy Tadpoles Childcare
Heart of a Child Early Care and Learning
 Consultation
Hearts & Minds Childcare & Preschool
Heartworks, Loveworks, and Steamworks
Heather Armell Registered Family Child Care
 Home
Hey Diddle Diddle Daycare
Hollyshugsnkisses Childcare
Horizon Early Learning Program, LLC
Hunger Mountain Children's Center
Jack's Place
Janet Batchelder Registered Family Child
 Care Home
Jeanine Wixson Registered Family Child
 Care Home
Jennifer Davison Registered Family Child
 Care Home
Jennifer Hemingway Registered Family Child
 Care Home
Jennifer Nelson Childcare
Jenn's Gems Childcare & Preschool
Kathy Allen Childcare
Kathy's Daycare
Katie's Krazy Kids Childcare
Kelley's Daybreak Childcare
Kelly Garcia Registered Family Child Care
 Home
Kid Logic Learning, LLC
kidsPLAYvt. LLC

Kristin's Playcare
Lake View Child Care
Leave 'Em Scream 'In Child Care
Lincoln Cooperative Preschool
Little Angels Nursery & Preschool
Little Lakers Academy
Little Mustangs
Little Sparrow Learning Nest
Lori's Daycare
Luvalot Family Childcare & PreK
Macie's Home Childcare
Marta's Bilingual Daycare
Michellyn Perras Registered Family Child Care
 Home
Middlebury Children's Museum
Milton Family Community Center
Miss Abby's Childcare
Misty King Registered Family Child Care Home
Montessori School of Central Vermont
Montpelier Children's House
Morristown After School Program
Mountain Communities Supporting Education
 dba The Collaborative
Mountain Village School
Mulberry Bush Independent School, Brattleboro
 Retreat
My Second Home LLC
Natural Wonders Childcare, LLC
Neck of the Woods
Neverland LLC
New Heights Childrens Center
Nicole's Daycare
Northeast Kingdom Preschool and
 Childcare
Northshire Day School
Nurturing Young Minds
Oak Hill Children's Center
Orchard Valley Waldorf School
Otter Creek Child Center
Our Community Cares Camp, Inc



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



Part 2 Afterschool
Potter's Country Daycare
Potter's House School and Child Care Center
Puddle Jumpers Childcare
Puffer Child Care Ceter
Rabbit Track Day Care
Randa's Daycare
Reach for the Stars
Rekaroo's Childcare
Rivers Childcare
Saxon Hill School
Sherri's Daycare
Stepping Stones Children's Center
Stonewood School North, LLC
Storytime at The Schoolhouse Learning Center
Sunshine Daydream Child Care
Tammie's Playschool

Terri Hunter Registered Family Child Care Home
Terri's Morning Garden
The Bellwether School
The Family Garden, Inc.
The Kid's School
The Learning Garden
The Natural Child School
Tina Lothian Registered Family Child Care Home
Tiny Dreamers in Early Childhood, LLC
Tiny Stars Childcare/PreK
Trinity Children's Center, Inc.
Turtle Island Children's Center
United Counseling Service
Valerie Williams Family Childcare
Williston Enrichment Center
Winston Prouty Center for Child and Family Development
Wonder in the Woods
Woodstock Christian Childcare

VERMONTER SUPPORTERS

1. Betsy Barstow, Adamant
2. Matthew LeFluer, Alburgh
3. Missy MacKin, Alburgh
4. Jennifer Reynells, Alburgh
5. Alyson Grzyb, Arlington
6. Sharron Harrington, Arlington
7. Anne Simonds, Arlington
8. Chelsea Thompson, Arlington
9. Nicol Whalen, Arlington
10. Janelle Anderson, Barre
11. Bonnie Burroughs, Barre
12. Paige Lamthi, Barre
13. Vicki Langevin, Barre
14. Kristen Martin, Barre
15. Shannon Planck, Barre
16. Barbara Roya, Barre
17. Pat Siergley, Barre
18. Jessica Poginy, Barton
19. Maureen Blanchard, Beecher Falls
20. Margaret Perry, Bellows Falls
21. Laura Rounds, Bellows Falls
22. Holly Taylor, Bellows Falls
23. Christine Becker, Bennington
24. William Colvin, Bennington
25. Tiffany Gaghich, Bennington
26. Lori Gratton, Bennington
27. Amelia Ruby Guillen, Bennington
28. Randa Howe, Bennington
29. Misty King, Bennington
30. Christina Lincourt, Bennington
31. Corinne Lyons, Bennington
32. Haley Pinsonneault, Bennington
33. Lori Pinsonneault, Bennington
34. Michelle Prouty, Bennington



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



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|-----|----------------------------------|------|----------------------------------|
| 35. | Marge Roberts, Bennington | 75. | Matthew Daylor, Bristol |
| 36. | Pearl Schramm, Bennington | 76. | W. David Knight, Bristol |
| 37. | Logan Snow, Bennington | 77. | David Mandel, Bristol |
| 38. | Sarah Stratton, Bennington | 78. | Emily McManamy, Bristol |
| 39. | Beth Traver Adolphus, Bennington | 79. | Tom McManamy, Bristol |
| 40. | Kristen Dunne, Benson | 80. | Nicole Reilly, Bristol |
| 41. | Chrissy Blaylock, Bondville | 81. | Minna Roussi, Bristol |
| 42. | Cynthia Ely, Bradford | 82. | Judith Irving, Brookfield |
| 43. | Emily Pryer, Bradford | 83. | Belinda Snow-Gifford, Brookfield |
| 44. | Meri Saladino, Bradford | 84. | Barbara Postman, Brownington |
| 45. | Shirley Rogers, Braintree | 85. | Mary Spear Garrow, Brownsville |
| 46. | Melissa Lynch, Brandon | 86. | Stephanie Albaugh, Burlington |
| 47. | Christine Noonan, Brandon | 87. | Michelle Anderson, Burlington |
| 48. | Ellen Sheffer, Brandon | 88. | Janet Batchelder, Burlington |
| 49. | Tina Andrews, Brattleboro | 89. | Sam Beall, Burlington |
| 50. | Moriah Carney, Brattleboro | 90. | Christine Beall, Burlington |
| 51. | Jessica Corbeil, Brattleboro | 91. | Alena Ross Becker, Burlington |
| 52. | Laura Evans, Brattleboro | 92. | Rebecca Bell, Burlington |
| 53. | Kim Freeman, Brattleboro | 93. | Lauren Bergeron, Burlington |
| 54. | Laura Goldblatt, Brattleboro | 94. | Prem Bhattacharai, Burlington |
| 55. | Siobhan Hanley, Brattleboro | 95. | Ben Bisher, Burlington |
| 56. | Delilah Haskell, Brattleboro | 96. | Eric Boehm, Burlington |
| 57. | Laura Hatfield, Brattleboro | 97. | Kirstin Boehm, Burlington |
| 58. | Victoria Kelliher, Brattleboro | 98. | Hannah C. Burnett, Burlington |
| 59. | Ellen Luna, Brattleboro | 99. | Karen L. Butt, Burlington |
| 60. | Nan Mann, Brattleboro | 100. | Rex Butt, Burlington |
| 61. | Alyssa Pelow, Brattleboro | 101. | Lucia W. Campriello, Burlington |
| 62. | Amayah Pendlebury, Brattleboro | 102. | Sarah Chamberlain, Burlington |
| 63. | Jennifer Ricker, Brattleboro | 103. | Emily Clark, Burlington |
| 64. | Caitlin Senni, Brattleboro | 104. | Noelle Cleveland, Burlington |
| 65. | Cristina Shay-Onye, Brattleboro | 105. | Randi-Lynn Crowther, Burlington |
| 66. | Janice Stockman, Brattleboro | 106. | Tammy Daly, Burlington |
| 67. | Emily Wagner, Brattleboro | 107. | Lindsey Desrochers, Burlington |
| 68. | Ana Williams, Brattleboro | 108. | Donna Diaz, Burlington |
| 69. | Daniel Yates, Brattleboro | 109. | Anne Dougherty, Burlington |
| 70. | Brenda S. Metzler, Bridgewater | 110. | Loren Dow, Burlington |
| 71. | Jana Meyer, Bridgewater | 111. | Ellen Drolette, Burlington |
| 72. | Meg Seely, Bridgewater | 112. | Krystal Fuller, Burlington |
| 73. | Bruce Seely, Bridgewater | 113. | Julie Garwood, Burlington |
| 74. | Diana Bain, Bridport | 114. | Anna Gebhardt, Burlington |



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



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|------|---------------------------------|------|------------------------------------|
| 115. | Erin George, Burlington | 155. | Jacquelyn Reno, Burlington |
| 116. | Jordan Giaconia, Burlington | 156. | Emily Richards, Burlington |
| 117. | Joe A. Giallanella, Burlington | 157. | Marilyn Richardson, Burlington |
| 118. | Andrew Golub, Burlington | 158. | Helen Rock, Burlington |
| 119. | David Goode, Burlington | 159. | Lisa Rosen Ryan, Burlington |
| 120. | Renee Greenlee, Burlington | 160. | Elizabeth A. Sanders, Burlington |
| 121. | Adam Greenlee, Burlington | 161. | David Scherr, Burlington |
| 122. | Marta Hammond, Burlington | 162. | Elissa Schuett, Burlington |
| 123. | Kit Harrington, Burlington | 163. | Brian Searles, Burlington |
| 124. | Richard Hibbert, Burlington | 164. | Cindy Shanks, Burlington |
| 125. | Andrea Hulsey, Burlington | 165. | Erinn Simon, Burlington |
| 126. | Heather Jenkins, Burlington | 166. | Beal W. St. George, Burlington |
| 127. | Caroline Keller, Burlington | 167. | Lindsey Sterrett, Burlington |
| 128. | Sarah Kenney, Burlington | 168. | K. Stones, Burlington |
| 129. | Monica Koskiemi, Burlington | 169. | Clara Tatro, Burlington |
| 130. | Samantha Kurs, Burlington | 170. | Angela M. Theiss, Burlington |
| 131. | Christine Lacey, Burlington | 171. | Kara Thomas, Burlington |
| 132. | Ashley LaFountain, Burlington | 172. | Nicole Thomas-Demeritt, Burlington |
| 133. | Bree LeMay, Burlington | 173. | Jessica Tomkowicz, Burlington |
| 134. | Genevra MacPhail, Burlington | 174. | Benjamin Traverse, Burlington |
| 135. | Megan Malgeri, Burlington | 175. | Jenny P. Tremblay, Burlington |
| 136. | Hannah Manson, Burlington | 176. | Lisa Tulkop, Burlington |
| 137. | Kirsten McKnight, Burlington | 177. | Drake Turner, Burlington |
| 138. | Janet K. McLaughlin, Burlington | 178. | Brigid Vorce, Burlington |
| 139. | Owen Milne, Burlington | 179. | Roxanne Vought, Burlington |
| 140. | Amanda Moore, Burlington | 180. | Jillian Waite, Burlington |
| 141. | Patricia P. Motch, Burlington | 181. | Lauren Wentz, Burlington |
| 142. | Keyana Mundy, Burlington | 182. | Jenn Whitby, Burlington |
| 143. | Jamie Murphy, Burlington | 183. | Heloise Williams, Burlington |
| 144. | Dianna Murray-Close, Burlington | 184. | Zachary Williamson, Burlington |
| 145. | Katie Nikel, Burlington | 185. | Jessica Lane, Cambridge |
| 146. | Carol Ode, Burlington | 186. | Lasah McMurray, Cambridge |
| 147. | Moe Ohara, Burlington | 187. | Tearsa Brannock, Castleton |
| 148. | Dana Oliver, Burlington | 188. | Michelle Traverse, Castleton |
| 149. | Sarah Osten, Burlington | 189. | Jackie Valentin, Castleton |
| 150. | Maryann Paterniti, Burlington | 190. | Bonita Wright, Cavendish |
| 151. | Emily Peden, Burlington | 191. | Kristina Brines, Charlotte |
| 152. | Odele Peter, Burlington | 192. | Ann Dillenbeck, Charlotte |
| 153. | Lily Pigue, Burlington | 193. | Tammy Hall, Charlotte |
| 154. | Misty Porter, Burlington | 194. | Jade McGillis, Charlotte |



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



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| 195. Vera Simon-Nobes, Charlotte | 235. Kathi Faulkner, Cuttingsville |
| 196. Brittany Slabaugh, Charlotte | 236. Sharon Turner, Danby |
| 197. Lindsey Smith, Charlotte | 237. Danielle Wilder, Danby |
| 198. Jody Lowes, Chelsea | 238. Andrea Sambrook, Dorset |
| 199. Suzanne Farrell, Chester | 239. Billie Slade, Dummerston |
| 200. Kathleen Karl, Chester | 240. Jake Wheeler, East Burke |
| 201. Nancy Witherill, Chester | 241. Cathy Lawrence, East Dorset |
| 202. Victoria Anguish, Colchester | 242. Kendra Urquhart, East Dover |
| 203. Catharine Bartone, Colchester | 243. Leanne Judkins, East Hardwick |
| 204. Carriw Batchelder, Colchester | 244. Madelief Becherer, East Montpelier |
| 205. Julie Brigante, Colchester | 245. Larry Fitch, East Montpelier |
| 206. Julianne Buechler, Colchester | 246. Sarynna Morse, East Montpelier |
| 207. Danielle Bugbee, Colchester | 247. Christine Tullgren, East Thetford |
| 208. Becky Cootware, Colchester | 248. Liz Filskov, East Wallingford |
| 209. Hannah Cruicksham, Colchester | 249. Susan S. Titterton, Elmore |
| 210. Sara Downes, Colchester | 250. Amie Choiniere, Enosburg Falls |
| 211. Aimee Echelberger, Colchester | 251. Jessica Dewes, Enosburg Falls |
| 212. Charles Elioseff, Colchester | 252. Trina Barnard, Essex Junction |
| 213. Bridget Everts, Colchester | 253. Louann Beninati, Essex Junction |
| 214. Angela Fortier, Colchester | 254. Priscilla Bouffard, Essex Junction |
| 215. Rachel Gray, Colchester | 255. Jacque Bressack, Essex Junction |
| 216. Lisa Guerrero, Colchester | 256. Michele Campbell, Essex Junction |
| 217. Nicole Haley, Colchester | 257. Crina Andreea Condrea, Essex Junction |
| 218. Katherine Hall, Colchester | 258. Alexis Coplin, Essex Junction |
| 219. Brigitte LaChance, Colchester | 259. Karen Dolan, Essex Junction |
| 220. Joseph Landry, Colchester | 260. Sayde Dorain, Essex Junction |
| 221. Nicole Mayette, Colchester | 261. Aricha Drury, Essex Junction |
| 222. Kaitlyn Pilla, Colchester | 262. Kristine Dunn, Essex Junction |
| 223. Carolyn Riley, Colchester | 263. Lindy Dykema, Essex Junction |
| 224. Trezanra Robertson, Colchester | 264. Julie Elkins, Essex Junction |
| 225. Tammie Senesac, Colchester | 265. Theresa Fox, Essex Junction |
| 226. Amy September, Colchester | 266. Katie Giampa, Essex Junction |
| 227. Mark Zammuto, Colchester | 267. Christina Goodwin, Essex Junction |
| 228. Shayla M. Zammuto, Colchester | 268. Caitlin Haxel, Essex Junction |
| 229. Nancy Brochu, Concord | 269. Dawn Irwin, Essex Junction |
| 230. Julia Berazneva, Cornwall | 270. David Irwin, Essex Junction |
| 231. Anna H. Betz, Cornwall | 271. Joanne H. Irwin, Essex Junction |
| 232. Bethany Hill, Cornwall | 272. Sarah Jerger, Essex Junction |
| 233. Kathy Reynolds, Cornwall | 273. Rachel Kauppila, Essex Junction |
| 234. Deborah McKinley, Craftsbury | 274. Dorothy Kress, Essex Junction |



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



- | | |
|--|---|
| 275. Lisa Kuehn, Essex Junction | 315. Britany Carpenter, Groton |
| 276. Colette Kulig, Essex Junction | 316. Dana Whitney Berry, Guilford |
| 277. Randy Laba, Essex Junction | 317. Emma Hallowell, Guilford |
| 278. Shauna LaRoche, Essex Junction | 318. Ashley Moorhouse, Guilford |
| 279. Hannah Lindecke, Essex Junction | 319. Jennifer Davison, Hardwick |
| 280. Nicole Mayette, Essex Junction | 320. Deborah Kerwin, Hartford |
| 281. Laura Millar, Essex Junction | 321. Bonnie Sargent, Hartland |
| 282. Melinda Monroe, Essex Junction | 322. Amy Bouchard, Highgate Center |
| 283. Katie Murphy, Essex Junction | 323. Monica Darrah, Highgate Center |
| 284. Elizabeth Nuckols, Essex Junction | 324. Heidi Agan, Highgate Springs |
| 285. Gail Peck, Essex Junction | 325. Halle Broido, Hinesburg |
| 286. Joanne Pillsbury, Essex Junction | 326. Megan Butterfield, Hinesburg |
| 287. Trish Scharf, Essex Junction | 327. Amy Carlson, Hinesburg |
| 288. Paul Scharf, Essex Junction | 328. Maisie Howard, Hinesburg |
| 289. Patti L. Smith, Essex Junction | 329. Barbara Levy, Hinesburg |
| 290. Naomi Snelling, Essex Junction | 330. Sara Lovitz, Hinesburg |
| 291. Missie Thurston, Essex Junction | 331. Allison Mahoney, Hinesburg |
| 292. Tanya Vyhovsky, Essex Junction | 332. Jen Olson, Hinesburg |
| 293. Adam Weaver, Essex Junction | 333. Jessica Riley, Hinesburg |
| 294. Hayley Welch, Essex Junction | 334. Ann Savioli, Hinesburg |
| 295. Melissa Audette, Fairfax | 335. Katherine Robinson Schubart, Hinesburg |
| 296. Karen Hebert, Fairfax | 336. Jennifer Foehr McKenzie, Irasburg |
| 297. Kristin Poirier, Fairfax | 337. John Zuppa, Island Pond |
| 298. Tiffany Sharp, Fairfax | 338. Kristy Crawford, Jacksonville |
| 299. Erin Thompson, Fairfax | 339. Julie Curtin, Jeffersonville |
| 300. Ammie Collins, Fairlee | 340. Clarissa French, Jeffersonville |
| 301. Sherry Carlson, Ferrisburgh | 341. Ian Drury, Jericho |
| 302. Scott McArdle, Ferrisburgh | 342. Stephanie Loscalzo, Jericho |
| 303. Cathy R. Reitz, Ferrisburgh | 343. Julie Myers, Jericho |
| 304. Robert Rivard, Ferrisburgh | 344. Lynne Robbins, Jericho |
| 305. Sandra Ross, Ferrisburgh | 345. Beth Rusnock, Jericho |
| 306. Donna Rusik, Ferrisburgh | 346. Beverly Smith, Jericho |
| 307. Tina Lothian, Franklin | 347. Nicole Stefanowicz, Jericho |
| 308. Kimberly Meilleur, Georgia | 348. Brittany Waelde, Jericho |
| 309. Dianne Carter, Glover | 349. Laura Branca, Johnson |
| 310. Erin Clark, Grand Isle | 350. Penny Cote, Johnson |
| 311. Amy Murray, Grand Isle | 351. Karen Garbarino, Johnson |
| 312. Doris Sterling, Grand Isle | 352. Shayne Spence, Johnson |
| 313. Samantha Friend, Greensboro Bend | 353. Shelley E. Sayward, Killington |
| 314. Michelle Laflam, Greensboro Bend | 354. Christine M. Birong-Smith, Lincoln |



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



- | | |
|---|---|
| 355. Kerry Malloy, Lincoln | 395. David Leblanc, Milton |
| 356. Nicholas Smith, Lincoln | 396. Riley Maskell, Milton |
| 357. Jackie Borella, Londonderry | 397. Laurie Monty, Milton |
| 358. Maryann Morris, Londonderry | 398. Vikki Patterson, Milton |
| 359. Katie Doaner, Lowell | 399. Olivia Perek-Clark, Milton |
| 360. Kathleen Bixby, Ludlow | 400. Michellyn Perras, Milton |
| 361. Lisa Schmidt, Ludlow | 401. Katelyn Roberts, Milton |
| 362. Lynn Macie, Lunenburg | 402. Hillary Schmid, Milton |
| 363. Amber Bollman, Lyndon | 403. Whitney Sevey, Milton |
| 364. Betsy Bailey, Lyndonville | 404. Candace Truso, Milton |
| 365. Terri Hunter, Lyndonville | 405. Lillian Tuttle, Milton |
| 366. Lucie Daley, Manchester Center | 406. Erica Ward, Milton |
| 367. Laurie Metcalfe, Manchester Center | 407. Eric Yoshikawa, Milton |
| 368. Maggie Rubick, Manchester Center | 408. Alexandra Jackson, Montgomery Center |
| 369. James Sawtelle, Manchester Center | 409. Genevieve Lodal-Guild, Montgomery Center |
| 370. Elizabeth Sherman, Manchester Center | 410. Kate Abdel-Fatah, Montpelier |
| 371. Jennifer Piper, Mendon | 411. Lori Bowman, Montpelier |
| 372. Emily Blistein, Middlebury | 412. Gretchen Elias, Montpelier |
| 373. Megan Brakeley, Middlebury | 413. Tim Flynn, Montpelier |
| 374. Linda January, Middlebury | 414. Scott Fortney, Montpelier |
| 375. Marjorie Davis Mangham, Middlebury | 415. Laura Franske, Montpelier |
| 376. Katie McMurray, Middlebury | 416. John Hollar, Montpelier |
| 377. Kylie Wolgamott, Middlebury | 417. Gary Holloway, Montpelier |
| 378. Michael Bloomer, Middlesex | 418. Stephanie Kucinskas, Montpelier |
| 379. Ansley Bloomer, Middlesex | 419. Matt Levin, Montpelier |
| 380. Rebakka DiLauro, Middlesex | 420. Tom H. MacLeay, Montpelier |
| 381. Angela Haynes, Middletown Springs | 421. Charlotte E. MacLeay, Montpelier |
| 382. Rosemary Moser, Middletown Springs | 422. Samara Mays, Montpelier |
| 383. Meredith Breiland, Milton | 423. Anne Mills, Montpelier |
| 384. Laura Butler, Milton | 424. Deanna Murray, Montpelier |
| 385. Mark Butler, Milton | 425. Caitlin Patterson, Montpelier |
| 386. Alecia Daunais, Milton | 426. Edward Roden, Montpelier |
| 387. Tiffany Davis, Milton | 427. Vicky Senni, Montpelier |
| 388. Ryan Dulude, Milton | 428. Angela Shea, Montpelier |
| 389. Rosamaria Fay, Milton | 429. Lindsey Sterrett, Montpelier |
| 390. Casey Fredenburgh, Milton | 430. Christy Swenson, Montpelier |
| 391. Sue Hathaway, Milton | 431. Joanna Vonculin, Montpelier |
| 392. Jennifer Hemingway, Milton | 432. Judy Walke, Montpelier |
| 393. Jessica Lavee, Milton | 433. J. Meredith Warner, Montpelier |
| 394. Sara Leblanc, Milton | 434. Mary Zentara, Montpelier |



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



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| 435. Catrina Brackett, Moretown | 475. Christina Nelson, North Troy |
| 436. Susannah Cowden, Moretown | 476. Kathleen Burroughs, Northfield |
| 437. Kim Keiser, Moretown | 477. Denise MacMartin, Northfield |
| 438. Leslie Polubinski, Moretown | 478. Ryan Madison, Northfield |
| 439. Richard Savory, Moretown | 479. Christa Wells, Northfield |
| 440. Hannah Skalecke, Moretown | 480. Sandy Bailey, Norwich |
| 441. Laurie Rapp, Morristown | 481. Thomas Chen, Norwich |
| 442. Gail Beck, Morrisville | 482. Rachel Coombs, Norwich |
| 443. Karalyn Burke, Morrisville | 483. Keith Loud, Norwich |
| 444. Matt Carrell, Morrisville | 484. Allison S. Moskow, Norwich |
| 445. Suzanne Conrad, Morrisville | 485. Arwen Northern, Norwich |
| 446. Kathy Cookson, Morrisville | 486. Robin Rice Voigt, Norwich |
| 447. Sara Pennock, Morrisville | 487. Jenny Williams, Norwich |
| 448. Susan Rich, Morrisville | 488. Adele Blaisdell, Orange |
| 449. Steacy Suddaby, Morrisville | 489. Diana J. Senturia, Peacham |
| 450. Lorraine Vernet, Morrisville | 490. Anne Adams, Pittsford |
| 451. Lisa Vinick, Morrisville | 491. Jean Cadorette, Plainfield |
| 452. Nicole Walker, Morrisville | 492. Nolwenn Renault, Plainfield |
| 453. Sarah Lincoln, North Ferrisburgh | 493. Amanda Rigatti, Plainfield |
| 454. Dawna Slarve, North Hartland | 494. Ruth Brisson, Plymouth |
| 455. Kathi Apgar, New Haven | 495. Cynthia Hier, Poultney |
| 456. Shelley Bartsch, New Haven | 496. Jamison Lerner, Poultney |
| 457. Ashley Bessette, New Haven | 497. Emily Sinnott, Poultney |
| 458. Krysta Griffith, New Haven | 498. Ina Smith Johnson, Poultney |
| 459. Amethyst Peaslee, New Haven | 499. Cheryl Gerow, Pownal |
| 460. Kristine Arnold, Newfane | 500. Jennifer Nelson, Pownal |
| 461. Allie McFalls, Newfane | 501. Heather Martin, Proctor |
| 462. Luella Strattner, Newfane | 502. Amanda Clark, Proctorsville |
| 463. Louise Bouffard, Newport | 503. Elizabeth Christie, Putney |
| 464. Sherrilynn Proctor, Newport | 504. Luke Euphrat, Putney |
| 465. Shannon Toupin, Newport | 505. Priscilla Tansley, Putney |
| 466. Heather Armell, North Ferrisburgh | 506. Holly Bee, Quechee |
| 467. Maria Collette, North Ferrisburgh | 507. Logan Seely, Quechee |
| 468. David Torres, North Ferrisburgh | 508. Melanie Dewey, Randolph |
| 469. Kathryn Torres, North Ferrisburgh | 509. Patsy French, Randolph |
| 470. Barbara Burrington, North Hero | 510. Irene Rich, Randolph |
| 471. Carol Egan, North Hero | 511. Eric Sakai, Randolph |
| 472. Melanie Harris, North Pownal | 512. Christine Settles, Randolph Center |
| 473. Mariecarmen Bouchard, North Troy | 513. Carmen Vande Griek, Randolph Center |
| 474. Amanda Fortin, North Troy | |



WHEN IT COMES TO CHILD CARE, VERMONT MUST

BUILD STRONGER.



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| 514. Destiny Lawyer, Reading | 554. Katherine Rice, Saint Johnsbury |
| 515. Briana Terwilliger, Richford | 555. David Snedeker, Saint Johnsbury |
| 516. Lindsey Chamberlin, Richmond | 556. April Zajko, Saint Johnsbury |
| 517. Erin Gilmer, Richmond | 557. Ultima Danforth, Salisbury |
| 518. April Hayes, Richmond | 558. Amy Rubright, Salisbury |
| 519. Ellen Kraft, Richmond | 559. Kerianne Severy, Salisbury |
| 520. Allison Miller, Richmond | 560. Betsy Rathbun-Gunn, Sandgate |
| 521. Racheal Ouellette, Richmond | 561. Rose LaCroix, Shaftsbury |
| 522. Susanne Parent, Richmond | 562. Ashley Paquin, Shaftsbury |
| 523. Charlotte Phillips, Richmond | 563. Maryjane Sarvis, Shaftsbury |
| 524. Jane Pincus, Roxbury | 564. Irma Shortsleeve, Shaftsbury |
| 525. Kathy Allen, Rutland | 565. Margot Holmes, Sharon |
| 526. Alicia Ayles, Rutland | 566. Beverly Boget, Shelburne |
| 527. Stephanie Carvey, Rutland | 567. Elsa Bosma, Shelburne |
| 528. Charity Coon, Rutland | 568. Jessica C. Brumsted, Shelburne |
| 529. Judie Donahue, Rutland | 569. Tammy Colquhoun, Shelburne |
| 530. Lisa Ebbighausen, Rutland | 570. Anne Crowley, Shelburne |
| 531. Mark Thomas Foley, Rutland | 571. Suzanne Furry-Irish, Shelburne |
| 532. Elizabeth King, Rutland | 572. Didi Harris, Shelburne |
| 533. Rebecca Murray, Rutland | 573. Amanda Herzberger, Shelburne |
| 534. Jody Smith, Rutland | 574. Abby Hill, Shelburne |
| 535. Heather J. Stevenson, Rutland | 575. Kristin Knight, Shelburne |
| 536. Stacy Sturtevant, Rutland | 576. Julie Koehler, Shelburne |
| 537. Kelley Todriff, Rutland | 577. Mary Mac Ewan, Shelburne |
| 538. Paula Townsend, Rutland | 578. Christine Mitchell, Shelburne |
| 539. Suzanne Butterfield, Saint Albans | 579. Aisha Mueller, Shelburne |
| 540. Kellie Campbell, Saint Albans | 580. Annie Novak, Shelburne |
| 541. Lisa Ellis, Saint Albans | 581. Sonja Raymond, Shelburne |
| 542. Jennifer Konrad, Saint Albans | 582. Terri Severance, Shelburne |
| 543. Nicole Leonard, Saint Albans | 583. Tom Shotwell, Shelburne |
| 544. Kathleen L'Esperance, Saint Albans | 584. Julia Snapp, Shelburne |
| 545. Marlene Marcano, Saint Albans | 585. Kelsey Sullivan, Shelburne |
| 546. Brittany Porter, Saint Albans | 586. Katie Tyler, Shelburne |
| 547. Maria Richards, Saint Albans | 587. William Wright, Shelburne |
| 548. Sarah Baxter, Saint Johnsbury | 588. Lisa Zengilowski, Shelburne |
| 549. Alison Bergman, Saint Johnsbury | 589. Katherine Anger, South Burlington |
| 550. Cindy Boyce, Saint Johnsbury | 590. Karin Bell, South Burlington |
| 551. Dawn Gingras, Saint Johnsbury | 591. Kathleen Benitez Martinez, South |
| 552. Melanie Ilsley, Saint Johnsbury | Burlington |
| 553. Amy Putvain, Saint Johnsbury | 592. Janelle Blake, South Burlington |



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



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| 593. Nicole Breslend, South Burlington | 631. Heather Kilburn, Springfield |
| 594. Alison Card, South Burlington | 632. Katie Lacasse, Springfield |
| 595. Jessica Cohn, South Burlington | 633. Laura Ryan, Springfield |
| 596. Candace Condry-Bowles, South Burlington | 634. Carol Stone, Springfield |
| 597. Veronica Darragh, South Burlington | 635. Sharon Barton, Saint George |
| 598. Rosella Duarte, South Burlington | 636. Penny Blanchette-Lucia, Saint George |
| 599. Hillary Gorby, South Burlington | 637. Taylor Hall, Starksboro |
| 600. Stephanie Gratz, South Burlington | 638. Jennifer Ryan, Starksboro |
| 601. Barbara P. Lande, South Burlington | 639. Lindsay Baumann, Stowe |
| 602. Danielle Manahan, South Burlington | 640. Liz Connolly, Stowe |
| 603. Brynne Martin, South Burlington | 641. Mark Leipert, Stowe |
| 604. Meghan McGrath, South Burlington | 642. Lili Martin, Stowe |
| 605. Lori Meyer, South Burlington | 643. Reeva Marie Murphy, Stowe |
| 606. Victoria Olteanu, South Burlington | 644. Jennifer Slen, Stowe |
| 607. Heather Osborne, South Burlington | 645. Sarah Tousignant, Stowe |
| 608. Holly Painter, South Burlington | 646. Heidi Evans, Swanton |
| 609. Holly Rivers, South Burlington | 647. Amanda Fialkiewicz, Swanton |
| 610. Matgaret Rutledge, South Burlington | 648. Lisa Meunier, Swanton |
| 611. Jennifer Severance, South Burlington | 649. Debra Terwilliger, Swanton |
| 612. Dee Smith, South Burlington | 650. Judith Trombley, Swanton |
| 613. Lynn Vera, South Burlington | 651. Tammie Hazlett, Thetford Center |
| 614. Valerie Williams, South Burlington | 652. Jim Masland, Thetford Center |
| 615. Manuel Iglesias Fernández, South Duxbury | 653. Susan McCaslin, Thetford Center |
| 616. Elaine Chasse, South Hero | 654. Elizabeth Zandstra, Topsham |
| 617. Alisha Coppola, South Hero | 655. Nacelle Winrich, Townshend |
| 618. Charlene Velho, South Hero | 656. Barbara Acebo -Constantine, Troy |
| 619. Michele Winters, South Hero | 657. Kristyn Dumont Achilich, Underhill |
| 620. Leila Lawrence, South Londonderry | 658. Danielle Edwards, Underhill |
| 621. Lisa Harris, South Newfane | 659. Megan Godfrey, Underhill |
| 622. Ann Behremovic, South Pomfret | 660. Jeanine Wixson, Underhill |
| 623. Melissa Frary, South Royalton | 661. Amy Barr, Vergennes |
| 624. Bridgett Taylor, South Royalton | 662. Gretchen Beloin, Vergennes |
| 625. Dena Wilkie, South Royalton | 663. Abby Blum, Vergennes |
| 626. Joyce Maura, South Woodstock | 664. Dennielle Brinkman, Vergennes |
| 627. Jessica Austin, Springfield | 665. Amy Conant, Vergennes |
| 628. Jennifer Berquist, Springfield | 666. Molly Haney, Vergennes |
| 629. Joey Claflin, Springfield | 667. Emily Hawes, Vergennes |
| 630. Holly Cole, Springfield | 668. Mark Koenig, Vergennes |
| | 669. Lisa LaRue, Vergennes |
| | 670. Cheryl Mitchell, Vergennes |



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



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| 671. Jennifer Odonnell, Vergennes | 711. Ilana Snyder, Weybridge |
| 672. Erin Roche, Vergennes | 712. Loretta Allen, White River Junction |
| 673. Kristy Sargent, Vergennes | 713. Maggie Burnett, White River Junction |
| 674. Ruth Williams, Vergennes | 714. Kelly Garcia, White River Junction |
| 675. Robin Therrien, Vernon | 715. Jessica Gordon, White River Junction |
| 676. Melanie Zinn, Vernon | 716. Jenn Parker, White River Junction |
| 677. Sarah Wright, Vershire | 717. Nancy Russell, White River Junction |
| 678. Kathryn Alexander, Waitsfield | 718. Kate Lafayette, Whiting |
| 679. Dana Donaldson, Waitsfield | 719. Kayla Bartlett, Whitingham |
| 680. Kira Harris, Waitsfield | 720. Lyndsay Bushey-Hesselbach,
Whitingham |
| 681. Kelly Hayes, Waitsfield | 721. Lydia Reed, Williamstown |
| 682. Ryan Kraman, Waitsfield | 722. Roy Cutting, Williamsville |
| 683. Catherine Naden, Waitsfield | 723. Heather Newell, Williamsville |
| 684. Lisa Palmer, Waitsfield | 724. Katie Beneke, Williston |
| 685. Neshamah Guzman, Warren | 725. Jody Blanchard, Williston |
| 686. Shelby Semmes, Warren | 726. Erin Bostwick, Williston |
| 687. Emily Chamberlain Adams, Waterbury | 727. Anne-Marie Edwards, Williston |
| 688. Naomi Alfini, Waterbury | 728. Tere Gade, Williston |
| 689. Deborah Dondzik, Waterbury | 729. Natalie Glynn, Williston |
| 690. Abby Fish, Waterbury | 730. Seth F. Hibbert, Williston |
| 691. Rose Lovett, Waterbury | 731. Kathryn Hibbert, Williston |
| 692. Samantha Loy, Waterbury | 732. Anore Horton, Williston |
| 693. Amanda Olney, Waterbury | 733. Aiza Many, Williston |
| 694. Megan Stapleton, Waterbury | 734. Laurel Pelkey-Morin, Williston |
| 695. Alice Boucher, Waterbury Center | 735. Ellyn Poquette, Williston |
| 696. Kelley Hackett, Waterbury Center | 736. Rachel Smith, Williston |
| 697. Elsa Levy, Waterbury Center | 737. Nina Tomes, Williston |
| 698. Sue Minter, Waterbury Center | 738. Emily Weinstein, Williston |
| 699. Victoria Ward, Waterbury Center | 739. Carolyn Wesley, Williston |
| 700. Lisa Hale, Waterford | 740. Anita Williger, Williston |
| 701. Deb Nevil, Waterville | 741. Hadley King, Wilmington |
| 702. Trista Burns, Wells River | 742. Apryl Blake, Windsor |
| 703. Bruce Richards, Wells River | 743. Sherry Boudro, Windsor |
| 704. Kris Cameron, West Brookfield | 744. S.F. Carter, Windsor |
| 705. Carol Guest, West Dover | 745. Mary Cabral, Winooski |
| 706. Erica Smith, West Dummerston | 746. Elizabeth Casey, Winooski |
| 707. Gena Wener, West Rutland | 747. Robin Cassidy, Winooski |
| 708. Kate Rideout, West Wardsboro | 748. Melissa Myrick Dubay, Winooski |
| 709. Kara Von Behren, Westford | 749. Paige Feeser, Winooski |
| 710. Paul Millman, Westminster | |



WHEN IT COMES TO CHILD CARE, VERMONT MUST BUILD STRONGER.



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| 750. Linda Gregoire, Winooski | 758. Sean Rossi, Winooski |
| 751. Catherine Horner, Winooski | 759. Sofia Silverglass, Winooski |
| 752. Alison Lamagna, Winooski | 760. David Stevenson, Winooski |
| 753. Collin Love, Winooski | 761. Susan Treadwell, Winooski |
| 754. Stephanie MacKevich, Winooski | 762. Dominique Viteretto, Winooski |
| 755. Anya Miller, Winooski | 763. Holly Gaspar, Woodstock |
| 756. Annalee Pratt, Winooski | 764. Kathleen Bookchin, Worcester |
| 757. Chelsea Reynolds, Winooski | |