



Minutes
April 21, 2022 Meeting
10:00 AM to 12:00 PM
WebEx

Members, Liaisons and Guests in Attendance: Dr. Joe Bonner, Dr. Kristin Dupre, Dr. Tuba Fehr, Ms. Ila Flannigan, Ms. Jackie Franco, Ms. Olivia Kent, Dr. Seema Nayak, Ms. Melissa Porter, Ms. Nicole Ray, Dr. Gilman Toombes, Ms. Kate Winseck, Ms. Heather Rogers, Ms. Julie Margel, Ms. Christina Segura, Ms. Jen Rooms, Ms. Anne Schmitz, Ms. Barbara Acquaviva, Ms. Debbie Washington, Dr. Sila Ataca, Dr. Carl Hashimoto, Mr. Ivan Locke, Ms. Mallory McCormick, Dr. Pragya Prakash, Dr. Tish Murphy, Dr. Heather Narver, Ms. Nadia Shelby, Dr. Judith Walters, Ms. Tammie Edwards, Mr. Rusty Mason, Ms. Linda Owen

- I. **Welcome:** Chair Kristin Dupre called the meeting to order and welcomed voting members, liaisons, and guests. Dr. Dupre announced the retirement of Ms. Linda Owen, Program Manager of ORS Child and Family Programs, and expressed the Board's gratitude for Ms. Owen's support of the Board over the past five years. Dr. Dupre also announced the term completion of two Board members, Ms. Olivia Kent and Mr. Gilman Toombes, extending thanks to both of them for their valued efforts on behalf of the Board. Completing her second term, Ms. Kent has served as Vice Chair of the Board for the past two years and co-chair of multiple committees.
- II. **Membership Committee Report** – Co-chairs Olivia Kent and Ila Flannigan reported that the 2022-2025 Membership Campaign is well underway with 11 applications received; the Committee hopes to recommend 2-4 new members to fill vacancies. The co-chairs also reported that: (1) the new Question & Answer Sessions launched this year in an effort to give interested applicants an opportunity to gain information and perspectives from current Board members were a success; (2) Mr. Dan Fogarty and Dr. Seema Nayak have agreed to extend their service to the Board to a second term; (3) vacancies will be created with the end of the terms of Ms. Olivia Kent, Dr. Gilman Toombes, and Dr. Blake Warner. The Membership Committee will recommend appointment of new voting members to the Board via email; voting will be done by Outlook voting buttons. Those recommended for appointment will be invited to the June 2 Board meeting; it is hoped the appointment letters will be finalized by the Deputy Director for Management by the September 2022 Board meeting. Finally, co-chairs are needed for the following committees for the upcoming Board year: Communications and Outreach; Membership; and Subsidy.
- III. **Updates:**
 - A. **Approval of Minutes:** A motion to approve the March 3, 2022 meeting minutes was made, seconded, and approved by voting members.
 - B. **Contracts:** Ms. Owen reported on changes to two of the Child and Family Programs contracts:
 1. **Back-Up Care Program with Bright Horizons - Virtual Tutoring and Virtual Camps for School Age Children** will be added by mid-May 2022. There is no additional cost to the government associated with these new program services. An employee needs to be registered in the Bright Horizons Back-up Care Program. (NIH federal employees and NIH trainees/fellows are eligible.) Three options will appear when the registered employee seeks services: (1) Back-up Care; (2) Virtual Tutoring; (3) Virtual Camp. When employee chooses Tutoring, s/he would be able to reserve 4 hours or 8

hours at \$6.00 per hour per child. This creates a bank of tutoring hours that the employee can then use in increments with the contracted tutoring service, Varsity Tutors or Sylvan Learning. When an employee chooses Camp, s/he would make a reservation exactly as would happen if reserving Back-up Care, but there is no charge to the employee or fellow/trainee. One calendar use will be charged to the user (and to the NIH).

2. Resource and Referral Contract with LifeWork Strategies – The contract awarded effective October 1, 2021 is an IDIQ contract, instead of firm fixed price. This contract model allows other groups and ICs within the NIH to use the DATS contract for webinar, support group, and outreach event services through LifeWork Strategies. The contract contains a fixed price list for each of the type of services. The DATS COR on the contract acts as a liaison with the NIH group/IC seeking services through the LifeWork Strategies contract. To date, the following ICs/offices using the contract are NINDS, NCCIH, and ORS ADPES.

C. **Childcare Centers:**

1. **Executive Child Development Center (ECDC)** – Executive Director Anne Schmitz reported that they are now awaiting their NAEYC Accreditation Decision. MSDE Office of Childcare Licensing and GSA Childcare Region 11 both conducted their annual inspections last month. They are planning programming for their school age summer camp, including field trips and swimming. Per a request from ORS, they are currently surveying their families about children and staff continuing to wear masks while attending the childcare center.
2. **Parents of Preschoolers, Inc. (POPI)** – Executive Director Christina Segura echoed a number of items from the ECDC report; they are also awaiting their NAEYC Accreditation Decision. Extracurricular activities are returning to POPI – music for all children and soccer outdoors, as the weather improves. They are planning for peak enrollment, anticipating 50 vacancies as their older children matriculate to elementary school and younger children move up into older classes. The POPI Board of Directors is considering the ORS question about children and staff continuing to wear masks while attending the childcare center.
3. **Rockville Day Care Association, Inc.-Northwest Child Care Center** – Site Director Julie Margel reported that they too are awaiting their NAEYC Accreditation Decision. She is planning for peak enrollment and seeking to hire teaching staff.

IV. **Committee Reports:**

- A. **Waitlist Committee** – Co-chair Jackie Franco reported on the following activity related to the centralized NIH Childcare Waitlist:
 1. Other Federal Employees on the NIH Childcare Waitlist have been notified that the Centers can now offer a space to their children after the Center has gone completely through a birth year list for NIH Fed Employees and Fellows.
 2. A global email will be released on Monday, April 25 to open registration for the preschool children of NIH Contractors to the NIH Childcare Waitlist, with the following stipulations:
 - a. Children must be 36-59 months at time of registration to be eligible; younger siblings will not be allowed to join at this time.
 - b. Parents/legal guardians of eligible children must currently work as an NIH Contractor at an NIH facility in Maryland.
 3. It may be useful in the future to create an infographic specifying NIH employee classification and options for the NIH Childcare Waitlist.
 4. Peak Enrollment has been approved for the Centers to start offering spaces in May for an August start date (3 months in advance).
 5. Co-chair Heather Rogers reported on the Childcare Waitlist data as of March 31, 2022:

- a. There are currently 636 children on the Waitlist.
 - b. 61% of the children on the Waitlist are under the age of 2 years old.
 - c. There are 230 children across all age groups with Immediate Need.
 - d. Of those identified as having Immediate Need, only 38 are preschool-age (37–59 months).
6. The co-chairs reviewed the successful accomplishment of items on the Committee’s Work Plan and identified new goals for next year’s Work Plan, including:
- a. Review impact of engaging Other Federal Employees on the NIH Waitlist.
 - b. Review impact of the implementation of adding NIH Contractors to the NIH Waitlist on preschool spaces.
 - c. Review impact of returning to the physical workspace and the new local remote status on the NIH Waitlist and the Childcare Centers.
 - d. Collaborate with ORS, Childcare Center Directors, and the NIH Wait List Administrator to develop creative solutions and strategies for maximizing the utility and sustainability of the NIH Waitlist for the NIH community.

- B. Subsidy Committee** - Co-chair Tuba Fehr reported that the Subsidy Committee met to discuss developing a proposal to increase the Adjusted Gross Income (AGI) threshold in order to assist more NIH employees. Included in the discussion were questions regarding:
- 1. How to make the case to increase the income threshold. The committee members will consider the number of NIH Federal employees, how many might be eligible for a subsidy, and the budgetary impact increasing the income threshold from \$80,000 to as high as \$150,000.
 - 2. Whether to keep, adjust or eliminate the tiered reimbursement model currently in place.
 - 3. How to maximize the \$5,000 subsidy for current participants in calendar year 2022.
- Ms. Tammie Edwards, Director, DATS, stated that ORS leaders have been briefed on the Committee’s plan of action, and she encouraged them to press ahead and “strike while the iron is hot.” She suggested that the Committee consider a varied timeline for change that includes more than one phase for implementation.

V. Announcements and Adjournment:

Ms. Tammie Edwards reported updates on DATS services as campus re-opens and employees return to the physical workplace, including Shuttle routes and schedules, parking, Food Trucks, cafeteria and concession stand openings, the Credit Union branch offerings, and fitness centers re-opening.

- A. Thursday, April 21 @ 1:00 p.m.: Lunch and Learn Webinar - Collaborative effort with the Adult and Aging Dependent Care Committee (AADCC) – “Resources for Building Independence in Adult Dependents with Developmental Disabilities”
- B. Wednesday, April 27, 10 a.m.-2 p.m. – Prescription Drug Take Back Day – Lot 10-H collection site
- C. Thursday, April 28, 9 a.m. - 4 p.m. - 28th Annual Take Your Child to Work Day – Register at <https://takeyourchildtowork.nih.gov>
- D. May 2 – June 12 – 10K-A-Day Fitness Challenge. Registration opens on April 18 and ends on May 16. <https://fedsgetfitmas.10kaday.com/#/welcome>
- E. Thursday, May 19 @ 1:00 p.m.: Lunch and Learn Webinar - The Importance of Male Role Models and Friendships
- F. Friday, May 20, 7:30 a.m. – 9:30 a.m. – Bike to Work Day - Registration for this event is free by visiting <https://www.biketoworkmetrodc.org/register>
- G. Coming in June: Take a Hike Day

Meeting adjourned at 11:55 AM.

Next meeting of the NIH Child Care Board - Thursday, June 2, 2022, 10:00 AM