



**SAN MATEO COUNTY CHILD CARE PARTNERSHIP COUNCIL
WORKFORCE COMMITTEE
MEETING MINUTES**

**January 24, 2022
Virtual Meeting via Zoom**

CCPC Members Present: Michelle Blakely, Heather Cleary (Chair), Karen Haas-Foletta, Elizabeth Scully, Tina Watts

Members of the Public: Dayna Chung, Sean Gallagher, Margot Grant Gould, Jamie Hui, Mel Kronick, Chet Lexvold, Alyson Suzuki

Staff: Ian Johnson

Minutes: Ian Johnson

1. Call to Order

Heather Cleary called the meeting to order at 9:07 a.m.

2. Action to adopt a resolution finding that, as a result of continuing COVID-19 pandemic state of emergency, meeting in person for the Child Care Partnership Council would present imminent risks to the health or safety of attendees

MOTION: HAAS-FOLETTA / **SECOND:** CHUNG

AYES: Heather Cleary (Chair), Karen Haas-Foletta, Michelle Blakely, Dayna Chung, Sean Gallagher, Margot Grant Gould, Jamie Hui, Mel Kronick, Chet Lexvold, Elizabeth Scully, Alyson Suzuki, Tina Watts

NOES: NONE

ABSTAIN: NONE

3. Action to set the agenda for January 24, 2022 and approve the minutes for the November 15, 2021 meeting

MOTION: CHUNG / **SECOND:** HAAS-FOLETTA

AYES: Heather Cleary (Chair), Karen Haas-Foletta, Michelle Blakely, Dayna Chung, Sean Gallagher, Margot Grant Gould, Jamie Hui, Mel Kronick, Chet Lexvold, Elizabeth Scully, Alyson Suzuki, Tina Watts

NOES: NONE

ABSTAIN: NONE

4. Workforce Updates & Check-In

Heather Cleary/All

Heather Cleary asked for attendees to introduce themselves and provide program updates.

Heather Cleary, CEO of Peninsula Family Service, was excited to announce that Peninsula Family Service's Child Development Associate Program is underway, fostering 15 prospective ECE teachers.

Karen Haas-Foletta, Executive Director, Footsteps Child Care, Inc., related to the group that there has been a lot of COVID-related absenteeism among staff.

Dayna Chung updated the group that Community Equity Collaborative continues its Teacher Pipeline program in partnership with Foothill and Skyline College. Dayna notes that there have been issues with engagement; teachers are experiencing emotional, physical fatigue, exhaustion, and overwhelming feelings. Engagement has been difficult in encouraging teachers to register for

coursework or apply for stipends. The Teacher Pipeline program is learning and adapting to this, and looking for meaningful ways to support and meet students where they are.

Dayna also shared that Community Equity Collaborative is launching Rainbow Kids. The goal of this project is to help inform families on gender identity and expression while children are forming foundational concepts of gender in their early years. This is an effort to create training materials for educators as well as parents of young children. This will provide easily digestible information tailored to the early learning world. These materials were developed in partnership with the San Mateo Pride Center and Gender Justice.

Mel Kronick, Congregation Beth Am in Los Altos Hills, shared that a COVID-19 has really impacted their reach, as a lot of volunteers are no longer available. They are continuing to provide a modest amount of one-on-one software skill training with 4Cs San Mateo County.

Sean Gallagher, Izzi Early Education, agreed that COVID has had a strong impact on their program. Each classroom has experienced closures at some point due to staffing shortage, exposure and absenteeism.

Jamie Hui, Program Services Coordinator/Instructor, Cañada College, updated the group that Cañada College is up and running since August. The majority of classes are now flex (available both online and in person) and faculty are teaching simultaneously. Enrollment has been steady, and Practicum and Child Development are both full. Cañada College is also working on the ELC Stipend program in partnership with the San Mateo County Office of Education.

Alyson Suzuki, Executive Director of Early Learning Support Services, San Mateo County Office of Education, shared that ELSS has been very busy supporting agencies, sites and the community with opportunities and COVID-19 protocols to assist them in this difficult time, when communication and protocols have not always been accessible and clear.

Tina Watts, Skyline College, Child Development Services Coordinator, shared that enrollment at the college has been going well. It is a bit of a different landscape on campus and there is some anxiety on campus concerning COVID exposure. Most instruction is currently online, but Skyline is still determining the best modality suited for their students.

5. South San Francisco Early Care for All Parcel Tax Act

Chet Lexvold

Chet Lexvold, campaign organizer, presented the South San Francisco Early Care for All Parcel Tax Act

The South San Francisco Early Care for All Parcel Tax Act is a ballot initiative campaign for the November 2022 election. Community organizers for social and economic justice, parents, teachers and early care and education workers, plus early care and education advocates from the nonprofit sector make up the coalition behind this campaign.

The three main tenants to the campaign are:

- **To provide free, universal early care and education for all 2.5- to 5-year-olds whose parents or guardians either reside or work in the South San Francisco Unified School District.**
 - South City's existing and affordable public preschool program has a four-year waitlist 700+ families long. Families who don't win a spot in this program can end up paying more than \$20,000/year per child for early care and education.
 - Early care and education reduces racial and income inequities, with proven benefits that lead to higher graduation rates and lower incarceration rates
- **To pay early care and education (ECE) workers a living wage, setting a wage-floor of 230% of minimum wage for the lowest-paid ECE worker.**

- Currently, teachers’ assistants in SSF's public preschool program make minimum wage (\$15.50/hr.), which is not a livable wage in the Bay Area.
- UC Berkeley's Center for the Study of Child Care Employment reports the ECE workforce is one of the most underpaid in the county, comprised almost exclusively of women, 40% of whom are women of color. Wage justice is part of racial and gender justice.
- **To have this tax paid for by taxing corporations.**
 - Universal programs funded by progressive taxation are far more equitable and durable than means-tested programs funded through regressive taxation.

If passed this will be an opt-in program for ECE providers. This measure will create an administrative body to distribute funds, and provide assistance on what the funds can be used for, such as administrative duties and infrastructure. This initiative does prioritize care for 2.5-to-5-year old’s, but if there is enough support and revenue this could be adjusted to 0–5-year old’s. The program will be adaptable over the years and the administrative body will be in control of these decisions.

This ballot measure is currently in the signature collection phase. Six thousand signatures must be collected by June 2022.

For more information please visit www.ece4allssf.org, or email, call or text Chet Lexvold at cllexvold@gmail.com or (651) 380-2764.

The Committee asked for out of classroom time, professional development time, and prep time to be considered when negotiating teacher benefits.

6. Update on New Workforce Grants

Alyson Suzuki

Alyson Suzuki shared information on the CTC Teacher Residency Capacity Grant and CDE Early Education Teacher Development Grant.

- The CTC Teacher Residency Capacity Grant (\$250,000) will provide the resources to explore the TK credential from both the K-12 and early learning fields. SMCOE (ELSS and K12) are exploring this grant opportunity with Alder University, who is a current partner for K12. There are approximately 9,000 four-year-olds in the County. An important element for us to consider is how existing field experience in ECE and permits can be used to meet residency requirements.
- The CDE Early Education Teacher Development Grant (\$1.4 - \$1.5 million) will be focused on the attainment of units and completing degrees. Important components of this grant will be the development of an apprenticeship program, mentorship and providing stipends. At this time, SMCOE has submitted the LOI for the grant, but is awaiting the RFA. These components may change based on the actual RFA. SMCOE is trying to build a workforce pathway that supports teachers from preschool through early grades. CCPC is also about to undertake a wage study to better understand the existing workforce, wage gaps, and help us to build a pipeline.

7. Adjournment

Heather Cleary

Heather adjourned the meeting at 10:16 a.m.

**The next CCPC Workforce Committee meeting is
Monday, March 15, 2021, 9:00 a.m. - 10:15 a.m.**