



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

**March 15, 2021  
Virtual Meeting via Zoom**

**CCPC Members Present:** Heather Cleary (Chair), Karen Alden, Karen Haas-Foletta

**Members of the Public:** Angel Barrios (late), Kristina Brower, Mindy Camacho (late), Leah Catching, Dayna Chung, Patty Hall (late), Jamie Hui, Grace Ihn (late), Mel Kronick, Elisa Magidoff, Tina Watts, Donna Yuriar

**Staff:** Ian Johnson

**Minutes:** Ian Johnson

**1. Call to Order**

Heather Cleary called the meeting to order at 9:04 a.m.

**2. Action to set the agenda for March 15, 2021, and Approval of the Minutes for the November 16, 2020 meeting**

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

**AYES:** Karen Alden, Kristina Brower, Leah Catching, Dayna Chung, Heather Cleary, Karen Haas-Foletta, Jamie Hui, Mel Kronick, Elisa Magidoff, Tina Watts, Donna Yuriar

**NOES:** NONE

**ABSTAIN:** NONE

**3. Workforce Check-In**

All

Heather Cleary gave participants the opportunity to check-in and provide feedback, best practices, and challenges the workforce has experienced with operations, staffing, Covid-19, and vaccination rollouts.

**Vaccinations**

- The workforce is not having any issues with the availability of vaccinations. Although most of the workforce is vaccinated, a portion of the workforce remains unvaccinated by choice.
- There has been a tangible increase in both the stress and anxiety levels of staff working in childcare and high demand for staffing across the workforce. Teachers have difficulty dealing with the isolation children now experience and understanding how to adapt social-emotional development and social interactions when they are separated and practicing isolated play.
- One program had an experience where a site had to close due to transmission between a family and a teacher, both of whom had been vaccinated.
- Another site had to temporarily closed due to staff testing positive for COVID-19, although there has been no spread to children.
- K-12 guidelines have changed to a new protocol, whereas childcare guidelines have not been updated since July. There is a need to advocate for childcare guidelines aligning with K-12.

**Teacher Supports**

- The group talked about various supports being offered to staff. These supports include:

- Additional mental health days in addition to their paid time off
  - Regular check-ins with staff
  - Making sure staff are prepared with the supplies they need
  - Sharing a helpful resource on "For Providers: Questions and Answers on Providing Child Care during Coronavirus"
  - Hazard pay
  - Cost-of-living increases and other forms of raises
  - Working with StarVista to provide wellness training
  - Community Equity Collaborative and Good2Know Network will be hosting "Tapping Into Resiliency: An Online Event for ECE Providers and ECE Students" on March 25
  - Providing tablets preloaded with applications to bridge the technological fluency gap
  - Sharing groups or restorative circles where teachers can be together and share with one another
  - Informing staff about Headspace, a free mental health resource application in San Mateo County
  - An employee assistance program that provides access to counselors and different services.
  - Honoring time off
  - Allowing staff to participate in professional development when sites are closed
- Dayna Chung (Community Equity Collaborative) suggested that this committee find a way to advocate for more mental health resources and take advantage of the industry leaders in this group. They are practicing exemplary strides in prioritizing their staff's wellbeing.
  - Donna Yuriar (San Mateo County Office of Education) suggested finding a way on the county level to show appreciation to everyone open and working through COVID. Suggestions were made to possibly have this coincide with the Week of the Young Child (April 10 – 16).

**4. AB 1073 (Berman) Early Childhood Education Workforce Waiver** Dayna Chung

Assembly Member Berman and the Community Equity Collaborative are reintroducing AB 1073. This bill would remove a financial barrier and incentivize Californians to join the Early Childhood Education (ECE) workforce. Specifically, this bill would establish the Early Childhood Education Workforce Waiver to provide a fee waiver for eight ECE courses for community college students with 12 declared majors related to ECE and child development. The eight courses that are eligible for the fee waiver include: 1) Child Growth and Development, 2) Child, Family, and Community, 3) Introduction to Curriculum, 4) Principles and Practices of Teaching Young Children, 5) Observation and Assessment, 6) Health, Safety, and Nutrition, 7) Teaching in a Diverse Society, and 8) Practicum.

**5. Community College Apprenticeship Program** Kristina Brower/ Tina Watts

Kristina Brower (Skyline College) provided a brief update on the Dual Enrollment Program at Oceana High School. Skyline College's Dual Enrollment Program focuses on providing high school students who may not already be college-bound or who are underrepresented in higher education the opportunity to earn high school and college-level credit at no financial cost to them. The program provides high touchpoints to develop seamless pathways from high school to community college for career technical education or preparation for transfer to four-year universities, improving high school graduation rates, and assisting high school pupils to achieve college and career readiness. The Fall offering will be Early Childhood Education 212: Child, Family & Community. The Spring offering will be Early Childhood Education 210: Early Childhood Principles. There is also an Adult Education Program provided through

