



WORKFORCE COMMITTEE MEETING AGENDA

Monday, March 21, 2022, 9:00 – 10:15 a.m.

Meeting will be conducted via Teleconference Only

Website Link: <https://smcoe.zoom.us/j/92952651857?pwd=OGsrZE5TczdNZDJweERSa1lmSHZsZz09>

Meeting ID: 929 5265 1857 Passcode: 618939

Dial-In Option: 1-669-900-9128

On September 16, 2021, the Governor signed AB 361, which amended certain provisions of the Ralph M. Brown Act (Government Code section 54950, *et seq.*) to allow for local agency legislative bodies to conduct their meetings remotely either telephonically or by other electronic means under specified circumstances. Thus, pursuant to Government Code section 54953(e), the San Mateo County Child Care Partnership Council Workforce Committee meeting will be conducted via remote conferencing.

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| Call to Order | Heather Cleary |
| 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’s Workforce Committee would present imminent risks to the health or safety of attendees
<i>ATTACHMENTS 1A AND 1B</i> | Heather Cleary
<i>ACTION ITEM</i> |
| Approval of March 21, 2022 Workforce Committee Meeting Agenda and Meeting Minutes for January 24, 2022
<i>ATTACHMENT 2</i> | Heather Cleary
<i>ACTION ITEM</i> |
| Item #1: Welcome & Check-in | Heather Cleary |
| Item #2: Discussion of Scalability of Peninsula Family Service’s CDA program | Heather Cleary |
| Item #3: Update on SMCCCD Apprenticeship Program | Tina Watts |
| Item #4: Discussion of CCPC Priorities for County’s ARPA Funding | Sarah Kinahan |
| Item #5: Discussion of Possible Legislation for Community College Fee Waivers | Karen Alden |
| Item #6: Other Workforce Updates | Heather Cleary |
| Adjournment | Heather Cleary |

*The next Workforce Committee meeting is
Monday, May 16, 2022: 9:00 a.m. to 10:15 a.m.*

Date: March 21, 2022

To: San Mateo County Child Care Partnership Council Workforce Committee

From: Sarah Kinahan, CCPC Coordinator

Subject: Resolution to make findings allowing continued remote meetings under Brown Act

RECOMMENDATION:

Adopt a resolution finding that, as a result of the continuing COVID-19 pandemic state of emergency declared by Governor Newsom, meeting in person for the San Mateo County Child Care Partnership Council Workforce Committee would present imminent risks to the health or safety of attendees.

BACKGROUND:

On June 11, 2021, Governor Newsom issued Executive Order N-08-21, which rescinded his prior Executive Order N-29-20 and set a date of October 1, 2021 for public agencies to transition back to public meetings held in full compliance with the Brown Act. The original Executive Order provided that all provisions of the Brown Act that required the physical presence of members or other personnel as a condition of participation or as a quorum for a public meeting were waived for public health reasons. If these waivers had fully sunset on October 1, 2021, legislative bodies subject to the Brown Act would have to contend with a sudden return to full compliance with in-person meeting requirements as they existed prior to March 2020, including the requirement for full physical public access to all teleconference locations from which board members were participating.

On September 16, 2021, the Governor signed AB 361, a bill that formalizes and modifies the teleconference procedures implemented by California public agencies in response to the Governor's Executive Orders addressing Brown Act compliance during shelter-in-place periods. AB 361 allows a legislative body to continue to use teleconferencing under the same basic rules as provided in the Executive Orders when certain circumstances occur or when certain findings have been made and adopted by the legislative body.

AB 361 provides that Brown Act legislative bodies must return to in-person meetings on October 1, 2021, unless they choose to continue with fully teleconferenced meetings because a specific declaration of a state or local health emergency is appropriately made. AB 361 allows legislative bodies to continue to conduct virtual meetings as long as there is a gubernatorially-proclaimed public emergency in combination with (1) local health official recommendations for social distancing or (2) adopted findings that meeting in person would present an imminent risk to health or safety of attendees. AB 361 became effective on October 1, 2021 and will sunset on January 1, 2024.

AB 361 also requires that, if the state of emergency remains active for more than 30 days, the legislative body must make findings by majority vote every 30 days to continue using the bill's exemption to the Brown Act teleconferencing rules. The findings demonstrate the need for teleconferencing persists due to the nature of the ongoing public health emergency. Effectively, this means that legislative bodies must either agendaize a Brown Act meeting once every thirty days to make these findings, or, if a legislative body has not made such findings within the prior 30 days, the legislative body must re-adopt the initial findings if it wishes to conduct a remote meeting.

DISCUSSION:

California Department of Public Health and the federal Centers for Disease Control and Prevention ("CDC") caution that the Delta variant of COVID-19, currently the dominant strain of COVID-19 in the country, is more transmissible than prior variants of the virus, may cause more severe illness, and that even fully vaccinated individuals can spread the virus to others resulting in rapid and alarming rates of COVID-19 cases and hospitalizations (<https://www.cdc.gov/coronavirus/2019-ncov/variants/delta-variant.html>).

On September 28, 2021, in the interest of public health and safety, as affected by the state of emergency caused by the spread of COVID-19, the Board of Supervisors issued a finding that meeting in person would present imminent risks to the health or safety of attendees, and decided to invoke the provisions of AB 361 related to teleconferencing for Board meetings. The Board also strongly encouraged other County legislative bodies to make a similar finding and continue meeting remotely through teleconferencing; and

Accordingly, we recommend that the San Mateo County Child Care Partnership Council Workforce Committee avail itself of the provisions of AB 361 allowing continuation of online meetings by adopting findings to the effect that conducting in-person meetings would present an imminent risk to the health and safety of attendees. A resolution to that effect and directing staff to take such other necessary or appropriate actions to implement the intent and purposes of the resolution, is attached hereto.

FISCAL IMPACT:

None

RESOLUTION FINDING THAT, AS A RESULT OF THE CONTINUING COVID-19 PANDEMIC STATE OF EMERGENCY DECLARED BY GOVERNOR NEWSOM, MEETING IN PERSON FOR THE SAN MATEO COUNTY CHILD CARE PARTNERSHIP COUNCIL WORKFORCE COMMITTEE WOULD PRESENT IMMINENT RISKS TO THE HEALTH OR SAFETY OF ATTENDEES

WHEREAS, on March 4, 2020, pursuant to Government Code section 8550, et seq., Governor Newsom proclaimed a state of emergency related to the COVID-19 novel coronavirus, and subsequently, the San Mateo County Board of Supervisors (“Board”) declared a local emergency related to COVID-19, and the proclamation by the Governor and declaration by the Board remain in effect;

WHEREAS, on March 17, 2020, Governor Newsom issued Executive Order N- 29-20, which suspended certain provisions in the California Open Meeting law, Government Code section 54950, et seq. (the “Brown Act”), related to teleconferencing by legislative bodies, provided certain requirements were met and followed; and

WHEREAS, on June 11, 2021, the Governor issued Executive Order N-08-21, which extended provisions of Executive Order N-29-20 that waive otherwise-applicable Brown Act requirements related to remote/teleconference meetings by legislative bodies through September 30, 2021; and

WHEREAS, on September 16, 2021, Governor Newsom signed AB 361 into law, and AB 361 provides that a legislative body subject to the Brown Act may continue to meet without complying with the otherwise-applicable requirements in the Brown Act related to remote/teleconference meetings by legislative bodies, provided that a state of emergency has been declared and the legislative body determines that meeting in person would present imminent risks to the health or safety of attendees, and provided that the legislative body makes such finding at least every thirty (30) days during the term of the declared state of emergency; and bodies, provided that a state of emergency has been declared and the legislative body determines that meeting in person would present imminent risks to the health or safety of attendees, and provided that the legislative body makes such finding at least every thirty (30) days during the term of the declared state of emergency; and

WHEREAS, California Department of Public Health and the federal Centers for Disease Control and Prevention (“CDC”) caution that the Delta variant of COVID-19, currently the

dominant strain of COVID-19 in the country, is more transmissible than prior variants of the virus, may cause more severe illness, and that even fully vaccinated individuals can spread the virus to others resulting in rapid and alarming rates of COVID-19 cases and hospitalizations (<https://www.cdc.gov/coronavirus/2019-ncov/variants/delta-variant.html>); and

WHEREAS, on September 28, 2021, in the interest of public health and safety, as affected by the state of emergency caused by the spread of COVID-19, the Board issued a finding that meeting in person would present imminent risks to the health or safety of attendees, and decided to invoke the provisions of AB 361 related to teleconferencing for meetings of the Board; and

WHEREAS, the Board also strongly encouraged other County legislative bodies to make a similar finding and continue meeting remotely through teleconferencing; and

WHEREAS, the San Mateo County Child Care Partnership Council Workforce Committee has an important governmental interest in protecting the health, safety and welfare of those who participate in its meetings; and

WHEREAS, in the interest of public health and safety, as affected by the emergency caused by the spread of COVID-19, the San Mateo County Child Care Partnership Council Workforce Committee finds that meeting in person would present imminent risks to the health or safety of attendees, and the San Mateo County Child Care Partnership Council Workforce Committee will therefore invoke the provisions of AB 361 related to teleconferencing for meetings of the San Mateo County Child Care Partnership Council.

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that

1. The recitals set forth above are true and correct.
2. The San Mateo County Child Care Partnership Council Workforce Committee finds that meeting in person would present imminent risks to the health or safety of attendees.
3. Staff is directed to take such other necessary or appropriate actions to implement the intent and purposes of this resolution.



**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.**