



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

**May 17, 2021
Virtual Meeting via Zoom**

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

Members of the Public: Dayna Chung, Donna Yuriar

Staff: Ian Johnson

Minutes: Ian Johnson

1. Call to Order

Heather Cleary called the meeting to order at 9:08 a.m.

2. Action to set the agenda for May 17, 2021, and Approval of the Minutes for the March 15, 2021 meeting

MOTION: HAAS-FOLETTA/ SECOND: ALDEN

AYES: Karen Alden, Dayna Chung, Heather Cleary, Karen Haas-Foletta, Donna Yuriar

NOES: NONE.

ABSTAIN: NONE.

MOTION APPROVED.

3. Review of the Center for Study of Child Care Employment

Karen Alden

Karen Alden discussed an article Center for Study of Child Care Employment, *"How States can use ARPA Funds to Increase Pay and Benefits to the Child Care Worker."* Karen would like the Workforce Committee and the CCPC to review these ideas, think about the best ways to advocate for this work, and get these recommendations in front of DSS, the Governor's office, and legislators who can impact these decisions. There were several recommendations, although Karen believes that some of them have already been advocated for and would like to draw attention to Recommendation #1.

Recommendation 1: Ensure federal child care relief funds reach individual early care and education staff in the form of direct cash payments.

Require a portion of program grants to be applied to employee compensation.

- **Premium pay:** Payment for all staff members (including teaching staff, directors, cooks, janitors, and family child care assistants) above their base pay for the duration of the grant or until funds are exhausted. Premium pay is sometimes referred to as hazard or hero pay. We recommend that at a minimum, the size of the increase be the gap between the median state child care worker wage and the living wage for a single adult or at least \$3 per hour, whichever is greater.
- **Retention and recruitment allowances:** A flat rate to be paid one time for current staff or one time at the time of hire for new staff in recognition of service and hardships resulting from the COVID-19 crisis. Ideally, allowance amounts would be no less than \$2,400 per person.
- **Family child care providers** should explicitly be eligible to utilize the above compensation supports for themselves, in addition to providing them for their staff.

Recommendation 2: Ensure health coverage and guaranteed paid leave of at least two weeks for all staff working in regulated early care and education programs.

- **Provide resources to assist with health insurance premiums**
- **Cover at least 14 days of absence**

Recommendation 3: Adjust eligibility requirements for public safety net programs utilized by early childhood personnel until the period when all state ARPA funds related to child care are liquidated.

Recommendation 4: Prioritize equitable distribution of funding to programs located in communities with the most need, which have been impacted most acutely by this pandemic.

Recommendation 5: Improve systems administration and technical assistance to facilitate accessible, simple application processes.

Recommendation 6: Establish essential, yet simple data collection protocols to examine the utilization and impact of ARPA funding in order to inform future policies and resource allocation.

Recommendation 7: Prohibit the use of quality ratings as a determining factor for eligibility to receive ARPA funds or to condition levels of payment.

Karen also reported that the Urban Institute did a research report in February 2021, which involved interviewing experts around the country to establish a menu of policy options for pandemic workforce recovery. This report also had recommendations that aligned with providing the workforce with direct funding.

The group shared a fear of wages being raised based on initiatives. These are temporary funds, meaning the fix would only be temporary and lead to destabilization and a decrease in wages later.

Karen asked that we temporarily take the initiative and take advantage of this funding and look forward toward long-term, sustainable, stabilized wages.

Heather Cleary suggested that we review the May Revise and stressed the importance of determining whether the Governor has already accounted for this funding in the revise. Heather will reach out to Nina to determine if the ARPA funding was included in the May Reivse.

Dayna Chung suggested inviting Marcy Whitebook / Ashley Williams and possibly someone from The Urban Institute to speak on behalf of this advocacy to the CCPC.

4. Identify Professional Development Topics Needed in 2021-22 **Heather Cleary**

Heather Cleary led a brief discussion on Professional Development Topics Needed in 2021-22.

Karen Alden suggested structuring professional development to help teachers transition to universal TK care, reinforcing them and providing them with the information they need to receive a warm handoff.

5. Other Considerations **Heather Cleary**

The Committee also suggested using recovery funds to invest in job development personnel for the workforce, a specific position dedicated to recruiting the workforce and securing employment prospects.

6. Adjournment **Heather Cleary**

Heather adjourned the meeting at 10:15 a.m.

**The next CCPC Workforce Committee meeting is
Monday, June 21, 2021, 9:00 a.m. - 10:15 a.m.**