1. Call to Order

Heather Cleary called the meeting to order at 9:06 a.m.

2. Action to set the agenda for June 27, 2022 meeting and approve meeting minutes for April 18, 2022 and May 2, 2022

MOTION: HAAS-FOLETTA / SECOND: CLEARY
AYES: Ann Carzon, Heather Cleary, Denise Corvino, Alyce Derossiers, Karen Haas-Foletta, Charles Hansen, Jamie Hui, Mel Kronick, Chet Lexvold, Meagan Vincent
NOES: NONE
ABSTAIN: NONE

3. Welcome & Check-In

Heather Cleary welcomed everyone to the meeting and asked people to introduce themselves. Meagan introduced herself as the Director for a new preschool at The Carey School.

4. Update on San Francisco’s Child Care Compensation Initiative

Denise Corvino

Denise began with an update that San Francisco now has a Department of Early Childhood which is a combination of First 5 San Francisco and the former Office of Early Care and Education. The new department is part of the Mayor’s Office.

Denise then shared information on San Francisco’s Proposition C that passed in 2018. This permanent new tax measure was supported by a broad range of advocates and funds the following:
1) Subsidies for low-income families
2) Subsidies for infant-toddler care for middle income families
3) Workforce compensation and benefits
4) Programs to support the well-being of children and families

The Workforce Compensation funds will be distributed in the form of operating grants to programs in the higher tiers (based on a 10-element evaluation) beginning in October 2022. For teachers working at city-funded programs in the lower tiers, they can apply for an individual stipend (CARES 3.0). Through the initiative they have good collaboration with family child care, as well as centers. They are using the ECE Workforce Registry to track individual teachers. They have set their base at a “living wage” of $28/hour based on the MIT Living Wage Calculator for 1 adult with 0 children. They also considered pay parity with certified PK/TK teachers in the SFUSD. They are addressing wages first; then future funding will support benefits and lastly working conditions. The stipends are intended to reward credit and degree attainment.
5. Next Steps on Workforce Advocacy with the County

Sarah Kinahan

Sarah shared on update on advocacy with the County for use of American Rescue Plan Act (ARPA) funds to support the ECE workforce. Several community members attended the Board of Supervisors meeting on May 17, where the Board was making initial decisions about the second tranche of ARPA funds, to speak to the need to use funds to support our workforce. Several supervisors directed County staff to research the issue. Subsequently, the County Executive’s Office reached out to several stakeholders to gather information. Tina from Skyline also met with NOVAworks to talk about the new ECE apprenticeship. The Workforce Committee reiterated the need for a countywide, County-funded, ECE Workforce Initiative and stands ready to support these efforts.

The group also discussed other potential lines of advocacy related to teacher housing and ensuring that preschool teachers be included when teachers are given preference in new (affordable) housing developments.

6. Update on “Early Care & Education for All South San Francisco”

Chet Lexvold

Chet from the ECE4All Ballot Initiative returned to give an update. They have gathered and submitted enough signatures to be placed on the ballot in South San Francisco. The City Council has until November 2024 to get it on a ballot; ECE4All is encouraging advocacy with the City to include on the November 2022 ballot. They need >50% to pass.

The measure would make funds available to any ECE program in the South San Francisco Unified School District boundaries that opts in to the program. Both licensed and license-exempt ECE programs will be eligible. Initially, they prioritize funding for 2.5 – 5 year olds, but funds can support infant/toddler. The funds are intended to make child care/preschool free for parents and pay at least 230% of minimum wage to staff. They determined the base salary amount based on a number of living wage calculators. The funds will have an administrative organization that will determine the program details.

7. Other Workforce Updates

All

The committee talked about the state’s Rate and Quality Workgroup which has been moving in a good direction to support higher base pay for all ECE workers.

The committee would like more information on how expanding PreK/TK in other regions has pulled teachers from the infant/toddler workforce, i.e. New York.

Tina provided an update on the Apprenticeship program which will launch in the Fall with 10 new community college students. The community colleges are not yet brining in community partners; the salary scale has been a sticking point that still needs to be resolved.

8. Adjournment

Heather Cleary

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

The next CCPC Workforce Committee meeting is September 19, 2022