



WORKFORCE COMMITTEE MEETING AGENDA

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 meeting will be conducted via remote conferencing.

Monday, November 15, 2021, 09:00 a.m. – 10:15 a.m.

Website Link:

<https://smcoe.zoom.us/j/99321042085?pwd=QTZtYWRSdWlna0h0WDdxcDARZ21ldz09>

Meeting ID: 993 2104 2085

Passcode: 101

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 November 15, 2021 Workforce Committee Meeting Agenda and Meeting Minutes for September 20, 2021 <i>ATTACHMENT 2</i>	Heather Cleary
Item #1: Workforce Updates and Check-in	Heather Cleary
Item #2: Developing Key Talking Points on ECE Workforce	Heather Cleary
Adjournment	Heather Cleary

*The next Workforce Committee meeting is
Monday, January 24, 2022: 9:00 a.m. to 10:15 a.m.*

Date: November 15, 2021

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On June 11, 2021, Governor Newsom issued Executive Order N-08-21, which rescinded his prior Executive Order N-29-20 and set a date of October 1, 2021 for public agencies to transition back to public meetings held in full compliance with the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**

**September 20, 2021
Virtual Meeting via Zoom**

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

Members of the Public: Angel Barrios, Leah Catching, Dayna Chung, Alyce Derosiers, Patty Hall, Jamie Hui, Luther Jackson, Mel Kronick

Staff: Sarah Kinahan

Minutes: Sarah Kinahan

1. Call to Order

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

2. Action to set the agenda for September 20, 2021 and approve the minutes for the June 21, 2022 meeting

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

AYES: Angel Barrios, Leah Catching, Dayna Chung, Heather Cleary, Alyce Derosiers, Karen Haas-Foletta, Patty Hall, Jamie Hui, Luther Jackson, Mel Kronick

NOES: NONE

ABSTAIN: NONE

3. Workforce Updates and Check-In

Heather Cleary

A number of programs reported on vacant positions at their agencies that are impacting service delivery. Footsteps Child Care has five open positions, Izzi Early Education has 16 vacancies, Peninsula Family Service has 14 vacancies. Jamie Hui shared that position announcements can be shared through Cañada College's Education & Human Development Google Group and their Career Center.

Mel Kronick provided an update on Congregation Beth Am's partnership with Learning Home Volunteers, a non-profit organization working to address the kindergarten-readiness gap by providing weekly tutoring to preschool-age children.

Alyce Derosiers shared information about her organization, the Institute for Families and Nannies. While data on this workforce segment is sparse, she had 90 nannies participate in job training in 2020 and is launching three courses designed for nannies with Foothill College, with a target of 40 students. Nannies participating in her programs are primarily women of color and make a range of \$15-35/hour. A quick search of Care.Com revealed 600 people within 10 miles of Redwood City looking for work as a nanny.

4. Early Learning and Care Teacher Stipend Program Update

Sarah Kinahan

Sarah shared the results of the 2020-21 Teacher Stipend Program. Stipends were awarded to 203 ELC teachers for an average amount of \$1,097/teacher. The 2021-22 Teacher Stipend Program will transition to Edirle Menezes, SMCOE's manager for Quality Counts San Mateo. The applications for 2021-22 will open on September 24 and remain open through December 17.

5. NOVAworks and ELC Workforce Development

Luther Jackson

Luther Jackson, Program Manager for NOVAworks, shared information about how his organization is working with San Mateo County’s Recovery Initiative. NOVA is convening stakeholders to create equitable career mobility for workers in San Mateo County, as part of “Building Back Better.” They have learned that child care is essential for getting people back to work, along with other infrastructure like housing, transportation, and basic income. Child care was the number one need identified in a survey of participants at one of the County’s Economic Recovery Roundtables. NOVA is interested in connecting workers to resources to meet their basic needs, connecting people to opportunities for skill development, including small business skills, and apprenticeships, and helping people navigate their career search and pathways. NOVA is advocating for large investments to be able to do Workforce Development at the scale that is needed. They anticipate taking a funding request to the County Board of Supervisors in the Fall. Currently, the majority of their funding is federal with narrow allowable uses.

He sees early care and education careers as appealing to workers who are changing careers and want to do “meaningful work.” To help job seekers navigate careers in ECE, NOVA needs to know entry-level requirements and career ladders in ECE and opportunities for apprenticeships across the region. He’d like to work with experts in ECE to engage in a design process to pilot and iterate on services NOVA offers and what is needed in the community. He shared that low wages in ECE are a barrier to directing people to careers in the field.

6. Discussion: How could ARPA Relief Funds support ELC Workforce Development in San Mateo County?

Heather Cleary

Insights from the committee members:

- Enrollment in community college dropped most among non-English speakers and economically vulnerable students; however, ECE enrollment has not dropped as much as it has overall.
- Advisors are hearing from many people who’d like to start their own family child care.
- People entering the ECE field need a guaranteed basic income.
- Need to remember that ARPA is one-time. Rate reform is essential for raising wages long-term.
- The colleges need help setting the right pay scale for the apprenticeship program with an appropriate basic minimum wage and a scale that will be realistic for a variety of program types. They have identified a need to have a funding source to supplement what employers can pay – this may be a good use of ARPA funds. They will be piloting a fee scale when launching the apprenticeship program in their child development centers.
- We need to do better at communicating the multitude of pathways for people who are interested in working with children.

The group also briefly discussed the approach that different programs are taking to vaccines for staff. Many programs will be mandating vaccines for staff, but they are worried about losing a handful of staff due to the mandate. It is unknown if family child care, providers receiving vouchers, and Licensing will require vaccines at some point.

7. Adjournment

Heather Cleary

Heather adjourned the meeting at 10:14 a.m.

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