



PDAC FINANCIAL SUPPORTS COMMITTEE

Tuesday June 6, 2017

Telnet

1:00am – 2:30 pm

Minutes

In attendance: Debbie Rogers-Jaye, Laurie Rhoades, Amanda Cardin, Alethia Travis, Julie Lindstrom, Cindy Mahr, Jill Bella & Rebecca Livengood

Agenda

Welcome – Debbie Jaye and Laurie Rhodes, co-chairs

- Co-chairs welcome committee members and thanked them for their patience as we struggled to set meeting times this spring.

Review and Approve Minutes from January meeting

- Amanda motions to approve January minutes, Cindy seconded
- The minutes passed as presented

Committee Introductions

- Co-chairs asked each committee member to introduce themselves and share something they have been experiencing or working on over the past couple months.
- Alethia – shared that her program is experiencing changes with CPS transferring into DFSS.
- Amanda – shared she has full enrollment for the summer, and just renewed her IDC III.
- Cindy – has a staff meeting this evening to begin the work to renew NAC accreditation.
- Jill – McCormick developed a website called LEAD <http://mccormickcenter.nl.edu/?s=L.E.A.D> the provides information on different states and how they are doing QRIS and administration.
- Laurie – just went through NAEYC accreditation visit and is waiting for the results
- Rebecca – Just released the Vroom activity books in Spanish and the inventory has been depleted.

Discussion on Cindy Mahr's chart

- Used in the past to explain to staff that even though it appears as a bonus, in the end it does actually increase their wage.
- Is there a way to inform directors to use this information when counseling staff on whether to leave a program or not.
- Is this prorated to your part time hours or is the wage supplement the same whether you work part time or full time? Great START is prorated by 3 different hour break downs. See the chart below found in the Great START FAQ online at <http://www.ilgateways.com/index.php/financial-opportunities/great-start/fag>

What does it mean if my check will be "prorated?"

Applicants who work less than an average of 30 hours a week will receive wage supplement payments at a prorated amount. Please refer to the table below for the prorated wage supplement amounts.

Great START Wage Supplement

Scale Levels Working 15–19 Hours a Week Working 20–24 Hours a Week Working 25–29 Hours a Week

Great START Wage Supplement Scale Levels	Working 15–19 Hours a Week	Working 20–24 Hours a Week	Working 25–29 Hours a Week
1	\$37.50	\$75.00	\$112.50
2	\$56.25	\$112.50	\$168.75
3	\$93.75	\$187.50	\$281.25
4	\$131.25	\$262.50	\$393.75
5	\$168.75	\$337.50	\$506.25
6	\$206.25	\$412.50	\$618.75
7	\$243.75	\$487.50	\$731.25
8	\$300.00	\$600.00	\$900.00
9	\$393.75	\$787.50	\$1181.25
10	\$487.50	\$975.00	\$1462.50

- What is the minimum number of hours needed to work? Work a minimum average of 15 hours or more per week on a continuous employment basis (includes work and benefit time)
- The break down is somewhat insulting, and heart breaking if you compare it to the education levels.
- Do we break it down monthly? Instead of hourly.
- How do we look at this and present it to directors in a useful way.
- As minimum wage increases, what will this do to Great START?
- Chicago is at \$11.00 per hour and the rest of the state at \$8.25 per hour.
- Maybe look at this monthly, or bi-weekly.
- The tool is to be used with Director's to maintain staff.
- Chicago– when would they be up to \$15.00? July 1 believe it goes up to \$11. And it was a 5 year initiative, so maybe it increases a \$1 per year.
- When your minimum wage increases do your higher paid positions increase too? Yes, across the board. Somewhat to remain competitive.
- The minimum wage increase raises many issues when trying to compensate
- **Action:** Cindy will go back and create this chart by monthly and bi-weekly and bring it back to the committee (see attached chart below)
- **Action:** Rebecca to discuss with Toni the use of a piece like this in an info graphic format for Director's.
- **Action:** follow up on this piece at the next meeting.

Infographics update from WFD Committee

- Julie Lindstrom – reporting on Workforce and Development Committee and their work on the infographics.
- Created 3 infographics – 2015 & 2016
- They started on a new infographic Compensation Parity in the fall of 2016.

- Showed US department of Labor expects growth in child care field and in tandem with Early Learning Council presented 3 steps to create parity.
 - Entry level salary of \$15 per hour
 - Salary of \$17 per hour – parity with Head Start
 - Salary of \$24 per hour – parity with Public School teachers
- Have online but have not released to a larger group.
 - 1. Should we combine information, or let WFD move ahead using the lens of compensation parity.
 - 2. At Higher Education Forum – information was shared about out migration, students leaving Illinois and going to out of state institutions. WFD is thinking of presenting an info graphic about what that would mean for the ECE field in Illinois.
- Do we need to relook at our parity recommendations based on Illinois increasing minimum wage? Should we actually be higher than minimum wage based on qualifications?
- Should we look at a percentage over minimum wage?
- There are currently very high requirements on those receiving assistance from the state. With very little extra funding provided to meet those requirements.
- Next WFD meeting will be in late summer and Julie will report back as a liaison between the two committees.

RTT Education Reimbursement

- See draft summary report below
- Huge number of those that used to get transcripts
- The numbers under the final survey are very impacting, and we encourage the use of this information.

Joyce Weiner, Ounce of Prevention Fund - state landscape

- Governors childrens cabinet – early work force as a priority
- 3 bills that are important to Early Learning
 - HB3167 – backed by SEIU – passed both chambers but only with democratic votes (no republicans voted for it, mainly because it was a union supported bill). It requests to amend the public aid code, asks DHS to do a study on a regular basis 1 every 3 years, to look at early childhood workforce. 1 goal is to determine compensation levels that are sufficient to attract, support and maintain a workforce. This would be how DHS sets reimbursement rates. They will look to send ELC compensation report to Governor’s Office as well as to the lobbyists to help encouraging the Governor’s signature for this. DHS is not supportive of this bill mainly because it costs \$40,000 - \$50,000 and they already do Salary & Staffing and Market Rate. Keep an eye on this bill to see if Governor signs it.
 - HB 3213 – passed both chambers, and fully bi-partisan – This bill covers families that are using CCAP for education and/or training that are not on TANF. It will set aside \$37 million in FY 18 for DHS to be able to cover CCAP for these families.
 - SB81 – This will increase minimum wage – Governor has said he will veto this. Will impact both providers and families, by increasing the minimum wage to \$9 in 2018 and goes up an \$1/hr each year until \$15/hr by 2022.
 - Need to think about families and their ability to access subsidized care. How do we lessen the cliff? How many families would this impact?

- Need to think about our providers accessing programs like Great START and Scholarship.
- Need to think about what this does to compensation parity if what we are asking for is now minimum wage.
- Look up bills – <http://www.ilga.gov/> home page on left hand side you can enter a bill number.
- Meeting adjourned

Next Committee Dates: We need to set FY 18 meeting dates

- **Look for dates in FY 18**
- **Next PDAC meeting September 15th**



What impact on **income** does the Great START wage supplement actually have? The following chart illustrates the **increase** that would happen for a full-time employee, if the supplement was distributed differently:

Great START Level:	Amount 2x per year	Would be: Monthly	Would be: Bi-Monthly	Would be: Weekly
2	225.00	37.50	18.75	8.65
3	375.00	62.50	31.25	14.42
4	525.00	87.50	43.75	20.19
5	675.00	112.50	56.25	25.96
6	825.00	137.50	68.75	31.73
7	975.00	162.50	81.25	37.50
8	1200.00	200.00	100.00	46.15
9	1575.00	262.50	131.25	60.58
10	1950.00	325.00	162.50	75.00

Race to the Top-Early Learning Challenge

Education Reimbursement Initiative- Summary

Developing a qualified and diverse early childhood workforce has been a high priority of Illinois' Race to the Top-Early Learning Challenge Grant, including the identification of effective strategies to support professionals, particularly in critical areas of need such as bilingual and infant-toddler teachers. By repurposing unspent funds from other project areas, the Governor's Office for Early Childhood Development, in partnership with the Illinois State Board of Education and the Illinois Network of Child Care Resource and Referral Agencies (INCCRRA), developed a time-limited education reimbursement program. This initiative focused on supporting early care and education (ECE) professionals who may have experienced barriers to increasing their qualifications through education and reaching their next degree or credential. The project took a fresh look at barriers, including those associated with unpaid student debt.

With an allocation of \$250,000, this initiative invited applications from early care and education professionals in all types of settings (Preschool for All, Head Start, licensed child care centers and homes) for reimbursement for tuition, fees, or outstanding student debt. The following priority groups were identified:

- PFA teacher assistants pursuing a degree that will lead to a Professional Educator License with a bilingual or ESL endorsement;
- Individuals pursuing Gateways credentials (with special mention of infant toddler)
- Individuals participating in a cohort sponsored by a IHE or local collaboration

Applications were accepted from January through April 2017, with reimbursements to be issued no earlier than June 2017. Due to the overwhelmingly positive pre-implementation feedback, once the applications were available, no formal notice was shared, but the initiative was shared and spread through cost efficient conduits such as public meetings, higher education faculty, web postings, etc.

RESULTS

Preliminary results from the 295 applicants shows a total request of over \$660,000. Though this number is still being reconciled, the total request will still far exceed the allocated amount.

Priority Groups

1. Nearly 26% of applicants indicated this support was needed to advance their Gateways Credential, with approximately 33% of those requests specifically indicating the need to advance their Gateways Infant Toddler Credential.
2. Over 8% of applicants indicated this support was needed to pursue the Professional Educator License in Early Childhood Education and/or English as a Second Language (ESL) Endorsement, with approximately 56% of those requests specifically indicating the need to gain their ESL endorsement.

3. The majority, approximately 66% of applicants, indicated this support was needed for degree completion. Specifically, 37% for Associate degree completion, 48% for Bachelor degree, and 15% for Master degree.

From the survey included in the application, the following are additional items collected with respondents understanding that more than one reason could be chosen to accurately capture their perspective.

Of 295 responses given:

- Approximately 25% of respondents were participating in a cohort organized by either a college or local Child Care Resource and Referral agency
- Approximately 97% of respondents indicated this would help them to (re)enroll in ECE/CD coursework
 - Approximately 55% at a community college
 - Approximately 70% at a university
- Approximately 95% of respondents indicated this would help them to advance their Gateways Credential
- Approximately 72% of respondents indicated they would be able to move up on the Great START Wage Supplement Scale
- Approximately 91% of respondents indicated they would be able to receive their official transcript