



**PDAC FINANCIAL SUPPORTS COMMITTEE**

**Tuesday April 3, 2018**

**Telnet - 1:00 pm – 2:30 pm**

**Minutes**

In attendance: Debbie Rogers-Jaye, Laurie Rhodes, Bob Hughes, Gail Nelson, Marcy Mendenhall, Jill Bella, Alethia Travis, Bob Hitchen, Laura Rios, Rebecca Livengood

**Members introduced themselves**

**Review and Approve Minutes from February Meeting** - Three typos were shared and revised in the minutes. Minutes were approved.

**Financial Supports Strategic Plan 2018-2021 Review and approval of Goals and Objectives**

Goals and Objectives were presented to the committee and then thoughts and possible revisions are noted under each Goal.

**THIRD DRAFT (revised after Steering 3/21/18)**

Goal 1: Advance identified recommendations from the Achieving Compensation Parity Report

- Objective 1: Recommend tax incentives as one means to engage the business community
- Objective 2: Adjust local and state rates, contracts and financial incentives to achieve compensation parity
- Objective 3: Review and recommend 80% of all rate enhancements and quality incentives, regardless of funding source, be budgeted for compensation.

**Thoughts -**

For objective 3 an anticipated question will be how will we verify that it happens? As part of the Action Steps include clarification that a certification process with some percentage of auditing could be used.

Goal 2: ~~Monitor the political climate to~~ identify advancement opportunities supporting workforce compensation strategies using intentionality with existing funding and new or increased funding.

- Objective 1: Analyze program specifics within Great START and Gateways Scholarship and prioritize incentives targeted to programs who meet ExceleRate staff requirements.
- Objective 2: Explore other statewide initiatives for opportunities to increase compensation, scholarship and education reimbursements.

**Thoughts –**

There is cost modeling work happening at OECD around Gold ExceleRate programs, and the City is doing cost modeling work. In a better climate we could advance a discussion about this. This committee could recommend a raise to tired reimbursement when the timing is right or look at programs that are reaching compensation parity and provide higher tiered reimbursement.

Is identifying the main goal or is monitoring the political climate the main goal? Could we shift this Goal to make it clear that identifying is the higher priority? Possible revise goal to - Identify advancement opportunities supporting workforce compensation strategies using intentionality with existing funding

and new or increased funding and monitor the political climate to be ready. Or take monitoring out of the goal and make it an action step. The committee would like to remove the monitoring out of the goal and make it an action step under objective 2.

Goal 3: Identify potential and future ~~federal~~ workforce funding opportunities

- Objective 1: Strengthen the workforce through additional federal programs and other innovative initiatives designed to reduce or eliminate Student Loan Forgiveness debt.
- Objective 2: Research potential financial and revenue streams identified in the Transforming the Financing of Early Care and Education Report and Power to the Profession as well as other sources.
- Objective 3: Explore multiple state models for uses of federal resources and funding.

**Thoughts:**

The committee agreed to remove the word federal from Goal 3, to not limit the work.

Committee suggests an action step under Goal 2 Objective 2 would be to access the cost modeling work done by OECD and Action for Children in connection with the City.

Goal 4: Identify ~~sources to finance for~~ non-compensation retention strategies

- Objective 1: ~~Provide~~ technical assistance to Program leaders that address all aspects of workplace conditions – supports, technical assistance, salary schedules & benefits packages that lead to workplace conditions, effective classroom practices, & staff retention.
- Objective 2: Research and identify the true cost and causes of staff turnover.

**Thoughts:**

We do not provide TA and would suggest changing Objective 1 to identify resources for technical...

The committee agreed to remove the words “sources to finance for” to make the Goal broader. The committee agreed to then add the financing back into a third Objective. Objective 3 Research and identify sources to finance retention strategies.

The committee voted unanimously to approve the strategic goals and objectives with the changes, deletions and additions noted in the minutes.

**Strategic Plan Next Steps – Action Steps**

Rebecca will revise the goals and objectives and send them to the committee members. We will ask that each committee member take one objective and start to flush out action steps to bring back to the committee in June.

**Committee Updates**

Debbie Jaye shared that they will be typing up changes to the loan forgiveness document and sharing those back with the full committee.

Laurie shared that the small group looking to identify priorities has tied this work into this next strategic plan and will move forward with action steps in this next plan.

Rebecca will send an email to the committee containing links to the following resources I21 report on workforce turnover, Transforming the Financing or ECE Report, and Power to the Profession.

**Next Committee Telnet Dates:**

**June 5, 2018 1:00 – 2:30 pm**



DRAFT