



PDAC FINANCIAL SUPPORTS COMMITTEE

Tuesday February 5, 2019

Telnet - 1:00 pm – 2:30 pm

In attendance: Alethia Travis, Bob Hughes, Cindy Mahr, Gail Nelson, Laurie Rhoads, Marcy Mendenhall, Rebecca Livengood.

Welcome and Introductions

- Laurie and Marcy officially welcomed Gail as the tri-chair of Financial Supports.

Updates from the Governor's Cabinet – Compensation Strategies Work Group –

- The workgroup choose Action for Children as the contractor that will work the next 8 weeks to complete an analysis of three compensation policy proposals: creation of a salary schedule, incorporating compensation into QRIS and tiered reimbursement, and incorporating compensation into contracts and regulations. Once completed the Compensation Workgroup will look especially to Financial Supports for feedback and input.

Work of PDAC Financial Supports

Draft Recommendation on Great START Maximum Wage (see below)

Committee Discussion:

- Legislation to require a minimum teacher salary of \$40,000 passed the general assembly in 2018 but was vetoed by the previous Governor. The committee thought this was a good benchmark for the Great START maximum wage in order to advance the compensation parity discussion.
- The minimum wage is still very regionalized in Illinois, and we know that the Governor wants to raise the minimum wage to \$15.00 but we don't know how quickly that will happen.
- We don't want to wait till the state decides on minimum wage, but have a quick win to solve some of the financial barriers people are experiencing.
- We believe this will not require a rule change.
- That rule does not state a flat rate; it aligns with TEACH. Rule states "earning an hourly wage of no more than the amount established by the T.E.A.C.H. Program income eligibility guidelines, which for FY 2001 is \$15" Today the TEACH program (which we don't have any more but is still run out of North Carolina) states \$18. (That is why in an earlier recommendation from INCCRRA to DHS \$18 was used.) However we could interpret that it should now follow the maximum for a Gateways Scholarship (our state scholarship that replaced TEACH) which is \$24.
- We think this can be a policy change, (rather than a rule change) since TEACH is now Gateways Scholarship with a maximum wage of \$24.
- If rule change is needed, we would suggest going to a percentage increase over minimum wage so that additional changes would not be needed.
- If the state goes to \$15 will Chicago still be different? Chicago could vote to raise theirs above \$15. Right now they are on a path to meet the \$15, with an increase to \$13 effective 7/1/19.
- The recommendation passed with votes of all 5's.
- The recommendation will move forward to PDAC Steering on March 13, 2019



GATEWAYS TO OPPORTUNITY®

Illinois Professional Development System

Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: February 5, 2019

COMMITTEE MAKING RECOMMENDATION: PDAC Financial Supports Committee

RECOMMENDATION: Raise the maximum salary for Great START to \$20 per hour or \$41,600.

RATIONALE: The Great START maximum hourly wage is currently set at \$15 per hour or \$31,200. The maximum wage has not been increased since the inception of the Great START program in 2001. However, minimum wage in Illinois has increased seven times since 2003 from \$5.15 per hour in 2003 to \$8.25 per hour currently. Minimum wage will increase July 2019 to \$13.00 within the city of Chicago. Increasing the minimum wage to \$15.00 statewide has been identified as a priority in the current administration. The Great START program is overdue for a maximum wage increase to match and align to the Illinois minimum wage.

Parity must be established for educated child care professionals to receive compensation equal to teachers in the public school system. Using a \$40,000 minimum teacher salary passed by legislators, but vetoed by our last governor, the Great START program can be leveraged to fill the parity gap across education systems. Data shows that the current median hourly wage for teachers in a licensed center was \$12.50. By setting the maximum hourly wage at \$20 per hour it allows Great START to be one tool used to bring child care professionals closer to compensation parity at the proposed minimum starting salary for teachers in the public school system.

DISPOSITION:

PDAC Financial Supports Committee

Approved: Date: 2/5/19

Disapproved: Date:

DISPOSITION:

PDAC Steering Committee

Approved: Date:

Disapproved: Date:

DISPOSITION:

PDAC

Approved: Date:

Disapproved: Date:

DISPOSITION:

IDHS, Bureau of Child Care and Development

Approved: Date:

Disapproved: Date:

Sources: <https://www2.illinois.gov/Pages/news-item.aspx?ReleaseID=19609>

https://www.huffingtonpost.com/reboot-illinois/a-minimum-wage-history-in-b_3569831.html

<https://www.chicagotribune.com/news/local/politics/ct-met-bruce-rauner-minimum-teacher-salary-20180826-story.html>



Draft Recommendation on Great START and Scholarship 1 year -requirement for ExceleRate Silver & Gold programs

Committee Discussion:

- The struggle to retain staff requires programs to find creative ways to support them in meeting increased educational requirements.

- There is concern about excluding Bronze programs that need access to resources to raise the education level.
- We hear from programs that if they lose one person they lose their Silver or Gold status.
- Do we need to look at access to Scholarships at 90 days for Bronze, Silver and Gold and offer the 90 day eligibility for Silver and Gold only for Great START?
- We offer this proposal in the interest of supporting the workforce as a whole.
- Rebecca will separate the recommendation into two recommendations and then vote by email.

2/21/19 Minutes Update- The two recommendations below were distributed by email, voted on by email, and passed out of committee. The recommendations will move forward to PDAC steering on March 13, 2019.



Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: February 5, 2019

COMMITTEE MAKING RECOMMENDATION: PDAC Financial Supports Committee

RECOMMENDATION: Individuals working at a Bronze, Silver or Gold Circle of Quality ExceleRate Illinois child care center and/or family child care/group home could access the Gateways Scholarship Program after 90 days of employment. All other eligibility requirements must also be met.

RATIONALE: Current eligibility for the Gateways Scholarship Program requires a full year of employment. Lowering the employment requirement will incentivize child care programs to participate in ExceleRate and reward those programs that have already achieved a Bronze, Silver or Gold Circle of Quality. The field has expressed the struggle to find and retain qualified staff. This would allow programs to place staff on a professional development path using the Gateways Scholarship soon after employment.

DISPOSITION:

PDAC Financial Supports Committee

Approved: X Date: 2/21/19
 Disapproved: Date:

DISPOSITION:

PDAC Steering Committee

Approved: Date:
 Disapproved: Date:

DISPOSITION:

PDAC

Approved: Date:
 Disapproved: Date:

DISPOSITION:

IDHS, Bureau of Child Care and Development

Approved: Date:
 Disapproved: Date:



RECOMMENDATION FOR APPROVAL

DATE: February 5, 2019

COMMITTEE MAKING RECOMMENDATION: PDAC Financial Supports Committee

RECOMMENDATION: Individuals working at a Silver or Gold Circle of Quality ExceleRate Illinois child care center and/or family child care/group home could access Great START after 90 days of employment. All other eligibility requirements must also be met.

RATIONALE: Current eligibility for Great START requires a full year of employment. Lowering the employment requirement will incentivize child care programs to participate in ExceleRate and reward those programs that have already achieved a Silver or Gold Circle of Quality. The field has expressed the struggle to find and retain qualified staff. This would allow high quality programs to reward and retain staff quicker using the Great START wage supplements.

DISPOSITION:

PDAC Financial Supports Committee

Approved: X Date: 2/21/19

Disapproved: Date:

DISPOSITION:

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Should the committee consider a possible recommendation that would request prioritizing additional funding to Scholarship & Great START? The Committee agreed with this suggestion. Rebecca will work on an additional recommendation that would prioritize additional CCDBG dollars to Scholarship and Great START.

Minutes Update 2/21/19- The following recommendation was developed, emailed and approved by email. This recommendation will move out of Committee and onto PDAC Steering on March 13, 2019.



GATEWAYS TO OPPORTUNITY®

Illinois Professional Development System

Professional Development Advisory Council (PDAC)

RECOMMENDATION FOR APPROVAL

DATE: February 5, 2019

COMMITTEE MAKING RECOMMENDATION: PDAC Financial Supports Committee

RECOMMENDATION: Prioritize federal and state funding to Great START and Gateways Scholarship.

RATIONALE: Recommendations from the Financial Supports committee will increase the number of applicants that are able to access Great START and the Gateways Scholarship Program. Having these programs stable and reliable are key to individuals accessing and using the resources to increase education levels and compensation. The Gateways Scholarship program depleted funding in January of FY19. Additional funding is needed to continue to offer this resource to increase the education level of child care providers. As additional funding is made available through the Child Care Development Block Grant and other initiatives these two programs should be given priority.

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Committee Updates

The Committee agreed that they want to tackle a refresh of the Great START scale, including aligning Credentials and include other items that would require a rule change. Rebecca will follow up with Julie L. around availability to have an in person meeting.

There is a current house bill (HB0202) sponsored by LaShawn Ford – to increase general child care rates to meet the Market Rate at the 75th percentile. However, that legislation could probably not pass unless additional dollars were allocated. Thursday it goes to the child care accessibility and early childhood education committee.

There is also another house bill HB0201 for the \$1 co-pay for the Committee to pay attention to.

The meeting was adjourned at 2:00pm.

Mark your calendars – upcoming telnet dates

- ~~Tuesday April 2nd 1pm – 2:30pm~~ Update this telnet has been replaced with an in person meeting set for April 23rd 10am – 3pm
- Tuesday June 4th 1pm – 2:30pm

Additional Resources:

Below are resources that have been shared through email, that can bolster our conversations and expand our knowledge on financial supports. They are not required reading, but helpful reading.

<https://www.romper.com/p/the-other-childcare-crisis-15830783>

<https://www.childtrends.org/most-early-care-and-education-retention-programs-share-common-elements>

<https://iawf.org/get-the-facts/child-care-solutions/>

https://qctimes.com/business/q-c-providers-say-the-child-care-crisis-can-t/article_9b60893d-be1e-5b3c-b257-6c07458ea01c.html

<https://www2.illinois.gov/Pages/news-item.aspx?ReleaseID=19609>

