



PDAC FINANCIAL SUPPORTS COMMITTEE

Tuesday April 23, 2019

10:00 pm – 3:00 pm

Minutes

Welcome and Introductions

In Attendance: Marcy Mendenhall, Laurie Rhodes, Gail Nelson, Rebecca Livengood, Cindy Mahr, Jill Bella, Medina Bailey, Joni Scritchlow, Stephanie Hellmer

By Phone: Joyce Weiner, Bethany Patten

Governor's Cabinet – Compensation Strategies Work Group - Bethany Patten

Bethany presented the attached slides to provide an update to the compensation work being accomplished through the NGA grant.

Bethany Patten left the call.

Financial Supports Recommendation Updates

The recommendations that were approved out of committee, were approved unanimously at Steering Committee. The recommendations will move to the full PDAC for approval on Friday. If the recommendations are approved they will be forwarded to IDHS. Joni shared that IDHS could take the recommendations directly. IDHS could ask that PDAC take the recommendations to the Child Care Advisory Council for further review.

Updates were provided to current DHS positions and structure.

Great START Wage Supplement Scale

- Review of current scale
- Review of current rule
- Review of current goals of the program

The following questions were posed to the committee, some were discussed in the meeting and others were placed in a parking lot or not discussed. Below the questions is key points from the Great START discussion.

- What is the long term goal for the maximum wage?
- Should the program offer different maximum wages for different positions?
- Should all Credentials be included, and how do we place for future Credentials not yet developed?
- How does the wage supplement benefit those programs serving CCAP?
- What eligibility requirements are barriers?

- Should individuals be able to remain at Great START levels with no expiration or is there a need to move up?
 - This would need to look at when they reach parity.
 - We do not want to create our own fiscal cliff
 - What happens when there is a waitlist and one applicant has been on it for 15 years and continues to receive it and a new entry to the field does not get it.
 - Look at these as principles but not eligibility.
 - We would want to look at this by level. If we suggested this maybe you could sit at the Bachelors degree level for a long time, but not the lower levels.

Key points from the Committees Great START Discussion

Currently the Great START program does not have requirements around CCAP. It is a provider supplement not a program supplement.

At what point do we move to Credentials only within Great START, instead of offering many other education options? If the state is taking on the goal of Credential attainment this would align with that goal.

Joni shared that ECE and SAYD become pre-requirement credentials and then other credentials are added on as a specialization.

Do we look at placing the core credentials or these pre-requirement credentials (ECE and SAYD) at one supplement level and then add a higher supplement payment for the specialization.

Family Specialist is not currently eligible for the Great START scale based on other eligibility requirements around time in classroom working with children. This would apply to the Technical Assistance Credential as well. The committee wants to consider the idea of changing the eligibility to allow for a wage supplement for providers with a Family Specialist Credential

One barrier to the wage supplements is eligibility around school-age providers, especially those that float through the program full day but spend a percentage of time in school-age care. Clarification and possible policy change needs to be considered regarding working in a full-day full-year program, meaning the child care center, rather than the school-age classroom.

The Committee found that there were so many items that they wanted to change, adjust, or make new. The Committee started to consider a brand-new program, that starts with the goals first and builds on how we attain the goals. If the goal is degree attainment, or Credential attainment and retention, let's start there. The new model could reward and incentivize education and retention but not in an every 6 months kind of way. We want to move people to an AA minimally and a Bachelors in the end.

The committee agreed to move forward a basic recommendation that includes Credentials into the existing scale. Then we commit as a Committee to look at the entire program of Great START and what could we do if we start with a blank sheet and the goals we want to reach. This would align with recommendations and a consensus statement that will be forth coming from the compensation work group.

Laurie noted that in rule there is a note at the bottom of the scale about Credentials, other than those listed, may be evaluated to determine eligibility for the position in which the applicant is currently employed. The Committee believes we use this statement to add the Credentials into the scale without a rule change.

The Committee discussed the Power to the Profession and their lack of interest in scaffolding. They want associates and bachelor's and no small steps along the way.

The Committee discussed requesting Bethany Patten join our Financial Supports committee.

Joni's Professional Development & Opportunities team will do the work of matching the existing Credentials at the appropriate levels within the current structure of Great START. The Committee will review this work and build the recommendation and rationale to move this recommendation forward.

The Committee is requesting the following data pieces for our future discussion.

1. Number of GS participants by level and option.
2. Longevity of GS participants.
3. Number of participants that work in each Circle of Quality

The Committee discussed looking at what other states are doing around parity and wage supplement programs. If we divided the work among the committee could we get a good representation of what other states are doing.

Mark your calendars – upcoming telnet dates

- Tuesday June 4th 1pm – 2:30pm (Telnet was cancelled)

