



PDAC FINANCIAL SUPPORTS COMMITTEE

Tuesday March 18, 2025

1:00 PM – 2:30 PM

Meeting by Teams

Agenda

Welcome and Introductions

Update on Bilingual Compensation Recommendation (Marcy)

Next Work for Focus, Next Steps

Possible Presentations – brainstorm who might join the committee as a guest to provide information on the following topics:

- PLA and Apprenticeship
- CDA Barriers
- Scholarships (ECACE, Gateways and Chicago Early Learning)
- Smart Start intended and unintended financial consequences

Committee Goals and Objectives

Goal 1: Identify and advance potential new financial supports.

Objectives:

1. Strengthen the ECE workforce through financial supports for learner models (e.g. PLA/Apprenticeship).
 - a. Educate the committee on PLA and Apprenticeship and the required fees.
 - b. Consider CDA and the barriers and fees related to obtaining a CDA and moving the CDA into college credit.
2. Expand existing funding opportunities.
 - a. Educate the committee on ECACE, Gateways to Opportunity Scholarship and Chicago Early Learning Scholarship eligibility and priority populations.
 - b. Monitor programs and changes in funding that could affect program participation.
 - c. If funding is lowered, recommend protection of certain groups or prioritization.

Goal 2: Identify and support ways to advance compensation for the field.

Objectives:

1. Monitor impact of Smart Start – intended and unintended financial consequences.
2. Consider intersection and integration of Gateways Initiatives (i.e. Great START, Gateways Scholarship) and Smart Start.
3. Identify quality support levers for bilingual staff and explore pay differential models.
4. Compare and contrast pay scales across programs throughout the state.

Resources Sharing

Bella shared a resource she was sent from The Center for the Study of Child Care Employment (CSCCE), who is doing interesting work around compensation. The email blast they sent is linked below. But the second link is directly to an info graphic they developed specific to compensation in the early childhood workforce.

<https://mailchi.mp/f17992d54a36/economic-well-being-of-californias-early-educators-35691?e=50566f9118>

<https://cscce.berkeley.edu/wp-content/uploads/2025/01/2024-Index-Infographic.pdf>

FY 25 meeting schedule

1:00pm – 2:30pm

August 20, ~~October 22~~, ~~Jan 21~~, ~~March 18~~, May 20, July 22