



## MEMORANDUM

June 13, 2019

TO: OECE Prop C Community Engagement and Strategic Planning Team

FR: MIG, Inc.

RE: High-Level Summary of Feedback from Community Town Hall #2

The second Prop C Community Town Hall, hosted by OECE at San Francisco City College on June 8, 2019, was attended by approximately 80 people. A high-level summary of the feedback from Town Hall attendees is provided below. Note that as with Town Hall #1, the Chinese-speaking community and educators representing home childcare facilities were particularly strongly represented, and this is reflected in the feedback received.

### I. Workforce Compensation

- The issue most frequently commented on was the need to close the gap between rates for Family Child Care providers (FCCs) and Child Care Centers (Centers), and also to provide equivalent benefits for FCCs to those offered by Centers and/or schools. This would assist FCCs in better providing high quality care for children.
  - Benefits specified included healthcare benefits, retirement plans, paid sick leave and holidays, and temporary contingency benefits for jury duty or other required absences.
  - It was noted that FCCs do not have a high income, but do face high costs, in part because they provide long hours of care and more personalized services. Also, FCC providers are largely self-employed, so they need greater security.
  - Ensure that front-line staff who provide direct care to children receive better wages, more in line with compensation for senior administrators.
  - Better substitute support is needed; the City should employ substitute teachers specifically for FCCs.
- Participants also made requests pertaining to ECE providers in general, including:
  - Higher wages and better benefits.

- Consider investing in healthcare and retirement benefits first to allow employees to work without worry; then invest remaining Workforce Compensation funds into raising rates.
- Consider that parity with SFUSD is not the same as equal pay, and includes experience and education—noting that educational pathways in ECE and K12 are different.
- Additional staffing and support:
  - Additional assistance in classrooms
  - More bilingual educators
  - Mental health consultation support
- Provide increased opportunities for training:
  - Increase training in childhood developmental needs for teachers and educators to improve the quality of ECE.
  - Provide more training in multiple languages.
- Consider distributing wages so that higher pay is received for more work
- Factor the high cost of living in San Francisco into classification decisions.

## **II. Access and Expansion**

### *General Comments on Access and Expansion*

- More investment to expand access to quality childcare for low- and middle-income families.
- Provide financial aid for providers, particularly FCC providers, to improve and/or expand their facilities and environment. Consider specific assistance to child care providers with higher rents.
- Increase opportunities to join the ELS System.
  - It is difficult for new FCC providers to join ELS if they are not located in a high demand area. Some had had FCCQN applications rejected because they are not in a priority zip code. Open more spots for FCC providers to join the ELS program; this will help increase access for both low- and middle-income families.
- More substitute coverage is needed. Consider tapping retired ECE providers for substitute coverage or other assistance and consultation.

### *Improvements to Enrollment System*

- Many attendees, particularly FCC providers, expressed that the computer pairing system does not work well for them and needs to be improved or eliminated. Issues include:
  - It is too complicated, and too challenging for some providers who do not know how to work with a computer.
  - It is difficult and confusing for FCC providers to use this system to enroll children. Various difficulties include the lack of matching students and the unwillingness of

parents in different postal codes to answer calls from child care providers. The previous 3C admission system worked better for FCCs.

- More information and support for families on the waitlist:
  - Provide fee/tuition information for participating childcare providers
  - Allow families to see their placement on the waitlist
  - Consider loans to families for childcare while they are on the waitlist
- Increased and more equitable options for enrollment:
  - Allow parents / providers to find and implement their own eligible matches.
  - Change the system to follow the child and not the parent.
- Other changes to enrollment:
  - Lower infant age for FCCs from 24 months to 18 months.

### **III. Outreach and Community Engagement**

- Several participants expressed interest in remaining involved in the implementation of the Spending Plan, and would like to receive regular updates.
- Participants expressed interest in and support for advocacy with San Francisco's elected officials for continued and equitable investment in childcare.
- Several participants expressed appreciation for the opportunity to receive concise information and provide feedback at Town Hall #2.
- There were a few comments expressing disappointment with aspects of the Town Hall (e.g., desire for more detailed practical discussion; lack of specific building location information).