



London Breed  
Mayor

**Committee Members**

Meredith Dodson  
Gina Fromer  
Pamela Geisler  
Sara Hicks-Kilday  
June Lin-Arlow  
Mina Kim  
Pat Sullivan  
Monica Walters  
Jerry Yang



Ingrid Mezquita  
Executive Director

OECE Citizens Advisory Committee  
January 20, 2021  
4:00 - 6:00 pm  
Virtual Convening  
**Meeting Minutes**

**Members Present:** Meredith Dodson, Gina Fromer, Pamela Geisler, Sara Hicks-Kilday, Mina Kim (T), June Lin-Arlow, Pat Sullivan, Monica Walters, Jerry Yang

**Members Absent:** None

**I. Welcome & Call to Order**

- A. Chair Fromer called the meeting to order. CAC Coordinator conducted role call and read Land Acknowledgement statement.
- B. Chair Fromer opened the floor for initial public comment.
  - i. None given.

**II. Previous Meeting Minutes**

- A. Member Walters motioned to approve, seconded by member Hicks-Kilday and motion carried to approve *November 18, 2021 meeting minutes*.

**III. Remote Meeting Resolution**

- A. OECE Senior Analyst, Maya Castleman, provided an overview of the State requirement of every 30 days or at every occurrence of public policy body meetings, members must make findings related to the COVID-19 state of emergency and pass a resolution to continue to meet remotely. The Mayor's emergency order requiring public policy bodies to meet remotely is set to expire on February 28, 2022 meaning that CAC would be required to return to in-person meetings in March. However, given the shifting landscape and recent rise in COVID-19 cases, the Mayor may change or extend this order and therefore, CAC members should still vote on the remote meeting resolution accordingly.
- B. Public Comment
  - i. None Given
- C. Vice Chair Yang motioned to approve, seconded by member Geisler and motion carried to *certify the state of emergency findings and approve the remote meeting resolution*.

#### **IV. COVID-19 Surge and Resources for Programs & Educators**

- A. Chair Fromer acknowledged that the drastic rise in COVID-19 cases at the end of 2021 and beginning of 2022 has created immense challenges for the ECE community, especially for educators.
- B. Director Mezquita shared resources and support available through the City including free PCR testing sites and at-home testing kit orders and planned distribution. She explained that OECE updated its policy for all ELS programs with reimbursement now based on child *enrollment* rather than child *attendance* in order to minimize COVID-related economic impacts and closures. Additionally, all ELS FCCs will receive a one-time \$1500 COVID relief grant automatically to support their program through the Omicron surge.
- C. Chair Fromer shared resources and supports available through the City's Resource and Referral agencies including free PPE such as hand sanitizer and masks. The R&Rs are also set to receive a large shipment of at-home testing kits through the State, which will be distributed to ECE programs soon.
- D. Vice Chair Yang shared at the Federal level, Early Head Start / Head Start agencies are temporarily allowing for hybrid and remote learning options during the surge.
- E. Chair Fromer asked CAC members what else the City and its partners should do to support programs and educators through the current surge and to plan for future surges.
  - i. Several members talked about the shortage in testing kits and needing more direct and timely access to testing
  - ii. Members also wanted more information on reporting requirements and steps when they have positive cases. State licensing, City and State health agencies all have different requirements and it is difficult to navigate.
- F. Public Comment
  - i. None given.

#### **V. Strategic Planning Update**

- A. OECE Senior Analyst, Maya Castleman, provided an update on the DEC strategic planning process roadmap and shared upcoming activities and engagement opportunities for multi-stakeholders (*see attachment 1*).
- B. Public Comment
  - i. None given.

#### **VI. Baby Prop C Budget & Initiative Planning**

- A. Director Mezquita presented the draft FY22-23/23-24 budget for the Department of Early Childhood (*see attachment 2*).
- B. Chair Fromer opened the floor for CAC member discussion and questions
  - i. Chair Fromer asked about the drop in family support funding between FY 21-22 and 22-23.
    - 1. Director Mezquita explained one-time general fund dollars were allocated to FCCs to support COVID response.

- ii. Member Sullivan asked if DEC plans to allocate any funding to improving the referral process. While we are fortunate to have additional funding available for access and subsidies, we need to make sure the referral process is working well for both parents and providers.
  - 1. Director Mezquita responded that OECE and the R&Rs are working together to pilot a more open enrollment system that allows programs to directly and quickly enroll families who come to them while still enabling referrals to programs for families who come first to the R&Rs.
- iii. Member Hicks-Kilday asked why the proposal only allocated 45million to workforce compensation when previous Prop C planning efforts indicated \$60 million annually.
  - 1. Director Mezquita responded that the workforce compensation initiative is a long-term plan rolling out in phases. The \$45 million allocated is for wages alone. By year 5 we will ramp up to \$60million+ as we incorporate support for benefits and higher education. We will present more on phased rollout plan in the Director's Report.
- iv. Member Lin-Arlow commented that the pandemic has exacerbated stress and mental health concerns among early educators. In addition to fully supporting increased wages for teachers, she also hoped that compensation efforts would increase wellness support and address workplace conditions and burn out.
- v. Member Hicks-Kilday expressed concern about Prop C funds allocated to facilities. She was hoping that DEC would use one-time reserve funding for facilities rather than ongoing funding.
  - 1. Director Mezquita clarified that DEC has earmarked the funding allocated to facilities for just the next two years in order to expand infant/toddler capacity. DEC does not intend to continue facilities funding at this level in perpetuity.
  - 2. Several CAC members expressed support for DEC's proposed investments in facilities expansion. Previous conversations at CAC exploring ELSF eligibility list data show there is a critical need for more licensed infant and toddler spaces if we are going to be able to achieve one of the key goals of Prop C legislation – to “clear the waitlist.”
- vi. Member Hicks-Kiday commented that given the changes ECE services will experience due to COVID, slow return of families to group care, & impact of TK rollout, readiness to continually assess which areas to fund will be crucial.

C. Public Comment

- i. A member of the public asked about support for middle income families which was also one of the touchstones of the campaigning done to pass Prop C.

1. Director Mezquita stated current policies reflect child care subsidy eligibility below 85% of the State Median Income to qualify for ELS. However, next year's budget proposal would implement a new policy/change for eligibility up to 110% of Area Median Income.
- ii. A member of the public commented that the investment in facilities is absolutely needed to increase access. Facilities investments are not only about creating new spaces but also should support the renovations needed at existing ELS programs to allow for more infant and toddler care as the district takes on more preschoolers through Universal TK.
- iii. A member of the public spoke in support of historic investments in workforce compensation and highlighted the need to support higher education for long-time teachers.
- iv. A member of the public asked if the budget might provide more support for Family, Friend and Neighbor care, which is an emerging priority among parents, especially African American parents who often find FFN care more culturally relevant.
  1. Director Mezquita stated our strategic planning process offers an opportunity for these types of policy discussions. Our current priority for expansion is for licensed care for next fiscal year.

## **VII. Director's Report**

- A. Director Mezquita presented a high-level overview on the long-term plan for the Workforce Compensation Initiative (*see attachment 3*).
  - i. Member Walters asked Chair Fromer to consider adding a more robust discussion of the details of the Workforce Compensation Initiative plan at a future meeting.
- B. Public Comment
  - i. None given.

## **VIII. Children's Agency: Proposed Charter Amendment**

- A. OECE Deputy Director of Policy and Strategic Partnerships Jenny Lam presented updates to the proposed Children's Agency proposed charter amendment (*see attachment 4*).
  - i. CAC members thanked the ECE community for coming together quickly, voicing concerns, and ensuring authentic engagement going forward.
  - ii. Member Walters appreciated the Mayor's office for pausing the idea of creating a Children's Agency until there was time for more community engagement but expressed concerned that aiming for the November ballot still felt hasty.
- B. Public Comment
  - i. Members of the public reiterated appreciation for the community organizing done to express disappointment in the Charter Amendment proposal process. They also agreed with Member Walters that while the

pause and reassessment was a win, the proposed engagement timeline is not realistic if there is going to be authentic community engagement.

**IX. CPAC Report**

- A. Member Kim reported on two informative CPAC meetings including a presentation from DEC on the Workforce Compensation Initiative and a presentation from DPH on COVID-19 guidance and available testing resources.
- B. Member Hicks-Kilday reported that the CPAC Policy Committee is working on developing a budget and advocacy request to present to the General Committee and subsequently to DEC and City Policy-makers.
- C. Public Comment
  - i. None given.

**X. Closing**

- A. Chair Fromer thanked members of the CAC, OECE staff, and members of the public for their attendance and participation.
- B. Meeting Adjourned at 6:06pm.

**Next scheduled meeting: March 17, 2022.**

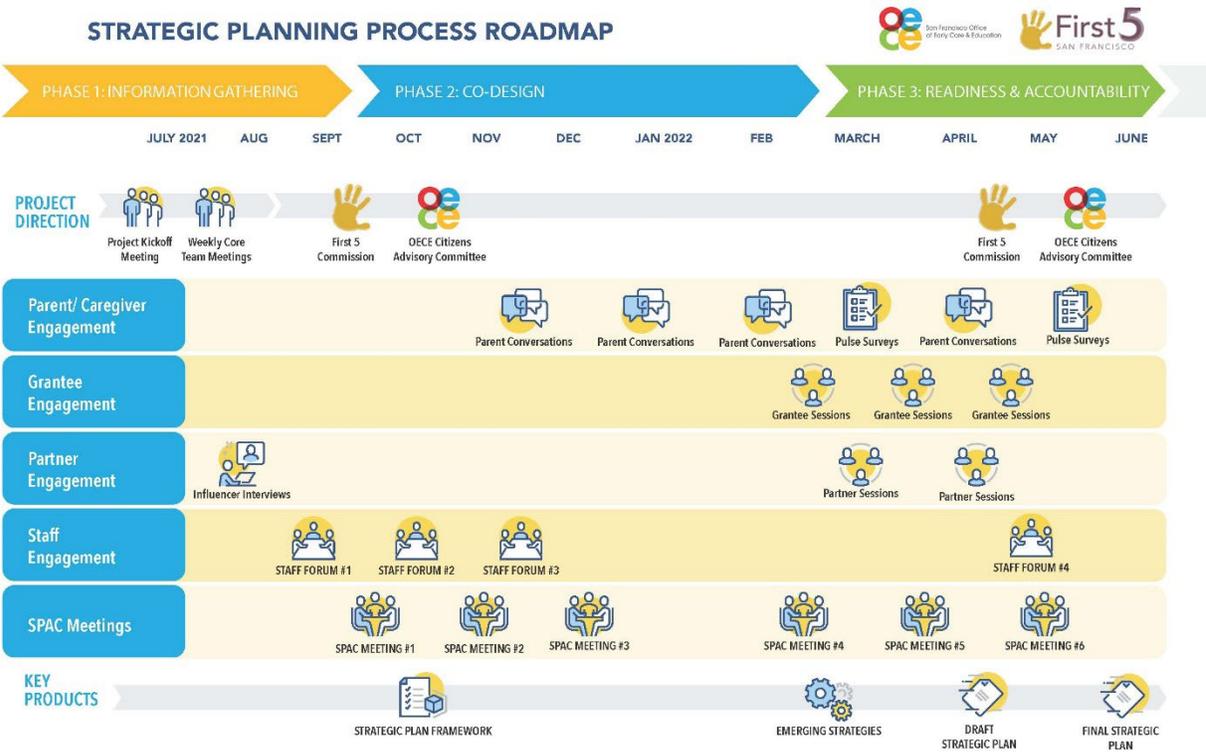
For questions or assistance, please contact Maya Castleman  
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**Attachments:**

- 1. DEC Strategic Planning Roadmap**
- 2. FY 22-23/23-24 Budget Presentation**
- 3. Workforce Compensation Initiative Overview Presentation**
- 4. Children's Agency Proposed Charter Amendment Updates Presentation**

# Attachment 1: DEC Strategic Planning Roadmap





## Review of Fiscal Years 2020-22

**Over the past two years, during a time where the City's economic stability was tenuous, OECE/DEC was able to do the following:**

- Maintained child enrollment with planned growth.
- Subsidy programs were kept whole.
- Ramped up existing investments in compensation for the ECE workforce.
- Quickly move to distribute Prop F funding to support new initiatives, expand services and programs, and keep existing programs operating during the pandemic.
- Start a community-led strategic planning for early childhood in the City with initial Baby Prop C funds.

## Investments in Early Childhood

- Added \$45 million to existing childcare funding to bolster the ECE system and to assist families returning to the workforce.
- Invested \$25 million in economic recovery funding for all licensed early care settings in the City.
- Carved out \$5 million of General Funds for 26 Family Resource Centers (FRCs) for increased family needs, such as information and referrals, basic needs, food banks, and mental health.
- Made \$35 million available in the CARES 2.0 Teacher Stipend program.

Citizen's Advisory Committee, January 20, 2022

# City Budget Overview

## Mayor's Budget Overview and Priorities

- The City's is projecting a \$108.1 million surplus over the next two budget years.
- There are no mandatory reductions but no increase to General Fund support.
- Departments need to prioritize restoring San Francisco's vibrancy, recovery, accountability, and equity.
- The Mayor is emphasizing getting "back to basics" and improve core service delivery within our existing budgets.

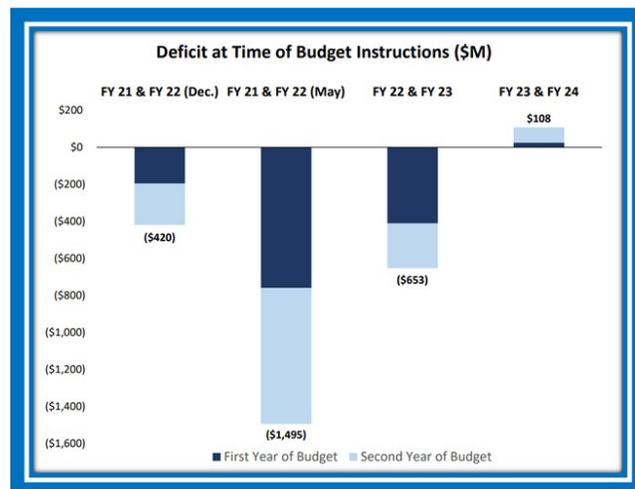
Citizen's Advisory Committee, January 20, 2022

## Overview: Citywide Fiscal Outlook

Financial forecast projects a **\$108.1 million surplus** over the upcoming two budget years

Key Drivers:

- Overall growth in revenue
- Significant ongoing savings in retirement due to record returns
- Constrained ongoing cost growth



Citizen's Advisory Committee, January 20, 2022

## Risks to Positive Outlook Remain

- COVID-19 variants and public health response
- Pace of recovery and continued impact on local economy
- Market volatility impacting pension returns
- State and local ballot measures
- Ongoing risk to excess ERAF at state level

Citizen's Advisory Committee, January 20, 2022



### Department of Early Childhood Spending Plan Priorities FYs 2022-24

Citizen's Advisory Committee, January 20, 2022

## Utilizing the Baby Prop C System Building Blocks

### ACCESS

Expand access to high-quality, free/affordable ECE, with greater support for low- to moderate-income families

### BUILD CAPACITY

Finance infrastructure to build and sustain the growth needed in access/workforce.

### WORKFORCE

Recruit and retain educators thru increased compensation and provide prof/educational pathways.

Citizen's Advisory Committee, January 20, 2022

**Emerging Vision for DEC:** All young children in San Francisco, and those who care for them, will be healthy, valued, thriving members of strong communities and equitable systems of care; able to reach their full potential and prepared for lifelong success.

- Increasing access to high-quality, free/affordable early care and education
- Ensuring an early childhood workforce that is valued, supported, and well-compensated
- Promoting healthy pregnancies, births, and child development and addressing concerns at earliest point possible
- Recognizing all families as key decision-makers and ensuring they have the resources and supports they need to thrive

Citizen's Advisory Committee, January 20, 2022

## 2022 OECE/DEC Budget Priorities

**RFPs to be released in early Spring 2022; effective 7/1/22 with increases for Early Childhood spending that includes:**

- **Access - \$35 million:** fund universal preschool for families below 110% AMI for children ages 3's/4's to help reduce economic impact of transitional kindergarten on community-based preschools.
- **Build Capacity - \$25 million:** increase investment in childcare facilities for infant/toddler capacity including conversion of preschool spaces to infant/toddler.
- **Workforce - \$45 million:** increase teacher compensation, benefits and salary parity for BA/MA teachers; more educational opportunities with pathways for BA/MA that includes scholarships, tutoring/mentoring; and substitutes for school/planning time. Multi-phase phase funding to provide programs time to plan/implement.

Citizen's Advisory Committee, January 20, 2022

## DEC Draft budget as of 1/20/2022

	2022-23	2023-24
Salaries & benefits	12,219,744	12,094,211
Non-personnel	3,493,228	3,321,732
Materials & supplies	96,153	96,153
Interdepartmental Services	1,227,512	1,185,012
Programmatic:		
Early Care & Education	244,349,120	245,589,593
Family Support	28,886,048	21,998,048
Child Health	7,983,283	7,983,283
<b>Total Expenditure:</b>	<b>298,255,088</b>	<b>292,268,032</b>

This is a combined OECE and First 5 draft budget

Citizen's Advisory Committee, January 20, 2022

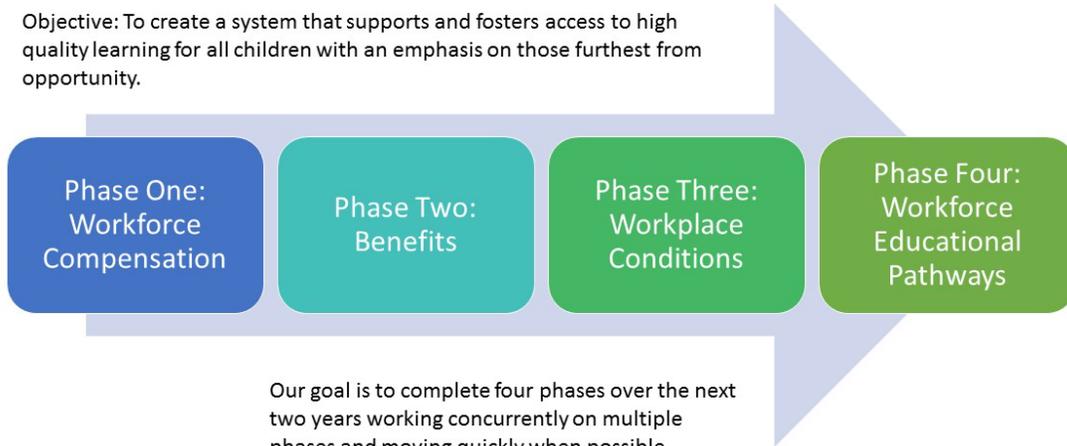
## DEC Budget Timeline & Key Dates

<b>January 20</b>	Citizen's Advisory Committee – DEC Public budget meeting #1
<b>January 26</b>	First 5 Fiscal Committee – DEC Public budget meeting #2
<b>February 9</b>	Child care Planning & Advisory Cmte – DEC Public Budget Meeting #3
<b>February 2</b>	First 5 full Commission – DEC Public budget meeting #4 (tentative)
<b>February 22</b>	Department budget submission due
<b>May 1</b>	Department budgets introduced
<b>June 1</b>	Mayor proposes balanced budget to Board of Supervisors
<b>June</b>	Budget and Finance Committee hearings
<b>July</b>	Budget considered at Board of Supervisors

## Attachment 3: Workforce Compensation Initiative Overview Presentation

# Workforce Compensation and Development Program – A Phased Approach

Objective: To create a system that supports and fosters access to high quality learning for all children with an emphasis on those furthest from opportunity.



Our goal is to complete four phases over the next two years working concurrently on multiple phases and moving quickly when possible.

## Children First Initiative

- Charter amendment introduced by Mayor Breed (co-sponsored by Supervisors Melgar, Mandelman) on December 14, 2021

- Ballot measure focuses on two areas:

### **1. Alignment of City services to better serve children and families**

Creation of Children Services Agency to streamline how the City delivers funding and services from birth through transitional age youth, require one City Plan across all Departments for and bring a new level of transparency to the **\$200 million dollars annually** the City spends on children and youth services.

### **2. Focus on Effective Governance at the SF Board of Education Level**

Require the School Board to meet goals around strategy, fiscal oversight, separation of duties, community engagement, governance standards, professional development in order to millions of dollars provided annually by the City



## Timeline & Next Steps

- As a result of discussion with key partners in the early care and education community, in addition to children, youth and family stakeholders, the Mayor and co-sponsors will be revising the ballot measure.
- There will be a comprehensive community engagement process to achieve shared outcomes to better serve children and families in the City.
- Children's First ballot measure will still be heard at Board of Supervisors Rules Committee on Monday, January 24. However, the ballot measure will now have a singular focus –effective governance and accountability by the SF Board of Education.
- In the coming weeks, a process, objectives and timeline will be shared with the broader children, youth and families community – with a focus for a ballot measure in November 2022.
- The Department of Early Childhood (merger of OECE and First 5) will formally be established July 2022.

