



MEETING MINUTES (DRAFT)
Thursday, September 13, 2018 2:00 – 4:30 PM
Cabrillo College, Horticulture Building, Room 5001, 6500 Soquel Dr. Aptos

Members Present: Yvette Brooks, SELPA-MIS, Lupe Cortes, PVUSD/MHS, Larry Drury, Go Kids Inc., Irene Freiberg, First 5 Santa Cruz County, Lorena Gonzalez, Encompass Head Start, Barbara Griffin, Campus Kids Connection, Karen Hamman, PVUSD, Elaine Henning, Voucher Project, Patrice Keet, Museum Of Discovery, Sita Moon, CDRC, Tricia Pastor Cross, Cabrillo College, Trevor Walker, Campbell Union School District, Martine Watkins, SCCOE, Jane Weed-Pomerantz, Positive Discipline, and Nicole Young, Optimal Solutions

Absent Members: Sara Balla, Discovery Preschool, Vicki Boriack, First 5 Santa Cruz County, Wilma Gold, Pacific Oaks College, Erendira Guererro, Encompass Head Start, Leticia Mendoza, YWCA of Watsonville, Rosario Navarro, SCCOE/MHS, Elizabeth Root, UCSC, Hendrika Sheldon, Happy Acers Family Child Care

Guests: Maria Castro, SCCOE Migrant Head Start and Kelly Jacobs, Senator Monning's Field Representative

- I. CALL TO ORDER - (10 min.) 2:00 – 2:10
 - The meeting was called to order at 2:10.
 - Members and community members introduced themselves.

- II. AGENDA REVIEW AND QUORUM CHECK - (5 min.) 2:10 – 2:15
 - No new items were added to the agenda.
 - Quorum was reached at 2:15 PM.

- III. APPROVAL OF CONSENT AGENDA ITEMS - (5 min.) 2:15 – 2:20
 - May Minutes
 - Committee & Staff Reports

Motion to accept the consent an agenda items was made by Tricia Pastor Cross and second by Elaine Henning. All members approved the motion. There was one abstention from Jane Weed-Pomerantz.

- IV. PUBLIC COMMENTS AND COMMUNICATIONS – (10 min.) 2:20 – 2:30
 - There were no comments from the public.



V. GUEST SPEAKER: NICOLE YOUNG, OPTIMAL SOLUTIONS CONSULTING – THRIVE BY THREE

(30 min.) 2:30 – 3:00

- N. Young presented a historical overview about inception of the Thrive by Three Movement and the impact it will have on the most vulnerable children.
- It began two years ago when Supervisor Ryan Coonerty reached out to First 5 Santa Cruz County to discuss his interests in improving the health and wellbeing for Santa Cruz County most youngest and vulnerable children.
- A portion of the County cannabis-related tax funds the Thrive by Three movement.
- The County Stakeholders created the Thrive by Three Core Values:
 - Invest in the earliest years of childhood.
 - Invest in evidence-based approaches to achieve “breakthrough” outcomes.
 - Invest in improving outcomes for children and families facing the greatest cumulative risks that will allow TbT to grow.
- Thrive by Three uses a System of Care approach guided by a logic model that focuses on: strengthening partnerships, aligning policies, and creating an integrated system of services and referral pathways for young children prenatal – 3 yrs.
- County Stakeholders developed funding recommendations that include:
 - Enhance the capacity of the Thrive by Three system of care through investments in direct services.
 - Enhance system coordination of services and entry into the Thrive by Three system of care.
 - Strengthen the foundation of the system of care to ensure effective use of fund and progress.
 - Increase the original Thrive by Three investments by leveraging additional resources.
- Programs/systems were identified to meet the Thrive by Three goals they are: The Home Visiting Program, Early Learning Scholarships (ELS), coordinate entry and systems evaluation and reports.
- Thrive by Three program outcomes have been very positive and impactful.
- Oversight of the program is conducted by the Thrive by Three Advisory Committee.
- Children’s Funds, like Thrive by Three, are a growing movement. Many counties have invested in the early years as a way to concentrate on serving the most vulnerable children and families. Most recent counties are: San Francisco, San Mateo, City of Oakland and Humboldt County.
- Q & A session included several clarifying questions about the Early Learning Scholarships and Home Visiting programs.



**VI. GUEST SPEAKERS: JULIE MECECEVIC AND KAREN DELANEY – HUMAN CARE ALLIANCE (HCA)
WAGE EQUITY CAMPAIGN SURVEY MAY & JUNE 2018 – (30 min.) 3:00 – 3:30**

- K. Delaney, HCA member presented a brief history of the HCA, its members from health and human service nonprofit agencies in Santa Cruz County.
- HCA Policy Agenda:
 - Strong safe neighborhoods with housing for all.
 - Healthy people who have equal access to the resources needed to live a healthy life.
 - A just and equitable economy where working people do not live in poverty.
- The HCA engages in discussions about the benefits of building well-being across every age, class and part of our County.
- The current reality – foundations are shaky and HCA responds to the communities challenges and needs so they can thrive.
- To address the wage inequity issue by developing and implementing a survey, the best place to start was with their own staff not their clients. They learned:
 - 71% of workers report working more than one job during the course of The year.
 - 39% report always working two jobs to survive.
 - 76% of workers are extremely low wage workers.
 - 61% of employees rely on a form of Public Assistance to survive.
- The HCA Wage Equity Survey Highlights:
 - There were two surveys: wage data from agencies and confidential data from individual employees in English and Spanish.
 - There was representation from all types of service agencies and employees.
 - The most data was collected from the child care sector.
 - It was noted that child care workers struggle even more than other employment sectors.
 - The CA Housing Affordability Wage is \$26.65 per hour and the Santa Cruz County – Real Cost Measure; United Way CA is \$23.27 per hour.
 - 40% of nonprofit workers and almost 70% of all child care workers are being paid wages below the poverty threshold for an individual.
 - 28% of a nonprofit workers and 43% of child care workers are earning less than the proposed \$15.00 an hour minimum wage that California is moving towards.
 - 39% of all workers surveyed and 68% of child care workers make less than \$16.02 per hour.



- Many job titles require higher education, some require licensing or certification and all make less than entry level jobs.
- HCA is asking people to start having a different conversation about Values, Fairness and what really matters to our community.
- Should the person who makes your coffee or serves you lunch be paid better than the person who teaches your toddler all day?
- What does that say about the future of our children and community?
- How can we build wellness in others under these conditions?
- HCA is looking for funding partners to conduct more wage research.
- HCA is available to share the Equity Wage Campaign Survey with community stakeholders to increase awareness and take action to solve wage inequities.
- CAC members made several comments and shared their experiences in the child care field.

VII. AB 300 (CABALLERO) INDIVIDUALIZED CHIDL CARE SUBSIDY PILOT PLAN UPDATE – 3:30 – 3:40

- D. Munoz share the new requirements requested by the Pilot Plan Team.
- D. Munoz will move quickly to revise the Plan and submit the plan in a timely manner before the December 15th due date.

VIII. CAC MASTER PLAN DISCUSSION – (40 min.) 3:40 – 4:20

- M. Watkins presented a summary of where CAC left off in June with the Master Plan and asked for input on how members would like to proceed.
- M. Watkins read some of the words members collected at the June meeting.
- Next step – aligning the Master Plan with local movements.
- How do we move forward knowing there are movements such as, Thrive by Three and the HCA Wage Equity Campaign.
- In small groups members jotted down and reported alignment strategies with Local movements.
- The top two objectives were identified, strategies to accomplish them and an action plan to move efforts were developed.
- M. Watkins concluded that this is the beginning of this conversation: the documents will be reviewed and we'll revisit the conversation at our next meeting.

IX. ANNOUNCEMENTS – (10 min.) 4:20 – 4:30

- J. Weed-Pomerantz announced the next Positive Discipline Certification and Navigating the Teen Years.
- P. Keet announced that MOD is looking for part time bilingual staff to work at the museum.
- L. Gonzalez announced that Head Start is trying to fill 10 teaching positions.



- T. Pastor Cross, announced that Cabrillo College ECE class enrollment is very low this semester. Each class needs to have at least 20 students enrolled in order to continue to offer the class each semester.

X. ADJOURNMENT – 4:30

- Meeting was adjourned at 4:30 PM.

Next meeting: Thursday, December 13, 2018 location – TBD

Our Mission is to present a unified voice for an early care and education system that meets the needs of all children and families in Santa Cruz County

Our Vision is that every child in Santa Cruz County has access to quality affordable early care education and after-school programs