FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

Memo

To: Commission Members

From: Alexander Khu

Re: *Special Commission Meeting – October 25, 2021*

VIRTUAL MEETING pursuant to by Government Code Section 54953(e)(1)(A)
The Public may observe and participate in the Virtual Zoom Webinar Meeting.

Members of the public may participate in the meeting online, or by telephone but MUST register first (see below).

When: October 25, 2021 at 6:00 PM Pacific Time (US and Canada)
Topic: SPECIAL Commission Meeting

Register in advance for this webinar:
https://us02web.zoom.us/webinar/register/WN_sldkcb-cQWC3BrmtCJtkeA

After registering, you will receive a confirmation email containing information about joining the webinar.

To indicate you wish to speak on an agenda item via Zoom, please "raise your hand" in the Zoom application. If you are joining the meeting via telephone, you may dial *9 using your phone's dial pad.

The Commission Chair may reduce or eliminate the amount of time allotted to read comments at the beginning of each item or public comment period depending on the number of comments and the business of the day. Your patience is appreciated.

Please let me know if you have any questions.

Kind Regards,

Alexander Khu, Executive Assistant
First 5 Contra Costa

Due to a facilities issue, First 5 Contra Costa staff are temporarily unable to access our office telephones. Please direct all communications via email. Thank you!

FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

SPECIAL Commission Meeting

A G E N D A

Monday, October 25, 2021, 6:00 pm

VIRTUAL MEETING pursuant to by Government Code Section 54953(e)(1)(A)
The Public may observe and participate in the Virtual Zoom Webinar by using this link:

Members of the public may participate in the meeting online, or by telephone but MUST REGISTER in advance in order to do so (see link below).

Register in advance for this webinar:
https://us02web.zoom.us/webinar/register/WN_sldkcb-cQWC3BrmtCJtkeA

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1.0 Call to Order and Roll Call

2.0 Public Comment

The public may comment on any item of public interest within the jurisdiction of the First 5 Contra Costa Children and Families Commission. In accordance with the Brown Act, if a member of the public addresses an item not on the posted agenda, no response, discussion, or action on the item may occur.

3.0 Approval of Consent Calendar **ACTION**

A Commissioner or member of the public may ask that any of the following consent items be removed from the consent calendar for consideration under Item 4.

3.1 **Approve the Commission Minutes from the October 11, 2021 meeting.**

3.2 **Accept Executive Committee Minutes from the Special Meeting on August 3, 2021.**

3.3 **Approve the Contracts Docket**

3.3.1 AUTHORIZE and RATIFY the Executive Director or her designee to execute a contract amendment with Tandem, Partners in Early Learning, to increase the payment limit by $54,250 (from $173,400 to $227,650) to provide books, activity kits and ancillary expenses for families and providers participating in the Dual Language Learner program. FY2021-22 budget line: Early Childhood Education Initiative: Early Learning Quality ($928,725). Funded 100% First 5 California funds for Dual Language Learner (DLL) Pilot Expansion Phase.

3.4 **Accept the 4th Quarter Financial Report of FY 2020-21**

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4.0 Consider for discussion any items removed from the consent calendar.

5.0 Consider accepting the Fiscal Year 2020-2021 Financial Audit

5.1 (a) Public Hearing on First 5 Contra Costa's Annual Financial Audit for Fiscal Year 2020-2021 **ACTION**

(b) Adopt the Annual Financial Audit for Fiscal Year 2020-2021

6.0 Annual Report to First 5 California for Fiscal Year 2020-2021 **ACTION**

(a) Public Hearing on the First 5 Contra Costa's Annual Report for FY 2020-2021

(b) Adopt the Annual Report to First 5 California for FY 2020-2021

7.0 Communications

- LIIF Report to First 5 Contra Costa: Contra Costa Child Care Relief Fund
- NY Times Article: When Child Care Costs Twice as Much as the Mortgage

8.0 Commissioner F.Y.I. Updates

9.0 Adjourn

The First 5 Contra Costa Children and Families Commission will provide reasonable accommodations for persons with disabilities planning to participate in Commission meetings who contact the Commission's offices, at least 48 hours before the meeting, at (925) 771-7300.

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the First 5 Contra Costa Children and Families Commission to a majority of members of the First 5 Contra Costa Children and Families Commission less than 96 hours prior to that meeting are available for public inspection at 1485 Civic Court, Suite 1200, Concord, CA 94520 during normal business hours.

In consideration of those who may suffer from chemical sensitivities or who may have allergic reactions to heavy scents, First 5 Contra Costa requests that staff and visitors refrain from wearing perfume, cologne, or the use of strongly scented products in the work place. We thank you for your consideration of others.

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FIRST 5
CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

October 25, 2021

Agenda Item 3.1

Approve the Commission Minutes from the October 11, 2021 meeting

FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

Commission Meeting
M I N U T E S
Monday, October 11, 2021, 6:00 pm

1.0 Call to Order and Roll Call

Chairwoman Marilyn Cachola Lucey called the meeting to order at 6:00 PM.
Due to COVID-19, the meeting was held on a web-based platform. Meeting protocols were introduced.

Present during **roll call** were:
District 1 Commissioner: Dr. Rocio Hernandez
District 2 Commissioner: Marilyn Cachola Lucey
District 3 Alternate: Rhoda Butler
District 4 Alternate: Gareth Ashley
Health Services Department: Dr. Chris Farnitano
Board of Supervisors: Candace Andersen
Children & Families Services: Kathy Marsh

Also present: County Counsel Keiko Kobayashi

Commissioners absent:
District 3: Lee Ross
District 4: Matt Regan
EHSD: Kathy Gallagher

Alternates absent:
District 1: Genoveva Garcia Calloway
District 2: Srividya Iyengar
Health Services: Daniel Peddycord, RN.
Board of Supervisors: Diane Burgis
EHSD: Aaron Alarcon-Bowen
Children & Families Services: Roslyn Gentry

2.0 Public Comment.

There were no public comments received.

3.0 Approval of Consent Calendar

Gareth Ashley made a motion, seconded by Kathy Marsh to approve the Consent Calendar.

Roll call vote:

District 1: Dr. Rocio Hernandez	Yes
District 2: Marilyn Cachola Lucey	Yes
District 3: Rhoda Butler	Yes
District 4: Gareth Ashley	Yes
Health Services Department: Dr. Chris Farnitano	Yes
BOS: Candace Andersen	Yes
Children & Families' Services: Kathy Marsh	Yes

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Nos: None
Abstain: None
Absent: Lee Ross, Matt Regan, John Jones, Kathy Gallagher, Roslyn Gentry, Genoveva Garcia Calloway, Srividya Iyengar, Daniel Peddycord RN, Diane Burgis.

The Consent Calendar **APPROVED.**

4.0 CONSIDER for discussion any items removed from the consent calendar.
No items were removed from the consent calendar.

District 2 Alternate Commissioner Srividya Iyengar arrived at this time.

5.0 Recognition presentation honoring Shawn Garcia for twenty-one years of service as Administrative Manager for First 5 Contra Costa.
Ruth Fernández led the presentation in honoring Shawn Garcia for over 21 years of service as Administrative Manager for First 5 Contra Costa. Shawn received and read a plaque commemorating this recognition. Then was followed by well wishes from Staff and Commission followed by a short slide presentation.

6.0 CONSIDER accepting the 2022 health and dental employer-paid premium contribution rates for active employees; and accept the 2022 premium contribution rates for intermittent employees, COBRA participants, retirees and survivors at the same levels as the County.
Shawn Garcia gave a brief presentation of the 2022 premium contribution rates. From its inception, the Commission has chosen to participate in the County's health benefit plans for First 5 employees. Each year, the County negotiates premiums with the health insurance carriers and provides a rate sheet to First 5 listing the employee and employee contributions based on the negotiated rates. Since 2012, the Commission has adopted an 80% employer/20% employee contributions split on health premiums for active employees who work 20 hours or more per week. Dental rates for active employees, as well as health and dental rates for retirees are at the same contribution levels as the County. The employer portion of retiree health and dental contributions are paid out of the First 5 CERBT trust. First 5 does not contribute to health or dental premiums for permanent-intermittent employees, part-time employees who work less than 20 hours per week, COBRA participants, or survivors of retirees.

After presentation, Chair opened the floor for questions.
There were no questions from the floor.

Dr. Chris Farnitano made a motion, seconded by Candace Andersen to accept the 2022 health and dental employer-paid premium contribution rates for active employees; and accept the 2022 premium contribution rates for intermittent employees, COBRA participants, retirees and survivors as the same levels as the County.

Roll call vote:

District 1: Dr. Rocio Hernandez	Yes
District 2: Marilyn Cachola Lucey	Yes
District 3: Rhoda Butler	Yes

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District 4: Gareth Ashley	Yes
Health Services Department: Dr. Chris Farnitano	Yes
BOS: Candace Andersen	Yes
Children & Families' Services: Kathy Marsh	Yes

Nos: None
Abstain: None
Absent: Lee Ross, Matt Regan, John Jones, Kathy Gallagher, Roslyn Gentry, Genoveva Garcia Calloway, Daniel Peddycord RN, Diane Burgis.

Motion **APPROVED.**

7.0 RECEIVE "Collaborative Advocacy + Power Partnership" (CAPP) Overview Presentation by First 5 Contra Costa's Special Projects Coordinator, Fran Biderman and Senior Director of Ensuring Opportunity Campaign to End Poverty in Contra Costa, Mariana Moore.

Fran Biderman and Mariana Moore gave a joint presentation overview of the "Collaborative Advocacy + Power Partnership (CAPP), a building collective collaboration of several community based organizations and residents of Contra Costa County who came together to advocate for equitable policies and systems. It's goal is to enhance skills and capacity of participants to engage in effective joint advocacy, to deepen and accelerate lasting community impact and to design and implement a joint policy advocacy campaign.

After the presentation, the Chair opened the floor for questions.
There were none.

8.0 RECEIVE presentation for the Early Childhood Education (ECE) Program by First 5 Contra Costa's Early Childhood Education Program Officer Melissa Cunningham and First 5 Contra Costa Quality Matters Coach, Deanna Carmona.

Melissa Cunningham and Deanna Carmona gave a joint presentation of the First 5 Contra Costa Early Childhood Education initiative updates.

The focus of the presentation was on the Dual Language Learner (DLL) Pilot Study Expansion Phase, its alignment with the Statewide Master Plan, goals, strategies, regional practice and collaboration.

After their presentation, the floor was opened to questions and discussions.

Gareth Ashley wanted to know more about bilingual book kits that are being made available.

Melissa: Most of the books are in either Spanish, Mandarin and English and books are available in many other languages to families as needed.

Marilyn Cachola Lucey asked what services or programs for children with disabilities were integrated in the DLL Expansion Phase.

Melissa stated that the goals of the Master Plan that refer to equity center around Dual language learners and children with disabilities. This DLL Pilot Study Expansion Phase focuses on the Dual Language Learner however does not exclude children with disabilities in its outreach.

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Marilyn asked First 5 Contra Costa Deputy Director Camilla Rand if are there any plans to address children with disabilities being part of that Master Plan?

Camilla re-emphasized that the intent of the grant is specific to Dual Language Learners and is an extension of phases one and two research components of which First 5 Contra Costa was involved. Children with special needs and children with disabilities remain to be an important area that we focus on and is one of the Governor's priority areas; however, this is an area where the funding is specific to DLL children and school readiness.

Dr. Farnitano asked for clarification on one of the statistics provided in the presentation, if the focus was meant to be on the citizens only?

Melissa stated that for the purposes of the presentation, this information was available and did not differentiate.

Marilyn Cachola Lucey read a question from the chat message from Hannah Michaelson:
What about kids with disabilities, who are also DLL, are there specific trainings or programs that will prepare your staff for that specific inner sectional population?

Camilla: stated that this is a capacity building initiative to be able to really support a wide range of providers who work with a diverse range of children.

Ruth added that the subjects of ableism and inclusion is a major statewide topic and is a priority for the First 5 Association. The parameters of this grant were specifically determined for us but we consider it our responsibility to bring into the forefront families and children with disabilities and special needs.

9.0 Executive Director's Report

Dr. Ruth Fernandez gave the Executive Director's report (see slides):

a) Introduced Jessica Keener, Ready Kids East County Coordinator. Also introduced Ms. Jules Means, First 5 Intern, UC Berkeley Social Work Master's Program.
b) Report on First 5 Contra Costa adopted Mandatory Vaccination Policy
c) Continue distribution of COVID emergency supplies & books.
d) Report on WEBINAR: ABCs of Keeping Kids Safe during COVID-19.
e) COVID Rent Relief Emergency Rent Assistance Program bus ads roll out in Central and East County, sponsored by First 5 Contra Costa.
f) First 5 Association Strategic Plan Launch.
g) First 5 Association REDI Fall Workshops.
h) Bills signed: SB 65 (Skinner, The Momnibus Act) and SB 395 Caballero (Vape Tax).
i) Please save the date for the Special Commission Meeting and Special Meeting of the Executive Committee of October 25, 2021.

Dr. Farnitano commented that after the WEBINAR presentation on Keeping Kids Safe During COVID-19, he was able to share the presentation links with the United Latino Voices who had reached out to him. He also expressed support to the Momnibus Act and doula programs that support maternity care.

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10.0 Communications

- SB 395 (Caballero) Healthy Options and Prevention Education (HOPE) Act: Electronic Cigarettes
- New Public Meeting Teleconferencing Rules – AB 361, Contra Costa Clerk of the Board Office

Ruth shared the communications items above that was included in the packet materials.

11.0 Commissioner F.Y.I. Updates

There were no Commissioner Updates.

12.0 Adjourn

The meeting was adjourned at 7:26 pm.

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FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

October 25, 2021

Agenda Item 3.2

Accept Executive Committee Minutes from the Special Meeting of August 3, 2021

Special Meeting of the Executive Committee
MINUTES

Tuesday August 3, 2021
3:00 p.m.

1.0 Call to Order
Marilyn Cachola Lucey called the meeting to order at 3:01 pm.

2.0 Public Comment
There were no comments received from the public.

3.0 CONSIDER accepting the report on significant program, financial or contracts matters, and on any personnel matters relating to Commission staff.

Camilla Rand, Deputy Director gave the following updates:
"Antioch Change" housing survey closed July 30, 2021 and we received over 1,000 community survey responses, surpassing the response goal. The success stemmed from not only the on-line surveys but also the leadership of the East County Regional Group (ECRG) members together with the First 5 Contra Costa Community Engagement Team who went door to door in Antioch to get respondents to answer the survey.

To recap, the Antioch Community Housing Needs Assessment Research Project is an assessment of housing needs, gaps and equity towards change and is a joint effort with ECRG, First 5 Contra Costa, Urban Habitat and Healthy and Active Before 5 (HAB45). Survey results are currently being analyzed. There will be a "Save the Date" on September 25th with a "kick-off" meeting sharing the data with the community partners and residents. More information to come.

Shawn Garcia, Administrative Manager gave the following updates:
First 5 Contra Costa conducted a Return to the Office staff survey in the month of June. The plan is to have staff return to the office at least twice in August and a hybrid /scattered schedule model from September through December 2021 where staff work in the office 2 days a week and remotely three days a week. The plan will be re-evaluated in January 2022 depending on Health Officers orders at that time. Ruth Fernandez, Executive Director informed that staff expressed various levels of discomfort and concerns over the planned return to office, and we are assuring them that safety will remain priority.

Sandra Dalida, Finance & Operations Director gave the following updates:
Annual audit is expected to be completed within the second or third week of September 2021. The auditors are currently awaiting the CCCERA (Contra Costa County Employee's Retirement Association) actuarial and final financial statements. We are also completing our interim actuarial valuation for our other Public Employee Benefits which will also be included in the audit report. Also completing the fiscal year financial report for the year that just ended in addition to the annual audit report.

Ruth Fernandez gave the following report:
a) First 5 launched the Organizational Assessment (now called Organizational Study) last July. This is an opportunity for us to get to know our strengths and solidify roles and what we can do with our assets. We have a core team of staff that meet with the consultants bi-weekly. The consultants conducted an

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orientation with all-staff and generated an overview and timeline of what to expect throughout the Organizational Study.

b) The updated COVID-19 Survey Findings report was emailed to staff and All-Commissioners with live links to the report's website. Communications Manager, Natalie Blackmur will provide public comment on our behalf at the Board of Supervisors ARPA (American Rescue Plan Act) Workshop, and will highlight the survey findings as critical data for the Board and other organizations as the county looks to prioritize services and resources for young children and their families through ARPA funding and other state and federal funding. We will be elevating the survey as a resource. Please share the COVID-19 Survey Findings data and website link with others.

c) The administrative office is currently in the last year of the lease and we are currently working to re-negotiate the renewal timeline within the contract. We are also consulting with the County to explore other potential opportunities, citing recent increase in violence and unfavorable conditions surrounding the area as key reasons for looking into different options. More information to come.

4.0 **DISCUSS** issues regarding the operation of the Commission**.**

Ruth gave the following updates:

a) We have a newly appointed District 3 alternate: Rhoda Butler, who will join us at the September Commission meeting.
b) Commission's Administrative Calendar is on track with our deliverables.
c) Board of Supervisors Triennial Report: it is due on December 31, 2021, staff is currently completing a draft report for Commission approval at the December meeting.
d) Ruth sent information on First 5 Association's sponsored REDI webinars and encourage all to participate. Great opportunity for Commissioners to network with other County Commissioners and staff across the state.

5.0 **RECEIVE** presentation and **DISCUSS** ongoing efforts and future planning related to the First 5 Contra Costa Strategic Plan 2020-2023.

Ruth Fernández started by providing context for the presentation and articulating that the purpose for the presentation was to reconnect with the principles, goals and strategic priorities outlined in the Plan and commented that the same presentation was provided at the Commission meeting on July 12, 2021. Nicole Young began the presentation by reviewing all elements in the plan and the process that lead to the identification of goals and priorities. The presentation described ongoing work and future plans related to the 2020-2023 First 5 Contra Costa Strategic Plan. After the presentation, Finance Director, Sandra Dalida noted that we are focused on technology innovations to move from 90% paper to automated processes and reporting, and the ability to forecast and make fiscal projections.

After the presentation, questions and answers followed:

Commissioner Lucey asked to clarify RBA Evaluation. Ruth stated that RBA stands for Results Based Accountability framework an evaluation tool currently being used by other First 5 Commissions to measure the impact of their investments and success of their strategic goals.

Commissioner Lucey asked if we already have certain result metrics already planned. Ruth informed that the next step is to work on developing an agency-wide "Theory of Change" – that describes the why, the what and the how of the work sponsored by the Commission to address root cause issues and address the needs of the early childhood system in the county. Following development of a Theory

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of Change, we will develop an Evaluation Plan grounded on the RBA framework. The plan is to unveil the Theory of Change at the December Commission meeting.

Commissioner Garcia Calloway commented that social justice wording in the Strategic Plan is missing. Ruth agreed that social justice is not strongly defined in our strategic plan. That is something we could improve. The Commission has an opportunity to update and/or revise the Plan annually and report on these changes in the Spring when we a public hearing is held on the progress of the Strategic Plan.

Commissioner Ross commented on the importance of using the terms such as 'Developmentally Appropriate Practices' when we are addressing children's needs and that we strive to scale research based models with our investments. Marilyn Lucey commented on the importance of being culturally responsive in how we define terms such as research based a culturally appropriate.

Commissioner Hernandez stated that since it is an internal focus document, the words that we are using need to come with a definition, mindful of our children's and the entire family's developmentally appropriate needs. We bring it back to what our core values and principles.

The meeting paused for a 10-minute break.

Ruth added that we want to segue into looking at impacts of COVID-19. Because of competing priorities, it has been critical that we remain steady and follow the strategic plan while doing the work and being responsive to the "now". We developed a tool that we call the "decision making matrix".

Camilla discussed the purpose of the tool: to measure priorities based on impact, urgency and effort and provided an example of a recent grant opportunity in which the team completed the matrix.

Commissioner Lucey commented on the positive shift she has noticed with the use and comfort level exuded by staff with using social justice and equity conscious vocabulary in their communications. It has been really positive thing to see how fluent the vocabulary of justice equity and inclusion, all those things we are aspiring to be and do at every single level is something she has observed.

The discussion continued with multiple comments made by Commissioners related to the findings of the COVID-19 survey and ways in which First 5 CC is responding to parental isolation and parental stress. Additionally, comments were made related to data collected on concerns with vaccination and opportunities to collaborate with other countywide groups like United Latino Voices to specifically outreach to marginalized communities that are disproportionally impacted by the pandemic. Opportunities to address vaccination concerns from families and disproportionally affected communities.

Commissioner Calloway noted that the Commission might consider forming an Ad Hoc Committee, to continue to analyze, brainstorm with the staff, and discuss potential development of organizational policies.

Ruth concluded the discussion by recapping the conversation and next steps:

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- We are almost midway through the Strategic Plan.
- There are some critical inquiries we should collectively look into.
- Opportunity to be more explicit about our work and intentional about our vocabulary.
- Continue to plan intentionally our next steps with something to share in April to Commission and stakeholders.

6.0 **REVIEW** agenda items for upcoming Commission meetings.

We have few things to bring:

- Melissa Stafford Jones, from the First 5 Association will present at the September Commission meeting.

Commissioner Garcia Calloway asked for the State Association's strategic plan. Ruth will email to the officers once the Association's Plan is approved.

7.0 **Adjourn**

Commissioner Lucey adjourned the meeting at 4:59 pm

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FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

October 25, 2021

Agenda Item 3.4

Accept the 4th Quarter Financial Report of FY 2020-21

FIRST 5 CONTRA COSTA

Line #		FY20/21 Budget			FY20/21 4th Quarter Revenue and Expenditures				
		F5 Contra Costa Funds	Other Funds	Total Budget	F5 Contra Costa Funds	Other Funds	Total Revenue and Expense	% of Budget	Notes:
	REVENUE								
1	**Prop 10 - Tax Apportionment**	7,505,758		**7,505,758**	6,597,093		**6,597,093**	88%	
2	Prop 56 - Tax Apportionment				1,983,319		**1,983,319**		
3	**State Grants:**								
4	First 5 California IMPACT		812,500	**812,500**		654,810	**654,810**	81%	1
5	CA State Preschool Quality Block Grant (CSPP)		258,830	**258,830**		326,694	**326,694**	126%	2
6	Quality Counts California (QCC)		229,775	**229,775**		228,824	**228,824**	100%	3
7	Dual Language Learners (DLL)		299,407	**299,407**		106,942	**106,942**	36%	4
8	ACEs Aware 1		299,261	**299,261**		255,817	**255,817**	85%	5
9	ACEs Aware 2 - Implementation					508,597	**508,597**		5
10	Other Public Funds		93,430	**93,430**	18,000	187,207	**205,207**	220%	6
11	**Philanthropic Grants:**								
12	Lesher Ready Kids		235,000	**235,000**		230,000	**230,000**	98%	
13	Grant Income	100,000.00		**100,000**	100,000		**100,000**	100%	7
14	Community Engagement Grants		60,000	**60,000**		120,000	**120,000**	200%	8
15	COVID-19 Grants					1,200	**1,200**		
16	Interest Income	50,000		**50,000**	86,259		**86,259**	173%	
17	Other Misc. Income		50,000	**50,000**	1,288		**1,288**	3%	9
18	**TOTAL REVENUE**	**7,655,758**	**2,338,203**	**9,993,961**	**8,785,959**	**2,620,091**	**11,406,050**	**114%**	
19	Fund Balance Drawdown	2,989,302	744,933	**3,734,235**					
20	**TOTAL REVENUES AND FUND BALANCE**	**$ 10,645,060**	**$ 3,083,136**	**$ 13,728,196**	**$ 8,785,959**	**$ 2,620,091**	**$ 11,406,050**	**83%**	
21									
22	***PROGRAM EXPENSES***								
23	**Initiatives**	**5,709,145**	**1,794,982**	**7,504,127**	**4,515,818**	**1,218,819**	**5,734,637**	**76%**	
24	**Early Childhood Education Initiative**								
25	Professional Development	475,000	80,000	**555,000**	481,583	30,700	**512,283**	**92%**	
26	Early Learning Quality	141,869	1,105,774	**1,247,643**	101,325	437,774	**539,099**	**43%**	
27	Literacy		129,262	**129,262**	107,804	20,000	**127,804**	**99%**	
28	LIIF - COVID Child Care Relief Fund				100,000	30,000	**130,000**		
29	**Total**	616,869	1,315,036	**1,931,905**	790,713	518,474	**1,309,186**	**68%**	
30	**Family Support**								
31	First 5 Centers	2,840,871		**2,840,871**	2,094,380		**2,094,380**	**74%**	
32	Home Visiting	628,000		**628,000**	463,651		**463,651**	**74%**	
33	COVID-19					10,899	**10,899**		
34	Training and Consultation	20,000		**20,000**	7,924		**7,924**	**40%**	
35	**Total**	3,488,871		**3,488,871**	2,565,955	10,899	**2,576,854**	**74%**	
36	**Early Intervention**								
37	Therapeutic Services	138,240	86,741	**224,981**	201,707	20,000	**221,707**	**99%**	
38	ECE Consultation	518,452		**518,452**	488,571		**488,571**	**94%**	
39	Help Me Grow Services	464,713		**464,713**	407,489	25,000	**432,489**	**93%**	
40	Children at Risk of Stress or Trauma	28,200		**28,200**	300		**300**	**1%**	
41	ACEs Aware 1					79,518	**79,518**		
42	ACEs Aware 2 - Implementation					311,566	**311,566**		
43	Training and Consultation	17,300		**17,300**					
44	**Total**	1,166,905	86,741	**1,253,646**	1,098,067	436,084	**1,534,151**	**122%**	
45	**Systems Change**								
46	Public Information	261,500		**261,500**	8,419		**8,419**	**3%**	
47	Community Engagement	160,000	158,205	**318,205**	52,451	187,016	**239,466**	**75%**	
48	East County Ready Kids	-	235,000	**235,000**		66,346	**66,346**	**28%**	
49	Family Economic Security Partnership	15,000		**15,000**	214		**214**	**1%**	
50	**Total**	436,500	393,205	**829,705**	61,084	253,362	**314,446**	**38%**	
51	**Program Expenses**								
52	Program Salaries & Wages	1,477,320	730,434	**2,207,754**	1,192,061	909,679	**2,101,740**	**95%**	
53	Program Employee Benefits	539,218	542,720	**1,081,938**	609,161	459,898	**1,069,060**	**99%**	
54	Program Expenses and Overhead	645,658		**645,658**	252,262	72,181	**324,443**	**50%**	
55	**Total**	2,662,196	1,273,154	**3,935,350**	2,053,484	1,441,759	**3,495,242**	**89%**	
56	**TOTAL PROGRAM EXPENSES**	**8,371,341**	**3,068,136**	**11,439,477**	**6,569,302**	**2,660,577**	**9,229,879**	**81%**	
57									
58	***STRATEGIC INFORMATION & PLANNING***								
59	SIP Salaries & Wages	306,941		**306,941**	176,384	12,892	**189,275**	**62%**	
60	SIP Employee Benefits	205,762		**205,762**	72,955	5,948	**78,904**	**38%**	
61	Professional Services	237,080	15,000	**252,080**	129,819		**129,819**	**51%**	
62	Purchased Services and Supplies	28,535		**28,535**	12,021		**12,021**	**42%**	
63	SIP Expenses and Overhead	44,308		**44,308**	27,925		**27,925**	**63%**	
64	**TOTAL STRATEGIC INFO & PLANNING**	**822,626**	**15,000**	**837,626**	**419,104**	**18,840**	**437,944**	**52%**	
65									
66	***ADMINISTRATIVE EXPENSES***								
67	Administrative Salaries & Wages	672,631		**672,631**	639,028		**639,028**	**95%**	
68	Administrative Employee Benefits	368,304		**368,304**	354,999		**354,999**	**96%**	
69	Professional Services	133,000		**133,000**	187,251		**187,251**	**141%**	
70	Purchased Services and Supplies	116,755		**116,755**	31,930		**31,930**	**27%**	
71	COVID-19					2,925	**2,925**		10
72	Admin Expenses and Overhead	160,403		**160,403**	68,343		**68,345**	**43%**	
73	**TOTAL ADMINISTRATIVE EXPENSES**	**1,451,093**		**1,451,093**	**1,281,550**	**2,925**	**1,284,477**	**89%**	
74									
75	**GRAND TOTAL**	**$ 10,645,060**	**$ 3,083,136**	**$ 13,728,196**	**$ 8,269,956**	**$ 2,682,343**	**$ 10,952,300**	**80%**	

Program	**83%**
SIP	**6%**
Administration	**11%**
Total	**100%**

Program	**84%**
SIP	**4%**
Administration	**12%**
Total	**100%**

Notes:				
	Revenue/Contracts Ratified**:**	Comm Mtg Date	Term	Grant Amount
1	First 5 California - IMPACT	7/13/2020	FY 20/21-22/23	$ 2,185,071
2	CCC Office Educ - CSPP ($76K FY19/20 COVID)	10/28/2020	FY 20/21	$ 258,830
3	CCC Office of Education - QCC	10/28/2020	FY 20/21	$ 229,775
4	First 5 California - Dual Language Learners	9/14/2020	FY 20/21-21/22	$ 600,624
5	Aurrera Health Group - ACEs Aware	7/13/2020	FY 20/21	$ 299,261
5	Aurrera Health Group - ACEs II	2/8/2021	FY 20/21-21/22	$ 2,355,708
6	Children's Council San Francisco - HUB	9/14/2020	FY 20/21	$ 93,409
6	CCC BH MHSA COPE Triple P	12/14/2020	FY 20/21	$ 84,214
6	CCCOE Workforce Pathways	4/12/2021	FY 20/21	$ 10,000
7	Sunlight Giving (2nd payment of 3 year grant)	FY19/20	FY19/20-21/22	$ 300,000
8	Y & H Soda Foundation - Comm Engagement	7/13/2020	FY 20/21	$ 60,000
8	San Francisco Foundation-Comm Engagement	6/8/2020	FY 20/21-21/22	$ 60,000
9	Conference honorarium & credit earned income			
	Expenditures:			
10	COVID-19 laptops, supplies and equipment for office and remote/home work while Shelter-In-Place issued.			

Fund Balance as of	**6/30/2021**
Nonspendable	**271,648**
Prepaids and Deposits	57,648
Loans Receivable - Brighter Beginnings	214,000
Restricted	**301,651**
D&M Lesher Foundation - Ready Kids	301,651
Assigned	**2,104,649**
Elimination of FY21/22 Budget Deficit	1,509,511
Operating Leases	595,138
Unassigned Funds	**15,921,892**
Unassigned	15,921,892
Total Fund Balance	**18,599,840**

October 25, 2021

Agenda Item 5.0

Consider accepting the Fiscal Year 2020-2021 Financial Audit

5.1 (a) Public Hearing on First 5 Contra Costa's Annual Financial Audit for Fiscal Year 2020-2021

(b) Adopt the Annual Financial Audit for Fiscal Year 2020-2021

Because of its size, the First 5 Contra Costa Fiscal Year 2020-2021 Financial Audit is on its stand-alone PDF.

You may also access it online at:

http://www.first5coco.org/wp-content/uploads/2021/10/BINDER-F5CC-2021-Financial-Audit.pdf

*Before you download or print, please be informed that the entire report consists of **55** pages with no spaces and file size is approximately 905 KB.

October 25, 2021

Agenda Item 6.0

Annual Report to First 5 California for Fiscal Year 2020-2021

(a) Public Hearing on the First 5 Contra Costa's Annual Report for FY 2020-2021

(b) Adopt the Annual Report to First 5 California for FY 2020-2021

FIRST 5 CONTRA COSTA
CHILDREN AND FAMILIES COMMISSION

STAFF REPORT
October 25, 2021

ACTION: ✓
DISCUSSION:

TITLE: FIRST 5 California Annual Report Fiscal Year 2020-21

BACKGROUND:

On an annual basis, each county First 5 is required to provide a summary of revenues, expenditures, and populations served for the fiscal year to First 5 California in the form of the Annual Report. The county Annual Reports inform a statewide summary of counties provided by First 5 California as required by the California Children and Families Act.
The Annual Report presented pertains to the fiscal year period of July 1, 2020 – June 30, 2021. Annual Report expenditures and counts of children, caregivers, and providers served are organized into Result Areas and Service Categories defined by First 5 California. Result Areas include Improved Family Functioning, Improved Child Development, Improved Child Health, and Improved Systems of Care. First 5 Contra Costa initiatives and programs are aligned with Result Areas and Service Categories, and the alignment is further described in the Annual Report packet. The Annual Report is comprised of three sections, AR-1, AR-2, and AR-3:

- Annual Report AR-1 includes a First 5 Contra Costa Revenue and Expenditure Summary that demonstrates the relationship between financial resources and services.
- Annual Report AR-2 consists of an overview of demographic information on race/ethnicity and primary language spoken in the home for populations served by First 5 Contra Costa.
- Annual Report AR-3 contains a summary of evaluation activities and county highlights, which are published in First 5 California's Annual Report.

RECOMMENDATION:
ADOPT the Annual Report for FY 2020-21 presented to be submitted to F5 California on October 29, 2021.

FISCAL IMPACT:
The Annual Report demonstrates the fiscal impact of First 5 Contra Costa's investments based on the expenditures and revenue for the fiscal year. There is no fiscal impact contingent on this report.

CONSEQUENCE OF NEGATIVE ACTION:
First 5 Contra Costa would fail to comply with state reporting mandates and would need to revise the Annual Report and resubmit to the Commission for adoption before submitting the report to First 5 California.

FY 20-21 State Annual Report Documents

FY 20-21 First 5 California Result Areas and First 5 Contra Costa Categories

AR1: Contra Costa Revenue and Expenditure Summary

AR2: Contra Costa Demographic Worksheet

AR3: Contra Costa Evaluation Summary and Highlights

FIRST 5 CONTRA COSTA

FY20-21 First 5 California Result Areas and First 5 Contra Costa Categories

This table aligns the First 5 California Result Areas and Service Categories with First 5 Contra Costa Initiatives and Programs.

First 5 Initiatives: Early Childhood Education (ECE), Early Intervention (EI), Family Support (FS), Community Information and Engagement (CE).

FIRST 5 CALIFORNIA		FIRST 5 CONTRA COSTA	
First 5 CA Result Area	**First 5 CA Service Categories**	**F5CC Initiative**	**F5CC Program Name**
Result Area 1: **Improved Family Functioning**	General Family Support	EI ECE FS CE	Crisis Center 211 Line First 5 Centers First 5 Center Community Advisory Council First 5 Center Staff Training and Support Community Engagement Regional Groups
	Intensive Family Support	EI	Triple P PECE Mental Health Therapeutic Services
	Family Literacy and Book Programs	ECE	Tandem StoryCycles New Parent Kit Distribution
Result Area 2: **Improved Child Development**	Early Learning Programs	ECE	Mt. Diablo Adult Education Literacy Preschool Lesher East County Ready Kids Grant
	Quality Early Learning Supports	ECE	Professional Development Program: Contra Costa College, Diablo Valley College, and Los Medanos College Professional Development Program Incentives IMPACT Stipends California Infant/Toddler Block Grant stipends CSPP-State Preschool Program site stipends CoCoKids Quality Improvement (Coaching for QRIS) Contra Costa County Office of Education (QRIS Support) First 5 Contra Costa Coaching for Quality Matters Workshops/Trainings for early childhood educators QCC Quality Counts CA Dual Language Learners F5 CA Grants
Result Area 3: **Improved Child Health**	General Health Education and Promotion	CE FS	Community Engagement Sports Classes, Bike Rodeo, and Parks Improvement First 5 Centers Special Projects
	Perinatal and Early Childhood Home Visiting	FS	Home Visiting: Aspiranet Welcome Home Baby Home Visiting Training and Support
	Early Intervention	EI	HMG Developmental Playgroups HMG 211 Line Help Me Grow Cafés Trauma-Informed Care trainings All ASQ-3 screenings Help Me Grow Pediatric Provider Outreach Care Parent Network Parent Mentoring Program We Care: Child Care Services CoCoKids: Inclusion Program

Result Area 4: **Improved Systems of Care**	Policy and Public Advocacy	CE	Community Leadership Development Family Economic Security Partnership (FESP) Equitable Housing and Parks Advocacy Census and Voter Registration Outreach Public Information/Communications
	Systems Building	EI	ACEs Aware Provider Training, Communications, Network of Care Implementation
	Emergency and Disaster Relief	ALL CE	COVID-19 Family Support COVID Child Care Relief Fund COVID-19 Grant

Annual Report AR-1

Contra Costa Revenue and Expenditure Summary

July 1, 2020 - June 30, 2021

Revenue Detail

Category	Amount
Tobacco Tax Funds	$8,580,413
First 5 IMPACT 2020 Funds	$654,810
Small Population County Augmentation Funds	$0
DLL Pilot Funds	$106,942
Other First 5 California Funds	$92,993
Other First 5 California Funds Description First 5 California IMPACT HUB - $92, 992.51	
Other Public Funds	$1,432,146
Other Public Funds Description ACEs Aware - $764,414, California State Preschool Program - $326,694, Quality Counts California - $228,824, Other Public Funds - $112,214	
Donations	$1,200
Revenue From Interest Earned	$12,241
Grants	$330,000
Grants Description Sunlight Giving - $100,000.00, Lesher Foundation Ready Kids Grant - $230,000	
Other Funds	$121,287
Other Funds Community Engagement Grants (San Francisco Foundation, Y&H Soda Foundation) - $120,000, Other Income - $1,287	
Total Revenue	**$11,332,032**

Improved Family Functioning

Service	Grantee	Program(s)	Children	Caregivers	Providers	Amount
General Family Support	CBO/Non-Profit	• Not Applicable ()	1254	1221	0	$2,139,772
General Family Support	First 5 County Commission	• Not Applicable ()	0	692	26	$1,866,276
Intensive Family Support	CBO/Non-Profit	• Not Applicable ()	0	192	7	$191,244
Intensive Family Support	First 5 County Commission	• Not Applicable ()	0	0	14	$1
Intensive Family Support	County Health & Human Services	• Not Applicable ()	38	37	0	$30,463
Family Literacy and Book Programs	CBO/Non-Profit	• Kit for New Parents • Story Cycles	2541	2582	153	$158,620
					Total	**$4,386,376**

Improved Child Development

Service	Grantee	Program(s)	Children	Caregivers	Providers	Amount
Quality Early Learning Supports	County Office of Education/School District	• Quality Counts California	1	0	0	$119,633
Quality Early Learning Supports	First 5 County Commission	• Quality Counts California	594	465	984	$884,985
Quality Early Learning Supports	Higher Education	• Quality Counts California	0	0	147	$481,583
Quality Early Learning Supports	CBO/Non-Profit	• Quality Counts California	1	0	0	$89,030
Early Learning Program Direct Costs	Higher Education	• Preschool/Childcare	50	54	0	$107,804
Early Learning Program Direct Costs	First 5 County Commission	• Facility Grants	1	0	0	$66,346
					Total	**$1,749,381**

Improved Child Health

Service	Grantee	Program(s)	Children	Caregivers	Providers	Unique Families	Amount
General Health Education and Promotion	First 5 County Commission	• Not Applicable ()	115	0	0	0	$87,211
Early Intervention	CBO/Non-Profit	• Care Coordination and Linkage • Developmental Playgroups • Mild-to-Moderate Supports	199	0	107	0	$488,571
Early Intervention	First 5 County Commission	• Developmental Playgroups • Mild-to-Moderate Supports	2994	749	391	0	$777,452
Perinatal and Early Childhood Home Visiting	CBO/Non-Profit	• Welcome Baby	342	564	0	360	$463,651
Perinatal and Early Childhood Home Visiting	First 5 County Commission	• Not Applicable ()	0	0	1	0	$295,347
						Total	**$2,112,232**

Improved Systems Of Care

Service	Grantee	Program(s)	Amount
Policy and Public Advocacy	First 5 County Commission	• Not Applicable ()	$181,452
Systems Building	First 5 County Commission	• Trauma-Informed Care/ACES	$356,223
Emergency and Disaster Relief	First 5 County Commission	• Direct Material Support	$444,215
		Total	**$981,890**

Expenditure Details

Category	Amount
Program Expenditures	$9,229,879
Administrative Expenditures	$1,284,477
Evaluation Expenditures	$437,944
Total Expenditures	$10,952,300
Excess (Deficiency) Of Revenues Over (Under) Expenses	$379,732

Other Financing Details

Category	Amount
Sale(s) of Capital Assets	$0
Other	$0
Total Other Financing Sources	**$0**

Net Change in Fund Balance

Category	Amount
Fund Balance - Beginning	$18,220,108
Fund Balance - Ending	$18,599,840
Net Change In Fund Balance	$379,732

Fiscal Year Fund Balance

Category	Amount
Nonspendable	$271,648
Restricted	$301,651
Committed	$0
Assigned	$2,104,649
Unassigned	$15,921,892
Total Fund Balance	$18,599,840

Expenditure Note

No data entered for this section as of 10/19/2021 10:30:27 AM.

Small Population County Funding Augmentation Expenditure Detail

Category	Amount	Comment
Program: Evidence-Based	$0	
Program: Evidence-Informed	$0	
Program: Other Funded	$0	
Program: Professional Development, Training and Technical Assistance	$0	
Administration	$0	
Evaluation	$0	
Other (Please Explain)	$0	
Total	**$0**	
If unspent funds occurred during the FY, please list amount and provide explanation.	$0	

Annual Report AR-2

Contra Costa Demographic Worksheet

July 1, 2020 - June 30, 2021

Population Served

Category	Number
Children Less than 3 Years Old	3,498
Children from 3rd to 6th Birthday	3,150
Children – Ages Unknown (birth to 6th Birthday)	1,479
Primary Caregivers	6,556
Providers	1,790
Total Population Served	**16,473**

Primary Languages Spoken in the Home

Category	Number of Children	Number of Primary Caregivers
English	756	1,454
Spanish	1,044	1,679
Cantonese	6	4
Mandarin	28	16
Vietnamese	3	2
Korean	3	1
Other - Specify with text box Tagalog, Tamil, Bengali, Dari, Farsi, Hindi,	83	211
Unknown	6,204	3,189
Totals	**8,127**	**6,556**

Race/Ethnicity of Population Served

Category	Number of Children	Number of Primary Caregivers
Other – Specify with text box Middle Eastern, North African, Mexican, Algerian,	78	79
Black/African-American	187	290
Alaska Native/American Indian	6	9
Asian	172	191
Hispanic/Latino	1,529	1,688
Native Hawaiian or Other Pacific Islander	9	18
Other – Specify with text box	113	52
White	182	698
Unknown	5,851	3,531
Totals	**8,127**	**6,556**

Duplication Assessment

Category	Data
Degree of Duplication	10%
Confidence in Data	Moderately confident
Additional Details (Optional)	

Annual Report AR-3

Contra Costa County Evaluation Summary and Highlights

July 1, 2020 - June 30, 2021

County Evaluation Summary

Evaluation Activities Completed, Findings, and Policy Impact

First 5 Centers provide tangible supports for all caregivers in fostering children's development. Most parents (72%-86%; 81-394 families surveyed by each Center) reported Strongly Agreeing that they gained a new understanding of their child's development in a class. The majority of parents (75%-87%) reported Strongly Agreeing that as a result of taking a class, they learned how to interact more positively with their child, suggesting that centers are also contributing to improving parent-child relationships. Centers prioritized engaging fathers. The father engagement survey demonstrated that fathers (N=43) find Center activities and programs to be welcoming, useful, and relevant: 95% of fathers reported feeling welcome at Center activities and programs. Fathers receive a range of resources from Centers: 84% report getting "Information about my child's development and growth"; 63% indicate "Different ideas for how to address my child's challenging behaviors"; 53% indicate "support for my family during the COVID-19 pandemic". First 5 supported 147 early childhood education (ECE) providers in their educational training through the professional development program at Contra Costa, Diablo Valley, and Los Medanos Colleges, resulting in 51 (35%) providers meeting requirements for a higher permit (Assistant Teacher, Associate Teacher, Teacher, Master Teacher, Site Supervisor, Program Director), and 11 providers meeting requirements for a higher degree (primarily Associate's, including Bachelor's and Master's). For 19 professional trainings held for ECE and early intervention providers (N=266), 78% of learning objectives were met. About 73% of providers reported that they will change their practice as a result of the training. In order to more equitably support children's literacy development in the county, at 32 sites in East County, Tandem held 116 StoryCycle classrooms and 21 interactive read aloud demonstrations promoting early home literacy practices. We Care Child Care Solutions and the Inclusion Program addressed children's developmental concerns as well as how care providers can best meet their needs. Based on consultant/facilitator exit surveys (199 children), We Care and the Inclusion Program enabled 65% of children to remain in their current childcare setting, and 84% of consultants either Strongly Agreed/Agreed that the child is in a setting that meets the child's needs. Similarly, 84% of consultants Strongly Agreed/Agreed that the child has improved in the areas identified by the consultant. Regarding provider support, 81% of consultants reported that the teacher has sufficient skills to work with the child. Help Me Grow (HMG) experienced an increase in referrals from last year, with 1423 referrals made to address developmental concerns, parenting supports, educational supports, and health or basic needs. Top referrals made were for Regional Center of the East Bay, Ages and Stages Questionnaire (ASQ), Parenting Counts-Talaris Institute, First 5 Centers, and Head Start. Children at our programs and HMG pediatric sites initially identified as at risk for developmental concerns largely demonstrated improvement. The percentage of children (N=512) who indicated risk by scoring within the zone for referral (highest risk score across subscales) decreased from 23% to 16% from the first to last ASQ. Of children who scored within the zone for referral on their first ASQ, the majority of children demonstrated a decrease in risk across subscales on their last ASQ. Through Triple P classes and seminars, parents increased their parenting capacity and strengthened their ability to address challenges with their children's behavior. From pre to post Parenting Scale, 65% of parents (N=102) improved on Laxness, and 49% improved on Overreactivity. From pre to post Eyeberg Children's Behavior Inventory, 48% of children (N=109) improved on behavior problems and 53% improved in problem intensity.

County Highlights

County Highlight

Last year, First 5 Contra Costa applied a whole child, whole family approach to making services more coordinated, equitable, and responsive to families' needs. COVID-19 Survey Highlights (http://www.first5coco.org/2021-covid-19-impact-survey/;N=533): 1) 40% of parents lost employment after Shelter In Place order. 2) Cash assistance, debt forgiveness, and free or affordable childcare arose as top needs for parents. We connected families with COVID-19 supplies, distributing 2,827 books and 27,632 PPE single packs/items from First 5 CA and Help A Mother Out to programs across the county. First 5, the Low-Income Investment Fund, and other philanthropic funders also collaborated to aid 100 family child care providers with $600,000 of COVID-19 relief grants. For the Antioch CHANGE Housing assessment, East County Regional Group members and Community Engagement staff collected 1,030 surveys from Antioch residents and are holding community forums to share learnings and establish housing policy priorities. Funded by the ACEs Aware Initiative, we held two convenings of over 100 providers to make collective progress toward implementing a trauma-informed Network of Care. We also launched an online hub for connecting, learning, and collaborating on trauma informed practice. Currently, we are funded by ACEs Aware to pilot a Contra Costa Network of Care including key partners, First 5 Contra Costa, La Clinica, and the Contra Costa Crisis Center. The Network features an integrated approach to ACEs screening and referring families to buffering support services in order to mitigate the impact of ACEs on families and prevent future ACEs. The Ready Kids East County (RKEC) initiative hosted a series of School Readiness Parent Cafés for Black families in which parents voiced hopes for educational settings that reflect their children's needs and interests. RKEC has launched a workplan to build collective vision and capacity for educational stakeholders to best serve Black families.

October 25, 2021

Agenda Item 7.0

Communications:

- LIIF Report to First 5 Contra Costa: Contra Costa Child Care Relief Fund
- NY Times Article: When Child Care Costs Twice as Much as the Mortgage

capital for healthy
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LIIF Report to First Five Contra Costa
August 2021

The Board and staff of the Low Income Investment Fund (LIIF) thank First 5 Contra Costa for their grant of $130,000 in support of LIIF's Contra Costa Child Care Relief Fund. LIIF is pleased to submit our report to First 5 Contra Costa covering the duration of this grant in accordance with the organization's reporting requirements.

LIIF created the Contra Costa Child Care Relief Fund program to provide relief to licensed Family Child Care Homes in Contra Costa County who are experiencing financial hardship due to COVID-19. This fund is administered by the Child Care Facilities Fund of the Low Income Investment Fund, in partnership with First 5 Contra Costa, Tipping Point Community, Wells Fargo, Lesher Foundation, and the Hellman Foundation.

Of the $130,000 provided by First 5 Contra Costa, LIIF utilized $8,000 for operational costs and the remaining $122,000 was spent down as pass through funds. The $796,772 in total pass through funds aided 102 grantees. Please find a breakdown of these grantees and what their funds were spent on below.

Grantees by City	
Antioch	27
Concord	23
Pittsburg	11
Richmond	35
San Pablo	6

Facility Ownership Status	
Own	68
Rent	34

Risk of Foreclosure/Eviction	
Yes	8

Grantees by Zip Code	
94509	9
94518	11
94519	4
94520	4
94522	1
94531	18
94565	11
94801	6
94803	1
94804	18
94805	4
94806	12
94521	3

No	94

Provider License Type		
Small Family Child Care	47	$243,152
Large Family Child Care	55	$553,620

How FCC providers spent the funds	
Rent/Mortgage, working capital to continue operations, and taxes/insurance/utilities	60%
Employee payroll	30%
Other: debt reduction, food, health & safety supplies, outdoor landscaping, furniture, fixtures and equipment, deferred maintenance, learning materials, marketing, new hires	10%

Gender of the owners of organization	
Female	96
Male	6

Race/Ethnicity of the owners of organization	
Black or African American (not Hispanic/Latino)	46
White (not Hispanic/Latino)	13
Hispanic/Latino	31
American Indian/Alaska Native/Native Hawaiian/Pacific Islander	2
Asian (not Hispanic/Latino)	6
Business owned by an individual that identifies with two or more races/ethnicities	2
Other/Not identified	0
Prefer not to answer	2

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LIIF is grateful to First 5 Contra Costa for the support and we are open to discussing future partnerships to support child care providers in Contra Costa County. Should any questions arise regarding this report, please reach out to Chris Bajarias at cbajarias@liifund.org.

When Child Care Costs Twice as Much as the Mortgage

President Biden's social policy legislation aims to address a problem that weighs on many families — and the teachers and child care centers serving them

Melissa Robertson and her wife pay twice as much for child care as they pay for their mortgage.Credit...Travis Dove for The New York Times

By Jason DeParle

Oct. 9, 2021

GREENSBORO, N.C. — To understand the problems Democrats hope to solve with their supersized plan to make child care better and more affordable, consider this small Southern city where many parents spend more for care than they do for mortgages, yet teachers get paid like fast food workers and centers cannot hire enough staff.

With its white pillars and soaring steeple, the Friendly Avenue Baptist Church evokes an illusory past when fathers left for work, mothers stayed home to mother, and education began when children turned five. But its sought-after preschool illuminates the dilemmas of modern family life.

Until their elder son started kindergarten this fall, Jessica and Matt Lolley paid almost $2,000 a month for their two boys' care — roughly a third of their income and far more than their payments on their three-bedroom house. But one of the teachers who watched the boys earns so little — $10 an hour — that she spends half her time working at Starbucks, where the pay is 50 percent higher and includes health insurance.

Image

Because the pay for other jobs has significantly increased, Sandy Johnson has had trouble hiring teachers at her preschool. Credit...Travis Dove for The New York Times

The center's director wants to raise wages, but has little room to pass along costs to parents who are already stretched. She has been trying since February to replace a teacher who quit without warning; four applicants accepted the job in turn, but none showed up.

"I've been an administrator for 30 years, and I've never seen anything like this," said the director, Sandy Johnson. "Directors are at the point where they're willing to hire anyone who walks through the door. The children deserve far more than that, and the families deserve far more than that."

Democrats describe the problem as a fundamental market failure — it simply costs more to provide care than many families can afford — and are pushing an unusually ambitious plan to bridge the gap with federal subsidies.

The huge social policy bill being pushed by President Biden would cap families' child care expenses at 7 percent of their income, offer large subsidies to child care centers, and require the centers to raise wages in hopes of improving teacher quality. A version before the House would cost $250 billion over a decade and raise annual spending fivefold or more within a few years. An additional $200 billion would provide universal prekindergarten.

“This would be the biggest investment in the history of child care,” said Stephanie Schmit, a child care expert at the Center for Law and Social Policy, a research group that supports the measure. “For too long, parents have had to struggle with the high cost of care, while child care providers have been incredibly undervalued and underpaid. This is a once-in-a-generation opportunity to do right for everyone.”

Prospects remain uncertain for the broader bill, which includes new educational, health care, and child-rearing subsidies. Some Democrats balked at Mr. Biden’s request for $3.5 trillion over 10 years and proposed a figure closer to $2 trillion.

Republicans strongly oppose the safety net expansion, saying that it is unaffordable and smacks of socialism, and some conservatives warn the child care provisions would inflate costs, impose burdensome regulations, and penalize parents who prefer informal care.

Image

Jess Lolley paid more than $20,000 a year when both her sons — Zeke, left, and Beckett — were in preschool, and said she could not afford to have another child.Credit...Travis Dove for The New York Times

As Democrats describe it, child care is an issue not just of family finance but of macroeconomics (parents need it to join the work force); brain development (much of which happens before children start school); and racial equity (the low-paid work force is disproportionately composed of minorities).

In Greensboro, parents know little about the Democrats’ plan but much about child care costs, which can cause them to reconfigure work hours, postpone the purchase of cars and appliances, or have fewer children than they desire.

“We had no idea child care was going to cost this much,’’ said Ms. Lolley, who works in human resources for the public school system and whose husband sells plumbing fixtures at Lowe’s. “There’s no way we could afford to have another child.”

Greensboro has been a hub of child care advocacy since at least the early 1990s, when local organizers helped lead a national campaign called Worthy Wages, which sought to raise pay and improve working conditions. The state government is also known as a leader. It offers scholarships to child care workers who want more education and runs two wage-subsidy programs, which together reach about one in eight child care workers and provide average bonuses of roughly $2,400 a year.

Still, the problems of high costs and low wages remain.

“Much of what North Carolina has done is terrific, but it’s going to take the resources of the federal government to make change on the scale we need,” said Rosemarie Vardell, a retired professor who helped lead the Worthy Wages campaign.

The Treasury Department reported last month that the average cost of care is roughly $10,000 a year per child and consumes about 13 percent of family income, nearly twice what the government considers affordable. At the same time, it noted the average teacher earns about $24,000 a year, many live in poverty, and nearly half receive some public assistance.

“It’s among the lowest-paid of all occupations,” said Lea J.E. Austin of the Center for the Study of Child Care Employment. “People have a hard time seeing that this is complex, specialized work.”

The coronavirus pandemic has made the problem worse. Competing employers have raised pay, and some teachers are afraid to supervise children who cannot be vaccinated or masked. Nationally, the work force has declined by about 12 percent from prepandemic levels.

Uvika Joseph had to leave her job at a preschool because she was only making $10 an hour. She just took a job with the public school system, where she expects to earn nearly twice as much and will receive health insurance.Credit...Travis Dove for The New York Times

“Everyone I know has significantly increased entry-level pay, and we’re not close to being able to fill positions,” Ms. Johnson, the Friendly Avenue director, said on a recent call with other Greensboro administrators.

“Ditto!” said Donna Danzy, who runs two highly rated centers. “There are dwindling numbers of people interested in doing this kind of work. They are not seeing the joy.”

“There are really great centers who have had to close,” said another director, Devon Walton. “We have a waiting list a mile long.”

While directors say they cannot hire, teachers say they cannot pay their bills. Earning $10 an hour at the Little Leaders Learning Academy, Uvika Joseph, a single mother, got food stamps and Medicaid for her three children. She just left to become an assistant in the public schools, where she expects to earn nearly twice as much and will receive health insurance.

“The only reason I am leaving is the pay,” she said. “I love the kids.”

To make ends meet, Rashelle Myers, who has an associate degree in early childhood education, splits a 60-hour workweek between the Friendly Avenue center and Starbucks. She called the Democrats’ plan to raise wages “amazing” and overdue.

“I make $10 an hour to shape the future of children but make $15 an hour to hand someone a cup of coffee,” she said. “That doesn’t make sense.”

Low pay leads to high turnover, which the Treasury Department said was at least 26 percent a year. April Harden Crocker, a Friendly Avenue teacher, has taught for nearly three decades — “it’s my passion, it’s my heart, I just have to do it” — but she warned that employee churn harms care.

“Babies don’t like strangers’ faces — if you keep bringing new people in, they get really upset,” she said. “If the pay was better we would get more devoted people.”

Image

Rashelle Myers, a teacher at Friendly Avenue Christian Preschool, also works at Starbucks to make ends meet. “I make $10 an hour to shape the future of children but make $15 an hour to hand someone a cup of coffee,” she said. Credit...Travis Dove for The New York Times

Child care is expensive because it is labor intensive. Many centers spend half or more of their budget on wages, so raising pay has a major financial impact. Under the Democrats’ plan, the federal government would cover all new costs for the first three years, but states would then pay 10 percent.

How much Democrats would raise pay remains unclear. The House bill says child care workers should receive a “living wage,” which it does not define, but also says they should be paid the same as elementary educators with the same credentials, a different standard.

Other uncertainties remain. Mr. Biden proposed subsidies for about three-quarters of households, excluding the most affluent. But the House version covers everyone.

Beyond legislative detail, progressives are seeking a paradigm shift. They see child care much like public education: a service on which society depends and therefore should ensure.

“It’s a public good and should be treated that way” said Julie Kashen, a senior fellow at the Century Foundation. “The shared stake in seeing children thrive doesn’t suddenly begin when they turn five.”

But conservatives fear government intrusion into the family realm. Rachel Greszler, an analyst with the Heritage Foundation, recently warned Congress that the measure would increase costs and drive small centers out of business, especially those based in homes and churches. She also said the policy would penalize parents who stay at home, taxing them to expand center-based care and ignoring the “tremendous personal and societal value” of full-time child-rearing.

Ms. Lolley said she thought about staying at home after having a second child but needed the health insurance that came with her job.

“Oh my God, it was terrible,” she said of the cost, more than $20,000 a year, of having two children in care. She hung on with significant help from her parents, knowing that “we wouldn’t have a kid in day care forever.” Most Greensboro parents, asked about the bill, agreed the problem it tackles are serious, but their views of federal help varied.

“I’d love for this to pass,” said Melissa Robertson, a freight broker, after hearing a summary of the legislation. She and her wife said their two children are thriving at the Wishview Children’s Center, but it costs twice as much as their mortgage, and a shortage of infant care causes Ms. Robertson to work from home several days a week.

“It can be kind of difficult when you’ve got a screaming baby in the background,” she said. “Sometimes clients are like, ‘Oh, can’t you get them into child care?’” With two working parents the norm, she said, “We should be able to provide child care.”

Image

Jamie Pritchard, left, and her husband, Matt, feel financially stable and worry that child care subsidies would lead to higher taxes.Credit...Travis Dove for The New York Times

But another Wishview parent, Jamie Pritchard, had reservations. She and her husband, Matt, who work at the same insurance firm, have three children in care and pay about $34,000 a year. “Basically, my paycheck goes to pay for child care,” she said.

Still, she warned subsidies could lead to higher taxes. “If we were not financially stable, we would be all for that,” she said. “But I always think that if we’re getting help, the money has to come from somewhere.”

Ms. Lolley knew nothing of the plan until a reporter described it and reacted with enthusiasm tinged with concern. She praised the potential financial relief and the “wonderful” help for teachers, whom she called devoted and “very underpaid.”

But she also noted that federal money often brings federal rules.

“If it would make things worse for the school in any way,” she said, “I personally would rather stretch to keep paying the bills.”