



REVISED/UPDATED

Revision approved at 2.12.2024

Commission Meeting

Commission Meeting

A G E N D A

Monday, February 12, 2024, 6:00 pm

First 5 Contra Costa, Conference Center

4005 Port Chicago Hwy., Suite 120, Concord CA 94520

1516 Kamole Street, Honolulu, Hawaii 96821

Carrera 2b 66 #28 Bogota, Colombia

The Commission meeting will be accessible in-person and via virtual webinar to all members of the public. Persons who wish to address the Commission during public comment or with respect to an item on the agenda may call in during the meeting by dialing 669-444-9171 or 669-900-6833 or use the "raise your hand" feature in the Zoom app. 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.

Virtual Webinar Information:

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/86085927051>

Webinar ID: 860 8592 7051

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 Approve the Minutes from the December 18, 2023 Commission Meeting.

Action

4.0 Approval of Consent Calendar

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.

Action

4.1 Approve the Contracts Docket.

4.1.1 APPROVE and AUTHORIZE the Executive Director, or her designee, to execute a contract with Counseling Options & Parent Education Support Center, Inc., in an amount not to exceed \$272,000, to expand the Triple P - Positive Parenting Program (Level 2 and 3) countywide, for the term February 1, 2024 to June 30, 2025. FY 2023-24 budget line: Early Intervention: Triple P - Positive Parenting Program (\$194,655). Funded 100% Public Health Foundation Enterprises Inc. (also known as Heluna Health).

4.1.2 APPROVE and AUTHORIZE the Executive Director, or her designee, to execute a contract amendment with Tandem, Partners in Early Learning, to increase the payment limit by \$24,149.16 to a new payment limit of \$184,892.16, to increase the quantity and quality of literary materials available in the Lil Libraries Around Town program for Black and/or African American children ages birth to five years in East Contra Costa County. FY 2023-24 budget line: Early Childhood Education: Ready Kids East County School Readiness (\$189,264). Funded 100% Other Funding.

4.1.3 APPROVE and AUTHORIZE the Executive Director, or her designee, to execute a contract with The Regents of the University of California, in an amount not to



exceed \$67,400, to research, analyze and develop a guaranteed income for childcare teachers model and evaluation plan for the term January 15, 2024 to June 30, 2025. FY 2023-24 budget line: Early Childhood Education Initiative: Workforce Development (\$399,760). Funded 100% U.S. Administration for Children and Families Congressionally Directed Community Projects Grant (also known as U.S. Congressman “Mark DeSaulnier Grant”).

4.2 Approve the Grants Docket.

4.2.1 APPROVE and AUTHORIZE the Executive Director, or her designee, to accept a grant award and execute an agreement with Public Health Foundation Enterprises, Inc. (also known as Heluna Health), in an amount not to exceed \$400,000 to expand Counseling Options & Parent Education Support Center, Inc., Triple P- Positive Parenting Program (Level 2 and 3) countywide, for the term February 1, 2024 to June 30, 2025. FY 2023-24 budget line: Early Intervention: Triple P Positive Parenting (\$194,655). Funded 100% Public Health Foundation Enterprises Inc. (also known as Heluna Health).

4.2.2 APPROVE and AUTHORIZE the Executive Director, or her designee, to extend the term of the \$1,160,000 grant from Dean and Margaret Leshner Foundation, effective January 1, 2024 to June 30, 2024, to support the “Ready Community, Ready Schools, Ready Families” project.

4.3 Approve Staff Report to amend the approved First 5 Contra Costa Employee Compensation and Benefits Resolution No. 2023/01.

4.4 Accept the FY 23/24 Second Quarter Financial Report.

4.5 Accept the Minutes from the Special Executive Committee Meeting on Dec. 18, 2023.

4.6 Accept the Executive Director’s January/February Report.

4.7 Accept Directory of Advocacy Efforts in Contra Costa County Related to Early Childhood Issues Compiled by First 5 Contra Costa.

4.8 Accept the First 5 Conference Center Fee-For-Use Schedule.

5.0 CONSIDER for discussion any items removed from the Consent Calendar.

Discussion

6.0 RECEIVE the presentation of the Conflict of Interest Laws pertinent to the Commissioners and staff by Kurtis C. Keller, Deputy County Counsel.

Discussion

7.0 RECEIVE presentation from Anna Powell, Senior Research & Policy Associate from the Center for the Study of Child Care Employment, UC Berkeley on the completed report on *The Early Care and Education Workforce of Contra Costa County*.

8.0 RECEIVE staff presentation on Fiscal Updates.

Discussion

9.0 Executive Director’s Report



10.0 Communications

11.0 Commissioner F.Y.I. Updates

12.0 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 4005 Port Chicago Highway, Suite 120, 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.



Special Commission Meeting

MINUTES

Monday, December 18, 2023, 6:00 pm

Location: First 5 Contra Costa, Conference Center
4005 Port Chicago Hwy., Suite 120, Concord CA 94520

1.0 Call to Order and Roll Call

Chair John Jones called the meeting to order at 6:12 PM.

Commissioners present during roll call were:

District 1: Dr. Rocio Hernández, Vice-Chair
District 2: Marilyn Cachola Lucey (Remote-Just Cause)
District 4: Matt Regan, Treasurer / Secretary
District 4: Alternate Gareth Ashley
District 5: John Jones, Chair
District 5: Alternate LaTrena Robinson (Remote, Just Cause)
EHSD: Dr. Marla Stuart
Children & Families Services: Kathy Marsh

Also, in attendance during roll call was:

Keiko Kobayashi, County Counsel

Commissioners not present during roll call were:

District 2: Alternate Vidya Iyengar
Health Department: Dr. Ori Tzvieli
Health Department: Alternate Dr. Sefanit Mekuria
Board of Supervisors: Supervisor Candace Andersen
Board of Supervisors: Alternate Supervisor Ken Carlson
Children & Families Services: Alternate Roslyn Gentry

2.0 Public Comment

No comment from the public.

3.0 Approve the Minutes from the October 30, 2023, Commission Meeting.

The Chair asked if there were any questions regarding item 3.0. There were none.

The Chair asked for a motion to approve the minutes from October 30, 2023.

Commissioner Matt Regan made a motion, seconded by Commissioner Marilyn Cachola Lucey to approve the minutes.

Roll call of vote:

Yes: District 5: John Jones, Chair
District 2: Marilyn Cachola Lucey
District 4: Matt Regan, Treasurer / Secretary

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NOs: None

ABSTAIN: District 1: Dr. Rocio Hernández, Vice-Chair
EHSD: Dr. Marla Stuart
Children & Families Services: Kathy Marsh

Absent: District 2: Alternate Vidya Iyengar
Board of Supervisors: Supervisor Candace Andersen
Board of Supervisors: Alternate Supervisor Ken Carlson
Health Department: Dr. Ori Tzvieli
Health Department: Alternate Dr. Sefanit Mekuria
Children & Families Services: Alternate Roslyn Gentry

The motion was **APPROVED**.

4.0 Approval of Consent Calendar. *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 5.0.*

The Chair called for a motion to approve the Consent Calendar.

Executive Director Dr. Ruth Fernández requested to remove item 4.5 from the Consent Calendar for discussion.

Commissioner Dr. Marla Stuart made a motion to approve the Consent Calendar, seconded by Commissioner Dr. Rocio Hernandez.

Roll call of vote:

Yes: District 5: John Jones, Chair
District 1: Dr. Rocio Hernández, Vice-Chair
District 2: Marilyn Cachola Lucey (Remote, Just cause)
District 4: Matt Regan, Treasurer / Secretary
EHSD: Dr. Marla Stuart
Children & Families Services: Kathy Marsh

NOs: None

ABSTAIN: None

Absent: District 2: Alternate Vidya Iyengar
Board of Supervisors: Supervisor Candace Andersen
Board of Supervisors: Alternate Supervisor Ken Carlson
Health Department: Dr. Ori Tzvieli
Health Department: Alternate Dr. Sefanit Mekuria
Children & Families Services: Alternate Roslyn Gentry

The motion was **APPROVED**.



5.0 CONSIDER for discussion any items removed from the Consent Calendar.

Dr. Ruth Fernández presented an edit to the 2024 Standing Commission Meetings calendar, revising times for Executive Committee Meetings to 5-6:30pm on all dates other than February 12, which will be held from 5-6pm.

Commissioner Kathy Marsh made a motion to approve item 4.5, seconded by Commissioner Dr. Marla Stuart.

Roll call of vote:

Yes: District 5: John Jones, Chair
District 1: Dr. Rocio Hernández, Vice-Chair
District 2: Marilyn Cachola Lucey (Remote, Just cause)
District 4: Matt Regan, Treasurer / Secretary
Health Department: Alternate Dr. Sefanit Mekuria
EHSD: Dr. Marla Stuart
Children & Families Services: Kathy Marsh

NOs: None

ABSTAIN: None

Absent:

District 2: Alternate Vidya Iyengar
Board of Supervisors: Supervisor Candace Andersen
Board of Supervisors: Alternate Supervisor Ken Carlson
Health Department: Dr. Ori Tzvieli
Children & Families Services: Alternate Roslyn Gentry

The motion was **APPROVED**.

It was acknowledged that Commissioner Dr. Sefanit Mekuria joined the meeting in time to participate in this vote.

6.0 CONSIDER authorizing staff to finalize a Facility Use Agreement and Fee-for-Use Schedule that would allow third parties to use conference rooms at the 4005 Port Chicago Highway Conference Center.

Pankti Clerk, First 5 Finance and Operations Director presented a staff proposal for Commission approval to adopt a Facility Use Agreement and Fee-for-Use Schedule for the Conference Center. The staff report included a fee schedule for non-profit/public/for-profit entities.

Ms. Clerk received comments and inquiries from the Commissions primarily pertaining to fees and integration of overhead/staff time in setting fees for third party use of the room.



Commissioner Dr. Rocio Hernández made a motion to approve a Facility Use Agreement and Fee-for-Use Schedule that would allow third parties to use conference rooms at the 4005 Port Chicago Highway Conference Center, seconded by Commissioner Matt Regan.

Roll call of vote:

Yes: District 5: John Jones, Chair
District 1: Dr. Rocio Hernández, Vice-Chair
District 2: Marilyn Cachola Lucey (Remote)
District 4: Matt Regan, Treasurer / Secretary
Health Department: Alternate Dr. Sefanit Mekuria
EHSD: Dr. Marla Stuart
Children & Families Services: Kathy Marsh

NOs: None

ABSTAIN: None

Absent: District 2: Alternate Vidya Iyengar
Board of Supervisors: Supervisor Candace Andersen
Board of Supervisors: Alternate Supervisor Ken Carlson
Health Department: Dr. Ori Tzvieli
Children & Families Services: Alternate Roslyn Gentry

The motion was **APPROVED**.

7.0 CONSIDER approving the Slate of Officers of the Commission for 2024:

Dr. Sefanit Mekuria presented the incoming slate of officers decided upon by the 2023 Nominating Committee:

- Chair: John Jones
- Vice-Chair: Dr. Marla Stuart
- Secretary / Treasurer: Matt Regan
- Additional Non-Voting Member: Vidya Iyengar

Commissioner Marilyn Cachola Lucey made a motion to approve, seconded by Commissioner Rocio Hernández.

Roll call of vote:

Yes: District 5: John Jones, Chair
District 1: Dr. Rocio Hernández, Vice-Chair
District 2: Marilyn Cachola Lucey (Remote, Just cause)
District 4: Matt Regan, Treasurer / Secretary
Health Department: Alternate Dr. Sefanit Mekuria
EHSD: Dr. Marla Stuart
Children & Families Services: Kathy Marsh

NOs: None

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ABSTAIN: None

Absent: District 2: Alternate Vidya Iyengar
Board of Supervisors: Supervisor Candace Andersen
Board of Supervisors: Alternate Supervisor Ken Carlson
Health Department: Dr. Ori Tzvieli
Children & Families Services: Alternate Roslyn Gentry

The motion was **APPROVED**.

8.0 Recognize Camilla Rand for 3 years of service as First 5 Contra Costa’s Deputy Director.

Dr. Ruth Fernández recognized Camilla Rand for her work with First 5 Contra Costa beginning in the middle of the pandemic and through shelter in place. She shared her appreciation for her team player and solutions-based skill set. She gave well wishes for the future and presented her a plaque to express gratitude for her work at First 5 Contra Costa.

9.0 Recognize Wanda Davis, Early Intervention Officer for her retirement after 13 years of service with First 5 Contra Costa.

Dr. Ruth Fernández recognized Wanda Davis for her 13 years of service with First 5 Contra Costa and noted many of her accomplishments and impacts she has made as Early Intervention Officer. Ruth gave Wanda well wishes going forward and presented her with a gift for her 13 years of service to First 5 Contra Costa.

10.0 Recognize First 5 staff who have surpassed service milestones and appreciate the entire staff for their continuing dedication and accomplishments.

Tammy Henry, First 5 HR Manager acknowledged several First 5 staff who have reached service milestones in 2023 which included: Daryn Nabeta, Brian Kelley, and Nelly Orantes for 5 years of service, and Randee Blackstock for fifteen years of service to First 5 Contra Costa.

11.0 RECEIVE Staff Presentation of 2023 Year in Review: Community Impact Report

Sarah Burke, PSE Database Coordinator, gave an overview and highlighted data from the FY 2023 Year in Review Community Impact Report. Report showed ~14% increase of people served year over year, an increase of male caregivers and increase of African American families served due to adjustment of programming to more culturally relevant activities. Sarah noted results from Strengthening Families, Early Intervention, Early Childhood Education, and Policy Advocacy Areas. Sarah responded to some questions posed by the Commissioners. The report will be posted on our website at www.first5coco.org.



12.0 CONSIDER approving the updated First 5 Contra Costa Employee Compensation and Benefits Resolution No. 2023/01 and new Salary Schedule resulting from the organizational Compensation and Classification Study recently completed.

Chair, John Jones noted Executive Committee met with Koff & Associates representative during the Executive Committee meeting and approved their results prior to giving the floor to Tammy Henry. Tammy Henry presented that the Employee Compensation and Benefits Resolution is ratified at the end of each year for all changes that occurred during the prior year which included: a 3% COLA approved by the Commission on April 17, 2023, effective 7.1.2023, as well as the updated Health and Dental Benefit premium rates approved on October 30, 2023. The update included reference to First 5's Consolidated Financial Policies & Procedures and that a Compensation Study was initiated in Jan 2023 which concluded in December 2023. The staff recommend the adoption of a new pay structure for all classifications. Dr. Ruth Fernández provided further detail regarding the salary analysis which showed First 5 Contra Costa base salaries are on average 3% above market median and including total compensation First 5 is 10% over market median. Ruth provided an explanation of the step structure and the goal to provide equity and increase transparency for staff. Ruth provided a summary of the new, proposed salary schedule and the impact on staff. Ruth added a summary of the results of the Classification Study which was done concurrently with the Compensation Study for 7 staff classifications. The Classification Study resulted in one reclassified position, and one position resulted in a title change from Finance Coordinator to Accountant.

Commissioner John Jones asked for a motion to approve the updated First 5 Contra Costa Employee Compensation and Benefits Resolution No. 2023/01 and new Salary Schedule.

Commissioner Matt Regan made a motion to approve, seconded by Commissioner Marilyn Cachola Lucey.
Roll call of vote:

Yes: District 5: John Jones, Chair
District 1: Dr. Rocio Hernández, Vice-Chair
District 2: Marilyn Cachola Lucey (Remote, Just cause)
District 4: Matt Regan, Treasurer / Secretary
Health Department: Alternate Dr. Sefanit Mekuria
EHSD: Dr. Marla Stuart
Children & Families Services: Kathy Marsh

NOs: None

ABSTAIN: None

Absent: District 2: Alternate Vidya Iyengar
Board of Supervisors: Supervisor Candace Andersen
Board of Supervisors: Alternate Supervisor Ken Carlson
Health Department: Dr. Ori Tzvieli
Children & Families Services: Alternate Roslyn Gentry

The motion was **APPROVED**.



13.0 CONSIDER approving a 5% increase in salary, for the Executive Director.

Commissioner John Jones provided an overview on the Executive Director review process which was approved by the Executive Committee but delayed at the request of the Executive Director until the Compensation Study results were complete.

Commissioner John Jones asked for a motion to approve a 5% increase in salary, for the Executive Director.

Commissioner Dr. Marla Stuart made a motion to approve with edit made to include 5% added to bottom of range on pay schedule, seconded by Commissioner Kathy Marsh.

Roll call of vote:

Yes: District 5: John Jones, Chair
District 1: Dr. Rocio Hernández, Vice-Chair
District 2: Marilyn Cachola Lucey (Remote, Just cause)
District 4: Matt Regan, Treasurer / Secretary
Health Department: Alternate Dr. Sefanit Mekuria
EHSD: Dr. Marla Stuart
Children & Families Services: Kathy Marsh

Nos: None

ABSTAIN: None

Absent: District 2: Alternate Vidya Iyengar
Board of Supervisors: Supervisor Candace Andersen
Board of Supervisors: Alternate Supervisor Ken Carlson
Health Department: Dr. Ori Tzvieli
Children & Families Services: Alternate Roslyn Gentry

The motion was **APPROVED**.

13.0 Communications

14.0 Commissioner F.Y.I. Updates

No updates provided.

15.0 Adjourn

The meeting adjourned at 7:14 PM.

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

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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 4005 Port Chicago Highway, Suite 120, 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 workplace. We thank you for your consideration of others.

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**Staff Report
February 12, 2024**

ACTION: _____ ✓
DISCUSSION: _____

TITLE: First 5 Employee Compensation and Benefits Resolution No. 2023/02

Introduction:

The Commission utilizes the County’s payroll and benefits program for its employees. Since 2012, the Commission has maintained its employee compensation and benefits resolution to clarify where Commission compensation and benefits policies diverge from those of the County.

On December 18, 2023, the Commission approved the 5-step salary structure for First 5 Contra Costa to provide equity and consistency in pay rates for all classifications. This change was effective January 1, 2024. Upon review, additional revisions are needed. Changes to the Executive Director Salary Range updated to reflect 3% COLA approved July 1, 2024, and 5% approved December 18, 2023. The updates in this resolution incorporate items the Commission has previously approved:

Page 1: Compensation:

- Section A: Update Executive Director salary range to include Cost of Living Adjustment approved July 1, 2023 and 5% increase approved December 18, 2023.
- Section B and Section C – Employees and Cost of Living Adjustment (COLA) were revised to align with the approved 5-step pay structure implemented January 1, 2024. Revisions ensure consistent application of the step structure across job classifications and consistent application of COLA increases, when approved by the Commission.

Page 6: Health Plans

- Update the title to reflect the correct year, rates are effective for January 1, 2024.

This change will update the Employee Compensation and Benefits Resolution to Revision 02, with an adoption date of February 12, 2024.

Recommendation:

Staff recommends the Commission approve the revised language as shown on Page 1, Section A, Section B, and Section C, and the title change on Page 6, Health Plans for the Employee Compensation and Benefits Resolution 2023-01.



**EMPLOYEE COMPENSATION
AND
BENEFITS RESOLUTION
NO. 2023/0~~2~~1**

Adopted
~~December 18, 2023~~
February 12, 2024

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1. Compensation

It is the policy of the Commission to provide its employees with a fair and competitive compensation package. The policy for setting compensation is described in the Commission's Consolidated Financial Policies.

- A. Executive Director: The approved salary range for the Executive Director is ~~\$129,996.27-133,896.16~~ to ~~\$199,379.16-207,507.99~~. The Executive Director's salary is set by the Commission.

Commented [TH1]: Correction on calculation, update to reflect 3% COLA approved 7.1.2023 and 5% approved for Executive Director salary 12.18.2023.

The Commission, at its discretion, may provide the Executive Director with an annual merit increase in an amount to be determined by the Commission.

- B. Employees: Salary ranges are listed in Attachment A, First 5 Contra Costa Salary Schedule.

First 5 Contra Costa has a ~~performance increase~~ 5-step pay structure shown in attachment A. Employees ~~are eligible, but not guaranteed to~~ receive up to ~~five~~ four (4) annual salary (step) increases, ~~based upon performance~~. After reaching Step 5 employees are no longer ~~eligible for~~ receive annual salary (step) increases. ~~Salary increases range from 0% for lowest performance to 5% for highest performance.~~

- C. Cost of Living Adjustment (COLA): COLAs are determined and approved by the Commission. If awarded, the COLA is generally applied at the beginning of a fiscal year (July 1). All employees, including the Executive Director, are eligible to receive a COLA, ~~provided they have been employed the previous six months.~~

Commented [TH2]: Revising language as a result of the adopted pay structure 12.18.2023

2. Employment Status – Definitions

Full-Time Employees are scheduled to work 40 hours per work week.

Part-Time Employees are scheduled to work 20 hours or more per work week.

Intermittent Employees work on an as needed, irregular basis. Intermittent employees are paid by the hour, and offered limited benefits specified in this Resolution.

Temporary Employees/Interns work for a limited period of time. Paid temporary employees/interns will be paid on an hourly basis, and offered limited benefits specified in this Resolution. Nonpaid interns will not be offered benefits.

Non-exempt Employees are eligible to be paid for overtime work in accordance with the Federal Fair Labor Standards Act (FLSA).

Exempt Employees are exempt from earning overtime compensation under the provisions of the Federal Fair Labor Standards Act (FLSA).

3. Work Week Defined

Work Week Defined: The work week begins at 12:01 a.m. on Saturday and ends at 12:00 midnight on Friday.

4. Leaves With and Without Pay, and Related Benefits

Refer to the Benefits and Leaves of Absence Sections within the Employee Handbook to determine eligibility.

- A. Holidays Observed: First 5 Contra Costa observes 11 holidays each year. The following holidays are observed for all employees and the office is officially closed on these days:

New Year's Day	Labor Day
Martin Luther King Jr. Day	Veterans' Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth Day	Christmas Day
Independence Day	

Full-time employees are entitled to observe a holiday (8 hours off work), without a reduction in pay, when a holiday is observed by First 5. Part-time employees who work 20 hours or more per work week are entitled to observe a holiday (time off work) in proportion to their regular weekly schedule, without a reduction in pay, when a holiday is observed by First 5. Part-time employees working less than 20 hours per work, intermittent employees, and temporary employees/interns are not eligible to observe holidays.

- B. Personal Holiday Leave: Full-time employees are eligible to accrue two (2) hours of personal holiday leave each month. Part-time employees who work 20 hours or more per week accrue a prorated amount of hours based upon the number of hours they work each week. No employee may accrue more than forty (40) hours of PHL. Part-time employees working less than 20 hours per work, intermittent and temporary employees/interns are not eligible to accrue personal holiday leave.

Upon separation from First 5 Contra Costa, an employee will be paid for any unused accrued personal holiday leave at the employee's then current rate of pay.

- C. Vacation: Full-time employees are eligible to accrue paid vacation each month according to years of service. Vacation for part-time and intermittent employees working more than one (1) but less than 40 hours per week will be prorated

based upon the number of hours they work. Temporary employees/interns are not eligible to receive vacation benefits.

Vacation accrual rates and accrual maximums based upon years of service for full-time employees are reflected in the following table. No employee may accrue more than the designated maximum hours of vacation.

Length of Service	Monthly Accrual Hours	Maximum Cumulative Hours
Under 11 years	10	240
11 years	10 2/3	256
12 years	11 1/3	272
13 years	12	288
14 years	12 2/3	304
15 through 19 years	13 1/3	320
20 through 24 years	16 2/3	400
25 through 29 years	20	480
30 + years	23 1/3	560

Upon separation from First 5 Contra Costa, an employee will be paid for any unused accrued vacation at the employee's then current rate of pay.

- D. Vacation Buy Back: Exempt employees may elect payment of up to one-third (1/3) of their annual vacation accrual, subject to the following conditions:
1. the choice can be made only once every twelve (12) months with eleven (11) full months between each election;
 2. payment is based on an hourly rate determined by dividing the employee's monthly salary by 173.33; and
 3. the maximum number of vacation hours that may be paid in any one sale is one-third (1/3) of the annual accrual.
- E. Sick Leave: Full-time employees are eligible to accrue eight (8) hours of sick leave per month. Sick leave for part-time, intermittent employees, and temporary employees/interns working more than one (1) but less than 40 hours per week will be prorated based upon the number of hours they work. There is no cap on sick leave accruals.

On July 1 each fiscal year, temporary employees/interns will be credited with twenty-four (24) hours of sick leave. Temporary employees/interns hired during the fiscal year will receive 24 hours of sick leave regardless of when hired. Sick leave may be used 90 days from date of hire. Sick leave is non-accruable and all balances will be zeroed out each June 30.

There will be no payout of accrued sick leave upon separation from First 5 Contra Costa.

- F. Administrative Leave: On January 1 each year, full-time exempt employees in an active paid status will be credited with sixty (60) hours of paid administrative leave. Part-time exempt employees receive an amount proportionate to their established work schedule. Non-exempt, intermittent and temporary employees/interns are not eligible to receive administrative leave.

Employees hired or promoted to exempt positions are eligible for administrative leave on the first day of the month following their appointment date and will receive administrative leave on a prorated basis that first year.

Administrative leave is non-accruable and all balances will be zeroed out each December 31. There is no payout of administrative leave balances upon separation from First 5 Contra Costa.

- G. Disability Insurance: First 5 Contra Costa provides short and long-term disability insurance for eligible employees. Eligibility is outlined below:

1. Short-Term Disability Insurance

- a) Non-exempt, intermittent and temporary employees/interns participate in the California State Disability insurance program through payroll deductions.
- b) Exempt employees do not participate in California State Disability insurance program.

2. Long-Term Disability Insurance

- a) Exempt employees, who work 20 hours or more per work week, participate in Management Long-Term Disability Benefits through payroll deductions.
- b) Non-exempt, intermittent and temporary employees/interns do not participate in Management Long-Term Disability Benefits

3. Supplemental Disability Insurance provided by First 5

- a) Non-Exempt employees, who work 20 hours or more per work week, are provided with Supplemental Long-Term disability insurance
- b) Exempt employees, who work 20 hours or more per work week, are provided with short-term disability insurance
- c) Intermittent, temporary employees/interns are not eligible to participate in supplemental disability insurance.

- H. Disability Insurance for Partial Wage Replacement: First 5 Contra Costa will provide the same disability coverage for employees as provided through and administered by Contra Costa County. Refer to plan documents for more information.

1. Long Term Disability. Full and part-time exempt employees, who work 20 hours or more per week, participate in the Management Long-Term Disability Insurance program with a replacement limit of eighty-five (85%) of total monthly base earnings reduced by any deductible benefits.
2. Short Term Disability. Full and part-time non-exempt, intermittent employees, and paid temporary employees/intern employees participate in California's State Disability Insurance program through payroll deductions as mandated by the California Unemployment Insurance Code and administered by the Employment Development Department.
 - I. Supplemental Disability Insurance: First 5 Contra Costa provides additional short and long-term disability insurance, at no cost to employees, for full-time and part-time employees who work 20 hours or more per week. Part-time employees who work less than 20 hours per work, intermittent employees, and temporary employees/interns are not eligible to receive supplemental disability insurance. Refer to plan documents for more information.
 - J. Paid Family Leave: Non-exempt employees who participate in California's State Disability Insurance program through payroll deductions may be eligible for up to eight (8) weeks of the state's Paid Family Leave program, which provides partial wage replacement for absences related to care of a family member, or bonding with a new child. This program is coordinated through the State Employment Development Department (EDD). Refer to PFL documents for more information.
 - K. California Family Rights Act (CFRA): Eligible employees may qualify for up to 12-weeks of unpaid job protected leave to care for their own serious health condition or a family member with a serious health condition, or to bond with a new child. Refer to CFRA documents for more information.

5. Health, Dental, and Related Benefits for Active Employees

For a full description of plans, rates and benefits listed below, refer to the County Employee Benefits information online at www.co.contra-costa.ca.us.

- A. Health Plan Coverages: First 5 Contra Costa will provide the same medical and dental plans for employees and for their eligible family members, as provided through Contra Costa County and the following providers:
 1. Contra Costa Health Plan
 2. Kaiser Permanente
 3. Health Net
 4. Delta Dental Premier
 5. Delta Care (PMI)

B. Monthly Premium Subsidy:

1. Intermittent employees are eligible to participate in the health, dental, and vision plans offered, and will pay the full premiums costs of the plan. Temporary employees/interns are not eligible to participate in the optional health, dental, or vision plans.
2. For full-time and part-time employees who work 20 hours or more per week, and who are not intermittent, temporary employees/interns, the following rules apply.
 - a) For each health plan, First 5 Contra Costa's monthly premium subsidy is a set percentage of the premium charged by the plan. First 5 Contra Costa will pay 80% of the monthly health plan premium. Employees are required to pay 20% of the monthly health premium.
 - b) For each dental plan, First 5 Contra Costa's monthly premium subsidy is the same rate as County unrepresented employees.

First 5 Contra Costa will pay the following monthly premium subsidies for full-time and part-time employees working 20 hours or more per week

2024~~2~~ Employer
Monthly Contribution

Commented [TH3]: Correction - rates are for 1.1.2024

<u>HEALTH PLANS</u>	<u>Plan A</u>	<u>Plan B</u>
Contra Costa Health Plan-Basic Plan		
Employee on Basic Plan	\$948.36	\$1051.27
Employee & 1	\$1,896.68	\$2102.52
Employee & 2 or more dependents	\$2,845.06	\$3153.80
Kaiser Permanente-Basic Plan		
Employee on Basic Plan	\$756.29	\$601.11
Employee & 1	\$1512.58	\$1202.21
Employee & 2 or more dependents	\$2268.87	\$1803.32
Kaiser Permanente-High Deductible Plan		
Employee on Basic Plan	\$482.52	-
Employee & 1	\$965.03	-
Employee & 2 or more dependents	\$1447.54	-
Health Net SmartCare HMO Plan		
Employee on Basic Plan	\$1416.34	\$947.62
Employee & 1	\$2832.68	\$1895.24

Employee & 2 or more dependents	\$4249.01	\$2842.85
Health Net PPO Plan-Basic Plan		
Employee on Basic Plan	\$2912.20	-
Employee & 1	\$5824.40	-
Employee & 2 or more dependents	\$8736.60	-

<u>DENTAL PLANS</u>	<u>Delta Dental Premier PPO</u>	<u>Delta Care (HMO)</u>
For CCHP Plans		
Employee	\$41.17	\$24.17
Employee & 1	\$93.00	\$52.23
Employee & 2 or more dependents	\$93.00	\$52.23
For Health Net Plans		
Employee	\$34.02	\$21.31
Employee & 1	\$76.77	\$46.05
Employee & 2 or more dependents	\$76.77	\$46.05
For Kaiser Permanente Plans		
Employee	\$34.02	\$21.31
Employee & 1	\$76.77	\$46.05
Employee & 2 or more dependents	\$76.77	\$46.05
Without a Health Plan		
Employee	\$43.35	\$24.17
Employee & 1	\$97.81	\$52.23
Employee & 2 or more dependents	\$97.81	\$52.23

3. In the event that First 5 Contra Costa's premium subsidy amounts are greater than one hundred percent (100%) of the applicable premium of any health or dental plan, for any plan year, First 5's contribution will not exceed one hundred percent (100%) of the applicable plan premium.

C. Health Plan Coverages and Provisions: The following provisions are applicable to First 5 Contra Costa Employee's Health and Dental Plan participation:

1. Employee Contribution Deficiencies: First 5 Contra Costa contributions to the Health Plan and/or Dental Plan premiums are payable for any month in which the employee is paid. If an employee's compensation in any month is not sufficient to pay the employee share of the premium, the employee must make up the difference by remitting the unpaid amount to the County Auditor Controller. The responsibility for this payment rests solely with the employee.
2. Leave of Absence: First 5 Contra Costa will continue to pay its shares of health and/or dental plan premiums for enrolled employees who are on an

approved paid or unpaid leave of absence provided the employee's share of the premiums is paid by the employee.

3. Health Savings Account (HSA): Full-time and part-time employees working at least 20 hours per week and who are enrolled in the Kaiser High Deductible Health Plan may elect to enroll in a Health Savings Account (HSA). Employees may contribute up to the maximum annual contribution rate for HSAs as set forth in the Internal Revenue Code. Funds contributed to the HSA are invested as directed by the employee. First 5 does not provide any recommendations or advice on investment or use of HSA funds. Employees are responsible for paying any HSA account management fees charged by the HSA administrator. First 5 does not manage or administer the HSA. The HSA is not available to intermittent employees or temporary employees/interns.

D. Family Member Eligibility Criteria: The following persons may be enrolled as the eligible Family Members of a medical and/or dental plan Subscriber:

1. Health Insurance

- a) Eligible Dependents:

- Employee's legal spouse
- Employee's qualified domestic partner (State registered domestic partnership or Contra Costa County non-registered domestic partnership)
- Employee's child to age 26
- Employee's disabled child who is over age 26, unmarried, and incapable of sustaining employment due to a physical or mental disability that existed prior to the child attainment of age 19.

- b) "Employee's child" includes natural child, step-child, adopted child, child of a qualified domestic partner, and a child specified in a Qualified Medical Child Support Order (QMCSO) or similar court order.

2. Dental Insurance

- a) Eligible Dependents:

- Employee's legal spouse
- Employee's qualified domestic partner (State registered domestic partnership or Contra Costa County non-registered domestic partnership)
- Employee's unmarried child who is:
 - i. Under age 19; or
 - ii. Age 19 or above, but under age 24; and
 - (a) Resides with the employee for more than 50% of the year, excluding time living at school; and
 - (b) Receives at least 50% of their support from employee; and

- (c) Is enrolled and attends school on a full-time basis, as defined by the school, unmarried and living with you (except when away at school)
 - iii. Employee's disabled child who is over age 19, unmarried, incapable of sustaining employment due to a physical or mental handicap that existed prior to the child's attainment of age 19 and is your dependent as defined by the Internal Revenue Service.
 - b) "Employee's child" includes natural child, step-child, adopted child, child of a qualified domestic partner, and a child specified in a Qualified Medical Child Support Order (QMCSO) or similar court order.
- E. Voluntary Vision Plan: Full-time, part-time, and intermittent employees are eligible to enroll in a voluntary vision plan. Employees will pay the full premium costs of the plan. Temporary employees/interns are not eligible to enroll in the voluntary vision plan.
- F. CalPERS Long-Term Care: Eligible employees may voluntarily elect to purchase long-term care at their expense through the CalPERS Long-Term Care Program.
- G. Premium Conversion Plan: Employees may elect to participate in the Premium Conversion Plan designed to qualify for tax savings under Section 125 of the Internal Revenue Code, but tax savings are not guaranteed. The program allows employees to use pre-tax dollars to pay health and dental premiums.

6. Health, Dental and Related Benefits for Separated or Retired Employees

For a full description of plans, rates and benefits listed below, refer to the County Employee Benefits information online at www.co.contra-costa.ca.us.

- A. Coverage Upon Separation: An employee who separates from First 5 Contra Costa is covered by his/her health and/or dental plan through the last day of the month in which s/he separates. Employees who separate from First 5 Contra Costa employment may continue group health and/or dental plan coverage to the extent provided by the COBRA laws and regulations, at the same rates as Contra Costa County Cobra plans.
- B. Coverage Upon Retirement: An employee who retires from First 5 Contra Costa may be eligible to continue his/her health and/or dental plan at the retiree rates as approved by the Commission. Refer to Section 10D for additional information.

7. Workers' Compensation

First 5 Contra Costa provides workers' compensation insurance to employees injured within the course and scope of their employment with medical and other benefits as prescribed in the California Labor Code.

8. Flexible Spending Accounts

Employees working 20 hours or more per week are eligible to participate in the following flexible spending accounts. Part-time employees working less than 20 hours per work, intermittent employees, and temporary employees/interns are not eligible to participate.

- A. Health Care Spending Account: After six (6) months of continuous employment, employees working 20 hours or more per week may elect to participate in a Health Care Spending Account (HCSA) Program designated to qualify for tax savings under Section 125 of the Internal Revenue Code. Such savings are not guaranteed. This program allows employees to set aside a predetermined amount of before-tax dollars from their pay each calendar year for health care expenses that are not reimbursed by any other health benefit plans. HCSA dollars may be expended on any eligible medical expenses allowed by Internal Revenue Code Section 125. Any unused balance is forfeited and cannot be recovered by the employee.
- B. Dependent Care Assistance Program: The Dependent Care Assistance Program (DCAP) is designed for employees to qualify for tax savings under Section 129 of the Internal Revenue Code. Such savings are not guaranteed. Any unused balance is forfeited and cannot be recovered by the employee.

9. Life Insurance

Full-time and part-time employees working 20 hours or more per week may be eligible to participate in the following life insurance programs, based on the following criteria. Part-time employees working less than 20 hours per work, intermittent employees, and temporary employees/interns are not eligible to participate. Refer to plan documents for more information.

- A. Life Insurance Benefit Under Health and Dental Plans: For employees who are enrolled in First 5 Contra Costa's program of medical or dental coverage as either the primary or the dependent, term life insurance in the amount of ten thousand dollars (\$10,000) will be provided by First 5 Contra Costa.
- B. Voluntary Supplemental Life Insurance: In addition to the life insurance benefits provided by this resolution, employees may subscribe voluntarily and at their own expense for supplemental life insurance. Employees may elect from \$20,000 up to \$500,000 of coverage as provided through and administered by Contra Costa County.
- C. Non-exempt Employees: Non-exempt employees are covered by term life insurance, at First 5 Contra Costa's expense, in the amount of forty thousand dollars (\$40,000) in addition to the insurance provided under Section 7.A.

- D. Exempt Employees: Exempt employees are covered by term life insurance, at First 5 Contra Costa's expense, in the amount of fifty-seven thousand dollars (\$57,000) in addition to the insurance provided under Section 7.A.
- E. Executive Director: In lieu of the insurance provided under Section D, the Executive Director is covered by term life insurance, at First 5 Contra Costa's expense, in the amount of sixty thousand dollars (\$60,000) in addition to the insurance provided under Section 7.A.

10. Retirement

The Contra Costa County Employees' Retirement Association (CCCERA) was established by the County of Contra Costa in 1945. CCCERA is governed by the County Employees' Retirement Law of 1937 (California Government Code Section 31450 et. seq), the California Public Employees' Pension Reform Act of 2013 (PEPRA), and the regulations, procedures, and policies adopted by CCCERA's Board of Retirement.

CCCERA is a cost-sharing multiple employer public employee retirement association whose main function is to provide service retirement, disability, death and survivor benefits to members employed by First 5 Contra Costa.

Eligible First 5 Contra Costa employees are General Members. General members hired prior to January 1, 2013, are eligible to retire once they attain the age of 70 regardless of service or at age 50 and have acquired 10 or more years of retirement service credit. A member with 30 years of service is eligible to retire regardless of age. General members who are first hired on or after January 1, 2013, are eligible to retire once they have attained the age of 70 regardless of service or at age 52, and have acquired five years of retirement service credit.

Part-time employees working less than 20 hours per work, intermittent employees, and temporary employees/interns are not eligible to participate.

The retirement benefit is based upon age at retirement, final average compensation, years of retirement service credit and retirement plan and tier.

CCCERA may approve an annual cost-of-living benefit to all retirees. The cost-of-living adjustment, based upon the Consumer Price Index for the San Francisco-Oakland-San Jose Area, is capped at 3.0% for General Tier 1 and PEPRA General Tier 4. The plan also provides a post retirement lump sum death benefit of \$5,000 to the member's beneficiary (\$31789.5) paid from the Post Retirement Death Benefit Reserve.

The program is a defined benefit retirement plan and includes mandatory deductions, as determined by CCCERA.

A. Membership in the Contra Costa County Employees' Retirement Association (CCCERA). Full-time employees and part-time employees who work twenty (20) hours or more per week are members of the Contra Costa County Employees' Retirement Association (CCCERA). Participation is automatic and cannot be waived. Employees become members of CCCERA effective on the first full pay period after employment.

B. Rates: The member and employer contribution rates are split into two sets;

1. Employees with membership dates before January 1, 2013 are Legacy Members enrolled in Tier 1 Enhanced.
2. Employees with membership dates on or after January 1, 2013 are PEPRA Members enrolled in Tier 4.

PEPRA Members are governed by the California Public Employees' Pension Reform Act of 2013 (PEPRA) (Chapters 296 and 297, Statutes of 2012). To the extent that this resolution conflicts with any provision of PEPRA, PEPRA governs.

Contribution rates for employers and employees are determined by the CCCERA Board of Directors. For more information about contribution rates contact CCCERA at 925-521-3960 or online at www.cccera.org.

C. Pre-Tax Payment of Retirement Contributions: First 5 Contra Costa follows Section 414(h) (2) of the Internal Revenue Code which allows the County Auditor-Controller to reduce the gross monthly pay of employees by an amount equal to the employee's total contribution to the County Retirement System before Federal and State income taxes are withheld, and forward that amount to the Retirement system. This program of deferred retirement contribution will be universal and non-voluntary as required by statute.

D. Health and Dental Benefit Participation Upon Retirement

For a full description of plans, rates and benefits listed below, refer to the County Employee Benefits information online at www.co.contra-costa.ca.us.

1. Upon retirement, eligible employees and their eligible family members may remain in their First 5 Contra Costa health/dental plan, but without First 5 Contra Costa-paid life insurance coverage, if immediately before their proposed retirement the employees and dependents are either active subscribers to one of the contracted health/dental plans or if while on authorized leave of absence without pay, they have retained continuous coverage during the leave period. First 5 Contra Costa will pay the health/dental plan monthly premium subsidies for eligible retirees and their

eligible family members at the same rates as Contra Costa County retirement plans.

2. Employees Hired After December 31, 2006: All employees hired after December 31, 2006 are eligible for retiree health/dental coverage pursuant to subsections D.1 above and E. below, upon completion of fifteen (15) years of service as an employee of First 5 Contra Costa. For purposes of retiree health eligibility, one year of service is defined as one thousand (1,000) hours worked within one anniversary year. The existing method of crediting service while an employee is on an approved leave of absence will continue. Upon retirement, employees (and their eligible family members) are eligible to receive a monthly premium subsidy for health and dental plans at the same rates as Contra Costa County retiree plans.
 3. Employees Hired on or after January 1, 2009: Eligible employees who retire under the Contra Costa County Employees' Retirement Association (CCCERA), and their eligible family members, may retain continuous coverage of a health and/or dental plan, however no monthly premium subsidy will be paid by First 5 Contra Costa for any health or dental plan after they retire. They will receive continuous coverage of a health and/or dental plan, provided that (i) he or she begins to receive a monthly retirement allowance from CCCERA within 120 days of separation from First 5 Contra Costa employment and, (ii) he or she pays the full premium cost under the health and/or dental plan without any First 5 Contra Costa premium subsidy.
 4. Any person who becomes age 65 on or after January 1, 2009 and who is eligible for Medicare must immediately enroll in Medicare Parts A and B.
- E. Employees Who File For Deferred Retirement: Employees, who resign and file for a deferred retirement and their eligible family members, may continue in their First 5 Contra Costa group health and/or dental plan under the following conditions and limitations.
1. Health and dental coverage during the deferred retirement period is entirely at the expense of the employee, without any First 5 Contra Costa contributions.
 2. Life insurance coverage is not included.
 3. To continue health and dental coverage, the employee must:
 - a) be qualified for a deferred retirement under the 1937 Retirement Act provisions;
 - b) be an active member of a First 5 Contra Costa group health and/or dental plan at the time of filing their deferred retirement application and elect to continue plan benefits;

- c) be eligible for a monthly allowance from the Retirement System and direct receipt of a monthly allowance within twenty-four (24) months of application for deferred retirement; and
 - d) file an election to defer retirement and to continue health benefits hereunder with the Benefits Division within thirty (30) days before separation from First 5 Contra Costa.
4. Deferred retirees who elect continued health benefits hereunder and their eligible family members may maintain continuous membership in their health and/or dental plan group during the period of deferred retirement by paying the full premium for health and dental coverage on or before the 10th of each month, to the Contra Costa County Auditor-Controller. When the deferred retirees begin to receive retirement benefits, they will qualify for the same health and/or dental coverage pursuant to subsection D.1 above, as similarly situated retirees who did not defer retirement.
 5. Deferred retirees may elect retiree health benefits hereunder without electing to maintain participation in their First 5 Contra Costa health and/or dental plan during their deferred retirement period. When they begin to receive retirement benefits, they will qualify for the same health and/or dental coverage pursuant to subsection D.1 above, as similarly situated retirees who did not defer retirement, provided reinstatement to a Contra Costa group health and/or dental plan will only occur following a three (3) full calendar month waiting period after the month in which their retirement allowance commences.
 6. Employees who elect deferred retirement will not be eligible in any event for First 5 Contra Costa health and/or dental plan subsidy unless the member draws a monthly retirement allowance within twenty-four (24) months after separation from First 5 Contra Costa.
 7. Deferred retirees and their eligible family members are required to meet the same eligibility provisions for retiree health/dental coverage as similarly situated retirees who did not defer retirement.
- F. For purposes of Section 10 only, "eligible family members" does not include Survivors of employees or retirees.

11. Deferred Compensation

Full-time and part-time employees working 20 hours or more per week are eligible to participate in the Deferred Compensation plan. Part-time employees working less than 20 hours per work, intermittent employees, and temporary employees/interns are not eligible to participate.

Refer to the County Employee Benefits information online at www.co.contra-costa.ca.us.

- A. Deferred Compensation Incentive: First 5 Contra Costa will contribute eighty-five dollars (\$85) per month to each eligible employee who participates in the Deferred Compensation Plan. To be eligible for this Deferred Compensation Incentive, the employee must contribute to the deferred compensation plan as indicated below.

Employees with Current Monthly Salary of:	Qualifying Base Contribution Amount	Monthly Contribution Required to Maintain Incentive Program Eligibility
\$2,500 and below	\$250	\$50
\$2,501 – 3,334	\$500	\$50
\$3,335 – 4,167	\$750	\$50
\$4,168 – 5,000	\$1,000	\$50
\$5,001 – 5,834	\$1,500	\$100
\$5,835 – 6,667	\$2,000	\$100
\$6,668 and above	\$2,500	\$100

Employees who discontinue contributions or who contribute less than the required amount per month for a period of one (1) month or more will no longer be eligible for the eighty-five dollar (\$85) Deferred Compensation Incentive. To reestablish eligibility, employees must again make a Base Contribution Amount as set forth above based on current monthly salary. Employees with a break in deferred compensation contributions either because of an approved medical leave or an approved financial hardship withdrawal will not be required to reestablish eligibility. Further, employees who lose eligibility due to displacement by layoff, but maintain contributions at the required level and are later employed in an eligible position, will not be required to reestablish eligibility.

- B. Maximum Annual Contribution: All of the employee and First 5 Contra Costa contributions will be added together to ensure that the annual maximum contribution to the employee’s deferred compensation account does not exceed the annual maximum contribution rate set forth in the United States Internal Revenue Code.
- C. Deferred Compensation Plan (IRC 457) Loan Provision: Employees who participate in the Deferred Compensation program are eligible to borrow funds from their Deferred Compensation account.

12. Professional Development and Training

- A. Career Development Training Reimbursement: First 5 Contra Costa provides educational assistance reimbursement to up to \$500 per year for eligible employees, with Executive Director approval.

- B. Management Development Policy: First 5 Contra Costa may elect to pay the cost of employees' attendance at professional conferences or trainings as they relate to an employee's job function, with Executive Director approval.
- C. Memberships, Subscriptions, and Dues: First 5 Contra Costa may elect to pay the cost of memberships, subscriptions, etc. as they relate to an employee's job function, with Executive Director approval.
- D. Executive Director Memberships, Subscriptions, and Dues: First 5 Contra Costa's Executive Director is eligible for up to \$1,200 reimbursement every year for memberships, subscriptions, and professional development.

13. Mileage Reimbursement

- A. Mileage Reimbursement: First 5 Contra Costa will pay a mileage allowance for the use of personal vehicles on First 5 Contra Costa business at the rate allowed by the Internal Revenue Service (IRS) as a tax deductible expense, adjusted to reflect changes in this rate on the date it becomes effective or the first of the month following announcement of the changed rate by the IRS, whichever is later.

14. Executive Director Automobile Allowance

First 5 Contra Costa's Executive Director receives a \$ 315 monthly car allowance.

First 5 Contra Costa
Employee Compensation and Benefits Resolution 2023/01

Attachment A Salary Schedule
Effective Date 1/1/2024

Title	Salary Schedule				
	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant	90,613	95,143	99,900	104,896	110,140
Administrative Analyst I	84,143	88,350	92,768	97,406	102,276
Administrative Analyst II	90,613	95,143	99,900	104,896	110,140
Administrative Assistant I	65,732	69,019	72,470	76,093	79,898
Administrative Assistant II	69,060	72,513	76,139	79,946	83,943
Communications Specialist I	80,088	84,093	88,297	92,712	97,348
Communications Specialist II	86,246	90,559	95,087	99,841	104,833
Communications Manager	110,403	115,923	121,719	127,805	134,195
Community Engagement Coordinator	95,200	99,960	104,958	110,206	115,716
Community Organizer	70,786	74,326	78,042	81,944	86,041
Community Engagement Program Assistant II	70,786	74,326	78,042	81,944	86,041
Data and Policy Analyst I	100,019	105,020	110,271	115,785	121,574
Data and Policy Analyst II	107,710	113,096	118,750	124,688	130,922
Deputy Director	144,858	152,101	159,706	167,691	176,076
Early Childhood Program Officer	121,864	127,957	134,355	141,073	148,126
Early Childhood Education Program Assistant II	70,786	74,326	78,042	81,944	86,041
Early Intervention Program Assistant II	70,786	74,326	78,042	81,944	86,041
Executive Assistant	76,229	80,041	84,043	88,245	92,657
Family Support Program Assistant II	70,786	74,326	78,042	81,944	86,041
Finance and Operations Director	137,878	144,772	152,010	159,611	167,591
Grants and Contracts Manager	113,163	118,821	124,762	131,000	137,550
Grants and Contracts Program Assistant II	70,786	74,326	78,042	81,944	86,041
Help Me Grow Program Coordinator	95,200	99,960	104,958	110,206	115,716
Human Resources Manager	113,163	118,821	124,762	131,000	137,550
Office and Facilities Coordinator	86,246	90,559	95,087	99,841	104,833
Program Assistant II	70,786	74,326	78,042	81,944	86,041
Program Coordinator	95,200	99,960	104,958	110,206	115,716
Policy Strategy and Evaluation Program Assistant II	70,786	74,326	78,042	81,944	86,041
Policy, Strategy and Evaluation Director	137,878	144,772	152,010	159,611	167,591
Quality Improvement Coach	92,878	97,522	102,398	107,518	112,894
Quality Improvement Coach Coordinator	95,200	99,960	104,958	110,206	115,716
Ready Kids East County Initiative Coordinator	95,200	99,960	104,958	110,206	115,716
Special Projects Coordinator	95,200	99,960	104,958	110,206	115,716
Trauma and Resiliency Coordinator-Project	95,200	99,960	104,958	110,206	115,716



		FY2023-24 Adopted Budget			2nd Qtr - FY2023-24 Actuals			
REVENUE		F5 Contra Costa Funds	Other Funds	Total Revenue	F5 Contra Costa Funds	Other Funds	Total Revenue	% of Budget
1	State Sales Tax	6,802,699		6,802,699	2,639,504		2,639,504	39%
2	Federal Grants		150,000	150,000		0	-	0%
3	State Grants		1,031,221	1,031,221		230,701	230,701	22%
4	Subrecipient Awards		1,010,323	1,010,323		252,491	252,491	25%
5	Philanthropic Grants		405,000	405,000		195,000	195,000	48%
6	Other Revenue		250,000	250,000		186,577	186,577	75%
7	TOTAL FY 2023-24 REVENUE	6,802,699	2,846,544	9,649,243	2,639,504	864,770	3,504,274	36%
8	Prop 10/56 Fund Balance Drawdown			4,870,175				
9	TOTAL REVENUE	6,802,699	2,846,544	14,519,418	2,639,504	864,770	3,504,274	
PROGRAM INITIATIVES EXPENSES		F5 Contra Costa Funds	Other Funds	Total Expense Budget	F5 Contra Costa Funds	Other Funds	Total Expense Budget	% of Budget
12	Early Childhood Education Initiative							
13	Workforce Development	239,760	160,000	399,760			0	0%
14	Quality Early Learning	160,743	326,289	487,032	72,334	126,602	198,936	41%
15	Ready Kids East County School Readiness Initiative		189,264	189,264		73,222	73,222	39%
16	Total	400,503	675,553	1,076,056	72,334	199,824	272,158	25%
17	Family Support							
18	First 5 Centers	3,567,529		3,567,529	1,500,735		1,500,735	42%
19	Home Visiting System Coordination		214,924	214,924		75	75	0%
20	Total	3,567,529	214,924	3,782,453	1,500,735	75	1,500,810	40%
21	Early Intervention							
22	Early Childhood Mental Health Services	230,588		230,588			-	0%
23	Triple P Positive Parenting	92,023	102,632	194,655	49,821	20,262	70,083	36%
24	Support for Children w/Disabilities (Measure X)	200,000	405,000	605,000			-	0%
25	Coordinated Systems of Care							
26	Help Me Grow Services	408,947		408,947	158,866		158,866	39%
27	Contra Costa Network of Care Hub	20,000		20,000	390		390	2%
28	Total	951,558	507,632	1,459,190	209,077	20,262	229,339	16%
29	Policy Advocacy & Communications Strategies							
30	Community Engagement	119,137	75,000	194,137	4,324	75,000	79,324	41%
31	Communications Strategy & Policy Advocacy	343,348	33,960	377,308	21,993		21,993	6%
32	Total	462,485	108,960	571,445	26,318	75,000	101,318	18%
33	Program Salaries/Benefits and Overhead Expenses							
34	Program Salaries & Wages	2,076,508	631,400	2,707,908	741,413	233,147	974,561	36%
35	Program Benefits	1,241,244	360,284	1,601,528	421,878	139,979	561,857	35%
36	Program Expenses and Overhead	417,533		417,533	203,199	0	203,199	49%
37	Total	3,735,285	991,684	4,726,969	1,366,490	373,126	1,739,616	37%
38	TOTAL PROGRAM INITIATIVES EXPENSES	9,117,360	2,498,753	11,616,113	3,174,954	668,287	3,843,241	33%
EVALUATION EXPENSES		F5 Contra Costa Funds	Other Funds	Total Expense Budget	F5 Contra Costa Funds	Other Funds	Total Expense Budget	% of Budget
42	Evaluation Salaries & Wages	254,055		254,055	78,325		78,325	31%
43	Evaluation Employee Benefits	141,699		141,699	40,289		40,289	28%
44	Professional Services	363,400	25,000	388,400	71,978		71,978	19%
45	Purchased Services and Supplies	42,500	2,000	44,500	1,400		1,400	3%
46	Evaluation Expenses and Overhead	46,423		46,423	17,299		17,299	37%
47	TOTAL EVALUATION EXPENSES	848,077	27,000	875,077	209,290	0	209,290	24%
ADMINISTRATIVE EXPENSES		F5 Contra Costa Funds	Other Funds	Total Expense Budget	F5 Contra Costa Funds	Other Funds	Total Expense Budget	% of Budget
50	Administrative Salaries & Wages	777,420		777,420	365,652		365,652	47%
51	Administrative Employee Benefits	422,046		422,046	199,265		199,265	47%
52	Professional Services	462,500		462,500	66,772		66,772	14%
53	Purchased Services & Supplies	159,600		159,600	43,129	2,303	45,432	28%
54	Operating Overhead (Risk Mgmt, DoIT/EHSD, etc.)	206,662		206,662	93,177		93,177	45%
55	TOTAL ADMINISTRATIVE EXPENSES	2,028,228	0	2,028,228	767,995	2,303	770,298	38%
56	GRAND TOTAL	11,993,665	2,525,753	14,519,418	4,152,239	670,590	4,822,829	33%

Notes:

1

2

3

4, 5

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¹ State Sales Tax revenue includes Prop 10, Prop 56, and SMIF Interest accrued while in State interest earning accounts prior to distribution to counties. Allocation assumes 15% decline per Prop 31 impact on projections.

² Rental income from E. County First 5 Center, for 'Welcome Home Baby' space.

³ Coordinated System of Care includes comprehensive intervention services, developmental playgroups, and provider consultation services and supports. It also includes navigation and referral services through HMG and activities to support and enhance the CCC Network of Care.

⁴ Includes Prop 10 match for Measure X funding.

⁵ Low percentage due to late contract execution and delayed launch of MX activities; plans for ongoing use of funds is in process of being finalized.

⁶ Activities in this category align with new organizational Policy, Strategy & Evaluation structure. It includes Community Engagement, FESP and Communication Strategies.

Percent of Total Expenses (Budget)	
FY 2023-24	
Program Initiatives Policy Advocacy & Comm. Strategies	80.0%
Evaluation	6.0%
Admin.	14.0%
Total:	100.0%

Percent of Total Expenses (Actual)	
FY 2023-24	
Program Initiatives Policy Advocacy & Comm. Strategies	79.7%
Evaluation	4.3%
Admin.	16.0%
Total:	100.0%



**Special Executive Committee Meeting
MINUTES**

**Wednesday, December 18, 2023, ~ 5:00-6:00pm
4005 Port Chicago Highway, Suite 120, Concord, CA 94520**

1.0 Convene and call to order.

Chair John Jones called the meeting to order at 5:14 p.m.

In attendance: John Jones, Matt Regan, Marilyn Cachola-Lucey, and Dr. Rocio Hernández

Staff present: Executive Director, Dr. Ruth Fernández (remote), Policy, Strategy & Evaluation Director, Sandra Naughton; Finance and Operations Director, Pankti Clerk (Zoom); Human Resources Manager, Tammy Henry.

2.0 Public Comment.

No public comment.

3.0 Approve the Minutes of the Executive Committee Meeting of November 29, 2023.

Commissioner Regan motioned to approve the minutes of the November 29, 2023 Executive Committee meeting. Commissioner Lucey seconded.

Roll-call Vote:

John Jones – Yes

Rocio Hernandez – Yes

Marilyn Lucey - Yes

Matt Regan – Yes

Motioned approved.

4.0 RECEIVE presentation of the findings from the commissioned organizational Compensation and Classification Study from Koff and Associates.

Executive Committee received an overview presentation from Katie Kaneko, Managing Director, Koff & Associates. Koff & Associates representative provided an overview of the purpose, methodology, study findings, and recommendations to the Executive Committee. Overall, the study showed First 5 Contra Costa base salaries are on average 3% above market median and including total compensation First 5 is 10% over market median. Committee members asked clarifying questions about the timeline and methodology for data collection.

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

5.1 Receive updates from ED related to the Compensation and Classification Study:

Executive Director Dr. Ruth Fernández provided further detail regarding the changes to staff classifications and salary analysis based on the completed study by Koff & Associates. She expanded on the purpose of the study to ensure Commission staff are paid on a fair and competitive basis, based on the market; ensure staff are working within the appropriate classifications; increase equity in pay across classifications; and to increase transparency as a public entity. Ruth also provided examples of how the new proposed salary schedule would impact staff.

5.2-5.4

No further staff updates provided in this item due to time constraints.

6.0 REVIEW agenda items for upcoming Commission Committee Meetings.

No discussion held for this item.

7.0 Communications

8.0 Adjourn – Meeting adjourned at 5:59 p.m.

EXECUTIVE DIRECTOR'S REPORT

January-February 2024



Internal Updates

Internal updates are non-programmatic and highlight operational activities and internal efforts.

Staffing

First 5 Contra Costa welcomes Dr. Mackenzie Whipps as the new Early Childhood Program Officer to lead the Early Childhood Education work and other Strengthening Families projects.



Mackenzie is an Applied Psychologist who holds a doctoral degree from New York University's Steinhardt School, and a bachelor's degree from University of Maryland, Baltimore County. Her formal training in Community Psychology, Human Development, Political Science, and Maternal-Infant Health is complemented with more than a decade of experience as a birth worker and extensive experience as a child care provider. She focuses on understanding and changing system-level determinants of health and wellbeing for families with young children, primarily during the 'childbearing year.' Her work to date has aimed to shift the conversation around positive child development, maternal mental health, and family wellbeing to center the voices and experiences of those who are vulnerable to structural inequities.

Staff are excited to welcome Mackenzie to the team; she will be starting her new role on February 14.

Recruitment in Progress

On January 29, First 5 Contra Costa released the job posting for a second Early Childhood Program Officer (Early Intervention) role to lead First 5's Early Intervention work and other Strengthening Families projects. [The job posting](#) is available to the public via multiple job boards, social media channels, e-newsletters, and our website. Applications close March 1, 2024.

First 5 Interim Leadership Appointments

In January, Dr. Ruth Fernández, First 5 Contra Costa Executive Director, announced the appointment of two staff to interim leadership roles:

- Sandra Naughton was appointed as the Interim Deputy Director. First 5 will initiate competitive recruitment for the Deputy Director position in early spring. Sandra comes to First 5 with 20 years of experience and knowledge in early childhood and family-serving programs which will support the organization during this critical time. Sandra will assume supervisory responsibilities for the Early Intervention and Early Childhood Education program teams and will also continue to lead and supervise the Policy, Strategy, and Evaluation team.
- Liliana Gonzalez was appointed as the Interim Early Childhood Program Officer leading Early Intervention (EI) programs and supporting some Strengthening Families projects. Liliana has been with First 5 since July 2016, working in the EI program as a Coordinator. She has the knowledge and experience with the Early Intervention programs, activities, partnerships, and can support the department in the interim.

Early Childhood Education

*Our **Early Childhood Education (ECE)** initiative aims to ensure that all children have access to high-quality, affordable child care and early learning.*

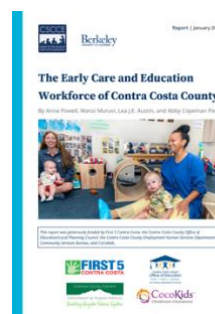
EXECUTIVE DIRECTOR'S REPORT

January-February 2024



Just Released: Early Care and Education Workforce of Contra Costa County

A new study on our county's early childhood education workforce found that on average early educators in Contra Costa County make less than the statewide average earnings of educators, despite the high cost of living in the Bay Area. The study also found that between 29% to 48% of early learning educators either don't plan to or don't know if they plan to continue working in the child care field in three years. First 5 Contra Costa, the Contra Costa County Office of Education, Employment & Human Services Department of Contra Costa County, and CocoKids funded the study which was conducted by the Center for the Study of Child Care Employment at UC Berkeley. The study was conducted in spring and summer of 2023, and included 520 English and Spanish-speaking educators across three groups: 178 family child care providers, 101 center directors, and 241 center teachers and assistants. For the entire report, visit bit.ly/ece-workforce-contra-costa



Coming Up Next

First 5 Contra Costa is in the final stages of finalizing contracts to work with two firms to assist in exploring a possible guaranteed income pilot for early childhood education professionals. Clarity Social Research will lead the design and implementation of a stakeholder input process, and coordinating an advisory group to inform the project. The Center for the Study of Child Care Employment at UC Berkeley will use the input gathered and the most recent research to develop a guaranteed income pilot model and evaluation plan. Stay tuned for more updates as the project gets started.

Early Intervention

*Our **Early Intervention (EI)** initiative aims to ensure that families have access to prevention and early intervention supports and services that foster the optimal development of all children.*

Positive Parenting Month

On January 16, the [Board of Supervisors proclaimed January as Positive Parenting Awareness Month](#). First 5 Contra Costa, COPE Family Support Center, and Child Abuse Prevention Council attended the meeting on behalf of Triple P partners. In addition, First 5 and COPE attended the Positive Parenting Month lobby day in Sacramento on January 23 to elevate the importance of funding positive parenting support services and programming. Thanks to the state wide Triple P collaborative, the state assembly also proclaimed January as Positive Parenting Awareness month. Through a partnership between First 5 and the Contra Costa County Human Services, families in our county have access to the Triple P positive parenting classes and seminars.

Coming Up Next

Community service providers are invited to the upcoming Help Me Grow Networking Café on February 20 at 9am. The café fosters partnership building to help strengthen our resource network for families and young children. Through the café, providers can make direct connections with one another and build their resource information knowledge. This month's café will feature a special workshop facilitated by Kidpower Inc. In this workshop participants will explore safety strategies that support young children's safety and social emotional skills to learn and grow in ways that are age-appropriate and fun.

EXECUTIVE DIRECTOR'S REPORT

January-February 2024



Strengthening Families

Our *Strengthening Families (SF)* initiative helps families build healthy relationships, strengthen support systems, and nurture their children's development.

January and February Filled with Celebrations at the First 5 Centers

In January, the East County First 5 Center began a series of events featuring local Black authors that includes author meet and greets and read-aloud sessions. Special guests have already included Dr. Khalid White, an award-winning educator, writer, and filmmaker, and Dr. Tomishia Booker, author of the *Hey Carter* series that focuses on building self-confidence in pride among children aged 3-5—the series will continue into February. For Lunar New Year, the Antioch First 5 Center plans to celebrate with an event on February 10, there will be a read-a-loud, an opportunity to make and decorate a paper lantern, as well as music and snacks for families.



Coming Up Next

- In recognition of Black History Month, the Monument First 5 Center will celebrate on February 17 with crafts, activity stations, snacks, and a Crusaders Closet event.
- The Delta (Feb. 21) and East County First 5 Center (Feb. 23) will be hosting Valentine's Day celebrations for families, space is limited for both events, contact your [local First 5 center today](#).

Family Economic Security Partnership

The *Family Economic Security Partnership (FESP)* is a public, private and nonprofit collaboration dedicated to increasing the income and building the assets of low-income families and individuals living in Contra Costa County.

Policy Advocacy Training for Nonprofit Service Providers

FESP's next quarterly meeting will be held on March 11 from 10:30am - 12pm on Zoom or in-person at the [First 5 Contra Costa office](#). The training will cover some of the basic process for the county, state, and federal legislative and budget processes, effective advocacy strategies, and an interactive exercise to help service providers develop their own advocacy story. The training will also include local updates related to economic security issues. Register today, or share about this no-cost training at this [link](#).

Check our webpage for more updates and contact us to join our mailing list: FESP@first5coco.org

County Updates

Contra Costa County Board of Supervisors (BOS) Budget Retreat

Dr. Ruth Fernández, First 5 Contra Costa Executive Director, attended the BOS Budget Retreat public meeting on January 30 and provided public comments to elevate the importance of the first 5 years and the return of investment for all members of the community when the County invests in prenatal to age 5 services and resources. Dr. Fernández also thanked the BOS for their commitment to equity and inclusion in the budget process and acknowledged support for the priorities and principles presented by the Co-Directors of the Office of Racial Equity and Social Justice, the Budget Justice Coalition, and the Equity Atlas.

EXECUTIVE DIRECTOR'S REPORT

January-February 2024



Release of Report on Local Advocacy Efforts

First 5 Contra Costa is excited to release a new report: *Directory of Advocacy Efforts in Contra Costa County Related to Early Childhood Issues*. Readers will find a brief overview of 23 advocacy efforts that intersect with First 5 Contra Costa's focus areas and that engage either parents and caregivers, and/or service providers. The report is a result of First 5's landscape scan of policy advocacy efforts—led by organizations, informal groups and/or coalitions—in this county. The scan helped identify existing opportunities for parents, caregivers and service providers to directly advocate on the issues First 5 Contra Costa champions and will inform future efforts related to advocacy and building power. Our hope is the information we gathered will also be useful to others in enhancing the understanding of policy advocacy activities related to early childhood in the county. Download the report at: bit.ly/2024-advocacy-efforts-directory

State Updates

First 5 Association Annual Meeting and Advocacy Day February 5 – February 7

Four First 5 Contra Costa staff and four First 5 Contra Costa Commissioners will be attending different days of the three-day Annual Meeting and Advocacy Day in Sacramento:

- **Day 1** will be an opportunity for regional conversations amongst participants including advancing efforts for the First 5's REDI (Race, Equity, Diversity, Inclusion) efforts, and other emerging issues and relevant topics at the County, Regional, and State levels.
- **Day 2** will be filled with presentations providing national and state early childhood perspectives about policies, emerging trends in the field, and the First 5 Network priorities and expectations.
- **Day 3** will be focused on discussing advocacy priorities for the First 5 Network, and engaging Commissioners and staff from the 58 First 5 County Commissions in legislative visits to the offices of representatives from the assembly and senate at the capitol.

Governor's Budget

Governor Newsome released his budget proposal in January with a \$38 billion budget deficit projection, a more optimistic forecast for the state's deficit when compared to the dire deficit projections released by the nonpartisan legislative analyst's projection of a \$68 billion deficit. The Governor outlined his plan to close the deficit by using a combination of strategies including \$13 billion in reserves and cutting \$8.5 billion by delaying spending. Some of the highlights in the budget pertaining to child care, celebrated by state advocates like Early Edge, include:

- Funding and implementation to expand Transitional Kindergarten (TK) to keep California on the path to reaching universal preschool for all 4-year-olds by 2026.
- Supporting the state's bargaining agreement with child care providers and Child Care Providers United (CCPU).
- Funding the continued rollout of the child care rate reform alternative methodology to account for the true cost of child care.
- Commitment to fund 200,000 subsidized child care slots by 2026-27.
- \$53.7 million for rate increases for California's state preschool providers which were previously supported through use of one-time federal funds.
- \$65 million to reflect a 0.76-percent cost-of-living adjustment for specified categorical programs including the California State Preschool Program.

Additional information on the Governor's proposed Budget Plan can be found in the following: [CalMatters article](#), [Early Edge](#), [The Children's Partnership](#), and the [Child Care Law Center](#).



DIRECTORY OF
**ADVOCACY EFFORTS IN
CONTRA COSTA COUNTY**
RELATED TO EARLY CHILDHOOD ISSUES

JANUARY 2024

COMPILED BY FIRST 5 CONTRA COSTA



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INTRODUCTION TO FIRST 5 CONTRA COSTA



OUR VISION

CONTRA COSTA'S YOUNG CHILDREN WILL BE HEALTHY, READY TO LEARN, AND SUPPORTED IN SAFE, NURTURING FAMILIES AND COMMUNITIES.



first5coco.org

For more than two decades, First 5 Contra Costa has worked to support every child in reaching their full potential by focusing on their most critical years of development—prenatal to age 5. We focus on prevention, center our work around equity, and play many roles to reach our vision: funder, convener, and advocate. Working in partnership with others, First 5 Contra Costa aims to change systems of services and supports to better meet the needs of young children and their families through four **core strategies**. These strategies are:

- 1. Advocacy & Community Engagement:** We work to advance local, state and federal policies that foster more integrated systems that proactively support the wellbeing of young children and their families.
- 2. Research:** We use research and data to facilitate collective learning about the problems we face and the solutions to address them.
- 3. Capacity Building:** Our capacity building work supports individuals, organizations, and coalitions in developing the knowledge and skills needed to improve the systems that families and young children interact with in our county.
- 4. Resource Connection:** We connect families to the resources they need and to programs that focus on strengthening families' abilities to foster children's development, health, and school readiness.

INTRODUCTION TO FIRST 5 CONTRA COSTA



At First 5 Contra Costa, we prioritize our efforts and investments to focus on eliminating disparities and creating equitable opportunities and outcomes.

Research shows that a child’s brain develops most dramatically during the first five years of life. During this critical period, a window of opportunity exists to help shape how a child’s brain matures and to lay the foundation for the years that follow. While the early period in children’s development is critical to their future success, it is also where public investments are lowest. Research shows that early childhood programs have some of the highest returns on investment of social service programs.

At First 5 Contra Costa, we prioritize our efforts and investments to focus on eliminating disparities and creating equitable opportunities and outcomes. We contribute to strengthening and building trauma-informed early childhood systems that prevent, treat, and heal trauma and adverse childhood experiences. We seek out and listen and partner with diverse and under-represented voices, with shared power, clear communication, and agreements as to roles and responsibilities, expectations, decision-making, and accountability. Our three **focus areas** guide our efforts in this work; they include:

- **Early Childhood Education:** Helps ensure children have high-quality early learning experiences that help them succeed in school and in life.
- **Early Intervention:** Ensures that families have access to prevention and early intervention supports that foster the optimal development of all children.
- **Strengthening Families:** Supports families in accessing the information and services needed to help their children thrive.

INTRODUCTION TO FIRST 5 CONTRA COSTA

First 5 Contra Costa is guided by four **core values and principles** that shape its approach to early childhood development. These include:

- 1. Diversity & Inclusion:** We work to ensure the diverse values, voices, and perspectives of our staff, partners, and community members are heard, represented, and reflected throughout our work.
- 2. Equity:** We work to eliminate systemic and structural barriers that cause or contribute to inequities so that all children and families in our community succeed.
- 3. Cultural Humility:** We continuously reflect on the ways in which our beliefs, cultural identities, power, and privilege influence our actions and interactions. We maintain curiosity and an openness to learning from others' lived experiences and adapting our approaches.
- 4. Community Partnership:** We listen to and learn from families, organizations, and policymakers. We build relationships based on shared values, shared power, trust, respect, and a collective commitment to ensuring the health and well-being of all children.

Our vision is that Contra Costa's young children will be healthy, ready to learn, and supported in safe, nurturing families and communities. Through strategic initiatives and by adhering to our core values, First 5 Contra Costa remains committed to shaping a brighter future for the community's youngest members.

PURPOSE

Over its 25 years of working in Contra Costa County to support every child in reaching their full potential, First 5 Contra Costa has led, convened and participated in a variety of policy advocacy activities. In June 2023, First 5 Contra Costa’s governing body, the First 5 Contra Costa Commission, adopted a strategic plan to guide its efforts over the next three fiscal years. One goal in the strategic plan related to policy advocacy is:

Create and identify avenues for parents/caregivers and service providers to understand their power and ability and opportunities to be advocates for policy and systems change in our three focus areas.

As an initial step to address this goal, First 5 Contra Costa conducted a landscape scan of policy advocacy efforts—led by organizations, informal groups and/or coalitions—in this county that:

- engage parents/caregivers and/or service providers; and
- intersect with one or more of its three focus areas (early childhood education, early intervention, and strengthening families).



PURPOSE

For the purposes of this effort, First 5 Contra Costa defined policy advocacy as:

efforts to change regulations, legislation/ law, or public funding levels at either the county, state, or federal levels.



The advocacy efforts profiled in the landscape scan include a range of efforts—from direct service-focused nonprofits who use their clients’ experiences and stories to fuel their advocacy efforts to professional associations in the early learning space to public oversight entities created by legislation. The efforts profiled engage in a wide variety of advocacy efforts along a continuum from information-sharing to interested stakeholders to offering stipended leadership positions. All of the efforts profiled engage stakeholders (often parents and service providers) in developing their advocacy campaign and priorities, and go beyond that to offer opportunities to parents or service providers to also directly engage in advocacy—whether that is through training parents to lead base-building activities, opportunities to testify on the impact of proposed legislation, attend meetings with leaders, participate in rallies or press events, write letters or hold forums.

First 5 Contra Costa will be using the landscape analysis of advocacy efforts as a “snapshot in time” of current efforts to help identify if there are any gaps in supported opportunities for parents or service providers to advocate on issues related to our three focus areas. First 5 Contra Costa plans to use this information to guide its efforts in FY 2024-2025 and beyond.

First 5 Contra Costa committed to the organizations and coalitions it contacted in this landscape scan that it would share brief profiles of each advocacy effort in a public report, with the intention that the information could be used by others. Through the publication of this directory, we hope that other organizations working in the early childhood space and/or on policy advocacy of any nature in Contra Costa County enhance their understanding of policy advocacy activities in our county.

METHODOLOGY

First 5 Contra Costa completed this policy scan between September 2023 and January 2024 using both staff time and consultants.

To identify advocacy efforts that engage parents/caregivers and/or service providers, First 5 Contra Costa used a list of advocacy efforts compiled by Ensuring Opportunity as part of the Collaborative Advocacy and Power Partnership (CAPP) pilot program which operated from 2021 to 2023. The CAPP program, coordinated by Ensuring Opportunity and First 5 Contra Costa, aimed to bring a broad range of organizational and community leaders together to address inequities in Contra Costa County. One of the program’s goals included increasing knowledge and understanding of advocacy activities and, as a part of that goal, a list of advocacy efforts in our county was compiled that spanned issue areas.

First 5 Contra Costa staff reviewed that list of advocacy efforts and selected those that most likely intersect with First 5’s focus areas and that engage parents and/or service providers in their advocacy efforts. First 5 Contra Costa staff then solicited input from their colleagues about additional advocacy efforts to include. Additionally, the final question of each interview was to ask if the interviewee knew of other policy advocacy efforts in the county that intersect with the focus areas and engaged either parents or service providers in advocacy.

First 5 Contra Costa staff and consultants from Cole Communications, Inc. contacted via email the approximately 28 efforts to schedule an interview. One or more representatives from 22 of those advocacy efforts were interviewed. Two organizations that were interviewed, We Care Services for Children and Brighter Beginnings, stated they do not engage in policy advocacy and were therefore not included in the table or profiled in



METHODOLOGY

this directory. Five advocacy efforts either did not respond to the invitation to be interviewed or were unable to schedule a time with a point person to complete an interview. The advocacy efforts that were contacted but not interviewed include: Monument Impact, Providers For Quality Child Care, Rubicon Programs, VistAbility, and West County Early Care and Education (led by Glorious Jackson). One policy advocacy effort contacted—Healthy Contra Costa—did not think their work intersected with First 5 Contra Costa’s focus areas. Each advocacy effort that was profiled in this directory was sent a draft for their review and suggested comments.

In addition to the 20 advocacy efforts led by other entities included in this directory, First 5 Contra Costa staff also drafted summaries for three current advocacy efforts it coordinates:

- Early Childhood Prevention & Intervention Coalition
- Early Learning Leadership Group
- Family Economic Security Partnership

While First 5 Contra Costa staffed three Regional Groups for more than 20 years which engaged parents and other residents in advocacy efforts, that effort was put on hold in July 2023 due to staff transitions. For more information about this effort, please visit the [Regional Groups](#) webpage.

In total there are 23 advocacy efforts profiled in this directory, including:

- 6 that intersect with early childhood education
- 8 that intersect with early intervention
- 9 that intersect with strengthening families

TABLE OF ADVOCACY EFFORTS BY FOCUS AREA

The following tables provide an overview of the advocacy efforts included in this directory organized alphabetically within the focus area that most overlaps with First 5 Contra Costa's three focus areas, which are:

- **Early Childhood Education:** Helps ensure children have high-quality early learning experiences that help them succeed in school and in life.
- **Early Intervention:** Ensures that families have access to prevention and early intervention supports that foster the optimal development of all children.
- **Strengthening Families:** Supports families in accessing the information and services needed to help their children thrive.

TABLE OF ADVOCACY EFFORTS BY FOCUS AREA

EARLY CHILDHOOD EDUCATION

Name	<u>Advocacy Training/Opportunities for:</u>		Page
	Parents/Caregivers	Service Providers	
Bay Area Professional Family Child Care Network	Yes	Yes	12
CocoKids	No	No*	12
Contra Costa Local Planning Council for Early Care and Education	Not Currently**	Some	13
Early Learning Leadership Group	No	Yes	13
Northern California Family Child Care Alliance	Yes	Yes	14
Parent Voices	Yes	No	14-15

*Shares information

**At the time of the scan, had vacant seats for child care consumers/parents

EARLY INTERVENTION

Alameda County Committee on Children with Special Needs - Lucile Packard Children's Hospital/Stanford Children's Health	Some	No	15
Care Parent Network	Yes	No	16
Early Childhood Mental Health Program	No	Yes	16
Early Childhood Prevention & Intervention Coalition	No	Yes	17
East Bay Legislative Coalition	Yes	Yes	17
Economic Opportunity Council	Yes	Yes	18
Healthy & Active Before 5	No	Yes	18-19
Human Services Alliance of Contra Costa	No	Yes	19

STRENGTHENING FAMILIES

Child Abuse Prevention Council of Contra Costa County	Yes	Some	20
Contra Costa Budget Justice Coalition	No	Yes	20-21
East Contra Costa Community Alliance	Not yet	Yes	21
Ensuring Opportunity Campaign to End Poverty In Contra Costa	Yes	Yes	22
Family Economic Security Partnership	No	Yes	23
Family Voices of California	Yes	No	24
Food Bank of Contra Costa and Solano	Yes	No	24
Mobility LABs	Yes	No	25
Village Community Resource Center	Yes	No	25

PROFILES OF ADVOCACY EFFORTS

This section includes a brief profile of each advocacy effort included in this directory. The profiles are organized alphabetically within the focus area that most overlaps with First 5 Contra Costa's three focus areas, which are:

- **Early Childhood Education:** Helps ensure children have high-quality early learning experiences that help them succeed in school and in life.
- **Early Intervention:** Ensures that families have access to prevention and early intervention supports that foster the optimal development of all children.
- **Strengthening Families:** Supports families in accessing the information and services needed to help their children thrive.

For reference there is also an alphabetical listing of all advocacy efforts included in the appendix.

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

EARLY CHILDHOOD EDUCATION

Bay Area Professional Family Child Care Network

Focus/Mission:

Bay Area Professional Family Child Care Network aims to spread a message of hope and compassion. They believe that a single action can make a difference in the community, and that collective action can greatly impact the world. Through advocacy and outreach activities, the team works tirelessly each day to contribute to the greater good of Family Child Care.

Description of Members/Participants:

Family child care providers (76 members, 69 in Contra Costa County)

Policy Platform/Current Policy Priorities:

No set policy platform, but participates in others' campaigns and platforms.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Childhood Education	
Dedicated Focus on Children Ages 0-5	Yes	Family child care also serves school-age children
Advocacy Training/Opportunities for Parents/Caregivers	Yes	Invites parents to meetings with city officials and council members to discuss the importance of funding for childcare, provides training on how to effectively speak at city meetings, the state capital, and meetings with legislators. Participates in rallies with partners like Parent Voices to amplify collective advocacy efforts. Organizes opportunities for parents to participate in marches to raise awareness about childcare issues. Brings in presenters and speakers, including experts from organizations like the Child Care Law Center and Government Relations, to educate parents on effective advocacy strategies.
Advocacy Training/Opportunities for Service Providers	Yes	Provides information-sharing and ongoing trainings on advocacy (e.g. at CocoKids conference). Encourage providers to shadow others to learn about advocacy activities (e.g. how to speak with legislators to advocate for childcare needs at city/state capital).

For more information:

Benu Chhabra | benuchhabra2018@gmail.com | bayareapfccnetwork.com

CocoKids

Focus/Mission:

Mission: Champion and advance quality child care and early education; Focus: Child care resource and referral agency, and child care vouchers (alternative payment program) CalWorks stage 2 and 3.

Description of Members/Participants:

Child care providers; parents

Policy Platform/Current Policy Priorities:

No policy platform of their own, but they participate with other groups that do have policy platforms (e.g., Early Learning Leadership Group, California Child Care Resource and Referral Network, Families Thrive CA, Every Child California).

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Childhood Education	
Dedicated Focus on Children Ages 0-5	Yes	Believe younger children are overlooked in advocacy efforts that tend to focus on school age. Agency focuses on ages 0 to 12.
Advocacy Training/Opportunities for Parents/Caregivers	No	Sponsors Parent Voices (grassroots organizing for accessible/affordable quality child care)
Advocacy Training/Opportunities for Service Providers	No, but information-sharing	Provides information on changes in laws/licensing via social. Supports "Tuesday Talks" a forum for family child care providers.

For more information:

John Jones | john.jones@cocokids.org | cocokids.org

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Contra Costa Local Planning Council for Early Care and Education

Focus/Mission:

The mission of the Contra Costa Local Planning Council for Early Care and Education is to promote quality child care through community assessment, advocacy, resource development, and collaboration with other organizations.

Description of Members/Participants:

The council is a state-mandated body that consists of 20 volunteers appointed jointly by the Contra Costa County Board of Supervisors and the Contra Costa County Superintendent of Schools.

Policy Platform/Current Policy Priorities:

Broad-reaching platform related to child care from workforce, to availability and affordability, to quality, to facilities, etc. They partner with a lot of state and national groups on advocacy.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Childhood Education	
Dedicated Focus on Children Ages 0-5	Yes	And school-age children
Advocacy Training/Opportunities for Parents/Caregivers	Not currently	Seats for families on council (as child care consumers), but not currently filled; challenging to engage them
Advocacy Training/Opportunities for Service Providers	Some	Mostly raising awareness, listening to providers' and families' input and addressing issues raised in Local Child Care Planning Council's Child Care Needs Assessment

For more information:

Monica Joseph | mjoseph@cccocoe.k12.ca.us | bit.ly/local-planning-council

Early Learning Leadership Group

Focus/Mission:

The Early Learning Leadership Group is a countywide group that aims to increase collaboration, share data, identify gaps, improve service delivery, and advocate for policies at the local, state, and federal levels so that the early care and education system meets the needs of all children and their families.

Description of Members/Participants:

Member agencies include: First 5 Contra Costa; Care Parent Network; Local Child Care Planning Council; CocoKids; Community Services Bureau of Contra Costa County Employment & Human Services Department; County Office of Education. First 5 Contra Costa coordinates this group.

Policy Platform/Current Policy Priorities:

The group has identified four primary advocacy issue areas: Quality, Workforce Development, Access and Affordability, and a Coordinated and Sustainable System.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Childhood Education	
Dedicated Focus on Children Ages 0-5	Yes	
Advocacy Training/Opportunities for Parents/Caregivers	No	
Advocacy Training/Opportunities for Service Providers	Yes	Share information related to policy at the local, state and federal level; submit letters and/or reports to raise awareness of needs/ asks; advocate for more investments, etc.

For more information:

Ruth Fernandez | rfernandez@first5coco.org | bit.ly/early-learning-leadership-group

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Northern California Family Child Care Alliance (N CALFCCA)

Focus/Mission:

Dedicated to supporting family child care providers of Contra Costa County, reaching higher standards consistent with current research in the early care and education field by providing resources, information and training to enhance a safe and healthy home environment for children and families. The N CALFCCA is also a vehicle for developing a sense of community among family child care providers by promoting peer support, advocacy, and camaraderie through various programs and activities.

Description of Members/Participants:

Loose network of about 15 family child care providers

Policy Platform/Current Policy Priorities:

In progress, but focuses on issues adapted from [Changemakers](#):

- Living wages for providers
- Equitable child care system for all children
- Better child care/racial justice for community and families

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Childhood Education	
Dedicated Focus on Children Ages 0-5	Yes	
Advocacy Training/Opportunities for Parents/Caregivers	Yes	25 parents of children in family child care
Advocacy Training/Opportunities for Service Providers	Yes	Offers one activity each month tailored for families and providers, featuring information, resources, discussions about advocacy, and emphasizes the importance of the provider's voice at every event; all activities are available in both English and Spanish. Their three points of advocacy for building a better child care system on racial and gender justice are: 1. The system must be built on gender and racial justice, 2. Affordability for all families, and 3. Thriving wages for providers.

For more information:

Ellie Campos | brooklyngirl0203@gmail.com | ncalfcca.org

Parent Voices

Focus/Mission:

Through grassroots organizing and leadership development, Parent Voices activates and centers the wisdom of parents to transform child care and ensure all systems that impact families are just, fair, and inclusive. Parent Voices is a partnership of parents throughout California that combines leadership development and community organizing in its efforts to increase funding, improve quality, and provide better access to child care for all families.

Description of Members/Participants:

This is a statewide organization with local chapters. The Contra Costa County chapter has about 40-50 parents engaged and is looking to expand.

Policy Platform/Current Policy Priorities:

The statewide organization maintains a list of legislation they have co-sponsored or advocated for on their website. The organization also partners with several statewide coalitions and participates (and encourages its chapters to participate) in those campaigns. Locally, the Contra Costa chapter has been seeking input on local priorities by asking parents, "What are the issues in Contra Costa County that stop families from being great?" To date, the major themes/needs that emerged are:

1. Access to early childhood education programs that meet their needs
2. Mental health
3. Afterschool programming/care
4. Housing

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Parent Voices, continued

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Childhood Education	
Dedicated Focus on Children Ages 0-5	No	
Advocacy Training/Opportunities for Parents/Caregivers	Yes	Use a model with local Fellows (parent leaders facilitating local chapters); Fellows receive weekly coaching, stipends, and professional development; chapters offer parents opportunities to attend training on telling their story, state budget, and other advocacy skills; and to be on a mailing list for local activities and policy updates.
Advocacy Training/Opportunities for Service Providers	No	

For more information:

Candy Duperroir | candyduperroir24@gmail.com

LeShay Brooks | leshay@parentvoices.org

parentvoices.org

EARLY INTERVENTION

Alameda County Committee on Children with Special Needs – Lucile Packard Children’s Hospital/Stanford Children’s Health

Focus/Mission:

Share information that affects families with children with special needs as broadly defined; identify concerns with access to services (e.g., service gaps and cutbacks, access barriers, changes in eligibility requirements); take action as appropriate with Committee partners (e.g., health plans, public and private service agencies, providers, family organizations) to address concerns and promote access.

Description of Members/Participants:

Representatives of systems serving families of children with special needs (e.g., County agencies, public and private child-serving organizations, health plans, hospitals, providers, family support organizations, advocacy organizations); focus is on Alameda County, but some activities span multiple counties, including Contra Costa County.

Policy Platform/Current Policy Priorities:

No formal platform; ad hoc as issues are brought to Committee as they are identified

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Intervention	
Dedicated Focus on Children Ages 0-5	No	
Advocacy Training/Opportunities for Parents/Caregivers	Some	Help families/parents tell their stories to group and explain how policy changes affect them
Advocacy Training/Opportunities for Service Providers	No	Some providers attend monthly meetings, but are not focus of this effort

For more information:

Laurie Soman | lsoman6708@aol.com

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Care Parent Network

Focus/Mission:

Care Parent Network comprises dedicated professionals who are parents of children with special needs. The organization provides information and support to empower individuals to be the best advocates for their children.

Description of Members/Participants:

Families with children ages 0 to 22 with special needs.

Policy Platform/Current Policy Priorities:

No formal platform. In addition to other issues, also currently working on trying to make public meetings more accessible to families, particularly non-English speakers.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Intervention	
Dedicated Focus on Children Ages 0-5	No	Work with families with children up to age 22
Advocacy Training/Opportunities for Parents/Caregivers	Yes	Provide 1:1 coaching for families to help them feel more comfortable asking questions in Individual Education Programs (IEPs) process and how to advocate for their child and children with special needs to broader audiences like the Board of Supervisors
Advocacy Training/Opportunities for Service Providers	No	

For more information:

Hannah Michaelson | info@careparentnetwork.org | careparentnetwork.org

Early Childhood Mental Health Program

Focus/Mission:

To promote the well-being and empowerment of the community by providing access to collaborative early intervention, mental health, and early education services that foster health development, strong relationships, healing, and resilience for infants, young children, and their families who face adversity.

Description of Members/Participants:

Clinicians who work with families

Policy Platform/Current Policy Priorities:

No formal platform, but currently focused on changes to CalAIM.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Intervention	
Dedicated Focus on Children Ages 0-5	No	
Advocacy Training/Opportunities for Parents/Caregivers	No	
Advocacy Training/Opportunities for Service Providers	Yes	10-12 therapists: communicate impact of policy changes, engage them in letter-writing campaigns, outreach to local and state policy makers, and present to Board of Supervisors.

For more information:

Jeff Sloan | jsloan@ecmhp.org | ecmhp.org

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Early Childhood Prevention & Intervention Coalition (ECPIC)

Focus/Mission:

ECPIC is a countywide and multi-disciplinary collaborative that aims to advocate for the prioritization of the social emotional needs of young children (prenatal-6 years old) in state and county systems.

Description of Members/Participants:

Member agencies include: First 5 Contra Costa; Behavioral Health Services; Contra Costa Health; CocoKids; Community Services Bureau of Contra Costa County Employment & Human Services Department; Care Parent Network; Contra Costa Crisis Center; C.O.P.E. Family Support Center; Early Childhood Mental Health Program; VistAbility/Lynn Center; and We Care Services for Children. First 5 Contra Costa coordinates this coalition.

Policy Platform/Current Policy Priorities:

No formal platform, but focus on local, state, and federal issues related to early childhood mental health, prevention and intervention services.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Intervention	
Dedicated Focus on Children Ages 0-5	Yes	
Advocacy Training/Opportunities for Parents/Caregivers	No	
Advocacy Training/Opportunities for Service Providers	Yes	Share information related to policy at the local, state, and federal level; submit letters and/or reports to raise awareness of needs/asks; advocate for more investments, etc.

For more information:

Ruth Fernandez | rfernandez@first5coco.org | bit.ly/early-childhood-prevention-intervention-coalition

East Bay Legislative Coalition (EBLC)

Focus/Mission:

EBLC is an advocate of public policy and legislative action that promotes access for the intellectual and developmental disabilities (IDD) community, provides opportunities for inclusion/inclusive practices, and highlights the intersection of IDD community issues with all Californians.

Description of Members/Participants:

5 Core Members: Alameda County Developmental Disabilities Planning and Advisory Council; The Developmental Disabilities Council of Contra Costa County; Regional Center of the East Bay (RCEB); The Provider/Vendor Advisory Council of RCEB; State Council on Developmental Disabilities, Bay Area Regional Office

Policy Platform/Current Policy Priorities:

15 issue areas ranging from education to transportation to health care. Advocacy focus is on issues affecting the lifespan of an individual with a disability.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Intervention	
Dedicated Focus on Children Ages 0-5	No	All ages
Advocacy Training/Opportunities for Parents/Caregivers	Yes	Annual Town Hall, legislative visits, storytelling, candidate forums, letter-writing, "Partners in Policymaking" training program for family/self-advocates
Advocacy Training/Opportunities for Service Providers	Yes	30 providers, 5-10 serving children 0-5 or have early childhood expertise, engage in similar meetings activities as above

For more information:

Will Sanford | will.sanford.sccs@gmail.com | acphd.org/ddc/east-bay-legislative-coalition

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Economic Opportunity Council (EOC)

Focus/Mission:

EOC is an anti-poverty advisory board to the Contra Costa County Board of Supervisors. In partnership with the community, they work together to address the needs of the low-income population through advocacy and action.

Description of Members/Participants:

The EOC board composition includes five members of the public/private non-profit sector, five members of the low-income sector and five members of the Board of Supervisors or their designees (several of these categories could include parents).

Policy Platform/Current Policy Priorities:

Primary focus is low income and anti-poverty issues, and primary role of the EOC is to oversee federal funds granted to local agencies for services to lift people out of poverty. The Council's current focus areas are:

1. Housing
2. Food insecurity
3. Job training and living wage jobs
4. Access to mental health services

The Council is also working on state legislative action to enhance public bodies', like the Council's, ability to have public meetings virtually so as to remove barriers to participation for council members and community members.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Childhood Education	
Dedicated Focus on Children Ages 0-5	No	
Advocacy Training/Opportunities for Parents/Caregivers	Yes if on council	Council members learn about community needs, and can advocate for various issues within the county's legislative agenda
Advocacy Training/Opportunities for Service Providers	Yes if on council	Council members learn about community needs, and can advocate for various issues within the county's legislative agenda

For more information:

Renee Zeimer | rkzeimer@gmail.com | ehsd.org/headstart/community-action/eoc-members

Healthy & Active Before 5 (HAB45)

Focus/Mission:

HAB45 is a Contra Costa County collaborative that advances health equity through local policy and environmental changes to support the health and well-being of children ages 0-5 and their families.

Description of Members/Participants:

HAB45 is led by an Executive Committee made up of leadership from the main organizations serving young children in the county (CocoKids, CSB/Head Start, First 5 Contra Costa, County hospital and clinics, public health, La Clínica de la Raza, WIC, and the CCC Office of Education). There is a broader group of about 24 organizations that are active, with many more organizations attending semi-annual Leadership Council and staying informed through updates. Participating agencies include county agencies and nonprofit service organizations.

Policy Platform/Current Policy Priorities:

1. Promote Land Use & Parks Policies that Expand Physical Activity Opportunities: Access to safe places to move and play is an essential ingredient for early childhood health. HAB45 will advocate for city and countywide policies that increase early childhood active play, preserve existing parks, form new parks, foster park safety, improve air quality, create 0-5 playspaces, and provide opportunities for active living in communities.
2. Prioritize Housing Security: Housing insecurity is a top concern for Contra Costa families. HAB45 works with trusted allies in the housing sector to highlight the needs of families with young children and advocate for policies that Protect tenants from displacement and eviction, Preserve existing affordable housing, and Produce housing that is affordable for low income families.

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Healthy & Active Before 5 (HAB45), *continued*

3. Advance Strategies to Increase Food Security: All Contra Costa families deserve access to affordable, healthy foods in their community. HAB45 supports policies at the organizational, local, and state level that increase access to fruits, vegetables, and clean water where children learn, play, and grow. HAB45 will also continue to support policies that promote breastfeeding and lactation accommodation in diverse settings.
4. Advocate for a Robust Safety Net: HAB45 is committed to advocating for a safety net that provides high-quality, comprehensive, and culturally relevant services to support the mental and physical well-being of all Contra Costa children, regardless of race, ethnicity, income, immigration status, or region. In addition to these priority policy areas, HAB45 takes on additional advocacy activities in order to respond to current and emerging community needs. These include, but are not limited to, policies that promote economic security, early childhood education, mental health, climate justice, health care, and racial and immigrant justice.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Intervention	
Dedicated Focus on Children Ages 0-5	Yes	All 24 member organizations serve children ages 0-5, though not all of them are exclusively focused on this population.
Advocacy Training/Opportunities for Parents/Caregivers	No	
Advocacy Training/Opportunities for Service Providers	Yes	Leadership Council gatherings twice a year; workshops to help service providers build advocacy skills; keep members informed of updates and possible advocacy activities each quarter

For more information:

Ali Uscilka | ali.uscilka@hab45.org | healthyandactivebefore5.org

Human Services Alliance of Contra Costa

Focus/Mission:

The mission of the Human Services Alliance is to lead change, advocate for policy and services on behalf of residents in need of support, and provide resources and peer support to our member agencies.

Description of Members/Participants:

The Human Services Alliance of Contra Costa is a membership organization consisting of more than 30 community-based behavioral health service providers in the county.

Policy Platform/Current Policy Priorities:

Primarily focus on county and state-level issues related to behavioral health services.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Early Intervention	
Dedicated Focus on Children Ages 0-5	No	Not exclusively, many members work with children and families and serve a range of ages in a variety of settings.
Advocacy Training/Opportunities for Parents/Caregivers	No	
Advocacy Training/Opportunities for Service Providers	Yes	Bi-weekly meetings with member agencies to discuss issues related to behavioral health. Address concerns or issues related to contracting with public agencies, needs of clients, and other issues. Some member organizations solely focus on children and families, and others span the lifecycle.

For more information:

Dan Geiger | dan@humanservicesalliance.org | humanservicesalliance.org

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

STRENGTHENING FAMILIES

Child Abuse Prevention Council of Contra Costa County

Focus/Mission:

To promote the safety of children and prevent child abuse and neglect in Contra Costa County by raising community awareness, influencing public policy, educating our community, providing resources and support programs to families.

Description of Members/Participants:

Executive Committee: First 5 Contra Costa, CCH, CocoKids, WIC, HS, La Clínica de la Raza, County Health system. Meet once a month. Work on diff grants. Coordinate services

Policy Platform/Current Policy Priorities:

Focused on Strengthening Families Framework which includes the 5 protective factors of parental resilience, social connections, concrete supports in the time of need, knowledge of parenting and child development, and social end emotional competence). They also focus on the following issues:

- Child care or early learning issues
- Early childhood mental health, developmental screenings, ACEs, or early interventions for social emotional health of ages 0-5
- Strengthening families through parent education, child abuse prevention, child development training, navigation or family resource centers for families with kids ages 0 -5

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Strengthening Families	
Dedicated Focus on Children Ages 0-5	No	
Advocacy Training/Opportunities for Parents/Caregivers	Yes	Parent Partner Program (opportunities to advocate/advise on policy-making and planning at local, state levels)
Advocacy Training/Opportunities for Service Providers	Some	Through Greater Bay Area Child Abuse Prevention Council Coalition (Day of the Child activities in Sacramento); Executive Director-level staff of CAPC agencies, letter-writing, Board of Supervisors presentations, legislative visits

For more information:

Carol Carrillo | ccarrillo@capc-coco.org | capc-coco.org

Contra Costa Budget Justice Coalition

Focus/Mission:

The Contra Costa Budget Justice Coalition advocates for community engagement in the Contra Costa County budgeting process and for a set of values-based budgeting principles that support safe and affordable housing, stable employment with fair wages, sufficient healthy food, essential health care, access to critical social services, quality early care and education.

Description of Members/Participants:

About 25 organizations including advocacy organizations, direct service agencies, and membership coalitions that work in the county.

Policy Platform/Current Policy Priorities:

- Transparency in county budgeting process
- Infusing community voice and equity lens into county budgeting process
- Process related to unallocated Measure X and ARPA funds administered by the county

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Contra Costa Budget Justice Coalition, *continued*

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Strengthening Families	
Dedicated Focus on Children Ages 0-5	No	All residents
Advocacy Training/Opportunities for Parents/Caregivers	No	Some trainings on advocacy and county budgets, and information-sharing for community members
Advocacy Training/Opportunities for Service Providers	Yes	

For more information:

Sara Gurdian | sara@budgetjusticecc.org | budgetjusticecc.org

East Contra Costa Community Alliance (ECCCA)

Focus/Mission:

ECCCA is a collaborative of organizations dedicated to strengthening policies, services, and resources in East County. The network's purpose is to:

- Develop a common voice on issues affecting East Contra Costa residents, particularly those experiencing poverty, social isolation, or other obstacles to their ability to participate fully in the benefits of the community (advocate).
- Share and leverage resources among participating nonprofits and private funders, to create a more sustainable ecosystem particularly with respect to encouraging the public and private sectors to better support services to disadvantaged populations (collaborate).
- Work towards building nonprofit capacity and sustainability understanding the important role nonprofits play in addressing the needs of the diverse members of the community (build sustainability).

Description of Members/Participants:

About 20 organizations including advocacy organizations, direct service agencies, and membership coalitions that serve or represent residents in the East County.

Policy Platform/Current Policy Priorities:

Currently in development

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Strengthening Families	
Dedicated Focus on Children Ages 0-5	No	All residents
Advocacy Training/Opportunities for Parents/Caregivers	Not yet	Is planning advocacy training in 2024 for East County residents
Advocacy Training/Opportunities for Service Providers	Yes	Offers trainings and presentations to member agencies, and information-sharing about a variety of local, state, and federal updates

For more information:

Solomon Belette | sbecccal@gmail.com | ecccalliance.org

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Ensuring Opportunity Campaign to End Poverty in Contra Costa

Focus/Mission:

Ensuring Opportunity’s goal is to end economic disparity by addressing the root causes of poverty through system shifts and policy change, focusing on these policy areas: Housing, Food Security, Economic Security, Health Security and Budget Justice (the county budget process). The Campaign’s ultimate vision is that all Contra Costa residents have the resources they need to support themselves and their families, and that they have a powerful voice in shaping local political, cultural and economic systems.

Description of Members/Participants:

Ensuring Opportunity works with many partners on various campaigns, and engages residents, service providers, businesses, faith-based and community-based organizations, local leaders, and media to take effective and coordinated action toward eliminating poverty in Contra Costa County. The Ensuring Opportunity campaign embraces a “big tent” approach, meaning that all voices, perspectives and interests are welcome as long as racial and economic equity are centered in the work.

Policy Platform/Current Policy Priorities:

Current campaigns and priorities include:

- Health care access, particularly for undocumented individuals: working in partnership with #OneContraCosta Coalition, Immigrant Health Alliance, and other local partners on this effort.
- Tenant rights and protections: working as a member of the Raise the Roof Coalition and many other partners on strengthening protections for tenants, e.g., by advocating for equitable county-wide housing policies and for municipal policy changes in Concord and Pittsburg.
- Access to affordable and stable housing: working with a regional coalition to support a regional bond measure to fund new affordable housing, preserve existing affordable housing, and increase tenant protections to keep people housed.
- Supporting increased local funding and public policy changes to increase the number of guaranteed income pilot projects in Contra Costa as a strategy to reduce poverty.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Strengthening Families	
Dedicated Focus on Children Ages 0-5	No	
Advocacy Training/Opportunities for Parents/Caregivers	Yes	While each issue-specific coalition uses different methods to communicate and organize individuals, generally opportunities include activities such as information sharing, letter writing, testimonials, attending public meetings or campaign events. Ensuring Opportunity, in partnership with the Family Economic Security Partnership, also led the development and implementation of a 2-year leadership training program called the Collaborative Advocacy and Power Partnership (CAPP) from 2021 through 2023.
Advocacy Training/Opportunities for Service Providers	Yes	Same as above

For more information:

Mariana Moore | mmoore@richmondcf.org | rcfconnects.org/initiative/ensuring-opportunity

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Family Economic Security Partnership (FESP)

Focus/Mission:

FESP is a public, private, and nonprofit collaboration dedicated to increasing the income and building the assets of low-income families in Contra Costa County. While acknowledging the significance of direct service provision, FESP also increases awareness of the importance of policy and advocacy needed to end poverty.

Description of Members/Participants:

About 60 organizations participate in FESP ranging from advocates to service providers to government officials. The Partnership is led by a Steering Committee. First 5 Contra Costa provides staff support to FESP.

Policy Platform/Current Policy Priorities:

The following policy priorities were adopted in 2017:

Strengthen economic tools and opportunities

- Increase access to housing that is affordable and establish protections to prevent low-income people from losing their homes
- Support access to higher education
- Support access to early childhood education

Strengthen social safety net programs

- Sustain, simplify and expand access to public benefits (CalFresh, CalWORKs, etc.)
- Modify eligibility requirements to reflect the true cost of living and address benefits cliffs due to wage increases
- Ensure adequate and affordable health care for all

Help build income

- Strengthen sustainable fair wage employment and career opportunities including creating access to critical education and training
- Expand the Earned Income Tax Credit to increase access and eligibility

Revenue generating strategies

- Explore equitable tax reform options (e.g. Prop 13, wealth tax, oil severance tax, estate tax, etc.)

Eliminate predatory practices/wealth stripping

- Eliminate/minimize payday loans, check cashing fees, fines and improve access to free/reduced cost bank accounts, transactions and loans, etc. and support regulation and laws that provide consumer protections.

Increase safe and affordable financial services, education and products

- Support financial education access and opportunities including financial coaching and the use of credit building/debt reduction tools, IDAs, Children's Savings Accounts, etc.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Strengthening Families	
Dedicated Focus on Children Ages 0-5	No	
Advocacy Training/Opportunities for Parents/Caregivers	No	
Advocacy Training/Opportunities for Service Providers	Yes	Holds quarterly meetings with opportunities to learn about state, local, and federal policy and efforts related to reducing poverty; holds occasional trainings on advocacy; shares information about advocacy opportunities.

For more information:

Sandra Naughton | fesp@first5coco.org | bit.ly/family-economic-security-partnership

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Family Voices of California (FVCA)

Focus/Mission:

Statewide collaborative of parent-run centers (FRCs) working to ensure quality health care for children and youth with special health care needs. FVCA builds the capacity of parent centers throughout California to provide families with the information and support they need to make informed decisions about the health care of their children. FVCA provides information and a forum for parent centers and families to advocate for improved public and private policies, builds partnerships between professionals and families, and serves as a vital resource on health care.

Description of Members/Participants:

Network of Family Resource Centers and parents they serve

Policy Platform/Current Policy Priorities:

California Children's Services Whole Child Model and disability rights

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Strengthening Families	
Dedicated Focus on Children Ages 0-5	No	
Advocacy Training/Opportunities for Parents/Caregivers	Yes	Project Leadership: series that prepares parents/caregivers to move from advocacy for their own child to systems affecting many more, it features a training curriculum, paired with mentoring and support, that prepares families to build partnerships with professionals and engage in public policy advocacy on behalf of children and youth with special health care needs.
Advocacy Training/Opportunities for Service Providers	No	

For more information:

Tamica Fouts-Rachal | trachal@familyvoicesofca.org | familyvoicesofca.org

Food Bank of Contra Costa and Solano

Focus/Mission:

Leading the fight to end hunger, in partnership with our community and in service of our neighbors in need.

Advocacy Mission Statement: Identify the root causes of hunger specific to our region while integrating the experiences and voices of our community members to most effectively advocate for sustainable change in our food systems to eliminate food insecurity.

Description of Members/Participants:

People living with food insecurity (currently or in the past) in Contra Costa and Solano counties.

Policy Platform/Current Policy Priorities:

Three policy priorities: (1) Social safety net programs, (2) Strengthening food systems and food banks, and (3) Policy partnerships for hunger solutions. [Detailed 2023 Legislative Agenda](#)

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Strengthening Families	
Dedicated Focus on Children Ages 0-5	No	
Advocacy Training/Opportunities for Parents/Caregivers	Yes	Speaker Series (trains 10-15 people with lived experience of food insecurity); 6-week program. 2 graduates have become Food Bank Board members
Advocacy Training/Opportunities for Service Providers	No	Sometimes included in Speaker Series training as advocates/allies, but not the focus

For more information:

Cassidie Bates | cbates@foodbankccs.org | foodbankccs.org

PROFILES OF ADVOCACY EFFORTS BY FOCUS AREA

Mobility LABs (fiscally sponsored by Richmond Community Foundation)

Focus/Mission:

Develop new solutions in diverse local communities to sustainably lift families out of poverty and improve their mobility. Mobility is defined as including three components: economic success, agency, and belonging.

Description of Members/Participants:

Community members in East County experiencing poverty

Policy Platform/Current Policy Priorities:

Anything related to lifting families out of poverty. Currently working on a guaranteed income pilot.

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Strengthening Families	
Dedicated Focus on Children Ages 0-5	No	
Advocacy Training/Opportunities for Parents/Caregivers	Yes	Monthly meetings with parents (about 30, 5-6 with children 0-5), letter-writing, attend City Council meetings. For the guaranteed income pilot, hold a series of eight 1-hour weekly workshops related to movement-building.
Advocacy Training/Opportunities for Service Providers	No	

For more information:

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Loren Dalbert | ldalbert@richmondcfr.org

Village Community Resource Center

Focus/Mission:

Improve the quality of life for children and families in East Contra Costa County by promoting equity through education, wellness, leadership and organizing, and partnerships. They operate family resource centers, afterschool programming, parent leadership, mobile health clinics, among other services.

Description of Members/Participants:

Parents of children in their afterschool program are required to attend the Parent Academy, and it usually engages about 50 parents. The Parent Academy is also available to the general community as well. About 40 parents participate in the Parent Leadership groups, which help develop their leadership skills and confidence and provide opportunities for structural change within their child's schools and school districts.

Policy Platform/Current Policy Priorities:

Educational equity for the families participating in their programs

Current Intersections with First 5 Contra Costa:

Overlap with Our Focus Areas	Strengthening Families	
Dedicated Focus on Children Ages 0-5	No	Elementary age
Advocacy Training/Opportunities for Parents/Caregivers	Yes	Two parent leadership programs: Parent Academy (50 participants) who learn about various topics together during hour-long monthly meetings, and Parent Leadership Groups; which offers opportunities for parents who want a deeper engagement to work on projects). The leadership group meetings are monthly in the mornings and selects projects to work on together.
Advocacy Training/Opportunities for Service Providers	No	

For more information:

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first5coco.org



**Staff Report
February 12, 2024**

ACTION: X
DISCUSSION:

TITLE: First 5 Conference Center Fee-For-Use Schedule

Background

In June 2022, First 5 Contra Costa (F5CC) relocated to 4005 Port Chicago Hwy, Suite 120, in Concord due to the unfortunate fire event at the prior office location. Since relocating into the new administrative office, the vision has been for F5CC to continue playing the important role of convener of early childhood service providers, educators, and stakeholders within Contra Costa County’s early childhood system. The role of convener promotes system coordination and fosters stakeholder engagement, problem solving and identification of innovative approaches and solutions to improve the well-being and optimal development of young children.

Additionally, the Port Chicago facility presents First 5 with the opportunity to leverage the space by establishing a fee-for-use schedule that would provide a level of cost recovery for rental costs, in a time of declining revenue. First 5 staff have researched entities that offer a similar sized space for third party use to establish a proposed schedule that reflects a reasonable market rate of fees. As discussed and approved at the December 18, 2023 Commission meeting, staff were authorized to finalize a Facility Use Agreement and Fee-for-Use Schedule that would allow third parties to use the conference rooms at the 4005 Port Chicago Highway Conference Center space. This report presents staff recommendations for a Fee-for-Use Fee Schedule of the conference rooms.

Proposed Rate Structure

The Port Chicago facility has three conference rooms that F5CC can make available to third parties for use for meetings, trainings, workshops, and other activities. F5CC aims to be equitable to all organizations that meet the goals of First 5 and are interested in using the Conference Center for their organizational needs. The intent is to pilot a two-tier fee schedule, to remain affordable for not-for-profit entities and modestly priced for private for-profit entities.

F5CC’s Conference Center has approximately 1,242 square (sq.) feet (ft.) of fully furnished space available for up to 57 people in the main conference center area. And, two smaller conference rooms of approximately 254 sq.ft. (maximum capacity of 16 people) and approximately 165 sq.ft., (maximum capacity of 11 people). The space includes a coffee alcove, as well as other supporting amenities. Use of the largest conference center room would be charged at a rate based on the type of organization as follows:

- Tier 1-- Non-Profit - \$100/hr. (with a maximum use of 8 hours) for non-profit community groups serving children and their families, as well as childcare providers from the First 5 community service area.
- Tier 2— For Profit Rate - \$125/hr. (with a maximum of 8 hours) for all other public, non-related non-profit or private entities that do not fall in Tier 1.
- The two smaller conference center rooms are also available for use. Rates for the use of both small rooms, in addition to the main Conference Center, are proposed for an additional flat rate: Half-day use (four hours or less) - at \$50 and Full day (more than four hours) - \$100.

At present, the goal would be to schedule as many entities interested in the Center primarily during business hours and some weekday evening hours. We may evaluate weekend usage on a case-by-case basis, based on a number of factors including staff availability, building janitorial and HVAC costs.

Recommendation

F5CC staff requests that the Commission approve the proposed Fee-for-Use Schedule that would allow third parties to use the conference rooms at the 4005 Port Chicago Highway Conference Center space.

Fiscal Impact

Charging a fee for use is projected to generate some level of revenue to offset lease expenses on the First 5 administrative office building located at 4005 Port Chicago Hwy, Suite 120 in Concord, CA. Actual revenue generation will depend on the demand of the facility. First 5 staff will report to the Commission on the use of the space periodically at Commission meetings and will track demand and cost recovery to determine long-term feasibility of this model.

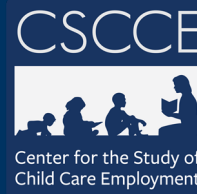
Contra Costa County ECE Workforce Study

Anna Powell
February 2024

**Center for the Study of
Child Care Employment**

University of California, Berkeley

anna_powell@berkeley.edu | cscce.berkeley.edu



About the Center

Established in 1999, the Center for the Study of Child Care Employment (CSCCE) is focused on achieving comprehensive public investments that enable the early childhood workforce to deliver high-quality care and education for all children. To achieve this goal, CSCCE conducts research and policy analysis about the characteristics of those who care for and educate young children and examines policy solutions aimed at improving how our nation prepares, supports, and rewards these early educators to ensure young children's optimal development.



**Anna Powell,
Senior Research &
Policy Associate**



Study Timeline

Spring 2023

Survey launches in Contra Costa County

**Summer
2023**

Survey concludes and analysis begins

Fall 2023

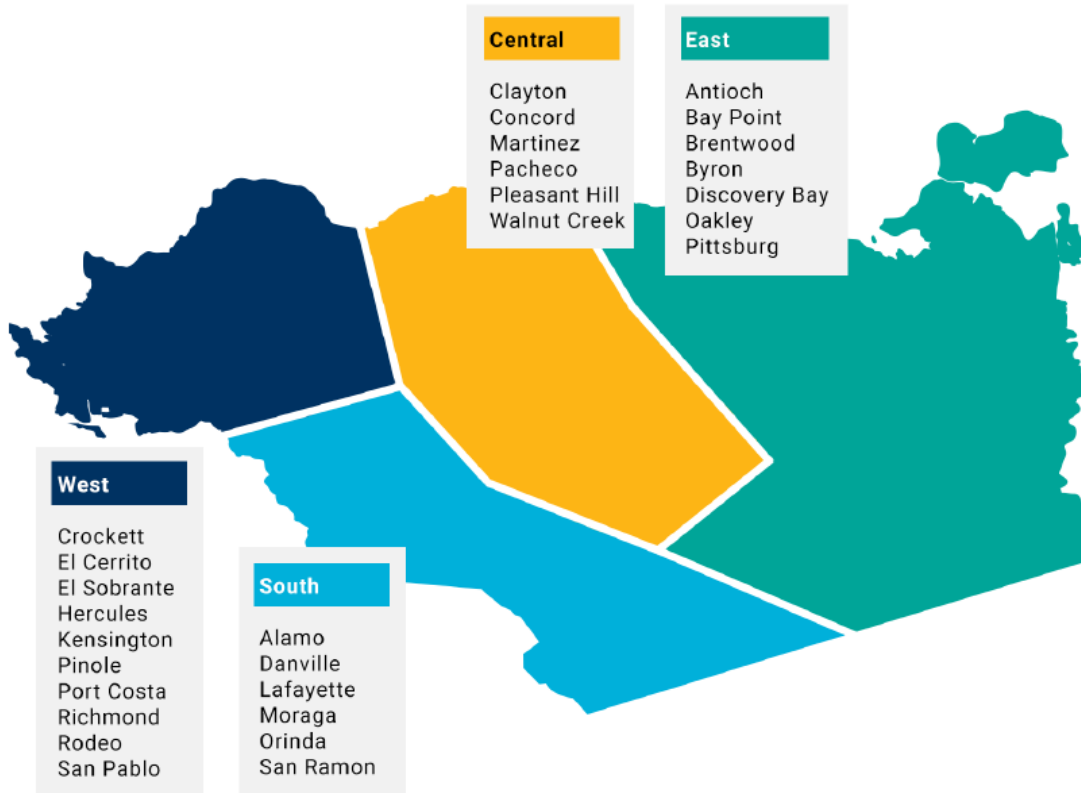
Report developed

**January
2024**

Report & tables completed

Figure 1.1. County Regions of Analysis

Contra Costa County Early Care and Education Workforce Study, 2023



The survey was available online in English and Spanish.

We reached:

- 181 family child care (FCC) providers
- 101 center directors
- 247 center teachers and assistants/aides

Chapter 1
**County
Workforce
Profile**

Chapter 2
**Workforce
Well-Being**

Chapter 3
**Stability of
the Field**

Table 1.1. Educator Demographics

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers	Center Directors	Center Teachers/ Assistants
Age	N=178	N=101	N=241
29 years or younger	2%	4%	22%
30 to 39 years	15%	11%	25%
40 to 49 years	27%	43%	21%
50 to 59 years	34%	25%	20%
60 years or older	22%	17%	12%
Race and Ethnicity	N=143	N=88	N=212
Asian	13%	16%	17%
Black	23%	11%	7%
Latina	28%	19%	45%
White	18%	44%	21%
Multiethnic	10%	10%	6%
All other	7%	0%	4%

Table 1.1. Educator Demographics

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers	Center Directors	Center Teachers/ Assistants
Language Fluency	N=151	N=92	N=224
English	91%	99%	96%
Spanish	27%	17%	43%
Hindi	3%	4%	4%
Chinese	3%	2%	3%
Farsi	6%	0%	3%
Additional Characteristics	N=142-151	N=88-91	N=217-225
Woman	99%	96%	99%
Born in another country	38%	25%	40%
Married or living with partner	68%	72%	56%
Child in household under age 5	18%	13%	25%
Child in household age 6-17	47%	40%	44%

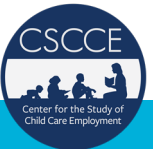


Table 1.2. Educator Education and Experience

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=132-152)	Center Directors (N=91-93)	Center Teachers/Assistants (N=212-228)
Educational Attainment			
High school or less	13%	1%	8%
Some college	27%	15%	25%
Associate degree	34%	18%	29%
Bachelor's degree	18%	44%	31%
Graduate degree(s)	9%	22%	7%
Major of Highest Degree			
Early Childhood Education	66%	66%	64%
Child Development	26%	24%	21%
Years of Experience			
Less than 2 years	2%	1%	8%
2 to 5 years	10%	3%	27%
6 to 10 years	12%	6%	24%
11 to 15 years	15%	8%	10%
16 to 20 years	19%	16%	8%
More than 20 years	42%	66%	23%



Table 1.3. Program Leader Median Annual Earnings

Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
FCC Providers	N=94	N=230
All respondents	\$30,000 to \$35,900	\$36,000 to \$45,000
FCC License Size		
Small	\$29,800 to \$34,700	\$32,000 to \$42,000
Large	\$31,000 to \$38,800	\$46,800 to \$58,800
County Region		
West	\$27,500 to \$38,400	
South	*	
Central	\$23,600 to \$30,000	
East	\$37,500 to \$38,700	

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Fewer than 10 respondents.

Table 1.3. Program Leader Median Annual Earnings

Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
Center Directors	N=59	N=357
All respondents	\$64,500	\$63,800
Program Funding Type		
Head Start/Title 5	\$66,700	\$64,500
All other centers	\$63,800	\$63,800
County Region		
West	*	
South	\$87,400	
Central	\$65,700	
East	*	

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Fewer than 10 respondents.

Table 1.4. Center Teaching Staff Median Hourly Wages

Contra Costa County Early Care and Education Workforce Study, 2023

	Director-Reported Range (County)	Self-Reported (County)	Self-Reported (State)
Lead Teachers	N=70	N=100	N=281
All centers	\$20.00 to \$25.00	\$24.80	\$25.00
Program Funding Type			
Head Start/Title 5	\$21.00 to \$26.00	\$28.60	\$26.40
All other centers	\$20.00 to \$25.00	\$23.00	\$23.00
Region			
West	\$18.00 to \$22.50	\$23.30	
South	\$21.00 to \$26.00	\$25.50	
Central	\$20.00 to \$25.25	\$26.80	
East	*	\$21.00	

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Note: The “director-reported range” reflects the median lowest and highest wages being paid across sites. By contrast, the “self-reported” wage comes from the teachers and assistants who took our survey and reported their earnings directly.

*Fewer than 10 respondents.

**Interpret with caution (fewer than 50 respondents).



Table 1.4. Center Teaching Staff Median Hourly Wages

Contra Costa County Early Care and Education Workforce Study, 2023

	Director-Reported Range (County)	Self-Reported (County)	Self-Reported (State)
Assistant Teachers	N=54	N=25**	N=51
All centers	\$18.00 to \$20.00	\$20.00	\$19.70
Program Funding Type			
Head Start/Title 5	\$18.00 to \$20.00	\$20.50	\$19.50
All other centers	\$18.00 to \$20.00	\$20.00	\$20.00

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Note: The “director-reported range” reflects the median lowest and highest wages being paid across sites. By contrast, the “self-reported” wage comes from the teachers and assistants who took our survey and reported their earnings directly.

*Fewer than 10 respondents.

**Interpret with caution (fewer than 50 respondents).

Table 1.8. Educators With Retirement Savings From Any Source

Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
FCC Providers	N=114	N=499
All respondents	31%	28%
FCC License Size		
Small	30%	22%
Large	32%	37%
Center Directors	N=78	N=481
All respondents	71%	74%
Program Funding Type		
Head Start/Title 5	70%	81%
All other centers	72%	72%
Center Teachers/Assistants	N=144	N=406
All respondents	51%	72%
Program Funding Type		
Head Start/Title 5	59%	75%
All other centers	44%	68%

Source: Center for the Study of Child Care Employment, University of California, Berkeley



Table 1.11. Centers With Turnover and Vacancies, By Program Funding

Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
Head Start/Title 5	N=21*	N=139
Any turnover since January 2021	98%	87%
Number of turned-over positions	4.2	4.8
Any vacancy now	63%	56%
Number of vacancies	3.0	2.0
All Other Centers	N=67	N=352
Any turnover since January 2021	94%	84%
Number of turned-over positions	5.9	4.1
Any vacancy now	74%	54%
Number of vacancies	1.4	1.1

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We see a gap between educators sense of **reward** from their job and **respect** for their job.

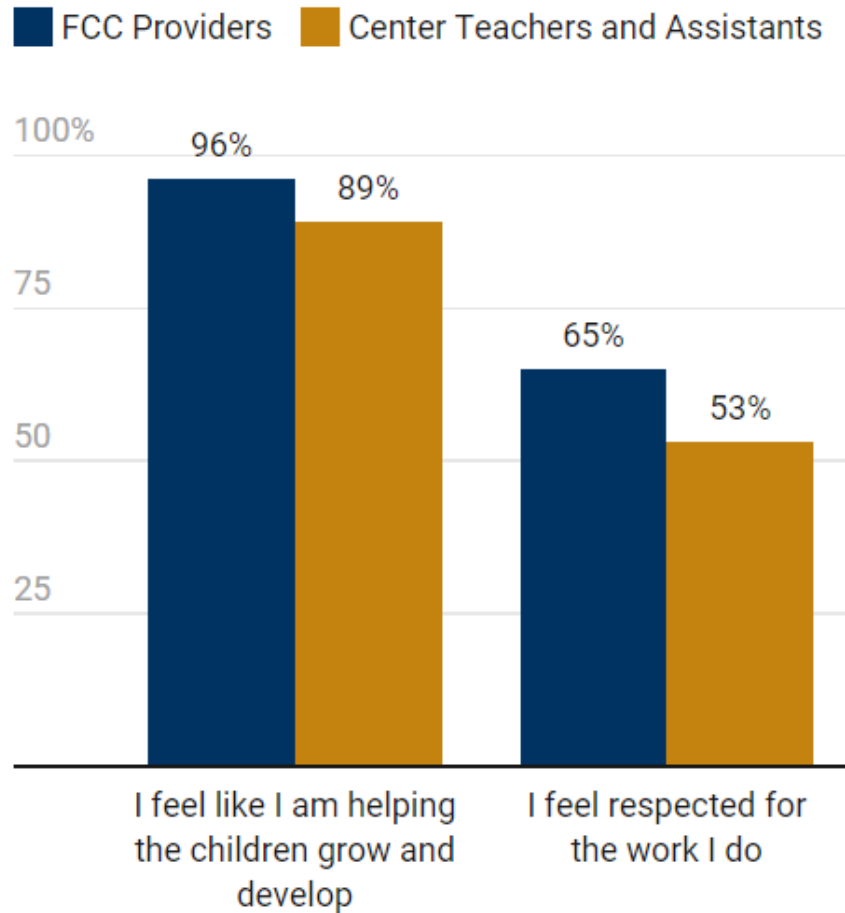


Table 2.5. Food Security

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=125)	Center Directors (N=80)	Center Teachers/ Assistants (N=180)	Total California Workforce*
We had enough of the kinds of food we wanted to eat	62%	80%	56%	82%
We had enough but not always the kinds of food we wanted to eat	33%	15%	36%	15%
We sometimes/often did not have enough to eat	6%	5%	9%	3%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Authors' analysis of the Current Population Survey Food Security Supplement, retrieved via IPUMS (Flood et al., 2023).

Almost half of early educators use one or more forms of public assistance.

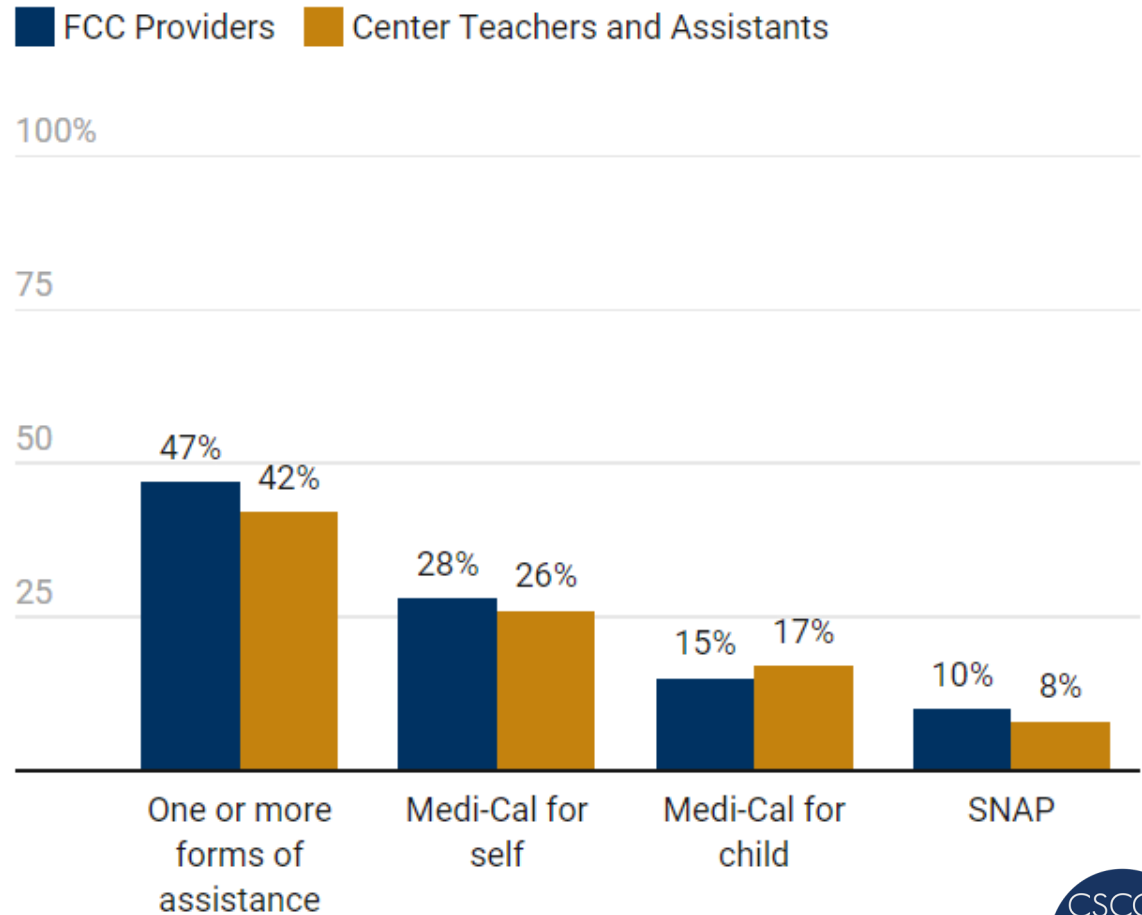


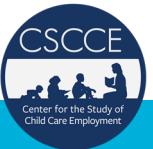
Table 2.9. Educators With High Levels of Perceived Stress

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=107-114)	Center Directors (N=76-80)	Center Teachers/ Assistants (N=149-157)
All Respondents	47%	70%	66%
Program Funding Type			
Head Start/Title 5		43%	66%
All other centers		73%	65%
County Region			
Central	42%	71%	67%
East	47%	67%	56%
South	*	75%	52%
West	51%	64%	77%
Tenure in the Field			
Less than 5 years	57%	*	62%
5 to 15 years	47%	78%	69%
More than 15 years	44%	67%	69%
Race and Ethnicity			
Asian	57%	84%	76%
Black	52%	70%	67%
Latina	45%	56%	63%
White	33%	65%	54%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Fewer than 10 respondents.



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Table 3.10. FCC Provider Job Plans in Three Years

Contra Costa County Early Care and Education Workforce Study, 2023

	Small FCC Providers (N=69)	Large FCC Providers (N=51)	All FCC Providers (N=120)
Continuing as FCC or center-based provider	64%	78%	70%
Continuing to provide FCC services	62%	73%	67%
Working in a center	2%	5%	3%
Not Continuing	28%	14%	21%
Working in a TK classroom	0%	0%	0%
Working in a K-12 classroom	0%	0%	0%
Working in support of children and families but not providing care	1%	4%	2%
Working outside of the ECE field	10%	2%	7%
Retired	14%	6%	10%
Other	3%	2%	2%
Don't know	8%	8%	8%

Source: Center for the Study of Child Care Employment, University of California, Berkeley



Table 3.12. Center-Based Educator Job Plans in Three Years

Contra Costa County Early Care and Education Workforce Study, 2023

	Directors (N=79)	Teachers (N=120)	Assistants (N=38)*
Continuing as FCC or center-based provider	61%	60%	53%
Working in my current center	57%	47%	42%
Working in a different center	0%	8%	11%
Operating an FCC program	4%	5%	0%
Not Continuing	29%	23%	27%
Working in a TK classroom	1%	3%	11%
Working in a K-12 classroom	6%	3%	0%
Working in support of children and families but not providing care	4%	4%	0%
Working outside of the ECE field	2%	8%	8%
Retired	9%	2%	5%
Other	7%	3%	3%
Don't know	10%	17%	21%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).



Table 3.13. Center-Based Educator Job Plans in Three Years, By Program Funding Type

Contra Costa County Early Care and Education Workforce Study, 2023

	Directors (N=79)	Teachers (N=120)	Assistants (N=38)*
Head Start/Title 5			
Continuing as FCC or center-based provider	76%	59%	44%
Not continuing	24%	33%	40%
Don't know	0%	9%	16%
All Other Centers			
Continuing as FCC or center-based provider	56%	49%	59%
Not continuing	34%	33%	29%
Don't know	9%	18%	12%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

Table 3.14. Center-Based Educator Job Plans in Three Years, By Educational Attainment

Contra Costa County Early Care and Education Workforce Study, 2023

	Directors (N=79)	Teachers (N=120)	Assistants (N=38)*
Some College or Less			
Continuing as FCC or center-based provider	**	67%	59%
Not continuing	**	23%	23%
Don't know	**	10%	18%
Associate Degree			
Continuing as FCC or center-based provider	54%	59%	63%
Not continuing	33%	24%	13%
Don't know	14%	16%	25%
Bachelor's Degree or Higher			
Continuing as FCC or center-based provider	59%	52%	**
Not continuing	32%	28%	**
Don't know	9%	21%	**

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

**Fewer than 10 respondents.

Table 3.15. Center-Based Educator Job Plans in Three Years, By Tenure in ECE

Contra Costa County Early Care and Education Workforce Study, 2023

	Directors (N=78)	Teachers (N=105)	Assistants (N=36)*
Less Than 5 Years			
Continuing as an FCC provider or center-based educator	**	65%	69%
Not continuing	**	12%	13%
Don't know	**	23%	19%
5 to 15 Years			
Continuing as an FCC provider or center-based educator	45%	50%	44%
Not continuing	32%	33%	28%
Don't know	23%	17%	28%
More Than 15 years			
Continuing as an FCC provider or center-based educator	64%	61%	**
Not continuing	29%	25%	**
Don't know	7%	14%	**

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

**Fewer than 10 respondents.



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The Early Care and Education Workforce of Contra Costa County

By Anna Powell, Wanzi Muruvi, Lea J.E. Austin, and Abby Copeman Petig



This report was generously funded by First 5 Contra Costa, the Contra Costa County Office of Education/Local Planning Council, the Contra Costa County Employment Human Services Department's Community Services Bureau, and CoCoKids.



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Introduction

Early care and education (ECE) programs are central to a thriving community: they support the well-being of children as well as their families. In Contra Costa County, approximately 260 child care centers serve children from birth through age five, along with 765 family child care providers operating in their own homes. These nurturing and vibrant learning environments reflect the ECE workforce, a highly skilled yet undervalued professional group of nearly 4,000 individuals.¹

Building on the [California Early Care and Education Workforce Study](#), this report provides a snapshot of the state of the licensed ECE workforce in Contra Costa County. **Chapter 1** offers a profile of its core members: family child care providers and center-based educators (directors, teachers, and assistants).² **Chapter 2** describes the state of educator well-being, and **Chapter 3** explores stability for center- and home-based programs and for professionals in the field.

About the Study

The Contra Costa County Workforce Study was conducted by the Center for the Study of Child Care Employment (CSCCE) in Spring and Summer 2023. The study sample includes 529 educators across three groups: 181 family child care (FCC) providers, 101 center directors, and 247 center teachers and assistants. The FCC sample includes 81 “large” and 100 “small” FCC providers—a distinction in licensure that corresponds to the maximum group size (up to eight children for a small license and up to 14 for a large license). The specific title of center directors varied, with about one third of respondents working in another administrator position

¹ We estimate that between 2,200 and 2,500 teachers and assistants work in child care centers throughout Contra Costa County, along with 500 to 1,000 directors and administrators. We further estimate that approximately 1,000 family child care providers and paid assistants are working in the county. Taken together, this sample provides an upper bound of approximately 4,000 individuals in the birth-to-five workforce.

² Transitional kindergarten (TK) is a growing offering for four-year-olds in California’s public schools. Its workforce, however, was not included in the scope of the Contra Costa County study. For preliminary findings on this burgeoning new arm of the ECE workforce, refer to CSCCE’s statewide report (Montoya et al., 2022b).

such as site supervisor or teacher-director. In our teaching staff sample, we reached 185 lead teachers and 56 assistants.

The survey took place online in English and Spanish. We recruited study participants through email and/or text message invitations to all program leaders (center directors and FCC providers) through contact information furnished by CocoKids, the state-funded resource and referral agency for child care in the county. First 5 Contra Costa, CocoKids, the Contra Costa County Office of Education, and many partner organizations conducted additional waves of outreach, including communication via the local members of the California Early Care & Education Workforce Registry.

All program leader data is weighted by county region (see **Figure 1.1**). Center directors are also weighted by Head Start and Title 5 contract status, and FCC providers are weighted by small or large program licensure.³ These adjustments allow us to align our sample with the full population of sites in the county. We used CocoKids' list of licensed and active programs in the county to calculate weights, excluding centers that serve school-age children only.

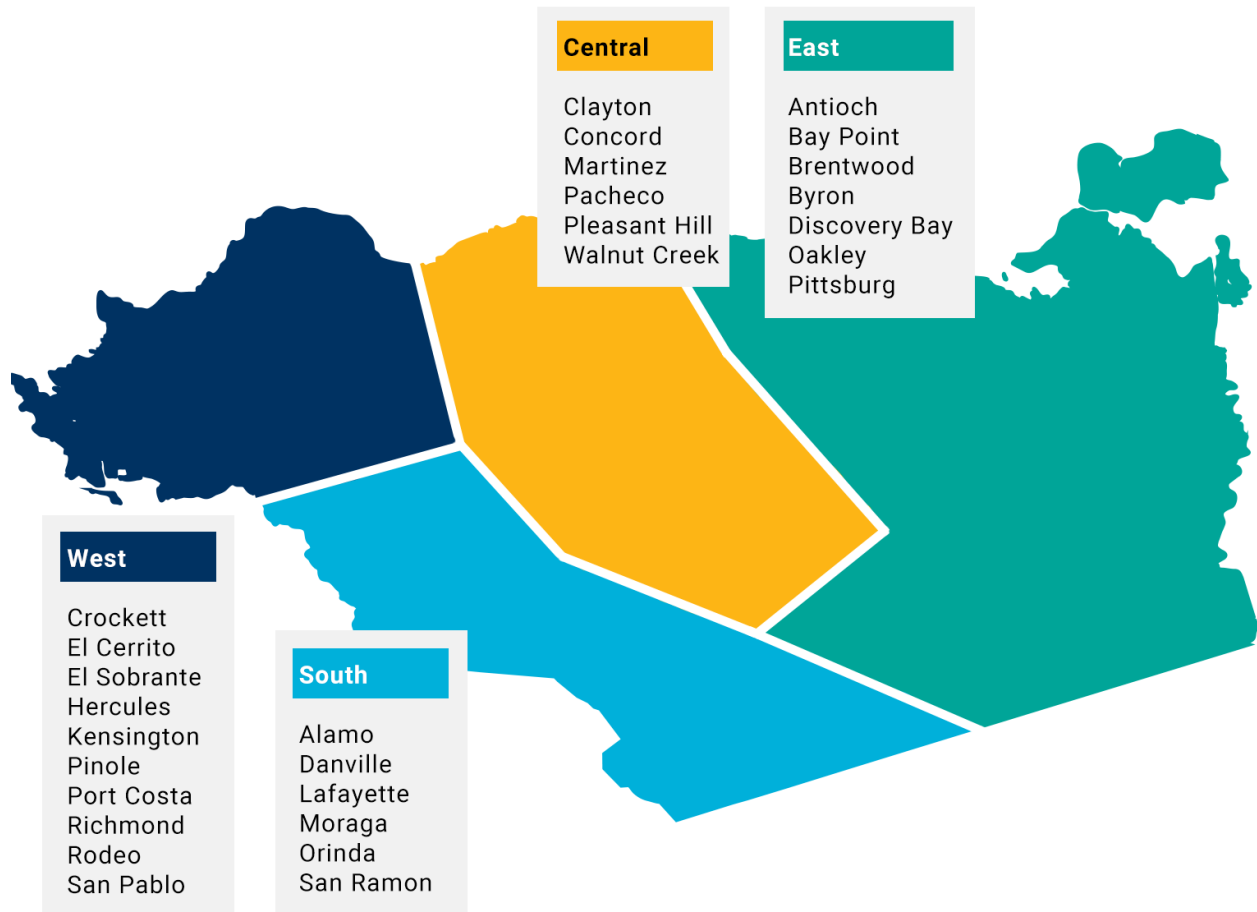
In some sections of the report, we compare responses from Contra Costa County with responses from our statewide sample. Our statewide sample participated in the same survey in 2023 as part of the ongoing California Early Care and Education Workforce Study begun in 2020.⁴

³ Title 5 funding includes the California State Preschool Program and the General Child Care and Development (CCTR) program.

⁴ To read about our ongoing statewide study, please visit <https://cscce.berkeley.edu/projects/california-early-care-and-education-workforce-study/>.

Figure 1.1. County Regions of Analysis

Contra Costa County Early Care and Education Workforce Study, 2023



Source: Center for the Study of Child Care Employment, University of California, Berkeley

In this report, we present findings by **provider type**: FCC provider, center director, and center teacher and assistant. We also disaggregate findings for a closer look, using dimensions such as **FCC size** (small or large license), **center funding type** (Head Start and Title 5, versus all other centers), educator **race and ethnicity** (self-reported), and educator **tenure** (years of experience in early care and education).

Core Findings

County Workforce Profile

Educator Characteristics

- The ECE workforce is predominantly women of color, and nearly one half of center teachers and assistants are Latina.⁵ Four in ten FCC providers and center teachers and assistants were born outside the United States.
- Approximately 27 percent of FCC providers and 38 percent of center teachers and assistants hold a bachelor's degree or higher.
- Approximately 66 percent of center directors have 20 or more years of experience, along with 42 percent of FCC providers and 23 percent of center teachers and assistants.

Compensation

- FCC provider earnings in Contra Costa County fell in the range of \$30,000 to \$35,900 per year, compared to the statewide range of \$36,000 to \$45,000.
- Center directors in Contra Costa County earned approximately \$64,500 annually, compared to the statewide median salary of \$63,800.
- Center teachers in our county sample had self-reported hourly wages similar to our statewide sample (\$24.80 in Contra Costa County, \$25.00 statewide), and self-reported assistant teacher wages were also similar (\$20.00 per hour in Contra Costa County, \$19.70 statewide). Wages were somewhat higher in Head Start and Title 5 programs.
- Around three quarters of centers offered health insurance to full-time teachers, and two thirds of centers offered retirement benefits. However, there are stark differences by program funding: virtually all Head Start and Title 5 centers offered both benefits.

⁵ Because the ECE workforce is overwhelmingly composed of individuals who identify as women, we use the gender-specific term “Latina” to describe early educators who identify as part of the Latin American diaspora. However, we know that data collection has not always accounted for gender diversity beyond a male/female binary. We gratefully acknowledge the contributions of early educators who identify as men, nonbinary, or another gender identity and recognize that the gendered oppression of women in the workforce is related to the gender-based oppression of nonbinary, trans, and genderqueer educators.

- FCC providers had high rates of insurance coverage (97 percent in Contra Costa County), but only one third of home-based providers had any retirement savings.

Staffing Patterns

- Compared to California as a whole, small FCC providers in Contra Costa were somewhat more likely to be working alone (71 percent, compared to 63 percent statewide). Large FCC providers were somewhat more likely to have unpaid assistants only (22 percent, compared to 10 percent statewide).
- Between January 2021 and Spring 2023, 95 percent of centers had one or more positions turn over, with an average of 5.6 positions per site.

Workforce Well-Being

Professional Well-Being

- While most educators are confident they are making a difference and supporting children to grow and develop, only about one half report frequently feeling respected for the work they do or receiving praise from families.
- The most commonly selected teaching challenge was “working with children with challenging behaviors,” though FCC providers were much less likely than center teachers and assistants to select this option (32 percent, compared to 64 percent).

Economic Well-Being

- When examining economic concerns, Black center-based educators were most likely to worry about affording housing. Among FCC providers, Asian respondents were most likely to share this worry.
- Center teachers and assistants had the lowest food security (56 percent). They were also most likely to fall short on food: 9 percent of center-based teaching staff sometimes or often did not have enough to eat.
- While few center directors used public assistance, 47 percent of FCC providers and 42 percent of center teachers and assistants used programs

like Medi-Cal or food stamps. FCC providers with less than five years of experience were particularly likely to use public assistance (70 percent).

Physical and Mental Well-Being

- Close to one half of FCC providers, center teachers, and center assistants reported being “moderately concerned” about infection to exposure and injury on the job. Additionally, 57 percent of FCC providers identified “working longer hours to clean and sanitize” as a concern.
- About one third of educators experienced at least one health condition with chronic pain (for instance, arthritis or knee/hip pain). The figure rose to one half of educators with more than 15 years of experience (excluding center directors).
- One half of FCC providers and two thirds of center teachers and assistants reported high levels of perceived stress. White educators were least likely to report high levels of stress.

Stability of the Field

Program Stability

- Around one half of program leaders reported that they continue to experience reduced income from families, typically because of lower enrollment levels post-pandemic.
- Center directors were more likely than FCC providers to report decreased enrollment of four-year-old children as a result of TK expansion (54 percent, compared to 37 percent). Some FCC providers also began to enroll or increased enrollment of infants and toddlers.

Job Stability

- About one half of all FCC providers went without paying themselves at some point between January 2021 and our survey in Spring 2023. Black educators were most likely to forego payment, especially among large FCC providers (73 percent).

- A few center-based educators experienced job level “advancement” between 2021 and 2023: for instance, four percent of directors in 2023 were teachers in 2021, and 14 percent of teachers in 2023 were assistants in 2021.

Job Plans

- A majority of FCC providers intend to continue to provide family child care services (62 percent of small FCC providers and 73 percent of large FCC providers).
- Among small FCC providers, the most likely to plan to leave the field were Black educators (30 percent), by race and ethnicity; providers who held an associate degree (20 percent), by education; and providers with 5 to 15 years of experience (20 percent), by tenure. Few large FCC providers expressed interest in leaving the field.
- More than six in ten center teachers and assistants expressed interest in higher educational attainment, along with one half of FCC providers. Interest was somewhat higher among Head Start and Title 5 directors and lead teachers. Educators with some college credit or less were most likely to want to go back to school: for instance, 71 percent of lead teachers with less than an associate degree reported wanting to pursue additional education.
- Around 47 percent of lead teachers and 42 percent of assistants planned to continue working at their current center in three years. Teaching staff in non-Head Start and Title 5 sites were more likely to plan on leaving the ECE field, along with educators with less tenure or educational attainment.
- Across job roles, around one in five educators would be interested in possibly pursuing the new PK-3 Early Childhood Education Specialist Instruction Credential. Meanwhile, other educators need more information before forming an opinion, including one third of FCC providers and center teachers.

Chapter 1. County Workforce Profile



Educator Characteristics

The Contra Costa County sample included 520 educators across three groups: FCC providers, center directors, and center teachers and assistants. The educators in our center-based sample work in more than 70 different sites around the county. The specific title of center directors varied, with 40 percent working in another administrator position such as site supervisor or teacher-director.

Demographics

Table 1.1 provides sample demographics, including age, race and ethnicity, and language fluency. The table also reports the proportion of educators born outside the United States, though some educators declined to answer this question. Among the 132 educators who identified their specific country of birth, 58 were born in Latin America and 32 in Asia.

Table 1.1. Educator Demographics

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers	Center Directors	Center Teachers/ Assistants
Age	N=178	N=101	N=241
29 years or younger	2%	4%	22%
30 to 39 years	15%	11%	25%
40 to 49 years	27%	43%	21%
50 to 59 years	34%	25%	20%
60 years or older	22%	17%	12%
Race and Ethnicity	N=143	N=88	N=212
Asian	13%	16%	17%
Black	23%	11%	7%
Latina	28%	19%	45%
White	18%	44%	21%
Multiethnic	10%	10%	6%
All other	7%	0%	4%
Language Fluency	N=151	N=92	N=224
English	91%	99%	96%
Spanish	27%	17%	43%
Hindi	3%	4%	4%
Chinese	3%	2%	3%
Farsi	6%	0%	3%
Additional Characteristics	N=142-151	N=88-91	N=217-225
Woman	99%	96%	99%
Born in another country	38%	25%	40%
Married or living with partner	68%	72%	56%
Child in household under age 5	18%	13%	25%
Child in household age 6-17	47%	40%	44%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Note: All data are self-reported. Some participants opted not to disclose one or more characteristics, such as country of birth. We supply the number of respondents, or N, for each question or set of questions.

Education and Experience

In **Table 1.2**, we describe the educational attainment and years of experience of the ECE workforce. Approximately 27 percent of FCC providers hold a bachelor’s degree or higher, along with 66 percent of center directors and 38 percent of center teachers and assistants. Additionally, 42 percent of FCC providers have more than 20 years of experience in the field, along with 66 percent of center directors and 23 percent of their teaching staff.

Table 1.2. Educator Education and Experience

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=132-152)	Center Directors (N=91-93)	Center Teachers/Assistants (N=212-228)
Educational Attainment			
High school or less	13%	1%	8%
Some college	27%	15%	25%
Associate degree	34%	18%	29%
Bachelor's degree	18%	44%	31%
Graduate degree(s)	9%	22%	7%
Major of Highest Degree			
Early Childhood Education	66%	66%	64%
Child Development	26%	24%	21%
Years of Experience			
Less than 2 years	2%	1%	8%
2 to 5 years	10%	3%	27%
6 to 10 years	12%	6%	24%
11 to 15 years	15%	8%	10%
16 to 20 years	19%	16%	8%
More than 20 years	42%	66%	23%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Compensation

Poor compensation is endemic to the ECE field—driven by both historical and contemporary factors. Unlike the care and education of older children, the cost of most early care and education is borne by parents, who pay at least 32 percent of their household income in California (California Child Care Resource & Referral Network, 2022). Parents' inability to pay higher prices directly limits the wages that centers can offer or FCC providers can earn, a challenge that disproportionately impacts women of color and immigrant women. As a result, the ECE workforce effectively subsidizes the cost of early care and education through their low wages and inadequate benefits (Montoya et al., 2022a).

Wages

Table 1.3 shows the median annual earnings of FCC providers and center directors, with a statewide estimate for comparison. For FCC providers, we estimate a range of earnings; for center directors, we use self-reported earnings. For more information on our FCC earnings methodology, refer to our report on ECE compensation in California (Montoya et al., 2022a).

FCC provider wages are somewhat lower in Contra Costa County than in California as a whole, particularly for large FCC providers. Specifically, large FCC providers in the county typically earn between \$31,000 to \$38,800 annually, compared to \$46,800 to \$58,800 statewide. In addition to local market factors—in other words, parents' ability to pay for care—this difference may be due in part to lower overall enrollment: large providers in Contra Costa were serving an average of 11.5 of part- or full-time enrollments, compared to 13.5 statewide.

Compared to FCC provider wages, center directors earn wages in Contra Costa County that are fairly similar to California as a whole, though Head Start and Title 5 directors reported earning slightly more in Contra Costa County: an average of \$66,700 annually, compared to \$64,500 statewide.

In **Table 1.3** and also **Table 1.4**, which displays center teacher and assistant wages, our sample size is smaller than in other sections of the report. For instance, only 94 FCC providers (55 percent of the sample) answered the survey questions that we

use to calculate the wage ranges in **Table 1.3**. In all CSCCE surveys, we allow educators to skip sensitive questions, and lower participation in wage questions is typical.

Table 1.3. Program Leader Median Annual Earnings

Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
FCC Providers	N=94	N=230
All respondents	\$30,000 to \$35,900	\$36,000 to \$45,000
FCC License Size		
Small	\$29,800 to \$34,700	\$32,000 to \$42,000
Large	\$31,000 to \$38,800	\$46,800 to \$58,800
County Region		
West	\$27,500 to \$38,400	
South	*	
Central	\$23,600 to \$30,000	
East	\$37,500 to \$38,700	
Center Directors	N=59	N=357
All respondents	\$64,500	\$63,800
Program Funding Type		
Head Start/Title 5	\$66,700	\$64,500
All other centers	\$63,800	\$63,800
County Region		
West	*	
South	\$87,400	
Central	\$65,700	
East	*	

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Fewer than 10 respondents.

Table 1.4 provides median hourly wages of center teachers and assistants, expressed in two ways for Contra Costa County educators: the director-reported pay range and the self-reported wage. The range estimates the median lowest and median highest wages paid at the site level, as reported by the directors and administrators who answered questions about staff at their sites. Meanwhile, the self-reported estimate comes directly from the teaching staff who took our survey.

Table 1.4. Center Teaching Staff Median Hourly Wages

Contra Costa County Early Care and Education Workforce Study, 2023

	Director-Reported Range (County)	Self-Reported (County)	Self-Reported (State)
Lead Teachers	N=70	N=100	N=281
All centers	\$20.00 to \$25.00	\$24.80	\$25.00
Program Funding Type			
Head Start/Title 5	\$21.00 to \$26.00	\$28.60	\$26.40
All other centers	\$20.00 to \$25.00	\$23.00	\$23.00
Region			
West	\$18.00 to \$22.50	\$23.30	
South	\$21.00 to \$26.00	\$25.50	
Central	\$20.00 to \$25.25	\$26.80	
East	*	\$21.00	
Assistant Teachers	N=54	N=25**	N=51
All centers	\$18.00 to \$20.00	\$20.00	\$19.70
Program Funding Type			
Head Start/Title 5	\$18.00 to \$20.00	\$20.50	\$19.50
All other centers	\$18.00 to \$20.00	\$20.00	\$20.00

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Note: The “director-reported range” reflects the median lowest and highest wages being paid across sites. By contrast, the “self-reported” wage comes from the teachers and assistants who took our survey and reported their earnings directly.

*Fewer than 10 respondents.

**Interpret with caution (fewer than 50 respondents).

Self-reported wages tend to fall on the high end of the director-reported pay range (or slightly above). The ranges themselves are compressed, which reflects the history of low wages in the field. For instance, the range for lead teachers is \$5 and for assistants, \$2. While **Table 1.3** reports director earnings annually, **Table 1.4** reports center teaching staff wages per hour to reflect the greater prevalence of part-time work in our sample.

Benefits

To supplement our discussion of wages for center-based staff, we provide an estimate of sites that offer benefits to full-time employees, as reported by center directors (**Table 1.5**). Contra Costa County centers are largely similar to their peers throughout the state. There are some minor differences, however, regarding assistant teachers: county sites are somewhat less likely to offer retirement benefits or bonuses to full-time staff.

Table 1.5. Centers Offering Benefits to Full-Time Teaching Staff
Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
Lead Teachers	N=68	N=393
Health insurance	78%	79%
Paid vacation	88%	86%
Retirement	65%	65%
Recruitment bonus	9%	10%
Retention bonus	19%	14%
Assistant Teachers	N=46*	N=196
Health insurance	70%	79%
Paid vacation	79%	83%
Retirement	56%	64%
Recruitment bonus	8%	11%
Retention bonus	12%	17%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

Table 1.6 looks more closely at the county-level findings on benefits reported by directors—this time, disaggregating by program funding. Head Start and Title 5 centers are more likely than other centers in the county to offer core benefits like health insurance or retirement to full-time lead teachers. In fact, 100 percent of centers with those funding streams reported offering both benefits. These programs are less likely, however, to offer a retention bonus than the non-Head Start and Title 5 sites in the county: only 11 percent, compared to 23 percent.

Table 1.6. Centers Offering Benefits to Full-Time Teaching Staff, By Program Funding Type

Contra Costa County Early Care and Education Workforce Study, 2023

	Head Start/ Title 5	All Other Centers	All Centers
Lead Teachers	N=17*	N=47*	N=68
Health insurance	100%	72%	78%
Paid vacation	97%	85%	88%
Retirement	100%	58%	65%
Recruitment bonus	9%	10%	9%
Retention bonus	11%	23%	19%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

To better understand the benefits educators ultimately use, we also asked educators directly if they currently have health insurance (**Table 1.7**) or any retirement savings (**Table 1.8**).

For health insurance, we find that FCC providers in Contra Costa County are somewhat more likely to hold health insurance than providers statewide, with very high coverage overall (97 percent). Among center-based staff, educators working in Head Start and Title 5 programs have slightly higher rates of coverage.

Table 1.7. Educators With Health Insurance From Any Source
 Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
FCC Providers	N=113	N=495
All respondents	97%	94%
FCC License Size		
Small	97%	94%
Large	96%	93%
Center Directors	N=83	N=501
All respondents	95%	97%
Program Funding Type		
Head Start/Title 5	100%	98%
All other centers	94%	97%
Center Teachers/Assistants	N=156	N=425
All respondents	97%	97%
Program Funding Type		
Head Start/Title 5	97%	98%
All other centers	98%	94%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

When looking at retirement savings, we find that small FCC providers in Contra Costa are more likely to have an account (30 percent) than their peers statewide (22 percent). Center teachers and assistants, meanwhile, are less likely to have retirement savings: only 51 percent in Contra Costa reported any such savings, compared to 72 percent statewide. This gap appears in centers of all funding types.

Table 1.8. Educators With Retirement Savings From Any Source
 Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
FCC Providers	N=114	N=499
All respondents	31%	28%
FCC License Size		
Small	30%	22%
Large	32%	37%
Center Directors	N=78	N=481
All respondents	71%	74%
Program Funding Type		
Head Start/Title 5	70%	81%
All other centers	72%	72%
Center Teachers/Assistants	N=144	N=406
All respondents	51%	72%
Program Funding Type		
Head Start/Title 5	59%	75%
All other centers	44%	68%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Staffing Patterns

In their approach to hiring assistants (**Table 1.9**), FCC providers in our Contra Costa County sample largely resemble the statewide sample, with a few exceptions: small FCC providers in the county are somewhat more likely to be working alone (71 percent, compared to 63 percent statewide). Large FCC providers are somewhat more likely to have unpaid assistants only (22 percent, compared to 10 percent statewide).

Table 1.9. Family Child Care Staffing

Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
Small FCC Providers	N=96	N=283
No assistants	71%	63%
Paid only	17%	17%
Unpaid only	7%	14%
Combination	4%	6%
Large FCC Providers	N=75	N=246
No assistants	12%	19%
Paid only	42%	48%
Unpaid only	22%	10%
Combination	25%	23%
All FCC Providers	N=171	N=529
No assistants	45%	43%
Paid only	28%	31%
Unpaid only	14%	12%
Combination	13%	14%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Likewise, centers in Contra Costa County tend to have similar numbers of employees as the statewide average (**Table 1.10**). In our Head Start and Title 5 sample, however, there is a slight deviation: Contra Costa programs are somewhat more skewed towards lead teachers (an average of six per site, with three assistants).

Table 1.10. Average Center Staffing, By Program Funding

Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
Head Start/Title 5	N=21*	N=139
Lead Teachers	6	5
Assistants	3	4
Total Teaching Staff	9	9
All Other Centers	N=70	N=352
Lead Teachers	6	6
Assistants	2	2
Total Teaching Staff	8	8
All Centers	N=99	N=509
Lead Teachers	6	6
Assistants	2	2
Total Teaching Staff	8	8

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

Center Turnover and Vacancies

Our survey included additional questions for center directors regarding their site’s staff turnover and current vacancies. **Table 1.11** displays both the proportion of sites experiencing turnover and vacancies, as well as the average numbers of turned-over and vacant positions. From January 2021 to Spring 2023 (the period of our survey), Contra Costa centers experienced higher-than-average turnover: 95 percent of sites had one or more positions turn over, compared to 84 percent statewide. Additionally, Contra Costa centers are more likely than the state as a whole to have a vacancy in 2023, particularly non-Head Start or Title 5 sites: 74 percent of these sites have one or more vacancies, compared to 54 percent of similarly funded sites in the statewide sample.

Table 1.11. Centers With Turnover and Vacancies, By Program Funding
 Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
Head Start/Title 5	N=21*	N=139
Any turnover since January 2021	98%	87%
Number of turned-over positions	4.2	4.8
Any vacancy now	63%	56%
Number of vacancies	3.0	2.0
All Other Centers	N=67	N=352
Any turnover since January 2021	94%	84%
Number of turned-over positions	5.9	4.1
Any vacancy now	74%	54%
Number of vacancies	1.4	1.1
All Centers	N=93	N=509
Any turnover since January 2021	95%	84%
Number of turned-over positions	5.6	4.2
Any vacancy now	71%	54%
Number of vacancies	1.6	1.3

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

Directors also responded to questions about the most common reasons staff left their position. **Table 1.12** reports the share of directors who indicated each reason was “very often an issue.” Four of the five most common reasons were wage-related; however, Contra Costa County directors marked these items “very often an issue” slightly less often than their peers statewide. For instance, for the challenge of “low wages or benefits in ECE,” 35 percent of county directors chose “very often,” compared with 43 percent of directors statewide. Head Start and Title 5 directors were much more likely to identify retirement as “very often” a reason for departures than directors statewide (31 percent versus 4 percent) and less likely to identify “a job with better compensation within ECE” as the reason for turnover (32 percent versus 51 percent).

Table 1.12. Leading Drivers of Turnover Among Center-Based Staff
 Contra Costa County Early Care and Education Workforce Study, 2023

	Contra Costa County	Statewide
All Respondents	N=81	N=407
High cost of housing	35%	33%
Low wages/benefits in ECE	35%	43%
Found a job with better compensation outside of ECE	26%	32%
Found a job with better compensation within ECE	26%	35%
Left the workforce to care for family members	21%	12%
Wanted to reduce the long commute	20%	18%
Did not want to work during the pandemic	17%	8%
Found a job within TK-12 public school system	15%	21%
Moved out of the area	14%	19%
Hours were reduced/schedule was changed	11%	3%
Retirement	6%	3%
Head Start/Title 5	N=16*	N=115
Low wages/benefits in ECE	51%	57%
Found a job with better compensation outside of ECE	34%	40%
Found a job with better compensation within ECE	32%	51%
Retirement	31%	4%
High cost of housing	26%	32%
All Other Centers	N=60	N=284
High cost of housing	38%	34%
Low wages/benefits in ECE	33%	37%
Found a job with better compensation within ECE	25%	29%
Found a job with better compensation outside of ECE	25%	30%
Left the workforce to care for family members	21%	13%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Note: The table reports the proportion of directors who identified each reason as “very often an issue,” reflecting the strongest rating on a four-point scale (“never,” “rarely,” “sometimes,” and “very often” an issue).

*Interpret with caution (fewer than 50 respondents).

Discussion

In this chapter, we establish the profile of the Contra Costa County ECE workforce in 2023. Early educators, who are predominantly women of color, frequently hold degrees and have substantial years of experience. Despite their dedication, their wages are chronically low. FCC providers in Contra Costa fall behind the statewide median, particularly large FCC providers. Meanwhile, among center-based educators, lead teachers in Head Start and Title 5 programs earn slightly more than their peers throughout California. Assistant teacher wages, however, fall in a narrow pay band, both locally and statewide.

Several indicators point to somewhat greater stability in earnings and overall employment in programs funded through Head Start and Title 5. Not only are lead teacher wages somewhat higher, but employee benefits like health care and retirement are more consistently provided. This is not typically the case in other centers in the county, which lack the stabilizing funding of a state contract.⁶ Head Start and Title 5 programs in Contra Costa County also experienced less staff turnover than other centers locally, but they currently face more vacancies. As we will discuss in **Chapter 3**, this finding likely reflects the growing disruptions of transitional kindergarten expansion.

With regard to program staffing, we find that FCC providers in Contra Costa County hire paid assistants less often: small providers usually work alone, and large providers frequently rely on an unpaid person (usually a family member). Not only do home-based providers require support in raising their own earnings, but large FCC providers would benefit from resources to support paying staff.

Compensation accounts for the top four out of five reasons for center staff turnover. As rate reform begins to phase in, county programs will likely diverge as new dollars begin flowing to programs with public funding. For private programs, staff will face greater incentives to seek a position in a public program, while staff in Head Start and Title 5 programs may be drawn to jobs in TK.

⁶ For an analysis on the stabilizing effects of contract-based funding, refer to our reports on statewide compensation and program stability during COVID-19 (Kim et al., 2022).

Chapter 2. Workforce Well-Being



This chapter describes aspects of well-being for the ECE workforce in several dimensions: professional, economic, physical, and mental. Our survey included a more expansive set of indicators in each domain, which are covered in our statewide profiles of well-being (Muruvi et al., 2023). In this report, we synthesize key findings for Contra Costa County and examine variations among programs.

Professional Well-Being

Workplaces that provide a supportive environment can enhance educators' job satisfaction and mitigate some of the stresses of ECE work. Professional well-being further impacts educator turnover and retention (Curbow et al., 2000; Whitebook et al., 2016; Zinsser et al., 2016). A high-quality work environment is also a prerequisite for a high-quality learning environment for children. CSCCE defines a high-quality work environment holistically through the principles laid out in the *Model Work*

Standards (Center for the Study of Child Care Employment [CSCCE] & American Federation of Teachers Education Foundation [AFTEF], 2019).

Job Rewards

As **Table 2.1** shows, the vast majority of educators feel they are “helping children grow and develop” and “making a difference” with the children in their care. Only a simple majority, however, say they receive praise from parents or feel respected for their work. Center teachers and assistants were least likely to agree with the statement “I feel respected for the work that I do” (only 53 percent). Center-based teachers and assistants who were White, less tenured, or working in the central region reported the lowest levels of agreement (44 percent, 49 percent, and 47 percent, respectively).

Table 2.1. Educators Experiencing Job Rewards

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=132)	Center Directors (N=83)	Center Teachers/ Assistants (N=181)
I feel like I am helping the children grow and develop	96%	92%	89%
I see that my work is making a difference with a child	93%	87%	83%
I feel the satisfaction of knowing that I am helping parents	82%	86%	73%
I get praise from the parents for the work that I do	64%	58%	54%
I feel respected for the work that I do	65%	71%	53%

Table continues on the next page.

Table 2.1. Educators Experiencing Job Rewards, *continued*

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=122-132)	Center Directors (N=79-83)	Center Teachers/ Assistants (N=169-181)
Detail: I Feel Respected for the Work That I Do			
Program Funding Type			
Head Start/Title 5		67%	51%
All other centers		73%	56%
County Region			
Central	73%	64%	47%
East	64%	68%	59%
South	*	84%	63%
West	58%	75%	55%
Tenure in the Field			
Less than 5 years	54%	*	49%
5 to 15 years	65%	74%	53%
More than 15 years	67%	72%	57%
Race and Ethnicity			
Asian	60%	89%	50%
Black	58%	68%	70%
Latina	71%	73%	61%
White	64%	64%	44%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Note: The table reports the proportion of respondents who selected “somewhat agree,” “agree,” or “strongly agree” to the statement.

Teaching Challenges

Our survey included a list of teaching challenges providers might experience in the classroom or program. **Table 2.2** reports on the percentage of educators who see certain aspects of their work as challenging. “Working with children with challenging behaviors” was most commonly indicated, although FCC providers were much less likely to select this option than early educators working in centers: 32 percent of FCC providers, compared to 64 percent of center teachers and assistants.

Table 2.2. Educator-Reported Teaching Challenges

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=128)	Center Teachers/ Assistants (N=170)
Working with children with challenging behaviors	32%	64%
Finding time for planning	31%	41%
Spending time with individual children	10%	27%
Conducting student assessments	22%	22%
Finding time for observing children	10%	22%
Finding ways to communicate with families	11%	10%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Fewer than 10 respondents.

Choice in Professional Development

Table 2.3 shows the share of educators who selected “somewhat agree,” “agree,” or “strongly agree” to the following statement: “Over the past year, I have had a choice in the professional development in which I participated.” Most educators agreed, though center teaching staff in non-Head Start and Title 5 sites were less likely (only 66 percent). FCC providers early in their ECE tenure were extremely likely to agree (100 percent of providers with less than five years of experience).

Table 2.3. Educator Choice in Professional Development

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=117)	Center Directors (N=81)	Center Teachers/ Assistants (N=159)
All Respondents	75%	80%	76%
Program Funding Type			
Head Start/Title 5		72%	87%
All other centers		80%	66%
County Region			
Central	79%	77%	72%
East	83%	78%	92%
South	*	89%	60%
West	59%	75%	80%
Tenure in the Field			
Less than 5 years	100%	*	73%
5 to 15 years	76%	64%	83%
More than 15 years	72%	82%	67%
Race and Ethnicity			
Asian	85%	81%	80%
Black	83%	89%	70%
Latina	71%	81%	79%
White	73%	71%	65%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Fewer than 10 respondents.

Economic Well-Being

Housing Worries

The majority of our sample worried about being able to afford their housing costs. **Table 2.4** shows the percent of educators who “somewhat agree,” “agree,” or “strongly agree” that they were worried about paying for their housing. Compared to our statewide sample, center teachers and assistants were more often worried. Within the county, center teachers and assistants were also most likely to be

worried about paying for their housing (78 percent), followed by FCC providers (69 percent). By race and ethnicity, Black center-based educators were most often worried (70 percent of Black directors and 91 percent of Black teachers and assistants), while Asian respondents were most likely to be worried about housing costs among FCC providers (87 percent).

Table 2.4. Educators Worried About Paying for Housing

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=119-122)	Center Directors (N=80-84)	Center Teachers/ Assistants (N=180-183)
Statewide Sample	63%	53%	68%
All County Respondents	69%	50%	78%
Program Funding Type			
Head Start/Title 5		49%	77%
All other centers		48%	78%
County Region			
Central	58%	51%	69%
East	63%	55%	85%
South	*	51%	70%
West	76%	38%	86%
Tenure in the Field			
Less than 5 years	68%	*	80%
5 to 15 years	64%	41%	75%
More than 15 years	70%	50%	81%
Race and Ethnicity			
Asian	87%	34%	80%
Black	62%	70%	91%
Latina	69%	49%	74%
White	63%	48%	78%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Fewer than 10 respondents.

Food Security

Table 2.5 estimates food security among the ECE workforce. Our survey leveraged an item from the Current Population Survey Food Security Supplement (Flood et al., 2023), which defines food security as having “enough of the kinds of food we want to eat.” By this measure, center teaching staff had the lowest food security (56 percent). They were also the most likely to go hungry: 9 percent of center teachers and assistants “sometimes or often did not have enough to eat.” FCC providers were also at risk of food insecurity. Compared to the broader California workforce, FCC providers were twice as likely to sometimes or often not have enough to eat, and center teachers and assistants were three times as likely.

Table 2.5. Food Security

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=125)	Center Directors (N=80)	Center Teachers/ Assistants (N=180)	Total California Workforce*
We had enough of the kinds of food we wanted to eat	62%	80%	56%	82%
We had enough but not always the kinds of food we wanted to eat	33%	15%	36%	15%
We sometimes/often did not have enough to eat	6%	5%	9%	3%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Authors’ analysis of the Current Population Survey Food Security Supplement, retrieved via IPUMS (Flood et al., 2023).

Table 2.5.1 provides a closer look at educators who were food secure. Among the center-based workforce, educators with longer tenures were more likely to be food secure. By race and ethnicity, Black teachers and assistants were least likely to be food secure (36 percent). Compared to the statewide sample, center directors were

somewhat more likely to be food secure and teachers and assistants were somewhat less likely.

Table 2.5.1. Educator Food Security, By Demographic Characteristics

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=117-125)	Center Directors (N=76-80)	Center Teachers/ Assistants (N=171-180)
Statewide Sample	62%	75%	62%
All County Respondents	62%	80%	56%
Program Funding Type			
Head Start/Title 5		91%	53%
All other centers		78%	57%
County Region			
Central	66%	86%	55%
East	50%	77%	63%
South	*	89%	72%
West	63%	55%	45%
Tenure in the Field			
Less than 5 years	77%	*	43%
5 to 15 years	52%	64%	63%
More than 15 years	64%	84%	58%
Race and Ethnicity			
Asian	78%	89%	54%
Black	47%	83%	36%
Latina	55%	62%	53%
White	66%	82%	60%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Note: “Food secure” educators are those who selected “We had enough of the kinds of food we wanted to eat” on the food security scale.

*Fewer than 10 respondents.

Public Assistance

To make ends meet, many early educators enroll in public assistance programs such as Medi-Cal or SNAP (food stamps). **Table 2.6** shows the proportion of educators participating in one or more forms of assistance. Compared to our statewide sample, center teachers and assistants were more likely to participate. While few center directors used public assistance, 47 percent of FCC providers and 42 percent of center teachers and assistants used at least one form of public support. FCC providers with less than five years of experience were particularly likely to rely on at least one form of public assistance (79 percent). Across provider types, Medi-Cal was the most commonly used program.

Table 2.6. Educator Use of Public Assistance

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=106-112)	Center Directors (N=73-77)	Center Teachers/ Assistants (N=163-172)
All County Respondents			
One or more forms of assistance	47%	16%	42%
Medi-Cal for self	28%	13%	26%
Medi-Cal for child	15%	8%	17%
SNAP	10%	5%	8%
WIC	6%	0%	2%
Food pantry	4%	1%	10%
Statewide Sample			
One or more forms of assistance	50%	19%	31%
Medi-Cal for self	24%	7%	17%
Medi-Cal for child	26%	7%	12%
SNAP	9%	4%	8%
WIC	3%	1%	2%
Food pantry	6%	3%	5%

Table continues on the next page.

Table 2.6. Educator Use of Public Assistance, *continued*

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=106-112)	Center Directors (N=73-77)	Center Teachers/ Assistants (N=163-172)
Detail: One or More Forms of Assistance			
Program Funding Type			
Head Start/Title 5		19%	42%
All other centers		13%	43%
County Region			
Central	43%	16%	34%
East	57%	23%	57%
South	*	6%	18%
West	42%	25%	58%
Tenure in the Field			
Less than 5 years	79%	*	52%
5 to 15 years	49%	24%	50%
More than 15 years	42%	15%	26%
Race and Ethnicity			
Asian	36%	*	50%
Black	61%	37%	60%
Latina	57%	12%	43%
White	43%	15%	32%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Fewer than 10 respondents.

Physical and Mental Well-Being

Health Risks at Work

Our survey also asked respondents about their level of concern regarding health risks they face on the job. The response options included “not at all concerned,” “slightly concerned,” “moderately concerned,” and “very concerned.” **Table 2.7** shows the proportion of our sample that selected either “moderately” or “very concerned.” Center directors only sometimes rated the statements as a concern,

but unlike teacher-directors, center directors typically spend less time in the classroom. On the other hand, 40 to 50 percent of FCC providers and center teachers and assistants indicated they were “moderately concerned” about infection exposure or injury. Additionally, 57 percent of FCC providers identified “working longer hours to clean and sanitize” as a concern.

Table 2.7. Educator Health Risks at Work

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=121)	Center Directors (N=77)	Center Teachers/ Assistants (N=165)
Being exposed to infections at work	46%	33%	52%
Working with young children who are not vaccinated against infections	41%	24%	45%
Getting injured while performing my regular duties	43%	23%	38%
Working longer hours to clean and sanitize	57%	28%	28%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Note: The table reports the proportion of educators who selected “moderately” or “very concerned” on a four-point scale (“not at all concerned,” “slightly concerned,” “moderately concerned,” and “very concerned.”).

*Interpret with caution (fewer than 50 respondents).

Table 2.7 does not distinguish between lead and assistant teachers; however, on all five measures, lead teachers were more likely to express concern. For instance, 52 percent of lead teachers worried about being exposed to infections at work, yet only 43 percent of assistant teachers shared this concern.

Health Conditions Causing Chronic Pain

Working with young children is highly physical and can take a toll on the body. Our survey asked about a number of health challenges. **Table 2.8** reports on the number of educators who have medically diagnosed issues that involve chronic physical pain. Relevant conditions include arthritis, lower back pain, knee or hip pain, and severe headaches.

Table 2.8. Educators With Health Conditions Causing Chronic Pain
Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=107-115)	Center Directors (N=68-71)	Center Teachers/ Assistants (N=129-137)
All Respondents	39%	30%	34%
Program Funding Type			
Head Start/Title 5		37%	33%
All other centers		30%	34%
County Region			
Central	29%	30%	38%
East	41%	40%	29%
South	*	18%	19%
West	44%	31%	38%
Tenure in the Field			
Less than 5 years	21%	*	27%
5 to 15 years	27%	36%	26%
More than 15 years	46%	30%	51%
Race and Ethnicity			
Asian	50%	36%	35%
Black	54%	*	*
Latina	29%	*	29%
White	36%	29%	32%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Note: Conditions include arthritis, lower back pain, knee/hip pain, and severe headaches.

*Fewer than 10 respondents.

About one third of educators experienced at least one form of chronic physical pain, including roughly one half of educators with more than 15 years of experience (excluding center directors). Latina educators were least likely to report chronic pain (29 percent of both FCC providers and center teachers and assistants).

Stress

Our survey additionally included a validated measure of emotional well-being: the Perceived Stress Scale (PSS-4) (Warttig et al., 2013). This tool encompasses four questions:

- In the last month, how often have you felt that you were unable to control the important things in your life?
- In the last month, how often have you felt confident about your ability to handle your personal problems?
- In the last month, how often have you felt that things were going your way?
- In the last month, how often have you felt difficulties were piling up so high that you could not overcome them?

Educators respond by identifying the frequency of these feelings, ranging from “never” to “very often.” Each answer is scored and summed. **Table 2.9** shows the proportion of educators who scored six or greater, which corresponds to high levels of perceived stress. FCC providers less often met this threshold for high stress, though providers with less than five years of experience did so more frequently (57 percent). White educators (with the exception of center directors) least often scored a six or greater. In particular, only 33 percent of White FCC providers indicated high stress levels.

Table 2.9. Educators With High Levels of Perceived Stress

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=107-114)	Center Directors (N=76-80)	Center Teachers/ Assistants (N=149-157)
All Respondents	47%	70%	66%
Program Funding Type			
Head Start/Title 5		43%	66%
All other centers		73%	65%
County Region			
Central	42%	71%	67%
East	47%	67%	56%
South	*	75%	52%
West	51%	64%	77%
Tenure in the Field			
Less than 5 years	57%	*	62%
5 to 15 years	47%	78%	69%
More than 15 years	44%	67%	69%
Race and Ethnicity			
Asian	57%	84%	76%
Black	52%	70%	67%
Latina	45%	56%	63%
White	33%	65%	54%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Fewer than 10 respondents.

Discussion

Educator well-being includes both personal and professional dimensions, but it is not always easy to separate them. Inadequate resources for food and rent can impact physical health and overall stress, and an educator can carry both pride in their professional impact and worry about the toll their work takes on them.

Overall, early educators across provider types and settings face challenges to their well-being. While a few themes arise from this chapter, we particularly find evidence of FCC providers expressing positivity and resilience. For instance, FCC providers are least likely to report: a) being challenged by children’s behaviors; and b) elevated levels of perceived stress. Yet, this positive note is only part of the story. We also find that FCC providers are most likely to be using SNAP to feed themselves and their families and most likely to be contending with chronic pain.

Among center-based educators, we find mixed results when comparing program types. Teaching staff in Head Start and Title 5 sites more often feel they have a choice in their professional development. On the other hand, we find virtually no difference in participation in public assistance programs or levels of perceived stress for center teachers and assistants based on center funding. This finding contrasts with what we reported in **Chapter 1**, which indicated that Head Start/Title 5 centers can offer somewhat more stability in employment and wages.

Compared to our statewide study sample, center teachers and assistants in Contra Costa County were more likely to face challenges to their economic well-being. Center directors and FCC providers, meanwhile, reported similar well-being in our Contra Costa and statewide samples.

Across provider types, we find recurring well-being challenges for less experienced members of the ECE workforce (i.e., those with less than five years in the field). Not only are they more likely to participate in public assistance programs, but they are also less likely to feel respected for their work. As we will see in **Chapter 3**, these circumstances could have implications for their plans to remain in the field.

Chapter 3. Stability of the Field



Our report concludes with a look at workforce stability: how programs have weathered changing conditions and how educators' jobs have shifted. We also examine the individual plans and intentions of the ECE workforce. In particular, we report where they see themselves working in three years, whether they are interested in pursuing additional education, and whether they are interested in the forthcoming PK-3 Early Childhood Education Specialist Instruction Credential.

Program Stability

Table 3.1 describes lingering impacts of the COVID-19 pandemic on program operations. Shortly before our survey entered the field in Spring 2023, Governor Newsom issued an end to the COVID-19 State of Emergency (Office of Governor Gavin Newsom, 2023). For child care programs, the declaration signaled an end to a heightened state of vigilance, but ECE program leaders (center directors and FCC providers) still felt the sting of the pandemic. Around one half of program leaders

reported that they continue to experience reduced program income, typically from lower enrollment levels than pre-pandemic. Similarly, one half of center directors reported higher staffing costs, and a similar share of FCC providers faced higher costs for cleaning, sanitation, and personal protective equipment (PPE).

Table 3.1. Lingering Pandemic Impact on Program Stability

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers	Center Directors
All County Respondents	N=150	N=90
Loss of income from families	53%	48%
Higher staffing costs	18%	45%
Higher costs for cleaning, sanitation, PPE supplies	50%	35%
Statewide Sample	N=519	N=491
Loss of income from families	55%	40%
Higher staffing costs (for ratio requirements or health and safety)	29%	45%
Higher costs for cleaning, sanitation, PPE supplies	60%	40%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Meanwhile, transitional kindergarten (TK) expansion represents a growing headwind for ECE program leaders. We estimate that child care centers enrolling children under age six employ between 2,200 and 2,500 teachers and assistants in Contra Costa County. The majority of these early educators are not currently eligible to apply for lead teacher positions in TK.

Table 3.2 shows the impact of transitional kindergarten on enrollment in ECE programs during 2022-2023, the first school year of a multiyear expansion towards universal TK. Center directors were more likely than FCC providers to report a drop in four-year-old enrollment (54 percent, compared to 37 percent). Meanwhile, some

FCC providers began to enroll or increased enrollment of infants and toddlers. Enrollment drops were somewhat lower in Contra Costa County than in our statewide sample.

Table 3.2. Impact of TK Expansion on ECE Programs

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers	Center Directors
All County Respondents	(N=154)	(N=91)
Fewer four-year-olds	37%	54%
Fewer three-year-olds	27%	10%
Began before or aftercare for TK students	11%	20%
Accepting more infants and toddlers	27%	6%
Began accepting infants and toddlers	11%	7%
Statewide Sample	(N=528)	(N=501)
Fewer four-year-olds	46%	61%
Fewer three-year-olds	30%	18%
Began before or aftercare for TK students	14%	7%
Accepting more infants and toddlers	26%	9%
Began accepting infants and toddlers	8%	2%
Detail: Fewer Four-Year-Olds		
FCC License Size		
Small	35%	
Large	40%	
Program Funding Type		
Head Start/Title 5		32%
All other centers		58%
County Region		
Central	30%	62%
East	36%	30%
South	53%	76%
West	40%	47%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

FCC Job Stability

FCC providers' job stability cannot be disentangled from the stability of their businesses. For greater insight, we look at four types of business challenges providers have faced since January 2021 (**Table 3.3**). We find few differences by provider license size, with the exception of credit card debt: small FCC providers were more likely to take on debt to support their business (43 percent). About one half of all FCC providers had to go without paying themselves at some point between January 2021 and our survey in Spring 2023. Black educators were the most likely to forego pay, especially among large FCC providers (73 percent).

Table 3.3. FCC Provider Business Challenges Since January 2021
Contra Costa County Early Care and Education Workforce Study, 2023

	Small FCC Providers	Large FCC Providers	All FCC Providers
All County Respondents	(N=84)	(N=65)	(N=149)
Unable to pay myself	49%	48%	49%
Missed a rent, utility, or vendor payment	39%	37%	38%
Took on credit card debt for my program	43%	33%	39%
Took out a second mortgage	2%	3%	3%
Statewide Sample	(N=262)	(N=237)	(N=499)
Unable to pay myself	40%	48%	44%
Missed a rent, utility, or vendor payment	38%	32%	36%
Took on credit card debt for my program	39%	41%	40%
Took out a second mortgage	1%	3%	2%
Detail: Unable to Pay Myself			
Race and Ethnicity	(N=84)	(N=65)	(N=149)
Asian	*	*	39%
Black	58%	73%	66%
Latina	51%	45%	48%
White	*	48%	37%

Table continues on the next page.

Table 3.3. FCC Provider Business Challenges Since January 2021, *continued*
 Contra Costa County Early Care and Education Workforce Study, 2023

	Small FCC Providers	Large FCC Providers	All FCC Providers
Detail: Unable to Pay Myself			
County Region	(N=84)	(N=65)	(N=149)
Central	31%	56%	45%
East	*	*	60%
South	0%	25%	15%
West	52%	36%	45%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Fewer than 10 respondents.

Table 3.4 reports the types of assistants of FCC providers. Unpaid assistants are less common, but most of them are family members. For paid assistants, small FCC providers also tend to hire a family member, while large providers are somewhat more likely to hire a person with no prior relationship.

Table 3.4. Types of FCC Provider Assistants

Contra Costa County Early Care and Education Workforce Study, 2023

	Small FCC Providers	Large FCC Providers	All FCC Providers
Paid Assistants	(N=21)*	(N=49)*	(N=70)
Family member	46%	42%	43%
Friend or neighbor	32%	31%	31%
Person with no prior relationship	31%	51%	45%
Other	0%	6%	4%
Unpaid Assistants	(N=14)*	(N=30)*	(N=44)*
Family member	100%	84%	88%
Friend or neighbor	0%	14%	10%
Person with no prior relationship	0%	6%	4%
Other	0%	4%	3%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

* Interpret with caution (fewer than 50 respondents).

Center Job Stability

Job stability looks different for center-based educators, who may change both their role and/or their employer. **Table 3.5** shows job-level progression between January 2021 and Spring 2023. The table does not imply that educators remained at the same site, but describes educators’ progression through job levels or titles. Most respondents experienced continuity in job level. For instance, 90 percent of our 2023 director sample reported being employed as a director in 2021.

Table 3.5. Center-Based Educator Job-Level Progression Since January 2021
Contra Costa County Early Care and Education Workforce Study, 2023

	Directors, 2023 (N=101)	Teachers, 2023 (N=183)	Assistants, 2023 (N=57)
Directors, 2021	90%	1%	0%
Teachers, 2021	4%	77%	0%
Assistants, 2021	1%	14%	84%
Other, 2021	5%	8%	16%

Legend Advancement Continuity Step Back

Source: Center for the Study of Child Care Employment, University of California, Berkeley
Note: Chart compares January 2021 to Spring 2023.

A few educators experienced job advancement during this period. For instance, 4 percent of directors in 2023 were teachers in 2021, and 14 percent of teachers were assistants in 2021. Very few educators took a “step back” to a lower job title.

We look closer at continuity in **Table 3.6** and advancement in **Table 3.7**. Across provider types, Black educators experienced continuity in job role less often, but this finding is due in part to their higher levels of job advancement during the period. For instance, 25 percent of Black teachers had advanced from an assistant role in 2021.

Table 3.6. Center-Based Educator Job-Level Continuity Since January 2021
 Contra Costa County Early Care and Education Workforce Study, 2023

	Directors, 2023 (N=87-101)	Teachers, 2023 (N=161-183)	Assistants, 2023 (N=49-57)
Program Funding Type			
Head Start/Title 5	90%	84%	86%
All other centers	92%	71%	79%
Race and Ethnicity			
Asian	100%	79%	78%
Black	79%	63%	80%
Latina	90%	69%	89%
White	96%	78%	100%
Tenure in the Field			
2 to 5 years	*	51%	86%
6 to 10 years	*	87%	64%
11 to 15 years	100%	71%	*
16 to 20 years	93%	92%	*
More than 20 years	93%	90%	*

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Note: Chart compares January 2021 to Spring 2023, a time span of a little more than two years.

*Fewer than 10 respondents.

Table 3.7. Center-Based Educator Job-Level Advancement Since January 2021
 Contra Costa County Early Care and Education Workforce Study, 2023

	Directors, 2023 (N=87-101)	Teachers, 2023 (N=161-183)
Program Funding Type		
Head Start/Title 5	6%	11%
All other centers	3%	16%
Race and Ethnicity		
Asian	0%	10%
Black	10%	25%
Latina	3%	21%
White	0%	11%
Tenure in the Field		
2 to 5 years	*	37%
6 to 10 years	*	5%
11 to 15 years	0%	24%
16 to 20 years	7%	0%
More than 20 years	2%	2%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

Note: Chart compares January 2021 to Spring 2023, a time span of a little more than two years.

*Fewer than 10 respondents.

Continued Education

Our survey asked respondents whether they hoped to pursue additional degrees. About one half of FCC providers expressed an interest in continued education (**Table 3.8**). Educators with an associate degree were most likely to be interested, and educators with some college or less were most likely to be unsure.

Table 3.8. FCC Providers Interested in a Future Degree

Contra Costa County Early Care and Education Workforce Study, 2023

	Small FCC Providers	Large FCC Providers
All County Respondents	(N=84)	(N=68)
Yes	49%	55%
No	30%	22%
Don't know	21%	24%
Statewide Sample	(N=277)	(N=245)
Yes	46%	46%
No	32%	30%
Don't know	22%	24%
Detail: Responses by Educational Attainment		
Some College or Less	(N=34*)	(N=23*)
Yes	39%	60%
No	34%	9%
Don't know	27%	31%
Associate Degree	(N=27*)	(N=28*)
Yes	68%	66%
No	15%	17%
Don't know	17%	17%
Bachelor's Degree or Higher	(N=22*)	(N=16*)
Yes	42%	30%
No	40%	50%
Don't know	17%	20%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

Among center-based educators, few respondents gave a definitive “no” when asked if they were interested in continuing their education (**Table 3.8**). Meanwhile, more than six in ten center-based teachers and assistants expressed interest in higher educational attainment, with somewhat greater interest among Head Start and Title 5 directors and lead teachers. Compared to our statewide sample, Contra Costa

teachers and assistants were slightly more likely to be interested in going back to school. In Contra Costa, educators with some college credit or less were most likely to be interested, including 71 percent of lead teachers with some experience of higher education but no degree.

Table 3.9. Center-Based Educators Interested in a Future Degree
Contra Costa County Early Care and Education Workforce Study, 2023

	Directors	Teachers	Assistants
All County Respondents	(N=90)	(N=166)	(N=49)*
Yes	47%	61%	65%
No	37%	13%	14%
Don't know	16%	26%	20%
Statewide Sample	(N=493)	(N=341)	(N=75)
Yes	44%	55%	55%
No	37%	25%	17%
Don't know	20%	20%	28%
Detail: Educators Selecting "Yes"			
Program Funding Type	(N=90)	(N=166)	(N=49)*
Head Start/Title 5	50%	69%	65%
All other centers	44%	55%	67%
Educational Attainment	(N=86)	(N=153)	(N=44)*
Some college or less	54%	71%	69%
Associate degree	47%	58%	64%
Bachelor's degree or higher	45%	56%	58%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

Job Plans in Three Years

To project job stability into the future, our survey asked educators to consider where they would most likely be working in three years.

FCC Providers

In **Table 3.10**, we present FCC providers' responses regarding their professional plans in three years. A majority of providers intend to continue providing home-based services (62 percent of small FCC providers and 73 percent of large FCC providers). Small FCC providers were more likely than large FCC providers to plan on retirement or leaving the ECE field. In our statewide sample (not reported on **Table 3.10**), the responses for large and small FCC providers are very similar, but small FCC providers were more likely to plan to continue operating (76 percent).

Table 3.10. FCC Provider Job Plans in Three Years

Contra Costa County Early Care and Education Workforce Study, 2023

	Small FCC Providers (N=69)	Large FCC Providers (N=51)	All FCC Providers (N=120)
Continuing as FCC or center-based provider	64%	78%	70%
Continuing to provide FCC services	62%	73%	67%
Working in a center	2%	5%	3%
Not Continuing	28%	14%	21%
Working in a TK classroom	0%	0%	0%
Working in a K-12 classroom	0%	0%	0%
Working in support of children and families but not providing care	1%	4%	2%
Working outside of the ECE field	10%	2%	7%
Retired	14%	6%	10%
Other	3%	2%	2%
Don't know	8%	8%	8%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

In **Table 3.11**, we look more closely at respondents who indicated they plan to continue to provide family child care services. At higher levels of educational

attainment, the share of FCC providers planning to continue declined (particularly for small FCC providers). By tenure, meanwhile, small FCC providers with 5 to 15 years of experience had lower levels of intention to continue than large FCC providers with similar tenure (46 percent and 60 percent, respectively). By race and ethnicity, Latina providers were most likely to plan to continue (81 percent), and Black providers were least likely (52 percent).

Table 3.11. FCC Providers Planning to Continue Operating in Three Years
Contra Costa County Early Care and Education Workforce Study, 2023

	Small FCC Providers (N=65-69)	Large FCC Providers (N=48-51)	All FCC Providers (N=113-120)
Educational Attainment			
Some college or less	86%	81%	84%
Associate degree	48%	72%	62%
Bachelor's degree or higher	43%	68%	52%
Tenure in the Field			
Less than 5 years	*	*	100%
5 to 15 years	46%	60%	50%
More than 15 years	64%	74%	69%
Race and Ethnicity			
Asian	*	*	84%
Black	57%	45%	52%
Latina	82%	79%	81%
White	*	58%	59%
County Region			
Central	56%	67%	60%
East	68%	65%	66%
South	*	*	*
West	*	78%	73%

Source: Center for the Study of Child Care Employment, University of California, Berkeley
*Fewer than 10 respondents.

Center-Based Educators

Around one half of teachers and assistants planned to continue working in early care and education in three years (**Table 3.12**). Assistant teachers were the least likely to plan to be working in the same center (42 percent) and the most likely to plan on working in a different center (11 percent). Only 3 percent of teachers and 11 percent of assistants expected to be in a TK classroom. Around 8 percent of teachers and assistants planned to leave the ECE field, and one in five were unsure of their plans. While the table does not provide a statewide comparison, both teachers and assistants in the statewide sample were somewhat less likely to continue working in early care and education: 50 percent of teachers planned to work in a center- or home-based role, along with 45 percent of assistants.

Table 3.12. Center-Based Educator Job Plans in Three Years

Contra Costa County Early Care and Education Workforce Study, 2023

	Directors (N=79)	Teachers (N=120)	Assistants (N=38)*
Continuing as FCC or center-based provider	61%	60%	53%
Working in my current center	57%	47%	42%
Working in a different center	0%	8%	11%
Operating an FCC program	4%	5%	0%
Not Continuing	29%	23%	27%
Working in a TK classroom	1%	3%	11%
Working in a K-12 classroom	6%	3%	0%
Working in support of children and families but not providing care	4%	4%	0%
Working outside of the ECE field	2%	8%	8%
Retired	9%	2%	5%
Other	7%	3%	3%
Don't know	10%	17%	21%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

Tables 3.13 to 3.15 report variation in educators' future job plans. As shown in Table 3.13, larger proportions of directors and lead teachers at Head Start and Title 5 centers plan to continue in early care and education, as do assistant teachers at non-Head Start/Title 5 programs.

Table 3.13. Center-Based Educator Job Plans in Three Years, By Program Funding Type

Contra Costa County Early Care and Education Workforce Study, 2023

	Directors (N=79)	Teachers (N=120)	Assistants (N=38)*
Head Start/Title 5			
Continuing as FCC or center-based provider	76%	59%	44%
Not continuing	24%	33%	40%
Don't know	0%	9%	16%
All Other Centers			
Continuing as FCC or center-based provider	56%	49%	59%
Not continuing	34%	33%	29%
Don't know	9%	18%	12%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

Among lead teachers, respondents with higher educational attainment were less likely to plan on staying in a center or opening an FCC program (Table 3.14). For instance, among lead teachers, 67 percent of respondents with some college or less planned to stay in early care and education, compared to 52 percent with a bachelor's degree.

Table 3.14. Center-Based Educator Job Plans in Three Years, By Educational Attainment

Contra Costa County Early Care and Education Workforce Study, 2023

	Directors (N=79)	Teachers (N=120)	Assistants (N=38)*
Some College or Less			
Continuing as FCC or center-based provider	**	67%	59%
Not continuing	**	23%	23%
Don't know	**	10%	18%
Associate Degree			
Continuing as FCC or center-based provider	54%	59%	63%
Not continuing	33%	24%	13%
Don't know	14%	16%	25%
Bachelor's Degree or Higher			
Continuing as FCC or center-based provider	59%	52%	**
Not continuing	32%	28%	**
Don't know	9%	21%	**

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

**Fewer than 10 respondents.

Finally, **Table 3.15** compares educators' responses based on their years of experience. Educators with less than five years of experience were most likely to plan on staying in the field; however, many of them plan to work at a different site in three years. Meanwhile, respondents with 5 to 15 years of experience were more likely to leave the field than respondents with more than 15 years of experience (33 percent and 25 percent, respectively).

Table 3.15. Center-Based Educator Job Plans in Three Years, By Tenure in ECE
 Contra Costa County Early Care and Education Workforce Study, 2023

	Directors (N=78)	Teachers (N=105)	Assistants (N=36)*
Less Than 5 Years			
Continuing as an FCC provider or center-based educator	**	65%	69%
Not continuing	**	12%	13%
Don't know	**	23%	19%
5 to 15 Years			
Continuing as an FCC provider or center-based educator	45%	50%	44%
Not continuing	32%	33%	28%
Don't know	23%	17%	28%
More Than 15 years			
Continuing as an FCC provider or center-based educator	64%	61%	**
Not continuing	29%	25%	**
Don't know	7%	14%	**

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*Interpret with caution (fewer than 50 respondents).

**Fewer than 10 respondents.

Due to the small sample size of respondents, we are unable to provide estimates for teachers and assistants separately by race and ethnicity. When we group the job roles together, we find little difference in the share of Asian, Black, and White respondents who plan to continue at their current center. Fewer Latina educators, however, indicated that they would remain (only 37 percent, compared to more than one half of other educators). Instead, Latina early educators were more likely to choose “don’t know” (24 percent).

PK-3 Credential

As we show in the previous section, some members of the ECE workforce are interested in working in TK classrooms in the next three years. Currently, a lead teacher in TK needs a Multiple Subject Credential, but requirements for assistant teacher positions vary widely by district. A new teaching credential, however, will soon become available for lead teachers of TK: the PK-3 Early Childhood Education Specialist Instruction Credential.

While enrollment in credential programs has yet to open, our survey included a description of the forthcoming opportunity and asked educators to describe their interest. **Table 3.16** shows their responses. Across provider types, around one in five educators would pursue a program as soon as it became available. Meanwhile, other educators needed more information before forming an opinion, including one third of FCC providers and center teachers.

Table 3.16. Educator Interest in Pursuing the PK-3 Credential

Contra Costa County Early Care and Education Workforce Study, 2023

	FCC Providers (N=151)	Center Directors (N=91)	Center Teachers/ Assistants (N=213)
Yes, as soon as it was available	20%	20%	18%
Yes, but no money or time	17%	27%	23%
No, I am not interested	31%	34%	23%
Not sure/Need more information*	32%	18%	37%

Source: Center for the Study of Child Care Employment, University of California, Berkeley

*This combines the responses "I am not sure, I need more information" and "Don't know."

Discussion

The well-being challenges explored in the previous chapter are not new to the ECE workforce and neither are challenges to program stability. However, as programs

continue an incremental recovery from the pandemic, they face new upheaval with TK expansion.

In this chapter, we come full circle with our study findings. Early educators hold a deep personal connection to their work, and most of them intend to continue working with children and families over the next three years. Many of these educators plan on remaining in the same setting in which they currently work. In centers, some early educators may even experience job-level advancement, like the 13 percent of center teachers in 2023 who were assistants two years earlier. However, only one third of assistants intend to stay working in the same program. Some will change sites; others may pursue a paraprofessional role in TK.

The majority of early educators are interested in continuing their own education. One in five would readily take up a PK-3 Credential program opportunity, but many educators are unsure and need more information to form an opinion. While state-level wage reform may improve compensation for many members of the ECE workforce, it remains to be seen if the funding will support salaries that can compete with TK offerings (even for paraprofessionals or aides). In the meantime, there is still a notable minority of center-based educators who are uncertain of their professional plans.

FCC providers are most likely to envision themselves continuing to operate, though unintended drops in income may force them to close against their wishes. From 2021 to 2023, one half of FCC providers had to forego pay at one point or another, with Black educators even more likely to go without paying themselves. As we add the growing TK headwinds to the picture, we can expect some FCC providers will be challenged to earn sufficient income while enrolling their desired mix of age groups. TK headwinds impact centers, as well: center-based ECE programs are more likely to already report a decline in four-year-old enrollment. Pivoting to serve three-year-olds will be a vital goal for both settings.

Conclusion

The ECE workforce in Contra Costa County is composed of skilled professionals, most of whom are women of color. Despite their dedication, their wages are chronically low, and they routinely encounter challenges to their professional, economic, physical, and mental well-being. While FCC providers less often report teaching challenges or elevated levels of perceived stress compared with their center-based peers, we also find they are most likely to be using SNAP and contending with chronic pain.

Among center-based educators, teachers and assistants employed at Head Start and Title 5 sites experience somewhat more stability in employment and wages, but we find little difference in their subsequent participation in public assistance or their perceived stress. Across provider types, we find consistent well-being challenges for less experienced members of the ECE workforce. When we compared the findings to our statewide study sample, we also found that center teachers and assistants in Contra Costa County were more likely to report challenges to their economic well-being.

Job turnover and exits from the field are frequently challenging in early care and education. Teaching staff in programs not receiving Head Start or Title 5 funding were more likely to plan on leaving the ECE field, along with educators with less tenure or educational attainment. Only one third of current assistants saw themselves still working in the same program three years from now. However, both assistant and lead teachers reported planning to change centers about as often as planning to leave the field entirely.

As Contra Costa County considers current and future mechanisms for supporting the workforce, certain guiding principles apply:

- A “compensation first” strategy is vital. Seek long-term sources of public funding for county-led initiatives, and continue state-level advocacy.
- Engage deeply with centers and FCC providers in efforts to support a thriving mixed-delivery system.

- Support programs outside the Head Start and Title 5 universe in securing stronger wages and job stability.
- Help the ECE workforce learn about and navigate the PK-3 Credential as it becomes available.
- Support programs in pivoting to serve more three-year-olds and/or infants and toddlers.
- Design new initiatives in consultation with early educators.

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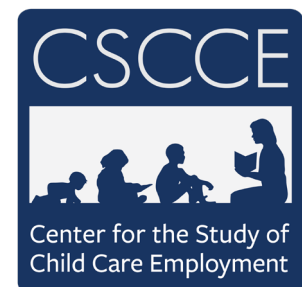
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Editor: Deborah Meacham

About CSCCE

The Center for the Study of Child Care Employment (CSCCE), founded in 1999, is the national leader in early care and education workforce research and policy. CSCCE provides research and analysis on the preparation, working conditions, and compensation of the early care and education workforce. We develop policy solutions and create spaces for teaching, learning, and educator activism. Our vision is an effective public early care and education system that secures racial, gender, and economic justice for the women whose labor is the linchpin of stable, quality services.

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REVISED/UPDATED
Revision approved at 2.12.2024
Commission Meeting

Fiscal Update

February 12, 2024

Pankti Clerk

Finance & Operations Director

Ruth Fernández, EdD

Executive Director



Overview

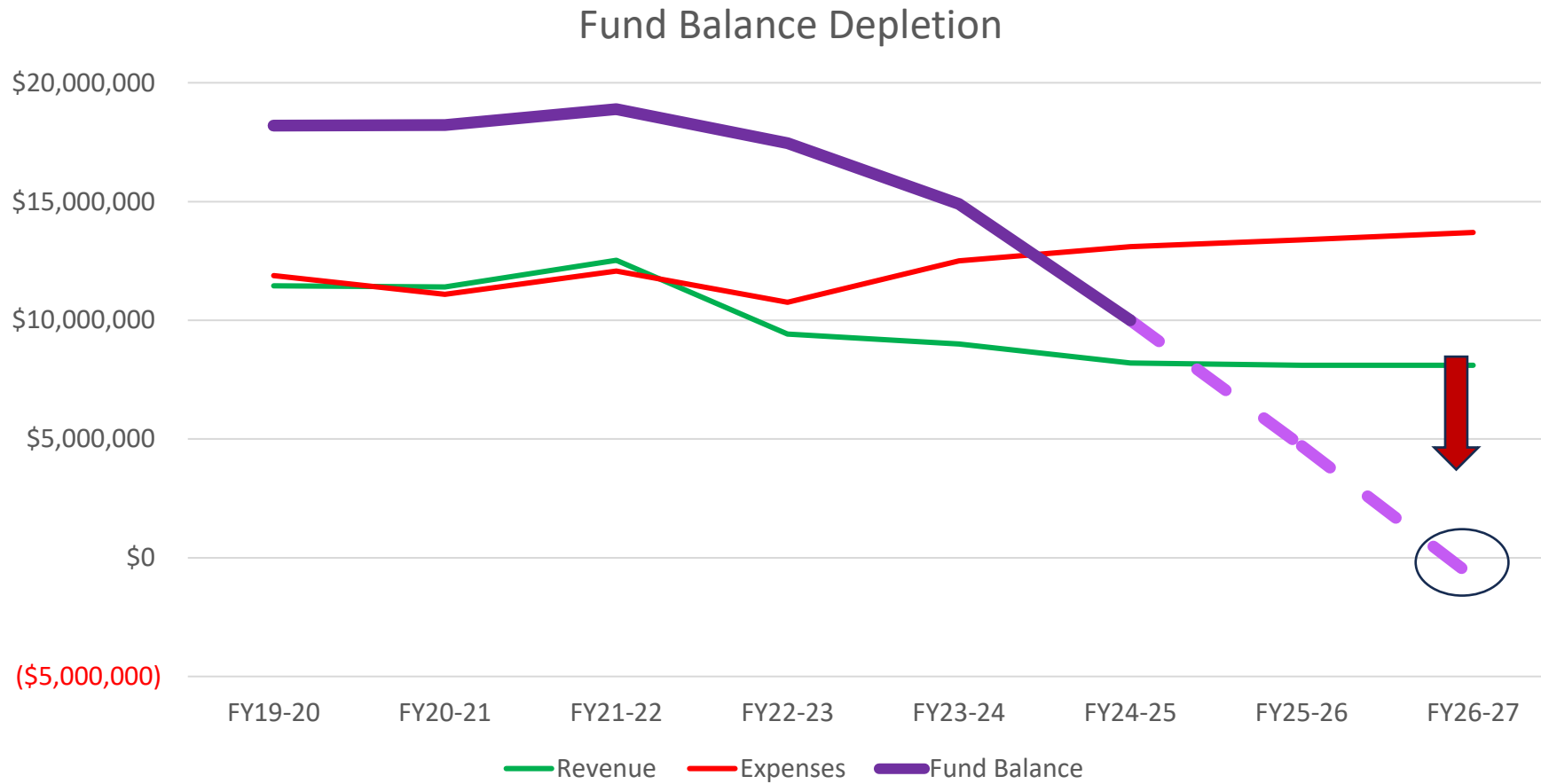
- General State of Revenue
- Overview of Expenses
- Projections for closing of FY23-24
- Where that leaves us with Fund Balance...
 - Now
 - *Future*

FY23/24 Actuals and Long-Term Projections

	FY 22/23 Year End	FY23/24 Adopted Budget*	FY23/24 Projected Year End	FY24/25 Projected	FY25/26 Projected	FY26/27 Projected
Revenue Total:	\$9.4M	\$9.6M	\$9.0M	\$8.2M	\$8.1M	\$8.1M
Expense Total:	\$10.8M	\$14.5M	\$12.5M	\$13.1M	\$13.4M	\$13.7M
Deficit/gap:	-\$1.3M	-\$4.9M	-\$3.5M	-\$4.9M	-\$5.3M	-\$5.5M
Fund Balance:	\$17.5M	\$13.5M	\$14.9M	\$10M	\$4.7M	-\$0.8M

* Year 1 of Approved 2023-2026 Strategic Plan

Fund Balance Depletion (FY19-26)



FY23-24

Revenue Generation & Expense Reduction Efforts

- **Revenue:**

- *Maximizing owned building space (East County First 5 Center – space formerly used for Home Visiting)*
- *Fee-for-Use Schedule for First 5 Conference Center*
- *Review of leases for rented spaces including First 5 administrative office*
- *Partnership with Co-Generate to bring in Fellow to assist with creation of a Fund Development Plan.*

- **Expenses:**

- Careful evaluation of rehiring for current vacancies as tied to Strategic Plan.
- Lease negotiations: exploration of month-to-month agreements for maximum flexibility.
- *Exploration of co-located spaces with schools, libraries, community-based organizations, and cities.*

Discussion

- Future Fiscal Pathway
- Consideration of Contingency Fund

Thank you!



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Executive Director's Report

COMMISSION MEETING

FEBRUARY 12, 2024





Internal Updates

Staff Transitions
and Recruitment



County Updates

Directory of
Advocacy Efforts in Contra
Costa County Related to
Early Childhood Issues



County Updates

First 5 Network Annual Meeting and Advocacy Day