



**Child Care Planning Council of Sonoma County  
MEETING MINUTES**

April 7, 2017

SCOE, 5340 Skylane Boulevard, Redwood Room C, Santa Rosa CA 95403

**Minutes Approved at May 5, 2017 Meeting**

*The mission of the Child Care Planning Council of Sonoma County is  
to convene and inspire the community through collaboration, leadership and advocacy  
to promote and plan for quality child care and development  
for the benefit of all children (birth to 12), their families and Sonoma County.*

**Members Present:** Debbie Blanton, Missy Danneberg, Melanie Dodson, Soledad Figueroa, Megan Hede, Kathy Kelley, Susan Langer\*\*, Alicia Morales, John Paul, Jason Riggs, Marianne Schwarz-Kesling, Lorie Siebler, Jennifer Stanley\*\*, Melinda Susan\*\*, Sonya Valiente

**Members Notified Absent:** Carrie Anabo, Lisa Grocott, Rebecca Hachmyer, Alice Hampton, Cathy Vaughn, Margie Vondrak, Terry Ziegler

**Member on Leave:** Heather Sweet-Krikac

**Members Absent:**

**Guests Present:** Nancy Alcott, Maria Banuelos, Michelle Bendyk, Leah Benz, Jenny Copeland, Audrey Cusimano, Angie Dillon-Shore, Alexis Duffy, Vickie Miller, Daniela Ribbecke, Lorie Siebler, Ananda Sweet, Kendall Villa, Brulene Zanutto

**Advisor Present:** Ed Sheffield

**Advisor Notified Absent:** Lara Magnusdottir

**Staff Present:** Susy Marrón, Kaye Moore, Patty Bernstein

\*\*Indicates pending Board of Supervisors appointment

| Topic  | Discussion | Action   | Follow-Up |
|--|------------|--|-----------|
| 1. Call to order**,<br>Introductions,<br>Inspiration |            | Co-chair Kathy Kelley called the meeting to order at 9:06am. Introductions were made around the table. |           |
| 2. Approval<br>of/Revisions to<br>Agenda**           |            | The agenda was approved by unanimous consent.  |           |

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| 3. Consent Calendar<br>a. CCPC Meeting Minutes of 3/3/2017 |  | The meeting minutes of 3/3/2017 were approved by unanimous consent. |           |
| 4. Follow-up on March's Hot Topic: Foster Youth Services   | Kathy asked for follow-up on last month's Hot Topic and encouraged participants to contact <b>Debra Sanders</b> at the Sonoma County Office of Education or <b>Regina De Melo</b> at Family, Youth, and Children's Services when issues arise.   |   |           |
| 5. Hot Topic: Men in Early Childhood Education             | <p><b>Alexis Duffy</b>, Sonoma State University student presented her experiences at American River College's Inaugural Men and Child Care NorCal 2016 Conference</p> <ul style="list-style-type: none"> <li>• There is a big gender inequality in the field of Early Childhood Education. ECE is a genderized field with mostly women working.</li> <li>• Bureau of Labor and Statistics 2013 data indicates that men represent only 5% of the child care workers, 2% of preschool and kindergarten teachers, 19% of elementary and middle school teachers; while they are 43% and 50% of the high school teachers and college professors respectively</li> <li>• Discussion centered around perceptions and fears surrounding men working with young children</li> </ul> |   |           |

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|       | <p>and the media sensationalizing reports of any wrong-doing/inappropriate behaviors.</p> <ul style="list-style-type: none"> <li>• Barriers to entry and reasons men leave the field of early childhood education include gender bias, fear of allegation, and salaries and benefits.</li> <li>• Meeting participants noted that though men must be very careful how they interact with children in their care, <b>women</b> who interact with those educators either as parents of the children or as colleagues</li> </ul> <p>Men in ECE vs afterschool programs:</p> <ul style="list-style-type: none"> <li>• Alicia Morales reported that she has 45% of her afterschool directors are men</li> <li>• Missy Danneberg noted that there are more men at Extended Child Care and agreed that they have to be very careful how they interact with children and with women colleagues and parents. Women are acting inappropriately with men ... need to have women <b>not</b> make it more difficult for men to be in the field.</li> <li>• Marianne Schwarz-Kesling, SRJC CalWORKS, reported that single</li> </ul> |        |           |

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|       | <p>women report that they'd like to have more male role models for their children</p> <ul style="list-style-type: none"> <li>• Megan Hede and Melinda Susan shared that kids love having men in the classroom</li> <li>• Kendall Villa, SSU student, shared that she never had a male professor in her undergrad program at SSU</li> <li>• Lorie Siebler stated that she believes that women are encouraged to pursue passion first (before benefits), which might be the opposite for men</li> <li>• Stigma of wage and benefits</li> </ul> <p>Addressing concerns and fears</p> <ul style="list-style-type: none"> <li>• Less than ½ of 1% of child abuse has ever happened at a child care facility</li> <li>• Incidents of inappropriate behavior are sensationalized in the media</li> <li>• Centers must advocate for men and assure parents that kids are safe (finger-printing, etc.)</li> <li>• Reassure parents, but also consider the reality that fear of abuse is real ... fear is warranted ... we must be conscious of that ... and maybe men should be conscious too</li> <li>• Kathy Kelley cautioned that home</li> </ul> |        |           |

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|  | <p>visiting requires more training</p> <p>Getting more positive coverage</p> <ul style="list-style-type: none"> <li>• “Men in child care” on Facebook</li> <li>• Cover photo NYACE</li> <li>• Melanie Dodson reported that the men in attendance really appreciated the conference, felt supported, and networked</li> </ul>  |        |           |
| <p>6. Child Care Consumers/Child Care Providers Input/Member Announcements</p> | <p>* Melinda Susan presented at the Mentor Director program focused on directors. She wondered how does word get out about trainings on behavior?</p> <p>*Kathy Kelley responded that 4Cs is a good resource with their community training calendar. There are also opportunities at the Early Learning Institute.</p> <p>* We need ways to give trainings to <b>teachers</b> re challenging behaviors<br/>How to continue to support? How to get word out?</p> <p>*Jen Stanley asked if there was any way to record meetings so people can watch videos.</p> <p>*Kathy Kelley responded that it would be beneficial to have a monthly “behavior roundtable”. Melinda would like to collaborate.</p> <p>* Missy encouraged attendance at the Evening of Honor, April 28 at 6pm at</p> |        |           |

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|  | <p>Furth Center. It's a time to show appreciation of ECE professionals in the community.</p> <p>*There was some discussion about summer programs and costs, how to navigate when children are out of school. Suggestions included:</p> <ul style="list-style-type: none"> <li>• Boys and Girls Club Clubhouse and summer camp</li> <li>• Parks and Recreation</li> <li>• Chops Day begins at 12noon 6 days a week ... \$1/year</li> <li>• What's available for child care for a child with disabilities?</li> <li>• How do you feel about 11- and 12-year olds staying home alone?</li> </ul> |  |           |
| <p>7. Public (<b>non-members</b>) Comment on non-agendized items</p> | <p>*The question about a one-stop shop for summer activities elicited suggestions to see the <i>Sonoma Family Life</i> publication and <i>Press Democrat's</i> interactive online resource for summer camps. 4Cs also has resources.</p> <p>*John Paul invited attendance at the May 4 conference at the Finley Center. Kevin Hines, who survived a suicide attempt, will be keynote speaker at the "The Many Faces of Youth Mental Health: Fostering Solutions, Resiliency, and Hope" conference.</p>  | <p>This was featured in today's eNews from CCPC. Check your email. Online registration is at <a href="https://www.picatic.com/manyfacesofmentalhealth">https://www.picatic.com/manyfacesofmentalhealth</a></p> |           |

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| <p>8. Individualized Sonoma County Child Care Subsidy Legislation</p> | <p>*Susy Marrón provided an update on the state legislation (AB 435) authored by Thurmond, co-authored by Levine, that applies to individual counties allowing them to keep all of their funding for child care rather than returning the unused portion to the State.</p> <p>Susy reported that she, Angie Dillon-Shore, and Lara Magnusdottir met with Shirlee Zane and she's onboard. She also reported that we have support from SCOE's Superintendent of Schools. The First 5 Association is also supporting the bill.</p> <p>*There is opposition from the Child Care Alliance in Los Angeles. (The pilot wouldn't work so well for such a large county; the Alliance would like it to be statewide.)</p> <p>*Angie reported that the opposition is partly an equity piece. The issue is calling out CalWORKS (revenue and cost neutral). Alameda is doing a clean-up of the language.</p> <p>*A hearing in Sacramento will begin at 1:30pm on April 25.</p> | <p>There was an update on the current status of the bill and a request for support letters by April 17, 2017.</p> |           |

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|                                      | <p>Melanie stated that she believes there needs to be a statewide solution, and that these pilot programs will let state off the hook. We must push forward with both this and AB60 (statewide)</p> <p>*Angie spoke about next steps</p> <ul style="list-style-type: none"> <li>• Some people are waiting, though Supervisor Zane encouraged us to start working on pulling data together right away.</li> <li>• Mission Analytics consultant (\$25K) will begin work in a month</li> <li>• Melanie suggested comparing state regulations with the realities that exist in Sonoma County (income guidelines, fees). There is already a template from other counties.</li> </ul> <p>Contractor's Collaborative will develop a plan in collaboration with a consultant.</p> |   | <p>Susy will send out AB435meeting notices to the Council.</p> <p>Susy will find out if the Family Child Care Network providers will be included in the bill.</p> |
| <p>9. Executive Committee report</p> | <p>Jason Riggs reported that the Executive Committee met on March 20. There was a brief follow-up on the last council meeting. He reported that all district superintendents have been invited to the April 26 Community Meeting. He suggested that Council review Plan before April 26 meeting.</p> <p>*The Executive Committee did some preliminary planning for the May 5</p>  | <p>Meet with Dana Pedersen, chair of Cradle to Career and Supt of Guerneville</p> |   |

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|                                 | <p>meeting: 3 hours, debrief and key take-aways from the Community Meeting, looking back and planning forward.</p> <p>*CCPC will be faced with a loss of \$20,000 in revenue for 2017-18</p> <p>*Regarding chairmanships: CCPC Bylaws do not prohibit advisors or regular attendees from chairing a committee.</p> <p>*ZIP Code Priorities (These local funding priorities are used by the Department of Education to prioritize funding requests for local child care services, including state funding for preschool programs and for programs providing subsidized child care for low income families.) Based on need in each ZIP code: the Executive Committee requested that we continue the same priorities as last year. Staff will begin work on this project for 2018-19 over the summer.</p> <p>...</p> | <p>On motion by Marianne Schwarz-Kesling and second by Missy Danneberg, the Council unanimously approved using last year's ZIP Code Priorities for this coming year.</p> |           |
| 10. Membership Committee report | Chair Debbie Blanton reported that Daniela Ribbecke had attended last month's meeting and wanted to proceed with her application for membership.  | On motion by Alicia Morales and second by Melanie Dodson, the Council voted to approve Daniela Ribbecke's membership, as a Child Care Consumer Representative.           |           |

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|                                     | <p>The new Ad Hoc Committee Protocol was presented, indicating that an advisor or regular meeting attendee may chair an ad hoc committee without being a voting member of the Council.</p> <p>Nominations for officers (Co-Chair, Chair- elect, Membership Chair) are due to Susy by April 17. Kathy Kelley will stay on as Co-Chair until a new Co-Chair has been elected.</p> <p>John Paul announced that Michelle Bendyk will be taking over his role as Child Care Coordinator role and will submit her application to the Council. John will leave the Council at the end of June, 2017.</p> | <p>On motion by Missy Danneberg and second by Marianne Schwarz-Kesling, the Ad Hoc Committee Protocol unanimously approved.</p> |           |
| <p>11. Finance Committee report</p> | <p>Missy Danneberg thanked Susy for putting documents and proposals together which includes \$19K reduction of AB212 (Cut funding that we disburse to CARES). The rest of the budgets are very similar to what we have this year. Please give first draft input to the Finance Committee, Susy, Missy. The Council will vote on the 2017-18 budget at its May 5 meeting.</p> <p>Missy reminded Council members to fill out their green in-kind forms.</p>   | <p>Susy will send out a side-by-side 2016-17 and 2017-18 budgets to the Council.</p>  |           |

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| 12. Public Policy | <p>*Susy Marrón reminded participants to look at the 8-page reminder of current relevant legislation in their packets.</p> <p>*Melanie and Lorie attended the Senate Budget Hearing on Child Care and reported that senators were asking good questions. TK Funding vs Quality Funding; AB212 money for state-funded teachers professional dollars, Quality dollars. Unfortunately, the Senate seems to be just shifting dollars, not giving more.</p> <p>*Melanie: all of the governor’s proposals will put a “pause” on state preschool funding.</p> <p>*Licensing Request (a good proposal) waives license requirements for programs run by school districts (classroom sizes, doorways, bathrooms, etc)</p> <p>*Susan Langer suggested that a collaboration of district and state-funding would be challenging. How can we meet all of those requirements in one classroom?</p> <p>*Jason spoke about the importance of after-school funding and that ex-Governor Schwarzenegger is a proponent with a larger awareness its positive impact on children.</p> <p>*Marianne: does proposed rent control impact child care providers, etc? It must be.</p> |        |           |

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|                 | *Kathy suggested that "Housing" is a good potential Hot Topic. |   |           |
| 13. Adjournment | Reminder to turn in In-Kind forms and meeting surveys.         | Meeting adjourned at 10:59 am by unanimous consent. |           |