



Memo

To: Breckenridge Town Council Members
From: Corrie Burr
Date: April 27, 2021
Subject: April 7, 2021 Child Care Advisory Meeting Report

The Child Care Advisory Committee held a regular meeting on April 7, 2021. Committee members present via GoToMeeting: Greta Shackelford, Laura Amedro, Johanna Gibbs, Scott Perlow, Leslie Davis, Jay Homola, Joyce Ruderman and Austyn Dineen. Town Council representative Kelly Owens was also in attendance. Staff from the Town of Breckenridge included Mark Truckey, Julia Puester, Laurie Best and Corrie Burr.

Center Update

Business as usual and they are very thankful for that. Joyce asked about being a sub at the centers which is still not an option. This has been changing recently and the hope is for the centers to be allowed “visitors” or at least help from the community. We will continue to work with public health on visitors. Public Health did approve us to start the capacity study and have EUA come onsite if the centers are comfortable with their attendance. It will be pertinent to the study to see the centers functioning on a normal day. The study will start at the end of May. The centers are doing well financially as they have received their second round of PPP loans.

Data Review

Corrie presented preliminary data on our current tuition assistance program. This group started in September of 2020 and will continue through the end of August 2021. Items to notate:

- We saw growth in the number of families on the program that have lived in Summit County for 5-10 years (18% to 35%). For 2020, more than 75% of families have lived in Summit County for more than five years, showing our families are becoming longer-term residents.
- Families living in Deed Restricted homes grew from 40% to 50% in 2020 with a reduction in out of County and market rate homes.
- Industries remained consistent
- The biggest difference for 2020 is that 21 families were accepting unemployment at the time of applying.
- Our participation numbers are lower for this year, but some of that is related to new families not getting into center-based care. Therefore, the amount we are supplying to the centers has decreased since September 2020.

We will plan to review the parent survey data at the May meeting.

Recruitment and Retention

Corrie and Laurie met with Early Childhood Options on April 6th to discuss teacher deficit in child care facilities across the County and updated the group on the details. The conversation covered barriers to people entering a career in early childhood along with barriers for our particular area. This is the highest deficit we have seen. The County has been discussing this issue and tasked ECO with creating a plan for recruitment and retention within the next 90-days. We have requested to be part of this discussion and planning. This will include revisiting previous surveys, salary and benefit discussion, comparing with the School District and any new ideas that come out of the work. We discussed a pipeline for teachers and options across the County and State, possibly looking outside Colorado. There are quite a few barriers to entering this profession due to Covid as well.

Laurie shared the work being done by the Town for the potential of workforce housing specific for child care staff and the upcoming possibilities. This was well received to assist with one of the barriers.

Laura asked about sign-on bonuses and retention bonuses. We discussed the Invest in Teachers program and how this money can be used for this type of system. It is difficult to gauge as the applicants are just non-existent. Corrie will check with ECO to see if any center has attempted advertising for a sign-on bonus. Laura also brought up the question of any companies that help staff early childhood facilities on a short term basis. None of us were aware of this, but Corrie will inquire with ECO about this option.

Scott asked about a program with the high school for internships for those looking for a career as an early childhood teacher. This is part of the work ECO is preparing to do for the review for BOCC.

Johanna shared the State work being done currently on the 27-billion-dollar recovery fund being received for Covid relief/stimulus. We have an opportunity to supply a letter to the governor's office with our thoughts on how money could be filtered for child care. Kelly agreed to be part of this letter. Corrie and Johanna will work on this to be able to submit by Friday, April 9th.

Mid-Year Financial Confirmation

We sent an email through SurveyMonkey Apply to every family approved for tuition assistance to confirm the estimated income from their application to negate any situations of families being over or under income for the remainder of the year. We heard from every family except for one which has caused tuition assistance to be suspended until we hear from them. The email went to 65 families, so the outcome was very positive. We found a few situations where we needed to make changes to assistance, so the process was very helpful. This is now an automated action in SurveyMonkey Apply for next year and will be part of our standard process.

Vaccine Rates

The child care staff are still going through vaccinations. Some staff are hesitant. Laura Amedro offered to do one-on-one sessions with child care staff on their personal situation. The centers were very excited about this option. Laura will offer a few days with 20-minute slots for staff to talk to her

specifically about the vaccine and answer questions. Laura will prepare an email for Corrie to send to center directors with this offering.

Community Survey

The survey is currently on hold along with a child care ballot measure. Kelly updated the committee of the ongoing discussions on short term rentals, transit and child care. It has been decided that this is not the right time to look at a new tax to fund the child care program. Town Council is committed to the Tuition Assistance program, so more work will be done to look at long-term funding. The committee was supportive of this change. The committee wants to continue telling the story of the program and help the community understand all the great work we do for child care and our workforce. We would like to utilize Austyn's skills to prepare a strategic communications plan. Corrie will follow up with Austyn to provide assistance on creating this plan.

Laurie received a call to do a podcast in May about the child care tuition assistance program. She will work with Austyn on talking points for this as well.

Greta brought up the idea to do a new video like the one done by SurveyMonkey Apply to promote the program. This is something we can look at for the future and with our budget. We will work with our committee on a plan, but will probably need to pay for some graphic design / video production as a promotion of the great work that has been done in Breckenridge.

Next meeting is on May 5th at 10am.

Adjourned at 11:25 am.

Staff will be available at the Town Council meeting for questions.