



MEETING NOTES

Region 34 Family Council Meeting

Date & Time: 02/22/23 7:00 pm-9:00 pm

Council Members present: Dane Cruz, Maria Pizano, Pankti Jani, Kaylee Peters, Brittany Nielsen, Jen Johnson, Martha Campos, Luisa Alfaro, Fernando Aceves, Ana De La Luz, Maria Salazar, Elina Gizatullina and Laura Rosales

Council Members Absent: Yoselin Martinez, Katia Lezama, Tirzah Jones

7:00 PM: Welcome and Introductions (10 min)

Facilitator (s): Maria Pizano

7:10 PM: Review of Family Council Meeting #4 (10 min)

Facilitator (s): Maria Pizano

7:20 PM: Review Early Childhood Education and Care Workforce (40min)

Notes: Presentation given by Maria Pizano- on the Demographics of Lake County

Decisions made: N/A

Next Steps: N/A

Notes: License Centers Directors-Race/Ethnicity

- Hispanic and Asian are underrepresented,
- Most of them are female,
- We should have more Hispanics/Latinos.

Decisions made: N/A

Next Steps: N/A

Notes: Licensed Center Teaching Staff-Race/Ethnicity

- Caucasian/white have more count and following will be Latinos.

Decisions made: N/A

Next Steps: N/A

Notes: Licensed FCC Providers-Race/Ethnicity

- FCC-Hispanic has a higher amount than Caucasians,



- People do not have enough money to rent a place they just have their homes,
- It takes about 2-3 years to open a daycare,
- FCC providers have more credentials than others.

Decisions made: N/A

Next Steps: N/A

Notes: **Licensed Center Directors-Highest Level of Education**

- Minimum degree requirement is an associate degree,
- You do not need certification to work, you can work with an ITIN number if you don't have a valid social security,
- Lots of places do not follow the rules as they are short staff,
- Highschool level is considered basic.

Decisions made: N/A

Next Steps: N/A

Notes: **Licensed Center Teaching Staff-Highest Level of Education**

- Staff with High School or GED can be in school to get a college degree,
- Level of education is depending on the region's education level,
- Majority of teachers have High School/GED, which is not surprising,
- Staff with High School /GED might be working just for pay.

Decisions made: N/A

Next Steps: N/A

Notes: **Licensed FCC Providers-Highest level of Education**

- Majority of FCC providers have High School/GED,
- Lots of parents do not know about the FCC program,
- FCC providers can take care of their own kids and get paid to care for the other kids in home daycare.

Decisions made: N/A

Next Steps: N/A

Notes: **Training, Certifications, Career development, and Higher Education opportunities available for ECEC Workforce**

- INCRRA is offering different training programs,
- CLC and YWCA are offering training for ECEC Workforce,
- Montessori offers different training programs.



Decisions made: N/A

Next Steps: N/A

Notes: **Training, Certifications, Career development, and Higher Education opportunities needed for ECEC Workforce**

- Some of the ECEC workers received level 1 credentials certification with Gateways.

Decisions made: N/A

Next Steps: N/A

Notes: **Hourly Wages by the role in Licensed Child Care Center**

- Grants for teaching staff in form of incentives/bonuses,
- Assistant teachers and teachers have only a \$2 wage difference.

Decisions made: N/A

Next Steps: N/A

Notes: **Licensed center Teacher Average wage by group taught and the highest level of education**

- The pay structure is almost the same.

Decisions made: N/A

Next Steps: N/A

Notes: **Practitioners with reported turnover in 2019 by new job location and average moths at a previous employer**

- Not surprised with the Assistant teacher because they do not have a lot of education.

Decisions made: N/A

Next Steps: N/A

8:00 PM: Region 34's Strengths and Weaknesses (40 min)

Facilitator(s): Maria Pizano

Notes: **Why is it difficult to keep staff in ECEC?**

- Low wages/salary,
- Not enough help.

Decisions made: N/A

Next Steps: N/A



Notes: **Strengths within the staff**

- ECEC staff are passionate about their work,
- Staff really love investing in the youth,
- Teachers have more benefits,
- Pay is very important to afford education,
- Surprised about the PI resource that was learned today.

Decisions made: N/A

Next Steps: N/A

Notes: **Weaknesses within the staff**

- Low wages/salary,
- Finding people who are qualified.

Decisions made: N/A

Next Steps: N/A

Notes: **Things that surprised or stood out**

- The Difference between the center directors and home providers.

Decisions made: N/A

Next Steps: N/A

8:40 PM: Stipend information/ CLC YWCA Information (10 min)

- Stipend cheques for the current quarters can be mailed or picked up or impersonal dropped off.
- CLC is offering further education for Early childhood education, YWCA are currently working to educate parents on how to become childcare providers, to help with closing some of those slot gaps due to lack of capacity availability.

8:50 PM: Closing and Reflection (10 min)

Facilitator(s): Maria Pizano

Decisions made: N/A

Next Steps: N/A

Next Family Council Meeting on March 22, 2023 @ 7:00pm