

Cincinnati Preschool Promise Cost of Quality Meeting

United Way of Greater Cincinnati, Community Chest Room
Minutes of Monday, April 16, 2018, 2:00 – 3:30 PM

Cost of Quality Committee Members Present:

Timothy Fogarty, Kim Ginn, Garri Davis, Kelly Bigham, Patti Gleason, Laura Sanregret, Micah Kamrass, Bianca Edwards and Kelly Hubbard (representing Sandra Owen).

Cost of Quality Committee Members Absent:

Cheryl Broadnax and Traci Poellnitz

Cincinnati Preschool Promise Staff Present:

Shiloh Turner, Executive Director
Brittnee Pina, Quality Improvement Manager
Lesley Nunn, Administrative Assistant

Members of the Public:

Donna Kesler, Cincinnati Union Bethel
Emily Lewis, MetrixIQ
Clement Tsao, Workforce Development Council
Christopher Nicak, Co-Director of Research at University of Cincinnati Economics Center
Brad Evans, Co-Director of Research of University of Cincinnati Economics Center
Christina Brown, Cincinnati Union Cooperative Initiative

1. Welcome, Call to Order

Timothy Fogarty called the meeting to order at 2:03PM and welcomed members and guests.

ACTION: Motion to approve the agenda was made by Laura Sanregret and seconded by Micah Kamrass. Motion was unanimously approved.

ACTION: Motion to approve the minutes of February 1, 2018 was made by Micah Kamrass and seconded by Laura Sanregret. Motion was unanimously approved.

2. CPP Final Wage Survey Results:

- Christopher Nicak of University of Cincinnati Economics Center presented the final results of the wage survey.
- Key highlights from the report:
 - Overall the survey was trying to understand the wages for preschools lead and associate teachers.
 - Step up to quality rating, non-family and family care providers, education tenure of teachers, experience of teachers, benefits and other qualitative information was surveyed.

- Of the 619 emails sent out, 341 opened the email, 242 did not open the email, 28 emails bounced back and 8 opted out.
- The response rate was 21% which is high for this type of survey.
- Saw even split between family and non-family providers (64 each) but family care providers were less likely to be in the Step up to quality program (SUTQ).
- Almost half of the non-family care providers were enrolled in the SUTQ program and have a rating of 3 or more stars.
- 64.1 % of family care providers were not enrolled in SUTQ program.
- Looked at education levels by provider type. The most common education was high school and associates which made up 75% for family and 77% for non-family providers.
- Non-family providers had a higher percentage of teachers with masters/PHD degree than family care providers. ~2.2% for family providers and 8% for non-family providers.
- In terms of experience and career pathway, non-family provider teachers (average 7.7 years) had on average less experience than family provider teacher (average 15.2 years).
- Standard deviation was measured (variance in people's answering). What this tells us is that the experience people have at non-family providers varies as compared to family care providers.
- On average, people were further along on career pathways with family care providers (2.5) as compared to non-family care providers (2.1).
- On average, more stars in SUTQ equal more wages.
- More experience you have, more wages you get paid.
- On average, an associate degree resulted in \$0.43 more pay per hour, bachelor's \$1.91 more per hour and advanced \$2.32 per hour compared to high school degrees.
- Each pathway increase was related to \$0.44 more per hour and each year of experience was associated with \$0.03 more per hour. Pathway had greater impact on wages than experience.
- Benefits of teachers by non-family providers was greater versus family care providers.
- In terms of recruitment and retention, salary was the highest factor in recruitment followed by a passion to teach. With retention, salary and classroom environment were equal factors.

DISCUSSION:

- Tim Fogarty asked what was the average wage for a non family provider lead teacher.
- Christopher Nicack responded that the average wage for a lead teacher in a non family provider was \$12.79 per hour. An associate teacher in a non-family provider average wage was \$10.12 per hour.
- Being a lead teacher, as opposed to an associate teacher, was worth \$1.50 more across non-family sites. Working fulltime was worth \$1.00 per hour more than working part-time.

- Preschool teachers got paid \$0.70 per hour more than infant toddler care.
- Micah Kamarass asked what qualitative information came out of the survey.
- Christopher Nicak responded that the jump up in classroom environment in the retaining staff is one example.
- Laura Sanregret asked if the wages for CDA preschool teachers was looked at.
- Christopher Nicak responded that CDA was bundled in the high school category.
- Tim Fogarty questioned why the average wage for a lead teacher in a non-family provider center in the preliminary results had dropped, in comparison to the final results.
- Christopher Nicak responded that not all the centers had responded at the time of the preliminary time hence the difference in the hourly rate in the preliminary versus final results.
- Laura Sanregret asked if the question was asked of providers the reason for not participating in SUTQ.
- Christopher Nicak responded that the time commitment and just not knowing about the program are the top two reasons.
- No demographic data was collected in the survey as it was not part of the scope of work.
- Tim Fogarty asked the UC Economic Center if they would be able to get geographical areas data, if needed by CPP.
- Christopher Nicak responded that they would be able to obtain the geographical data but the responses would have to be anonymous so as to protect identities.

3. Next steps:

- Shiloh Turner discussed the proposed next steps to the committee.
- Next steps :
 - Do some type of wage demonstration project (pilot).
 - Stephanie Byrd and Shiloh Turner met and discussed what this may look like. They identified certain criteria namely provider type and star rating in the SUTQ program.
 - One and two star rated provider center will be identified and targeted for the pilot with focus on geographical quality deserts and how much capacity can CPP create.
 - A design team for the wage demonstration has been formed and the first meeting is scheduled for May 1st at 11 am at United Way of Greater Cincinnati.
 - The design team will help us think through what other criteria needs to be involved, what are the key research questions we want to address in this process and the way forward.
 - University of Cincinnati Economic Centre and Ohio State University Crane Early Childhood will be assisting on the wage demonstration to help structure the approach to the pilot.
- Shiloh Turner suggested that due to the complexity of the wage issue, the Committee might start to think how they are going wrap their minds around the issue, talking points need to be thought through and communicated out in the

community so that the community can understand the complexity of the issue and the multitude of unintended consequences.

- Shiloh Turner asked the Committee for recommendations on how she as CPP spokesperson, could best facilitate this conversation out to the community so as to clear misconceptions, there is a unified message out there and to make the public understand the complexity of the issue.
- Patti Gleason said this was more of a cross committee discussion, rather than just this committee.
- Clement Tsao suggested, due to the complexity of the issue, the Committee looks at for guidance and insight at various policy think tanks to see how other city and states that are raising the minimum wage are dealing with the scaling up of wages. We might borrow and look into their insights to figure out a solution on how we move forward

4. Adjourn:

ACTION: A motion to adjourn the meeting at 3:30 pm was made by Laura Sanregret and seconded by Patricia Gleason. The motion was unanimously approved.

Submitted by Lesley Nunn, Administrative Assistant
Cincinnati Preschool Promise