

APPROVED

**Cincinnati Preschool Promise  
Cost of Quality Meeting**

United Way of Greater Cincinnati, Community Chest Room  
Minutes of Wednesday, August 1, 2018, 1:30 – 2:30 PM

**Cost of Quality Committee Members Present:**

Gary Lindgren (Chair), Kim Ginn, Garri Davis, Kelly Bigham, Patti Gleason, Laura Sanregret, Sandra Owen and Terri England.

**Cost of Quality Committee Members Absent:**

Julie Heath, Bianca Edwards, Micah Kamrass and Traci Poellnitz

**Cincinnati Preschool Promise Staff Present:**

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

**Members of the Public:**

Ellen Vera, Cincinnati Union Cooperative Initiative

**1. Welcome, Call to Order**

Gary Lindgren called the meeting to order at 1:30PM and welcomed members and guests.

**ACTION:** Motion to approve the agenda was made by Kim Ginn and seconded by Laura Sanregret. Motion was unanimously approved.

**2. Approval of Minutes of June 25, 2018:**

**ACTION:** Motion to approve the minutes of June 25, 2018 was made by Terri England and seconded by Laura Sanregret. Motion was unanimously approved.

**3. CUCI Progress Report on CPP/PWDC Wage Implementation Project:**

- Ellen Vera of Cincinnati Union Co-op Initiative presented an update on the CPP/PWDC Wage Implementation Project.

**RECOMMENDATIONS:**

- Ellen and the rest of the Committee to consider connecting with Southwest Ohio Association for the Education of Young Children, an Ohio Affiliate of the National Association for the Education of Young Children (NAEYC) for the Power of Profession report. They will be holding a summit “Power of the Profession” on September 21 at 9am to 11am at United Way of Greater Cincinnati, Convening Center B-C.

**FOLLOW UP ACTIONS:**

- Ellen Vera to send Committee the list of restrictions, challenges and responses from the surveyed providers/respondents that will be the framework for August 8 Community/Provider Charrette.
- Gary Lindgren requested that Ellen Vera send the Committee a preliminary findings before the August 8 Community/Provider Charrette so the Committee can preview it before it is put out publically.
- The final PowerPoint report on finding/scenarios be emailed to the Committee for review/comments before it goes to the CPP Board, stakeholders/partners and the public. PowerPoint to be emailed out to Committee before it goes to the Board on the 23<sup>rd</sup>.

**FEEDBACK FROM COMMITTEE:**

- Kelly Bigham raised the concern the survey is not going to the right person and people won't have the information to respond to the survey. Ellen Vera responded that all respondents were provided by CPP, 4C for Children and other stakeholders.
- Shiloh Turner raised the concern around the pace of the project and processes. Ultimately we don't want the pace and processes to jeopardize the ultimate success of the project and what we are trying to achieve and structure.

**THEMES THAT EMERGED FROM INTERVIEWED RESPONDENTS:**

- 9 month versus 12 month tuition assistance coverage;
- 10 to 12 hours per day work;
- Wage disparity between preschool teachers and infant toddler teachers;
- Wage disparity between public schools and community providers, no flat range between wages;
- Whether this is going to be an unfunded mandate.

**RECOMMENDATIONS/SUGGESTIONS:**

- Ellen Vera to look at best practices and things done at other communities like Dayton, Seattle, Denver and New York.
- Also solicit feedback from providers and other stakeholders to look beyond the wages, what policies and strategies that could help lift the profession and help people/the public understand the profession and the issue at hand.

**OTHER DISCUSSION POINTS:**

- Call to start to referring to the programs as "Early Childhood Programs" only.
- Tuition Assistance unfairly based on 9 month public school calendar while most providers school year is all year long, 10 to 12 hours a day.
- CPP Attendance Policy and the need for transparency and clear direction/communication from CPP Board on Cost of Quality, attendance policy and the all year long tuition assistance coverage.

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**4. Next steps:**

• **FOLLOW UP ACTION ITEMS:**

- Ellen Vera to send survey feedback/preliminary findings to Committee before August 8 Community event.
- Ellen Vera to send Committee Final PowerPoint on finding/scenarios before it gets presented to Workforce Development Council on August 20 and CPP Board on August 23.

**5. Adjourn:**

Motion to adjourn the meeting at 2:05 pm was made by Laura Sanregret and seconded by Kim Ginn. The motion was unanimously approved.

Submitted by Lesley Nunn, Administrative Assistant  
Cincinnati Preschool Promise