

**Great Start for All Minnesota Children Task Force
Workforce Compensation and Supports Working Group Meeting**

Wednesday, February 16, 2022

4:00 p.m. to 5:00 p.m.

Virtual Meeting: Microsoft Teams

Working Group Members Present: Meghan Caine, Pat Ives, Jenny Moses, Krystal Shatek, Senator Melissa Wiklund, Nicole Blissenbach, Lydia Boerboom, Oriane Casale, Cyndi Cunningham, Nancy Hafner, Debbie Hewitt, Ann McCully, Michelle Trelsted

Working Group Members Absent: Adriana Lopez

Task Force Consultants Present: Ellen Johnson, Afton Partners; Gerald Liu, Afton Partners; Brytain Tate, Afton Partners

Children’s Cabinet Staff Present: Hannah Quinn

Welcome and Agenda

Working Group members reviewed virtual meeting protocols, Task Force Guiding Principles, and went over the agenda for the meeting. The agenda included introductions, a review of Working Group charge, process, and sequence, and a group brainstorming activity.

Introductions

Members gave introductions by sharing their name, role, and organization, along with an explanation of where they sit in the Early Care and Education (ECE) system. They also gave a brief explanation of why they were interested in being a part of this working group.

Name	Position
Adriana Lopez	Early Childhood Educator - Licensed Center
Ann McCully	Child Care Aware of Minnesota
Cyndi Cunningham	MN Child Care Provider Information Network
Debbie Hewitt	Department of Education
Jenny Moses	Children's Cabinet
Krystal Shatek	Director of Licensed Child Care - Metro
Lydia Boerboom	Kids Count on Us Representative
Meghan Caine	Early Childhood Educator - Public school-based
Melissa Wiklund	MN State Senator
Michelle Trelsted	MN Community Education Association
Nancy Hafner	Faculty Rep
Nicole Blissenbach	Department of Labor and Industry
Oriane Casale	Employment and Economic Development
Pat Ives	Director of Licensed Child Care - Greater MN

Working Group Charge

Define what a “qualified, diverse, supported, and equitably compensated” ECE workforce in Minnesota looks like and how it can be achieved.

Legislation determines that the Task Force must consider:

Workforce Demographics

- Preserving and increasing racial and ethnic equity and diversity in the workforce
- Developing affordable, accessible, and aligned pathways to support ECE staffs' career and educational advancement

Compensation

- Identifying a compensation framework that supports recruitment and retention of qualified staff in every setting
- Aligning provider compensation with that of elementary school teachers
- Tying provider reimbursement rates to employee wages

Questions the working group will explore include:

Workforce Demographics

- What does the current racial and ethnic makeup of MN's ECE workforce look like?
- What targets might we put in place to ensure staff diversity within the ECE system?
- What incentives or requirements can be put in place to preserve and/or increase staff diversity?
- How might we continue to value the cultural competency and multilingualism of staff?
- What does the current talent pipeline for ECE staff look like? How might it be diversified to increase the qualified talent pool?
- How can the existing ECE workforce be retained and supported to reach any future requirements?

Compensation

- What is an appropriate salary floor to recruit and retain ECE staff across all settings? How can this be benchmarked against the salaries of licensed early childhood teachers?
- How might salary scales be differentiated for positions across settings?
- How might other forms of compensation (e.g. health insurance, retirement, loan forgiveness, etc.) be factored into overall compensation?
- What type or amount of compensation would incentivize career advancement activities?
- How would MN ensure fair pay across all providers? What mechanism(s) can the state use to hold providers accountable (i.e. tying provider reimbursements rates to employee wages)

Equity Commitments

In all conversations, the working group will strive to:

- Center children and families
- Pay particular focus to the needs and priorities of historically disenfranchised children and families and their communities
- Specifically contemplate how our decisions may benefit or harm historically disenfranchised children and families and their communities
- Seek the expertise and input from stakeholders already doing the work in historically disenfranchised communities
- Where possible, consider data that provides insight into the relative impact on historically disenfranchised children and families and their communities

Brainstorming Activity

The working group participated in a brainstorming activity to share ideas around defining the areas of the charge: qualified, diverse, supported, and equitably compensated.

Next Steps and Close Out

Future meetings will occur on the second Wednesday of each month (listed below), from 3pm-5pm.

- Wednesday, March 9
- Wednesday, April 13
- Wednesday, May 11
- Wednesday, June 8
- Wednesday, July 13
- Wednesday, August 10
- Wednesday, September 14
- *October TBD*

Next Working Group Meeting: March 9, 2022, 3:00 p.m. – 5:00 p.m.

