

May 22, 2003

STAFF REPORT

MEMO TO: SUTTER COUNTY CHILDREN & FAMILIES COMMISSION

FROM: DEB COULTER, EXECUTIVE DIRECTOR

SUBJECT: APPROVAL TO APPLY TO THE STATE COMMISSION FOR MATCHING FUNDS FOR RETENTION INCENTIVES FOR EARLY CARE & EDUCATION PROVIDERS.

BACKGROUND: The State Commission approved \$19 million dollars for the next two-years (FY2003-2003) to continue the retention incentive program, related technical assistance and data analysis.

The key purpose of the incentive is to improve quality and stabilize the early learning workforce by rewarding professionals who have demonstrated a commitment to the field through education, continued professional development, and years of experience by providing incentives and compensation for staff to stay in the field.

First Five California (State Commission) released the RFF in April 2003. The proposal is due by May 16, 2003. (See attached RFF).

CURRENT PROPOSAL: The Staff Retention Project will create a retention compensation strategy for early care and education providers. The Commission will partner with the Child-Care Planning Council of Yuba and Sutter Counties. They will assume responsibility for administering stipends, monitoring contracts between providers and the program, supervising professional growth advisors, collecting evaluation data and all reporting.

The cost of the proposed program is \$94,542.90 with Commission share of match of \$50,000 for two-years (FY 2003-2005). (See attached concept paper)

IMPACT ON COMMISSION RESOURCES: FY 03-04 - \$50,000; FY 04-05 - \$50,000

POLICY ACTION REQUESTED: It is the recommendation of the Executive Director that the Commission approve application to the State Commission for matching funds for the retention Incentive for early care and education providers and to commit \$50,000 each year for the next two-years.

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