



## **CHILD CARE COMMITTEE MEETING MINUTES**

Workforce Solutions Alamo  
100 N. Santa Rosa, Suite 120  
San Antonio, TX 78207  
**January 11, 2021**  
**9:00AM**

**BOARD MEMBERS:** Doug Watson, Betty Munoz, Dr. Sarah Baray, Katherine Filut, Ana DeHoyos O'Connor, Leslie Cantu, Eric Cooper, Frank Crowder, Jamie Allen

**WSA STAFF MEMBERS:** Adrian Lopez, Mark Milton, Louis Tatum, Jessica Villarreal, Angela Bush, Aaron Smith, Tony Martinez, Barbetta Womack, Cathi Cohen, Chakib Chehadi, Jessica Dovalina, Chuck Agwuegbo, Joshua Villela, Melissa Sadler-Nitu, Michael DeFrees, Teresa Chavez, Linda G. Martinez

**PARTNERS:** Alex Lopez

### **AGENDA**

*Agenda items may not be considered in the order they appear.*

Citizens may appear before the Committee to speak for or against any item on the Agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of meeting. Questions relating to these rules may be directed to Linda G. Martinez at (210) 581-1093.

***To protect the health of the public and limit the potential spread of COVID 19 as directed by Governor of Texas, Bexar County and City of San Antonio, WSA will hold this meeting via videoconferencing. The meeting will be held in compliance with the suspended provisions of the Texas Open Meetings Act. For those members of the public that would like to participate, please call toll-free 1-877-858-6860, which will provide two-way communications through a speaker phone. For additional information, please call Linda G. Martinez, (210) 272-3250.***

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**During the Public Comments portion of the meeting (Agenda Item 3),  
the Public may type their name into the chat box or unmute themselves and state  
their name.**

**The meeting host will call each member of the public for comments, in the order  
their names were submitted.**

- I. CALL TO ORDER AND QUORUM DETERMINATION  
Presenter: Doug Watson, Chair  
**The meeting was called to order at 9:00 AM.**
- II. ROLL CALL  
Presenter: Doug Watson, Chair  
**Roll was called and a quorum was met**
- III. PUBLIC COMMENT  
Presenter: Doug Watson, Chair  
**There are no public comments.**
- IV. DECLARATIONS OF CONFLICT OF INTEREST  
Presenter: Doug Watson, Chair  
**There are no conflicts of interest.**
- V. DISCUSSION AND POSSIBLE ACTION ON MINUTES OF  
NOVEMBER 16, 2020 CHILD CARE COMMITTEE MEETING  
Presenter: Doug Watson, Chair  
**Upon motion by Ana DeHoyos-O'Conner and second by Eric Cooper the  
Board unanimously approved the November 16, 2020 meeting minutes.**

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- VI. Briefing: AVANCE  
Presenter: Dr. Teresa Granillo, AVANCE
- Dr. Granillo spoke on an increase in parent presence and parents have pursued further education by obtaining GED's and even pursuing Bachelor's degrees. Dr. Granillo spoke on the statistics provided by UT Austin regarding back-to-school readiness.
  - AVANCE implemented a program to assist parents with newborns who wanted to return to work.
  - Out of ten participants, two have obtained their Texas Rising Star (TRS) certification.
  - AVANCE received grant from TWC to expand in Travis County to fifty childcare providers.
- VII. BRIEFING: EDUCARE Initiative  
Presenter: Dr. Henrietta Munoz, Executive Director
- Not available for presentation.
- VIII. UPDATE CHILD CARE QUALITY CONTRACT (CCQ) RFP EVALUATIONS (DISCUSSION AND POSSIBLE ACTION)  
Presenter: Louis Tatum, CFO
- Independent evaluators recommended sending highest ranking proposal - City of San Antonio with overall score of 90 out of 100
  - Next step is to move recommendation to the full board for approval. Once approved, will begin process of negotiation and execution of contract.
  - Mr. Doug Watson: Inquired how to ensure there is a seamless transition between contracts and that we will not lose service to childcare centers?
  - Mr. Tatum: We would not be able to start the contract in February, but maybe the month of March. We will need to have a month of transitioning the services.
  - Mr. Doug Watson: So, we are paying both contractors for a month?
  - Mr. Louis Tatum: No, what we would do is we would give the one that was awarded a transition budget and they would be able to incur additional costs during that period. We would pay the current provider for the full month and see if the new contractor wants to pick up new staff, interview them and transition as the new contractor.
  - Mr. Doug Watson suggested writing it into the contract to encourage picking up staff already present as opposed to hiring new people.

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- Mr. Louis Tatum agreed this is the plan.
- Dr. Sarah Baray states that that she does not believe it is appropriate to tell who is overseeing the project that they have to pick up these staff as they should be able to staff people as they see fit. She states that if we were going to require that, it should have been included in the RFP so they could have included that in their proposal.
- Mrs. Jessica Villarreal states that the transition will be April 1<sup>st</sup>, 2021 so now is the appropriate time for the transition to take place.
- Ms. Ana DeHoyos - O'Connor states that she would like WSA to maintain the trajectory we are on with the centers we are working with as they prepare for assessments.
- Mr. Doug Watson has concerns about efficiency of staffing.
- Mr. Adrian Lopez states we can put metrics into the contract that will help to ensure we are on top of the hiring of the team.
- Dr. Sarah Baray states she believes it is our job to put outcome measures in our contract but trust the contractor to get the job done how they see fit.

#### IX. CHILD CARE BRIEFING (DISCUSSION AND POSSIBLE ACTION)

Presenter: Jessica Villarreal, Child Care Services Director

##### a. Child Care Committee Guidelines Briefing

- Based off Child Care Committee guidelines established in October 2021, WSA and contractors have been using those guidelines to develop strategies and priorities to increase the following:

- a. Texas Rising Star (TRS) Stipend \$258k to sustain childcare providers. (31 awarded)
- b. Dream Proposal \$85k serving 684 clients which was awarded 12/31/2020. (10 awarded)
- c. Accreditation that supports Texas Rising Star (TRS) providers through the National Accreditation Process (23 awarded)
- d. Child Development Associate, (CDA) renewals (8 awarded)
- e. Texas Association for the Education of Young Children Conference, (TAEYC) that provided scholarships for professional development.
- f. Education Incentive (8 awarded in January 2021 / \$1,000/stipend)
- g. Provider resources that targeted STEAM were delivered prior to 1/1/2021.

- Ana DeHoyos O'Connor placed emphasis on the importance of pushing to obtain an Applied Associates degree, (AA), after obtaining Child Development Associate, (CDA). Mr. Doug Watson echoed this notion stating it is a priority when coming up plan to disperse funds that we can to continue with

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CDA's but also push for people to obtain AAs and then reward them as PreK-SA did when scholarships are complete.

- Mr. Adrian Lopez states that first draft of local plan for public comment has been issued and will ensure these strategies will be included in local plan.

b. Child Care Performance Briefing

- TWC Child Care not meeting performance effective October 1, 2021 due to impact of COVID and other external issues.
- Goals were on target from Oct 2019 - Oct 2020. In Oct 2020, TWC put a freeze on enrollment where 8,792 students were enrolled. When TWC reset goals for the year, due to the freeze, it caused a setback.
- Mr. Doug Watson wanted to clarify the drop in enrollment from 10,093 students to 8,792 from Sept 2020 – Oct 2020.
- Mrs. Jessica Villarreal states that due to attrition and the pandemic, it started the school year off in a negative performance.
- Mr. Doug Watson asked to clarify how the calculations were averaged.
- Mr. Tony Martinez explains that this is a year-to-date average over a 12 month period. Sept 2020 was the YTD of the entire school year. The new metrics for the calendar year, considering the enrollment freeze and pandemic attrition, caused the drop in performance.
- Ms. Ana DeHoyos O'Connor requesting graph/chart to show specifically infant, toddler and preschool care to see where the need may be. In addition, in the long term, categorizing within the city areas that are providing service.
- Mr. Doug Watson inquired how many enrollments were required through CPS.
- Mrs. Jessica Villarreal states she will provide information.
- Mr. Adrian Lopez said the state is already looking to re-allocate funds as these performance issues are statewide.
- Mr. Lopez states \$17M in funds were spent to assist in childcare between April 2020 – June 2020.
- Mr. Doug Watson inquired what is being done to increase enrollments.
- Mrs. Jessica Villarreal states they have been working closely with the City of San Antonio (COSA) to increase enrollments. Enrollments are at 20.76% for rural areas and 79.24% for urban areas from Oct. 2020 – Dec. 2020 which is on target. Alamo met most goals above larger boards in Texas.
- Mr. Doug Watson inquired how many students are needed to increase by to meet goal.
- Mrs. Jessica Villarreal states 450-500 students are needed to meet 95% goal.

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- COSA has strategy plans for direct contact, reaching out via constant contact. COSA sent out e-mails to 572 registered childcare service providers which was a goal met on 1/8/2021. They also e-mailed 9,672 clients by that same date. On January 22, they will be sending out a service availability notification for Pre-K- 4 SA, Head Start, Early Head Start, Parks & Recreation. They will also be sending an e-mail blast with info for 80 non-profit partners in addition to website announcements, social media, outreach in local and rural communities.
  - WSA is meeting weekly with COSA to ensure updated information has been received.
  - Ms. Ana DeHoyos O'Connor comments to make information available that centers are open and finding ways to make parents feel more comfortable enrolling their children.
  - c. Parent Share of Cost Policy
    - Mrs. Jessica Villarreal provided the Child Care Committee with information regarding the Parent Share of Cost Policy.
      - o Child Care Services (CCS) parents must pay a parent share of cost (PSOC) based on income, family size, and the number of children in care.
      - o On December 28, 2020, the Board approved PSOC discounts for parents choosing a Texas Rising Star (TRS) provider. WSA updated childcare policy CC 12, C2 Parent Share of Cost to include the TRS discount.
      - o TWC has the following requirements associated with the TRS discount:
        - The parent continues to receive the discount if the TRS provider loses certification
        - The parent continues to receive the discount if the parent moves or changes employment and there are no TRS providers to meet the needs of the parent's changing circumstances.
      - o Mr. Doug Watson pointed out a Board member requested to see the literature/brochure outlining how this policy was going to be implemented.
- Upon motion by Dr. Sarah Baray and 2<sup>nd</sup> Ana DeHoyos-O'Conner the Board unanimously approved the Parent Share of Cost Policy.**
- d. Texas Mutual Grant Briefing
    - Mrs. Jessica Villarreal briefed the Child Care Committee on the Texas Mutual Grant.
    - WSA received a grant in the amount of \$75K from Texas Mutual.

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- WSA will use these grant funds to enhance outdoor learning environments for childcare providers. Outdoor learning environments are an ideal way to promote social distancing and keep learning interesting during the pandemic. Additionally, improving the outdoor learning environment is a Texas Rising Star (TRS) measure and promotes quality and inclusion.
  - Child Care Services (CCS) providers continue to struggle financially due to challenges associated with the pandemic. Most providers are losing revenue and cannot afford to invest in quality.
  - This grant opportunity will allow WSA to leverage resources for CCS providers during a critical time of need. The need for outdoor learning environments was determined by surveys, TRS assessments, and recent provider proposals.
  - Funds must be dispersed by November 30, 2021.
  - Award amounts ranged from \$2500 - \$5000 with a maximum of 20 awards will be awarded.
  - Timeline for awarding funds:
    - o 1/11/2021 Present plan to Child Care Committee
    - o 1/12/2021 Send application to pool of eligible providers with due date and link to apply; both rural & urban providers can apply.
    - o 1/20 and 1/27 Provider Q&A
    - o 2/12/2021 Application closes
    - o 3/5/2021 Determine finalists and award amount.
- e. Joint Base San Antonio (JBSA)
- Mrs. Jessica Villarreal, Child Care Director, provided the Child Care Committee with information and requesting the Committee's approval.
  - Boards have the flexibility of adding local priority groups for childcare assistance based on local needs. The City of San Antonio is home to one of the largest concentrations of military bases in the United States of America. Therefore, there is high demand for childcare services at JBSA locations.
  - WSA is requesting approval to address the need for Child Care at JBSA locations. Upon committee approval to add this group to the local priority list (Priority Group III), the Child Care policy, CCS 11, C3 Maintenance of Waiting List & Board Priority Groups.
  - JBSA is one of the largest employers in San Antonio. JBSA is comprised of three primary locations: Ft. Sam Houston, Lackland, and Randolph. There are currently seven child development centers at these JBSA locations with a max capacity of 1,131 slots. Due to high demand for childcare services, these child

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development centers have a waitlist of 891 children; and an average wait time of 6-12 months.

- Making JBSA military members, civilians, and associated contractors at JBSA a local priority would allow WSA to support one of the largest employers in San Antonio. This change would make subsidized childcare more accessible to these families and support our economy.
- Children are enrolled based on priority level when intake is open. TWC Commissioners determine the first and second-tier priorities. WSA only has flexibility on the third-tier priority. Below is a summary of TWC and Board childcare priorities.
- Mr. Doug Watson asked Mrs. Villarreal go thru the priority group to provide the Committee with background.
- The 1<sup>st</sup> priority group is assured childcare services and includes children of parents eligible for the following:
  - Choices childcare as referenced in D-300
  - Temporary Assistance for Needy Families (TANF) Applicant childcare as referenced in D400
  - Supplemental Nutrition Assistance Program Employment and Training (SNAP E&T) childcare as referenced in D-500.
  - At-Risk childcare for former Choices childcare recipients whose TANF benefits were denied or voluntarily ended within the last 12 months due to employment, timing out of benefits, or an earnings increase.
- The 2<sup>nd</sup> priority group is served subject to the availability of funds and includes, in the following order of priority:
  1. Children who need to receive protective services childcare as referenced in D-700
  2. Children of a qualified veteran or qualified spouse as defined in §801.23
  3. Children of a foster youth as defined in §801.23
  4. Children experiencing homelessness as defined in A-100 and described in D-600
  5. Children of parents on military deployment as defined in A-100 whose parents are unable to enroll in military-funded childcare assistance programs
  6. Children of teen parents as defined in A-100
  7. Children with disabilities as defined in A-100.
- The 3<sup>rd</sup> priority group includes priorities adopted by the Board. The order of local priority groups will be in the following order of priority, if approved:
  1. Rural siblings of a child already receiving care

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2. Rural WIOA participants
3. Rural children on the waitlist when the Rural enrollment percentage is less than 20% of total enrollments.
4. Bexar county Siblings of a child already receiving care
5. Bexar county WIOA Participants
6. Families enrolled in Early Head Start Child Care Partnerships
7. **JBSA military members, civilians, and associated contractors.**

- Ms. Jamie Allen recommended contacting KGB for media exposure of this policy and added priority group.
- Mr. Doug Watson requested this priority group be included in the Child Care newsletter.

**Upon motion by Katherine Filut and 2nd by Dr. Sarah Baray the Board unanimously approved to add Joint Base San Antonio (JBSA) to the childcare 3<sup>rd</sup> priority group and update the policy.**

X. CEO REPORT

Presenter: Adrian Lopez, CEO

- Mr. Lopez announced Cristina Bazaldua, Director of Public and Government Relations was hired.
- Mr. Lopez also informed the Child Care Committee the first draft of the Local Plan has been posted for Public Comment and encouraged them to review it and provide any comments. Child Care services will be included in the Local Plan.

XI. CHAIR REPORT

Presenter: Doug Watson, Chair

- Mr. Doug Watson requested for the record to indicate that in working and communicating with Mr. Juan Solis, previous Board Chair, it had been decided to make Child Care its own committee, taken away from Oversight Committee. And he was very grateful for Mr. Solis' guidance and support.
- Next Child Care Committee, March 19, 2021.

XII. Executive Session: Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may recess into Executive Session for discussion on any issue for which there is an exception to the Act as set out in section 551.071 et. seq. including, but not limited to, the following:

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would

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Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;

- b. Government Code §551.071 - All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas:
- c. Pending or Contemplated Litigation; and
- d. Government Code §551.074- Personnel Matters involving Senior Executive Staff and Employees of Workforce Solutions Alamo.

### XIII. ADJOURNMENT

Presenter: Doug Watson, Chair

**Upon motion by Dr. Sarah Baray and 2nd by Ana DeHoyos-O'Conner the Board unanimously to adjourn the meeting.**

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