

1 [San Francisco CARES Program)

2 URGING THE DEPARTMENT OF CHILDREN, YOUTH AND THEIR FAMILIES TO CREATE  
3 AND IMPLEMENT A SAN FRANCISCO C.A.R.E.S. (COMPENSATION AND RETENTION  
4 ENCOURAGE STABILITY) PROGRAM, DESIGNED TO ENCOURAGE LOCAL CHILD CARE  
5 TEACHERS AND PROVIDERS TO CONTINUE THEIR EDUCATION AND REMAIN IN THE  
6 CHILD CARE FIELD BY PROVIDING INCENTIVE STIPENDS TO REWARD CHILD CARE  
7 PROFESSIONALS AND FAMILY CHILD CARE PROVIDERS.

8 WHEREAS, In San Francisco, child care programs are experiencing a severe staffing  
9 crisis; and,

10 WHEREAS, The current staffing shortage is preventing some child care programs from  
11 adequately serving the children currently in care; and,

12 WHEREAS, Many child care centers are unable to serve children on waiting lists, even  
13 for state subsidized care, because they cannot hire qualified teachers to care for them; and

14 WHEREAS, As the need for child care services increases due to welfare reform and  
15 other demographic trends, many child care programs will be unable to expand their services  
16 or open available space because of the inability to secure qualified staff; and,

17 WHEREAS, The single most important determinant of child care quality, according to a  
18 growing body of research, is the presence of consistent, sensitive and well compensated  
19 caregivers; and,

20 WHEREAS, The high job turnover in the field, fueled by poor compensation and few  
21 opportunities for advancement, is causing the quality of services that children and parents  
22 receive to decline; and,

23 WHEREAS, The Center for the Child Care Workforce documents that child care  
24 teachers are among the best educated but lowest paid professionals in the United States;  
25 and,

SUPERVISOR, TENG, BIERMAN, AMMIANO, KATZ, YAKI, BROWN, KAUFMAN, LENO,  
BOARD OF SUPERVISORS NEWSOM, BECERRIL

1           WHEREAS, Nearly 1 in 3 child care teachers leaves the field each year, and, with  
2 class-size reduction in the elementary schools and a strong economy in California, underpaid  
3 child care teachers are leaving the field for better paying jobs; and,

4           WHEREAS, Research has clearly linked poor compensation with poor quality of care;  
5 and,

6           WHEREAS, California State legislature is considering AB 2025, the California  
7 C.A.R.E.S. (Compensation and Retention Encourages Stability) legislation, to provide  
8 incentive stipends to reward child care teachers and family child care providers who pursue  
9 education and training and remain in their child care jobs; and,

10          WHEREAS, The local proposal would provide incentives and bonuses ranging from  
11 \$500 - \$6,000 annually to reward child care teachers and family child care provider who  
12 pursue education and training and remain in their child care jobs; and,

13          WHEREAS, With this legislation, approximately 500 - 600 teachers and providers and  
14 4,500 children will be impacted annually; and,

15          WHEREAS, Localities which commit local funds will receive priority in state distribution  
16 of C.A.R.E.S. funds; now, therefore, be it

17          RESOLVED, That the Board of Supervisors of the City and County of San Francisco  
18 urges the Department of Children, Youth and their Families (DCYF) to create and implement  
19 a San Francisco C.A.R.E.S. (Compensation and Retention Encourage Stability) program,  
20 designed to encourage local child care teachers and providers to continue their education  
21 and remain in the child care field by providing incentive stipends to reward child care  
22 professionals and family child care providers.



# City and County of San Francisco

City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

## Tails

### Resolution

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**File Number:** 991002

**Date Passed:**

Resolution urging the Department of Children, Youth and Their Families to create and implement a San Francisco C.A.R.E.S (Compensation and Retention Encourage Stability) Program, designed to encourage local child care teachers and providers to continue their education and remain in the child care field by providing incentive stipends to reward child care professionals and family child care providers.

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May 24, 1999 Board of Supervisors — SEVERED FROM FOR ADOPTION WITHOUT COMMITTEE REFERENCE AGENDA

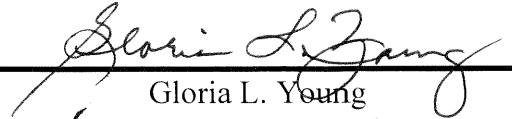
May 24, 1999 Board of Supervisors — REFERRED: Housing and Social Policy Committee

July 12, 1999 Board of Supervisors — ADOPTED

Ayes: 11 - Ammiano, Becerril, Bierman, Brown, Katz, Kaufman, Leno, Newsom, Teng, Yaki, Yee

File No. 991002

I hereby certify that the foregoing Resolution was ADOPTED on July 12, 1999 by the Board of Supervisors of the City and County of San Francisco.



Gloria L. Young  
Clerk of the Board

JUL 23 1999

Date Approved



Mayor Willie L. Brown Jr.