



City of Madison

Meeting Minutes

EARLY CHILDHOOD CARE AND EDUCATION BOARD

City of Madison
Madison, WI 53703
www.cityofmadison.com

Wednesday, November 16, 2005

8:35 AM

Madison Municipal Building, Room 260

Subcommittee Meeting

I. Call to Order

Meeting was called to order at 10:10 a.m. by Joanne Brown, Chair.

II. Roll Call

All Present

III.

Creating Section 3.57 entitled "Mandatory Minimum Sick Leave" of the Madison General Ordinances to require employers in the City of Madison to provide sick leave benefits to employees.

See attached report from the Board.

Discussion:

If there were a mandatory sick leave, child care centers wouldn't have to deal with so many sick children. Feedback at the forum was positive and supportive of the ordinance

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Most issues seemed to be related to part-time employees and how they would be effected.

Based on data and public testimony, most centers are already in compliance. Centers supported the ordinance because it has a positive impact on public health. This will positively affect continuity of child care. If parents are sick and can't work, they face losing their job. If children come to a child care center sick they risk getting other children sick. If teachers come to school sick, they risk getting others sick.

Key points:

- Centers are mainly already in compliance*
- Public health benefit*
- Quality of workforce = quality of care*
- Enhances continuity of care for low income employees - families retain their quality of care and don't have to move children from center to center (and they can leave children in a quality center)*

Economic development - important incentive for attracting and retaining good employees

Issues:

- Impact ordinance will have on LTE staff*
- Record Keeping issues related to seasonal employees*

Motion by Christine Lidbury to report on the Madison Sick Leave Ordinance that testimony at the public forum was in support of the Ordinance. Seconded by Pat Lasky. Motion passed unanimously. Dorothy will write the report, based on the discussion.

**Return to Lead with the Following Recommendation(s) to the EQUAL
OPPORTUNITIES COMMISSION**

IV. Planning for Priorities

There was testimony at the form on behalf of The Rainbow Project and Community Coordinated Child Care.

Pat would be interested in hearing about any duplication of training that is currently provided by 4-C.

The Board's responsibility covers children age 0 to 5th grade.

Andrea asked about basing priorities based on age, rather than services. Pat asked about basing priorities more on income level.

Simpson Street Free Press is funded mostly by Madison School-Community Recreation. One question is whether or not MSCR would be able to fund the Academic Skills Workshop as well.

What fees does 4-C charge for their services?

What does child care in Madison need to be stable and healthy?

Lorna reported that one of her centers, a privately owned center, had a goal to pay employees at the "community" pay rate. They were far below this rate, until Lorna presented them with data from 4-C. Within one year the center had given pay raises to staff and are now at a level much more in line with the "community" pay rate.

V. Adjournment

Motion by Christine Lidbury, seconded by Pat Lasky. Motion passed unanimously. Meeting adjourned at 11:00 a.m.