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FILED
OFFICE OF THE CITY CLERK
OAKLAND


CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. 90823 C.M.S.

RESOLUTION:

1. AUTHORIZING THE CITY ADMINISTRATOR TO NEGOTIATE AND EXECUTE A TWO-YEAR MEMORANDUM OF UNDERSTANDING WITH PERALTA COMMUNITY COLLEGE DISTRICT TO EXPAND MERRITT COLLEGE EARLY EDUCATOR APPRENTICE PROGRAM IN EARLY CHILDHOOD DEVELOPMENT FOR THE CITY OF OAKLAND EARLY CHILDHOOD AND FAMILY SERVICES;
2. ACCEPTING AND APPROPRIATING UP TO TWO HUNDRED TWENTY-SIX THOUSAND TWO HUNDRED TWELVE DOLLARS (\$226,212) IN REIMBURSEMENT FROM PERALTA COMMUNITY COLLEGE DISTRICT FOR THE APPRENTICESHIP PROGRAM;
3. AUTHORIZING THE CITY ADMINISTRATOR TO NEGOTIATE AND EXECUTE A TWO-YEAR AGREEMENT WITH THE TIDES CENTER, FISCAL SPONSOR FOR THE EARLY CHILDHOOD EDUCATION PATHWAYS TO SUCCESS WORKFORCE MODEL, AND ACCEPTING AND APPROPRIATING UP TO TWO HUNDRED AND TWENTY-TWO THOUSAND EIGHT HUNDRED NINETY-EIGHT DOLLARS (\$222,898) IN REIMBURSEMENT; AND
4. AUTHORIZING THE CITY ADMINISTRATOR TO ACCEPT AND APPROPRIATE ADDITIONAL PERALTA COMMUNITY COLLEGE DISTRICT AND THE TIDES CENTER FUNDS IF THEY BECOME AVAILABLE WITHIN FY 2025 – 2026 AND AMEND THE AGREEMENTS WITHIN THE FUNDING LIMITS.

WHEREAS, high-quality early childhood education is vital to the well-being and future success of Oakland's children, and a stable, well-trained early educator workforce is essential to providing such high-quality care and education; and the City of Oakland Human Services Department, which administers Oakland Head Start and Early Head Start programs, has identified a need to expand and diversify the pool of qualified early childhood educators to meet local demand; and

WHEREAS, in response to this need, the City of Oakland partnered with Merritt College (Peralta Community College District) to establish the Merritt College Early Educator

Apprenticeship Program, an innovative “earn and learn” initiative that provides participants with community college coursework, coaching and mentorship, and paid on-the-job training in early childhood education settings (including City of Oakland Head Start classrooms), leading to participants obtaining Child Development Teacher Permits, college credits or degrees, and career-track employment in the early education field; and

WHEREAS, the Early Educator Apprenticeship Program recruits and trains individuals from Oakland’s diverse communities – including women, people of color, immigrants, and low-income residents – for living-wage careers in early childhood education, thereby addressing historical differences in educational outcomes and employment opportunities while improving the cultural and linguistic responsiveness of early learning services; and

WHEREAS, the initial implementation of the Early Educator Apprenticeship Program has demonstrated positive outcomes in developing new early childhood educators and supporting existing early learning programs, and additional resources are necessary to expand the program’s reach and impact to serve more participants and childcare sites; and

WHEREAS, the Peralta Community College District, via Merritt College, has secured grant funding and committed an amount up to \$226,212 over a two-year period to support the expansion of the Early Educator Apprenticeship Program in partnership with the City of Oakland; and

WHEREAS, the Tides Center, as fiscal sponsor of the Early Care & Education Pathways to Success initiative, has identified grant funds in an amount up to \$222,898 over the same two-year period to further support and enhance the Early Educator Apprenticeship Program through a partnership with the City; and

WHEREAS, the Peralta College MCEAP and TIDES funds will be appropriated in the Private Grants Fund (2190) and in Organizations, Projects, and Programs to be determined; and

WHEREAS, acceptance of these funds from Peralta Community College District and the Tides Center will allow the City to implement the program expansion at no additional cost to the City’s General Purpose Fund, as the grant funds will be appropriated for program expenses and fully cover the costs of program implementation through Fiscal Year 2025-2026; and

WHEREAS, the City Council finds that expanding the Early Educator Apprenticeship Program and securing these external funds will strengthen Oakland’s early childhood education system, address critical workforce shortages, and promote equitable economic opportunities for Oakland residents; now, therefore, be it

RESOLVED: That the City Council hereby authorizes the City Administrator to negotiate and execute a two-year Memorandum of Understanding with the Peralta Community College District, Merritt College to expand the Merritt College Early Educator Apprenticeship Program in partnership with the City of Oakland, and to accept and appropriate grant funds in an amount up to Two Hundred Twenty-Six Thousand Two Hundred Twelve Dollars (\$226,212) from Peralta Community College District (Merritt College) for the support and implementation of the Early Educator Apprenticeship Program; and be it

FURTHER RESOLVED: That the City Council hereby authorizes the City Administrator to negotiate and execute a two-year agreement with the Tides Center to implement and support the Early Educator Apprenticeship Program (including any necessary grant agreements as fiscal sponsor for program funds), and to accept and appropriate grant funds in an amount up to Two Hundred Twenty-Two Thousand Eight Hundred Ninety-Eight Dollars (\$222,898) from the Tides Center for said program; and be it

FURTHER RESOLVED: The Peralta College MCEAP and Tides funds will be appropriated in the Private Grants Fund (2190) and in Organizations, Projects, and Programs to be determined; and be it

FURTHER RESOLVED: That the City Council hereby authorizes the City Administrator to accept and appropriate any additional related funds from Peralta Community College District and the Tides Center that become available for the Early Educator Apprenticeship Program during Fiscal Year 2025-2026, and negotiate and execute amendments to the above-mentioned agreements, within the limits of the agreements and funding provided, to reflect such additional funding and extend or augment program services accordingly; and be it

FURTHER RESOLVED: That the City Administrator is authorized to take additional steps as necessary to carry out the intent of this Resolution, including the execution of any subsequent documents or agreements, and to implement the Early Educator Apprenticeship Program expansion consistent herein.

IN COUNCIL, OAKLAND, CALIFORNIA,

JUL 15 2025

PASSED BY THE FOLLOWING VOTE:

AYES - BROWN, FIFE, GALLO, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND
PRESIDENT JENKINS - 8

NOES - 0

ABSENT - 0

ABSTENTION - 0

ATTEST:



ASHA REED

City Clerk and Clerk of the Council of the
City of Oakland, California

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