

OAKLAND CITY COUNCIL
RESOLUTION NO. 90922¹ C.M.S.

RESOLUTION WAIVING THE LOCAL/SMALL LOCAL BUSINESS ENTERPRISE PROGRAM REQUIREMENT AND WAIVING THE COMPETITIVE BIDDING PROCESS AND AUTHORIZING THE CITY ADMINISTRATOR TO EXECUTE A SECOND AMENDMENT TO A PROFESSIONAL SERVICES AGREEMENT WITH CHILDCARE CAREERS, LLC TO INCREASE THE AMOUNT OF THE PREVIOUS CONTRACT BY AN ADDITIONAL \$500,000 FOR A TOTAL AMOUNT NOT TO EXCEED \$1,250,000 FOR AS-NEEDED SUBSTITUTE TEACHER STAFFING SERVICES FOR THE CONTRACT PERIOD FISCAL YEAR 2022-2027

WHEREAS, The Human Services Department (HSD), Early Childhood Education Division provides critical early childcare and education services to Oakland families and maintaining these services is critical for families and their children; and

WHEREAS, City staff provide classroom teaching and family support for families, and staff are specially trained in the Head Start required program performance standards and other critical licensing requirements; and

WHEREAS, the City of Oakland early childhood program has staffing vacancies of approximately 25%; and

WHEREAS, Early Childhood and Family Services staff, including teachers, need to take specific leave such as vacation, sick leave, disability leave, family leave, etc., throughout the program year, and the program needs to utilize temporary workers to ensure mandated classroom teacher-student ratios are maintained, and Head Start standards are met in order to keep centers open; and

WHEREAS, the current contract of \$750,000 will be fully expended by mid-September 2025 and failure to have qualified substitute teachers available which will cause a hardship for the program and put continuity of services at risk for families; and

WHEREAS, the additional amount of \$500,000 requested will ensure there is ongoing staffing coverage through 2027 as needed for the program including during newly introduced operating months and hours; and

WHEREAS, beginning in July 2025, the program extended the operating hours for three infant and toddler centers based on family need which operate 10 hours per day, all infant and toddler centers are open year-round; and

WHEREAS, site closures reduce program funding, as reimbursement contracts are tied directly to daily attendance, creating a cycle that further undermines services for children and families; and

WHEREAS, disruption leaves parents and caregivers without childcare, compelling them to miss work or school. The result is not only a loss of wages and educational opportunities for Oakland families but also heightened stress for families already balancing tight schedules and limited resources; and

WHEREAS, Human Services Department, Early Childhood and Family Services Division, proposes to amend a Professional Services Agreement with Childcare Careers, LLC teacher staffing services, through FY 2022-27, increasing the contract amount by \$500,000 for a total contract amount not to exceed \$1,250,000; and

WHEREAS, Childcare Careers, LLC will provide licensed, qualified teachers for both Head Start and Early Head Start Centers when City full-time or part-time teachers are not available; and ensure that families will continue to receive services in the event of City staff absences, including sick leave, disability, vacation, training, etc.; and

WHEREAS, the funding source is the Department of Health and Human Services Fund (2128), HS Classroom and Seasonal Organization (78231); Strengthening Children, Youth and Families Program (YS13); and the FY 25-26 and FY26-27 - Head Start/Early Head Start Basic Projects (1007666, 1007667, 1007674, 1007675); and

WHEREAS, Childcare Careers, LLC is the only agency that has been able to consistently provide qualified substitutes to Head Start, and are well-equipped to provide staffing with specialized expertise to meet the unique teaching and learning needs for the diverse population served by the City of Oakland early childhood programs, as well as the Head Start Program administration and management requirements; and

WHEREAS, prior Requests for Proposals for childcare services issued by the City of Oakland have not resulted in additional agencies who can provide qualified early education teacher substitutes for the Head Start program requirements; and

WHEREAS, Oakland Municipal Code (OMC) Section 2.04.051 generally requires a competitive Request for Proposals/Qualifications (RFP/Q) process for professional services agreements exceeding \$50,000; and

WHEREAS, OMC Section 2.04.051.B allows the City Council to waive the RFP/Q requirements upon a finding that it is in the best interest of the City to do so; and

WHEREAS, the City Council may waive the Local/Small Local Business Enterprise (L/SLBE) program requirements pursuant to Part I of Oakland's L/SLBE Program Guidelines, last amended by Ordinance No. 13825 (Jan. 6, 2025); and

WHEREAS, for the reasons set forth above and in the accompanying staff report, the City Administrator recommends waiving the RFP/Q and L/SLBE requirements for this agreement;

WHEREAS, The City Administrator has determined that this contract is of a professional and temporary nature and shall not result in the loss of employment or salary by any person having permanent status in the competitive civil service; now, therefore, be it

RESOLVED: The City Council authorizes the City Administrator To negotiate and execute an amendment to the professional services agreement with Childcare Careers, LLC increasing the amount by \$500,000 for a total amount not to exceed \$1,250,000 for as-needed substitute teacher staffing services for the contract period of July 1, 2022 - June 30, 2027; and be it

FURTHER RESOLVED: That pursuant to OMC section 2.04.051 and, for the reasons provided herein and in the accompanying staff report, the City Council finds that it is in the best interests of the City to waive the competitive RFP/Q process and the L/SLBE program requirements for the agreement and hereby waives the requirements; and be it

FURTHER RESOLVED: That City Council authorizes the use of funds from Department of Health and Human Services Fund (2128), HS Classroom and Seasonal Organization (78231); Strengthening Children, Youth and Families Program (YS13); and the FY 25-26 and FY26-27 - Head Start/Early Head Start Basic Projects (1007666, 1007667, 1007674, 1007675); and be it

FURTHER RESOLVED: That the City Administrator or his designee, is hereby authorized to execute any subsequent amendments, modifications, or extensions of this Professional Services Agreement without increasing the amount of the agreement.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE: **OCT 21 2025**

AYES - BROWN, ~~FIFE~~, ~~GALLO~~, HOUSTON, RAMACHANDRAN, UNGER, WANG, AND
PRESIDENT JENKINS - *6 Ayes*

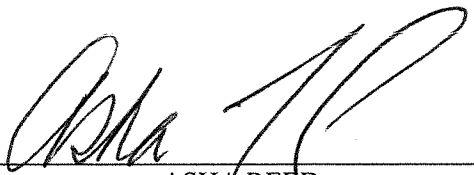
NOES - ☒

ABSENT - ☒

ABSTENTION - ☒

2 Excused: Fife; Gallo

ATTEST: _____


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