

Head Start Sponsoring Board Council of The City of New York

1120 Avenue of the Americas, 4th floor - Suite 4124

New York, NY 10036

Tel: (212) 626-2644

Fax: (646) 380-3076

Serving the Head Start Community Since 1981

www.headstartsbdc.org

Meeting summary for Andre Lake's Personal Meeting Room (11/03/2025)

Quick recap

The meeting covered various administrative and financial matters related to early childhood education agencies, including discussions about space extensions, FOIL requests, and pension fund audits. Union negotiations were a significant focus, with the team addressing contentious issues around position classifications, maternity leave, and remote learning arrangements, while also discussing recruitment and retention funding. The conversation ended with extensive discussions about COLA payments, Head Start program funding, and financial challenges related to delayed loan payments and funding issues, with particular attention given to payment reconciliation and program sustainability concerns.

Next Steps

Andre to continue discussions with the union regarding non-economic items in collective bargaining, particularly pushing back on URSIO supervisor positions, maternity leave duration, and remote learning requests.

Andre to potentially email agencies for additional data needed for the union's information requests.

Agency directors to create spreadsheets documenting COLA discrepancies to present to DOE during reconciliation meetings.

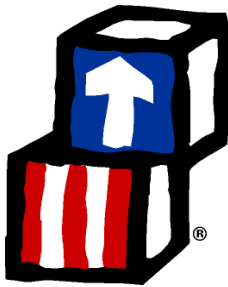
Agencies to submit receipts to Monique Scales for technical assistance money reimbursement.

Agencies to submit receipts for appraisals if they completed them.

Agencies that received emails from DOE to submit information about staff who worked over the summer hours.

Randy to send out statements to each agency regarding welfare fund balances.

Andre to continue discussions about whether management needs union representation.

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Summary

The meeting began with introductions from various attendees representing early childhood education agencies. Andre mentioned website improvements for easier access to meeting minutes and upcoming events. Due to Dr. Haywood's involvement in addressing a building collapse, a labor management update was postponed, but she continues to work with the union on non-economic items, including the Non-management supervisory positions, which is being debated for inclusion in the collective bargaining agreement.

Union Negotiation Challenges Addressed

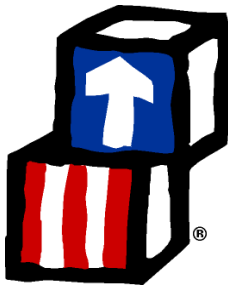
The meeting focused on challenges with union negotiations, particularly regarding three contentious issues: the classification of certain positions as supervisors, an excessive 18-month maternity leave period, and requests for remote learning arrangements that are impractical for certain roles. The team is pushing back against these demands, which they view as self-serving and not representative of the broader workforce's needs. Additionally, there was discussion about \$1.36 million allocated for recruitment and retention, which needs to be addressed, and the team may need to collect additional data about staff hours if current information is insufficient for both DOE and union requirements.

COLA Payments and Head Start Funding

The meeting focused on issues related to COLA (Cost of Living Adjustment) payments and funding for Head Start programs. Andre explained that the DOE is preparing to make payments to agencies and discussed challenges with understanding COLA calculations, particularly regarding how past increases affect current salaries. Tanya shared updates from a meeting with Simone and the finance team, including news that direct federal payments were sent and a reconciliation of program funds was underway. The group also discussed the status of Head Start contracts and funding, with Andre explaining that while the program is no longer funded by DOE, the negotiated terms of the CBA will remain in effect for the current contract period, though there are ongoing efforts to secure additional funding to extend these terms beyond the current year.

Ratification Bonus and COLA Challenges

The meeting focused on addressing challenges with paying ratification bonuses and COLA (Cost of Living Adjustment) to former and current employees. Cynthia advised that while agencies should pursue reimbursement from DOE, they should consider the cost of legal fees versus the \$1,000 bonus amount, suggesting agencies might need to budget for these payments. Dr. Danette explained that some agencies are only receiving 80% of salary-based COLA payments due to funding stream complications, and she urged others to prepare detailed spreadsheets showing salary differences and retroactive payments owed to staff. The discussion concluded with Andre welcoming new participants to the meeting.



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DOE Financial and Administrative Challenges

The meeting focused on financial matters and administrative challenges with the DOE. Dr. Danette emphasized the need to collect receipts for technical assistance funds and submit them to Monique Scales, as well as to claim reimbursements for appraisals up to \$7,500. Andre expressed frustration with the current fiscal issues compared to previous experiences with ACS and Jose, highlighting the need for aggressive action to resolve payment discrepancies. The group discussed the summer payment issue, where some agencies may receive payments, but there is ongoing negotiation to ensure all Head Start programs receive the benefits of the collective bargaining agreement. Tanya raised concerns about PTO eligibility for summer work, which remains unresolved. The conversation ended with Randy updating on the welfare fund, noting that statements would be sent to agencies to track balances, and Andre mentioned a conversation with the DOE about advancing funds.

Addressing Financial Challenges in Funding

The meeting focused on financial challenges related to delayed loan payments and funding issues. Dr. Danette expressed concerns about the sustainability of programs funded solely by DOE, noting that the current bridge loan may not cover essential payments, and another loan might be necessary until the contract is registered. Andre confirmed that delays in payments are expected, and Dr. Danette emphasized the importance of maintaining sufficient enrollment to offset financial deficits. The group also discussed ongoing issues with June payment reconciliation, highlighting the unpredictability of these payments.