

Head Start Sponsoring Board Council of The City of New York

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

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Serving the Head Start Community Since 1981

www.headstartsbdc.org

Meeting summary for Andre Lake's Personal Meeting Room (02/09/2026)

Quick recap

The Head Start Sponsoring Board meeting focused on updates regarding federal and DOE funding extensions, with Andre explaining that transitional programs would now have an additional year of funding through 2027, though some agencies had requested earlier terminations. The board discussed a new RFI opportunity for 2K and 3K programs, with Andre encouraging agencies to apply despite uncertainty around federal relationships. A significant discussion centered around summer funding payments, where delegate agencies received payments while direct-funded agencies had not yet been compensated, leading to concerns about union negotiations and potential class action lawsuits. The meeting also covered updates on management welfare benefits and pension plans, with Cynthia presenting a motion to reach out to approximately 300 participants receiving less than \$7,000 in pension benefits.

Next Steps

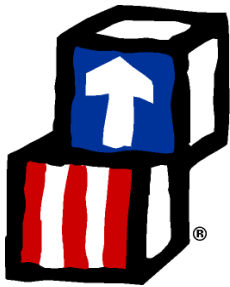
Andre: Email details of the new RFI for 2K and 3K opportunity to all relevant participants.

All interested agencies: Apply for the new 2K and 3K RFI opportunity if capacity exists, as encouraged by Andre.

Betsy's director: Complete and resubmit the RFI application with requested reconfiguration details for additional classroom/seats.

Patricia and Ms. Rodriguez (and any other delegate agencies who have not received summer funding): Email Andre to confirm payment status and obtain details of payment dates/amounts.

Cynthia: Work on developing and sending out a survey/poll to the field to determine preferences regarding the management welfare benefit (continue, spend down, or convert to contributory plan).



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Dr.: Email Andre personal email address to receive meeting minutes and future meeting invitations directly.

Andre: Add Dr. to the distribution list for meeting minutes and invitations upon receipt of email address.

Ms. (management representative): Join any future committee formed to address management summer pay and benefits, as requested by Andre.

Summary

Building Electrical and Heating Challenges

The meeting participants discussed recent challenges with electrical interruptions and heating issues in their buildings. Tanya mentioned that they had been lucky so far but noted that some programs might have been affected by the cold weather. Cynthia expressed hope that no one had experienced power outages or shutdowns due to lack of heat. The group also briefly greeted each other and discussed finding a red velvet cake.

Head Start Grant Extension Discussion

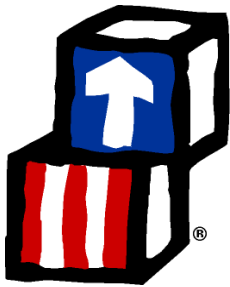
Andre discussed the extension of a federal grant for Head Start programs, which was initially extended by the DOE for one year and intended to be extended again until June 2027. Some agencies that received direct-funded grants have communicated their desire to end services in 2026 instead of taking the additional year extension. Andre emphasized that agencies do not have to give up their delegate agency funding just because they transitioned to direct-funded programs, as some agencies have done in the past.

Head Start Funding Management Strategies

The discussion focused on how agencies can manage multiple funding streams for Head Start programs, including federal grants and delegate agency funding. Andre explained that programs can operate with both types of funding as long as they maintain separate operations, including separate bank accounts, staff, and classrooms, and avoid double-dipping or commingling funds. The conversation also addressed the extended transition period for Head Start programs, which has been extended from 2026 to 2027.

Transitional Programs Grant Application

Andre discussed a new RFI encouraging transitional programs to apply for a 2K and 3K opportunity due in February. He emphasized the importance of applying for grants to serve the community and follow the money to support constituents. Andre also mentioned tracking down issues with agencies not receiving COLA money and bonuses, and advised diversifying



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funding streams for CBOs. E asked if the RFI applies to existing DOE contractors, to which Andre confirmed it does, advising to apply for all available funding opportunities.

Early Childhood Funding and Staffing

Andre advised that funding for early childhood programs should be approached as a patchwork of sources rather than relying on a single source, emphasizing the importance of not commingling funds. He suggested applying for funding as a new initiative rather than focusing solely on expansion. The discussion also touched on staffing challenges, with Andre warning against relying on the DOE for staffing support, as they might instead take staff away. He encouraged agencies to invest in training and certifying their own teachers through union programs and work plans.

RFI Response and Welfare Benefits

The meeting focused on several key issues. Betsy provided an update on an RFI response, which required reconfiguration due to program concerns. Dawn was absent but planned to discuss a labor management problem regarding summer funding for delegate and direct-funded agencies. Andre clarified that the MOU was already in effect for delegate agencies that received funding, despite pending signatures. Tanya emphasized the need for written agreements for auditing purposes. Andre apologized for previous tension and encouraged questions, explaining the purpose of director involvement. Cynthia mentioned a motion to reach out to approximately 300 people for a lump sum pension offer. The conversation ended with discussions on management welfare benefits and the need for participant input on future plans.