

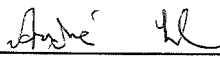
agreement past five years. The total cost of any wage and/or benefit changes made with this funding shall not exceed a total cost of \$840,000 per year, including the cost of fringe benefits

8. Effective February 1, 2024, there shall be available recurring funding of \$520,800 for additional economic items to be agreed to by the parties, funded by the extension of the contract by an additional two months and 29 days. The total cost of any wage and/or benefit changes made with this funding shall not exceed a total cost of \$520,800 per year, including the cost of fringe benefits.
9. The recurring \$940,800 of funding provided by the contract extension shall be offset from COLA increases that occur on or after February 1, 2027.
10. The parties agree to establish a Labor Management Subcommittee to discuss the viability of a program for uncertified teachers who are members of Local 95 to obtain their teacher certification. Any program established by the sub-committee will be subject to L95/HSSB ability to secure private grant funding. The parties shall mutually request the NYC Department of Education participate in this committee.
11. The parties to discuss the provision of comprehensive data and other items regarding unit employees to the union as part of the parties' existing labor-management committee.
12. The terms of the parties' collective bargaining agreement shall be continued except as modified by this agreement.

Dated: New York, NY

April 22, 2024

Head Start Sponsoring Board Council

  
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District Council 37/1707, Local 95

  
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## Summary of Economic Terms

Local 95, DC 37/1707 (the “Union”) and the Head Start Sponsoring Board Council (the “HSSBC”), on behalf of the member Head Start agencies of the HSSBC, have reached agreement for a collective bargaining agreement (“CBA”) for the period of February 1, 2022 through July 12, 2027.

1. The term of the CBA shall run from February 1, 2022 through July 12, 2027
2. General Wage Increases for first two years consistent with the federal COLA:
  - a. February 1, 2022 – 2.28%
  - b. February 1, 2023 – 5.60% (for a total compounded increase of 8.01%)
3. The remaining wage increases shall be based on the federal COLA received for the applicable year, subject to any necessary approvals from the grantee governing boards, unless such COLA is insufficient to reach the following compounded wage increases, inclusive of the prior increases during the term of the contract. In such case, wage increases shall be granted sufficient to reach the total compounded increase. **In no event shall the total compounded increases over the contract term exceed 16.21% (i.e., the compounded value of wage increases of 3%/3%/3%/3%/3.25%) or the compounded value of the federal COLA plus any portion of quality improvement funding dedicated to salaries, whichever is higher.** See attached appendix A for illustrative examples.
  - a. February 1, 2024 – increase sufficient to reach total compounded value of 9.27%
  - b. February 1, 2025 – increase sufficient to reach total compounded value of 12.55%
  - c. February 1, 2026 – increase sufficient to reach total compounded value of 16.21%
4. A ratification bonus of \$1,000, pro-rated for other than full-time employees based on the full-time hours for that title (e.g., an employee who works 17.5 hours a week in a title that works a 35-hour week on a full-time basis would receive \$500, an employee who works 20 hours a week in a title that works a 35-hour week on a full-time basis would receive \$571), shall be payable to all unit employees actively employed on the date of ratification.
5. There shall be a one-time contribution of \$3,220,000 to the welfare fund to be used for improvement and/or modification of health insurance benefits.
6. Effective calendar year 2024, Juneteenth shall be a paid holiday on days when New York City Public Schools are closed for observance of Juneteenth.
7. Effective February 1, 2024, there shall be available recurring funding of \$840,000 to be utilized where there is demonstrable evidence of significant recruitment or retention issues. half of this amount (i.e. \$420,000) is funded by the employer, and the remaining half is funded through this agreement by a two-month and 13-day extension of the


agreement past five years. The total cost of any wage and/or benefit changes made with this funding shall not exceed a total cost of \$840,000 per year, including the cost of fringe benefits

8. Effective February 1, 2024, there shall be available recurring funding of \$520,800 for additional economic items to be agreed to by the parties, funded by the extension of the contract by an additional two months and 29 days. The total cost of any wage and/or benefit changes made with this funding shall not exceed a total cost of \$520,800 per year, including the cost of fringe benefits.
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Dated: New York, NY

April 22, 2024

Head Start Sponsoring Board Council

  
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District Council 37/1707, Local 95

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APPENDIX A

Example A - Federal COLA is zero or lower than CBA increases in the next 3 years

Fed COLA    CBA GWI    Above/(Below)    Paid to workers

	Fed COLA	CBA GWI	Above/(Below)	Paid to workers
A.	Year 1	2.28%	3.0%	2.28%
		2.28%	3.0%	2.28%
B.	Year 1	2.28%	3.0%	2.28%
	Year 2	5.60%	3.0%	5.60%
		8.01%	6.09%	8.01%
C.	Year 1	2.28%	3.0%	2.28%
	Year 2	5.60%	3.0%	5.60%
	Year 3	0.00%	3.0%	1.17%
		8.01%	9.27%	9.27%
			-1.27%	
D.	Year 1	2.28%	3.0%	2.28%
	Year 2	5.60%	3.0%	5.60%
	Year 3	0.00%	3.0%	1.17%
	Year 4	1.00%	3.0%	3.00%
		9.09%	12.55%	12.55%
			-3.46%	
E.	Year 1	2.28%	3.0%	2.28%
	Year 2	5.60%	3.0%	5.60%
	Year 3	0.00%	3.0%	1.17%
	Year 4	1.00%	3.0%	3.00%
	Year 5	0.50%	3.25%	3.25%
		9.63%	16.21%	16.21%
			-6.58%	

APPENDIX A

Example B - Federal COLA is higher than CBA increases in the next 3 years

Fed COLA   CBA GWI   Above/(Below)   Paid to workers

A.	Year 1	2.28%	3.0%			2.28%
		2.28%	3.0%	-0.72%		2.28%
B.	Year 1	2.28%	3.0%			2.28%
	Year 2	5.60%	3.0%			5.60%
		8.01%	6.09%	1.92%		8.01%

C.	Year 1	2.28%	3.0%		2.28%
	Year 2	5.60%	3.0%		5.60%
	Year 3	5.00%	3.0%		5.00%
		13.41%	9.27%	4.14%	13.41%

D.	Year 1	2.28%	3.0%		2.28%
	Year 2	5.60%	3.0%		5.60%
	Year 3	5.00%	3.0%		5.00%
	Year 4	4.00%	3.0%		4.00%
		17.94%	12.55%	5.39%	17.94%

E.	Year 1	2.28%	3.0%		2.28%
	Year 2	5.60%	3.0%		5.60%
	Year 3	5.00%	3.0%		5.00%
	Year 4	4.00%	3.0%		4.00%
	Year 5	2.00%	3.25%		2.00%
		20.30%	16.21%	4.09%	20.30%

APPENDIX A

Example C - Federal COLA zero in some years

Fed COLA   CBA GWI   Above/(Below)   Paid to workers

A.	Year 1	2.28%	3.0%			2.28%
		2.28%	3.0%	-0.72%		2.28%
B.	Year 1	2.28%	3.0%			2.28%
	Year 2	5.60%	3.0%			5.60%
		3.01%	6.09%	1.92%		3.01%

C.	Year 1	2.28%	3.0%		2.28%
	Year 2	5.60%	3.0%		5.60%
	Year 3	2.50%	3.0%		2.50%
		10.71%	9.27%	1.44%	10.71%

D.	Year 1	2.28%	3.0%		2.28%
	Year 2	5.60%	3.0%		5.60%
	Year 3	2.50%	3.0%		2.50%
	Year 4	0.00%	3.0%		1.66%
		10.71%	12.55%	-1.84%	12.55%

E.	Year 1	2.28%	3.0%		2.28%
	Year 2	5.60%	3.0%		5.60%
	Year 3	2.50%	3.0%		2.50%
	Year 4	0.00%	3.0%		1.66%
	Year 5	4.00%	3.25%		3.25%
		15.14%	16.21%	-1.07%	16.21%

## APPENDIX A

### Example D - Federal COLA is above or below CBA increases

Fed COLA    CBA GWI    Above/(Below)    Paid to workers

	Year	Fed COLA	CBA GWI	Above/(Below)	Paid to workers
A.	Year 1	2.28%	3.0%		2.28%
		2.28%	3.0%	-0.72%	2.28%
B.	Year 1	2.28%	3.0%		2.28%
	Year 2	5.60%	3.0%		5.60%
		3.01%	6.09%	1.92%	3.01%
C.	Year 1	2.28%	3.0%		2.28%
	Year 2	5.60%	3.0%		5.60%
	Year 3	1.00%	3.0%		1.17%
		9.09%	9.27%	-0.18%	9.27%
D.	Year 1	2.28%	3.0%		2.28%
	Year 2	5.60%	3.0%		5.60%
	Year 3	1.00%	3.0%		1.17%
	Year 4	2.00%	3.0%		3.00%
		11.27%	12.55%	-1.28%	12.55%
E.	Year 1	2.28%	3.0%		2.28%
	Year 2	5.60%	3.0%		5.60%
	Year 3	1.00%	3.0%		1.17%
	Year 4	2.00%	3.0%		3.00%
	Year 5	5.00%	3.25%		3.80%
	16.83%	16.21%	0.62%	16.83%	