

**Head Start Sponsoring Board Council** of The City of New York

1120 Avenue of the Americas, 4<sup>th</sup> floor - Suite 4124

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**Serving the Head Start Community Since 1981**

[www.headstartsbdc.org](http://www.headstartsbdc.org)

## Meeting summary for Andre Lake's Personal Meeting Room (03/09/2025)

### Quick recap

The March meeting focused on union affiliation issues, labor negotiations, and payment concerns. Andre warned against changing union affiliations without careful consideration, as it could affect employees' pensions and benefits. Dr. Dawn provided updates on labor negotiations with DC37, highlighting ongoing challenges and potential legal action for equitable benefits. Dr. Danette discussed delays in contract registration and payment issues, emphasizing the financial strain on programs. Randy reported on pension plan updates and upcoming meetings. The group also addressed concerns about emergency notifications for Head Start centers, with Maria highlighting the need for better communication during lockdowns or shelter-in-place situations.

### Next Steps

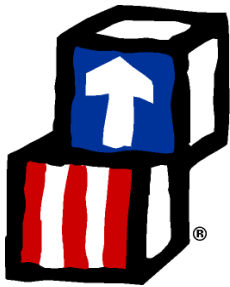
Dr. Dawn: Consult a lawyer regarding the potential class action suit about summer per diem payments for direct-funded programs.

Dr. Dawn: Send a pre-protocol action letter to DC37 outlining the NLRB violation and concerns about equitable benefits for direct-funded programs before proceeding with legal action.

Dr. Danette: Follow up with Simone to obtain an update on the status of contract registration for transitional and Head Start service extension contracts, and request a group meeting for further updates.

Andre: Resend the letter to Betsy Soto confirming retention of Head Start pensions and benefits during the transition period.

WillisFKettrell: Email Andre with the name of his fiscal person regarding unresolved cooler payments.



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Andre: Loop in relevant parties (including Willis's fiscal person) to resolve individual cooler payment issues.

Maria: Email Simone about the lack of lockdown/shelter-in-place alert notifications for Head Start programs.

Andre: Take action to address the lack of lockdown/shelter-in-place alert notifications for Head Start programs and report back at the next meeting on steps taken or required.

## Summary

### **Union Affiliation Impact on Head Start**

Andre led a March meeting discussing union affiliation issues affecting Head Start programs. He warned that three programs had switched from Local 95 to another union, resulting in staff losing benefits and bonuses due to non-payment by DOE. Andre also mentioned ongoing efforts to resolve COLA bonuses and summer payments, with most distributions still pending and fiscal personnel available to provide guidance on proper distribution methods.

### **Labor Negotiations and Legal Action**

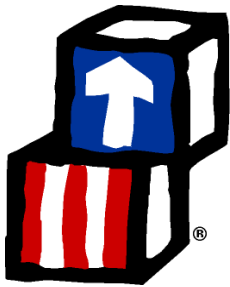
Dr. Dawn provided updates on labor management negotiations with DC37, noting they received a request for another meeting in early April and are standing firm on their positions, particularly regarding working from home requests. Dr. Dawn and Andre discussed pursuing a class action lawsuit against DC37 regarding the summer per diem benefits for direct grantees, as DC37 failed to provide written confirmation of these benefits despite promising they would match what Local 205 received. Andre expressed support for moving forward with legal action and suggested consulting a lawyer, while also noting that the negotiations are taking an unusually long time.

### **Negotiation and Contract Challenges**

Dr. Dawn and Andre discussed ongoing negotiations, with Dr. Dawn expressing frustration about the other party's positions being "utterly ridiculous" and not in good faith. They agreed to take a firm stance during upcoming negotiations and potentially issue a pre-protocol action letter rather than pursuing legal action immediately. Dr. Danette reported that many Head Start contracts, including her own, have not been registered, causing delays in payments and creating financial hardship for some providers who have had to take bridge loans since March.

### **Early Childhood Education Updates**

Dr. Danette discussed recent developments in early childhood education, including new contract offerings and the formation of a new city council subcommittee focused on early



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childhood education. She encouraged attendees to subscribe to updates from the subcommittee and attend upcoming meetings to maintain pressure for equity and pay parity. Randy provided updates on pension and joint welfare matters, noting a quiet first quarter with two recent trustee changes and an increase in the pension suite amount from \$5,000 to \$7,000. The next pension plan meeting is scheduled for April.

**Late Attendee Introduction Meeting**

This section was brief and primarily served as an introduction for late attendees. Andre confirmed that due to pending finances, people had not yet paid their dues, and he mentioned that Dr. Brown had previously explained this situation. New attendees were introduced, including Patricia Crutch from South Jamaica Center and Anna Mendez from New Life Child Development Center. Betsy asked about the status of COLA and how the transition away from Head Start might affect benefits, to which Andre promised to resend a letter confirming that all Head Start pensions and benefits would be retained during the transition period.

**School Notification System Concerns**

Andre discussed following up with Willis regarding a fiscal person contact and DOE communication. Maria raised concerns about not receiving alerts for school lockdowns or shelter-in-place situations, noting specific incidents where nearby schools were notified but their center was not. Andre committed to addressing the notification issue and will provide updates at the next meeting, while also noting that Maria could email Simone again about the matter.

MEETING

ADJOURNED