

**Duluth Public Schools Head Start**

**COLA Application**

**As Per ACF-IM-HS-18-03**

**PROGRAM NARRATIVE**

Our continuation grant had just been submitted when the COLA was announced. In order to submit our grant with a balanced budget and account for wage increases, we made cuts and deferred spending in some areas. The following is a list of budget restorations and expenditures we are proposing to use for our COLA.

1. Restore paid time for classroom teams to have Reflective Practice twice a month.
2. Mental Health consultant to train teachers and advocates to facilitate Reflective Practice.
3. Restore planned .5 FTE for paraprofessional.
4. Purchase audiometer as planned for this year.
5. Restore planned purchase of secondary computer monitors for program wide staff that are compatible with the new computers purchased during 2017-2018.
6. Restore planned and deferred expenditures to replace classroom furniture and materials that are worn and in disrepair for nine Head Start classrooms.

As a part of union negotiations with our grantee, all Head Start staff have benefitted from a wage increase. The following chart shows the percentage of increase for each bargaining unit. These are all permanent wage/salary increases. This chart encompasses all Head Start employees paid with Federal Head Start dollars.

Actual contracts are available online at: <http://www.isd709.org/district/departments-3/human-resources/contracts---bargaining-units>

<b>Bargaining Unit</b>	<b>Percentage of Increase in Compensation</b>	<b>Effective Dates</b>
Non-Certified Business Unit- <b>Business Manager</b>	1% in 2017-2018 1.5 % in 2018-2019 2 % in 2019-2020	2017-2020
Clerical Local 692- <b>Adminstrative Assistants</b>	1% in 2017-2018 1.5 % in 2018-2019 2 % in 2019-2020	2017-2020
Duluth Federation of Teachers- <b>Teachers and Coordinators</b>	1% in 2017-2018 1.5 % in 2018-2019 2 % in 2019-2020	2017-2020
Paraprofessionals- <b>Educational Assistants</b>	1% in 2017-2018 1.5 % in 2018-2019 2 % in 2019-2020	2017-2020
DWIAA- <b>Head Start Director</b>	1% in 2017-2018 1.5 % in 2018-2019 2 % in 2019-2020	2017-2020