

ISD 709/ Duluth Head Start

Cost of Living Adjustment

As Per ACF-IM-HS-16-03

PROGRAM NARRATIVE

When the COLA was announced, we had just submitted our refunding application. Because we made decisions to enable us to balance our budget, this opportunity will allow us to restore cuts and to allow us to make purchases we have deferred for lack of funding for a long time. The largest expenses are for technology resources. We have put this large expenditure off for many years. Most computers are 10 years old. The following is a list of budget restorations and expenditures we are proposing.

1. Restore cut in FTE of Head Start Director
2. Restore Data Days for teachers to examine child outcome data and make decisions as to how to help each child meet goals and benchmarks
3. Purchase laptops for office and advocate use
4. Replace outdated desktop computers
5. Purchase tablets for use in the field and with Child Plus data entry
6. Restore classroom supply budgets
7. Purchase a printer to replace failing office printer
8. Offset large increases in phone services fees, printing and copying

As a part of union negotiations with our grantee, all Head Start staff have benefitted from a raise in their wages. The following chart will document the percentage of increase for each bargaining unit. 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>

Bargaining Unit	Percentage of Increase in Compensation	Effective Dates
Clerical Local 692-Administrative Assistants	2% in 2015-2016 2% in 2016-2017	July 1, 2015 to June 30, 2017
Duluth Federation of Teachers-Teachers and Coordinators	2% in 2015-2016 2% in 2016-2017	July 1, 2015 to June 30, 2017
Paraprofessionals-Educational Assistants	2% in 2015-2016 Assumed 2-3% in 2016-2017	July 1, 2013 to June 30, 2016
DWIAA- Head Start Director	2% in 2015-2016 2% in 2016-2017	August 1, 2014 to July 31, 2017

Please note, the Paraprofessional contract is currently being negotiated before the June 30, 2016 deadline. In the past, the paraprofessional bargaining unit has settled with an increase commensurate with the teacher contract. For budgeting purposes, we estimated a 3% increase over the next grant cycle for paraprofessionals. This may be a bit more than they will settle for.