

**Justification
Head Start/Early Head Start
2.28% COLA Increase
Grantee 06CH011282/03**

Date	Description
4/26/2022	<p>CSNT Head Start is requesting approval to submit a Supplemental Grant Application for Head Start COLA (\$89,350) & Early Head Start COLA (\$5,274)</p> <p>2.28% COLA Funding = \$94,624 \$9,462 – Indirect Cost Rate \$3,553 – (HS Personnel Line-item Open Positions)</p>

2.28% COLA Funding

Increase staff salaries 2.28% and increase the base rate for the following Job Titles:

Campus Director (Working on Degree) \$.50 per hour increase base rate - \$12.00 per hour

Campus Director (Associate’s Degree) \$1.50 per hour increase base rate - \$14.00 per hour

Cook - \$.50 per hour increase - \$9.50 per hour

Custodian - \$.50 per hour increase - \$9.50 per hour

Family Service Worker – average of \$.50 per hour increase all levels (make the base pay amounts \$11.00 to \$15.00 per hour)

Lead Teacher (CDA Credential/Working on Degree) \$.25 per hour increase \$11.00 per hour

* Increase Substitute pay \$1.50 per hour from \$8.00 to \$9.50 (This is not a part of COLA)

# of employees receiving 2.28% COLA	Estimated annual Increase to HS & EHS Personnel Budgets	Estimated Total Increase to Head Start Budget
74	HS \$80,415 EHS \$4,747	\$85,162

CSNT Head Start/Early Head Start is using some of the COLA funds to raise the base rates for 6 positions within the Head Start and Early Head Start Program. This will help the program recruit new staff and retain current staff.

The new base rate for CSNT Head Start/Early Head Start is \$9.50 per hour from \$9.25 per hour and the new base rate for Teaching Assistants is \$10.00 per hour from \$9.25 per hour.