

**Justification**  
**Head Start/Early Head Start**  
**1.22% COLA Increase**  
**Grantee 06CH011282/02**

Date	Description
3/23/2021	CSNT Head Start is requesting approval to submit a Supplemental Grant Application for Head Start COLA (\$47,234) & Early Head Start COLA (\$2,788)  1.22% COLA Funding = \$50,022

**1.22% COLA Funding**

Increase staff salaries 1.22% and increase the base rate for the following Job Titles:

- CLASS Specialist \$.25 per hour increase all levels
- Practice-Based Coach \$.25 per hour increase all levels
- Content Area Assistant \$1.50 per hour increase all levels
- Head Start Office Coordinator \$2.00 per hour increase
- Project Coordinator \$.50 per hour increase all levels
- Campus Director \$.15 per hour increase all levels
- Lead Teacher (Working on Degree/Associates Degree) \$.50 per hour increase
- Lead Teacher (Bachelor's degree/Master's Degree) \$ .10 per hour increase
- Lead Teacher (Certified Bachelor's degree/Master's Degree) \$.32 per hour increase
- Teaching Assistant \$.25 per hour increase all levels
- Family Service Worker – average of \$.50 per hour increase all levels (make the base pay to even dollar amounts or half-dollar amounts)
- Executive Director – Does not get COLA increases

# of employees receiving 1.22% COLA	Estimated annual Increase to Personnel Budgets	Estimated annual Increase to Fringe Budget	Estimated Total Increase to Head Start Budget
<b>96</b>	<b>\$38,017</b>	<b>\$12,005</b>	<b>\$50,002</b>

**Additional Increases Above COLA -EHS Additional Duties**

Head Start Director - \$.42 per hour	Curriculum Director - \$.50 per hour
Program Manager - \$.19 per hour	Family Service Administrator - \$.23 per hour
Nutrition Manager - \$.50 per hour	
Program Monitor - \$.50 per hour	