

Head Start Sponsoring Board Council of The City of New York

1120 Avenue of the Americas, 4th floor - Suite 4124

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Meeting summary for Andre Lake's Personal Meeting Room (02/10/2025)

Quick recap

Andre led a meeting where participants discussed the challenges faced by agencies due to changes in funding processes and the need for careful language in the CBA. They also discussed the issue of agencies not making timely pension and joint welfare payments, with Andre proposing a solution where the DOE would make lump sum payments directly to the funds on behalf of the agencies. The conversation ended with discussions on the importance of data collection and management, the need for vigilance against potential injustice, and the importance of supporting one another and communicating with elected officials.

Next steps

- All agencies to forward their census sheets and DOE-requested information to Andre.
- Andre to follow up with DOE liaison to get someone to explain the new lump sum payment mechanism for pension and joint welfare funds.
- Dr. Brown to revise and circulate the survey regarding maternity leave and family services coordinator issues.
- All agencies to complete and return the DOE sheets regarding union staff as soon as possible.
- All agencies to sign and return the letters from OLR regarding the lump sum payment for joint welfare and pension plans once received.



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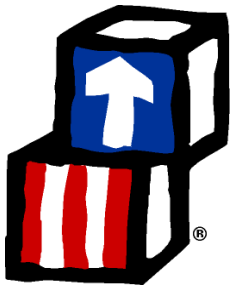
- All agencies to contact their federal representatives to express concerns about the current funding situation.
- Andre to investigate implementing a quarterly or annual data update system for agencies.
- All agencies to ensure invoices are submitted and to fight for timely payments.

Summary

Agency Introductions and Participant Attendance

Andre led a meeting where participants were asked to introduce themselves and their agencies. Attendees included Hospital, Cynthia Cummings, Marlene Lavelle, Joyce Hunter, Renee Sutton, Willing, Phil Vasquez, Vera, Tanya Crane, and others. Some participants, like Tanya, joined late and missed parts of the meeting. Andre noted that some people were missing and suggested they might be multitasking or shy.

Addressing Funding Issues and Shutdowns



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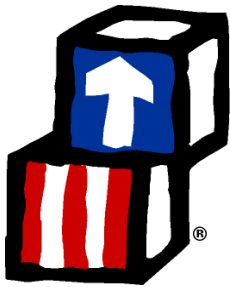
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Andre expressed concerns about the difficulties faced by agencies due to the new administration's changes in funding processes. Willing from Grant Street shared that they have a significant outstanding balance of around a million dollars with the DOE, which has not been fully reimbursed since July 2024. Willing also mentioned that they are preparing for potential shutdowns in the coming weeks. Andre requested Willing to email him the details of their outstanding balance for three years. Andre also mentioned that he is developing protocols for head start agencies and will disseminate them after reviewing DOE's protocols. Dr. Brown was asked to provide an update on the collective bargaining meeting, which was delayed due to fiscal matters. The meeting also saw the introduction of a new participant, Fran, from Karen Baptist Head Start.

Negotiations With Union and Maternity Leave

Andre led a discussion about negotiations with the Union, focusing on maternity leave and the Coordinator's Family Services role. Dr. Brown is collecting data to support their demands, including anecdotal stories about maternity leave challenges and experiences with the Coordinator's role. The Union's resistance to change is attributed to their lack of valid reasons and potential election concerns. The team agreed to provide data on the impact of 18-month maternity leaves and the Coordinator's role in grievances. The conversation ended with the understanding that negotiations may be lengthy due to the Union's preference for meetings and caucusing.

CBA Language and Insurance Company



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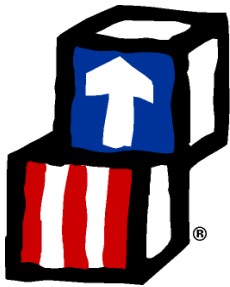
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Andre discussed the need for careful language in the CBA, particularly regarding the insurance company. Cynthia shared her experience with a similar situation at her agency, emphasizing the importance of being willing to supervise as a condition for a position. She also suggested that a reduction in positions unable to supervise could be a bargaining point. Andre then informed the group that they should expect letters from the DOE regarding a lump sum payment to the joint welfare and pension plans. Dr. expressed surprise at this news, and Patricia and Marlene agreed to be cautious about the source of the letters. Fran clarified that the DOE was authorized to send out the letters.

Addressing Pension and Welfare Payment Delays

Andre discussed the issue of agencies not making timely pension and joint welfare payments, which was causing instability in the funds. He proposed a solution where the Department of Education (DOE) would make lump sum payments directly to the funds on behalf of the agencies, thereby eliminating the need for agencies to pay late fees. However, Patricia expressed concerns about the potential impact on her agency's budget, as the DOE would be taking money from their budget for pension and joint welfare payments. Andre clarified that the DOE would only be taking the money that would have been allocated for these payments, and that the agencies would still have to make their regular payments. The team agreed to follow up on the issue and seek clarification from experts.

Addressing DOE Reliability and Payments



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In the meeting, Patricia expressed concerns about the reliability of the DOE and the potential for future issues. Andre agreed to consult with additional experts to better understand the situation. Dr. Brown raised concerns about the payment mechanism, particularly with Principal, and the need for a clear mechanism to ensure payments are applied correctly. Andre explained the potential benefits of a lump sum payment, including eliminating unnecessary back-and-forth communication and ensuring timely pension payments. Dr. Brown requested more information before signing any agreements, and Andre agreed to discuss this with the DOE liaison. Dr. Brown also reminded the team to submit their sheets to the DOE to avoid delays in processing economic terms.

Improving Data Collection and Management

Andre discusses the need to improve data collection and management for agencies, proposing quarterly or annual updates to databases to better respond to information requests. He asks agencies to forward their census sheets and DOE-requested data to him. Cynthia then shares information about the recent NHSA Winter Leadership meeting in Washington, emphasizing the importance of supporting associations during this time of changes. She mentions Senator Schumer's statement on the impact of delays and encourages everyone to stay informed about state and national level developments affecting their field.

Standing Up for Justice and Support



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In the meeting, Andre emphasized the importance of standing up for justice and supporting one another, using the example of a classmate who was unfairly treated. He stressed that everyone should be vigilant and monitor everything and everyone, as no one is immune to potential injustice. Cynthia and Dr. encouraged everyone to communicate with their elected officials about their concerns, and Patricia shared her experience of successfully advocating for her program by speaking up and documenting her interactions. The group agreed to continue supporting each other and to speak up when necessary.