

Head Start Sponsoring Board Council of The City of New York

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

New York, NY 10036

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Serving the Head Start Community Since 1981

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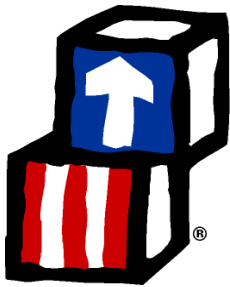
Meeting summary for Andre Lake's Personal Meeting Room (12/09/2024)

Quick recap

The team discussed various issues including video projection problems, collective bargaining updates, and the distribution of bonuses and funds from the DOE. They also addressed challenges related to payment and reconciliation processes, the need for better communication, and the potential benefits of a recently negotiated collective bargaining agreement. Lastly, they discussed the budget constraints faced by their organization due to reduced funding and the challenges of managing benefits and legal fees.

Next steps

- Miss Phipps to bring up the issue of Principal's tracking and reconciliation process at the next Pension Committee meeting.
- Dr. Brown to email concerns about UPK salary calculations to Andre and copy him.
- Andre to discuss UPK salary calculation issues with DOE in the next meeting.
- Andre to investigate hiring additional oversight for pension and benefits management if recommended by the committees.
- Andre to discuss with DOE a new funding formula for delegate agencies that accounts for reduced enrollment without proportionally reducing budgets.
- Randy to provide a reconciliation report on pension contributions twice a year (July and December).



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- Andre to follow up with agencies disputing pension contribution arrears amounts before publishing the list of agencies owing money at the next meeting.
- Andre to contact Brandi about potential committee work.

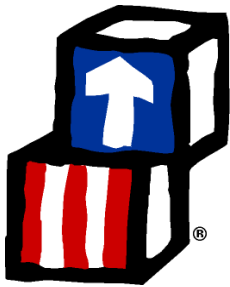
Summary

Video Projection and Personal Experiences

Andre and Randy discussed various topics, including a video projection issue, the election of Henry, and their personal experiences. Andre was initially confused about the video projection, but eventually found the camera. They also discussed their recent trip to San Diego, with Andre mentioning that he was on his own and not accompanied by Cynthia, who is more socially adept. The conversation ended with Randy acknowledging Cynthia's social skills and Andre's more reserved nature.

Collective Bargaining and Technical Issues

The meeting began with apologies for running late due to traffic. The participants, including representatives from various organizations, checked in and introduced themselves. Andre then discussed the collective bargaining updates, mentioning that the union was busy with internal elections and had not yet provided a date for non-economic terms discussions. He also introduced new participants, including Niurka Rodriguez from Northern Manhattan Head Start and Alim Osman from Mid Bronx CCRP. The conversation ended with a discussion about technical issues with some participants' microphones and cameras.



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Cola and Ratification Bonus Distribution

Andre, Dr. Brown, and Tanya discussed the distribution of the Cola and ratification bonuses from the DOE. Dr. Brown clarified that they had received the funds for the Cola but had not received any direction on how to distribute it, nor had they received the funds for the ratification. Andre mentioned that he was in the process of resolving grievances from two agencies over the ratification bonus, which was only mentioned for full-time staff in a memo from the Union. The Union was considering rewriting the memo to include part-time staff. Tanya confirmed that she did not receive the memo from the Union.

Ratification Bonus Eligibility and Communication

The meeting revolved around the distribution of a \$1,000 ratification bonus to full-time employees, as per a tentative agreement reached between the Union and the DOE. However, there was confusion and disagreement about whether part-time employees were also eligible for the bonus. Andre explained that the Union had sent out an email prematurely, which led to grievances being filed by part-time employees. The Union had not yet ratified the collective bargaining agreement, and the economic terms were not yet distributed to the members. The conversation ended with a discussion about the need for better communication and the role of the head start sponsoring board in advising the membership about the progress of the collective bargaining agreement.

Addressing DOE Funding and Salary Issues



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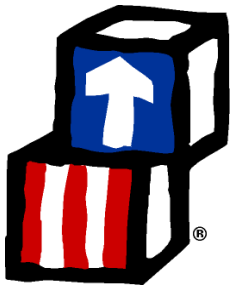
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Andre, Patricia, Tanya, and Dr. discussed the challenges faced by agencies due to the lack of clear guidance from the DOE on how to distribute funds. They highlighted the issue of retroactive payments and the difficulty in determining the salary portions for head start and upk. Patricia pointed out the unfairness of the current system, where agencies are not receiving enough money due to the DOE's calculations. Tanya emphasized the need to abide by the terms of the contract, regardless of who's paying for the salary. Andre agreed to bring up these concerns in future negotiations with the DOE. The team also discussed the issue of staff underpayment and the potential impact on staff retention.

Addressing Outstanding Issues and Payments

Andre, Dr., Tanya, Brandi, Randy, Patricia, and Isonia discussed the need for a follow-up meeting with DOE and fiscal people to address outstanding issues. Andre suggested documenting these issues via email for future discussions. Randy reported on pension contributions, mentioning that some agencies had disputed their balances and that a list of delinquent contributors would be published next month. Dr. raised concerns about the tracking of payments and the potential for missed payments to accumulate over time. Andre agreed to give a month for cleanup before publishing the list of delinquent contributors.

Payment and Reconciliation Process Issues



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The team discussed issues related to payment and reconciliation processes, particularly concerning the pension and health and welfare funds. Dr. Brown expressed frustration over the lack of responsibility in tracking payments and the need for a more efficient reconciliation process. Andre suggested that the insurance company should be made aware of these issues. Randy explained the differences between the pension and health and welfare funds, and the need for a reconciliation process twice a year. The team also discussed the potential benefits of the recently negotiated collective bargaining agreement, which would see payments go directly from the DOE to the insurance company, bypassing agencies. The team agreed on the need for a more efficient and timely payment process to avoid penalties and ensure timely payments to retirees.

Dues Increase and Benefits Oversight

Andre discusses the recent dues increase, explaining it was necessary due to reduced funding based on lower enrollment numbers. Dr. Brown raises concerns about oversight of benefits management and wants clarity on the role of the Head Start Sponsoring Board Council. Andre clarifies that the Board provides oversight but does not manage the benefits directly, as separate committees handle pensions and welfare benefits. He acknowledges some issues but believes they are being addressed. Dr. Brown remains frustrated and wants more oversight. Andre suggests considering a different insurance provider if the current one is unsatisfactory and is open to recommendations from the committees on improving oversight processes.

Budget Constraints and Hiring Challenges



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In the meeting, Andre discussed the challenges faced by their organization due to a reduction in funding from agencies. He explained that the budget was based on serving a certain number of children, and as this number decreased, so did the budget. Andre also highlighted the increase in legal fees and other expenses, despite the reduced budget. He mentioned that they were considering hiring new lawyers to reduce costs, but the budget constraints were a significant challenge. Maria suggested discussing the budget issue with the Department of Education (DOE), to which Andre agreed. The team also wished each other a happy holiday season.