

**Head Start Sponsoring Board Council of The City of New York**

1120 Avenue of the Americas, 4<sup>th</sup> floor - Suite 4124

New York, NY 10036

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**Serving the Head Start Community Since 1981**

[www.headstartsbdc.org](http://www.headstartsbdc.org)

## Meeting summary for Andre Lake's Personal Meeting Room

(11/04/2024)

Quick recap

The meeting involved discussions on various topics, including airline tickets, user additions, and points paid, but no clear decisions or action items were made. The attendees also identified their roles and discussed the upcoming renewal application meeting. The main focus of the meeting was on the mission and operations of Harvest Home, a non-profit organization providing affordable, farm-fresh produce to low-income neighborhoods in New York City.

Next steps

- Andre to email the Harvest Home presentation to all executive directors.
- Executive directors to consider incorporating Harvest Home's "Eating for Good Health" program into their Head Start centers.
- Executive directors to inform families about Harvest Home farmers markets and available payment options (EBT, WIC checks, Health Bucks, etc.).
- Executive directors to notify interested parents about potential part-time job opportunities at Harvest Home farmers markets for the next season starting in June.

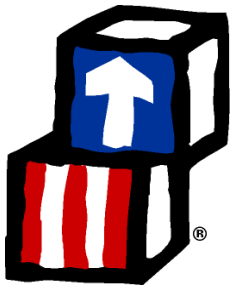
Summary

### Unclear Meeting Topics Discussed

The meeting discusses various topics without clear decisions or action items. Andre mentions airline tickets, adding users, and points paid, but there is no coherent discussion or resolution on these topics.

### Identifying Participants and Roles Discussed

The meeting discusses identifying participants and their roles. Andre reminds attendees to be mindful of people's titles for voting purposes. Angela Terry, the Executive Director of Bedford Stuyvesant Early Childhood Development Center, joins. Andre mentions an upcoming renewal application meeting with Angela. Frank Alvarado is also identified as an attendee.



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### Hospital Representatives Share Personal Experiences

Andre welcomed everyone to the meeting and encouraged introductions. The attendees included representatives from various organizations such as Hospital and Clinic Age, Integration, Head Start, and others. A guest speaker, Joanna, who previously worked for La Pen, was also present. Joanna shared her personal experiences, including her daughter's diagnosis with type 1 diabetes and her husband's car accident, which led to his retirement. She expressed her connection to Harvest Home's mission due to her family's health issues.

### Harvest Home's Mission and Expansion Plans

Johann, the Executive Director of Harvest Home, discussed the organization's mission to provide affordable, farm-fresh produce to low-income neighborhoods in New York City. Harvest Home operates 14 farmers' markets across the city, with a focus on supporting local farmers and creating job opportunities. The organization also offers a health and nutrition program called "Eating for Good Health," which includes weekly recipes designed by a nutritionist. Johann expressed interest in sharing more about Harvest Home and encouraged attendees to consider part-time positions during the off-season. The organization is also planning to open an educational center in Harlem next spring, where cooking demonstrations and workshops will be held.

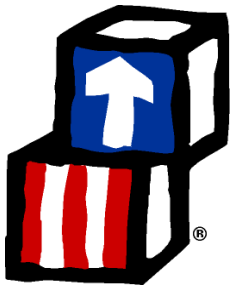
### Market Locations, Coupons, and Good Eating

Johann presented the current market locations and accepted payment methods, emphasizing the underutilization of the senior healthy shopper coupons and the over-the-counter benefit card. He also discussed the Good Eating for Good Health program, which includes cooking demonstrations, education, and workshops, and shared sample recipes and data from last year's program. Johann highlighted the program's focus on empowering parents through education and its hands-on approach. Andre requested the presentation dates, which Johann confirmed were extended due to Thanksgiving. The conversation ended with Andre promising to email the presentation to all executive directors and Johann expressing gratitude for the opportunity.

There was an unexpected termination of the meeting then we reconnected

## PART 2

### Quick recap



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Andre proposed changes to the meeting structure to focus on the Board's responsibilities and addressed the issue of ratification bonuses for former employees. The team also discussed the delay in Cost of Living Adjustment (COLA) payments to separated staff and the ongoing process of becoming directly funded programs. Lastly, pension matters were discussed, with Randy noting progress in healthcare and appreciating the discounts and concierge services provided.

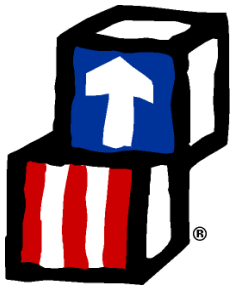
### Next steps

- Andre to resend the email containing the economic terms of the CBA agreement to Tanya.
- Tanya to contact Don Heywood for updates on the non-economic terms of the CBA negotiations.
- Board members experiencing payment issues from DOE to email Andre with their fiscal person's contact information for Dr. Brown's committee.

### Summary

#### Adjusting Board Meeting Structure

Andre expressed his intention to adjust the structure of their meetings to ensure that Board members have dedicated time for their work, including voting and other necessary tasks. He emphasized the importance of this change to maintain the focus of the meetings on the Board's responsibilities. Andre also mentioned that directors would still be able to participate and observe during these meetings. However, he encountered a technical issue with Randy's re-entry, which was not resolved during the meeting.



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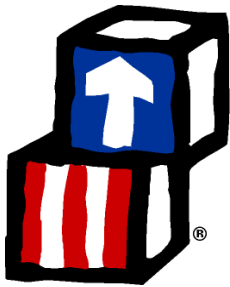
### Ratification Bonuses for Former Employees

Andre discussed the issue of ratification bonuses for employees who have left the organization. Tanya clarified that her organization doesn't pay out ratification bonuses to former employees, citing administrative burden and past practice. Andre suggested that the Union might have a case for these employees, as they were members at the time of the incident. Tanya agreed to consult her legal counsel on the matter. Anna-Maria expressed her opinion that employees should be paid regardless of when the bonuses are paid out.

### COLA Payments and DOE Enhancement

The meeting revolved around the issue of COLA (Cost of Living Adjustment) payments to separated staff. Anna-Maria and Tanya expressed concerns about the delay in payments and the lack of clarity from the DOE (Department of Education) on how to proceed. Andre clarified that the payments were supposed to come from the DOE, possibly through a DOE enhancement contract. Cynthia raised a question about the difference between the negotiated COLA and the allocated amount, to which Andre responded that the issue would be addressed through the DOE enhancement contract. Andre also mentioned that he would find out more about the contract amendment process and the economic terms agreed upon, which he would share with the team.

### Direct Funding, CBA, and Pension Updates



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Andre discussed the ongoing process of becoming directly funded programs and the need for early letters of support for those seeking independence. Tanya inquired about the non-economic terms of the CBA, to which Andre suggested contacting Dr. Brown for updates. Andre also mentioned that the union was working on minor language changes and hoped for a resolution soon. Andre further addressed issues with payments from DOE, urging those experiencing problems to email him. Lastly, Andre and Randy discussed pension matters, with Randy noting that the cities were progressing with healthcare and appreciating the discounts and concierge services provided.