

## **BOARD AGENDA ITEM**

**March 23, 2021**

### **SUBJECT:**

Aiken County Public School District Head Start / Early Head Start Program Cost of Living Supplement – FY21

### **BACKGROUND INFORMATION:**

The school district was approved for a five-year Head Start/Early Head Start grant in May of 2020, which began on July 1, 2020. Employees hired as part of this grant are considered Aiken County Public School District employees, and are paid according to the approved Salary Schedule.

All Head Start grantees, under the Consolidated Appropriations Act, 2021, contains an increase of approximately \$123 million for a cost-of-living adjustment (COLA) for all Head Start grantees, inclusive of all Early Head Start - Child Care Partnerships, with the exception of new awards made in fiscal year (FY) 2021. The COLA supports a 1.22 percent increase above FY 2020 funding levels to increase staff salaries and fringe benefits, and offset higher operating costs. The funds are effective with the start of the FY 2021 budget period and are retroactive if this period has already commenced. The following reflects the increase(s) available for FY 2021 Cost-of-Living Adjustment (COLA): Head Start: \$32,588; Early Head Start: \$10,666; Total Funding: \$43,254

### **ADMINISTRATIVE CONSIDERATION:**

Administration has reviewed the requirements of the COLA supplement and find them inconsistent with our current employee compensation policies. Because our state did not offer a cost of living adjustment, we want to be consistent how we compensate our employees. Therefore, the Office of Head Office of Head Start needs to be notified that we do not intend to apply for the supplemental cost of living adjustment funds.

### **RECOMMENDATION:**

Approve administration's recommendation to notify the Office of Head Start of its intent not to apply for these monies.

### **PREPARED BY:**

Jeanie Glover  
Shadie Hall  
Krystal Cansler