Head Start CH0104 Program Narrative:

- An increase of 1.8 percent in the hourly rate of pay for each Head Start/Early Head Start employee and the pay scale subject to the provisions of Sections 653 and 640(j) of the Head Start Act.
  - PSESD proposes to designate the COLA funds to meet a portion of the costs to PSESD of its step increases that were implemented beginning September 1, 2015.

- The rationale if employees are receiving less than the 1.8 percent COLA or differential COLA increases.
  - PSESD staff have received a 2.5% merit and a 2.0 COLA. Staff are receiving more than the 1.8% COLA increase.

- The provision of the 1.8 percent increase to all delegate agencies and partners or justification if the full percentage is not provided to delegate agencies and partners.
  - Due to our pending FY 16-17 grant, and our negotiations with Region X, COLAs will not be offered to our partners. Although, in April PSESD provided a 22% temporarily increased our Part Day Centers to complete their 10CH0104 contracts.

- The planned uses for the balances of the COLA funds to offset higher operating costs.
  - All COLA funds will be expended for the intended purpose. No balance will remain.

- Each source of non-federal match, including the estimated amount per source and the valuation methodology.
  - Non-federal match of $56,431, will be met through a portion of a Gates Foundation grant that provides funds for Mentor Teachers and Assistant Teachers. A portion (25.6%) of the Assistant Teachers’ Salaries and Benefits will be used to meet the match
    - 4 Assistant Teachers - $56,431

- A detailed justification that conforms with the criteria under Section 640(b)(1)-(5) of the Head Start Act if the application proposes a waiver of any portion of the non-federal match requirement.
  - No Non-federal match waiver will be requested.