



Hidalgo County Head Start Program

Policy Council Regular Meeting

DATE: June 21, 2017

SUBJECT: Discussion, Consideration and Action Authorizing the Submittal of Supplemental Application for Budget Year 01.01.17 to 12.31.17 in the Amount of \$259,717.00 for a 1% Cost of Living Adjustment (COLA) Retroactive to 01.01.17

RATIONALE/NEED: The Office of Head Start requires that we submit a supplemental application for budget year 2017 in the amount of \$259,717.00. These funds include a 1% Cost of Living Adjustment which will be for the entire year. Approval to submit this supplemental application is needed.

RECOMMENDATION: Administration recommends approval.

COST:

RELATED INFORMATION INCLUDES: *ACF, Office of Head Start Region VI
Letter Dated 06.02.17
*COLA Budget Narrative
*Salary Scale

INITATED BY: Teresa Flores, Executive Director

REVIEWED BY: Teresa Flores, Executive Director

EXECUTIVE DIRECTOR'S APPROVAL: *Teresa Flores*



ADMINISTRATION FOR
CHILDREN & FAMILIES

Office of Head Start | Region VI | 1301 Young Street, Room 937, Dallas, TX 75202 | www.eclkc.ohs.acf.hhs.gov

June 2, 2017

Ramon Garcia, County Judge
Hidalgo County Head Start Program
1901 W State Highway 107
McAllen, TX 78504

Re: Grant No. 06CH010420

Dear Mr. Garcia:

The Consolidated Appropriations Act, 2017, contains an increase of approximately \$85 million for programs under the Head Start Act for Fiscal Year (FY) 2017. A portion of the increase provides a cost-of-living adjustment (COLA) of 1.0 percent, depending on final funding decisions, to assist grantees in increasing staff salaries and fringe benefits and offsetting higher operating costs.

The following table reflects the amount of the COLA for the Head Start and/or Early Head Start programs in FY 2017.

Common Accounting Number (CAN)	COLA Amount
Head Start Program Operations	\$259,717
Early Head Start Program Operations	
TOTAL	\$259,717

Submission Requirements

Program Instruction ACF-PI-HS-17-02, dated May 12, 2017, informed Head Start and Early Head Start grantees and delegate agencies of the intended uses of these funds and announced the opportunity for grantees to apply for the funds. Please review the Program Instruction carefully to ensure your supplemental application meets the requirements for funding and contains all of the necessary information.

The supplemental application is due June 30, 2017 and must be submitted in the Head Start Enterprise System (HSES) at <https://hses.ohs.acf.hhs.gov/hsprograms>. Please select the Financials tab, Application tab, Fiscal Year 2017 and the budget period to add the 'Supplement' amendment type. For technical assistance in preparing the application, please contact the HSES Help Desk at help@hsesinfo.org or 1-866-771-4737.

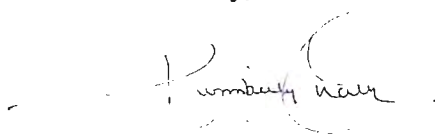
Please ensure the program narrative, budget and detailed budget justification submitted in the application documents demonstrate:

- An increase of 1.0 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;
- The rationale if employees are receiving less than the 1.0 percent COLA or differential COLA increases;
- The provision of the 1.0 percent increase to all delegate agencies and partners or justification if the full percentage is not provided to delegate agencies and partners;
- The planned uses for the balance of the COLA funds to offset higher operating costs;
- Each source of non-federal match, including the estimated amount per source and the valuation methodology; and
- 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.

Signed statements of the Governing Body and Policy Council Chairs along with Governing Body and Policy Council minutes documenting each group's participation in the development and approval of the supplemental application must be provided. The application must be submitted on behalf of the Authorizing Official registered in the HSES. **Incomplete applications will not be processed.**

Please ensure the application contains all of the required information. If you have any questions or need assistance, please contact Heather Colwell, Head Start Program Specialist, at (214) 767-8850 or heather.colwell@acf.hhs.gov or Gerald Scroggins, Grants Management Specialist, at (214) 767-8703 or gerald.scroggins@acf.hhs.gov. Thank you for your cooperation and timely submission of the grant application.

Sincerely,



Kimberly Chalk
Regional Program Manager
Office of Head Start

cc: Teresa Flores, Head Start Director and Executive Director



Hidalgo County Head Start Program

P. O. Box 0117 1901 West Highway 107
Edinburg, Texas 78540-0117 McAllen, Texas 78504
Telephone 956-383-0706, Fax 956-380-2588

Cost of Living (COLA) Funds as per ACF letter dated June 2, 2017

Narrative

The Hidalgo County Head Start Program (HCHSP) is submitting a supplemental application for a Cost of Living Adjustment for fiscal year 2017 as per letter dated June 2, 2017, from the Administration of Children and Families. The supplemental application is for the budget period 01/01/2017 to 12/31/2017 in the amount of \$259,717. These funds will strengthen HCHSP's efforts in retaining qualified trained personnel at all levels of our organization as we continue to provide the highest quality of Head Start services to the children and families of Hidalgo County.

(HCHSP) works with the most challenging and youngest population in Hidalgo County and therefore, it becomes very critical that the most qualified, appropriately educated and experienced staff be attracted, employed and retained by the Program. Studies show that the strategies necessary to support the successful recruitment and retention of credentialed and degreed professionals must reflect a direct and permanent financial support by the Program. In our case, these strategies must also respond to a competitive environment where increasing demand for degreed staff becomes more prevalent, as our Program continues to forge ahead and partner with the local School Districts in our service area.

This application supports our commitment to help children and their families become emotionally, socially, and academically ready for a successful continuation in their educational journey as they transition from Head Start to public schools.

Furthermore, Head Start families will benefit significantly from skilled personnel that promote the Program's resolve in the achievement of Program Goals, School Readiness Goals and Family Engagement Outcomes.

In summary, this Cost of Living Adjustment (COLA) funding application will:

- Implement a 1 percent increase in the hourly pay for each Head Start full time employee and the pay scale subject to the provisions of Sections 653 and 640(j) of the Head Start Act
- Assist with our successful partnerships with local school districts.
- Ensure the continuation of high quality Head Start services to the families of Hidalgo County.
- Facilitate the recruitment and retention of qualified professional staff at all levels of the organization.
- Support our school readiness goals and family engagement outcomes.



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Budget Narrative-Federal Share

The Hidalgo County Head Start Program is submitting a Cost Of Living Adjustment (COLA) for the following proposed Federal program costs that are accompanied with an explanation and justification for the proposed expenditures. All personnel costs are reasonable and conform to 45 CFR Part 75.402.

Personnel (Object class category 6.a)

Proposed salaries are appropriate and competitive in the region and county. The staff of the Hidalgo County Head Start Program will meet all Head Start requirements and regulations. Salaries are aligned with prevailing wages in the area as well with federally recommended levels.

The prorated COLA funding will increase salaries as follows:

Titles	No. of Positions	Salary Increase
Teachers	186	\$54,567
Assistant Teachers	186	\$38,146
Disability Aides	19	\$3,897
Center Managers	37	\$12,380
SS Facilitators	6	\$1,803
SS Assistants	73	\$14,995
Custodians	49	\$5,915
Maintenance/Bus Drivers/Bus Aides/Warehouse Staff/ 13 Part Time Employees (PTE's)	66.50	\$13,697
Central Office Admin/Clerks/Secretaries/ Others	56	\$24,432
Total Salaries/Personnel	678.50	\$169,832

Fringe Benefits (object class category 6.b)

In addition to adequate salaries the Hidalgo County Head Start staff receives a fringe benefit plan that is reasonable and conforms to 45 CFR Part 75.404. Fringe benefits will reflect increases as a result of higher salaries as follows.

Fringe Benefits	Amount
Medicare	\$2,463
Unemployment	\$713
Workers Compensation	\$1,739
Pension	\$11,812
Social Security	\$10,530
Total Fringe Benefits	\$27,257
Total Salaries and Fringe Benefits	\$197,089



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Supplies (Object Class Category 6.e)

Phonemic Awareness Curriculum 186 @ \$150.00	\$27,900
Kindermusik Curriculum 18 @ \$1,900.00	\$34,200
Miscellaneous Classroom supplies; Crayons, paper, glue, etc.,	\$ 528
Total Supplies	\$62,628

Total Federal Share **\$259,717**

Budget Narrative-Non-Federal Share

The following are the proposed Non-Federal Resources to be provided by The Hidalgo County Head Start Program. The listed resources meet the requirements for In-Kind contributions as per 45 CFR Part 75.306(f). Our School Readiness Partnerships with local school districts continues to yield great benefits in curriculum and instruction and in In-Kind/Matching contributions to the Program. We currently have 87 public school early childhood certified teachers in our Head Start classrooms, funded by the school districts that co-teach with our Head Start teachers in our classrooms.

1. PERSONNEL (Object Class Category 6.A)

Volunteer	Service Provided	Rate	Value
School teachers under the School Readiness Program	Classroom instructions to our children	1 teacher(s) X \$338.77/day X 145 days	\$49,122
Parent Involvement	Assist with take home activity instruction provided by the classroom teacher	1 volunteer x \$78.88/day x 145 days	\$11,438

3. Supplies (Object Class Category 6. e)

Used	Donation	Rate	Value
Classroom	Consumable (paper, art supplies, books and	N/A	\$4,369

Total In-Kind/Matching Funds **\$64,929**

Grand Total All Funds **\$324,646**

2017 Hidalgo County Head Start Program Salary Scale

Position - Title	Current Approved Annual Salary	1 % COLA Adjusted Annual Salary	# of Positions
Administrator for Education - Masters	\$69,487.56	\$70,182.44	1
Administrator for Human Resources - Masters	\$69,487.56	\$70,182.44	1
Assistant Administrator for Human Resources	\$46,693.94	\$47,160.88	1
Assistant Bookkeeper - Procurement & Finance	\$24,772.90	\$25,020.63	3
Assistant Director for Operations	\$85,332.00	\$86,185.32	1
Assistant Director for Programmactic Services- Masters	\$86,205.60	\$87,067.66	1
Assistant Teacher	\$20,508.80	\$20,713.89	186
Bookkeeper - Finance	\$30,008.41	\$30,308.49	2
Bus Aide/Substitute	\$20,508.80	\$20,713.89	15
Bus Aide/Classroom Part Time	\$8,351.20	\$8,434.71	13
Bus Driver/Maintenance	\$20,508.80	\$20,713.89	28
Center Manager (Associates)	\$31,689.73	\$32,006.63	26
Center Manager (Masters)	\$37,946.80	\$38,326.27	2
Center Manager (Bachelors)	\$36,776.26	\$37,144.02	9
Chief Financial Officer - Bachelors	\$70,106.40	\$70,807.46	1
Clerk/Receptionist - Administration	\$20,508.80	\$20,713.89	4
Coordinator - Associates	\$36,222.92	\$36,585.15	0
Coordinator - Bachelors	\$39,644.80	\$40,041.25	10
Coordinator - Non Degree	\$33,647.73	\$33,984.21	1
Courier (Warehouse)	\$20,508.80	\$20,713.89	4
Crew Leader- Non Degree	\$29,220.95	\$29,513.16	2
Custodian - Administration & Center	\$20,508.80	\$20,713.89	49
Department Director - Non Degree - MIS	\$58,999.20	\$59,589.19	1
Department Director - Non Degree - Field Operations	\$60,548.80	\$61,154.29	1
Director - Bachelor	\$59,506.04	\$60,101.10	6
Director - Masters	\$61,080.95	\$61,691.76	5
Disability Classroom Assistant	\$20,508.80	\$20,713.89	19
Electrician Technician	\$31,264.08	\$31,576.72	1
Executive Director - Masters	\$104,915.20	\$105,964.35	1
Executive Secretary	\$37,308.33	\$37,681.41	1
Executive Secretary	\$39,478.40	\$39,873.18	1
Facilitator - Associates	\$31,264.08	\$31,576.72	3
Facilitator - Non Degree	\$29,220.95	\$29,513.16	1
Maintenance Worker	\$20,508.80	\$20,713.89	10
Mental Health Counselor	\$49,296.00	\$49,788.96	1
Nurse (RN) - Bachelors	\$48,077.30	\$48,558.07	1
Risk Management Specialist - Non Degree/Pd by County	\$42,565.12	\$42,990.77	0
Secretary	\$23,088.00	\$23,318.88	1
Secretary	\$21,112.30	\$21,323.42	6
Specialist - Bachelors	\$42,565.12	\$42,990.77	1
Support Service Facilitator (Center) - A.A.	\$31,264.08	\$31,576.72	4
Support Service Facilitator (Center) - Non Degree	\$26,603.20	\$26,869.23	2
Support Service Assistants	\$20,508.80	\$20,713.89	73
Teacher (Associates)	\$27,475.78	\$27,750.54	96
Teacher (Bachelors)	\$31,264.08	\$31,576.72	90
Interim Teacher (temporary)	\$21,154.86	\$21,366.41	0

Total Number of Positions for HS

685

Texas Department of Agriculture (TDA) Salary Scale 2017 (COLA 1%)

POSITION - TITLE	Current Annual	Adjusted Annual Salary	# of Positions
Assistant Cook	\$20,508.80	\$20,713.89	2
Bookkeeper - TDA	\$28,641.60	\$28,928.02	1
Coordinator - Bachelors	\$39,644.80	\$40,041.25	2
Director - Bachelor	\$59,508.80	\$60,103.89	1
Food Driver	\$20,508.80	\$20,713.89	7
Head Cook	\$27,643.20	\$27,919.63	2
Kitchen Helper	\$20,508.80	\$20,713.89	10
Secretary	\$20,633.60	\$20,839.94	1
Total Number of Positions for TDA			26

Notes for Stipends/Substitute Teachers/Part Time Employees

\$1,500.00 Stipend for Masters Degree

\$2,000.00 Stipend for Additional Department Responsibilities

\$500.00 Stipend for Center Manager Assigned Two Centers

\$200.00 Stipend for Center Manager per Classroom for more than Five Classrooms

\$1,000.00 Stipend for Center Manager in Public School Site

54 Substitute Teachers Daily Rate \$60

13 Bus Aides-Classroom (Part Time Employees) Hourly Rate \$8.03

Hidalgo County Head Start Program

# of Pos	Department	WC Code	Position	2016	2017 Annual	1 % COLA	New Adj Salary
				Hrly Rate	Salary		
1	Administration	5606	Executive Director	50.44	104,915.20	1,049.15	105,964.35
2	Administration	5606	Assistant Program Director	41.44	86,195.20	861.95	87,057.15
3	Administration	5606	Assistant Program	41.02	85,321.60	853.22	86,174.82
4	Administration	8810	Exeuctive Secretary	18.98	39,478.40	394.78	39,873.18
5	Administration	8810	Executive Secretary	17.94	37,315.20	373.15	37,688.35
6	Administration	8810	Secretary	10.15	21,112.00	211.12	21,323.12
7	Administration	8810	Receptionist	9.02	20,508.80	205.09	20,713.89
1	Finance	5606	Chief Financial Officer	33.70	70,096.00	700.96	70,796.96
2	Finance	8810	Firscl Coordinator		39,644.80	396.45	40,041.25
3	Finance	8810	A/Payable Bookkeeper	14.43	30,014.40	300.14	30,314.54
4	Finance	8810	Payroll Bookkeeper	14.43	30,014.40	300.14	30,314.54
5	Finance	8810	Assistant Bookkeeper	11.91	24,772.80	247.73	25,020.53
6	Finance	8810	Assistant Bookkeeper	11.91	24,772.80	247.73	25,020.53
1	MIS	5606	MIS Director	28.36	58,988.80	589.89	59,578.69
2	MIS	5191	MIS Facilitator Tech 1	15.03	31,262.40	312.62	31,575.02
3	MIS	5191	MIS Facilitator Tech 1	14.05	29,224.00	292.24	29,516.24
4	MIS	5191	MIS Facilitator Tech 1	14.05	29,224.00	292.24	29,516.24
1	Personnel	5606	Admin for HR	33.41	69,492.80	694.93	70,187.73
2	Personnel	5606	Asst Adm HR	29.37	46,696.00	466.96	47,162.96
3	Personnel	8810	Employee Ben. Coord	22.45	39,644.80	396.45	40,041.25
4	Personnel	8810	Secretary	11.10	23,088.00	230.88	23,318.88
5	Personnel	8810	Secretary	10.15	21,112.00	211.12	21,323.12
6	Personnel	8810	Secretary	10.15	21,112.00	211.12	21,323.12
	Personnel	8810	RM Specialist/Pd by W/C	20.46			
1	Procurement	5606	Director	28.61	59,508.80	595.09	60,103.89
2	Procurement	8810	Coordinator	19.06	39,644.80	396.45	40,041.25
3	Procurement	8810	Asst. Bkkeeper	11.91	24,772.80	247.73	25,020.53
1	Health	5606	Director	28.61	59,508.80	595.09	60,103.89
2	Health	8833	Registered Nurse	23.11	48,068.80	480.69	48,549.49
3	Health	8833	Coordinator/LVNV	17.42	36,233.60	362.34	36,595.94
4	Health	8833	Coordinator/LVNV	17.42	36,233.60	362.34	36,595.94
5	Health	8810	Secretary	10.15	21,112.00	211.12	21,323.12
1	Disability	5606	Director	28.61	59,508.80	595.09	60,103.89
2	Disability	8868	Special Services Coord	19.06	39,644.80	396.45	40,041.25
3	Disability	8868	Special Services Coord	19.06	39,644.80	396.45	40,041.25
4	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
5	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
6	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
7	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
8	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
9	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
10	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
11	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
12	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
13	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
14	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
15	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
16	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
17	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
18	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
19	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89

20	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
21	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
22	Disability	8868	Disability Classroom Asst	9.86	20,508.80	205.09	20,713.89
23	Disability	8810	Clerk	9.86	20,508.80	205.09	20,713.89
1	Family Services	5606	Director	28.61	59,508.80	595.09	60,103.89
2	Family Services	8810	Family Records Specialist	21.20	44,096.00	440.96	44,536.96
3	Family Services	8810	Coordinator	19.80	41,184.00	411.84	41,595.84
4	Family Services	8810	Coordinator	19.06	39,644.80	396.45	40,041.25
5	Family Services	8810	Secretary	10.15	21,112.00	211.12	21,323.12
1	Comm Part	5606	Director	28.61	59,508.80	595.09	60,103.89
2	Comm Part	8810	Facilitator	15.03	31,262.40	312.62	31,575.02
1	Field Ops	5606	Director	29.11	60,548.80	605.49	61,154.29
2	Field Ops	8810	Coordinator	19.06	39,644.80	396.45	40,041.25
3	Field Ops	8810	Coordinator	16.18	33,654.40	336.54	33,990.94
4	Field Ops	5190	Electrician Tech	15.03	31,262.40	312.62	31,575.02
5	Field Ops	9014	Crew Leader	14.05	29,224.00	292.24	29,516.24
6	Field Ops	9014	Crew Leader	14.05	29,224.00	292.24	29,516.24
7	Field Ops	8810	Clerk	9.86	20,508.80	205.09	20,713.89
8	Field Ops	7380	Bus Driver/Maint.	10.02	21,320.00	213.20	21,533.20
9	Field Ops	7380	Bus Driver/Maint.	10.02	21,320.00	213.20	21,533.20
10	Field Ops	7380	Bus Driver/Maint.	10.02	21,320.00	213.20	21,533.20
11	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
12	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
13	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
14	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
15	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
16	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
17	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
18	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
19	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
20	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
21	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
22	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
23	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
24	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
25	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
26	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
27	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
28	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
29	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
30	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
31	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
32	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
33	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
34	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
35	Field Ops	7380	Bus Driver/Maint.	9.86	20,508.80	205.09	20,713.89
36	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
37	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
38	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
39	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
40	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
41	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
42	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
43	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
44	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
45	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
46	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
47	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
48	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
49	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
50	Field Ops	8868	Bus Aide Substit.	9.86	20,508.80	205.09	20,713.89
51	Field Ops	9014	Maint. Worker	9.86	20,508.80	205.09	20,713.89
52	Field Ops	9014	Maint. Worker	9.86	20,508.80	205.09	20,713.89

119	Field Ops	8868	Bus Aide Classrm/PTE's	8.03	8,351.20	83.51	8,434.71
120	Field Ops	8868	Bus Aide Classrm/PTE's	8.03	8,351.20	83.51	8,434.71
121	Field Ops	8868	Bus Aide Classrm/PTE's	8.03	8,351.20	83.51	8,434.71
122	Field Ops	8867	Bus Aide Classrm/PTE's	8.03	8,351.20	83.51	8,434.71
123	Field Ops	8868	Bus Aide Classrm/PTE's	8.03	8,351.20	83.51	8,434.71
124	Field Ops	8868	Bus Aide Classrm/PTE's	8.03	8,351.20	83.51	8,434.71
125	Field Ops	8868	Bus Aide Classrm/PTE's	8.03	8,351.20	83.51	8,434.71
126	Field Ops	8868	Bus Aide Classrm/PTE's	8.03	8,351.20	83.51	8,434.71

1	Education	8868	Center Manager	18.64	38,771.20	387.71	39,158.91
2	Education	8868	Center Manager	18.64	38,771.20	387.71	39,158.91
3	Education	8868	Center Manager	18.48	38,438.40	384.38	38,822.78
4	Education	8868	Center Manager	18.36	38,188.80	381.89	38,570.69
5	Education	8868	Center Manager	18.24	37,939.20	379.39	38,318.59
6	Education	8868	Center Manager	17.92	37,273.60	372.74	37,646.34
7	Education	8868	Center Manager	17.79	37,003.20	370.03	37,373.23
8	Education	8868	Center Manager	17.68	36,774.40	367.74	37,142.14
9	Education	8868	Center Manager	17.68	36,774.40	367.74	37,142.14
10	Education	8868	Center Manager	17.68	36,774.40	367.74	37,142.14
11	Education	8868	Center Manager	17.21	35,796.80	357.97	36,154.77
12	Education	8868	Center Manager	16.10	33,488.00	334.88	33,822.88
13	Education	8868	Center Manager	15.92	33,113.60	331.14	33,444.74
14	Education	8868	Center Manager	15.92	33,113.60	331.14	33,444.74
15	Education	8868	Center Manager	15.82	32,905.60	329.06	33,234.66
16	Education	8868	Center Manager	15.82	32,905.60	329.06	33,234.66
17	Education	8868	Center Manager	15.59	32,427.20	324.27	32,751.47
18	Education	8868	Center Manager	15.59	32,427.20	324.27	32,751.47
19	Education	8868	Center Manager	15.51	32,260.80	322.61	32,583.41
20	Education	8868	Center Manager	15.51	32,260.80	322.61	32,583.41
21	Education	8868	Center Manager	15.42	32,073.60	320.74	32,394.34
22	Education	8868	Center Manager	15.31	31,844.80	318.45	32,163.25
23	Education	8868	Center Manager	15.31	31,844.80	318.45	32,163.25
24	Education	8868	Center Manager	15.24	31,699.20	316.99	32,016.19
25	Education	8868	Center Manager	15.24	31,699.20	316.99	32,016.19
26	Education	8868	Center Manager	15.24	31,699.20	316.99	32,016.19
27	Education	8868	Center Manager	15.24	31,699.20	316.99	32,016.19
28	Education	8868	Center Manager	15.24	31,699.20	316.99	32,016.19
29	Education	8868	Center Manager	15.24	31,699.20	316.99	32,016.19
30	Education	8868	Center Manager	15.10	31,408.00	314.08	31,722.08
31	Education	8868	Center Manager	15.10	31,408.00	314.08	31,722.08
32	Education	8868	Center Manager	15.02	31,241.60	312.42	31,554.02
33	Education	8868	Center Manager	14.97	31,137.60	311.38	31,448.98
34	Education	8868	Center Manager	14.54	30,243.20	302.43	30,545.63
35	Education	8868	Center Manager	14.36	29,868.80	298.69	30,167.49
36	Education	8868	Center Manager	14.26	29,660.80	296.61	29,957.41
37	Education	8868	Center Manager	14.26	29,660.80	296.61	29,957.41

1	Education	8868	SS Assistant	10.63	22,110.40	221.10	22,331.50
2	Education	8868	SS Assistant	10.15	21,112.00	211.12	21,323.12
3	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
4	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
5	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
6	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
7	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
8	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
9	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
10	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
11	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
12	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
13	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
14	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
15	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
16	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
17	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
18	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
19	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89

20	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
21	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
22	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
23	Education	8868	SS Assistant	9.92	20,633.60	206.34	20,839.94
24	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
25	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
26	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
27	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
28	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
29	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
30	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
31	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
32	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
33	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
34	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
35	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
36	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
37	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
38	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
39	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
40	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
41	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
42	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
43	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
44	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
45	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
46	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
47	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
48	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
49	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
50	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
51	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
52	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
53	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
54	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
55	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
56	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
57	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
58	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
59	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
60	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
61	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
62	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
63	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
64	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
65	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
66	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
67	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
68	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
69	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
70	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
71	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
72	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89
73	Education	8868	SS Assistant	9.86	20,508.80	205.09	20,713.89

1	Education	8868	SS Facilitator	15.60	32,448.00	324.48	32,772.48
2	Education	8868	SS Facilitator	15.19	31,595.20	315.95	31,911.15
3	Education	8868	SS Facilitator	15.07	31,345.60	313.46	31,659.06
4	Education	8868	SS Facilitator	15.03	31,262.40	312.62	31,575.02
5	Education	8868	SS Facilitator	12.98	26,998.40	269.98	27,268.38
6	Education	8868	SS Facilitator	12.79	26,603.20	266.03	26,869.23

1	Education	8868	Teacher	15.24	31,699.20	316.99	32,016.19
2	Education	8868	Teacher	15.03	31,262.40	312.62	31,575.02
3	Education	8868	Teacher	15.03	31,262.40	312.62	31,575.02
4	Education	8868	Teacher	15.03	31,262.40	312.62	31,575.02

148	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
149	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
150	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
151	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
152	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
153	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
154	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
155	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
156	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
157	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
158	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
159	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
160	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
161	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
162	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
163	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
164	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
165	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
166	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
167	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
168	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
169	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
170	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
171	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
172	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
173	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
174	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
175	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
176	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
177	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
178	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
179	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
180	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
181	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
182	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
183	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
184	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
185	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
186	Education	8868	Teacher (Asst.)	9.86	20,508.80	205.09	20,713.89
1	Education	5606	Staff Development Director	28.61	59,508.80	595.09	60,103.89
2	Education	8810	Staff Development Clerk	9.86	20,508.80	205.09	20,713.89
3	Education	8868	Administrator for Education	33.41	69,492.80	694.93	70,187.73
4	Education	8868	Area Director	29.37	61,089.60	610.90	61,700.50
5	Education	8868	Area Director	29.37	61,089.60	610.90	61,700.50
6	Education	8868	Area Director	29.37	61,089.60	610.90	61,700.50
7	Education	8868	Area Director	29.37	61,089.60	610.90	61,700.50
8	Education	8868	Compliance Monitor	29.37	61,089.60	610.90	61,700.50
9	Education	8868	Mental Health Counselor	23.17	48,193.60	481.94	48,675.54
10	Education	8810	Secretary	10.15	21,112.00	211.12	21,323.12
Total 1% COLA						169,831.95	

685 Full Time Positions (Includes 13 Part Time Employees)

54 Substitute Teachers

1 Risk Management Specialist - Salary paid from County Worker's Compensation Account

740 Total Positions