



Venerria L. Thomas  
Director, Community & Family  
Services

Orange County Government

HEAD START

POLICY COUNCIL

PROGRAM

INFORMATION & UPDATES



Sonya L. Hill  
Head Start Division Manager



SEPTEMBER 2024



Orange County  
Community & Family Services Department  
Head Start Division



**POLICY COUNCIL  
MONTHLY MEETING & CHANGING  
OF THE GUARD**

**Who: POLICY COUNCIL MEMBERS**

**Date: MONDAY – SEPTEMBER 30, 2024**

**Time: 5:30 PM -(P.C.Only)  
6:15 PM -ALL**

**Location: HOLDEN HEIGHTS COMM. CENTER  
1201 20<sup>TH</sup> STREET  
ORLANDO, FL 32805**

**CHILD CARE PROVIDED  
LIGHT MEAL SERVED**

*Sandra Moore:*  
407-836-8913 or Email [Sandra.Moore2@ocfl.net](mailto:Sandra.Moore2@ocfl.net)

*Yvette Meade:*  
407-836-8921 or Email [Yvette.Meade@ocfl.net](mailto:Yvette.Meade@ocfl.net)



# AGENDA

Orange County Government • Head Start Policy Council • Holden Heights Community Center • 1201 20<sup>th</sup> St., Orlando, FL 32805  
September 30, 2024 • 6:30 p.m.

1. *Call to Order – Chairperson*
2. *Roll Call – Secretary*
3. *Adoption of Agenda*
4. *Secretary’s Report*
5. *HR Report*
6. *Budget Report*
7. *Director’s Report*
8. *New Business*
  - a. *FY 24/25 Head Start Teacher Matrix*
  - b. *ACF-OHS-PI-24-05 Final Rule*
9. **Unit Updates:**  
**ERSEA, PFCE, Education, MH/D, Nutrition, Medical & Dental, Maintenance**
10. **Adjourn**



# Head Start YTD Summary August 2024

## Head Start Budget Summary

Below is a different statement of financial activity. This summarizes all the financial spending over a period of time. In the example below we are looking at fiscal year to date spending. This spending has been separated into salary and non-salary expense. This report is also gives the council an understanding of Orange County Head Start's financial health.

	FY 2023 Current Budget	PRE Encumbered Amount	Encumbered Amount	FY 2024 Total YTD	Balance	% Percent Budget Used YTD
7521- Admin Salary	1,557,268			1,397,810	159,458	89.76%
7522 - Education Salary	11,933,983			11,010,431	923,552	92.26%
7523 - USDA Admin Salary	191,345			144,138	47,207	75.33%
7524 - USDA Services Salary	223,242			199,460	23,782	89.35%
7526 - Disability Salary	352,337			232,297	120,040	65.93%
7527 - Health Salary	449,156			347,543	101,613	77.38%
7528 - PFCE Salary	2,323,073			2,107,687	215,386	90.73%
7529 -General Funds	502,522			437,236	65,284	87.01%
7534 - Facilities Salary	292,319			148,908	143,411	50.94%
<b>Total Salary</b>	<b>17,825,245</b>	<b>0</b>	<b>0</b>	<b>16,025,511</b>	<b>1,799,732</b>	<b>89.90%</b>
7521 - Admin	181,474		7,584	161,545	12,346	93.20%
7522 - Education	878,366		43,401	759,125	65,839	92.50%
7523 - USDA Admin	7,693			7,163	530	93.11%
7524 - USDA Services	1,175,686		115,800	92,476	135,160	88.50%
7525 - Training	156,870		0	156,870	0	100.00%
7526 - Disability	107,379		34,591	70,072	2,716	97.47%
7527 - Health	18,705		0	12,988	5,717	69.43%
7528 - PFC	71,659		3,856	61,665	5,938	91.71%
7529 -General Funds	81,416		11,140	61,049	9,227	88.67%
7534 - Facilities	472,987		6,959	463,147	2,881	99.39%
7535- Disaster & Recovery	1,829,932		0	1,357,900	471,972	74.21%
<b>Total Non-Salary</b>	<b>4,982,167</b>	<b>0</b>	<b>223,330</b>	<b>3,204,000</b>	<b>712,326</b>	<b>85.70%</b>
<b>Grand Total</b>	<b>22,807,412</b>	<b>0</b>	<b>223,330</b>	<b>19,229,510</b>	<b>2,512,059</b>	<b>86.99%</b>



Community and Family Services Through August 31 2024: Fund - 7004 Dept - 062 Unit 7521 H. S Admin 90% of FY Elapsed

OBJECT	APPR	OBJECT NAME	CURRENT BUDGET	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ENCUM AMOUNT	TOTAL YTD	BALANCE	% BUDGET USED YTD	
1120	6FA	REGULAR SALARIES and WAGES	1,029,203.00	37,341.25	125,461.12	61,874.81	75,573.89	75,097.83	74,963.30	79,490.51	136,613.81	87,365.53	86,703.54	93,322.28	.00	.00	933,997.87	95,205.13	90.75	
1125	6FA	RECRUITMENT & RETENTION PAY	9,802.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	9,802.00	.00	
1130	6FA	OTHER SALARIES and WAGES	5,000.00	.00	1,735.29	2,334.60	2,442.41	2,177.39	1,733.19	2,263.59	.00	.00	.00	.00	.00	.00	12,686.47	-7,686.47	253.73	
1140	6FA	OVERTIME	2,500.00	1,759.95	2,281.89	2,888.36	1,408.47	1,811.06	1,275.01	1,097.12	4,092.48	2,747.06	1,802.92	513.14	.00	.00	21,677.46	-19,177.46	867.10	
1150	6FA	SPECIAL PAY	.00	.00	.00	.00	.00	.00	.00	500.00	.00	.00	.00	.00	.00	.00	1,000.00	-1,000.00	.00	
1160	6FA	LONGEVITY PAY	12,200.00	.00	.00	12,900.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	12,900.00	-700.00	105.74	
2110	6FA	FICA TAXES	80,418.00	2,880.40	9,572.80	5,898.27	5,913.97	5,830.70	5,744.64	6,141.39	10,391.92	6,633.21	6,500.71	6,915.03	.00	.00	72,423.04	7,994.96	90.06	
2120	6FA	RETIREMENT CONTRIBUTION	146,491.00	5,448.71	17,901.97	10,780.05	10,683.18	10,688.82	10,635.09	11,217.98	18,983.45	12,515.07	12,345.33	12,576.01	.00	.00	133,775.66	12,715.34	91.32	
2130	6FA	LIFE and HEALTH INSURANCE	257,029.00	7,390.98	22,413.66	14,542.68	16,068.88	15,758.88	14,878.88	16,470.58	27,997.73	19,386.78	19,626.78	20,189.28	.00	.00	194,725.11	62,303.89	75.76	
2131	6FA	HSA/FSA CONTRIBUTION	.00	.00	.00	8,500.00	.00	-8,500.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	
2200	6FA	PAYMENTS TO OPEB TRUST	14,625.00	.00	.00	.00	.00	.00	.00	.00	.00	14,624.01	.00	.00	.00	.00	14,624.01	.99	99.99	
		Total of Salaries	1,557,268.00	54,821.29	179,366.73	111,218.77	120,590.80	102,864.68	109,220.11	117,181.17	198,779.39	143,271.66	126,979.28	133,515.74	.00	.00	1,397,809.62	159,458.38	89.76	
3125	6FB	INDIRECT COSTS	108,828.00	.00	.00	.00	.00	106,329.00	.00	.00	.00	.00	.00	.00	.00	.00	106,329.00	2,499.00	97.70	
3179	6FC	CONTRACT SVC EMPLOY AGENT	30,000.00	.00	3,788.87	.00	.00	.00	2,170.97	.00	.00	688.50	3,672.34	182.25	.00	.00	2,567.16	16,729.91	44.23	
3410	6FC	LOCAL TRAVEL	2,000.00	.00	.00	898.83	368.84	490.77	18.34	397.81	375.18	.00	154.39	32.03	.00	.00	2,736.19	-736.19	136.81	
3510	6FC	POSTAGE and MESSENGER SVCS	700.00	.00	.00	115.75	29.20	29.05	60.90	156.50	61.70	.00	91.95	30.95	.00	.00	576.00	124.00	82.29	
3530	6FC	TOLL CHARGES	100.00	.00	.00	.00	.00	.00	4.38	12.01	11.31	.00	1.83	3.66	.00	.00	33.19	66.81	33.19	
3610	6FC	RENTAL OF EQUIPMENT	3,000.00	.00	.00	501.80	.00	752.70	.00	501.80	.00	501.80	250.90	.00	.00	.00	2,509.00	-10.80	100.36	
3720	6FC	COMMUNICATIONS	7,000.00	.00	.00	1,197.82	.00	598.91	597.71	558.76	563.29	707.44	645.02	644.07	.00	.00	5,513.02	1,486.98	78.76	
3820	6FC	MAINTENANCE OF EQUIPMENT	5,000.00	.00	.00	.00	.00	2,420.75	.00	1,951.01	.00	1,145.64	.00	.00	.00	.00	4,514.60	-5,032.00	200.64	
3910	6FC	GRAPHIC REPROD SVCS	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	3,980.00	.00	.00	4,980.00	-3,680.00	383.08	
4010	6FC	DUES and MEMBERSHIPS	1,300.00	.00	.00	1,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,000.00	-300.00	76.92	
4020	6FC	AND SUBSCRIPTIONS	50.00	.00	.00	.00	.00	.00	50.45	50.45	50.45	244.25	50.45	50.45	.00	.00	496.50	-446.50	993.00	
4110	6FC	INCLUDING PRINTING)	5,900.00	.00	.00	1,060.10	837.92	234.64	477.21	785.22	194.37	199.57	.00	95.27	.00	.00	3,884.30	2,015.70	65.84	
4115	6FC	SUPPLIES	1,000.00	.00	.00	.00	.00	80.55	20.49	91.01	56.73	154.38	.00	.00	.00	.00	403.16	596.84	40.32	
4121	6FC	COMPUTER REL LESS THAN \$5000	50.00	.00	.00	.00	.00	791.19	.00	158.97	.00	42.03	.00	772.86	.00	.00	852.76	-802.76	1,705.52	
4123	6FC	EQUIPMENT LESS THAN \$5000	3,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,001.12	1,998.88	33.37	
4412	6FC	PROMOTIONAL EXPENSES	100.00	.00	.00	.00	121.05	.00	.00	.00	.00	.00	.00	.00	.00	.00	121.05	-21.05	121.05	
4418	6FC	PROGRAM	100.00	.00	.00	.00	.00	.00	.00	.00	1,054.32	.00	.00	1,081.71	.00	.00	2,136.03	-2,036.03	2,136.03	
4422	6FC	SCHOLARSHIPS AWARDS BENEF	1,500.00	.00	.00	.00	.00	.00	.00	99.00	.00	913.00	944.90	.00	.00	.00	1,956.90	-456.90	130.46	
4482	6FC	SELF INS-PROP CASUALTY	11,796.00	.00	.00	.00	.00	.00	.00	.00	11,796.00	.00	.00	.00	.00	.00	11,796.00	.00	100.00	
		Total of Operations	181,474.00	54,821.29	3,788.87	4,774.30	1,357.01	111,727.56	3,493.44	4,762.54	14,163.35	4,592.45	6,011.78	6,873.25	.00	.00	7,583.56	12,345.89	93.20	
		Total of Unit 7521	1,738,742.00	54,821.29	183,155.60	115,993.07	121,947.81	214,592.24	112,713.55	121,943.71	212,942.74	147,864.11	132,991.06	140,388.99	.00	.00	7,583.56	1,559,354.17	171,804.27	90.12

Community and Family Through August 31, 2024 Fund- 7004 Dept -062 Unit - 7522 Education HS Services 92% of FY Elapsed

OBJ	APPR	OBJECT NAME	CURRENT BUDGET	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	Encumr	TOTAL YTD	BALANCE	% BUDGET USED YTD
1120	GFE	REGULAR SALARIES and WAGES	7,278,247.00	341,536.21	1,151,942.66	587,691.55	539,951.61	686,262.37	883,730.44	645,857.52	1,001,495.78	520,148.05	389,995.87	457,048.59	.00	.00	6,934,720.65	373,526.35	94.87
1125	GFE	RECRUITMENT & RETENTION PAY	78,886.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	78,886.00	78,886.00	.00
1130	GFE	OTHER SALARIES and WAGES	10,000.00	6,705.45	16,646.38	16,295.64	7,796.15	11,514.77	11,131.88	10,010.91	26,539.94	8,896.61	5,315.01	9,677.65	.00	.00	130,530.59	-120,039.59	1,305.31
1140	GFE	OVERTIME	5,000.00	13,592.17	22,652.19	25,434.86	2,871.22	27,343.13	29,058.91	6,327.29	19,703.63	914.17	388.96	4,772.50	.00	.00	153,039.03	-148,039.03	3,060.78
1150	GFE	SPECIAL PAY	1,500.00	1,500.00	4,000.00	1,800.00	1,500.00	2,400.00	8,000.00	1,000.00	4,500.00	3,000.00	2,500.00	4,000.00	.00	.00	34,200.00	-34,200.00	.00
1160	GFE	LONGEVITY PAY	113,800.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	112,750.00	1,050.00	68.08
2110	GFE	FICA TAXES	556,816.00	26,854.20	88,751.61	54,892.08	42,091.08	53,618.16	46,210.24	48,641.98	77,410.94	38,547.73	28,399.95	34,226.00	.00	.00	479,535.06	-115,848.06	113.51
2120	GFE	RETIREMENT CONTRIBUTION	857,877.00	48,511.45	160,221.59	73,557.58	73,557.58	97,462.13	82,671.53	88,333.63	136,993.97	70,023.36	53,170.84	61,469.67	.00	.00	876,545.06	-115,848.06	113.51
2130	GFE	LIFE and HEALTH INSURANCE	2,871,370.00	82,017.98	252,152.98	167,808.17	184,992.68	186,733.81	154,306.43	182,333.98	266,974.52	146,212.17	165,192.14	186,661.66	.00	.00	1,999,911.06	871,669.94	69.64
2131	GFE	HS&FA CONTRIBUTION	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	562.50	.00	.00	1,312.50	-1,312.50	.00
2150	GFE	UNEMPLOYMENT COMPENSATION	400.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	-668.33	.00	.00	-668.33	1,068.33	-167.08
2200	GFE	PAYMENTS TO OTHER TRUST	161,677.00	.00	.00	.00	.00	.00	.00	.00	161,676.52	.00	.00	-668.33	.00	.00	161,076.52	448.48	92.28
		<b>Total of Salaries</b>	<b>11,833,963.00</b>	<b>520,687.46</b>	<b>1,696,367.41</b>	<b>1,066,026.01</b>	<b>911,480.32</b>	<b>1,006,574.37</b>	<b>915,055.43</b>	<b>982,709.29</b>	<b>1,538,369.18</b>	<b>851,478.61</b>	<b>663,995.77</b>	<b>757,737.18</b>	<b>.00</b>	<b>.00</b>	<b>11,010,491.03</b>	<b>823,557.97</b>	<b>92.28</b>
3167	GFF	PAYMENTS TO OTHER GOVERNMENTAL AGENCIES	10,000.00	.00	.00	196.70	227.36	304.66	341.04	1,337.50	261.79	137.80	595.95	130.36	.00	.00	3,533.15	6,466.85	35.33
3192	GFF	SOFTWARE LICENSING SUPPORT FEE	50,000.00	.00	.00	.00	40,900.00	.00	.00	.00	.00	24,640.00	.00	.00	.00	.00	65,540.00	-15,540.00	131.08
3197	GFF	CONTRACTUAL SERVICES NOT OTHERWISE SPECIFIED	2,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	2,000.00	-506.55	125.33
3350	GFF	OTHER INSURANCE and BONDS	100.00	.00	.00	2,091.80	.00	.00	.00	.00	.00	.00	.00	414.75	.00	.00	2,506.55	-506.55	5,458.00
3410	GFF	LOCAL TRAVEL	9,000.00	.00	.00	5,146.93	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	5,146.93	-5,146.93	176.40
3530	GFF	TOLL CHARGES	4,000.00	.00	.00	2,438.11	1,148.31	3,362.03	.00	3,444.10	.00	212.91	1,756.90	1,047.81	.00	.00	15,676.12	-6,876.12	39.62
3610	GFF	REPAIRS and MAINTENANCE	50,000.00	.00	.00	2,227.41	1,004.55	264.74	107.02	392.58	.00	73.01	120.46	156.74	.00	.00	1,584.72	2,415.28	29.25
3620	GFF	REPLACEMENT OF EQUIPMENT	50,000.00	.00	.00	5,770.70	216.06	8,656.05	.00	5,770.70	.00	5,770.70	2,885.35	14,982.67	.00	.00	28,563.50	15,975.80	69.25
3820	GFF	MAINTENANCE OF EQUIPMENT	32,000.00	.00	.00	2,910.92	.00	3,388.07	1,721.01	1,248.99	1,473.79	1,481.96	1,578.96	2,638.91	.00	.00	14,989.49	-2,091.80	106.54
3870	GFF	GRAPHIC REPROD SVCS	100.00	.00	.00	.00	.00	7,585.95	.00	5,078.56	.00	2,283.18	.00	41.80	.00	.00	100.00	-100.00	.00
4020	GFF	BOOKS, COMPACT DISKS, VIDEOS, AND SUBSCRIPTIONS	4,740.00	.00	.00	1,478.45	50.45	50.45	.00	.00	.00	1,695.75	.00	.00	.00	.00	3,275.10	1,464.90	69.08
4030	GFF	TRAINING AND EDUCATIONAL COST	40,000.00	.00	.00	.00	125.00	.00	.00	.00	.00	10,730.00	.00	248.57	.00	.00	11,063.57	28,936.43	74.60
4040	GFF	LICENSE AND CERTIFICATION FEES	11,000.00	.00	.00	.00	.00	.00	1,013.00	250.00	1,250.00	3,738.00	149.38	2,438.57	.00	.00	5,613.65	10,386.35	35.08
4110	GFF	OFFICE SUPPLIES (NOT INCLUDING PRINTING)	16,000.00	.00	.00	.00	248.82	4,674.43	143.00	899.54	2,129.01	238.10	238.10	5,797.72	.00	.00	16,913.14	75,029.86	18.31
4115	GFF	MISCELLANEOUS OPERATING SUPPLIES	91,843.00	.00	.00	356.33	.00	.00	.00	2,325.68	869.54	2,129.01	238.10	5,797.72	.00	.00	16,913.14	75,029.86	18.31
4116	GFF	EVENTUAL REIMBURSEMENTS	3,000.00	.00	.00	3,310.12	775.00	778.65	226.32	83.42	20.80	1,567.57	2,311.57	.00	.00	.00	9,083.45	-6,083.45	302.78
4121	GFE	COMPUTER EQUIP UNDER \$300 & COMPUTER SUPPLIES	3,000.00	.00	.00	224.28	.00	.00	339.98	318.00	397.36	2,731.82	.00	267.05	.00	.00	4,278.49	-1,278.49	142.62
4122	GFE	SELL SUPPLIES LESS THAN \$5000	8,000.00	.00	.00	586.36	.00	.00	980.29	274.24	154.18	3,714.68	35.96	246.38	.00	.00	10,084.46	-2,084.46	126.18
4135	GFE	FOOD/DIETARY	290,000.00	.00	.00	79,818.57	8,286.46	8,561.11	50,570.85	21,164.41	97,537.81	1,506.81	51,980.73	19,802.61	.00	.00	338,229.46	-67,757.46	123.36
4195	GFE	MISC SUPPLIES OR EXPENSES	100.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	100.00	-100.00	.00
4412	GFF	PROMOTIONAL EXPENSES	2,500.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	2,500.00	.00	.00
4418	GFF	EDUCATIONAL ASSISTANCE PROGRAM	100.00	.00	.00	3,825.33	.00	.00	.00	.00	4,066.67	3,776.00	.00	.00	.00	.00	14,983.00	-14,983.00	14,983.00
4422	GFF	SCHOLARSHIPS AWARDS,BENEF	50.00	.00	.00	465.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	465.00	-415.00	930.00
4450	GFF	PARENT ACTIVITY FUND	500.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	500.00	500.00	.00
4452	GFF	FIELD TRIPS-HEAD START	44,040.00	.00	.00	2,625.00	10,500.00	1,984.87	5,250.00	3,972.40	156,243.00	1,433.60	8,841.00	5,961.00	.00	.00	40,567.87	3,472.13	92.12
4482	GFC	SELF INS-PROP CASUALTY	156,243.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	156,243.00	50.00	100.00
8120	GFF	AID TO OTHER GOVT AGENCIES	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	-50.00	.00
		<b>Total of Operations</b>	<b>878,366.00</b>	<b>520,687.46</b>	<b>1,700,025.41</b>	<b>1,111,559.92</b>	<b>82,807.19</b>	<b>47,703.38</b>	<b>60,702.86</b>	<b>40,563.54</b>	<b>270,124.98</b>	<b>56,862.99</b>	<b>81,224.28</b>	<b>39,934.27</b>	<b>.00</b>	<b>.00</b>	<b>1,778,556.42</b>	<b>65,639.69</b>	<b>92.59</b>
		<b>Total of Salaries</b>	<b>12,812,349.00</b>	<b>520,687.46</b>	<b>1,700,025.41</b>	<b>1,111,559.92</b>	<b>914,292.51</b>	<b>1,046,277.75</b>	<b>915,758.29</b>	<b>1,023,272.83</b>	<b>1,608,494.18</b>	<b>1,036,301.80</b>	<b>745,224.03</b>	<b>797,841.45</b>	<b>.00</b>	<b>.00</b>	<b>11,778,556.42</b>	<b>889,937.57</b>	<b>92.28</b>

Community and Family Services Through August 31, 2024: Fund - 7404 Dept - 062 Unit - 7523 USDA Admin 76% of FY Elapsed

OBJECT	APPR	OBJECT NAME	CURRENT BUDGET	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ED AMOUNT	TOTAL YTD	BALANCE	% BUDGET USED YTD	
1120	6FQ	REGULAR SALARIES and WAGES	121,942.00	5,716.00	19,811.47	8,036.70	25,313.50	6,761.83	6,760.00	6,760.00	-1,290.60	6,760.00	6,760.00	6,760.00	.00	.00	98,148.90	23,793.10	80.49	
1125	6FQ	RECRUITMENT & RETENTION PAY	1,415.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,415.00	.00	.00
1140	6FQ	OVERTIME	750.00	.00	60.39	41.09	.00	238.34	.00	.00	63.24	.00	.00	.00	.00	.00	.00	346.94	.00	53.74
1160	6FQ	LONGEVITY PAY	2,700.00	.00	.00	2,700.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	2,700.00	.00	100.00
2110	6FQ	FICA TAXES	9,701.00	425.75	1,485.62	801.45	1,785.31	525.92	507.53	507.53	-85.22	507.53	507.56	507.54	.00	.00	.00	2,224.48	.00	77.07
2120	6FQ	RETIREMENT CONTRIBUTION	15,952.00	775.67	2,696.63	1,462.55	1,076.99	949.93	917.34	917.34	-166.56	917.34	921.40	921.40	.00	.00	.00	4,561.97	.00	71.40
2130	6FQ	LIFE and HEALTH INSURANCE	35,792.00	1,264.47	3,813.41	2,508.94	2,264.17	1,880.58	1,720.58	1,840.58	191.93	1,800.58	1,840.58	1,800.58	.00	.00	.00	14,865.60	.00	58.47
2131	6FQ	HSA/FSA CONTRIBUTION	.00	.00	.00	.00	750.00	-750.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
2200	6FQ	PAYMENTS TO OPEB TRUST	3,093.00	.00	.00	.00	.00	.00	.00	.00	.00	3,093.00	.00	.00	.00	.00	.00	3,093.00	.00	100.00
		Total of Salaries	191,345.00	8,181.88	27,867.52	15,550.73	31,189.97	9,505.60	9,905.45	10,025.45	-1,287.21	13,078.45	10,029.54	9,989.52	.00	.00	144,137.91	47,207.09	75.33	
3125	6FR	INDIRECT COSTS	6,543.00	.00	.00	.00	.00	4,359.17	.00	.00	2,183.83	.00	.00	.00	.00	.00	.00	6,543.00	.00	100.00
3410	6FR	LOCAL TRAVEL	190.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	190.00	.00	.00
3530	6FR	TOLL CHARGES	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00	.00
3820	6FR	MAINTENANCE OF EQUIPMENT	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00	.00
4110	6FR	OFFICE SUPPLIES (NOT INCLUDING PRINTING)	190.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	190.00	.00	.00
4418	6FR	EDUCATIONAL ASSISTANCE PROGRAM	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00	.00
4482	6FS	SELF INS-PROP CASUALTY	620.00	.00	.00	.00	.00	.00	.00	.00	620.00	.00	.00	.00	.00	.00	.00	620.00	.00	100.00
		Total of Operations	7,693.00	.00	.00	.00	.00	4,359.17	.00	.00	2,803.83	.00	.00	.00	.00	.00	.00	7,163.00	530.00	93.11
		Total of Unit 7523	199,038.00	8,181.88	27,867.52	15,550.73	31,189.97	13,965.77	9,905.45	10,025.45	1,516.62	13,078.45	10,029.54	9,989.52	.00	.00	151,300.91	47,737.09	76.02	



Community and Family Services Through July 31, 2024: Fund -7404 Dept 062 Unit - 7524: USDA Services 90% of FY Elapsed

OBJECT	APPR	OBJECT NAME	CURRENT BUDGET	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ENCUMBERED AMOUNT	TOTAL YTD	BALANCE	% BUDGET USED YTD
1120	6FT	REGULAR SALARIES and WAGES	120,086.00	5,616.29	21,883.52	8,779.89	10,816.50	11,170.80	11,170.81	11,302.50	6,199.96	10,167.74	8,248.24	8,006.72	.00	.00	113,362.97	6,723.03	94.40
1125	6FT	RECRUITMENT & RETENTION PAY	1,557.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,557.00	.00
1140	6FT	OVERTIME	750.00	.00	.00	.00	.00	.00	25.67	.00	48.47	.00	.00	48.48	.00	.00	122.62	627.38	16.35
1160	6FT	LONGEVITY PAY	3,900.00	.00	.00	2,400.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	2,400.00	1,500.00	61.54
2110	6FT	FICA TAXES	9,661.00	397.58	1,577.93	791.17	763.08	790.17	792.16	800.31	445.62	713.50	566.65	552.43	.00	.00	8,190.60	1,470.40	84.78
2120	6FT	RETIREMENT CONTRIBUTION	15,888.00	975.60	3,803.16	1,939.37	1,863.28	1,938.14	1,942.70	1,957.18	1,040.81	1,747.60	1,372.27	1,380.02	.00	.00	19,966.13	-4,078.13	125.67
2130	6FT	LIFE and HEALTH INSURANCE	65,214.00	2,193.52	6,680.56	4,287.04	4,735.94	4,935.94	4,535.94	4,836.38	2,717.53	4,736.38	4,836.38	4,736.38	.00	.00	49,231.99	15,982.01	75.49
2131	6FT	HSA/FSA CONTRIBUTION	.00	.00	.00	.00	2,000.00	-2,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
2200	6FT	PAYMENTS TO OPEB TRUST	6,186.00	.00	.00	.00	.00	.00	.00	.00	.00	6,186.00	.00	.00	.00	.00	6,186.00	.00	100.00
		Total of Salaries	223,242.00	9,182.99	33,951.17	18,197.47	20,178.80	16,835.05	18,467.28	18,896.37	10,452.39	23,551.22	15,028.54	14,724.03	.00	.00	199,460.31	-23,781.69	89.35
3170	6FU	JANITORIAL SVC and SUPPLY	118.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	118.00	.00
4110	6FU	OFFICE SUPPLIES (NOT INCLUDING PRINTING)	118.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	118.00	.00
4115	6FU	MISCELLANEOUS OPERATING SUPPLIES	500.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	500.00	.00
4123	6FU	EQUIPMENT LESS THAN \$5000	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4130	6FU	HOUSEHOLD AND KITCHEN SUPPLIES	450.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	450.00	.00
4135	6FU	FOOD and DIETARY	1,173,686.00	.00	.00	.00	58,235.97	53,388.57	379,338.25	122,701.44	-87,446.21	.00	367,038.35	30,705.54	.00	.00	923,961.91	133,924.09	88.59
4482	6FS	SELF INS-PROP CASUALTY	784.00	.00	.00	.00	.00	.00	.00	.00	764.00	.00	.00	.00	.00	.00	764.00	.00	100.00
		Total of Operations	1,175,686.00	.00	.00	.00	58,235.97	53,388.57	379,338.25	122,701.44	-86,682.21	.00	367,038.35	30,705.54	.00	.00	924,725.91	135,160.09	88.50
		Total of Unit 7524	1,398,928.00	9,182.99	33,951.17	18,197.47	78,414.71	70,223.62	397,805.53	141,597.81	-76,229.82	23,551.22	952,061.89	45,429.57	.00	.00	1,124,186.22	158,941.78	89.64

Community and Family Services Through August 31, 2024: Fund - 7004 Dept - 062 Unit - 7525: HS Training 100% of FY Elapsed

OBJECT	APPR	OBJECT NAME	CURRENT BUDGET	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ENCUMBE RED AMOUNT	TOTAL YTD	BALANCE	% BUDGET USED YTD	
3185	6FH	CONTRACT SVC-TRAINING	50,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50,000.00	.00	
3197	6FH	CONTRACTUAL SERVICES NOT OTHERWISE SPECIFIED	2,000.00	.00	.00	.00	.00	1,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,000.00	1,000.00	50.00
3410	6FH	LOCAL TRAVEL	100.00	.00	.00	74.26	.00	.00	.00	20.00	.00	74.55	.00	.00	.00	.00	.00	188.81	-88.81	168.81
3420	6FH	OUT OF COUNTY TRAVEL	38,000.00	608.00	1,040.00	6,678.11	2,301.89	4,782.98	4,228.58	19,026.97	4,398.43	16,065.20	9,329.39	12,719.12	.00	.00	81,178.67	-43,178.67	213.63	
3610	6FH	RENTAL OF EQUIPMENT	3,460.00	.00	.00	.00	.00	1,355.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,355.00	2,105.00	39.16
3620	6FH	LEASES-BUILDINGS/STRUCTURES	2,995.00	.00	5,115.00	200.00	.00	306.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	-2,626.00	187.68	
3910	6FH	GRAPHIC REPROD SVCS	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00	
4020	6FH	BOOKS, COMPACT DISKS, VIDEOS, AND SUBSCRIPTIONS	9,250.00	.00	.00	.00	1,045.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,045.00	8,205.00	11.30
4030	6FH	TRAINING AND EDUCATIONAL COST	38,000.00	.00	.00	6,176.00	16,631.48	6,383.86	8,409.38	12,265.60	4,410.38	3,509.73	8,044.37	745.72	.00	.00	66,576.52	-28,576.52	175.20	
4040	6FH	LICENSE AND CERTIFICATION FEES	3,951.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	-75.00	.00	.00	.00	-75.00	4,026.00	-1.90	
4110	6FH	OFFICE SUPPLIES (NOT INCLUDING PRINTING)	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00	
4115	6FH	MISCELLANEOUS OPERATING SUPPLIES	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00	
4116	6FH	EVENT/MEAL REIMBURSEMENTS	2,016.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	2,016.00	.00	
4418	6FH	EDUCATIONAL ASSISTANCE PROGRAM	6,948.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	6,948.00	.00	
		Total of Operation	156,870.00	608.00	6,155.00	13,054.11	20,052.63	13,827.84	12,637.96	31,312.57	8,808.81	19,649.48	17,298.76	13,464.84	.00	.00	156,870.00	.00	100.00	
			156,870.00	608.00	6,155.00	13,054.11	20,052.63	13,827.84	12,637.96	31,312.57	8,808.81	19,649.48	17,298.76	13,464.84	.00	.00	156,870.00	.00	100.00	

Community and Family Services Through August 31, 2024 Fund - 7004 Dept - 062 Unit - 7526: HS Disability 73% of FY Elapsed

OBJECT	APPR	OBJECT NAME	CURRENT BUDGET	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ED AMOUNT	TOTAL YTD	BALANCE	BUDGET USED
1120	6FI	REGULAR SALARIES and WAGES	232,918.00	10,156.80	30,225.82	16,816.00	19,349.61	18,593.16	18,816.00	17,261.06	13,089.38	6,030.40	6,030.40	6,030.40	.00	.00	162,399.03	70,518.97	69.72
1125	6FI	RECRUITMENT & RETENTION PAY	2,217.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	2,217.00	.00
1140	6FI	OVERTIME	500.00	29.76	219.54	4.47	929.60	22.36	62.85	56.83	158.84	113.07	113.07	16.96	.00	.00	1,614.28	-1,114.28	322.86
1150	6FI	SPECIAL PAY	.00	.00	.00	400.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	400.00	-400.00	.00
1160	6FI	LONGEVITY PAY	2,000.00	.00	.00	2,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	2,000.00	.00	100.00
2110	6FI	FICA TAXES	18,141.00	739.18	2,208.85	1,390.21	1,479.30	1,352.03	1,372.21	1,252.75	964.25	446.50	455.15	447.80	.00	.00	12,108.23	6,032.77	66.75
2120	6FI	RETIREMENT CONTRIBUTION	32,310.00	1,382.31	4,131.45	2,553.94	2,751.89	2,526.13	2,561.87	2,350.04	1,784.89	818.32	837.35	824.25	.00	.00	22,522.44	9,787.56	69.71
2130	6FI	LIFE and HEALTH INSURANCE	61,001.00	1,575.48	4,766.44	3,110.96	3,399.52	3,519.52	3,279.52	3,459.52	2,266.74	861.24	881.24	881.24	.00	.00	28,003.42	32,997.58	45.91
2131	6FI	HS/AFSA CONTRIBUTION	.00	.00	.00	.00	750.00	-750.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
2200	6FI	PAYMENTS TO OPEB TRUST	3,250.00	.00	.00	.00	.00	.00	.00	.00	.00	3,249.78	.00	.00	.00	.00	3,249.78	.22	99.99
		<b>Total of Salaries</b>	<b>352,337.00</b>	<b>13,883.53</b>	<b>41,552.10</b>	<b>26,275.58</b>	<b>28,659.92</b>	<b>25,263.20</b>	<b>26,082.45</b>	<b>24,380.20</b>	<b>18,266.10</b>	<b>11,406.24</b>	<b>8,317.21</b>	<b>8,200.65</b>	<b>.00</b>	<b>.00</b>	<b>232,297.18</b>	<b>120,039.82</b>	<b>65.93</b>
3195	6FK	CONTRACT SERVICES MEDICAL	90,000.00	.00	.00	3,429.00	8,081.42	3,132.44	10,376.24	1,262.50	4,690.00	9,553.00	5,433.00	14,916.52	.00	.00	34,590.64	-5,464.76	106.07
3410	6FK	LOCAL TRAVEL	3,000.00	.00	.00	548.78	485.47	771.39	.00	494.21	592.18	118.49	281.33	159.82	.00	.00	3,451.67	-451.67	115.06
3510	6FK	POSTAGE and MESSENGER SVCS	150.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	150.00	.00
3720	6FK	COMMUNICATIONS	2,000.00	.00	.00	231.10	.00	115.55	111.41	90.58	91.57	90.54	90.54	90.54	.00	.00	911.83	1,088.17	45.59
4020	6FK	BOOKS, COMPACT DISKS, VIDEOS, AND SUBSCRIPTIONS	3,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	3,000.00	.00
4040	6FK	LICENSE AND CERTIFICATION FEES	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4110	6FK	OFFICE SUPPLIES (NOT INCLUDING PRINTING)	3,000.00	.00	.00	.00	.00	.00	1,601.70	.00	.00	.00	.00	.00	.00	.00	1,601.70	1,398.30	53.39
4115	6FK	MISCELLANEOUS OPERATING SUPPLIES	3,000.00	.00	.00	.00	.00	.00	.00	.00	.00	117.95	85.85	.00	.00	.00	203.80	2,795.20	6.79
4121	6FK	COMPUTER EQUIP UNDER \$500 & COMPUTER REL LESS THAN \$5000	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4418	6FK	EDUCATIONAL ASSISTANCE PROGRAM	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4422	6FK	SCHOLARSHIPS AWARDS/BENEF	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4482	6FG	SELF INS-PROP CASUALTY	3,029.00	.00	.00	.00	.00	.00	.00	.00	3,029.00	.00	.00	.00	.00	.00	3,029.00	.00	100.00
		<b>Total of Operations</b>	<b>107,379.00</b>	<b>.00</b>	<b>.00</b>	<b>4,208.88</b>	<b>8,565.89</b>	<b>4,019.38</b>	<b>12,089.35</b>	<b>1,847.29</b>	<b>8,402.75</b>	<b>9,879.98</b>	<b>5,890.72</b>	<b>15,166.88</b>	<b>.00</b>	<b>.00</b>	<b>34,590.64</b>	<b>70,072.12</b>	<b>97.47</b>
		<b>Total of Unit 7526</b>	<b>459,716.00</b>	<b>13,883.53</b>	<b>41,552.10</b>	<b>30,484.46</b>	<b>37,226.81</b>	<b>29,282.59</b>	<b>38,181.80</b>	<b>28,227.49</b>	<b>26,688.85</b>	<b>21,288.22</b>	<b>14,207.93</b>	<b>23,367.53</b>	<b>.00</b>	<b>.00</b>	<b>34,590.64</b>	<b>122,756.06</b>	<b>73.30</b>

Community and Family Services Through August 31, 2024 Fund - 7004 Dept - 062 Unit - 7527: HS Child Health and Development 77% of FY Elapsed

OBJECT	APPR	OBJECT NAME	CURRENT BUDGET	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ENCUMR AMOUNT	TOTAL YTD	BALANCE	% BUDGET
1120	6FV	REGULAR SALARIES and WAGES	278,434.00	5,665.43	21,496.15	14,180.22	16,908.60	18,428.96	18,295.64	18,315.65	33,112.58	22,284.24	22,204.46	21,654.83	.00	.00	212,546.76	65,887.24	76.34
1125	6FV	RECRUITMENT & RETENTION PAY	2,697.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	2,697.00	.00
1130	6FV	OTHER SALARIES and WAGES	.00	.00	.00	.00	1,512.00	3,152.10	3,198.30	2,520.00	6,438.72	4,237.61	2,157.51	4,065.92	.00	.00	27,282.16	-27,282.16	.00
1140	6FV	OVERTIME	500.00	.00	221.13	157.84	.00	381.15	111.66	3.15	285.48	173.93	167.67	550.23	.00	.00	2,052.24	-1,552.24	410.45
1150	6FV	SPECIAL PAY	.00	.00	.00	500.00	.00	500.00	.00	.00	500.00	500.00	.00	500.00	.00	.00	2,500.00	-2,500.00	.00
1160	6FV	LONGEVITY PAY	1,300.00	.00	.00	1,300.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,300.00	.00	100.00
2110	6FV	FICA TAXES	21,606.00	402.05	1,557.29	1,168.62	1,402.75	1,665.95	1,583.07	1,524.44	2,981.45	2,011.54	1,807.79	1,979.25	.00	.00	18,094.20	3,511.80	83.75
2120	6FV	RETIREMENT CONTRIBUTION	38,324.00	768.80	2,947.04	2,122.08	2,294.50	2,500.81	2,497.44	2,485.44	4,530.11	3,047.56	3,048.67	2,997.90	.00	.00	29,240.35	9,083.65	76.30
2130	6FV	LIFE and HEALTH INSURANCE	101,420.00	1,406.67	4,243.58	3,201.91	4,664.23	4,684.10	4,715.40	4,895.42	7,330.89	4,795.47	4,857.52	4,857.52	.00	.00	49,652.71	51,767.29	48.96
2200	6FV	PAYMENTS TO OPEB TRUST	4,875.00	.00	.00	.00	.00	.00	.00	.00	.00	4,874.67	.00	.00	.00	.00	4,874.67	.33	99.99
		<b>Total of Salaries</b>	<b>449,156.00</b>	<b>8,242.95</b>	<b>30,475.19</b>	<b>22,630.67</b>	<b>26,782.08</b>	<b>31,313.07</b>	<b>30,401.51</b>	<b>29,744.10</b>	<b>55,179.23</b>	<b>41,925.02</b>	<b>34,243.62</b>	<b>36,605.65</b>	<b>.00</b>	<b>.00</b>	<b>347,543.09</b>	<b>101,612.91</b>	<b>77.38</b>
3179	6FW	CONTRACT SVC EMPLOY AGENT	500.00	.00	.00	.00	1,166.40	.00	6,394.06	.00	.00	.00	.00	.00	.00	.00	7,560.46	-7,060.46	1,512.09
3195	6FW	CONTRACT SERVICES MEDICAL	500.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	500.00	.00
3410	6FW	LOCAL TRAVEL	500.00	.00	.00	118.42	177.57	240.84	.00	87.31	487.69	.00	301.63	263.25	.00	.00	1,676.71	-1,176.71	335.34
3530	6FW	TOLL CHARGES	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	3.75	2.18	.00	.00	5.93	44.07	11.86
3720	6FW	COMMUNICATIONS	2,000.00	.00	.00	392.22	.00	196.11	196.15	196.15	198.13	196.07	196.07	196.07	.00	.00	1,766.97	233.03	88.35
4020	6FW	BOOKS, COMPACT DISKS, VIDEOS, AND SUBSCRIPTIONS	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4110	6FW	OFFICE SUPPLIES (NOT INCLUDING PRINTING)	550.00	.00	.00	.00	.00	70.39	.00	.00	.00	.00	231.58	.00	.00	.00	301.97	248.03	54.90
4115	6FW	MISCELLANEOUS OPERATING SUPPLIES	13,500.00	.00	.00	.00	.00	.00	21.23	.00	.00	.00	.00	.00	.00	.00	.00	13,478.77	.16
4121	6FW	COMPUTER EQUIP UNDER \$500 & COMPUTER REL LESS THAN \$5000	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4123	6FW	EQUIPMENTLESS THAN \$5000	50.00	.00	.00	.00	.00	279.98	.00	80.46	.00	.00	.00	.00	.00	.00	360.44	-310.44	720.88
4143	6FW	MED and SURG SUPPLIES	50.00	.00	.00	.00	489.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	489.00	-439.00	978.00
4418	6FW	EDUCATIONAL ASSISTANCE PROGRAM	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4422	6FW	SCHOLARSHIPS AWARDS, BENEF	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4482	6FG	SELF INS-PROP CASUALTY	805.00	.00	.00	.00	.00	.00	.00	.00	805.00	.00	.00	.00	.00	.00	805.00	.00	100.00
		<b>Total of Operations</b>	<b>18,705.00</b>	<b>.00</b>	<b>.00</b>	<b>510.64</b>	<b>1,832.97</b>	<b>787.32</b>	<b>6,611.44</b>	<b>363.92</b>	<b>1,490.82</b>	<b>196.07</b>	<b>733.03</b>	<b>461.50</b>	<b>.00</b>	<b>.00</b>	<b>12,987.71</b>	<b>5,717.29</b>	<b>69.43</b>
		<b>Total of Unit 757</b>	<b>487,861.00</b>	<b>8,242.95</b>	<b>30,475.19</b>	<b>23,141.31</b>	<b>28,616.05</b>	<b>32,100.39</b>	<b>37,012.95</b>	<b>30,108.02</b>	<b>56,670.05</b>	<b>42,121.09</b>	<b>34,976.65</b>	<b>37,067.15</b>	<b>.00</b>	<b>.00</b>	<b>360,530.80</b>	<b>107,330.20</b>	<b>77.06</b>

Community and Family Services Through August 31, 2024 Fund - 7004 Dept - 062 Unit - 7528: HS Parent Family Community Engagement 91% of FY Elapsed

OBJ	APPR	OBJECT NAME	CURRENT BUDGET	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ENCUM AMOUNT	TOTAL YTD	BALANCE	% BUDGET USED YTD	
1120	6FX	REGULAR SALARIES and WAGES	1,478,022.00	57,200.85	186,771.09	96,819.49	114,054.25	109,862.46	116,419.93	116,305.03	181,790.63	118,918.88	118,918.56	125,935.74	.00	.00	1,342,689.71	135,332.29	90.84	
1125	6FX	RETHIRMENT & RETENTION PAY	14,154.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	14,154.00	.00	0.00
1130	6FX	OTHER SALARIES and WAGES	10,000.00	2,351.70	5,780.70	2,421.00	2,696.25	3,481.35	4,591.10	5,736.61	13,895.93	10,799.26	12,457.44	8,944.55	.00	.00	73,155.89	-63,155.89	731.56	
1140	6FX	OVERTIME	5,000.00	416.45	957.31	482.94	98.24	249.62	685.63	3.04	1,333.58	388.09	716.86	900.00	.00	.00	4,170.44	829.56	83.41	
1150	6FX	SPECIAL PAY	.00	500.00	1,400.00	.00	.00	1,000.00	2,000.00	500.00	1,000.00	500.00	.00	900.00	.00	.00	7,800.00	-7,800.00	.00	
1160	6FX	LONGEVITY PAY	14,750.00	.00	.00	15,500.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	15,500.00	-750.00	105.08	
2110	6FX	FICA TAXES	115,281.00	4,440.96	14,350.50	8,445.70	8,581.36	8,399.27	9,073.66	8,977.12	14,476.27	9,538.93	9,677.98	10,029.44	.00	.00	105,991.20	9,289.80	91.94	
2120	6FX	RETIREMENT CONTRIBUTION	218,838.00	8,372.86	27,417.32	16,375.44	14,980.19	15,648.76	16,597.76	16,489.56	25,210.24	16,807.24	16,973.70	17,430.07	.00	.00	192,303.14	26,534.86	87.87	
2130	6FX	LIFE and HEALTH INSURANCE	439,404.00	12,708.59	39,590.06	25,531.38	28,233.11	28,568.20	28,820.62	30,785.26	47,255.57	31,415.10	32,852.40	.00	.00	.00	336,953.64	102,450.36	76.68	
2131	6FX	HSAFSA CONTRIBUTION	.00	.00	.00	.00	.00	.00	.00	.00	1,500.00	.00	.00	.00	.00	.00	1,500.00	-1,500.00	.00	
2200	6FX	PAYMENTS TO OPEB TRUST	27,624.00	.00	.00	.00	.00	.00	.00	.00	.00	27,623.12	.00	.00	.00	.00	27,623.12	.88	100.00	
		<b>Total of Salaries</b>	<b>2,323,073.00</b>	<b>85,991.21</b>	<b>276,266.98</b>	<b>165,575.95</b>	<b>175,643.40</b>	<b>160,209.66</b>	<b>178,188.70</b>	<b>178,796.62</b>	<b>285,282.22</b>	<b>215,110.87</b>	<b>189,831.47</b>	<b>196,810.06</b>	<b>.00</b>	<b>.00</b>	<b>2,107,687.14</b>	<b>215,385.86</b>	<b>90.73</b>	
3179	6FY	CONTRACT SVC EMPLOY AGENT	3,700.00	.00	.00	8,209.08	1,653.20	1,653.20	.00	.00	.00	.00	1,134.00	4,882.40	.00	.00	3,855.60	-13,244.28	332.36	
3410	6FY	LOCAL TRAVEL	3,000.00	.00	.00	148.36	106.96	127.40	.00	61.83	348.53	.00	294.28	104.34	.00	.00	1,191.71	1,808.29	39.72	
3530	6FY	TOLL CHARGES	100.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	19.70	.00	.00	.00	19.70	80.50	19.70	
3720	6FY	COMMUNICATIONS	12,000.00	.00	.00	1,926.34	.00	926.48	988.96	1,087.83	763.54	965.42	979.85	1,021.17	.00	.00	8,629.49	3,370.51	71.91	
4020	6FY	BOOKS, COMPACT DISKS, VIDEOS, AND SUBSCRIPTIONS	50.00	.00	.00	359.70	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	-309.70	719.40	
4110	6FY	OFFICE SUPPLIES (NOT INCLUDING PRINTING)	10,000.00	.00	.00	7,706.40	.00	130.70	222.33	.00	.00	.00	419.92	335.57	.00	.00	8,814.92	1,185.08	88.15	
4115	6FY	MISCELLANEOUS OPERATING SUPPLIES	5,000.00	.00	.00	.00	187.50	.00	50.00	.00	14.90	203.19	.00	11.39	.00	.00	466.98	4,533.02	9.34	
4121	6FY	COMPUTER EQUIP UNDER \$500 & COMPUTER REL LESS THAN \$5000	50.00	.00	.00	.00	.00	13.39	.00	.00	.00	.00	.00	1,667.75	.00	.00	1,681.14	-1,631.14	3,362.28	
4123	6FY	EQUIPMENTLESS THAN \$5000	4,000.00	.00	.00	1,750.61	.00	193.63	299.99	169.99	.00	.00	357.97	783.78	.00	.00	3,556.17	443.83	88.90	
4412	6FY	PROMOTIONAL EXPENSES	7,000.00	.00	.00	185.73	119.61	.00	1,332.37	.00	109.60	.00	5,766.69	.00	.00	.00	7,514.00	-514.00	107.34	
4418	6FY	EDUCATIONAL ASSISTANCE PROGRAM	1,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,000.00	.00	
4450	6FY	PARENT ACTIVITY FUND	9,216.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	9,216.00	.00	
4482	6FG	SELF INS-PROF CASUALTY	14,543.00	.00	.00	.00	.00	.00	.00	.00	14,543.00	.00	.00	.00	.00	.00	14,543.00	.00	100.00	
		<b>Total of Operations</b>	<b>71,659.00</b>	<b>12,077.14</b>	<b>8,623.15</b>	<b>3,055.00</b>	<b>8,623.15</b>	<b>3,055.00</b>	<b>2,863.55</b>	<b>1,319.65</b>	<b>15,779.57</b>	<b>1,168.61</b>	<b>8,972.42</b>	<b>8,006.40</b>	<b>.00</b>	<b>.00</b>	<b>61,865.49</b>	<b>5,837.51</b>	<b>91.71</b>	
		<b>Total of Unit 7528</b>	<b>2,394,732.00</b>	<b>85,991.21</b>	<b>276,266.98</b>	<b>177,653.09</b>	<b>184,286.55</b>	<b>163,284.86</b>	<b>181,052.25</b>	<b>180,116.27</b>	<b>301,041.79</b>	<b>215,279.48</b>	<b>193,803.89</b>	<b>204,816.46</b>	<b>.00</b>	<b>.00</b>	<b>2,169,562.63</b>	<b>221,333.77</b>	<b>90.76</b>	

Community and Family Services Through August 31, 2024 Fund - 0001 Dept - 062 Unit - 7529: HS General Fund 87% of FY Elapsed

OBJ	APPR	OBJECT NAME	CURRENT BUDGET	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ENCUM AMOUNT	TOTAL YTD	BALANCE	% BUDGET USED YTD
1120	HZE	REGULAR SALARIES and WAGES	332,410.00	13,448.80	44,167.35	22,697.60	24,838.08	26,897.60	26,897.60	25,592.74	36,276.00	22,827.20	20,925.28	21,369.85	.00	.00	285,938.10	46,471.90	86.02
1125	HZE	RECRUITMENT & RETENTION PAY	2,976.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	2,976.00	.00
1160	HZE	LONGEVITY PAY	4,200.00	.00	.00	4,200.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	100.00
2110	HZE	FICA TAXES	24,448.00	977.12	3,223.67	1,954.24	1,803.41	1,960.95	1,960.98	1,861.14	2,650.91	1,670.41	1,524.92	1,558.93	.00	.00	4,200.00	3,301.32	86.50
2120	HZE	RETIREMENT CONTRIBUTION	43,740.00	1,825.01	5,983.53	3,650.02	3,370.54	3,650.02	3,650.02	3,472.95	4,922.67	3,097.66	2,852.12	2,912.72	.00	.00	39,397.26	4,342.74	90.07
2130	HZE	LIFE and HEALTH INSURANCE	94,748.00	3,808.70	11,526.10	7,517.40	8,221.76	8,501.76	7,941.76	8,361.76	10,872.46	6,321.58	6,641.58	6,641.58	.00	.00	86,556.44	8,191.56	91.35
2131	HZE	HSA/FSA CONTRIBUTION	.00	.00	.00	1,250.00	.00	-1,250.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
		Total of Salaries	502,522.00	20,059.63	64,910.65	40,019.26	39,483.79	39,760.33	40,450.36	39,288.59	54,722.04	34,116.85	31,943.90	32,483.08	.00	.00	437,238.48	65,283.52	87.01
3167	HZE	PAYMENTS TO OTHER	300.00	.00	.00	.00	.00	80.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	220.00	26.67
3197	HZE	GOVERNMENTAL AGENCIES	22,800.00	.00	.00	.00	.00	.00	.00	11,140.00	.00	.00	.00	.00	.00	.00	11,140.00	520.00	97.72
4110	HZE	OTHERWISE SPECIFIED	500.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	500.00	.00
4115	HZE	PRINTING	5,000.00	.00	.00	35.93	.00	2,409.22	299.93	446.32	.00	-446.32	.00	750.00	.00	.00	3,495.08	1,504.92	69.90
4123	HZE	SUPPLIES	50.00	.00	.00	.00	.00	49.99	.00	.00	.00	.00	.00	.00	.00	.00	.00	.01	99.98
4135	HZE	EQUIPMENT LESS THAN \$5000	1,666.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	123.25	.00	.00	.00	123.25	1,542.75	7.40
4482	HZE	FOOD and DIETARY	1,100.00	.00	.00	.00	.00	1,100.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	100.00
6310	HZE	SELF INS-PROP CASUALTY	50,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	45,060.27	90.12
6430	HZE	STRUCT and FAC OTH TH BLDGS	50,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	4,839.73	9.68
		HEAVY EQUIPMENT	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00
		Total of Operation	81,416.00	.00	.00	35.93	.00	3,639.21	299.93	11,586.32	.00	-446.32	123.25	45,810.27	.00	.00	61,048.59	9,227.41	88.67
		Total of Unit 7529	583,938.00	20,059.63	64,910.65	40,055.19	39,483.79	43,399.54	40,750.29	50,874.91	54,722.04	33,670.53	32,067.15	78,293.35	.00	.00	498,287.07	74,510.93	87.24

Community and Family Services Through August 31, 2024 Fund - 7004 Dept - 062 Unit - 7534: Facilities 81% of FY Elapsed

OBJECT	APPR	OBJECT NAME	CURRENT BUDGET	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ENCUM	TOTAL YTD	BALANCE	% BUDGET USED YTD
1120	6FL	REGULAR SALARIES and WAGES	172,641.00	1,022.74	11,699.54	6,514.58	7,627.72	7,617.60	7,617.60	7,617.60	11,426.40	7,732.97	7,617.60	10,201.20	.00	.00	87,295.55	85,345.45	50.56
1125	6FL	RECRUITMENT & RETENTION PAY	1,654.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,654.00	.00
1130	6FL	OTHER SALARIES and WAGES	5,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	5,000.00	.00
1140	6FL	OVERTIME	2,500.00	142.69	516.13	455.40	100.19	494.87	704.34	276.28	558.63	264.13	75.90	430.41	.00	.00	4,018.97	-1,518.97	160.76
1150	6FL	SPECIAL PAY	.00	.00	500.00	.00	.00	.00	.00	.00	500.00	.00	.00	500.00	.00	.00	1,500.00	-1,500.00	.00
1160	6FL	LONGEVITY PAY	2,400.00	.00	.00	1,200.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,200.00	1,200.00	50.00
2110	6FL	FICA TAXES	13,517.00	111.52	889.02	577.84	532.29	561.72	577.75	544.99	866.77	552.90	529.66	792.67	.00	.00	6,537.13	6,979.87	48.36
2120	6FL	RETIREMENT CONTRIBUTION	23,978.00	372.77	2,159.39	1,394.86	1,301.85	1,383.10	1,427.36	1,336.91	2,035.84	1,358.72	1,297.19	1,721.34	.00	.00	15,789.33	8,188.67	65.85
2130	6FL	LIFE and HEALTH INSURANCE	69,004.00	1,568.60	4,736.06	2,343.41	2,621.88	2,621.88	2,621.88	2,621.88	3,932.82	2,621.88	2,621.88	2,629.94	.00	.00	30,942.11	38,061.89	44.84
2200	6FL	PAYMENTS TO OPER TRUST	1,625.00	.00	.00	.00	.00	.00	.00	.00	.00	1,624.88	.00	.00	.00	.00	1,624.88	.11	99.98
		<b>Total of Salaries</b>	<b>292,319.00</b>	<b>3,818.32</b>	<b>20,500.14</b>	<b>12,486.09</b>	<b>12,183.93</b>	<b>12,879.17</b>	<b>12,948.93</b>	<b>12,397.66</b>	<b>19,320.46</b>	<b>14,155.49</b>	<b>12,142.23</b>	<b>16,275.56</b>	<b>.00</b>	<b>.00</b>	<b>148,907.98</b>	<b>143,411.02</b>	<b>50.94</b>
3167	6FM	PAYMENTS TO OTHER GOVERNMENTAL AGENCIES	1,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,000.00	.00
3170	6FM	JANITORIAL SVC and SUPPLY	10,000.00	.00	1,943.19	647.73	3,321.96	647.73	647.73	647.73	647.73	647.73	647.73	.00	.00	.00	9,151.53	848.47	91.52
3179	6FM	CONTRACT SVC EMPLOY AGENT	3,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	3,000.00	.00
3197	6FM	CONTRACTUAL SERVICES NOT OTHERWISE SPECIFIED	2,000.00	.00	.00	.00	.00	.00	.00	.00	1,552.60	.00	4,230.00	.00	.00	.00	5,872.60	-3,872.60	293.63
3350	6FM	OTHER INSURANCE and BONDS	9,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	9,000.00	.00
3420	6FM	OUT OF COUNTY TRAVEL	300.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	300.00	.00
3520	6FM	MOVING EXPENSE-CO ASSETS	6,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	6,000.00	.00
3530	6FM	TOLL CHARGES	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
3610	6FM	RENTAL OF EQUIPMENT	50.00	.00	.00	.00	.00	68.85	240.00	.00	.00	.00	5,485.50	.00	.00	.00	5,794.35	-5,744.35	11,588.70
3620	6FM	LEASES-BUILDINGS/STRUCTURES	275,000.00	3,455.32	1,915.25	1,790.19	1,727.66	1,852.72	1,790.19	149,037.55	149,037.55	1,790.19	6,260.19	.00	.00	.00	318,656.81	-43,656.81	115.88
3710	6FM	UTILITIES	30,500.00	.00	3,461.36	1,459.24	1,185.45	6,559.87	3,473.63	1,596.32	3,875.83	1,974.10	1,984.58	1,093.42	.00	.00	26,663.80	3,836.20	87.42
3720	6FM	COMMUNICATIONS	24,484.00	.00	.00	2,061.16	.00	5,404.33	139.62	3,124.47	1,339.62	1,339.62	10.00	.00	.00	.00	13,428.82	11,065.18	54.85
3810	6FM	MAINTENANCE OF BUILDINGS, IMPROVEMENTS, AND GROUNDS	5,000.00	.00	1,016.25	1,307.78	2,881.00	677.50	1,496.25	368.60	338.75	657.36	338.75	.00	.00	.00	9,082.44	-11,041.89	320.84
3820	6FM	MAINTENANCE OF EQUIPMENT	18,243.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	900.00	.00	.00	900.00	17,343.00	4.93
3825	6FM	INTERNAL FLEET MANAGEMENT CHARGES	28,000.00	.00	.00	3,260.82	4,380.70	.00	2,714.31	4,510.37	2,143.92	.00	1,157.74	.00	.00	.00	18,167.86	9,832.14	64.89
3910	6FM	GRAPHIC REPROD SVCS	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4110	6FM	OFFICE SUPPLIES (NOT INCLUDING PRINTING)	1,500.00	.00	.00	.00	234.95	.00	3,708.30	.00	.00	.00	.00	183.75	.00	.00	4,127.00	-2,627.00	275.13
4115	6FM	MISCELLANEOUS OPERATING SUPPLIES	9,050.00	.00	.00	557.6	.00	.00	471.10	273.24	.00	2,961.07	704.67	535.32	.00	.00	5,001.16	4,048.84	55.26
4121	6FM	COMPUTER EQUIP UNDER \$500 & COMPUTER REL LESS THAN \$5000	773.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	158.03	.00	.00	158.03	614.97	20.44
4123	6FM	EQUIPMENTLESS THAN \$5000	4,000.00	.00	.00	123.57	837.28	.00	.00	2,799.00	-364.15	.00	3,127.16	64.98	.00	.00	6,957.84	-2,587.84	104.70
4126	6FM	TOOL/SMALL IMPLEMENTS	3,000.00	.00	.00	.00	.00	.00	6.36	.00	3.99	.00	973.28	.00	.00	.00	983.63	2,016.37	32.79
4175	6FM	CLOTHING AND WEARING APPAREL	116.00	.00	.00	.00	.00	.00	135.92	.00	.00	135.00	.00	.00	.00	.00	270.92	-154.92	233.55
4195	6FM	MISC SUPPLIES OR EXPENSES	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4422	6FM	SCHOLARSHIPS, AWARDS, BENEF	50.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	50.00	.00
4482	6FG	SELF INS-PROP CASUALTY	771.00	.00	.00	.00	.00	.00	.00	.00	771.00	.00	.00	.00	.00	.00	771.00	.00	100.00
6420	6FJ	ROLLING STOCK	40,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	37,529.00	.00	.00	37,529.00	2,471.00	93.82
7220	6FM	PRIN-CAPITAL LEASES	500.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	500.00	.00
7420	6FM	INTEREST-CAPITAL LEASES	500.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	500.00	.00
		<b>Total of Operations</b>	<b>472,987.00</b>	<b>3,455.32</b>	<b>8,336.05</b>	<b>10,706.25</b>	<b>11,247.04</b>	<b>17,895.23</b>	<b>14,823.41</b>	<b>162,357.48</b>	<b>159,376.84</b>	<b>9,505.07</b>	<b>24,979.60</b>	<b>40,474.50</b>	<b>.00</b>	<b>6,959.45</b>	<b>483,146.79</b>	<b>2,880.76</b>	<b>99.39</b>
		<b>Total of unit 7534</b>	<b>765,908</b>	<b>7,273.64</b>	<b>28,936.19</b>	<b>23,192.34</b>	<b>23,430.97</b>	<b>30,664.4</b>	<b>27,772.34</b>	<b>174,755.14</b>	<b>178,997.3</b>	<b>23,860.56</b>	<b>37,121.83</b>	<b>57,590.06</b>	<b>0</b>	<b>6,959.45</b>	<b>612,654.77</b>	<b>14,629.173</b>	<b>80.88</b>

Community and Family Services Through August 31, 2024: Fund - 7046 Dept - 062 Unit - 7535: HS Disaster Recovery 74% of FY Elapsed

OBJ	APPR	OBJECT NAME	CURRENT BUDGET	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	ENCUM	TOTAL YTD	BALANCE	% BUDGET USED
3125	2GA	INDIRECT COSTS	302,220.00	.00	.00	.00	.00	.00	.00	.00	37,574.18	.00	.00	.00	.00	.00	37,574.18	264,645.82	12.43
3170	2GB	JANITORIAL SVC and SUPPLY	10,500.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	10,500.00	.00
3197	2GB	CONTRACTUAL SERVICES NOT OTHERWISE SPECIFIED	11,770.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	11,770.00	.00
3420	2GB	OUT OF COUNTY TRAVEL	24,134.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	24,134.00	.00
3810	2GB	MAINTENANCE OF BUILDINGS, IMPROVEMENTS, AND GROUNDS	920,386.00	.00	.00	.00	.00	.00	431,730.61	.00	1,128.00	.00	286,623.37	200,904.02	.00	.00	920,386.00	.00	100.00
4020	2GB	BOOKS, COMPACT DISKS, VIDEOS, AND SUBSCRIPTIONS	6,189.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	6,189.00	.00
4030	2GB	TRAINING AND EDUCATIONAL COST	29,980.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	29,980.00	.00
4040	2GB	LICENSE AND CERTIFICATION FEES	2,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	2,000.00	.00
4110	2GB	OFFICE SUPPLIES (NOT INCLUDING PRINTING)	19,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	19,000.00	.00
4115	2GB	MISCELLANEOUS OPERATING SUPPLIES	36,579.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	36,579.00	.00
4120	2GB	SOFTWARE LESS THAN \$5000	16,000.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	16,000.00	.00
4123	2GB	EQUIPMENTLESS THAN \$5000	1,353.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	1,353.00	.00
4143	2GB	MED and SURG SUPPLIES	6,460.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	6,460.00	.00
6310	2GC	STRUCT and FAC OTH TH BLDGS	400,000.00	.00	.00	.00	.00	.00	134,033.46	.00	.00	.00	43,952.46	222,014.08	.00	.00	400,000.00	.00	100.00
6410	2GC	EQUIPMENT	36,003.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	36,003.00	.00
6420	2GC	ROLLING STOCK	7,358.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	.00	7,358.00	.00
		Total of Operation	1,829,932.00	.00	.00	.00	.00	.00	565,764.07	.00	38,702.18	.00	330,575.83	422,918.10	.00	.00	1,357,960.18	471,971.82	74.21
		Total of Unit 7535	1,829,932.00	.00	.00	.00	.00	.00	565,764.07	.00	38,702.18	.00	330,575.83	422,918.10	.00	.00	1,357,960.18	471,971.82	74.21



Credit Card Expenses  
August 31, 2024

CH Full Name	Comp Supp Name	Item Total	Placeholder for Date Field	GL: FUND	GL: DEPT	GL: UNIT_SUBUNIT
CUEVAS SAYAGO, LEONOR	PUBLIX #436	\$94.24	8/12/2024	7004	062	7522
CUEVAS SAYAGO, LEONOR	PUBLIX #1501	\$118.34	8/12/2024	7004	062	7522
CUEVAS SAYAGO, LEONOR	WAL-MART #1084	\$135.72	8/13/2024	7004	062	7522
CUEVAS SAYAGO, LEONOR	WINN-DIXIE	\$18.87	8/14/2024	7004	062	7522
CUEVAS SAYAGO, LEONOR	BANGLA BAZAAR UCF	\$69.94	8/14/2024	7004	062	7522
CUEVAS SAYAGO, LEONOR	PUBLIX #1387	\$14.59	8/16/2024	7004	062	7522
CUEVAS SAYAGO, LEONOR	WAL-MART #3162	\$83.82	8/22/2024	7004	062	7522
CUEVAS SAYAGO, LEONOR	BANGLA BAZAAR UCF	\$43.96	8/22/2024	7004	062	7522
DUCK, CORTINA	NIC -AGENCY FOR HLTHCR	\$13.68	8/2/2024	7004	062	7522
DUCK, CORTINA	NIC -DCF-CARES	\$101.00	8/2/2024	7004	062	7522
DUCK, CORTINA	NIC -AGENCY FOR HLTHCR	\$44.66	8/7/2024	7004	062	7522
DUCK, CORTINA	NIC -AGENCY FOR HLTHCR	\$13.68	8/26/2024	7004	062	7522
DUCK, CORTINA	ODP BUS SOL LLC	\$173.60	8/12/2024	7004	062	7522
ELIBERT, MIGUERLINE	PRIMO WATER	\$1,644.12	8/29/2024	7004	062	7534
ELIBERT, MIGUERLINE	THE HOME DEPOT	\$123.08	8/7/2024	7004	062	7522
ELIBERT, MIGUERLINE	AMAZON MARK	\$99.00	8/15/2024	7004	062	7522
INFANTE, SILVIO	IN BORRERO FACILITY SERV	\$3,673.25	8/22/2024	7004	062	7522
MOORE, SANDRA	AMAZON MKTPL	\$13.98	8/5/2024	7004	062	
MOORE, SANDRA	AMAZON MKTPL	\$25.40	8/5/2024	7004	062	
MOORE, SANDRA	OCBCC CONVENTION CENTER	\$705.00	8/7/2024	7004	062	
MOORE, SANDRA	SQ ONEPARTY2REMEMBER	\$1,500.00	8/8/2024	7004	062	
MOORE, SANDRA	AHASLIDES	\$49.95	8/8/2024	7004	062	
MOORE, SANDRA	INTERNATIONAL TRANSACTION	\$0.50	8/8/2024	7004	062	
MOORE, SANDRA	OCBCC CONVENTION CENTER	\$2,932.48	8/30/2024	7004	062	
TEMPLE, REGINA	WAL-MART #4160	\$8.94	8/28/2024	7004	062	
TEMPLE, REGINA	PUBLIX #331	\$7.50	8/12/2024	7004	062	7522
TEMPLE, REGINA	PUBLIX #436	\$18.26	8/12/2024	7004	062	7522
TEMPLE, REGINA	CARIBBEAN SUPERCENT	\$55.98	8/12/2024	7004	062	7522
TEMPLE, REGINA	WAL-MART #4588	\$223.56	8/12/2024	7004	062	7522
TEMPLE, REGINA	PUBLIX #436	\$23.96	8/23/2024	7004	062	7522
VILLALOBOS, NANCY	HILTON CAPITAL CERTIFI	\$1,008.76	8/15/2024	7004	062	7522
VILLALOBOS, NANCY	HILTON CAPITAL CERTIFI	\$1,008.76	8/15/2024	7004	062	7522
VILLALOBOS, NANCY	HILTON CAPITAL CERTIFI	\$1,008.76	8/15/2024	7004	062	7522
	Total	\$15,057.34				

**Head Start Policy Council  
Human Resources Committee  
August 2024 Actions**

**I. Pending Approval for hire**

Job Title	Candidate's Name

**II. Termination from employment (Involuntarily)**

Job Title	Reason	Employee's Name

**III. Separation from employment (Voluntarily)**

Job Title	Reason	Employee's Name
Teacher	Retirement	Diana Gamble
Center Supervisor	Health Reasons	Aileen Morales Cotto
Teacher Assistant	Another Job	Maritza Palermo Torres
Teacher	Another Job	Luz Vazquez

**III. Current Head Start Openings – As of 6/30/2024**

Job Title	Number of Positions	Potential Candidates in process for hire
Center Supervisor	1	
Family Service Worker	1	
Food Service Assistant	1	
Sr. Family Service Worker	1	
Maintenance Technician	1	
Senior Coordinator	1	
Teacher	7	
Teacher Assistant	13	

# Interoffice Memorandum

**Date:** September 30, 2024

**To:** Darnellion Brown, Policy Council Chair  
Policy Council Members

**From:** Sonya L. Hill, Head Start Division Manager

**Subject:** Division Managers Monthly Operational Report

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The Monthly Division Managers Report provides an overview of essential information from Orange County Head Start. This report includes actions from the month of August 2024, and September 2024 monthly report.

## Program Highlights, and Accomplishments

- Orange County Head Start held a follow-up meeting with Region IV representatives to address two non-compliance issues. The review included Region IV Program Specialist Sherice Horton and two additional representatives. During the meeting, the program was required to complete a question-and-answer session and submit numerous documents for review.
- The Director of Orange County Head Start successfully planned and hosted a leadership institute prior to the start of the school year. This institute covered a range of important topics, including the Family and Medical Leave Act (FMLA), team building, setting standards for customer service, and expectations regarding staff mental wellness. Additionally, discussions highlighted the roles of leaders within the Head Start program. This initiative aims to enhance leadership skills and promote a positive work environment for our staff.
- A meeting was held with Human Resources to update the teacher salary matrix. This matrix functions as a step ladder, outlining salary ranges and promoting pay equity across teacher, assistant, and aide positions. The updates aim to ensure fairness and competitiveness in compensation within our educational team.
- The Children's Movement of Florida (The Movement) announced today that it has received a \$1 million grant from Helios Education Foundation to accelerate a groundbreaking initiative to improve access, quality, and affordability of early learning programs across the state over the next three years. The initiative called, Florida's Early Learning Roadmap — an actionable guide designed to reshape the future of early childhood education in Florida — grew out of community meetings around the state led by The Movement over the past 2 years.
- Successful 2-day Pre- Service held for all staff.
- Participated in the Mayors Citizen academy where Head Start information was provided.

## MONTHLY MANAGEMENT REPORT

- The program has completed more than 75% of the required health screenings. This accomplishment is due to the program conducting screenings over the summer.
- Awarded the 2024 Florida Head Start Association Corporate Award for the collaborative partnership with Orlando Science Center.
- Awarded the Florida Head Start Association 2024 Edward Zigler award, for the collaborative Partnership with the Delta Xi Lambda Chapter of Alpha Phi Alpha Fraternity, Inc & I.S. Hankins Johnson Foundation.
- Awarded the Florida Head Start Association 2024 Sargeant Shriver award for the collaborative partnership with VyStar Credit Union.

### Area for Improvement, Challenges and Concerns

- As of this month, Orange County Head Start is actively working towards filling all 1,536 enrollment slots by September 30, 2024. Our goal is to achieve at least 97% of funded enrollment to maintain compliance and avoid being placed on the full enrollment initiative. We are implementing various outreach strategies to ensure we meet this target and continue to provide essential services to our community. Continued updates will be provided as we progress toward this important milestone.
- Medical and Dental unit staff continues to work with the family service workers to ensure the required health documentation is provided and updated in the system
- Contracts
- Completing the FY24 budget

### Program Outlook Ahead

- Self-Assessment
- Apply for Quality Improvement funding
- October is Head Start Awareness month
- Cruising for Quality
- Head Start Annual Update to Mayor and Board of County Commissioners

### Head Start State, Regional and National Updates

The Office of Head Start's (OHS) final rule, Supporting the Head Start Workforce and Consistent Quality Programming, was published in the Federal Register today. OHS has made significant changes to the Head Start Program Performance Standards (the Performance Standards) to respond to concerns affecting the sustainability of Head Start programs. The changes are designed to stabilize the Head Start workforce and improve the quality of the comprehensive services that Head Start families count on. The Performance Standards updates will benefit the Head Start workforce,

## MONTHLY MANAGEMENT REPORT

programs, and children and families. They increase wages and benefits for Head Start educators and other staff, better integrate mental health supports across program services, strengthen processes to support child health and safety, and enhance family engagement services. The changes also modernize the process programs use to identify and meet community needs. The final rule is effective immediately. Programs are expected to comply with some of the updated requirements 60 days after the rule is published (October 21, 2024). Programs are granted more time to comply with several requirements, including new wage and benefit requirements, as noted in the Effective and Compliance Dates section of the rule.

# ORANGE COUNTY HEAD START 2024-2025



ERSEA REPORT

MONTH: August

YEAR: 2024

Sites	Funded Enrollment	Monthly Enrollment	10% IEP YTD	Drops YTD	Monthly Waiting List	Monthly New Applications 2024-2025	Monthly Applications 2025-2026	Monthly Attendance
Aloma	40	40	2	5	6	0	N/A	92.94%
Bithlo	34	23	0	4	0	3	N/A	96.28%
Callahan	49	38	0	6	6	3	N/A	93.45%
Dillard	36	34	1	6	11	1	N/A	94.99%
Dover Shores	54	53	2	10	1	12	N/A	93.61%
East Orange	112	97	1	24	11	7	N/A	90.82%
Engelwood	57	55	6	6	0	12	N/A	94.70%
Hal P Marston	80	71	1	21	9	4	N/A	91.05%
John Bridges	129	123	1	39	5	6	N/A	89.65%
Lila Mitchell	70	65	1	11	6	9	N/A	90.14%
Lovell	34	31	2	5	6	2	N/A	94.81%
McCoy	37	37	4	3	2	16	N/A	91.03%
Millennia	35	31	2	7	2	4	N/A	91.89%
Pine Hills	188	183	11	21	13	8	N/A	94.86%
Riverside	36	32	3	12	11	7	N/A	90.11%
S.O YMCA	54	53	0	24	2	1	N/A	93.38%
Southwood	109	109	4	21	19	5	N/A	92.87%
Taft	110	87	2	24	3	22	N/A	91.26%
Three Points	57	49	2	9	0	12	N/A	93.87%
Ventura	37	32	1	6	4	6	N/A	87.29%
WS ELC	86	66	5	30	5	12	N/A	92.07%
WS Elementary	57	37	0	9	0	7	N/A	93.37%
West Oaks	35	27	2	4	8	5	N/A	95.20%
<b>OCHS Total</b>	<b>1536</b>	<b>1373</b>	<b>53 (3.45%)</b>	<b>307</b>	<b>130 (8%)</b>	<b>164</b>	<b>N/A</b>	<b>92.47%</b>
<b>Goal</b>	-----	<b>1536</b>	<b>10%</b>	<b>-0-Cho</b>	<b>10%</b>	<b>N/A</b>	<b>N/A</b>	<b>90%</b>

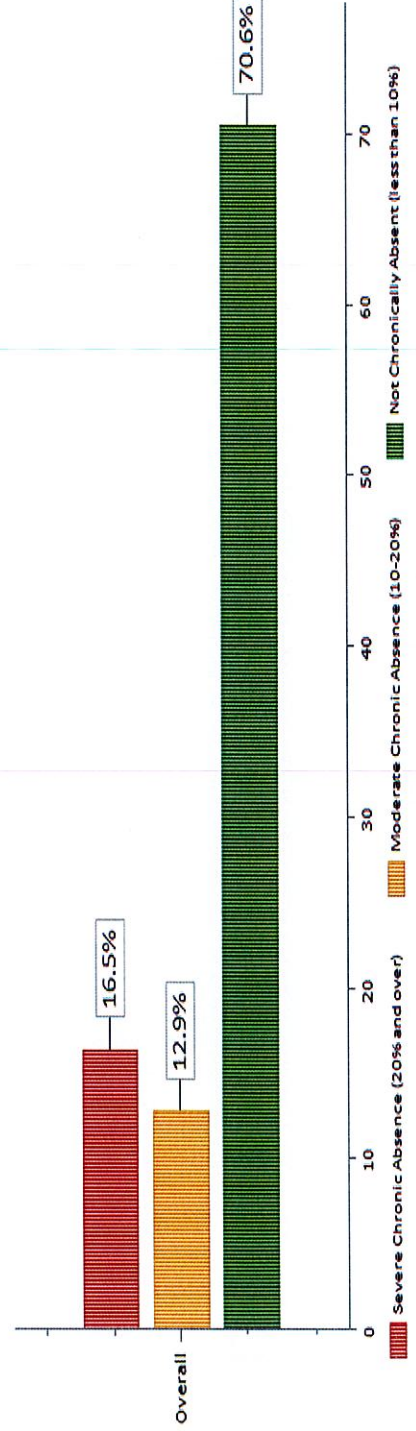
Reasons of Absences		
Other	272	7.21%
Attempt to contact Guardian/No Contact	753	19.96%
Doctor/Dentist Appointment	172	4.56%
Dropped	13	0.34%
Expired Immunization or Physical Exam	144	3.82%
Family Emergency	90	2.39%
Funeral	8	0.21%
No Show/No Call	203	5.38%
Other Appointment	212	5.62%
Out -of-Town	213	5.65%
Parent/Guardian Sick	65	1.72%
Refusal of Attendance	34	0.9%
Religious Reason	1	0.03%
Sick	891	23.62%
Therapy Outside Campus	6	0.16%
Transportation Issues	607	16.09%
Vacation	89	2.36%

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**2335 - Attendance Works Chronic Absence Charts**  
 Program Term: All | All | Enrollment Status: Enrolled Only | Charts to Include: All | Graph By: Percentage of participants  
 | Level: Per Agency | Time Frame: 8/01/2024 - 8/31/2024 | Page Break: None | Flag/Group: Not Filtered | Program  
 Option: All | Responsible Staff: All

CHRONIC ABSENCE (Percentage)  
Orange County Head Start



## Recruitment Efforts per Site

Aloma	7	Ventura Elementary, Indigo Winter Park Apartments, Aloma Elementary
Bithlo	7	Bithlo Community Connections Meeting, Orange County NCF Community Engagement & Resource Expo, Wedgefield Elementary, Camelot Elementary
Callahan	7	Hal Marston Back to school event, NCF Back to School Event, Department of Motor Vehicles, Callahan After School Orientation Family Night
Dillard	6	Quest Kids Therapy, Gelato Go, One Blood
Dover Shores	24	Dover Shores Community Center, Ramonas Beauty Salon, Sedanos Supermarket
East Orange	6	East Orange Library System, Old Cuban Café, Burger King.
Engelwood	5	Coin Laundry, Sedano Supermarket, Tom's Coin Laundry
	14	West Orange Dream Center, Elegant Beauty Supply Superstore, Hair Action Salon Suites, Terra at Colington, Crest Villas, Master Outlet + Cutz, Beauty Max, Max Plaza, Stella West Orlando, Rosala West Orlando, Magic Mall, Showtyme Hair, Palm Grove Apts, Best Seafood + Meats, Caribbean Sunshine
Hal P Marston	3	Farmwork Association, Boys and Girls Club, Community Health Center
John Bridges	3	Orlando National Airport, Family Resources Fair, Sams Club
Lila Mitchell	1	Lovell Recruitment Event at John Bridges
Lovell	3	Pollo De Oro, Matts Martin BBQ, Growing Together Pediatrics
McCoy	5	Walmart, Starbucks, Juicy Crabs, Metropolis way, Pine Hills
Pine Hills		
Riverside	3	Magnolia Court Condos, Laundromat Northgate, Shell
SO YMCA	3	Dry Cleaners HNC, Beijing Chinese Restaurant, Ace Cash Express
Southwood	3	Southwood Neighborhood Center, Casa de las empanadas, The Laundry Room
Taft	4	Florida Mall, Sedanos Supermarket, Harvill Produce, SouthPark Community Park
Three Points	2	Several Walk-ins potentially eligible child, Esporta Fitness
Ventura	Same as Aloma	Ventura Elementary, Indigo Winter Park Apartments, Aloma Elementary
WS ELC	5	Chevon/ Quick Run store, Crossroad Apts, Kirman Shoppes Plaza, Washington Shores Market, Walmart Neighborhood Center for Families, Murchinson Terrace Apts, Ruta Supermarket
WS Elementary	7	Laundromat, #1 Beauty Supply, Star Nail Supply, West Church St, Kwik Stop Store, Washington Shores Supermarket, HS Fashion
West Oaks	3	West Oaks Elementary, Woodhill & Woodridge
<b>Total</b>	<b>121</b>	



# FAMILY ENGAGEMENT

*Creating Connections, Building Bridges... Together.*

## Monthly Report: August 2024

Family Services Activities	Aug 2024	Sept 2024	Oct 2024	Nov 2024	Dec 2024	Jan 2025	Feb 2025	Mar 2025	April 2025	May 2025	June 2025
Number of Fatherhood Activities	19										
Number of Fatherhood Participants	265										
Number of Parent Educational Trainings Provided	23										
Number of Parents Attended	582										
Number of Families Experiencing Homelessness YTD	43---										
Number of Families Acquired housing	6--										
Number of ESL/GED Training	N/A										
Number of Parents involved in Health Education	N/A										

### Family Needs Assessment/Goal Settings



Family Needs	25%
Goals Settings	9.50%
Column1	

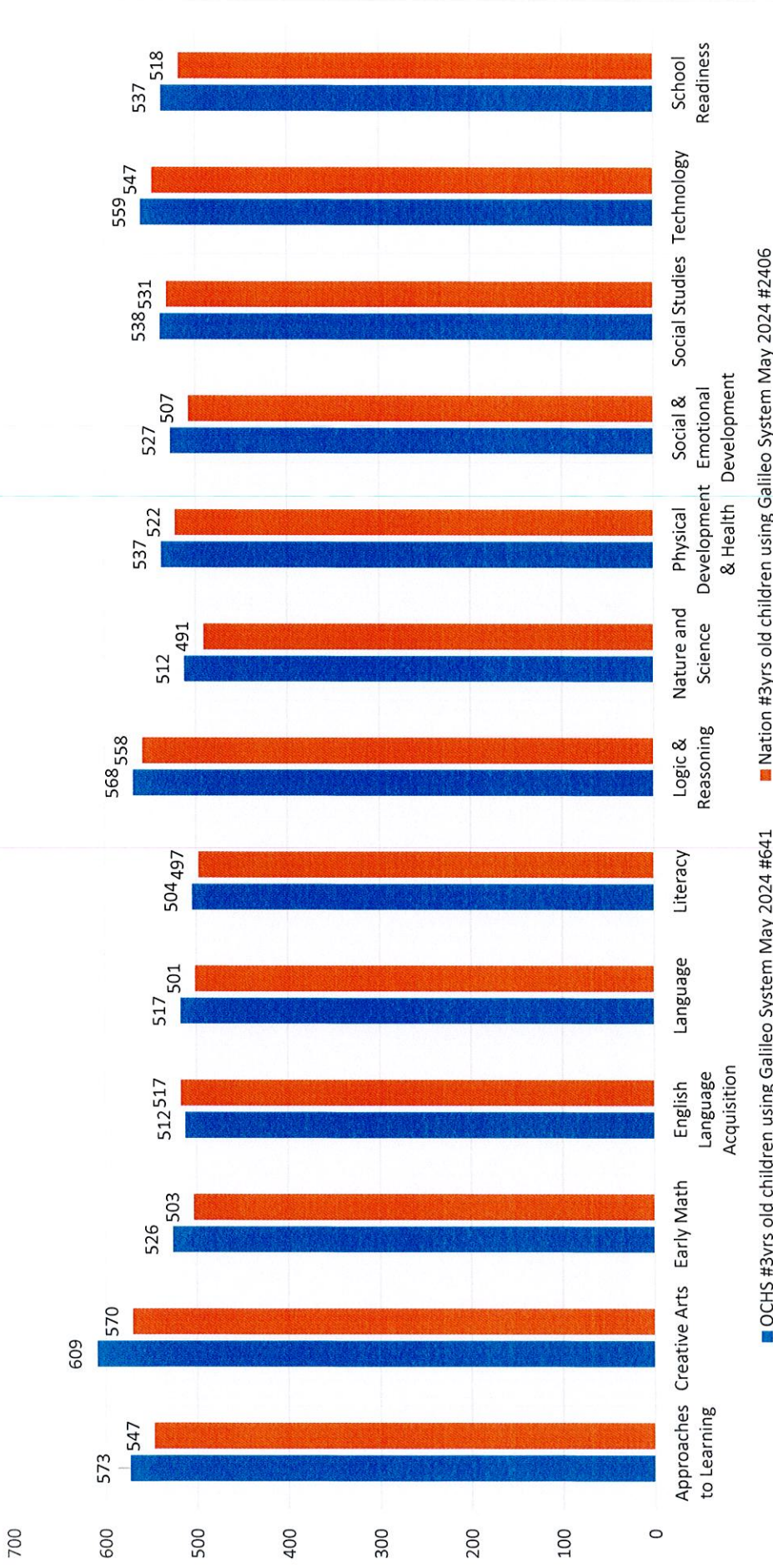


## Orange County Head Start Medical and Dental Unit Monthly Report

Program Description	2024-2025 school Year						
	August	September	October	November	December	January	
Total Number of HS children served (report source: CP2001)	1372						
Number of children meeting requirement of health physicals CP3035	1313						
Number of HS families referred to the FQHC for medical and/or dental services. (report source: CP4120)	5						
Number of HS children meeting medical home requirement (report source: CP3021D)	1456						
Number of HS children meeting immunization requirement (report source: CP3320)	1344						
Number of HS children with an dental exam (report source: CP3035)	1040						
Number of children needing dental treatment (CP 2110)	209						
Number of Health Action Plan (report source CP2110)	278						
Number of Site Visit for LPN monthly	10						

**1536 Funded**

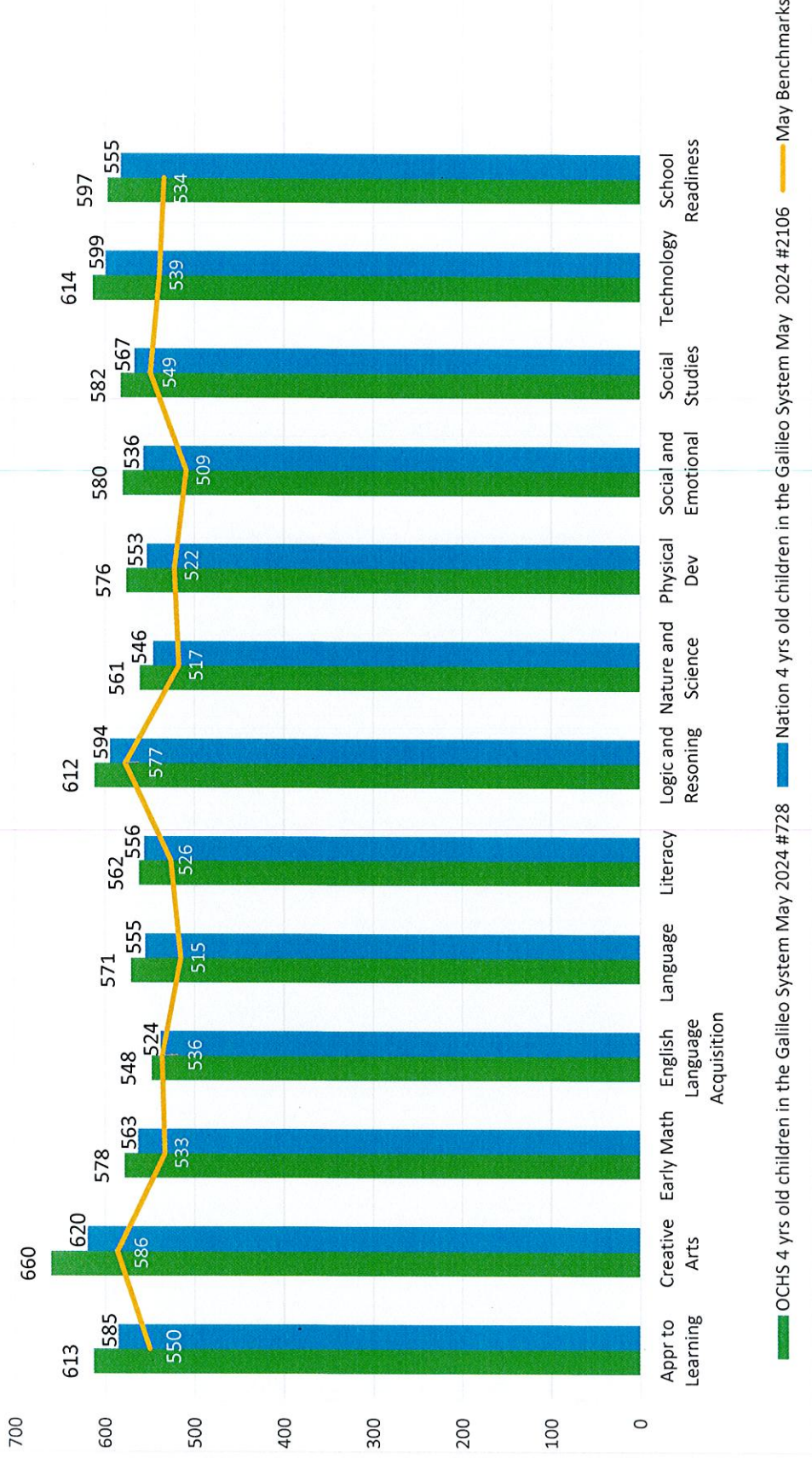
## Orange County Head Start Early Childhood Assessment Scores Three Years Old (3 Yrs) May 2024



\*The Developmental Scores (DL) indicates the Orange County Head Start first year enrolled children's position in the Galileo Developmental Progression Validated System in comparison with the Nation.

BENCHMARKS May 2024												
APL	CA	EM	ELA	LANG	LIT	LR	NS	PDH	SED	SS	TECH	SR
509	536	490	504	469	479	538	473	487	471	510	501	486

## Orange County Head Start Early Childhood Assessment Scores Four Year Old (4 Yrs) May 2024

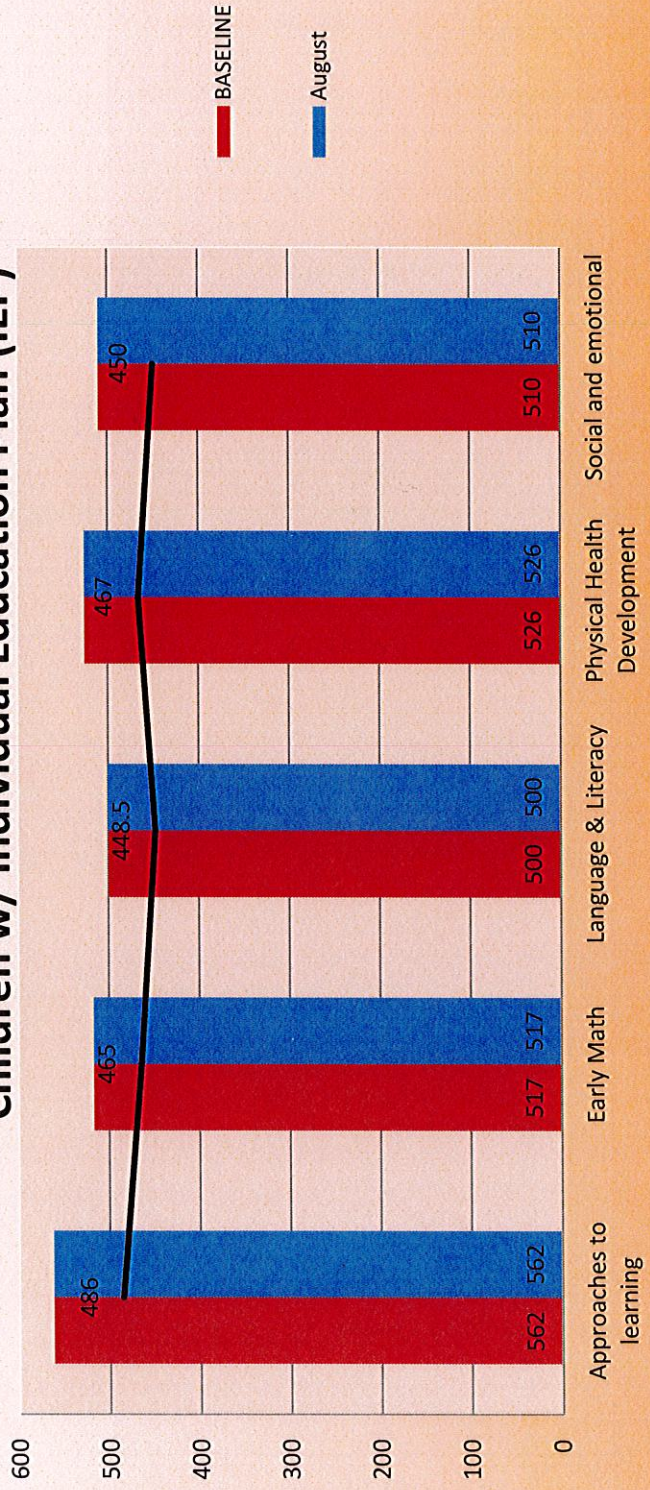


\*The Developmental Scores (DL) indicates the Orange County Head Start first and second year enrolled children’s position in the Galileo Developmental Progression Validated System in comparison with the Nation.

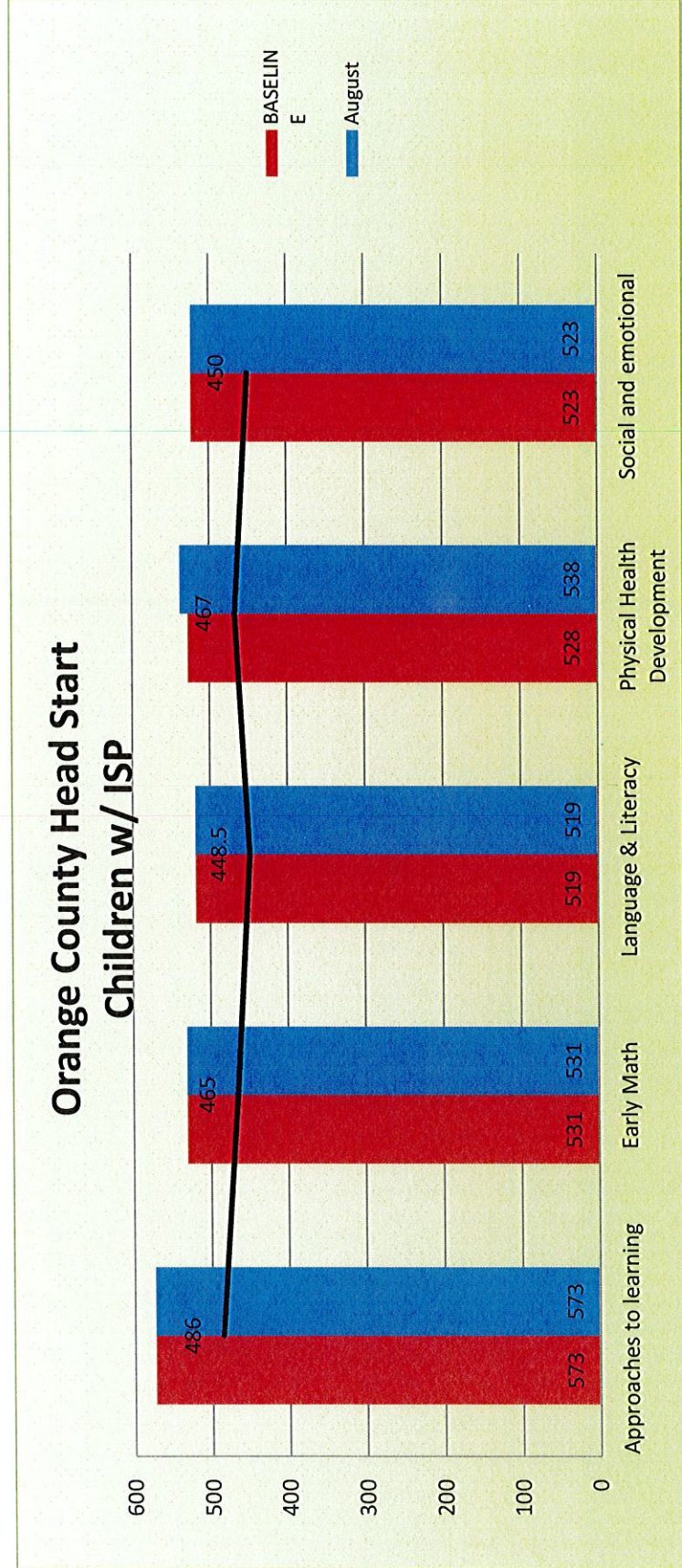
Benchmark May 2024												
APP	CA	EM	ELA	LAN	LIT	LR	NS	PDH	SED	SS	TECH	SR
550	586	533	536	515	526	577	517	522	509	549	539	534

	BASELINE	August	August BENCHMARK
Approaches to learning	562	562	486
Early Math	517	517	465
Language & Literacy	500	500	448.5
Physical Health Development	526	526	467
Social and emotional	510	510	450

## Orange County Head Start Children w/ Individual Education Plan (IEP)

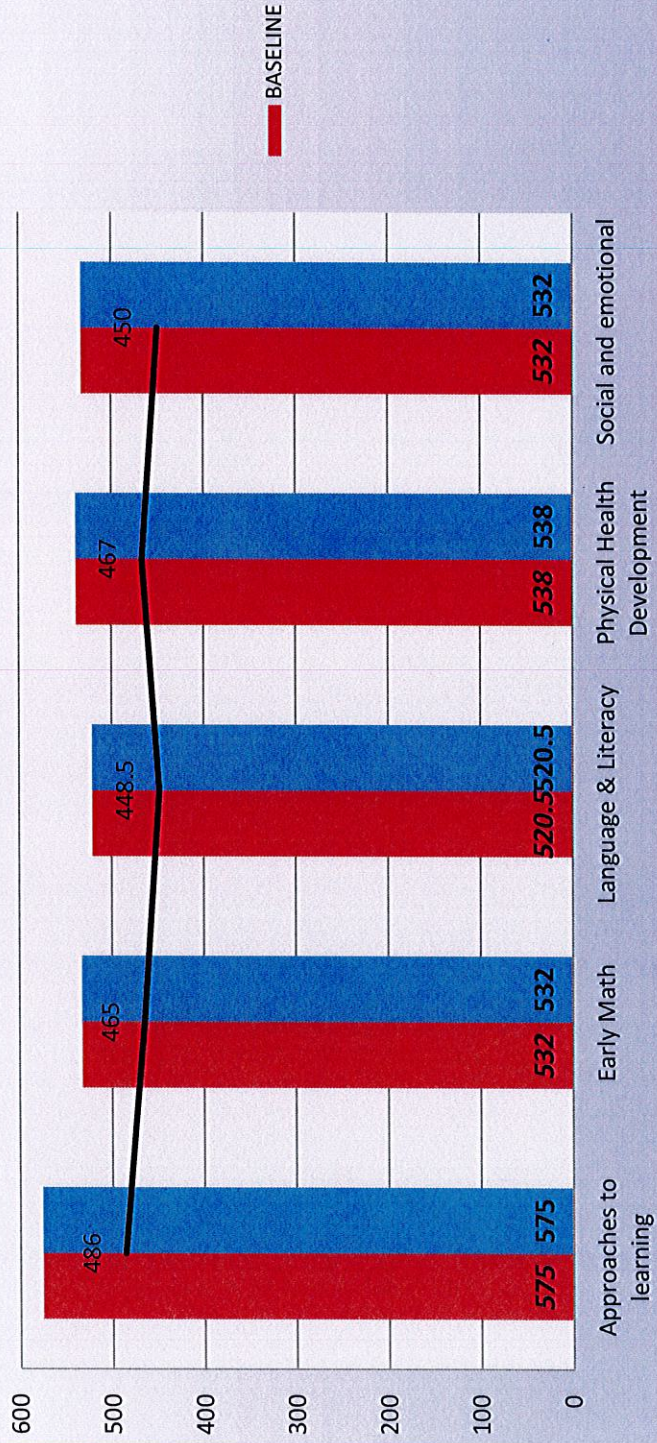


	BASELINE	August	August BENCHMARK
Approaches to learning	573	573	486
Early Math	531	531	465
Language & Literacy	519	519	448.5
Physical Health Development	528	538	467
Social and emotional	523	523	450



	BASELINE	August	August BENCHMARK
Approaches to learning	575	575	486
Early Math	532	532	465
Language & Literacy	520.5	520.5	448.5
Physical Health Development	538	538	467
Social and emotional	532	532	450

## Orange County Head Start Children w/ Behavior Plan





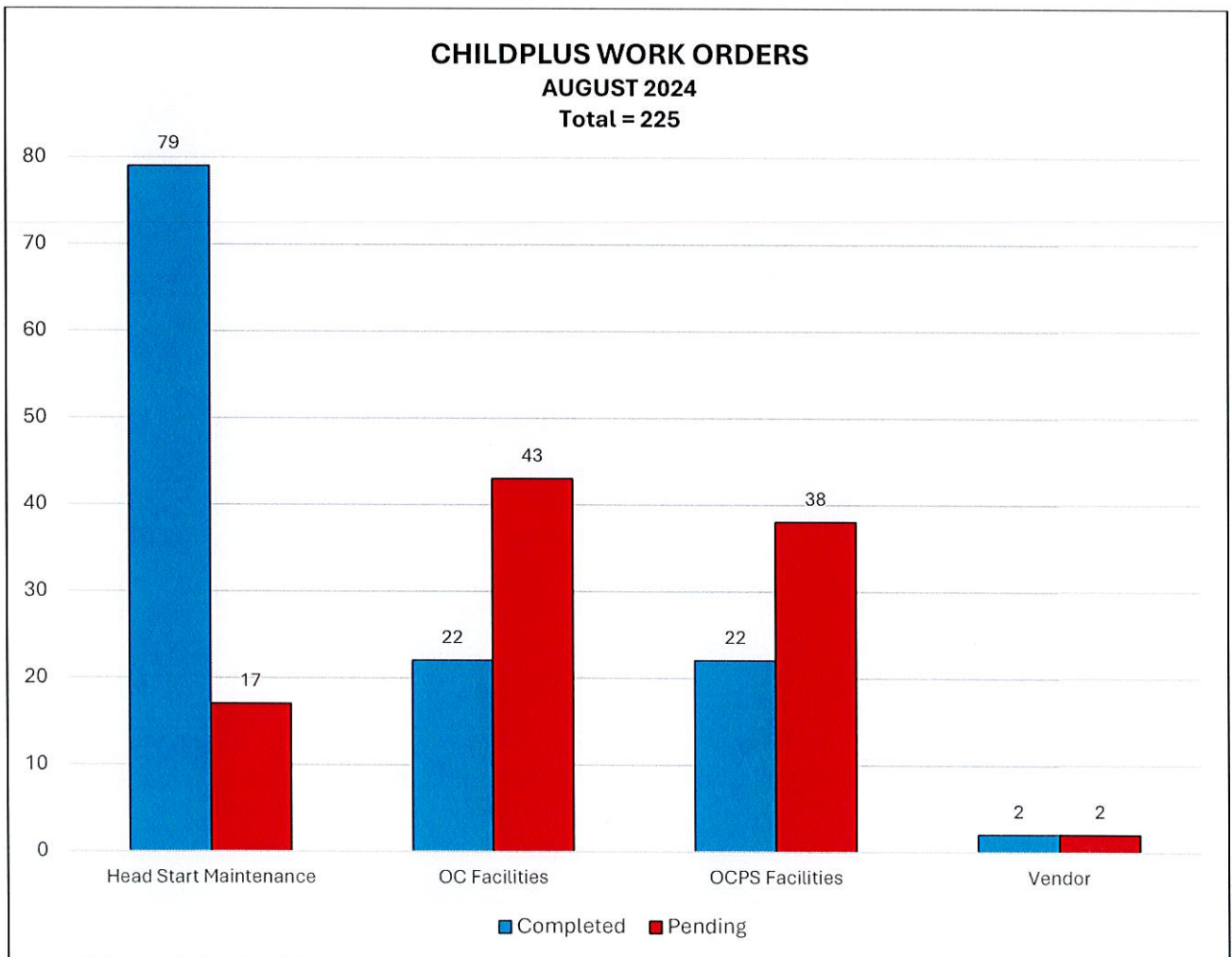
# MAINTENANCE MONTHLY REPORT

August 2024

## 1. WORK ORDERS

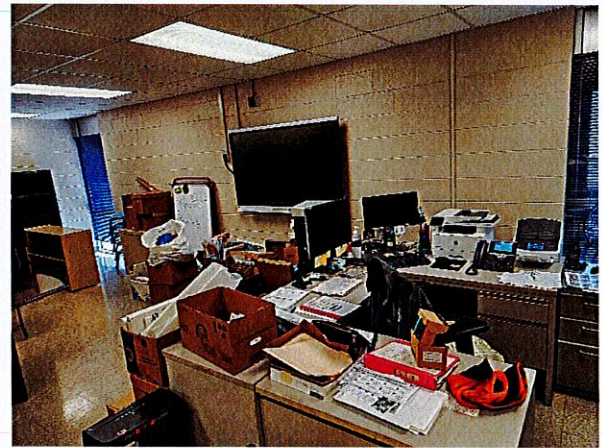
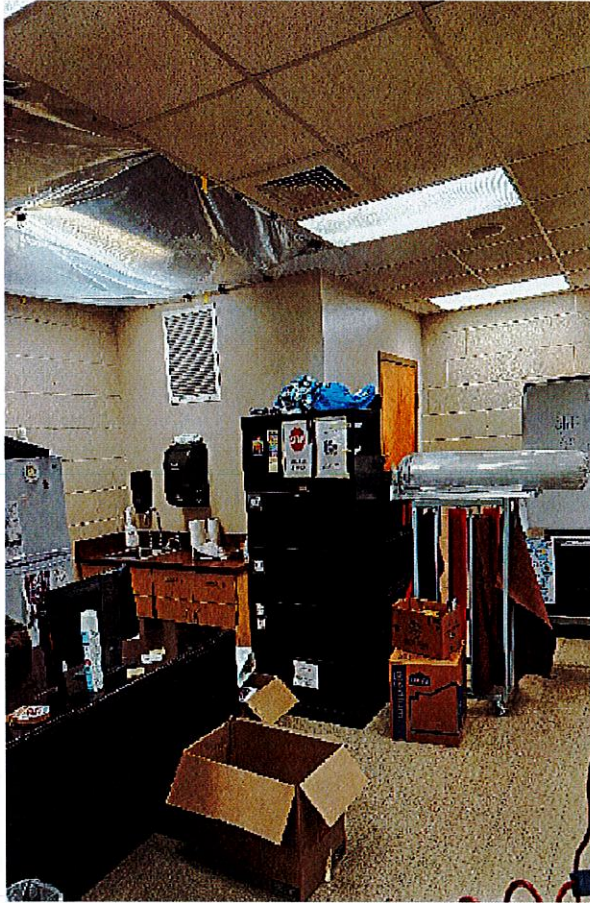
During August 2024, a total of 225 work orders were created through ChildPlus and processed as follows:

Assigned to:	Completed	Pending	Total
Head Start Maintenance	79	17	96
OC Facilities	22	43	65
OCPS Facilities	22	38	60
Vendor	2	2	4
<b>Grand Total:</b>			<b>225</b>



## 2. PICK-UP DELIVERY

In August, we relocated the Center Manager's Office furniture from one building to another location (classroom 011) in Washington Shores Elementary Annex.

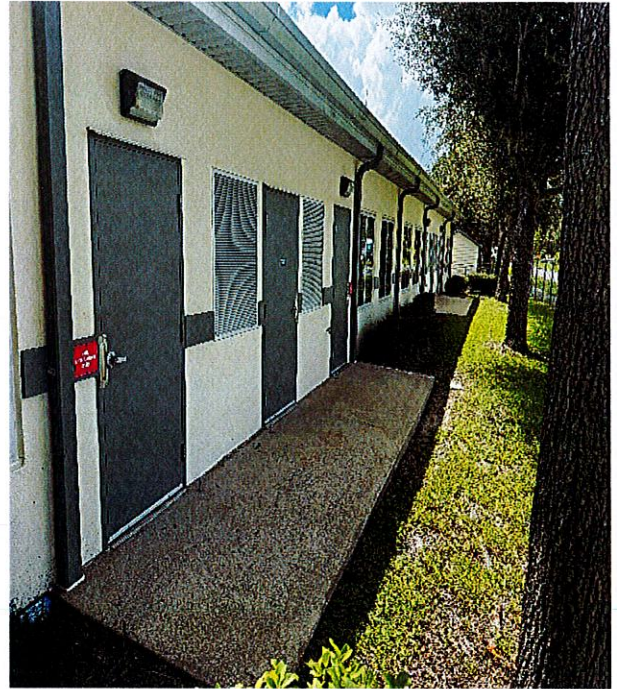


## 3. RENOVATION

We performed pressure washer services:

- Southwood (the Playground and the sidewalk)





- South Orlando YMCA (all around the building and to the entrance canopy)



#### 4. SPECIAL PROJYECTS

- The warehouse specialist conducted the annual Tangible Equipment Inventory Class #534 Head Start. This is a mandatory annual inventory requested by Orange County and directed by the COMPTROLLER division. We have successfully reached 100% accuracy on our inventory of 835 items, totaling over \$1.9 million.
- The John Bridges Playground is in its final stage of construction.



#### 5. MAXIMO WORK ORDERS

- The Maintenance Department delivered during the last two weeks of August the emergency food requested for all the Head Start Centers, while the Warehouse Specialist conducted the inventory previously mentioned.

**FY 24 - 25 HEAD START TEACHER MATRIX**

(Effective 10/13/24)

**Teacher - Pay Grade 13 (Min - \$20.88, Max - \$33.40)**

Education	Tier Level	Credits	Experience	Hourly Rate
Associate's	Tier 2 & 3	18 ECE credits		\$20.93
Associate's	1			\$20.98
Bachelor's	Tier 3	18 ECE credits	1Y	\$21.03
Bachelor's	Tier 2	18 ECE credits		\$21.37
Bachelor's	Tier 1			\$24.17
Master's	Tier 2 & 3	18 ECE credits	1Y	\$24.22
Master's	Tier 1			\$26.15

**Teacher Assistant - Pay Grade 11 (Min - \$18.45, Max - \$26.75)**

Education	Tier Level	Credits	Experience	Hourly Rate
High School + CDA	N/A			\$18.50
Associate's + CDA	N/A			\$18.55
Associate's	Tier 2 & 3	6 ECE credits		\$18.55
Associate's	Tier 1			\$18.66
Bachelor's	Tier 2 & 3	6 ECE credits		\$18.89
Bachelor's	Tier 1			\$19.22
Master's	Tier 2 & 3	6 ECE credits		\$19.27
Master's	Tier 1			\$20.64

**Teacher Aide - Pay Grade 10 (Min - \$17.57, Max - \$25.47)**

Education	Tier Level	Credits	Experience	Hourly Rate
High School	N/A		6 months	N/A

**Acceptable Education Degrees**

Tier 1 Degrees	Tier 2 Degrees	Tier 3 Degrees
Early Childhood Education Child Development Pre-Kindergarten/Primary Education, Child and Family Studies, Curriculum and Instruction w/specialization in ECE	Elementary Education, Interdisciplinary Studies, Education Administration, Special Education	Social Work, Psychology, Human Services, Liberal Arts, General Studies, Business Management, Computer Technology for Educators, Physical Education

ACF Administration for Children and Families	U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES	
	1. Log No. ACF-OHS-PI-24-05	2. Issuance Date: 08/21/2024
	3. Originating Office: Office of Head Start	
	4. Key Words: Head Start Workforce; Wages; Benefits; Mental Health; Quality Improvement	

## PROGRAM INSTRUCTION

**TO:** All Head Start Preschool and Early Head Start Grant Recipients

**SUBJECT:** Final Rule on Supporting the Head Start Workforce and Consistent Quality Programming

### INSTRUCTION:

On August 21, 2024, the Administration for Children and Families (ACF) published a final rule in the Federal Register, [Supporting the Head Start Workforce and Consistent Quality Programming](#). The rule updates the Head Start Program Performance Standards (the Performance Standards) to increase support and stability for the Head Start workforce. The changes also improve the quality of services Head Start programs provide to children and families.

The Office of Head Start (OHS) first proposed these changes in a notice of proposed rulemaking (NPRM), published on November 20, 2023. During the NPRM comment period, OHS received approximately 1,300 public comments, including from Head Start programs; national, regional, and state Head Start associations, labor unions; research organizations; individual Head Start staff and families; and members of the U.S. Congress. The final rule takes into consideration and is responsive to the public comments.

The updated Performance Standards respond to structural concerns affecting the sustainability of Head Start programs. They provide clear federal requirements for:

- Wages and benefits to support the Head Start workforce
- Better integration of mental health across all aspects of Head Start programming
- Quality improvement and clarity of requirements in other topic areas

The final rule is effective immediately. Programs are expected to comply with some of the updated requirements 60 days after the rule is published (October 21, 2024). Programs are granted more time to comply with several requirements, including new wage and benefit requirements, as noted in the Effective and Compliance Dates section of the rule.

## **Workforce**

This rule supports Head Start programs in maintaining a diverse and well-qualified workforce by ensuring staff are more fairly compensated, which in turn promotes more stable, higher-quality services for enrolled children and families. Previously, the Performance Standards did not include any specific requirements for staff wages or benefits, which has generally led to low compensation for staff and high staff turnover rates for programs.

### *Staff Wages*

The updated Performance Standards require programs to provide competitive wages for staff by August 1, 2031. Specifically, the rule will require programs to establish or update a pay scale for all positions. It will also require programs to pay Head Start educators annual salaries that are comparable to public school preschool teachers or 90% of public kindergarten teachers, accounting for responsibilities, qualifications, experience, and work schedule. The updated Performance Standards will also require programs to pay all staff a wage sufficient to cover basic costs of living and to ensure wages are comparable across Head Start Preschool and Early Head Start programs.

The final rule includes a small agency exemption for Head Start agencies with fewer than 200 funded slots. These small agencies must develop a pay scale for all employees and make measurable improvements in wages for staff over time. However, small agencies are not required to pay wages that are comparable to public school preschool teachers (or 90% of public kindergarten teachers), nor are they required to comply with the pay floor policy described above.

The final rule includes flexibility for the Secretary of the Department of Health and Human Services to establish in 2028 a waiver process for most of the rule's wage requirements, if needed, due to low appropriations over the prior four years. The waiver would be for programs that are already meeting quality benchmarks and would otherwise have to reduce enrolled Head Start slots to implement these requirements.

### *Staff Benefits*

By August 1, 2028, the updated Performance Standards will require programs to provide or facilitate access to high-quality affordable health care coverage; offer paid leave; and offer access to short-term, free or minimal-cost behavioral health services for fulltime staff. For part-time staff, programs will be required to facilitate access to high-quality, affordable health care coverage. Programs will also be required to facilitate access to affordable child care and to the Public Service Loan Forgiveness program or other applicable student loan debt relief programs for any eligible staff members.

The final rule also includes flexibility for small agencies with 200 or fewer funded slots. As with wages, these small agencies must still make measurable improvements in benefits for Head Start staff over time.

## *Staff Wellness*

The updated Performance Standards require programs to cultivate a culture of wellness that empowers staff as professionals and supports them to effectively accomplish daily job responsibilities in a high-quality manner. As part of this larger effort to promote the wellness of Head Start staff, by August 1, 2027, programs must provide each staff member with regular breaks during their work shifts that are of adequate length based on hours worked.

## **Mental Health**

In the updated Performance Standards, mental health is integrated more intentionally and consistently across program systems to better support children, families, and staff. Programs are required to take a multidisciplinary approach to foster a program-wide culture of wellness. The Performance Standards also clarify the role and responsibilities of mental health consultants, and allow for behavioral health support specialists to be used in coordination with a mental health consultant. These changes address workforce shortages while maintaining a focus on high-quality, integrated mental health supports.

## **Other Quality Improvements**

The updated Performance Standards enhance and clarify requirements in other topic areas to promote consistent high-quality services and support child well-being. These changes include:

- More reasonable caseloads for family service workers
- Promoting child safety in Head Start programs
- Preventing and addressing lead exposure in the water and paint of Head Start facilities
- Updates to the community assessment process
- Enhanced services for expectant families
- Requirements for programs to identify barriers to program enrollment and attendance, such as lack of transportation

Finally, the changes include some clarifications to promote better transparency and clarity of understanding for recipients.

Members of the Head Start community are urged to take the time to read the final rule in its entirety, including the section-by-section discussion of public comments. OHS will continue to provide [direction, guidance, and resources](#) that support our shared mission to prepare Head Start children and families for school and beyond.

Thank you for the work you do on behalf of children and families.

Sincerely,

/ Khari M. Garvin /

Khari M. Garvin



Director  
Office of Head Start