

Polk Head Start COLA and Quality Improvement Funds

COLA - Cost of Living Adjustment \$39,746

NC State Legislature determines the salary schedules for all NC Department of Public Instruction staff. Our salaries and benefits are above the normal 60-80% of the Head Start budget indicating we have higher comparable wages. In the process for approval by the Legislature, a wage study is completed by the NC Office of State Human Resources division. The Classification and Compensation Section ensures that the salary ranges for positions remain competitive with similar positions in the public and private sectors.

The increase in salaries is proposed to be at least 7%. Health insurance and retirement costs will also increase. Based upon expected increases, the COLA funds will be used as follows:

Salaries proposed 7 % increase	\$28,512.20
Retirement proposed 2.25% increase	7,627.00
Health Insurance proposed 5% increase	1,425.61
Social Security to offset costs .0765	<u>2,181.19</u>
	\$39,746.00

Quality Improvement \$22,642

Quality Improvement funds will be used to support materials and resources associated with the curriculum. Our assessment tool that NC PreK and the Office of Early Learning promotes and we use is a Teaching Strategies program. Quality Improvement money will be used to pay a portion of the implementation of the curriculum (Creative Curriculum).