

Kids' Corps, Inc.  
Policy Council Meeting Minutes  
February 25, 2019

Members Present:

Tammy Satterfield, VP  
Tasi Sablan  
Lori Xiong

Members Absent:

Rebecca Tulin, P excused  
Noreen White, excused  
Naty Briggs, Sec.  
Donna Spencer-Armstrong, excused  
Mogatana To'omalatai, excused  
Eugene Harms  
Yesenia Camarena

Guests:

Rhonda Drake, East 5  
Ilina Saucedo, EHS

Staff:

Rachel Schafer, H,EHS and Family Services Manager

Tammy called the meeting to order at 6:10 pm, no quorum is present. Approval of action items for quorum were done by phone and in person on 2/28/19.

Dirk on teleconference.

Financials:

Dirk went over new format for financials and line items. Beside each line item was a narrative to why there was an over or under budgeted amount. Parents liked the new format and could readily see what was happening and why. Under the line item for food, it was agreed that budget should reflect a little more to cover extra food in classrooms, PCM's and back up food. Under supplies, there is a need to re-evaluate why costs are so high, what is happening. Under Parent and family services, does the cost reflect the best way to serve our families. Further discussion ensued regarding the proposed budget cuts from the Governor and how that would affect KCI and all Head Starts across the state. It was suggested that parents let their center families know to advocate to their legislators and tell them what Head Start means to them. To feel free to email, write letters, attend public hearings and make some noise. Dirk reiterated that this is just a proposed budget for now and is the time to speak up. Credit card expenditures were reviewed.

Personnel Policy Change: Tattoos

Rachel presented the proposed changes to the policy. What would be allowed and what was still inappropriate in a preschool setting. Discussion ensued. Parent asked who would determine whether it was appropriate or not, more discussion around honoring cultures, personal preference, etc. Tasi motioned to accept the proposed changes, Lori seconded. Motion approved.

Personnel Policy Change: Teacher Qualifications

Rachel presented the proposed changes that would assist with recruitment for teacher positions that are taking much longer to fill. Broadening the definition of related degrees in ways that still meets Head

Start Performance Standards allows us a greater applicant pool to choose from. Clarifying our waiver process makes it easier for us to apply for one with Region X Office of Head Start (OHS). Without this flexibility, we increase the risk of cancelling or not enrolling classrooms due to lack of teachers. This proposal reduces the number of child development courses from 6 to 4 (12 credits) and broadens related degrees to include Human Services, Social Work and Nursing if such degrees include coursework in health and safety and child development. Changes to the waiver requirements defines “unsuccessful recruitment” as a vacancy lasting more than 3 months. Defines what constitutes “exhaustive” recruitment and further defines qualifications for a waiver to match OHS language. Discussion ensued for clarity and understanding of proposals. Lori motioned to accept the proposed changes in teacher qualifications, Tasi seconded. Motion approved.

Two new parents stated they were interested in being seated to the council. Iliana from EHS CB and Rhonda from East center. Tasi motioned and Lori seconded to seat the new members. Motion approved.

#### Minutes for Nov. and Jan

Minutes were reviewed. No amendments or changes at this time. Tasi motioned to accept both sets of minutes, Rhonda seconded. Motion approved.

#### New Hires:

New hires were reviewed. Ronnie explained that some personnel were from January and one person was being approved in case person offered job decided soon after starting to not accept position. Rhonda motioned to accept the new hires, Iliana seconded. Motion approved.

#### Shared Governance:

Ronnie and Rachel handed out program ven diagram and a sheet of questions. Broke into two groups and had parents decide which group had the operating responsibilities. After a few minutes, questions and answers were discussed. Discussion of Federal Review team coming on April 1 ensued. Questions to considered were gone over and will be discussed again at the March meeting (just prior to review team arrival). Ronnie asked about reports and shared governance, how do they do that? What reports do they review? What information about child assessments, community, PCMs is shared? Rhonda, Tasi, Tammy and Iliana all stated they would be available on Tuesday, April, 2 for an evening meeting.

#### Code of Conduct:

Ronnie handed out Code of Conduct sheet and explained what this meant. Had parents sign and turn in that they had read and understood the code. Will be saved in PC binder.

#### Conflict of Interest:

Ronnie handed out Code of Conflict sheet and explained what this meant to board and PC members. Parent signed and returned for PC binder

#### Family Engagement:

Ronnie handed out legislator information packets to all members along with the proposed budget cuts fact sheet along with the letter template. Members discussed taking this to all March PCM's for parents to have the opportunity to contact their legislators and join public meetings on "how they feel about Head Start". Ronnie will work with family advocates and center directors to help set up computers for legislative information and have letter writing available for March PCMs. She handed out flyers for upcoming Car Seat Safety class and Red Cross Disaster Preparedness class for March. She talked about the Circle of Security and the benefits of this 4-6 week course being offered.

Tasi motioned at 8:10 pm to adjourn, Rhonda seconded. Motion approved.

Respectfully submitted by

Ronnie Brown  
Family and Community Engagement Specialist for Natye Briggs