



Empowering people, transforming lives

April 13, 2023

RE: COLA/Quality Improvement Funding Application

Western Carolina Community Action, Inc. (d/b/a WNCSource) is submitting a COLA and Quality Improvement Funding application for Grant #04CH011737.

The requested funding amount of \$420,830 will support Cost of Living Adjustments (\$317,872) and Quality improvements (\$102,958) for WNCSource's early childhood learning programs in Henderson, Polk and Transylvania Counties.

- Cost of Living Adjustment for Children's Services staff
- Cost of Living Adjustment for Facilities, IT, and Indirect Salaries
- Increase in corresponding Fringe benefits
- Increase in Workers Comp
- Increase in Child and Family Services Supplies
- Increase in Building and Child Liability Insurance
- Increase in Building Maintenance/Repair and Other Occupancy Cost
- Merit-based increases for select staff
- Salary adjustments to create pay equity for positions not adjusted by Change of Scope
- A new position – Professional Development Coordinator

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