

Request for Proposal

For Childcare Centers to provide Head Start Services

Question & Answers

1. If we are unable to sign the assurances page due to internal procedures, can we answer all of the questions within the RFP in lieu of the required form?
 - a. Yes, that is acceptable
2. If our organization is unable to meet the required wages – would UCA be open to having them be employees and then we contribute a portion towards their salary?
 - a. UCA is unable to have these individuals be our employees due to the structure of the ECCP grant. There may be other alternatives you can consider, including leasing employees from another organization or company.
3. Does the minimum pay listed include the cost of benefits? In other words, is that the total compensation package or is that the minimum salary not including benefits for the merit staff?
 - a. No. The minimum pay listed is just the cost of wages.
4. We are governed by a larger organization, which sets job codes and accompanying wages. The listed salaries are far outside our current job codes and set wages and are not in a range we will ever be able to match as it will affect our whole department and organization. If we can never match that wage, does that make us ineligible for the grant completion?
 - a. No. This does not make you ineligible. However, all partners are required to follow all Head Start Performance Standards.

In a recently proposed change to those standards, the following would be required “(2) Progress to pay parity for education staff with elementary school staff. (i) A program must make measurable progress towards pay parity for Head Start teachers with kindergarten through third grade teachers. By August 1, 2031, a program must demonstrate it has made progress to parity by ensuring that each Head Start teacher receives an annual salary that is at least comparable to the annual salary paid to preschool teachers in public school settings in the program’s local school district, adjusted for responsibilities, qualifications, and experience. A program may provide annual salaries comparable to a neighboring school district if the salaries are higher than a program’s local school district.”

The agency’s expectation is that this standard will be finalized in late Fall 2024. Our ECCP partners must become compliant, or demonstrate significant progress with this new standard within 3 years of this contract period. If you cannot meet the salaries outlined in the RFP, please demonstrate how you plan to meet the new proposed performance standard.



Utah Community Action™

Committed to Ending Poverty

If your program is unable to meet the proposed minimum pay as noted in the RFP, please provide an explanation as to how your current salary schedule is determined and any limitations you may have in making significant salary changes. As noted above, you must be able to demonstrate progress in pay parity within the first 3 years of the grant cycle.

5. What amount is allocated per seat per month? Is this amount a federal standard?
 - a. There is not a standard amount per seat per month, that would be dependent on the partner proposal.
6. What should we do if our most recent CLASS assessment is more than one, two or three years old?
 - a. If you do not have recent ECCP – CLASS scores, please submit ITERS or other equivalent standard scores. Each partner going forward will be required to perform these assessments using CLASS Infant and Toddler 3 times per year.
7. If there are six organizations that have scored the same number of points, what or who will be the determining factor?
 - a. If multiple organizations score the same number of points, the determining factor will be the total budget request per child.