

SMART START

TRANSITION GRANTS



Enhanced Personnel

As we move from Strengthen and Grow Child Care Grants into Smart Start Transition Grants, 75% of the grant funds must now be spent on enhanced personnel. This tip sheet is to help programs plan for what expenses can be paid under the enhanced personnel line item.

New Positions

Any new position hired after May 1, 2023 can fully be expensed out of enhanced personnel. To be a new position it must be a brand-new position that did not exist before May 1, 2023.

Replacing an Open Position

Any hire after May 1, 2023 that is replacing a currently open position can be paid out of enhanced personnel for the life of the Smart Start Transition Grants.

Any hire before May 1, 2023 that was replacing an open position cannot be paid out of enhanced personnel.

Raises

Any monetary raise provided to a staff position from February 2022 through the life of Smart Start Transition Grants can be expensed out of enhanced personnel. If the raise was provided before February 2022, it cannot be expensed to enhanced personnel.

Bonuses

Any monetary bonus provided to a staff position can be expensed out of enhanced personnel.

Employee Benefits

Additional employee benefits can be expensed to enhanced personnel. This could include health, dental and vision insurance, paid time off, paid sick leave/family leave, and retirement benefits. This does not include paying for child care, travel to and from work or parking.

Professional Development

College coursework, training, and conference cost can be expensed to enhanced personnel. Travel, lodging, and food costs cannot be covered by grant funds.

Mental Health

Mental health consultations to staff and other mental health supports and services can be expensed to enhanced personnel.