



**STATE OF VERMONT**  
JOINT FISCAL OFFICE

**MEMORANDUM**

To: Joint Fiscal Committee members  
From: Sorsha Anderson, Senior Staff Associate  
Date: June 3, 2026  
Subject: LSP Request - JFO #3282

Enclosed please find one (1) item, which the Joint Fiscal Office has received from the Administration.

**JFO #3282:** One (1) limited-service position to the Agency of Human Services, Department for Children and Families: Children's Integrated Services (CIS) Professional Development Coordinator. Position is funded through previously approved JFO #3217 and is expected through 9/30/2026 with anticipated funding for a second year. *[Received June 2, 2026]*

*[Note: This position was formerly filled through a contract with UVM. The position was vacated shortly before the hiring freeze in 2025 which barred DCF from filling the position until the freeze had been lifted. This request will officially move the position to DCF.]*

Please review the enclosed materials and notify the Joint Fiscal Office (Sorsha Anderson: sanderson@leg.state.vt.us) if you have questions or would like this item held for legislative review. Please submit concerns by **June 25, 2026**, or we will assume that you agree to consider as final the Governor's acceptance of this request.



**State of Vermont**  
**Department of Human Resources**  
120 State Street, 5<sup>th</sup> Floor  
Montpelier, VT 05620-2505  
humanresources.vermont.gov

[phone] 802-461-9903  
[fax] 802-828-3409

*Agency of Administration*

## **MEMORANDUM**

**TO:** Tim Metayer, Budget Analyst, Department of Finance and Management  
**FROM:** David Fuller, Deputy Director of Classification and Position Management  
**DATE:** 12-30-2025  
**SUBJECT:** AHS Limited Service Position Request

I have reviewed the attached documentation submitted by AHS for one Limited Service Position titled "CIS Professional Development Coordinator." The supporting documentation states that the Agency plans to utilize the existing "Early Childhood and Afterschool Systems Specialist" job classification (see attached RFR). The Agency did not identify a JFO Approved Award in their application however I have researched the referenced grant in the application packet (Federal Department of Education, Individuals with Disabilities Education Act "IDEA" Part C "Infants and Toddlers) and identified JFO #3217 as a match for past utilization. JFO #3217 shows this grant was last utilized to fund a Limited Service Position through 9/30/25. The Agency states in their application packet that this grant renews annually. The requested end date for this Limited Service Position matches the grant period ending 9/30/26 and the department states they plan to extend the position when/if grant funding is continued through 2027. Supporting documentation for this request including an organizational chart is attached.

Please let me know if you have any questions.



Department for Children and Families  
Commissioner's Office  
280 State Drive, HC 1 North  
Waterbury, VT 05671-1080  
(802) 241-0929 Fax (802) 241-0950  
[www.dcf.vermont.gov](http://www.dcf.vermont.gov)

# MEMO

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**TO:** Joint Fiscal Committee members

**FROM:** Sandi Hoffman, Interim Commissioner, Department for Children and Families (DCF)

A handwritten signature in blue ink, appearing to read "Sandi Hoffman", is located to the right of the "FROM:" line.

**DATE:** December 10, 2025

**RE:** Limited-Service Position Request

**Justification for the Request:**

This is a request to create a new limited-service position for a Children's Integrated Services (CIS) Professional Development Coordinator. The position would utilize the existing Early Childhood and Afterschool Systems Specialist classification, which reflects the level of content expertise and responsibility that are necessary for this position. It would sit within the CIS team under Leslie Davis, who supervises the division's IDEA-C-funded positions. We are requesting that the position be established for a period of two years.

The responsibilities of this position are federally required as a part of CDD meeting its obligations to CIS providers under IDEA-C. The division had previously staffed this position through a contract with UVM. The person in the position most recently was Julia Wayne; there was no SOV position number associated with her contract.

Julia left her position earlier in 2025. Shortly afterwards, UVM started a hiring freeze in response to concerns about future restrictions on federal funding. This hiring freeze impacted our contract with UVM and made it so that we could not renew the contract, and could not fill the position, until the freeze had been lifted.

After discussing the contracted position with UVM over the past several months, we have concluded that if we want the position filled, that we'd be best served by transferring it over to DCF as a limited service or permanent position. The position will be funded 100% by IDEA-C, a renewable source of federal funding. The position was also funded by IDEA-C when it was under UVM contract, and there will not be a meaningful cost difference between the cost of the position as a UVM contract and the cost of it as a SOV limited-service position. Our hope is to staff the position for the next two years as a limited service position and then revisit the position in 2027 to see if it would make more sense to request an extension or to revert to funding it through a UVM contract.

Thanks for your consideration, and please let me know if you have any questions.

### STATE OF VERMONT Joint Fiscal Committee Review Limited Service - Grant Funded Position Request Form

This form is to be used by agencies and departments when additional grant funded positions are being requested. Review and approval by the Department of Human Resources must be obtained prior to review by the Department of Finance and Management. The Department of Finance will forward requests to the Joint Fiscal Office for JFC review. A Request for Classification Review Form (RFR) and an updated organizational chart showing to whom the new position(s) would report must be attached to this form. Please attach additional pages as necessary to provide enough detail.

Agency/Department: AHS/DCF/CDD Date: 10/20/25

Name and Phone (of the person completing this request): Chris Case

Request is for:

- Positions funded and attached to a new grant.
- Positions funded and attached to an existing grant approved by JFO # \_\_\_\_\_

1. Name of Granting Agency, Title of Grant, Grant Funding Detail (attach grant documents):

Federal Department of Education, Individuals With Disabilities Education Act (IDEA) Part C (Infants and Toddlers). Grant details are attached.

2. List below titles, number of positions in each title, program area, and limited service end date (information should be based on grant award and should match information provided on the RFR) position(s) will be established only after JFC final approval:

<u>Title* of Position(s) Requested</u>	<u># of Positions</u>	<u>Division/Program</u>	<u>Grant Funding Period/Anticipated End Date</u>
CIS Professional Development Coordinator	1	CDD	7/1/25-9/30/26 (Funding is renewed annually)

\*Final determination of title and pay grade to be made by the Department of Human Resources Classification Division upon submission and review of Request for Classification Review.

3. Justification for this request as an essential grant program need:

This position administers the professional development program for the Children's Integrated Services program. This is a federally-required function, and is described within Vermont's IDEA-C federal Annual Performance Report (APR).

I certify that this information is correct and that necessary funding, space and equipment for the above position(s) are available. VSA Sec. 5(b).

Signed by: <u>Sandi Hoffman</u> <small>B34E5A2F3ED05411...</small> Signature of Agency or Department Head	Signed by: <u>Kristin Mahoney</u> <small>2D24862BE34A4C5...</small> Date: <u>12/18/2025</u>
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Digitally signed by David Fuller  
Date: 2025.12.30 09:08:30 -05'00'

Approved/Denied by Department of Human Resources Date  
Adam Greshin  
Digitally signed by Adam Greshin  
Date: 2026.01.23 12:21:47 -05'00'

Approved/Denied by Finance and Management Date  
Nick Kramer  
 1/28/2026 | 10:23:29 EST

Approved/Denied by Secretary of Administration Date  
[Signature]  
 2/17/26

Approved/Denied by Governor (required as amended by 2019 Leg. Session) Date  
[Signature]

Comments:

DS 12/18/2025  
 SB

VERMONT DEPARTMENT OF PERSONNEL  
**Request for Classification Review  
Position Description Form A**

- **This form is to be used by managers and supervisors to request classification of a position (filled or vacant) when the duties have changed, and by managers and supervisors to request the creation of a new job class/title (for a filled, vacant, or new position), and by employees to request classification of their position.**
- This form was designed in Microsoft Word to download and complete on your computer. This is a form-protected document, so information can only be entered in the shaded  areas of the form.
- If you prefer to fill out a hard copy of the form, contact your Personnel Officer.
- To move from field to field use your mouse, the arrow keys or press Tab. Each form field has a limited number of characters. Use your mouse or the spacebar to mark and unmark a checkbox.
- Where additional space is needed to respond to a question, you might need to attach a separate page, and number the responses to correspond with the numbers of the questions on the form. Please contact your Personnel Officer if you have difficulty completing the form.
- The form must be complete, including required attachments and signatures or it will be returned to the department's personnel office. All sections of this form are required to be completed unless otherwise stated.

**INSTRUCTIONS:** Tell us about the job. The information you provide will be used to evaluate the position. It will not be used in any way to evaluate an employee's performance or qualifications.

Answer the questions carefully. The information you give will help ensure that the position is fairly evaluated. Here are some suggestions to consider in completing this questionnaire:

- Tell the **facts** about what an employee in this position is actually expected to do.
- Give **specific examples** to make it clear.
- Write in a way so a person unfamiliar with the job will be able to understand it.
- Describe the job **as it is now**; not the way it was or will become.
- Before answering each question, read it carefully.

**To Submit this Request for Classification Review:** If this is a filled position, the employee must sign the original\* and forward to the supervisor for the supervisor's review and signature. The Personnel Officer and the Appointing Authority must also review and sign this request before it is considered complete. The effective date of review is the beginning of the first pay period following the date the complete Request for Classification Review is date stamped by the Classification Division of the Department of Personnel.

\*An employee may choose to sign the form, make a copy, submit original to supervisor as noted above, while concurrently sending the copy to the Classification Division, 144 State Street, Montpelier, with a cover note indicating that the employee has submitted the original to the supervisor and is submitting the copy as a **Concurrent** filing.

**If this is a request (initiated by employees, VSEA, or management) for review of all positions in a class/title please contact the appropriate Classification Analyst or the Classification Manager to discuss the request prior to submitting.**

# Request for Classification Review Position Description Form A

## For Department of Personnel Use Only

Notice of Action # _____ Action Taken: _____ New Job Title _____ Current Class Code _____ New Class Code _____ Current Pay Grade _____ New Pay Grade _____ Current Mgt Level ____ B/U ____ OT Cat. ____ EEO Cat. ____ FLSA ____ New Mgt Level ____ B/U ____ OT Cat. ____ EEO Cat. ____ FLSA ____ Classification Analyst _____ Date _____ Effective Date: _____ Comments: _____ Date Processed: _____ Willis Rating/Components: Knowledge & Skills: _____ Mental Demands: _____ Accountability: _____ Working Conditions: _____ Total: _____	Date Received (Stamp)
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### Incumbent Information:

Employee Name:  Employee Number:   
 Position Number:  Current Job/Class Title:   
 Agency/Department/Unit:  Work Station:  Zip Code:   
 Supervisor's Name, Title, and Phone Number:   
 How should the notification to the employee be sent:  employee's work location  or  other address, please provide mailing address:

### New Position/Vacant Position Information:

New Position Authorization:  Request Job/Class Title:  Job Code: 514100  
 Position Type:  Permanent or  Limited / Funding Source:  Core,  Partnership, or  Sponsored  
 Vacant Position Number:  Current Job/Class Title:   
 Agency/Department/Unit:  Work Station:  Zip Code:   
 Supervisor's Name, Title and Phone Number:

### Type of Request:

- Management:** A management request to review the classification of an existing position, class, or create a new job class.
- Employee:** An employee's request to review the classification of his/her current position.

## 1. Job Duties

This is the **most critical** part of the form. Describe the activities and duties required in your job, **noting changes (new duties, duties no longer required, etc.) since the last review**. Place them in order of importance, beginning with the single most important activity or responsibility required in your job. The importance of the duties and expected end results should be clear, including the tolerance that may be permitted for error. Describe each job duty or activity as follows:

- **What** it is: The nature of the activity.
- **How** you do it: The steps you go through to perform the activity. Be specific so the reader can understand the steps.
- **Why** it is done: What you are attempting to accomplish and the end result of the activity.

For example a Tax Examiner might respond as follows: **(What)** *Audits tax returns and/or taxpayer records.* **(How)** *By developing investigation strategy; reviewing materials submitted; when appropriate interviewing people, other than the taxpayer, who have information about the taxpayer's business or residency.* **(Why)** *To determine actual tax liabilities.*

This RFR is to create a new position for a professional development coordinator for CDD's Children's Integrated Services (CIS) team. Specifically, the CIS PD Coordinator would be reviewing and coordinating professional development for Children's Integrated Services service providers, statewide.

The Children's Integrated Services (CIS) team implements a system of early intervention, family support, and prevention services that help ensure the healthy development and well-being of young children. The CIS Professional Development Coordinator would be responsible for:

- \* Leading recruitment and retention of personnel for Vermont's Children's Integrated Services
- Coordinating the ongoing development of a comprehensive system of personnel development (CSPD) for CIS providers statewide;
- Collaborating with State of Vermont partners, Vermont's institutes of higher education, and others to support the preparation for those who may enter the field of early childhood;
- Providing consultation and technical assistance with CIS regional teams to support personnel development;
- Planning and implementing workforce training activities for the CIS system.
- \* Annual coordination of the CIS survey
- \* Annual coordination of the CIS PD survey, doing resulting data analysis, and using the results of that survey to inform PD offerings to the field

The responsibilities of the position are in line with the scope of the Early Childhood and Afterschool Systems Specialist classification. The following language is taken from the Job Specifications for that classification. In the case of all of the language below, the duties described would be applied through the lens of coordinating a professional development system for the Children's Integrated Services provider network.

Early Childhood and Afterschool Systems Specialist job specification language:

Classification: Planning, administrative and coordination work for the Agency of Human Services, Department for Children and Families involving the development and coordination of a comprehensive statewide system of early childhood and afterschool

services and all its component parts. Duties involve developing and implementing initiatives and services and integrating these systemically into the diverse network of community based services throughout Vermont. Responsibilities include policy-making, collaboration, developing formal partnerships, negotiating conflicts, data collection, grants management, coordinating cross-discipline quality standards and monitoring evaluation and data for systems improvement. Represents the Division on interdepartmental and interagency teams and on statewide collaborative committees and groups. Work is performed under the general supervision of the Director of Statewide Systems and Community Collaborations All employees of the Agency of Human Services perform their respective functions adhering to four key practices: customer service, holistic service, strengths-based relationships and results orientation.

**Examples of Work:** Develops and implements state policies for Vermont relative to child development and afterschool programs and services for children birth to 13 including coordination and integration among related services and government programs, effective transitions between programs and services, qualifications and professional development of the early childhood and afterschool workforce, and family education and support. Coordinates work with the Department of Education for publically funded preschool and afterschool programs. Encourages best practice in-keeping with research and national standards for this field. Leads the collaboration of partners to build and sustain a system of early childhood and afterschool services among diverse organizations and communities statewide to support on-going positive development for children. Monitors data, applies research, influences practice and designs performance measures for the evaluation and continuous improvement of early childhood and afterschool systems. Implements planning and evaluation tools such as logic model and results based accountability methodologies to guide others in these processes. Oversees and participates in the development and implementation of special projects related to high quality services and system advancement. Develops policy and procedures for the distribution of state and federal funds to build capacity and quality in early childhood, afterschool, and family support services.

Works with key partners in the CDD, DCF and AHS to coordinate State and Federal grant processes. Facilitates language clarity and serves as mediator when disparate views require reconciliation. Performs related duties as required.

**Environmental Factors:** Duties are primarily performed in both a standard office and field settings. Private means of transportation must be available for required travel. A variety of meetings and public hearings may require some evening work. Strong conflicting opinions on policy, program implementation and allocation of resources may be encountered.

**Knowledge, Skills and Abilities:**

- \* Thorough knowledge of human services principles, practices and goals.
- \* Considerable knowledge of formal and informal child development delivery systems, policies and practices.
- \* Considerable knowledge of program evaluation procedures, including goal setting, measurement criteria and analysis of results.
- \* Working knowledge of adult educational principles and training procedures.
- \* Working knowledge of research principles and procedures.
- \* Ability to analyze system or program components to identify problem areas and to recommend viable solutions.
- \* Ability to conceptualize system processes and relationships along a total continuum for planning to evaluation.

- \* Ability to draw relevant conclusions from diverse fiscal and program input.
- \* Ability to establish and maintain effective working relationships.
- \* Ability to work independently as well as a member of a leadership team.
- \* Ability to provide leadership and accountability within the framework of the four key practices of the Agency of Human Services: customer service, holistic service, strengths-based relationships and results orientation.

## 2. Key Contacts

This question deals with the personal contacts and interactions that occur in this job. Provide brief typical examples indicating your primary contacts (**not** an exhaustive or all-inclusive list of contacts) other than those persons to whom you report or who report to you. If you work as part of a team, or if your primary contacts are with other agencies or groups outside State government describe those interactions, and what your role is. For example: you may *collaborate, monitor, guide, or facilitate change*.

This person would primarily work within the CIS team, in collaboration with CDD's Director of Statewide Systems, and staff from the Child Care Quality and Capacity Team who work with the Northern Lights professional development system, and STARS program administrators. Outside of CDD, this person works with DMH staff to coordinate professional development offerings. Outside of the SOV, this position will work with CIS providers--both to offer and discuss PD, and to facilitate discussions and a standing workgroup of providers who discuss the state's PD needs.

## 3. Are there licensing, registration, or certification requirements; or special or unusual skills necessary to perform this job?

Include any special licenses, registrations, certifications, skills; (such as counseling, engineering, computer programming, graphic design, strategic planning, keyboarding) including skills with specific equipment, tools, technology, etc. (such as mainframe computers, power tools, trucks, road equipment, specific software packages). Be specific, if you must be able to drive a commercial vehicle, or must know Visual Basic, indicate so.

The qualifications for this position are listed within the classification's job specifications, and include special skills needed for the CIS PD Coordinator position:

Education: Master's degree in education, human services, public administration or related field.

Experience: Three year's of experience in education or human service organization, including one at administrative, consultative or planning level, preferably in child or family services.

OR

Education: Bachelor's degree in education, human services, organizational development, public administration or related human services field.

Experience: Five years experience as described above.

This is accurate--additionally, within the context of the education background that this position requires, we would need the person in this position to have a background in special education.

**4. Do you supervise?**

In this question “supervise” means if you direct the work of others where you are held **directly** responsible for assigning work; performance ratings; training; reward and discipline or effectively recommend such action; and other personnel matters. List the names, titles, and position numbers of the classified employees reporting to you:

No

**5. In what way does your supervisor provide you with work assignments and review your work?**

This question deals with how you are supervised. Explain how you receive work assignments, how priorities are determined, and how your work is reviewed. There are a wide variety of ways a job can be supervised, so there may not be just one answer to this question. For example, some aspects of your work may be reviewed on a regular basis and in others you may operate within general guidelines with much independence in determining how you accomplish tasks.

This position's supervisor will meet with them weekly to review and assign work, and to ensure that their work is fulfilling the requirements of IDEA Part-C: the federal program and funding source that will be supporting this position.

**6. Mental Effort**

This section addresses the mental demands associated with this job. Describe the most mentally challenging part of your job or the most difficult typical problems you are expected to solve. Be sure to give a specific response and describe the situation(s) by example.

- For example, a purchasing clerk might respond: *In pricing purchase orders, I frequently must find the cost of materials not listed in the pricing guides. This involves locating vendors or other sources of pricing information for a great variety of materials.*
- Or, a systems developer might say: *Understanding the ways in which a database or program will be used, and what the users must accomplish and then developing a system to meet their needs, often with limited time and resources.*

N/A

**7. Accountability**

This section evaluates the job’s expected results. In weighing the importance of results, consideration should be given to responsibility for the safety and well-being of people, protection of confidential information and protection of resources.

What is needed here is information not already presented about the job’s scope of responsibility. What is the job’s most significant influence upon the organization, or in what way does the job contribute to the organization’s mission?

Provide annualized dollar figures if it makes sense to do so, explaining what the amount(s) represent.

For example:

- A social worker might respond: *To promote permanence for children through coordination and delivery of services;*
- A financial officer might state: *Overseeing preparation and ongoing management of division budget: \$2M Operating/Personal Services, \$1.5M Federal Grants.*

This person is responsible for ensuring that CIS PD offerings are offered consistently, and in a way that reflects the needs of CIS providers. Additionally, this person will work with their supervisor--the IDEA Part C Administrator--to ensure that the PD program meets federal requirements, and that reflects its framing within the IDEA-C Annual Performance Report.

**8. Working Conditions**

The intent of this question is to describe any adverse conditions that are routine and expected in your job. It is not to identify special situations such as overcrowded conditions or understaffing.

- a) What significant mental stress are you exposed to? All jobs contain some amount of stress. If your job stands out as having a significant degree of mental or emotional pressure or tension associated with it, this should be described.

Type	How Much of the Time?

- b) What hazards, special conditions or discomfort are you exposed to? (Clarification of terms: **hazards** include such things as potential accidents, illness, chronic health conditions or other harm. Typical examples might involve exposure to dangerous persons, including potentially violent customers and clients, fumes, toxic waste, contaminated materials, vehicle accident, disease, cuts, falls, etc.; and **discomfort** includes exposure to such things as cold, dirt, dust, rain or snow, heat, etc.)

Type	How Much of the Time?

- c) What weights do you lift; how much do they weigh and how much time per day/week do you spend lifting?

Type	How Heavy?	How Much of the Time?

- d) What working positions (sitting, standing, bending, reaching) or types of effort (hiking, walking, driving) are required?

Type	How Much of the Time?

**Additional Information:**

Carefully review your job description responses so far. If there is anything that you feel is important in understanding your job that you haven't clearly described, use this space for that purpose. Perhaps your job has some unique aspects or characteristics that weren't brought out by your answers to the previous

questions. In this space, add any additional comments that you feel will add to a clear understanding of the requirements of your job.

This position will be paid for %100 using IDEA-C (federal funding). This position was previously a full time position that was contracted through UVM. In 2025, UVM began a hiring freeze that made it impossible to continue supporting this contracted position through the university. We are asking to create a limited service position for it instead, and anticipate that the cost to the SOV of housing it through DCF would not be higher than the cost of housing it through UVM.

Employee's Signature (**required**): \_\_\_\_\_ Date: \_\_\_\_\_

**Supervisor's Section:**

Carefully review this completed job description, but **do not** alter or eliminate any portion of the original response. Please answer the questions listed below.

1. What do you consider the most important duties of this job and why?

Effective communication, and the ability to successfully convene workgroups and focus groups.

2. What do you consider the most important knowledge, skills, and abilities of an employee in this job (not necessarily the qualifications of the present employee) and why?

A background in professional development and special education.

3. Comment on the accuracy and completeness of the responses by the employee. List below any missing items and/or differences where appropriate.

The description of this position above is complete and accurate.

4. Suggested Title and/or Pay Grade:

CIS PD Coordinator, PG 25/Early Childhood and Afterschool Systems Specialist, 514100

Supervisor's Signature (required): Janet McLaughlin Date: 9/15/25

**Personnel Administrator's Section:**

Please complete any missing information on the front page of this form before submitting it for review.

Are there other changes to this position, for example: Change of supervisor, GUC, work station?

Yes  No If yes, please provide detailed information.

Attachments:

Organizational charts are **required** and must indicate where the position reports.

Draft job specification is **required** for proposed new job classes.

Will this change affect other positions within the organization? If so, describe how, (for example, have duties been shifted within the unit requiring review of other positions; or are there other issues relevant to the classification review process).

Suggested Title and/or Pay Grade:

Personnel Administrator's Signature **(required)**: Sabrina Croteau Date: 12/11/2025

**Appointing Authority's Section:**

Please review this completed job description but **do not alter** or eliminate any of the entries. Add any clarifying information and/or additional comments (if necessary) in the space below.

Suggested Title and/or Pay Grade:

*Erin Henderson*

\_\_\_\_\_  
Appointing Authority or Authorized Representative Signature **(required)**

12/12/25  
Date

H181A250031

Leslie Davis

VT AGENCY OF HUMAN SERVICES

280 State Drive, NOB 1 North

Waterbury, VT 05671

H181A250031

Zoie Saunders  
VT AGENCY OF HUMAN SERVICES  
1 National Life Drive, Davis 5  
Montpelier, VT 05620



**US Department of Education  
Washington, D.C. 20202**

**GRANT AWARD NOTIFICATION**

<b>1</b>	RECIPIENT NAME  VT AGENCY OF HUMAN SERVICES 103 SOUTH MAIN STREET WATERBURY, VT 05671	<b>2</b>	AWARD INFORMATION  PR/AWARD NUMBER      H181A250031 ACTION NUMBER        1 ACTION TYPE            New AWARD TYPE             Formula																				
<b>3</b>	PROJECT STAFF  RECIPIENT STATE DIRECTOR Leslie Davis                    (802) 585-9652 <a href="mailto:Leslie.davis@vermont.gov">Leslie.davis@vermont.gov</a> EDUCATION PROGRAM CONTACT Al Jones                            (202) 245-7394 <a href="mailto:al.jones@ed.gov">al.jones@ed.gov</a> EDUCATION PAYMENT HOTLINE G5 PAYEE HELPDESK        888-336-8930 <a href="mailto:obsseed@servicenowservices.com">obsseed@servicenowservices.com</a>	<b>4</b>	PROJECT DESCRIPTION  84.181A INFANT, TODDLERS & FAMILIES (PART C)																				
<b>5</b>	KEY PERSONNEL  N/A																						
<b>6</b>	AWARD PERIODS  BUDGET PERIOD            07/01/2025 - 09/30/2026 FEDERAL FUNDING PERIOD    07/01/2025 - 09/30/2026  FUTURE BUDGET PERIODS  N/A																						
<b>7</b>	AUTHORIZED FUNDING  CURRENT AWARD AMOUNT        \$2,587,723.00 PREVIOUS CUMULATIVE AMOUNT    \$0.00 CUMULATIVE AMOUNT            \$2,587,723.00																						
<b>8</b>	ADMINISTRATIVE INFORMATION  UEI                            YLQARK22FMQ1 REGULATIONS                CFR PART 303 EDGAR AS APPLICABLE 2 CFR AS APPLICABLE ATTACHMENTS                F062025 , GE5																						
<b>9</b>	LEGISLATIVE AND FISCAL DATA  AUTHORITY:                            PL 105-17 PART - C INDIVIDUAL WITH DISABILITIES EDUCATION ACT PROGRAM TITLE:                        SPECIAL EUDCATION - GRANTS FOR INFANTS AND FAMILIES WITH DISABILITIES  CFDA/SUBPROGRAM NO:                84.181A  <table border="1" data-bbox="99 1850 1554 1963"> <thead> <tr> <th>FUND CODE</th> <th>FUNDING YEAR</th> <th>AWARD YEAR</th> <th>ORG. CODE</th> <th>CATEGORY</th> <th>LIMITATION</th> <th>ACTIVITY</th> <th>CFDA</th> <th>OBJECT CLASS</th> <th>AMOUNT</th> </tr> </thead> <tbody> <tr> <td>0300M</td> <td>2025</td> <td>2025</td> <td>EH000000</td> <td>B</td> <td>K94</td> <td>000</td> <td>181</td> <td>4101A</td> <td>\$2,587,723.00</td> </tr> </tbody> </table>			FUND CODE	FUNDING YEAR	AWARD YEAR	ORG. CODE	CATEGORY	LIMITATION	ACTIVITY	CFDA	OBJECT CLASS	AMOUNT	0300M	2025	2025	EH000000	B	K94	000	181	4101A	\$2,587,723.00
FUND CODE	FUNDING YEAR	AWARD YEAR	ORG. CODE	CATEGORY	LIMITATION	ACTIVITY	CFDA	OBJECT CLASS	AMOUNT														
0300M	2025	2025	EH000000	B	K94	000	181	4101A	\$2,587,723.00														



**US Department of Education  
Washington, D.C. 20202**

H181A250031

**GRANT AWARD NOTIFICATION**

**10** PR/AWARD NUMBER: H181A250031  
RECIPIENT NAME: VT AGENCY OF HUMAN SERVICES

**TERMS AND CONDITIONS**

- (1) By the drawdown of funds under this GAN, the grantee accepts that this award is subject to the requirements of the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards; Title 2 CFR Part 200 as revised at 89 FR 30136-30208 (April 22, 2024).
- (2) The Office of Management and Budget requires all Federal agencies to assign a Federal Award Identifying Number (FAIN) to each of their financial assistance awards. The PR/AWARD NUMBER identified in Block 2 is your FAIN. If subawards are permitted under this grant, and you choose to make subawards, you must document the assigned PR/AWARD NUMBER (FAIN) identified in Block 2 of this Grant Award Notification on each subaward made to a subrecipient under this grant.

The term subaward means:

- 1) An award provided by a pass-through entity to a subrecipient for the subrecipient to contribute to the goals and objectives of the project by carrying out part of a Federal award received by the pass-through entity. It does not include payments to a contractor [See 2 CFR 200.331(a)(5)], beneficiary, or participant. A subaward may be provided through any form of legal agreement consistent with criteria in with 200.331, including an agreement the pass-through entity considers a contract. See 2 CFR 200.1.

In accordance with 2 CFR 200.331 (a), a subaward is made to a subrecipient for the purpose of carrying out a portion of the Federal award and creates a Federal financial assistance relationship with a subrecipient. Characteristics that support the classification of the entity as a subrecipient include, but are not limited to, when the entity:

- 1) Determines who is eligible to receive what Federal assistance;
  - 2) Has its performance measured in relation to whether the objectives of a Federal program were met;
  - 3) Has responsibility for programmatic decision-making;
  - 4) Is responsible for adherence to applicable Federal program requirements specified in the Federal award; and
  - 5) Implements a program for a public purpose specified in authorizing statute, as opposed to providing goods or services for the benefit of the pass-through entity.
- (3) Build America Buy America Act (BABAA) Grant Condition  
BABAA Domestic Content Procurement Preference Requirements

Requirement: As a condition of this award, a grantee using grant funds for infrastructure projects or activities (e.g., construction and broadband infrastructure) must comply with the following requirements:

- (1) All iron and steel used in the infrastructure project or activity are produced in the United States. Accordingly, all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States.
- (2) All manufactured products used in the infrastructure project or activity are produced in the United States. Accordingly, the manufactured product was manufactured in the United States and the cost of the components of the manufactured product that are mined, produced, or manufactured in the United States is greater than 55 percent of the total cost of all components of the manufactured product, unless another standard for determining the minimum amount of domestic content of the manufactured product has been established under applicable law or regulation.
- (3) All construction materials are manufactured in the United States. Accordingly, all manufacturing processes for the construction material occurred in the United States.

Scope: The Buy America domestic sourcing requirement only applies to articles, materials, and supplies that are consumed in, incorporated into, or affixed to an infrastructure project. The requirement does not apply to

- (1) Tools, equipment, and supplies, such as temporary scaffolding, brought to the construction site and removed at or before the completion of the infrastructure project.



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(2) Equipment and furnishings, such as movable chairs, desks, and portable computer equipment, that are used at or within the finished infrastructure project but are not an integral part of the structure or permanently affixed to the infrastructure project.

Categorization of articles, materials, and supplies: An article, material, or supply should only be classified into one of the following categories:

- (1) Iron or steel products.
- (2) Manufactured products.
- (3) Construction materials.
- (4) Section 70917(c) materials.

An article, material, or supply should not be considered to fall into multiple categories. In some cases, an article, material, or supply may not fall under any of the categories listed above. The classification of an article, material, or supply as falling into one of the categories listed above must be made based on its status at the time it is brought to the work site for incorporation into an infrastructure project. In general, the work site is the location of the infrastructure project at which the iron, steel, manufactured products, and construction materials will be incorporated.

Application of the BABAA domestic content procurement preference by category: An article, material, or supply incorporated into an infrastructure project must meet the BABAA domestic content procurement preference for only the single category in which it is classified.

Definitions: Definitions for iron or steel products, manufactured products, and construction materials are available in 184.3 of 2 CFR Part 184 -- Buy America Preferences for Infrastructure Projects.

BABAA Section 70917(c): BABAA Section 70917(c) establishes limitation with respect to aggregates accordingly:

- (1) the term construction materials shall not include cement and cementitious materials, aggregates such as stone, sand, or gravel, or aggregate binding agents or additives.
- (4) Determining the cost of components for manufactured products: In determining whether the cost of components for manufactured products is greater than 55 percent of the total cost of all components, use the following instructions:
- (1) For components purchased by the manufacturer, the acquisition cost, including transportation costs to the place of incorporation into the manufactured product (whether or not such costs are paid to a domestic firm), and any applicable duty (whether or not a duty-free entry certificate is issued); or
  - (2) For components manufactured by the manufacturer, all costs associated with the manufacture of the component, including transportation costs as described in paragraph (a), plus allocable overhead costs, but excluding profit. Cost of components does not include any costs associated with the manufacture of the manufactured product.

Construction material standards: The BABAA domestic content procurement preference applies to the following construction materials incorporated into infrastructure projects. Each construction material is followed by a standard for the material to be considered produced in the United States. Except as specifically provided, only a single standard should be applied to a single construction material.

- (1) Non-ferrous metals. All manufacturing processes, from initial smelting or melting through final shaping, coating, and assembly, occurred in the United States.
- (2) Plastic and polymer-based products. All manufacturing processes, from initial combination of constituent plastic or polymer-based inputs, or, where applicable, constituent composite materials, until the item is in its final form, occurred in the United States.
- (3) Glass. All manufacturing processes, from initial batching and melting of raw materials through annealing, cooling, and cutting, occurred in the United States.
- (4) Fiber optic cable (including drop cable). All manufacturing processes, from the initial ribboning (if applicable), through buffering, fiber stranding and jacketing, occurred in the United States. All manufacturing processes also include the standards for glass and optical fiber, but not for non-ferrous metals, plastic and polymer-based products, or any others.



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(5) Optical fiber. All manufacturing processes, from the initial preform fabrication stage through the completion of the draw, occurred in the United States.

(6) Lumber. All manufacturing processes, from initial debarking through treatment and planning, occurred in the United States.

(7) Drywall. All manufacturing processes, from initial blending of mined or synthetic gypsum plaster and additives through cutting and drying of sandwiched panels, occurred in the United States.

(8) Engineered wood. All manufacturing processes from the initial combination of constituent materials until the wood product is in its final form, occurred in the United States.

- (5) Waivers: Grantees may request waivers to the BABAA domestic content procurement preference requirements by submitting a Build America, Buy America Act Waiver Request Form. Pass-through entities may not approve waivers of the BABAA domestic sourcing requirements. Waiver requests are subject to public comment periods of no less than 15 days and must be reviewed by the Office of Management and Budget's Made in America Office. For information regarding the BABAA domestic content procurement preference waiver requirements and waiver request process, see the Department's Build America Buy America Waivers (ed.gov) website and its waiver submission guidance document available here: Build America, Buy America Act Domestic Content Procurement Preference Requirements Agency Level Waivers and Grantee Waiver Request Procedures.

Records: As required under 2 CFR 200.334, a grantee must maintain financial records, supporting documents, statistical records, and all other non-Federal entity records pertinent to their infrastructure project for a period of three years from the date of submission of the final expenditure report, including all records related to the domestic sourcing of materials used in the infrastructure project(s) supported by this grant or the applicability of any agency-level waivers of the BABAA domestic content procurement preference requirements the grantee chooses to implement.

Applicable Regulations and Guidance: In addition to the regulations and guidance identified in block 8 of the grant award notification, the Build America, Buy America Act (Pub. L. No. 117-58) and 2 CFR Part 184 -- Buy America Preferences for Infrastructure Projects also apply.

Contact: If you have questions about this grant condition, please contact your Education Program contact listed in box 3 of this grant award notification. For more information, see the Department of Education's Build America Buy America Waiver website at: Build America Buy America Waivers Website (ed.gov).

- (6) The negotiated indirect cost rate or the indirect cost allocation plan approved for the entity identified in Block 1 of this GAN applies to this grant award.
- (7) WHEN ISSUING STATEMENTS, PRESS RELEASES, REQUESTS FOR PROPOSALS, BID SOLICITATIONS, AND OTHER DOCUMENTS DESCRIBING THIS PROJECT OR PROGRAMS FUNDED IN WHOLE OR IN PART WITH FEDERAL MONEY, ALL GRANTEEES RECEIVING FEDERAL FUNDS, INCLUDING BUT NOT LIMITED TO STATE AND LOCAL GOVERNMENTS, SHALL STATE CLEARLY:
- 1) THE DOLLAR AMOUNT OF FEDERAL FUNDS FOR THE PROJECT,
  - 2) THE PERCENTAGE OF THE TOTAL COST OF THE PROJECT THAT WILL BE FINANCED WITH FEDERAL FUNDS, AND
  - 3) THE PERCENTAGE AND DOLLAR AMOUNT OF THE TOTAL COST OF THE PROJECT THAT WILL BE FINANCED BY NON-GOVERNMENTAL SOURCES.

AS OF 07/01/97, FEDERAL FISCAL YEAR (FFY) WILL REFER TO THE YEAR THE FUNDS WERE APPROPRIATED.

- (8) UNDER THE "TYDINGS AMENDMENT," SECTION 421(b) OF THE GENERAL EDUCATION PROVISIONS ACT, 20 U.S.C. 1225(b), ANY FUNDS THAT ARE NOT OBLIGATED AT THE END OF THE FEDERAL FUNDING PERIOD SPECIFIED IN BLOCK 6 SHALL REMAIN AVAILABLE FOR OBLIGATION FOR AN ADDITIONAL PERIOD OF 12 MONTHS.



## EXPLANATION OF BLOCKS ON THE GRANT AWARD NOTIFICATION

**For Discretionary, Formula and Block Grants** (See Block 2 of the Notification)

- 1. RECIPIENT NAME** - The legal name of the recipient or name of the primary organizational unit that was identified in the application, state plan or other documents required to be submitted for funding by the grant program.
- 2. AWARD INFORMATION** - Unique items of information that identify this notification.
  - PR/AWARD NUMBER** - A unique, identifying number assigned by the Department to each application. On funded applications, this is commonly known as the "grant number" or "document number." The PR/Award Number is also known as the Federal Award Identifying Number, or FAIN.
  - ACTION NUMBER** - A numeral that represents the cumulative number of steps taken by the Department to date to establish or modify the award through fiscal or administrative means. Action number "01" will always be "NEW AWARD"
  - ACTION TYPE** - The nature of this notification (e.g., NEW AWARD, CONTINUATION, REVISION, ADMINISTRATIVE)
  - AWARD TYPE** - The particular assistance category in which funding for this award is provided, i.e., DISCRETIONARY, FORMULA, or BLOCK. If this award was made under a Research and Development grant program, the terms RESEARCH AND DEVELOPMENT will appear under DISCRETIONARY, FORMULA OR BLOCK.
- 3. PROJECT STAFF** - This block contains the names and telephone numbers of the U.S. Department of Education and recipient staff who are responsible for project direction and oversight.
  - \*RECIPIENT PROJECT DIRECTOR** - The recipient staff person responsible for administering the project. This person represents the recipient to the U.S. Department of Education.
  - EDUCATION PROGRAM CONTACT** - The U.S. Department of Education staff person responsible for the programmatic, administrative and business management concerns of the Department.
  - EDUCATION PAYMENT CONTACT** - The U.S. Department of Education staff person responsible for payments or questions concerning electronic drawdown and financial expenditure reporting.
- 4. PROJECT TITLE AND CFDA NUMBER** - Identifies the Catalog of Federal Domestic Assistance (CFDA) subprogram title and the associated subprogram number.
- 5.\* KEY PERSONNEL** - Name, title and percentage (%) of effort the key personnel identified devotes to the project.
- 6. AWARD PERIODS** - Project activities and funding are approved with respect to three different time periods, described below:
  - BUDGET PERIOD** - A specific interval of time for which Federal funds are being provided from a particular fiscal year to fund a recipient's approved activities and budget. The start and end dates of the budget period are shown.
  - PERFORMANCE PERIOD** - The complete length of time the recipient is proposed to be funded to complete approved activities. A performance period may contain one or more budget periods.
  - \*FUTURE BUDGET PERIODS** - The estimated remaining budget periods for multi-year projects and estimated funds the Department proposes it will award the recipient provided substantial progress is made by the recipient in completing approved activities, the Department determines that continuing the project would be in the best interest of the Government, Congress appropriates sufficient funds under the program, and the recipient has submitted a performance report that provides the most current performance information and the status of budget expenditures.
- 7. AUTHORIZED FUNDING** - The dollar figures in this block refer to the Federal funds provided to a recipient during the award periods.
  - \*THIS ACTION** - The amount of funds obligated (added) or de-obligated (subtracted) by this notification.
  - \*BUDGET PERIOD** - The total amount of funds available for use by the grantee during the stated budget period to this date.
  - \*PERFORMANCE PERIOD** - The amount of funds obligated from the start date of the first budget period to this date.
  - RECIPIENT COST SHARE** - The funds, expressed as a percentage, that the recipient is required to contribute to the project, as defined by the program legislation or regulations and/or terms and conditions of the award.
  - RECIPIENT NON-FEDERAL AMOUNT** - The amount of non-federal funds the recipient must contribute to the project as identified in the recipient's application. When non-federal funds are identified by the recipient where a cost share is not a legislation requirement, the recipient will be required to provide the non-federal funds.
- 8. ADMINISTRATIVE INFORMATION** - This information is provided to assist the recipient in completing the approved activities and managing the project in accordance with U.S. Department of Education procedures and regulations.
  - UEI** - The UEI, issued in SAM.gov, is a unique 12 character organization identifier assigned to each recipient for payment purposes.

\***REGULATIONS** - Title 2 of the Code of Federal Regulations(CFR), Part 200 as adopted at 2 CFR 3474; the applicable parts of the Education Department General Administrative Regulations (EDGAR), specific program regulations (if any), and other titles of the CFR that govern the award and administration of this grant.

\***ATTACHMENTS** - Additional sections of the Grant Award Notification that discuss payment and reporting requirements, explain Department procedures, and add special terms and conditions in addition to those established, and shown as clauses, in Block 10 of the award. Any attachments provided with a notification continue in effect through the project period until modified or rescinded by the Authorizing Official.

**9. LEGISLATIVE AND FISCAL DATA** - The name of the authorizing legislation for this grant, the CFDA title of the program through which funding is provided, and U.S. Department of Education fiscal information.

**FUND CODE, FUNDING YEAR, AWARD YEAR, ORG.CODE, PROJECT CODE, OBJECT CLASS -**

The fiscal information recorded by the U.S. Department of Education's Grants Management System (G5) to track obligations by award.

**AMOUNT** - The amount of funds provided from a particular appropriation and project code. Some notifications authorize more than one amount from separate appropriations and/or project codes. The total of all amounts in this block equals the amount shown on the line, "THIS ACTION" (See "AUTHORIZED FUNDING" above (Block 7)).

**10. TERMS AND CONDITIONS** - Requirements of the award that are binding on the recipient.

\***PARTICIPANT NUMBER** - The number of eligible participants the grantee is required to serve during the budget year.

\***GRANTEE NAME** - The entity name and address registered in the System for Award Management (SAM). This name and address is tied to the UEI registered in SAM under the name and address appearing in this field. This name, address and the associated UEI is what is displayed in the SAM Public Search.

\***PROGRAM INDIRECT COST TYPE** - The type of indirect cost permitted under the program (i.e. Restricted, Unrestricted, or Training).

\***PROJECT INDIRECT COST RATE** - The indirect cost rate applicable to this grant.

\***AUTHORIZING OFFICIAL** - The U.S. Department of Education official authorized to award Federal funds to the recipient, establish or change the terms and conditions of the award, and authorize modifications to the award

**FOR FORMULA AND BLOCK GRANTS ONLY:**

(See also Blocks 1, 2, 4, 6, 8, 9 and 10 above)

**3. PROJECT STAFF** - The U.S. Department of Education staff persons to be contacted for programmatic and payment questions.

**7. AUTHORIZED FUNDING**

**CURRENT AWARD AMOUNT** - The amount of funds that are obligated (added) or de-obligated (subtracted) by this action.

**PREVIOUS CUMULATIVE AMOUNT** - The total amount of funds awarded under the grant before this action.

**CUMULATIVE AMOUNT** - The total amount of funds awarded under the grant, this action included.

**10. AFFILIATE** - If an affiliate digital signature appears on this GAN, it is the digital signature belonging to the individual delegated the authority to affix the Authorizing Official's signature to the GAN.

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\* This item differs or does not appear on formula and block grants.

UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE OF THE CHIEF FINANCIAL OFFICER  
& CHIEF INFORMATION OFFICER

Leslie Davis  
VT AGENCY OF HUMAN SERVICES  
103 SOUTH MAIN STREET

WATERBURY, VT 05671

SUBJECT: Payee Identification for Grant Award H181A250031

This is to inform you that the United States Department of Education does not have a payee and bank account of record designated for the above listed grant award. You will not be able to request funds for this grant award until a payee and bank account of record are established.

- 1) All SF-1199A, Direct Deposit and Fedwire Sign-Up forms must be mailed to the Department of Education. The SF-1199A must contain original signatures for both the recipient and bank officials.
- 2) First time recipients establishing a bank account for a new award must include a copy of the grant award document with the cover letter and SF-1199A, Direct Deposit or Fedwire Sign-Up forms.
- 3) The Grant Administration and Payment System (GAPS) has been enhanced to produce an automated notification when bank account data has been changed or deleted. This automated notification is transmitted via e-mail to Payees having e-mail capacity or mailed to recipients without an e-mail address.
- 4) All banking information requests, including establishing a new bank account, modifying an existing bank account or deleting a bank account must be accompanied with a cover letter requesting the specific action. The cover letter must be on the letterhead of the requesting payee. The cover letter must contain the following information:

- UEI
- e-mail address (if available) for the person to receive automated notification
- signature and phone number of the person requesting the bank information change

Mail Cover Letters and accompanying forms to:

U.S. Department of Education  
400 Maryland Ave, SW, Rm. 4C146  
Washington, DC 20202-4110  
Attn: Financial Management Operations

If you have any questions or require assistance concerning establishing a payee record for a bank account please contact the G5 Hotline at 1-888-336-8930.

Dear G5 Payee:

To obtain your G5 Login ID, you will need to complete the G5 External User Access Request Form and return it notarized to the U.S. Department of Education. Attached are the instructions for accessing and completing the form. Upon receiving the notarized form, the Department will send you an email with your new G5 Login ID.

Please mail the form to:

U.S. Department of Education  
Office of the Chief Information Officer  
Mail Stop - 4110  
400 Maryland Avenue S.W.  
Washington, DC 20202  
Attn: Functional Applications Team

Thank you for your continued support of the U.S. Department of Education's G5 Grant Management System. Please contact the G5 Hotline (888-336-8930) if you have any

Sincerely,  
G5 Administration

## Instructions for Completing the G5 External User Access Request Form

To establish direct access to your U.S. Department of Education G5 Grant Management System account, please complete the G5 External User Access Request Form attached, have it notarized, and mail the completed form to the address below.

### Steps for Completing the G5 External User Access Request Form -

1. Go to <http://www.g5.gov> and click on the link, "Not Registered? Sign up".
2. Complete each data element of the form including the following elements:
  - a. User Type (Select Payee unless you are specifically a Servicer)
  - b. Unique Entity Identifier (UEI)
  - b. Desired Role (Select Full Access to enable you to continue to draw funds, or View Only if you will only need to review account activity).
3. Print the form and then Submit your online registration.
4. You will immediately receive an email asking you to activate your account.
5. Click on the link in the email and select your password and Secret Question and Answer.
6. Congratulations! You now have an active account. Only one more step!!
7. Sign the printed (from step 3) G5 External User Access Request Form as the Authorized Payee in the presence of a Notary Public.
8. Assure the G5 External User Access Request Form is notarized with appropriate seal and signature and expiration date.
9. Mail the completed, notarized G5 External User Access Request Form to the following address:

**U.S. Department of Education**  
**Office of the Chief Information Officer**  
**Mail Stop - 4110**  
**400 Maryland Avenue S.W.**  
**Washington DC 20202**  
**Attn: Functional Applications Team**
10. Allow two weeks for delivery and account updates.
11. You will receive Email notification that your G5 External User Access Request Form has been processed and your roles have been assigned.
12. Congratulations, You're now able to access G5 directly.

As always, please contact the G5 Hotline (888-336-8930) with any questions.

**INSTRUCTIONS  
ACH DIRECT DEPOSIT SIGN-UP FORM  
SF-1199A**

Recipients can obtain an SF-1199A (Figure D-1) from their financial institution. The preprinted instructions on the reverse side of the SF-1199A should be disregarded and the following instructions should be followed in completing the SF-1199A.

The recipient is to complete Sections 1 and 2 of the SF-1199A. The recipient's financial institution is to complete Section 3 and mail the completed form to the Department of Education. The financial institution will mail a copy of the completed SF-1199A to the recipient.

**INSTRUCTIONS - SECTION 1**

- |                           |  |  |
|---------------------------|--|--|
| ITEM A                    | Name of Payee<br>Address<br>Telephone Number | Enter the name and address of payee's organization.<br>Enter telephone number of person authorized to certify the payment request.                           |
| ITEM B                    | Name of Person(s) Entitled to Payment        | Leave Blank.   |
| ITEM C                    | Claim or Payroll ID Number                   | Enter the following information<br>Prefix: 9 digit D-U-N-S Number,<br>Suffix: 11 character Grant Award Number.   |
| ITEM D                    | Type of Depositor                            | Place an "X" in the Appropriate Box.   |
| ITEM E                    | Depositor Account                            | Enter the payee's account number at the financial institution in which funds are to be deposited. Include blanks or dashes when entering the account number. |
| ITEM F                    | Type of Payment                              | Enter "X" in the "Other" box.  |
| ITEM G                    | Box for Allotment of Payment Only            | Leave Blank.   |
| Payee/Joint Certification |  | Authorized Certifying Official for the payee is to sign the form.  |

**INSTRUCTIONS - SECTION 2**

- |                           |        |   |
|---------------------------|--------|---|
| Government Agency Name    | Enter: | U.S. Department of Education                                  |
| Government Agency Address | Enter: | 400 Maryland Avenue, SW<br>Room 4C138<br>Washington, DC 20202 |

**INSTRUCTIONS - SECTION 3**

To be completed by financial institution.

Director, Financial Payment Group  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202 - 4331

Ref: PR/Award No. H181A250031

Dear Sir:

Please transfer FEDWIRE payments for VT AGENCY OF HUMAN SERVICES to the following financial institution and depositor account beginning on this date: Month\_\_\_\_, Day\_\_\_\_, Year\_\_\_\_.

Information regarding the financial institution to which payments for D-U-N-S\_\_\_\_\_ are to be transferred is provided below.

Financial Institution

Corresponding Bank (if applicable):

Name:\_\_\_\_\_  
Street:\_\_\_\_\_  
City:\_\_\_\_\_  
State:\_\_\_\_\_  
Zip:\_\_\_\_\_

Name:\_\_\_\_\_  
Street:\_\_\_\_\_  
City:\_\_\_\_\_  
State:\_\_\_\_\_  
Zip:\_\_\_\_\_

ABA Number:\_\_\_\_\_  
Account Number:\_\_\_\_\_  
Contact Name:\_\_\_\_\_  
Telephone No:\_\_\_\_\_

ABA Number:\_\_\_\_\_  
Telegraphic Abbrev.:\_\_\_\_\_

Please update my account with the information as indicated above. If you have any questions, I may be reached at (\_\_\_\_) \_\_\_\_\_.

Sincerely,

Chief Financial Officer

## GOVERNMENTWIDE ADMINISTRATIVE STATUTORY AND NATIONAL POLICY REQUIREMENTS FOR U.S. DEPARTMENT OF EDUCATION AWARDS

### OVERVIEW

This portion of the Grant Award Notification (GAN) Attachment describes Federal government-wide sources of laws and policies that apply to grantees and subgrantees of Federal awards issued by the U.S. Department of Education (Department).<sup>1</sup> The sources of Federal government-wide laws and policy include the U.S. Constitution, statutes, regulations, executive orders, and statements of policy.

This Attachment compiles many of the laws and policies that apply to awards; however, it is not intended to be an exhaustive list or to reproduce the full text. Some laws and policies are only applicable to awards with certain types of activities or to certain types of recipients. Additionally, Department award terms and conditions may incorporate statutes, regulations, or policies specific to an award.

Please note that some sources use different terms for grantee such as recipient. Per [34 CFR Part 77–Definitions that Apply to Department Regulations](#), the Department uses grantee to mean the legal entity to which a grant is awarded and is accountable to the Federal Government for the use of the funds provided. Subgrantee means the government or other legal entity to which a subgrant is awarded and that is accountable to the grantee for the use of the funds provided.

### APPLICABILITY OF LAWS AND POLICIES

The legal order of precedence determines the order in which laws and policies may apply to Federal awards. The following list includes examples of the types of laws and policies, and is not an exhaustive list:

- U.S. Constitution
- Program-Specific Authorizations and Appropriations
- [Single Audit Amendments Act of 1996](#)
- [Federal Funding Accountability and Transparency Act of 2006 \(FFATA\)](#)
- [Digital Accountability and Transparency Act of 2014 \(DATA Act\)](#)
- [Grant Reporting Efficiency and Agreements Transparency Act of 2019 \(GREAT Act\)](#)
- Uniform Administrative Requirements, Cost Principles, and Audit Requirements: [2 CFR Part 200](#) as adopted as regulations of the Department in [2 CFR 3474](#).
- Education Department General Administrative Regulations: 34 CFR Parts 75, 76, 77, 79, etc. (Department-specific)
  - [34 CFR Part 75–Direct Grant Programs](#)
  - [34 CFR Part 76–State-Administered Formula Grant Programs](#)
  - [34 CFR Part 77–Definitions that Apply to Department Regulations](#)

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<sup>1</sup> The content in this portion of the GAN Attachment consolidates information previously included in GAN Attachments 8, 9, 11, 12, 14, 16, and Enclosure 4.

- [34 CFR Part 79–Intergovernmental Review of Department of Education Programs and Activities](#)

- Executive Orders
- Office of Management and Budget Memorandum (OMB Memos)
- Department and Program-specific guidance such as Notices Inviting Applications (NIAs), Frequently Asked Questions (FAQs), and other program announcements

**FINANCIAL ASSISTANCE GENERAL CERTIFICATIONS AND REPRESENTATIONS**

All applicants, grantees, and subgrantees of Federal financial assistance are required to register in the System for Award Management (SAM.gov) and obtain a Unique Entity Identifier (UEI) before receiving an award per [2 CFR Part 25, Unique Entity Identifier and System for Award Management](#).

Entities must be registered in SAM.gov before submitting applications, include their UEI in each application, maintain current and active registration in SAM.gov at all times during which it has an active Federal award, and review and update its information in annually as a recipient or an application under consideration by a Federal agency. The applicant or recipient must review and update its information in SAM.gov annually from the date of initial registration or subsequent updates to ensure it is current and accurate.

Grantee authorized organization representatives agree to the Financial Assistance General Certifications and Representations that are binding on every award as part of registration and annual certification in SAM.gov. However, grantees may be exempted by Federal statute or the exceptions listed in 2 CFR Part 25.110, Exemptions to this part.

When applicants register or annually recertify in SAM.gov, your authorized organization representative agreed to the Financial Assistance General Certifications and Representations (Certifications). These are binding on every award. Laws and policies identified in these Certifications are identified in this document with the statement, “See Certifications.” The Certifications in SAM.gov can be found in Appendix I of the SAM.gov [Entity Registration Checklist](#) and are incorporated by reference herein.

**LAWS AND POLICIES**

This section outlines various laws and policies that may apply to Department awards (including grantees and subgrantees). It is not intended to be an exhaustive list.

Requirement	Description	Source
Cash Management	Grantees are required to manage Federal grant funds in compliance with the requirements in the Payment Integrity Information Act of 2019 (PIIA), Cash Management Improvement Act of 1990 (CMIA), and as further clarified in Department and governmentwide regulations.	<ul style="list-style-type: none"> <li>● <a href="#">Payment Integrity Information Act of 2019 (PIIA)</a></li> <li>● <a href="#">Cash Management Improvement Act of 1990 (CMIA)</a></li> </ul>

Requirement	Description	Source
Conflict of Interest	Federal agencies must establish conflict of interest policies for Federal awards and grantees and subgrantees must disclose in writing any potential conflict of interest to the Federal agency or pass-through entity in accordance with established Federal agency policies.	<ul style="list-style-type: none"> <li>• <a href="#">2 CFR Part 200.112, Conflict of interest</a></li> <li>• See Certifications</li> </ul>
Debt Collection	After providing reasonable notice, Federal agencies or pass-through entities may withhold payments to grantee or subgrantees for financial obligations incurred after a specific date until conditions are corrected or the debt is repaid to the Federal Government.	<ul style="list-style-type: none"> <li>• <a href="#">OMB Circular A-129, Policies for Federal Credit Programs and Non-Tax Receivables</a></li> <li>• See Certifications</li> </ul>
Drug-Free Workplace	Related to maintaining a drug-free workplace and notifying the awarding agency if an employee is convicted of violating a criminal drug law. Failure to follow these requirements may be cause for debarment.	<ul style="list-style-type: none"> <li>• <a href="#">Drug-Free Workplace Act (41 USC 8101-8106)</a></li> <li>• <a href="#">2 CFR Part 182, Government-Wide Requirements for Drug-Free Workplace (Financial Assistance)</a></li> <li>• See Certifications</li> </ul>
Executive Compensation Reporting	Related to requirements to report certain information on compensation for executives.	<ul style="list-style-type: none"> <li>• <a href="#">Federal Funding Accountability and Transparency Act of 2006 (FFATA)</a></li> <li>• <a href="#">2 CFR Part 170, Reporting Subaward and Executive Compensation Information</a></li> <li>• See Certifications</li> </ul>
Environmental Protections – Assess and Mitigate Environmental Impact	The National Environmental Protection Act (NEPA) includes policies to conduct reviews to assess and mitigate environmental impact. Applies to construction or major renovation activities. Does not apply to subcontractors.	<ul style="list-style-type: none"> <li>• <a href="#">National Environmental Policy Act of 1969, as amended (42 USC 4321 et seq)</a></li> <li>• See Certifications</li> </ul>
Fair Housing Practices	Related to protecting people from discrimination in housing under federally funded programs	<ul style="list-style-type: none"> <li>• <a href="#">Title VIII of the Civil Rights Act of 1968 (42 USC 3601 et seq)</a></li> <li>• See Certifications</li> </ul>
Faith-Based Organizations	Related to protections for faith-based organizations to apply and receive Federal funds without discrimination or interference with their mission. Describes limitations on the use of Federal funds.	<ul style="list-style-type: none"> <li>• <a href="#">Religious Freedom Restoration Act of 1993 (42 USC 2000bb et seq)</a></li> <li>• <a href="#">Executive Order 13279, Equal Protection of the Laws for Faith-Based and Community Organizations</a></li> <li>• <a href="#">Executive Order 13559, Fundamental Principles and Policymaking Criteria for</a></li> </ul>

Requirement	Description	Source
		<ul style="list-style-type: none"> <li><a href="#">Partnerships with Faith-Based and Other Neighborhood Organizations</a></li> <li><a href="#">Executive Order 13831, Establishment of a White House Faith and Opportunity Initiative</a></li> <li><a href="#">28 CFR Part 38, Partnerships with Faith-Based and Other Neighborhood Organizations</a></li> </ul>
Lobbying Disclosures	Related to requirements to disclose lobbying activities.	<ul style="list-style-type: none"> <li><a href="#">Lobbying Disclosure Act of 1995 (2 USC 1601 et seq, Disclosure of Lobbying Activity)</a></li> <li>See Certifications</li> </ul>
Procurement – American-Manufactured Goods	Related to required preferences for certain products and materials made in the US. Waivers may be possible.	<ul style="list-style-type: none"> <li><a href="#">Buy American Act (41 USC 8301 et seq)</a></li> <li><a href="#">Build America, Buy America Act</a></li> <li><a href="#">2 CFR Part 200.322, Domestic preferences for procurements</a></li> </ul>
Procurement – Fly America Act	Related to requirements for travelers to use certified U.S. airlines for award-funded air travel.	<ul style="list-style-type: none"> <li><a href="#">49 USC 40118</a></li> <li><a href="#">41 CFR 301-10.131 - 143</a></li> </ul>
Procurement – Prohibition on certain telecommunications and video surveillance services or equipment	Related to restrictions on using Federal funds for telecommunications equipment produced by certain companies.	<ul style="list-style-type: none"> <li><a href="#">41 USC 3901 et seq</a></li> <li><a href="#">2 CFR Part 200.216</a></li> </ul>
Protections Against Discrimination	Related to protecting people from discrimination based on different criteria under Federal grants and programs.	<ul style="list-style-type: none"> <li><a href="#">Age Discrimination Act of 1975 (42 USC 6101 et seq)</a></li> <li><a href="#">Section 504 of the Rehabilitation Act (29 USC 794)</a></li> <li><a href="#">Title VI of the Civil Rights Act (42 USC 2000d)</a></li> <li><a href="#">Church Amendments (42 USC 300a-7)</a></li> <li><a href="#">Coates-Snowe Amendment (42 USC 238n)</a></li> <li><a href="#">Title IX of the Education Amendments of 1972, as amended (20 USC 1681 et seq)</a></li> <li>See Certifications</li> </ul>
Publications and Acknowledgement of Support	Describes requirement for grantees to publicly disclose when Federal funds from the Department are used in documents such as press releases, requests for proposals, and publications.	<ul style="list-style-type: none"> <li><a href="#">34 CFR 75.620(b)</a></li> </ul>

Requirement	Description	Source
Subaward Reporting	Related to requirements to report certain information on subawards.	<ul style="list-style-type: none"> <li>• <a href="#">Federal Funding Accountability and Transparency Act of 2006 (FFATA)</a></li> <li>• <a href="#">2 CFR Part 170, Reporting Subaward and Executive Compensation Information</a></li> <li>• See Certifications</li> </ul>
Suspension and Debarment	Regulations restrict issuing Federal awards, subawards, and contracts to certain parties that are debarred, suspended, or otherwise excluded from receiving or participating in Federal awards.	<ul style="list-style-type: none"> <li>• <a href="#">2 CFR Part 180, OMB Guidelines to Agencies on Government-wide Debarment and Suspension (Nonprocurement)</a></li> <li>• <a href="#">2 CFR Part 200.214, Suspension and debarment</a></li> <li>• Executive Orders <a href="#">12549</a> and <a href="#">12689</a>, Debarment and suspension</li> <li>• See Certifications</li> </ul>
Trafficking Victims Protection	Related to bans providing funds to organizations involved in human trafficking.	<ul style="list-style-type: none"> <li>• <a href="#">Trafficking Victims Protection Act (TVPA) of 2000, as amended, (22 USC 7104(g))</a></li> <li>• <a href="#">2 CFR Part 175, Award Term for Trafficking in Persons</a></li> <li>• See Certifications</li> </ul>
Violations of Federal Criminal Law and Civil Actions	Related to requirements to disclose certain violations of Federal criminal law.	<ul style="list-style-type: none"> <li>• <a href="#">False Claims Act (31 USC 3729-3733, False claims and 31 USC 3730, Civil actions for false claims)</a></li> <li>• <a href="#">Program Fraud and Civil Remedies Act (31 USC 3801 et seq)</a></li> <li>• 2 CFR Part 200.113, Mandatory disclosures</li> <li>• See Certifications</li> </ul>
Wage Protections – Copeland Anti-Kickback Act	Related to protections that require requiring contractors to follow construction, alteration, and renovation and weekly compliance statements on the wages paid to each employee in support of Federal awards.	<ul style="list-style-type: none"> <li>• <a href="#">Copeland Anti-Kickback Act (18 USC 874 and 40 USC 3145)</a></li> <li>• <a href="#">48 CFR 22.403, Copeland Act</a></li> </ul>
Wage Protections – Davis-Bacon Act	Related to protections that require using contractors that pay prevailing wages and benefits under awards that fund construction, alterations, or repairs.	<ul style="list-style-type: none"> <li>• <a href="#">The Davis-Bacon Act (40 USC 3141 et seq)</a></li> </ul>
Whistleblower Protections	Related to protecting employees from reprisal for disclosing information about violations.	<ul style="list-style-type: none"> <li>• <a href="#">Protection from Reprisal of Disclosure of Certain Information (41 USC 4712)</a></li> <li>• See Certifications</li> </ul>

## **SPECIFIC GRANT TERMS FOR U.S. DEPARTMENT OF EDUCATION AWARDS**

### **OVERVIEW**

The U.S. Department of Education (Department) terms within this portion of the Grant Award Notification (GAN) Attachment describe grant terms specific to awards issued by the Department (ED-Specific Terms). ED-Specific Terms are applicable to all awards issued by the Department.<sup>2</sup>

### **AUTHORITIES**

[2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards](#)

[2 CFR Part 3474, Department of Education, Adoption of 2 CFR Part 200](#)

[34 CFR Part 75, Education, Direct Grant Programs](#)

[34 CFR Part 76, Education, State-Administered Formula Grants](#)

### **ED-SPECIFIC TERMS**

- I. Specific Grant Terms and Conditions for Financial and Performance Reports
- II. Participation of Faith-Based Organizations
- III. Written Notice of Beneficiary Protections

### **I. SPECIFIC GRANT TERMS AND CONDITIONS FOR FINANCIAL AND PERFORMANCE REPORTS**

Financial and performance reports required for grants awarded by the U.S. Department of Education (Department), and described in this term and condition, can be accessed on the [Grant Application and Other Forms](#) page of the Department website. Governmentwide reports can be accessed on the [Post-Award Reporting Forms](#) page of the Grants.gov website.

### **PERFORMANCE REPORTS**

#### **FINAL REPORTS**

ALL RECIPIENTS are required to submit a final performance report within 120 days after the expiration or termination of grant support in accordance with submission instructions provided in box 10 of the Grant Award Notification (GAN), or through another notification provided by the Department (2 CFR Part 200.329(c)).

#### **ANNUAL, QUARTERLY, OR SEMIANNUAL REPORTS**

Your education program contact will provide you with information about your performance report submissions, including the due date, as a grant term or condition in box 10 on the GAN, or through another notification provided by the Department. The grant term or condition in box 10 on the GAN, or another notification, may reflect any of the following:

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<sup>2</sup> The content in this portion of the GAN Attachment consolidates information previously included in GAN Attachments 2F, 17F, and 18F.

1. That an annual performance report is required, and it shall provide the most current performance and financial expenditure information that is sufficient to meet the reporting requirements in the governmentwide requirements located in 2 CFR Part 200. The terms reflected in this document are also consistent with:
  - [2 CFR Part 200.328, Financial reporting](#);
  - [2 CFR Part 200.329, Monitoring and reporting program performance](#);
  - [2 CFR Part 200.332, Requirements for pass-through entities](#);
  - [34 CFR Part 75.720, Education, Direct Grant Programs, Financial and performance reports](#); and
  - Applicable reporting requirements stipulated in program statutes or regulations.
2. That an interim performance report is required because of the nature of the award or because of statutory or regulatory provisions governing the program under which this award is made, and that the report is due more frequently than annually as indicated. For example, more frequent reports may be due quarterly and submitted within 30 days after the end of each quarter, or due semiannually and submitted within 30 days after the end of each 6-month period ([2 CFR Part 200.329\(c\)\(1\)](#)).
3. That other reports are required. For example, program-specific reports may be required in a program's statute, regulation, or specific conditions of the Federal award ([2 CFR Part 200.208](#)).

## **FINANCIAL REPORTS**

If a financial report is required, your Department program contact will provide you with information about your financial report submission, including the due date, as a grant term or condition in box 10 on the GAN, or through another notification.

The Department uses the governmentwide Standard Form (SF) 425, also known as the Federal Financial Report (FFR), for final reporting. Governmentwide reports can be accessed on the [Post-Award Reporting Forms](#) page on the [Grants.gov](#) website.

## **FINANCIAL REPORT OVERVIEW**

A Standard Form (SF) 425 Federal Financial Report (FFR) is required if:

1. A grant involves cost sharing, and the ED 524B, which collects cost sharing information, is not submitted or a program-specific report approved by U.S. Office of Management and Budget (OMB) does not collect cost sharing information;
2. Program income was earned;
3. Indirect cost information is to be reported and the ED 524B was not used or a program-specific report approved by OMB does not collect indirect cost information;
4. Program regulations or statute require the submission of the FFR; or
5. Specific Award Conditions, or specific grant or subgrant conditions for designation of "high risk," were imposed in accordance with [2 CFR Part 200.208](#) and [2 CFR Part 3474.10](#) and required the submission of the FFR.

## SUBMISSION TIMELINES

If the FFR is required, the notification may indicate one of the following reporting frequencies and timelines:

1. Quarterly - FFRs are required for reporting periods ending on 12/31, 03/31, 06/30, 09/30 and are due within 30 days after each reporting period.
2. Semi-annual - FFRs are required for reporting periods ending on 03/31 and 09/30 and are due within 30 days after each reporting period.
3. Annual - FFRs are required for the reporting period ending 09/30 and is due within 30 days after the reporting period.
4. Final - In coordination with the submission of a final performance reports, grantees must submit FFRs no later than 120 calendar days after the conclusion of the period of performance. A subgrantee must submit a final financial report to a pass-through entity no later than 90 calendar days after the conclusion of the period of performance ([2 CFR Part 200.328](#)).

## SUBMISSION GUIDANCE

When completing an FFR for submission in accordance with the above referenced selection, the following must be noted:

1. *Multiple Grant Reporting Using SF 425A Not Required:*
  - While the FFR is a governmentwide form that is designed for single grant and multiple grant award reporting, the Department's policy is that multiple grant award reporting is not permitted for Department grants.
  - Grantees are instructed to not use the FFR attachment (SF 425A), which is available for reporting multiple grants, for reporting on Department grants.
2. *Completing an SF 425 for Each Grant*
  - Department grantees are required to submit an FFR in accordance with any of the above referenced selections.
  - Grantees must complete and submit one FFR for each of its grants.
  - FFR Form, Field 2: Grantees are instructed to disregard the note about using the SF 425A to report multiple grants.
  - FFR Instructions, Report Submissions: With regards to item 1 of the note found in the FFR Instructions, a grantee must complete items 10(a) through 10(o) for each of its grants. The multiple grants and FFR attachment references found in item 2 of the Line Item Instructions for the FFR is not applicable to Department grants.
3. *Program Income*
  - Unless disallowed by statute or regulation, a grantee will complete item 10(m) or 10(n) in accordance with the options or combination of options as provided in 2 CFR Part 200.307.
  - A grantee is permitted, in accordance with [2 CFR Part 200.307](#), to add program income to its Federal share to further eligible project or program objectives, use program income to finance the non-Federal share of the project or program; and deduct program income from the Federal share of the total project costs.

4. *Indirect Costs*

- A grantee will complete item 11(a) by listing the indirect cost rate type identified on its indirect cost rate agreement, as approved by its cognizant agency for indirect costs.
- A Department grantee that does not have an indirect cost rate agreement approved by its cognizant agency for indirect costs, and that is using the Department approved (beyond the 90-day temporary period) temporary indirect cost rate of 10% of budgeted direct salaries and wages, or the de minimis rate of 15% of modified total direct cost (MTDC) must list its indirect cost rate in 11(a) as a Department Temporary Rate or De Minimis Rate.
  - The de minimis rate of 15% of MTDC consists of: All direct salaries and wages, applicable fringe benefits, materials and supplies, services, travel, and subawards and contracts up to the first \$50,000 of each subaward.
  - MTDC excludes equipment, capital expenditures, charges for patient care, rental costs, tuition remission, scholarships and fellowships, participant support costs and the portion of each subaward in excess of \$50,000.
  - Other items, including contract costs in excess of \$50,000, may be excluded when necessary to avoid a serious inequity in the distribution of indirect costs ([2 CFR Part 200.1](#), Modified Total Direct Cost (MTDC)).
- A training program grantee whose recovery of indirect cost limits indirect cost recovery to 8% of MTDC or the grantees negotiated indirect cost rate, whichever is less in accordance with [34 CFR Part 75.562 \(c\)](#), must list its rate in 11(a) as a Department Training Grant Rate. The 8% limit does not apply to agencies of Indian tribal governments, local governments, and States<sup>3</sup> as defined in [2 CFR Part 200.1](#).
- A restricted program grantee must list its rate as a Restricted Indirect Cost Rate in 11(a).
  - A restricted program (i.e., programs with statutory supplement-not-supplant requirements) grantee must utilize a restricted indirect cost rate negotiated with its cognizant agency for indirect costs, or may elect to utilize a restricted indirect cost rate of 8% MTDC if their negotiated restricted indirect cost rate calculated under [34 CFR Part 75.563](#) and [2 CFR Part 76.564 – 76.569](#), is not less than 8% MTDC.
  - A State or local government<sup>4</sup> that is a restricted program grantee may not elect to utilize the 8% MTDC rate.
  - Additionally, restricted program grantees may not utilize the de minimis rate but may utilize the temporary rate until a restricted indirect cost rate is negotiated.
  - If a restricted program grantee elects to utilize the temporary rate, it must list its rate as a Department Temporary Rate in 11(a).
- Grantees with indirect cost rates prescribed in program statute or regulation must list their rate as a Rate Required in Program Statute or Regulation in 11(a).
- Grantees are required to follow program-specific statutory or regulatory requirements that mandate either indirect cost rate type or maximum administrative costs recovery.
- For detailed information including restrictions related to temporary, de minimis,

<sup>3</sup> Note that a State-funded institution of higher education is not considered a “State government” for these purposes; and a Tribal college or university funded by a federally-recognized Tribe is not considered a Tribe for these purposes.

<sup>4</sup> Note that a State-funded institution of higher education is not considered a “State government” for these purposes.

training, restricted, and program prescribed indirect cost rates see the [Indirect Cost Determination Guidance for State and Local Government Agencies Questions and Answers](#) on the Department website.

#### 5. *Supplemental Pages*

- If grantees need additional space to report financial information, beyond what is available within the FFR, they should provide supplemental pages.
- Additional pages must indicate the following information at the top of each page:
  - PR/Award Number (also known as the Federal Identifying Number or FAIN),
  - Recipient organization,
  - Unique Entity Identifier (UEI),
  - Employer Identification Number (EIN), and
  - Period covered by the report.

## II. PARTICIPATION IN FAITH-BASED ORGANIZATIONS

1. A faith-based organization that participates in this program retains its independence from the Government and may continue to carry out its mission consistent with religious freedom and conscience protections in Federal law.
2. A faith-based organization may not use direct Federal financial assistance from the Department to support or engage in any explicitly religious activities except when consistent with the Establishment Clause of the First Amendment and any other applicable requirements. Such an organization also may not, in providing services funded by the Department, or in outreach activities related to such services, discriminate against a program beneficiary or prospective program beneficiary on the basis of religion, a religious belief, a refusal to hold a religious belief, or a refusal to attend or participate in a religious practice.
3. If a grantee under a State-Administered Formula Grant program of the Department has the authority under the grant or subgrant to select a private organization to provide services supported by direct Federal financial assistance under the program by subgrant, contract, or other agreement, the grantee must ensure compliance with applicable Federal requirements governing contracts, grants, and other agreements with faith-based organizations, including, as applicable, the Education Department General Administrative Regulations (EDGAR), [34 CFR Parts 76.52 and 76.532](#) and [2 CFR Part 3474.15](#) (see EDGAR, 34 CFR Part 76.714).

## III. WRITTEN NOTICE OF BENEFICIARY PROTECTIONS

In accordance with the Education Department General Administrative Regulations (EDGAR), [34 CFR Part 76.712](#), all grantees and subgrantees providing social services under a Department program supported by direct Federal financial assistance (e.g., programs that provide employment, independent living, education, or related services to individuals or groups of individuals) must give written notice to a beneficiary or prospective beneficiary of certain protections.

The written notice that an organization uses to notify beneficiaries or prospective beneficiaries of certain religious non-discrimination protections must include language substantially similar to that in Appendix C to [34 CFR Part 75](#) (See EDGAR, [34 CFR Part 76.712\(d\)](#)). Grantees and

subgrantees have discretion regarding how to provide the notice, which may include providing the notice directly to each beneficiary, posting it on the grantee's website, or other means. A grantee or subgrantee that participates in multiple Department programs may provide a single notice covering all applicable programs. Additionally, grantees must ensure that the notice is accessible to individuals with disabilities and limited English proficient individuals as required by law. Unless notified by the applicable program office, a grantee or subgrantee is not required to include in the notice the information in paragraph (5) of Appendix C to 34 CFR Part 75 (i.e., the opportunity of a beneficiary to receive information about other similar providers).

### **Appendix C to 34 CFR Part 75**

Name of Organization:

Name of Program:

Contact Information for Program Staff: [provide name, phone number, and email address, if appropriate]

Because this program is supported in whole or in part by financial assistance from the U.S. Department of Education, we are required to provide you the following information:

- (1) We may not discriminate against you on the basis of religion, a religious belief, a refusal to hold a religious belief, or a refusal to attend or participate in a religious practice.
- (2) We may not require you to attend or participate in any explicitly religious activities (including activities that involve overt religious content such as worship, religious instruction, or proselytization) that may be offered by our organization, and any participation by you in such activities must be purely voluntary.
- (3) We must separate in time or location any privately funded explicitly religious activities (including activities that involve overt religious content such as worship, religious instruction, or proselytization) from activities supported with direct Federal financial assistance.
- (4) You may report violations of these protection, including any denials of services or benefits by an organization, by filing a written complaint with the U.S. Department of Education at [BeneficiaryNoticeComplaints@ed.gov](mailto:BeneficiaryNoticeComplaints@ed.gov).

[When required by the Department, the notice must also state:] (5) If you would like information about whether there are any other federally funded organizations that provide the services available under this program in your area, please contact the awarding agency.

This written notice must be given to you before you enroll in the program or receive services from the program, unless the nature of the service provided, or exigent circumstances make it impracticable to provide such notice before we provide the actual service. In such an instance, this notice must be given to you at the earliest available opportunity.

**RECIPIENTS OF DEPARTMENT OF EDUCATION GRANTS AND COOPERATIVE AGREEMENTS  
FREQUENTLY ASKED QUESTIONS ON CASH MANAGEMENT****Q What are the Federal Laws and Regulations Regarding Payments to the States?**

**A** The *Cash Management Improvement Act of 1990 (CMIA)* establishes interest liabilities for the Federal and State governments when the Federal Government makes payments to the States. See 31 U.S.C. 3335 and 6503. The implementing regulations are in Title 31 of the Code of Federal Regulations (CFR), Part 205, [eCFR :: 31 CFR Part 205 -- Rules and Procedures for Efficient Federal-State Funds Transfers](#). Non-Federal entities other than States follow the rules on Federal payments set out in 2 CFR 200.305.

**Q What is a Treasury-State Agreement (TSA)?**

**A** A TSA documents the accepted funding techniques and methods for calculating interest agreed upon by the U.S. Department of the Treasury (Treasury) and a State. It identifies the Federal assistance programs that are subject to interest liabilities under the CMIA. The CMIA regulations specify several different funding techniques that may be used by a State, but a State can negotiate with the Treasury Department to establish a different funding technique for a particular program. A TSA is effective until terminated and, if a state does not have a TSA, payments to the State are subject to the default techniques in the regulations that Treasury determines are appropriate.

**Q What are the CMIA requirements for a program subject to a Treasury-State Agreement?**

**A** Payments to a State under a program of the Department are subject to the interest liability requirements of the CMIA if the program is included in the State's Treasury-State Agreement (TSA) with the Department of Treasury. If the Federal government is late in making a payment to a State, it owes interest to the State from the time the State spent its funds to pay for expenditure until the time the Federal government deposits funds to the State's account to pay for the expenditure. Conversely, if a State is late in making a payment under a program of the Department, the State owes interest to the Federal government from the time the Federal government deposited the funds to the State's account until the State uses those funds to make a payment. For more information, see GAN Enclosure 4.

**Q What are the CMIA requirements for a program that is not subject to a Treasury-State Agreement?**

**A** If a program is not included in the State's TSA, neither the State nor the Federal government are liable for interest for making late payments. However, both the Federal government and the State must minimize the time elapsing between the date the State requests funds and the date that the funds are deposited to the State's accounts. The State is also required to minimize the time elapsed between the date it receives funds from the Federal government and the date it makes a payment under the program. Also, the Department must minimize the amount of funds transferred to a State to only that needed to meet the immediate cash needs of the State. The timing and amount of funds transferred must be as close as is administratively feasible to a State's actual cash outlay for direct program costs and the proportionate share of any allowable indirect costs.

**Q What if there is no TSA?**

**A** When a State does not have a TSA in effect, default procedures in 31 CFR, part 205 that the Treasury Department determines appropriate apply. The default procedures will prescribe efficient funds transfer procedures consistent with State and Federal law and identify the covered Federal assistance programs and designated funding techniques.

**Q Who is responsible for Cash Management?**

**A** Grantees and subgrantees that receive grant funds under programs of the Department are responsible for the financial management and maintaining internal controls regarding the management of Federal program funds under the Uniform Guidance in accordance with 2 CFR 200.302 and 200.303 respectively. In addition, grantees are responsible for ensuring that subgrantees are aware of the cash management and requirements in 2 CFR part 200, subpart D.

**Q Who is responsible for monitoring cash drawdowns to ensure compliance with cash management policies?**

**A** Recipients must monitor their own cash drawdowns **and** those of their subrecipients to assure substantial compliance to the standards of timing and amount of advances.

**Q How soon may I draw down funds from the G5 grants management system?**

**A** Grantees are required to minimize the amount of time between the drawdown and the expenditure of funds from their bank accounts. (See 2 CFR 200.305(b).) Funds must be drawn only to meet a grantee's immediate cash needs for each individual grant. The G5 screen displays the following message:

**By submitting this payment request, I certify to the best of my knowledge and belief that the request is based on true, complete, and accurate information. I further certify that the expenditures and disbursements made with these funds are for the purposes and objectives set forth in the applicable Federal award or program participation agreement, and that the organization on behalf of which this submission is being made is and will remain in compliance with the terms and conditions of that award or program participation agreement. I am aware that the provision of any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me, and the organization on behalf of which this submission is being made, to criminal, civil, or administrative penalties for fraud, false statements, false claims, or other violations. (U.S. Code Title 18, Section 1001; Title 20, Section 1097; and Title 31, Sections 3729-3730 and 3801-3812)**

**Q How may I use Federal funds?**

**A** Federal funds must be used as specified in the Grant Award Notification (GAN) and the approved application or State plan for allowable direct costs of the grant and an allocable portion of indirect costs, if authorized.

**Q What are the consequences to recipients/subrecipients for not complying with terms of the grant award?**

**A** The Federal agency or pass-through entity may implement specific conditions if the recipient or subrecipient fails to comply with the U.S. Constitution, Federal statutes, regulations, or terms and conditions of the Federal award. See § 200.208 for additional information on specific conditions. When the Federal agency or pass-through entity determines that noncompliance

cannot be remedied by imposing specific conditions, the Federal agency or pass-through entity may take one or more of the following actions:

- Temporarily withhold payments until the recipient or subrecipient takes corrective action.
- Disallow costs for all or part of the activity associated with the noncompliance of the recipient or subrecipient.
- Suspend or terminate the Federal award in part or in its entirety.
- Initiate suspension or debarment proceedings as authorized in 2 CFR part 180 and the Federal agency's regulations, or for pass-through entities, recommend suspension or debarment proceedings be initiated by the Federal agency.
- Withhold further Federal funds (new awards or continuation funding) for the project or program.
- Pursue other legally available remedies.

**Q Who is responsible for determining the amount of interest owed to the Federal government?**

**A** As set forth in 31 CFR 205.9, the method used to calculate and document interest liabilities is included in the State's TSA. A non-State entity must maintain advances of Federal funds in interest-bearing accounts unless certain limited circumstances apply and remit interest earned on those funds to the Department of Health and Human Services, Payment Management System annually. See 2 CFR 200.305.

**Q What information should accompany my interest payment?**

**A** In accordance with 2 CFR § 200.305(b)(12)), interest in excess of \$500.00 earned on Federal advance payments deposited in interest-bearing accounts must be remitted annually to the Department of Health and Human Services Payment Management System (PMS) through an electronic medium using either Automated Clearing House (ACH) network or a Fedwire Funds Service payment. Instructions for returning interest, including the information that must be submitted, can be found at [Returning Funds/Interest | HHS PSC FMP Payment Management Services](#). Additionally, these instructions are provided in GAN Enclosure 4.

**Q Are grant recipients/subrecipients automatically permitted to draw funds in advance of the time they need to disburse funds in order to liquidate obligations?**

**A** The payment requirements in 2 CFR 200.305(b) authorize a grantee or subgrantee to request funds in advance of expenditures if certain conditions are met. However, if those conditions are not met, the Department and a pass-through agency may place a payee on reimbursement.

**Q For formula grant programs such as ESEA Title I, for which States distribute funds to LEAs, may States choose to pay LEAs on a reimbursement basis?**

**A** A subgrantee must be paid in advance if it meets the standards for advance payments in 2 CFR 200.305(b)(1) but if the subgrantee cannot meet those standards, the State may put the subgrantee on reimbursement payment. See 2 CFR 200.305(b).

**Q Will the Department issue special procedures in advance if G5 plans to shut down for 3 days or more?**

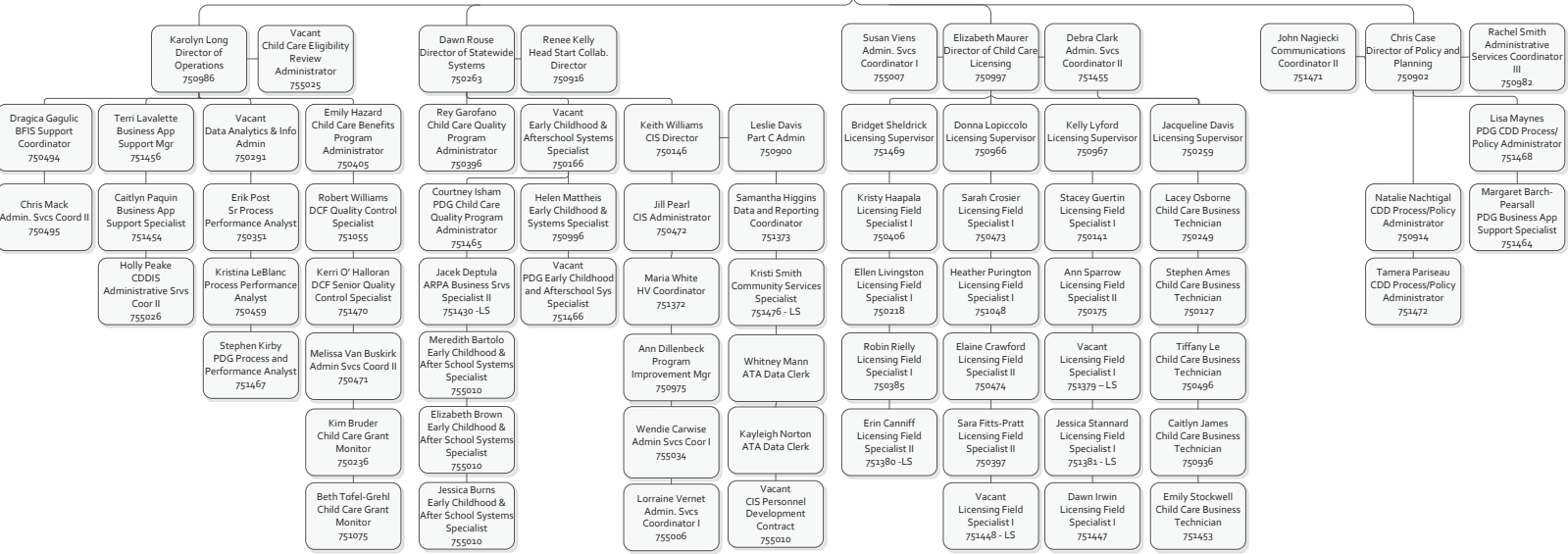
**A** Yes, before any shutdown of G5 lasting three days or more, the Department issues special guidance for drawing down funds during the shutdown. The guidance will include cash

management improvement act procedures for States and certain State institutions of higher education and procedures for grants (including Pell grants) that are not subject to CMIA.

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Child Development Division  
Revised 09.03.2025  
Effective: 09.03.2025

Janet McLaughlin  
Deputy  
Commissioner  
757012



## Georges, Nick

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**From:** O'Toole, Dawn  
**Sent:** Thursday, December 18, 2025 12:27 PM  
**To:** Georges, Nick  
**Subject:** RE: AHS Position Committee review for DCF

Nick,  
This can move forward, the request is approved by the position management team.  
Dawn

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**From:** Georges, Nick <Nick.Georges@vermont.gov>  
**Sent:** Monday, December 15, 2025 11:36 AM  
**To:** O'Toole, Dawn <Dawn.OTOole@vermont.gov>  
**Subject:** AHS Position Committee review for DCF

Hi Dawn,

Please find attached a limited-service request packet from DCF for the AHS Position Committee. The position is for a Children's Integrated Services (CIS) Professional Development Coordinator.

I'll route the packet to Deputy Secretary McClure once I get the go ahead.

Let me know if you need anything else.

Thanks,

Nick

Yannick "Nick" Georges, Financial Manager III  
AHS Central Office  
280 State Drive  
Waterbury, VT 05671-1000  
802-585-4314