

Durham PreK Governance Committee Meeting NOTES

Held virtually on June 20, 2024 (9:30am-11:30am)

In Attendance, listed in random order:

Voting Members: Cathy Collie-Robinson, Aleksandra Holod, Dr. Deborah Pitman, Michelle Lyn, Brenda Carter, Xavier Cason, Tabitha Blackwell, Beth Messersmith, Joy Spencer, Charleita Richardson, Jason Rutherford

Non-voting Members: Dr. Linda Chappel, Joy Turner, Tammorah Mathis, Monnie Griggs, Meytal Barak, Jena Fuchs, Jameka Wells;

Guests: Karen Thompson, Tosh Adams, Adrienne Stephens, Maggie West, Nita McAdoo, Shantae Marley, Michelle Hearon

WHAT	NOTES
Welcome and Introductions	<ul style="list-style-type: none"> • Welcome and Introductions <ul style="list-style-type: none"> ○ A recording of the meeting (absent the closed session) can be found on our DPK YouTube channel ○ Cathy Collie-Robinson and Dr. Linda Chappel welcomed Governance Members ○ Attendance reviewed and meeting quorum verified ○ Reviewed virtual meeting protocol
Meeting Objectives	<ul style="list-style-type: none"> • Approve March Meeting Notes* • Consider End of Year Spending Authorization • Review Instructional Compensation with Enrollment Data • Review the Implementation of the Preservice Payment* • Consider Authorizing a Study Committee for Review of Instructional Compensation Policies* • Share Updated Budget and Review Rates for SY24 – 25 • Receive a Program Update • Confirm Meeting Schedule for SY 24 - 25
*Action Item	<p>Governance unanimously approved Governance Committee meeting notes from March 2024 Motioned by Dr. Aleks Holod, Seconded by Michelle Lyn, all in favor.</p>
End of Year Spending Authorization	<p>Authorize a One-time Classroom Payment to All Sites Selected for Classrooms in SY 2024 – 2025</p> <ul style="list-style-type: none"> • Dr. Linda Chappel provided context and explained we are asking Governance to authorize a classroom bonus, if funds allow. Last year, Governance authorized an unrestricted bonus to sites. Committee members have the option again this year. A survey of sites from the previous school year found that most sites used these funds to restock classrooms and support personnel. One site used the funds to make repairs to their facility.

	<p><u>Discussion</u></p> <ul style="list-style-type: none"> • Jason Rutherford and Dr. Deborah Pitman asked if the bonuses would be per site or per classroom. Dr. Chappel clarified that these bonuses would be issued to each classroom. What we found last year is that sites reported using the funds for a variety of purposes. Dr. Holod asked for more information regarding how sites spent the funds last year. <ul style="list-style-type: none"> ○ In response, Joy Turner reported that all sites used at least part of the funds to replenish classroom supplies. 44% used it for teacher compensation or benefits, 44% used it for utilities, 22% used it for rent, 22% used it for food costs, 22% for teacher bonuses, 11% for director or admin compensation, and 11% for other center-based costs. One request that has been brought up by sites is to consider bonuses to site directors who are not owners of their program.
<p>*Action Taken</p>	<p>Governance unanimously approved a one-time, unrestricted classroom bonus payment to all sites selected for classrooms in SY 24-25.</p> <p>Motioned by Dr. Holod, Seconded by Jason Rutherford, all in favor. Dr. Debbie Pitman and Brenda Carter abstained from the vote</p>
<p>Review Instructional Compensation Details on the Investment Changes in SY 2024</p>	<p>Instructional Compensation with Enrollment Data</p> <ul style="list-style-type: none"> • Our priority is to support enrollment and attendance, though we understand that paying on enrollment can present a burden to sites that are struggling to fill vacancies. For the 2023-2024 school year, DPK implemented a pre-service payment, authorized by the Governance Committee. Our reimbursements are critical for the success and sustainability of offering high quality preschool services at our sites. <p>SY24 Enrollment Data</p> <ul style="list-style-type: none"> • Joy Turner reviewed some examples of charts showing enrollment over the 23-24 school year. The full charts for all sites were included in the handout received by Governance members. On all charts, the y-axis is the total number of seats allocated to that site, so Joy reminded members to pay attention to the values on this axis in order to understand the total number of seats. • The first chart shared showed a site that had struggled enrolling their DPK Enhanced seats this school year. • Dr. Holod asked for clarity on the different types of seats. Dr. Chappel explained that we have a braided funding model for our program. <i>Durham PreK Only seats</i> are fully funded with local dollars with no restrictions. These seats are universally accessible. We attempt to spread these seats out appropriately based on needs. <i>Enhanced Seats</i> are partially paid for with local funds and are braided with other available public funds. The braiding of the funds requires that the seat meets any

	<p>eligibility restrictions created by the fund source. For example, any child placed in an NC Pre-K Enhanced Seat needs to meet the eligibility requirements for NC Pre-K.</p> <ul style="list-style-type: none"> • Reviewed another sample chart for Durham PreK only seats. Enrollment for these unrestricted seats in this example was very strong. • Reviewed a sample chart that shows all seats with a comparison of DPK only and DPK enhanced seats. Joy noted that these charts do not necessarily show all the turnover. If a seat was vacated and refilled within a month, that is not reflected in the charts. Some sites struggled to fill enhanced seats and others struggled to fill DPK only seats. This information varies by site and is used to inform allocation determinations for each school year. Overall, enrollment was strong with an overall average vacancy rate of 6%. • Page 2 of the handout – Joy lifted an example of a site with steady enrollment all year. In reviewing charts for all program sites, it was noted that Children’s Campus at Southpoint had an atypical increase in seats mid-year. They did struggle to fill all of those seats, which is typical when trying to enroll late into the school year. Also noted was a site that struggled with enrollment early in the year and then improved enrollment in the second part of the school year. <p><u>Discussion</u></p> <ul style="list-style-type: none"> • Dr. Holod asked what happens with funding leftover because of vacancies. Dr. Chappel explained that excess funds have historically been used to support teacher and classroom bonuses since we are currently not able to carry funds forward to the next fiscal year. Cathy Collie-Robinson asked about any overall trends. Joy Turner said there was improved communication regarding student exits this year, which facilitates the process for vacant seats being refilled, thereby supporting maximum enrollment.
Implementation of the Preservice Payment	Implementation of the Preservice Payment: This is an innovative model that aims to assist sites with cashflow in advance of service delivery, as soon as the site is under contract. The purpose of this is to help mitigate the impact of vacancies. Requested a vote to go into closed session to discuss this more deeply.
*Action Taken	DPK Governance members unanimously approved to enter a closed session for discussion of site revenue. Motioned by Jason Rutherford, Seconded by Beth Messersmith, all in favor
Action Taken	Governance unanimously approved to resume the open session. Motioned by Dr. Holod, seconded by Michelle Lyn, approved by all

Site Revenue based upon the SY24 payment on attendance	<p>Governance resumed the meeting in open session. Based upon the data, Dr. Chappel stated that the staff recommends that for a second study year we continue to pay on enrollment and attendance, and that we utilize the pre-service payment model for stability. Beth Messersmith noted that she appreciates the thoroughness of the review of the data.</p>
Instructional Compensation	<p>We are seeking Governance members’ authorization to establish a subcommittee to study instructional compensation and to report back to the group in November of 2024. We believe we could complete this work, which would begin in August or September, in three meetings. Staff would support this work and provide data for the Instructional Compensation Subcommittee to review and discuss. We are seeking the engagement of Governance Committee members and will be reaching out to recruit participants.</p> <p><u>Discussion</u></p> <p>Beth Messersmith asked how much we anticipate the state budget will weigh into this work. Dr. Chappel mentioned that unfortunately, there is no planned increase in NC Pre-K funding in the state budget so much of this is dependent on local funding, which we anticipate being spread thin for next year. Beth encouraged us to continue looking at statewide policies and how this will impact our work.</p>
Action Taken	<p>Governance unanimously approved authorization to establish a subcommittee to study instructional compensation. Motioned by Xavier Cason, Seconded by Beth Messersmith, all in favor.</p>
Updated Budget and Rates for SY24-25	<ul style="list-style-type: none"> • For the first time in many years, Durham County’s sales tax income did not grow significantly. Durham has benefited in the last few years from increases coming from population growth and increased sales tax revenue. This resulted in a tight budget process for the 2024 – 2025 school year. Though DPK did not get the full budget increase requested, we did get an increase. This year, for the Durham PreK fund center, which represents the full scope in Durham County, there is \$8.89 million allocated. Of that, a little over 1.5 million is budgeted directly to the school system for the Whitted School. • In addition, for this coming school year, funds are going to go directly to the school system to pay for preschool classrooms at Murray-Massenburg Elementary School. When Lyons Farm opened as a new school, County Commissioners planned on funding new sites through the Durham PreK funding structure. However, in the budget negotiations, Durham County proposed using ARPA funding for the new school’s preschool classrooms and was unable to offer funds through the administration of Durham PreK, but rather directly to the site through their interlocal agreements. These funds will funnel directly to the school system, like funds for Whitted. • Consequently, DPK will add approximately 81 seats—we will add 36 seats through the Durham PreK budget and 45 seats in the DPS budget at Murray-Massenburg Elementary School.

	<ul style="list-style-type: none"> • The new budget for DPK is \$7,373,029. We are grateful for the increase but are unable to fund the proposed healthy social behavior specialist. We will continue to support social and emotional needs in other ways. We will also enroll a smaller number of apprentices off the waiting list than proposed. We are continuing to look for other funding opportunities through external grants. • Xavier Cason asked if the funding for Murray-Massenburg will continue funneling directly to the school system beyond the 2024-2025 school year. Dr. Chappel clarified that the funding for Murray-Massenburg is currently temporary for two school years and that we will be working hard to ensure it is sustainable, however, we are unsure of the funding structure in the future. • Including seats at Murray-Massenburg, we believe we will reach the 42% mark of our overall goal to serve 75% of the 4-year-old census. In the 2024 – 2025 school term.
<p>Review Reimbursement for Service</p>	<ul style="list-style-type: none"> • At the March 2024 meeting, after approving a 4% rate increase for the upcoming 2024 – 2025 school year, staff were asked to update Governance members on the reimbursement rates once the new budget was passed by the County Commissioners. <ul style="list-style-type: none"> ○ DPK Governance increased the reimbursement rate for the upcoming 2024-2025 school year from \$1400 to \$1456 per child per month (4%). ○ Reviewed the history of rate increases as well as a chart that compared the per child Durham PreK reimbursement rate with the current subsidy rate, Durham’s NC Pre-K rate, and Durham’s average private tuition for 4-year-olds. ○ Beth Messersmith stated that the current subsidy rate is insufficient, and she thinks our 4% increase is appropriate. She also mentioned that as the state tries to decouple compensation from quality, she feels it is important to remain firm on that. Jason Rutherford also mentioned his support for this.
<p>DPK Program Updates*</p>	<p>Program Updates</p> <ul style="list-style-type: none"> • Welcomed Murray-Massenburg Elementary School and Kids ‘R’ Kids RTP to the Durham PreK network. Kids ‘R’ Kids previously participated in our quality improvement/ capacity building services. <p>Application & Outreach</p> <ul style="list-style-type: none"> • 1,203 applications were received within our online application platform for the upcoming school year at the end of May. • April - a Roll Up & Enroll Event was hosted at Durham Tech, 26 families attended • May - Family Information Session was a hybrid event, 46 families attended. Spanish interpretation, food, and child care was provided. • A virtual DPK Family Event on May 30 was a collaboration with DPK PTA, Durham Council of PTA, Book Harvest, and Durham Advocates for Exceptional Children to share information about kindergarten transition. Around 20 families attended that event.

	<p>Site Celebrations</p> <ul style="list-style-type: none"> • Congratulations to our Durham PreK teaching staff on making progress towards their educational and licensing goals and to the Durham PreK teachers who completed their Making the Most of Classroom Interactions (MMCI) courses! MMCI helps teachers to learn and identify effective interactions in the classroom, apply concepts from CLASS, and connect with their peers • Kiddie Kollege recently celebrated their 50-year anniversary of serving children and families • First Presbyterian Day School achieved NAEYC accreditation and Yates Baptist achieved re-accreditation <p>Apprenticeship</p> <ul style="list-style-type: none"> • Currently we have: <ul style="list-style-type: none"> ○ 34 active apprentices ○ 22 mentor teachers ○ 16 partnering employers with 19 locations ○ 70 additional current/aspiring educators interested in Associate Apprenticeship • Leveling Up Your Mentoring Skills: Half-Day Mentor Training, Wednesday, June 26th • Early Educator Apprentice Success Session, Saturday, July 13th • Registering NEW Apprenticeship Program, designed as entry-level 1-year program towards ECE Certificate (stackable w/ current program) • Staff have been receiving technical assistance for apprenticeship best practices through ECEPTS and have received a contract for funding from this organization
<p>Summary and Adjournments</p>	<ul style="list-style-type: none"> • In school year 2024 – 2025, we plan to meet the third Thursday of every month. The dates are 9/19/24, 11/21/24, 1/16/25, 3/20/25, 5/15/25 • The September 19 meeting will be both in-person and virtual • Discussion was held to plan an additional standalone meeting for long-term planning in October. A doodle poll will be sent to members to help schedule this meeting. • Beth Messersmith asked if there is any reason to have this planning meeting after the election. Dr. Chappel stated that although the election would impact our resources, it would not impact our goals, philosophies, or strategies. An in-depth poll of members will be sent out to gather more interest from members in a planning meeting. <p>Meeting adjourned at 11:31am</p>

** Agenda items with handouts*