

Durham PreK Site Application Addendum

Intent to Apply

Must be submitted by **November 5, 2021**

Application Deadline

All Completed applications must be submitted **electronically** to the PreK Contract Administrator no later than:

December 16, 2021 by 4:00 pm

A hard copy of the submitted application must be delivered to the Durham PreK Contract Administrator between:

December 21 – 23, 2021

(Drop off will be by appointment)

**All programs applying to Durham PreK must attend a
Technical Assistance/Help Session**

November 9 - 9:30 to 11:00 am

or

November 10 – 12:00 to 1:30 am

Virtual Zoom meeting

**Durham PreK
Application Packet
Program Years 2022-2024**

APPLICATION PURPOSE AND PROGRAM DESCRIPTION

Durham PreK funds may only be used to support services for young children in the year prior to entering Kindergarten. All programs applying to become Durham PreK sites, must submit a NC Pre-K Application and a Durham PreK Application Addendum.

Durham PreK sites will follow all NC Pre-K standards and policies in addition to Durham PreK standards and policies. Durham PreK continues in its developmental stages. The Durham PreK Governance Committee will continue to adopt and revise standards and policies. Full details of the standards and policies required for 2022-2024 Durham PreK programs will be provided at the time of contracting. These are the current Durham PreK Program Requirements, Standards and Policies sites must follow during SY 2022-2024:

- Durham PreK applicants must agree to at least one visit during the application period.
- Semifinalists will have a CLASS® assessment completed as part of the application. Semifinalists must score at least a 5 in the Emotional Support and Classroom Organization domains to be considered as a Durham PreK finalist.
- Durham PreK sites must agree to weekly quality improvement services from Technical Assistance (TA) staff.
- Durham PreK providers must agree to Durham PreK Provider Licensing and Regulatory Compliance Requirements which include, but are not limited to, the following provisions (also see Appendix A for full document):
 - Programs must have and maintain a 5-star rated license as a Durham PreK provider.
 - Programs may not have prior Administrative Actions related to Child Maltreatment within the past 12 months.
 - Program applicants and Durham PreK providers must notify CCSA's Durham PreK management team of any open/pending or arising investigations by NCDCDEE.
 - Programs are required to notify CCSA's Durham PreK management team within 10 days of official notification of an Administrative Action by NCDCDEE, including, but not limited to written warnings, civil penalties or probationary or provisional licenses.
- Durham PreK providers are reimbursed at a rate of \$1250 per child, per month in classrooms with lead teachers with a BK License and \$1200 per child, per month in classrooms with lead teachers with a BA in Early Childhood/Child Development (or related field) and actively working towards completing their BK license requirements and education plan.
- Durham PreK lead teachers with a BK license are required to be compensated according to Durham Public Schools' (DPS) certified teacher salary schedule (at a minimum). Durham PreK lead teachers working toward a BK license or holding a provisional BK License (Lateral Entry/Residency Model) are required to be compensated according to zero years of experience on the NC Department of Public Instruction's (DPI) salary schedule (at a minimum). Benefits should be provided for employees, but are not allowed to be included as part of minimum salary requirements (see Appendix B).
- Durham PreK teacher assistants must have an Associate's degree in early childhood or be enrolled and actively taking courses toward the completion of an Associate's degree in early childhood. Documentation of program enrollment and courses taken will be required.
- Durham PreK teacher assistants must be compensated at a minimum of \$15 an hour.
- Durham PreK lead teachers and teacher assistants are not to exceed working 40 hours per week. All 40 hours worked per week must be focused on the Durham PreK classroom that the lead teacher and teacher assistant are assigned to at the Durham PreK site. 32.5 hours each week are for direct contact with children in the classroom or outdoor learning environment. The remaining 7.5 hours each week are for instructional staff to complete related instructional activities. Providers must follow all wage and labor laws.

- Durham PreK will provide a Teacher Compensation Support Payment for all BK licensed teachers compensated according to the DPS' salary schedule. Please review our Durham PreK Teacher Compensation Support Payment Policy for details.
- Durham PreK providers must be willing to implement Durham PreK's sliding scale by collecting Durham PreK parent fees for qualifying families.
- Durham PreK providers must agree to participate in an external evaluation and data-sharing required for Durham PreK. This will include sharing child-level assessment data.
- Durham PreK providers must agree to participate in any Durham PreK survey, including teacher and parent surveys.
- Durham PreK providers must agree to work with a Family Engagement Specialist and implement all Family Engagement assessments, site visits and provider and parent surveys.

APPLICATION REQUIREMENTS

Completed applications must follow these guidelines:

- Single sided copies only
- Copies must be printed on 8 ½ x 11 paper
- All pages and application documents must be easily scanned/photocopied
- Must be held together by a binder clip
- No – staples, binders, or protective sleeves

Application materials and pages that do not follow these guidelines will not be reviewed.

APPLICATION DEADLINE

Completed applications must be received electronically by December 16, 2021 at 4pm. Applications received after the deadline will not be accepted for review. Paper copy of application must be submitted between December 21 – 23 by appointment.

QUESTIONS AND TECHNICAL ASSISTANCE

The NC Child Care Rules, including Rule .3000, NC Pre-Kindergarten Service, may be found by clicking [here](#). For the NC Pre-K Program Requirements click [here](#).

Programs that want to be considered for Durham PreK **must attend a mandatory Application Technical Assistance/Help session**. Sessions will be held on **November 9 from 9:30 am to 11:00 am** and **November 10 from 12:00 pm – 1:30 pm** virtually using Zoom.

Please contact Monnie Griggs, Sr. Director of Quality Enhancement Initiatives for Early Learning, at (919) 403-6950 if you have questions or need assistance in completing this application.

APPLICANT ASSURANCES and REQUIREMENTS

- A. All Durham PreK approved sites are required to comply with all applicable NC Child Care Rules, specifically Rule .3000 NC Pre-Kindergarten Services, the NC Pre-Kindergarten Program Requirements, and the NC Pre-K Fiscal Manual, during the funding cycle and to follow all additional Durham PreK Program Requirements, Standards and Policies.
- B. Durham PreK providers must agree to Durham PreK Provider Licensing and Regulatory Compliance Requirements.
- C. As part of the application process, there may be at least 1 site visit.
- D. Semifinalists will have a CLASS® assessment completed as part of the application. Semifinalists must score at least a 5 in the Emotional Support and Classroom Organization domains to be considered as a finalist.
- E. All approved sites will be required to participate in weekly Technical Assistance (TA) services. Content will be based on the needs of each site.
- F. All approved sites will be required to implement a (1) Transition Plan (into/out of Durham PreK into kindergarten); (2) Transportation Plan; (3) Family Engagement Plan; (4) Working with children and families with Limited English Proficiency Plan; and (5) Plan to support children with unique needs and challenging behaviors per Durham PreK Program Requirements.
- G. All approved sites will be required to follow Durham PreK lead teacher and teacher assistant pay scales and work hour requirements. Durham PreK lead teacher and teacher assistant pay stubs and staff schedules/work hours will be monitored by CCSA's Durham PreK management team.
- H. Durham PreK providers must be willing to implement Durham PreK's sliding scale by collecting Durham PreK parent fees for qualifying families.
- I. All approved sites must agree to be active with CCSA's Child Care Scholarship and Referral Programs.
- J. All approved sites will be required to attend Durham PreK meetings for subcontractors.
- K. All approved sites will be required to participate in a Durham PreK external evaluation.
- L. Durham PreK sites will be required to share data including, but not limited to, family and child-level assessment data.
- M. Durham PreK sites will be required to participate in surveys including Durham PreK teacher and parent surveys.
- N. Durham PreK sites will be required to work with a Family Engagement Specialist and implement all Family Engagement assessments, site visits, and provider and parent surveys.

This signature certifies that the applicant has read the assurances and requirements and agrees to follow the requirements approved by the Durham PreK Governance Committee.

Legally Authorized Site Administrator Signature

Date

SITE INFORMATION

Name of Site/School:

DCDEE Facility ID Number:

Facility License Type:

Site Administrator Name:

Title:

Email Address (please include all email addresses that should receive correspondence about the status of this application):

Street address:

Mailing address:

City:

State:

Zip Code:

Phone Number:

Fax Number:

Site Classification (Check One)

Public School

Head Start - Public School

Private Non-Profit Child Care/Head Start

Private For-Profit Child Care Center

Developmental Day Program

Charter School

Federal Tax ID #:

County in which the site is located:

Is your facility an existing NC Pre-K site? Yes No

Is your facility an existing Durham PreK site? Yes No

Please complete the following table:

	NC Pre-K only	NC Pre-K/Durham PreK	Durham PreK only
How many seats is your site approved for in the current year?			

DURHAM PREK SEATS INFORMATION

Number of Durham PreK classrooms requested:

Total number of seats requested:

Please complete the following table:

Type of spaces	Classroom 1	Classroom 2	Classroom 3	Classroom 4
# of 4-year-old seats to be converted				
# of 0-3 year old seats to be converted				
# of new seats to be created				
# of NC Pre-K seats to be upgraded				
# of Title I seats to be upgraded				
# of Head Start seats to be upgraded				

Key:

- **converted** refers to non-subsidized (i.e., private pay or voucher) spaces that would become Durham PreK seats
- **new spaces created** refers to brand new four-year-old seats created for the purpose of Durham PreK, and
- **upgraded** refers to existing subsidized seats, such as spaces currently funded by NC Pre-K, Head Start or Title I

Will you be able to implement Durham PreK by August 2022? Yes No

PROGRAM STANDARDS

Durham PreK sites must operate within facilities holding a 5-star license from the NC Division of Child Development and Early Education. Please mark which license applies to this site.

Five-Star License Other _____ (list) and attach explanation (e.g. change of ownership, change in location, etc.).

Is your site in the Durham PreK Capacity Building TA Pipeline: Yes No

Does your site have NAEYC Accreditation or is at Stage 3 of the NAEYC Accreditation process: Yes No
(If yes, please provide official documentation that acknowledges NAEYC accreditation status.)

Does your site have AdvancED/Cognia Accreditation: Yes No
(If yes, please provide official documentation that acknowledges AdvancED/Cognia accreditation status.)

Is your site accredited by the National Accreditation Commission for Early Care and Education Programs: Yes No
(If yes, please provide official documentation that acknowledges NAC accreditation status.)

Has your site had any investigations opened by NCDCEE within the last 18 months or currently have any pending investigations by NCDCEE?

Yes No

If yes, explain:

STAFF SUPPORT AND DEVELOPMENT

Does the Director have CLASS® observer certification? Yes No
(If yes, please provide a copy of CLASS® certified observer certification.)

Does your site use CLASS® for teacher training, coaching and/or professional development? Yes No
(If yes, please provide documentation such as completed CLASS® score reports and notes.)

Does your site have an Employee Handbook? Yes No

Does your site have a new teacher training and/or a new teacher mentoring plan? Yes No
(If yes, please provide a copy of a completed new teacher training and/or mentoring plan that includes descriptions of mandatory training and the training objectives for new teachers and staff and ongoing training following initial orientation.)

Does your site have procedures that ensure that all staff are evaluated at least annually by an appropriate supervisor/site administrator?

Yes No

(If yes, please provide a copy of a completed teacher annual evaluation. Teacher's name may be blacked out for privacy.)

Does your site have a professional development (PD) plan for every teacher? Yes No
(If yes, please provide a copy of a completed teacher PD plan.)

Has at least 50% of site staff completed cultural competency training for CEUs or Contact Hours? Yes No
(If yes, please submit documentation of awarded CEUs or Contact Hours for all participating staff members.)

Has at least 50% of site staff participated in evidence-based specialized social/emotional trainings? Yes No
(If yes, please submit documentation of certificates of completion for all participating staff members.)

Does your site have bilingual teaching staff that reflects the primary language of the children and families served?

Yes No

Number of bilingual teaching staff: _____

Please list names of bilingual teaching staff and languages spoken in table below:

Legal Name of Bilingual Teaching Staff Member	Languages Spoken

NUTRITION

Nutrition

Do you participate in the Child and Adult Care Food Program (CACFP)? Yes No

CLASSROOM AND FAMILY SUPPORT

Family Engagement

Durham PreK sites shall develop a comprehensive plan for family engagement to implement strategies designed to develop partnerships with families and build reciprocal relationships that promote shared decision-making and authentic governance.

Please check all the strategies you currently use to encourage family engagement, shared decision-making and authentic governance. **Please note, if your site is selected as a semifinalist you will have to provide evidence of each family engagement strategy checked on this application during a site visit.**

- | | | |
|--|--|---|
| <input type="checkbox"/> Class Parents | <input type="checkbox"/> Classroom Newsletters | <input type="checkbox"/> Invite parents to share their knowledge and skills |
| <input type="checkbox"/> Curriculum Nights | <input type="checkbox"/> Holiday celebrations with parents | <input type="checkbox"/> Parents invited to join School Improvement Team |
| <input type="checkbox"/> Events Calendar | <input type="checkbox"/> Home Visits | <input type="checkbox"/> Parents participate in goal setting for child |
| <input type="checkbox"/> Parent/Teacher Conferences | <input type="checkbox"/> Orientation Events | <input type="checkbox"/> Open House/Back-to-School Nights |
| <input type="checkbox"/> Parents on the Advisory Board | <input type="checkbox"/> Parent workshops | <input type="checkbox"/> Parents invited to plan school events |
| <input type="checkbox"/> PTA/PTO | <input type="checkbox"/> Volunteer Opportunities | <input type="checkbox"/> Provide learning activities for the home |
| <input type="checkbox"/> Other, please list: _____ | | |

Do teachers and staff collaborate with families to create meaningful connections that establish and maintain systemic, ongoing, two-way communication? Yes No (If yes, please provide a copy of evidence of two-way communication with parents.)

Do teachers and staff engage with families to gain knowledge of children's culture, home language, interests, needs and concerns that can be used to guide planning for classroom learning experiences, assessment and/or communication? Yes No (If yes, please provide a copy of evidence, such as intake documentation that asks about the child's culture, home language, preferences, and/or interests.)

Does your site promote meaningful interactions between teachers and parents by planning regular events to bring families and school staff together for positive interaction, taking into account parents'/guardians' schedule and availability? Yes No (If yes, please provide a copy of evidence, such as parent sign-in from an event, event informational flyer or calendar of family-staff events.)

Does your site encourage leadership roles by including families as members and active participants in the school's governing or advisory groups and in planning and activities? Yes No (If yes, please provide a copy of evidence, such as an agenda from a governing meeting with a sign-in sheet.)

Please submit a copy of your current Family Engagement Plan.

Transition Plan

Durham PreK sites must implement a written transition plan showing how the needs of participating children will be met as they transition into Durham PreK, out of Durham PreK, and into kindergarten.

Please check all the strategies you currently use as part of your transition plan. **Please note, if your site is selected as a semifinalist you will have to provide evidence of each transition strategy checked during a site visit.**

- | | |
|--|---|
| <input type="checkbox"/> Home visits | <input type="checkbox"/> Orientation events |
| <input type="checkbox"/> Parent workshops about transitioning into pre-k or into kindergarten | <input type="checkbox"/> Inviting a kindergarten teacher to your school |
| <input type="checkbox"/> Touring an elementary school/and or kindergarten | <input type="checkbox"/> Helping parents with kindergarten registration |
| <input type="checkbox"/> Parent workshop on kindergarten choices (e.g., base school, magnet, or charter options) | <input type="checkbox"/> Parents provided with pre-k cumulative folder/portfolio for parents to share with kindergarten teacher |
| <input type="checkbox"/> Other, please list: _____ | |

Please submit a copy of your current Transition Plan. Your plan should list all the opportunities your site offers to help with both transitions.

Dual Language Learners

Durham PreK sites shall develop a comprehensive plan for working with children and families with limited English proficiency and dual language learners.

Please answer the following questions related to supporting dual language learners. Please note, if your site is selected as a semifinalist you will have to provide evidence of each strategy answered yes on this application during a site visit.

Does your site provide written materials in both English and Spanish?

- Yes No

Does your site provide written materials in other languages in addition to English and Spanish?

- Yes No

If yes, please list which languages: _____

Please check which materials you have translated and **provide a copy of translated materials:**

- Application Parent Handbook Classroom Newsletter Events Calendar

- Forms TS Gold Parent Reports Other: _____

Does your site provide interpreters for parent orientation, application and screening sessions, or parent conferences (you may check yes if your site has bilingual staff that helps with interpretation during these events)?

- Yes No

Does your site collaborate with other parents and/or community members to translate or communicate with parents who have limited English?

- Yes No

Does your site label classroom items in languages spoken by the children?

- Yes No

Does your site have classroom and instructional materials that represent the cultures and languages represented by children in the classroom?

- Yes No

Does your site provide teachers and staff professional development and/or training for working with dual language learning children?

Yes No

Please submit a copy of your current plan for working with children and families with Limited English Proficiency.

ADDITIONAL PROGRAM INFORMATION

What other quality improvement or quality maintenance initiatives or staff trainings do you have in place?

Durham PreK lead teachers with a BK license are required to be compensated according to Durham Public Schools' (DPS) certified teacher salary schedule (at a minimum). Durham PreK lead teachers working toward a BK license or holding a provisional BK License (Lateral Entry/Residency Model) are required to be compensated according to zero years experience on the NC Department of Public Instruction's (DPI) salary schedule (at a minimum). Benefits should be provided for employees, but are not allowed to be included as part of minimum salary requirements.

Currently Meet Do Not Meet Plan to Meet

Please provide a copy of lead teacher pay stubs with identifying information blacked out.

Durham PreK teacher assistants must be compensated at a minimum of \$15 an hour. Benefits should be provided for employees, but are not allowed to be included as part of minimum salary requirements

Currently Meet Do Not Meet Plan to Meet

Please provide a copy of teacher assistant pay stubs with identifying information blacked out.

Durham PreK sites shall develop a plan for supporting children with unique needs and challenging behaviors and their families.

Please submit a copy of your current plan to support children with unique needs and challenging behaviors.

Durham PreK Program Requirements, Standards and Policies require that as part of the application process, Durham PreK sites agree to at least one site visit that may include a CLASS® assessment.

Do you agree to site visits and a CLASS® assessment as part of your Durham PreK application process? Yes No

Durham PreK Program Requirements, Standards and Policies require that sites in the Durham PreK program must agree to weekly Technical Assistance (TA) services. Content of the TA services will be determined based on the needs of each Durham PreK site.

Do you agree to weekly TA services as part of your Durham PreK contract? Yes No

ADDITIONAL REQUIRED DOCUMENTS

The following documents, at a minimum, must be submitted with the Durham PreK Site Application Addendum. Mark each box preceding each document to indicate inclusion in the Durham PreK application submission packet. Please label all documents and submit documents in this order.

- Completed Durham PreK Site Application Addendum
- Staff Benefits Summary and Compensation Schedule/Scale for Durham PreK lead teacher/teacher assistant positions and copy of lead teacher and teacher assistant pay stubs with identifying information blacked out.

The following documents must be submitted with the Durham PreK Site Application Addendum if they were not submitted with the NC Pre-K application. Mark each box preceding each document to indicate inclusion in the Durham PreK application submission packet. Please label all documents and submit documents in this order.

- Family Engagement Plan
- Transition into Pre-K and into Kindergarten Plan
- Working with children and families with Limited English Proficiency Plan
- Support Children with Unique Needs and Challenging Behaviors Plan/Prevent Suspension/Expulsion of Children Plan

The following documents, must be submitted with the Durham PreK Site Application Addendum if marked yes in the application addendum. Mark each box preceding each document to indicate inclusion in the Durham PreK application submission packet. Please label all documents and submit documents in this order.

- Official documentation of NAEYC, AdvancED/Cognia and/or NAC accreditation status
- Copy of Director's CLASS® certified observer card
- Copy of CLASS® score report used for professional development and/or coaching at site
- Copy of completed New Teacher Training/Mentoring Plan
- Copy of a completed Teacher Annual Evaluation
- Copy of completed Teacher PD Plan
- Copies of awarded CEUs or Contact Hours for cultural competency training for site staff
- Copies of documentation site staff participated in evidence-based specialized social/emotional trainings
- Copies of Family Engagement Evidence – two-way communication, intake documentation, parent events, parent leadership roles
- Copies of translated materials

SIGNATURES

This application is complete and all information is accurate to the best of my knowledge. I understand that if any information is found to be false, the site will be deemed ineligible to participate in the Durham PreK Program. I have read and will abide by all current NC Child Care Rules, including Rule. 3000, the NC Pre-K Program Requirements and the NC Fiscal and Contracting Requirements and Durham PreK Program Requirements, Standards and Policies.

Legally Authorized Site Administrator Signature

Date

**Send completed application electronically with NC Pre K application to the: PreK Contract Administrator
Hard Copies of the submitted electronic application submitted by appointment December 21 - 23**

★ ★ COMPLETED APPLICATIONS ARE DUE Electronically BY 4:00 PM on December 16, 2021 ★ ★



Durham PreK Provider Licensing and Regulatory Compliance Requirements

Licensing

Programs serving Durham PreK children shall have a five-star rated license at the time of application and maintain a five-star license while participating in Durham PreK.

For new centers, a 6-month temporary license may be accepted for Durham PreK participation with the expectation that the program will achieve a five-star license at the end of the temporary time period. Failure to achieve a 5-star license may result in termination as a Durham PreK provider.

Once participating in Durham PreK, a center that is relocating or experiences a change in ownership may be mandated to obtain a temporary license. Such centers may continue to participate in Durham PreK only if actively working with CCSA's Technical Assistance program to support relicensing at the 5-star rating at the end of their temporary status. Failure to achieve a 5-star license may result in termination as a Durham PreK provider.

Should a Durham PreK program drop to a license below a 5-star rating, providers may be considered (though not guaranteed) for continued participation in the Durham PreK program, on a case-by-case basis. Such consideration is contingent on the program's active participation in CCSA's Technical Assistance program to support reassessment and re-licensure at the 5-star rating. Requests for reassessment must be submitted within 1 month and completed within 5 months. Provider is responsible for paying for any reassessment and licensure fees. Failure to achieve a 5-star license upon reassessment may result in termination as a Durham PreK provider.

Compliance

Programs *applying* to serve Durham PreK children must have no open Administrative Actions from North Carolina Division of Child Development and Early Education (DCDEE) against their current license (excluding those related to licensing fees) and must have no prior Actions related to Child Maltreatment within the past 12 months. The eligibility of programs with Actions issued in the past 12 months related to other violations, including, but not limited to, Supervision, Discipline, or Safety, will be considered on a case-by-case basis.

Program applicants must also notify Durham PreK of any open/pending investigations by DCDEE. While such investigations are not immediately disqualifying, Durham PreK reserves the right to track progress of open investigations and delay approval of applicants until the outcome of an investigation is resolved. Failure to disclose any open/pending investigations during the application process does result in immediate disqualification from Durham PreK.

Programs *participating* in Durham PreK must notify CCSA's Durham PreK management team within 10 days of official notification of an Administrative Action by DCDEE, including, but not limited to written warnings, civil penalties or probationary or provisional licenses. Notification is required regardless of intended or pending appeal status of any Action and failure to notify may jeopardize payments and/or eligibility.

Similarly, program participants must notify Durham PreK within 10 operating days when an investigation has been opened at their facility. Durham PreK will track progress of open investigations until the outcome of an investigation is resolved. Failure to notify Durham PreK of an open investigation may jeopardize payments and/or eligibility.

In the event that an Administrative Action by DCDEE is issued to a current Durham PreK provider, Durham PreK may take one or more of the following steps:

1. Remain apprised of the situation, but take no immediate action.
2. Require that Durham PreK families be informed of the Administrative Action. Programs should be prepared to provide documentation that was distributed to all families regarding the Action confirming their awareness.
3. Require the program to engage in a Technical Assistance contract with CCSA or another appropriate local agency to ensure that quality is being maintained at the site following the Administrative Action.
4. Cease awarding *new* funding/slots during the period of probationary/provisional license, or until the Admin Action has been closed through successful completion of the DCDEE-specified Corrective Action Plan (typical in any case involving potential child maltreatment).
5. Give notice that Durham PreK funding at the facility will be terminated and/or not renewed for the next school year.

The Durham PreK Governance Committee, as guided by CCSA's Durham PreK management team, shall review any case in which steps related to a program's eligibility for new funding or ongoing contract status being are being considered. Each case will be reviewed on an individual basis to determine appropriate steps to be taken.

Child care programs may provide written documentation about the investigation or Administrative Action, including any refuting materials or circumstantial/contextual information, to the CCSA Durham PreK management team within two weeks of an Action for consideration by Durham PreK.

Appendix B

School Year 2021 – 2022 Salary Schedule for Durham PreK Lead Teachers*					
10 Months of Employment					
	All Durham PreK Teachers working towards their BK license will be paid at 0 years of experience on DPI salary schedule		Durham PreK Lead Teacher Pay Scale for B-K licensed teacher*		
Years of Experience	2021-2022 State Base Pay	2021-2022 State Hourly Rate**	2021-2022 Durham Local Supplement	2021-2022 DPS Total Salary	2021-2022 DPS Hourly Rate**
0	\$35,000	\$20.35	\$5,675	\$ 40,675	\$23.65
1	\$35,000	\$20.35	\$5,675	\$ 40,675	\$23.65
2	\$36,000	\$20.93	\$5,675	\$ 41,675	\$24.23
3	\$37,000	\$21.51	\$5,830	\$ 42,830	\$24.90
4	\$38,000	\$22.09	\$5,985	\$ 43,985	\$25.57
5	\$39,000	\$22.67	\$6,140	\$ 45,140	\$26.24
6	\$40,000	\$23.26	\$6,295	\$ 46,295	\$26.92
7	\$41,000	\$23.84	\$6,450	\$ 47,450	\$27.59
8	\$42,000	\$24.42	\$6,605	\$ 48,605	\$28.26
9	\$43,000	\$25.00	\$6,760	\$ 49,760	\$28.93
10	\$44,000	\$25.58	\$6,915	\$ 50,915	\$29.60
11	\$45,000	\$26.16	\$7,070	\$ 52,070	\$30.27
12	\$46,000	\$26.74	\$7,225	\$ 53,225	\$30.94
13	\$47,000	\$27.33	\$7,380	\$ 54,380	\$31.62
14	\$48,000	\$27.91	\$7,535	\$ 55,535	\$32.29
15	\$49,000	\$28.49	\$7,690	\$ 56,690	\$32.96
16	\$50,000	\$29.07	\$7,845	\$ 57,845	\$33.63
17	\$50,000	\$29.07	\$8,000	\$ 58,000	\$33.72
18	\$50,000	\$29.07	\$8,155	\$ 58,155	\$33.81
19	\$50,000	\$29.07	\$8,310	\$ 58,310	\$33.90
20	\$50,000	\$29.07	\$8,465	\$ 58,465	\$33.99
21	\$50,000	\$29.07	\$8,620	\$ 58,620	\$34.08
22	\$50,000	\$29.07	\$8,775	\$ 58,775	\$34.17
23	\$50,000	\$29.07	\$8,930	\$ 58,930	\$34.26
24	\$50,000	\$29.07	\$9,085	\$ 59,085	\$34.35
25	\$50,000	\$29.07	\$9,240	\$ 59,240	\$34.44
26	\$52,000	\$30.23	\$9,395	\$ 61,395	\$35.69
27	\$52,000	\$30.23	\$9,550	\$ 61,550	\$35.78
28	\$52,000	\$30.23	\$9,705	\$ 61,705	\$35.88
29	\$52,000	\$30.23	\$9,860	\$ 61,860	\$35.97
30	\$52,000	\$30.23	\$10,015	\$ 62,015	\$36.06

*Rates subject to change, providers must follow current salary schedules based on state budget approved salary scales and the Durham local supplement scale. When new salary scales are approved, providers are required to provide back pay to August at the new schedule.

** Hourly Rate calculated - $\text{Total salary} / 215 \text{ days} / 8 \text{ hr days}$