

**Durham PreK Governance Committee Meeting NOTES**

Jim and Carolyn Hunt Early Childhood Resource Center

January 20, 2022 (9:30am-11:30am)

**In Attendance:**

**Voting Members:** Leigh Bordley, Deric Boston, Xavier Cason, Cathy Collie-Robinson, Drew Cummings (Claudia Hager), Dr. Anna Gassman-Pines, Sharon Hirsch, Dr. Iheoma Iruka, Beth Messersmith, Michael Page, June Shillito

**Non-voting Members:** Tosh Adams, Marsha Basloe, Linda Chappel, Cate Elander, Jena Fuchs, Brittany Gregory, Monnie Griggs, Danielle Johnson, Marina Mendoza, Melinda Rodriguez, Katie Thayer, Joy Turner, Jameka Wells

WHAT	NOTES
Welcome and Introductions	<ul style="list-style-type: none"> <li>• Welcome and Introductions.                             <ul style="list-style-type: none"> <li>○ YouTube livestream</li> </ul> </li> </ul>
Meeting Objectives	<ul style="list-style-type: none"> <li>• Approve meeting notes</li> <li>• Share program updates</li> <li>• Receive a program review</li> <li>• Review request for program growth</li> <li>• Share survey data about SY22 Hazard Pay</li> <li>• Discuss Future Program Guidelines</li> </ul>
DPK Program Update*	<ul style="list-style-type: none"> <li>• Outreach – Upcoming Family Info session on February 5<sup>th</sup> <ul style="list-style-type: none"> <li>○ English and Spanish information session for families on the application process</li> <li>○ Application for the next school year opens on February 8<sup>th</sup></li> </ul> </li> </ul>
DPK Program Review	<ul style="list-style-type: none"> <li>• Quality Subcommittee Meeting Update                             <ul style="list-style-type: none"> <li>○ In the process of writing a White Paper on Wrap Care</li> <li>○ Providing equity based professional development sessions for teachers and directors</li> <li>○ The committee is still brainstorming and thinking about how to increase the number of Spanish speaking teachers with a LatinX background                                     <ul style="list-style-type: none"> <li>▪ Durham Tech has a GED completion program that pipelines into some college credit courses</li> </ul> </li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li> <ul style="list-style-type: none"> <li>▪ Recruiting members that may have access to similar programs</li> <li>○ Support the development of anti-racist PreK Curriculum for DPK classrooms</li> <li>○ Actively recruiting additional members for the Quality Subcommittee</li> </ul> </li> <li>● Outreach <ul style="list-style-type: none"> <li>○ February 5, 2022 - Durham PreK Family Info Session <ul style="list-style-type: none"> <li>▪ English Session 10am-11am</li> <li>▪ Spanish Session 11:30am – 12:30pm</li> <li>▪ Overview of the application process</li> <li>▪ Breakout sessions – general questions, specific documentation, enrollment/selection, Durham Public School will have a room to answer any questions</li> </ul> </li> <li>○ Feb 8, 2022 - Social Media Blitz Day and when the SY22-23 DPK application opens</li> <li>○ Advertising for Durham PreK (in addition to existing ads such as the bus system placards and others) <ul style="list-style-type: none"> <li>▪ Yard signs</li> <li>▪ Flyers</li> <li>▪ Pizza box flyer campaign</li> </ul> </li> <li>○ Roll up and enroll events</li> <li>○ Social media blurb to share with networks</li> </ul> </li> </ul>
<p>Teacher Qualifications and Pay Raises</p>	<ul style="list-style-type: none"> <li>● Qualifications <ul style="list-style-type: none"> <li>○ Currently 34 Durham PreK Teachers</li> <li>○ Twenty-four have a BK license with an average 9.8 years of experience</li> </ul> </li> <li>● Raise <p>The NC budget provided for raises for teachers; however, the amounts were less than expected.</p> <ul style="list-style-type: none"> <li>○ 1% raise for teachers with 0 year experience</li> <li>○ 4% for years 1-8</li> <li>○ 3% for years 9-15</li> <li>○ 1% for years 16-24</li> <li>○ 5% at year 25 and 1% for yea 26+</li> </ul> </li> <li>● DPK team is providing support to DPK private providers with implementing the salary increases <ul style="list-style-type: none"> <li>○ Retroactive to beginning of school year</li> <li>○ Teacher support payments are also retroactive</li> </ul> </li> </ul>

<p>Recap Durham’s Vision for Universal Preschool services</p>	<ul style="list-style-type: none"> <li>• Durham’s Bold Vision <ul style="list-style-type: none"> <li>○ Serve all 3 and 4 year olds in Durham County in high quality preschool by 2023</li> <li>○ First serve 4 year olds, prioritizing children in low-income families by August 2019</li> </ul> </li> <li>• Expand access to public preschool <ul style="list-style-type: none"> <li>○ Program goals <ul style="list-style-type: none"> <li>▪ Improve classroom instruction</li> <li>▪ Support Family Engagement</li> <li>▪ Build capacity for high quality</li> </ul> </li> </ul> </li> </ul>
<p>Durham PreK Enrollment</p>	<ul style="list-style-type: none"> <li>• Interest and enrollment are strong given the current reality of the pandemic</li> <li>• We have increased the number of overall seats</li> <li>• 66% of the Durham PreK Seats are funded from multiple sources <ul style="list-style-type: none"> <li>○ Braiding together resources</li> </ul> </li> <li>• The amount of children being served in Public Preschool is always changing with rolling enrollment <ul style="list-style-type: none"> <li>○ Our application is still open and some families can still join mid-year</li> <li>○ The Exceptional Children’s program at DPS is federally mandated to always accept children on a rolling basis as needs emerge</li> <li>○ At the end of the school year we can provide a final number of children served</li> </ul> </li> <li>• Seat growth <ul style="list-style-type: none"> <li>○ SY 2015-2016 seats and enrollment are used as baseline because that is when the Durham Community Early Education PreK Task Force subcommittee on financing gathered data on how many children were being served by public PreK</li> <li>○ 811 seats in SY 2015-2016</li> <li>○ Growth in availability has been strong—1516 seats in School Year 2021-2022</li> </ul> </li> <li>• If additional federal funding becomes available, Durham is positioned at a much higher readiness level than many communities to take advantage of new dollars.</li> </ul>
<p>DPK Budget Forecast</p>	<ul style="list-style-type: none"> <li>• PreK Task Force set a goal to reach 75% of the 4-year old census—this was 3,268 seats</li> <li>• Inclusive of all public funding, currently at 46% of goal (1,516)</li> <li>• At presentation about DPK on January 4, we asked the Durham County Commissioners to recommit to a growth goal for Durham PreK <ul style="list-style-type: none"> <li>○ 100 seats a year was proposed and is a realistic goal</li> </ul> </li> <li>• DPK Budget</li> </ul>

	<ul style="list-style-type: none"> <li>○ Instructional services</li> <li>○ Management services <ul style="list-style-type: none"> <li>▪ 27% of budget goes to management services (Inclusive of all our quality enhancement and support efforts and paying for all partner subcontracts, marketing, administrative costs, the technology for the online portal, etc.)</li> <li>▪ 73% of budget goes into the instructional budget to support the classrooms (Inclusive of seat and teacher support payments)</li> </ul> </li> <li>● Included in our request for additional funding is a pilot for wrap care (before and after school care) <ul style="list-style-type: none"> <li>○ Most needy families to access wrap care</li> <li>○ For wrap care providers can't use existing teachers or teacher assistants because Durham PreK requires staff to have planning time built into their day</li> </ul> </li> <li>● FY23 request for ARP funds (\$1.14 million)</li> <li>● FY24 request to add 100 seats (\$1.73 million)</li> <li>● FY25 request to add an additional 100 seats (\$1.91 million)</li> <li>● For FY23 we also requested funding for a transportation study <ul style="list-style-type: none"> <li>○ Parents report transportation as a barrier for enrollment in public preschool</li> <li>○ We have little transportation in Durham county for our 4 year olds</li> </ul> </li> </ul>
<p>Review of the SY 2022 Hazard Bonus</p>	<ul style="list-style-type: none"> <li>● Review of the SY 2021 Hazard Bonus Pay <ul style="list-style-type: none"> <li>○ Recipients of hazard pay in June 2021 were surveyed in November 2021</li> <li>○ Teachers and teacher assistants received a payment of either \$1,834.62 or \$917.31 (based upon how much of the year they <i>worked in-person</i> in DPK Classrooms)</li> </ul> </li> <li>● 25 of 65 hazard pay recipients responded (38%)</li> <li>● Survey Findings <ul style="list-style-type: none"> <li>○ 96% - working in the same PreK site as they were in May of 2021</li> <li>○ 96% - felt more appreciated &amp; recognized for their work</li> <li>○ 92% - felt more satisfied with their job</li> <li>○ 100% - helped ease financial stress</li> <li>○ 88% - bonus encouraged them to stay with their current program</li> </ul> </li> <li>● Discussion- Do we want to consider a hazard pay bonus for this school year? <ul style="list-style-type: none"> <li>○ For SY22, spending in instructional services will not be at 100%</li> <li>○ Raise for teachers is less than expected.</li> <li>○ We are paying on allocation vs enrollment</li> <li>○ We have 2 programs that closed their classroom permanently for the school year</li> <li>○ Hazard pay or other support</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ The NC Division of Child Development is providing ongoing stabilization grants for program owners</li> <li>● University of Virginia study <ul style="list-style-type: none"> <li>○ When early childhood teachers received a bonus payment, they were less likely to leave their position</li> <li>○ <a href="https://www.brookings.edu/blog/brown-center-chalkboard/2022/01/05/how-can-we-improve-early-childhood-education-use-public-dollars-to-pay-teachers-more/">https://www.brookings.edu/blog/brown-center-chalkboard/2022/01/05/how-can-we-improve-early-childhood-education-use-public-dollars-to-pay-teachers-more/</a></li> </ul> </li> </ul> <p><b><u>Conversation highlights</u></b></p> <ul style="list-style-type: none"> <li>○ When we think about stability of the teaching workforce and how important that is and strategies for reducing turnover we should really consider proving a hazard pay bonus</li> <li>○ Can help with easing the burden of inflation</li> <li>○ We need to do whatever we can to keep people teaching right now because they are leaving in droves</li> <li>○ If this type of payment is passed the payment will go directly to the teacher</li> <li>○ In support of teacher payment. The survey graph clearly shows teachers used the previous bonus to pay bills and cover necessities. Allows teachers to feel better and encourages them to continue. They will feel like somebody cares and is looking out for them.</li> <li>○ Supports the workforce and ensures teachers are being paid and feel valued</li> <li>○ Elimination of child tax credit and many providers are parents themselves and are feeling that loss right now</li> <li>● Members asked if voting electronically is allowed in our by-laws. It is not prohibited in our by-laws. Simple majority of voting members for any motion to pass.</li> <li>● Members discussed a suggestion for \$2000 - \$2500 range for hazard bonus pay for DPK teachers and assistants again this year</li> <li>● DPK can only pay the bonus in May or June if it is based upon unspent funding</li> <li>● A vote for a bonus payment would go to the County manager as a recommendation and would need Durham County approval.</li> </ul>
<b>Action Taken</b>	<ul style="list-style-type: none"> <li>● <b>Linda and team will draft a proposal for Governance committee members to cast electronic votes. If there is quorum support for an electronic vote, we will move forward with an electronic vote. If we do not have quorum support to vote electronically, we will schedule an ad hoc meeting to vote.</b></li> </ul>
Breakout Discussion*	<ul style="list-style-type: none"> <li>● Currently DPK is provided in 5-star centers that meet established quality standards after participating in an RFA process that includes an in-person assessment. For future expansion, the Durham Early Childhood Action Planning Group has received feedback to consider alternate environments such as half-day programs and family child care homes that meet the same standards.</li> <li>● Group activity - use a Jam Board to record input regarding alternative program requirements, designs and schedules</li> <li>● Group 2 summary of discussion</li> </ul>

	<ul style="list-style-type: none"> <li>○ Focused on family child care and the cost that would be involved</li> <li>○ A lot of conversation about ½ day PreK programs. High value on ½ day program</li> <li>○ Study other States that have already embedded other forms of care besides basic center care for PreK</li> <li>● Group 1 summary of discussion <ul style="list-style-type: none"> <li>○ Talked about monitoring FCCH and ½ day PreK</li> <li>○ High value in ½ day preschool programs</li> </ul> </li> </ul>
Summary and Adjournments	<ul style="list-style-type: none"> <li>● Future Meeting Dates 9:30am – 11:30am <ul style="list-style-type: none"> <li>○ March 17, 2022</li> <li>○ May 19, 2022</li> </ul> </li> </ul>

***\* Agenda items with handouts***