

Durham PreK Governance Committee Meeting NOTES

November 20, 2025 (9:30am-11:30am)

In Attendance, listed in random order:

Voting Members: Cathy Collie-Robinson, Brenda Carter, Jason Rutherford, June Shillito, Dr. Aleksandra Holod, Tabitha Blackwell, Dr. Deborah Pitman, Miranda Marshall, Beth Messersmith, Kristina Baldrige

Non-voting Members: Dr. Linda Chappel, Joy Turner, Tammorah Mathis, Monnie Griggs, Ileana Vick, Dr. Kristi Snuggs, Kate Irish

Guests: Karen Thompson, Tosh Adams, Adrienne Stephens, Nita McAdoo, Rachel Osborne, Marilyn Agostini, Maggie West, Cate Laster

WHAT	NOTES
Welcome	<ul style="list-style-type: none">● Introductions and Meeting Protocols● Cathy Collie-Robinson and Dr. Linda Chappel welcomed Governance Members● Introductions around the room● Attendance reviewed and meeting quorum verified
Meeting Objectives	<ul style="list-style-type: none">● Welcome New Members● Approve September Meeting Notes● Review and Discuss the Allocation and Enrollment Numbers● Discuss DPK Workforce● Applicant Language Trends● Planning for DPK 2026-2027 Funding● Program Updates● Consider Agenda for January Extended Meeting
Introduce New Governance Members	<ul style="list-style-type: none">● Community Representative, Kristina Baldrige● Early Education Program Director, Miranda Marshall

<p>Celebrate the Services of Outgoing Member, Joy Spencer</p>	<ul style="list-style-type: none"> Members shared appreciation for Joy’s service as a committee member and advocate for Durham’s children
<p>Review and Approval of Notes from the September 2025 meeting*</p>	<p>Governance unanimously approved Governance Committee meeting notes from September 2025</p> <p>Motioned by Dr. Alex Holod, Seconded by Jason Rutherford, all in favor.</p>
<p>Enrollment, Seat Allocations across Durham’s Public Preschool</p>	<p>Joy Turner presented detailed enrollment data for public preschool seats in Durham County. The data came from a combination of reports from the Survey Monkey Apply application system, site rosters, NC Pre-K attendance sheets, and reports from Durham Public Schools. All numbers are accurate as of 10/31/25. Key figures include:</p> <ul style="list-style-type: none"> Total Seats: 1,670 for the current year, a decrease from 1,756 last year, partly due to fewer EC (Exceptional Children) enrollments. Enrollment Rates: An overall 83% enrollment rate for seats filled through the universal PreK application process. NC PreK seats have an 85% enrollment rate, while DPK-only seats show 82% overall, or 93% when excluding Whitted. Title I only seats are at 62%. Locally Funded Seats: There are 675 locally funded seats, with 584 currently filled, resulting in an 87% enrollment rate for these seats. Enrollment Challenges: Discussions highlight the dynamic nature of enrollment, with ongoing vacancies due to factors like transportation, location, parental comfort levels, and perceptions of site quality. The committee explores strategies to increase applications and address barriers, including marketing and better communication with families about high-quality childcare. Wrap care (before and after care) is also identified as a significant barrier for families.
<p>DPK Workforce</p>	<p>Rachel Osborne shared detailed information about the Durham PreK Workforce for the 25-26 school year. Durham Public Schools teachers are not included due to having incomplete contracts. Data is accurate as of November 10, 2025, and is taken from contracting documents received for the 25-26 school year.</p> <ul style="list-style-type: none"> Teacher Credentials, Demographics, and Licensing Data <ul style="list-style-type: none"> Non-DPS sites: 30 lead teachers, 26 instructional assistants: 100% women; majority Black/African American, 4% Multilingual 19 continuing licenses, 8 residency licenses, 3 actively working toward licensure Average licensed experience: 10.1 years DPK Employee Benefits

	<ul style="list-style-type: none"> ▪ 91% of teachers are eligible for the teacher compensation support payment this year, up from 82% last year. The payment model was revised to include a base payment in addition to the experience payment, leading to a projected higher spending on these support payments. ▪ Average years of experience for eligible teachers is 10.5 years. ▪ Lead teachers are paid on DPS salary scale (minimum ~\$41,000; max ~\$66,563) ▪ Instructional assistants: Minimum: \$19.58/hour (Durham living wage), Average: \$20.68/hour ▪ 43 Lead Teachers for 675 Seats (1 teacher per 16 seats) ▪ Average projected monthly support payment amounts per teacher: Experience: \$1,394 Base (IA): \$300 Base (Lead): \$1,120 Total Projected Spending for FY26: \$846,022 <p>Benefits:</p> <ul style="list-style-type: none"> ▪ Holidays- 94% offer 6+ paid holidays, 6% don't offer ▪ Vacation- 6% offer 1-5 days, 89% offer 6+ days, 6% don't offer ▪ Sick leave- 39% offer 1-5 days, 44% offer 6+ days, 17% don't offer ▪ Insurance partially paid by employer: Health: 78%, Dental: 50%, Vision: 44% ▪ Retirement: 94% offer employer contributions ▪ Parental leave: 28% paid, 28% unpaid ▪ Family Medical Leave: paid 6%, unpaid 39% <ul style="list-style-type: none"> ● Lead Teacher Retention and Turnover is significantly higher than typical early childhood programs. <ul style="list-style-type: none"> ▪ 95% Lead Teacher Retention Rate ▪ 81% IA retention rate
<p>DPK Applicant Language Trends</p>	<p>Our data team looked at application versus enrollment data to ensure that language barriers were not preventing families from enrolling in care. Language support is offered during the application and enrollment process. We found that there were not significant differences in language between families who applied for care and those who enrolled.</p> <p>2025-2026 Data:</p> <ul style="list-style-type: none"> ▪ English: 79% applied, 80% enrolled ▪ Spanish: 15% applied, 14% enrolled ▪ Other: 6% applied, 6% enrolled

	<p>2024-2025 Data:</p> <ul style="list-style-type: none"> ▪ English: 75% applied, 73% enrolled ▪ Spanish: 19% applied, 21% enrolled ▪ Other: 6% applied, 7% enrolled
<p>Challenges and Opportunities for the 2026 - 2027 DPK Budget</p>	<ul style="list-style-type: none"> ● Budget: \$7,373,029 <ul style="list-style-type: none"> ▪ Additional Grant of One-Time Funds from ARPA ▪ No Cuts to Locally Funded Seats ▪ Implements Base Salary Support Payment ▪ Preserves Wrap Care Scholarships ▪ Increases Teacher Support Payments for Salary Increases ▪ Preserves Bonus for Instructional Staff ▪ Does not provide increase in reimbursement rates ● 26-27 Considerations <ul style="list-style-type: none"> ▪ Implementation of approved rate increase to \$1,514 (will cost an additional \$262,160 at current seat allocations) ▪ Pay for seats at Murray-Massenburg (additional \$825,315) ▪ Increased Wrap due to anticipated subsidy rate increase (\$31,500) ▪ Potential teacher raises (\$30,242) ▪ Total estimated additional funding needed to maintain current seat allocations: \$1,919,217 ● Impact of Parent Fees <ul style="list-style-type: none"> ▪ Amount of Budget offset by parent fees continues to grow ▪ Each year since FY23- Increased number of children with a parent fee as well as increased average parent fee ▪ Parent fee begins at 400% Federal Poverty Level. This FPL is now less than the median income in Durham County
<p>Program Updates*</p>	<ul style="list-style-type: none"> ● Enrollment <ul style="list-style-type: none"> ▪ Student applications are still open for the current school year ● Quality Improvement Technical Assistance <ul style="list-style-type: none"> ▪ An overview of the Technical Assistance Capacity building activities was provided ▪ For school year 2026, DPK is elevating early math instruction ● Apprenticeship Program <ul style="list-style-type: none"> ▪ Signing and Graduation November 13th, 2025, celebrated 28 current apprentices, welcomed 14 new apprentices, recognized 24 partnering centers

	<ul style="list-style-type: none"> ● Early Education Academy Grants <ul style="list-style-type: none"> ▪ Planning for 3 Academies in 2026 in partnership with Durham Tech ▪ Funding received by Durham Tech from the NC Division of Child Development and Early Education Seeking resources for mentor stipends for 26-27 (40k per year) as well as 7-10k per academy to support participant success ● Communications and Public Engagement <ul style="list-style-type: none"> 26-27 Student applications open 3/2/2026 ● Giving Tuesday is 12/2 and Dine Out is 11/20 ● Outreach <ul style="list-style-type: none"> ▪ Welcome Baby ▪ Application Pop-ups ▪ Community Events ▪ Fall Festivals ▪ Partnership Meetings
Extended meeting in 2026	<ul style="list-style-type: none"> ● Agenda Plan for the extended January 2026 meeting (January 15th from 9:30 am-12:30pm) ● Data Needs ● Members' questions about program strategies ● Budget advocacy strategies
Final Announcements, Adjournment	<ul style="list-style-type: none"> ● Schedule for 2026 meetings: 3rd Thursday of every other month (July-May) ● Future Meeting Dates: Virtual 3/19 5/21 Virtual

** Agenda items with handouts*