

Notes
 Durham PreK Governance Committee Meeting
 Jim and Carolyn Hunt Early Childhood Resource Center
 November 30, 2018 (8:30am – 11:45am)

In Attendance:

Peggy Ball, Marsha Basloe, Laura Benson, Leigh Bordley, Linda Chappel, Cathy Collie-Robinson, Drew Cummings, Terry David, Herbert Davis, Anna Gassman-Pines, Wykeshia Glass, Nakia Hardy, Iheoma Iruka, Shaba Jones, Alex Livas-Dlott, Michelle Lyn, Karen McLeod, Ben Rose, Katharine Smith, Darnella Warthen

WHAT	NOTES
Welcome and Remarks	<ul style="list-style-type: none"> • Linda Chappel welcomed committee members and briefly reviewed agenda. • Drew Cummings gave opening remarks on behalf of Wendell Davis, Durham County Commissioners and the community.
Introductions	<ul style="list-style-type: none"> • Committee members briefly introduced themselves to the group.
Purpose, Role, Organization of Committee*	<ul style="list-style-type: none"> • The development of this Governance Committee was a direct result of the work of Durham’s Community Early Education Preschool Task Force. • Linda Chappel presented the proposed Durham PreK Governance Committee job description. <ul style="list-style-type: none"> ○ The Durham PreK Governance Committee will provide vision and direction to the Durham County preschool expansion effort by advising and approving plans, strategies, standards and policies for Durham PreK. ○ Key Responsibilities <ul style="list-style-type: none"> ▪ Share experience and expertise of your profession related to Durham PreK. ▪ Support development of plans and strategies for implementation of Durham PreK and approve Durham PreK standards and policies. ▪ Identify and prioritize issues and challenges affecting Durham PreK and its expansion and generate solutions. ▪ Recommend members for content-specific advisory committees. ▪ Participate in the review of Durham PreK plans, strategies, standards and policies suggested by content-specific advisory committees. ▪ Provide support and advice to Durham County on issues related to Durham PreK. ▪ Help guide short and long-term planning for Durham PreK. ▪ Serve as a resource for fund development activities to support Durham PreK. • Committee members discussed the proposed job description, also touching on terms of service and meeting frequency. Ultimately, the committee decided to form a rules subcommittee.

	<ul style="list-style-type: none"> • Committee members were encouraged to email any additional thoughts or suggestions regarding the Governance Committee purpose, role or organization to Linda Chappel.
<p>Action Taken</p>	<ul style="list-style-type: none"> • The committee decided to form a rules subcommittee. <ul style="list-style-type: none"> ○ The Rules Subcommittee will explore options pertaining to bylaws and/or rules of procedure and bring recommendations before the Governance Committee. ○ Iheoma Iruka, Leigh Bordley and Darnella Warthen volunteered to serve on the Rules Subcommittee.
<p>Overview of Durham PreK</p>	<ul style="list-style-type: none"> • Linda Chappel presented an overview of the Durham PreK program. The main program goals include improving classroom instruction, supporting family engagement and building capacity for high quality. Durham PreK will implement higher standards than NC Pre-K. • Durham County has committed to expanding access to high-quality, publicly supported preschool through the Durham PreK program. Durham County’s investment will fund technical assistance to local child care centers to build capacity for meeting higher standards, fund higher wages for teachers and expand access for four-year old children by increasing the number of publicly funded early education spaces in Durham County. • Linda Chappel highlighted key data points from the Supply and Demand Parent/Family Survey, illustrating the support and need for a program like Durham PreK. <ul style="list-style-type: none"> ○ 97% of survey participants feel it is either very or somewhat important for Durham County to make sure there are plenty of quality preschool spaces for Durham County’s 4-year olds. ○ 94% of survey participants feel it is either very or somewhat important for Durham County to help pay for quality preschool for Durham County’s children. ○ 90% of families are willing to contribute tax dollars. ○ 80% of parents are willing to contribute \$10 or more per month. ○ While most families, 71%, would consider a religious-sponsored setting, only 14% would consider such a setting their first choice and 29% of families would rule out the setting all together. Thus, consideration of elementary schools and private programs as preschool settings is generally strong and consistent across income categories and does not vary dramatically by race/ethnicity. ○ Support for publicly funded preschool was strong across all races and ethnicities and across all income levels. ○ The study confirmed what we already knew regarding need– we do not have enough high quality publicly supported spaces for our neediest children. <ul style="list-style-type: none"> ▪ 41% of programs in Durham are rated 5-Star in NC’s Quality Rating System. ▪ There are just over 9,200 children age 3 - 5 years old in Durham, of which

	<p>approximately 4,300 live in low income households.</p> <ul style="list-style-type: none"> ▪ There are 6 low income preschool children for every 1 currently funded space. ▪ Even with expansion, the estimated unmet yearly need is approximately 1,100 Durham 4-year-olds from low-income households (under 200% of federal poverty level) who will not have access to publicly funded high-quality preschool.
<p>Durham PreK Income Eligibility and Sliding Scale Fee</p> <ul style="list-style-type: none"> ○ Presentation, Discussion and Approval 	<ul style="list-style-type: none"> • Linda Chappel introduced income eligibility by first comparing income eligibility across programs and then reviewing the Income Eligibility Crosswalk, illustrating common guidelines for subsidized early care and education programs. <ul style="list-style-type: none"> ○ Some programs’ eligibility cutoffs are very strict, leaving out many Durham families. ○ The Durham PreK Taskforce felt strongly that the Durham community deserved a universal PreK program that gave priority to those most in need. ○ The Supply and Demand Study showed that the majority of families supported cost free preschool, but if fee based, then on a sliding scale. • Alex Livas-Dlott presented the proposed Durham PreK eligibility and sliding scale. <ul style="list-style-type: none"> ○ Begin charging a parent fee at 300% Federal Poverty Level (FPL). ○ Charge parent fees on a flat percent of a family’s gross monthly income. ○ Implement the following tiered system. <ul style="list-style-type: none"> ▪ 4% at 300% FPL (aligns with DPS PreK sliding scale) ▪ 7% at 350% FPL (aligns with NC Childhood Action Plan) ○ Cap parent fees at \$1,250 so no parent pays more than the reimbursement rate. ○ Prioritize families up to 300% FPL, through the 2019-2020 school year, by only allowing up to 30% of Durham PreK slots for families that qualify for the sliding scale. ○ Track application and enrollment data for future eligibility and sliding scale policies.
<p>Action Taken</p>	<ul style="list-style-type: none"> • Voting committee members discussed and approved a universal PreK program that uses the proposed eligibility and sliding scale, along with the proposed parent fee cap, through the end of the 2019-2020 school year. The committee will continue to discuss multi-child scenarios, household early care bill percentage and parent fee caps. <ul style="list-style-type: none"> ○ Begin charging a parent fee at 300% Federal Poverty Level (FPL). ○ Charge parent fees on a flat percent of a family’s gross monthly income. ○ Implement the following tiered system. <ul style="list-style-type: none"> ▪ 4% at 300% FPL (aligns with DPS PreK sliding scale) ▪ 7% at 350% FPL (aligns with NC Childhood Action Plan) ○ Cap parent fees at \$1,250 so no parent pays more than the reimbursement rate. ○ Prioritize families up to 300% FPL, through the 2019-2020 school year, by only allowing up to 30% of Durham PreK slots for families that qualify for the sliding scale.

	<ul style="list-style-type: none"> • Voting committee members tabled their discussion on priority percentages; it was agreed that they needed more time to consider this aspect of the eligibility and sliding scale proposal.
Durham PreK Tiered Reimbursement System <ul style="list-style-type: none"> ○ Presentation, Discussion and Approval 	<ul style="list-style-type: none"> • Linda Chappel presented the proposed Durham PreK tiered reimbursement system. <ul style="list-style-type: none"> ○ Reimbursement rates will be \$1,250 per child, per month for 10 months (based on current budget) for classrooms with B-K licensed teachers and \$1,200 per child, per month for 10 months (based on current budget) for classrooms with provisional status teachers (working toward B-K license). ○ Durham PreK will follow current NC Pre-K attendance policies and requirements for payment purposes. ○ Payments by CCSA will follow established CCSA NC Pre-K class reimbursement guidelines and procedures.
Action Taken	<ul style="list-style-type: none"> • Voting committee members discussed and approved the proposed Durham PreK tiered reimbursement system for January 2019 – June 2019. The committee will revisit this topic prior to the 2019-2020 school year.
Durham PreK Provider Requirements and Policies* <ul style="list-style-type: none"> ○ Presentation, Discussion and Approval 	<ul style="list-style-type: none"> • Alex Livas-Dlott presented the proposed Durham PreK provider requirements and policies (based on current CCSA scholarship requirements and policies). <ul style="list-style-type: none"> ○ Programs must maintain a 5-star rated license. ○ Programs must not have any child maltreatment actions within the last 12 months (substantiated, not a pending investigation). ○ Programs must remain transparent about investigations (open or arising).
Action Taken	<ul style="list-style-type: none"> • Voting committee members discussed and approved the proposed Durham PreK provider requirements and policies.
Durham PreK Teacher Compensation <ul style="list-style-type: none"> ○ Presentation, Discussion and Approval 	<ul style="list-style-type: none"> • Linda Chappel presented the proposed Durham PreK teacher compensation plan. All site administrators are encouraged to offer lead teachers and teacher assistants competitive salaries and commensurate benefits to those offered by public schools. <ul style="list-style-type: none"> ○ Lead Teachers <ul style="list-style-type: none"> ▪ Align with DPS teacher salary schedule and 215 days. ▪ Follow NCDPI teacher salary schedule for non B-K Certified Teachers ○ Teacher Assistants <ul style="list-style-type: none"> ▪ Align with DPS TA salary schedule for now, with a goal of reaching a living wage.

<p>Action Taken</p>	<ul style="list-style-type: none"> • Voting committee members discussed and approved the proposed Durham PreK teacher compensation plan for January 2019 – June 2019. The committee will revisit this topic prior to the 2019-2020 school year.
<p>Summary and Adjournment Next Meeting Date</p>	<ul style="list-style-type: none"> • Meeting notes and other helpful attachments will be emailed to committee members. • The Rules Subcommittee will meet prior to the next Governance Committee meeting. • The Governance Committee’s first meeting of 2019 will occur in either January or February, most likely during the morning hours (before 12pm) in the CCSA Durham Large Conference Room. The meeting date/time will be determined by Doodle Poll.

** Agenda items with handouts*