

Durham PreK Governance Committee Meeting NOTES

Jim and Carolyn Hunt Early Childhood Resource Center

March 17, 2022 (9:30am-11:30am)

In Attendance:

Voting Members: Leigh Bordley, Deric Boston, Xavier Cason, Cathy Collie-Robinson, Drew Cummings, Dr. Anna Gassman-Pines, Wykeshia Glass, Dr. Nakia Hardy, Sharon Hirsch, Dr. Iheoma Iruka, Michelle Lynn, Beth Messersmith, Michael Page, Dr. Kimberly Sowell, June Shillito

Non-voting Members: Marsha Basloe, Linda Chappel, Cate Elander, Jena Fuchs, Brittany Gregory, Monnie Griggs, Melinda Rodriguez, Katie Thayer, Joy Turner, Jameka Wells

Invited Guests: Maggie Connolly, Kelly Eppley, Kamika Henderson, Nita McAdoo, Susannah Savage, Shawn Shefte, Beverly Williams

Absent: Tosh Adams, Danielle Johnson, Karen McLeod, Ben Rose, Darnella Warthen

WHAT	NOTES
Welcome and Introductions	<ul style="list-style-type: none">• Welcome and Introductions.<ul style="list-style-type: none">○ YouTube livestream○ Welcome new Durham County Manager, Dr. Kimberly J. Sowell<ul style="list-style-type: none">▪ https://www.dconc.gov/Home/Components/News/News/8796/31
Meeting Objectives	<ul style="list-style-type: none">• Approve meeting notes for Nov 2021 and Jan 2022• Share Program Updates: Meet TA team• Consider Bonus Pay for Instructional Staff• Review and Discuss the Landscape for Wrap Care• Confirm 2022-2023 Meeting Dates
Meeting minutes	<ul style="list-style-type: none">• Review notes from November 2021 and January 2022
	<ul style="list-style-type: none">• Governance approval of November 2021 and January 2021 meeting notes
DPK Program Update	<ul style="list-style-type: none">• Roll up and Enroll DPK event this past Saturday<ul style="list-style-type: none">○ Each collaborative agency will lead an event for families over the next few months

	<ul style="list-style-type: none"> • The 2022-2023 Application is open . As of yesterday, we have 945 applications in progress, which is an increase from last year • 134 people subscribed to our texting campaign • Last month the ASK Conference was held with over 300 attendees <ul style="list-style-type: none"> ○ Featured presentation for Durham PreK <i>“Enhancing Strategies for Building Collaborative Teaching Teams”</i> • We have 12 classrooms receiving capacity building technical assistance <ul style="list-style-type: none"> ○ Potential for additional 216 future seats • 25% growth of followers this fiscal year on our social media 						
<p>Program Review</p>	<ul style="list-style-type: none"> • Quality Subcommittee <ul style="list-style-type: none"> ○ Next virtual meeting is April 27th 12:30 – 2:30 ○ Still accepting new members • Introduction of Durham PreK TA Team <ul style="list-style-type: none"> ○ Beverly Williams, TA Manager-CCSA ○ Nita McAdoo, Lead TA Specialist-CCSA ○ Kamika Henderson, B-K TA Specialist-CCSA ○ Shawn Sheft, B-K TA Specialist-CCSA ○ Maggie Connolly, Instructional Support TA Manager, CCSA ○ Susannah Savage, NC Pre-K Teacher Quality Specialist, Durham’s Partnership for Children 						
<p>Bonus Pay Review</p>	<ul style="list-style-type: none"> • Teacher Qualifications and Pay Raises <ul style="list-style-type: none"> ○ Currently 34 teachers in active Durham PreK Teachers ○ 21 of the teachers have a BK license, with an average of 9.8 years experience • Teacher Pay raises <ul style="list-style-type: none"> ○ 1% raise for teachers with 0 years experience ○ 4% for years 1-8 ○ 3% for years 9-15 ○ 1% for years 16-24 ○ 5% at year 25 and 1% for year 26+ • Current DPK Teacher Salaries <table border="1" data-bbox="407 1357 1264 1448"> <thead> <tr> <th></th> <th>Standardized Hourly</th> <th>Annual</th> </tr> </thead> <tbody> <tr> <td>Average</td> <td>\$27.73</td> <td>\$47, 697</td> </tr> </tbody> </table>		Standardized Hourly	Annual	Average	\$27.73	\$47, 697
	Standardized Hourly	Annual					
Average	\$27.73	\$47, 697					

Median	\$28	\$48, 160
Range	\$20.62 - \$34.72	\$35,464 - \$59,718

- B-K licensed minimum salary is \$23.92/hour or \$41,135/year

- Current Teacher Assistant Salaries:

	Standardized Hourly	Annual
Average	\$16.23	\$27, 907
Median	\$15.99	\$27, 501
Range	\$15 - \$20.52	\$25,800 - \$35, 300

- Required minimum is \$15/hour
- Teacher assistants did not get an increase this school year
- Bonus Pay Review
 - DPS – Bonus Pay \$1,500 retention bonus in March 2022, and a second \$1,500 bonus will be issued in October 2022
 - NC Pre-K – Pending bonus pay if Governance approves a DPK bonus pay
- Last year our hazard bonus included teachers and teacher assistants
 - Teachers and teacher assistants received a payment of either \$1,834.62 or \$917.31 (based upon how much of the year they worked in-person in DPK classrooms)
- In November we surveyed hazard pay recipients
 - Financial Impact of Hazard Bonus Pay – Top 3
 - Helped address transportation needs
 - Helped address basic family needs (food/housing)
 - Helped pay my bills

Vote on Proposed Bonus Pay

- Vote on Proposed Bonus pay for SY22
 - If approved, bonus would come from available funds
- Decision Points if Bonus is Approved
 - Pay an equal bonus for teachers and teacher assistants?
 - Account for previous bonuses in funding calculations?
 - Pro-rate for length of service?

Conversation highlights

- Turnover rate is high and a bonus might offset potential turnover
 - Over 85% of our teaching staff have remained. Mid-year we experienced a couple of lead teachers leave the profession or moved to another program. The turnover rate for teacher assistants was less this year.
 - We know from research that bonuses are effective for retention and stabilizing the workforce.
 - <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/>
- Teacher assistants are future lead teachers if we keep them in the field. Teacher assistants make less money and need the bonus money to meet living expenses.
- Durham steering committee (ECAP) just prioritized advocacy around increases to early childhood educator pay as one of their top five priorities.
- People are not feeling appreciated. A bonus can encourage our teachers and let them know we appreciate and support them.
- Support equal bonus for lead teachers and assistant teachers
- Have you considered other ways to use these funds?
 - Right now the only authorized expenses are the seat payments and teacher supplements
 - The funds are limited and lends itself to a bonus payment or a one-time payment
 - The Quality Subcommittee have been looking at all the areas around equity and many of the initiatives that have been looked at would cost more than what is available.
 - A bonus option is something that is affordable and within the budget.
- Equity in public and private sites. How do we look at equity of the bonuses when school-based programs will receive a bonus?
 - Incentivize joining DPS and leaving private sites
- Teachers move from the community based sector to DPS because of benefits
 - Revisit benefits in a future meeting
- Last time just for context, when we paid the hazard bonus, we did pay teachers and teacher's assistants, the same bonus regardless, and what that meant was obviously the teacher systems because their salaries are lower, they did receive a larger percentage of their current salary and bonus.
- **Voting items**
 - **Motion to move forward with proposed bonus pay**
 - **Motion to pay an equal bonus for teachers and teacher assistant. We account for previous bonuses in our funding calculations and that we do not pro rate for length of service.**

Action Taken	<ul style="list-style-type: none"> • Approved by Governance to move forward with bonus pay. • Approved by Governance to pay an equal bonus for teachers and teacher assistants and to account for previous bonuses that have been paid out this school term and to pay all working team members the same bonus regardless of how long they have worked the school year.
Wrap Care Services	<ul style="list-style-type: none"> • DPK Management Scope of Work includes a review of the need for wrap care services • Durham PreK Wrap Care Position Paper <ul style="list-style-type: none"> ○ Wrap-around care as part of Durham’s Commitment to Equity <ul style="list-style-type: none"> ▪ Durham preK’s equity plan ▪ Alignment with state and local educational equity goals ▪ The link between equity and quality ▪ Threats to equity ○ How the pandemic has re-shaped the landscape <ul style="list-style-type: none"> ▪ Women and mothers in the workforce ▪ Child poverty on the rise ▪ Social-emotional and academic setbacks for children ▪ The need for a national response ○ National, State, and local wrap-around care delivery <ul style="list-style-type: none"> ▪ PreK around the country ▪ PreK in North Carolina ▪ Comparable programs to PreK in Durham County ▪ Local wrap-around care delivery ○ Local parental need for full day care <ul style="list-style-type: none"> ▪ Parent need by the numbers ▪ Parent voices ▪ Parallel need in the public schools ○ Local provider capacity for full day care <ul style="list-style-type: none"> ▪ The supply and demand paradox ▪ Provider feedback ▪ Staffing capacity as a larger workforce issue ○ Recommendations <ul style="list-style-type: none"> ▪ Stabilize demand for wrap-around care ▪ Amend the way wrap-around care is reimbursed ▪ Strengthen pathways to the early childhood profession with equity in mind

	<ul style="list-style-type: none"> • Limited wrap-care scholarships available <ul style="list-style-type: none"> ○ Only children that qualify for NC Pre-K qualify for a wrap-care scholarship
Next Steps	<ul style="list-style-type: none"> • Draft written report will be sent to Governance by April 1 for feedback • Report will be reviewed by Quality Subcommittee • Final Report will be Published to the Community • Funding for a Two Year Wrap Care Pilot for SY 2022-2023 and SY 2023-2024 • Report lessons in May 2024 • Scale up for School year 2024-2025
Proposed Meetings for Next School Year	<ul style="list-style-type: none"> • 3rd Thursday every other month, 9:30am – 11:30 <ul style="list-style-type: none"> ○ September 15, 2022 ○ November 17, 2022 ○ January 19, 2023 ○ March 16, 2023 ○ May 18, 2023 • Tentative Summer Dates • Want to remind you that April is Child Abuse Prevention Month. Included in this year's toolkit will be customized CAP Month resources for Early Care & Education Providers. It will be available soon here: https://www.preventchildabusenc.org/recognize-child-abuse-prevention-month/
Summary and Adjournments	<ul style="list-style-type: none"> • Next Governance Meeting Date <ul style="list-style-type: none"> ○ May 19, 2022 9:30am – 11:30am

*** Agenda items with handouts**