



# Durham PreK Update

February 2019



# Durham PreK Goals

All Durham children, regardless of race, ethnicity or socioeconomic status, are reading on grade-level by the end of third grade.

## Program Goals

- Improve Classroom Instruction
- Support Family Engagement
- Build Capacity for High Quality



# Build System Capacity

## The Work Moving Forward July 2018 – June 2020

Develop an Accessible  
Navigation System for Families

Be Responsive to Families

Attain Diverse Enrollment

Leverage and Expand Resources



# Children and Families

Expanded Application  
Process

Applications,  
Developmental Screenings  
and Placements

Rolling Admissions



# Durham PreK Eligibility and Sliding Scale

Address Equity by Expanding Access and Improving Quality



## Adopted

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

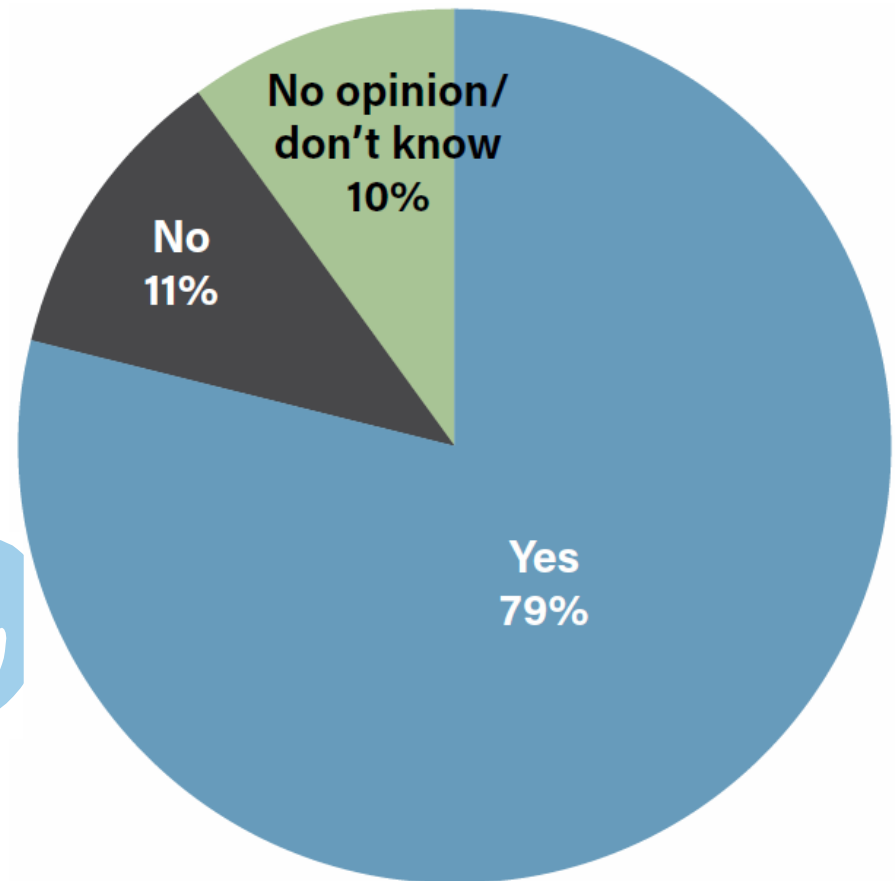
Implement a tiered system  
4% at 300% FPL  
7% at 350% FPL

## Interest in PreK Features- Cost

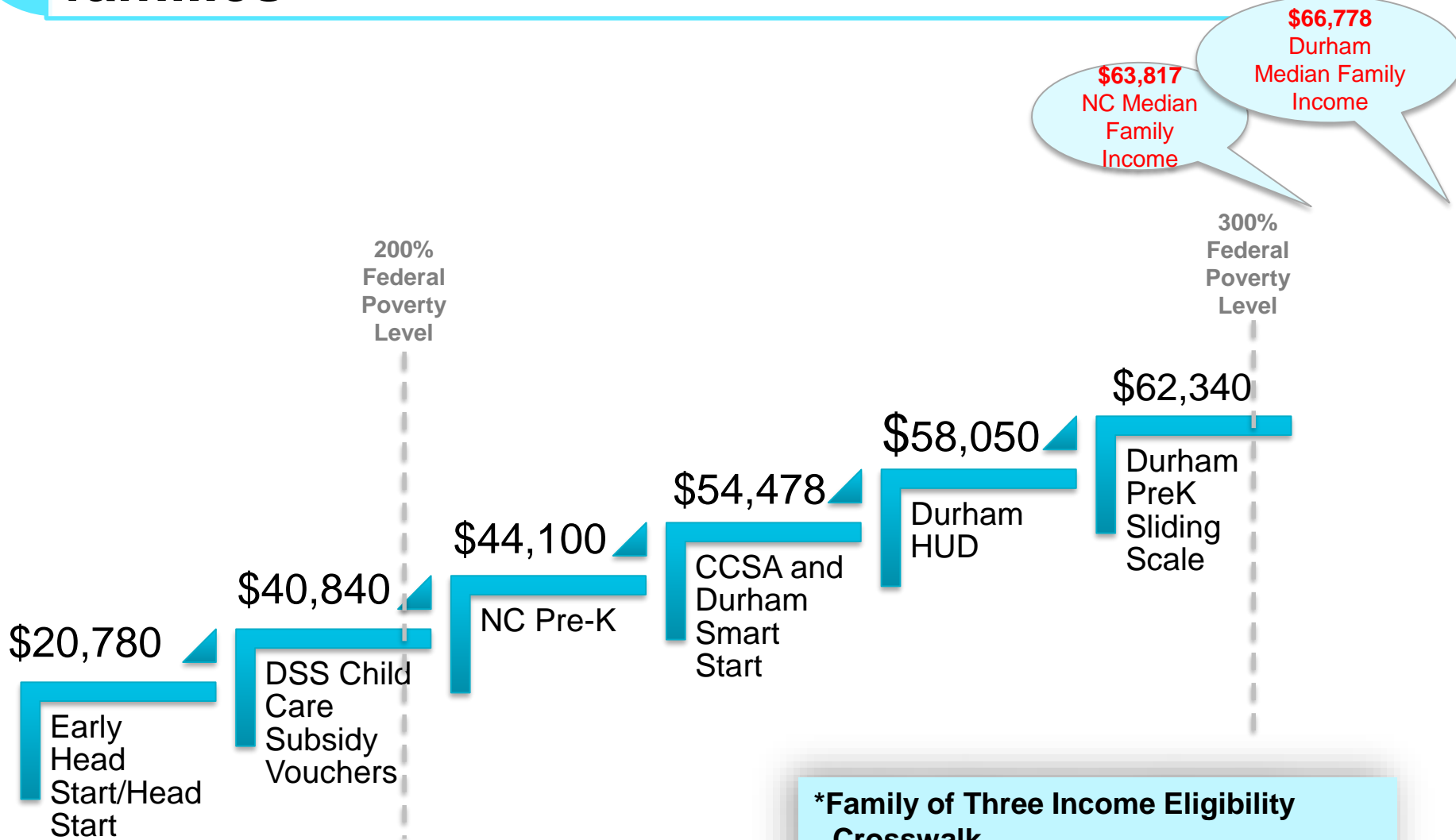
IF PRESCHOOL PROGRAMS ARE FEE-BASED, SHOULD PROGRAMS CHARGE BASED ON A SLIDING-FEE SCALE?

92% of parents rate cost-free preschool as desirable or essential

41% of parents rate free services as essential



# Some programs' eligibility cutoffs are very strict, leaving out many of Durham's families\*



**\*Family of Three Income Eligibility Crosswalk.**



## Income Eligibility Crosswalk Comparison of Common Guidelines for Subsidized Early Care and Education Programs

Family Size	A	B	C	D	E	F	G	H	I	J
	Early Head Start/Head Start	Early Head Start/Head Start "Near Poor" Allowance	DSS Child Care Subsidy Voucher Program for 6-12 Year Olds	DSS Child Care Subsidy Voucher Program for 0-5 Year Olds	NC Pre-K	Durham Smart Start TANF-eligible Subsidy	CCSA Durham Scholarship & Durham Smart Start non-TANF-eligible Subsidy	Durham HUD Income Limits- Low Income Category	Current 200% Federal Poverty Level	Current 300% Federal Poverty Level
	100% Federal Poverty Level	130% Federal Poverty Level	133% Federal Poverty Level	200% Federal Poverty Level	75% State Median Income	85% State Median Income	Approximation of 85% Durham County Median Income	Approximation of 80% of Durham/ Chapel Hill Metro Area Median Income		
<b>One</b>	\$12,140	\$15,782	\$16,040	\$24,120	\$27,300	\$30,936	\$33,720	\$45,150	\$24,280	\$36,420
<b>Two</b>	\$16,460	\$21,398	\$21,599	\$32,480	\$35,700	\$40,464	\$44,106	\$51,600	\$32,920	\$49,380
<b>Three</b>	\$20,780	\$27,014	\$27,159	\$40,840	\$44,100	\$49,980	\$54,478	\$58,050	\$41,560	\$62,340
<b>Four</b>	\$25,100	\$32,630	\$32,718	\$49,200	\$52,500	\$59,496	\$64,851	\$64,500	\$50,200	\$75,300
<b>Five</b>	\$29,420	\$38,246	\$38,277	\$57,560	\$60,900	\$69,024	\$75,236	\$69,700	\$58,840	\$88,260
<b>Six</b>	\$33,740	\$43,862	\$43,837	\$65,920	\$69,300	\$78,540	\$85,609	\$74,850	\$67,480	\$101,220

Eff. Jan. 2018

Eff. Jan. 2018

Eff. April 2017

Eff. April 2017

Eff. Oct. 2016

Eff. April 2017

Eff. April 2017

Eff. 2018

Eff. Jan. 2018

Eff. Jan. 2018



# Durham PreK Sliding Scale Formula



**For Families at 300% FPL – Flat fee is 4% of gross monthly income**

Family's gross monthly income x 0.04 =  
Family's Monthly Fee

Example for family of 4 making \$76,000  
annually

$\$76,000/12 \times 0.04 = \$253.33$

**For Families at 350% FPL and above – Flat fee is 7% of gross monthly income**

Family's gross monthly income x 0.07 =  
Family's Monthly Fee

Example for family of 4 making \$88,000  
annually

$\$88,000/12 \times 0.07 = \$513.33$

# Example for Family of Four Durham PreK Fees

Federal Poverty Level	Gross Annual Income for Family of Four	DPS Sliding Scale Monthly Fee	Durham PreK Monthly Fee
200%	\$50,000	\$35.30	Free
250%	\$63,000	\$93	Free
300%	\$76,000	\$162	\$253
350%	\$88,000	\$261	\$513
400%	\$100,000	\$291	\$583
450%	\$113,000	\$336	\$659
500%	\$126,000	\$366	\$735

# Durham PreK Eligibility and Sliding Scale Prioritizing Families up to 300% FPL

- Through SY 2019-2020 limit Durham PreK slots for families that qualify for the sliding scale to 30%
- Track application and enrollment data for future eligibility and sliding scale policies



# Durham PreK Lead Teacher Salary Schedule

## Lead Teacher with B-K License

Follow DPS salary schedule

Use years experience on license for guidance on salary schedule

## Lead Teacher working towards a B-K License

Follow DPI salary schedule for 0 years of experience

\*Typical practice in public school systems for teachers with a lateral entry license

# Lead Teacher Salary Schedule

2018 – 2019 Salary Schedule for Lead Teachers

Licensure Type: B-K License Months of Employment: 10

Years of Experience	State Base Pay	State Hourly Rate	Durham Supplement	DPS Total Salary	DPS Hourly Rate
0	\$35,000	\$20.35	\$4,900	39,900	\$23.20
1	\$36,000	\$20.93	\$5,040	41,040	\$23.86
2	\$37,000	\$21.51	\$5,180	42,180	\$24.52
3	\$38,000	\$22.09	\$5,320	43,320	\$25.19
4	\$39,000	\$22.67	\$5,460	44,460	\$25.85
5	\$40,000	\$23.26	\$5,600	45,600	\$26.51
6	\$41,000	\$23.84	\$5,740	46,740	\$27.17
7	\$42,000	\$24.42	\$5,880	47,880	\$27.84
8	\$43,000	\$25.00	\$6,020	49,020	\$28.50
9	\$44,000	\$25.58	\$6,160	50,160	\$29.16
10	\$45,000	\$26.16	\$6,300	51,300	\$29.83

# Durham PreK Teacher Salary Supplement

Durham Pre-K will provide a monthly salary supplement equal to 80% of the difference between the lead teacher's years of experience and the base year (A02 on the DPS 2018-2019 salary table for all teachers with 3 or more years of experience)



# Lead Teacher Salary Supplement Schedule Sample

Years of Experience	2018-2019 DPS Total Salary	Difference Between Years Experience and Base Year	80% School Year Salary Supplement	80% Monthly Supplement Payment
0	\$39,900	N/A	N/A	N/A
1	\$41,040	N/A	N/A	N/A
2	\$42,180	N/A	N/A	N/A
3	\$43,320	\$3,420	\$2,736.00	\$273.60
4	\$44,460	\$4,560	\$3,648.00	\$364.80
5	\$45,600	\$5,700	\$4,560.00	\$456.00
6	\$46,740	\$6,840	\$5,472.00	\$547.20
7	\$47,880	\$7,980	\$6,384.00	\$638.40
8	\$49,020	\$9,120	\$7,296.00	\$729.60
9	\$50,160	\$10,260	\$8,208.00	\$820.80
10	\$51,300	\$11,400	\$9,120.00	\$912.00

# Durham PreK

## Teacher Assistants Salary and Benefits

### NC Pre-K

- No Specific Salary Recommendations for TAs Employed in Nonpublic School NC Pre-K Programs
- Encouraged to Offer Competitive Salaries and Commensurate Benefits to Those Offered by Public Schools

### Durham PreK

- Align with DPS TA Salary Schedule (12.75 per hr)
- Encouraged to Offer Commensurate Benefits to those offered by public schools
- Goal to reach Living Wage by SY 2020-21





# Teacher Assistant Salary Schedule

	<b>2018-2019 State Base Pay</b>	<b>2018-2019 State Hourly Rate</b>	<b>Years of Experience</b>	<b>2018-2019 DPS Salary</b>	<b>2018-2019 DPS Hourly Rate</b>
Minimum	\$2,101.72	\$12.13	0	\$2,208.72	\$12.75
Maximum	\$3,339.15	\$19.28	1	\$2,208.72	\$12.75
Grade 56 on DPI			2	\$2,208.72	\$12.75
			3	\$2,208.72	\$12.75
			4	\$2,208.72	\$12.75
			5	\$2,208.72	\$12.75
			6	\$2,208.72	\$12.75
			7	\$2,208.72	\$12.75
			8	\$2,208.72	\$12.75
			9	\$2,208.72	\$12.75
			10	\$2,208.72	\$12.75

# Meet Standards for High Quality Programs

- 18 Classrooms in the Pipeline
- 5 Classrooms active
- Weekly Technical Assistance
- Coaching on Instructional Strategies
- Professional Development
  - Community of Practice



**Durham PreK Pipeline**



# Meet Standards for High Quality Programs

## Durham PreK Pipeline

*“To generate meaningful impacts, early learning experiences need to be rich and engaging.”*

- Implementing a high-quality preschool program well
- offering compensation and support that attract and retain a highly qualified workforce;
- a program day that provides adequate, productive learning time and activities;
- Child assessments used to individualize learning



*“Although preschool quality is important, even the highest quality preschool cannot inoculate children from the detrimental effects of poverty or poor elementary and secondary schools.”*

Questions?



**For more information, contact:**



**Linda Chappel**

*Sr. Vice President, Triangle Area Child Care  
Resource and Referral*

[lindac@childcareservices.org](mailto:lindac@childcareservices.org)

**Child Care Services Association**

[www.childcareservices.org](http://www.childcareservices.org)

919-403-6950



The End

\*Additional slide is to answer potential questions

# Durham's Rate Structure

(per child, per month for 10 months)

NC Pre-K	
Classroom	Total Reimbursement
5 star with B-K licensed teacher	\$944.00
5 star without B-K licensed teacher	\$924.00
4 star with B-K licensed teacher	\$883.00
4 star without B-K licensed teacher	\$873.00
DPS	\$320.00
Head Start	\$300.00

Durham PreK	
Classroom	Total Reimbursement
5 star with B-K licensed teacher	\$1250.00
5 star without B-K licensed teacher	\$1200.00
DPS and Head Start with B-K licensed teacher	\$1250.00
DPS and Head Start without B-K licensed teacher	\$1200.00

