



FY25 DPK Budget Review and Program Update

Updated May 2024

What is Durham PreK?

Opportunity

Durham County committed to expanding access to high-quality, publicly supported preschool

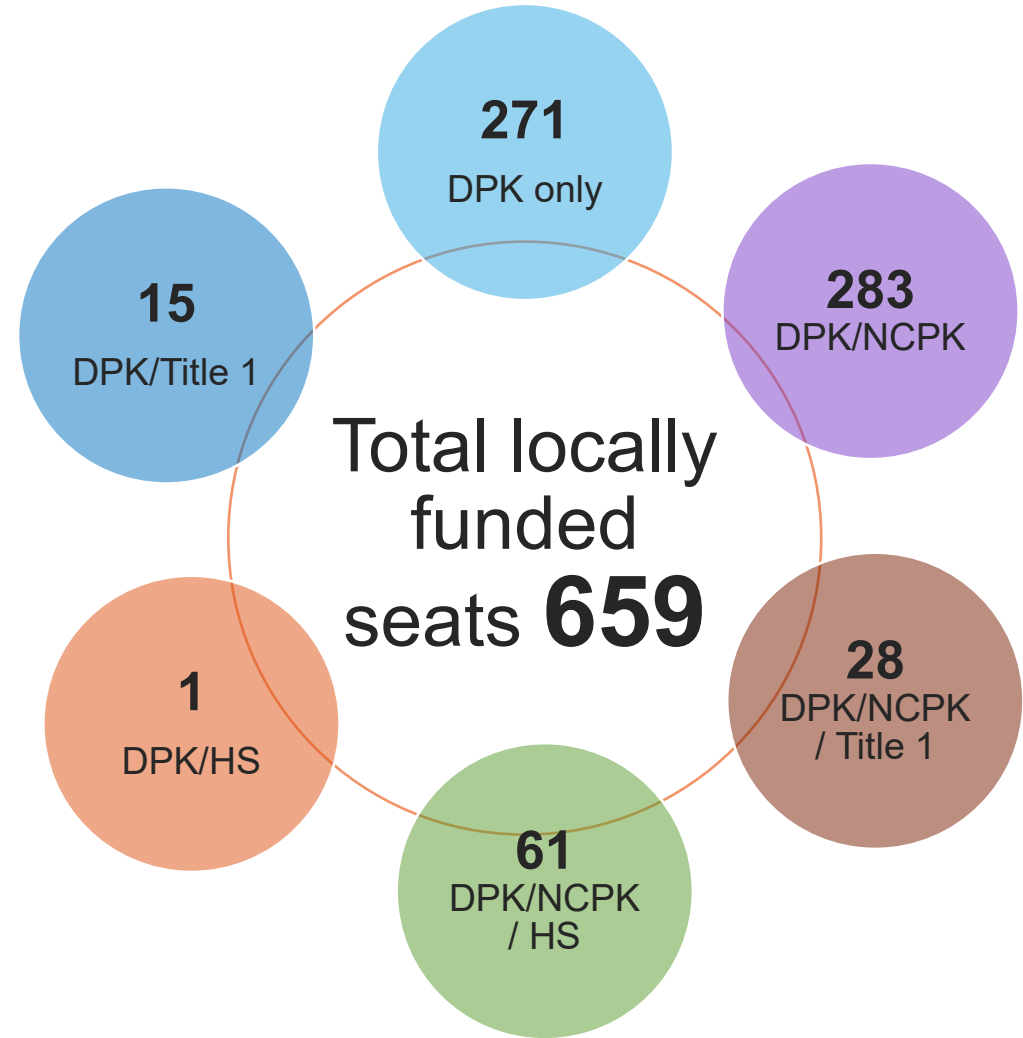
Main Program Goals

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

Durham PreK Addresses Equity by Expanding Access and Improving Quality



Durham PreK Partners



Number of seats as of February 2024

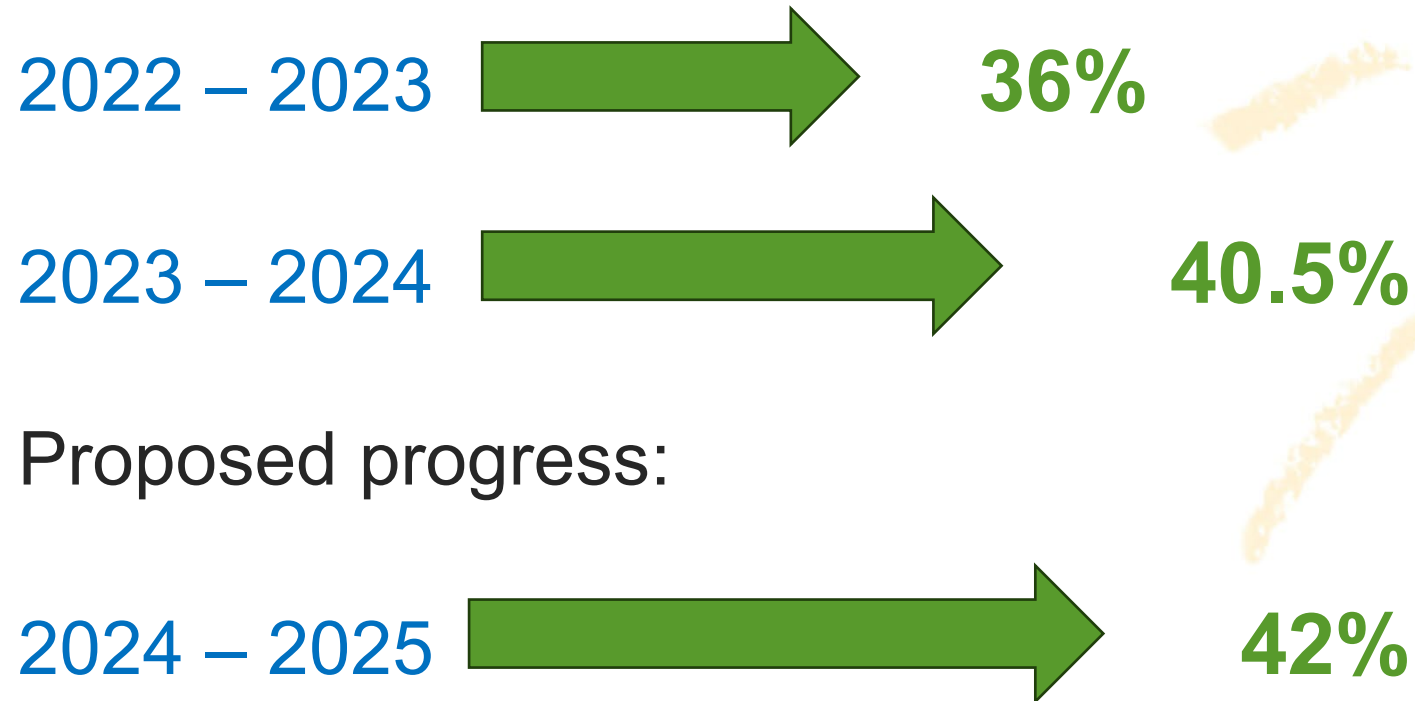


Durham County's investment:

- Expands access for four-year old children
 - Increases the number of publicly funded seats
 - Broadens eligibility guidelines
- Provides quality coaching and professional development for instructional staff in all public preschool sites
- Funds technical assistance to local centers to build capacity for meeting higher standards (future DPK sites)
- Funds higher wages for teachers
 - Establishes standard compensation scale for all DPK teachers
 - Increases reimbursement rates to fund increased pay



Durham Community Goal: Expand public preschool seats to serve up to 75% of the total four-year-old census



Estimated with the addition of 45 – 70 new seats



Locally Funded Seats

	SY22-23			SY23-24		
	# Seats Allocated	# Seats Filled	Enrollment Percentage	# Seats Allocated	# Seats Filled	Enrollment Percentage
All DPK	604	548	91%	659	617	94%



Progress on our community's goal

- Expand public preschool seats to serve up to 75% of the *total* four-year-old census.

	Census # of 4-year- olds	# of seats	% of seats available
SY 22-23	4191	1510	36%
SY 23-24	4118	1669	40.5%



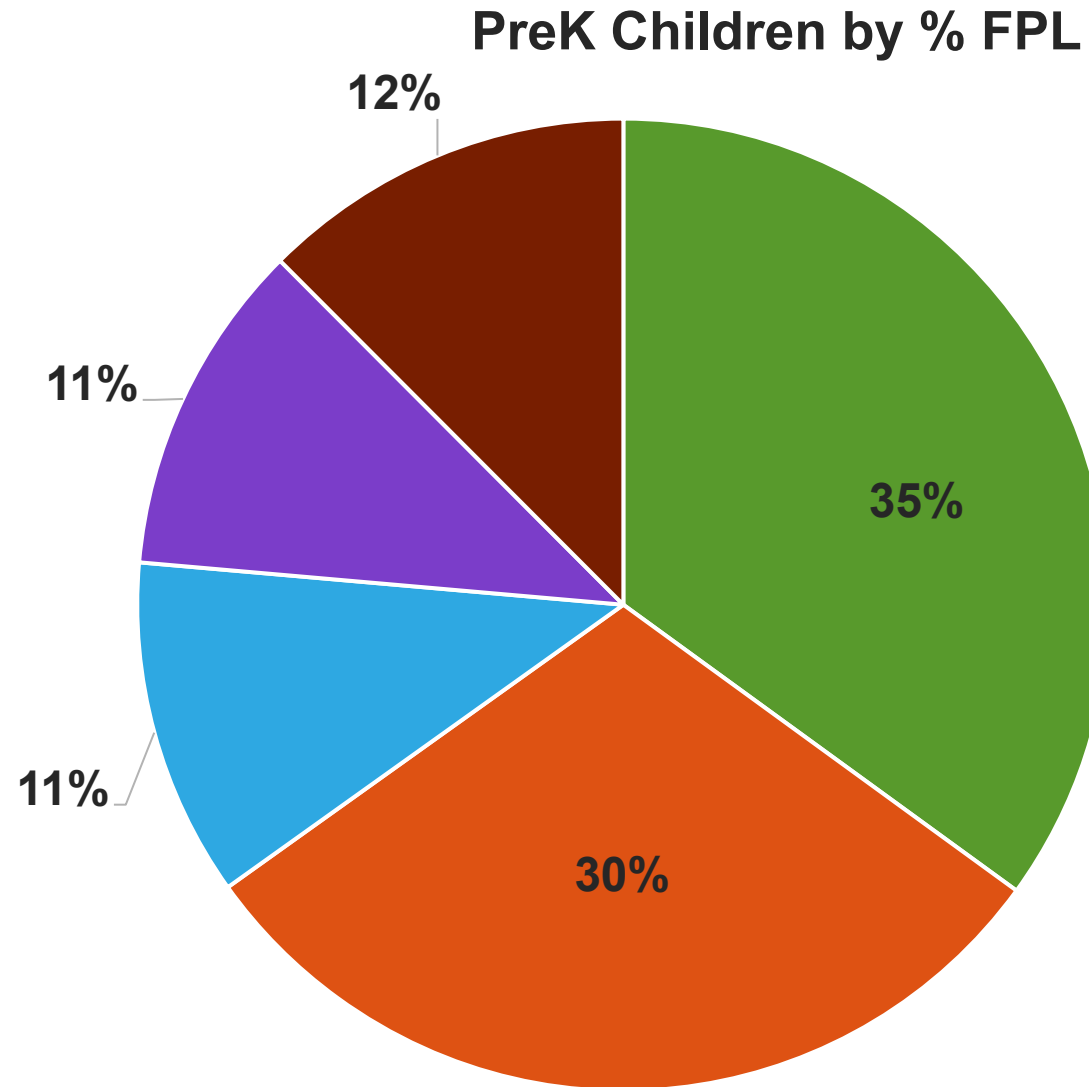
Overall Public PreK Numbers for Durham County

- SY23-24 data is from February 2024
- SY22-23 data is from December 2022
- EC numbers from DPS include 3-year-olds due to some mixed age classrooms

Public PreK Housed at:	SY 22-23 Capacity	SY 22-23 Enrollment Rate	SY 23-24 Capacity	SY23-24 Enrollment Rate
Private Sites	510	89%	547	93%
Head Start	183	91%	166	95%
DPS	553	78%	563	78%
EC	264	-	393	-
Grand Total	1510	84%	1669	87%

Universal Access

SY 2024 Enrolled Children



- <100% FPL
- 100-199% FPL
- 200-299% FPL
- 300-399% FPL
- >=400% FPL



Federal Poverty Levels

	Income for a family of 2	Income for a family of 4
100% FPL	\$19,720.00	\$30,000.00
200% FPL	\$39,444.00	\$60,000.00
300% FPL	\$59,160.00	\$90,000.00
400% FPL	\$78,880.00	\$120,000.00



Pay on Sliding Scale



Impact of DPK Parent Fees on Budget

	SY 2022-2023	SY 2023-2024
Average Number of families with a Parent Fee	52	66
Monthly Parent Fee Range	\$112 - \$401	\$139 - \$723
Median Monthly Parent Fee	\$222	\$286
Average Monthly Parent Fee	\$227	\$297
Average Total Monthly Parent Fee Impacting Budget	\$11,748	\$19,613

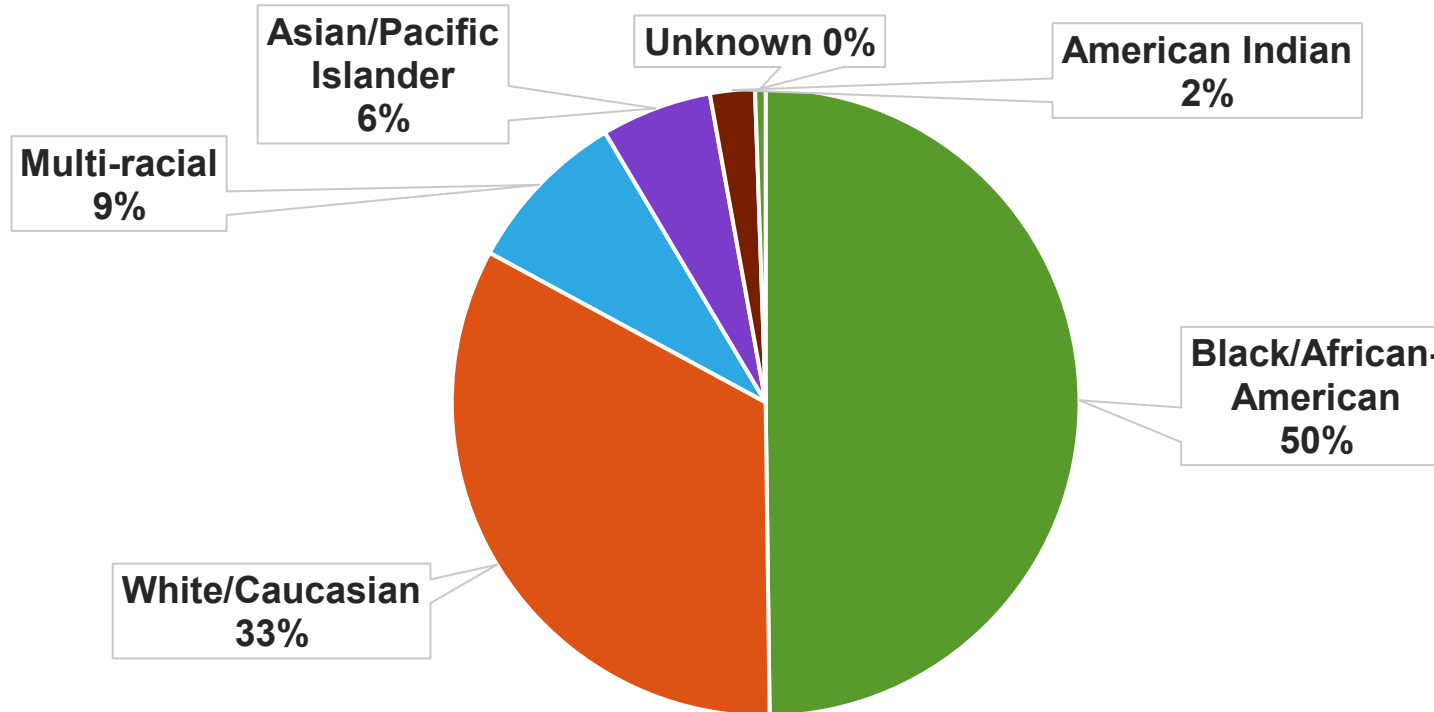
Note: SY 22-23 numbers are over the full school year. SY 23-24 numbers are based on 11/1/23 caseload data.

Updated 11/8/23



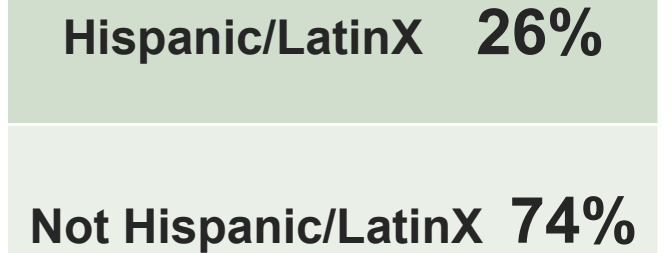
SY 2024 Enrolled Children

PreK Children By Race



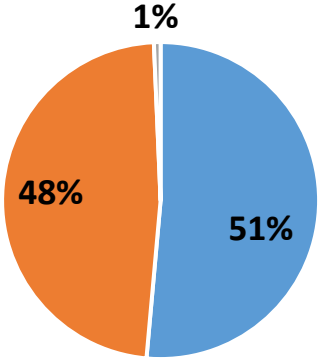
- Black/African-American
- White/Caucasian
- Multi-racial
- Asian/Pacific Islander
- American Indian
- Unknown

PreK Children by Ethnicity



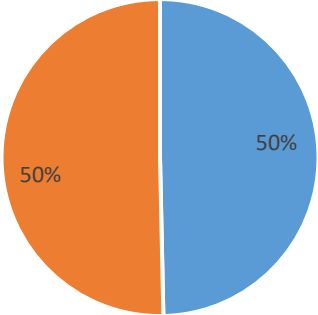
SY 2024 Enrolled Children

PreK Children by Family Structure



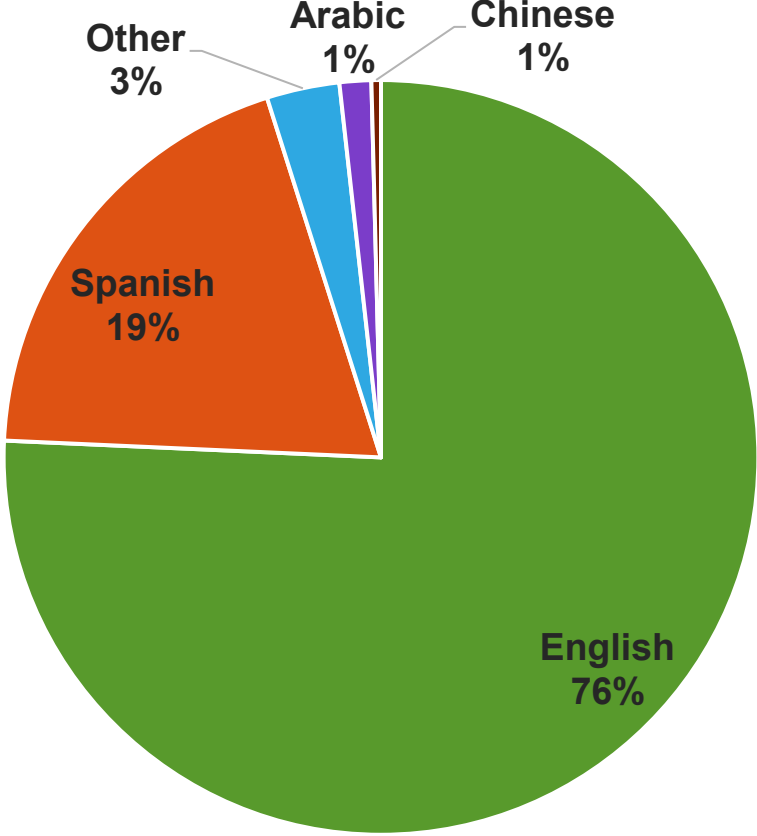
■ Two Parent ■ Single Parent ■ Foster Parent

PreK Children by Gender



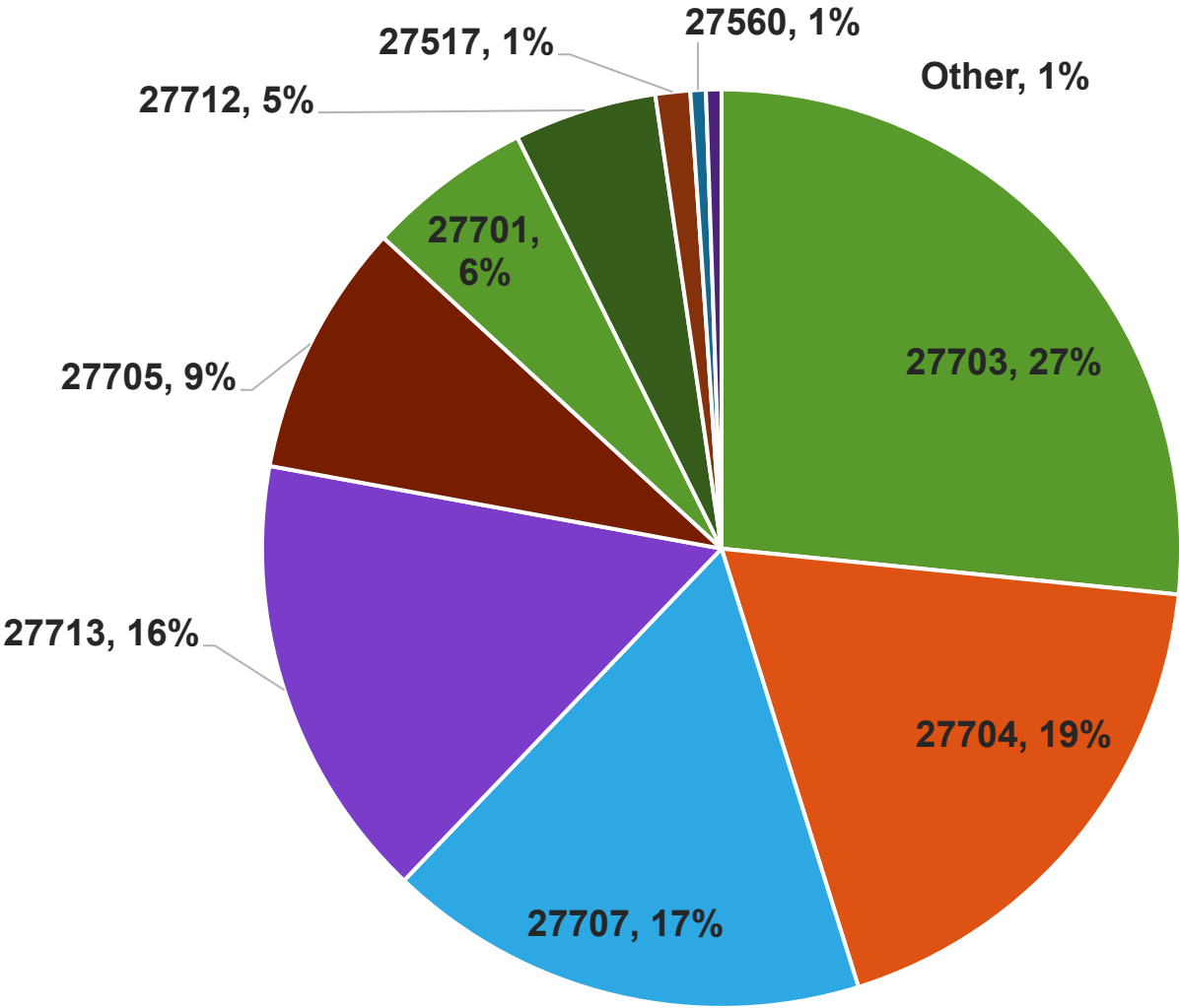
■ Female ■ Male

PreK Children by Home Language



SY 2024 Enrolled Children

PreK Children by ZIP Code



Initial DPK Funding Request

Current DPK Budget \$6,857,581, excluding Whitted

Original Request for School Year 2024 – 2025: **\$8,246,365**

Fund Increased Seat Reimbursement Rate by 4%

Inflation Continues to Impact Programs; Projecting Teacher Salary Increases

Add Seats to Increase Access for 4-year-olds

45 – 70 new seats fully or partially paid with local funds

Fund Components of the Durham PreK Equity Plan

- Provide transportation for 10 -15 high need children
- Continue to build capacity for wrap care
- Increase support for students' social emotional needs
- Add workforce apprenticeship students off existing wait list to work in DPK sites



Response to Revisions

Original Request for School Year 2024 – 2025: \$8,246,365, excluding Whitted

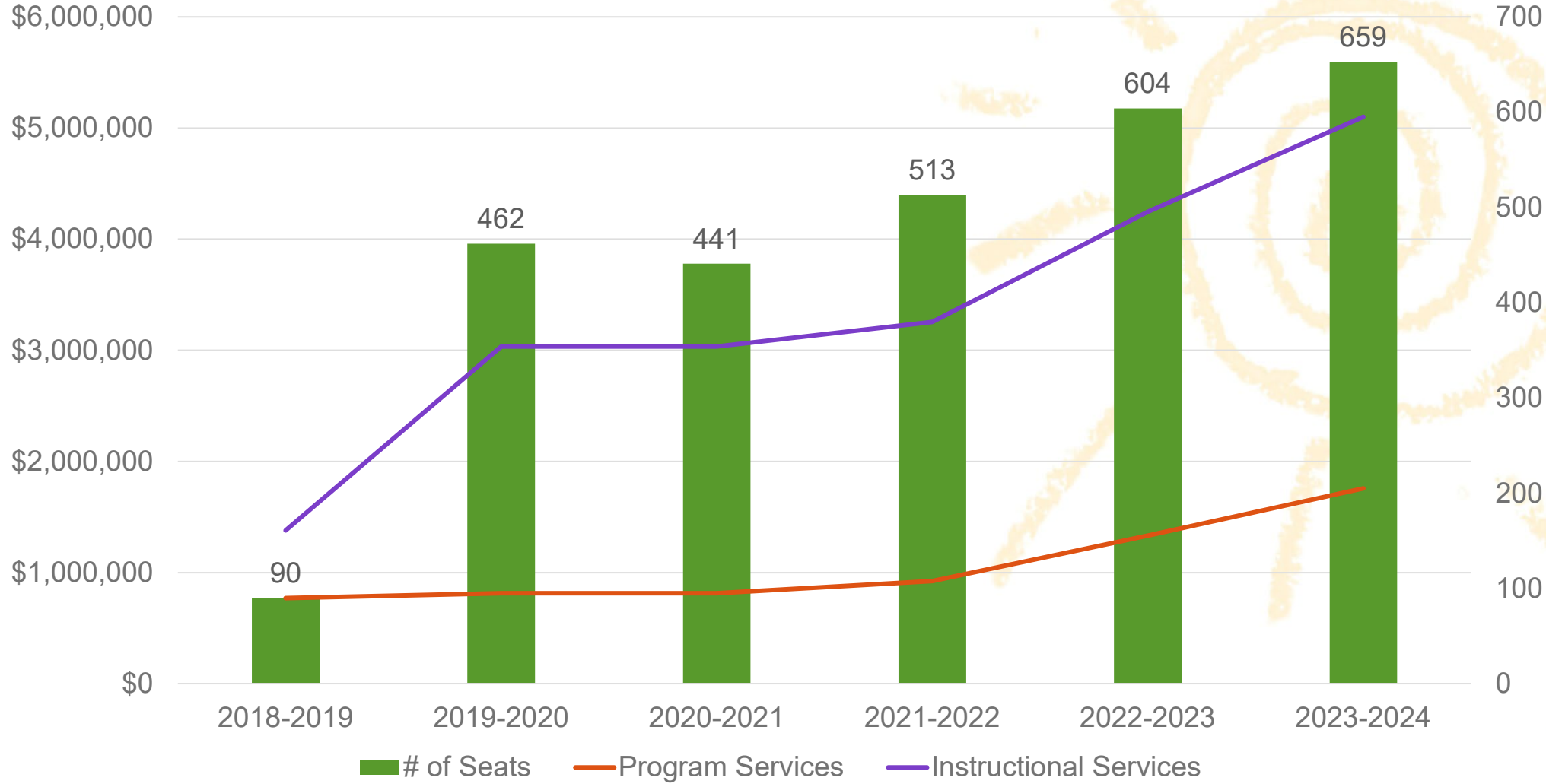
Draft Funds Recommended by County: Increase of \$422,419

DPK total \$7,300,000, excluding Whitted

Fund Increased Seat Reimbursement Rate by 4%	Inflation Continues to Impact Programs; Projecting Teacher Salary Increases
Add Seats to Increase Access for 4-year-olds	22 – 30 new seats fully or partially paid with local funds
Fund Components of the Durham PreK Equity Plan	<ul style="list-style-type: none">• Provide transportation for up to 5 high need children• Enhance existing professional development for teachers to support students' social emotional needs



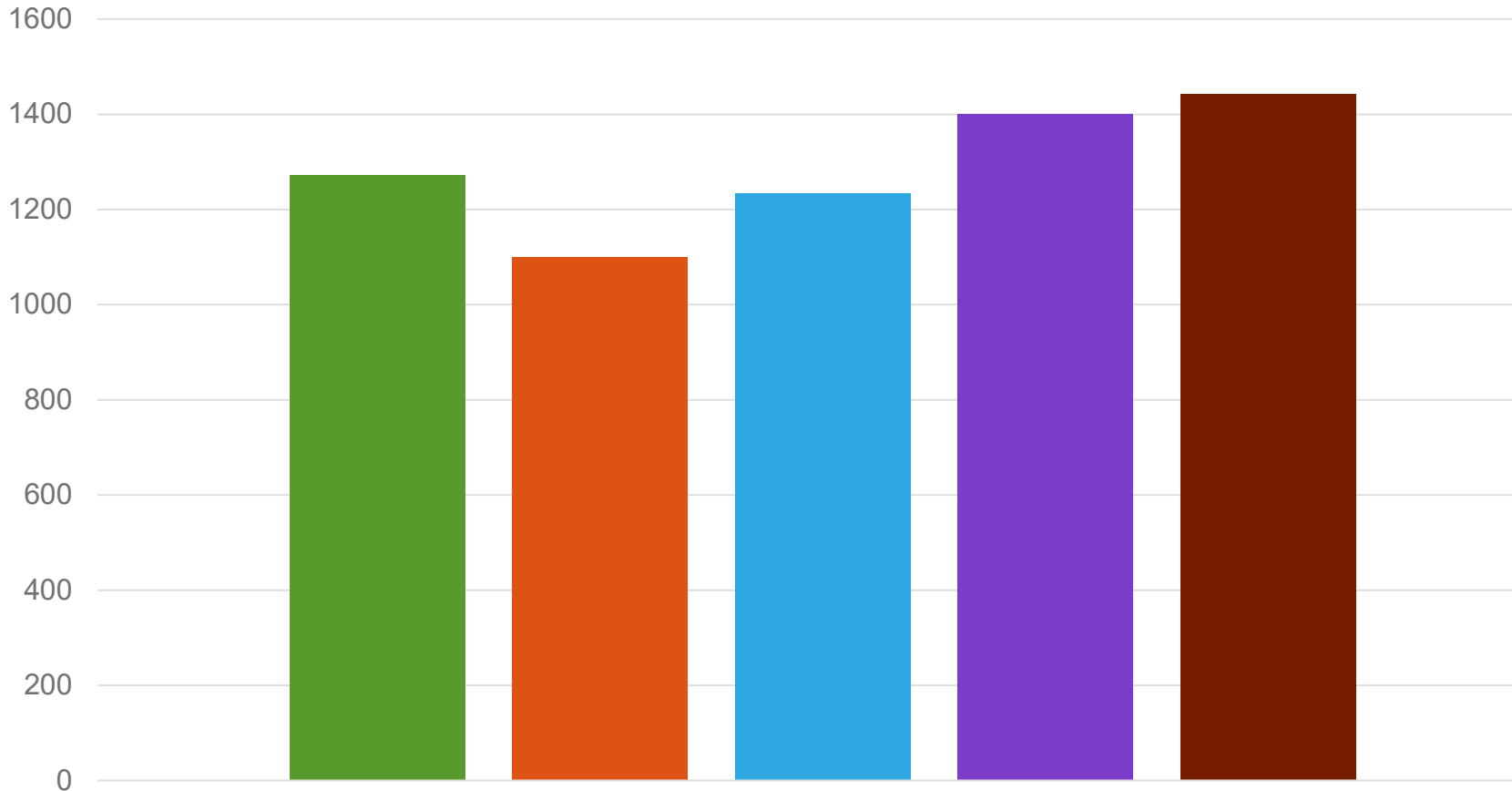
Durham PreK Funding and Seat Capacity (2018-2024)



Note: Seats were reduced in the 2020-2021 school year due to reduced capacity due to COVID-19

Rate Comparisons

Current Monthly Preschool Rates at 5 Star Centers in Durham County



■ Current Subsidy Rate

■ NC Pre-K Rate

■ Average Private Tuition

■ DPK Rate

■ SY 2025 DPK Rate

Current Subsidy Rate	\$1,273
NC Pre-K Rate*	\$1,100
Average Private Tuition	\$1,235
DPK Rate	\$1,400
SY 2025 DPK Rate	\$1,456

Goals of Apprenticeship & Workforce Support

Supporting current educators, aspiring educators, and workforce development and retention



Design comprehensive supports for current and aspiring early childhood educators to earn higher degrees totally debt-free and grow in their careers



Actively recruit new professionals to the field, build interest in the profession, and create new/accelerated pathways into the field



Increase the number of early childhood educators who identify as Latine and are fluent in Spanish, in alignment with the Durham PreK Equity Plan



Meaningfully support partnering child care providers to recruit and retain highly qualified staff



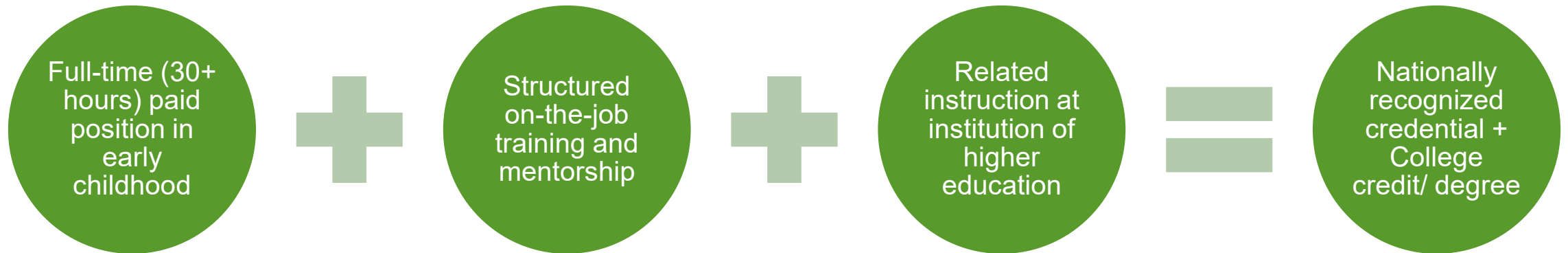
Scope of Program

- To build workforce capacity in Durham to provide high-quality early education and to support Durham's universal preschool effort, the program will support current and aspiring educators pursuing Associate or Bachelor's degrees.
- Intentional focus on supporting Durham PreK sites and educators, but also open to any licensed sites in Durham.



Apprenticeship as a Workforce Development Strategy

Basic Components



Progressive Wage Increases based on Achievement of Milestones



Supporting Organizations/Agencies

- Registers apprenticeship programs
- Supports program design to align with labor standards for apprenticeship

ApprenticeshipNC



- Statewide funding resource to support early childhood apprenticeship programs
- Offers financial resources to apprentices, mentors, and employers

Building Bright Futures



- Provide related instruction for apprenticeship programs, leading to academic credit and college degrees at the Associate and Bachelor's level
- Provide academic advising

Community colleges & university partners



- Statewide: TEACH Early Childhood scholarships available to support apprentices/employers
- In Durham: Sponsoring apprenticeship programs

Child Care Services Association



DURHAM EARLY CHILDHOOD EDUCATOR APPRENTICESHIPS

Your path to better pay and a free degree

Benefits of Apprenticeships for Early Childhood Educators

How can an apprenticeship program support me in my early childhood career?



Free College Degree

Tuition & books 100% covered!



Better Pay

Wage increases & completion bonuses



Better Support

Paired with mentor teacher & cohort



Better Skills

College coursework aligned with on-the-job learning



Plus: Flexible Resources

Support for transportation, technology, and more available



Key Benefits for Employers

- ✓ **Salary reimbursement of 50% of wages for apprentices** pursuing up to an Associate Degree (Reimbursement from Building Bright Futures, state-funded program)
- ✓ **Improved pathways** for teacher recruitment and retention
- ✓ **Increased opportunities** for staff advancement and leadership development
- ✓ **Reimbursed for paid release time** by T.E.A.C.H.
- ✓ **Stipends and free professional development** for mentors



Collaborative strategies for Latine participant recruitment & comprehensive support

- **Collaborate with El Centro Hispano, LEAP, and current bilingual educators** to recruit and support participants in cohorts
- **Develop low-barrier opportunities** for community members to explore career ECE pathways
- **Promote Spanish-language courses** available in Early Childhood Education at Durham Tech
- **Collaboratively provide holistic, person-centered support** to smooth enrollment processes and promote college success for English Language Learners
- **Recruit Family, Friend, and Neighbor (FFN) providers, parents, and other community caregivers** who have an interest in a career in early childhood education, and support degree attainment and compensation growth
- **Applied as a collaborative to participate** in National Early Care and Educator Workforce Center Communities of Practice to develop/hone strategies



Teacher Compensation Support Payment

DPK Teacher Salary Policy

- Lead teachers with a BK license must be compensated according to Durham Public Schools' (DPS) certified teacher salary schedule.
- Lead teachers working toward a BK license or holding an Emergency BK License or a Temporary Permit must be compensated at 0 years of experience according to NC Department of Public Instruction's salary schedule.

Teacher Compensation Support Payment Policy

- Paid monthly to help offset the cost of teachers' salaries for those compensated on the DPS salary schedule
- Based on a graduated scale which takes into account the monthly salary and teachers' years of experience

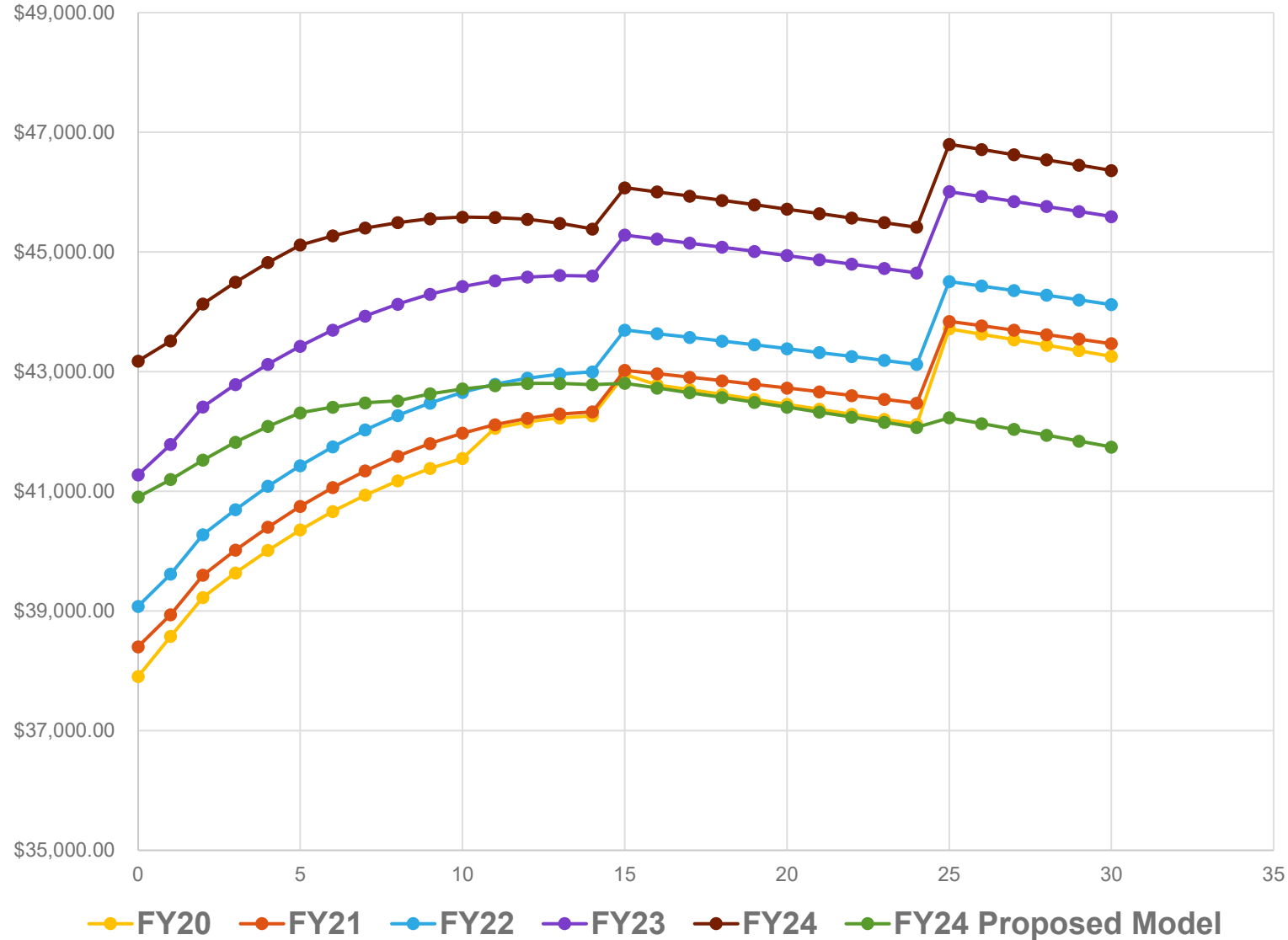
Teacher Support Payment Scale

Start at 10% of total salary at 0 years of experience

- 1% increase at 1 year of experience
- 1.5% increase beginning at 2 years of experience
- 1.3% increase beginning at 9 years of experience
- 0.3% increase beginning at 16 years of experience
- 2% increase at 25 years of experience
- 0.3% increase beginning at 26 years of experience

Impact of Support Payment Scale

Amount of Teacher Salary Providers Responsible For



- Reduces providers' out of pocket cost regardless of teacher experience level
- Better incentivizes hiring the most experienced teacher available





www.durhamprek.org

For questions about Durham's goals and program, contact:

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Durham PreK Project Lead
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For enrollment assistance call
[1-833-PREK-EDU](tel:1-833-PREK-EDU) ([1-833-773-5338](tel:1-833-773-5338)) or
visit our office in the **Jim and Carolyn
Hunt Early Childhood Resource Center,**
1201 S. Briggs Ave. Durham, NC 27703