

**MINUTES
DURHAM PUBLIC SCHOOLS
BOARD OF EDUCATION
March 23, 2023**

Durham Public Schools Board of Education held its regular monthly meeting on Thursday, March 23, 2023, at approximately 6:32 p.m. at the Fuller Administration Building, 511 Cleveland Street, Durham, NC 27701.

Board Members Present: Bettina Umstead (Chair), Emily Chávez (Vice Chair), Natalie Beyer, Jovonia Lewis, Millicent Rogers and Alexandra Valladares.

Administration Present: Pascal Mubenga (Superintendent), Dr. Nakia Hardy (Deputy Superintendent of Academic Services), Julius Monk (Deputy Superintendent of Operations), Dr. Alvera Lesane (Assistant Superintendent of Human Resources), William “Chip” Sudderth III (Chief Communications Officer) and Tanya Giovanni (Chief of Staff).

Attorney Present: Rod Malone

Recorder: Nicole Smith, Board of Education Executive Assistant

Call to Order:

Chair Bettina Umstead called the meeting to order and asked for a moment of silence. Board members also commented on the gun violence that has affected the school district and community.

Spanish Translator Present:

Interpretation services were provided by the DPS Multilingual Resource Center

3. Celebrations

- **Students of the Month**
 - Chloe Daniels, Durham School of the Arts
 - Cameron Bradley, Early College High School
- **DPS Teacher of the Month**
 - Alec Virgil, Social Studies Teacher, Neal Middle School
- **DPS Employee of the Month**
 - Tosh Keith, EC Instructional Assistant, Y.E. Smith Elementary School
- **SPARK recognitions**
 - Sarai Jimenez, Human Resources
 - Estefania Kanyinda, Human Resources
- **National Board Certified Teachers**

William Sudderth presented a \$250 scholarship to each Student of the Month on behalf of the Ravin Foundation.

New board member, Jessica Carda-Auten took her oath to office representing District 3. Luvenia Foster presented the oath.

4. Superintendent Update

Dr. Pascal Mubenga opened his remarks by commenting on the gun violence affecting the school district. He shared that safe refuge and mental health supports are being provided. Gun violence is a nationwide epidemic and he invited the community to help with serving our students overcome the effects. Thoughts are prayers are with the families that have been affected by the tragedies of gun violence.

He encouraged everyone to support the Teacher Art Gallery event hosted by the Durham Arts Council, downtown Durham and will continue through May 5, 2023.

Rogers-Herr Middle School was recently named A School to Watch. It has been on this list since 2008 and he thanked the Principal, Dr. Kecia Rogers and everyone at the school for their hard work.

He congratulated the Northern High School Culinary Arts staff and students for being selected as a finalist in the 2023 Junior Chef Competition and will find out on March 30, 2023 if they advance to the next level.

5. Agenda Review and Approval

Millicent Rogers moved that the agenda be approved as presented. Natalie Beyer seconded, and the amended agenda passed unanimously.

6. Board of Education Meeting Minutes dated February 23, 2023

Natalie Beyer moved to approve the minutes dated February 23, 2023. Alexandra Valladares seconded, and the motion passed unanimously.

7. General Public Comment

There were eighteen (18) in-person public comments. Each person signed up was allowed three (3) minutes to speak.

Debra King
Vanessa Barnett-Lord
Jenny Coldren
Sunny Hiraldo
Robert Johnson
Rachel Owens
James Barnes
Jessica Schaefer
Larry Williams
Rann Bar-on
Volker Blum
Elizabeth Jones
Michelle Burton
Sarah Dawson
Millie Rosen
Wendell Tabb

Shelley Rhudy
Turquoise Parker

8. Consent Items

a. Monthly Change Order Report – February 2023

Natalie Beyer made a motion to approve the consent items as presented. Millicent Rogers seconded, and the motion passed unanimously.

9. Operations Services

a. Superintendent's Proposed Budget for FY 2023-24

Paul LeSieur reviewed a PowerPoint presentation that detailed the following:

- ✓ Enrollment Trends and Projections
- ✓ Enrollment Projections and Budget Impact
- ✓ Budget Request Highlights
- ✓ FY 2023-24 Local Funding Request
- ✓ Budget Summary by Purpose
- ✓ Budget Summary by Object (Personnel and Non-Personnel)
- ✓ DPS Personnel Summary
- ✓ Budget Calendar

Board members shared comments and questions regarding the following:

- Looking into possible EC staff supplements and information on any other positions in the district that receive a supplement (differential pay)
- Will the \$8 million dollar fund balance be adjusted based on inflation and economic increases. Paul LeSieur advised it will be increased a little more (approx. to \$9.5 million)
- Taking a deeper look at available funding to assist with offering more support for the EC and ESL students.
- Community engagement and summer programming to keep focusing on some of the more vulnerable student demographics.
- The collaborative work with the county is appreciated. There is a need for the state and county to be more aware of the need for additional funding to support recruiting and retaining qualified staff.

- Suggested working on implementing paid parental leave.
- Research what the outcomes would be if differential pay were offered to EC staff. In comparison to other counties with this benefit, are the number of vacancies lower? Better staff retention?
- Requested details regarding the number of staff who remained employed by the district after receiving the retention bonuses previously distributed.
- Where is the district as it pertains to using ESSER funding to bring in more mental health supports? Paul LeSieur provided estimated costs for ten (10) positions (salary and benefits).
- Desire to continue conversations with the county regarding the needed positions and sustainable funding for them.
- Organize a “trip” to the General Assembly (Raleigh) to talk with legislature about the district’s needs.
- Reviewing a list of the positions that will be phasing out in 2023-24 and if there are plans to put supports in place to fill in the gaps and adjusting the workload.
- Conversations about staffing changes in the schools will be conducted in the upcoming allotment meetings with principals and will be treated on a case-by-case basis.
- Developing a comprehensive report for the BOE to review regarding the vacancies. Create a strategic approach to addressing positions that were not filled and possibility advocate for something different.
- Budget Hearing will be on April 6, 2023 at 5:00 p.m.

Jovonia Lewis made a motion to approve the Superintendent’s Proposed Budget for FY 2023-24. Natalie Beyer seconded, and the motion passed unanimously.

Action Item/Follow-up:

Dr. Alvera Lesane to produce report showing the number of staff that stayed with DPS after receiving the retention bonuses.

Nicole Smith to post notice for the upcoming Budget Hearing.

10. Closed Session

At approximately 9:33 p.m., Natalie Beyer moved to go into Closed Session for the reasons stated on the agenda. Alexandra Valladares seconded, and the motion passed unanimously.

11. Reconvened Open Session

The open session reconvened at approximately 11:17 p.m.

Board of Education
Regular Monthly Meeting
March 23, 2023

12. Human Resources

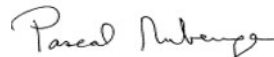
Natalie Beyer moved to approve the personnel reports dated March 23, 2023. Millicent Rogers seconded, and the motion passed unanimously.

13. Adjournment

Having no further business, the meeting adjourned at approximately 11:18 p.m.



Bettina Umstead, Chair
Board of Education



Pascal Mubenga, PhD
Superintendent