PUBLIC SCHOOLS OF ROBESON COUNTY

Board of Education Meeting - Hargrave

Summary of Minutes

July 14, 2020

The Board of Education for the Public Schools of Robeson County convened in a regular scheduled meeting on July 14, 2020 – 6:00 P.M. – Central Office – Virtual Meeting

Craig Lowry, Chairman

Mike Smith, Vice Chairman

Henry Brewer

Dr. Linda Emanuel

Brenda Fairley-Ferebee

William Gentry

Vonta Leach

Randy Lawson

Terry Locklear

John Simmons

Dwayne Smith

Also in attendance were: Superintendent Dr. Shanita Wooten; Dr. Robert Locklear, Karen Brooks-Floyd, Melissa R. Thompson and Jennifer Freeman, Assistant Superintendents; Erica Setzer, Chief Finance Officer, and Attorney Grady Hunt.

**ORDER OF BUSINESS**

1. **Call to Order:** Superintendent Dr. Shanita Wooten

2. **Invocation:** Ms. Brenda Fairley-Ferebee

3. **Election of Chairman:**

Superintendent Dr. Shanita Wooten opens the floor for nominations for election of the board chair.

There was a motion and a second to nominate Mr. Craig Lowry as Chairman.

Mr. Craig Lowry was elected Chairman for the 2020-2021 school year. Mr. Lowry thanked everyone for his or her vote.

4. **Election of Vice-Chairman:**

Mr. Craig Lowry opened up the floor for nominations for vice-chairman.

There was a motion and a second to nominate Mr. Mike Smith.

Mr. Mike Smith was elected Vice-Chairman for the 2020-2021 school year.

5. **Adoption of the Agenda:** Chairman Craig Lowry. The Board approved the revised Agenda.

6. **INFORMATION ITEMS**

**A. Health Update**

Mr. Bill Smith, RCHD Department Director gave some information on the COVID-19 North Carolina has had eighty nine thousand four hundred eight four cases. Robeson County has seventeen hundred and eight with deaths of fifteen hundred – state and Robeson has forty-six deaths. If mirror the state we should have about 894 cases so at 1,785 what you would expect normally at the death side we would only have 15 but we have 46, which has tripled the deaths. It has impact us more than other counties if you look at the health rankings, which goes out every year. We typically set at the bottom every how you want to read it #100 and we have been at 98, 96 move back but it really does not matter if we are 90 or a 100 or 80 those are all bad counts in that county. Our problem is that we are the only county 80 and above have the population small counties like, Scotland, Bladen. We have a lot of people disease and it would be a lot harder for us to change the total population. If you look at it healthy outcome we are 100 that include many premature deaths with do not have life expectancy of other counties. In that area, you have three times the percent of children and poverty of other countries. We have 2 ½ time more single parent families we all know that moved just a little bit only 38% percent of the population receive the flu shot. If you watch TV, the big redeeming feature is that when they get a vaccine for COVID-19 what we can save about 1/3 because about that time 2/3 of people are going to treat it like a flu shot and not bother to get it. That is certainly not going to be it so we are going to look at the mask and distance for some time. If you look at what conditions COVID-19 exasperated in sickle cell, obesity, diabetes Type II, I think we just describe Robeson County. Secretary of Health sent fifty percent to North Carolina as underlying causes for COVID. I say Robeson County probably at 2/3 – 67%, so we are going to have problems here base upon the fact that we have all these underlying conditions. Ms. Beth Rowell, Director of Nursing gave some details about starting back to school and the challenge ahead in our county. The big things wash, weight, wear – I would like to commend everyone for having their masks on tonight that is one of the big things, that making sure everybody in the school system when school start back to school that they wear a mask at all times. You know that you are dealing with children so they are going to wear them around their ears and around their nose and they are going to try to take over everybody else. That will be a challenge even adults that we see them have them pull down below their nose and they constantly touching their mask. What are you doing when you constantly touching your mask if you been with somebody that spreading germs to your mask. The purpose of wearing a mask is to keep those germs from entering in your mouth or nose, but you constantly touching your mask then you are getting those germs on your hands and you touching everything. Ms. Rowell said that waiting the distance six feet apart how many children are really going to know how to do that. It will be a challenge she said for the teachers, and the school system to make sure that this happening especially frequent handwashing that is encouraged. A couple of things that we talk about on the phone calls this morning, when we spoke with

Ms. Stephanie Locklear, School Health Nursing Supervisor for PSRC and several others today and one of the question was what if we have somebody that is sick vary scenario if a teacher sick then they need to go home. This process will need to made simple for them to go home knowing that teachers will come to school with running nose and sniffers and I just got a sinus infection. I really need to be there today if they are sick, they need to stay home. If students is sick, they need to stay home and they do not need to come back until their symptoms have improve. This process is going to be a Human Resources challenge what do we do we these, making sure that if they have a positive result what that means for their classroom and those that are six-feet or not within the six-feet combines. Students that are sick making sure they go home, it is going to be a momentum challenge to screen everybody temperature every single morning. Before they go to school do their temperature screening and it is not enough to screen you need to ask questions. Ms. Rowell said that she did not envy you all the hard decisions that you going to be making in the next month. The Health Department is here to support you, and to understand that with this population it is very important if they are sick or have been expose to somebody by a child or teacher been expose to a positive case but they do not feel bad and there at school. They do not need to be at school even if they are not having symptoms if they have been expose to a positive case. These are questions that have come up day after day when the Health Department. We gave our numbers today to make sure that all of these questions and concerns we will be glad to talk through those various questions. The guidance changes daily so what we tell you today may call in three days and the guidance has change that is not a Health Department change that guidance we follow directly from CDC and the NCDHHS. Whatever their guidance is at the moment is what we are going to go by. Mr. Brewer, School Board Member said that in the governor speech today they gave the pediatrics board member said that children with lesser age was lesser apt to catch the COVID-19. Being that there less susceptible and they were encouraging students best learning technique is face-to-face. Does our county echo the same information? Ms. Rowell replied we do our respond numbers are shown that a small percentage have been children under the age of six – number 150 children under age seventeen. Ms. Beth said that we do not know what it is going to do to younger population because they have been at home. Most people have kept their children in I spoke with a woman today and she stated that her child has not even been to the grocery store since April she has not been anywhere. They have not been expose as much as the older population that is one thing to look at how it is going to affect when we put them all in a group in a class.

Mr. Vonta Leach, School Board Member asked a question do you think it is safe to send our children back to school here in Robeson County what is your opinion. Dr. Robin Peace, President of Medical Staff Southeastern Medical Center said that she has been practicing family medicine here in Robeson County for those of you who do not know me over twenty years. I have devoted by medical career to this county even though I am from Granville County Robeson County has embrace me and I am grateful that I have been place here. I absolutely, unequivocally do not feel that it is safe for children to go back to school at this time. Dr. Peace mention that she had spoken with the medical leadership for Southeastern Health and they are in agreement with me. We are taken care of the patients that are infect with this virus. I realize that they are many issues regarding rather or not children go back to school. I see the parents and grandparents I know that parents need to work I know that children get their best meals some of them from the school system I get all of that. I am a healthcare provider and I hate seeing people suffer and I would hate the notion that a child would go to school and contract the virus and bring it home to parent or grandparent and that person get sick and possibly died. I hate the notion that teachers are already stress in trying to education our children but now they have the fear of getting sick and succumbing to this invisible enemy. The symptoms are so broad there are some adults that all they have is fatigue. I just saw a patient a couple of weeks ago she thought she had a sinus infection. She has a history of chronic allergies many of you probably do she had no cough, fever and two minutes after she saw me that is when she was contacted that she tested positive that is when she lost her taste and her smell. She never had a fever so it is like a thief in the night and I think that because it has not hit us like other states like New York, Florida, Texas and California we have this constant of security that it is not just going to come on us. Dr. Peace said that she was worried I been praying, I am concern and so grateful for the opportunity to speak to you today because I just think it is the wrong time. If we had done a better job, we done a good job but there are a whole lot of people amongst us that they do not subscribe to the mask. Dr. Peace said that she had people coming to my office that do not want to wear a mask. Even though they are not wearing it they wearing it to protect me. They want the medicine but they do not want to wear a mask in my office. I think it is impossible to be able to think that our children are going to keep a mask on their face, stay six feet apart, in the schools that we have in this county I am concern I appreciate the opportunity and I table any questions. Mr. Craig Lowry, Chairman mentioned to Dr. Peace and Mr. Smith I think you mention about the low percentage of children that you dealt with. Our working population is age 21 to 65 that works in our schools. The majority of the other people that we dealt with can you talk about that age group. What kind of numbers there are you seeing? Mr. Bill Smith said that the most common group that has the coronavirus he said is the age of 25 to 49. They are far the most and they are the most active that you would expect that really and some ways they are the most caviler. If they are healthy enough they will survive they will move on. Then they will move it on to their grandparents or parents. Dr. Peace said there is many asymptomatic spread that is happening. It is just as if you said things are ever changing there doing studies but there are a lot of people amongst that they have the COVID virus and they do not have any symptoms so they are giving it to someone else that is not just children.

Yet that can be children but there are adults that is also infect with the virus and they are asymptomatic for a period and which been shown to be their infectious time. It is just prior to them getting, the symptoms that would warrant, any testing many of patients that I see has no fever the entire time. Checking the fever to is something we do so we can say we are doing something. In my opinion, I do not think checking a fever is going to slow the spread and it certainly would not make me feel comfortable as an educator just because you are checking temperature of my students and they are asymptomatic. It is concerning to me because we are the sickest county or one of the sickest county in this state. She said that she think that every county needs to look at their population the majority of us in the county have at least one that would make us much more likely to have serious problems with this COVID virus. I think that because it have not hit us like other states that we just have to a small sense of security that is not going to come down on us. Dr. Peace said that she was concern as I think about the not only the teachers but the cafeteria workers, custodian, anyone that is involved in our schools system. Those are people that are older she said when she think about it I have a lot of patients that work within the school system they are the one that has a lot of these COVID identities that leads to being really sick and contingently dying. Dr. Peace said that it is like Mr. Smith said when we look at the percentage of people that have died in our county compare to the numbers that have tested possible we look at other areas like Wake County it tell the story that we are a sick county. I am here tonight because again I do not want us to regret making a decision that would lead to people dying unnecessary. I read someone analogy that you more likely to died, of a car accident than you are to die from the COVID virus. If you drive eighty miles per hour and do not wear a seat belt. Than you are pushing, the envelope to die in a car accident. If we do not, do the things that we need to do to help protect ourselves from this invisible enemy than we would most likely have more people to died, in our County? Mr. William Gentry, School Board Member asked a question to Dr. Peace and maybe Mr. Smith in your medical opinion what would be the optimum level in the infection rate that you be face to start school back. Dr. Peace said that I think that we need to see the trends going down and not up ok right now I do not know what it is going to be a month from now, six weeks from now, to months from now. We are seeing an increase in hospitalization. Dr. Peace said that she was just speaking to one of the staff at the hospital and our ICU was just about at capacity. We have floors in our hospital that is devoted to taken care of COVID patients. Our hospital system have not been overwhelm to date but opening of the schools and potential for that being an continuing increase in numbers that is what it always been about. Eventually a lot of them are going to get the virus I acknowledge that but too many of us get sick at the same time than we are not going to be able to take care of you. Dr. Peace said that there is not going to be a hospital to transfer you to if things got bad, as they have at some of the states. You just do not close a state back down as some states are going without things, being bad do not want that to happen to us here in Robeson County or in North Carolina. Dr. Peace said that she think the trends need to go back down in the other direction. We see a steady at one point but they are beginning to rise again. Why is that because of Memorial weekend, July 4th weekend? Young people want to be out and it get it but unfortunately, that is one of the things that got out of control is because they go out, they go to the beach, churches are opening back up and I think that is a mistake. Dr. Peace said that is anyone congregating if not all you have on a mask I would not be in here tonight. She said that she was trying not to get it and that is what I am preaching to everybody. You ought to try not to get it and I do not want to be the reason that somebody else get it. There are a lot of grandparents in this county that they are raising their grandchildren and so they are terrified of the school opening back up to answer someone question they are very afraid about that. Ms. Tracy Jones, Communicable Disease Nurse said that this is a horrible feeling to live with that they feel like they is the reason why the individual died. Once again, they were not having symptom they thought they were fine and they thought it was fine to be around their family member and now they are dead. Ms. Ferebee said that was the reason why I ask a question because being a first responder working with a lot of facemask, Clorox and whatever we can do. Ms. Ferebee also ask what more do you think we as a board member can do to help with this. I know we cannot make them wear a mask but I know we can continue to advocate for it. What else do you all do that we need to do as a Board Member?

Ms. Tracy said that you could make people wear a mask. I believe that a lot more business and employers need to enforce that. Just put a sign up on the door at Food Lion you wear a mask. Ms. Beth was saying when people not wearing their mask properly without creating the worker space there is really nothing else we could do. You are cleaning as much you can clean, you monitoring people and again about the temperatures, most of the COVID cases do not have fevers but screening temperatures if you got a fever regardless of what it is from you do not need to be school. That is my take on the fever I do not really think it is a good track for COVID but if you running a fever regardless of the reason you do not need to be at school. As far as anything else unless some new science comes out I think we are doing all we can do at this point other than keeping these children out of the schools and off the buses. Ms. Beth said if you use social media your platform on Facebook school board Facebook push the washing of the hands, the wearing the facemask, the waiting, the social distances. If you really keep, putting that out there if people hear it enough and they start seeing more and more people adhere to that then some will follow it suit and do the same. So leading an example you be the example, you are the school board you carry a lot of influence in the community people look up to you because you are the school board. Ms. Beth said to wear your mask and sat an example Dr. Peace replied.

Ms. Erica Setzer, Chief Finance Officer had a question concerning testing, do you also have the same concerns if schools where to go back that Robeson County can handle amount of testing that have been done at that point. Would people who are asymptomatic and we had a child that test positive that had symptom than the whole class had to be tested and most of them do not have symptom can or are they able to get a test or would we just have to stay in a cycle of guarantee with those. Ms. Tracy said that she do not think we have the capacity because in all of the literature it tells you everybody should that is the recommendation, but the asymptomatic people should be prioritize. If you get to the point that you have more symptomatic people not just in that classroom, as a county there going to be prioritize for testing. You may not have enough and a numbers increase across the nation there are a lot things that go in the laboratory for those testing. Our hospitals is fortunate to be able to do testing in there. They do not have the proper cassette and equipment it may take 7 to 8 days if you have to send that test out. Ms. Tracy said so when things are running smoothly yes you can get your test results in a timely manner. You can test people but if other areas are, increasing higher than we our resources may be pull from our hospital and given to another state or another hospital who is having more increase than we are. There is nothing that we can do about that Dr. Peace said that they are capacity of the test absolutely. In the beginning, it was taking up to ten days for people to get tested results back and then they really picked it up with the capacity we were getting results back sometimes with twenty-four hours and these where not send out test. This was before the hospital starting testing. We are back at 5 to 8 days to get test results back from these send outs. Dr. Peace said that she think it just speaks to the number of test that are going to these companies that are putting out the results. Ms. Tracy said that a lot of the easy test these drive through they are not doing children. The school age children that is a gap we are missing with our children. Primary care clinics do not test children under a certain age. So if schools go back in that is something that needs to be look at by our medical community as far as testing. Hospital clinic that test they do not test under two. Ms. Beth said that the Health Department test but we do not have a large capacity to do our numbers are smaller than what we need. Mr. Bill Smith said what else add to that burden is for every positive case you have employer that requires two negative. We had some individuals that had to be tested nine or ten times before going back to work. Dr. Emanuel said to Ms. Erica that question you ask is on page 19 that addresses those questions that you ask in the guidebook the recommendations of what to do. Mr. Brewer said who absorbs the cost on these test and how much does it cost to get a test. Is it insurance companies or state or federal government doing that. Ms. Beth said that some companies are paying for it and some places are paying out of pocket, some are donate and some get reimburse. Mr. Craig Lowry, Chairman said to let him make a comment because of the way you folks are seating there are hands on the side that you might cannot see, so just if you have a questions, please raise your hand. I will ask too that you direct it to the Chairman, and let me recognize you so we can get the question ask in order of the people that raise their hand and then you direct the question to whoever is up there. Ms. Ferebee said that she is not for children to go back to school but this is my opinion board members only I believe that if we were to go back to school in August or September and the numbers are still high I think we shall have to absorb that cost. That is by opinion ok because if someone test positive for going to our schools staff or student. I believe not only we do not know where it comes from and they take it back home. There could be sick parents and we need to keep up with the tracking and there is no way we can do that. Mr. Terry Locklear, School Board Member said what is your thoughts on our capacity to possible do the pulling of samples and testing that way, Ms. Tracy said that is a laboratory as far as pulling samples. Mr. Terry said do you think that is a possibility for our schools. Dr. Peace said that just broadly test is that what you are saying. Mr. Terry said taking many samples and putting them in the same depository and just testing the depository versus given out individual test. Dr. Peace said that she think it is possible. Mr. Dwayne Smith, School Board Member mention that he had been listening since and guys we are getting it straight from the people we need to hear it from. You do not need to wait for a governor to wait two weeks and I know everything depends on the governor. There is no good in trying ok, what about all of these test listen it is cut and dry. Mr. Dwayne Smith, School Board Member said what we need to do as a board is High Schools is ok I think this is a social session that where we can all talk about it if you guys could help us with this right here. First of all they can do Zoom, Virtual High Schools can do that correct so High Schools are ok is that right Dr. Wooten will that be ok to say. My concern is K-8 and what we need to do and I am telling you this is going to be a year right now parents, custodians anybody and everybody is going to have to be aggressive. Do not want to the hear well my child is this - listen even though this is going on and we get it. Health is more important than education right now. We still have to find a way to educate these children here K-8 there is going to have to be a lot more sacrifices for parents, teachers, custodians and everybody. This is unusual and everybody is going to have to step up to the plate. Right now you got K-8 that you pretty much cannot do virtual with K-8 listen we live in Robeson County I am not beating up Robeson County I have been in this county all my life. You have some parents that cannot help a kid out of third grade level. I am not saying that in a bad way but I am just saying this is real and K-8 everybody and we as board members. Dr. Wooten and all the staff we have to come up with a way that are feasible. This is what it is but K-8 we have to find a way to help educate these children.

Mr. Dwayne said that he can go on and on we can talk about testing, we can talk about it for two more hours. It is plain and simple it is here and it is real there is no good in starting back to school you just heard it. What we need to do is find what we can do to be more aggressive and what we need to do for these children K-8. Mr. Dwayne said how that sound to you. Dr. Peace replied that she agreed 100%. She said that she would be willing to step up and help and somewhat I would write a check to help to support children in K-8 like you said and I believe there are other people in this county that would help and be willing to step up to support our community. Mr. Dwayne said I think that were we have to have help in what do we do for K-8 and I am not beating up High School but I think we are ok in a High School. I think what we need to do we have to have this right here to have help ok where do we start or what we do to help these children in K-8. We have place in our county that does not even have WIFI, or computers so this is what I am talking about, listening this is just like I told a young lady today Plan B might work in Cumberland County but it is not going to work in Robeson County. What might work in Scotland County in Columbus County or Bladen and all of us right here together. This is where we have to be aggressive and I am telling you it is a touching situation simple because there is so much tension. Do you want me to tell you why the tension is because they are tired of many bottle up they have to get out? People have not been able to do this right here so we have to come up with a game plan to be ready to try to help these children. I do not have the answer sure do not but we have to be able in some kind of way to help start educating these children in a safe fashion it does not seem to be in school right now. What do need to do to educate right now. Mr. Craig said do anyone have another pressing question on this matter because we can probably stay on it the rest of the meeting. I do want to thank Mr. Bill Smith and his colleagues along with Dr. Robin Peace. He said that he would like to thank each of you for coming out tonight. You gave us a wealth of information and I would like to thank you for your passion in what you because we can definitely tell you are passionate about what you are talking about I always love to see that. I am sure in the next few weeks or days, months we going to call on you again. With what we have to put together, Mr. Bill Smith. There are work sessions hear on Wednesday, Thursday and Friday and we are going to talk about this during our work sessions on what we are going to do. As board members, if you able to come out the time would be from 10:00 to 4:00 each day. If you are able to come out you do not have to stay the whole time if you can come out any time and sit in on what is going on and then we are going to follow up with meeting. Ladies and Mr. Smith what each of you have given us is very valuable and we are definitely appreciate you for coming out and doing this for us tonight. Mr. Bill Smith said that we have committed to coming over. Mr. Brewer ask I was wandering if it would be nice we could add these experts if they would be willing to come back by-monthly or monthly basis and give us a report. Mr. Craig said that we could do it, as needed their coming out tonight the call was made yesterday. They are willing to come on a short notification we will try to do it with a little more advance notice. Ms. Thompson said we did ask if they would participate in our work sessions. They are going to submit a schedule to us and they have agreed to come work with us some doing our work sessions.

A. **Staffing Update**

Ms. Melissa Thompson, Assistant Superintendent for Human Resources spoke on the following topics below:

* Return to Work Plan/Work Schedules
* Retirees (Certified and Non-Certified)
* Beginning Teacher Support Program

Ms. Thompson address the **Return to Work Plan** that we have enforce in Robeson County. For the most part, I met with Directors, Supervisors and Principals, those people that are head of departments and supervise other individuals. What I said to them was according to CDC our Governor and other guidance that we have we been encouraged to work flex schedules and when at all possible remotely. This is what we have enforce and we realized there are employees that cannot work remotely for example, the painter, plumber, bus driver, child nutrition. These individuals cannot carry out their duties and responsibilities from their home. Therefore, those people have come to work even with them working there supervisors have develop flex scheduling. They may be working two to three days a week and remote working the other days. They may be working several hours of the day and take turns with different shifts throughout the day. Ms. Thompson said that but for one person to get one order of practice for schedule is really impossible now because of the different departments require different practices. Human Resources the department that I work with I have staff that go in everyday some goes Monday, Wednesday and Friday other are there Tuesday, Thursday if they are an emergency they would go in another day because of the emergency. If I can carry out my duties at home by networking, that is exactly what I do and that is what my department is doing. There are days and situations where we actually have to go into the office because there are things that cannot do from home. Therefore, that is briefly, the way we have handled our Return to Work for the summer. Normally we work a ten hours four-day week and that is up to the supervisors, principals what would work at school with your employees. What will work in your department with your employees, because we all have different situations, rather it is childcare, taking care of an individual at home, and I do not have access to the internet in the location where I live so therefore, I would have to come into the office? I am not able to paint the classroom at W. H. Knuckles from by house. I have to go but where people have gone in and where they are going in we stress the WWW - Six feet apart, wear your mask, wash your hands. We had a department last week that we shut down completely because we had a positive case and we got scared. I spoke with the health department today to make sure we were doing the right thing before we brought all employees back. When those people who have come in contact, with a positive case those are the people who have to quarantine the fourteen days. Individuals that were expose to these individuals, who just came in contact, do not. Ms. Thompson said that today, she were told every case is different. Just because they told me how to approach this case does not mean that if something happen at the end of this week that I would approach it the exact same way. Guidelines may change tomorrow, or by Friday so that have open the door and welcome a partnership with Robeson County so that when we do have cases and when we do have issues please call and we will direct you what our suggestions and recommendations are. Ms. Thompson asked if you have any question on this topic of the work plan and work schedules. Mr. Henry Brewer, School Board Member mention how do maintenance fit in oh this, he indicated that he was hearing conflicting information about individuals being called and want report to work. There is a lot of maintenance concerns that could be taken care of and social distancing will not be an issue and I even been out to schools that I saw principals and vice-principals removing trees off of broken fences and maintenance people are at home. I see contractors on roofs and maintenance people are at home. Ms. Thompson said when your say maintenance that is very broaden. Within maintenance, they have their own responsibilities and duties so to see an Assistant Principal or a Principal cutting grass at their school may not be maintenance that we have at the warehouse. It is not out of the ordinary to see principals and assistant principals doing that kind of work because honestly we do not have the staff that we need to carry out those duties at the school level. Ms. Thompson mention that in this past year we talked about our overages but that is an area where we have the exact number of custodians employed that the state allows us as far as the formula but it is not near enough to carry out the duties that need to take place at the school level. I have also investigated a situation because I have heard too that their where individuals who were ask to come to work and they refused. Ms. Floyd and I worked on this together and talking to supervisors and directors at the maintenance level, they have no concerns with anyone that they have asked to come and they refuse. Ms. Thompson said that she also had that included in her virtual meeting with them that if anyone refuses please contact me as the HR person or let me work with you. Because I totaling believe that if you work and form long enough and form relationships with your staff they will help us. We have good people in Robeson County and I know they are willing to help us get these schools back where we need to be so that we can start when we decide to start. Ms. Thompson said to let her know anyone that refuse to come to work I will work with you and that employee. She said that not one individual has emailed, text or call her and said that an employee will not report to work. I know there have been talk in the community but no one as a director or supervisor has complain to me about anyone not wanting to return to work Ms. Floyd and I have investigated this issue because maintenance fall under her department and we have worked collaboratively together on that. Mr. Henry Brewer, School Board Member mentioned that maintenance employees could assist in sterilizing classrooms, desk. Whatever needed at the school level? Dr. Shanita Wooten, Superintendent said that is one thing we have to talk about with our return to work plan. When we talk about different areas that have not been coming in that is one of those things that you do not know if there are underlying illness or if they are caring for someone who is sick, if there are childcare issues. Even though some of them may be home, we do not know all the reasons why they may have to stay at home. Dr. Wooten said they we are working on the return to work plan earlier and additional duties in terms of cleaning and disinfected at this point will not just custodians if is going to be all employees. They are going to have to take that on but when we bring everyone back at a certain time that have to be in our induction program. When we do the safety training, OSHA, and spell out step by step what they are going to be responsible for and what the additional duties are therefore, they are no longer define to just one group. Dr. Wooten said that we are going to have to do some reorganization when we do have employees to come back. Dr. Linda Emanuel, School Board Member ask about pay and how long are we going to pay individuals. Example we do have cases like this that would say I do not want to come back to work because I am scared of the Covid-19. When will they began using their sick leave and other leave and when will we stop paying staff. Dr. Emanuel, that issue should clarified and what point will they be without pay in all areas.

Ms. Thompson said that we are at that point, as you know that the Emergency Leave that ended on June 15, 2020 and the only leave available at this point is Family First which is federal leave, and that will expire December 31, 2020. There are many steps to this but overall it gives one person eighty hours that is equivalent to two weeks if they have been in contact with a positive person or if they are experiencing symptoms. After those two weeks, they can apply for Family Medical Leave or use their personal days or sick leave. As you know with Family Medical Leave, you still use your sick leave days. Ms. Thompson said with that being said I do not know and no one have reported to me of anyone employee saying that they are not coming back to work and that I do not feel comfortable. No supervisor or director have reported to me that anyone person is refusing to come to work. We do have to start enforcing the eighty hours but right now we are working remotely when we can and we are using flex schedule when we can. Dr. Wooten said that we have been waiting for the state level to get some more directions in terms of the types of leave. We have asked those questions this morning so if someone have to self-quarantine the guys we sent home yesterday are they going to take their leave, what are we responsible for are we exposing them to certain liabilities even though they may be a safer option. Dr. Wooten said that those are all things that we have been considering day by day and we do have some positions that truly may not have anything to do right now but it is when we come back together this week and talk how can we use those employees in different ways so that we can provide support. Because we are going to need to enhance support and we can shift but that is something we are going to have to talk about this week per Dr. Wooten.

Mr. William Gentry, School Board Member asked a question following along with what Dr. Wooten said , and my question was how has the job descriptions and work plans change now that students and teachers are not at school but regular custodial staff. It is a big difference when coming to work and sitting around versus coming to work and having plan in ABC to do and you touch on that Dr. Wooten. Mr. Craig Lowry, School Board Chairman asked a question that we came home in March and we worked until the end of the year and he said if he was not mistaken all our teachers, TA, bus drivers, maintenance all received their salaries. Mr. Craig said that everybody have a regular work schedule minus Covid-19. Maintenance have one and Central Office and everyone included have one so my question is I have eight schools system here that they never stop working. Everybody is going to work basically, every day and that has occurred since March. Mr. Craig said that they might had stop a week or two weeks and the staff went back to work. I am not discussing March to May but summer employment he mention to Ms. Thompson that I heard you saying that this group is coming in and some coming other days my question is why have maintenance not reported work. Why have Central Office employees not return to work and others who normally work in the summer why are they not working now. Mr. Craig said that he understand if you have sickness and got to do things like that, but normally they work in the summer so if maintenance is ok they can social distance at a school and there is no telling what could be done this summer. On buses, bus garage the same way I think at the Central Office there could be social distancing. These folks coming back and our students coming back is too different things and I think that this part of about these folks coming back we need to address this regardless of what we do with students and get these folks back working and getting paid. A painter cannot telework at home so they go to work Mr. Craig said that he hate to say it like that and it sound ugly but my personal feeling is we need to get these individuals back to work to doing what they would do in the summer. Ms. Melissa Thompson said that most of them that are remotely working are doing what they would normally do in the office. Mr. Teal with his expertise and technology have connected people from their home to HRMS. They are able to connect to system like the one they would be working with in the office. We are also involved in screening new employees, which they cannot do from their home so they come in and meet with new employees to do the screenings and the paperwork.

Ms. Thompson said that our folks are working and carrying out the same duties that they would at the office except they are behind the computer at their home. They all have internet connection, Dr. Locklear may not and he had said that he prefer to go into work I cannot connect it is taking me all day to get and normally at work in fifteen minutes. Because he does not have the connection Ms. Thompson said what she have explain is it unfortunate, is it unfair it is the modern world we are going through and society were technology is a priority and that is what people are enforcing. Therefore, whatever the board decides if they say everyone goes back then that will be no problem. Everyone will come back but what we have been doing is trying to be as cautious and keep up with the CDC they are guiding our pathway forward and all of the other guidebooks and it said work remotely when possible. Use flexible schedule where possible and that is what we have enforce in our district. Ms. Thompson said that those people who cannot work from their home, the plumber cannot do their job from home. We have secretaries that are doing payroll who cannot do it from home but most of them are not working 8 to 4 everyday but most all of them are working 2 to 3 days a week or so many hours out of the week. Finance as well some people said that they never went home. Ms. Erica Setzer, Chief Finance Officer have said herself yes I had to enforce some flexible scheduling within finance. They did not work all day and everyday everybody. They were flexible schedules and they were remote work when possible. Nevertheless, I as your employee will be here when you tell me that I have to be here although I can work somewhat from home. Dr. Emanuel said that we cannot run a school system from technology at home we have to have a presence at the central office. I am saying it is not like a business like in a factory we are in public service to children and parents. We have to have a presence here at the central office. It is true Mr. Teal can connect everyone up but he cannot hook all the children up and the parents we cannot operate through technology as a school system totally.

Ms. Thompson said that it would be up to the board that if you need everyone here all day every day that you all can say I just letting you know what we have been doing and what we can do from home. Once we do open the doors, the next question would be would visitors be allow. How many and how do you control that. Are we equipped with the PPE that we need for the safety of our employees no we are not Ms. Thompson said. Mr. Mike Smith, School Board Vice Chairman, said that he could only speak for himself. Mr. Smith said that he hope know one feels inadequate, about being here and he understands that we have had a little push back. We need to meet and look at each other face and everything else but my position is that people need to be working every day just like we are right now they can social distance some come to the door if you want to check their temperature and they do not check out send them back. We do not have to have many visitors but people are looking at this school system as being employees. Mr. Craig said that he call several school systems and everybody is working. I can understand remote a little bit but I cannot understand it every day individuals need to be on the job site. I do not want anyone to get sick or died but I what everybody to be working. Mr. Henry Brewer, School Board Member mention that we are not prepare to take care of the specific needs. We need to sanitize or whatever needed but when we look at what is going on within the state there are other counties far ahead of us. They have already done this minor stuff, and have already decided and are moving forward. I think the fear is that Robeson County is at the bottom of the list and we are not doing anything about it. We are not showing any effort to move forward. Therefore, we have to start sometime, somewhere and as I have heard several mention, we have to have a presence we have to start sometime. Mr. Brewer mention that we need to learn to deal with the issues as they come if we are going to form committees to make decision on what we going to do and workshops this is something within thirty days we should have been working on. Ms. Thompson said that the public do not realized the work that been done behind the scene. They really do not know what the cabinet and the superintendent all those people that are at home working to hear you say we are not working or you want people to go to work and it is time for people to start working that hurts she stated. We have put in more hours than we would have at the office. We have worked harder for you all, the children, and the communities within this district and no one knows the blood sweat tears that we have experience within our homes. Ms. Thompson said that yes, we can be here tomorrow and every day after because I need my job. Ms. Thompson expressed that it really hurts and I can speak for the cabinet, superintendent and the other individuals that are at home. These individuals have not been sitting down and doing nothing.

Ms. Thompson said are their people doing that yes but majority are working hard trying to get a plan to get these individuals back to work and children back in school. I have teachers begging can I please I have to teach remote can I please just do it from my classroom. However, on the other side of that I have people saying I have childcare and I have a spouse, I got underlying conditions and all of these other things. They indicated that they have to stay home I cannot go to the classroom. We are in a classroom we put HR in that one little room and you have four people and when I test positive, the other three people have to go home and anybody they have come in contact. We had to shut a whole department down this past week. Are we prepared to seen a classroom home, can we afford substitutes when we bring these teachers back. Our central office, suppose we bring all the twelve months people in how many of them are going to be out before August 10th when we come back..

Mr. Craig said that Dr. Emanuel had her hand raise first. Mr. Brewer said that he wanted to follow up on the comment. Mr. Brewer said if he gave the impression that nobody is working from home that is not what I meant. Ms. Thompson replied it was not you. Mr. Brewer said that what I am saying is what is in place that is tangible that we can go forward with. Ms. Thompson replied and said that is what we are trying to share with everyone for the next three days. Ms. Thompson said no sir it was not to you but getting past the stage so we can get to work. Mr. Craig Lowry, Chairman said that people can telework I am going to take that everyone have been working. I know that you said that no one has call you I have people call me that some individual will not come to work. One of the cases is when they were moving into this building they would call maintenance workers to come help and they said no. I understand that they did not report it to you but I did receive calls. I am coming to work why are those individuals, not reporting to work. Mr. Craig said that the issue is on anything we are talking about here is not as much as the telework. I got my thoughts on that and I am not going to say to Ms. Erica or Ms. Jennifer that they are not working at home. The folks that do physical labor at a bus garage, or maintenance situation like that we have to do what we have to do to get those folks to work because they have not been. Mr. Craig said there are other individuals too but especially situation like that and I do not want individuals to get sick. However, at the say time when we look at what other people are doing they did to have them at work. Mr. Craig said that is what we need, to look at and that is where we as board members are getting beat up. I would tell you there was issues Friday passing our packets and you probably did not get a call but I did about an issue of passing out packets to the board members. There was issue with that you probably did not get a call on that as far as people not coming to work. Mr. Craig said that this is the reason we are asking these questions, we got this return to work, and talking about when are they coming back. That is where some of that is coming from so we will have to figure out what and when. Mr. Randy Lawson, School Board Member said that he is concern on that everyone in Robeson County knows where I work. It is mandatory now that you have a mask on when you enter the building and still I see employees with the Public Schools of Robeson County walking the aisles at Walmart and Lowes and their supposedly at home working. My situation is that as far as maintenance, hammer, and window, nails things of that sort physical stuff now would be the prime opportunity for two men to go to the school and get things done. There are many things wrong at these schools that normally be taken care of during the summer that have not been.

Mr. Lawson said that at some point in time we are going to have to postpone school to catch up from the summer work. That is what I am saying. My concern is that I have some of the same phone calls that were spoke about, I have people to come and approach me with it, and I am not talking about one but twenty or thirty of them. In reference to monies that where sent to the system dealing with COVID-19 they are getting nothing extra but others counties have paid out extra. Ms. Brenda Fairley-Ferebee, School Board Member mention that another concern was that some of our staff did not come to work because of being afraid. They are working in other location with other people with no mask. I have seen that and seen numerous people without mask. I felt like after getting so many phone calls about it I went to check it out. I do believe that should have already been cleaning our schools because that have been the greatest concern that I have heard from staff is the schools have not been cleanse get. Mr. Terry Locklear, School Board Member mention that it sound like maintenance is been missing a lot are we at a point now as far as county wide maintenance are we behind were we would normally be or we in line were we would normally be.

Ms. Thompson said that she has had no one to contact her and said that the staff is not coming to work and work is not being done. The only place that I know that we are short is the area of custodian at the school level and that is because they are only employed mostly as eleven months. There is normally one person right now at the school during the job of what three or maybe four staff do during the school year. One person we started last year and we were not allow to extend employment last year or this summer. Therefore, where there was three or four staff at the school level there was one-person man/woman and they are expect to wax the floors, clean the schools etc. We do not have the extra money to extend employment. However, yes they are at work if they are not they have not called me to say that a staff member is not at work and they refuse to come in. Ms. Thompson said that she cannot approach the complaint if she do not know names to approach.

Ms. Thompson said that they have not reported it to Human Resources. Ms. Brenda Fairley-Ferebee said to Ms. Thompson so you are saying that the reason the custodians and everything and maintenance have not started cleansing the school because there were no money. Ms. Thompson replied no, there is not a school where cleansing has not started. However, you do have one custodian the month of July that expected to do everything but no, they were supposed to be flex working since March. No custodian or maintenance person were supposed to be seating at home unless there supervisor told them to seat at home. Ms. Ferebee said reference to the CARES Package there was not any money period that we could have use, to bring back employees for cleansing.

Ms. Karen Brooks-Floyd, Assistant Superintendent said that the school have started their summer cleansing. They began their summer cleaning around April and May.

Ms. Ferebee said that she was notify, that the school has not cleanse. Ms. Karen said if they want extra COVID-19, cleansing that is a hold different conversation. Ms. Karen said to give her the specifics and we will check that out if it is a specific school.

Ms. Ferebee said that she had heard that it was all the schools. Ms. Karen replied that was not true, Ms. Ferebee said that she was saying what she where told.

Ms. Thompson said that she has some schools that are paying extending employment from PTA, donation monies. We have about four schools we have extended employment who had reached out and said Ms. Thompson, we have the money in our PTA funding and we have received donations can our custodian be extended for two weeks. We will pay them I replied yes, than I sent it to Ms. Erica Setzer, Chief Finance Officer and she would let me know if there is a reason why this person cannot work. We are working, the principals are working if there are principals you reached out to you and said nobody is working at their school they need to reach out to Human Resources and let me know. Ms. Thompson said that most of the principals was notify to work with your staff. I have another school who ask their principals to work the month of July to help get that school ready and be off the month of January. If you cannot figure it, please call, me and I will help you figure it out but they have not called me to help them. Ms. Karen Brooks Floyd said that Transportation are so far along that we are finished with all their summer work. Ms. Thompson said that Dr. Robert Guzman, Transportation Director said that they are way ahead of schedule. Mr. Gentry mention is it out of the guidelines to use some of the money that been appropriated through the CARES ACT to pay these custodian staff is that out of line. Ms. Erica Setzer responded that the CARES ACT you would have to have data to support everything you do in that plan and that money the carryover has not been release yet so we would not have access to those funds in order to do that during this month. That is something that I would assume Dr. Wooten and Ms. Jennifer Freeman would put on the agenda later on in the meeting. They are going to talk about but you have to have data to support that need and again just the timing when those funds are going to be release because of being federal but cash will not be release yet. Dr. Emanuel said that Ms. Melissa you agreed to say that you are willing to do whatever to work but we do need a presence and I am sorry if you are upset but we need the presence at the Central Office.

Ms. Thompson said that she was not upset but by talking to Ruben Reyes, Associate Superintendent for Human Resources in Cumberland County they are still not back to work. I have to talk to Bladen, Moore and I have done some research. Dr. Emanuel said that excuse me but this is Robeson and I think we need to come to work for my opinion and if there is a vote that is my vote. Ms. Melissa Thompson yes and I am not upset I am at the mercy of the board to do the job that I was put here to do. However, we are trying to take care of safety first for our employees because we do not want departments going home all at the same time. Dr. Wooten mention if we could we have composite information if you would just give us tonight than I put a list of the twelve months employees, eleven months employees and ten months employees. We will talk about which one could possible still telework, if there are underlying conditions we can look at accommodations, modifications. If they need to work remotely, but we have it together and can send, it tonight as soon as I get home but this is the kind of information that we can look at and come up with a hard date in terms of when they need to show back up in the buildings. We can categorized so that you can get a better understanding of it Dr. Wooten said. We can began with that first thing in the morning if you like too. Nevertheless, we have the floor work that is laid out somethings that have to take place before PSRC can bring everyone back safety and we can provide that to you and let you look at that. Dr. Emanuel said do you mean the central office

Dr. Wooten replied yes this is just tentative I have different groups of employees coming in different times. Dr. Emanuel said if they continue on, with that they could never come back if Covid-19 continues. Dr. Emanuel said that she have some questions concerning we might have to say specifics because I have some questions that would bring up people so, Dr. Wooten said that she can send this document to you. If there are issues duties and reassignments, telework, high-risk childcare and we cannot provide accommodations, modifications and assistance that is when Human Resources began to talk about different types of leave needed to me taken by employees. There are systematically and there is a checklist for different groups of employees. That is what we need to communicate as a board/district and give a date on when we are to come back. We need to follow up and those that cannot come back that is when have to take it to another step and decide what we are going to do and can we use individuals in other areas of the Public Schools of Robeson County. So we want need certain jobs, positions we will need more of certain others and that is just something we will need to talk about if we decide to go stringent to Plan C or Plan B than it is going to require staffing options and requirements in terms of Human Resources. Dr. Wooten said since we have some directions from the state we can decide together base on just by local needs in Robeson County than we can talk about what we want to see happen in the school system. Ms. Ferebee ask Dr. Wooten when do you thing the cleansing will start taking place in our school system. Dr. Wooten said that we have issue gong on we have everyday jobs and our Covid-19 jobs. So we have summer cleaning with the routine summer maintenance than we also have other things that will come into play once we bring individuals back so you are going to have regular maintenance and then you are going to have disinfecting sanitizing and others when we have cases and outbreaks at our schools. I think we are behind right now in term of summer cleaning, if we were to open on August 17, 2020. Last summer is when we could not do extended employment we did not have individuals working in July and we still got it done because we had feeder schools working with High Schools we had a schedule were we were able to get the schools up and running. Ms. Ferebee said normally we have the community that would come and help us to get everything before school started. We cannot not do that this time and that is why I wanted to know when they supposed to clean the schools. Ms. Karen mention that they have already started she also said that they have already started their regular routine summer cleaning. Mr. Brewer said with this conversation do you know if there any specialized training for cleaning for COVID-19. If so, do we need to consider sending some of our maintenance people for training? Dr. Wooten said that we have OSHA and we have Mr. Tim Bass and several others employees who are taking courses so they can understand the routine maintenance specific the COVID-19. This document right here **Lighting Our Way Forward** is what the state provided and so we shared in the Google Drive with you the one that is tailored to the Public Schools of Robeson County. We can only give that one that we printed because that is going to change every hour. This is the foundation that we are going to begin with and it laid out what type of training you have to have when you bring employees back, how often the induction/liabilities this spells out what is going to happen over the next few weeks. In your google drive, I can email to you tonight, for Robeson County. That is truly is what we are going to do for the next few days and bring it back to the board in the next five days so we can approve a plan for the Public Schools of Robeson County in terms of scheduling, calendar and employees everything this document covers a whole lot. This is going to answer most of your questions, and that why we wanted to bring everyone in again we been having these conversations before the board members and before our board members was sworn in and we want to have the input from everyone. When we did come here to this point, we did not have to change it again, again. This is something that could happen relevant quickly because a lot of thought have gone into but we can really answer most of these questions, once we adopt the plan when we come back together as full board. Ms. Karen said that they had just updated one of the tools Kits that Dr. Wooten sent last week. One was update today that had some new information. Mr. Brewer has the question if principals and assistant principals included in those workshops is it mandatory for them to participate. Dr. Wooten said the one that we are doing this week. Mr. Brewer replied yes, we have several organization that are including which are NCAE, teacher assistant, principals organization, teachers, principal of the year we are trying to get them all here at one time. Even though we have the mass gathering limitation the governor did say that we can come together for planning purpose so that we may not be able to stick to the ten because we are conducting official business. We want everyone to come for the next few days so we can have these conversations so we can get so the whole community would understand that we have one message. Mr. Craig said if there no more questions, we would be meeting again so we will decide that at the end of this meeting

Dr. Wooten if you and your staff would get this all together so we can look at it to get the folks back. Mr. Craig Lowry, Chairman said that this is one of the reason I wanted to have a meeting like this you cannot have this discussion on a computer and I think it is needed and I think there is more needed.

**Retirees (Certified and Non-Certified)**

I wanted to address the retirees I think it may be pertaining to the lap program I am not sure. Dr. Shanita Wooten, Superintendent said that as we go through and look at vacancies if we still have shortages hiring retirees to help when we need assistance in certain areas from lap, helping new teachers, mentors, we can bring retire employees to provide assistances in filling the gap when we have shortages.

**Beginning Teacher Support Program**

Ms. Melissa Thompson said this past year we did not renew our contract with UNCP for the BTs the cost of that twenty five hundred dollars per teacher and so we did not renew that contract this year. Although UNCP did work with some of our high schools, Fairmont High, Lumberton High because they are part of the college success district, which are free services. We did receive free services from UNCP though for our BTs through workshop and symposium, we did receive some free services but we did not renew our contract that we had the 18-19 school year because of the cost.

Mr. Mike Smith, Vice-Chairman mentioned that you said twenty-five hundred per teacher what was the total cost. Ms. Thompson said that overall, we had 300 new teachers but we worked with BT1 to give you the exact total can you assist with this

Dr. Robert Locklear, Assistant Superintendent, He replied that we had 90 teachers so therefore we paid twenty-five per teachers two hundred and twenty thousands.

Mr. Craig said to let me just throw this out just as a thought since we have not went back into this. This would be something to think about later on we loss one of our mentor Ms. Campbell and we are not renewal the contract so when we get looking at budgets and things I would like to consider getting another mentor there if that money is available. We had the retirees working for us in that capacity too. Just to throw those things out and we can look at that when we get into budget. Ms. Thompson said just looking at our numbers this past year there approximately 300 BTs, which included one, two, and three. This year we are looking at an estimated number of 200 BTs, we had cutbacks because of some closure of schools. We do not have as many teachers in this capacity as we did before. We are looking for estimated number of 200 for the 2020-2021 school year. Mr. Craig said what was total for last year, Ms. Thompson replied we had approximately 300 BTs and this year we are expecting approximately 200 due to the cutbacks.

Dr. Shanita Wooten, Superintendent asked if we could depending on the conversations we have had on the state level one thing we need to find out are the same requirements for Beginning teachers if we open up under different models, Option B or Option C. Are the same and still have the same mentor requirements and what do we want to see that look like. Honestly, we have hired some people who have not talked before and it is going to very difficult to start teaching in a remote setting when you cannot see your children. Dr. Wooten said that it was going to be a different type of support that we are going to provide these teachers because we do not want them to run away because of COVID-19. Ms. Ferebee mention so it is depending on what plan we end up going with should the COVID-19 spike go down for Robeson County do you foresee depending on what plan that we can work with the health department and everything do you foresee we might have to hire additional teachers. Dr. Wooten said that we could possibly depending on we do not know in terms of what we are going to have in terms of those whose are scared on returning and if they are not going to return. We have talked about cross training. If something happen to somebody, we would have to have next day to pick up those duties and this point it is so up in the air I honestly do not know. We are trying to get as many certified employees as we can term of classroom teachers. Again, if we have completely online teachers may be able to teach more students. I am not sure if address the classroom requirements in a remote or virtual setting. We do not know at this time and I think that is where retirees will come in too because they are here and they know and they can help pick up right away.

Mr. Brewer asked a question want there some money appropriated through the senate for retirees to come back to low performing schools or LEA for assistance. Is that for our retired teachers actually receiving pay of that funding? Ms. Erica Setzer, Chief Finance Officer said that they were some return to work rules that was adjusted temporary to help district with COVID-19 so a retiree cannot return to work setting until they are out for six months. They were a rule of anyone from October 1 through April 1 if anyone retired during that period they did not have to stay out six months. They could come back within one month this was unfunded there was not money associate with that they just allowed adjustment to those return to work requirements of the six months.

B. Summer Academic Endeavors Update

**Summer Academic Endeavors Updates**

Dr. Robert Locklear mention that, we would like to thank our dedicated Principals, Teachers and Paraprofessionals, Support Staff and District Office Staff for all their hard work during these summer months and to all the parents and students that participated in our summer endeavor. He provided a brief overview of the Summer Academic Endeavors:

3-8 Instructional Pacing Guides (ELA and mathematics) implemented in (2019-2020) have been updated to incorporate effective instructional practices based on teacher input.

K-2 Instructional Pacing Guides (ELA and mathematics) have been completed and will be fully implemented for the (2020-2021). K-2 teachers will receive professional development during the week of August 10-15.

**High School Credit Recovery**

**June 11 - 25**

|  |  |  |
| --- | --- | --- |
| **School** | **# Required to Attend** | **# Attended** |
| Fairmont High | 116 | 88 |
| Lumberton High | 160 | 83 |
| Purnell Swett High | 234 | 140 |
| Red Springs High | 63 | 63 |
| St. Pauls High | 76 | 49 |

**PSRC On-line Courses**

* PSRC On-line Courses
  + June 15 - July 31
  + 1045 students enrolled

|  |
| --- |
| * ACT/SAT Prep * Earth/Environmental Science * English III |
|  English IV |
|  Sociology |
|  Spanish I |
|  Spanish II |
|  Success 101   World History |

**PSRC’s summer ‘20 Teacher Remote Learning Academy**

The Public Schools of Robeson County is currently providing summer remote learning opportunities for all PreK-12 teachers in the district. The academy consists of six courses that provide more in-depth knowledge in the areas:

* Google Classroom for Elementary Teachers (PreK-2 Teachers)
* Canvas Beginner Learners (Grades 3-12 Teachers)
* Canvas Intermediate Learners (Grades 3-12 Teachers)
* Canvas Advanced Learners (Grades 3-12 Teachers)
* Google Drive & Apps (All PreK-12 Teachers)
* Communication Tools (All PreK-12 Teachers)

Dr. Linda Emanuel asked what, is the price for Canvas and Google. Dr. Locklear said the cost we receive good news from the state at the meeting last Friday that they will pick up the cost for our learning management system this year only. Ms. Erica mention that it is a little over twenty one thousand dollars. Ms. Erica said that this is base, on their projected ADM for the school year. Dr. Robert Locklear said that we were pleased that the state agreed to pay for that service. Ms. Brenda Fairley Ferebee mention the numbers that you gave out for the Credit Recovery how many of those students were we not able to get up with. Dr. Robert said that he did not have the actual numbers we made contact with all the rosters that we were given I can get that information and have it ready for you at one of the work sessions because I did not include that in the chart but that is a good point. Ms. Ferebee said that we need this so that we can see what we need to do. Dr. Robert said that I know like Fairmont High one of the children had left to go Texas to do construction and would not come back to complete credit recovery. Dr. Emanuel mention what are we going to do with K-8 that are suffering. This is one right here Mr. Dwayne mention, would be an attempt to help those children. As far as the staff that is another thing but this is an attempt right here.

Dr. Robert said, so what Mr. Dwayne said what are we doing to do with the K-8 so this is going to be a great intervention plan. The question that came up was if those children if they do return face-to-face on August 17, 2020 we know those children have been out of school for five months who was in kindergarten and you want a first grader return to be on first level. That child has been out of school for five months.

Almost a half of year so there is no way that 75 to 80% of our children are going to be ready where they left. That is why it is important that we have something in place and share this in our Regional Meeting last week and it was the talk of our meeting. I could not get my computer up fast enough to share this with the eleven districts that we represent in the Sandhill Region. They all want to know and want us to share with them because people have been good to Robeson County and so we are going to be good to other counties and share all the great things that we are doing.

Registration for the Summer Remote Learning Academy were offer for teachers to sign up starting June 1, 2020 and closing on June 20, 2020.  The registration for the courses above were receive well with over 900 participants.

In addition to certified teachers, school principals and assistant principals as well as the Curriculum & Instruction Department have joined as participants in the professional development to learn more about the Google Classroom platform and the Canvas Learning Management System.

The week prior to each course, an orientation email is sent to participants with an invitation to two virtual meetings: An introduction to the course (Tuesday) and a Q&A session (Thursday). Each session is offered during the week the course begins to support the participants as they start the self-paced digital course. Courses will finish August 15, 2020.

The courses are built with virtual teaching in mind; to prepare the teachers and students for remote learning and enhancing their digital tools. Each course consists of modules with assignments (discussions, videos, printable documents, etc). Once the course is completed, the participant completes a Staff Evaluation Form, receives a Certificate of Completion, and a Canvas Badge. \**Each course offers one CEU upon completion.*

Board Members are welcome to join the YouTube Live Stream on Tuesdays and Thursdays at 10 am and 11:30 am with course sessions ending August 6, 2020.

[**PSRC Digital Teaching & Learning YouTube Channel**](https://www.youtube.com/channel/UCLKz_tdFO7SA-CiH-xDoP0g?view_as=subscriber)

***Some of the feedback from participants who have completed the course:***

* *“No areas for improvement. This was the best online course I've taken in a while with PSRC.”*
* *“Thank you for this very informative course. Great and clear layout!”*
* *“In my opinion, the workshop is a huge success. It is self-paced and the information presented was not too long and it was not difficult to understand.”*
* *“Thanks to Jared, Lisa, and Stephania on a job well done and being accessible with questions!”*

**Exceptional Children ESY**

**High School Math Pacing Guides**

The purpose of the Sandhills Regional 9-12 Mathematics Collaborative Project is to develop high-quality curriculum guides that will support Sandhills mathematics teachers in strong instructional programs based on the new North Carolina Standard Course of Study for NC Math 4, Pre-Calculus, and Discrete Mathematics for Computer Science.   The curriculum guides will include the scope and sequence of instruction, pre-requisite skills, resources, formative assessment items, etc. based on units of instruction.  These curriculum guides will help the Sandhills Region Bridge the implementation of content standards and mathematics practice standards into classroom practices and support increased student achievement.

Mary Smith - Discrete Math

Christina Edwards – Pre-calculus

**Fast Track 2020**

**Fast Track - Fall 2020 (3 Week Intervention Week - August 17**

**- September 4, 2020)**

The Public Schools of Robeson County will have a three-week Fast Track Intervention Plan for K-8. The plan will focus on preparing students for remote learning and address priority standards to bridge learning gaps.

**Development**

A team of teachers, along with curriculum supervisors, will develop a three-week curriculum for ELA/Math for grades K-8 and Science for grades 5 and 8. The teams consist of 2 ELA, 2 Math, and 2 Science teachers (if applicable). Additionally, digital specialists will work with each team as necessary. The plan for development is as follows.

**What will the three-week curriculum consist of?**

The three-week curriculum will focus on three areas:

1. **iReady and READY Diagnostics/Pre-K Screeners/Science Assessment**
   1. During this three-week period, students will complete the iReady and Ready Diagnostics/Pre-K Screeners/Science Assessment.
   2. This will provide the teacher with some valuable data to gauge where students are currently in ELA, Math, and Science (if applicable) to drive instruction.
   3. Principals will develop the schedule for all students to complete the diagnostic/screeners in this period.
2. **Remote Learning Preparedness**

Administrators and Teachers will establish and practice communication protocols.

* 1. Grades K-2 will utilize Google Classroom and Grades 3-8 will utilize Canvas on Remote Learning Days and in the event of an extended closure.
  2. Teachers will employ these platforms during the FAST TRACK Period to ensure:

Teachers are familiar with operating and effectively using the platforms in instruction.

Students can log on and access the content.

Students are familiar with all operating functions.

Students are able to create and submit assignments.

1. **Focus Standards**

a. In an effort to give the students a “tune-up” to start the year, Curriculum Supervisors have identified Focus Standards that will be introduced and reviewed during FAST TRACK.

b. These standards will be the focus of the activities and curriculum that the team will develop.

**PSRC Jump Start (Read to Achieve) - PRC 121 August 31, 2020**

PSRC Jump Start is a virtual program designed to help students in small groups of targeted instruction.  While students are not able to work with teachers in person during Jump Start, its goals are to provide students with explicit instruction directly from a teacher in a small group setting.

The program allows flexibility and small group sizes.  Each certified teacher is working with no more than 20 students. The certified teachers in JumpStart are working with only five students at a time. Students are able to interact with the teacher and receive individualized feedback. Students also have opportunities for skill and concept practice independently.

The Public Schools of Robeson County had 5,617 students who qualified for the program, of that number 2,481 enrolled.  Schools provided access to devices for students; however, students had to have access to the internet to be able to participate.

To help address the needs of students without internet access, and those who do not want to participate in online tutoring, a JumpStart Kit will be provided.  Once the purchase is approved, a “JumpStart Kit” will be mailed to all students who qualify for JumpStart with telephone access to a certified teacher “Help Line.”

Virtual Jumpstart dates:

* Students: July 7 to July 30, 2020; 9:00 am to 3:00 pm (4 sessions - 2 groups in the am and 2 groups in the pm)
* Teachers:  July 7, 2020, until July 30, 2020; 9:00 am to 3:00 pm
* Training dates for teachers: July 2, 2020; 11:00 am; Virtual
* Teachers are using curriculum and sample lessons from:
  + Office of Early Learning (OEL) [Kindergarten Lessons](https://sites.google.com/dpi.nc.gov/nck-3fap/remote-learning/kindergarten-remote-learning)
  + OEL [Grade One Lessons](https://sites.google.com/dpi.nc.gov/nck-3fap/remote-learning/grade-1-remote-learning)
  + OEL [Grade Two Lessons](https://sites.google.com/dpi.nc.gov/nck-3fap/remote-learning/grade-2-remote-learning)
  + NCDPI Grade 3-5 Choice Boards [Week 1 and 2](https://docs.google.com/presentation/d/1EK1fENb1kh3HRzO_t1rT3yeH0BclJGzRL6MJ9qOjcJk/edit#slide=id.g7223ce06e3_0_84)
  + NCDPI Grade 3-5 Choice Board [Week 3 and 4](https://docs.google.com/presentation/d/1S1d7rbzsrmius4RmSRVRtOc_cPVqCkeykah-I-Dbu5U/edit#slide=id.g7223ce06e3_0_84)
  + iReady - Reading and Math
  + Letterland Phonics online - teachers and students have access via CLEVER
  + [Tumblebooks](https://www.tumblebooklibrary.com/Home.aspx?categoryID=77)
  + [Tumblemath](https://www.tumblemath.com/home.aspx)

Dr. Robert said when it comes to funding there are always limitation and you have to spend it by a certain time. It was 1.3 million right Ms. Erica. Ms. Erica Setzer, Chief Finance Officer said that the total was one million three hundred twenty nine thousand thirty five dollars and this is one of the budgets this is one that DPI flooded us with allotments some came in and some did not. We actually did not include this particular budget but we have something that we are going to present for information tonight because we just found out in a meeting yesterday with DPI this is going to be seven to ten days before these funds will be release by DPI. Ms. Erica said that this is separate from CARES ACT. Ms. Erica said the CARES ACT is PRC 163 this is

PRC 121, which can only be use for Jumpstart. Part of what has been determined that needs are for the Jumpstart program is with a company called EPIC and they are kits this company is a sole source vendor, you are not going to find this in your packet because we just found out yesterday when the release of funds. We are presenting this as information but before the next meeting we will need to get approval for this, vendor and we are going to email everybody the information. Mr. Mike Smith, Vice-Chairman asked where is the vendor coming from did the state recommend the vendor.

Dr. Robert said it was our Sandhills Region we decided as a team all of the eleven districts, we decided on the product. One of our colleague in Cumberland County shared it with us and because they wanted us to think outside the box, how we can help the students that we could not reach. They wanted us to think outside the box with the K-3 Literacy Department at the Department of Public Instruction. What can we do make sure those children that you cannot reach so this company put together curriculum kits and it is a fifteen days. The company out of Virginia and it is call University Circles, which they have put together for Cumberland County reading, mathematics and it comes with all of the different tools that the students will need to complete the lessons. The only question is once the children have completed the Curriculum Kits how we want to make sure that we get feedback. As a teacher, I never wanted to give a student an assignment and not give some type of feedback. That is one of the pieces that, we are working on and we will have that ready at the next board meeting to share with you. Ms. Erica said to Mr. Mike Smith, there was not a bid process because the vendor needs to be a sole source and they are a vendor that can provide this information. That is why we are presenting it to the board because the board is required to approve it as a sole source vendor. Mr. Smith said to Dr. Robert just to follow-up you are talking about the children that you could not provide services too. Dr. Robert said that we wanted to make sure that we provided something for the students that actually completed the program because we had to spend fifty percent of the funds by August 31, 2020.

Ms. Erica said that was going to be her next point to show why this is kind of out of order is because half of the funds of the 1.3 million dollars has a requirement to be spend by August 31, 2020. She said that we wanted to get it out there as soon as possible because it is in a time limit and I thank it is going to take this a month to get the kits together so we will be really close to that deadline if we do not go ahead and get this approval and place this order. Dr. Robert said that they would send the kits directly to the student’s home. We do not have to worry about them shipping them to the school.

Mr. Mike said so all the children have been identified and they are going to mail and you would have someone to sign what is the protocol for delivery. Dr. Robert said that they had already put together working with PowerSchool, we have already put together all the addresses we have those in a file. Once we get finally approval from the board then we will be ready to send it to EPIC and say here is the file and you can began putting those kits together for us. Dr. Emanuel said she was advocate for it because it is putting something in the homes if you, remember years ago we put books in the home. It was a great program and this is like putting a kit in the home, which is helping the children in reading. Dr. Emanuel said the first she heard about it through Cumberland County. I would hope that the board would think about it and maybe the next meeting if Dr. Wooten and Mr. Craig if we are having a call meeting, we can get an approval.

Ms. Erica said that she would email the template to the board. This plan where not done until June 22. Dr. Robert said it was a quick turnover the money came from the legislators the 1.3 million and they said to make it happen. Dr. Evans and her team worked long hours putting it all together which we had to do a quick turn around and we were able to start on time. Mr. Brewer said that it sound like a good program but his concern is how we know, that the child that is intended to get the packet get the packet. Does the parent sign - Dr. Robert said he is pretty sure, that they are being sent by UPS or Federal Express or Amazon all of the different companies that you normally have to sign the document. It would be like the food boxes that we sent home, you have to sign for that food box. That is how we keep track of the food boxes. Dr. Emanuel said that there is a follow up too by the teachers at school. Ms. Ferebee said that she would like to set aside policy since it came June 22, 2020 you begin counting the days this is the fourteen. Ms. Ferebee said that she is willingly to make a motion to set aside policy so we can go ahead and move forward on this. Mr. Craig Lowry, Chairman asked

Dr. Robert so with that you need this approval as soon as possible. Ms. Erica replied that the cost is over five hundred thousand and it is a sole source vendor so it requires the approval by the board according to our policy 6430. Mr. Mike said that no one would be employ from the Public Schools of Robeson County it would just be that company. Ms. Erica replied that this is only for this single purchase but they are teachers that will be approve tonight that are working this program over the summer and that is going to be acted on separately, they will not get paid until we present the full budget. This is just because this company needs a month to get this kit out and we are getting so close to August 1st date. Ms. Erica said that she would send the budget template would be on the personnel list. Dr. Robert also said that all of the teachers that are working with the Jumpstart Program they are in your board packet for tonight I think you got that on Friday but I think there are about two hundred names that we are asking for approval.

Ms. Ferebee said that is why she wanted to set aside policy and move forward for the children. Dr. Robert said that we have to spend fifty percent by August 31, 2020 or we are going to lose that money. Mr. William Gentry, School Board Member said that you mention feedback what form would the feedback will the teacher be monitoring this will it be objective or subjective. Dr. Robert replied that the committee is still working on that. Mr. Craig Lowry, Chairman said for information is the kits for the children 1.3 million. Dr. Robert said that we are asking for fifty percent we are asking the board to approve six hundred and twelve thousands for the Curriculum Kits, which needs to be spend by August 31, 2020. Ms. Erica said that based on the previous board meeting we understand that you will name Chairman and that you are going to setup your committees. We need to know the process that the board want us to move forward with as how you want us to present full budgets. That is the expectation with the work sessions in moving forward we present this budget however process the board deems they want us to move forward. Dr. Wooten, Superintendent said that there was change from the last board meeting when there were concerns about the CARES Act so is it approve or not approve we have not gone through those procedures before in terms of the federal budget amendments and stop us from during some of the work that needed to take place. Whatever the board decides which direction you want to go with let us know and following that but in terms of the CARES Act and the information you are asking about know it seem as if the board like to have a new process setup in terms of approving different types of things we have not approved. Mr. Mike said he personally just want to see names when you start appointing people, hiring people I want their name to be in that packet. I just do not want to be subjective I want to see who it is.

Dr. Wooten said that in the past for certain situations we have not follow that process and if that is what we want to do now just let us know and we will do it. Dr. Wooten said that at the last board meeting that broke how we have been handling business and so we have been held up for a few weeks because the process was changed. Ms. Erica said that is why we are looking at this in one section at a time. We are discussing the vendor purchase because of this grant and the way that it was receive was different from how we normally get allotments. We normally get an allotment that only last for six weeks. We have a whole year to spend funds so that is why we just bringing forth just this one request and we will move forward with whatever process including I will have the template I still mail out and the names that are including in this particular grant are in our packet for tonight. Ms. Ferebee said that the change was dealing with the CARES Act or was there something that she missed. Dr. Wooten said that the process for approval change at the last board meeting when you did not approve that specific item. Dr. Wooten said again it was stop because of the names however, what the board decide to choose when Mr. Lowry setup his committees that we have a finance committee meeting you will tell us which process you want us to follow. If it is going to deviate, from what has taken place for the past twenty years let us know? We will follow that so we do not have to be hung-up and stop what we need to do day to day. If we do not approve something because we are meeting once a month so we have been at a standstill, somewhat and did not know what direction to go because we have been waiting for another board meeting. Dr. Wooten said that we do need a process and we will follow it just let us know what you like. Mr. Craig said that he think that part of the issue last month again was the names situation but moving that aside what I what to make sure of tonight that the names for this program is in our packet is that correct and is the money you are mentioning know what will take care of this. Dr. Robert said that all the funds would have to be spend by December 31, 2020. Mr. Craig said so we are looking at August right know. Mr. Brenda Ferebee Fairley made a motion to move this to an action item and approve the EPIC information for our students. Motion approve.

Mr. Craig said that before we go to the next item I sent this around about the committees so please just give our choice of what committees you would like to serve and I will get the committee together and name the chairman’s and get that out to you. In addition, it is in your packet about close session confidential meeting. Please at each meeting, you sign those and date them, and get those to Mr. Mike Smith before you leave each night.

C: Hazard Pay/Bonuses

Dr. Wooten, Superintendent said that the question came up several times rather or not we were going to offer hazard pay/hero pay to some of our employees that came into work when school close on March 13, 2020. We wanted to have that discussion with you to decide let us know which employees if you would like to proceed with the hazard pay which employees classified/certified the types of jobs that they perform. Do you want to provide the incentive pay or bonus pay for those who provided child nutrition services, maintenance we need some information so we can go back and determine how many employees which classes of employees and where we could possible pull the money from if you so choose to provide that hazard pay/bonus.

Mr. Craig Lowry, Chairman mentioned so this would be from when school closed

March 13 to the end of school. Dr. Wooten said that we would have to decide that now will it be from March 13 until today or just until what about twelve months employees because child nutrition is going on all summer these are the type of things so the employees certified versus classified the type of work that was performed normal operations versus Covid-19 specific work. Were they told to do that so it someone was driving buses and we ask them to help with Child Nutrition was it officially reclassified for them to help in those areas. Is it something they would have done if we had not have Covid-19 what are our essential functions and if we can verify and have the documentations from the logs that was submitted to Human Resources. If we get the criteria down than we can go back and see how many, where we can get funding and how we could proceed. Mr. Brewer asked if we have an estimated number of how many people actually worked during Covid-19. Dr. Wooten said we have specific information for Child Nutrition, Transportation, but in term of site specific some teachers and teacher assistant went out to help with the food distributing meals when their supervisor did not ask them to do it they wanted to go out there. We have to determine was an assignment from district level office or principal. Do you have their documentation, what was their understanding when they sign the telework log, we have to go back and see what information we have to get a clear picture of how we can proceed with the bonus. We just need to know that different criteria kind of like a check off list as what we need to look for and bring back to the board for consideration.

Mr. Mike Smith, Vice-Chairman mentioned to Attorney Grady Hunt that we are talking about classified and certified are there some stipulation I know we can do some comp-time. Attorney Hunt said the assumption is that a salary employees being pay for whatever, they do versus and hourly employee, which is mostly the classified employees you are paying them by the hour. Mr. John Simmons, School Board Member asked how would you determine how much each person will get is there a formula for that? Dr. Wooten said that is what we have to go back and see how many employees we can come up with some things and we have what other counties have done. We sent out a survey, Cumberland, Hoke, Montgomery, Moore, Richmond, Sampson we did find out what others counties are doing so we can apply that.

Mr. Mike said that what we probably need to do is to get a total number of classified and certified – administration and local levels, principals can say this bus driver came out this day. I want to pay everybody that is entitle to payment, but I sure do not want to pay somebody that did not work. Mr. Mike expressed that we have to have some check and balances how we can do this if administration or school level individuals can do this. I do not think we have to act on this tonight we need to have more discussion but we need to have a total number. Mr. Randy Lawson, School Board Member mention that to Dr. Wooten and Ms. Erica my only question is was there money sent from Raleigh for Covid-19 for such as this. Mr. Lawson said that I am sure you are going to go over that or maybe go over that in the next few minutes but I am just saying where there any money sent from Raleigh for Covid-19 to Robeson County. Mr. Erica replied yes they sent all kinds of pots of funding. Mr. Lawson ask did they said it, can be used for this or that. Ms. Erica replied that it was wide open at the discretion of the LEA.

Mr. Mike said that he keep hearing that nine hundred thousand Ms. Erica replied twenty eight thousand Ms. Erica said we spent all that money except eight hundred and twenty eight thousand that went to Child Nutrition. This help covering the lost that they experience between the reduction in meals that they would normally receive and what they had become receiving since we converted to the type of meals delivery system we have. So eight hundred twenty one thousand of the nine twenty eight went to child nutrition. The other amounts where used for PPE to support child nutrition, PPE to support some of the staff that coming into work. We got a program for the Pre-K and we also Kindergarten to be able to do remote registration. That is all I can remember off the top or her head. Mr. Mike said the only question is now if you want Dr. Wooten you said something about a finance meeting if you already spent that nine hundred thousand if we choose to pay hazard pay where will we get the money. Ms. Erica said

that is another question, which have to be answer. There is monies that at the very last minute specific for child nutrition only to help support some type of hazard pay. Only for employees working in the child nutrition program. We have access to those funds through December 2020. Otherwise, we have to use other funding that PRC already have to pay any staff outside of the feeding program. Mr. Craig mention to

Ms. Erica concerning the eleven million that we talked about last night can any be use for this year the CARES Act? When we look at that budget can any of that be use.

Ms. Erica said that with the CARES Act you have to be very specific, it really mirrors title you have to be careful in data and you have to get approval from DPI. It would not be solely on the board of education that can happen you have to submit that on an application with data to support it and it would have to be approve by DPI.

Ms. Jennifer Freeman, Assistant Superintendent mentioned that the CARES Act is Covid-19 verse Care at any time with federal dollars you have to have data streamed and assessment to verify why you are making that change. However, the application we did send last month on page 10 on the application. There were specific areas that we warn in care act for me actually adjust that for federal purpose I would have proceed with DPI. We would have to provide data; I would have to get guidance from

Dr. Thomas Benson and our new representative which is Tommy Warrick’s and then I would have to have sufficient evidences of how they support it sanitizing, cleaning, various pieces that is specific to the CARES Act. As long as we have the data but I can tell you, it would be a push for us to do that for that, particular funding sources. That is what is coming up next the CARES Act it was not approve locally last month, you wanted to see the breakdown of what was in there. This has been approve by the state at the state level in terms of how we had funds allocated. Ms. Ferebee mentioned the funds that we save from the closing of the schools can any of that money be use. Ms. Erica said that the only exception of technology and at risk everything else is completed as of June 30, 2020. We get new allotments we do not get to carry over that money. Ms. Ferebee said we should have taken care of that last month since they could not carry it over.

Mr. Craig mentioned that the hazard pay from of what he has seen it went to classified employees as far as what I can find out. These individuals worked, when school closed to the end of the school year. They finally cut it off at that time from system that he talk with. Classified employees that came in and actually worked at schools. All classified that was coming in and working like in our case everybody could stay home or they could do telework these were classified personnel that actually came to school. Mr. Craig said that he was not saying that everyone done it that way I think you could do it the way that fit your system. His suggestion wherever we need to look at these if we can find some money to do it I think we need to do something for those employees that worked like that if cannot do that with finances than I am going with

Mr. Mike we need to look at some comp time. Mr. Craig said that his comment would be to have you to see what you could come up with and I am going back to make sure there is documentations. If someone said that, they were at work it needs to be documented sign off of course we go and say we do all of this and we come up say there is no money that would be another situation. Mr. Craig ask if any more comments about how we need to ask them to get this documentation and give us some numbers and see where we can go from there. Ms. Ferebee said she believe that all principals no who was out there working with them and I call them frontline individuals Ms. Erica and board members I just think we need to find a way to compensate them because they were out in the frontline. Dr. Wooten said that we want to compensate them and we do not want to stand in the way. One thing that we have to talk about is policy and how we are going to compensate if we have another emergency like this. We had Matthew and Florence the ones that was out there doing those two hurricanes were not necessary the ones that came out during COVID-19. We might have another national disaster and have a different set of essential employees. We need to start putting processes and policies in place for anytime we have someone risking their safety and health for students, schools and communities. It is a beginning of conversations that, we can start here but we have to take it further because we may have to some hurricanes coming up. We have to prepare for the future too with the policy and processes. Ms. Ferebee ask how did the other school districts do it because everyone in North Carolina appear to have given their staff bonus/hazard pay except us.

Ms. Erica said that there was some, that did and some that did not and the process it was different as well. The county that she spoke with and I can email you the list.

Ms. Erica said that she contacted eleven school districts and six reached back out to me. Three of the six gave it only to those that worked with the Child Nutrition program and they gave them extra money per hour either three dollars or four dollars on top of the money they received for working the hours documented during the time that they worked. Another district did all classified staff but all there classified staff continue to work none of them went home and telework or work remotely so they had a consistent number of hours for all of the staff and did not have to break it down. In the other county did time and half only for their cafeteria staff. Ms. Erica said that she only spoke with one county that did it for anyone outside the child nutrition program. Ms. Erica mention there were other counties that was different. These were in our region and the ones that actually responded to my survey. Ms. Ferebee said that she made calls to different counties and that everyone she reach out to did state that they did give a bonus. I did that because (1) I was concern number one (2) staff was concern and the COVID-19 is a different beast, hurricanes we got comfortable but you never get comfortable because Florence was much worsted that Matthew. Matthew taught us a lesson how to prepare for Florence and we did a good job. COVID-19 we do not know what to do but she said I do think we need to try to find a way to find some money and thank all of you for agreeing to help the frontline individuals a bonus.

Mr. Mike said to Dr. Wooten that you made a very good point earlier. I think what really needs to be done instead of us talking about it, we need to have a policy we need to create some kind of policy for emergency situation that frontline people that work above and beyond you will receive time and half, compensatory time or whatever. That needs to be establish and put in writing in my opinion. Mr. Craig said to Dr. Wooten and

Ms. Erica to get information together and get back to them.

D. **Surplus**

Mr. Hugh McIIwain said that in reference to surplus, I know there was a question at the last board meeting follow up about having an auction or selling items. We do have a specific policy for disposure other than the General Statute itself and there are several different options there one that I highly recommend would be a public auction like, we have done in the past for many years that I have been here. He said that Plant Operations is getting together and preparing a list of items including those that where located at the old central office during hurricane Matthew and any other items that we have down at the warehouse currently on 74. This would include activity buses, certain old tools or etc. Once we have that list together I believe Attorney Hunt correct me if I am wrong, what you said last meeting. We need to provide a list of those materials so the board can approve for those items to be surplus and then go out and solicit it either too a public auctioneer or contact a local auctioneer company to handle the auction for us or however the board seem fit. Mr. Craig said that was just information purpose only so we can bring it back next month, and act on it and get that information together for us.

E. CARES Act Update

Ms. Jennifer Freeman, Assistant Superintendent said that she was ask to speak about the CARES Act at this time we have not made any physical changes since the last time that we met in terms of the application that would have to take a move from you to tell us what you want to do in terms of the data. For those that were not with us, possibly last month there was some key areas that we actually use data for and those areas. Which include technology, which include hardware, software and productivity, training for students and staff and sanitation. I think that was mention earlier by some of you when will they be trained. That money does include that mental health services and activities related to summer learning and purchases sanitizing supplies was the big nugget that, the CARES Act covered.

Dr. Emanuel said that she has several questions are you proposing us to approve this tonight to re-submit it. Ms. Jennifer replied no, I was just ask to give an update and I was just reiterate for those board members that was new members tonight just a big nugget review. Dr. Emanuel mention is there a possible that we can put a Health Coordinator in this budget dealing with COVID-19. It could be a Health Coordinator to trouble shoot spots and to coordinate all this. I do not mean teach health but I mean a Health Coordinator. Maybe meaning a COVID-19 Coordinator if you want to call it that. We just to have a Health Coordinator and they were the liaison between the Health Department and the Public Schools. Ms. Freeman said that they would certainly look into that Dr. Emanuel said that she read the guidelines. Ms. Jennifer said we would have to determine what the budget code is because we have not done the budget amendment we do have the opportunity to so we certainly can entertain that. The main thing would be when I write the narrative I can write the data to support. Dr. Wooten said that it does not necessary have to be the CARES Act because we have some positions that we have too many we can make changes and reorganization and that is one of the suggestion tonight so we can create that and let you look at the job description fairly quickly. One of the suggestion that I was going to send tonight in terms of, re-classification and re-organization. We do have extra individuals we can find the funding to do that. Ms. Freeman mention that they are in the process now renewing the federal programs we will do a grant application in the midst of that and third year they change again the process somewhat it is always different it always deal with need assessment and data so we are in the process of making that happen. We do have Title VI which is more liberal and term of we do have and we can actually hire personnel. Dr. Emanuel mention that I think you can do it here by me reading the guidelines. Dr. Emanuel said she has another question I would like to make a statement. I really do not have an opposition to the Student Success Advocates I have an opposition to their pay, I have an opposition to the pay scale, I have an opposition to specifically that of list of personnel. I would like to speak because I want to get it on the table because it was mention twice about not being able to move forward. Dr. Emanuel said that she think it should be advertise and anybody apply for that but it should be on the same pay scale that they be working on and not the inflated pay scale. I read it over and over I do not have a problem with those positions in the grant, I have a problem with the process of how it where done and their salary. I just wanted to make that clear because anything that could help children I am all for it. She said that she did not have a problem with that I have a problem I hope that maybe the others you can explain what happen to the other board members because I want everyone to work but if you look at the salary comfortable to what they received some of them got about a twenty thousand dollar raise. That is almost as much a superintendent will get a raise. I have an issue with that and the issue I also have is to put it out there and advertise it. By all mean keep it in the grant it is an opportunity to help our children. We need to keep the pay in line with all the other staff. Dr. Emanuel said that is her comment on this, and do not have a problem. I think maybe Dr. Wooten, I look at that sheet and maybe she is addressing I do think that we have to do something about pushing the disinfected schools I do not know how we are going to do that we may have to hire some staff someone somehow to have disinfect those desk and all that. Dr. Wooten said that we could bring back those positions and talk about it I thing that would come definitely Wednesday, Thursday and Friday at the working sessions and then we could do in the finance session and look at the different salaries and similar positions and start there. Because they were focus on the disproportion suspensions, they may have to do other things, which may cause change of salary. Those are things that we can have discussions about to bring back the best recommendation and the use of the funding because again the announcement today changes everything. We will need different types of support in those areas to provide for the students. We can make a board decision whenever we bring it back with the CARES Act. Ms. Freeman said based on the Student Success Advocates what their roles was when that came to us we directed it to Dr. Locklear we probably can go back and review because there will be a different purpose somewhat then the outcome. There have been some written by Jadell Hawks and Rikki Bullard who has that background as well they can provide us in terms of social and emotional learning not necessary the guidance piece. Dr. Emanuel said that they need some training bad to this world. For them to go out and do what because this is a great listing of their duties. However, they need some training those people hired and fine people but they need training to implement all that stuff you have listed on the sheet. That frighten me to look at that list and then look their level of training. If they are going to do that if they apply and get the position, I think they are going to re-enter a training program. Ms. Freeman said that actually the reality is because of the social emotional learning we have to really start looking at re-tool the district because of children been out for an extended period of time. Ms. Freeman said part of the work we do in my department is actually working on social and emotional learning. Just want to reiterate that Title IV does have an opportunity that we can bring out when we are doing our work sessions to help this and addition to. Because my personal opinion is that the more help we can help our children with that social and emotional learning that the better it will be. Dr. Emanuel said that she did not have a problem with that she have a problem with the process. Dr. Wooten said that I think we have to look at the alignment because we have many different types of support personnel in Robeson County. I think we need to look at YDS, Counselors, Social Workers, Peer Mediator, and Student Success Advocate and have some type of alignment. A little bit working in each area we can take from and build a very comprehensive and effective program I think would be a great start. Mr. Craig Lowry, Chairman said that he would add a comment in reference to what Dr. Emanuel was saying I want to be clear I thought what I saw in there was good but I did have issues with salaries and no names for program like that and what the salaries had been. If we going to come back and relook at that and advertise and get salaries in line with where I think they such be compare to other people because we had situations where people salaries in this base on what they were doing and what other groups were doing. Mr. Craig said that his experience they were just out of line. That needs to be review and advertise for these jobs. If the title and the name change than bring it back to us, we will review. Mr. Mike said that we have to place them on a pay scale somewhere. They will have to fit in the pay scale along with years of experience. Mr. Lowry said so this money has spent by 2021 so if this job is advertise and go out for people that would be hire they are going to be explained to that this ends in September of 2021.

Ms. Ferebee ask a question if any additional computers been order yet. There was no funding. Ms. Erica Setzer, Chief Finance Officer said that there were some computers order during the end of the school year by the technology department not out of CARES Act. I believe it was a one hundred and thirty chrome books. Mr. Brewer mention how do we stand with computers for students that need them to be fully go virtual.

Ms. Karen said that we need twenty five hundred computers to be one on one K-12. Ms. Erica said that there are some layers to that because some computers are aging out. Ms. Karen said that we did not need to go into all of that but that is what some of the CARES Act is going to be used for if the budget was approve for twenty five hundred. Ms. Erica said there is a renewal cycle as they age out that would be continuous as they age out that we would have to update because of the software.

Ms. Karen said that would be nine thousand computers. Mr. Jared Wilkins said that the total number would be over twelve thousands. Mr. Vonta Leach, School Board Member mention that we were going order computers with the CARES Act that mean if we want to start school we are literally behind now. We want to start school and we have not voted on the CARES Act. We are actually behind the eight ball far as getting things done. Mr. Leach said so my question to the board is what are we going to do to try to catch up or how are we going to get the ball rolling with this CARES Act to get it pass.

Dr. Wooten said that one reason we are behind because of it was explain on TV with the hurricane it affected us Regional. Everybody is dealing with the same issues so we all competing for resources and equipment. Dr. Emanuel said according to the education secretary with all the CARES monies only 2% been spent in the whole U.S. of America. It may sound like the delay of one month and it might sound bad to people but it is not. Ms. Karen said that the inventory is going to be approve but everyone is going after the inventory for computers, mobile hotspots, and technology. Everyone is competing for the same inventory when everyone get his or her inventory from the same location from the oversea countries. We want to get rid of the old material but to order it will be a delay. Mr. Brewer said how about the software since we are talking about computers. The software that we are going to use that the state buy that they suggest is there an agreement that we have to pay these software companies for software or is that included with the price. Dr. Wooten said that the Learning Management Systems that Dr. Locklear was speaking of earlier those are the software platform but they also have some type of software that helps in terms of operation, registration and different things. We did purchase software were it would help even with efficiency if we have to continue with remote learning. Dr. Wooten said that we would address that portion and instructional technology facilitators they will all come together and decide what best but that has been took care of. Ms. Erica mention that we have already had three to four rulings on how we have to set aside funds for non-public schools. Every time we get ready to work with our finally numbers we get a new issue on how we have to set aside funds for this private schools in case they want to participate in this grant as well. That has been an issue we have been dealing with ongoing too there has been at least three to four declarations from the federal government that has change how those funds are calculated. Mr. Mike mention with the nonprofit, do they have a cut-off date reference to the grant. Ms. Erica replied yes August 1, 2020.

F. RCC Release Agreement

Mr. Grady Hunt, Attorney the agreement is with RCC for the Green Grove Elementary School I have reviewed the lease and made changes to the original lease but

Dr. Locklear will tell us about what they proposed for the property. Dr. Robert Locklear and Eric Setzer met with Mr. Steven Conn Hunt who is the Vice-Present for the Workforce Development because they were looking for a space to for the SWAT Team to have a place to hold their training and then do there practicum. This was one of the sites they look at and Green Grove and they decided on Green Grove since the central is located in at J. C. Hargrave. Mr. Hunt took a team from the county, RCC and PSRC and they met over there, and they agreed on the facility. I contacted Mr. Grady Hunt, Attorney to figure out how we would we proceed and he said that we would complete a lease he is working with RCC and I do not think it was place in your board packet.

Mr. Grady worked on that document with the Public Schools of Robeson County in reference to the RCC Agreement and RCC would pay a dollar a year. Attorney Hunt said that they also have to maintain all of the facility and have public liability insurance, insuring the facility as far as fire coverage. Essential they would take care of all the utilities they will be fully responsible for the facility. Dr. Robert asked if it was a one- year lease. Attorney Hunt said that it was actually a ten-year lease. Attorney Hunt said that we have an option a sixty-day period to terminate that lease if for whatever reason if the board decide to sale that facility we are not hamper by that lease. Ms. Erica said that all of utilities would be the responsibility of RCC for reimbursement. Attorney Hunt replied yes. Attorney Hunt said this need to be move to an action item because they are ready to occupy the facility now. Ms. Ferebee said that she has a concern she asked Dr. Wooten do you foresee because you have been meeting with Ms. Stephanie Chavis from the Emergency Management. Do you foresee us having to use that building? I do not want to make a motion and you know if we have other reason to use it. Dr. Wooten said that we may but we got shelters we did walk through with

Ms. Chavis the DSS Director to determine which sites would be good for COVID-19 and we had to increase that number because they want just typical shelters this year like the hurricane you have to have shelters plus social distancing. Dr. Wooten said that we have to increase those numbers and several of our school depending on the needs most serve are medical service facility. If the hospitals reached capacities, we may have to turn some of our schools into emergency services. It is not just limited to Green Grove we have identify several different schools that will service medical facilities and shelters in the event we have a hurricane. I do not see that would hinder or stop the progress. We still will be able to provide support for what emergency management. Attorney Hunt said that is where the sixty-day clause come in. Mr. Terry Locklear, School Board Member mention that going back to the discussion about Green Grove if RCC make any changes to facility are they required to put it back in place prior to leasing the building. Attorney Hunt said that they cannot make any changes unless the board approve it. The board has to preapprove it prior to making any necessary changes. Ms. Erica said so we will need to continue insuring the building or RCC. Attorney Hunt said that RCC is responsible the liability and fire coverage. Ms. Erica said that she and Mr. Hugh will check but she was not sure or they can reimburse.

Attorney Hunt said the he understand what you are saying. Ms. Erica said that if that is one in a flood area but it is not. Mr. Craig Lowry, Chairman said that all expenses that would occur to RCC would be responsible for everything. Ms. Ferebee said the ten-years is a long time to me. Mr. Craig said what, is the pleasure of the board tonight. . The Board set aside policy and approved the RCC Agreement.

F. RCC Board of Trustee Appointment

Chairman Mr. Craig Lowry said it is time again to nominate a candidate to the Board of Trustees for Robeson County Community College representing the Public Schools of Robeson County. There was a recommendation and second that

Mr. Mitchell (Bosco) Locklear represent the Public Schools of Robeson County on the RCC Board of Trustees. The Board set aside policy and approved

Mr. Mitchell (Bosco) Locklear to the RCC Board of Trustee beginning July 14, 2020 and ending June 30, 2024.

**Action Items**

Financial Report

Ms. Erica Setzer presented the financial report that you receive in your packet for approval. There was a motion and a second to approve the finance report.

Budget Amendment(s)

Ms. Erica Setzer presented the Budget Amendment(s) that you receive in your packet for approval. There was a motion and a second to approve the budget amendment.

5. Motion that the Board of Education for the Public Schools of Robeson County go into closed session for the purposes of discussing certified and classified personnel (N.C. Gen. Stat.§143-318.11 (a) 1 (6), student transfers (N.C. Gen. Stat. §115C-402 and N.C. Gen. Stat. §143-318.11 (a) (1) The Board approved the motion.

6. Motion to come out of closed session. The Board approved the motion.

7. Motion to approve personnel as presented. The Board approved the motion.

8. Motion to adjourn. The Board approves the motion.

Respectfully submitted,

Mr. Craig Lowry, Chairman

Dr. Shanita Wooten, Secretary