

**Board of Directors Meeting  
(Virtual Meeting)  
Thursday, November 18, 2021  
President's Report**

**A. North Carolina Partnership for Children (NCPC) Updates / DCDEE Updates / Legislative Updates**

**1. NCPC**

- **Carry-forward funds** – Recommendations to Board in November. Anticipate amendment in December.
- **State Expansion of Child Care Health Consultants** – One Health Educator has started and interviews continue for nurses. NCPC has received written confirmation that the expansion project will be funded for a second year. Our current contract was extended to November 30.
- **PDG Grant for Regional Pilots for Family Connects** – All nurses are trained. 4C has several nurse vacancies and is recruiting. PFC has hired the Community Support Specialist. Recruitment of families is under way and home visits have begun virtually. Four hundred babies who qualify for the pilot have been born since recruitment started October 4. Of these births, 56 have declined visits (14%), 169 have scheduled home visits, and 175 are pending to be scheduled. Those births at Cape Fear outside the current catchment area are receiving follow-up from PFC staff. This will provide us valuable data as the pilot continues and we look at scaling up the program.

**2. DCDEE** – Continue to monitor updated guidance for child care programs and NC Pre-K operation.

- **Region 5 Contracts** – All contracts have been executed.
- Enrollment continues to be down in child care programs and impacted the by ability to hire staff in child care programs.
- We continue to follow guidance from DCDEE and follow the ChildCareStrongNC Public Health Toolkit. We are closely monitoring conditions in child care programs and contact the facility administrators prior to visits to gauge comfort levels and ensure priorities are met during the visit.
- All licensing requirements are back to pre-pandemic standards and applicable during monitoring visits by the DCDEE Consultants.
- Interim Guidance came out for NC Pre-K for the new school year. Programming must occur in person. Guidance includes information should a program have COVID-19 exposures or cases. **We have received updated notice that classrooms will be reimbursed based on allocation of slots, not attendance, for the remainder of the school year.**
- Vaccines are widely available with active campaigns to increase vaccination rates. Children 5-11 years are now eligible for vaccines.
- **Approved Stabilization Grants (November 1, 2021):** Child Care Centers 2,639 (72%); Family Child Care Homes 1,037 (28%). Payments will be quarterly. Eligible, approved providers will receive payments quarterly through the end of the grant period in September 2023. Programs who have not applied may still apply for Stabilization Grants and can apply at any time and will be reviewed on a rolling basis.
- Parent fees for subsidy are waived through January. Our dual-subsidy programs follows suit with waiving parent fees.

3. *Leandro* Case - Judge Lee issued an order on November 10 for \$1.7B to be transferred from the state's General Fund to fund the first two years of the *Leandro* comprehensive remedial plan. The order was stayed for 30 days, so it doesn't take place immediately. It is likely to be challenged by the General Assembly.
4. NC General Assembly – The General Assembly released the conference budget on Monday. The Governor announced at a press conference Tuesday that he will sign the budget. There is much to support early childhood in the budget. See the attached Summary from the NC Early Childhood Coalition. Smart Start received an increase of \$10M in recurring dollars for each of the years of the biennium. NC Pre-K received a 2% rate increase each year of the biennium.
5. Federal Level
  - The CDC continues to recommend wearing of masks, regardless of vaccination status, indoors in areas where rates are substantial. Boosters are now available for all COVID-19 vaccines for those 65 and older, those 18-64 at high risk for severe COVID-19 and those 18-64 who frequent institutional or occupational exposure to COVID-19 puts them at high risk of serious complications of COVID-19. The Pfizer vaccine has been approved for 5-11 year olds. OSHA guidance for vaccine mandate implementation has been released.
  - **American Family Plan** – Build Back Better would fund universal Pre-K (3 & 4-year olds), expand child care subsidies, workforce support, extend expanded child care tax credit to 2025. Continues to be in negotiation. States will have to opt in if passed.

#### **B. Grant Opportunities/Updates/RFPs**

1. Continue to research capital grant opportunities.
2. Presented to Cumberland County Commissioners on November 15 and will present to the Fayetteville City Council on November 22. The presentation included updates as well as challenges we have in meeting the needs in the community.

#### **C. COVID-19 Updates**

**PFC implemented its HR 110 Communicable Disease Policy on Monday, March 16, 2020. Building closed to general public March 30 and this status continues. Clients may be served by appointment only.** As COVID-19 numbers increase with the Delta variant (or decrease) and federal, state and local health and safety guidelines are updated, we continue to review PFC operations. Policies have been reviewed and updated through our Board Committee process.

1. **Executive Orders:** We have implemented procedures and protocols following federal and state health and safety guidelines throughout the pandemic and in planning for work in the field and building. The state continues to be under a state of emergency.
2. **PFC Guidelines: A summary of operational guidelines was presented to Executive Committee and approved at the August meeting.**
  - a. We continue to review additional guidance from CDC, OSHA, DCDEE as well as local government mandates as we provide services to families and children through PFC and tenants. This has been and will continue to be an evolving process. Cumberland County continues to operate under a mask mandate. The City of Fayetteville has dropped their mask mandate.
  - b. Department heads developed “return to work” plans. Staff has been working throughout the pandemic. Staggered schedules and teleworking are part of the “return to work” plans as we adjust for the needs of employees and business operations. Telework agreements are in the process of being updated for any staff whose work plan continues to include teleworking.
  - c. Vaccination for PFC staff: The Board of Directors adopted a vaccine mandate for staff. Those staff who requested exemptions (either religious or medical) have submitted those and accommodation plans have been developed. We continue to monitor requirements as they come down from OSHA, EEOC as well as funders and partners. Staff who are vaccinated have been asked to provide documentation to HR of their vaccine status. To align with the federal deadline for vaccinations for contractors, we are extending our compliance deadline from December 1 to January 4.
  - d. Virtual options for contact with families and providers continue, with face-to-face contact with families and providers available July 1 per DCDEE guidance. Purchases have been made to enhance health and

safety in offices and for work in the field.

- e. With our front desk being fully staffed, we will be moving toward opening to the public, with continued COVID precautions and focusing on services by appointment. We will have a tenant meeting to review procedures and are tentatively looking at January 3 after the holidays.
- f. Per Policy HR 110, President maintains regular contact with Board Chair for review and continuation of services. Regular communication has gone out to Board and staff. Decisions are made based on federal, state and local government guidance and mandates.

#### D. PFC Updates & Highlights

1. **New Staff:** Welcome to Maggie Jenkins, Parent Educator with the ACE program, Jana Stakeley, Community Support Specialist with Family Connects and Amanda Hamilton, Information Assistant for the Front Desk.
2. **Position openings posted: website link** (<https://www.indeed.com/cmp/Partnership-For-Children-of-Cumberland-County>)
  - Case Worker, Family Services
  - Program Specialist (2), Family Services
  - Parent Educator (1), ACE Program
  - Library Program Specialist, Provider Services
  - Program Support Specialist, Family Connects
  - IT Technician
3. **Infrastructure Project:** Phase 1 is pretty much complete and all bills paid. We closed on the construction loan November 17. We are waiting for Steve Fleming's design and engagement letter for the next phase. An updated timeline is included in the board packet.
4. **Audit** – We received the draft documents of the Audit Report November 17 with an additional holdlist. Close to completion!

**E. PFC FY 21/22 United Way Campaign** – Our campaign has finished. We raised \$6,591 for United Way and donated 447 food items to Fayetteville Urban Ministry. This continues to be a wonderful community collaboration for the Partnership.

#### F. Events

1. **Board and Committee Meetings:** Meetings have been conducted virtually through the duration of the COVID emergency. Equipment to upgrade the Charles Morris Room for hybrid meetings has been installed. We have had a few small hybrid meetings and continue to tweak the system. We will continue to monitor rates of COVID cases to determine when Board is in person with a hybrid option can begin.
2. **All Staff meetings:** We will continue monthly virtual meetings due to the size of our staff.
3. **NC Pre-K Recruitment continues. Applications for School year 21-22 are online.** There is a drop box outside the front door for families to drop off applications. **We are continuing to recruit children. The workgroup formed to work on a Universal Application for Pre-K services continues to meet to get this system in place for recruitment for the 22-23 school year.**
4. **Drive-Through Truckload of Hope Diaper Bank: December 11, January 8, February 12, March 12, April 9, May 14 and June 11** from 8:30-10:30 am. Volunteers needed. Contact Daniele Malvesti ([dmalvesti@ccpfc.org](mailto:dmalvesti@ccpfc.org)) if you can assist.
5. **Board Member Retirement** – Cumberland County Department of Social Services Board and Staff will celebrate the retirement of Brenda Reid Jackson on Friday, December 17, 2021, 12:00 pm-2:00 pm
6. **Little Land** (a family outreach event and fundraiser): **Now scheduled for May 14, 2022, 10:00 am-2:00 pm at the Crown Arena. More details to come.** For information or sponsorships, contact Sharon Moyer ([smoyer@ccpfc.org](mailto:smoyer@ccpfc.org)).
7. Community Engagement has planned several virtual events for December. Information on these has gone out.

*November 16, 2021*

## **Statement on the North Carolina Budget**

Throughout this legislative session, the NC Early Education Coalition has focused on ensuring that children have access to quality early learning experiences, that parents can afford child care so that they can return to work, that early educators can afford to keep teaching, and that child care programs receive adequate funding to sustain their services.

Although there are some bright spots, the Conference Budget released on November 15<sup>th</sup> represents a missed opportunity for North Carolina's young children, their families, their educators, and their communities. North Carolina is facing a unique time in our budget history, with record state surpluses and an unprecedented amount of federal funding to support early childhood education. This year's historic funding could and should have addressed long-standing structural problems and inequities with strong investments in all of the interconnected components of our early childhood system. The final budget will be voted on this week and the Governor has already indicated he will sign this budget as presented.

We are most disappointed to see the lack of funding for early educators. Child care teachers are the workforce behind the workforce, and they have been on the frontlines of the COVID-19 crisis since day one. North Carolina is facing an unprecedented workforce crisis due to poverty-level wages, and professional compensation is needed now to attract and retain a high-quality workforce. Expanding the Child Care WAGE\$ program statewide would ensure that every eligible teacher in all 100 counties has access to this long-standing, evidence-based program to improve teacher compensation and retention. With ample state and federal funding available, it is disheartening that the final budget does not include this investment in the essential early educators who are teaching and caring for our state's youngest children, even though the House did include full expansion for Child Care WAGE\$ in its budget.

The budget maximizes the federal American Rescue Plan COVID relief funding, providing critically-needed funding to support the more than 22,000 children and working families on the Child Care Subsidy Waitlist. But child care programs across the state are already struggling to find qualified staff to meet the demand. Until the childhood workforce receives adequate compensation for the worthy work they do every day, programs will continue to be forced to turn families away because they don't have enough teachers.

We are pleased to see that Smart Start, the state's signature early childhood program, received a significant recurring increase in the budget, which will strengthen early education, child health, and family support programs across the state. NC Pre-K also received a small reimbursement rate increase and start-up funding, which will support communities in providing high-quality early learning opportunities to more young children.

North Carolina continues to need a budget that invests in the long-term sustainability of a strong early childhood system and fully supports the implementation of the Leandro court order to ensure that every child has access to a sound basic education beginning in early childhood. We remain committed to working to secure funding to help stabilize and sustain child care programs and teachers and to make child care more accessible for young children and working families across the state.

## Early Education Highlights of the Final Budget Include:

### Smart Start

- \$10 million in recurring state funds for Smart Start for both years of the biennium, total \$20 million.

### NC Pre-K

- 2% rate increase supported by \$1.7 million for FY 21-22 and \$3.4 million in FY 22-23 in recurring state funds with the intention of supporting salaries for NC Pre-K teachers in private child care programs.
- \$20 million in non-recurring federal state-level ARPA funding to support start-up and capital grants for child care and NC Pre-K classrooms in communities with child care deserts or low-performing or high poverty school districts.
- No additional funding for slot expansion.

### Federal Child Care Funding

- \$274 million total from the federal child care ARPA funding to support 1) families on the child care subsidy wait list (\$206-215M), 2) cover parent co-payment fees through December 2021, (\$30M) and 3) modernize child care licensing and subsidy management technology (\$50-59M).
- \$207.7 million to build supply of qualified child care teachers with staff bonuses and other teacher pipeline programs (apprenticeships, stackable courses, and fast-track programs).
- \$16 million in federal Child Care Entitlement to States grant, which unless designated, becomes part of the child care subsidy assistance program.

### Other Child Care Action

- Includes ARPA appropriation for the workforce pipeline provisions in Hold Harmless Child Care Ratings bill (S570), which passed as a separate bill earlier this session.
- Child Care Lead Abatement: \$150M in non-recurring funding for lead abatement in child care programs and public schools.



### Early Education Budget Comparisons

Item	Senate	House	Final
<b>Smart Start</b>	\$15 million in non-recurring state funds for both years of the biennium	\$15 million in recurring state funds for both years of the biennium.	\$10 million in recurring state funds for both years of the biennium.
<b>NC Pre-K</b>	2% rate increase supported by \$1.7M in recurring state funds for both FY 21-22 and FY 22-23. Intention of supporting salaries for NC Pre-K teachers in private child care programs	Same	Same
<b>NC Pre-K and Child Care Grants</b>	\$20 million in non-recurring federal state-level ARPA funding to support to support start-up and capital grants for communities with child care deserts or low-performing or high poverty school districts.	\$10 million in non-recurring funds for NC PreK and Child Care grants for start-up, quality improvement, and capitol improvements	\$20 million in non-recurring federal state-level ARPA funding to support to support start-up and capital grants for communities with child care deserts or low-performing or high poverty school districts.
<b>Federal Child Care Funding</b>	\$503M from the federal child care ARPA funding to support families on the child care subsidy wait list, cover parent co-payment fees through the year, and allows for retention bonuses for the child care workforce.	\$503 M allocated for: <ul style="list-style-type: none"> <li>• \$206-\$215M to reduce the waitlist</li> <li>• \$207.7M build supply of qualified teachers with \$35M to Child Care WAGE\$, plus staff bonuses and other teacher pipeline programs (apprenticeships, stackable courses, and fast-track programs)</li> <li>• \$50-\$59M to modernize databases and IT</li> <li>• \$30M for parent co-pay fees through 2021</li> </ul>	\$503 M allocated for: <ul style="list-style-type: none"> <li>• \$206-\$215M to reduce the waitlist</li> <li>• \$207.7M build supply of qualified teachers with staff bonuses and other teacher pipeline programs (apprenticeships, stackable courses, and fast-track programs)</li> <li>• \$50-\$59M to modernize databases and IT</li> <li>• \$30M for parent co-pay fees through 2021</li> </ul>
	\$16 million in federal Child Care Entitlement to States grant, which unless designated, becomes part of the child care subsidy assistance program.	Same	Same

<b>Hold Harmless Child Care Ratings bill (S570)</b>	Includes the bill as it passed the Senate, but no appropriation for the workforce pipeline provisions.	Includes the bill as it passed the Senate and adds \$207.7M for workforce pipeline provisions (see above).	Includes appropriation for the workforce pipeline provisions S570, which passed as a separate bill this session.
<b>Child Care Lead Abatement</b>	\$150M in non-recurring funding for lead abatement in child care programs and public schools	Same	Same
<b>NC Community College Child Care Grant Program</b>	\$1.5M in nonrecurring funding in both fiscal years to help students pay for child care expenses.	Not included	Not included

**MEMORANDUM**

**DATE:** November 18, 2021  
**TO:** Board of Directors  
**FROM:** Mary Sonnenberg, President  
**SUBJECT:** **Updated Timeline for Next Phase of Infrastructure Project**

1. **Timeline for Infrastructure Project Phase 2** – The Probable Cost of the full project was \$1.2M. Phase 1 has been completed with a final cost of construction of \$260,356. The Facilities Committee recommended moving forward with the next steps for the project. We are in process of finalizing the construction loan with First Bank. Anticipated cost for Phase 2 would be up to \$500,000. **Action is requested to approve the following timeline and projected cost so that we may proceed with the next phase of the project:**

Close on Bank Financing (Construction Loan)*	<b>November 2021</b>
Engage Steve Fleming to complete the Design Documents (plans and specifications) for Phase 2	<b>Engagement Letter December 2021</b>
Design Documents presented to Committees and Board	<b>December 2021/January 2022</b>
Board Approval for Infrastructure Project to move to RFP for construction	<b>January 2022</b>
Prepare RFP and Post RFP	<b>February 2022</b>
Research grant options for capital projects	<b>On-going (Private Foundations, Local Government opportunities)</b>
Apply for grants for Infrastructure Project	<b>On-going (Private Foundations, Local Government opportunities)</b>
Receive bids	<b>February 2022</b>
Review bids for construction	<b>Facilities &amp; Finance Committees, Board March 2022</b>
Award contracts for construction	<b>March 2022</b>
Notice to Proceed with Construction	<b>Mid-March 2022</b>
Mobilization of project – invoices for windows/initial materials	<b>April 2022</b>
Construction 4-5 months	<b>September 2022</b>

\*Board approved \$1M for Bank Financing; Bank has determined can underwrite \$1.3M. If need to go over \$1M, will go back to Board for authorization prior to encumbering anything over \$1M. No loan funds will be drawn down until Mobilization of construction for Phase 2 begins.