

Henderson County Board of Public Education

MINUTES

January 10, 2022

The Henderson County Board of Public Education held a regularly scheduled meeting on Monday, January 10, 2022, beginning at 4:00 pm, at 414 4th Avenue West, Hendersonville, NC.

The Board received public comment via email prior to the meeting and during open session. All Public Comment emails were shared with each board member prior to the meeting and then posted to the HCPS website for public access on January 11, 2022. The meeting was accessible to the public via a livestream link at <http://hcpsnc.org/live>.

Board Members Present: Mr. Blair Craven, Chairperson; Mrs. Amy Lynn Holt, Vice Chairperson; Mr. Robert Bridges; Ms. Dot Case; Mrs. Stacey Caskey; Mr. Jay Egolf and Dr. Kathy Revis.

Administrative Staff Present: Dr. John Bryant, Superintendent; Dr. Wendy Frye, Assistant Superintendent for Curriculum & Instruction; Mr. Scott Rhodes, Assistant Superintendent for Human Resources; Mr. Rick Fender, Chief Technology Officer; and Mr. Bernie Sochia, Chief Finance Officer

Attorney Present: Mrs. Cynthia Lopez

Board Clerk: Mrs. Stephanie Alfrey

CALL TO ORDER

Mr. Blair Craven called the meeting to order at approximately 4:00 pm. He led all those in attendance in the pledge of allegiance.

AGENDA APPROVAL

Mr. Craven acknowledged receipt of the meeting agenda and asked for a motion to approve. Mrs. Amy Lynn Holt moved that the agenda be approved as presented. Seconded by Dr. Kathy Revis. (*Unanimously approved.*)

PROGRAM HIGHLIGHT – Local Health Leaders

Medical leaders in the community [Dr. Greg McCarty (CMO, Pardee Hospital); Dr. Chris Parsons (Medical Director, Pardee Hospital); Dr. Natasha Latchesnager (Chief of Staff, Pardee Hospital); Dr. Teresa Herbert (CMO, AdventHealth); Dr. Richard Hupspeth (CEO, BlueRidgeHealth); and Steve Smith (Director HCDPH)] shared details on local healthcare operations, which have been greatly impacted in the last few weeks by COVID-19 cases.

Dr. Parsons and Dr. Herbert said both local hospitals are experiencing workforce strain, as the increasing number of COVID patients outpaces the number of staff available, since health providers are also contracting the virus and being quarantined in record numbers. Dr. Parsons said Pardee has had to expand its ICU capacity as a direct result of the burden of in-patient COVID cases, curtailed elective surgeries for the foreseeable future, and called in contractors to fill in for quarantined staff. Dr. Herbert said as of this week, AdventHealth has the highest number of staff out on quarantine throughout the pandemic, a limited number of ventilators, and a 50% test positivity rate that continues to climb daily. The health department has also experienced staffing shortages, impacting the number of school nurses available, and delaying case identification and close contact tracing in the community.

Health officials said they anticipate the current surge to peak locally in the next two to three weeks. When asked how efficient mandatory face coverings in schools would be, given that masks are not currently mandated elsewhere in the county, health officials agreed that in the current situation any small step to mitigate infections in the public matters to community health. Health officials agreed that surgical masks are likely more effective than a cloth face covering, but indicated any masking measure could help slow the spread. Dr. Bryant told Board members that HCPS has a stock of surgical masks that could be provided to every school for students and staff that desired one.

BOARD CHAIR OBSERVATIONS

Mr. Blair Craven had no comments at this time.

BOARD OBSERVATIONS

Ms. Dot Case mentioned the East Henderson High School teacher, Ms. Maggie McDade, who is one of six North Carolina teachers and only three NC math teachers representing our state as a finalist for a Presidential Awards for Excellence in Science and Teaching (PAEMST). Ms. Case applauded Superintendent John Bryant on the "Extraordinary Public Service Award" that he received from the Land of Sky Regional Council.

PUBLIC COMMENT

Mr. Blair Craven stated that 144 pre-submitted public comments were received for the January 10, 2022 meeting. All emails were shared with Board members prior to the meeting and will be posted to the Henderson County Board of Public Education website for public access after the meeting. The breakdown of topics received from the pre-submitted public comments are as follows: 78 to reinstate the mask mandate; 50 to keep masks optional; two regarding the need for an online learning option; one to return to virtual learning; four for no mandates in schools; three for no mask mandates ever again; two for no mask mandates/stop quarantines; three to consider COVID-19 safety precautions in schools; and one regarding issues with quarantine guidelines.

Mr. Craven noted with seven people who signed to speak during public comments each person will have full three minutes to speak. Public comment started at 5:03pm pm and ended at 5:21 pm. The breakdown of topics during public comment are as follows: five to reinstate the mask mandate; one to keep masks optional; and one regarding incorporating teacher voice into district decisions.

Mr. Craven requested to move to Item A under new business. The agenda was modified without objection from the Board members.

CONSENT AGENDA

- A. Meeting Schedule
 - 1. HCBPE Regular Business Meeting [*Monday, February 14, 2022, 4:00 p.m., (Boardroom)*]
- B. Minutes
 - 1. December 13, 2021 (*Regular Business Meeting*)
- C. Personnel (*as presented in closed session*)
- D. Student Acceptances/Releases (*as presented in closed session*)
- E. Budget Amendment
- F. Resolution – African-American History Month
- G. Resolution – School Board Appreciation Month

Mrs. Amy Lynn Holt read the African-American History Month resolution. Dr. John Bryant read the School Board Appreciation Month resolution. Mr. Blair Craven called for a motion to approve the consent. Mrs. Amy Lynn Holt made a motion to approve the Consent Agenda. Mrs. Stacey Caskey seconded the motion. (*Unanimously approved.*)

OLD BUSINESS

None.

NEW BUSINESS

A. Approval – Current Face Covering Guidance and Policy – (*Dr. John M. Bryant, Superintendent*)
Superintendent John Bryant noted Board action is required on whether to maintain or amend the Board's current face covering policy as required by S.L. 2021-130. Currently, as of January 1, 2022, face coverings are optional for all students, staff, and visitors when indoors in all settings [PreK through Grade 12] and in all school system locations. Face coverings are still required while traveling on buses or other group transportation settings. Dr. Bryant requested to present the Return to Learn Update from the Board/Superintendent's Reports prior to the Board voting on face covering guidance and policy. The agenda was modified without objection from the Board members. After Dr. Bryant presented the Return to Learn update, the Board members began the discussion regarding the current face covering guidance and policy.

The Board discussed the following topics: the two middle schools that moved to virtual learning due to staff shortages; the possibility of other schools needing to move to virtual learning due to staff shortage because the trend data right now indicates other school environments are at risk of not having adequate staffing; Blue

Ridge Community College will require masks on campus starting tomorrow and how that impacts the students at the Innovative High Schools; the mitigation strategies in place within the schools such as handwashing and social distancing when possible to help minimize the spread of COVID-19; COVID-19 transmission is at an all-time high in Henderson County; the resulting quarantines from the COVID-19 positive cases and the acknowledgement that optional masks does increase the number of quarantines; why the quarantines guidelines need to change and how the school system does not have control of those guidelines; percentages of vaccinations among the students and staff; why should the schools require masks if they are not required anywhere else in the community; the parent's ability to choose if his/her child wears a mask; school systems who decide their school systems mask requirement based on community rates and if that would work in HCPS; if masks would keep students in a face to face learning environment instead of a virtual learning environment; and the information the doctors from the county's healthcare community shared under the program highlight.

Mr. Robert Bridges made a motion for face coverings to be required in all school locations and sites during the instructional school day for students, staff, and visitors effective tomorrow while maintaining the Board's decision to provide a situationally specific exception for grades kindergarten to third during "direct and explicit phonics instruction." Dr. Kathy Revis seconded the motion.

Roll Call vote: Bridges, yes; Case, yes; Holt, no; Egolf, no; Caskey, yes; Revis, yes; Craven, yes.
(*Passes 5 to 2*)

Mr. Craven called for a 10-minute break at 6:03 pm. Mr. Craven reconvened the meeting at 6:10 pm.

B. Approval – (2022-2023) Traditional Schedule Calendar – (*First Reading*) (*Dr. John M. Bryant, Superintendent*)

Dr. John Bryant shared the proposed draft of the 2022 – 2023 Traditional calendar. He noted for the Board the first student day is on Monday, August 29. Dr. Bryant gave an overview of the calendar law.

- 1025 hours or 185 days – Early College and Career Academy are the most difficult to get enough hours due to transportation for the students to and from their districted high schools in the morning and afternoons.
- 10 annual leave days must be in the calendar.
- 11 holidays must be in the calendar (required for Veteran's Day to be one of the 11 holidays)
- 194 days teachers work (a combination of instructional days and teacher work days)
- The earliest start date for the calendar is no sooner than the Monday closest to August 26
- The latest end date is no later than the Friday closest to June 11
- Eight days of inclement weather per year in four of the last 10 years to receive a waiver

Dr. Bryant shared the DPD on the calendar indicates district professional development day. The TPD label indicates a teacher protected workday. The TPD day is a product of Ms. Dot Case bringing to the Board the importance for teachers to have time to work in their classrooms to prepare for the upcoming school year. Dr. Bryant said the Leadership team received positive feedback from teachers that the first day back after Winter break was a teacher workday. He noted the two workdays around the Martin Luther King Jr. holiday are for teachers to be able to end a semester and prepare for another semester in our four-by-four high schools. Spring break is now the third week in March. The change to Spring break is a productive of meetings with the calendar community, Superintendent's Teachers Advisory Council (STAC), and Superintendent's Parents Advisory Council (SPAC) in previous school years. Spring break always being the third week in March allows for the break to align with Blue Ridge Community College as well as other colleges. Additionally, it provides the ability for families to plan vacations around knowing when Spring break will be in the coming years. Easter weekend has been preserved with optional teacher workdays on Good Friday and Easter Monday. All three 2022-2023 school calendars were shared with the current STAC and SPAC groups for feedback.

Mr. Blair Craven noted the Early College calendar is the preferred calendar for the Traditional calendar. The ability to end the first semester prior to Winter break for high school students who graduate early. Mrs. Amy Lynn Holt said she has reached out to State officials regarding this concern and the need for the State's school calendar law to be changed to give more flexibility to the school systems when building their school calendars. The Board discussed parents and teachers reaching out to Representative Jake Johnson, Representative Tim Moffitt, and Senate Chuck Edwards to advocate for changes to the school calendar law. Mr. Craven requested

Dr. Bryant to draft an official letter from the Board to send to the Representative Johnson, Representative Moffitt, and Senate Edwards to advocate for changes to the school calendar law that will give school systems more flexibility. The Traditional schedule calendar was tabled until next month.

C. Approval – (2022-2023) Flexible Quarter Schedule Calendar - (First Reading) *(Dr. John M. Bryant, Superintendent)*

Dr. John Bryant shared the proposed draft of the 2022 – 2023 Flex calendar. The Flex calendar follows the calendar law definition of a year-round school. School is in session for 45 days and out for three weeks. The only time it is different is to keep everyone at the same Spring break across all three school calendars. The teacher workday in August is the difficult one because it’s hard to have students out of school in the middle of the week. However, the August 24 required teacher workday enables district wide professional development across all three school calendars.

Mr. Blair Craven moved that the Henderson County Board of Public Education approve the 2022 – 2023 Flex Calendar for first reading. Mrs. Amy Lynn Holt seconded the motion. *(Unanimously approved.)*

D. Approval – (2022-2023) Early College High Schedule Calendar – (First Reading) *(Dr. John M. Bryant, Superintendent)*

Dr. John Bryant shared the proposed draft of the 2022 – 2023 Early College calendar. The Early College calendar is aligned with Blue Ridge Community College’s calendar. He noted the Early College calendar is what we would like for the Traditional calendar to look like if the State calendar law was changed.

Mr. Blair Craven moved that the Henderson County Board of Public Education approve the 2022 – 2023 Early College Calendar for first reading. Mrs. Amy Lynn Holt seconded the motion. *(Unanimously approved.)*

E. Approval – North Carolina Lottery Application – *(Mr. Bernie Sochia, Chief Finance Officer)*

Mr. Bernie Sochia presented the Public School Building Capital Fund/N. C. Education Lottery Application to request funds currently available (\$325,509.68) to pay debt service on the 2008 Installment Financing Contract debt issue for the Hillandale and Mills River Elementary School construction projects. All funds received from the N. C. Education Lottery are currently being used for debt service on these school building projects. Mrs. Amy Lynn Holt asked if 100% of the lottery money goes back into education. Mr. Sochia noted that it is a percentage of the net proceeds that go back into education.

Mrs. Amy Lynn Holt moved that the Henderson County Board of Public Education approve the Public School Building Capital Fund/North Carolina Education Lottery Application. Dr. Kathy Revis seconded the motion. *(Unanimously approved.)*

F. Approval – Sole Source – *(Mr. Bernie Sochia, Chief Finance Officer)*

Mr. Bernie Sochia stated the Office of Budget and Management (OMB) issued new Uniform Guidance Procurement Standards (UG) for local governments that receive and expend federal financial assistance. These new guidelines were effective July 1, 2018. All purchases of goods that exceed \$30,000 and services that exceed \$50,000.00 require issuing a bid solicitation using the Uniform Guidance ‘micro-purchase’ procedures. One exception to these new guidelines is for ‘noncompetitive procurement’ which means that the item is only available from a single source provider or that a specific item is necessary for continuity of equipment. Procurement under this exception requires annual NCDPI and local Board approval. The letter of DPI approval for the vendor, Pearson, has been received. The approval is for an assessment tool through Pearson that the Exceptional Children Department utilizes. Dr. Kathy Revis asked about the funding source. Mr. Sochia said it will be ESSER funds.

Dr. Kathy Revis moved that the Henderson County Board of Public Education approve the specified vendor as a vendor under the sole source exemption guidelines. Mrs. Stacey Caskey seconded the motion. *(Unanimously approved.)*

G. Approval – Employee Eligibility Criteria for State ISP Bonuses – *(Mr. Scott Rhodes, Assistant Superintendent for Human Resources)*

Mr. Scott Rhodes stated the ESSER III Employee Bonuses program (PRC 203) is intended to provide a one-time, lump sum bonus of \$1,000 for every qualifying teacher whose salary is supported from State funds and who, as of January 1, 2022, is employed as a teacher in a public school. Under SL 2021-180 Section 7.27.(a)(34)(a).(2), a qualifying teacher is defined as teachers and instructional support personnel who participate in one or more trainings between March 12, 2020 and January 1, 2022, that address the mitigation of COVID-19 in public schools, learning loss resulting from the COVID-19 pandemic, or virtual instruction needed because of the COVID-19 pandemic. The governing body of each public school must determine whether an individual teacher or instructional support staff is a qualifying teacher for the purposes of receiving the bonuses. Per SL 2021-180 Section 7.27(a)(34) and specific guidance from NC DPI Division of School Business on December 16, 2021, ESSER III bonuses (PRC 203) must be paid to qualifying teachers and instructional support personnel by January 31, 2022. Because these are Federal grant funds, a PSU must have an application approved by NC DPI prior to paying the bonuses.

The recommended criteria for eligibility for qualifying teachers and instructional personnel employed with HCPS is one or more of the following trainings:

- All BOY DPD August 2021
- All MOY DPD January 2021
- Instructional Expectations Training during each Plan A/B/C
- Instructional Expectations Training for Remote Learning Days [Choice boards]
- Instructional Expectations Training for supporting quarantined students
- COVID Safety Protocol Training [Cleaning/Disinfecting Guidelines]

Dr. John Bryant noted the funds are State ESSER funds and the legislation states that Boards of Education are required to approve the trainings in order to receive these funds. Dr. Kathy Revis asked if instructional support personnel who are not paid through state funds will receive the bonus. Dr. Bryant said instructional support by the state's definition who are paid through local or federal funds will be paid the bonus using ESSER funds.

Mrs. Stacey Caskey moved that the Henderson County Board of Public Education approve the Employee Eligibility Criteria for State ISP Bonuses, as presented. Dr. Kathy Revis seconded the motion. *(Unanimously approved.)*

H. Approval – ESSER Funds for Class Coverage and Quarantine Support – *(Mr. Scott Rhodes, Assistant Superintendent for Human Resources)*

Mr. Scott Rhodes said in an effort to further address current substitute teacher workforce shortages and provide synchronous support to students under quarantine, incentive pay is being proposed from available ESSER funds. The incentive plan outlines hourly extra-employment pay for certified teachers who cover class periods during their planning periods and/or provide synchronous instructional support for quarantined students during their scheduled planning periods. The pay will be \$45 for a 90-minute class and \$30 for a 60-minute class. Dr. Kathy Revis asked how coverage is being handled in the elementary schools when a substitute teacher is not available. Mr. Rhodes said that typically teacher assistants will cover the elementary school class and receive the beginning teacher rate of pay for that day of coverage. If we have a situation in elementary schools where teachers are using their planning period/specials period to cover a class, the teachers would receive the same incentive pay. Mr. Blair Craven asked if the cost to implement this incentive pay is known. Mr. Rhodes noted at this time the total cost is not known. Mr. Craven requested for the dollar figures that are associated with this incentive pay as well as the other items the Board has approved using ESSER funds. Mr. Rhodes said this incentive pay will start at the beginning of the second semester. The incentive pay is essentially extra duty pay for the teachers doing work beyond their regular duties. Mrs. Amy Lynn Holt said this extra duty pay is needed to help with teacher burnout.

Dr. Wendy Frye said the middle and high school teachers would be paid during their planning periods to provide live support when a student is quarantined. This support will be offered in the core classes. In elementary schools, two new elementary education positions will be hired to provide daily, synchronous instruction for elementary age students under quarantine. These two positions will report directly to Dr. Shannon Marlowe, Director of Elementary Education, and will be housed at Mills River Academy. One

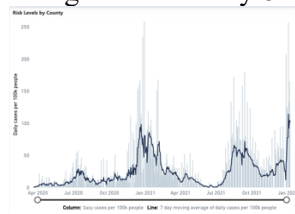
teacher will focus on grades kindergarten to second. The other teacher will focus on grades third through fifth. They will meet with each of the quarantine students and will spend 90 minutes of each day with each grade level. The afternoons would be used to meet with families of these quarantined students and schedule the meetings for the following day. The intention is not to keep pace with the classroom work. The intention is to teach and reenforce the application of skills that are appropriate for that grade level. Ms. Dot Case asked how these two positions differ from the Quarantine Liaisons at each school. Dr. Frye noted the Quarantine Liaisons are non-certified position that reach out to students in order to ensure they have the materials needed to be able to do their work while quarantined, to answer questions, and to ensure they have access to the Google Classroom. Dr. John Bryant said these new two positions will provide live instruction to students while the Quarantine Liaisons who helps facilitate and keep the students and families connected during quarantine. Dr. Frye said the two positions are through the end of this school year. A determination would be made to see if these positions are needed next school year. The positions could be for two years, which is the length of time before the ESSER funds expire Mr. Rhodes noted there is always positions that become available that these two employees could be moved to when these positions are no longer needed in this capacity. The Board discussed the ESSER budget, when the funds will expire, and what will happen at that time. Dr. Revis asked if extra incentive pay could be provided for teachers who are willing to teach virtually and face to face at the same time. Dr. Bryant said they are willing to explore everything at this point and can spend more time learning about that possibility. Ms. Case asked if there has been an increase in the number of bus drivers due to the recruitment plan that was approved at the last Board meeting. Mr. Rhodes said those advertisement have just started and they are not yet able to determine the increase. He will keep the Board posted. Dr. Bryant noted the appreciation for all the school employees who pitch in everyday to keep the buses rolling in order to keep the students coming to school. The Board discussed the need for bus drivers, the process to become a bus driver, and ways to help new bus drivers get licensed to drive a school bus. Ms. Case suggested writing a letter to the NC Department of Transportation requesting assistance to get people licensed to drive school bus in order to help with the backlog of people waiting to drive.

Mrs. Amy Lynn Holt moved that the Henderson County Board of Public Education approve the ESSER Funds for Class Coverage and Quarantine Support, as presented. Dr. Kathy Revis seconded the motion. *(Unanimously approved.)*

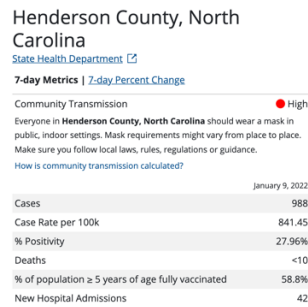
BOARD / SUPERINTENDENT'S REPORTS

A. RETURN TO LEARN UPDATE

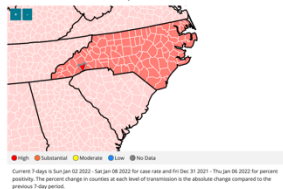
Superintendent John Bryant shared the local health pandemic indicator numbers from the Harvard Global Health Institute. He reminded everyone that research data from the Harvard Global Health Institute (HGHI) indicates risk levels that are calculated based on daily cases per 100,000 people using a seven-day rolling average. As of January 3, 2022, the rolling average in Henderson County was 114/100,000 people. As of January 9, 2022, the rolling average in Henderson County was 102.7/100,000 people. For some perspective, this graph shows the seven-day rolling average as of January 8.



NC DHHS previously provided the NCDHHS County Alert System Report. Beginning August 2, this alert system report has been discontinued. Beginning Aug. 6, 2021, NCDHHS transitioned to using the Centers for Disease Control and Prevention's COVID-19 Community Transmission Map to monitor COVID-19 activity in North Carolina counties. The CDC COVID Data Tracker shows the following for Henderson County.



The map is updated daily and uses a combination of total cases per 100,000 population and percent positivity in the last seven days to measure the level of community transmission in counties. The current seven day is January 2 to January 8 for case rate and December 31 to January 6 for percent positivity. Henderson County is in the high transmission area, which is a seven-day rolling average of 25.0 or higher.



Since August 2, 2021, the HCPS district dashboard for COVID-19 cases has been updated. The dashboard reflects individual school positivity case rates and cumulative case rates. The information is updated the business day after at 9 am. On Friday, October 22, 2021, daily alert call notifications for school affected cases ceased. The COVID-19 district dashboard will continue to be updated each business day. Additionally, the weekly quarantine numbers will be on the COVID-19 district dashboard each Monday. Districtwide notifications for clusters will continue as required by law. A cluster is five positive cases in a school community that are epidemiologically linked.

The expectations of the information parents can receive and from who they can receive the information are HCPS will:

- Report school-affected positives on the COVID-19 District Dashboard each business day
- Partner with the Henderson County Department of Public Health for contract tracing
- Provide as transparent reporting as possible while still protecting confidentiality
- Temporarily close areas where the infected person spent time for extra cleaning
- Monitor symptoms of students and staff, as well as case counts
- Send student and staff home when they are ill
- Continue to teach and learn from home when under quarantine
- Continue to provide important health and safety information to families

Health Department will:

- Conduct contact tracing to identify potential exposure on campus based on proximity, time together, and lack of face covering
- Notify any person identified as a close contact, instruct them to self-quarantine, and provide further guidance on quarantine and testing

We will not:

- Provide personally identifiable information of an infected person
- Immediately close school for a positive case

Dr. Bryant detailed the current operations regarding face coverings. As of January 1, 2022, face coverings are optional for all students, all teachers, staff, and adult visitors when indoors in all school settings and at all school properties. Face coverings are required while traveling on buses or other group transportation settings.

According to Senate Bill 654, local school districts are required to adopt a policy regarding the use of face coverings by employees and students for the 2021-22 school year. The governing body must vote at least once a month about whether or not a face covering policy should be modified. This legislation is why agenda item A under new business exists.

Dr. Bryant shared the resulting quarantine impacts. For the week of January 3 to January 7, HCPS had

115 school-affected positive case totals, which resulted in 382 quarantines.

The Board meeting resumed under new business item A.

After item H under new business, Dr. Bryant noted we are continuing to proceed forward with every option to keep children in school. He reviewed the information on the “Test to Stay” Study through the ABC Collaborative, which is a partnership with Duke University and Department of Health and Human Services. The study overview is as follows:

- The “Test to Stay in School: COVID-19 Testing Following Exposure in K-12 School Communities” research study will evaluate the transmission of SARS-CoV-2 in K-12 schools. Participants in the study will be students or staff who are identified as close contacts to someone who tested positive for COVID-19.
- All individuals participating in this study are required to consent and will be allowed to remain in school after having close contact with a positive COVID-19 case in the school setting, provided they are tested for COVID-19 at pre-specified intervals, have no symptoms, continue proper masking at school, and remain negative on the rapid antigen tests.

What does this mean for HCPS students/staff?

- Primarily, it will allow students and staff to remain in school despite exposure to COVID-19. This will minimize disruptions to the school day and home operations due to quarantine. Participants may also benefit from testing, symptom screening, masking, and early identification of COVID-19.
- Participants will be tested on the day after exposure (day 1), and again on days 3, 5, and 7 after exposure. Participants will also report their symptoms, if any, for 14 days following exposure.
- A school nurse or other designee will perform COVID-19 tests on consenting individuals who have been exposed at the prespecified timepoints.

Dr. Bryant noted the next steps are:

- Requires approval of Board of Education and Local Health Department, which was approved by the Board of Education at the December Board meeting.
- With such approval, further review details of study participation, establish logistics plan, and determine launch date.
- Coordinate with Health Department staff and begin district communications.

Dr. Bryant said the update to the StrongSchools NC Public Health Toolkit states that school systems can do a “Test to Stay” program on their own as well. He noted the earliest the “Test to Stay” could be implemented is February 1. He said we continue to proceed in the “Test to Stay” direction to ensure people can stay in schools with minimal disruption.

Dr. Bryant noted the following summary thoughts:

- Plans will continue to be fluid models and contingent on local health data.
- We will continue to work in close coordination with the Henderson County Department of Public Health and local partner agencies.
- We will respond to questions, concerns, and updated direction from NCDPI, NCDHHS, and other state governing bodies.
- We will continue meeting the instructional obligation to all students every day.

B. ELEMENTARY AND SECONDARY SCHOOL EMERGENCY RELIEF (ESSER) UPDATE

Mr. Blair Craven requested to hold off on the ESSER update this month. He requested to see more information regarding the funding. Dr. John Bryant said next month’s report would become more of a financial report than a global report as more payroll data will be available.

C. CALENDAR FOR 2021-2022 BUDGET DEVELOPMENT PER BOARD POLICY: 8100, BUDGET PLANNING AND ADOPTION

Superintendent John Bryant provided the Board with the following dates for the 2022-2023 budget overview process. January 19, 2022 will be the Board of Commissioners Budget Workshop. April 13, 2022 from 9:00am to 12:00pm will be the Board of Education Budget Workshop. April 28, 2022 from 9:00am to 11:00am will be an additional date for the Board of Education Budget Workshop if needed. May 9, 2022 will be the

Board of Education Budget Approval during the regularly scheduled Board of Education Board meeting. May 16, 2022 will be the Board of Education Budget Transmittal to Board of Commissioners. The Board discussed the need for a spreadsheet that shows programs, where they were originally allotted, and where the funds are now if no longer in that program. Dr. Bryant said he welcomes the opportunity to find a format that will best reflect the information requested that can be used year over year.

D. CONSTRUCTION UPDATE

Dr. John Bryant provided the School Board with status updates on the construction and facility projects currently underway or planned in the near future. He shared current photos of the Hendersonville High School auditorium renovations. Mr. Robert Bridges inquired about further information regarding naming the auditorium. Dr. Bryant said he would follow up with the Board in the coming months. The HCPS Food Service freezer and Rugby Middle School projects are now completed. The district has a pending contract with Haynes Technology for the planned security camera video management system upgrades at the middle and high schools. Requests for proposals are being posted this month for the auditorium sound and lighting system upgrades at East and West Henderson High Schools, which have an anticipated completion date of August 2022. The replacement of auditorium seating at North Henderson High and Apple Valley Middle is scheduled to begin in March, starting with demolition of existing seating on March 1 and March 15, respectively. Anticipated completion of new seating installation is March 30 for the high school and April 15 for the middle school. Replacement of auditorium seating in the Board of Education boardroom will follow, with an expected completion date of May 7.

Dr. Bryant mentioned the bid for lighting on the softball and baseball fields at North Henderson High came back over budget. The request was made for the bid to be separated in to two projects. The Board will decide which project to do this year and what to roll into the next fiscal year. Dr. Bryant noted the commitment we have to equity across the school system. He noted that Mr. Carl Taylor will share more information regarding this bid in February.

E. EQUITY UPDATE

Dr. Wendy Frye updated the Board on the Henderson County Career Academy's recent award of the Innovative Partnership Grant (IPG), a competitive grant process for Comprehensive Support and Improvement (CSI) schools. The grant is designed to enhance educational opportunities and student engagement, enhance instructional rigor through job-embedded professional learning and coaching, build leadership capacity among students through individualized coaching, and support student and staff resiliency. Among other elements of the program, the three-year grant will fund a partnership with RTI International to implement research-based school improvement strategies and employ a twelve-month IPG Coach, Lori Chappell, on campus. Ms. Dot Case asked if the JAG program taught by Ms. Virginia Haynes is still at the Career Academy. Dr. Frye noted the program is still at the Career Academy; however, Ms. Haynes received a promotion within the NC JAG program so there is a new teacher for the program.

Mrs. Amy Lynn Holt left the meeting at 7:37 pm.

F. FINANCIAL STATEMENTS

Mr. Bernie Sochia presented the Financial Statements. The results of operations of the Local Current Expense and Other Restricted Funds for the 2021-22 fiscal year as of December 31, 2021 is as follows: Revenues received total \$18,845,881 and expenditures made total \$15,013,629. Operations continue to be as expected, with bonus payments to come in January and February that will be almost entirely through Federal ESSER and State funds. Mr. Sochia noted the new salary schedules will be effective this month. The retro pay calculations will begin in February. The retention bonus will also be paid in February. The second part of the local supplement will be paid in June 2022. The results of operations of the Capital Outlay Fund for the 2021-22 fiscal year as of December 31, 2021 is as follows: Revenues are on schedule at \$905,572 and expenditures are almost at the same point as last year at 519,319.

Mrs. Amy Lynn Holt returned to the meeting at 7:39 pm.

G. GENERAL OPERATIONS

Dr. John Bryant shared the following dates with the Board: January 17 is an Optional Teacher Workday for All Calendars (Martin Luther King Day); January 18 is a Required Teacher Workday for the Traditional Calendar; January 19 is the Initial Budget Presentation at the Board of Commissioners Budget Workshop; February 9 is the HCBPE School Tours, 10:00am at Hendersonville Middle, East Henderson High, and Dana Elementary; February 14 is the HCBPE Regular Meeting, 4:00pm, Closed Session, 3:00pm, Boardroom; and February 18 is an Early Release Day at noon for Traditional Calendar and Early College Calendar.

Mr. Blair Craven asked for a report regarding the qualifications to be a substitute teacher. He requested an update on the status of students who attend the Innovative High Schools being able to play sports to be included in the upcoming Board meetings. Dr. Bryant noted Mr. Scott Rhodes would be able to provide information to the Board on both of those topics.

Dr. Kathy Revis asked for the Board to consider using the level of community transmission rate to guide the decision on face coverings in the schools. Mr. Craven requested Dr. Bryant to give more information in the Return to Learn report on how other school systems are using that metric to guide the decision.

Mr. Craven thanked all the members of Leadership Team and the Board. He noted his appreciation for all of them. Dr. Kathy Revis thanked Mr. Craven for his leadership.

ADJOURNMENT

There being no further business, Mrs. Amy Lynn Holt moved that the meeting be adjourned. Seconded by Dr. Kathy Revis. *(Unanimously approved at 7:42 pm.)*

Minutes approved: February 14, 2022