

Henderson County Board of Public Education

MINUTES

February 14, 2022

The Henderson County Board of Public Education held a regularly scheduled meeting on Monday, February 14, 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 February 15, 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. Carl Taylor, Chief Administrative Officer; Mr. Rick Fender, Chief Technology Officer; and Mr. Bernie Sochia, Chief Finance Officer

Attorney Present: Mr. Chris Campbell

Board Clerk: Mrs. Stephanie Alfrey

CALL TO ORDER

Mr. Blair Craven called the meeting to order at approximately 4:04 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 Mr. Jay Egolf. *(Unanimously approved.)*

PROGRAM HIGHLIGHT – National Board for Professional Teaching Standards

Dr. Wendy Frye, Assistant Superintendent for Instructional Services, shared a special recognition honoring the most recent educators to have earned their National Board Certification from the National Board for Professional Teaching Standards. Joanne Sims-Rickert, Kindra Taylor, Kelsey Nock, and Hannah Campbell are 4 of the 399 teachers in North Carolina to have earned their certifications in 2021. Also, Dr. Frye celebrated the following teachers for their commitment to professional growth in K-12 education as they maintained their NBCT certification in 2021: Christian Drake, Amanda Parr, Beverly Buckley, Cayley Icenhower, Candice Greedy, MaryWade Greiner, Bethany Phillis, Adam Chacon, Doyle Chambers, Gary Blackwell, Leanne Perry, Karen Maxon, Sherry Shipman, Alicia Allman, Sergey Zalevskiy, and Dana Braznell.

Dr. Frye explained that the NBCT is the most nationally respected professional certification available in K-12 education. Currently in HCPS, 183 teachers are National Board Certified, and the district is one of only 79 National Board Accomplished Districts nationwide, which recognizes districts in which at least 20% of teachers have achieved National Board certification. Dr. Frye talked about the contribution of Mrs. Lynn Carter's work with teachers who are seeking to earn or maintain their National Board Certification. Mrs. Carter has been a mentor to these teachers for over 20 years. Dr. Frye noted the national pass rate for Nation Board Certification on the first attempt is 40%. HCPS has pass rate of 70% for teachers seeking to earn their National Board Certification.

RECOGNITIONS

Dr. Wendy Frye recognized the four new National Board Certified Teachers: Kelsey Nock, Rugby Middle School; Joanne Sims-Rickert, Upward Elementary School; Kindra Taylor, North Henderson High School; and Hannah Campbell, Clear Creek Elementary School. Dr. Frye recognized the recertified National Board Certified Teachers: Alicia Allman, Upward Elementary School; Gary Blackwell, North Henderson High School; Dana Braznell, West Henderson High School; Beverly Buckley, Glenn C. Marlow Elementary School; Adam Chacon, Hendersonville

High School; Doyle Chambers, Mills River Elementary School; Christian Drake, Apple Valley Middle School; Candice Greedy, Hendersonville Elementary; Mary Wade Greiner, Hendersonville High School; Cayley Icenhower, Hendersonville Elementary School; Karen Maxon, Rugby Middle School; Amanda Parr, Flat Rock Middle School; Leanne Perry, Rugby Middle School; Bethany Phillis, Hendersonville High School; Sherry Shipman, Upward Elementary School; and Sergey Zalevskiy, West Henderson High School.

BOARD CHAIR OBSERVATIONS

Mr. Blair Craven congratulated Mr. Ray Ford and the East Henderson High School women's wrestling team on their first NCHSAA Women's State Championship win. He also congratulated Ms. Dot Case on recently being named in to the Henderson County Education Foundation Hall of Fame.

BOARD OBSERVATIONS

Board members had no comments at this time.

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

PUBLIC COMMENT

Mr. Blair Craven stated that 51 pre-submitted public comments were received for the February 14, 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: 17 for no mask mandate; seven for no mask mandate and no quarantines; 17 for masks to be optional; and 10 to keep the mask mandate.

Mr. Craven noted with 30 people who signed to speak during public comments each person will have full three minutes to speak. Public comment started at 4:37 pm and ended at 5:06 pm. Mr. Campbell clarified for the speakers who wanted to yield their time to another speaker that Board Policy 2310 states it is not permitted for a speaker to donate any portion of their time to another speaker. The breakdown of topics during public comment are as follows: two to keep mask mandate; eight signed up to donate time to a speaker that Board Policy does not permit; one regarding a need to discuss Critical Race Theory (CRT); one regarding how we need love one another; one regarding how ESSER funds are spent; two regarding school bullying; nine for optional masks; one thanked the Board for all they have done; one no show; one gave packet of information to the Board; one asked the Board to read the information they were given; one requesting a Board policy; and one against CRT.

CONSENT AGENDA

A. Meeting Schedule

1. HCBPE Regular Business Meeting [*Monday, March 7, 2022, 4:00 p.m., (Closed Session at 3:00 pm) (Boardroom)*]

B. Minutes – January 10, 2022 (*Regular Business Meeting*)

C. Personnel (*as presented in closed session*)

D. Student Acceptances/Releases (*as presented in closed session*)

E. Budget Amendment

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

A. Approval – (2022-2023) Flexible Quarter Schedule Calendar – (Second Reading) (*Mr. Carl Taylor, Chief Administrative Officer*)

Mr. Carl Taylor presented the 2022-2023 Flex Calendar for second reading. The calendar has no revisions from first reading in January Board meeting.

Mrs. Amy Lynn Holt moved that the Henderson County Board of Public Education approve the 2022 – 2023 Flex Calendar as presented. Dr. Kathy Revis seconded the motion. (*Unanimously approved.*)

B. Approval – (2022-2023) Early College High Schedule Calendar – (Second Reading) *(Mr. Carl Taylor, Chief Administrative Officer)*

Mr. Carl Taylor presented the 2022-2023 Early College Calendar for second reading. The calendar has minor revisions from the first reading in the January Board meeting. Based on feedback from staff at the Early College, the first day of school was moved up in order to make the number of student days in each semester more even. The first semester now has 86 student days and the second semester now has 94 student days. Additionally, the teacher workday in October was moved to align with the Blue Ridge Community College (BRCC) workday. Mr. Taylor noted the five days at the start of the school year before the BRCC courses start helps the students and staff build the school culture while also allowing for an orientation period for the students.

Dr. Kathy Revis moved that the Henderson County Board of Public Education approve the 2022 – 2023 Early College Calendar as presented. Mrs. Amy Lynn Holt seconded the motion. *(Unanimously approved.)*

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 11, 2022, face coverings are required for all students, staff, and visitors when indoors in all settings [PreK - G12] and in all school system locations, unless a legal exception applies. Face coverings remain 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 discussion included the following topics: the decline in COVID positive cases since the last Board meeting; how the workforce in the schools has stabilized since the last Board meeting; the effect wearing masks is having on children; the mental wellbeing of children; and what the revision to quarantine guidance in the StrongSchools NC Public Health Toolkit means for the school system. Mr. Blair Craven asked Dr. Bryant his recommendation. Dr. Bryant recommended based on the current data to move to masks optional immediately.

Mr. Blair Craven made a motion to move to optional masks in all school settings and locations effective tomorrow (Tuesday, February 15). Mr. Robert Bridges seconded the motion. Roll Call vote: Bridges, yes; Case, yes; Holt, yes; Egolf, yes; Caskey, yes; Revis, yes; Craven, yes. *(Passes 7 to 0)*

B. Approval – (2022-2023) Traditional Schedule Calendar – *(First Reading)* *(Mr. Carl Taylor, Chief Administrative Officer)*

Mr. Carl Taylor presented the 2022-2023 Traditional calendar. The 2022-2023 Traditional calendar with an August 29, 2022 start date had been tabled in January. Staff was directed to send a letter to legislators revisiting last year’s request to change existing Calendar Law regarding start dates. Since state calendar law currently requires school districts to set a start date of no earlier than the Monday closest to August 26, the earliest start date for the 2022-2023 Traditional Calendar would be Monday, August 29, 2022. Thus, the proposed 2022-2023 Traditional Calendar failed upon first reading, as the school board continues to find the North Carolina school calendar law too restrictive.

Mr. Blair Craven noted the letter sent regarding the calendar law from the Board. He mentioned there had been no response to the letter. Mrs. Amy Lynn Holt said she has been in conversations with NC Representative Jake Johnson and NC Representative Tim Moffitt regarding needed changes to the calendar law. The Board discussed the benefits to being able to start school earlier than August 29. In particular, the Board discussed how high school seniors who graduate early would benefit from a first semester that ends prior to Winter break; thus, enabling the students to enroll in college in January instead of having to wait until the Fall semester. Dr. John Bryant spoke of the importance of approving a Traditional calendar despite the desire for an early start date for students so that parents and schools can make plans. Attorney Chris Campbell noted

that under the statute this start date is the worst-case scenario and other school districts would also like to see a change to the calendar law. However, the law is the law. He said there could be a potential injunction if the Board does not follow the law in regards to this calendar.

Mr. Blair Craven moved that the Henderson County Board of Public Education approve the 2022 – 2023 Traditional Calendar for first reading. Dr. Kathy Revis seconded the motion. Roll Call vote: Bridges, yes; Case, no; Holt, no; Egolf, no; Caskey, no; Revis, yes; Craven, yes. *(Fails 4 to 3)*

Since the Board has heard no responses to the letters staff sent to legislators, the Board intends to expand their efforts to advocate for flexibility to create school calendars with earlier start dates. Per the suggest of Mr. Campbell, the Board requested a resolution regarding the calendar law for the March 7 Board meeting. The Traditional Calendar for 2022-2023 will remain tabled until the March 7 school board meeting.

C. Approval – Reassignment Tuition for Out of County Acceptances – *(Mr. Carl Taylor, Chief Administrative Officer)*

Mr. Carl Taylor stated the Out of County tuition for students on reassignment from outside of Henderson County is based on Henderson County's Local Current Expense per student. Therefore, the tuition fee for the 2022-2023 school year should increase by \$100.00 from \$2,150 to \$2,250.

Mr. Robert Bridges moved that the Henderson County Board of Public Education approve the increase of Out of County tuition to \$2,250.00 for the 2022–2023 school year. Dr. Kathy Revis seconded the motion. *(Unanimously approved.)*

D. Approval – Contract – *(Mr. Bernie Sochia, Chief Finance Officer)*

Mr. Bernie Sochia noted that pursuant to board policy 6420, Contracts with the Board, any contract in excess of \$90,000 must be approved by the Board. The AT&T contract for internet services requires approval of execution. Mr. Sochia noted the contract is part of e-rate service, which provides a huge discount. The contract is 80% discounted. The remaining 20% of the contract is covered by NC DPI.

Mrs. Stacey Caskey moved that the Henderson County Board of Public Education approve the attached contract with the specified vendor. Mrs. Amy Lynn Holt seconded the motion. *(Unanimously approved.)*

E. Naming of School Facilities – Policy Code: 9300 Naming Facilities – *(Dr. John M. Bryant, Superintendent)*

This item was tabled.

F. 2021 Fall Policy Updates – *(Mr. Carl Taylor, Chief Administrative Officer)*

1. Approval – Policy 1310/4002, Parental Involvement
2. Approval – Policy 1510/4200/7270, School Safety
3. Approval – Policy 1720/4030/7235, Title IX Nondiscrimination on the Basis of Sex
4. Approval – Policy 2125/7315, Confidential Information
5. Approval – Policy 2302, Remote Participation in Board Meetings
6. Approval – Policy 3100, Curriculum Development
7. Approval – Policy 3225/4312/7320, Technology Responsible Use
8. Approval – Policy 3410, Testing and Assessment Program
9. Approval – Policy 3420, Student Promotion and Accountability
10. Approval – Policy 3460, Graduation Requirements
11. Approval – Policy 4050, Children of Military Families
12. Approval – Policy 4120, Domicile or Residence Requirements
13. Approval – Policy 4150, Student Assignment
14. Approval – Policy 4152, Unsafe School Choice Transfer
15. Approval – Policy 4300, Student Behavior Policies
16. Approval – Policy 4400, Attendance

17. Approval – Policy 4700, Student Records
 18. Approval – Policy 4720, Student Surveys
 19. Approval – Policy 5020, Visitors to the Schools
 20. Approval – Policy 5022, Registered Sex Offenders
 21. Approval – Policy 5030, Community Use of Facilities
 22. Approval – Policy 5210, Distribution and Display of Non-School Material
 23. Approval – Policy 6305, Safety and Student Transportation Services
 24. Approval – Policy 6320, Use of Student Transportation Services
 25. Approval – Policy 7100, Recruitment and Selection of Personnel
 26. Approval – Policy 7130, Licensure
 27. Approval – Policy 7261, Communicable Diseases – Employees
 28. Approval – Policy 7340, Employee Dress and Appearance
 29. Approval – Policy 7510, Leave
 30. Approval – Policy 7530, Military Leave
 31. Approval – Policy 7820, Personnel Files
 32. Approval – Policy 8305, Federal Grant Administration
 33. Approval – Policy 8310, Annual Independent Audit
 34. Approval – Policy 9000, Planning to Address Facility Needs
- The policies listed below have only minor changes to wording, legal references, and/or cross references.
35. Approval – Policy 1725/4035/7236, Title IX Sexual Harassment – Prohibited Conduct and Reporting Process
 36. Approval – Policy 1726/4036/7237, Title IX Sexual Harassment Grievance Process
 37. Approval – Policy 2310, Public Participation at Board Meetings
 38. Approval – Policy 4329/7311, Bullying and Harassing Behavior Prohibited
 39. Approval – Policy 7110, Information Provided by Applicant or Employee
 40. Approval – Policy 7520, Family and Medical Leave
 41. Approval – Policy 9020, Facility Design

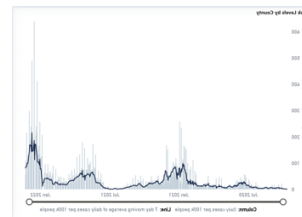
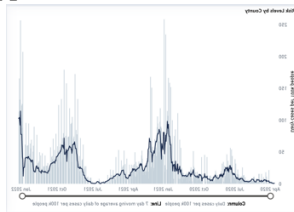
Mr. Carl Taylor presented the revisions to the 41 policies. Mr. Blair Craven noted the majority of the changes are minor. He asked if there are any Board questions. Ms. Dot Case asked about how the regulations in policy 5030, Community Use of Facilities, are followed. Mr. Taylor said the details of facility rentals is on the HCPS website. Anyone interested in renting a facility fills out the online forms for the school principal to approve. No other Board members had questions.

Mr. Blair Craven moved that the Henderson County Board of Public Education the approve policies one through 41 as presented. Mr. Jay Egolf seconded the motion. *(Unanimously approved.)*

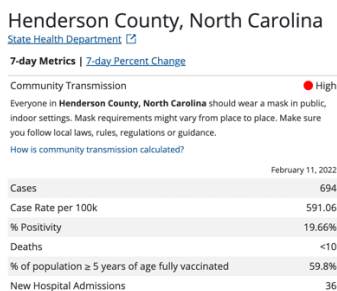
BOARD / SUPERINTENDENT'S REPORTS

A. RETURN TO LEARN UPDATE

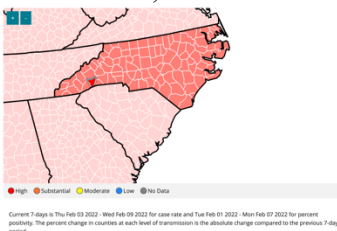
Superintendent John Bryant shared the local health pandemic indicator numbers from the Harvard Global Health Institute. He reminded everyone that research data from the Harvard Global Health Institute (HGHI) indicates risk levels that are calculated based on daily cases per 100,000 people using a seven-day rolling average. As of February 13, the rolling average in Henderson County was 72/100,000 people. For some perspective, the two graphs show the seven-day rolling average as of January 8, 2022 and February 11, 2022, respectively. Dr. Bryant noted at the January Board meeting there was a sharp upward trend. He pointed out it is now the opposite with the current sharp and steady decline.



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 February 3 to February 9 for case rate and February 1 to February 7 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. 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:

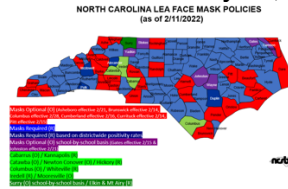
- Conduct contact tracing to identify potential exposure on campus based on proximity, time together, and lack of face covering
- Notify any person identified as a close contact, instruct them to self-quarantine, and provide further guidance on quarantine and testing

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 10, 2022, face coverings are required for all students, all teachers, staff, and adult visitors when indoors in all school settings and at all school properties, unless a legal exception applies. Face coverings are required while traveling on buses or other group transportation settings.

The map below shows the face covering requirement by LEA for face mask policies from information compiled by the NC School Board Association as February 11, 2022.



Dr. Bryant reviewed the summary of the major updates to the Toolkit from the previous version.

- Individual contact tracing and exclusion from school of asymptomatic people after an identified exposure (regardless of location of exposure) is no longer required or recommended statewide in K-12 schools.
- Although exclusion from school is no longer required or recommended following an exposure, when a COVID-19 case is identified in the school setting:
 - Schools should notify potentially exposed students or staff so they can receive appropriate public health guidance, testing, and access to any resources that might be needed; notification can be on an individual, group, or school basis.

Dr. Bryant discussed the three options for notification. The options are to continue contact tracing; provide group notifications such as to a class or grade level; or school level notifications on a daily or weekly basis. On Friday, February 18, 2022, weekly alert call notifications for school affected cases will resume, as directed by the StrongSchoolsNC Toolkit. The daily notification format would still be the COVID-19 District Dashboard. The current COVID-19 District Dashboard will sunset and a new, blank slate COVID-19 District Dashboard will be updated each business day, beginning Tuesday, February 15, 2022. Districtwide notifications for clusters will continue as required by law.

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 stated with the latest revisions to the StrongSchoolsNC Toolkit that quarantines are no longer required, the “Test to Stay” Study through the ABC Collaborative is no longer necessary to give students the option to remain in school if they were identified as a close contact.

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.

The Board meeting resumed under new business item A.

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

Dr. Bryant presented a report on the Elementary and Secondary School Emergency Relief Fund (ESSER) funds. He said the ESSER funding is in no way contingent on any decision this Board makes on how the school system operates. The only requirement is to spend these dollars in eligible use categories.

Dr. Bryant noted the following: *Congress set aside approximately \$13.2 billion of the \$30.75 billion allotted to the Education Stabilization Fund through the CARES Act for the Elementary and Secondary School Emergency Relief Fund (ESSER Fund). The Department will award these grants to State educational agencies (SEAs) for the purpose of providing local educational agencies (LEAs), including charter schools that are LEAs, with emergency relief funds to address the impact that COVID-19 has had, and continues to have, on elementary and secondary schools across the Nation. ESSER Fund awards to SEAs are in the same proportion as each State received funds under Part A of Title I of the Elementary and Secondary Education Act of 1965, as amended, in fiscal year 2019.*

ESSER II funds expire September 30, 2023. These funds also can be used in the same way as ESSER I including:

- coordinating with public health departments;
- conducting activities to address the needs of students from low-income families, children with disabilities, English learners, racial and ethnic minorities, students experiencing homelessness, and foster care youth;
- purchasing educational technology (including hardware, software, and connectivity as well as assistive technology or adaptive equipment);
- summer learning, and supplemental after-school programs;
- mental health services;
- addressing learning loss;
- school facility repairs to reduce risk of virus transmission and support student health; and implementing public health protocols including policies in line with guidance from the Centers for Disease Control and Prevention for school-reopening;
- implementing activities to maintain the operation and continuity of services and to employ existing staff.

ESSER III Funds expire September 30, 2024. At least 20% of these funds must be used to address learning loss through evidence-based interventions that respond to students' academic, social, and emotional needs. The funds also can be used in the same way as ESSER I/II including:

- coordinating with public health departments;
- conducting activities to address the needs of students from low-income families, children with disabilities, English learners, racial and ethnic minorities, students experiencing homelessness, and foster care youth;
- purchasing educational technology (including hardware, software, and connectivity as well as assistive technology or adaptive equipment);
- summer learning, and supplemental after-school programs;
- mental health services;
- addressing learning loss;
- school facility repairs to reduce risk of virus transmission and support student health; and implementing public health protocols including policies in line with guidance from the Centers for Disease Control and Prevention for school-reopening;
- implementing activities to maintain the operation and continuity of services and to employ existing staff.

ESSER III targeted and strategic ways to be used are:

- Learning Loss (Recovery)
- Acceleration & Advancement
- Summer Learning
- Unassigned
- Infrastructure/Facility Improvements

The following has been allocated to date:

- HB82 Legislated Summer Learning
- 2021-2022 Retention Bonus to All HCPS Employees to be paid in February 2022 [\$2000 for full-time personnel/\$1000 for part-time personnel]
- Additional School Nurse Positions [5]
- Teacher Assistants to Support Quarantined Students [23]
- Curriculum Support Materials and Resources
- Bus Driver Overtime Pay

The allocations to date are as follows from ESSER II:

- \$2.75 million for legislated 2021 Summer Learning programming
- \$4 million for 2021-2022 local retention bonus for HCPS employees (to be paid this month)
- \$265,000 for bus driver recruitment incentive pay

- \$225,000 for substitute teacher recruitment incentive pay
- \$1.07 million for Substitutes for LETRS Training

The allocations to date are as follows from ESSER III:

- \$1.74 million for Summer Learning (2022)
- \$835,000 to staff 23 teacher assistants to support quarantined students
- \$1.12 million for 5 additional school nurse positions (3-year commitment)
- \$200,000 for arts education initiatives
- \$790,000 for Extra Employment Pay for Class Coverage Planning Period and Tutoring
- \$785,000 for 5 additional social worker positions (2-year commitment)

Proposed future allocations for ESSER funds included signing bonuses for certified staff, future retention bonuses, technology upgrades, and replacement of classroom instructional technology.

The Board discussed the benefits from Summer Learning in 2021. Dr. Wendy Frye informed the Board of two other funding sources for Summer Learning. One source is Summer Bridge. The other source is the Career Accelerator Program. Mr. Blair Craven requested for Dr. Frye to present what Summer Learning would look like at the April Board meeting.

Mr. Blair Craven called for a recess at 5:53 pm. Mr. Craven called the meeting back to order at 5:58 pm. Dr. Kathy Revis returned to the meeting at 5:59 pm.

C. CONSTRUCTION UPDATE

Mr. Carl Taylor provided the School Board with status updates on the construction and facility projects currently underway or planned in the near future. Mr. Taylor noted that Hendersonville High School now has a new press box. The renovation work on the Stillwell building is making progress. The seniors will be able to use the auditorium space for their senior play. The project is still on target to be done before the start of next school year.

Planned upgrades to the security camera video management system at the middle and high schools began February 10. Requests for proposals are being posted this month for the auditorium sound and lighting system upgrades at East and West Henderson High Schools, and the replacement of auditorium seating at North Henderson High and Apple Valley Middle will begin in March. Weather has delayed paving projects. Shortages of materials has delayed roof replacements and the HCPS warehouse project. The HCPS warehouse is scheduled to be completed in June 2022. The RFP for the stadium projects regarding ADA compliance at East Henderson and West Henderson High Schools has been posted. Both stadiums are not currently wheelchair accessible. The proposals are expected to be in by February 24.

Mr. Taylor noted we have received quotes from Musko Lighting for the lights at North Henderson High School for the softball field and baseball field. The prices have gone up tremendously since the last time lights were installed at one the high school's softball/baseball fields. At a future meeting, the Board will need to give direction on the project. Mr. Taylor answered questions about the Hendersonville High School gym floor and the separation in the floor. He explained the issue with the floor and noted the floor is being monitored to ensure safety at this time. The floor issue will be fixed. Mr. Craven asked the status for changing the entrance at West Henderson High School. Dr. John Bryant noted the project is listed on the MRTS with Henderson County. There is currently no movement on the project. Dr. Bryant noted a new bus garage will require a property transaction in order to proceed. Mr. Rick Fender gave an update on the wireless microphones for the Boardroom.

D. EQUITY UPDATE

Dr. Wendy Frye provided the board with details on the number of musical instruments purchased as part of the initiative to remove barriers for students interested in pursuing music education. In the 2020-2021 school year, \$34,417 in capital outlay funds were allotted to musical instrument purchases in middle schools, and another \$45,478 in high schools. Thus far in the 2021-2022 school year, \$19,514 has been spent on musical instruments for students in middle schools, and another \$30,655 for students in high schools.

Dr. Frye also updated the Board on the Teaching As a Profession (TAAP) pathway launched in HCPS high schools this fall, and the Writing Vertical Alignment development being led by Instructional Services. A new Career & Technical Education (CTE) pathway designed to recruit interested students into the teaching

profession, TAAP streamlines and incentivizes the process by providing opportunities to receive college credit while still in high school. Dr. Frye shared that HCPS' program has generated statewide attention, with a NCDPI statewide consultant recently requesting to visit our TAAP classrooms to observe best practices. Led by the Instructional Services team, principals have been collaborating on writing vertical alignment in the district, to explore how to increase rigor as necessary with the goal of teaching "writing to demonstrate learning" versus "writing to learn." By exploring how writing can be incorporated into various assignments, and how to provide feedback to teachers about doing so, principals are working across grade levels to strengthen student writing districtwide.

E. CHILD CARE UPDATE

Mr. Scott Rhodes shared the Child Care Update. He stated that the financial projections for January 2022 are: Revenues: \$71,426.00 and Expenses: \$59,872.50 with the FY Operational Profit/(Loss): \$11,553.50. Mr. Rhodes noted the salary schedule for child care works was updated in January in order that everyone makes at least \$13 an hour per the state budget. Mr. Bernie Sochia informed the Board the salary schedule would increase again for this group of employees in July to bring them to \$15 an hour per the state budget.

F. FINANCIAL STATEMENTS

Mr. Bernie Sochia presented the Financial Statements. The results of operations of the Local Current Expense and Other Restricted Funds the 2021-22 fiscal year as of January 31, 2022: Revenues received total \$22,074,700 and expenditures made total \$16,798,753. Operations continue to be as expected. The State legislated bonuses were paid in January, but were paid with State and ESSER funds. The local retention bonus is scheduled for February and also will be paid from Federal ESSER funds. The new salary schedules for 21-22 were made effective with the January payroll, and retroactive pay back to July 1 will be included with February and March payroll. The results of operations of the Enterprise Fund for the 2021-22 fiscal year as of December 31, 2021 are as follows: The Child Nutrition program operated with a positive balance of \$769,247 through the second quarter. Salaries were consistent and will see an increase with the new schedules in the third quarter. Food expenditure has seen a 50% increase from the prior year as a combination of food cost increase as well as participation increase. The biggest impact has come in the increase in USDA revenue which is up 70%. Partly from participation and from additional Covid funding. The Child Care program operated with a positive balance of \$1,014,872 through the second quarter. Operations are similar to Child Nutrition with only a 5%, or \$20,000 operational cost increase (salary schedule impact will not be seen until third quarter), with a \$200,000 increase in tuition and \$870,000 increase in federal funding (most being Covid related).

Mr. Sochia noted the retro pay to employees will be in the February and March paychecks. The state bonuses were paid in the January paycheck. These state bonuses used state and federal funds. The Board discussed needing to look at the cost for Child Nutrition if the USDA ends the full cost coverage and the cost of food is still elevated.

G. GENERAL OPERATIONS

Dr. John Bryant shared the following dates with the Board: February 25 is a required teacher workday and a remote learning day for all calendars; March 2 is the HCBPE school tours, 10:00am at Atkinson Elementary, Apple Valley Middle, and Hendersonville High; March 4 is an early release day at noon for the Flex Calendar; March 7 - 11 is the intersession break for the Flex Calendar; March 7 - 11 is We Are Hope Week; March 7 is the HCBPE regular meeting, 4:00pm, closed session, 3:00pm, Boardroom; and March 14 - 18 is Spring Break for all students and staff. Dr. Bryant noted many community boards are presenting a resolution at their meetings for We Are Hope week. This resolution will be at our March Board meeting.

Ms. Dot Case inquired about the assistant principals being slighted by the State budget with bonuses that went to instructional staff. She noted the reasons they should have received the State bonus as instructional staff. She asked the Board look at a way to show appreciation for the assistant principals. Mr. Blair Craven asked for the Leadership Team to look into what this request as a local expense and what categories of staff did not receive the \$300 bonus from the State. Dr. Bryant noted the State budget included a bonus for all staff of \$1,000 with an additional \$500 if the employee made under \$75,000 per year. The State determined the

categories for the State bonuses that went to instructional support staff. The equal division of EVAAS bonuses is where the funding came from for the State directed teacher bonuses. The equal division of the principal bonuses among principals is where the funding came from for the State directed principal bonuses. The assistant principals did not fall into either of these two categories. Dr. Bryant said any bonus to assistant principals would be from local funding as the request does not fit an eligible use for ESSER funds. Mr. Craven requested the Leadership Team to present to the Board at the March meeting a bonus for \$500 to assistant principals and the options for funding. Dr. Kathy Revis requested to know all the categories that were left out by the State for this portion of the State bonuses. Dr. Bryant said the screencast that Mr. Scott Rhodes did explaining the bonuses would be sent to the Board for them to see where the State bonuses were stated in the State budget.

Mrs. Amy Lynn Holt inquired about why the Board still receives digital public comment prior to the Board meetings. The Board discussed the meeting restrictions earlier in the pandemic is why the digital public comments were created. The digital public comments were the only way to submit public comments at that time during the pandemic. The Board noted there is no current restriction on the number of people allowed in the meeting space and digital public comments are no longer needed. Mr. Chris Campbell said the Board is not required to offer digital public comments. The Board consensus was to end the digital public comments with this Board meeting. Public comments will only be in person starting with the March 7 Board meeting.

ADJOURNMENT

There being no further business, Mrs. Amy Lynn Holt moved that the meeting be adjourned. Seconded by Mrs. Stacey Caskey. *(Unanimously approved at 6:36 pm.)*

Minutes approved: March 7, 2022