

Henderson County Board of Public Education

MINUTES

March 7, 2022

The Henderson County Board of Public Education held a regularly scheduled meeting on Monday, March 7, 2022, beginning at 4:00 pm, at 414 4th Avenue West, Hendersonville, NC. 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: Mrs. Cynthia Lopez

Board Clerk: Mrs. Stephanie Alfrey

CALL TO ORDER

Mr. Blair Craven called the meeting to order at approximately 4:01 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.*)

RECOGNITIONS

Assistant Superintendent Scott Rhodes recognized Mr. Doug Justice for his years in education. Mr. Rhodes spoke about the difference Mr. Justice has made in our schools and how Mr. Justice will be missed as he retires. He mentioned the extraordinary work Mr. Justice did during his time at the Career Academy Annex. Dr. John Bryant reiterated the words Mr. Rhodes said about Mr. Justice. Dr. Bryant noted Mr. Justice's leadership has been nothing short of miraculous.

Mr. Rhodes recognized Mrs. Summer Stipe for her work as the Director of the Henderson County Education Foundation (HCEF) over the last five years. He spoke about the ways Mrs. Stipe has put her fingerprint on work the HCEF does. Dr. Bryant said when Mrs. Stipe stepped into the role, she asked how the HCEF could be an integral part of everything the school system does and to ensure the HCEF moves the school system forward. Mrs. Stipe has brought a unique and powerful perspective to the work.

Mr. Rhodes recognized Mrs. Peggy Marshall as she steps into the Director of the Henderson County Education Foundation (HCEF) role. Mrs. Marshall is coming back to HCPS where she spent her time in education as a teacher and then a principal. Mrs. Marshall was the HCPS Principal of the Year and went on to be the Region 8 Principal of the Year. Mr. Jay Egolf spoke about how he observed the way the students appreciated Mrs. Marshall when she was principal. Dr. Bryant said no one better represents the purpose better than Mrs. Marshall. He noted we are fortunate to have her back.

Dr. Bryant said congratulations are in order for Dr. Katelyn Davis and Dr. John McDaris on earning their doctorate degrees.

BOARD CHAIR OBSERVATIONS

Mr. Blair Craven said he had no observations at this time.

BOARD OBSERVATIONS

Ms. Dot Case said that the HCPS and Region 8 Teacher of the Year, Mr. Ryan Mitchell, and the HCPS and Region 8 Principal of the Year, Dr. Marsha Justice, have both interviewed their interviews with the state. They are

awaiting to hear the results of the interview to know if they are the State Teacher of the Year and State Principal of the Year, respectively.

Mr. Jay Egolf talked about how he enjoys volunteering each week at Clear Creek Elementary. He encourages others to volunteer in the schools.

Dr. Kathy Revis said on the recent visit at Apple Valley Middle School, she and Ms. Case had a great tour of the school. The intensive and intentional instructional that she observed was impressive. Dr. Revis noted the teachers were working hard and using highly effective strategies. She spoke about how great it was to see the students engaged.

PUBLIC COMMENT

Mr. Blair Craven noted with two people who signed to speak during public comments each person will have full three minutes to speak. Public comment started at 4:15 pm and ended at 4:20 pm. The breakdown of topics during public comment are as follows: one in favor of Critical Race Theory (CRT) and one thanks to teachers.

CONSENT AGENDA

A. Meeting Schedule

1. HCBPE Regular Business Meeting [Monday, April 11, 2022, 4:00 p.m., (Closed Session at 3:00 pm) (Boardroom)]
2. HCBPE Budget Workshop [Wednesday, April 13, 2022, 9:00 a.m.-12:00 p.m. (Boardroom)]
3. HCBPE Budget Workshop [Wednesday, April 28, 2022, 9:00 a.m.-11:00 a.m. (Boardroom)]

B. Minutes – February 14, 2022 (Regular Business Meeting)

C. Personnel (as presented in closed session)

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

E. Budget Amendment

F. Resolution – Public School Volunteers Week

G. Resolution – "We Are Hope" Week

H. Resolution – National Social Work Month

I. Resolution – Arts in Our Schools Month

J. Resolution – Supporting Local Control of School Calendars

Mrs. Amy Lynn Holt read the Public School Volunteers Week resolution. Dr. John Bryant read the "We Are Hope" Week resolution. Mr. Blair Craven read the National Social Work Month resolution. Ms. Dot Case read the Arts in Our Schools Month resolution. Mr. Jay Egolf read the Supporting Local Control of School Calendars resolution. Mr. Blair Craven called for a motion to approve the consent. Mrs. Amy Lynn Holt made a motion to approve the Consent Agenda. Mr. Jay Egolf 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 February 14, 2022, face coverings are optional for all students, staff, and visitors when indoors in all settings [PreK - G12] and in all school system locations. As of February 25, 2022, face coverings are optional 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 meeting resumed under item A in new business. No Board discussion.

Mr. Blair Craven made a motion to approve the continuation of the current face covering guidance of optional masks in all school settings and locations including the February 25 change to face coverings being optional while traveling on buses or other group transportation settings. Mrs. Amy Lynn Holt 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 proposed 2022-2023 Traditional calendar. 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 is Monday, Aug. 29, 2022. He noted for the Board that based on the state calendar law the start date is August 29, the first semester ends the second week of January, and the last day of school is on June 9. He informed the Board that the State General Statute requires the school calendar for next school year to be inserted into PowerSchool by April 1, 2022. Dr. John Bryant said the school system has an obligation to submit and report the school calendar into to PowerSchool by April 1. The state will monitor the school calendar via PowerSchool to ensure the instructional hours as well as the calendar start and end dates meet the requirements and are in compliance with the law. While we recognize that we all want school calendar flexibility, the school calendar is being presented again today because the school system has an obligation to meeting the State General Statute. Mrs. Cynthia Lopez said a few years ago after other school systems interpreted the definition of year round in the school calendar law to start the school year prior to the Monday closest to August 26, the NC General Assembly further defined the meaning of year round school. Mrs. Lopez said it is not known what could happen if the Board does not approve a traditional school calendar. Mr. Blair Craven noted that while no one likes the restrictions of the school calendar law, the Board statutorily is required to approve a calendar. The Board discussed the state calendar law restrictions, the efforts they have made with State legislatures to get the law changed, the progress regarding these efforts with State legislatures, the negative aspects the late start date has on students, how the inability to end the first semester before Winter break negatively impacts juniors and seniors regarding courses at Blue Ridge Community College, the barriers created by this school calendar, and the importance of approving a calendar for school operations and parent/staff planning.

Mr. Blair Craven moved that the Henderson County Board of Public Education approve the 2022-2023 Traditional Calendar for first reading with the caveat that if state calendar law changes to provide more local flexibility to local districts by June 30, the Board will immediately call an emergency meeting to vote for a calendar with an earlier start date. 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*)

The Board discussed next steps after the motion failed. Dr. Bryant noted a school calendar that has not been approved by the Board cannot be entered into PowerSchool. No approval of the Traditional school calendar means the school system will be in noncompliance for nonreporting. Mrs. Holt asked if she can make a motion for a Traditional school calendar that starts in mid-August. Dr. Bryant noted that would mean approving a school calendar that is not in compliance with the law. Mrs. Lopez said another motion would have to be made to approve a school calendar with a different start date.

Mrs. Amy Lynn Holt moved that the Henderson County Board of Public Education adopt the 2022-2023 Early College Calendar as the 2022-2023 Traditional Calendar. Mr. Jay Egolf seconded the motion. The Board discussed the impact of approving a school calendar that does not meet the law, the frustration of lawmakers not making decisions best on what is best for the children, how many school systems in NC have the weather waiver that allows them to have an early start date, why HCPS does not qualify for the weather waiver, how to continue to move change with the school calendar law, and the repercussions of adopting a school calendar that is out of compliance with school calendar law.

Mrs. Lopez noted the ramification for approving a school calendar that does not meet the school calendar law is not clear. She said the NC Department of Public Instruction (NCDPI) are monitoring the start dates for the approved calendars. Additionally, she mentioned an individual taxpayer or parent could file suit against the school system for not being compliant with the school calendar law and seek an injunction. Mrs. Holt clarified that her motion is for the first Early College calendar that was presented to the Board for first reading in January with an August 15 and not the revised Early College calendar that was approved in the February Board meeting. Dr. Bryant said with respect to everyone involved that we all want the same thing for school calendar flexibility and the school calendar law needs to change; however, if the school system does not follow the law because we don't agree with it, it invites the same response within our own school system. The action

would imply that the rules/procedures/guidelines/policies a person doesn't like, they don't have to follow. The action could set a precedence that we are teaching the wrong behaviors. We have a responsibility to lead a system that says when there are rules we should recognize and respect the process by which those rules exist. We put that integrity in jeopardy when we knowingly direct staff to break the law.

Mrs. Amy Lynn Holt withdrew her motion.

Mr. Blair Craven moved that the Henderson County Board of Public Education approve the 2022-2023 Traditional Calendar for first reading with the caveat that if state calendar law changes to provide more local flexibility to local districts by June 30, the Board will call an emergency meeting within 24 hours to vote for a calendar with an earlier start date. Dr. 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*)

The Board discussed steps to continue drive change from the State level on the school calendar law. Dr. Bryant noted we can provide parents with the legislative leaders to contact and bullets of the concerns with the current school calendar law via all of our platforms.

C. Approval – Summer Testing Schedule – (Dr. Wendy Frye, Assistant Superintendent)

Dr. Wendy Frye outlined the 2021-22 Summer Program Plan for the Board. All schools offering a summer program must have a written summer testing schedule that is approved and submitted by April 1. She noted the request is an annual approval. The summer program purpose is to provide additional academic instruction and second chance testing on EOGs and EOCs. Dr. Frye noted she will be sharing the robust summer learning program in April for Kindergarten through 12th grade. The summer testing schedule is only for third grade through twelfth grade

Mr. Blair Craven moved that the Henderson County Board of Public Education approve the 2021-2022 Summer Program Plan. Mrs. Stacey Caskey 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. Ident-a-kid is a contract that requires approval of execution. While Ident-a-kid is in approximately a dozen of the schools, Mr. Scott Masington wrote a grant to enable the school system to put Ident-a-kid in all of the schools. The contract with Ident-a-kid includes the computers and licensing for 15 months. Mr. Sochia said the cost to the school system for renewals after the 15 months is about \$16,000 annually for the entire district, which is only about twice what is being paid by the schools at this time. The cost will become a district expense. Mr. Blair Craven asked where the information collected is stored. Mr. Masington said the program is web based. The information can be deleted on a daily, weekly, or monthly basis. Mr. Craven asked for the information on how long the information stays in the system, where is it stored, and who can access the information.

Mr. Masington said the system gives real time attendance for who is in the school and ensure students are checked out to the correct parents/guardians. It gives the opportunity for consistent visitor management in our schools. Mr. Masington noted the schools who have paid in advance for Ident-a-kid have been prorated for the advanced payment and given back to the school system to ensure no funds are lost as we transition from a school-by-school basis to a district safety incentive. Mr. Craven asked if the system can be identified someone on the sex offender registry. Mr. Masington said the company has a third-party program vendor who runs the lists and will recognize someone by name on the sex offender registry list.

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

Mr. Robert Bridges left the meeting at 5:27 pm and returned at 5:29pm.

E. Approval – Teacher Recruitment Signing Bonuses – *(Mr. Scott Rhodes, Assistant Superintendent for Human Resources)*

Mr. Scott Rhodes said that in an effort to recruit highly qualified licensed certified employees to work in Henderson County for HCPS, \$1,500 signing bonuses are being proposed from available ESSER funds between March 8, 2022, and the start of the 2022-2023 school year. Licensed employees hired into full-time permanent positions between this time period will qualify for the signing bonus. Mr. Rhodes noted the signing bonuses will be paid in two installments, one at the end of August 2022, and the second installment will be paid at the end of January 2023. Mr. Rhodes said the signing bonuses would not exceed at total of \$175,000 from the ESSER funds. In a typical year, 80 to 100 licensed employees are hired prior to the start of a new school year. Dr. John Bryant noted the signing bonus is about being intentional with recruitment to set HCPS apart and ensure the best candidates come to work for HCPS. The school system benefits when the positions are hired in April and May instead of hiring someone in August. Mr. Rhodes acknowledge that while the school system is trying to move the needle on hiring the licensed positions that will be vacant, the Leadership Team was intentional when determining the amount of the signing bonus in order to be respectful of our current employees. The Board discussed the benefits and possible downsides of the signing bonus for the upcoming school year.

Mrs. Amy Lynn Holt moved that the Henderson County Board of Public Education approve \$1,500 signing bonuses for licensed certified employees hired in full-time permanent positions between March 8, 2022, and the start of the 2022-2023 school year from available ESSER funds. Mr. Robert Bridges seconded the motion. *(Unanimously approved.)*

Dr. Kathy Revis left the meeting at 5:38pm

F. Approval – EOY Activity Reimbursements – *(Dr. John M. Bryant, Superintendent)*

Dr. John Bryant informed the Board that given the challenges of the current school year and necessary fundraising restrictions for the health and safety of our students, end-of-year activities [award/honor programs, student recognitions, and graduation ceremonies] would greatly benefit from additional logistical/material support. The Board is asked to consider allocating \$49,250 for school level reimbursements specific to end-of-year activities costs. The recommended allocation reserves are: \$5,000 for each of the five high schools, \$2,000 for each of the four middle schools, and \$1,250 for the of the 12 elementary schools. If approved, this allocation would be from Local Fund Balance. Dr. Bryant noted the schools should be able to return to normal fundraising next school year and funds would not be required next school year in order to support the year end activities at the schools.

Mrs. Stacey Caskey moved that the Henderson County Board of Public Education approve the allocation for EOY activity reimbursements, as presented. Ms. Dot Case seconded the motion. *(Passes 6 to 0) Dr. Kathy Revis abstained from voting as she was not in the room at the time of the vote.*

Dr. Kathy Revis returned to the meeting at 5:43 pm.

G. Approval – Glenn C. Marlow Safety Signals – *(Mr. Carl Taylor, Chief Administrative Officer)*

Mr. Carl Taylor presented the N.C. Department of Transportation’s reimbursable agreement of \$18,070.37 for the purchase and installation of two school flashers at Glenn C. Marlow Elementary to improve current safety concerns. With a reimbursable agreement HCPS will send NCDOT a check for the total cost. If there is money left over, HCPS will be refunded that amount, but if NCDOT spends more than budgeted HCPS will be billed the difference. The Board inquired about the possibility of having SROs or other officers conduct traffic in school parking lots. Dr. Bryant explained the district and the Henderson County Sheriff’s Office have historically avoided using SROs to police traffic since doing so would pull them away from their primary safety roles on school campuses. The Board discussed the importance of safety around the schools and talked about the crossing guards that are provided by the Hendersonville Police Department for the three schools that are within the city limits.

Mr. Blair Craven moved that the Henderson County Board of Public Education approve the purchase of the Glenn C. Marlow Safety Lights. Mrs. Amy Lynn Holt seconded the motion. *(Unanimously approved.)*

Mr. Craven requested information regarding the safety of the traffic conditions at the other schools to be presented at the April 13 Board of Education Budget Workshop.

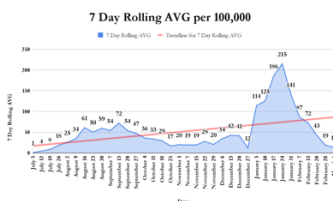
H. Discussion – Capital Outlay – *(Mr. Carl Taylor, Chief Administrative Officer)*

Mr. Carl Taylor provided the Board with status updates on the Capital Outlay budget that was approved last spring. He explained to the Board the budget amounts and current expenditures. For the stadium lighting projects at North Henderson High, the district had budgeted \$30,000 for baseball and \$25,000 for softball, to align with the stadium project costs at East Henderson High and West Henderson High. Citing an increased cost of materials since the lighting projects at East Henderson High and West Henderson High, the current vendor, Musco Sports Lighting, has submitted estimates of \$405,000 and \$270,000 for baseball and softball lighting, respectively. From an equity perspective, the Board agreed that North Henderson High should have the same lighting upgrades as the other high schools. Before continuing with the project, the Board directed staff to seek additional Requests for Proposals to potentially find more competitive pricing before proceeding on the project.

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 March 6, the rolling average in Henderson County was 13/100,000 people. For some perspective, this graph shows the seven-day rolling average as of March 6. Dr. Bryant noted the line continues to trend downward since the spike in January.



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. Henderson County currently has a low positivity rate. The CDC COVID Data Tracker shows the following for Henderson County.

Henderson County, North Carolina
[State Health Department](#)

7-day Metrics | [7-day Percent Change](#)

Cases	133
Case Rate per 100k	113.27
% Positivity	4.99%
Deaths	<10
% of population ≥ 5 years of age fully vaccinated	60.3%
New admissions of confirmed COVID-19 among county residents (estimated)	4

The HCPS district dashboard for COVID-19 cases continues to be updated daily. The dashboard reflects individual school positivity case rates and cumulative case rates. The information is updated the business day after at 9 am.

Dr. Bryant detailed the current operations regarding face coverings. As of February 14, 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. As of February 25, 2022, face coverings are optional while traveling on buses

or other group transportation settings. On Friday, February 18, 2022, weekly alert call notifications for school affected cases resumed, as directed by the StrongSchoolsNC Toolkit. Districtwide notifications for clusters will continue as required by law. A cluster is five positive cases in a school community that are epidemiologically linked.

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.

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.

The map below shows the face covering requirement by LEA for face mask policies from information compiled by the NC School Board Association as March 3, 2022.



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.

Mrs. Amy Lynn Holt asked if the weekly school phone notifications were required. Dr. Bryant discussed the three options for notification that are required by the StrongSchoolsNC Toolkit. 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. While the district dashboard for COVID-19 cases may technically fulfill the requirement, the StrongSchoolsNC Toolkit does say that an automated notification had to be done on a daily or weekly basis. The school system chose the less intrusive option and based on the case numbers the phone calls are minimal at this time.

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]
- Bus Driver Overtime Pay
- Substitute teacher and bus driver incentive pay

The allocations to date are as follows from ESSER II:

- \$2.75 million budgeted for legislated 2021 Summer Learning programming with expenditures year to date of \$2.57 million

- \$4 million budgeted for 2021-2022 local retention bonus for HCPS employees (to be paid this month) with expenditures year to date of \$3.88 million
- \$265,000 budgeted for bus driver recruitment incentive pay with expenditures year to date of \$20,714
- \$225,000 budgeted for substitute teacher recruitment incentive pay with expenditures year to date of \$18,300
- \$1.07 million budgeted for Substitutes for LETRS Training with expenditures year to date of \$2,963

The allocations to date are as follows from ESSER III:

- \$1.74 million budgeted for Summer Learning (2022)
- \$835,000 budgeted to staff 23 teacher assistants to support quarantined students with expenditures year to date of \$252,846
- \$1.12 million budgeted for 5 additional school nurse positions (3-year commitment)
- \$200,000 budgeted for arts education initiatives with expenditures year to date of \$10,277
- \$790,000 budgeted for Extra Employment Pay for Class Coverage Planning Period and Tutoring with expenditures year to date of \$16,177
- \$785,000 budgeted for 5 additional social worker positions (2-year commitment)

Dr. Bryant noted the budgeted amount for each item is the not to excess amount. These items may end up costing less than the budgeted amounts. Proposed future allocations for ESSER funds included signing bonuses for certified staff, which the Board approved earlier under new business; future retention bonuses; technology upgrades; and replacement of classroom instructional technology.

Mr. Blair Craven asked if students still have a need for quarantine support. Dr. Bryant said we still have students who need support for coursework that was missed while the students were quarantined and we continue to offer support to those students. He noted the staff of 23 teacher assistants to support quarantined students will end this school year.

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. The Hendersonville High School auditorium will be ready for the senior play in April. The auditorium seats were delayed due to half of the seat order being stuck in a container in the harbor for over a month and a half. On Wednesday, the auditorium seats will begin to be installed. April 1 is the anticipated completion date for the Hendersonville High School auditorium. Mr. Taylor noted the light fixtures for the project are the original lights. Vannoy Construction sent the lights to be refurbished and will put the refurbished lights back up. Mrs. Amy Lynn Holt asked if the red curtains will be placed back on the stage. Mr. Taylor said he would find out the answer regarding the red curtains.

The removal of old auditorium seating at North Henderson High/Apple Valley Middle is underway, in preparation for the installation of upgraded seating. Demo work on the seating at the Central Office board meeting will begin in April.

Mr. Taylor noted the roofing work has been delayed due to issues getting the needed materials. The planned paving work is dependent on the weather. The work on the HCPS warehouse is in progress with an estimated completion date of June 2022. The video management work at the middle and high schools will start this week with the installation of the cabling. As the cameras become available, they will be installed in the schools. The Request for Proposal (RFP) is in the process of being completed for the lighting in the auditoriums at East Henderson High and West Henderson High schools.

D. EQUITY UPDATE

Dr. Wendy Frye updated the Board on the districtwide “LETRS Training” held on February 25 for K-5 teachers and administrators. LETRS training is new requirement for elementary teachers in North Carolina, Language Essentials for Teachers of Reading and Spelling (LETRS), is based on the science of reading and the most current research on how to effectively teach children to read. Through LETRS Training, elementary educators are unpacking the layers of learning that takes place in a child’s brain when learning to read, including hearing, speaking, experiencing, naming, sounding, decoding, and processing.

Dr. Frye also highlighted Henderson County Career Academy (HCCA) students’ recent success at the state-level 2022 Jobs for North Carolina’s Graduates (JNCG) Leadership Summit, where they competed in events

to demonstrate their career readiness and community leadership skills. The Career Academy is one of only eight NC high schools chosen to participate in the Jobs for North Carolina's Graduates (JNCG) program; out of these eight schools, HCCA's team placed in more events than any other at the Summit, bringing home three second place awards. JNCG provides classroom instruction and organizational support to students who face significant barriers to success, and follows up with students to provide guidance and employer engagement for one year after graduation. The Career Academy currently serves 30 students with direct JNCG classroom instruction, and follows up with 25 graduates.

E. CHILD CARE UPDATE

Mr. Scott Rhodes shared the Child Care Update. He stated that the financial projections for February 2022 are: Revenues: \$101,736.00 and Expenses: \$69,571.08 with the FY Operational Profit/(Loss): \$32,164.92. Mr. Jay Egolf asked where do the profits go. Mr. Rhodes said the profits are in the Child Care program's fund balance. He noted the increase in hourly rate to \$15 an hour in July will factor in to one way to spend the fund balance. Mr. Rhodes said he will provide the Board details on some big ideas for Child Care in the April Board meeting that will give them the ability to make decisions that will impact our elementary schools.

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 February 28, 2022 is as follows: Revenues received total \$25,307,076 and expenditures made total \$18,998,342. Operations continue to be as expected. The local retention bonus paid in February was from Federal ESSER funds. The new salary schedules for 21-22 which we began paying on in January were actually made effective July 1, 2021. The retroactive salary adjustment payment will be a two-month process and the first groups were included in February. The remaining groups will get processed with March payroll. Dr. Bryant noted the credit the Finance department deserves for the hard work done to process the bonuses and retro pay.

G. GENERAL OPERATIONS

Dr. John Bryant mentioned Ms. Dot Case's request for the Leadership Team to look into the state bonuses that were only paid to principals and what the state defines as instructional support. Under the state bonuses, principals were eligible for growth bonuses of \$1800. Assistant principals were not included in this bonus Teachers receive a similar bonus with the teacher EVAAS bonus being divided among the teachers. This resulted in each receiving a \$300 bonus. The question presented to the Board is if this Board wants to allot local funds to pay other categories of instructional support staff who didn't receive the bonuses related to growth. Every school employee did receive the state bonus of \$1,000 with an additional \$500 for any employee who makes under \$75,000 per year. Dr. Bryant noted 29 assistant principals, which would cost around \$11,000 to pay a \$300 bonus plus benefits; 197 teacher assistants, which would cost around \$78,000 to pay a \$300 bonus with benefits; nine occupational therapists/physical therapists, which would cost around \$3,500 to pay a \$300 bonus with benefits; 62 front office employees, which would cost around \$24,500 to pay a \$300 bonus with benefits; and 80 custodians, which would cost around \$31,500 to pay a \$300 bonus with benefits. He said these are the categories that were not included in the EVAAS state bonus criteria. These positions are not ones that can receive EVAAS bonuses in previous or future school years from the state. Dr. Bryant said would cost about \$150,000 to pay to all these groups and there is no funding source for this bonus other than local fund balance. Board approval to pay any of these employee groups would come from fund balance. Dr. Bryant noted ESSER funds are in response to, result of COVID and would not be eligible to cover this expense if the Board approves. He explained the state was who determined who was eligible for the different bonuses. This Board paid all employees in full time and part time the ESSER retention bonus because the Board made that decision. Ms. Case said it was insulting that these groups were not consider instructional support by the state standards. The Board discussed why these employee groups should be labeled as instructional support by the state, the available fund balance, and the precedence an approval such as this one would set.

Dr. Bryant shared the following dates with the Board: March 7 - 11 is Intersession for Flex Calendar; March 7 - 11 is We Are Hope Week with banner signing at noon on Friday, March 11 at the Historic Courthouse; March 14 - 18 is Spring Break for All Students and Staff; April 6 is the HCBPE School Tours, 10:00am at

Bruce Drysdale Elementary, Edneyville Elementary, and West Henderson High; April 11 is the HCBPE Regular Meeting, 4:00pm, Closed Session, 3:00pm, Boardroom; and April 13 is the BOE Budget Workshop. He noted the North Henderson High School Leadership showcase that the be student led is tomorrow at 2pm. The Board received information regarding the virtual showcase. He noted the honor for North Henderson High School to be asked to do this national showcase.

ADJOURNMENT

There being no further business, Dr. Kathy Revis moved that the meeting be adjourned. Seconded by Mrs. Amy Lynn Holt. *(Unanimously approved at 6:50 pm.)*

Minutes approved: April 11, 2022