

**Gaston County Schools
Board of Education
Monday, June 20, 2022
Meeting 5:30 p.m.**

MINUTES

The Gaston County Board of Education met in a regular session on Monday, June 20, 2022 in the Board Room, 943 Osceola Street, Gastonia, NC. Additionally, the meeting was live on Spectrum Cable Channel 21 and the Gaston County Board of Education YouTube page. Those Board Members in attendance were: Chairman Jeff K. Ramsey, Vice Chairman Dot Cherry, Kevin Collier, Justin Davis, Steve Hall, Lee Dedmon, Dot Guthrie and Robbie Lovelace. (Brent Moore absent)

Additional attendees include: Superintendent Dr. W. Jeffrey Booker, Attorney Sonya McGraw, Associate Superintendents Melissa Balknight and Gary Hoskins, Chief Communications Officer Todd Hagans, Administrative Assistant Andrea Stephens and Board Clerk Dana Luoto.

Chairman Ramsey called the meeting to order at 5:30 p.m. and welcomed everyone.

Invocation

Superintendent Booker asked for a moment of silence for the school tragedy in Uvalde, Texas

Superintendent Booker led the invocation.

Pledge of Allegiance

Superintendent Booker led the Pledge of Allegiance.

Agenda Adoption - Action

The Board considered Agenda Adoption – Action

Chairman Ramsey requested an item be added to the Consent Agenda —
NCDOT Right of Way Land Purchase (Hwy US74)

Motion to adopt the Agenda as amended was made by Mr. Kevin Collier; seconded by Mr. Justin Davis; motion carried unanimously. (8-0)

Good News – Information

Superintendent Booker recognized Ben Kimmel from Hunter Huss High School. Ben was chosen to represent Region 6 on the North Carolina High School Athletic Association's Student Athlete Advisory Council.

Ms. Dot Cherry presented Ben a Certificate of Recognition.

Superintendent Booker recognized Mr. Chad Duncan, athletic director. Mr. Duncan was elected to serve as president of the NC Athletic Directors Association. Mr. Duncan also received the Award of Merit from the National Interscholastic Athletic Administrators Association.

Mr. Kevin Collier presented Mr. Duncan a Certificate of Recognition.

Superintendent Booker recognized the top ten fundraising schools that led our 2021-2022 fundraising campaign for the United Way of Gaston County. The 2021-2022 United Way total for Gaston County Schools is \$104,418.81.

Southwest Middle School

Chairman Ramsey presented Garey Coke, assistant principal, a recognition plaque.

Hunter Huss High School

Chairman Ramsey presented Bryan Denton, principal, and William Winston, assistant principal, a recognition plaque.

Forestview High School

Chairman Ramsey presented James Hilburn, assistant principal, a recognition plaque.

Cramerton Middle School

Chairman Ramsey presented Kevin Doran, principal, and Beth Crosby, assistant principal, a recognition plaque.

New Hope Elementary School

Chairman Ramsey presented Lynn Whiteside, principal, a recognition plaque.

Chapel Grove Elementary School

Chairman Ramsey presented Mitch Allen, principal, a recognition plaque.

H.H. Beam Elementary School

Chairman Ramsey presented Deon Kennedy, assistant principal, a recognition plaque.

Grier Middle School

Chairman Ramsey presented, Dr. Amy Holbrook, principal, a recognition plaque.

Bessemer City High School

Chairman Ramsey presented, Dr. Sheila Wyont, principal, a recognition plaque.

Lowell Elementary School

Chairman Ramsey presented, Paris Suttentfield, teacher, a recognition plaque.

Superintendent Booker recognized the top central office departments for fundraising. Academic Services Department, Finance Department, Technology Support Services Department and Superintendent's Office (which includes Accountability and Communications Departments).

Chairman Ramsey presented Dr. Chris Bennett, Mr. Gary Hoskins, Kyle Obal and Rebekka Powers a recognition plaque.

Superintendent Booker and Chairman Ramsey expressed their appreciation to Valerie Yatko, United Way districtwide coordinator.

Superintendent Booker reported our first Career Signing Day ceremony since 2019 was held last Thursday, June 16 recognizing six students who "signed" to show their acceptance of employment.

Superintendent Booker thanked Dixon Valve, GSM Services and Joffie Contracting Services for participating in Career Signing Day.

Chairman Ramsey mentioned he had the opportunity to visit with Commissioner School students earlier today. Thank you to Gaston County Commissioners for funding this two-week program.

Public Expression – Information

Richard Boyce
112 Dorie Drive
Belmont, NC 28012
RE: Retire the Red Raider Mascot

Ryan Simms
105 N. Woodcliff Lane
Mt. Holly, NC 28120
RE: Retire the Red Raider Mascot
Although Ryan Simms completed the Request to Speak Form, Ryan Simms did not appear at the meeting.

Lena Ware
2161 Southridge Drive
Belmont, NC 28012
RE: Retire the Red Raider Mascot

Becky Gaither
1001 Southfork Village Drive Apt. 107
Belmont, NC 28012
RE: Retire the Red Raider Mascot

Jasmine Clarkson
114 Leeper Avenue
Belmont, NC 28012
RE: Retire the Red Raider Mascot

Ava Clarkson
114 Leeper Avenue
Belmont, NC 28012
RE: Retire the Red Raider Mascot

Lauren Frady
1327 Perfection Avenue
Belmont, NC 28012
RE: Retire the Red Raider Mascot

Approval/Correction of Minutes

The Board considered Approval/Correction of Minutes – Action

Motion to adopt minutes of May 23, 2022 as presented was made by Mr. Lee Dedmon; seconded by Mr. Steve Hall; motion carried unanimously. (8-0)

Operations Committee Report – Information

Lee Dedmon is chair of the committee and members are Dot Cherry, Kevin Collier and Brent Moore. Chairman Ramsey recognized Ms. Dot Cherry of the Operations Committee who provided a summary of topics considered and discussed at the most recent meeting.

(View report)

Curriculum & Instruction Committee Report – Information

Dot Guthrie is chair of the committee and members are Justin Davis, Steve Hall and Robbie Lovelace. Chairman Ramsey recognized Mrs. Robbie Lovelace of the Curriculum & Instruction Committee who provided a summary of topics considered and discussed at the most recent meeting.

(View report)

Gaston College Board of Trustees Appointment – Information

Chairman Ramsey reported earlier this afternoon The Board of Education met in a Special Meeting and interviewed applicants for the Gaston College Board of Trustees Appointment. Applicants were outstanding and are well respected individuals in Gaston County. The Board of Education appointed Shawnya Gore to serve on the Gaston College Board of Trustees. The term of this appointment will run July 1, 2022 until June 30, 2026.

2022-2023 Interim Budget – Action

Chairman Ramsey recognized Mr. Gary Hoskins who presented a PowerPoint on the 2022-2023 Interim Budget. Discussion followed.

Motion

The Motion was made by Mr. Lee Dedmon; seconded by Mr. Steve Hall that the Board
Approve the 2022-2023 Interim Budget

A vote was taken and motion to approve the item as presented carried unanimously. (8-0)

(View PowerPoint)

Out-of-County Tuition – Action

Chairman Ramsey recognized Mr. Gary Hoskins who presented a PowerPoint on Out-of-County Tuition 2022-2023.

Motion

The Motion was made by Mr. Justin Davis; seconded by Ms. Dot Cherry that the Board
Approve the 2022-2023 tuition rate of \$1,759 for GCS students domiciled outside of Gaston County and an additional \$6,958 for GCS students domiciled outside of North Carolina

A vote was taken and motion to approve the item as presented carried unanimously. (8-0)

(View PowerPoint)

School Meal Pricing – Action

Chairman Ramsey recognized Ms. Angela Calamia who presented a PowerPoint on School Meal Pricing 2022-2023.

Motion

The Motion was made by Ms. Dot Cherry; seconded by Mr. Steve Hall that the Board
Approve to increase meal prices by twenty cents (20¢) for paid students for the 2022-2023 school year

A vote was taken and motion to approve the item as presented carried unanimously. (8-0)

(View PowerPoint)

Annual Surplus Sales Report – Information

Chairman Ramsey recognized Mr. Gary Hoskins who presented a PowerPoint on Annual Surplus Sales Report 2021-2022.

(View PowerPoint)

K-12 Summer Learning Plan – Information

Chairman Ramsey recognized Dr. Melissa Balknight who presented a PowerPoint on K-12 Summer Learning Plan. Discussion followed.

(View PowerPoint)

Board Policy Updates – Information

Chairman Ramsey recognized Mrs. McGraw who reported recent changes require revisions to GCS policies. Staying current on board policies keeps us in alignment with North Carolina State Board of Education policies and NC law. This item will come before the Board as a Consent Item at the next Board of Education Meeting. Draft policies will be posted on the GCS web page for review.

Consent Agenda – Action

The Board considered the Consent Agenda:

- A. Recommended Personnel
- B. Budget Amendments & Budget Transfers
- C. Construction/Repair Change Orders
- D. Board Policy Updates
- E. NCDOT Right of Way Land Purchase (Hwy US74)
- F. Contracts
 - Blackboard Renewal
 - Panorama Education
 - Athletic Trainer — Amendment
 - Cropper, GIS, LLC
 - Successful Practices Network
 - Education Direction System
 - Curriculum Associates (K-8) — Amendment

- Nursing Services Update
- Holbrook Middle School Paving
- New Hope Elementary School Paving
- Hunter Huss High School Paving — Amendment
- Gardner Park Elementary School Paving — Amendment
- Catawba Heights Elementary School Paving — Amendment
- Cherryville High School LED Lights

Motion to adopt the Consent Agenda as presented was made by Ms. Dot Cherry; seconded by Mr. Steve Hall motion carried unanimously. (8-0)

Superintendent's Comments

Superintendent Booker reported we were notified that the 2022 version of the “Gaston County Schools Storybook” publication received a National Award of Merit from the National School Public Relations Association in the magazine category.

Superintendent Booker reminded everyone that kindergarten and pre-kindergarten registration is currently underway and parents can complete the application process online. Our first day of school for students is Wednesday, August 17.

Superintendent Booker reminded everyone that we have implemented our summer schedule. Our schools and central office buildings are open Monday through Thursday from 7:00 a.m. until 5:30 p.m. and closed on Friday. The summer schedule continues through Friday, July 29 and we will be closed on Monday, July 4 for the Independence Day holiday.

Closed Session

Chairman Ramsey asked the Board to consider going into Closed Session under, N.C.G.S. §143-318.11(a)(6) Personnel and N.C.G.S. §143-318.11(a)(3) Consultation with Attorney.

Motion to go into Closed Session was made by Mr. Kevin Collier; seconded by Ms. Dot Cherry; motion carried unanimously. (8-0)

The Board went into Closed Session at 6:57 p.m.

The Board returned to Open Session at 8:49 p.m.

Motion

The Motion was made by Ms. Dot Cherry; seconded by Mr. Lee Dedmon that the Board

Award a four-year Principal contract renewal effective July 1, 2022 for the following:

Staci Bradley
Glenn Cook
Becky Duncan
Crystal Houser
Chris Mills
Jamie Peoples
Matt Rikard
Ryan Smith

Rebecca Wilson

A vote was taken and motion to approve the item as presented carried unanimously. (8-0)

Motion

The Motion was made by Ms. Dot Cherry; seconded by Mrs. Dot Guthrie that the Board
Award a four-year Assistant Principal contract renewal effective July 1, 2022 for the following:

Brittany Beckham
Treva Boone
Kelly Brown
Elizabeth Crosby
Shawn Czerkis
Stephanie Denton
Amy Efird
Charlotte Friday
Constance Greene
Doneen Johnson
Patrick Logan McGuire
Thomas Plecnik
Katherine Withers

A vote was taken and motion to approve the item as presented carried unanimously. (8-0)

Motion

The Motion was made by Ms. Dot Cherry; seconded by Mrs. Dot Guthrie that the Board
Award a two-year Assistant Principal contract effective July 1, 2022 for the following:

Reginald Marc
Kadean Stone-Maddix
Kelsey Overbeck Elms
Kimberly Parker
Nala Sadler-Sherrill
Michelle Pettiford
Chelisa Ford
Pharaah Putman
Connley Skeen
Rebecca Lareau

A vote was taken and motion to approve the item as presented carried unanimously. (8-0)

Mr. Kevin Collier shared evaluation comments regarding Superintendent Booker which included:

- Incredible academic improvements
- Phenomenal expansion and success of our CTE program
- Passing of a \$250 million school bond referendum
- Expansion of school choice
- Strengthened relationships with the county police, sheriff's office and municipal police departments

- Being named the current NC Southwest Region Superintendent of the Year

Motion

The Motion was made by Mr. Justin Davis; seconded by Mr. Steve Hall that the Board

Award a one year contract extension to Dr. W. Jeffrey Booker, Superintendent, and those contracted individuals who comprise his senior leadership team through June 30, 2026

A vote was taken and motion to approve the item as presented carried unanimously. (8-0)

Adjournment

All business having been conducted, Motion to adjourn was made by Mr. Lee Dedmon; seconded by Mr. Steve Hall motion carried unanimously. (8-0)

The Board Meeting adjourned at 8:55 p.m.

Approved:


Jeff K. Ramsey, Chairman
[Corporate Seal]


W. Jeffrey Booker, Secretary

Date Approved: 8/15/22

June 20, 2022

Operations Committee Report

The Operations Committee met on Monday, June 6, 2022 at 4:00 pm. Our committee consists of Chairman, Lee Dedmon, Kevin Collier, Dot Cherry, and Brent Moore.

Our agenda and discussions included the following:

1. Executive Director, Morgen Houchard, gave us an update on all Auxiliary Services Departments which include Safety and Security, School Nutrition, Transportation, and Facilities. We also receive an update on scheduled summer projects.
2. Dr. Houchard also shared with us that both the in person and virtual job fairs were well attended. HR staff continues to work with, and support, principals through the hiring process. The department is now fully staffed with the new Executive Director of Human Resources to begin work on June 30. To date, there are roughly 125 retirees.
3. Associate Superintendent, Gary Hoskins, informed us that the HR and Finance departments are working on adjustments to the classified employee salary schedule. As well, the Covid Retention Bonus will be paid to qualifying employees next month. He also informed us that the out of county tuition rate is \$1700 which is set by the state. Also, the interim budget will be presented and must be approved prior to July 1, 2022
4. We received an update on the School Business Modernization project, which the Finance Department continues to work on with and for all employees.
5. The Committee reviewed the new and amended contracts for LED Lighting at Cherryville High School, Paving at New Hope Elementary and Holbrook, and adjusted contracts for paving projects at Hunter Huss High, Gardner Park, and Catawba Heights. The Operations Committee recommends these for approval and they will appear on the consent agenda.

Our next committee meeting is Monday, August 1, 2022 at 4:00pm in the Board Room.

Gaston County Schools
BOE Curriculum & Instruction Committee
Report for June 6, 2022

Members Present:

Dot Guthrie, Justin Davis, Steve Hall, Robbie Lovelace, Jeff Ramsey and Dot Cherry

The meeting was called to order at 12:02 p.m.

Mr. Hoskins gave a budget update on COVID -19 retention bonuses, salary increases and the interim budget. This item will be on the June 20, 2022 board agenda.

Mr. Brett Buchanan presented information on Career & Technical Education (CTE) Internships & Youth Apprenticeship. Advertising for the CTE Internships & Youth Apprenticeship is done in a variety of ways — videos embedded in interest surveys, digital and paper flyers, CTE support staff and Gaston College Career Coaches.

Dr. Melissa Balknight presented information on school based mental health services. It is time to complete a Request for Proposal for mental health services and we are requesting one agency support all of our schools.

Dr. Chris Bennett presented information on Middle School Math Support. We are offering summer math training for teachers using Curriculum Associate Ready Math.

Mr. Chad Duncan presented information on the CaroMont Athletic Trainer Contract. This item will be on the June 20, 2022 board consent agenda.

Dr. Melissa Balknight presented information on Cropper GIS Consulting Contract. This item will be on the June 20, 2022 board consent agenda.

Dr. Melissa Balknight presented information on Successful Practices Network Contract. This item will be on the June 20, 2022 board consent agenda.

There will not be a Curriculum & Instruction Meeting in July. The next committee meeting is scheduled for August 1 at 12 noon.

Superintendent Booker thanked everyone for their support this past week with graduation.

The meeting adjourned at 1:28 p.m.

Board of Education Meeting



2022-2023 Interim Budget

June 20, 2022

Gaston County Schools

GCS Budget Review

- Salary Increases
- Interim Budget
- Discussion
- Approval



Gaston County Schools

Salary Increases



Gaston County Schools

Classified Salary Changes

State Classified Salary Changes

Fiscal Year	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Change	1.50%	\$1,000 Recurring	2.00%	0.00%	0.00%	3.00%

Note: The recurring \$1,000 in FY 2017-18 equates to an increase of \$0.48 per hour.
The 3.0% in 2021-22 was set by the Board before the State budget was adopted.

Gaston County Schools

Classified Salary Changes

Sample Employees

Fiscal Year	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Hourly	\$11.12	\$11.60	\$11.83	\$11.83	\$11.83	\$12.19
Annual	\$23,130	\$24,130	\$24,613	\$24,613	\$24,613	\$25,351

Fiscal Year	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Change	1.50%	\$1,000 Recurring	2.00%	0.00%	0.00%	3.00%

Note: the recurring \$1,000 in FY 2017-18 equates to an increase of \$0.48 per hour.

Gaston County Schools

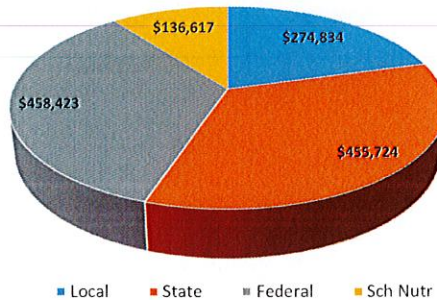
Salary Increases – 2021-2022

The 3.0% salary increase for 2021-2022 was accompanied by:

- New experience steps for Custodians and Teacher Assistants, and
- Market rate adjustments for various hourly positions
- The estimated annual cost of these increases was **\$1,325,598**

Gaston County Schools

Funding Sources- 2021-2022



\$1,325,598

Gaston County Schools

Initial 2021-2022 Custodian Hourly Pay Scale

Experience	Custodian		
	Current	Proposed	Difference
0-1 Year	\$11.83	\$12.37	\$0.54
2-3 Years	\$11.95	\$12.45	\$0.50
4-5 Years	\$12.07	\$12.57	\$0.50
6-7 Years	\$12.24	\$12.74	\$0.50
8+ Years	\$12.42	\$12.92	\$0.50

Experience Includes time with GCS

Any custodian making over \$12.92 will receive a 5% increase in their hourly pay

Effective July 1, 2021

Gaston County Schools

State Budget

Budgeted Salary Increases by NC General Assembly

2021-2022 (adopted in November 2021)

Hourly employees:

- Greater of \$13.00/hour or 2.5% increase

Salaried employees:

- 2.5% increase

Gaston County Schools

2021-2022 Custodian Hourly Pay Scale

Experience	Board Increase			State Mandate	
	Previous	New	Increase	State	Difference
0-1 Year	\$11.83	\$12.37	\$0.54	\$13.00	\$0.63
2-3 Years	\$11.95	\$12.45	\$0.50	\$13.00	\$0.55
4-5 Years	\$12.07	\$12.57	\$0.50	\$13.00	\$0.43
6-7 Years	\$12.24	\$12.74	\$0.50	\$13.00	\$0.26
8+ Years	\$12.42	\$12.92	\$0.50	\$13.00	\$0.08

The effect of a \$13 minimum results in a "salary compression."
Salary compression occurs when there's little difference in pay between employees regardless of differences in their respective knowledge, skills, experience or abilities.

Effective July 1, 2021

Gaston County Schools

Revised 2021-2022 Custodian Hourly Pay Scale

Experience	Custodian		
	Current	Proposed	Difference
0-1 Year	\$11.83	\$13.00	\$1.17
2-3 Years	\$11.95	\$13.08	\$1.13
4-5 Years	\$12.07	\$13.20	\$1.13
6-7 Years	\$12.24	\$13.37	\$1.13
8+ Years	\$12.42	\$13.55	\$1.13

Experience includes time with GCS

To address "salary compression" we made the adjustment.

The increase was about \$100,000

Any custodian making over \$13.55 received a 2.5% increase in their hourly pay

Retroactive to July 1, 2021

Gaston County Schools

State Budget

Proposed Salary Increases (Biennial Budget)

2022-2023

Hourly employees:

- Greater of \$15.00/hour or 2.5% increase

Salaried employees:

- 2.5% increase

Gaston County Schools

State Budget

State Budget Update – 2022-2023

House and Senate leaders said that they plan to wrap up negotiations on the budget by next week, with votes expected sometime in the next two weeks. Once a budget agreement is met, House and Senate budget leaders plan to include Governor Roy Cooper in negotiations before publicly releasing the budget. When the budget is released, it will be in a conference report, which means that it cannot be amended. As we mentioned last week, we expect the budget to include pay increases and funding for school safety and capital projects.

Gaston County Schools

Salary Increases – 2022-2023

Objectives:

- Meet the new State-mandated salary increases for hourly and salaried employees
- Provide experience steps for school nutrition employees and clerical positions
- Market rate adjustments for various hourly positions

Gaston County Schools

Proposed 2022-2023 Custodian Hourly Pay Scale

Experience	Custodian		
	Current	Proposed	Difference
0-1 Year	\$13.00	\$15.00	\$2.00
2-3 Years	\$13.08	\$15.08	\$2.00
4-5 Years	\$13.20	\$15.20	\$2.00
6-7 Years	\$13.37	\$15.37	\$2.00
8+ Years	\$13.55	\$15.55	\$2.00

Experience includes time with GCS

Any custodian making over \$15.55 received a 2.5% increase in their hourly pay

Effective July 1, 2022

Gaston County Schools

Salary Increases – 2022-2023

Impact:

- Salary compression:
 - Employees moving from \$13.00 per hour to \$15.00 per hour have a **15.4%** increase
 - Employees earning over \$15.00 per hour will receive at least a **2.5%** increase
- Salary increases may not be fully funded by State
- Increase in the cost to prepare school meals

Gaston County Schools

Proposed Salary Increases – 2022-2023

Position	Qualifications	Starting Hourly Pay Rate				Potential	
		2021-22	2022-23	% Incr	\$ Incr	Benefits	Exp. Steps
Custodians	High school diploma	\$13.00	\$15.00	15.38%	\$2.00	Yes	Yes
Custodians - Lead	High school diploma	\$13.25	\$15.25	15.09%	\$2.00	Yes	Yes
Clerical - Grade 55	High school diploma	\$13.00	\$15.00	15.38%	\$2.00	Yes	New
Clerical - Grade 57	High school diploma	\$13.00	\$15.50	19.23%	\$2.50	Yes	New
Clerical - Grade 59	High school diploma	\$13.30	\$16.00	20.30%	\$2.70	Yes	New
Clerical - Grade 61	High school diploma	\$14.19	\$16.50	16.28%	\$2.31	Yes	New
Clerical - Grade 63	High school diploma	\$15.14	\$17.00	12.29%	\$1.86	Yes	New
Clerical - Grade 65	High school diploma	\$16.17	\$18.00	11.32%	\$1.83	Yes	New
Bus Drivers	Commercial drivers license	\$15.38	\$15.81	2.80%	\$0.43	Yes	Yes
Bus Drivers - Lead	Commercial drivers license	\$16.40	\$16.81	2.50%	\$0.41	Yes	Yes
Bus Monitors	Commercial drivers license	\$15.38	\$15.81	2.80%	\$0.43	No	No
Substitute Bus Drivers	Commercial drivers license	\$15.38	\$15.81	2.80%	\$0.43	No	No
School Nutrition - Associates	High school diploma	\$13.06	\$15.00	14.85%	\$1.94	Yes	New
School Nutrition - Other Employees	High school diploma	\$13.13	\$15.00	14.24%	\$1.87	Yes	New
School Nutrition - Drivers	Commercial drivers license	\$15.31	\$16.31	6.53%	\$1.00	Yes	Yes
School Nutrition - Asst. Managers	High school diploma	\$13.45	\$15.50	15.24%	\$2.05	Yes	New
School Nutrition - Manager I	High school diploma	\$14.36	\$16.50	14.90%	\$2.14	Yes	New
School Nutrition - Manager II	High school diploma	\$15.28	\$17.00	11.26%	\$1.72	Yes	New
School Nutrition - Manager III	High school diploma	\$16.28	\$17.50	7.49%	\$1.22	Yes	New
Teacher Assistants	Two Year College Degree	\$14.35	\$16.00	11.50%	\$1.65	Yes	Yes
Substitute Teachers - Non-Certified	High school diploma	\$13.33	\$15.00	12.53%	\$1.67	No	No
Substitute Teachers - Certified	Four Year Degree	\$16.67	\$17.33	3.96%	\$0.66	No	No
Tutors - Non-Certified (retirement)	High school diploma	\$14.50	\$15.00	3.45%	\$0.50	Yes	No
Tutors - Non-Certified (no retirement)	High school diploma	\$16.50	\$16.92	2.55%	\$0.42	No	No
Tutors - Certified (retirement)	Four Year Degree	\$27.00	\$27.68	2.52%	\$0.68	Yes	No
Tutors - Certified (no retirement)	Four Year Degree	\$32.00	\$32.80	2.50%	\$0.80	No	No

Proposed Salary Increases – 2022-2023

Position	Qualifications	Starting Hourly Pay Rate				Potential	
		2021-22	2022-23	% Incr	\$ Incr	Benefits	Exp. Steps
Facilities Staff:							
Custodians	High school diploma	\$13.00	\$15.00	15.38%	\$2.00	Yes	Yes
Custodian - Area Leaders	High school diploma	\$13.73	\$16.00	16.53%	\$2.27	Yes	New
Clerical - Grade 57	High school diploma	\$13.00	\$15.50	19.23%	\$2.50	Yes	New
Clerical - Grade 61	High school diploma	\$14.19	\$16.50	16.28%	\$2.31	Yes	New
Warehouse Staff	High school diploma	\$13.73	\$16.50	20.17%	\$2.77	Yes	New
Grounds Crew	High school diploma	\$13.00	\$16.00	23.08%	\$3.00	Yes	New
Painters	High school diploma	\$14.19	\$17.00	19.80%	\$2.81	Yes	New
Carpenters	High school diploma	\$14.19	\$17.50	23.33%	\$3.31	Yes	New
Plumbers	High school diploma/Certificates	\$15.14	\$19.00	25.50%	\$3.86	Yes	New
HVAC Filter Crew	High school diploma/Certificates	\$13.73	\$16.00	16.53%	\$2.27	Yes	New
HVAC Staff	High school diploma/Certificates	\$17.35	\$21.00	21.04%	\$3.65	Yes	New
Electricians	High school diploma/Certificates	\$17.35	\$21.00	21.04%	\$3.65	Yes	New
Electronics	High school diploma/Certificates	\$17.35	\$21.00	21.04%	\$3.65	Yes	New
Transportation Staff:							
Fuel Drivers	Commercial drivers license	\$16.24	\$17.00	4.68%	\$0.76	Yes	Yes
Specialty Transport	Commercial drivers license	\$15.38	\$15.81	2.80%	\$0.43	Yes	Yes
Specialty Transport - Lead	Commercial drivers license	\$16.40	\$16.81	2.50%	\$0.41	Yes	Yes
Mechanic I	High school diploma/Certificates	\$17.33	\$18.50	6.75%	\$1.17	Yes	Yes
Mechanic II	High school diploma/Certificates	\$18.67	\$20.50	9.80%	\$1.83	Yes	Yes
Mechanic III	High school diploma/Certificates	\$20.49	\$22.60	10.30%	\$2.11	Yes	Yes
Mechanic - Lead	High school diploma/Certificates	\$22.83	\$24.30	6.44%	\$1.47	Yes	Yes
Quality Assurance Specialist	High school diploma/Certificates	\$25.00	\$26.50	6.00%	\$1.50	Yes	No
Clerical - Grade 57	High school diploma	\$13.00	\$15.50	19.23%	\$2.50	Yes	New
Clerical - Grade 60	High school diploma	\$14.19	\$16.50	16.28%	\$2.31	Yes	New
Clerical - Grade 63	High school diploma	\$15.14	\$16.75	10.63%	\$1.61	Yes	New

Salary Increases – 2022-2023

Source	Amount	%
State Funds	\$1,761,897	34.75%
Federal - ESSER II and III	\$920,900	18.16%
Federal - School Nutrition	\$1,130,606	22.30%
Federal - Other	\$719,343	14.19%
Local Funds	\$436,275	8.60%
Grants and Other Funds	\$101,060	1.99%
Total Estimated Impact	\$5,070,080	100.00%

Gaston County Schools

Interim Budget



Gaston County Schools

Interim Budget – 2022-2023

Interim Budget:

- Must be approved prior to **July 1, 2022**
- Biennial State budget still needs to be approved for 2022-2023
- Budget Resolution will be presented after the 2022-23 State Budget has been approved
- Interim Budget is recommended to be at **80%** of the 2021-2022 GCS Budget

Gaston County Schools

Discussion and Approval of 2022-2023 Interim Budget



Gaston County Schools

Board of Education Meeting



Out of County Tuition – 2022-2023

June 20, 2022

Gaston County Schools

Out of County Tuition – 2022-2023

The historical tuition rates for GCS students domiciled outside of Gaston County were as follows:

2019-2020: \$1,578

2020-2021: \$1,656

2021-2022: \$1,715

The recommended tuition rate for 2022-2023 is \$1,759 per pupil. This amount represents the local per pupil allocation for the current school year. **Out of state students would also be required to pay an additional \$6,958** to reimburse GCS for the state per pupil appropriation compared to \$6,266 for last year.

Gaston County Schools

Board of Education Meeting



School Meal Pricing – 2022-2023

June 20, 2022

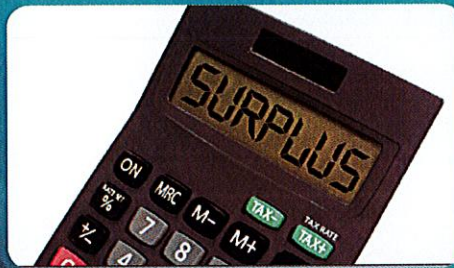
Gaston County Schools

School Meal Pricing – 2022-2023

Meal	Meal Prices 2016/17	Meal Prices 2021/22	Proposed 2022/23	Proposed Increase
Breakfast	\$1.20	\$1.20	\$1.40	\$0.20
Lunch K-5	\$2.60	\$2.70	\$2.90	\$0.20
Lunch 6-12	\$2.70	\$2.80	\$3.00	\$0.20

Gaston County Schools

Board of Education Meeting



Annual Surplus Sales Report – 2021-2022

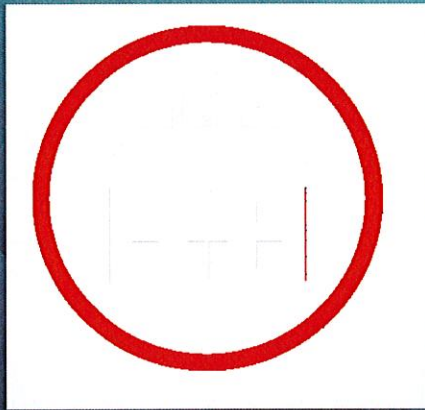
June 20, 2022

Gaston County Schools

Annual Surplus Sales Report – 2021-2022

2021-2022 School Year (28 Assets)							\$43,249.24
ID	Category	Description	VIN	Miles	Make	Model	Total
20210701	Cafeteria/Kitchen Equip.	Refrigerator	N/A	N/A	Whirlpool	W17XEMFWQ00	\$43.00
22425	Computer Printer	Printronix Printer	N/A	N/A	Printronix	P7215	\$52.00
21207	Machinery	Hand Operated Press	N/A	N/A	Dake	25H	\$510.00
21208	Machinery	Brake Lathe	N/A	N/A	Amico	4000	\$359.59
22112	Machinery	Industrial Cabinet Saw (10')	N/A	N/A	SawStop	CB 59230	\$585.00
21209	Mowing Equipment	Leaf Vacuum	N/A	N/A	Billy Goat		\$77.00
22107	Mowing Equipment	Riding Mower	N/A	N/A	Toro	74163	\$650.00
22108	Mowing Equipment	Riding Mower	N/A	N/A	Toro	74163	\$510.00
22109	Mowing Equipment	Riding Mower	N/A	N/A	John Deere	265	\$255.00
22110	Mowing Equipment	Riding Mower	N/A	N/A	Hustler	934778	\$1,926.00
22530	Trailer	Vehicle Trailer (838-V)	N/A	N/A	Reid (1976)	Unknown	\$1,335.00
22427	Trailer	Utility Trailer	N/A	N/A	Unknown	58-T	\$385.00
22601	Trailer	Vehicle Trailer (837-V)	N/A	N/A	Reid (19XX)	Unknown	\$1,390.00
22511	Vehicle	Refrigeration Truck (#8002)	1FDXK70P8MVA31952	233190.8	Ford (1991)	CF7000	\$2,225.00
21203	Vehicle	Ford Dump Truck (#7024)	1FDXK74N4HVA28736	152930.2	Ford (1987)	F-700	\$3,551.00
22404	Vehicle	#8260 (Bus)	1HVBNNK7NH406689	138775.8	International (1992)	3800	\$1,887.22
22406	Vehicle	#8268 (Bus)	1HVBBAAN4VH504976	92791.5	International (1997)	3800	\$5,609.00
22408	Vehicle	Ford Truck (#7186)	1FDHF25H1VEC20944	Unknown	Ford (1997)	F-250	\$1,088.88
22411	Vehicle	International Bus (#8261)	1HVBPLN2PH490329	131168.2	International (1993)	3600	\$2,225.00
22506	Vehicle	Pickup Truck (#8112)	1GCCS1428K2216952	175752.0	Chevrolet (1989)	S10 Pickup	\$1,175.00
22513	Vehicle	International Fuel Truck (#7056)	1HTSCACN7RH605311	24644.1	International (1994)	4700	\$7,676.55
22517	Vehicle	Chevy Van (#7166)	1GCEG25H5K7155777	51545.0	Chevrolet (1989)	G-Series Van	\$1,554.00
22519	Vehicle	Chevy Van (#7164)	1GCEG25H6K7155142	99546.0	Chevrolet (1989)	G-Series Van	\$580.00
22523	Vehicle	Minibus (#8220)	1HVBACN9RH576373	225406.0	International (1994)	3600	\$3,632.00
22526	Vehicle	International Bus (#7059)	1HVLN2RM9KH655782	180403.0	International (1989)	1753	\$750.00
22428	Vehicle Equipment	Ladder Rack	N/A	N/A	Weather Guard	Unknown	\$93.00
22607	Welding Equipment	Welder	N/A	#01	Miller	Shopmate 300 DX	\$1,600.00
22614	Welding Equipment	Welder	N/A	#02	Miller	Shopmate 300 DX	\$1,525.00

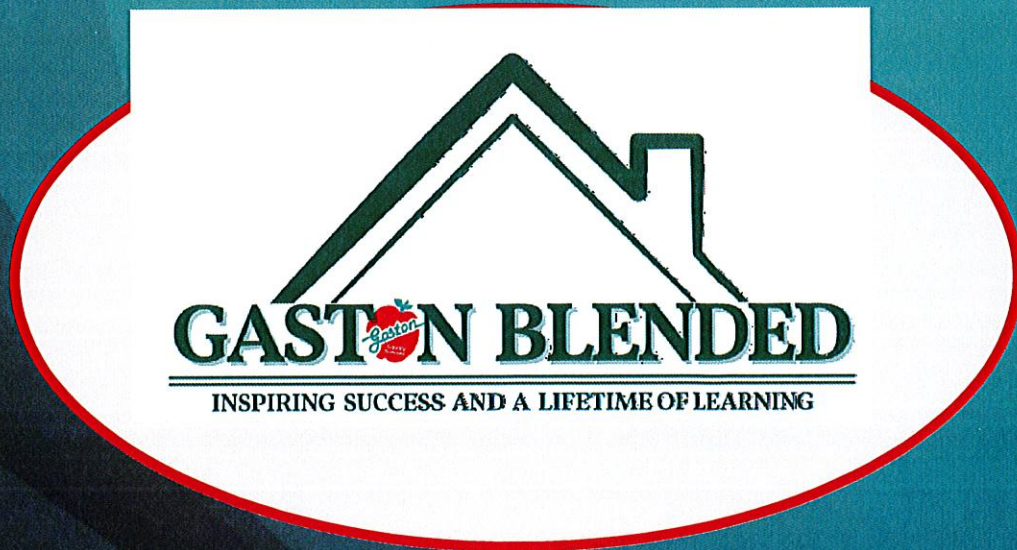
Gaston County Schools



K-12 Summer Learning Plan

Board of Education Meeting
June 20, 2022

Gaston County Schools



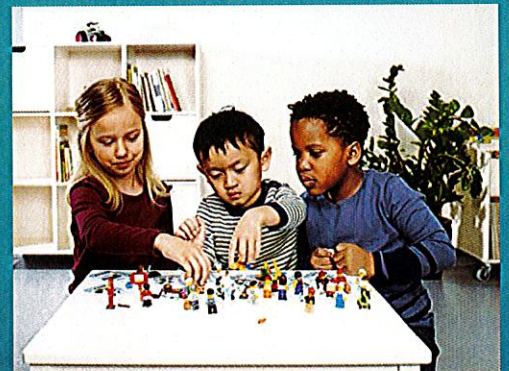
Gaston County Schools

Elementary School Program Specifics

Gaston County Schools

Lego STEAM

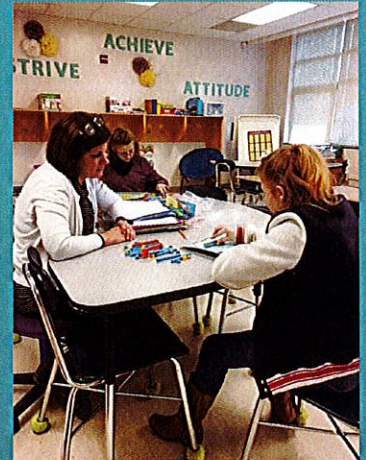
- First-Fifth Graders
- Students will explore fun LEGO STEAM activities through hands-on practice with science, technology, engineering, art and math skills.
- 400 students enrolled



Gaston County Schools

Camp Little Scholars

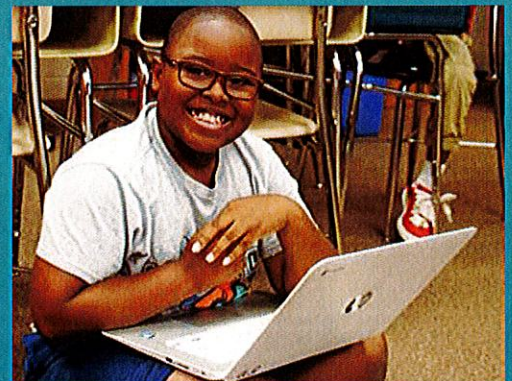
- Three Week Reading Student Experience for Rising First-Fifth Graders, including students with specialized plans
- Reading Professional Development for Teachers
- 2,300 students enrolled



Gaston County Schools

Elementary Virtual Summer Extension

- Rising First-Fifth Graders
- Asynchronous anytime/anywhere
- Preview upcoming learning
- Standard Focused Lessons
 - Reading, Math, Science, Social Studies
 - Social Emotional
 - Arts
 - Gaston County Expert Teachers



Gaston County Schools

Elementary School AIG In-Person Learning Experience Gifted Minds

- Two Week Camp in June
- Serves Rising 1st -5th graders
- ***Project Based Learning*** topics for AIG, Composers, and Pleasant Ridge Gifted and Talented Academy students
- Total Enrollment- 187 students



Gaston County Schools

Kindergarten Here We Come Camp for Pre-Kinders

- Two week camp in June
- Provided over 6 site locations
- Serves currently enrolled Pre-K students transitioning to Kindergarten
- Teaches transition skills and strategies
- Total enrollment - 60 students



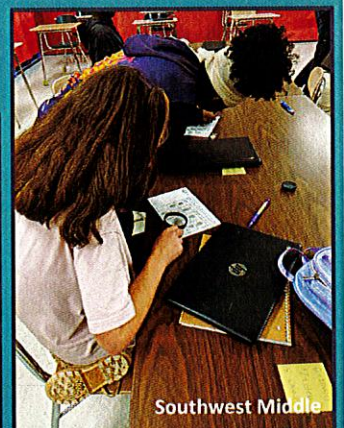
Gaston County Schools

Middle School Program Specifics

Gaston County Schools

Accelerate Gaston

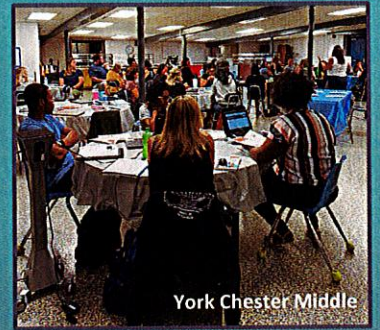
- Integration of ELA, Science, and Career Exploration/CTE standards
- Weekly themes
 - Forensics
 - Robotics
 - Design & Construction
- 6 sites with 830 students enrolled



Gaston County Schools

Math Magic in the Middle

- Week 1
 - Professional development with Curriculum Associates staff
 - 58 teachers attending
- Professional development focus areas
 - Curriculum components and resources
 - Pedagogy & best practices
 - Actionable data
- Week 2
 - Students attend and teachers practice
 - 50 students enrolled



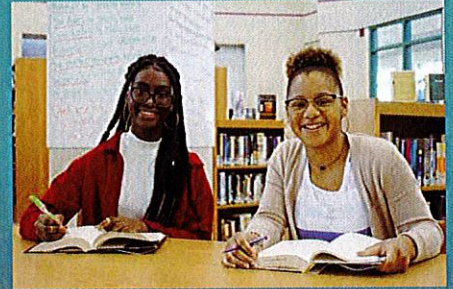
Gaston County Schools

High School Program Specifics

Gaston County Schools

In-Person Learning

- Week of Math or Reading Professional Development for Teachers
- Two Week Reading and Math support for Rising Ninth Graders, including students with specialized plans
- Offered in June



Gaston County Schools

Summer Credit Recovery

- Any high school student needing to recover failed courses
- Offered at all high schools with a teacher available for support
- Student may earn credit
- Offered in June

Gaston County Schools

Summer Grade Improvement

- Any high school student wishing to improve a grade earned in the 2020-2021 or 2021-2022 school year
- Offered at all high schools
- New grade will calculate in GPA
- Offered in June

Gaston County Schools

High School AIG In-Person Learning Experience

July

- One week ACT/SAT test preparation for rising Tenth through Twelfth graders
- Mini-sessions to review test format and subject area components



Gaston County Schools

Exceptional Children's Program Specifics

Gaston County Schools

Camp Hello EC Deaf and Hard of Hearing Camp

- Two week camp in June
- Serves grades K-5
- Focuses on Language Enrichment and development



Gaston County Schools

Legibility Llamas EC Camp Focused on Occupational Therapy

- Two week camp in June
- Serves grades K-5
- Students use the curriculum Handwriting Without Tears
- Crafts and projects related to handwriting



Gaston County Schools

Camp R and R EC Camp for Adaptive Curriculum Students

- Two week camp in June
- Serves Grades K- 12 up to age 22
- Students enjoy Aquaponics, Music Therapy, PE, and Pool fun
- Total Enrollment- 80 students



Gaston County Schools

Links Get Fit Camp

EC Camp for Students in the Links Program

- Two week camp in June
- Transition camp for students age 18-22
- Exercises include: technology, fitness, self-care, and social-emotional learning



Gaston County Schools

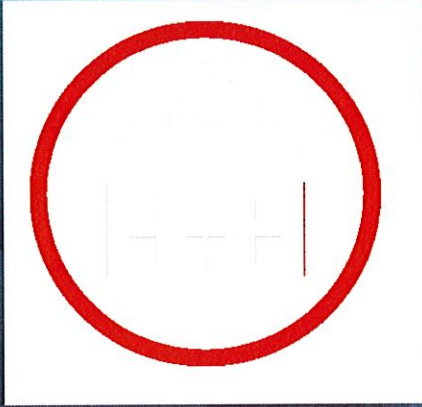
VI Camp

EC Camp for Students with Visual Impairments

- Two week camp in June
- Serves Grades K-6
- Students are immersed in activities to access their community and environment



Gaston County Schools



K-12 Summer Learning Plan

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Gaston County Schools