

**Gaston County Schools
Board of Education
Monday, September 19, 2022
Meeting 5:30 p.m.**

MINUTES

The Gaston County Board of Education met in a regular session on Monday, September 19, 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, Robbie Lovelace and Brent Moore.

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

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

Invocation

Superintendent Booker led the invocation.

Pledge of Allegiance

Superintendent Booker led the Pledge of Allegiance.

Agenda Adoption - Action

The Board considered Agenda Adoption – Action

Motion to adopt the Agenda as presented was made by Mr. Brent Moore; seconded by Ms. Dot Cherry; motion carried unanimously. (9-0)

Good News – Information

Superintendent Booker congratulated W.A. Bess Elementary School. The United States Department of Education announced that W.A. Bess is a 2022 National Blue Ribbon School. This year, the National Blue Ribbon School award was given to only five schools in North Carolina and only 297 schools in the United States. This award recognizes W.A. Bess for its long-standing commitment to excellence and high academic achievement. W.A. Bess is a two-time recipient of this award – also winning the National Blue Ribbon School honor in 2006.

Mr. Jeff Ramsey and Ms. Dot Cherry presented a recognition plaque to Principal Laura Clark, assistant principal Charlotte Friday and teachers Nikki Simmons, Kirstin Zeccola, Janet Smith and Michelle Curnow.

Superintendent Booker recognized Art Teacher – Michelle Curnow, W.A. Bess Elementary; Band Teachers – Cindy Owens, W.C. Friday Middle, Kameron Radford, Stuart W. Cramer High; Chorus Teacher – Bethany Jennings, Stuart W. Cramer High; Dance Teacher – Stephanie Bowman, East Gaston High; and Theater Teachers – Chuck Stowe, Stuart W. Cramer High and Shannon Foor, North Gaston High. Last week, schools across the country celebrated National Arts in Education Week. In Gaston County, we believe that the arts are an integral part of a well-rounded education and we like

to celebrate the arts each and every week. The teachers are here to represent all of the fine arts teachers in Gaston County Schools.

Mr. Kevin Collier presented a recognition plaque to the Fine Arts Department.

Superintendent Booker recognized students from the Health Sciences Academy at East Gaston High School — Emily Cerilli, Gracelyn Gaddy, Ashlyn Lewis and Taylor Wright. These students completed the Nurse Aid I class last spring and recently found out that they can call themselves licensed CNAs after passing the state exam.

Mr. Kevin Collier presented a Certificate of Recognition to each student.

Superintendent Booker recognized Zoe Gambino from East Gaston High School. Zoe is the current Miss Mount Holly's Outstanding Teen and represented Mount Holly this summer at the Miss North Carolina's Outstanding Teen competition.

Mr. Kevin Collier presented a Certificate of Recognition to Zoe.

Superintendent Booker recognized four students in the Class of 2022 from Forestview High School (PowerPoint presentation). Upon graduation in June, William Barnes, Susan Christy, Margaret Lu and Jessica Normile received the Advanced Placement Capstone Diploma. To earn the AP Capstone Diploma, students must have a score of three or higher on the AP Seminar and AP Research exams as well as four additional AP exams. Each of these students earned a passing score on six AP exams!

Public Expression – Information

Lauren Frady

1327 Perfection Avenue

Belmont, NC 28012

RE: Retire the Red Raider Mascot

Although Lauren Frady completed the Request to Speak Form, Lauren Frady did not appear at the meeting

Jasmine Clarkson

114 Leeper Avenue

Belmont, NC 28012

RE: Retire the Red Raider Mascot

Although Jasmine Clarkson completed the Request to Speak Form, Jasmine Clarkson did not appear at the meeting.

Lori Peabody

2406 Emil Drive

Belmont, NC

RE: Teacher Pay

Pam Miller

2001-D Cramerton Village Drive

Cramerton, NC 28032

RE: Payroll Issues

Approval/Correction of Minutes

The Board considered Approval/Correction of Minutes – Action

Motion to adopt minutes of August 15, 2022 as presented was made by Ms. Dot Cherry; seconded by Mr. Justin Davis; motion carried unanimously. (9-0)

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)

COVID Retention Bonus - Action

Chairman Ramsey recognized Mr. Gary Hoskins who presented a PowerPoint on COVID Retention Bonus. To be eligible for the COVID Retention Bonus, employees must meet **all** of the stated criteria.

Summary of COVID Retention Bonuses

- 1st semester — \$1,000 to eligible employees
- 2nd semester — \$1,000 to eligible employees
- Entire School Year — \$1,000 to eligible employees

First Semester Bonus

- Must have been employed on August 9, 2022, and must have been continuously employed through December 21, 2022
- Must be a permanent employee (contract, interim and temporary employees are NOT eligible)
- Works at least 50% on a regular basis

Second Semester Bonus

- Must have been employed on January 5, 2023, and must have been continuously employed through May 26, 2023
- Must be a permanent employee (contract, interim and temporary employees are NOT eligible)
- Works at least 50% on a regular basis

Entire 2022-2023 School Year Bonus

- Must have been employed on August 9, 2022, and must have been continuously employed through May 26, 2023
- Must be a permanent employee (contract, interim and temporary employees are NOT eligible)
- Works at least 50% on a regular basis

Projected Payment Dates

- 1st Semester Bonus — January 2023
- 2nd Semester Bonus — June 2023
- Entire School Year Bonus — June 2023

Motion

The Motion was made by Mr. Lee Dedmon; seconded by Ms. Dot Cherry that the Board
Approve all three COVID retention bonus payments to qualified employees, subject to prior approval from DPI

Discussion occurred.

A vote was taken and motion to approve the item as presented carried. (9-0)

(View PowerPoint)

State Salary Supplement - Action

Chairman Ramsey recognized Mr. Gary Hoskins who presented a PowerPoint on State Salary Supplement.

Motion

The Motion was made by Mr. Lee Dedmon; seconded by Ms. Dot Cherry that the Board
Approve payment of \$843 (net of retirement) State supplement over 10 months (\$84/month) to all qualified full-time, permanent certified teachers and to all qualified full-time, permanent certified instructional support personnel.

A vote was taken and motion to approve the item as presented carried. (9-0)

(View PowerPoint)

School Business Systems Modernization Update - Information

Chairman Ramsey recognized Mr. Gary Hoskins who presented a PowerPoint on School Business Systems Modernization Update.

Discussion occurred.

(View PowerPoint)

Local Assessment Schedule 2022-2023 - Information

Chairman Ramsey recognized Mrs. Rebekka Powers who presented a PowerPoint on Local Assessment Calendar.

(View PowerPoint)

NC Accountability Model Results - Information

Chairman Ramsey recognized Mrs. Rebekka Powers who presented a PowerPoint on NC Accountability Model Preliminary Results.

(View PowerPoint)

Business Advisory Council Meeting Update - Information

Chairman Ramsey recognized Mr. Brett Buchanan who presented a PowerPoint on Business Advisory Council Meeting Update.

Discussion occurred.

(View PowerPoint)

Consent Agenda – Action

The Board considered the Consent Agenda:

- A. Recommended Personnel
- B. Budget Amendments & Budget Transfers
- C. Construction/Repair Change Orders
- D. Contracts
 - BrightStar Care — Contract Amendment
 - Belmont Abbey College
 - Gardner Webb University
 - Learning Profile — Naviance
 - Cherryville High School — LED Lighting
 - Kiser Elementary School – Roof Replacement
 - Pinewood Elementary School — Roof Replacement
 - New Hope Elementary School — Paving Project
 - Cisco SMARTnet Renewals
 - The Reserves Network, Inc.
 - True Ingenuity Consulting, LLC

Motion to adopt the Consent Agenda as presented was made by Mr. Steve Hall; seconded by Mr. Lee Dedmon motion carried unanimously. (9-0)

Superintendent's Comments

Superintendent Booker reported principals will be updated tomorrow on how to gather information for payroll issues with employees.

Superintendent Booker reported we have had a good start to our school year and he thanked all employees for their hard work.

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. (9-0) (Mr. Lee Dedmon left after regular meeting)

The Board went into Closed Session at 7:17 p.m.

Chairman Ramsey requested a brief break and Closed Session resumed at 7:27 p.m.

The Board returned to Open Session at 8:00 p.m.

Motion

The Motion was made by Ms. Dot Cherry; seconded by Mr. Brent Moore that the Board
Award a two-year Assistant Principal contract for the following:

Laquesha Wilkins

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

Motion

The Motion was made by Mr. Justin Davis; seconded by Ms. Dot Cherry that the Board
Approve the Engineering Consultant Services Agreement between Gaston County Board of Education and H2L Consulting Engineers for the Phase 1 Retaining Wall repairs at Stuart Cramer High School subject to changes to be approved by the Superintendent and Board Chairman upon recommendation of legal counsel.

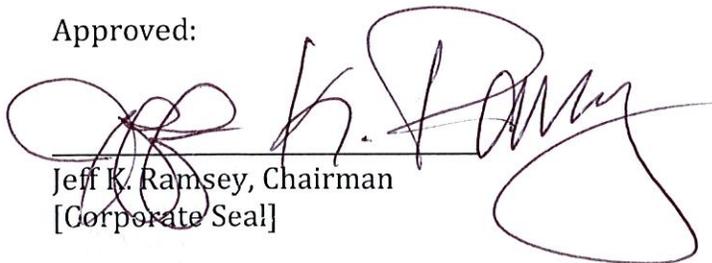
A vote was taken and motion to approve the item as presented carried (7-1) (Mrs. Robbie Lovelace voted against)

Adjournment

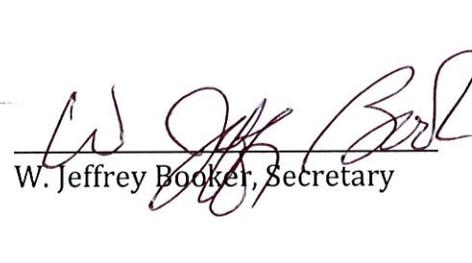
All business having been conducted, Motion to adjourn was made by Mr. Steve Hall; seconded by Ms. Dot Cherry motion carried unanimously. (8-0)

The Board Meeting adjourned at 8:02 p.m.

Approved:



Jeff K. Ramsey, Chairman
[Corporate Seal]



W. Jeffrey Booker, Secretary

Date Approved: 10/17/2022

September 19, 2022

Operations Committee Report

The Operations Committee met on Monday, September 12, 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 Directors from Academic Services presented the 2022 – 2023 Support Plan for Elementary, Middle and High schools. Academic curriculum facilitators will help each school with pre and post assessments to help track students growth. Data centers will be used to help with progress monitoring. Accountability guides will be provided for administrators to ensure the plan is working effectively.
2. Our Director of Safety and Security, Michael Nance, informed us that the School Resource Officer (SRO) hourly rate of pay will be increasing by \$5. Currently, they are paid \$30 per hour for during the school day and \$35 per hour for extracurricular events. They will now be paid \$35 per hour during the school day and \$40 per hour for extracurricular events.
3. Kecia Coln, Executive Director of Human Resources, shared with us that the HR department is diligently working on calculating and entering the salary increases for classified employees. This was a payroll function, but with Oracle, it is now a HR task. Vacancies are slowly decreasing. There are approximately 59 teacher vacancies, 23 bus driver vacancies, 49 school nutrition vacancies, 2 human resources vacancies, and 4 finance vacancies.
4. Chief Technology Officer, Aaron Slutsky, gave a technology update. The engineers continue to update wiring for the stadiums and gymnasiums so that events and sports are able to be streamed. Technicians moved, prepped, and distributed Chromebooks.
5. Mr. Hoskins also recommended that the Board approve a COVID retention bonus to qualified employees. This item is on the Board's agenda for discussion and approval.
6. The Governor signed Senate Bill 105 which provided supplemental funding for certain employees including teachers and certified instructional support personnel. This item is on the board agenda for discussion and approval.
7. A change order was submitted for the media center at Mount Holly Middle school. There was a change in scope for abatement for \$500.
8. The Committee reviewed and is recommending approval on the consent agenda the following contracts:
 - i. Cherryville High School - LED Lighting

- ii. Kiser Elementary School - Roof Replacement
- iii. Pinewood Elementary School - Roof Replacement
- iv. New Hope Elementary School - Paving Project
- v. Cisco SmartNet Renewal
- vi. The Reserves Network
- vii. True Ingenuity Consulting, LLC

Our next meeting is Monday, October 3, 2022 at 4:00pm in the Board Room.

Gaston County Schools
BOE Curriculum & Instruction Committee
Report for September 12, 2022

Members Present:

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

The meeting was called to order at 12:04 pm.

Gary Hoskins, Chief Financial Officer, provided information about a COVID Retention Bonus and state supplement for eligible employees during the 2022-2023 school year. Both items will be included on the Board of Education agenda. Mr. Hoskins added an update on school modernization.

Academic Services presented an instructional support plan for 2022-2023. Coaching support and professional development on current resources will continue. Observations and reflection will support student and teacher growth. Expanded reach teachers will be utilized to support student achievement.

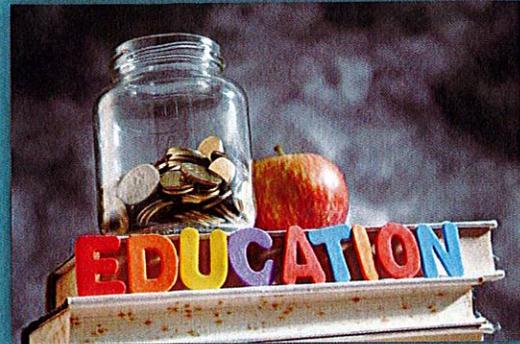
Jill Payne provided an update on Learner Profiles for students in grades 5-12. Naviance, which integrates with Powerschool, was the selected platform for creating learner profiles that support and promote engagement of the whole child. This will be an item on the consent agenda at the Board of Education meeting.

The Department of Exceptional Children and Student Support Services presented an addendum to the Brightstar Care contract. The contract addendum will increase the allotment of EC teacher assistants and mental health clinicians. This will be an item on the consent agenda at the Board of Education meeting.

The next meeting will be on October 3, 2022, at noon.

A motion was made and seconded to adjourn the meeting at 2:13 pm.

Board of Education Meeting



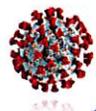
COVID Retention Bonus
2022-2023 School Year
September 19, 2022

Gaston County Schools

COVID Retention Bonus

COVID Retention Bonus:

Due to the **additional duties and responsibilities** that educational employees have endured since the inception of the pandemic, a number of NC school districts have paid a COVID retention bonus to their employees, including GCS last school year.

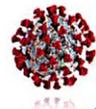


Gaston County Schools

COVID Retention Bonus

COVID Retention Bonus:

Employee retention payments are allowable under Federal ESSER guidelines, pending DPI approval. We recommend that we pay all eligible employees a COVID retention bonus for the 2022-2023 school year as detailed in the following slides. These bonuses are **subject to approval by DPI**.



Gaston County Schools

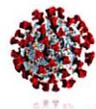
COVID Retention Bonus

Summary of COVID Retention Bonuses:

- 1st semester - **\$1,000** to eligible employees
- 2nd semester - **\$1,000** to eligible employees
- Entire School Year - **\$1,000** to eligible employees

Potential COVID retention bonus payments of **\$3,000** for the 2022-2023 school year

(Bonuses are one-time payments)



Gaston County Schools

Employee Eligibility

First Semester Bonus:

Must meet **ALL** of the following criteria:

- Must have been employed on **August 9, 2022**, and must have been continuously employed through **December 21, 2022**
- Must be a permanent employee (contract, interim and temporary employees are NOT eligible)
- Works at least 50% on a regular basis

Gaston County Schools

Employee Eligibility

Second Semester Bonus:

Must meet **ALL** of the following criteria:

- Must have been employed on **January 5, 2023**, and must have been continuously employed through **May 26, 2023**
- Must be a permanent employee (contract, interim and temporary employees are NOT eligible)
- Works at least 50% on a regular basis

Gaston County Schools

Employee Eligibility

Entire 2022-2023 School Year Bonus:

Must meet **ALL** of the following criteria:

- Must have been employed on **August 9, 2022**, and must have been continuously employed through **May 26, 2023**
- Must be a permanent employee (contract, interim and temporary employees are NOT eligible)
- Works at least 50% on a regular basis

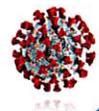
Gaston County Schools

COVID Retention Bonus

Projected Payment Dates

- 1st Semester Bonus – **January 2023**
- 2nd Semester Bonus – **June 2023**
- Entire School Year Bonus – **June 2023**

(Bonuses are not subject to State retirement, but are subject to income taxes)



Gaston County Schools

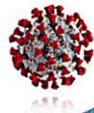
COVID Retention Bonus

Projected Financial Impact

- 1st semester - \$4.1 million
- 2nd semester - \$4.1 million
- Entire School Year - \$3.8 million

Grand Total - \$12.0 million

(Bonuses will be paid from Federal ESSER funds)



Gaston County Schools

LETRS Training

During the **April 2021** legislative session, North Carolina legislators passed an act to modify the implementation of the Read to Achieve legislation to **attain statewide reading proficiency by the third grade.**



Gaston County Schools

LETRS Training

The LETRS (Language Essentials for Teachers of Reading and Spelling) Suite is designed for educators and leaders of pre-K through third-grade students, as well as for teachers who work with fourth- and fifth-grade **students who struggle to learn to read, to accelerate teacher knowledge, improve instruction, and change students' literacy journey.**



Gaston County Schools

LETRS Training

The cost of the LETRS training is **paid by the state**, but there is **no state compensation** for the amount of time that our staff spends preparing for the training.

GUIDES

LETRS Volume 1, Units 1-4
Agendas



GUIDES

LETRS Volume 2, Units 5-8
Agendas



Gaston County Schools

LETRS Training

Eligible Employees:	<u>Estimate</u>
Teachers - K-5	667
Teachers - Pre-K	18
Teachers - K-5 EC	63
Teachers - K-5 ESL	15
Academic Facilitators - K-5	10
Total Eligible Employees	773



Gaston County Schools

LETRS Training

Proposal

Volume 1

Unit 1	\$150
Unit 2	150
Unit 3	150
Unit 4	150
	<u>\$600</u>

LETRS Training and Retention bonus would **NOT be subject to retirement**. Normal tax deductions would apply.

Volume 2

Unit 5	\$150
Unit 6	150
Unit 7	150
Unit 8	150
	<u>\$600</u>

GCS would include this retention bonus in our **ESSER III** budget proposal which would have to be approved by DPI

Total Individual Impact	\$1,200
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Total District Impact (incl. FICA)	\$998,561
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Gaston County Schools

Questions?



Gaston County Schools



Gaston County Schools

Board of Education Meeting



State Salary Supplement
2022-2023 School Year
September 19, 2022

Gaston County Schools

State Salary Supplement

Supplemental Funds for Teacher Compensation:

Through the Appropriations Act of 2021, the General Assembly created a recurring appropriation to provide supplemental funding to teachers. **These funds may vary from year to year.**

Gaston County Schools

State Salary Supplement

Supplemental Funds for Teacher Compensation:

On **August 26, 2022**, GCS received an allotment of **\$2.9 million** in Program Report Code (PRC) 071 – Supplemental Funds for Teacher Compensation. These funds **cannot be used to supplant** any existing local teacher salary supplements.

Gaston County Schools

State Salary Supplement

Supplemental Funds for Teacher Compensation:

These supplemental funds are treated as salary and is not considered a bonus or stipend. **These funds are subject to retirement contributions** from the employee and employer.

Gaston County Schools

State Salary Supplement

Supplemental Funds for Teacher Compensation:

The supplement will be paid on a **monthly basis effective back to August 2022**. We expect that these payments will begin by **October 2022**. The first month should include the supplemental funds for any preceding months that did not include these funds.

Gaston County Schools

State Salary Supplement

Supplemental Funds for Teacher Compensation:

We expect to have **2,338 teachers and instructional support personnel** that will qualify to receive this state salary supplement.

Gaston County Schools

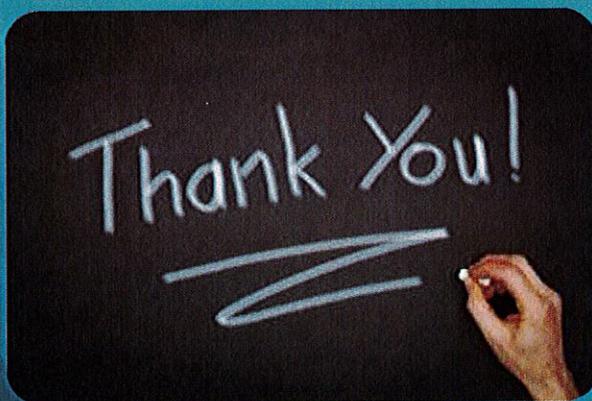
State Salary Supplement

Funds Allotted (PRC 071): \$2,906,252

Projected Eligible Employees: 2,338

	<u>Annual</u>	<u>Monthly</u>
State Allotment per Eligible Employee	\$1,243	\$124
Less:		
Employer Contribution Social Security - 7.65%	\$95	\$10
Employer Contribution Retirement - 24.50%	\$305	\$30
Less: Total Employer Cost	\$400	\$40
Net Supplement Payable to Eligible Employees	\$843	\$84

Gaston County Schools



Gaston County Schools

Board of Education Meeting



SBSM
SBSM
School Business Systems Modernization

School Business Systems Modernization Update
September 19, 2022

Gaston County Schools

SBSM Background

In **2016**, the School Business System Modernization (SBSM) initiative began as a part of **Session Law 2016-94**. The General Assembly directed the State Board of Education to develop a plan to modernize business systems with a focus on **finance, payroll and human resources**.

Gaston County Schools

SBSM Background

In **2017**, the General Assembly provided initial funding for SBSM and directed that the **State Superintendent** implement the plan. The funding was provided over a two year period in the FY 2018 budget with non-recurring appropriations. Additional funding was later provided by the General Assembly.

Gaston County Schools

SBSM Goals

Specific goals of the SBSM initiative:

1. Enable near real-time position visibility and control;
2. Provide data management and advanced analytics for decision support;
3. **Replace discontinued and obsolete systems;**
4. Simplify monitoring and compliance;
5. Eliminate unnecessary duplication;
6. Increase efficiency of operations.



Gaston County Schools

SBSM Background

DPI completed a competitive procurement and awarded **two** vendors a contract to provide the finance and HR/Payroll systems – Tyler Technologies for Munis and **CherryRoad Technologies for Oracle Cloud**. Pilot school districts signed on to begin the conversion process with both vendors.

GCS signed a MOU with Oracle Cloud in **December 2019**.

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Impact on GCS

- Move from an internal AS400 server to a Cloud-based system managed by **SAS Institute** in Raleigh, NC
- Replace SunPac (**1989**), HRMS (**1992**), AppliTrack, and TalentEd with **Oracle Cloud**



Gaston County Schools

Conversion Timeline

Finance

- Converted **July 1, 2021**

Human Resources/Payroll

- Original conversion date of July 1, 2021
delayed until October 1, 2021
- Revised conversion date
delayed from October 1, 2021 to January 1, 2022
- Converted **January 1, 2022**

Gaston County Schools

Current Payroll Issues

Retirement

- **ORBIT** (NC State Retirement) files have been submitted through June / posted through May.
- Empower and other **401(k), 457 and 403(b)** retirement plans – posted through June
- We are currently two months behind in submitting these retirement files

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Current Payroll Issues

Multiple Deductions

- Some employees had **excess deductions** taken from their checks in the initial phase of the conversion. All of these have not yet been refunded.
- Last month some employees had excess deductions for their **Colonial insurance premiums**.

Gaston County Schools

Current Payroll Issues

Longevity

- No longevity payments were made to employees in **July and August**.
- We are working with CherryRoad to resolve this issue as soon as possible.
- It appears that the issue has been resolved for **September** longevity payments.

Gaston County Schools

Current Payroll Issues

EPI Teachers

- We contract with EPI to hire teachers to work in hard to fill subject areas. Since these are contract employees, they are not subject to pay **FICA deductions** during the first two years or any **retirement contributions**. However, the program did withhold FICA and retirement from these individuals. We are working to get these withholdings **refunded** to these individuals.

Gaston County Schools

Current Payroll Issues

Classified Raises

- The General Assembly approved salary increases amounting to the greater of **4%** or **\$15.00/hour**
- We are currently working to get these raises entered into Oracle so that they will be reflected in the employee's **September 23rd paycheck**
- All salary increases will be retroactive back to **July 1, 2022**.

Gaston County Schools

Issue Resolution

In an effort to resolve outstanding issues and minimize ongoing issues, GCS has taken the steps detailed in the following slides.

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Issue Resolution

In an effort to resolve outstanding issues and minimize ongoing issues, GCS has taken the following steps:

- We have hired a full-time Oracle Technology Coordinator, **Sean Markwith**, to focus on resolving existing issues and avoiding future issues

Gaston County Schools

Issue Resolution

In an effort to resolve outstanding issues and minimize ongoing issues, GCS has taken the following steps:

- We have engaged an additional Oracle consulting company, **True Ingenuity**, to assist us with improving **workflow**, preparing needed **reports** and evaluating any **security** concerns.

Gaston County Schools

Issue Resolution

In an effort to resolve outstanding issues and minimize ongoing issues, GCS has taken the following steps:

- We created an **Oracle customer service** center to streamline existing employee payroll issues and to document any new payroll issues.

Gaston County Schools

Issue Resolution

In an effort to resolve outstanding issues and minimize ongoing issues, GCS has taken the following steps:

- We extended the working relationship with CherryRoad to assist us with providing support for our payroll runs, month-end close and employee on-boarding process.

Gaston County Schools

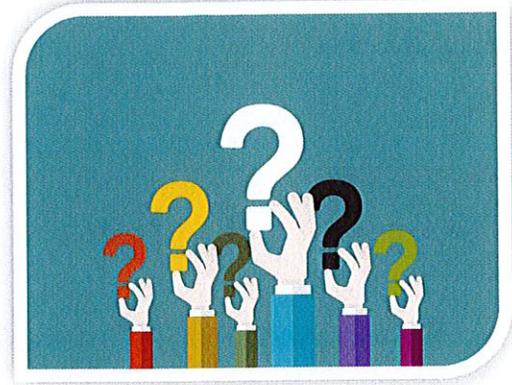
Issue Resolution

In an effort to resolve outstanding issues and minimize ongoing issues, GCS has taken the following steps:

- We continue to work to add additional qualified personnel in our finance, payroll and HR departments. We understand that human capital challenges resulting from the pandemic has impacted all segments of our organization.

Gaston County Schools

Questions?



Gaston County Schools

**Thank
You**



Gaston County Schools

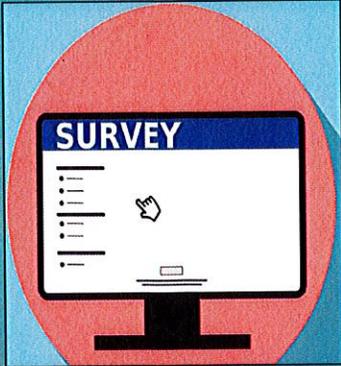


Gaston County Schools

2022-2023 Local Assessment Calendar

Board of Education September 19, 2022

Legislative Requirements



Gaston County Schools

Examples of Local Assessments



Gaston County Schools

2022-2023 Local Testing Schedule

Gaston County Schools Local Assessment Schedule
2022-2023

Assessment	Frequency	Grade Level	Test Duration
iReady Diagnostic Reading	BOY - (Aug 17-Sept 30, 2022) MOY - (Jan. 9-31, 2023) EOY - (April 3-28, 2023)	K-5	90 min
iReady Diagnostic Math	BOY - (Aug 17-Sept 30, 2022) MOY - (Jan. 9-31, 2023) EOY - (April 3-28, 2023)	K-5	90 min
NCDPI Check-In Grade 8 8th Science (Life Science & Physical Science)	NCTEST NCDPI Check-In - March 20-31, 2023	8	90 min
NCDPI Check-In EOC High School/Early College Biology, English II, NC Math 1, NC Math 3	NCTEST Sept 28-Oct 4, 2022 (1 st semester) Oct. 24-28, 2022 (yearlong courses) Nov. 28-Dec. 02, 2022 (1 st semester) Feb. 17-24, 2023 (2 nd semester) March 14-20, 2023 (yearlong) April 26-May 17, 2023 (2 nd semester)	9-12	90 min
PSAT	October 12, 2022	10 & 11	165 min
Teacher-made Exams	Teacher-Made End of Course Exams/Summative (Fall & Spring)	9-12	120 min
Pre-ACT 8/9	November 16, 2022	8	150 min
CogAT - IQ Test	March 20-31, 2023	2	120 min
Math Assessment BOY (AMC)	August 17-September 30, 2022	K	10 min

Gaston County Schools

Two Year Average

	Total Tests 2021	Total Time 2021	Total Tests 2022	Total Time 2022	Total Tests (2-year)	Total Time (2-year)	Average Tests (2-year)	Average Time (2-year)
Gaston County Schools	105	150.5 minutes	91	135.8 minutes	196	286.3 minutes	98	143.2 minutes

Gaston County Schools

Two Year Average



WAIVED



.2

Gaston County Schools

A graphic consisting of a blue rectangular area with a white border. The blue area has a subtle gradient and is framed by two thick red horizontal bars, one at the top and one at the bottom. The text "Thank you" is centered in white, bold, sans-serif font.

Thank you



2021-2022 NC Accountability Model Preliminary Results

Board of Education

September 19, 2022

North Carolina Accountability Model

- Effective 2017-2018
- School Performance Grades
- Achievement
- Growth

Gaston County Schools

COVID IMPACT TIMELINE

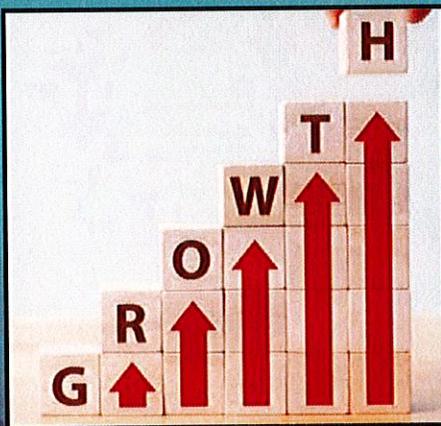
- Tests Administered
- Accountability Results **Reported**

- Tests Waived
- Accountability **Waived**

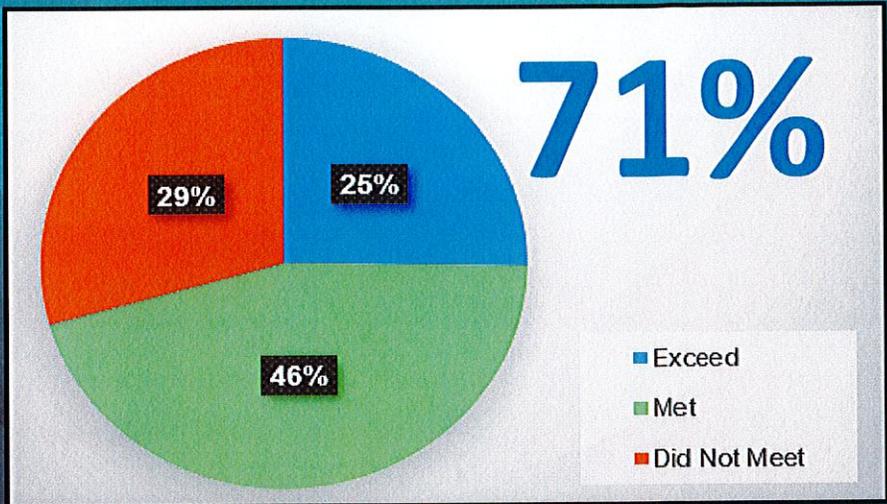
- Tests Administered
- Accountability **Waived**

- Tests Administered
- Accountability Results **Reported**

Gaston County Schools



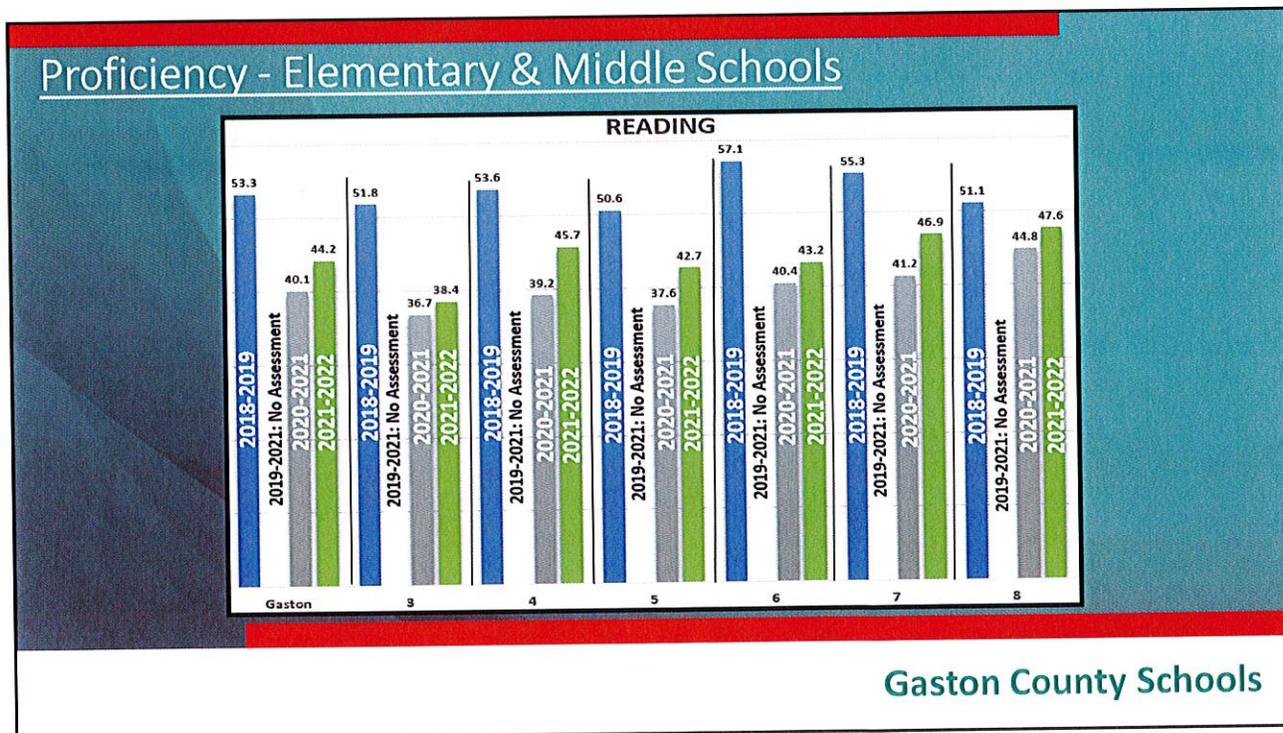
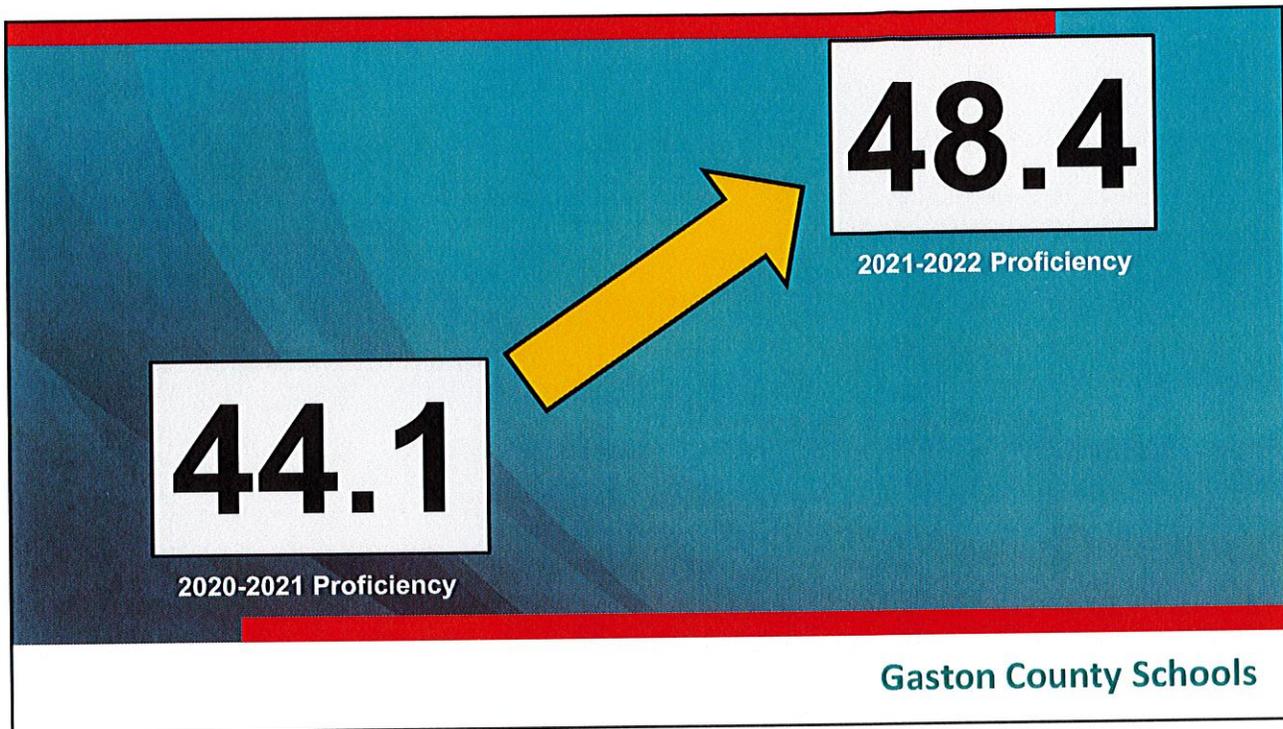
Gaston County Schools



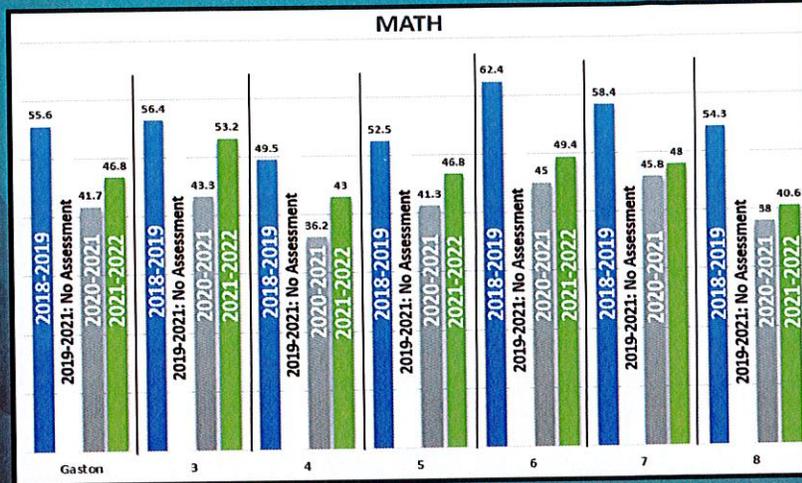
Gaston County Schools



Gaston County Schools

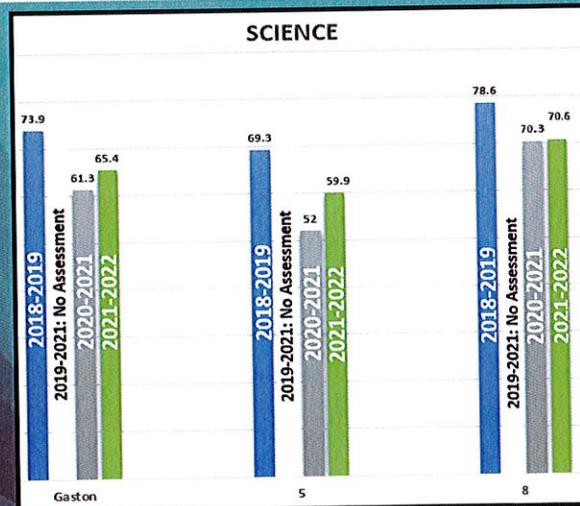


Proficiency - Elementary & Middle Schools



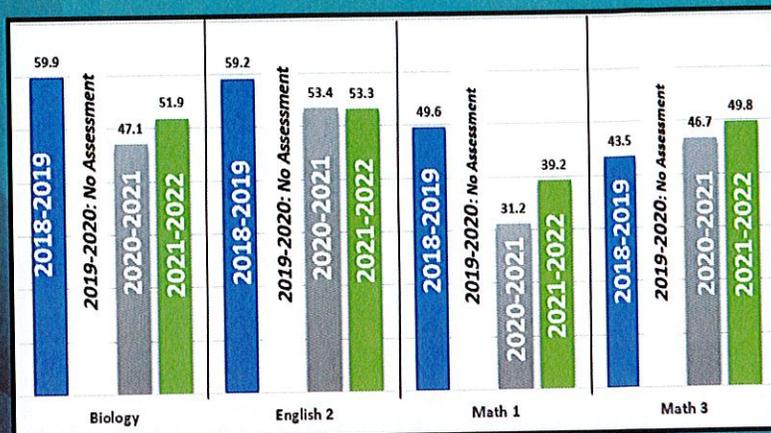
Gaston County Schools

Proficiency - Elementary & Middle Schools



Gaston County Schools

Proficiency – High Schools



Gaston County Schools

Graduation Rate



85.2%

Gaston County Schools

ACT & WorkKeys

52.4%

2021-2022 Seniors Met
College or Career Readiness
Benchmark Measure

Gaston County Schools

Math Course Rigor

> 90%

Gaston County Schools

English Learner Progress

21

Schools with
Indicator

Gaston County Schools

School Performance Grades

Gaston County Schools

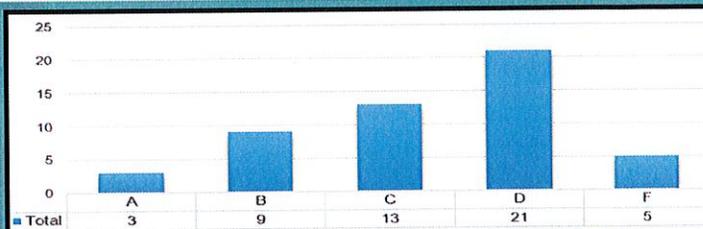
School Performance Grades: State

Grade	2018-19 Number of Schools	2018-19 Percentage of Schools	2021-22 Number of Schools	2021-22 Percentage of Schools
A	203	8.0	145	5.6
B	744	29.3	446	17.2
C	1,042	41.0	907	35.0
D	463	18.2	833	32.1
F	91	3.6	264	10.2
Total	2,543		2,595	

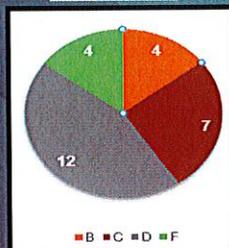
Source: North Carolina Department of Public Instruction 2021-2022 Annual Testing Report- <https://www.dpi.nc.gov/media/15583/open>

Gaston County Schools

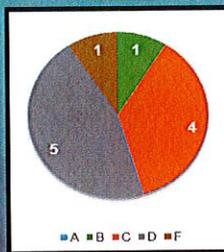
School Performance Grades: GCS



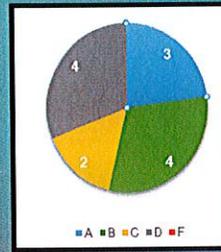
Elementary



Middle



High



Gaston County Schools

Gaston County Schools



2021-2022 NC Accountability Model Preliminary Results

Board of Education

September 20, 2021

Gaston County Schools Business Advisory Council Meeting Update

Gaston County Schools

Business Advisory Council Meeting 9/7/2022

1. Agenda adoption - Action
2. [Approval of minutes - Action](#)
3. Good news and updates - Information
4. New business - Building A Workforce Talent Pipeline - Information
5. Next meeting time and location - February 15 or 22 (2023)
6. Adjournment - Action

Gaston County Schools

21-22 School Year Good News

- 2,000+ students graduated from GCS
- GCS CTE Department #1 in NC for student earned industry recognized CTE pathway credentials (second year in a row)

Gaston County Schools

End-of-Year Virtual Career Fair

- 30 businesses participated
- 2,500+ students viewed a business video and completed a survey
- 700+ students indicated they would like to be contacted by a business

Gaston County Schools

Gaston County Schools Virtual Career Fair

Click on a business below to view information about the business as well as available career opportunities. You will have the option to send your contact information to businesses you are interested in at the end of each video survey.

 CaroMont Health CAROMONT VIDEO LINK HERE	 The Right Connection DIXON VIDEO LINK HERE	 Blair Electric Company Inc. BLAIR ELECTRIC VIDEO LINK HERE	 GSM Services GSM VIDEO LINK HERE
 GASTON PUMPS & HEATING VIDEO LINK HERE	 PIEDMONT VIDEO LINK HERE	 Engineering Plastics RÖCHLING VIDEO LINK HERE	 Innovate. Create. Deliver. A&E VIDEO LINK HERE
 DOLE VIDEO LINK HERE	 FOOD LION VIDEO LINK HERE	 DRIFT VIDEO LINK HERE	 MANNINGTON VIDEO LINK HERE
 BLYTHE VIDEO LINK HERE	 CATAWBA RIVERKEEPER VIDEO LINK HERE	 GASTON COUNTY SCHOOLS VIDEO LINK HERE	 STEELFAB VIDEO LINK HERE

 CAROWINDS VIDEO LINK HERE	 WHITEWATER CENTER VIDEO LINK HERE	 STANLEY FIRE DEPARTMENT VIDEO LINK HERE	 SUNBELT VIDEO LINK HERE
 ATRIUM HEALTH VIDEO LINK HERE	 BOSCH VIDEO LINK HERE	 CAROLINA CUSTOM MILLWORK VIDEO LINK HERE	 BLUM VIDEO LINK HERE
 DAIMLER VIDEO LINK HERE	 FARRIS VIDEO LINK HERE	 GASTON FIRE DEPARTMENT VIDEO LINK HERE	 UCS VIDEO LINK HERE
 SPARTAN DYERS VIDEO LINK HERE		 FEDEX VIDEO LINK HERE	

Gaston County Schools

Career Signing Day



Gaston County Schools



Gaston County Schools

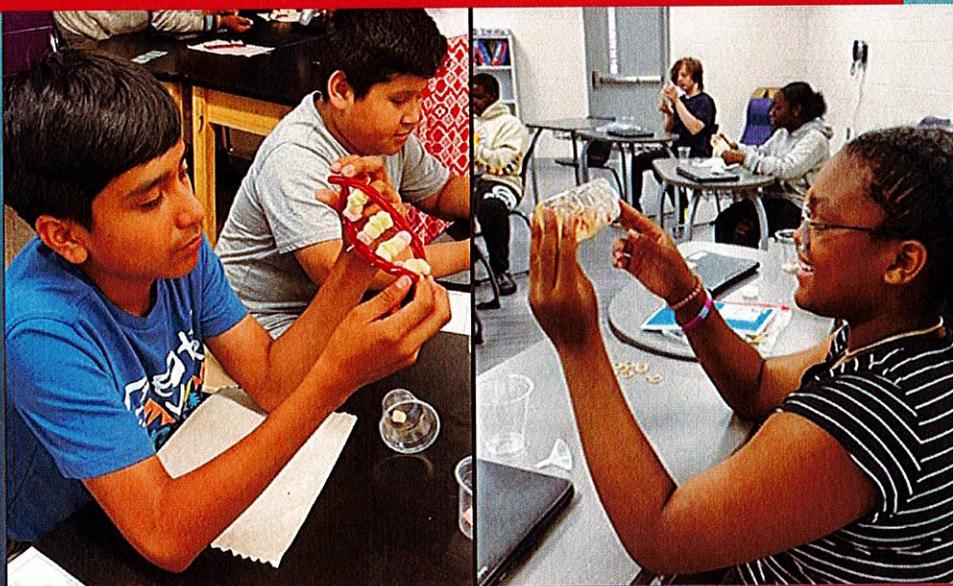


Gaston County Schools

Middle School Career Accelerator Summer Camp

- June 13 - June 30
- 500+ students participated grades 6-8
- 7,000+ business video surveys completed

Gaston County Schools



Gaston County Schools

New Business



TALENT PIPELINE MANAGEMENT®

Gaston County Schools

Home > Posts > NC Chamber Education & Workforce Conference: Navigating Solutions to Employer Talent Crisis and Student Workforce Readiness

NC Chamber Education & Workforce Conference: Navigating Solutions to Employer Talent Crisis and Student Workforce Readiness

AUGUST 17, 2022 | EDUCATION & WORKFORCE DEVELOPMENT

During last week's [Education & Workforce Conference](#), NC Chamber Director of Government Affairs Debra Derr gave opening remarks that set the stage for the engaging and solution-minded conversations that took place between business leaders, educators, and government officials.

She said it well, stating, "We all know that the business community and education system cannot succeed nor solve [today's] problems without the other, so today's conversations will focus on what we've already learned, what we're doing well, and how we improve from here."

NC Chamber Foundation President Meredith Archie, who was the next speaker to take the stage, kicked off her [comments](#) discussing one of the major steps taken over the past year to solve our state's talent crisis, which was to launch the Foundation's [Institute for Workforce Competitiveness](#).

Gaston County Schools

Thank you

Gaston County Schools