

School Board Meeting
September 9, 2021 6:30 PM
HJSHS Library

- I. Call to Order
- II. Roll Call
- III. Consent Agenda
 - A. July 2021 Bills
 - B. July 2021 Financial Report
 - C. July 8, 2021 Regular Board Meeting
 - D. July 19, 2021 Special Board Meeting
 - E. August 2021 Bills
 - F. August 2021 Financial Report
- IV. Agenda Approval
- V. Regular Agenda
 - A. Transition School to Work Grant
 - B. Humboldt Board of Education Credit Card
 - C. ESSER 3.0
 - D. 2020-2021 Budget Amendments
 - E. Superintendent's Report
 - 1. Personnel Report
- VI. Citizens Concern
- VII. Adjournment

School Board Meeting
July 8, 2021 6:30 PM
HJSHS Library

Attendance Taken at 6:30 PM.

Rev. Mark Hodge: Present
Mr. Terry Johnson: Present
Mr. Wayne McLemore: Present
Mr. Leon McNeal: Present
Ms. Valeria Wedley: Present

Also present: Dr. Janice Epperson, Superintendent

I. Call to Order

II. Roll Call

III. Consent Agenda

Motion passed: Motion to approve the Consent Agenda as presented passed with a motion by Mr. Terry Johnson and a second by Mr. Wayne McLemore.

Rev. Mark Hodge: Yea
Mr. Terry Johnson: Yea
Mr. Wayne McLemore: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Yea
Yea: 5, Nay: 0

A. June 2021 Bills

B. June 2021 Financial Report

C. June 7, 2021 Special Board Meeting

D. June 10, 2021 Regular Board Meeting

IV. Agenda Approval

Motion passed: Motion to approve the agenda passed with a motion by Mr. Wayne McLemore and a second by Mr. Terry Johnson.

Rev. Mark Hodge: Yea
Mr. Terry Johnson: Yea
Mr. Wayne McLemore: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Yea
Yea: 5, Nay: 0

V. Regular Agenda

A. 2021 Fall District Meeting

The 2021 Fall District TSBA Meeting will be Tuesday, September 21, 2021 at Paris Special School District.

B. 2021 TSBA Leadership Conference & Convention

The 2021 TSBA Leadership Conference and Convention will be held November 18-21, 2021 at the Gaylord Opryland Resort and Convention Center.

C. 2021-2022 Non-Licensed Salary Scale

Motion failed: Motion to approve the 2021-2022 Non-Licensed Salary Scale with a 2% raise failed with a motion by Rev. Mark Hodge and a second by Mr. Terry Johnson.

Rev. Mark Hodge: Nay
Mr. Terry Johnson: Yea
Mr. Wayne McLemore: Nay
Mr. Leon McNeal: Nay
Ms. Valeria Wedley: Yea
Yea: 2, Nay: 3

D. 2021-2022 Licensed Salary Scale

Motion failed: Motion to approve the 2021-2022 Licensed Salary Scale with a 2% raise failed with a motion by Mr. Terry Johnson and a second by Ms. Valeria Wedley.

Rev. Mark Hodge: Nay
Mr. Terry Johnson: Nay
Mr. Wayne McLemore: Yea
Mr. Leon McNeal: Nay
Ms. Valeria Wedley: Yea
Yea: 2, Nay: 3

E. 2021-2022 Food Service Budget

Motion failed: Motion to approve failed with a motion by Mr. Terry Johnson and a second by Ms. Valeria Wedley.

Rev. Mark Hodge: Nay
Mr. Terry Johnson: Yea
Mr. Wayne McLemore: Nay
Mr. Leon McNeal: Nay
Ms. Valeria Wedley: Yea
Yea: 2, Nay: 3

F. 2021-2022 School Year Budget

Motion passed: Motion to table the 2021-2022 School year Budget which includes a 2% raise for all personnel passed with a motion by Mr. Leon McNeal and a second by Rev. Mark Hodge.

Rev. Mark Hodge: Yea
Mr. Terry Johnson: Yea
Mr. Wayne McLemore: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Yea
Yea: 5, Nay: 0

G. Board Policy Updates

Motion passed: Motion to approve as amended passed with a motion by Mr. Terry Johnson and a second by Mr. Leon McNeal.

Rev. Mark Hodge: Yea
Mr. Terry Johnson: Yea
Mr. Wayne McLemore: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Yea
Yea: 5, Nay: 0

1. Policy 1.8011 Emergency Closings
2. Policy 2.806 Bids and Quotations
3. Policy 3.205 Security
4. Policy 3.211 New Project Planning
5. Policy 3.220 Access to Private Facilities
6. Policy 4.101 Instructional Standards
7. Policy 4.213 Family Life Education
8. Policy 4.301 Interscholastic Athletics
9. Policy 4.605 Graduation Requirements
10. Policy 4.700 Testing Programs
11. Policy 5.106 Application and Employment
12. Policy 5.802 Qualifications and Duties of the Director of Schools
13. Policy 5.117 Teacher Tenure
14. Policy 5.200 Separation Practices for Tenured Teachers
15. Policy 5.201 Separation Practices for Non-Tenured Teachers
16. Policy 6.200 Attendance
17. Policy 6.202 Home Schools
18. Policy 6.319 Alternative Education
19. Policy 6.402 Physical Examinations and Immunizations
20. Policy 6.300 Code of Conduct
21. Policy 6.306 Interference/Disruption of School Activities
22. Policy 6.4081 Safe Relocation of Students

H. Superintendent's Report

- Superintendent Epperson thanked the Board for their competence they placed in her in hiring her.
- In her 90 day plan as communicated to the Board, she has planned Listening & Learning Tours. The first one is on July 15th at the Girls & Boys Club. The second one will be virtual on Vikings on Demand and the third will be at Rotary Club on August 20th.
- Opening In-Service is July 23rd.
- July 29th is the first day of school.
- TACOTalent, Academics, Culture/Climate, Operations. The system will operate under this plan.

VI. Citizens Concern

VII. Adjournment

Motion passed: Motion to adjourn passed with a motion by Mr. Leon McNeal and a second by Mr. Terry Johnson.

Rev. Mark Hodge: Yea

Mr. Terry Johnson: Yea
Mr. Wayne McLemore: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Yea
Yea: 5, Nay: 0

Valeria Wedley, Chairman

Date

Dr. Janice Epperson, Superintendent

Date

Special School Board Meeting

July 19, 2021 10:30 AM

HJSHS Library

Attendance Taken at 10:30 AM.

Rev. Mark Hodge: Present
Mr. Terry Johnson: Present
Mr. Wayne McLemore: Present
Mr. Leon McNeal: Present
Ms. Valeria Wedley: Present (Virtual)

Also present: Dr. Janice Epperson, Superintendent

I. Call to Order

II. Roll Call

III. Agenda Approval

Motion passed: Motion to approve the agenda passed with a motion by Mr. Leon McNeal and a second by Rev. Mark Hodge.

Rev. Mark Hodge: Yea
Mr. Terry Johnson: Yea
Mr. Wayne McLemore: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Yea
Yea: 5, Nay: 0

IV. 2021-2022 Non-Licensed Salary Scale

Motion passed: Motion to approve the 2021-2022 Non-Licensed Salary Scale with a 2% raise passed with a motion by Mr. Wayne McLemore and a second by Rev. Mark Hodge.

Rev. Mark Hodge: Yea
Mr. Terry Johnson: Yea
Mr. Wayne McLemore: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Yea
Yea: 5, Nay: 0

V. 2021-2022 Licensed Salary Scale

Motion passed: Motion to approve the 2021-2022 Licensed Salary Scale with a 2% raise passed with a motion by Mr. Leon McNeal and a second by Mr. Wayne McLemore.

Rev. Mark Hodge: Yea
Mr. Terry Johnson: Yea
Mr. Wayne McLemore: Yea
Mr. Leon McNeal: Yea
Ms. Valeria Wedley: Yea

Yea: 5, Nay: 0

VI. 2021-2022 Food Service Budget

Motion passed: Motion to approve passed with a motion by Rev. Mark Hodge and a second by Mr. Wayne McLemore.

Rev. Mark Hodge: Yea

Mr. Terry Johnson: Yea

Mr. Wayne McLemore: Yea

Mr. Leon McNeal: Yea

Ms. Valeria Wedley: Yea

Yea: 5, Nay: 0

VII. 2021-2022 School Year Budget

Motion passed: Motion to approve the 2021-2022 School Year Budget which includes a 2% raise for all personnel passed with a motion by Mr. Wayne McLemore and a second by Rev. Mark Hodge.

Rev. Mark Hodge: Yea

Mr. Terry Johnson: Yea

Mr. Wayne McLemore: Yea

Mr. Leon McNeal: Yea

Ms. Valeria Wedley: Yea

Yea: 5, Nay: 0

VIII. Adjournment

Motion passed: Motion to adjourn passed with a motion by Rev. Mark Hodge and a second by Mr. Wayne McLemore.

Rev. Mark Hodge: Yea

Mr. Terry Johnson: Yea

Mr. Wayne McLemore: Yea

Mr. Leon McNeal: Yea

Ms. Valeria Wedley: Yea

Yea: 5, Nay: 0

Valeria Wedley, Chairman

Date

Dr. Janice Epperson, Superintendent

Date

GRANT BUDGET				
Humboldt City Schools and Trenton Special School District				
The grant budget line-item amounts below shall be applicable only to expense incurred during the following				
Applicable Period: BEGIN: 10-1-2020 END: 9-30-2021				
POLICY 03 Object Line-Item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY ¹	GRANT CONTRACT	GRANTEE PARTICIPATION	TOTAL PROJECT
1, 2	Salaries, Benefits & Taxes ²	\$135,104.70	\$0.00	\$135,104.70
4, 15	Professional Fee, Grant & Award ²	\$0.00	\$0.00	\$0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications ²	\$0.00	\$0.00	\$0.00
11, 12	Travel, Conferences & Meetings ²	\$0.00	\$0.00	\$0.00
13	Interest ²	\$0.00	\$0.00	\$0.00
14	Insurance ²	\$0.00	\$0.00	\$0.00
16	Specific Assistance To Individuals ²	\$0.00	\$0.00	\$0.00
17	Depreciation ²	\$0.00	\$0.00	\$0.00
18	Other Non-Personnel ²	\$0.00	\$0.00	\$0.00
20	Capital Purchase ²	\$0.00	\$0.00	\$0.00
22	Indirect Cost ²	\$0.00	\$0.00	\$0.00
24	In-Kind Expense ²	\$0.00	\$0.00	\$0.00
n/a	Grantee Match Requirement (for any amount of the required Grantee Match that is <u>not</u> specifically delineated by budget line-items above)	\$0.00	\$0.00	\$0.00
25	GRAND TOTAL	\$135,104.70	\$0.00	\$135,104.70

¹ Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, *Uniform Reporting Requirements and Cost Allocation Plans for Subrecipients of Federal and State Grant Monies, Appendix A.* (posted on the Internet at: [https://www.tn.gov/content/dam/tn/finance/ocip/Appendix J Policy_03_Report.xls](https://www.tn.gov/content/dam/tn/finance/ocip/Appendix_J_Policy_03_Report.xls))

² Applicable detail follows this page if line-item is funded.

GRANT BUDGET LINE-ITEM DETAIL:

Humboldt City Schools and Trenton Special School District

SALARIES	AMOUNT
1 Transition Case Manager, full time position	\$40,277.25
2 transition coaches - one full time, one part time	\$25,954.77
2 workplace readiness specialist - one full time, one part time	\$33,052.13
TOTAL	\$99,284.15

BENEFITS & TAXES	AMOUNT
transition case manager, social security, retirement, medical insurance, medicare	\$17,784.35
transition coaches - social security, retirement, medical insurance, medicare	\$4,671.50
social security, retirement, medical insurance, medicare	\$13,364.70
TOTAL	\$35,820.55

ESSER 3.0 Grant



Regular Instruction Program (71100) & Food Service (73100) (\$319,941.56)

- ESL Teacher (2022-2023, 2023-2024)
- Educational Programs and Software
- (African American History, ACT, Pre-calculus, Academic Camps, Google Voucher)
- Academic Camps for Summer of 2021-2022 (Includes Personnel, Materials, & Food Costs)
- Food Costs (2020-2021)

Attendance (72110) (\$291,480)

- Social Worker #1 (2021-2022, 2022-2023)
- Social Worker #2 (2021-2022, 2022-2023)

Health Services (72120) (\$91,800)

- Additional Nurse (2022-2023, 2023-2024)

Other Student Support (72130) (\$278,017.46)

- District Licensed Counselor (2021-2022, 2022-2023, 2023-2024)
- Learning Loss Coach (2022-2023, 2023-2024)
- Family Engagement Coordinator/Parent Liaison (2022-2023, 2023-2024)

Support Services/Regular Instruction Program (72210) – (\$750,602.50)

- Professional Development- Stipend for 3 days for certified staff (Google & Swivl)
- Stipend for Google Certification Level 1 \$250
- Stipend for Google Certification Level 2 \$350
- Professional Development fees for Google Certified Trainer
- Communications Director (2022-2023, 2023-2024)
- Fiscal Assistant (2022-2023, 2023-2024)

Technology (72250) – (\$423,200)

- Airtames
- LCD with Mounts
- Teacher Laptops
- Protective Covers for Laptops
- Student Chromebooks
- Laser Printers
- Swivl Cameras
- Internet Services for All Students

Regular Capital Outlay (76100) & Maintenance of the Plant (72620)- (\$2,280,244.07)

- Furniture for Classrooms and Libraries
- New Roof for Stigall Primary School
- Install HVAC in the Alternative School
- Install Bipolar Ionization in all HVACs
- Restroom Upgrades including Hot Water
- Remove Water Fountains & Replace with Water Filling Stations
- Installation of New Floor & Drop Ceiling in the Cafeteria of HJSHS
- Install New Class in the CTE Breezeway
- New Electronic Marquees at All School Sites
- Replace Carpet in Library of HJSHS
- Seal Doors at East Elementary School
- New Furniture (including assembly) for All Classrooms at HJSHS
- New High-top Tables for Library of HJSHS
- New Shelving for Library of HJSHS
- Sand, Paint & Seal Gym Floor at Stigall Primary School
- Paint Gym Walls & Ceiling at Stigall Primary School
- Replace Gym Curtain at Stigall Primary School
- Safety Project Manager (2022-2023, 2023-2024)

Safe Return to In-Person Instruction and Continuity of Services Plan Template

Safe Return to In-Person Instruction and Continuity of Services Plan

The Elementary and Secondary School Emergency Relief 3.0 (ESSER 3.0) Fund was announced under the American Rescue Plan (ARP) Act of 2021, Public Law 117-2, enacted on March 11, 2021. ARP ESSER Funding provides a total of nearly \$122 billion to states and local educational agencies (LEAs) to help safely reopen and sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students. In addition to ARP ESSER Funding, ARP includes \$3 billion for special education, \$850 million for the outlying areas, \$2.75 billion to support non-public schools, and additional funding for homeless children and youth, Tribal educational agencies, Native Hawaiians, and Alaska Natives.

LEAs must develop and make publicly available a *Safe Return to In-Person Instruction and Continuity of Services Plan* that meets the following requirements within thirty (30) days of receiving ARP ESSER allocation. If an LEA developed a plan before ARP was enacted that does not address the requirements, the LEA must revise its plan no later than six months after it last reviewed its plan. All plans must be developed with meaningful public consultation with stakeholder groups (i.e., families, students, teachers, principals, school and district administrators, school leaders, other educators, school staff, advocacy organizations representing student groups). The consultation process must include an opportunity for input and meaning consideration of that input. ARP ESSER plans to be in an understandable and uniform format; to the extent practicable, written in a language that parents can understand or, if not practicable, orally interpreted; and upon request by a parent who is an individual with a disability, provided in an accessible format. All plans must be made publicly available on the LEA's website and published on the Tennessee Department of Education's (department) website within thirty (30) days.

LEAs must **update** the *Safe Return to In-Person Instruction and Continuity of Services Plan* **at least every six months through Sept. 30, 2023**, seek public input on the plan and any revisions, and take such input into account. All revisions must include an explanation and rationale of why the revisions were made.

LEA Name:

Humboldt City Schools

Plan Date:

8/26/21

Consultation with Stakeholders

1. Describe how the LEA will, in planning for the use of ARP ESSER funds, engage in meaningful consultation with stakeholders, including, but not limited to:
 - i. students;
 - ii. families;
 - iii. school and district administrators (including special education administrators); and
 - iv. teachers, principals, school leaders, other educators, school staff, and their unions.
 - v. Tribes;
 - vi. civil rights organizations (including disability rights organizations); and
 - vii. stakeholders representing the interests of children with disabilities, English learners, children experiencing homelessness, children and youth in foster care, migratory students, children who are incarcerated, and other underserved students.

The Federal Programs/ESSER Department administered an ESSER survey for all certified employees. The survey polled teachers on what resources or practices they would like to see implemented through ESSER allocations. The survey results were shared with the District Leadership Team. Results were also shared with the ESSER 2.0 Committee on March 2, 2021. The second committee meeting took place on May 10, 2021. The ESSER 2.0 Committee has representation from the following populations: students, parents, school and district administrators, teachers and community members. On May 21st HCS sent out another staff-wide Safe Return to In-Person Instruction and ESSER 3.0 survey. The ESSER Director shared a PowerPoint and ESSER Spending plan for public review and comment. This PowerPoint contains a sampling of what types of activities are allowable/unallowable. A public survey link and QR code was shared on the website as well. The ESSER 3.0 Committee met on June 2, 2021 and discussed our analyzed survey results and open feedback. The Federal Programs/ESSER Department also debriefs updates and information through newsletters. The newsletters inform the committee members as to what and when funded activities occur for all TDOE approved applications. The Federal Programs/ESSER Department also keeps an open line of correspondence through emails and Office Hours for the ESSER funding plan. The Federal Programs Director attended all Open Houses, July 27th, 29th, and August 10th setting up an ESSER 3.0 booth. The director spoke to multiple families and passed out surveys again. The Director of Schools had an ESSER discussion at our Opening Day In-service on July 23rd, that included all staff, the mayor, United Way, Leader's Credit Union, and Tyson Foods. Tyson Foods and Wall Street Grill employees provided door prizes and completed ESSER 3.0 surveys. On August 3rd, all new teachers enjoyed a Cold Brew Coffee Event where ESSER 3.0 was discussed with all new teachers & each participant completed a survey. On August 9th, HCS hosted a Listening and Learning tour for Humboldt Families and the community for an ESSER 3.0 discussion and feedback. On August 20th, HCS presented an ESSER 3.0 discussion with the Humboldt Rotary Organization. On August 21, 2021 a HCS representative attended the local church, Higher Ground Assembly, and spoke about ESSER and distributed the HCS Spending Plan and the Safe Return to In-Person survey. On August 23, 2021 Humboldt City Schools hosted a Family First Workshop. Speakers addressed our student population with options for a successful career that doesn't necessarily involve a four year college. HCS held a Maneuvering through COVID webinar for the Humboldt community on August 24th. The panel featured the Mayor, the Director of Schools, the Coordinated School Health Director, the Food Service Director, HCS Nurses, and the Federal Programs Director/ESSER Director. The webinar was officiated at 12:00 p.m. & 6:00 p.m. On August 24th, at 9:00 a.m. the District Safety Committee met and discussed Safety & ESSER and how the two were related. Funding ideas and safety procedures were discussed. We are seeing consistent results that our community, our families and local civic organizations feel that we should provide masks for students and staff, maintain three (3) feet of social distancing, teachers should continue to wipe off materials and desks, continue the use of our Clorox 360 machine, continue the use of battery-operated sanitation sprayers, provide hand sanitizer for students and staff, provide masks for all, provide alcohol wipes for all, continue to provide disinfectant spray, face shields, infrared thermometers, and feel that HCS staff should conduct temperature checks. Our local civic organizations that offered meaningful feedback include the Boys & Girls Club, Headstart, Court Appointed Special Advocates (CASA), Humboldt Rotary, and Stigall Museum. HCS also received meaningful feedback from local merchants including: Tyson Foods, Wall Street Grill and Click 1. Many local Rotarians indicated that masks and face shields should be optional (50%) and (54%) respectfully.

2. Provide an overview of how the public stakeholder input was considered in the development of the LEA's plan for ARP ESSER funds.

Stakeholder feedback was shared at committee meetings and cabinet meetings. Newsletters were shared with all stakeholders reporting all feedback and survey results. Leadership staff discussed all the public feedback and planned accordingly. There was a high volume of stakeholder concerns for COVID-19 preventative strategies. Acting accordingly with this feedback HCS focused once again on providing PPE for all students and staff. Many stakeholders indicated there should be an intensive focus on mental health. As a result HCS is requesting social workers, District Licensed Counselor and a Family Engagement Coordinator/Parent Liaison and a Communications Director as supports for whole child development and positive promotion of mental health for our students and staff. Looking at the student survey, 48% of students felt that "Students should maintain 3 feet of social distancing in all settings." That is less than half of the students surveyed. That reveals that students are ready for a traditional school experience and that they are affected mentally. Many staff members felt they should receive hazard pay for the additional work load causing enduring stress. HCS did provide hazard pay for all employees for their additional work load beyond the scope of their traditional job duties. Families indicated they needed student devices and Internet services. This is provided in our proposal. Addressing learning loss was a consistent theme among stakeholder feedback. HCS exceeded the 20% set-aside for learning loss requirement. The 20% learning loss requirement is \$887,057.12. HCS budgeted \$1,041,327.56 for learning loss initiatives.

3. How did the LEA compile feedback during the open comment period for the ARP Plan?

The Federal Programs/ESSER Department administered an ESSER survey for all certified employees. The survey polled teachers on what resources or practices they would like to see implemented through ESSER allocations. The survey results were shared with the District Leadership Team. Results were also shared with the ESSER 2.0 Committee on March 2, 2021. The second committee meeting took place on May 10, 2021. The ESSER 2.0 Committee has representation from the following populations: students, parents, school and district administrators, teachers and community members. On May 21st HCS sent out another staff-wide Safe Return to In-Person Instruction and ESSER 3.0 survey. The ESSER Director shared a PowerPoint and ESSER Spending plan for public review and comment. This PowerPoint contains a sampling of what types of activities are allowable/unallowable. A public survey link and QR code was shared on the website as well. The ESSER 3.0 Committee met on June 2, 2021 and discussed our analyzed survey results and open feedback. The Federal Programs/ESSER Department also debriefs updates and information through newsletters. The newsletters inform the committee members as to what and when funded activities occur for all TDOE approved applications. The Federal Programs/ESSER Department also keeps an open line of correspondence through emails and Office Hours for the ESSER funding plan. The Federal Programs Director attended all Open Houses, July 27th, 29th, and August 10th setting up an ESSER 3.0 booth. The director spoke to multiple families and passed out surveys again. The Director of Schools had an ESSER discussion at our Opening Day In-service on July 23rd, that included all staff, the mayor, United Way Leader's Credit Union, and Tyson Foods. Tyson Foods and Wall Street Grill employees provided door prizes and completed ESSER 3.0 surveys. On August 3rd, all new teachers enjoyed a Cold Brew Coffee Event where ESSER 3.0 was discussed with all new teachers & each participant completed a survey. On August 9th, HCS hosted a Listening and Learning tour for Humboldt Families and the community for an ESSER 3.0 discussion and feedback. On August 20th, HCS presented an ESSER 3.0 discussion with the Humboldt Rotary Organization. On August 21, 2021 a HCS representative attended the local church, Higher Ground Assembly, and spoke about ESSER and distributed the HCS Spending Plan and the Safe Return to In-Person survey. On August 23, 2021 Humboldt City Schools hosted a Family First Workshop. Speakers addressed our student population with options for a successful career that doesn't necessarily involve a four year college. HCS held a Maneuvering through COVID webinar for the Humboldt community on August 24th. The panel featured the Mayor, the Director of Schools, the Coordinated School Health Director, the Food Service Director, HCS Nurses, and the Federal Programs Director/ESSER Director. The webinar was officiated at 12:00 p.m. & 6:00 p.m. On August 24th, at 9:00 a.m. the District Safety Committee met and discussed Safety & ESSER and how the two were related. Funding ideas and safety procedures were discussed. We are seeing consistent results that our community, our families, and local civic organizations feel that we should provide masks for students and staff, maintain three (3) feet of social distancing, teachers should continue to wipe off materials and desks, continue the use of our Clorox 360 machine, continue the use of battery-operated sanitation sprayers, provide hand sanitizer for students and staff, provide masks for all, continue to provide disinfectant spray, face shields, infrared thermometers, and feel that HCS staff should conduct temperature checks. Our local civic organizations that offered meaningful feedback include the Boys & Girls Club, Headstart, Court Appointed Special Advocates (CASA), Humboldt Rotary, and Stigall Museum. HCS also received meaningful feedback from local merchants including Tyson Foods, Wall Street Grill and Click 1. Many local Rotarians indicated that masks and face shields should be optional (50%) and (54%) respectively.

Additionally

- Multiple team members tabulated survey information
- Multiple Leadership Members discussed public feedback, survey results and discussed every aspect of COVID prevention
- Newsletters were shared with all stakeholders
- Team members shared big ideas on chart paper during planning meetings
- Multiple department meetings
- Committee Meetings
- ESSER Office Hours
- Social Media
- Construction walks
- Nurse feedback
- Coordinated School Health Reports
- Email Correspondence
- Health Department Updates

4. How was the input considered during the open comment period time?

Initial surveys were analyzed and feedback was shared during the June 2, 2021, ESSER Committee Meeting

ESSER Spending Plan Survey Results (1-8 Rating System for Funding Options)

1. Addressing Learning Loss (summer school, tutoring by interventionists, social workers)
2. Purchasing Educational Technology (smart TVs, air frames, additional technology support)
3. Providing Mental Health Supports (additional nurse for health and well being, social workers, hazard pay for staff)
4. Addressing Learning Acceleration (tutoring by interventionists, internet services for students, supplemental materials, educational software)
5. Addressing Facility Needs and Deferred Maintenance (bio-ionization added to HVAC mitigating the COVID-19 pandemic)
6. School Facility Repairs (library renovation, new furniture, removing water fountains)
7. Addressing the Unique Needs of Special Populations (expanding EL and IDEA services)
8. Professional Development (learning loss/acceleration strategies, stipends for PD)

On-going meetings were held considering all stakeholder feedback

Additionally

- Multiple team members tabulated survey information
- Multiple Leadership Members discussed public feedback, survey results and discussed every aspect of COVID prevention
- Newsletters were shared with all stakeholders
- Team members shared big ideas on chart paper during planning meetings
- Multiple department meetings
- Committee Meetings
- ESSER Office Hours
- Social Media
- Construction walks
- Nurse feedback
- Coordinated School Health Reports
- Email Correspondence
- Health Department Updates

Open feedback included working technology and technical assistance (Discussion of additional technology support for teachers), more reliable internet and connectivity for students to use on/off campus (Discussion on continuing wifi services), and hazard pay (Discussion about additional workload for all teachers and staff and supporting the employees with a generous bonus reflective of their additional time spent on student learning during the pandemic).

Stakeholder feedback was shared at committee meetings and cabinet meetings. Newsletters were shared with all stakeholders reporting all feedback and survey results. Leadership staff discussed all the public feedback and planned accordingly. There was a high volume of stakeholder concerns for COVID-19 preventative strategies. Acting accordingly with this feedback HCS focused once again on providing PPE for all students and staff. Many stakeholders indicated there should be an intensive focus on mental health. As a result HCS is requesting social workers, District Licensed Counselor and a Family Engagement Coordinator/Parent Liaison and a Communications Director as supports for whole child development and positive promotion of mental health for our students and staff. Many staff members felt they should receive hazard pay for the additional work load causing enduring stress. HCS did provide hazard pay for all employees for their additional work load beyond the scope of their traditional job duties. Families indicated they needed student devices and internet services. This is provided in our proposal. Addressing learning loss was a consistent theme among stakeholder feedback. HCS exceeded the 20% set-aside for learning loss requirement. The 20% learning loss requirement is \$897,057.12. HCS budgeted \$1,041,327.56 for learning loss initiatives.

Safe Return to In-Person Instruction

1. Describe to the extent to which the LEA has adopted policies and a description of any such policies on each of the following health and safety strategies:
- universal and correct wearing of masks;
 - physical distancing (e.g., use of cohorts/podding);
 - hand washing and respiratory etiquette;
 - cleaning and maintaining healthy facilities, including improving ventilation;
 - contact tracing in combination with isolation and quarantine;
 - diagnostic and screening testing;
 - efforts to provide vaccinations to educators, other staff, and students, if eligible; and
 - appropriate accommodations for children with disabilities with respect to health and safety policies.

HCS has adopted policies on each of the following health and safety strategies:

- universal and correct wearing of masks

A mask mandate for Summer Learning Camps was board approved on May 13, 2021. Masks were required in all classroom and non-classroom settings, including hallways, school offices, restrooms, gyms, auditoriums, etc.

On August 6th, the Governor declared an Executive Order that any student's parent or guardian shall have the right to opt out of wearing a face covering at school, on a school bus, or at any other school functions. HCS is in compliance with this order. Masks are optional for all students.

On August 16th, the HCS Cabinet met to discuss COVID-19 with the resurgence of the pandemic. The cabinet discussed whether staff should use their sick days for COVID or COVID quarantining. The Cabinet is still in discussion and will soon let staff know this procedure soon.

-physical distancing (e.g., use of cohorts/podding)

In all schools, students should be at least 3 feet apart in classrooms/non-classroom settings and using podding to the extent possible.

-hand washing and respiratory etiquette

HCS staff will continue to teach and reinforce handwashing with soap and water for at least 20 seconds and increase monitoring to ensure adherence among students, teachers, and staff. If handwashing is not possible, hand sanitizer containing at least 60% alcohol should be used.

-cleaning and maintaining healthy facilities

HCS will continue to regularly clean high touch surfaces and objects (for example, playground equipment, door handles, sink handles, toilets) within the school and on school buses at least daily or between use as much as possible. HCS has removed all water fountains and replaced with water filling stations. HCS will weekly use the Clorox 360 deep sanitation system. Battery operated sanitation sprayers will be used daily. HCS will continue to provide alcohol wipes, disinfectant wipes, and disinfectant spray within the school, every classroom, and on school buses.

-improving ventilation

HCS will ensure heating, ventilation, and air conditioning (HVAC) settings are maximizing ventilation through replacing HVAC when needed and will include adding bipolar ionization in the HVAC system.

-contact tracing in combination with isolation and quarantine

When the office personnel receive a call about a positive student the message is given immediately to the school nurse and the coordinated school health director. There is a spreadsheet that is shared between the CSH director and 2 nurses that is immediately updated with positive student name and info as well as any contacts. (This is just for our personal records and to help keep track) The office personnel at each school takes care of contacting parents of any students who need to quarantine. Student are isolated until a parent/guardian can pick them up. The CSH director then completes a spreadsheet provided by the health department. On this sheet, the CSH director provides name, contact number, parent/guardian name, contact date, contact location, and city/state for the case and all contacts. This form is then sent to the health department and they are responsible for contacting close contacts and providing quarantine and isolation protocols to the families. When cases are identified, schools supply a list of identified close contacts, seating charts and rosters including bus, classroom, lunchroom, and athletics settings with parental contact information.

-efforts to provide vaccinations to educators, other staff, and students, if eligible

HCS implemented the following efforts: When the vaccine first became available for teachers, the CSH director made sign-up sheets for each of the 3 schools in HCS to see who all was interested in receiving the vaccine. Once the vaccine was available the health department sent a link to the CSH director that was then sent out to all HCS teachers and staff. This link, once clicked on, allowed the teachers/staff to sign up for the vaccine. HCS continues to encourage staff to get vaccinated.

-appropriate accommodations for children with disabilities with respect to health and safety policies

HCS provides an additional nurse to assist in supporting student health and well-being for students. Special populations are closely monitored as indicated through IEP and 504 plans.

Continuity of Services Plan

1. How will the LEA ensure continuity of services including, but not limited to, services to address the students' academic needs, and students' and staff social, emotional, mental health, and other needs, which may include student health and food services.

Below are the survey results that have driven our decision-making process for the traditional HCS safe return to in-person learning. We will continue to provide sanitation supplies for the 2021-2022 school year, as teachers, parents, students and staff indicated these resources should be provided for students and staff. Continuity of services for HCS to address students' academic needs and students' and staff's social, emotional, mental health, and other needs will be monitored and updated every six months. We are providing additional supports for academic needs through accelerated learning and learning loss strategies. We are requesting two additional social workers so that each building would have their own social worker in our ESSER 3.0 proposal, as well as, the addition of a District Licensed Counselor and the continuation of our Family Engagement Coordinator/Parent Liaison.

HCS Safe Return to In-Person (Teacher Surveys)

1. Masks should be required for teachers and students. 24% Yes /76% No
2. Students should maintain 3 feet of social distancing in all settings. 56% Yes/ 44% No
3. Teachers should continue to wipe off materials and desks daily. 86% Yes/ 14% No
4. Clorox 360 machine should be used weekly. 79% Yes/ 21% No
5. Battery operated sanitation sprayers should be used daily. 64% Yes/ 36% No
6. Germ-x should be provided for all staff and students. 100% Yes
7. Masks should be provided for all staff and students. 58% Yes /42% No
8. Alcohol wipes should be provided for all staff and students. 96% Yes/ 4% No
9. Disinfectant spray should be provided for all staff. 94% Yes /6% No
10. Face shields should be provided for all staff. 36% Yes/ 64% No
11. Daily temperature checks for all students and staff. 57% Yes/ 23% No
12. Infrared thermometers provided for each school. 78% Yes/ 22% No
13. Maintain temperature logs for all staff and students. 43% Yes/ 56% No

HCS Safe Return to In-Person (Parent Surveys)(Collected during Listening & Learning Tours)

1. Masks should be required for teachers and students. 87% Yes/ 13% No
2. Students should maintain 3 feet of social distancing in all settings. 87% Yes/ 13% No
3. Teachers should continue to wipe off materials and desks daily. 100% Yes
4. Clorox 360 machine should be used weekly. 100% Yes
5. Battery operated sanitation sprayers should be used daily. 100% Yes
6. Germ-x should be provided for all staff and students. 100% Yes
7. Masks should be provided for all staff and students. 100% Yes
8. Alcohol wipes should be provided for all staff and students. 100% Yes
9. Disinfectant spray should be provided for all staff. 100% Yes
10. Face shields should be provided for all staff. 80% Yes/ 20% No
11. Daily temperature checks for all students and staff. 80% Yes/ 20% No
12. Infrared thermometers provided for each school. 93% Yes/ 7% No
13. Maintain temperature logs for all staff and students. 67% Yes/ 33% No

HCS Safe Return to In-Person (Student Surveys)(Collected during Student Committee Meetings)

1. Masks should be required for teachers and students. 69% Yes/ 31% No
2. Students should maintain 3 feet of social distancing in all settings. 48% Yes/ 52% No
3. Teachers should continue to wipe off materials and desks daily. 94% Yes/ 6% No
4. Clorox 360 machine should be used weekly. 86% Yes/ 14% No
5. Battery operated sanitation sprayers should be used daily. 89% Yes/ 11% No
6. Germ-x should be provided for all staff and students. 93% Yes/ 7% No
7. Masks should be provided for all staff and students. 86% Yes/ 14% No
8. Alcohol wipes should be provided for all staff and students. 88% Yes/ 12% No
9. Disinfectant spray should be provided for all staff. 90% Yes/ 10% No
10. Face shields should be provided for all staff. 42% Yes/ 58% No
11. Daily temperature checks for all students and staff. 76% Yes/ 24% No
12. Infrared thermometers provided for each school. 68% Yes/ 32% No
13. Maintain temperature logs for all staff and students. 68% Yes/ 32% No

LEA Name: **Humboldt City Schools**

Date: **8/26/21**

The LEA confirms that the following grade levels for all public schools (including charter schools, if applicable) have an in-person option available for all students in the LEA
(please do not check and write N/A if the LEA or charter school does not serve that grade level):

- | | |
|--|--|
| <input checked="" type="checkbox"/> Kindergarten, as of <u>July 29, 2021</u> | <input checked="" type="checkbox"/> 7th grade, as of <u>July 29, 2021</u> |
| <input checked="" type="checkbox"/> 1st grade, as of <u>July 29, 2021</u> | <input checked="" type="checkbox"/> 8th grade, as of <u>July 29, 2021</u> |
| <input checked="" type="checkbox"/> 2nd grade, as of <u>July 29, 2021</u> | <input checked="" type="checkbox"/> 9th grade, as of <u>July 29, 2021</u> |
| <input checked="" type="checkbox"/> 3rd grade, as of <u>July 29, 2021</u> | <input checked="" type="checkbox"/> 10th grade, as of <u>July 29, 2021</u> |
| <input checked="" type="checkbox"/> 4th grade, as of <u>July 29, 2021</u> | <input checked="" type="checkbox"/> 11th grade, as of <u>July 29, 2021</u> |
| <input checked="" type="checkbox"/> 5th grade, as of <u>July 29, 2021</u> | <input checked="" type="checkbox"/> 12th grade, as of <u>July 29, 2021</u> |
| <input checked="" type="checkbox"/> 6th grade, as of <u>July 29, 2021</u> | |

I assure that the above information is true and correct, to the best of my knowledge.



Director of Schools Signature

8/26/21

Date

Dr. Janice Epperson

Director of Schools (printed)

2020-2021 Budget Amendments

EXPENDITURES	ORIGINAL BUDGET	AMENDMENTS	
REGULAR EDUCATION PRORGAM	\$4,969,935.00	12,476.68	\$4,969,935.00
SPECIAL EDUCATION PROGRAM	\$574,141.00	12,106.73	\$574,141.00
VOCATIONAL EDUCATION PROGRAM	\$405,604.00		\$405,604.00
ATTENDANCE	\$86,909.00		\$86,909.00
HEALTH SERVICES	\$75,739.00		\$75,739.00
OTHER STUDENT SUPPORT	\$213,851.00		\$213,851.00
REGULAR INSTRUCTION PROGRAM	\$565,302.00		\$565,302.00
SPECIAL EDUCATION PROGRAM/STAFF	\$123,397.00		\$123,397.00
VOCATIONAL EDUCATION/STAFF	\$100,579.17		\$100,579.17
EDUCATION TECHNOLOGY	\$297,611.00		\$297,611.00
BOARD OF EDUCATION SERVICES	\$250,965.00		\$250,965.00
OFFICE OF SUPERINTENDENT	\$205,513.00	2000.00	\$205,513.00
OFFICE OF PRINCIPAL	\$621,276.00		\$621,276.00
FISCAL SERVICES	\$296,640.00		\$296,640.00
OPERATION OF PLANT	\$737,378.00		\$737,378.00
MAINTENANCE OF PLANT	\$235,347.00		\$235,347.00
TRANSPORTATION	\$337,585.00		\$337,585.00
SCHOOL PATROLS	\$16,363.00		\$16,363.00
BAND EQUIPMENT	\$30,000.00		\$30,000.00
BUILDING IMPROVEMENTS	\$30,000.00		\$30,000.00
DEBT SERVICE	\$268,100.00		\$268,100.00
BUILDING RENOVATION PAYMENTS			
TOTAL GENERAL PURPOSE	\$10,401,834.00	26,583.41	

Food Service

73100-189	DECREASE	454.51	clerical personnel
73100-399		2609.23	maintenance & repairs
73100-399		5765.16	other charges
73100-399		<u>355.08</u>	other supplies and material
		9,183.98	
	INCREASE		
73100-162		166.34	clerical & cafeteria personnel
73100-165		288.17	clerical & cafeteria personnel
73100-336		2609.23	maintenance & repairs
73100-599		5765.16	other charges
73100-499		<u>355.08</u>	other supplies and materials
		9,183.98	

GENERAL

71100-116	DECREASE	194.68	
71100-206		158.70	
71100-207		2085.54	
71100-429		8372.85	
71100-599		680.71	
71100-201		984.20	
72210-524		9649.79	
72210-105		307.24	
72220-105		1946.00	
72220-207		27.88	
72250-105		175.00	
72250-206		0.82	
72320-302		<u>2000.00</u>	
		26,583.41	
	INCREASE		
71200-171		194.68	Speech pathologist
71200-206		158.70	Life Insurance
71200-207		2085.54	Medical insurance
72110-399		9053.56	Online registration
72130-201		984.20	Social security
72210-105		9649.79	Support Services
72210-129		307.24	Librarians
72220-117		1946.00	Career Ladder
72220-208		27.88	Dental insurance
72250-189		175.00	Other salary wages
72250-204		0.82	State retirement
72320-307		<u>2000.00</u>	Communication
		26,583.41	

Resignations

Lisa Black, 4th Grade/East
Jaquelynn Blackmon, Art, East/Stigall
Cory Brewer, 7th ELA/HJSHS
Rosalind Carmichael, 6th Grade/East
Kendra Cook, 8th ELA/HJSHS
Shirley Daniels, Chemistry/HJSHS
Anna Decker, 1st Grade/Stigall
Heather Glenn-Hoekstra, Band Director/HJSHS
Stacy Hale, School Wide Nurse
Audrey Jones, Librarian/East
Amy Little, 5th Grade Inclusion
Harold Miller, 8th History/HJSHS
Delaney Nafziger, 7th/8th Grade Band/HJSHS
Jason Newman, Asst. Principal/East
Elvie Patterson, RTIB²/Behavior/CASA
Sarah Plyler, 5th Grade/East
Hope Powell, 2nd Grade/East
Nikolas Rhea, Custodian, Stigall
Kimberly Rimmer, 1st Grade/Stigall
Brooke Robinson, Computer Lab/East
Dalton Vann, EA/East
Holly White, Pre-K/Stigall
Andrew Woods, PE/Stigall

New Hires

Sheila Buick, Health Science-Therapeutic Services-HJSHS
Darron Brown, Maintenance Supervisor
Treyvon Brown, Sp. Ed. EA-HJSHS
Natasha Bryson, Pre K EA-Stigall
Alfreda Carnes – School Wide Nurse
Joseph A. Carter – Teacher, Alternative School
Julie Cartwright – P.E. Teacher, Stigall
Ginger Carver – Director of Communications
Tabitha Cross - ESSER Fiscal Assistant
Melissa Dittmer-Bennett – Librarian-East
Kevin Doan, 7th Grade Math-HJSHS
Leah Dotson, 7th ELA -HJSHS
Tonyaki Nicole Fenner – 3rd Grade
Brittany Flowers, 2nd Grade-East
Cassandra Glenn, Cafeteria Part-Time – East
Lisa Graves, 2nd Grade – East
Teresa Gray, 8th History – JSHS
Nicholas Grayson, Guidance Counselor-East
April Hamm, 4th Grade Reading -East
Denise Handy, ECE EA Stigall
Charles Haney, Assist Band Director/General Music, HJSHS
Genevieve Harman, 1st Grade
Tansania Hart, Cafeteria – JSHS
Viktor Horton – Safety & Project Manager/Assist. Football Coach
Aaliyah Johnson - 6th Math, East
James Jones, 1st Grade – Stigall
Greg Lenon, Family Engagement Coordinator/Parent Liaison
Elizabeth Lynch – Art Teacher – Stigall/East
Corderol McClerkin, Music – Stigall/East
Sharon McIlwain, Learning Loss Coach 7th & 8th Grades
Jackie Morgan – 3rd Grade -East
Karen Patrick – Sp. Ed. EA - HJSHS
Dorrington Reid, Head HS Girls Basketball Coach
Nikolas Rhea, Custodian, East
Stephen Sanderson, PE/HS Asst. Football Coach/JH Head Football Coach
Patricia K. Stearny, ESL, HJSHS/East
Jozelda Porter, Director of Professional Development & Instruction

Kelly Vonner, 9-12 Grade Math-HJSHS
Laquisha Webb, Instructional Coach-East
Stephanie Whitaker, Grade - East
Stephanie Williams, Asst. Girls JR/Sr High Basketball Coach
Jessica Williamson – Title EA – East
David Willis –EA – East

Transfers

Danielle Hicks – Consulting Teacher, East to Assist. Principal, East
Sheri Hopper – 5th Grade Teacher, East to Consulting Teacher, East
Sonya Melton- Attendance Clerk/Secretary at Stigall to Attendance Clerk/Secretary East
Tamara Moore – Stigall EA to Sp.Ed. EA HJSHS
Mattie Perry – PreK EA, Stigall to Secretary/Attendance Clerk, Stigall
Martha Shivers – Title EA, Stigall to Sp. Ed. EA, East
Gennia Turner – Custodian HJSHS to Custodian Stigall
Annette Thomas – Custodian Stigall to Custodian East
Marie Taylor - HJSHS Librarian to 8th Grade ELA
Anthony Ballard - Math Intervention, HJSHS to 5th Grade, East
Mogie Butler - Sp.Ed. EA, HJSHS to Sp.Ed.EA, Stigall
Carla Brown – HJSH Principal to Stigall RTI²/CCEIS

Retirees

Orangie Herron, Custodian, East
Bertha Perry, Sp. Ed. EA, East
Susie Piercey, Admin. Assist. Child Nutrition (will work 120 days)
Dorrington Reid, Jr. – Alternative School
Theresa Jelks – Alternative School EA

Non-Renewals

Kitty Gillis, Sp Ed EA East
Maria Hart, 2nd East East
Latorria Hennings, Chemistry/Math HJSHS
Kenessha Graves, Pre K EA Stigall
Piper Jenkins, Guidance, East
Abby Lohrum, 6th Math East
Ashley Medburry, 7th Math HJSHS
John Ragan, 8th Science HJSHS