ASHEVILLE CITY BOARD OF EDUCATION

REGULAR BOARD MEETING

Administrative Offices - Board Room

85 Mountain Street, Asheville, North Carolina

Monday, October 12, 2026, 5:00 PM

Board of Education Members:
Sarah Thornburg, Board Chair
Rebecca Strimer, Vice-Chair
Pepi Acebo, Member
Liza Kelly, Member
Amy Ray, Member
George Sieburg, Member
Jesse Warren, Member

Superintendent: Dr. Maggie Fehrman

The Vision of Asheville City Schools is to Empower and Engage every child to Learn, Discover, Thrive.

ASHEVILLE CITY BOARD OF EDUCATION REGULAR MEETING AGENDA

The meeting will be available for viewing via the
Asheville City Schools YouTube page.
Information about Public Comments can be found below.

Page

1. REGULAR MEETING

1.1 CALL TO ORDER - Board Chair, Sarah Thornburg
Equity Statement:*In Asheville City Schools we are committed to equity and anti-racist policies for all students and staff to learn and thrive. We recognize that our positions come with power, responsibility, and public service for the entire ACS community. We will model our commitment to equity through our practices and decisions. During this meeting, we invite a pause if harm has taken place, a moment to name the harm, and space to practice repair.*

1.2 QUORUM DETERMINATION - Board Chair, Sarah Thornburg

1.3 PLEDGE OF ALLEGIANCE - Board Chair, Sarah Thornburg

1.4 APPROVAL OF AGENDA - Board Chair, Sarah Thornburg
Motion to approve the agenda.

2. NCCAT CTE Educator Presentation by Dr. Karen Sumner, NCCAT Deputy Executive Director

3. GOOD NEWS - Dr. Kim Dechant, Chief of Staff

4. PUBLIC COMMENTS - Board Chair, Sarah Thornburg

Public Comment Guidelines

In-Person Public Comment Guidelines can be found by clicking the link above.

The Board of Education greatly appreciates your interest in the Asheville City Schools (ACS) and we welcome your comments to the Board. Please be mindful of the following guidelines (per policy 2310):

Personnel and student matters are confidential and are therefore not appropriate for public comment. If you have a concern about an employee or a student matter, please contact or see the superintendent after the meeting.

4.1 In-Person Public Comment

5. CONSENT ITEMS - Board Chair, Sarah Thornburg

5.1 Draft Minutes
WORK SESSION - Aug 31 2026 - Minutes

Closed Session Minutes August 31, 2026

REGULAR MEETING - Sep 14 2026 - Minutes

SPECIAL CALLED OPEN MINUTES - Sep 22 2026

5.2 Student Releases to Buncombe County - Tanya Presha, Special Assistant to the Superintendent

5.3 Second Read Policies - Dr. Kim Dechant, Chief of Staff
Policy Code 7400: Job Descriptions

5.4 Resolution Declaring Right -of-Way and Easement Interests at 441 Haywood Rd Surplus - Dr. Jeremy Gibbs, Chief of Operations 5
BOE-Summary-HaywoodRd-Declaration-5Oct2026.pdf

5.5 Contracts and MOUs - Dr. Kim Dechant, Chief of Staff
Carolina Thomas

Trafera

5.6 Personnel Report October

Motion to approve the consent agenda as presented

6. ACTION ITEMS - Board Chair, Sarah Thornburg

6.1 Budget Resolution and Initial Budget and Expenditure Report - Heidi Kerns, Chief Finance Officer 7
2026-2027 Budget Resolution and Initial Budget and Expenditure Report 10_5_26.pdf

Information Only

2026-2027, 2025-2026 Local Revenue Comparison for the Board 10-26.pdf

2026-2027 State Revenue Projections.pdf

2025-2026 Fund Balance Update.pdf

2025-2026 Fund Balance Update cont.pdf

Motion on Action Item

6.2 Bonus Action Requested - Heidi Kerns, Chief Finance Officer 13

10-26 Bonus Action Requested.pdf

Motion on Action Item

6.3 Second Read Policies - Dr. Kim Dechant, Chief of Staff

Policy Code 2118: Censure of Board Members

Policy Code 4130: Discretionary Admission

Policy Code 7325: Video and Audio Recordings by Employees

Motion on action item Policy Code: 2118

Motion on action item Policy Code: 4130

Motion on action item Policy Code: 7325

6.4 Superintendent Contract

Motion on action item

7. SUPERINTENDENT'S REPORT

8. BOARD CHAIR COMMENTS

9. ANNOUNCEMENTS/FUTURE MEETINGS -
Board Chair, Sarah Thornburg
Work Session Meeting

Monday, November 2, 2026

Administrative Offices - Board Room

Optional Workday - Mid-Term Election Day

November 3, 2026

NCSBA Annual Conference

November 9-11, 2026

Greensboro, NC

Holiday

No School for Students or Staff

November, 11, 2026

Regular Meeting

Monday, November 16, 2026

Administrative Offices - Board Room

2026-2027 ACS Board of Education Meeting Schedule

10. ADJOURNMENT - Board Chair, Sarah Thornburg

Motion to adjourn the meeting.

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Board of Education

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Amy Ray
Jesse Warren
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Liza Kelly
Pepi Acebo

Office of the Superintendent

Dr. Maggie Fehrman, *Superintendent*

Kimberly Jones, *Executive Assistant to the Superintendent*

BOARD AGENDA EXECUTIVE SUMMARY

MEETING DATE: October 5/12, 2026

AGENDA ITEM TITLE: Resolution Declaring Right-of-Way and Easement Interests at 441 Haywood Road Surplus

PRESENTER/CONTACT: Dr. Jeremy Gibbs, Chief Operating Officer

BOARD ACTION REQUESTED:

- ☑ Action / Approval Requested
- ☐ Information Only

ATTACHMENTS:

- ☐ Presentation
- ☐ Report
- ☑ Other: Resolution and Deed for Highway Right of Way
- ☐ N/A

EFFECTIVE DATE/RANGE: Upon Board Adoption

EXECUTIVE SUMMARY:

North Carolina General Statute § 115C-518 requires local boards of education to declare real property surplus before disposition and to offer the surplus property to the Board of County Commissioners prior to conveyance. This resolution declares the designated right-of-way and easement areas at 441 Haywood Road (0.089 acres fee right-of-way, 0.156 acres permanent easements, and 0.069 acres temporary easement) surplus for NCDOT's I-26 widening project. Board approval fulfills the statutory requirement, allowing staff to offer to Buncombe County and, upon their waiver or response, execute the negotiated $185,000 conveyance with NCDOT.

STRATEGIC PLAN FOCUS AREA:

- ☐ Student Outcomes
- ☐ Culture and Climate
- ☐ Recruitment and Retention
- ☑ Operations and Finance

OVERVIEW:

- Statutory Requirement: N.C.G.S. § 115C-518 requires the Board to formally declare real property surplus and offer it to the Board of County Commissioners prior to conveyance to NCDOT.
- Scope & Impact: This resolution applies strictly to the right-of-way and easement areas required for the I-26 project at 441 Haywood Road (Parcel 049).
- Purpose: Adoption fulfills NC legal prerequisites, initiates the mandatory county notice, and allows administration to finalize the negotiated $185,000 settlement with NCDOT.

FISCAL/BUDGET IMPACT:

No direct cost to the general fund. Adoption enables compliance with statutory disposition procedures to secure $185,000 in revenue from NCDOT upon completion of the county notice process and final closing.

RECOMMENDATION / NEXT STEPS:

Administration recommends adoption of the Resolution Declaring Right-of-Way and Easement Interests at 441 Haywood Road Surplus to District Needs. Following adoption, staff and legal counsel will formally notify the Buncombe County Board of Commissioners as required by N.C.G.S. § 115C-518; upon the County's waiver or action, staff will execute final conveyance documents with NCDOT.

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Dr. Maggie Fehrman, *Superintendent*

Kimberly Jones, *Executive Assistant to the Superintendent*

Budget Resolution and Initial Budget and Expenditure Report Cover Sheet

Board Meeting Date: _____10/5//26_____

Budget Amendment Number: _____N/A_____

Resolution Total: $____92,787,320_____

ATTACHMENTS: 2026-2027 Budget Resolution
2026-2027 Budget and Expenditure Report

Reason for Resolution: As required by law, please find our 2026-2027 initial budget resolution for your consideration. Also included is the initial budget and expenditure report.

Section 1 - State Public School Fund: Allotments to date. Future amendments will reflect changes as received. This is currently about a $2.5m increase over last year.

Section 2 - Local Current Expense Fund: This local current expense fund currently reflects an increase of approximately $2.1m in revenue and expenditures over last year. This is a result of the new local funding formula and reset of the repurposed capital commission funds. $2m in fund balance continues to be budgeted in order to balance the budget. These totals are subject to change once the ADM is received from both LEA units and the charter schools so the local current expense appropriation and charter school funding per pupil and in total can be finalized.

Section 3 - Federal Grant Fund (NCDPI-administered): Most major allotments are reflected here, but some are still pending. No major changes to note at this time.

Section 4 - Capital Outlay Fund: This budget reflects a mix of carryover projects and new projects.

Section 5 - School Nutrition Fund: Initial budget based on last year's actual and the participation and costs anticipated for this school year.

Section 6 - Other Special Revenue Fund: Carryover grants, Medicaid, preschool, local transportation and other small budgets that cannot be included in Fund 2.

Asheville City Schools

Budget Request Summary

2026-2027

	2026-2027	2026-2027	2026-2027		2025-2026	2025-2026	2025-2026	2025-2026	2025-2026
Fund 2	**Budget Percent Inc/Dec**	**Budgeted Inc/Dec**	**Budgeted Appropriation**	**Actual % Chg 24-25 to 25-26**	**Actual Inc/Dec**	**Actual***	**Budget Percent Inc/Dec**	**Budgeted Inc/Dec**	**Budgeted Appropriation**
Appropriation	9.79%	$ 2,271,256	$ 19,212,633		$ (304,473)	$ 16,941,377	-1.77%	$ (304,473)	$ 16,941,377
Supplemental (10.62 to 11.00 25-26,	3.85%	$ 475,000	$ 12,800,000	3.99%	$ 479,023	$ 12,471,945	2.47%	$ 297,096	$ 12,325,000
Total then 8.64, back ti 11.00)	9.38%	$ 2,746,256	$ 32,012,633	0.60%	$ 174,550	$ 29,413,322	-0.03%	$ (7,377)	$ 29,266,377
Temporary Capital Commission Funds		$ (612,635)	$ -		$ 612,635	$ 612,635		$ 612,635	$ 612,635
	7.14%	$ 2,133,621	$ 32,012,633		$ 787,185	$ 30,025,957	1.05%	$ 308,162	$ (410,415)
Fines and Forfeitures	25.00%	$ 30,000	$ 150,000	36.95%	$ 45,088	$ 167,116	-20.00%	$ (30,000)	$ 120,000
Total Fund 2 Revenue (+ Cap Comm 25-26)	7.21%	$ 2,163,621	$ 32,162,633	2.83%	$ 832,273	$ 30,193,073	1.96%	$ 575,258	$ 29,999,012
Fund 8									
Supplemental Sales Tax	2.27%	$ 100,000	$ 4,500,000	1.48%	$ 64,650	$ 4,446,248	4.76%	$ 200,000	$ 4,400,000
Total Fund 2 and Fund 8 Revenue	6.58%	$ 2,263,621	$ 36,512,633	2.66%	$ 896,923	$ 34,639,321	2.31%	$ 775,258	$ 34,399,012
Total Needed for Local Supplement*		$ 1,180,580	$ 6,683,788		$ 40,164	$ 5,503,208			
Local Supplement Deficit (Use of FB)			$ (2,183,788)			$ (1,056,960)			
Fund 4									
Capital Appropriation	3.03%	$ 100,000	$ 3,400,000	2.86%	$ 96,077	$ 3,457,069	1.54%	$ 50,000	$ 3,300,000

*Local Supplement freeze by pay tier proposed to start 2025-2026, postponed until 2027-2028. New fixed amounts are included in the salary schedules and pay tables.

LEA# 111 Asheville City

PO Box 7347

Asheville, NC 28802

MONTH 1 - 2026-2027 PMR

Allotted ADM: 3670

130 decrease, (3.4% dec)

		Total Change 25-26 to 26-27			Total Change 24-25 to 25-26			Total Change 23-24 to 24-25			Allotted ADM: 3801 (.6% dec) 2026-2027 Initial Allotments			Allotted ADM: 3824 (1.9% dec) 2025-2026 Initial Allotments			Allotted ADM: 3900 (3.3% dec) 2024-2025 Initial Allotments			Allotted ADM: 4034 (4.2% dec) 2023-2024 Total Revised Allotment			Allotted ADM: 4210 (7.6% dec) 2022-2023 Total Revised Allotment			Total Change 22-23 to 23-24		
PRC	PRC Description	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment	Position	Month	Amount	Position	Month	Amount	Position	Month	Amount	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment
001	Classroom Teachers Positions	-0.82		1,280,632.00	-5.75		-237,633.00	-6.51		-503,091.00	167.18		14,839,900.00	168.00		13,559,268.00	173.75		13,796,901.00	180.26		14,299,992.00	189.68	0	14,734,911.00	-9.42	0	-434,919.00
002	Central Office Administration			64,813.00			-15,174.00			-2,363.00			619,495.00			554,682.00			569,856.00			572,219.00	0	0	539,139.00	0	0	33,080.00
003	Non-Instructional Support Personnel			77,879.00			-3,622.00			-59,375.00			1,348,868.00			1,270,989.00			1,274,611.00			1,333,986.00	0	0	1,313,044.00	0	0	20,942.00
004	K-5 Program Enhancement Teacher Positions	-1.00		-14,057.00	0.00		-1,938.00	0.00		8,514.00	8.00		734,056.00	9.00		748,113.00	9.00		750,051.00	9.00		741,537.00	10	0	828,910.00	-1	0	-87,373.00
005	School Building Administration - MOE		2.00	70,236.00		-3.00	-32,524.00		-10.00	-35,868.00		135.00	1,432,272.00		133.00	1,362,036.00		136.00	1,394,560.00		146.00	1,430,428.00	0	148	1,341,294.00	0	-2	89,134.00
006	School Health (School Psychologist) Positions	0.00		99,907.00	0.00		-36,767.00	-1.00		-4,079.00	10.00		998,560.00	10.00		898,653.00	10.00		935,420.00	11.00		939,499.00	2	0	185,566.00	9	0	753,933.00
007	Instructional Support Personnel Positions	0.00		70,470.00	-1.00		-12,289.00	0.00		7,710.00	9.00		918,801.00	9.00		848,331.00	10.00		860,620.00	10.00		852,910.00	19	0	1,592,238.00	-9	0	-739,328.00
013	Career Technical Education - MOE		8.00	193,516.00		-11.00	-14,398.00		-3.00	15,586.00		244.00	2,065,704.00		236.00	1,872,188.00		247.00	1,886,586.00		250.00	1,871,000.00	0	253	1,907,873.00	0	-3	-36,873.00
014	Career Technical Education - Program Support			1,384.00			-4,623.00			-1,205.00			77,310.00			75,926.00			80,549.00			81,754.00	0	0	80,220.00	0	0	1,534.00
024	Disadvantage Students Supplemental Funding			22,602.00			-4,978.00			-7,629.00			242,689.00			220,087.00			225,065.00			232,694.00	0	0	235,916.00	0	0	-3,222.00
027	Teacher Assistants			41,529.00			-51,246.00			-2,447.00			1,238,892.00			1,197,363.00			1,248,609.00			1,251,056.00	0	0	1,319,899.00	0	0	-68,843.00
032	Children with Disabilities			254,687.00			83,028.00			50,001.00			3,308,320.00			3,053,633.00			2,970,605.00			2,920,604.00	0	0	2,944,046.00	0	0	-23,442.00
034	Academically or Intellectually Gifted			14,304.00			-6,465.00			-1,145.00			241,867.00			227,563.00			234,028.00			235,173.00	0	0	239,088.00	0	0	-3,915.00
054	Limited English Proficiency			21,703.00			-13,557.00			9,958.00			130,499.00			108,796.00			122,353.00			112,395.00	0	0	95,417.00	0	0	16,978.00
056	Transportation of Pupils			250,871.00			37,509.00			56,774.00			1,306,763.00			1,055,892.00			1,018,383.00			961,609.00	0	0	982,097.00	0	0	-20,488.00
061	Classroom Materials/Instructional Supplies/Equipment			369.00			-5,266.00			-30,695.00			119,897.00			119,528.00			124,794.00			155,489.00	0	0	129,043.00	0	0	26,446.00
069	At-Risk Student Services/Alternative Schools			38,286.00			-24,044.00			-38,333.00			848,493.00			810,207.00			834,251.00			872,584.00	0	0	868,167.00	0	0	4,417.00
071	Supplemental Funds for Teacher Compensation						-399,096.00			45,636.00			345,051.00			0.00			399,096.00			353,460.00	0	0	293,060.00	0	0	60,400.00
131 now 133	Textbook & Digital Resources now Instructional Materials			-206.00			-3,339.00			19,200.00			141,207.00			141,413.00			144,752.00			125,552.00	0	0	135,815.00	0	0	-10,263.00
	Subtotal	**-1.82**	**10.00**	**2,488,925.00**	**-6.75**	**-14.00**	**-746,422.00**	**-7.51**	**-13.00**	**-472,851.00**	**194.18**	**379.00**	**30,958,644.00**	**196.00**	**369.00**	**28,124,668.00**	**211.75**	**383.00**	**28,871,090.00**	**210.26**	**396.00**	**29,343,941.00**	**220.68**	**401.00**	**29,765,743.00**	**-10.42**	**-5.00**	**-421,802.00**

																										Total Change		
PRC	PRC Description	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment				Position	Month	Amount	Position	Month	Amount	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment
012	Driver Training			-1,688.00			9,652.00			-7,998.00			100,553.00			102,241.00	-	-	92,589.00	-	-	100,587.00	-	-	101,769.00	-	-	-1,182.00
015	School Technology Fund			282.00			-1,084.00			-1,017.00			45,346.00			45,064.00	-	-	46,148.00	-	-	47,165.00	-	-	49,415.00	-	-	-2,250.00
	Subtotal			**-1,406.00**			**8,568.00**			**-9,015.00**			**145,899.00**			**147,305.00**	**-**	**-**	**138,737.00**	**-**	**-**	**147,752.00**	**-**	**-**	**151,184.00**	**-**	**-**	**-3,432.00**
	Grand total	**-1.82**	**10.00**	**2,487,519.00**	**-6.75**	**-14.00**	**-737,854.00**	**-7.51**	**-13.00**	**-481,866.00**			**31,104,543.00**			**28,271,973.00**	**-**	**-**	**29,009,827.00**	**210.26**	**396.00**	**29,491,693.00**	**220.68**	**401.00**	**29,916,927.00**	**-10.42**	**-5.00**	**-425,234.00**

FED: FEDERAL PROGRAMS				Difference			Difference			Difference			2026-2027			2025-2026			2024-2025			2023-2024						
PRC	DESCRIPTION			25-26 to 26-27			24-25 to 25-26			23-24 to 24-25			Amount			Amount			Amount			Amount						
17	Career and Technical Education - Program Improvement			-3,482.00			3,919.00			-11,508.00			59,723.00			63,205.00			59,286.00			70,794.00						
49	IDEA - Section 619 Preschool Grants			-1,598.00			257.00			-1,058.00			67,216.00			68,814.00			68,557.00			69,615.00						
50	ESEA Title I, Part A - Basic/Concentration/Education Finance/Targeted Grants			-22,835.00			46,987.00			-116,746.00			838,389.00			861,224.00			814,237.00			930,983.00						
108	ESEA Title IV, Part A - Student Support & Academic Enrichment Grants			4,301.00			-6,379.00			-4,917.00			65,063.00			60,762.00			67,141.00			72,058.00						
103	ESEA Title II, Part A - Supporting Effective Instruction			-5,177.00			7,170.00			-19,498.00			141,481.00			146,658.00			139,488.00			158,986.00						
60	IDEA - Section 611 Grants to States			-27,457.00			-21,610.00			68,274.00			995,207.00			1,022,664.00			1,044,274.00			976,000.00						
				-56,248.00			30,344.00			-85,453.00			2,167,079.00			2,223,327.00			2,192,983.00			2,278,436.00						
	(Does not consider lack of full funding for salary and benefit increases)																											

	2026	2025	2024*	2023
General Fund				
Nonspendable	$ -	$ -	$ -	$ -
Restricted	72,269	91,610	81,634	94,698
Assigned	2,000,000	2,000,000	3,500,000	3,000,000
Unassigned	10,608,618	10,846,164	9,112,571	7,460,958
Total Fund 2 - General Fund (Local Current Expense)	$ 12,680,887	$ 12,937,774	$ 12,694,205	$ 10,555,656
Total all other governmental funds	$ 10,796,323	$ 11,070,303	$ 9,017,738	$ 8,896,372
Total Fund Balance - All funds	$ 23,477,210	$ 24,008,077	$ 21,711,943	$ 19,452,028
Total other govt funds - Less: School Funds	$ (1,153,782)	$ (1,125,986)	$ (864,414)	$ (961,523)
Capital Outlay	$ (5,596,403)	$ (5,442,263)	$ (3,691,861)	$ (3,281,580)
Total Fund 8 - Other Special Revenue (**Restricted**)	$ 4,046,138	$ 4,502,054	$ 4,461,463	$ 4,653,269
Total Fund 8 and Fund 2	$ 16,727,025	$ 17,439,828	$ 17,155,668	$ 15,208,925
Annual Change (Fund 8 and Fund 2)	$ (712,803)	$ 284,160	$ 1,946,743	$ 2,453,223
Appropriation of FB for following year -Fund 2	$ (2,000,000)	$ (2,000,000)		
Appropriation of FB for following year -Fund 8	$ (2,200,000)	$ (1,100,000)		
Remaining Fund Balance Projection	$ 12,527,025	$ 14,339,828		
Two months Operating Goal	$ 12,944,616	$ 13,811,641	$ 13,818,219	
2026-2027 Operating Goal	$ 14,196,745	$ 12,944,616		
Total Uncommitted Fund Balance Available	**$ (1,669,720)**	**$ 1,395,212**		

Examples of restrictions for use of the fund balance in Fund 8 include: Preschool, all non-DPI grants, donations, Medicaid reimbursements, etc.

Two Months Operating - Fund Balance Target	2026-2027	2025-2026	2024-2025	2023-2024
Total Budget	$ 92,787,320	$ 84,389,687	$ 88,708,207	$ 87,720,122
Less: Capital Outlay	$ (7,606,848)	$ (6,721,992)	$ (5,838,360)	$ (4,810,807)
Total Operating Budget	$ 85,180,472	$ 77,667,695	$ 82,869,847	$ 82,909,315
Two Months Operating - Fund Balance Target	$ 14,196,745	$ 12,944,616	$ 13,811,641	$ 13,818,219
Two Months General Fund Only - Fund Balance Target	$ 7,796,706			

* As a precaution, 2024-2025 appropriated fund balance was adjusted mid-year from $3,500,000 to $4,000,000 due to the local revenue projection changes and mid-year cut due to Hurricane Helene.

2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
$ -	$ -	$ -	$ -	$ -	$ 39,984	$ 35,807	$ 38,082	$ 33,187	$ 32,531
61,527	273,742	47,319	47,770	91,245	148,271	146,060	199,640	186,514	128,223
2,500,000	3,500,000	3,000,000	-	2,858,864	1,754,667	1,418,182	1,219,032	1,300,000	1,301,415
6,500,165	1,890,624	2,048,467	6,105,184	4,673,076	5,970,838	5,420,843	5,066,723	4,676,509	4,979,955
$ 9,061,692	$ 5,664,366	$ 5,095,786	$ 6,152,954	$ 7,623,185	$ 7,913,760	$ 7,020,892	$ 6,523,477	$ 6,196,210	$ 6,442,124
$ 9,636,320	$ 7,217,729	$ 7,069,893	$ 6,285,713	$ 6,496,220	$ 6,291,165	$ 5,156,937	$ 3,789,810	$ 3,744,386	$ 3,361,328
$ 18,698,012	$ 12,882,095	$ 12,165,679	$ 12,438,667	$ 14,119,405	$ 14,204,925	$ 12,177,829	$ 10,313,287	$ 9,940,596	$ 9,803,452
$ (1,001,604)	$ (895,253)	$ (1,007,482)	$ (760,463)	$ (748,720)	$ (711,872)	$ (742,864)	$ (664,546)	$ (538,069)	$ (395,850)
$ (4,940,706)	$ (4,016,887)	$ (4,295,320)	$ (3,860,491)	$ (3,485,560)	$ (3,336,780)	$ (2,194,235)	$ (1,506,303)	$ (1,647,722)	$ (1,278,078)
$ 3,694,010	$ 2,305,589	$ 1,767,091	$ 1,664,759	$ 2,261,940	$ 2,242,513	$ 2,219,838	$ 1,618,961	$ 1,558,595	$ 1,687,400
$ 12,755,702	$ 7,969,955	$ 6,862,877	$ 7,817,713	$ 9,885,125	$ 10,156,273	$ 9,240,730	$ 8,142,438	$ 7,754,805	$ 8,129,524
$ 4,785,747	$ 1,107,078	$ (954,836)	$ (2,067,412)	$ (271,148)	$ 915,543	$ 1,098,292	$ 387,633	$ (374,719)	

Details contributing to changes in fund balance (including one-time sources and events):

All years - Decreasing ADM - state allotment reductions, impact on local funding split with BCS. Unfunded salary and benefit increases.

2019-2020 - COVID closed schools Monday, March 16, 2020. Significant use of fund balance in spite of closed schools last quarter. Hired new finance officer in April.

2020-2021 - ESSER funding in response to COVID, schools remained closed. Supplemental sales tax exceeds cost of local supplement.

2021-2022 - ESSER funding continues (largest), school still not opened fully most of the year, indirect costs soar from $80-100,000 to $760,000 (ESSER unrestricted indirect cost rate). Budgets underspent, hybrid school year.

2022-2023 - Continued ESSER funding and increased indirect costs. First full year back, interim superintendentm budgets underspent

increased interest earnings.

2023-2024 - New finance officer, budget delay, conservative spending. Last year of ESSER funding and indirect costs (+$350k). Tripled interest earnings. Doubled EC positions paid from state position allotments to leverage savings in local budgets, First year supplemental sales tax receipts no longer covers cost of local supplement ($977k increase). Increase in charter school payments ($800k). 10% supply cut. Notable uses of fund balance: Preschool ($704k), Local Supplement ($709k).

2024-2025 - Hurricane Helene, school closure, decreased costs, Helene funding. Add'l EC position swap savings ($160k). Another 16% increase interest earnings ($767k). Decreased indirect costs. Significantly lower increase in charter school payments ($115k). Add'l state allotments ($111k, EC, others), FEMA/insurance reimbursement timing, decreased sub cost ($150k+), overtime overtime monitoring, implementation of staffing allotment formulas and staff replacement strategy, revised hourly pay table and review of positions and experience (increases yet wage compression), standardized athletic supplements and other uniform pay rates (balance 25-26), contracted services and software review and reductions. Last ESSER funding ($721k). State Helene recovery funds. Notable uses of fund balance: Preschool ($624k), Local supplement ($1.1m), mid-year cut ($718k).

2025-2026 - Level local funding and one-time shift of local funding due to Hurricane Helene, one-time impact to charter school payments (-$80k). Continued implementation of staffing allotment formulas. No state budget passed so no raises. State funded fringe benefit increases but not the mandated bumps. Slowed pace of decreased ADM, decreased state allotments due to budget. Sub cost back up ($78k+), Restored SN cash by $575,000 (Loss of $569k). Preschool loss ($653k). One-time employee retention bonus $846,913. Local supplement exceeds supplemental tax ($1m). Self-fund local transportation in process ($-161k). Lower interest rates and fewer indirect costs due to smaller federal budgets and use of restricted rate only post-ESSER.

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BOARD AGENDA EXECUTIVE SUMMARY

MEETING DATE: 10-12-26

AGENDA ITEM TITLE: Bonus Action Requested

PRESENTER/CONTACT: Heidi Kerns, CFO

BOARD ACTION REQUESTED:

Select one:

- ☑ Action / Approval Requested
- ☐ Information Only

ATTACHMENTS:

- ☐ Presentation
- ☐ Report
- ☐ Other
- ☑ N/A

EFFECTIVE DATE/RANGE: 7/1/26

EXECUTIVE SUMMARY:

Request consideration for payment from local funds for employees disqualified from receiving the October state-mandated bonuses, as well as our contracted school nutrition workers.

STRATEGIC PLAN FOCUS AREA:

- ☐ **Student Outcomes**
- ☑ **Culture and Climate**
- ☑ **Recruitment and Retention**
- ☑ **Operations and Finance**

OVERVIEW: As the finance department continued to probe and process the dates, funding sources, status and percent employed of all employees to determine their qualification for one or more of the three bonus payments to be made this week, we discovered a group of approximately 32 employees who were completely disqualified from receiving any of the bonuses, through no fault of their own. Also, normally included in these types of incentives, the School Nutrition staff employed by Chartwells (15) were also excluded.

FISCAL/BUDGET IMPACT: It is approximated that the total ***local*** cost to provide the bonuses to our staff will be between $275-300,000. $52,000 of this total will provide the relevant bonuses to "disqualified" staff, and to provide them to our contracted school nutrition staff, it will cost an additional $21,000 (inclusive of FICA).

RECOMMENDATION / NEXT STEPS:

It is my recommendation that the board approve payment of the October bonuses to this group of individuals commensurate with their peers for a total cost of approximately $73,000.