

Henderson County Board of Public Education
MINUTES

August 13, 2018

The Henderson County Board of Public Education met in a regular business meeting on August 13, 2018 in the Boardroom of the Administrative Offices located at 414 Fourth Avenue West, Hendersonville, N.C.

Board Members Present: Amy Lynn Holt, Chairperson; Rick Wood, Vice Chairperson; Michael Absher, Colby Coren, Mary Louise Corn, Blair Craven and Lisa Edwards.

Administrative Staff Present: Bo Caldwell, Ed.S., Superintendent; John Bryant, Ed.D., Associate Superintendent, Administrative Services; Jan King, Ed.D., Assistant Superintendent, Curriculum & Instruction; Rick Fender, Chief Technology Officer; Scott Rhodes, Chief Human Resources Officer; Bernie Sochia, Chief Finance Officer.

Attorney Present: Dean Shatley

CALL-TO-ORDER – PLEDGE OF ALLEGIANCE

Chairperson Amy Lynn Holt called the meeting to order at 6:42 p.m. Mrs. Holt led those in attendance in the pledge of allegiance to the American Flag.

AGENDA APPROVAL

Mrs. Mary Louise Corn moved that the agenda be approved as presented, seconded by Mr. Rick Wood. *(Unanimously approved.)*

RECOGNITIONS – Superintendent Bo Caldwell shared that in June, 2018, Henderson County Public Schools was designated a “Schools to Watch District Winner” at the national conference in Washington D.C. This is a brand new recognition from the National Forum to Accelerate Middle-Grades Reform. The “Schools to Watch District” designation follows the Schools to Watch® initiative, which the National Forum launched in 1999 to recognize high-performing middle-grades schools across United States. All four HCPS middle schools have been designated “Schools to Watch” by the North Carolina Association for Middle Level Education, and have current re-designated statuses.

Dr. Jan King presented Sugarloaf Elementary as a Leader in Me Lighthouse School. Sugarloaf Elementary has earned recertification as a Lighthouse School for its successful integration of The Leader in Me leadership principles into school tradition, systems, culture, and coursework.

Superintendent Caldwell recognized Sgt. Ricky Bishop who recently retired from the Henderson County Sheriff Department. Sgt. Ricky Bishop faithfully served the Henderson County Sheriff's Office for 28 years, and has humbly epitomized the duty, self-sacrifice, and empathy of a School Resource Deputy during his time protecting our schools. Sgt. Bishop joined the Henderson County Public Schools family as a DARE Officer in 1996. He continued to serve as a School Resource Deputy and earned promotions to Corporal in 2004 and Sergeant in 2014. Sgt. Bishop played an integral role in the creation of the Sheriff's Teaching Abuse Resistance (STAR) program. He has bravely led his team in ensuring the safety of our schools, and successfully modeled to our students that law enforcement officers are trustworthy, kind, and available for a hug, high-five, or advice. Henderson County Public Schools will truly miss Sgt. Bishop's leadership on our campuses and wishes him the best in

his retirement.

Hendersonville Elementary School Principal, Kerry Stewart, recognized winners of the WCU Novel Inventions Competition. April Summey's AIG students placed 1st in the Elementary level Challenge 2, and Susan Newman's students placed First Runner Up in the Elementary level Challenge 1.

PROGRAM HIGHLIGHT – EDNEYVILLE ELEMENTARY SCHOOL CONSTRUCTION UPDATE

Mr. Kent Parent, Director of Capital Projects and School Safety, presented an update on the Edneyville Elementary construction project. He shared some of the safety measures that will be initiated for the construction site while school is in session; no visitors are allowed on the construction site without prior approval, background checks and badges will be required for all contractors, contractors are not allowed in the existing school, and the site superintendent and Project Manager will be introduced to the Edneyville Faculty and Staff for familiarity. This will be a tobacco free worksite including a 6 foot fenced work area including a work zone camera. Modifications have been made to the typical car rider line so that traffic flow will not be impeded by the construction project. The modifications will be relayed to parents through the School Messenger System with a map to be distributed via Facebook, Twitter and the school website. Buses will now enter from Pace Road with a temporary gravel turn-around for easier access during the project. Mr. Parent concluded by reviewing the budget items related to the construction project. The groundbreaking ceremony is scheduled for August 30, 2018.

BOARD CHAIR OBSERVATIONS

Chairperson Amy Lynn Holt echoed sentiments expressed earlier regarding retired Sgt. Ricky Bishop. She stated that he was a very important influence on her children and those students; staff and parents would miss Sgt. Bishop. Mrs. Holt stated that she is excited for the opportunity to have 6 months to work on the Hendersonville High School project.

BOARD MEMBER OBSERVATIONS

Vice-Chair Rick Wood stated that the upcoming groundbreaking ceremony for the new Edneyville Elementary School is the result of two elected boards working together to meet a need for a new school in our county. He also acknowledged that the Hendersonville High School project is not moving forward as we would have liked and added that it is time to move forward and come up with a plan that will serve the students and staff of Hendersonville High School for many years to come. Mr. Wood emphasized that in the next six-months, the Board should meet as often as needed to accomplish our goals and that all such meetings should be open to the public and to the press.

PUBLIC COMMENTS

Ms. Jane Bilello asked the board to consider other school needs within the county before spending more dollars on the Hendersonville High School project. She also acknowledged that she has seen positive changes within the schools regarding school safety but asked that the Board and Administrators continue their work toward single entry schools and securing the front entries at our schools.

Mr. Chad Bandy shared the cons of a new Hendersonville High School and asked the board to consider letting the memories live on in the stories and annuals of the school but move into the future with an updated school for future generations. He also stated that every other high school has a 400 seat auditorium and that should not stop the progress of the Hendersonville High School project.

Mr. Ken Futch commended the Board for their hard work and shared his excitement for the Board's opportunity to work on the Hendersonville High School project for the next 6

months. He feels the board should re-visit the plans that included renovation of the Stillwell building along with new construction elements. He believes the previous Vannoy facilities study can be utilized as plans progress and that the school should not be positioned too close to Highway 25.

CONSENT AGENDA

Mrs. Amy Lynn Holt cited the Board's receipt of the Consent Agenda presented for approval upon recommendation of the Superintendent. Prior to the meeting, Board members received documentation relative to the Consent Agenda as follows:

Meeting Schedule

HCBPE School Visit *[Wednesday, September 5, 2018, 12:00 p.m., West Henderson High School]*

HCBPE Regular Business Meeting *[Monday, September 10, 2018, 6:30 p.m., (Boardroom)]*

Minutes

June 28, 2018 *(Special Called Business Meeting)*

Personnel *(as presented in closed session)*

Student Acceptances/Releases *(as presented in closed session)*

Mrs. Mary Louise Corn moved that the Consent Agenda be approved as presented. Mr. Blair Craven seconded the motion with Mr. Colby Coren recusing himself from the vote. *(Unanimously approved.)*

OLD BUSINESS

None

NEW BUSINESS

APPROVAL – Sole Source Vendors (presented by Dr. Jan King) Mr. Blair Craven made a motion to approve the list of Sole Source Vendors as presented by Dr. King. Mrs. Lisa Edwards seconded the motion; the motion was unanimously approved.

APPROVAL – Appointment to Blue Ridge Community College Board of Trustees (presented by Superintendent Caldwell.) Mrs. Lisa Edwards made a motion to approve the appointment of Mr. Steve Dozier to fill the term of Mr. Mark Morse as the Henderson County Board of Education representative to the Blue Ridge Community College Board of Trustees, as presented. Mr. Rick Wood seconded the motion; the motion was unanimously approved.

Dr. John Bryant presented the following policies for first reading approval by the Board. Dr. Bryant answered questions from board members regarding the policies. Suggested edits are listed with the policy.

Approval – Policy 5024/6127/7266 Emergency Epinephrine Auto-Injector Devices – *(First Reading)(Dr. John Bryant)*

Approval – Policy 5026-7250 Smoking and Tobacco Products – *(First Reading)(Dr. John Bryant)*

Approval – Policy 5027-7275 Weapons and Explosives Prohibited – *(First Reading)(Dr. John Bryant)*

Approval – Policy 5028-6130-7267 Automated External Defibrillator – *(First Reading)(Dr. John Bryant)*

Approval – Policy 5070-7350 Public Records - Retention, Release, and Disposition – *(First Reading)(Dr. John Bryant)*

Approval – Policy 5071-7351 Electronically Stored Information Retention – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7100 Recruitment and Selection of Personnel – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7110 Information Provided by Applicant or Employee – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7120 Employee Health Certificate – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7130 Licensure – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7240 Drug-Free and Alcohol-Free Workplace – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7241 Drug and Alcohol Testing of Commercial Motor Vehicle Operators – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7260 Occupational Exposure to Bloodborne Pathogens – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7262 Communicable Diseases – Employees – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7265 Occupational Exposure to Hazardous Chemicals in Science Laboratories – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7300 Staff Responsibilities – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7335 Employee Use of Social Media – *(First Reading)(Dr. John Bryant)* Delete "without parental permission" in the second sentence of Section D2.

Approval – Policy 7400 Job Descriptions – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7405 Extracurricular and Non-Instructional Duties – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7420 Superintendent Contract – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7422 Deputy/Associate/Assistant Superintendent Contracts – *(First Reading)(Dr. John Bryant)* Delete last sentence of Paragraph 1 "If the contract is approved, the open session minutes of the board will reflect that the board voted to approve the contract and will include the executed written documents as an attachment."

Delete last sentence of Paragraph 2 "If the amendments are approved, the open session minutes of the board will reflect that the board voted to approve the amendments to the contract and will include the executed written document as an attachment."

Approval – Policy 7425 School Administrator Contracts – *(First Reading)(Dr. John Bryant)*

Approval – Policy 7430 Substitute Teachers – *(First Reading)(Dr. John Bryant)* Revise Paragraph 2 of Section A to read: "A criminal history check, as well as a check of sex offender registries, will be conducted on applicants for substitute teaching positions in accordance with policy 7100, Recruitment and Selection of Personnel, and administrative procedures.

Approval – Policy 7440 Assignment/Reassignments/Transfers – *(First Reading)(Dr. John Bryant)*

After board discussion, the board came to consensus to approve the policies for first reading with suggested edits. Mr. Blair Craven made a motion to approve the policies as presented for first reading with suggested edits. Mr. Colby Coren seconded the motion. *(Unanimously approved.)*

SUPERINTENDENT'S REPORTS

Mr. Scott Rhodes presented the enrollment summary for our Flex Calendar schools. He stated that we are currently in line with our budgeted projections with Bruce Drysdale having 474 students enrolled, Hendersonville Elementary having 364 and the Early College having 207 students at this time. He shared that we need to enroll around 145 K-5 students for the

traditional schedule schools to meet projections. He encouraged parents to enroll their children as soon as possible so they will be ready to start the new year on August 27.

Dr. Jan King presented an update on this year's participation in summer school. We had 629 elementary students, 520 middle school students and 323 high school students enrolled in summer school this year. The number of proficient state assessments at the end of the session were: elementary, 238; middle, 164; and 36 at the high school level, including a total of 404 credits recovered by high school students. We had 23 students enrolled in the NC Virtual Public Summer School with 18 courses being taken and 26 total credits being attempted. Final grades will be posted on August 17, 2018 for review.

Superintendent Bo Caldwell referenced the letter presented to the Henderson County Board of Commissioners from the School Board, asking commissioners to delay the sell of the Boyd property and allow the school board 6 months to research options for the Hendersonville High School project. On August 6, the board of commissioners agreed to table the sale of the property for 6-months. This move will allow the school board to explore other options for Hendersonville High School. Mr. Caldwell asked board members if they would like to pursue the 6-month option and there was a consensus of board members to proceed with the plan. Next, Mr. Caldwell asked the board how they wished him to proceed. Chairperson Amy Lynn Holt instructed Mr. Caldwell to obtain RFQs (Request for Qualifications) from architects and have interviews scheduled within the next 3 weeks, as possible. Board member Colby Coren made a motion that the Henderson County Board of Public Education order staff to create an RFQ for the evaluation of Hendersonville High School. Mr. Michael Absher seconded the motion. The motion was unanimously passed. Mr. Blair Craven made a motion to create an ad-hoc committee to evaluate the RFQs as they are presented. Mr. Colby Coren seconded the motion; the motion was unanimously approved. The ad-hoc committee will consist of Superintendent Caldwell, Dr. John Bryant and Director Kent Parent from the school system. Mrs. Holt, Mr. Craven and Mr. Absher volunteered to be on the committee; Mrs. Holt will decide who will serve on the committee from the school board.

Members of the Leadership Team provided updates on Local Budget allotments and expenditures. Dr. Jan King reported that the Flex schools have completed their iReady training and that the traditional schools will begin their training next week. Dr. King added that we have hired one additional Gifted Education teacher, which will improve teacher-student ratios in those classrooms. HCPS has presented 8 job offers to social worker candidates and the RFP for the mental health educators will be created in conjunction with counselors and social workers once they return to school. The Henderson County Virtual Public Schools program currently has sixteen courses and a total of 19 sections ready for students to begin taking in the fall.

Mr. Scott Rhodes reported that we have hired one additional assistant principal and two additional middle school Spanish teachers. He also stated that we are on schedule with the new middle school baseball program; we have quotes for the fencing repair project and the work on the ball field is under way.

Mr. Bernie Sochia stated the current year pay scales have been updated and that phase one of the pay schedule update will be done in September.

Mr. Rick Fender reported that 2190 Chromebooks were purchased this summer with the \$600,000 allocated to Technology; we are waiting on 78 storage carts to be delivered. Mr. Caldwell added that State Superintendent, Mark Johnson, has allocated funds for us to purchase Chromebooks for all of our K-3 teachers.

Dr. Bryant stated that several architects have been interviewed for facilities assessment position for the county schools. He added, Director Kent Parent has been working with outside agencies obtaining recommendations for safety improvements of our current

procedures. Mr. Parent is also working on facility enhancements for our schools including plans for card access to doors, electronic locking doors, and double point access for the schools. Dr. Bryant shared that we are in the final stages of obtaining outside recommendations and are making sure we select the best options for our county. This work will continue throughout the year. Mr. Caldwell added that construction prices have skyrocketed since we began this process and we are continually reevaluating our recommendations and our budget. Mr. Caldwell added that members of the Leadership Team, along with Mr. Parent, are submitting grant applications to acquire more funding for school safety needs and that he will bring information back to the board regarding the number of School Resource Deputies that have been hired for the upcoming year at the September meeting.

FINANCIAL STATEMENT - LOCAL CURRENT EXPENSE / OTHER RESTRICTED FUNDS (as of June 30, 2018)(as of July 31, 2018)

Mr. Bernie Sochia presented to the Board the results of operations of the Local Current Expense and Other Restricted Funds for the 2017-2018 fiscal year as of June 30, 2018: Revenues totaled \$27,895,657 or 99% of anticipated revenues (total budgeted revenues less appropriated fund balance). Expenditures for the year were \$28,037,700 or 97% of budgeted with the net showing expenditures exceeding revenues by \$142,043. Year-end receivables and payables will be posted in August and will be included in the audited trial balance in September. The results of operations of the Local Current Expense and Other Restricted Funds for the 2018-19 fiscal year as of July 31, 2018: July revenues received totaled \$2,841,663 and were almost entirely the County appropriation. Expenditures made were \$1,258,637. This is less than last year due to the timing of invoicing and payment of insurance and workers' compensation premiums, which were made in August this year. The results of operations of the Capital Outlay Fund for the 2017-18 fiscal year as of June 30, 2018: Capital expenditures total \$4,284,257. \$2,111,015 is for the bus replacements as a pass through accounting on our financial records for the lease held by the State. \$2,173,242 was paid for the facilities projects, including any carryover work from prior year projects. The results of operations of the Enterprise Fund for the 2017-18 fiscal year as of June 30, 2018:

a. The Child Nutrition program finished the year with revenues exceeding expenditures by \$97,070. The expenditures for the fiscal year were \$6,400,075 b. The Child Care program finished the year with expenditures exceeding revenues by \$44,462. \$24,000 of additional revenue is expected to come in as a receivable to last year, and if so will be included in the trial balance which will be the final audited number for the year. The program to date operated with \$1,063,595 revenues received for last year.

Mr. Colby Coren commended the Child Nutrition program for the successes they have had over the last four years. Mr. Blair Craven added that Mr. Sochia had done a phenomenal job with 99% of the budget being spent this past year but shared his concern over the Child Care program and their fiscal needs. Mr. Caldwell stated that he would bring a full report of the Child Care program to the board for the October meeting.

CALENDAR OF ACTIVITIES

Superintendent Bo Caldwell noted that August 27, 2018 is the first day of school for the Traditional Calendar schools; September 3 will be our Labor Day Holiday and on September 17, our schools will celebrate Constitution Day with special educational programs at each school. He mentioned that due to the Henderson County Education Foundation Golf Tournament scheduled for Monday, October 8th, our regular board meeting will be held on Tuesday, October 9th. Mr. Caldwell will be interviewed on WLOS, August 23rd at 5:20 a.m. for a back to school story.

GENERAL OPERATIONS

At a recent Superintendent's meeting, Mr. Caldwell learned that Henderson County Public Schools is one of very few systems to have someone directly responsible for school safety projects. Mr. Caldwell commended Dr. John Bryant and Director Kent Parent on the work they have done with our school safety initiatives and is pleased that we have someone in this position for our system.

Mr. Colby Coren asked to speak and tendered his resignation from the Henderson County Public School Board, effective immediately. His resignation letter follows:

Over the last three and a half years it has been my honor to serve as a member of the Henderson County Board of Public Education. My passion for public education and the students of Henderson County has only been deepened by my time on the board. I have served alongside some of the greatest individuals I will ever meet. My time on the board was filled with new and surprising challenges at every turn. But, under the leadership of Chairman Bazzle, Chairwoman Holt, Mr. Jones, and Mr. Caldwell, HCPS has thrived and has risen to every occasion. I am proud of the accomplishments our board has achieved over the years and look forward to what is to come.

It is with these sentiments and emotions that I have come to the bittersweet decision to resign as a member of the Board of Public Education effective August 14th. While I will be leaving as a board member, I am thrilled to announce I will be embarking on a new career and becoming a part of Henderson County Public Schools' amazing staff. As of August 20th, I will be joining the rich tradition of success at Clear Creek Elementary.

We all have paths in life that lead us to our goals and purpose. Some find the way by following a straight path that doesn't deviate. Others of us decide that our path needs to resemble something similar to driving the Blue Ridge Parkway, with hairpin turns and cutbacks, twisting and turning. It is that path that has led me to today. I've always known deep down that serving in education was going to be a part of who I was, and thought that serving as a member of the board would fill that need. I have realized over the last three and a half years that my purpose is much more than that and I look forward to fulfilling that purpose as a member of the staff at Clear Creek.

In my time on this board, I have been part of hiring a superintendent, building 2 new schools, and beginning a process to update the policies of the system. This has been a rewarding and (at times) daunting undertaking, but through it all the board has always put students and staff first in every decision. I will continue to support and encourage the board and ask that each of you do the same. I would be remiss if I did not also extend my gratitude to the men and women of the senior staff team (both past and present) with whom I have had the honor of working. Henderson County Schools are in good hands and I look forward to the continued accolades and achievements on the horizon.

It truly has been my honor to serve. Thank you, and God Bless.

Colby C Coren

Members of the School Board and the Leadership Team wished Mr. Coren well and shared their appreciation for the work he has done on the School Board.

ADJOURNMENT

There being no further business, Mr. Colby Coren moved that the meeting be adjourned. Seconded by Mr. Blair Craven. *(Unanimously approved at 9:33 pm.)*