

Henderson County Board of Public Education  
MINUTES  
October 15, 2019

The Henderson County Board of Public Education met in a regular business meeting on October 15, 2019 in the Boardroom of the Administrative Offices located at 414 Fourth Avenue West, Hendersonville, N. C.

Board Members Present:	Amy Lynn Holt, Chairperson; Michael Absher, Dot Case, Blair Craven, Jay Egolf and Rick Wood.
Board Members Absent:	Mary Louise Corn, Vice Chairperson
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:	Chris Campbell

**CALL TO ORDER**

Chairperson Amy Lynn Holt called the meeting to order at 6:39 p.m. and requested that everyone present stand as the East Henderson High School Air Force Junior ROTC honor guard posted the colors. Mrs. Holt led those in attendance in the pledge of allegiance to the American Flag. The AFJROTC unit is under the direction of Master Sergeant Michael Jenson and Lieutenant Colonel James Cowan.

**AGENDA APPROVAL**

Mrs. Holt stated that under the Consent Agenda, Item J. Softball Field Lighting Lease, is a proposal and the full lease contract will be brought to the Board for approval at a later date. Mr. Blair Craven moved that the agenda be approved as presented, with the clarification to item J. The motion was seconded by Mr. Michael Absher. (*Unanimously approved.*)

**PROGRAM HIGHLIGHT**

Mrs. Mandy Gibson, Farm Manager, presented an update on the Historic Johnson Farm. Mrs. Gibson stated that over the last year there were 32 field trips to the farm and 1785 students were able to visit Johnson Farm. There were 306 farm tour guests along with 1374 special event visitors which contributed to the accumulation of 1742 volunteer hours by supporters of the farm. Of the field trips scheduled, 20 groups came from Henderson County Public Schools. A new club has been developed for 5th-8th graders named the Historic Johnson Farm Junior Interpreters. This club will allow students to learn about the historic site while volunteering and working at the farm. Members will help at events and festivals throughout the year, the first meeting is scheduled for October 17, 2019, at 3:30 p.m. She told the board that as of July 1, 2019, the Johnson Farm became an official 501(c)(3) named, the *Historic Johnson Farm Foundation, Inc.* Board members and administrators thanked Mrs. Gibson for her contributions to the successful activities happening at the Historic Johnson Farm.

**BOARD CHAIR OBSERVATIONS**

None.

**BOARD MEMBER OBSERVATIONS**

None.

**PUBLIC COMMENT**

Mr. Ken Fitch stated that e-Cigarettes are an urgent health concern for our students. He added that the Henderson County Commissioners and the School Board should take a stand against them and provide education on the side effects they cause.

**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:

- A. Meeting Schedule
  - 1.HCBPE School Visit [Wednesday, November 6, 2019, 12:00 p.m. (Fletcher Elementary)]
  - 2.HCBPE Regular Business Meeting [Tuesday, November 12, 2019, 6:30 p.m., (Boardroom)]
- B. Minutes
  - 1.September 4, 2019 (School Visit, Etowah Elementary School)
  - 2.September 9, 2019 (Regular Business Meeting)
- C. Personnel (*as presented in closed session*)
- D. Student Acceptances/Releases (*as presented in closed session*)
- E. Budget Amendment (*Interim Budget*)
- F. Resolution – American Education Week, November 18-22
- G. Resolution – National Homeless Youth Awareness Month, November
- H. Resolution – Veterans Month, November
- I. Proclamation – School Safety and Kindness Month, October 2019
- J. Softball Field Lighting Lease

Rick Wood read the American Education Week, November 18-22 resolution into record.

Michael Absher read the National Homeless Youth Awareness Month resolution into record.

Jay Egolf read the Veterans Month resolution into record.

Dot Case read the School Safety and Kindness Month Proclamation from State Superintendent, Mark Johnson into record.

Mrs. Amy Lynn Holt requested that Consent Agenda item *J. Softball Field Lighting Lease*, be removed from Consent Agenda and be added to New Business as Item F, in order for the board to discuss the lease proposal in open session.

Mr. Blair Craven made a motion that the Consent Agenda be approved with item J. being moved to New Business. Mr. Michael Absher seconded. (*Unanimously approved.*)

## OLD BUSINESS

The following policies were presented for second reading and final approval.

- A. Approval – Policy 6400 Goals of the Purchasing Function (*Second Reading*) (*Dr. John Bryant*)
- B. Approval – Policy 6402 Participation by Historically Underutilized Businesses (*Second Reading*) (*Dr. John Bryant*)
- C. Approval – Policy 6410 Organization of the Purchasing Function (*Second Reading*) (*Dr. John Bryant*)
- D. Approval – Policy 6420 Contracts with the Board (*Second Reading*) (*Dr. John Bryant*)
- E. Approval – Policy 6421 Pre-Audit Certification (*Second Reading*) (*Dr. John Bryant*)
- F. Approval – Policy 6425 Continuing Contracts (*Second Reading*) (*Dr. John Bryant*)
- G. Approval – Policy 6430 Purchasing Requirements for Equipment, Materials, and Supplies (*Second Reading*) (*Dr. John Bryant*)
- H. Approval – Policy 6442 Vendor Lists (*Second Reading*) (*Dr. John Bryant*)
- I. Approval – Policy 6450 Purchase of Services (*Second Reading*) (*Dr. John Bryant*)
- J. Approval – Policy 6500 Goals of Equipment, Materials, and Supplies Services (*Second Reading*) (*Dr. John Bryant*)
- K. Approval – Policy 6510 Organization of Equipment, Materials, and Supplies Services (*Second Reading*) (*Dr. John Bryant*)
- L. Approval – Policy 6520 Use of Equipment, Materials, and Supplies (*Second Reading*) (*Dr. John Bryant*)
- M. Approval – Policy 6521 Personal Use of Equipment, Materials, and Supplies (*Second Reading*) (*Dr. John Bryant*)
- N. Approval – Policy 6524 Network Security (*Second Reading*) (*Dr. John Bryant*)
- O. Approval – Policy 6525 Instructional Materials Services (*Second Reading*) (*Dr. John Bryant*)
- P. Approval – Policy 6530 Resource Conservation (*Second Reading*) (*Dr. John Bryant*)
- Q. Approval – Policy 6540 Hazardous Materials (*Second Reading*) (*Dr. John Bryant*)

- R. Approval – Policy 6550 Vandalism (*Second Reading*) (*Dr. John Bryant*)
- S. Approval – Policy 6560 Disposal of Surplus Property (*Second Reading*) (*Dr. John Bryant*)

Mr. Blair Craven made a motion to approve Policies 6400-6560, as presented for second reading. Mr. Rick Wood seconded. (*Unanimously approved.*) Dr. John Bryant added that the two-year project to move Henderson County Public Schools to the North Carolina School Board Association's (NCSBA) *Policies to Lead the Schools* Manual is now mostly complete. Henderson County Schools will receive quarterly updates from the school board association to ensure compliance with the NCSBA changes. Board members and Superintendent Caldwell thanked Dr. John Bryant and Dr. Jan King for their diligence throughout the process and all present expressed joy that the majority of the project was complete.

## NEW BUSINESS

- A. Approval – Memorandum of Understanding - Blue Ridge Community College – (*Dr. Jan King*)

Dr. Jan King presented the 2019-2020 Combined MOU with Blue Ridge Community College and stated Henderson County Public Schools and Blue Ridge Community College work collaboratively to meet the educational needs of Henderson County's citizens. The partnership between the two organizations creates opportunities for accelerated college credit and career exploration. She added that in the past, we have brought multiple MOU documents to the Board for approval at various points throughout the academic year. This request represents a consolidated approach to formalizing our collaboration in one document. Dr. King pointed out that under the new combined MOU, student fees have been added for the first time. Juniors and Seniors enrolled in Community College courses on the BRCC campus will pay College Access, Parking, and Security (CAPS) fee as outlined in the Community College Catalog and these fees will be due each semester the Student is enrolled. Students enrolled at the Early College will pay a twenty five dollar (\$25) per year activity fee. Juniors, Seniors, and Super Seniors at the Early College will pay a fifty dollar (\$50) per year College Access, Parking, and Security (CAPS) fee. Student fees will be reviewed annually. Dr. King shared that BRCC has worked with us so that students who take a class at a traditional or base high school are exempt from the fees and students who go to the Innovative High School building, but do not take college courses, are exempt as well. Fees that will be paid are for the students who will be accessing college credits and are on the Blue Ridge Campus. Dr. King added, for our Career Academy students who cannot afford the fees, we have funds available through the State that are specifically for alternative school students. The Early College participates in a fund raising activity to assist with their student fees while additional funds for needy students are provided at the school level by the Education Foundation. Dr. King said that HCPS covers the cost of textbooks for these courses.

Mr. Craven also asked about the baseball field MOU and if it would be included in this combined MOU in the future? Mr. Scott Rhodes stated he would follow up and report back to the board. Mr. Blair Craven made a motion that the Henderson County Board of Public Education approve the combined Memorandum of Understanding with Blue Ridge Community College. Mr. Jay Egolf seconded. (*Unanimously approved.*)

- B. Approval – Sole Source Vendors – (*Mr. Bernie Sochia*)

Mr. Bernie Sochia stated that the Office of Budget and Management (OMB) issued new Uniform Guidance Procurement Standards (UG) for local governments that receive and expend federal financial assistance. These new guidelines were effective July 1, 2018. All purchases of goods and services that exceed \$10,000.00 require issuing a bid solicitation using the Uniform Guidance 'micro-purchase' procedures. One 'Exception' to these new guidelines is for 'procurement by noncompetitive proposals' which means that the item is only available from a single source provider. Procurement under this exception requires Board approval. He stated that we are requesting Board approval for Certiport to be a sole source vendor in order to provide the required software in many of our Career and Technical Education labs, allowing students in the district to pursue industry credentials. Dr. Jan King added that this program is used by our students to obtain the Adobe Certifications at the schools and these certifications are accepted by future employers. Board member, Jay Egolf made a motion that the Henderson County Board of Public Education approve

Certiport as a vendor under the sole source exemption guidelines. Ms. Dot Case seconded. (*Unanimously approved.*)

C. Approval – Policy 9030 Facility Construction, Revision (*Dr. John Bryant*)

Board member Mr. Blair Craven made a motion to approve the revision to Policy 9030 Facility Construction, as presented. Mr. Michael Absher seconded, (*Unanimously approved.*)

D. Approval – Policy 9120 Bidding for Construction Work, Revision (*Dr. John Bryant*)

Board member Mr. Jay Egolf made a motion to approve the revision to Policy 9120 Bidding for Construction Work, as presented. Mr. Michael Absher seconded, (*Unanimously approved.*)

E. Discussion of School Calendar – Superintendent Bo Caldwell lead a discussion on a possible calendar change for the 2020-2021 school year. Mr. Caldwell stated that in an attempt to align our calendar with the Blue Ridge Community College calendar, Dr. John Bryant has created a draft year round system calendar for 2020-2021. Mr. Caldwell added that there are 13 systems across the state who have similar schedules to ours, running busses in June and July for students to attend school programs. Those 13 systems consider themselves so be year round systems and began their 2019-2020 school year in early August 2019. They will end their school year around Memorial Day in 2020. Superintendent Caldwell stated that in a year round system, he envisions a three term approach to the new calendar: Term 1, August 3-December 18; Term 2, January 2 – May 28; and Term 3, June 1 – July 31. This would be one calendar for the entire Henderson County Schools system allowing for different start dates for the Flex schools, the Henderson County Early College and what is now the ‘traditional’ calendar.

Mr. Caldwell asked board members to discuss the option of creating a calendar committee comprised of parents, teachers, administrators and staff members to review the draft calendar. Board members agreed that the year round system calendar would benefit our students greatly and that having the option for the four-block high schools to complete their first semester before the Christmas Break would be best for our students. Mr. Craven added that a year round calendar would allow for better collaboration and success for our students taking community college courses through HCPS. Mr. Rick Wood stated that as a former teacher in a 4-block school, he believes completing the semester before Christmas Break is best for our students as well. Mr. Wood added that he would like Superintendent Caldwell to establish the calendar committee. Mrs. Holt gave Mr. Caldwell a directive to form a calendar committee to develop a draft year round calendar for the Board to review. Mr. Caldwell stated that he will establish the committee and they will plan to meet 2-3 times before the November 12, 2019 School Board meeting. The committee will work together to develop a year round calendar for the Henderson County System to present to the Board.

F. The Softball Field Lighting Lease Proposal was moved from the Consent Agenda to a New Business item for Board discussion. Mr. Sochia stated that the approved 2019-20 Capital Outlay budget contains \$50,000 for softball field lights. The lease agreement with Musco would provide lights for the softball fields at both West Henderson and East Henderson High Schools by spring 2020. The total cost would be \$298,228. \$50,000 to be paid in the current year, with a three-year lease for the remaining \$248,228. Annual payments in November 2020, 2021 and 2022 are estimated by Musco to be \$89,364. He added that Musco has the contract for our other football fields, they warranty the installation for 25 years and the lighting will meet the NCHSAA lighting standards. Mr. Rick Wood stated that this company works with a lot of school systems and they seem to do a good job for Henderson County. Mr. Wood added that we are obligated to provide this lighting in fairness to our female athletes. Once the formal lease is drafted, Board members will review it for final approval. Mr. Michael Absher made a motion to approve the Musco Lease Purchase Proposal to authorize HCPS staff to enter into a lease agreement for softball field lighting at East and West Henderson High Schools. Mr. Rick Wood seconded. (*Unanimously approved.*)

## BOARD/SUPERINTENDENT’S REPORTS

A. School Safety Advisory Committee Update - (September 10, 2020) (*Mr. Jay Egolf, Dr. John*

*Bryant*) Dr. John Bryant shared that the main topic of discussion at the September 10<sup>th</sup> meeting was the new student sign-out procedures established for the 2019-2020 school year. Dr. Bryant gave credit to our families and stated that the feedback has been overwhelmingly positive from teachers and parents. Dr. Bryant added that Mr. Scott Masington, Director of School Safety, is researching a variety of sign-out applications in search of one that could be fully integrated with our current systems. Dr. Bryant said that Mr. Masington is also working on the *Say Something*, anonymous reporting system, that will allow students to report suspicious behavior to administrators for investigation. North Carolina is partnering with Sandy Hook Promise, the developer of the system, to launch the program statewide in our middle and high schools. Mr. Caldwell stated that the first roll-out of the *Say Something* app is set for November but added he isn't certain when it will be available to Henderson County Schools. Mr. Caldwell stated that we will continue to use our *Report It, Don't Ignore It* app in our elementary schools. Mr. Caldwell also gave credit to Dr. John Bryant for the realignment in Maintenance staff which allows Mr. Bryan Rhodes, to be the go-to person concerning issues with the electronic locks and key cards. Mr. Caldwell stated that having one person for the schools to contact with issues will increase our response time and effectiveness.

B. 20 Day Membership Report – (*Mr. Scott Rhodes*) Mr. Rhodes stated that our 20 day Average Daily Membership (ADM) for 2019-2020 is 13,334 students which reflects 27 students less than the 2018-2019 school year. This information is based on our student's average daily attendance in the first 20 days of the school year. The State's projected ADM for 2019-2020 for Henderson County Schools was 13,376 students, which is a difference of -42 students. The largest deficit by grade level is at the elementary school level with -99 students and the highest student gain is at the middle school level with a +104 students. The total number of students enrolled in Henderson County on Day 20 was 13,396. Our current class size average in the elementary schools is 19.86 students per class and 28.7 students per class in the middle schools.

C. Construction Update – (*Dr. John Bryant*) Dr. Bryant stated that there was a successful community meeting for the Hendersonville High School group held on October 3, 2019, where project updates were shared with interested community members. He said there were about 75 people in attendance and there are plans to have other community meetings as the project continues over the next four years. He added that PFA/LS3P Architects will attend the November 12, 2019 Board meeting to share the update with School Board members. Dr. Bryant added that he was able take a 3-D virtual walk-through tour of the new building. He stated that as you take the virtual tour, you can see the furniture in place, color selections throughout the building and other design elements in the new school. Board members will have the opportunity to take the virtual tour in November. Dr. Bryant stated that the Edneyville Elementary School project will be completed in November, 2019. There will be an official ribbon cutting ceremony in December and students and staff will occupy the new facility on January 6, 2020, when they return from Christmas Break.

D. Child Care Services Update – (*Dr. John Bryant*) Dr. Bryant presented data regarding the current status of the Henderson County Child Care Services department. He reminded those in attendance that the law (NC G.S. 110-7) defines child care as: three or more unrelated children, under 13 years of age, receiving care from a non-relative on a regular basis - at least once a week for more than four hours per day but less than 24 hours. He added that HCPS Childcare is an optional service designed especially for the children of Henderson County Public Schools and their working parents. The current rates are: PSAM (\$4/day) 6:30am - Start of School Day; PSPM (\$11/day) End of School Day - 6:00pm; PLUS (\$23/day) 6:30am - 6:00pm. Registration Fees are \$30/child or \$40/family. We currently have 2 Program Directors, 17 full-time employees (>30 hours/week), 18 part-time employees (< 30 hours/week) and 16 substitute employees.

Dr. Bryant presented historical enrollment numbers with the year-by-year differences as listed:

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20*
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Program / Year						
PSAM	127.4 (+0.7)	119.5 (-7.9)	132.6 (+13.1)	128.2 (-4.4)	136.2 (+8.0)	134.2 (-2.0)
PSPM	426.7 (+11.7)	415.3 (-11.4)	387.1 (-28.2)	353.3 (-33.8)	375.5 (+22.2)	391.5 (+16.0)
PLUS	256.7 (+19.3)	226.3 (-30.4)	228.6 (+2.3)	222.4 (-6.2)	225.9 (+3.5)	226.6 (+0.7)

He presented the Historical Revenue position for the program:

Program Year	June 2014	June 2015	June 2016	June 2017	June 2018	June 2019
Change in Net Position	\$51,611	\$74,612	(\$2,661)	(\$93,957)	(\$75,484)	(\$71,514)

He presented the Actual Cash Position of the program:

Program Year	June 2014	June 2015	June 2016	June 2017	June 2018	June 2019
Net Position	\$493,588	\$527,758	\$495,330	\$416,855	\$392,431	\$339,249

Dr. Bryant stated that the Board priorities for the HCPS Childcare Program are to offer an affordable childcare option for our HCPS families while maintaining a highly-rated childcare facility at each elementary school site for morning and afternoon childcare options. He added that we strive to operate a revenue neutral enterprise program while ensuring market competitive wages for our employees. Dr. Bryant stated that since June of 2016 we have seen a negative trend in the actual revenue of the program. He added that our employee costs have continued to rise and there hasn't been a fee increase of any kind until last year. He said that unless we make a significant change to the program structure, the deficit in the actual cash position will continue to grow and take away from the program's fund balance.

Due to Board concerns regarding the future financial viability of the program, Dr. Bryant offered considerations for the 2020-2021 school year, as requested. He presented the following options for consideration: explore a significant price restructuring; establish a program subsidy threshold; or explore a contracted services group to continue the program. A significant price restructuring would include, increasing weekly fees to a minimum of \$94.00 per student, with a sliding scale, to put the program in a revenue neutral position. He continued, if the board chose to create a subsidy threshold, the system would actually fund the loss of revenue to help keep the program running. The other option of exploring a contracted service group would include seeking RFQs (Request for Qualifications) from interested parties. Dr. Bryant added that the projected costs presented are for two years from now.

Mr. Craven asked if the projected costs included DSS reimbursements for students on vouchers? Dr. Bryant stated that the projected cost of \$841,554 does include the voucher reimbursements. He added that 125 of the 375 currently enrolled students are eligible for the DSS vouchers. Dr. Bryant stated that the maximum reimbursable amount from a DSS voucher is \$93.93. He added that even if the Board decides to

charge a higher fee, the maximum we can be reimbursed is \$93.93 with the difference being a loss to the system or it being charged to the family on voucher. Dr. Bryant added that he is still working to obtain the number of students on the free and reduced lunch program that attend child care.

Mr. Craven asked if we are legally required to offer a morning and afternoon childcare program? Dr. Bryant answered, not that he is aware of.

Mr. Craven then asked if other school systems in our area are stepping away from this type of child care program and contracting it out to outside agencies? Dr. Bryant stated that currently in WNC, Asheville City, Buncombe County, and McDowell County Schools, contract this service out to the YMCA, North Carolina, at a full-pay structure of \$105 per week per child. They do have a sliding scale structure to help families in need. Transylvania County Schools offers child care as an Enterprise program at one site only, and Polk County offers a child care program as a provided service through funding from their County Commissioners.

Dr. Bryant stated that the proposed rate schedule would increase the cost to \$90.00 weekly. Mrs. Holt added that if we increased our prices to \$94.00 per week, that would essentially double the cost to parents.

Mr. Egolf suggested that the board raise the PSAM and PSPM prices independently of each other instead of combining the programs into one weekly fee. He added that if we increase these fees, it allows time for more research into other solutions. He also questioned if consolidating sites into fewer child care locations would be a workable solution?

Ms. Case agreed that we should change to a weekly fee schedule but feels parents shouldn't have to pay for services that aren't provided to them. She added that we should not charge parents for times their student is not in attendance. She also doesn't want to create a latch-key kid situation by doing away with the program and she is concerned that our full-time employees would lose their benefits with the state if another outside organization took over the program.

Mr. Craven is concerned that the number of students who use this service versus the cost of subsidizing the program as needed at each school is not justifiable. He thinks the board should ask for RFPs from interested parties to see who might be able to provide the services for Henderson County students. He added that he would like to see what it would look like if we (the school board) got out of the business of doing child care. Mr. Craven added that he feels we have the responsibility to educate children during the school day, and that we don't have to provide this extra service. He stated that we would have to charge a heck of a lot more money to keep this program solvent and we could go broke in three years. He pointed out that 2% of our total student population go to extra care (child care). He reiterated that he would like to see if the YMCA, Boys and Girls Club, or Crosswalk types of organizations could do this better than we have. Mr. Craven added that his biggest concern with this decision is that our full-time employees in the Child Care Department would lose their benefits with the State.

Mr. Absher stated that we have parents who depend on this program and that the Board should proceed slowly as it considers its options. He feels that the board should look at all options including the feasibility of busing students from one school site to another for PSPM. Dr. Bryant cautioned that adding those transportation costs could end up increasing the total cost of the program even more.

Mrs. Holt feels that if PSPM and PSAM sites are consolidated, parents would be responsible for getting the student transferred to the school where child care is provided. She suggested that students would need to transfer to the school where the child care services are provided in order to receive services.

Mr. Absher asked what the timeline would be to get the RFQ information? Dr. Bryant added that he would provide example RFQs to the board to review and see if further information is required for a Board decision. Board members agreed that they need to look at other options and make a decision before next school year.

Mr. Caldwell stated that from the comments he has heard, he believes that he should start looking at RFQs. He added that we would need to look at the qualifications of each group and see what services they could provide for our students. Mr. Caldwell stated that the program has always been for parents who got off of work at 5:00 or 5:30pm to have a safe place for their children to stay that was close to their home. He added that when the need arose for morning care for students whose parents had to be at work earlier

than 8:00am, PSAM was created; then, the PSPlus program was added to help parents during the summer break. Mr. Caldwell feels if the board chooses RFQs, the prices will go way up for child care using an outside agency to facilitate the program. He also feels that if HCPS charges as much or more per week than an outside agency, we could keep the 17 full-time employees employed through the system. Mr. Caldwell agrees that this has been a service to our parents for many years; he believes costs should never come out of local funds; and that child care should be run as an Enterprise program. Mr. Caldwell added that he will provide cost information on example RFQs as well as projected information on a new pricing structure(s) for our current program to the Board.

E. Financial Statements – (*Mr. Bernie Sochia*) Mr. Sochia presented the following information for October 15, 2019. The results of operations of the Local Current Expense and Other Restricted Funds for the 2019-20 fiscal year as of September 30, 2019: Revenues total \$8,891,988 and expenditures total \$6,051,886. This is an increase of \$255,343 in revenues and \$97,953 in expenditures from this point last year. He also presented the results of operations of the Capital Outlay Fund for the 2019-20 fiscal year as of September 30, 2019: \$506,011 in revenue has been received. \$712,840 of the \$1,605,000 planned projects has been expended.

F. State Budget Approvals – (*Mr. Bernie Sochia*) Mr. Sochia stated that some ‘pull-out’ Mini Budget items have been approved by the State this far, adding that many items do not apply directly to us. The most notable approval for us is the increase in retirement and hospitalization rates that went into effect July 1, 2019. He stated that last week it was confirmed that we will receive funding to cover the increases to the retirement and hospitalization rates. The retirement rate is 19.7% of the employee salary so this funding will be a huge help to our system. The proposed salary increases for this year were pulled from the main budget so amendments could be made via the mini-budgets. Mr. Sochia stated that our funding up to this point is based on last year’s continuation budget. He added that the teacher bonuses are in the continuation budget but the Principal’s bonuses are not in the continuation budget and those dollars will not be released until the budget is approved.

G. Calendar of Activities (*October & November*) – (*Superintendent Bo Caldwell*) Mr. Caldwell mentioned that this is National School Lunch Week and encouraged those in attendance to thank our cafeteria workers for the wonderful job they do. He stated that October 28, 2019 is a required teacher workday. He added that there will be a variety of Veterans Day activities in our schools during the month of November for Board members to attend if their schedules allow. Monday, November 11<sup>th</sup> is a school Holiday; the next board meeting will be held on Tuesday, November 12, 2019.

H. General Operations – (*Superintendent Bo Caldwell*) Mr. Caldwell closed the meeting by saying that it is his honor and privilege to serve as Superintendent for Henderson County Public Schools. Ms. Case thanked Superintendent Caldwell for his recent participation as janitor for a day. Ms. Case added that it was a well-deserved recognition for the hard-working members of our custodial staff.



## ADJOURNMENT

There being no further business, Mr. Blair Craven moved that the meeting be adjourned. Seconded by Mr. Jay Egolf. (*Unanimously approved at 9:07 p.m.*)

Minutes approved: November 12, 2019