

## Henderson County Board of Public Education

### MINUTES

October 10, 2022

The Henderson County Board of Public Education held a meeting on Monday, October 10, 2022, beginning at 4:00 pm, at 414 4<sup>th</sup> Avenue West, Hendersonville, NC. The meeting was accessible to the public via a livestream link at, <http://hcpsnc.org/live>.

#### Board Members Present:

Blair Craven, Chairperson; Amy Lynn Holt, Vice Chairperson Robert Bridges; Dot Case; Stacey Caskey; Jay Egolf and Kathy Revis.

#### Administrative Staff Present:

Mark R. Garrett, Superintendent; Shannon Marlowe, Ed.D., Assistant Superintendent for Curriculum & Instruction; Mr. Scott Rhodes, Assistant Superintendent for Human Resources; Bernie Sochia, Chief Finance Officer and Carl Taylor, Chief Administrative Officer

Attorney Present: Chris Campbell

Board Clerk: Tawana Clayton

#### CALL TO ORDER

Mr. Blair Craven called the meeting to order at approximately 4:04 pm and led all those in attendance in the pledge of allegiance.

#### AGENDA APPROVAL

Mr. Craven acknowledged receipt of the meeting agenda and asked for a motion to approve. Mrs. Amy Lynn Holt moved that the agenda be approved as presented. Seconded by Mr. Jay Egolf. (*Unanimously approved.*)

#### PROGRAM HIGHLIGHT

Mr. Garrett recognized and presented certificates to the following staff members:

- 2022-2023 HCPS Principal of the Year: Shannon Auten, Henderson County Early College and Henderson County Career Academy
- 2022 HCPS Teacher of the Year: Karen Whiting, Glenn C. Marlow Elementary School
- 2022-2023 HCPS Beginning Teacher of the Year: Breeana Clayton, Hendersonville Middle School
- 2022 HCPS Exceptional Children's "Educator of Excellence": Dena Rashkover, Upward Elementary School
- 2022 HCPS CTE Teacher of the Year: Gary Blackwell, North Henderson High School
- 2022 HCPS Math Teacher of the Year: Cara Brock, Hendersonville Elementary School
- 2022 HCPS Media Coordinator of the Year: Jennifer Abel, North Henderson High School
- 2022 HCPS School Nurse of the Year: Melanie McMurray, North Henderson High School

#### BOARD CHAIR OBSERVATIONS

Mr. Blair Craven has no observations at this time.

#### BOARD MEMBERS' OBSERVATION

No Board member observations at this time.

#### PUBLIC COMMENT

Mr. Chris Walters spoke about race and racial violence against minorities. Mr. Walters read an excerpt from the Equal initiative calendar regarding violence against people of color. He spoke about the Equal Justice Initiative organization and how it is helping to educate people.

Mr. Chuck Palmer praised the board for the way they handled the tough decisions throughout the pandemic so well. Mr. Palmer is a substitute teacher for HCPS and spoke about the hiring process to become a substitute. He stated at the end of the application, you are required to take a training video that potential employees have to pay out of pocket for. Mr. Palmer wanted to bring awareness to the fee and suggested removing the fee in order to obtain more substitute teachers.

Mrs. Katie Gash spoke about her meeting with Mr. Garrett, where they discussed equity and education, Mrs. Gash appreciated the conversation. Mrs. Gash spoke about the recent school performance data and the wide gap between the proficiency of white students and students of color. Mrs. Gash discussed the absence of bias training option that was offered to teachers last year for professional development. Mrs. Gash asked for more professional development, workshops and data research about equity and education for staff.

#### CONSENT AGENDA

Mr. Blair Craven cited the Board's receipt of the Consent Agenda presented for approval upon recommendation of the Superintendent, with the removal of item D. Leadership Team Contract Addendum. Prior to the meeting, Board members received documentation relative to the Consent Agenda as follows:

A. Meeting Schedule

1. HCBPE Regular Business Meeting [*Monday, November 14, 2022, 4:00 p.m., (Boardroom)*]

B. Minutes

1. October 10, 2022 (*Regular Business Meeting*)

C. Personnel (*as presented in closed session*)

D. Leadership Team Contract Addendum (*as presented in closed session*)

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

Mrs. Amy Lynn Holt moved that the Consent Agenda be approved as presented. Mrs. Stacey Caskey seconded the motion. (*Unanimously approved.*)

#### OLD BUSINESS

A. Calendar Draft Discussion – (*Mr. Mark R. Garrett, Superintendent*)

Mr. Garrett presented the board with a draft 2023-2024 calendar based on recommendations discussed at the September board meeting. The draft calendar has a school start date of August 14, 2023 and the last day of school on May 24, 2024. This draft is to show dates that coincide with the Community College calendar, which affects the High School students the most. Discussion was had about the repercussions of going with the proposed calendar as opposed to the current traditional calendar law (August 28, 2023 start). The board found that the pros outweigh any cons and directed leadership to work on a calendar with an August 14 start date to be approved early next year.

The board moved with a six to one vote to direct administration to draft a calendar with an August 14 start date for the first calendar reading, early next year.

B. Bus Driver License Regulation- (*Mr. Mark R. Garrett, Superintendent*)

Mr. Garrett shared the current bus driver regulations:

To operate a school bus in North Carolina, an individual must be at least 18 years old, have at least six months of driving experience, have a School Bus Driver's Certificate and hold a commercial driver license with both "S" (school bus) and "P" (passenger) endorsements.

School bus drivers must:

- Successfully complete the required three-day school bus driver training class
- Pass up to four different knowledge tests with a score of 80 percent or better on each test
- Successfully complete the required behind-the-wheel training with a driver education program specialist

- Pass a skills test

Mr. Garrett shared that the biggest challenge with current regulations is the three-day school bus driver training class and the behind-the-wheel training because there is only one driving specialist between multiple counties. There will be a letter sent to the State about the obstacles HCPS is facing.

#### NEW BUSINESS

##### A. Initial Budget– *(Mr. Bernie Sochia, Chief Finance Officer)*

Mr. Berne Sochia presented the 2022-2023 Initial Budget Resolution for approval. This serves as the beginning budget for all funds for subsequent amendments. The total Local Current Expense and Capital Outlay Funds are consistent with the 2022-23 Preliminary Budget previously approved with adjustments made to reflect legislative and budgetary changes made from the State and with the benefit of Covid funding. The State Public School Fund reflects the most current dollar and position allotments as directed by the State. Likewise, the Federal Grants Fund reflects the budgets as approved by DPI to date. The Child Nutrition and Child Care Enterprise Funds reflect continuation budgets with adjustments for all legislative benefit changes, participation data and additional Covid funding.

Mrs. Stacey Caskey moved that the Henderson County Board of Public Education approve the Initial Budget Resolution for the fiscal year ending June 30, 2023. Seconded by Mrs. Amy Lynn Holt. *(Unanimously approved)*

##### B. North Henderson Athletic Lights – *(Mr. Carl Taylor, Chief Administrative Officer)*

Mr. Carl Taylor presented a proposal from Camp Electric Co. with two options for the purchase and installation of a turn key sports lighting package at the North Henderson High School baseball and softball fields.

###### Option 1:

A lump sum turn key price for the baseball and softball fields of \$432,684.00

Add alternate for wireless remote-control lighting of \$11,000

###### Option 2:

A turn key price to light the softball field this fiscal year of \$164,825.00 (this would include some infrastructure for future installation of lights at the baseball field)

A turn key price to light the baseball field in the 23/24 fiscal year of \$299,859.00

Add alternate for wireless remote-control lighting of \$11,000

This option costs \$32,000 more than Option 1 due to the extra freight, re-mobilizing equipment for the crane, boring machines, trenching and labor.

After board discussion, Ms. Dot Case moved that the Henderson County Board of Public Education approve Option 1 for the purchase and installation of lights at the North Henderson baseball and softball fields. Seconded by Mr. Robert Bridges. *(Unanimously approved)*

#### BOARD/SUPERINTENDENT’S REPORT

##### A. ESSER UPDATE– *(Mr. Scott Rhodes, Assistant Superintendent)*

Mr. Scott Rhodes presented the board with an ESSER update. Congress set aside approximately \$13.2 billion of the \$30.75 billion allotted to the Education Stabilization Fund through the CARES Act for the Elementary and Secondary School Emergency Relief Fund (ESSER Fund). The Department will award these grants to State educational agencies (SEAs) for the purpose of providing local educational agencies (LEAs), including charter schools that are LEAs, with emergency relief funds to address the impact that COVID-19 has had, and continues to have, on elementary and secondary schools across the Nation. ESSER Fund awards to SEAs are in the same proportion as each State received funds under Part A of Title I of the Elementary and Secondary Education Act of 1965, as amended, in fiscal year 2019. Mr. Rhodes stated ESSER 1 funds expired on September 30, 2022. The entire ESSER1 allocations received have been spent, including the funds allocated to private schools. ESSER II funds expire September 30, 2023, allocations to date are as follows:

Strategic Use	Budget	Expenditures [YTD*]
Summer Learning (2021) (completed)	\$2.75M	\$2.57M
Retention Bonus (February 2022) (completed)	\$4.0M	\$3.88M
Bus Driver Recruitment Bonus	\$272 K (FY23)	\$13,299 (FY23)
Substitute Teacher Recruitment Bonus (completed)	\$225K	\$92,364
Substitutes for LETRS Training 2 Year Commitment	\$1.08M	\$106,037

ESSER III funds expire September 30, 2024. At least 20% of funds must be used to address learning loss through evidence-based intervention that responds to students' academic, social, and emotional needs. Allocations to date for ESSER III funds are as follows:

Strategic Use	Budget	Expenditures [YTD*]
Summer Learning (2022)	\$2.13M	\$1.40M
TAs to support quarantined students FY22 3-year commitment (Changed to MTSS Assistants FY23-FY24)	\$2.49M	\$546,182
Additional School Nurse positions (5) 3 year commitment	\$1.12M	\$282,631
Arts Education Initiatives	\$200K	\$65,035
Extra Employment Pay for class coverage during planning period	\$790K (FY22) \$466K (FY23)	\$93,692 (FY22) \$10,800 (FY23)
Additional Social Worker positions (5) 2 Year Commitment	\$769K	\$51,662

Mr. Garrett gave an update on the nursing positions, and the county has made an adjustment to their budget to allow schools to continue to have nurses once the ESSER funds have expired.

**B. CAPITAL PROJECT UPDATE – (Mr. Carl Taylor, Chief Administrative Officer)**

Mr. Carl Taylor presented the Board with an update on capital projects. Elementary schools video camera installation bid process took place in September. This is a MRTS project which means the project is funded by the county. The contract will be approved at the next county meeting and work can begin with ordering the cameras and installation to follow. Middle and high schools video camera installation began in September and projected to be completed in late November. Mr. Taylor discussed Upward Elementary, the architect from Clark Nexon and the engineers from WGLA have provided an initial budget and the project will be out of bid. The budget estimate provided for the construction of the cafeteria expansion, secure entry and contingency architect fee, is \$1,919,727.99. WGLA provided an estimate of \$430,444.40 for paving the new front parking lot and repairing the courtyard; paving the new bus lot and staff parking estimate is \$142,215.00. The estimated budget for the Upward project is \$2,492,387.39. This project will use MRTS funds through the county. After board approval a meeting will be scheduled with the joint facilities committee to review the MRTS months for this fiscal year. With the county Commissioners approval, the project will go out for bid. The board discussed how expensive the budget estimate is to renovate Upward Elementary, the price per square foot is \$880.00, without contingency and architect fees, for 1,800 square feet. The Board discussed allocated MTRS funds for Upward Elementary. Mr. Craven requested to schedule a joint facility committee meeting to discuss the Upward project in

detail, cost for the bus garage and West Henderson High School expansion. Mr. Taylor gave an update on the elementary schools' playground project; this project is funded through a federal grant. An initial assessment has been completed, engineers have gone to each elementary school to evaluate the site and provide recommendations of what is needed for each playground and a budget estimate. Site surveys are taking place and a complete official survey of each playground will be available. A final budget for each school, based on the engineers' recommendations, will be configured. The construction on the maintenance warehouse is complete, awaiting Duke Power to set the meters and the project will be complete. Mr. Taylor invited the Board to tour the completed warehouse.

C. LOW PERFORMING SCHOOLS – *(Mr. Mark R. Garrett, Superintendent)*

Mr. Mark Garrett presented the Board with information regarding low performing school requirements. Mr. Garrett stated that low performing districts and schools in North Carolina are defined by the NC General Assembly and are based on the School Performance Grade and EVAAS growth. "Low-performing schools are those that receive a school performance grade of D or F and a school growth score of "met expected growth" or "not met expected growth" as defined by G.S. 115C-83.15." (G.S. 115C-105.37(a)) One of the requirements of the law is the development of a school or district plan for improvement that specifically addresses the strategies the school or district will implement to improve both the School Performance Grade and School Growth designation. These final plans are shared with the public, including parents, guardians, and staff and are made available through the local district website and the NCDPI website. All plans are located in NCStar. A plan for improvement is implemented for low performing schools. If a school has been identified as low-performing as provided in this section and the school is not located in a local school administrative unit identified as low-performing under G.S. 115C-105.39A the following actions shall be taken:

Step 1

The superintendent shall proceed under G.S. 115C-105.39

Within 30 days of the initial identification the superintendent shall take one of the following actions:

1. Recommend to the local board the principal be retained in current position\*
  2. Recommend to the local board the principal be retained in current position and a plan of remediation be developed
  3. Recommend to the local board the principal be transferred\*,
- or
4. Proceed under G.S. 115C-325.4 to dismiss or demote the principal

\*Certain Conditions apply

Mr. Garrett stated his recommendation to the board is for the principal of a low performing school be retained in their current position. The 2021-2022 school year district scores have increased since 2020-2021, this is the first year a school letter grade has been established. Mr. Garrett explained to the board that the state legislature's rating of low performing schools.

Step 2

Within 30 days of the initial identification of a school as low-performing by the State Board, the superintendent shall submit to the local board of education a preliminary plan for improving both the school performance grade and school growth score, including how the superintendent and other central office administrators will work with the school and monitor the school's progress. Mr. Garrett stated this in process.

Parent Notification

G.S. 115C-105.37

Parental Notice of Low-performing School Status

Each school that the State Board identifies as low performing shall provide written notification to the parents and guardians of students attending that school within 30 days of the identification that includes the following information:

- 1) A statement that the State Board of Education has found that the school has earned a school performance grade of D or F and a school growth score of "met expected growth" or "not met expected growth" and has been

identified as a low-performing school as defined by G.S. 115C-105.37. The statement shall include an explanation of the school performance grades and growth scores.

2) The school performance grade and growth score received.

3) Information about the preliminary plan developed under subsection (a1) of this section and the availability of the final plan on the local school administrative unit's website.

4) The meeting date for when the preliminary plan will be considered by the local board of education.

5) A description of any additional steps the school is taking to improve student performance.

Step 3

Within 30 days of its receipt of the preliminary plan, the local board shall vote to approve, modify, or reject this plan. Before the local board votes on the preliminary plan, it shall make the plan available to the public, including the personnel assigned to that school and the parents and guardians of the students who are assigned to the school, and shall allow for written comments.

Step 4

The local board shall submit a final plan to the State Board within five days of the local board's approval of the plan. The State Board shall review the plan expeditiously and, if appropriate, may offer recommendations to modify the plan.

Submitting the Plan

All Low Performing school plans will be submitted through NCStar access. The following resources should help the school improvement teams with completing the plan:

Register for NCStar training

Resource Documents in NCStar Weebly

The school designated as low performing in Henderson County Public Schools:

- Apple Valley Middle School
  - D, Not Met
- Clear Creek Elementary School
  - D, Not Met
- Edneyville Elementary School
  - D, Not Met
- Sugarloaf Elementary School
  - D, Not Met
- Upward Elementary School
  - D, Met

Mr. Garrett stated these schools have begun working with Dr. Marlowe and the Instructional Services Team on their school improvement process. The plan for approval will be presented at the November board meeting for approval. The Board discussed the effects of Covid and virtual learning on the schools that are low performing.

D. EQUITY UPDATE – *(Dr. Shannon Marlowe, Assistant Superintendent)*

Dr. Shannon Marlowe discussed Growing our Own-Teaching as a Profession course offered for HCPS students. The goal for this class is to create a staff for HCPS that reflects the student body and community. Henderson County Education Foundation initiated the Grow Our Own Educational Assistance Fund in partnership with a community coalition, including members from Henderson County NAACP, El Centro-Latino Advocacy Center, local churches, HCPS TaaP teachers and private citizens. The 2021-2022 school year was the first year Teaching as a Profession (TaaP) class was offered to high school students as an honors class, the 2022-2023 school year TaaP2 was added which includes field experience. Dr. Marlowe stated there has been a 25% increase in enrollment for TaaP. Henderson County Education Foundation has offered scholarships to graduates of HCPS or current HCPS staff members who have an interest in becoming a member of the teaching staff or counselor. Josh Strickland, former West Henderson High School student, received a scholarship. Each winner of the scholarship receives an education mentor. Four HCPS staff members were awarded scholarships.

E. CHILD CARE SERVICES UPDATE – *(Mr. Scott Rhodes, Assistant Superintendent)*

Mr. Scott Rhodes presented the Child Care Service update. The financial projection for September 2022: Revenues were \$112,656.00 and expenses were \$90,227.22. FY operational profit of \$22,378.78.

F. FINANCIAL REPORT – *(Mr. Bernie Sochia, Chief Finance Officer)*

Mr. Bernie Sochia presented the financial report results of operations of the Local Current Expense and Other Restricted Funds for the 2022-23 fiscal year as of September 30, 2022: Revenues received total \$9,635,985 and expenditures made total \$6,279,644. The increase from last year is consistent with the salary and benefit increases as well as having fewer vacant positions. Results of operations of the Capital Outlay Fund for the 2022-23 fiscal year as of September 30, 2022: Revenues are on schedule at \$450,500 and expenditures made total \$652,850. \$404,043 of this is for completion of prior year projects, and the rest for beginning new year projects and payments on the lighting projects.

G. GENERAL OPERATIONS – *(Mr. Mark R. Garrett, Superintendent)*

Mr. Garrett shared the following dates with the Board: National School Lunch Week (October 10 - 14); Hispanic Heritage Month (September 15 - October 15); October is Principal Appreciation Month; October 13 Superintendent Teacher Advisory Council, Central Office, 3:30 p.m.; October 17: Annual HCEF Golf Classic, Champion Hills; October 20: Superintendent Parent Advisory Council, Central Office, 5:30 p.m.; October 28: HCPS Professional Development Day (no school for students); November: Veterans' History Awareness Month and National Homeless Awareness Month; November 9: HCBPE School Tours, 10:00 a.m. at Hendersonville Elementary, Glenn C. Marlow Elementary, Flat Rock Middle School; November 11: Veterans Day Holiday for All Staff and Students; November 14-18: American Education Week; November 14: HCBPE Regular Meeting, 4:00 p.m., Central Office Boardroom.

ADJOURNMENT

There being no further business, Mrs. Amy Lynn Holt moved that the meeting be adjourned. Seconded by Mr. Jay Egolf. *(Unanimously approved at 6:08pm.)*

Minutes approved: November 14, 2022