

Henderson County Board of Public Education

MINUTES

November 13, 2023

The Henderson County Board of Public Education held a meeting on Monday, November 13, 2023, beginning at 4:00 pm, at 414 4th 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; Jay Egolf, Vice Chairperson; Robert Bridges; Stacey Caskey; Shelia Dale; Alyssa Norman; Kathy Revis

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

Attorney Present: Chris Campbell

Board Clerk: None

CALL TO ORDER

Chairperson Mr. Blair Craven called the meeting to order at 4:00 p.m. Mr. Craven led those in attendance in the pledge of allegiance.

AGENDA APPROVAL

Mr. Blair Craven acknowledged receipt of the meeting agenda and asked for a motion to approve the agenda as presented. Dr. Kathy Revis moved that the agenda be approved as presented. Mr. Robert Bridges seconded the motion. *(Unanimously approved.)*

STUDENT/STAFF RECOGNITION – Sharing the Good News – *(Mr. Mark Garrett, Superintendent)*

Superintendent Mark R. Garrett and School Principals recognized and presented certificates to the following students and staff:

Student Recognition

North Henderson Air Force JROTC

There were 16 teams at the UNC Charlotte 49er Classic Drill Competition and **North won 1st place overall.**

Below are additional awards that they won:

- 2nd Place in Flight Regulation Unarmed
- 1st Place in Individual Regulation Unarmed
- 1st Place in Element Regulation Armed
- 1st Place in Element Regulation Unarmed
- 1st Place in Individual Exhibition Armed
- 1st Place Flight Exhibition Unarmed
- 1st Place Element Exhibition Armed
- 1st Place Element Exhibition Unarmed
- 1st Place Flight Exhibition Armed

Hendersonville High School Tennis

The Hendersonville Lady Bearcat tennis team has done it again! They claimed their fifth consecutive NCHSAA 2A Dual Team Tennis State Championship on November 4th.

Players: Sophia Gallian, Anna MacDowell, Eliza Perry, Raleigh Prichard, Reese Redden, and Ramsey Ross

Eliza and Ramsey, secured the doubles state title for the 4th straight year. Eliza also won the 2A Dual Team Championship MVP and Ramsey received the Sportsmanship Award.

Staff Recognition

Superintendent Mark R. Garrett and Sheriff Lowell Griffin presented two staff recognitions.

Deputy Shawn Metcalf

Mr. Garrett thanked Deputy Metcalf for his extraordinary work protecting Edneyville students and staff on October 9th.

Deputy Donnie Ross

Deputy Ross received recognition for the 2023 NC Grange Law Enforcement Officer of the Year that is a statewide award setting her apart from all officers across the state.

Sheriff Griffin shared an exciting announcement to the crowd that Deputy Ross also received the **National** 2023 Grange Law Enforcement Officer of the Year.

PROGRAM HIGHLIGHT – A Partnership for Pathway Planning: HCPS and the Dogwood Trust
Director of CTE and Middle Schools, Scott Moore, presented to the board the partnership for pathway planning grant from Dogwood Trust.

The Legislation- G.S. 115C-158.10

All middle and high school students must complete a career development plan that includes at a minimum:

- A student's self-assessment regarding aptitudes, skills, values, personality, and career Interests (Pathful CCIS-EZ completed in 6th grade, beginning with class of 2029)
- Exploration and identification of pathways for careers, including for each career
 - Identification of needed education, training, and certifications
 - Information on the most cost-efficient path to entry
 - Opportunities within the school setting to explore and prepare for the career
- Alignment of academic courses and extracurricular activities with the student's identified career interests and creation of a career portfolio.
- The State Board must establish a pilot of at least 20 LEAs during the 2023-2024 school year to develop plan requirements and professional development necessary for statewide implementation in the 2024-2025 school year. (HCPS has been invited to join this pilot)
- DPI and LEAs must provide curriculum content for a career pathways elective for middle schoolers and professional development prior to the start of the 2024-2025 school year to ensure the requirements of career development plans are carried out.
- DPI has been directed to develop an electronic application to LEAs that will provide access for all students and parents to the student's career development plan.

No funding or staffing is dedicated to this new program.

Dogwood Grant Basics

- Funding for two full-time Career Planning Coaches (could be four half-time)
- Positions will be responsible for creating Career Development Plans (CDP) compliant with legislation
- CDP's will be created using Pathful Explore/Planner
- Career Planning Coaches will begin by completing this work with 9th/10th graders, then move to 8th, 7th, 6th
- Once created, students, parents, teachers, and counselors can access for guidance and discussion around career and course planning
- Term of the grant is five years, but funding will run out after three years

- Grant narrative attaches staff to high schools, but legislation will require that the staff also work with middle school students.

Career Planning Coaches

- Supervisor(s)- Shannon Auten/Scott Moore
- Licensure- Any professional educator license, preference for CDC and School counseling
- Skills/Dispositions-
 - 1) Strong working knowledge of pathways, courses, work-based learning opportunities
 - 2) Strong communication with admin, counselors, CDC's and BRCC
 - 3) Excellent student communication
 - 4) Working understanding of Pathful for use and reporting
- Hire in January 2024
- Success looks like...CDP's for all targeted students, fewer dead-end pathways, more pathway completions, more WBL completion aligned with pathways, systems created to continue CDP work beyond the term of the grant, better student engagement
- No action was taken.

BOARD CHAIR OBSERVATIONS

Chairperson Blair Craven did not have any observations at this time.

BOARD MEMBERS' OBSERVATION

Mrs. Alyssa Norman spoke to how thankful she is to live in a county that celebrates Veterans Day, especially in HCPS schools.

Dr. Kathy Revis talked about how much she enjoyed the school visit to West Henderson High School. She spoke about how the school was clean and well kept.

Shelia Dale loved her school visit to Bruce Drysdale Elementary School this month and the Salute to the Military Celebration at Mills River Elementary. She also mentioned how much she enjoyed attending the Sheepdog Club at West Henderson High School.

PUBLIC INPUT REGARDING POLICIES RELATED TO PARENTS' BILL OF RIGHTS

At 4:56 p.m. Mr. Craven opened the meeting for public input regarding the policies related to Parents' Bill of Rights. Five people addressed the Board. Public input ended at 5:11 p.m. No Board action was taken.

PUBLIC COMMENT

At 5:12 p.m. Mr. Craven opened the meeting for public comment. Six people addressed the Board. Public comments ended at 5:30 p.m. No Board action was taken.

CONSENT AGENDA

Mr. Blair Craven 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 Regular Business Meeting *[Monday, December 11, 2023 4:00 p.m., (Closed Session at 3:00 p.m.) (Boardroom)]*
- B. Minutes
 1. October 9, 2023 *(Regular Business Meeting)*
- C. Personnel *(as presented in closed session)*

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

Mr. Jay Egolf moved that the Consent Agenda be approved as presented. Mrs. Stacey Caskey seconded the motion. (*Unanimously approved.*)

OLD BUSINESS

A. Low Performing Schools – (*Mr. Mark R. Garrett, Superintendent*)

Superintendent Mark R. Garrett provided an update to the *designated* low performing schools plan.

- Apple Valley Middle School
 - D, Met
- Dana Elementary School
 - D, Not Met
- Edneyville Elementary School
 - D, Not Met
- Flat Rock Middle School
 - D, Met
- Hillandale Elementary School
 - D, Not Met
- Upward Elementary School
 - D, Met

Step 1: Superintendent must recommend status of school principals- School board approved this recommendation

Step 2: School Improvement Plan- 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.

Step 3: Parental Notice of Low-performing School Status at the five schools

Step 4: Preliminary plan is shared with school board (Nov. 13)

Step 5: Final Approval at the December board meeting

No action was taken.

B. Discussion – Flex Calendar – (*Mr. Blair Craven, Chairman*)

Chairman Blair Craven and Superintendent Mark R. Garrett led a discussion on the FLEX calendar.

Leadership met with the HCPS Director of Transportation, Shelly Brown, to look at current bus routes that could extend into the Bruce Drysdale zone. They are actively looking at the costs of extending the bus routes to take students who wish to opt-into the traditional calendar to nearby elementary schools that have capacity. Currently, this is not a final recommendation as it is still in the planning process. No action was taken.

NEW BUSINESS

A. Approval – School Improvement Plans – (*Dr. Shannon Marlowe, Assistant Superintendent*)

Assistant Superintendent Dr. Shannon Marlowe presented the School Improvement Plans to the Board for approval. Henderson County houses school improvement plans within the NCSTAR/IndiStar platform. This platform is provided by the North Carolina Department of Public Instruction (NCDPI) at no-cost to districts. Each School Improvement Team has assessed the required Key Indicators of NCSTAR, selected targeted goals for improvement, and mapped a plan for assessing and monitoring the school's progress. Board members may access and review School Improvement Plans online using information in the attached guiding document or as PDFs in the link provided. When approved by the Board, guest access for all school plans will be posted on school websites. Updates to information

are added after each School Improvement meeting. Mr. Rober Bridges moved that the Henderson County Board of Public Education approve the 2023-24 School Improvement plans as presented. Mr. Jay Egolf seconded the motion. *(Unanimously approved)*

B. Approval – Initial Budget – *(Mr. Bernie Sochia, Chief Finance Officer)*

Chief Finance Officer Mr. Bernie Sochia presented the 2023-24 Henderson County Public Schools' 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 2023-24 Preliminary Budget previously approved with adjustments made to reflect legislative and budgetary changes made from the State. 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 and Board approved changes.

Dr. Kathy Revis moved that the Henderson County Board of Public Education approve the Initial Budget Resolution for the fiscal year ending June 30, 2024. Mrs. Shelia Dale seconded the motion. *(Unanimously approved)*

C. Approval – ESSER III Projects – *(Mr. Bernie Sochia, Chief Finance Officer)*

Chief Finance Officer Mr. Sochia presented the ESSER III funded projects for approval. Mr. Sochia stated that DPI has approved the budget application, pending Board approval, for the following:

Mechanic Saturday Pay and Mechanic Signing Bonus (\$8,000): As a result of the pandemic, there is a shortage of mechanics to maintain and repair the 111 yellow buses and the 27 activity buses in our fleet. This staffing shortage makes it difficult to complete the required inspections, maintenance, and repairs during the regular work week. As a result of this shortage, incentive pay of an additional \$10 per hour will be offered for transportation staff to work Saturdays in order to continue providing consistent transportation to our students. Incentive pay will cease within a month of transportation being fully staffed. As a result of the pandemic, there is a shortage of mechanics to maintain and repair the 111 yellow buses and the 27 activity buses in our fleet. This staffing shortage makes it difficult to complete the required inspections, maintenance, and repairs during the regular work week. As a result of this shortage, HCPS will offer a \$1,500 signing bonus for any new mechanic hired who has not been employed with HCPS in the same role within the last six months.

HVAC in three HS Gyms (\$2,257,557): In an effort to improve air filtration, allow for more air exchange and prevent virus transmission in gyms where opening doors/windows to the outside is not possible, we will install HVAC systems in three of our high school gyms.

HVLS Fans (\$97,500): In an effort to reduce the spread of germs, we seek to improve air flow and reduce humidity in our school gyms, by installing 12 high volume, low speed (HVLS) ceiling fans in school gyms that do not currently have a fan or HVAC system.

Elementary Reading Program (\$850,000): We have continued to see our elementary students missing the most basic foundational reading skills. Knowing that ESSER funds may be used to support comprehensive State and local literacy programs that are needed due to Covid-19 pandemic (e.g. to address loss of literacy skills as a result of pandemic), we have continued to support through other funds our phonics Letterland program and our teacher professional learning of LETRS. In an effort to broaden the impact of these endeavors, we will address learning loss through evidence-based strategies through a purchased literacy/reading program, as well as the related training expenses.

eSports Club start-up costs at five high schools (\$170,000): To encourage the re-engagement of a unique population of students, we seek to use funds to support broader activities that re-engage disconnected youth and to expand sports programming so more students can participate by initiating an eSports Club at each of our five high schools.

Mr. Blair Craven moved to approve the final ESSER III projects as presented. Dr. Kathy Revis seconded the motion. *(Unanimously approved)*

- D. Approval – Contracts/Purchases in Excess of \$90,000 – *(Mr. Bernie Sochia, Chief Finance Officer)*
Chief Finance Officer Bernie Sochia presented the contracts/purchases in excess of \$90,000 for approval. Pursuant to board policies 6420, Contracts with the Board, and 6430, Purchasing Requirements for Equipment, Materials, and Supplies, any purchases or contracts in excess of \$90,000 must be approved by the Board. The vendor Crossnore Communities for Children is presented for approval of the contract. Crossnore Communities for Children provides mental health services. Mr. Blair Craven recused himself from voting on this motion, due to his spouse being named as a reference on the contract. Mrs. Stacey Caskey moved that the Henderson County Board of Public Education approve execution of a contract with the listed vendor as presented. Mrs. Shelia Dale seconded the motion. *(Unanimously approved)*

BOARD/SUPERINTENDENT'S REPORT

- A. CAPITAL UPDATE – *(Mr. Carl Taylor, Chief Administrative Officer)*
Chief Administrative Officer Carl Taylor provided the board with status updates on the construction and facility projects currently underway or planned in the near future:
- **HCPS Projects**
 - HVAC Unit Replacement- Bruce Drysdale Office- Completed
 - Replace Intercom & Classroom Phones- Fletcher- Completed
 - Perimeter Fence- East Henderson- Completed
 - Playground Upgrades- Elementary Schools- In Progress
 - **Elementary Playgrounds:**
 - Equipment Delivery Completed (13 out of 13 schools)
 - Equipment Installation In Progress (4 out of 13 schools)
 - Completed (7 out of 13 schools)
 - BDS, ETO, FLE, HES, HIL, MRS, UPW
 - **2023-2024 MRTS:**
 - HVAC Replacement- Atkinson- Engineering Phase
 - Roof Replacement FRMS, NHHS, WHHS Bid- Awarded (Bonitz, Inc)
 - Gutter/Downspout Replacement- EHHS, FLE, HMS Bid- Awarded (Bonitz, Inc)
 - Secure Entry & Cafeteria Expansion- Upward Elementary Secure Entry - Under Construction Cafeteria - Construction Documents Phase
 - New Front Office & Building Connection- West Henderson- Pre-Bid Meeting (Trades) - November 9, 2023

No action taken.

- B. FINANCIAL STATEMENTS – *(Mr. Bernie Sochia, Chief Finance Officer)*
Mr. Bernie Sochia presented the Board with the results of operations of the Local Current Expense and Other Restricted Funds for the 2023-24 fiscal year as of October 31, 2023: Revenues received totaled \$14,017,867 and expenditures made totaled \$9,942,691. Increases from last year are for charter schools, system-wide support services and salaries. Results of operations of the Enterprise Fund for the 2023-24 fiscal year as of September 30, 2023: a. Revenues for the Child Nutrition program totaled \$1,521,904 and expenditures totaled \$1,725,849. This \$203,945 deficit is the result of increased payroll and food costs while participating in the CEP program. Revenues for the Child Care program totaled \$227,130 and expenditures made totaled \$1,583,151. This deficit is primarily from \$106,565 in bonus payments and \$1,202,555 towards the playground upgrades. Both of these were funded through the Child Care Stabilization Grant received in previous years.

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

Superintendent Mark Garrett presented the following information and important dates to the board: Winter Weather Procedures and Reminders; November: Veterans' History Appreciation Month in North Carolina; November 16: Superintendent Teacher Advisory Council meeting, 3:30 p.m.; November 17: Substitute Educators' Day; November 22-24: No School; Thanksgiving Break for All Students and Staff; November 30: Superintendent Parent Teacher Advisory Council meeting, 5:30 p.m.; December 2: National Special Education Day; December 2: Hendersonville Christmas Parade, 6:00pm; December 6: HCBPE School Tours, 10:00 a.m. at Clear Creek Elementary, Hendersonville Middle School, Glenn Marlow Elementary; December 11: HCBPE Regular Business Meeting, 4:00 pm; Closed Session, 3:00 pm. No action was taken.

ADJOURNMENT

There being no further business, Dr. Kathy Revis moved that the meeting be adjourned. Seconded by Mr. Jay Egolf seconded the motion. *(Unanimously approved at 6:26 p.m.)*

Minutes approved: December 11, 2023