

**Henderson County Board of Public Education**  
**MINUTES**  
November 8, 2021

The Henderson County Board of Public Education held a regularly scheduled meeting on Monday, November 8, 2021, beginning at 4:00 pm, at 414 4<sup>th</sup> Avenue West, Hendersonville, NC.

The Board received public comment via email prior to the meeting and during open session. All Public Comment emails were shared with each board member prior to the meeting and then posted to the HCPS website for public access on November 9, 2021. The meeting was accessible to the public via a livestream link at <http://hcpsnc.org/live>.

Board Members Present:	Mr. Blair Craven, Chairperson; Mrs. Amy Lynn Holt, Vice Chairperson; Mr. Robert Bridges; Ms. Dot Case; Mrs. Stacey Caskey; Mr. Jay Egolf and Dr. Kathy Revis.
Administrative Staff Present:	Dr. John Bryant, Superintendent; Dr. Wendy Frye, Assistant Superintendent for Curriculum & Instruction; Mr. Scott Rhodes, Assistant Superintendent for Human Resources; Mr. Carl Taylor, Chief Administrative Officer; Mr. Rick Fender, Chief Technology Officer; and Mr. Bernie Sochia, Chief Finance Officer
Attorney Present:	Mrs. Cynthia Lopez
Board Clerk:	Mrs. Stephanie Alfrey

**CALL TO ORDER**

Mr. Blair Craven called the meeting to order at approximately 4:00 pm. He requested a moment of silence to honor Mrs. Tina Gordon. Mrs. Gordon was a bus driver who passed away last week. Mr. Craven 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 Mrs. Stacey Caskey. *(Unanimously approved.)*

**PROGRAM HIGHLIGHT – Historic Johnson Farm Update – *(Mrs. Mandy Gibson, Farm Manager)***

Superintendent John Bryant welcomed Historic Johnson Farm Manager Mandy Gibson. Dr. Bryant noted how important the partnership is between Henderson County Public Schools (HCPS) and Historic Johnson Farm. HCPS is fortunate to have Mrs. Gibson at the helm at Historic Johnson Farm. Mrs. Gibson spoke of the history of the Historic Johnson Farm and how Henderson County Public Schools came to own the property. Mrs. Gibson gave an update on the events that have happened at Historic Johnson Farm over the last two years. The school closures of March 2020 started virtual programs. Since March 2020, Mrs. Gibson has done 40 Virtual Field Trips for over 865 students. The virtual programs have continued as another avenue for schools to attend the field trips and learn about the farm history. She recorded 15 YouTube programs. In place of festivals during the pandemic, Historic Johnson Farm has done drive through events. These events allow people to participate and show people that the Farm is still there. Junior Interpreters, which is the middle school volunteer club, helped with the drive through events. Time Traveler Baskets are another way the Historic Johnson Farm pivoted during the pandemic. They had 45 Summer baskets and 32 Winter baskets. The baskets were full of activities people could do from home. In December 2020, the Farm had 63 visitors on guided tours and 86 visitors on self-guided tours. Eight Junior Interpreters helped answer questions throughout the tour. During the Spring and Summer 2021, there were four-day long camps with 91 campers. Historic Johnson Farm was part of the HCPS Summer Learning field trips with a total of eleven field trips with 389 Students. Mrs. Gibson is working through the archives and continuing research on Historic Johnson Farm. She noted they have had five interns over the past year from UNC-Asheville and Furman University. A number of former summer boarders have visited and shared their stories of their time on the Farm. Farm School is a new hands-on learning program for homeschool students. Thirteen fall school field trips have been scheduled/done with seven of those schools being HCPS schools. Mrs. Gibson noted they are

gearing up for the Christmas Tours. They will have daytime tours in addition to candlelight tours available. Mrs. Gibson thanked the Board for all the support they provide to the Historic Johnson Farm.

#### BOARD CHAIR OBSERVATIONS

Mr. Blair Craven gave a shout out to the Hendersonville High School women's tennis team. The tennis team is three-time State winners. In honor of the HCPS employees who served in the military, Mr. Craven requested Superintendent John Bryant read the slides presented that recognize these men and women. Dr. Bryant read through the slides. He mentioned two years ago the employee's military years of service were included in the employee's years of service with HCPS.

#### BOARD OBSERVATIONS

Ms. Dot Case noted the West Henderson High School student, Caroline Maxon, who received a perfect score on the AP Research test. Ms. Maxon is a graduate of West Henderson High School and attends the University of North Carolina at Chapel Hill.

Mr. Jay Egolf spoke about how Dr. John Bryant being a substitute teacher one day inspired him to volunteer his time working with second grades one day a week. Mr. Egolf noted he can see why people teach.

Mrs. Stacey Caskey gave a shout out to our amazing bus drivers.

#### PUBLIC COMMENT

Mr. Blair Craven stated that 123 pre-submitted public comments were received for the November 8, 2021 meeting. All emails were shared with Board members prior to the meeting and will be posted to the Henderson County Board of Public Education website for public access after the meeting. The breakdown of topics received from the pre-submitted public comments are as follows: 61 in favor of the mask mandate; one regarding school calendar; one regarding fully funding for the Leandro Plan; 30 against mask mandates; 20 in favor of optional masks; five regarding Social Emotional Learning (SEL); three against COVID-19 vaccinations for children; and two for parent choice.

Mr. Craven noted with the number of people who signed to speak during public comments each person will have one minute per person in order to stay within the Board policy timeframe. Any HCPS student will be allowed the full three minutes to speak.

Public comment started at 4:20 pm and ended at 5:07 pm with 36 people signed up to speak. Two of the 36 were HCPS students. The breakdown of topics during public comment are as follows: seven in favor of mask mandate; seven against mask mandate; nine in favor of optional masks; one regarding issues with quarantines; three against Social Emotional Learning (SEL)/Critical Race Theory (CRT); one regarding Black History curriculum; one regarding diversity in education; two regarding parent rights; one yielded time to another speaker; one no show; and three regarding other topics.

#### CONSENT AGENDA

- A. Meeting Schedule
  - 1. HCBPE Regular Business Meeting *[Monday, December 13, 2021, 4:00 p.m., (Boardroom)]*
- B. Minutes
  - 1. October 12, 2021 *(Regular Business Meeting)*
- C. Personnel *(as presented in closed session)*
- D. Student Acceptances/Releases *(as presented in closed session)*
- E. Budget Amendment
- F. Old North State League MOU

Mr. Blair Craven called for a motion to approve the consent. Dr. Kathy Revis made a motion to approve the Consent Agenda. Mrs. Amy Lynn Holt seconded the motion. *(Unanimously approved.)*

#### OLD BUSINESS

None.

## NEW BUSINESS

### A. Approval – Current Face Covering Guidance and Policy – *(Dr. John M. Bryant, Superintendent)*

Superintendent John Bryant noted Board action is required on whether to maintain or amend the Board's current face covering policy as required by S.L. 2021-130. Currently, face coverings must be worn by all students ages 2 and up, all teachers, staff, and adult visitors when indoors at all school locations and all HCPS facilities, unless a legal exception applies. Per the Board's previous direction, a situationally specific exception now applies for grades K-3 during "direct and explicit phonics instruction." Face coverings are also required while traveling on buses or other group transportation settings. Dr. Bryant requested to present the Return to Learn Update from the Board/Superintendent's Reports prior to the Board voting on face covering guidance and policy. The agenda was modified without objection from the Board members. After Dr. Bryant presented the Return to Learn update, the Board members began the discussion regarding the current face covering guidance and policy.

Mr. Blair Craven noted all students in the high schools have been vaccine eligible for months. These students have had the opportunity to receive the COVID-19 vaccination if desired. Mr. Craven made a motion for face coverings to be optional in all high school settings, indoor sporting events, and the auxiliary facilities such as Central Office effective Monday, November 15. Mrs. Stacey Caskey seconded the motion. Roll Call vote: Bridges, yes; Case, yes; Holt, yes; Egolf, yes; Caskey, yes; Revis, yes; Craven, yes.

*(Passes 7 to 0)*

Mr. Craven shared 646 of 978 sixth graders are eleven years old. These sixth graders along with elementary school students are now eligible for the COVID-19 vaccination. However, these students have not had an opportunity be fully vaccinated at this time. Mr. Craven made the motion for face coverings to be optional in elementary and middle schools effective January 1, 2022 and remain mandatory until that date. Mrs. Stacey Caskey seconded the motion. The Board discussed the length of time for a child age five to eleven to be fully vaccinated, the quarantine guidelines from the Henderson County Department of Public Health that the school system legally must follow, and the current data trends around positive cases and resulting quarantines.

Roll Call vote: Bridges, no; Case, yes; Holt, no; Egolf, no; Caskey, yes; Revis, no; Craven, yes.

*(Fails 4 to 3)*

Mrs. Amy Lynn Holt made a motion for face coverings to be optional in elementary and middle schools beginning Monday, November 15. The motion applies to all environments for students, staff, and visitors. Mr. Robert Bridges seconded the motion. The Board discussed the current data trends and support for quarantined students.

Roll Call vote: Bridges, yes; Case, no; Holt, yes; Egolf, yes; Caskey, no; Revis, yes; Craven, no.

*(Passes 4 to 3)*

### B. Approval – Memorandum of Understanding: Historic Johnson Farm – *(Dr. John M. Bryant, Superintendent)*

Dr. John Bryant presented the updated Memorandum of Understanding (MOU) that details the ongoing commitments, expectations, and partnership between HCPS and Historic Johnson Farm. Information has been added since the last MOU to include clarification on responsibilities regarding the property such as insurance, custodial support, capital improvements, etc.

Mr. Jay Egolf moved that the Henderson County Board of Public Education approve the Memorandum of Understanding with Historic Johnson Farm. Mrs. Amy Lynn Holt seconded the motion. *(Unanimously approved.)*

### C. Approval – School Improvement Plans – *(Dr. Wendy Frye, Assistant Superintendent)*

Dr. Wendy Frye mentioned like many districts across the state, Henderson County has transitioned school improvement planning to the NCSTAR/IndiStar platform. This platform is provided by the North Carolina Department of Public Instruction (NCDPI) at no-cost to districts. Training sessions on the new planning tool were provided by Dr. Jeremy Gibbs, NCDPI Regional Case Manager. 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. Some notable themes throughout these plans include:

- Horizontal and vertical planning

- Intentional scheduling to create dedicated time for Professional Learning Communities
- Emphasis on High Yield Instructional Strategies
- Commitment to implementing with fidelity the Multi-Tiered System of Supports
- Collaboration around Common Formative Assessments
- Data driven decision making
- Increased outreach to parents
- Planned staff recognitions

When approved by the Board, guest access for all school plans will be posted on school websites. Dr. Frye noted that updates to information are added after each School Improvement meeting.

Mr. Robert Bridges moved that the Henderson County Board of Public Education approve SY 2021-22 School Improvement process and plans as presented. Ms. Dot Case seconded the motion. *(Unanimously approved.)*

Dr. Frye requested to present to the Board a new resource that Dr. Shannon Marlowe, our Director of Elementary Education, has released today. As our teachers work to provide students with explicit and systematic phonics instruction to build strong foundational literacy skills, Dr. Frye noted we are sharing an additional resource regarding articulation of phonemes for phonemic awareness and phonics instruction. This support is being provided in a Phoneme Articulation Library. This library of videos, created by Sabrina Pickle, HCPS Lead Speech-language Pathologist and Sarah Swanzy, Elementary Instructional Coach, are meant to be used to support instruction of these most basic but vital skills. They can be used by Teachers, Speech-language Pathologists, ESL teachers, EC teachers, and anyone helping to support student learning as children practice correct articulation of consonant and vowel phonemes. They can even be used with parents to assist children at home if linked inside a Google classroom for instructional support. Dr. Frye shared the video of the letter “h” for the Board to watch.

#### D. Approval – Contract – *(Mr. Bernie Sochia, Chief Finance Officer)*

Mr. Bernie Sochia noted that pursuant to board policy 6420, Contracts with the Board, any contract in excess of \$90,000 must be approved by the Board. Clarity Language Access, LLC and Dunlap Construction Co. are such contracts that require approval of execution. Mr. Sochia noted the contract with Clarity Language Access is bid to the fullest extent of what the school system would use in a fiscal year. The services with Clarity Language Access are on a case-by-case basis. The Dunlap Construction contract is for new auditorium seats at Apple Valley Middle School and North Henderson High School with an add alternate for the Central Office Boardroom.

Mr. Robert Bridges left the meeting at 6:16 pm.

Mrs. Amy Lyn Holt moved that the Henderson County Board of Public Education approve the attached contracts with the specified vendors. Dr. Kathy Revis seconded the motion. *(Passes 6 to 0)*

Mr. Robert Bridges returned to the meeting at 6:18 pm.

#### E. Discussion – Panorama Survey – *(Dr. John M. Bryant, Superintendent)*

Dr. Bryant presented details to the board regarding the misadministration of a student survey, which was communicated to families and staff on Tuesday, November 2. The intended purpose of the survey was to help HCPS know what percentage of students may need help with schoolwork, getting along with others, managing emotions, making good decisions, or improving their sense of belonging at school. However, two key issues had been identified in the survey administered to students in Grades 5 to 9: (1) the survey administered by third-party researcher Panorama was not the survey approved by HCPS district administrators (it included 15 questions that were not approved), and (2) some students who had been “opted out” of the survey by parent request had access to the survey instrument.

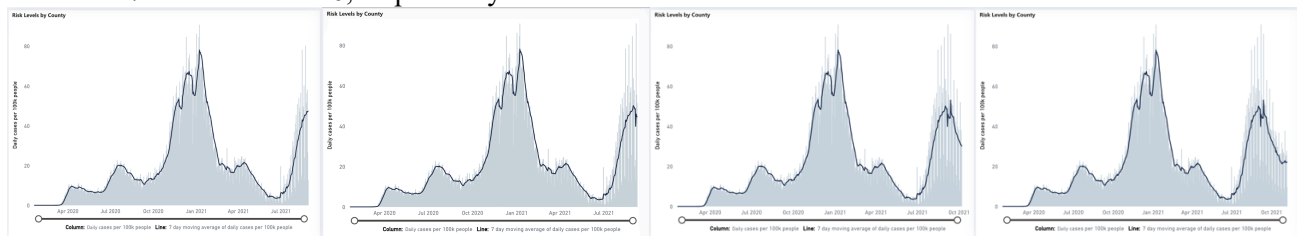
As a result, Dr. Bryant invalidated all the survey results and formally requested Panorama erase all student survey data and not archive. This hard erase of all data will be confirmed in writing from the vendor upon completion. Additionally, he shared that the district has formally separated from Panorama as a vendor. No public funds have been expended to Panorama. As shared with families Tuesday, Dr. Bryant acknowledged that these operational failures are unacceptable and do not represent the intent or spirit of the survey. Dr. Bryant responded to all parents who reached out to him with concerns and provided a copy of the survey to parents who requested it.

Dr. Bryant mentioned this situation has raised specific concerns with third party vendor contracts. In response to this concern, we want to be responsive and thorough when we are vetting any third-party vendor contracts. He noted other control measures that will be in place for any future surveys. The Board members were appreciative for the way Dr. Bryant and the district have taken responsibility and communicated to parents. The Board members agreed that these issues constituted a misadministration by our standards for testing ethics and directed district staff to identify additional internal control measures before any future surveys are approved for students.

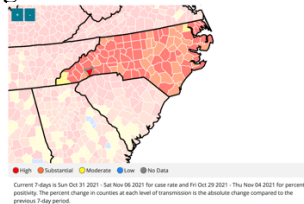
## BOARD / SUPERINTENDENT'S REPORTS

### A. RETURN TO LEARN UPDATE

Superintendent John Bryant shared the local health pandemic indicator numbers from the Harvard Global Health Institute. He reminded everyone that research data from the Harvard Global Health Institute (HGHI) indicates risk levels that are calculated based on daily cases per 100,000 people using a seven-day rolling average. As of November 7, 2021, the rolling average in Henderson County was 18.9/100,000 people. For some perspective, these four graphs show the seven-day rolling average as of August 29, September 9, October 7 and November 6, respectively.



NC DHHS previously provided the NCDHHS County Alert System Report. Beginning August 2, this alert system report has been discontinued. Beginning Aug. 6, 2021, NCDHHS transitioned to using the Centers for Disease Control and Prevention's COVID-19 Community Transmission Map to monitor COVID-19 activity in North Carolina counties. This map is updated daily and uses a combination of total cases per 100,000 population and percent positivity in the last 7 days to measure the level of community transmission in counties. As of Wednesday, November 4, Henderson County is in the high transmission area, which is a seven-day rolling average of 25.0 or higher.



Since August 2, 2021, the HCPS district dashboard for COVID-19 cases has been updated. The dashboard reflects individual school positivity case rates and cumulative case rates. The information is updated the business day after at 9 am. On Friday, October 22, 2021, daily alert call notifications for school affected cases ceased. The COVID-19 district dashboard will continue to be updated each business day. Additionally, the weekly quarantine numbers will be on the COVID-19 district dashboard each Monday. Districtwide notifications for clusters will continue as required by law. A cluster is five positive cases in a school community that are epidemiologically linked.

The expectations of the information parents can receive and from who they can receive the information are

HCPS will:

- Report school-affected positives on the COVID-19 District Dashboard each business day
- Partner with the Henderson County Department of Public Health for contract tracing
- Provide as transparent reporting as possible while still protecting confidentiality
- Temporarily close areas where the infected person spent time for extra cleaning
- Monitor symptoms of students and staff, as well as case counts
- Send student and staff home when they are ill
- Continue to teach and learn from home when under quarantine

- Continue to provide important health and safety information to families

Health Department will:

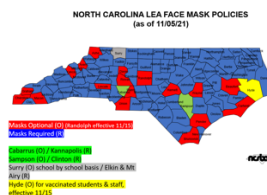
- Conduct contact tracing to identify potential exposure on campus based on proximity, time together, and lack of face covering
- Notify any person identified as a close contact, instruct them to self-quarantine, and provide further guidance on quarantine and testing

We will not:

- Provide personally identifiable information of an infected person
- Immediately close school for a positive case

Dr. Bryant detailed the current operations regarding face coverings. Face coverings must be worn by all students ages 2 and up, all teachers, staff, and adult visitors when indoors at all school locations and all HCPS facilities, unless a legal exception applies. Per the Board's October 12 direction, a situationally specific exception now applies for grades kindergarten to third during "direct and explicit phonics instruction." Face coverings are also required while traveling on buses or other group transportation settings. This guidance applies to all indoor HCPS locations and properties, except for those with legal exceptions already established by the NCDHHS StrongSchoolsNC Toolkit.

The map below shows the face covering requirement by LEA for face mask policies from information compiled by the NC School Board Association as November 5, 2021.



According to Senate Bill 654, local school districts are required to adopt a policy regarding the use of face coverings by employees and students for the 2021-22 school year. The governing body must vote at least once a month about whether or not a face covering policy should be modified. This legislation is why agenda item A under new business exists.

Dr. Bryant shared the StrongSchools NC Public Health Toolkit (K-12) was last updated on October 5, with verbiage and categorizations intended to provide school leaders with greater flexibility in implementing layered prevention strategies based on current COVID-19 trends and updated CDC guidance. Most notably, each section of the Toolkit has been organized into categories that prioritize implementation of the strategies that have been shown to be most effective in lowering the risk of COVID-19 exposure and spread in school sessions and school activities: strategies that "SHOULD" be implemented by all schools, and strategies that school leaders "COULD" consider adopting.

The summary of the major updates to the Toolkit from the previous version:

- Each section of the Toolkit has been organized into categories that prioritize implementation of the strategies that have been shown to be most effective in lowering the risk of COVID-19 exposure and spread in school sessions and school activities.
- Strategies that SHOULD be implemented by all schools. These are strategies that, if not implemented, create conditions of high risk for COVID-19 exposure and spread. NCDHHS strongly advises that school leaders adopt all the strategies in the SHOULD sections.
- Strategies that school leaders COULD CONSIDER adopting. These are strategies to provide additional layers of prevention and that, if implemented, will further reduce the risk of COVID-19 exposure and spread.

From the StrongSchools NC Public Health Toolkit, Operational Flexibility and Planning for Different Scenarios are as follows:

"The Toolkit has been updated to provide school leaders with greater flexibility in implementing the layered prevention strategies based on current COVID-19 trends and updated CDC guidance. School leaders should continue to consult with local public health officials for input on community transmission and vaccine uptake to make local decisions. School leaders should continue to maintain plans for different potential scenarios depending on what restrictions are deemed necessary by state or local public health leaders at any time in the school year to control the spread of the disease. Strategies that SHOULD be implemented by all schools.

These are strategies that, if not implemented, create conditions of high risk for COVID-19 exposure and spread. NCDHHS strongly advises that school leaders adopt all the strategies in the SHOULD sections.” According to the StrongSchools NC Public Health Toolkit, quarantine is required for an individual who has been a close contact (within 6 feet for at least 15 minutes cumulatively over a 24-hour period) of someone who is determined positive with COVID-19 either through testing or symptom consistent diagnosis, with the following three exceptions:

- Individuals who are fully vaccinated and do not have symptoms do NOT need to quarantine after a close contact. Individual should get tested 3-5 days after exposure and wear a mask around others until receiving a negative test result.
- People who have tested positive for COVID-19 within the past 3 months and recovered and do not have symptoms do NOT have to quarantine.
- Students who are not fully vaccinated after a close contact in a classroom or other school setting if masks were being worn appropriately and consistently by both the person with COVID-19 and the potentially exposed person do NOT need to quarantine.

Dr. Bryant shared the resulting quarantine impacts. For the week of November 1 to November 5, HCPS had 15 school-affected positive case totals, which resulted in 18 quarantines.

The Board meeting resumed with item A under new business.

After item A under new business was complete, the Board asked Dr. Bryant to finish the Return to Learn presentation.

Dr. Bryant discussed that throughout the pandemic, HCPS has not required teachers and staff to report vaccination status, nor required teachers and staff who are unvaccinated (or who do not disclose their vaccine status) to participate in screening/testing programs. However, this is likely to change due to recently announced federal standards and state mandates that are still pending. On Thursday, the U.S. Department of Labor announced a new Occupational Safety and Health Administration (OSHA) Emergency Temporary Standard (ETS), which applies to employers with 100 or more employees in states that have OSHA State Plans. The ETS requires these employers to develop, implement and enforce a mandatory COVID-19 vaccination policy for employees, or otherwise adopt a policy requiring employees to choose to be vaccinated or undergo regular COVID-19 testing and wear face coverings at work. North Carolina is one of the 26 states with an OSHA-approved plan, which means the state must adopt a vaccination/testing requirement that is “as effective” as the federal ETS. By November 20, the North Carolina Department of Labor must announce whether it intends to adopt, not adopt, or adopt with modifications a similar standard in its own State OSHA-approved plan, and then the State has until December 5 to enact its own standard. At this time, the State has not released any details about what North Carolina’s standard will look like, or if it will be identical to the federal ETS. District officials are monitoring State OSHA updates and will issue appropriate guidance and information to staff when North Carolina issues its own COVID-19 vaccination standard.

Dr. John Bryant shared that as of this week, the Henderson County Department of Public Health is taking appointments for COVID-19 vaccinations for children ages five to eleven. The health department’s vaccine clinic is taking place Tuesdays and Thursdays at the Blue Ridge Mall. Dr. Bryant reiterated that these vaccines for children ages five to eleven require parental consent, and are not being administered by school nurses in HCPS schools or at any vaccine clinics on school campuses.

Dr. Bryant noted the following summary thoughts:

- Plans will continue to be fluid models and contingent on local health data.
- We will continue to work in close coordination with the Henderson County Department of Public Health and local partner agencies.
- We will respond to questions, concerns, and updated direction from NCDPI, NCDHHS, and other state governing bodies.
- We will continue meeting the instructional obligation to all students every day.

The Board discussed the possibility of a virtual learning option for students as well as options to assist quarantined students.

## B. CONSTRUCTION UPDATE

Mr. Carl Taylor provided the School Board with status updates on the construction and facility projects currently underway or planned in the near future. Hendersonville High School Stillwell work on the interior

continues. The ramp has been constructed that will connect the Stillwell building and the new building. Mr. Taylor provided the fun fact that there are approximately 191 windows in the Stillwell building. The drainage work in the basement is being completed due to water issues that require a drain pipe. Mr. Craven wanted to verify that all design changes reside with this Board. Mr. Taylor confirmed that design changes would be the decision of this Board.

Mr. Taylor noted the Rugby Middle School project is 99% complete. Due to supply shortages, we are still waiting on additional receptionist desk components and three doors. The HCPS Warehouse work for additional warehouse space has been delayed due to material availability. The project is now scheduled to be completed in June 2022.

Scheduled to begin in Spring 2022, the secure entry renovation at Upward Elementary will be completed by Carolina Specialties Construction, and Tarheel Paving has been selected as the contractor for the paving projects at Apple Valley Middle (drop-off circle), Etowah Elementary (dumpster bin area), Hendersonville Elementary (rear parking lot), North Henderson High (main entrance and drop-off circle), and West Henderson High (front entrance). Global supply shortages will likely delay the start date of roof replacement projects planned for East and West Henderson high schools to March 2022.

The contract for replacing the auditorium seating at North Henderson High and Apple Valley Middle has been approved by the Board. Requests for proposals will be posted after January 1, 2022 for the auditorium sound and lighting system upgrades at East and West Henderson High Schools.

The renovations to replace the freezer serving HCPS Child Nutrition Services operations were scheduled to be completed by the end of this month, but delivery delays impacted the project. The anticipated date for the freezer to be restocked and in service is now November 17.

#### C. EQUITY UPDATE

Dr. Wendy Frye updated the Board on a potential grant collaboration with N.C. State University. The university invited HCPS' participation in a grant for cyber security education funding from the Office of Naval Research, with the goal of creating a workforce development program for students interested in cybersecurity. The proposed project aims to (1) to build the future talent pool of highly qualified cybersecurity professionals; (2) to create two scalable, transferable, and developmentally-appropriate workforce development models; one for high school students and one for middle school students; (3) to provide distance learning courses that expand participants' cybersecurity knowledge base and applied skill set; (4) to offer relevant career exploration and workforce readiness preparation; and (5) to provide structured support for prospective cybersecurity professionals who will enlarge and diversify future applicant pools. Dr. Frye shared this opportunity would be provided at no cost to our students should the grant be awarded to HCPS.

#### D. Child Care Services Update

Mr. Scott Rhodes shared the Child Care Update. He stated that the financial projections for October 2021 are: Revenues: \$112,609.00 and Expenses: \$67,797.41 with the FY Operational Profit/(Loss): \$49,463.59. Operational Grant Money from DHHS was received in the amount of \$108,000 in October 2021.

#### E. FINANCIAL STATEMENTS

Mr. Bernie Sochia presented the Financial Statements. The results of operations of the Local Current Expense and Other Restricted Funds for the 2021-22 fiscal year as of September 30, 2021 are as follows: Revenues received total \$12,511,067 and expenditures made total \$7,857,384. Much of this balance will provide the funds needed to pay the first half of the local supplement this month. Mr. Sochia noted we also still wait on a state budget to implement salary and benefit increases which historically have been made effective retroactively to July 1. Mr. Sochia announced that the decision to increase the local supplement for non-certified and certified staff by .25% would be effective for HCPS employees this month, in time for the November local supplement checks. This means that non-certified staff will now receive a local supplement of 6.5% (of annual salary) and certified staff will receive 8.75%, compared to 6.25% and 8.5% respectively. This supplement is paid in two equal installments to employees in November and June of each year. The results of operations of the Enterprise Fund for the 2021-22 fiscal year as of September 30, 2021 are as follows: The Child Care revenues to date total \$361,856, while expenditures of \$296,404 have been made.



This gives the program a positive balance of \$65,182. These amounts are through September 30, 2021 and does not include the totals that Mr. Scott Rhodes presented in the Child Care Service Update. The School Nutrition revenues received to date total \$1,609,013, while expenditures of \$1,955,039 have been made. This puts the program at a deficit of \$346,026. The deficit will be erased when the USDA reimbursement for meals served in September is received. The U.S. Department of Agriculture will continue reimbursing schools and childcare centers for free meals to all students regardless of their income through the 2021-22 school year. The Board discussed the need to increase awareness for parents to fill out the Free and Reduced Lunch Forms in the upcoming school year. This information affects funding received such as Title I funding.

#### F. GENERAL OPERATIONS

Dr. John Bryant mentioned the Veteran's Day celebrations that will be in the schools over the next few days to honor and recognize our Veterans. He shared the following dates with the Board: November 11 is Veterans Day for All Staff and Students; November 12 is an Optional Teacher Workday for All Staff and Students; November 24 - 26 is Thanksgiving Break for All Staff and Students; December 8 is HCBPE School Tours, 10:00am at Innovative High Schools, Hillandale Elementary, and Clear Creek Elementary; December 13 is HCBPE Regular Meeting, 4:00pm, Closed Session, 3:00pm, Boardroom; December 13 - 17 is Intersession for Flex Schools; and December 20 - 31 is Winter Break for All Staff and Students. Dr. Bryant mentioned the Celebration of Life for Mrs. Tina Gordon will be this Sunday from 2 pm to 5 pm. We continue to lift up her family during this time. Dr. Bryant stated the congratulations again to Caroline Maxon for her perfect AP score. Hendersonville High School SRO Joreeca Dinnall is one of three officers across the nation to win the national 2021 Axon RISE Officer award.

Dr. Bryant said in a month of gratitude there is no finer school system or place to serve even on our most challenging days. He applauds the Board for the work they do and choose to do. Thanked them for choosing to be here and do the hard work.

#### ADJOURNMENT

There being no further business, Mrs. Amy Lynn Holt moved that the meeting be adjourned. Seconded by Mrs. Stacey Caskey. *(Unanimously approved at 6:56 pm.)*

Minutes approved: December 13, 2021