

Henderson County Board of Public Education
MINUTES
May 10, 2021

The Henderson County Board of Public Education met in a regularly scheduled meeting on Monday, May 10, 2021, beginning at 4:00 pm, at 414 4th Avenue West, Hendersonville, NC.

Due to the COVID-19 Pandemic, the May 10, 2021 regular business meeting was held in accordance with approved safety thresholds for public gatherings established by local health officials and Governor Roy Cooper. Capacity for the public/staff to attend was capped at no more than 50 persons. Therefore, limited members of the public were allowed into the meeting room. 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 May 11, 2021. 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: John Bryant, Ed.D., Superintendent; Wendy Frye, Ed.D., Assistant Superintendent for Curriculum & Instruction; Scott Rhodes, Assistant Superintendent for Human Resources; Rick Fender, Chief Technology Officer; Bernie Sochia, Chief Finance Officer and Carl Taylor, Chief Administrative Officer.
Attorney Present: Cynthia Lopez
Board Clerks: Kathy R. Johnson and Stephanie Alfrey

CALL TO ORDER

Mr. Blair Craven called the meeting to order at approximately 4:11 pm and led all 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. Mrs. Amy Lynn Holt moved that the agenda be approved as presented. Seconded by Mr. Robert Bridges. *(Unanimously approved.)*

RECOGNITIONS

I. Student going into the military

The following students have chosen military service following graduation, and are appreciated for their decision to serve our country:

Henderson County Early College: Brenton Gillespie (U.S. Air Force),
Henderson County Career Academy: Nolan Kennedy (National Guard), Noah McCravey (National Guard), Thomas Crossman (U.S. Marines).

East Henderson High School: Deep Patel (U.S. Marine Corps) Destiny Sexton (U.S. Marines/ U.S. Air Force), Reanna Ward Chapman (U.S. Air Force), Bailey Whitehurst (U.S. Marine Corps), Grayson Kell (U.S. Air Force).
Hendersonville High School: John 'Jack' Ross (Citadel), Sebastian Silvers (U.S. Army), Remington Pearson (U.S. Army), Wiley Cochran (National Guard).

North Henderson High School: Lucas Barnwell (U.S. Marines), Maribel Canales (U.S. Air Force), Joshua Carter (U.S. Air Force), Logan Locklear (U.S. Army), Joseph Owen (U.S. Air Force), Jonathan Pisegna (Army National Guard), Tyler Riddle (U.S. Army), Sydney Swanner (U.S. Air Force), Chabon Tovar (U.S. Navy).
West Henderson High School: Jake Baker (U.S. Marines), Zachary Henby (U.S. Air Force), Lucas London (U.S. Air Force), Gabriel Sanders (U.S. Marines), Michael Sidorovic (U.S. Marines), Michael Rogers (U.S. Army).

Board members thanked the men and women.

II. Kathy Johnson

Dr. John Bryant spoke of honoring a woman who has given her heart, her soul and her service to education. Mrs. Kathy Johnson serves as the Executive Administrative Assistant to the Superintendent and the Board of Education. She is the glue that keeps everyone together and on the rails. She gets everyone where they need to be. Dr. Bryant noted that we lose someone very special when we lose someone who has spent 30 years in education. She represents the heartbeat of our school system. He presented Mrs. Johnson with a woven basket filled with Keurig k-cups and told her the Henderson County Public Schools family will be there celebrating with her one cup at a time. Mrs. Johnson wanted to thank Mr. Bo Caldwell and Dr. Bryant for the opportunity to be where she is now. Mr. Blair Craven thanked her for keeping him in line over the last three years and mentioned she will be desperately missed. Mr. Caldwell praised Mrs. Johnson for her ability to know what he needed before he knew he needed it. He thanked her for all she has done for the school system and him.

III. Steve Wyatt

Dr. John Bryant acknowledged that Mr. Steve Wyatt will be retiring from Henderson County as the County Manager. He thanked Mr. Steve Wyatt for his work with the school system over the last 15 years, for his support and continued investment in the children. Mr. Wyatt helped us to navigate so many different spaces from new school construction to investment and opportunities in our communities as well as helping us realize visions the School Board had for our school system during that time. Dr. Bryant spoke of how our relationship with Henderson County represents what it should look like for a school system and county to work together. Unfortunately, Mr. Wyatt was unable to attend the meeting. Dr. Bryant noted we have a crystal plaque that reads "In Recognition of Steve Wyatt with profound gratitude with 15 years of support, advocacy, and investment in the children of Henderson County." Former Superintendent Mr. David Jones thanked the School Board for all they do and what they do for our kids. Mr. Jones spoke of times during his years in Henderson County Public Schools that he able to work together with Mr. Wyatt and thanked him for what Mr. Wyatt has done for our community. Mr. Bo Caldwell wanted the record to reflect that for the first time in about 18 years he is not wearing a tie to a School Board meeting. He told of how Mr. Wyatt would always ask on the phone what have you done for your country today. He wishes Mr. Wyatt was in attendance so Mr. Wyatt could ask him that question one last time. His answer would have been I got to know Steve Wyatt. Mr. Wyatt is a person who truly cares about our country, our state, and the community we live in.

BOARD CHAIR OBSERVATIONS

Mr. Blair Craven noted he has no observations.

BOARD OBSERVATIONS

Mrs. Amy Lynn Holt mentioned the Board has received a lot of emails and public comments about removing masks from children. She inquired of Mrs. Cynthia Lopez if we are able to remove the masks from children in schools despite the Governor's current Executive Order. Mrs. Lopez said in her opinion we are bound by the NCDHHS guidelines that require children to wear masks in schools. Mr. Blair Craven noted we could lose funding if we went against the Governor. Mr. Egolf mentioned that we could possibly be liable if the school system goes against the Governor's Executive Order.

Ms. Dot Case mentioned two shoutouts. Maggie McDade, East Henderson High School teacher, is one of three NC finalists for the Presidential Awards for Excellence in Math and Science teaching. Mrs. Joni Allison, principal, and Mrs. Katy Gash, teacher, from Hendersonville Middle School are speaking at the annual NC conference for Educational Equity.

PUBLIC INPUT – 2021-2022 PROPOSED BUDGET

Mr. Blair Craven noted that we did not have any public comments for the 2021-2022 proposed budget.

PUBLIC COMMENT

Mr. Blair Craven stated that three pre-submitted public comment was received for the May 10, 2021 meeting. The email was shared with Board members prior to the meeting and will be posted to the Henderson County Board of Public Education website for public access on Tuesday, May 11, 2021.

Ms. Mary Beth Johnson addressed the Board regarding concerns over children being required to wear masks in schools.

Ms. Courtney McCall thanked the Board for their service to teachers and students. She spoke about her concerns that children are required to wear masks in schools.

CONSENT AGENDA

A. Meeting Schedule

1. HCBPE Regular Business Meeting [*Wednesday, June 30, 2021, 4:00 pm., (Closed Session at 3:00 pm.) (Boardroom)*]

B. Minutes

1. April 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. Resolution – National School Nurse Day

Mr. Blair Craven called for a motion to approve the consent agenda as presented. Mrs. Amy Lynn Holt made a motion to approve the Consent Agenda as presented in Closed Session. Mrs. Stacey Caskey seconded the motion. (*Unanimously approved.*) Board member read the resolution aloud for the record.

Mr. Craven noted the School Nurses have done an awesome job this year. Mrs. Kim Berry, Supervisor for School Nurses, mentioned how School nurses have been amazing. Dr. John Bryant spoke of how often our School Nurses had to deliver the worst news and they have done so with grace and resilience. He talked about how they come back day after day and we appreciate their work.

OLD BUSINESS

None.

NEW BUSINESS

A. Approval – (2021-2022) County Appropriation Request

Mr. Bernie Sochia, Chief Financial Officer, presented the 2021-22 Local Appropriation Request. The request is the summary of the Budget Workshops held in April 2021 and is presented for Board of Education approval.

After the Board approval, the request will be forwarded to the Henderson County Board of County Commissioners for consideration for funding of the Local Current Expense and Capital Outlay Funds.

Mrs. Amy Lynn Holt asked if the appropriation request includes the supplement increase for staff. Mr. Sochia said it includes the quarter percent increase. Once the state budget is approved, he will bring actual numbers to the Board. At that time, the final increase of a quarter or half percent will be determined. Mrs. Holt asked how it would work if the state doesn't approve a budget before the November supplement. Mr. Sochia said the school system can retro pay if needed. Mr. Craven asked when the supplement would show for employees. Mr. Sochia noted it would show in the November supplements.

Mrs. Amy Lynn Holt made a motion that the Henderson County Board of Public Education approve the 2021-2022 County Appropriation Request as presented. Mr. Jay Egolf seconded the motion. (*Unanimously Approved.*)

B. Approval – (2021-2022) Helping Hands Contract

Assistant Superintendent Dr. Wendy Frye stated that Henderson County Public Schools contracts with Helping Hands, a developmental day center, in order to fulfill our obligation under IDEA to provide a complete continuum of services for our preschool age students. Dr. Frye explained how Helping Hands typically serves HCPS preschool students whose IEPs require 2-3 hours of EC services a day in a setting that is balanced between EC and non-EC peers. This is different from our three HCPS preschool classrooms, which only serve EC students. We apply for Developmental Day Center grant funds from the State to cover the cost of sending a student to

Helping Hands at a cost of \$1004.10 per child per month and we then use those state funds we receive to pay Helping Hands. The contacted amount with Helping Hands is the same as the state grant amount of \$1004.10. Dr. Frye explained that our Board Policy 6420 states that any contract involving expenditures in excess of \$90,000 must be reviewed by the board attorney and approved in advance by the Board unless provided otherwise in board policy.

Ms. Dot Case asked how children not in school get an IEP. Dr. Frye noted she would find out the specifics of how that works. Dr. Kathy Revis said preschools will do development evaluations as well. Dr. Frye mentioned we currently have Helping Hands located at Sugarloaf Elementary and Edneyville Elementary with each school having two classrooms for Helping Hands. Mr. Blair Craven asked if other non-profits do some of the evaluations. Dr. Revis said the preschools will do the evaluations via contracts with the organizations. Mr. Robert Bridges made a motion that the Henderson County Board of Public Education approve the School Year 2021-22 Helping Hands Developmental Center contract as presented. Ms. Dot Case seconded the motion. *(Unanimously Approved.)*

C. Approval – Sole Source Vendor

Dr. Wendy Frye presented a sole source vendor request for approval. The Office of Budget and Management (OMB) issues Uniform Guidance (UG) Procurement Standards for local governments. All purchases of goods and services that exceed \$10,000 require issuing a bid solicitation using the UG “micro-purchase” procedures. One exception to these 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. Dr. Frye noted we are requesting Board approval for Voyager Sopris Learning which includes the LETRS program (Language Essentials for Teachers of Reading and Spelling). Voyager Sopris Learning and LETRS have been identified in House Bill 196 to be used for training of teachers to improve literacy and language development of students for early literacy skills. While the state will begin rolling out cohorts for this training beginning in Summer 2021, the training will begin with teachers. Dr. Frye spoke of how HCPS would like to begin this training early with targeted educators in our district, including Instructional Coaches and a select group of reading specialists and administrators who will help to plan the upcoming professional development and district roll out of this program. To effectively develop teacher support for this program, this group of educators will need to be trained prior to the district roll out. In addition, this will allow a subgroup of this team to be trained at a later date to become trainers in the program, providing additional support and sustainability in the district. We have requested and received NCDPI's approval and are prepared to purchase, pending Board approval.

Ms. Dot Case asked if the school system has had this program before. Dr. Frye acknowledge that we have not. She noted all teachers will be trained. The program will be phased in via cohorts. However, we do not anticipate that we will be in the first cohort to receive the training. Ms. Case asked who passed the program and did the program get funded from the state. Dr. Frye said the legislatures passed the program and we will receive funding when the program gets to our cohort. This Board approval is to enable us to get a jump start on the training and will allow for us to train the employees such as Instructional Coaches and Administrators who will be the trainers for our school district. Dr. Kathy Revis wanted to know if the program would blend nicely with our current literacy program. Dr. Frye mentioned that Dr. Shannon Marlow has acknowledged that it will blend well and will work with what is already in place.

Dr. Kathy Revis made a motion that the Henderson County Board of Public Education approve the Voyager Sopris Learning as a vendor under the sole source exemption guidelines as presented. Mrs. Amy Lynn Holt seconded the motion. *(Unanimously Approved.)*

D. Approval – Authorization to Submit Federal Program Applications – *(Dr. Wendy Frye)*
1. Title I, Part A – (PRC 050) 2. Title I, Part C – Migrant Education (PRC 051)

Dr. Wendy Frye stated on an annual basis, the School Board is asked to grant authorization to submit applications to receive Federal Title I, Part A, (PRC 050), McKinney-Vinto, Homeless Education (PRC 026), Title I, Part C,

Migrant Education (PRC 051), Title II, Part A, Supporting Effective Instruction (PRC 013), Title III, Part A (PRC 014 and 111) funds and Title IV, Part A, Student Support and Academic Enrichment Grants (PRC 108). She requested the Board grant authorization for staff to submit applications for the federal funds as outlined in the attached request.

Mrs. Stacey Caskey made a motion that the Henderson County Board of Public Education grant authorization for staff to submit applications for the federal funds as outlined in the request. Mrs. Amy Lynn Holt seconded the motion. *(Unanimously Approved.)*

E. Approval – (2021-2022) Inter-unit Student Transfer Agreements

Mr. Carl Taylor presented the agreements for inter-unit student transfers with Polk County – Saluda Section and Rutherford County – Bat Cave/Lake Lure Sections. The attached agreements between Henderson County Public Schools Board of Public Education and Polk County Board of Education and the Rutherford County Board of Education are the same as in previous years under which both parties have cooperated for years.

Mr. Blair Craven noted the reason we have these agreements is to acknowledge students who live in these areas do not have to pay tuition to attend Henderson County Public Schools.

Mr. Jay Egolf made a motion that the that the Henderson County Board of Public Education approve the Agreements for Inter-Unit Student Transfers (POLK COUNTY - SALUDA SECTION) and (RUTHERFORD COUNTY - BAT CAVE/LAKE LURE SECTIONS) as presented. Mr. Robert Bridges seconded the motion. *(Unanimously Approved.)*

F. Approval – School Board Appointed Blue Ridge Community College Trustees

Dr. John Bryant explained the members of the Blue Ridge Community College Board of Trustees are appointed for four-year terms by various government agencies to provide a balanced representation of the people served by the College. This Board provides oversight for the operation of the College and the administration of local and state policies and statutes. The Board is also responsible for the stewardship of the College's physical resources and property. Four members are appointed by the Governor, four members are appointed by Henderson County Commissioners, two members appointed by Transylvania County Commissioners, and four members appointed by Henderson County Board of Public Education. The current members appointed by the School Board are: Betty Gash (term expires June, 2021), Michael Pressley (term expires 2023), Steve Dozier (term expires 2023), and Cathy Childress (term expires 2021). Henderson County Public Schools requests to reappoint Betty Gash and Cathy Childress for another four-year term. Mr. Blair Craven noted these two are wonderful ladies and he is glad they accepted the nominations to be trustees for four more years.

Mrs. Amy Lynn Holt made a motion that the Henderson County Board of Public Education approve the request to reappoint Betty Gash and Cathy Childress to the Blue Ridge Community College Board of Trustees for a four-year term as presented. Mr. Jay Egolf seconded the motion. *(Unanimously Approved.)*

BOARD / SUPERINTENDENT'S REPORTS

RETURN TO LEARN UPDATE

Superintendent John M. 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 May 9, 2021 the rolling average in Henderson County was 11.7/100,000 people. Henderson County is in the Moderate/Light Yellow tier on the NC DHHS County Alert System Report.

Dr. Bryant stated that Senate Bill 220, *The Reopen Our Schools Act of 2021*, was passed on March 11, 2021. He presented the highlights for the board:

- Grades kindergarten through five. – Local boards of education shall provide in-person instruction under Plan A (Minimal Social Distancing) to all students enrolled in grades kindergarten through five.
- Grades six through 12. – 1. Local boards of education shall provide in-person instruction under either Plan A (Minimal Social Distancing), Plan B (Six Feet Social Distancing), or both, to all students enrolled in grades six through 12. The decision of which Plan to offer is solely within the discretion of the local board of education, except that a local board shall provide the option to participate in Plan A instruction, at the discretion of the student's parent or guardian, for the following students enrolled in that unit:
 1. Any student with an individualized education program, as defined in G.S. 115C 106.3(8).
 2. Any student with a section 504 (29 U.S.C. § 794) plan.
- Grades kindergarten through 12 remote option. - Local boards of education shall continue to provide remote instruction options for all students to elect to participate in, at the discretion of the parent or guardian.

Dr. Bryant stated Senate Bill 220 designates that Local boards of education that offer Plan A to students enrolled in grades six through 12 shall, before beginning Plan A instruction, notify the Department of Health and Human Services and describe the unit's plan for moving to Plan A. A local board which operates under Plan A shall partner with the ABC Science Collaborative of the School of Medicine at Duke University (ABC Collaborative) to allow the ABC Collaborative to collect and analyze data from those units for students in Plan A in grades six through 12. Dr. Bryant shared that the required paperwork has been submitted to the Department of Health and Human Services. He mentioned that as Mrs. Amy Lynn Holt spoke about in Board observations the conditions of operating under Plan A are that the school system follows the StrongSchoolsNC Public Health ToolKit. One of those conditions is a face covering be worn while indoors in our schools.

Dr. Bryant shared the percentage of students who chose Face-to-Face instruction versus Remote Learning Only service delivery across the system, as of May 5, 2021.

As of May 5, 2021

School	F2F %	RLO %
Atkinson Elementary	88%	12%
Bruce Drysdale Elementary	89%	11%
Clear Creek Elementary	88%	12%
Dana Elementary	88%	12%
Edneyville Elementary	92%	8%
Etowah Elementary	85%	15%
Fletcher Elementary	86%	14%
Hendersonville Elementary	95%	5%
Hillandale Elementary	86%	14%
Glenn C Marlow Elementary	87%	13%
Mills River Elementary	92%	8%
Sugarloaf Elementary	87%	13%
Upward Elementary	82%	18%
Apple Valley Middle	77%	23%
Flat Rock Middle	82%	18%
Hendersonville Middle	85%	15%
Rugby Middle	85%	15%
Henderson County Career Academy	82%	18%
East Henderson High	70%	30%
Hendersonville High	79%	21%
North Henderson High	69%	31%
West Henderson High	83%	17%
Henderson County Early College	48%	52%
Total	82%	18%

The StrongSchoolsNC Public Health Toolkit states that, ***Operational Flexibility and Planning for Different Scenarios:*** *Schools have flexibility in how they choose to operationally implement the public health requirements in this toolkit. Further, school leaders should continue to maintain plans for three different potential scenarios, depending on what restrictions are deemed necessary by state public health leaders at any time in the school year to control the spread of the disease.*

Dr. Bryant stated that the District Dashboard is still active. New school-affected cases are reported the business day after the positive case is confirmed, with updates at 9 a.m. Any school-affected clusters will be reported to the NCDHHS by the local health department and updated on the NCDHHS dashboard. HCPS will send cluster notifications to staff and families of all schools and to the community through all available communication channels.

Dr. Bryant shared the R2L Recommendation for May 10, 2021: *(no changes from the prior recommendation presented and approved at the March 12, 2021, Special Called Meeting.)*

- Continue Plan A for all elementary students [K-G5] for the remainder of the school year
- Continue Plan A for all middle/high students [G6 - G12] for the remainder of the school year
- Monitor community health trends and workforce stability
- Continue district communications to keep parents and families informed

Dr. Bryant reminded everyone that under Plan A, all students [G6-G12] will attend on a regular “bell schedule”; the live, remote instruction option remains; guidelines for attendance will stay the same; and students and families who affirmed their choice of face-to-face instruction or RLO enrollment will continue for the remainder of the school year.

Dr. Bryant added that we will continue to monitor community health trends and workforce stability, while providing continued district communications to keep parents and families informed. Dr. Bryant reiterated that all Return to Learn plans continue to be fluid models and are contingent on local health data and that we will continue to respond to questions, concerns, and updated direction from NCDPI, NCDHHS, and other state governing bodies. Dr. Bryant stated, we will continue meeting the instructional obligation to all students every day.

Dr. Bryant discussed the end of year activities. Executive Order 209 states

- 50% occupancy limit indoors and outdoors [gymnasiums, auditoriums, stadiums]
- Social distancing protocol, sanitation standards, other public health restrictions, and NCDHHS Guidance remain in effect
- A face covering is still required in all indoor settings
- A face covering is optional in all outdoor settings

Mr. Blair Craven noted the emails the School Board has received are regarding face coverings. He asked for parents to let us get through the next 14 days of school and we can address the concern for when students return to school in August. Mr. Jay Egolf asked if the School Board has sent any letters to the Governor regarding face coverings. Mr. Craven noted the last time the School Board was planning to send a letter to the Governor was regarding staff vaccinations. However, that letter was not needed due to the timeframe that educators were eligible for the vaccine. Mrs. Amy Lynn Holt noted she would be apprehensive with high school students taking their masks indoors because they tend to transmit COVID more than elementary school students. She mentioned her children do not complain about wearing a mask. Mr. Egolf noted the state says we have to wear masks indoors and the state funds the school system. Therefore, it is not the School Board’s decision to wear masks in the schools. Mrs. Stacey Caskey agrees. She noted that as they have done school tours there has not been any students being berated for not wearing their mask. Dr. Kathy Revis spoke of mask breaks students get during the school day as well as being able to take the masks off outside. Mr. Craven referenced the current Executive Order, which will be in effect during our high schools graduations that are prior to June 1 and will have fifty percent capacity. Dr. Bryant mentioned that as the guidance from the state changes it will inform the decisions that we make for our schools and that Summer School may look different depending on the guidance at that time.

Dr. Bryant noted that graduation for our high schools will be on Friday, May 28. We are planning on in person at all school sites. Additionally, he noted the public should know we are planning for in person activities for Kindergarten through 12th grade at every opportunity that we can do so.

Mr. Egolf asked about instructional service delivery regarding the percentage of Remote Learning Only increase in the upper grade levels and why that would be the case. Dr. Bryant said the students are more independent the older they are as well as some students preferring the remote learning environment. Some students learn better in a remote setting. Additionally, this environment has allowed for some students to be able to balance work and school by staying in the Remote Learning Only. The Early College is unique because they are participating in a blended high school and collegiate environment, which would account for the higher percentage at that school. Mr. Craven noted a lot of BRCC courses are still online.

CONSTRUCTION UPDATE

Mr. Carl Taylor, Chief Administrative Officer, presented the Construction Update for May 10, 2021. Mr. Taylor detailed the new timeline for the construction at Hendersonville High School. The project is due to be completed 11 months ahead of the original schedule. He noted the construction company is working diligently on the student entrance and the Pardue gymnasium as those two spaces will be used for the upcoming graduation. He discussed the original timeline and detailed the new timeline.

Original Timeline

Activity	Start	Completion
Early Site and Utility Work/Minimal Vocational Reno	June 14, 2019	August 23, 2019
Serving/Dining moves into Vocational	December 20, 2019	January 5, 2020
Phase 1 Entered – Band, Cafeteria and Site Demo (No Gyms)	January 2, 2020	
Phase 2 Entered - Gyms Closed	July 1, 2020	
Move into New Gym/Aux Gym	July 1, 2021	
Move into New Addition/Additional Vocational Reno	December 20, 2021	January 5, 2022
Auditorium Closed for Renovations	September 1, 2021	March 1, 2022
Stillwell Closed for Renovations	January 2, 2022	December 20, 2022
Move into New Stillwell	December 20, 2022	January 2, 2023
Demo Vocational/Complete Courtyard	January 2, 2023	August 15, 2023

New Timeline

May 22, 2021
August 13, 2021
February 2022
August 2022
August 2022
August 2022

Gyms [For Graduation Only]
New Building: 3.5 months ahead of original schedule
Stillwell Auditorium: 2 weeks ahead of original schedule
Stillwell Building: 4 months ahead of original schedule
Courtyard Site Work: 11 months ahead of original schedule
Project Complete: 11 months ahead of original schedule

The new facility will be completed at the start of the school year in August 2022. Dr. Revis asked what we attribute to the accelerated timeline. Mr. Taylor noted two contributing factors were not having students on campus all of the time during the pandemic and good weather. Mr. Blair Craven spoke of Vannoy requesting to move items up in the timeline when schools closed on March of 2020. The longer the school facilities were closed the more Vannoy was able to do ahead of schedule. Dr. John Bryant explained that there were a number of opportunities where Vannoy, Henderson County, and Henderson County Public Schools were able to be more strategic in how to proceed with the project. Due to the new timeline, Mr. Taylor mentioned the plans for Hendersonville High School facilities during the 2021-2022 school year that included the timeline for moving Stillwell and Vocational Buildings into storage as well as the 2021 summer plans. Mobile units will be used to accommodate for the loss of classrooms. Mr. Craven asked where the mobiles will be located. Mr. Taylor said they will be in the upper level of the parking lot and will be safe for students. Dr. Revis asked which classes will be in the mobiles. Mr. Taylor said Mr. Wilkins will determine who will be in the mobile units. These classes will be the core content classes and not the Career and Technical Education classes. He discussed the timeline and information for moving out of those classes. Mr. Robert Bridges asked who is doing the moving. Mr. Taylor noted it will be coordinated with our Maintenance department, Vannoy, and Henderson County to get the move done efficiently and quickly. Summer School for Hendersonville High School will be at Hendersonville Middle School.

Mr. Taylor noted the secure entry renovations at Rugby Middle School started on April 19, 2021 with a targeted completion date of August 14, 2021. He stated the roof replacement on the Central Office has been completed. The HVAC roof unit replacement at the Central Office started on May 5, 2021 and is completed. Mr. Craven asked for an update on Upward Elementary Schools secure entry renovations. Mr. Taylor said he did not have an update. He would have one at the next Board meeting.

EQUITY UPDATE

Assistant Superintendent, Dr. Wendy Frye, mentioned the previous equity updates to the Board reported various initiatives we've taken to promote diversity such as The Grow Our Own program. The program is one in which we will intentionally recruit students of color so that our staff will begin to mirror the diversity of our student population. Dr. Frye noted the recent budget workshop where the Board discussed equity and how it can be created to ensure that our students have equal access to all school activities whether they occur inside the school day or after. HCPS has sought to remove barriers to student involvement in curricular and co-curricular activities and continues to seek ways to increase student participation in both areas. Some intentional strategies that have been implemented with the goal of removing barriers include:

- Examining musical instrument inventory and planning a recurring budget line item to update and/or

purchase needed instruments.

- Waiving bus fees for student activities
- Covering certification and credential fees for students in CTE courses
- Providing glasses, dental work and shoes for students through the support of our generous community
- Spring Fund (Needy student fund) provided by our Education Foundation
- Inviting underrepresented groups to participate in our Education Foundation STEM Camp
- Paying for Spanish language support for parents to communicate with school personnel through our Dogwood grant
- Providing Chromebooks for every student
- Increasing student connectivity via Hotspots
- Being intentionally inclusive and ensuring access to advanced academic services as our AIG program was recently recognized as a Promising Practice for NC's Call to Action for Equity and Excellence

While we celebrate the removal of these barriers, we are by no means where we want to be and will continue striving to open doors for our students. Additionally, she'd like to mention a specific effort related to equity and that's a result of the Dialogues for Racial Justice that several of our teachers participated in last year. As a result of that, we will continue our work with Dr. Terry Roberts of the National Paideia Center who will offer a course for 30 HCPS teachers, counselors and administrators next year consisting of eight seminars to be spread across next school year. Dr. Frye shared that our very own Mrs. Joni Allison and Mrs. Katy Gash from Hendersonville Middle School have been invited to be Spotlight Presenters at the 2nd Annual NC Conference for Educational Equity hosted by The Friday Institute for Educational Innovation at North Carolina State University. The spotlight presentations are 30 minutes and feature the work of educators who promote equity in their everyday practices. We're so proud of our staff who continue to seek ways to provide equitable opportunities for our students.

Mr. Blair Craven asked for an update on the April Board Workshop discussion regarding equity in band for fifth grade students. Dr. Frye said she spoke with Steve Sigmon to get his feedback. She noted that he feels confident that we are sharing with fifth grade students the opportunities to participate in band even if their parent can't afford the cost of an instrument. She explained the message is communicated to parents in different venues and in different ways in our middle schools. We will continue to work to get the message out in other ways to inform parents of the opportunities for assistance. Dr. Frye mentioned that we can address it in the best way by making more school owned instrument options available and messaging that to parents. Mr. Craven asked for the Board to be informed if more assistance is needed to purchase more school owned instruments. He noted that all of our extracurricular activities have obstacles. He wants us to be intentional on how we are reaching children who need assistance. Mrs. Amy Lynn Holt suggested asking the students who are interested in participating and following up with those students after the meeting to see who is participating. If the student decided to no longer participate, the teacher can inquire as to why. This follow up would enable us to know where assistance may need to be offered. Dr. Kathy Revis mentioned she would like a way for parents who need assistance to not have to do so publicly. Mr. Craven suggested a way of reply to an email or clicking a button. Mrs. Stacey Caskey noted using the phrasing arts grant instead of assistance program may get more parents willing to reach out for the assistance. Ms. Dot Case asked if any of the instruments are going to the strings program. Dr. Frye said the list is for orchestra and band. She does not have a specific list for strings at this time and will need to do research on the strings. Mr. Jay Egolf mentioned he is glad the equity updates are part of the Board meetings. The fact that we are discussing these issues and trying to figure out ways to address the issue speaks to the greatness of this school system.

CHILD CARE SERVICES UPDATE

Assistant Superintendent, Scott Rhodes, shared the Child Care Update. He stated that the Financial Projections for May 2021 are: Revenues: \$71,770.00 and Expenses: \$55,970.53 with the FY Operational Profit/(Loss): \$15,799.47. Mr. Rhodes stated that we received \$54,014 in operational grant money from DHHS in April, 2021. Mr. Rhodes shared that he has received three Request for Qualifications (RFQ) showing interest in the Child Care Services Program. The three vendor presentations were on April 15, 2021. The three vendors were the YMCA of WNC, Right At School, and Champions. Based on the presentations, we have three viable options if the Child Care program does not prove to be financially viable in the future. Mr. Rhodes noted this year we only have one location for our Summer PLUS program at Fletcher Elementary School. We would open more sites if we have

more employees who wanted to work this program during the summer.

Mr. Blair Craven asked if we have seen a reduction in the number of students receiving the services after the Child Care program went to weekly rates. He noted the program has been in the black since moving to that procedure. Mr. Rhodes said no reduction in services. He commended the Board, Sonya Hall, and Stephanie Jones-Edney for parents having the flexibility to use the emergency child care. This service is for instances where space is available in the day a parent needs child care and can request a single day of child care under the emergency procedure process. Mr. Craven noted he is glad to see the increased revenue and that we are able to continue to offer this program without a loss of revenue.

Mr. Craven asked if the Summer PLUS program will be full days. Mr. Rhodes answered the program is for full days. Dr. Kathy Revis asked if bonuses could be offered to employees to work the Summer PLUS program like the ones being offered for the Summer Learning. Mr. Rhodes said we cannot use the Elementary and Secondary School Emergency Relief (ESSER) funds to provide bonuses to the employees of Summer PLUS because the program is not COVID related. Mrs. Amy Lynn Holt asked how a full-time custodian who already works the summer will get the bonus for working during Summer School. Mr. Rhodes detailed the employees who work Summer School will receive the hourly bonus in addition to their daily rate of pay. Ms. Dot Case asked about the sign-up process for Summer PLUS. Mr. Rhodes explained that our Child Care directors sent the sign-up information to the families that participate in the Child Care program during the school year. The Summer PLUS spots filled up within 17 minutes. Mr. Rhodes think there are approximately 70 to 80 children on the waitlist. In the past, we have opened more sites as staffing has been available. Since the staffing is all day, it can be difficult to have enough staff for multiple sites. Dr. Revis said she would like for us to find a way to compensate the child care workers as well. Dr. John Bryant noted that we can look at the funding. Mr. Craven wants to explore the bonus for Child Care workers now and not at the June meeting. He asked for \$500 sign on bonus and an increase of pay. Dr. Revis asked if the lack of staffing is due to money or people being burnout. Mr. Rhodes said according to the Child Care Directors a lot of people are worn out. However, money can be a motivating factor. Dr. Bryant asked with the Boards trust and direction the Leadership Team will come up with a supplemental pay structure that will be similar to the pay for Summer School. Mr. Rhodes noted per the Child Care Directors it takes ten or more to run one school site. Mr. Craven said he would be happy with offering a \$500 bonus. Dr. Revis noted she wants the Child Care workers to get a comparable pay to the Summer School program. Dr. Bryant mentioned non-certified people get \$10 an hourly bonus. Mr. Rhodes said they will come up with several ideas and share them with the Board with the next ten days. Ms. Case asked how much parents pay for the service. Mr. Rhodes did not have that total with him. Mr. Carven wants the \$54,000 grant to be spent on the bonuses in order to open another Child Care site for Summer PLUS. Mr. Rhodes acknowledges that we need to raise rates in order to increase the wages of our Child Care workers. The increase gives the ability to reinvest in the program. Mr. Craven asked for the net revenue needed in order to increase wages. Mr. Rhodes will look into the increase that is needed. Mr. Rhodes noted that we will work to find an incentive to be able to open an additional child care site.

HIGH SCHOOL GRADUATION EXERCISES

Dr. John Bryant mentioned the High School Graduations will be held on May 28. Each school's details are as follows: East Henderson High - Justus Field, 7:00pm, Hendersonville High - Pardue Gymnasium, 6:00pm, North Henderson High - Marlow Stadium, 6:00pm, West Henderson High - Johnson Field, 7:30pm, Henderson County Career Academy - Mud Creek Baptist Church, 5:30pm, Henderson County Early College - Mud Creek Baptist Church, 7:00pm. He noted the high school with outdoor event spaces have a rain date of May 29 at 11am if needed. These graduation exercises will be in person. Mrs. Amy Lynn Holt asked if masks have to be worn in an outside space. Dr. Bryant said masks are not required in the outside spaces but are still required in the indoor spaces.

FINANCIAL STATEMENTS

Mr. Bernie Sochia presented the Financial Statements as of April 30, 2021. He shared the results of operations of the Local Current Expense and Other Restricted Funds for the 2020-21 fiscal year as of April 30, 2021: Revenues received total \$30,496,982 and expenditures made total \$20,904,292. Mr. Sochia noted the final County appropriation for the year has been received, so we anticipate little more revenue for the year. Expenditures for

the month were up about \$200,000 as we have spent down some State allotments so funds will not be reverted. He also presented the results of operations of the Enterprise Fund for the 2020-21 fiscal year as of March 31, 2020: a. School Nutrition: Revenues total \$4,155,878 and expenditures total \$4,227,190. The change in school operations has both sides of the ledger much lower than normal. Sales revenue is down \$1,250,000 with USDA reimbursements increasing to cover about \$300,000 more even with food and supplies expenses being down \$900,000. b. Child Care: Revenues total \$685,071 and expenditures total \$695,841. The program has changed greatly in the last quarter with the return to normal school schedules for all grades and the continued receipt of Covid relief funds.

Mr. Blair Craven asked for clarification on the USDA expanding no cost for students to eat for another year and how it will impact the Enterprise Funds. Mr. Sochia said the second line where Sales Revenue is listed will be none existent next year. Mr. Craven asked about the second chance breakfast. Dr. John Bryant noted we are doing universal breakfast due to the USDA expanding the no cost. The second chance breakfast will be implemented again at a later date. Mr. Craven asked if we would spend more than we will be reimbursed. Mr. Sochia said now that everyone has the option to attend school in person that we are able to break even. He noted that Mr. Robert Rolfe has been able to keep cost down as we have transitioned to in person for all grade levels. Mr. Craven asked if this summer will cost more due to salary and benefits that will be paid. Mr. Sochia said the more kids we have participating in summer school will help to lower the cost. Ms. Dot Case asked which sites. Dr. Bryant noted that the Meals on the Bus will be running as well as Summer Feeding locations and running meal services for Summer School at all of our locations.

GENERAL OPERATIONS

Superintendent John M. Bryant mentioned the Teacher of the Year Luncheon and HCPS Retiree Dinner will be held at Jeter Mountain Farm on May 13. SGA will meet on May 12 at Jackson Park. Our SGA students have been a critical part in the powerful conversations that have been had with the STAC and SPAC. Due to Covid restrictions, each high school will hold their Tops Scholars Recognition May 20 at their individual schools. Board members will be invited to celebrate at the Top Scholars event. Dr. Kathy Revis offered to switch schools for Top Scholars Recognition with Mr. Jay Egolf in order that Mr. Egolf can attend his son's Top Scholars event. Dr. Bryant stated the last day for students will be May 28. Memorial Day will be a staff holiday on May 31. The next HCBPE regular business meeting will be on June 30. This regular business meeting is a change from previous years. Dr. Bryant noted to save the date for a Board Workshop in July to discuss ESSER III.

The Board discussed the calendar flexibility law that passed the NC House and what impact it would have on the 2021-2022 school calendars if it passes. Mr. Craven acknowledge the approved calendars are the calendars for the upcoming school year. Dr. Bryant noted we would communicate the school calendars will not change from the approved for the 2021-2022 school year. Mr. Jay Egolf requested we identify the people we need to speak with in order to get the calendar flexibility law passed.

Dr. Bryant spoke about the ESSER II grant that was submitted and approved. The grant is composed of three primary components that were discussed in the April Board Workshop. These components are the Summer School operational piece, the consideration for large capital investment that includes health and safety concerns across the school system, and the staff retention bonus to be paid in the Fall to all full time and part time employees. He noted the Board will have the ability to discuss these components before the staff retention bonuses are paid. The Board will be informed when the grant has been approved. Dr. Kathy Revis wants the decision about retention bonus to go out as soon as possible in order to be a true retention bonus. Mrs. Amy Lynn Holt asked for clarification the retention bonus is in the ESSER II budget. Dr. Bryant said the retention bonus is in the application and there is no intention to change it. Ms. Dot Case made a motion to vote on the retention bonus and to approve the funds, if approved, to be paid to the teachers and the support staff. Mrs. Cynthia Lopez noted that Dr. Bryant plans to provide information on the criteria for staff to receive the bonus if the application is approved. Dr. Bryant acknowledged that further clarification will be provided to the Board at the June 30 meeting. Ms. Case withdrew her motion.

Mr. Robert Bridges asked for permission to approach the podium. As a new School Board member, he wanted to thank Mr. Craven and the Board for getting us through the past few months. He is impressed with the administration of Henderson County Public Schools and their leadership. He thinks our general public and community need to be aware of the efforts the Board and the Administration has put in this school year. He applauds Dr. Bryant and his staff for getting us through this school year and the board for getting new board members acclimated to this situation.

Dr. Bryant stated it is his honor to serve as the Superintendent of Henderson County Schools.

ADJOURNMENT

There being no further business, Mr. Jay Egolf moved that the meeting be adjourned. Seconded by Mrs. Amy Lynn Holt. *(Unanimously approved at 6:31 pm.)*

Minutes approved: June 30, 2021