

Henderson County Board of Public Education

MINUTES

January 13, 2025

The Henderson County Board of Public Education held a meeting on Monday, January 13, 2025 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: Kathy Revis, Chairperson; Robert Bridges, Vice Chairperson; Beth Campbell; Blair Craven; Shelia Dale; Amy Holt; Alyssa Norman

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

Attorney Present: Cynthia Lopez

Board Clerk: Tawana Clayton

CALL TO ORDER

Chairperson Dr. Kathy Revis called the meeting to order at approximately 4:00 p.m. Dr. Revis requested everyone present to stand as the North Henderson High School JROTC presented the colors. Dr. Revis led those in attendance in the pledge of allegiance.

MOMENT OF SILENT REFLECTION

Dr. Kathy Revis asked those present to remain standing and take a moment of silent reflection.

AGENDA APPROVAL

Dr. Kathy Revis acknowledged receipt of the meeting agenda and asked for a motion to approve the agenda as presented. Mrs. Amy Lynn Holt made a motion to approve the agenda with an amendment to add a new business item: (B) Lunch Program Funding Discussion. Seconded by Mr. Blair Craven. (*Unanimously approved.*)

STAFF/STUDENT RECOGNITION

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

Aubrey Brinton (*Apple Valley Middle School*)

Audrey has been named the runner-up in the National Hispanic Heritage Essay Contest, hosted by the Optimum and Univision Foundation. This marks the third consecutive year that a Henderson County Public Schools student has been recognized as a finalist in this national competition. Teacher: Ms. Jennifer Summers

Karlie Scott (*East Henderson High School*)

Karlie Scott had the honor of being selected for Clemson University's High School Senior Day on Saturday, November 23rd. She was one of only 75 high school seniors invited to perform with the Tiger Band on the field for a game. Karlie spent the day rehearsing with the band, connecting with other musicians, performing in a pre-game concert, and marching to the stadium. Band Director: Ms. Anna Morris

WHHS Cheer Team

The West Henderson Varsity cheerleaders won the NCHSAA State Championship on December 7, 2024 in Raleigh. They not only won their division but were awarded the Tarheel Trophy, given out to the highest scoring team in the Gameday division out of over 60 teams. The team was also crowned Overall State Grand Champions, with the highest score in the entire state over all divisions. The Falcons beat out all 177 teams that competed with their impressive score of 98/100. The next highest score was a 95.8. Coaches: Bree Hodge, Kippan Mills, and Brandi Allen

Ms. Ashley Newcomer, Principal (*Sugarloaf Elementary School*)

Ms. Ashley Newcomer is a recipient of the prestigious Dogwood Award from the NC Department of Justice and Attorney General's Office. Sugarloaf Elementary's gym and cafeteria became a lifeline for Henderson County families after Hurricane Helene, transforming into a hub of community care. Thanks to the innovative leadership of Ms. Ashley Newcomer and her team, nearly 285 families from across the district received essential supplies, from clothes to cleaning products. Staff and volunteers worked long hours and fulfilled orders like a personalized storefront. For those unable to pick up, they even delivered supplies directly to homes. In the days leading up to the return of school, she welcomed Sugarloaf families into the school to shop for clothes and supplies in person.

Coach Marquintus Jones (*East Henderson High School*)

Coach Jones will serve as the U19 head boys basketball coach for the PhDHoopsUSA team at the 2025 United World Games—the largest youth tournament in Europe. Coach Jones and his team will be traveling to Italy and Austria this summer to compete for gold!

PROGRAM HIGHLIGHT

School Improvement Planning in Action – (*Dr. Shannon Marlowe, Assistant Superintendent, Joni Allison, Principal of Hendersonville Middle School, Heather Knapp, School Improvement Chair for Flat Rock Middle School*)

Dr. Shannon Marlowe, Assistant Superintendent, introduced Joni Allison, Principal of Hendersonville Middle School, and Heather Knapp, School Improvement Chair for Flat Rock Middle School, to present a program highlight titled School Improvement Planning in Action. Joni Allison presented on how to use Indistar/NCStar to determine goals and set the path to improvement. Heather Knapp presented how to use Indistar/NCStar to guide and monitor school improvement.

BOARD MEMBERS' OBSERVATIONS

Beth Campbell shared her appreciation for the snow pictures posted on social media, highlighting the joy of seeing students' smiling faces after three years of no snow.

Shelia Dale spoke about her wonderful tour of Dana Elementary, expressing how welcomed and at home she felt during her visit.

Dr. Kathy Revis reflected on her recent tour of Hendersonville Middle School, praising the vibrant arts classes and the high student participation in the arts. She also commended the school's well-maintained and beautiful facility.

PUBLIC COMMENTS

At 4:52 p.m. Dr. Kathy Revis opened the meeting for public comment. Seven people addressed the Board. Public comments ended at 5:15 p.m. No action was taken.

CONSENT AGENDA

Dr. Kathy Revis 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, February 10, 2025 4:00 p.m., (Closed Session at 3:00 pm)(Boardroom)*]

B. Minutes

1. December 9, 2024 (*Regular Business Meeting*)

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

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

E. Budget Amendment

Mr. Robert Bridges moved that the Consent Agenda be approved as presented. Mrs. Alyssa Norman seconded the motion. *(Unanimously approved.)*

OLD BUSINESS

A. 2024-2027 HCPS Strategic Plan Update – *(Mr. Mark Garrett, Superintendent, Dr. Shannon Marlowe, Assistant Superintendent)*


[District Strategic Plan 2024-2027 - English](#)

[District Strategic Plan 2024-2027 - Spanish](#)


Superintendent Mark Garrett and Assistant Superintendent Dr. Shannon Marlowe provided the board with updates on the district strategic plan. Dr. Marlowe shared each priority’s baseline and how the priority would be measured. Each priority’s data will be measured at different times throughout the year.

Priority One: Future-Ready Students

Goal: HCPS will graduate all students ready for their future. Subgoal: HCPS will be one of the top-rated school systems in North Carolina.



Strategic Plan
2024-2027

Priority One:
Future-Ready Students

Goal: Henderson County Public Schools (HCPS) will graduate all students ready for their future.

- Subgoal: HCPS will be one of the top-rated school systems in North Carolina.

100% of all schools will meet or exceed growth.

Number of schools meeting or exceeding growth based on accountability results			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
17			
- Subgoal: HCPS will be ranked in the top 5 school districts as evidenced by the North Carolina accountability results.

Overall school system rank in NC, based on accountability results.			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
30			
- Subgoal: HCPS will increase the graduation rate by 2% annually.


HCPS graduation rate each year.			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
92.8			
- Subgoal: HCPS will expand opportunities for school readiness for all PreK students by increasing collaborative professional development with community partners.

Number of collaborative professional development held each year.			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
0			
- Subgoal: HCPS will develop a comprehensive framework of aligned resources, programs, and supports to ensure student academic and mental health needs are met.

Completion progress of framework provided to schools.			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
In progress			

Priority Two: Future-Ready Professionals

Goal: HCPS will be the leading employer and educational institution in our region.

Priority Two:
Future-Ready Professionals

Goal: Henderson County Public Schools will be the leading employer and educational institution in our region. To achieve this, we are committed to enhancing our operational efficiency, bolstering staff retention, and fostering a positive work and learning environment.

- Subgoal: HCPS will improve the efficiency of hiring processes and ensure early job postings, as evidenced by filling 95% of open positions within 45 days of the job being posted.

Percentage of positions filled within 45 days of the job posting.			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
- Subgoal: HCPS will have a 90% teacher retention rate each year, as evidenced by the NCDPI teacher turnover report.

Annual teacher retention rate.			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
93.5%			
- Subgoal: HCPS will show at least a 2% increase in the North Carolina Teacher Working Conditions Survey (NCTWCS) under the section: "Overall, my school is a good place to work and learn."

Percentage each year of responses measuring "agree" or "strongly agree".			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
93.97%	Not administered by NC		Not administered by NC
- Subgoal: HCPS will create short- and long-term plans for teacher recruitment and retention.

Progress of short and long term plans based on a scale of "in development", "in progress", or "complete".			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027

Priority Three: Future-Ready Operations

Goal: HCPS students and employees will have access to facilities that are safe and conducive for working, teaching, and learning.

Priority Three: Future-Ready Operations

Goal: Henderson County Public Schools students and employees will have access to facilities that are safe and conducive for working, teaching, and learning.

- Subgoal: HCPS will develop comprehensive one- and ten-year plans for maintaining and upgrading all facilities and addressing district enrollment trends.

Evaluation of plan as "completed" or "updated", including date of measurement.			
	2024-2025	2025-2026	2026-2027
One Year Plan	Completed		
Ten Year Plan	In Progress		

- Subgoal: HCPS will have an overall transportation efficiency rating of 100%.

Annual transportation efficiency rating by the state of NC.			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
91.6%			

- Subgoal: HCPS will have secure card access at the main entrance and front office area at all campuses.

Number of school campuses with secure card access			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
13/23	/23	/23	/23

- Subgoal: HCPS will resolve facility work orders within a 14-day response time.

Average number of days to respond to work orders entered into the system.			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
14.27			

Priority Four: Future-Ready Community Relations & Partnerships

Goal: HCPS will leverage community partnerships to support student success.

Priority Four: Future-Ready Community Relations & Partnerships

Goal: Henderson County Public Schools will leverage community partnerships to support student success.

- Subgoal: HCPS will develop marketing and communication strategies to engage the community and position HCPS as a premier school district by increasing website traffic on HCPS "Newsroom" stories and social media sites by 5% each year.

Total visits of website traffic on HCPS "Newsroom" stories and social media sites each school year.			
Baseline 2023-2024	2024-2025	2025-2026	2026-2027
Website: 36,277 Social Media: 145,500			

- Subgoal: HCPS will engage families by creating a "Community Spotlight" section on the HCPS website to promote awareness of community opportunities and partnerships that support their child's education, with a goal of 1000 views per month.

Number of monthly views on the Community Spotlight story: Peachjar, Website, and Social Media.			
	Baseline 2024-2025	2025-2026	2026-2027
July	—		
August	—		
September	Blue Ridge CC Website views: 194 *Peachjar views: 20,481 *Social views: 5,800		
October	—		
November	—		
December	Mountain Roots Website views: 148 *Peachjar views: 9,689 *Social views: 3,700		
January	Health Department		
February			
March			
April			
May			
June			

*Peachjar is sent through email and social media is accessible through the website.

- Subgoal: HCPS will strengthen partnerships with employers and institutions of higher education to increase the number of students achieving post-secondary credentials by 2% each year.

Number of students achieving post-secondary credentials each year based on NCDPI reporting.				
	Baseline 2023-2024	2024-2025	2025-2026	2026-2027
Percentage of potential credentials	42.4%			
Number of students earning credentials	1130			

NEW BUSINESS

A. Approval – Contracts and Purchases in Excess of \$90,000 – *(Mr. Bernie Sochia, Chief Finance Officer)*

Chief Finance Officer Bernie Sochia presented a noncompetitive procurement with federal funds or purchase/contract in excess of \$90,000. The Office of Budget and Management (OMB) issues Uniform Guidance Procurement Standards (UG) for local governments that receive and expend federal financial assistance. All purchases of goods that exceed \$30,000 and services that exceed \$50,000.00 and will include federal funds, require issuing a bid solicitation using the Uniform Guidance ‘micro-purchase’ procedures. One exception to these new guidelines is for ‘noncompetitive procurement’ which means that the item is only available from a single source provider or that a specific item is necessary for continuity of equipment. Procurement under this exception requires annual local Board approval. A local HCPS committee reviews all potential sole source vendors using established NC DPI and UG guidelines. Additionally, 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.

Mr. Sochia presented for approval of purchase and contract, Haynes Technologies. Part of our improvement to school safety is an upgrade to access door control systems. The current project is to provide the upgrades to 11 schools as listed in the included documents. HCPS was awarded a State School Safety grant for this of \$200,000 from FY 24, and has applied for additional grant funds in FY25. Grant funds will be applied first, and any remaining amount will utilize funds already budgeted in local capital outlay for school safety. The following documents outline the bid process, with Haynes being the recommended low responsive bidder at \$301,262.33.

Mr. Blair Craven moved that the Henderson County Board of Public Education approve that staff proceed with entering into a contract with Haynes Technologies as presented. Mrs. Alyssa Norman seconded the motion.

B. Lunch Program Discussion – *(Board Members)*

Board member Amy Lynn Holt requested that a discussion on the lunch program be added to the agenda. Mrs. Holt led the discussion surrounding families that aren’t able to afford school lunch for their children. Mrs. Holt referenced data regarding the federal poverty level and the cost of living in Henderson County. After discussion, the board has asked leadership to gather additional information, such as the per-plate cost for lunches, to be presented at the upcoming budget workshop. The board agreed to continue this discussion and work toward developing a plan. No action was taken.

BOARD/SUPERINTENDENT’S REPORT

A. CALENDAR FOR 2025-2026 BUDGET DEVELOPMENT - Per Board Policy: 8100, Budget Planning and Adoption – *(Mr. Mark Garrett, Superintendent)*

Superintendent Mark Garrett provided the Board with the following dates for the 2025-2026 budget overview process.

January 17: Board of Commissioners Budget Workshop Presentation

February 10: Board of Education Budget Workshop 12:00

April 14: Board of Education Budget Workshop 12:00

May 12: Board of Education final approval of proposed budget

May 15: Deadline for budget submission to the Board of Commissioners (NC G.S. 115c-429)

No action taken.

B. 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
 - Flooring Replacement due to Helene - Atkinson - Completed
 - Bleacher Replacement - Aux Gym EHHS/WHHS - In Progress
- MRTS:
 - HVAC Replacement (Phase 1) - Atkinson - In Progress
 - New Front Office & Building Connection- West Henderson - In Progress

No action taken.

C. FINANCIAL STATEMENTS – *(Mr. Bernie Sochia, Chief Finance Officer)*

Chief Finance Officer Bernie Sochia presented the financial statements and results of operations of the Local Current Expense and Other Restricted Funds for the 2024-25 fiscal year as of December 31, 2024: Revenues received totaled \$22,854,145 and expenditures made totaled \$20,177,320. Half way through the fiscal year, expenditures are at 47.3% of current budgeted amounts. Results of the Capital Outlay Fund for the 2024-25 fiscal year as of December 31, 2024: Revenues totaling \$769,545 have been received, and expenditures totaling \$1,063,514 have been made. Second quarter expenditures centered around insurance claims. \$135,032 on the lighting strike at the North stadium, and \$453,056 at Atkinson following the storms. No action taken.

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

Superintendent Mark Garrett shared upcoming dates and events shared:

- January: School Board Appreciation Month
 - January 20: Martin Luther King Jr. Day Holiday; No school for students. Optional Teacher Workday for all calendars
 - January 23: Superintendent Teacher Advisory Council, Central Office, 3:30 p.m. Superintendent Parent Advisory Council, Central Office, 5:30 p.m.
 - January 26-February 1: National School Choice Week
 - February: National Black History Month; Love The Bus Month; Career and Technical Education Month
 - February 1: Kindergarten Registration opens for the 2025-2026 school year (Class of 2038)
 - February 3-7: National School Counseling Week
 - February 5: HCBPE School Tours, 10:00 a.m. at Edneyville Elementary, North Henderson High School, Hendersonville Elementary
 - February 10: HCBPE Regular Meeting, 4:00 p.m., Boardroom; Closed Session 3:00p.m. Conference Room 1A
- No action taken.

ADJOURNMENT

There being no further business, Mr. Blair Craven moved that the meeting be adjourned. Mrs. Alyssa Norman seconded the motion. *(Unanimously approved at 6:48 p.m.)*

Minutes approved: February 10, 2025