



1200 Toolebeck Rd
Aiken SC 29840
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HCA Board Meeting – 10.24.22- HCA Commons-6pm

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|---|---|
| Kevin Murray, Chair- Present | Caryn Butler, Member- Present |
| Phyllis Smith, Member - Present | |
| Michelle Bulmer, Vice Chair- Present | Dana Cook, Member |
| Ashley Pitts, Secretary- Present | Jared Chambliss, Member- Present |
| Chris Hagan, Member- Present | Audrey Decker, Member- Absent |

Meeting called to order Called to order at 0604

- Dr. Ann Marie Taylor (Invocation)
- Pledge of Allegiance (K. Murray)
- Ashley Pitts (Mission Statement): "Our mission is to create an innovative and challenging learning environment that teaches the whole learner through the pillars of connection, flexibility, and service".
- **Michelle made a motion to Amend agenda to add Monthly Fiscal review to Executive Director's Report, Kevin seconded, motion carried.**
- **Kevin made a motion to Amend agenda and to remove Powerschool disciplinary documentation process from Secretary's report, Michelle seconded, motion carried.**

Executive Session: Kevin made a Motion to remove executive session, first one, Michelle seconded, motion carried.

- ~~Contractual – Personnel and Employment Matters~~

HCA Celebrations:

- **Published Authors at HCA- Dr. Taylor spoke to the collective leadership article that was published on HCA. She spoke to the surveys that were sent out to Center of Teacher Quality Center to issue a survey to all the staff. Per the CLI survey that was sent out administration got 4/5 stars for supportive administration.**

Chair's Report:

- **Election of board officers for 2022-2023- Tyler Turner present for officer elections for new board members. Tyler explained that there are four offices that must be filled: President, Vice President, Secretary and Treasurer. Starting with the Board President(chair)-Michelle nominated Kevin Murray to remove the chair, Dana seconded her nomination- unanimous vote; Kevin nominated Michelle Bulmer for Vice President, nomination carried. Phyllis nominated that Ashley Pitts remain secretary, Chris seconded, nomination carried. Kevin nominated Jared Chambliss for treasurer, Dana seconded, nomination carried.**
- **Sports Fields Discussion- Committee Creation- Voting Item- Kevin spoke to that the fields could hold a baseball field and softball field. Need for \$10,000 up front to consult and design for the fields. So far this is the only company we have talked to, FitFields- Chris asked if this is the only company we talked to and Dr, Taylor said yes, but we would require an RFP to see if there are any other bids. Michelle motioned to approve to have a consultant through Fitfields to assess our land, Phyllis seconded, Michelle spoke to the current plan for the current land, Phyllis asked if the plan was to have this assessed and then come back to the board and approve the expenditures for building, Caryn asked what if he thinks this doesn't work, Dr. Taylor said that she doesn't think this will be an issue. Kevin asked if we vote tonight what happens**



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next, Dr. Taylor said that bids will be placed online to get RFP's. Kevin stated that we needed visit Limestone with our Athletic Director. Motion carried.

- Michelle made a motion to create an athletic creation committee, Kevin seconded, Michelle explained to the new board members that committees are volunteer based and would be in charge of reporting back to the board as things progress, Landon, our athletic director is excited about having a committee to help with this moving piece, committee members are: Michelle, Chris, Caryn and Kevin, motion carried.

Vice Chair's Report:

- Past Public Session Questions/Concerns Follow-Up Discussion- Michelle addressed past public sessions- amount of how many SpEd teachers we have on staff, by federal law we can not ask what conditions they have prior to acceptance at HCA. We have an exceptional high number of SpEd teachers because it is required due to the number of SpEd students present in the school. We currently have approximately 6 SpEd teachers on board and have approximately 11% IEP's in Elementary and 24% IEP's in HS. Michelle stated that we are doing an amazing job with the SpEd program. Discipline has come up in past meetings a lot, she can't elaborate too much but we have tighten up a good bit on policy and we have seen the waves in the ocean and hopefully things will smooth out in the next few years because HCA has raised the bar and we are not accepting any behaviors that you have seen in the past. We will continue to discuss this. Previous public sessions there have been questions regarding staff and staff members leaving- our board does not have anything to do with what our executive director does with her staff, we don't have anything to do with the culture and climate of staff and operations. Dr. Taylor did add a quick item regarding the grievance policy. For parent complaints the chain of command is Classroom teacher->Team Lead->Executive Director->Board President. For staff it starts with the direct reporting boss.
- Bullying/Behaviors & Student Grievance Procedures- Voting Item- Michelle spoke to how Tyler brought to us that we need to have a grievance policy and procedure in place to have an anonymous procedure for students to put them into writing. Michelle made a motion to accept the grievance policies, Kevin seconded, Dr. Taylor asked if they were what was sent to them previously for our review, Tyler stated yes they were, Dana asked if this is a form for a student that is being bullied they report on a form and submit for an anonymous submission, Dr. Taylor stated that they will probably be paper forms for elementary students and possibly QR code form for MS and HS students so they can easily accessible. Michelle summarized the policy and showed the form as well. Dana brought to the attention that scanning a code in the hallway would not be anonymous. Dr. Taylor stated that putting the QR codes in the bathroom stalls, Dana suggested having some way to ping them even if they don't fill out the form, a lot of parents do call the school regarding bullying issues, Michelle stated that there have been some discussion on other outlets regarding bullying, Dana said that she would hope that students are comfortable to come to any leader in the school, motion passed.
- SC Charter Alliance Information re: operations- Michelle stated that she has a couple of board items that we haven't had in the past. There have been a few situational items that have come up over the past month or so and we don't have the obvious answer but Michelle is working on getting the answers. She said she is happy to share the resources, happy to share answers when needed.

Committee Reports:

- Nonprofit Committee (Board v. Admin Volleyball Game, new chair/members)-voting item- Michelle has been the chair of the nonprofit committee for the past 3 years and would like to hand that over to someone so she can devote more time to the athletic committee. Michelle explained what the purpose of the



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nonprofit committee is. Sara Morris the person for inside the school, we need to a liaison for the board, Michelle was the only person on the committee so she was the chair by default. Phyllis asked what all it entails, Michelle said they meet regularly, discuss various needs and ways to raise funds for the school. Phyllis volunteered, Dana volunteered as well. New committee consists of Phyllis and Dana. Michelle made a motion to remove herself from the committee and add Dana/Phyllis to the committee, Kevin seconded, Motion carried. Michelle brought up doing a volleyball vs staff fundraisers. Game scheduled for November. Volleyball scheduled for November 18, 2022 at 600pm.

- Growth Committee (disassemble)- Voting Item- Michelle said that this committee was created when we were going through our growth, Michelle motioned to dissemble the growth committee because it is no longer needed, Chris seconded, motion carried.
- Charter Rewrite Committee (new members)- Voting Item- Michelle mentioned that we need new members to serve on the committee or are we comfortable with how it is now. Brandee updated the board on the progression of the charter rewrite, SC Charter Alliance and Limestone have given feedback on a document that they obtained, Susan and Brandee are suppose to meeting on November 4 to start a draft, charter is not due to be redone until 2024. Opened for new member volunteers- Caryn volunteered to serve on the committee. Current committee- Susan Groseclose, Caryn Butler and Dr. Greene. Michelle made a motion to accept new committee members, Chris seconded, motion carried.

Secretary's Report:

- Approval of last meetings minutes on 9/13 and 9/26- Ashley made a motion to approve the meeting minutes for 9/13 and 9/26, Chris seconded, motion carried.
- ~~PowerSchool disciplinary documentation process~~

Treasurer's Report:

Executive Director's Report:

- Discipline Overview and Discipline Policy Adjustment- Dr. Taylor asked us to continue to look at and discuss given autonomy for the discipline policy. Kevin spoke to the fact that we are going to be sending out a survey for the discipline policy to the village and staff and see if we need to make a change. Kevin stated to the fact that the board is divided on the discipline policy and as a board we are going to have a pulse check on the village and staff how they feel about the discipline policy. Dr. Taylor asked if Angel Malone will be part of creating the discipline policy. Audrey Decker wanted to take charge of the survey.
- Calendar (Limestone and state didn't improve 3 additional half days) – voting item- Board approved calendar last month and according to Limestone we had 3 too many half days on our calendar, so we had to remove the 3 half days. Kevin made a motion to accept new calendar, Phyllis seconded, motion carried.
- Phase 2 Front Playground - voting item- Sara Morris presented that previously the board approved doing the phase 1 of the front playground, spoke to how we have done a great job at maintaining our wooden structures, phase 1 was already voted on and we are contracted with Carolina Parks and Recreation. Sara presented the sensory aspect of the playground, idea is to not only serve capacity and inclusivity. Phase 2 would include getting rid of the wood structure and add in handicap accessibility, updated swings, WE swing, handicap inclusive swing, quotes for the phase 2 is approximately \$100,000. Playgrounds are a really big investment and a lifetime investing. Sara does not have a contract because she is waiting on a finalized contract with updated numbers. Ask is that we are wanting permission to move forward with phase 2. We have currently raised \$25,000 through fundraising. Dana asked how many they can house with the landscape? Sara said that it can currently hold 100 students- new playground 4K-1st. Scotty Voigt asked



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what type of ground coverage there would be? Sara began to answer and was promptly stopped due to no questions or comments from public during presentation is allowed. Michelle asked where did the money come from? Dr. Taylor stated that it was taken out of general funds. Michelle asked logistically if they would rotate elementary students so they can all enjoy it. Sara said that she would love to work with Cass to see if scheduling wise we can get students into the recess rotation. Cass spoke to the outdoor recess areas and how we schedule those activities such as gaga pit and tether ball. Dana asked if this is where the basketball courts are? Sara explained to where Dana the playground is. Jared made a motion to approve moving forward with phase 2, Dana seconded, Motion carried.

- Site Development for Fields – voting item-already previously discussed.
- Academic Wins and Report Card Data Presentation -Dr. Taylor presented the data analysis- nothing would be possible without the staff that are here at HCA. Dr. Greene said there were lots and lots of wins! ISL program should of cost 40,000 and she got it for 12000. Writing initiative has started and MS/HS are being trained on writing initiatives. Loom sent out about what it takes for a child to be a reader. Quality of our reading success has sky rocketed. They have made some major instructional improvements and have seen the results. Celebration learning walks based on SC 4.0 teaching standards. Board meeting paused prior to data being given due to 730 executive session scheduled.
- Professional Development Event – the “reinvent” Conference, voting item for national speaker- Spoke to the big event that HCA is wanting to put on in regard to the Master Classes as we did last year, however they would like to change it to a Teacher Conference with Ron Clark present. Heavy investment on the front end. Ron Clark is a super celebrity in the teacher world. Chris asked how much Ron Clark cost- Sara stated that he would cost \$26,500 for him to come to us. Kevin said that it is crazy to have him come speak for \$26,500. Decision needs to be made tonight for this to happen. Chris asked how confident she was in getting people to get to the event. Dr. Taylor said that her first year here she had over 300 teachers come to the first Master Class. Dr. Taylor said that if Limestone and the SC Charter Alliance was on board it could be a statewide event. Michelle asked if she didn't recoup the money it came out of the professional development funds what would happen, we would have to draw back on sending teachers to the events and rewrite the plan for teacher speaker payments. Michelle made a motion to approve the ReINVENT Conference, Jared seconded, Phyllis asked when it would take place- Friday evening through Sunday. Motion carried.
- Monthly Fiscal Report-Dr. Taylor handed out the Prestige document on fiscal update. There were some questions about the bond money, Carol and Dr. Taylor were confused about that. Ashley asked if what she was speaking to how the document in one drive we were in the black and then in the red. Carol called Prestige to explain to the board regarding the bond money. Once the bond is issued the money is placed in different bank accounts. What happens accounting wise, all the money that came in for the bond was counted as revenue in 2021. Whenever there is a payment we have to record it as a expense. This is just being recorded as expenses so that we can see the actual operating expenses. Money for the bond expenses is not coming out of the operating budget. Bond expenses are nonoperating expenses. Overall we are in the good by \$250,000.

Questions/Comments from Board Members:

- Proposal to change future board meeting day to Thursday nights- Jared Chambliss- Jared presented that we should move monthly board meetings to Thursdays instead of Tuesday nights. Jared to add to next meeting as a voting item.
- Survey- Audrey Decker- Kevin presented and we will place on next month's meeting agenda for voting item.



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- Follow up on carline and Susan Groseclose suggestions- Phyllis Smith- Kevin moved item to next meeting due to time constraints.

Public Comments/Questions:

- Alyssa White- not present-left before public comments were open
- Wade Voigt- Wade stated that he had a very good meeting with the behavior team recently and an email was sent stating that the meeting went well, however, an email was attached to the email from the administrator that they were not going to uphold request by Mr. Voigt to listen in on the conversation when son is being interrogated. Mr. Voigt spoke to the carline and getting a head count on high school students and using a separate carline for them. Mr. Voigt commended the board for not going through the purchase of the land next to HCA, trees need to be cleared on that land, sidewalks built and roads widened- commended the board on not purchasing the land. Mr. Voigt did not appreciate the decision of the administrator going over the appointed behavior team on the decision to speaking with son without him being aware and present, at least via by phone.
- Mrs. Angel Malone spoke on behalf of Limestone Charter Association. Mrs. Malone wanted to come tonight on behalf of National Principal's Month, commended Dr. Taylor on successes and her leadership- Angel presented Dr. Taylor with a present on behalf of Limestone.

Executive Session: Kevin made a motion to end public session at 728pm, Michelle seconded, public session paused. Kevin made a motion to begin executive session, Phyllis seconded, motion carried. Executive session started at 0730pm.

Michelle made a motion to end executive session, Jared seconded, motion carried. Executive session ended at 0906pm.

Kevin made a motion to go into public session, Phyllis seconded, motion carried.

Kevin made a motion to not uphold the expulsion decision, Jared seconded, Jared, Dana, Caryn and Kevin voted to overturn expulsion decision. Ashley made a motion to uphold the expulsion, Phyllis seconded- Ashley, Phyllis and Chris voted to expel student, Michelle Bulmer abstained from voting. Due to neither motion not passing, student is not expelled.

- Receipt of Legal Advice re: discipline policy and related matters
- Disciplinary Hearing
- Receipt of Legal Advice re: kids' social media and school involvement
- Receipt of Legal Advice re: board procedure
- Receipt of Legal Advice re: board member eligibility to serve as volunteer substitute
- Personnel Matters

Action Items:

- Action items from Executive Session, if any

Dr. Taylor would like to postpone data presentation to next meeting.

Kevin spoke to the process playing out, opinions matter.

Kevin made a motion to end public session, Dana seconded, motion carried. Board meeting ended at 0922pm.