

ROCKINGHAM COUNTY BOARD OF EDUCATION
Central Administrative Offices
511 Harrington Highway
Eden, NC 27288
August 10, 2020
6:00 p.m.

REGULAR BOARD MEETING

(Via Zoom for Board Members and Live Streaming for Public View)

Present: Ms. Paula Rakestraw, Board Chair and Mr. Bob Wyatt, Vice Chair. Board Members: Ms. Kimberly McMichael, Mr. Brent Huss, Mr. Doug Isley, Ms. Vickie McKinney and Ms. Amanda Bell. Administrative staff: Dr. Rodney Shotwell, Superintendent; Dr. Charles Perkins, Assistant Superintendent of Curriculum and Instruction; Dr. Sonja Parks, Assistant Superintendent of Operations and Logistics; Dr. Cindy Corcoran, Assistant Superintendent of Support Services; Mr. Jonathan Craig, Executive Director of Human Resources; Ms. Annie Ellis, Chief Financial Officer; Board Attorney, Mr. Nick Herman and Ms. Renée Everhart, Board Assistant were present.

CALL TO ORDER

Ms. Rakestraw called the meeting to order.

ROLL CALL

The Board members stated their names. Seven members were present at roll call.

ANNOUNCEMENTS

Ms. Rakestraw announced the work session is scheduled at 6:00 p.m., Monday, August 24, 2020 at the Central Administrative Offices, 511 Harrington Highway, Eden, NC. The meeting will be live streamed.

Ms. Rakestraw announced the next regular Board Meeting of the Board of Education is scheduled at 6:00 p.m. on Monday, September 14, 2020 at the Central Administrative Offices, 511 Harrington Highway, Eden, NC. The meeting will be live streamed.

MOMENT OF SILENCE

The Board had a moment of silence.

PLEDGE OF ALLEGIANCE

Board Member Mr. Bob Wyatt led the pledge of allegiance.

APPROVAL OF AGENDA

Mr. Isley moved that the Board approve the agenda as presented. Ms. Bell seconded the motion and the vote was 7/0.

PUBLIC COMMENTS / BOARD COMMENTS

Public Comments:

1. Mr. Ron Price – Mr. Price addressed the Board regarding prayer and offered an invocation.
2. Ms. Mabel Shields-Lanier - Superintendent Dr. Shotwell read the statement written by Ms. Shields-Lanier, addressing the Board regarding her concern that EBT cards have not been extended to families in need of food. She asked if the school district could deliver food to families in the program.
3. Mr. Jim Fink – Mr. Fink addressed the Board, congratulating Ms. Vickie McKinney for winning the District 3 Seat. He stated she had treated him with respect while running for the seat. Mr. Fink stated he was happy with the Board decision regarding Plan C but is concerned about students that need help and interaction with their teacher.

Board Comments:

Ms. Bell welcomed the teachers back and thanked the principals for planning the open houses. She thanked Dr. Shotwell for communicating with our diverse community.

Mr. Wyatt thanked the employees for their understanding during these difficult times and hopefully the school district will soon be able to move back to face-to-face education of our students.

Ms. McMichael welcomed the teachers and principals back to their schools.

Mr. Isley stated he echoes Mr. Wyatt's comments and asked the public keep in mind that Raleigh dictates much of what the Board does. He thanked all employees and staff for their work in the school district.

Ms. Rakestraw welcomed all staff back and appreciates all the prayers for students and staff.

CONSENT ITEMS

Presented consent items for Board consideration:

1. Approval Consent Item - Additions to the Substitutes List for: child nutrition, bus driver, bus monitors, teacher substitutes, Head Start Program substitutes and SACC early childhood substitutes list for 2020-2021.
2. Approval Consent Item - Gifts, Grants and Donations – Dr. Rodney Shotwell
3. Approval Consent Item – Morehead High School Gym and Locker Room Roof Bid Proposal – Dr. Sonja Parks
4. Approval Consent Item – Board Policies for Approval on Second Reading – Dr. Cindy Corcoran
5. Approval Consent Item - Board of Education Meeting Minutes for approval:
 - July 13, 2020 – Open Session Board Meeting Minutes
 - July 16, 2020 – Open Session Emergency Meeting Minutes

Action: Ms. McMichael moved that the Board approve the consent items as presented. Ms. Bell seconded the motion. The vote was 7/0.

Bus Driver Substitute List:

None

Bus Monitor Substitute List:

None

Child Nutrition Substitute List:

None

SACC/Early Childhood Center Substitute List:

Jemiah Donnell
Kristy Lewis
Donna Johnson
Dominique Smith

Substitute Teacher List:

None

Substitute Head Start Teacher List:

None

REPORTS / DISCUSSION ITEMS

Overview of Virtual Learning / Sample Lesson Plans and Schedules for Elementary, Middle and High Schools:

Ms. Rakestraw recognized Dr. Charles Perkins for an overview of the virtual learning plan for elementary, middle and high schools. Dr. Perkins had a team presenting the plans. A powerpoint presentation was presented with the following information, including the links and examples.

- Remote / Virtual Learning – Remote learning guidance for daily instruction:
 - K-2 students will use SeeSaw Platform
 - 3-5 students will use Google Classroom
 - 6-12 students will use CANVAS
- Welcome Back – Samples of the welcome back to learning presentation:
 - Kindergarten Samples
 - Dillard Elementary
- Overview of SeeSaw
- Overview of Google Classroom
- Overview of Canvas
- Sample Lesson Plans
 - K-2 lesson example
 - 3-5 lesson example
 - 6-12 lesson example
- Sample School Schedules:
 - Elementary School Plan Schedule
 - Middle School Plan Schedule
 - High School Plan Schedule – will follow a regular block schedule during remote
- Parent and Staff Resources:
 - Remote Learning Parent Resources Website
 - Parent Orientation
 - Professional Development Website
 - Elementary Virtual Learning Best Practices
 - Remote Learning Teacher Resources Website
- Online Virtual Learning – Parents who signed up for the RCS Virtual Learning Option will be asked to remain in the Virtual Learning Option until the end of the grading period. Students that are not successful will be transitioned back to face-to-face instruction.

Re-Entry Plan and Safety Update:

Ms. Rakestraw recognized Dr. Stephanie Ellis and Dr. Shotwell for an overview of the Re-Entry Plan and Safety Update. Dr. Ellis stated recently the district had the Safety Summit introducing “Our Safe Return to Learn Guide”, and it will be posted on the RCS district website. A powerpoint presentation was presented with the following information, including the links and examples.

- Our Safe Return to Learn Guide – Back to School 2020 – Re-Engage, Re-Connect and Re-Ignite
- Covid-19 Resources and Guidance Documents
 - Strong Schools NC – provides the Public Health Toolkit
 - Strong Schools NC – provides the Infection Control and PPE Guidance (K-12)
 - Reference Guide for Suspected, Presumptive or Confirmed Cases of COVID-19 (K-12)
 - Lighting Our Way Forward – North Carolina’s Guidebook for reopening schools from NCDPI
- Prevention Signage in RCS will be posted throughout the district
 - Wear a cloth covering over your nose and mouth
 - Wait 6 feet apart and avoid close contact
 - Wash your hands or use hand sanitizer
 - STOP – Coronavirus COVID-19 Information – Every person entering the building the facility must read
- Screen for COVID-19 Flow Chart
- Staff Roles Flow Chart
- Staff Screening Process
- Student Screening Process – Bus Rider

- Student Screening Process – Car Rider
- Reference Guide for Suspected, Presumptive, or Confirmed Cases of COVID-19 (K-12)
- COVID-19 Safety Protocols
- Confirmed Case Protocols
 - COVID-19 School Nurse will contact Stephanie Ellis immediately
 - School Nurse or Stephanie Ellis will report information to the Health Department
 - RCS will work with the Rockingham County Health Department to determine:
 - Exposure, Close Contacts
 - Contact Tracing, Quarantine
 - Cleaning, Closures
- PPE Equipment:
 - State provides public schools with the following:
 - Initial 2-month supply of PPE items for use by school nurses and delegated staff
 - Items included: temporal touchless thermometers, disposable surgical masks, reusable face shields, disposable gowns
 - RCS will provide:
 - Face coverings for staff
 - Face coverings for students
 - Hand Sanitizer, facial tissues, EPA Cleaning Solutions in Classrooms
- Slow the Spread / How to Clean – provided by NCDHSS
- Social Distancing Practices in RCS
 - Students remain 6 feet apart
 - Students should not be facing each other (desks face one direction)
 - Establish distance between teacher’s desks and student’s desks
 - Allow for appropriate ventilation
 - Keep student’s personal items separate in labeled containers
 - Limit density of people in overall school facilities and individual classrooms to no greater than 50% maximum occupancy to ensure social distancing of at least 6 feet apart between people
- Back to School 2020 – link is <https://bit.ly/RCS-Safe-Return>

MTSS (Multi-tiered Systems of Support) / PBIS (Positive Behavioral Intervention Systems)

Implementation Plan:

Ms. Rakestraw recognized Dr. Cindy Corcoran and Dr. Holly Williamson for an overview of the Multi-Tiered Systems of Support (MTSS) and Positive Behavioral Intervention Systems (PBIS). Dr. Williamson stated MTSS is a school improvement framework that looks at school and student needs in a comprehensive way. Dr. Williamson provided a powerpoint with the following overview of MTSS.

- Goals of MTSS:
 - Strengthen instructional practices by providing engaging and effective learning opportunities
 - Integrated support of needs across areas of concern including: academic, attendance, behavior and social/emotional mental health
 - Through MTSS, a continuum of tiered supports are offered to students according to intensity of need
 - All MTSS work is directly linked to our RCs Strategic Plan and School Improvement Plans in NC Star
- Continuum of Tiered Supports:
 - School leadership creates teaming structures that enable data-based problem solving and decision making
 - These teams examine and strategically allocate resources, programs, staffing and professional development opportunities
 - MTSS teams use data to identify and directly address the needs of all students
 - Proactively provide students with support and interventions specially matched to student need
 - Progress monitoring of response to interventions to examine and promote student growth
- PBIS in Alignment with MTSS
 - PBIS is the behavioral component of MTSS

- PBIS is about:
 - Promoting school safety
 - Teaching positive and appropriate behavioral expectations
 - Creating a positive learning environment and climate of work
 - Reducing the demonstration of inappropriate behaviors: preventing the escalation of behaviors
 - Increasing attendance, academic achievement and graduation rates
 - Creating clear procedures for how inappropriate behavior/disciplinary incidents are managed
 - Working in teams to problem solve around the needs of the schools and students they serve
 - Examining data around discipline trends and patterns
- Tiered Intervention options include: CICO, peer buddies, mentor program, FBA/BIP, connection to SEL and MH resources
- Tiered Interventions and Standard Treatment Protocol
 - Goal is to provide supports that effectively address the needs of as many students as possible
 - Standard Treatment Protocol – Interventions are pre-determined, research-based and have been proven to address the needs of the majority of students
 - Progress monitoring data for interventions to be used to meet student needs
 - Working on final revision to include updated assessment and progress monitoring tools
 - July 1, 2020 – NCDPI expectation for full implementation of MTSS in all NC public schools
- RCS MTSS Implementation Progress
 - All 22 schools in RCS are actively implementing MTSS and PBIS
 - CCRG course added for High Schools in alignment with state graduation requirements
 - All schools participated in MTSS review meetings in Spring of 2020
 - MTSS teams completed self-assessment of MTSS
 - Next Step: school-based MTSS teams will review FAM-S results and create school improvement plans in NCStar with MTSS implementation goals
- Summary of RCS MTSS FAM-S Results – Facilitated Assessment of MTSS – School Level
- MTSS Considerations During COVID-19
 - All RCS schools will continue to implement MTSS as school improvement framework
 - Schools will utilize existing problem-solving teaming structures to support planning for various re-entry scenarios
 - Duties of MTSS teams
 - MTSS teams will carefully assess student progress and examine student growth data to ensure that district is meeting the needs of each child
 - Educators work collaboratively with students, parents and community
 - Considerations of MTSS Implementation during COVID-19
- NCDPI Online Portal – will be provided soon, district level staff attended training in July, with school-based staff to attend training in the fall of 2020
- Next Steps in RCS MTSS Implementation
 - Progress monitoring tools for grades K-12
 - Revision of Standard Treatment Protocol for elementary and middle schools
 - Development of Standard Treatment Protocol for high schools
 - Final MTSS training services for all schools
 - Connections to mental health and social-emotional wellness
 - Focus on implementation with fidelity
 - MTSS for Pre-K
 - Continued communication with school-based MTS teams and support services personnel

The Board determined to table the Energy Performance Contract Project Update, Operations and Logistics Update and Recruitment Presentation until the August 24th Work Session.

The Board took a 10-minute break.

FIRST CLOSED SESSION

Action: Mr. Isley moved to go into Closed Session to preserve the attorney client privilege pursuant to North Carolina General Statute 143-318.11 (1) to discuss personnel matters according to state law to preserve the attorney client privilege. Ms. McMichael seconded the motion. The vote was 7/0.

Action: Mr. Isley moved to return to open session, seconded by Ms. McKinney. The vote was 7/0.

OPEN SESSION

PERSONNEL ACTIONS

Employments:

—Administration

—Licensed

Erin Allen
Effective 8/17/20
Taylor Apple
Effective 8/10/20
Louis Arevalo
Effective 8/10/20
Joseph Barresi
Effective 8/10/20
James Carter
Effective 8/10/20
Samantha Crews
Effective 8/24/20
Allison Davis
Effective 8/24/20
Francia Giraldo
Effective 8/10/20
Adriana Gonzalez
Effective 8/10/20
McKinley Harris
Effective 8/10/20
Gary Hopper
Effective 8/10/20
Michelle McColl
Effective 8/24/20
Jennifer Shelton
Effective 8/10/20
Bailee Sivley
Effective 8/17/20
Justin Swain
Effective 8/10/20
Elbert Thomas
Effective 8/10/20
Emily Tredway
Effective 8/10/20
Julia Young
Effective 8/17/20
Tangular Crews
Effective 10/1/20
Angela MacLean
Effective 8/10/20

Brooke Rhodes
Effective 8/10/20
Terrie Scales
Effective 9/8/20
Mihoshoty Yamaguchi
Effective 9/8/20

—**Classified**

Steven Broadnax
Effective 7/27/20
Annette Clements
Effective 8/10/20
Lukisha Harmon
Effective 8/10/20
Cassandra Kelley
Effective 8/10/20
Lukisha Harmon
Effective 8/10/20
Krystle Massey
Effective 8/10/20
Anna Mitchell
Effective 8/10/20
Laura Muse
Effective 8/10/20
Dean Page
Effective 8/10/20
Rachel Sands
Effective 8/10/20
Anthony Scales
Effective 8/10/20
Jerry Snyder
Effective 8/10/20
Brittany Sutton
Effective 8/3/20
Clyde Vernon
Effective 8/3/20
Patricia Williams
Effective 8/10/20
Nancy Dickerson
Effective 8/10/20
Jill Jackson
Effective 8/10/20
Jennifer Kennedy
Effective 8/10/20
Margaret McCann
Effective 8/31/20
Rashad Preston
Effective 8/12/20
A'Keilah Scales
Effective 8/10/20
Shannon Totman
Effective 8/24/20

TERMINATIONS:

—**Licensed**

—**Classified**

TRANSFERS:

—**Administration**

—**Licensed**

Sheryl Barnett
Effective 8/31/20
Natalia Broeker

Effective 8/10/20
Andrea Cox
Effective 8/10/20
Kevin Curtis
Effective 8/10/20
Jeffrey Fulton
Effective 8/10/20
Marsha Roark
Effective 8/10/20
Judy Sizemore
Effective 8/10/20
Deborah Williams
Effective 8/10/20
Meagan Bergeron
Effective 8/3/20
Marissa Casper
Effective 8/3/20
Richard Crowder
Effective 8/3/20
Holli Farr
Effective 8/3/20
Sharon Fikes
Effective 8/10/20
Hannah Hall
Effective 8/3/20
Michele Knight
Effective 8/3/20
Annie Snavely
Effective 8/3/20
Luz Trejos Huertas
Effective 8/10/20
Julia Young
Effective 8/17/20
Diane Zihal
Effective 8/3/20
—**Classified**
Jonathan Burton
Effective 7/20/20
Shanaqua Hampton
Effective 8/10/20
Amanda Hoag
Effective 8/17/20
Teresa Moore
Effective 8/10/20
Donna Collins
Effective 8/17/20
Shannon Folley
Effective 8/10/20
Melissa Greene
Effective 8/17/20
Anthony Scales
Effective 8/17/20
Resignations:
—**Administration**
—**Licensed**
Kristin Carter
Effective 7/20/20
Adrienne Hensley
Effective 7/15/20
Lila Jordan

Effective 7/13/20
Mary Knight
Effective 8/7/20
Wesley McCleary-Small
Effective 8/28/20
Elizabeth Ramsey
Effective 8/6/20

—**Classified**

Jessica Fackler
Effective 7/20/20
Christopher Auman
Effective 8/14/20
Allison Hundley
Effective 8/14/20

Retirements:

—**Administrative**

—**Licensed**

Christopher Wood
Effective 10/1/20

—**Classified**

Leave Requests:

None

Action: Mr. Isley moved to accept the **amended personnel report** as presented, seconded by Ms. McMichael.
The vote was 7/0.

Action: Mr. Isley moved that the Board approve the bus driver/bus monitor alternate assignment proposal during the remote learning period beginning Monday, August 17, 2020, and concluding at the end of the day on Friday, September 18, 2020 as presented, seconded by Ms. McMichael. The vote was 7/0.

SECOND CLOSED SESSION

Action: Mr. Isley moved to go into Closed Session to preserve the attorney client privilege pursuant to North Carolina General Statute 143-318.11 (1) to discuss personnel matters and superintendent’s evaluation according to state law to preserve the attorney client privilege. Ms. McKinney seconded the motion. The vote was 7/0.

Action: Ms. Bell moved to return to open session, seconded by Ms. McMichael. The vote was 6/1. Mr. Isley voted opposed.

Action: Ms. Bell moved to adjourn, seconded by Ms. McMichael. The vote was 6/1. Mr. Isley voted opposed.

Minutes read and approved:

Ms. Paula Rakestraw, Board Chair
Rockingham County Board of Education

Dr. Rodney Shotwell
Superintendent of Schools

September 14, 2020