

ROCKINGHAM COUNTY BOARD OF EDUCATION  
Leaksville Spray Elementary School  
Media Center  
415 Highland Drive  
Eden, NC 27288  
February 28, 2022  
12:30 p.m.  
Board Work Session

Present: Ms. Kimberly McMichael, Board Chair and Ms. Vicky Alston, Vice Chair. Board Members: Ms. Paula Rakestraw, Mr. Brent Huss, Mr. Doug Isley, Ms. Vickie McKinney and Mr. Bob Wyatt. Administrative staff: Dr. Rodney Shotwell, Superintendent; Dr. Charles Perkins, Assistant Superintendent Curriculum and Instruction; Dr. Sonja Parks, Assistant Superintendent of Operations and Logistics; Dr. Cindy Corcoran, Assistant Superintendent of Support Services; Dr. Ken Scott, 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. McMichael called the meeting to order.

### **ROLL CALL**

The Board members stated their names. Six members were present at roll call. Mr. Isley arrived at 12:47 p.m. for the meeting, making all seven members then present.

### **ANNOUNCEMENTS**

Ms. McMichael announced the next regular Board Meeting of the Board of Education is scheduled at 6:00 p.m. on Monday, March 14, 2022 to be held at Rockingham County High School Auditorium, located at 180 High School Road, Reidsville, NC.

Ms. McMichael announced the Public Hearing for the Proposed Draft Request Budget for 2022-2023 will be held during the regular board meeting Monday, March 14, 2022. The location is Rockingham County High School Auditorium, 180 High School Road, Reidsville, NC.

Ms. McMichael announced the Work Session of the Board of Education is scheduled at 12:30 p.m. on Monday, March 28, 2022 at Monroeton Elementary School located at 8081 US Highway 158, Reidsville, NC.

### **APPROVAL OF AGENDA**

Ms. Alston moved that the Board approve the agenda as presented. Ms. Rakestraw seconded the motion. The vote was 6/0.

### **REPORTS / DISCUSSION ITEMS**

#### **Substitute Blitz Report (AppGarden) – Sub Teacher Recruitment:**

Ms. McMichael recognized Ms. Angela Martin for a report on the substitute teacher recruitment program. Ms. Martin reported on the new substitute teacher recruitment program, which streamlines the process to hire substitute teachers. Ms. Martin stated in the past, RCC had offered a 4-6 week program at a cost of \$210 for tuition and books for prospective substitute teachers. Ms. Martin stated the AppGarden software allows substitutes to take the required Effective Teacher Training coursework free of charge. Ms. Martin stated the coursework could be completed in a little as a weekend. She stated the BIB background check and application process have been simplified as well. Ms. Martin stated once a substitute teacher applicant completes the coursework in AppGarden, make application to RCS and passed the background check; they would be added to Aesop and can begin work immediately.

**Summer School 2022 / Retesting Plan:**

Ms. McMichael recognized Dr. Charles Perkins for comments on summer school. Dr. Perkins presented a report on the proposed summer school and retest local plan for the end-of-grade and end-of-course courses. Dr. Perkins stated the district would utilize the month of June at the end of the school year to review materials in grades 3-8 math, 4-8 reading, grades 5 and 8 science and the high school end-of-course exams – NC Math 1, NC Math III, English II and Biology. After 10 days of review, the students would retest. Dr. Perkins will request board approval of the local plan for summer school at the March board meeting.

**Strategic Plan Update:**

Ms. McMichael recognized Dr. Charles Perkins for comments regarding the Strategic Plan. Dr. Perkins presented an update on the Strategic Plan on Indicators C1 and C9. Dr. Perkins stated all updates are located on the RCS website at [www.rock.k12.nc.us](http://www.rock.k12.nc.us), found under *About RCS – RCS Strategic Plan* Website. Dr. Perkins reported the action steps on Indicator C1 – The superintendent celebrates individual, team and district/school successes, especially related to student learning outcomes. Dr. Perkins reported the action steps on Indicator C9 – The LEA designates a central office contact person that supports a cohesive and consistent implementation of the district’s vision for improvement. Dr. Perkins stated he would provide updates on Indicators D6 and E1 at the March work session.

**Rockingham County High School Rain and Pollinator Garden:**

Ms. McMichael recognized Dr. Sonja Parks for comments on the Rain and Pollinator Garden. Dr. Parks reported Ms. Jenny Edwards has received a grant to develop a Rain and Pollinator Garden on the campus of Rockingham County High School. Dr. Parks provided a powerpoint to display the location of the proposed garden on the campus. She stated the Agriculture and Horticulture Classes at RCHS would complete the design, installation and maintenance.

**Student Assignment Timeline:**

Ms. McMichael recognized Dr. Cindy Corcoran for comments regarding the student assignment timeline for transfers. Dr. Corcoran provided the student assignment timeline, stating all new reassignment application forms for student reassignment are due on May 1, 2022 (Attachment 1-A).

**Part-time Office Assistant Report:**

Ms. McMichael recognized Dr. Ken Scott for comments regarding a part-time office assistant. Dr. Scott proposed a plan to proceed with allotting a 10-month, four-hour per day Office Assistant at each school in the district. The Office Assistant would help secure substitute bus drivers and will act as a substitute bus driver when needed. He provided a chart with the Office Assistant salary pay grade 50 (\$11,266.65), the sub bus driver base pay of \$5,340, FICA, retirement, hospitalization and total cost of \$28,697.32. Dr. Scott stated he would present for board approval at the March board meeting.

**ESSER Funded Substitute Teachers:**

Ms. McMichael recognized Dr. Ken Scott for comments regarding ESSER funded substitute teachers. Dr. Scott proposed a plan to post a permanent substitute teacher be assigned to each school within the district. He stated the positions would be funded with ESSER funds. He stated the salary for the permanent substitutes would be based on the current substitute daily rate of pay. He provided a chart with the salary, FICA, retirement and total cost for the certified sub paid at \$147 per day and non-certified sub paid at \$124 per day. Dr. Scott stated he would present for board approval at the March board meeting.

**Substitute Bus Driver Incentive Pay:**

Ms. McMichael recognized Dr. Ken Scott for comments regarding substitute bus driver incentive pay. Dr. Scott proposed a plan to amend the February 14, 2022 board decision to increase the incentive pay for bus driver from \$1 per route to \$5 per route. He proposed the board amend to extend this bonus to substitute bus drivers as well. He proposed that sub bus drivers who drive a minimum of 20 routes during the pay period would be eligible for the incentive pay. Dr. Scott stated he would present for board approval at the March board meeting.

## **ACTION ITEM**

### **Approval – Needs-Based Public School Capital Fund Grant Applications:**

Ms. McMichael recognized Dr. Sonja Parks for comments regarding a needs-based school capital fund grant application. Dr. Parks presented two applications grants for new school facilities at South End Elementary and Stoneville Elementary. Dr. Parks stated the Needs-Based Public School Capital Fund (NBPSCF) was established to assist counties with critical capital building needs. The funds are available to eligible counties for construction of new schools, repairs, renovations and additions to existing buildings. Dr. Parks stated an elementary school project could receive up to \$30M. Dr. Parks stated the match for RCS would be 5% of the amount awarded. Dr. Parks presented the applications to the board for review and consideration of approval. Dr. Parks stated upon board approval, the administration would be seeking County Commissioner's acceptance to move forward. Dr. Parks stated the deadline for grant submission is March 15, 2022 with award announcements on April 12, 2022.

Action: Mr. Wyatt moved that the board approve to proceed with the needs-based public school capital fund grant application(s) as presented. Mr. Huss seconded the motion. The vote was 7/0.

## **CLOSED SESSION**

Action: Mr. Isley moved to go into Closed Session pursuant to North Carolina General Statute 143-318.11 (1)(3) to discuss confidential matters, personnel matters, and preserve attorney client privilege. Ms. Rakestraw 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**

#### **Administrator Contracts:**

#### **Employments:**

##### **—Administration**

##### **—Licensed**

Diane Betsworth

Effective 2/21/22-6/30/22

Abby Hylton

Effective 3/7/22

Kevin Palmer

Effective 2/28/22

##### **—Classified**

Kyle Fields

Effective 2/28/22

### **TERMINATIONS:**

##### **—Licensed**

##### **—Classified**

### **TRANSFERS:**

##### **—Administration**

##### **—Licensed**

##### **—Classified**

Sara Eaton

Effective 2/22/22

Jordan Hanks

Effective 2/22/22

Mary Johnson

Effective 3/2/22

### **Resignations:**

##### **—Administration**

##### **—Licensed**

Leigh Adams

Effective 6/30/22

Abigail Carter

Effective 3/21/22

Larry Nix

Effective 6/30/22

**-Classified**

Antwon Fogle

Effective 3/17/22

Stephen Pickard

Effective 2/23/22

James Torbett

Effective 1/5/22

Jennifer Vaughan

Effective 2/1/22

**Retirements:**

—**Administrative**

—**Licensed**

Sylvia Asnip

Effective 7/1/22

Leigh Cross

Effective 7/1/22

David Cullen

Effective 7/1/22

Theresa Giles

Effective 7/1/22

Stacey Grimsley

Effective 7/1/22

Joel Johnson

Effective 7/1/22

Jama Jones

Effective 7/1/22

Jennifer Rakestraw

Effective 7/1/22

Dawn Schumucker

Honey Williamson

Effective 7/1/22

Darlene Witt

Effective 7/1/22

—**Classified**

Amanda

Campbell

Effective 6/1/22

Melissa Stanley

Effective 7/1/22

**Leave**

**Requests:**

None

Action: Ms. Rakestraw moved to accept the personnel addendum as presented, seconded by Mr. Isley. The vote was 7/0.

Action: Mr. Isley moved to adjourn. The vote was 7/0.

Minutes read and approved:

\_\_\_\_\_  
Ms. Kimberly McMichael, Board Chair  
Rockingham County Board of Education

\_\_\_\_\_  
Dr. Rodney Shotwell  
Superintendent of Schools

March 14, 2022