

ROCKINGHAM COUNTY BOARD OF EDUCATION
Central Administrative Offices
511 Harrington Highway
Eden, NC 27288
November 8, 2021
6:00 p.m.
REGULAR BOARD MEETING

Present: Ms. Kimberly McMichael, Board Chair and Ms. Vicki 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; Mr. Nick Herman, Board Attorney and Ms. Renee Everhart, Board Assistant were present. Mr. Huss participated via call in.

CALL TO ORDER

Ms. McMichael called the meeting to order.

ROLL CALL

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

ANNOUNCEMENTS

Ms. McMichael announced there is no Work Session scheduled in November.

Ms. McMichael announced the next regular Board Meeting of the Board of Education is scheduled at 6:00 p.m. on Monday, December 13, 2021 at the Central Administrative Offices, 511 Harrington Highway, Eden, NC.

Ms. McMichael announced there is a Ribbon Cutting Ceremony hosted by the Eden Chamber of Commerce for Morehead High School Student Center on Monday, November 15, 2021 at 9:00 a.m. The ceremony will be held at Morehead High School at 134 North Pierce Street, Eden. Mr. Homer Wright, Jr. will be honored for his generous donation to the Student Center.

MOMENT OF PRAYER

Pastor Eric Bartel from First Presbyterian Church in Eden gave the invocation.

PLEDGE OF ALLEGIANCE

Board Member Mr. Bob Wyatt led the pledge of allegiance and spoke in honor of our veterans for Veteran's Day.

APPROVAL OF AGENDA

Mr. Isley moved that the Board amend the agenda, to table consent item 8.4 – Adoption of Board Policy; amend the agenda to move consent item 8.3 – Budget Amendments for Capital Outlay to action item 9.8. Mr. Wyatt seconded the motion. The vote was 7/0.

PUBLIC COMMENTS / BOARD COMMENTS

Public Comments:

1. Molithia Spencer
2. Kelly Toney
3. William Gainey
4. Ron Price
5. Daniel Stephens
6. Mihoshoty Yamaguchi
7. Penny Capel

Ms. McMichael recognized County Commissioner Mr. Charlie Hall as being present for the meeting.

Board Comments:

Mr. Wyatt stated he is thankful the students are back in school, Covid 19 has impacted our daily functions and education was drastically changed without little notification. Teachers have done double duty and it has been trying times. Mr. Wyatt stated our people are doing extraordinary things and he thanked all the employees.

Ms. Alston stated she understands how the teachers feel. She stated Reidsville High School football field was named for Coach Jimmy Teague recently. She stated we are all proud of all our football teams.

Ms. Rakestraw thanked the teachers for being here this evening. She congratulated Rockingham Reidsville and McMichael for football playoffs. She mentioned Kaitlyn Warner ran 3.1 miles in 20.53 minutes at State Cross County Track meet. She congratulated teacher working to make 66% of our student made A/B Honor Roll. She thanked the Parent Advisory Committee for their work.

Mr. Isley thanked everyone for attending the meeting. He stated he has advocated for student and all staff since being elected to the board of education. He stated the Board was informed they had \$500,000 for funds to pay for employee retention. Mr. Isley stated he has researched to find the district has approximately 42 million – 47 million dollars in federal funds, which of these could pay for employee retention. He stated he has not been able to get the exact amount of the funds available. Mr. Isley stated he appreciates all teachers and all staff. He spoke regarding bullying, he has made contact for follow-up with the parent concern.

Ms. McMichael welcomed the teachers that spoke and thanked them for coming. She stated she likes the “Shout Out” being posted for the district by our Public Information Officer, Mr. Adam Powell. She stated the upcoming band competitions for Rockingham and Morehead are soon and wished them to do well. She mentioned the Rockingham County High School Drama group has received awards recently.

The Board took a ten minute break.

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)(2)(5)(8) to maintain confidentiality and attorney client privilege, discuss matters related to facilities and property and personnel according to state law. Ms. Rakestraw seconded the motion. The vote was 7/0.

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

OPEN SESSION

PERSONNEL ACTIONS

Employments:

—Administration

—Licensed

Kristin Carter

Effective 11/1/21

Amber Mains

Effective 11/15/21

Marisol Velez Castilla

—Classified

Heather Dodson

Effective 11/1/21

Brent Epling

Effective 11/1/21
Pattie Neal
Effective 11/1/21
Vicki Rogers
Effective 11/1/21
Marquita Scales
Effective 10/27/21
Kyler Whicker
Effective 11/29/21
Kirsten Willoughby
Effective 11/1/21
Dawn Kanoy
Effective 11/4/21
Jeffrey Rutherford
Effective 11/15/21
TERMINATIONS:
—**Licensed**
—**Classified**
Bryan Putnam
Effective 8/30/21
Vicki Weddle
Effective 9/28/21
TRANSFERS:
—**Administration**
—**Licensed**
Abigail Hall
Effective 11/1/21
—**Classified**
Mary Bullins
Effective 10/12/21
Mercedes Cox
Effective 11/1/21
Michael Fox
Effective 10/25/21
Tina Hall
Effective 10/13/21
Jessica Isley
Effective 1/3/22
Stephanie Rash
Effective 10/18/21
Vance Southard
Effective 11/8/21
Fredrick Thornton
Effective 10/28/21
Jennifer Vaughn
Effective 10/8/21
Susan Wagner
Effective 10/12/21
Cindy Yancey
Effective 11/8/21
Heather Dodson
Effective 11/8/21
Stephanie Hall
Effective 11/1/21
Resignations:
—**Administration**
—**Licensed**
Rhett Fox
Effective 10/8/21
Heather Hall

Effective 11/10/21
Travis Pike
Effective 11/26/21
Teresa Strickland
Effective 12/17/21
—**Classified**
Annette Clements
Effective 10/27/21
Kristin Cole
Effective 10/29/21
Angela Hunt
Effective 10/20/21
Ashley Elmendorf
Effective 10/18/21
Janet Medina
Effective 10/15/21
Julia Nedlic
Effective 10/25/21
Brandy Nelson
Effective 10/18/21
Trina Simmons
Effective 10/21/21
Gloria Slayton
Effective 10/20/21
Lori Dishmon
Effective 10/24/21
Jordan Keen
Effective 11/11/21
Vicki Rogers
Effective 11/1/21
Mykel Searcy
Effective 10/15/21
Kelsey Young
Effective 11/12/21
Retirements:
—**Administrative**
—**Licensed**
—**Classified**
Cathy Fisher
Effective 1/1/22
Walter Rankin
Effective 1/1/22
Cynthia Williams
Effective 2/1/22
Kimberly Williams
Effective 1/1/22
Leave Requests:
None

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

CONSENT ITEMS

Presented consent items for Board consideration:

1. Approval Consent Items – Consent Personnel: 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 – Ms. Annie Ellis (Attachment 1-A)

3. ~~Approval Consent Item – Budget Amendment for Capital Outlay for Fiscal Year 2020-2021 – Ms. Annie Ellis * Moved to Action Item 9.8~~
4. ~~Approval Consent Item – Adoption of Board Policy (first reading) – Dr. Cindy Coreoran *This item was tabled per board motion~~
5. Approval Consent Item - Board of Education Meeting Minutes for approval:
 - October 11, 2021 – Open Session Board Meeting Minutes
 - October 27, 2021– Open Session Special Called Meeting Minutes

Action: Ms. Alston moved that the Board approve the consent items, moving item 8.3 – Budget Amendment to action, and tabled item 8.4 - Board Policy. Ms. McKinney 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:

Ashley Hanks-Jones

Substitute Teacher List:

Angela Hunt

Substitute Head Start Teacher List:

Icycess Hampton

ACTION ITEMS

Action: Ms. Rakestraw moved that the Board move action item 9.7 – Employee Retention Bonus Plan to 9.1. Mr. Wyatt seconded the motion. The vote was 7/0.

Approval – Employee Retention Bonus Plan / Recruitment Bonus / Substitute Bonus:

Ms. McMichael recognized Dr. Shotwell for comments regarding the employee retention funding, recruitment and substitute bonus plans. Dr. Shotwell presented the employee retention funding plan, recruitment bonus and substitute bonus plans as outlined below as well as a resolution for board consideration.

“Our proposal includes all current employees in the district employed as of October 1, 2021, all new hires who are hired by the Board between October 2, 2021 and January 10, 2022, and all substitutes. The proposal is to pay each current employee a total pro-rated retention bonus of \$2,500; each newly hired employee a total pro-rated recruitment bonus of \$2,500; and each substitute who works the equivalent of twenty (20) full-time days between October 1, 2021 and January 31, 2022 a total bonus of \$500. The suggested payment schedules are listed below.

Current Employees employed as of October 1, 2021; (\$2,500 Total Bonus Payment)

- Payment #1 \$1,250 in November 30, 2021 paycheck (This includes the \$250 bonus already approved by the Board)
- Payment #2 \$1,250 in June 24, 2022 paycheck (Employee must work with Rockingham County Schools through the end of the 2021-2022 school year)

New Hires hired between October 1, 2021 and January 10, 2022: (\$2,500 Total Bonus Payment)

- Payment #1 \$1,250 in their first regularly scheduled paycheck
- Payment #2 \$1,250 in June 24, 2022 paycheck (Employee must work with Rockingham County Schools through the end of the 2021-2022 school year)

Substitutes: (eligible for \$500 Total Bonus Payment)

- \$500 in February 28, 2022 paycheck (Must work equivalent of twenty (20) full-time days between October 1, 2021 and January 31, 2022)

“The funding for the proposal will be contingent upon approval from the Federal Programs Division of NCDPI. All payroll withholding taxes will be deducted from the gross amount each employees receives. We submit this for the Board’s consideration as a way the Board can express our gratitude for all the dedicated work our employees have given over the past two years helping our children to succeed during these difficult times and to recruit new employees to join the amazing team of Rockingham County Schools.”

There was Board discussion regarding the plans as presented.

Dr. Shotwell presented a resolution. The language outlining the Employee Retention Bonus, Recruitment Bonus and Substitute Bonus reflecting the changes made by board decision this evening will be made to the resolution (Attachment 2-A).

Action: Mr. Wyatt moved that the Board approve \$2000 bonus payment made November 30, 2021 and \$2000 bonus payment made August 31, 2022 to all district employees for the employee retention plan – with all remaining funds to be used as advised by the Parent Advisory Committee – understanding this resolution supersedes any prior motions. Ms. Rakestraw seconded the motion. The vote was 7/0.

Action: Mr. Isley moved to make a friendly amendment to the motion, that the Board approve a total of \$5000 payment to all district employees for the employee retention plan. There was no second. The motion failed.

Approval – Extended Interim Budget Resolution through December 30, 2021:

Ms. McMichael recognized Ms. Annie Ellis for comments regarding the interim budget resolution. Ms. Ellis presented the extended interim budget resolution through December 31, 2021 for board approval (Attachment 3-A). Ms. Ellis requested board approval for the interim budget resolution.

Action: Ms. Alston moved that the Board approve the interim budget resolution through December 31, 2021 as presented. Ms. McKinney seconded the motion. The vote was 6/1. Mr. Isley voted in opposition.

Approval – School Improvement Plans (SIP) for 2021-2022:

Ms. McMichael recognized Dr. Charles Perkins for a report regarding the 2021-2022 School Improvement Plans. Dr. Perkins presented the 2021-2022 School Improvement Plans for board approval.

Action: Ms. McKinney moved that the Board approve the 2021-2022 School Improvement Plans (SIP) as presented. Mr. Isley seconded the motion. The vote was 7/0.

Approval - Strategic Plan:

Ms. McMichael recognized Dr. Charles Perkins for an update on the Strategic Plan. Dr. Perkins presented the RCS 2021-22 RCS Strategic Plan. He stated the committee has identified six indicators in the NC STAR platform to focus on in this cycle. Dr. Perkins stated all updates would be listed on the [RCS Strategic Plan Website](http://www.rock.k12.nc.us), provided at www.rock.k12.nc.us, found under *About RCS* section. Dr. Perkins presented for board approval at this time.

The selected NC STAR Indicators for the Strategic Plan are as listed.

B1: The LEA has reoriented its culture toward shared responsibility and accountability.

B10: The district proactively supports and emphasizes student-centered instruction by seeking solutions to remove barriers, including those related to policies, practices and traditions.

C1: The Superintendent celebrates individual, team, and district/school successes; especially related to student learning outcomes.

C9: The LEA designates a central office contact person that supports a cohesive and consistent implementation of the districts vision for improvement.

D6: The district allow school leaders reasonable autonomy to do things differently in order to succeed.

E1: The district includes parent organizations in district and school improvement planning and maintains regular communication with them.

Action: Mr. Wyatt moved that the Board approve the 2021-2022 RCS Strategic Plan as presented. Ms. Rakestraw seconded the motion. The vote was 7/0.

Approval – Technology Network Security:

Ms. McMichael recognized Ms. Kacey Sensenich regarding technology network security. Ms. Sensenich presented the renewal of network security programs with E-Sentire and Crowd Strike for a one-year renewal (Attachment 4-A). Ms. Sensenich stated e-Sentire and Crowd Strike protects the network, servers, end points against malware, viruses, hackers and ransomware.

Action: Mr. Isley moved that the Board approve the request for a one-year renewal of the network security programs with E-Sentire and Crowd Strike as presented. Ms. Alston seconded the motion. The vote was 7/0.

Approval – Review Face Masks Policy Per Session Law Requirement:

Ms. McMichael recognized Dr. Shotwell for comments regarding the review of the face masks policy. Dr. Shotwell stated per Session Law 2021-130/Senate Bill 654, Part X, the school district is required to review and vote on the face mask policy. Dr. Shotwell stated Option I moves to make masks optional for indoors for students and staff. Dr. Shotwell stated Option 2 moves that face masks are required for students and staff while indoors. Dr. Shotwell requested board approval on Option I or Option 2 as stated.

Action: Mr. Isley moved that the Board adopt Option 1 that face masks are optional for students and staff while indoors. Mr. Huss seconded the motion. The vote was 3/4. The motion failed. Voting in favor were (3): Mr. Isley, Mr. Huss, and Ms. McMichael. Voting opposed were (4): Ms. Rakestraw, Ms. McKinney, Mr. Wyatt and Ms. Alston.

Action: Mr. Wyatt moved that the Board adopt Option 2 that face masks are required for students and staff while indoors. Ms. McKinney seconded the motion. The vote was 4/3. Ms. McMichael, Mr. Isley and Mr. Huss voted opposed. The motion passed.

Approval – Approve Selection of Design-Build Contractor for HVAC and Related Improvements to be Implemented Using ESSER Funds:

Ms. McMichael recognized Dr. Sonja Parks for an update on the selection of design-build contractor for HVAC and related improvements using ESSER funds. Dr. Parks presented that of the three proposals received, Johnson Controls/SKA Proposals were ranked highest based upon the following criteria:

- Experience with federally funded projects
- Previous work history with school districts and specifically Rockingham County Schools
- Familiarity and access to the district's standardized building systems

Dr. Parks presented for approval that Johnson Controls/SKA for the design-Build Contractor for HVAC and Related Improvements to be implemented using ESSER funds (Attachment 5-A).

Action: Ms. Alston moved that the Board approve Johnson Controls/SKA as the design-build contractor for HVAC and related improvements to be implemented using ESSER funds as presented. Mr. Wyatt seconded the motion. The vote was 7/0.

Approval – Budget Amendment #44 – Capital Outlay for Fiscal Year 2020-21:

Ms. McMichael recognized Ms. Annie Ellis for comments regarding the budget amendment # 44 Capital Outlay. Ms. Ellis presented the budget amendment for capital outlay for fiscal year 2020-2021 for board approval (Attachment 6-A).

Action: Mr. Wyatt moved that the Board approve the budget amendment for capital outlay for fiscal year 2020-2021 as presented. Mr. Isley seconded the motion. The vote was 7/0.

REPORTS / DISCUSSION ITEMS

Technology – Network Evaluation and Updates:

Ms. McMichael recognized Ms. Kacey Sensenich for a report regarding the network evaluation and updates. Ms. Sensenich presented a powerpoint updating the board on the network evaluation as listed.

- Cyber Hygiene Assessment – MCNC Security Advisory Consulting and Client Network Engineering conducted a Cyber Hygiene Assessment for Rockingham County Schools on March 23, 2021.
- This examined six families of cybersecurity program and technical controls with emphasis on security configuration settings and security scan results
- Areas of Assessment:
 - Perimeter Security and Segmentation
 - Endpoint Security
 - Training and Awareness
 - Least Privilege
 - Authentication, Authorization and Accounting
 - Backup and Restore
- How did we do / What do we protect
- Network Updates
 - Servers
 - Switches
 - Desktops
 - Laptops
 - Chromebooks
 - Tables
 - Complex Machinery
- Network Updates – Date Range 9/26/2021 to 10/26/2021

Memorandum of Understanding (MOU) Draper School Property with City of Eden:

Ms. McMichael recognized Dr. Shotwell for comments. Dr. Shotwell stated the City of Eden is proposing a partnership with RCS Board of Education regarding the future of Draper School. The Memorandum of Understanding is designed to begin discussions on potential uses for Draper. The MOU runs through February 1, 2022 in order to formally begin a shared vision of the Draper School Campus (Attachment 7-A).

Draft 2022 Board of Education Meeting Schedule:

Ms. McMichael recognized Dr. Shotwell for comments regarding the draft meeting schedule for 2022. Dr. Shotwell presented the draft meeting schedule for the Board of Education for 2022 with maintaining the second and fourth Mondays of each month as meeting dates. Dr. Shotwell stated revisions will be made and brought to the December board meeting for approval (Attachment 8-A).

Updated 10-Year Capital Plan:

Ms. McMichael recognized Dr. Sonja Parks for comments regarding the updated 10-year capital plan. Dr. Parks presented Ms. Ashley Dennis, Vice President of Moseley Architects. Ms. Dennis stated the updated 10-year capital plan includes information from the following data sources. Ms. Dennis presented a presentation of the beginning plan for capital needs for the next 10 years (Attachment 9-A).

- Investment Grade Audit NC DPI Capital Plan ORED
 - 2020-21 NC DPI Facility Needs Survey
 - Energy Savings Performance Report (Johnson Controls)
 - Investment Grade Audit
 - IPSAC and Land Use Student: Integrated Planning for School and community (ORED)
 - Land Use Study

- Enrollment Forecasting
 - Out-of-Capacity Analysis
 - School Location Optimization Scenarios
 - Attendance Boundary Optimization and Redistricting
 - RCS Attendance Zones
 - Reported and Assessed School Needs
 - Staff Assessment
 - Principal Key Items
 - Roofing Assessment (SKA Engineers)
- Due to anticipated growth in county, the capital plan includes new construction, additions and update for aging facilities. Ms. Dennis stated, this presentation was developed to start a conversation with the Board of Education of the capital planning needs for the next 10 years.

The Board members discussed the plan, asking questions. Mr. Wyatt stressed that Stoneville Elementary School has a need for a new school, requesting Dr. Parks place it as a priority in the plan.

Board Chair Announcements:

There were no announcements.

Board Chair Ms. McMichael read a quote from Thomas Jefferson.

Action: Mr. Isley moved to adjourn, seconded by Ms. Rakestraw. 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

December 13, 2021