

ROCKINGHAM COUNTY BOARD OF EDUCATION
Central Administrative Offices
511 Harrington Highway
Eden, NC 27288
February 14, 2022
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.

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 the February Work Session is scheduled at 6:00 p.m. on Monday, February 28, 2022 at the Central Administrative Offices, 511 Harrington Highway, Eden, NC.

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 at the Central Administrative Offices, 511 Harrington Highway, Eden, NC.

Ms. McMichael announced the Public Hearing for the Draft Proposed Budget for 2022-2023 will be held during the regular board meeting on Monday, March 14, 2022 during the public comments. A sign-up sheet will be provided for Public Comments for the Public Hearing prior to the 6:00 p.m. start of the meeting.

MOMENT OF PRAYER

Bishop William Phillips from The Fountain of Youth Outreach Ministry in Madison N.C. gave the invocation.

PLEDGE OF ALLEGIANCE

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

APPROVAL OF AGENDA

Mr. Isley moved to amend the agenda to move consent item 6.5 "Adoption of Board Policies" to action item 7.8, Mr. Wyatt seconded the motion. The vote was 7/0.

Mr. Isley moved to approve the amended agenda. Mr. Wyatt seconded the motion. The vote was 7/0.

Howard Coble Center for Special Needs Youth:

Mr. Michael Jackson, Chairman, from the Howard Coble Center for Special Needs Youth addressed the Board with comments regarding the center. Mr. Jackson stated the center is located at 302 South Henry Street in Stoneville. The center is open Friday night 6:00 – 8:30 p.m. Mr. Jackson the services are free for the youth. He stated they would like to get information about the center and meet with principals to introduce how they can help serve the youth with special needs at the center.

PUBLIC COMMENTS / BOARD COMMENTS

Public Comments:

1. Molithia Spencer
2. Kelly Toney
3. Valencia Abbott
4. Norris Aikens
5. Mihoshoty Yamaguchi
6. Mary Ryan

Board Comments:

Mr. Wyatt stated he attended the recent ribbon cutting and dedication of the Western Rockingham tennis courts, which are outstanding. He stated he is proud decisions are being made with students being the first consideration.

Ms. Alston commented several of the Reidsville High swimmers recently placed at State Swim Finals. She was impressed on recent visits of Stoneville Elementary and McMichael High School, doing a visitation and walkthrough of the schools.

Ms. McKinney commented Morehead High recently hosted the robotics tournament and placed second in the competition. She congratulated the Morehead High School wrestling team with several of the wrestlers qualifying for the next round of competitions. She congratulated Morehead High swimmers as several swimmers placed at the NCHSAA state finals. She congratulated the Morehead High basketball team for winning the Conference Championship.

Mr. Huss thanked the administration for making difficult calls for school during inclement weather that protects students and staff. He stated he is in favor of increasing the teacher supplement pay that was referenced during public comments this evening.

Mr. Isley thanked the classified staff from maintenance, cafeteria workers and janitors who work hard to prepare and clear sidewalks, parking lots and building accesses following the inclement weather conditions. Mr. Isley stated for clarification, the teacher installment pay decision was made DPI not the School Board.

Ms. Rakestraw stated she has reached out to teachers to discuss policy 3550 for input. She stated the policy has been tabled for further board discussion.

Ms. McMichael wished everyone a happy valentine's day. She thanked the schools for inviting the board members to participate in Read Across America at the school locations.

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 2021-2022.
2. Approval Consent Item – Gifts, Grants and Donations – Ms. Annie Ellis (Attachment 1-A)
3. Approval Consent Item – Head Start Program Monthly Budget Update – Ms. Annie Ellis
4. Approval Consent Item – Purchase of Equipment, Materials and Supplies Exceeding \$75,000 (Board Policy 6430) – Ms. Annie Ellis (Attachment 2-A)
- ~~5. Approval Consent Item – Adoption of Board Policies – Dr. Cindy Corcoran * Moved to Action Item 7.8~~
6. Approval Consent Item – Revised Records Retention and Disposition Schedule – Dr. Cindy Corcoran
7. Approval Consent Item - Board of Education Meeting Minutes for approval:
 - January 10, 2022 – Open Session Board Meeting Minutes
 - January 24, 2022 – Open Session Work Session Minutes

Action: Ms. Alston moved that the Board approve the consent items minus item 6.5 – Adoption of Board Policies, as presented. Mr. Isley seconded the motion. The vote was 7/0.

Bus Driver Substitute List:

Darryl Smith

Bus Monitor Substitute List:

None

Child Nutrition Substitute List:

Tilda Barnes

SACC/Early Childhood Center Substitute List:

None

Substitute Teacher List:

Lisa Burton-Bennett

Marlene Pegram

Ashely Snow

Teresa Strickland

Substitute Head Start Teacher List:

None

ACTION ITEMS

Approval – NC OREd Contract for Land Use Study:

Ms. McMichael recognized Dr. Sonja Parks and Mr. Thomas Dudley (Mr. Dudley was on zoom.) for comments regarding the Land Use Study proposal. Dr. Parks presented the proposal from OREd to update the land use study for Rockingham County Schools with a timeline and cost. The costs to complete the study is \$10,000 (Attachment 3-A). Dr. Parks stated NC OREd would begin the work for our district in early April.

Action: Ms. McKinney moved that the Board approve the proposal from OREd to complete the updated land use study at a cost of \$10,000 beginning the project in April 2022 as presented. Ms. Alston seconded the motion. The vote was 7/0.

Ms. McMichael recognized Dr. Sonja Parks for comments regarding a grant application making available funds to build new school construction / renovations. Dr. Parks addressed the Board stating she needs direction from the Board in regards to preparing application for a Needs-Based Grant, which will provide funding for elementary, middle and high school renovations and/or new school construction. Dr. Parks stated the application(s) are due March 14, 2022. The Board discussed sharing the information with the County Commissioners and obtaining approval from the County as needed.

Action: Mr. Isley moved that the Board approve that Dr. Parks complete application(s) for the Needs-Based Grant for new school construction and renovations, communicating with the County Commissioners, and submit by the March 14, 2022 deadline as presented. Mr. Wyatt seconded the motion. The vote was 7/0.

Approval – Budget Amendments:

Ms. McMichael recognized Ms. Annie Ellis for comments regarding the budget amendment. Ms. Ellis presented the budget amendments as listed below for board approval (Attachment 4-A).

- Budget Amendment #1 – State Public School Fund
- Budget Amendment #3 – Federal Grant Fund
- Budget Amendment #4 – Capital Outlay Fund
- Budget Amendment #5 – Other Restricted Fund

Action: Ms. Alston moved that the Board approve the budget amendments as presented. Ms. McKinney seconded the motion. The vote was 4/3. Mr. Isley, Mr. Huss and Mr. Wyatt voted opposed. The motion passed.

Approval – Remote Learning Day Assigned for March 1st (High Schools Only):

Ms. McMichael recognized Dr. Charles Perkins for comments regarding the request for a remote learning day. Dr. Perkins requested for board approval a remote learning day on March 1, 2022 for high schools only. Dr. Perkins stated the required ACT test for 11th grade students is scheduled and cannot be adjusted. He stated without the remote day, there would not be enough staff to have a regular instructional day and to administer the ACT test.

Action: Mr. Wyatt moved that the Board approve March 1, 2022 be a remote learning day for high schools only as presented. Mr. Isley seconded the motion. The vote was 7/0.

Approval – Review Facemasks Policy Per Session Law Requirement:

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

Action: Mr. Wyatt moved that the Board stay with Option 1 that facemasks are optional for students and staff. Mr. Isley seconded the motion. The vote was 7/0.

Approval – Head Start Program Eligibility Priority Criterion Approval Requested:

Ms. McMichael recognized Dr. Cindy Corcoran for comments regarding the Head Start Program Eligibility Priority Criterion. Dr. Corcoran presented the proposed Early Learning Head Start Program Eligibility Priority Criterion for the 2022-2023 school year (Attachment 5-A). Dr. Corcoran stated that Indicator B1: RCS has a shared culture of responsibility and accountability is the focus, as revised for 2022-2023. Dr. Corcoran requested board approval of the revised RCS Early Learning Head Start Program’s Eligibility Priority Criteria as of this meeting, February 14, 2022 as presented.

Action: Ms. Rakestraw moved that the Board approve the RCS Early Learning Head Start Program’s Eligibility Priority Criteria for 2022-2023 as presented. Ms. Alston seconded the motion. The vote was 7/0.

Approval – Bus Driver Recruitment and Retention Proposal:

Ms. McMichael recognized Dr. Ken Scott for comments regarding the bus driver recruitment and retention proposal. Dr. Scott presented the bus driver recruitment and retention proposal for board approval as listed.

- Driver Retention Initiatives:
 - Increase Pay for RCS Bus Drivers
 - Increase in the beginning rate of pay for bus drivers to \$15
 - Increase incentive pay, to \$5 per route (effective with March 31st paycheck)
 - Recruit Drivers and Incentivize Attainment of CDL
 - Allow prospective bus drivers to serve as monitors while they await receipt of their CDL
 - Reimbursement
 - Reimburse all persons assigned a bus route the total cost of obtaining their CDL

Action: Mr. Wyatt moved that the Board approve the bus driver recruitment and retention proposal as presented. Mr. Isley seconded the motion. The vote was 7/0.

Approval – Restructuring of Board Meetings and Work Sessions:

Ms. McMichael recognized Dr. Shotwell for comments regarding the restructuring of board meetings and work sessions. Dr. Shotwell stated at the request of the board, consideration of future work sessions for reports be moved to school locations with a designated time during the day. The Board would allow time for a school tour and lunch in the school cafeteria prior to the meeting. Ms. McMichael stated public comments are not part of the work session. The Board agreed the need for remote access via zoom or call-in at the remote work sessions would not count as the three allowed in the board policy. Dr. Shotwell stated the regular board meetings would have the needed action items for board consideration, with the work sessions having the reports section only with some exceptions as needed.

Action: Ms. McMichael asked the board for any further discussion, if none, please vote by stating your name and vote. She asked the vote start with Mr. Huss. All board members voted unanimously 7/0 for the restructure of the board meetings and work sessions. The vote was 7/0.

Approval – Board Policies for Approval: (Item was moved from consent agenda)

Ms. McMichael recognized Dr. Cindy Corcoran for comments regarding the board policies for approval. Dr. Corcoran presented the following board policies for board approval (Attachment 6-A). The board had a discussion regarding Policy 2300 – Board Meetings.

Policy 1720/4030/7235	Title IX Nondiscrimination on the Basis of Sex
Policy 2125/7315	Confidential Information
Policy 2300	Board Meetings
Regulation 3440-R	Academic Achievement (Recognition)
Policy 3450	Class Rankings

Action: Mr. Wyatt moved that the Board approve the board policies as presented. Mr. Isley seconded the motion. The vote was 7/0.

REPORTS / DISCUSSION ITEMS

Results from Superintendent Search Survey:

Ms. McMichael recognized Mr. Sam Thorp for comments regarding the superintendent search survey results. Mr. Sam Thorp stated all surveys were completed and submitted to NCSBA by February 4, 2022. Mr. Thorp presented a powerpoint outlining the superintendent search survey results (graphs, etc. are in Attachment 7-A) as listed below. Mr. Thorp stated he would be working with the Board Chair to set a special called closed session meeting in March to review the superintendent applications with the board.

1. Community Surveys / Staff Surveys
2. Community Demographic Information (General)
3. Community Demographic Information (Specific to student grade level)
4. Staff Demographic Information (General)
5. Staff Demographic Information (Specific to school site/other)
6. Rating Scale of 1-5 for Importance
7. Community Rating of Top 10 in Importance:
 - a. Understands how to provide safe environments for students and staff
 - b. Understands how to effectively advocate for resources needed to operation the schools
 - c. Knows how to get staff, students, parents and community to work together to help children learn
 - d. Has strong human relations or “people skills”
 - e. Communicates well with people of all races and socioeconomic status
 - f. Knows how to get staff, students, parents and community to work together to help children learn
 - g. Communicates well with all community groups
 - h. Should be accessible and respond to concerns in a timely fashion
 - i. Has ideas and approaches to improve graduation rates and prevent dropouts
 - j. Should have high visibility in our schools
8. Staff Rating of Top 10 in Importance:

- a. Understands how to provide safe environments for students and staff
- b. Understands how to effectively advocate for resources needed to operation the schools
- c. Communicates well with people of all races and socioeconomic status
- d. Has strong human relations or “people skills”
- e. Knows how to get staff, students, parents and community to work together to help children learn
- f. Knows how to get staff, students, parents and community to work together to help children learn
- g. Communicates well with all community groups
- h. Should be accessible and respond to concerns in a timely fashion
- i. Has been an effective classroom teacher
- j. Supports firm discipline in schools

For the second portion of the presentation, Mr. Thorp asked the board for any questions they may have or comments.

Behavioral Health and School Mental Health Personnel Annual Report:

Ms. McMichael recognized Dr. Cindy Corcoran and Dr. Stephanie Ellis for the annual report. Dr. Ellis and Dr. Corcoran presented a powerpoint. Dr. Ellis and Dr. Corcoran presented information required by the district for the annual report on Behavioral Health and School Mental Health Personnel. The Annual Report included the following areas of information as listed.

1. RCS Strategic Plan link to Behavioral Health and Social Emotional Supports
 - a. RCS Core Value #7
 - b. RCS Indicator B10
2. Link to the Rockingham County Schools Behavior Health and Social Emotional Annual Report
3. Accomplishments of Behavioral Health and SEL:
 - a. Model Mental Health Program
 - b. Specialized Instructional Support Personnel
 - c. Behavioral Health District Integrated Response Teams
 - d. Service Definitions and SISP Definitions
 - e. Social Emotional Learning Implementation Tool
 - f. Model Risk Assessment Process
 - g. RCS BETA Crisis Team is a Model for the State
 - h. 94% Access Rate
 - i. Model Day Treatment Program
 - j. Provided Services to over 3000 Students in 2020-2021 School Year
4. Mental Health and Specialized Instruction Support Personnel Ratio Update for RCS
5. Budget Recommendation for 2022-2023
6. Contact Information for Dr. Ellis and Dr. Corcoran

Energy Program Update:

Ms. McMichael recognized Dr. Sonja Parks for a report regarding the Energy Program. Dr. Parks and Mr. E.C. Stophel updated the board on the progress of the Energy Program. Mr. Stophel presented the total cost avoidance for the district is \$6.48 million (in dollars saved) which is a 22.1% overall savings. Mr. Stophel thanked Mr. Gene Kelley for his diligence and work focusing all employees to conserve energy. Mr. Stophel highlighted the information sheet with energy trends steadily lowering, over 1,585 energy audits conducted, energy use intensity and the environmental impact (Attachment 8-A)

Operations and Logistics Report:

Ms. McMichael recognized Dr. Sonja Parks for the Operations and Logistics Report. Dr. Parks reported the Operations and Logistics Report within a powerpoint covering the information listed below.

1. Energy Program Update - \$6.48 Million in energy savings
2. Controls Expansion Project:
 - a. Lincoln Elementary
 - b. Reidsville High School
 - c. Stoneville Elementary
 - d. Various Schools
 - e. Rockingham Count High

3. Design / Build HVAC Upgrades
 - a. WRMS
 - b. McMichael High
 - c. Morehead High Media Center Bldg.
 - d. New Vision HVAC upgrades
4. Western Tennis Courts – Ribbon Cutting February 10, 2022
5. Roof Replacements Update 2021-2022 Completed
 - a. Central Elementary
 - b. Holmes Middle
 - c. McMichael High
 - d. Western Rockingham Middle
6. Roof Replacements for 2022
 - a. Stoneville Elementary
 - b. Moss Street Partnership School
 - c. Reidsville High
 - d. Morehead High
 - e. New Vision
 - f. Holmes Middle
 - g. Central Elementary
 - h. Rockingham County High
 - i. McMichael High
7. Restricted Sales Tax Projects
 - a. Reidsville Middle School Gym Floor
 - b. Holmes Middle
 - c. Reidsville High School Track
 - d. Morehead High School Tennis Courts
 - e. McMichael Media Center
8. NCDPI Pilot of First Light Safety Technology Program
 - a. Chris Cox – Transportation Director working with DPI on Pilot for special lights for yellow school buses
 - b. School Bus Inspection Scores 2014-2022 – New Rating of 29.15 – Improvement from 55.5 since 2014
 - c. The lower the number the better with school bus inspection scores
 - d. Love the Bus February 14-18, 2022

Board Chair Announcements:

There were no announcements.

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 (5) (6) to maintain confidentiality and attorney client privilege, discuss matters related to facilities and property and personnel according to state law. Ms. Alston seconded the motion. The vote was 6/0. (Mr. Huss had left the meeting just prior to closed session.)

Action: Mr. Isley moved to return to open session, seconded by Ms. McKinney. The vote was 6/0. (Mr. Huss had left the meeting.)

OPEN SESSION

PERSONNEL ACTIONS

Employments:

—Administration

—Licensed

Crystal Bibee

Effective 1/24/22

Lindsey Holloway
Effective 2/1/22-6/10/22

Gabrielle Samuels
Effective 1/24/22

Katlyn Griffin
Effective 2/14/22

—**Classified**

Casey Crawford
Effective 2/1/22

Addyson Fain
Effective 2/7/22

Tammy Feller
Effective 2/21/22

Jordan Hanks
Effective 2/14/22

Charles Spencer
Effective 2/7/22

Ralph Campbell
Effective 2/7/22

Darryl Smith
Effective 2/3/22

TERMINATIONS:

—**Licensed**

—**Classified**

TRANSFERS:

—**Administration**

—**Licensed**

—**Classified**

Jameca Adams
Effective 2/10/22

Teresa Bray
Effective 3/1/21

Ashley Elmendorf
Effective 2/7/22

Regina Gunter
Effective 3/1/22

Timothy Mabe
Effective 2/10/22

Brandi Poteat
Effective 1/26/22

Cheyeene Dunn
Effective 2/28/22

Rita Hanks
Effective 2/14/22

Karen Ilo
Effective 2/3/22

Therese Lewis
Effective 2/1/22-6/10/22

Rachel Ponce
Effective 2/7/22

Julian Slaydon
Effective 2/1/22

Sandra Smith
Effective 1/24/22

Stephanie Vickers
Effective 3/1/22

Resignations:

—**Administration**

—**Licensed**

Sage Brown

Effective 2/18/22
Brooke Garrett
Effective 6/9/22
Sarah Lord
Effective 2/11/22
Amanda Marchese
Effective 2/1/22
—**Classified**
Tara Edwards
Effective 11/29/21
Retirements:
—**Administrative**
—**Licensed**
Henry Gaither
Effective 7/1/22
—**Classified**
Leave Requests:
None

Action: Ms. Rakestraw moved to accept the personnel report and addendum as presented, seconded by Mr. Isley.
The vote was 6/0.

Action: Mr. Isley moved to adjourn, seconded by Ms. McKinney. The vote was 6/0.

Minutes read and approved:

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

Dr. Rodney Shotwell
Superintendent of Schools

March 14, 2022