

MOORESVILLE GRADED SCHOOL DISTRICT BOARD OF EDUCATION
Regular Monthly Meeting, Tuesday, September 15, 2020, 6:00 p.m.

The Board of Education of the Mooresville Graded School District met in a regular monthly session on Tuesday, September 15, 2020, in the Performing Arts Center at the Mooresville High School, 659 E. Center Avenue, Mooresville, NC 28115.

Board Members Present: Mr. Roger Hyatt, Chairman; Mr. Greg Whitfield, Vice-Chairman; Mr. Leon Pridgen, II; Dr. Debbie Marsh; and Mrs. Kerry Pennell.

Dr. Stephen Mauney, Superintendent, and Mr. Kevin Donaldson, Board Attorney were present.

Mrs. Terry Haas, Chief Finance Officer; Dr. Todd Black, Assistant Superintendent for Secondary Instruction and CTE; Dr. Scott Smith, Assistant Superintendent for Elementary Instruction and Technology; Dr. Ingrid Medlock, Assistant Superintendent for Human Resources; Dr. Michael Royal, Chief Operations Officer; Mrs. Tanae McLean, Chief Communications Officer and Title IX Coordinator; and Mrs. Sylvia Martinez, Board Clerk, were present.

Media representatives: *Kate Stevens, Mooresville Tribune*
Melinda Skutnick, Iredell Free News

Mr. Hyatt called the meeting to order, reflected on the tragic events of September 11, 2001, and shared "although we are facing dark times with the COVID-19 pandemic, there will be light at the end of the dark." Mr. Hyatt held a moment of silence, and led the Pledge of Allegiance.

Public Comments: Melissa Campbell, 1053 Muirfield, Mooresville, NC 28115
Heather Durkee, 606 Wiggins Rd, Mooresville, NC 28115
Kelli Harris, 127 Corona Circle, Mooresville, NC 28115

On a motion by Dr. Marsh, seconded by Mr. Whitfield, the board voted unanimously to approve the meeting agenda as presented.

On a motion by Mr. Pridgen, seconded by Dr. Marsh, the board voted unanimously to approve the minutes of the August 11, 2020, regular meeting.

The next school board meeting will be a called meeting held on Wednesday, September 23, 2020, in the Performing Arts Center at Mooresville High School at 6:00 p.m.

The next regular school board meeting will be held on Tuesday, October 20, 2020, in the Performing Arts Center at Mooresville High School at 6:00 p.m.

Staff Reports:

- A. Facilities and Construction Report: Dr. Royal provided an update on the facilities projects occurring throughout the district and at Central Office. He gave updates on the renovation projects at South Elementary and Park View Elementary and the planning and design construction of the new middle school. Dr. Royal advised due to the discovery of surface mold at South Elementary and Park View Elementary, both facilities were closed to conduct air quality tests at both locations. MGSD contracted Smith Environmental Solutions, a specialized indoor environmental consulting firm to order air quality tests and complete a remediation plan. After cleaning was completed at both schools, they repeated the air quality tests that indicated satisfactory results. Dr. Royal shared the 3 factors that contributed to the mold findings at both schools include; the outdated HVAC systems, summer humidity, and unoccupied facilities since March. The renovations at both schools will include replacing their HVAC systems, but in the meantime, steps have been taken to prevent any future mold. The Parkview Elementary staff will be allowed back into the building next week and the South Elementary staff will return to their facility at the beginning of October. Dr. Royal shared surveys will be sent to all MGSD stakeholders to get feedback for the name, school colors, and mascot for the new middle school. He reported MGSD continues to partner with the Iredell County Health Department who will offer district COVID-19 testing four more times.
- B. Instructional Report: Dr. Smith provided a technology update and advised the technology department continues to work diligently, providing crucial support to our MGSD parents, students, and staff. He shared MGSD has been able to provide twenty hot spots to families that lack internet services and expects to have twenty more available in 2 weeks. Dr. Smith advised Instructional Assistants have received laptops which will provide instructional support with virtual learning. He shared due to recent system hacking at other districts, the state will conduct a MGSD infrastructure audit on December 7, 2020. Dr. Smith gave an update on the Stars program at Rocky River Elementary and the NC Pre-K program at South Elementary. He advised K-6 academic instruction is going well, they have good attendance, and students are engaged. Dr. Smith reported the math and ELA pre-assessments are now complete, and gave an overview of the reopening plans B & C+ modifications for the K-6 grade levels. Dr. Black thanked the administrators at the secondary schools for their excellent leadership. He shared teachers are working hard, keeping their students engaged, communicating well with their parents, and collaborating with their peers. Dr. Black shared attendance levels are high at both Mooresville Middle School and Mooresville High School. He gave an overview of the reopening plans B & C+ modifications for the secondary grade levels, and advised these changes will provide a better balance between synchronous and asynchronous instruction. Both Dr. Smith and Dr. Black advised they are continuing to meet with EC Director, Dr. Albert, to discuss in

person instruction for our EC students. The law firm Campbell and Shatley have been providing guidance for providing virtual instruction for our EC students.

- C. **Business Services Report:** Mrs. Haas reported the United States Department of Agriculture (USDA) has extended the Community Meal Service Program for students ages 0 to 18 until December 31, 2020, therefore, MGSD will continue to provide free school meals to our community through the end of the year. She recommends families participate in the MGSD school lunch program and utilize the Nutrislice School Nutrition website to access school menus, order online meals, and find convenient yellow bus stop locations. Mrs. Haas advised in addition to the daily meal pick up service at some of our schools we also have many bus stops available for curbside bus delivery. She shared plans are underway to offer families weekly school nutrition meal kits that they will be able to pick up once a week and prepare at home. Mrs. Haas advised MGSD has partnered with the Town of Mooresville and the YMCA who are providing remote learning facilities to MGSD families that require childcare during remote learning. She shared after careful consideration and discussions MGSD has decided to opt out of the government Employee Tax Deferral Program.
- D. **Human Resources Report:** Dr. Medlock shared, the 2020-2021 Assistant Principal Leadership Committee will hold their first meeting on September 24, 2020, and this year's motto is to "connect." Guest speakers will share their experiences and knowledge on how to be effective leaders in education. She advised the Employee Intent Survey was sent to the MGSD staff and she will provide the results and feedback at the October board meeting. Dr. Medlock provided the current staff unemployment data and the staff COVID-19 testing data.
- E. **Public Communications Report:** Mrs. McLean reported 340 MGSD staff members have completed the Title IX staff training modules and the district is in full compliance of the state requirement. She advised a Parent Advisory Committee (PAC) virtual meeting will be held on September 21, 2020, to review and discuss the survey results and feedback from district stakeholders regarding the learning plan options. The surveys were tailored specifically by grade level and 2,014 (24%) responses were received. Mrs. McLean advised she recently met with the Iredell Health Department to discuss the MGSD reopening metrics and thanked the Iredell Health Department for their continued support.
- F. **Superintendent's Report:** Dr. Mauney advised the 2020-2021 school year is progressing well with our current virtual learning plan and acknowledges and appreciates our students, parents/caregivers, and staff for all that they are doing during this extremely challenging time. Dr. Mauney shared he is pleased with the 97% average attendance rate across the district which is the normal attendance rate for this time of year. He advised the district will hold a special called board meeting on Wednesday, September 23, 2020, to review the

instructional learning plans C, C+ and B, review the most recent scientific data from the Health Department, and determine if we can transition to some form of in-person instruction for the 2nd quarter. This called meeting will allow for an extended public comment period and the board will vote on the learning plan that our district will follow for the second quarter of the school year. Dr. Mauney shared he recently attended an introductory meeting with the Covid Scientific Advisory Board. The board consists of medical professionals from Duke University who are studying the impact COVID-19 is causing on school districts across the state and the country. He shared the purpose of this board is to gather information from participating districts, combine that information with medical knowledge about the virus, and help districts make informed data based decisions regarding opening schools and implementing safety plans and protocols. Dr. Mauney believes this group can help our district navigate through this challenging time.

- G. Board Events and Announcements: The board reviewed the upcoming events. The 2020 NCSBA Fall Law Conference will be held virtually beginning on October 7-10, 2020, and the 2020 NCBSA Annual Fall Conference will be held virtually beginning on November 5-7, 2020.

ABCD Award: Angel Tomlin, HR/Finance Pre-Employment & Benefits Assistant - HR/Finance Dept.
Nominated by: Dr. Ingrid Medlock, Assistant Superintendent for Human Resources

The Above and Beyond the Call of Duty Award was presented to Angel Tomlin, HR/Finance Pre-Employment & Benefits Assistant. In the nomination, Dr. Medlock wrote “Ms. Tomlin continues to go above and beyond the call of duty wearing many different hats. She is very conscientious about accomplishing all that she does in a very organized and proficient manner and holds herself to a very high standard as evidenced by her hard work. Ms. Tomlin was an MGSD custodian that was promoted to an Office Professional, all while completing her Associates Degree. It’s been a blessing and a pleasure to watch her continually evolve, achieve her dreams, and provide great service to each member of the MGSD family and the Mooresville community!”

Instructional Highlights: District Overview of MGSD Learning Plan C:

Dr. Smith shared he is proud of the MGSD staff who continue to do an amazing job under reopening learning plan, C. He advised teachers throughout the district are working diligently to meet the needs of their students while meeting the challenges faced under learning plan, C. Dr. Smith introduced Mrs. Conley and Mrs. Waid, MGSD Elementary & Secondary Curriculum Coordinators, who provided an update and an overview of the virtual learning plan C at the elementary and secondary school levels. Both Mrs. Conley and Mrs. Waid shared, teachers throughout the district are developing positive connections and building good relationships with their students and parents. They provided the survey feedback received from the parent, teacher, and administrator surveys, and explained the adjustments that will be installed for the second quarter at both the Elementary and Secondary grade levels. They

introduced the following MGSD teachers who gave a detailed presentation of their daily schedules and an overview of some of the positive and challenging aspects they are facing with virtual instruction under learning plan C; Ms. Miller, 1st grade teacher at South Elementary, Ms. Birchett, exceptional children teacher at EMIS, Mr. Fulton, 7th-grade ELA teacher at MMS, and Ms. Fitzsimmons, Math 2 teacher at MHS.

MGSD Metrics on Moving from Plan C - Mrs. McLean presented the MGSD Metrics on Moving from learning plan C and advised, the district executive team has met continuously to review survey feedback received from district stakeholders and to study and adjust the MGSD learning plans accordingly. Mrs. Tanae shared the district continues to work closely with the Iredell County Health Department, the North Carolina Department of Health and Human Services (NCDHHS), and school district administrators. She stated MGSD has remained constant in doing what is best for students from an academic/instructional, health, and safety standpoint. Mrs. Tanae described the metrics MGSD will use to transition from learning plan C and determine the learning plan option the board will approve. The metrics include; scientific COVID-19 data from the Iredell Health Department, logistical data, and the review of the effect on instructional quality and the continuity of learning while having to conduct state-mandated safety measures to keep students and teachers safe. Mrs. McLean will provide updated COVID-19 scientific data at the September 23, 2020, called board meeting.

Extracurricular Participation Proposal - Dr. Royal presented the 2020-2021 MGSD Extra Curricular Participation Proposal for the optional student extra-curricular activities at Mooresville High School and Mooresville Middle School. MHS will offer extra-curricular activities in athletics, band, chorus, drama, and ROTC. MMS will offer extra-curricular activities in athletics, band, chorus, and dance. Dr. Royal advised the NCHSAA has established guidelines and safety protocols for optional workouts. He advised the athletic season at both schools will be shorter than a traditional school year and the amount of participants have been decreased. This year indoor track & field will not have an athletic season. Dr. Royal provided the dates for the MHS and MMS athletic seasons as well as the practices and meeting schedules for the performing arts and ROTC. Both schools are in favor of extra-curricular activities beginning on Monday, September 28, 2020.

Approval of NCSBA 2020 Voting Delegates: Dr. Mauney asked for nominations and approval for four board members and an alternate to serve as voting delegates at the virtual 2020 NCSBA Annual Conference. Voting delegates will officially represent the MGSD board of education on all voting matters at the delegate assembly. **On a motion by Mr. Pridgen, seconded by Dr. Marsh, the board voted unanimously to approve Mr. Hyatt, Mr. Whitfield, Mr. Pridgen, and Mrs. Pennell as the NCSBA 2020 Voting Delegates and Dr. Marsh will serve as an alternate.**

Board Policies - First Reading: Mrs. Haas presented the following board policies being presented for first reading. These policies will be reviewed and brought for approval in October.

Policy Number:	Name:
a) Policy 1320/3560	Title I Parent and Family Engagement

MGSD Board of Education
September 15, 2020, Regular Meeting Minutes

- b) Policy 1610/7800 Professional and Staff Development
- c) Policy 2127 (New) Board Member Technology Use
- d) Policy 2302 (New) Remote Participation in Board Meetings
- e) Policy 3410 Testing and Assessment Program
- f) Policy 3460 Graduation Requirements
- g) Policy 3620 Extracurricular Activities and Student Organizations
- h) Policy 4110 Immunization and Health Requirements for School Admission
- i) Policy 4120 Domicile or Residence Requirements
- j) Policy 4230 Communicable Diseases - Students
- k) Policy 4270/6145 Concussion and Head Injury
- l) Policy 4325 Drugs and Alcohol
- m) Policy 5050 Emergency Closings
- n) Policy 6325 Parking Areas for Students
- o) Policy 7240 Drug-Free and Alcohol-Free Workplace
- p) Policy 7241 Drug and Alcohol Testing of Commercial Motor Vehicle Operators
- q) Policy 7560 Permitted Salary Deductions for Absences and Discipline of [Certain](#) Exempt Employees
- r) Policy 7620 Payroll Deductions
- s) Policy 7900 Resignation

The policies listed below have only minor changes to wording, legal references, and/or cross-references.

- t) Policy 1310/4002 Parental Involvement
- u) Policy 1600 Governing Principle –Professional Development
- v) Policy 3102 Online Instruction
- w) Policy 3227/7322 Web Page Development
- x) Policy 3300 School Calendar and Time for Learning
- y) Policy 3405 Students at Risk of Academic Failure
- z) Policy 3420 Student Promotion and Accountability
- aa) Policy 3470/4305 Alternative Learning Programs/Schools
- bb) Policy 3610 Counseling Programs
- cc) Policy 4040/7310 Staff-Student Relations
- dd) Policy 4152 Unsafe School Choice Transfer
- ee) Policy 4210 Release of Students from School
- ff) Policy 4345 Student Discipline Records
- gg) Policy 5040 News Media Relations
- hh) Policy 6306 School Bus Idling
- ii) Policy 7360/8225 Crowdfunding on Behalf of the School System
- jj) Policy 7500 Workday and Overtime
- kk) Policy 7505 Compliance with State Board of Education Employment Policies
- ll) Policy 7510 Leave
- mm) Policy 7540 Voluntary Shared Leave
- nn) Policy 7805 Superintendent Evaluation
- oo) Policy 8350 Fixed Assets Inventory

Approval of Remote Learning Facility Agreement with the Town of Mooresville: Mrs. Haas presented and requested board approval of the Remote Learning Facility Agreement between Mooresville Graded School District and the Town of Mooresville. This agreement allows the Town to provide the MGSD K-6 students with facilities to be used as remote learning facilities during the COVID-19 pandemic, and while MGSD operates on a fully remote or virtual schedule, or a partially remote or virtual schedule during the 2020-2021 school year. Unless terminated sooner by either parties, the terms and conditions of this agreement shall be effective beginning August 17, 2020 and ending May 27, 2021. Mrs. Haas shared the North Carolina Childcare Commission have promulgated emergency rules to allow contracts between local school administrative units and third parties. She advised there are currently 60 MGSD students participating at the following remote learning facilities throughout Mooresville; Selma Burke Community Center, the War Memorial Center, and the Winnie Hooper Center. Parents are charged twenty-five dollars a week for the use of these remote learning facilities. Board members shared some concerns with the agreement but acknowledge the benefits this provides to the MGSD families. **On a motion by Dr. Marsh, seconded by Mr. Whitfield, the board voted unanimously to approve the Agreement for Remote Learning Facility with the Town of Mooresville as presented.**

Board Policies - For Final Approval: Mrs. Haas asked for final approval of the following board policies that were presented and temporarily approved at the August 11, 2020 board meeting. **On a motion by Mr. Pridgen, seconded by Mrs. Pennell, the board voted unanimously to give final approval for the following board policies as presented.**

Policy Numbers:

Name:

Deletions:

- | | |
|--------------------------|--------------------------------------------------------------|
| a) Policy 1710/4021/7230 | Prohibition Against Discrimination, Harassment, and Bullying |
| b) Policy 1720/4015/7225 | Discrimination, Harassment, and Bully Compliant Procedures |

Additions:

- | | |
|-------------------|--------------------------------------------------------------------|
| a) 1710/4021/7230 | Discrimination and Harassment Prohibited by Federal Law |
| b) 1720/4015/7225 | Title IX Nondiscrimination on Basis of Sex |
| c) 1725/4035/7236 | Title IX Sexual Harassment - Prohibited Conduct and Report Process |
| d) 1726/4036/7237 | Title IX Sexual Harassment Grievance Process |
| e) 4329/7311 | Bullying and Harassing Behavior Prohibited |
| f) 7232 | Discrimination and Harassment in the Workplace |

Revisions:

- | | |
|-------------------|--------------------------------------------------|
| g) 1730/4022/7231 | Nondiscrimination on the Basis of Disabilities |
| h) 4040/7310 | Staff-Student Relations |
| i) 4331 | Assaults, and Threats, and Harassment |
| j) 4340 | School-Level Investigations |

Mr. Hyatt, under G.S. §143-318.11 (a)(6) & (a)(3), announced the board would go into closed session to review personnel and consult with the board attorney. **On a motion by Mr. Pridgen, seconded by Dr. Marsh, the board voted unanimously to go into closed session.**

On a motion by Mr. Whitfield, seconded by Dr. Marsh, the board voted unanimously to adjourn from the closed session.

On a motion by Dr. Marsh, seconded by Mr. Whitfield, the board voted unanimously to approve the personnel list as recommended by the superintendent.

New Employees:

Megan Bell, Math Teacher, MHS, 09/09/2020, 14 years of experience CCS
Jessica Cannon, 3rd Grade Teacher, PVES, 09/14/2020, Beginning Teacher
Robert Fanzo, English Teacher, MHS, 08/13/2020, 7 years experience RSS
Catherine Hamilton-Genson, ESL Teacher, MMS, 09/17/2020, 1 year exp. YMCA of Charlotte
Jamaal Robinson, School Counselor, MMS, 08/28/2020, 17 years experience Orangeburg, SC
Lindsey White, 3rd Grade Teacher, PVES, Lauren Hatch, 4 years experience Langtree Charter
Brandy Williams, Chemistry Teacher, MHS, 08/14/2020, 3 years experience CMS
Paula Calvo, Custodian, RRES, 09/24/2020
Jennifer Kepley, NC Pre-K Assistant, SES, 09/01/2020
Denisia Wilson, Custodian, MHS, 09/01/2020

Promotions/Changes:

Evan Fosha, EC Teacher, MMS, 08/18/2020, Transferred EC Teacher Assistant; Beginning Teacher
Jennifer Hughes, EC Teacher, MMS, 09/28/2020, Administrative Transfer EC Teacher at MIS
Kerri Kruger, 3rd Grade Teacher, PVES, 08/13/2020, Previously a Substitute Teacher for MGSD
Dana Roy, School Psychologist, MGSD, 08/14/2020, Transferred from 80% position to 100% position
Andrea Fenical, Substitute Bus Driver, MHS, 09/04/2020, Transferred from Custodian/Bus Driver at MHS
Vernon Harvell, Substitute Bus Driver, Transportation, 08/12/2020, Transferred from Permanent Part Time Bus Driver
Michael Moore, Head Custodian, MIS, 09/01/2020, Transferred from Custodian at MHS
Emily Ramseur, Shuttle Bus Driver, N F Woods, 08/17/2020, Additional Assignment AM/PM Bus Driver
Herman Rumbough, Construction/Hardware Specialist, Maintenance, 09/01/2020, Transferred from Maintenance Technician
Jacob Russ, Maintenance Technician, Maintenance, 09/01/2020, Transferred from HVAC Technician at Maintenance
Lisa Wade, Custodian, MHS, 09/01/2020, Transferred from Part-Time Custodian at MHS

Rehire:

John Crowl, Title One Tutor, EMIS, 08/04/2020-05/28/2021, Previously Title One Tutor at EMIS
Keri Hamilton, Interim 3rd Grade Teacher, RRES, 08/04/2020-05/20/2021, Previously a Small Group Instructor at RRES
Regan McEntee, Title One Tutor, EMIS, 08/04/2020-05/28/2021, Previously Title One Tutor EMIS
Alecia Slack, Title One Tutor, SES, 09/02/2020-05/28/2021, Previously Pre-K Assistant at RRES

MGSD Board of Education
September 15, 2020, Regular Meeting Minutes

Carrie Beeler, Interim Teacher Assistant, RRES, 08/17/2020, Previously Interim Teacher Assistant at RRES

Carrie Beeler, Teacher Assistant, RRES, 09/15/2020

Angela Copeland, Stars Program Teacher Assistant, RRES, 09/14/2020, Previously School Nutrition Substitute

Karen Ellis, Substitute Bus Driver, 08/12/2020, Previously Bus Driver for Transportation

Retirement:

Pam Byers, Teacher Assistant, PVES, 09/04/2020, Service to NC State 26 years and service to MGSD 26 years

Teddy Culbertson, Construction/Hardware Specialist, Maintenance, 09/01/2020, Service to NC State 31 years and Service to MGSD 13 years

Marsha Rhyne, Technology Assistant, EMIS, 01/01/2021, Service to NC State 26 years and service to MGSD 26 years

There being no further business, on a motion by Mr. Pridgen, seconded by Mrs. Pennell, the meeting was adjourned at 10:21 p.m.

Respectfully submitted:

Mr. Roger Hyatt, Chairman
Board of Education

Dr. Stephen A. Mauney, Secretary
Board of Education