



WATAUGA BOARD OF EDUCATION

Margaret E. Gragg Educational Center
175 Pioneer Trail Boone, NC 28607
(828) 264-7190

WATAUGA COUNTY BOARD OF EDUCATION MEETING

AGENDA

November 9, 2020

5:30 P.M.

- | | | | |
|-------------|------------|---|---|
| 5:30 | 1. | CALL TO ORDER | Board Chair |
| 5:32 | 2. | CLOSED SESSION | |
| | | A. Approval of Minutes | |
| | | B. Reportable Offenses – N.C.G.S.115C-288(g) | |
| | | C. Student Records - N.C.G.S.143-318.11(a)(1) | |
| | | D. Personnel – N.C.G.S.143-318.11(a)(6) | |
| 6:00 | 3. | OPEN SESSION/WELCOME/MOMENT OF SILENCE | Board Chair |
| 6:03 | 4. | DISCUSSION AND ADJUSTMENT OF AGENDA | Board Chair |
| 6:06 | 5. | SUPERINTENDENT’S REPORT | Dr. Scott Elliott |
| 6:11 | 6. | STUDENTS’ REPORT | Ms. Haleigh Lawson
Ms. Isabella Sibaja |
| 6:16 | 7. | CONSENT AGENDA | |
| | | A. Approval of Minutes for 10/12/2020 | Dr. Scott Elliott |
| | | B. Surplus Declaration Request | |
| | | C. Adoption of Resolution in support of the myFutureNC Organization | |
| | | D. Approval of Beginning Teachers Plan | |
| | | E. Personnel Report | |
| 6:30 | 8. | PRESENTATION OF AUDIT RESULTS | Mr. Mike Wike |
| 6:40 | 9. | PRESENTATION OF THE 2020-2021 BUDGET RESOLUTION | Ms. Ly Marze |
| 6:50 | 10. | RECOGNITION OF BOARD MEMBERS AND RECEPTION | Dr. Scott Elliott |

----BREAK----

7:20 11. POLICIES: SUBSTANTIVE CHANGES FOR SECOND READ Dr. Scott Elliott

3620 Extracurricular Activities and Student Organizations
4325 Drugs and Alcohol
7240 Drug-Free and Alcohol-Free Workplace
7800 Professional and Staff Development
7900 Resignation

7:30 12. PUBLIC COMMENT Board Chair

7:40 13. BOARD OPERATIONS

7:50 14. BOARD COMMENTS

8:00 15. ADJOURNMENT

16. MISCELLANEOUS INFORMATION

1) Calendar committee minutes 10/14/2020, 11/4/2020



WATAUGA COUNTY BOARD OF EDUCATION

Margaret E. Gragg Educational Center
175 Pioneer Trail Boone, NC 28607
(828) 264-7190 (828) 264-7196

DATE: October 5, 2020

PRESENT:

Ron Henries, Brenda Reese,
Gary Childers, Steve Combs,
Jay Fenwick, Dr. Scott Elliott,
Superintendent, Dr. Steven Martin,
Assistant Superintendent

TIME: 5:00 p.m.

PLACE: Margaret E. Gragg Educational Center

CALL TO ORDER

Mr. Ron Henries, Board-Chair, called the meeting to order at 5:30PM. He asked for a motion to enter closed session. The motion was made by Gary Childers, seconded by Jay Fenwick, and approved by all of the board.

A motion was made by Brenda Reese and seconded by Steve Combs to move to open session. The motion passed unanimously at 5:54 PM.

Mr. Henries noted the recent death of former Superintendent, David Greene, and spoke about his many accomplishments, renovations and construction projects which had occurred during his tenure including gymnasiums, media centers, and other projects. Dr. Childers echoed Mr. Henries sentiments and expounded upon the comments. Mrs. Reese also spoke about Mr. Greene and his qualities of leadership and mentorship.

Mr. Henries, called the meeting to order in open session at 6:02. He began the meeting with a moment of silence.

DISCUSSION AND ADJUSTMENT OF AGENDA

The agenda was adjusted to reflect that no Public Recognition would occur during the October Meeting.

SUPERINTENDENTS REPORT

Dr. Elliott welcomed the board members and student representative, Isabella Sibaja. He highlighted October as National Principals Month and stated that Watauga County Schools (WCS) currently had the strongest group of principals in many years.

He stated that on that day, WCS had welcomed K-3 students back on the 2x3 Flex schedule and that it was a great day. He said that teachers were happy to see their students. Students wore masks and social distanced and were glad to see each other.

On November 3rd, seven of the schools would be used as polling sites for the election. Students would work remotely that day and teachers and staff would also be allowed to do so. Two locations would be at Watauga High. He noted that policies existed regarding political activity for the guidance of staff to protect their 1st amendment rights, but protect the staff and students at the same time.

He thanked everyone who had worked so hard so far this school year and for their creative solutions to problems as WCS reopened schools.

He thanked everyone for their recent cards and kind words.

STUDENT REPORT

Ms. Isabella Sibaja, student representative, thanked the board for choosing her to serve. She said that the Freshmen Orientation would be held on October 14th. The Post Secondary Blitz was presented to make students aware of options and life after graduation. Freshman were exploring interests and strengths to determine non-academic courses which they might study in high school. Sophomores and juniors took a practice language ACT test that week. Seniors learned more about financial aid options.

CONSENT AGENDA

- A. Approval of Minutes for 9/14/2020, 9/21/2020
- B. Surplus Declaration Request
- C. Personnel Report

Gary Childers moved to approved consent agenda items A-C which was seconded by Brenda Reese. The vote to approve was unanimous.

COVID UPDATE AND REOPENING OF SCHOOL REPORT

Dr. Elliott presented some slides to update the board on the current conditions of COVID in Watauga County and Appalachian State. Current cases totaled 1309 total since March, with 270 people in active status and 411 in isolation, awaiting a positive test or the appearance of symptoms following exposure to a known positive case. The test positivity rate is currently 8.5% rate. The 18-24 age group have 62% of cases and 80% of cases fall in the 18-49% age groups. The recent cases were largely attributed to the Appalachian State community. School age children have been 4% of total cases. The Harvard Coronavirus Resource Center place Watauga in the red zone which is based on number of cases per 100,000 people.

School nurses have monitored or investigated 105 staff members and 117 students. A total of 12 cases in staff were contracted outside of school. Two staff members and four students are currently being monitored. Cases occurred due to exposure at church, sports and outside activities of the students and staff. Leadership and is considering ways to effectively inform the community about cases within the schools.

Regarding enrollment, 145 students have withdrawn indicating COVID as the reason. Students return in cohort groups of: K-3 A-463 B-489; 4-8 A-709 B-695; and 9-12 A-651 B-661 for a total of 4,567. WCS has seen new enrollments from people moving to Watauga County from other communities.

To prepare for students' return, six new positions have been created for long-term substitutes to be available in the schools for quarantine and isolation situations. Strict bus procedures including attestations are followed, and additional buses will be added if needed for social distancing. Mr. Trexler has trained the staff on new equipment for cleaning and sanitizing. After-school staffing shortages continue to be a consideration. Teachers have been allowed to continue remote instruction during isolation periods.

Prior to the start of second semester, a survey will be sent to the parents of students in the Watauga Virtual Academy (WVA) to determine enrollment and staffing needs. Leadership will continue to ask teachers how they would like to be supported and what assistance can be given to improve the results of their teaching.

Dr. Elliott stressed that it will take a community effort to keep case numbers from rising and keep the students in school. He felt that transparency was key and would garner participation in retaining lower case numbers.

Mr. Henries and Dr. Childers voiced their opinions that having total WCS numbers rather than by school would be a better approach to communication and promoting individual medical privacy. Dr. Elliott suggested weekly updates. Dr. Elliott will continue to encourage masks and distancing.

Dr. Elliott felt that WCS would remain on the 2X3 Flex plan until the end of the semester because only K-5 can be on Plan A (5-day school attendance) currently.

Ms. Sibaja said that all students are pleased with whichever plan they are on. Students miss social interaction. She noted that athletes are provided masks, and that students are taking this seriously and understand the consequences. Mr. Combs feels that school provided information will help raise parent confidence levels.

Following a brief break, the board returned to discuss policies at 7:20.

POLICIES: SUBSTANTIVE CHANGES FOR FIRST READ

3620	Extracurricular Activities and Student Organizations
4325	Drugs and Alcohol
7240	Drug-Free and Alcohol-Free Workplace
7800	Professional and Staff Development
7900	Resignation

The board discussed the policies listed above which would be brought for second read in November.

POLICIES: SUBSTANTIVE CHANGES FOR SECOND READ

3460	Graduation Requirements
1127	(New) Board Member Technology Use
4110	Immunization and Health Requirements for School Admission
4120	Domicile or Residence Requirements
4270/6145	Concussion and Head Injury

Following discussion of the clarifying changes made to the chart on Policy 3460 Graduation Requirements, language changes from first read on Policy 1127 Board Member Technology, and no changes to the other policies, Steve Combs moved to approve the policies as written. Gary Childers seconded the motion. The vote to approve was unanimous.

POLICIES:TO BE REPEALED

3465 Pioneer Core Diploma

Following the approval of 3460, Dr. Eberle noted that the Pioneer Core Diploma policy would be redundant. Gary Childers moved to rescind the listed policy. Brenda Reese seconded the motion. The vote to rescind the policy was unanimously.

PUBLIC COMMENT

There were no public comments at the October 5th board meeting.

BOARD OPERATIONS

There were no comments for Board operations

BOARD COMMENTS

Mr. Henries thanked Dr. Elliott for his leadership, especially during the time of his mother's passing as WCS navigated the start of school. He noted that Dr. Elliott's strong leadership of everyone had made it happen. Dr. Elliott thanked the Board for their support and leadership. Dr. Elliott shared an anecdote about the importance of public education as related to his family.

ADJOURNMENT

Steve Combs moved to adjourn which was seconded by Gary Childers. The Board unanimously approved the motion at 7:49PM.

R. Ivan Henries, Board Chair

Dr. Scott Elliott, Superintendent

Declaration of Surplus Items - November 2020

Date Approved:

Bethel

<u>Asset #</u>	<u>Quantity</u>	<u>Description</u>	<u>Usable</u>	<u>Unusable</u>
	2	Projector Screens	2	
	1	Schoolmate Headphone Audio Station	1	
400550	1	Dell Optiplex 745		1
		HP DC7900 Compaq Desktop		
800062	1	Computer		1
100040	1	AverVision 300P Document Camera		1
	6		3	3

Blowing Rock

<u>Asset #</u>	<u>Quantity</u>	<u>Description</u>	<u>Usable</u>	<u>Unusable</u>
28710	1	Asus Chromebox M0075U Mini CPU	1	
28625	1	Samsung Chromebook 2	1	
28626	1	Samsung Chromebook 2	1	
	1	Toshiba TV/DVD/VCR and Cart	1	
	4		4	0

Hardin Park

<u>Asset #</u>	<u>Quantity</u>	<u>Description</u>	<u>Usable</u>	<u>Unusable</u>
500117	1	NEC NP400 Projector		1
	1		0	1

Mabel

<u>Asset #</u>	<u>Quantity</u>	<u>Description</u>	<u>Usable</u>	<u>Unusable</u>
900279	1	Dell Optiplex 360 Desktop Computer	1	
900280	1	Dell Optiplex 360 Desktop Computer	1	
900269	1	Dell Optiplex 360 Desktop Computer	1	
900265	1	Dell Optiplex 360 Desktop Computer	1	
900260	1	Dell Optiplex 360 Desktop Computer	1	
900274	1	Dell Optiplex 360 Desktop Computer	1	
900259	1	Dell Optiplex 360 Desktop Computer	1	

900264	1	Dell Optiplex 360 Desktop Computer	1	
900271	1	Dell Optiplex 360 Desktop Computer	1	
900256	1	Dell Optiplex 360 Desktop Computer	1	
902891	1	Dell Optiplex 380 Desktop Computer	1	
902907	1	Dell Optiplex 380 Desktop Computer		1
902902	1	Dell Optiplex 380 Desktop Computer	1	
902898	1	Dell Optiplex 380 Desktop Computer	1	
902893	1	Dell Optiplex 380 Desktop Computer	1	
902892	1	Dell Optiplex 380 Desktop Computer	1	
902882	1	Dell Optiplex 380 Desktop Computer	1	
	17		16	1

Parkway

<u>Asset #</u>	<u>Quantity</u>	<u>Description</u>	<u>Usable</u>	<u>Unusable</u>
900333	1	Dell Precision T3500 Desktop Computer		1
700150	1	SmartTech SmartBoard 680		1
700144	1	SmartTech SmartBoard 680		1
	1	Symphonic DVD Player		1
	18	Franklin and Seiko Spelling Ace		18
700799	1	Sanyo DVD/VCR Player		1
	1	Samsung TV		1
	1	Emerson CD Player		1
	1	Dell Computer Monitor		1
700478	1	Sony DVD/VCR Player		1
	27		0	27

Valle Crucis

<u>Asset #</u>	<u>Quantity</u>	<u>Description</u>	<u>Usable</u>	<u>Unusable</u>
300393	1	Dell Optiplex 745 Desktop Computer		1
300287	1	Apple iPad 2		1
700983	1	Dell Optiplex 745 Desktop Computer		1
300945	1	Dell Chrombook 11		1

Watauga High School

<u>Asset #</u>	<u>Quantity</u>	<u>Description</u>	<u>Usable</u>	<u>Unusable</u>
	1	Dell Computer Monitor		1
	4	Cable TV Boxes	4	
	1	Cables and Cords	1	
903229	1	Apple iPad 2 16GB	1	
28473	1	Ziggy HD Document Camera	1	
905352	1	Elmo MO-1 Document Camera	1	
907490	1	Halo Smart Vape Sensor		1
903992	1	SmartTech UF65 Projector		1
903639	1	Samsung DVD/VCR Player	1	
400824	1	AlphaSmart Pro Keyboard		1
51438	1	AlphaSmart Pro Keyboard		1
	1	Intel Netport Express Print Server		1
	1	Sony FD Mavica Camera		1
903637	1	Samsung DVD/VCR Player	1	
903791	1	Samsung DVD/VCR Player	1	
904006	1	Samsung DVD/VCR Player	1	
903573	1	Samsung DVD/VCR Player	1	
903566	1	Samsung DVD/VCR Player	1	
903588	1	Samsung DVD/VCR Player	1	
903992	1	SmartTech UF65 Projector		1
903596	1	Dell Precision T3500 Desktop Computer		1
JROTC	1	ElInstruction CPS - 1 Controller & 40 Remotes		1
JROTC	1	ElInstruction CPS - 1 Controller & 40 Remotes		1
900652	1	Epson Powerlite 460 Projector		1
	27		15	12

Technology Department

<u>Asset #</u>	<u>Quantity</u>	<u>Description</u>	<u>Usable</u>	<u>Unusable</u>
	1	HP Probook 4540S Laptop		1
28999	1	Vizio 55" HD Smart LED		1
28798	1	Acer C720P Touch Chromebook		1
28537	1	Dell Chromebook 11		1
28661	1	Lenovo Thinkpad 11e Chromebook		1
28628	1	Samsung Chromebook 2		1
28629	1	Samsung Chromebook 2		1

28453	1	Epson Powerlite 98 Projector		1
25111	1	Apple iPad Air 16GB		1
500160	1	Dell T-240 Server Tower		1
400184	1	Dell T-240 Server Tower		1
600220	1	Dell T-420 Server Tower		1
200799	1	Dell T-420 Server Tower		1
800086	1	Dell T-420 Server Tower		1
200775	1	NEC NP400 Projector		1
100053	1	Dell T-240 Server Tower		1
35187	1	HP Elitebook G2		1
902093	1	Dell Latitude E5400 Laptop		1
903376	1	Apple iPad 2	1	
903185	1	Dell Latitude E5420 Laptop		1
903475	1	Dell Latitude E5430 Laptop		1
903218	1	Dell Latitude E5430 Laptop		1
903181	1	Dell Latitude E5420 Laptop		1
80161	1	Dell Latitude E5420 Laptop		1
903382	1	Apple iPad 2	1	
903384	1	Apple iPad 2	1	
903369	1	Apple iPad 2	1	
903386	1	Apple iPad 2	1	
903381	1	Apple iPad 2	1	
903474	1	Dell Latitude E5430 Laptop		1
	<u>30</u>		<u>6</u>	<u>24</u>



Resolution to Support the myFutureNC Attainment Goal

- WHEREAS, myFutureNC is a statewide non-profit organization focused on educational attainment and is the result of cross-sector collaboration between North Carolina leaders in education, business and government; and
- WHEREAS, The myFutureNC Commission has concluded that North Carolina should have a goal that 2 million North Carolinians will have a high-quality credential or postsecondary degree by 2030; and
- WHEREAS, Watauga County Schools is committed to working with community partners as an accelerator for systemic change. In partnership, we leverage community assets, provide actionable insights, and catalyze innovative programming to drive towards equitable opportunity, better health, and a brighter future for all people in Southeastern North Carolina.
- WHEREAS, Watauga County Schools, along with other key partners, will help advance the educational attainment of students in North Carolina by applying data science techniques to generate insights, mobilize private sector capital for social good through impact investing programs, and supporting cross-sector collaborations and initiatives.
- WHEREAS, Watauga County Schools agrees that North Carolina faces a gap between the projected needs for citizens with high-quality credentials or postsecondary degrees and the attainment of those high-quality credentials or postsecondary degrees.

NOW THEREFORE BE IT RESOLVED, THAT:

Watauga County Schools supports the attainment goal of myFutureNC that 2 million North Carolinians should have a high-quality credential or postsecondary degree by 2030; and

Watauga County Schools along with leaders in business, education, state and local government, and community organizations will continue to foster partnerships to achieve the goal.

Adopted this the 9th day of November, 2020 by Watauga County Schools.

R. Ivan Henries, Chairman

Scott Elliott, Superintendent

Watauga County Schools
Beginning Teachers Program Plan

1. Beginning Teacher Support Program Standards

In Watauga County Schools (hereafter WCS), we work to align our priorities for Beginning Teachers (hereafter BTs) to the North Carolina Beginning Teacher Support Program (hereafter BTSP) Standards. These include:

1. Standard 1: Systematic Support for High Quality Induction Programs
2. Standard 2: Mentor Selection, Development, and Support
3. Standard 3: Mentoring for Instructional Excellence
4. Standard 4: Beginning Teacher Professional Development
5. Standard 5: Formative Assessment of Candidates and Programs

2. Process for Identifying and Verifying all Beginning Teachers

Upon initial hiring, the Licensure Specialist reviews the teaching license of each new teacher to identify the beginning teachers in years 1, 2, and 3. A tracking document for beginning teachers is maintained and shared with the beginning teacher program coordinators. A tracking sheet for each school listing each teacher, their hire date, and their status (including all beginning teachers and their year in the process) is shared with the BT program coordinators and each school administrator. The Human Resources Director schedules an annual meeting with principals to correctly assign all evaluation types for teachers in the online evaluation program. This ensures beginning teachers are evaluated on the comprehensive evaluation cycle. Teachers are given their assignments in the areas of the license. In rare situations when it is a necessity to assign a teacher to an area not covered on their license, a plan is developed for the teacher to obtain the required license area. The Licensure Specialist assists teachers with the documentation and application process through NCDPI for adding licensure areas. The district follows the NCSBE requirements for all required licensure tests. Beginning Teacher data is collected for the State of the Teaching Profession report and through the NC Teaching Working Conditions Survey. Watauga County Schools will participate annually in the EPP graduate and employer surveys as required by state policy.

3. Orientation Process

WCS provides each Beginning Teacher with an orientation. We include the following items in our orientation per State Board of Education Policy:

- Our School System's goals, policies and procedures
- A description of available services and training opportunities
- A copy of the BTSP policy and the process for achieving a continuing license
- Required Working Conditions Guidelines, including their mentors being assigned early and in close proximity, that they have limited preparations, limited non-instructional duties, limited number of exceptional or difficult students, and no extracurricular assignments unless they request it in writing.

- NC Teacher Evaluation Process
- NC Standard Course of Study
- Local Curriculum Guides
- The safe and appropriate use of seclusion and restraint of students
- The State Board of Education's Mission and Goals

In addition, local topics that we include in orientation include employee benefits, school calendar, financial planning, and a bus tour of our community.

Participants are required to sign in at Orientation, so documentation can be kept of their attendance.

Orientation sessions are conducted throughout the school year to assist with varying start dates for new teachers.

4. Mentor Assignments

In Watauga County Schools, current teachers who wish to serve as mentors complete an application. Applications are reviewed by Principals and District Staff. Prospective mentors then attend the 12 hour training originally provided by the state. It is expected that all mentors are rated at least "proficient" level on NCEES using the most recent evaluation data from the past two years for those teachers, and that they have met expectations for growth in their subject area (if applicable). A master list of eligible teachers to serve as mentors is maintained and updated annually after reviewing the evaluation status of all teachers. The Beginning Teachers Coordinators then communicate with Principals to determine the best teacher to serve as mentor for each Beginning Teacher.

If a Principal determines the best teacher to serve the BT is in a different school building, we keep documentation of that request by the Principal and the approval of the mentor.

Mentor support guidelines follow Standard 2 of the Beginning Teacher Support Program Standards. To best support their mentees, mentors are provided with quarterly talking points to discuss with their Beginning Teacher. These include a wide range of topics, including lesson planning, observing the mentor teaching, classroom management, content, etc.

Mentors are asked to collaborate with other mentors across the district to provide professional development sessions for beginning teachers to attend. They are also asked to conference with the BT Coordinators at least once per year to receive support for mentoring. Mentor professional development is offered as funds allow to increase their knowledge and skills in mentoring.

5. Beginning Teacher Professional Development Plan Process

The process for creating a Professional Development Plan (hereafter PDP) is reviewed during the New Teacher Orientation session. During the first ten days of each school year, school administrators review the PDP process with all teachers including the timeline for completing the self-assessment and PDP as well as the applicable state board policies. Beginning teachers complete the online self-assessment. Goals for the PDP are identified through the self-assessment as well as alignment with the school improvement plan and district strategic plan. The mentor and school administrator meets with the teacher to review and modify PDP goals prior to completion of the initial professional development plan for the teacher. The beginning teacher, mentor, and

school administrator sign off on the plan in the NCEES online system. Progress on the PDP is reviewed at the mid year conference. The signatures of the BT, Mentor and Principal will be used to document that process. The overall completion of the PDP is reviewed at the teacher's summative evaluation conference before the end of the school year. Ongoing goals for the next school year as well as potential new goals are discussed at the end of the year conference. The BT, Mentor, and Principal will sign off on the end of year review of the PDP.

In order to help beginning teachers grow in the profession, we will also partner with the NC New Teacher Support Program when funds are available.

6. Professional Development

Beginning Teachers are required to attend 3 Professional Development sessions of choice each year they participate in the WCS BT Program. Topics include Designing Effective Instruction, Classroom Management, Working with the Community, Differentiation, Personal and Professional Organization, etc. Each year, we seek input from the Beginning Teachers as to topics they would like to see as options for professional development. In addition, a half day Professional Development session is provided for BT-I's that addresses Classroom Management, Working with Parents, and Lesson Planning.

All Beginning Teachers are also expected to participate in their district-wide area and grade level meetings for content specific professional development, as well as school based professional development offerings. We encourage Beginning Teachers to attend outside conferences that pertain to their subject matter or their growth as a teacher

7. Process for conducting observations and evaluations

Prior to the beginning of the school year, the HR director meets with principals to identify the appropriate evaluation cycle for each teacher. Beginning teachers are assigned the comprehensive evaluation cycle. Beginning teachers receive training on the evaluation process during orientation and again by the principal during the first two weeks of school.

Principals establish a timeline for conducting observations which is shared with teachers. Three formal observations are conducted each school year by a school administrator. At least one of these observations is announced including a pre-conference. Each observation is at least 45 minutes in length. Two of these required observations will be conducted during the first semester and at least one of the three administrative observations will be completed by the principal. Each beginning teacher also has at least one peer observation by a teacher other than their mentor. All observations include a post conference which should be held within 2 weeks of the observation. All appropriate steps and online signatures are documented for each observation in the online evaluation system through NCEES. School administrators schedule summative evaluation conferences with each beginning teacher before the end of the school year. During this conference the summary ratings are completed and shared with the teacher. Areas of strength and opportunities for improvement are noted and used to begin developing the professional development plan for the upcoming school year.

8. Plan for participation and demonstration of proficiency in BTSP Monitoring

In WCS, the BTSP Coordinators are responsible for leading the effort for WCS to participate in the the BTSP Monitoring Process. Documentation will be kept by the Coordinators and by the HR Department in order to fully participate in the process. Watauga County Schools successfully participated in a monitoring visit during the fall of the 2020-2021 school year.

9. Plan for participation in the annual BTSP Peer Review Process

In Watauga County Schools, the BTSP Coordinators attend regional meetings so that they can fully participate in the BTSP Peer Review Process. If neither Coordinator can attend a meeting, they will work with the REF to review any missed material. Coordinators regularly work with other districts to share ideas and best practices for supporting Beginning Teachers. Evidences will be submitted by the BTSP Coordinators as part of the Peer Review Process.

10. Statement of how BT's Personnel Files are filed and secured

Upon initial hiring, a personnel file is created in the Human Resources department for each beginning teacher. Watauga County Schools Board Policy 7820 defines what is included in the personnel file, how items are added or removed, the information that is public, and who has access to the files. These files include items such as the initial application, a copy of the teaching license, the teacher's contract, personnel action forms, copies of evaluations, and other needed documentation. All files are kept locked in filing cabinets in the Human Resources Department and are accessible by the employee and persons identified in WCS Board Policy 7820 (Personnel Files).

11. Plan for a timely transfer of BT files to subsequent employing LEAs, charter schools, or non-public institutions within the state.

Upon the request of another LEA, charter school, or non-public institution in NC, the files for the beginning teacher are transferred. Files may be transferred electronically, faxed, mailed, or through the state courier system.

12. Local Board Plan Approval

This plan will be submitted to the Watauga County Schools Board of Education on November 9, 2020 for approval.

Board of Education Chair

Date

Superintendent

Date

Human Resources Director

Date

BT Coordinator

Date



ANDERSON SMITH & WIKE PLLC

Certified Public Accountants

INDEPENDENT AUDITORS' REPORT

Watauga County Board of Education
Boone, North Carolina

Report on the Financial Statements

We have audited the accompanying financial statements of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information of the Watauga County Board of Education, as of and for the year ended June 30, 2020, and the related notes to the financial statements, which collectively comprise the Board's basic financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and the fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatements, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express opinions on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Opinions

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, business-type activities, each major fund, and the aggregate remaining fund information of the Watauga County Board of Education as of June 30, 2020, and the respective changes in financial position and cash flows, where applicable, thereof and the respective budgetary comparison for the General Fund, the State Public School Fund, and the Federal Grants Fund for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matters

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that Management's Discussion and Analysis on pages 4 through 11 and the Schedule of Proportionate Share of the Net Pension and OPEB Liabilities and the Schedule of Board Contributions on pages 53 through 58, respectively, be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary and Other Information

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise the Watauga County Board of Education's basic financial statements. The individual non-major fund financial statements and schedules, budgetary schedules and other schedules, as well as the accompanying schedule of expenditures of federal and State awards as required by *Title 2 U.S. Code of Federal Regulations (CFR) Part 200*, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, and the State Single Audit Implementation Act, are presented for purposes of additional analysis and are not a required part of the basic financial statements.

The individual non-major fund financial statements, budgetary schedules, other schedules and the accompanying schedule of expenditures of federal and State awards are the responsibility of management and were derived from and relate directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the individual non-major fund financial statements, budgetary schedules, other schedules, and the accompanying schedule of expenditures of federal and State awards are fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated October 22, 2020 on our consideration of Watauga County Board of Education's internal control over financial reporting and our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Watauga County Board of Education's internal control over financial reporting and compliance.

Anderson Smith & Wike PLLC

October 22, 2020
Statesville, North Carolina
(704) 562-5039

**WATAUGA COUNTY BOARD OF EDUCATION
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2020**

This section of the Watauga County Board of Education's (*the Board*) financial report represents our discussion and analysis of the financial performance of the Board for the year ended June 30, 2020. This information should be read in conjunction with the audited financial statements included in this report.

Financial Highlights

- The school system experienced an increased enrollment of 69 students (1.5%) from the previous year.
- The liabilities of the Board exceeded assets at the close of the fiscal year by \$61,810,278.
- The Board's total net position decreased by \$2,500,484 during the 2019-2020 year.
- At the close of the fiscal year, the Board's governmental funds reported a combined fund balance of \$5,252,229, an increase of \$109,436 from the prior year.
- At the close of the fiscal year, the Board's General Fund reported a fund balance of \$4,174,862, an increase of \$139,406 from the prior year.

District Highlights

- Watauga County Schools is home to more than 4,600 students who attend classes at one of the system's 10 schools. The district is made up of eight schools serving students in grades K-8, one consolidated high school and the Watauga Innovation Academy, a cooperative high school that allows students to earn high school and college credit simultaneously.
- Watauga County Schools is consistently ranked among the best public school systems in the state of North Carolina. In recent years, each of Watauga County's Schools met or exceeded growth standards set by the state of North Carolina.
- WCS also ranks as a top academic contender statewide, recently scoring in the top five for End-of-Grade testing and netting the top spot region-wide in six testing categories. The system routinely brings home some of the best ACT and SAT scores in the state.
- Recently, Watauga County Schools was named an "Accomplished District" by the National Board for Professional Teaching Standards. The designation was given to school districts in which 20 percent or more of teachers have achieved National Board certification. Watauga County is one of just 81 school districts across the nation that were awarded the Accomplished District designation.
- The system is home to two North Carolina Green Schools of Excellence, Watauga High School and Cove Creek School. The designation recognizes schools that show the highest level of commitment to a sustainable campus and environmental education curriculum.
- Students in Watauga County Schools have access to strong arts, music and outdoor education programs. Elementary and middle school students have physical education classes every day and a variety of exploratory options, from programming to robotics.
- Watauga County Schools charges no admission for out-of-county enrollees, and is open to homeschool students who wish to dual enroll at Watauga High School. Home school students can earn high school and college credit by attending classes at WHS, or virtually through the North Carolina Virtual Public School.

**WATAUGA COUNTY BOARD OF EDUCATION
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2020**

Overview of the Financial Statements

The audited financial statements of the Watauga County Board of Education consist of four components. They are as follows:

- *Independent Auditors' Report*
- *Management's Discussion and Analysis (required supplementary information)*
- *Basic Financial Statements*
- *Required supplemental section that presents budgetary statements for certain governmental funds and budgetary statements for the enterprise funds*

The *Basic Financial Statements* include two types of statements that present different views of the Board's finances. The first is the *government-wide statements*. The government-wide statements are presented on the full accrual basis of accounting and include the statement of net position and the statement of activities. The statement of net position includes all of the Board's assets and liabilities. Assets and liabilities are classified in the order of relative liquidity for assets and due date for liabilities. This statement provides a summary of the Board's investment in assets and obligations to creditors. Liquidity and financial flexibility can be evaluated using the information contained in this statement. The Statement of Activities summarizes the Board's revenues and expenses for the current year. A net (expense) revenue format is used to indicate to what extent each function is self-sufficient.

The second type of statement included in the basic financial statements is the *Fund Financial Statements*, which are presented for the Board's governmental and proprietary funds. These statements present the governmental funds on the modified accrual basis of accounting, measuring the near term inflows and outflows of financial resources and what is available at year-end to spend in the next fiscal year. The proprietary funds are presented on the full accrual basis of accounting. The fund financial statements focus on the Board's most significant funds. Because a different basis of accounting is used in the government-wide statements, reconciliation from the governmental fund financial statements to the government-wide statements is required. The government-wide statements provide information about the Board as an economic unit while the fund financial statements provide information on the financial resources of each of the Board's major funds.

Government-wide Statements

The government-wide statements report information about the unit as a whole using accounting methods similar to those used by private-sector companies. The Statement of Net Position includes all of the Board's assets and liabilities. All of the current year's revenues and expenses are accounted for in the statement of activities regardless of when cash is received or paid.

The two government-wide statements report the Board's net position and how it has changed. Net position – the difference between the Board's assets and liabilities – is one way to measure the unit's financial health or position.

- Over time, increases or decreases in the Board's net position are an indicator of whether its financial position is improving or deteriorating.
- To assess the Board's overall health, you need to consider additional non-financial factors such as changes in Watauga County's (the "County") property tax base and the condition of its school buildings and other physical assets.

**WATAUGA COUNTY BOARD OF EDUCATION
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2020**

The unit's activities are divided into two categories in the government-wide statements:

- **Governmental activities:** Most of the Board's basic services are included here, such as regular and special education, transportation, and administration. County funding and state and federal aid finance most of these activities.
- **Business-type activities:** The Board charges fees to help it cover the costs of certain services it provides. School food service and childcare services are included here.

The government-wide statements are shown as Exhibits 1 and 2 of this report.

Fund Financial Statements

The fund financial statements provide more detailed information about the Board's funds, focusing on its most significant or "major" funds – not the unit as a whole. Funds are accounting devices the Board uses to keep track of specific sources of funding and spending on particular programs.

- Some funds are required by State law, such as the State Public School Fund.
- The Board has established other funds to control and manage money for a particular purpose or to show that it is properly using certain revenues, such as in the Federal Grants fund.

Watauga County Board of Education has two types of funds:

Governmental funds: Most of the Board's basic services are included in the governmental funds, which generally focus on two things – how cash and other assets can readily be converted to cash flow in and out, and the balances left at year-end that are available for spending. As a result of this focus, the governmental funds statements provide a detailed short-term view that helps the reader determine whether there are more or fewer financial resources that can be spent in the coming year to finance the Board's programs. Because this information does not encompass the additional long-term focus of the government-wide statements, additional information at the bottom of the governmental funds statements, in the form of a reconciliation, explains the relationship (or differences) between the government-wide and the fund financial statements. The Board has several governmental funds: the General Fund, the State Public School Fund, the Individual Schools Fund, the Capital Outlay Fund, and the Federal Grants Fund.

The governmental fund statements are shown as Exhibits 3, 4 and 5 of this report.

Proprietary fund: Services for which the Board charges a fee are generally reported in the proprietary funds. The proprietary fund statements are reported on the same full accrual basis of accounting as the government-wide statements. Watauga County Board of Education has two proprietary funds – both enterprise funds - the School Food Service Fund and the Child Care Fund.

The proprietary fund statements are shown as Exhibits 6, 7, and 8 of this report.

Fiduciary fund: Fiduciary funds are used to account for resources held for the benefit of parties outside the government. Watauga County Board of Education has one fiduciary fund - the Private Purpose Trust

**WATAUGA COUNTY BOARD OF EDUCATION
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2020**

Fund, which is a scholarship fund under the control of the administrative unit. This is accounted for as a private purpose trust fund.

The fiduciary fund statements are shown as Exhibits 9 and 10 of this report.

Financial Analysis of the Schools as a Whole

Net position is an indicator of the fiscal health of the Board. Liabilities and deferred inflows of resources exceeded assets and deferred outflows of resources exceeded by \$61,810,278 as of June 30, 2020. The largest component of net position is net investment in capital assets, net of related debt, of \$17,965,873.

Following is a summary of the Statement of Net Position:

Table 1						
Condensed Statement of Net Position						
As of June 30, 2020 and 2019						
	Governmental Activities		Business-type Activities		Total Primary Government	
	6/30/20	6/30/19	6/30/20	6/30/19	6/30/20	6/30/19
Current assets	\$ 7,451,746	\$ 7,185,226	\$ 1,316,276	\$ 1,119,314	\$ 8,768,022	\$ 8,304,540
Capital assets	17,866,812	19,328,502	163,580	143,042	18,030,392	19,471,544
Total assets	<u>25,318,558</u>	<u>26,513,728</u>	<u>1,479,856</u>	<u>1,262,356</u>	<u>26,798,414</u>	<u>27,776,084</u>
Deferred outflows of resources	<u>15,756,257</u>	<u>14,857,146</u>	<u>377,416</u>	<u>358,891</u>	<u>16,133,673</u>	<u>15,216,037</u>
Current liabilities	2,122,036	3,945,440	68,043	37,224	2,190,079	3,982,664
Long-term liabilities	<u>79,877,800</u>	<u>70,028,479</u>	<u>1,901,068</u>	<u>1,786,299</u>	<u>81,778,868</u>	<u>71,814,778</u>
Total liabilities	<u>81,999,836</u>	<u>73,973,919</u>	<u>1,969,111</u>	<u>1,823,523</u>	<u>83,968,947</u>	<u>75,797,442</u>
Deferred inflows of resources	<u>20,287,466</u>	<u>25,712,861</u>	<u>485,952</u>	<u>791,613</u>	<u>20,773,418</u>	<u>26,504,474</u>
Net investment in capital assets	17,802,293	19,179,150	163,580	143,042	17,965,873	19,322,192
Restricted net position	1,284,913	1,404,131	1,855	1,426	1,286,768	1,405,557
Unrestricted net position	<u>(80,299,693)</u>	<u>(78,899,187)</u>	<u>(763,226)</u>	<u>(1,138,357)</u>	<u>(81,062,919)</u>	<u>(80,037,544)</u>
Total net position	<u>\$ (61,212,487)</u>	<u>\$ (58,315,906)</u>	<u>\$ (597,791)</u>	<u>\$ (993,889)</u>	<u>\$ (61,810,278)</u>	<u>\$ (59,309,795)</u>

Note that net position of governmental activities decreased during the year, indicating a decline in the financial condition of the Board. The decrease is primarily due to an increase in OPEB liabilities during the year. Also note that the Board carries capital assets for which Watauga County carries the offsetting debt.

**WATAUGA COUNTY BOARD OF EDUCATION
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2020**

The following table shows the revenues and expenses for the Board for the current fiscal year.

Table 2						
Condensed Statement of Revenues, Expenses, and Changes in Net Position						
For the Fiscal Years Ended June 30, 2020 and 2019						
	Governmental Activities		Business-type Activities		Total Primary Government	
	6/30/2020	6/30/2019	6/30/2020	6/30/2019	6/30/2020	6/30/2019
Revenues:						
Program revenues:						
Charges for services	\$ 40,916	\$ 1,865,524	\$ 924,644	\$ 1,185,756	\$ 965,560	\$ 3,051,280
Operating grants and contributions	33,304,801	33,776,940	1,747,109	1,084,572	35,051,910	34,861,512
Capital grants and contributions	84,833	463,035	37,961	-	122,794	463,035
General revenues:						
Other revenues	18,713,023	15,764,529	-	-	18,713,023	15,764,529
Total revenues	<u>52,143,573</u>	<u>51,870,028</u>	<u>2,709,714</u>	<u>2,270,328</u>	<u>54,853,287</u>	<u>54,140,356</u>
Expenses:						
Governmental activities:						
Instructional services	43,224,827	38,559,573	-	-	43,224,827	38,559,573
System-wide support services	11,206,262	11,580,470	-	-	11,206,262	11,580,470
Ancillary services	25,827	64,491	-	-	25,827	64,491
Non-programmed charges	399,909	429,809	-	-	399,909	429,809
Interest on long-term debt	-	2,513	-	-	-	2,513
Depreciation	71,336	1,366,316	-	-	71,336	1,366,316
Business-type activities:						
School food service	-	-	2,146,364	1,878,997	2,146,364	1,878,997
Child care	-	-	279,246	420,506	279,246	420,506
Total expenses	<u>54,928,161</u>	<u>52,003,172</u>	<u>2,425,610</u>	<u>2,299,503</u>	<u>57,353,771</u>	<u>54,302,675</u>
Transfers in (out)	(111,993)	(161,311)	111,993	161,311	-	-
Increase (decrease) in net position	(2,896,581)	(294,455)	396,097	132,136	(2,500,484)	(162,319)
Beginning net position	(58,315,906)	(58,021,451)	(993,888)	(1,126,025)	(59,309,794)	(59,147,476)
Ending net position	<u>\$ (61,212,487)</u>	<u>\$ (58,315,906)</u>	<u>\$ (597,791)</u>	<u>\$ (993,889)</u>	<u>\$ (61,810,278)</u>	<u>\$ (59,309,795)</u>

Total governmental activities generated revenues of \$52.1 million, which is slightly more than \$51.9 million generated in the prior year. Expenses for the current year were \$54.9 million as compared to \$52.0 million in the prior year. The decrease in net position stands at \$2.9 million at June 30, 2020, compared to a decrease of \$294,000 million in 2019. Business-type activities generated revenue of \$2.7 million and had expenses of \$2.4 million.

**WATAUGA COUNTY BOARD OF EDUCATION
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2020**

Financial Analysis of the Board's Funds

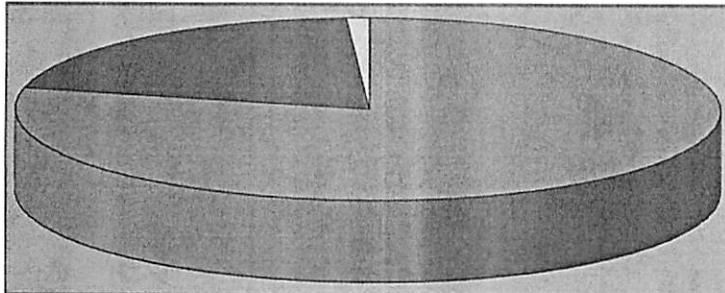
Governmental Funds: The focus of Watauga County Board of Education's governmental funds is to provide information on near-term inflows, outflows, and balances of usable resources. Such information is useful in assessing the Board's financing requirements.

The Board's governmental funds reported a combined fund balance of \$5,252,229, a \$109,436 increase from last year. The General Fund increased by \$139,406.

Proprietary Funds: The Board's business-type funds had an increase in net position in the past year. The School Food Service Fund reflected an increase in net position of \$259,221 while the Child Care Fund's net position increased by \$136,876.

The following chart summarizes expenditures by category.

Categorization of Expenditures for Governmental Funds



☐ Instructional Services

☒ System-Wide Support Services

☐ Capital Projects

☐ Other

Expenditures are presented on the modified accrual basis of accounting.

General Fund Budgetary Highlights

Over the course of the year, the Board revised the budget several times to account for changes in revenue expectations and to reduce appropriations in light of the reduced revenue estimates.

**WATAUGA COUNTY BOARD OF EDUCATION
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2020**

Capital Assets

Capital assets decreased by approximately \$1,440,000 from the previous year. This was largely due to depreciation expense exceeding capital additions during the year. The following is a summary of the capital assets, net of depreciation at year-end.

A more detailed description of the capital assets is available in Note 3 of the basic financial statements.

Table 3						
Summary of Capital Assets						
As of June 30, 2020 and 2019						
	Governmental Activities		Business-type Activities		Total Primary Government	
	6/30/2020	6/30/2019	6/30/2020	6/30/2019	6/30/2020	6/30/2019
Land	\$ 717,880	\$ 717,880	\$ -	\$ -	\$ 717,880	\$ 717,880
Construction in progress	-	-	-	-	-	-
Buildings and improvements	15,066,615	16,384,583	-	-	15,066,615	16,384,583
Equipment and furniture	332,664	346,258	163,580	143,042	496,244	489,300
Vehicles	1,749,653	1,879,781	-	-	1,749,653	1,879,781
Total	<u>\$ 17,866,812</u>	<u>\$ 19,328,502</u>	<u>\$ 163,580</u>	<u>\$ 143,042</u>	<u>\$ 18,030,392</u>	<u>\$ 19,471,544</u>

Debt Outstanding

During the year the Board's outstanding debt relating to installment purchases decreased by \$84,833 due to payments made on installment financing for school buses. The Board is limited by North Carolina statutes with regards to the types of debt it can issue and for what purpose that debt can be used. The County holds virtually all debt issued for school capital construction.

A more detailed description of the long-term debt is available in Note 3 of the basic financial statements.

Economic Factors

County funding is a major source of income for the Board; therefore, the County's economic outlook directly affects that of the school district. The following factors summarize the economic outlook of Watauga County.

- The property tax rate of 40.3 cents per \$100 remains the 5th lowest of all 100 counties in North Carolina for 2019-20.
- Watauga County's annual unemployment rate remains one of the lowest in North Carolina. For December 2019, Watauga County had the 2nd lowest unemployment rate for the state at 2.7 percent.
- Domestic tourism in Watauga County generated an economic impact of \$284.73 million in 2019. This was a 7.89 percent change from 2018.
- State and local tax revenues from travel to Watauga County amounted to \$25.17 million. This represents a \$434.76 tax savings to each county resident.

**WATAUGA COUNTY BOARD OF EDUCATION
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2020**

Impact of Coronavirus on School

During the fiscal year, the state and nation were affected by the spread of a coronavirus. The Board's response to the coronavirus included the closure of school educational facilities in mid-March. From this time until the end of the year, educational services were provided remotely to all students. The Board incurred additional expenses as a result of the coronavirus including: purchase of personal protective equipment and delivery expenses attributable to the delivery of lunches to students when the educational facilities were closed.

Requests for Information

This report is intended to provide a summary of the financial condition of Watauga County Board of Education. Questions or requests for additional information should be addressed to:

Ly Marze, Finance Officer
Watauga County Board of Education
175 Pioneer Trail
Boone, NC 28607



WATAUGA COUNTY BOARD OF EDUCATION

Margaret E. Gragg Education Center
175 Pioneer Trail, Boone, NC 28607

MEMORANDUM

TO: Dr. Scott Elliott, Superintendent
Members, Watauga County Board of Education

FROM: Ly Marze, Finance Officer

DATE: November 9, 2020

RE: 2020-21 Budget Resolution

Attached is the Budget Resolution for Watauga County Schools for fiscal year 2020-21.

A summary budget for all funds is as follows:

Local Current Expense Fund	\$ 14,187,099
State Public School Fund	31,070,082
Federal Grants Fund	2,137,133
School Nutrition Fund	1,466,500
Extended Learning Centers Fund	517,725
Capital Outlay Fund	1,935,000
Special Revenue Fund	481,602
Total	\$ 51,795,141

WATAUGA COUNTY PUBLIC SCHOOL SYSTEM

BUDGET RESOLUTION

BE IT RESOLVED by the Board of Education of the Watauga County School Administrative Unit:

Section 1 – The following amounts are hereby appropriated for the operation of the school administrative unit in the Local Current Expense Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

5100 Regular Instructional Services	\$ 4,486,898
5200 Special Populations Services	650,353
5400 School Leadership Services	1,070,340
5500 Co-Curricular Services	325,690
5800 School-Based Support Services	650,525
6100 Curricular Support Services	351,935
6400 Technology Support Services	609,153
6500 Operational Support Services	2,771,421
6600 Financial and Human Resource Services	2,222,502
6700 Accountability Services	6,000
6900 Policy, Leadership, and Public Relations Services	622,202
8100 Payments to Charter Schools	420,080

TOTAL LOCAL CURRENT EXPENSE FUND APPROPRIATION **\$ 14,187,099**

Section 2 – The following revenues are estimated to be available to the Local Current Expense Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

TOTAL LOCAL CURRENT EXPENSE FUND REVENUE **\$ 14,187,099**

Section 3 – The following amounts are hereby appropriated for the operation of the school administrative unit in the State Public School Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

5100 Regular Instructional Services	\$ 23,476,131
5200 Special Populations Services	3,583,635
5300 Alternative Programs and Services	253,016
5400 School Leadership Services	1,444,058
5800 School-Based Support Services	590,356
6200 Special Populations Support and Development Services	574,741
6500 Operational Support Services	1,146,101
6700 Accountability Services	2,044

TOTAL STATE PUBLIC SCHOOL FUND APPROPRIATION **\$ 31,070,082**

Section 4 – The following revenues are estimated to be available to the State Public School Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

TOTAL STATE PUBLIC SCHOOL FUND REVENUE **\$ 31,070,082**

Section 5 – The following amounts are hereby appropriated for the operation of the school administrative unit in the Federal Grants Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

5100 Regular Instructional Services	\$ 193,081
5200 Special Populations Services	1,142,599
5300 Alternative Programs and Services	801,453

TOTAL FEDERAL GRANTS FUND APPROPRIATION \$ 2,137,133

Section 6 – The following revenues are estimated to be available to the Federal Grants Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

TOTAL FEDERAL GRANTS FUND REVENUE \$ 2,137,133

Section 7 – The following amounts are hereby appropriated for the operation of the school administrative unit in the School Nutrition Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

7200 Nutrition Services	\$ 1,466,500
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TOTAL SCHOOL NUTRITION FUND APPROPRIATION \$ 1,466,500

Section 8 – The following revenues are estimated to be available to the School Nutrition Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

Local Funds, Receipts, and Transfers	\$ 30,500
Federal Funds	1,436,000

TOTAL SCHOOL NUTRITION FUND REVENUE \$ 1,466,500

Section 9 – The following amounts are hereby appropriated for the operation of the school administrative unit in the Extended Learning Centers Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

7100 Extended Learning Centers	\$ 517,725
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TOTAL EXTENDED LEARNING CENTERS FUND APPROPRIATION \$ 517,725

Section 10 – The following revenues are estimated to be available to the Extended Learning Centers Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

Local Funds and Receipts	\$ 476,721
Fund Balance Appropriated	41,004

TOTAL EXTENDED LEARNING CENTERS FUND REVENUE \$ 517,725

Section 11 – The following amounts are hereby appropriated for the operation of the school administrative unit in the Capital Outlay Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

Category I Projects (Acquisition of land and acquisition, construction, or renovation of buildings and other structures)	\$ 1,360,000
Category II Projects (Acquisition or replacement of furnishings and equipment)	420,000
Category III Projects (Acquisition of school buses, activity buses and other motor vehicles)	155,000

TOTAL CAPITAL OUTLAY FUND APPROPRIATION	\$ 1,935,000
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Section 12 – The following revenues are estimated to be available to the Capital Outlay Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

Local Funds	\$ 1,635,000
State Lottery Funds	300,000

TOTAL CAPITAL OUTLAY FUND REVENUE	\$ 1,935,000
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Section 13 – The following amounts are hereby appropriated for the operation of the school administrative unit in the Special Revenue Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

5100 Regular Instructional Services	\$ 80,932
5300 Alternative Programs and Services	285,670
5800 School-Based Support Services	115,000

TOTAL SPECIAL REVENUE FUND APPROPRIATION	\$ 481,602
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Section 14 – The following revenues are estimated to be available to the Special Revenue Fund for the fiscal year beginning July 1, 2020, and ending June 30, 2021:

Restricted Funds	\$ 481,602
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TOTAL SPECIAL REVENUE FUND REVENUE	\$ 481,602
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Section 15 – All appropriations shall be paid first from revenues restricted as to use and then from general unrestricted revenues.

Section 16 – The superintendent is hereby authorized to transfer appropriations within a fund under the following conditions:

- A. The superintendent may transfer amounts between purposes and between functions within a purpose without limitations and without a report to the Board of Education being required.
- B. The superintendent may transfer amounts not to exceed \$5,000 between functions of the same fund with a report on such transfers being required to the Board of Education.
- C. The superintendent may not transfer any amounts between funds or from any contingency appropriation within a fund without Board of Education approval.

Section 17 – Copies of the Budget Resolution shall be immediately furnished to the superintendent and school finance officer for direction in carrying out their duties.

Adopted this 9th day of November 2020.

Chair
Watauga County Board of Education

CURRENT EXPENSE FUND 2020-21					11/9/2020
DESCRIPTION		2019-20 ADOPTED BUDGET	2020-21 PROPOSED BUDGET	CHANGE	PERCENT INCREASE
5100	REGULAR INSTRUCTIONAL SERVICES				
1	Salary - Local Positions	2,699,685	2,664,732	(34,953)	-1.29%
2	Salary - JROTC	163,608	83,000	(80,608)	-49.27%
3	JROTC Program Funds	15,000	10,000	(5,000)	-33.33%
4	PreK Program	75,000	105,000	30,000	40.00%
5	Substitute Teacher Salaries	50,000	50,000	-	0.00%
6	Substitutes for 3D Assessments/Area Level Meetings	27,000	7,000	(20,000)	-74.07%
7	Mentor Stipends	41,000	41,000	-	0.00%
8	District-wide Supplies/Materials	25,000	25,000	-	0.00%
9	Diagnostic Screeners/Online Intervention Resources	48,000	102,000	54,000	112.50%
10	New Classroom Needs Due to Increased Enrollment	4,000	3,000	(1,000)	-25.00%
11	Piano Tuning and Repairs	3,500	3,500	-	0.00%
12	Instrument Repairs	4,000	4,000	-	0.00%
13	Itinerant Teacher Travel	8,000	8,000	-	0.00%
14	Homebound Services	5,000	5,000	-	0.00%
15	Workers Compensation Insurance	75,000	75,000	-	0.00%
16	Unemployment Insurance	5,000	5,000	-	0.00%
17	Life Insurance	5,000	5,000	-	0.00%
18	Employee Assistance Program	3,500	3,500	-	0.00%
19	Disability	5,000	5,000	-	0.00%
20	Social Security	229,599	218,846	(10,753)	-4.68%
21	Retirement Cost	576,086	607,849	31,763	5.51%
22	Hospital Insurance	460,338	455,471	(4,867)	-1.06%
		4,528,316	4,486,898	(41,418)	-0.91%
5200	SPECIAL POPULATIONS SERVICES				
23	Salary - Exceptional Children	339,927	409,927	70,000	20.59%
24	Social Security	26,004	31,359	5,355	20.59%
25	Retirement Cost	66,966	88,872	21,907	32.71%
26	Hospital Insurance	75,672	120,194	44,522	58.84%
		508,569	650,353	141,784	27.88%
5400	SCHOOL LEADERSHIP SERVICES				
27	Salary - Principals	36,254	36,254	-	0.00%
28	Travel - Principals	10,800	10,800	-	0.00%
29	Salary - Assistant Principals	58,748	63,584	4,836	8.23%
30	Salary - Office Personnel	510,216	510,216	-	0.00%
31	Longevity	3,077	3,077	-	0.00%
32	Educators Handbook	-	2,000	2,000	100.00%
33	Physical Education Supplies and Materials	-	-	-	0.00%
34	Media Center Supplies and Materials				
	Bethel	1,080	1,076	(4)	-0.37%
	Blowing Rock	1,952	2,056	104	5.33%
	Cove Creek	1,616	1,572	(44)	-2.72%
	Green Valley	1,948	1,952	4	0.21%
	Hardin Park	4,076	4,084	8	0.20%
	Mabel	1,188	1,140	(48)	-4.04%
	Parkway	2,776	2,860	84	3.03%
	Valle Crucis	1,988	1,924	(64)	-3.22%
	Watauga High	6,032	6,264	232	3.85%

CURRENT EXPENSE FUND 2020-21		2019-20 ADOPTED BUDGET	2020-21 PROPOSED BUDGET	CHANGE	11/9/2020 PERCENT INCREASE
DESCRIPTION					
35	School Needs, Staff Development, and Supplies				
	Bethel	5,270	5,244	(26)	-0.49%
	Blowing Rock	10,938	11,614	676	6.18%
	Cove Creek	8,754	8,468	(286)	-3.27%
	Green Valley	10,912	10,938	26	0.24%
	Hardin Park	24,744	24,796	52	0.21%
	Mabel	5,972	5,660	(312)	-5.22%
	Parkway	16,294	16,840	546	3.35%
	Valle Crucis	11,172	10,756	(416)	-3.72%
	Watauga High	37,458	38,966	1,508	4.03%
36	Social Security	47,361	47,731	370	0.78%
37	Retirement Cost	119,834	132,927	13,093	10.93%
38	Hospital Insurance	107,202	107,542	340	0.32%
		1,047,662	1,070,340	22,679	2.16%
5500	CO-CURRICULAR SERVICES				
39	Middle School Athletics				
	Coaching Supplements	47,000	47,000	-	0.00%
	Transportation	24,000	24,000	-	0.00%
	Catastrophic Insurance	6,175	6,175	-	0.00%
	Supplies	14,000	14,000	-	0.00%
	Contract Services	16,000	16,000	-	0.00%
40	WHS Athletics				
	Coaching Supplements	115,000	115,000	-	0.00%
	Transportation	20,000	20,000	-	0.00%
	Catastrophic Insurance/NCSHAA Dues	13,300	13,000	(300)	-2.26%
	Athletic Complex - WHS Athletics	20,000	20,000	-	0.00%
	Athletic Drug Testing	3,000	3,000	-	0.00%
41	Cultural Arts Program	15,600	-	(15,600)	-100.00%
42	Social Security	12,393	12,393	-	0.00%
43	Retirement Cost	31,914	35,122	3,208	10.05%
		338,382	325,690	(12,692)	-3.75%
5800	SCHOOL-BASED SUPPORT SERVICES				
44	Salary - School Nurses	79,780	79,780	-	0.00%
45	Salary - School Counselors	83,354	85,960	2,606	3.13%
46	Salary - Student Office /Data Manager	173,306	173,306	-	0.00%
47	Longevity	2,592	2,592	-	0.00%
48	WHS/ASU Assessment Center	30,000	30,000	-	0.00%
49	Student Assistance and Risk Assessment Program	4,000	4,000	-	0.00%
50	Mountain Alliance Partnership	9,000	9,000	-	0.00%
51	Supplies and Materials for School Nurses	1,700	1,700	-	0.00%
52	Supplies and Materials for Social Workers	500	500	-	0.00%
53	Safe Schools Program	1,000	1,000	-	0.00%
54	OSHA/Employee Safety	500	500	-	0.00%
55	ASU Clinical Screenings	700	700	-	0.00%
56	AdvanceEd Accreditation	1,000	1,000	-	0.00%
57	Staff Development for Departments and Programs				
	Administrative	6,000	6,000	-	0.00%
	Countywide	10,000	10,000	-	0.00%
	National Board Academy	3,000	3,000	-	0.00%
	K-3 Staff Development	11,500	11,500	-	0.00%
	4-8 Staff Development	11,500	11,500	-	0.00%
	9-12 Staff Development	2,000	2,000	-	0.00%

CURRENT EXPENSE FUND 2020-21		2019-20	2020-21		11/9/2020
DESCRIPTION		ADOPTED BUDGET	PROPOSED BUDGET	CHANGE	PERCENT INCREASE
	MTSS Staff Development	7,000	3,500	(3,500)	-50.00%
	DLC/Media Staff Development	3,000	1,500	(1,500)	-50.00%
	AIG	2,000	1,000	(1,000)	-50.00%
	Science and Chemical Safety	1,500	-	(1,500)	-100.00%
	School Nurses	3,000	3,000	-	0.00%
58	Staff Development/Travel for Departments and Directors				
	Superintendent	5,000	5,000	-	0.00%
	Assistant Superintendent/Personnel	3,450	3,450	-	0.00%
	K-3 Curriculum	2,000	1,500	(500)	-25.00%
	4-8 Curriculum	1,500	1,500	-	0.00%
	Curriculum Support	1,500	1,500	-	0.00%
	Instructional Support	1,000	1,000	-	0.00%
	Testing	1,500	1,500	-	0.00%
	Student Services	5,100	5,100	-	0.00%
	Exceptional Children	2,000	2,000	-	0.00%
	Finance	2,800	2,800	-	0.00%
	Technology	9,000	9,000	-	0.00%
	Maintenance	7,000	7,000	-	0.00%
	Transportation	4,800	4,800	-	0.00%
	School Nutrition	3,000	3,000	-	0.00%
	Public Relations	1,200	1,200	-	0.00%
59	Social Security	25,936	26,135	199	0.77%
60	Retirement Cost	66,789	74,067	7,278	10.90%
61	Hospital Insurance	56,754	56,934	180	0.32%
		648,262	650,525	2,263	0.35%
6110	CURRICULAR SUPPORT SERVICES				
62	Salary - District Personnel	257,448	257,448	-	0.00%
63	Social Security	19,695	19,695	-	0.00%
64	Retirement Cost	50,717	55,815	5,097	10.05%
65	Hospital Insurance	18,918	18,978	60	0.32%
		346,778	351,935	5,157	1.49%
6400	TECHNOLOGY SUPPORT SERVICES				
66	Salary - Technology and Instructional Support	246,597	243,984	(2,613)	-1.06%
67	Longevity	2,134	1,530	(604)	-28.30%
68	Technical Operating Contracts	150,000	150,000	-	0.00%
69	Communication Systems	45,000	45,000	-	0.00%
70	Technology Repairs, Supplies and Wiring Needs	25,000	25,000	-	0.00%
71	Visitor Management Systems	10,000	10,000	-	0.00%
72	Maintenance Agreements	30,000	30,000	-	0.00%
73	Social Security	19,028	18,782	(246)	-1.29%
74	Retirement Cost	49,000	53,227	4,227	8.63%
75	Hospital Insurance	31,530	31,630	100	0.32%
		608,289	609,153	864	0.14%
6500	OPERATIONAL SUPPORT SERVICES				
76	Salary - Maintenance	625,989	610,021	(15,968)	-2.55%
77	Salary - Transportation	58,580	62,431	3,851	6.57%
78	Longevity	10,848	9,613	(1,235)	-11.38%
79	Electricity	625,000	625,000	-	0.00%
80	Heating Fuel	265,000	265,000	-	0.00%
81	Water/Sewer	45,000	45,000	-	0.00%
82	Solid Waste Services	20,000	20,000	-	0.00%

CURRENT EXPENSE FUND 2020-21					11/9/2020
DESCRIPTION		2019-20 ADOPTED BUDGET	2020-21 PROPOSED BUDGET	CHANGE	PERCENT INCREASE
83	Telephone/Data - Central Office and Administrators	25,000	25,000	-	0.00%
84	Telephone/Data - Schools	140,000	140,000	-	0.00%
85	Postage	6,000	6,000	-	0.00%
86	Maintenance Supplies	200,000	200,000	-	0.00%
87	Maintenance Fees	164,000	164,000	-	0.00%
	EcoStructure Program	-	36,000	36,000	100.00%
88	Custodial Supplies	105,000	105,000	-	0.00%
89	AHERA Inspection of Asbestos	4,000	4,000	-	0.00%
90	Elevator Maintenance	7,440	7,440	-	0.00%
91	Water System Maintenance	32,500	32,500	-	0.00%
92	Painting	40,000	20,000	(20,000)	-50.00%
93	Transportation - Service and License Agreements	24,600	14,600	(10,000)	-40.65%
94	Hazardous Waste Disposal	2,500	2,600	100	4.00%
95	Garage/Transportation Supplies	2,300	2,400	100	4.35%
96	Vehicle Repair Parts	19,900	20,700	800	4.02%
97	Gas	36,000	37,500	1,500	4.17%
98	Oil	1,100	1,100	-	0.00%
99	Tires	3,500	3,650	150	4.29%
100	License/Title Fees	3,000	3,000	-	0.00%
101	Drug Testing	5,500	5,500	-	0.00%
102	Bus Lift Maintenance	2,000	2,100	100	5.00%
103	Social Security	53,199	52,178	(1,021)	-1.92%
104	Retirement Cost	136,997	147,872	10,875	7.94%
105	Hospital Insurance	107,202	101,216	(5,986)	-5.58%
		2,772,156	2,771,421	(735)	-0.03%
6600	FINANCIAL AND HUMAN RESOURCE SERVICES				
106	Salary - Finance	156,672	147,917	(8,755)	-5.59%
107	Salary - Personnel	79,104	80,262	1,158	1.46%
108	Classified Salary Revision	90,000	-	(90,000)	-100.00%
109	Supplements				
	Certified Staff	937,876	937,876	-	0.00%
	Classified Staff	241,576	241,576	-	0.00%
	School Administrators	80,130	80,130	-	0.00%
	Directors	37,910	37,910	-	0.00%
	School Nutrition	35,487	35,487	-	0.00%
110	Finance Office Supplies	10,000	10,000	-	0.00%
111	Recruitment	13,000	10,000	(3,000)	-23.08%
112	Employee License Renewal Fees	3,000	3,000	-	0.00%
	Pearson Exams, School Nurse Exams, etc.	-	2,500	2,500	100.00%
113	Workers Comp Drug Screenings	1,000	1,000	-	0.00%
114	Pre-employment Screenings	1,000	1,000	-	0.00%
115	Awards Program	10,000	10,000	-	0.00%
116	Beginning Teachers Program	4,000	4,000	-	0.00%
117	NC New Teacher Support Program	11,000	11,000	-	0.00%
118	Liability Insurance (Cyber, Security, Foreign Travel)	13,500	17,500	4,000	29.63%
119	Vehicle Insurance	23,000	23,000	-	0.00%
120	Property Insurance	71,000	71,000	-	0.00%
121	Fidelity Bonds	1,500	1,500	-	0.00%
122	Social Security	120,010	119,429	(581)	-0.48%
123	Retirement Cost	309,045	338,459	29,414	9.52%
124	Hospital Insurance	37,836	37,956	120	0.32%
		2,287,645	2,222,502	(65,144)	-2.85%

CURRENT EXPENSE FUND 2020-21					11/9/2020
DESCRIPTION		2019-20 ADOPTED BUDGET	2020-21 PROPOSED BUDGET	CHANGE	PERCENT INCREASE
6700	ACCOUNTABILITY SERVICES				
125	Supplies and Materials for Testing Department	6,000	6,000	-	0.00%
		6,000	6,000	-	0.00%
6900	POLICY, LEADERSHIP, AND PUBLIC RELATIONS SERVICES				
126	Salary - District Personnel	301,991	301,991	-	0.00%
127	Board of Education Staff Development	20,000	20,000	-	0.00%
128	Board of Education Compensation	23,000	23,000	-	0.00%
129	Board of Education Travel	7,500	7,500	-	0.00%
130	Legal Services	50,000	50,000	-	0.00%
131	Audit Services	44,000	40,000	(4,000)	-9.09%
132	Membership Fees	60,000	60,000	-	0.00%
133	Public Relations Supplies	3,500	3,500	-	0.00%
134	Social Security	25,436	25,436	-	0.00%
135	Retirement Cost	59,492	65,472	5,979	10.05%
136	Hospital Insurance	18,918	25,304	6,386	33.76%
		613,836	622,202	8,365	1.36%
8100	PAYMENT TO OTHER GOVERNMENTAL UNITS				
137	Transfer to Charter Schools	481,779	420,080	(61,699)	-12.81%
TOTAL CURRENT EXPENSE BUDGET		14,187,674	14,187,099	(575)	0.00%

CURRENT EXPENSE FUND 2020-21					11/9/2020
		2019-20 ADOPTED BUDGET	2020-21 PROPOSED BUDGET		PERCENT INCREASE
SOURCE OF FUNDS				CHANGE	
Fines and Forfeitures		323,000	323,000	-	0.00%
County Appropriation - General		13,193,939	13,444,019	250,080	1.90%
County Appropriation - COLA Reserve		188,956	-	(188,956)	-100.00%
County Appropriation - Charter Schools*		481,779	420,080	(61,700)	-12.81%
CURRENT EXPENSE REVENUE TOTAL		14,187,674	14,187,099	(575)	0.00%
Local Revenue		13,705,895	13,767,019		
Allotted ADM per DPI		4,694	4,752		
Local Revenue per ADM		2,920	2,897		
Projected Charter School ADM		165	145		
Total Budget for Charter Schools*		481,779	420,080		
		2019-20 ADOPTED BUDGET	2020-21 PROPOSED BUDGET		PERCENT INCREASE
				CHANGE	
Current Expense County Appropriation		13,864,674	13,864,099	(575)	0.00%

CAPITAL PROJECTS 2020-21		11/9/2020
Recurring Capital Needs		Amount
		Total
1	1:1 Devices	175,000
2	Classroom Presentation Technology	80,000
3	Activity Bus Replacements	60,000
4	Staff and Local Vehicle Replacements	95,000
5	Custodial Floor Equipment	15,000
6	Facilities - Furniture/Equipment	90,000
7	Band/Arts Program Equipment	30,000
8	Roof Maintenance	45,000
9	Pavement Repair/Resurface	160,000
10	Carpet & Tile Replacements	30,000
11	Door Replacements	15,000
12	HVAC / Sewer Pump Replacements	25,000
13	Gym Floor Replacements/Recoat	75,000
14	Cafeteria Tables Replacements	10,000
15	Replace Kitchen/Cafeteria Equipment	55,000
		960,000
Current School Year Needs		
1	VolP - Parkway	80,000
2	Security Cameras	100,000
3	Vehicle Lift	20,000
4	Mobile Unit - Parkway	125,000
5	Light Replacements at Watauga High Stadium	175,000
6	Turf Replacement at Watauga High	450,000
7	Resurface Weight Room Floor at Watauga High	25,000
		975,000
Total Needs for 2020-21		1,935,000
		1,935,000

CAPITAL OUTLAY FUND 2020-21		11/9/2020
DESCRIPTION		2020-21 PROPOSED BUDGET
CATEGORY I		
1 Carpet & Tile Replacements	Lottery	30,000
2 Replace Kitchen/Cafeteria Equipment	Lottery	55,000
3 VoIP System	Lottery	80,000
4 Gym Floor Replacements/Recoat	Lottery	75,000
5 Door Replacements	Lottery	15,000
6 Roof Maintenance	Lottery	45,000
7 HVAC / Sewer Pump Replacements	Current Capital	25,000
8 Resurface Weight Room at WHS	Current Capital	25,000
9 Pavement Repair/Resurface	CIP Reserves	160,000
10 Security Cameras	CIP Reserves	100,000
11 Mobile Unit	CIP Reserves	125,000
12 Light Replacements at WHS Stadium	CIP Reserves	175,000
13 Turf Replacement at WHS	CIP Reserves	450,000
TOTAL CATEGORY I		1,360,000
CATEGORY II		
1 1:1 Devices	CIP Reserves	175,000
2 Classroom Presentation Technology	Current Capital	80,000
3 Facilities - Furniture/Equipment	Current Capital	76,000
4 Custodial Floor Equipment	Current Capital	15,000
5 Maintenance Equipment	Current Capital	8,000
6 Transportation Equipment	Current Capital	6,000
7 Vehicle Lift	Current Capital	20,000
8 Band Equipment	Current Capital	15,000
9 Arts Programs	Current Capital	15,000
10 Cafeteria Tables	Current Capital	10,000
TOTAL CATEGORY II		420,000
CATEGORY III		
1 Activity Bus Replacement	Current Capital	60,000
2 Staff Vehicle Replacement	Current Capital	95,000
TOTAL CATEGORY III		155,000
CAPITAL OUTLAY BUDGET TOTAL		1,935,000

CAPITAL OUTLAY FUND 2020-21				11/9/2020
SOURCE OF FUNDS	2019-20 ADOPTED BUDGET	2020-21 PROPOSED BUDGET	CHANGE	PERCENT INCREASE
NC Public School Building Lottery Fund	300,000	300,000	-	0.00%
County Appropriation	979,290	1,635,000	655,710	66.96%
CAPITAL OUTLAY TOTAL	1,279,290	1,935,000	655,710	51.26%

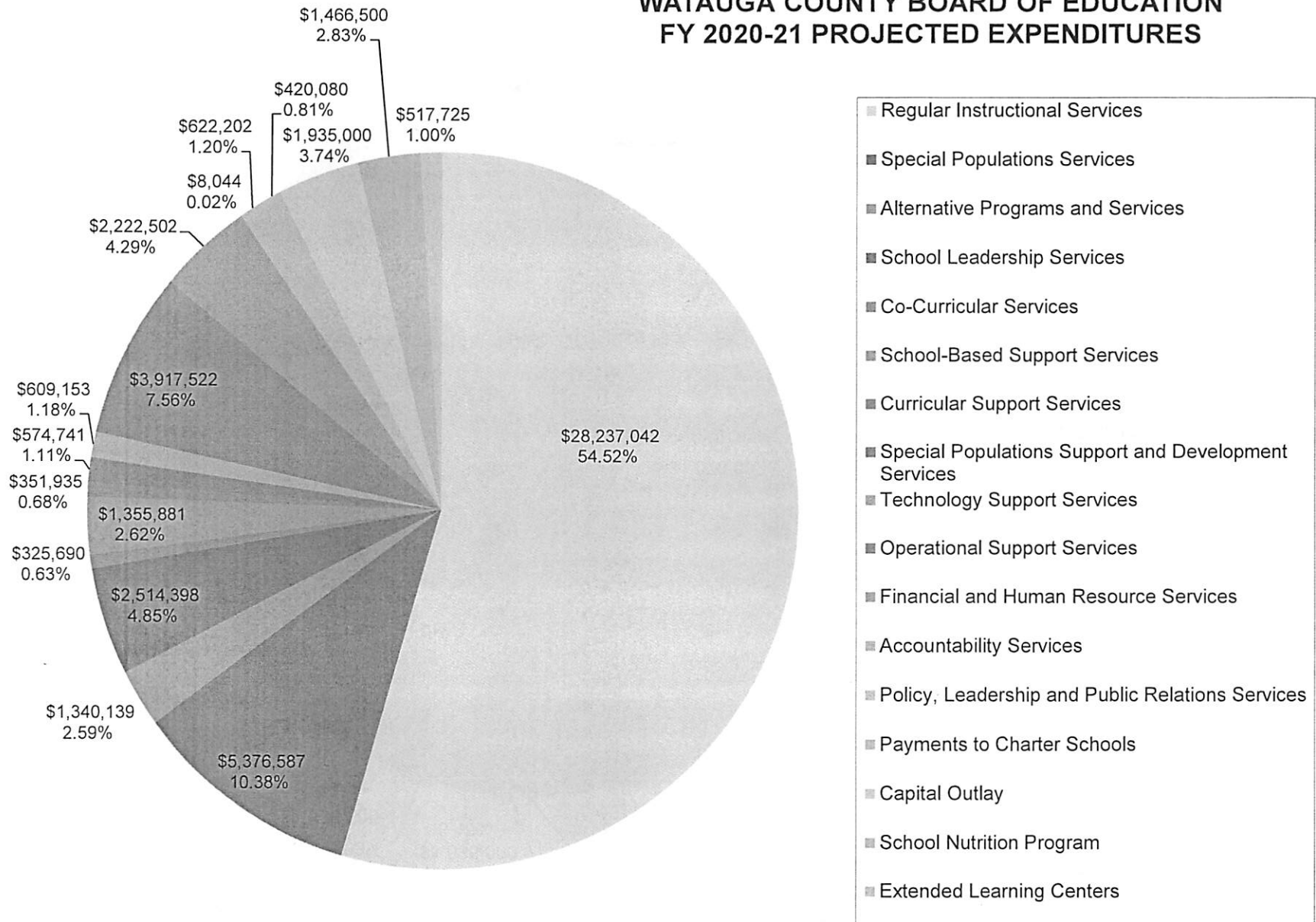
CURRENT EXPENSE AND CAPITAL OUTLAY FUND REVENUE 2020-21					11/9/2020
SOURCE OF FUNDS		2019-20 ADOPTED BUDGET	2020-21 PROPOSED BUDGET	CHANGE	PERCENT INCREASE
Fines and Forfeitures		323,000	323,000	-	0.00%
NC Public School Building Lottery Fund		300,000	300,000	-	0.00%
County Appropriation		14,843,964	15,499,099	655,135	4.41%
TOTAL		15,466,964	16,122,099	655,135	4.24%

SPECIAL REVENUE FUND 2020-21		11/9/2020
DESCRIPTION		
1	NC PRE-K PROGRAM	
	Salaries/Benefits/Program	285,670
	NC PRE-K BUDGET TOTAL	285,670
2	DHHS SCHOOL NURSE CONTRACT	
	Salaries/Benefits	50,000
	DHHS SCHOOL NURSE BUDGET TOTAL	50,000
3	ABC ALCOHOL EDUCATION PROGRAM	
	Salaries/Benefits	65,000
	ABC ALCOHOL EDUCATION BUDGET TOTAL	65,000
4	CAREER AND COLLEGE PROMISE AGREEMENT	
	Salaries/Benefits	80,932
	CAREER AND COLLEGE PROMISE AGREEMENT BUDGET TOTAL	80,932
SPECIAL REVENUE FUND TOTAL EXPENSES		481,602
SOURCE OF FUNDS		
	NC Pre-K / Children's Council Agreement	285,670
	DHHS School Nurse Contract	50,000
	ABC Revenue Restricted-Alcohol Education	65,000
	Caldwell Community College Agreement	80,932
SPECIAL REVENUE FUND TOTAL REVENUES		481,602

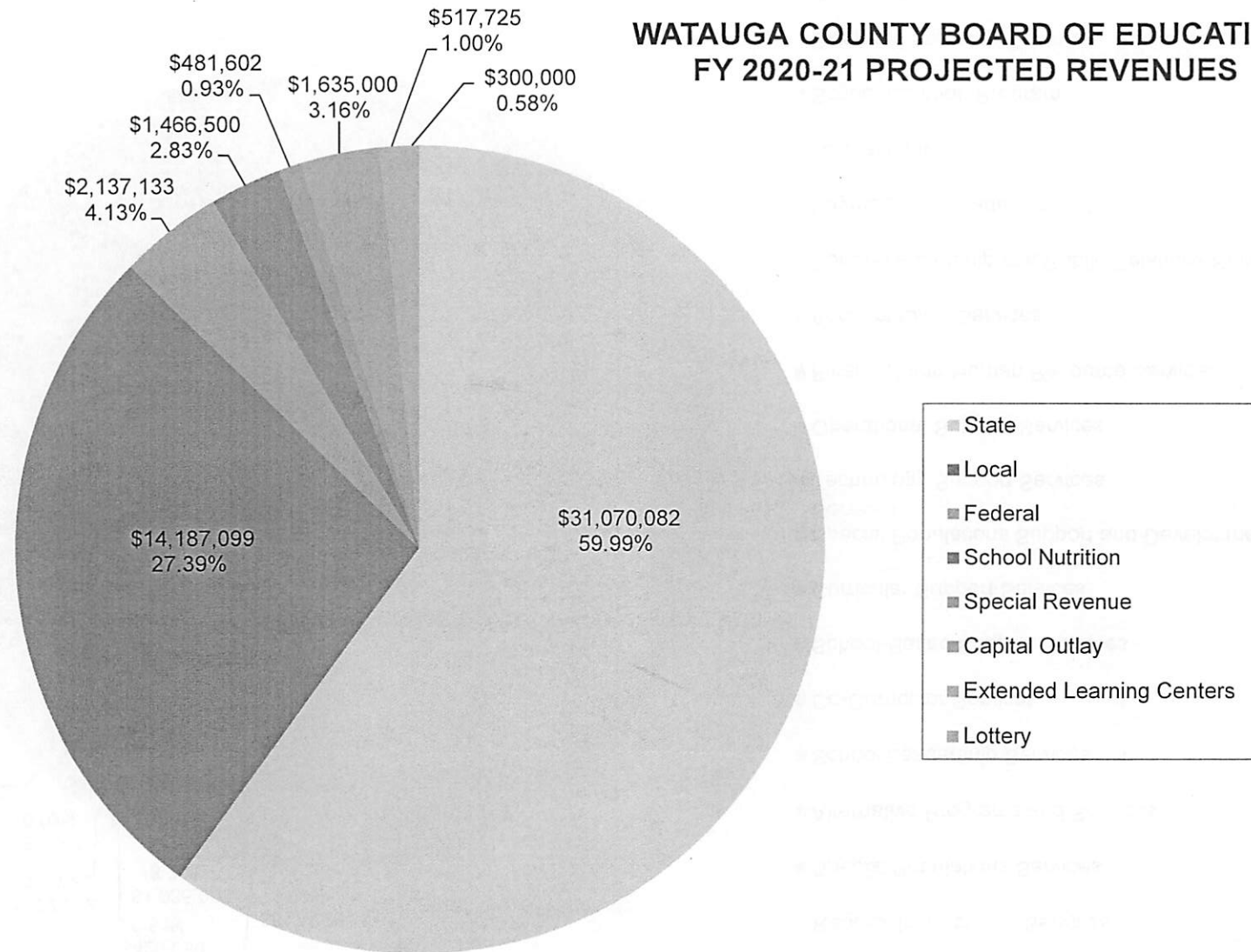
SCHOOL NUTRITION FUND 2020-21			11/9/2020
<u>PROGRAM EXPENSES</u>			
5.7200.035.151	CLERICAL SALARY		40,000
5.7200.035.165	SUBSTITUTES		2,000
5.7200.035.174	SALARY-CAFETERIA WORKER		290,000
5.7200.035.176	SALARY-MANAGER		190,000
5.7200.035.180	BONUS		-
5.7200.035.184	LONGEVITY PAY		1,000
5.7200.035.185	BONUS ANNUAL LEAVE		500
5.7200.035.188	ANNUAL LEAVE		1,500
5.7200.035.189	SHORT-TERM DISABILITY		1,000
5.7200.035.199	OVERTIME PAY		3,000
5.7200.035.211	EMPLOYERS SOC SEC COST		35,000
5.7200.035.221	EMPLOYERS RETIREMENT COST		89,000
5.7200.035.231	EMPLOYERS HOSP INS COST		144,000
5.7200.035.233	UNEMPLOYMENT INSURANCE		-
5.7200.035.311	CONTRACTED SERVICES		9,500
5.7200.035.312	WORKSHOP EXPENSES		-
5.7200.035.313	ADVERTISING FEES		500
5.7200.035.314	PRINTING/BINDING		1,000
5.7200.035.326	CONTRACTED REPAIRS/MATERIALS		2,500
5.7200.035.332	TRAVEL		2,000
5.7200.035.342	POSTAGE		500
5.7200.035.361	MEMBERSHIP DUES		500
5.7200.035.411	OFFICE SUPPLIES		2,000
5.7200.035.418	SOFTWARE		3,000
5.7200.035.422	REPAIR PARTS/MATERIALS		4,000
5.7200.035.451	FOOD PURCHASED		450,000
5.7200.035.452	USDA COMMODITY FOODS USED		126,000
5.7200.035.453	FOOD PROC. SUPPLIES		50,000
5.7200.035.541	EQUIPMENT		-
5.7200.035.571	DEPRECIATION		18,000
Grand Total Expenses			1,466,500
<u>PROGRAM REVENUES</u>			
5.3811.035.000	USDA GRANTS		10,000
5.3814.035.000	USDA GRANTS SUMMER FEEDING		1,300,000
5.3815.035.000	USDA GRANTS/COMM.FOODS		126,000
5.4311.035.000	PAID STUDENT BREAKFASTS		700
5.4314.035.000	SALES LUNCH FULL PAY		1,500
5.4315.035.000	LUNCH REDUCED PREPAID		-
5.4316.035.000	LUNCH ADULT CASH		20,000
5.4318.035.000	SUPPLEMENTAL SALES		5,000
5.4321.035.000	CATERED BREAKFASTS		-
5.4322.035.000	CATERED LUNCHEES		-
5.4323.035.000	CATERED SUPPERS & BANQUETS		-
5.4324.035.000	CATERED SUPPLEMENTS		2,500
5.4341.035.000	STATE REIMBURSEMENT BREAKFAST		200
5.4490.035.000	MISC LOCAL OPERATING REV		100
5.4820.035.000	DISPOSITION SCHOOL FIXED ASSETS		500
Grand Total Revenues			1,466,500

EXTENDED LEARNING CENTERS FUND 2020-21										
		Blowing	Cove	Green	Hardin			Valle	Holiday/	
Expenses	Bethel	Rock	Creek	Valley	Park	Mabel	Parkway	Crucis	Snowday	Total
Salaries	15,050	34,235	23,030	24,105	72,125	15,050	66,940	23,030	18,660	292,225
Longevity		275					420			695
Social Security	1,151	2,640	1,762	1,844	5,518	1,151	5,153	1,762	1,427	22,408
Retirement					5,463	3,268	6,069			14,800
Health Insurance					6,326	3,878	6,326			16,530
subtotal, personnel	16,201	37,150	24,792	25,949	89,432	23,347	84,908	24,792	20,087	346,658
Snacks	1,364	4,452	2,809	2,022	6,742	1,802	7,372	2,968	1,166	30,697
Center Supplies	454	854	653	604	1,754	454	1,754	654	571	7,752
Field Trips/presenters	200	200	200	200	200	200	200	200	200	1,800
Telephone	-	-	-		175	-	165	-	-	340
subtotal, program	2,018	5,506	3,662	2,826	8,871	2,456	9,491	3,822	1,937	40,589
Site Total Costs	18,219	42,656	28,454	28,775	98,303	25,803	94,399	28,614	22,024	387,247
Administrative and Other Program Costs										130,478
Grand Total Expenses										517,725
Revenues										
from general fund balance										41,004
Grand Total Revenues	10,064	61,280	36,400	44,783	132,787	12,477	111,348	51,394	16,188	517,725
Administrative Costs				Other Program Costs						
704.113 ELC Director		44,007								
704.151 Office Personnel		30,600		704.312 Workshop expenses			1,400			
704.184 Longevity		1,500		704.332 Travel			1,800			
704.211 Social Security		5,810		704.342 Postage			200			
704.221 Retirement		15,996		704.399 Other purchased services			1,395			
704.231 Health Insurance		13,294		704.411 Supplies			3,448			
		111,207		704.418 Software			1,939			
				704.461 Computer Equipment			4,400			
				704.462 Furniture & Equipment			4,689			
							19,271			

WATAUGA COUNTY BOARD OF EDUCATION FY 2020-21 PROJECTED EXPENDITURES



WATAUGA COUNTY BOARD OF EDUCATION FY 2020-21 PROJECTED REVENUES



EXTRACURRICULAR ACTIVITIES AND STUDENT ORGANIZATIONS

Policy Code:

3620

The Watauga County Board of Education (the "board") recognizes the value of interscholastic athletics and extracurricular activities in promoting leadership and team skills, practicing democratic principles, and encouraging the lifelong learning process. Students are encouraged to participate in opportunities available at the school, including interscholastic athletics and student organizations. All activities are open to all students attending that school unless a restriction is justified and has been approved by the principal. The principal shall ensure that students and parents are notified of the various opportunities for participation in extracurricular activities and. ~~The principal shall establish any rules, as necessary, for school and student-initiated extracurricular to govern such activities.~~

A. REQUIREMENTS FOR PARTICIPATION IN EXTRACURRICULAR ACTIVITIES REQUIREMENTS

Participation in extracurricular activities, including student organizations and interscholastic athletics, is a privilege, not a right, and may be reserved for students in good academic standing who meet behavior standards established by the board and the school.

Participation in extracurricular activities may be restricted if a student (1) is not performing at grade level as provided in policy 3400, Evaluation of Student Progress; (2) has exceeded the number of absences allowed by policy 4400, Attendance; (3) has violated the student conduct standards found in the 4300 series of policies; or (4) has violated school rules for conduct. School administrators choosing to exercise this authority to restrict participation shall provide this policy and any additional rules developed by the superintendent or the principal to all parents, guardians, and students.

The grievance procedure provided in policy 1740/4010, Student and Parent Grievance Procedure, may be utilized by parents or students who believe that a student has been aggrieved by a decision made pursuant to this policy.

B. ADDITIONAL RULES FOR SPECIFIC ACTIVITIES

1. Interscholastic Athletics

In addition to meeting the general requirements listed above, in order to be eligible for interscholastic athletics participation, students must have been in daily attendance 85 percent of the previous semester and must meet all applicable eligibility standards of the North Carolina High School Athletic Association, the North Carolina Department of Public Instruction, and any locally established requirements for interscholastic athletics participation.

Students in the sixth grade are eligible to participate in all interscholastic athletics except football.

A student participating in high school interscholastic athletics may participate only on the team consistent with the gender on the student's birth certificate unless otherwise permitted under North Carolina High School Athletic Association rules and regulations.

2. Student-Initiated, Noncurriculum-Related Student Groups at the Secondary Level

Student-initiated, noncurriculum-related, secondary school student groups will be permitted to conduct voluntary meetings on school grounds during noninstructional time, regardless of the size of the group or the religious, political, philosophical, or other content of the speech at the meetings, provided that the meetings do not materially and substantially interfere with the orderly conduct of the educational activities of the school. The principal shall establish viewpoint neutral rules governing such meetings, including restrictions on when and where meetings may occur.

School employees may not promote, lead, or participate in student-initiated meetings but may be present at meetings to maintain order and discipline, to protect the well-being of the students and faculty, and to assure that attendance of students at the meetings is voluntary. School employees may not influence the form or content of any prayer or other religious activity or require any person to participate in prayer or other religious activity. In addition, non-school persons may not direct, conduct, control, or regularly attend the activities of the groups.

No public funds will be expended on behalf of the student-initiated, noncurriculum-related student groups except for the incidental cost of providing space for the group meetings.

Student-initiated, noncurriculum-related groups will have the same access to communication channels for publicizing their meetings as is allowed to all other noncurriculum-related student groups. However, school officials may indicate in such communications that the meetings are not sponsored by the school.

For purposes of this section, a noncurriculum-related student group is one that is not directly related to the curriculum. A student group will be considered curriculum-related only if (1) the group's subject matter is taught in a regularly offered course or relates to the curriculum as a whole; (2) participation in the group is required as part of a course; or (3) participation in the group results in course credit.

~~School administrators choosing to exercise the authority to restrict participation based upon any of the reasons provided in the previous paragraph shall provide this policy and any additional rules developed by the superintendent or the principal to all parents or guardians and students. The grievance procedure provided in policy 4010, Student and Parent Grievance Procedure, may be utilized by parents or students who believe that a student has been aggrieved by a decision made pursuant~~

~~to this policy.~~

C. SPECIAL CIRCUMSTANCES

1. Students with Disabilities

Students with disabilities must be accorded the legal rights required by federal and state law.

2. Transitioning Military Students

School administrators shall facilitate the inclusion and participation of transitioning military children in extracurricular activities, to the extent they are otherwise qualified, by:

- a. providing information about extracurricular activities to transitioning military children; and
- b. waiving application deadlines.

3. Athletic Participation by Home School Students

Home school students who are dually enrolled in accordance with the school system's enrollment and assignment policies and procedures are eligible to participate in high school interscholastic athletics if they comply with all of the following.

- a. The student must present a home school card from the Division of Non-Public Education for the previous and current years, as well as a transcript, attendance record, and record immunizations.
- b. The student must submit proof that the student has been enrolled in a registered home school for 365 days prior to participation in athletics.
- c. Prior to the first date of practice, the student must provide the results of a nationally standardized achievement test, taken within the last year, that indicates the student was on grade level at the time the test was taken.
- d. The student must participate in a class schedule that is at least one half of the assigned school's instructional day. At least one class must be taken on campus each semester.
- e. The student must pass all classes in which the student is enrolled at the assigned school in order to maintain athletic eligibility.
- f. Once dually enrolled and deemed eligible to participate in athletics, the

student must maintain continuous dual enrollment. Failure to maintain continuous dual enrollment would render the student ineligible for athletic participation for 365 days.

g. The student must notify the principal of the assigned school in writing of the student's intent to try out for an athletic team at least 10 days prior to the first practice date of each sport season in which the student wishes to participate. Failure to comply with this requirement renders the student ineligible for that sport season.

h. The student must comply with all other applicable North Carolina High School Athletic Association rules and regulations regarding eligibility for athletic participation.

A dually enrolled student who transitions to full enrollment within the school system will then be governed by North Carolina High School Athletic Association rules and regulations regarding fully enrolled students.

D. APPEALS PROCESS

The grievance procedure provided in policy 1740/4010, Student and Parent Grievance Procedure, may be utilized by parents or students who believe that a student has been aggrieved by a decision made pursuant to this policy.

Legal References: Americans with Disabilities Act, 42 U.S.C. 12132, 28 C.F.R. pt. 35; Equal Access Act, 20 U.S.C. 4071-4074; Individuals with Disabilities Education Act, 20 U.S.C. 1400 *et seq.*, 34 C.F.R. pt. 300; Rehabilitation Act of 1973, 29 U.S.C. 705(20), 794, 34 C.F.R. pt. 104; G.S. 115C art. 9, 115C-47(4), -390.2, -407.5; State Board of Education Policy ATHL-001; *Policies Governing Services for Children with Disabilities*, State Board of Education Policy EXCP-000; State Board of Education Policy HRS-D-001; N.C. High School Athletic Association Handbook; Middle/Junior High School Athletic Manual (NCDPI), available at <http://www.ncpublicschools.org/curriculum/healthfuliving/athletics>/<https://sites.google.com/dpi.nc.gov/nchealthyschools/athletics>

Cross References: Parental Involvement (policy 4002), Student and Parent Grievance Procedure (policy 4010), Evaluation of Student Progress (policy 3400), Student Promotion and Accountability (policy 3420), School Improvement Plan (policy 3430), Children of Military Families (policy 4050), Domicile or Residence Requirements (policy 4120), Homeless Students (policy 4125), School Assignment (policy 4150), North Carolina Address Confidentiality Program (policy 4250/5075/7316), Student Clubs (4060), Student Behavior Policies (4300 series), Attendance (policy 4400), Community Use of Facilities (policy 5030)

Adopted: March 21, 2016

Revised: June 13, 2016; September 11, 2017;

Unauthorized or illegal drugs and alcohol are a threat to safe and orderly schools and will not be tolerated. The superintendent is responsible for ensuring that this policy is consistently applied throughout the school system.

This policy applies to students while on school property or at a school-sponsored event or activity (whether on or off school property) and at any other time or place where the conduct is reasonably expected to have a direct and immediate impact on the orderly and efficient operation of the schools or the safety of individuals in the school environment.

A. PROHIBITED BEHAVIOR

1. Students are prohibited from possessing, using, ~~transmitting, selling, delivering, manufacturing,~~ or being under the influence of any of the following substances:
 - a. narcotic drugs;
 - b. hallucinogenic drugs;
 - c. amphetamines;
 - d. barbiturates;
 - e. marijuana; ~~or any other controlled substance;~~
 - f. synthetic stimulants, such as MDPV and mephedrone (e.g., "bath salts"), and synthetic cannabinoids (e.g., "Spice," "K2");
 - g. any other controlled substance;
 - h. any alcoholic beverage, malt beverage, fortified or unfortified wine or other intoxicating liquor; ~~or~~
 - i. any chemicals, substances or products procured or used with the intention of bringing about a state of exhilaration or euphoria or of otherwise altering the student's mood or behavior; or
 - j. any substance containing cannabidiol (CBD) or tetrahydrocannabinol (THC), regardless of whether it constitutes a controlled substance under state or federal law.
2. Students also are prohibited from possessing, using, selling, delivering, or manufacturing ~~transmitting or selling drug paraphernalia or counterfeit (fake) drugs.~~

3. Students are prohibited from possessing, using, selling, delivering, or manufacturing drug paraphernalia, including but not limited to rolling papers, roach clips, lighters, matches, vaping devices, vape liquid containers, pipes, syringes, and other delivery devices for prohibited substances.

~~Students may not participate in any way in the selling or transmitting of prohibited substances, regardless of whether the sale or transmission ultimately occurs on school property.~~

4. Possession or use of prescription and over-the-counter drugs is not in violation of this policy if such drugs are possessed and used in accordance with policy 6125, Administering Medicines to Students. Students are prohibited from possessing, using, selling, delivering, or sharing prescription or over-the-counter drugs, except in accordance with policy 6125, Administering Medicines to Students. A student who possesses or uses a prescription or over-the-counter drug in accordance with policy 6125 does not violate this policy.
5. A student is not in violation of this policy for being under the influence of a prohibited substance following its proper use as a medication lawfully prescribed for the student by a licensed health care practitioner.
6. Students may not participate in any way in the selling or delivering of prohibited substances, regardless of whether the sale or delivery ultimately occurs on school property.
7. The principal may authorize other lawful uses of substances that are otherwise prohibited by this policy for legitimate curriculum-related purposes, such as for the use of matches or lighters in approved chemistry or other school projects.

B. CONSEQUENCES

As required by policy 4335, Criminal Behavior, the principal must report to the appropriate law enforcement agency any student who has used or possessed a controlled substance in violation of law while on school property. ~~prohibited substances in violation of this policy.~~

The disciplinary consequences for violations of this policy ~~shall~~ will be consistent with Section D of policy 4300, Student Behavior Policies. The superintendent or designee shall list in the Code of Student Conduct the specific range of consequences that may be imposed on a student for violations of this policy.

Legal References: G.S. 18B-301; 20-11(n1); ch. 90 art. 5 and art. 5B; 115C-47, -276, -288, -307, -390.2, -407

Cross References: Student Behavior Policies (policy 4300), Criminal Behavior (policy 4335), Administering Medicines to Students (policy 6125)

Adopted: April 13, 2015

Replaces: Policy 5.07.50, Substance Abuse

Revised:

DRUG-FREE AND ALCOHOL-FREE WORKPLACE

Policy Code:

7240

The Watauga County Board of Education (the "board") recognizes that drug and alcohol abuse undermines the safety, health and productivity of employees. It is the policy of the board that a drug-free and alcohol-free workplace must be maintained.

A. PROHIBITED ACTIVITIES

The board prohibits employees from possessing, using, selling, delivering, manufacturing, or being under the influence of any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana, anabolic steroid, alcohol, stimulants, synthetic cannabinoids, counterfeit substance, or any other controlled substance as defined in (1) Schedules I through VI of the North Carolina Controlled Substances Act or in (2) Schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812) and further defined by regulation at 21 C.F.R. 1300.01 through 1300.04 and 21 C.F.R. 1308.11 through 1308.15 at any time this policy is applicable. Employees are prohibited from possessing, using, selling, delivering, manufacturing, or being under the influence of a substance containing cannabidiol (CBD) or tetrahydrocannabinol (THC) at any time this policy is applicable, regardless of whether it constitutes a controlled substance under state or federal law. Employees must not, at any time this policy is applicable, be impaired by the use of substances intended to induce exhilaration or euphoria or alter mood or behavior or be impaired by the excessive use of prescription or nonprescription drugs. This policy is not violated by an individual's possession of or proper use of a drug lawfully prescribed for that individual by a licensed health-care provider.

B. APPLICABILITY

This policy governs each employee before, during, and after school hours while the employee is on any property owned or leased by the board; at any time during which the employee is acting in the course and scope of his or her employment with the board; and at any time that the employee's violation of this policy has a direct and adverse effect upon his or her job performance. This policy does not apply to an employee's consumption of alcoholic beverages that are served at a reception or other similar function that occurs outside the regular workday and that the employee is authorized or required to attend as a part of his or her employment duties.

Independent contractors, volunteers, and visitors are subject to all requirements of this policy while on school property or at a school-sponsored event.

C. REASONABLE SUSPICION TO SEARCH

An employee may be subjected to a search of his or her person or belongings or of school property under the employee's control if there is reasonable suspicion that the employee has violated this policy. An employee also may be required to submit to a drug or alcohol

test when there is reasonable suspicion of drug or alcohol use by the employee in violation of this policy. Reasonable suspicion shall be based on specific, contemporaneous observations concerning the physical, behavioral, speech, and/or performance indicators of drug or alcohol use. The observations must be made by a supervisor or other school system official with training or experience in such indicators.

All drug and alcohol testing will be done with procedures that ensure the confidentiality and privacy interests of the employee and in accordance with law. Employees who refuse to submit to a search or a test to detect alcohol or drug use after reasonable suspicion is established may be suspended immediately pending consideration of a decision to terminate employment.

In addition, any employee, volunteer, or independent contractor who operates a commercial motor vehicle or performs other safety-sensitive functions in the course of duties for the board may be subject to drug and alcohol testing in accordance with policy 7241, Drug and Alcohol Testing of Commercial Motor Vehicle Operators.

The board will cover the cost of any required employee testing.

D. DUTY TO REPORT

~~In accordance with policy 7300, Staff Responsibilities, a~~An employee must notify his or her supervisor and the assistant superintendent of human resources in writing of any arrest, charge, or conviction under any criminal drug statute for a violation occurring within the scope of Section B of this policy. (See also policy 7300, Staff Responsibilities.) Notification must be given no later than the next scheduled business day after such arrest, charge, or conviction unless the employee is hospitalized or incarcerated, in which case the employee must report the alleged violation within 24 hours after his or her release. The notification must be given and before the employee reports to work. Within 10 days of receiving a notice of a criminal drug statute conviction for a violation occurring in the workplace by an employee whose position is funded in any part by a federal grant, the assistant superintendent of human resources or designee shall notify the funding agency of the conviction. "Conviction" as used in this policy includes the entry in a court of law or military tribunal of: (1) a plea of guilty, *nolo contendere*, no contest or the equivalent; (2) a verdict or finding of guilty; or (3) a prayer for judgment continued ("PJC") or a deferred prosecution.

E. CONSEQUENCES

Violation of this policy will subject an individual to disciplinary action by the board that could result in non-renewal or termination of employment with the school system or the requirement that the employee participate satisfactorily in a drug or alcohol abuse assistance or rehabilitation program approved by the board or federal, state or local health, law enforcement, or other appropriate agency. Information concerning available counseling, rehabilitation, and re-entry programs will be provided to employees. Any illegal drug activity will be reported to law enforcement authorities.

All employees shall receive a copy of this policy. When a person is initially employed, that employee shall sign a drug-free certification statement to be returned to the superintendent's office.

Legal References: 21 U.S.C. 812; 41 U.S.C. 8101 *et seq.*; 21 C.F.R. 1300.01-.04 and 1308.11-.15; G.S. 20-138.2B; 90-89 to -94; 115C-36; *O'Connor v. Ortega*, 480 U.S. 709 (1987)

Cross References: Drug and Alcohol Testing of Commercial Motor Vehicle Operators (policy 7241), Staff Responsibilities (policy 7300)

Adopted: February 9, 2015

Replaces: Policy 3.08.30, Drug-Free Work Place

Revised: November 13, 2018; May 11, 2020;

The Watauga County Board of Education (the "board") believes a strong relationship exists between the quality of education provided to students and the competency and training of all personnel employed by the school system. The board places a high priority on securing the most competent personnel available and, once they are employed, providing them with opportunities for professional growth and development throughout their careers. The goal of professional and staff development programs and opportunities for licensed professional employees and support staff is to improve the instructional program and create a safe learning environment for all students by improving and expanding the skills of the professional staff and support personnel.

A. PROFESSIONAL AND STAFF DEVELOPMENT

The superintendent shall provide ongoing development opportunities for licensed and support staff and shall require participation by such personnel as appropriate. The superintendent shall seek input from employees when developing system-wide programs. The principal shall seek input from school personnel when planning professional and staff development programs for his or her school.

~~Professional and staff development must be provided, at the system or school level, on shall include all topics required by law or board policy, including but not limited to: (1) the effective delivery of the required curriculum, as required by G.S. 115C-81.45(d) and - 81.20(f); (2) a program of technology-related professional development as required by policy 3220, Technology in the Educational Program; and (3) in even numbered years, a two-hour child sexual abuse and sex trafficking education and awareness training program for teachers, instructional support personnel, principals, and assistant principals in grades K-12, as required by G.S. 115C-375.20. In addition, as required by policy 3220, Technology in the Educational Program, the superintendent shall plan and provide a program of technology-related professional development to prepare the instructional staff to integrate technology into the student learning process and to address other relevant issues related to the use of digital tools and resources in the instructional program.~~

B. SELF-IMPROVEMENT

Licensed employees are expected to engage in self-directed activities to improve their professional skills. These employees are encouraged to seek information and training through professional development programs as well as other opportunities in order to meet this responsibility.

C. PLANS FOR GROWTH AND IMPROVEMENT

Supervisors and principals also may require licensed employees to enter into plans, including mandatory improvement plans established by state law and individual, monitored and/or directed growth plans established by the State Board of Education, for professional growth and improving performance. (See policy 7811, Plans for Growth and Improvement of Licensed Employees.) A performance improvement plan could involve participation in

a professional development program or encompass a variety of strategies that are related to professional growth or improving performance.

D. PAYMENT OF COSTS

The school system will consider paying reasonable costs, within budget limits, for any courses, workshops, seminars, conferences, in-service training sessions or other sessions an employee is required to attend by the local administration. The employee must seek prior approval for payments.

The school system will not bear the responsibility of the cost of training taken solely for the purposes of licensure renewal.

Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 *et seq.*, 34 C.F.R. pt. 106; G.S. 115C-81.20(f), -81.45(d), -333, -333.1, -375.20; State Board of Education Policy EVAL-004

Cross References: Grievance Procedure for Employees (policy 7220), Technology in the Educational Program (policy 3220), Child Abuse and Related Threats to Child Safety (policy 4240/7312), Plans for Growth and Improvement of Licensed Employees (policy 7811)

Adopted: May 11, 2015

Revised: August 14, 2017 and March 15, 2018 (Legal references only);

A. PROFESSIONAL EMPLOYEES

Professional employees who intend to resign for any reason are encouraged to indicate their plans in writing at as early a date in the school year as possible, such as when plans become firm and/or the decision to leave the school system is made. A resignation becomes effective at the end of the school year in which it is submitted. A resignation for any other time requires 30 days' notice unless the superintendent consents to a shorter notice period.

If a teacher has not been recommended for dismissal but fails to meet the notice requirements and the superintendent does not consent to a waiver of notice, the superintendent shall inform the Watauga County Board of Education (the "board") and recommend to the board whether a request should be made to the State Board of Education to revoke the teacher's license for the remainder of the school year. The superintendent shall place a copy of the request in the teacher's personnel file.

The superintendent must notify the State Board of Education if a teacher's criminal history is relevant to the teacher's resignation, regardless of whether the teacher gave adequate advance notice of resignation.

If a teacher who has been recommended for dismissal under the applicable state law resigns without the written consent of the superintendent, then: (1) the superintendent shall report the matter to the State Board of Education; (2) the employee shall be deemed to have consented to the placement of the written notice of the superintendent's intention to recommend dismissal in the employee's personnel file; (3) the employee shall be deemed to have consented to the release to prospective employers, upon request, of the fact that the superintendent has reported this employee to the State Board of Education; and (4) the employee shall be deemed to have voluntarily surrendered his or her license pending an investigation by the State Board of Education to determine whether to seek action against the employee's license.

Upon inquiry from a North Carolina local board of education, charter school, or regional school as to the reason for a teacher's resignation, the superintendent or designee shall indicate if the teacher's criminal history was relevant to the resignation.

B. CLASSIFIED EMPLOYEES

To help ensure the smooth operation of the schools, classified employees who plan to resign for any reason are encouraged to provide 30 days' notice whenever possible.

B.C. ALL EMPLOYEES

Letters of resignation must be submitted to the superintendent. Resignations may be accepted, on behalf of the board, by the superintendent or designee. ~~To help ensure the~~

~~smooth operation of the schools, 30 days' notice is requested whenever possible.~~

Each employee who is leaving the school system may arrange to meet with any director, supervisor, or administrator to discuss his or her reasons for leaving and to identify any practices or policies that he or she feels are detrimental to the objectives of the school system. To the extent possible, statements made by employees will be confidential. However, should another North Carolina local school board, charter school, or regional school inquire as to the reason for any employee's resignation, the superintendent or designee must indicate if criminal history was relevant to the employee's resignation.

Legal References: G.S. 115C-47, -325(e) and -325(o) (applicable to career status teachers), -325.4 and -325.9 (applicable to non-career status employees), -332

Cross References: Personnel Files (policy 7820), Professional Employees: Demotion and Dismissal (policy 7930)

Adopted: January 11, 2016

Replaces: Policy 3.03.30, Resignation

Revised: April 9, 2018;

**WCS Calendar Committee
Meeting Minutes 10/14/2020**

Attendance: Dr. Wayne Eberle (Central Services), Bobby Jones (GV), Natasha Lyons (VC), Michele Lee (Green Valley), Laurie Nixon (Watauga High), Dr. Chris Blanton (Watauga High), Charlena Townsend (Parkway), Sue Walker (Blowing Rock), Amy Thomas (Mabel), Lindsey Gough (CC), Allyson McFalls (Blowing Rock), Amy Warren (Cove Creek), Anne Sukow (Bethel), Claudine Lovins (Hardin Park), Kim Dunnagan (Bethel), Megan Mayberry (Hardin Park), Melanie Randolph (Valle Crucis), Pace Cooper (Mabel), Pam Shirley (Central Services), Kim Shockey (Parent), Dr. Jay Fenwick (WCS Board of Education), Dr. Stephen Martin (Central Services).

Welcome

The meeting was held virtually in Google Meetings. Dr. Eberle opened the meeting at 2:45pm with a welcome. The agenda for the meeting was reviewed (shared in a previous email).

Information Sharing

The following items were shared with the committee:

- Review of key calendar points for 2020-21
 - 5 Remote Learning Days. First will be on November 3 (Election Day). May use up to 10 remote learning days if needed.
 - Good cause exemption - WCS allowed to start one week earlier (Monday closest to August 19 for students). This year the first day for students was August 17, 2020.
 - WCS built a calendar last year for 2 years 2020-21 and 2021-22. New legislation defines more clearly the start dates for schools. Earliest start for 2021-22 for students will be August 16, 2021 (Monday).
- Timeline for creating the 2021-2022 Calendar
- School Calendar Legislation, Waiver (No Waivers to be granted this year only "good cause" for start and end dates), and Guidelines
- Remote Learning Days for SY 20-21 and 21-22 (See Section B5(a)(b))
- History of Inclement Weather Days/ Start and End Dates in WCS
- Guidelines for Inclement Weather Days and Staff Time

Discussion of Priorities from past meetings

- WHS is willing to reduce the number of days in 1st semester to as low as 84 to ensure 1st semester testing occurs before holiday break: *SY 19-20 we were able to start testing before the holiday break.* (Note - starting school on August 16, 2021 will provide 85 days in first semester.)
- One full week at Spring Break
- Easter at the beginning of Spring Break (Easter is April 17, 2022)
- Support the use of Saturday school as early as possible. (Note - with remote learning days, Saturday school may be utilized less frequently than in the past).

Consideration/consensus on calendar choices/ options- what works and what does not

- Draft calendar was emailed as an attachment to the committee for review.

- Some specific items to consider in the draft calendar:
 - Wednesday before Thanksgiving either Early Release or Optional WD
 - Students return in January following the holiday break
 - Calendar contains 215 work days for staff and 180 days for students.

Next Steps for sharing with faculties, parent groups, community members

- Please share the draft calendar for review with stakeholders. In our next meeting we will share feedback and review options for building the 2021-22 calendar.
- In the past we have targeted to share the calendar with the Board of Education by December. If needed, this can be delayed a month or two.

Questions/Concerns

- What are the dates in “red” on the sample calendar? These are dates that were denoted in the particular calendar used as a sample. In previous years the calendars were printed and all in black ink. Please disregard the red dates on the electronic calendar. The specific holidays for the school calendar are noted in the chart at the bottom of the calendar.

Next Calendar Committee Meeting

November 4, 2020 - 2:45pm - virtual meeting with Google Meet.

The meeting adjourned at 3:27pm.

Agenda
Calendar Committee Meeting
14 October 2020
Virtual Meeting via Google Hangout
Meeting Link

Welcome, Introductions and Sign-In

Information Sharing:

Timeline for creating the 2021-2022 Calendar

School Calendar Legislation, Waiver (No Waivers to be granted this year only “good cause” for start and end dates), and Guidelines

Remote Learning Days for SY 20-21 and 21-22 (See Section B5(a)(b))

History of Inclement Weather Days/ Start and End Dates in WCS

Guidelines for Inclement Weather Days and Staff Time

Discussion of Priorities from past meetings:

- WHS is willing to reduce number of days in 1st semester to as low as 84 to ensure 1st semester testing occurs before holiday break: *SY 19-20 we were able to start testing before the holiday break*
- One full week at Spring Break
- Easter at the beginning of Spring Break (Easter is 17 April 2022)
- Support the use of Saturday school as early as possible

Consideration/consensus on calendar choices/ options- what works and what does not

- Start with presented calendar as template with the following options to consider:
 - Wednesday before Thanksgiving either Early Release or Optional WD
 - Students return in January following the holiday break

Next Steps for sharing with faculties, parent groups, community members

Questions/Concerns

Next Calendar Committee meeting dates: 4 November 2020 2:45P Virtual

Historical Information:

SY 12-13 180 days/ 1129 hrs.

SY 13-14 179 days/ 1120 hrs.

SY 14-15 178 days/ 1132.5 hrs.

SY 15-16 180 days/ 1131 hrs.

SY 16-17 180 days/ 1149 hrs.

SY 17-18 175 days/ 1080 hrs.

SY 18-19 180 days/ 1132 hrs.

SY 19-20 167 days/ 1061.5 hrs. (F2F/ Remote) COVID-19

**13 March 2020- completed 123 days/ 775.5 hrs. before moving into remote

Agenda
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Welcome and Sign-In

Review items discussed from 14 Oct meeting

Continue Discussion of Priorities from past meetings:

- WHS is willing to reduce number of days in 1st semester to as low as 84 to ensure 1st semester testing occurs before holiday break: *SY 19-20 we were able to start testing before the holiday break*
- One full week at Spring Break
- Easter at the beginning of Spring Break (Easter is 17 April 2022)
- Support the use of Saturday school as early as possible

Consideration/consensus on calendar choices/ options- what works and what does not

- Start with presented calendar as template with the following options to consider:
 - Wednesday before Thanksgiving either Early Release or Optional WD (currently Opt WD)
 - Students return in January following the holiday break (currently Monday the 3rd)
 - Eliminate Early Release Day on Dec. 17 due to WHS/ WIA testing and make-up schedule

Next Steps for sharing with faculties, parent groups, community members

Questions/Concerns

Next Calendar Committee meeting date: 2 December 2020 2:45P Virtual

**WCS Calendar Committee
Meeting Minutes 11/4/20**

Attendance: Dr. Wayne Eberle (Central Services), Bobby Jones (Green Valley), Natasha Lyons (Valle Crucis), Michele Lee (Green Valley), Laurie Nixon (Watauga High), Dr. Chris Blanton (Watauga High), Charlena Townsend (Parkway), Kim Pryor (Parkway), Lindsey Gough (Cove Creek), Allyson McFalls (Blowing Rock), Amy Warren (Cove Creek), Anne Sukow (Bethel), Claudine Lovins (Hardin Park), Megan Mayberry (Hardin Park), Melanie Randolph (Valle Crucis), Pace Cooper (Mabel), Amy Thomas (Mabel), Pam Shirley (Central Services), Kim Shockey (Parent), Dr. Jay Fenwick (WCS Board of Education), Dr. Stephen Martin (Central Services).

Welcome

The meeting was held virtually in Google Meetings. Dr. Eberle opened the meeting at 2:45pm with a welcome. The agenda for the meeting was reviewed (shared in a previous email).

Discussion of Priorities

The following items were shared with the committee:

- Review of key calendar points for building the 2021-2022 calendar
 - A draft calendar was shared as an attachment to the email announcing the meeting of the committee.
 - Good cause exemption - WCS allowed to start one week earlier (Monday closest to August 19 for students). For the 2021-22 school year, the earliest first day for students would be August 16, 2021.
 - We will continue to plan for at least 5 Remote Learning Days in the calendar. These will be designated as “to be announced” in the key.
 - The draft 2021-22 calendar has 85 student days in first semester and 95 student days in second semester.
 - Based on prior discussions, we want to plan for Spring Break week to be the week after Easter. For the 2021-22 school year, Spring Break would be the week of April 18-22, 2022.
- The use of Remote Learning Days will help to offset the need for Saturday School, help to protect a full week of Spring Break, and may allow for school to end closer to the scheduled date in the calendar rather than pushing further into June.

Considerations for 2021-2022 School Calendar

- Committee members sought feedback on options for the school calendar from faculty, staff, and parents. Based on the feedback, the following options were agreed upon by consensus from the calendar committee:
 - November 24, 2021 (Wednesday) will be an optional workday in the school calendar.
 - January 3, 2022 (Monday) will be an optional workday in the school calendar. This will allow a planning day to prepare for second semester which is especially helpful for the high school as many teachers will have an entirely new class load with all new students beginning January 4, 2022. Following are key dates that are changed from the draft calendar:
 - May 24, 2022 - last student day

- May 25, 2022 - Mandatory workday
- May 26 and May 27, 2022 - Optional workdays
- May 30, 2022 - Memorial Day Holiday
- May 31, June 1, June 2, June 3, 2022 - Optional workdays
- June 6, 2022- Annual Leave Day
- December 17, 2021 (Friday) will be an Early Release Day for students in the school calendar. This will be the 5th day of testing for WHS students and serve as a makeup day. The key EOC tests need 240 minutes to complete. If students begin at 8:30am, they can finish by 12:30pm unless they have extended time. Students who are unable to complete their makeup test by December 17 may also complete a makeup test on January 3, 2022.

Next Steps

- A sample school calendar will be created based on the feedback, discussion, and consensus from today's meeting. The calendar will be shared with committee members via email.
- Next meeting for the Calendar Committee will be on December 2, 2021 at 2:45pm (virtual Google meeting).

Questions/Concerns

- *For future designated remote learning days, will employees have the option to work remotely? Yes, especially if these days are on inclement weather days. Employees may also have the option to come to work if it is safe to travel.*
- *Can employees choose to work at an alternate school other than their home school on remote learning days if it is closer and safer? Yes. In previous years some employees have made arrangements to work at an alternate site. The key is to communicate the plans both with the home school principal as well as the administrator at the school where the employee would be working remotely.*
- *Concerns were expressed that employees who have limited internet connection, it may be difficult for them to work remotely from home on remote learning days. These employees may feel the need to go to work on remote learning days when road conditions are poor. Employee and student safety should be first and foremost. The virtual sessions with students will start later than the normal school day schedule which should help. Additional guidance will be provided for remote learning days used on inclement weather days.*
- *Can teachers use snow day passes on an optional teacher workday such as the Wednesday before Thanksgiving? Yes. Snow day passes or compensatory time (classified employees) may be used on optional teacher workdays with the approval from the school principal. Snow day passes may not be used on the mandatory annual leave days, mandatory teacher workdays, or holidays.*

The meeting adjourned at 3:42pm.