MINUTES OF
THE WILSON COUNTY BOARD OF EDUCATION MEETING
OCTOBER 16, 2023

The Wilson County Board of Education held its regular meeting on Monday, October 16, 2023, at 6:30 p.m. at the Administrative Office, 113 N. Tarboro Street. Chairman Christine L. Fitch called the meeting to order at 6:32 p.m. with the following members present:

Dr. Christine L. Fitch, Board Chair
Henry E. Mercer, Board Vice-Chair
Velma Barnes
Beverly Boyette
Blake Boykin
Rhyan Breen
Debora Powell
Dr. Lane B. Mills, Secretary

The meeting was livestreamed through the Wilson County Schools (WCS) YouTube Channel. The public could also view the meeting through links on the WCS Facebook, Instagram and Twitter pages and the WCS website.

Others present were Associate Superintendent Dr. Cheryl Wilson, Assistant Superintendent for Instructional Services Robin May, Assistant Superintendent for Administrative Services Dr. Ben Williams, Director of Public Relations Amber Lynch and Administrative Assistant to the Superintendent and Board Clerk Linda Horrison, as well as Board Attorney Katie Cornetto and *The Wilson Times* Reporter Olivia Neeley. There were 34 citizens in attendance.

I. After calling the meeting to order, Dr. Fitch asked for approval of the agenda. Ms. Powell made the motion, seconded by Mr. Breen, that the agenda for the October 16, 2023, meeting of the Wilson County Board of Education, be approved. The motion passed unanimously, 7-0.

II. At Dr. Fitch's request, Mr. Mercer led the Pledge of Allegiance which was followed by a moment of silence.

III. Dr. Fitch presented for approval the minutes of the September 18, 2023, Regular Board meeting. Dr. Fitch asked for approval of the minutes. Ms. Barnes made the motion, seconded by Ms. Boyette and Mr. Boykin, that the minutes of the September 18, 2023, Regular Board meeting be approved. The motion passed unanimously, 7-0.

IV. Under Good News Presentations, Dr. Mills, with the assistance of Mr. Mercer, recognized the following:

- 2023 National Blue Ribbon School - Lucama Elementary was recognized for being selected as a 2023 National Blue Ribbon School - one of only 353 schools in the nation, and one of eight schools in the state. This recognition is the result of an incredible team of staff, students, families and the community. Several staff members who played a vital role in completing the application process

were in attendance at the meeting with Principal Sonya Grice - former Principal April Shackleford (now the principal at Barnes Elementary), Jana Winders, Macey Williams, Laura Pittman, Ryan Kirby, Beverly Dawson and Ashley Sullivan. A National Blue Ribbon Award is the highest honor presented to schools by the US Department of Education. The award indicates that a school is producing outstanding results for all students, has demonstrated consistent excellence and made progress in closing gaps in student achievement. The US Department of Education will formally recognize Lucama Elementary and the other Blue Ribbon School winners across the nation at an awards ceremony in November in Washington, DC.

- District Outstanding Science Teacher Award Recipient - Hearne Elementary STEM Facilitator Olivia Huneycutt was recognized for being selected as the recipient of the District Outstanding Science Teacher Award from the NC Science Teachers Association. She will receive the award at the association's Professional Development Institute conference that will be held November 2-3 in Winston-Salem. Dr. Mills shared that Hearne Elementary Principal Byron Bullock has been impressed with Ms. Huneycutt's efforts to develop the school's STEM program and praised the positive rapport she has built with the students. Ms. Huneycutt is a true advocate of STEM education, and she does a great job at Hearne Elementary.
- Beginning Teacher of the Year - Rock Ridge Elementary Kindergarten Teacher Holly Johnston was recognized for being recently selected as the WCS nominee for the NC Center for the Advancement of Teaching (NCCAT) Beginning Teacher of the Year Award. This award recognizes teachers who have successfully completed their first year of teaching and show promise as excellent teachers and education leaders, which Ms. Johnston truly does. She will now advance to the regional competition in hopes of being named the state's Beginning Teacher of the Year. Ms. Johnston is in her second year of teaching, and she is a wonderful kindergarten teacher. Several district leaders surprised her with the news a few weeks ago and were able to see her interacting with her students.

V. Under Chairman's Report, Dr. Fitch:

- Reminded everyone that the bowling fundraiser hosted by the Wilson Education Partnership will be held in three days at Westview Lanes beginning at 6 p.m. Registration is available until 5:30 p.m. on the day of the event. The cost of registration is $150, which covers the games, shoes, pizza and soda. This event will benefit WCS students and schools.
- Congratulated Ms. Powell on being nominated and appointed to serve on the NC Teaching Fellows Commission for one year.
- Congratulated Dr. Mills on being elected as the Central Carolina Regional Education Service Alliance (CCRESA) President.

VI. Under Superintendent's Report, Dr. Mills:

- Recognized the 24 WCS principals for National Principals Month in October and shared that he is glad to consider them friends and coworkers. He thanked the principals for their hard work and the tasks they do each day that are seen and

unseen. He added that their commitment to students and the way they care about them plays a large role in student success.

- Acknowledged other special recognitions in October that were celebrated in the schools, which included Hispanic Heritage Month, National Custodian Day, Red Ribbon Week and National School Lunch Week. During National School Lunch Week, many district leaders and Board members had a chance to help serve lunch in the cafeterias.
- Shared that the PGA TOUR First Tee School Program recently kicked off in the middle schools, and students are enjoying the process of learning to play golf. The district received a $50,000 grant from the Healthcare Foundation of Wilson to implement the program. Aside from providing students with an opportunity to learn to play golf, the program also strengthens their character, confidence and sportsmanship.
- Advised that WCS also received funds from the ABC Board of Wilson to continue the Second Step Curriculum for K-8 students. The curriculum teaches students how to cope with developmental issues and make good choices for their success. Dr. Mills thanked the ABC Board for their generous donation of $4,481.
- Reminded everyone that the Wilson Education Partnership (WEP) is holding a bowling fundraiser on October 19 at 6 p.m. at Westview Lanes. Registration information can be found on the WEP and WCS social media sites. The cost is $150 for teams of four, and the cost covers three games, shoes, pizza and soda. All proceeds benefit our students and schools.

At 6:50 p.m., Mr. Breen left the meeting.

VII. Under Public Input, at 6:51 p.m., two people from the public began addressing the Board during this portion of the meeting. Public Input ended at 6:55 p.m. It was the Board's consensus to have the Administration respond to the speakers.

VIII. Under Committee Reports/Administrative Services – Committee Chair Henry Mercer shared that the committee met today to discuss information and action items.

Information Item

A. Under Salary Study Update, the Administration updated the Board on the salary study conducted by the HIL Group. This update included current progress on salary scales. In October 2022, the HIL Group began a study on the district's classified pay scales. Based on their report, the Administration began studying information from surrounding districts and step schedules for classified personnel to include pay raises in the budget and personnel in classified positions that are providing supervision. Beginning in July 2024, the NC pay scales will be used by school systems across the state and the Administration is working to align WCS's pay scales. Currently, the Administration is working to develop updated pay scales for School Nutrition Managers, Head Custodians, Maintenance Supervisors and Transportation Mechanics. The Administration is working to have pay scales prepared by November. The pay scales for the Before School Care Site Directors will also be updated.

Action Items

A. Under North Carolina Public School Building Repair and Renovation Fund (PSBRRF), the Administration presented the Beddingfield High HVAC renovations as the PSBRRF project for Board approval. The total amount currently available through the PSBRRF fund is $816,605.41, with an additional $500,000 available for the 2023-2024 fiscal year. The project must meet an eligibility requirement. It is anticipated that the district will receive these funds this year and next year. Mr. Mercer made the motion, seconded by Mr. Boykin, that the Board approve the North Carolina Public School Building Repair and Renovation Fund as requested by the Administration in the amount of $816,605.41, with an additional $500,000 available for the 2023-2024 fiscal year. The motion passed 6-0. Mr. Breen was excused from the meeting.

B. Under Request for Transfer of Current Expense Fund Balance for Capital Project, the Administration asked the Board to request permission from the Wilson County Commissioners to transfer $1,300,000 from current expense fund balance to assist with the cost of Beddingfield High HVAC renovations. The Administration presented a bid of $7,301,200 for renovations to the Board for approval. The transfer from current expense fund balance will go toward this project, along with ESSER funds. The remaining amount will be paid through PSBRRF, pending approval. Mr. Mercer made the motion, seconded by Ms. Powell, that the Administration request from the County Commissioners permission for the Board of Education to transfer $1,300,000 from the current expense fund balance to go towards the renovation of the Beddingfield High School HVAC project. The motion passed unanimously, 6-0.

C. Under Contract Requiring Board Approval – Administrative Services, Board Policy 6420, *Contracts with the Board*, states that any contract for materials, equipment, or service involving expenditures in excess of $90,000 must be reviewed by the Board attorney and approved in advance by the Board unless provided otherwise in Board Policy. The following contract exceeds $90,000 and requires Board approval, pending attorney review: Allred Mechanical, to provide HVAC renovations at Beddingfield High, in the amount of $7,301,200. Mr. Mercer made the motion, seconded by Ms. Barnes, that the Board approve the contract for Allred Mechanical in the amount of $7,301,200 to provide HVAC renovations at Beddingfield High. The motion passed unanimously, 6-0.

Under Committee Reports/Instructional Services – Committee Chair Dr. Fitch shared that the committee met today to discuss information and action items.

Information Items

A. Under Contract Requiring Board Notification – Instructional Services, Board Policy 6420, *Contracts with the Board*, states that the Superintendent is authorized to enter into contracts involving amounts up to $90,000 and at least monthly, the Superintendent shall report to the Board all contracts by the Superintendent. The following contract, which is less than $90,000, has been approved by the Superintendent: 95 Percent Group in the amount of $75,000.00

for coaching, travel expenses, digital training materials and follow-up support for Daniels Learning Center and middle schools (onsite).

B. Under Revised Administrative Regulation 3210-R, *Parental Inspection of and Objection to Educational Resources*, this administrative regulation is being revised by the law firm of Poyner Spruill, LLP, to comply with general statutes and align with the North Carolina School Board Association (NCSBA) policies. The Board asked for clarification of the following sentence in line 77, "The parent's appeal will be heard at the next Board meeting that is scheduled more than three (3) business days after receipt of the parent's appeal." The Board asked if this should state "more than three days" or "no more than three days." Ms. Cornetto informed the Board that the wording was written directly from NC general statutes. The Administration asked the Board attorney to provide clarification in the administrative regulation to make it clear.

Dr. Fitch turned the meeting over to Mr. Mercer to carry through the motions.

Action Items

A. Under Revised Policy 1310/4002, *Parental Involvement* – Second Reading, this policy is being revised by the law firm of Poyner Spruill, LLP, to comply with general statutes and align with the NCSBA policies. The Board asked for clarification of line 279, which states "disclosure of students' free and reduced price lunch eligibility information status." The Board asked for clarification of line 279, which states "disclosure of students' free and reduced price lunch eligibility information status." The Board was concerned that the change would have a negative impact on the district's qualification to provide all students with lunch at no cost. Ms. Cornetto advised that the change would not impact the district's qualification because line 279 is referring to parental disclosure for an individual student and not the aggravate number of students.

B. Under Revised Policy 3210, *Parental Inspection of and Objection to Educational Resources* – Second Reading, this policy is being revised by the law firm of Poyner Spruill, LLP, to comply with general statutes and align with the NCSBA policies.

C. Under Revised Policy 3540, *Comprehensive Health Education Program* – Second Reading, this policy is being revised by the law firm of Poyner Spruill, LLP, to comply with general statutes and align with the NCSBA policies.

D. Under Revised Policy 4335, *Criminal Behavior* – Second Reading, this policy is being revised by the law firm of Poyner Spruill, LLP, to comply with general statutes and align with the NCSBA policies.

E. Under Revised Policy 4720, *Surveys of Students* – Second Reading, this policy is being revised by the law firm of Poyner Spruill, LLP, to comply with general statutes and align with the NCSBA policies.

F. Under Revised Policy 7300, *Staff Ethics and Responsibilities* – Second Reading, this policy is being revised by the law firm of Poyner Spruill, LLP, to comply with general statutes and align with the NCSBA policies.

The Board considered six revised policies as a second reading. The policies were presented as a first reading at the September Regular Board meeting. Dr. Fitch made the motion, seconded by Ms. Barnes, that the full Board approve the revised policies as a second reading, Policy 1310/4002, *Parental Involvement*; Policy 3210, *Parental Inspection of and Objection to Educational Resources*; Policy 3540, *Comprehensive Health Education Program*; Policy 4335, *Criminal Behavior*; Policy 4720, *Surveys of Students*; and Policy 7300, *Staff Ethics and Responsibilities*, as recommended by the Administration. The motion passed unanimously, 6-0.

Mr. Mercer turned the meeting over to Dr. Fitch.

IX. At 7:20 p.m., Ms. Barnes made the motion, seconded by Ms. Boyette, that the Wilson County Board of Education go into closed session to consider confidential personnel matters as provided in N.C.G.S. 143-318.11(a)(1) and (6) and 115C-319 through 321; to consider confidential student matters as provided in N.C.G.S. 143-318.11(a)(1) and N.C.G.S. 115C-402 and the Family Educational Rights and Privacy Act, 20 U.S.C. 1232g; to review and adopt the school safety components of school improvement plans, as provided in N.C.G.S. 143-318.11(a)(8) and N.C.G.S. 115C-105.27(c)(1); to establish or give instructions concerning the Board of Education's negotiating position concerning a potential acquisition and/or lease of real property, as provided in N.C.G.S. 143-318.11(a)(5); to consult with the Board of Education attorney and preserve the attorney-client privilege as provided in N.C.G.S. 143-318.11(a)(3); to discuss the handling of *TH v. Wilson County Board of Education, 23 EDC 04099*. The motion passed unanimously, 6-0.

At 9:51 p.m., Ms. Barnes made the motion to reconvene to Open Session. The motion, seconded by Ms. Boyette, passed unanimously, 6-0.

X. Reporting from Closed Session, Ms. Barnes made the motion, seconded by Ms. Powell, to approve the Closed Session minutes of the September 18, 2023, meeting, but do not release the minutes for public inspection because of confidential personnel matters. The motion passed unanimously, 6-0.

Ms. Boyette made the motion, seconded by Mr. Boykin, that the Board approve the Wilson County Schools Emergency Management Plans as presented by the Administration, but do not release for public inspection because of confidential information. The motion passed unanimously, 6-0.

Ms. Barnes made the motion, seconded by Ms. Powell and Mr. Boykin, that the Board approve personnel recommendations as presented by the Administration. The motion passed unanimously, 6-0. The list of personnel recommendations is attached.

Ms. Barnes made the motion, seconded by Mr. Boykin, that the Board approve the easement requirement for Lucama Elementary School for the safety and wellbeing of

the school and the town of Lucama. The motion passed unanimously, 6-0.

Mr. Boykin made the motion, seconded by Ms. Barnes, that the Board approve the recommendation regarding the easement between Wilson County Schools and the Town of Lucama. The motion passed unanimously, 6-0.

XI. There being no further business at 9:55 p.m., Ms. Boyette made the motion, seconded by Mr. Mercer, to adjourn the meeting. The motion passed unanimously, 6-0.

Christine L. Fitch

Dr. Christine L. Fitch, Chairman

Dr. Lane B. Mills, Secretary

RECOMMENDED PERSONNEL ACTIONS
October 16, 2023

E = Emergency License: One-year non-renewable license. Not an option for those who have already completed a college education program. Has 18 hours of related coursework. Experience and graduate pay.

I = Interim: Temporary or provisional (certified) hire.

P = Permit to Teach: Replaces emergency license. One-year non-renewable license. Has less than 18 hours of related coursework. Paid on A-00 scale.

R = Residency License: Replaces lateral entry. One year with option to renew twice. Three-year max. Enrolled in a college education program. Has 24 semester hours of related coursework. Experience and graduate pay.

V = Volunteer: Offers to undertake a position without monetary compensation.

Administrative

Recommendation	Site	Position	Previous Employment	Contract Date	Experience in Education
Swartz, Michelle	Darden MS	Assistant Principal	Assistant Principal, Johnston County Schools	12/18/2023 - 6/30/2025	22 yrs.

Certified

Recommendation	Site	Position
Barber, Crystal	Lee Woodard ES	Coronavirus Aid, Relief, and Economic Security (CARES) Interventionist
Battle, Angela	Frederick Douglass ES	CARES Interventionist
Boykin, Janet	Barnes ES	CARES Interventionist
Boykin, Nancy	Hunt HS	CARES Interventionist
Bryant, Carla	Frederick Douglass ES	CARES Interventionist
Dixon, Myesha (P)	Barnes ES	2nd Grade Teacher
Farmer, Mykia (P)	Vick ES	Exceptional Children (EC) Resource Teacher
Foster, Matthew (E)	Wells/Stantonsburg/ Vick ES	Physical Education (PE) Teacher
Greene, Lakiesha	Vinson-Bynum ES	1st Grade Teacher
Griffin, Sonya	Rock Ridge ES	CARES Interventionist
Hansley, Cynthia	Barnes ES	CARES Interventionist
Hardison, Marianna	Fike HS	Part-Time English Teacher
Harrell, Robin	Lucama ES	CARES Interventionist
Hopkins, Shree	Frederick Douglass ES	1st Grade Teacher
Joyner, Anne Presnell	Wells ES	CARES Interventionist
King, Bryson (P)	Fike HS	Science Teacher
King, Judy	Forest Hills MS	CARES Interventionist
Lancaster, Crystal	Instructional Services	Academically Intellectually Gifted (AIG) Teacher
Letchworth, Pamela	Fike HS	CARES Interventionist
May, Lisa	Gardners ES	CARES Interventionist

Certified (Continued)

Recommendation	Site	Position
Murphy, Cindy	Barnes ES	Part-time Multi-Tiered Systems of Support (MTSS) Interventionist
Murphy, Timiya	Forest Hills MS	Science Technology Engineering Math (STEM) Teacher
Neal, Nicole	Instructional Services	3-5 Literacy and Social Studies Coordinator
Newman, Meredith	Stantonsburg ES	CARES Interventionist
Noulles, Lindsey	Vinson-Bynum ES	CARES Interventionist
Ortiz, Mary	Forest Hills MS	7th Grade Science Teacher
Reed, Theresa	Jones ES	CARES Interventionist
Shearin, Jon	Beddingfield HS	Part-time Career Technical Education (CTE) Automotive Service Teacher
Smith, Sandra J.	Vinson-Bynum ES	CARES Interventionist
Strickland, Susan	Stantonsburg ES	CARES Interventionist
Tedera, Norma	Wells ES	CARES Interventionist
Thomson, Michelle	New Hope ES	CARES Interventionist
Twisdale, Gail	Lee Woodard ES	CARES Interventionist
Ward, Katelynn (P)	Vick ES	2nd Grade Teacher
White, Shaniqua (I)	Fike HS	CTE Business Teacher
Winstead, Troy Jr.	Vick ES	CARES Interventionist
Wood, Amy	Wilson Academy of Applied Technology (WAAT)	Math Teacher

Classified

Recommendation	Site	Position
Acevedo, Juliana	School Nutrition	Substitute School Nutrition Assistant
Barnes, Lakisha	Frederick Douglass ES	Teacher Assistant/Bus Driver
Best, Sherell	Vick ES	Teacher Assistant/Bus Driver
Cummings, Emma Joan	Stantonsburg ES	CARES Interventionist
Diggs, Brenda	Hearne ES	CARES Interventionist
Dew, Brendatte	Frederick Douglass ES	After School Care Enrichment Program (ASCEP) Assistant
Graham, Angela	Daniels Learning Center	CARES Interventionist
Jones, Steven	Speight MS	In School Suspension (ISS) Coordinator
Jones, Shavontrel	Barnes ES	Teacher Assistant/Bus Driver
Kelly, Irma	School Nutrition	Substitute School Nutrition Assistant

Classified (Continued)

Recommendation	Site	Position
Lozano-Chavez, Jovanna	Vinson-Bynum ES	Teacher Assistant/Bus Driver
Lucas, Jazmine	Wilson Early College Academy (WECA)	Secretary/Bookkeeper
Lucas, Lance	Facility Services	Warehouse Clerk
McCaleb, William	Transportation Services	Mechanic II
McCutcheon, Thomas	Transportation Services	Mechanic II
McDonnell, Diana	School Nutrition	Substitute School Nutrition Assistant
Moore, Alaiyah	School Nutrition	Substitute School Nutrition Assistant
Radford, Elizabeth	School Nutrition	Substitute School Nutrition Assistant
Rubenstein, Jamie	Wells ES	Teacher Assistant/Bus Driver
Sauls, Doris	Daniels Learning Center	CARES Interventionist
Smith, Bonita	School Nutrition	Substitute School Nutrition Assistant
Street, Joan	School Nutrition	Substitute School Nutrition Assistant
Turner, Brandi	School Nutrition	Substitute School Nutrition Assistant
Williams, Tenisha	School Nutrition	Substitute School Nutrition Assistant

Substitute Teachers

Recommendation	Position
Best, Quinton	Non-Certified
Blanchard, Kinequa	Non-Certified
Caddell, Robin	Non-Certified
Carter, Clint	Non-Certified
Coley, John	Non-Certified
Williams, Dorothy	Non-Certified

Substitutes to be Reapproved

Name	Certified or Non-Certified
Dixon, Cierra	Non-Certified

Coaches

Recommendation	Site	Position
Elmore, Cassandra	Beddingfield HS	JV Softball
Skinner, Spencer (V)	Beddingfield HS	Varsity Baseball

RESIGNATIONS/RETIREMENTS

Administrative

Employee	Site	Position	Action	Effective Date
Harvey, Robert E. III	Human Resources	Director of Classified Personnel	Resignation	10/3/2023
Noel, Melissa	Speight MS	Assistant Principal	Resignation	11/10/2023

Certified

Employee	Site	Position	Action	Effective Date
Brown, Lakecia	Human Resources	Beginning Teacher Coordinator for Middle School Support	Resignation	11/30/2023
Burnette, Tykita	Wells ES	3rd Grade Teacher	Resignation	9/13/2023
Donegan, Austin	Barnes ES	EC Resource Teacher	Resignation	9/14/2023
Jones, Burgundie	Darden MS	7th Grade Math Teacher	Resignation	9/21/2023
Joseph, Sherry	Vinson-Bynum ES	2nd Grade Teacher	Retirement	12/31/2023
Parker, Tjai'Reshiza	Darden MS	7th Grade Math Teacher	Resignation	10/13/2023
Pridgen, April	Forest Hills MS	8th Grade English Language Arts (ELA) Teacher	Resignation	10/6/2023
Waddell, Summer	Barnes ES	School Counselor	Resignation	10/11/2023

Classified

Employee	Site	Position	Action	Effective Date
Best, Doris	Vick ES	School Nutrition Assistant	Resignation	9/8/2023
Correll, Joseph	Facility Services	Groundskeeper I	Resignation	9/29/2023
Mercer, Kimberly	Hearne ES	Teacher Assistant/Bus Driver (Pre-K)	Retirement	12/31/2023