MINUTES OF
THE WILSON COUNTY BOARD OF EDUCATION MEETING
February 15, 2021

The Wilson County Board of Education held its regular meeting on Monday, February 15, 2021, at 4:00 p.m. in the Administrative Offices, 113 N. Tarboro Street. The meeting was conducted virtually using the Zoom video conferencing platform. Chairman Christine L. Fitch called the meeting to order with the following members present:

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

Dr. Fitch, Ms. Boyette and Mr. Breen participated in the meeting at the Administrative Offices. The other Board members participated offsite.

The meeting was televised on Spectrum and Greenlight Channel 22; and 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. Dr. Fitch announced that in keeping with Executive Order #180, attendees would wear face coverings for the duration of the Board meeting.

Others present or participating virtually were Associate Superintendent Dr. Cheryl Wilson, Assistant Superintendent for Human Resources Dr. Norris Parker, Assistant Superintendent for Administrative Services Dr. Ben Williams, Executive Director of Elementary Education Jennifer Lewis, Executive Director of Secondary Education David Lyndon, Executive Director of Federal Programs Robin May, Executive Director of Technology Matthew Mayo, Executive Director of Exceptional Children Melissa McFatter, Executive Director of Accountability and Testing Scott Sage, Executive Director of Finance Art Stanley, Director of Maintenance Mark Letchworth, Director of Public Relations Amber Lynch, WCS Athletic Director Jimmy Tillman, High School and Early College Principals (Krystal Cox, Eddie Doll, Nelson Johnston and Dr. Jonathan Tribula), Public Impact Consulting Manager Kendall King, Skinner Farlow Kirwan Architecture (Ben Skinner, Brad Farlow and Alicia Kirwan), Barnhill Contracting Company (Connor Crawford, John Smith and Joey Wilkins), CPL Architecture Eric Leibenguth and Administrative Assistant to the Superintendent and Board Clerk Linda Horrison, as well as Board Attorney Brandon McPherson. Also present was *The Wilson Times* Reporter Drew Wilson.

I. After calling the meeting to order, Chairman Fitch asked for approval of the agenda. Ms. Powell made the motion, seconded by Mr. Mercer, that the Board approve the agenda for the February 15, 2021, Board of Education meeting. The motion passed unanimously.

II. At Dr. Fitch's request, Ms. Boyette led the Pledge of Allegiance that was followed by a moment of silence.

III. Dr. Fitch presented for approval the minutes of the January 11, 2021, Regular Board meeting, January 19, 2021, Special Board meeting and February 8, 2021, Special Board meeting. Dr. Fitch asked for approval of the minutes. Ms. Boyette made the motion, seconded by Ms. Barnes, that the Board approve the minutes of the January 11, 2021, Regular Board meeting, January 19, 2021, Special Board meeting and February 8, 2021, Special Board meeting. The motion passed unanimously.

IV. Under Chairman's Report, Dr. Fitch thanked the Board for attending special meetings that occur in addition to regular Board meetings. She thanked the Wilson County Health Department for the recent COVID-19 vaccination clinics that were held at Fike High School. Dr. Fitch shared that another vaccination clinic will be held on February 17 in the cafeteria at Beddingfield High School for ages 65+ by appointment only and it is anticipated that WCS staff will receive their first vaccination soon. She advised that elementary and middle school teachers will return on February 15 and students will return on February 22. High school teachers will return on February 22 and students will return on March 1. Lastly, she stated that she hoped everyone would remain safe during the pandemic.

V. Under Superintendent's Report, Dr. Mills shared the following:

- Asked the Board to observe a moment of silence to remember Kim Vick, a payroll specialist in the Finance Department. Ms. Vick passed away on Saturday from health complications. Dr. Mills asked everyone to continue to keep her family, friends and the Finance Department in their thoughts. Dr. Mills commented that Ms. Vick was an amazing lady and strong person, and she will be missed.

- Since the last Board meeting, a Mid-Year Virtual Conference for staff was held. On January 13, more than 30 high quality sessions were offered and there were over 600 participants. Session categories covered topics such as instructional best practices, student engagement and effective communication with families. Dr. Mills thanked the presenters as well as Executive Director of Technology Matthew Mayo and his team for organizing the conference. He also thanked Associate Superintendent Dr. Cheryl Wilson for her leadership and for presenting the keynote address. The conference was a great way to kick off the second semester.

- A COVID-19 drive-thru vaccination clinic was held on January 19 in the parking lot at Fike High School. Dr. Mills thanked the members of the Maintenance Department who assisted the Wilson County Health Department and other agencies with the planning and execution of the successful event. The second dose clinic was held last week and also went smoothly.

- Thanked the Health Department staff based at the Wilson Area School-Based Health (WASH) Clinics for their hard work in meeting the healthcare needs of students and staff during this time, which includes COVID-19 testing and being a part of the vaccine clinics. Another clinic

is scheduled on February 17 at Beddingfield High School for community members who are 65+ to receive the vaccine by appointment only. Also, a clinic is being planned for WCS staff members. The Governor announced last week that all K-12 staff and anyone working in childcare would be eligible for the vaccine beginning Feb. 26. The Administration is currently working with the Health Department on those details and are keeping staff informed. A tentative date of March 3 is scheduled for that vaccine clinic. WASH has been vaccinating staff who are 65+ for the past few weeks. Dr. Mills gave a Shout Out to the AFJROTC units at Fike and Hunt High Schools that helped coordinate traffic for the vaccination clinic. All three high school JROTC programs will be assisting with the employee vaccination clinic.

- Recognized the staff members who led a STEM Night session on February 2. The staff members were - Secondary STEM Coordinator Josh Rollins, STEM Specialist Christine Mitchell, EL Coordinator Alison LaCarter and Hearne Elementary School STEM Coordinator Olivia Huneycutt. Families were asked to pre-register for the event in order to receive a science kit for the hands-on experiment. When pre-registration opened, the response was so great that the 60 available slots filled up immediately. Session leaders decided to add more slots and more than 100 students participated with their families. They were guided through an experiment to see just how clean their hands were. Dr. Mills thanked everyone involved in organizing the event and also the students and their families for their participation and enthusiasm.

- Recognized the Public Relations Department for receiving four awards from the North Carolina Public Relations Association recently. Two of the awards were for Excellence in Writing and two of the awards were for Graphic Design. The Public Relations Department consists of Amber Lynch and Aislinn Ramirez, and the Administration appreciates all that they do to highlight and communicate the great things happening in our district.

  Dr. Fitch also shared that the Public Relations Department staff are unsung heroes and do a lot behind the scenes. She thanked Ms. Lynch and Ms. Ramirez for their work and asked everyone to join her in a round of applause.

- Teachers and support staff returned to schools today to prepare for the return of elementary and middle school students on February 22. Staff in the high schools and early colleges will return on February 22 to prepare for those students to return to face-to-face instruction on March 1. The Virtual Academy remains an option for students. When students return to face-to-face instruction, elementary students will return four days a week; middle school students and early college students will return two days a week; and high school students one day a week. Students will participate in remote learning when they are not in the classroom. The Administration is looking forward to seeing students in our schools again

and will continue to follow all safety protocols to keep students and staff as safe as possible.

- Lastly, Dr. Mills asked the Board to consider future meetings to discuss facility usage and an enrollment forecast from the Operations Research and Education Laboratory (ORED) report. This will allow the district to develop facility plans and determine next steps with the County. The first meeting will be held on March 8 at 1:00 pm.

VI. Under Public Input, no one addressed the Board during this portion of the meeting.

VII. Under Discussion/Information/Action Items, the following was shared with the Board:

Information Items

A. Under Opportunity Culture, the Administration shared for information only that the district received a three-year North Carolina Teacher Compensation Models and Advanced Teaching Roles grant from North Carolina Department of Public Instruction. Funds from the grant have been used to partner with Public Impact, a team of professionals from many backgrounds who work with education leaders to implement visionary but practical ideas to improve learning. Through the support and coaching of the innovative Public Impact team, the district and schools will redesign their staffing structure in order for educators to receive on-the-job professional development and time to collaborate with colleagues. Opportunity Culture districts establish a career ladder in which excellent teachers lead small teams while continuing to teach. These teachers earn a significant stipend for their efforts. Ms. Kendall King from Public Impact participated in the meeting to share information and answered questions from the Board.

B. Under Update on the New Wilson Academy of Applied Technology (WAAT) Building, the Administration provided for information only an update on the construction of the new WAAT Building. Barnhill Contracting and Skinner Farlow Kirwan Architecture provided an overview of the WAAT project and answered questions from the Board. The overview included site plans and renderings. The new WAAT building will be an 82,807 square feet two-story facility and consist of four quadrants that can operate independently – hands-on pathway labs; administrative and student services; technology, STEM and learning support; and a gymnasium. There will also be a shared commons area with elevated ceilings and large windows to bring in natural light. A bus loop will be located at the rear of the building for six buses at a time. Construction will begin this summer. The construction project is a collaborative effort of WCS, Wilson Community College and the Wilson County Commissioners. WAAT Principal Krystal Cox thanked the Board, County Commissioners and the architects for their support of the new building.

Action Items

A. Under Athletic Projects and Track Renovations at Beddingfield and Hunt High Schools, the Administration, along with CPL Architecture Engineering, provided information on the proposed athletic projects and track renovations at

Beddingfield and Hunt High Schools. In the past, the Board has discussed several projects that included the 6- and 8- lane tracks at Beddingfield and Hunt High Schools, tennis courts at Hunt High School, paving at Beddingfield High School and lights on the baseball field at Fike High School. The Board will need to make a final decision on the athletic projects and track renovations at Beddingfield and Hunt High Schools.

Ms. Barnes shared that at a prior meeting, she voted for 6-lane tracks and if the Wilson County Commissioners provided additional funding, the Board would decide on the 8-lane tracks. She commented that in 2019, during a special meeting to tour the traditional high schools with the County Commissioners, she observed several capital needs which included the condition of the tracks at Beddingfield and Hunt High Schools; the auditorium at Beddingfield High School; the old equipment in the science room at Fike High School; and the entrance at Fike High School not having a vestibule or safety area. She added that there are 12 facilities still in need of vestibules which could potentially be at risk. She shared that the Board is trying to decide on 6- and 8-lane tracks when the district has a lot of other capital needs. She added that she would like for the Board to consider capital needs and not solely just the tracks.

Mr. Mercer acknowledged the County Commissioners for their work and contributions. He shared that after talking to teachers, parents and others in the community, he felt that 8-lane tracks are not necessary and 6-lane tracks would serve the district's purpose, including having track meets. He added that in order to host track meets, proper facilities and equipment are needed such as hurdles, electronic timing devices, etc. Mr. Mercer shared that the district needs to manage their resources in order to meet the needs of the schools and students. Based on the 10-Year Capital Plan for WCS, years 1-5 total $86+ million, which includes the WAAT project; and years 6-10 total $43.5 million. He added that it's highly unlikely that all of those resources would be available, therefore the Board should prioritize the capital projects to provide students with the best opportunities. He shared that he would like the Board to provide 6-lane tracks at Beddingfield and Hunt High Schools with ADA regulations; repair the tennis courts at Hunt High School; provide enough equipment needed to have track meets; and construct bathroom and locker room facilities at Beddingfield and Fike High Schools for visitors and home teams in the future. He added that he would like to see the Board use the $1.3 million remaining funds and request an additional $900,000 to $1 million from the County Commissioners.

Mr. Mercer made the motion, seconded by Ms. Barnes, that the Wilson County Board of Education honor the previous decision for 6-lane tracks at Beddingfield and Hunt High Schools; and further ask that we upgrade the ADA changes that are necessary to be in compliance; that we provide the necessary equipment including hurdles and timing devices and other equipment as necessary; that we resurface/repair the tennis courts at Hunt and confer with the County to ensure that the necessary funds are available. The motion passed 5:2, with Ms. Boyette and Mr. Boykin casting the dissenting votes.

Mr. Breen shared that this had been a continued discussion and the Administration was asked to report back on the discussion of whether or not the County Commissioners would give the district an additional $2 million. He added that he voted in favor of the motion today so that the Administration could move forward with starting these projects.

B. Under 2020-2021 Budget Amendments, the Administration presented budget amendments that represent the 2020-2021 State Public School Fund, Federal Fund, Capital Outlay Fund and Local Special Revenue Fund budgets ending June 30, 2021. General Statute (G.S.) 115C-434 authorizes the Board of Education to make appropriations for the budget year. Mr. Mercer made the motion, seconded by Mr. Breen, that the Board approve the 2020-2021 Budget Amendments as recommended by the Administration for 105, State Public School Fund; 303, Federal Fund; 404, Capital Outlay Fund and 805, Local Special Revenue Fund. The motion passed unanimously.

C. Under 2020-2021 Contract for the Annual Financial Audit, a description of services was provided for Anderson Smith & Wike, PLLC as well as a copy of the contract for the annual financial audit. The proposed contract is $44,500. Fees may be charged if additional work is required by another agency regarding another program or COVID funds. Ms. Powell made the motion, seconded by Mr. Breen, that the Board approve the Administration's recommendation for the 2020-2021 contract for the annual financial audit. The motion passed unanimously.

D. Under 2021-2022 Calendar for Budget Development, the Administration is recommending the Board approve March 29, 2021, as a Budget Work Session. G.S. 115C-429 requires that a budget be submitted to the Board of County Commissioners by May 15. The Board of Education is scheduled to present the 2021-2022 Budget Request to the County Commissioners on May 4. Mr. Breen made the motion, seconded by Mr. Mercer, that the Board approve the 2021-2022 budget calendar for development as presented by the Administration. The motion passed 6:1, with Ms. Boyette casting the dissenting vote. Ms. Boyette will not be present for the work session on March 29.

E. Under Proposed 2021-2022 Traditional Calendar, the Administration presented two draft Traditional Calendars for the Board's review and selection. One calendar was based on current calendar law G.S. 115-84.2 and one was based on legislation requirements for 2020-2021. It was the Administration's recommendation to approve the calendar based on G.S. 115-84.2. The other calendar was provided so that teachers can plan ahead if the legislation adds five additional days to the calendar. Mr. Breen made the motion, seconded by Mr. Mercer, that the Board approve the traditional calendar presented that is based on the current calendar law G.S. 115-84.2. The motion passed unanimously.

F. Under Proficiency Summer School 2021, the Administration shared that this is a Board of Education approved opportunity for students who have not demonstrated proficiency on state EOG or EOC tests to receive additional instruction and then take the associated EOG or EOC again. A plan was

presented that will serve all students who have not scored proficient on the grades 3-8 Math EOG and NCEXTEND1; grades 5 and 8 Science EOG; NC Math 1, Math 3, and Biology EOC; and grade 10 NC Math EXTEND1. Ms. Powell made the motion, seconded by Ms. Barnes, that the Board approve the Proficiency Summer School 2020-2021 schedule and listing of courses as presented by the Administration. The motion passed unanimously.

G. Under Revised Policies, the following policies were presented:

1. Revised Policy 1740/4010, *Student and Parent Grievance Procedure* – Second Reading
2. Revised Policy 1742/5060, *Responding to Complaints* – Second Reading
3. Revised Policy 1750/7220, *Grievance Procedure for Employees* – Second Reading
4. Revised Policy 1760/7280, *Prohibition Against Retaliation* – Second Reading
5. Revised Policy 2671, *Appointment of Wilson Community College Trustees* – Second Reading
6. Revised Policy 3410, *Testing and Assessment Program* – Second Reading
7. Revised Policy 3460, *Graduation Requirements* – Second Reading
8. Revised Policy 3620, *Extracurricular Activities and Student Organizations* – Second Reading
9. Revised Policy 4001, *Equal Educational Opportunities* – Second Reading
10. Revised Policy 4600, *Student Fees* – Second Reading
11. Revised Policy 5070/7350, *Public Records – Retention, Release, and Disposition* – Second Reading
12. Revised Policy 7335, *Employee Use of Social Media* – Second Reading
13. Revised Policy 7445, *Student Teachers* – Second Reading

The Board is in the process of reviewing all of its policies to align with general statutes and NCSBA policies. Revised policies were reviewed and discussed at a Special Meeting on February 8, 2021. The draft policies are being presented to the Board as a second reading.

It was the Board's consensus to approve all the policies in one motion.

Mr. Breen made the motion, seconded by Mr. Mercer, that the Board approve the policies listed on the agenda under Roman Numeral VII, Discussion/Action Items, letter G, Revised Policies 1-13, as a second reading, and repeal the corresponding old policies, as set forth in the handout dated February 15, 2021. The motion passed unanimously.

VIII. At 6:46 p.m., Ms. Barnes made the motion, seconded by Mr. Breen, 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 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); and 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). The motion passed unanimously.

At 7:38 p.m., Ms. Barnes made the motion to reconvene to open session. The motion, seconded by Ms. Boyette, passed unanimously.

IX. Reporting from closed session, Ms. Barnes made the motion, seconded by Ms. Powell, to approve the Inter-District Reassignment Requests, but not release for public inspection due to student confidentiality. The motion passed unanimously.

Ms. Barnes made the motion, seconded by Ms. Boyette, to approve the closed session minutes of January 11, 2021, but do not release the minutes for public inspection because of confidential personnel matters. The motion passed unanimously.

Ms. Barnes made the motion, seconded by Ms. Powell, to approve the personnel recommendations as presented by the Administration. The motion passed unanimously.

ACTION ITEMS

The Board approved the following certified positions and Coaches.

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 the 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.

Certified

Blackman, Ross-Kindergarten Teacher
Bridges, Jennifer-EC Teacher
Freeman, Samantha-Behavior Specialist
Jones, Leslie-PE Teacher
King, Elizabeth-1st Grade Teacher

Classified

Applewhite, David-ISS Coordinator

Barnes, Danielle-Teacher Assistant
Bunch, Veronica-Health Screener
Moreno, Monica-Custodian
Tripp, Charlene-Teacher Assistant
Turner, Shelby-12-Month Custodian
VanBuskirk, Stacy-Interim EC Teacher Assistant

Substitute Teachers

Galloway, Michelle-Certified Substitute
Ruffin, Marlene-Certified Substitute

Coaches

Alston, Albert-Assistant Varsity Football
Anderson, Caroline (V)-Athletic Trainer
Baird, Jacob-Head Baseball
Burns, Anthony-JV Baseball
Creech, Lorraine-Head Varsity Girls Basketball
Dickerson, Juan-Head Football
Ellis, Michael (V)-JV Boys Basketball
Faucette, Jimmy-Girls Softball
Flowers, Douglas-Assistant Varsity Baseball
Howard, Jeremy-Assistant AD Spring
Johnson, Daniel (V)-Football
Kent, Mark-Assistant Varsity Girls Basketball
Lucas, Joseph (V)-Football
Lumley, Taylor (V)-Girls Lacrosse
Lyons, Eric-Boys Basketball & Head Boys Baseball
Mason, Richard (V)-Football
O'Neal-Jody-Assistant Cross Country
Reel, Edwin-Cross Country
Schans, Leia-Girls Softball
Sessoms, Hasan-Heads Girls Basketball
Williams, Frederick (V)-Girls Basketball

INFORMATION ITEMS

The Board received the following personnel list as information.

Certified

Griffin, Angela-Resignation
Jones, Jasmine-Resignation
Moore, David-Resignation
Tuten, Jamiya-Resignation

Classified

Barnes, Michael-Resignation
Cuddington, Sallie-Resignation
Farmer, Mariah-Resignation
Finn, Cody-Resignation
Proctor, Patricia-Retirement
Tune, Talisha-Resignation

XI. There being no further business at 7:46 p.m., Mr. Mercer made the motion, seconded by Ms. Boyette, to adjourn the meeting. The motion passed unanimously.

Dr. Christine L. Fitch, Chairman

Dr. Lane B. Mills, Secretary