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

The Wilson County Board of Education held its regular meeting on Monday, March 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, Mr. Boykin, Mr. Breen and Mr. Mercer 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 Transportation Robert Harvey, Director of Maintenance Mark Letchworth, Director of Public Relations Amber Lynch, Consultant for Exceptional Children Dr. Wanda Dawson and Administrative Assistant to the Superintendent and Board Clerk Linda Horrison, as well as Board Attorney Richard Schwartz. 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 Ms. Barnes, that the Board approve the agenda for the March 15, 2021, Wilson County Board of Education meeting. The motion passed unanimously.

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

III. Dr. Fitch presented for approval the minutes of the February 15, 2021, Regular Board meeting and March 8, 2021, Special Board meeting. Dr. Fitch asked for approval of

the minutes. Ms. Barnes made the motion, seconded by Mr. Boykin, that the Board approve the February 15, 2021, Regular Board meeting minutes and March 8, 2021, Special Board meeting minutes. The motion passed unanimously.

IV. Under Chairman's Report, Dr. Fitch thanked those who helped with the recent districtwide COVID-19 vaccination clinic for WCS staff. The second dose clinic will be held on March 31.

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

- Since the last Board meeting, students have returned to school at all levels. Many of the elementary and middle school students returned to face-to-face instruction on February 22 and high school and early college students returned the week of March 1. Spectrum News featured WCS Teacher of the Year Tyler Brown as he prepared for his students to return to the classroom at the Wilson Academy of Applied Technology. Principal Krystal Cox was also featured in the segment, and they both did a wonderful job conveying our excitement to have high school students back in face-to-face instruction for the first time in a year. There was also an article in *The Wilson Times* featuring William Horne. Mr. Horne has been driving a bus on and off for 47 years - ever since he was 16 years old. Mr. Horne has driven almost all of the WCS bus routes over the years and currently drives an Exceptional Children's bus. Dr. Mills shared that the article was a nice portrayal of how dedicated WCS drivers are, and the district truly appreciates them.

- Thanked the Wilson County Health Department and Carolina Family Health Centers for administering COVID-19 vaccines to WCS teachers and staff on March 3 during a districtwide vaccine clinic held at Fike High. Dr. Mills shared that the district appreciates the partnership with them, and he has heard nothing but positive comments about how efficient the clinic was. In total, 686 vaccines were administered. Dr. Mills also recognized Assistant Superintendent Dr. Ben Williams for his role in the school safety efforts since the pandemic began and for coordinating with the healthcare partners to ensure a successful vaccine clinic.

- Recognized several principals and assistant principals for their participation in the 2020-2021 Distinguished Leadership in a Remote Learning Environment Program, which is sponsored through the North Carolina Department of Public Instruction and developed and provided by the North Carolina Principals and Assistant Principals' Association. This program was developed to help administrators successfully navigate the instructional leadership challenges they face during the pandemic. The administrators who completed the program are as follows:
  - Annette Faison, Principal, Frederick Douglass Elementary
  - Sharon Huneycutt, Principal, Wells Elementary
  - Christine Lane, Assistant Principal, Wells Elementary
  - Eddie Doll, Principal, Hunt High

- Debra Rogers, Assistant Principal, Hunt High
- Matthew Crayton, Assistant Principal, Hunt High
- Jennifer Parker, Principal, Darden Middle
- Marquis Spell, Principal, Springfield Middle
- Dr. Katrina Fowler, Assistant Principal, Springfield Middle

- Recognized WCS Director of Technology Matthew Mayo for his selection as the North Central Region candidate for the 2021 North Carolina Technology Director of the Year Award. He was one of eight finalists in the running for the state award. He is a leader in instructional technology not just here in Wilson County but across the entire state. While he's only served as our technology director for eight months, he has accomplished so much that it feels like he's been here longer. Dr. Mills shared that the Administration is so glad to have him back, and applaud his leadership, expertise and dedication to the staff and students. He's also one of the nicest and funniest guys you will ever meet. The Technology Department held a reception for him on March 5, and it was great to be there to celebrate him.

- At last month's Board meeting, the Administration shared with the Board information about Opportunity Culture, which is a staffing model that restructures schools to extend the reach of excellent teachers, instructional assistants and principals. The district will be implementing Opportunity Culture in 10 of the schools during this first cohort. The application process is now open for teachers and instructional assistants. Dr. Mills encouraged WCS educators, as well as educators outside of our district, to apply. He shared that this is a great opportunity to reach more, achieve more, and earn more. To apply online, visit the website - leadwithwcs.net.

- Conversations have started with our high school principals about possible scenarios the district may implement regarding proms and graduation ceremonies this year. Principals were able to get feedback from their stakeholders about possible options. The district will continue to monitor changes to the healthcare and/or government allowances. The Administration is considering the following options for Prom and Graduation:

  Prom
  - The event will be held inside the school gym (or other large gathering space). Gyms are air conditioned and holding prom inside will eliminate issues that could arise with inclement weather if the event was held outdoors.
  - The Administration would schedule three different times for attendance. A process would be implemented to determine the time that a student attends, and the process would include making sure couples could attend at the same time.
  - Students would register online so the school has a record of who has attended each session.
  - Staff and students will adhere to all safety and health guidelines set by the state.

Graduation (Comprehensive High Schools)

- The event will be held outside in the football stadium.
- Graduations at all three schools will be held simultaneously (possibly at 9 AM)
- Graduation date is June 12, 2021
- Inclement weather date is June 19, 2021
- Per student tickets will be issued based on the available seating. Students will register the names of their guests online so the school has a record of who has attended.
- Staff and students will adhere to all safety and health guidelines set by the state.

Graduation (Early Colleges)

- The event will be held inside in a school facility that will accommodate the graduation ceremony.
- Graduation date is May 15, 2021
- Per student tickets will be issued based on the available seating. Students will register the names of their guests online so the school has a record of who has attended.
- Staff and students will adhere to all safety and health guidelines set by the state.

- Lastly, Dr. Mills asked the Board to consider meeting on May 10 to continue the discussion of facility usage and an enrollment forecast from the Operations Research and Education Laboratory (ORED) report. The district is in the process of developing facility plans and determining next steps. The first meeting was held on March 8.

VI. Under Public Input, Director of Public Relations Amber Lynch read a letter during this portion of the meeting from a member of the public, Tonya K. Skinner, in reference to high school students attending school more than one day a week. It was the Board's consensus to have the Administration respond to Ms. Skinner.

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

Information Items

A. Under Project REACH (Restoring Every Absent Child's Hope), the Administration shared for information only that the district implemented a project to reconnect students and their families to the academic program at their assigned school so that students can continue a pathway to academic success. Dr. Wanda Dawson is the Project Director with a taskforce team comprised of social workers, an interpreter, a behavior specialist, a behavior support liaison and school counselors. Out of 26 schools, WCS has 23 schools included in the project. The target population includes all students with 10 or more absences during the first semester. The team is responsible for meeting with school teams; discussing each student's academic performance, attendance and special circumstances regarding the student; reviewing actions in place by the school team; discussing additional steps to reconnect students; and following up with

parents and students by phone, email, home visits and letters. The team will repeat these actions until the student is actively engaged in instruction. The team also provides the following services: delivering Chromebooks, hotspots and paper packets; helping to find resources for food, shelter and clothing; providing resources for individual and family counseling; contacting extended family members and friends when all other contacts are exhausted; assisting parents and students with technology issues; assisting parents with completing paperwork for face-to-face instruction, virtual academy or technology requests; and serving as mentors. As a result of this project, more students are engaged in remote learning, attending face-to-face instruction; and on track to graduate in June 2021.

B. Under Administration Regulations, the Administration has developed regulations with the assistance of legal counsel. The following Administration Regulations were shared with the Board as information only:

- Administrative Regulation 5050-R, *Emergency Closing Procedures*
- Administrative Regulation 6305-R, *Transportation Safety Assistants and Bus Monitors*
- Administrative Regulation 6340-R, *Safety Standards for Contracted Commercial Bus Transportation Services*
- Administrative Regulation 6510-R, *Authorized use of Equipment, Materials, and Supplies*
- Administrative Regulation 6540-R, *Management of Hazardous Materials and Hazardous Waste*

Action Items

A. Under Governor's Emergency Education Relief (GEER) Funds, the Administration is seeking to apply for funding from the North Carolina Department of Public Instruction (NC DPI) for Specialized Instructional Support and Supplemental Instructional Services. The funding falls within Program Report Code (PRC) 169: Specialized Instructional Support in the amount of $288,615 and PRC 170: Supplemental Instructional Services in the amount of $176,596. Expenditures for PRC 169 must be used for the following personnel or contracted services: social workers, psychologists, counselors and nurses. The proposal for PRC 169 is to hire a Mental Health Coordinator to lead the implementation of State Board Policy and a Lead Social Emotional Learning Psychologist to focus solely on the social and emotional needs of students. Additional funds will be used for contracted services to extend support after hours as needed.

Expenditures for PRC 170 must be used for supplemental instructional services to assist at-risk students. The proposal for PRC 170 is to utilize the funds to offer summer supplemental instruction for at-risk students currently in kindergarten, fourth and fifth grades. This program will be combined with the Summer Reading Camp offered for at-risk first-, second- and third-grade students under the Read to Achieve legislation. The Administration will also utilize this funding to offer a Jump Start program for rising sixth-grade students to ensure a smooth transition to middle school. Mr. Breen made the motion, seconded by Mr. Mercer and Ms. Boyette, that the Board approve the request to move forward with the

application for funds from NC DPI under PRC 169 and 170. The motion passed unanimously.

B. Under High School Schedule, at the February 8 meeting, the Board voted for students to re-enter school by levels. Elementary and middle school teachers returned on February 15 and students returned on February 22. High school teachers returned on February 22 and students returned on March 1. Elementary school students attend school in person four days a week and remain in remote learning one day a week, with thorough cleaning occurring on Wednesdays. Middle school students attend school on an alternating schedule and are assigned to either the Green Group or the Blue Group. Middle school students attend school in person two days a week and remain in remote learning three days a week, with thorough cleaning occurring on Wednesdays. High school students attend school on an alternating schedule one day a week and remain in remote learning four days a week, with thorough cleaning occurring on Wednesdays. Early College students attend school on an alternating schedule and are assigned to either the Green Group or the Blue Group. Early College students attend school in person two days a week and remain in remote learning three days a week, with thorough cleaning occurring on Fridays.

Governor Roy Cooper and North Carolina Lawmakers signed Senate Bill 220 into law on March 11. Senate Bill 220, known as "The Reopen Our Schools Act of 2021" included the following:

- Grades K-5 open under Plan A
- Grades 6-12 open under Plan A or Plan B
- Students served through section 504 or through an IEP must be provided an option to attend under Plan A
- Provisions are to be implemented within 21 days of the signing

The Administration presented a Re-Entry Transition Plan with options for high school students to continue to attend school on an alternating schedule one day a week or expand to two days a week under Plan B. The transition to two days a week could occur beginning March 22.

Senate Bill 220 required the following:

- Virtual learning must still be offered
- Students with IEPs and 504 plans at all levels must be offered Plan A
- Reporting, Plan Submission and Contact Tracing
- Transition must be done by April 1

Options for Senate Bill 220 included the following for middle and high school transition:

- Remain in Plan B – one day a week for high school, two days a week for middle
- Plan B – two days a week for high school and two days a week for middle
- Plan A – four days a week for middle and high (elementary students are already in Plan A)
- Plan A – five days a week for elementary, middle and high

The Administration recommended the following:

- Beginning March 22, all high school students would attend school two days a week
- Beginning March 29, middle and high school students would attend school four days a week under Plan A with cleaning on Wednesdays (cleaning will be Fridays in the early colleges) and allowing teachers planning time for virtual and face-to-face instruction
- Plan A does not require social distancing on buses and in classrooms, but masks are still required
- April 1 will become a remote learning day based on guidance from the Wilson County Health Department since staff are receiving their second vaccine on March 31

Ms. Barnes made the motion, seconded by Mr. Boykin and Mr. Mercer, that the Board expand the high school offerings to Plan B, two days a week with groupings being Monday and Tuesday assigned students as one group; the Thursday and Fridays assigned students being the second group; and offering IEPs and 504 plan students at all levels Plan A option as provided in Senate Bill 220. Mr. Breen asked for a friendly amendment to the motion to expand the high school to Plan B, two days a week with the Monday/Tuesday groupings and Thursday/Friday groupings to begin March 22 through April 1, and offer IEPs and 504 plans to all students for Plan A as provided in the Senate Bill to begin on April 1. Mr. Breen asked for a substitute motion to the original motion to bring high school students back starting March 22 and everybody back under Plan A on March 29. The maker and seconder of the motion agreed to the friendly amendment and substitute motion. The motion now states that the Board brings high school back two days a week beginning on March 22 and everyone back on Plan A for four days a week beginning on March 29. The motion passed 6:1, with Dr. Fitch casting the dissenting vote.

C. 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 Budget Amendments of 2020-2021 as recommended by the Administration. The motion passed unanimously.

D. Under Contracts Requiring Board Approval, Board Policy 6420, *Contracts with the Board*, states that any contract for materials, equipment, or services 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 contracts exceeded $90,000 and required Board approval.

Name of Business	Service Provided	Contract Amount
Scribbles	Digitizing all WCS Student and Human Resources Records	$175,000.00
Creative Learning Systems	STEM Lab at Hearne Elementary	$155,186.59
Trafera	330 Staff Laptops	$320,217.96
Archangel	1500 Student Chromebooks	$426,550.00
Musco Sports Lighting, LLC	Fike High Baseball Lights	$223,107.50

Mr. Breen made the motion, seconded by Mr. Mercer, that the Board approve the Scribbles and Creative Learning Systems contracts, pending legal review; and the Board approve the contracts for Trafera, Archangel and Musco Sports Lighting, LLC as presented by the Administration. The motion passed unanimously.

E. Under Rock Ridge Youth Athletic Association Lease Agreement, the Administration presented the proposed lease agreement for the Board's review. A previous lease existed with Wilson County Youth Athletic Association. The Wilson County Youth Athletic Association is no longer in existence. The proposed lease agreement has been reviewed by the Board attorneys. The Board will need to approve the resolution that gives notice of intent to enter into the lease agreement after 30 days. Ms. Boyette made the motion, seconded by Mr. Breen, that the Board approve the resolution related to the Rock Ridge Youth Athletic Association in conjunction with Wilson County Schools for property in the county of Wilson. The motion passed unanimously.

F. Under Policies to Be Repealed, these policies are being repealed, as recommended by the Law Offices of Schwartz and Shaw, PLLC, to comply with general statutes and align with the NCSBA and WCS policies. Upon approval by the Board, the following will be removed from the WCS Policy Manual:

- Policy 1630, Advisory Councils
- Policy 1850, *Community Schools*
- Policy 3850/4750, *Child Care During Work Hours*
- Policy 4022, *Hiring Procedure*
- Policy 4100, *Initial Assignment and Duties*
- Policy 4601, *Merit-Based Bonuses*
- Policy 6200, *Student Acceptance or Release*
- Policy 6501, *Summary Suspension*
- Policy 6701, *Safety Belt Use by Students*
- Policy 6810, *School Publications*
- Policy 6841, *Student-Initiated, Non-Curriculum Related Student Groups*
- Policy 6920, *Accidents, Illness or Injury At School*
- Policy 6921, *Do Not Resuscitate Orders*
- Policy 7070, *Eligibility of Patrons*

- Policy 7120, *Damaging School Buses*
- Policy 7172, *Activity Buses*
- Policy 7310, *Director of Maintenance*
- Policy 7311, *Duties of Director of Maintenance*
- Policy 7700, *Building and Grounds Management Safety*
- Policy 7600, *Sale of Products of Vocational Education Programs*

Ms. Barnes made the motion, seconded by Ms. Boyette, that the Board repeal the policies as presented in the agenda and on the precis. The motion passed unanimously.

VIII. At 6:52 p.m., Ms. Barnes made the motion, seconded by Ms. Powell, 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 7:39 p.m., Ms. Barnes made the motion to reconvene to open session. The motion, seconded by Mr. Mercer, passed unanimously.

IX. Reporting from closed session, Ms. Barnes made the motion, seconded by Ms. Boyette, 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 Mr. Breen, to approve the closed session minutes of February 15, 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 Mr. Mercer, 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.

Administrative

King, Dr. Kendra-Executive Director of Student Services

Certified

Branson, Cynthia (R)-EC Resource Teacher
Diavoukana, Pamela (R)-EC Teacher
Hannah, William (R)-CTE-Public Safety/Law Enforcement Teacher
Hilliard, Iris (E)-Pre-K Teacher
Schott, Kristin (R)-5th Grade Teacher
Thomson, Michelle-Title I Tutor

Classified

Arnold, Donnell-Technician II
Moore, Stacy-EC Pre-K Teacher Assistant
Stroud, Donna-12-Month Custodian
Weckesser, Michelle-Fixed Asset Clerk

Coaches

Aldrich, Mark-Boys Tennis
Massey, Brian-JV Baseball
Massey, Larry (V)-JV Baseball

INFORMATION ITEMS

The Board received the following personnel list as information.

Administrative

Joyner, John-Interim Assistant Principal
Luper, Denise-Interim Assistant Principal

Certified

Battle, Felissa-Retirement
Bridgers, Angelica-Resignation
Daniels, Jayme-Resignation
Hough, Susan-Retirement

Howell, Geremy-Resignation
Hyacinth, Leeanna-Resignation
Jackson, Maria-Resignation
Marcell, Tia-Resignation
Owens, Patricia-Retirement
Scott, Karen-Retirement
Sutton, Teresa-Resignation
Ward, Jessica-Resignation
Wilber, Melissa-Resignation
Wilkins, Victoria-Resignation

Classified

Watkins Britt, Amy Michelle-Resignation
Thomas, Carolyn-Resignation

X. Under Discussion/Action Item Continued, the following item was shared with the Board:

A. Under Facilities Update, the Board discussed and made recommendations for proposed capital projects. Board Member Rhyan Breen previously provided notice of a potential motion to amend or revise a previous action taken by the Board at its February 15, 2021, meeting. At the February 15 meeting, the Board voted to honor the previous decision for 6-lane tracks at Beddingfield and Hunt High Schools; upgrade the ADA changes that are necessary to be in compliance; provide the necessary equipment including hurdles and timing devices and other equipment as necessary; resurface/repair the tennis courts at Hunt; and confer with the County to ensure that the necessary funds are available.

Mr. Breen made the motion, seconded by Ms. Boyette, that the Board reconsider the action taken on February 15, 2021, regarding the athletic tracks and other athletic facilities. The motion passed 4:3 with Dr. Fitch, Mr. Mercer and Ms. Powell casting the dissenting votes.

Mr. Breen made the motion, seconded by Mr. Boykin, that the Board move to approve the 8-lane track at Beddingfield High School with ADA compliance issues being addressed; tennis courts at Hunt High School; baseball lights at Fike High School; and paving the back parking lot at Hunt High School. The motion passed 4:3 with Dr. Fitch, Mr. Mercer and Ms. Powell casting the dissenting votes.

XI. There being no further business at 8:17 p.m., Mr. Breen made the motion, seconded by Mr. Mercer, to adjourn the meeting. The motion passed unanimously.

Christine L. Fitch

Dr. Christine L. Fitch, Chairman

Dr. Lane B. Mills, Secretary