MINUTES OF
THE WILSON COUNTY BOARD OF EDUCATION MEETING
OCTOBER 21, 2019

The Wilson County Board of Education held its regular meeting on Monday, October 21, 2019, at 7:30 p.m. in the Administrative Offices, 113 N. Tarboro Street. 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
Rhyan Breen
Gary Farmer
Debora Powell
Dr. Lane B. Mills, Secretary

Others present were Director of Public Relations Amber Lynch and Administrative Assistant to the Superintendent and Board Clerk Linda Horrison, as well as Board Attorney Brandon McPherson. Also present were *The Wilson Times* Reporter Drew Wilson. There were more than 69 citizens in attendance.

1. After calling the meeting to order, Chairman Fitch amended the agenda under Instructional Services by moving item C, Approval of School Improvement Plans, to be discussed after closed session. School Safety plans will be discussed during closed session, which is a component of the School Improvement Plans. Dr. Fitch called for approval of the agenda. Ms. Powell made the motion, seconded by Mr. Mercer, to approve the amended agenda for October 21, 2019. The motion passed unanimously.

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

3. Dr. Fitch presented for approval the minutes of the September 16, 2019, Regular Board Meeting, October 7, 2019, Special Board Meeting and October 14, 2019, Special Board Meeting. Ms. Barnes made the motion, seconded by Ms. Powell, that the Board approve the minutes of September 16, 2019, Regular Board Meeting, October 7, 2019, Special Board Meeting and October 14, 2019, Special Board Meeting. The motion passed unanimously.

4. Under Good News Presentations, Dr. Mills, with the assistance of Ms. Barnes, recognized the following groups and individuals:

   - Art Awards – Dr. Mills recognized Wells Elementary Art Teacher Cindy Kimble and her students for the creation of the amazing artwork that is displayed on the walls of the Boardroom. The student artists that were in the audience were recognized and received a certificate.

- 2019-2020 Mabel Roberson McIntyre Honored Educator Scholarship Recipient – Christine Gilmore, a second-grade teacher at Jones Elementary, is this year's recipient of the Mabel Roberson McIntyre Honored Educator Scholarship. She is very deserving of this award. The scholarship's namesake - Ms. McIntyre - was a former teacher in Nash County, and she permanently endowed the scholarship to the North Carolina Center for the Advancement of Teaching (NCCAT). Each year, a teacher receives the scholarship enabling them to attend a 5-day seminar at one of the NCCAT campuses. All costs associated with the seminar are covered and the teacher also receives a $250 stipend for classroom use. Ms. Gilmore is hoping to attend a session at the Ocracoke campus in the spring.

- 2019-2020 Noma Henderson Leonard and Elsie Brame Hunt Honored Educator Scholarship Recipient - Bryan Holley, the School Improvement Coach at Lee Woodard Elementary, is this year's recipient of the Noma Henderson Leonard and Elsie Brame Hunt Honored Educator Scholarship. Governor Hunt and his wife, Carolyn, established the NCCAT scholarship in honor of their mothers, who were both teachers. Educators from Wilson County Schools (WCS) can apply for the scholarship to attend a 5-day NCCAT seminar at no cost, and they receive a stipend. Mr. Holley is very deserving of this honor, and he is also planning to attend a session in the spring.

- WCS Nominee for NCCAT Beginning Teacher of the Year – Teresa Dantzler, a math teacher at Daniels Learning Center, is our very first nominee for a new award through NCCAT. She is the WCS nominee for NCCAT's Beginning Teacher of the Year Award. Ms. Dantzler is in her second year of teaching, and we are thrilled that she is our nominee. She just submitted her portfolio to NCCAT, and we will find out the top three in the region in November. NCCAT will announce the NC Beginning Teacher of the Year on December 5, and our fingers are crossed that it will be Ms. Dantzler. But regardless of the outcome, she is a phenomenal teacher, and we are so proud to have her representing us.

- Character Education - The Board recognized Maria Munoz Luna, senior at Hunt High. Maria could not attend the meeting, but Dr. Mills shared her nomination. Maria was nominated by Hunt High Business Teacher Lisa Lewis. Ms. Lewis has Maria in her homeroom and Personal Finance class. She shared that on the first day of school this year, she introduced a new student to the class who had transferred to Hunt from another school. Maria and her friends spoke to the new student and made her feel welcome. On the second day of school, the students who wanted to eat breakfast were told to check in with their homeroom teacher first. Ms. Lewis heard Maria ask the new student if she had made any new friends that she planned to sit with. When the student answered no, Maria invited her to sit at her table. Ms. Lewis later thanked Maria for her act of kindness and told her that she was going to find a way to reward her for what she did. We are happy to present Maria with this Character Education Award and are so proud of her for being a leader and going above and beyond to be kind to others. Dr. Mills also thanked Schwartz and Shaw, the Board of Education attorney, for providing $25 gift cards to students who are

recognized for good character.

5. Under Chairman's Report, Dr. Fitch shared the following information:

- Dr. Fitch thanked the students and teacher from Wells Elementary for the artwork displayed in the Boardroom.

- Dr. Fitch congratulated Wilson Education Partnership for another successful Spelling Bee. She thanked the honorary staff that participated on the Board's team with Mr. Mercer. All of the other Board members had a conflict with the exception of Mr. Breen who had a team of his own.

- Dr. Fitch also thanked the Board members for attending Smart Cookies. Ms. Boyette attended on September 30 at Lucama Elementary with the class of WCS Teacher of the Year Britney Phillips; Ms. Barnes on October 7 at Barnes Elementary with the class of Barnes' Teacher of the Year Ashley Sullivan. Mr. Breen is scheduled to attend on October 24 at Hearne Elementary with the class of Hearne's Teacher of the Year Serita Braswell. If Mr. Breen is unable to attend, Mr. Mercer volunteered to replace him. Smart Cookies is also scheduled on November 26 at Frederick Douglass Elementary with the class of Frederick Douglass' Teacher of the Year Kari Stallings. Ms. Powell volunteered to assist. Ms. Barnes and Mr. Farmer will serve as backups in the event Ms. Powell is unable to attend.

6. Under Superintendent's Report, Dr. Mills shared information about events that occurred since the last Board meeting:

- Dr. Mills asked everyone to have a moment of silence to remember Chazz Pender, a Wilson Early College Academy (WECA) student who passed away a few days after our September Board meeting. He asked everyone to keep his family, friends and the WECA family in their thoughts.

- Dr. Mills thanked the 26 incredible principals in our schools because October is National Principals Month. Being a principal is a hard job and often a thankless one. He will celebrate with all of them at the Administrators meeting later this month.

- Dr. Mills thanked the members of several local churches who spent time beautifying seven of our school campuses on October 5 for Wilson Serve Day. We are grateful for their support, and we hope we can continue this partnership because it meant so much to us. The churches and schools were…

  Peace Church at Hearne Elementary
  Forest Hills Presbyterian and Wilson Community Church at Vinson-Bynum Elementary
  Impact Church at Toisnot Middle
  Christian Life Fellowship Church at Daniels Learning Center
  Milbournie Church at Barnes Elementary

Farmington Heights and Bethel Baptist at Darden Middle
Daniels Chapel at Vick Elementary
Dr. Mills also thanked the principals, our Maintenance Department and Ken Fontenont - a teacher at Forest Hills Middle who is also a pastor - for the role they played in making this possible.

- The Wilson Education Partnership's (WEP) Adult Spelling Bee was on October 8. Dr. Mills wasn't able to attend this year, and he hated to miss the seeing Senior Staff team and the Board team in their 1970s disco inspired outfits. WEP has held this fundraiser for many years, and it is such a good time - we truly appreciate their partnership and how the money raised goes back to our schools. Congratulations to the winners from Purdue Pharmaceuticals and to Lucama Elementary for its second place finish.

- Dr. Mills also recognized WEP's Career Connections Program, which has really taken off this year. Through the program, Executive Director Robin Williams connects business leaders with our schools. The leaders go into classrooms to speak about careers or lead workshops. For instance, a few bankers are leading sessions with high school students on financial literacy. We also have a group of healthcare professionals who are providing an internship for students interested in the medical field. As you can see, WEP not only provides funds for our schools - they also provide meaningful experiences and really invest in the future of our students.

- Dr. Mills shared with the Board that he is excited about two recent events in our community that both happened on October 17. The first was Chick-fil-A's grand opening of its second location. He was happy to be there for the ribbon cutting. Chick-fil-A supports our schools and students in so many ways from collecting backpacks, to sponsoring the Smart Cookies, Food for Thought and Leadership Academy programs in our schools. They also employ quite a few of our students, so we are happy to celebrate with Christy Proctor and her staff.

  The second event was the city's announcement to turn the BB&T towers into a residential and retail space that will also house a new YMCA and the new afterschool program for middle schoolers that is in the works. This is all possible because of a $22 million grant from the Healthcare Foundation of Wilson to create and implement the afterschool program - which we are excited about because it's really going to benefit our students.

7. Under Public Input, Jennifer Harrison and Natalie Hanchett addressed the Board during the Public Input section of the meeting. They both have children in the Dual Language Program at Frederick Douglass Elementary and wanted to thank the Board for a successful year and continuing the program.

8. Under Committee Meetings/Administrative Services Committee – Committee Chair Mr. Mercer shared that the committee met today to discuss one information and one action item.

Under Energy Management (Cenergistic) Update, the Board received for information only, an update on the energy usage, raw data usage and cost for our energy plan through Cenergistic. Representatives from Cenergistic presented to the Board during the Administrative Services Committee meeting. They have completed over 500 audits during the day and night and also meet weekly with our staff. This has allowed us to save energy and the life cycle of our equipment. Some of the updates included: WCS reducing Energy Use Intensity by 11% since June 2018; electricity and natural gas consumption decreasing by 6%; and cost avoidance (which considers the impact of weather, rates, efficiency projects, etc.) for WCS has generated over $133,137. This is 7% in savings since December 2018.

Under 2019-2020 Budget Resolution, General Statue 115C-434 authorizes the Board of Education to make appropriations for the budget year. The budget resolution for the 2019-2020 State Public School Fund, Current Expense Fund, Federal Fund, Capital Outlay Fund, Child Nutrition Fund, Trust and Agency Fund, Before/After School Care Program Fund and Local Special Revenue Fund budgets were presented. Mr. Mercer made the motion, seconded by Ms. Boyette, that the Board approve the budget resolution for fiscal year 2019-2020 as presented by the Administration. The motion passed unanimously.

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

Dr. Fitch turned the meeting over to Vice Chair Mr. Mercer for the purpose of receiving the report and carrying through the motions.

Under Revised 2019-2020 Traditional Calendar, WCS was closed for students and staff on September 5-6, 2019, due to Hurricane Dorian. On the traditional calendar, the Administration recommended changing September 5-6, from instructional days to annual leave days. WCS currently has 43 extra instructional hours built into the calendar. To allow staff to make up these days, the Administration recommended moving the April 10 holiday to April 13, and making April 10 an optional teacher workday. The annual leave day previously assigned to April 13 would then be moved to September 5. The Administration further recommended changing June 10 from an annual leave day to an optional teacher workday. The annual leave day previously assigned to June 10 would then be moved to September 6. The Administration recommended adopting the revised calendar. Dr. Fitch made the motion, seconded by Ms. Barnes, that the full Board approve the revised calendar for 2019-2020 as presented by the Administration. The motion passed unanimously.

Under Revised 2019-2020 Early College Calendar, WCS was closed for students and staff on September 5-6, 2019, due to Hurricane Dorian. On the early college calendar, the Administration recommended changing September 5-6 from instructional days to annual leave days. The early colleges currently have 13 extra instructional hours built into their calendar. To allow staff to make up these days, the Administration recommended moving the annual leave day on March 9 to September 5 and making March 9 an optional teacher workday. The Administration further recommended moving the annual leave day on May

22 to September 6 and making May 22 an optional teacher workday. The Administration recommended adoption of the revised calendar. Dr. Fitch made the motion, seconded by Ms. Barnes, that the full Board approve the 2019-2020 Early College Calendar as amended and be approved as recommended by the Administration. The motion passed unanimously.

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

9. Under Discussion/Information/Action Items – Administrative Regulations were shared with the Board as information only. These regulations were drafted by the Board Attorney, Law Offices of Schwartz & Shaw, PLLC, to comply with North Carolina General Statutes and align with the North Carolina School Boards Association (NCSBA) policies.

- Administrative Regulation 7540-R, *Voluntary Shared Leave*, provides the guidelines under which qualified employees may donate earned leave to a fellow employee who has exhausted all earned leave and continues to be absent due to serious medical conditions. WCS Board Policy 7540, *Voluntary Shared Leave*, enables employees to donate earned leave to a fellow employee who has exhausted all earned leave and continues to be absent due to serious medical conditions.

- Administrative Regulation 8210-R, *Grants and Funding for Special Projects*, provides the guidelines under which funds may be raised. WCS Board Policy 8210, *Grants and Funding for Special Projects*, recognizes the need for school-sponsored organizations to have adequate financial support for their programs. Even though the Board discourages the door-to-door sales of merchandise, it also realizes the necessity of having some fundraisers.

Under Proposed Policy Revisions & Draft Policies – Second Reading, the Board is in the process of reviewing all of its policies to align them with general statutes and NCSBA policies. The following policies were reviewed and discussed as first readings at the Board's Special Meeting on October 14:

- Draft Policy 2220, *Official School Spokesperson*
- Draft Policy 7410, *Teacher Contracts*
- Draft Policy 7420, *Superintendent Contract*
- Draft Policy 7422, *Associate/Assistant Superintendent Contracts*
- Draft Policy 7510, *Leave*
- Draft Policy 7520, *Family and Medical Leave*
- Draft Policy 7530, *Military Leave*
- Draft Policy 7540, *Voluntary Shared Leave*
- Draft Policy 7560, *Permitted Salary Deductions for Absences and Discipline of Exempt Employees*
- Draft Policy 7620, *Payroll Deductions*
- Draft Policy 7635, *Return to Work*
- Draft Policy 7720, *Employee Community and Political Activities*

It was the Board's consensus to approval all of the policies together. Ms. Boyette made the motion, seconded by Ms. Powell, that the Board approve the draft policies that have been read and upon adoption remove policies listed on the appendix that replaces the new policy. Mr. Breen asked that the motion be amended to remove Policy 6820, *Selling and Soliciting*, separately as it is being removed due to an administrative regulation instead of a policy. The maker and second of the motion were in favor. This policy was removed from the motion and will be a separate motion. The motion passed unanimously. The appendix of policies to be removed is attached.

Mr. Breen made the motion, seconded by Mr. Mercer, that the Board remove Policy 6820, *Selling and Soliciting*, from our current policy manual. The motion passed unanimously.

Under Wilson Community College Board of Trustees Appointment, Dr. Fitch received information that Wilson Community College (WCC) Board of Trustee Chair Alice Freeman had stepped down and is no longer serving on the Board. WCS is tasked with selecting a representative to the WCC Board of Trustees to replace Ms. Freeman. At the last meeting, the Board voted to close nominations with three names that were submitted for the WCC Board of Trustees - E. Bruce Beasley, Mark M. Johnson and Randolph Sessoms. The Board will need to take formal action to appoint a person to fill the term ending June 30, 2021. Board members provided resumes for Mark M. Johnson and E. Bruce Beasley. Mr. Sessoms withdrew his name. The Board voted using written ballots. The vote was 5:2, Mr. Mark Johnson was selected to replace Ms. Alice Freeman on the WCC Board of Trustees with the term ending June 30, 2021.

10. At 8:21 p.m., Mr. Farmer 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 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 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 9:31 p.m., Mr. Farmer made the motion to reconvene to open session. The motion, seconded by Ms. Barnes, passed unanimously.

11. Reporting from closed session, Mr. Farmer made the motion, seconded by Ms. Barnes, to approve the closed session minutes of the September 16, 2019, Regular Board Meeting, and/but do not release the minutes for public inspection because of confidential student and personnel matters. The motion passed unanimously.

Mr. Farmer made the motion, seconded by Ms. Powell, that the Board approve the closed session minutes of October 7, 2019, and/but do release the minutes for public inspection. The motion passed unanimously.

Under Approval of Inter-district Reassignment Requests, Ms. Boyette made the motion, seconded by Ms. Barnes, to approve the Inter-district Reassignment Requests as presented by the Administration. The motion passed unanimously.

Under Human Resource Services, Mr. Farmer made the motion, seconded by Ms. Barnes, to approve the personnel recommendations as presented by the Administration. The motion passed unanimously.

ACTION ITEMS

The Board approved the following classified and certified positions, as well as Substitutes to be Re-approved, Substitute Teachers and Coaches.

Certified

Auman, Susan-Part-time Wolfpack WORKS Interventionist
Battle, Delicia-Behavior Coordinator
Cobb, Nora (I)-7th Grade Math
Harris, Reginald-School Counselor
Helmer, Cathy-Part-time Wolfpack WORKS Interventionist
Holmes, Mark (E)-English
Matthews, Rebecca-Part-time Wolfpack WORKS Interventionist
McKeel, Toni-Part-time Wolfpack WORKS Interventionist
Noulles, Lindsey-Part-time Wolfpack WORKS Interventionist
Ogle, Jodi (PT)-Chorus
Perrino, Deniz-School Counselor
Spargur, Heather-Part-time Wolfpack WORKS Interventionist
Taylor, Andrea-Instructional Coach
Taylor, Andreal-5th Grade
Thomas, Hope-6th Grade Science
Tuten, Jamiya (E)-5th Grade
Watkins, Kiesha (P)-School Counselor
Woodard, Elizabeth-School Counselor

Classified

Barnes, Aretha-Substitute Custodian
Barnes, Geoffrey-12-Month Custodian
Bynum, Saleta-EC Teacher Assistant

Harris, Haley-ASCEP Student Assistant
Joyner, MacKenzie-ASCEP Student Assistant
King, Elizabeth-ASCEP Assistant
Loftin, Essie-Daycare Substitute
Marshall, Haley-ASCEP Assistant
McClain, Marvin-ISS Coordinator
McCullen, Carol-Substitute CN Assistant
O'Brian, Mallory-ASCEP Student Assistant
Phillips, Kaylee-ASCEP Student Assistant
Robinson, Broderick-EC Teacher Assistant
Skinner, Meagen-Daycare Student
Solomon, Patricia-Substitute CN Assistant
Webb, Amanda-Occupational Therapist Assistant

Substitutes to be Reapproved

Ezell, Jeanne
Jones, Shavotrel
Moreira, Anthony

Substitute Teachers

Artis, Annie
Brown, LaTara
Daly, Thomas
Diggs, Brenda
Eatmon, Helen
Freeman, Sandra
Fuller, Taleatha
Langston, Sharon
Marrow, Releatha
Monroe, Shonte
Proctor, Sue Ann
Robbins, Kaitlyn
Sauls, Kendall
Smith, Cynthia
Warren, Ernestine

Coaches

Adams, David-JV Football, JV Boys Basketball (V)
Ajani, Ayoola-JV Boys Soccer
Batts, Chara-JV Cheerleading (Fall and Winter)
Batts, Diane-JV Cheerleading (Fall and Winter)

Boyd, Elizabeth (V)-Volleyball
Crocker, Larry-Assistant Swimming
Davis, Brittany-Athletic Trainer (Fill-in)
Farmer, Heather (V)-Assistant Girls Basketball
Gwaltney, Odis-Assistant Football
Johnson, Marcus-Assistant Basketball, Football (V)
Loftin, Roland-JV Football
Orr, Leigh Ann (V)-Cheerleading
Pearson, Brent-Head Cheerleading (Winter)
Rogers, Sheldon-Head Football
Thomas, Josh (V)-Boys Soccer
Tong, Nhan (V)-Swimming

INFORMATION ITEMS

The Board received the following personnel list as information.

Certified

Allen, Jessica-Resignation
Burns, DeAnna-Resignation
Harrell, Robin-Retirement
Nelson, Rosemary-Resignation
Thorne, Tessa-Resignation
Wooten, Mary-Retirement
Ziencik-Garito, Bettina-Resignation

Classified

Anderson-Harris, Victoria-Resignation
Hinnant, Logan-Resignation
Howard, Tori-Resignation
Huerta, Laura-Resignation
Proctor, Cynthia-Resignation
Tedder, Stuart-Retirement
Webb, Pauletta-Resignation

Dismissals

Baines, Curtis-Head Custodian/Head Football Coach
Williams, Rebecca-Teacher Assistant

Under Approval of School Improvement Plans, local Boards of Education must either accept or reject the school improvement plan for each school within its jurisdiction in accordance to general statute 115C-105.27 (d). Mr. Breen made the motion, seconded by Mr. Mercer, that the Board approve School Improvement Plans and the corresponding School Safety Plans for each school within our jurisdiction. The motion passed unanimously.

Mr. Breen made the motion, seconded by Mr. Mercer, that the Board adopt the amended agreement between Wilson County Board of Education and Qualderm Partners o NC, LLC. The motion passed unanimously.

12. There being no further business at 9:35 p.m., Mr. Farmer 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