MINUTES OF
THE WILSON COUNTY BOARD OF EDUCATION MEETING
AUGUST 19, 2019

The Wilson County Board of Education held its regular meeting on Monday, August 19, 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 Associate Superintendent Dr. Cheryl Wilson and Assistant Superintendent Dr. Norris Parker, as well as Board Attorney Richard Schwartz. Also present were Wilson Times Reporter Drew Wilson, Director of Public Relations Amber Lynch and Administrative Assistant to the Superintendent and Board Clerk Linda Horrison. There were more than 24 citizens in attendance.

1. After calling the meeting to order, Chairman Fitch amended the agenda by changing the Portable Dental Unit listed under Administrative Services from an information item to an action item. Dr. Fitch called for approval of the agenda. Ms. Powell made the motion, seconded by Ms. Boyette, to approve the agenda as corrected. The motion passed unanimously.

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

3. Dr. Fitch presented for approval the minutes of the July 15, 2019, Regular Board Meeting. Ms. Barnes requested that the start time of the meeting be changed in the first paragraph of the minutes from 7:30 p.m. to 5:30 p.m. The paragraph should read, "The Wilson County Board of Education held its regular meeting on Monday, July 15, 2019, at 5:30 p.m. in the Administrative Offices, 113 N. Tarboro Street".

   Ms. Barnes made the motion, seconded by Ms. Boyette, that the minutes of July 15, 2019, be approved with the stated change, to change the time from 7:30 p.m. to 5:30 p.m. The motion passed unanimously.

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

   - New Principal Induction Program Participants - Dr. Mills recognized Emily Chilton, principal of Rock Ridge Elementary; Annette Faison, principal of Frederick Douglass

Elementary; Jennifer Parker, principal of Darden Middle, Zachary Marks, principal of Lucama Elementary; Cheryl Baggett, principal of Gardners Elementary; and Marquis Spell, principal of Springfield Middle, for their participation in the New Principal Induction Program last school year. Ms. Chilton, Ms. Faison and Ms. Parker all successfully completed the program under the guidance of their mentors – Mr. Marks, Ms. Baggett and Mr. Spell.

The purpose of the New Principal Induction Program was to strengthen the leadership skills of the first-year principals, to provide meaningful support in their new roles and to develop a strong camaraderie within their unique cohort. The experienced principals guided them as they worked toward specific goals and learned to effectively navigate their day-to-day responsibilities. We are grateful to the veteran principals for sharing their expertise, and we applaud Ms. Chilton, Ms. Faison and Ms. Parker as they begin their second years as principals.

- Partnership with Smithfield Foods – Dr. Mills recognized Jose Pabon, Plant Manager at Smithfield Foods. A few months ago, Mr. Pabon started partnering with Wilson County Schools (WCS) on a new award that has become extremely popular with our principals. Each month, he gives us several packs of bacon for our *Bringing Home the Bacon Award* – which Dr. Mills gives out to principals for different things at the monthly administrator meetings.

  The principals all want to win the award each month, which is a true testament to just how good this bacon is. Smithfield Foods' Wilson plant is the largest in the world by volume of bacon produced. They also have extremely high expectations for quality. The plant is capable of producing 150 million pounds of bacon annually. We are grateful to Mr. Pabon for being such a huge supporter of our schools and community.

- 2019 Owens Scholars – Dr. Mills recognized Logan Hinnant, Haley Johnson, Hope Nguyen and Christian Phaby for being awarded the four-year, $28,000 Owen Scholarship. All four students graduated from Hunt High in May. As Owens Scholars, they will come back to WCS to teach once they graduate from college.

  They earned the scholarship by expressing an interest in teaching and then going through an application and interview process. Owens scholars are chosen by a committee, which includes all of the high school principals, and selection is based on achievements in academics, leadership, character and community service. There are certain GPA requirements they must maintain in college in order for the scholarship to be renewed each year. The scholarship program began in 1998 when Alfred and Myrtle Owens created a private trust prior to their deaths. Since that time, Wilson County Schools has awarded 129 Owens Scholarships, which includes this year's recipients. Several of these students started their first day of college today and were going to see if their schedule allowed them to be here. Hope Nguyen was present at the Board meeting, she is the daughter of Trinhan and Teresa Nguyen. She is attending East Carolina University.

- Character Education - Dr. Mills recognized Devin Richardson, a rising third-grader at Jones Elementary. Prior to the end of the school year in May, one of Devin's classmates lost the dollar she was going to use at lunch to buy extra items. Devin overheard their AIG Teacher tell the student that she wished she could help her, but she didn't have any cash. Without hesitating, Devin took four quarters out of his pocket that he was going to use to buy ice cream and gave the money to his classmate. When Devin's teacher – Christine Gilmore – heard what Devin had done, she was so proud. She talks about kindness every day in her classroom, and the class also completes Kindness Projects together throughout the year.

  We would like to thank Schwartz and Shaw for providing $25 gift cards to students and groups who are recognized for good character.

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

   - A successful Teaching and Learning Conference was held on August 15-16. This conference was attended by our staff and Board members. During the conference, Wilson Education Partnership (WEP) held a successful Masquerade Jewelry Fundraiser. Funds from the sale will be donated to our classrooms.

   - Operation Backpack was held on August 17. Leftover backpacks will be distributed to all 26 schools. Dr. Fitch thanked the sponsors, businesses, individuals, Board members and everyone who made this event successful.

   - Early Colleges started school on August 5. Wilson Early College Academy celebrated its 10th year anniversary on that day. Our traditional students will begin school on August 26.

   - Policy meetings will resume on September 9 at 1:00 p.m.

   - The North Carolina School Boards Association (NCSBA) Fall Law Conference will be held on October 16-18 in Asheville, NC. The NCSBA District meeting will be held in Durham on September 11. Please let Ms. Horrison know if you plan to attend the NCSBA events.

   - Every year, the Wilson County Board of Education makes an appointment to the Wilson Community College (WCC) Board of Trustees. The Board appointed a member in June, replacing a Board member who chose not to remain on the Board. Dr. Fitch received information that WCC Board Chair Alice Freeman has stepped down and is no longer serving on the Board. A letter from David West, who is now the Board Chair, was received asking for consideration of Tom Fyle for this position. A request was also submitted for E. Bruce Beasley. Board members can submit names for consideration at the next Board meeting. If Board members have names they would like to be considered at the September Board meeting for replacement of Alice Freeman, they are to submit the name prior to the meeting.

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

- A Teacher Job Fair was held on July 17 at Central Office. There were 62 teacher candidates who attended and five contingency contracts were offered onsite. Dr. Mills thanked our Human Resources Department for organizing the job fair and all of the principals who came to speak with candidates.

- Dr. Mills was honored to be the keynote speaker at the Healthcare Foundation of Wilson's Grant Awards Breakfast Celebration on July 30. At the event, the Healthcare Foundation awarded nearly $700,000 in grant funds to community agencies, including WCS. We received $7,500 to continue the MATCH program. MATCH is a wellness program for seventh-graders that integrates physical activity, nutrition and technology. We are grateful to the Healthcare Foundation for its continued support and also appreciate Executive Director of Secondary Education David Lyndon, the seventh-grade core teachers and the PE Teachers for implementing the curriculum and supporting our students as they make healthy choices.

- The first day of school for our early colleges was August 5, and both Wilson Academy of Applied Technology (WAAT) and Wilson Early College Academy (WECA) have gotten off to a great start. WECA celebrated its 10-year anniversary on August 5 with a nice ceremony where all past students and staff could attend.

- Our eighth-annual Operation Backpack event was held August 17. Since 2012, we've been able to provide 3,000 backpacks each year to students in need because of the community's incredible generosity. Dr. Mills thanked everyone who donated funds or backpacks to our students. He also thanked Amber Lynch and Maritza Johnson, with the WCS Public Relations Department, and the County Commissioners for air conditioning in the gym.

- Our Teaching and Learning Conference was held August 15 and 16. For the past few years, we have offered this conference to provide professional development for our staff. The majority of the sessions are led by our folks. We have so much talent here, and this conference highlights the knowledge and skills of our teachers, support staff and administrators. August 15 was also the first day staff came back to work in our schools.

- Banners are now displayed around town to celebrate our accomplishments and highlight some of our great programs – like the before and afterschool care program and the online college courses we offer. Dr. Mills had these printed and also hung most of them himself. Dr. Mills is so proud of all that WCS has accomplished, and he knows it will continue this year.

Dr. Mills also shared details about upcoming events:

- Orientations and Open House will be held this week in our schools. Most of the schools are following this schedule –
  - Elementary Schools Open House
    Thursday, August 22, 4:30-6:30 p.m.
  - Middle Schools Open House
    7th & 8th grades: Thursday, August 22, 5:30-7:30 p.m.
    6th grade Orientation: Tuesday, August 20, 5:30-7 p.m.
  - High Schools Open House
    10th-12th grades: Thursday, August 22, 6:30-8:30 p.m.
    9th grade Orientation: Wednesday, August 21, 5:30-7 p.m.

7. Under Public Input, Ned Olinger addressed the Board during the Public Input section of the meeting. Mr. Olinger shared his concerns about the appearance of Wells Elementary, lack of a parent organization and enrollment. He asked if there was a 3, 5, or 10-year capital improvement plan for this school and all schools. Dr. Fitch asked the Administration to respond to Mr. Olinger's concerns in a timely manner.

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

   Under 2019-2020 Food Services, the Board received information about plans for the upcoming school year. During the committee meeting, Director of School Nutrition Mary Catherine Talton, shared her goals, which included: menu changes to elementary breakfast that will reduce the number of sugary items; the possibility of a second chance program where students will have an opportunity to get breakfast items during first and second block; shared tables; the use of the Healthcare Foundation's unused funds; and a Farm to School initiative to include fruits and vegetables provided by NC farmers.

   Under Contract Requiring Board Notification, the Board received information on a contract with Ellevation, which is less than $90,000 and has been approved by Dr. Mills, to track English Learner students, their screener scores and growth through ACCESS and provide professional development. Board Policy 2500, *Contracts*, states that the Superintendent is authorized to enter into contracts involving amounts up to $90,000 and the Superintendent shall report such contracts exceeding $20,000 to the Board at its next regularly scheduled meeting.

   Under Possible Additional Capital Funding from the County, earlier this year, a joint meeting was held with the Wilson County Board of Commissioners to tour the three comprehensive high schools and examine capital needs. To prepare for the possibility of the county providing additional capital funding, the Administration shared a $6 million priority list with the Board and requested approval so that funding could begin with the county. Mr. Mercer made the motion, seconded by Ms. Boyette, that the Board approve

the possible additional capital funding from the county for $6 million. The motion passed unanimously.

Under $1 Million Priority list for 2019-2020, the Administration is seeking approval from the Board on the proposed projects at Wells, Winstead, Hearne, Gardners, Rock Ridge Elementary and Maintenance. Mr. Mercer made the motion, seconded by Ms. Powell, that the Board approve the $1 Million Priority List for 2019-2020 projects. The motion passed unanimously.

Under Copier Contract, the Administration presented a proposal with Toshiba Business Solutions that is based on ADM and includes cost savings to the district due to network printing and toner being provided. The annual cost savings is projected to be $149,690.67. The Administration is requesting that this bid and proposal be accepted pending legal review. Board Policy 2500.1, *Contracts*, states that all contracts involving expenditures exceeding $90,000 must receive prior approval from the Board. Mr. Mercer made the motion, seconded by Ms. Powell, that the Board approve the Copier Contract with Toshiba Solutions that has been presented by the Administration and has already been reviewed by the attorneys. The motion passed unanimously.

Under NC 403(b) Board Resolution, the State of North Carolina has established the North Carolina Public School Teachers' and Professional Educators' Investment Plan ("NC 403(b) Program") for the benefit of employees of local school boards and community colleges in North Carolina. The Administration is requesting the Board adopt the NC 403(b) program under the terms of the Plan Document and the Third-Party Administrator Agreement. All employees shall become eligible to defer compensation immediately providing 10 or more employees elect such deferment. The State also sponsors The Supplemental Retirement Income Plan of NC (the "NC 401 (f) Plan") and NC Public Employee Deferred Compensation Plan (the "NC 457 Plan"). Mr. Mercer made the motion, seconded by Ms. Boyette, that the Board approve the NC 403(b) Board Resolution as presented by the Administration. The motion passed unanimously.

Under Portable Dental Unit, the Administration provided a presentation/proposal for a mobile portable dental unit for schools through a joint venture with the Wilson County Health Department and WCS. Dental care will be provided to students through the Wilson Area School Health (WASH) Clinic. The portable dental unit can create revenue for the program through Medicaid reimbursements for eligible students. Dental care will be offered to staff in the future. Mr. Mercer made the motion, seconded by Ms. Powell, that the Board support the portable dental unit that has been proposed by the Administration in conjunction with the Health Department. The motion passed unanimously.

Mr. Mercer shared that the WASH Clinic was more successful than originally reported. Last year, 469 students enrolled in the WASH Clinic, but we just discovered 75 who had not been originally reported.

Under Committee Meetings/Instructional Services Committee - Committee Chair Dr. Fitch shared that the committee met today to discuss four information items and two action items.

Under Acronyms, the Board received information on the WCS Acronyms Directory that has been updated to facilitate clear communication and understanding between parents, teachers and Board members when using terms. The Board asked the Administration to include additional terms in the directory and present the changes at the next Board meeting. An electronic copy will be shared with each school to print and keep in their front offices. The directory will also be provided on our website. This is a live document and changes will continue to occur.

Under Reading Camp 2019, the Administration shared for information only the Reading Camp data. The Reading Camp was held at two sites, Vinson-Bynum and Lucama Elementary. The Reading Camp theme was, "The Smore You Read, the Smore You Know". There were a total of 485 students eligible to attend the camp, 170 - 1st graders; 116 – 2nd graders; and 199 – 3rd graders. In 3rd grade, there were 100 students who became proficient, 59 who will become transition students and begin in 4th grade but receive instruction at the 3rd grade level until they reach 4th grade capability, and 59 students who will be retested.

Under Jumpstart, the Board received information on this program that is designed to give kindergartners a chance to become familiar with the rules and procedures of attending school prior to their first day. WCS partnered with Nash Edgecombe Economic Development to provide this opportunity. During the week of August 5th – 9th, 59 students attended Hearne, Jones, Vick and Winstead Elementary from 8 a.m. to 12 p.m. Parent sessions were also held each day at Hearne from 8:30 – 11:30 a.m. Recently, there was an article in *The Wilson Times* on Jumpstart to Kindergarten. The goal is to grow the program and help Kindergartners at more schools prior to their first day.

Under School Improvement Plan Timeline, North Carolina schools are required to submit a School Improvement Plan (SIP) to the local Board of Education for review and approval. A timeline for the WCS School Improvement Planning process was shared with the Board. The Board will receive SIPs at the October 21, 2019, Board of Education meeting.

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

Under North Carolina Alternative Schools' Accountability Model, WCS must identify and be approved to participate in the Alternative Schools' Accountability Model (ASAM). The options include:

- Option A. Alternative schools can participate in School Performance Grades as defined by general statutes, or

- Option B. Alternative schools can participate in the Alternative Schools' Progress Model, or
- Option C. The alternative school may propose its own alternative accountability model for approval by the State Board of Education (SBE).

Schools using Option B are included in the North Carolina Accountability Reporting and Every Student Succeeds ACT (ESSA). The Administration is requesting approval to participate in Option B for Daniels Learning Center. Option B is the Alternative Schools' Progress Model (ASPM), which Daniels participated in for the 2018-19 school year. Dr. Fitch made the motion, seconded by Ms. Barnes, that the full Board approve Option B for the North Carolina Alternative Schools' Accountability Model as recommended. The motion passed unanimously.

Under Title I Eligibility, WCS channels the Title I funds they receive to schools with the highest percentages of children from low-income families. Schools with a poverty percentage of 75 or higher must be served as Title I. Schools with a poverty percentage between 40 and 74 are eligible for Title I funding. Schools must be served in rank order by grade span; thus, the schools with the highest percentage of poverty receive more funding per student. Based on 2018-2019 data, Speight Middle has a poverty percentage of 70.69%. WCS has traditionally served Darden Middle (100% poverty with Community Eligibility multiplier) and Toisnot Middle (69.48%). Due to the fact that WCS serves Toisnot Middle, which has a lower rank based on poverty percentage than Speight, the district is required to serve Speight Middle as a Title I school or provide comparable services from state/local funding. Dr. Fitch made the motion, seconded by Ms. Barnes, that Speight Middle School be designated with Title I eligibility as recommended and required by the federal government. The motion passed unanimously.

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

9. Under Discussion/Action Items – Schwartz & Shaw, P.L.L.C. Proposed Retainer Agreement, Dr. Fitch received a memorandum from Richard Schwartz of Schwartz & Shaw, P.L.L.C, regarding a proposed Retainer Agreement for a two-year period from July 1, 2019 to June 30, 2021, with no increase in the monthly retainer amount. Board Policy 1900, *Board Attorney*, states that the Board shall retain as an independent contractor, an attorney for legal counsel and service to the Board. The attorney shall be retained for a one-year period commencing July 1. The Board discussed the following: the proposed retainer agreement being requested for a two-year period instead of a one-year period per Board policy; the Request for Bid (RFB); and the billing analysis. Mr. Breen voiced his concerns about the length of the Retainer Agreement and the cost of using Schwartz & Shaw. Mr. Breen made the motion, seconded by Ms. Boyette, that the Board table the request of Schwartz & Shaw, P.L.L.C until the next Board meeting to allow the Board members to be able to digest the information that has been presented. The motion passed unanimously.

10. At 9:04 p.m., Mr. Farmer made the motion, seconded by Ms. Barnes, 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 consult with the Board of Education attorney regarding the pending case of Parker Barnes by her Guardians ad litem Kenneth and Kelly Barnes v. Wilson County Board of Education and Lane B. Mills; and preserve the attorney-client privilege as provided in N.C.G.S. 143-318.11(a)(3); and to establish lease for real property. The motion passed unanimously.

    At 9:51 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 Mr. Mercer, to approve the closed session minutes of the July 15, 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.

    Under Approval of Inter-district Reassignment Requests, Ms. Boyette made the motion, seconded by Mr. Mercer, to approve the Inter-district Reassignment Requests. 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 the attached list of Substitutes to be Re-approved, Coaches and One Year Teacher Contracts.

Certified

Baird, Jacob-Middle Grades Science Teacher
Baldwin, Jazmin (R)-EC
Bane, Riley-EC
Barnes, LaVonna-3rd Grade
Barnes, Martha-EC
Bass, Molly-2nd Grade
Bass, Cassandra-EC
Becker, Samantha-6th Grade ELA
Bellamy, Tiffany-7th Grade Math
Brewer, Johnna-4th Grade
Brown-Leach, Felicia-Spanish Immersion
Carlton, Elizabeth-Math

Ciampa, Deanna-1st Grade
Clark, Adam-English
Collins, Brittany-2nd Grade
Corn, Samantha-EC
Coty-Long, Kristal-Media Coordinator
Davis, Morgan-Music
Davis, Sandra-EC
Dramou, Martin-8th Grade Math
Edgerton, Christie-1st Grade
Evans, Brittany-Kindergarten
Fowler, Stacia-EC Program Coordinator
Gaynor, Winifred-4th Grade
Grantham, Whitley-5th Grade
Haskins, Brian (L)-5th Grade
Haynes, Heather-7th Grade ELA
Heiniger, Carey-STEM Facilitator
Hendricks, Jennifer (R)-1st Grade
Hendricks, Latisha-Instructional Coach
Jackson, Marquyse (R)-6th Grade Social Studies
James, Shanel-6th Grade Math
Malone, Joan-ESL
McNeil, Dominique (R)-1st Grade
Newton, Tereasa-4th Grade
Noonan, Alayna-6th Grade ELA
O'Neal, Martaleigh-Social Studies
Pietryk, John-8th Grade Science
Proctor, Emma (PT)-Middle Grades Science
Pugh, Tracey-2nd Grade
Ranganathan, Athri (R)- Middle Grades Social Studies
Raper, Rehm-Kindergarten
Richardson, Darrell-7th Grade Math
Sessoms, Brittany-2nd Grade
Shirlen, Skylar-English
Skinner, Allison-School Psychologist
Smith Jr., Carl-Teacher-PE
Snelson, Caitlyn-Science
Stovall, Kaelah (R)-Art
Tamisiea, Carly-1st Grade
Thorne, Tessa-1st Grade
Tripp, Savannah-2nd Grade
White, Michelle-School Psychologist
Williams, Rachelle-Math

Classified

Darden, Tyrus-Behavior Support Assistant

Johnson, Betty-EC Bookkeeper/Secretary
Lofton, Bobbie-Interim School Secretary
Middleton, James-CN Supervisor III
Woodard, Valorie-School Secretary

INFORMATION ITEMS

The Board received the following personnel list as information.

Administrative - Transfers

Leon, Tracey-Director of Certified Personnel
Pollock, Lucinda-Interim Executive Director of Exceptional Children
Wright, Robin-Student Intervention Administrator

Administrative

Meiring, Gavin-Resignation

Certified

Bass, Tonya-Resignation
Bhat, Neera-Resignation
Brinson, Lauren-Resignation
Collins, Mindi-Resignation
Dickens, Tameka-Resignation
Farmer, LaQuita-Resignation
Hayes, Joseph-Resignation
Hendricks, Latisha-Resignation
Hill, Sylvia-Retirement
Joyner, Joshua-Resignation
Kessler, Amanda-Resignation
Langdon, Angela-Resignation
Lucas, Christina-Resignation
McBrayer, Sara-Resignation
McGhee, Jordyn-Resignation
Parker, Jeana-Resignation
Place, MaKayla-Resignation
Ridgeway, Diamond-Resignation
Romine, Jane-Resignation
Schlessinger, Cynthia-Resignation
Showman, Angelique-Resignation

Thomas, Kandyss-Resignation
Ward, James-Resignation
Ward, Linda-Resignation
White, Da`Zyna-Resignation
Winbourne, Sarah-Resignation

Classified

Dunican, Lillie-Retirement
Cummings, Emma-Resignation
Lucas, Luther-Retirement
McNeil, Bryant-Resignation
Raper, Cheryl-Retirement
St. Clair, Heather-Resignation
Warrick, Cheyenne-Resignation

12. There being no further business at 9:53 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