

Hamlet, North Carolina  
April 9, 2024

The Richmond County Board of Education met in regular session on April 9, 2024, at 5:00 p.m. The meeting was held at the Central Office in Hamlet, North Carolina.

The members present: Wiley Mabe, Chairman, Bobbie Sue Ormsby, Vice-Chairman, Scotty Baldwin, Jerry Ethridge, Cory Satterfield, and Ronald Tillman. Daryl Mason was absent from meeting.

The administrators present: Dr. Joe Ferrell, Superintendent, Dr. Julian Carter, Associate Superintendent of Human Resources, Dr. Kate Smith, Assistant Superintendent of Curriculum and Instruction, Melvin Ingram, Assistant Superintendent of School Safety and Operations, Dr. Tesha Isler, Executive Director of School Administration and Policy, Jennifer Taylor, Director of Testing and Accountability, Dawn Jordan, Executive Director of Finance, Steven King, Director of Maintenance, Mike Williams, Director of Technology Systems and Student Information, Katherine Bendell, Director of Instructional Technology, and Cameron Whitley, Executive Director of Communications, and George Crump, III, Board Attorney.

**Meeting Commencement:** After noting that a quorum was present, Chairman Wiley Mabe called the meeting to order at 5:11 p.m. Scotty Baldwin requested a Moment of Silence and led the Pledge of Allegiance.

**Approval of Minutes:** On a motion by Jerry Ethridge, seconded by Bobbie Sue Ormsby, the minutes of March 6, 2024, and March 25, 2024 (open and closed) meetings were unanimously approved.

**Recognition of Inspiring Excellence Awards:** Cameron Whitley introduced Melanie Lee, Principal of Monroe Avenue Elementary School, who presented plaques to two of her staff members: Heather James and Jessica Santos. Next, Cameron Whitley introduced Dina Gunnell, Principal of Cordova Middle School, who presented plaques to two of her staff members: Bri Gerald and Angela Purcell. These recipients were honored for their outstanding contributions and dedication to students and the school community.

**Morehead-Cain Scholarship Recognition:** Cameron Whitley recognized Gabby Lutz, eleventh grader at Richmond Senior High School, for being nominated for the Morehead Cain Scholarship, a prestigious merit-based scholarship. Gabby was given the opportunity to nominate a staff member as an impact educator. She nominated Mr. Arthur Gilliam, history teacher at Richmond Senior High School. He was recognized along with about four hundred other educators worldwide by the Morehead Cain Foundation as Impact Educators.

**International Travel Program Proposal:** Daniel Diggs, science teacher at Richmond Senior High School, presented a proposal for the international travel program. The program offers an educational tour experience where students will visit the capitals of the British Isles, including Dublin, Ireland; Belfast, Northern Ireland; Edinburgh, Scotland; London, and England, with several other stops in other cities along the way. This opportunity is exclusively offered to students graduating in June of 2026, with the trip scheduled to take place in July of 2026.

**AIG Updates:** Hayley Gordon, Director of 6-12 ELA/SS/AIG/ML provided updates on the Academically or Intellectually Gifted (AIG) program. Several students were recognized for their achievements:

- Alivia Webb, eleventh grader at Richmond Senior High School, was recognized for being accepted to the 2024 session of the North Carolina Governor's School. She will attend a four-week session at Governor's School East at Meredith College with a focus on natural sciences.
- Edwin Esparza-Vasquez and Irving Esparza Vasquez, eighth graders at Cordova Middle School were recognized for earning a two-year scholarship to attend the Step Up to STEM residential summer program at the North Carolina School of Math and Science Durham Campus in the Summer of 2024. Step Up to STEM is an interactive, interdisciplinary academic program that challenges talented rising ninth and tenth graders across North Carolina and builds their skills in science, math, technology, and communications. The program is free, with applications being open only to current North Carolina 8th-grade students.
- Lacey Shepard, a fourth grader at West Rockingham Elementary School was recognized for placing third in the spring session of the "Stock Market" challenge for the Western region of North Carolina. This online simulation is designed to educate students about finances and the intricacies of investments. Lacey will be honored at an award banquet hosted by the North Carolina Council on Economic Education on April 26, 2024, in Charlotte, North Carolina.

**STEM Updates:** Jill Rogers, STEM Coordinator, presented a presentation on the district's STEM (Science, Technology, Engineering, and Mathematics) program, highlighting various initiatives, activities, and achievements across different schools. This included robotics clubs, coding lessons, virtual field trips, and STEM challenges for students. She discussed the four-year STEM timeline which started in the 2022-2023 school year and will end in the 2025-2026 school year with a competition in 2026. Students will receive STEM shirts to wear at the STEM Showcase, which will be held at Richmond Community College Cole Auditorium on April 25, 2024, at 5:15 p.m. Additionally, there will be a STEM summer camp this year called, "Summer Olympics" featuring STEM challenges and robotics camp, in hopes to prep more students and teachers to start coaching robotics next school year.

**New Principal Mentoring and Coaching Program:** Dr. Julian Carter presented the New Principal Mentoring and Coaching program that includes three major professional development activities:

1. **New Principal Institute:** A one-day crash course on being a principal, which took place on July 26, 2023, in the central office staff development room. It aimed to address new principals' questions, such as where to go to get important tasks addressed and who to call for assistance.
  - Speakers included: Steven King, Dr. Tesha Isler, Mike Williams, Dawn Jordan, Dr. Julian Carter, Janet Stroman, and Vanessa Brewington.
  - Topics covered in this program included: school improvement planning process, curriculum, maintenance procedures and request forms, fire safety protocols, technology support for copiers, computers, laptops, and other devices, licensure requirements, hiring processes and relevant forms for classified and certified staff and calendar of important tasks.
2. **New Principal Mentoring Program:** New principals met with members of leadership several times throughout the school year. The meetings discussed topics that they will face throughout their career. The agenda dates/topics included:

- **September 21, 2023:** Calendar, North Carolina Standards for School Executives Standard 1, Title 1 Planning, School Improvement Planning, Athletics/Fine Arts Programs, SRO's
- **October 19, 2023:** Calendar, North Carolina Standards for School Executives Standard 2, Developing School Culture, DSS and Social Services, Buildings and Grounds
- **November 16, 2023:** Calendar, North Carolina Standards for School Executives Standard 3, Title IX, Finance, Conflict, Preparing Mock Working Conditions Survey
- **January 18, 2024:** Calendar, North Carolina Standards for School Executives Standard 4, Mid-Year Evals (Difficult Conversations), Interpreting Mock WCS and What Next?
- **April 11, 2024:** Calendar, North Carolina Standards for School Executives Standard 5 and 6, Summary Evals/Non-renewals, Hiring and Retaining Staff
- **May 9, 2024:** Calendar, North Carolina Standards for School Executives Standard 7, Testing and Accountability, Closing Schools, Strategically Placing Employees

3. **New Principal Coaching Program:** Cheryl Fuller was chosen to work with the district's six new principals through:

- Site visits: Scheduled with principals once each semester for 60 - 90 minutes per school.
- Individual Coaching Sessions: Scheduled with each principal between 7:00 am and 7:00 pm at their convenience (30 - 60 minutes per virtual session as needed.)
- Sessions will be a minimum of one per month.
- At the discretion of the superintendent or coach, time may be moved from one principal to another on an as needed basis.
- Mid-year and end of year reports of meeting dates and recommendations will be prepared for Dr. Ferrell, Superintendent.

**Construction Updates:** Steven King presented an update on projects at Mineral Springs Elementary School, Fairview Heights Elementary School and Richmond Senior High School.

- Richmond Senior High School
  - Phase 1 Steel Erection is complete.
  - Plumbing and electrical under slab rough ends work continues, gravel and vapor barrier are coming in, the concrete slab will be poured by the end of the month allowing block walls to go up soon.
- Mineral Spring Elementary School
  - Block walls job is complete.
  - Steel roof system is starting to be installed and will take about 10 days, once that is completed, the roof panels will be installed, then the exterior brick will be installed, the building will be close to being dried in, and the exterior doors will be installed next month.
- Fairview Heights Elementary School
  - New gym wall panels and roof panels are installed.
  - Windows are onsite and will be installed soon, building should be dried in by the middle of May, then they start finishing the gym offices, framing up metal stud walls and put install high impact drywall on the walls and being painting.

Steven King presented two changes to order for review of approval.

1. Mineral Springs Elementary School – This project had a deduct from the original contract amount in the amount of \$5,116. The deduction is due to changing the 22-gauge roof panels to 24-gauge panels.

2. Richmond Senior High School – DPI stated the custodial closet had to have a fire rated seal in it since it is a two-story building. The fire rating was a cost of \$2,342.29, that was put towards the contingency adding no additional cost to the contract.

On a motion by Jerry Ethridge, seconded by Cory Satterfield the board voted 6-1 to approve the change order for Mineral Springs Elementary School and Richmond Senior High School. Ronald Tillman abstained to approve the motion.

**Budget Amendments:** Dawn Jordan presented budget amendment requests for budget numbers 10, 11, 12 and 13.

- Budget #10 State funds received an increase in the amount of \$231,554.00.
- Budget #11 Federal funds received an increase in the amount of \$11,948.00.
- Budget #12 Capital Outlay funds received an increase in the amount of \$304,586.94.
- Budget #13 Other local funds received an increase in the amount of \$5,931.09.

On a motion by Cory Satterfield, seconded by Jerry Ethridge the board voted unanimously to approve budget amendments numbers 10, 11, 12 and 13.

**Policies for Adoption:** Dr. Tesha Isler presented the conclusion of the 30-day review period, asking the board to adopt amendments for the following policies.

Policy Numbers:

- 1725/4035/7263 Title IX Sexual Harassment – Prohibiting Conduct and Reporting Process)
- 3200 Selection of Instructional Material
- 2110 Board Member Elections
- 6126 Naloxone (Narcan) Administration
- 6235 Beverage Vending Sales
- 9120 Bidding for Construction Work

On a motion by Scotty Baldwin, seconded by Bobbie Sue Ormsby, the board voted unanimously to adopt policy amendments: 1725/4035/7263, 3200, 2110, 6126, 6325 and 9120.

**Policies for Review:** Dr. Tesha Isler presented the following policies asking the board to forego the 30-day review because they have already been corrected from the update evaluation feedback.

Policy Numbers:

- 3222 Virus Protection Policy – Already included in Policy 3225/4312/7320
  - Mike Williams confirmed to present this policy to the board to repeal.
- 3431 Conflict Resolution
  - The board was asked to reinstate the policy because of the update, the policy was repealed on September 1, 2009.
- 4302 R-2 Rules for Use of Seclusion and Restraint in Schools
  - The board was asked to repeal the policy because it was a duplicate copy of regulation code 4301 R-1.
- 4360 Appeals of Consequences No Greater Than Short-Term Suspension
  - The board was asked to repeal the policy in accordance with the North Carolina School Board association. The North Carolina School Board association deleted the policy from the policy's leading school's manual in June 2011.
- 4720 Surveys of Students – Dr. Wendy Jordan, director of Student Services, updated the policy.
  - The board was presented the updated policy for approval.

- 6523 Use of Computers – It was suggested in the update evaluation that the policy may be redundant with policy 3225/4312/7320.
  - Mike Williams confirmed to present this policy to the board for repeal.
- 7314 Whistle Blower Policy – It was decided to keep the policy with minor updates.
  - The board was presented the policy for approval.

Wiley Mabe, Chairman stated the board did not want to forego the 30-days, the board would feel more comfortable having time to review the policies.

**Field Trip Proposal:** Melvin Ingram presented the National Beta Convention field trip for board consideration. The National Beta Convention will be held in Savannah, Georgia this June. Melvin Ingram is requesting the trip for the following five schools:

- Rockingham Middle School – June 9-13, 2024
- Ellerbe Middle School – June 9-13, 2024
- Hamlet Middle School – June 9-13, 2024
- Richmond Senior High School – June 15-19, 2024
- Richmond Early College High School – June 15-19, 2024

According to Policy Code: 3321 (National Competition), the Richmond County Board of Education will finance the expenses for national academic competition. The first and second place state winners will receive supplement expenses up to a maximum of \$1000.00. The board will supplement expenses for group event winners in the amount of \$200 per student. To advance to the national competition, one must first win at the state level.

On a motion by Jerry Ethridge, seconded by Bobbie Sue Ormsby, the board voted unanimously to approve the field trips as presented.

**Surplus Item:** Dr. Joe Ferrell requested board approval to list a 1988 Chevy truck on Govdeals. The truck does not run.

On a motion by Scotty Baldwin, seconded by Cory Satterfield, the board voted unanimously to approve the surplus item as presented.

**Board Meetings Schedule for 2024-2025:** Dr. Joe Ferrell presented the Board of Education Meetings schedule for the 2024-2025 school year. He asked the board members if May 28 or May 29, 2024, would work best to have the Facility Study work session with Jim Watson. The board agreed to have it scheduled for May 29, 2024, at 5:00 p.m. He also, updated the board members making them aware that the June 24, 2024, will be held at 12:00 p.m. These changes will be updated on the Board of Education Meetings schedule and will be presented at the May 7, 2024, board meeting for approval.

**Board Members Comments:** The board members commented on the Arts Alive 3-day event that was held in March. Jerry Ethridge said, thank-you to teachers and staff for making the event happen, Bobbie Sue Ormsby stated, “Best Arts Alive Ever!” Chairman Mabe said, it was a good event. Bobbie Sue Ormsby, commented, that if Ashley Chapel Alternative Center School’s collaborate piece of artwork would have been for sale, she would have purchased it. The board members commented on the District Spelling Bee saying, it was nice having it at a school. They stated all the participants did a good job. Jerry Ethridge stated, there needs to be a way to figure out how to make more students better spellers. Bobbie Sue Ormsby gave a “Hats Off” to Greg Norton, Director of CTE and Jason Perakis, Coordinator of Career Development, for the “Money Matters” 2- day event

that was held at the Ninth Grade Academy. It was a great event to teach students about managing their money. Cory Satterfield gave a “Congratulations” to Richmond Senior High School’s men’s and women’s basketball team.

**Superintendent’s Report:** Dr. Joe Ferrell presented the Superintendent’s Report:

- Cameron Whitley gave the board members a list of the Spring events for Richmond County Schools.
- STEM Showcase will be held on April 25, 2024, at 5:15 p.m. at Cole Auditorium. If you did not go last year, you do not want to miss it this year. There will be food trucks at the STEM Showcase.
- Dr. Ferrell has started going out into the community to talk about all the great things going on in our school district (not everyone has social media).
- Dr. Ferrell and his team will be attending the NAACP meeting on April 11 at 6:30 p.m. at New Hope Church. Dr. Ferrell will talk about the goals for Richmond County Schools. The other team members will be presenting different district related topics.

Wiley Mabe citing NCGS 143-318.11(a)(3),(6) requested a motion to go into closed session.

On a motion by Ronald Tillman, seconded by Scotty Baldwin, the board voted unanimously to go into closed session at 6:58 p.m.

The board returned from closed session at 7:25 p.m.

Dr. Julian Carter presented the personnel report, and the addendum.

On a motion by Jerry Ethridge, seconded by Scotty Baldwin, the board voted unanimously to approve the personnel report and addendum as presented.

There being no further business, on a motion by Scotty Baldwin, seconded by Cory Satterfield, Wiley Mabe adjourned the meeting at 7:31 p.m.