



**Orange
County
Schools**
NORTH CAROLINA

ENGAGE. CHALLENGE. INSPIRE.

Board Meeting

June 14, 2022

Dr. Monique Felder, Superintendent



ENGAGE. CHALLENGE. **INSPIRE.**

VISION

Preparing every learner for lifelong
service and success





ENGAGE. CHALLENGE. **INSPIRE.**

MISSION

Engage, Challenge, Inspire

Educating students in a safe,
inclusive environment where we
engage, challenge, and inspire them
to reach their maximum potential.





ENGAGE. CHALLENGE. INSPIRE.

BELIEF STATEMENTS

1. Value Diversity
2. Put Students First
3. Excellence in All We Do
4. Prioritize Equity
5. Provide a Safe Environment
6. Serve the Whole Child
7. Inclusive Culture & Climate Starts with Us
8. Accountability
9. Collaborate To Do Great Work



4

OCS Strategic Plan Goals

1. Teaching Tomorrow's Leaders
2. Excellence & Efficiency
3. Exemplary Staff
4. Empowering Culture





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NORTH CAROLINA

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Board Meeting

- Call to Order
- Public Charge
- Pledge of Allegiance
- Moment of Silence
- Recognitions



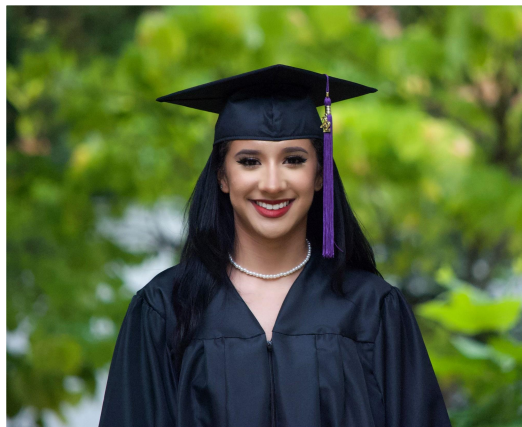
RECOGNITIONS



CONGRATULATIONS, CLASS OF 2022!



CONGRATULATIONS, CLASS OF 2022!



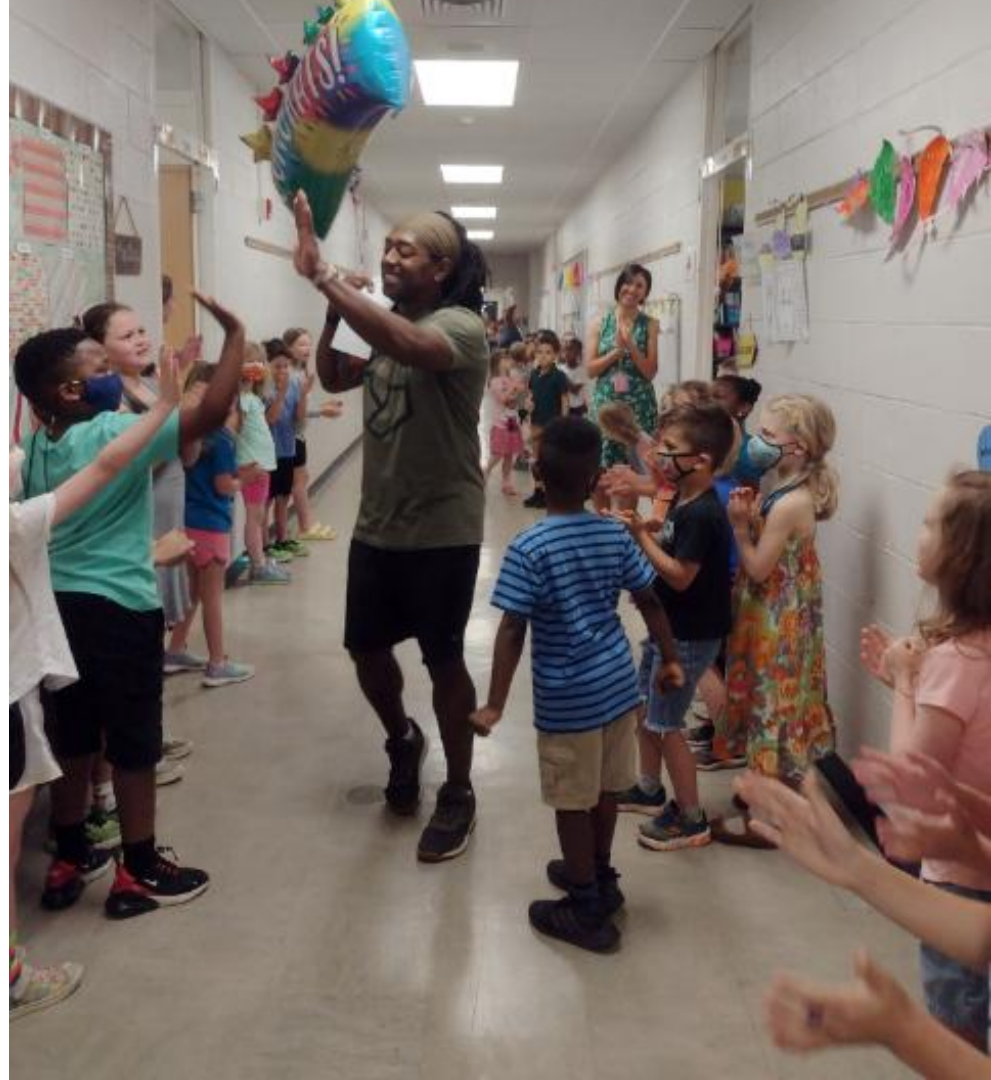
CONGRATULATIONS, CLASS OF 2022!



CONGRATULATIONS, CLASS OF 2022!



***NC SHAPE* TEACHER
OF THE YEAR FOR
ELEMENTARY
PHYSICAL
EDUCATION**



STATE POLE VAULT CHAMPION



**CAROLINE
FOWLKES**





**EMILY GADDY:
NCHSAA
ATHLETIC
TRAINER OF
THE YEAR**



CELEBRATE

JUNETEENTH

FREEDOM DAY

JUNE 19



PRIDE MONTH
2022



A silver ballpoint pen and a silver clip are positioned diagonally across a white sheet of paper. The pen is in the foreground, pointing towards the bottom left. The clip is in the background, partially obscured by the pen. The text "AGENDA ADOPTION" is printed in bold, black, sans-serif capital letters on the right side of the paper.

AGENDA ADOPTION



PUBLIC COMMENTS



BOARD COMMENTS



CONSENT AGENDA

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10
- 11
- 12



CONSENT AGENDA



- Minutes
- Personnel Report and Recommendations
- NC SB 654 - Monthly Mask Review and Decision
- 2021-2022 Budget Amendments
- Stop the Bleed Kits Purchase Contract
- 90-day Contract Extension - Budd Group Janitorial Services
- Curriculum & Instruction Contract with Branching Minds for MTSS Teacher Support
- School Bus Fuel Purchase Contract
- DTCC College Liaison MOU

AGENDA



Discussion/Action Items:

- Pride Month Resolution

Worksession (Information Items):

- Announcement of Summer Book Challenge - Bookopoly!

Discussion/Action Items:

- 2022-2023 School Calendar Revisions
- 2022-2023 Bell Times
- Limited Spot Reassignment to CRHS for New Developments
- Activity Bus Driver Incentive Pay Programs
- Staffing Requests
- Policy Approvals (First Readings and Waiver of Second Readings)
- Child Nutrition Services Annual Bid - Meal Contracts










BOARD RESOLUTION:

**PRIDE
MONTH**



 <p>Free Read</p>	<p>Read a book with a character you can relate to.</p>	<p>Read a book that won an award.</p>	<p>Read a graphic novel.</p>	<p>GO TO THE LIBRARY</p> 
<p>Read the first book in a series.</p>	<div data-bbox="716 394 1263 441" style="text-align: center;"> <h2>2022 Bookopoly Challenge</h2> </div> <div data-bbox="909 459 1058 645" style="text-align: center;">  </div> <p>Orange County Schools is challenging you to a game of Bookopoly during Summer 2022. Advance through each square by following the reading prompt provided in the square. Once you have successfully completed the reading prompt, write the title of the book that you read in the colored rectangle at the top of the square. Bring your completed game board to your new teacher in August 2022, and you will receive a prize!</p>			<p>Read a book that you own and have never read.</p>
<p>Read a book that has been made into a movie or TV series.</p>				<p>Read a book released after 2019.</p>
<p>Read a book that is recommended by a friend.</p>				<p>Read a book that is realistic fiction.</p>
<p>Just checking out books.</p> 	<p>Read a book set in another country.</p>	<p>Read a book that teaches you something new.</p>	<p>Read a book about an animal.</p>	<p>GO</p> 



- For all students in grades K-8!
- Game board based on the classic board game Monopoly
- Great summer activity for the whole family!
- All students who return a completed game board to their new teacher in August 2022, will receive an award.
- All students who complete the game board will be entered into a drawing with larger prizes.
- Good luck and happy reading!



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School Calendar Revisions for 2022-2023

June 14, 2022

Patrick Abele, Deputy Superintendent-Operations



School Calendar Revisions for SY 2022-2023



Traditional School Calendar Revisions for 2022-2023

1. October 31 Teacher Workday would become a student day and the Teacher Workday moved to November 8. This ensures schools are closed on the day schools are designated as polling locations. Keeping schools closed on days the public uses the space for voting enhances the overall campus safety for students and staff. No adjustment to instructional hours are gained or lost by this recommendation.
2. Change January 23 to a Required Teacher Workday (currently Optional) and change January 24 Optional Teacher Workday to Required. This switches the scheduled workdays to have Monday be the Required Teacher Workday and Tuesday the Optional Teacher Workday. January 24 is on the schedule as a makeup day and this would eliminate students coming to school one day and possibly being out the next day due to inclement weather. There is no loss to scheduled teacher workdays by this switch of days.

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School Calendar Revisions for SY 2022-2023



Traditional School Calendar Revisions for 2022-2023

- The last day of school, June 9 will be a 3-hour early dismissal day. This change nets a 3-hour loss of instructional time for the year.
- Approve the following Inclement Weather Makeup Plan
 - Day 1: No Makeup (banked 6 hours)
 - Day 2: No Makeup (banked 6 hours)
 - Day 3: January 24
 - Day 4: March 24
 - Day 5: May 5
 - *4 additional banked hours can be used for school delays due to inclement weather.
- Additional weather makeup days or times to be determined after the 5th missed day.

School Calendar Revisions for SY 2022-2023



Year-Round Calendar Revisions for 2022-2023

1. Adjusted the number of days in quarter three to meet DPI State requirements for the number of days on a year-round calendar (was 42 must be at least 43)
2. February 3 Optional Teacher Workday would become a student day and the Teacher Workday moved to November 8. This ensures schools are closed on the day schools are designated as polling locations. Keeping schools closed on days the public uses the space for voting enhances the overall campus safety for students and staff. No adjustment to instructional hours are gained or lost by this recommendation. This adjustment also moves the calendar into compliance for 43 student days in quarter three.
3. Change December 16 Optional Teacher Workday to a student day and move the Optional Teacher Workday to Monday, May 8. There is no loss to scheduled teacher workdays by this switch of days.

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School Calendar Revisions for SY 2022-2023



Year-Round Calendar Revisions for 2022-2023

- The last day of school, June 7 will be a 3-hour early dismissal day. This change nets a 3-hour loss of instructional time for the year.
- Approve the following Inclement Weather Makeup Plan
 - Day 1: No Makeup (banked 6 hours)
 - Day 2: No Makeup (banked 6 hours)
 - Day 3: May 8
 - Day 4: June 8
 - Day 5: May 5
 - *4 additional banked hours can be used for school delays due to inclement weather.
- Additional weather makeup days or times to be determined after the 5th missed day.



QUESTIONS, FEEDBACK, & ACTION



The Superintendent recommends the approval of the school calendar revisions for SY 2022-2023 as presented.





**Orange
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NORTH CAROLINA

School Bell Times for 2022-2023

June 14, 2022

Patrick Abele, Deputy Superintendent-Operations



Proposed School Bell Times for SY 2022-2023



- **Current Bell Times for 2021-2022**

- Elementary: 7:50 am - 2:50 pm
- Middle: 8:30 am - 3:45 pm
- High: 9:00 am - 4:15 pm

- **Proposed Bell Times for 2022-2023**

- Elementary*: 7:45 am - 2:30 pm
- Middle: 8:25 am - 3:25 pm
- High: 9:00 am - 4:00 pm



NOTE: Bell times above indicate the actual instructional time starts and ends. The instructional day begins with the first bell and does not stop until the bell rings at the end of the school day. Students will not be packing up or moving from classrooms until the instructional day ends. This ensures we are meeting the required instructional minutes and maximizing the amount of time our teachers have to teach students in the classroom.



QUESTIONS, FEEDBACK, & ACTION



The Superintendent recommends the approval of the proposed Bell Times for SY 2022-2023.





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Limited Spot Student Reassignment for New Housing Developments in Western Orange County to Cedar Ridge High School

June 14 ,2022

Patrick Abele, Deputy Superintendent-Operations

Catherine Mau, Student Assignment & Technology Projects Coordinator



Student Assignment & Future Growth



- Orange High School is projected to have 1430 students in 2022–23, based on projections from three-year averages. This is 41 students over the capacity of 1,399 seats, or 1.022 (100.2% capacity) Level of Service (LOS). In comparison, Cedar Ridge High School is projected to have 1,072 students. With the recent addition of 500 seats to the school, the LOS at Cedar Ridge is expected to be at 0.715 (71.5% capacity).
- In order to distribute students more evenly and to provide space for the students who will arrive with the extensive developments planned in Mebane, reassigning current and future students is crucial to maintaining the Board Assignment policy ([4150.1.A.d.](#)) which requires minimizing overcrowded schools for operational efficiency.
- Projections made by the Office of Student Assignment indicate an increase in the number of high school students the district will enroll in the next five years. Those students are not included in the SAPFO projections from Orange County Planning because a.)Mebane does not participate in SAPFO and b.)the SAPFO projection models do not include students in planned developments until they are enrolled in the district.

Student Assignment & Future Growth



Recommendations to adjust overcrowding at Orange High School starting in 2022-2023

- There are currently 13 Mebane neighborhoods under construction or in the planning process in the Orange High attendance zone.
 - The Administration recommends the Board reassign the following developments be reassigned to Cedar Ridge High School.
 - Students currently enrolled at OHS would be allowed to remain, including any rising siblings per [Board policy 4150](#). Transportation will be provided for the 2022-23 school year only.

Student Assignment & Future Growth



Recommendations to adjust overcrowding at Orange High School starting in 2022-2023

Segment	High School Zone	Subdivision	Current rising 9-12 students	Projected HS students
001F	Orange High	Preserve at Mill Creek	0	28.35
002F	Orange High	Tupelo Junction	0	27.15
003F	Orange High	Stagecoach Corner	0	3.15
004F	Orange High	Saddle Club	0	21.25
005F	Orange High	Havenstone	10*	28.73
006F	Orange High	Retreat at Lake Michael	4*	7.31
007F	Orange High	11th Street Apartments	0	1.44
008F	Orange High	Oak Grove Trails	0	3.06
009F	Orange High	Oakwood	0	54.68
010F	Orange High	Townes at Oakwood Square	0**	4.88

*Students currently enrolled at OHS would be allowed to remain, including any rising siblings per [Board policy 4150](#).
Transportation will be provided for the 2022-23 school year only.

**Already attending CRHS

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QUESTIONS, FEEDBACK, & ACTION



The Superintendent recommends the approval of the student reassignment for New Housing Developments to Cedar Ridge High School, as presented.





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Activity Bus Driver Incentive Pay Programs

June 14, 2022

Patrick Abele, Deputy Superintendent-Operations



Activity Bus Driver Incentive Pay



Purpose

- To establish an incentive program for 2022-2023 all activity bus drivers.
- The activity bus driver incentive for designated coaching staff to drive activity buses for athletic events and hourly drivers for school field trips.
- Aligns driver incentives for regular school bus drivers and activity bus drivers.

Anticipated cost for the activity bus incentive program for 2022-2023 is approximately \$9,000 from local Transportation funds.

Activity Bus Driver Incentive Pay



Activity Bus Drivers for Athletics:

- In-Season (head coach); do not get paid for driving the bus. Getting a stipend for the athletic season. Drivers would be hourly drivers from other coaches, etc. Coach in season that drivers: designated driver for the team.
- In Season Athletic Staff:
 - Drivers receive \$250 incentive to drive the team bus by the designated driver from the team coaching staff for the season for every 5th trip driven. This is in addition to regular scheduled athletic coaching stipends. Coaches are currently not required to drive buses. This is for the 2022-2023 school year.
- Out-of-Season Athletic Staff or Other Designated Bus Drivers for Athletic Events:
 - Drivers receive Hourly driving rate would be paid with a \$250 bonus after the 5th trip; and thereafter for every 5 trips during the 2022-2023 school year.

Activity Bus Driver Incentive Pay



Non-Athletic School Trips (Field Trips/After-School Care/Extracurricular Trips)

- Drivers receive: Hourly driving rate would be paid with a \$250 bonus after the 5th trip; and thereafter for every 5 trips during the 2022-2023 school year.
- Drivers would be authorized to drive both athletic and non-athletic trips to account for the 5th trip bonus.



QUESTIONS, FEEDBACK, & ACTION



The Superintendent recommends the approval of the proposed incentive pay programs for OCS activity bus drivers for 2022-2023.





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Beginning Teacher Support Program & Staffing Requests

June 14, 2022

Connie Brimmer, Director of Staffing & Licensure
Dr. Chris Gammon, Executive Director of Curriculum &
Instruction

BEGINNING TEACHER SUPPORT PROGRAM





OCS Strategic Plan Goal #3: Exemplary Staff

Recruit, hire, support, and retain culturally proficient and high-quality staff committed to providing all students with an excellent education in a welcoming environment.

Equity Emphasis: Hire and retain staff that reflects the diversity of the district, mirrors the demographics of the OCS student population and who are committed to becoming culturally proficient.

Goal: By 2026, the Orange County Schools teacher turnover rate (attrition + mobility) will decrease to at or below the state average (CURRENT RATE 19.1%; current state rate 12.47%).

THE “SO WHAT” OF BEGINNING TEACHER SUPPORT



There are many characteristics within a school community that influence student achievement, but no other characteristic has as much influence as teacher quality.

“I cannot say enough good things about my mentor and the work that she did to help me as a beginning teacher. She was a constant source of encouragement and help. Every single time that I had a question she either knew the answer, or knew how to help me find the answer. In short, I would not at all be the teacher I am today without my mentor teacher.”

Ryan Lenzmeier, GHM

BEGINNING TEACHER DATA POINTS



Number of Beginning Teachers

	BT 1	BT 2	BT 3	Total
2018-2019	18	18	25	61
2019-2020	37	23	20	80
2020-2021	15	40	19	74
2021-2022	35	15	34	84

Number of Beginning Teachers With Alternative Licenses

	BT 1	BT 2	BT 3	Total
2018-2019	6	4	6	16
2019-2020	14	9	4	27
2020-2021	4	16	9	29
2021-2022	18	4	15	37

BEGINNING TEACHER DATA POINTS



Beginning Teacher Turnover Data

Years of Experience	Percent Retained (March 2018-March 2019)	Percent Retained (March 2019-March 2020)	Percent Retained (March 2020-March 2021)
BT 1	90.91%	93.33%	90.47%
BT 2	80.00%	95.00%	80.00%
BT 3	66.67%	78.95%	73.33%

3 BTs have resigned thus far as of March of this year





BEGINNING TEACHER SUPPORT PROGRAM STANDARDS

**SYSTEMATIC
SUPPORT FOR
HIGH QUALITY
INDUCTION
PROGRAMS**

**FORMATIVE
ASSESSMENT OF
CANDIDATES AND
PROGRAMS**

**BEGINNING
TEACHER
PROFESSIONAL
DEVELOPMENT**

**MENTOR
SELECTION,
DEVELOPMENT,
AND SUPPORT**

**MENTORING FOR
INSTRUCTIONAL
EXCELLENCE**

PROPOSED SOLUTION #1—HIRE BEGINNING TEACHER & MENTOR SUPPORT COORDINATOR



- INCREASE THE BANDWIDTH OF OUR ABILITY TO SUPPORT OUR BEGINNING TEACHERS IN YEARS 1-3
- DEVELOP AN INDUCTION PROGRAM TO SUPPORT THE GROWING NUMBER OF BEGINNING TEACHERS IN THE DISTRICT
- DEVELOP A TIERED PROFESSIONAL DEVELOPMENT MODEL
- PROVIDE CONSISTENT TRAINING AND SUPPORT TO MENTORS
- WORK WITH ADMINISTRATORS ON BEST PRACTICES FOR BEGINNING TEACHERS
- SERVE AS THE NATIONAL BOARD CERTIFICATION CONTACT FOR ALL TEACHERS

PROPOSED SOLUTION #2—LEAD MENTORS



- REVAMP EXISTING PROGRAM AND IDENTIFY 20 LEAD TEACHERS TO WORK WITH BEGINNING TEACHERS
- INTENSIFY THE WORK WITH THESE MENTORS TO HONE THEIR SKILLS
- INCREASE THE STIPEND TO \$2000.00 TO REFLECT THE QUALITY OF WORK
- CREATE COHORTS OF BEGINNING TEACHERS BY CONTENT AREAS
- PROVIDE CAREER LADDER OPPORTUNITIES FOR LEADERSHIP ROLES IN THE DISTRICT
- CLEAR AND CONSISTENT EXPECTATIONS AND MORE IN DEPTH ACCOUNTABILITY FOR MENTORS

PROPOSED SOLUTION #3: NC NEW TEACHERS SUPPORT PROGRAM



- CONTINUE WITH THE NC TEACHER BEGINNING TEACHER SUPPORT PROGRAM TO PROVIDE INTENSIVE COACHING FOR OUR ALTERNATIVE LICENSURE TEACHERS
- PURCHASE APPROXIMATELY 15-20 SLOTS



2022-2023 Proposed Budget For Beginning Teacher Support

Category	Description	Total Cost	Current Cost
Lead Mentor Stipends	\$2,000.00 per person to serve as a lead mentor for Beginning Teachers in 1st -3rd year not served by BT Support Program	\$48,000.00	\$17,000 + \$2000 for BTI
NC Beginning Teacher Support Program (Alternative Licensure Individuals)	\$2,400.00 per slot (increased rate over last year) = purchase 15 slots	\$36,000.00	\$56,000.00
Beginning Teacher & Mentor Support Facilitator	Salary (roughly 20 plus years + supplement)	\$76,245.12 salary + FICA+RETIREMENT	
Total Budget	\$154,245.12		
Increase in Budget	(no additional funds needed due to transfer of position)		



QUESTIONS, FEEDBACK, & ACTION



The Superintendent recommends the approval of the proposed Beginning Teacher & National Board Certified Teacher (NBCT) Coordinator initiative as presented by Human Capital and Curriculum & Instruction.



Additional School Nurse Support for 2022-2023



- In light of the continued impact of the COVID-19 pandemic, increase in cases addressed by nurses to meet students' health and social and emotional needs, and in an effort to ensure the health and safety of students and staff while providing continual health support in buildings, the district seeks approval for immediate action to implement and create:
 - 1 permanent full-time 11 month School Nurse
 - 2 permanent full time 12 month Communicable Disease Certified Nurse Assistants (CNA) support staff to work primarily with high school nurses and assist with COVID mitigations, and a summer programs in schools over summer months.
 - Temporary full time 10 month district float nurse



QUESTIONS, FEEDBACK, & ACTION



The Superintendent seeks approval from the Board to pursue securing County funds for the proposed personnel staffing recommendations that will support additional school nurses for 2022-2023 school year. This is pending funding approval by the Board of County Commissioners. Anticipated cost is \$200,000.



BOARD POLICY: FOR ACTION



#1 **Delete** the following Policies: 4020, 4111, 8425

#2 **Approve First Reading** of the Following Policies: (Second Reading June 27)

Finance Policies: 8000, 8100, 8101, 8110, 8210, 8220, 8300, 8305,
8320, 8341, 8350, 8510

Operations Policies: 3102, 3210, 4100, 4110, 4401, 5030, 6120, 6140

Curriculum & Instruction: 3105, 3110, 3120, 4022/7231, 4023

#3 **Approve First Reading** with **Waiver** of Second Reading Policy: 3620



QUESTIONS, FEEDBACK, & ACTION



The Superintendent recommends the approval upon first reading (waived second reading) of the policies presented by Human Capital.





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Child Nutrition Services Contracts for 2022-2023

June 14, 2022

Sara Pitts, Director of Child Nutrition

CHILD NUTRITION - BID FOR MEAL CONTRACTS



- Contract Renewals:
 - Dairy Products - PET Milk - \$191,474.20
 - Fresh Produce - Foster Caviness - \$37,849.45
- New Contracts:
 - Food Product - Sysco - \$1,025,386.38
 - Supplies & Chemicals - Sysco - \$222,492.56





QUESTIONS, FEEDBACK, & ACTION



The Superintendent recommends the approval of the annual bid for meal contracts for SY 2022-2023

