

Hamlet, North Carolina
November 12, 2024

The Richmond County Board of Education met in regular session on November 12, 2024, at 5:05 p.m. The meeting was held at the Central Office in Hamlet, North Carolina.

The members present: Cory Satterfield, Chairman, Sue Ormsby, Vice-Chairman, Jerry Ethridge, Ronald Tillman, Scotty Baldwin, Bess Shuler and Daryl Mason.

The administrators present: Dr. Joe Ferrell, Superintendent, Dr. Julian Carter, Associate Superintendent of Auxiliary Services of Operations and Athletics, Dr. Kate Smith, Assistant Superintendent of Curriculum and Instruction, Melvin Ingram, Assistant Superintendent of School Safety and Support Services, Dr. Tesha Isler, Executive Director of Human Resources, Dawn Jordan, Executive Director of Finance, Cameron Whitley, Executive Director of Communications and Eva Dubuisson, Board Attorney.

Meeting Commencement

After noting that a quorum was present, Cory Satterfield, Chairman, called the meeting to order at 5:00 p.m. Bess Shuler, 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 October 8, 2024 (open and closed) meetings and October 22, 2024, quarterly work session were unanimously approved.

Recognition of Inspiring Excellence Awards

Cameron Whitley introduced Monica Robinson, Principal of Ashley Chapel Educational Center, who presented plaques to two of her staff members: Joy Swinnie and Latoza Jackson. These recipients were honored for their outstanding contributions and dedication to students and the school community.

Special Recognition for the Bell Tree Award

Cameron Whitley presented the School Board with the Gold Bell Award for Whole-Board Recognition. This award is granted to school boards when all board members have achieved the required training credits during the previous academic year. For the 2023-2024 academic year, a Gold Bell Award is awarded when every board member has completed 12 or more hours of training between July 1, 2023, and June 30, 2024.

Career Development Month

Greg Norton presented certificates to CTE coordinators Jason Perakis and Cherie Young in recognition of their dedicated service to North Carolina Career and Technical Education (CTE) students. The certificates were awarded in honor of their support for career development and in observance of Career Development Month in November, as well as Career Development Coordinator Day on November 13, 2024.

Norton shared a proclamation from Governor Roy Cooper that reads as follows:

WHEREAS, Career Development Coordinators in Career and Technical Education (CTE) programs in North Carolina's public schools are committed to helping students explore their potential in personal social development, education achievement, lifelong learning, and career management; and

WHEREAS, Career Development Coordinators advance the mission of North Carolina's CTE programs by providing by connecting students with community resources and services that foster success in life, college and/or careers, preparing them to contribute meaningfully to their communities and society; and

WHEREAS, Career Development Coordinators empower students to make informed decisions regarding their post-high school plans, which may include immediate employment in a civilian or military occupation, or further education at a vocational program, community college or university; and

WHEREAS, Career Development Coordinators support the work of Career and Technical Education organizations by extending student learning based on instructional competencies;

WHEREAS, Career Development Coordinators assist students in understanding the 16 Career Clusters in the National Career Clusters Framework, representing 79 Career Pathways to success in college, career, and citizen readiness; through career development education, CTE students gain critical thinking, creativity, problem solving, leadership, and essential employability skills necessary to thrive in the modern business world and contribute to the vitality of our state and nation; and

WHEREAS, Governor Roy Coper has declared 2024 as the "Year of Public Schools" in North Carolina, and career development education helps to increase attendance, raise student achievement, and improve graduation rates; and

WHEREAS, the National Career Development Association has declared November 2024 as the National Career Development Month, and November 13, 2024, as the National Career Development Day;

NOW, THEREFORE, I, Roy Cooper, Governor of the State of North Carolina, do hereby proclaim November 2024, as "North Carolina Career Development Month" and November 13, 2024, as "North Carolina Career Development Coordinator Day" in North Carolina, and commend its observance to all citizens.

Lastly, Greg announced that a Career Fair will be held next Wednesday at RSHS from 8:30 AM to 12:00 PM and invited everyone to attend and show their support.

Arts Proficiency Endorsement

Dr. Kate Smith presented the Arts Proficiency Endorsement, aligned with State Board of Education policy GRAD 007, for board approval. This endorsement allows North

Carolina public and charter high school students to earn diploma endorsements by meeting specific arts-related requirements.

Key Points:

1. Students are not required to earn an endorsement to graduate, but it enhances their diploma.
2. Endorsement requirements include:
 - Completion of four NCSCOS Arts courses (Advanced Placement courses may count; elective or community college courses do not).
 - A minimum GPA of 3.0 (unweighted) in each Arts credit.
 - At least 40 hours of arts-related extracurricular activities, documented outside instructional hours and approved by an arts teacher.
- The NC-SIS will not compute the Arts Endorsement in 2024-2025; LEAs may use local methods to recognize it.
- School counselors will audit transcripts of students pursuing the endorsement and verify hours.

On a motion by Scotty Baldwin, seconded by Jerry Ethridge, the board voted unanimously to approve the Arts Proficiency Endorsement as presented.

School Improvement Plan

Dr. Kate Smith presented the 2024-2025 School Improvement Goals (SIT Goals) for each school.

Goals for each school:

1. Ashley Chapel Educational Center aims to increase the persistence rate to 91% and the graduation rate to 63%. It also aims to reduce major discipline incidents and foster a safe and healthy school environment.
2. Cordova Middle School targets a 41% overall proficiency, exceeding subgroup growth expectations, promoting a safe environment, and integrating technology in instruction.
3. East Rockingham Elementary focuses on raising achievement scores to 50%, exceeding growth expectations, enhancing safety and attendance, and improving student engagement.
4. Ellerbe Middle School plans to raise its achievement score to 60%, exceed subgroup growth, ensure a safe environment, and offer extracurricular activities.
5. Fairview Heights Elementary sets goals to increase achievement to 55%, exceed growth expectations, improve attendance, and include SEL in morning announcements.
6. Hamlet Middle School seeks to boost achievement by 5%, exceed growth for all subgroups, ensure safety, and enhance family engagement.
7. LJ Bell Elementary aims for a proficiency increase to 59%, recognition for exceeding growth, a focus on safety, and boosting student engagement.
8. Mineral Springs School targets a 61% achievement score, meeting growth in 75% of subgroups, reducing unexcused absences, and teaching CASEL social-emotional skills.
9. Monroe Avenue Elementary strives to raise achievement to 43%, exceed growth, ensure safety and attendance, and gather stakeholder feedback through surveys.

10. Richmond Early College High School aims for a CCR level of 78%, maintains a high graduation rate, supports growth for all subgroups, and fosters a safe environment.
11. Richmond County Ninth Grade Academy intends to increase achievement to 42%, exceed growth, promote a safe culture, and involve families in creating a supportive culture.
12. Richmond Senior High School focuses on raising achievement to 61%, exceeding growth for subgroups, promoting safety and attendance, and supporting a positive culture.
13. Rockingham Middle School sets goals to increase achievement to 57%, exceed growth, improve safety and attendance, and reduce suspension days.
14. Washington Street Elementary aims to raise achievement to 50%, exceed growth, ensure daily SEL instruction, and focus on safety and attendance.
15. West Rockingham Elementary targets a 52% achievement score, meets growth expectations, improves attendance, and integrates STEM with SEL.

Each school's goals include specific strategies and Student Success Indicators to monitor progress.

Dr. Smith shared curriculum support strategies for Low Performing Schools, including:

- Instructional Coaching: Emphasis on a coaching model with professional development for school coaches, including monthly meetings and classroom coaching artifacts for beginning teachers or other focus areas.
- Planning Sessions: Targeted planning sessions with grade-level teachers to address school-specific needs based on assessment data.
- Differentiated Software: District-funded math and reading software providing personalized instruction for students.
- Classroom Walkthroughs: Monthly curriculum-focused walkthroughs with administration to identify instructional needs.
- Data Tracking: Strategic Planning Model requiring schools to log and analyze assessment and EVAAS data.
- MTSS Reports: Quarterly analysis of Multi-Tiered System of Supports (MTSS) reports to review core instruction quality and interventions for at-risk students.
- Lesson Planning Framework: District-wide framework for lesson planning, incorporating high-yield strategies like essential questions, vocabulary focus, graphic organizers, and increasing rigor.

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
 - Brick work almost complete
 - Some trim work left to do
 - Rooftop HVACs installed last week
 - Sprinkler systems are just being put in on the inside
- Chairman Satterfield inquired about the progress of the paint issue in the gym's basement locker rooms. Steven King provided an update, explaining that a plan

had been discussed earlier that day. They intend to create a 10-by-10 test area where the existing paint will be stripped off, and the surface will be cleaned, prepped, and sanded. A Sherwin-Williams representative had assessed the site and provided two recommendations for the process. The selected procedure involves applying an alkyd-based primer after the surface preparation.

The test area will be allowed to dry for seven to nine days, after which the Sherwin-Williams representative will return to evaluate the adhesion of the paint. If the test is successful, they will proceed with redoing the entire area. This plan addresses previous problems in the gym's basement locker rooms, where newly applied paint was not adhering properly to the walls due to prior paint layers.

- Mineral Springs Elementary School
 - Interior and Exterior work is progressing, with most final checklist items completed.
 - All modular classrooms have been removed, along with associated plumbing and electrical work.
 - New service road installation begins Monday, November 18.
 - Parking lot impacted by installation of geothermal well, will be paved.
 - Potholes that have developed due to heavy truck traffic, will be addressed.
- A meeting is planned to discuss the use of the contract's asphalt paving allowance and any additional paving work that may be needed.
- Fairview Heights Elementary School
 - Exterior punch list work going on.
 - Sidewalk work going on in front of the building.
 - There were some engineering challenges regarding the transition from the existing building, which sits on a downhill slope, to the new building. The team worked through several issues to ensure proper drainage and to avoid creating an area that would be too steep and not meet ADA requirements. After back-and-forth discussions, these issues will be resolved next week.
- The project is very close to the final step of obtaining the Certificate of Occupancy.

Addition to the Middle School Coaching Supplement Chart

Dr. Carter presented a proposal to add a second team to several sports at Rockingham Middle School. This school has experienced the largest numbers of students trying out for sports and allowing two teams would allow more students to play. He shared the only need to make this happen is an additional coaching supplement for a second coach in the amount of \$779 and an additional \$100 for fuel costs. Dr. Carter explained that the total estimated cost would account for an activity bus to travel to four different middle schools, covering approximately 240 miles. This equates to about 40 gallons of fuel at an average of six miles per gallon, resulting in roughly \$100 per trip.

Dr. Carter emphasized the importance of boosting student participation in sports, noting a significant decline in interest. He recalled times when up to 120 students would try out for a sport, compared to current numbers as low as 20. The goal of the proposal is to encourage participation, provide more opportunities for students, keep them engaged in school activities, and promote positive involvement.

Amanda added that increased participation is vital to keep students engaged and motivated in their studies. Dr. Carter expressed gratitude for the board's support and reiterated the importance of athletic involvement as a way to foster student participation and success.

A board member commented on the need for financial planning, emphasizing the importance of being mindful of local funds that can be carried over year to year, in contrast to state funds that must be spent within the year. The member recommended incorporating these supplemental costs into the budget for the upcoming year to ensure sustainability and avoid ad hoc financial strain.

Ronald noted the need for consistent processes in decision-making. Another member echoed the sentiment, expressing that while student participation is valuable, it is essential to manage resources carefully to avoid conflicting with broader financial goals.

The board recognized that while additional funding for athletics benefits the schools, it also adds financial pressure due to uniform and official expenses, which come from individual school budgets. It was noted that revenues from game admissions help but may not fully cover costs.

The board agreed to monitor these financial impacts closely as the year progresses.

A motion was made for further discussion on the proposal.

On a motion by Bobbie Sue Ormsby, seconded by Scotty Baldwin the board voted unanimously to approve the middle school coaching supplements as presented.

Facility Changes

Dr. Julian Carter presented the proposed changes from the RCS Facility Study and introduced two motions for board consideration. The first motion proposed consolidating the Ninth Grade Academy (NGA) with Richmond Senior High School (RSHS) on its campus starting with the 2025-2026 school year and relocating Monroe Avenue Elementary (MAES) to the former NGA beginning in the 2026-2027 school year.

Steven King supported the idea of careful planning, stressing that the project should not be rushed to "just get it done," as this could lead to future complications. He highlighted the importance of completing the project correctly to avoid issues down the road that could arise from hastily executed work. King's comments underscored the need for a balanced approach to ensure a thorough and well-executed transition.

Dr. Carter also outlined plans to move employees from the James Building to the NGA starting in the 2025-2026 school year. He mentioned that, following this move, the

James Building could be disposed of, by first offering it to the county before potentially placing it on GovDeals for public bidding or exploring other methods.

On a motion by Scotty Baldwin, seconded by Bess Shuler, the board voted unanimously to approve the closure of the NGA and the transfer of its students to RSHS beginning in the 2025-2026 school year, and the relocation of MAES to the former NGA beginning in the 2026-2027 school year.

On a motion by Bobbie Sue Ormsby, seconded by Daryl Mason, the board voted unanimously to approve relocating the James Building staff to the former NGA beginning in the 2025-2026 school year and disposing of the James Building.

24-25 Budget Amendments

Dawn Jordan presented the following 24-25 budget resolutions for board approval.

- State Funds
 - The budget appropriation has been revised from \$57,724,818.00 to \$58,287,085.50 representing an increase of \$562,267.50.
- Federal Funds
 - The budget appropriation has been revised from \$11,953,945.81 to \$12,713,156.77 representing an increase of \$759,210.86.
- Other Local Funds
 - The budget appropriation has been revised from \$3,759,439.14 to \$4,184,389.60 representing an increase of \$424,950.46.

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

Policies for Adoption

Melvin Ingram presented the conclusion of the 30-day review period, asking the board to adopt amendments for the following policies.

Policy Numbers:

- 3410 Testing and Assessment Program
- 3420 Student Promotion and Accountability
- 3460 Graduation Requirements
- 4610 Fundraising Campaigns in the Schools

On a motion by Daryl Mason, seconded by Scotty Baldwin, the board voted unanimously to adopt policy amendments 3410, 3420, 3460, and 4610.

Policies for Review

Melvin Ingram presented the following policies for a 30-day review.

Policy Numbers:

- 1310/4002 Parental Involvement
- 4320 Tobacco Products – Students
- 5026/7250 Smoking and Tobacco Products
- 6120 Student Health Services
- 6140 Student Wellness

- 6200 Goals of School Nutritional Services

Field Trips

Melvin Ingram presented the field trips.

- Richmond Senior High School – Boys’ Basketball to Chesterfield, SC – December 27, 2024
- Richmond Senior High School – Boys’ Basketball to Cheraw, SC – January 3, 2025

Surplus

Dr. Joe Ferrell requested board approval to list the following vehicles as surplus items on Govdeals. The vehicles are currently located at the Maintenance Shop.

<u>ASSET#</u>	<u>DESCRIPTION</u>	<u>VIN #</u>
➤ 48033 2007	Chevy Silverado 2500 HD	1GCHK29U37E23495
➤ 29084 2001	Ford Crown Victoria (silver)	2AFP73W651X187288
➤ 56922 2006	Ford Crown Victoria (silver)	2FAFP71W46X112303
➤ 56958 2009	Ford Crown Victoria (black)	2FAHP71V28X102437
➤ 56959 2009	Ford Crown Victoria (black)	2FABP7BV3BX103042

On a motion by Scotty Baldwin, seconded by Daryl Mason, the board voted unanimously to approve listing all 5 vehicles as surplus items on Govdeals.

Board Members Comments

Chairman Satterfield noted that Lora Kelley, who has been a teacher at Mineral Springs Elementary School (MSS) for 36 years, cut the ribbon for the school's new facility addition. He also shared that it was great to see all the fans at the Richmond vs. Scotland football game and congratulated Rockingham Middle School's volleyball team for winning the championship. Vice-Chairman Bobbie Sue Ormsby shared that today's Ed Foundation meeting was very productive, and she is excited about the funding that will support the schools and teachers. She mentioned that the dedication for MSS new facility addition was impressive and praised the seamless transition between the new and old buildings, noting that the design was so well done that it was difficult to tell them apart. Finally, she expressed her excitement for the upcoming basketball season. Jerry Ethridge also shared that the dedication for the new facility addition at Mineral Springs Elementary School was impressive. He commented on how great it was to see Richmond win against Scotland in last Friday night's varsity football game. Ethridge publicly thanked the transportation department for ensuring that the lights on school buses are working properly and expressed appreciation for the bus drivers, some of whom start their routes as early as 5:30 AM. He also thanked Kate Smith for her hard work in coordinating the school concert schedule, noting that scheduling most concerts on different nights allows more people to attend multiple events. Finally, he mentioned that the SHAC meeting was excellent.

Superintendent's Report

Dr. Ferrell noted that the football playoffs will begin on Friday, with Richmond facing Topsail at Raider Stadium at 7:00 PM. He shared that the NCSBA conference is next week and mentioned that Richmond County Schools had some contest winners. He

also announced that the RSHS chorus will be performing at the conference next Tuesday during lunch. Lastly, he noted that Thanksgiving break is approaching quickly.

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

On a motion by Scotty Baldwin, seconded by Bobbie Sue Ormsby, the board voted unanimously to go into closed session at 6:19 p.m.

The board returned from closed session at 7:08 p.m.

Personnel Report

Dr. Tesha Isler 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.

Adjournment

There being no further business, on a motion by Scotty Baldwin, seconded by Daryl Mason, Chairman Satterfield adjourned the meeting at 7:15 p.m.