

# **RANDOLPH COUNTY BOARD OF EDUCATION**

**Monday, November 21, 2016**

**Regular Monthly Session**

**Minutes**

The Randolph County Board of Education met for their regular monthly Board meeting on Monday, November 21, 2016 at 6:30 p.m. in the Central Services Boardroom at the 2222 S. Fayetteville Street Office in Asheboro. Board Members in attendance: Todd Cutler (Board Chair), Gary Cook (Vice Chair), Brian Biggs, Tracy Boyles, Fred Burgess, Emily T. Coltrane, and Matthew Lambeth. Also present, Dr. Stephen Gainey, Superintendent, Leadership Team members, and Jill Wilson, Board Attorney.

## **Call to Order**

Board Chairman, Todd Cutler, called the meeting to order at 6:30 p.m. and welcomed all who were in attendance.

## **Moment of Silence**

The Board observed a moment of silence.

## **Pledge of Allegiance**

The Pledge of Allegiance was led by the Board of Education members.

## **Comments by Superintendent**

- 1) October 20 – Attended the “Spooky Tales & Hay Bales Literacy Night” at Archdale Elementary
- 2) October 25 – Attended “Super Tuesday” football event at Asheboro High. Congratulations went to Archdale-Trinity Middle and their coach, Jacob Sheffield, on their win in the championship game.
- 3) October 28 – Spoke at the annual Asheboro/Randolph Chamber of Commerce retreat in Wilmington. Special thanks went to Linda Brown, President of the Asheboro/Randolph Chamber of Commerce.
- 4) November 3 – Attended Title I Math Parent Night at New Market Elementary. Special thanks went to principal, Jennie Williams, and the staff at New Market.
- 5) November 10 – Attended a Veteran’s Day event at Randleman High and Southwestern Randolph Middle.
- 6) November 10 – Attended a Band Concert at Eastern Randolph High. Special thanks went to director, Caroline Perez and the students for a great performance.
- 7) November 17 – Attended Literacy Night at Liberty Elementary. Special thanks went to principal, Kelli Harrell, and the staff at Liberty Elementary.

The Superintendent shared that over the past month he had the opportunity as part of the Leadership Reads program to read at Grays Chapel Elementary, Ramseur Elementary, and Trindale Elementary. Special thanks went to the principals and teachers at these schools for the opportunity.

Dr. Gainey recognized a community partner, Energizer of Asheboro, for their donation of 9000 AAA batteries, 13,000 AA batteries, and 750 D batteries. These batteries were distributed to schools to be used with equipment and technology devices.

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During the conclusion of the superintendent's comments, he congratulated June Allison of Randleman High School and Dionne Currie-Hunsucker of Tabernacle Elementary for receiving a Bright Ideas Grant from Randolph Electric Membership Corporation.

The superintendent distributed the "2016 Holiday Performance Schedule" to all board members.

Dr. Gainey and Board members recognized Mr. Cutler with a plaque in appreciation for his dedication and service on the Randolph County Board of Education for the past four years (2012-2016). Each individual board member presented words of thanks and appreciation to Mr. Cutler for his service to the Board of Education and the school system.

**Approval of Minutes**

Matthew Lambeth made a motion and the motion was seconded by Tracy Boyles to approve the minutes from the October 17, 2016 Board of Education meeting as presented. The motion passed unanimously.

**Recognitions**

1. 2016-2017 Signature Schools

Coleridge Elementary and Level Cross Elementary were recognized as the 2016-2017 Signature Schools.

2. STAR<sup>3</sup> Students

The following STAR<sup>3</sup> Students were recognized:

- Coleridge Elementary School - Mina McReynolds - 1st Grade
- Eastern Randolph High School - Matthew Fancher - 12th Grade
- Farmer Elementary School - Jack Kennedy - 3rd Grade
- Seagrove Elementary School - Isai Leyva Cordova - 2nd Grade
- Southeastern Randolph Middle School - Samantha Garcia - 6th Grade
- Southmont Elementary School - Desirae Rich - 4th Grade
- Southwestern Randolph High School - Nathaniel Bruce - 11th Grade
- Southwestern Randolph Middle School - Eliazin Arce Aguirre - 8th Grade
- Tabernacle Elementary School - Adison Hughes - 4th Grade
- Uwharrie Middle School - Dereck Angulo-Rosales - 6th Grade

3. RCSS STAR Employees

The following RCSS STAR Employees were recognized:

- Coleridge Elementary School - Amy Lamb
- Eastern Randolph High School - LTC Michael Williams
- Farmer Elementary School - Charlene Lamb
- Seagrove Elementary School - Mike Inman
- Southeastern Randolph Middle School - Laura Simpson

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Southmont Elementary School - Kristin Brady  
Southwestern Randolph High School - John Weeks  
Southwestern Randolph Middle School - Pam Harden  
Tabernacle Elementary School - Heather George  
Uwharrie Middle School - Beth Roberts

#### 4. “Superior Performance” schools

Archdale Elementary and Level Cross Elementary were recognized as “Superior Performance” schools. These two schools exceeded growth expectations and posted double digit grade level proficiency gains during the 2015-2016 school year. RCSS is very proud of their achievements and each school received a “Certificate of Superior Performance.”

#### **Public Comments (G.S. 115C-51)**

There were no public comments.

#### **Adoption of Agenda**

Tracy Boyles made a motion and the motion was seconded by Gary Cook to adopt the meeting agenda as presented. Motion carried: 7-0

#### **Information Items**

##### Curriculum & Instruction

##### 1. High school SAT and ACT achievement and participation comparisons

Kim Johnson, Director of 9-12 Instruction, and Beth Davis, Director of Testing and Accountability and PowerSchool, presented information and updates regarding SAT and ACT. A report was presented to show historical data of the most recent SAT and ACT administrations in the school system. A comparison from 2012-2016 for ACT testing was presented. RCSS continues to keep a strong focus in preparing students for the ACT.

##### 2. Current status with apprenticeship initiative

Nancy Cross, Director of Career & Technical Education and Innovative School Design, shared that Career and Technical Education of the Randolph County School System is working with area industry leaders, Randolph Community College and the Randolph County Economic Development Corporation to continue to offer valuable training and employment to students within Randolph County through an apprenticeship program. Ms. Cross presented an overview of the apprenticeship program, *Apprenticeship Randolph*, along with the following Randolph County industries that are committed to the apprenticeship program: Covanta Environmental Solutions, EG Industries, Elastic Therapy, Inc./DJO Global, Hubbell Industrial Controls, Inc., Jaeco Precision, Inc., Mohawk Industries, PEMMCO Manufacturing, Inc., Technimark, and The Timken Company.

##### Human Resources

##### 1. Teacher turnover report for the 2015-2016 school year

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Amy Walker, Assistant Superintendent for Human Resources, presented the teacher turnover report for the 2015-2016 school year beginning in March 2015 through March 2016. A chart was presented including the teacher turnover numbers and percentages listed by reasons and a chart listing teacher count, turnover number, and percentage by school. The teacher turnover percentage for 2015-2016 was 15.65% and the average for all school districts in North Carolina in 2015-2016 was 14.10%.

## Operations

### 1. 2014-2015 dropout report

Marty Trotter, Assistant Superintendent, presented the most current dropout data information for the 2014-2015 school year. The school system dropout rate for grades 7-13 in 2014-2015 was 1.21 and the North Carolina dropout rate for grades 7-13 was 1.61. Mr. Trotter also presented a five year comparison for each high school.

## **Consent Items**

Brian Biggs made a motion and the motion was seconded by Tracy Boyles to approve the consent items as presented. Motion passed unanimously. The following are the consent items approved by the Board of Education:

## Superintendent's Office/Board of Education

1. Approved recommendation to revise Board Policy 1310/4002-Parental Involvement (First Reading)
2. Approved recommendation to revise Board Policy 4003-Translating Policies for Students and Parents (First Reading)
3. Approved recommendation to revise Board Policy 4100-Age Requirements for Initial Entry (First Reading)
4. Approved recommendation to revise Board Policy 4110-Immunization and Health Requirements for School Admission (First Reading)
5. Approved recommendation to revise Board Policy 4120-Domicile or Residence Requirements (First Reading)
6. Approved recommendation to revise Board Policy 4125-Homeless Students (First Reading)
7. Approved recommendation to revise Board Policy 4150-School Assignment (First Reading)
8. Approved recommendation to revise Board Policy 4700-Student Records (First Reading)
9. Approved recommendation to revise Board Policy 5027/7275-Weapons and Explosives Prohibited (First Reading)
10. Approved recommendation to revise Board Policy 7130-Licensure (First Reading)
11. Approved recommendation to revise Board Policy 7425-School Administrator Contracts (First Reading)
12. Approved recommendation to revise Board Policy 7430-Substitute Teachers (First Reading)
13. Approved recommendation to revise Board Policy 7720-Employee Political Activities (First Reading)

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14. Approved recommendation to revise Board Policy 7810-Evaluation of Licensed Employees (First Reading)
15. Approved recommendation to revise Board Policy 7811-Plans for Growth and Improvement of Licensed Employees (First Reading)
16. Approved recommendation to revise Board Policy 7820-Personnel Files (First Reading)
17. Approved recommendation to revise Board Policy 8340-Insurance (First Reading)
18. Approved recommendation to adopt Board Policy 8341-Limited Claim Settlement (First Reading)
19. Approved recommendation to revise Board Policy 8350-Fixed Assets Inventory (First Reading)
20. Approved recommendation to revise Board Policy 8510-School Finance Officer (First Reading)
21. Approved recommendation to revise Board Policy 9030-Facility Construction (First Reading)
22. Approved recommendation to revise Board Policy 9110-Use and Selection of Architects, Engineers, Surveyors, and Construction Managers at Risk (First Reading)
23. Approved recommendation to revise Board Policy 9120-Bidding for Construction Work (First Reading)
24. Recommendation to revise Board Policy 9130 - Supervision of Construction Contracts (First Reading)
25. Approved recommendation to revise Board Policy 3230/7330-Copyright Compliance (Second Reading)
26. Approved recommendation to revise Board Policy 3620-Extracurricular Activities and Student Organizations (Second Reading)
27. Approved recommendation to revise Board Policy 8000-Fiscal Goals (Second Reading)
28. Approved recommendation to revise Board Policy 8100-Budget Planning and Adoption (Second Reading)
29. Approved recommendation to revise Board Policy 8210-Grants and Funding for Special Projects (Second Reading)
30. Approved recommendation to revise Board Policy 8220-Gifts and Bequests (Second Reading)
31. Approved recommendation to adopt Board Policy 8305-Federal Grant Administration (Second Reading)

## **Action Items**

### Curriculum and Instruction

1. Update on Preliminary Plans for Improvement/School Improvement Plans for schools designated as low-performing

Ms. Berry shared that the plans were posted for 30 days and are now being presented for board approval. Following the approval from the board, the Preliminary Plans for Improvement/School Improvement Plans for schools designated as low-performing are submitted to the state. Matthew

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Lambeth made a motion and the motion was seconded by Brian Biggs to approve the plans as presented. Motion passed unanimously.

Human Resources

1. Merit-Based Bonus Plan

Ms. Amy Walker, Assistant Superintendent for Human Resources, shared that during the Summer 2016 Legislative Session, The North Carolina General Assembly designated dollars for a merit-based bonus plan for each North Carolina K-12 public school system. The Randolph County School System's share of the allocated dollars equals \$198,155.00. The leadership reviewed the criteria based on legislative action and developed a plan. Ms. Walker presented a merit-based plan for principals and assistant principals. After review and discussion, Emily T. Coltrane made a motion and the motion was seconded by Gary Cook to approve the merit-based plan as presented. The motion passed unanimously.

Operations

1. Recommendation for the 2018-2019 school calendar (First Reading)

Marty Trotter reviewed the first reading of the 2018-2019 school calendar. After review, Tracy Boyles made a motion and the motion was seconded by Brian Biggs to approve the 2018-2019 school calendar (first reading) as presented. Motion passed unanimously.

**Closed Session**

Gary Cook made a motion and the motion was seconded by Brian Biggs to enter into closed session to preserve the attorney-client privilege by discussing confidential matters protected by state law as provided in North Carolina General Statute §143.318.11.

**Return to Open Session**

The board returned to open session at 8:20 p.m.

Human Resources

1. Action items

Certified Personnel Report

Tracy Boyles made a motion and the motion was seconded by Emily T. Coltrane to approve the certified personnel report as presented. The motion passed unanimously. The following is the certified personnel report approved by the Board of Education:

Name	Position	Work Location	Date Effective
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Employment

Kimberly Pilling	French Teacher	THS	11/28/2016
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Temporary Employment

Robin Hussey	Remediation Tutor	Farmer	10/24/16 - 06/09/17
Amy Austin	Remediation Tutor	Level Cross	10/25/16 - 04/27/17
Susan Shumaker	Remediation Tutor	Level Cross	10/25/16 - 04/27/17
Christine Johnson	Long Term Sub	Liberty	10/17/16 - 12/20/16
Sharon Williams	AIG Teacher	Ramseur	10/31/16 - 06/09/17
Dawn Betts	Remediation Tutor	RES	10/17/16 - 05/09/17
Anita Lahr	AIG Teacher	Seagrove	11/01/16 - 06/09/17
Barbara Vuncannon-Small	Remediation Tutor	Southmont	11/14/16 - 06/02/17
Gaye Sartin	Remediation Tutor	Trindale	10/20/16 - 05/01/17

Transfer

Allison Copelan	Substitute to EC Teacher	SERMS	08/28/16 - 01/24/17
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Resignation

Emily Groff	EC Teacher	Grays Chapel	11/18/2016
Lauren Barnes	Grade 2 Teacher	JLE	12/20/2016
Blair Henry	Grade 4 Teacher	JLE	01/02/2017
Ashley Mathews	Speech Pathologist	Liberty	12/01/2016
Brandon Smith	Agriculture Teacher	PGHS	12/20/2016
Susan Gilchrist	EC Teacher	Tabernacle	10/24/2016
Christopher Charles	Assistant Principal	THS	11/17/2016
Bobby Gibson	Health / P.E. Teacher	THS	11/30/2016
Jennifer Lambeth	CTE Teacher	THS	11/04/2016

Retirement

Karen Lambert	Reading Teacher	Southmont	01/01/2017
Deborah Sexton	Math Teacher	THS	03/01/2017

Classified Personnel Report

Brian Biggs made a motion and the motion was seconded by Emily T. Coltrane to approve the classified personnel report as presented. The motion passed unanimously. The following is the classified personnel report approved by the Board of Education:

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Employment

Alexandria Watson	Certified Nurse Assistant I	Archdale	10/31/16
Greg Brewer	IPM/Safety Coordinator	Maintenance	11/14/16
Jesse Jones, Jr	HVAC Technician	Maintenance	11/14/16
Steven Kilby	Bus Driver	NERMS	11/16/16
Sonya Rich	School Nutrition Assistant	Randleman Elementary	10/17/16
Patricia Portis	School Nutrition Assistant	Randleman High	11/14/16
Wendy Beane	School Nutrition Assistant	Randleman High	11/07/16
William Richardson	Custodian	SERMS	11/01/16
Rebekah Hall	Bus Driver	SWRHS	11/01/16
Jessie Rhodes	School Nutrition Assistant	SWRMS	10/18/16
Cynthia Portis	School Nutrition/BD	Trinity High	11/14/16
Stephanie Odom	General Office Assistant	Uwharrie	10/27/16

Temporary Employment

Kimberly Britt	Teacher Assistant	Franklinville	10/24/16-06/09/17
Karen Miller	Language Facilitator	Grays Chapel	11/07/16-06/09/17
Tina Billings	Bus Monitor	Hopewell	10/24/16,10/28/16
Misty Doyle	Bus Monitor	Hopewell	10/17/16-10/21/16
Melissa Goodrich	Bus Monitor	Hopewell	10/24/16-10/27/16
Cynthia Lyndon	Bus Monitor	Hopewell	10/17/16-10/21/16
Erika Ulloa Bravo	Bus Monitor	Hopewell	10/10/16-10/14/16
Robin Parrish	Math Tutor	New Market	10/18/16-04/26/17
Rainella Brewer	EC Teacher Assistant	Wheatmore	10/03/16-06/09/17

Transfer

Rikki Williamson	SN Asst to School Nutrition/BD	Randleman Middle	11/14/16
Melissa Smith	SN Assistant Mgr to SN Manager	SWRHS to Seagrove	11/01/16
Sandra Lawson	SN Asst to School Nutrition/BD	Trindale	11/07/16

Change of Service

Debra Ritter	Custodian 7 hours to 8 hours	ERHS	11/01/16
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Resignation

Sharon Spinks	Custodian	ERHS	09/30/16
Deanna Brown	Data Manager	NERMS	11/30/16
Rodriquez Gorham	Distance Learning Advisor	PGHS	11/10/16
Elvern Lambert	Bus Driver	Randleman Elementary	10/28/16
Sandra Lankford	School Nutrition Assistant	Randleman High	10/21/16
Julie Smith	Custodian/BD	Seagrove	11/21/16
Erica Armstrong	School Nutrition/BD	SWRHS	10/14/16

Substitute Teachers

Name	Grades	Schools	Pay Level
Ashley Dempsey	K-5	AT Area	Non Certified
Kim Grant	K-5	AT Area	Non Certified
Christy Gilland	K-12	Eastern area	STET
Ashley Trotter	K-12	Eastern area	Non Certified
Melissa Allred	K-5	Eastern/ Randleman area	Certified
Crystal Shoe	K-5	Eastern/Randleman area	Non Certified
Darrin Stewart	K-12	Eastern, Randleman area	Non Certified
Ruthe Robinson	K-5	Farmer	STET
Heather Wright	K-5	Franklinville	STET
Keri Swan	K-5	Grays Chapel	Non Certified
Judy Galyean	K-12	Hopewell, Wheatmore	Non Certified
Cindee Stout	K-5	Level Cross	Non Certified
Sarah Smith Reynolds	K-5	New Market	Non Certified
BreeAnn Campbell	K-8	Randleman Area	STET
Rankin Barnes	9-12	RHS, Wheatmore	Non Certified
Tamika Borschman	K-12	SWR, Randleman area	Non Certified
Amy King	K-5	Trindale	Non Certified

Administrative Appointments

Gary Cook made a motion; the motion was seconded by Tracy Boyles to approve the administrative appointments as presented. The motion passed unanimously and the following are the administrative appointments approved by the Board.

- Ricky Sessoms–Retiree to Interim Assistant Principal at Braxton Craven School (50%) effective 11/22/16-6/14/17

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- Lynn Smith–Retiree to Interim Assistant Principal at John Lawrence Elementary (50%) effective 11/29/16-6/14/17

Administrative Transfer

Brian Biggs made a motion; the motion was seconded by Tracy Boyles to approve the administrative transfer as presented. The motion passed unanimously and the following is the administrative transfer approved by the Board.

- Julie Lindsay–Assistant Principal at John Lawrence Elementary (50%)/Assistant Principal at Braxton Craven School (50%) to Assistant Principal at Archdale-Trinity Middle effective 11/22/16

**Adjournment**

Emily T. Coltrane made a motion and the motion was seconded by Gary Cook to adjourn the meeting. The motion passed unanimously and the meeting adjourned at 8:25 p.m.

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Board Chair

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Board Secretary