

## **ROCKINGHAM COUNTY BOARD OF EDUCATION**

**Central Administrative Offices**

**511 Harrington Highway**

**Eden, NC 27288**

**April 19, 2021**

**6:00 p.m.**

### **REGULAR BOARD MEETING**

(Live Streaming for Public View)

Present: Ms. Kimberly McMichael, Board Chair and Ms. Vicki Alston, Vice Chair. Board Members: Ms. Paula Rakestraw, Mr. Brent Huss, Mr. Doug Isley, Ms. Vickie McKinney and Mr. Bob Wyatt. Administrative staff: Dr. Rodney Shotwell, Superintendent; Dr. Charles Perkins, Assistant Superintendent Curriculum and Instruction; Dr. Sonja Parks, Assistant Superintendent of Operations and Logistics; Dr. Cindy Corcoran, Assistant Superintendent of Support Services; Dr. Ken Scott, Executive Director of Human Resources; Ms. Annie Ellis, Chief Financial Officer; Mr. Nick Herman, Board Attorney were present.

### **CALL TO ORDER**

Ms. McMichael called the meeting to order.

### **ROLL CALL**

The Board members stated their names. Seven members were present at roll call.

### **ANNOUNCEMENTS**

Ms. McMichael announced there is no work session scheduled in April.

Ms. McMichael announced the next regular Board Meeting of the Board of Education is scheduled at 6:00 p.m. on Monday, May 10, 2021 at the Central Administrative Offices, 511 Harrington Highway, Eden, NC via live stream.

Ms. McMichael announced the May Work Session is scheduled at 6:00 p.m. on Monday, May 24, 2021 at the Central Administrative Offices, 511 Harrington Highway, Eden, NC via live stream.

### **MOMENT OF PRAYER**

Reverend Kevin Dunovant from First Wesleyan Church, Eden, N.C. gave the invocation.

### **PLEDGE OF ALLEGIANCE**

The Board led the pledge of allegiance.

### **APPROVAL OF AGENDA**

Mr. Isley moved that the Board amend the agenda, moving consent approval item 6.5 Career and Technical Education CPU Purchase to action approval item 7.8. Mr. Wyatt seconded the motion. The vote was 7/0.

Ms. McKinney moved that the Board amend the agenda, adding to consent item 6.2 a donation of \$300,000 in stocks and bonds to be liquidated by the district upon receipt for the renovation of the Morehead High School Media Center. Ms. Rakestraw seconded the motion. The vote was 7/0.

Ms. Alston moved that the Board approve the amended agenda. Mr. Isley seconded the motion. The vote was 7/0.

### **PUBLIC COMMENTS / BOARD COMMENTS**

#### **Public Comments:**

1. Bernie Parnell
2. Mary Ryan

**Board Comments:**

Ms. Alston read a parent letter from Monroeton Elementary School praising a pre-school teacher and classroom.

Mr. Huss thanked Mr. Bernie Parnell for his comments regarding cursive writing.

Ms. Rakestraw recognized Rockingham County High School for special recognitions received. Ms. Rakestraw asked parents and students to be involved and join the Parent Advisory Committee. Dr. Perkins would be able to assist or answer questions for parents that are interested.

Mr. Wyatt asked if people could call names (specifically call names of the Board Members). Board Chair Ms. McMichael responded that public speakers, speaking during public comments do have free speech.

**CONSENT ITEMS**

Presented consent items for Board consideration:

1. Approval Consent Items – Consent Personnel: Additions to the Substitutes List for: child nutrition, bus driver, bus monitors, teacher substitutes, Head Start Program substitutes and SACC early childhood substitutes list for 2020-2021.
2. Approval Consent Item – Gifts, Grants and Donations (Revised) – Ms. Annie Ellis (Attachment 1-A)
3. Approval Consent Item – Adoption of Board Policies – Dr. Cindy Corcoran (Attachment 2-A)
4. Approval Consent Item – Re-appointment of Rockingham Community College Board of Trustee Appointee – Dr. Shotwell (Attachment 3-A)
5. Approval Consent Item - Board of Education Meeting Minutes for approval:
  - March 8, 2021 – Open Session Board Meeting Minutes
  - March 22, 2021– Open Session Work Session Meeting Minutes
  - March 11, 2021 – Open Session Special Called Meeting Minutes
  - March 22, 2021 – Open Session Special Called Meeting Minutes
  - March 26, 2021 – Open Session Special Called Meeting Minutes

**Action:** Ms. McKinney moved that the Board approve the consent items as presented. Ms. Alston seconded the motion. The vote was 7/0.

**Bus Driver Substitute List:**

None

**Bus Monitor Substitute List:**

None

**Child Nutrition Substitute List:**

None

**SACC/Early Childhood Center Substitute List:**

None

**Substitute Teacher List:**

Ashley Hopper

**Substitute Head Start Teacher List:**

None

**ACTION ITEMS**

**Approval – Head Start Cost of Living Adjustment for 2021 - 2022:**

Ms. McMichael recognized Dr. Cindy Corcoran for comments regarding the Head Start Program cost of living adjustment for 2021-2022. Dr. Corcoran presented the 2021-2022 Head Start Program COLA (cost of living adjustment), narrative and justification for board approval. Dr. Corcoran stated under the Head Start COLA the 1.22% was applied to the current 42 staff members' salaries which totaled \$12,497 (Attachment 4-A). Dr. Corcoran stated the remaining funds in the budget will provide operating costs for fuel in Head Start vehicles.

Action: Ms. Rakestraw moved that the Board approve the Head Start Program cost of living adjustment as requested for 2021-2022. Mr. Wyatt seconded the motion. The vote was 7/0.

**Approval – Proposed RCS Budget for 2021-2022:**

Ms. McMichael recognized Ms. Annie Ellis regarding the proposed Rockingham County Schools’ budget for 2021-2022. Ms. Ellis presented the RCS Proposed Budget for 2021-2022 for board approval. Ms. Ellis stated the proposed budget is posted on the RCS website for viewing at: <https://www.rock.k12.nc.us/finance> - scroll to the RCS Budget and Reports and click “Proposed Budget 2021-2022.

Action: Ms. Rakestraw moved that the Board approve the Proposed RCS Budget for 2021-2022 as presented. Ms. McKinney seconded the motion. The vote was 4/3. Mr. Wyatt, Mr. Isley and Mr. Huss voted opposed.

**Approval – Budget Amendments:**

Ms. McMichael recognized Ms. Annie Ellis for comments regarding the budget amendments. Ms. Ellis presented the budget amendments as listed for board approval (Attachment 5-A).

- Budget Amendment #20 – State Public School Fund
- Budget Amendment #21 – Local Current Expense Fund
- Budget Amendment #22 – Federal Grant Fund
- Budget Amendment #23 - Capital Outlay Fund
- Budget Amendments #24 – School Food Service Fund
- Budget Amendment #26 – Other Restricted Fund

Action: Ms. Alston moved that the Board approve the budget amendments as presented. Ms. Rakestraw seconded the motion. The vote was 4/3. Mr. Isley, Mr. Wyatt and Mr. Huss voted opposed.

**Approval – Central Elementary School Gymnasium Roof Bid Proposal:**

Ms. McMichael recognized Dr. Sonja Parks for comments regarding the Central Elementary School Gymnasium Roof bid proposal. Dr. Parks presented for board review and board approval the lowest bid for the project to the amount of \$65,249 from Allied Roofing Company for the project and requested board approval (Attachment 6-A).

Action: Mr. Wyatt moved that the Board approve the bid proposal for Central Elementary School Gymnasium Roof for \$65,249 with Allied Roofing Company as presented. Mr. Isley seconded the motion. The vote was 7/0.

**Approval – Holmes Middle School Library and Connector Roofs Bid Proposal:**

Ms. McMichael recognized Dr. Sonja Parks for comments regarding the Holmes Middle School Library and Connector Roofs bid proposal. Dr. Parks presented for board review and board approval the lowest bid for the project to the amount of \$153,780 from Bar Roofing Company for the project and requested board approval (Attachment 7-A).

Action: Mr. Isley moved that the Board approve the bid proposal for Holmes Middle School Library and Connector Roofs for \$153,780 with Bar Roofing Company as presented. Mr. Huss seconded the motion. The vote was 7/0.

**Approval – Summer Acceleration Academy Retesting Plan Approval (Retesting Plan):**

Ms. McMichael recognized Dr. Charles Perkins for comments regarding the 2020-2021 Retesting Plan. Dr. Perkins presented proposal for the Summer Acceleration Academy and retesting of students in EOG and EOC courses who were not proficient (scored a level 3 or higher) (Attachment 8-A). Dr. Perkins stated the month end of June will be utilized to review material for grades 4 – 8 math, grades 5-8 science, and the high schools End of Course exam courses (Math 1, Math III, English II and Biology). Dr. Perkins presented for board approval.

Action: Mr. Wyatt moved that the Board approve the Summer Acceleration Academy Retesting Plan for June 2021 as presented. Ms. Alston seconded the motion. The vote was 7/0.

**Approval – eLearning Academy Update and Recommendation Needed on Future Direction:**

Ms. McMichael recognized Dr. Charles Perkins for comments regarding the eLearning Academy Update and recommendations on future direction for board consideration. Dr. Perkins presented Options 1 – 3 for board consideration as listed below:

1. Option I: Contract with an outside vendor for the 2021-2022 year to offer an online option for any students / families who still desire a completely online experience. Students be enrolled in the eLearning Academy through BTWLC.
2. Option II: Offer a contract with our own teachers to teach a virtual class at each school who are willing to teach students asynchronously. Students would remain enrolled in their home school.
3. Option III: Cancel plans for an eLearning Academy for the 2021-2022 academic year due to low interest.

Dr. Perkins stated Option I and Option 2 would allow RCS to allot one teaching position to the eLearning Academy at BTWLC to serve as a facilitator for the program, allowing parents to have a consistent point of contact. Dr. Perkins stated RCS set April 30, 2021 as the final commitment deadline for parents.

Action: Ms. McKinney moved that the Board approve Option 2 for the eLearning Academy to offer a contract to RCS teachers to each virtual classes at each school as presented. Ms. Rakestraw seconded the motion. The vote was 7/0.

**Approval – Career and Technical Education (CTE) - CPU Purchase:**

Ms. McMichael recognized Dr. Ken Scott for comments regarding the request for the purchase of CTE Program computers. Dr. Scott stated the purpose of the request for the expenditure of approximately \$155,000 is for the purchase of desktop computers for the following Career and Technical Education labs as listed below. Dr. Scott requested board approval for the expenditure.

- Western Rockingham Middle School (Tech Lab)
- Reidsville Middle School (Adobe Lab)
- Rockingham County High School (Drafting Lab)
- Dalton McMichael High School (STEM Lab)

Action: Mr. Isley moved that the Board approve the expenditure for the CTE computers for the labs as presented. Mr. Wyatt seconded the motion. The vote was 7/0.

## REPORTS / DISCUSSION ITEMS

**Rockingham Community College Report:**

Ms. McMichael recognized Dr. Mark Kinlaw and Ms. Sheila Regan for a report regarding Rockingham Community College partnership with Rockingham County School District. Dr. Kinlaw shared he has a desire to support the students and the economical welfare of Rockingham County. He introduced Ms. Sheila Regan, Vice President of Academic Affairs, for remarks and a review of the partnership progress between RCC and RCS. Ms. Regan reported the following areas.

- Partnerships:
  - CCP Transfer Pathways
    - College Faculty on all high school campuses
    - Expanded access to the 9<sup>th</sup> and 10<sup>th</sup> graders
  - CCP Career and Technical Education Pathways
    - Programs on three and four high school campuses
  - Early College High School
  - RockATOP Partnership
  - Career Coaches

- 2 days on each high school campus for career exploration
    - Align career interests with RCC programs
  - Professional Development for CCRG Curriculum
    - Math and English Teachers
  - Owens Simulation Hospital
  - Clinical site for health occupation classes (Nurse Aide)
- RCS High School Enrollment
 

	Fall 2017	Fall 2018	Fall 2019	Fall 2020
ECHS	336	325	333	319
CCP	130	120	263	269
Transfer	100	96	226	238
CTE	30	24	37	31
- RockATOP Consortium
 

Cohort I		Cohort 2		Cohort 3		Cohort 4	
Admitted /Enrolled		Admitted /Enrolled		Admitted /Enrolled		Admitted /Enrolled	
17	13	15	11	9	8	TBD	TBD
- Opportunities:
  - Increase ECHS enrollment to maximum capacity of 400
  - Increase CCP enrollment to 400
    - Increase CCP career technical education enrollment
  - Community College faculty meet with high school faculty (CCRG, CTE, Science)
  - Increase RockATOP participation
  - Increase ECHS enrollment to maximum capacity – 400 with a 4 year average ECHS enrollment of 328 students
  - Be more intentional with CTE efforts
    - Identify CTE programs and reserve 50-75 ECHS seats for students interest in technical education
- Gateway Courses
  - Courses that are necessary for students to progress through their chosen major and are usually courses with containing material in which a student needs a clear-cut comprehension in order to be successful in completing other course requirements for the major
  - Gateway Math and English
- Prerequisite and Co-requisite Model
  - Prerequisite
    - Specific courses take and passed before you taking higher-level course
  - Co-requisite
    - Enrollment in a course that a student is require to simultaneously take in order to enroll in another course
- Co-requisite Model- RISE
  - Reinforced Instruction Student Excellence
    - Proper placement of students in gateway Math and English courses based on high school GPA
    - For each gateway Math and English course, support classes are taken at the same time

	Prerequisite:	Co-requisite:
GA	20%	63%
TN	12%	61%
WV	14%	62%
IN	29%	64%
- Prerequisite to Co-requisite:
 

	High School GPS 2.8 +	High School GPA 2.2 – 2.799	High School GPA <2.2
Gateway Math or English Without a requisite		Gateway Math or English with a co-requisite	Transition Math Course and/or Transition English Course
- Career and College Ready (CCRG)
  - Exemption Guide

- Any NC high school student who has an unweighted GPA (UGPA) between 2.2 and 2.799 as a high school junior after the completion of the first semester
  - Students with an unweighted GPA below 2.2 may opt into CCRG math or English
  - Students who are eligible for a CCP College Transfer Pathway are exempt from CCRG courses (2.8 or higher)
- National Repository of Online Course (NROC) platform – EdReady CCRG Curriculum
- High School CCRG English Course content considerations
- High School CCRG Math course could be a standalone course
- Each course includes assessment to align to placement benchmarks at community colleges
- Scores on these assessments determine placement at community colleges upon completion of the CCRG English and Math courses
- CCRG English Transition (ENG-002) Course
  - Mastery of Tier I
  - Mastery of Tier 2
  - ENG 111 without a co-requisite
  - ENG 111 with co-requisite
- CCRG Math (MAT-003) Transition Course
  - Mastery of Tier I
  - Mastery of Tier 2
  - Mastery of Tier 3
  - MAT110 without a co-requisite
  - MAT 143 or MAT 152 without a co-requisite
  - MAT 121 or MAT 171 without co-requisite
  - MAT 143 or MAT 152 without co-requisite
  - MAT 121 or MAT 171 without co-requisite
- RCS High School Graduate Placement Table (below)

RCS		Transition Math < 2.2 GPA	Transition English >2.2 GPA	Both Transition Courses	RISE Co-requisite Courses 2.2-2.79 GPA	Direct Enrollment to Gateway Course 2.8 GPA
Term	Total	Count %	Count %	Count %	Count %	Count %
2019	255	25 9.26%	25 10.37%	25 9.26%	51 18.89%	176 65.19%
2020	210	26 11.11%	23 9.83%	20 8.55%	39 16.67%	145 61.97%

- RCC Courses Success Table (below)

Term		Enrolled	Completers	Completers Passting	Completers Passing %	Enrolled Passing	Enrolled Passing %
Fall 2019	Transition ENG	57	52	25	48.08%	25	43.86%
	Co-requisite ENG	83	75	38	50.67%	38	45.78%
	Transition MAT	75	67	269	43.28%	29	38.67%
	Co-requisite MATH	57	49	31	63.26%	31	63.26%
Fall 2020	Transition ENG	61	44	6	13.64%	6	9.84%
	ENG 011	95	76	32	42.11%	32	33.68%
	Transition MAT	74	60	17	28.33%	17	22.97%
	Co-requisite Math	45	29	21	72.41%	21	46.68%

- Tables for the four high schools for Fall 2018, Fall 2019 and Fall 2020 with GPA listing (Attachment 9-A)

**Approval – RCS Cares About Your Safety – COVID-19 Updates:**

Ms. McMichael recognized Dr. Stephanie Ellis for comments regarding the RCS Cares About Your Safety - Back to School Safety Updates. Dr. Ellis presented a powerpoint covering items as listed.

- RCS Guide to the Safe Return to Learn is on the RCS website at [www.rock.k12.nc.us](http://www.rock.k12.nc.us)
- Photos and Social distancing
- Improvements of COVID-19 Metrics in Rockingham Count 4.5% / North Carolina @ 4.6%
- COVID-19 Resources and Guidance documents
- RCS Prevention, response and considerations for School Closures for COVID-19
- Review CDC and NCDHHS recommendations COVID-19 testing in K-12 schools
- How to stop COVID-19
- Evidence supports the effectiveness of the vaccines
- What is coming for children and vaccinations
- DHHS and Department of Public Instruction Guidance on Prom and Graduations
- Prom Dates:
  - DMHS – May 15 (The Gardens at Gray Gables)
  - MHS – May 1 (MHS Courtyard)
  - RHS – May 21 (Bona Lodge)
  - RCHS – May 8 (The Wright Center)
  - RECHS – May 7 (The Wright Center)
- Graduation Dates:
  - DMHS – June 3 at 7:30 pm rain date is June 4 at 7:30 pm
  - MHS – June 3 at 7:30 pm rain date is June 4 at 7:30 pm
  - RHS – June 4 at 7:30 pm rain date is June 5 at 9:00 am
  - RCHS – June 4 at 7:30 pm rain date is June 5 at 9:00 am
  - RECHS – May 20 at 6:00 pm at RCC Keys Gymnasium
- PPE in RCS Directions and Guidance
  - Frequent Cleaning
  - Wear Masks
  - Wash Hands
  - Social Distance
  - Wellness Check

**Behavioral Health Update:**

Ms. McMichael recognized Dr. Cindy Corcoran and Dr. Stephanie Ellis for the report on behavioral health. Dr. Ellis and Dr. Corcoran presented a PowerPoint presentation report on the behavioral health as listed.

- RCS Instructional Support Services Department – Organizational Structure
- Purpose – Removing barriers to promote success for the whole child
- RCS Behavioral Health Goals
- Foundational Practices of Mental Health Services
- Members of the Response Team at schools
- CASEL Competencies
- RCS Behavioral Health Supports – BETA Team
- Next Steps – 2020 Session Law 2020-7 – Each public school unit will adopt and implement a plan for promoting student mental health and well-being and for accessing and improving upon the effectiveness of supports use needs of its students and staff by July 1, 2021

**Energy Performance Contract Update:**

Ms. McMichael recognized Dr. Shotwell for an update on the ESPC Project with Johnson Controls. Dr. Shotwell and the Johnson Control’s representative provided a powerpoint presentation regarding the ESPC Project as listed.

- Energy Savings Performance Contract scope of work
- Project milestones
- Project schedule

- Project training
- Project pictures

### **Strategic Plan Report:**

Ms. McMichael recognized Dr. Charles Perkins for an update on the Strategic Plan. Dr. Perkins provided an update report regarding the progress of the Strategic Plan as listed.

- April 1, 2021 – Meeting with Ms. Rakestraw and Ms. McKinney with staff to review the NC STAR platform and discuss how it could serve as the instrument to facilitate the Strategic Plan
- NC STAR Dimensions:
  - Dimension A – Instructional Excellence and Alignment
  - Dimension B – Leadership Capacity
  - Dimension C – Professional Capacity
  - Dimension D – Planning and Operational Effectiveness
  - Dimension E – Families and Community
- Recommendation – to adopt the NC STAR platform to guide the Strategic Plan process
- Meetings with Parent Advisory, Teacher Advisory and Student Advisory upcoming
- Administer RCS Teacher Working Conditions Survey spring 2021
- Review of RCS vision, mission and beliefs
- Review vision statements of local cities and RCC
- Provide an update in May to the Board

### **Comprehensive Annual Fiscal Report (CAFR) for Fiscal Year Ended June 30, 2020:**

Ms. McMichael recognized Ms. Annie Ellis for the report on Comprehensive Annual Fiscal Report (CAFR). Ms. Ellis provided the Comprehensive Annual Financial Report (CAFR) for fiscal year ended June 30, 2021. Ms. Ellis provide the link as well for the CAFR on the RCS website.

### **Upcoming Changes to Traditional Installment Pay:**

Ms. McMichael recognized Ms. Annie Ellis for the report on upcoming change in traditional installment pay. Ms. Ellis presented an update regarding the changes being made to the traditional installment pay as listed. Ms. Ellis encouraged the Board Members that if they receive calls from employees to please contact her so that she can answer and assist the employees through the required changes of installment payment to our employees.

- Effective July 1, 2021 – the Department of Public Instruction will no longer support the installment pay system
- Discussion of plan for RCS to transition employees through the changes
- Per state law, teachers are required to be provided an option to revise their 10-month pay in 12 monthly installments
- Installment payments in July and August 2021 will be the last installment payments

### **Board Chair Announcements:**

There were no announcements.

The Board took a 10-minute break.

### **CLOSED SESSION**

Action: Mr. Isley moved to go into Closed Session to preserve the attorney client privilege pursuant to North Carolina General Statute 143-318.11 (1) (6) to maintain confidentiality and discuss matters related to specific employee considerations according to state law. Ms. Alston seconded the motion. The vote was 7/0.

Action: Mr. Isley moved to return to open session, seconded by Ms. Rakestraw. The vote was 7/0.

### **OPEN SESSION**



**PERSONNEL ACTIONS**

**Employments:**

—**Administration**

Curtis Gore (Interim Principal)

Effective 4/19/21-6/30/21

—**Licensed**

Mary Longbrake

Effective 8/13/21

Samantha Nester

Effective 4/12/21-6/8/21

—**Classified**

Michelle Mitchell

Effective 4/12/21-6/2/21

Lisa Neal

Effective 3/9/21-6/2/21

David Williams

Effective 4/12/21

**TERMINATIONS:**

—**Licensed**

—**Classified**

**TRANSFERS:**

—**Administration**

—**Licensed**

—**Classified**

Jill Jackson

Effective 3/23/21

Edna Miller

Effective 1/22/21

Dewey Smith

Effective 4/12/21

Stephen Williams

Effective 8/13/21

Janet Yeager

Effective 3/1/21-6/2/21

Grace Moon

Effective 4/12/21

**Resignations:**

—**Administration**

—**Licensed**

Wendy Anderson

Effective 4/12/21

Joseph Cioffi

Effective 6/8/21

Mary Carroll

Effective 6/8/21

Melissa Smith

Effective 6/30/21

—**Classified**

Natasha Blankenship

Effective 4/1/21

Edward Byrd

Effective 3/31/21

Bridgette Evans

Effective 3/29/21

Charity Keen

Effective 4/9/21

**Retirements:**

—**Administrative**

Mary A. Mitchell

Effective 5/1/21

—**Licensed**

Barbara Carter  
Effective 6/1/21  
Katrinka Davis  
Effective 7/1/21  
Rebecca Joyce  
Effective 7/1/21  
James Saunders  
Effective 7/1/21  
Laurie Wright  
Effective 7/1/21  
Joyce Brown  
Effective 7/1/21  
Kimberly Powell  
Effective 7/1/21  
Stephanie Snyder  
Effective 7/1/21

—**Classified**

Sharon Bethel  
Effective 7/1/21  
William Bullins  
Effective 7/1/21  
Janet Holt  
Effective 7/1/21  
Dorothy Hooper-Barbee  
Effective 7/1/21  
Flossiea Macklin  
Effective 7/1/21  
Donna Johnson  
Effective 7/1/21

**Leave Requests:**

None

Action: Ms. Rakestraw moved to accept the personnel report as presented, seconded by Mr. Isley.  
The vote was 7/0.

Action: Ms. Rakestraw moved to accept the 2021-2022 Probationary Teacher List as presented, seconded by Mr. Isley.  
The vote was 7/0. (Attachment)

Action: Ms. Rakestraw moved to adjourn, seconded by Ms. McKinney. The vote was 7/0.

Minutes read and approved:

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Ms. Kimberly McMichael, Board Chair  
Rockingham County Board of Education

\_\_\_\_\_  
Dr. Rodney Shotwell  
Superintendent of Schools

May 10, 2021