

ROCKINGHAM COUNTY BOARD OF EDUCATION
Central Administrative Offices
511 Harrington Highway
Eden, NC 27288
August 30, 2021
6:00 p.m.
Board Work Session

Present: Ms. Kimberly McMichael, Board Chair and Ms. Vicky 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. Cindy Corcoran, Assistant Superintendent of Support Services; Dr. Ken Scott, Executive Director of Human Resources; Ms. Annie Ellis, Chief Financial Officer; Board Attorney, Mr. Nick Herman and Ms. Renée Everhart, Board Assistant 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. Mr. Huss and Board Attorney Mr. Herman participated via zoom for the meeting.

ANNOUNCEMENTS

Ms. McMichael announced the next regular Board Meeting of the Board of Education is scheduled at 6:00 p.m. on Monday, September 13, 2021 at the Central Administrative Offices, 511 Harrington Highway, Eden, NC.

Ms. McMichael announced the Work Session of the Board of Education is scheduled at 6:00 p.m. on Monday, September 27, 2021 at the Central Administrative Offices, 511 Harrington Highway, Eden, NC.

Ms. McMichael announced the Teacher of the Year Banquet Ceremonies is scheduled at 6:00 p.m. on Tuesday, September 21, 2021 at the Wright Memorial Event Center, 184 Slaydon Road, Eden, NC.

Ms. McMichael announced there is a Joint Meeting of the Board and County Commissioners scheduled at 6:00 p.m. on Tuesday, August 31, 2021 at the Economic Development Center Conference Room, 425 NC Highway 65, Reidsville, NC.

APPROVAL OF AGENDA

Ms. Rakestraw moved that the Board amend the agenda to add Closed Session Item 5.3 – Discussion of Federal Case 12CV257UAJP Rodney Shotwell vs. Rockingham County Board of Education under attorney client privilege. Ms. McKinney seconded the motion. The vote was 7/0.

REPORTS / DISCUSSION ITEMS

Capital Funds – Roof Renovation Proposal Package

Ms. McMichael recognized Dr. Shotwell for comments regarding the capital funding package for roof replacements. Dr. Shotwell stated he and Dr. Sonja Parks had met with Ms. Pat Galloway for advisement to develop a finance package, which would allow 14 replacement roofs. Dr. Shotwell stated Mr. Coleman, an engineer with SKA Consulting Engineers, has evaluated all the roofs in the district. Dr. Shotwell presented a listing of future roof replacements, ranked by Mr. Coleman, starting with the worst. Dr. Shotwell proposed to replace 12 roofs listed in order, with an estimated cost of \$4.9 million dollars (Attachment 1-A). Dr. Shotwell stated the project requires approval by the County Commissioners to utilize restrictive sales tax.

Reidsville High School Track:

Ms. McMichael recognized Dr. Shotwell for comments regarding the Reidsville High School track. Dr. Shotwell stated Reidsville High School's track/field facility has drainage issues, is in need of track replacement and fencing upgrades as well as other facility needs in the stadium. Dr. Shotwell stated the district would like to request \$500,000 from restricted sales tax to pay for the necessary expenses.

Dr. Shotwell stated in regards to the tennis complex at Dalton McMichael High School, the conditions of the playing surface are so poor the school can no longer host tennis conference play or state regionals. At this time, the facility is under evaluation. There is not an estimate of cost for the project at this time. However, the district is working with the USTA for assistance in funding the project. Dr. Shotwell stated the goal is to bring an estimate for project costs to the September Board Meeting.

Strategic Plan Update:

Ms. McMichael recognized Dr. Charles Perkins for an update on the Strategic Plan. Dr. Perkins provided a Strategic Plan update with the following areas as listed.

- Strategic Planning Committee Teams / Members:
 - Teacher Advisory Council
 - Classified Advisory Council
 - Parent Advisory Council
 - Student Advisory Council
 - Principals and Assistant Principals
 - Community Advisers
 - ReSet Rockingham Committee
- Vision and Mission Statement
 - Vision Statement: Rockingham County Schools will empower each child to be a life-long learner, equipped to contribute in a changing, complex society.
 - Mission Statement: Through effective relationships with family and community partners, Rockingham County Schools will provide a safe, dynamic, nurturing, and innovative learning environment in which each child has the opportunity to reach his/her highest potential
- Rockingham County Schools Core Belief Statements:
 - RCS believes in all our students.
 - RCS believes in collaboration. We value partnerships between teachers, students, staff, parents and our community.
 - RCS believes in communication. We promote open and honest communication in order to build trust.
 - RCS believes in our students being lifelong learners who are also prepared to make meaningful and positive contributions to the communities.
 - RCS believes in our students being independent learners, who are self-motivated to do their best.
 - RCS believes in our students will be resilient in order to develop the skill-sets to be successful in their grade level, college, career and life.
 - RCS believes that all students deserve a well-rounded educational experience in which all stakeholders embrace their responsibilities in student success.
 - RCS believes that our students deserve a culture of wellness that promotes building resilience and health.
 - RCS believes in recognizing, respecting, and celebrating diverse cultures.
- Rockingham County Schools Needs Assessment:
 - Completed the Needs Assessment after reviewing the following data points.
 - Overview of collected survey, feedback, and other data from spring 2021
 - 2021 RCS Teacher Working Conditions Survey
 - 2021 Title I Safe Schools Survey
 - Advisory Councils Exit ticket data
 - SEL Teacher survey data (Social Emotional Learning)
 - SEL Student survey data
 - Diagnostic Dates (iReady, Achieve 3000)
 - iReady Math

- iReady Reading
 - Achieve 3000
 - District / School MTSS / FAM-S Data (Multi-Tiered Systems of Support)
 - EOT / EOC Data, Graduation Rate, Other School Performance Data
- Identified NC STAR Indicators:
 - B1 – The LEA has reoriented it’s culture toward shared responsibility and accountability. Co-Leads: Cindy Corcoran, Sonja Parks, Adam Powell
 - B10 – The district proactively supports and emphasized student-centered instruction by seeding solutions to remove barriers, including those related to policies, practices, and traditions. Co-Leads: Greg Slate, Holly Williamson
 - C1 – The superintendent celebrates individual, team and district/school successes, especially related to student learning outcomes. Co-Leads: Nancy Towler, Erselle Young
 - C9 – The LEA designates a central office contact person that supports a cohesive and consistent implementation of the district’s vision for improvement. Col-Leads: Charles Perkins, Elizabeth Covell
 - D6 – The district allows school leaders reasonable autonomy to do things differently in order to success. Co-Leads: Dr. Shotwell, Josh Eanes, Jason Hyler
 - E1 – The district includes parent organizations in district and school improvement planning and maintains regular communication with them. Col-Leads: June Nealy, Pam Watkins
- Rockingham County Schools Board of Education – 3 Additional Goals
 - Potential Goals (examples only)
 - Goal 1 – Superintendent search
 - Goal 2 – Academic Goal connected to subgroups, graduation rate
 - Goal 3 – School Construction, Redistricting, Other Facility Needs
- Next Steps:
 - Subcommittees will meet over the next 3 weeks to create action steps for their NC STAR Indicators
 - RCS Board of Education will complete their Needs Assessment
 - RCS Board of Education will identify 3 focus areas for staff to create 3 SMART Goals
 - We will submit the draft plan (if ready) at the September RCS Board Work Session
 - We will present the School Improvement Plans and the District Plan at the October Board Meeting for review and at the November Board Meeting for board approval
 - We will create a RCS Strategic Plan page for the website and share in October

The Board took a 10 minute break at 7:20 p.m.

CLOSED SESSION

Action: Mr. Isley moved to go into Closed Session pursuant to North Carolina General Statute 143-318.11 (a)(3)(5) (6) to discuss confidential personnel matters, contractual matters, real property, preserve attorney client privilege and litigation of Federal case 12CV257UAJP of middle district court. Ms. McKinney 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

Administrator Contracts:

Employments:

—Administration

—Licensed

Evelin Almeida

Effective 8/13/21
Tanner Brooks
Effective 8/16/21
Jennifer Dolschenko
Effective 8/16/21
Mary Ferrari
Effective 8/16/21
Angela Issa
Effective 8/30/21
Aviana Lindsey
Effective 9/20/21
Joseph Lovin
Effective 8/23/21
Jennifer Martin
Effective 8/16/21
Tiffany Munuci
Effective 8/16/21
Javiera Schiller Yanez
Effective 8/13/21
Ykethio Tabb
Effective 9/27/21
William Tanner
Effective 8/23/21
Marina Uraga
Effective 8/13/21
Tenna Wyatt
Effective 9/7/21
Mildred Hatcher
Effective 9/13/21
—Classified
Faith Barajas
Effective 8/13/21
Michael Black
Effective 8/23/21
Mercedes Cox
Effective 8/23/21
Yazmyne Harrison
Effective 8/13/21
Micheala Holmes
Effective 8/16/21
Angela Hunt
Effective 8/13/21
Jennifer Kelly
Effective 8/23/21
Jessica Lasley
Effective 8/13/21
Julia Nedlic
Effective 8/23/21
John Odom
Effective 8/23/21
Tisha Pruett
Effective 8/23/21
Kathleen Waler
Effective 8/23/21
Arionna Wilkerson
Effective 8/23/21
Kelsey Young
Effective 8/16/21
Ashley Elmendorf
Effective 8/30/21

Randall Evans
Effective 8/30/21
Kilvia Hurtado Buenaventura
Effective 9/7/21
Timothy Mabe
Effective 8/30/21
Irma Ortiz
Effective 8/30/21
Madison Potts
Effective 9/20/21

TERMINATIONS:

—**Licensed**

—**Classified**

Lisa Neal
Effective 3/31/21

TRANSFERS:

—**Administration**

—**Licensed**

Mary Boykin
Effective 8/13/21

Nicole Gardner
Effective 9/13/21

Lukisha Harmon
Effective 8/13/21

Christie Ore
Effective 8/13/21

Julia Southard
Effective 8/13/21

—**Classified**

Hannah Bullins
Effective 8/23/21

Beverly Campbell
Effective 8/23/21

Sidney Daniels
Effective 9/13/21

Jemiah Donnell
Effective 8/13/21

Barbara Edwards
Effective 8/16/21

Kimberly Ford
Effective 9/7/21

Carlene Hardin
Effective 8/23/21

Angela Haskins
Effective 8/23/21

Tisha Neal
Effective 8/13/21

Trina Simmons
Effective 8/23/21

Elizabeth Walker
Effective 9/7/21

Barbara Williams
Effective 8/23/21

Tara Edwards
Effective 8/23/21

Robert Casto
Effective 9/9/21

Rebekah Frost
Effective 8/23/21

Rachel Sands

Effective 9/20/21

Resignations:

—**Administration**

—**Licensed**

Megan Behe

Effective 6/3/21

Jennifer McCollum

Effective 9/10/21

Bailee Sivley

Effective 8/19/21

Ray Vanness

Effective 8/19/21

Julie Williams

Effective 9/10/21

—**Classified**

Ijeoma Abajtour

Effective 9/9/21

Monica Butt

Effective 8/27/21

Elizabeth Ferguson

Effective 8/5/21

Amanda Hairston

Effective 8/9/21

Stephanie Houghton

Effective 8/27/21

Aliyah Joyce

Effective 8/3/21

Holly Key

Effective 8/27/21

Audrey Lovelace

Effective 8/9/21

Michele Mitchel

Effective 9/8/21

Timothy Vernon

Effective 8/12/21

Shirlene Wells

Effective 8/11/21

Judy James

Effective 8/17/21

Trina Simmons

Effective 8/23/21

Barbara Williams

Effective 8/16/21

Retirements:

—**Administrative**

—**Licensed**

Jane Lemons

Effective 8/1/21

—**Classified**

Linda Bullins

Effective 8/1/21

Sandra Allen

Effective 9/1/21

Leave Requests:

None

Action: Mr. Isley moved to accept the personnel report as adapted and amended, seconded by Ms. Alston.
The vote was 7/0.

Action: Ms. Rakestraw moved to adjourn, seconded by Ms. McKinney. The vote was 7/0. {8:36 p.m.}

Minutes read and approved:

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

Dr. Rodney Shotwell
Superintendent of Schools

September 13, 2021