

MINUTES OF
THE WILSON COUNTY BOARD OF EDUCATION MEETING
JULY 16, 2018

The Wilson County Board of Education held its regular meeting on Monday, July 16, 2018, at 7:30 p.m. in the Administrative Offices, 113 N. Tarboro Street. Chairman Christine L. Fitch called the meeting to order with the following members present:

Dr. Christine L. Fitch, Chairman
Henry E. Mercer, Vice-Chairman
Velma Barnes
Beverly Boyette
Gary Farmer
Debora Powell
Robin Flinn
Dr. Lane B. Mills, Secretary

Others present were Chief Operations Officer Eric Davis and Assistant Superintendent Dr. Cheryl Wilson, as well as Board Attorneys Brian Shaw and Richard Paschal. Also present were Wilson Times Reporter Drew Wilson, Director of Public Relations Amber Lynch and Administrative Assistant to the Superintendent and Board Clerk Linda Horrison. There were more than thirty-one citizens in attendance.

1. After calling the meeting to order, Chairman Fitch amended the agenda by changing 2017-2018 Budget Amendments, under Administrative Services Committee, to an information item; adding a bid for painting of exposed ceiling at Speight Middle School, under Administrative Services Committee, as an information item; adding Changing the Format for Policy Revisions, under Instructional Services Committee, as an action item; and adding Removal of Policy 5422, *Standards for School Volunteers*, under Human Resource Services Committee, as an action item. Chairman Fitch called for approval of the agenda. Mr. Mercer made a motion, seconded by Ms. Boyette, to approve the agenda with the stated amended items. The motion passed unanimously.
2. At Dr. Fitch's request, Ms. Powell led the Pledge of Allegiance that was followed by a moment of silence.
3. Dr. Fitch presented for approval the minutes of the June 11, 2018, Regular Board Meeting and June 29, 2018, Special Board Meeting. Ms. Barnes made a motion, seconded by Mr. Mercer, that the Board approve the minutes of the June 11, 2018, Regular Board Meeting and the June 29, 2018, Special Board Meeting. The motion passed unanimously.
4. Under Good News Presentations, Superintendent Dr. Lane Mills, with the assistance of Ms. Powell, recognized the following groups and individuals:
 - 2018 Pee Wee and Myrtle Owens Scholars - The Board recognized the graduates who earned Owens Scholarships this year. The scholarship provides funding for the recipients to pursue a degree in education and then

come back and teach for Wilson County Schools (WCS). There were seven total recipients: from Beddingfield High School - Alan Calderon; from Fike High School - Cameron Koenig, London Adkins, Holly Johnston and Sara Woher; and from Hunt High School - Abre'a Curtis and Tiyanna Wiggins.

The scholarship program began in 1998 when Pee Wee and Myrtle Owens created a private trust prior to their deaths. Since that time, WCS has awarded 125 Owens Scholarships. Superintendent Dr. Lane Mills shared, "When our Owens Scholars come back to teach for us, they are some of the most talented and driven teachers in our system. We know this year's recipients will be the same and while we don't want to rush your college experience, we are really excited about having you join our WCS Family in a few years as teachers."

- Wilson Fire/Rescue Service Interns – The Board recognized two recent graduates from Hunt High School - Will Barnes and Taner Rodgers. These young men were participants in the Firefighter Internship Program, which is a collaboration between Wilson Fire/Rescue Services, the City of Wilson and Wilson County Schools.

Through the internship, Will and Taner spent several months working alongside firefighters where they gained firsthand knowledge of procedures and operations within the fire station. They left their mark on the program by developing a six-page standard operating procedure that will be the template for future interns.

We want to thank WCS Work-Based Learning Coordinator Jimmie Lucas and also Deputy Chief Michael Sumner with the Wilson County Fire and Rescue Services for their guidance and leadership.

Will and Taner both have firefighting in their blood and have several family members who were career firefighters or volunteered. They set the bar high for incoming interns, and we wish them the best in the future. Will has been offered a job with Wilson Fire and Rescue and starts July 31. Taner is heading to the NC State University College of Agriculture and Life Sciences. Next year, WCS is doubling the participation and there will be four students in the program.

5. Under Chairman's Report, Dr. Fitch reminded the Board members of WCS Operation Backpack on Saturday, August 18 from 9-11 a.m. at Fike High School. This is the seventh-annual event, and she thanked the Board members who had already donated to the backpack drive. At the event, free backpacks will be available to students in need. Dr. Fitch also welcomed two elected officials from the Town of Lucama who were in attendance at the meeting – Patricia Uzzell and Brenda Blalock.
6. Under Superintendent's Report, Dr. Mills echoed Dr. Fitch and asked the Board members to consider donating to Operation Backpack. The goal is to collect 3,000 backpacks and details can be found on the WCS website or by contacting Amber Lynch. The distribution date is Saturday, August 18 from 9-11 a.m. at

Fike High. Doors open at 7 a.m. for those who would like to arrive early, and the distribution begins at 9 a.m. We are planning to seat families who arrive early in the auditorium.

Dr. Mills shared with the Board that since the last meeting, WCS was awarded a \$44,000 grant through the Healthcare Foundation of Wilson for Vegetable/Salad Bars in four of our schools beginning in the fall - the three traditional high schools and Speight Middle School. The bars will include all of the vegetables on the menu for that day and also ingredients for making a salad. Students and staff will serve themselves and can eat unlimited portions. We are grateful to the Healthcare Foundation for its commitment to the health and wellness of our students and staff. He also shared that WCS has a new website provider, and the district and school sites are under construction. He thanked Executive Director of Technology Donna Malloy, Senior Network Engineer Brian Wagner and Public Relations Director Amber Lynch for their work on the website.

Dr. Mills informed the Board that later in July or in early August, a ceremony will be held to unveil the new signage as Elm City Elementary School is renamed Frederick Douglass Elementary School. He also shared the Orientation dates and times for all schools, which are as follows:

- Elementary Schools
Thursday, August 23 from 4:30-6:30 p.m.
- Middle Schools
7th & 8th grades: Thursday, August 23 from 5:30-7:30 p.m.
6th grade: Tuesday, August 21 from 5:30-7 p.m.
- High Schools
10th-12th grades: Thursday, August 23 from 6:30-8:30 p.m.
9th grade: Wednesday, August 22 from 5:30-7 p.m.
- WECA and WAAT
Thursday, August 2
10th-13th grades: 8:30 a.m.- 5:30 p.m. (schedule pick-up)
9th grade: 6 p.m. in the Eagles Center for WECA and 6 p.m. in the Beddingfield auditorium for WAAT

Dr. Mills thanked Drew Wilson with *The Wilson Times* for his coverage of the WCS 2017-2018 Preliminary Performance Data. The district experienced increases across the board in performance, and Dr. Mills shared how proud he was of students and staff. Highlights of the preliminary results included:

Overall for EOG and EOC Combined:

- The system's performance increased overall from 48.5% to 57.3% proficient. (8.8 percentage points increase)

EOG:

- The system's performance increased overall from 47.4% to 58%. (10.6 percentage points increase)
- The system's performance in Reading increased from 45.3% to 55.1%. (9.8 percentage points increase)
- The system's performance in Mathematics increased from 43.4% to 55.9%. (12.5 percentage points increase)
- The system's performance in Science increased from 65.6% to 73.7%. (8.1 percentage points increase)

EOC:

- The system's performance increased overall from 53.1% to 54.3%. (1.2 percentage points increase)
- The system's performance in Math 1 overall decreased from 57.2% to 53.0%. (4.2 percentage points decrease)
- The system's performance in Math 1 for middle schools was 99.5%.
- The system's performance in Biology increased from 45.4% to 51.6%. (6.2 percentage points increase)
- The system's performance in English II increased from 55.2% to 58.4%. (3.2 percentage points increase)

Other Trends:

- Reading: Overall results improved for grades 4-8.
- Mathematics: Overall results improved for all grades 3-8.
- Science: Overall results improved for all grades (5 and 8).
- 18 out of 21 elementary and middle schools (Including -Daniels Alternative School) improved overall for Reading.
- 20 out of 21 elementary and middle schools (Including Daniels Alternative School) improved overall for Mathematics.
- 18 out of 21 elementary and middle schools (Including Daniels Alternative School) improved overall for Science.
- All middle schools improved overall at high levels in Math 1 with the exception of Daniels Alternative School.
- 4 out of 6 high schools (Including Daniels Alternative School) improved overall in Biology.
- 5 out of 6 high schools (Including Daniels Alternative School) improved overall in English II.

7. Under Public Input, no one addressed the Board during the Public Input section of the meeting.

8. Under Committee Meetings/Administrative Services Committee – Committee Chair Mr. Mercer shared that the committee met today to discuss one information item and one action item.

Under Contracts Requiring Board Notification, Board Policy 2500, *Contracts*, states that the Superintendent is authorized to enter into contracts involving amounts up to \$90,000, and the Superintendent shall report such contracts exceeding \$20,000 to the Board at its next regularly scheduled meeting. The following contract, which was less than \$90,000, was approved by Dr. Mills: a \$51,300 contract with J.P. Weaver to paint the exposed ceiling at Speight Middle School.

Under 2017-2018 Budget Amendments, the Board received information about budget amendments of the 2017-2018 State Public School Fund, Current Expense Fund, Federal Fund, Child Nutrition Fund, Trust and Agency Fund, Before/After School Care Program Fund and Local Special Revenue Fund budgets. General Statute 115C-434 authorizes the Board to make appropriations for the budget year.

Under Wilson Area School-Based Health Clinic (WASH) at Beddingfield High School and the Wilson Academy of Applied Technology (WAAT), at the February 2018 Board meeting, the Administration shared the proposed site location for the new WASH Clinic. However, when the mobile unit was delivered the location was determined not to be ideal. Several parents and Board members raised concerns. At a special Board meeting on June 29, 2018, the Board was presented with additional options for placement of the WASH unit with the intent of making a decision at the July Board meeting. The high cost associated with moving the unit must be absorbed by WCS.

The first option was to leave the mobile unit in its current location. The second option was to move it to the corner of the cafeteria and place it an angle, and the third option was to move it to the north of the student parking lot. The cost associated with the second and third options include handicapped accessibility and water and sewer line connection. Mr. Mercer made a motion, seconded by Mr. Farmer, to approve Option 2 for the placement of the WASH Clinic at Beddingfield and WAAT. The motion passed unanimously. Cameras and lighting will be placed around the unit to address safety concerns, and the walkway leading to the unit will be covered.

The clinic was funded through a grant from the Healthcare Foundation of Wilson and will be open in the fall to students at those schools and staff from the entire district. This is the second clinic the Healthcare Foundation has funded for WCS. The first is located inside Forest Hills MS.

Under Committee Meetings/Instructional Services Committee - Committee Chair Dr. Fitch shared that the committee met today to discuss eight action items.

Dr. Fitch turned the meeting over to Vice Chair Mr. Mercer for the purpose of receiving the report and carrying through the motions.

Under Changing the Format for Policy Revisions, the Administration recommended changing the format of WCS Board policies to align with the

North Carolina School Boards Association (NCSBA) for ease of reading. Dr. Fitch made a motion, seconded by Ms. Barnes, to change the format for policies to be in alignment with the NCSBA format and policies. The motion passed unanimously.

Under Policies 4400, 4705/7825, 4318, 4342, 3420, 3621, 4270/6145 and 4600, the Administration recommended waiving the second reading for these policies discussed under the Instructional Services Committee Report so that the policies would be in place for the first day of school in August. Dr. Fitch made a blanket motion, seconded by Ms. Barnes, to waive the second reading on Policies 4400, 4705/7825, 4318, 4342, 3420, 3621, 4270/6145 and 4600. The motion passed unanimously.

Under Policy 4400, *Attendance*, this policy is a revision of WCS Policy 6000, *Attendance*. The revised policy will align with North Carolina General Statutes and NCSBA policies. The Administration is recommending removal of WCS Policy 6121, *Tardiness*. The information previously found in Policy 6121 will be added to Policy 4400. The Instructional Services Committee asked the Administration to spell out within regulations excused absences for clarification in the future. Dr. Fitch made a motion, seconded by Mr. Farmer, to approve Policy 6000 be changed to Policy 4400 and be approved as amended. The motion passed unanimously. Dr. Fitch made a motion, seconded by Mr. Farmer, to repeal WCS Policy 6121, *Tardiness*. The motion passed unanimously.

Under Policy 4705/7825, *Confidentiality of Personal Identifying Information*, WCS recognizes the need to protect students and employees from the improper release of personal identifying information. This new policy will address confidentiality of personal identifying information and align with North Carolina General Statutes and NCSBA policies. The Administration is recommending removal of Policy 6022, *Social Security Number*. WCS no longer uses a student's social security number for identification. Dr. Fitch made a motion, seconded by Ms. Barnes, to approve Policy 4705/7825. The motion passed unanimously. Dr. Fitch made a motion, seconded by Ms. Boyette, to approve the repeal of WCS Policy 6022, *Social Security Number*. The motion passed unanimously. Board Member Beverly Boyette asked about changing social security numbers in student records. Assistant Superintendent Dr. Cheryl Wilson explained that we use student identification numbers instead of social security numbers. The social security numbers will be redacted with the approval of this new policy.

Under Policy 4318, *Wireless Communications*, this policy is a revision of WCS current Policy 6403, *Wireless Communications*. The revised policy outlines details for cell phone usage by students during the day and will align with North Carolina General Statutes and NCSBA policies. The Board asked the Administration to remove the words "and solely" on Line 32 when revising the policy. The sentence should read, "Students are personally ~~and solely~~ responsible for the security of their wireless communication devices."

Dr. Fitch made a motion, seconded by Ms. Barnes, to approve Policy 4318, with the recommended changes. The motion passed unanimously.

Under Policy 4342, *Investigations*, this policy is a revision of WCS current Policy 6600, *Investigations*. This revised policy will align with North Carolina General Statutes and NCSBA policies and support WCS Policy 4318, *Wireless Communications*. Dr. Fitch made a motion, seconded by Mr. Farmer, to approve Policy 4342. Dr. Fitch amended the motion, seconded by Mr. Farmer, to approve Policy 4342, renaming that *Student Searches*, to comply with state regulations and be in support of WCS Policy 4318, *Wireless Communications*. The motion passed unanimously. Board Member Gary Farmer asked Board Attorney Brian Shaw if principals had a right to confiscate a cell phone to access information during the investigation of an incident. Mr. Shaw explained that principals must have a reasonable basis to search a phone and cannot fish for information. Once they find what is needed on the phone, the search must end. Principals also need to have a witness, which may include the parent, present during the search of the cell phone. School Resource Officers can also conduct the search. Dr. Fitch asked the Administration to create a document outlining cell phone search procedures to be shared with principals, parents and the Board.

Under Policy 3420, *Student Promotion and Accountability*, this policy is a revision of WCS current Policy 5530, *Academic Expectations for Students*. The revised policy will align with North Carolina General Statutes and NCSBA policies. The Instructional Services Committee removed the following paragraph beginning on Line 220: "To the extent resources permit, the board will offer fee-based reading camp opportunities to students who have successfully demonstrated reading proficiency appropriate for a third grade student and to first and second grade students who have demonstrated appropriate developmental abilities in reading comprehension. Annually, the board will establish criteria for priority enrollment in its fee-based reading camps and will set the attendance fee at an amount not to exceed the statutory limit. The superintendent or designee shall notify interested parents of the application procedure for the fee-based reading camps." Dr. Fitch made a motion, seconded by Mr. Farmer, to approve Policy 3420, *Student Promotion and Accountability*. The motion passed unanimously.

Under Policy 3621, *Interscholastic Athletic Eligibility*, this policy is a revision of WCS current Policy 6802, *Interscholastic Athletic Eligibility*. The revised policy will align with North Carolina General Statutes and NCSBA policies. The revisions include the requirement that students must have been in daily attendance 85 percent of the previous semester and met all eligibility standards in order to participate in athletics. Dr. Fitch made a motion, seconded by Mr. Farmer, to approve Policy 3621, *Interscholastic Athletic Eligibility*. The motion passed unanimously.

Under Policy 4270/6145, *Concussion and Head Injury*, this policy is a revision of WCS current Policy 6803, *Concussion and Head Injury*. The revised policy will align with North Carolina General Statutes and NCSBA

policies. The revisions address a student's return to the classroom setting after a concussion and also requires each high school to have a licensed athletic trainer or first responder. Dr. Fitch made a motion, seconded by Mr. Farmer, to approve Policy 4270/6145, *Concussion and Head Injury*. The motion passed unanimously.

Under Policy 4600, *Student Fees*, this policy is a revision of WCS current Policy 6805, *Student Fees*. The revised policy will align with North Carolina General Statutes and NCSBA policies. Dr. Fitch made a motion, seconded by Mr. Farmer, to approve Policy 4600, *Student Fees*. The motion passed unanimously.

Vice Chair Mr. Mercer turned the meeting back over to Dr. Fitch.

9. At 8:53 p.m., Mr. Farmer made a motion, seconded by Ms. Barnes, that the Wilson County Board of Education go into closed session to consider confidential personnel matters as provided in N.C.G.S. 143-318.11(a)(1) and (6) and 115C-319 through 321; to consider confidential student matters as provided in N.C.G.S. 143-318.11(a)(1) and N.C.G.S. 115C-402 and the Family Educational Rights and Privacy Act, 20 U.S.C. 1232g; to establish or give instructions concerning the Board of Education's negotiating position concerning a potential acquisition and/or lease of real property, as provided in N.C.G.S. 143-318.11(a)(5); and to consult with the Board of Education attorney and preserve the attorney-client privilege as provided in N.C.G.S. 143-318.11(a)(3). The motion passed unanimously.

At 10:07 p.m., Mr. Farmer made a motion to reconvene to open session. The motion, seconded by Mr. Mercer, passed unanimously.

10. Under Committee Meetings/Human Resources Services Committee – Policies 5015 and 7340, the Administration recommended waiving the second reading for these policies under the Human Resource Services Committee Report so that the policies would be in place for the first day of school in August. Ms. Flinn made a blanket motion, seconded by Ms. Barnes, to waive the second reading of Policy 5015, *School Volunteers* and Policy 7340, *Employee Dress and Appearance*. The motion passed unanimously.

Under Policy 5015, *School Volunteers*, this policy is being recommended to replace WCS Policy 5421, *School Volunteers* and Policy 5422, *Standards for School Volunteers*. The new policy aligns with North Carolina General Statutes and NCSBA policies. Ms. Barnes made a motion, seconded by Mr. Mercer, to approve Policy 5015, *School Volunteers*, that will replace Policy 5421, *School Volunteers* and 5422, *Standards for School Volunteers*. The motion passed unanimously. Ms. Boyette made a motion, seconded by Ms. Powell, to repeal Policies 5421, *School Volunteers* and 5422, *Standards for School Volunteers*, as they have been replaced by Policy 5015. The motion passed unanimously.

Under Policy 7340, *Employee Dress and Appearance*, this policy is being recommended to replace WCS Policy 3006/4006, *Staff Dress and Appearance*. The

new policy aligns with North Carolina General Statutes and NCSBA policies. It was the Board's consensus to add item #8 to the new policy that reads, "making accommodations for those employees who because of a sincerely held religious belief, cultural heritage, or medical reason request a waiver of a particular part of this policy for dress or appearance." Ms. Barnes made a motion, seconded by Mr. Farmer, to approve Policy 7340, *Employee Dress and Appearance*, to replace Policy 3006/4006 and that we add the eighth bullet to the legal language as found in the previous policy. The motion passed unanimously.

Reporting from closed session, Mr. Farmer made a motion, seconded by Ms. Powell, to approve the closed session minutes of the June 11, 2018, Regular Board Meeting, and June 29, 2018, Special Board Meeting, but not to release for public inspection because of confidential personnel matters. The motion passed unanimously.

Ms. Flinn made a motion, seconded by Mr. Mercer, to approve the Inter-district Reassignment Requests as presented by the Administration. The motion passed unanimously.

Under Committee Report/Human Resource Services, Mr. Farmer made a motion, which was seconded by Ms. Boyette, to approve the personnel recommendations as presented by the Administration. The motion passed unanimously.

ACTION ITEMS

The Board approved the following certified and classified positions, as well as the attached list of Substitute to be Reapproved, Coaches and One-Year Teacher Contracts.

Administrative

Wilson, Cheryl Dr.-Associate Superintendent

Certified

Blackman, Michael-CTE-Carpentry Teacher
Boykin, Abby-Art Teacher
Brown, Elaine-3rd Grade Teacher
Bunch, Shelia-Kindergarten Teacher
Bushby, Michele-5th Grade Teacher
Colbert, Suzanne-6th Grade Math Teacher
Dickerson, Janella (Lateral Entry)-CTE Business Marketing Teacher
Evans, Shayla-Science Teacher
Griffin, Morgan-Kindergarten Teacher
Holmes, Yolanda (Lateral Entry)-Kindergarten Teacher
Howell, Karen-1st Grade Teacher
Jack, Emily-2nd Grade Teacher

Kessler, Amanda-English Teacher
Maddrey, Christie (Lateral Entry)-Public Safety/Law Enforcement Teacher
Moore, Joshua (Lateral Entry)-English Teacher
Nichols, Charity-6th Grade ELA Teacher
Parker, Antonia (Lateral Entry)-5th Grade Teacher
Prince, Heather-Kindergarten Teacher
Stancil, Morgan (Lateral Entry)-Art Teacher
Tew, Anna-School Counselor
Ward, Tanekqua-1st Grade Teacher
Wilkins, Wendy-Social Studies Teacher

Classified

Davis, Shemika-EC Teacher Assistant
Dickens, Barbara-School Secretary
Faulkwell, James-Technology Technician II
Locklear, Trystal-Substitute Custodian
Spell, Pamela-Substitute Custodian
Yallum, LaTeisha-School Security

INFORMATION ITEMS

The Board received the following personnel list as information.

Certified

Blackmon, Wendy-Resignation
Daly, Thomas-Retirement
Daniel, Margaret-Resignation
Fortner, Sherri-Resignation
Freedman, Michael-Retirement
Harris, Tiara-Resignation
Henry, Kristie-Resignation
Johnston, Cameron-Resignation
Kelly, Virginia-Retirement
Leiva, Pamela-Resignation
Lewis, Najiyah-Resignation
Limberty, Kaylee-Resignation
Moore, Ranisha-Resignation
Nixon, Dylan-Resignation
Rengifo, Erika-Resignation
Rollins, Blakely-Resignation
Schwengels, Elizabeth-Resignation

Classified

Hall, Dawn-HR Specialist for Employee Support and Benefits-Resignation
Harper, Sharea-Resignation
Perkins, Omar-Resignation
Wright, Soraya-Resignation

Dismissals

Taylor, Jamil-Custodian

11. There being no further business at 10:19 p.m., Mr. Farmer made a motion, seconded by Mr. Mercer, to adjourn the meeting. The motion passed unanimously.



Dr. Christine L. Fitch, Chairman



Dr. Lane B. Mills, Secretary