

MINUTES OF  
THE WILSON COUNTY BOARD OF EDUCATION MEETING  
DECEMBER 19, 2018

The Wilson County Board of Education held its regular meeting on Wednesday, December 19, 2018, at 7:30 p.m. in the Administrative Offices, 113 N. Tarboro Street. This meeting was rescheduled from Monday, December 10, 2018, due to inclement weather. 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  
Rhyan Breen  
Beverly Boyette  
Gary Farmer  
Debora Powell  
Dr. Lane B. Mills, Secretary

Others present were Assistant Superintendent Eric Davis and Associate Superintendent Dr. Cheryl Wilson, as well as Board Attorney Richard Schwartz. 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 27 citizens in attendance.

1. After calling the meeting to order, Chairman Fitch amended the agenda under Administrative Services Committee by moving the information item AR Code: 1510/4200/7270 *School Safety: Responding to Bomb Threats*, to the closed session portion of the meeting; and adding an update on the Wilson Area School-Based Health Center (WASH) at Beddingfield High School to the agenda. Dr. Fitch called for approval of the amended agenda. Ms. Powell made the motion, seconded by Mr. Mercer, that the Board approve the agenda as amended. The motion passed unanimously.
2. Dr. Fitch introduced Caroline Quinn, clerk of superior court for Wilson County, who administered the oath of office to newly elected Board member Rhyan Breen, District 7. Dr. Fitch also introduced Linda Horrison, administrative assistant to the Superintendent and Board clerk, who, acting as a notary public, administered the oath of office to reelected Board members Debora Powell, District 1; Dr. Christine Fitch, District 3; and Beverly Boyette, District 5. All four were elected to serve four-year terms. (Oaths of office attached)
3. Board Policy 1200, *Designated Officers*, states the designated officers of the Board shall be Chairman and Vice Chairman. The officers shall be elected annually at the organizational meeting of the Board.
  - a. Dr. Fitch turned the meeting over to Superintendent Dr. Lane Mills for the election of a chairman for the coming year. Dr. Mills opened the floor for nominations for chairman. Mr. Mercer nominated Dr. Fitch. Mr. Mercer's motion, seconded by Ms. Powell, to close the nominations for chairman and election by acclamation passed

unanimously.

- b. Dr. Mills then turned the meeting over to elected Chairman Fitch for the election of a vice chairman for the coming year. Dr. Fitch opened the floor for nominations. Mr. Farmer nominated Henry Mercer for vice chairman. Mr. Farmer's motion, seconded by Ms. Barnes, to close the nominations for vice chairman and election by acclamation passed unanimously.
4. At Dr. Fitch's request, Ms. Powell led the Pledge of Allegiance that was followed by a moment of silence.
5. Dr. Fitch presented for approval the minutes of the November 19, 2018, Regular Board Meeting, and December 5, 2018, Special Board Meeting. Ms. Barnes made the motion, seconded by Mr. Mercer, that the Board approve the minutes of the November 19, 2018, Regular Board Meeting. The motion passed unanimously. Ms. Barnes made the motion, seconded by Ms. Powell, that the Board approve the minutes of the December 5, 2018, Special Board Meeting. The motion passed unanimously.
6. Under Good News Presentations, Dr. Mills, with the assistance of Ms. Barnes, recognized the following groups and individuals:
  - Wilson Rotary Club – They were unable to attend the meeting and will be recognized at the January meeting.
  - Character Education Award – Israel Duron, Senior at Fike High School - Responsibility
    - \* Schwartz and Shaw provides \$25 gift cards to students and staff who are recognized for good character. We are grateful for this kind gesture!
7. Under Chairman's Report, Dr. Fitch thanked the Wilson Education Partnership for awarding mini-grants to 23 of our educators and Brewmasters for its Adopt a Classroom initiative that fulfilled wish list items for teachers. Dr. Fitch shared that she attended Smart Cookies on December 11 at Gardners Elementary with a selected group of students and the school's Teacher of the Year - Instructional Coach Ginger Garrou. Board Member Velma Barnes will attend the upcoming Smart Cookies on January 15 at Hearne Elementary and Debora Powell will attend at Lee Woodard Elementary on January 17. Dr. Fitch thanked Chick-fil-A for its continued support of Smart Cookies. She also thanked Deputy Johnnie Coleman for 29 years of service with the Wilson County Sheriff's Office. Deputy Coleman has served as a School Resource Officer for many years and is retiring at the end of December. Dr. Fitch thanked him for his presence in our schools and also for providing security at Board of Education meetings and graduation ceremonies.

Dr. Fitch also recognized Assistant Superintendent of Human Resources Eric Davis for serving Wilson County Schools (WCS) since 2012. Mr. Davis begins a new career as the Harford County Schools Chief of Administration in Maryland on January 2. "We are sad that Mr. Davis is leaving us for new endeavors, and we thank him for everything he contributed to Wilson County Schools. He made this a better place." Dr. Fitch also

extended holiday greetings to the entire WCS Family.

8. Under Superintendent's Report, Dr. Mills thanked the Board for their flexibility to meet on December 19 since the December 11 meeting had to be rescheduled because of inclement weather. He welcomed Mr. Breen to the Board and thanked Robin Flinn for her service to District 7. Dr. Mills also congratulated the re-elected members. He noted that most of the members had served for many years, which helps with continuity.

Dr. Mills shared that since the last Board meeting, the North Carolina School Boards Association (NCSBA) Conference was held in Greensboro and several Board members along with Administrative Assistant to the Superintendent/Board Clerk Linda Horrison were recognized. The Board received the Gold Bell Award for the amount of training completed last year. Also, Mr. Mercer, Ms. Boyette, Ms. Powell, Mr. Farmer and Dr. Fitch received certificates based on the number of training hours they have accumulated over the years. Ms. Horrison received the NCSBA Certificate of Excellence for successful completion of the professional certification program requirements for Board assistants during the 2017-2018 academic year.

Dr. Mills also shared with the Board details about a new initiative with Chick-fil-A in the middle schools called *Food for Thought*. The program encourages seventh-graders to consider healthy options at fast food restaurants. The first *Food for Thought* event was November 28 at Forest Hills Middle. Students were selected to attend a lunch and presentation led by Chick-fil-A Director of Community Tracy Wellington. Chick-fil-A now has an initiative at every level in our schools. They partner with us for *Smart Cookies* in the elementary schools, *Food for Thought* in the middle schools and *Chick-fil-A Leader Academy* in the high schools.

Dr. Mills updated the Board that he attended the North Carolina School Superintendents Association leadership conference November 28-30 in Greensboro, which is always an informative conference. Dr. Mills reminded the Board that there were only two more days left in the first semester before Christmas Break. Dr. Mills said that he is proud of the hard work of the middle and high school students who are taking exams. He shared that it's also a festive time of year with Christmas activities, concerts and parties. For the second year, he asked elementary students to design the Christmas cards that he sends out across the state. This year, he selected artwork from Kayla Eatmon, a kindergartner at Wells Elementary; Dulce Rodriguez, a fourth-grader at Vick Elementary; and Victoria Gabus, a fourth-grader at Lucama Elementary. He also thanked Anita's Marketing for designing the cards.

Dr. Mills also recognized Deputy Johnnie Coleman for his years of service and upcoming retirement. He thanked him for being the quintessential role model for what every SRO should be and shared that administrators and other leaders rave about the way Deputy Coleman mentors students. "You will always be a part of our Wilson County Schools Family, Deputy Coleman."

Dr. Mills thanked Eric Davis for his years of service and congratulated him on his new position back home in Maryland. Dr. Mills also reminded everyone that Friday is an early release day for students and wished everyone a safe and relaxing holiday season with family and friends.

9. Under Public Input, Jessica Satterfield addressed the Board during this section of the Meeting. Ms. Satterfield, a parent of a child in the Spanish Immersion Program at Frederick Douglass Elementary, gave the Board a brief update on the program. She asked the Board to reconsider its decision to only offer the program in kindergarten through fourth grades and to expand it to fifth grade as well. She also asked the Board to address the issue in a timely matter so fourth-grade parents could make a decision about where their child would attend fifth-grade. Dr. Fitch asked that the matter be placed on a future Instructional Services Committee Meeting agenda for discussion.
10. Under Committee Meetings/Administrative Services Committee – Committee Chair Mr. Mercer shared that the committee met today to discuss one information item and two action items.

Under 2018-2019 Budget Amendments, General Statute 115C-434 authorizes the Board to make appropriations for the budget year. Budget amendments for State Public School Fund, Federal Fund and Local Special Revenue Fund were presented by the Administration. Mr. Mercer made the motion, seconded by Ms. Boyette, to approve the 2018-2019 Budget Amendments 102, 302 and 802. The motion passed unanimously.

Under Capital Projects for 2018-2019, the Administration presented a proposed list of projects for the 2018-2019 school year totaling \$1,000,000. The list included repaving at Lee Woodard Elementary and Gardners Elementary; purchasing an activity bus; replacing windows at Winstead Elementary; and replacing a portion of the roofs at Hearne Elementary, Vick Elementary and the Transportation Department. Mr. Mercer made the motion, seconded by Ms. Boyette, to approve the capital projects for 2018-2019, with the window replacement at Winstead Elementary being removed at this time to be brought back to the Board for more options. The motion passed unanimously. The Board will discuss the replacement of windows at Winstead Elementary at a future meeting.

Under Committee Meetings/Instructional Services Committee - Committee Chair Dr. Fitch shared that the committee met today to discuss four information items and one action item.

Under Day Treatment at Daniels, the Board received information about a Day Treatment Program set to begin at Daniels Learning Center in January. The treatment services will be provided by NC Pride, a company that currently provides licensed therapists in individual schools. The Day Treatment Program will serve existing middle and high school students at Daniels with the hope of expanding the services to non-Daniels students and elementary-aged students in the future. Parents must agree to the services before students can participate. NC Pride will provide two full-time licensed therapists to serve students. At this time, between 12-15 students at Daniels qualify for the service.

Under Homeschool Initiative, the Board received information about a plan to offer online courses to homeschool students who are in high school. The iSchool would be free for the homeschool students and offer them access to the online courses currently offered through Edgenuity, which is the virtual school platform WCS uses in its high

schools for students wishing to take online courses. Many of the courses also provide both high school and college credit. At this time, the plan is to offer the iSchool during the second semester and to give the homeschool students the option of taking the courses from their homes or in a computer lab on the campus of Wilson Early College Academy.

Other school districts across the state have opened similar iSchools with great success. The homeschool students do not enroll in WCS - they remain homeschool students. However, WCS does get to count them in enrollment numbers if they sign up for two classes. A school system's budget is based on the number of students who are enrolled. Offering an iSchool is a win-win for both homeschool families and WCS. The homeschool families receive high-quality online courses at no cost, and WCS is able to count the students in enrollment numbers.

Under Targeted Support and Improvement (TSI), the Board received information about the Targeted Support and Improvement (TSI) schools. The federal *Every Student Succeeds Act* mandates states to identify schools in need of additional support for underperforming subgroups of students and to identify them as TSI schools. A subgroup is a group of students who share similar characteristics, such as racial or ethnic identification, socioeconomic status, physical or learning disabilities or language abilities. Only 15 students are needed to create a subgroup. The student subgroup that has the most difficulty meeting test requirements is the Students With Disabilities (SWD) subgroup. A school with a SWD subgroup has a 90 percent chance of being on the TSI list.

WCS had incredible performance data last school year and for the past two years, has seen the highest gains of any other school district in the state. However, there are small subgroups of students in 13 schools in need of additional support. The schools have three years to improve outcomes for the subgroups. Funding is only provided for the first year and cannot be spent on teachers. Each school is required to develop a comprehensive plan that specifically addresses how it will improve student achievement and how the district will support and monitor its progress. The schools are also required to send a letter to school families with details of the plan.

In just a few short months, Barnes Elementary and Vick Elementary have already met the requirements and many of the other 11 schools are close. However, they still remain on the TSI list for three years.

Under P3 Campus, the Board received information about the plan to roll out an anonymous tip line in the middle and high schools. WCS utilized funds from a safety grant to hire P3 Campus to provide the tip line service. P3 Campus is an anonymous tip reporting solution designed specifically for the educational community. Students and staff can use the solution to anonymously report a wide range of concerns - from mental health issues to threats of violence - by using the P3 Campus mobile app or through a web browser at [www.P3Campus.com](http://www.P3Campus.com). Training will be held soon with principals and School Resource Officers with the intent of rolling out the program later in January.

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

Under New High School Course Offerings, new high school courses will be incorporated into the high school curriculum guide. These new courses address student interest and strengthen the Wilson County Schools curriculum offerings. Dr. Fitch made a motion, seconded by Ms. Powell, to approve the courses Firefighter Technology I, Firefighter Technology II, Firefighter Technology III, and Fashion Merchandising. The motion passed unanimously.

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

Under Committee Meetings/Human Resources Committee - Committee Chair Mr. Farmer shared that the committee met today to discuss an information item.

Under Grants, the Board received information about three recent grants. WCS was awarded a School Mental Health Personnel Grant in the amount of \$65,733 from the NC Center for Safer Schools to fund one school social worker position. WCS was also awarded a grant from the Healthcare Foundation of Wilson (HCF) to fund a grant writer to secure grant funding for our schools. HCF and WCS agreed to shift the grant funds that were originally earmarked for a high ropes course to the grant writer position after insurance concerns kept stalling the construction of the ropes course. WCS also received a grant in the amount of \$33,000 to help fund a portion of the salary for a School Resource Officer at Toisnot Middle.

11. Under Discussion/Action Items, the Board is in the process of reviewing all of its policies to align with NC General Statutes and the North Carolina School Boards Association policies. The Administration presented the following policies:

- Policy 1710/4021/7230, *Prohibition Against Discrimination, Harassment and Bullying* – Second Reading
- Draft Policy 1720/4015/7225, *Discrimination, Harassment and Bullying Complaint Procedure* – Second Reading
- Policy 1740/4010, *Student and Parent Grievance Procedure* – Second Reading
- Draft Policy 1760/7280, *Prohibition Against Retaliation* – Second Reading
- Policy 2310, *Public Participation at Board Meetings* – Second Reading
- Policy 3410, *Testing and Assessment Program* – Second Reading
- Policy 7910, *Retirement* – Second Reading
- Draft Policy 9010, *Site Selection* – Second Reading
- Policy 9020, *Facility Design* – Second Reading
- Policy 9030, *Facility Construction* – Second Reading
- Draft Policy 9115, *Prequalification of Bidders for Construction Projects* – Second Reading
- Draft Policy 9130, *Supervision of Construction Contracts* – Second Reading
- Policy 9205, *Pest Management* – Second Reading
- Draft Policy 9210, *Care and Maintenance of Grounds and Outdoor Equipment* – Second Reading
- Draft Policy 9220, *Security of Facilities* – Second Reading

Ms. Boyette made the motion, seconded by Ms. Powell, that the Board adopt all policies recommended under item 11, except for the first Policy 1710/4021/7230,

*Prohibition Against Discrimination, Harassment and Bullying*, on the second read and as indicated in the recommended precis sheet, all subsequent old policies be rescinded. The motion passed unanimously.

Mr. Breen made the motion, seconded by Mr. Mercer, to table Policy 1710/4021/7230, *Prohibition Against Discrimination, Harassment and Bullying*. The motion passed unanimously. This will give the Board attorney time to complete additional research.

12. Under Wilson Area School-Based Health Center (WASH) at Beddingfield High School Update, the Board received an update on WASH at Beddingfield High. The brick siding around the mobile unit that houses the clinic has been added, and the electricity, network connections, plumbing and HVAC system installations are complete. The next step is to complete the decking and pour the concrete walkways. The Wilson County Manager's Office and the Healthcare Foundation of Wilson have offered WCS the mobile unit to keep, which requires Board approval and a Certificate of Occupancy.

Ms. Barnes made the motion, seconded by Mr. Mercer, to authorize the Superintendent to move forward with the conversations regarding the ownership of the WASH unit. The motion passed unanimously.

13. At 8:56 p.m., Mr. Farmer made the 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 formulate plans by the Board relating to emergency response to incidents of school violence as provided in N.C.G.S. 143-318.11(a)(8); 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 was amended to add, "and 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". The amended motion passed unanimously.

At 11:06 p.m., Mr. Farmer made the motion to reconvene to open session. The motion, seconded by Ms. Barnes, passed unanimously.

14. Reporting from closed session, Ms. Barnes made the motion, seconded by Ms. Powell, to approve the Inter-district Student Reassignment Requests as presented by the Administration. The motion passed unanimously.

Mr. Farmer made the motion, seconded by Ms. Powell, to approve the closed session minutes of the November 19, 2018, Regular Board Meeting, and/or do not release the minutes for public inspection because of confidential personnel matters. The motion passed unanimously.

Under Committee Report/Human Resource Services, Mr. Breen recused himself from all personnel recommendations because of a relative on the list. Ms. Boyette made the motion, seconded by Mr. Mercer, to recuse Mr. Breen from the personnel recommendation vote. The motion passed unanimously.

Mr. Farmer made the motion, seconded by Ms. Powell, to approve the personnel

recommendations as presented by the administration. The motion passed 6:0, with Mr. Breen being excused from the vote.

Ms. Boyette made the motion, seconded by Mr. Mercer, to approve the second amendment to the Superintendent's contract as presented. The motion passed unanimously.

Ms. Barnes made the motion, seconded by Ms. Powell, to approve the first amendment to Associate Superintendent Dr. Cheryl Wilson's contract as presented. The motion passed unanimously.

### **ACTION ITEMS**

The Board approved the following certified and classified positions, as well as Substitutes to be Re-approved, Substitute Teachers and Coaches.

#### **Administrative**

Dawson, Dr. Wanda-Interim Assistant Superintendent of Human Resource Services

#### **Certified**

Hatchett, Alia-EC Teacher  
Ward, Jessica-Wolfpack WORKS Interventionist

#### **Classified**

Shirley Renatha-Pre-K Teacher Assistant  
Ward, Brenda-Bus Driver

#### **Substitutes to be Re-approved**

Guillen, Shauna-Substitute

#### **Substitute Teachers**

Boykin, Allison-Substitute  
Joyner, Derris-Substitute

#### **Coaches**



Bedford, Charles (V)-Baseball (Elm City Middle)  
Flowers, Doug-Head Baseball (Elm City Middle)  
Hopkins, Allen (V)-Boys Basketball (Toisnot Middle)  
Jones, Bobby-Assistant Athletic Director (Fike High)  
Phillips, Alvin Ray (V)-Boys Basketball (Toisnot Middle)  
Richardson, Larry (V)-Basketball (Forest Hills Middle)  
Willingham, Wayne (V)-Basketball (Elm City Middle)

**INFORMATION ITEMS**

The Board received the following personnel list as information.

**Certified**

Bass, Michelle-Resignation  
Breen, Mahalia-Resignation  
Hendee, Kathlyn-Resignation  
Logan, Elizabeth-Resignation  
Maddrey, Christie-Resignation

**Classified**

Pierce, Courtney-Resignation  
Virgil, Stephan-Resignation  
Webb, Linda-Retirement

**Dismissal**

Lucas-Collins, Ricci-Bus Driver

13. There being no further business at 11:11 p.m., Ms. Boyette made the motion, seconded by Mr. Farmer, to adjourn the meeting. The motion passed unanimously.



Dr. Christine L. Fitch, Chairman



Dr. Lane B. Mills, Secretary