MOORE COUNTY BOARD OF EDUCATION Work Session / Regular Business Meeting October 8, 2018

MINUTES

The Moore County Board of Education met at Central Office in Carthage on Monday, October 8, 2018, at 4:30 pm for a work session and regular business meeting.

The following Board members were present:

Dr. Betty Brown	Stacey Caldwell
Elizabeth Carter	Ed Dennison
Helena Wallin-Miller	

Also present for the meeting were Chief Officer of Academics and Student Support Services, Tim Locklair, Assistant to the Board Sonya Potter, senior staff members Anita Alpenfels, Catherine Murphy, John Birath and Mike Bundy; and (for the Board meeting only and not the work session) Board Attorney Neal Ramee.

WORK SESSION

I. CALL TO ORDER

Chair Helena Wallin-Miller called the meeting to order at 4:30 pm.

Ed Dennison made a motion to approve the work session agenda. Dr. Betty Wells Brown seconded, and the motion carried 4-0.

II. REPORTS, INFORMATION AND DISCUSSION OF PENDING ACTION

The following was presented to the Board for information and discussion:

A. Schematic Design Presentation of Additions and Renovation to the North Moore <u>High School:</u> John Birath and Tom Berg presented the Schematic Design Presentation of Additions and Renovation to the North Moore High School During its June 4, 2018 Work Session, the Board approved the selection of the design firm, Morris Berg Architects, to design the additions and renovation to North Moore High School. The design team has performed site investigation and measurements of the existing gymnasium, held meetings with school staff to define needs in the new and renovated spaces, and developed a schematic floor plan that meets the needs. Mr. Berg presented the schematic plan and discussed the process that led the proposed solution. Mr. Berg reviewed the schedule with the Board, discussed the budget and next steps to be taken.

Stacey Caldwell arrived at approximately 4:44 pm.

REGULAR BUSINESS MEETING

III. CLOSED SESSION

Elizabeth Carter presented the motion for the Board to enter closed session to discuss confidential personnel matters and to consult with the Board attorney and preserve the attorney-client privilege pursuant to G.S. 143-318.11(a)(1), (a)(3), (a)(5), and (a)(6), including a discussion of Chambers v. Moore County Schools, 18-CV-134 (Middle District North Carolina). Dr. Betty Wells Brown seconded, and the motion carried 6-0.

The Board returned to open session at approximately 6:30 pm.

Elizabeth Carter made a motion to approve the regular business meeting agenda. Dr. Wells Brown seconded, and the motion carried 6-0.

IV. PLEDGE, INSPIRATION, MOMENT OF SILENCE AND RECOGNITIONS

Kevin & Kelvin Utley, kindergarten students, Aberdeen Primary School led the Board and audience in the Pledge of Allegiance.

Phineas Crews, 1st grader, Aberdeen Primary School delivered words of inspiration.

The Board and audience observed a moment of silence.

RECOGNITIONS

Bruce Cunningham, Board Member, presented the following Recognitions while Chair Helena Wallin-Miller and Vice Chair Elizabeth Carter presented certificates:

- Mectio Mulla Certified Staff, Crain's Creek Middle School
- Lora Friede Support Staff, West Pine Elementary School
- Genelle McDonald Volunteer, Cameron Elementary School
- Dynasty Collins Student, Community Learning Center at Pinckney

Also being recognized in the Superintendent's Monthly Report for their work during Hurricane Florence are:

- Bradley Garner, Maintenance Director
- Jan Lovelady, Child Nutrition Director
- Kevin Griffin, Transportation Director
- Kendt Eklund, Technology Director

V. PROGRAM HIGHLIGHT

The Program Highlight "Digital Teaching and Learning Grants" was presented by Steve Johnson, Assistant Director of Technology and Lee Ann Holmes, STEM Grant Coordinator. In June of 2018, Moore County Schools was awarded 2 Digital Teaching and Learning grants from the state of North Carolina, totaling \$441,849.00. The first, the Innovation Academy Grant, will target grades K-5. The second, the Implementation Grant, will target grades 6-12. This presentation highlighted the positive impacts that these grants will have on Moore County Schools as well as the state of North Carolina, as Moore County Schools continue to lead in the area of innovative use of digital learning. A brief power point was presented.

VI. CONSENT AGENDA

Ed Dennison made a motion to approve the consent agenda. Elizabeth Carter seconded, and the motion carried 6-o. The Consent Agenda consisted of the following items:

- School Improvement Plan Presentations
- Low Performing Schools' Plans for Improvement
- Bid <u>Results</u> and Award of Bid for Water and Sewer Service for the New Elementary School on Camp Easter Road
- Out-of-State Field Trips
- Board Minutes

 September 4, 2018
 September 10, 2018
- Personnel Report

VII. SUPERINTENDENT'S REPORT

Dr. Grimesey was unable to attend the October 8, 2018 Board meeting. Chief Officer for Academics and Student Support Services, Tim Locklair presented the Superintendent's Report on behalf of Dr. Grimesey with the following information: Madame Chairman and members of the Board, tonight's report highlights the valuable contributions made by our employees whose work prior to, during and following Hurricane Florence mitigated the storm damage and enabled our students to have relatively speedy return to school. Our students' safety, good health and welfare represent the essential first steps toward their academic achievement. They must have safe, hygienic and functional classroom environments in which to learn, safe modes of transportation to and from school, and safe and nutritious food to eat. Most of the work to satisfy such student needs is done by Moore County School employees who generally work behind the scenes. In many ways, their work may seem routine until an event like a devastating hurricane shines a spotlight on their contributions. Our formal preparations for the storm were triggered by Moore County's declaration on Tuesday, September 11 that a state of emergency would go into effect as of 5 p.m., Wednesday, September 12. Moore County Schools' role in response to that state of emergency was to ensure that all students and employees were released and all school buses were off the road by 5 p.m. on Wednesday and throughout the day on Thursday. Reducing school-related traffic enabled County service vehicles, first responders and local utility provider's greater freedom to engage in their preparations in advance of the storm. As you will see, the early release also enabled many MCS employees to engage in their own preparations in advance of the storm. Those critical steps taken by many of our employees contributed greatly to the mitigation of damage and the speedy return of our students to school after the storm. I'd like to start by highlighting the work of our Transportation Department. As I do, I would like our Director of Transportation, Kevin Griffin, to stand with me and to represent all members of his department who served so admirably in response to Hurricane Florence. Ahead of the storm, school buses were parked away from trees and low-lying areas. As a result, no buses were flooded or damaged by the storm. Transportation supervisors and specialists remained in contact with the County Emergency Operations Center to stay up-to-date on various road closures and flooded

areas so that routes could be revised and then communicated to school bus drivers and school principals. This was a moving target even several days after the storm as rivers and creeks crested and then receded. Our technicians worked tirelessly to ensure buses were operational and state-required inspections were conducted before schools opened again. In all, 15 bus routes were impacted and had to be rerouted for at least several days following the storm.

Now I would like our Director of Maintenance, Bradley Garner, to stand with me as representative of everyone in his department. In preparation for the storm, the Maintenance Department inspected roofs at all of our buildings, cleared roof drains, gutters and storm drains, and made sure canopies were secure. They placed sandbags at 13 schools that were most vulnerable to flooding. At the height of the storm on Saturday and Sunday, maintenance staff members continued to inspect schools and other facilities to assess the conditions. Sadly, as one of our maintenance staff members reported to me, one of their responsibilities was to replace numerous sand bags that had been stolen during the storm. On Monday, September 17, maintenance teams were deployed to all schools to document all damages. There were numerous roof, window, door and wall leaks. Floors were replaced in the JROTC building at Union Pines High School and in the daycare building at Vass-Lakeview Elementary. Four of our carpenters spent 4½ days replacing damaged roof shingles at six of our schools. Fallen trees were removed at four of our schools. Damaged ceiling tiles were replaced throughout the district and floors were cleared of water and debris.

Next I would like our Director of Technology, Kendt Eklund, to stand with me and represent everyone in his department. The Technology Department took several preventive measures ahead of the storm. It shut down all of the district servers and left a minimal set of core communications equipment running. During Hurricane Matthew in 2016, the district's data center suffered damage from a significant leak. So extra precautions were taken in advance of Florence to prevent damage in the event of more leaking. Power to the data center was lost on the Sunday during the storm. So technology staff members continued to communicate with maintenance and operations staff who were working directly with Duke Energy to restore the power by Monday afternoon. Full data center operations were restored by late that evening, allowing the September payroll to be processed on Tuesday. Once the data center was up and running, technology staff members fanned out district-wide to inspect network access at all of our schools. Apart from damaged fiber at one school building, all network access was restored and ready for students when they returned on September 21.

I hope you noted that I reported that payroll was processed on Tuesday, September 18. So let me pause and thank Mike Bundy, on behalf of the department of budget and finance, for his employees' diligence in making sure that all of their fellow employees were paid on time in September.

Finally, I'd like to highlight the work of our Child Nutrition Department. To that end, I would like to ask Jan Lovelady, our Director of Child Nutrition Services, to stand with me as representative of everyone in her department. All of our school-based child nutrition managers performed detailed food inventories ahead of the storm to anticipate what our losses might be and what would be available to share between schools, should the need arise. Five schools lost all refrigerated and frozen foods and 12 schools lost all items in coolers and ice cream freezers. Some food also was lost at the Child Nutrition warehouse due to power loss, but the majority of our USDA commodities were saved.

Twenty-five cafeteria staff members came out to help move food between eight locations to ensure sufficient food would be available when students returned to school. They even put the superintendent to work. Countywide, Child Nutrition services suffered more than \$15,000 in losses of refrigerated and frozen food, less than what might have been lost had it not been for their pre-storm preparation. Moreover, vendors who deliver food also were impacted by the many washed out roads across the state. Despite these significant challenges, our child nutrition department was prepared to provide our students with nutritious meals when they returned to school on September 21.

The storm, our need to prepare for it and our need to recover from it, caused a total loss of 37 instructional hours. Rather than wait for the General Assembly to pass legislation to allow for calendar flexibly, we felt as a district it was vitally important that we restore our students' daily routines and resume their learning as soon as possible. Therefore, with your blessing, we converted September 28 and October 26 from early release days to full instructional days. A lot of our teachers gave us great positive feedback on this decision, thankful they could make up classroom time with their students.

Last week, the General Assembly did pass, and Governor Cooper signed, legislation to that enabled Moore County to maintain all of the 36 instructional hours that we had "banked" for use in response to our more predictable annual weather-related school closings. The legislation also addressed the compensation of employees during the hurricane-related school closures, particularly hourly employees who missed many hours of work during the storm. Moore County Schools will qualify for that assistance since it is included among the counties in the North Carolina Disaster Declaration by FEMA.

Finally, Moore County also was included among the counties identified by the U.S. Department of Agriculture that qualify for federal Disaster Relief and Assistance due to Hurricane Florence. This designation is allowing all Moore County students to qualify for one free breakfast and one free lunch each school day throughout the month of October.

Madame Chairman, members of the School Board. Allow me to conclude by asking you to join me in expressing our appreciation for all of our transportation, maintenance, technology, child nutrition and other employees who served so admirably before, during and after Hurricane Florence.

VIII. PUBLIC ADDRESS TO THE BOARD

No one signed up to address the Board.

IX. BOARD MEMBERS COMMENTS

Bruce Cunningham noted that he was pleased and impressed with the work session presentation on upcoming and eagerly anticipated renovations at North Moore High School. Betty Brown thanked all staff who worked so hard during and after Hurricane Florence and noted what a blessing it was to have children back in school where everyone can receive a hot meal. Ed Dennison acknowledged and thanked those who assisted with Hurricane Florence preparation and recovery and echoed Mr. Cunningham's comments about North Moore High School. Libby Carter spoke of the reassignment information "portals" for new school on Camp Easter Road and encouraged members of the community to recommend names for the new school. Stacey Caldwell echoed previous comments and encouraged military families to look for and complete the "Military Impact Aid" form that was recently released.

X. ADJOURNMENT

There being no further business, Ed Dennison made a motion to adjourn the meeting. Dr. Wells Brown seconded, and the motion carried 6-0.

The meeting was adjourned at approximately 7:08 p.m.

Helena Wallin-Miller, Chair Moore County Board of Education

Dr. Robert P. Grimesey Jr., Superintendent Secretary to the Board ATTACHMENT: Approved Personnel Report on Consent Agenda

PERSONNEL REPORT 10/08/18

CERTIFIED PERSONNEL*

TERMINATING CONTRACTS*

<u>NAME</u> Anna Hage LOCATION Union Pines (25%)/New Century Middle (25%) ASSIGNMENT ESL (50%) CONTRACT DATE

10/01/18-06/11/19

*Compensation will be at or reduced to certified substitute teacher pay for any period the Teacher worked but was not licensed in the area of assignment, and the contract shall be subject to early termination and void if the teacher does not obtain a license in the area of assignment.

ONE-YEAR RENEWABLE CONTRACTS FOR 2018-2019*

NAME	LOCATION	ASSIGNMENT	START DATE
Christine Campbell	Education Center	Speech Language	09/24/18
	(60%)/New Century	Pathologist	
	Middle (40%)		
Karrie Hojek	West Pine Middle	Grade 6	11/01/18
Jessica Kellermann	Education Center	Instructional Specialist for EC	09/17/18
Laura Strickland	Carthage Elementary	School Counselor	10/08/18 (Revised Start Date)
Traci Williams	Pinecrest High	English	11/13/18

*Compensation will be at or reduced to certified substitute teacher pay for any period the Teacher worked but was not licensed in the area of assignment, and the contract shall be subject to early termination and void if the teacher does not obtain a license in the area of assignment.

RETIRED CONTRACTS <u>NAME</u> Tina Denson	LOCATION CLC@Pinckney	<u>ASSIGNMENT</u> Distance Learning Facilitator (50%)	CONTRACT DATE 09/24/18-06/07/19
INTERIM CONTRACTS			
<u>NAME</u>	LOCATION	ASSIGNMENT	CONTRACT DATE
Charlene Vermeulen	Pinecrest High	English	09/20/18-10/12/18
EVTDA DITTIEC			
<u>EXTRA DUTIES</u> NAME	LOCATION	ASSIGNMENT	EFFECTIVE DATE
Suzanne Badgett	Cameron Elementary	Language Live Training	08/14/18-08/14/18
Suzume Budgett	Califer on Elementary	Lunguage Live Training	(Federal Grant Money)
Jessica Beaman	Elise Middle	Trans Math Training	08/13/18-08/14/18
o osorou Doumun			(Federal Grant Money)
Kimberly Coleman	Southern Middle	Instructional Coach	08/09/18-08/09/18
		NEO Presenter	
Gwen Cushing	Crain's Creek Middle	Trans Math Training	08/13/18-08/14/18
C		C	(Federal Grant Money)
Richard Dodge	Southern Middle	Trans Math Training	08/13/18-08/14/18
			(Federal Grant Money)
Dawn Kline	Crain's Creek Middle	Trans Math Training	08/13/18-08/14/18
			(Federal Grant Money)

Amber Maldorado	Crain's Creek Middle	Trans Math Training	08/13/18-08/14/18 (Federal Grant Money)
Susan Murden	Pinecrest High	Language Live Training	(Federal Grant Money) 08/14/18-08/14/18 (Federal Grant Money)
Aaron Powell	Elise Middle	Trans Math Training	08/13/18-08/14/18
Brenda Reynolds	Union Pines High	Trans Math Training	(Federal Grant Money) 08/13/18-08/13/18 (Federal Grant Money)

CERTIFIED PERSONNEL

ADMINISTRATIVE CONTRACTS

PRINCIPALS NAME Molly Capps

<u>LOCATION</u> Aberdeen Primary – Principal ASSIGNMENT New Camp Easter Road School – Principal CONTRACT DATE 03/01/19-06/30/20

(Amend Contract)

*THE FOLLOWING ARE PROVIDED AS INFORMATION FOR THE BOARD OF EDUCATION.

CERTIFIED PERSONNEL

ADMINISTRATIVE TRANSFERS

<u>NAME</u> Dante Poole **FROM ASSIGNMENT** Aberdeen Elementary – Principal TO ASSIGNMENT New Aberdeen Area School TRANSFER DATE TBD

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CLASSIFIED PERSONNEL

<u>NEW HIRES</u>			
NAME	LOCATION	ASSIGNMENT	EFFECTIVE DATE
Janeth Alder	Education Center	County Interpreter/	10/01/18
		Translator (PT)	
Jermaine Bright	New Century Middle	EC Teacher Assistant	09/20/18
Scott Darragh	Pinehurst Elementary	Bus Driver	09/21/18
Mary Frump	Pinehurst Elementary	ASDC Assistant	10/01/18-06/12/19
Jocelyn Lovick	Sandhills Farm Life	Receptionist (PT)	09/24/18
	Elementary		
Raymond McCall	Aberdeen Elementary	Bus Driver (PT)	09/10/18
Alexa Roberts	Sandhills Farm Life	EC Teacher Assistant	10/01/18
	Elementary		
Daena Vandre	Pinehurst Elementary	Grade 1 Teacher Assistant	09/24/18
		(PT)	
Jessica Williams	Southern Pines Primary	EC Preschool Teacher	10/01/18
		Assistant	
Tajana Wilson	Union Pines High	EC Teacher Assistant	09/12/18

SUMMER EMPLOYMENT

NAME	LOCATION
Nicole Collins	Sandhills Farm Life
	Elementary

ASSIGNMENT

ASDC Director

EFFECTIVE DATE 08/14/18-08/14/18

Faye Lineberry	Sandhills Farm Life Elementary	ASDC Assistant Director	08/14/18-08/14/18	
ADDITIONAL EMPL	<u>OYMENT</u>			
<u>NAME</u>	LOCATION	ASSIGNMENT	EFFECTIVE DATE	
Marilyn Barrett	Central Office – Transportation	Bus Garage Help	08/20/18-09/07/18	
Melissa Bible	Carthage Elementary	Bus Driver (PT)	08/20/18	
John Buchholz	Pinecrest High	Game Help	09/24/18-06/07/19 (Bill School)	
William Chalmers	Central Office – Transportation	Bus Garage Help	08/09/18-09/07/18	
Kim Crawford	Central Office – Transportation	Bus Garage Help	08/20/18-08/30/18	
Angelica Cruz	Central Office – Transportation	Bus Garage Help	09/07/18-10/31/18	
Margaret Grigsby	Central Office – Transportation	Bus Garage Help	08/16/18-09/07/18	
Lynelle Jackson	Central Office – Transportation	Bus Garage Help	08/20/18-08/31/18	
Beverly Little	Central Office – Transportation	Bus Garage Help	08/20/18-08/31/18	
Scott Madej	West Pine Middle	Lawn Maintenance	07/01/18-06/30/19 (Bill School)	
Parshula Richardson	Robbins Elementary	Bus Driver (PT)	08/20/18	
Cynthia Smith	Union Pines High	Bus Monitor (PT)	08/20/18	
Rodney Thomas	Pinecrest High	Extra Custodial Duties	09/24/18-06/30/19 (Bill School)	
PROMOTIONS				
NAME	FROM ASSIGNMENT	TO ASSIGNMENT	EFFECTIVE DATE	
Lori Brewer	West End Elementary – Grade 1 Teacher Assistant	West End Elementary – Data Manager	09/26/18	
William Chalmers	Carthage Elementary/ Union Pines High – Bus Driver (PT)	Sandhills Farm Life Elementary/ Union Pines High – Bus Driver	09/04/18	
Melissa Coles	Vass-Lakeview Elementary – Receptionist (PT)	Vass-Lakeview Elementary – Receptionist (PT)/ ASDC Director (PT)	08/27/18	
Paula Myrick	Crain's Creek Middle – Receptionist (PT)	Crain's Creek Middle – Receptionist (PT)/ Title I Parent Coordinator (PT)	08/27/18	
Tommiel Williams	Pinehurst Elementary – Bus Driver (PT)	Pinehurst Elementary/ Pinecrest High – Bus Driver	09/09/18	
BUS MONITOR SUB	<u>STITUTE</u>			
Jermaine Bright	Linda Coward	Erica Williams		
BUS SUBSTITUTES Linda Coward	Erica Williams			
ACADEMIC/EXTRA	CURRICULAR ACTIVITIES	<u>1</u>		
Kara Baynes	Michelle Cuthrell	Paul Kuzma	Kahne Kraft	Kristy McIntosh

TEACHER SUBSTITUTES

TEACHER SUBSTITUT	ES			
Priscilla Bailey	Susan Cameron	Kerrie Hojek	Dorinda Rice	Lashonda Thomas
Stephanie Banton	Frank Carney, Jr	Richard Kruska	Logan Richardson	Amy Vuncannon
Ashley Bayles	Mary Crowder	Geahala Maness	Julie Schreiner	Ciera Williams
Lauren Blue	Michael Demyan	Todd Moore	Jessica Sosa	
Sarah Bowman	Mackenzie Donoghue	Alison Norman	Kimberly Sparks	
Mark Burger	Meta Dougherty	Susan Owens	Cynthia Sutton	
Courtney Callaghan	Deborah Fields	Kwamesha Peterkin	Dinah Thomas	
<u>COACHES</u>				
NAME	LOCATION	<u>SPORT</u>	POSITION	SEASON
Geoffrey "Scott" Baker	Pinecrest High School	Bowling	Assistant Coach	Winter
Taylor Billings	North Moore	Softball	Assistant Coach	Spring
*David Demolet	Pinecrest High School	Basketball	Head JV Coach	Winter
*Kelly Frey	New Century Middle	Cross Country	Head Coach	Fall
Tracie Marino	Union Pines High School	Swimming	Assistant Coach	Winter
Jack Meetze III	North Moore	Football	Assistant Coach	Fall
Joshua Millard	Pinecrest High School	Wrestling	Assistant Coach	Winter
*William Simpson	West Pine Middle School	Basketball	Head Coach	Winter
Camaron Thomas	North Moore High	Football	Assistant Coach	Fall
*Brad Thomson	Pinecrest High School	Lacrosse	Assistant Coach	Spring
*Employee & Coach				
<u>AYPYN</u>				
Gloria Dickson	Michael Gleason	Joanna Metcalf	Mary Wright	
Benjamin Frazier	Lynne Harward	Terri Whitley		
AFTER SCHOOL				
Melissa Bible	Nancy Huff	Patricia Ross	Donna Smith	

*THE FOLLOWING ARE PROVIDED AS INFORMATION FOR THE BOARD OF EDUCATION.

CERTIFIED PERSONNEL

LEAVES OF ABSENCE

<u>NAME</u> Kathryn Hopkins Amanda Toner **LOCATION** Pinecrest High West Pine Elementary

ASSIGNMENT School Counselor

EC Teacher

LEAVE DATE

01/03/19-06/28/19 10/19/18-10/26/18

RESIGNATIONS NAME

Sonia Andrade Sosa Johanna Humphrey Barbara Levin **LOCATION**

Robbins Elementary Aberdeen Elementary West Pine Middle ASSIGNMENT Grade 2 Spanish Media Specialist AIG EFFECTIVE DATE

09/28/18 10/24/18 10/31/18

CLASSIFIED PERSONNEL

RETIREMENTS

<u>NAME</u> Tracy Mabe Debrah Thomas

LOCATION West Pine Middle

Central Office

ASSIGNMENT

EC Teacher Assistant Administrative Assistant to Director for Student Support Services

EFFECTIVE DATE

EFFECTIVE DATE

12/31/18 12/31/18

RESIGNATIONS

<u>NAME</u> Kim Baker Blair Coleman

Zakary Grant Elizabeth Martindale Tara Toomer Steve Webb

Renee Wood

LOCATION Carthage Elementary Central Office

CLC @Pinckney New Century Middle Pinecrest High Education Center

Pinehurst Elementary

ASSIGNMENT

Bus Driver Assistant Director for Communications Bus Monitor (PT) Custodian EC Teacher Assistant Behavior Support Assistant Custodian 06/08/19 10/19/18 06/11/18 10/03/18 10/05/18 09/19/18 10/10/18