

**ASHEBORO CITY BOARD OF EDUCATION**  
**South Asheboro Middle School Media Center**  
**August 10, 2023**  
**7:30 p.m.**

**6:00 p.m. Policy Committee Meeting**

**6:45 p.m. Finance Committee Meeting**

**I. Opening**

- A.** Call to Order
- B.** Moment of Silence
- C.** Pledge of Allegiance
- \*D.** Approval of Agenda

**II. Superintendent's Report – Dr. Aaron Woody, Superintendent**

**III. Public Comments**

Citizens who signed up to address the Board will be called on to make comments. Each individual speaker will be allowed three minutes for remarks. Issues or concerns involving personnel matters are not appropriate for the public comment setting.

**IV. \*Consent Agenda**

- A.** Approval of Minutes for July 13, 2023 Board of Education Work Session, July 13, 2023 Board of Education Meeting, and July 27, 2023 Special Called Meeting
- B.** Policies Recommended for Approval:
  - Policy 5040 – News Media Relations
  - Policy 6330 – Insurance for Student Transportation Services
  - Policy 7503 – Remote Working
  - Policy 7810 – Evaluation of Licensed Employees
  - Policy 7815 – Evaluation of Non-Licensed Employees
- C.** Personnel
- D.** Charter Bus Company Recommended for Use in 2023-2024
- E.** 2023-2024 School Fees
- F.** 2023-2024 School Treasurers (revised)
- G.** Bank Signature Card-Donna Lee Loflin Elementary School

**V. Information, Reports, and Recommendations**

- A.** Summer Programming Update and CTE Update – Ms. Deanna Wiles, Director of K-12 Education, Ms. Sarah Beth Cox, Director of Career and Technical Education (CTE), and Ms. Chandra Manning, BT Coordinator/Curriculum Specialist.
- B.** Annual Review of Student Transportation – Ms. Tari Johnson, Transportation Coordinator, and Ms. Angela Palmer, Transportation Supervisor

**VI. \*Action Items**

No Action Items

**VII. Board Operations – Chairman Michael Smith**

**A. Calendar of Events**

**VIII. Closed Session**

Under NC General Statute 143-318.11.A1, to prevent disclosure of information that is privileged or confidential pursuant to the law of this State or of the United States, or not considered a public record within the Meaning of Chapter 132 of the General Statutes, the Board will enter closed session to discuss the Superintendent's annual evaluation.

**IX. Adjournment**

\*Item(s) requires action/approval by the Board of Education

Asheboro City Schools' Board of Education meetings are paperless. All information for the board meetings may be viewed at <http://www.asheboro.k12.nc.us> under Board of Education the Friday following the board meeting.

**ASHEBORO CITY BOARD OF EDUCATION**  
**South Asheboro Middle School Media Center**  
**August 10, 2023**  
**7:30 p.m.**

**Addendum**

**6:00 p.m. Policy Committee**  
**6:45 p.m. Finance Committee**

- I. Opening**
- II. Superintendent's Report**
- III. Public Comments**
- IV. \*Consent Agenda**
  - C. Personnel (revision and addendum added)
- V. Information, Reports, and Recommendations**
- VI. \*Action Items**
  - A. New CTE Course Request – Ms. Sarah Beth Cox, Director of Career and Technical Education (CTE)
- VII. Board Operations**
- VIII. Closed Session**
- IX. Adjournment**

\*Item(s) requires action/approval by the Board of Education.

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**ASHEBORO CITY SCHOOL BOARD OF EDUCATION**  
**South Asheboro Middle School Media Center**  
**July 13, 2023**

**MINUTES**

**Board of Education**

**Board Members present:**

Michael Smith, Chairman  
Gidget Kidd  
Gus Agudelo  
Scott Eggleston, Attorney

Baxter Hammer, Vice Chairman  
Gwen Williams  
Hailey Lee

Dr. Beth Knott  
Linda Cranford  
Phillip Cheek

**Board Members absent:**

Ryan Patton

Adam Hurley

**Staff Members present:**

Dr. Aaron Woody  
Carla Freemyer  
Deanna Wiles  
Christina Kinley  
Sandra Spivey Ayers  
Dr. Wendy Rich

Anthony Woodyard  
Gayle Higgs  
Chandra Manning  
Tracie Ross  
Will Castro

Sarah Beth Robbins  
Christopher Scott  
Nikki Domally  
Angel Etheridge  
Mikayla Smith

**Opening**

Chairman Smith called the meeting to order at 7:02 p.m. and welcomed all in attendance. Mr. Smith opened the meeting with a moment of silence. Chairman Smith then led the Pledge of Allegiance.

Upon motion by Gwen Williams and seconded by Phillip Cheek, the board unanimously approved the meeting agenda.

**Superintendent's Reports**

Dr. Woody shared that we had a two-day administrative leadership team retreat this week. Time was spent reflecting, planning, connecting, and team building. He is very proud of our team.

Fox8 interviewed Dr. Woody this week. It was a great opportunity to highlight great things happening in our district.

There are several summer camps happening around the district. They are going very well and we are pleased with the student participation.

**Public Comments**

Seven people spoke about issues they wished to be addressed to better assist and support the Latinx families in our community.

Lianne Diaz Navarro shared the following concerns: the lack of early Head Start programs for children with special needs, the need for therapy providers for special needs children (especially



non-verbal), and the need for an advisory committee to focus on addressing the needs of non-English speaking students and families. She requested the district create an advisory committee to focus on addressing these needs for non-English speaking families.

Judith Higinio shared the following concern: the lack of understanding of technology, PowerSchool for example, by the Latinx families. They feel disconnected when they cannot understand or effectively use the technology tools. She requested training sessions for the Latinx families to help them understand how to use these tools so they can be an active participant in their children's education.

Tomas Cardenas shared the following concern: the need for more education about the dangers of smoking among teenagers. He discussed the dangerous effects of smoking and how smoking can lead to the use of other drugs. He would like for the district to better educate students about the dangers of smoking and how smoking can lead to more serious drug use in teenagers.

Maria Lina Valazquez shared the following concern: the need for more education about drugs in schools. She requested the district provide students with mental health support, including professionals coming in schools to educate students, and increase screening in the schools confidentially and without bias.

Guadalupe Esponzoza shared the following concerns: the need for a change in the drop off/pick schedule at schools, specifically South Asheboro Middle and Asheboro High School. She stated there is a problem with people parking in the bus lane obstructing the path of the buses. She requested a different system involving setting a specific time for parents to pick up students, more crosswalks, more personnel outside, and to install more traffic signs to make drop off/pick up safer.

Karina Aguilar shared the following concern: the need for school bus stops to be closer for students riding the bus to Donna Lee Loflin. Some students are picked up/dropped off at a considerable distance from their homes which raises concerns for their safety. There are also dogs along the paths the students must walk that scare them. She requested changes to be made to the bus routes and schedules that will include additional stops in safe areas. She also requested the district establish a group consisting of representatives of the school, parents, and students to discuss how to address this concern.

Samara Martinez shared the following concern: to foster a stronger relationship between the district and the Latinx community. She proposed having "Cafecito Workshops". These workshops will provide an opportunity for parents, students, and educators to meet and address the concerns of the Latinx parents. These workshops could include topics such as drug education in our schools, parental involvement and academics and would include Spanish speaking leaders.

### **Consent Agenda**

Upon motion by Gidget Kidd and seconded by Gus Agudelo, the following items were unanimously approved by the board:

- A. Approval of Minutes for June 8, 2023, Board of Education Meeting, June 29, 2023, Special Called Meeting

**B. Policy Recommended for Approval:**

- Policy 1610/7800 Professional and Staff Development
- Policy 3101 Dual Enrollment
- Policy 4023/7233 Pregnant and Parenting Students and Employees
- Policy 4310 Integrity and Civility
- Policy 6315 Drivers

**C. Personnel**

**D. Overnight Field Trip Request – Asheboro High School Spark NC Lab**

**E. 2023-2024 Pay Dates**

**F. Bank Signature Card-Balfour Elementary School**

**G. Bank Signature Card-North Asheboro Middle School**

**H. 2023-2024 School Treasurers**

**Asheboro City Schools**

**Personnel Transactions**

**July 13, 2023**

**\*A. RESIGNATIONS/RETIREMENTS/SEPARATIONS**

<b>LAST</b>	<b>FIRST</b>	<b>SCHOOL</b>	<b>SUBJECT</b>	<b>EFFECTIVE</b>
Holland	Jennifer	NAMS	English Language Arts	6/30/2023
Lyons-Lehman	Meghan	BAL	Media	7/3/2023
White	Elizabeth	NAMS	English as a Second Language	6/28/2023
Winans	Kathryn	NAMS	English Language Arts	7/5/2023

**\*B. APPOINTMENTS**

<b>LAST</b>	<b>FIRST</b>	<b>SCHOOL</b>	<b>SUBJECT</b>	<b>EFFECTIVE</b>
Lochele	Lizbel	AHS	Family and Consumer Science	8/11/2023
Piansay	Ivy	AHS	Instructional Assistant - Exceptional Children	8/17/2023

**C. TRANSFERS**

<b>LAST</b>	<b>FIRST</b>	<b>SCHOOL</b>	<b>SUBJECT</b>	<b>EFFECTIVE</b>
Hall	Chris	SAMS to AHS	Instructional Assistant/EC	8/17/2023
Smith	Carey	SAMS to AHS	English as a Second Language	8/17/2023
Wood	Stephanie	GBT to NAMS	3rd Grade to English Language Arts	8/17/2023

**Asheboro City Schools  
Personnel ADDENDUM  
July 13, 2023**

**\*A. RESIGNATIONS/RETIREMENTS/SEPARATIONS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Favasuli	James	CO	School Psychologist (part-time)	6/29/2023
Miller	Jennifer	SAMS	Science	6/14/2023
Sargent	Tressie	LP	2nd Grade	7/14/2023
Tracey	Richard	AHS	Instructional Assistant/EC	6/14/2023

**\*B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Charles	Kelsey	GBT	3rd Grade	8/11/2023
Craven	Christine	SAMS	Instructional Assistant/EC	8/17/2023
Floyd	Ana	CO	Elementary Math Curriculum Specialist	TBD
Luther	John "Wesley"	AHS	Physical Education	8/17/2023
Pugh	Felicia	GBT	4th Grade	8/17/2023
Williams	Siohban	CWM	School Counselor	8/17/2023

**C. TRANSFERS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Hill	Donna	BAL to NAMS	Data Manager/Treasurer	7/24/2023
Pearson	Katilyn	NAMS to BAL	Data Manager/Treasurer	7/24/2023

**Information and Reports**

- A.** Policies for Review – Ms. Gayle Higgs, Director of Support Services
  - Policy 5040 – News Media Relations
  - Policy 6330 – Insurance for Student Transportation Services
  - Policy 7503 – Remote Working
  - Policy 7810 – Evaluation of Licensed Employees
  - Policy 7815 – Evaluation of Non-Licensed Employees
- B.** Ms. Sarah Beth Robbins, Director of Career & Technical (CTE) Education along with Mr. Philip Waddell, Chief Human Resource Officer for Klaussner Industries, shared about the District C Summer Teamship Event that was held on June 12-15, at Asheboro High School. Participating students worked in teams along with coaches to problem-solve a situation shared by one of the industry partners, Klaussner or Randolph Health. Students pitched their solutions to industry partners on Thursday. The board presentation shared both student and industry partner feedback.
- C.** Ms. Gayle Higgs, Director of Support Services shared a presentation and video highlighting Asheboro City Schools Athletics for the 2022-2023 school year.
- D.** Ms. Gayle Higgs, Director of Support Services presented a Safety Update. Ms. Higgs shared the following information:

**School Risk Management Plans:** School Risk Management Plans are updated by each school annually to reflect accurate coordinated information among school personnel and first responders. For the upcoming 2023-2024 school year, all school plans have been streamlined with consistent district language and protocols to assist administrators, first responders, law enforcement and emergency managers.

**Say Something Anonymous Reporting System:** This allows students, staff, community members, or any stakeholder to submit secure, anonymous safety concerns to help someone who may hurt themselves or others. Stakeholders can report an issue anywhere at any time through an app, hotline, or website.

**Vector Trainings:** Asheboro City Schools staff continues to receive yearly training on several critical topics through Vector Solutions. Training is provided through a convenient online system that streamlines professional development and simplifies training and compliance management.

**Student Programs & Intervention:** Educating Kids about Gun and Gang Violence (EKG2) is a Gang Free North Carolina Program that engages 7th grade students through a two-hour interactive classroom presentation by law enforcement during their health class. EKG2 teaches students about the legal, medical, and emotional consequences of youth gun possession, substance abuse, and related gun violence.

**Asheboro Police Department Partnership:** Our partnership with the Asheboro Police Department continues to include four full time School Resource Officers (SROs), communication and collaboration surrounding incidents and safety, and the use of Asheboro City Schools facilities to conduct yearly rapid deployment training.

**Safety Features and Equipment:** Each school in Asheboro City has existing physical safety features that assist with creating safe learning environments. Schools are equipped with security camera systems, controlled access with a video call button at main entrances, double foyer entrances at Asheboro High School, and identification badges for all staff and visitors.

**NC Center for Safer Schools Safety Grant:** This year, Asheboro City Schools applied for and was awarded the NC Center for Safer Schools Safety Grant totaling \$160,750. With these funds, we are actively working with the Asheboro Police Department to hire an additional School Resource Officer (SRO) to provide service to our elementary schools and have purchased additional safety equipment for each of our schools.

**Upcoming Funding Opportunities:** The COPS School Violence Prevention Program Grant was submitted in May requesting an estimated \$375,000 which will serve for funding around physical security measures, including but not limited to window security film and comprehensive school risk assessments. The NCDPI NC Stronger Connections Grant is a competitive grant that was just approved by the state and will offer up to \$675,000 to qualifying districts to create safer, healthier learning environments for students, families, educators, and communities.

**Action Items:**

There were no action items.

**Board Operations:**

A. Chairman Smith reviewed information regarding upcoming events.

There will be a special called board meeting on July 27, 2023, in the central office boardroom for personnel transactions.

The next regularly scheduled Board meeting will be on August 10, 2023, at 7:30 p.m. in the South Asheboro Middle School media center, unless otherwise posted.

**Adjournment:**

There being no further business and upon motion by Dr. Beth Knott and seconded by Gidget Kidd, the board unanimously approved to adjourn at 8:07 p.m.

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Chairman

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Secretary

**Asheboro City Board of Education  
South Asheboro Middle School Media Center  
July 13, 2023  
12:30 p.m.**

**Work Session**

**Board Members Present:**

Michael Smith, Chairman  
Phillip Cheek  
Linda Cranford  
Gwen Williams

Baxter Hammer, Vice-Chairman  
Dr. Beth Knott  
Gus Agudelo

Gidget Kidd  
Hailey Lee

**Board Members Absent:**

Ryan Patton

Adam Hurley

**Staff Members Present:**

Dr. Aaron Woody, Superintendent  
Anthony Woodyard  
Christina Kinley  
Nikki Domally  
Chris Burian  
Julie Brady  
Mikayla Smith

Sandra Spivey Ayers  
Angel Etheridge  
Tracie Ross  
Lisa Hayes  
Chris Tuft  
Dr. Ryan Moody  
Gayle Higgs

Carla Freemyer  
Dr. Wendy Rich  
Chris Scott  
Ann Evans  
Graham Groseclose  
Holly White

**Opening**

Chairman Smith called the meeting to order at 12:43 p.m.

**Work Session**

- A.** Dr. Woody welcomed the board and central office administrators and school administrators to the meeting and thanked everyone for attending. He stated that he wants the work session today to be meaningful and build connections.

Dr. Woody opened the meeting sharing the principals will give end of the year Continuous Improvement Plan (CIP) presentations highlighting progress that was made regarding their (CIPs) as of the end of the 2022-2023 school year.

Dr. Woody shared that a few of the central office staff are attending the 2023 ARP Convening with the Office of Learning Recovery & Acceleration at the SAS Executive office in Raleigh today. Also, Dr. Robin Harris is representing Asheboro City Schools at the SparkNC conference at NC State University today. We are excited about innovation in Asheboro City Schools. Dr. Woody stated we had a two-day retreat with the Administrative Leadership Team (ALT) this week. Time was spent time reflecting, planning, connecting, and

team building, and he is very proud of the Asheboro City Schools team.

- B. The principal from each school shared the progress they have made regarding their Continuous Improvement Plans (CIPs). The principals discussed goals they have met or made progress in and shared various ways they will continue working on their goals during the 2023-2024 school year.

Dr. Woody shared that we have a strong plan throughout the district for each school to meet more of their goals this school year. He and Dr. Rich will be in the schools showing support throughout the year.

- C. There was a brief break. Central office staff and school administrators were dismissed.
- D. Chairman Smith, Dr. Aaron Woody, Superintendent, and Ms. Carla Freemyer, Executive Director of Human Resources, reviewed several board policies related to Board Operations.

### **Closed Session**

Under NC General Statute 143-318.11.A1, to prevent disclosure of information that is privileged or confidential pursuant to the law of this State or of the United States, or not considered a public record within the Meaning of Chapter 132 of the General Statutes, and upon motion by Hailey Lee and seconded by Phillip Cheek, the board unanimously approved to enter Closed Session to discuss the superintendent's evaluation and board procedures at 5:12 p.m.

Upon motion by Vice Chairman Baxter Hammer and seconded by Gidget Kidd, the board unanimously approved to open the closed session at 5:12 p.m.

Upon motion by Gwen Williams and seconded by Gidget Kidd, the board unanimously approved to close the closed session at 6:22 p.m.

### **Adjournment:**

There being no further business and upon motion by Gwen Williams and seconded by Phillip Cheek, the board unanimously approved to adjourn at 6:22 p.m.

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Chairman

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Secretary

**Asheboro City Board of Education  
Special Called Meeting  
Central Office Boardroom  
July 27, 2023  
5:30 p.m.**

**Board of Education**

**Board Members Present:**

Michael Smith, Chairman  
Baxter Hammer, Vice Chairman  
Linda Cranford

Adam Hurley  
Phillip Cheek  
Gus Agudelo

Dr. Beth Knott  
Hailey Lee  
Ryan Patton

**Board Members Absent:**

Gidget Kidd

Hailey Lee

Gwen Williams

**Staff Members Present:**

Sandra Spivey Ayers

Carla Freemyer

Angel Etheridge

**Opening**

Vice Chairman Baxter Hammer called the meeting to order at 5:32 p.m. and welcomed all in attendance.

Upon motion by Ryan Patton and seconded by Gus Agudelo, the board unanimously approved the meeting agenda.

**Consent Agenda**

Upon motion by Linda Cranford and seconded by Dr. Beth Knott, the following items were approved by the Board:

- A. Personnel (see list below)
- B. 2023-2024 Facility Use Fees

**Asheboro City Schools  
Personnel Transactions  
July 27, 2023**

**\*A. RESIGNATIONS/RETIREMENTS/SEPARATIONS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Fadonougbo	Vaneza	AHS	Science	8/13/2023



Fierro	Fanny	GBT	4th Grade	7/24/2023
Gee	Kathleen	CWM	Music	7/17/2023
Hanson	Mathew	AHS	Chorus	7/21/2023
Kelley	Katherine	AHS	Math	7/13/2023
Lee	Beverly	NAMS	Exceptional Children	7/25/2023
Miranda	Obed	AHS	School Secretary/Office Support	9/1/2023
Robles	Lymari	GBT	1st Grade Dual Language	8/1/2023
White	Jennifer	CO	Exceptional Children Program Facilitator	8/13/2023

**\*B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Davila	Miriam	SAMS	Spanish	8/11/2023
Hornback	Stephanie	NAMS	English as a Second Language	8/17/2023
Howell	Jeffery	SAMS	Science	8/17/2023
Johnson	Catherine	CO	Occupational Therapy Assistant	8/21/2023
Miranda	Victor	CO	Bus Driver	7/17/2023
Oxendine	Wade	AHS	Non-Faculty Coach; Volleyball Assistant	7/31/2023
Satterfield	Micheal	NAMS	Computer Science	8/11/2023

**\*C. LEAVES OF ABSENCE**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Gee	Eric	AHS	Assistant Principal	10/1/23-6/30/24

**D. TRANSFERS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Woodle	Timothy	CO	Substitute Bus Driver to Driver	8/21/2023

**Closed Session**

Under NC General Statute 143-318.11.A1, to prevent disclosure of information that is privileged or confidential pursuant to the law of this State or of the United States, or not considered a public record within the Meaning of Chapter 132 of the General Statutes, and upon motion by Phillip Cheek and seconded by Linda Cranford, the board unanimously approved to enter Closed Session to discuss the superintendent's evaluation at 5:40 p.m.

Upon motion by Phillip Cheek and seconded by Linda Cranford, the board unanimously approved to open the closed session at 5:41 p.m.

Upon motion by Ryan Patton and seconded by Phillip Cheek, the board unanimously approved to close the closed session at 6:50 p.m.

**Adjournment:**

There being no further business and upon motion by Dr. Beth Knott and seconded by Linda Cranford, the board unanimously approved to adjourn at 6:51 p.m.

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Chairman

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Secretary

# Policies For Approval

The news media can be an important means of communicating information about the schools to the community. Consistent with policy 2220, Official School Spokesperson, the board chair and superintendent and their designees are authorized to provide information to the news media on behalf of the school system.

The superintendent shall establish an effective working relationship with the news media. The news media should be notified whenever necessary to relay information to the public, such as when there are emergency school closings. The superintendent also is expected to identify opportunities to educate the news media regarding the goals of the board and school system, especially as they relate to student success and the educational program. The superintendent also should inform the news media of the results of the school system's efforts to improve student achievement.

The school system will respond to news media requests for public records in compliance with policy 5070/7350, Public Records – Retention, Release, and Disposition.

Policy 5020, Visitors to the Schools, applies to news media. News media are expected to cooperate with school system officials in their efforts to provide a safe and orderly learning environment in which disruptions to instructional time are minimized. The principal or superintendent or their designees may require news media to leave or prevent news media from entering school grounds if the news media's presence interferes with these efforts.

Legal References: Family Educational Rights and Privacy Act, 20 U.S.C. 1232g; G.S. 115C-47, -109.3, -319 to -321, -402; 132-1 to -9

Cross References: Official School Spokesperson (policy 2220), Board Meeting News Coverage (policy 2325), Visitors to the Schools (policy 5020), Emergency Closings (policy 5050), Public Records – Retention, Release, and Disposition (policy 5070/7350)

Adopted: April 9, 1998 to become effective July 1, 1998

Revised: October 11, 2007, August 13, 2009, January 11, 2018, July 9, 2020

## **INSURANCE FOR STUDENT TRANSPORTATION SERVICES**

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*Policy Code:*

**6330**

No school bus, activity bus, or other school-owned vehicle will be operated without bodily injury and property damage protection provided through the provisions of the State Tort Claims Act or through locally purchased liability coverage. School buses will not be used for any purpose or in any circumstance not covered by the State Tort Claims Act unless liability coverage has been purchased to cover such purpose or circumstance. Only activity buses and other vehicles meeting federal safety standards may be used for approved school-related activities. The superintendent or designee and principals shall monitor compliance with this policy.

Legal References: 49 U.S.C. 30125, 30165; G.S. 115C-42, -47(25), -239, -242, -257, -258, -259; G.S. 143 art. 31; Memorandum to All Superintendents from Eddie M. Speas, Jr., Special Deputy Attorney General, January 14, 1988, available at <https://www.ncsba.org/wp-content/uploads/2017/03/AG-Memo-1988.pdf>

Cross References: Insurance (policy 8340)

Adopted: May 14, 1998 to become effective July 1, 1998

Revised: January 21, 2016

Although it is the board's desire for school employees' work to be performed at their regularly assigned place of work as a matter of course, the board recognizes that in certain limited circumstances it may be practical, efficient, or necessary to allow or require authorized employees of the school system to work from an alternative work location via electronic means ("remote working"). This policy outlines the circumstances under which remote working arrangements may be made.

**A. DEFINITIONS**

1. "Alternative work location" is defined as a worksite other than an employee's regularly assigned place of work.
2. "Eligible employee" is defined as an employee of the school system who has demonstrated satisfactory job performance, is in good standing, and can perform all of the employee's essential job duties at an alternative work location. In addition, to be an eligible employee, the employee must have an available and suitable designated workspace at the alternative work location and access to any computer and telecommunications equipment necessary for the completion of tasks.
3. "Remote Working" is defined as the performance of the essential functions of an employee's job description at an alternative work location, typically the employee's residence, via electronic means in accordance with the employee's usual expected standards of performance and other approved or agreed-upon terms.
4. "Remote Worker" is defined as an employee engaged in remote work on a temporary episodic or emergency basis.
5. "Remote Work agreement" is defined as a written agreement that details the terms and conditions by which an employee is allowed to engage in remote work.

**B. REMOTE WORKING IN EMERGENCY SITUATIONS**

When the superintendent or board determines that any employees cannot or should not work at their regularly assigned place of work as a result of natural disaster, inclement weather, public health emergency, or other situation that threatens the health and safety of employees, students, or the community, the superintendent or board may, consistent with state and federal law, permit or require individual employees or classes of employees to telework. Otherwise applicable remote working eligibility criteria will be deemed waived to the extent necessary for such employees. In the event the superintendent permits or orders any employee(s) to telework pursuant to this section, the superintendent shall notify the board of the decision and supporting rationale as soon as practical and before announcing the decision to any employees or the public. The board reserves discretion to

override or modify the superintendent's decision to permit or order any employee(s) to telework under this section.

If an employee's supervisor determines that the employee is unable to perform his or her essential job duties while working remotely, the employee may be required to take any available accrued leave, whether paid or unpaid, in accordance with policy 7510, Leave.

#### **C. TEMPORARY EPISODIC REMOTE WORKING ARRANGEMENTS**

When deemed practical, efficient, or necessary, employees who are eligible under subsection A.2 may be approved to work via a teleworking arrangement for limited time periods in accordance with the criteria established in Section D of this policy and other criteria consistent with this policy to be developed by the superintendent. Such criteria shall address suitability of job duties; cause; length, frequency, and/or calendar limitations; and other factors as determined by the superintendent and consistent with law. Approval of episodic remote working arrangements will be made on a non-precedential case-by-case basis and will be consistent with school system policies and procedures and state and federal law. Approval or denial of an episodic remote working arrangement will not be made on a preferential or discriminatory basis.

Principals have initial authority to allow an episodic remote working arrangement for eligible employees working at their schools. The superintendent or designee has initial authority to allow a remote working arrangement for any other eligible employee of the school system. A principal must inform the superintendent or designee any time the principal allows a remote working arrangement of more than two workdays. Any remote working arrangement for an employee that exceeds more than 20 workdays for a single episode or a cumulative total of 40 workdays in any 12 month period must be reported to the board. The superintendent or designee or board may terminate any remote working arrangement.

Teachers are only eligible to remote work on optional or required teacher workdays, and only when the superintendent or designee designates the day as an eligible remote working day for teachers. Principals must still approve remote working when a teacher workday has been designated as remote working-eligible by the superintendent or designee.

#### **D. GENERAL CONDITIONS ON REMOTE WORKING**

1. Employees are prohibited from remote working when they are identified as personnel whose physical presence at their regularly assigned place of work or at an alternate school system site is essential to the performance of their duties. In addition, no employee may work remotely on a full-time, permanent basis and no employee is entitled to remote work as a replacement for leave to accommodate family care arrangements, sick leave, Family and Medical Leave, or Worker's Compensation leave.

2. Remote working is not an entitlement and is offered to the employee at the sole discretion of the school system. No employee will be permitted to work remotely without first entering into a remote work agreement. Remote working arrangements are subject to termination at any time with reasonable notice given by the remote worker's supervisor.
3. Remote workers should obtain permission from their supervisor before removing school system equipment or supplies from the employee's regularly assigned place of work to use at an alternative work location. Remote workers are responsible for maintaining and protecting such school system equipment and returning it to the employee's regularly assigned place of work when the remote working period ends. Use of school system technological resources is governed by policy 3225/4312/7320, Technology Responsible Use. The school system may condition an employee's authorization to telework on the employee providing his or her own equipment if school system resources are not available for the employee to use.

All costs incurred by an employee to arrange an alternative work location and to work remotely are the employee's responsibility and will not be reimbursed unless otherwise required by law. If approved by the superintendent or designee and the technology director, software owned by the school system may be installed on an employee-owned computer subject to license agreements. The software must be removed upon termination of the remote working arrangement unless otherwise approved by the superintendent or designee.

4. A remote worker's alternative work location must be safe, secure, and free of undue distractions. Although school officials will not conduct routine inspections of alternative work locations that are not owned or operated by the school system, the board reserves the right to inspect an employee's alternative work location when deemed necessary to ensure suitability and safety after giving the remote worker reasonable notice.
5. Work-related injuries that occur in the alternative work location must be reported to the remote worker's supervisor.
6. Remote workers shall be accessible by phone and email during work hours. In addition, attendance at the employee's regularly assigned place of work for on-site meetings, conferences, training sessions, and other school business activities may be required on scheduled remote work days. Transportation for such attendance is the Remote worker's responsibility.
7. Remote workers must adhere to the same policies and procedures established for all school system employees. A remote worker's performance will be monitored and assessed in the same manner as employees working from their regularly assigned place of work.



8. Remote workers must not deviate from the work schedule that would be expected of them at their regularly assigned place of work (including working hours, lunch breaks, etc.) unless specifically authorized to do so by their supervisor. Non-exempt employees under the Fair Labor Standards Act are not permitted to work off-the-clock while remote working and will not be permitted to work overtime absent authorization from the employee's supervisor.

#### **E. REMOTE WORKING AS AN ACCOMMODATION**

This policy does not apply to remote working as an Americans with Disabilities Act (ADA) or Pregnant Workers Fairness Act (PWFA) accommodation. If remote working is considered a reasonable accommodation pursuant to the ADA or the PWFA, the school system and employee will follow the school system's ADA or PWFA process with respect to such accommodation. In addition, employees with disabilities and employees with pregnancy-related limitations who are required or permitted to telework by the superintendent or board will be provided reasonable accommodations as necessary to fulfill their job duties while teleworking.

This policy and any eligibility criteria or procedures developed by the superintendent to implement this policy are not intended to, and do not, confer any additional employment rights on any employee, including any right to work remotely or to be assigned to a job position that is suitable for remote work.

Legal References: Americans with Disabilities Act, 42 U.S.C. 12101 *et seq.*, 28 C.F.R. pt. 35; Consolidated Appropriations Act, P.L. 117-328, div. II - Pregnant Workers Fairness Act

Cross References: Discrimination and Harassment Prohibited by Federal Law (policy 1710/4020/7230), Nondiscrimination on the Basis of Disabilities (1730/4022/7231), Confidential Information (2125/7315), Technology Responsible Use (3225/4312/7320), Use of Personal Technology to Conduct School Business (3228/7323), Use of Equipment, Materials, and Supplies (6520), Workday and Overtime (7500), Leave (7510), Permitted Salary Deductions for Absences and Discipline of Certain Exempt Employees (7560)

Adopted: September 10, 2020

Revised: June 10, 2021

The board recognizes that an effective staff is critical to the smooth operation of the school system and to creating a learning environment in which students can succeed. The board further believes that students will not excel in performance unless those who most directly affect students, including school administrators, teachers, and other licensed professionals, excel in their performance. It is the intent of the board to employ only those licensed employees who continuously exhibit a pattern of behavior that exemplifies excellent performance.

The board places a high priority on securing the most competent personnel available and, once they are employed, in assisting them in their professional growth and development throughout their careers. An effective evaluation program that clearly describes an employee's performance is a critical aspect of professional growth and assistance. Further, performance evaluation data is an important factor for consideration in decisions regarding continued employment. The superintendent must be able to substantiate any recommendation for continued employment with evaluation data, among other factors.

The superintendent is directed to develop and implement an effective evaluation system for licensed personnel that is consistent with State Board of Education policies. School administrators who are responsible for conducting evaluations shall comply with all state requirements with regard to the type and frequency of evaluation, including as applicable, the processes for evaluating licensed employees in schools designated as low performing. The principal, or an assistant principal in the limited circumstances authorized by law, shall evaluate teachers and may incorporate any guidelines or strategies developed by the State Board to assist in the evaluations. The principal shall provide teachers' access to EVAAS data as required by law and shall notify teachers at least annually when the data is updated to reflect teacher performance from the previous school year. The superintendent or designee shall evaluate principals and assistant principals.

All licensed personnel must be evaluated at least annually using state-approved evaluation instruments in conformance with the processes established by the State Board in the North Carolina Educator Evaluation System for that class of personnel. Teachers with fewer than three consecutive years of experience will be evaluated annually in accordance with state law and the comprehensive evaluation cycle established in State Board Policy EVAL-004. For teachers with three or more years of experience, the abbreviated evaluation process established in State Board Policy EVAL-004 satisfies the annual evaluation requirement; however, a teacher receiving an abbreviated evaluation may request that the evaluator conduct a formal observation. In addition, in any given year, the principal may elect to use the comprehensive or standard evaluation processes set forth in State Board Policy EVAL-004 or require additional formal or informal observations to evaluate a teacher with three or more years of experience. The principal also may supplement the State Board evaluation processes for other categories of licensed personnel by requiring additional observations or other evaluation measures. The annual evaluation of principals and assistant principals must include a mid-year review.

The evaluation system must incorporate the following directives.

1. Evaluators must clearly identify exemplary performance as well as deficiencies in performance.
2. Evaluators are encouraged to use supplementary means of assessing and documenting performance in addition to the state performance standards, assessment rubrics, and evaluation instruments, including, but not limited to, additional formal observations, informal observations, conferences, reviews of lesson plans and grade books, interactions with the employee, plans of growth or improvement, and any other accurate indicators of performance.
3. Student performance and growth data will be considered as a part of the evaluation of licensed personnel, as provided in the assessment rubric for the class of employees under evaluation. For teachers, such data shall include student performance as measured by the statewide growth model for educator effectiveness or as otherwise authorized by the State Board of Education and approved by the local board.
4. Peer observations of teachers with fewer than three consecutive years of experience must be conducted as required by law using the evaluation instrument and process established by the State Board and must be considered by the school administrator in evaluating teacher performance.
5. Supervisors and principals should facilitate open communication with employees about performance expectations.
6. An employee who is unclear about how performance is being assessed or who desires additional evaluation opportunities should address these issues with his or her immediate supervisor.
7. Evaluators will be held accountable for following the evaluation system and all applicable state guidelines on the evaluation of employees.
8. Evaluation data will be submitted to the central office personnel file in accordance with state law and policy 7820, Personnel Files.
9. Evaluation data will be used in making decisions related to contract renewal (see policy 7410, Teacher Contracts, policy 7425, School Administrator Contracts, and policy 7950, Non-Career Status Teachers: Nonrenewal). Evaluation data also may be used in making other employment decisions, including those related to reassignments or transfers (see policy 7440, Assignments/Reassignments/Transfers), professional and staff development (see policy 1610/7800, Professional and Staff Development), suspension, demotion, or dismissal (see policy 7930, Professional Employees: Demotion and Dismissal), and reduction in force (see policy 7920, Reduction in Force: Teachers and School Administrators). Employment decisions may be made by the board and administrators for reasons that were not addressed through the evaluation system, so long as there is a legally sufficient basis for the decisions.

10. The superintendent and all evaluators are encouraged to develop ways to recognize distinguished performance and to capitalize on the abilities of such exemplary employees in helping other employees. The superintendent and evaluators are encouraged to involve employees in developing these processes.

The superintendent shall develop any other necessary procedures and shall provide training, as necessary, to carry out the board's directives and to meet state requirements.

Legal References: G.S. 115C-47(18), -286.1, -325, -333, -333.1, -333.2; State Board of Education Policies EVAL-004 through -006, EVAL-022, EVAL-025 through -031

Cross References: Professional and Staff Development (policy 1610/7800), Teacher Contracts (policy 7410), School Administrator Contracts (policy 7425), Assignments/Reassignments/Transfers (policy 7440), Plans for Growth and Improvement of Licensed Employees (policy 7811), Personnel Files (policy 7820), Reduction in Force: Teachers and School Administrators (policy 7920), Professional Employees: Demotion and Dismissal (policy 7930), Non-Career Status Teachers: Nonrenewal (policy 7950)

Adopted: February 9, 2012

Revised: January 9, 2014, March 11, 2016, August 11, 2016, June 8, 2017, February 8, 2018, September 8, 2022

## **EVALUATION OF NON-LICENSED EMPLOYEES**

*Policy Code:* **7815**

The board attaches a high priority to securing the most competent personnel available and, once they are employed, in assisting them in their growth and development throughout their careers. Regular evaluation of non-licensed employees is encouraged. The following board directives apply to the evaluation of non-licensed employees.

1. Exemplary performance as well as deficiencies in performance should be clearly identified.
2. Supervisors and principals should facilitate open communication with employees about performance expectations.
3. An employee who is unclear about how performance is being assessed or desires additional evaluation opportunities should address these issues with his or her immediate supervisor.
4. Evaluation data will be submitted to the central office personnel file in accordance with state law and policy 7820, Personnel Files.
5. Evaluation data may be used in making employment decisions, including decisions related to promotions, reassignments, or transfers (see policy 7440, Assignments/Reassignments/Transfers), suspensions or dismissals (see policy 7940, Classified Personnel: Suspension and Dismissal), and reductions in force (see policy 7921, Classified Personnel Reduction); however, employment decisions do not require the consideration of evaluation data and may be made by the board and administrators on any basis that is not discriminatory or otherwise unlawful.
6. The superintendent and all evaluators are encouraged to develop ways to recognize exemplary employees and to capitalize on the abilities of exemplary employees in helping other employees.

The superintendent shall develop any other necessary procedures and shall provide training, as necessary, to carry out these board directives.

Legal References: G.S. 115C-47(18), -333.1

Cross References: Assignments/Reassignments/Transfers (policy 7440), Personnel Files (policy 7820), Classified Personnel Reduction (policy 7921), Classified Personnel: Suspension and Dismissal (policy 7940)

Adopted: May 14, 1998 to become effective July 1, 1998

Revised: April 5, 1999, December 9, 2010, December 12, 2019, September 8, 2022

**Asheboro City Schools  
Personnel Transactions  
August 10, 2023**

**\*A. RESIGNATIONS/RETIREMENTS/SEPARATIONS**

<b>LAST</b>	<b>FIRST</b>	<b>SCHOOL</b>	<b>SUBJECT</b>	<b>EFFECTIVE</b>
Heim	Joyce	BAL	Exceptional Children	7/27/2023
Howard	Tony	CO	Bus Driver	8/2/2023
Smith	Melissa	ECDC	Instructional Assistant	7/28/2023

**\*B. APPOINTMENTS**

<b>LAST</b>	<b>FIRST</b>	<b>SCHOOL</b>	<b>SUBJECT</b>	<b>EFFECTIVE</b>
Arnold	Jennifer	AHS	Science	8/17//2023
Hege	Lisa	AHS	Exceptional Children	8/17/2023
Link	Cassie	SAMS	Instructional Assistant/EC	8/17/2023
Little	Tracy	SAMS	English as a Second Language	9/1/2023
Ospitia	Lorena	GBT	1st Grade Dual Language	TBD
Summey*	Dena	LP	Kindergarten	8/17/2023
Vang	Jasmine	DLL	Data Manager/Treasurer	8/21/2023

**\*C. ADMINISTRATOR CONTRACTS**

<b>LAST</b>	<b>FIRST</b>	<b>SCHOOL</b>	<b>SUBJECT</b>	<b>EFFECTIVE</b>
Hanner	Marian	AHS	Assistant Principal	8/31/2023 - 6/30/25

\*In accordance with Board Policy 7100, Recruitment and Selection of Peronnel, this person is an immediate family member of a Board member.

**ASHEBORO CITY SCHOOLS  
CERTIFIED APPOINTMENTS  
August 10, 2023**

<b><u>NAME</u></b>	<b><u>COLLEGE/DEGREE</u></b>	<b><u>LICENSURE</u></b>
Arnold, Jennifer	Georgia Southern University B: Biology	Science, 9-12

Ms. Jennifer Arnold is recommended to teach science at Asheboro High School for the 2023-2024 school year. Ms. Arnold comes to us from Richmond County Schools where she has taught high school science for the past seven years. She primarily taught standard and honors biology, and also served as the department chair. Ms. Arnold is committed to encouraging higher-order thinking to increase student performance and is excited to be part of the AHS staff. Opportunities to teach at the AHS Zoo School attracted Ms. Arnold to the area. Please welcome Ms. Arnold to Asheboro City Schools. Welcome Ms. Arnold!

<b><u>NAME</u></b>	<b><u>COLLEGE/DEGREE</u></b>	<b><u>LICENSURE</u></b>
Hege, Lisa	UNC-Greensboro B: Teacher Education of the Deaf	Exceptional Children

Ms. Lisa Hege is recommended to teach exceptional children at Asheboro High School for the 2023-2024 school year. Ms. Hege is a veteran educator who has worked with students who have special needs in a variety of capacities over the years, primarily as a teacher and educational interpreter for the deaf. Ms. Hege enjoys using hands-on activities and encourages students to take responsibility for their learning. Ms. Hege is excited to join the team at Asheboro High School to continue her teaching career. Welcome Ms. Hege!

<b><u>NAME</u></b>	<b><u>COLLEGE/DEGREE</u></b>	<b><u>LICENSURE</u></b>
Little, Tracy	UNC-Greensboro B: Human Development & Family Studies	ESL, K-12 Birth-K

Ms. Tracy Little is recommended to teach English as a Second Language at South Asheboro Middle School for the 2023-2024 school year. Ms. Little is a veteran educator who most recently taught exceptional children at Uwharrie Charter Academy. Throughout her career she has primarily taught exceptional children, providing developmental services to children with IEP's and working with families to access appropriate services. Ms. Little is a student-centered educator who is excited to return to Asheboro City Schools in this new role. Welcome home Ms. Little!

**NAME**

Ospitia, Lorena

**COLLEGE/DEGREE**Universidad Libre de Colombia  
B: Humanities and Foreign Languages**LICENSURE**Elementary  
Spanish, K-12  
ESL, K-12

Ms. Lorena Ospitia is recommended to teach first grade dual language at Guy B. Teachey Elementary School for the 2023-2024 school year. Ms. Ospitia is an experienced dual language teacher and is excited to return to Asheboro City Schools. Ms. Ospitia taught kindergarten dual language for five years at Lindley Park before taking a position at Quality Education Academy in Winston Salem. Ms. Ospitia is excited to return to Asheboro City Schools, which she considers her “home” to teach in the dual language program. We are pleased welcome home Ms. Ospitia!

**NAME**

Summey, Dena

**COLLEGE/DEGREE**High Point University  
B: Elementary Education  
NC A&T University  
M: Reading Education**LICENSURE**Elementary  
Reading, K-12

Ms. Dena Summey is recommended to teach Kindergarten at Lindley Park Elementary School for the 2023-2024 school year. Ms. Summey is a veteran educator who spent the majority of her career at Tabernacle Elementary School where she taught primarily in grades K-2. Ms. Summey believes students need to feel safe, valued and supported in the classroom. She provides students with clear expectations and opportunities to have ownership of their learning. Ms. Summey’s reading background will be an asset to the Kindergarten team. We are pleased to welcome Ms. Summey to Lindley Park Elementary School. Welcome Ms. Summey!



**ASHEBORO CITY SCHOOLS  
ADMINISTRATOR APPOINTMENTS  
August 10, 2023**

<b><u>NAME</u></b>	<b><u>COLLEGE/DEGREE</u></b>	<b><u>LICENSURE</u></b>
Hanner, Marian	UNC-Greensboro B: Elementary Education Gardner Webb University M: Executive Leadership Studies	School Administrator Elementary

Ms. Marian Hanner is recommended to serve as an assistant principal at Asheboro High School. Ms. Hanner is a veteran educator who most recently held the position of Curriculum Facilitator at Swann Middle School. She also held a similar position for several years at Siler City Elementary School. Ms. Hanner was an assistant principal at the elementary and middle school level in Chatham County Schools, before a family emergency required her to step away for a short time. Ms. Hanner's knowledge of curriculum and MTSS implementation, along with her ability to analyze data will be an asset to the team at Asheboro High School. She is experienced with conducting classroom walk-throughs and providing timely feedback, monitoring weekly lesson plans, and providing staff professional development. Ms. Hanner actually began her teaching career at Charles W. McCrary Elementary School, and she is pleased to return to Asheboro City Schools. Welcome Ms. Hanner!

**Asheboro City Schools**  
**Personnel Transactions - ADDENDUM**  
**August 10, 2023**

**\*A. RESIGNATIONS/RETIREMENTS/SEPARATIONS**

<b>LAST</b>	<b>FIRST</b>	<b>SCHOOL</b>	<b>SUBJECT</b>	<b>EFFECTIVE</b>
Andrews	B. Sharon	DLL	Interventionist	9/30/2023
Carr	Sean	NAMS	Math	9/1/2023
Kirkman	Morgan	NAMS	Exceptional Children	9/1/2023
Shuskey	Stephanie	NAMS	Exceptional Children	9/1/2023
Trogon	Matt	CO	Computer Technican	8/18/2023

**\*B. APPOINTMENTS**

<b>LAST</b>	<b>FIRST</b>	<b>SCHOOL</b>	<b>SUBJECT</b>	<b>EFFECTIVE</b>
Akins	Brad	CO	Substitute Bus Driver	8/14/2023
Cepeda	Amanda	BAL	Exceptional Children	8/11/2023
Downey	Sarah	AHS	Chorus	TBD
Glidewell	Amanda	CWM	Music	TBD
Herzog	Jodi	NAMS	Math	8/14/2023
McKeown	Charles	NAMS	Exceptional Children	8/11/2023
Trogon	Laura	CO	SLP (part-time)	TBD

**C. TRANSFERS**

<b>LAST</b>	<b>FIRST</b>	<b>SCHOOL</b>	<b>SUBJECT</b>	<b>EFFECTIVE</b>
Alvarez	Marianna	CO	Substitute Bus Driver to Driver	8/21/2023
Evans	Crystal	CO	Substitute Bus Driver to Driver	8/21/2023

**ASHEBORO CITY SCHOOLS  
CERTIFIED APPOINTMENTS  
August 10, 2023**

<b><u>NAME</u></b>	<b><u>COLLEGE/DEGREE</u></b>	<b><u>LICENSURE</u></b>
Cepeda, Amanda	UNC-Greensboro B: Psychology	Exceptional Children

Ms. Amanda Cepeda is recommended to teach exceptional children at Balfour Elementary School for the 2023-2024 school year. As an active member of the school community, Ms. Cepeda is excited to begin her teaching career at Balfour Elementary School. Ms. Cepeda sees the role of the exceptional children's teacher is to help each student grow academically and motivate them to do their very best. We are pleased to welcome Ms. Cepeda to Asheboro City Schools. Welcome Ms. Cepeda!

<b><u>NAME</u></b>	<b><u>COLLEGE/DEGREE</u></b>	<b><u>LICENSURE</u></b>
Downey, Sarah	UNC – Greensboro B: Music Education M: Music Education	Music

Ms. Sarah Downey is recommended to teach Chorus at Asheboro High School for the 2023-2024 school year. Ms. Downey is a veteran educator who is returning to Asheboro High School where she taught from 2020-2022. This past year she taught at Oak View Elementary School in Guilford County. Ms. Downey taught eleven years at Wheatmore High School and was selected as Wheatmore High School's Teacher of the Year for 2017-2018. Outside the classroom, Ms. Downey is the Director of Music at Starmount Presbyterian Church. We are pleased to welcome Ms. Downey back to Asheboro City Schools. Welcome Ms. Downey!

<b><u>NAME</u></b>	<b><u>COLLEGE/DEGREE</u></b>	<b><u>LICENSURE</u></b>
Glidewell, Amanda	Appalachian State University B: Music Education	Music K-12

Ms. Amanda Glidewell is recommended to teach music at Charles W. McCrary Elementary School for the 2023-2024 school year. Ms. Glidewell has taught the past three years at Highfalls Elementary School in Bennett. She provided general music instruction through a child-centered approach to grades kindergarten through 8<sup>th</sup> grade. She also helped create performance opportunities for students with the local philharmonic orchestra. We are pleased to welcome Ms. Glidewell to Asheboro City Schools. Welcome Ms. Glidewell!

**NAME**

Herzog, Jodi

**COLLEGE/DEGREE**

NC State University

B: Business Management

UNC-Pembroke

M: Business Administration, Business Analytics

**LICENSURE**

Math, 6-9

Ms. Jodi Herzog is recommended to teach math at North Asheboro Middle School for the 2023-2024 school year. Ms. Herzog is leaving the private sector to pursue her dream of becoming a teacher. Currently, Ms. Herzog is a case manager for Policygenius in Durham. Prior to that she was a senior account executive for iHeartMedia in Raleigh and spent several years as a disability analyst for the State of North Carolina. Ms. Herzog is a proud Blue Comet and excited to teach at the middle school she attended. We are pleased to welcome Ms. Herzog to Asheboro City Schools. Welcome Ms. Herzog!

**NAME**

McKeown, Charles

**COLLEGE/DEGREE**

East Carolina University

B: English Education

**LICENSURE**

English, 9-12

Exceptional Children

Mr. Charles McKeown is recommended to teach exceptional children at North Asheboro Middle School for the 2023-2024 school year. Mr. McKeown completed his student teaching at D.H. Conley High School and was a Chancellor's Fellow in the ECU Honors College. Mr. McKeown believes it is important to meet every student where they are and curate a personalized education where students can express their interests through their academic work. Outside of teaching, Mr. McKeown enjoys acting and the performing arts. We are pleased to have Mr. McKeown begin his teaching career in Asheboro City Schools. Welcome Mr. McKeown!



*Chartered in 1905*

P.O. Box 1103, Asheboro, NC 27204-1103 ■ 1126 S. Park St. ■ (336) 625-5104 ■ (336) 625-9238, fax

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## **2023-2024 Charter Bus Approval**

The listed charter bus company submitted the proper paperwork requirements for consideration for use by Asheboro City Schools for the 2023-2024 school year. Mrs. Tari Johnson completed a successful site inspection in July of this company.

At this time, Support Services recommends the Asheboro City Board of Education approve the following charter bus company for use in the 2023-2024 school year:

Holiday Tours Inc.  
10367 Randleman Rd  
Randleman, NC 27317

Approved:

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Board Chair, signature

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Date

[illegible]

## **School Treasurers 2023-2024**

Marsha A. Vickery  
**Asheboro High School**

Donna B. Hill  
**North Asheboro Middle School**

Aaron P. Nall  
**South Asheboro Middle School**

Kaitlyn E. Pearson  
**Balfour Elementary School**

Gina G. Delk  
**Early Childhood Development Center**

Vacant  
**Charles W. McCrary Elementary School**

Jasmine Vang  
**Donna Lee Loflin Elementary School**

Tina E. Poole  
**Guy B. Teachey Elementary School**

Nicole L. Cox  
**Lindley Park Elementary School**

# CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

*Deposit Accounts, Loan and Services Agreement*



I, Dr. Aaron Woody, hereby certify that I am the duly elected and qualified secretary of Asheboro City Board of Education, an unincorporated association, and as such officer the keeper of its records, and that at a regular called meeting of the Asheboro City Board of Education of such association, held on the 10<sup>th</sup> day of August, 2023, at which a quorum was present, the following were elected to the office opposite their respective names and the following resolutions were adopted, and that such persons are now such officers of said association and that said resolutions are now in full force and effect:

The following officers were duly elected to serve for the ensuing year or until their respective successor shall be elected and duly qualified:

Officer Name:	
Home Address:	City: State: Zip:
Officer Name:	
Home Address:	City: State: Zip:
Officer Name:	
Home Address:	City: State: Zip:

The following resolutions were adopted and are now in full force and effect:

## 1. BANK DEPOSITORY. *RESOLVED*, that **First Horizon Bank**

("Bank") is hereby designated as a depository of this association and that an account or accounts, for and on behalf of this association, be revised or opened and operated in said Bank in the name of

Account Name:	Donna Lee Loflin	Account Number:	0258032
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2. **AUTHORIZED SIGNERS FOR DEPOSIT ACCOUNT. *RESOLVED***, that delivery to Bank of funds, checks, drafts or other property, with or without endorsement, and if endorsed, in whatever manner effected, unless specifically restricted, shall be authority to said Bank to place the same to the credit of the association under the terms set forth in the Bank's Depository Agreement, and such credits may be withdrawn by check, draft, debit card or other order of withdrawal executed for the association by any of the following signers, even though the association may have a requirement for more than one signature, with the understanding that Bank shall be under no obligation to see or make inquiry as to the application of the funds so withdrawn, even though such withdrawal order may be payable to the agent of the association executing same and funds be withdrawn for personal use:

Title	Typed Name	Signer's SSN	Signature
Finance Officer	Sandra Spivey		
Treasurer	Jasmine Vang		
Principal	Lisa Hayes		



# CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

*Deposit Accounts, Loan and Services Agreement*



3. **AUTHORIZED FOR INFORMATION ONLY. RESOLVED**, that Bank is authorized to release account information to the following person(s) upon request or inquiry.

Title	Typed Name	Signer's SSN	Signature
N/A			

4. **FACSIMILE SIGNATURES. RESOLVED**, that Bank is authorized and directed to honor checks, drafts and other instruments on said account which bear or purport to bear the facsimile signature(s) appearing below, and Bank is entitled to charge said account regardless of by whom or by what means a facsimile signature may be affixed **if** such signature resembles the following:

Title	Typed Name	Facsimile Specimen
N/A		

5. **LOANS. RESOLVED**, that any \_\_\_\_\_ of the following officers of the association (is) (are jointly) authorized at any time, until this authority shall be revoked by proper action of the association and official notice thereof given in writing to Bank, to effect loans or other credit extensions from the Bank for the association, including renewals, modifications or extensions, to pledge, mortgage, hypothecate, or in any other manner create a lien upon the assets of the association as collateral and security for any such loans or other obligations owned by the association to the Bank, and to execute any related documents required by the Bank, the Bank being under no obligation to observe or inquire as to application of any proceeds.

Name	Officer or Title
N/A	

# CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

*Deposit Accounts, Loan and Services Agreement*



6. SERVICES AGREEMENTS. *RESOLVED*, that any one of the following officers of the association (is) (are jointly) authorized to sign agreements under which Bank provides certain services:

Title	Typed Name	Signature
Finance Officer	Sandra Spivey	

IN WITNESS WHEREOF, I hereunto affix my signature on this the \_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

Secretary Name: Dr. Aaron Woody	Secretary Signature:
---------------------------------	----------------------

APPROVED (•)

Officer Title	Typed Name	Officer Signature

\*If these resolutions authorized the Secretary to withdraw or borrow funds, the signature of another officer of the organization above confirms the Secretary's authorization to do so.



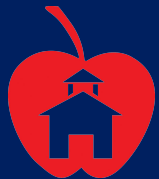
## Summer Opportunities Recap

Sarah Beth Cox, Chandra Manning, & Deanna Wiles

August 10, 2023

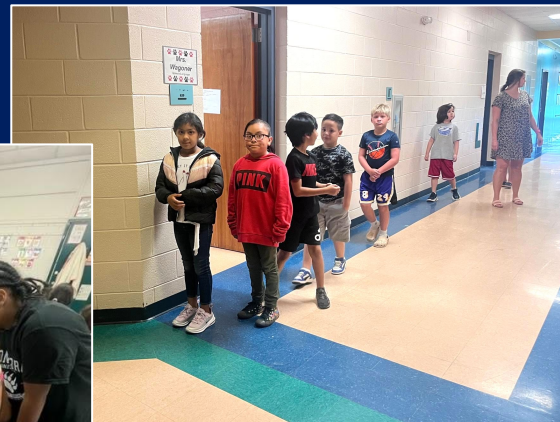


# Read to Achieve Summer Camp



# Read to Achieve Reading Camp

Donna Lee  
Loflin  
Elementary

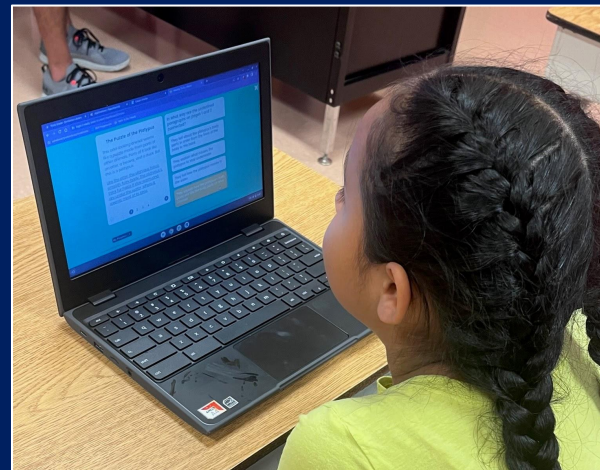


Balfour  
Elementary

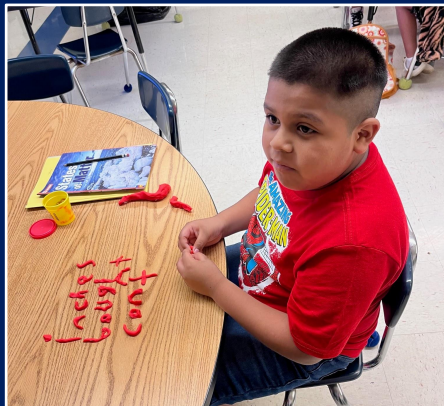


# Read to Achieve Summer Camp

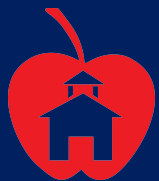
## 142 Students



# Read to Achieve Summer Camp



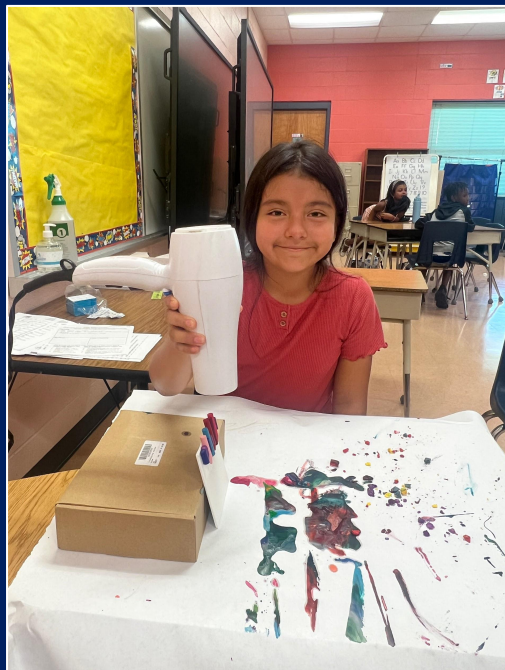
## Engaging Literacy Instruction





# Read to Achieve Summer Camp

## Background and Vocabulary Building

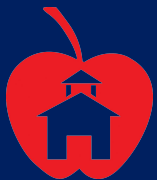




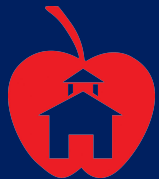
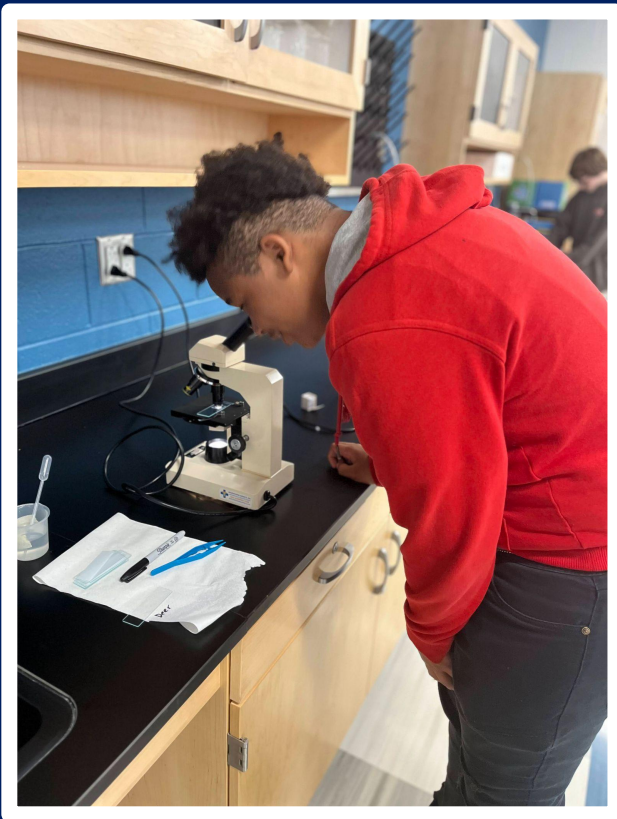
# Summer Bridge

Summer Bridge was a special summer camp for rising 6th and 9th graders. This 3-week enrichment experience allowed students to have fun with hands-on STEAM and literacy activities while learning about their new school.

*50% Academic, 50% SEL, 100% Engaging!*

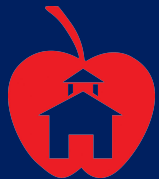
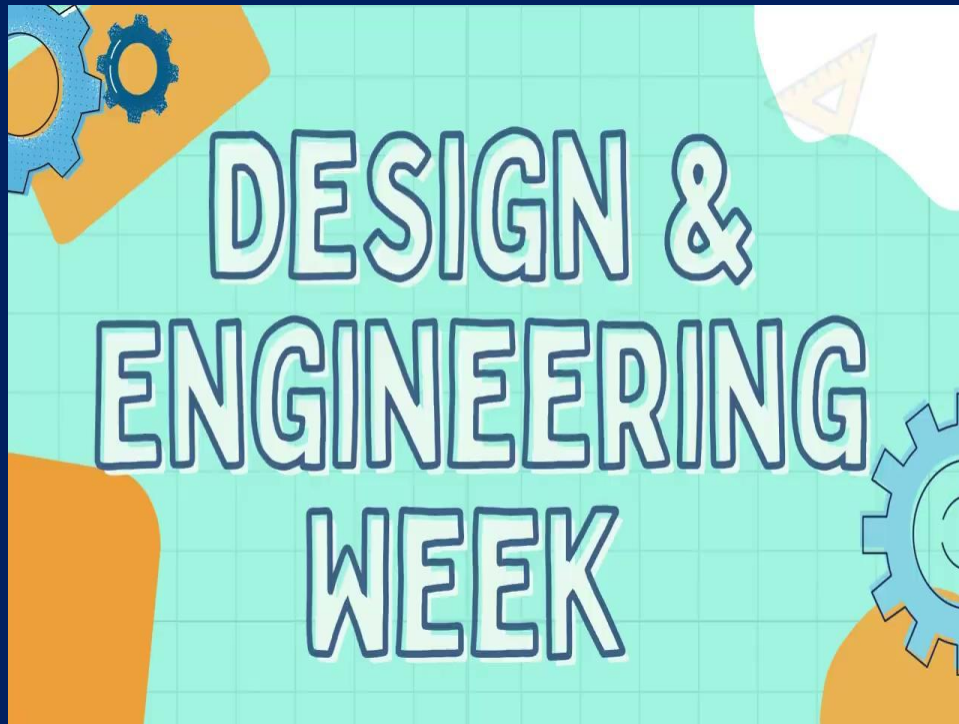


# Summer Bridge | Forensics Week



July  
10-13

# Summer Bridge | Design & Engineering



July  
17-20



# Summer Bridge | Makerspace Stations



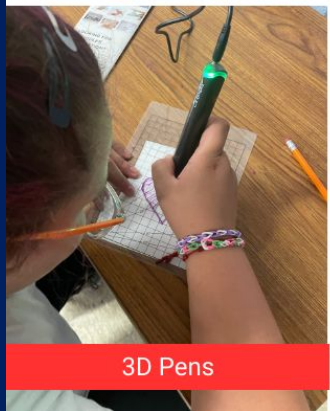
Tie Dye Shirts - In Progress



Tie Dye Shirts - FINISHED!



Snap Circuits



3D Pens

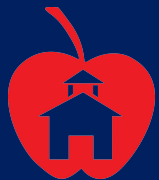


Squishy Circuits



Bristle Bots and Littlebits

Low-tech and High-tech  
Maker Projects:  
Tie-Dye Shirts  
Friendship Bracelets  
Rock Painting  
Tinkering Labs Kits  
Snap Circuits  
Squishy Circuits  
3D Pens  
e-Blox



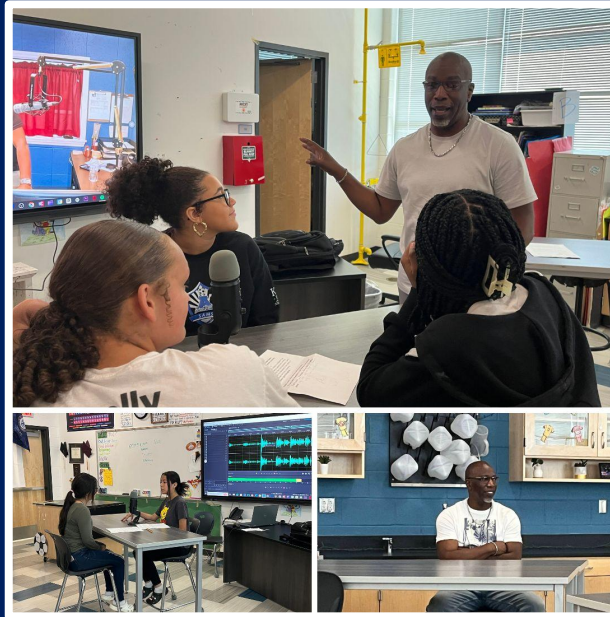
July  
24-27

# Summer Bridge Partnerships

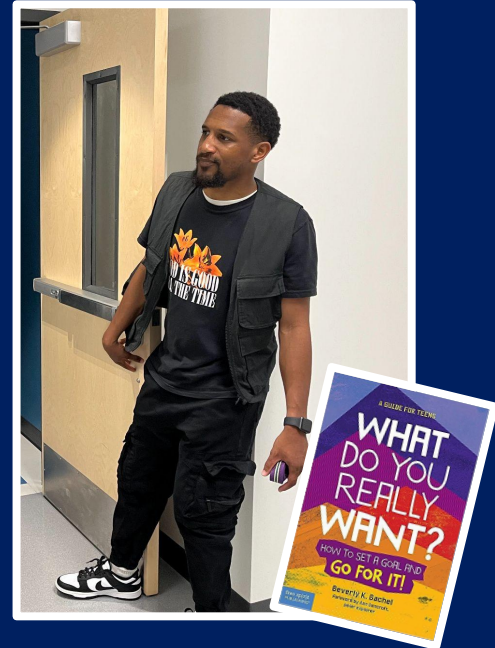
Dr. Denise Terry Johnson,  
Winston-Salem State University



Busta Brown,  
The New Cool Movement Podcasting



Marquez Cassidy,  
Community In Schools





# Summer Bridge Social and Emotional Learning



Meet a School Counselor



Trust Fall



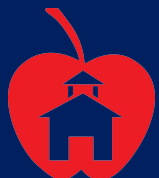
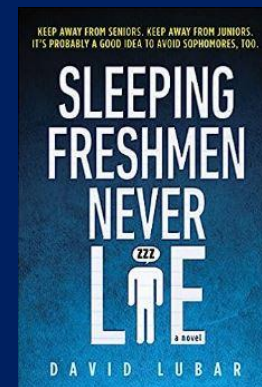
Minute to Win It Games



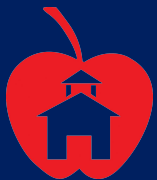
Learn the Campus



Team Challenges

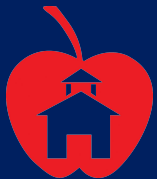
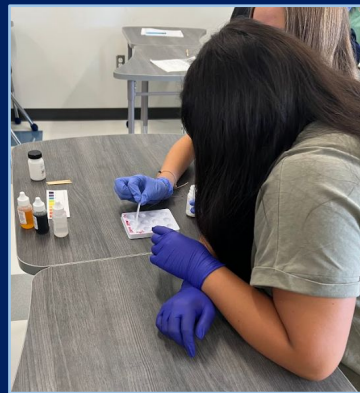
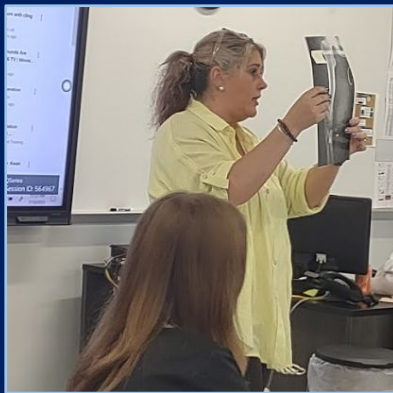
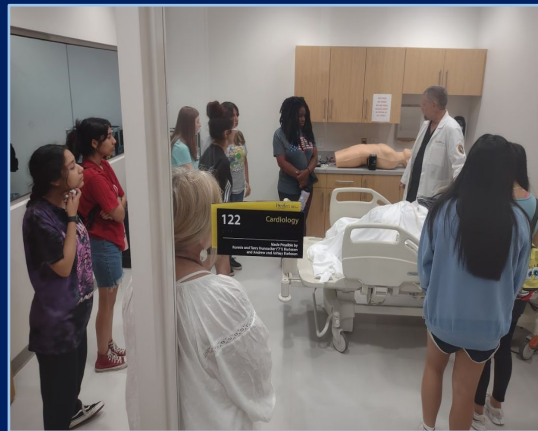
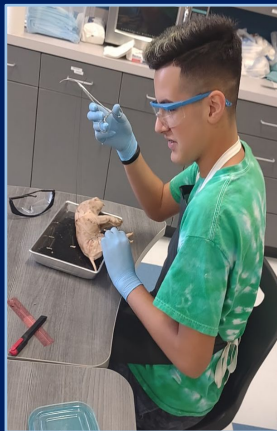


# District C Summer Teamship



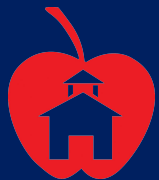


# CTE Pathways Camps | Health Science Camp

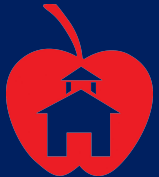
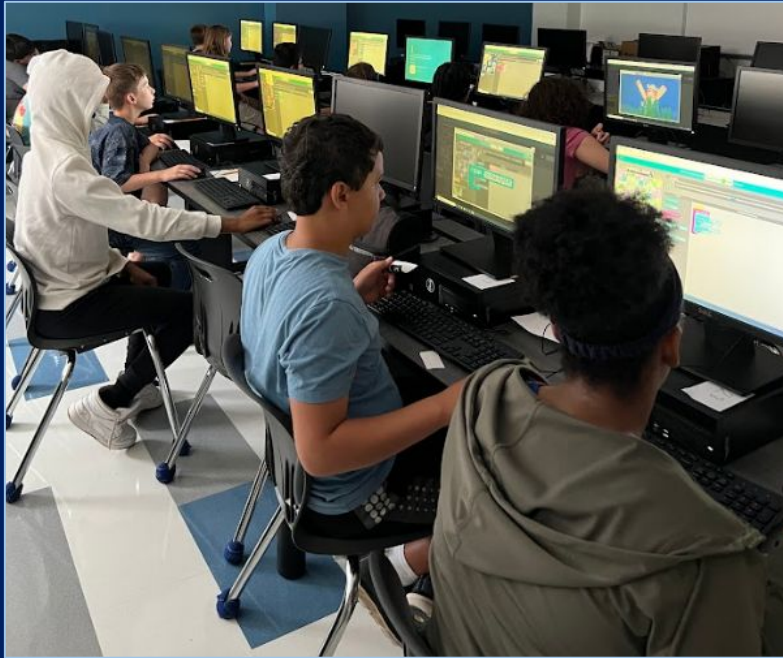




# CTE Pathways Camps | Middle School Ag Camp

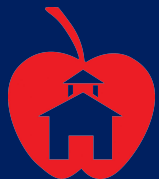


# CTE Pathways Camps | Minecraft Coding Camp

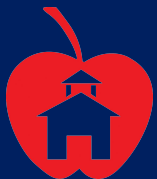
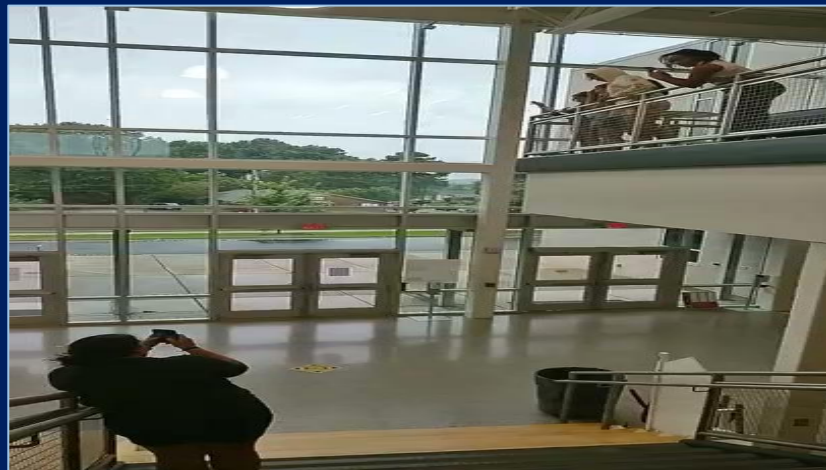
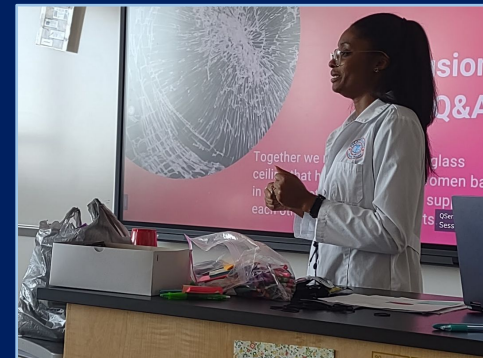




# CTE Pathways Camps | Design & Engineering

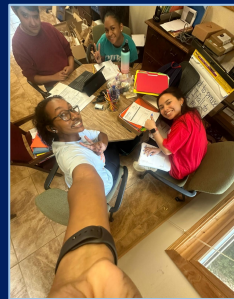
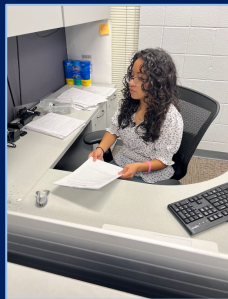
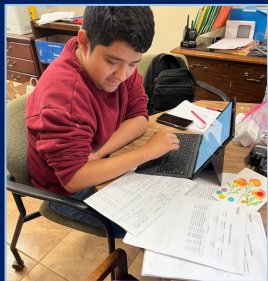


# CTE Pathways Camps | Girls in STEM





# CTE Summer Internships



# Questions





## Transportation Updates

Tari Johnson, Transportation Coordinator  
Angela Palmer, Transportation Supervisor  
August 10, 2023



# Personnel

- 22 Drivers/4 Safety Assistants
- 6 Sub Drivers
- 3 Vacant Positions

# Contracted Service

- JR'S Transportation
  - One Student at the completion of the 2023 School Year





# Statistical Data

18 out of 21 Yellow Buses Utilized, including 2 EC Buses  
2 Spare Buses

<b>2022-2023 School Year:</b>	<b>2021-2022 School Year:</b>
Ridership Count: 1832	Ridership Count: 1972
Miles: 1404	Miles: 1251.06
Earliest Pick up: 6:15am	Earliest Pick up: 6:30am
Latest Drop off: 4:47pm	Latest Drop off: 4:40pm

# 2023-2024 Projection

Due to current driver positions, we anticipate 3 routes may need to be combined with other routes.

Here Comes The Bus available for Parents

-Projected date of October 2023



## Fleet Update

2 New Activity Buses

2 New Transit Vans (15 Passenger)

2 Mini Vans added for Specialized Transportation Requests

11 Total Vehicles for Extra Curricular Activities/Field Trips/Athletics

34 Vehicles installed with GPS Systems

10 Cameras added to Yellow Buses

-All active Yellow Buses have inside and outside working cameras

# Questions?





# Asheboro City Schools Career & Technical Education Course Requests for 2023-2024

Sarah Beth Cox

December 9, 2021



# Introduction to Adobe Applications

## (Standard and Honors)

### **Incorporates:**

- Project-Based Learning
- Career exploration
- Authentic learning experiences
- Employability skills
- English language and literacy skills are enforced
- Aligns to Skills USA competitive events

### **Course focus:**

- Introduction to desktop computing basics in creative industries
- Introduction to Adobe Photoshop, InDesign, Illustrator, and Premier
- Raster and Vector Graphics creation and use, page layout and



# Introduction to Adobe Applications

## (Standard and Honors)

- Is a Local Course Option (LCO). Developed by a PSU for participation by a cohort of districts. Approved and managed by NC CTE.
- At the request of the state to consolidate similar courses, it will replace our current course, Digital Media, which is also an LCO.



Questions?



CALENDAR OF UPCOMING EVENTS - August 10, 2023 Board Meeting			
DATE	TIME	EVENT	LOCATION
Monday, August 14- Wednesday, August 16	8:00 a.m.-3:00 p.m.	Kindergarten Orientation/Transitition Camp	Donna Lee Loflin Elementary School
Tuesday, August 15- Wednesday, August 16	9:00-11:30 a.m.	Kindergarten Transition Camp	Balfour Elementary School
Thursday, August 17-24	All Day	Required Teacher Workdays	All Schools
Saturday, August 19	2:00 p.m.	Dedication of Marie C. Booone Legacy Library	Lindley Park Elementary School
Wednesday, August 23	4:00-7:00 p.m.	Open House	Asheboro High School
Thursday, August 24	10:00 a.m.	Convocation	Asheboro High School Performing Arts Center
Thursday, August 24	3:00-6:00 p.m.	Open house	All Elementary Schools
Thursday, August 24	4:00-7:00 p.m.	Open House	All Middle Schools
Friday, August 25	All Day	Optional Teacher Workday	All Schools
Monday, August 28	All Day	First Day for Students	All Schools
Tuesday, September 5	6:00 p.m.	Randolph County Commissioners Meeting	Old Historic Courthouse
Wednesday, September 13	11:30 a.m./12:30 p.m.	Early Release Day	All Schools
Thursday, September 14	7:30 p.m.	Board of Education meeting	Professional Development Center
Friday, September 22	4:00 p.m.	Asheboro High School Homecoming Parade	Sunset Avenue through Downtown Area
Friday, September 22	7:30 p.m.	Asheboro High School Homecoming Night	Asheboro High School