

ASHEBORO CITY BOARD OF EDUCATION
Regularly Scheduled Meeting
Professional Development Center
March 19, 2026
6:30 p.m.

5:00 p.m. Budget Planning & Finance Committee

6:00 p.m. Policy Committee

I. Opening

- A. Call to Order
- B. Moment of Silence
- C. Pledge of Allegiance – North Asheboro Middle School Students
- *D. Approval of Agenda

II. Special Recognitions

- A. Battle of the Books – Mr. Anthony Woodyard, Chief Information Officer
- B. Sodexo – Ms. Sandra Spivey Ayers, Chief Financial Officer
- C. Maintenance Team – Mr. Jody Cox, Director of Facilities & Maintenance

III. Superintendent's Report – Dr. Aaron Woody, Superintendent

IV. Public Comments

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

V. *Consent Agenda

- A. Approval of Minutes for February 12, 2026, Board of Education Meeting and Minutes for February 21, 2026, Winter Board Retreat
- B. Policies Recommended for Approval:
 - Policy 2670 Business Advisory Council
 - Policy 6210 Organization of Student Transportation Services
 - Policy 7910 Retirement
- C. Personnel
- D. 2025-2026 Audit Contract – Anderson, Smith, & Wike PLLC
- E. Overnight Field Trip – AHS HOSA State Championship-Greensboro, March 2026
- F. Overnight Field Trip – AHS Drone Soccer National Championship-Florida, May 2026
- G. Overnight Field Trip – AHS AFJROTC Summer Camper-Black Mountain, NC, June 2026
- H. Overnight Field Trip – AHS DECA National Competition-Georgia, April 2026
- I. Overnight Field Trip – Balfour Elementary 5th Grade-Camp Caraway, May 2026
- J. Asheboro City Schools and NC Zoo Ten-Year Lease Agreement

VI. Information, Reports, and Recommendations

- A. Schools Continuous Improvement Plans (CIP) Update – Principals
 - North Asheboro Middle School – Mr. Graham Groseclose, Principal

- South Asheboro Middle School – Mr. Chris Burian, Principal
- B. Academic Achievement of Student Athletes Report – Ms. Gayle Higgs, Chief Human Resource & Support Services Officer

VII. *Action Items

- A. 2026 Legislative Platform – Ms. Gidget Kidd, Chair
- B. Advanced Teaching Roles – Ms. Gayle Higgs, Chief Human Resource & Support Services Officer
- C. Approval of Design Build Firm – Ms. Sandra Spivey Ayers, Chief Financial Officer

VIII. Board Operations – Gidget Kidd, Chair

- A. Calendar of Events
- B. COSSBA Recap
- C. Board Chair Recognition

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
Regularly Scheduled Meeting
Professional Development Center
March 19, 2026
6:30 p.m.

Addendum

5:00 p.m. Budget Meeting/Finance Committee

6:00 p.m. Policy Committee

- I. Opening
- II. Special Recognitions
- III. Superintendent's Report
- IV. Public Comments
- V. *Consent Agenda
- VI. Information, Reports, and Recommendations
- VII. *Action Items
- VIII. Board Operations
 - A. Calendar of Events (updated)
- IV. 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.

Maintenance Appreciation

March 19, 2026

Presented by:
Jody Cox
Director of Maintenance & Facilities

WE MAKE THINGS HAPPEN!

- **12 person team**
- **Employee service time is from 1-25 years**
- **Total of 126 YEARS OF SERVICE**
- **Since Jan 1, 2026, there have been 1,011 work orders completed**
- **Average of 20 work orders completed per day**



Meet the Team



Salvador Herrera

1 Year



Logan Wallace

1 Year



Jamey Wall

1 Year



Meet the Team



Sofia Badillo

5 Years



Sean Whatley

11 Years



Zachary Cox

11 Years



Meet the Team



Brandin Davis

13 Years



Michael Shane

16 Years



Jeff Wallace

16 Years

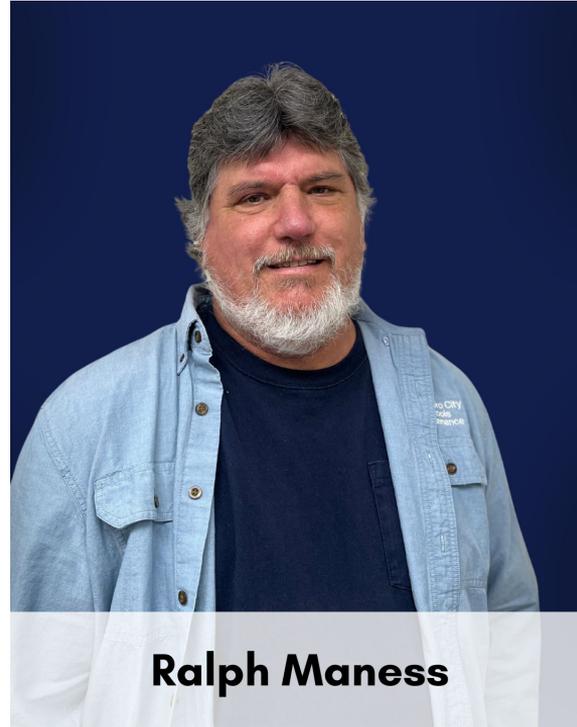


Meet the Team



Luis Otero

22 Years



Ralph Maness

25 Years



Balfour Indoor Planters



BEFORE



Balfour Indoor Planters



Demo



Balfour Indoor Planters



Concrete poured



Balfour Indoor Planters



Rooms Framed



Balfour Indoor Planters



Sheetrock Up



Balfour Indoor Planters



Completed



Balfour Indoor Planters



Completed



Teachey's Boat



Turned into Additional Storage



Teachey's Boat



Completed Project



AHS Weight Room HVAC



Air Handlers Installed



AHS Weight Room HVAC



Subbed Out Concrete & Fencing



AHS Weight Room HVAC



Electrical Sub Panels Installed



AHS Weight Room HVAC



Duct Socks Installed



AHS Weight Room HVAC



Michael Shane, Ralph Maness, Jeff Wallace, Zachary Cox



Infield Dirt for MS Baseball



Brandin Davis, Jamey Wall, Logan Wallace



ECDC Hot Water Heaters



Brandin Davis, Zachary Cox



SAMS Track Locker Rooms



Before



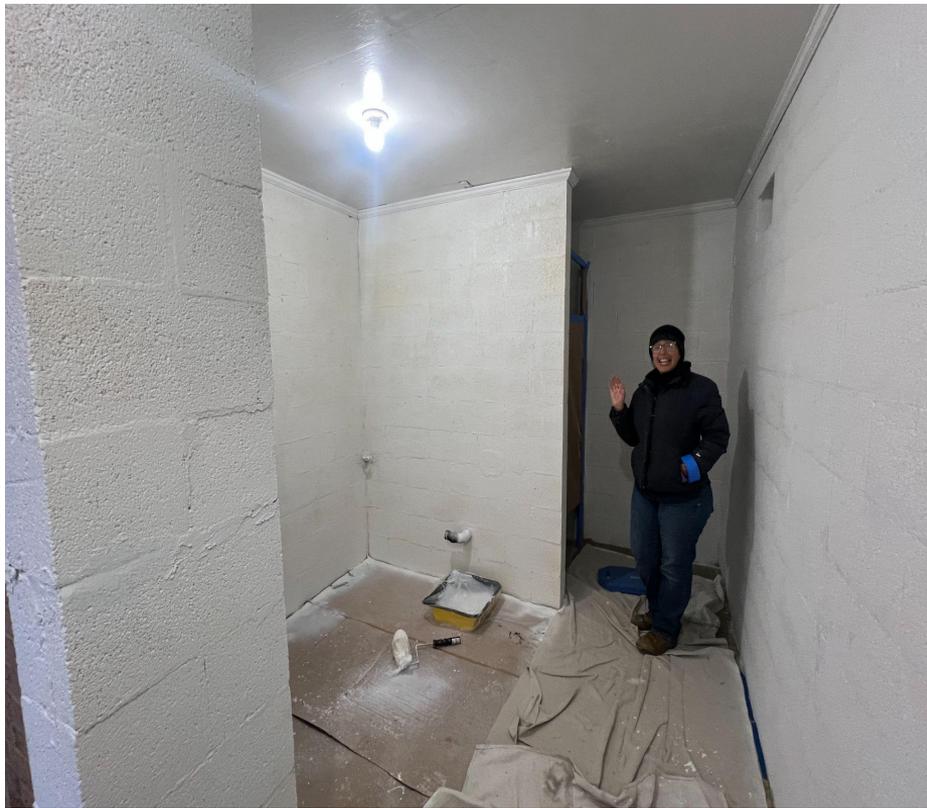
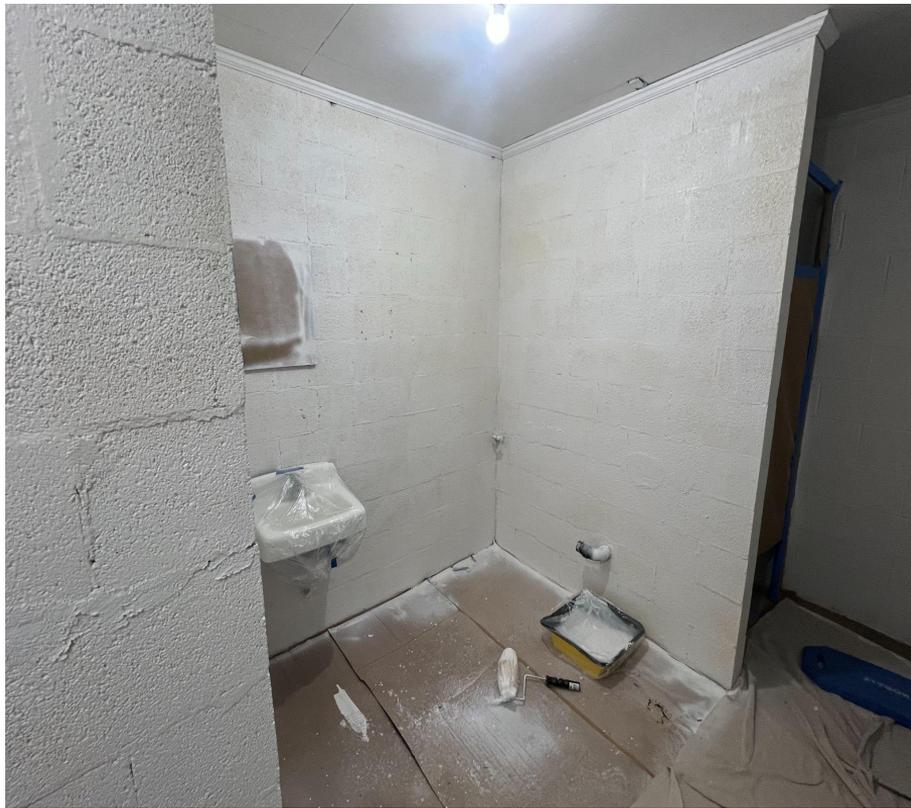
SAMS Track Locker Rooms



Before



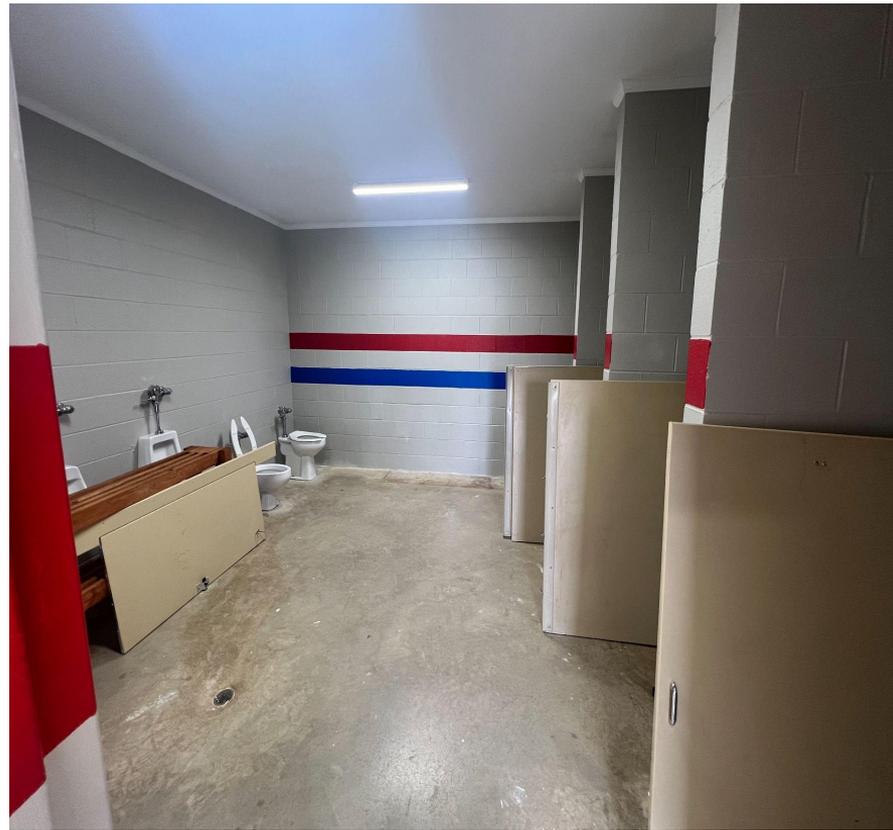
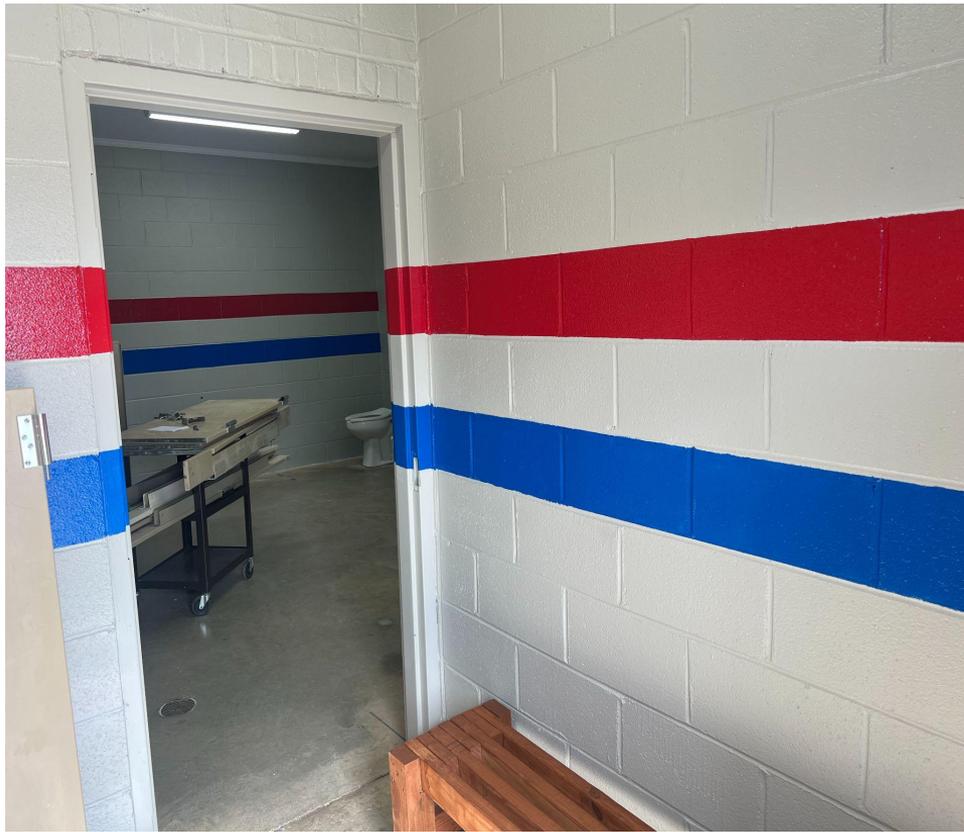
SAMS Track Locker Rooms



During



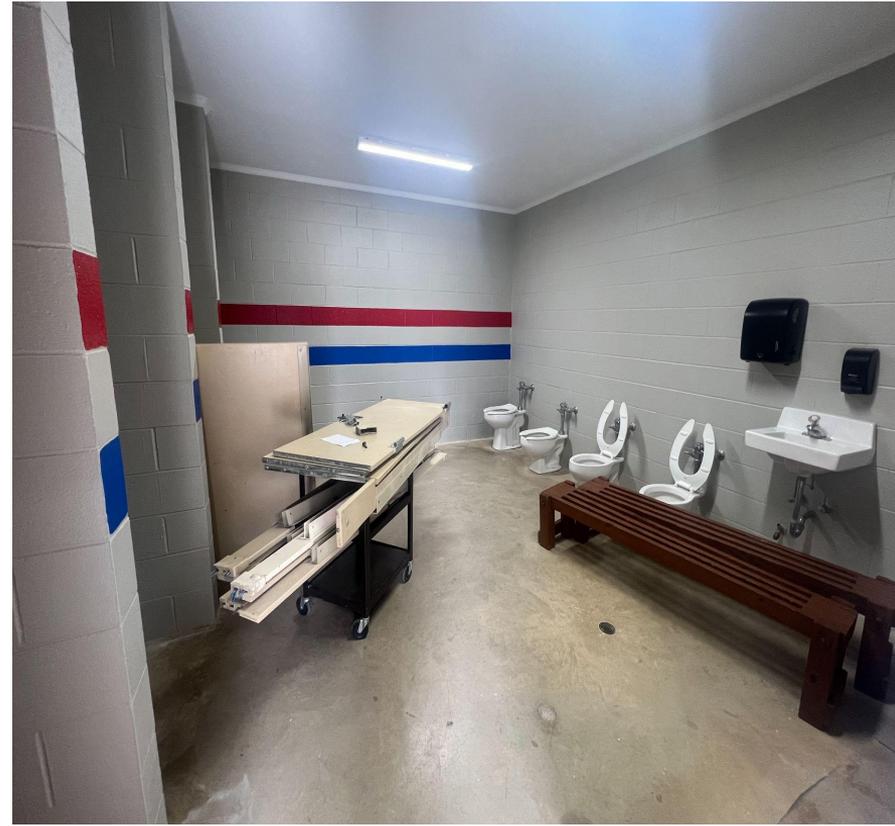
SAMS Track Locker Rooms



During



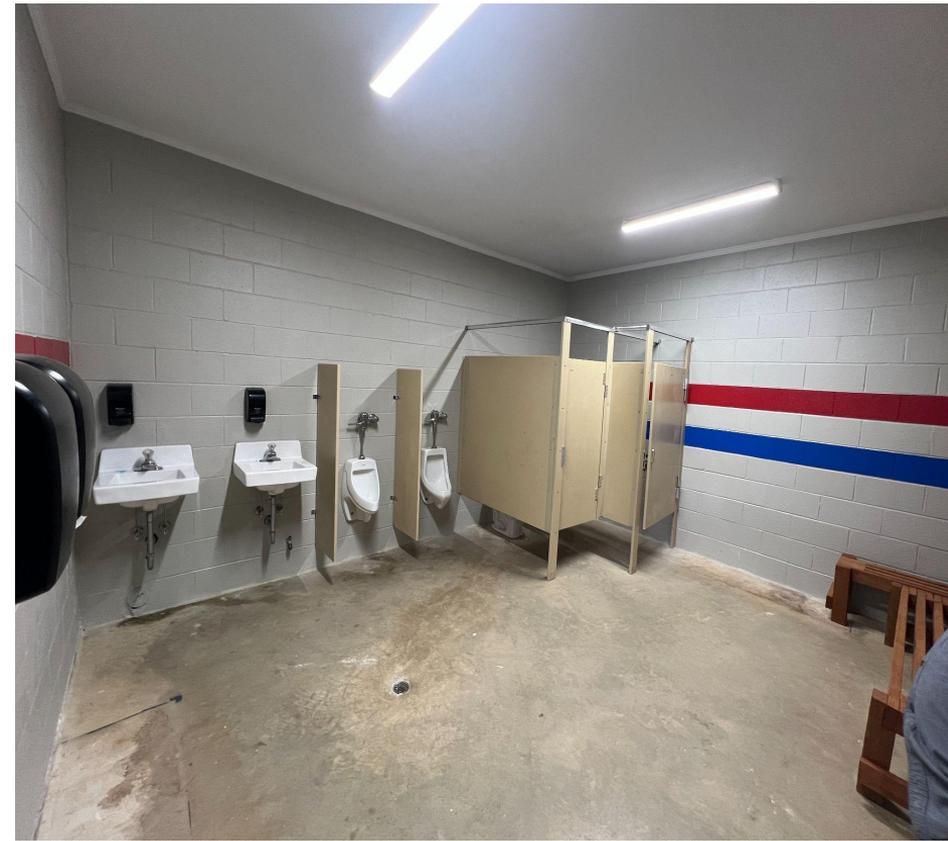
SAMS Track Locker Rooms



During



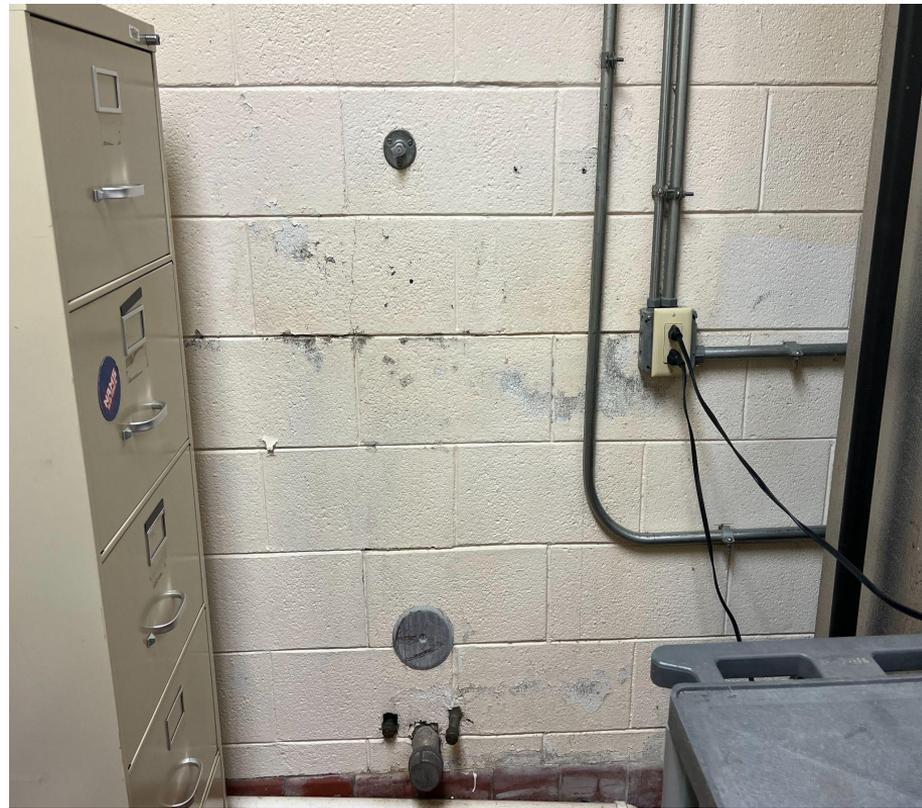
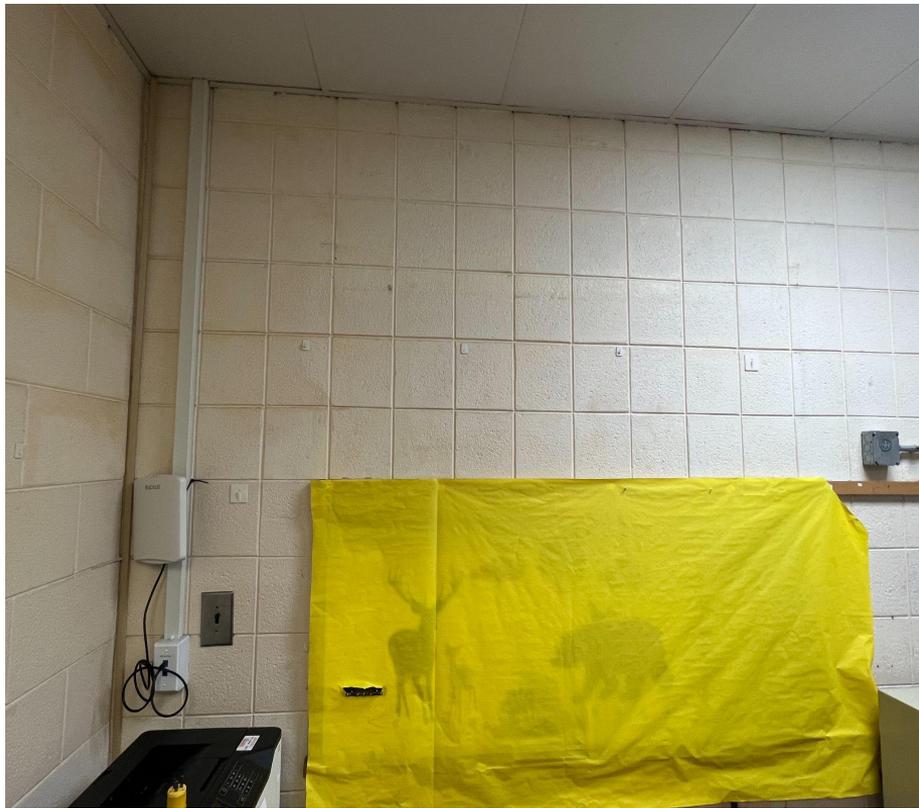
SAMS Track Locker Rooms



Completed



NAMS Kitchen Paint



Before



NAMS Kitchen Paint



During



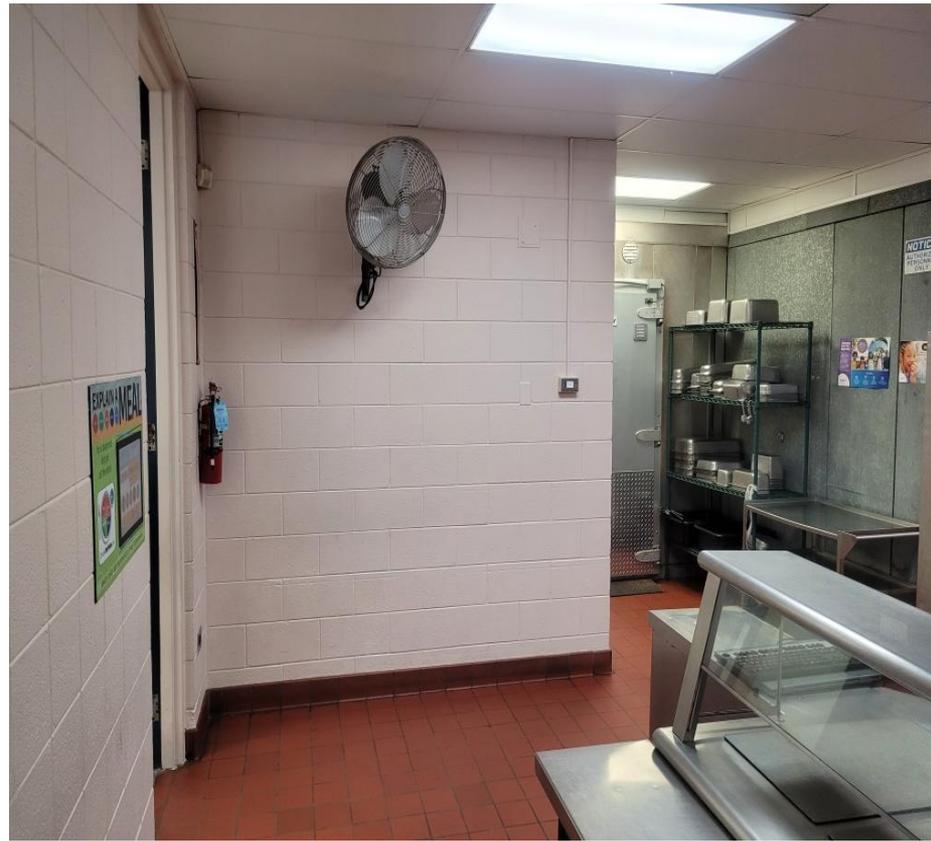
NAMS Kitchen Paint



During



NAMS Kitchen Paint



After



NAMS Kitchen Paint



After



Other Notable Projects



Jeff Wallace



Other Notable Projects



Sofia Badillo & Salvador Herrera



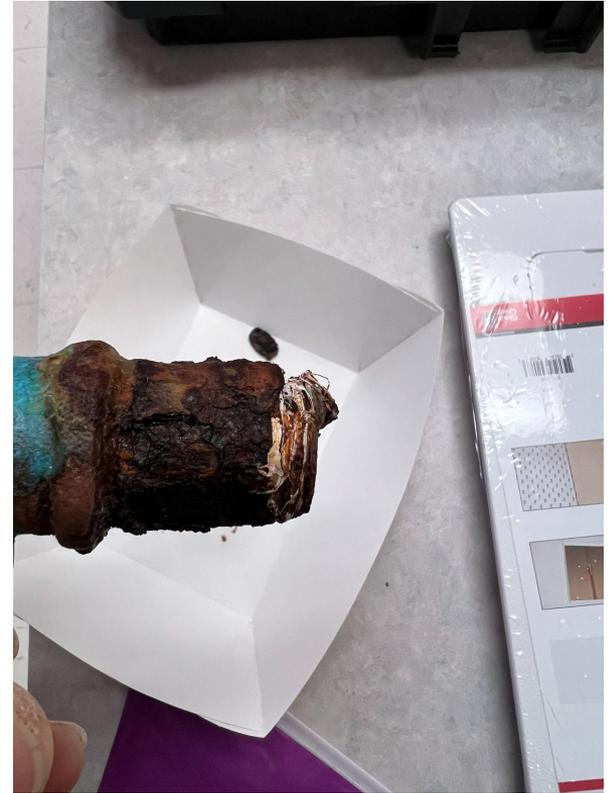
Other Notable Projects



Brandin Davis, Zachary Cox, Jody Cox



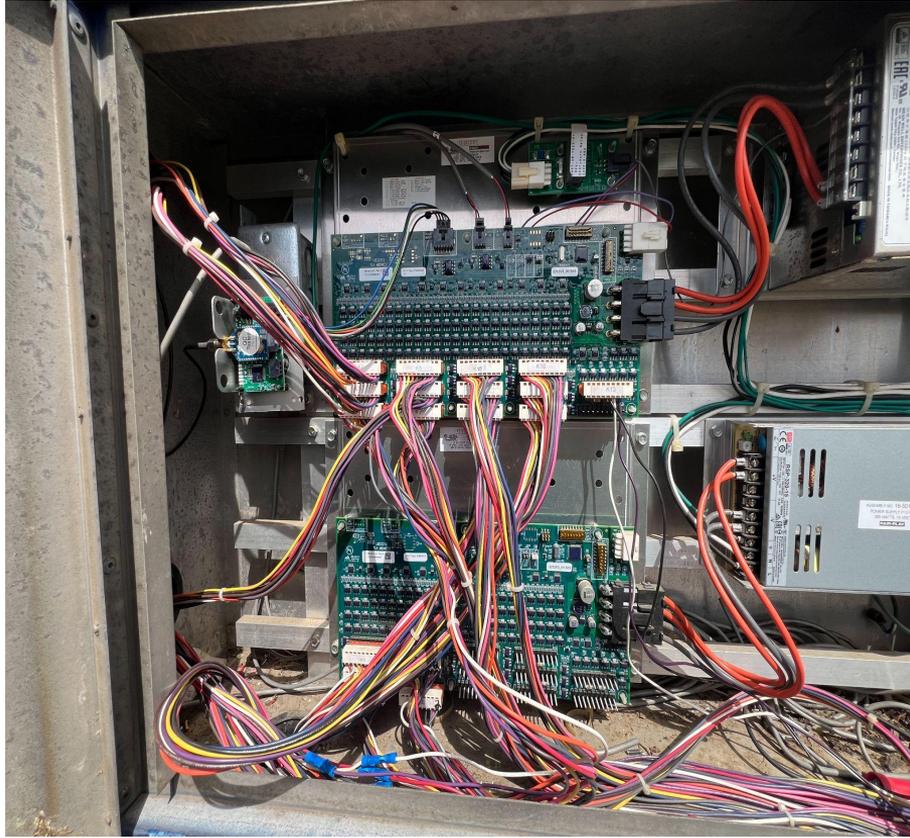
Other Notable Projects



Never know what you will find....



Other Notable Projects



Project Squirrel!



Team Effort



Teamwork at its best



Team Effort



Friday Night Lights



Team Effort



Graduation



Team Effort



Filter changes during snow days



Team Effort



Field of Honor w/ JROTC





“The strength of a school system isn’t only measured in classrooms and test scores—it’s also built by the dedicated maintenance professionals who work behind the scenes every day to keep our schools safe, functional, and ready for learning.” — *Author Unknown*

Questions?



ASHEBORO CITY BOARD OF EDUCATION
Regularly Scheduled Meeting
Professional Development Center
February 12, 2026

Special Joint Session with the Randolph County Commissioners

Board Members Present:

Gidget Kidd, Chair	Melissa Calloway, Vice Chair	Baxter Hammer
Hailey Lee	Ryan Patton	Adam Hurley
Dr. Beth Knott	Mikayla Cassidy	Dr. Brad Thomas
Scott Eggleston, Board Attorney		

Staff Members Present:

Dr. Aaron Woody	Sandra Spivey Ayers	Anthony Woodyard
Angel Etheridge	Michelle Harger	Jody Cox
Gayle Higgs	Chandra Manning	Scott Bainville
Deanna Wiles	Melvin Diggs	

Randolph County Commissioners Present:

Darrell Frye, Chairman	Kenny Kidd, Vice Chairman	Lester Rivenbark
Hope Haywood	David Allen	

County Employees Present:

Zeb Holden, County Manager	
Will Massie, Finance Officer	Dana Crisco, Clerk
William Johnson, Assistant County Manager	Amber Cole, Deputy Clerk
Ben Morgan, County Attorney	Lauren Hughes, Paralegal
Aimee Scotton, Associate County Attorney	

Gidget Kidd, Chair, and Chairman Frye welcomed all in attendance and called the meeting to order at 5:28 p.m. Gidget Kidd, Chair, thanked the Randolph County Board of Commissioners for their support of Asheboro City Schools and for joining the Asheboro City Board of Education for this meeting. Mr. Darrell Frye, Chairman of the Randolph County Board of Commissioners expressed his appreciation for Asheboro City Schools.

Dr. Woody introduced representatives from Bobbitt Construction who provided an update on the renovation of South Asheboro Middle School. They reported that the project is on schedule and shared a presentation of the renovation progress at South Asheboro Middle School.

Dr. Woody shared his appreciation for our community partners, the progress of the Global Innovation Center, and the Toyota Driving Possibilities Grant we received in the amount of \$1.9 million. Dr. Wendy Rich, Chief Academic Officer & Assistant Superintendent, discussed how the money from the Toyota grant will be used in the district. Ms. Sandra Spivey Ayers shared information about how the funds the district spends are reimbursed to the district from the grant.

Dr. Woody stated that Asheboro City Schools experienced a state budget cut of \$650,000 in Low Wealth funding this school year. He also shared the following information regarding our budget for 2026-2027.

Local Current Expense

- For 2025-2026 the Randolph County Board of Commissioners provided Asheboro City Schools with \$7,900,158 in Local Current Expense Appropriation. We are asking for an additional \$515,000 or 6.5% increase in Local Current Expense funds. This is to cover the projected continuation costs that impact our Local Current Expense Fund as a result of:

Average 4% legislated raise (includes impact on local supplement)	\$300,000
5% increase in retirement contributions	\$ 75,000
5% increase in health insurance premiums	\$ 50,000
Property, Workers' Comp., Liability insurance increases	\$ 25,000
Utility increases	<u>\$ 65,000</u>
	\$515,000

- Future Concerns: (1) Staff recruitment and retention: Our local supplement and employer provided dental insurance are two benefits that help us to recruit in a very competitive market. (2) Maintaining our current level of technology and curriculum subscriptions (textbooks, curriculum resources, as well as maintenance contracts and software licenses).(3) Planning for device and server refreshers over the next 2-3 years.

Capital Outlay

- Dr. Woody expressed gratitude to the Commissioners for the generosity and support of our 10 Year Facilities Plan, as well as the renovation project at South Asheboro Middle School. This year the Randolph County Board of Commissioners provided \$1,097,833 to assist with our 10 Year Facilities Plan. We are one year into spending the \$29.7 million in grant funds as received from the Needs Based Public School Capital Fund to renovate South Asheboro Middle School. Dr. Woody thanked the Board of Commissioners for their generosity and commitment to providing the 15% match required.
- The Commissioners were provided with a copy of our Capital Improvements schedule for the next 10 Years. Dr. Woody requested the same appropriation for 2026-2027 to support our 10 Year Facilities Plan projects. Costs of repairs and replacements continue to increase as we try to adhere to our capital projects plan.
- Dr. Woody shared a list including the current capacity of our schools and the age of our buildings.
- Dr. Woody shared a list of prioritized future facility needs in the district which included the projected costs for those needs.

Dr. Woody closed by stating that the district tries to be very thoughtful about the way we spend our funds and expressed his gratitude for the support the district receives each year from the Board of Commissioners.

Ms. Sandra Spivey Ayers shared there is a lottery application in the Board materials this evening. She asked Mr. Will Massie, Randolph County Financial Officer, to explain the application.

Mr. Kenny Kidd, Vice Chairman, thanked Ms. Spivey Ayers for budget numbers she compiled for this meeting. Chairman Frye asked for a motion to close the meeting. Upon motion by Kenny Kidd, Vice Chairman, and seconded by David Allen, Chairman Frye adjourned the meeting at 6:20 p.m.

Board of Education

Board Members Present:

Gidget Kidd, Chair
Baxter Hammer
Mikalya Cassidy
Scott Eggleston, Attorney

Melissa Calloway, Vice Chair
Dr. Beth Knott
Dr. Brad Thomas

Ryan Patton
Adam Hurley
Hailey Lee

Staff Members Present:

Dr. Aaron Woody
Dr. Wendy Rich
Sarah Beth Cox
Michelle Harger
Scott Bainville
Corey Culp

Gayle Higgs
Dr. Christina Kinley
Melvin Diggs
Deanna Wiles
Dr. Ryan Moody
Dr. Ana Floyd

Anthony Woodyard
Sandra Spivey Ayers
Angel Etheridge
Jody Cox
Jordan Seagraves

Opening

Gidget Kidd, Chair, called the meeting to order at 6:31 p.m., welcomed all in attendance, opened the meeting with a moment of silence, and invited students from Guy B. Teachey Elementary School to lead the Pledge of Allegiance.

Upon motion by Ryan Patton, and seconded by Dr. Brad Thomas, the Board unanimously approved the meeting agenda.

Superintendent's Report

Dr. Woody shared the following:

Mid-Year Point –We are encouraging staff across the district to dig deeper into positive routines and heightened expectations for each other, for all learners, and for all school stakeholders.

Administrative Mid-Year Data Meetings and Reviews – Our district leadership, including our principals, have been participating in mid-year data meetings and mid-year reviews. These have been enriching conversations for our entire district and school leadership.

Winter Board of Education Retreat – We will hold our Winter Board Retreat for our district leadership and Board on Saturday, February 21.

Public Comments

No public comments.

Consent Agenda

Ms. Hailey Lee recused herself from the vote per Policy 7100. Upon motion by Mikayla Cassidy, and seconded by Dr. Beth Knott, the Board unanimously approved the following items:

- A. Approval of Minutes for January 8, 2026, Board of Education Meeting
- B. Policies for Approval:
 - Policy 2125/7315 Confidential Information
 - Policy 3101 Dual Enrollment
 - Policy 3220 Technology in the Educational Program
 - Policy 3225/4312/7320 Technology Responsible Use
 - Policy 3226/4205 Internet Safety
 - Policy 3227/7322 Web Page Development
 - Policy 4152 Unsafe School Choice Transfer
 - Policy 4240/7312 Child Abuse And Related Threats To Child Safety
 - Policy 4270/6145 Concussion And Head Injury
 - Policy 7425 School Administrator Contracts
- C. Personnel (see below)
- D. Overnight Field Trip - Asheboro High School DECA Competition in Greensboro February 2026
- E. 2026 Lottery Distribution Request

**Asheboro City Schools
Personnel Transactions
February 12, 2026**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Knuckles	Savannah	LP	Kindergarten Teacher	02/24/2026
Martin	Lisa	GBT	Instructional Assistant	06/10/2026
Smith	Kelly	NAMS	Physical Education Teacher	02/28/2026
Vickery	Lauren	BAL	Speech Pathologist	01/21/2026

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Beard	John	BAL	School Counselor (Part-Time)	01/05/2026
Clodfelter	Kimberly	BAL	School Counselor (Part-Time)	01/05/2026
Frazier	James	SAMS	Non-Faculty Baseball Coach	02/13/2026
Hippert	Neva	SAMS	Non-Faculty Track Coach	02/13/2026
Lee	Justin	SAMS	Non-Faculty Baseball Coach	02/13/2026
Murphy	Sean	AHS	Mathematics	02/02/2026
Skelly	Barb	CO	Educational Diagnostician (Part-Time)	01/26/2026

**Asheboro City Schools
Personnel Transactions - ADDENDUM
February 12, 2026**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Cooper	Michelle	NAMS	EC Teacher	06/30/2026
Dunn	Matthew	CO	Welcome Center Coordinator	02/13/2026
Syriac	Renee	CO	Substitute Bus Driver	02/10/2026

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Cartagena	Jennifer	CO	Substitute Bus Safety Assistant	02/16/2026

Information, Reports, and Recommendations

- A. Ms. Michelle Harger, Director of Support Services, reviewed the following Policies for Review:
 - Policy 2670 Business Advisory Council
 - Policy 6310 Organization of Student Transportation Services
 - Policy 7910 Retirement
- B. Schools Continuous Improvement Plans (CIP) Update – Mr. Jordan Seagraves, Principal of Guy B. Teachey Elementary School and Dr. Ryan Moody, Principal of Asheboro High School, shared updates on the progress of their Continuous Improvement Plans (CIP). Both shared their progress on their top three goals by sharing data

reviews, school celebrations and next steps.

- C. Ms. Deanna Wiles, Director of Curriculum & Academic Program Support, and Ms. Sarah Beth Cox, Director of Career & Technical Education (CTE), shared an update on Asheboro High School courses that have been approved by the Board from 2022-2025. The update included the decision-making process in selecting the courses, the success of the courses, and information regarding student enrollment in the courses.

***Action Items**

- A. Ms. Sandra Spivey Ayers, Chief Financial Officer, introduced Mr. Adam Scepurek of Anderson, Smith & Wike PLLC, who reviewed the 2024-2025 audit. Ms. Sandra Spivey Ayers then requested approval of the audit. Upon motion by Baxter Hammer, and seconded by Dr. Brad Thomas, the Board unanimously approved the audit as presented.
- B. Ms. Sarah Beth Cox, Director of Career & Technical Education, requested approval of the following courses at Asheboro High School: CL13 Robotics I, Teaching as a Profession Honors I and II, Teaching as a Profession Field Experience Honors III, Honors Botany, and Honors Geology. Upon motion by Ryan Patton and seconded by Mikayla Cassidy, the Board unanimously approved the courses as presented.
- C. Ms. Michelle Harger, Director of Support Services, requested approval of the Asheboro City Schools 2027-2028 calendar. The calendar has been online for review since the January 8 board meeting with feedback recorded. Upon motion by Adam Hurley, and seconded by Hailey Lee, the Board approved 2027-2028 calendar as requested, with two Board members voting against.

Board Operations

- A. Gidget Kidd, Chair, reviewed information regarding upcoming events.
 - o The next regularly scheduled board meeting will be on March 19, 2026, at 6:30 p.m. in the Professional Development Center, unless otherwise posted, and will include a budget meeting.

Adjournment

There being no further business, and upon motion by Melissa Calloway and seconded by Dr. Beth Knott, the Board unanimously approved to adjourn at 9:32 p.m.

Chair

Secretary

**Asheboro City Board of Education
Winter Board Retreat
Professional Development Center
February 21, 2026**

Board Members Attending:

Gidget Kidd, Chair
Ryan Patton
Hailey Lee

Melissa Calloway, Vice Chair
Baxter Hammer
Adam Hurley

Dr. Brad Thomas
Dr. Beth Knott
Mikayla Cassidy

Staff Attending:

Dr. Aaron Woody
Sandra Spivey Ayers
Chandra Manning
Melvin Diggs
Michelle Harger
Dubraska Stines

Anthony Woodyard
Gayle Higgs
Dr. Ana Floyd
Dr. Christina Kinley
Julie Brady

Dr. Wendy Rich
Deanna Wiles
Sarah Beth Cox
Angel Etheridge
Courtney McGowan

Opening:

Gidget Kidd, Chair, called the meeting to order at 8:29 a.m., welcomed all in attendance and then turned the meeting over to Dr. Aaron Woody, Superintendent.

Dr. Woody stated we try to do things with excellence, heart, passion and detail at Asheboro City Schools and we want everyone to feel they belong here. He shared an overview of the retreat agenda.

Dr. Woody gifted the book *Theo of Golden* to the Board. This book's message is about the impact one person can make on an entire community through love, generosity, and a caring heart. Dr. Woody stated that young people are looking for something to hang on to and as educators, we are "hope dealers" for students. Our district's work should be rooted in the love of our students, staff, families, and community with measurable impact and public accountability.

Strategic Plan Review

Mr. Anthony Woodyard, Chief Information Officer, reviewed the responses to the Strategic Plan Survey and asked the question "Why do we do school (K-12 education)?" He asked the group to reflect and write down their thoughts. The group participated in an activity and discussion.

Mr. Woodyard noted schools are in an identity crisis because our priorities (strategic plan) differ from our daily practices. We want both those things to align. There were 167 responses to the Strategic Plan Survey and the top three responses to the question "What best describes your connection to Asheboro City Schools?" were family member of a current student, Asheboro City Schools staff member, and community member.

Mr. Woodyard asked the Board what they believe is most important in three areas: teaching and learning; the continuous improvement of Asheboro City Schools, and the collaborative culture of Asheboro City Schools, which involved a Board activity and group discussion.

Global Innovation Center Highlight

Dr. Rich shared how the Global Innovation Center connects to our Strategic Plan and reviewed highlights of the past three years including:

- Innovative retreats for district leaders and the Board 2020.
- Asheboro City Schools Strategic Plan vision 2021-2022.
- Ongoing efforts to seek new innovative grants. We currently have been awarded the following grants: NC Digital Learning Initiative, NC Stronger Connections, NC Business Committee for Education Paid IT Internships, SparkNC, and The Innovation Project.
- District leaders visit to the Apple campus in Cary in 2022.
- Formation of the Asheboro City Schools Innovation Leadership Team which consists of representation from all district departments and school leadership.
- Discussion of the many ways we are moving forward with innovation at Asheboro City Schools.
- Partnerships with many businesses and higher education organizations, including Toyota, Apple, The Innovation Project, FAME USA, Shift_ed, Randolph Community College, UNCG, NC Zoo, NC DPI, Duke Energy, Trafera, and RTM.
- Process of renovating and developing the Global Innovation Center (Years 1-3).
- Information about the different labs at the Global Innovation Center, including SparkNC and Robotics labs, and discussed the different student opportunities and clubs offered now at the Global Innovation Center.
- Partnership with Toyota, including the grants awarded to Asheboro City Schools by Toyota.
- Donations made to Asheboro City Schools for the Global Innovation Center.
- Overview of events and meetings held at the Global Innovation Center.
- Professional development teachers received before teaching STEM enrichment clubs.

The Board toured the zSpace, Robotics, and Content Creation labs in the Global Innovation Center.

Ms. Spivey Ayers reviewed funding sources – braiding fund streams that were primarily state, federal, and partnership grants for the Global Innovation Center renovation.

Programming Review

Student SEL and Mental Health Update:

Ms. Deanna Wiles, Director of Curriculum and Academic Program Support, and Ms. Michelle Harger, Director of Support Services, presented:

- Overview and updates on Blue Comet Quest, the district's Therapeutic Day Treatment program in partnership with Youth Haven Day Treatment, located at North Asheboro Middle School. Ms. Wiles shared program updates, including expanded support, rigorous instruction, targeted support, compliance, and monitoring.
- How Asheboro City Schools works to meet the social and emotional needs within the district, which include depression, suicidal thoughts, anxiety, inability to regulate emotions, substance abuse, trauma, and aggressive behavior.
- Ms. Harger shared that school-based therapy typically is weekly/biweekly depending on need and typically lasts for 45 minutes compared with daily, intensive therapy provided at Blue Comet Quest/Youth Haven.
- We have six full-time Kintegra therapists in the district, with an additional therapist beginning in March. These therapists provide wrap around support for our students throughout the school day.
- Student threat/risk monitoring process.

Zoo School Program/Potential Growth

Dr. Wendy Rich, Chief Academic Officer & Assistant Superintendent, Mr. Anthony Woodyard, Chief Information Officer, and Ms. Sandra Spivey Ayers, Chief Financial Officer, shared an overview of a vision for potential growth of programming at the Asheboro High School Zoo School.

Advanced Teaching Roles

Ms. Gayle Higgs, Chief Human Resource & Support Services Officer, presented the NC Advanced Teaching Roles (ATR) model:

- State-funded, school-designed models provide highly effective teachers with higher compensation, leadership roles, and career pathways without leaving the classroom.
- ATR allows teachers to receive significant salary supplements and provides more professional development.
- High teacher support (92% agree ATR recognizes expertise).
- Rigorous selection and accountability for leadership roles.
- Best practices for adoption of the model.

Ms. Spivey Ayers noted the potential to reward our teachers while sustaining this in our current budget. We are hopeful the legislature will approve additional funding.

Student Board Member Discussion

Dr. Woody recommended tabling the discussion of adding student board members pending additional information and development of criteria for selecting students. There was a group discussion.

Ms. Higgs recommended tabling a student board member policy and removing it from policy committee meeting agendas going forward. We need to think through the logistics of a potential student advisory to the Board and make a recommendation at a later date.

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 Adam Hurley and seconded by Dr. Brad Thomas, the Board unanimously agreed to enter closed session at 12:54 p.m. to discuss embargoed data and the Superintendent’s mid-year evaluation.

Adjournment

There being no further business, and upon motion by Ryan Patton and seconded by Melissa Calloway, the meeting was adjourned at 3:11 p.m.

Chairman

Secretary

Policies
For
Approval

~~Policy Code: 2670 Business Advisory Council~~

~~The board will receive assistance from a business advisory council in the performance of its duty to provide career and technical education instruction, activities, and services. In accordance with the requirements of state law, the business advisory council will serve the board by identifying economic and workforce development trends related to the training and educational needs of the community and advocating for strong, local career and technical education programs, including career pathway development that provides work-based learning opportunities for students and prepares students for post-secondary educational certifications and credentialing for high-demand careers.~~

~~A. Composition of the Council~~

~~The business advisory council will have nine members, including the superintendent or designee, the career and technical education program director, the president of the local community college or designee, and a principal assigned by the superintendent. The career and technical education program director will be a nonvoting member on the council and will serve as secretary to the council. The majority of members on the council will be business, industry, and workforce and economic development stakeholders, and community members ("business and industry representatives"), such as: local business and industry owners; representatives from local manufacturing centers and factories; human resource directors employed at businesses and industries in the community; representatives from community-based organizations; representatives from economic and workforce development organizations; parents of students enrolled in career and technical education courses; or a representative or manager of the local apprenticeship coalition.~~

~~B. Appointment of Business and Industry Representatives~~

~~1. Initial Appointment of Business and Industry Representatives~~

~~The board will make the initial appointments of business and industry representatives for terms beginning January 1, 2018. The board will divide the initial appointments into four groups as equal in size as practicable and will designate appointments in group one to serve four-year terms, in group two to serve three-year terms, in group three to serve two-year terms, and in group four to serve one-year terms.~~

~~2. Subsequent Appointment of Business and Industry Representatives~~

~~a. Reasons for Appointment~~

~~As terms expire for business and industry representatives initially appointed by the board, the council will appoint subsequent members to the council for four-year terms. Any vacancy of a business and industry representative seat will be filled by the remaining members of the council to serve until the end of that seat's term.~~

~~At any time the council may decide, by two-thirds majority vote, to add one or more seats to the council. The council will appoint a business and industry representative to the vacant, newly created seat(s). When increasing the council size, the council may adjust the length of the initial term of a newly created seat in order to keep as equal as practicable the number of members whose terms expire each year.~~

~~b. Appointment Process~~

~~Any individual interested in serving on the council should contact the career and technical education program director and submit a statement of interest. School system employees, board members, and council members are encouraged to recommend individuals who they believe would be positive additions to the council. The superintendent or designee shall make an effort to recruit a diverse field of qualified candidates.~~

~~When a business and industry representative's seat is set to expire or is vacant, a committee of at least two council members appointed by the council chair shall interview the candidates. The committee shall provide all council members with the candidate's statement of interest, the interview information, and the committee's appointment recommendations. The council members shall review the materials provided by the committee and, by majority vote, choose a candidate to fill each seat that is set for expiration or is vacant.~~

~~When appointing new members, the council should choose candidates who are concerned with the best interests of the students and the local economy and who are willing to devote the time and effort required of council membership. Ideal candidates will have a particular knowledge or expertise or a unique perspective relevant to economic and workforce development trends related to the training and educational needs of the community. Candidates also should be advocates for strong, local career and technical education programs. Preference will be given to candidates who reside within the school administrative unit. Membership on the council must reasonably reflect the education, business, and community makeup of the school administrative unit.~~

C. Operation of the Council

~~The business advisory council will operate in accordance with G.S. 115C-172. The superintendent shall provide the council with a meeting space and shall assign necessary administrative staff to assist the council. The council shall report back to the board annually on its recommendations for the school system's career and technical education instruction, activities, and services. Meetings of the council are subject to the requirements of the open meetings law in Article 33C of Chapter 143 of the General Statutes.~~

~~Legal References: G.S. 115C-47(30), 55, 172; 143 art. 33C~~

~~Cross References: Compliance with the Open Meetings Law (policy 2320)~~

~~Adopted: June 14, 2018~~

~~Revised: December 13, 2018~~

~~**Asheboro City Schools**~~

ORGANIZATION OF STUDENT TRANSPORTATION SERVICES

Policy Code:

6310

The superintendent shall establish a student transportation services program consistent with board goals established in policy 6300, Goals of Student Transportation Services, and with the requirements set forth in state and federal laws and regulations and board policies in the 6300 series. School personnel, volunteers, and private carriers are expected to be familiar with all duties imposed by law, board policy, or the superintendent.

The superintendent or designee shall develop all rules and regulations necessary to implement the board policies in the 6300 series. Specific duties related to providing student transportation services shall be included in appropriate job descriptions.

The superintendent shall ensure that a copy of all job descriptions, rules, regulations, and policies related to the safe, orderly, and efficient operation of the student transportation services program are posted on the school system website as required by the State Board of Education.

Legal References: G.S. 115C-241, -242, -244 to -246, -248; 16 N.C.A.C. 6B .0103

Cross References: Student Transportation Services policies (6300 series)

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

Revised: January 21, 2016

Retirement will be in accordance with the Teachers' and State Employees' Retirement System of North Carolina. No employee will be required to retire at any age.

Any employee who plans to retire must notify the human resources department at least 90 days prior to his or her intended retirement date, except in cases in which health or other extenuating circumstances make shorter notice necessary.

If an employee's retirement allowance is subject to an adjustment pursuant to the contribution-based benefit cap for retirement under G.S. 135-5(a3), the board will not be responsible for restoring the employee's retirement allowance to the pre-cap amount unless the board has specified in writing in the employee's contract that the board will restore the employee's retirement allowance.

Legal References: 29 U.S.C. 621-634; G.S. 135, art. 1; G.S. 135-4 and -5

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

Revised: September 9, 2010, February 8, 2018

**Asheboro City Schools
Personnel Transactions
March 19, 2026**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
McGowan	Courtney	CO	CTE Coordinator	03/18/2026
Fleming	Michael	AHS	CTE Teacher	06/30/2026
Parrish	Jacob	AHS	Social Studies Teacher	03/24/2026
Silva Serrato	Ana	GBT	Dual Language Teacher	06/30/2026
Williams	Valencia	BAL	Kindergarten Teacher	06/30/2026
Borden	Kimberly	ECDC	EC Teacher	06/30/2026
Bainville	Scott	CO	Assistant Director Maintenance/Facilities	03/04/2026

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
McCaskill	Ernest	AHS	Non-Faculty Softball Coach	02/17/2026
Ellis	Hunter	NAMS	Non-Faculty Baseball Coach	02/20/2026
Timmons	Marchello	SAMS/NAMS	Non-Faculty Track Coach	02/25/2026
McNair	Jordan	AHS	Non-Faculty Track Coach	03/10/2026

The	Governing Board Board of Education
of	Primary Government Unit Asheboro City Schools
and	Discretely Presented Component Unit (DPCU) (if applicable) N/A

Primary Government Unit, together with DPCU (if applicable), hereinafter referred to as Governmental Unit(s)

and	Auditor Name Anderson Smith & Wike PLLC
	Auditor Address 5639 Seven Lakes West, West End, NC 27376

Hereinafter referred to as Auditor

for	Fiscal Year Ending 06/30/26	Date Audit Will Be Submitted to LGC 12/31/26
-----	--------------------------------	---

Must be within six months of FYE

hereby agree as follows:

1. The Auditor shall audit all statements and disclosures required by “U.S. Auditing Standards – AICPA (Clarified),” referred to as generally accepted auditing standards (GAAS) and additional required legal statements and disclosures of all funds and/or divisions of the Governmental Unit(s). The non-major combining, and individual fund statements and schedules shall be subjected to the auditing procedures applied in the audit of the basic financial statements and an opinion shall be rendered in relation to (as applicable) the governmental activities, the business-type activities, the aggregate DPCUs, each major governmental and enterprise fund, and the aggregate remaining fund information (non-major government and enterprise funds, the internal service fund type, and the fiduciary fund types). Budgetary comparison information shall be prepared in accordance with applicable GASB standards. Budget-to-actual comparisons at the level of the legally adopted budget ordinance shall be presented as required supplementary information and shall not be included in the basic financial statements. Any other budgetary comparison information shall be presented only as supplementary information for funds required to be budgeted under NCGS Chapter 159, Article 3.

2. At a minimum, the Auditor shall conduct the audit and render the report in accordance with GAAS. If the Governmental Unit expended \$100,000 or more in combined Federal and State financial assistance during the reporting period, the Auditor shall perform the audit in accordance with *Generally Accepted Government Auditing Standards* (GAGAS). The Governmental Unit is subject to federal single audit requirements in accordance with Title 2 US Code of Federal Regulations Part 200 *Uniform Administration Requirements, Cost Principles, and Audit Requirements for Federal Awards*, Subpart F (*Uniform Guidance*) and the State Single Audit Implementation Act. Currently the threshold is \$1,000,000 for federal and state single audits, or such other threshold as applicable for the fiscal year under audit. This audit and all associated audit documentation may be subject to review by federal and State agencies in accordance with federal and State laws, including the staff of the Office of State Auditor (OSA) and the Local Government Commission (LGC). If the audit requires a federal single audit in accordance with the Uniform Guidance (§200.501) the Auditor and Governmental Unit(s) should discuss, in advance of the execution of this contract, the responsibility for submission of the audit and the accompanying data collection form (form SF-FAC) to the Federal Audit Clearinghouse as required under the Uniform Guidance (§200.512) to ensure proper submission.

If the audit and Auditor communication are found in this review to be substandard, the results of the review may be forwarded to the North Carolina State Board of CPA Examiners (NC State Board).

3. If an entity is determined to be a component of another government as defined by the group audit standards, the entity's auditor shall make a good faith effort to comply in a timely manner with the requests of the group auditor in accordance with AU-6 §600.41 - §600.42.
4. This contract contemplates an unmodified opinion being rendered. If during the process of conducting the audit, the Auditor determines that it will not be possible to render an unmodified opinion on the financial statements of the unit, the Auditor shall contact the LGC Staff to discuss the circumstances leading to that conclusion as soon as is practical and before the final report is issued. The audit shall include such tests of the accounting records and such other auditing procedures as are considered by the Auditor to be necessary in the circumstances. Any limitations or restrictions in scope which would lead to a qualification should be fully explained in an attachment to this contract.
5. If this audit engagement is subject to the standards for audit as defined in *Government Auditing Standards* (2018 revision or subsequent revisions, as applicable) issued by the Comptroller General of the United States, then by accepting this engagement, the Auditor warrants that he or she has met the requirements for a peer review and continuing education as specified in *Government Auditing Standards*. The Auditor agrees to provide a copy of the most recent peer review report to the Governmental Unit(s) and to the Secretary of the LGC prior to the execution of an audit contract. Subsequent submissions of the report are required only upon report expiration or upon the Auditor's receipt of an updated peer review report. If the audit firm receives a peer review rating other than pass, the Auditor shall not contract with the Governmental Unit(s) without first contacting the Secretary of the LGC for a peer review analysis that may result in additional contractual requirements.

If the audit engagement is not subject to *Government Auditing Standards* or if financial statements are not prepared in accordance with U.S. generally accepted accounting principles (GAAP) and fail to include all disclosures required by GAAP, the Auditor shall provide an explanation as to why in an attachment to this contract or in an amendment.

6. It is agreed that time is of the essence in this contract. All audits are to be performed, and the report of audit submitted to LGC Staff, within six months of fiscal year end. At the time of the execution of this contract, if the parties know that the anticipated submission date of the audit exceeds six months after fiscal year end, a written explanation shall be provided to the Secretary of the LGC on this contract form (see the space provided on Page 7). If it becomes necessary to amend the audit fee or the date that the audit report will be submitted to the LGC, an amended contract along with a written explanation of the change shall be submitted to the Secretary of the LGC for approval.
7. It is agreed that GAAS include a review of the Governmental Unit's (Units') systems of internal control and accounting as they relate to accountability of funds and adherence to budget and law requirements applicable thereto; that the Auditor shall make a written report, which may or may not be a part of the written report of audit, to the Governing Board setting forth the Auditor's findings, together with his or her recommendations for improvement. That written report shall include all matters determined to be "significant deficiencies and material weaknesses" in accordance with AU-C §265 "Communicating Internal Control Related Matters Identified in an Audit" of GAAS. The Auditor shall file a copy of that report with the Secretary of the LGC.

For GAAS or *Government Auditing Standards* audits, if an Auditor issues an AU-C §260 report, "Auditor's Communication With Those Charged With Governance," commonly referred to as a "Governance Letter," LGC staff does not require the report to be submitted unless the Auditor cites significant findings or issues from the audit, as defined in AU-C §260 paragraphs 12 - 14. This would include issues such as difficulties encountered during the audit, significant or unusual transactions, uncorrected misstatements, matters that are difficult or contentious for which the Auditor consulted outside the engagement team and, in the Auditor's judgment, are significant and relevant to those charged with governance, and other findings or issues that the Auditor believes are significant and relevant. If matters identified during the audit were required to be reported as described in AU-C §260 paragraphs 12 - 14 and were communicated in a method other than an AU-C §260 letter, the written documentation must be submitted.

8. All local government and public authority contracts for audit or audit-related work require the approval of the Secretary of the LGC. This includes annual or special audits, agreed upon procedures related to internal controls, bookkeeping or other assistance necessary to prepare the Governmental Unit's records for audit, financial statement preparation, any finance-related investigations, or any other audit-related work in the State of North Carolina. Approval is also required for the Alternative Compliance Examination Engagement for auditing the Coronavirus State and Local Fiscal Recovery Funds expenditures as allowed by US Treasury. Approval is not required on audit contracts and invoices for system improvements and similar services of a non-auditing nature.
9. Invoices for services rendered under these contracts shall not be paid by the Governmental Unit(s) until the invoice has been approved by the Secretary of the LGC. This also includes any progress billings [G.S. 159-34 and 115C-447]. All invoices for audit work shall be submitted in PDF format to the Secretary of the LGC for approval. The invoice marked 'approved' with approval date shall be returned to the Auditor to present to the Governmental Unit(s) for payment. This paragraph is not applicable to contracts for audits of hospitals.
10. In consideration of the satisfactory performance of the provisions of this contract, the Governmental Unit(s) shall pay to the Auditor, upon approval by the Secretary of the LGC if required, the fee, which includes any costs the Auditor may incur from work paper or peer reviews or any other quality assurance program required by third parties (federal and state grantor and oversight agencies or other organizations) as required under the Federal Single Audit Act and the State Single Audit Act. This does not include fees for any pre-issuance reviews that may be required by the North Carolina Association of Certified Public Accountants (NCACPA) Peer Review Committee or North Carolina State Board of CPA Examiners (see Paragraph 13).
11. If the Governmental Unit(s) has/have outstanding revenue bonds, the Auditor shall submit to LGC Staff, either in the notes to the audited financial statements or as a separate report, a calculation demonstrating compliance with the revenue bond rate covenant. Additionally, the Auditor shall submit to LGC Staff simultaneously with the Governmental Unit's (Units') audited financial statements any other bond compliance statements or additional reports required by the authorizing bond documents, unless otherwise specified in the bond documents.
12. After completing the audit, the Auditor shall submit to the Governing Board a written report of audit. This report shall include, but not be limited to, the following information: (a) Management's Discussion and Analysis, (b) the financial statements and notes of the Governmental Unit(s) and all of its component units prepared in accordance with GAAP, (c) supplementary information requested by the Governmental Unit(s) or required for full disclosure under the law, and (d) the Auditor's opinion on the material presented. The Auditor shall furnish the required number of copies of the report of audit to the Governing Board upon completion.
13. If the audit firm is required by the Secretary of the Local Government Commission to obtain a pre-issuance review or take corrective action as a result of peer review findings or quality control deficiencies, such corrective action shall be consistent with the authority and requirements of the North Carolina State Board of Certified Public Accountant Examiners, the AICPA Peer Review Program, and established Local Government Commission practice, including the use of report addenda or other remedial measures, as appropriate.

14. In accordance with G.S. 159-34, the Finance Officer of the Unit is responsible for filing the audited financial statements with the Secretary of the Local Government Commission.

The Auditor may upload the audit report and related documents through the LGC's electronic submission system; however, submission shall not be deemed complete until the Finance Officer has reviewed and certified the submission.

The Auditor, Finance Officer, other Unit staff member designated by the Finance Officer, or a third party approved by the Unit may enter all Data Input Report information except the information on the "transmittal doc info" tab. The "transmittal doc info" tab must be completed by the Auditor.

The Finance Officer shall review, approve, and certify the accuracy and completeness of the Data Input Report (DIR) in the LGC's LOGOS system prior to LGC review, regardless of whether the DIR is prepared by the Auditor or the Unit.

Finance Officer certification is required for any corrected or revised submissions.

Finance Officer certification of the DIR shall be completed in a timely manner following notification that the DIR is ready for review and within time frames prescribed by the LGC. Failure to complete certification in a timely manner may result in the audit being considered late due to unit action rather than auditor performance.

The Auditor shall conduct the audit in accordance with generally accepted auditing standards and shall ensure that the financial statements are prepared in accordance with generally accepted accounting principles as of the fiscal year end. Budget-to-actual comparisons at the level of the legally adopted budget ordinance shall be presented in required supplementary information, separate from the basic financial statements, and shall not be included in the audit opinion. The Auditor shall confirm that such information reconciles to the financial statements and is consistent with applicable accounting guidance and any LGC reporting requirements.

The Finance Officer shall certify in a timely manner that all data inputted in LOGOS used for preparation of the financial statements and required supplementary information is complete and accurate.

For audits of units other than hospitals, the audit report should be submitted when (or prior to) submitting the final invoice for services rendered. The report of audit, as filed with the Secretary of the LGC, becomes a matter of public record for inspection, review and copy in the offices of the LGC by any interested parties. Any subsequent revisions to these reports shall be sent to the Secretary of the LGC. These audited financial statements, excluding the Auditors' opinion, may be used in the preparation of official statements for debt offerings by municipal bond rating services to fulfill secondary market disclosure requirements of the Securities and Exchange Commission and for other lawful purposes of the Governmental Unit(s) without requiring consent of the Auditor. If the LGC Staff determines that corrections need to be made to the Governmental Unit's (Units') financial statements and/or the compliance section, those corrections shall be provided within three business days of notification unless another deadline is agreed to by LGC Staff.

15. Should circumstances disclosed by the audit call for a more detailed investigation by the Auditor than necessary under ordinary circumstances, the Auditor shall inform the Governing Board in writing of the need for such additional investigation and the additional compensation required therefore. Upon approval by the Secretary of the LGC, this contract may be modified or amended to include the increased time, compensation, or both as may be agreed upon by the Governing Board and the Auditor.
16. If an approved contract needs to be modified or amended for any reason, the change shall be made in writing and preaudited if the change includes a change in audit fee (preaudit requirement does not apply to hospitals). This amended contract shall be completed in full, including a written explanation of the change, signed and dated by all original parties to the contract. It shall then be submitted to the Secretary of the LGC for approval. No change to the audit contract shall be effective unless approved by the Secretary of the LGC.
17. A copy of the engagement letter, issued by the Auditor and signed by both the Auditor and the Governmental Unit(s), shall be attached to this contract, and except for fees, work, and terms not related to audit services, shall be incorporated by reference as if fully set forth herein as part of this contract. In case of conflict between the terms of the engagement letter and the terms of this contract, the terms of this contract shall take precedence. Engagement letter terms that conflict with the contract are deemed to be void unless the conflicting terms of this contract are specifically deleted in Paragraph 30 of this contract. Engagement letters containing indemnification clauses shall not be accepted by LGC Staff.
18. Special provisions should be limited. Please list any special provisions in an attachment.
19. A separate contract should not be made for each division to be audited or report to be submitted. If a DPCU is subject to the audit requirements detailed in The Local Government Budget and Fiscal Control Act and a separate audit report is issued, a separate audit contract is required. If a separate report is not to be issued and the DPCU is included in the primary government audit, the DPCU shall be named along with the primary government on this audit contract. DPCU Board approval date, signatures from the DPCU Board chairman and Finance Officer also shall be included on this contract.
20. The contract shall be executed, preaudited (preaudit requirement does not apply to hospitals) and physically signed by all parties including Governmental Unit(s) and the Auditor, then submitted in PDF format to the Secretary of the LGC.
21. The contract is not valid until it is approved by the Secretary of the LGC. The staff of the LGC shall notify the Governmental Unit and Auditor of contract approval by email. The audit should not be started before the contract is approved.
22. Retention of Client Records: Auditors are subject to the NC State Board of CPA Examiners' Retention of Client Records Rule 21 NCAC 08N .0305 as it relates to the provision of audit and other attest services, as well as non-attest services. Clients and former clients should be familiar with the requirements of this rule prior to requesting the return of records.

23. This contract may be terminated at any time by mutual consent and agreement of the Governmental Unit(s) and the Auditor, provided that (a) the consent to terminate is in writing and signed by both parties, (b) the parties have agreed on the fee amount which shall be paid to the Auditor (if applicable), and (c) no termination shall be effective until approved in writing by the Secretary of the LGC.

24. The Governmental Unit's (Units') failure or forbearance to enforce, or waiver of, any right or an event of breach or default on one occasion or instance shall not constitute the waiver of such right, breach or default on any subsequent occasion or instance.

25. There are no other agreements between the parties hereto and no other agreements relative hereto that shall be enforceable unless entered into in accordance with the procedure set out herein and approved by the Secretary of the LGC.

26. E-Verify. The Auditor shall comply with the requirements of NCGS Chapter 64 Article 2. Further, if the Auditor utilizes any subcontractor(s), Auditor shall require such subcontractor(s) to comply with the requirements of NCGS Chapter 64, Article 2.

27. For all non-attest services, the Auditor shall adhere to the independence rules of the AICPA Professional Code of Conduct and *Government Auditing Standards, 2018 or 2024 Revision* (as applicable). Preparing financial statements in their entirety shall be deemed a "significant threat" requiring the Auditor to apply safeguards sufficient to reduce the threat to an acceptable level. If the Auditor cannot reduce the threats to an acceptable level, the Auditor cannot complete the audit. If the Auditor is able to reduce the threats to an acceptable level, the documentation of this determination, including the safeguards applied, must be included in the audit workpapers.

All non-attest service(s) being performed by the Auditor that are necessary to perform the audit must be identified and included in this contract. The Governmental Unit shall designate an individual with the suitable skills, knowledge, and/or experience (SKE) necessary to oversee the services and accept responsibility for the results of the services performed. If the Auditor is able to identify an individual with the appropriate SKE, the Auditor must document and include in the audit workpapers how the Auditor reached that conclusion. If the Auditor determines that an individual with the appropriate SKE cannot be identified, the Auditor cannot perform both the non-attest service(s) and the audit. See "Fees for Audit Services" page of this contract to disclose the person identified as having the appropriate SKE for the Governmental Unit.

28. **Applicable to audits with fiscal year ends of June 30, 2021 and later.** The Auditor shall present the audited financial statements including any compliance reports to the Government Unit's Governing Board or audit committee in an official meeting in open session as soon as the audited financial statements are available but not later than 45 days after the submission of the audit report to the Secretary of the LGC. The Auditor's presentation to the Governing Board or audit committee shall include:

- a) the description of each finding, including all material weaknesses and significant deficiencies, as found by the Auditor, and any other issues related to the internal controls or fiscal health of the Government Unit as disclosed in the management letter, the Single Audit or Yellow Book reports, or any other communications from the Auditor regarding internal controls as required by current auditing standards;
- b) the status of the prior year audit findings;
- c) the values of Financial Performance Indicators based on information presented in the audited financial statements; and
- d) notification to the Governing Board that the Governing Board shall develop a "Response to the Auditor's Findings, Recommendations, and Fiscal Matters," if required under Rule 20 NCAC 03 .0508.

29. Information based on the audited financial statements shall be submitted to the Secretary of the LGC through the LGC's LOGOS system, including completion of the Data Input Report (DIR). Submission is not complete and shall not be accepted by the LGC until the Finance Officer has reviewed and certified the DIR in accordance with Paragraph 14 of this contract.

30. All of the above paragraphs are understood and shall apply to this contract, except the following numbered paragraphs shall be deleted (See Paragraph 17 for clarification).

31. The process for submitting contracts, audit reports and invoices is subject to change. Auditors and Units should use the submission process and instructions in effect at the time of submission. Refer to the N.C. Department of State Treasurer website at <https://www.nctreasurer.com/state-and-local-government-finance-division/local-government-commission/submitted-your-audit>.

32. All communications regarding audit contract requests for modification or official approvals will be sent to the email addresses provided on the signature pages that follow.

33. **Applicable to audits with fiscal year ends of June 30, 2025, and later.** The Unit authorizes the LGC to grant access to the LGC's LOGOS system, including the Data Input Report (DIR), to employees of the contracted audit firm who are associated with and acting on behalf of the firm for purposes of performing audit and reporting services under this contract. Such access shall be limited to the scope necessary to perform contracted services and shall not relieve the Auditor or the Unit of their respective responsibilities under this contract.

34. Changes or edits to the text of this contract form are not permitted, except for the Secretary's authority to revise or update this contract form pursuant to LGC Rule 20 NCAC 03. 0502.

For contracts with an anticipated audit submission date exceeding six months after fiscal year end, please use this space to explain the reason for the late submission, as required by Paragraph 6 of this contract form:

FEEES FOR AUDIT SERVICES

1. For all non-attest services, the Auditor shall adhere to the independence rules of the AICPA Professional Code of Conduct (as applicable) and *Government Auditing Standards, 2018 Revision*. Refer to Paragraph 27 of this contract for specific requirements. The following information must be provided by the Auditor; contracts presented to the LGC without this information will be not be approved.

Financial statements were prepared by: Auditor Governmental Unit Third Party

If applicable: The individual at the Governmental Unit designated to have the suitable skills, knowledge, and/or experience (SKE) necessary to oversee the non-attest services and accept responsibility for the results of these services:

Name: Sandra Spivey	Title and Unit / Company: Finance Officer	Email Address: sspivey@asheboro.k12.nc.us
-------------------------------	---	---

OR Not Applicable (Identification of SKE Individual on the LGC-205 Contract is not applicable for GAAS-only audits or audits with FYEs prior to June 30, 2020.)

2. Fees may not be included in this contract for work performed on Annual Financial Information Reports (AFIRs), Form 990s, or other services not associated with audit fees and costs. Such fees may be included in the engagement letter but may not be included in this contract or in any invoices requiring approval of the LGC. See Paragraphs 8 and 13 for details on other allowable and excluded fees.

3. The audit fee information included in the table below for both the Primary Government Fees and the DPCU Fees (if applicable) should be reported as a specific dollar amount of audit fees for the year under this contract. If any language other than an amount is included here, the contract will be returned to the audit firm for correction.

4. Prior to the submission of the completed audited financial report and applicable compliance reports subject to this contract, or to an amendment to this contract (if required) the Auditor may submit interim invoices for approval for services rendered under this contract to the Secretary of the LGC, not to exceed 75% of the billings for the Unit's last annual audit that was submitted to the Secretary of the LGC. All invoices for services rendered in an audit engagement as defined in Rule 20 NCAC .0503 shall be submitted to the Secretary of the LGC for approval before any payment is made. Payment before approval is a violation of law. (This paragraph not applicable to contracts and invoices associated with audits of hospitals).

Primary Government Unit	Asheboro City Schools
Audit Fee (financial and compliance if applicable)	\$ 35,500
Fee per Major Program (if not included above)	\$
Additional Fees Not Included Above (if applicable):	
Financial Statement Preparation (incl. notes and RSI)	\$ 5,500
All Other Non-Attest Services	\$ 2,000
TOTAL AMOUNT NOT TO EXCEED	\$ 43,000

Discretely Presented Component Unit	N/A
Audit Fee (financial and compliance if applicable)	\$ N/A
Fee per Major Program (if not included above)	\$ N/A
Additional Fees Not Included Above (if applicable):	
Financial Statement Preparation (incl. notes and RSI)	\$ N/A
All Other Non-Attest Services	\$ N/A
TOTAL AMOUNT NOT TO EXCEED	\$

SIGNATURE PAGE

AUDIT FIRM

Audit Firm* Anderson Smith & Wike PLLC	
Authorized Firm Representative (typed or printed)* Adam Scepurek	Signature* 
Date* 02/09/26	Email Address* ascepurek@asw-cpa.com

GOVERNMENTAL UNIT

Governmental Unit* Asheboro City Schools	
Date Governing Board Approved Audit Contract* (Enter date in box to right)	
Mayor/Chairperson (typed or printed)* Ms. Gidget Kidd	Signature*
Date	Email Address* gkidd@asheboro.k12.nc.us

Chair of Audit Committee (typed or printed, or "NA") N/A	Signature
Date	Email Address N/A

GOVERNMENTAL UNIT – PREAUDIT CERTIFICATE

Required by G.S. 159-28(a1) or G.S. 115C-441(a1). Not applicable to hospital contracts.

This instrument has been preaudited in the manner required by The Local Government Budget and Fiscal Control Act or by The School Budget and Fiscal Control Act.

Sum Obligated by This Transaction:	\$ 43,000
Primary Governmental Unit Finance Officer* (typed or printed) Sandra Spivey	Signature*
Date of Preaudit Certificate*	Email Address* sspivey@asheboro.k12.nc.us

**SIGNATURE PAGE – DPCU
(complete only if applicable)**

DISCRETELY PRESENTED COMPONENT UNIT

DPCU* N/A	
Date DPCU Governing Board Approved Audit Contract* (Enter date in box to right)	
DPCU Chairperson (typed or printed)* N/A	Signature*
Date*	Email Address* N/A

Chair of Audit Committee (typed or printed, or "NA") N/A	Signature
Date	Email Address N/A

DPCU – PREAUDIT CERTIFICATE

Required by G.S. 159-28(a1) or G.S. 115C-441(a1). Not applicable to hospital contracts.

This instrument has been preaudited in the manner required by The Local Government Budget and Fiscal Control Act or by The School Budget and Fiscal Control Act.

Sum Obligated by this Transaction:	\$
DPCU Finance Officer (typed or printed)* N/A	Signature*
Date of Preaudit Certificate*	Email Address* N/A

Remember to print this form, and obtain all required signatures prior to submission.

PRINT



ANDERSON SMITH & WIKE PLLC

Certified Public Accountants

February 9, 2026

Asheboro City Schools
1126 South Park Street
Asheboro, NC 27203

We are pleased to confirm our understanding of the services we are to provide for Asheboro City Schools for the year ended June 30, 2026.

Audit Scope and Objectives

We will audit the financial statements of the governmental activities, the business-type activities, each major fund, and the aggregate remaining fund information, including the disclosures, which collectively comprise the basic financial statements, of Asheboro City Schools as of and for the year ended June 30, 2026. Accounting standards generally accepted in the United States of America (GAAP) provide for certain required supplementary information (RSI), such as management's discussion and analysis (MD&A), to supplement Asheboro City Schools' basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. As part of our engagement, we will apply certain limited procedures to Asheboro City Schools' RSI in accordance with auditing standards generally accepted in the United States of America (GAAS). These limited procedures will consist of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We will not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance. The following RSI is required by GAAP and will be subjected to certain limited procedures, but will not be audited:

1. Management's Discussion and Analysis
2. Budgetary Comparison Schedules and Related Notes for the General Fund and Annually Budgeted Major Special Revenue Funds
3. Schedules of the Board's Proportionate Share of the Net Pension and OPEB Liabilities (Assets)
4. Schedules of Board Contributions

We have also been engaged to report on supplementary information other than RSI that accompanies Asheboro City Schools' financial statements. We will subject the following supplementary information to the auditing procedures applied in our audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS, and we will provide an opinion on it in relation to the financial statements as a whole in a report combined with our auditor's report on the financial statements.

1. Schedule of expenditures of federal and State awards
2. Individual fund budgetary schedules

In connection with our audit of the basic financial statements, we will read the following other information and consider whether a material inconsistency exists between the other information and the basic financial

statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and issue an auditor's report that includes our opinions about whether your financial statements are fairly presented, in all material respects, in conformity with GAAP, and report on the fairness of the supplementary information referred to in the second paragraph when considered in relation to the financial statements as whole. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment of a reasonable user made based on the financial statements. The objectives also include reporting on:

- Internal control over financial reporting and compliance with provisions of laws, regulations, contracts, and award agreements, noncompliance with which could have a material effect on the financial statements in accordance with *Government Auditing Standards*.
- Internal control over compliance related to major programs and an opinion (or disclaimer of opinion) on compliance with federal and State statutes, regulations, and the terms and conditions of federal and State awards that could have a direct and material effect on each major program in accordance with the Single Audit Act Amendments of 1996 and Title 2 U.S. *Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance) and the State Single Audit Implementation Guide.

Auditor's Responsibilities for the Audit of the Financial Statements and Single Audit

We will conduct our audit in accordance with GAAS; the standards for financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; the Single Audit Act Amendments of 1996; and the provisions of the Uniform Guidance and the State Single Audit Implementation Guide, and will include tests of accounting records, a determination of major program(s) in accordance with Uniform Guidance and the State Single Audit Implementation Guide, and other procedures we consider necessary to enable us to express such opinions. As part of an audit in accordance with GAAS and *Government Auditing Standards*, we exercise professional judgment and maintain professional skepticism throughout the audit.

We will evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management. We will also evaluate the overall presentation of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We will plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the government or to acts by management or employees acting on behalf of the government. Because the determination of waste and abuse is subjective, *Government Auditing Standards* do not expect auditors to perform specific procedures to detect waste or abuse in financial audits nor do they expect auditors to provide reasonable assurance of detecting waste or abuse.

Because of the inherent limitations of an audit, combined with the inherent limitations of internal control, and because we will not perform a detailed examination of all transactions, there is an unavoidable risk that some material misstatements or noncompliance may not be detected by us, even though the audit is properly planned and performed in accordance with GAAS and *Government Auditing Standards*. In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements or on major programs. However, we will inform the appropriate level of management of any material errors, any fraudulent financial reporting, or misappropriation of assets that comes to our attention. We will also inform the appropriate level of management of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential. We will include such matters in the reports required for a Single Audit. Our

responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

In connection with this engagement, we may communicate with you or others via email transmission. As emails can be intercepted and read, disclosed, or otherwise used or communicated by an unintended third party, or may not be delivered to each of the parties to whom they are directed and only to such parties, we cannot guarantee or warrant that emails from us will be properly delivered and read only by the addressee. Therefore, we specifically disclaim and waive any liability or responsibility whatsoever for interception or unintentional disclosure of emails transmitted by us in connection with the performance of this engagement. In that regard, you agree that we shall have no liability for any loss or damage to any person or entity resulting from the use of email transmissions, including any consequential, incidental, direct, indirect, or special damages, such as loss of revenues or anticipated profits, or disclosure or communication of confidential or proprietary information.

We will also conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the government's ability to continue as a going concern for a reasonable period of time.

Our procedures will include tests of documentary evidence supporting the transactions recorded in the accounts, tests of the physical existence of inventories, and direct confirmation of receivables and certain assets and liabilities by correspondence with selected individuals, funding sources, creditors, and financial institutions. We will also request written representations from your attorneys as part of the engagement.

We have identified the following significant risks of material misstatement as part of our audit planning:

According to GAAS, significant risks include management override of controls, and GAAS presumes that revenue recognition is a significant risk. Accordingly, we have considered these as significant risks.

Our audit of financial statements does not relieve you of your responsibilities.

Audit Procedures—Internal Control

We will obtain an understanding of the government and its environment, including the system of internal control, sufficient to identify and assess the risks of material misstatement of the financial statements, whether due to error or fraud, and to design and perform audit procedures responsive to those risks and obtain evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentation, or the override of internal control. Tests of controls may be performed to test the effectiveness of certain controls that we consider relevant to preventing and detecting errors and fraud that are material to the financial statements and to preventing and detecting misstatements resulting from illegal acts and other noncompliance matters that have a direct and material effect on the financial statements. Our tests, if performed, will be less in scope than would be necessary to render an opinion on internal control and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to *Government Auditing Standards*.

As required by the Uniform Guidance and the State Single Audit Implementation Guide, we will perform tests of controls over compliance to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each major federal award program. However, our tests will be less in scope than would be necessary to render an opinion on those controls and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to the Uniform Guidance and the State Single Audit Implementation Guide.

An audit is not designed to provide assurance on internal control or to identify significant deficiencies or material weaknesses. Accordingly, we will express no such opinion. However, during the audit, we will communicate to management and those charged with governance internal control related matters that are required to be communicated under AICPA professional standards, Government Auditing Standards, and the Uniform Guidance and the State Single Audit Implementation Guide.

Audit Procedures—Compliance

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of Asheboro City Schools' compliance with provisions of applicable laws, regulations, contracts, and agreements, including grant agreements. However, the objective of those procedures will not be to provide an opinion on overall compliance, and we will not express such an opinion in our report on compliance issued pursuant to *Government Auditing Standards*.

The Uniform Guidance and the State Single Audit Implementation Guide requires that we also plan and perform the audit to obtain reasonable assurance about whether the auditee has complied with federal and State statutes, regulations, and the terms and conditions of federal and State awards applicable to major programs. Our procedures will consist of tests of transactions and other applicable procedures described in the *OMB Compliance Supplement* for the types of compliance requirements that could have a direct and material effect on each of Asheboro City Schools' major programs. For federal programs that are included in the Compliance Supplement, our compliance and internal control procedures will relate to the compliance requirements that the Compliance Supplement identifies as being subject to audit. The purpose of these procedures will be to express an opinion on Asheboro City Schools' compliance with requirements applicable to each of its major programs in our report on compliance issued pursuant to the Uniform Guidance and the State Single Audit Implementation Guide.

Responsibilities of Management for the Financial Statements and Single Audit

Our audit will be conducted on the basis that you acknowledge and understand your responsibility for (1) designing, implementing, establishing, and maintaining effective internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, including internal controls over federal and State awards, and for evaluating and monitoring ongoing activities to help ensure that appropriate goals and objectives are met; (2) following laws and regulations; (3) ensuring that there is reasonable assurance that government programs are administered in compliance with compliance requirements; and (4) ensuring that management and financial information is reliable and properly reported. Management is also responsible for implementing systems designed to achieve compliance with applicable laws, regulations, contracts, and grant agreements. You are also responsible for the selection and application of accounting principles; for the preparation and fair presentation of the financial statements, schedule of expenditures of federal and State awards, and all accompanying information in conformity with accounting principles generally accepted in the United States of America; and for compliance with applicable laws and regulations (including federal statutes) and the provisions of contracts and grant agreements (including award agreements). Your responsibilities also include identifying significant contractor relationships in which the contractor has responsibility for program compliance and for the accuracy and completeness of that information.

You are also responsible for making drafts of financial statements, schedule of expenditures of federal and State awards, all financial records, and related information available to us and for the accuracy and completeness of that information (including information from outside of the general and subsidiary ledgers); and for the evaluation of whether there are any conditions or events, considered in the aggregate, that raise substantial doubt about the government's ability to continue as a going concern for the 12 months after the financial statements date or shortly thereafter (for example, within an additional three months if currently known). You are also responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, identification of all related parties and all related-party relationships and transactions, and other matters; (2) access to personnel, accounts, books, records, supporting documentation, and other information as needed to perform an audit under the Uniform Guidance and the State Single Audit Implementation Guide; (3) additional information that we may request for the purpose of the audit; and (4) unrestricted access to persons within the government from whom we determine it necessary to obtain audit evidence. At the conclusion of our audit, we will require certain written representations from you about the financial statements; schedule of expenditures of federal and State awards; federal award programs; compliance with laws, regulations, contracts, and grant agreements; and related matters.

Your responsibilities include adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are

immaterial, both individually and in the aggregate, to the financial statements of each opinion unit taken as a whole.

You are responsible for the design and implementation of programs and controls to prevent and detect fraud, and for informing us about all known or suspected fraud affecting the government involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the government received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for identifying and ensuring that the government complies with applicable laws, regulations, contracts, agreements, and grants. You are also responsible for taking timely and appropriate steps to remedy fraud and noncompliance with provisions of laws, regulations, contracts, and grant agreements that we report. Additionally, as required by the Uniform Guidance, it is management's responsibility to evaluate and monitor noncompliance with federal statutes, regulations, and the terms and conditions of federal and State awards; take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; promptly follow up and take corrective action on reported audit findings; and prepare a summary schedule of prior audit findings and a separate corrective action plan. The summary schedule of prior audit findings should be available for our review at the start of our engagement.

You are responsible for identifying all federal and State awards received and understanding and complying with the compliance requirements and for the preparation of the schedule of expenditures of federal and State awards (including notes and noncash assistance received, and COVID-19-related concepts, such as lost revenues, if applicable) in conformity with the Uniform Guidance and the State Single Audit Implementation Guide. You agree to include our report on the schedule of expenditures of federal and State awards in any document that contains, and indicates that we have reported on, the schedule of expenditures of federal and State awards. You also agree to include the audited financial statements with any presentation of the schedule of expenditures of federal and State awards that includes our report thereon or make the audited financial statements readily available to intended users of the schedule of expenditures of federal and State awards no later than the date the schedule of expenditures of federal and State awards is issued with our report thereon. Your responsibilities include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the schedule of expenditures of federal and State awards in accordance with the Uniform Guidance and the State Single Audit Implementation Guide; (2) you believe the schedule of expenditures of federal and State awards, including its form and content, is stated fairly in accordance with the Uniform Guidance and the State Single Audit Implementation Guide; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the schedule of expenditures of federal and State awards.

You are also responsible for the preparation of the other supplementary information, which we have been engaged to report on, in conformity with U.S. generally accepted accounting principles (GAAP). You agree to include our report on the supplementary information in any document that contains, and indicates that we have reported on, the supplementary information. You also agree to include the audited financial statements with any presentation of the supplementary information that includes our report thereon or make the audited financial statements readily available to users of the supplementary information no later than the date the supplementary information is issued with our report thereon. Your responsibilities include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the supplementary information in accordance with GAAP; (2) you believe the supplementary information, including its form and content, is fairly presented in accordance with GAAP; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the supplementary information.

Management is responsible for establishing and maintaining a process for tracking the status of audit findings and recommendations. Management is also responsible for identifying and providing report copies of previous financial audits, attestation engagements, performance audits, or other studies related to the objectives discussed in the Audit Scope and Objectives section of this letter. This responsibility includes relaying to us corrective actions taken to address significant findings and recommendations resulting from those audits, attestation engagements, performance audits, or studies. You are also responsible for

providing management's views on our current findings, conclusions, and recommendations, as well as your planned corrective actions for the report, and for the timing and format for providing that information.

Other Services

We will also assist in preparing the financial statements, schedule of expenditures of federal and State awards, and related notes of Asheboro City Schools in conformity with accounting principles generally accepted in the United States of America and the Uniform Guidance based on information provided by you. These nonaudit services do not constitute an audit under *Government Auditing Standards* and such services will not be conducted in accordance with *Government Auditing Standards*. We will perform the services in accordance with applicable professional standards. The other services are limited to the financial statements, schedule of expenditures of federal and State awards, and related notes services previously defined. We, in our sole professional judgment, reserve the right to refuse to perform any procedure or take any action that could be construed as assuming management responsibilities.

You agree to assume all management responsibilities for the financial statements, schedule of expenditures of federal awards, and related notes, and any other nonaudit services we provide. You will be required to acknowledge in the management representation letter our assistance with preparation of the financial statements, the schedule of expenditures of federal awards, and related notes and that you have reviewed and approved the financial statements, the schedule of expenditures of federal awards, and related notes prior to their issuance and have accepted responsibility for them. Further, you agree to oversee the nonaudit services by designating an individual, preferably from senior management, with suitable skill, knowledge, or experience; evaluate the adequacy and results of those services; and accept responsibility for them.

Engagement Administration, Fees, and Other

We understand that your employees will prepare all cash, accounts receivable, or other confirmations we request and will locate any documents selected by us for testing.

At the conclusion of the engagement, we will complete the appropriate sections of the Data Collection Form that summarizes our audit findings. It is management's responsibility to electronically submit the reporting package (including financial statements, schedule of expenditures of federal and State awards, summary schedule of prior audit findings, auditor's reports, and corrective action plan) along with the Data Collection Form to the Federal Audit Clearinghouse. We will coordinate with you the electronic submission and certification. The Data Collection Form and the reporting package must be submitted within the earlier of 30 calendar days after receipt of the auditor's reports or nine months after the end of the audit period.

We will provide copies of our reports to Asheboro City Schools; however, management is responsible for distribution of the reports and the financial statements. Unless restricted by law or regulation, or containing privileged and confidential information, copies of our reports are to be made available for public inspection.

The audit documentation for this engagement is the property of Anderson Smith & Wike PLLC and constitutes confidential information. However, subject to applicable laws and regulations, audit documentation and appropriate individuals will be made available upon request and in a timely manner to an oversight agency or its designee, a federal agency providing direct or indirect funding, or the U.S. Government Accountability Office for purposes of a quality review of the audit, to resolve audit findings, or to carry out oversight responsibilities. We will notify you of any such request. If requested, access to such audit documentation will be provided under the supervision of Anderson Smith & Wike PLLC personnel. Furthermore, upon request, we may provide copies of selected audit documentation to the aforementioned parties. These parties may intend, or decide, to distribute the copies or information contained therein to others, including other governmental agencies.

The audit documentation for this engagement will be retained for a minimum of five years after the report release date or for any additional period requested by an oversight agency. If we are aware that a federal awarding agency, pass-through entity, or auditee is contesting an audit finding, we will contact the party(ies) contesting the audit finding for guidance prior to destroying the audit documentation.

Adam Scepurek is the engagement partner and is responsible for supervising the engagement and signing the reports or authorizing another individual to sign them. We expect to begin our audit in the spring of 2026.

Our fees for the audit and financial statement preparation services will not exceed \$41,000. In addition, we will bill separately at standard hourly rates for any assistance provided with new GASB implementation disclosures or other nonattest services requested by management that we may provide. Our standard hourly rates vary according to the degree of responsibility involved and the experience level of the personnel assigned to your audit.

Our invoices for these fees will be rendered each month as work progresses and are payable on presentation. If we elect to terminate our services for nonpayment, our engagement will be deemed to have been completed upon written notification of termination, even if we have not completed our report(s). You will be obligated to compensate us for all time expended and to reimburse us for all out-of-pocket costs through the date of termination. The above fee is based on anticipated cooperation from your personnel and the assumption that unexpected circumstances will not be encountered during the audit. If significant additional time is necessary, we will discuss it with you and arrive at a new fee estimate before we incur the additional costs. Our audit approach is to work closely with management and communicate frequently. The audit will require the assistance of management and staff to prepare supporting documents, schedules and analyses to be ready no later than the agreed upon dates set out in our email or other communications with management. Failure to meet these timelines or providing incomplete schedules and analyses will result in additional time and audit costs being incurred by our professional staff, who have to reschedule their planned work due to the delay in receiving complete document requests. Should all items requested not be completed on or prior to the dates specified, the Board understands that an increased fee (to be determined prior to proceeding) may be charged to compensate our firm for the incurred changes in professional staff schedules. If the delays result in an extension having to be requested, a minimum 5% fee will be added to the amended contract extension request to compensate the firm for these delays and scheduling changes.

Reporting

We will issue written reports upon completion of our Single Audit. Our reports will be addressed to the Board of Education of Asheboro City Schools. Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinions, add a separate section, or add an emphasis-of-matter or other-matter paragraph to our auditor's report, or if necessary, withdraw from this engagement. If our opinions are other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or issue reports, or we may withdraw from this engagement.

The *Government Auditing Standards* report on internal control over financial reporting and on compliance and other matters will state that (1) the purpose of the report is solely to describe the scope of testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance, and (2) the report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. The Uniform Guidance report on internal control over compliance will state that the purpose of the report on internal control over compliance is solely to describe the scope of testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Both reports will state that the report is not suitable for any other purpose.

We appreciate the opportunity to be of service to Asheboro City Schools and believe this letter accurately summarizes the significant terms of our engagement. If you have any questions, please let us know. If you agree with the terms of our engagement as described in this letter, please sign below and return it to us.

Very truly yours,

Anderson Smith & Wike PLLC



Adam Scepurek, CPA

RESPONSE:

This letter correctly sets forth the understanding of Asheboro City Schools.

Officer signature: _____ Date: _____

Board Chair Signature: _____ Date: _____

Report on the Firm's System of Quality Control

To the Partners of Anderson Smith & Wike, PLLC and the Peer Review Committee, Coastal Peer Review, Inc.

We have reviewed the system of quality control for the accounting and auditing practice of Anderson Smith & Wike, PLLC (the firm) in effect for the year ended March 31, 2025. Our peer review was conducted in accordance with the Standards for Performing and Reporting on Peer Reviews established by the Peer Review Board of the American Institute of Certified Public Accountants (Standards).

A summary of the nature, objectives, scope, limitations of, and the procedures performed in a system review as described in the Standards may be found at www.aicpa.org/prsummary. The summary also includes an explanation of how engagements identified as not performed or reported on in conformity with applicable professional standards, if any, are evaluated by a peer reviewer to determine a peer review rating.

Firm's Responsibility

The firm is responsible for designing and complying with a system of quality control to provide the firm with reasonable assurance of performing and reporting in conformity with the requirements of applicable professional standards in all material respects. The firm is also responsible for evaluating actions to promptly remediate engagements deemed as not performed or reported on in conformity with the requirements of applicable professional standards, when appropriate, and for remediating weaknesses in its system of quality control, if any.

Peer Reviewer's Responsibility

Our responsibility is to express an opinion on the design of and compliance with the firm's system of quality control based on our review.

Required Selections and Considerations

Engagements selected for review included engagements performed under Government Auditing Standards, including compliance audits under the Single Audit Act, and an audit of an employee benefit plan.

As part of our peer review, we considered reviews by regulatory entities as communicated by the firm, if applicable, in determining the nature and extent of our procedures.

Opinion

In our opinion, the system of quality control for the accounting and auditing practice of Anderson Smith & Wike, PLLC in effect for the year ended March 31, 2025, has been suitably designed and complied with to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Firms can receive a rating of *pass*, *pass with deficiency(ies)*, or *fail*. Anderson Smith & Wike, PLLC has received a peer review rating of *pass*.

Dean Dorton Allen Ford, PLLC

Dean Dorton Allen Ford, PLLC

August 28, 2025

795a6c6e-900a-4f8b-b1fb-173dbce6057d

HOSA 2026 State Leadership Conference

Submission ID: 795a6c6e-900a-4f8b-b1fb-173dbce6057d

Org Name: Asheboro High School

Submitter: Catherine Davis

Submitter Email: cfdavis@asheboro.k12.nc.us

Status: **Approved**

Note:

Bus reserved but waiting on confirmation of details. Is this trip overnight- details do not specify Will bus be going back and forth or staying if overnight Confirmation of a school level driver due to the timing.

Submission Title *

HOSA 2026 State Leadership Conference

The title is used to identify the submission for both submitters and reviewers. Choose something specific but brief.

Overnight Trip

Group Making Request: *

(HOSA) Health Occupations Students of America

School: *

Asheboro High School

Destination: *

Sheraton Greensboro at Four Seasons/Koury Convention Center 3121 West Gate City Blvd Greensb

Date of Trip: *

 March 25, 2026

Number of Students Involved: *

20

Percent of Total Group: *

30%

Reasons for Students Not Attending: *

Remaining students are either not competing, or are completing an online test on campus.

Transportation Method: Check box

Activity Bus

Charter Bus

Private Automobile

Other: Provide details

Charter Bus Service, state name of vendor here:

If using Travel Company, state name of Vendor here:



****The Travel Company must use an approved ACS Charter Bus Company**

Number of Vehicles Needed (to be secured by the Central Office): *

Number of Drivers Needed (to be secured by the Central Office): *

Departure Time: *

Return Time: *

Round Trip Miles (estimated) *

54.2

Estimated Cost to the Student: *

\$ 234

Purpose of the Field Trip: *

To attend State Leadership Conference and state level competitions.

List below the names of adult chaperones who will be accompanying this group on the field trip. Place an "*" by individuals who are licensed to drive school vehicles and who will be serving in that capacity for you. *

Erica Lawson and Catherine Davis

Sponsor (Group Responsible for Paying for the Trip) *

Asheboro High School (HOSA) Health Occupations Students of America

If approved, the following procedures must be followed: (1) Written parental permission is required for all field trips.

This permission should be acquired using the Asheboro City Schools Parental Field Trip Permission Form; (2) No students can serve as drivers; private vehicles are used as a last resort; and (3) All Students in class or group shall have an opportunity to attend—means will be provided for students to participate when necessary.

I certify that all those requirements, in addition to the general guidelines on the back of this form, will be fully met.

Special Comments/Response:

POLICY: FIELD TRIPS

When properly planned, supervised and evaluated, field trips can provide a valuable education experience. Indeed, it is often those events that are extraordinary, unique, or a departure from routine, which create the setting for significant retained learning.

All field trips require the prior approval of a school's principal. That Principal should know the reasons for the experience, the pre-trip work that has been done with the students and the specific objectives the sponsor hopes to accomplish and follow-up plans. It is the responsibility of the trip sponsor to review those matters with the school's principal. Because of the process we use for approval and because of the difficulty in scheduling of activity buses, sponsors need to seek approval as much in advance as possible.

Once trips are approved by the principal, requests will be sent to the central office where the superintendent or his designee will review them. Instructional merits of the trip will be considered and the transportation supervisor will determine whether vehicles/drivers are available on the desired date(s). Schools are encouraged to build a staff of building-level drivers, rather than rely on what might be available

Also keep the following regulations governing field trips in mind:

1.All overnight field trips must have prior written approval of the Superintendent.

2.All overnight and out-of-state field trips must have prior written approval of the Board of Education.

3. Field trips must have a legitimate educational value and request to take such trips should be made at least 10 working days in advance.

4. Out-of-state requests must be submitted in time to be reviewed for approval by the Board of Education at a regular scheduled board meeting prior to the date of the proposed field trip.

5. The cafeteria manager should be informed as much in advance as possible (two weeks or more) if a group will miss lunch.

6. The principal should assure that adequate adult supervision is provided for all field trips.

7. Field trip costs are assumed by the sponsoring group. That organization or the school must make provisions for students who are financially unable to attend.

8. A list of students participating in the trip must be compiled and maintained in the office during the course of the trip; teachers whose schedules might be altered by the trip must be informed of which students will miss their classes several days in advance of the departure date.

9. Parental permission forms should be filed in the principal's office and maintained for 3 months after the date of the field trip.

10. Under no circumstance will students be allowed to drive their personal automobiles on school sponsored field trips.

Form History

	<u>Catherine Davis</u> submitted form	2/5/2026, 12:32:29 PM
	<u>Kacie Kerns</u> approved form	2/5/2026, 1:32:04 PM
	<u>Ryan Moody</u> approved form	2/9/2026, 1:11:32 PM
	<u>Tari Johnson</u> approved form	2/9/2026, 2:53:34 PM
	Notes: Bus reserved but waiting on confirmation of details. Is this trip overnight- details do not specify Will bus be going back and forth or staying if overnight Confirmation of a school level driver due to the timing.	
	<u>Aaron Woody</u> approved form	2/9/2026, 3:39:25 PM

AHS Drone Soccer Team - Travel to Nationals

Submission ID: 7d96dfb8-0ab3-49f3-a670-bad6f5962388

Org Name: Asheboro High School

Submitter: Wendy Graham

Submitter Email: wgraham@asheboro.k12.nc.us

Status: Approved

Note: Approval pending finalized travel arrangements.

Submission Title *

AHS Drone Soccer Team - Travel to Nationals

The title is used to identify the submission for both submitters and reviewers. Choose something specific but brief.

Overnight Trip

Group Making Request: *

AHS Drone Soccer Teams

School: *

Asheboro High School

Destination: *

Embry-Riddle Aeronautical University Daytona Beach, FL

Date of Trip: *

 May 17, 2026

Number of Students Involved: *

21

Percent of Total Group: *

100%

Reasons for Students Not Attending: *

Not applicable

Transportation Method: Check box

Activity Bus

Charter Bus

Private Automobile

Other: Provide details

Charter Bus Service, state name of vendor here:

Holiday Tours, NC



****The Travel Company must use an approved ACS Charter Bus Company**

Number of Vehicles Needed (to be secured by the Central Office): *

0

Number of Drivers Needed (to be secured by the Central Office): *

0

Departure Time: *

8:00 am

Return Time: *

May 19th 11:45 PM

Round Trip Miles (estimated) *

1050

Purpose of the Field Trip: *

National Competition for US Drone Soccer

List below the names of adult chaperones who will be accompanying this group on the field trip. Place an "*" by individuals who are licensed to drive school vehicles and who will be serving in that capacity for you.

*

* Wendy Graham
* Anthony Woodyard
Mary Lou Diener
Terry Dawes

Sponsor (Group Responsible for Paying for the Trip) *

US Drone Soccer

If approved, the following procedures must be followed: (1) Written parental permission is required for all field trips.

This permission should be acquired using the Asheboro City Schools Parental Field Trip Permission Form; (2) No students can serve as drivers; private vehicles are used as a last resort; and (3) All Students in class or group shall have an opportunity to attend—means will be provided for students to participate when necessary.



I certify that all those requirements, in addition to the general guidelines on the back of this form, will be fully met.

Special Comments/Response:

Form History

	Wendy Graham submitted form	2/15/2026, 11:50:47 AM
	Kacie Kerns approved form	2/16/2026, 8:43:11 AM
	Ryan Moody approved form	2/18/2026, 9:41:39 AM
	Tari Johnson approved form	2/18/2026, 10:23:35 AM
	Notes: Approval pending finalized travel arrangements.	
	Aaron Woody approved form	2/18/2026, 10:27:41 AM

CLC Blue Ridge YMCA

Submission ID: d6e13315-545c-4701-be50-e54b597f7d47

Org Name: Asheboro High School

Submitter: Hal York

Submitter Email: cyork@asheboro.k12.nc.us

Status: **Approved**

Note: 8400

Submission Title *

CLC Blue Ridge YMCA

The title is used to identify the submission for both submitters and reviewers. Choose something specific but brief.

Overnight Trip

Group Making Request: *

AFJROTC

School: *

AHS

Destination: *

Black Mountain, NC

Date of Trip: *

 June 14, 2026

Number of Students Involved: *

15

Percent of Total Group: *

NA

Reasons for Students Not Attending: *

NA

Transportation Method: Check box

Activity Bus

Charter Bus

Private Automobile

Other: Provide details

June 14- June 20 2026

Charter Bus Service, state name of vendor here:

NA

If using Travel Company, state name of Vendor here:

NA



****The Travel Company must use an approved ACS Charter Bus Company**

Number of Drivers Needed (to be secured by the Central Office): *

Departure Time: *

Return Time: *

Round Trip Miles (estimated) *

Estimated Cost to the Student: *

Purpose of the Field Trip: *

List below the names of adult chaperones who will be accompanying this group on the field trip. Place an "*" by individuals who are licensed to drive school vehicles and who will be serving in that capacity for you.
*

Sponsor (Group Responsible for Paying for the Trip) *

If approved, the following procedures must be followed: (1) Written parental permission is required for all field trips.

This permission should be acquired using the Asheboro City Schools Parental Field Trip Permission Form; (2) No students can serve as drivers; private vehicles are used as a last resort; and (3) All Students in class or group shall have an opportunity to attend—means will be provided for students to participate when necessary.

I certify that all those requirements, in addition to the general guidelines on the back of this form, will be fully met.

Special Comments/Response:

Form History

	Hal York submitted form	2/17/2026, 11:39:44 AM
	Kacie Kerns approved form	2/17/2026, 12:27:58 PM
	Ryan Moody approved form	2/18/2026, 9:40:11 AM
	Tari Johnson approved form	2/18/2026, 10:53:43 AM
	Notes: 8400	
	Aaron Woody approved form	2/18/2026, 10:59:25 AM

DECA ICDC

Submission ID: bf5e5efe-3f44-478e-90e4-c6194499226c

Org Name: Asheboro High School

Submitter: Kim Hoffman

Submitter Email: khoffman@asheboro.k12.nc.us

Status: Approved

Note: Approval pending on arrangements submitted in

Submission Title *

DECA ICDC

The title is used to identify the submission for both submitters and reviewers. Choose something specific but brief.

Overnight Trip

Group Making Request: *

AHS DECA

School: *

AHS

Destination: *

Atlanta, GA

Date of Trip: *

 April 25, 2026

Number of Students Involved: *

Approx. 15

Percent of Total Group: *

12%

Reasons for Students Not Attending: *

Not qualified from previous competitions

Transportation Method: Check box

Activity Bus

Charter Bus

Private Automobile

Other: Provide details

Plane

If using Travel Company, state name of Vendor here:

 **The Travel Company must use an approved ACS Charter Bus Company

Number of Vehicles Needed (to be secured by the Central Office): *

1

Number of Drivers Needed (to be secured by the Central Office): *

0

Departure Time: *

Unknown - itinerary and flight times have not been confirmed

Return Time: *

Unknown - itinerary and flight times have not been confirmed

Round Trip Miles (estimated) *

RDU - 70 miles Will depend on flights available and cost

Estimated Cost to the Student: *

\$ 1000

Purpose of the Field Trip: *

DECA International Career Development Conference

List below the names of adult chaperones who will be accompanying this group on the field trip. Place an "*" by individuals who are licensed to drive school vehicles and who will be serving in that capacity for you.

*

Kim Hoffman, Kris Tutterow (others will be added as needed per numbers of students)

Sponsor (Group Responsible for Paying for the Trip) *

AHS DECA/CTE

If approved, the following procedures must be followed: (1) Written parental permission is required for all field trips.

This permission should be acquired using the Asheboro City Schools Parental Field Trip Permission Form; (2) No students can serve as drivers; private vehicles are used as a last resort; and (3) All Students in class or group shall have an opportunity to attend - means will be provided for students to participate when necessary.



I certify that all those requirements, in addition to the general guidelines on the back of this form, will be fully met

Special Comments/Response:

All prices on this form are approximate. Room rates will depend on students attending and the possibility of rooming together (males vs. females) and transportation will be secured once attendees are confirmed. As of 2/18/2026, flights on Delta to Atlanta are approx \$200 per person. Details will be confirmed after DECA State competition ends (February 28, 2026)

Form History

	Kim Hoffman submitted form	2/18/2026, 11:06:40 AM
	Kacie Kerns approved form	2/18/2026, 11:29:55 AM
	Ryan Moody approved form	2/19/2026, 12:08:40 PM
	Tari Johnson approved form	2/19/2026, 1:37:52 PM
	Notes: Approval pending on arrangements submitted in	
	Aaron Woody approved form	2/19/2026, 1:49:04 PM

2 day field trip to Camp Caraway

Submission ID: 5c26f749-04a7-415c-bab0-5f87b4125688

Org Name: Balfour Elementary School

Submitter: Johanna Burian

Submitter Email: jburian@asheboro.k12.nc.us

Status: **Approved**

Note: **8056 8057**

Submission Title *

2 day field trip to Camp Caraway

The title is used to identify the submission for both submitters and reviewers. Choose something specific but brief.

Overnight Trip

Group Making Request: *

5th Grade teachers

School: *

BAL

Destination: *

Camp Caraway

Date of Trip: *

 May 5, 2026

Number of Students Involved: *

86

Percent of Total Group: *

100%

Reasons for Students Not Attending: *

none

Transportation Method: Check box

Activity Bus

Charter Bus

Private Automobile

Other: Provide details

This will be a two day field trip May 5 till May 6

Charter Bus Service, state name of vendor here:

If using Travel Company, state name of Vendor here:

 **The Travel Company must use an approved ACS Charter Bus Company

Number of Vehicles Needed (to be secured by the Central Office): *

2

Number of Drivers Needed (to be secured by the Central Office): *

2

Departure Time: *

9:00 am

Return Time: *

1:00 pm the next day

Round Trip Miles (estimated) *

35

Estimated Cost to the Student: *

\$ 80

Purpose of the Field Trip: *

To Review science standards and give students a hand on experience with the standards.

List below the names of adult chaperones who will be accompanying this group on the field trip. Place an "*" by individuals who are licensed to drive school vehicles and who will be serving in that capacity for you.
*

Ms. Przybylowski, Ms. Tonkin, Ms. Clark, Mr. Salgado, and Administrator.

Sponsor (Group Responsible for Paying for the Trip) *

5th grade team

If approved, the following procedures must be followed: (1) Written parental permission is required for all field trips.

This permission should be acquired using the Asheboro City Schools Parental Field Trip Permission Form; (2) No students can serve as drivers; private vehicles are used as a last resort; and (3) All Students in class or group shall have an opportunity to attend—means will be provided for students to participate when necessary.

I certify that all those requirements, in addition to the general guidelines on the back of this form, will be fully met.

Form History

	<u>Johanna Burian</u> submitted form	2/27/2026, 9:35:32 AM
	<u>Alora Annonson</u> approved form Notes: Approved	2/27/2026, 10:39:39 AM
	<u>Nikia Domally</u> approved form	3/3/2026, 11:06:16 AM
	<u>Tari Johnson</u> approved form Notes: 8056 8057	3/3/2026, 11:56:46 AM
	<u>Aaron Woody</u> approved form	3/3/2026, 3:22:20 PM

STATE OF NORTH CAROLINA

LEASE AGREEMENT

COUNTY OF RANDOLPH

THIS LEASE AGREEMENT (hereinafter the "Lease"), made and entered into as of the last date set forth in the notary acknowledgements below (the "Effective Date") by and between the STATE OF NORTH CAROLINA, a body politic and corporate, hereinafter referred to as "Lessor" and ASHEBORO CITY SCHOOLS BOARD OF EDUCATION, hereinafter referred to as "Lessee." Lessor and Lessee are at times collectively referred to hereinafter as the "Parties" or individually as the "Party."

WITNESSETH:

THAT WHEREAS, the North Carolina Department of Natural and Cultural Resources, North Carolina Zoological Park ("DNCR"), has requested and approved the execution of this instrument for the purposed herein specified; and

WHEREAS, the execution of this Lease for and on behalf of the State of North Carolina has been duly approved by the Governor and Council of State at a meeting held in the City of Raleigh, North Carolina, on the 2nd day of April 2024; and

WHEREAS, the Parties have mutually agreed to the terms and conditions of this Lease as hereinafter set out.

NOW, THEREFORE, in consideration of the rental hereinafter agreed to be paid and in further consideration of the covenants, conditions and provisions hereinafter set forth, Lessor does hereby rent, lease and demise unto Lessee, and Lessee hereby takes and leases from Lessor, for and during the term and under the terms and conditions hereinafter set forth, the Leased Premises, as described herein, with all rights, privileges and appurtenances thereunto belonging.

1. Leased Premises. The "Leased Premises" means that certain parcel of land lying and being situated in Asheboro, Randolph County, North Carolina, containing a total of 0.15± acre, more or less, and five (5) parking spaces located in the North American Parking Area of the NC Zoological Park and being more particularly shown on Exhibit A attached hereto and incorporated herein by this reference.

Non-exclusive access to the Leased Premises shall be over the North America Parking area. Additional parking for school shall be available in Zoo parking lots. All parties will coordinate parking for special events of each respectively.

2. Term. The initial term of this Lease shall be for a period of ten (10) years commencing on the Effective Date and expiring on the tenth (10th) anniversary of the Effective Date at 2400 hours.
3. Rent. Lessee shall pay to Lessor as rental for the Leased Premises, the sum of ONE DOLLAR (\$1.00) for each Term.

4. Condition of the Leased Premises. Lessee accepts the Leased Premises in its present condition. Except as otherwise expressly provided herein, Lessee acknowledges that the Leased Premises is being delivered “as is”, that Lessee has performed preliminary investigations and reviews and has concluded on its own judgement that the Leased Premises are suitable for the purposes intended, without any representations or warranties of any kind (including, without limitation, any express or implied warranties of merchantability, fitness or habitability) from Lessor or any agent of Lessor. Lessor makes no representation as to adequacy of zoning, water and sewer or other governmental regulations regarding the intended use of the Leased Premises. Lessee’s entry into possession shall constitute conclusive evidence that as of the date thereof the Leased Premises were in good order and satisfactory condition.
5. Permitted Use. Lessee shall use the Leased Premises to operate a science-based high school at the NC Zoological Park. Lessee shall use existing modular buildings on block foundations for use as classrooms. Lessee expressly covenants and agrees that should the Leased Premises cease to be used for such purposes, or other uses be made without the express written consent of Lessor, then this Lease shall become null and void, and Lessor shall be entitled to immediate possession of the Leased Premises.
6. Specific Prohibitions and Limitations on Use. In no event shall Lessee make any use of the Leased Premises that constitutes waste, nuisance, or unreasonable annoyance. Lessee shall not erect or install any signs or other advertising media on any portion of the Leased Premises without the prior written consent of the Lessor.
7. Construction, Operation, Maintenance and Repair. Lessee, at its sole cost and expense, shall be responsible for the construction, installation, operation, maintenance and repair of the Leased Premises and any improvements located thereon. Lessee shall at all times during the Term keep and maintain the Leased Premises and any improvements or fixtures located thereon in good order and repair and in a clean and safe condition. Lessee shall be responsible for the provision of all utility services to the Leased Premises and for any and all charges, fees and expenses associated with such services.
8. Improvements, Alterations and Changes. Lessee shall not erect or install any fixtures or make any other alterations, changes, renovations or improvements to the Leased Premises without the prior written consent of the Lessor. Any alterations, restorations or improvements of the Leased Premises shall be made by Lessee at its sole cost and expense and shall comply with all applicable governmental laws, rules, ordinance and regulations. Prior to the commencement of any alteration, renovations or improvement of the Leased Premises, Lessee shall submit plans for the intended work to Lessor for written approval by DNCR and, if applicable, the State Construction Office and State Property Office, divisions of the North Carolina Department of Administration, and to such other agency or agencies designated by Lessor.
9. Lessor’s Right to Inspect. Lessee may enter upon and inspect the Leases Premises for purposes of insuring Lessee’s compliance with this Lease and for the additional purposes of fulfilling its obligations. Such entry by Lessor shall not constitute an eviction of Lessee or a deprivation of any

right of Lessee and shall not alter the obligation of Lessee hereunder or create any right in Lessee adverse to Lessor.

10. Mortgages and Liens. Lessee shall not encumber the Leased Premises with any mortgages or permit any mechanic's, materialman's contractor's, subcontractor's or other similar lien arising from any work of improvement performed by or on behalf of Lessee, however it may arise, to stand against the Leased Premises. In the event the Leased Premises are encumbered by any such lien, Lessee may in good faith contest the claim underlying such lien, so long as Lessee immediately bonds or otherwise discharges the lien.
11. Taxes and Assessments. Any and all taxes and other assessments which may be levied upon the Leased Premises, upon Lessee's interest in the Leased Premises and upon any alterations, additions and improvements thereon and/or upon Lessee's personal property located upon the Leased Premises shall be paid by Lessee at the time when the taxes and other assessments become due and payable.
12. Compliance. Lessee agrees to comply, at Lessee's sole cost and expense, with all governmental laws, rules, ordinances and regulations applicable to the Leased Premises or Lessee's use and occupancy thereof.
13. Indemnification. Lessee agrees to release, discharge, indemnify and hold harmless Lessor, its successors and assigns, from and against all loss, costs, expense, liability, claims and actions, whatsoever, in connection with injury to or death of any person or persons, or loss of or damage to property caused by or in any way connected with or arising out of the lease and use of the Leased Premises by Lessee, and Lessee's assigns, representatives, employees, agents, patrons or invitees. The obligations in this Section shall survive the expiration or earlier termination of this Lease.
14. Casualty. In the event of the damage or, partial or complete destruction of Lessee's modular classrooms, fixtures or improvements on the Leased Premises, Lessee may, at its option, terminate this Lease in accordance with the terms hereof or cause such improvements to be repaired. If Lessee determines to make the necessary repairs or renovations, it shall do so at its sole cost and expense and shall cause the repairs and renovations to be made in a good and workmanlike manner, without unreasonably delay, and in compliance with the terms of this Lease and all applicable governmental laws and regulations. If Lessee determines not to make the necessary repairs or renovations, then this Lease shall terminate and Lessee shall cause the Leased Premises to be restored to a condition reasonably satisfactory to Lessor.
15. Insurance.

15.1 Specific Requirements. Lessee shall maintain commercial general liability and umbrella liability policies, which provide coverage for the Leased Premises. Said insurance shall include coverage for bodily injury and property damage liability; Leased Premises operations; broad form property damage; personal and advertising injury liability; blanket contractual liability; independent contractor's liability; and fire legal liability. To the extent that Lessee or its independent contractor(s) engage in any construction, demolition or excavation operations, all policies covering these operations shall be endorsed to provide coverage for explosion, collapse and underground hazards. The policy or policies of insurance shall provide limits of no less than the following amounts:

General Liability-Single Limits Per Occurrence	\$1,000,000
Single Limits Aggregate	\$1,000,000
Prod.-Comp/Op	\$2,000,000
Personal and Adv. Injury	\$1,000,000
Each Occurrence	\$1,000,000
Fire Damage (one fire)	\$300,000
Automobile Liability	\$1,000,000
Comb. Single Limit	\$1,000,000
Workers Compensation	as required by law
Umbrella/Excess Liability	\$1,000,000
Aggregate Limit	\$3,000,000

15.2 Adjustment to Coverage. Lessor may from time to time reasonably require, with due regard to prevailing prudent business practices, that these limits be increased, or that additional liability coverage be provided, as may be reasonably adequate for Lessor and Lessee's protection. Lessee shall not cause or permit, through any act or omission, any policy required by this Section to become void or lapse unless replaced by similar coverage.

15.3 Contractor Insurance. Any contractor(s) employed by Lessee to construct, maintain, either providing temporary repairs or major installations ~~or install improvements~~ +on the Leased Premises shall be appropriately licensed by the State of North Carolina. Such contractor(s) shall provide and maintain, during the life of the contract, commercial general liability insurance, including coverage for Leased Premises operations, independent contractors, completed operations, products and contractual exposures, as shall protect such contractors from claims arising out of any bodily injury, including accidental death, as well as from claims for property damages which may arise from operations under the contract, whether such operations by the contractor or by any subcontractor, or by anyone directly or indirectly employed by either of them and the minimum limits of such insurance shall be as follows:

Bodily Injury:	\$1,000,000 per occurrence
Property Damage:	\$1,000,000 per occurrence
	\$1,000,000 aggregate
Comb. Single Limit:	\$1,000,000
Automobile Liability:	\$1,000,000
Workers Compensation	as required by law

Lessor may from time to time reasonably require, with due regard to prevailing prudent business practices, that these limits be increased, or that additional liability coverage be provided, as may be reasonably adequate for Lessor and Lessee's protection.

15.4 General Requirements. All policies shall be issued by insurance companies acceptable to Lessor. All such policies maintained by Lessee shall be purchased only from insurers who are licensed to do business in the State of North Carolina, who comply with the requirements thereof, and who carry an A.M. Best Company rating of "A" or "A+." All insurance policies shall contain an endorsement specifically naming Lessor as an additional insured, and shall be primary to any other insurance that may

be available to Lessor. All insurance policies shall contain an endorsement stating that the insurer will not cancel or reduce coverage without first giving Lessor thirty (30) days prior written notice. Lessee will provide Lessor with current certificates of such insurance, including a copy of all additional insured endorsements, within thirty (30) days after execution of this Lease, and will provide true and complete copies of such insurance policies upon Lessor's request. Notwithstanding the rights of any insurer, nothing herein shall affect the authority of the Attorney General of North Carolina, including but not limited to, the Attorney General's authority to represent Lessor in any and all litigation.

16. Hazardous Materials.

16.1. Definitions. For purposes of this Lease: (i) "Hazardous Material" or "Hazardous Materials" means and includes, without limitation, (a) solid or hazardous waste, as defined in the Resource Conservation and Recovery Act of 1980, or in any applicable state or local law or regulation, (b) hazardous substances, as defined in the Comprehensive Environmental Response Compensation and Liability Act of 1980 ("CERCLA"), or in any applicable state or local law or regulation, (c) gasoline, or any other petroleum product or by-product, (d) toxic substances, or rodenticides, as defined in the Federal Insecticide, Fungicide, and Rodenticide Act of 1975, or in any applicable state or local law or regulation, as each such Act, statute, or regulation may be amended from time to time; (ii) "Release" shall have the meaning given such term, in Environmental Laws, including, without limitation, CERCLA; and (iii) "Environmental Law" or "Environmental Laws" shall mean "Super Fund" or "Super Lien" law or any other federal, state, or local statute, law, ordinance, or code, regulating, relating to or imposing liability or standards of conduct concerning any Hazardous Materials as may now or at any time hereafter be legally in effect, including, without limitation, the following, as same may be amended or replaced from time to time, and all regulations promulgated and officially adopted thereunder or in connection therewith: Super Fund Amendments and Reauthorization Act of 1986 ("SARA"); the Comprehensive Environmental Response, Compensation and Liability Act of 1980 ("CERCLA"); The Clean Air Act ("CAA"); the Clean Water Act ("CWA"); the Toxic Substance Control Act ("TSCA"); the Solid Waste Disposal Act ("SWDA"), as amended by the Resource Conservation and Recovery Act ("RCRA"); the Hazardous Waste Management System; and the Occupational Safety and Health Act of 1970 ("OSHA"). All obligations and liabilities arising under this Section which arise out of events or actions occurring prior to the expiration or termination of this Lease shall survive the assignment of this Lease and the expiration, termination, cancellation or release of record of this Lease.

16.2. Lessor Not Liable for Hazardous Materials. Lessor shall not be responsible for any damage, loss or expense resulting from or on the Leased Premises of any Hazardous Material generated, Released, stored, disposed of or transported to or over the Leased Premises. Lessor makes no representations regarding the existence of any Hazardous Materials on the Leased Premises with any Environmental Laws. The Leased Premises is leased by Lessor on an "as-is/where-is" basis.

16.3. Lessee's Obligations. Lessee shall give Lessor immediate written notice of any problem, Release, threatened Release or discovery of any Hazardous Materials on or about

the Leased Premises or claim thereof. If such problem, Release, threatened Release or discovery was caused by Lessee, its employees, agents, contractors, invitees or licensees, this notice shall include a description of measures taken or proposed to be taken by Lessee to contain and/or remediate the Release of Hazardous Materials and any resultant damage to or impact on property, persons and/or the environment (which term includes, without limitation, soil, surface water or groundwater) on, under or about the Leased Premises. Upon Lessor's approval and at Lessee's own expense, Lessee shall promptly take all steps necessary to clean up or remediate any Release of Hazardous Materials, comply with all Environmental Laws and otherwise report and/or coordinate with Lessor and all appropriate governmental agencies.

16.4. Indemnification. Lessee agrees to indemnify Lessor and hold Lessor harmless from and against any and all liens, demands, defenses, suits, proceedings, disbursements, liabilities, losses, litigation, damages, judgments, obligations, penalties, injuries, costs, expense (including, without limitation, attorneys' and experts' fees) and claims of any and every kind of whatsoever paid, incurred, suffered by, or asserted against Lessor with respect to, or as direct or indirect result of the violation of any Environmental Laws applicable to the Leased Premises, to the extent that such violation is caused by the activities of Lessee.

17. Events of Default. The occurrence of any of the following shall constitute a material default and breach of this Lease by Lessee (an "Event of Default"):

17.1. Vacation/Abandonment. Lessee ceases to occupy, abandons or vacates the Leased Premises or the purposes of this Lease before the expiration of the Term.

17.2. Transfer. The assignment, subletting or other transfer or any attempted assignment, subletting or other transfer, of this Lease in violation of Section 23 herein.

17.3. Hazardous Materials Violation. Any violation of Section 16 by Lessee or any subtenant of Lessee; provided, however, that such violation shall not constitute an Event of Default if within ten (10) days of notice of such violation, Lessee shall both deliver to Lessor such cash security as Lessor may require, in its sole and absolute discretion, in order to fully protect Lessor and the Leased Premises from and against all claims, losses and costs actually or potentially caused, as determined by Lessor, and commences to cure such violation and if thereafter Lessee pursues such cure to completion in a manner satisfactory to Lessor.

17.4. Failure to Perform. If Lessee fails to perform any of Lessee's nonmonetary obligations under this Lease for a period of thirty (30) days after written notice from Lessor; provided that if more time is required to complete such performance, Lessee shall not be in default if Lessee commences such performance within the thirty (30) day period and thereafter diligently pursues its completion. However, Lessor shall not be required to give such notice if Lessee's failure to perform constitutes a non-curable breach of this Lease.

17.5. Other Defaults. If Lessee shall fail to comply with any provision contained herein or any of the rules commenced by or against it in any legal proceeding to declare it bankrupt, insolvent or unable to pay its debts, or shall make a general assignment for the benefit

of its creditors.

17.6. False Statement. The making or furnishing by Lessee on any warranty, representation or statement to Lessor in connection with this Lease, or any other agreement to which Lessee and Lessor are parties, which is false or misleading in any material respect when made or furnished.

17.7. Unlawful Purpose. If Lessee knowingly allows the Leased Premises to be used for any unlawful purpose or for any purpose that promotes acts of moral turpitude.

17.8. Unethical or Fraudulent Actions. If, in its sole discretion, Lessor determines with regard to this Lease or to the Lessee's use and occupancy of the Leased Premises, that Lessee has: acted in an unethical or fraudulent manner; or acted in a manner that would bring the Lessor into a dispute; or acted in a manner that is in violation of public policy or in a manner detrimental to the legitimate interests of the Lessor; or has refused Lessor's request for information or additional assurances either with respect to the Lessor's reasonable belief that any of the foregoing defaults may have occurred, or which may otherwise be required by law.

17.9. Lessee Status. If Lessee is administratively dissolved, ceases to exist as a governmental entity or fails to maintain its government status.

18. Lessor's Remedies for any Event of Default. Upon the occurrence of any Event of Default or failure by Lessee to perform any obligation of Lessee under this Lease, which failure is not cured within the specific time periods provided in this Lease or if no specific time period is provided, then within sixty (60) days after written notice to Lessee (or if such failure cannot be cured within sixty (60) days, then within such reasonable period to time, provided Lessee proceeds promptly and diligently to cure such breach), whichever occurs first, then Lessor, at its option may (i) terminate Lessee's right to possession of the Leased Premises at any time by any lawful means, in which case this Lease shall terminate and the Lessee shall immediately surrender possession of the Leased Premises to Lessor and Lessor shall be entitled to recover from Lessee all damages incurred by Lessor by reason of Lessee's default, including, without limitation, attorneys' fees and court costs necessary to compensate Lessor for all detriment proximately caused by Lessee's failure to perform its obligations under this Lease or which in the ordinary course of things would be likely to result therefrom; and/or (ii) pursue any other remedy now or hereafter available to Lessor under North Carolina law.

~~19. Lessor's right to Terminate without an Event of Default. Lessor may, with One (1) year of notice to Lessee, terminate this lease for any reason. Both the Lessor and the Lessee shall have the Right to Terminate without an Event of Default. Lessor and Lessee may, with One (1) year prior written notice to the other party, terminate this lease for any reason.~~

20. Right of Lessor to Re-Enter. In the event of any termination of this Lease by Lessor or the enforcement of any other remedy by Lessor under this Lease, Lessor shall have the immediate right to enter upon and repossess the Leased Premises, and any personal property, including modular classrooms of Lessee may be removed from the Leased Premises and stored in any public warehouse at the risk and expense of Lessee. Lessee hereby waives all claims arising from Lessor's re-entering

and taking possession of the Leased Premises and removing and storing the property of Lessee as permitted under this Lease and will save and hold Lessor harmless from all losses, costs or damages occasioned Lessor hereby. No such reentry shall be considered or construed to be a forcible entry by Lessor. Lessee hereby expressly waives any and all rights of redemption granted by or under any present or future laws in the event of Lessee being dispossessed for any cause, or in the event of Lessor obtaining possession of the Leased Premises, by reason of the violation by Lessee of any of the terms, covenants or conditions of this Lease, or otherwise.

21. Legal Costs. Lessee shall reimburse Lessor, upon demand, for any reasonable costs or expenses incurred by Lessor in connection with any breach by Lessee or the occurrence of any Event of Default under this Lease, whether or not suit is commenced or judgment entered. Such costs shall include reasonable legal fees and costs incurred for the negotiation of a settlement, enforcement or rights or otherwise.
22. Surrender of Leased Premises. At the expiration of the Term or the earlier termination of this Lease, Lessee shall promptly quit and surrender the Leased Premises in good order, condition and repair, ordinary wear and tear excepted, and Lessee shall, at its sole cost and expense and if so required by Lessor, grade the Leased Premises and remove any debris and stumps and remove any and all of its personal property, modular classroom buildings, trade fixtures and equipment from the Leased Premises. All such personal property, trade fixtures and equipment not so removed by Lessee and remaining on the Leased Premises thirty (30) days after the termination of this Lease shall, at Lessor's option, become the property of Lessor or Lessor may have the property removed or stored, at Lessee's expense.
23. Holdover. In the event Lessee remains in possession of the Leased Premises after the expiration of the Term and without the execution of a new lease, Lessee shall occupy the Leased Premises as a tenancy at sufferance subject to all of the conditions of this Lease insofar as consistent with such a tenancy. However, either Party shall give not less than sixty (60) days written notice to terminate the tenancy.
24. Assignment, Sublease, Binding Effect. This Lease may not be assigned or the Leased Premises subleased by Lessee, in whole or in part, without the express written approval of Lessor. Subject to the foregoing, this Lease shall be binding upon and enforceable against, and shall inure to the benefit of, Lessor and Lessee and their respective, legal representatives, successors and permitted assigns.
25. Prohibition on Gifts. North Carolina General Statute §133-32 and Executive Order 24, as applicable, prohibit the offer to, or acceptance by, any employee of Lessor of any gift from anyone with a contract with Lessor, or from any person seeking to do business with Lessor. By execution of this Lease, Lessee attests, for its entire organization, including its employees or agents, that it is not aware that any such gifts have been offered, accepted, or promised by any employees of its organization.
26. Authority. Each person executing this Lease on behalf of Lessee does hereby represent and warrant that, if applicable: (a) Lessee is duly organized and in good standing in the State of its organization and, if different, qualified to do business and in good standing in the State of North Carolina, (b) Lessee has full lawful right and authority to enter into this Lease and to perform all of its obligations

hereunder, and (c) each person signing this Lease on behalf of Lessee is duly and validly authorized to do so.

27. Relationship Between Parties. Nothing in this Lease shall be construed to render Lessor in any way or for any purpose a partner, joint venture, or associate in any relationship with Lessee other than that of Lessor and Lessee, nor shall this Lease be construed to authorize either to act as agent for the other.
28. Applicable Law. This Lease shall be governed by, construed under and interpreted and enforced in accordance with the laws of the State of North Carolina, regardless of conflict of law principles.
29. Entire Agreement. This instrument contains the entire agreement between the Parties, and no statement, promise, inducement, representation or prior agreement which is not contained in this written Lease shall be valid or binding.
30. Amendment. No amendment, modification, alteration or revision of this Lease shall be valid and binding unless made in writing and signed by Lessee and Lessor.
31. Construction of Language. The terms "lease," "lease agreement" or "agreement" shall be inclusive of each other, and also shall include renewals, extensions, or modification to this Lease. Words of any gender used in this Lease shall be held to include any other gender, and words of singular shall be held to include the plural and the plural to include the singular when the sense requires. The section of paragraph headings and the titles are not a part of this Lease and shall have no effect upon the construction and interpretations of any part hereof.
32. Terms. Capitalized terms used in this Lease shall have the meanings ascribed to them at the point where first defined, irrespective of where their use occurs, with the same effect as if the definitions of such terms were set for this on full and at length every time such terms are used.
33. Effect of Waiver or Forbearance. No covenant or condition of this Lease can be waived except by written consent of the Parties. A waiver of any covenant or condition on one occasion shall not be deemed a waiver of said covenant or condition on any subsequent occasion unless such fact is specifically stated in the waiver. Forbearance or indulgence by Lessor in any regard whatsoever shall not constitute a waiver of any covenant or condition to be performed by Lessee, and until Lessee has completely performed all covenants and conditions of this Lease, Lessor shall be entitled to invoke any remedy available to Lessor under this Lease or any law or equity despite such forbearance or indulgence.
34. Survival. All obligations accruing prior to expiration of the term of this Lease shall survive the expiration or other termination of this Lease.
35. Lessor's Remedies Cumulative. The rights and remedies of Lessor specified in this Lease shall be cumulative and in addition to any other rights and/or remedies otherwise available, whether or not specified in this Lease.
36. Severability. In case any one or more of the provisions contained in this Lease shall for any reason

be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other provision hereof and this Lease shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.

37. Construction. No provision of this Lease shall be construed against or interpreted to the disadvantage of any Party by any court or other governmental or judicial authority by reason of such Party's having or being deemed to have prepared or imposed such provision.
38. Counterparts. This Lease may be executed in two or more counterparts, each of which shall be deemed an original, and all of such counterparts together shall constitute one and the same instrument.
39. Memorandum of Lease for Recording. At the request of either Party, Lessor and Lessee shall execute a memorandum of this Lease for recording in the public records at the requesting Party's sole cost and expense. The memorandum of Lease shall set forth the Parties, provide a description of the Leased Premises, specify the Term and incorporate this Lease by reference.
40. Notices. All notices, request or other communication herein provided to be given, or which may be given, by either Party to the other, shall be deemed to have been fully given when made in writing and deposited in the United States mail, certified and postage prepaid or hand delivered (with receipt acknowledgment) and addressed as follows:

To Lessor: Department of Natural and Cultural Resources
Attn: Leasing Agent
4605 Mail Service Center
Raleigh, North Carolina 27699-4605

w/copy to: State Property Office
Attn: Manager, Leasing and Space Planning Section
1321 Mail Service Center
Raleigh, North Carolina 27699-1321

To Lessee: Asheboro City Schools Board of Education
Administrative Office
1126 South Park Street
Asheboro, NC 27203
Attn: Facilities-School at NC Zoo

The address to which notices shall be mailed as aforesaid to either Party may be changed by written notice.

(signatures begin on following pages)

IN TESTIMONY WHEREOF, this Lease has been executed by the Parties under seal, in duplicate originals, as of the dates set forth in the notary acknowledgments below.

LESSEE:

ASHEBORO CITY SCHOOLS BOARD OF EDUCATION

By: _____
~~Michael B. Smith~~ **Gidget Kidd**
Chairman

STATE OF NORTH CAROLINA

COUNTY OF _____

I, _____, a Notary Public in and for the County and State aforesaid do hereby certify that ~~Michael B. Smith~~ **Gidget Kidd** personally came before me this day and acknowledged that he is Chairman of Asheboro City Schools Board of Education, and being authorized to do so, executed the foregoing for the purpose therein expressed.

IN WITNESS WHEREOF, I have hereunto set my hand and Notarial Seal, this the ____ day of _____, 202_.

Notary Public
Print Name: _____

My Commission Expires: _____

LESSOR:

STATE OF NORTH CAROLINA

By: _____
Governor

ATTEST:

Secretary of State

APPROVED AS TO FORM:
JOSHUA H. STEIN, Attorney General

By: _____
Special Deputy Attorney General
STATE OF NORTH CAROLINA

COUNTY OF WAKE

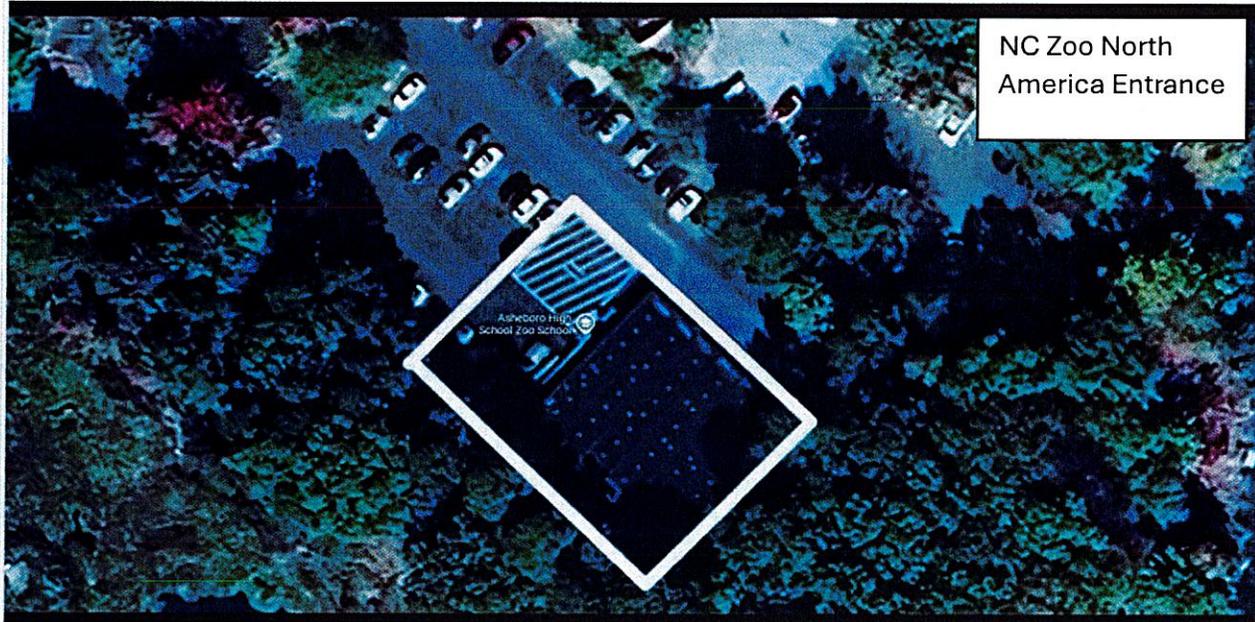
I, _____, a Notary Public for _____
County, North Carolina, do certify that ELAINE F. MARSHALL, Secretary of State of the State of North
Carolina, personally came before me this day and acknowledged that she is Secretary of State of the State
of North Carolina, and that by authority duly given and as an act of the State, the foregoing instrument
was signed in its name by JOSHUA H. STEIN, Governor of the State of North Carolina, sealed with the
Great Seal of the State of North Carolina, and attested by herself as Secretary of State.

IN WITNESS WHEREOF, I have hereunto set my hand and Notarial Seal, this the _____ day of
_____, 20__.

Notary Public
Print Name: _____

My Commission Expires: _____

Exhibit A



The location of the Asheboro High School Zoo School is described as follows:

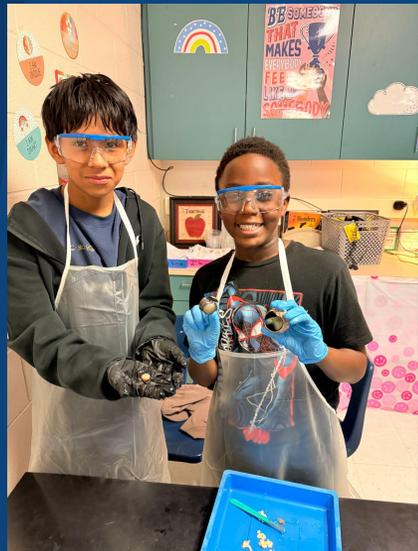
Beginning at a point located at approximately the following coordinates: 35°37'43.3"N and 79°45'51.1"W, Randolph County, North Carolina, said point being in the North America Parking Lot of the North Carolina Zoo and the easternmost corner of such Premises, thence southwest about 76 feet to the southernmost corner of the Premises, thence northwest about 136 feet to a point in the North America Parking Lot of the North Carolina Zoo, thence northeast about 76 feet to a point in the North America Parking Lot of the North Carolina Zoo, thence southeast about 136 feet to the point and place of beginning, all as shown on the aerial photo of the NC Zoo site attached hereto and incorporated as Exhibit A.



North Asheboro Middle School CIP Update

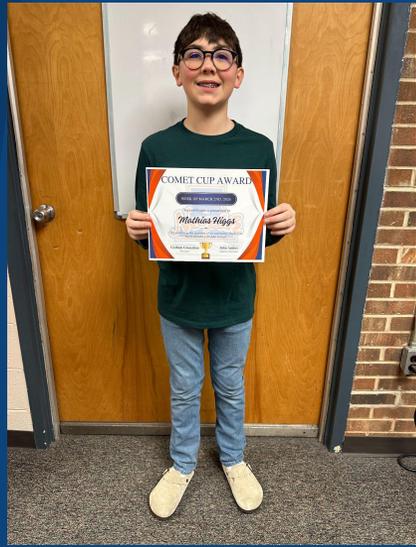
March 19, 2026

Introduction



Goal 1 - Belonging

Foster a schoolwide culture of belonging where every student and staff member feels valued, supported, and connected, by implementing structures and practices that promote positive relationships, enrichment opportunities, and inclusive classroom environments, as evidenced by annual district strategic plan metrics data.



Success is reflected by improved attendance, decreased discipline referrals, and increased student participation in both academic and extracurricular activities.



Goal 1 Update

After School Club Opportunities:

- Advanced Choir
- Battle of the Books
- Curly Hair Care Club
- FCA
- FFA
- Japanese Pop Culture Club
- STEM Club
- Student Council
- Tabletop Game Club
- Woofgang Club
- Yearbook Club
- Iron Comets

Data:

- 40% of students reported participation in something after school at least one day a week.
- 25% of students have a desire to participate in after school activities, but have not.
- Responsibilities outside of school are the biggest things preventing students from participating in after school activities.
- Students are most likely to participate in activities with friends such as movie nights, game nights, dances, etc.
- Sports/Fitness and Music/Arts are most desired after school activities.



Goal 1 Update

Staff & Student Recognition:

-1 staff member and 1 student from each grade level are recognized weekly for winning the "Comet Cup."

Blue Comet Block Party:

-A celebration for students who consistently meet expectations of students at NAMS.

-86% of students have met the criteria to attend at least one block party this school year.

Relationship Mapping Data:

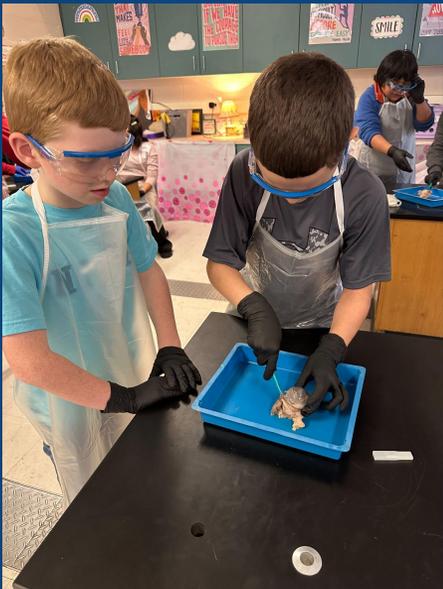
-83% of students have at least one trusted adult in our school.

-17% of students did not have a trusted adult in our school and are being targeted for additional support.

Goal 2 - Coherence

Ensure coherence in instructional planning and delivery by aligning grade-level and content-area teams around shared expectations for curriculum, instructional practices, and assessment, so that all students experience a consistent, high-quality learning experience across classrooms.

Success will be indicated by 80% of teachers collaboratively planning using shared templates, aligned pacing guides, and grade-level standards to ensure instructional alignment. Alignment will be seen through instructional walkthroughs and student performance will see positive trends as a result of high-quality planning and delivery.



Goal 2 Update

Data:

222 formal walkthroughs completed as of the end of February

- 74% of teacher lesson plans meet instructional expectations
- 90% of lessons match grade level standards
- 64% of tasks are rigorous and require higher-order thinking

PD Offerings:

- Behavior Queen
- Using Formative Assessments
- Shift the Lift
- Co-Teaching
- Exploring the GIC
- AI in the Classroom
- Classroom Visuals
- Hands on Equations
- Classroom Environment
- The Science House



Goal 3- Consistency



Build consistency in instructional practices, classroom procedures, and collaborative structures so that students benefit from predictable routines and experience streamlined systems that reduce variability and maximize learning time.



Success will be evident in classroom routines and instructional practices that are predictable, streamlined, and applied consistently across the school. Students will experience equal access to learning due to common expectations, aligned grading practices, and schoolwide use of evidence-based strategies. Walkthrough data will indicate 90% of classrooms in alignment with schoolwide expectations.

Goal 3 Update

Instructional Expectations Walkthrough Data-

Classroom Environment:

-96% of students demonstrate understanding of classroom routines and procedures.

Instructional Planning & Delivery:

-85% of walkthroughs with evidence that instruction aligns to lesson plan

Student Engagement:

-74% of walkthroughs with active student engagement

Behavior Queen PD-

<u>Referral Type</u>	<u>2024-2025</u>	<u>2025-2026</u>
Major	186	177
Minor	694	461

Coaching-

-4 teachers have completed coaching cycles



NAMS Instructional Expectations



Classroom Environment & Culture

- Positive Climate: Maintain a welcoming and inclusive space where all students are protected and valued.
- Visible Learning Goals: Post daily objectives & success criteria in student-friendly language.
- Behavior Expectations: Consistently monitor, track, and report student behavior.
- Classroom Routines: Implement clear entry, exit, and transition procedures to maximize time.

Instructional Planning & Delivery

- Standards-Based Lessons: Align to grade-level standards with scaffolds for diverse learners.
- Learning Targets: State at the start, revisit during lesson and as part of lesson closure.
- Differentiation: Use supports for ESL/EC students (visuals, sentence stems, literal work).
- Lesson Development: Plans are well-thought out, structured and promote a high level of engagement.
- Instructional Consistency: Follow pacing guides and frameworks to reduce variability.

Student Engagement

- Active Participation: Build in talk, write, and collaboration opportunities daily.
- Checks for Understanding: Use formative assessment techniques regularly.
- Culturally Responsive: Include materials/examples that reflect students' backgrounds.

Literacy & Language Development

- Vocabulary: Teach/review academic terms daily with context and usage.
- Reading & Writing: Integrate literacy strategies across all subjects.
- Language Supports: Use visuals, graphic organizers, sentence frames for ESL access.

Assessment & Data-Driven Instruction

- Common Assessments: Administer/analyze benchmarks and formatives as scheduled.
- Data Discussions: Participate in PLCs to plan instructional adjustments and interventions.
- Feedback: Provide timely, specific, actionable feedback to students.

Professional Responsibilities

- Collaboration: Routinely engage in PLCs to plan, modify, and ensure consistency.
- Communication: Maintain open lines with students, families, and colleagues.
- Professional Growth: Apply strategies learned from PD.



The full continuous improvement plan for North Asheboro Middle School is available in NCSTAR and can be accessed from [this link](#).

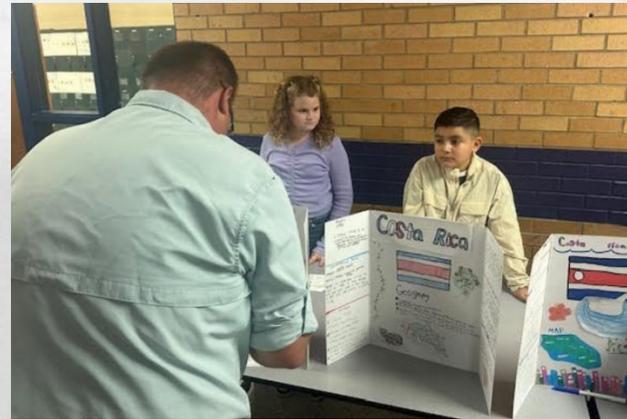


Summary



Questions ?

SAMS 25/26 Continuous Improvement Plan Update



March 19, 2026



SAMS' Focus for 25/26

- 01.** • Increasing a sense of belonging to continuously enhance the climate and culture of SAMS.
- 02.** • Building off of the instructional foundation from last year to consistently enhance a deeper level of higher order thinking.
- 03.** • Strengthen and expand our communication methods with all stakeholders of SAMS.

Belonging



South Asheboro Middle School students, families, and staff will feel more connected, valued, and actively engaged in the life of the school community.

→ Support Service Team Collaboration

Students receiving tier 2 interventions for behavioral support have had a **74% success rate** where interventions were discontinued in semester two. Social Emotional support has been an ongoing process this year at SAMS with our school-based mental health specialist.

→ SAMS' Staff Has Implemented 4 of 6 of the Behavior Queen PD/ School Management Plan

SAMS School Management plan has been implemented and revisited each quarter with specific expectations explained; de escalation practices have been introduced, expectation contracts implemented at the beginning of the year, and professional development from the IF on classroom environment expectations.

→ 24/25 Committee Leadership and Variety of Afterschool Clubs

Family Engagement Committee has planned and executed three successful student-centered evenings along with the Students' First Committee. We have also continued past clubs and added five new clubs during school and afterschool (Comic Club, Girls Weightlifting Club, Crafting Club, Lunch Buddy Club, and Dual Language Enrichment Club)



Belonging

-Family Night Information

We have shifted the focus this year to be curriculum-centered with students being the presenters and sharing with families! As of the first three family nights in 24/25 vs 25/26, our parent engagement participation has **increased 9%**.



-Club Offerings

With the new club offerings this year, we have **increased** the amount of opportunities in the school, both during and after school by **50%**. This has also given us an increase in student participation by in an increase of **104%**.



Consistency

South Asheboro Middle School teachers will consistently implement rigorous, standards-aligned instruction in every classroom based on the specific needs of the students.



→ Classroom Environment Essentials Defined and Implemented in 25/26

Classroom Environment PD was delivered to the staff on August 18th focusing on class environments that are conducive to learning and collaboration among students, co-teaching PD was expanded on January 20th 2026 with examples of different models, lesson plan feedback has been done every week followed up by consistent walkthroughs for pedagogical measurement, constructive criticism for student growth, co-teaching trends, alignment with SAMS' instructional expectations, and lifting up best practices.

→ Data Trackers (micro and macro)

Data trackers for ELA, Math, and 8th Science have been tracked for the NCCI this school year after two rounds, intentional teacher conferences with students post-NCCI assessments and intervention time, as well as an adjusted intervention plan the second semester that measure pre and post assessments on specific standards that the data discussions determined needed to be of focus.

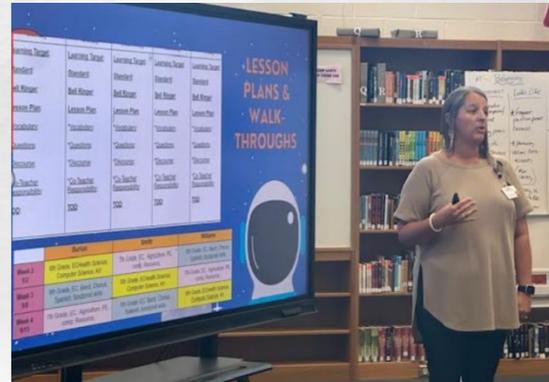
→ Comet Navigators Team (Instructional Team)

The Comet Navigator Instructional team meet twice a month to discuss CASA trends/support/successes, Intervention data and adjustments, as well as walkthrough successes/areas of need.

Consistency

Classroom Environment Essentials Defined and implemented in 25/26

South Asheboro Middle School Expectations	
Show Self-Control	<ul style="list-style-type: none">Keep appropriate noise levels in the school.Respect others' personal space and don't distract others.
Actively Participate	<ul style="list-style-type: none">Participate in all school expectations while at school or school functions.Take part in all activities that will prepare you for high school and life.
Make Positive Contributions	<ul style="list-style-type: none">Be responsible and take ownership of the expectations set upon you.Add positivity and leadership to the school climate and culture.Model the positive change you want to see at SAMS.Be a leader on a daily basis.
Show Respect	<ul style="list-style-type: none">No hats or hoodies worn in the building at any time.Keep cell phones and earbuds in backpacks for the entirety of the school day.Use respectful words to others at all times.



Data Trackers (micro and macro)

Intervention Time: ELA (60% of students have made growth with average of +12 points)

Math (79% of students made growth with an average of +43 points)



Comet Navigators Team (Instructional Team) (As of March 1st, 2026 = 316 Walkthroughs)

-Learning targets aligned with grade level standards 94% of the time

-Teachers using prompting and probing questions 75% of the time

-Students doing the "lift" 66% of the time

-Students modeling explaining their thinking 49% of the time

-Students using application beyond recall 53% of the time

-Co-Teaching (team and station teaching) 63% of the time

Coherence

South Asheboro Middle School will strengthen communication systems to ensure students, staff, and families have a clear understanding of class expectations, school procedures, and home and school connections.

→ **SAMS Leadership Team will create new avenues of communication for families on a monthly basis of school initiatives, content, and expectations.**

We have continued all family communication through SchoolStatus (celebrations, successes, and concerns). We have also created a SAMS Monthly Family Newsletter that is sent out once a month to families through S'More.

→ **Communicate and Model the School Management Plan for students from the staff.**

Our school management plan was shared and reviewed the first week of school. This has been revisited each quarter with students on Focus Fridays as needed.

→ **Staff have taken part in professional development around classroom practices, core SEL supports, and de escalation practices.**

We have completed 4 of the 6 behavior queen PDs on classroom management, core SEL supports were conveyed in September with SEL lessons built into Focus Friday intervention time, and de escalation practices have been created as needed based on student needs.

Coherence

Family Communication

2024 - 2025 (EOY)

2025 - 2026 (MOY)

Family Newsletter (1,396)



School Management Plan Communication

 School Management Plan	
South Asheboro Middle School Expectations	
Show Self-Control	<ul style="list-style-type: none"> Keep appropriate noise levels in the school. Respect others' personal space and don't distract others.
Actively Participate	<ul style="list-style-type: none"> Participate in all school expectations while at school or school functions. Take part in all activities that will prepare you for high school and life.
Make Positive Contributions	<ul style="list-style-type: none"> Be responsible and take ownership of the expectations set upon you. Add positivity and leadership to the school climate and culture. Model the positive change you want to see at SAMS. Be a leader on a daily basis.
Show Respect	<ul style="list-style-type: none"> No hats or hoodies worn in the building at any time. Keep cell phones and earbuds in backpacks for the entirety of the school day. Use respectful words to others at all times.

Arrival Expectations
<ul style="list-style-type: none"> Be on time (7:55 - 8:20). Get breakfast from the designated area and report directly to your homeroom. Clean up all your breakfast trash. Remain in homeroom, be ready and attentive for morning announcements until the teacher dismisses you.

Hallway Expectations
<ul style="list-style-type: none"> Walk safely and be respectful of the personal space of others. Go directly to your destination in an efficient manner.

Bathroom Expectations
<ul style="list-style-type: none"> Keep your trip short. Flush toilets, clean up any mess you make, and throw all trash away. Respect the privacy of others and no unsafe behavior. Wash your hands before returning.

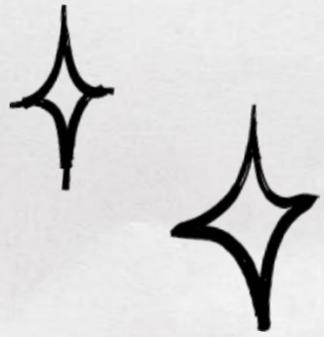
Laptop Expectations
<ul style="list-style-type: none"> Carry Carefully at All Times – Always hold your laptop with two hands when walking, and keep it closed when moving from place to place to avoid drops and damage. Keep Food and Drinks Away – No eating or drinking near your laptop to prevent spills that can cause permanent damage. Use Only for School Purposes – Stay on assigned websites and applications during class time; no games, personal browsing, or downloading without teacher permission.

Cafeteria Expectations
<ul style="list-style-type: none"> Report to the area or line designated by your teachers. Be respectful to cafeteria staff and others. Keep your eating area clean, and pick up after yourself when leaving. Line up orderly when leaving the cafeteria.

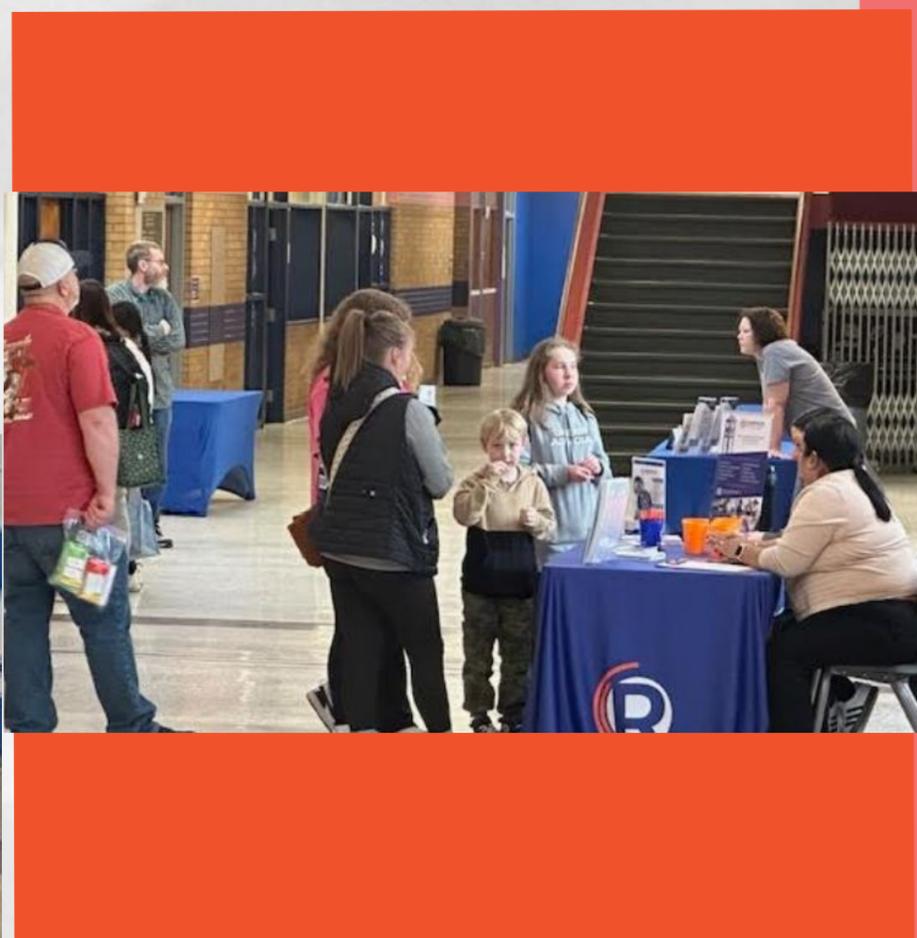
Dismissal Expectations
<ul style="list-style-type: none"> Report directly back to homeroom at the 3:13 bell. Listen to the instructions of announcements and leave campus in a quick and orderly fashion. Use crosswalks to cross intersections.

Next Steps...

- Continue with the consistency of the newly adjusted intervention time on bi/tri weekly basis that will celebrate student growth through pre and post assessments.
- Utilizing CASA times to add more frequent small group data driven time into a few minutes of CORE instruction to support recent data needs based on this years trends.
- Create a co-teaching team for the school made of teachers to give praise and feedback on co-teaching models while continuing to grow and celebrate the strong aspects and models that are being practiced through the school.
- Implement EOG Boot Camp: Volume Two after Spring Break



Questions



Academic Achievement of Student Athletes Report

March 19, 2026

Gayle E. Higgs
Chief Human Resource & Support Services Officer

Enrollment Overview

Student Population

635 student athletes analyzed across grades 6-12

1,645 non-athletes analyzed across grades 6-12

Total: 2,281 students in secondary schools

20%

NAMS Participation

99 athletes out of 489 students

26%

SAMS Participation

133 athletes out of 515 students

32%

AHS Participation

403 athletes out of 1,276 students



Sports Included in Data Analysis

Middle Schools:	High School:	
Football Basketball Softball Cheer Volleyball Wrestling	Soccer Football Basketball Baseball Softball Cheer Volleyball Wrestling Track	Swimming Tennis Golf Indoor Track Cross Country
*Not Finalized/Included: Soccer Baseball Track		



Demographic Comparisons

Race/Ethnicity

Hispanic students: 54% of enrollment, 39% of athletes

White students: 24.6% of enrollment, 32.3% of athletes

Black students: 13.6% of enrollment, 20.8% of athletes

Gender

Overall enrollment nearly balanced by gender

Male students slightly more represented among athletes (~2 point difference)

Special Populations

EC: 0.8% athletes vs 4% non-athletes

ML: 8% athletes vs 19% non-athletes

AIG: 19% athletes vs 12% non-athletes



Attendance Patterns



Average Absences

Per student athlete



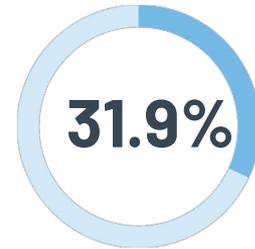
Non-Athlete Absences

Per non-athlete student



Chronic Absenteeism

Among athletes (1 in 8)



Non-Athlete Rate

Among non-athletes (1 in 3)



Attendance Patterns

- Student athletes average **~3.7 fewer absences** than non-athletes
- Chronic absenteeism among non-athletes is about **2.5 times higher** than athletes (19 point gap)
- Tardies



Student Athlete



Non-Athlete



Academic Performance



High School GPA

Athletes: **3.54** vs Non-athletes: **2.95** (+0.58 difference)



Core Subject Grades at Middle Schools

Athletes outperform in every subject, strongest advantage in Math (+8.73 points)

Subject	Athletes	Non-Athletes	Diff
ELA	81.26	76.59	+4.67
Math	82.16	73.43	+8.73
Science	80.28	75.18	+5.10
Social Studies	81.14	76.54	+4.60



Behavioral Outcomes

Overall Discipline

Student athletes: **26.6%** with 1+ incidents

Non-athletes: **24.8%** with 1+ incidents

Slightly higher rate among athletes primarily attributed to increased tardiness

Multiple Incidents

Student athletes: **5.7%** with 3+ incidents

Non-athletes: **7.2%** with 3+ incidents

Athletics may serve as stabilizing factor for students with multiple incidents



Asheboro High School (9-12)

Participation

403 athletes (32% of 1,276 students)

Average GPA

Athletes: **3.54** vs Non-athletes: **2.95**

Average Absences

Athletes: **4.6** vs Non-athletes: **8.1**

Chronic Absenteeism

Athletes: **10.7%** (1 in 9)

Non-athletes: **28.5%** (1 in 3.5)

Non-athletes are **2.5× more likely** to be chronically absent

32.5%

Athlete Incident Rate

Students with 1+ incidents

33.1%

Non-Athlete Rate

Students with 1+ incidents

5.5%

Athletes with 3+ Incidents

Students with multiple incidents

8.2%

Non-Athletes with 3+ Incidents

Students with multiple incidents



North Asheboro MS (6-8)

Core Grades

Math: **+9.61** points advantage for athletes

ELA: **+5.42** points advantage for athletes

Participation

99 athletes (20% of 489 students)

Absences

Athletes: **5.0** vs Non-athletes: **9.3**

Chronic Absenteeism

Athletes: **16.2%** (1 in 6) vs

Non-athletes: **34.1%** (1 in 3)

Non-athletes are about **2 times more likely** to be chronically absent.

Students with 3+ incidents: 3.0% athletes vs 6.9% non-athletes.



South Asheboro MS (6-8)

Core Grades

Math: **+8.76** points advantage for athletes

ELA: **+5.56** points advantage for athletes

Participation

133 athletes (26% of 515 students)

Absences

Athletes: **4.8** vs Non-athletes: **7.7**

Chronic Absenteeism

Athletes: **10.5%** (1 in 10) vs

Non-athletes: **29.3%** (1 in 3.5)

Non-athletes are about **3 times more likely** to be chronically absent.

Students with 3+ incidents: 0% athletes vs 2.4% non-athletes.



Questions?





P.O. Box 1103, Asheboro, NC 27204-1103 ■ 1126 S. Park St. ■ (336) 625-5104 ■ (336) 625-9238, fax
An equal opportunity/affirmative action employer.

ASHEBORO CITY BOARD OF EDUCATION

2026 Legislative Platform

Vision Statement

Asheboro City Schools engages students in educational experiences and opportunities that elevate lifelong learning, cultivates exceptional thinkers, and empowers students to design their own futures.

Mission Statement

Every student will have equitable access to engaging learning that transforms life outcomes and prepares them to be collaborative, competitive, and successful in our global world.

Purpose of Legislative Committee

- To educate, inform, and communicate the needs of the Asheboro City Schools with key legislative leaders at the local, state, and federal levels on a regular basis;
- To develop positive relationships with key legislative leaders; and
- To stay abreast of current legislative issues and develop awareness among key legislative leaders of their potential impact on the Asheboro City Schools.

Guiding Principles

Local Control—We believe that a system of excellent schools is governed by a local board of education representative of the community and vested in the interests of its students and citizens.

Adequate Funding—We believe that a system of excellent schools provides quality learning opportunities for all students, and the state should provide sufficient funding and resources to meet the requirement of providing all children with the opportunity for a sound, basic education.

Support for Public Schools—We believe that public education in North Carolina offers the promise of equal educational opportunities no matter race, religion, or ability; high standards; and public accountability. Public schools are a benefit to society by teaching democratic principles and shared values.

2026 Legislative Priorities

Recruitment and Retainment of Top Talent – To address the shrinking educator pool, we urge legislators to support efforts to recruit and retain highly qualified school personnel. This includes increasing state-funded base pay for certified and classified staff, restoring advanced degree

supplements, advocating for affordable, quality health insurance through the NC State Health plan, restoring retiree health coverage for employees who began work after January 1, 2021, reinstating full license reciprocity without additional testing, and funding meaningful recruitment/retention incentives, such as Advanced Teaching Roles.

Adequate and Fair Resources for All Schools and Students – Asheboro City Schools is dedicated to providing students with the resources for success. We urge the General Assembly to prioritize expanding K-12 public school funding to ensure all North Carolina students succeed now and in the future. We are deeply concerned about diverting funds from public schools to private and religious schools with limited or no accountability.

We request hardship waivers for the K–3 class size mandate for districts unable to hire enough teachers or provide adequate classroom space to open additional classrooms as required. As class size transitions continue, we encourage amending the K–3 class size cap law to eliminate district-wide averages. The current averaging system causes unintended disruptions, like mid-year schedule changes when schools hit capacity, significantly impacting young students' critical early learning experiences.

Technology is vital for modern education, providing access to curriculum and elevated learning opportunities. Federal E-rate funding covers infrastructure and connectivity but excludes essential elements like staffing, devices, and cybersecurity for system and data protection. The current state technology allotment is inadequate to sustain and replace devices, maintain required platforms and subscriptions, or offer competitive salaries for qualified technology support staff.

Textbook funding is a growing concern, especially for Career and College Promise courses. Districts must cover the rising cost of textbooks for high school students taking community college classes, which is exacerbated by frequent new editions, required per-student purchases, and non-reusable online access codes. Our district spends nearly two-thirds of its total textbook allotment on Randolph Community College courses, which serve only 193 of our 4,370 students.

Standardized Accountability for All Publicly-Funded Schools – We believe all schools receiving taxpayer dollars should be held to the same accountability measures regarding student performance, teacher qualifications, calendar flexibility, curriculum standards, school accreditation requirements, and reporting requirements. We strongly encourage the General Assembly to “level the playing field” so that families can make fair comparisons among all publicly-funded schools including private, religious, charter, and virtual schools.

Calendar Flexibility — We ask our local legislators to consider an amendment to the calendar law that allows for the same calendar flexibility granted to charter and low-performing schools. We believe by amending the calendar law to provide more flexibility in the start and end dates, we will be able to optimize retention, minimize disruption, and allow concepts and ideas to be fully developed and absorbed.

Support School Performance Grades – We support changes to school performance grades used to report and measure school performance. The current grading scale (20% growth, 80% proficiency) frames many of our schools and local communities in a negative light, thus affecting the economic climate. Additionally, we would appreciate a revision to the definition of a low-performing school. Schools that “meet expected growth” should not be labeled as “low-performing.”

School Safety – Children are the most valuable asset to our society, and families place their trust in us to ensure their safety while they are under our care. Ensuring safety in schools is a fundamental responsibility. Recent events across the nation underscore the urgent need for dedicated funding to implement security measures that protect both students and staff. While competitive grant funding

from the Center for Safer Schools is appreciated, it is insufficient in addressing the ongoing necessary improvements and upgrades across all school campuses. It is essential that we allocate recurring funding for these critical initiatives.

Mental Health – We ask our legislature to continue funding and advocating for expanded mental health services in our community. The current resources available are inadequate to meet the ongoing needs of students and families facing mental health challenges. Teachers and administrators are not adequately equipped to offer the necessary support and services to those in crisis. Increased investment in mental health services is essential to ensure that all individuals receive the care they need.

NC Pre-K— We strongly support increased funding to expand access for additional three- and four-year-olds in five-star pre-kindergarten programs. The state-funded NC Pre-K program delivers high-quality early education to North Carolina’s most at-risk children, and research consistently shows that participants enter kindergarten better prepared and are more likely to read on grade level by third grade than their peers. Lawmakers should continue to expand and fully fund this critical program. We also believe NC Pre-K should return to the Department of Public Instruction to ensure a seamless transition from early childhood learning into the K–12 public school system. In Asheboro City Schools, we invest \$350,000 from our supplemental tax to support our Early Childhood Development Center, underscoring our local commitment to early learning. We encourage the state to count NC Pre-K students in average daily membership and provide accurate funding for our youngest learners, as well as allocate additional resources to support early childhood disability identification and services.

Advanced Teaching Roles

March 19, 2026

Gayle E. Higgs
Chief Human Resource & Support Services Officer

Partnership & Grant Funding



The Opportunity Culture® Principles

1. Reach more students with excellent teachers and their teams
2. Pay teachers more for extending their reach
3. Fund pay within regular budgets
4. Provide protected in-school time and clarity about how to use it for planning, collaboration, and development
5. Match authority and accountability to each person's responsibilities



Examples of Advanced Teaching Roles



Multi-Classroom Leader

A teacher-leader who leads and coaches a team of educators, organizes instruction based on strengths and data, and remains accountable for strong student learning across the team while continuing to teach.



Master Team Reach Teacher

A high-performing teacher who teaches more students on an MCL team and supports team leadership through additional responsibilities such as planning, data analysis, or coaching.



Reach Associate

A paraprofessional who supports a Multi-Classroom Leader team by providing small-group tutoring, supervising student activities, and assisting with instructional and administrative tasks under the team leader's guidance.



Opportunity Culture® Career Ladder, Aligned to Level 3 of OC™ Certification		% of avg. Teacher or paraprofessional pay	
Multi-Classroom Leader® III	Leads 6-8 teachers including educators in the MTRT™ role , with up to 1 resident counting as 1 teacher	35%	\$18,900
Multi-Classroom Leader® II	Leads 4-5 teachers including educators in the MTRT™ role , with up to 1 resident counting as 1 teacher	25%	\$13,500
Multi-Classroom Leader® I	Leads 2-3 teachers including educators in the MTRT™ role , with up to 1 resident counting as 1 teacher	20%	\$10,800
Master Team Reach Teacher II	Helps educators in the MCL™ role lead large team (6-8 teachers, including educators in the MTRT™ role); extends reach to more students	15%	\$8,100
Master Team Reach Teacher I	Helps educators in the MCL™ role lead small teams (up to 5 teachers, including educators in the MTRT™ role); extends reach to more students	13%	\$7,000
Team Reach Teacher	Extends reach directly to more students on the MCL™ team	8%	\$4,400
Team Teacher	Teaches on the MCL™ team without extending reach	0%	\$0
Multi-Team Reach Associate	Supports the MCL™ educator by pushing into classroom during release time (may support MTRT™ role and resident similarly); could include tutoring	13%	\$3,800
Team Reach Associate	Supports the MCL™ team to keep instructional group sizes low by tutoring small groups via push in, pull out, or lab rotation methods.	13%	\$3,800



Application & Hiring Process

- **Application Submission:** Interested teachers apply for Advanced Teaching Roles, providing information on experience, student growth results, and leadership interest.
- **Application Review:** District leaders review applications to identify qualified candidates.
- **Behavioral Event Interview (BEI):** Selected candidates participate in a structured interview where they describe real past experiences demonstrating instructional effectiveness, leadership, and collaboration.
- **Candidate Evaluation:** Interview responses and performance data are used to assess readiness for advanced roles.
- **School Based Interview:** Candidates interview with school leadership teams to assess school fit, collaboration skills, and readiness to support the specific teaching team.
- **Role Placement:** Candidates who demonstrate strong results and leadership capacity are selected for roles such as Multi-Classroom Leader or Team Reach Teacher.



Questions?



CALENDAR OF UPCOMING EVENTS - March-May - March 19, 2026 Board Meeting

Friday, March 20	8:00-11:00 a.m.	Balfour Career Day	Balfour Elementary School
Friday, March 20	11:30 a.m.	Business Advisory Council	Comet Community Room
Tuesday, March 24	10:00 a.m.	Greensboro Symphony Concert for Balfour, McCrary, Loflin Elementary Schools-4th & 5th Grades	Tanger Center
Wednesday, March 25	10:00 a.m.	Greensboro Symphony Concert for Teachey and Lindley Park-4th & 5th Grades	Tanger Center
Wednesday, March 25	4:00-6:00 p.m.	ECDC Family Engagement Night	Early Childhood Development Center
Wednesday, March 25	5:00-6:30 p.m.	NAMS Family Engagement Night	North Asheboro Middle School
Friday, March 27	8:00-10:00 a.m.	ACS Annual Legislative Breakfast	Professional Development Center
Friday, March 27	8:00 a.m.-12:00 p.m.	Donna Lee Loflin Career Day	Donna Lee Loflin Elementary School
Tuesday, March 31	9:00 a.m.-1:00 p.m.	ACS EXPerience (meet & greet for potential new teacher applicants)	Professional Development Center
Wednesday, April 1	8:00-11:00 a.m.	Teachey Career Day	Guy B. Teachey Elementary School
Thursday, April 2	12:30 p.m.-elementary 1:30 p.m. secondary	Two Hour Early Release Day/Staff Professional Development (making up one hour due to inclement weather)	All Schools
Friday, April 3	All Day	Holiday	All Schools
Monday, April 6- Friday, April 10	All day	Spring Break	All Schools
Monday, April 6	6:00 p.m.	Randolph County Commissioners Meeting	Old Historic Courthouse
Thursday, April 16	5:00-6:30 p.m.	Teachey Family Engagement Night	Guy B. Teachey Elementary School
Thursday, April 16	6:30 p.m.	Board of Education Meeting	Professional Development Center
Saturday, April 18	11:00 a.m.-3:00 p.m.	Building a Better You: Your Health & Wellness Community Event (sponsored by Cone Health)	Asheboro High School Gym
Tuesday, April 21	3:45 p.m.	Superintendent's Staff Advisory Council	Central Office Boardroom
Tuesday, April 21	4:00-6:00 p.m.	TEACH Graduates Celebration/New Cohort Recognition	Professional Development Center
Tuesday, April 28	9:30 a.m.	Special Olympics Track & Field - All Schools (4/30 rain date)	Zoo City Sportsplex
Tuesday, April 28	11:30 a.m.	Faith-Based Advisory Council	Central Office Boardroom
Thursday, April 30	5:00-6:30 p.m.	Loflin Family Engagement Night	Donna Lee Loflin Elementary School
Thursday, April 30	5:30-7:00 p.m.	McCrary Family Engagement Night	Charles W. McCrary Elementary School
Friday, May 1	All Day	Teachey Field Day/Water Day Grades 3-5	Guy B. Teachey Elementary School
Monday, May 4	6:00 p.m.	Randolph County Commissioners Meeting	Old Historic Courthouse
Tuesday, May 5	7:00 p.m.	North Asheboro Middle School Spring Choral Concert	AHS Performing Arts Center
Thursday, May 7	6:45 a.m.	Mayor's Prayer Breakfast	AVS Catering & Banquet Centre
Thursday, May 7	4:00-6:00 p.m.	Annual Kickball Game between ACS & APD	Softball Field
Thursday, May 7	7:00 p.m.	Asheboro High School Jazz Band Concert	AHS Performing Arts Center
Friday, May 8	All Day	Teachey Field Day/Water Day Grades K-2	Guy B. Teachey Elementary School
Friday, May 8	5:00-6:30 p.m.	Lindley Park Spring Fling/Family Engagement Night	Lindley Park Elementary School
Monday, May 11	7:00 p.m.	North Asheboro Middle School Spring Band Concert	AHS Performing Arts Center

CALENDAR OF UPCOMING EVENTS - March-May - March 19, 2026 Board Meeting

Tuesday, May 12	6:00-8:00 p.m.	ACS Evening of Excellence	AVS Catering & Banquet Centre
Tuesday, May 12	1:00 p.m.	Teachey CARE Graduation	Guy B. Teachey Elementary School
Wednesday, May 13	7:45 a.m.	Asheboro High School Athletics Annual Signing Day	AHS Walker Commons
Thursday, May 14	6:30 p.m.	Board of Education Meeting	Professional Development Center
Thursday, May 14	7:00 p.m.	South Asheboro Middle School Spring Choral Concert	AHS Performing Arts Center
Thursday, May 14	5:00-7:00 p.m.	Balfour Family Engagement Night/Spring Fling	Balfour Elementary School
Tuesday, May 19	8:00 a.m.-2:00 p.m.	OCS Employability Seminar	Professional Development Center
Tuesday, May 19	9:00-11:30 a.m.	Young Playwrights Festival	Performing Arts Center
Wednesday, May 20	7:00 p.m.	Asheboro High School Awards Night	Performing Arts Center
Thursday, May 21	9:00 a.m.-12:00 p.m.	Asheboro High School Senior Walk (seniors visit schools)	All Schools
Thursday, May 21	5:00-7:00 p.m.	We Are McCrary Night	Charles W. McCrary Elementary School
Friday, May 22	All day	Asheboro High School Aloha Day	Asheboro High School
Monday, May 25	All Day	Holiday	All Schools
Wednesday, May 27	9:15-11:30 a.m.	Lindley Park Field Day - Grades 2nd & 3rd	Lindley Park Elementary School
Wednesday, May 27	6:00-7:30p.m.	NAMS Athletic Banquet	North Asheboro Middle School
Thursday, May 28	9:15-11:30 a.m.	Lindley Park Field Day - Grades Kindergarten & 1st	Lindley Park Elementary School
Thursday, May 28	6:00 p.m.	Randolph County Commissioners Meeting- ACS Budget Presentation	Old Historic Courthouse
Friday, May 29	9:15-11:30 a.m.	Lindley Park Field Day - Grades 4th & 5th	Lindley Park Elementary School
Friday, May 29	11:30 a.m.-1:30 p.m.	Lindley Park Water Day	Lindley Park Elementary School
Friday, May 29	6:00-8:00 p.m.	NAMS 8th Grade Social	North Asheboro Middle School
		Calendar Link: ACS Welcome Center Calendar	