

ASHEBORO CITY BOARD OF EDUCATION
Professional Development Center
Regularly Scheduled Meeting
March 14, 2024
7:30 p.m.

6:00 p.m. Budget Planning and Finance Committee

I. Opening

- A. Call to Order
- B. Moment of Silence
- C. Pledge of Allegiance – Guy B. Teachey Elementary School
- *D. Approval of Agenda

II. Special Recognition and Presentations

- A. School Spotlight – Ms. Ann Evans, Principal of Guy B. Teachey Elementary
- B. Community Partner Spotlight – Ms. Ann Evans, Guy B. Teachey Elementary
- C. RCC Strategic Plan Update – Ms. Linda Brown, RCC Strategic Planning and Development Officer
- D. Points of Pride – Ms. Mikayla Smith, Communications Specialist

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 individual 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 8, 2024, Board of Education Meeting
- B. Policies Recommended for Approval:
 - Policy 5210 – Distribution and Display of Non-School Material
 - Policy 7100 – Recruitment and Selection of Personnel
 - Policy 7130 – Licensure
 - Policy 7730 – Employee Conflict of Interest
 - Policy 9125 – Participation by Minority Businesses
- C. Personnel
- D. Out-of-State Field Trip-Asheboro High School Zoo School to Virginia
- E. Overnight Field Trip-North Asheboro Middle School and South Asheboro Middle School FFA to Raleigh
- F. Overnight Field Trip-Asheboro High School HOSA Group to Greensboro
- G. Budget Amendment S-01
- H. 2024 NC Education Lottery Application-Public School Building Capital Fund
- I. 2023-2024 School Treasurers (updated)
- J. Bank Signature Card – South Asheboro Middle School

K. Asheboro High School New Course Request-AP Microeconomics and AP European History

VI. Information, Reports, and Recommendations

- A. Human Resources Update - Ms. Carla Freemyer, Chief of Human Resources
- B. Exceptional Children Update - Ms. Barb Skelly, Director of Exceptional Children
- C. CTE Update – Ms. Sarah Beth Cox, Director of Career & Technical Education (CTE)

VII. * Action Items

- A. 2024 Legislative Platform – Chairman Michael Smith, and Mr. Adam Hurley, Legislative Committee Chair
- B. Summer Remediation/Re-Administration Plan – Dr. Wendy Rich, Chief Academic Officer/Assistant Superintendent, and Ms. Christina Kinley, Director of Accountability & Student Information

VIII. Board Operations – Chairman Michael Smith

- A. Calendar of Events
- B. COSSBA Conference Recap

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
Professional Development Center
Regularly Schedule Meeting
March 14, 2024
7:30 p.m.

Addendum

6:00 p.m. Budget Meeting and Finance Committee

- I. Opening**
- II. Special Recognitions**
- III. Superintendent's Report**
- IV. Public Comments**
- V. *Consent Agenda**
 - A. Minutes for March 9, 2024, Board Retreat
 - C. Personnel (addendum added)
 - L. Overnight Field Trip-AHS Drone Soccer Team to Virginia
- VI. Information, Reports, and Recommendations**
 - A. Human Resources Update (presentation added)
- VII. *Action Items**
 - A. 2024 Legislative Platform (priorities added)
 - C. Approval of Contract – Bobbitt Construction and Brady Services – Ms. Sandra Spivey Ayers
- VIII. Board Operations**
- IX. Adjournment**

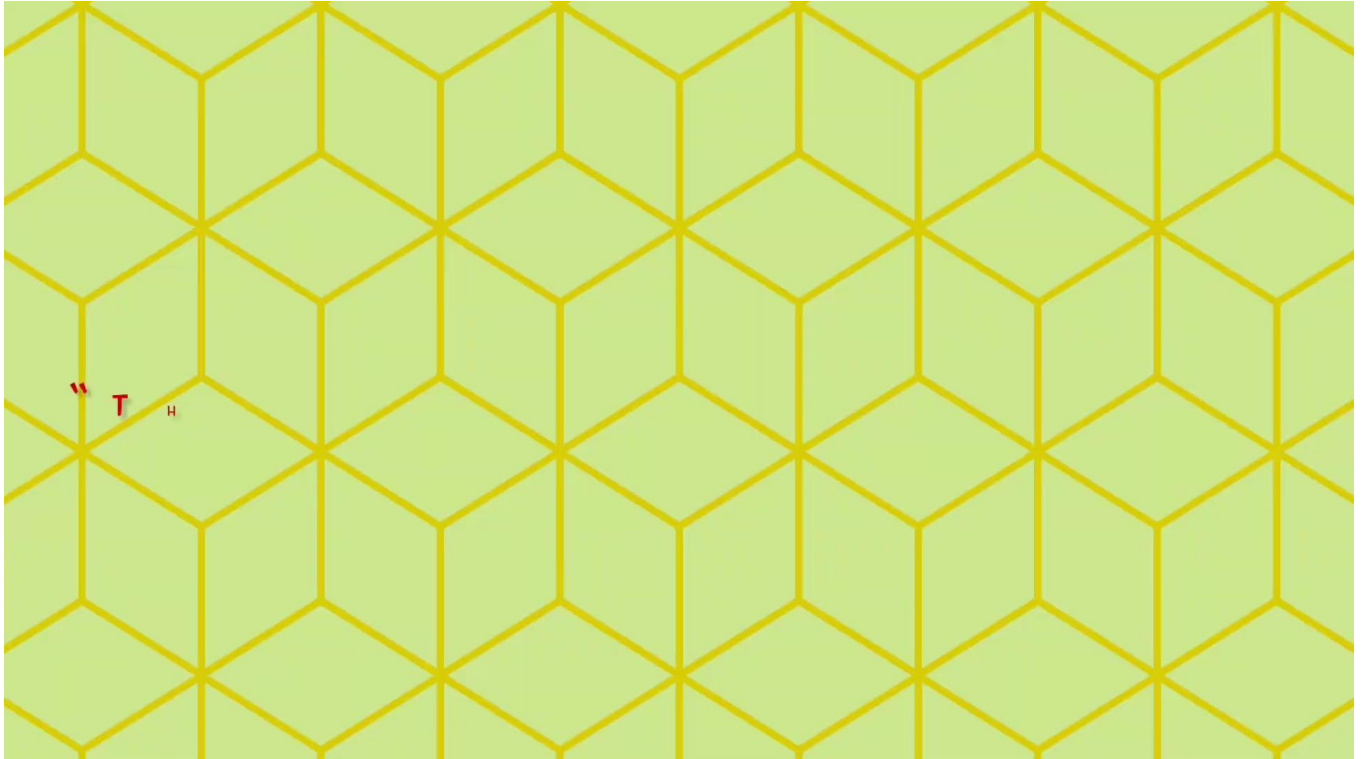
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Guy B. Teachey Elementary

Board Spotlight
March 14, 2024

The Great Kindness Challenge



ASHEBORO CITY BOARD OF EDUCATION
Professional Development Center
Regularly Scheduled Meeting
February 8, 2024

Joint Meeting with Randolph County Board of Commissioners

Board Members Present:

Michael Smith, Chairman	Baxter Hammer, Vice Chairman	Ryan Patton
Hailey Lee	Melissa Calloway	Linda Cranford
Gidget Kidd	Adam Hurley	Dr. Beth Knott
Phillip Cheek		

Board Members Absent:

Gus Agudelo

Staff Members Present:

Dr. Aaron Woody	Sandra Spivey Ayers	Anthony Woodyard
Angel Etheridge	Sarah Beth Robbins	Jody Cox
Carla Freemyer	Chandra Manning	Dr. Wendy Rich
Deanna Wiles	Christina Kinley	

Randolph County Commissioners Present:

Darrell Frye, Chairman	David Allen, Vice Chairman	Maxton McDowell
Hope Haywood	Kenny Kidd	

County Employees Present:

Will Massie, Finance Officer	Dana Crisco, Clerk
William Johnson, Assistant County Manager	Jenny Parks, Deputy Clerk
Aimee Scotton, Associate County Attorney	Lauren Hughes, Paralegal

Chairman Smith welcomed all in attendance. Chairman Smith 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, called the meeting to order at 6:00 p.m.

Dr. Woody shared the following information:

ESSER

Asheboro City Schools received \$19.6 million in COVID related funds from State and Federal sources. We have \$1.5 million remaining and these funds are allocated to additional technology needs, curriculum needs, and updates to our media centers to enhance learning spaces.

Local Current Expense

This year the Randolph County Board of Commissioners provided us with \$6,922.413 in Local Current Expense Appropriation. Dr. Woody thanked the Commissioners for their generosity and the support of our students and staff.

With state raises, increased required retirement contributions, and health insurance premium increases expected in the state budget for next year, we are asking for an additional \$346,000 or a 5% increase in Local Current Expense funds. This is to cover the continuation costs that impact our Local Current Expense Fund as a result of required state increases.

Competitive salaries remain a challenge and we are requesting an increase of \$320,000 or a 1% increase to our local supplement. This is the only expansion item we are requesting.

We will face challenges in the next two years to maintain our current level of technology and curriculum subscriptions when ESSER funds are depleted. We are a one-to-one district with technology devices. We have Chromebooks, iPads and laptops across the district. We need to have money set aside to maintain and replenish our current technology. Mr. Anthony Woodyard, Chief Information Officer, elaborated on the technological needs within the district.

Capital Outlay

Dr. Woody thanked the Randolph County Board of Commissioners for their support of our 10-Year Capital Improvement Plan. The County Commissioners appropriated \$1,080,777 in Capital Outlay funds for this school year.

A document outlining the 10-Year plan was provided to the commissioners. Dr. Woody also expressed appreciation for the Board of Commissioners generosity and support with the Asheboro High School renovation project and the repair work to the concrete at the Professional Development Center.

We are extremely excited about the Needs-Based Capital Fund Grant in the amount of \$29.7 million that we recently received from the North Carolina Department of Public Instruction (NCDPI). We will use these funds to renovate South Asheboro Middle School. Dr. Woody thanked the Board of Commissioners for their commitment to providing matching funds in the amount of 15% so we could apply for the grant.

Ms. Sandra Spivey Ayers, Chief Financial Officer, discussed the timeline for the renovations at South Asheboro Middle School. We are using Bobbitt Construction and Brady Services for the renovations. It will take about a year to complete the design and architectural plans. We could potentially start bidding in the summer. The work will be done in phases to minimize disruption to class instruction. We estimate it to take two years to complete the renovations.

We are not asking for an additional increase for 2024-2025. However, due to unforeseen repair at Charles W. McCrary Elementary at the beginning of this school year in the amount of \$1.6 million, we have deferred all of the intended 10-Year Facilities projects for this school year.

Chairman Frye asked if we are being diligent in making sure we address the needs of our school buildings before they become larger problems. Dr. Woody assured Chairman Frye that we have completed a full inventory of the needs of our school buildings and when issues arise, we try to resolve them quickly.

Asheboro High School stadium continues to be an area of concern with replacement costs projected to be \$3.5 to \$5 million.

Another area of concern for the future is the housing development that has been approved by the City of Asheboro that will be adjacent to the campus of Guy B. Teachey Elementary. We will need to start having conversations with the Board of Commissioners in the near future about the impact this may have on our district.

Chairman Frye thanked Asheboro City Board of Education for the joint meeting this evening and for the great communication between Asheboro City Schools and the Randolph County Board of Commissioners. Vice Chairman David Allen made a motion to adjourn the meeting, and Chairman Frye adjourned the meeting at 7:01 p.m.

Board of Education

Board Members Present:

Michael Smith, Chairman
Gidget Kidd
Dr. Beth Knott
Scott Eggleston, Attorney

Baxter Hammer, Vice Chairman
Linda Cranford
Adam Hurley
Melissa Calloway

Phillip Cheek
Ryan Patton
Hailey Lee

Board Members Absent:

Gus Agudelo

Staff Members Present:

Dr. Aaron Woody
Dr. Ryan Moody
Deanna Wiles
Sandra Spivey Ayers
Sarah Beth Cox
Josh McDonald

Dr. Wendy Rich
Gayle Higgs
Chandra Manning
Dr. Wendy Rich
Carla Freemyer

Anthony Woodyard
Jody Cox
Christina Kinley
Barb Skelly
Dylan Coleman

Opening

Chairman Smith called the meeting to order at 7:30 p.m. and welcomed all in attendance. Chairman Smith opened the meeting with a moment of silence. Chairman Smith then invited JROTC students from Asheboro High School to lead the Pledge of Allegiance.

Upon motion by Phillip Cheek and seconded by Vice Chairman Baxter Hammer, the board unanimously approved the meeting agenda.

Special Recognitions

- A. Dr. Ryan Moody, Principal of Asheboro High School, presented the School Spotlight presentation titled *"The One and Only Blue Comet Experience" - Improving Culture on a Daily Basis*. The presentation centered around their Continuous Improvement Plan Goal #3: Increase the percentage of students who have a positive perception of the culture of Asheboro High School to 95% by the end of the 2023-2024 school year. At the beginning of the 2023-2024 school year 90.7% of students believed Asheboro High School is a "good place to be". They believe they can reach their goal of 95% by the end of the school year. Dr. Moody highlighted a new theater arts class beginning on February 20. Advanced theater students will work with OCS and Functional Skills students in a collaborative co-taught theater arts class every Tuesday and Thursday for the remainder of the school year. Also, the OCS and Functional Skills students will be involved in some CTE classes. They want to create a unique, one and only experience for all students at Asheboro High School.
- B. Dr. Ryan Moody, Principal of Asheboro High School, recognized Sunset Avenue Church of God as their Community Partner. Dr. Moody shared various ways volunteers from Sunset Avenue Church of God support the students and staff at Asheboro High School. Those include aiding with students/families in need, providing Christmas gifts for students, providing funds for staff Christmas gifts, working collaboratively with staff to make sure student needs are met, volunteering as Blue Comet Fellow Mentors, and being active in FCA.
- C. Ms. Mikayla Smith, Communications Specialist, presented Points of Pride which featured a variety of student, staff, and district highlights. These included:

Black History Month

February is Black History Month. Schools are using lessons to teach our students about black American historical figures. Balfour Elementary School is having a Black History Month assembly.

#InnovateACS

Schools have been sharing on social media the innovative things they are doing in their classrooms. Donna Lee Loflin Elementary School shared students creating their own advertisements, using their skills to build with certain supplies, and use a finch robot to scoop snow and create quadrilateral drawings.

Innovator of the Month

Ms. Natalie McKenzie from Donna Lee Loflin Elementary School is our Innovator of the Month. Ms. McKenzie's #Innovate ACS entry was of her students using the finch robot to measure and draw quadrilateral drawings with the robot for math.

District Spelling Bee

The Asheboro City Schools District Spelling Bee was held on February 6. This included all of our school-level representatives. The runner up was Nour Bahjet from Charles W. McCrary Elementary School, and the winner was Ariana Zuniga from South Asheboro Middle School. Ariana will go on to compete at the Regional Spelling Bee in Charlotte in March.

National School Counseling Week

This week is National School Counseling week. This week we recognize our school counselors and the work they do with all of our students to address academic concerns, career options, and social/emotional skills.

Teachey's Give Kindness Challenge

Guy B. Teachey Elementary School participated in the Great Kindness Challenge where for a week they committed to spreading kindness through action, activities, and by creating a mural in their school that highlights how they've spread kindness like confetti.

LT Apparel Donation to Loflin

Last month LT Apparel donated two large pallets of brand new Carhartt and Adidas clothing for our students at Loflin. This will be enough to provide each of our families in need with several items of new clothing.

Lunch Buddies with AHS and McCrary

Student ambassadors at Asheboro High School visited Charles W. McCrary Elementary as lunch buddies with the fifth graders. It is great to see that this continue so those relationships continue to grow and our students continue to learn from each other.

Valentine's Day Dance at McCrary

Charles W. McCrary Elementary School invited their third, fourth, and fifth grade students to a Valentine's Day Dance where there were photo opportunities, pizza, candy, and lots of dancing.

NAMS and SAMS All-District Band

Students from both North Asheboro Middle School and South Asheboro Middle School bands were selected for the Central

North Carolina All-District Honors Band, which is highly competitive. Students prepared and performed with the honors band on January 27th.

Schools Celebrate 100 Days of School!

Yesterday marked 100 days of school and our elementary schools celebrated by dressing like they were 100 years old, dressing up with 100 items, or dressing in the 80's era to represent 80 days left of elementary school.

Superintendent's Report

Dr. Woody and Dr. Rich, Chief Academic Officer/Assistant Superintendent, met with principals for mid-year data meetings this week. They had productive discussions about instruction, discipline, and strategic measures to support all learners.

Dr. Woody shared a report based on the mid-year Panorama district wide survey. Over 90% of students in Asheboro City Schools completed the survey. Emotion Regulation is up 31% since the beginning of the year. Schools have worked on identifying emotions and providing strategies/supports for when students are upset. Almost all students in the district were able to identify multiple trusted adults in their building. Individual schools will use their site-specific data to help identify areas of growth and celebration specific to their schools. This is in alignment with our Strategic Plan Goal 3.4.

This week is National School Counseling Week. We are very fortunate to have thoughtful, caring, and organized counselors serving our students in our district.

We are excited to launch our new ACS Welcome Center. This is a space to help support all members of the Asheboro City Schools community. This is a place for academic discussions but also a place to further engage and connect families to various community resources from across Asheboro.

Public Comments

There were no public comments.

Consent Agenda

- A. Approval of Minutes for January 11, 2024, Board of Education Meeting
- B. Policies Recommended for Approval:
 - Policy 4130 – Discretionary Admission
 - Policy 4150 – School Assignment
 - Policy 4342 – Student Searches
 - Policy 6430 – Purchasing Requirements for Equipment, Materials and Supplies
 - Policy 7510 – Leave
 - Policy 7520 – Family and Medical Leave
- C. Personnel (see list below)
- D. 2023-2024 Audit Contract – Anderson, Smith & Wike, PLLC
- E. Overnight Field Trip – Asheboro High School Boys' Soccer Team to Wilmington

Asheboro City Schools Personnel Transactions February 8, 2024

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Seawell	Johnny	CWM	Exceptional Children	1/26/2024

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Gibson	Nicole	CO	Substitute Bus Driver	1/29/2024
McKee	Pauline	GBT	Reading Intervention (part-time; temporary)	1/29/2024-5/31/2024
Newton	Brooke	CO	EC Behavior Technician	2/7/2024

Asheboro City Schools
Personnel Transactions - ADDENDUM
February 8, 2024

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Mulkey	Brandy	CWM	Art Teacher	3/15/2024
Smith	Thomas	CO	EC Behavior Assistant	3/1/2024

Information, Reports, and Recommendations

- A.** Ms. Gayle Higgs, Director of Support Services reviewed the Policies for Review.
- Policy 5210 – Distribution and Display of Non-School Material
 - Policy 7100 – Recruitment and Selection of Personnel
 - Policy 7130 – Licensure
 - Policy 7730 – Employee Conflict of Interest
 - Policy 9125 – Participation by Minority Businesses
- B.** Dr. Aaron Woody, Superintendent, shared an update about the grants that have been awarded to Asheboro City Schools recently. These included:
- Needs-Based Public School Capital Fund grant in the amount of \$29.7 million. Asheboro City Schools received from the North Carolina Department of Public Instruction (NCDPI) to renovate South Asheboro Middle School
 - We received two Safety Grants from NCDPI – Cener for Safe Schools. We received \$160,750 last year and \$100,000 this year. We used the funds equipment, including support cameras and installation.
 - NC Innovative School Breakfast Grant which will allow us to purchase additional equipment needed to enhance our grab and go breakfast options.
 - Digital Learning Initiative (DLI) Grant – We will receive \$285,000 over three years. We are using the funds for our new Welcome Center and Innovation Center.
 - SparkNC Lab Grant – We received a grant allocation from the NC General Assembly to fund high tech learning initiative. We received \$155,000 this school year.
 - Teacher and School Leader Incentive Program (TSL) Grant – We received \$1,000,000 for Teacher Leadership Incentive Program.
 - Extended Learning and Integrated Student Supports (ELISS) Grant – We will receive approximately \$155,000 to fund our student advocates at North Asheboro Middle School, South Asheboro Middle School, and Asheboro High School.
 - Jobs North Carolina Grant (JNCG)– This grant will fund a JAG teacher for three years.
- C.** Ms. Christina Kinley, Director of Accountability & Student Information and Ms. Deanna Wiles, Director of K-12 Curriculum & Instruction, shared a data update. Ms. Kinley and Ms. Wiles presented the board with current mid-year data points including attendance, discipline, and engagement metrics, and recent iReady and mCLASS results. They also shared a brief review of the year-over-year analysis of pandemic impact effect sizes and recovery from the North Carolina Department of Public Instruction (NCDPI). We have tutoring programs to address the students' needs. These programs are Comet Solutions and Comet 2 Comet Tutoring.

***Action Items**

- A.** Ms. Gayle Higgs, Director of Support Services, requested approval of the proposed Asheboro City Schools Calendar 2025-2026. The calendar has been online for review since the January 11 board meeting with no

feedback recorded. Upon motion by Ryan Patton and seconded by Phillip Cheek, the board unanimously approved the calendar as presented.

- B.** Chairman Michael Smith asked the board to vote for a board member to be nominated to serve on the NCSBA Legislative Committee. Chairman Smith was nominated. Upon motion by Dr. Beth Knott and seconded by Phillip Cheek, the board unanimously approved for Chairman Smith to be the nominee.

Board Operations

- A.** Chairman Smith reviewed information regarding upcoming events.

The next regularly scheduled board meeting will be on March 14, 2024, at 7:30 p.m. in the Professional Development Center, unless otherwise posted.

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 Linda Cranford and seconded by Phillip Cheek, the Board entered closed session at 9:45 p.m. to discuss security updates within the district.

Upon motion by Vice Chairman Baxter Hammer and seconded by Ryan Patton, the board unanimously approved to open the closed session at 9:50 p.m.

Upon motion by Gidget Kidd and seconded by Vice Chairman Baxter Hammer, the board unanimously approved to close the closed session at 10:30 p.m.

Adjournment

There being no further business and upon motion by Ryan Patton and seconded by Dr. Beth Knott, the board unanimously approved to adjourn at 10:31 p.m.

Chairman

Secretary

**Asheboro City Board of Education
Professional Development Center
Board Retreat
March 9, 2024**

Board Members Attending:

Michael Smith, Chairman	Phillip Cheek	Gustavo Agudelo
Baxter Hammer, Vice Chairman	Linda Cranford	Ryan Patton
Dr. Beth Knott	Hailey Lee	Gidget Kidd
Adam Hurley	Melissa Calloway	

Staff Attending:

Dr. Aaron Woody, Superintendent	Anthony Woodyard	Dr. Wendy Rich
Sandra Spivey Ayers		

Opening:

Chairman Michael Smith called the meeting to order at 8:57 a.m. and welcomed all in attendance.

Master Board Training:

As a part of ongoing Master Board training, sponsored by the North Carolina School Boards Association, Mr. Tom Benton facilitated a session on *Clarifying Board Operations*. The key objectives of this training were:

- Acknowledge the district's vision, mission, and goals and that those documents are the main purpose of all board work.
- Affirm a governance model that delineates the different roles and responsibilities of the board and superintendent.
- Recognize areas outside the board's control and areas within the board's control.
- Commit to a set of guidelines for board operating procedures.
- Develop a code of cooperation.
- Document follow-up steps from the above work and, at another meeting, vote on both documents with every board member signing in support.

Mr. Benton reviewed the roles and responsibilities of the board and the superintendent incorporating the Asheboro City Schools board policies and Strategic Plan. There was discussion about the benefits of board operating procedures, characteristics of effective operating procedures, and code of cooperation.

This session educated board members on how to translate current team strengths into a more effective board. Skills acquired through this module are foundational to subsequent Master Board training courses.

The meeting adjourned at 2:30 p.m.

Chairman

Secretary

Policies For Approval

DISTRIBUTION AND DISPLAY OF NON-SCHOOL MATERIAL

Policy Code:

5210

Students and the educational program must be the focus of the school system. In order to maintain an educational environment conducive to learning and to minimize intrusions upon instructional time, distribution and display of non-school material will be limited in accordance with this policy and policy 5240, Advertising in the Schools. School officials shall screen and approve the distribution or display of non-school material on school property. (The term “non-school material” is defined in Section F below.)

This policy applies to the distribution and display of non-school material by students and school-related groups (as defined in Section F below) and by governmental agencies, educational institutions, and non-profit entities as permitted in Section C below. This policy does not apply to the distribution and display of materials by individuals or groups that are on school property in accordance with policy 5030, Community Use of Facilities. Except as provided in Section A below, this policy will not be construed as applying to or prohibiting the display of compliant political or farm signs permitted by G.S. 136-32.

A. DISPLAY OF COMPLIANT POLITICAL AND FARM SIGNS IN THE RIGHT-OF-WAY DURING DESIGNATED PERIODS

Any person may display compliant political or farm signs in the right-of-way of the state highway system in accordance with the standards established in G.S. 136-32, even if such right-of-way constitutes school grounds. Compliant political signs may also be placed in municipal street rights-of-way in accordance with the standards established in G.S. 136-32 and any applicable local ordinance.

Compliant political signs may be displayed in the right-of-way from 30 days before the first day of “one-stop” early voting to 10 days after the primary or election day. Compliant farm signs may be displayed in the right-of-way until the end of the farm’s season. School officials may remove and dispose of any political sign remaining in the right-of-way more than 40 days after the primary or election day and may remove and dispose of any farm sign remaining in the right-of-way more than 30 days after the end of the farm’s season. School officials shall observe any different rules established by applicable local ordinance for removal of political signs on municipal street rights-of-way.

School officials shall not remove any political or farm sign lawfully placed except as provided in this section but may request the Department of Transportation to remove a sign that is not in compliance with G.S. 136-32.

B. DISTRIBUTION AND DISPLAY BY STUDENTS

Students wishing to distribute or display on campus any publication, leaflet, or other written material that is not school-sponsored must submit the publication or material to the principal for review prior to distribution. The principal shall prohibit distribution or display

when the publication or material contains speech that is prohibited as specified in Section D below but otherwise shall not discriminate on the basis of viewpoint in granting or denying a student permission to distribute or display non-school publications or materials. If permission to distribute or display a publication or material is denied, the student may request review of the principal's decision as specified in Section E below.

C. DISTRIBUTION AND DISPLAY BY NON-STUDENTS

1. Distribution and display of "school-sponsored or curriculum-related publications and materials" as defined in Section F are permitted during the school day, on school grounds and at school activities.
2. Distribution and display of publications and materials from school-related groups that have received prior approval of the principal pursuant to the standards in Section C below and the standards for review of the decision in Section D below are permitted at reasonable times and places as designated by the principal. The term "school-related group" is defined in Section F. The principal shall not discriminate on the basis of viewpoint in granting or denying permitted school-related groups permission to distribute or display non-school material.
3. The following agencies and organizations are permitted to distribute or display educational information or information about programs and activities of interest to students:
 - a. local, state and federal government agencies and departments;
 - b. non-profit organizations that offer educational, recreational, cultural or character development activities or programs for school-aged children, including but not limited to scouts, YMCA or YWCA, organized youth sport leagues, etc.);
 - c. school/business partnerships or incentive programs that directly enhance or support the school's educational program; and
 - d. community colleges, universities, and other non-profit institutions of higher education.

All publications and materials that one of the permitted agencies or organizations would like to distribute or display must be submitted to the superintendent or designee for approval prior to distribution or display. Approval for distribution or display shall be granted pursuant to the standards in Section D below and the standards for review of decisions in Section E below. If approved, the publications and materials shall be distributed or displayed at reasonable times and places as designated by the superintendent or designee.

4. The superintendent or designee shall not discriminate on the basis of viewpoint in

granting or denying permitted agencies and organizations permission to distribute or display non-school materials.

5. The superintendent is authorized to adopt regulations regarding approval forms, how many times a year groups may distribute or display publications or materials, delivery and bundling requirements, etc.
6. Nothing in this policy shall be construed to create a public forum that would allow non-students unrestricted access to school property for the purpose of distributing or displaying publications or materials.

D. DISTRIBUTION AND DISPLAY STANDARDS FOR NON-SCHOOL MATERIALS

School officials shall apply the following standards to approve the distribution or display of all non-school material by individuals or groups authorized by this policy on school property:

1. While materials will not be screened for viewpoint, the reviewer shall prohibit the distribution or display of any publication or material that (a) is vulgar, indecent, or obscene; (b) contains libelous statements, personal attacks, or abusive language such as language defaming a person's character, race, religion, ethnic origin, sex, family status, or disability; (c) causes or clearly threatens to cause a material and substantial disruption of a school activity; (d) encourages the commission of unlawful acts or the violation of lawful school regulations; (e) is inappropriate considering the age of the students in the school; (f) contains information that is inaccurate, misleading, or false; or (g) advertises any product or service not permitted to minors by law.

The principal or superintendent's designee, depending on who makes the initial decision shall notify the superintendent before approving or prohibiting distribution or display of any publications or materials that raise a question as to whether a specific action by school officials might violate the Establishment of Religion Clause, the Free Exercise of Religion Clause, or the free speech rights guaranteed by the First Amendment of the U.S. Constitution. The superintendent shall consult with the board attorney to determine the legally appropriate course of action.

2. The distribution of non-school material must not interfere with instructional time.
3. Non-school publications and materials distributed or displayed to students must be clearly identified, through the method of distribution or otherwise, as non-school materials that are neither endorsed nor necessarily reflective of the views of the school board or the school system.
4. In order to minimize disruption to the learning environment, political campaign materials may not be distributed to students or employees (including through

employee mailboxes and e-mail) or made available on school grounds during school time or at school events. However, on election days, posters and printed materials are permitted for viewing and distribution to the public at school buildings used as polling places in accordance with state law and board of elections requirements.

This provision does not prohibit a teacher from using political literature or campaign material for instructional purposes. However, any teacher using these materials for instructional purposes shall not use his or her position to promote a particular candidate, party, or position on a specific issue. The teacher also shall attempt to use a variety of materials that represent balanced and diverse viewpoints on the political spectrum.

E. PROCEDURES FOR REQUESTING DISTRIBUTION OR DISPLAY OF NON-SCHOOL MATERIALS

1. Any individual or organization wishing to distribute or display non-school-sponsored publications or materials must first submit for approval a copy of the publication or material to the [principal or superintendent or designee] at least five school days in advance of the distribution or display time, along with the following information: (a) the name and phone number of the individual submitting the request; (b) the date(s) and time(s) of day of intended distribution or display; (c) the desired location for distribution or display of material; and (d) if the distribution or display is intended for students, the grade(s) of students for whom the distribution or display is intended.
2. Within five school days, the principal or superintendent or designee shall review the request and render a decision. In the event permission to distribute or display the material is denied or restricted, the individual submitting the request will be informed in writing of the reasons for the denial or restriction.
3. Any request denied or restricted by the principal or superintendent or designee may be appealed in writing to the superintendent or designee or board, depending on who made the initial decision. If the principal made the initial decision, the superintendent or designee shall review the decision and render a decision within 10 school days. Any request denied by the superintendent or designee may be appealed to the board of education. The board will review the request at its next regularly scheduled meeting. As appropriate, the superintendent or the board will consult with the board attorney concerning a request to distribute or display non-school literature.
4. Permission or denial of permission to distribute or display material does not imply approval or disapproval of its contents by school system administrators, the school board or the individual reviewing the material submitted.

F. DEFINITIONS

The following terms used in this policy are defined as follows:

1. Obscene

“Obscene” describes any speech or work that the average person, applying contemporary community standards (as opposed to “national standards”), would find, taken as a whole, appeals to prurient interest; or that depicts or describes, in a patently offensive way, sexual conduct specifically defined by applicable law; and that, taken as a whole, lacks serious literary, artistic, political, or scientific value.

2. Libelous Statement

Libelous statements are false and unprivileged statements about a specific person that injure that person’s reputation in the community.

3. Non-School Material

Non-school material includes any publication or other written information that is not a school-sponsored or curriculum-related publication or material.

4. Material and Substantial Disruption

A material and substantial disruption is any conduct that for any reason, including inappropriateness of time, place or type of behavior, significantly interferes with school functions, classroom instruction, or the rights of other students or school employees. Examples of material and substantial disruption include, but are not limited to, demonstrations, destruction of property, injury to students or other persons, shouting or boisterous conduct, and anything that significantly distracts students from instruction or prevents school personnel from performing their educational responsibilities.

5. School-Sponsored or Curriculum-Related Publications and Materials

School-related materials or publications are: (a) materials published by the school system for distribution (i.e. school calendars, menus, school newsletters, etc.); (b) materials that are approved by school officials and related to activities or events that are officially sponsored by the school (i.e. announcements for sports teams, clubs, field trips, school plays, and concerts); or (c) materials that are directly related to instruction.

6. School-Related Group

School-related groups are organizations formed to support the school in an area of recognized need, such as the PTA, the PTO, teachers’ and principals’ organizations, and booster clubs.

The superintendent shall adopt necessary regulations to ensure that this policy is implemented throughout the school system.

Legal References: U.S. Const. amend. I; *Peck v. Upshur*, 155 F.3d 274 (1998); G.S. 115C-36, -47; 136-32; 163-129, -166.4

Cross References: Community Use of Facilities (policy 5030), Collections and Solicitations (policy 5220), Advertising in the Schools (policy 5240)

Adopted: April 14, 2011

Revised: June 13, 2013, February 13, 2020, October 14, 2021, May 12, 2022

RECRUITMENT AND SELECTION OF PERSONNEL

Policy Code: 7100

A. GENERAL PRINCIPLES

It is the policy of the board to provide all applicants for employment with equal employment opportunities and to provide current employees with training, compensation, promotion, and other benefits of employment without regard to race, color, religion, national origin, military affiliation, genetic information, sex (including pregnancy, childbirth, sexual orientation, and gender identity), age (40 or older), or disability, except when sex, age, or physical requirements are essential occupational qualifications. All candidates will be evaluated on their merits and qualifications for positions. All employment decisions will be consistent with the board's objective of providing students with the opportunity to receive a sound basic education, as required by state law.

The board also is committed to diversity throughout the programs and practices of the school system. To further this goal, the recruitment and employment program should be designed to encourage a diverse pool of qualified applicants.

B. RECRUITMENT

Recruitment for a specific vacancy will be undertaken only after the need and qualifications for the position are established and proper authorization is obtained.

All vacancies must be adequately publicized within the school system so that employees will be informed of opportunities for promotion or transfer to new jobs; however, the superintendent or designee may forgo publicizing a vacancy if the position will be filled through a lateral assignment, reassignment, or promotion of a current employee or if exigent circumstances necessitate that the position be filled immediately. Vacancies also may be publicized externally to attract qualified applicants.

C. CRIMINAL HISTORY

Except as otherwise provided in Section D of this policy, applicants must notify the assistant superintendent of human resources immediately if they are arrested, charged with, or convicted of a criminal offense (including entering a plea of guilty or *nolo contendere*) other than a minor traffic violation (i.e., speeding, parking, or a lesser violation). Notice must be in writing, must include all pertinent facts, and must be delivered to the assistant superintendent of human resources no later than the next scheduled business day following the arrest, charge, or conviction, unless the applicant is hospitalized or incarcerated, in which case the applicant must report the alleged violation within 24 hours after his or her release. Upon judicial action in the matter, the applicant must report the disposition and pertinent facts in writing to the assistant superintendent of human resources no later than the next business day following adjudication.

A criminal history check and a check of sex offender registries must be conducted on all final candidates for employment with the school system. Criminal history checks must be conducted in accordance with state law and any procedures established by the superintendent. School officials shall not require candidates to disclose expunged arrests, charges, or convictions and shall not ask candidates to voluntarily disclose such information without first advising that disclosure is not required. The superintendent or designee shall report to the State Board of Education any licensed individual who is found to have a criminal history, as required by State Board policy. Special requirements are described in Section D of this policy for criminal history checks of candidates for certain positions working with pre-school children or working in afterschool or developmental day programs.

A final candidate for employment or for hiring as an independent contractor will be excluded from hiring on the basis of criminal conduct only when doing so is job-related and consistent with business necessity. If a final candidate is found to have been convicted (including entering a plea of guilty or *nolo contendere*) of a criminal offense, other than a minor traffic violation, the superintendent shall determine whether the individual is qualified for employment despite the criminal history by considering, among other things, whether the individual poses a threat to the safety of students or personnel or has demonstrated that he or she does not have the integrity or honesty to fulfill the duties of the position. The following factors will be considered in making this determination: (1) the nature and gravity of the offense or conduct; (2) the time that has passed since the offense or conduct and/or completion of the sentence; and (3) the nature of the job sought. Before the superintendent may exclude a final candidate based on his or her past criminal convictions, the superintendent must give the candidate the opportunity to demonstrate that the exclusion does not properly apply to him or her. The requirements of this paragraph do not apply to a child care provider who is determined to be disqualified by the Division of Child Development and Early Education on the basis of a criminal history check conducted pursuant to G.S. 110-90.2, 42 U.S.C. 9858f, and 45 C.F.R. 98.43. (See Section D of this policy).

The board has determined that every position with the school system, regardless of whether the position is located in a school or elsewhere, potentially entails contact with students, either on a regular, occasional, or emergency basis. For that reason, no individual who is a registered sex offender subject to the provisions of policy 5022, Registered Sex Offenders, will be hired for any position with the school system.

In addition, each contract executed by the board with an independent contractor or for services of independent contractors must require the contractor to check sex offender registries as specified in policy 5022, Registered Sex Offenders.

D. CRIMINAL HISTORY CHECKS OF CHILD CARE PROVIDERS

For purposes of this section, a "child care provider" is:

1. any person who works or is a final candidate seeking to work in a classroom or

program licensed by the Department of Health and Human Services, Division of Child Development and Early Education (DCDEE); and

2. any person, including a volunteer, who has unsupervised contact with children enrolled in such classrooms or programs.

Before beginning initial employment or volunteer service and at least every five years thereafter, each child care provider must complete a criminal background check that meets the requirements of G.S. 110-90.2, 42 U.S.C. 9858f, and 45 C.F.R. 98.43 and present a letter issued by DCDEE indicating that the individual is qualified to have responsibility for the safety and well-being of children based on the individual's criminal history.

No person shall (1) be employed, continue to be employed, or be permitted to volunteer as a child care provider, or to otherwise have unsupervised contact with students enrolled in a licensed classroom or program operated by the school system or (2) be counted in the staff/child ratio of such classroom or program, unless the person holds a current valid qualification letter issued by DCDEE. However, a child care provider with provisional status may be employed pending final results of the criminal background check but shall be subject to the restrictions established by 10A N.C.A.C. 09 .2703(f).

The application fee and cost of fingerprinting associated with the DCDEE criminal history check process shall be borne by the board.

A child care provider who has incurred any pending charges, indictments, or convictions (other than minor traffic offenses) since the last qualification letter was issued by DCDEE shall notify the assistant superintendent of human resources in writing of such charges within five business days or before returning to work, whichever comes first. The assistant superintendent of human resources shall notify DCDEE within one business day of being notified.

The superintendent or designee shall include the criminal history mandatory reporting requirement in all new employee orientation information for child care providers. The superintendent shall also be responsible for establishing effective recordkeeping methods and other processes as necessary to ensure compliance with all legal requirements pertaining to criminal history record checks of child care providers.

E. SELECTION

1. Qualifications

Candidates for employment must be selected based upon their likely ability to fulfill duties identified in the job description as well as performance standards established by the board. In making the determination, the following information must be considered:

- a. application;

- b. education and training;
- c. licensure and certification (when applicable);
- d. relevant experience;
- e. personal interviews; and
- f. references and/or background checks.

When several applicants for the same position are equally qualified and suitable for the position, employees within the school system will be given priority.

2. Nepotism

- a. For purposes of this subsection, the following definitions apply.
 - i. “Immediate family” means spouse, parent, child, brother, sister, grandparent, or grandchild. The term includes the step, half, and in-law relationships.
 - ii. “Central office staff administrator” includes directors, supervisors, specialists, staff officers, assistant superintendents, area superintendents, superintendents, and principals.
- b. Before any immediate family of any board of education member or central office staff administrator is employed by the board or engaged in any capacity as an employee, independent contractor, or otherwise, (1) the board member or central office staff administrator must disclose the familial relationship to the board and (2) the prospective employment or engagement must be approved by the board in a duly called open session meeting.
 - i. An employee who knowingly fails to disclose a familial relationship to the board as required will be subject to disciplinary action up to and including dismissal.
 - ii. Notification by the employee to the assistant superintendent of human resources will be deemed disclosure to the board. The assistant superintendent of human resources is responsible for conveying the disclosure to the board before the board takes action on the prospective employment or engagement.
- c. When making recommendations for the selection and assignment of personnel, the superintendent shall attempt to avoid situations in which one employee occupies a position in which he or she has influence over the

employment status, including hiring, salary, and promotion, of another employee who is a member of the first employee's immediate family.

- d. No administrative or supervisory personnel may directly supervise a member of his or her immediate family.

3. Employment Procedures

All applicants selected for employment must be recommended by the superintendent and approved by the board. In situations in which the employee must be hired between board meetings, the superintendent is authorized to approve hiring such personnel, contingent upon approval by the board at its next scheduled board meeting.

State guidelines must be followed in selection and employment procedures. The superintendent shall develop any other procedures necessary to implement this policy.

The superintendent shall develop procedures for verifying new employees' legal status or authorization to work in the United States as required by law.

Legal References: Age Discrimination in Employment Act of 1967, 29 U.S.C. 621 *et seq.*; Americans with Disabilities Act of 1990, 42 U.S.C. 12101 *et seq.*; Equal Educational Opportunities Act of 1974, 20 U.S.C. 1703; Equal Pay Act of 1963, 29 U.S.C. 206; Fair Credit Reporting Act, 15 U.S.C. 1681 *et seq.*; Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. 2000ff *et seq.*; Military Selective Service Act, 50 U.S.C. Appx. 453; Rehabilitation Act of 1973, 29 U.S.C. 794; Title VII of the Civil Rights Acts of 1964, 42 U.S.C. 2000e *et seq.*; Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 *et seq.*; Uniformed Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. 4301 *et seq.*; 8 U.S.C. 1101 *et seq.*; 42 U.S.C. 9858f; 45 C.F.R. 98.43; *Bostock v. Clayton County*, 590 U.S. ___, 140 S. Ct. 1731 (2020); *Green v. Missouri Pacific Railroad*, 523 F.2d 1290 (8th Cir. 1975); *Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964*, U.S. Equal Employment Opportunity Commission (April 25, 2012), available at http://www.eeoc.gov/laws/guidance/arrest_conviction.cfm; G.S. 14-208.18; 15A-153; 110-90.2; 115C-12.2, -36, -47, -276(j), -332; 126-7.1(i), -16; 127A-202.1 *et seq.*; 127B-10, -12, -14; 143B-421.1, -1209.11; *Leandro v. State*, 346 N.C. 336 (1997); 10A N.C.A.C. 09 .0102, .2701, .2702, .2703; 16 N.C.A.C. 6C .0313; State Board of Education Policy BENF-009

Cross References: Board Authority and Duties (policy 1010), Registered Sex Offenders (policy 5022)

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

Administrative Procedure: Yes

Revised: April 8, 1998, August 14, 2008, June 14, 2012, February 13, 2015, March 11, 2016,

October 5, 2017, August 16, 2018, August 8, 2019, March 12, 2020, August 12, 2021, February 10, 2022

The board intends to comply fully with all licensure requirements of the Elementary and Secondary Education Act, state law, and State Board of Education policies.

A. LICENSURE AND OTHER QUALIFICATION REQUIREMENTS

1. Except as otherwise permitted by the State Board of Education or state law, a person employed in a professional educator position must hold at all times a valid North Carolina professional educator's license appropriate to his or her position.
2. To the extent possible, all professional teaching assignments will be in the area of the professional employee's license except as may be otherwise allowed by state and federal law and State Board policy.
3. The board may employ candidates entering the teaching profession from other fields who hold a residency license or an emergency license.
4. In extenuating circumstances when no other appropriately licensed professionals or persons who are eligible for a residency license are available to fill a position, the board may employ an individual who holds a permit to teach issued by the State Board of Education.

B. EXCEPTIONS TO LICENSURE REQUIREMENTS

1. Adjunct CTE Instructors

An unlicensed individual who meets the adjunct hiring criteria established by the State Board of Education for a specific career and technical education (CTE) career cluster may be employed as an adjunct CTE instructor for up to 20 hours per week or up to five full consecutive months of employment, provided the individual first completes preservice training and meets all other statutory requirements for serving as an adjunct instructor established by G.S. 115C-157.1.

2. Adjunct Instructors in Core Academic Subjects, Fine and Performing Arts, and Foreign Languages

In accordance with G.S. 115C-298.5, an unlicensed faculty member of a higher education institution who meets the adjunct hiring criteria established by the State Board of Education may be employed as a temporary adjunct instructor for specific core academic subjects, fine and performing arts, and foreign language courses in grades kindergarten through twelve provided the individual first completes preservice training and meets all other statutory and State Board of Education requirements.

In addition, an individual with a related bachelor's or graduate degree may be employed as a temporary adjunct instructor to teach high-school level courses in core academic subjects, fine and performing arts, and foreign language in the individual's area of specialized knowledge or work experience provided the individual first completes preservice training required under G.S. 115C-298.5(a1).

3. Interim Principals

A retired former principal or assistant principal may be employed as an interim principal for the remainder of any school year, regardless of licensure status.

4. Service Members and their Spouses Relocating to North Carolina

A service member or the spouse of a service member who is under military orders to relocate to North Carolina, is in possession of a current educator's license from another jurisdiction, and meets any other conditions established by 50 U.S.C. 4025a or State Board of Education Policy LICN-001 will be considered to hold a valid North Carolina educator's license until the military orders expire or June 30th of the year in which the military orders expire, whichever is later.

C. BEGINNING TEACHER SUPPORT PROGRAM

The superintendent or designee shall develop a plan and a comprehensive program for beginning teacher support. The plan must be approved by the board and the Department of Public Instruction and kept on file for review. The plan must be aligned to the State Board of Education's beginning teacher support program standards and, when monitored, must demonstrate proficiency. The school system will also participate in implementing a regionally-based annual peer review and support system.

Teachers with fewer than three years of teaching experience will be required to participate in the Beginning Teacher Support Program.

D. LICENSE CONVERSION

Teachers must meet all requirements of the State Board of Education in order to move from an initial professional license or residency license to a continuing professional license or to move from a continuing professional license to a lifetime license.

E. LICENSE RENEWAL

Licensure renewal is the responsibility of the individual, not of the school system. Any employee who allows a license to expire must have it reinstated prior to the beginning of the next school year. A teacher whose license has expired is subject to dismissal.

The school system may offer courses, workshops, and independent study activities to help school personnel meet license renewal requirements. Any renewal activity offered must

be consistent with State Board of Education policy. In addition, the superintendent or designee shall develop a procedure to determine the appropriateness of any credit offered in advance of renewal activities.

Decisions regarding the employment of teachers who fail to meet the required proficiency standard for renewal of a continuing professional license will be made in accordance with G.S. 115C-270.30(b)(4) and applicable State Board of Education requirements. The superintendent or designee shall determine the professional development required of a teacher whose continuing professional license has reverted to an initial professional license and/or has expired due to performance issues. The superintendent or designee may authorize or direct principals to prescribe professional development to such employees in accordance with the employee's demonstrated deficiencies.

Although lifetime license holders do not have to complete continuing education credits to maintain licensure, the superintendent may require them to participate in professional development opportunities as a condition of employment. (See policy 1610/7800, Professional and Staff Development.)

F. PARENTAL NOTIFICATION

At the beginning of each school year, school system officials shall notify the parents or guardians of each student attending a Title I school or participating in a Title I program of their right to request the following information about qualifications of their child's teacher: whether the teacher has met NC qualification and licensing criteria for the grade level(s) and subject area(s) in which the teacher provides instruction; whether the teacher is teaching under emergency or other provisional status through which North Carolina qualification or licensing criteria have been waived; whether the teacher is teaching in the field of discipline of his or her certification; and whether the child is provided services by a paraprofessional, and if so, the paraprofessional's qualifications.

The school system will give notice within 10 school days to the parents of children who have been assigned or, after four consecutive weeks, have been taught by a teacher who does not meet applicable State certification or licensure requirements at the grade level and subject area in which the teacher has been assigned.

G. EQUITABLE DISTRIBUTION OF TEACHERS

The superintendent shall assess whether low-income, minority, learning disabled, and/or English learners are being taught by inexperienced, ineffective, or out-of-field teachers at higher rates than students who do not fall into these categories and shall develop a plan to address any such disparities. If DPI does not require such a plan of the LEA, the superintendent is not required to develop a plan under this subsection unless he or she determines that one is needed to address inequities within the school system.

Legal References: Elementary and Secondary Education Act, 20 U.S.C. 6301 *et seq.*; 50 U.S.C. 4025a; 34 C.F.R. 200.55-57, 200.61; G.S. 115C art. 17E; 115C-157.1, -270.15, -270.20, -270.21,

-284, -295, -298.5, -325(e)(1)(m) (applicable to career status teachers), -325.4(a)(12) (applicable to non-career status teachers), -333, -333.1; State Board of Education Policies CTED-004, DRIV-003, DRIV-004, EVAL-004, EVAL-023, EVAL-034, LICN-001, LICN-005, LICN-021, LICN-022, TCED-016; *Beginning Teacher Support Program Handbook* (NCDPI) available at <https://sites.google.com/dpi.nc.gov/nceref/bt-support-program-resources>

Cross References: Professional and Staff Development (policy 1610/7800)

Adopted: June 1997

Revised: January 22, 1999; December 20, 2006; June 30, 2008; September 30, 2011; March 28, 2013, September 12, 2013, June 12, 2014, June 8, 2017, February 8, 2018, August 8, 2019, March 12, 2020, January 14, 2021, August 12, 2021, February 10, 2022, February 9, 2023

Employees are expected to avoid engaging in any conduct that creates or gives the appearance to the public of creating a conflict of interest with their job responsibilities. Employees shall not engage in or have a financial interest, directly or indirectly, in any activity that conflicts with duties and responsibilities in the school system. Although conflicts of interest are not limited to those described in this policy, at a minimum employees must comply with the board directives established below. In addition, employees engaged directly or indirectly in the school system's procurement, purchasing, and/or contracting process must comply with policy 6401/9100, Ethics and the Purchasing Function.

A. CONTRACTS WITH THE BOARD

An employee shall not do any of the following:

1. obtain a direct benefit from a contract that he or she is involved in making or administering on behalf of the board, unless an exception is allowed pursuant to G.S. 14-234 or other law;
2. participate in the selection, award, or administration of a contract supported in whole or in part by federal funds if the employee has a real or apparent conflict of interest as described in policy 8305, Federal Grant Administration;
3. influence or attempt to influence anyone who is involved in making or administering a contract on behalf of the board when the employee will obtain a direct benefit from the contract; or
4. solicit or receive any gift, favor, reward, service, or promise of reward, including a promise of future employment, in exchange for recommending, influencing, or attempting to influence the award of a contract by the board.

An employee is involved in administering a contract if he or she oversees the performance of the contract or has authority to interpret or make decisions regarding the contract. An employee is involved in making a contract if he or she participates in the development of specifications or terms of the contract or participates in the preparation or award of the contract.

An employee derives a direct benefit from a contract if the employee or his or her spouse does any of the following: (1) has more than a 10 percent ownership or other interest in an entity that is a party to the contract; (2) derives any income or commission directly from the contract; or (3) acquires property under the contract. An exception is allowed for employment contracts between the board and the spouse of the superintendent if approved by the board in an open session meeting in accordance with the requirements of state law and subsection D.2 of policy 7100, Recruitment and Selection of Personnel.

B. MISUSE OF INFORMATION

An employee shall not do any of the following:

1. use information, which was learned in the employee's role as an employee and which has not been made public, to acquire a financial interest or gain a financial benefit, or to intentionally help another do so; or
2. acquire or gain, or intentionally help another person to acquire or gain, a financial interest or benefit in contemplation of official action by the employee or the school system.

C. NON-SCHOOL EMPLOYMENT

The board recognizes that some employees may pursue additional compensation on their own time. Any such employee shall not engage in the following:

1. non-school employment that adversely affects the employee's availability or effectiveness in fulfilling job responsibilities;
2. work of any type in which the sources of information concerning customer, client, or employer originate from any information obtained through the school system;
3. work of any type that materially and negatively affects the educational program of the school system;
4. any type of private business using system facilities, equipment, or materials, unless prior approval is provided by the superintendent; or
5. any type of private business during school time or on school property, unless prior approval is provided by the superintendent.

The superintendent may grant prior approval for work performed under subsections C.4 and C.5 above if such work enhances the employee's professional ability or professional growth for school-related work. The superintendent may establish reporting procedures that require employees to notify the school system of any non-school employment.

Except as otherwise provided in the superintendent's contract, the superintendent is subject to the provisions of this section on non-school employment and shall seek prior approval from the board before engaging in consulting or other employment activities outside the school system. The board expects the superintendent to comply with all sections of this policy and all state and federal laws regarding conflicts of interest in his or her position as superintendent.

D. RECEIPT OF GIFTS

No employee may solicit or accept any gifts from any potential or current provider of E-rate services or products in violation of federal E-rate program gifting rules.

No employee may solicit or accept trips, meals, favors, or other gifts or items of monetary value from any other person or group desiring to do or doing business with the school system, unless such gifts are of nominal value (\$50 or less) and (1) are instructional products or advertising items that are widely distributed; (2) are honorariums for participating in a meeting; (3) are meals served at a banquet; or (4) are approved for receipt by the superintendent or designee. These exceptions for gifts of nominal value do not apply to employees involved in purchasing and procurement activities except as provided in policies 6401/9100, Ethics and the Purchasing Function, and 8305, Federal Grant Administration, and applicable state and federal law.

E. TRAINING

The superintendent or designee shall ensure that all personnel are aware of the requirements of this policy and applicable conflict of interest laws.

As required by G.S. 115C-335.15, employees who are involved in the making or administering of contracts shall receive conflicts of interest training that includes position-specific education on conflicts of interest and ethical standards of conduct. The training must be provided by qualified sources approved by the board.

F. VIOLATIONS

Any individual aware of any violation of this policy, policy 2121, Board Member Conflict of Interest, policy 6401/9100, Ethics and the Purchasing Function, the conflict of interest provisions of policy 8305, Federal Grant Administration, or applicable conflict of interest laws shall report such violation in accordance with policy 1760/7280, Prohibition Against Retaliation. Employees who violate this policy, policy 6401/9100, or the conflict of interest provisions of policy 8305, will be subject to disciplinary action.

Legal References: 2 C.F.R. 200.318(c)(1); 47 C.F.R. 54.503; FCC Sixth Report and Order 10-175; G.S. 14-234, -234.1; 133-32, -33; 115C-47(17a), -47(18), -335.15; 133-32; Attorney General Opinion requested by L.W. Lamar regarding G.S. 133-32, the Applicability to Attorneys and Law Firms Providing Professional Services to Local Boards of Education, dated May 13, 1993

Cross References: Prohibition Against Retaliation (policy 1760/7280), Board Member Conflict of Interest (policy 2121), Ethics and the Purchasing Function (policy 6401/9100), Recruitment and Selection of Personnel (policy 7100), Federal Grant Administration (policy 8305)

Adopted: January 10, 2013

Revised: March 11, 2016, March 14, 2019, August 8, 2019

The board affirms the State's commitment to encouraging the participation of minority businesses in the school system's building construction contracts. A minority business is defined in accordance with G.S. 143-128.2 and is either (1) one in which at least 51 percent of the business is owned by minority persons or socially and economically disadvantaged individuals and the management and daily business operations are controlled by one or more of the minority persons or socially and economically disadvantaged individuals who own it, or (2) an employee stock ownership plan company in which at least 51 percent of the stock is owned by one or more minority persons or socially and economically disadvantaged individuals. Minority persons include African-Americans, those of Hispanic descent, Asian Americans, American Indians, and females.

A. GOALS

After notice and public hearing, the board hereby adopts an aspirational verifiable percentage goal of ___ percent for participation by minority businesses in the total value of work for each building project costing \$300,000 or more paid entirely from local or other non-state funds. In addition, the board adopts the state's aspirational verifiable goal of 10 percent participation by minority businesses in the total value of work for each building project costing \$100,000 or more funded in whole or in part with state funds.

Only businesses holding current certification as a historically underutilized business will be considered eligible for inclusion in meeting the board's participation percentage goals. Lack of certification, however, will not be considered in making a contract award decision.

B. SCHOOL SYSTEM GOOD FAITH EFFORTS

The board establishes the following guidelines for contracts subject to Section A to ensure that the school system will make good faith efforts to reach diverse contractors and to encourage participation in the school system's construction contracts by such contractors. Before awarding a contract, the superintendent or designee shall:

1. make information about the school system's formal and informal bidding process readily available;
2. develop and implement a minority business participation outreach plan to identify minority businesses that can perform building projects and to implement outreach efforts to encourage minority business participation in such projects;
3. advertise for bids in media that reach minority businesses;
4. designate a school official to attend the scheduled pre-bid conference to explain the school system's minority goals and objectives;

5. at least 10 days prior to the scheduled day of bid opening, notify minority businesses of the following:
 - a. a description of the work for which the bid is being solicited;
 - b. the date, time, and location where bids are to be submitted;
 - c. the name of the individual within the public entity who will be available to answer questions about the project;
 - d. where bid documents may be reviewed; and
 - e. any special requirements that may exist.

For purposes of this provision, the minority businesses to be notified are those (1) that have requested notices from the school system for construction or repair work, and (2) those that otherwise indicated to the Office of Historically Underutilized Businesses an interest in the type of work being bid or the potential contracting opportunities listed in the proposal;

6. ensure that everyone who requests it has access to bid documents needed for making bids on projects;
7. maintain documentation of any contacts, correspondence, or conversation with minority business firms made in an attempt to meet the goals;
8. review, jointly with the designer, the lowest responsible bidder's bid for compliance with all requirements of G.S. 143-128.2(c) and -128.2(f) prior to recommendation of the contract award;
9. encourage businesses experiencing difficulty in meeting the bonding, licensing, and bid deposits required by state law in larger construction projects to utilize resources and assistance offered by local, state, and federal agencies; and
10. provide information to bidders about the statewide uniform certification program for historically underutilized businesses.

C. GOOD FAITH EFFORTS REQUIRED BY CONTRACTORS

All bidders on school construction and renovation projects subject to Section A of this policy who intend to subcontract any part of the project must (1) identify the minority businesses to be used on the project and (2) provide affidavits indicating that a good faith effort has been made in preparing the bid to meet the board's verifiable goal for participation by minority businesses. Upon being named the apparent lowest responsible, responsive bidder, a bidder shall provide additional evidence of its good faith efforts as

required by law.

The level of minority participation in bidders' bids will not affect the contract award decision; however, the failure to provide documentation of a good faith effort to meet the board's goal may result in the bid being rejected as non-responsive.

Before recommending the award of a contract, the superintendent shall direct designated school officials to evaluate bidders' documents in accordance with applicable law and regulations to determine whether bidder good faith requirements are satisfied.

D. MONITORING

The superintendent or designee shall monitor payments made to minority businesses on each project subject to Section A to verify that the minority businesses actually working on the project and their level of participation is consistent with the representations made in the contractor's bid.

E. OTHER MINORITY BUSINESS RECRUITMENT EFFORTS

For building contracts that (1) are not subject to Section A and (2) cost at least \$30,000 but less than \$300,000, the board will solicit participation by minority business enterprises and maintain a record of contractors solicited and efforts to recruit minority participation.

F. REPORTING

The superintendent shall ensure that all required reports and other documentation are filed with the Department of Administration in accordance with legal requirements.

G. NONDISCRIMINATION

The board will award public building contracts without regard to race, religion, color, creed, national origin, sex, age, or disability. Nothing in this policy should be construed to require the board or contractors to award contracts or subcontracts to minority business contractors or minority business subcontractors who do not submit the lowest responsible, responsive bid or bids.

Legal References: *City of Richmond v. J.A. Croson Co.*, 488 U.S. 469 (1989); G.S. 143-128, -128.2, -128.3, -131(b); 01 N.C.A.C. 30I .0101-0310

Cross References:

Adopted: June 1997

Revised: September 24, 1999; May 7, 2004, May 8, 2014, March 14, 2019

**Asheboro City Schools
Personnel Transactions
March 14, 2024**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Allen	Tammy	AHS	Mathematics	6/30/2024
Gee	Eric	AHS	Assistant Principal	2/8/2024
Goldston	Maxine	BAL	Kindergarten	6/30/2024
Haley	Williams	CO	Bus Driver	2/12/2024
Hayes	Sherry	CO	Payroll Assistant	6/30/2024
Howie	John	AHS	JROTC	6/30/2024
Justice	Kenneth	DLL	Custodian	6/7/2024
Miranda	Victor	CO	Bus Driver	2/5/2024
Mullis	Cynthia	NAMS	Interventionist	6/30/2024
Stanley	Scott	LP	Head Custodian	4/30/2024
Woodard	Paula	NAMS	Custodian	6/30/2024
York	Debra	ECDC	Secretary	6/30/2024

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Bello Medina	Freddy	SAMS	Data Manager/Treasurer	2/26/2024
Daily	Sheila	CO	Deaf/Hard of Hearing (part-time)	3/4/2024
Gaither	Henry	AHS	JROTC	8/1/2024
Hinshaw	Griffin	AHS	Instructional Assistant - EC Extended Content	2/27/2024
Peña	Jean	NAMS	Non-Faculty Coach - Head Baseball Coach	3/4/2024

C. TRANSFERS

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Akins	Brad	CO	Substitute Bus Driver to Bus Driver	2/16/2024
Nall	Aaron	SAMS to CO	Data Manager/Treasurer to Data Manager	2/26/2024

**ASHEBORO CITY SCHOOLS
CERTIFIED APPOINTMENTS
March 14, 2024**

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Daily, Sheila	Texas State University B: Elementary Education Texas Woman's University M: Deaf Education	Deaf/Hard of Hearing, K-12 Elementary, K-6

Ms. Daily is a veteran educator who is recommended to teach deaf and hard of hearing students across Asheboro City Schools on a part-time basis. Ms. Daily comes with a wide variety of experience, serving eleven years in Guilford County Schools and the last six in Winston-Salem Forsyth County Schools. Ms. Daily has a strong belief that all children can learn, has a passion for serving students and building relationships with families. She is described as a keen observer who customizes materials and lessons, and is excellent at finding student's strengths. We are pleased to welcome Ms. Daily to Asheboro City Schools. Welcome Ms. Daily!

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Gaither, Henry	The Citadel B: Education Webster University M: International Relations	JROTC

Colonel Henry Gaither, Jr. USAF (Ret.) is recommended to teach JROTC at Asheboro High School for the 2024-2025 school year. Colonel Gaither is an experienced educator, serving in this same capacity at Rockingham County High School for fourteen years. Following a distinguished military career, his career as an educator has also been one of distinction. Under his leadership he received "Exceeds Standards" on all unit evaluations, along with "Exceeds Standards" in 52 graded areas. Col. Gaither earned Outstanding Instructor or Outstanding Instructor with Merit for ten consecutive years. We are pleased to welcome Col. Gaither as a Blue Comet. Welcome Col. Gaither!

Out of State

☐ Overnight Trip

Group Making Request: AHS Zoo School School: AHS

Destination: Martinsville, VA Date of Trip: 4/24/23

Number of Students Involved: 9 Percent of Total Group: 100%

Reasons for Students Not Attending: Not in Natural Resources 2 class, didn't help with Trout Tank
☒ Activity Bus ☐ Charter ☐ Private ☐ Other:

Transportation Method: Bus Automobile

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): 1

Number of Drivers Needed (to be secured by the Central Office): 1

Departure Time: 8:00am Return Time: 3:30pm Round Trip Miles: _____

Estimated Cost to the Student: \$0

Purpose(s) of the Field Trip: To release the trout raised at zoo school from program.

**ASHEBORO CITY SCHOOLS
FIELD TRIP / TRANSPORTATION
SEND TO SUPERINTENDENT - CEN**

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.

Joshua Snider
(Have to ask E. Pack if she can drive)*

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 a class or group shall have an opportunity to attend—means will be provided for students to participate when necessary.

Approved: [Signature] Principal Date 2/12/24

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

Approved: [Signature] Superintendent or Designee Date 2/12/24

Transportation Scheduled: _____
n Transportation Supervisor Date

Special Comments/Response: _____

POLICY: FIELD TRIPS

**ASHEBORO CITY SCHOOLS
 FIELD TRIP / TRANSPORTATION REQUEST
 SEND TO SUPERINTENDENT - CENTRAL OFFICE**

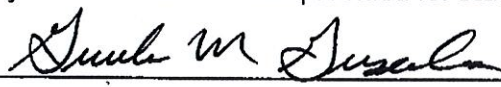
☒ **Overnight Trip**


Group Making Request: <u>North Asheboro Middle FFA</u>		School: <u>North Asheboro Middle</u>	
Destination: <u>Raleigh Convention Center</u>		Date of Trip: <u>6/25 - 6/27/2024</u>	
Number of Students Involved: <u>12</u>		Percent of Total Group: _____	
Reasons for Students Not Attending: <u>Not in FFA</u>			
Transportation Method: <input checked="" type="checkbox"/> Activity Bus <input type="checkbox"/> Charter Bus <input type="checkbox"/> Private Automobile <input type="checkbox"/> Other: _____			
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): <u>Riding with SAMS</u>			
Number of Drivers Needed (to be secured by the Central Office): _____			
Departure Time: <u>6/25/2024</u> <u>8:00am</u>	Return Time: <u>6/27/2024</u> <u>4:00pm</u>	Round Trip Miles (estimated)	<u>132</u>
Estimated Cost to the Student: <u>\$400</u>			
Purpose(s) of the Field Trip:		<u>Participating in Career Development Events & Leadership workshops.</u>	

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.

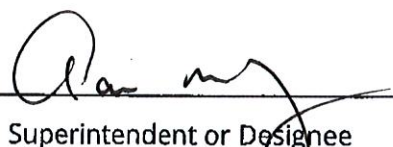
Brenda Griffith Janeice Leonard*(SAMS FFA Advisor)

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 a class or group shall have an opportunity to attend—means will provided for students to participate when necessary.

 2/21/24
 Approved: _____ Principal _____ Date

 2/21/24
 Sponsor (Group Responsible for Paying for the Trip) _____ Date

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

 2/24/24
 Approved: _____ Superintendent or Designee _____ Date

Transportation
 Scheduled: _____

 Transportation Supervisor _____ Date

Special Comments/Response: _____

ASHEBORO CITY SCHOOLS
FIELD TRIP / TRANSPORTATION REQUEST
SEND TO SUPERINTENDENT - CENTRAL OFFICE

☒ **Overnight Trip**

Group Making Request: HOSA School: Asheboro High School
Destination: Koury Convention Center in Greensboro, NC Date of Trip: 4/3 - 4/6
Number of Students Involved: 570 Percent of Total Group: 24%
Reasons for Students Not Attending: Spring Break

Transportation Method: ☐ Activity Bus ☐ Charter ☐ Private ☒ Other:
Bus Automobile

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): 1

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

Departure Time: 7:00 am Return Time: Noon Round Trip Miles (estimated) 64 miles
Estimated Cost to the Student: \$60 (food)

Purpose(s) of the Field Trip: Students have qualified to compete, and participate in the HOSA State Leadership 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. Belinda Cox, Erica Lawson, and Catherine Davis

CTE

Sponsor (Group Responsible for Paying for the Trip)

Date

Approved:

Principal

Date

Approved:

Superintendent or Designee

Date

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 a 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.

Budget Amendment
Asheboro City Schools Administrative Unit
State Public School Fund

The Asheboro City Board of Education at a regular meeting on the 14th day of March, 2024, passed the following resolution.

Be it resolved that the following amendment be made to the budget resolution for the fiscal year ending June 30, 2024.

REVENUE

1.3100.000	State Allocation	\$ 979,700
		<u>\$ 979,700</u>

EXPENDITURE

1.5110.028	Highly Qualifed NC Teaching Graduate	\$ 8,031
1.5860.030	Digital Learning Initiative Grant	95,000
1.5850.039	School Safety Grants 2022-2023 Carryover	44,000
1.5850.040	School Safety Grants 2023-2024	85,140
1.5110.046	Instructional Bonus Pay - 3rd Grade Reading	26,777
1.5110.048	Instructional Bonus Pay - Other Performance Bonuses	86,012
1.6550.056	Transportation Services - Transportation of Pupils	10,425
1.5230.063	Pre-K Children With Disabilities - Children With Special Needs	172,800
1.5420.067	Assistant Principal Interns - MSA Students	49,960
1.6400.073	Technology Support - School Connectivity	55,677
1.5110.085	Regular Instruction - Early Grade Reading Proficiency	138,143
1.5840.088	Feminine Hygiene Grant	5,000
1.5110.131	Regular Instruction - Textbooks	202,735
		<u>\$ 979,700</u>

Total Appropriation in Current Budget	\$ 36,895,000
Total Increase/Decrease of above amendment	<u>979,700</u>
Total Appropriation in Current Amended Budget	<u>\$ 37,874,700</u>

Passed by majority vote of the Board of Education of Asheboro City on the 14th day of March, 2024.

Chairman, Board of Education

Secretary

**APPLICATION
PUBLIC SCHOOL BUILDING CAPITAL FUND
NORTH CAROLINA EDUCATION LOTTERY**

Approved: _____

Date: _____

County: _____

Contact Person: _____

LEA: _____

Title: _____

Address: _____

Phone: _____

Project Title: _____

Location: _____

Type of Facility: _____

North Carolina General Statutes, Chapter 18C, provides that a portion of the proceeds of the North Carolina State Lottery Fund be transferred to the Public School Building Capital Fund in accordance with G.S. 115C-546.2. Further, G.S. 115C-546.2 (d) has been amended to include the following:

(3) No county shall have to provide matching funds...

(4) A county may use monies in this Fund to pay for school construction projects in local school administrative units and to retire indebtedness incurred for school construction projects.

(5) A county may not use monies in this Fund to pay for school technology needs.

As used in this section, "Public School Buildings" shall include only facilities for individual schools that are used for instructional and related purposes, and does not include central administration, maintenance, or other facilities. ***Applications must be submitted within one year following the date of final payment to the Contractor or Vendor.***

Short description of Construction Project: _____

Estimated Costs:

Purchase of Land _____ \$ _____

Planning and Design Services _____

New Construction _____

Additions / Renovations _____

Repair _____

Debt Payment / Bond Payment _____

TOTAL _____ \$ _____

Estimated Project Beginning Date: _____ Est. Project Completion Date: _____

We, the undersigned, agree to submit a statement of state monies expended for this project within 60 days following completion of the project.

The County Commissioners and the Board of Education do hereby jointly request approval of the above project, and request release of \$_____ from the Public School Building Capital Fund (Lottery Distribution). We certify that the project herein described is within the parameters of G.S. 115C-546.

(Signature — Chair, County Commissioners)

(Date)

(Signature — Chair, Board of Education)

(Date)

School Treasurers 2023-2024

Marsha A. Vickery
Asheboro High School

Donna B. Hill
North Asheboro Middle School

Freddy Bello Medina
South Asheboro Middle School

Alora Annonson
Balfour Elementary School

Gina G. Delk
Early Childhood Development Center

Cecilia Tzintzun-Jimenez
Charles W. McCrary Elementary School

Jasmine Vang
Donna Lee Loflin Elementary School

Tina E. Poole
Guy B. Teachey Elementary School

Nicole L. Cox
Lindley Park Elementary School

CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

Deposit Accounts, Loan and Services Agreement



I, Dr. Aaron Woody, hereby certify that I am the duly elected and qualified secretary of Asheboro City Board of Education, an unincorporated association, and as such officer the keeper of its records, and that at a regular called meeting of the Asheboro City Board of Education of such association, held on the 14th day of March, 2024, at which a quorum was present, the following were elected to the office opposite their respective names and the following resolutions were adopted, and that such persons are now such officers of said association and that said resolutions are now in full force and effect:

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

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

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

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

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

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

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

Account Name:	South Asheboro Middle School	Account Number:	110191
---------------	------------------------------	-----------------	--------

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

Title	Typed Name	Signer's SSN	Signature
Finance Officer	Sandra Spivey		
Treasurer	Freddy Bello Medina		
Principal	Julie G. Brady		

CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

Deposit Accounts, Loan and Services Agreement



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

Title	Typed Name	Signer's SSN	Signature
N/A			

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

Title	Typed Name	Facsimile Specimen
N/A		

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

Name	Officer or Title
N/A	

CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

Deposit Accounts, Loan and Services Agreement



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

Title	Typed Name	Signature
Finance Officer	Sandra Spivey	

IN WITNESS WHEREOF, I hereunto affix my signature on this the ____ day of _____, _____.

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

APPROVED (•)

Officer Title	Typed Name	Officer Signature

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

4A047X0 - AP Microeconomics

Study the principles of economics that apply to the behavior of individuals within an economic system. Students will use graphs, charts, and data to analyze, describe, and explain economic concepts. They will study the foundations of microeconomic thinking, including how to evaluate decisions based on constraints and trade-offs and make rational economic choices. Basic understanding of how markets work with an introduction to supply and demand. Students will explore the factors that drive the behavior of companies and learn about the perfect competition model. They will learn how imperfectly competitive markets work and how game theory comes into play in economic models. Students will also learn how concepts such as supply and demand and marginal decision-making

All students will be required to take the Advanced Placement test in May. The cost of the exam will be paid by Asheboro City Schools.

4A017X0 - AP European History

This course studies the cultural, economic, political, and social developments that have shaped Europe from c. 1450 to the present. Students will analyze texts, visual sources, and other historical evidence and write essays expressing historical arguments. Students will explore the rapid changes sparked in the Renaissance and trace their legacy through colonialism and a commercial revolution that changed the shape of European society. Students will chart the evolving strains of Christianity in Europe and the far-reaching effects of the Reformation on daily and political life. This class will dive further into the developments in political power and how they affect the relationships among states and between states and individuals. Students will analyze social, political, and cultural conditions resulting from economic developments in Europe. Students will study how scientific thinking and new strains of political thought combined with technological advances transformed much of 18th-century life in Europe. Other topics covered include: England's increasing role in European matters, the effects of the French Revolution and the Industrial Revolution across Europe. Students will explore how the political forces of nationalism and shifting alliances set the stage for World War I.

All students will be required to take the Advanced Placement test in May. The cost of the exam will be paid by Asheboro City Schools.

ASHEBORO CITY SCHOOLS
FIELD TRIP / TRANSPORTATION REQUEST
SEND TO SUPERINTENDENT - CENTRAL OFFICE

☒ **Overnight Trip**

Group Making Request: AHS Drone Soccer Team School: AHS

Destination: Virginia Tech - Arlington Campus Date of Trip: 3/15/24 to 3/16/24

Number of Students Involved: 7 Percent of Total Group: 50%

Reasons for Students Not Attending: They have other obligations (this is a Saturday event)

Transportation Method: ☐ Activity Bus ☐ Charter Bus ☐ Private Automobile ☒ Other: Minivan

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 Wendy Graham, Anthony Woodyard

Departure Time: 6:00 PM on 3/15 Return Time: 11:00 PM Round Trip Miles (estimated) _____

Estimated Cost to the Student: \$10 for dinner

Purpose(s) of the Field Trip: To compete in the Regional Qualifiers that leads to Nationals

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.

Anthony Woodyard - driver

Wendy Graham - driver

Sponsor (Group Responsible for Paying for the Trip)

Date

Approved:

Principal

Date

Approved:

Superintendent or Designee

Date

Transportation

Scheduled:

Transportation Supervisor

Date

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 a class or group shall have an opportunity to attend—means will 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.



Human Resources Update

Carla Freemyer

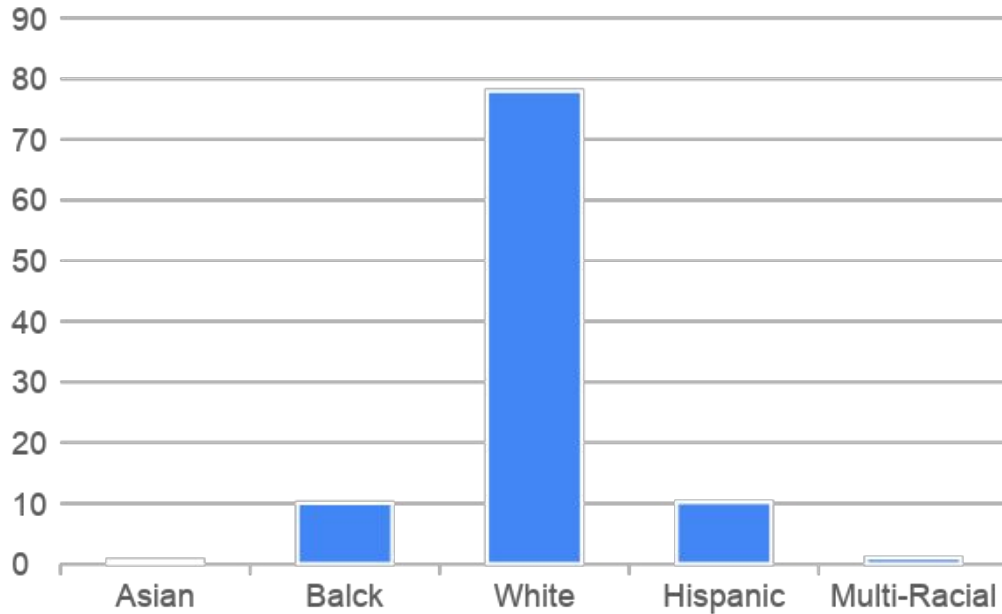
Chief Human Resources and Support Services Officer

Board of Education Meeting

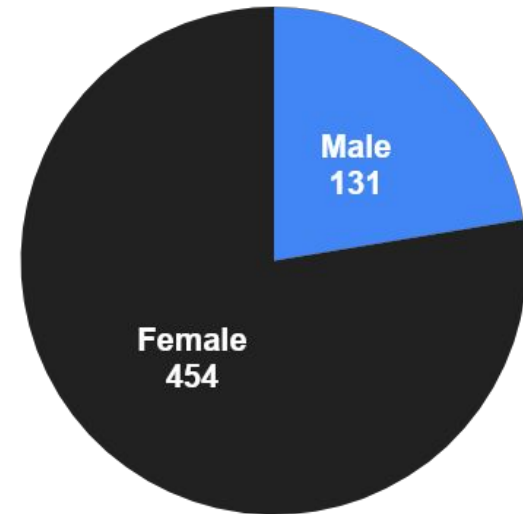
March 14, 2024



Demographic Employee Data



Gender



Staffing Partner Data

	Sodexo (child nutrition)	HES (custodial)	ESS (instructional assistants)
AHS	14.0	8.0	
NAMS	5.0	1.0	
SAMS	5.0	4.0	
BAL	7.0	4.0	4.0
CWM	5.0	1.0	5.0
DLL	5.0	1.0	3.5
LP	5.0	1.0	3.0
GBT	5.0	2.0	9.5
ECDC	2.0	2.0	13.5



ESS Substitute Data

January 2024 Data

School Site	Fill Rate
Asheboro High School	95%
Balfour Elementary	69%
Charles W. McCrary Elementary	90%
Donna Lee Loflin Elementary	95%
Early Childhood Development Center	90%
Guy B. Teachey Elementary	92%
Lindley Park Elementary	86%
North Asheboro Middle	97%
South Asheboro Middle	98%

February 2024 Data

School Sites	Fill Rate
Asheboro High School	93%
Balfour Elementary	79%
Charles W. McCrary Elementary	91%
Donna Lee Loflin Elementary	86%
Early Childhood Development Center	88%
Guy B. Teachey Elementary	80%
Lindley Park Elementary	90%
North Asheboro Middle	84%
South Asheboro Middle	85%



Beginning Teacher Support Program

	Education Program Completer	Alternative Pathway	CTE Provisional
Beginning Teacher Year 1	10	12	3
Beginning Teacher Year 2	9	4	2
Beginning Teacher Year 3	10	6	1

49% of
beginning
teachers are
non- education
program
completers.



Alternative Routes to Licensure

Residency License Requirements:

- A bachelor's degree from a regionally accredited college/university
- 2.7 overall GPA or higher
- A minimum of 24 semester hours of related coursework to the content area that you plan to teach **or**
- Passing test scores on the NC State Board of Education approved content area test(s)- Praxis II and/or Pearson
- Must be enrolled in an approved Educator Preparation Program (EPP)
- License good for one year and can be renewed twice within 3-year period

Emergency License:

- A bachelor's degree from a regionally accredited college/university
- A minimum of 18 semester hours of related coursework to the content area that you plan to teach
- Must meet the requirements to qualify for a Residency License within the school year you are hired
- Not enrolled in an Educator Preparation Program (EPP)
- Good for one year; non-renewable, must convert to a Residency license

Permit to Teach:

- A bachelor's degree from a regionally accredited college/university
- Good for one year; must convert to an Emergency or Residency license



Teacher Allotment Process

GRADE(s)	DISTRICT AVERAGE	INDIVIDUAL MAX
K	18	21
1	16	19
2-3	17	20



Asheboro City Schools

2023-2024 Preliminary Staffing Allotments

****will monitor K enrollment****

Projected	KI	1	2	3	4	5	Other	Totals
State Allocations	18	16	17	17	24	24		
School A	84	84	98	90	77	79		512
School A	4.67	5.25	5.76	5.29	3.21	3.29	2.75	30.23

School	School Code	Current Staff	State Funds Projected	Local Allocation	Projected Title I Teachers	Potential Funded Staffing	Over/ (Under)
School A	XXX	34.00	30.23	1.00	3.80	35.03	(1.03)

May consider adding one teacher

EC, ESL, AIG, Media, and Instructional Assistants will be in a separate allotment.

Classroom Staff includes the following positions:

Classroom Teacher

Instructional Facilitator

Reading

Enhancement Teachers - included in Other State Allocation above

Art

Music

PE

Instructional Assistants

School	School Code	Current Staff	State Funds Projected	Local Allocation	Potential Funded Staffing	Over/ (Under)
School A	XXX	9.00	6.47	2.00	8.47	0.53

Teacher Recruitment

Goal 1.3 ACS will invest in the recruitment, retention, and professional growth of our staff to create a workforce that is representative of our district.



Teacher Recruitment and Retention

Goal 1.3 ACS will invest in the recruitment, retention, and professional growth of our staff to create a workforce that is representative of our district.

- \$2,000 Signing Bonus for all classroom teacher positions who met eligibility criteria (2022-2023 and 2023-2024)
- 2% Increase to local supplement for Exceptional Children Teachers (bachelor degree 9.5%; masters degree 11.5%)
- Partnership with UNCG for EC Cohort alternative licensure program (5 participants to date)
- Working with High Point University to offer similar EC Cohort for EC Extended Content license area



Professional Growth Opportunities

Strategic Plan Goal 1.2 ACS will provide leadership coaching and development for school and district leaders.



Principal Preparation for Excellence
and Equity in Rural Schools



ASCEND

Accelerating School Leaders
through Executive Coaching,
Networking and Development



District and School Attrition

Reporting Period – March 1, 2022 through February 28, 2023*

AHS	13.70%
BAL	17.07%
CWM	35.48%
DLL	18.52%
GBT	22.86%
LP	22.58%
NAMS	25.00%
SAMS	16.22%
District	15.06%

School level attrition includes transfers within the district.

District attrition does not include transfers within the district.

[Historical State of the Teaching Profession Reports](#)



School and district attrition numbers are unofficial.

Employee/Staff Recognitions

Goal 2.2 ACS will commit to enhancing the organizational culture of the district so that all employees feel valued, supported, and trusted.

Evening of Excellence

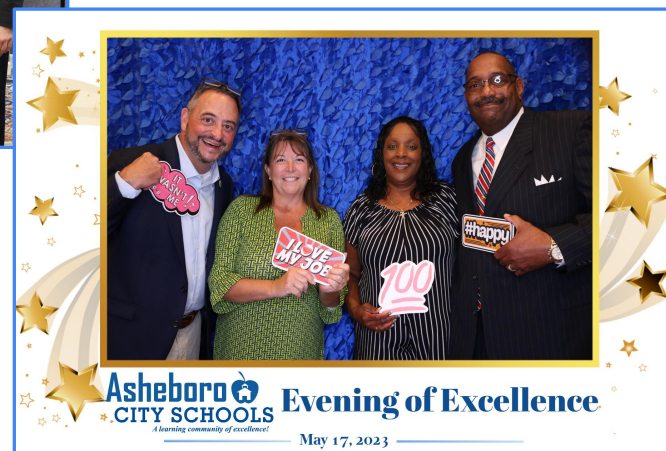
- Teacher of the Year
- Apple of Excellence
- Math Teacher of the Year
- EC Teacher of the Year
- National Board recognition



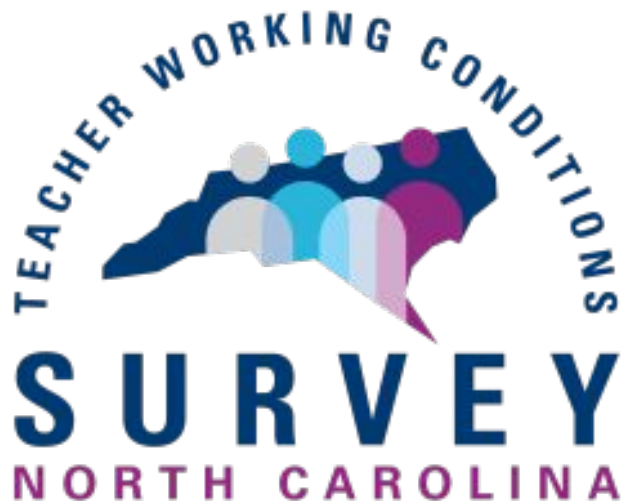
Classified/Support Staff of the Year

Instructional Assistant of the Year

#Innovate ACS (monthly recognition)



Teacher Working Conditions Survey



Topics Surveyed in 2022

- Facilities and Resources
- Community Support and Involvement
- Managing Student Conduct
- Teacher Leadership
- School Leadership
- Professional Learning Opportunities
- Instructional Practices and Supports
- Retention
- Equity
- Safety
- New Teacher Supports
- Pandemic Impact

2022 Participation = 96.54%



Questions?



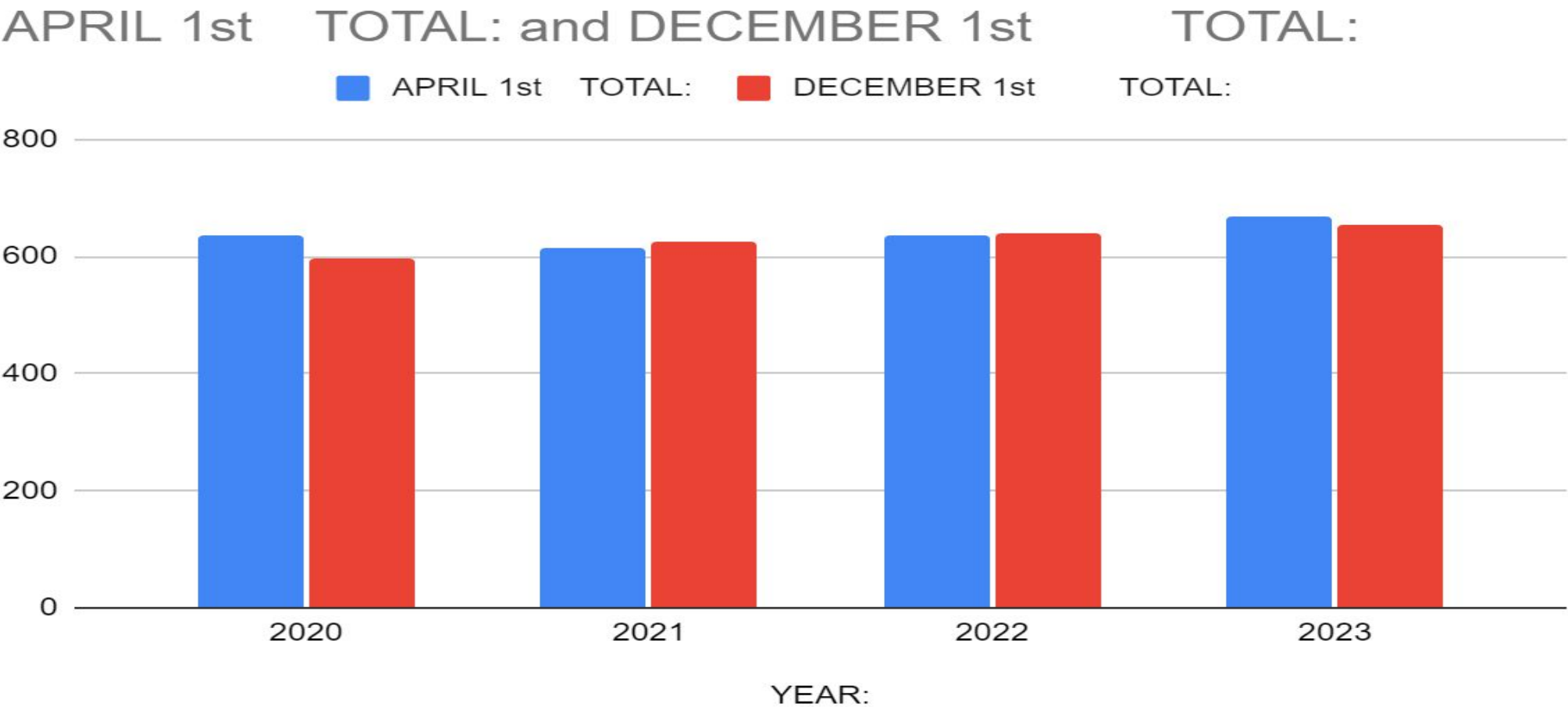


Asheboro City Board of Education
Exceptional Children Update
Cultivating Success
March 14, 2024

Exceptional Children's Team



Exceptional Children Headcount



Evidence Based Instruction



Evidence Based Instruction

Really Great Reading Group Progress

Student Information		WCPM		Accuracy %		BDS		ADS		Test Type Names
Current Group	Grade	gain	growth	gain	growth	gain	growth	gain	growth	
8. Emerging Reader	2	6	200%	18	78%	3	20%	n/a	n/a	
8. Emerging Reader	2	3	100%	13	76%	18	106%	-1	-50%	
8. Emerging Reader	2	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
8. Emerging Reader	2	21	300%	33	70%	0	0%	1	100%	
6. Significantly below expectations	2	21	233%	-7	-8%	9	26%	-4	-29%	
7. Severe Decoding Deficit	3	11	31%	6	7%	2	5%	5	83%	
8. Emerging Reader	3	-1	-50%	3	21%	7	39%	-3	-75%	
7. Severe Decoding Deficit	3	40	222%	25	36%	16	80%	4	400%	
7. Severe Decoding Deficit	4	-13	-34%	-7	-9%	5	12%	0	0%	
8. Emerging Reader	4	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
6. Significant Decoding Deficit	4	30	88%	10	12%	3	7%	1	7%	

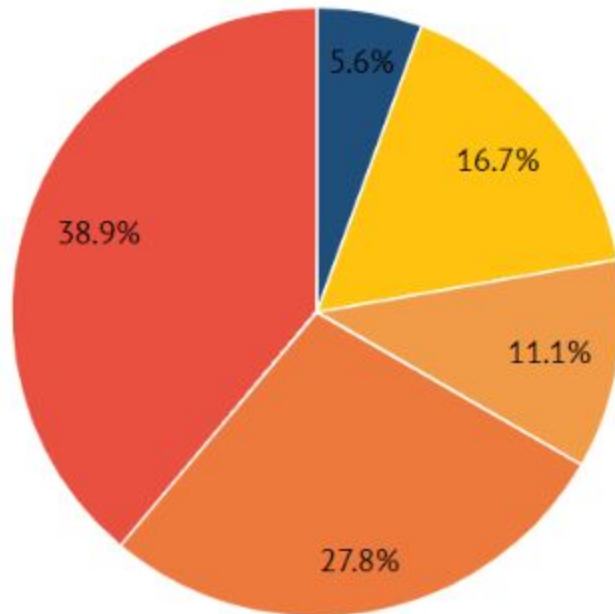
ORF	Oral Reading Fluency
BDS	Beginning Decoding Survey
ADS	Advanced Decoding Survey
SWS	Sight Word Survey
PAS	Phonological Awareness Survey
LKS	Letter Knowledge Survey
ADS+	Advanced Decoding Survey Plus
SSA	Summer School Assessment

Evidence Based Instruction

C.W. McCrary Elementary

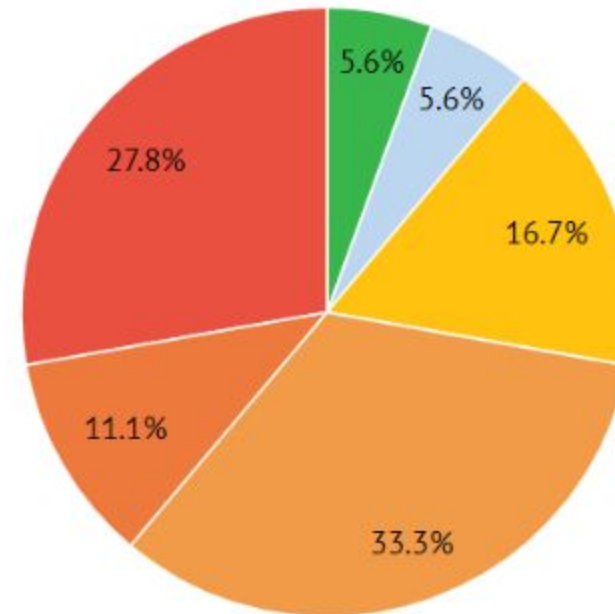
2023/2024 Beginning

18 Students Included



2023/2024 Middle

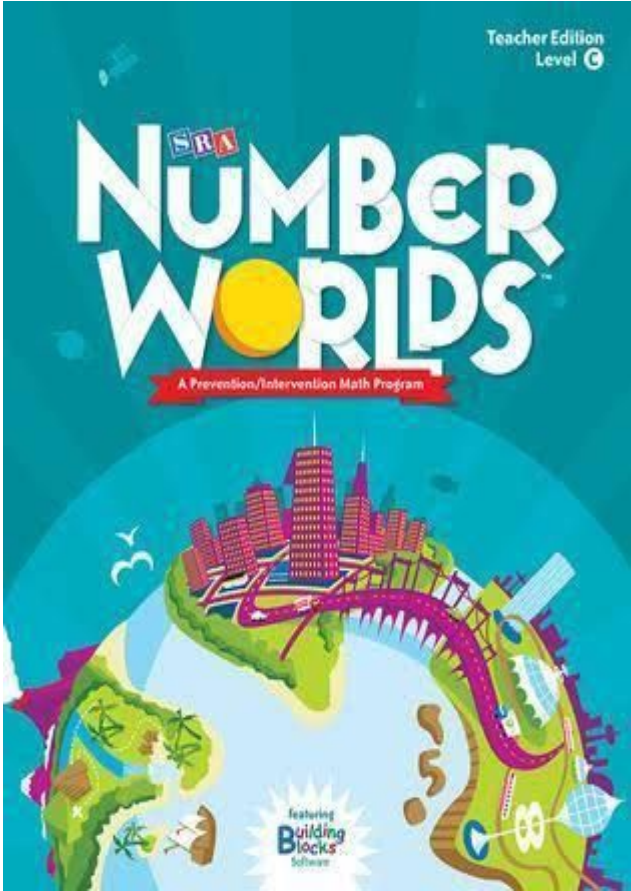
18 Students Included



Really Great Reading Group Percentage 2nd - 12th

Grade
Grade
Grade
Grade

Evidence Based Instruction



Grade	Placement		W1	W2	W3	W4	W5	W6	W7	W8	W9
1	Level B	Weekly Test	100	75	25	75	100	100	MOVED		
		Cumulative Assessment				50					
3	Level C	Weekly Test	100	100	100	100	75	50	75	100	100
		Cumulative Assessment				100				75	

Best Practices in Math Instruction

Part II

Exceptional Children
January 4, 2024

Exceptional Children's Team

UNCG - EC Cohort Fall 2024

Mr. Austin Coble



Balfour Elementary

Mrs. Amanda Cepeda



Balfour Elementary

Ms. Sondra Phelps



AHS

Ms. Pamela Clawson



NAMS

Exceptional Children's Team

EC Elementary Itinerant Instructional Assistant



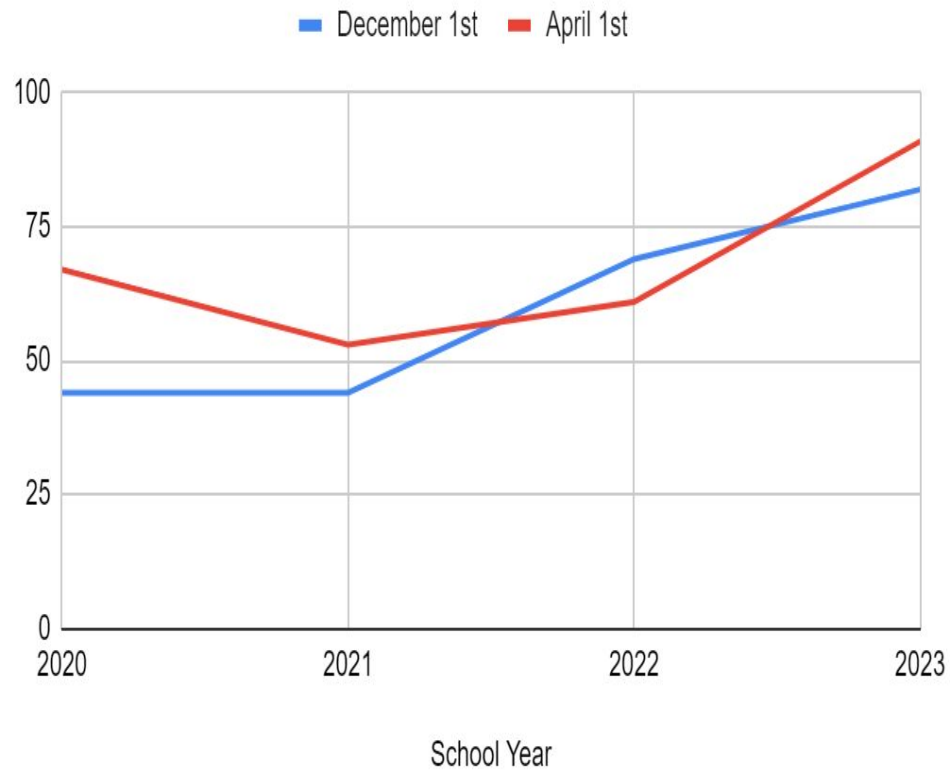
TEAMWORK

Together
Everyone
Achieves
More



Preschool SDI

December 1st and April 1st



Hearts and Art

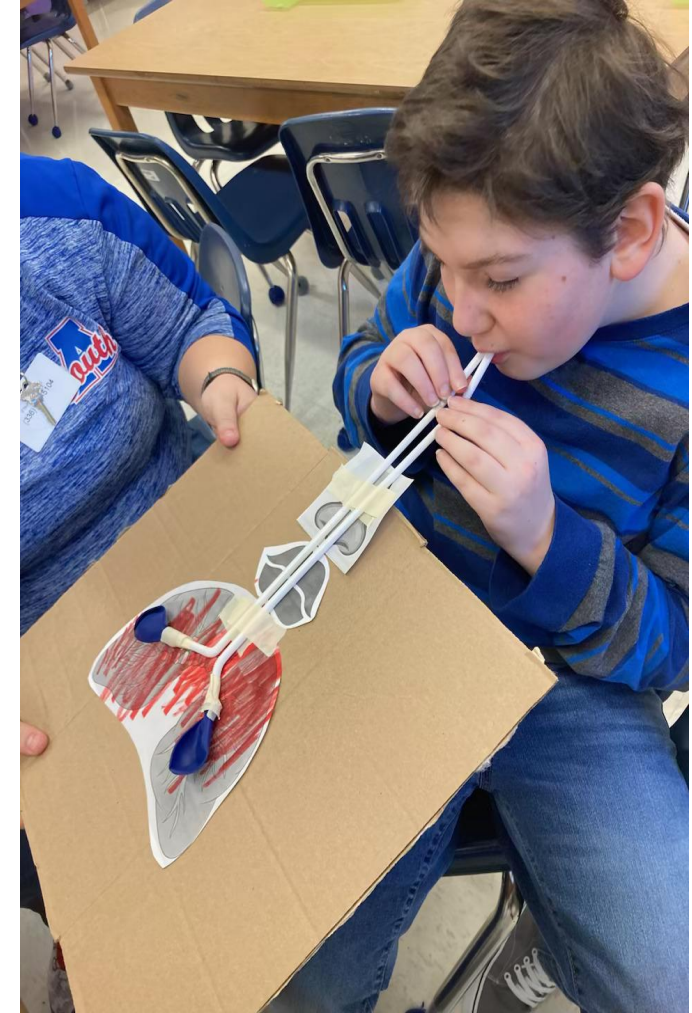
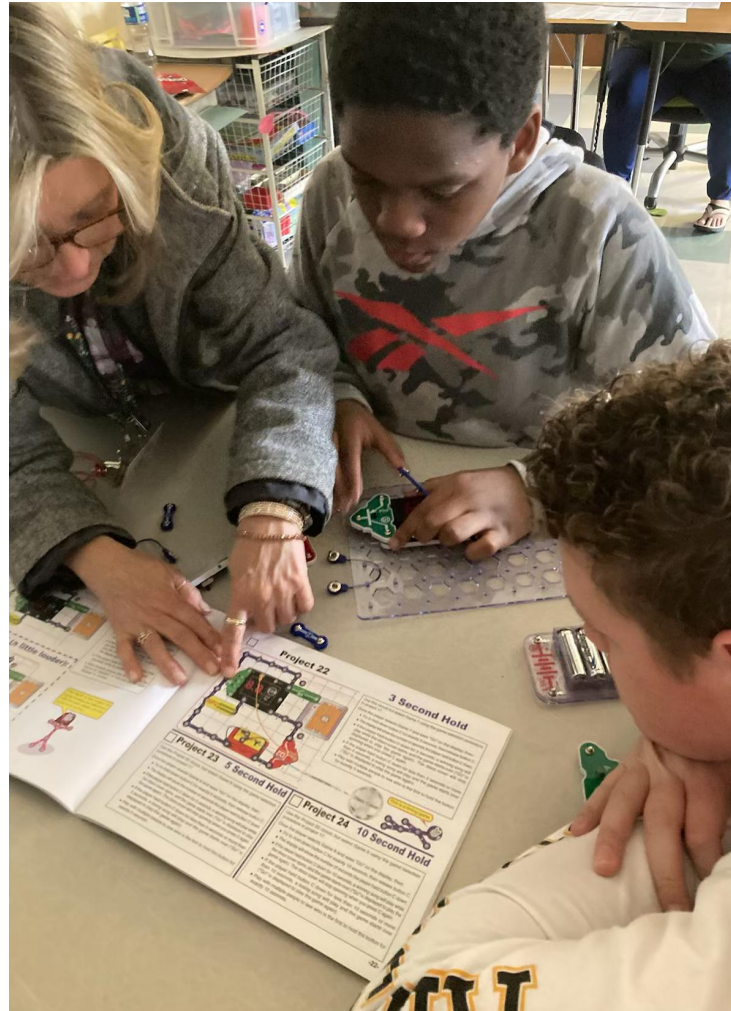


Elementary SDI

Lindley Park Math Lesson with Ms. Stacy Dillion



Middle School SDI



High School SDI

Exploring Careers Elective Course



High School SDI

Exploring Careers Elective Course Cont.



Comet Creations



High School SDI



Interact Club



[Interact Clubs | Rotary International](#)











AHS Exploring Careers Production

AHS Frozen Performance

May 7th or May 8th

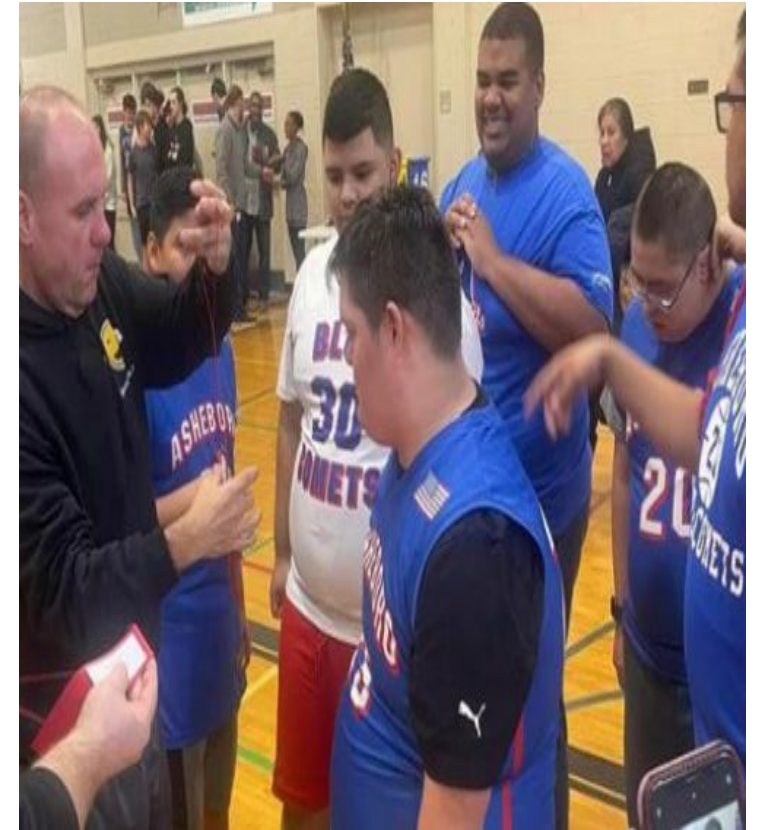
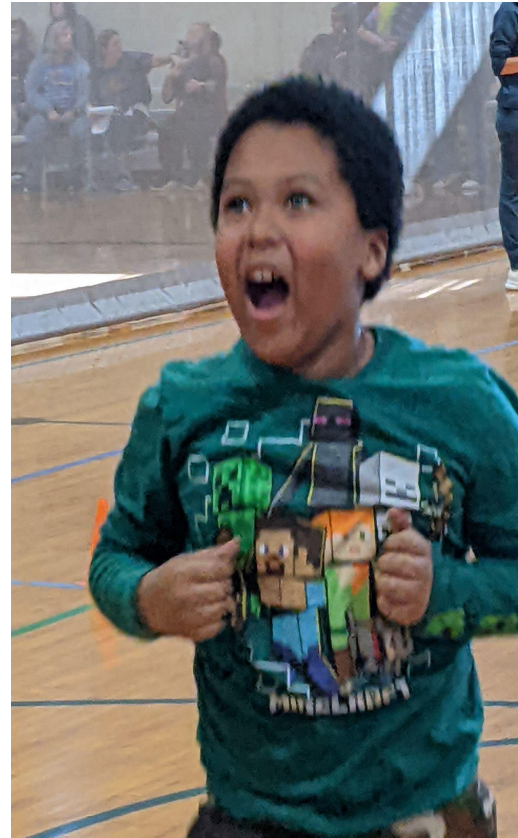
More details to come...



Disney FROZEN KIDS			
Cost List:			
	Elsa: Savannah Harn (Shadow Elsa: Sam De La Vega)		Queen Iduna: Marie LaClair* (King Agnarr: Adam LaClair)
	Anna: Karol Morales-Leon (Shadow Anna: Zoe Glover)		Hans: Cameron Icenhour* (Shadow Hans: Adamaris Lopez Hurtado)
	Kristoff: Randolph Hernandez* (Shadow Kristoff: Chance Burford)		Pabbie, Steward: Guadalupe Hernandez Vargas* (Bulda: Madi Beal-Larkin)
	Sven: Angy Paramo* (Shadow Sven: Jelsis Perez-Bertracales)		Weselton: Edgar Perez Domingues* (Shadow Weselton: Luz Reyes)
	Olaf: Zander Walls* (Shadow Olaf: Jennifer Alvarez Mendoza)	*Will also play Townspeople, Hidden Snow Chorus, and Summer Chorus	
		Bishop: Jason Gonzalez* (Shadow Bishop: Payton Phipps) Housekeeper: Mireya Cummings* (Shadow Housekeeper: Sion Murrain) Butler: Junior Servellon* (Shadow Butler: Ali Reeder) Cook: Sammy Aguilar Ramirez* (Shadow Cook: Kas Perez) Handmaiden: Jolie Byers* (Shadow Handmaiden: Robert Vigue)	
		*Will also play Storytellers, Townspeople, Snow/Summer Chorus	



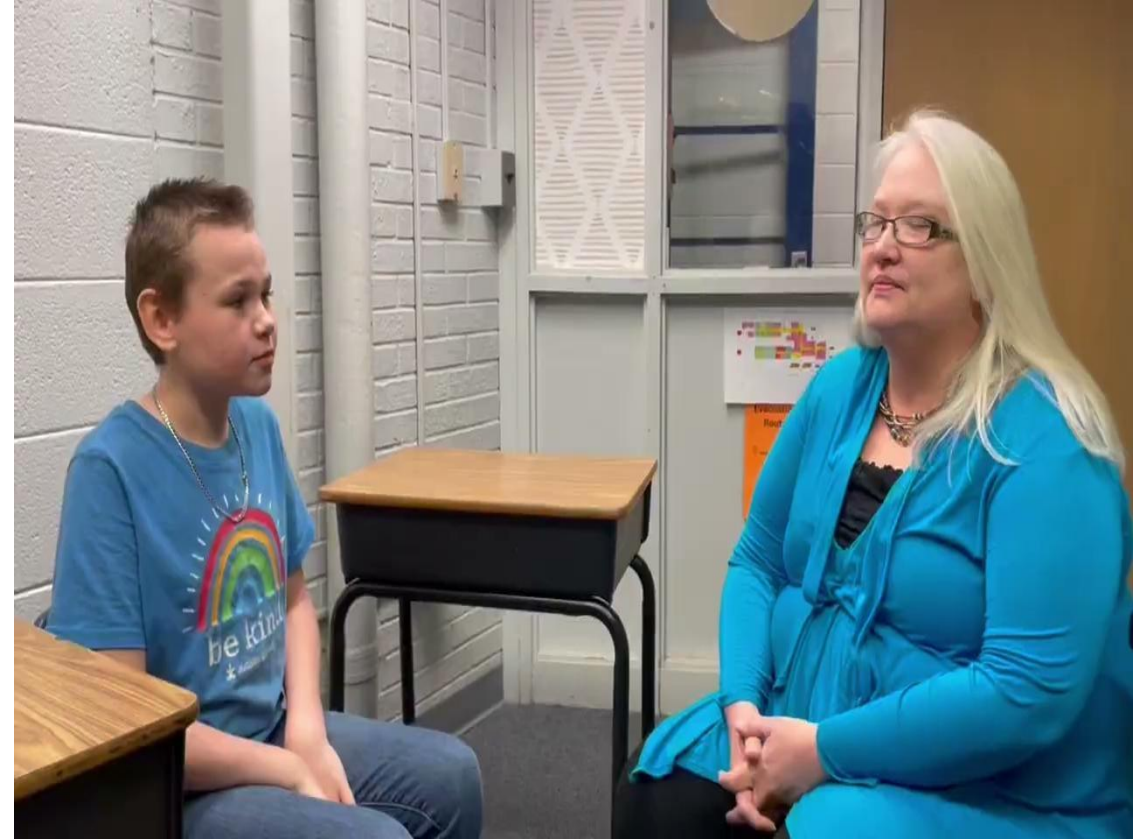
Special Olympics



Special Olympics



What's Your "WHY"



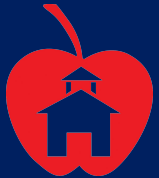
Questions?



Career & Technical Education Updates

Sarah Beth Robbins

March 14, 2024



Around CTE



Octave Marketing Agency
February 1 · 🌐

We had the pleasure of hosting JaKeira & Cooper from Asheboro High School for t County Job Shadow Day! Both were able to sit with our designers, learn some Phot and design some graphics themselves. Thank you to the @ashranchamber, @asheboro_city_schools, @randolphcoschoolsystem and @uwharriecharteracademy for putting together this great event for students in our community!

13 · 3 comments · 5 shares

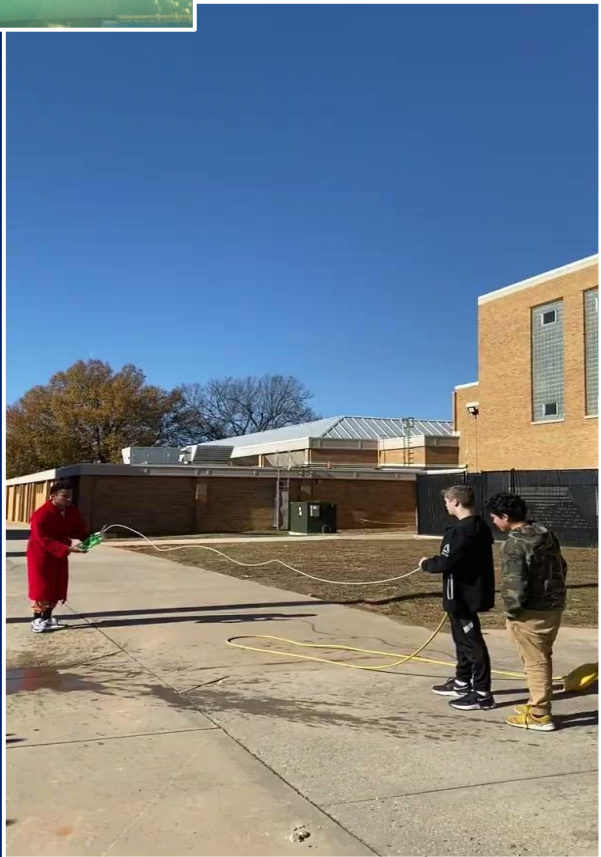
Like · Comment · Share

View more comments

Asheboro City Schools
Thank you for hosting!

5w · Like · Reply

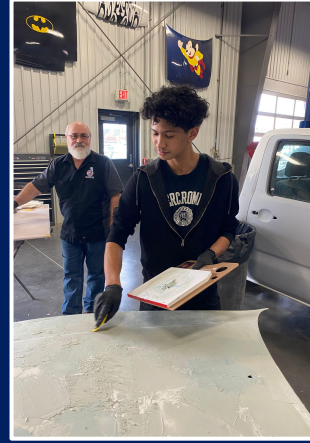
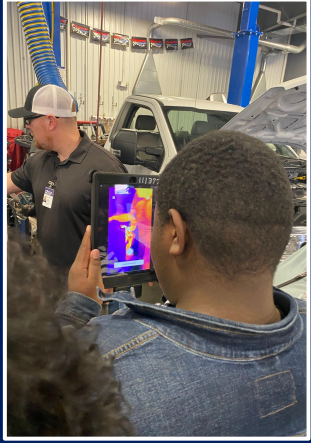
Write a comment...



10th Grade Advanced Manufacturing Day



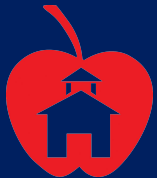
10th Grade Automotive Day



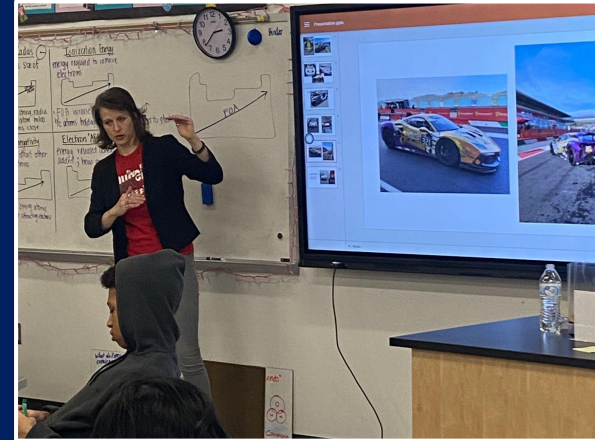
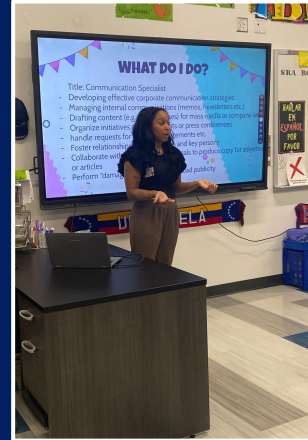
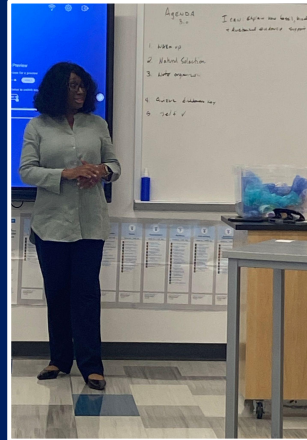
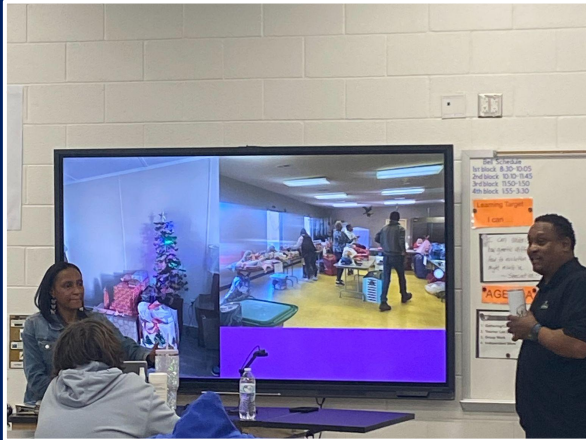
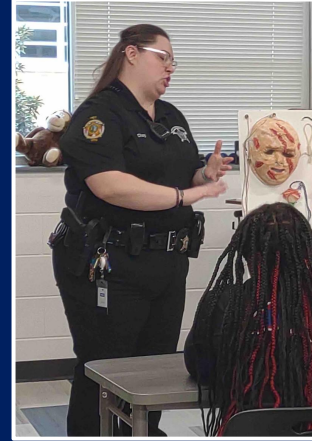
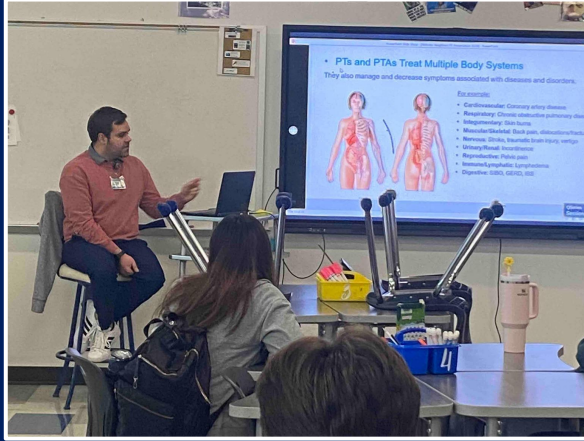
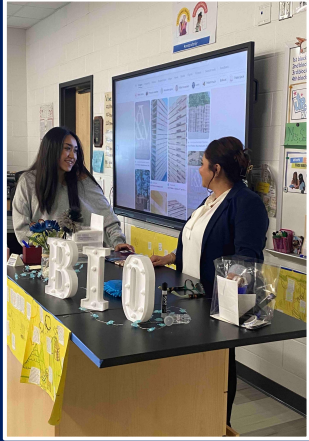
2022-2023 CTE Data Review

Non-Traditional Enrollment

	Benchmark	Actual	Gap Analysis
2021-2022	22	9.73	-12.27
2022-2023	24	17.56	-6.44



AHS Career Day



CTE Internships

Eric Brown
AHS Senior

Summey Engineering Associates

2022-2023 CTE Data Review

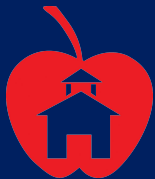
CTE Participants

AHS - 1053

NAMS/SAMS - 778

CTE Concentrators - 210

*reporting numbers are unduplicated



2023-2023 CTE Data Review

Graduation Rate

CTE Concentrators: >95%

Asheboro City Schools: 84.3%

North Carolina: 87%

Concentrator Subgroups:

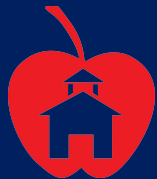
Individuals with Disabilities: 100%

Homeless Students: 100%

Asian: 100%

Black or African American: 100%

Two or more races: 100%



2022-2023 CTE Data Review

Post-Secondary Placement (2021-2022 data)

(CTE concentrators who report positive placement in advanced training, military service, employment or post-secondary education within 6 months of graduation)

CTE Concentrators : >95%

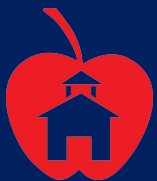
Concentrator Subgroups

Individuals with Disabilities: >95%

Economically Disadvantaged: 92.98%

Hispanic/Latino: >95%

Non-traditional Concentrators: 94.74



2022-2023 CTE Data Review

Credentials

1585 Total Credentials Earned

CTE Concentrators: 80% (exceeded our Benchmark by 52.75%)

NC State Proficiency - 26.24%

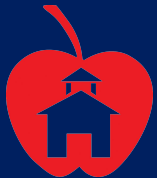
Concentrator Subgroups

Individuals with Disabilities: 50%

Economically Disadvantaged: 84.3%

English Learners: >95%

Nontraditional Concentrators: 79.5%



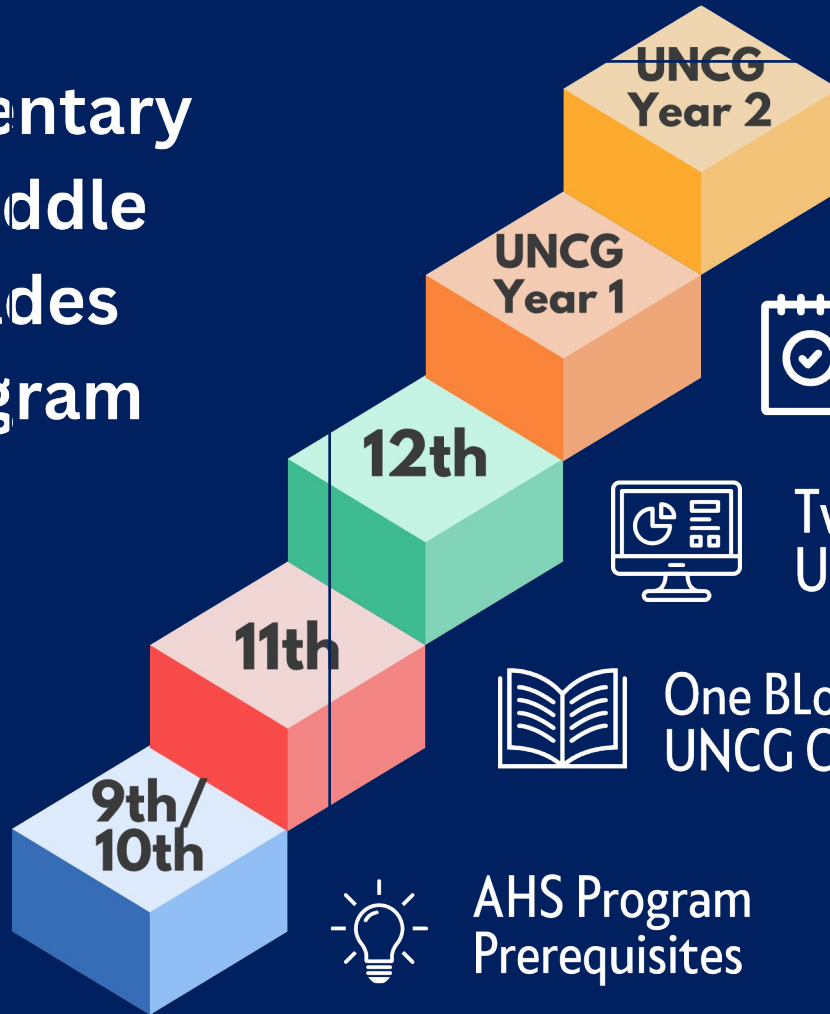
TOMORROW'S EDUCATORS

TEACH

**ADVANCEMENT TO COLLEGE
THROUGH HIGH SCHOOL**



Elementary & Middle Grades Program



General Ed and
Teacher Ed Courses



General Ed and
Teacher Ed Courses



Two Blocks CCP and
UNCG Courses



One Block CCP and
UNCG Courses



AHS Program
Prerequisites



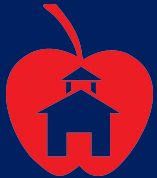
What makes this opportunity special?

- Potential to graduate from UNCG in two years
- Potential for Master's degree by age 21
- Ability to customize the program
- Cohort model
- Coaching/Mentoring Experiences
- Summer Enrichment Opportunities
- Tutoring for entrance exams and licensure exams
- Opportunity to build relationships with UNCG and ACS faculty

**Please note that this program is still in the developmental stage.



We are happy to answer any
questions at this time.





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

PROPOSED 2024 Legislative Platform

VISION STATEMENT

Asheboro City Schools engages students in educational experiences and opportunities that elevate lifelong learning, cultivate exceptional thinkers, and empower 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; public accountability; and is a benefit to society by teaching democratic principles and shared values.

2024 Legislative Priorities

Recruitment and Retainment of Top Talent – As the candidate pool for educators continues to decrease, we implore legislators and the General Assembly to help our industry recruit and retain highly qualified school personnel to educate future generations. To help us recruit and retain quality staff needed in all facets of public school work, we encourage:

- Reinstating full license reciprocity with other states without testing and other requirements.
- Reinstating retiree health coverage for all school employees who begin work on or after January 1, 2021.
- Reinstatement of advanced degree supplements to reflect the value of higher education attainment for school leadership and classroom success.

Adequate and Equitable Resources for All Schools and Students – Asheboro City Schools stands firmly committed to providing each student with the support, resources, and tools needed for individual success. As such, we strongly feel the General Assembly should prioritize the expansion of additional resources to k-12 public schools to ensure all NC students have the support they need to succeed post-pandemic and in the years ahead. We are deeply concerned when funding and resources are diverted from public schools to private and religious schools that have no or limited accountability measures in place.

- We would like to see the approval of hardship waivers for the K-3 class size mandate for districts that cannot hire enough teachers or provide adequate space to open additional classrooms as required. As we continue to navigate class size transitions, we also encourage our legislators to consider amending the law on class size caps in K-3 to eliminate the district-wide averages.
- Technology, Technology Staffing, and Cybersecurity- Technology is a cornerstone in all modern educational organizations. Digital technology resources and devices are essential to provide access to curricula and opportunities that elevate learning. The Federal eRate program provides funding for infrastructure and connectivity but does not provide for staffing, devices, or cybersecurity measures that support and safeguard business systems, user data, and daily operations. The current state technology allotment does not provide adequate funding to sustain and replace devices, purchase required platforms/subscriptions, or provide competitive salaries for technology support staff.
- Textbook Funding (Community College)- With increased opportunities for students at the community college, our challenge is paying for textbooks, especially with the frequent textbook edition changes, the number of textbooks required to purchase per class and the online access codes now required that can't be issued to other students each year. Almost $\frac{2}{3}$ of our textbook allotment for the entire district is taken up by RCC courses that only account for 150 students of our 4390 students.

School Safety – Children are society's most precious gift and families trust us to protect their children while in our care. Safety in schools is paramount to doing just that. Recent events across the nation highlight the need for dedicated funding that provides for security measures to safeguard our students and staff. Grant funding through the Center for Safer Schools is appreciated but does not provide for improvements and upgrades needed across all school campuses. Directed funding allocations are necessary to maintain ongoing safety needs.

Mental Health – We ask our legislature to continue to fund and advocate for additional mental health services in our community. There are not enough resources available to help students and families in need. Teachers and administrators are not equipped to provide appropriate support and services to students and families in crisis.

Support School Performance Grades recommendations by NCDPI – We support the proposed changes to school performance grades used to report and measure school performance. The new "multi-measure model of school performance" would be built upon four pillars: academics, progress, readiness, and opportunity; providing individual school letter grades for each area. We believe this will present a truer picture of the progress made by our schools in increasing student achievement and preparing students for the future. 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.”

Preservation of Fund 8

These funds are awarded or donated to Asheboro City Schools for specific purposes or programs. These funds include JROTC, NC Pre-K, and other program-specific funds related to activities that are provided by Asheboro City Schools. Medicaid reimbursements are also included in Fund 8. These funds should not be shared with Charter Schools.

Continued Priorities

NC Pre-K— We continue to support increased funding to serve additional three and four-year-olds in five-star pre-kindergarten programs. The state-funded pre-kindergarten program – NC Pre-K – provides high-quality early education to North Carolina’s most at-risk children. Studies have consistently found that children who participate in the program emerge better prepared for school and more likely to read at grade level by third grade than their at-risk peers. Lawmakers should continue to expand and fully fund this program. Additionally, we strongly believe NC Pre-K should move back under the Department of Public Instruction to ensure a seamless transition between early childhood learning and K-12 public education. (In Asheboro City Schools, we spend \$350,000 from our supplemental tax to fund the Early Childhood Development Center.)

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.

Standardized accountability for all publicly-funded schools – We believe all schools receiving tax-payer 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.

2023-2024 Region 6 Summer Program Plan

Summer program sessions with test scores uploaded to the **NCDPI after July 8, 2024 will not** be included in 2023-24 accountability analyses. Schools offering a summer program must have a written summer program plan for the school year that has been signed and approved by the local board.

Public School Unit Name: Asheboro City Schools

Public School Unit Number: 761

- ☒ Participating in a Summer Program with summer EOG, EOC, or NCEXTEND1 administrations
☐ Not Participating in a Summer Program with summer EOG, EOC, or NCEXTEND1 administrations

Purpose of Summer School Program: To provide students with the opportunity to increase their skills in content areas and allow the opportunity to demonstrate grade-level mastery.

Date for Parent Notification of Summer Program: May 25, 2024 – June 7, 2024

Student Eligibility Criteria:

Grade levels: ☒ 3* ☒ 4 ☒ 5 ☒ 6 ☒ 7 ☒ 8 ☒ 9-12

Assessment Types: ☒ Reading ☒ Math ☒ Science ☒ NCEXTEND1

☒ NC Math 1 ☒ Biology ☒ English II ☒ NC Math 3

*** The Reading EOG is not available for administration in grade 3 summer programs.**

Regular Academic Calendar:

Last Day for Students: June 7, 2024

Last Day for Staff: June 12, 2024

Summer School Program Instruction:

Instructional Dates: June 10-12, 2024

Number of Instructional Days: 3

Instructional Hours/Minutes Per Day: 180 minutes per day / 3 hours per day

Total Number of Instructional Hours: 540 total minutes / 9 total hours

Summer School Program Testing:

Testing Dates: June 13, 2024

Number of Testing Days: 1

Arrangements for Security of Test Materials: All testing will occur online, minimizing the amount of secure testing materials. Any ancillary materials will be accounted for by the district Accountability Director and released to designated School Testing Coordinators or administration. After use, items will be stored and/or securely destroyed according to NCDPI guidelines. Access to secure testing materials shall be limited to only trained staff involved in the administration.

Date of Board Approval: _____

Board Chairperson Signature: _____

Superintendent/Charter Director Signature: _____



2023-2024

End of Grade/End of Course

Summer Remediation and Test Re-Administration Program Plan

General Plan:

Per guidance from the North Carolina Department of Public Instruction (NCDPI) this year, End-of-Grade/End-of-Course enrichment opportunities and additional test administration is an option for students who passed a course/subject but scored Not Proficient on the associated End-of-Course or End-of-Grade assessment in Reading/English Language Arts, Mathematics, or Science. Districts may administer the End-of-Grade or End-of-Course tests during a summer program that occurs after the academic year. As in previous years, the readministration scores will not be included in growth analyses for school accountability or for educator effectiveness. However, the higher score will be included in proficiency calculations for school accountability. The 2023–24 accountability year ends on July 8, 2024. Summer program EOG and EOC readministration scores uploaded to the Annual Testing Program by July 8, 2024, will be included in the 2023–24 school year accountability calculations.

General Requirements:

- Summer program remediation and re-administrations of the EOG and EOC tests must occur after the conclusion of the student academic year (i.e., after students have been dismissed for the regular school year) but can occur on teacher workdays.
- Schools offering a summer program must have a written plan for the 2023–24 school year that has been signed and approved by their local board. A copy of the 2023–24 board-approved plan must be sent to the regional accountability office by April 5, 2024.
- Online administrations are required for all summer program re-administrations of the EOG and EOC tests. Technology hardship requests will not be accepted.
- Schools must notify parents about the summer program including, but not limited to, the dates it will occur, its purpose, and who is eligible to attend.
- Student participation is voluntary. Parents or guardians must make the final decision regarding a student's summer program attendance. Students must be held harmless if they do not participate in summer programs.
- Students who do not attend any summer program remediation shall not be permitted to participate in the readministration opportunity.

Proposed Asheboro City Schools End-of-Grade/End-of-Course Summer Remediation and Test Re-Administration Program Plan

Elementary Locations:

Balfour Elementary, McCrary Elementary, Loflin Elementary, Teachey Elementary, Lindley Park Elementary

Dates:

Monday, June 10 - Thursday, June 13, 2024
3 days remediation, 1 day for readministration

Times:

7:45 AM - 11:15 AM staff
8:00 AM - 11:00 AM students

Subjects:

Math Grades 3-5, Science Grade 5 End-of-Grade

Purpose:

To provide students with the opportunity to increase their skills in content areas and allow the opportunity to demonstrate grade-level mastery.

Eligibility:

The district and each school will use data to identify students that will benefit from remediation and readministration of the EOG. Students who do not attend remediation shall not participate in the readministration of the assessment.

Transportation:

Transportation will be provided as needed.

Meals:

Daily breakfast and lunch will be provided.

Secondary Locations:

Asheboro High School, North Asheboro Middle School, South Asheboro Middle School

Dates:

Monday, June 10 - Thursday, June 13, 2024
3 days remediation, 1 day for readministration

Times:

8:45 AM - 12:15 PM staff
9:00 AM - 12:00 PM students

Subjects:

Biology, English 2, NC Math 1, NC Math 3 End-of-Course
Math Grades 6-8, Science Grade 8 End-of-Grade, NC Math 1 End-of-Course (Grade 8)

Purpose:

To provide students with the opportunity to increase their skills in content areas and allow the opportunity to demonstrate grade-level mastery.

Eligibility:

The district and each school will use data to identify students that will benefit from remediation and readministration of the EOG/EOC. Students who do not attend remediation shall not participate in the readministration of assessments.

Transportation:

Transportation will be provided as needed.

Meals:

Daily breakfast and lunch will be provided.

CALENDAR OF UPCOMING EVENTS - March 14, 2024 Board Meeting

DATE	TIME	EVENT	LOCATION
Friday, March 15	All Day	McCrary Career Day	Charles W. McCrary Elementary School
Friday, March 15	All Day	Asheboro City Schools Elementary Choral Festival	North Asheboro Middle School
Tuesday, March 19 and Wednesday, March 20	9:30 a.m.	4th Graders to Greensboro Symphony	Tanger Center, Greensboro
Thursday, March 21	3:30-5:30 p.m.	Future Chef Competition	Balfour Elementary School
Friday, March 22	8:00 a.m.-12:00 p.m.	Donna Lee Loflin Career Day	Donna Lee Loflin Elementary School
Friday, March 22	8:00-10:00 a.m.	Legislative Breakfast	Professional Development Center
Thursday, March 28	All Day	Required Teacher Workday	All Schools
Friday, March 29	All Day	Holiday	All schools
Monday, April 1-Friday, April 5	All Day	Spring Break	All Schools
Monday, April 1	6:00 p.m.	Randolph County Commissioners Meeting	Old Historic Courthouse
Wednesday, April 10 & Thursday, April 11	TBD	Balfour Career Days	Balfour Elementary School
Wednesday, April 10	5:00-6:30 p.m.	NAMS Family Engagement Night	North Asheboro Middle School
Thursday, April 11	7:30 p.m.	Board of Education Meeting	Professional Development Center
Thursday, April 18	4:30-6:30 p.m.	Teachey Family Night and Talent Show	Guy B. Teachey Elementary School
Saturday, April 20	3:00 p.m.	Middle School All State Chorus Concert	Greensboro Coliseum
Tuesday, April 23	5:30 p.m.	Donna Lee Loflin Family Engagement Night	Donna Lee Loflin Elementary School
Thursday, April 25	5:30 p.m.	McCrary Family Night	Charles W. McCrary Elementary School
Thursday, April 25	5:30 p.m.	Balfour Show How You Grow Night	Balfour Elementary School
Thursday, April 25	5:00-7:00 p.m.	Lindley Park Family Night	Lindley Park Elementary School
Friday, April 26	9:00 a.m.-1:00 p.m.	Asheboro High School Senior Walk	Elementary Schools/Middle Schools
Friday April 26 and Saturday, April 27	7:00 p.m.	Park Street Players Spring Musical- "Guys and Dolls"	Performing Arts Center
Sunday, April 28	2:00 p.m.	Park Street Players Spring Musical- "Guys and Dolls"	Performing Arts Center
Wednesday, May 1	11:30 a.m./12:30 p.m.	Early Release Day	All Schools
Friday, May 3	All Day	Donna Lee Loflin K-5 Field Day	Donna Lee Loflin Elementary School
Monday, May 6	6:00 p.m.	Randolph County Commissioners Meeting	Old Historic Courthouse
Tuesday, May 7-Wednesday, May 8	TBD	Functional Skills Frozen Production	Performing Arts Center
Thursday, May 9	5:30 p.m.	We Are McCrary	Charles W. McCrary Elementary School
Thursday, May 9	7:30 p.m.	Board of Education Meeting	Professional Development Center
Thursday, May 9	7:30 p.m.	Asheboro High School Jazz Concert	Performing Arts Center
Tuesday, May 14	7:00 p.m.	Middle School Spring Chorus Concert	Performing Arts Center
Wednesday, May 15	6:00 p.m.	Asheboro City Schools Evening of Excellence	AVS Catering Centre
Friday, May 17	5:00-7:00 p.m.	Balfour Spring Fling	Balfour Elementary School
Thursday, May 16	5:00-6:30 p.m.	NAMS Family Engagement Night	North Asheboro Middle School
Thursday, May 16	7:00 p.m.	Asheboro High School Spring Choral Concert	Performing Arts Center
Tuesday, May 21	7:00 p.m.	South Asheboro Middle School Spring Band Concert	Performing Arts Center
Tuesday, May 21	7:00 p.m.	North Asheboro Middle School Spring Chorus Concert	North Asheboro Middle School Theater

CALENDAR OF UPCOMING EVENTS - March 14, 2024 Board Meeting			
DATE	TIME	EVENT	LOCATION
Wednesday, May 22	7:00 p.m.	Asheboro High School Awards Night	Performing Arts Center
Thursday, May 23	7:00 p.m.	Asheboro High School Spring Band Concert	Performing Arts Center
Monday, May 27	All Day	Holiday	All Schools