

Policy Committee Meeting

**Asheboro City Board of Education
November 4, 2021**

Agenda

1. Call to Order
2. Question from policy 2200, Election of Officers/Organization of Board
3. Policy 1510/4200/7270 - School Safety (Temporary Requirements)
4. Policy 2125/7315 - Confidential Information
5. Policy 2325 - Board Meeting News Coverage
6. Policy 2410 - Policy Development
7. Policy 2420 - Adoption of Policies
8. Policy 2430 - Dissemination and Preservation of Policies
9. Policy 2450 - Suspension of Board Policies
10. Policy 2460 - Administration in Policy Absence
11. Policy 2470 - Administrative Procedures
12. Policy 2600 - Consultants to the Board
13. Policy 3510 - Religious-Based Exemptions from School Programs
14. Policy 7120 - Employee Health Certificate
15. Policy 7805 - Superintendent Evaluation
16. Policy 7812 - Evaluation of Superintendent
17. Adjourn

SCHOOL SAFETY*Policy Code: 1510/4200/7270*

TEMPORARY REQUIREMENTS TO PREVENT COVID-19 SPREAD

In order to secure the health and safety of school system students and employees during the COVID-19 pandemic, the school system will implement the strategies that the North Carolina Department of Health and Human Services (DHHS) advises be implemented by all schools to lower the risk of COVID-19 exposure and spread. The superintendent or designee, in conjunction with appropriate health officials, shall develop protocols where necessary to implement strategies recommended by DHHS. These temporary rules shall remain in effect until repealed by the board or until the applicable guidance from DHHS is rescinded, whichever occurs first.

Safe schools are critical to creating a learning environment in which students can succeed. Staff and students share the responsibility for taking reasonable precautions and following established safety measures to create and maintain safe schools. The following safety measures must be implemented at each school.

A. SUPERVISION OF STUDENTS

Students must be reasonably supervised while in the care and custody of the school system. This supervision must occur throughout school hours, including during class, between classes, on the playground, and during recess or lunch periods; during authorized school field trips; and on school buses. Reasonable precautions should be taken to protect the safety of students on school grounds and on buses before, during and after school.

Students who are subject to policy 4260, Student Sex Offenders, and are receiving educational services on school property must be supervised by school personnel at all times.

B. SUPERVISION OF VISITORS

School administrators shall strictly enforce policies 5015, School Volunteers, and 5020, Visitors to the Schools.

C. SAFETY OF SCHOOL BUILDINGS AND GROUNDS

The superintendent and each building principal shall comply with all duties set out for their respective positions in G.S. 115C-288(d) and G.S. 115C-525 to minimize fire hazards. The principal is required to inspect school buildings, playgrounds, and equipment for health, fire, and safety hazards on a regular basis, as required by law, and to notify the superintendent immediately of unsanitary conditions or repairs needed to meet safety standards.

Any employee who observes any potential hazards must notify the principal or the employee's supervisor immediately.

All warning systems must meet building and equipment codes required by law and must be properly maintained. When necessary, proper signs indicating potential hazards or recommended safety precautions must be posted.

D. ESTABLISHING PROCESSES TO ADDRESS POTENTIAL SAFETY CONCERNS AND EMERGENCIES

1. Responding to Student Altercations and Other Threats to Safety

All school system employees have a duty to be alert at all times to situations that may pose a threat to the safety of students, employees, or visitors on school property, at school events, or in other situations in which the students are under the authority of school employees. Even an employee who does not have responsibility for supervising students is expected to make an immediate report if the employee observes or has reason to suspect that a situation poses a threat to safety and no administrator, teacher, or other supervisory employee is present and aware of the potential threat.

Teachers, teacher assistants, coaches, and other employees with responsibility for supervising students will use appropriate student behavior management techniques to maintain order and discipline on school property, at school events, and anywhere that students are under the employees' authority. Such employees must enforce the Code of Student Conduct and address student behavior in accordance with the school plan for management of student behavior (see policy 4302, School Plan for Management of Student Behavior).

When employees with responsibility for supervising students have personal knowledge or actual notice of a student altercation or other situation that poses an immediate threat to safety, they shall use their professional judgment to determine how best to address the situation to protect the safety of everyone in the vicinity. Emergency procedures identified in a student's Behavior Intervention Plan shall be followed to the maximum extent possible under the circumstances. For minor threats or altercations or altercations involving young children, the employee shall intervene directly to end the fight or address the safety threat if the employee can do so safely. An employee who encounters a situation that cannot be managed safely and effectively by that employee immediately shall request assistance from other employees or administrative staff and shall take steps to remove bystanders from the area. Only the degree of force or physical control reasonably necessary shall be used to re-establish a safe environment.

Employees should take further action as appropriate in accordance with any response protocols established by the principal or superintendent. All employees are responsible for knowing and following such protocols to the fullest extent reasonable

under the circumstances at the time.

2. School Rules

The principal or designee shall develop rules to help prevent accidents in school buildings, on school buses, and on school grounds.

3. Training for Staff and Students

Staff training must include detailed instruction on how to respond to a variety of emergency situations. Staff should also be able to recognize and respond to behavior, information, and related indicators that warn of impending problems. In addition, middle and high school employees must receive adequate training on the operation of the school's anonymous safety tip line.

School personnel must teach and review with students (1) safety procedures, including fire safety procedures; (2) precautions for handling chemicals or potentially dangerous equipment; and (3) appropriate responses to threats to school safety. Middle and high school students must also be informed of the anonymous safety tip line and its purpose and function.

4. Safety Equipment

School employees shall provide students and visitors with safety equipment as required by law and shall enforce school rules pertaining to wearing safety equipment. School employees shall wear and use appropriate safety equipment as required for the safe performance of their specific job assignments.

5. Planning for Emergencies and Conducting Fire Drills and Other Emergency Drills

The board, in coordination with local law enforcement and emergency management agencies, will adopt a school risk management plan relating to incidents of school violence for each school in the school system. The superintendent must provide the Department of Public Safety's Division of Emergency Management (Division) with emergency response information it requests for the school risk management plan and updated emergency response information when such updates are made. The superintendent must also provide the Division and local law enforcement schematic diagrams, including digital schematic diagrams, of all school facilities and updates of the schematic diagrams when the school system makes substantial facility modifications, such as the addition of new facilities or modifications to doors or windows. Schematic diagrams must meet any standards established by the Department of Public Instruction for the preparation and content of the diagrams. In addition, the superintendent shall provide local law enforcement with (1) either keys to the main entrance of all school buildings or emergency access to key storage devices for all school buildings and (2) updated access to school buildings when

changes are made to the locks of the main entrances or to the key storage devices.

At least one school-wide tabletop exercise and drill that meets the requirements of state law and is based on the procedures documented in the school risk management plan will be held annually at each school. Principals shall also conduct fire drills as required by law.

6. Reporting Risks to the School Population

Students should notify any staff member of any acts of violence, harassment, or bullying or any other unusual or suspicious behavior that may endanger safety. Middle and high school students may also use the anonymous safety tip line to report any risks to the school population or buildings. Ongoing student education efforts will aim at minimizing any fear, peer pressure, embarrassment, or other impediments to students reporting potential problems.

Maintaining a safe school environment that is conducive to learning requires staff to be proactive in dealing with violence, harassment, and bullying. Staff members must report immediately to the principal any information regarding unusual or suspicious behavior or acts of violence, harassment, or bullying.

School officials shall investigate and act upon any report of such behavior, including, when appropriate, reporting criminal activities to law enforcement, the State Board, the State Superintendent of Public Instruction, and the superintendent or designee (see policies 1710/4020/7230, Discrimination and Harassment Prohibited by Federal Law, 1725/4035/7236, Title IX Sexual Harassment – Prohibited Conduct and Reporting Process, 1726/4036/7237, Title IX Sexual Harassment Grievance Process, 4040/7310, Staff-Student Relations, 4329/7311, Bullying and Harassing Behavior Prohibited, 4335, Criminal Behavior, and 7232, Discrimination and Harassment in the Workplace).

7. Potential Threats of Registered Sex Offenders

The principal of each school shall register with the North Carolina Sex Offender and Public Protection Registry to receive e-mail notification when a registered sex offender moves within a one-mile radius of the school.

8. Student Behavior Standards

Students are expected to meet behavior standards set forth in board policies.

Legal References: G.S. 14-208.18; 115C-36, -47, -105.49, -105.53, -105.54, -166, -167, -288, -289.1, -307, -390.3, -391.1, -521, -524, -525; State Board of Education Policies SSCH-000, SCFC-005

Cross References: Discrimination and Harassment Prohibited by Federal Law (policy 1710/4020/7230), Title IX Sexual Harassment – Prohibited Conduct and Reporting Process (policy 1725/4035/7236), Title IX Sexual Harassment Grievance Process (policy 1726/4036/7237), School Improvement Plan (policy 3430), Staff-Student Relations (policy 4040/7310), Student Sex Offenders (policy 4260), Student Behavior Policies (4300 series), Bullying and Harassing Behavior Prohibited (policy 4329/7311), School Volunteers (policy 5015), Visitors to the Schools (policy 5020), Registered Sex Offenders (policy 5022), Weapons and Explosives Prohibited (policy 5027/7275), Public Records – Retention, Release, and Disposition (policy 5070/7350), Relationship with Law Enforcement (policy 5120), Discrimination and Harassment in the Workplace (policy 7232), Occupational Exposure to Hazardous Chemicals in Science Laboratories (policy 7265), Staff Responsibilities (policy 7300), Security of Facilities (policy 9220)

Other Resources: *Practical Information on Crisis Planning: A Guide for Schools and Communities*, U.S. Department of Education Office of Safe and Drug-Free Schools (January 2007), available at <http://www2.ed.gov/admins/lead/safety/crisisplanning.html>

Adopted: July 14, 2011

Revised: June 13, 2013; April 10, 2014; May 14, 2015, July 14, 2016, September 14, 2017, January 11, 2018, June 13, 2019, May 13, 2021

Employees and board members have an absolute duty to maintain the confidentiality of records as required by law. Employees and board members, by the nature of their ~~occupation positions~~, are exposed to confidential information ~~which that~~ should not be repeated or discussed except with those recognized by law as having a right to the information. Any employee or board member who is not sure whether particular information may be protected by state or federal confidentiality laws should seek clarification from his or her immediate supervisor or executive director of human resources (for employees) or from the superintendent or board attorney (for board members). Where violations occur, appropriate disciplinary action will be taken.

A. PERSONNEL FILES

It is a criminal violation for an employee or board member to do either of the following:

1. knowingly, willfully and with malice permit any unauthorized person to have access to information contained in a personnel file; or
2. knowingly and willfully examine, remove or copy a personnel file that he/she is not specifically authorized to access pursuant to G.S. 115C-321.

B. STUDENT RECORDS

Employees and board members shall safeguard the confidentiality of student records as provided in policy 4700, Student Records.

C. HANDLING AND TRANSMITTING PERSONALLY IDENTIFIABLE INFORMATION

The superintendent or designee is directed to establish and enforce processes and protocols for the secure handling and electronic transmission of personally identifiable information of students and employees.

Legal References: Family Educational Rights and Privacy Act, 20 U.S.C. §1232g; G.S. 115C-47(18), -321, -402

Cross References: Communicable Diseases - Students (policy 4230), Student Records (policy 4700), Confidentiality of Personal Identifying Information (policy 4705/7825), Public Records – Retention, Release and Disposition (policy 5070/7350), Personnel Files (policy 7820)

Other Resources: Transmitting Private Information Electronically: Best Practices Guide for Communicating Personally Identifiable Information by E-mail, Fax, or Other Electronic Means, available at <https://www.dpi.nc.gov/best-practices-guide-pii-and-email/download?attachment>

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

Reviewed by Policy Committee on June 14, 2012

Revised: May 11, 2006, March 11, 2016

All meetings of the board of education, except closed sessions, will be open to representatives of the news media ~~except closed sessions~~. ~~In the event that representatives of the news media are unable to attend a meeting, upon request, they will be provided a summary of important board actions by the superintendent.~~ Mechanical devices may be used during meetings to record, broadcast or photograph board meetings, if they do not interfere with the ability of the board to conduct its business.

The placement and use of any equipment necessary to broadcast, film, or record a meeting may be regulated by the board to prevent undue interference with the meeting, but not in such a way as to frustrate the coverage of the meeting.

If a meeting room is too small to accommodate all of the personnel and equipment necessary to broadcast, film or record a meeting, the board may require equipment to be pooled. If the news media requests an alternate meeting place in order to facilitate news coverage and the board grants the request, the news media making the request are responsible for paying any additional costs ~~which that~~ may be involved in securing an alternate site. The board must act in good faith in carrying out these provisions.

If the board holds a remote meeting (see policy 2302, Remote Participation in Board Meetings) ~~by conference telephone call or similar means~~, it will provide some a means for members of the public to listen to the meeting. Notice of ~~an electronic~~ a virtual meeting must specify how public access will be provided. The board may charge each listener a fee of up to \$25.00 to defray the costs.

Legal References: G.S. 143-318.11, -318.13, -318.14

Cross References: Remote Participation in Board Meetings (policy 2302), Closed Sessions (policy 2321), News Media Relations (policy 5040)

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

Reviewed by Policy Committee on July 12, 2012

Any board member, individual, ~~or~~ group of citizens, student, ~~s~~ or employees may initiate proposals for new policies, or changes to existing policies. The initiator will refer the suggestions to the superintendent for study prior to public discussion of the proposal and board action.

As appropriate in the development of proposed policies, the superintendent will seek input from the board attorney, other professionals, school system personnel, parents, students and citizens.
~~The board encourages input from the board attorney, other professionals, school district personnel, parents, students and citizens, as appropriate in the development of proposed policies.~~

Legal References G.S. 115C-36

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

Reviewed by Policy Committee on August 9, 2012

Policies may be proposed for adoption, amendment or repeal at any board meeting by any member of the board or by the superintendent. A request to place the proposed policy on the agenda must be made in accordance with board policy.

Policies introduced and recommended to the board will not be adopted until a subsequent meeting. Thus, time will be given to permit further study and also to ~~give present~~ give present an opportunity for interested parties to react. However, temporary approval may be granted by the board in lieu of formal policy to meet emergency conditions or special events ~~which~~ that will take place before formal action can be taken.

During discussion of a policy proposal, the views of the public, parents, students and staff will be considered. ~~Amendments~~ Board members may be proposed by ~~board members~~ amendments. An amendment will not require that the policy go through an additional reading except as the board determines that the amendment needs further study and that an additional reading would be desirable. The board must adopt by majority vote, and the superintendent must record the policy in the minutes of the board meeting in order for the policy to be considered official board policy.

Unless otherwise specified by the board, a policy is effective as of the date it is adopted by the board.

No policy formally adopted by the board of education may be revised or rescinded except by majority vote in accordance with policy 2342, Voting Methods.

Legal References: G.S. 115C-36

Cross References: Board Meetings Agenda (policy 2330), Voting Methods (policy 2342), Policy Review and Evaluation (policy 2440)

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

Reviewed by Policy Committee on August 9, 2012

The superintendent shall establish and maintain an orderly plan for preserving and making accessible the policies adopted by the board of education and any accompanying administrative procedures or memoranda.

All policies adopted by the board of education will be maintained in both electronic and physical form. The electronic form shall be accessible through the school system website. The physical form shall be kept in a policy manual that will constitute a public record that will be open for inspection at the board of education offices during regular office hours. The board will endeavor to keep both the electronic policies on the website and the physical policy manual updated with the most recent policies adopted by the board. Any discrepancies between the policies on the website and in the physical manual shall be resolved in accordance with the board's most recent action on the policy.

The superintendent shall ensure that all board members and employees have convenient access to copies of the board's policies.

All physical policy manuals distributed remain the property of the board, will be deemed to be "on loan" to any person or organization, and are subject to recall at any time deemed necessary for purpose of amendment, rescission or recodification.

Legal References: G.S. 115C-36

Adopted: April 11, 2013

Updated

SUSPENSION OF BOARD POLICIES

Policy Code:

2450

The operation of any section or sections of board policies not established by law or contract may be suspended temporarily by a majority vote of board members present at a board meeting held in compliance with law and board policy.

Legal References: G.S. 115C-36

Cross Reference: Board Meetings (policy 2300)

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

Reviewed by Policy Committee on August 9, 2012

Updated

ADMINISTRATION IN POLICY ABSENCE

Policy Code:

2460

The board of education delegates to the superintendent of the schools the power to act in cases ~~where~~ in which the board has not provided policy statements to guide administrative action. The superintendent ~~will~~ shall inform the board promptly of such action and of the need for policy.

Legal References: G.S. 115C-36, -47, -276

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

Reviewed by Policy Committee on August 9, 2012

The superintendent is responsible for developing administrative procedures necessary to implement board policies.

In developing procedures, the superintendent should consult, as appropriate, with principals and other school district personnel, parents, students, the board attorney, and other professionals and citizens. The superintendent may establish formal administrative procedures or use less formal documents, such as memoranda, so long as the documents are preserved and disseminated in accordance with board policy. The board may review an administrative procedure at any time and direct the superintendent to modify, expand or omit the procedure.

Legal References: G.S. 115C-36, -47

Cross References: Dissemination and Preservation of Policies (policy 2430)

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

Reviewed by Policy Committee on August 9, 2012

Updated

CONSULTANTS TO THE BOARD

Policy Code:

2600

As situations demand, ~~t~~The board may utilize consultants from various fields ~~as situations demand,~~ including architects, personal consultants and instructional/educational consultants. In each case, the board will ~~request~~ advertise for proposals as required by law or as deemed necessary by the board and will enter into a written contract with the consultant selected, outlining the tasks to be performed, the dates for completion, evaluation procedures and any other relevant terms.

Legal References: G.S. 115C-47

Cross References: Planning for Facility Needs (policy 9000), Site Selection (policy 9010), Facility Design (policy 9020), Supervision of Construction Contracts (policy 9130), Sale, ~~and~~ Disposal and Lease of Board-Owned Real Property (policy 9400)

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

Reviewed by Policy Committee on August 9, 2012

RELIGIOUS-BASED EXEMPTIONS FROM SCHOOL PROGRAMS

Policy Code:

3510

The curriculum of the school district will be based on the current statewide instructional standards. The board and the school ~~administrators~~ ~~district~~ will exercise their authority to select appropriate materials and teach the curriculum in an effective manner. The board supports the free exercise of religion and prohibits discrimination on the basis of religion. While students are expected to participate in all required courses and school activities, ~~this policy provides parents with a process for seeking a religious-based exemption for a child's participation.~~ The board recognizes that at times parents may object to a specific school course or activity. This policy is designed to provide parents with a process for seeking a religious-based exemption for their child from a required school course or activity.

If parents have religious-based objections to certain programs, they may petition to exempt their child from participation. Any request for exemption should be submitted to the superintendent, or designee, in accordance with the following guidelines:

1. ~~The~~ The request must be in writing;
2. ~~The~~ The request must specify the activities or studies ~~which that~~ violate their religious beliefs and explain how their religious beliefs are violated by the activity; ~~and.~~
3. ~~The~~ The request may suggest a proposed alternate activity or study.

The superintendent, or designee, will review the request in accordance with any constitutional ~~or any~~ statutory standards and ~~will~~ shall accommodate the request when required to do so by law. If the accommodation is not required by law, the superintendent, or designee, may choose to accommodate such a request after weighing factors, such as the interest of the child, the impact on other students, and the availability of alternative activities or materials. An appeal of the superintendent's decision may be made to the board through the student grievance procedure.

Legal References: U.S. Const. amend. I; N.C. Const. art. I, § 14; G.S. 115C-36, -47

Cross References: Student and Parent Grievance Procedure (policy 1740/4010), Goals and Objectives of the Educational Program (policy 3000), Curriculum Development (policy 3100), ~~Academic Freedom (policy 3105)~~

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

Revised: June 13, 2013

All new employees, as well as employees who have been separated from public school employment for more than a year or who have been absent for more than 40 successive school days because of a communicable disease, must provide a fully completed health certificate. Such certificate must be prepared by:

1. A physician licensed to practice in North Carolina;
2. A nurse practitioner approved pursuant to state law; or
3. A physician's assistant licensed to practice in North Carolina.

A new employee who has not previously been employed in a public school in North Carolina may provide a certificate prepared by a physician, nurse practitioner, or physician's assistant who holds a current unrestricted license or registration in another state, so long as evidence of that license or registration is on the certificate. Such certificate must certify that the employee does not have tuberculosis in the communicable form; any other communicable disease; or any disease, physical or mental, that would impair the ability of the individual to perform effectively in his or her duties. The board or superintendent may require any individual covered by this policy to have a physical examination when deemed necessary.

Health certificates will be maintained in separate, confidential medical files in the human resources office.

Legal References: G.S. 115C-323

Adopted: May 9, 2013

SUPERINTENDENT EVALUATION

Policy Code:

7805

This policy is optional. All aspects of this policy may be modified to reflect the board's practices.

It is the responsibility of the board to maintain and improve the quality of the administrative leadership of the school system. A primary method used to carry out this responsibility is to assist the superintendent in improving his or her effectiveness. To this end, the board shall annually evaluate the superintendent against the performance standards described below. The board may use the evaluation process and guidelines established by the State Board of Education, including the *Rubric for Evaluating North Carolina Superintendents*, or such other processes and evaluation tools as the board chooses. Except in extraordinary circumstances, every board member shall be involved in the evaluation.

A. SUMMARY OF PERFORMANCE STANDARDS

The board sets for the superintendent the following standards as established by the State Board.

1. Strategic Leadership

The superintendent shall continually reevaluate and adjust, as necessary, expectations, processes, and plans in an effort to help every student graduate from high school, globally competitive for work and postsecondary education and prepared for life in the 21st century. The superintendent shall promote a climate of inquiry that challenges the community to build on the school system's core values and beliefs about the preferred future and develop a pathway to reach it.

2. Instructional Leadership

The superintendent shall set high standards for instruction and shall create professional learning communities that result in highly engaging instruction and improved student learning. The superintendent shall set specific achievement targets for schools and students and then require the consistent use of research-based instructional strategies to reach the targets.

3. Cultural Leadership

The superintendent shall recognize the effect a school system's culture has on school performance. The superintendent shall gain an understanding of the people in the school system and community, their history, and their traditions and motivate them to actively support the school system's efforts to achieve individual and collective goals. While supporting and valuing the history, traditions, and norms of the school system and community, the superintendent shall "reculture"

the school system, if necessary, to improve learning and infuse the work of the adults and students with passion, meaning, and purpose.

4. Human Resource Leadership

The superintendent shall create within the school system a professional learning community with processes and systems in place that provide for the recruitment, induction, support, evaluation, development, and retention of a high-performing, diverse staff. The superintendent shall use distributed leadership to support learning and teaching, plan professional development, and engage in school system leadership succession planning.

5. Managerial Leadership

The superintendent shall ensure that the school system has processes and systems in place for budgeting, staffing, problem solving, communicating expectations, and scheduling that organize the work of the school system and give priority to student learning and safety. The superintendent must solicit operating and capital resources, monitor their use, and assure the inclusion of all stakeholders in decisions about resources so as to meet the 21st century needs of the school system.

6. External Development Leadership

The superintendent, in concert with the local board, shall design structures and processes that result in broad community engagement with, support for, and ownership of the school system vision. Acknowledging that strong schools build strong communities, the superintendent shall proactively create opportunities for parents, community members, government leaders, and business representatives to invest resources, assistance, and good will in the school system.

7. Micropolitical Leadership

The superintendent shall promote successful teaching and learning by understanding, responding to, and influencing the larger political, social, economic, legal, ethical, and cultural contexts. The superintendent shall bring his or her knowledge to the board and work with the board to define mutual expectations, policies, and goals for the success of the school system.

The board may also provide the superintendent with additional specific standards, expectations, goals, and objectives.

B. EVALUATION PROCESS

Each year, the superintendent must conduct a self-assessment of his or her own performance needs using the *Rubric for Evaluating North Carolina Superintendents* or another instrument selected by the board. This self-assessment will become the basis for setting preliminary goals for the upcoming school year.

The superintendent shall then meet with the board and share the results of the self-assessment and his or her plans for the next school year. Such plans should address areas that need improvement as well as areas of strength that should be expanded and enhanced. At this meeting, the superintendent and the board will establish the conditions of the annual evaluation, including (1) the scope and timeline of the evaluation; (2) the goals and other performance expectations of the board; (3) the evidence and documentation necessary to demonstrate the expected level of performance; (4) the potential consequences of poor performance; and (5) the potential benefits of exemplary performance. The superintendent may develop, suggest, or submit additional goals or initiatives for consideration by the board.

In preparation for the evaluation, the superintendent shall collect, analyze, and synthesize the evidence and documentation needed to demonstrate his or her performance throughout the year. This information will be provided to the board at least 30 days before the date of the annual evaluation.

Board members will independently rate the superintendent's performance using the *Rubric for Evaluating North Carolina Superintendents* or another instrument selected by the board. They will then meet to discuss their individual ratings and agree upon a single rating for each standard and each element associated with the standard. The board will make every effort to achieve consensus on the superintendent's ratings.

The superintendent and the board will meet to discuss the superintendent's self-assessment and the board's evaluation of the superintendent. Should additional data or documents need to be brought into the discussion, the board and superintendent will agree on the information needed for the review and a timeline for providing it for the board's consideration. At this meeting, the superintendent and the board will agree upon performance goals and recommendations for the subsequent school year.

Legal References: G.S. 115C-47, -271, -333(f); *North Carolina Superintendent Evaluation Process* (North Carolina Department of Public Instruction, September 2, 2010), available at <https://sites.google.com/dpi.nc.gov/ncees-information-and-resource/home>

Cross References: Board and Superintendent Relations (policy 2010), Superintendent Contract (policy 7420)

Adopted:

EVALUATION OF SUPERINTENDENT

Policy Code: **7812**

The Board of Education will annually evaluate the performance of the superintendent. Through evaluation of the superintendent, the Board strives to accomplish the following:

1. Clarify for the superintendent and individual board members the Board's expectations of the superintendent.
2. Assess strengths, recognize accomplishments, and determine areas for improvement of the superintendent.
3. Develop harmonious working relationships between the Board and the superintendent.
4. Provide effective administrative leadership for the school system.

The criteria for the yearly evaluation will be based on two components:

1. Progress toward annual goals for the school system established by the Board and superintendent in the fall.
2. Performance of job responsibilities in alignment with accepted performance standards.

The following guidelines will be used in the evaluation process:

1. The Board will review progress toward annual goals.
2. Each member of the Board will complete a performance review evaluation form and submit it to the Board Chairman.
3. The superintendent will submit a written self-evaluation to the Board Chairman.
4. The Board will hold an executive session at the regular July Board meeting to discuss the superintendent's evaluation and develop a consensus report.
5. The Board Chairman is responsible for completing the composite evaluation form which reflects the Board's evaluation. The Board Chairman will meet with the superintendent to discuss the evaluation prior to the regular August meeting of the Board.
6. The Board will meet with the superintendent in executive session at the regular August Board meeting to discuss and finalize the annual evaluation. The final report will be signed by the Board Chairman representing the Board and by the superintendent.
7. The evaluation report is to be considered confidential and accessible only to the superintendent and members of the Board of Education subject to local policies and state and federal statutes.

Adopted: September 8, 2005

ASHEBORO CITY BOARD OF EDUCATION
South Asheboro Middle School Media Center
November 4, 2021
7:30 p.m.

6:00 p.m. - Policy Committee

6:45 p.m. - Finance Committee

I. Opening

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

II. Special Recognition and Presentations

- A.** Points of Pride – Ms. Leigh Anna Marbert, Public Information Officer
- B.** Community Partner Spotlight – Ms. Leigh Anna Marbert, Public Information officer
- C.** School Spotlight – Guy B. Teachey Elementary School, Ms. Ann Evans, Principal
- D.** Exceptional Children Educator of Excellence Award – Ms. Tracie Ross,
Director of Exceptional Children
- E.** NCHSAA 3A Girls Golf Champion – Dr. Drew Maerz, Director of Support Services

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

IV. Public Comments

- A.** 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 – October 14, 2021
- B.** Personnel
- C.** Policies Recommended for Approval:
 - Policy 1000 – Legal Status of the Board and School District
 - Policy 1520 – Identification Card System
 - Policy 1730/4022/7231 – Nondiscrimination on the Basis of Disabilities
 - Policy 2000 – Operation Goals of the Board
 - Policy 2475 – School Rules
 - Policy 2500 – Hearings Before the Board
 - Policy 4231/5021/7263 – Face Coverings
 - Policy 4331 – Assaults and Threats
 - Policy 6140 – Student Wellness
 - Policy 6322 – Student Assignment to Buses

VI. Information, Reports and Recommendations

A. Policies Recommended for 30-Day Review – Dr. Drew Maerz, Director of Support Services:

- Policy 2100 – Board Member Legal Status
- Policy 2113 – Board Member Resignation
- Policy 2116 – Removal From Office
- Policy 2122 – Role of Board Members In Handling Complaints
- Policy 2200 – Election of Officers/Organization of Board
- Policy 2210 – Duties of Officers
- Policy 2230 – Board Committees
- Policy 2302 – Remote Participation In Board Meetings
- Policy 2310 – Public Participation At Board Meetings
- Policy 2335 – Advance Delivery of Meeting Materials
- Policy 2340 – Parliamentary Procedures
- Policy 2342 – Voting Methods
- Policy 2650 – Liaison With School Boards Associations
- Policy 5022 – Registered Sec Offenders
- Policy 7232 – Discrimination And Harassment In The Workplace

B. Facilities Update – Mr. Chris Scott, Director of Facilities & Maintenance

C. Strategic Plan for 2022-2026 Recommended for 30-Day Review – Dr. Aaron Woody, Superintendent

VII. *Action Items

A. Vote on Local Face Covering Policies - required by SL 2021-130 (Senate Bill 654).

B. Staff Retention Bonus – Ms. Sandra Spivey, Finance Officer

C. Day Treatment Program – Ms. Tena Lester, Lead Social Worker

VIII. Board Operations – Mr. Michael Smith, Chairman

A. Calendar of Events

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

November 4, 2021

7:30 p.m.

**South Asheboro Middle School
Media Center**

Addendum

6:00 p.m. – Policy Committee

6:45 p.m. – Finance Committee

I. Opening

II. Special Recognitions

F. Recognition of Retiring Board Members – Dr. Aaron Woody, Superintendent

III. Superintendent's Report

IV. Public Comments

V. *Consent Agenda

B. Personnel (addendum added)

D. Budget Amendment – CE-01

E. 2021-2022 Afterschool Care Salary Schedule

F. 2020-2021 Budget Transfer Report – Information Only

VI. Information and Reports

VII. *Action Items

VIII. Board Operations

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.



Points of Pride Update

November 4, 2021

FOX8 Educator of the Week

Ms. Leslie McKinnon, Exceptional Children's Teacher from South Asheboro Middle School, has been nominated as the FOX8 Educator of the Week. She will be featured on FOX8 during the week of November 8.

CWM Team Building Activity

Teachers at Charles W. McCrary Elementary School recently participated in a team-building activity where staff were charged with creating pumpkins that showed how they felt and what they needed. This surprise activity was the brainchild of Mr. Graham Groseclose, AP, and Ms. Kelly Patton, IF, as a way for teachers to vent their frustrations in a positive way and have a little Halloween fun.

AHS BANDORAMA

On Thursday, October 28, the Asheboro High School Blue Comet Marching Band hosted BANDORAMA! Due to renovations at AHS and COVID restrictions, the event was held outside in the courtyard behind Walker Street Commons. The concert featured music from the 2021 football season and was free, but donations were encouraged. All proceeds from the event will support academic scholarships for graduating seniors.

AHS Fall Chorus Concert

On Monday, October 25, students in the Asheboro High School Chorus had an opportunity to perform for the first time since the beginning of the global pandemic. The concert was held at Central United Methodist Church. We thank Central for allowing us to use their facility for this special event.

NC College Application Week

During the month of October, the College Foundation of North Carolina (CFNC) hosts NC Countdown to College, a time to support high school seniors in completing important steps for college enrollment. The third week in October (Oct. 18-22) is College Application Week. On Wednesday, October 20, staff across the district wore college/university attire to support this initiative.

AAEOP Fundraiser for Student Scholarships

The Asheboro Association of Educational Office Professionals has officially launched their annual fundraiser in which all proceeds go to support scholarships for Asheboro High School seniors. Orders are being taken now through November 29.

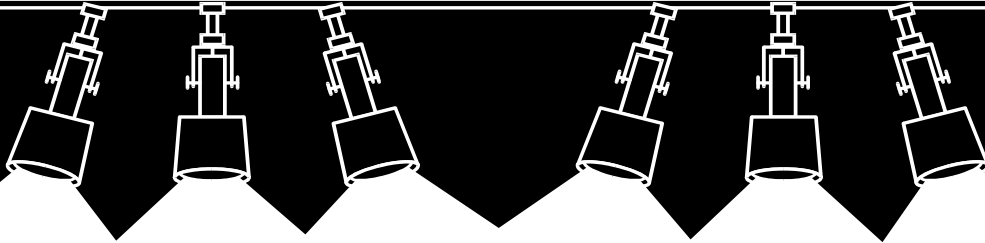
Salem Lee Qualifies for State Championship

Congratulations to Salem Lee for her third place finish at the NCHSAA 3A Regionals and carded a 76. She qualified for the NCHSAA 3A State Championship to be played on October 25 and 26 at Foxfire Grey in Jackson Springs, NC. Congratulations to Salem and Coach Heather Norris!

Field of Honor – November 11-14

Asheboro City Schools will again partner with the Asheboro-Randolph Chamber of Commerce and the Asheboro Rotary Club for the 2021 Field of Honor. This year, the Chamber has a goal of supporting and displaying 500 flags for this event. Flags will be displayed November 11-14 at the baseball field at South Asheboro Middle School.

November 4, 2021



Community Partner Spotlight:

Tonight, we are pleased to recognize Sunset Slush for being an extraordinary community partner to the students and staff at Guy B. Teachey Elementary School.

School Spotlight:

Ms. Ann Evans will present, "Words have Power," as the evening's School Spotlight. She will share information about how teachers in her school are helping students to build and expand their vocabulary school wide to help with reading comprehension and fluency.

Exceptional Children Educator of Excellence:

Ms. Udenia Icenhour has been named the Asheboro City Schools Exceptional Children's Educator of Excellence for the 2021-2022 school year. Ms. Icenhour serves as an Extended Content Teacher at Guy B. Teachey Elementary School. After serving 22 years in the United States Navy as a mechanic (11 years) and a counselor (11 years), Ms. Icenhour pursued a second career as an educator! Thank you Ms. Icenhour for your service to our country and now to the special kids we serve in ACS!

NCHSAA 3A Girls Golf Champion

Dr. Drew Maerz, District Athletic Director, will recognize Asheboro High School student-athlete, Salem Lee, who ranked fifth place in the North Carolina High School Athletic Association 3A Girls Golf Tournament on Tuesday, October 26 in Pinehurst.

ASHEBORO CITY BOARD OF EDUCATION
October 14, 2021
7:30 p.m.
South Asheboro Middle School Media Center

Policy Committee

This meeting was conducted by use of simultaneous communication.

Policy Committee Members present in person:

Gwen Williams Vice Chairman Baxter Hammer

Policy Committee Members present remotely:

Linda Cranford (6:10 pm) Chairman Michael B. Smith (6:10 pm)

Staff Members present in person:

Dr. Drew Maerz Carla Freemyer
Anthony Woodyard Dr. Aaron Woody

The meeting was called to order at 6:12 p.m. and Dr. Maerz presented the following policy amendments:

Policy 2100 - Board Member Legal Status

- Updated cross reference

Policy 2113 - Board Member Resignation

- Delete – covered by policy 2115

Policy 2116 - Removal from Office

- Additional statement about disqualified board member in alignment with N.C.G.S.

Policy 2122 - Role of Board Members

- Minor language updates

Policy 2200 - Election of Officers - Organization of Board

- Language clarification
- Legal reference update

Policy 2210 - Duties of Officers

- Minor language updates

Policy 2230 - Board Committees

- Minor language updates
- Updated cross reference

Policy 2302 - Remote Participation in Board Meetings

- Update to notice for a board member participating in a meeting remotely
- Clarification of remote meetings
- Clarification on the submission of written comments before a meeting
- Updated legal reference

Policy 2310 - Public Participation at Board Meetings

- Minor language updates
- Updated legal references

Policy 2335 - Advance Delivery of Meeting Materials

- Minor language updates

Policy 2340 - Parliamentary Procedures

- Updated version of Robert's Rules of Order

Policy 2342 - Voting Methods

- Updated cross references

Policy 2650 - Liaison with School Boards Association

- Updated organizational names

Policy 5022 - Registered Sex Offenders

- Defines terms and makes revisions throughout the policy to use those terms consistently in accordance with the new statutory change. (Required)
- Modifies the prohibition on registered sex offenders being present on school property in alignment with G.S. 14-208.18
- Simplify the requirements for entering contracts
- Deletes outdated references

Policy 7232 - Discrimination and Harassment in the Workplace

- Updated definition of unlawful discrimination on the basis of sex
- Updated legal references

Mr. Hammer asked about policy 2200 and specifically about the 12 hours of training required for board members. He asked about the possibility of waiving this requirement due to the ongoing global pandemic.

- Dr. Maerz shared he would look into this possibility and a definition of the word "cycle" stated in the policy. We believe this is over a 2-year period.

These policies will be presented to the board for a 30-day review at the November Board of Education Meeting.

There being no further business, the meeting was adjourned at 6:44 p.m.

Finance Committee

This meeting was conducted by use of simultaneous communication.

Finance Committee members present in person:

Vice Chairman Baxter Hammer

Gwen Williams

Finance Committee members present remotely:

Chairman Michael B. Smith (6:10 p.m.)

Staff members present:

Dr. Aaron Woody

Sandra Spivey

Chris Scott

Anthony Woodyard

Chairman Michael B. Smith called the meeting to order at 6:47 p.m. and referred to Sandra Spivey.

Ms. Spivey provided a brief review of the initial budget that was included as an action item on

the agenda for the board meeting. The state budget will be amended once a state budget has passed. The initial budget for state is based on the planning allotments. The federal budgets are based on planning allotments and carryover amounts. The other funds are very similar to the prior school year.

Ms. Spivey also reviewed the total COVID related funds received to date as well as remaining funds to be spent. Ms. Spivey stated that she would be giving an update of each source of COVID funds and what these funds have been spent on at the board meeting. A summary will be placed on the website following the board meeting.

Ms. Spivey mentioned that we have been looking at incentives for staff with possible bonus and/or local supplement increases. We have been waiting for a state budget to pass first. The state budget always impacts our local budget. We do have the ESSER funds that may be used to help support a retention bonus. We hope to bring a recommendation to the board at the November meeting.

Ms. Spivey reviewed the update that Mr. Scott will present in the meeting tonight regarding facilities. Phase III of the Asheboro High School Renovation is still in the abatement phase. The abatement will be wrapping up very soon. The stadium has had one section blocked off during this school year. We did seek input from a structural engineer to verify the condition of the stadium. The one section needs some additional shoring up underneath. The required work will be completed at the end of next week and the section will be opened back up. At Loflin Elementary, the areas of concern for the lead paint issue will be addressed over the Thanksgiving break while the campus is empty.

There being no further business, Chairman Michael B. Smith adjourned the meeting at 7:09 pm.

Board of Education

This meeting was conducted by use of simultaneous communication.

Board Members attending in person:

Vice Chairman Baxter Hammer	Gus Agudelo	Ryan Patton
Art Martinez	Archie Priest, Jr.	Gwen Williams

Board Members attending remotely:

Chairman Michael B. Smith (7:24 p.m.)	Linda Cranford (7:20 p.m.)
Gidget Kidd (7:21 p.m.)	Dr. Beth Knott (8:40 p.m.)

Board Members absent:

Phillip Cheek

Staff Members attending:

Dr. Aaron Woody	Sandra Spivey	Anthony Woodyard
Carla Freemyer	Leigh Anna Marbert	Dr. Wendy Rich
Dr. Drew Maerz	Christopher Scott	Deanna Wiles
Chandra Manning	Sarah Beth Robbins	Angel Etheridge
Holly White	Christopher Burian	Dr. Penny Crooks

Lisa Hayes
Rhonda McHenry
Robin Harris

Chris Tuft
Julie Brady
Will Castro

Derek McCoy
Nikki Domally

Opening

Vice Chairman Baxter Hammer called the meeting to order at 7:30 p.m. and welcomed all in attendance. Mr. Hammer started the meeting by remembering our student from North Asheboro Middle School (NAMS), Isaiah Rosario, who passed away on September 18. He then followed with a moment of silence and asked Principal Derek McCoy of NAMS to introduce our students who led the Pledge of Allegiance.

Upon motion by Ryan Patton and seconded by Gus Agudelo and a roll call vote, the Board unanimously approved the meeting agenda. Roll call vote: Chairman Michael B. Smith, Vice Chairman Baxter Hammer, Archie Priest, Jr., Art Martinez, Gwen Williams, Gus Agudelo, Ryan Patton, Linda Cranford and Gidget Kidd.

Special Recognitions & Presentations:

Ms. Leigh Anna Marbert, Public Information Officer, presented the following Points of Pride:

AHS Athletic Hall of Fame: On Friday, October 1, the Asheboro High School Athletics Hall of Fame inducted the Class of 2021 during special ceremony prior to the home football game. The AHS Athletic Hall of Fame was created in 2004. With this year's addition of five individuals, the total number of former Blue Comet athletes and teams enshrined in the Hall exceeds 100. The newest inductees will have their names permanently and prominently displayed in the lobby of the New Gym at AHS. The Class of 2021 includes Lindsay Cross, Michael Eddy, DeNeal McNair, Neal Pritchard, and John Thornburg.

Hispanic Heritage Week: A number of schools in Asheboro City Schools are celebrating Hispanic Heritage Month. Ms. Marbert shared highlights of special projects our students have engaged to support and celebrate our Hispanic population during Hispanic Heritage Month.

NAMS Book Study on 9/11: During September, several seventh-grade classes read the book, Ground Zero, a historical novel about the events that took place on September 11, 2001. Students had an opportunity to join a LIVE chat with the book's author, Alan Gratz. Prior to the chat, students brainstormed questions for the author and two of our students' questions were included in the Q&A session.

LPES Creates Family Collaborative Project: Lindley Park would like to give a special shout out to art teacher, Ms. Vogel, for her vision and implementation of the school-wide project, which displays LPES families. The Board is invited to visit the school to view this collaborative project.

DLL Equity Project: Students at Donna Lee Loflin Elementary School engaged in a project focusing on their individual identity as part of the school's equity initiatives. To help students develop a strong sense of individual identity, second graders in Ms. Hunter's class recently completed self-portraits. Way to go students for creating these wonderful pieces of artwork!

CWM Connects with Katherine Esponda: Students in the after school program at Charles W. McCrary Elementary School conducted a virtual interview with Asheboro High School graduate, Katherine Esponda. Ms. Esponda is now a student at Harvard University and she shared lots of great information with our students about her Harvard experience so far. We wish to send special thanks to Ms. Esponda for taking time to give back the Asheboro community!

GBT Student Showcase: Fifth-grade students have blazed the path for the Student Showcase at Guy B. Teachey Elementary School. Students took the lead for sharing thoughts of motivation, encouragement, and wisdom with their peers.

Ms. Leigh Anna Marbert, Public Information Officer, presented the following Community Partner Spotlight: She recognized Bailey's Grove Baptist for being an extraordinary community partner to the students and staff at North Asheboro Middle School.

Mr. Derek McCoy, Principal of North Asheboro Middle School, presented the School Spotlight: Mr. Derek McCoy presented, "An Empowered Vision for North Asheboro Middle School," as the evening's School Spotlight. He discussed the CTE program at NAMS.

Dr. Aaron Woody, Superintendent, presented the Principal of the Year award: At the September meeting of the Administrative Leadership Team, the principals voted Ms. Nikki Domally (Lindley Park Elementary School) as the 2022 Asheboro City Schools Principal of the Year. She will now compete with other principals from across the Piedmont-Triad region. Congratulations Ms. Domally!

Superintendent's Report

Dr. Woody announced that there were several board members attending remotely. He thanked the visitors for attending. He recognized Randolph County Commissioner Maxton McDowell and Representative Allen McNeill and thanked them for attending.

National Principals Month

Dr. Woody shared that October is National Principals Month - a time to recognize the essential role principals play in making each school uniquely great. ACS principals are among the hardest working individuals in the education profession. They help set the academic tone and carry out the school's vision and mission. Principals are also responsible for ensuring teachers feel supported, students are learning, families are informed, and schools are well maintained and safe. He thanked the principals and shared his great appreciation for them.

Staff Recognition

Dr. Woody concluded his report by sharing a story brought to his attention about two staff members at Asheboro High School who raised the bar of customer service at a recent athletic event. Representative Donny Lambeth (North Carolina District 75) and his wife needed assistance upon arriving at Lee J. Stone Stadium with getting to the visitors side. They were met by Athletic Director Steve Luck and dedicated volunteer, Donald Hurley a.k.a. "Skippy" who directed and accompanied the couple without hesitation or question to the best seats on the visitor side of the stadium.

Rep. Lambeth wrote, "In today's world, it is rare to encounter folks who are so kind and willing to help." He went on to write, "I want you to know that we are very appreciative of the extra efforts to help us and make our game night an enjoyable one."

Public Comments

Ms. Kathryn Thill addressed the Board and gave special thanks to Principals for National Principal Month.

Consent Agenda

Upon motion by Linda Cranford and seconded by Art Martinez and a roll call vote, the Board unanimously approved the following items. Roll call vote: Chairman Michael B. Smith, Vice Chairman Baxter Hammer, Archie Priest, Jr., Art Martinez, Gwen Williams, Gus Agudelo, Ryan Patton, Linda Cranford, and Gidget Kidd.

- A. Approval of Minutes – September 9, 2021
- * B. Policies Recommended for Approval:
 - Policy 2610- Board Attorney
 - Policy 3640/5130 – Student Voter Registration and Preregistration
 - Policy 4050 – Children of Military Families
 - Policy 4329/7311 – Bullying and Harassing Behavior Prohibited
 - Policy 4700 – Student Records
 - Policy 5000 – Schools and The Community
 - Policy 5020 – Visitors to the Schools
 - Policy 5030 – Community Use of Facilities
 - Policy 5210 – Distribution and Display of Non-School Material
 - Policy 6305 – Safety and Student Transportation Services
 - Policy 6315 – Drivers
 - Policy 6321 – Bus Routes
 - Policy 7510 – Leave - Temporary Update
- C. Personnel – See personnel list below.

Asheboro City Schools Personnel Transactions - October 14, 2021

A. RESIGNATIONS/RETIREMENTS/SEPARATIONS

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Jones	Brittany	SAMS	Social Studies	9/15/2021
Smith	Tracey	GBT	Kindergarten	12/31/2021
Wright	Paul "Donnie"	AHS	Assistant Principal	12/19/2021

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Fernandez	Yasnai	LP	Instructional Assistant/Dual Language	9/16/2021
Gonzalez	Shandra	GBT	Instructional Assistant	10/11/2021
Greene	Ann	AHS	Instructional Assistant/EC	9/20/2021

Peters	Charles	AHS	Mathematics	9/20/2021
Quigley	Caroline	LP	Interventionist (part-time)	9/27/21-6/9/22

***C. LEAVES OF ABSENCE**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Cheek	Brenda	CO	Bus Monitor	9/16/21-6/30/22

**Asheboro City Schools
Personnel Transactions - ADDENDUM
October 14, 2021**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Brown	Margaret	AHS	Testing Coordinator/Office Support	10/29/2021
Duggins	Lourdes	SAMS	Head Custodian	10/15/2021
Jessup	Jonathan	AHS	Assistant Principal	5/1/2022

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Britton	Erin	TBD	Speech Language Pathologist	12/1/2021
Cox	Isaac	CO	Computer Technician	9/30/2021
King	Bonnie	CO	Bus Driver	10/14/2021
Lester	Dewayne	CO	Substitute Bus Driver	9/14/2021
Troya	Jose	CO	Substitute Bus Driver	10/14/2021
Woodle	Gene	CO	Substitute Bus Driver	9/30/2021

***D. ADMINISTRATIVE CONTRACTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Burress	Karen	AHS	Assistant Principal (temporary; part-time)	12/1/2021 - 6/30/2022

Information and Reports

- A. Dr. Drew Maerz, Director of Support Services, presented policies for 30-Day Review:
- Policy 1000 – Legal Status of the Board and School District
 - Policy 1520 – Identification Card System
 - Policy 1730/4022/7231 – Nondiscrimination on the Basis of Disabilities
 - Policy 2000 – Operation Goals of the Board
 - Policy 2475 – School Rules
 - Policy 2500 – Hearings Before the Board
 - Policy 4231/5021/7263 – Face Coverings
 - Policy 4331 – Assaults and Threats

- Policy 6140 – Student Wellness
 - Policy 6322 – Student Assignment to Buses
- B. Facilities and Phase III Construction Updates – Mr. Chris Scott, Director of Facilities & Maintenance, provided an update on facilities and the Asheboro High School Phase III renovations.
- C. Summer School Data Update – Ms. Deanna Wiles, Director of K-12 Curriculum presented data showing improvement directly related to Summer School and areas of growth needed.

Action Items:

- A. The Continuous Improvement Plans (CIP) for each school were presented by the Principals. Upon motion by Gus Agudelo, seconded by Gwen Williams and a roll call vote, the Board unanimously approved all plans as presented. Roll call vote: Chairman Michael B. Smith, Vice Chairman Baxter Hammer, Archie Priest, Jr., Art Martinez, Gwen Williams, Gus Agudelo, Ryan Patton, Linda Cranford and Gidget Kidd.
*A copy of the CIPs is made a part of these minutes.
- B. The 2021-2022 Budget was presented by Ms. Sandra Spivey, Finance Officer. Upon motion by Gwen Williams, seconded by Gus Agudelo, and a roll call vote, the Board unanimously approved the Budget as presented. Roll call vote: Chairman Michael B. Smith, Vice Chairman Baxter Hammer, Archie Priest, Jr., Art Martinez, Gwen Williams, Gus Agudelo, Ryan Patton, Linda Cranford, Gidget Kidd and Dr. Beth Knott.
- C. Per Session Law 2021-130 (Senate Bill 654), the Board is required to conduct a monthly vote on Local Face Covering Policies. Upon motion by Gidget Kidd and seconded by Archie Priest, the Board unanimously approved a roll call vote. The Board conducted a roll call vote, which resulted in the continuation of the mask mandate inside school facilities. Those voting to continue the mask mandate included Chairman Michael B. Smith, Vice Chairman Baxter Hammer, Linda Cranford, Gus Agudelo, Gwen Williams, Dr. Beth Knott, Art Martinez, and Ryan Patton. Gidget Kidd and Archie Priest, Jr. voted for mask optional.

Board Operations:

Vice Chairman Baxter Hammer reviewed dates and information regarding upcoming events. The next Board of Education meeting will be November 4, 2021.

Vice Chairman Baxter Hammer announced that Gwen Williams, Phillip Cheek, Ryan Patton and Linda Cranford would be the four delegates for the 2021 North Carolina School Boards Association Annual Conference.

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, upon motion by Gidget Kidd, seconded by Chairman Michael B. Smith, and a roll call vote, the Board unanimously approved to enter into closed session to discuss the Superintendent's Annual Evaluation at 10:15 p.m. Roll call vote: Chairman Michael B. Smith, Vice Chairman Baxter Hammer, Archie Priest, Jr., Art Martinez, Gwen Williams, Gus Agudelo, Ryan Patton, Linda Cranford, Gidget Kidd and Dr. Beth Knott.

Adjournment:

There being no further business and upon motion by Gidget Kidd and seconded by Chairman Michael B. Smith, the Board unanimously approved to adjourn at 10:29 p.m.

Chairman

Secretary

**Asheboro City Schools
Personnel Transactions
November 4, 2021**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Dunn	Virginia	BAL	Reading	12/31/2021

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Grant	Cathie	GBT	Interventionist (part-time; temporary)	11/15/21 - 6/3/2022
Pope	Dara	CWM	After School Program Assistant	10/25/2021

**Asheboro City Schools
Personnel Transactions - ADDENDUM
November 4, 2021**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Kidwell	Donna	ECDC	Instructional Assistant	12/31/2021

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Bainville	Scott	CO	Bus Driver	11/8/2021
Byers	Mason	AHS	Non-Faculty Coach (Wrestling)	11/1/2021
Shackleford	Carly	LP	2nd Grade	11/15/2021
Tucker	Ashley	DLL	Instructional Assistant	12/6/2021

C. TRANSFERS

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Copelan	Wendy	CO to CO/BAL	Talent Development/AIG (PT to FT)	11/15/2021

Asheboro City Schools
Certified Appointments - Personnel Addendum
November 4, 2021

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Shackleford, Carly	Lee University B: Interdisciplinary Studies	Elementary, K-6

Ms. Carly Shackleford is recommended to teach second grade at Lindley Park for the 2021-2022 school year. Ms. Shackleford has taught the past three plus years at the Chattanooga Charter School of Excellence, most recently in the fourth grade. She has experience working with diverse populations and brings a level of excitement and passion for all students. Ms. Shackleford is an Asheboro High School graduate and is excited to return to Asheboro to continue her teaching career. We are pleased to welcome Ms. Shackleford to Asheboro City Schools!

Policies For Approval

The legal status of the board and school district has been established by the General Assembly. In consonance with the law, the following are in effect:

- The official name of this district is: The Asheboro City Administrative Unit.
- The schools of this district will be known as: The Asheboro City Schools.
- The governing body of the Asheboro City Schools is: The Asheboro City Board of Education.

Legal References: N.C. Const., art. IX; G.S. 115C-1, -5, -40, -69

Adopted: March 12, 1998 to become effective July 1, 1998

Reviewed by Policy Committee on May 10, 2012

To help ensure the safety of our students, staff, and community, the Asheboro City Schools district has implemented an identification card system for all staff and approved visitors in the schools. Requiring all staff and visitors to display identification cards will help us distinguish persons who have legitimate business in our schools from those who do not, thereby enhancing safety at our schools.

A. RESPONSIBILITY OF DISTRIBUTING AND ENFORCING POLICY

The Asheboro City Schools Central Office will be responsible for the creation and distribution of photo identification cards for all staff. The central office will also provide “substitute teacher” and “visitor” cards to be used at each school.

B. STAFF CARDS

All school staff must display their ID cards at all times when in the school building. Staff ID cards will display a photo of the staff member, the staff member’s name and title, and the school name where the staff member is assigned. All ID cards must be worn from the waist up, face forward - no clipping to pant pocket, hems of sweaters, etc.

C. VISITORS, VOLUNTEERS, AND TEMPORARY EMPLOYEE CARDS

Visitors, volunteers, temporary employees, such as substitute and student teachers, must report directly to the school office upon arrival, at which time a staff member, assigned by the principal, will give them an ID card. Visitor cards and substitute teacher ID cards will not have photos, unless it is requested by the principal, such as a long-term substitute, or regular parent volunteer. Visitors, volunteers, temporary employees, and all other persons doing business in the school must wear their ID cards at all times while on school grounds. An individual required to wear an ID card must wear it on the front part of an outer garment where it is clearly visible. Visitors, volunteers, and temporary employees must return their cards upon leaving the building (exception for long-term substitute or for a card with photo as part of the card). The principal will be responsible to develop a system for accountability of all cards at the end of each day.

D. REPLACEMENT CARDS

All individuals receiving cards will be responsible for the replacement cost of lost ID cards. The cost for replacing a lost card will be \$5.00. Cards damaged or broken due to normal use will be replaced at no charge, but the original card must be turned in to the central office once a new card is issued.

Legal Reference: G.S.115C-36

Adopted: February 10, 2005

Cross Reference: School Safety (policy1510), Student Safety (policy 4200/7270), Visitors to the Schools (policy 5020)

Administrative Procedure: Yes

Reviewed by Policy Committee on May 10, 2012

NONDISCRIMINATION ON THE BASIS OF DISABILITIES

Policy Code: **1730/4022/7231**

The board of education will not discriminate against qualified persons with disabilities on the basis of a disability. This non-discrimination policy includes, but is not limited to, benefits of and participation in system programs and activities. The system will provide aids, benefits, and school services to a person with disabilities in the most integrated school setting appropriate to his or her needs so that he or she may have an opportunity commensurate to that provided to persons without disabilities to obtain the same results, gain the same benefit, or reach the same level of achievement.

The superintendent is directed to develop appropriate procedures to implement this nondiscrimination policy. The superintendent or designee shall:

1. submit an assurance of nondiscrimination with each application for federal financial assistance;
2. designate a person to coordinate the system's efforts to comply with Section 504 of the Rehabilitation Act of 1973 ("Section 504") and its regulations;
3. designate a person to coordinate the system's efforts to comply with the Americans with Disabilities Act and its regulations;
4. publish the name, office address, and phone number of the compliance coordinator(s) in a manner intended to ensure that employees, applicants, students, parents and other individuals who participate in the school system's programs are aware of the coordinator(s);
5. make complaint procedures available as provided in policy 1710/4020/7230, Discrimination and Harassment Prohibited by Federal Law, which provides opportunities for prompt and equitable resolutions to complaints alleging actions prohibited by Section 504 or ADA or regulations for these statutes;
6. provide notice that the school system does not discriminate on the basis of disability in violation of Section 504 or the ADA, or their implementing regulations, and make such notice accessible to employees, applicants, students and parents;
7. make reasonable accommodations for qualifying applicants or employees with disabilities; however, a reasonable accommodation does not include an accommodation that demonstrably would impose an undue hardship on the program or would fundamentally alter the nature of the service, program or activity;

8. not inquire about any disabilities that may need accommodation until after an applicant has been made an offer and, additionally, avoid using employment tests or other selection criteria that tend to screen out persons with disabilities unless the criteria are demonstrably job-related and effective alternatives are not available;
9. provide a free appropriate public education to each qualified student with disabilities in accordance with Section 504 and its regulations; and
10. establish and implement a system of procedural safeguards with respect to the identification, evaluation or educational placement of a student with disabilities under Section 504 which includes an opportunity for the student's parent or guardian to examine relevant records, an impartial hearing with the opportunity for participation by the parent or guardian and representation by counsel, and a review procedure.

Legal References: Americans With Disabilities Act, 42 U.S.C. 12101 *et seq.*, 28 C.F.R. pt. 35; Rehabilitation Act of 1973, 29 U.S.C. 705(20), 794, 34 C.F.R. pt. 104

Cross References: Discrimination and Harassment Prohibited by Federal Law (policy 1710/4020/7230), Service Animals in Schools (policy 4202/5029/7272)

Adopted: March 12, 1998 to become effective July 1, 1998

Updated: May 11, 2000, February 12, 2009, May 10, 2012

The board recognizes the trust and accountability it owes citizens, staff, parents and students in the manner in which it transacts the business of the school district. The board strives to conduct itself in accordance with the following operational goals:

1. acting in accordance with the code of ethics, as provided in policy 2120, Code of Ethics for School Board Members;
2. maintaining effective board/superintendent relations;
3. operating cost effectively and efficiently;
4. conducting business openly;
5. meeting requirements and duties for the board as established in board policy or law; and
6. making decisions with the board's goals, objectives and other principles as the guiding focus.

The board will endeavor to evaluate on a periodic basis its efforts to follow these operational goals. The board may use outside consultants, including the North Carolina School Boards Association, to assist the board in its self-evaluation.

Legal References: G.S. 115C-36

Cross References: Board Authority and Duties (policy 1010), Board and Superintendent Relations (policy 2010), Code of Ethics for School Board Members (policy 2120)

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

Reviewed by Policy Committee on June 14, 2012

All principals and school personnel are encouraged to initiate improvements to the educational program and services for students through school rules, standards and procedures. Unless specifically addressed by the board, the superintendent may determine what matters will be addressed through administrative procedures developed in accordance with policy 2470, Administrative Procedures, and what matters may be addressed through school rules, standards or procedures established by the principal.

Principals are responsible for school rules, standards and procedures and are encouraged to involve staff, parents, students, professionals and citizens as appropriate to the issue.

At any time, the board or superintendent may review and direct the principal to modify, expand or omit a school rule, standard or procedure. All rules, standards or procedures must be consistent with applicable policies of the board, the administrative procedures of the superintendent, and any other applicable laws and regulations.

Legal References: G.S. 115C-36, -47

Cross References: Dissemination and Preservation of Policies (policy 2430), Administrative Procedures (policy 2470)

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

Reviewed by Policy Committee on August 9, 2012

The board is guided by generally accepted standards of fairness in establishing processes for hearings before the board. Given the board's considerable responsibilities for overseeing the educational program and operations of the schools, the board also strives to be efficient in carrying out its various functions, including conducting hearings.

Unless other hearing processes are required by law or board policy, the following procedures will apply in board hearings. The board reserves the right to modify the procedures described in this policy as necessary in any particular hearing in order to be fair, efficient, meet legal requirements or for any other reason the board deems sufficient.

1. A hearing will be open to the public unless a closed session is permitted by law.

It is the express policy of the State and this board to make hearings open to the public except for certain purposes specified in the Open Meetings Law.

Grievance appeals pursuant to board policies 1740/4010 (Student and Parent Grievance Procedures) and 1750/7220 (Grievance Procedure for Employees) typically will be heard in closed sessions in order to present the disclosure of confidential information. Closed sessions will be conducted in accordance with board policy 2320, Compliance with the Open Meetings Law.

The board will consider requests made by a parent, student or employee to conduct a hearing in open session that is permitted by law to be held in closed session. However, the board will make the final determination of whether a hearing will be held in open or closed session.

2. The superintendent is responsible for providing sufficient notice of the time and place a hearing will be held and the nature of the hearing that will be available.

In order to resolve complaints expeditiously, board hearings will be scheduled as promptly as possible and notice given to the parties. The superintendent should provide as much notice as is feasible given the particular circumstances. The superintendent will provide a copy of this policy and, when possible, specify time limitations on the oral presentation if different from what is provided in number 5 of this policy.

3. Individual hearings will be held unless the board determines that a group hearing would be a more effective process for hearing and addressing the matter.

Where two or more individuals share the same or similar concern or are involved in the same matter to be heard by the board, the board may consider whether to conduct a group hearing. The board may consider factors such as generally accepted standards of fairness, the need for efficiency and the ability to prevent the disclosure of confidential information. The board will consider requests for group or individual hearings and will make the final determination.

4. Unless otherwise required by law, the board may designate a panel of two or more board members to hear and act on behalf of the board.

The superintendent shall confer with the chairperson of the board to determine whether the full board or a panel of the board will conduct a hearing. The board also may establish a panel to hear certain types of appeals, such as student grievances.

5. All parties involved in the hearing may submit written position statements and will be given the opportunity for a limited oral presentation.

Written statements may be submitted at the hearing or in advance of the hearing unless otherwise specified. All parties will be given the opportunity to orally address the board as well. The board may establish time limitations for oral presentations for different types of hearings or may set the time limitation for a particular hearing. Unless a different time frame is established in the notice, applicable board policies or at the hearing, each party will be offered 15 minutes to present his or her position to the board.

6. The board may limit oral presentation to be made by the parties themselves: other witnesses may be excluded.

The board believes that in most instances, permitting the parties to speak before the board enables a fair presentation of the parties' positions. The board may designate types of hearings in which parties may or may not be represented by legal counsel. Any individual intending to be represented by legal counsel must notify the superintendent in advance of the hearing so that there will be an opportunity to clarify whether legal counsel may be used and to provide the superintendent and board with the opportunity to be represented by legal counsel. If necessary, the meeting may be rescheduled so that the board and/or superintendent can secure legal counsel for the hearing.

7. Legal rules of evidence do not apply to information considered by the board.

The board may consider any information that a reasonably prudent person would consider in conducting the serious affairs of a business.

8. In reviewing any appeal of a decision of school personnel, the board will determine whether the administrative record as a whole provides sufficient evidence to justify the decision of the superintendent. New evidence will not be permitted unless necessary to prevent a threat of substantial unfairness.

The board will review the administrative record, including any administrative proceedings, and will provide an opportunity for the superintendent and the party contesting the decision to a limited oral presentation of their positions. The submission of documentary evidence and presentation of additional witnesses will be allowed at the discretion of the board.

9. The superintendent is responsible for making a record of the hearing.

The superintendent will make any record required by law. At a minimum, the board record will incorporate the administrative record provided to the board for review and any written documents submitted by the parties. The record also will provide the decision of the board and the basis for the decision when such information is required or specified in law or board policy.

Legal References: G.S. 115C-45(c); 143-318.11

Cross References: Discrimination and Harassment Prohibited by Federal Law (policy 1710/4020/7230, Title IX Sexual Harassment Grievance Process (policy 1726/4036/7237), Student and Parent Grievance Procedure (policy 1740/4010), Grievance Procedure for Employees (policy 1750/7220), Remote Participation in Board Meetings (policy 2302), Compliance with the Open Meetings Law (policy 2320), Long-Term Suspension, 365-Day Suspension, Expulsion (policy 4353), Requests for Readmission of Students Suspended for 365 Days or Expelled (policy 4362), Teacher Contracts (policy 7410), School Administrator Contracts (policy 7425), Classified Personnel: Suspension and Dismissal (policy 7940)

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

Reviewed by Policy Committee on August 9, 2012

Revised: October 11, 2012, September 8, 2016

The board is committed to providing an in-person learning and work environment that is as safe as reasonably possible during the COVID-19 pandemic. The board recognizes that the use of face coverings helps to reduce the spread of COVID-19 and limit the need for quarantining. The board also recognizes that the Centers for Disease Control, the American Academy of Pediatrics, the Occupational Safety and Health Administration, and the North Carolina Department of Health and Human Services recommend the use of face coverings in schools. Therefore, as part of its layered mitigation strategy to lower the risk of COVID-19 exposure and spread, the board requires face coverings to be worn by all students, employees, and visitors present on school campus during the 2021-2022 school year in accordance with this policy.

A. FACE COVERINGS REQUIRED

All individuals, including students, employees, and visitors, regardless of vaccination status, must wear face coverings at all times while inside of school buildings or on school transportation vehicles, including school buses, vans, and other group school transportation. Generally, individuals are not required to wear face coverings while outdoors or while in personal vehicles on school grounds.

B. FACE COVERING EXEMPTIONS**1. Individuals Exempted**

The following individuals are exempted from face covering requirements:

- a. children under two years of age;
- b. individuals who should not wear a face covering due to a medical or behavioral condition or disability (including, but not limited to, any person who has trouble breathing, or is unconscious or incapacitated, or is otherwise unable to put on or remove the face covering without assistance); and
- c. children who are unable to wear the face covering safely.

2. Situations Exempted

Face coverings do not need to be worn in the following situations:

- a. when seeking to communicate with someone who is hearing-impaired in a way that requires the mouth to be visible;

- b. when giving a speech for a broadcast or to an audience if at least 20 feet away from the audience;
- c. if temporarily removing the face covering to secure medical services or for identification purposes;
- d. when wearing a face covering at work would put the individual at risk, as determined by local, state, or federal regulations or workplace safety guidelines;
- e. if the face covering would impede visibility while operating equipment or a vehicle;
- f. while sleeping, actively participating in sanctioned athletic events in adherence with procedures recommended by the North Carolina High School Athletic Association, swimming, or playing in water; and
- g. while actively eating or drinking. Because face coverings cannot be worn consistently during mealtimes, students should maintain physical distancing of a minimum of three feet to the fullest extent possible when actively eating. Principals are encouraged to arrange for students to eat meals outdoors if possible.

C. PROPER FACE COVERING

To provide the greatest protection against the spread of COVID-19, face coverings must be worn properly. The face covering should completely cover the individual's nose and mouth and fit snugly around the face with no gaps. Face coverings that have a nose wire (a metal strip along the top of the mask that is bent over the nose to fit the face covering close to the face) are recommended in order to prevent air from leaking out the top of the face covering.

Face coverings may be either disposable masks (also called surgical masks or medical procedure masks) made of multiple layers of non-woven material or cloth masks made of at least two layers of tightly-woven, washable, breathable fabric. For better fit and extra protection, a disposable mask may be worn underneath a cloth mask. Two disposable masks should not be worn together. Face shields, masks with exhalation valves or vents, single layer masks or masks made of thin fabric that don't block light, scarves, ski masks, bandannas, and turtleneck collars do not qualify as face coverings for purposes of this policy.

D. FAILURE TO WEAR A FACE COVERING

1. Students

Face coverings will be provided to students who need them, including students who forget to bring their face coverings to school and students who are unable to afford them. No disciplinary action will be taken against a student for failure to bring a face covering to school.

Refusing to wear, intentionally removing, or inappropriately wearing a face covering in violation of this policy may be considered noncompliance with directives. Disciplinary consequences will be handled in accordance with policy 4300, School Behavior Policies.

No discipline will be imposed on any student who has been granted an exemption to the face covering requirement as provided in Section B. Disciplinary action for a student with a disability who has not been granted an exemption as provided in Section B will be in accordance with policy 4307, Disciplinary Action for Exceptional Children/Students with Disabilities.

2. Employees

Face coverings will be provided to employees who need them. Refusal by an employee to wear a face covering in accordance with this policy will be considered insubordination and may result in disciplinary action, up to and including termination, unless the employee has been granted an exemption as provided in Section B.

3. Visitors

Visitors will not be admitted into a school building or onto a school vehicle without wearing a face covering unless an exemption, as described in Section B, applies.

E. NOTICE

The principal or designee shall notify all students, parents, and employees of this policy and provide guidance and information regarding the proper use, wearing, removal, and cleaning of cloth face coverings. In addition, the principal or designee shall post signs at entrances to school buildings to alert visitors to the face covering requirements.

F. REVIEW OF THIS POLICY

This policy will remain in effect for the 2021-2022 school year only. At least once a month, the board will review this policy and consider the need for modifications. The board will vote to approve this policy, with any necessary modifications, at a regularly scheduled board meeting each month.

Legal References: S.L. 2021-130, sec. 10

Cross References: Disciplinary Action for Exceptional Children/Students with Disabilities (policy 4307), Disruptive Behavior (policy 4315)

Other Resources: *COVID-19 Guidance for Safe Schools*, updated July 18, 2021, American Academy of Pediatrics, available at <https://www.aap.org/en/pages/2019-novel-coronavirus-covid-19-infections/clinical-guidance/covid-19-planning-considerations-return-to-in-person-education-in-schools/>; *ED COVID-19 Handbook, Vol. 1: Strategies for Safely Reopening Elementary and Secondary Schools*, updated April 2021, U.S. Department of Education, Office of Planning, Evaluation and Policy Development, available at <https://www2.ed.gov/documents/coronavirus/reopening.pdf>; *Guidance for COVID-19 Prevention in K-12 Schools*, updated August 5, 2021, Centers for Disease Control and Prevention, available at <https://www.cdc.gov/coronavirus/2019-ncov/community/schools-childcare/k-12-guidance.html>; *Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace*, updated August 13, 2021, Occupational Health and Safety Administration, available at <https://www.osha.gov/coronavirus/safework>; *Requirement for Persons to Wear Masks While on Conveyances and at Transportation Hubs*, Centers of Disease Control and Prevention, Department of Health and Human Services (February 3, 2021), available at <https://www.govinfo.gov/content/pkg/FR-2021-02-03/pdf/2021-02340.pdf>; *StrongSchoolsNC Public Health Toolkit (K-12), Interim Guidance*, updated August 26, 2021, North Carolina Department of Health and Human Services, available at <https://files.nc.gov/covid/documents/guidance/Strong-Schools-NC-Public-Health-Toolkit.pdf>; *Your Guide to Masks*, updated August 13, 2021, Centers for Disease Control and Prevention, available at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html>

Adopted:

The board will not tolerate assaults or threats from any student. Any student engaging in such behavior will be removed from the classroom or school environment for as long as is necessary to provide a safe and orderly environment for learning.

A. PROHIBITED BEHAVIOR**1. Assault**

Students are prohibited from assaulting, physically injuring, attempting to injure, or intentionally behaving in such a way as could reasonably cause injury to any other person. Assault includes engaging in a fight.

2. Threatening Acts

Students are prohibited from directing toward any other person any language that threatens force, violence or disruption, or any sign or act that constitutes a threat of force, violence, or disruption.

Bomb and terrorist threats are also addressed in policy 4333, Weapons, Bomb Threats, Terrorist Threats, and Clear Threats to Safety.

B. CONSEQUENCES

The disciplinary consequences for violations of this policy shall be consistent with Section D of policy 4300, Student Behavior Policies. The superintendent or designee shall list in the Code of Student Conduct the specific range of consequences that may be imposed on a student for violations of this policy.

A student who is long-term suspended or reassigned to alternative education services as a result of assaulting or injuring a teacher shall not return to that teacher's classroom without the teacher's consent.

Legal References: G.S. 14-33, -34 through -34.2; 115C-47, -276(r), -288, -307, -390.2, -390.5, -390.7

Cross References: Student Behavior Policies (policy 4300), Integrity and Civility (policy 4310), Bullying and Harassing Behavior Prohibited (policy 4329/7311), Weapons, Bomb Threats, Terrorist Threats, and Clear Threats to Safety (policy 4333)

Adopted:

The board recognizes that it is important for students to maintain their physical health and receive proper nutrition in order to take advantage of educational opportunities. The board further recognizes that student wellness and proper nutrition are related to a student's physical well-being, growth, development and readiness to learn. The board is committed to providing a school environment that promotes student wellness, proper nutrition, nutrition education and regular physical activity as part of the total learning experience. As part of that commitment, the board directs the superintendent to oversee the development, implementation, and ongoing evaluation of this policy and other school system efforts to encourage students to be healthy and active, including compliance with the State Board of Education's Healthy Active Children Policy, SHLT-000, as further described in Section F, below. The superintendent may designate a school system official to carry out this responsibility ("lead wellness official").

The superintendent or designee shall make the most current version of this policy available to members of the school community and the public by posting it on the school system website and/or by distributing it annually through other means reasonably intended to reach the school community and public. In addition, the superintendent or designee shall provide a copy of this policy to the North Carolina Department of Public Instruction (NCDPI) when requested to do so.

A. SCHOOL HEALTH ADVISORY COUNCIL

The board will maintain a school health advisory council to help plan, update, implement, promote and monitor this policy as well as to address other health and nutrition issues within the school system. The council serves as an advisory committee regarding student health issues and works in conjunction with the lead wellness official charged with oversight of this policy and the school system's efforts to promote student and employee health and wellness in compliance with state and federal requirements. The council is authorized to examine related research and laws, assess student needs and the current school environment, review existing board policies and administrative regulations, collaborate with appropriate community agencies and organizations, and help raise awareness about student health issues. The council also may make policy recommendations to the board related to this policy and other policies concerning student wellness and in conjunction with the lead wellness official, shall periodically and suggest revisions to this policy. In addition, the council may assist in the development of a plan for measuring and assessing implementation of this policy and in developing methods to inform and update the public about the content and implementation of this policy as described in Sections E and G, below.

The council will be composed of representatives from the school system, the local health department and the community. The council must include members of each of the following groups: the school board, school system administrators, school system food service representatives, physical education teachers, school health professionals, students, parents or guardians and the public. The council will provide information to

the board about the following areas or concerns: (1) physical activity, (2) health education, (3) employee wellness, (4) health services, (5) social and emotional climate, (6) nutrition environment and services, (7) counseling, psychological, and social services, (8) physical environment, (9) family engagement, and (10) community involvement.

The council shall provide periodic reports to the Superintendent or designee and public regarding the status of its work. In addition, the council shall assist the lead wellness official in creating an annual report that includes the minutes of physical activity and the minutes of physical education and/or healthful living education received by students in the system each school year, as well as any other information required by the State Board of Education or NCDPI.

B. NUTRITION PROMOTION AND NUTITION EDUCATION

The board believes that promoting student health and nutrition enhances readiness for learning and increases student achievement. The general goals of nutrition promotion and nutrition education are (1) to provide appropriate instruction for the acquisition of behaviors that contribute to a healthy lifestyle for students and (2) to teach, encourage and support healthy eating by students.

The board will provide nutrition education within the Healthful Living Standard Course of Study and the grade level expectations outlined in the Healthful Living Essential Standards adopted by the State Board of Education. Nutrition education should be designed to provide all students with the knowledge and skills needed to lead healthy lives. Students should learn to address nutrition-related health concerns through age-appropriate nutrition education lessons and activities.

Nutrition education and promotion should extend beyond the school environment by engaging and involving families and communities. School system personnel may coordinate with agencies and community organizations to provide opportunities for appropriate student projects related to nutrition. School system personnel are to work to disseminate and promote consistent nutrition messages throughout the school system, schools, classrooms, school dining areas, homes, community and media.

In conjunction with the school health advisory council, the board establishes the following additional specific evidence-based goals and strategies for nutrition promotion and education. The board will periodically measure and report progress toward meeting these goals.

Goals will consist of:

1. Child Nutrition will follow all North Carolina and federal nutritional guidelines.
2. Nutrition education will align with national dietary guidelines and adhere to the

North Carolina Healthful Living Standard Course of Study to support a healthful lifestyle and improved quality of life for all students.

C. NUTRITION STANDARDS AND GUIDELINES FOR ALL FOOD AND BEVERAGES AVAILABLE AT SCHOOL

Consistent with policy 6200, Goals of School Nutrition Services, all foods available in the system's schools during the school day that are offered to students should help promote student health, reduce childhood obesity, provide a variety of nutritional meals and promote lifelong healthy eating habits. All foods and beverages sold at school must meet the nutrition standards established in policy 6230, School Meal and Competitive Foods Standards, including the following:

1. School Lunch, Breakfast and Snack Programs

Foods provided through the National School Lunch ~~or~~ School Breakfast, or After School Snack Programs must comply with federal and state nutrition standards. The director of child nutrition¹⁹ shall ensure that school system guidelines for reimbursable meals are not less restrictive than regulations and guidelines issued for schools in accordance with federal law.

2. Competitive Foods

All foods sold on school campuses in areas that are accessible to students during the school day (defined as the period from midnight through 30 minutes after the dismissal bell rings) in competition with the National School Lunch or School Breakfast Programs ("competitive foods") must comply with the federal Smart Snacks in Schools standards. Competitive foods include food, snacks and beverages from a la carte menus, vending machines and outside suppliers, as well as foods or beverages sold in school stores and at fund-raisers. Vending machine sales also must comply with the requirements of G.S. 115C-264.2 and *Eat Smart: North Carolina's Recommended Standards for All Foods Available in Schools*.

3. Other Foods Available on the School Campus During the School Day and After the School Day

Fundraising activities that involve the sale of foods and/or beverages to students during the school day (from midnight until 30 minutes after the dismissal bell rings) must comply with the Smart Snack Rules and may not be conducted until after the end of the last lunch period. See policy 6230, School Meal and Competitive Foods Standards.

The board encourages alternative fundraising activities such as non-food items or physical activity.

4. Food and Beverage Marketing

Food and beverage marketing on school campuses during the school day must meet federal and state standards. In accordance with these standards, only foods and beverages that meet the Smart Snack standards (as described in subsection C.2, above) may be marketed or advertised on school campuses during the school day.

D. PHYSICAL EDUCATION AND PHYSICAL ACTIVITY

1. Goals of the Physical Education Program

The goal of the physical education program is to promote lifelong physical activity and provide instruction in the skills and knowledge necessary for lifelong participation in physical activity. To address issues such as obesity, cardiovascular disease and Type II diabetes, students enrolled in kindergarten through eighth grade must have the opportunity to participate in physical activity as part of the system's physical education curriculum.

2. The Physical Education Course

The physical education course should be designed to foster support and guidance for being physically active, help students know and understand the value of being physically fit, and teach students the types of activities that contribute to total fitness. The course is to be taught in an environment where students can learn, practice and receive assessment on developmentally appropriate skills and knowledge as defined in the North Carolina Healthful Living Standard Course of Study. Students should be engaged in moderate to vigorous physical activity for fifty percent or more of class time. Class for physical education should be equivalent in size to those of other academic classes.

3. Physical Activity Requirements and Goals

School personnel should strive to provide opportunities for age and developmentally appropriate physical activity during the day for all students so that students can learn how to maintain a physically active lifestyle. Schools must provide a minimum of 30 minutes of moderate to vigorous physical activity daily for kindergarten through eighth-grade students. Such activity may be achieved through a regular daily physical education class as described in Sections D.1 and D.2 above, or through recess, dance, classroom energizers and/or other curriculum-based physical activity programs of at least 10 minutes duration, that, when combined, total 30 minutes of daily physical activity. Principals shall work with teachers to ensure that students meet the minimum physical activity requirement. The board will periodically measure and report progress toward meeting these goals.

To ensure that students have ongoing opportunities for physical activity and maintain a positive attitude towards physical activity, structured/unstructured recess and other physical activity may not be taken away from students as a form of punishment. In addition, severe and inappropriate exercise may not be used as a form of punishment for students.

E. OTHER SCHOOL-BASED ACTIVITIES TO PROMOTE WELLNESS

In addition to the standards discussed above, the board adopts the following goals for school-based activities designed to promote wellness:

1. Schools will provide a clean and safe meal environment.
2. Students will be provided adequate time to eat meals.
3. Drinking water will be available at all meal periods and throughout the school day.
4. Professional development will be provided for school system nutrition staff.
5. To the extent possible, the school system will utilize available funding and outside programs to enhance student wellness.
6. Food will not be used in the schools as a reward or punishment.
7. As appropriate, the goals of this wellness policy will be considered in planning all school-based activities.
8. Administrators, teachers, school nutrition personnel, students, parents or guardians, and community members will be encouraged to serve as positive role models to promote student wellness.

F. IMPLEMENTATION AND REVIEW OF POLICY

1. Oversight and Monitoring of Implementation and Progress

The lead wellness official, in conjunction with the school health advisory council, shall oversee the implementation of this policy and monitor system schools, programs and curricula to ensure compliance with and to assess progress under this policy, related policies and established guidelines or administrative regulations. Each principal shall be responsible for and shall report to the lead wellness official regarding compliance and measurements of progress in his or her school. Staff members responsible for programs related to student wellness also shall report to the lead wellness official regarding the status of such programs.

2. Review of Policy

The lead wellness official shall work with members of the school health advisory

council to periodically review and update of this policy based on the triennial assessment of the school system's compliance with the policy (see subsection F.4 below), progress toward meeting the policy goals, and other relevant factors. The lead wellness official shall document the review process and participants, and the method used to notify the school health advisory council and/or other stakeholders of their ability to participate.

3. Annual Reporting

The lead wellness official shall prepare annual written reports to the superintendent and NCDPI/State Board of Education that provide all information required by the superintendent and/or the state pertaining to the school system's efforts to comply with this policy and SBE Policy SHLT-000.

4. Triennial Assessment

Beginning with school year 2017-2018, and at least once every three years thereafter, the superintendent or designee shall report to the board and public on the system's compliance with laws and policies related to student wellness, the implementation of this policy, and progress toward meeting the goals of the policy. At a minimum, the superintendent or designee shall monitor the following:

- a. the extent to which the individual schools are in compliance with this policy;
- b. the extent to which the board's wellness policy compares to model local school wellness policies and meets state and federal requirements; and
- c. a description of the progress made in attaining the goals of this policy.

G. PUBLIC NOTIFICATION

1. The school system will publish contact information for the lead wellness official on the school system website.
2. The lead wellness official shall assist the school health advisory council with annually informing and updating the public about this policy and its implementation and State Board Policy SHLT-000.
3. The superintendent or designee shall make public the results of the triennial assessment described in subsection F.4 of this policy.
4. All information required to be reported under this section and any additional information required by the state to be reported publicly shall be widely disseminated to students, parents and the community in an accessible and easily

understood manner, which may include by posting on the school system website.

H. RECORDKEEPING

The superintendent or designee shall maintain records to document compliance with this policy and all federal and state requirements. These records, at a minimum, must include:

1. a written copy of this policy and any updates;
2. The most recent triennial assessment for each school.
3. documentation demonstrating:
 - a. the efforts to review and update this policy, as described in subsection F.2 of this policy;
 - b. how this policy and information about the most recent triennial assessments have been made available to the public, as described in Section G;
 - c. compliance with the annual reporting requirements of subsection F.3; and
 - d. other efforts to involve the school health advisory council and/or other community members in the implementation of or assessment of compliance with this policy.

Legal References: Child Nutrition and WIC Reauthorization Act of 2004, 42 U.S.C. 1751; Healthy, Hunger-Free Kids Act of 2010, P.L. 111-296; National School Lunch Act, 42 U.S.C. 1751 *et seq.*; 7 C.F.R. 210.11, 210.12, and 210.31; G.S. 115C-264.2, -264.3; 16 N.C.A.C. 6H.0104; State Board of Education Policies SHLT-000, CHNU-002; *Eat Smart: North Carolina's Recommended Standards for All Foods Available in Schools*, N.C. Department of Health and Human Services, N.C. Division of Public Health (2004)

Cross References: Goals of Student Health Services (policy 6100), Goals of School Nutrition Services (policy 6200), School Meal and Competitive Foods Standards (policy 6230)

Issued: August 10, 2006

Revised: June 30, 2009, April 10, 2014, January 21, 2016, September 14, 2017, February 14, 2019

A. ELIGIBILITY

Any student assigned to a school which is one and a half miles or more from his or her residence is eligible for transportation services to and from school. In addition, a student identified as having special needs will be provided with transportation services if entitled to such by federal and state laws and regulations. Also, the superintendent or his/her designee will consider applications for transportation services in the following situations:

1. when factors are present which may endanger the safety of students walking to the school;
2. when a student is medically certified as temporarily incapacitated; and
3. if the student has voluntarily requested a transfer from his or her regularly assigned school and the requested school is greater than one and a half miles from his or her residence.

B. APPLICATIONS

The parent or guardian of any child enrolled in school system may request bus services. The request should be made to the principal of the assigned school or other designated school official. The principal or other designated official shall forward the application to the superintendent or designee. If the application is denied by the superintendent or designee, the parent may seek review of the decision in accordance with policy 1740/4010, Student and Parent Grievance Procedure.

The board will direct that the student be provided transportation services if either (1) the board finds that the student is entitled to be transported to and from such school upon the school bus designated in the application; or (2) if the board finds that the transportation of the student upon such bus to and from such school is in the best interest of the student, will not interfere with the proper administration of the school or with the safe and efficient transportation by school bus of other students enrolled in the school, and will not endanger the health or safety of the children enrolled at the school.

Legal References: G.S. 115C-239, -240, -241, -244; *Policies Governing Services for Children with Disabilities*, State Board of Education Policy EXCP-000.

Cross References: Student and Parent Grievance Procedure (policy 1740/4010)

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

Updated: April 8, 1999, March 12, 2009, September 14, 2017

Budget Amendment
Asheboro City Schools Administrative Unit
Current Expense Fund

The Asheboro City Board of Education at a regular meeting on the 4th day of November, 2021, passed the following resolution.

Be it resolved that the following amendment be made to the budget resolution for the fiscal year ending June 30, 2022.

REVENUE

2.4910.000	Fund Balance Appropriated	\$	330,000
		\$	<u>330,000</u>

EXPENDITURE

2.5110.031	Regular Instruction	\$	330,000
		\$	<u>330,000</u>

Total Appropriation in Current Budget	\$	10,572,115
Total Increase/Decrease of above amendment		<u>330,000</u>
Total Appropriation in Current Amended Budget	\$	<u>10,902,115</u>

Passed by majority vote of the Board of Education of Asheboro City on the 4th day of November, 2021.

Chairman, Board of Education

Secretary

**SALARY SCHEDULE
2021-2022**

AFTER SCHOOL CARE

	HOURLY SALARY
After School I	\$10.63
After School II	\$12.25
Substitute	\$10.63

Asheboro City Schools
Budget Transfer Report
Information Only
2020-2021

Fiscal Period	Fund	Purpose	Description	Sum of Amount
6	1	5100	Regular Instructional Services	\$ 378,011.00
	1	5200	Special Populations Services	\$ (73,884.00)
	1	5800	School-Based Support Services	\$ (13,210.00)
	1	6500	Operational Support Services	\$ (81,890.00)
	1	7200	Nutrition Services	\$ (209,027.00)
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9	3	5300	Alternative Programs and Services	\$ 86.01
	3	5800	School-Based Support Services	\$ 0.10
	3	8100	Payments to Other Governmental Units	\$ (1,680.80)
	3	8200	Unbudgeted Funds	\$ 1,594.69
<hr/>				
10	3	5100	Regular Instructional Services	\$ 30,075.09
	3	5200	Special Populations Services	\$ 57,296.01
	3	5300	Alternative Programs and Services	\$ 13,868.38
	3	5800	School-Based Support Services	\$ (47,095.34)
	3	6200	Special Population Support and Development Services	\$ (18,175.06)
	3	6500	Operational Support Services	\$ (39,234.90)
	3	8100	Payments to Other Governmental Units	\$ 3,265.82
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11	1	5100	Regular Instructional Services	\$ (237,231.31)
	1	5200	Special Populations Services	\$ (23,401.74)
	1	5300	Alternative Programs and Services	\$ 19,516.96
	1	5400	School Leadership Services	\$ 210,047.17
	1	5800	School-Based Support Services	\$ 79,257.33
	1	6100	Support and Development Services	\$ 106,388.54
	1	6400	Technology Support Services	\$ 33.00
	1	6500	Operational Support Services	\$ (154,609.95)
	3	5100	Regular Instructional Services	\$ (217,917.05)
	3	5200	Special Populations Services	\$ 88,677.80
	3	5300	Alternative Programs and Services	\$ (38,953.25)
	3	5800	School-Based Support Services	\$ (12,525.49)
	3	6400	Technology Support Services	\$ 19,106.20
	3	6500	Operational Support Services	\$ (388.21)
	3	7200	Nutrition Services	\$ 162,000.00
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**Asheboro City Schools
Budget Transfer Report
Information Only
2020-2021**

Fiscal Period	Fund	Purpose	Description	Sum of Amount
12	1	5100	Regular Instructional Services	\$ (655,024.15)
	1	5200	Special Populations Services	\$ 119,399.90
	1	5300	Alternative Programs and Services	\$ 10,937.63
	1	5400	School Leadership Services	\$ 239,235.11
	1	5800	School-Based Support Services	\$ 21,788.73
	1	6100	Support and Development Services	\$ 5,174.44
	1	6300	Alternative Programs and Services Support	\$ 530.36
	1	6400	Technology Support Services	\$ 63,714.59
	1	6500	Operational Support Services	\$ (205,764.00)
	1	6600	Financial and Human Resource Services	\$ 230,212.09
	1	6700	Accountability Services	\$ 57,584.48
	1	6800	System-wide Pupil Support Services	\$ 11,445.52
	1	6900	Policy, Leadership and Public Relations Services	\$ 100,765.30
	3	5100	Regular Instructional Services	\$ (2,642,758.99)
	3	5200	Special Populations Services	\$ (17,750.00)
	3	5300	Alternative Programs and Services	\$ 1,723,329.90
	3	5400	School Leadership Services	\$ 35,949.00
	3	5800	School-Based Support Services	\$ 114,173.73
	3	6100	Support and Development Services	\$ 237,074.11
	3	6400	Technology Support Services	\$ 114,398.80
	3	6500	Operational Support Services	\$ 226,961.50
	3	7200	Nutrition Services	\$ 26,961.50
	3	8100	Payments to Other Governmental Units	\$ 245,644.67
	3	8200	Unbudgeted Funds	\$ (63,984.22)

Fiscal				
Period	Fund	Purpose	Description	Sum of Amount
13	2	5100	Regular Instructional Services	\$ (98,157.68)
	2	5200	Special Populations Services	\$ 170,697.99
	2	5300	Alternative Programs and Services	\$ (32,000.00)
	2	5400	School Leadership Services	\$ (146,607.99)
	2	6200	Special Population Support and Development Services	\$ 25,246.30
	2	7200	Nutrition Services	\$ 1,488.27
	2	8100	Payments to Other Governmental Units	\$ 79,333.11
	7	5100	Regular Instructional Services	\$ (21,982.37)
	7	5200	Special Populations Services	\$ 10,863.76
	7	7100	Community Services	\$ 11,118.61
	8	3xxx	State and Federal Funds	\$ (15,487.79)
	8	4xxx	Local Revenues	\$ 15,487.79
	8	5100	Regular Instructional Services	\$ (4,609.66)
	8	5200	Special Populations Services	\$ (5,483.57)
	8	5800	School-Based Support Services	\$ 47,139.94
	8	6200	Special Population Support and Development Services	\$ 5,483.57
	8	6500	Operational Support Services	\$ (42,530.28)

Policies For 30-Day Review

The board of education is a body corporate. Members of the board have authority only when acting as a board legally in session. The board will not be bound in any way by any statement or action on the part of an individual member, except when such action is at the specific instruction of the board.

Legal References: G.S. 115C-40, -41

Cross References: Board Authority and Duties (policy 1010)

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

Revised:

FOR DELETION

A board member will, upon deciding to submit his/her resignation, give the board chairperson a written notice of such resignation at least thirty (30) days in advance of the effective date of his/her termination of membership on the board. The board chairperson will submit the notice of resignation to board members as soon as possible and by no later than the next regular meeting of the board.

Legal References:

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

Reviewed by Policy Committee on June 14, 2012

Deleted:

A person who has been impeached from any office or adjudged guilty of a felony, corruption, or malpractice in any office and who has not been restored to the rights of citizenship is disqualified for office.

A board member who changes residence such that he or she is no longer entitled to vote in an election for the office he or she holds is disqualified from continuing to hold the office.

A board member who becomes disqualified for office may be subject to removal under G.S. 1-515.

In addition, as provided by G.S. 14-230, a board member who willfully and corruptly omits, neglects or refuses to discharge any of the duties of office or who willfully and corruptly violates the oath of office is subject to removal from office by a court.

A member of the local board of education who becomes disqualified for office may be subject to removal under G.S. 1-515.

Legal References: N.C. Const. art. VI; G.S. 1-514 to -532, 14-228 to -234.1

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

Revised: January 10, 2008, August 9, 2012

A. ROLE OF BOARD MEMBERS IN HANDLING COMPLAINTS

An individual board member who receives a complaint or inquiry from a parent or interested citizen concerning a school matter will refer the complainant to the appropriate school administrator and will, when appropriate, advise the complainant of the procedures in place for making such complaints.

The board member also may refer the complainant to the superintendent who will determine an appropriate means of responding to the complaint. The board attorney also may be notified of the complaint in accordance with board policy 2610, Board Attorney.

Individual board members will refrain from taking individual action with regard to such complaints other than referring them to the proper administrative employee.

B. ROLE OF BOARD MEMBERS IN VISITS TO SCHOOLS

Members of the board of education are encouraged to visit schools in order to inform themselves and to gain a clearer understanding of the daily operation of the system. Members of the board of education wishing to visit a school in the district in their official capacity as board members should generally inform the superintendent or his designee of the desire to visit. Policy questions arising from such visits should be directed to the superintendent.

In matters relating to the education of their own children, members of the board of education shall act as parents rather than board members and have the same rights and responsibilities as other parents.

Board members should confer, in the same manner as other parents, with the individual teacher or principal about matters growing out of their children's participation in the public schools.

C. ROLE OF BOARD MEMBERS IN INFORMAL MEETINGS WITH INDIVIDUAL OR GROUPS OF PATRONS CONCERNING SCHOOL MATTERS

The board of education encourages citizen participation in the public schools. Board policies provide guidance for such citizen participation. Individual board members should inform any citizen or group of citizens, with whom they meet, that in such meetings they act only as individuals and not for or on behalf of the board of education unless they have been so authorized by official board action. In addition, board members should attempt

to avoid situations in which their presence could be inferred by the citizens as being officially representative of the board.

Individual members of the board of education should refrain from meeting with groups of school employees to discuss matters relating to employment or conditions of work without specific authorization by board action.

When a request is received by a board member to meet with any informal citizen group about school matters, the individual board member should inform the board chairman and the superintendent of the request.

Legal References: G.S. 115C-36

Cross References: Board Attorney (policy 2610), Responding to Complaints (policy 1742/5060)

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

Revised: August 9, 2012

The board will elect a chairperson and a vice-chairperson to serve for a term of one year or until his or her successor is elected and qualified by taking the oath of office prescribed in Article VI, Sec. 7 of the North Carolina Constitution (see board policy 2110, Board Member Elections). To be eligible to be elected as chairperson or vice-chairperson, board members must fulfill the legal requirement of a minimum of 12 hours of training annually as of the most recently completed board development cycle, as verified by North Carolina School Board Association documentation (board policy 2123, Board Member Opportunities for Development).

An organizational meeting for the election and qualification of officers will be held at the regularly scheduled December meeting of the board and as often thereafter as the board will determine appropriate. The officers will be elected in the following order: chairperson, vice-chairperson.

The chairperson may serve a maximum of four successive years and then be eligible again after someone else served as chairperson.

If the chairperson resigns from office, the position will be filled by the vice-chairperson for the remainder of the term.

If the vice-chairperson resigns from office or becomes chairperson, the position will be filled at the next regular meeting of the board. The individual elected must have the majority vote of all members present.

If necessary at any meeting held to elect officers, the secretary to the board will serve as chairperson of the board for the purpose of conducting the election of the chairperson.

Legal References: G.S. 115C-37(d), -41

Cross References: Board Member Elections (policy 2110), Board Member Opportunities for Development (policy 2123)

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

Revised: March 13, 2014

The designated officers of the board will be chairperson, vice-chairperson, chairperson pro tempore and secretary.

The officers of the board will perform all duties and exercise the authority imposed or conferred upon them by the statutes of the State of North Carolina and by the State Board of Education.

A. DUTIES OF THE CHAIRPERSON

1. The chairperson has the following duties:

- a. preside at all meetings of the board;
- b. preserve order at all times;
- c. appoint committee members and chairpersons;
- d. serve as ex-officio member of all committees;
- e. call special meetings; and
- f. sign official district documents.

The chairperson will perform all duties required of the office by law and execute all documents on behalf of the board.

2. In order to address the board, a member must be recognized by the chairperson. The chairperson will have the following powers:

- a. to rule motions in or out of order, including the right to rule out of order any motions patently offered for obstructive or dilatory purposes;
- b. to determine whether a speaker has gone beyond reasonable standards of courtesy in his/her remarks;
- c. to entertain and rule on questions of parliamentary procedure;
- d. to call a brief recess at any time; and
- e. to adjourn in an emergency.

3. The chairperson may vote on all matters for which a motion is made and will serve as spokesperson of the board for communicating the board's position to the public.

B. DUTIES OF THE VICE-CHAIRPERSON

In the absence of the chairperson, the vice-chairperson of the board will assume all the rights and responsibilities of the chairperson and will perform other duties assigned by the chairperson.

C. DUTIES OF THE CHAIRPERSON PRO TEMPORE

In the absence of both the chairperson and vice-chairperson, the board may elect a chairperson pro tempore for that meeting only, and the appointment of such temporary officer will be noted in the minutes. While so serving, a chairperson pro tempore performs the regular duties of the chairperson.

D. DUTIES OF BOARD SECRETARY

The superintendent will serve as ex-officio secretary to the board. The superintendent shall keep the minutes of the meetings of the board but shall have no vote. In the event of a vacancy in the superintendency, or if the superintendent is excluded for a closed-session, the board may elect one of its members to serve temporarily as secretary to the board.

As secretary to the board, the superintendent shall:

1. record all proceedings of the board;
2. issue all notices and orders that may be made by the board;
3. ensure that the minutes of the meetings of the board are promptly and accurately recorded in the minutes book which will be kept in the office of the superintendent and be open to public inspection during regular business hours;
4. manage all correspondence on behalf of the board, unless the board directs otherwise;
5. prepare and distribute copies of the agenda as required by law and board policy;
6. maintain board members' manuals of policies and administrative regulations in

current status;

7. advise the board of policies previously adopted which affect items on the agenda requiring policy consideration;
8. in the absence of the chairperson and vice-chairperson, call the board meeting to order and conduct the election of a chairperson pro tempore; and
9. perform other duties as required by state law or board policy.

Legal References: G.S. 115C-41(a), -276(b)

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

Revised:

A. STANDING COMMITTEES

The board will organize standing committees for the purpose of conducting thorough deliberations and investigations of issues and informing and recommending action to the board as appropriate.

Standing committees of the board are: Finance and Policies.

The chairperson of each standing committee and the members of that committee will be named by the chairperson of the board on an annual basis. The assignment of individual board members to these committees will be published each year.

The committee chairperson will preside at all committee meetings and be responsible for reporting to the board on the activities of the committee. The committee chairperson will call meetings and establish an agenda for each committee meeting that ~~will~~ includes any item suggested by the superintendent, committee member or board member.

The board chairperson will be an ex-officio member of each committee. The superintendent or designee shall assist the chairperson of each standing committee in the preparation of the agenda and in ensuring that information is available to the committee during its deliberation of issues.

A standing committee may only make recommendations to the board and has no authority to act on behalf of the board unless specifically authorized by law, board policy or the board.

B. AD HOC COMMITTEES

As time and situations demand, ad hoc committees may be appointed by the chairperson with the approval of the board. Ad hoc committees have no final authority and are subordinate and advisory to the board.

C. OPEN MEETINGS LAW

All committees of the board are public bodies within the meaning of the North Carolina Open Meetings Law and are subject to all requirements of that law pertaining to notice, closed sessions, minutes, voting and penalties (see policy 2320, Compliance with the Open Meetings Law).

Legal References: G.S. 115C-36; 143-318.9 *et seq.*

Cross References: Compliance with the Open Meetings Law (policy 2320), Closed Sessions (policy 2321)

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

Revised:

The board acknowledges that attendance at board meetings is essential for its members to perform their official duties and to add to the diversity of thought and opinion in the board's deliberations. The board strongly encourages its members to be physically present for all board meetings. The board recognizes, however, that extenuating circumstances may occasionally prevent one or more members from being physically present at a meeting. It further recognizes that advances in technology, such as audio and video conferencing, have made it possible for members to communicate and deliberate with each other from remote locations. Therefore, to promote full participation of board members while ensuring access and transparency for the public as required by the Open Meetings Law, G.S. 143-318.9 *et seq.*, the board authorizes remote participation in board meetings subject existing board operational policies, state law, and to the following procedures and requirements.

A. DEFINITIONS

The following definitions apply in this policy:

1. Official Meeting of the Board

An official meeting of the board is an official meeting as defined by G.S. 143-318.10 and policy 2300, Board Meetings, and includes a board meeting, board committee meeting, public hearing, quasi-judicial hearing, or any other gathering that constitutes an official meeting subject to the open meetings law. References to "meeting" in this policy mean an official meeting of the board.

2. Remote Participation

Remote participation occurs when a member participates in an official meeting of the board or any part thereof via electronic means from a place other than the physical location of the meeting designated in the public notice for the meeting.

3. Wholly Remote Meeting

A wholly remote meeting is an official meeting of the board or any part thereof in which all members participate remotely by simultaneous communication via conference telephone, conference video, or other electronic means. A wholly remote meeting has no physical location.

4. State-Declared Emergency

A state-declared emergency exists when there has been a declaration of a state of emergency by the Governor or resolution of the General Assembly pursuant to G.S. 166A-19.20 that is applicable to the area under the board's jurisdiction.

5. Locally-Declared Emergency

A locally-declared emergency exists when there has been a declaration of a local state of emergency by the governing body of a municipality or county in accordance with G.S. 166A-19.22 that is applicable to area under the board's jurisdiction.

B. AUTHORIZED CIRCUMSTANCES FOR REMOTE PARTICIPATION

1. Meetings During a Declared Emergency

The board acknowledges that in-person meetings are strongly preferred and that a quorum of the board should be physically present for the meeting when reasonably possible. However, in times of emergency, including natural disasters and health emergencies, the board may find it necessary to have some or all of its members participate in meetings remotely.

a. State-Declared Emergency

During a state-declared emergency, wholly remote meetings or meetings with remote participation by individual member(s) will comply with G.S. 166A-19.24 and the requirements of this policy, including the special rules for meetings held during emergencies described in Section E, below.

b. Locally-Declared Emergency

During a locally-declared emergency, wholly remote meetings and meetings with remote participation by individual member(s) will comply with the requirements of the open meetings law, Sections C and D below, and to the extent not inconsistent with G.S. 143-318.13, the procedures established by G.S. 166A-19.24 as described in Section E, below.

2. Meetings Not During a Declared Emergency

a. Wholly Remote Meetings.

The board will not hold wholly remote meetings in the absence of a state- or locally-declared emergency.

b. Remote Participation by Individual Members

The board authorizes remote participation by individual members consistent with the requirements of this policy in any meeting of the board that is not a hearing as described in policy 2500, Hearings Before the Board, or other quasi-judicial proceeding.

C. CONDITIONS AND REQUIREMENTS FOR REMOTE PARTICIPATION

1. A member may attend a meeting and participate in board deliberations and decisions by remote participation if the member is prevented from physically attending the meeting due to:
 - a. personal illness, disability, order of quarantine or isolation, or government-issued “stay-at-home” mandate, or recommendation of medical provider or public health officials to limit public interaction;
 - b. out-of-town travel;
 - c. unexpected lack of child-care;
 - d. family member illness or emergency;
 - e. weather conditions;
 - f. military service;
 - g. employment obligations; ~~or~~
 - h. a scheduling conflict; or
 - i. a state or local declaration of a state of emergency that makes in-person attendance at a meeting a violation of an order to reduce social contact or to stay at home for reasons of public health.
2. Remote participation is not to be used solely for a board member’s convenience or to avoid attending a particular meeting in person.
3. No board member may participate remotely more than three times during a calendar year for a reason other than order of quarantine or isolation, “stay-at-home” mandate, or recommendation to limit public interaction, as described in subsection C.1, above; however, in other justifiable circumstances, the board may, by two-thirds vote, agree to waive this limitation.

4. Acceptable means of remote participation include telephone-, Internet-, or satellite-enabled audio or video conferencing, or any other technology that enables the remote participant and all persons present at the meeting location to be clearly audible to one another. Text messaging, instant messaging, email, and web chat without audio are not acceptable means of remote participation.
5. A board member participating in a meeting remotely shall use his or her best efforts to participate in all or as much of the meeting as circumstances permit and not merely for the closed session portion of the meeting or a limited number of agenda items.
6. A board member participating remotely will be considered present at the meeting for purposes of establishing and maintaining a meeting quorum and will be entitled to participate in open session deliberations at the meeting if, and while:
 - a. the member is able to hear other members of the board and any individuals addressing the board, including members of the public who are recognized by the board during public comment;
 - b. all persons present at the meeting location are able to hear the board member who is participating remotely; and
 - c. when video technology is used, the remote participant is visible to all persons present at the meeting location.
7. A board member considered present through remote participation will be permitted to vote on any action item at the meeting except:
 - a. any item for which the member was not participating remotely during the entire discussion and deliberation of the matter preceding the vote; and
 - b. any item that was being discussed when an interruption to the electronic communication occurred, if the board's discussion was not suspended during the interruption. A brief loss of simultaneous communication, such as a few seconds, will not disqualify the member from voting on the matter under discussion.

D. PROCEDURE FOR REMOTE PARTICIPATION

1. A member of the board who desires to participate in a meeting remotely shall notify the board chair and the superintendent at least six (6) hours in advance of the meeting so that necessary arrangements can be made. If the member has not already received all documents to be considered at the meeting, the

superintendent shall arrange for delivery of the materials in a manner that is practicable under the circumstances.

2. The chair or designee at the meeting location shall initiate contact with the member prior to the start of the meeting to secure participation.
3. The chair shall announce the remote participant and the means of remote participation at the beginning of the meeting.
4. The chair shall remind all members that all chats, instant messages, texts, or other written communications between members of the board regarding the transaction of board business during the meeting, including such communications between or among members participating remotely, are a public record.
5. If the remote participant cannot be physically seen by other members of the board and members of the public present at the meeting, the remote participant must identify himself or herself in each of the following situations:
 - a. when the meeting begins or the roll is taken;
 - b. prior to participating in the deliberations, including making motions, proposing amendments, and raising points of order; and
 - c. prior to voting
6. The meeting chair may decide how to address technical difficulties that arise when utilizing remote participation, but whenever possible, the chair should suspend discussion while reasonable efforts are made to correct any problem that interferes with a remote participant's ability to hear or be heard clearly by all persons present at the meeting location. If, however, the technical difficulties distract from or impede the orderly progress of the meeting, a majority of the members physically present may vote to end the remote participation.
7. A member participating remotely shall notify the chair if leaving the meeting before it is adjourned or rejoining the meeting after a period of absence.
8. All votes taken will be by voice vote (rather than by a show of hands).
9. The minutes of the meeting will reflect that the meeting was conducted by use of simultaneous electronic communication, which members were in attendance by simultaneous communication, and when such member(s) joined or left the meeting. Any interruption to or discontinuation of a member's participation will also be noted in the minutes.

10. Any costs associated with remote participation other than normal telephone or Internet connection shall be borne by the remote participant.

E. SPECIAL RULES FOR REMOTE MEETINGS DURING A DECLARED EMERGENCY

The following modifications and additions to the requirements of this policy apply to meetings held during a declared emergency.

1. Quasi-judicial hearings may be held remotely with consent of the parties and in conformance with the requirements of G.S. 166A-19.24(f)25 and this section.
2. Notice of meetings will be provided as required by G.S. 143-318.12 (and 166A-19.24(b1), if the original meeting notice did not specify a remote meeting), and will specify (1) the means by which the public can access the simultaneous live stream of the meeting and (2) any other means by which the public can access the meeting as it occurs.
3. The board need not provide a location for members of the public to listen to the meeting; however, in accordance with G.S. 143-318.13(d), this provision applies only to meetings conducted in accordance with G.S. 166A-19.24 when a state-declared emergency exists.
4. All documents to be considered during the meeting shall be provided to each member.
5. The means for simultaneous communication specified in subsection C.4 of the policy must allow for any member to do all of the following:
 - a. hear what is said by the other members;
 - b. hear what is said by any individual addressing the board; and
 - c. to be heard by the other members when speaking to the public body.
6. A member participating by simultaneous communication will be counted as present for quorum purposes only during the period that simultaneous communication is maintained for that member in accordance with subsection C.5, above.
7. The board will refrain from acting by reference to a document or other materials so as to conceal from public understanding what is being deliberated, voted, or acted upon at the meeting.

8. Except when the board is meeting in closed session, the meeting will be simultaneously streamed live online to the public, or if the meeting is conducted by conference call, the public will be provided an opportunity to dial in or stream the audio live and listen to the meeting.
9. If the meeting is a public hearing, the board will allow for written comments on the subject of the hearing to be submitted up to 24 hours prior to the scheduled time for the beginning of the public hearing; however, in accordance with G.S. 143-318.13(d), this flexibility applies only to meetings conducted in accordance with G.S. 166A-19.24 when a state-declared emergency exists.
10. Subsection C.3 of this policy will not apply to remote meetings held during a state or local emergency.

The superintendent is directed to provide the technology sufficient to implement this policy in accordance with all applicable laws.

Legal References: G.S. 166A-19.20, -19.22, -19.24; G.S. ch. 143, art. 33C; N.C. Attorney General Advisory Letter to McLeod, (March 26, 2020), copy available at <https://www.ncsba.org/wp-content/uploads/2020/04/Open-Meetings-advisory-letter.pdf>

Cross References: Board Meetings (policy 2300), Compliance with the Open Meetings Law (policy 2320), Closed Sessions (policy 2321), Board Meeting News Coverage (policy 2325), Quorum (policy 2341), Hearings Before the Board (policy 2500), Public Records – Retention, Release, and Disposition (policy 5070/7350)

Adopted: November 10, 2016

Revised: July 9, 2020

Board meetings are conducted for the purpose of carrying on the official business of the school district. The public is cordially invited to attend board meetings to observe the board as it conducts its official business.

The board of education, as an elected representative body of the school district, also wishes to provide a forum for citizens to express interests and concerns related to the school district. In order that the board may conduct an orderly meeting while providing an opportunity for input, individuals or groups may be heard by the board in accordance with this policy or subsection D.3 of policy 2300, Board Meetings, which addresses public hearings.

A. REQUESTS TO PLACE ITEM ON THE AGENDA

In order that the board may fairly and adequately discharge its overall responsibility, citizens desiring an item to be placed on the agenda for a specific board meeting should direct written requests to the superintendent at least six working days prior to the meeting.

The request should include: (1) the name and address of the person or persons making the request; (2) the organization or group, if any, represented; and (3) a brief explanation of the nature of the item. Questions and/or materials to be presented to the board are to be submitted along with the request.

The superintendent will confer with the chairperson of the board concerning whether to approve placing the requested item on the agenda and to determine the appropriate meeting for such discussion. The superintendent, with the consent of the board chairperson, shall accept or deny a request for inclusion on the agenda for any reason determined appropriate by the superintendent and chairperson.

The superintendent will notify the requesting party of the response to the request. If the request is denied, the superintendent shall explain any other processes available for addressing the concerns. (See Section C, Reports of Complaints, below.) At the meeting, the board may, by majority vote and notwithstanding prior denial by the superintendent, add an item to the agenda before the agenda is adopted. After the agenda has been adopted, a two-thirds vote is required to add a new the item to the agenda.

The chairperson will establish the amount of time for individual or group presentations.

B. PUBLIC COMMENT

Each month, a part of at least one regularly scheduled board meeting will be set aside for citizens to address the board through public comment. Each speaker will receive three minutes to present comments; however, the public comment session will not exceed 30 minutes total except by majority vote of the board. A sign-up sheet will be available 30 minutes before the meeting begins for any individual or group to indicate their desire to address the board. During the public comment period, the board chair will recognize speakers in the order in which they signed in. Substitute speakers will not be permitted and speakers may not donate any portion of their time to another speaker. If a speaker is unable to present all of his or her information within the specified time limit, the speaker may provide the board with the additional information in written form. If an unusually large number of people request to speak, a majority of the board may decide to reduce the time for each individual or to require the designation of a spokesperson for each group of persons supporting or opposing the same positions. At any time, the board may establish additional procedures to ensure that public comment sessions proceed in an efficient and orderly manner.

Board members will not respond to individuals who address the board except to request clarification of points made by the presenter.

Except in cases of emergency, information received during presentations will not be acted upon at the time it is received. It will take unanimous vote of the board members present to take action on a presentation considered to be of an unusual or emergency nature at the time it is presented.

Disruptions by any person or persons of a public meeting will be subject to action in accordance with G.S. 143-318.17.

If the board does not hold a regular meeting during a month, the board will not provide a time for public comment at any other meeting held during that month, unless a majority of the board votes to allow public comment at the meeting or unless the purpose of the meeting is a public hearing.

C. REPORTS OF COMPLAINTS

Complaints about the performance of school personnel, implementation of board policy, the quality of the educational program, or school facilities should be submitted initially for a response to the school district official responsible for the program or facility or to the superintendent. The superintendent or designee shall make available this board

policy and other relevant grievance procedures to any individual or group submitting a complaint.

Legal References: G.S. 115C-36, -51, 143-318.10, -318.17

Cross References: Student and Parent Grievance Procedure (policy 1740/4010), Responding to Complaints (policy 1742/5060), Role of Board Members in Handling Complaints (policy 2122), Board Meetings (policy 2300), Board Meeting Agenda (policy 2330),

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

Revised: September 13, 2012, February 9, 2017, January 11, 2018

At least four work days prior to each regular or special board meeting, the superintendent shall provide the following materials to each board member:

1. the proposed agenda;
2. minutes of previous meetings which have not been approved; and
3. any supporting information or materials that would assist board members to become informed of the issues proposed for board consideration.

Legal References: G.S. 115C-36

Cross References: Board Meeting Agenda (policy 2330)

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

Revised:

Except as otherwise provided by law or by the policies of the board, meetings of the board will be conducted in accordance with Robert's Rules of Order, Newly Revised.

The chairperson is authorized to entertain and rule on questions concerning parliamentary procedure and to seek counsel of the board attorney when necessary to clarify or construe any relevant procedural provision.

Legal References: G.S. 143-318.12

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

Revised:

Voting will normally be by voice vote on all matters coming before the board for action. However, any member may call for a division, in which case the vote will be by show of hands. In either event, the minutes will reflect the vote of each member voting and the abstention of any member present but not voting, unless the vote is unanimous.

A board member, except the chair, must vote on all issues unless the member has a conflict of interest or is unable to remain impartial in a judicial matter before the board. (See Policy 2210 – Duties of Officers) If a board member recuses himself or herself from a vote, the member will state the reason before the vote is taken and the reason will be recorded in the minutes.

No secret ballots are permitted. If the board decides, by majority vote, to vote by written ballot, each member must sign his or her ballot, and the ballots must be available for public inspection in the superintendent's office immediately following the meeting and until the minutes are approved. The minutes of the meeting must specify the vote of each member's written ballot. The ballots may be destroyed after the minutes of the meeting have been approved.

Legal References: G.S. 143-318.13; *Crump v. Board of Education*, 93 N.C. App. 168, *aff'd*, 326 N.C. 603 (1990); N.C. Attorney General Advisory Opinion, 54 Op. Att'y. Gen. 86 (1985)

Cross References: Board Member Conflict of Interest (policy 2121), Duties of Officers (policy 2210)

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

Revised: May 10, 2012

The board instructs the superintendent to keep it fully informed of the affairs of the state and national school boards associations and to keep these organizations informed as directed regarding the board's concerns and official positions on matters of common concern. The superintendent shall include in the budget each year the cost of membership in the North Carolina School Boards Association.

All board members are encouraged to attend meetings, conferences and seminars of the state and national organizations in order to familiarize themselves with the latest developments in school affairs.

The board also will attempt to be officially represented in association affairs through the election of delegates and/or observers to the governing assemblies of those organizations.

Legal References: G.S. 115C-36

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

Revised: October 11, 2012

The board is committed to the safety of students and other persons on school property. In order to maintain a safe school environment, the superintendent and all school personnel shall enforce the provisions of this policy at all times.

A. DEFINITIONS

For the purposes of this policy, the following definitions apply.

1. Registered Sex Offender

A registered sex offender is a person who (1) is required to register under the Sex Offender and Public Protection Registration Program and (2) has committed any of the following: an offense in G.S. 14, art. 7B; a federal offense or offense committed in another state, which if committed in this state, is substantially similar to an offense in G.S. 14, art. 7B; an offense in which the victim was under the age of 18 years at the time of the offense; or an offense in violation of G.S. 14-190.16, 14-190.17, or 14-190.17A or any federal offense or offense committed in another state, which if committed in this state, is substantially similar to an offense in violation of G.S. 14-190.16, 14-190.17, or 14-190.17A.1

2. School Property

School property is defined as any school grounds or any property owned or operated by the school system where minors frequently congregate.

B. REGISTERED SEX OFFENDERS BANNED FROM ALL SCHOOL PROPERTY

In accordance with G.S. 14-208.18, registered sex offenders are expressly forbidden to knowingly be present on any school property, whether before, during, or after school hours. In addition, registered sex offenders may not attend or be present at any student function or field trip on or off school property that is (1) school-sponsored or (2) otherwise under the official supervision or control of school personnel. This policy applies to all covered sex offenders regardless of their relationship to or affiliation with a student in the school system.

C. ENFORCEMENT

All school personnel must immediately report to a school administrator the presence or suspected presence of a known or suspected registered sex offender on school property. School administrators and other supervisory personnel shall report to the superintendent

and law enforcement when they reasonably believe that a registered sex offender is or has been on school property or at a school event.

School administrators also shall notify the superintendent or designee of any known student or parent or guardian of a student at their school who is suspected to be a registered sex offender.

D. EXCEPTIONS

A person who is banned from school property under G.S. 14-208.18 may be on school property only under the following circumstances.

1. Students

Students, who are subject to registered sex offenders, may be on school property only in accordance with policy 4260, Student Sex Offenders.

2. Voters

Registered sex offenders who are eligible to vote may be present on school property for the sole purpose of voting if the school property is being used as a voting place. The voter must not be outside the voting enclosure other than for the purpose of entering and exiting the voting place. If the voting place is a school, the voter must notify the principal of the school that he or she is registered under the Sex Offender and Public Protections Registration Program. The voter must leave school property immediately after voting.

3. Parents or Guardians

a. A registered sex offender who is the parent or guardian of a student enrolled in school may be on school property only for the following reasons:

- 1) to attend a scheduled conference with school personnel to discuss the student's academic or social progress; or
- 2) at the request of the principal or designee, for any reason relating to the welfare or transportation of the student.

b. In order to visit school property for one of the reasons authorized by subsection (a) above the parent or guardian must notify the principal of his or her registration under the Sex Offender and Public Protection Registration Program and of his or her presence at school. Notice of his or her presence at school includes the nature and specific times of the visit.

- c. For each visit authorized by subsection (a) above, the parent or guardian must arrange to meet a staff member at the edge of school property, check in at the principal's office upon arrival and departure, and remain under the direct supervision of school personnel at all times. If school personnel are not available to supervise the parent or guardian during any visit, then the parent or guardian will not be permitted to enter or remain on school property.
- d. For each visit authorized by subsection (a) above, the parent or guardian must comply with all reasonable rules and restrictions placed upon him or her by the principal, including restrictions on the date, time, location, and length of meeting.

E. CONTRACTUAL PERSONNEL

Each contract executed by the board must include a provision requiring the other party to the contract to conduct an annual check of the State Sex Offender and Public Protection Registration Program, the State Sexually Violent Predator Registration Program and the National Sex Offender Registry ~~on~~ for all contracted employees whose contractual job with the board requires or may result in direct interaction with students, including but not limited to any employee whose contractual job duties include: (1) delivering services directly to students; or (2) performing tasks on or delivering products to school property.

The contract must specify that no contractor or employee of a contractor registered with the State Sex Offender and Public Protection Registration Program, the State Sexually Violent Predator Registration Program, or the National Sex Offender Registry may have direct interaction with children. This provision applies to contracts with a single individual.

Legal References: G.S. ch. 14, art. 7B, 14-190.16, -190.17, -190.17A, -208.18, -208.19; 115C-332, -332.1

Cross References: School Safety (policy 1510/4200/7270), Student Sex Offenders (policy 4260), Visitors to the Schools (policy 5020), Recruitment and Selection of Personnel (policy 7100)

Adopted: January 8, 2009

Updated: April 10, 2014, September 10, 2015, July 14, 2016, June 8, 2017

The board prohibits unlawful discrimination in employment based on race, color, religion, national origin, military affiliation, genetic information, sex (including pregnancy, childbirth, sexual orientation, and gender identity), age (40 or older), disability, or other unlawful grounds. Harassment is a form of unlawful employment discrimination. The board recognizes that all forms of harassment of employees or applicants is harmful behavior that negatively impacts the workplace environment.

Any employee who engages in discrimination or harassment prohibited by this policy or who contributes to the development of a hostile work environment is subject to discipline, up to and including dismissal.

A. DISCRIMINATION PROHIBITED

Discrimination is any act or failure to act, whether intentional or unintentional, by an employee or agent of the school system that unreasonably and unfavorably differentiates treatment of others based solely on their membership or that of an associate in a legally-protected class.

Discrimination in employment based on the characteristics listed above is prohibited in all employment-related practices, including hiring, compensation, terms, conditions, and other privileges of employment, except when sex, age, or physical requirements are essential occupational qualifications.

B. HARASSMENT PROHIBITED

Harassment prohibited by this policy is unwelcome conduct based on race, color, religion, national origin, military affiliation, genetic information, age (40 or older), sex (including pregnancy, childbirth, sexual orientation, and gender identity), or disability where:

1. enduring the offensive conduct becomes a condition of continued employment; or
2. the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive, even if the complaining individual is not the intended target.

A single incident of harassment, if physically threatening or humiliating, can create a hostile work environment. The complaining individual need not be the target of the harassment.

Examples of unwelcome conduct that may violate this policy include, but are not limited

to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance.

Petty slights, annoyances, simple teasing, offhand comments, or isolated incidents (unless extremely serious) are not harassment under this policy, nor are reasonable performance management actions taken to direct and control how work is performed or to monitor and give feedback on work performance. The exercise of legitimate authority administered in a professional and constructive manner is not harassment under this policy.

C. SEXUAL HARASSMENT PROHIBITED

Sexual harassment is a particular type of workplace harassment. Sexual harassment prohibited by this policy may also violate policy 1725/4035/7236, Title IX Sexual Harassment – Prohibited Conduct and Reporting Process, and in such cases school officials must proceed in accordance with the requirements of that policy.

Prohibited sexual harassment is unwelcome conduct which is either of a sexual nature, or is directed at a person because of the person's sex (including pregnancy, childbirth, sexual orientation, and gender identity), when:

1. submission to the conduct is made either explicitly or implicitly a term or condition of a person's employment;
2. submission to or rejection of such conduct is made the basis for decisions affecting a person's employment; or
3. the conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile, or offensive work environment.

Sexual harassment can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature, or verbal, nonverbal, or physical aggression, intimidation, or hostility that is based on actual or perceived gender and sexual stereotypes, sexual orientation, or gender identity. Consensual conduct between adults that is not directed at a third party is not sexual harassment.

D. REPORTING DISCRIMINATION AND HARASSMENT

Applicants and employees should promptly report orally or in writing any instance of alleged or potential discrimination, including harassment, to their principal or supervisor or the senior human resources official. Upon receiving a written complaint, the principal, supervisor, or senior human resources official shall promptly investigate the written

complaint and cause or recommend appropriate corrective action if the written complaint is substantiated. Oral reports of violations may be investigated at the discretion of the school officials designated above. All reports and complaints of harassment under this policy will be investigated in a manner that protects the employee or applicant and maintains confidentiality to the greatest extent possible as permitted by law.

E. RETALIATION PROHIBITED

The board prohibits retaliation against any person for making a report or complaint of a violation of this policy, supporting someone for reporting or intending to report a violation of this policy, or participating in the investigation of a reported violation of this policy. No reprisals will be taken by the board against a complaining party or other individual who makes a good faith report of discrimination or harassment. Any person who is found to have engaged in retaliation will be subject to discipline, up to and including dismissal. Acts of retaliation may also be subject to policy 1760/7280, Prohibition Against Retaliation.

Legal References: Age Discrimination in Employment Act of 1967, 29 U.S.C. 621 *et seq.*, 34 C.F.R. pt. 110; Americans with Disabilities Act, 42 U.S.C. 12101 *et seq.*, 28 C.F.R. pt. 35; Rehabilitation Act of 1973, 29 U.S.C. 705(20), 794, 34 C.F.R. pt. 104; Title II of the Genetic Information Nondiscrimination Act of 2008; Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e *et seq.*, 29 C.F.R. pt. 1604; Uniformed Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. 4301 *et seq.*; *Bostock v. Clayton County*, 590 U.S. , 140 S. Ct. 1731 (2020); G.S. 143-422.2

Cross References: Discrimination and Harassment Prohibited by Federal Law (policy 1710/4020/7230), Title IX Nondiscrimination on the Basis of Sex (policy 1720/4030/7235), Title IX Sexual Harassment – Prohibited Conduct and Reporting Process (policy 1725/4035/7236), Title IX Sexual Harassment Grievance Process (policy 1726/4036/7237), Prohibition Against Retaliation (policy 1760/7280), Recruitment and Selection of Personnel (policy 7100)

Adopted: May 13, 2021

Revised:

DRAFT 2022-2026 Strategic Objectives

Goal 1 Focusing Direction: Asheboro City Schools will create a process of continuous improvement with clear, focused direction.

- Objective 1: ACS will eliminate barriers to success and ensure equitable opportunities for all students.
- Objective 2: ACS will provide leadership coaching & development for school and district leaders.
- Objective 3: ACS will invest in the recruitment, retention, and professional growth of our staff to create a workforce that is representative of our district.
- Objective 4: ACS will commit to working collaboratively with all stakeholders to enhance strategic communications that build trust, confidence, and support transparency.
- Objective 5: ACS will maintain and progressively update facilities and learning spaces throughout the district.

Goal 2 Cultivating Collaborative Cultures: Asheboro City Schools will cultivate the expertise of stakeholders to be focused on a collective purpose.

- Objective 1: ACS will increase community partnerships to provide enrichment support for all students during school, after school and during the summer.
- Objective 2: ACS will commit to enhancing the organizational culture of the district so that all employees feel valued, supported, and trusted.
- Objective 3: ACS will work collaboratively within schools and across the district with families, communities, and public organizations to establish schools as hubs of our community, providing space for outreach and collectively creating opportunities for student success.

Goal 3 Deepening Learning: Asheboro City Schools will improve the learning-teaching process by establishing clear learning goals, building precise pedagogies, and strengthening resources and academic programming.

- Objective 1: ACS will provide professional growth opportunities for staff with clear pedagogical expectations.
- Objective 2: ACS will provide all students relevant, engaging instruction with clear learning goals.
- Objective 3: ACS will expand academic and enrichment opportunities for all students.
- Objective 4: ACS will focus on the health and wellness for both students and staff in order to produce a safe learning environment where students and staff can thrive.

DRAFT 2022-2026 Strategic Mission, Vision, & Values

Mission:

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.

Vision:

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

Core Value Statements:

Our work will be guided and informed by our beliefs and commitments to:

Inclusiveness:

We value our students, staff, families, and community.

We seek diverse perspectives and voices.

We have an urgent responsibility to overcome systemic racism in our organization.

We are committed to inclusion and an ongoing quest for equity.

Teamwork:

We value collaboration within our organization and community.

We seek trusting relationships where all stakeholders feel valued and supported.

We have an urgent responsibility to use our collective capacity to make a difference.

We are committed to a culture of teamwork and collaboration.

Revolutionary Learning:

We value innovative learning environments infused with progressive resources for our learners and families.

We seek rigorous, personalized, culturally-responsive instruction to all students.

We have an urgent responsibility to close the opportunity gap.

We are committed to providing purposeful, enriching learning experiences that foster academic achievement and lead to successful outcomes for each student.

Wellness and Safety:

We value instilling life-long social emotional skills in a safe, nurturing learning environment.

We seek authentic, meaningful relationships and partnerships that support learning for the whole child.

We have an urgent responsibility to provide access to wrap around support and opportunities to improve the well-being of our community.

We are committed to prioritizing the safety and well-being of our stakeholders.



Day Treatment Program

Asheboro City Schools has the opportunity to expand our partnership with Youth Haven Services, Inc. to provide a Day Treatment Program for select students. Day treatment serves middle and high school youth, who, for behavioral/emotional reasons, cannot safely and successfully participate in the public-school setting. Youth Haven Services, Inc. has successfully partnered with Rockingham and Stokes County Schools, providing clinical oversight and direction for their day treatment programs.

The Day Treatment Program offers specialized learning environments in which students receive therapeutic treatment and academic instruction in a smaller learning environment. Identified students and families choosing to participate in the Day Treatment Program will benefit from regular behavioral and/or emotional therapeutic support. Students will also progress through the appropriate grade level and course curricula in a small learning environment. Our partnership would ensure that each youth is able to earn school credits while acquiring strategies to successfully cope with their behavioral and emotional challenges.

Day treatment is designed to address the following problem areas through counseling and skill building: increasing success in the school setting (including academic performance, attendance, and behavior issues), improving family relationships (developing communication and understanding), and strengthening interactions with peers (addressing antisocial behavior, improving communication skills, and developing empathy). Goals for the Day Treatment Program include having youth:

- successfully transition back to their regular classroom setting or into employment (for older students);
- make satisfactory academic progress and interact positively and appropriately with staff and peers;
- acquire appropriate skills to be able to successfully function in their home, school, and community; and
- acquire strategies to successfully cope with mental health and/or substance use issues and improve their quality of life.

According to Youth Haven Services' most recent outcome measures, over 98% of parents rate the Day Treatment service as good or excellent and 71% of our discharged students were able to successfully transition back into their regular classroom setting.

The Day Treatment Program will serve up to 32 middle and high school students and shall be housed at North Asheboro Middle School in the mobile units. Students who choose to enroll will be in the program for 6-9 months depending on their needs. Licensed providers will lead weekly individual and group therapy for students. Students and their families will also receive family therapy at least once per month. Youth Haven Services staff will regularly meet with Asheboro City Schools staff to review student progress toward academic and mental health goals.

Calendar of Upcoming Events

November 4, 2021

Day	Date	Time	Event	Location
Thursday-Friday	November 11-12	All Day	NCSBA Annual Conference	Koury Convention Center, Greensboro
Thursday	November 11	All Day	Holiday	N/A
Monday-Friday	November 15-19	All Day	American Education Week	N/A
Wednesday	November 24	All Day	Optional Teacher Workday	N/A
Thursday-Friday	November 25-26	All Day	Holidays	N/A
Monday	December 6	6:00 p.m.	Randolph County Commissioners Meeting	Randolph County Historic Courthouse Meeting Room
Thursday	December 9	7:30 p.m.	Board of Education Meeting	SAMS Media Center
Tuesday	December 14	7:30 p.m.	AHS Winter Jazz Concert	SAMS auditorium
Thursday	December 16	7:30 p.m.	AHS Winter Band Concert	Journey Church, Asheboro
Tuesday-Wednesday	December 20-22	All Day	Schools Closed for Winter Break (Vacation/Annual Leave)	N/A
Thursday, Friday, Monday	December 23, 24 & 27	All Day	Schools Closed for Winter Break Holidays	N/A
Tuesday-Thursday	December 28-30	All Day	Schools Closed for Winter Break (Vacation/Annual Leave)	N/A
Friday	December 31	All Day	Schools Closed for Winter Break Holiday	N/A