

ASHEBORO CITY BOARD OF EDUCATION
South Asheboro Middle School Media Center
July 13, 2023
7:00 p.m.

No Policy Committee
No Finance Committee

I. Opening

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

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

III. Public Comments

Citizens who signed up to address the Board will be called on to make comments. Each individual speaker will be allowed three minutes for remarks. Issues or concerns involving personnel matters are inappropriate for the public comment setting.

IV. *Consent Agenda

- A.** Approval of Minutes for June 8, 2023, Board of Education Meeting, June 29, 2023, Special Called Meeting
- B.** Policy Recommended for Approval:
 - Policy 1610/7800 Professional and Staff Development
 - Policy 3101 Dual Enrollment
 - Policy 4023/7233 Pregnant and Parenting Students and Employees
 - Policy 4310 Integrity and Civility
 - Policy 6315 Drivers
- C.** Personnel
- D.** Overnight Field Trip Request – Asheboro High School Spark NC Lab
- E.** 2023-2024 Pay Dates

V. Information, Reports, and Recommendations

- A.** Policies for Review – Ms. Gayle Higgs, Director of Support Services
 - Policy 5040 – News Media Relations
 - Policy 6330 – Insurance for Student Transportation Services
 - Policy 7503 – Remote Working
 - Policy 7810 – Evaluation of Licensed Employees
 - Policy 7815 – Evaluation of Non-Licensed Employees
- B.** District C Summer Event – Ms. Sarah Beth Robbins, Director of Career & Technical (CTE) Education
- C.** Athletic Year End Review - Ms. Gayle Higgs, Director of Support Services
- D.** Safety Update - Ms. Gayle Higgs, Director of Support Services

VI. *Action Items

VII. Board Operations – Chairman Michael Smith

A. Calendar of Events

VIII. Adjournment

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

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

ASHEBORO CITY BOARD OF EDUCATION
South Asheboro Middle School Media Center
July 13, 2023
7:00 p.m.

Addendum

No Policy Committee
No Finance Committee

- I. Opening**
- II. Superintendent's Report**
- III. Public Comments**
- IV. *Consent Agenda**
 - F. Bank Signature Card-Balfour Elementary School
 - G. Bank Signature Card-North Asheboro Middle School
 - H. 2023-2024 School Treasurers
- V. Information, Reports, and Recommendations**
- VI. *Action Items**
- VII. Board Operations**
- VIII. 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 SCHOOL BOARD OF EDUCATION MINUTES
South Asheboro Middle School Media Center
June 8, 2023

Policy Committee

Board Members Present:

Michael Smith, Chairman
Ryan Patton
Baxter Hammer, Vice Chairman

Linda Cranford
Gwen Williams
Hailey Lee

Adam Hurley
Gidget Kidd

Staff Members Present:

Dr. Aaron Woody

Carla Freemyer

Gayle Higgs

The meeting was called to order at 6:07 p.m. Ms. Carla Freemyer reviewed the following policies:

Policy 5040 – News Media Relations

- Moves information from the third paragraph and adjusts language for consistency with Policy 2220, Official School Spokesperson.
- Includes other minor editorial changes.
- Updates the cross reference.

Policy 6330 – Insurance for Student Transportation Services

- Amends language in the first paragraph to change liability insurance to liability coverage.
- Deletes the second paragraph which was based on state law that has since been revised.
- Includes minor editorial changes.
- Adds a hyperlink in the legal references.

Policy 7503 – Remote Working

- Modifies section E to reference accommodations required under the Pregnant Workers Fairness Act.
- Updates legal references.

Policy 7810 – Evaluation of Licensed Employees

- Modifies language in number 9 for clarity.

Policy 7815 – Evaluation of Non-Licensed Employees

- Modifies language in the opening paragraph and in number 5 for clarity.

The meeting adjourned at 6:16 p.m.

Finance Committee

Board Members Present:

Michael Smith, Chairman
Baxter Hammer, Vice Chairman
Ryan Patton
Gus Agudelo

Gidget Kidd
Dr. Beth Knott
Adam Hurley

Gwen Williams
Linda Cranford
Hailey Lee

Staff Members Present:

Dr. Aaron Woody

Carla Freemyer

Gwen Williams called the meeting to order at 6:18 p.m. and referred to Dr. Woody, Superintendent.

Dr. Woody reviewed the following items included in the consent agenda:

The Sole Source Waiver for Engage Classrooms – this waiver is to continue the use of Engage Classrooms to provide Professional Development to our Secondary staff next school year.

Sodexo Food Service Management Contract Amendment for 2023-2024 – This contract amendment is the final rollover year of our current contract with Sodexo. We will be required to go out for bids in the Spring of 2024. The most exciting news is that we qualify to participate in the Community Eligibility Provision (CEP) program offered through the USDA for our meal service next school year. We will be able to provide breakfast and lunch meals to ALL students at no charge.

Resolution to Increase Micro-Purchase Threshold for 2023-2024 - This resolution allows us to increase the micro purchase threshold from \$10,000 to \$30,000 for federal funds. We have had this same resolution in place for the past two school years. This is helpful as we spend the ESSER funds and can use informal quotes for purchases up to \$30,000 without having to use a formal bidding process.

Budget Amendment CO-01 - This budget amendment appropriates \$600,000 from Fund Balance for the purchase of the Video Scoreboards at Asheboro High School. The boards have been ordered.

Budget Amendment S-06 - This amendment includes some minor allotment adjustments made by DPI at the end of May.

Approval of contract with Laughlin-Sutton Construction Co. - This is the contract for the General Contractor who will complete the repair work to the PDC or the new Innovation Center. This work is set to begin next week upon the approval of this contract. Pre-construction meetings have already taken place. The low bidder withdrew, and Laughlin

Sutton was the next lowest bidder. Funding for this project will be covered by the remaining funds in the AHS Phase III project. Scott Eggleston has reviewed the contract and approves of the language.

Budget Transfer Report – For Information Only - This report shows a summary of the budget transfers that have occurred year to date within each fund.

There being no further business, Gwen Williams adjourned the meeting at 7:15 pm.

Board of Education

Board Members present:

Michael Smith, Chairman
Gidget Kidd
Adam Hurley
Scott Eggleston, Attorney

Baxter Hammer, Vice Chairman
Gwen Williams
Gus Agudelo
Ryan Patton

Dr. Beth Knott
Linda Cranford
Hailey Lee

Board Members absent:

Phillip Cheek

Staff Members present:

Dr. Aaron Woody
Carla Freemyer
Deanna Wiles
Christina Kinley
Wendy Graham
Will Castro
Martin Stanich

Lee Clark
Gayle Higgs
Chandra Manning
Tracie Ross
Kristen McClosky
Dr. Robin Harris
Veronica Aguero

Anthony Woodyard
Christopher Scott
Nikki Domally
Angel Etheridge
Mikayla Smith
Sarah Beth Robbins
Dr. Wendy Rich

Opening

Chairman Smith called the meeting to order at 7:30 p.m. and welcomed all in attendance. Mr. Smith opened the meeting with a moment of silence. Chairman Smith then led the Pledge of Allegiance.

Chairman Smith announced the district is piloting a new translation service this evening during the board meeting. We have a screen setup to translate English to Spanish. In addition, there is a QR code on the screen anyone can scan on a mobile device to see the translation up close.

Upon motion by Linda Cranford and seconded by Gus Agudelo, the board unanimously approved the meeting agenda.

Special Recognitions

- A. Dr. Wendy Rich, Assistant Superintendent of Curriculum & Instruction, recognized the North Carolina Council of Teachers of Mathematics (NCCTM) Central Regional Math Fair winners. Dr. Rich acknowledged Ms. Wendy Graham, a Biology teacher at Asheboro High School and the Regional Math Fair Coordinator, for guiding the students and facilitating the Central Region Math Fair.

- 3rd-4th grade division: Estella McClosky and Mathias Higgs of Lindley Park Elementary placed 1st for their project, Angle Masters.
- 5th-6th grade division: Alma Stanich and Kaylee Way of Lindley Park Elementary placed 2nd for their project "Spot it".
- 9th-12th grade division: Tanush Sriram of Asheboro High School placed 1st for his project "Lines that Speak the Golden Truth". Rebecca Leveille of Asheboro High School placed 2nd for her project "The Genetic Equations".

Ms. Graham and Ms. Kristen McClosky, Lead AIG Specialist for ACS, shared the students worked diligently on their projects and they are very proud of them.

- B.** Ms. Deanna Wiles, Director of K-12 Education, presented a video detailing the Dual Language program at Asheboro City Schools. Ms. Wiles shared the Asheboro City Schools Dual Language program which began in 2016 at Balfour Elementary School and has evolved to include Lindley Park, Guy B. Teachey, and North Asheboro Middle School. Recently, our district worked with Mr. Jonathan Robbins to create a video highlighting the Dual Language program and its benefits. Each participating school has approximately 40 students enrolled in Dual Language for the 2023-2024 school year in kindergarten.
- C.** Mr. Anthony Woodyard, Director of Technology & Innovation, introduced the new Communications Specialist, Ms. Mikayla Smith. Mr. Woodyard presented Points of Pride which featured a variety of students, staff, and district highlights. These included:

Teacher Recognition: Teachers of the Year and ACS Evening of Excellence

We held the district's inaugural Evening of Excellence event on May 17. The 2023-2024 Teacher of the Year Winner and Finalist, as well as the 2023 Apple of Excellence Award Winner were announced. Congratulations to Ms. Tameka Jordan, 2023-2024 Teacher of the Year; Mrs. Crystal Cortez, 2023-2024 Teacher of the Year Finalist; and Ms. Myranda Reza, 2023 Apple of Excellence. Also, congratulations to the school-level Teachers of the Year.

Staff Recognitions

Last month we celebrated School Lunch Hero Day on May 5 and National School Nurse Day on May 10 to celebrate our staff and all that they do for us and our students.

AHS 10th Annual Athletic Commitment Signing

Our 10th Annual Athletic Commitment Signing Ceremony was held on May 17. We appreciate all the amazing coaches & teachers for helping guide these students toward athletic and academic excellence as they move on to collegiate careers.

AHS Spring Concert

The Spring Concert featuring the Symphonic Wind Ensemble was held in our newly renovated Performing Arts Center on May 25.

AHS Awards Night

Asheboro High School held awards night on May 24. Congratulations to all Blue Comets who received a scholarship or award. We are proud of all our recipients.

End of Year Celebrations

Various end of year celebrations have been taking place across the district this week. We are so proud of all the student accomplishments this school year.

- D. Dr. Aaron Woody, Superintendent, shared the following updates pertaining to the work happening in the district:

County Commissioners Budget Presentation

Dr. Woody presented the budget requests to county commissioners on May 30. We are requesting an additional \$330,000 for continuation expenses in Local Current Expense. We are also asking to maintain our funding in Capital Outlay to support our ten year plan.

New President of RCC

Dr. Woody met with new Randolph Community College President Dr. Ardalan. Dr. Ardalan will be visiting Asheboro City Schools in the coming weeks to learn more about our programs, facilities, pathways, and visions for innovation and industry.

Planning Updates

We have several summer camps for our students. In addition, our leadership team, Principals, Assistant Principals, and Central Office staff will hold various professional development and meetings this summer. We will have an administrative leadership team meeting on June 14 and then a retreat on July 11 and 12. We will have a working session with the Board of Education members on Thursday July 13, which will include the principals sharing data, reflections and planning regarding their individual school improvement plans.

Construction update and AHS Campus

We anticipate that the last mobile unit will be removed sometime on June 9. The overall site will be restored by the second week of August. We are also planning construction and contract work to begin in the Professional Development Center (PDC) this summer. The target date for completion is mid-September.

Data and Results

We continue to gather data from our assessments and exams this week and the current data is both incomplete and embargoed.

The graduation ceremony will be held tomorrow at Lee J. Stone Stadium 7:00 p.m. We will have 297 graduates.

The Retirement Breakfast will be Monday, June 12 at 7:30 a.m. for breakfast and the program will begin at 8:00 a.m. in the Performing Arts Center.

Public Comments

Ms. Samara Martinez, long-term substitute for Asheboro City Schools, shared a plan created by parents of Asheboro High School students, to strengthen the relationship between Hispanic parents and Asheboro City Schools. Ms. Martinez shared some of the ideas proposed in the plan and asked the district to consider implementing some of the ideas.

Consent Agenda

Upon motion by Ryan Patton and seconded by Dr. Beth Knott, the following items were unanimously approved by the board:

- A. Approval of Minutes for May 11, 2023, Board of Education Meeting
- B. Personnel (see list below)

- C. CTE Local Application Plan-Second Year Approval
- D. CTE Articulation Agreement
- E. Randolph Community College Memorandum of Understanding
- F. Sole Source Waiver – Engaged Classrooms
- G. Sodexo Food Service Management Contract Amendment for 2023-2024
- H. Resolution to Increase Micro-Purchase Threshold for 2023-2024
- I. Budget Amendment CO-01
- J. Budget Amendment S-06
- K. Approval of Contract with Laughlin-Sutton Construction Company
- L. Budget Transfer Report 2022-2023 (For Information Only)

**Asheboro City Schools
Personnel Transactions
June 8, 2023**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Crooks	Penny	CO	Special Projects	6/30/2023
Ellis	Ashley	GBT	Kindergarten	6/30/2023
Hurley	Lori	AHS	Family and Consumer Science	6/14/2023
LaClair	Jennifer	AHS	EC Lead/Homebound Coordinator	6/30/2023
Nye	Mallory	LP	5th Grade	6/30/2023
Ornelas	Vincent	DLL	4th Grade	6/14/2023
Smith	Ashley	BAL	Reading Specialist	6/14/2023
Williams	Brian	GBT	Instructional Assistant/EC	6/14/2023

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Beyersdorf	Deanna	LP	2nd Grade	8/17/2023
Boger	Kayla	LP	3rd Grade	8/11/2023
Britt	Larry "Will"	NAMS	Mathematics	8/11/2023
Garner	Kerry	BAL	Instructional Facilitator	8/17/2023
Goldston	Boyce	CO	Substitute Bus Driver	5/11/2023
Haigler	Chrystal	NAMS	Science	8/17/2023
Littell	Angela	GBT	1st Grade	8/17/2023
Livengood	Brianna	LP	1st Grade	8/11/2023
McManus	Jennier	SAMS	Mathematics	8/17/2023
Owen	Irena	AHS	Mathematics	8/11/2023
Raya	Brisa	DLL	Physical Education	8/11/2023
Robbins	Kelly	GBT	Reading Specialist	8/17/2023
Simpson	Carlos	CO	Bus Driver	5/22/2023
Smith	Mikayla	CO	Communication Specialist	5/30/2023
Wright	Charles "Davy"	LP	4th Grade	8/11/2023

C. TRANSFERS

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Aguirre	Marianna	DLL to NAMS	Data Manager/Treasure to School Secretary	8/17/2023
Berrier	Angela	NAMS to AHS	School Counselor	8/17/2023
Crotts	Brianna	CWM to NAMS	School Counselor	8/17/2023
Davis	Catherine	NAMS to AHS	Health Occupations	8/17/2023
Goldston	Boyce	CO	Substitute Bus Driver to Bus Driver	5/23/2023
Heim	Joyce	NAMS to BAL	Science to Exceptional Children	8/17/2023
Neal	Heather	LP to LP/CWM	ESL; part-time to full-time	8/17/2023

**Asheboro City Schools
Personnel ADDENDUM
June 8, 2023**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Clark	Lee	CO	Systems Analyst	6/30/2023
Johnson	Laura	BAL	Instructional Facilitator	6/14/2023
Martinez	Jorge	SAMS	Social Studies	6/14/2023
Robles	Omyra	SAMS	Spanish	6/14/2023

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Barnes	Madison	GBT	2nd Grade	8/11/2023
Hall	Jon-Eric	AHS	Mathematics	8/17/2023
Hunt	Sherita	CO	EC Data Manager/Admin. Asst.	7/10/2023
McManus	Jennifer	CWM	4th Grade	8/17/2023
Murphy	Arlena	DLL	4th Grade	8/17/2023

***D. NON-CAREER STATUS TEACHERS RECOMMENDED FOR CONTINUED EMPLOYMENT - 1 YEAR CONTRACT**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Black	Kim	AHS	Math Interventionist (part-time)	8/17/2023
Kivett	Elisha	CO	EC Program Facilitator (part-time)	8/17/2023
McCall	Mary Jo	CO	EC Program Facilitator (part-time)	8/17/2023
Proctor	Carmen	CO	EC Program Facilitator (part-time)	8/17/2023
Robinson	Leslie	CO	EC Program Facilitator (part-time)	8/17/2023
Weston	Debora	AHS	English Interventionist (part-time)	8/17/2023

***E. ADMINISTRATIVE APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Brewer	Jordan "Blake"	LP	Assistant Principal	8/1/23 - 6/30/25

Information and Reports

- A.** Ms. Gayle Higgs, Director of Support Services, presented the following Policies for Review:
- Policy 1610/7800 Professional and Staff Development
 - Policy 3101 Dual Enrollment
 - Policy 4023/7233 Pregnant and Parenting Students and Employees
 - Policy 4310 Integrity and Civility
 - Policy 6315 Drivers
- B.** Dr. Wendy Rich, Assistant Superintendent of Curriculum & Instruction shared a presentation on the 2022-2023 Enrichment Grants, funded through Title IV, awarded within the district this school year. Dr. Rich highlighted the various school clubs created through the Enrichment Grants which included:
- McCrary Musical Mustangs, UNITE Club Drummers, and Mustangs Rock Club
 - Balfour Ukulele Club, Basketball Club, Volleyball Club, and Latin Culture Club
 - SAMS Science Club
 - AHS Glass Club
 - Teachey Elementary Robotics
 - Lindley Park Lego Club, Video Gaming Club, Farming Club, Gardening Club, Embroidery Club, Recycling Club, and Girls Running Club
- C.** Dr. Wendy Rich, Assistant Superintendent of Curriculum & Instruction and Mr. Anthony Woodyard, Director of Technology & Innovation shared information about the Digital Learning Initiative (DLI) grant we recently received. We received a three-year Digital Learning Impact (DLI) grant awarded by the state totaling \$285,000. This is the second Impact Grant we have received as a district, the first being in 2008. Our goal is to create the Asheboro City Schools Innovation Center as a space for extended learning before, during and after school. We hope to open the Innovation Center by October. In year one, we will hold events in the Family and Community Engagement Center. In year two, we will hold district-wide events and classroom activities in the 2024-2025 school year. We will create a partnership program and host districts across the state as a model site in year three. In addition, we will set up remaining lab spaces in the Innovation Center in collaboration with business partners and community agencies.

Action Items:

There were no action items.

Board Operations:

- A.** Chairman Smith reviewed information regarding upcoming events. These included:
The Asheboro High School graduation will be on June 9 at 7:00 p.m. in the Lee J. Stone Stadium.
The Retirement Breakfast is on June 12 in the Asheboro High School Performing Arts Center.
The next regularly scheduled Board meeting will be on July 13, 2023, at 7:30 p.m. in the South Asheboro Middle School media center, unless otherwise posted.
- B.** Chairman Smith reviewed the ACS Summer Opportunities for students.
- C.** Chairman Smith reviewed the Asheboro City Board of Education Meeting Schedule for 2023-2024.

Adjournment:

There being no further business and upon motion by Gus Agudelo and seconded by Gidget Kidd, the board unanimously approved to adjourn at 8:32 p.m.

Chairman

Secretary

**Asheboro City Board of Education
Special Called Meeting
Central Office Boardroom
June 29, 2023
5:30 p.m.**

Board of Education

Board Members Present:

Baxter Hammer, Vice-Chairman
Linda Cranford
Gwen Williams

Phillip Cheek
Gus Agudelo

Dr. Beth Knott
Ryan Patton

Board Members Absent:

Michael Smith, Chairman
Gidget Kidd

Hailey Lee

Adam Hurley

Staff Members Present:

Dr. Aaron Woody, Superintendent
Anthony Woodyard

Sandra Spivey Ayers
Angel Etheridge

Carla Freemyer
Dr. Wendy Rich

Opening

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

Upon motion by Linda Cranford and seconded by Phillip Cheek, the Board unanimously approved the meeting agenda.

Consent Agenda

Upon motion by Linda Cranford and seconded by Ryan Patton, the following items were approved by the Board:

- A. Personnel (see list below)
- B. Noncompetitive Procurement Waiver Request – Paper Education Company, Inc.
- C. 2023-2024 Interim Budget
- D. Budget Amendment CO-02
- E. Budget Amendment OR-02

**Asheboro City Schools
Personnel Transactions
June 29, 2023**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Albea	William	CO	Bus Driver	6/15/2023
Bates	Julie	AHS	Exceptional Children	6/14/2023
Hartman	Christa	LP	School Counselor	6/14/2023
Hildreth	Misty	AHS	Science	7/15/2023
Kiser	Kaitlyn	GBT	4h Grade	6/14/2023
McLean	Robin	AHS	Instructional Assistant/EC	6/14/2023
Peters	Charles	AHS	Mathematics	6/21/2023
Ross	Charles "Trey"	AHS	Physical Eduation	6/30/2023

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Alvarez	Marianna	CO	Substitute Bus Driver	7/17/2023
Auler	Carrie	SAMS	Instructional Assistant/Exceptional Children	8/17/2023
Birkholz	Patrick	SAMS	Social Studies	8/11/2023
Brumley	Sheila	SAMS	Exceptional Children	8/17/2023
Evans	Crystal	CO	Substitute Bus Driver	7/17/2023
Farr	Emily	ECDC	Pre-K	8/17/2023
Hall	Montgomery	LP	School Counselor	8/17/2023
Jones	Charlie	AHS	Non-Faculty Coach; Football	6/13/2023
Myers	Rebecca	SAMS	English Language Arts	8/17/2023
Shuskey	Stephanie	NAMS	Exceptional Children	8/17/2023

***C. NON-CAREER STATUS TEACHERS RECOMMENDED FOR CONTINUED EMPLOYMENT - 1 YEAR CONTRACT**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Dunn	Matthew	CO	Student Advocacy Specialist (part-time)	8/17/2023

***D. ADMINISTRATOR CONTRACT RENEWAL**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Burress	Karen	CO	Administrator Support (part-time)	8/7/23-6/12/24

***E. LEAVE OF ABSENCE**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Arellano	Analisa	BAL	Instructional Assistant	8/17/23-6/12/24

F. TRANSFERS

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
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Brewer

Renee

CWM to CO

Data Manager/Treasurer to Bookkeeper

TBD

Closed Session

Under NC General Statute 143-318.11.A1, to prevent disclosure of information that is privileged or confidential pursuant to the law of this State or of the United States, or not considered a public record within the Meaning of Chapter 132 of the General Statutes, and upon motion by Gwen Williams and seconded by Gus Agudelo, the board unanimously approved to enter Closed Session to discuss the superintendent's evaluation at 5:45 p.m.

Upon motion by Ryan Patton and seconded by Dr. Beth Knott, the board unanimously approved to open the closed session at 5:46 p.m.

Upon motion by Ryan Patton and seconded by Phillip Cheek, the board unanimously approved to close the closed session at 6:03 p.m.

Adjournment:

There being no further business and upon motion by Ryan Patton and seconded by Dr. Beth Knott, the board unanimously approved to adjourn at 6:04 p.m.

Chairman

Secretary

Policies For Approval

The board believes a strong relationship exists between the quality of education provided to students and the competency and training of all personnel employed by the school system. The board places a high priority on securing the most competent personnel available and, once they are employed, providing them with opportunities for professional growth and development throughout their careers. The goal of professional and staff development programs and opportunities for licensed professional employees and support staff is to improve the instructional program and create a safe learning environment for all students by improving and expanding the skills of the professional staff and support personnel.

A. PROFESSIONAL AND STAFF DEVELOPMENT

The superintendent shall provide ongoing development opportunities for licensed and support staff and shall require participation by such personnel as appropriate. The superintendent shall seek input from employees when developing system-wide programs. The principal shall seek input from school personnel when planning professional and staff development programs for his or her school.

Professional and staff development shall include all topics required by law or board policy, including but not limited to: (1) the effective delivery of the required curriculum as required by G.S. 115C-81.45(d), -81.20(f), and -81.57(c); (2) a program of technology-related professional development as required by policy 3220, Technology in the Educational Program; and (3) a mental health training program, which includes all required by G.S. 115C-375.20, G.S. 115C-376.5(d), and State Board of Education Policy SHLT-003 (see policies 4240/7312, Child Abuse and Related Threats to Child Safety, and 6120, Student Health Services).

B. SELF-IMPROVEMENT

Licensed employees are expected to engage in self-directed activities to improve their professional skills. These employees are encouraged to seek information and training through professional development programs as well as other opportunities in order to meet this responsibility.

C. PLANS FOR GROWTH AND IMPROVEMENT

Supervisors and principals also may require licensed employees to enter into plans, including mandatory improvement plans established by state law and individual, monitored and/or directed growth plans established by the State Board of Education, for professional growth and improving performance. (See policy 7811, Plans for Growth and Improvement of Licensed Employees.) A performance improvement plan could involve participation in a professional development program or encompass a variety of strategies

that are related to professional growth or improving performance.

D. PAYMENT OF COSTS

The school system will consider paying reasonable costs, within budget limits, for any courses, workshops, seminars, conferences, in-service training sessions, or other sessions an employee is required to attend by the local administration. The employee must seek prior approval for payments.

The school system will not bear the responsibility of the cost of training taken solely for the purposes of licensure renewal.

Legal References: Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 *et seq.*, 34 C.F.R. pt. 106; G.S. 115C-81.20(f), -81.45(d), -81.57(c), -333, -333.1, -375.20, -376.5(d); State Board of Education Policies EVAL-004, SHLT-003

Cross References: Technology in the Educational Program (policy 3220), Child Abuse and Related Threats to Child Safety (policy 4240/7312), Student Health Services (policy 6120), Plans for Growth and Improvement of Licensed Employees (policy 7811)

Adopted: March 6, 1998

Revised: January 22, 1999; June 30, 2009; September 30, 2011; August 29, 2012, December 12, 2013, July 9, 2015, September 14, 2017, November 12, 2020, August 12, 2021

In its effort to provide a rigorous expanded curriculum that will adequately prepare students for future educational and workplace endeavors, the board will support high school students who also wish to enroll in classes taught by a college, university, community college, or other approved entity in accordance with the requirements of this policy, state law, and State Board of Education policy.

A. CAREER AND COLLEGE PROMISE

The Career and College Promise program is designed to offer qualified high school students structured dual enrollment opportunities that provide both entry-level job skills as well as pathways leading to a certificate, diploma, or degree.

The board, in collaboration with local community colleges, may provide for dual enrollment of a qualified high school student in community college courses through (1) a Career and Technical Education Pathway leading to a job credential, certificate, or diploma aligned with one or more high school Career Clusters or (2) a College Transfer Pathway leading to college transfer credits.

The board may also partner with institutions of higher education to establish cooperative innovative high school programs that enable a student to concurrently obtain a high school diploma and (1) begin or complete an associate degree program, (2) master a certificate or vocational program, or (3) earn up to two years of college credit within five years. Students are eligible for these programs beginning in ninth grade.

The board will implement the Career and College Promise program in accordance with a Career and College Promise Partnership Agreement developed as required by State Board of Education Policy CACP-000 and revised annually. The superintendent shall develop any necessary procedures consistent with the partnership agreement, this policy, state law, and State Board policies.

B. OTHER COLLEGE COURSES

The superintendent shall develop procedures and requirements for awarding high school credit toward graduation upon request to students who self-enroll in courses taught by a college, university, community college, or other approved entity. Credit toward graduation will be granted only for courses that are consistent with the policies and standards of the school system and State Board requirements, including the requirements of State Board of Education Policy CCRE-001, which defines "Course for Credit."

The principal must approve the course in advance. Prior to granting approval, the principal shall determine whether the course is eligible for credit toward graduation in accordance with the procedures and requirements developed by the superintendent.

The parent or guardian of the student must give permission for the student to take the course, and the student must complete any forms required by the school system.

Enrollment of a student in a course is the responsibility of the student and the student's parent or guardian. Unless otherwise provided, all special fees and charges and any special transportation needs are the responsibility of the student and the student's parent or guardian.

For a student to receive credit toward high school graduation, the school at which the course is offered must provide such essential information as is generally included in official transcripts of school records. This information must include:

- (1) a description of the content and subject matter covered by the course;
- (2) the number of clock hours of instruction in the course; and
- (3) the student's achievement or performance level in the course.

In addition, a syllabus that includes course goals, course objectives, course activities, and grade requirements must be provided.

The student also must meet any other requirements established by the superintendent.

Legal References: G.S. 115C art. 16 pt. 9; 115C-36, -47; 115D-5(b), -20(4); S.L. 2011-145 sec. 7.1A(a), 7.1A(b), 7.1A(c), 7.1A(k); State Board of Education Policies CACP-000, CCRE-001, GRAD-004

Cross References: Curriculum Development (policy 3100)

Adopted: March 8, 2012

Revised: August 10, 2017, July 11, 2019

PREGNANT AND PARENTING STUDENTS AND EMPLOYEES

Policy Code: **4023/7233**

A. STUDENTS

The board will provide all pregnant and parenting students with the same educational instruction as other students or its equivalent. Pregnant and parenting students will not be discriminated against or excluded from school or from any program, class, or extracurricular activity because they are pregnant or parenting students. School administrators shall provide assistance and support to encourage pregnant and parenting students to remain enrolled in school and graduate.

In accordance with state law, school system officials shall use, as needed, supplemental funds from the At-Risk Student Services allotment to support programs for pregnant and parenting students. Students who are pregnant or parenting will be given excused absences from school for pregnancy and related conditions for the length of time the students' physicians find medically necessary and for absences due to the illness or medical appointment during school hours of a child of whom the student is the custodial parent. Homework and make-up work will be made available to pregnant and parenting students to ensure that they have the opportunity to keep current with assignments and avoid losing course credit because of their absence from school. To the extent necessary, a homebound teacher will be assigned.

B. EMPLOYEES

The board prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions. (See also policy 7232, Discrimination and Harassment in the Workplace.) Pregnant and nursing employees will be provided accommodations as required by law.

1. Reasonable Accommodations for Pregnancy-Related Limitations

In accordance with the Pregnant Workers Fairness Act, qualifying applicants and employees with known limitations related to pregnancy, childbirth, or related medical conditions will be provided reasonable accommodations, unless the accommodation demonstrably would impose an undue hardship on the operation of the school system. No adverse action will be taken against an applicant or employee for requesting or using a reasonable accommodation.

The superintendent shall ensure that appropriate procedures are in place to implement this requirement.

2. Break Time to Express Milk

For one year after the birth of an employee's child, the employee will be provided reasonable break times to express breast milk for the child each time the employee has need to express milk. The principal at each school and the site supervisor at other school system buildings and facilities will designate a place, other than a bathroom, that the employee may use to express milk. Any designated place must be functional as a space for expressing milk, shielded from view, and free from intrusion from others.

Legal References: Consolidated Appropriations Act, P.L. 117-328, div. II - Pregnant Workers Fairness Act; Fair Labor Standards Act, as amended, 29 U.S.C. 201, *et seq.*; Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e *et seq.*, 29 C.F.R. pt. 1604; Title IX of the Education Amendments Act of 1972, 20 U.S.C. 1681 *et seq.*, 34 C.F.R. pt. 106; G.S. 115C-375.5

Cross References: Title IX Nondiscrimination on the Basis of Sex (policy 1720/4030/7235), Equal Educational Opportunities (policy 4001), Attendance (policy 4400), Discrimination and Harassment in the Workplace (policy 7232)

Adopted: November 8, 2007

Updated: November 13, 2014, May 13, 2021

All students are expected to demonstrate integrity, civility, responsibility, and self-control. This expectation is directly related to the board's educational objectives for students to learn to be responsible for and accept the consequences of their behavior and for students to respect cultural diversity and ideological differences. Integrity, civility, responsibility, and self-control are also critical for establishing and maintaining a safe, orderly, and inviting environment.

A. PROHIBITED BEHAVIOR

In addition to any standards or rules established by the schools, the following behaviors are in violation of the standards of integrity and civility and are specifically prohibited:

1. cheating, including the actual giving or receiving of any unauthorized assistance or the actual giving or receiving of an unfair advantage on any form of academic work;
2. plagiarizing, including copying the language, structure, idea, and/or thought of another person or of a work produced by artificial intelligence and representing it as one's own original work;
3. violating copyright laws, including the unauthorized reproduction, duplication, and/or use of printed or electronic work, computer software, or other copyrighted material;
4. cursing or using vulgar, abusive, or demeaning language toward another person; and
5. playing abusive or dangerous tricks or otherwise subjecting a student or an employee to personal indignity.

DEFINITIONS OF SEVEN CHARACTER TRAITS

Respect – Showing high regard for authority, for other people, ideas, and cultures, for self, for property and the environment; understanding that all people and all living things have value.

Responsibility – Being dependable in carrying out obligations and duties; showing reliability and consistency in words and conduct; being accountable for your own actions; being committed to active involvement in your community.

Honesty – Showing fairness, integrity, and sincerity; being straightforward, trustworthy, and honorable; telling the truth.

Kindness – Being considerate, courteous, helpful, and understanding of others; showing care, compassion, empathy, friendship, and generosity; treating others as you would like to be treated.

Courage – Having the determination to do the right thing even when others don't; the strength to follow your conscience rather than the crowd; attempting difficult things that are worthwhile; being persistent in pursuit of worthy goals in spite of difficulty, opposition, or discouragement.

Citizenship – making positive contributions as a member of your country, your community, and your school (for example, showing patriotism, obeying laws, doing your share, volunteering your service, protecting the environment, and conserving natural resources).

Self-discipline – demonstrating hard work and commitment to purpose; staying focused for the sake of improvement; choosing appropriate behaviors; being in proper control of your words, actions, impulses, and desires; doing your best in all situations.

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.

Legal References: 17 U.S.C. 101, 102, 106, 107, 110, 117; G.S. 115C-47, -288, -307, -390.2

Cross References: Goals and Objectives of the Educational Program (policy 3000), Copyright Compliance (policy 3230/7330), Student Behavior Policies (policy 4300)

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

Revised: March 9, 2000, November 13, 2014

Safety is of paramount concern in the transportation of students and others. Consistent with the board's safety goals, all drivers involved in transporting students or operating any vehicle in the course of carrying out their employment duties must comply with the following board requirements, as applicable.

A. SCHOOL BUS AND ACTIVITY BUS DRIVERS

School bus and activity bus drivers must:

1. possess required licenses and all other qualifications required by law;
2. undergo and follow all training required by law governing school bus and activity bus passenger safety and comply with the safety practices set out in policy 6305, Safety and Student Transportation Services;
3. not operate a school or activity bus on a public street, highway, or public vehicular area while using a mobile telephone or related technology while the bus is in motion, unless such use is for the sole purpose of communicating in an emergency situation;
4. use the North Carolina crossing signals required by the State Board of Education to communicate to students when it is safe to cross the street to board the bus and when it is safe to cross the street after exiting the bus;
5. report to the principal any misconduct that is in violation of any of the student behavior policies in the 4300 series or school rules;
6. use reasonable judgment in the operation of the buses;
7. make reasonable efforts to maintain good order of the students being transported;
8. not permit any person to ride who is not assigned to the bus or has not received express permission of the principal or other designated official;
9. promptly report to the principal or other designated official any defect or other concern regarding the safety of the school bus, activity bus, or other vehicle operated by the school system;
10. report to the principal or other designated official by the next workday any moving violation citations received while operating any motor vehicle, whether on or off duty;
11. promptly report to the principal or other designated official all accidents that

occurred while driving a school vehicle; and

12. comply with the requirements of policy 7241, Drug and Alcohol Testing of Commercial Motor Vehicle Operators.

B. OTHER DRIVERS

Other drivers who transport students, including volunteer drivers, and drivers who operate a vehicle for other purposes in the course of carrying out their employment duties, must:

1. possess required licenses and all other qualifications required by law;
2. report to the principal by the next working day any moving violation citations received while operating any motor vehicle, whether on or off duty; and
3. carry insurance if operating a privately owned vehicle.

If the board requires a school social worker to increase his or her private automobile liability coverage and/or to add a business use rider in order to transport students in his or her private vehicle, the social worker will be reimbursed for the additional premium charged and/or for the increased liability limits of the added rider.

The superintendent or designee shall make copies of this policy and other related policies available to drivers.

Legal References: G.S. 20-7(f)(2), -137.4, -218; 115C-47(25a), -241, -242, -244 to -246, -248, -251, -317.1; 16 N.C.A.C. 6B .0111; State Board of Education Policy TRAN-010; *North Carolina School Bus Driver Handout*, Department of Transportation, Division of Motor Vehicles, available at <https://www.ncdot.gov/dmv/license-id/driver-licenses/new-drivers/Documents/school-bus-handbook.pdf>

Cross References: Student Behavior Policies (4300 series), Safety and Student Transportation Services (policy 6305), Drug and Alcohol Testing of Commercial Motor Vehicle Operators (policy 7241), Insurance (policy 8340)

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

Revised: January 11, 2007, January 10, 2008, May 10, 2012, January 21, 2016, September 14, 2017, August 8, 2019, October 14, 2021

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

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

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

***B. APPOINTMENTS**

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

C. TRANSFERS

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

**ASHEBORO CITY SCHOOLS
CERTIFIED APPOINTMENTS
July 13, 2023**

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Loechle, Lizbel	Univerdsida de San Martin De Porres B: Primary Education	Family Consumer Science, 9-12

Ms. Lizbel Loechle is recommended to teach Family Consumer Science – Apparel and Design at Asheboro High School for the 2023-2024 school year. Ms. Loechle has been in the district for nineteen years, starting as an instructional assistant and the last fourteen years as an interpreter/translator. Outside of Asheboro City Schools, the past eighteen years Ms. Loechle has taught adult education classes at Randolph Community College. Ms. Loechle is excited to transition into this new role working directly with students. Please join me and congratulate Ms. Loechle!

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

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

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

***B. APPOINTMENTS**

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

C. TRANSFERS

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

**ASHEBORO CITY SCHOOLS
CERTIFIED APPOINTMENTS - ADDENDUM
July 13, 2023**

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Charles, Kelsey	UNC-Greensboro B: Sociology	Elementary or EC

Ms. Kelsey Charles is recommended to teach third grade at Guy B. Teachey Elementary School for the 2023-2024 school year. Ms. Charles most recently taught at The Burlington School (private) as a lead Preschool teacher. As a Blue Comet alum, Ms. Charles is excited to begin her public-school teaching career in Asheboro City Schools. She is described as positive, professional, flexible and handles discipline in a positive manner. We are pleased to welcome Ms. Charles to the Teachey Tiger team. Welcome Ms. Charles!

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Floyd, Ana	Meredith College B: Child Development/Elementary Education UNC-Greensboro M: Curriculum and Instruction D: Curriculum and Instruction	Elementary

Dr. Ana Floyd is recommended to serve the district as an Elementary Math Curriculum Specialist. She is a veteran educator who is currently the district K-5 Math/Science Lead Teacher in the Randolph County School System, a position she has held for eighteen years. Prior to moving to the lead teacher position, she taught fourth grade for eight years. Dr. Floyd has earned several awards over the years, along with serving on various leadership teams at the state and local level in the area of mathematics. She brings a wealth of mathematics professional development experience, and has secured a number of grants to improve mathematics instruction. We are pleased to welcome Dr. Floyd to Asheboro City Schools. Welcome Dr. Floyd!

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Luther, John "Wesley"	UNC-Greensboro B: Kinesiology (Health/PE concentration)	Health/Physical Education

Mr. Wes Luther is recommended to teach Health and Physical Education at Asheboro High School for the 2023-2024 school year. Mr. Luther is a veteran educator at both the elementary and high school levels. Most recently he has taught Physical Education at Providence Grove High School. Outside of the classroom he has assisted with numerous athletic events and managed the PGHS Summer Basketball Jamboree. Mr. Luther has also previously served as a non-faculty coach for Asheboro High School. Please welcome Mr. Luther as the newest Blue Comet!

NAME

Pugh, Felicia

COLLEGE/DEGREEGlennville State College (WV)
B: Elementary Education**LICENSURE**

Elementary

Ms. Felicia Pugh is recommended to teach fourth grade at Guy B. Teachey Elementary School for the 2023-2024 school year. Ms. Pugh is a veteran educator who previously taught at Charles W. McCrary Elementary school for seven years, before moving to the Randolph County School System. Ms. Pugh has taught grades 2 through 5 over the years and her strength is working with hard to reach students and classroom management. She is excited to join the 4th grade team at Teachey. Welcome home Ms. Pugh!

NAME

Williams, Siohban

COLLEGE/DEGREEVirginia Union University
B: History/Political Science
Liberty University
M: Marriage and Family Counseling**LICENSURE**

School Counselor

Ms. Williams is recommended to serve as the School Counselor at Charles W. McCrary Elementary School for the 2023-2024 school year. Ms. Williams is relocating to the area from Merchanicville, VA where she worked for Richmond City Public Schools. Previously she spent eight years as the Lead Counselor for Dominion Day, where she worked with clients with mental health difficulties, and is well versed in providing wrap around services for families. We are pleased to welcome Ms. Williams to North Carolina and Asheboro City Schools!

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

☒ **Overnight Trip**

Group Making Request: Spark NC Lab School: Asheboro High School
Destination: SparkNC Tech Creatives Summit @ NCSU Date of Trip: July 24-26
Number of Students Involved: 5 Percent of Total Group: 100

Reasons for Students Not Attending: _____

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

Charter Bus Service, state name of vendor here: _____

If using Travel Company, state name of Vendor here: _____

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

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

Number of Drivers Needed (to be secured by the Central Office): 0

Departure Time: 3pm 7/24 Return Time: 3pm 7/26 Round Trip Miles (estimated) 140

Estimated Cost to the Student: 0

Purpose(s) of the Field Trip: Students will be participating in the SparkNC Tech Creatives Summit at NCSU

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

*SparkNC Lab Leader (TBD)

If approved, the following procedures must be followed; (1) Written parental permission is required for all field trips. This permission should be acquired using the Asheboro City Schools Parental Field Trip Permission Form; (2) No

Spark NC

Sponsor (Group Responsible for Paying for the Trip)

6/16/23

Date

Paraki Betha-Ruler

Approved:

Principal

6/16/23

Date

Alan M. Uy

Approved:

Superintendent or Designee

6/19/23

Date

Transportation
Scheduled:

Transportation Supervisor

Date

students can serve as drivers; private vehicles are used as a last resort; and (3) All students in a class or group shall have an opportunity to attend—means will provided for students to participate when necessary.

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

ASHEBORO CITY SCHOOLS

2023-2024

SCHEDULED PAY DATES

MID-MONTH PAYROLL (10 Month hourly employees)		END OF MONTH PAYROLL (All employees except 10 month hourly)	
July	14	July	31
August	15	August	31
September	15	September	29
October	13	October	31
November	15	November	30
December	15	December	29
January	12	January	31
February	15	February	29
March	15	March	28
April	15	April	30
May	15	May	31
June	14	June supplements/eom	26

CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

Deposit Accounts, Loan and Services Agreement



I, Dr. Aaron Woody, hereby certify that I am the duly elected and qualified secretary of Asheboro City Board of Education, an unincorporated association, and as such officer the keeper of its records, and that at a regular called meeting of the Asheboro City Board of Education of such association, held on the 13th day of July, 2023, at which a quorum was present, the following were elected to the office opposite their respective names and the following resolutions were adopted, and that such persons are now such officers of said association and that said resolutions are now in full force and effect:

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

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

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

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

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

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

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

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

Title	Typed Name	Signer's SSN	Signature
Finance Officer	Sandra Spivey		
Treasurer	Kaitlyn Pearson		
Principal	Christopher Tuft		

CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

Deposit Accounts, Loan and Services Agreement



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

Title	Typed Name	Signer's SSN	Signature
N/A			

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

Title	Typed Name	Facsimile Specimen
N/A		

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

Name	Officer or Title
N/A	

CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

Deposit Accounts, Loan and Services Agreement



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

Title	Typed Name	Signature
Finance Officer	Sandra Spivey	

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

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

APPROVED (•)

Officer Title	Typed Name	Officer Signature

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

CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

Deposit Accounts, Loan and Services Agreement



I, Dr. Aaron Woody, hereby certify that I am the duly elected and qualified secretary of Asheboro City Board of Education, an unincorporated association, and as such officer the keeper of its records, and that at a regular called meeting of the Asheboro City Board of Education of such association, held on the 13th day of July, 2023, at which a quorum was present, the following were elected to the office opposite their respective names and the following resolutions were adopted, and that such persons are now such officers of said association and that said resolutions are now in full force and effect:

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

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

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

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

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

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

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

Account Name:	North Middle School	Account Number:	
---------------	---------------------	-----------------	--

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

Title	Typed Name	Signer's SSN	Signature
Finance Officer	Sandra Spivey		
Treasurer	Donna Hill		
Principal	Graham Groseclose		

CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

Deposit Accounts, Loan and Services Agreement



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

Title	Typed Name	Signer's SSN	Signature
N/A			

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

Title	Typed Name	Facsimile Specimen
N/A		

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

Name	Officer or Title
N/A	

CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

Deposit Accounts, Loan and Services Agreement



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

Title	Typed Name	Signature
Finance Officer	Sandra Spivey	

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

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

APPROVED (•)

Officer Title	Typed Name	Officer Signature

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



A learning community of excellence!

Chartered in 1905

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

School Treasurers 2023-2024

Marsha A. Vickery
Asheboro High School

Donna B. Hill
North Asheboro Middle School

Aaron P. Nall
South Asheboro Middle School

Kaitlyn E. Aguilar
Balfour Elementary School

Gina G. Delk
Early Childhood Development Center

Vacant
Charles W. McCrary Elementary School

Vacant
Donna Lee Loflin Elementary School

Tina E. Poole
Guy B. Teachey Elementary School

Nicole L. Cox
Lindley Park Elementary School

Policies For Review

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

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

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

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

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

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

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

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

INSURANCE FOR STUDENT TRANSPORTATION SERVICES

Policy Code:

6330

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

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

Cross References: Insurance (policy 8340)

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

Revised: January 21, 2016

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

A. DEFINITIONS

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

B. REMOTE WORKING IN EMERGENCY SITUATIONS

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

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

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

C. TEMPORARY EPISODIC REMOTE WORKING ARRANGEMENTS

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

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

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

D. GENERAL CONDITIONS ON REMOTE WORKING

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

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

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

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

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

E. REMOTE WORKING AS AN ACCOMMODATION

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

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

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

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

Adopted: September 10, 2020

Revised: June 10, 2021

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

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

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

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

The evaluation system must incorporate the following directives.

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

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

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

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

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

Adopted: February 9, 2012

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

EVALUATION OF NON-LICENSED EMPLOYEES

Policy Code: **7815**

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

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

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

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

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

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

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



Career & Technical Education
District C Summer Teamship
July 13, 2023





What is a District C Teamship event?



4 Student Teams Solved Problems for 2 Businesses





2 District C certified coaches coached student teams through a 4 day collective problem solving process.



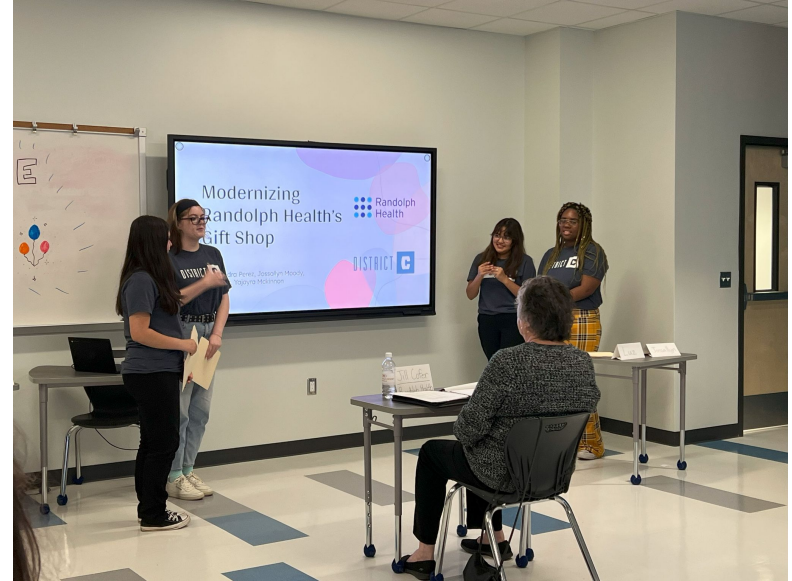


Teams interviewed their business partners in-person.



Teams virtually checked-in with their business partners.

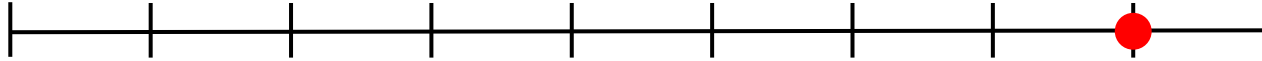
The experience culminated with a pitch event where student teams proposed their solutions back to their business partners.



Students would recommend the experience to their peers.

Based on your experience during this Teamship program, how likely are you to recommend the District C Teamship program to a friend or peer?

Not Likely At
All



Extremely Likely

Avg = 9

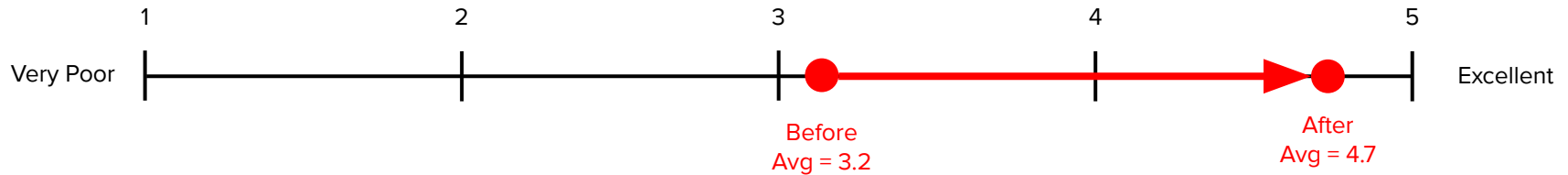
"I learned so much about myself and how I fit into a group. This experience was so wonderful and I enjoyed learning so much. "

– Student survey quote



Students feel more confident in their ability to work on a team.

How would you rate your ability to work effectively on a team?



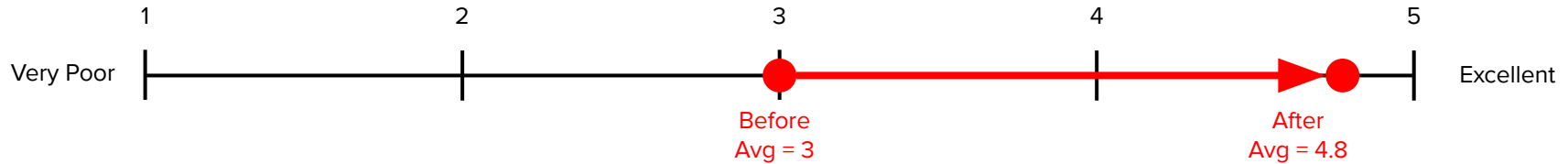
Being able to solve problems with my team really helped. My team was so kind and amazing to me and others. We shared ideas and didn't discriminate along the way.

– Student survey quote



Students feel more confident in their ability to solve complex problems.

How would you rate your ability to solve complex problems?



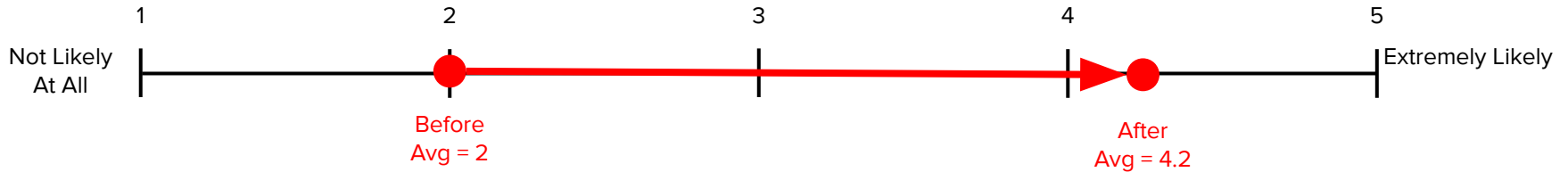
"It's a good way to connect with people and learning group work and team effort."

– Student survey quote



Students are more likely to consider pursuing a job with their business partner.

How likely are you to consider working for the business that you partnered with?



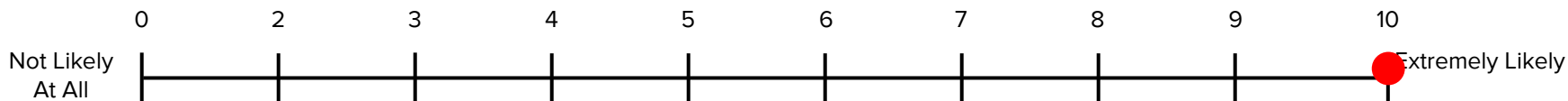
"It was very informative and it was fun to do"

– Student survey quote



Business partners want to spread the word.

How likely are you to recommend this experience to another business leader that you know?



Avg = 10

What a great way to give back to the community, and to be uplifted with a sense of optimism about the future of our young people. Notwithstanding, there were strong and useful ideas we will incorporate into our business.

– Business survey quote



Business partners got real value in the form of useful solutions.

The business partners reported that they **agree** or **strongly agree** that they are planning to use at least parts of the solutions that student teams proposed.



Business partners believe this experience prepares students for their workplaces.

The business partner reported that they **agree** that they are more likely to consider a student for a job or internship if the student has completed this Asheboro Summer Teamship Experience.

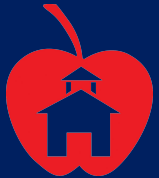




Walt Hammond, Chief Operating Officer
Philip Waddell, Chief Human Resource Officer



We are happy to answer any
questions at this time.



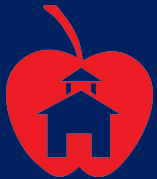


Safety Updates


Gayle Higgs

Director of Support Services

July 13, 2023



School Risk Management Plans



Welcome to the North Carolina
School Risk Management Plan

SRMP Help ⓘ Feedback ⓘ SERA ⤴

Home Profile Crisis Management Response / Procedures Submit for Review / Publish

Buildings ⓘ Comments ⓘ

Building Access

- Attic Access
- Basement Access
- Elevator
- Emergency Exit
- Escalator
- Exterior Door
- Interior Door
- Main Entrance
- Roof Access
- Stairwell


Interior Building Locations

Interior Utilities

Interior Fire Safety

Building: Main Floor: First Floor Descriptions

Create Report Graphic No Report Graphics

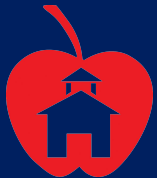




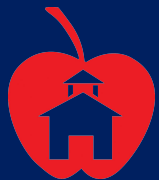
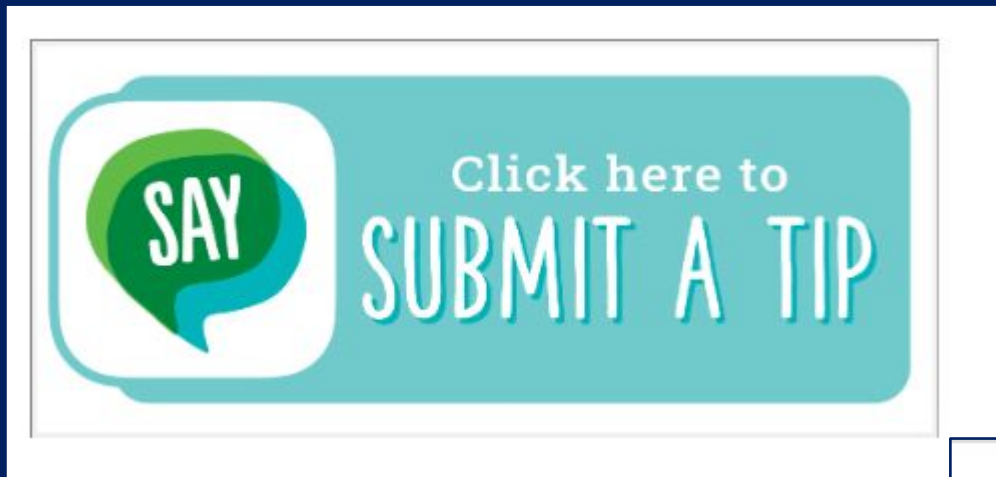
LOG IN

Supported Browsers: Microsoft Edge 80+, Firefox 50+, Chrome 50+ or Safari 6+

School Risk Management Planning

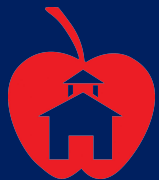


Say Something Anonymous Reporting System

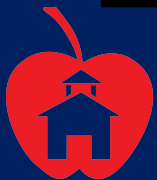


Vector Trainings

- Youth Suicide and Awareness
- Child Abuse Mandatory Reporting
- Dating Violence Identification and Prevention
- Student Drug and Alcohol Abuse
- Human Trafficking
- Bullying Recognition and Response
- Title IX Compliance Overview
- Slips Trips and Falls

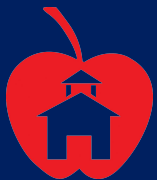


Student Programs & Intervention



APD Partnership

- Four Full Time SROs
 - 2 at AHS
 - 1 at NAMS
 - 1 at SAMS
- Rapid Deployment



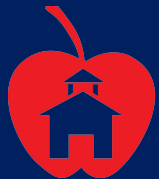
Safety Features & Equipment



NC Center for Safer Schools Safety Grant

- School Resource Officer - \$44,000 - Will reoccur up to two years
- School Safety Equipment - \$116,750 - Does not reoccur

Total Grant - \$160,750

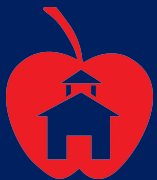
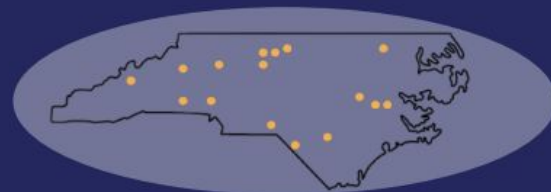


Upcoming Funding Opportunities



North Carolina Department of
PUBLIC INSTRUCTION

NC Stronger Connections Grant



Questions



CALENDAR OF UPCOMING EVENTS - July 13, 2023 Board Meeting			
DATE	TIME	EVENT	LOCATION
Monday, July 24-26	12:00-5:00 p.m.	Asheboro High School Band Percussion Camp	Asheboro High School
Monday, August 7-Thursday, August 10	8:00 a.m.-12:30 p.m.	Kindergarten Transition Camp	Lindley Park Elementary Schools
Monday, August 7	2:00-3:00 p.m. and 4:00-5:00 p.m.	Kindergarten Orientation	Charles McCrary Elementary School
Monday, August 7	6:00 p.m.	Randolph County Commissioners Meeting	Old Historic Courthouse
Tuesday, August 8-Thursday, August 10	8:30-11:30 a.m.	Kindergarten Transition Camp	Charles McCrary Elementary School
Tuesday, August 8	By appointment	Kindergarten Orientation	Balfour Elementary School
Wednesday, August 9	By appointment a.m.	Kindergarten Orientation	Balfour Elementary School
Wednesday, August 9-Thursday, August 10	8:00 a.m.-4:00 p.m.	Kindergarten Orientation/Transition Camp	Guy B. Teachey Elementary School
Thursday, August 10	7:30 p.m.	Board of Education Meeting	South Asheboro Middle School (unless otherwise posted)
Monday, August 14-Wednesday, August 16	8:00 a.m.-3:00 p.m.	Kindergarten Orientation/Transition Camp	Donna Lee Loflin Elementary School
Tuesday, August 15-Wednesday, August 16	9:00-11:30 a.m.	Kindergarten Transition Camp	Balfour Elementary School
Thursday, August 17-24	All Day	Required Teacher Workdays	All Schools
Wednesday, August 23	4:00-7:00 p.m.	Open House	Asheboro High School
Thursday, August 24	10:00 a.m.	Convocation	Asheboro High School Performing Arts Center
Thursday, August 24	3:00-6:00 p.m.	Open house	All Elementary Schools
Thursday, August 24	4:00-7:00 p.m.	Open House	All Middle Schools
Friday, August 25	All Day	Optional Teacher Workday	All Schools
Monday, August 28	All Day	First Day for Students	All Schools