

ASHEBORO CITY BOARD OF EDUCATION

July 11, 2019

7:30 p.m.

Early Childhood Development Center

5:30 p.m. – Dinner

5:45 p.m. – Architect Presentation / Discussion

6:45 p.m. – Policy Committee Meeting

7:00 p.m. – Finance Committee Meeting

I. Opening

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

II. Public Comments

- A. Citizens who signed up to address the Board will be called on to make comments.
Each individual speaker will be allowed 3 – 5 minutes for remarks. Issues or concerns involving personnel matters are not appropriate for the public comment setting.

III. *Consent Agenda

- A. Approval of Minutes – June 13, 2019
- B. Policies Recommended for Approval
 - Policy 1710/4021/7230 – Prohibition Against Discrimination, Harassment, and Bullying
 - Policy 2330 – Board Meeting Agenda
 - Policy 3101 – Dual Enrollment
 - Policy 4240/7312 – Child Abuse – Reports and Investigations
 - Policy 4700 – Student Records
- C. Personnel
- D. School Treasurers 2019-2020
- E. Payroll Calendar 2019-2020
- F. Bank Signature Cards (South Asheboro Middle School / North Asheboro Middle School)
- G. Overnight Field Trip – NAMS 8th Graders to Washington, DC, April 1-3, 2020

IV. Information, Reports, and Recommendations

- A. Policies Recommended for 30-Day Review – Dr. Drew Maerz
 - Policy 6315 – Drivers
 - Policy 7100 – Recruitment and Selection of Personnel
 - Policy 7130 – Licensure
 - Policy 7730 – Employee Conflict of Interest
 - Policy 7940 – Classified Personnel: Suspension and Dismissal
- B. Credit by Demonstrated Mastery – Dr. Drew Maerz
- C. Summer Programming Updates – Dr. Aaron Woody

V. *Action Items

- A. 2019-2020 Course Proposals for Asheboro High School – Dr. Aaron Woody

VI. Points of Pride / Calendar of Events / Superintendent's Report

- A. Points of Pride – Ms. Leigh Anna Marbert
- B. Calendar of Events – Ms. Leigh Anna Marbert
- C. Superintendent Update – Interim Superintendent Carla Freemyer

VII. Board Operations – Chairman Gidget Kidd

A. Upcoming Events:

- Asheboro City Schools Board of Education Meeting – August 8, 2019
- August 14, 2019 – 10-Month Staff Returns
- August 23, 2019 – Back to School Breakfast and Convocation
- August 26, 2019 – Students Return

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

July 11, 2019

7:30 p.m.

Early Childhood Development Center

Addendum

5:30 p.m. – Dinner

5:45 p.m. – Architect Presentation / Discussion

6:45 p.m. – Policy Committee Meeting

7:00 p.m. – Finance Committee Meeting

I. Opening

II. Public Comments

III. *Consent Agenda

C. Personnel Addendum - Added

H. Budget Transfer Report - Added

IV. Information, Reports, and Recommendations

V. *Action Items

VI. Points of Pride / Calendar of Events / Superintendent's Report

VII. Board Operations

VIII. Closed Session - Added

IX. Adjournment

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

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**Asheboro City Board of Education
North Asheboro Middle School Theatre
June 13, 2019**

Policy Committee

Staff members present:

Dr. Terry Worrell
Dr. Drew Maerz

Dr. Aaron Woody
Carla Freemyer

D.R. Cash

Board members present:

Gidget Kidd
Ryan Patton
Gwen Williams

Joyce Harrington
Michael Smith

Dr. Beth Knott

Mrs. Kidd called the meeting to order at 6:00 p.m. and referred to Dr. Maerz who began review of the agenda.

- Policy 6315 - Drivers
 - Updated legal references
- Policy 7100 - Recruitment and Selection of Personnel
 - Statements added to clarify background check requirements for individuals working with pre-school students, clarification of definition of a childcare provider, and additional background check requirements for anyone coming in contact with preschool students.
 - Updated legal references
- Policy 7130 - Licensure
 - Updated legal references
 - Updated language/descriptions
- Policy 7730 - Employee Conflict of Interest
 - Updated language/descriptions
- Policy 7940 - Classified Personnel: Suspension and Dismissal
 - Updated language/descriptions

All policies will go to the Board for 30-day review in July.

With no further business, the meeting was adjourned at 6:28 p.m.

Finance Committee

The Finance Committee convened at 6:30 p.m. in the North Asheboro Middle School Theater. The following board members were present:

Gidget Kidd

Linda Cranford

Baxter Hammer

Joyce Harrington

Ryan Patton

Archie Priest

Gwen Williams

Staff members present were: Dr. Terry Worrell and Sandra Spivey.

Ms. Spivey reviewed the Child Nutrition contracts included under the consent agenda. The contract amendment for Sodexo is to include the summer feeding program through June 30, 2019. The 2019-2020 Milk and Dairy Contract is awarded to Pet Dairy, the only responsive bidder. The 2019-2020 Food Service Management Contract is awarded to Sodexo, the only responsive bidder.

Ms. Spivey reviewed the 2019-2020 Interim Budget under the consent agenda.

Ms. Spivey reviewed the Budget Amendments included under the consent agenda. S-04 and F-05 are to adjust the budgets for recent allotments from the North Carolina Department of Public Instruction.

Ms. Spivey reviewed the contract with Smith Sinnett Architecture included under action items. This contract is for the Phase III – Asheboro High School Renovation project. The approval of this contract will be contingent on funding approved by the County Commissioners at their next meeting.

There being no further business, the meeting adjourned at 7:15 p.m.

Board of Education

Board members attending:

Gidget Kidd, Chair
Linda Cranford
Dr. Beth Knott
Michael Smith
Scott Eggleston, Attorney

Phillip Cheek, Vice Chair
Baxter Hammer
Ryan Patton
Gwen Williams

Gustavo Agudelo
Joyce Harrington
Archie Priest

Staff members attending:

Dr. Terry Worrell, Superintendent
Dr. Cayce Favasuli
D.R. Cash
Mike Mize
Lee Clark

Dr. Aaron Woody
Sandra Spivey
Carla Freemyer
Jordi Roman
Leigh Anna Marbert

Dr. Drew Maerz
Robin Harris
Vanessa Brooks
Anthony Woodyard

Opening

Chairman Kidd called the meeting to order at 7:29 p.m. and welcomed all in attendance.

Chairman Kidd opened the meeting with a moment of silence, followed by the Pledge of Allegiance.

Upon motion by Mr. Cheek, seconded by Mr. Priest, the Board unanimously approved the meeting agenda.

Special Recognitions and Presentations

Community Partner Spotlight:

Leigh Anna Marbert, public information officer, recognized Communities in Schools, represented by Ms. Paul Owens, as the Community Partner Spotlight. Ms. Marbert expressed thanks to the organization for the services they provide for many Asheboro City Schools students.

Board Spotlight:

Mr. Chris Tuft, principal of Balfour Elementary School, shared information regarding the school's Dual Language Immersion program which just completed its third year. The program will expand to include third grade during the 2019-2020 school year.

Dr. Aaron Woody introduced the 2019 Instructional Assistant of the Year, Ms. Linda Bumpas, from Balfour Elementary School.

Dr. Aaron Woody introduced Ms. Maricela Zepeda, 2019 Classified Employee of the Year.

Mr. Jordi Roman recognized Ms. Melissa McKeown, 2018-19 Outstanding Elementary Mathematics Teacher of the Year.

Dr. Terry Worrell recognized Ms. Faye McLeod, 2019 North Carolina Educational Office Professional of the Year.

Dr. Aaron Woody recognized Brandon Todd, South Asheboro Middle School student, who competed in the state science and engineering fair and won second place in the Technology Category. This placement qualifies Brandon for the national competition.

Public Comments

Chairman Kidd opened the floor to public comments. There were no requests to address the Board.

Consent Agenda

Upon motion by Ms. Cranford, seconded by Mr. Agudelo, the following items under the Consent Agenda were approved.

A. Board of Education Minutes – May 9, 2019***B. Policies approved:**

- Policy 1510/4200/7270 - School Safety
- Policy 1720/4015/7225 - Discrimination, Harassment, and Bullying Complaint Procedure
- Policy 1800 - Governing Principle - Stewardship of Resources
- Policy 3470/4305 - Alternative Learning Programs/Schools
- Policy 4316 - Student Dress Code
- Policy 4333 - Weapons, Bomb Threats, Terrorist Threats, and Clear Threats to Safety
- Policy 6220 - Operation of School Nutrition Services
- Policy 6401/9100 - Ethics and the Purchasing Function
- Policy 6421 - Preaudit and Disbursement Certifications
- Policy 8305 - Federal Grant Administration
- Policy 8510 - School Finance Officer

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

LAST	FIRST	SCHOOL	SUBJECT
Clayton	Lauren	GBT	2nd Grade
Quintereo	Ivan	Lindley Park	1st grade Dual Language

II. RESIGNATIONS/RETIREMENTS/SEPARATIONS

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Bardou	Katie	LP	Art	6/11/2019
Bascumbe	Clearvon	BAL	Custodian (part-time)	6/11/2019
Friedman	Nikki	LP	Exceptional Children	6/11/2019
LeMarier	Rachel	GBT	Exceptional Children	6/11/2019
Lucas	Robbin	AHS	Instructional Assistant	6/30/2019
McLeod	Faye	NAMS	Data Manager/Treasurer	6/30/2019
Pena	Lucia	SAMS	Custodian	6/5/2019
Teague	Brittany	DLL	5th Grade	6/11/2019
Weaver	Christina	AHS	School Nurse	5/11/2019*
Bia	Xinlei	AHS	Chinese	6/11/2019
Carrouth	Andrew	AHS	Social Studies	6/11/2019
Hill	Lorie	CO	Secretary - Support Services	6/28/2019
Keeter	Marc	CO	Computer Technician	6/28/2019
Nixon	Denise	GBT	3rd grade	6/27/2019

III. APPOINTMENTS

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Curtis	Eva	CO	Bus Driver	5/31/2019
Halbrend	Erik	CO	Computer Technician	6/17/2019
Kao	Hsuan "Lara"	AHS	Chinese	8/8/2019
Lovell	Stephanie	ECDC	After-School Program Assistant (PT; temporary)	6/3/2019
Mulkey	Brandy	CWM	Art	8/14/2019
Nelson	Jennifer	NAMS	English Language Arts/Social Studies	8/14/2019
Sharp	Allison	CWM	Exceptional Children	8/8/2019
Smith	Tucker	AHS	Band	8/8/2019
York	Hal	AHS	JROTC	8/1/2019
Farmer	Charlene	LP	Exceptional Children	8/14/2019
Halkyer	Todd	SAMS	Exceptional Children	8/14/2019
Nall	Aaron	SAMS	Data Manager/Treasurer	7/8/2019

IV. TRANSFERS

Berrier	Jacob	BAL to NAMS	Exceptional Children to Therapeutic	8/14/2019
Banner	Leigha	LP to DLL	4th grade to 5th grade	8/14/2019

V. ADMINISTRATIVE CONTRACTS

Dawalt	Keisha	BAL	Assistant Principal	8/1/2019 - 6/30/2021
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*D. 2019 – 2022 Asheboro City Schools Academically/Intellectually Gifted Plan

*E. Application for Career and Technical Education (CTE) State and Federal Funding for 2019-2020

*F. Sodexo (Summer Food Service Program) Contract Amendment effective 6-10-19

*G. 2019-2020 Milk and Dairy Contract

*H. 2019-2020 Interim Budget

*I. Asheboro High School AFJROTC Overnight Fieldtrip; June 16-21, 2019; Fayetteville, NC

- *J. Budget Amendment F-05
- *K. Budget Amendment S-04
- *L. 2019-2020 Catalyzing CTE Through Enhanced Career Pathways Incentive Grant Memorandum of Understanding
- *M. Budget Transfer Report
- *N. 2019-2020 Food Service Management Contract
- *O. Bank Signature Card for Child Nutrition
- *P. Bank Signature Card for NC Department of State Treasurer
- *Q. Bank Signature Card for Wells Fargo

*A copy is made a part of these minutes

Information, Reports, and Recommendations

- A. Dr. Drew Maerz presented the following policies for 30-day review:
 - Policy 1710/4021/7230 – Prohibition Against Discrimination, Harassment, and Bullying
 - Policy 2330 – Board Meeting Agenda
 - Policy 3101 – Dual Enrollment
 - Policy 4240/7312 – Child Abuse – Reports and Investigations
 - Policy 4700 – Student Records
- *B. An Articulation Agreement between Asheboro City Schools and Randolph Community College was presented by Dr. Terry Worrell. Upon motion by Mr. Smith, seconded by Mr. Cheek, the Agreement was unanimously approved as presented.

*A copy is made a part of these minutes.

Action Items

- *A. Ms. Sandra Spivey presented the proposed contract from Smith Sinnett Architecture for Phase III of the Asheboro High School renovation. Upon motion by Mr. Priest, seconded by Mr. Hammer, the contract was unanimously approved as presented.
- B. Chairman Kidd recommended Ms. Carla Freemyer be appointed as Interim Superintendent effective July 1, 2019 to serve until the search for a new superintendent is completed. Upon motion by Mr. Patton, seconded by Mr. Cheek, the motion was unanimously approved.

*A copy is made a part of these minutes

Swearing In Ceremony

Dr. Terry Worrell conducted the swearing in of Ms. Carla Freemyer as interim superintendent.

Superintendent's Report/Calendar of Events

- A. Leigh Anna Marbert, public information officer, shared the *Points of Pride* and *Calendar of Events* noting the next Board of Education meeting will be on July 11, 2019, at the Early Childhood Development Center.
- B. Superintendent Worrell presented an update on the 2018-2019 board goals and other pertinent information including the following:
 - K-3 assessments will be changed from mCLASS to Istation upon directive of State Superintendent Mark Johnson.
 - Summer programs are underway to provide catch-up growth for students.
 - The virtual academy offerings are being expanded.

- Professional development has been offered to all staff designed to meet our student needs.
 - Work continues towards providing mentors for all students.
- C. Superintendent Worrell recognized Mr. Mike Mize, maintenance director, for his twenty-four years of service to Asheboro City Schools. During his tenure Mr. Mize oversaw at least ten construction/renovation projects costing in excess of \$40 million. Mr. Mize will retire effective June 30, 2019. Chairman Kidd also offered thanks and congratulations to Mr. Mize for his dedication to the Blue Comet Nation.

Board Operations

Chairman Kidd reviewed upcoming events noting the following:

- July 11th - Asheboro City Board of Education Meeting to be held at the Early Childhood Development Center
- August 14th - Teachers and 10-month staff return to school
- August 26th - Students return to school

The meeting concluded with Chairman Kidd recognizing Dr. Terry Worrell, superintendent, offering congratulations on her upcoming retirement effective June 30, 2019. Dr. Worrell expressed her gratitude for the opportunity to serve Asheboro City Schools for five years.

Adjournment

There being no further business and upon motion by Dr. Knott and seconded by Mr. Agudelo, the Board unanimously approved to adjourn at 8:52 p.m.

Chairman

Secretary

Policies For Approval

PROHIBITION AGAINST DISCRIMINATION, HARASSMENT, AND BULLYING

Policy Code: **1710/4021/7230**

The board acknowledges the dignity and worth of all students and employees and strives to create a safe, orderly, caring, and inviting school environment to facilitate student learning and achievement. The board prohibits discrimination on the basis of race, color, national origin, sex, sexual orientation, gender identity, disability, or age and will provide equal access to the Boy Scouts and other designated youth groups as required by law. The board will not tolerate any form of unlawful discrimination, harassment, or bullying in any of its educational or employment activities or programs. Any violation of this policy will be considered serious and school officials shall promptly take appropriate action to address the violation.

A. PROHIBITED BEHAVIORS

Students, school system employees, volunteers, and visitors are expected to behave in a civil and respectful manner. The board expressly prohibits unlawful discrimination, harassment, and bullying by students, employees, board members, volunteers, or visitors. “Visitors” includes parents and other family members and individuals from the community, as well as vendors, contractors, and other persons doing business with or performing services for the school system.

Students are expected to comply with the behavior standards established by board policy, the Code of Student Conduct, and school and classroom rules. Employees are expected to comply with board policy, school system regulations, and school rules. Volunteers and visitors on school property also are expected to comply with board policy, school system regulations, and school rules and procedures.

This policy applies to behavior that takes place: (1) in any school building or on any school premises before, during or after school hours; (2) on any bus or other vehicle as part of any school activity; (3) at any bus stop; (4) during any school-sponsored activity or extracurricular activity; (5) at any time or place when the individual is subject to the authority of school personnel; or (6) at any time or place when the behavior has a direct and immediate effect on maintaining order and discipline in the schools.

B. DEFINITIONS

For purposes of this policy, the following definitions apply:

1. Discrimination

Discrimination means any act or failure to act, whether intentional or unintentional, that unreasonably and unfavorably differentiates treatment of others based solely on their membership in a socially distinct group or category, such as race, ethnicity, sex, sexual orientation, gender identity, pregnancy, religion, age, or disability.

2. Harassment and Bullying

- a. Harassment or bullying behavior is deliberate conduct intended to harm another person or group of persons. Such conduct violates this policy when any pattern of gestures or written, electronic, or verbal communications, or any physical act or any threatening communication:
 - 1) places a student or school employee in actual and reasonable fear of harm to his or her person or damage to his or her property; or
 - 2) creates or is certain to create a hostile environment by substantially interfering with or impairing a student's educational performance, opportunities, or benefits or by adversely altering the conditions of an employee's employment.

“Hostile environment” means that the victim subjectively views the conduct as harassment or bullying and that the conduct is objectively severe or pervasive enough that a reasonable person would agree that it is harassment or bullying. A hostile environment may be created through pervasive or persistent misbehavior or a single incident, if sufficiently severe.

Harassment and bullying include, but are not limited to, behavior described above that is reasonably perceived as being motivated by any actual or perceived differentiating characteristic or motivated by an individual's association with a person who has or is perceived to have a differentiating characteristic, such as race, color, religion, ancestry, national origin, gender, socioeconomic status, academic status, gender identity, physical appearance, sexual orientation, or mental, physical, developmental, or sensory disability. Examples of behavior that may constitute bullying or harassment include, but are not limited to, acts of disrespect, intimidation, or threats, such as verbal taunts, name-calling and put-downs, epithets, derogatory comments or slurs, lewd propositions, exclusion from peer groups, extortion of money or possessions, implied or stated threats, assault, impeding or blocking movement, offensive touching, or any physical interference with normal work or movement, and visual insults, such as derogatory posters or cartoons. Harassment and bullying may occur through electronic means (“cyberbullying”), such as through the Internet, emailing, or text messaging, or by use of personal websites to support deliberate and repeated behavior intended to cause harm to persons or groups. Legitimate age-appropriate pedagogical techniques are not considered harassment or bullying.

Harassment, including sexual or gender-based harassment, as described below, is not limited to specific situations or relationships. It may occur between fellow students or co-workers, between supervisors and subordinates, between employees and students, or between non-employees, including visitors, and employees or students. Harassment may occur between members of the opposite sex or the same sex.

- b. Sexual harassment is a form of harassment that violates this policy. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:
- 1) submission to the conduct is made, either explicitly or implicitly, a term or condition of an individual's employment, academic progress, or completion of a school-related activity;
 - 2) submission to or rejection of such conduct is used as the basis for employment decisions affecting the individual, or in the case of a student, submission to or rejection of such conduct is used in evaluating the student's performance within a course of study or other school-related activity; or
 - 3) such conduct is sufficiently severe, persistent, or pervasive that it has the purpose or effect of (a) unreasonably interfering with an employee's work or performance or a student's educational performance, (b) limiting a student's ability to participate in or benefit from an educational program or environment, or (c) creating an abusive, intimidating, hostile, or offensive work or educational environment.

Sexually harassing conduct includes, but is not limited to, deliberate, unwelcome touching that has sexual connotations or is of a sexual nature, suggestions or demands for sexual involvement accompanied by implied or overt promises of preferential treatment or threats, pressure for sexual activity, continued or repeated offensive sexual flirtations, advances or propositions, continued or repeated verbal remarks about an individual's body, sexually degrading words used toward an individual or to describe an individual, sexual assault, sexual violence, or the display of sexually suggestive drawings, objects, pictures or written materials. Acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex, but not involving sexual activity or language, may be combined with incidents of sexually harassing conduct to determine if the incidents of sexually harassing conduct are sufficiently serious to create a sexually hostile environment.

As provided in policy 4040/7310, Staff-Student Relations, employees are strictly prohibited from engaging in a romantic or sexual relationship with any student enrolled in the school system, whether or not the relationship is consensual. Such conduct is prohibited whether or not it constitutes sexual harassment.

- c. Gender-based harassment is also a type of harassment that violates this policy. Gender-based harassment may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex, sex-stereotyping, or gender identity but not involving conduct of a sexual nature.

C. REPORTING AND INVESTIGATING COMPLAINTS OF DISCRIMINATION, HARASSMENT, OR BULLYING

Any person who believes that he or she has been discriminated against, harassed, or bullied in violation of this policy by any student, employee, or other person under the supervision and control of the school system, or any third person who knows or suspects conduct that may constitute discrimination, harassment, or bullying, should inform a school official designated to receive such complaints, as described in policy 1720/4015/7225, Discrimination, Harassment, and Bullying Complaint Procedure.

Any employee who has witnessed, or who has reliable information that another person may have been subjected to discrimination, harassment, or bullying in violation of this policy has a duty to report such conduct in accordance with policy 1720/4015/7225. Employees who observe an incident of harassment or bullying are expected to intervene to stop the conduct in situations in which they have supervisory control over the perpetrator and it is safe to do so. If an employee knows of an incident involving discrimination, harassment, or bullying and the employee fails to report the conduct or take proper action or knowingly provides false information in regard to the incident, the employee will be subject to disciplinary action up to, and including, dismissal.

Reports, except mandatory employee reports, may be made anonymously, and all reports will be investigated in accordance with policy 1720/4015/7225.

D. RESPONDING TO OCCURRENCES OF DISCRIMINATION, HARASSMENT, OR BULLYING

1. Consequences for the Perpetrator
 - a. Disciplinary Consequences for Students

Students will be disciplined in accordance with the school's student behavior management plan (see policy 4302, School Plan for Management of Student Behavior). Based on the nature and severity of the offense and the circumstances surrounding the incident, the student will be subject to appropriate consequences and remedial actions ranging from positive behavioral interventions up to, and including, expulsion. In addition, the violation may also be reported to law enforcement, as appropriate.

Incidents of misbehavior that do not rise to the level of discriminatory harassment or bullying may violate acceptable standards of student behavior, including, but not limited to, the expectation that students will demonstrate civility and integrity in their actions and interactions with others. See policy 4310, Integrity and Civility. The consequences for such behavior will be consistent with applicable board policy and the Code of Student Conduct.

b. Disciplinary Consequences for Employees

Employees who violate this policy will be subject to disciplinary action up to, and including, dismissal. In addition, the violation may also be reported to law enforcement, as appropriate. Nothing in this policy will preclude the school system from taking disciplinary action against an employee when the evidence does not establish unlawful discrimination, harassment, or bullying, but the conduct otherwise violates board policy or expected standards of employee behavior.

c. Consequences for Other Perpetrators

Volunteers and visitors who violate this policy will be directed to leave school property and/or reported to law enforcement, as appropriate, in accordance with policy 5020, Visitors to the Schools. A third party under the supervision and control of the school system will be subject to termination of contracts/agreements, restricted from school property, and/or subject to other consequences, as appropriate.

2. Consideration of Need for More Extensive Response

School administrators shall consider whether the misconduct warrants more than just a response at the individual level. Given the nature and severity of the misconduct, the administrators may determine that a classroom, school-wide, or school system-wide response is necessary. Such classroom, school-wide, or school system-wide responses may include additional staff training, harassment and bullying prevention programs, and other measures deemed appropriate by the superintendent to address the behavior. The actions taken must be reasonably calculated to end the behavior, eliminate a hostile environment and its effects if one has been created, and prevent recurrence of the behavior.

3. Retaliation Prohibited

The board prohibits reprisal or retaliation against any person for (a) reporting or intending to report violations of this policy, (b) supporting someone for reporting or intending to report a violation of this policy, or (c) participating in the investigation of reported violations of this policy.

After consideration of the nature and circumstances of the reprisal or retaliation and in accordance with applicable federal, state, or local laws, policies, and regulations, the superintendent or designee shall determine the consequences and remedial action for a person found to have engaged in reprisal or retaliation.

E. TRAINING AND PROGRAMS

The board directs the superintendent to establish training and other programs that are designed to prevent discrimination, harassment, and bullying and to foster an environment of understanding and respect for all members of the school community. Information about this policy and the related complaint procedure must be included in the training plan.

As funds are available, the board will provide additional training for students, employees, and volunteers who have significant contact with students regarding the board's efforts to address discrimination, harassment, and bullying and will create programs to address these issues. The training or programs should (1) provide examples of behavior that constitutes discrimination, harassment, or bullying; (2) teach employees to identify groups that may be the target of discrimination, harassment, or bullying; and (3) train school employees to be alert to locations where such behavior may occur, including locations within school buildings, at school bus stops, on cell phones, and on the Internet.

F. NOTICE

The superintendent is responsible for providing effective notice to students, parents, and employees of this policy and of the procedures for reporting and investigating complaints of discrimination, harassment, and bullying established in policy 1720/4015/7225, Discrimination, Harassment, and Bullying Complaint Procedure. The superintendent must ensure that each school principal provides a copy of this policy and policy 1720/4015/7225 to students, employees, and parents or other responsible care givers at the beginning of each school year. In addition, both policies must be posted on the school system website, and copies of the policies must be readily available at each school and worksite. Notice of the policies must appear in all student and employee handbooks and in any school or school system publication that sets forth the comprehensive rules, procedures, and standards of conduct for students and employees.

G. COORDINATORS

The superintendent has appointed the following individuals to coordinate the school system's efforts to comply with and carry out its responsibilities under federal non-discrimination laws. These responsibilities include investigating any complaints communicated to school officials alleging noncompliance with Title VI or Title IX of the Civil Rights Act, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act (ADA), the Age Discrimination Act, and/or the Boy Scouts Act, or alleging actions which would be prohibited by those laws.

1. Title IX Coordinator
Director for Support Services
1126 S. Park Street, Asheboro, NC 27203
(336) 625-5104
2. Section 504 Coordinator
Director of Exceptional Child Services
1126 S. Park Street, Asheboro, NC 27203
(336) 625-5104
3. ADA Coordinator
Director of Exceptional Child Services
1126 S. Park Street, Asheboro, NC 27203
(336) 625-5104
4. Age Discrimination Coordinator
Executive Director for Human Resources
1126 S. Park Street, Asheboro, NC 27203
(336) 625-5104
5. Coordinator for Other Non-discrimination Laws
Executive Director for Human Resources
1126 S. Park Street, Asheboro, NC 27203
(336) 625-5104

H. RECORDS AND REPORTING

The superintendent or designee shall maintain confidential records of complaints or reports of discrimination, harassment, or bullying. The records must identify the names of all individuals accused of such offenses and the resolution of such complaints or reports. The superintendent also shall maintain records of training conducted and corrective action(s) or other steps taken by the school system to provide an environment free of discrimination, harassment, and bullying.

The superintendent shall report to the State Board of Education all verified cases of discrimination, harassment, or bullying. The report must be made through the Discipline Data Collection Report or through other means required by the State Board.

I. EVALUATION

The superintendent shall evaluate the effectiveness of efforts to correct or prevent discrimination, harassment, and bullying and shall share these evaluations periodically with the board.

Legal References: Age Discrimination in Employment Act of 1967, 29 U.S.C. 621 *et seq.*, 34 C.F.R. pt. 110; Americans with Disabilities Act, 42 U.S.C. 12101 *et seq.*, 28 C.F.R. pt. 35; Rehabilitation Act of 1973, 29 U.S.C. 705(20), 794, 34 C.F.R. pt. 104; Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000d *et seq.*, 34 C.F.R. pt. 100; 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 of 1972, 20 U.S.C. 1681 *et seq.*, 34 C.F.R. pt. 106; Boy Scouts of America Equal Access Act, 20 U.S.C. 7905, 34 C.F.R. pt. 108; *Racial Incidents and Harassment Against Students at Educational Institutions; Investigative Guidance*, U.S. Department of Education, Office for Civil Rights (1994); *Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties*, U.S. Department of Education, Office for Civil Rights (2001); *Notice of Non-Discrimination*, U.S. Department of Education, Office for Civil Rights (2010); *Dear Colleague Letter (Bullying)*, U.S. Department of Education, Office for Civil Rights, (2010), available at <http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.pdf>; *Dear Colleague Letter (Sexual Harassment)*, U.S. Department of Education, Office for Civil Rights (2006) available at <https://www2.ed.gov/about/offices/list/ocr/letters/sexhar-2006.html>; Q&A on Campus Sexual Misconduct, U.S. Department of Education, Office for Civil Rights (2017), available at <https://www2.ed.gov/about/offices/list/ocr/docs/qa-title-ix-201709.pdf>; *Oncale v. Sundowner Offshore Services*, 523 U.S. 75 (1998); G.S. 115C-335.5, -407.15 through -407.18; 126-16; State Board of Education Policy SSCH-000

Cross References: Discrimination, Harassment, and Bullying Complaint Procedure (policy 1720/4015/7225), Nondiscrimination on the Basis of Disabilities (policy 1730/4022/7231), Prohibition Against Retaliation (policy 1760/7280), Equal Educational Opportunities (policy 4001), Staff-Student Relations (policy 4040/7310) School Plan for Management of Student Behavior (policy 4302), Visitors to the Schools (policy 5020), Community Use of Facilities (policy 5030), Recruitment and Selection of Personnel (policy 7100), Professional Employees: Demotion and Dismissal (policy 7930), Classified Personnel: Suspension and Dismissal (policy 7940)

Adopted: February 18, 2010

Updated: May 10, 2012, April 10, 2014, May 14, 2015, March 11, 2016, August 10, 2017, October 15, 2018

The chairperson and the superintendent will prepare a proposed agenda for each board meeting. A request to have an item of business placed on the agenda must be received at least six working days before the meetings. (See also board policy 2310 Public Participation at Board Meetings, regarding agenda requests by individuals or groups.) However, a board member may request to have an item placed on the agenda with notification of no less than 48 hours prior to the meeting date. A reasonable attempt to notify board members of the additional agenda item will be made within the 48 hour time period. A board member may, by a timely request, have an item placed on the agenda.

The agenda for meetings shall include a consent agenda that lists items to be passed with a single motion and vote without discussion. Items may be placed on the consent agenda by the superintendent with the approval of the chairperson or by unanimous vote of a board committee at a committee meeting. Any item on the consent agenda may be removed by request of any board member or the superintendent at the meeting, prior to adoption of the agenda. Those items shall be placed on the action/discussion agenda for consideration by the board, or referred to a committee.

Each board member will receive a copy of the proposed agenda four days prior to the meeting, and the proposed agenda will be available for public inspection and/or distribution when it is distributed to the board members.

The first substantive order of business at the board meeting shall be the adoption of the agenda. The agenda, as adopted, will constitute the order of business for the meeting. At the meeting, the board may, by a majority vote, add an item that is not on the proposed agenda before the agenda is adopted. After the agenda has been adopted, a two-thirds vote is required to add an item to the agenda. Any new policy or budgetary items presented as an addendum to the published agenda are not subject to action at the same meeting.

Legal References: G.S. 115C-36

Cross References: Duties of Officers (policy 2210), Public Participation at Board Meetings (policy 2310), Advance Delivery of Meeting Materials (policy 2335)

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

Revised: December 11, 2003, January 12, 2006, February 12, 2009

Reviewed by Policy Committee on July 12, 2012

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 a 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 superintendent shall develop procedures consistent with 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, -81; 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 CCRE-001, GRAD-004

Cross References: Curriculum Development (policy 3100)

Adopted: March 8, 2012

Revised: August 10, 2017

North Carolina has two separate systems that mandate reports of suspected child abuse, neglect, dependency, or maltreatment. Suspected child abuse, neglect, dependency, or death as a result of maltreatment by parents or other caretakers must be reported to the county child welfare agency. Suspected human trafficking, involuntary servitude, and sexual servitude of a child are special forms of child abuse under law and must be reported to the county child welfare agency, regardless of the relationship between the victim and the perpetrator. By contrast, suspected child maltreatment by a caregiver in a child care facility, including in a licensed preschool classroom or other licensed classroom or program operated by the school system, must be reported to the Department of Health and Human Services, Division of Child Development and Early Education. Where the source of the child abuse, neglect, dependency, or maltreatment is uncertain, a report should be made to both the county child welfare agency and the Department of Health and Human Services, Division of Child Development and Early Education.

The board of education supports all employees who in good faith make a report under either of North Carolina's mandated reporting laws.

A. DUTY TO REPORT CHILD ABUSE, NEGLECT, DEPENDENCY, OR DEATH AS A RESULT OF MALTREATMENT TO THE COUNTY CHILD WELFARE AGENCY

Any school employee who knows or has cause to suspect (1) child abuse, neglect, dependency or death as a result of maltreatment by a parent, guardian, custodian, or caretaker of the child or (2) that a child has been a victim of human trafficking, involuntary servitude, or sexual servitude by any person is legally required to report the case ~~of the child~~ to the director of social services. The employee also shall report the case immediately to the principal. Any doubt about reporting a suspected situation shall be resolved in favor of reporting and the report shall be made immediately.

A school employee is immune by statute from any civil and/or criminal liability when reporting in good faith suspected child trafficking, involuntary servitude, sexual servitude, or child abuse, neglect, dependency or death as a result of maltreatment. An employee who fails to report or who prevents another person from making a report is subject to disciplinary action by the school system or civil or criminal action under the law.

B. DUTY TO REPORT CHILD MALTREATMENT IN A CHILD CARE FACILITY TO THE DIVISION OF CHILD DEVELOPMENT AND EARLY EDUCATION

A school employee who has cause to suspect that a child in a child care facility has been maltreated by a caregiver or has died as a result of maltreatment occurring in a child care facility is legally required to report the case to the Department of Health and Human Services (DHHS), Division of Child Development and Early Education (DCDEE).

A "child care facility" includes any DHHS-licensed classroom or program operated by the

school system, including for example, licensed pre-school or Title I classrooms, licensed afterschool programs, and licensed developmental day programs.

Any doubt about reporting a suspected situation or uncertainty whether the child's care is being provided in a child care facility must be resolved in favor of reporting, and the report should be made immediately.

An employee making a report to DCDEE also shall immediately report the case to the principal. If the suspected maltreatment occurred in a licensed preschool classroom or other licensed classroom or program operated by board, the principal shall immediately notify the superintendent of the suspected maltreatment. No reprisals of any kind may be taken against an employee who makes a good faith report of child maltreatment occurring in any licensed preschool classroom or other licensed classroom or program operated by the board.

An employee who fails to make a report as required by law and this policy may be subject to disciplinary action by the school system. In addition, if the employee works in a licensed preschool classroom or other licensed classroom or program operated by the board, failure to report maltreatment of a child in the program or classroom may itself constitute child maltreatment and result in the employee being placed on the state child maltreatment registry.

C. COOPERATION WITH STATE AGENCIES

1. The principal may establish a contact person in the school to act as a liaison with state agencies charged with investigating reports of child abuse and neglect or child maltreatment.
2. Employees shall cooperate fully with agency personnel conducting an investigation of suspected child abuse, neglect, dependency, death as a result of maltreatment, or maltreatment occurring in a child care facility.
3. In the case of suspected abuse, neglect, dependency, or death due to maltreatment under the jurisdiction of social services, employees shall permit the child to be interviewed by social services on school campuses during school hours.
4. In a case under the jurisdiction of DCDEE concerning suspected child maltreatment by a caregiver in a child care facility, permission from the parent must be obtained before the child may be interviewed on school campus during school hours.

5. Employees shall provide confidential information to agency personnel, so long as the disclosure does not violate state or federal law.
6. Any confidential information disclosed by the investigating agency to employees must remain confidential and may be redisclosed only for purposes directly connected with carrying out the responsibilities of the school system or the employee.

D. SHARING INFORMATION WITH OTHER AGENCIES

Upon request and to the extent permitted by law, the school district shall share with other agencies designated in G.S. 7B-3100(a), information that is relevant (1) to any assessment by the department of social services of a report of child abuse, neglect, dependency or death as a result of maltreatment; (2) to the provision or arrangement of protective services in a child abuse, neglect, or dependency case by the department of social services; or (3) to any case in which a petition is filed alleging that a juvenile is abused, neglected, dependent, undisciplined, or delinquent. School system officials and the designated agencies must continue to share such information until the protective services case is closed by the department of social services or, if a petition is filed, until the juvenile is no longer subject to the jurisdiction of juvenile court.

The superintendent shall develop any necessary procedures for reporting suspected child abuse, neglect, dependency, death as a result of maltreatment, or maltreatment in a child care facility, for sharing information with designated agencies, and for cooperating with agency investigations. The board encourages school officials to provide staff development opportunities related to identifying and reporting child abuse, neglect, dependency or death as a result of maltreatment, and maltreatment in a child care facility.

In addition to the requirements of this policy, any administrator who knows or has reason to believe that a licensed employee has engaged in conduct which involves physical or sexual abuse of a child shall report that information to the State Superintendent of Public Instruction in accordance with subsection C.4 of policy 4040/7310, Staff-Student Relations

Legal References: Family Educational Rights and Privacy Act, 20 U.S.C. 1232g; G.S. 7B-101, -301, -302 -309, -3100; 8-53.4; 14-318.2; 110-90.2, -105.3, -105.4, -105.5; 115C-400, -402; 126-5; 16 N.C.A.C. 6C.0312; State Board of Education Policy LICN-007, State Board of Education Regulation LICN-020-R(1)

Cross References: Professional and Staff Development (policy 1610/7800), Staff-Student Relations (policy 4040/7310), Student Records (policy 4700)

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

Administrative Procedure: None

Revised: November 14, 2002, December 11, 2008, November 9, 2017, May 10, 2018

All student records must be current and maintained with appropriate measures of security and confidentiality. The principal is responsible for complying with all legal requirements pertaining to the maintenance, review, and release of student records retained at the school. For purposes of this policy “student records” or “student education records” are those records, files, documents, and other materials that contain information directly related to the student that are maintained by the school system or by a party acting for the school system.

A. ANNUAL NOTIFICATION OF RIGHTS

The superintendent or designee shall provide eligible students and parents with annual notification of their rights under the Family Educational Rights and Privacy Act (FERPA). The notice must contain all information required by federal law and regulations, including the following:

1. the right to inspect and review the student’s educational records and the procedure for exercising this right;
2. the right to request amendment of the student’s educational records that the parent or eligible student believes to be inaccurate, misleading, or in violation of the student’s privacy rights; and the procedure for exercising this right;
3. the right to consent to disclosures of personally identifiable information contained in the student’s education records, except to the extent that FERPA authorizes disclosure without consent;
4. the type of information designated as directory information and the right to opt out of release of directory information;
5. that the school system releases records to other institutions that have requested the information and in which the student seeks or intends to enroll;
6. the right to opt out of releasing the student’s name, address, and phone number to military recruiters or institutions of higher education that request such information;
7. a specification of the criteria for determining who constitutes a school official and what constitutes a legitimate educational interest if a school official discloses or intends to disclose personally identifiable information to school officials without consent;
8. notification if the school system uses contractors, consultants, volunteers, or similar persons as school officials to perform certain school system services and functions that it would otherwise perform itself; and

9. the right to file complaints with the Family Policy Compliance Office in the U.S. Department of Education.

School officials are not required to individually notify parents or eligible students of their rights but must provide the notice in a manner reasonably likely to inform the parents and eligible students of their rights. Effective notice must be provided to parents or eligible students with disabilities or those whose primary or home language is not English.

B. DEFINITION OF PARENT AND ELIGIBLE STUDENT

1. Parent

For purposes of this policy, the term “parent” includes a natural parent, a guardian, or an individual acting as a parent in the absence of a parent or guardian. If the parents of a student are separated or divorced, both parents have the right to access the student’s records as provided in this policy, unless the school system has been provided with evidence that there is a court order, state statute, or other legally binding document that specifically revokes these rights.

2. Eligible Student

For purposes of this policy, an eligible student is a student who has reached 18 years of age or is attending an institution of postsecondary education. The rights afforded to parents under this policy transfer to an eligible student. However, parents may still have access to the records as long as the student is claimed as a dependent by the parent for federal income tax purposes. An eligible student who desires to prevent access to records by his or her parents must furnish to the principal information verifying that the student is not a dependent of his or her parents. If a parent of a student who is at least 18 and no longer attending a school within the system wishes to inspect and review the student’s records, he or she must provide information verifying that the student is a dependent for federal income tax purposes.

A student under age 18 may have access to student records only upon the consent of his or her parents.

C. CLASSIFICATION AND MAINTENANCE OF RECORDS

1. Student Education Records

Student education records may be separated into several categories, including, but not limited to, the following records.

a. Cumulative Records

The cumulative record is the official record for each student. The cumulative record includes student identification information, such as the student's name, address (or a homeless student's living situation), sex, race, birthplace, and birth date; family data including the parents' names, addresses, work and home telephone numbers, and places of employment; academic work completed; grades; standardized test scores; health screenings and immunization documentation; attendance records; withdrawal and reentry records; discipline records; honors and activities; class rank; date of graduation; and follow-up records.

b. Discipline Records

Student discipline records are part of the student's official record and must be maintained and reviewed pursuant to policy 4345, Student Discipline Records. Discipline records must be expunged and forwarded pursuant to the requirements of law and the procedures of policy 4345.

c. Records of Students with Disabilities

Students with recognized disabilities must be accorded all rights in regard to their records as provided by state and federal law, including the Individuals with Disabilities Education Act and policy 3520, Special Education Programs/Rights of Students with Disabilities. Records for a student identified as a student with a disability are considered part of the student's official records and must be maintained in accordance with all appropriate federal and state regulations. Access to these records will be restricted to personnel having specific responsibility in this area. A list of all approved personnel having access to these restricted files will be updated as needed, and a current, dated list will be posted in the student records location.

d. Records Received from the Department of Social Services

The Department of Social Services may disclose confidential information to the school system in order to protect a juvenile from abuse or neglect. Any confidential information disclosed under these circumstances must remain confidential and may only be redisclosed for purposes directly connected with carrying out the school system's mandated educational responsibilities.

e. Juvenile Records

Juvenile records include documentation or information regarding students who are under the jurisdiction of the juvenile court. These records may be received from local law enforcement and/or other local agencies authorized to share information concerning juveniles in accordance with G.S. 7B-3100.

These records also may include notice from the sheriff to the board that a student has been required to register with the sheriff because the student has been found to be a danger to the community under G.S. Chapter 14, Part 4. Such documents must not be a part of a student's official records but must be maintained by the principal in a safe, locked storage area that is separate from the student's other records. The principal shall not make a copy of such documents under any circumstances.

Juvenile records will be used only to protect the safety of or to improve the educational opportunities for the student or others. The principal may share juvenile records with individuals who have (a) direct guidance, teaching, or supervisory responsibility for the student and (b) a specific need to know in order to protect the safety of the student and others. Persons provided access to juvenile records must indicate in writing that they have read the document(s) and agree to maintain confidentiality of the records.

The principal or designee must destroy juvenile documents if he or she receives notification that a court no longer has jurisdiction over the student or if the court grants the student's petition for expunction of the records. The principal or designee shall destroy all other information received from an examination of juvenile records when he or she finds that the information is no longer needed to protect the safety of or to improve the educational opportunities for the student or others. If the student graduates, withdraws from school, transfers to another school, is suspended for the remainder of the school year, or is expelled, the principal shall return all documents not destroyed to the juvenile court counselor. If the student is transferring, the principal shall provide the juvenile court counselor with the name and address of the school to which the student is transferring.

f. Other Student Records

School system personnel may also keep other student records but must review such records annually and destroy them when their usefulness is no longer apparent or when the student leaves the school system.

2. Records Not Considered Education Records (Sole Possession, Employment, and Law Enforcement Records)

Student education records do not include, and release of information under this policy does not apply to:

- a. records made by teachers, counselors, and administrators that are in the sole possession of the maker thereof and that are not accessible or revealed to any other person except a substitute;
- b. employment records of student employees if those records relate

exclusively to the student in his or her capacity as an employee and are not made available for any other use; and

- c. records created by a law enforcement unit of the school system if created for a law enforcement purpose and maintained solely by the law enforcement unit of the school system. However, a law enforcement record containing information that was obtained from student's confidential file or other educational records must be treated as an education record and may be released only in accordance with this policy.

D. RECORDS OF STUDENTS PARTICIPATING IN THE NORTH CAROLINA ADDRESS CONFIDENTIALITY PROGRAM

Students or parents enrolled in the North Carolina Address Confidentiality Program (NCACP) must provide a valid NCACP authorization card to the school principal if they wish to keep their home address confidential. The school system will maintain a confidential record of the actual home address for admission and assignment purposes only and will not release that address except as provided by law. With the exception of such specially-maintained records, student records will include only the substitute address provided by the NCACP and not the actual home address of any students or parents for whom a valid NCACP authorization card is on file.

When transferring the record of a student participating in the North Carolina Address Confidentiality Program to a school outside of the system, the transferring school may send the files to the Address Confidentiality Program participant (parent or guardian) via the substitute address provided by the Address Confidentiality Program.

E. RECORDS OF MISSING CHILDREN

Upon notification by a law enforcement agency or the North Carolina Center for Missing Persons of the disappearance of a child who is currently or was previously enrolled in the school, school officials shall flag the record of that child. If the missing child's record is requested by another school system, the principal shall provide notice of the request to the superintendent and the agency that notified the school that the child was missing. The principal shall provide the agency with a copy of any written request for information concerning the missing child's record.

Any information received indicating that a student transferring into the system is a missing child must be reported promptly to the superintendent and the North Carolina Center for Missing Persons.

F. RECORDS OF MILITARY CHILDREN

School administrators shall comply with any regulations pertaining to the records of military children developed by the Interstate Commission on Educational Opportunity for Military Children.

In addition, children of military families, as defined by policy 4050, Children of Military Families, are entitled to the following.

1. For Students Leaving the School System

In the event that official education records cannot be released to the parents of military children who are transferring away from the school system, the custodian of records shall prepare and furnish to the parent a complete set of unofficial education records containing uniform information as determined by the Interstate Commission.

When a request for a student's official record is received from the student's new school, school officials shall process and furnish the official records to the student's new school within 10 days or within such time as is reasonably determined by the Interstate Commission.

2. For Students Enrolling in the School System

Upon receiving an unofficial education record from the student's previous school, school administrators shall enroll the student and place him or her in classes as quickly as possible based on the information in the unofficial records, pending validation by the official records.

Simultaneous with the enrollment and conditional placement of the student, school administrators shall request the student's official record from his or her previous school.

G. REVIEW, RELEASE OF RECORDS TO PARENT OR ELIGIBLE STUDENT

1. Review by Parent or Eligible Student

A parent or eligible student may access the student's education records upon proper request. The principal or guidance office personnel of the student's school shall schedule an appointment as soon as possible but no later than 45 days after the request by the parent or eligible student. The parent or eligible student may formally review the student's complete education records only in the presence of the principal or a designee competent to explain the records. School personnel shall not destroy any educational records if there is an outstanding request to inspect or review the records.

2. Review of Video or Audio Recordings and Photographs

a. Parents Right to Review

Upon request, a parent or eligible student may inspect and review a video or audio recording or photograph that is determined to be an education

record of the student. Individuals acting on behalf of a parent or eligible child, such as advocates or attorneys, will not be permitted to review a video or audio recording or photo unless accompanied by the parent or eligible student.

b. Status as Education Record

A video or audio recording or photo will be deemed an education record of the student if it is directly related to the student and is maintained by the school system or its agent, as provided by law. A photo, video, or audio recording (such as a surveillance video), that is created and maintained by a law enforcement unit for a law enforcement purpose, is not an education record; however, a copy of such photo, video, or audio recording provided to the school for disciplinary or other school purposes may be an education record if it is directly related to a student and is maintained by the school system.

c. Records of More Than One Student

If the recording or photo is an education record of multiple students, the school system shall make reasonable efforts to redact or segregate out the portions of the recording or photo directly related to other students before providing the parent or eligible student access, provided doing so would not destroy the meaning of the record. If redaction or segregation of the recording or photo cannot reasonably be accomplished or would destroy the meaning of the record, then the parent of each student to whom the recording or photo directly relates or such eligible students themselves shall be permitted to access the entire record.

d. Copies of Recordings and Photos

A copy of a video or audio recording or photo will be provided to a parent or eligible student only (1) if circumstances effectively prevent the parent or eligible student from exercising the right to inspect the recording or photo, such as when the parent no longer lives within commuting distance of the school system; (2) when directed by a court order or subpoena; or (3) when otherwise required by law.

3. Request to Amend the Educational Record

A parent or eligible student has the right to challenge an item in the student education record believed to be inaccurate, misleading, or otherwise in violation of the student's privacy rights. The principal shall examine a request to amend a student record item and respond in writing to the person who challenges the item. Subsequent steps, if necessary, will follow the student grievance procedures as provided in policy 1740/4010, Student and Parent Grievance Procedure. If the final

decision is that the information in the record is not inaccurate, misleading, or otherwise in violation of the privacy rights of the student, the principal shall inform the parent or eligible student of the right to place a statement in the record commenting on the contested information in the record or stating why he or she disagrees with the decision of the school system.

H. RELEASE OR DISCLOSURE OF RECORDS TO OTHERS

Before releasing or disclosing education records as permitted by law, school officials shall use reasonable methods to identify and authenticate the identity of the party to whom the records are disclosed.

1. Release/Disclosure with Parental Consent

School officials shall obtain written permission from a parent or eligible student before releasing or disclosing student records that contain personally identifiable information, except in circumstances where the school system is authorized by law to release the records without such permission. The written permission must specify the records to be released, the purpose of the release, and the party(ies) to whom they are to be released.

2. Release/Disclosure without Parental Consent

School system officials shall promptly release student records when a student transfers to another school. The records custodian may release or disclose records with personally identifiable information without parental permission to the extent permitted by law, including to other school officials who have a legitimate educational interest in the records.

Personally identifiable information from a student's record may be released or disclosed to someone other than a parent or eligible student without prior written consent of the parent or eligible student only as specifically provided by federal law. Except as otherwise permitted by federal law, when personally identifiable information from a student's record is released or disclosed to someone other than a parent or eligible student without their written consent, the party to whom the information is released must agree not to disclose the information to any other party without the prior written consent of the parent or eligible student.

The superintendent shall employ reasonable methods to ensure that teachers and other school officials obtain access only to those educational records in which they have legitimate educational interests.

3. Release of Directory Information

Permission of the parent or eligible student is not required for the release of information that is designated as directory information by the board, provided that

the parent or eligible student has been given proper notice and an opportunity to opt out. (See policy 1310/4002, Parental Involvement.)

- a. The board designates the following student record information as directory information:
 - (1) name;
 - (2) address;
 - (3) telephone listing;
 - (4) electronic mail address;
 - (5) photograph;
 - (6) date and place of birth;
 - (7) participation in officially recognized activities and sports;
 - (8) weight and height of members of athletic teams;
 - (9) dates of attendance;
 - (10) grade level;
 - (11) diplomas (including endorsements earned), industry credentials/certifications, and awards received; and
 - (12) most recent previous school or education institution attended by the student.
- b. The telephone number and actual address of a student who is or whose parent is a participant in the North Carolina Address Confidentiality Program is not considered directory information and will not be released, except as required by law.
- c. Information about a homeless student's living situation is not considered directory information and will not be released.
- d. As required by law, the names, addresses, and telephone numbers of secondary school students shall be released, upon request, to military recruiters or institutions of higher learning, whether or not such information is designated directory information by the school system. Students or their parents, however, may request that the student's name, address, and telephone number not be released without prior written parental consent.

School officials shall notify parents of the option to make a request and shall comply with any requests made.

- e. All requests for directory information must be submitted to the superintendent or designee for approval. The superintendent is directed to establish regulations regarding the release of directory information. At a minimum, the regulations must:
 - (1) specify the types of organizations that are eligible to receive directory information and for what purposes;
 - (2) provide for equal disclosure to organizations that are similar in purpose; and
 - (3) authorize access to directory information to recruiters of military forces of the state or United States for the purpose of informing students of educational and career opportunities available in the military to the same extent that such information is made available to persons or organizations that inform students of occupational or educational options.

4. Records of Students with Disabilities

Students with recognized disabilities must be accorded all rights in regard to their records as provided by state and federal law, including the Individuals with Disabilities Education Act.

5. Disclosure of De-Identified Information

Education records may be released without consent of the parent or eligible student if all personally identifiable information has been removed. Personally identifiable information includes both direct and indirect identifiers that, alone or in combination, would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty.

Unless specifically permitted by law, records that have been de-identified must not be released without the consent of the parent or eligible student if school officials reasonably believe that the person requesting the information knows the identity of the student to whom the education record relates.

I. WITHHOLDING RECORDS

School system administrators shall not withhold records upon a valid request by a parent, eligible student, or school to which the student is transferring for any reason, including in order to collect fines assessed to the parent or student.

J. RECORD OF ACCESS AND DISCLOSURE

The principal or designee shall maintain a record in each student's file indicating all persons who have requested or received personally identifiable information from a student's record and the legitimate reason(s) for requesting or obtaining the information. This requirement does not apply to requests by or disclosure to parents, eligible students, school officials, parties seeking directory information, a party seeking or receiving the records under a court order or subpoena that prohibits disclosure, or those individuals with written parental consent.

K. DESTRUCTION OF STUDENT RECORDS

School officials shall only destroy student records in accordance with state and federal law and the *Records Retention and Disposition Schedule for Local Education Agencies*. After notifying parents, school officials may destroy student records when the records are no longer needed to provide educational services to the student or to protect the safety of the student or others. School officials must destroy student records if the parent or eligible student requests their destruction and if such records are no longer needed to provide educational services to the student or to protect the safety of the student or others. School officials shall not destroy student records if there is an outstanding request to inspect the particular records.

L. LONGITUDINAL DATA SYSTEM

School system administrators will comply with the data requirements and implementation schedule for the North Carolina Longitudinal Data System (NCLDS) and will transfer designated student record data to the system in accordance with the NCLDS data security and safeguarding plan and all other requirements of state law, provided that doing so does not conflict with the requirements of FERPA.

Legal References: Family Educational Rights and Privacy Act, 20 U.S.C. 1232g, h, 34 C.F.R. pt. 99; Individuals with Disabilities Education Act, 20 U.S.C. 1411 *et seq.*; Elementary and Secondary Education Act, 20 U.S.C. 7908; McKinney-Vento Homeless Assistance Act 42 U.S.C. 11431 *et seq.*; G.S. 7B-302, -3100; 14-208.29; 115C-47(26), -109.3, -402, -403, -407.5; 116E-6; Records Retention and Disposition Schedule for Local Education Agencies, N.C. Department of Natural and Cultural Resources (1999), available at <https://archives.ncdcr.gov/government/retention-schedules/local-government-schedules#localschedules>

Cross References: Parental Involvement (policy 1310/4002), Student and Parent Grievance Procedure (policy 1740/4010), Special Education Programs/Rights of Students with Disabilities (policy 3520), Children of Military Families (policy 4050), Homeless Students (policy 4125), North Carolina Address Confidentiality Program (policy 4250/5075/7316), Disciplinary Action for Exceptional Children/Students with Disabilities (policy 4307), Student Discipline Records (policy 4345), Confidentiality of Personal Identifying Information (policy 4705/7825), Surveys of Students (policy 4720), Public Records – Retention, Release, and Disposition (policy 5070/7350)

Adopted: January 9, 2014

Revised: May 12, 2016, March 9, 2017, August 10, 2017, July 12, 2018

**Asheboro City Schools
Personnel Transactions
July 11, 2019**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Allen	Norman	CO	Bus Driver	6/20/2019
Arnold	Lindsay	LP	Kindergarten	6/28/2019
Carter	Casey	SAMS	Social Studies	6/27/2019
Rush	Laurel	GBT	1st Grade	6/19/2019
Skelly	Barbara	CO	EC Program Facilitator	7/31/2019
Ward	Vickie	CWM	3rd Grade	7/1/2019
Williams	Joseph	AHS	Mathematics	7/31/2019

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Alley	John "Brian"	CO	Computer Technician	7/8/2019
Barnes	Joanna	AHS	CTE Special Populations (part-time; temporary)	9/16/19 - 6/30/20
Cagle	Kimberly "Faith"	AHS	Mathematics	8/14/2019
Hall	Nicholas	CO	Computer Technician	7/8/2019
Kidd	Patsy	CO	Clerical Support (part-time; temporary)	7/9/19 - 8/8/19
Kirkman	Morgan	NAMS	Exceptional Children	8/14/2019
Lawrence	Patrick	NAMS	6th Grade Social Studies	8/8/2019
Lawrence	Reid	NAMS	Exceptional Children Instructional Assistant	8/14/2019
Palmer	Mackenzie	CO	Senior Accountant	7/16/2019
Reedy	Karen	NAMS	8th Grade Science	8/14/2019
Ritter	Lora	NAMS	6th Grade Social Studies/Science	8/14/2019
Vogel	Caitlin	LP	Art	8/14/2019
Weil	Laura	NAMS	Data Manager/Treasurer	7/22/2019
Williams	Danielle	GBT	3rd Grade	8/14/2019

C. TRANSFERS

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Berry	Eric	DLL/SAMS to NAMS	Custodian	7/15/2019
Diaz	Adrian	NAMS to AHS	Custodian	7/15/2019
Neff	Margeaux	SAMS to AHS	Social Studies to English	8/14/2019

**Asheboro City Schools
Personnel Transactions - ADDENDUM
July 11, 2019**

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

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Phelps	Kary	AHS	Exceptional Children	7/10/2019
Vanderwal	Chasity	GBT	4th Grade	7/11/2019

***B. APPOINTMENTS**

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Clark	Stephanie	CWM	3rd Grade	8/14/2019
Hankins	Mindy	NAMS	Mathematics	8/14/2019
MacClean	Jami	LP	4th Grade	8/14/2019
Nichols	Patsy	CO	Office Support (part-time; temporary)	7/22/2019 - 12/31/2019
Scherer	Wesley	AHS	Social Studies	8/14/2019
Seabolt	Emily	GBT	1st Grade	8/14/2019

C. TRANSFERS

LAST	FIRST	SCHOOL	SUBJECT	EFFECTIVE
Clodfelter	Bryan	SAMS to AHS	ISS to LTIP	8/14/2019
Harger	Michelle	CWM to CO	5th grade to EC Program Facilitator	8/14/2019

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

LAST	FIRST	SCHOOL	SUBJECT
Berrier	Jacob	NAMS	Exceptional Children

**ASHEBORO CITY SCHOOLS
CERTIFIED APPOINTMENTS
July 11, 2019**

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Cagle, Kimberly "Faith"	Pfeiffer University B: Elementary Education	K-6 6-9 Mathematics

Ms. Faith Cagle is recommended to teach mathematics at Asheboro High School for the 2019-2020 school year. Ms. Cagle is a veteran educator, who most recently taught at Uwharrie Charter Academy Middle. She previously taught middle and high school mathematics at Fayetteville Street Christian School and Wescare Christian Academy. In addition to teaching, Ms. Cagle has experience coaching basketball and volleyball. We are pleased to welcome Ms. Cagle to Asheboro City Schools. Welcome Ms. Cagle!

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Kirkman, Morgan	NCU of A & T B: BS in Accounting M: Special Education	Exceptional Children

Ms. Kirkman is recommended for the position of Exceptional Children's teacher at North Asheboro Middle School for school year 2019-2020. Ms. Kirkman comes to us from the Randolph County School System and is excited to continue her teaching career and making a difference in the lives of students. Her former colleagues describe her as a hard worker, eager to help children, and has a big heart. Please join me in welcoming Ms. Kirkman to Asheboro City Schools. Welcome Ms. Kirkman!

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Lawrence, Patrick	UNC Greensboro B: History	Social Studies 6-9

Mr. Lawrence is recommended as a 6th Grade Social Studies for the 2019-2020 school year at North Asheboro Middle School. Mr. Lawrence taught 6th Grade Social Studies last year at Uwharrie Charter Middle, where he also coached the Woman's Basketball team. He is a Blue Comet alum with a passion for history and building relationships with students and staff. We are pleased to welcome Mr. Lawrence to Asheboro City Schools. Welcome Mr. Lawrence!

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Reedy, Karen	Radford University B: Interdisciplinary Studies Concentrations in Science And Psychology	Science (6-9) Math (6-9) AIG Certification

Ms. Karen Reedy is recommended as an 8th grade science teacher at North Asheboro Middle School for the 2019-2020 school year. Ms. Reedy comes to us from Randleman Middle School and is a veteran

teacher with 17 years' experience. She is highly motivated with great collaboration skills and content knowledge. She is eager to return to North Asheboro Middle School and to utilize her training, skills, and experience in instructing students and facilitating learning in the areas of science and math. Welcome back to Ms. Karen Reedy!

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Ritter, Lora	High Point University B: Elementary Education	K-6 Education

Ms. Ritter is recommended as a 6th Grade Science/Social Studies teacher at North Asheboro Middle School for school year 2019-2020 and comes to us with several years experience in an educational setting. Ms. Ritter is a highly motivated educator who strives to build relationships with her students, fellow educators, and community. We are excited to welcome Ms. Ritter to Asheboro City Schools. Welcome Ms. Lora Ritter!

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Williams, Danielle	UNC – Charlotte B: Elementary Education Elon University M: Elementary Education	K-6

Ms. Danielle Williams is recommended to teach third grade at Guy B. Teachey Elementary School for the 2019-2020 school year. Ms. Williams is a veteran educator coming to Asheboro City Schools from Randleman Elementary School. While at Randleman Elementary Ms. Williams has served as grade level chair, cooperating teacher for student teacher placement, and was selected as school level teacher of the year in 2014-15. We are pleased to welcome Ms. Williams to the Teachey Tiger team! Welcome Ms. Williams.

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Vogel, Caitlin	State University of New York B: Art and Design Temple University M: Art	Art

Ms. Vogel is recommended as Art Teacher at Lindley Park Elementary School for school year 2019-2020. She has moved to Asheboro from Pensacola, Florida, and is excited to become a part of Asheboro City Schools at Lindley Park. Ms. Vogel's former employers describe her as dedicated, flexible, and willing to go the extra mile for her students and school community. Please welcome Ms. Vogel to Asheboro City Schools. Welcome Ms. Vogel!

**ASHEBORO CITY SCHOOLS
CERTIFIED APPOINTMENTS
July 11, 2019**

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Clark, Stephanie B.	Pfeiffer University B: Elementary Education	K-6

Ms. Stephanie Clark is recommended to teach 3rd Grade at Charles W. McCrary Elementary School for the 2019-2020 school year. Ms. Clark comes to Asheboro City Schools from Randleman Elementary School where she taught 1st and 3rd grades. Prior to her time there, she worked as a teaching assistant at West End Elementary, assisting in both Kindergarten and 1st grade classrooms. She is enthusiastic and forward thinking and will be a great addition to Asheboro City Schools. Welcome Ms. Clark!

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
Hankins, Mindy E.	High Point University B: Elementary Education	K-6 6-9 Mathematics

Ms. Mindy Hankins is recommended to teach 8th Grade Mathematics at North Asheboro Middle School for the 2019-2020 school year. Ms. Hankins is experienced in teaching standard math as well as gifted AIG classes. She uses a variety of teaching strategies to engage her students. Previously, Ms. Hankins taught mathematics for Randleman Middle, Uwharrie Middle, and Northwestern Randolph Middle School. We are pleased to welcome Ms. Hankins to Asheboro City Schools!

<u>NAME</u>	<u>COLLEGE/DEGREE</u>	<u>LICENSURE</u>
MacClean, Jami L.	University of NC, Pembroke B: Elementary Education	K-6

Ms. Jami MacClean is recommended to teach 4th Grade at Lindley Park Elementary School for the 2019-2020 school year. Ms. MacClean joins Asheboro City School with six years of teaching experience. In addition to her experience and certification in elementary education, she has 32 credit hours toward her English as a Second Language certification, which will benefit her students. Please join me in welcoming Ms. MacClean to Asheboro City Schools! Welcome Ms. MacClean!

NAME

Scherer, Wesley E.

COLLEGE/DEGREEChowan University
B: Social Studies**LICENSURE**

9-12 Social Studies

Mr. Scherer is recommended to teach Social Studies at Asheboro High School for the 2019-2020 school year. Mr. Scherer taught Social Studies at Eastern Randolph High School for six years. Most recently, Mr. Scherer taught at Thomasville High School, where, in addition to teaching Social Studies, he was both a Driver's Education instructor and Wrestling Coach. We are pleased to welcome Mr. Scherer to Asheboro City Schools!

NAME

Seabolt, Emily

COLLEGE/DEGREECatawba College
B: Elementary Education**LICENSURE**

K-6

Ms. Emily Seabolt is recommended to teach 1st Grade at Guy B. Teachey Elementary School for the 2019-2020 school year. Ms. Seabolt has been teaching in Randolph County at Randleman Elementary for the past eleven years where she taught both 2nd and 3rd grades. In the classroom, she uses multiple teaching techniques that foster positive behavior, student growth, and achievement. We are pleased to welcome Ms. Seabolt to Asheboro City Schools!



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 2019-2020

Jamie H. Baker
Asheboro High School

Aaron P. Nall
South Asheboro Middle School

Donna B. Hill
Balfour Elementary School

Tammy R. Davidson
Early Childhood Development Center

Renee B. Brewer
Charles W. McCrary Elementary School

Carrie A. Dorrity
Donna Lee Loflin Elementary School

Tina E. Poole
Guy B. Teachey

Nicole L. Cox
Lindley Park Elementary School

Laura A. Weil
North Asheboro Middle School

ASHEBORO CITY SCHOOLS

2019-2020

SCHEDULED PAY DATES

MID-MONTH PAYROLL (10 Month hourly employees)		END OF MONTH PAYROLL (All employees except 10 month hourly)	
July	15	July	31
August	15	August	30
September	13	September	30
October	15	October	31
November	15	November	27
December	13	December	31
January	15	January	31
February	14	February	28
March	13	March	31
April	15	April	30
May	15	May	29
June	15	June	26

CERTIFIED RESOLUTIONS OF ASSOCIATION OR SIMILAR UNINCORPORATED ORGANIZATION

Deposit Accounts, Loan and Services Agreement



I, Carla Freemyer, 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 11th day of July, 2019, 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 **Capital Bank**, a div of First Tennessee Bank N.A.

("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 ASHEBORO MIDDLE SCHOOL	Account Number:	284289
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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	Laura Weil		
Principal	Candace Call		

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	Office or Tide
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: Carla Freemyer	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, Carla Freemyer, 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 11th day of July, 2019, 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 **Capital Bank**, a div of **First Tennessee Bank N.A.**

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

Account Name:	SOUTH ASHEBORO MIDDLE SCHOOL	Account Number:	110191
---------------	-------------------------------------	-----------------	---------------

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

Title	Typed Name	Signer's SSN	Signature
Finance Officer	Sandra Spivey		
Treasurer	Aaron Nall		
Principal	Ron Dixon		

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	Office or Tide
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: Carla Freemyer	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.

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

☒ Overnight Trip

Group Making Request: 8th grade School: NAMS

Destination: Washington, DC Date of Trip: 4/1 - 4/3

Number of Students Involved: 105 Percent of Total Group: 100%

Reasons for Students Not Attending: Parent discretion

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

Charter Bus Service, state name of vendor here: Holiday Tours - North Carolina

If using Travel Company, state name of Vendor here: Group Travel - North Carolina

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

Number of Vehicles Needed (to be secured by the Central Office): none

Number of Drivers Needed (to be secured by the Central Office): none

Departure Time: 9:00 am Return Time: 8:00 pm Round Trip Miles (estimated) 1000

Estimated Cost to the Student: \$500.00

Purpose(s) of the Field Trip: Educational trip to historical landmarks, museums, etc. Itinerary is attached.

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.

8th grade teachers and administrator
School nurse if necessary

If approved, the following procedures must be followed; (1) Written parental permission is required for all field trips. This permission should be acquired using the Asheboro City Schools Parental Field Trip Permission Form; (2) No students can serve as drivers; private vehicles are used as a last resort; and (3) All students in a class or group shall have an opportunity to attend—means will provided for students to participate when necessary.

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

Clyde Ward Trip Sponsor
NAMS 8th grade

Sponsor (Group Responsible for Paying for the Trip)

6-19-19

Date

Cardore Call

6-19-19

Approved:

Principal

Date

Approved:

Superintendent or Designee

Date

Transportation
Scheduled:

Transportation Supervisor

Date

Special Comments/Response: _____

POLICY: FIELD TRIPS

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

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

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

Also keep the following regulations governing field trips in mind:

1. All overnight field trips must have prior written approval of the Superintendent.
2. All overnight and out-of-state field trips must have prior written approval of the Board of Education.
3. Field trips must have a legitimate educational value and request to take such trips should be made **at least 10 working days in advance**.
4. Out-of-state requests must be submitted in time to be reviewed for approval by the Board of Education at a regular scheduled board meeting prior to the date of the proposed field trip.
5. The cafeteria manager should be informed as much in advance as possible (two weeks or more) if a group will miss lunch.
6. The principal should assure that adequate adult supervision is provided for all field trips.
7. Field trip costs are assumed by the sponsoring group. That organization or the school must make provisions for students who are financially unable to attend.
8. A list of students participating in the trip must be compiled and maintained in the office during the course of the trip; teachers whose schedules might be altered by the trip must be informed of which students will miss their classes several days in advance of the departure date.
9. Parental permission forms should be filed in the principal's office and maintained for 3 months after the date of the field trip.
10. Under no circumstance will students be allowed to drive their personal automobiles on school sponsored field trips.

To: Ms. Candace Call, Principal, North Asheboro Middle School (NAMS)
Cc: Dr. Terry Worrell, Superintendent, Asheboro City Schools (ACS)
Asheboro City Schools Board of Education
From: Clyde Ward and 8th grade teachers, North Asheboro Middle School
Re: NAMS 8th grade Field Trip to Washington DC, April 2020

The teachers and students of the 8th grade class of North Asheboro Middle School request permission to travel to Washington, DC in April 2020.

Proposal:

The students will travel to Washington, DC via motor coaches secured through the ACS Board – approved company, Holiday Tours. The length of the stay will be two nights and three days. Students will depart around 9:00 a.m. on Wednesday, April 3, 2018 and return by 8:00 p.m. on Friday, April 5, 2018.

The trip will be contracted through Group Travel, LLC of Hickory. Accommodations will be a 3 or 4 star hotel in Virginia. Rooms will be reserved with 4 students per room. Lodging in Virginia provides a more economical and affordable trip, which in turn provides opportunity for more students to participate.

While in Washington, DC students will have the opportunity to see many of the monuments, museums, historical sites, and Arlington National Cemetery. A copy of the itinerary is attached.

Student safety is top priority in planning and the application of the trip. Students will have a travel buddy they will stay with for the entire trip. Students will be assigned a chaperone that will be with their same group throughout the trip. Our #1 rule is: Never Be Alone. Students will be made aware of the trip safety rules, expectations, and consequences. Students and parents will be made aware of behavior expectations, including dress code and curfew rules. There will be a security guard on duty on both the boys' and the girls' halls each night at the hotel.

Financial Considerations:

The cost will be \$500.00 per student. This includes entry to all the sites and museums we visit in Washington, all meals, lodging, and transportation. Meal allotments and locations are listed on the attached itinerary. All student meals are provided with the cost of the trip.

Other expenses which the student might incur will be spending money for souvenirs and snacks. A non-refundable deposit of \$125.00 will be required of each student participating in the trip. This amount secures tickets to the Holocaust Museum, the tour buses, etc. The remaining cost will be paid in installments. Students will be offered the opportunity to participate in a Krispy Kreme fundraiser which will be exclusively for the Washington DC field trip. We also have community member and scholarship sponsors.

DAY 1: Wednesday April 1, 2020

Motorcoaches arrive at NORTH ASHEBORO MIDDLE SCHOOL	8:30 AM
Depart NORTH ASHEBORO MIDDLE SCHOOL	9:00 AM
Travel to Washington, D.C.	
Bag lunch from home (en route)	
Tour Mount Vernon	3:00-5:00 PM
World War II Memorial	
Visit the Lincoln Memorial , Korean , and Vietnam War Memorials , others as time allows	
Dinner (included) at Magill's Pizza & Buffet	8:00 PM
Overnight Woodbridge, VA (Holiday Inn Express)	

DAY 2: Thursday April 2, 2020

Continental Breakfast (included) at our hotel
White House photo stop
Guided Tour of the United States Capitol Building (will be requested for 9:50 AM)
Lunch Voucher at the Capitol Cafe
Also tour today, as time allows:
 United States Holocaust Memorial Museum (will request timed entry-no guarantees)
 National Museum of Natural History
 or **National Museum of American History**
 National Air & Space Museum
Dinner (included) at **Buca di Beppo*** 5:45 PM
Photo stop at the **Jefferson Memorial**
Walk to the **Pentagon 9-11 Memorial**
Overnight in Woodbridge, VA

DAY 3: Friday April 3, 2020

Continental Breakfast (included) at our hotel	
Walking tour of Arlington National Cemetery	8:30 AM
Changing of the Guard & wreath-laying ceremony** with 4 NAMS students (<i>confirmed</i>)	
Visit the National Museum of the Marine Corps	12:00-2:00 PM
Lunch voucher (included) at the DEVIL DOG DINER	
Travel back to NORTH ASHEBORO MIDDLE SCHOOL	
\$8 cash dinner allowance en route	
Arrive back at NORTH ASHEBORO MIDDLE SCHOOL	8:30-9:00 PM

*Buca di Beppo is working on a pizza dinner option for your group, where the students will have pizza and salad, and the teachers will still have the Italian Firenze' meal.

**We are confirmed for a Wreath-laying Ceremony at the Tomb of the Unknown Soldier, with the wreath presented by up to four (4) students from NORTH ASHEBORO MIDDLE SCHOOL. I will provide dress code requirements with your confirmation letter. With that event taking place on Friday morning, that puts us at the National Museum of the Marine Corps right at lunchtime. I have included lunch vouchers at the museum's DEVIL DOG DINER for your group, so we can go right into the museum. This will mean a later arrival back at the school from years past, so I have included an additional \$8 dinner cash allowance in this year's tour.

**Asheboro City Schools
Budget Transfer Report
Information Only
2018-2019**

Fiscal Period	Fund	Purpose	Description	Sum of Amount		
3	2	6500	Operational Support Services	\$	(18,404.00)	
	2	5100	Regular Instructional Services	\$	18,404.00	
4	1	6500	Operational Support Services	\$	1,140.00	
	1	5100	Regular Instructional Services	\$	(306.00)	
	1	5200	Special Populations Services	\$	(2,072.00)	
	1	6400	Technology Support Services	\$	1,238.00	
	3	5100	Regular Instructional Services	\$	100.18	
	3	5200	Special Populations Services	\$	0.98	
	3	5300	Alternative Programs and Services	\$	(2.96)	
	3	6200	Special Population Support and Development Services	\$	0.85	
	3	6300	Alternative Programs and Services	\$	0.48	
	3	8100	Payments to Other Governmental Units	\$	(99.53)	
	8	1	5100	Regular Instructional Services	\$	12,693.00
		1	6400	Technology Support Services	\$	(4,969.00)
		1	6500	Operational Support Services	\$	(7,724.00)
		3	5300	Alternative Programs and Services	\$	186.27
3		5800	School-Based Support Services	\$	(186.27)	
4		9200	Equipment	\$	10,000.00	
4		9300	Vehicles	\$	(10,000.00)	
9		3	5200	Special Populations Services	\$	41,502.03
	3	5300	School-Based Support Services	\$	(41,502.03)	
11	1	5100	Regular Instructional Services	\$	(6,420.00)	
	1	6500	Operational Support Services	\$	6,420.00	
12	1	5100	Regular Instructional Services	\$	623,273.44	
	1	5200	Special Populations Services	\$	(60,708.30)	
	1	5300	School-Based Support Services	\$	27,914.05	
	1	5400	School Leadership Services	\$	(152,300.94)	
	1	5800	School-Based Support Services	\$	148,732.83	
	1	6100	Support and Development Services	\$	(176,855.21)	
	1	6200	Special Population Support and Development Services	\$	(125,891.36)	

Asheboro City Schools
Budget Transfer Report - continued
Information Only
2018-2019

Fiscal				
Period	Fund	Purpose	Description	Sum of Amount
12	1	6300	Alternative Programs and Services	\$ (11,909.73)
	1	6400	Technology Support Services	\$ (167,123.89)
	1	6500	Operational Support Services	\$ 55,315.58
	1	6600	Financial and Human Resource Services	\$ (72,559.61)
	1	6800	System-wide Pupil Support Services	\$ 47,214.32
	1	6900	Policy, Leadership and Public relations Services	\$ (135,101.18)
	3	5100	Regular Instructional Services	\$ 18,300.11
	3	5200	Special Populations Services	\$ (29,547.96)
	3	5300	School-Based Support Services	\$ 18,519.26
	3	5800	School-Based Support Services	\$ (21,439.38)
	3	6200	Special Population Support and Development Services	\$ 8,806.46
	3	8100	Payments to Other Governmental Units	\$ 5,361.51

Policies For 30-Day Review

Safety is of paramount concern in providing student transportation services. Consistent with the board's goals for student safety, all drivers involved in transporting students must comply with the following board requirements.

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
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 (i.e. hands-free technology such as Bluetooth) 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 signal 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; and
10. report to the principal or other designated official by the next work day any moving violation citations received while operating any motor vehicle, whether on or off duty.

B. OTHER DRIVERS

Other drivers, including volunteer drivers, 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; State Board of Education Policies TRAN-006, TRAN -010; *North Carolina School Bus Drivers Handbook*, Department of Transportation, Division of Motor Vehicles, available at <https://www.ncdot.gov/dmv/license-id/driver-licenses/new-drivers/Documents/School%20Bus%20Handbook.pdf>

Cross References: Student Behavior Policies (4300 series), 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

RECRUITMENT AND SELECTION OF PERSONNEL

Policy Code:

7100

A. GENERAL PRINCIPLES

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

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

B. RECRUITMENT

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

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

C. CRIMINAL HISTORY

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

A criminal history check and a check of sex offender registries must be conducted on all final candidates for employment with the school system. Criminal history checks must be

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

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

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

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

D. CRIMINAL HISTORY CHECKS OF CHILD CARE PROVIDERS

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

1. any person who works or is a final candidate seeking to work in a classroom or program licensed by the Department of Health and Human Services, Division of Child Development and Early Education (DCDEE); and

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

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

After September 30, 2019, no person shall (1) be employed, continue to be employed, or be permitted to volunteer as a child care provider, or to otherwise have unsupervised contact with students enrolled in a licensed classroom or program operated by the school system or (2) be counted in the staff/child ratio of such classroom or program, unless the person holds a current valid qualification letter issued by DCDEE. However, a child care provider with provisional status may be employed pending final results of the criminal background check but shall be subject to the restrictions established by 10A N.C.A.C. 09 .2703(f).

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

A child care provider who has incurred any pending charges, indictments, or convictions (other than minor traffic offenses) since the last qualification letter was issued by DCDEE shall notify the Executive director of human resources in writing of such charges no later than the next scheduled business day following the arrest, charge, or conviction, unless the applicant is hospitalized or incarcerated, in which case the applicant must report the alleged violation within 24 hours after his or her release. The executive director of human resources shall notify DCDEE within one business day of being notified.

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

E. SELECTION

1. Qualifications

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

- a. application;

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

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

2. Nepotism

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

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

3. Employment Procedures

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

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

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

Legal References: Age Discrimination in Employment Act of 1967, 29 U.S.C. 621 *et seq.*; Americans with Disabilities Act of 1990, 42 U.S.C. 12101 *et seq.*; Equal Educational Opportunities Act of 1974, 20 U.S.C. 1703; Equal Pay Act of 1963, 29 U.S.C. 206; Fair Credit Reporting Act, 15 U.S.C. 1681 *et seq.*; Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. 2000ff *et seq.*; Military Selective Service Act, 50 U.S.C. Appx. 453; Rehabilitation Act of 1973, 29 U.S.C. 794; Title VII of the Civil Rights Acts of 1964, 42 U.S.C. 2000e *et seq.*; Title IX of the Education Amendments of 1972, 20 U.S.C. 1681 *et seq.*; Uniformed Services Employment and Reemployment Rights Act of 1994, 38 U.S.C. 4301 *et seq.*; 8 U.S.C. 1101 *et seq.*; 42 U.S.C. 9858f; 45 C.F.R. 98.43; *Green v. Missouri Pacific Railroad* (8th Cir. 1975); *Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964*, U.S. Equal Employment Opportunity Commission (April 25, 2012), available at http://www.eeoc.gov/laws/guidance/arrest_conviction.cfm; G.S. 14-208.18; 15A-153; 110-90.2; 115C-12.2, -36, -47, -276(j), -332; 126-7.1(i), -16; 127A-202.1 *et seq.*; 127B-10, -12, -14; 143B-421.1, -931; *Leandro v. State*. 346 N.C. 336 (1997); 10A N.C.A.C. 09.0102, -.2701, -.2702, -.2703; 16 N.C.A.C. 6C .0313; State Board of Education Policy BENF-009; State Board of Education Regulation EVAL-017-R(1)

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

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

Administrative Procedure: Yes

Revised: April 8, 1998, August 14, 2008, June 14, 2012, February 13, 2015, March 11, 2016, October 5, 2017, August 16, 2018

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

A. LICENSURE AND OTHER QUALIFICATION REQUIREMENTS

1. Except as otherwise permitted by the State Board of Education or state law, a person employed in a professional educator position must hold at all times a valid North Carolina professional educator's license appropriate to his or her position.
2. To the extent possible, all professional teaching assignments will be in the area of the professional employee's license except as may be otherwise allowed by state and federal law and State Board policy. In addition, all professional teachers employed to teach core academic subjects must be "highly qualified" as required by the State Board of Education. Core academic subjects include English, reading or language arts, mathematics, science, foreign languages, civics and government, economics, arts, history, and geography.
3. The board encourages alternative pathways into the teaching profession by skilled individuals from the private sector who meet state licensing requirements.
4. In extenuating circumstances when no other appropriately licensed professionals or persons who are eligible for a residency license are available to fill a position, the board may employ for up to one year an individual who holds a permit to teach or an emergency license to practice issued by the State Board of Education. A permit to teach or an emergency permit is not renewable.

B. EXCEPTIONS TO LICENSURE REQUIREMENTS

1. Adjunct CTE Instructors

An unlicensed individual who meets the adjunct hiring criteria established by the State Board of Education for a specific career and technical education (CTE) career cluster may be employed as an adjunct CTE instructor for up to 10 hours per week, provided the individual first completes preservice training and meets all other statutory requirements for serving as an adjunct instructor established by G.S. 115C-157.1.

2. Adjunct Instructors in Core Academic Subjects

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

3. Interim Principals

A retired former principal or assistant principal may be employed as an interim principal for the remainder of any school year, regardless of licensure status. Return to Work After Retirement rules in the Teachers' and State Employee's Retirement System Handbook must be followed.

C. BEGINNING TEACHER SUPPORT PROGRAM

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

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

D. LICENSE CONVERSION

Teachers must teach three years and meet all other requirements of the State Board of Education in order to move from an initial to a continuing professional license. Licensing is a state decision and cannot be appealed at the local level. The superintendent or designee shall ensure that teachers not qualifying for continuing professional licensure are informed of the process for appealing the state decision.

E. LICENSE RENEWAL

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

The school system may offer courses, workshops, and independent study activities to help school personnel meet license renewal requirements. Any renewal activity offered must be consistent with State Board of Education policy. In addition, the superintendent or designee shall develop a procedure to determine the appropriateness of any credit offered in advance of renewal activities.

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

F. PARENTAL NOTIFICATION

At the beginning of each school year, the school system will notify the parents or guardians of each student attending a Title I school or participating in a Title I program of their right to request the following information about qualifications of their child's teacher: whether the teacher has met NC licensing requirements for the subject or grade level they are teaching; whether the teacher has had any licensure requirements waived; whether the teacher is teaching in the field of his or her certification; and whether the child is provided services by a paraprofessional, and if so, the paraprofessional's qualifications.

The school system will give notice within 10 school days to the parents of children who, after four consecutive weeks, have been taught a core academic subject by a teacher who is not highly qualified.

G. EQUITABLE DISTRIBUTION OF TEACHERS

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

Legal References: Elementary and Secondary Education Act, 20 U.S.C. 6301 *et seq.*; 34 C.F.R. 200.55-57, 200.61; G.S. 115C art. 17E; 115C-270.21, -284, -295, -298.5, -325(e)(1)(m) (applicable to career status teachers), -325.4(a)(12) (applicable to non-career status teachers), -333, -333.1; State Board of Education Policies DRIV-003, DRIV-004, EVAL-004, EVAL-023, EVAL-034, LICN-001, LICN-005, TCED-016; State Board of Education Regulations LICN-000-R(1), LICN-016-R(1), LICN-018-R(1), LICN-021-R(1); *Beginning Teacher Support Program Handbook*, available at <https://docs.google.com/document/d/1Ssiewc7pZAUaHWl33pWMFdYOkb1ZYKtIWRFU-QHRY4/edit?ts=57aa2c78#heading=h.gjdgxs>

Adopted: June 1997

Revised: January 22, 1999; December 20, 2006; June 30, 2008; September 30, 2011; March 28, 2013, September 12, 2013, June 12, 2014, June 8, 2017, February 8, 2018

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

A. CONTRACTS WITH THE BOARD

An employee shall not do any of the following:

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

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

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

B. MISUSE OF INFORMATION

An employee shall not do any of the following:

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

C. NON-SCHOOL EMPLOYMENT

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

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

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

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

D. RECEIPT OF GIFTS

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

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

E. VIOLATIONS

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

Legal References: 2 C.F.R. 200.318(c)(1); 47 C.F.R. 54.503; FCC Sixth Report and Order 10-175; G.S. 14-234, -234.1; 133.32, -33; 115C-47(17a). -47(18); 133-32; Attorney General Opinion requested by L.W. Lamar regarding G.S. 133-32, the Applicability to Attorneys and Law Firms Providing Professional Services to Local Boards of Education, dated May 13, 1993

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

Adopted: January 10, 2013

Revised: March 11, 2016, March 14, 2019

CLASSIFIED PERSONNEL: SUSPENSION AND DISMISSAL

Policy Code:

7940

Classified positions (i.e., those that do not require an instructional or administrative license) are critical to the effective operation of the school system. The board encourages open communication between classified employees and their supervisors. When performance problems arise, supervisors are encouraged to communicate clearly in oral or written form the nature of the deficiencies and to provide a reasonable opportunity to improve. Any written notices or reprimands will be included in the employee's central office personnel file. All employees are expected to meet job requirements and to seek clarification and guidance when needed to fulfill these requirements.

A. SUSPENSION

The superintendent or designee may suspend an employee without pay as a disciplinary sanction. The superintendent shall provide written notice of the suspension without pay to the employee. This notice will be placed in the personnel file. The suspension without pay may begin immediately. An employee has 10 calendar days from the date of receiving written notice of the superintendent's decision to take the following actions: (1) request written notice of the reason(s) for the superintendent's decision and (2) request an appeal before the board of education regarding the decision to suspend without pay. If notice of the reason(s) for the suspension is requested, such notice must be provided prior to any board hearing on the decision. If an appeal is not made within this time, an appeal is deemed to be waived. An employee may appeal a suspension on the grounds that there was no rational basis for the suspension; the suspension was discriminatory, was used for harassment, or was otherwise unlawful; or board policies were not followed.

Upon receiving a request for an appeal, the chairperson may designate a panel of three board members to review the decision. The chairperson of the board or the panel may establish rules for an orderly and efficient hearing. The employee will be notified in writing of the decision of the board to uphold, reverse, or modify the superintendent's decision. An employee will receive back pay for any period of suspension without pay that is not upheld by the board.

B. TERMINATION

As "at will" employees who lack contract or statutory rights in their employment, employees in classified positions may be terminated on any basis that is not discriminatory or otherwise unlawful, including inadequate performance, misconduct, failure to follow board policies, or a reduction in staff. All terminations to reduce staff will be in accordance with policy 7921, Classified Personnel Reduction. All other terminations will be made pursuant to this policy. The superintendent has the authority to terminate at-will employees. The superintendent should provide written notice to the employee and the board of the decision to terminate. An employee has 15 calendar days from the date of receiving notice of the superintendent's decision to take the following actions: (1) request

written notice of the reason(s) for the superintendent's decision and (2) request an appeal of the decision to the board of education. If notice of the reason(s) for the termination is requested, such notice must be provided prior to any board hearing on the termination. The termination is effective during the period of appeal.

Upon receiving a request to appeal the superintendent's decision to terminate, the chairperson may appoint a panel of three board members to review the decision. The employee has the burden of establishing that the termination was based on illegal discrimination or was otherwise unlawful. The superintendent may offer evidence to substantiate that the dismissal was for a reason that is not unlawful, such as prior warnings or remedial efforts.

The hearing procedures established in policy 2500, Hearings Before the Board, will be followed. The chairperson will provide written notice of the decision to the employee and the superintendent as soon as practicable after reaching a decision. The board may uphold the superintendent's decision or reinstate the employee for any reason it deems proper, so long as the board's reason is not discriminatory or otherwise unlawful.

Any employee who has been dismissed for cause will be ineligible for reemployment.

Upon inquiry from a North Carolina local board of education, charter school, or regional school as to the reason for an employee's dismissal, the superintendent or designee shall indicate if the employee's criminal history was relevant to the dismissal.

This policy is not intended to create any property rights or an implied or express contract between the board and the employee other than what is provided by law.

Legal References: 29 U.S.C. 621 *et seq.*; 29 U.S.C. 794 *et seq.*; 42 U.S.C. 1981; 42 U.S.C. 12101; G.S. 115C-45(c), -47, -332

Cross References: Hearings Before the Board (policy 2500), Classified Personnel Reduction (policy 7921), Annual Independent Audit (policy 8310)

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

Revised: May 11, 2000, January 13, 2011, February 12, 2015, February 8, 2018

WHAT IS CREDIT BY DEMONSTRATED MASTERY?

Credit by Demonstrated Mastery (CDM) is the process by which a student may earn credit for a high school course by demonstrating a deep understanding of the content; without course enrollment or seat time. CDM was designed to respond to needs of students, families, AIG community, school personnel and leadership.

CDM specifically offers NC students the opportunity to personalize and accelerate their learning, thus allowing for optimal student growth while providing an opportunity to have effective seat time to learn new content.

HOW DOES A STUDENT EARN CDM?

Students shall demonstrate mastery through a multi-phase assessment, consisting of:

- Phase 1: A standard examination, which shall be the EOC/EOG where applicable, or a final exam developed locally and
- Phase 2: An artifact which requires the student to apply knowledge and skills relevant to the content standards.

While the CDM process is open to all students, it is not designed for whole groups of students. Likewise, it is not intended to replace the general accelerated pathways local school districts often provide for advanced students.

2018-2019 Credit by Demonstrated Mastery numbers (Summer, Fall, and Spring) are as follows:

Applications:	105
Students Tested:	79
CDM Credits Earned:	31

Credits were earned in Spanish 1, Spanish 2, and Spanish 4.

Summer 2019

Applications:	30
Content Areas:	Spanish 1, 2, 3, and 4, English 1, American History 1, Earth Environmental Science, and World History.

Asheboro City Schools Summer Learning Opportunities 2019

Asheboro City Schools (ACS) has planned multiple academic learning opportunities for students to participate in throughout the summer. The following is a listing of the various summer learning opportunities.

- 1) Ten-Day Summer Academy: June 12th - 27th
 - a. Elementary students engaged at Teachey Elementary (200 students).
 - b. Secondary students engaged at South Asheboro Middle School (SAMS) (100 students).
 - c. Eighty-five high school students participated in our summer credit recovery program with over 100 courses being recovered. An additional 35 high school students participated in either English II, Biology, or both courses during credit recovery.
 - d. Asheboro High School had 14 seniors clear graduation requirements and become summer graduates. A graduation ceremony was held in the SAMS media center on Thursday, June 27th.
- 2) Read to Achieve Camp: July 8th - 31st
 - a. This camp is taking place at Balfour Elementary School (BES) from 7:45 a.m. - 2:45 p.m. each day.
 - b. Approximately 150 (first – third-grade) students are participating in the program.
- 3) Summer Reading Program:
 - a. Family Library Night at each school this summer (see attached flyer).
 - b. Meet Me at the Mobile Library (July 18th) 12 – 3 p.m. at North Asheboro Park.
 - c. Each school will host or has hosted a family night at the Randolph Public Library (see attached flyer).
 - d. ACS summer reading initiative is themed, “The Universe of Stories” (see attached flyer).

ACS Career and Technical Education (CTE) Summer Opportunities 2019

Pathways to Prosperity Camps

These opportunities were a collaborative effort between ACS, Randolph Community College (RCC), and the Randolph County School System (RCSS), and are a result of our Pathways work with Advanced Manufacturing, Health Sciences, and Agriculture. The camps are offered to rising 8th and 9th-grade ACS and RCSS students. In addition, there is a teacher component offered to all ACS and RCSS middle and high school teachers. Both students and teachers were required to complete an application to participate.

- AMP Camp (Advanced Manufacturing Pathway) June 17-20
- HIP Camp (Health Industries Pathway) – June 17-19
- APP Camp (Agriculture Production Pathway) – June 24-27

Summer Teacher Internships – July 22-26

This is a well-established collaboration between ACS, RCSS, and the Asheboro-Randolph Chamber of Commerce. ACS and RCSS middle and high school teachers apply to participate in this one-week opportunity. They are placed with a local employer and spend the week as an employee, learning about the business and industry. Teachers submit a lesson plan to incorporate what they have learned the coming school year.

ACS CTE Summer Work Experience – July 22- August 16

This is a new initiative that falls under our ACS CTE work-based learning umbrella, Comets 2 Careers. The purpose is to provide rising seniors the opportunity to work for four weeks during the summer and to provide essential employability skills training. This is a collaboration between ACS CTE and NC Works.

Students were vetted to enroll in the NC Works NextGEN program which allows NC Works to pay their salaries and for their employability skills training. Students will work Monday – Thursday. On Fridays, students will attend the required employability skills training at NC Works. They will be paid for these hours as well.

Upcoming Summer Learning Opportunities

- 1) Jump Start: July 15th – 18th at Balfour Elementary School – Rising kindergarten students.
- 2) College Tour Dates:
 - a. Tuesday, July 16th – NC A&T and UNC-Greensboro
 - b. Wednesday, July 17th – WSSU
 - c. Thursday, July 18th – UNC-Charlotte
 - d. Thursday, July 25th – UNC-Chapel Hill
 - e. Thursday, August 1st – NC State University
- 3) PULSE Camp – Health Science Academy Camp: August 5th – 7th



FRIENDLY REMINDER!
READ TO ACHIEVE CAMP
July 8 - 31 (Monday - Thursday)
Balfour Elementary School
7:45 a.m. - 2:45 p.m.

We can't wait to host your child at Asheboro City School's Read to Achieve Camp. Our days will be spent strengthening our reading and writing skills, participating in group activities, learning new strategies for comprehension, all while having fun with our excellent teachers! By the end of camp, we are confident your child will have a new found love of reading! We invite you to celebrate our successes on Tuesday, July 30th from 1-2 p.m. for Water Day Play!

**We look forward to seeing
your child on July 8th!**

Your child HAS been registered
for Read to Achieve Camp.

Transportation is available.

Free Breakfast & Lunch
Served daily

3rd graders re-test on
Wednesday, July 31

Water Day Play
Tuesday, July 30th 1 - 2 p.m.
(Last day for 1st & 2nd grade students.)

For more information, please
contact Mrs. Rhonda McHenry
by calling (336) 625-4163 or
(336) 672-0322.

Emails may be sent to
rmchenry@asheboro.k12.nc.us



¡RECORDATORIO!

CAMPAMENTO LEER PARA LOGRAR
del 8 al 31 de julio (lunes a jueves)
Escuela Primaria Balfour
7:45 a.m. - 2:45 p.m.

No podemos esperar para hospedar a su hijo(a) en el campamento de Leer para Lograr de las Escuelas de la Ciudad de Asheboro. Pasaremos nuestros días fortaleciendo nuestras habilidades de lectura y escritura, participando en actividades grupales, aprendiendo nuevas estrategias para la comprensión, ¡mientras tenemos un tiempo divertido con nuestros excelentes maestros! ¡Al final del campamento, estamos seguros de que su hijo(a) tendrá una nueva apreciación hacia la lectura! ¡Lo invitamos a celebrar nuestros éxitos el martes 30 de julio de 1 - 2 p.m. para el Día Acuático!

¡Esperamos ver a su hijo(a)
el 8 de julio!

Su hijo(a) ha sido registrado para el campamento de Leer para Lograr.

Se proveerá transporte gratis.

Desayuno y almuerzo gratis.
Todos los días

Los alumnos de tercero tendrán su examen de grado el miércoles 31 de Julio

¡Día Acuático!
Martes, 30 de julio de 1 - 2 p.m.
(Ultimo día para alumnos de primer y segundo grado)

Para obtener más información, comuníquese con la Sra. Rhonda McHenry llamando al (336) 625-4163 o al (336) 672-0322.

Puede enviar correos electrónicos a
rmchenry@asheboro.k12.nc.us

SUMMER READING: A UNIVERSE OF STORIES

Join Asheboro City Schools along with the Randolph Public Library this summer for an out-of-this-world summer reading experience! Below you will find information pertaining to our summer reading locations and times.

ACS Summer Reading Challenge: The Asheboro City Schools reading challenge runs June 10-August 23. Earn incentives based on the number of books and/or minutes read!

Elementary Schools: Read every day! Record your minutes along with your book titles in your reading log.

Level 1: Read 10 minutes per day for a total of 550 minutes.

Level 2: Read 20 minutes per day for a total of 1,110 minutes.

Level 3: Read 30 minutes per day for a total of 1,650 minutes.

Middle and High Schools: Record the number of books read in your reading log.

Level 1: Read and log 3 books.

Level 2: Read and log 4 books.

Level 3: Read and log 5 books or more.

Asheboro Public Library:

Visit the public library each week with your reading log to receive a reward.

Students can find additional reading logs on their school's Destiny homepage.

Family Night Dates

Balfour	July 17th from 4-5 p.m.
Charles W. McCrary	June 13th from 4-6 p.m.
Donna Lee Loflin	June 18 from 4-6 p.m.
Guy B. Teachey	July 27th from 6-7:30 p.m.
Lindley Park	July 26th from 5-7 p.m.

ACS Food Truck

Asheboro City Schools will be providing free lunch during the summer for children 18 and under. The ACS Food Truck will be at following locations and times from *6/10-8/9 Monday-Friday:

11:30 a.m. - Coleridge Rd. Apartments
12:15 p.m. - Franklin Village MHP
1 p.m. - Village at Stone Creek Apartments
1:45 p.m. - Memorial Pool

The ACS food truck will not run on July 4th and 5th.

"Meet Me at the Public Library"

Balfour	June 19th at 4 p.m.
Charles W. McCrary	July 3rd at 3 p.m.
Donna Lee Loflin	July 31st at 3 p.m.
Guy B. Teachey	July 24th at 4 p.m.
Lindley Park	July 11th from 12-2 p.m.
NAMS and SAMS	July 30th from 5-7 p.m.

Randolph Public Library Bookmobile

The Randolph Public Library's bookmobile will be from 6/10 - 7/29 at the following locations:

Monday - Franklin Village

Tuesday - Richland MHP

BONUS Bookmobile Days!

June 12 from 12-3 p.m. - Bicentennial Park

July 18 from 12-3 p.m. - North Asheboro Park

LECTURA DE VERANO: UN UNIVERSO DE HISTORIAS

¡Únase a las Escuelas de la Ciudad de Asheboro junto con la Biblioteca Pública de Randolph este verano para disfrutar de una experiencia de lectura de verano fuera de este mundo! A continuación encontrará información sobre nuestras ubicaciones y horarios de lectura de verano.

Desafío de Lectura de Verano ACS: El Desafío de Lectura en Las Escuelas de la Ciudad de Asheboro será desde el 10 de junio hasta el 23 de agosto. ¡Ganar incentivos basados en el número de libros o minutos leídos!



Escuelas Primarias: ¡Leer todos los días! Registre sus minutos junto con los títulos de sus libros en su registro de lectura.

Nivel 1: Lea 10 minutos al día para un total de 550 minutos.

Nivel 2: Lea 20 minutos al día para un total de 1,110 minutos.

Nivel 3: Lea 30 minutos al día para un total de 1,650 minutos.



Escuelas Media y Secundaria: Registrar el número de libros leídos en su registro de lectura.

Nivel 1: Leer y registrar 3 libros.

Nivel 2: Leer y registrar 4 libros.

Nivel 3: Leer y registrar 5 libros o más.

Asheboro Public Library: Visite la Biblioteca Pública cada semana con su registro de lectura para ganar un premio.

Los estudiantes pueden encontrar registros de lectura adicionales en la pagina Destiny de su escuela.

Noches de Familia

Balfour	17 de julio de 4-5 p.m.
Charles W. McCrary	13 de junio de 4-6 p.m.
Donna Lee Loflin	18 de junio de 4-6 p.m.
Guy B. Teachey	27 de julio de 6-7:30 p.m.
Lindley Park	26 de julio de 5-7 p.m.

Camion de Comida de ACS

Las Escuelas de la Ciudad de Asheboro ofrecerá almuerzo gratis durante el verano para estudiantes de 18 años o menos. El camión de comida estará en las siguientes ubicaciones y horarios de lunes a viernes desde *6/10-8/9:

11:30 a.m. - Coleridge Rd. Apartments

12:15 p.m. - Franklin Village MHP

1 p.m. - Village at Stone Creek Apartments

1:45 p.m. - Memorial Pool

**El camion de comida de ACS no operará el 4 y 5 de julio.*

"¡Vamos a la Librería Publica!"

Balfour	19 de junio a las 4 p.m.
Charles W. McCrary	3 de julio a las 3 p.m.
Donna Lee Loflin	31 de julio a las 3 p.m.
Guy B. Teachey	24 de julio a las 4 p.m.
Lindley Park	11 de julio de 12-2 p.m.
NAMS and SAMS	30 de julio de 5-7 p.m.

Biblioteca Ambulante de la Biblioteca Pública de Randolph

La Biblioteca Ambulante de la Biblioteca Pública de Randolph estará en las siguientes ubicaciones durante las fechas de 6/10 - 7/29:

Lunes - Franklin Village

Martes - Richland MHP

¡Fechas EXTRAS de la Biblioteca Ambulante!

12 de junio de 12-3 p.m. - Bicentennial Park

18 de julio de 12-3 p.m. - North Asheboro Park

Recommendation for Asheboro High School Course Additions

Asheboro High School Leaders are requesting two course additions for the 2019-2020 school year. The courses include the following:

- 1. Course Code: 96105X0 Honors Leadership Development** - The purpose of Honors Leadership Development is to encourage a high standard of scholarship, foster cooperation between the administration, staff, and student body to initiate and supervise all student activities and to inspire community and spirit at AHS. HLD provides students with the opportunity to participate in the planning and execution of activities and to learn constructive leadership procedures. Through a series of lectures, guided interaction, and group exercises, students will explore the principles of relational leadership and learn to develop individual and group leadership skills to impact their lives and their communities. Content areas include decision-making, goal setting, effective communication, servant leadership, organization and time management skills, and concrete strategies to implement change. At AHS, students are encouraged to actively take part in the decision-making process that concerns and affects the student body. This course will promote teamwork, responsibility, and self-discipline.

Pre-Requisite: Student Council members or Instructor Approval
Grades 9-12

- 2. Course Code: 28002X0 Math Lab** - In Math Lab, students receive additional math support to score proficient on the Math 1 EOC. Students will develop their cognitive thinking skills through the use of cooperative learning, manipulative, and discovery learning activities. This is a local course option elective and does not count towards the four state graduation Math requirements.



Points of Pride Update

July 11, 2019

Administrative Leadership Team Retreat: July 9-10

On Tuesday and Wednesday, July 9-10, the Asheboro City Schools Leadership Team consisting of Cabinet, principals, and assistant principals engaged in meaningful, adult learning sessions around topics of equity, communication, and multi-tiered systems of support. The two-day session was also sprinkled with fun, fellowship, and leadership activities.

Read to Achieve Camp: Started July 8 at Balfour Elementary School

On Monday, July 8, Read to Achieve camp began for third-grade students in need of additional support in the subject area of reading, at Balfour Elementary School. Students will continue Read to Achieve camp through the month of July. They will engage in reading literacy and comprehension activities to help build the foundational skills needed to achieve in all subject areas. Read to Achieve camp serves approximately 150 kids.

HIP, AMP, Ag Pathways Camps

During the month of June, Asheboro City Schools partnered with Randolph Community College and the Randolph County School System to host Pathways to Prosperity camps focusing on healthcare (HIP), advanced manufacturing (AMP), and agri-business (Ag).

BONUS Mobile Library Day: June 12

On Wednesday, June 12, Asheboro City Schools showed support for the Randolph Public Library's Mobile Library at a special event in Bicentennial Park. At the event, students and their families had the chance to check-out books from the Mobile Library and then stop by the ACS table for a snack, summer reading information, and other free giveaways. The library will host another BONUS Mobile Library Day on July 18 at North Asheboro Park from 12-3 p.m.

AHS Class of 2019 – Summer Graduation Commencement

On Thursday, June 27, Asheboro High School graduated 14 students during the summer commencement ceremony. These students attended credit recovery, part of the ACS Summer Academy, and successfully met all state-mandated requirements for high school graduation. The ceremony was very special for our students and a point of pride for their families and others in their support network.

ACS Food Truck and Open Feeding Sites

The district continues to offer free meals to anyone under the age of 18 (ACS students or not) through the ACS FREE Summer Feeding program. In the month of June, open feeding locations were located at South Asheboro Middle and Guy B. Teachey Elementary School. For the remainder of summer, locations will include Balfour Elementary School (Monday-Friday) and stops made by the ACS Food Truck (times and locations listed below):

- Coleridge Road Apts.: 11:30 a.m. - 12 p.m.
- Franklin Village Apt.: 12:15-12:45 p.m.
- Village at Stone Creek Apt.: 1-1:30 p.m.
- Memorial Pool: 1:45- 2:15 p.m.

		Calendar - July 2019	added in addendum		
	DATE	MEETING	TIME	LOCATION	
Mon - Thurs.	July 8 - 11	Read to Achieve	7:45 a.m. - 2:45 p.m.	Balfour Elementary School	
Thurs	July 11	Meet Me at the Public Library (Lindley Park Night)	12 - 2 p.m.	Randolph Public Library - Asheboro Location	
Thurs	July 11	Asheboro City Board of Education meeting	7:30 p.m.	TBD	
Mon - Thurs.	July 15 - 18	Read to Achieve	7:45 a.m. - 2:45 p.m.	Balfour Elementary School	
Tues	July 16	College Tours - NC A&T and UNCG			
Wed	July 17	College Tours - WSSU			
Thurs	July 18	BONUS Bookmobile Day	12-3 p.m.	North Asheboro Park	
Thurs	July 18	College Tours - UNCC			
Mon - Thurs.	July 22 - 25	Read to Achieve	7:45 a.m. - 2:45 p.m.	Balfour Elementary School	
Tues	July 23	College Tours - NCCU			
Wed	July 24	Meet Me at the Public Library (GBT Night)	4 p.m.	Randolph Public Library - Asheboro Location	
Thurs	July 25	College Tours - UNC-Chapel Hill			
Fri	July 26	Lindley Park Family Night	5-7 p.m.	Lindley Park Elementary School	
Mon - Wed	July 29 - 31	Read to Achieve	7:45 a.m. - 2:45 p.m.	Balfour Elementary School	
Tues	July 30	Meet Me at the Public Library (Middle School Night)	5-7 p.m.	Randolph Public Library - Asheboro Location	
Wed	July 31	Meet Me at the Public Library (Donna Lee Loflin Night)	3-5 p.m.	Randolph Public Library - Asheboro Location	
Thurs	1-Aug	College Tours - NCSU			
Thurs	8-Aug	Asheboro City Board of Education meeting	7:30 p.m.	TBD	
Wed	14-Aug	First Day for Staff	All Day	All Sites	
Fri	16-Aug	Optional Teacher Workday	All day	All sites	
Mon	19-Aug	Professional Development Day for Teachers	All day	All sites	
Tues	20-Aug	Professional Development Day for Teachers	All day	All sites	
Wed	21-Aug	Teacher Workday	All day	All sites	
Thurs	22-Aug	Teacher Workday	All day	All sites	
Fri	23-Aug	Teacher Workday	All day	All sites	
Fri	23-Aug	Convocation	8 - 11 a.m.	AHS New Gym	
Mon	26-Aug	First Day Back for Students	All day	All sites	
Mon	2-Sep	Labor Day Holiday	All day	All sites	
Thurs	12-Sep	Asheboro City Board of Education meeting	7:30 p.m.	TBD	
Wed	18-Sep	NCSBA District 5 Meeting	TBD	Thomasville City Schools	
Thurs	19-Sep	Lindley Park Title 1 Night/AFTT	TBD	LPES	
Tues	24-Sep	SAMS Title 1 Night/AFTT	TBD	TBD	
Thurs	26-Sep	DLL Title 1 Night/AFTT	5:30-7 p.m.	DLL	
Mon	30-Sep	NAMS Title 1 Night/AFTT	TBD	NAMS	
Tues	1-Oct	AHS AFTT Night	TBD	AHS	
Thurs	3-Oct	BAL Title 1 Night/AFTT	TBD	BAL	
Fri	4-Oct	Asheboro High School Athletic Hall of Fame Induction Ceremony		AHS New Gym	
Thurs	10-Oct	Asheboro City Board of Education meeting	7:30 p.m.	TBD	
Wed-Fri	Oct 16-18	NCSBA Fall Law Conference		Asheville	
Fri	Oct. 18	AHS Homecoming Event (against Southern Guilford)	7:30 p.m.	Lee J. Stone Stadium	
Tues	5-Nov	SAMS AFTT Night	TBD	TBD	
Mon	11-Nov	Veteran's Day Holiday	All day	All sites	

Thurs	14-Nov	Asheboro City Board of Education meeting	7:30 p.m.	TBD	
Mon-Wed	Nov 18-20	NCSBA Annual Conference		Greensboro	
Wed	27-Nov	Optional Teacher Workday	All day	All sites	
Thurs	28-Nov	Thanksgiving Holiday	All day	All sites	
Fri	29-Nov	Thanksgiving Holiday	All day	All sites	
Tues	10-Dec	Superintendent's Holiday Lunch (Cabinet, Principals, Office Staff, and BOE)	11:30 - 1:30 p.m.	COBR	
Wed	11-Dec	Senior Holiday Lunch	12 -1:30 p.m.	DLL Multipurpose Room	
Thurs	12-Dec	Asheboro City Board of Education meeting	7:30 p.m.	TBD	
Fri	20-Dec	Annual Leave for teachers	All day	All sites	
Mon	23-Dec	Annual Leave for teachers	All day	All sites	
Tues - Thurs	Dec 24-26	Winter Break for all staff (Christmas holiday)	All day	All sites	
Fri - Tues	Dec 27 - 31	Annual Leave for teachers	All day	All sites	
Wed	1-Jan	New Years Day holiday (2020!)	All day	All sites	
Thurs	9-Jan	Asheboro City Board of Education meeting	7:30 p.m.	TBD	
Mon	20-Jan	Dr. Martin Luther King, Jr. holiday	All day	All sites	
Tues	21-Jan	Teacher Workday	All day	All sites	
Wed	22-Jan	Professional Development Day for Teachers	All day	All sites	
Thurs	30-Jan	DLL AFTT Night	TBD	DLL	
Thurs	13-Feb	Asheboro City Board of Education meeting	7:30 p.m.	TBD	
Mon	17-Feb	Annual Leave for teachers	All day	All sites	
Tues	18-Feb	District Spelling Bee	7 p.m.	TBD	
Tues	25-Feb	RAIN-DATE: District Spelling Bee			
Thurs	27-Feb	Elementary Battle of the Books	TBD	TBD	
Tues	3-Mar	Kindergarten Registration/Information Session	TBD	All elementary locations	
Wed	4-Mar	Youth Art Month Reception	Elem @ 4 p.m. Secondary @ 5:30 p.m.	Randolph Arts Guild	
Tues	10-Mar	SAMS AFTT Night	TBD	TBD	
Thurs	12-Mar	Asheboro City Board of Education meeting	7:30 p.m.	TBD	
Thurs	19-Mar	Middle School Battle of the Books	TBD	TBD	
Thurs	26-Mar	Greensboro Symphony	11 a.m.	Tanger Center for the Performing Arts	
Fri	27-Mar	Professional Development Day for Teachers	All day	All sites	
Sat-Mon	April 4-6	NSBA Annual Conference		Chicago	
Tues	April 7	CWM Kindergarten Orientation	8:30 a.m. - 1 p.m. and 3-6 p.m.	CWM	
Thurs	April 9	Asheboro City Board of Education meeting	7:30 p.m.	TBD	
Fri	April 10	Good Fri holiday	All day	All sites	
Mon - Fri	April 13 - 17	Annual Leave for teachers (Spring Break)	All day	All sites	
Tues	April 21	LP Kindergarten Orientation	8:30 a.m. - 1 p.m. and 3-6 p.m.	LP	
Wed	April 22	BAL Kindergarten Orientation	12 - 6 p.m.	BAL	
Thurs	April 23	BAL Kindergarten Orientation	8:30 a.m. - 1 p.m. and 3-6 p.m.	BAL	
Tues	April 28	GBT Kindergarten Orientation	12 - 6 p.m.	GBT	
Wed	April 29	GBT Kindergarten Orientation	8:30 a.m. - 1 p.m. and 3-6 p.m.	GBT	
Thurs	April 30	DLL AFTT Night	TBD	DLL	
Tues	May 5	DLL Kindergarten Orientation	8:30 a.m. - 1 p.m. and 3-6 p.m.	DLL	
Thurs	May 14	Asheboro City Board of Education meeting	7:30 p.m.	TBD	
Mon	May 25	Memorial Day holiday	All day	All sites	
Tues	May 26	Projected Finish Date for AHS Addition	All Day	AHS	
Fri	June 5	Last Day for students/Early Release/Graduation	Graduation at 7 p.m.	Graduation at Lee J. Stone Stadium	
Mon	June 8	ACS Retirement Breakfast	Breakfast at 7:30 a.m., Program at 8 a.m.	TBD	

Mon - Tues	June 8-9	Teacher Workdays			
Thurs	June 11	Asheboro City Board of Education meeting	7:30 p.m.	TBD	