

**Perquimans County Board of Education
Regular Session – September 28, 2020**

The Perquimans County Board of Education met in regular session on Monday, September 28, 2020, at 6:00 p.m. in the administrative offices of Perquimans County Schools. This meeting was held in accordance with Governor Cooper's Executive Order No. 141, Section 7, which states that the prohibition on Mass Gatherings does not apply to educational institutions or government operations. However, social distancing was observed and as a result, seating was limited. In addition, in accordance with Executive Order No. 147, face coverings were worn unless an exception applied. Audio access was available to the public by dialing a telephone number and entering a meeting ID and passcode.

Board Chair Dr. Anne White called the meeting to order and welcomed everyone to the meeting. Matt Peeler led the audience in reciting the Pledge of Allegiance to the American Flag and Russell Lassiter said a prayer.

All board members were present in the boardroom: Chair Dr. Anne White, Vice-Chair Amy Spaugh, Russell Lassiter, Matt Peeler, Leary Winslow, and Arlene Yates.

Approval of Agenda

Upon motion by Amy Spaugh and second by Arlene Yates, the Board voted unanimously to approve the agenda and addendum as presented.

Special Recognition

Sergeant David Murray introduced new School Resource Officer Deputy Leroya Banks to Perquimans County Schools. Deputy Banks is a graduate of Perquimans County High School and former state champion sprinter. Sergeant Murray presented Deputy Banks with a certificate for completing the School Resource Officer Training, which is required along with completing a year of law enforcement experience prior to becoming a School Resource Officer. Deputy Banks thanked the Board and Sheriff's Office for the opportunity and introduced her family members in the audience.

Dr. White also mentioned good news items including HGS Principal John Lassiter being named PQ Schools Principal of the Year and graduates of the Fire Tech Academy being hired for fire fighter positions.

Approval of Minutes

Upon motion by Amy Spaugh and second by Arlene Yates, the Board voted unanimously to approve the minutes of the August 24, 2020 regular meeting as presented.

Consent Agenda

Upon motion by Arlene Yates and second by Matt Peeler, the Board voted unanimously to approve the Student Transfer Requests Report for September 28, 2020 as presented by Superintendent Tanya Turner.

Upon motion by Matt Peeler and second by Arlene Yates, the Board voted unanimously to approve the personnel recommendations in the Personnel Summary Report and addendum for September 28, 2020 as presented by Superintendent Tanya Turner.

Public Hearing / Requests from the Public

Instructions were provided in the agenda for participation during the public comment period. No virtual or written requests were received for public comment.

Unfinished Business

Ms. Turner noted that she was in a two-hour session recently with Attorney Richard Schwartz regarding the new Title IX regulations, on which the Board and staff will have to receive training. Chief Human Resources Officer Michelle Maddox will be trained to be a trainer at the PANC conference in October. She will be able to train the Board and our staff on the new Title IX regulations.

Upon motion by Amy Spaugh and second by Matt Peeler, the Board voted unanimously to approve, revise and remove the policies below related to Title IX regulations as presented.

New policies and administrative regulations include:

- 1710/4020/7230, Discrimination and Harassment Prohibited by Federal Law
- 1720/4030/7235, Title IX Nondiscrimination on the Basis of Sex
- 1725/4035/7236, Title IX Sexual Harassment – Prohibited Conduct and Reporting Process
- 1725/4035/7236-R, Title IX Sexual Harassment – Definitions (administrative regulation)
- 1726/4036/7237, Title IX Sexual Harassment Grievance Process
- 4329/7311, Bullying and Harassing Behavior Prohibited
- 7232, Discrimination and Harassment in the Workplace

Updated policies include:

- 1730/4022/7231, Nondiscrimination on the Basis of Disabilities
- 4040/7310, Staff-Student Relations
- 4331, Assaults, Threats, and Harassment (renamed as Assaults and Threats)
- 4340, School-Level Investigations

The following policies must be removed from the policy manual when the new policies above are adopted:

- 1710/4021/7230, Prohibition Against Discrimination, Harassment, and Bullying
- 1720/4015/7225, Discrimination, Harassment, and Bullying Complaint Procedure

New Business

Perquimans County Schools District Strategic Plan 2020-2023

Chief Academic Officer of Students Services Kanika Griffin presented the proposed district strategic plan for 2020-2023, the development of which has been a year in the making. Input in the plan was provided by board members, community members, students, staff, faith-based organizations, business leaders, and town and county officials. There were three phases in the development of the plan: data review, theme and priorities, and plan preparation and finalization. Our plan aligns with the strategic goals of the State Board of Education. Included in our three-year plan are the district's vision and mission statements, core values and strategic priorities. In addition, Ms. Griffin presented the action steps defined for each of the four strategic priorities. Action will be taken on the proposed plan at the October meeting. Ms. Turner thanked Mrs. Griffin for the work she has done on the development of the format of the plan to make it marketable for our district. This is a project that Mrs. Griffin has done as part of her internship for her dissertation. Mrs. Griffin and Ms. Turner entertained questions and comments from board members regarding items mentioned in the plan.

Plan A for Grades K-5 and Modifications for Grades 6-12

Superintendent Tanya Turner presented the proposed recommendations for Plan A re-entry and modifications for grades 6-12 beginning the 2nd nine weeks of the school year. She stated that Governor Cooper's executive order would allow schools to expand options for in-person

instruction to include a Plan A option for all Kindergarten through 5th grade students effective October 5, 2020, with the continued option for Plan C. Grades 6 through 12 would remain in Plan B or C. She shared information provided by Albemarle Regional Health Services that showed CDC key indicators and thresholds for risks, noting that Perquimans has an average of two cases which puts our county in the lowest rate of transmission in schools.

Ms. Turner explained that all of the Plan B re-entry requirements remain in effect for K-5 Plan A with the exception of classroom capacity and bus capacity. Increased capacity in classrooms with six feet social distancing is recommended, but not required. If six feet is not feasible, students will all be faced in the same direction, which is already being done in our classrooms. One child per seat on a bus is no longer a requirement for K-5 under the Plan A guidelines, but is strongly recommended. Disinfection will continue and masks will continue to be required. Also, health screenings or bus tickets will continue to be required. Screening at school will continue for all students exiting the bus. Changes may be made to PCS routes to move a bus or two to PCMS for capacity or PCS routes may remain the same and double runs done at PCMS. By doing this, K-8 could go to school four full days a week, Tuesday through Friday, and 9th through 12th grades would replace the 7th and 8th grades double runs on Tuesday and Wednesday allowing students to get two additional days of instruction from 9:30 – 1:30 p.m.

At this time, all 5th graders have been moved back to HGS and 7th and 8th graders have been moved back to PCMS in the database for the school location. Next steps would include assigning those students to bus routes. Operating on this schedule would not cost the system any more money and there would be no overtime. The K-8 remote on Mondays is saving the money required to do the double bus runs.

Ms. Turner entertained a number of questions and comments from board members regarding the proposed recommendations.

Based on this information, Superintendent Turner's recommendation to the Board was to move to Plan A for K-5 with the modification of moving 5th grade back to HGS and 7th and 8th grades back to PCMS to increase face-to-face time for 7th and 8th grades to four days and 9th through 12th grades to three days beginning the week of October 19, 2020. The time prior to this will be used to ensure the district is prepared and clear communications have been made to families.

After a lengthy discussion, the following action was taken. Upon motion by Matt Peeler and second by Amy Spaugh, the Board voted unanimously to:

- Move to Plan A with the option of Plan C for K-5 with 5th grade returning to HGS.
- Increase bus capacity for K-5 to two children per seat.
- Return 7th and 8th grades to PCMS with Plan B guidelines still in place.
- 6th – 8th grades would operate on a 4-day a week schedule (full days).
- Mondays would still be a remote day for K-8 for planning and collaboration.
- Increase high school face-to-face time:
 - Monday: Remains full day for 9th – 12th
 - Tuesday and Wednesday: Become 9:30 – 1:30 days for 9th – 12th taking the place of the double bus runs for 7th – 8th
 - Thursday and Friday: Remain remote days for 9th – 12th

Following additional discussion, Matt Peeler made a motion to reconsider the last motion that was made to include that the middle school go to Plan A regardless of Governor Cooper's executive order. There was no second to the motion.

Beginning Teacher Support Program Plan 2020-2021

Chief Human Resources Officer Michelle Maddox presented the Beginning Teacher Support Program Plan for 2020-2021. She noted the following change under 'Process for Identifying and Verifying Beginning Teacher Eligibility.'

The LEA Beginning Teacher Coordinator and the Human Resources Director will ensure at the end of each school year completion of the recent graduate (EPP) survey by the Beginning Teacher (BT) and the employer survey by the principal of the school during the BT's first year of teaching as part of the requirements to measure the performance of Educator Preparation Programs (EPPs) stated in GS 115C-269.35. The surveys must be completed at the end of the first year of teaching.

Upon motion by Matt Peeler and second by Arlene Yates, the Board voted unanimously to adopt the Beginning Teacher Support Program Plan for 2020-2021 as presented by Ms. Maddox.

Budget Amendments

Chief Finance Officer Rube Blanchard presented budget amendments for the Board's consideration. Mr. Blanchard explained each amendment in detail and answered questions that were asked by board members. Upon motion by Russell Lassiter and second by Amy Spaugh, the Board voted unanimously to approve State (Fund 1) – Budget Amendment #1, Local (Fund 2) – Budget Amendment #1, Federal (Fund 3) – Budget Amendment #1, Capital Outlay (Fund 4) – Budget Amendment #1, and Local (Fund 8) – Budget Amendment #1 as presented by Mr. Blanchard.

Monthly Financial Report

Mr. Blanchard presented the monthly financial report for September 2020. The first report showed year-to-date spent, outstanding POs, escrow, budget (pending approval) and year-to-date percentage spent for Fund #1, #2, #3, #4, #8, and #5. The second report provided summary information sorted by 2-digit Purpose Code for Funds #1, #3, #5, #2, #4, and #8. The last report provided an update on Capital Outlay as of September 22, 2020. The report showed revenue and expenses with current budget, year-to-date spent/encumbered, and budget remaining.

Voting Delegates for NCSBA Annual Conference

After discussion, it was determined that Dr. Anne White, Amy Spaugh, and Arlene Yates would attend the NCSBA Annual Conference on November 5-7, 2020. Due to the pandemic, the conference will be virtual this year. The following motion was made to nominate voting delegates for the conference. Upon motion by Leary Winslow and second by Matt Peeler, the Board voted unanimously to nominate Dr. Anne White, Amy Spaugh, and Arlene Yates as voting delegates for the NCSBA Annual Conference November 5-7, 2020.

Superintendent's Report

In her report, Ms. Turner stated that since August 17th, there have been zero suspensions K-12. As of Friday, September 25th, there had only been three referrals.

As of August 20th, there were 1,652 students enrolled in the district. Currently, the enrollment is 1,618 students: PCS – 401 (including 35 Pre-K); HGS – 333; PCMS – 419; and PCHS – 465. Ms. Turner also noted that there is an increase in homeschool enrollment: PCS – decrease of 8 (all 8 homeschool); HGS – decrease of 2 (11 are being homeschooled); PCMS – decrease of 13 (7 are being homeschooled); and PCHS – decrease of 11 (2 are being homeschooled). The homeschool enrollment represents 8 families with multiple children. The principals are reaching out to students who have recently withdrawn for homeschool to find out why and try to get them back in our school system.

Ms. Turner also noted the following celebrations in our district:

- John Lassiter was named POY for Perquimans County Schools.
- Trillium will be presenting a “big” check to PCHS for being one of the winning schools to receive the one-time \$5,000.00 incentive.
- The PQ Band program was awarded a \$50,000.00 grant from The Gloria and Arthur Konig Foundation to fund new instruments for both the middle and high school programs.
- The Perquimans Arts League recently donated \$600 of art supplies to HGS and PCHS.
- The district has been visited by 3 districts and revisited by 2.
- Governmental officials will be visiting our district on Tuesday.
- The Animal Science Lab is open with two goats in residence.
- All of our students are receiving free breakfast and lunch until December 31st.
- Congratulations to our Finance Department for receiving the 2019 State Board of Education Award for Excellence in Financial Management earning 12 out of 12 possible points.
- The prayer walk on Sunday was a huge success.

Ms. Turner reminded the Board that she will be attending the Next Generation Superintendent training on September 30 – October 1, 2020. Topics that will be covered include:

- Special Education Legal Issues
- Title IX
- School Re-opening and Planning Discussions
- Leadership, Coaching, and Performance
- District Executive Coaching

Board Chair’s Comments

Dr. White thanked administration and staff for all they continue to do to educate our students, especially during this time of the COVID-19 pandemic.

Announcement

Regular Board of Education Meeting – Monday, October 26, 2020, at 6:00 p.m., Central Office

Closed Session

Upon motion by Arlene Yates and second by Matt Peeler, the Board voted unanimously at 8:06 p.m. To enter closed session pursuant to G.S. 143.318.11(a)(1) to prevent the disclosure of information that is privileged or confidential pursuant to the law of this State or of the United States, or not considered a public record within the meaning of Chapter 132 of the General Statutes to consider closed session minutes and G.S. 143.318.11(a)(6) to consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee; or to hear or investigate a complaint, charge, or grievance by or against an individual public officer or employee.

Return to Open Session

Upon motion by Matt Peeler and second by Russell Lassiter, the Board voted unanimously to return to open session.

Prior to adjournment, Mr. Peeler noted that he sent out information/updates from the NCSBA to board members’ school email accounts.

Mrs. Yates mentioned the award of a Smart Start grant which will provide daycares with teacher strategies and enable them to track the student data from early Head Start, to Head Start, and to Pre-K.

There being no further business, the meeting was adjourned at 8:36 p.m.



Dr. Anne White, Chairperson



Tanya Turner, Superintendent