

**Camden County Board of Education
Camden County High School Media Center
February 10th, 2022**

The Camden County Board of Education met in regular session on February 10th, 2022, in the Media Center at Camden County High School at 6:30 p.m. Board Members in attendance were: Christian Overton, Chairman, Jason Banks, Vice-Chairman, Board Members Sissy Aydlett, Kevin Heath, and Chris Purcell, Superintendent Joe Ferrell and Board Attorneys John Leidy and Johnny Hallow. Others who physically attended the meeting and signed the register were Ina D. Lane, Angel Lasher, Amber Davis, Morgen Brewton, Libby Coker, Gwen Stevens, Sally Norfleet, Lisa Byrum, Mike Reaves, Timothy Lazar and Anita Cuthrell. Also, this meeting was broadcasted via live stream.

The meeting was called to order by Chairman Overton at 6:35 p.m. He asked Board Members if there were any additions, deletions, or changes to be made to the February Closed Session Agenda. Each Member was polled. Dr. Banks and Mr. Purcell added items to *Consult with Attorney*. There were no other additions, deletions, or changes made to the February Closed Session Agenda. Motion was made by Ms. Aydlett, seconded by Mr. Purcell, to approve the Closed Session Agenda. There was no further discussion. All voted ayes, none opposed and the motion so carried.

Motion to go into Closed Session was made by Ms. Aydlett, seconded by Mr. Purcell and unanimously carried at 6:36 p.m. to discuss confidential student matters; discuss confidential personnel matters; and to confer with the Board attorney regarding matters within the attorney-client privilege and preserve that privilege, and to formulate plans relating to emergency response to incidents of school violence all pursuant to N.C.G.S. §143-318.11(a)(1), (3), (6) and (8). All members of the Board were physically present. Also present were Joe Ferrell, Superintendent, and Board Attorneys John Leidy and Johnny Hallow.

The Board returned to Open Session. At 7:40 p.m., Mr. Overton called the meeting to order and welcomed those in attendance.

Mr. Overton asked Board Members if there were any additions, deletions, or changes to be made to the February Open Session Agenda. Each Member was polled. There were no additions, deletions, or changes made to the February Open Session Agenda. Motion to approve the Open Session Agenda was made by Ms. Aydlett and seconded by Mr. Purcell. There was no further discussion. All voted ayes, none opposed and the motion so carried.

Mr. Overton called for a moment of silence as is Board custom.

Mr. Overton asked Superintendent Ferrell if anyone had asked to address the Board by way of the *Public Comment* opportunity. Superintendent Ferrell advised Mr. Overton that no one had signed up for the *Public Comment* opportunity.

Libby Coker, Senior Student Board member, led the group pledge.

Mr. Overton asked Superintendent Ferrell if there was anyone to appear during *Open Session to Appear*. Superintendent Ferrell told Mr. Overton that no one had requested to appear before the Board during *Open Session to Appear*.

The Consent Agenda was presented as follows:

II. Consent Agenda

The following items are recommended for approval by consent of the Board:

- A. Approval of Minutes
(Regular Session Minutes – January 13, 2022)
- B. Budget Amendments
(Budget Amendments will be presented to the Board.)
- C. Additional Fundraiser
(CMS has requested additional fundraisers be added to the 2021-2022 School Year)
- D. Field Trip/Transportation Request Form
(Master Chief Lyn Dupree, JROTC Instructor, has submitted a request for travel to Washington, DC, with six students to tour the Air and Space Museum. The group will depart on Thursday, March 24, 2022, and return on Friday, March 25, 2022.)
- E. Field Trip/Transportation Request Form
(Chris Whitehurst, CCHS Band Instructor, has submitted a request for travel to Wilmington, NC, with nine CCHS and CMS students to attend All District Bands Competition at UNC Wilmington. The group will depart on Thursday, February 17, 2022, and return on Saturday, February 19, 2022.)

Budget amendments were presented as follows:

Budget Amendment
Camden County Schools Administrative Unit
State Public School Fund

The Camden County Board of Education at a meeting on the 10th day of February 2022 passed the following resolution.

Be it resolved that the following amendments be made to the Budget Resolution for the fiscal year ending June 30, 2022.

| Code Number | Description of Code | Amount | |
|---------------------|--|------------------|----------|
| | | Increase | Decrease |
| 5100 | Regular Instructional Programs | 4,281.55 | |
| 5200 | Special Instructional Programs | 51,178.84 | |
| 5400 | School Leadership | 66,195.63 | |
| 6400 | Technology Support Services | 21,289.00 | |
| 6500 | Operational Support Services | 149,820.77 | |
| 6900 | Policy, Leadership & Public | 264.64 | |
| Explanation: | | | |
| | Total Appropriation in Current Budget | \$ 15,503,737.63 | |
| | Amount of Increase/Decrease of Above Amendment | + 293,030.43 | |
| | Total Appropriation in Current Amended Budget | \$ 15,796,768.06 | |

| | |
|--|---|
| <p>Passed by majority vote of the Board of Education of Camden County on the 10th day of February 2022.</p> | <p>We the Board of County Commissioners of Camden County hereby approve the changes in the County School Funds Budget as indicated above, and have made entry of these changes on the minutes of said Board, this ____ day of _____ 20__.</p> |
| <p>_____ Chairman, Board of Education</p> | <p>_____ Chairman, Board of County Commissioners</p> |
| <p>_____ Secretary, Board of Education</p> | <p>_____ Clerk, Board of County Commissioners</p> |

BUDGET AMENDMENT
February 10, 2022

1. State Public School Fund

- A. We have reviewed this area of the budget and find that we must increase our budget to cover the benefits that will be covered at the end of the year by NCDPI that are paid during the year to employees. We request your approval of the following amendment.

Non-Contributory Employee Benefits

| | | | |
|---|----|---|-----------------|
| 1.5110.009.184 Longevity | \$ | + | 2,453.10 |
| 1.5110.009.211 Emp. Soc. Sec. Costs | | + | 187.67 |
| 1.5110.009.221 Emp. Retirement Costs | | + | 591.19 |
| 1.5210.009.184 Longevity | | + | 579.93 |
| 1.5210.009.211 Emp. Soc. Sec. Costs | | + | 44.37 |
| 1.5210.009.221 Emp. Retirement Costs | | + | 139.76 |
| 1.6550.009.184 Longevity | | + | 394.51 |
| 1.6550.009.211 Emp. Soc. Sec. Costs | | + | 30.18 |
| 1.6550.009.221 Emp. Retirement Costs | | + | 95.08 |
| 1.6940.009.184 Longevity | | + | 200.87 |
| 1.6940.009.211 Emp. Soc. Sec. Costs | | + | 15.36 |
| 1.6940.009.221 Emp. Retirement Costs | | + | 48.41 |
| Total – Non-Contributory Employee Benefits | \$ | + | 4,780.43 |

- B. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

| | |
|-----------------------------------|-----------------------|
| <u>School Technology Fund</u> | |
| 1.6400.015.343 Telecommunications | \$ + <u>21,289.00</u> |
| Total – School Technology Fund | \$ + 21,289.00 |

- C. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

| | |
|--|-------------------|
| <u>Behavioral Support (Willie M.)</u> | |
| 1.5210.029.121 Salary - Teacher | \$ + 35,455.00 |
| 1.5210.029.211 Emp. Soc. Sec. Costs | + 2,721.31 |
| 1.5210.029.221 Emp. Retirement Costs | + 8,544.65 |
| 1.5210.029.231 Emp. Hosp. Ins. Costs | + <u>3,317.04</u> |
| Total – Behavioral Support (Willie M.) | \$ + 50,038.00 |

BUDGET AMENDMENT
State Public School Fund
February 10, 2022, Page 2

- D. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

| | |
|-------------------------------------|-------------------|
| <u>Test Result Bonus</u> | |
| 1.5120.048.180 Bonus Pay | \$ + 975.00 |
| 1.5120.048.211 Emp. Soc. Sec. Costs | + 74.59 |
| 1.5260.048.180 Bonus Pay | + 350.00 |
| 1.5260.048.211 Emp. Soc. Sec. Costs | + 26.78 |
| 1.5410.048.180 Bonus Pay | + 9,000.00 |
| 1.5410.048.211 Emp. Soc. Sec. Costs | + <u>1,012.63</u> |
| Total – Test Result Bonus | \$ + 11,439.00 |

- E. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

| | |
|--|----------------|
| <u>Transportation</u> | |
| 1.6550.056.171 Salary – Bus Drivers | \$ +110,000.00 |
| 1.6550.056.199 Overtime Pay | + 2,000.00 |
| 1.6550.056.311 Contracted Services | + 20,000.00 |
| 1.6550.056.316 CDL Medical Exam | + 5,000.00 |
| 1.6550.056.321 Energy Costs | + 600.00 |
| 1.6550.056.411 Supplies & Materials | + 800.00 |
| 1.6550.056.461 Pur. of Non-Cap Equipment | + 700.00 |

| | |
|---------------------------------------|-----------------------|
| 1.6550.056.541 Pur. of Equipment | + 500.00 |
| 1.6550.056.552 Title & Licenses – Bus | + <u>9,701.00</u> |
| Total – Transportation | \$ +149,301.00 |

F. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

| | |
|--|-----------------------|
| <u>Asst. Principal – Intern - MSA</u> | |
| 1.5420.067.117 Salary – School Asst. Princ-Other | \$ + 51,600.00 |
| 1.5420.067.211 Emp. Soc. Sec. Costs | + <u>4,583.00</u> |
| Total – Asst. Principal – Intern-MSA | \$ + 56,183.00 |

BUDGET AMENDMENT
State Public School Fund
February 10, 2022, Page 3

G. We have received an allotment revision and must decrease our budget to reflect the allotment. We request your approval of the following amendment.

| | |
|-----------------------------|-----------------------|
| <u>Textbooks</u> | |
| 1.5110.130.412.308Textbooks | \$ - 12,315.00 |
| 1.5110.130.412.310Textbooks | - <u>11,520.00</u> |
| Total – Textbooks | \$ - 23,835.00 |

H. We have received an allotment revision and must increase our budget to reflect the allotment. We request your approval of the following amendment.

| | |
|--|------------------------|
| <u>Textbooks & Digital Resources</u> | |
| 1.5110.131.411.308 Supplies & Materials | \$ + 12,315.00 |
| 1.5110.131.411.310 Supplies & Materials | + <u>11,520.00</u> |
| Total – Textbooks & Digital Resources | \$ + 23,835.00 |
| 3100.000 Revenue – State Public School Fund | \$ - 293,030.43 |

Passed by majority vote of the Board of Education of Camden County on the 10th day of February, 2022.

Chairman, Board of Education

Secretary, Board of Education

Motion was made by Ms. Aydlett to approve the Consent Agenda. Motion was seconded by Mr. Purcell. There was no further discussion. All voted ayes, none opposed and the motion so carried.

Rick Ott, Sr. Executive Vice President for M. B. Kahn and members of his team, updated Board Members on the new high school project (*Information Update A., New High School Project*). Mr. Ott was not in attendance. In his absence, Superintendent Ferrell updated the Board. Before giving that information, Superintendent Ferrell turned the meeting over to Ashley Dennis, Architect with Moseley Architects. Ms. Dennis was in attendance via Zoom and thanked the Board for allowing her to present remotely. She began a brief presentation by first sharing an image of the floor plan. She noted the area of the floor plan that had two arrows superimposed to indicate the areas to be discussed. These areas included the interior courtyard space and the Trades Lab which is one of the CTE labs in the academic wing. She planned to share renderings while discussing how the spaces can be used, how and where the spaces connect with other areas in the facility and how the areas allow for overflow and circulation between wings. The rendering for the courtyard space showed fencing in the background for additional security while allowing for needed accessibility for mowers, trucks, etc. even though the full accessibility was not visible in the rendering. The next image was the Trades Lab. The rendering showed the volume of that space for equipment, lab tables, and rollup doors that look out onto the student parking lot area. Ms. Dennis asked if there were any questions. There were no questions from the Board and Ms. Dennis concluded her zoom presentation.

Superintendent Ferrell said the main update from M. B. Kahn was in reference to the grant funding and until we know whether or not we are going to receive additional grant funding, we are in a holding pattern. Next steps will be determined by the grant award. In reference to the new grant, Superintendent Ferrell sent out a detailed explanation via email to all staff. It was also sent out in a social media post. He noted commissioners approved the grant application at their most recent meeting and the Board of Education had approved the grant application at the January board meeting. He summarized information in the email as follows:

When Moseley Architects, M. B. Kahn and Timmons Group originally designed the facility on the school site, the original price was approximately \$64 million. The amount of grant funding received from the first and second rounds of funding totaled \$12,287,400.00. The bond referendum passed for a maximum of \$33 million for a total of \$45,287,400.00 which became the maximum budget for the project. Because of the gap between \$64 million and \$45,287,400, the BOE worked to reduce the scope of the project by eliminating the auditorium and auxiliary gym along with some other adjustments which were less obvious. When the state budget recently passed, it included a third round of grants. What had been a maximum of \$15 million for new high school projects had increased to \$50 million and we were eligible to apply for additional funding. The new application was approved by the BOE in January and by the commissioners at their meeting this past Monday. In order to apply for the maximum amount of \$50 million, spaces previously eliminated were added back to the scope of the project. However, due to inflation, the original price of approximately \$64 million has increased to \$69,636,061.00 which is the figure quoted in the project budget for the purpose of applying for the new grant. The new grant application is due March 15, 2022 and the estimated notification date is April 12th. Once the award notification is received, additional steps will then be decided. Superintendent Ferrell wanted to submit the full maximum project budget in an effort to maximize any additional grant funding we may receive. It is for this reason that full project cost of \$69,636,061.00 was submitted. Superintendent Ferrell noted that any additional grant funding above the \$12.3 million will be greatly appreciated and he is hopeful that we will receive the full \$50 million award. He asked if there were any questions. Mr. Overton asked for confirmation of the grant award notice date. Superintendent Ferrell said the notification date has been reported to be April 12th. Mr. Purcell confirmed the total maximum grant allowance is \$50 million. All understood the grant award will be in addition to the \$12.3 million previously awarded. In looking at the program criteria, Mr. Purcell noted the first priority of the grant is the counties that previously received grant funding but have not begun construction. Superintendent Ferrell feels CCS is in line to receive a significant amount of additional grant funding. Mr. Overton noted the grant funding is also based on the county's sales tax collections and the evaluation of industry in the county that contributes to the capital needs of the schools. Superintendent Ferrell noted that if the full \$50 million is received and we are able to build the school that we need within the scope of the project, we could still reduce the impact of the bond referendum for all citizens because the entire \$33 million would not be needed. Ms. Aydlett asked if commissioners plan to reduce the tax increase implemented for the new school project. Superintendent Ferrell has no information on the commissioners' intent regarding the tax increase. Dr. Banks did not attend the most recent commissioners' meeting and asked Superintendent Ferrell if there was any mention of the 3¢ tax increase which commissioners implemented for school operational costs. Superintendent Ferrell said there was some preliminary discussion about operational costs but there was no specific discussion about the 3¢ tax impact. There were no other questions and Superintendent Ferrell concluded his update.

Amber Davis, Principal of Camden County High School, presented CCHS highlights to Board Members (*Information Update B., School Highlights*). She and her team elected to focus on “the good stuff, the fun stuff” that has happened at CCHS this school year. Ms. Davis credited Mara Swindell with the creation of the highlight presentation. She thanked the BOE for their support at all times, noted it has been a challenging year in many ways and said she appreciated all that has been done for CCHS including Superintendent Ferrell and Central Office. The presentation was an array of pictures that had been taken throughout the school year thus far. At the end of the presentation, Ms. Davis asked if there were any questions. There were no questions and Ms. Davis concluded her presentation.

Angel Lasher, Chief Academic Officer, updated Board Members on the upcoming LETRS training for teachers (*Information Update C., LETRS Training Update*). She thanked the BOE for allowing her the opportunity to share information regarding LETRS Training. She is in the preliminary stages of setting up and implementing the training. There have been three cohorts. We are Cohort 3 and will start this process with teachers in the July/August timeframe. She is scheduled to meet with Voyager on March 21st, 2022 after which she will have more specific information. She shared general information as follows: LETRS is an acronym for *Language Essentials for Teachers of Reading and Spelling* which is a product of Voyager Sopris Learning. It addresses four critical components such as:

- Effective Literacy Instruction;
- Understanding the Science of Reading;
- Converting Research to Practice;
- Enhancing Teacher Effectiveness and Transforming Instruction

Why LETRS Training? Senate Bill 387, the Excellence of Public Education Act and part of Read to Achieve mandates this training. It stipulates that educators working with children in any NC Pre-K program and students in grades K-5th shall participate in the LETRS training programs. Completion of this training shall satisfy the literacy continuing education credits required for elementary school teachers. Each local school administrative unit shall evaluate its literacy curriculum and instruction methods and shall modify as necessary to adhere to effective literacy programs. She noted a literacy plan must be submitted this year for grades K-3 which will be tied to the summer reading camp that ties to Read to Achieve. *What is the Science of Reading?* Ms. Lasher said this is decades of research resulting in now we know how the brain learns to read. She provided the BOE with a handout entitled *The Science of Reading* for additional information. *Who is required to attend LETRS Training?* The state is providing funding for the following staff members to participate in LETRS training:

- Homeroom classroom teachers K-5 and one administrator per school,
- One instructional coach per school,
- Lead teachers working with children in the NC Pre-K program,
- Elementary EC Resource Teachers
- Elementary ELL Teachers

Who and how will the LETRS training be deployed? Each public school unit will provide a point-of-contact. Ms. Lasher is the CCS contact person. She will work closely with representatives from Voyager to plan training for our teachers as well as pre-school. *What is the format of LETRS training?* LETRS is designed for K-5 teachers. Training occurs in eight training sessions which may be virtual or face-to-face and occur over the course of four semesters (a two-year program). Training will also include eight self-paced online units (approximately 58 hours), related readings (approximately 26 hours), and time dedicated to applying learned skills in their classrooms as a “*Bridge to Practice*” (approximately 25 hours). LETRS for Early Childhood Educators is designed for preschool teachers. The training includes two sessions that are delivered in-person or broken down into virtual training sessions. Training will also include four self-paced online units (approximately 14 hours), related readings (approximately 4 hours), and time dedicated to applying learned skills in their classrooms as a “*Bridge to Practice*” (approximately 5 hours). LETRS for Administrators occurs in two training sessions which may be virtual or face-to-face. These sessions will occur over one year. There will also be self-paced, online units (approximately 16 hours), and related readings (approximately 7 hours). K-5 training is to:

- Complete 2 units per semester over 2 years
- Attend all unit trainings (eight – 6-hour days over 2 years)
- Complete self-paced online unit content as outlined in the district specific implementation pacing guide
- Complete all asynchronous training assignments (LETRS Platform), including “*Bridge to Practice*” activities
- Pass each unit with the goal of 80% Mastery
- Contact District LETRS Point of Contact for any training questions
- Contact District LETRS Point of Contact for technical assistance

Ms. Lasher reviewed a schedule of Unit 1 (approximately 20 hours per quarter). This may impact the calendars for the next couple of years. Efforts are being made to build in as much time as possible such as MTW and ER days to give teachers time to work on this training. Also, each unit requires a 6-hour live training session with Voyagers if done face-to-face. If done virtually, training can be broken up into two 3-hour days. Ms. Lasher asked if there were any questions. Mr. Overton asked if there is a stipend that goes along with LETRS. Ms. Lasher has just received information on PRC 85 and will participate in a webinar on February 17th at which time she hopes to learn more about the funding.

Mr. Overton asked about the complexity of adding LETRS Training into the school calendar in addition to regular PD. Ms. Lasher said K-5 teachers will be allowed to work on LETRS training on any MTW or ER day and will not be expected to attend other PDs. PDs will continue to be offered for teachers in grades 6-12. Ms. Lasher and Ms. Lane are working on next school year's calendar and will make sure there are MTWs in every quarter to allow time for the live trainings. She noted Voyagers must approve the training dates; therefore, the calendar may have to be changed if Voyagers is not available for training on the dates designated in our calendar. Mr. Overton asked Superintendent Ferrell if it would be judicious for him to ask that a document be prepared and sent to our law makers indicating our need for flexibility to assist our teachers and to be able to implement this training requirement. Superintendent Ferrell agreed to prepare such a document. Regarding the calendar, Superintendent Ferrell said the first day of school for 2022-2023 must be August 29th. Currently, there is advocacy to begin the new school year on August 22nd. He is unsure if there has been any movement on the begin date but noted that is one requirement that is currently being opposed. Ms. Lasher will update the Board when she had more information. There were no further questions or discussion and Ms. Lasher concluded her update.

Superintendent Ferrell and Angel Lasher, Chief Academic Officer, updated Board Members on Goal 1 and Goal 2 of the Strategic Plan (*Information Update D., Camden County Schools' Strategic Plan Update*). Superintendent Ferrell give an update for Goal 1 which is *All Camden County Schools will provide a safe and secure environment*. He said since the pandemic, there has been less focus on this goal than he would like. In October, he started refocusing his thoughts on Goal 1. One of the Action Steps is to create a school system safety and security team and a safety and security team at each school. Both of these action steps have been completed. The district team began meeting in November, 2021 and will continue to meet monthly to refocus as a district. So far, our black box protocols have been updated as well as emergency communication protocols. It has been decided which types of drills will be conducted first. As efforts have been refocused on safety and security, the importance of having a common language where emergency situations are concerned has been discussed and updates are being made to our safety and security quick reference flip charts. Work has begun on our emergency response trailer to ensure the items in the trailer are updated and to that there is a plan to actually get the trailer to an emergency site. He has reached out to local emergency management to invite them to the safety and security meetings and they plan to attend all monthly meetings. The first meeting was February 9th and the emergency management director attended. Superintendent Ferrell felt that meeting went well. Information was shared and feedback was given. The emergency management director advised they are conducting a training later in February to help school systems in our area to be more prepared with getting emergency plans created and to make sure all of the components are included. Superintendent Ferrell said CCS will be in attendance at that training.

Superintendent Ferrell said the District Safety and Security team will be the liaison between the group and schools to ensure all are kept informed. He thanked the members of the team which includes all principals and at least one more representative from each school and Central Office. Safety and Security is ongoing and requires continuous work. He noted one Goal 1 Action Step has been completed which was to have three SROs (one on each school site). When the Strategic Plan started, there was only one SRO for the district. Now the two high schools share one SRO, GPS and CIS share one SRO and one SRO is at CMS. Having a SRO at each site was made possible with grant funding, support of county commissioners and Sheriff Kevin Jones. Superintendent Ferrell asked if there were any questions regarding Goal 1. There were no questions and he concluded his part of the presentation. Ms. Lasher then reported on Goal 2 which states *All Camden County Schools will provide increased academic support for exemplary classroom teaching and instructional leadership*. She said professional development has been a huge part of this goal and has been provided on ER days. She concurred with Ms. Davis in that it has been an overwhelming year and teachers have had a lot on their plates. Teachers had asked if they could have time to work in their rooms on some of the district day. For this reason, she split the time by offering one session that teachers can attend while also giving them time to work in their rooms. Ms. Lasher and Ms. Jomp have been working with all math teachers in the district by creating curriculum guides. They offered PD for all math teachers on October 13th and January 26th. On January 26th, a menu of choices was offered so teachers could select their session. Ms. Jomp has been working with teachers to create assessments in the area of math to go along with the math curriculum guides that are being created for each grade level. MTSS district teams have been focusing on redefining core instruction. CCRG was approved in the budget and information has been going out. It is part of Goal 2 that she and her team will work toward making sure CCRG is implemented next year. Most School Improvement Plans have been created to support student growth as well as social and emotional needs. Ms. Lasher asked if there were any questions. There were no questions and Ms. Lasher concluded her update.

Superintendent Ferrell presented Board Members with recent updates to the MOU between ARHS and Camden County Schools (*Information Update E., Contract for Public Health/School Health Liaison Nursing Services*). He said Albemarle Regional Health Services received notice from the State that additional funding is available to them. Once again, they will pass these funds onto the school nurse liaison position. Therefore, they are funding for the 2022-2023 school year in the amount of \$75,000 to be used starting in August of 2022. He reminded the BOE that this school year, the amount is \$100,000 per MOU approved by the BOE on November 4th. Julie White, the CMS Nurse, is the CCS liaison with ARHS. Superintendent Ferrell has reached out to Ms. White to see if she had any concerns. He reported that from her perspective all is going well and there are no concerns. At this time, no changes are anticipated to the MOU.

However, if changes are needed, it will be brought back to the Board. The information he is sharing tonight is to let the BOE know there is an extension of the current MOU that was previously approved. Superintendent Ferrell asked if there were any questions. There were no questions and he concluded his update.

Senior Student Board Member, Libby Coker, and Junior Student Board Member, Morgen Brewton, presented student updates to Board Members (*Information Updates F., Student Board Members Update*). Updates were as follows:

Morgen Brewton reported as follows:

Grandy

- GPS congratulated Marie Ivins for being voted Certified Employee of the year. She will now take part in an interview process in hopes to become the Camden County Certified Employee of the year.
- Friday February 11th was declared Amy Banks Day in honor of School Counselor Week.
- Last week the GPS students and staff celebrated the 100th day of school.
- Next week the GPS students and staff will be celebrating SPREAD THE LOVE WEEK. This is the week we honor our bus drivers, custodians, and cafeteria workers.

CIS

- CIS had fun celebrating the 100th day of school last week.
- Their PTO is selling candy grams for Valentine's Day. Tomorrow is the last day to purchase them.
- Progress reports went out yesterday.
- This week CIS celebrated their school counselor, Dr. Wisinger.
- Next week they will celebrate our bus drivers, Ms. Fran, the custodian and cafeteria workers
- CIS congratulated Laura Berry for being selected as CIS Classified Employee of the Year

CMS

- This week CMS students took the Math NC Check-In and will take the ELA and Science NC Check-Ins next week.
- Tuesday, February 8th, 39 students were inducted into the National Junior Beta Club in a ceremony in the CMS auditorium.
- Saturday, February 5th, the CMS Science Olympiad Team competed in the first stage of this year's Science Olympiad. The next competition is scheduled for Saturday, March 19th.
- All 8th graders have had an opportunity to tour CCHS and CECHS and on Wednesday, February 9th, CMS hosted the CCHS and CECHS Parent information night

- Tryouts for CMS spring sports start on February 22nd and Baseball and Softball kick off our spring sports scheduled on March 16th vs. River Road Middle School.

Libby Coker reported as follows:

CCHS

- The Swim Team competed in the conference and regional swim meets and did very well. Paige Strecker will go to the State Meet this weekend in Raleigh to compete for CCHS.
- The Men and Women's Basketball teams will have their final regular season game tomorrow night at Manteo.
- CCHS Winter Athlete Senior Night was on Wednesday where senior athletes were recognized from Swim, Cheer, and Men and Women's Basketball teams
- CCHS recognized the Classified Employee of the Year - Mrs. Alison Harris
- CCHS and CECHS hosted the rising 9th graders from Camden Middle School at CCHS. Students were given a tour of the high school and high school students and staff presented school highlights. Also, students were sent to the middle school during lunch for a Q&A session with the 8th graders. The 8th grade Parent Information Night took place last night at Camden Middle School.
- This Saturday CCHS will host the first ever JROTC Competition at Camden Middle School at 7am
- CCHS will host the Conference Cheer Competition at noon in the CCHS gymnasium.

CECHS

- CECHS congratulated Mrs. Cassie Bell Rieber for being selected as CECHS's Classified Employee of the Year.
- National School Counseling Week was this week
- CECHS thanked Mrs. Lauren Karns Clemmons for all she does for CECHS students
- On January 31, CECHS/CCHS students participated in Teen Court at the Historic Courthouse
- On February 2, MacKenzie Boose had her Official Signing day for USCG Academy where she will play volleyball
- On February 4th, several CECHS students participated in the Regional Swim Meet
- CECHS Students Aaliyah Anderson, Rylee Rios and Kendall Mitchell helped lead the lady Bruins basketball team to a great season.
- CECHS Senior Austin "The Fighter" Weddle helped lead the Bruins basketball team.
- CECHS Juniors Kayla Flannigan and Caitlyn Johnson will participate in the Cheerleading Conference competition this Saturday.
- CECHS is looking forward to warm weathers and spring sports
- CECHS participated in the CMS 8th grade tours over the past couple weeks and held Q&A sessions for the upcoming application process. Parents Night was held Wednesday at CMS.
- The February Driver's Education class started on the 7th and goes through the 28th.

There were no questions regarding the updates and Ms. Coker and Ms. Brewton concluded their updates.

Mr. Overton reminded Board Members that the monthly fund summary was included in the board package (*Information Updates G., Financial Update*). He asked if there were any questions regarding the monthly financial summary. There were no questions.

Superintendent Ferrell discussed the Face Coverings Policy with Board Members for consideration of changes as required by recent legislation (*Action Agenda A., Face Coverings Policy Code 4231/5021/7263.OPT Revised January 19, 2022*). He said at the end of last week, there were a total of 19 positive cases and 41 quarantines across the district. Numbers posted today show there are a total of eight positive cases and 20 quarantines indicating numbers have dropped by approximately half this week. The nurses at every school are reporting decreases. Our current policy is masks optional unless the school or site reaches 10% of its school population. No site is near the 10% threshold. As a reminder, the BOE is required to consider the mask policy monthly. Superintendent Ferrell asked how the BOE wanted to proceed. Mr. Overton reminded fellow Board Members that they must take action on the policy even if the BOE did not approve additional changes for documentation purposes. Mr. Purcell made a motion that the BOE make no changes and keep the current *Face Coverings Policy Code 4231/5021/7263.OPT Revised January 19, 2022* in place. Motion was seconded by Dr. Banks. There was no further discussion. All voted ayes, none opposed and the motion so carried.

Sally Norfleet, Chief Finance Officer, discussed with Board Members policy revisions for the parent organizations policy (*Action Agenda B., Parent Organizations Policy Code 5010*). She recently attended the NC NASBO Directors' Academy where PTO organization audits were discussed which prompted the suggestion of policy revisions. The BOE was referred to the revised policy in their board package. The need for revisions is based on the fact that PTOs are separate entities with their own ID numbers. The only connection to the school is the organization's name. In the past, CCS Finance Department has conducted annual audits on PTOs. However, it is recommended that the school system's Finance Department **not** conduct annual audits because by doing so, the school system becomes liable if discrepancies are not identified by the Finance Department. Ms. Norfleet asked that from this point forward, PTOs be instructed to send annual financial statements to Superintendent Ferrell for his review. If Superintendent Ferrell sees anything questionable, he can then request a review and an independent audit. Ms. Norfleet concluded her discussion. Superintendent Ferrell recommended that the BOE table the revised policy as presented by Ms. Norfleet for customary review until the next board meeting. Motion to table *Policy Code 5010* for consideration of revisions as presented by Ms. Norfleet until the BOE's next regular board meeting was made by Ms. Aydlott and seconded by Mr. Purcell. There was no further discussion. All voted ayes, none opposed and the motion so carried.

Superintendent Ferrell presented to Board Members the School Safety and Security Contract for official approval (*Action Agenda C., School Safety and Security Contract*). When he gave his Strategic Plan update earlier in the meeting, he noted there had been less focus on Safety and Security than he would like since the onset of COVID. When the Safety and Security team came back together, the team wanted to get back to where the district was with emergency plans, practice drills and an emphasis on student and staff safety and security. In an effort to get CCS to the highest level possible, he asked the BOE to consider a Safety and Security contract between Camden County Schools and Mike Lawrence. The term of the contract would begin on February 21, 2022 and terminate at the end of June, 2022. The maximum contract amount would be \$14,000 to be billed at a maximum of \$2,800 per month across the five (5) months. Mr. Lawrence would have the following responsibilities:

- Goal 1 of the Strategic Plan
- Lead the District Safety and Security Team
- Serve as the liaison between Camden County Schools and Emergency Management (not law enforcement)
- Update the required black boxes and emergency response plans as required by law
- Serve as the point of contact between the school district and our four unification sites
- Update and maintain the emergency response trailer
- Ensure that each site has a Safety and Security team and that all team members are communicating with the stakeholders at that site
- Conduct physical safety and security checks at all sites, make recommendations for improvements and follow up to ensure the recommendations are addressed which will include all buildings and campuses and some school system sponsored events
- Conduct all safety and security drills to including lock downs, evacuation drills, fire, severe weather and all emergency situations as appropriate
- Conduct (or ensure) staff is trained for CPR, first aid and AED, drills, reunifications and table top exercises as appropriate, fire extinguisher, threat assessment, National Incident Management System training and how to recognize and respond to students and adults who are in crisis
- Review any background checks conducted by outside vendors or companies
- Student, parent and staff education on topics such as vaping, illicit substances, social media, online dangers and other situations as may arise and where appropriate
- Serve as one of the district points of contact for the WATCH D.O.G.S. program
- Serve as a member of the team looking at safety and security protocols and features of the new high school
- And other duties as requested by the Superintendent and/or Board of Education

Superintendent Ferrell asked the Board if there was anything they wanted to add to the list of duties or if there was any discussion. There were no additions suggested or discussion. Superintendent Ferrell then asked that the Board authorize him to enter into this agreement. Mr. Heath made a motion that the Board authorize the Superintendent to enter into an agreement with Mr. Lawrence for safety and security services once an agreement for these services has been approved by the Board's attorney. Mr. Overton reiterated that Mr. Heath made a motion to authorize the Superintendent to engage in an agreement with Mr. Lawrence for safety and security services once an agreement for the services has been approved by the Board's attorney. Motion was seconded by Ms. Aydlett. There was no further discussion. All voted ayes, none opposed and the motion so carried.

Superintendent Ferrell discussed with Board Members nominations to NCSBA's Legislative Committee (*Action Agenda D., 2022 NCSBA Legislative Committee Service*). He said the NC School Boards Association's Board of Directors (BOD) has invited each school boards to nominate one of its members to serve on NCSBA's Legislative Committee. He said the Legislative Committee's primary task is to develop the draft NCSBA Legislative Agenda for consideration and adoption by the Delegate Assembly. It is critical that the nominee is able to attend the following meetings:

Friday, July 22, 2022, 11:00 a.m. to 3:00 p.m., in person
Monday, September 12, 2022, 11:00 a.m. to 3:00 p.m., in person
Thursday, October 6, 2022, 3:00 p.m. to 4:30 p.m., virtual

The two in-person meetings will be held at the North Carolina School Boards Association's office building in Raleigh, North Carolina. Nominees are asked to complete an application (attached to the invitation to nominate) and return it by Wednesday, March 23, 2022. He asked if the BOE would like to nominate someone. Motion was made by Ms. Aydlett to nominate Christian Overton, Board Chair. Motion was seconded by Mr. Heath. There was no further discussion. All voted ayes, none opposed and the motion so carried. Mr. Overton thanked fellow Board Members for his nomination.

Superintendent Ferrell discussed with Board Members the inclement weather date of Friday, January 21, 2022, which became a "no" school day for students and an optional work day for staff and the two-hour delay for staff and students on Tuesday, January 25, 2022 (*Action Agenda E., Inclement Weather Day*). He recommended that the BOE forgive the "no" day for students because there are sufficient student hours in the school calendar to forgive that day. He reminded the Board there is no action required for staff because it was an OTW. Motion was made by Mr. Purcell to accept the Superintendent's recommendation for calendar change on Friday, January 21st. Motion was seconded by Ms. Aydlett. There was no further discussion. All voted ayes, none opposed and the motion so carried.

Ina Lane, Chief Student Services Officer, updated Board Members regarding the program costs for the 2022-2023 After School Daycare Program and 2022 Summer Daycare Program (*Action Agenda F., After School and Summer Daycare Programs Update*). She said the last time program rates were increased was for the 2014-2015 school year. An increase is being requested tonight because of the difficulty in finding employees for the program. Program hours are 2:30 p.m. until 6 p.m. Parents have already begun to inquire; therefore, Ms. Lane asked that we have a rate increase of \$5 for the After School Daycare (from \$60 to \$65 per week) and a rate increase of \$5 for the Summer Program (\$95 to \$100 per week). It is her hope that with these increases, higher wages can be offer to create more interest in the positions. The summer program is from 7:30 a.m. until 6 p.m. Monday through Friday. There are two shifts for the summer program. It was noted the employee rate of pay will be \$15 per hour effective July 1st but she would like to see the rate of \$17 per hour. These programs have stringent requirements with background checks, finger prints, and required course studies. Also, there is a specific ratio of adults to students which must be maintained. Dr. Banks asked how the costs of these programs compare with similar programs in other districts in the region. It was noted that our program costs are much lower than the rates in other districts. Ms. Lane noted our programs are rated Five Stars which is the highest rating. Motion was made by Mr. Heath to approve the rate increases as presented by Ms. Lane. Motion was seconded by Mr. Purcell. Superintendent Ferrell recommended approval of the rate increases as presented by Ms. Lane. Mr. Overton reiterated that motion was made by Mr. Heath to accept the Superintendent's recommendation of After School Daycare for the 2022-2023 school year and the 2022 Summer Daycare \$5 respectively and that said motion was seconded by Mr. Purcell . There was no further discussion. All voted ayes, none opposed and the motion so carried.

Superintendent Ferrell recommended the Board approve the personnel report which he presented during Closed Session as follows:

CAMDEN COUNTY SCHOOLS
Board of Education Meeting
February 10, 2022

| EMPLOYMENT | POSITION | SITE | EFFECTIVE DATE |
|--------------------|--------------------------|-------------|-----------------------|
| Kathryn Jeffries | EC Assistant | GPS | 02.14.22 |
| SUMMER | | | |
| EMPLOYMENT | POSITION | SITE | EFFECTIVE DATE |
| Kellie Harrison | Summer Daycare Asst. | GPS | 06.09.22-08.16.22 |
| SUBSTITUTES | | | |
| EMPLOYMENT | POSITION | SITE | EFFECTIVE DATE |
| Jessica Shiltz | Substitute Daycare Asst. | GPS | 02.11.22 |

| | | | |
|-----------------|--------------------|-----|----------|
| Miranda Harrell | Substitute Teacher | CCS | 02.11.22 |
| Ja'Kori Evans | Substitute Teacher | CCS | 02.11.22 |

INFORMATION ONLY

**EMPLOYMENT
REASSIGNMENTS**

| | POSITION | SITE | EFFECTIVE DATE |
|----------------|--|-------------|-----------------------|
| Kristen Rallis | from Social Studies Teacher To English/Language Arts Teacher | CMS | 02.07.22-06.20.22 |

Motion was made by Ms. Aydlett to accept the Superintendent's recommendation for personnel as presented by Superintendent Ferrell in Closed Session. Motion was seconded by Mr. Purcell. There was no discussion. All voted ayes, none opposed and the motion so carried.

Superintendent Ferrell announced the following resignations:

| RESIGNATIONS | POSITION | SITE | EFFECTIVE DATE |
|----------------------|-----------------------------|-------------|-----------------------|
| Jennifer Szymanski | Exceptional Children's Asst | GPS | 01.28.22 |
| Kelly Shevitz-Zimbro | Exceptional Children's Asst | GPS | 02.11.22 |

Mr. Overton read the following announcement:

VI. Announcements

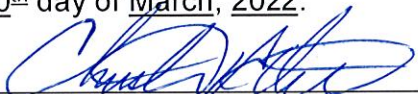
- A. Board of Education Budget Work Session
(Thursday, March 16, 2022 at 5:00 p.m. at Central Office)

Mr. Overton asked if anyone had any recommendations for future agenda items. There were no recommendations at that time.

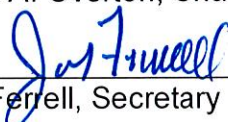
Mr. Overton asked if there was a motion to adjourn. Motion to adjourn Open Session was made by Dr. Banks and seconded by Ms. Aydlett. There was no further discussion, all voted ayes and the motion carried unanimously.

The meeting adjourned at 8:47 p.m.

Respectfully submitted this 10th day of March, 2022.



Christian A. Overton, Chairman



Dr. Joe Ferrell, Secretary