

## **Minutes**

Anson County Board of Education

Regular Meeting

Monday, July 31, 2023, 4:00 p.m.

Anson County Schools' Administrative Conference Room/Board Room

The Anson County Board of Education met in regular session on Monday, July 31, 2023. Board members present in-person were Marilynn Bennett, Lisa Davis, Carol Gibson, Frank Liles, Judy Little, Beulah Pratt, George Truman and Mike Turner. Bobbie Little was present via virtual Go To Meeting. Others in attendance were Howard McLean (Superintendent), Dr. Josh McLaurin (Executive Administrator), Anne Hyatt (Board Clerk), and Pete Swails (Technology).

### **Call to Order**

George Truman opened the meeting at 4:01 p.m. and welcomed everyone in attendance.

### **Invocation**

Mike Turner gave the Invocation.

### **Adopt Agenda**

Lisa Davis made a motion to amend the agenda by adding a new business item c.01 (Global Recruiting Service Agreement) and to move the Personnel Report from Consent Items to c.02 under New Business. Carol Gibson seconded the motion and it was approved by the board. Motion carried.

### **Approve Minutes**

Regular Meeting 06/26/23

A motion was made by Frank Liles to approve the regular meeting minutes of June 26, 2023. The motion was seconded by Lisa Davis and approved by the board. Motion carried.

### **Closed Session**

Chair Truman asked for a motion to go into closed session. Mike Turner made a motion to go into closed session at 4:07 p.m. for the purpose of considering a personnel action that involves an officer or employee of the Board pursuant to North Carolina General Statute 143.318.11 (a)(6) and for the purpose of discussing the acquisition of real estate or to discuss the price and other material terms of a contract or proposed contract for the acquisition of real property pursuant to North Carolina General Statute 143.318.11 (a)(5). The motion was seconded by Lisa Davis and approved by the board. Motion carried.

There was no action taken.

### **Reconvene Open Session**

The Board returned to open session at 4:41 p.m. upon a motion by Frank Liles. The motion was seconded by Beulah Pratt and approved by the board. Motion carried.

### **Public Comment**

There was no one that signed up to speak during this section of the meeting.

### **Chair's Report**

Several members commented on events and programs they recently attended.

Dr. Truman recognized Dr. Josh McLaurin and officially welcomed him to the district as the new human resources director. Dr. McLaurin said it means the world to be able to come back home and he is excited to work with a great group of people.

Dr. Truman explained that safety will continue to be their top priority and they will not tolerate any violence or weapons in our school system. Mr. McLean said he has several safety topics to discuss during his report.

### **Superintendent's Report**

Mr. McLean gave reports on Human Resources, Current Job Postings, Instructional/Operational Programs and Community Use of Facilities.

Dr. McLaurin gave an update on the current district vacancies:

Ansonville Elementary School – fully staffed

Lilesville Elementary School – fully staffed

Morven Elementary School – fully staffed

Wadesboro Elementary School – fully staffed

Wadesboro Primary School – fully staffed

Anson Middle School– fully staffed and hired 16 teachers over the last two months

Anson Early College High School – fully staffed

Peachland-Polkton Elementary School – 1 vacancy (art/music – and they have a plan to address this position so there is no impact on classroom instruction)

Anson High School – 2 vacancies in English and Science, and they interviewed candidates for Science last week and made an offer for the English position today.

Dr. McLaurin said filling the vacancies has been a team effort across the district, and they are down to three classroom vacancies across the district. Mr. McLean said he is extremely proud of the work that has been done to get positions filled.

Mr. Turner asked if all teachers were certified. Dr. McLaurin said yes that all teachers must be certified and must meet high-quality requirements.

Mr. Turner asked if we have any lateral entry teachers in the system. Dr. McLaurin explained about the lateral entry teachers in the district, and Mr. McLean asked Dr. McLaurin to give a full report to the board on later entry teachers.

Lisa Davis asked about where we stand with the non-certified support staff. Dr. McLaurin said they are looking at a couple of positions across the district to fill. He said he hopes to be fully staffed by the end of the month.

Dr. McLaurin discussed the long-term substitute plan, specifically about increasing the substitute pool and bringing in teacher assistants to be trained.

Jennifer Collard was present to share a curriculum update that included information about the recent Read to Achieve Camp at Wadesboro Primary School, Career Accelerator Camp and Credit Recovery at Anson High School, and the Occupational Course of Study Summer Enrichment Program at Anson High School. Mrs. Collard also shared a handbook that highlights professional learning for the district and describes the activities for the year. She explained this handbook will be a living document located on our website.

Mrs. Collard explained that training sessions have started for CKLA and Envision Mathematics and over the next three weeks they will have teacher sessions. She also talked about this district contracting with UNC-Charlotte this year where they will work with our schools that have the most turnover and that have hired the most staff. She explained they are making sure there is always someone to support a teacher.

Lisa Davis asked about non-certified support staff vacancies. Dr. McLaurin stated they only a few positions open within the district. They are working to increase the pool for non-certified positions and the substitute pool.

Lisa Davis asked about enrichment programs in the summer and stated she wished we had started in June when school got out and had a 2<sup>nd</sup> or 3<sup>rd</sup> cycle. Mrs. Collard stated that the team could look at that for next summer.

#### School Safety

Mr. McLean said safety is another top priority for our district and to keep students safe. He asked Corey Ross to come up and speak about metal detectors. Mr. Ross said all secondary schools would be getting metal detectors for this school year. Mr. Ross shared the metal detector procedure with the board and said they went with open-gate mobile units so they can be moved throughout the school from buildings to athletic facilities. Other additional safety measures that will be put in place are environmental detectors for middle and high school bathrooms, an improved camera system at the high school, and keyless entry doors.

#### AXIS Program

Mr. McLean said the AXIS Program has been moved off of the Anson High School Campus to Ashe Street in Wadesboro. He explained that Mr. James Wall will be the coordinator of the program, and it is an extension of Anson High School. Mr. McLean said they are looking for positive things to happen from the program. Mr. Stinson was present to speak about the program and said there would be 10-12 students in grades 9-12 that will start out in the program. He explained that Anson Early College will also have access to send students to the AXIS Program. Mr. Mclean said they will

implement an AXIS Program at Anson Middle School (AMS) as well. He said they are taking safety in the district very seriously. Mr. Mclean said there will be two rooms in H building on the baseball side where the AMS AXIS Program will be located. He explained that students will not be in contact with other students during the school day. Mr. Stinson discussed the process for intake and outtake of students in the AXIS Program. He also said they will meet with parents to explain how the program works and how students can move back to their regular high school. Mr. McLean stated that the district is looking for a long-term program like the Ombudsman Program we previously had in previous years. Ms. Gibson asked how many employees will be located at the AXIS Program. Mr. Stinson stated it will be Mr. Wall, an instructional support person and an office support person.

#### Brothers 4 Life

Mr. McLean explained that Brothers 4 Life will be volunteering at Anson Middle School and introduced Mr. Roger Hailey to share information about the group with the board. Mr. Hailey said he grew up in Anson County, and they had the plan to come back home to help with discipline and to mentor students. He said they worked with the middle school last year and saw a need to help with the discipline of young men and women in the district. Mr. Hailey introduced others from the group and stated their main objective is to help kids feel hope and that they have a purpose. He explained that many kids are trying to find an outlet, and they need to learn to find positive outlets. Mr. Hailey said they hope to help students achieve goals like respect first, learning how to dress and talk, and how to present themselves. He said they plan to patrol the halls and keep fights down. Mr. Hailey said every student deserves a chance to learn and help them to stay away from turning to the streets. Mr. McLean said the group will be on campus Monday through Friday, and they will monitor the halls, bathrooms and mentor students.

Mr. Hailey also talked about the afterschool program they plan to implement in some of the elementary schools and will promote this program at community cookouts in August.

Mr. McLean introduced new staff members that were in the audience (Katrice Thomas – Assistant Principal at Anson Middle School and Kevin Adams – Principal at Wadesboro Elementary School).

#### **New Business**

##### Global Recruitment Service Agreement

Lisa Davis asked if we sent out a bidding process. Dr. McLaurin said they went through three vendors, and Global met all of the requirements. He explained that other companies were more expensive. Dr. McLaurin said the teachers from Global have a master's or doctorate degree with an average of 15 years of experience. Ms. Davis asked if 13 teachers would be here on day one of school. Dr. McLaurin said they are still trying to get that answer as the company is trying to expedite the process. He said the far estimate is two weeks into school. Mrs. Collard stated she is working to set up virtual training so teachers will be ready on day one. Ms. Davis asked if anyone affiliated is receiving a direct benefit from this contract. Dr. McLaurin said no, and there are no connections with anyone in the company. Dr. McLaurin clarified that English is the native language. Ms. Gibson asked for clarification on page 4 of the agreement, which talks about paying for airfare, transfer costs, and arranging temporary housing. She asked if we were supposed to pay for that

or not. Dr. McLaurin said that cost is incurred in agency fees. Ms. Gibson asked about them paying taxes, and Dr. McLaurin said he would get clarification on that question

Upon a motion by Lisa Davis, seconded by Mike Turner, the board approved the Global Recruitment Service Agreement. Motion carried.

#### Personnel Report

Upon a motion by Marilynn Bennett, seconded by Judy Little, the board approved the personnel report. Ms. Davis said the new hire postings on social media have been received very well and gives our folks notice of who's coming and where they are now.

#### **Consent Items**

A motion was made by Lisa Davis to approve the Consent Items with the change to the Afterschool Fees List (showing weekly): Personnel Report, Sole Source (806 Technologies), Sole Source (BK Interactive LLC), and Student Fees (Afterschool Care Fee Listing Student Fee Listing and Student Transcript Fee Listing). The motion was seconded by Frank Liles and approved by the board. Motion carried.

#### **Adjourn**

A motion to adjourn was given by Mike Turner at 7:05 p.m. Frank Liles seconded the motion, and it was approved by the board. There was no discussion. Motion carried.

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Dr. George Truman, Chairman

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Mr. Howard McLean, Secretary