

SCHOOL BOARD NEWS

The Haywood County Board of Education met for a special called board meeting on Wednesday, July 22, 2020 at the Education Center in Clyde, N.C.

Jimmy Rogers gave the invocation. Chairman Francis led the Pledge of Allegiance to the Flag.

Chairman Francis called the special called Board Meeting to order at 7:02 p.m.

Chairman Francis made the following announcements:

- Mr. Ronnie Clark is attending the meeting electronically.
- Ms. Ann Barrett is absent from the meeting.

Chairman Chuck Francis read the following statement:

- *On July 13th, this board made the decision to “relieve” Dr. Nolte of his daily duties due to a post on social media that could be considered offensive or insensitive. Further, this board, directed Dr. Nolte to meet with members of the community, hear their comments and concerns, and develop a plan that would not only bring about healing, but also set the framework to address inequalities as we move forward. These actions were not taken as a form of punishment, nor, as a political statement but as a responsibility and duty of our elected office.*

During this time, an investigation took place to examine the whole of the “body of work” of Dr. Nolte’s tenure with Haywood County Schools.

The investigation found no pattern of bias or racism. In fact, it is fair to say that Dr. Nolte’s career with Haywood County Schools has been one of exemplary service and community mindedness. Furthermore, Dr. Nolte upon recognizing the post was hurtful to others, removed the post and quickly apologized. In our world today, the highest mark of the character is to recognize a mistake, apologize, and seek forgiveness.

Tonight, Dr. Nolte has submitted the Action Plan as requested.

He has met with members of the community, to include the Haywood County NAACP, and the MLK Committee, as well as other citizens.

Dr. Nolte and this board are committed to continue to review the policies of Haywood County Schools and make changes to ensure equality and equity for all students.

Approved the motion to reinstate Dr. Nolte to his full duties effective immediately.

Dr. Nolte presented the Action Plan as requested. The purpose of the plan is to foster on unity and limit divisive bias regarding race and other critical social issues. The full plan has been posted to the website and social media.

Agenda adjustments were as follows:

- Add Dr. Nolte to items of discussion on the agenda.

Approved the July 22, 2020 special called board Agenda as presented by Chuck Francis.

Chairman Francis made the following announcements:

- Next Regular Board Meeting – Monday, August 10, 2020 – 7:00 p.m. – Education Center
- Next Special Called Electronic Board Meeting – Thursday, July 30, 2020 – 6:00 p.m. – HCS Board of Education
- Haywood Early College Graduation – July 24, 2020 – 6:00 p.m. – HCC Campus

Danya Vanhook addressed the Board to supplement and enhance the stakeholder reopening schools survey. She presented information and relayed thoughts, questions, and concerns from the community regarding reopening schools.

Approved the agreement between Haywood County Consolidated School System and Haywood County Health and Human Services Agency for the fiscal year 2020-2021 as presented by Jill Barker.

Bill Nolte, Trevor Putnam, and Jill Barker presented the following hybrid transition plan to transition us from the closing of schools that occurred last March.

The school system will begin with remote learning for most students. Pre-Kindergarten, small groups of elementary students who were struggling academically before COVID-19, and for some students with specialized learning plans will have in-person learning opportunities. As school begins, administrators, teachers, and other staff will work to:

- conduct transition activities
- for students to become acquainted with teachers
- for students to transition to new schools
- for students, employees, parents, and the community to become familiar with reopening procedures and regulations
- put all reasonable safety precautions in place
- determine the specific students and employees available for in-person learning
- build schedules and protocols based on accurate up-to-date information.

The reopening process will be monitored and evaluated to determine if it is possible to return to in-person learning for interested students on Monday, September 21st. The school system will transition to in-person learning when safety regulations, staffing availability, and other critical factors permit. Remote learning will be available to all students who do not choose to access in-person learning. The school system will continue to comply with all state laws, regulations, and orders.

This type of hybrid plan is authorized under Plan B, Option F of the North Carolina Department of Public Instruction's Guidebook for Reopening Public Schools.

The Board discussed the proposed plan to reopen schools. They asked questions, expressed concerns, and offered suggestions regarding the proposed plan.

Bill Nolte recommended a hybrid plan using Option F of Plan B of the North Carolina Department of Public Instruction's Guidebook for Reopening Public Schools.

Approved the administration's recommendation for a hybrid plan using Option F under Plan B of the North Carolina Department of Public Instruction's Guidebook for Reopening Public Schools.

Approved the following personnel:

Haywood County Schools-Board Meeting

7/22/20

PERSONNEL FOR INFORMATION

Separation from Employment

NAME-POSITION, SITE, REASON

Tori Bugg-Teacher, CLY, Resignation

Jeffrey King-TA ISS / BBall Coach, BMS, Resignation

Employee Status Change

NAME-POSITION, SITE, ADD/MOVE/REMOVE/CHANGE

Brittany Pless-Teacher, BES, Change from FT Title 1 to 5th grade replacing Glenna Rayburn

Nicole Revis-Teacher, BES, Change from 1st to FT Title 1 replacing Brittany Pless

Angela Ledford-Teacher, CLY, Change from EC to K replacing Tori Bugg

Chelsea White-Teacher, CLY, Change from K to 1st replacing Angela Ledford

Wendy Underwood-Teacher, CLY, Change from K to 1st replacing Ashley Vaughn

Leisa Mease-Teacher, CLY, Change from 1st to K replacing Sabrina Taylor

Sabrina Taylor-Teacher, CLY, Change from K to 1st replacing Leisa Mease

Michelle Davis-Teacher, CLY, Change from 1st to K replacing Jan Davis

Jan Davis -Teacher, CLY, Change from K to 1st replacing Michelle Davis

Laura Turner-Teacher, WMS, Move to THS Business Teacher replacing Roberta D'Alesandro

Mary Bennett-Teacher, CMS, Change from EC TA to EC II TA replacing Courtney Gentry

Brigid Luckey Smith-EC TA, NCE, Move from NCE to MES

Nick Messer-Custodian, WMS, Move from WMS to BES replacing Dan Wilkin

PERSONNEL FOR APPROVAL

***Emergency placement by Superintendent**

Employment

NAME-POSITION, SITE, REASON

Timothy Boyer-Media, CMS, FT 10 mth replacing Anita Painter

Barbara Boyer-Teacher ELA 8th, CMS, FT 10 mth replacing Christina Latriano

Jennifer Worley-Teacher Science, THS, FT 10 mth replacing Keith Cloer

Rachel Glenn Duncan-Teacher 3rd, HES, FT 10 mth replacing Julie Thompson

Alexandria Marler-Teacher 3rd, JVE, FT 10 mth New Position

Haley Dodd-TA, CLY, Temp FT 10 mth EC TA New Position

Hannah R Evans-Teacher 5th, HES, FT 10 mth replacing Laura Kirchner

William Harrell-Asst Principal, THS, FT 11 mth replacing Graham Haynes

Terrell Hooper-Teacher Chorus, CMS, FT 10 mth replacing Craig Summers

Shawn Bourque-Teacher EC, JVE, FT 10 mth replacing Brooke Atwood

Employee Status Change

NAME-POSITION, SITE, ADD/MOVE/REMOVE/CHANGE

Niki Paganelli-Teacher, NCE, Add Summer Camp 32 hrs/wk

David Curtis-Recruiter, CO, Add BT Liaison PT 10 mth <20 hrs/wk replacing Nancy Pryor

Kelly Scott-Title I Assist, JVE, FT Title I TA New Position

Chelsea Wright-Teacher K, JVE, Change from TA to FT 10 mth Teacher New Position

Employee Coach

NAME-POSITION, HEAD/ASSISTANT, BOYS/GIRLS

Harold Shepard-Field Supervisor, Assistant, Boys/Girls, PHS

Harold Shepard-Tennis, Head, Girls, PHS

Zachary Gibson-Football, Assistant, Boys, PHS

Jacob Hannah-Football, Head, Boys, PHS

Joseph Sayblack-Cross Country, Head, Boys, PHS

Madison Morgan-Cheerleading, Assistant, Girls, PHS

Non-Employee Coach

NAME-POSITION, HEAD/ASSISTANT, BOYS/GIRLS

Jeremy Cagle-Football, Assistant, Boys, PHS

William Warren-Football, Assistant, Boys, PHS

Scott Earley-Football, Assistant, Boys, PHS

Volunteer Services

NAME-POSITION, HEAD/ASSISTANT, BOYS/GIRLS

Rachel Huertas-Band, Assistant, Boys/Girls, Varsity

Bobby Richardson-Band, Assistant, Boys/Girls, Varsity

There being no further business, the board adjourned at 9:05 p.m.